



Thursday Thoughts

The Final Fundraising Push

You've made it to December in one of the weirdest years ever and you've maintained a sense of humor and humanity through it all. As we enter this final month of fundraising for the year, know that your AFP community is behind you, and cheering for you.



As you work to raise support for your important missions and give to your favorite causes this month, please remember that AFP Colorado Chapter and AFP Foundation for Philanthropy also depend on community support to continue our work. Support for AFP Colorado Chapter helps support our educational, mentoring and member events – you can make a gift [here](#). Support for the AFP Foundation for Philanthropy helps support national AFP educational events, webinars, trainings and professional development – you can make a gift [here](#).

Best of luck to all in finishing this year strong!

Job Postings

Metro State University of Denver -[Director of Prospect Management and Analytics](#)

[See all job postings >>](#)

Interrupting Bias on Your Team

Companies spend millions on anti-bias training each year in hopes of



creating more inclusive—and thereby innovative and effective—workforces. Studies show that well-managed diverse groups perform better and are more committed, have higher collective intelligence, and excel at making decisions and solving problems. But research also shows that bias prevention programs rarely

deliver. So what can you, as an individual leader, do to ensure that your team is including and making the most of diverse voices? Even if you aren't in a management position, you can still be a leader for change in your organization. Learn more about how you can interrupt bias on your team, as a boss or colleague, in [How the Best Bosses Interrupt Bias on Their Teams](#), by **Joan C. Williams** and **Sky Mihaylo**, shared [Harvard Business Review](#).

Partner Event

AFP SoCo – Holiday Party and Member Appreciation Event!

We're all super busy and tired of Zoom,
So we're keeping it brief in a virtual room!
Join us the 8th of December at 5:00 p.m.

For 45 minutes of holiday cheer!

Lift your glass or mug with beverage of
choice,

Wear the ugliest sweater to give us a laugh!
You could win an AFP gift pack or something
as good,

So RSVP [here](#) as quick as you can!



Thursday, December 10th
8:00 am - 10:00 am

Open Conversation About
Fundraising Best Practices

Save the Date! Details Coming Soon!

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 **Seawell Ballroom at the DCPA** for presenting a professional and dynamic hybrid virtual event for National Philanthropy Day in Colorado this year. The planning team was a true partner in the process and helped us navigate this tricky year. The technical team provided professional lighting, sound, and media to make a complete event. The venue has full adherence to all of the COVID restrictions that are in place.

If you missed the virtual event, you can see it [here](#) and you can read the full review [here](#).

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

December 10th

Virtual Coffee Chat - Open Conversation
About Fundraising Best Practices

[Learn More](#)



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