



2019 | Mentorship Program

Together with Southwest Airlines, AFP San Diego encourages and facilitates mentoring that strengthens the region by educating development professionals and nonprofit leaders in best practices in fundraising and applying the high standards of the AFP Code of Ethics.

Objectives

- To provide a structured opportunity for growth in your fundraising career by linking new and experienced fundraisers in a mutually beneficial relationship.
- Designed to help you meet the challenges you face as a fundraising professional regardless of the size of organization you work in, whether you are currently employed in the field or are seeking growth opportunities to enter the field.
- To attract and retain members.
- To help foster a culture of congeniality and good will within the San Diego County fundraising community.

Overall Expectations & Guidelines

Goal: The goal of the AFP San Diego Mentorship Program is to help new (or experienced) development professionals find answers to their questions about any area of fundraising by providing a positive relationship with an experienced professional who will serve as a one-on-one mentor and provide professional guidance.

How does it work? AFP San Diego Chapter will match experienced professionals with AFP San Diego members or non-members who have requested a mentor. The AFP San Diego Mentorship Chair will make the match based on the information provided by the mentee during the application process. If no suitable mentor is available, a discussion will take place between the Mentorship Chair and mentee to re-examine their needs. In this case, mentors may be approached by the Mentorship Chair to determine if they would be willing to be assigned more than one mentee.

The mentor is to provide the mentee with advice and information. The advice will be limited to career advice and/or specific fundraising advice to be used to enhance the fundraising program of the charitable organization with which the partner is associated or to assist the mentee with entering the field. The relationship is meant to be career specific and is not to be used or construed in any way as a consulting relationship. We recommend that both partners advise their employer (where applicable) if they intend to participate in this program.

Commitment: The partnership is, at minimum, a four-month commitment; but can carry forward as long as the mentee and mentor agree. The time involvement is dependent on the participants, however it would be expected that those involved in the program would meet face-to-face once each month, with phone calls and emails on an as-needed basis. Mentors will make the initial contact with mentees via phone to set meeting dates and priorities.

Challenges: Should the match not feel like a good fit to either mentee or mentor, please contact the Mentorship Chair to discuss the issue. Every effort will be made to offer assistance with successful resolution. In the rare case in which it appears either the mentor or mentee is not a good fit for the program, each participant will be notified accordingly by the Mentorship Chair. The Mentorship Chair will confer with the Chapter President, Vice President of Membership and Membership Chair before taking such action.

Follow-up: The AFP San Diego Mentorship Chair will contact participants for feedback on the program within one month after the four-month partnership is completed.

Role Descriptions

Mentor:

- Must be a member in good standing of AFP San Diego Chapter.
- Must have at least five years of direct experience as a professional fundraiser.
- Must be open to share your experiences, opinions and best practices on a variety of genres within the fundraising field. The mentor must also be willing to be open to learn new ideas from the mentee.
- Must be willing to make the mentee feel comfortable asking questions and check in with the mentee throughout the relationship. The amount of check-in required will be determined at the beginning of the relationship as agreed to by both the mentor and mentee.
- Must be committed to maintaining professionalism in the field of fundraising as stated in the AFP Code of Ethical Principles and Standards.
- Must be willing to make a four-month commitment to this program.

Mentee:

- Can be an AFP San Diego Chapter member or a non-member.
- Must be a San Diego County resident.
- Must be willing to ask any and all questions, no matter how minor or major.
- Must be committed to maintaining professionalism in the field of fundraising as stated in the AFP Code of Ethical Principles and Standards.
- Must be willing to make a four-month commitment to this program.

Submission Requirements for Applicants

AFP-San Diego Chapter Members:	Benefit of membership - no fee
Non-members:	\$40.00

Email or Mail Application to:

Katie Gomez
AFP San Diego Administrator
E-mail: katiegomez@afpsd.org

To pay by credit card call: 760-518-0776

To pay by check (make checks payable to AFP San Diego Chapter) mail to:

AFP-San Diego Chapter
c/o Mentorship Program
P.O. Box 882088 San Diego, CA 92168

For more information please contact:

Oliver Welty, Mentorship Chair
Phone: 619-709-2379 (mobile) E-mail: Oliver@WeltyGroup.com