

AFP Speed Mentoring

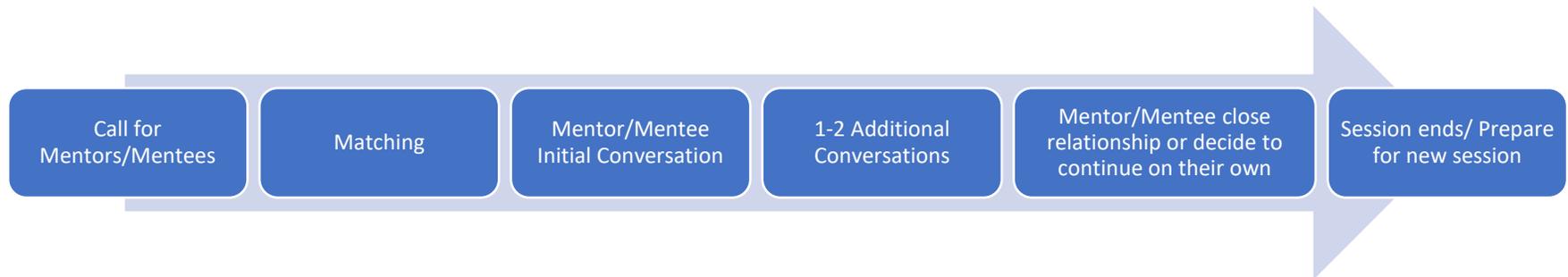
AFP Speed Mentoring Overview

A chapter-based, just-in-time mentoring program geared towards young professionals or those who are entering the profession, but open to any AFP member. Speed Mentoring meets the needs of mentees while eliminating the logistical and administrative burdens that exist in many traditional mentoring programs by streamlining the match process and treating each 3-month mentoring session uniquely.

Timeline

Speed mentoring will last 3 months, with a commitment of at least one conversation based on the needs of the mentee. The first meeting will ideally occur in person, but phone is an option. Solely relying on email is not in line with the spirit of the program. After the initial conversation, 1-2 follow ups may prove helpful, with an option to continue the mentorship beyond the scope of the Speed Mentoring program, if both the mentor and mentee agree (the chapter will not need to keep track of this). The session will end after 3 months, and the chapter can start a new session immediately if they choose.

Process



Criteria

Criteria can be customized based on the needs of your chapter, but we recommend keeping it as open as possible. Limiting by years of experience, etc. can feel exclusionary. Opening up the applications so anyone can serve as a mentor or mentee is a more inclusive approach that feels approachable to anyone who is looking for advice.

Matching

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The speed mentoring process is designed to be as streamlined as possible. To facilitate that, we recommend matching mentors and mentees based on one of seven broad categories:

- Corporate & Foundation Relations
- Direct Marketing/Annual Giving
- Finance/ Gift Processing
- Major Gifts/ Frontline Fundraising
- Planned Giving
- Prospect Management/ Research
- Career Development

Once matching occurs, if additional support is needed in a particular area, the mentor can make referrals to other connections or refer the mentee back to the chapter for additional support.

Marketing

- Chapter website
- Email blasts
- Facebook posts
- Testimonials
- Young Professional Mentor Day
- How to mentor video