



Mentorship Program For New and Emerging Executive Directors

PHILOSOPHY

The National Preservation Partners Network believes in fostering strong connections amongst practitioners in the field, as well as across allied fields. We are committed to supporting and growing the next generation of leaders in historic preservation, and by extension, advancing the growth and effectiveness of the preservation movement. To help us advance our mission, we established a mentorship program for new and emerging executive directors.

OVERVIEW

The Mentorship Program is a peer support program that brings together an experienced executive director with a new or emerging executive director. A new executive director is one who is in their first three years on the job. An emerging executive director is someone working in historic preservation who is seriously considering, or being considered for, the role of executive director in the next two years.

The program matches a Mentor with a Mentee for a period of twelve months, running the calendar year. Each year's participants form a cohort of peers for an even greater sense of community.

The program is designed to provide operational capacity building as well as the opportunity to tackle challenges in a safe and non-judgmental atmosphere, receive feedback, and grow confidence. Mentors and Mentees voluntarily share their knowledge and expertise in areas that may include:

- Financial planning/budgeting
- Working with boards and committees
- HR administration
- Board development
- Fundraising
- Strategic planning and implementation
- Program development
- Project management
- Staff supervision
- Collaboration and partnerships
- Advocacy at the state, local, or national levels
- Topical areas of expertise such as revolving funds, education programs, historic site management, easements, trades programs, etc.



BENEFITS

For Mentors

- Positive impact on the mentee and their organization
- Increased opportunities for collaboration
- New skills
- Opportunity to share knowledge and experience
- Strengthened leadership skills
- An honorarium of \$400 for the mentor, their organization, or a preservation organization of their choice

For Mentees

- Expansion of their professional network
- Greater confidence on the job
- Support in critical decision making
- Development of leadership skills
- Ability to share concerns unique to executive directors of nonprofit historic preservation organizations
- Increased collaboration and networking
- Peer-to-peer assistance
- Greater job satisfaction
- Stronger sense of community through a cohort of new and emerging executive directors
- Eligibility for a professional development scholarship

QUALIFICATIONS

Mentors

- Five or more years of experience as an executive director in a nonprofit historic preservation organization
- A willingness to share, listen, communicate, empathize, and trust
- The support of their board to participate (if applicable)
- Ability to meet for one to two hours per month for a full calendar year
- Willingness to participate in an orientation meeting in January
- Willingness to complete periodic surveys to evaluate programmatic goals
- Ability to participate in video and/or phone meetings with the Mentee
- Membership in the National Preservation Partners Network (before or during the mentorship)



Mentees

- Status as a new executive director (less than three years' experience) *or* working in historic preservation and aspiring to an executive director position in the next two years
- The support of their board or employer to participate
- A willingness to share, listen, communicate, empathize, and trust
- Ability to meet for one to two hours per month for a full calendar year
- Willingness to complete periodic surveys to evaluate programmatic goals
- Willingness to participate in an orientation meeting in January
- The ability to participate in video and/or phone meetings with their Mentor
- Membership in the National Preservation Partners Network (before or during the program)

HOW IT WORKS

Matching

- Both Mentors and Mentees enter the program voluntarily, through an application process.
- Applications are accepted year-round for Mentors and between September 1 and November 30 for Mentees.
- A subcommittee of the Partners Network's Advocacy & Education Committee reviews applications, suggesting matches based on complementary strengths and goals.
- To ensure a good fit, each Mentee is paired with a few potential Mentors for initial conversations during December. Either party may decline a match. Final matches are made following these conversations.
- Once a final match is made, both parties review and sign a brief document outlining expectations.

Mentorship

- The program kicks off each January with a group orientation meeting, followed by periodic group meetings during the year to grow collaboration.
- Mentors and Mentees are responsible for setting their meeting times and locations, identifying priority areas for discussion and determining how they want to work with one another. It is expected that they meet for between one and two hours a month.
- Each party completes a confidential exit evaluation at the end of the program.

HOW TO APPLY

Interested in being a Mentor? Apply online [here](#).

Mentor applications are accepted year-round, although matching takes place each December.

Interested in being a Mentee? Apply online [here](#).

Mentor applications are accepted annually between September 1 and November 30.



FAQ

1. Do I have to be a member of the National Preservation Partners Network to participate as a Mentor or Mentee?

Membership is not required at the time of application, although we ask that by the end of the Mentorship program that you become a member. We offer a variety of membership levels and encourage you to speak with Executive Director Rebecca Harris if financial hardship is a concern.

2. Is there a fee to participate in the Mentorship Program?

No, there is no fee to participate, thanks to generous support from The 1772 Foundation and the Richard H. Driehaus Foundation.

3. How are Mentor and Mentee matches made?

A subcommittee of the Partners Network's Advocacy & Education Committee reviews applications and offers each Mentee a few Mentors to speak with during December. Following conversations between prospective Mentees and Mentors, final matches are made.

4. What is required during the program?

Throughout the program, both Mentors and Mentees are encouraged to decide on a meeting schedule and style that suits them. It is expected that they communicate in some way approximately one to two hours a month. In addition, both parties are expected to review and sign a brief expectations agreement, attend a brief orientation program in January, and complete an exit evaluation. There will also be opportunities for the Mentees to interact with each other as a group during the year.

Do you have questions about the program or the application? Email Executive Director Rebecca Harris at rharris@prespartners.org.

The National Preservation Partners Network does not discriminate based upon an individual's race, color, religion, national origin, age, sex (including pregnancy), gender identity, sexual orientation, genetic information, ancestry, military service, or membership in any category protected by federal or state law.