



Women's Democracy Network
Mentorship Program Agreement

(Mentor) _____ and (mentoring partner) _____
agree to participate in the WDN Mentorship Program. We are committed to sharing experiences and learning from one another to help us better empower each other and other women for success in our chosen field of activity.

We have established the following goals and benchmarks for our Mentoring Partnership (see examples on the next page):

Goal:

- Benchmark 1:
- Benchmark 2:
- Benchmark 3:
- Benchmark 4:

Timeline: We agree to communicate at least once a quarter (every four months) to discuss the status of reaching stated goal(s) and benchmarks. The approximate dates scheduled for this communication are:

First meeting: _____ Second meeting: _____
 Third meeting: _____ Fourth meeting: _____
 Additional meetings will be conducted on: _____, _____

Communication: We agree to communicate via:

_____ Personal Email	_____ Video Conference
_____ WDN Membership Email	_____ Personal Meetings
_____ Telephone	

(Please remember that the mentor and mentoring partner are responsible for covering the costs of communications.)

Additional experience sharing: We have also agreed to (circle one): an internship, job shadowing, other training experience.

We agree to share their Mentorship Agreement with WDN and to keep WDN apprised of the success of meeting benchmarks and goal(s).

Mentor Signature

Mentoring Partner Signature

EXAMPLES of Goals and Benchmarks

Example #1: Anna is the president of new nongovernmental advocacy organization and she would like professional guidance on how her NGO can be more effective in lobbying her town council.

Example Goal #1: Broaden outreach of NGO

- Benchmark one: Write NGO mission statement and identify goals and resources.
- Benchmark two: Communicate with new audiences, providing information about the NGO and specific issues.
- Benchmark three: Conduct events that educate townspeople about the NGO and the issues it is advocating.
- Benchmark four: Conduct a lobbying day in the town council to educate members of the council about specific issues and what impact it has on their constituents.

Example #2: Christina is a member of a political party and is interested in politics, but she would like to be more active and might one day want to run for office.

Example Goal #2: Professional advancement in political party

- Benchmark one: Write a personal strategy for what steps need to be taken to be more active in the party
- Benchmark two: Work within the party to identify opportunities to take leadership positions.
- Benchmark three: Determine what outside and personal resources you can draw upon to be more effective in the party (e.g., does the party fund the cost of training programs, do you have professional contacts that could support your work within the party, etc.).
- Benchmark four: Make community contacts to build constituent base.