

ASSOCIATION OF FUNDRAISING PROFESSIONALS NASHVILLE CHAPTER – MENTORSHIP PROGRAM

ADVANCE YOUR CAREER & EXPAND YOUR KNOWLEDGE

There are two ways for AFP Nashville Chapter members to participate:

a) *Become a Mentor:* Participation as a Mentor is available to AFP Nashville Chapter members who have demonstrated expertise and experience in various areas of fundraising for five or more years. This program is intended for personal professional growth.

b) *Become a Mentee:* Participation as a Mentee is available to Nashville Chapter members who have worked as a full-time paid development professional at a nonprofit organization for a minimum of two years. This program is intended for personal professional growth, not for long-term or extensive organizational assistance.

Mentoring is Win-Win for Everyone Involved

“Our organization encourages an approach that helps people being mentored solve challenges on their own ...There seems to be more empowerment this way, & the real problem-solving is being done together.”

“As issues come up & brainstorming takes place, the result is often as rewarding for me as it is for the mentee. There is no question that the mentor-mentee relationship is beneficial for both parties.”

“Mentoring relationships often involve more than a learning exchange. Relationship building is what we do in development. Working closely with a relative newcomer...is rewarding...On a more personal level & regardless of any age differences, a friendship evolves that you might not otherwise have had an opportunity to cultivate.”

Above comments by AFP Southwest FL mentors gratefully borrowed from article by Jacklyn P. Boice, “Your Career: Ideas & Resources to Help Advance Your Career” in Advancing Philanthropy, July/August 2006

What Exactly Is a Mentor Relationship?

While many mentor relationships are spontaneous, informal, & unstructured, the purpose of the AFP Nashville Mentorship Program is to facilitate the matching of an experienced development professional as mentor with a less experienced mentee in a somewhat more formal & structured way, for the duration of one year. The AFP Nashville Mentorship Program provides both seasoned development professionals & newer fundraisers with a supportive & nurturing context for advancing a variety of skills.

While the mentee is responsible for taking the lead in setting his or her professional goals during the mentorship year, the Mentor-Mentee relationship is more than simply a Q&A opportunity. *A successful mentoring relationship is based on the clear understanding on the part of the mentee that the Mentorship Program is a complement to ongoing professional development, such as fundraising workshops, seminars, courses, & personal study.*

A mentor shares his or her accomplishments & experience & in this way assists in enhancing the integrity of the development profession. For example, one may learn how to organize a special fundraising event from books, online resources, or a seminar, but developing the confidence & style to facilitate your first donor meeting, or making your first pitch to a major corporate foundation may be inspired by a personal relationship with a mentor.

What Is the Mentorship Program?

The Mentorship Program is part of AFP Nashville's commitment to strengthen philanthropy in our community. Many AFP chapters have successfully offered this exclusive program to their members, with the result that both mentors & mentees:

- have forged new collegial relationships & networking opportunities
- advanced their professional skills through coaching & being coached
- developed new learning, teaching, & leadership aptitudes.

As one of its main objectives is to facilitate quantifiable professional & personal growth for both the mentor & the mentee, the Mentorship Program requires both partners to structure contact time & goal setting for the duration of one year. Both partners will be asked to submit a brief progress report to the AFP Nashville Mentoring Chair in June 2010 & an evaluation of both the Program & their individual experiences in December 2010. These evaluations are to assist you in reviewing your experience, & will serve to help us evaluate the success of the program.

I'm Interested! What's Next?

The success of the AFP Nashville Mentorship Program depends on the enthusiasm of our participants!

FILL OUT THE MENTOR or MENTEE APPLICATION AND SUBMIT IT BY MARCH 17th TO:

Sara Thompson
Development Director
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