Objective of the AFP Professional Mentor Program

The **AFP Professional Mentor Program** provides professionals new to fundraising or interested in professional growth with mentoring opportunities from seasoned fundraising professionals. (5+ years' experience).

Participants engage in a time-limited relationship to support and advance the career skills of the Mentee and provide an opportunity for Mentors to share their experience and knowledge with those newer to the profession. For both Mentors and Mentees, this is an exceptional opportunity to share expertise, network with and learn from colleagues, and ultimately, ensure the strength of the Coachella Valley's philanthropic community.

Project Driven Program Design

The foundation of the **AFP Professional Mentor program** is to provide each Mentee a real-world opportunity to immediately apply their education and skills learned through **AFP Professional Mentor Program** toward a project during a specified period of time.

The Mentee project should focus on building and implementing a component of a comprehensive development plan for their organization. The project must be within the Mentee's current scope of job responsibilities and supported by a mentee's supervisor and organization.

1. Potential projects will be identified by the Mentee in consultation with their supervisor.

2. Proposed projects are reviewed and approved by the Professional Mentoring Program Committee.

3. Potential projects are to focus on one or more component of their organizations strategic fundraising plan and include realistic, measurable outcomes.

4. The result of the project should positively impact their organizations fundraising goals.

5. Projects must be accomplished within the time frame: March – October

6. Projects must be an independent project. (One (1) project per organization & One (1) mentee per organization)

7. Project must be shared and supported by the Mentee's supervisor prior to submission to the Professional Mentoring Program Committee for review and final approval.

Project Outline

In addition to the **Mentee Application**, all applicants will provide a brief outline of no longer than two (2) pages and contain the following:

1. Clearly description as to why the proposed project is important to the Mentee's organization.

2. Describe what component(s) of the organization's development plan will the project impact.

3. A clear goal statement indicating what the project is meant to accomplish and three (3) specific goals to achieve with the project.

4. Include any action steps that describe how the project will be conducted.

5. Specific outcomes that describe what will happen and/or be present if the project is successful.

Process

Mentee applications along with their project proposals will be accepted December 1st through January 31st. The Professional Mentor Program Chair and Committee will meet to review all submissions.

Prior to acceptance into the program, Mentees will be interviewed and prior to final approval, the Committee and/or potential Mentor may offer recommendations for project adjustments. Should a project be denied, an explanation will be given to the Mentee along with guidance for developing a new project.

AFP's Professional Mentor Program will provide up to four (4) mentee/mentor pairings each year to offer the highest level of quality experience and a successful outcome for the mentee.

Approved applicants for the annual mentor program will be matched with a professional mentor in February. Mentees are required to attend an orientation prior to the start of their project. A committee member will be assigned to each pairing and check in periodically to assess the progress of the project noting any challenges or adjustments for the team.

Mentees will be required to submit a one-page Final Project Report to the committee at the completion of the project and participate in a brief oral presentation to the AFP Board and Membership. Final reports from mentees are due no later than October 31st and an outline for the oral presentation will be shared.