



2017

## THE MENTORING PARTNERSHIP PROGRAM

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The Association of Fundraising Professionals (AFP) is an international organization, whose mission is to advance philanthropy by enabling people and organizations to practice ethical and effective fundraising. Philanthropy has made extraordinary contributions to the world and plays a key role in improving the lives of people and providing critical services to communities.

One of the core activities of AFP is to educate, train, and mentor chapter members to keep the profession strong and viable. AFP is committed *to engaging young professionals and youth who are exploring philanthropy and building their fundraising careers*. AFP recognizes the importance of outreach to young professionals in order to assure that effective and ethical fundraising is practiced into the future.

The Mentoring Partnership Program is designed to support the mission of the organization. The Program offers a unique opportunity for a new fundraiser to be matched with an experienced fundraiser who has the skills, knowledge and resources to offer advice and provide one-on-one mentoring. The Program's goal is to foster collegial relationships and enhance the fundraising profession in the community.

### Participants

**MENTORS** are identified as senior professionals with a minimum of six years of fundraising experience who are members of the AFP WNY Chapter in good standing. Mentors should be open to sharing their experiences and knowledge of fundraising.

#### **Mentor Profile:**

- Desire to educate the next generation of fundraisers
- Demonstrates dedication to the field through career longevity.
- Experience as a front line fundraiser in both large and small fundraising operations.
- Commitment to one phone or in person meeting per month plus attendance at kick-off event.
- Commitment to report back to mentor program committee on progress.
- Confidentiality is imperative.

**Benefits for the Mentor:**

- Opportunity to build leadership and management skills.
- Opportunity to give back to the industry and build upon career networks.
- Satisfaction in helping someone to achieve their professional goals.

**MENTEES** are identified as professionals with one to five years of experience or new to Western New York who are members of the AFP WNY Chapter in good standing. Mentees will have the opportunity to learn from an expert, ask questions related to the profession and benefit from the guidance provided as they move along their career path.

**Mentee Profile:**

- Commitment to grow as a professional in a fundraising career.
- Not currently a manager of a fundraising staff at their organization.
- Commitment to one phone or in person meeting per month plus attendance at kick-off event.
- Commitment to report back to mentor program committee on progress.
- Confidentiality is imperative.

**Benefits for the Mentee:**

- Opportunity to learn new skills and reach broader goals within the profession.
- Development of stronger values, better decision making and greater confidence.
- Opportunity to network with experienced professionals and build community partnerships.

**The Relationship**

The relationship is meant to be career-specific and not to be used or construed in any way as a consulting relationship.

The Mentor is responsible for making the initial contact with the Mentee. A face-to-face visit is recommended to establish the relationship and determine specific fundraising skills the mentee would like to strengthen. The Mentor is encouraged to introduce the newcomer to the resources available in the community and attend AFP WNY Chapter events along with other appropriate occasions.

It is recommended that the Mentor and Mentee advise their employers that they intend to participate in the Program. Mentors and Mentees will respect that some of the information they share about their respective organizations is confidential in nature.

The Mentors and Mentees will meet as a group at least once a year at an event specifically designed for The Mentoring Partnership Program.

## Guidelines

The Mentoring Committee will make matches once a year in the spring and/or as needed. A member of the Mentoring Committee will call both the Mentor and Mentee at six months into the program to ensure that the relationship is both ongoing and productive.

The efficacy of mentoring is linked to the amount of time that a Mentor and Mentee work together. The time involvement of the partnership should be a minimum of one hour per month in any configuration, i.e. face-to-face, phone call, or e-mail. The Program requests a 9-12 month commitment and attendance at the kick-off event. The proximity of Mentor/Mentee will be taken into consideration when matches are made so that face-to-face meetings can be possible.

## Invitation to the AFP WNY Mentoring Partnership Program

As a respected fundraising professional or a young professional in the field, you are invited to participate in The Mentoring Partnership Program. Whether you are new to the fundraising profession or enjoy sharing your expertise with others, participation in the Mentoring Partnership Program will be a rewarding experience.

There is no cost to participate. To join the program, please complete the application to be a Mentor or a Mentee, and submit to the WNY Chapter of AFP. Once a match has been made, you will be informed by a member of the Mentoring Committee.

*The Mentoring Partnership Program provides participants with the opportunity to grow in their careers and enrich their experience as fundraising professionals in the community. Thank you for your interest.*