



Thursday Thoughts

Changes to AFP CC Job Postings

We are pleased to share that beginning December 1st, AFP Colorado Chapter will require salary ranges for job postings. This decision has been made in alignment with AFP Global, which began requiring salary ranges in job postings as of November 1, in alignment with the Colorado Equal Pay for Equal Work act which requires salary ranges be included in all job postings beginning January of 2021, and in alignment with the AFP Colorado Chapter commitment to advancing equity in the fundraising profession.



Requiring salary ranges promotes equity in the fundraising profession: Studies have shown that women and people of color often have significant disadvantages during salary negotiations. When salary ranges are not included in a job posting, it reinforces the salary gaps we see in the fundraising profession and in all of society based on gender, race and other factors. Salary compensation of any position should be based on the work and value of the position to the organization, and while there may be variations based on experience and skill level, the levels should be commensurate with the value of the role the organization.

Transparency in salary ranges is more efficient and effective at finding the right candidate: salary ranges set expectations from the beginning and ensure there is no surprise about salaries and that neither party is wasting their time on a candidate or a position that doesn't meet their salary needs. In addition, there is research which shows that jobs with salary ranges get 30% more attention.

Lastly, we encourage transparency in the relationship between our

donors and our organizations. We should expect no less from our organizations in hiring practices.

For more information or questions on job postings, please contact info@afpcc.org.

Job Postings

SOS Children's Village - [Director of Donor Engagement and Impact](#)

[See all job postings >>](#)

AFP Membership Scholarship Available



Due to the financial hardship that many nonprofits across the country are currently facing, AFP Global has developed a scholarship fund for each chapter to administer. This scholarship will cover full membership dues to both AFP Global and AFP Colorado for one year.

Eligibility: Recipients must either be new members (no existing membership) or renewing between now and 12/31/2020. Priority will be given to fundraisers from underrepresented populations including BIPOC communities and young professionals.

To apply online [click here](#). Deadline to apply is November 8th, 2020 at 5:00 pm.

Questions? Email VP Of Membership, Nia Wassink at nia@missionlaunchco.com.

Partner Event

We Need a Celebration

CHANGE THE WORLD



WITH A GIVING HEART

National Philanthropy Day®

November 13th is National Philanthropy Day, and despite the crazy that has been 2020, we are CELEBRATING!

We will gather virtually to celebrate National Philanthropy Day in Colorado, honoring 2 spectacular youth award winners and 33 individuals, organizations and businesses who are working to create positive change in communities across our great state.

We know that everyone can be a part of philanthropy and make a positive impact on the world, and we are honored to celebrate those in our community and profession who strive to do this every day.

Join us on November 13th and be inspired and celebrate!

Click [here](#) to learn more and register!

Thursday, November 12th
8:00 am - 10:00 am

Social Media

Speaker:

Tara Hubner

Anyone with fundraising duties in their job description is welcome to attend. Coffee Chats are free to everyone and there is no need to register



Sponsored by



Member Spotlight

KUDOS! Celebrating the accomplishments of our members.

Kudos to **Sarah Egolf-Tarr**, Director of Development with Wildlands Restoration Volunteers on earning her CFRE

certification! Congratulations, Sarah, on this wonderful accomplishment!

If you have some great news to share, like a promotion, a new job, or an award received, email us at AFPkudos@gmail.com. Please note this is specifically to celebrate our Members, so no need to send the results of your latest campaign or event



Upcoming AFP Events

November 6th

AFP Colorado - AFP Southern Colorado Joint Education Event is next week!

"How Can Fundraising Possibly Succeed in a COVID Environment"

Registration is limited! Hurry and save your space today!

[Register Today!](#)

November 12th

Virtual Coffee Chat: Social Media

[Learn More](#)

November 13th

National Philanthropy Day Virtual Celebration

[Register](#)



**Your Virtual Streaming
Fundraising Partner**

DENVER FILM & DIGITAL

Video Production for Business, Nonprofits & Foundations

www.DenverFilmDigital.com • (303) 274-9319

AFP is a membership organization committed to advancing philanthropy. We offer resources and create opportunities to help fundraising professionals be the best they can be. We bring fundraisers together to



network, grow professionally, and advance our field. [Visit Our Website](#)

STAY CONNECTED

