



PRESENTATION - Join the ALDE Mentoring Team

For use by Chapters to promote Mentoring

Developed by Larry A. Wingard, CFRE

Chair ALDE Mentoring Task Force 2005-2006

Supplies Needed:

- Paper
- Post-it notes
- Writing utensils for everyone
- Copy of *Coaching 101* (optional)
- ALDE Mentoring brochure and applications
- ALDE web site info
- Large area to place post its on wall (might need tape)

TIME: 15-30 minutes

1. Opening Comments: from a past article written for the ALDE Newsletter.

- In the Bible they were Paul, Timothy, and Barnabas; Timothy and Eunice; Moses and Jethro; Jesus and Peter; James, John, Matthew, Mark, Luke, and John.
- For me they are: *(Insert own mentoring story) Dave, Jon, Lyndon, Darryl, Ginny, Larry, John, Frank, Robin, Greg, and the list goes on. Pete worked for a state association. I remember the day he called and said "Why don't you come along with me to Hazelton." And I learned about service to local affiliates. My wife, Ginny still talks about Frank — "He taught me how to run my division."*
- We are mentors and mentees. I was and am a mentee. I was and am a mentor.

2. Can you name instances where you were one or the other?

- Responses:

3. Are you like me?

- Do you call upon friends and colleagues to find out how to do things or sometimes just to have a friendly listening ear? Many times we don't get around to formalizing the arrangement. It usually starts with something like "I called just to bounce something off you."

Insert your own mentoring experiences or:

- *Some of my most meaningful life experiences have come from helping someone. I got a call a few years ago from someone who told me about a mentoring type experience I had completely forgotten. He said it changed his life. It was a "WOW" moment for me! Thank you Lord!*
- *Most of the mentors in my career were older and more experienced but many now are younger than I am by decades. They are experts in things I have not taken time to learn and probably would not be good at anyway. They are usually pleased to be asked. I respect them and appreciate their help. Often I have nothing to offer in return but my thanks. Emerson said "We all need someone to help us do what we should do."*

4. Hand out paper and pencils.

- **Ask participants to list persons who have been mentors or advisors in different phases of their careers or in life.**
- Bob Logan in *Coaching 101* says, "God-centered coaching has the power to change lives—both your life and the lives of those with whom you come into contact. Too often we forget that the role of a leader is not to do all the work alone: it's to prepare others for the work God has for them. Ephesians 4 explains that the role of church leaders is to prepare God's

people for works of service, so that the body of Christ can grow and build itself up in love as each part does its work. The role of a Christian leader is to equip. That role is not restricted to pastors and church leaders; we can all help one another prepare for kingdom work.”

5. Pass out post-its.

- Ask participants to write on each post-it a personal asset, talent, or experience that might be seen as a gift by someone else. It might be something gained from the mentors they listed.
- Have participants put their initials on the post-its.
- Ask participants to put the Asset post-its on the wall. After all have done this ask them to take a look at all the Asset post-its and add anything that comes to mind as additional gifts for themselves.
- **Comment:** This is an impressive cluster of talents and abilities that we as a group have assembled here. It would take a lot of years to amass that if we tried to gain it academically and it is probably impossible. You might say that if we were able to pass on this particular set of skills and experiences it would be an “awesome academy”.

6. What about the other side of your coin? Do you have some thorny questions, some things that puzzle you? Examples:

- How do I set up a donor recognition program?
- What is the best way to get my CEO on board?
- What is the difference between a CRUT and a DCGA?
- Does it make a difference in how volunteers respond?
- How does a donor circle work?
- What are the keys to a successful special event?
- Is a golf tournament a good idea for us?

7. Make a list of questions on the back of your paper:

- Wouldn't it be great to have a wise friend to share concerns with and from whom you can learn? Those wise and knowledgeable people are most likely already part of the organization to which you belong. As matter-of-fact, they may be right here in your chapter. They and you are potentially an ALDE Mentoring Pair. You may be an ALDE Mentor. You may be an ALDE Mentee.
- This is not a one-way street. We should recognize that Mentors usually learn from Mentees. Has anyone had that experience as I have? Responses:

8. Ask participants to look again at the Asset post-its/gifts on the wall and think about whether there are some gifts that they would like to tap into.

9. ALDE mentoring information

- Pass out the ALDE Mentoring information.
(order brochures from the ALDE office or download info from the ALDE web site)

a. Mentoring is one of the benefits of ALDE membership. The goal of the program is to provide a way for fundraising professionals to help each other through the guidance and professional expertise of experienced colleagues.

b. ALDE guidelines:

- All mentoring is consistent with the ALDE Code of Ethical Principles and Practices and with other Christian principles of development.
- ALDE mentors serve the mentee's desire to develop professional skills.
- Mentoring relationships usually do not involve professionals of the same organization.

- Discussions and activities of the mentoring relationship remain confidential.
- Discussions and activities occur at the speed and in a manner chosen by each mentoring pair.

c. Activities for Mentors and Mentees at ALDE conferences:

- Receptions
- Networking

d. AM teams can get together face-to-face or by phone or email. Chapter meetings are a good place to meet and to involve others

10. Ask the participants to fill out an ALDE Mentoring form as either a mentor or a mentee.

- Note that Mentoring is not just for newcomers but also for those who are making changes, coming up against new problems, or may need some temporary help. Mention that one possibility is mentoring triads as taught by Bob Logan in Coaching 101.... Mentoring need not be only one-on-one.
- Each ALDE chapter is encouraged to appoint a Mentoring Coordinator who does the pairing at the chapter level. Teresa Fairow, ALDE staff, is available to assist with pairing and may facilitate pairing outside the local chapter boundaries. The ALDE Mentoring Task Force would like to know about your positive Mentoring experiences -- and problems.

11. Have the chapter Mentoring Coordinator gather the post-its. They can be put back into order by the participant or used for chapter program resources. Collect the applications and transfer the post it asset information to the forms or pass it on to the program chair/President.

12. Invite Participant Comments:

13. Come on in - the Mentoring is fine!!! Join the ALDE Mentoring Team

- Call Teresa Fairow at 1-800-458-2363 x-4 for assistance in becoming an Mentor!!!
- Encourage members to sign up on the ALDE web site www.alde.org. (click on chapters, then mentoring)

14. Closing

- **Thank the participants.**
- **Conduct a closing prayer and ask that the participants mention the names of the persons they listed as mentors. Give God thanks for mentors in the prayer!**

15. Forward applications to Teresa Fairow at the ALDE office.

*NOTE: Coaching 101 is published by ChurchSmart Resources
copyrighted 2003 ISBN: 1-889638-37-4*