

Re: Trustee Mentor Program

Dear Jane:

Before we get too far into the planning weeds, let me ask you for guidance on my basic premise. As always, I am open to any recommendations.

I gave a lot of thought about how we can implement the Trustee Mentor Program.

Choosing Board-elected Trustees is a formal process managed by the President in consultation with the Board Chair, the Executive Director and the Executive Committee. There are important things to consider including balance of experience, professionalism, organization/s the nominee represents, ability to donate, core competencies and more. This is also the time to share the expectations of Trustees.

But once the nominee becomes a Trustee, I envisioned that the next steps would be informal and welcoming. The Trustee coordinator would call the new Trustee and have an informal "chat" about their background and interests, what they would like to achieve as a Trustee, a little bit about opportunities based on their interests, ASOR members they know etc.

At that point, the Trustee coordinator reaches out informally to the President, Executive Director, selected members of the Executive Committee and others to select a mentor for each new Trustee. The mentor welcomes and guides the new Trustee through the Annual Meeting, invites the Trustee to the Legacy Dinner and special receptions, introduces the Trustee to members of the Executive Committee and Committee Chairmen that reflect the new Trustee's interests, etc.

The relationship continues between the mentor and Trustee until the Trustee feels integrated into the organization. It is hoped that the two of them become friends.

So, basically, I envision an informal process. I do not think we need another formal committee and a lot of decision makers. We will reach out to those who may know the new Trustee already or be creative based on the Trustee's preferences.

Do you agree with this approach? It is only what's in my head and your feedback is essential.



