

ASSOCIATION OF LUTHERAN DEVELOPMENT EXECUTIVES

ST. LOUIS CHAPTER

Mentoring Opportunities

Mentoring is one of the great benefits of ALDE membership. The goal of the program is to provide a way for new fund raising professionals and professionals seeking additional knowledge to have their careers fostered through the guidance and professional expertise of experienced professionals. Mentoring relationships should follow the ethical guidelines adopted by ALDE. (See guidelines below)

Getting Started

- The person desiring a mentor (the “mentee”) will initiate the process by contacting any of the ALDE members who have volunteered to be mentors. (Please identify yourself as an ALDE member desiring a mentor.)

- The initial conversation should:
 - identify the needs of the potential mentee.
 - determine if the potential mentor has the time and expertise to address those needs.
 - determine a tentative communication schedule, whether by phone, email or meetings in person.

Continuing the relationship

- The *length* of the relationship will be determined by mutual agreement, but guided by the mentee’s desire or need to continue. Relationships may be as short as one phone conversation or meeting, or as long as a year or more.

- The *frequency* of contacts between mentor and mentee will be determined by mutual agreement.

Reporting

In order to evaluate the program, mentors are asked to report mentoring relationships to the Chapter Mentoring Coordinator. Please email Ruth Probasco at probascor@csl.edu.

Questions?

If you have questions, please contact Ruth Probasco, St. Louis Chapter Mentoring Coordinator. Office phone: 314-505-7627; Home phone: 324-576-3634; email: probascor@csl.edu.

The following ALDE members have offered their time and expertise in order to assist others in the resource development profession. More information about them may be found in the ALDE Membership Directory available in print or on the ALDE website.

| Name | City | State | Phone | Skills or Fortes |
|----------------|-------------|--------------|--------------|---|
| Ed Bertram | St. Louis | MO | 314-996-1650 | Principles of development, engaging donor-volunteers in development, comprehensive development planning, team leading, major gifts solicitation, campaign planning, campaign management, enrolling congregations, direct response, prospecting, communications/marketing, board member motivation, group facilitation, endowment gifts. |
| Vicki Helling | St. Louis | MO | 314-996-1674 | Association building, networking, national conference logistics, direct response, management, development training. |
| Lloyd Probasco | St. Louis | MO | 314-275-3744 | Gift Planning counseling, networking, partnership development, church-wide organization relationships, campaign readiness, moves management, development training. |
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Ethical Guidelines for the Mentoring Program

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