

Ethical Guidelines for the ALDE Mentoring Program

- All mentoring will be conducted in a manner consistent with the ALDE Code of Ethical Principles and Practices and with other Christian principles of fund development.
- All mentoring will serve the mentee's desire to develop professional skills.
- Mentoring relationships will not involve professionals of the same organization.
- Discussions and activities of the mentoring relationship should remain confidential.
- Mentors and mentees should not use the relationship to recruit employees or future employment.
- Criticisms or evaluations of the mentee's supervisor(s) or programs of the mentee's organization are to be avoided.
- The mentoring relationship should not be used for development of relationships that result in a fee or contract for services.

The Mentoring Program is sponsored by
ALDE's Chapter Support Team
and your local chapter.

Join the ALDE Mentoring Team!

"Whether new to the task or firmly entrenched, we all need someone to brainstorm options and think through consequences with, to coach us on skills and walk us through new processes, to guide us in our career development, or even to help us navigate organizational politics or balance home and professional life. We all can benefit from the multiple mentors that many of us have come to know informally through our network of ALDE colleagues. ALDE's Mentoring Program enriches our network."

Brenda (Peterson) Moore, CFRE

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Mentoring
growing
reaching
changing



Mentoring - Benefits You, Your Ministry, and Your Donors!

Throughout your career there will be occasions when support, encouragement, and advice are needed from a colleague. Whether you are new to the profession or learning a new skill, ALDE Mentoring will offer you an opportunity to enhance your career as well as benefit your donors and organization.

Suggested Topics for Mentoring Pairs:

- Christian stewardship, philanthropy, and development
- History and trends in philanthropy and development
- Skills and motivation necessary to do the job
- ALDE's Code of Ethical Principles and Practices
- ALDE's Donor Bill of Rights
- Principles of resource development (planning, communications, and fundraising) including information about annual giving, major gifts,

- deferred giving, planning, and the role of communications and marketing
- Specific skills in management of the development office, volunteers, and recognition programs
- Donor motivations
- Myths about the development profession
- Career opportunities for fundraising professionals
- Understanding the role of ALDE and the importance of professional organizations
- Importance of career development through continuing education and certification
- Keeping a balance in life

The Shape of the Relationship

Your Chapter Mentoring Coordinator will match you with a mentor who is an active member of ALDE. An ALDE mentor will provide you with valuable insights, knowledge, and advice leading to a greater understanding of the resource development profession (fundraising, communications, and planning).

Together, you will explore issues that are of importance to your professional needs and interests.

To enroll in the program, submit your application online at www.alde.org. (Click on chapters and then mentoring.) Your request will be forwarded to the Chapter Mentoring Coordinator who will place you in a mentoring pair. You must maintain your membership in ALDE and be employed by a non-profit organization participate in the ALDE Mentoring Program.

Encourage one another and build one another up. 1 Thessalonians 5: 11

How Much Time?

The time involvement can be somewhat flexible. The most desirable arrangement should be a minimum of one to two hours per month in any configuration (e.g. lunch meetings, formal phone discussions, or correspondence).

The mentoring relationship will typically be in effect for one year, but may be extended by mutual agreement. If ended, the Chapter's Mentoring Coordinator should be notified of the change in the mentoring relationship. If there is not a Mentoring Coordinator in the chapter, the mentor or mentee is to contact the ALDE international office.

Benefits for You

Charting your path

An ALDE mentor will help you understand and appreciate the resource development profession and help you become a qualified, contributing professional able to advance the understanding and practice of Christian stewardship.

Inspiration

ALDE's mentors are personally committed to the advancement of philanthropy and the development profession and want to share their expertise with other development professionals. Many mentees will provide inspiration and knowledge to the mentors with an eagerness for learning, technological savvy, and commitment to the ministry and its donors.

Mutually rewarding partnerships

Because the best learning takes place when it is a reciprocal process – not a one-way street – both parties can expect to grow professionally.