



Mentor Connection!

ANA NONPROFIT FEDERATION MENTORSHIP PROGRAM

ANA NF Mentorship Expectations Document:

This document is meant to provide you with guidance regarding the mentorship program and your participation and conduct in the program. Please review this document and contact one of the staff members listed below if you have any questions.

- Respect the uniqueness and honor the integrity of your partner by working through them through constructive feedback. Empower and encourage your partner through the landscape of complex decisions without overexerting influence. Identify your partner's interests and take them seriously. Be alert for opportunities and teaching moments.
- The ANA Nonprofit Federation is dedicated to making our programs and communications a safe place for all. We do not tolerate harassment, intimidation or inappropriate behavior of any kind and we insist that all participants in our events adhere to a civil demeanor, a respectful and welcoming attitude towards their colleagues and our organization.
- By participating in the ANA NF mentorship program, we expect that you will engage at the highest level of professionalism to help one another through mentorship. Your contact with your mentorship colleague should be one that you value over time as you grow in knowledge and experience with issues that are fundamental to nonprofit fundraising and marketing and to your own development in this great community.
- You agree that your participation in mentoring reflects on our community and its high standards of professionalism and respect towards others, including those you may disagree with. Discourse is highly encouraged but as professionals and leaders in the space that discourse should always be respectful. Anyone found in violation of this policy will be subject to immediate removal from the mentorship program.

If you wish to report behavior that does not meet this standard, please **immediately** contact our mentorship staff Jeremy Ladson jladson@ana.net, Jocelyn Argarin jargarin@ana.net or Senny Boone at sboone@ana.net.