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MENTORING

Principle: Whether you serve as a mentor or as a mentoree and are being mentored, the process can not only be beneficial, but fun as well.

Vignette: During a 27 year active duty Army career followed by several years working in Medicare, I had extensive experience both as a mentor and as one who is being mentored, a mentoree.

Thus when I entered my current career and aspired to become a fund raising professional, I looked for several persons whose skills I respected and who might become mentors to me.

Both when I was Director of Development and Finance at MetroArts of the Capital Region and

when I served as founding President and CEO of Whitaker Center for Science and the Arts, I was pleasantly surprised to find that so many of my new colleagues were willing and even eager to help me.

While I can't name them all, I'd like to mention Jim Heckman, Ellen Arnold and the late John McFadden who were great mentors.

Two others, Ann Moffitt and Ralph Peters, deserve special mention.

Ann taught, encouraged and nudged me in many ways. That I took the test and earned my CFRE shortly after completing five years in the profession is directly attributable to mentoring and yes, nudging by Ann. And, as she predicted, the CFRE gave me credibility in my new profession.

Ralph, a well known community leader, was Board Chair of a for profit corporation which competed for, but did not win work on the Whitaker Center

build. When our capital campaign seemed to be stalling, I asked Ralph for his advice and help.

Though his partners had not forgotten that their company was not selected and did not want Ralph to assist, he rose above their objections, became a mentor to me and actively participated in our successful capital campaign.

Through the years, I have often been privileged to serve as mentor. In each case, I have benefitted greatly from the experience.

I'd like to leave you with a few key points:

- Don't be afraid to ask for mentoring help.
- A mentoring relationship can be of benefit to the mentoree and also of value to the mentor; for as a mentor, we can rethink and refresh our perspective on a variety of subjects and situations.

- Realize that the mentor/mentoree relationship will take time to mature.

And finally,

- Have fun working and learning with other fund raising professionals.

If you want to participate in our chapter mentoring program as either mentor or mentoree please contact Josette Myers, Chair of the Mentoring Committee (jmyers@mhyork.org or 717-849-5363).

Thank you very much.