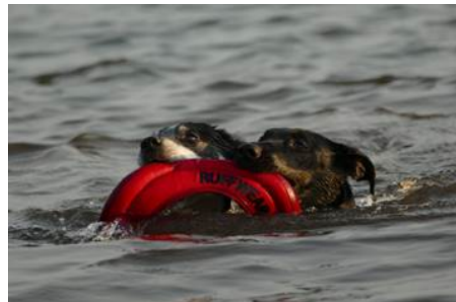




Thursday Thoughts

What Does It Mean To Be A Mentor? What About A Mentee?

Mentor is viewed as the advisor in the relationship with mentee being the party benefiting from the relationship. So, while it looks this way, effective mentorship is actually a two-way conversation in which both parties feel committed to the problem and share a desire to learn from each other. - Vinita Bansal in Mentorship: Key To Effective Mentor Mentee Relationship.



Read the [full article](#) to learn more about what it means to be a mentor and mentee and 5 key strategies to building a successful mentor/mentee relationship.

AFP offers a six-month mentoring opportunity kicking off in April! For more information and to apply visit the [AFP Mentor Program](#) page.

Job Postings

Want to check out current job opportunities in fundraising?

[See all job postings >>](#)

Ableism In Nonprofits



As we start this new year and continue discussions on inclusion and equity, let's consider ableism in the nonprofit sector. In a new essay, development professional, writer and AFP New Mexico Board Member

Jessie Calero, shares the

uncomfortable truth that nonprofits whose missions are focused on serving communities with disability are often offenders of ableism and unaware of its impacts. Jessie offers five practices to help all nonprofits shift their culture in a meaningful, inclusive and equitable direction. Read the full piece here: [5 Anti-Ableist Practices That Any Organization Can Embrace Now!](#)

AFP ICON 2021

So much has changed in the past year. You know what hasn't?



The Association of Fundraising Professionals (AFP) and AFP ICON is still here to give you all the fundraising training, trends, and meaningful connections you need to make more impact. AFP ICON will return in person in Minneapolis, MN June 28-30, 2021. And because we know how valuable and powerful experience ICON can be, we will also offer a virtual option for those that would prefer to participate from home. Get ready for three unforgettable days, together as one fundraising community.

For more information, and to register, visit [AFP ICON](#).

Thursday, February 11th
8:00 am - 10:00 am

Do We Really Need A New CRM?

Is your organization thinking about moving to a new CRM (customer relationship management) tool, or its first CRM? What internal questions should you answer before starting your search? How do you set your organization up for



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as successful and smooth transition?
Even if you are not switching, Lidi will
share some tips for maximizing your
CRM that you might not be using.

Presenter:

Lidiane Mocko, Small Business CRM
Coach

[Learn More](#)

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

Member Spotlight



Welcome to our newest members!

***Stacey Baum ~ Kerry Bishop ~ Susan Crick
Nick Daugharty ~ Brie Dilley ~ Carrie Enkler
Erin Flores ~ Cheri Gonzales ~ Savanna Hanson
Perry Jowsey ~ Jeslin Shahrezaei ~ Joy Thompson***

Upcoming AFP Events

February 11th

Coffee Chat - Do We Really Need A New
CRM?

[Learn More](#)

March 5th



Deadline to apply for the AFP Mentorship
Program
[Learn More](#)



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