# MENTORSHIP

## AS A WAY TO GENEROUSLY TRANSMIT THE ART OF

# PHILANTHROPY

Mentorship Program 2023

AFP - Quebec Chapter

AFP
Association of Fundraising Professionals

Association des professionnels en philanthropie
Section du Québec

AFPQUEBEC.CA

# THE BENEFITS OF MENTORSHIP

## Would you like to learn more about philanthropy?

As a member of the AFP - Quebec Chapter, you will be able to develop and improve your skills by participating in the Mentorship Program, under which you will be paired with a seasoned fundraising professional.

In an effort to enrich the profession, philanthropic experts who are willing to share their experience will coach individuals who want to gain creative ideas, develop their skills, and share best practices.

The partnership that emerges from the relationship between a mentor and mentee helps to maintain high professional standards and ensure ethical and effective fundraising practices.

The success of the program will rely on the generosity, leadership and experience of our chapter members.

# PURPOSE

By implementing this mentorship program, the AFP - Quebec Chapter seeks to enhance the skills and confidence of the profession and to respond to the concrete needs expressed by some of its members.

The Mentorship Program provides a unique opportunity for a philanthropic professional to be matched with an experienced individual with more in-depth knowledge and skills to provide guidance and personalized support.

# PARTICIPANTS

**MENTEE:**

- Is a current member of the AFP - Quebec Chapter.
- Is a fundraising professional wishing to deepen their knowledge and benefit from valuable tips of a mentor in a particular aspect of our profession that they are less familiar with (e.g. planned gifts, major gifts, donor management and retention).
- Is a fundraising professional who has accepted a new challenge and wishes to accelerate his/her development.

**MENTOR:**

- Is a current member of the AFP - Quebec Chapter.
- Is a fundraising professional wishing to share the best practices in philanthropic management that he has acquired during his career.

# PARTNERSHIP

The AFP - Quebec Chapter Mentorship Program Committee will help match mentors and mentees and facilitate their first contact

The committee will take into account the areas of interest of the individuals involved and, to the extent possible, propose the optimal match of mentoring pairs.

We believe that the effectiveness of mentorship depends on the involvement and dynamism of participants.

We recommend that, if possible, one meeting per quarter be devoted to knowledge sharing. Exchanges can take place in person or in virtual mode, as the participants choose.

Mentors will be able to recommend relevant resources (courses, workshops, educational programs, vendors, consultants, etc.) to their mentees to help them develop their expertise.

# AGREEMENT

- Determine from the first meeting your comfort level and affinity with the other member of your dyad.
- Determine how often you will meet and how long each meeting will last.
- Choose a meeting place that will allow you to be comfortable during discussions (remember that you may need privacy to share confidential information).
- Determine how much notice you must give to cancel a meeting.
- Respect the confidentiality of exchanges during and after the meetings.
- Establish common objectives of the mentoring agreement.
- Determine how you will organize your meetings and what kind of structure these meetings will require, if any.
- Be determined to achieve results and do not forget to **HAVE FUN**!

# SUBJECTS OF INTEREST

The topics of the meetings will be determined by the mentees to meet their professional development needs.

## MENTEE COMMITMENT

- Complete mentee obligations during the full program period (1 year commitment).
- Meet with your mentor for at least 4 times per year.
- Be responsible for requesting a meeting with the mentor and arranging appointments.
- Identify topics of discussion with your mentor based on your personal advancement in the profession.
- Prepare questions and review concepts learned before each meeting in order to optimize the time spent with the mentor.
- Respect dates and times of scheduled meetings.
- Complete and submit the evaluation form at the end of the program.

## MENTOR COMMITMENT

- Act as a mentor during the full program period (1 year commitment).
- Meet with your mentee at least 4 times per year.
- Provide the mentee with advice, knowledge and support that can accelerate his or her learning process.
- Help the mentee to set goals and provide the necessary support to achieve them.
- Determine, at the end of each meeting, the value of the meeting for the mentee.
- Complete and submit the evaluation form at the end of the program.

# TESTIMONIALS

## Many have chosen to engage in the AFP-Quebec Mentorship Program. Here are a few testimonials.

"I was fortunate to participate in the Mentorship Program with AFP and had a very positive experience. The mentorship allowed me to interact with an experienced person who works for a large foundation. The discussions we had were always very enriching, giving me the opportunity to learn, but also to validate myself in the actions I was taking to perform and organize my work."
**Mélissa Bérubé, mentee**

"It's been a privilege to give back in such a meaningful way to a sector that has given me so much. Sharing my experiences and knowledge of philanthropy as a mentor has been very rewarding, and at the same time I've learned so much from this relationship. I think it is such an important program as it contributes greatly to the richness of philanthropy in Quebec and touches so many lives in the process."
**Sean Zikman, MBA, mentor**

"Mentoring gives me a sense of purpose and I learn from my mentees. It is a give and take situation.
A mentor allows a mentee to appreciate how everyone has the capacity to be the best they can be if they are truly honest about what they want, need, and can achieve."
**Helen Fortin, mentor**

"The mentorship program allowed me to get to know another professional in the field, but also to share our practices and discuss our experiences. It was a privilege to get to know my mentor, and she is someone with whom I will continue to share best practices in the sector in the future."
**Mireille Lavigne, mentee**

"As a mentor, I've had the opportunity to guide several individuals along their philanthropic journey. I have been able to share my knowledge and experience with my mentees, guiding them in their decision making and helping them overcome obstacles.  Being a mentor has also allowed me to develop my own leadership and communication skills. By helping others achieve their goals, I've learned to better understand different work styles and adapt my communication to the needs of each individual.
Ultimately, being a mentor is a rewarding experience that allows you to make a positive difference in someone else's professional life while improving your own professional skills. I highly recommend that anyone who has the opportunity to become a mentor take this opportunity."
**Elsa Desjardins, MBA, mentor**