

Nonprofit Association of the Midlands (NAM)

Policy Mentorship Program – Outline

1. Program Overview

The Policy Mentorship Program connects nonprofit employees and community members who want to learn about policy with experienced policy advocates, organizers, and leaders. The goal is to provide guidance, skills, and connections so participants feel more confident and effective in engaging with policy.

2. How It Works

- **Apply:** Both mentors and mentees fill out a short form with their interests, background, and goals.
- **Match:** NAM staff match pairs based on shared issue areas (health, housing, childcare, education, etc.) and experience levels. **Matching is not guaranteed as it will depend on the amount of participants.** Preference will be given to NAM members.
- **Commitment:** 6 months (with option to continue informally after). This will formally start in December 2025 and end at the end of the legislative session.
- **Time Required:** About 2–3 hours per month.

3. Expectations

- **For Mentors**
 - Meet with your mentee in December and then as needed during the session.
 - Share real-world experiences (e.g., how to talk with a legislator, how policy impacts nonprofits, advocacy strategies).
 - Offer feedback and encouragement.
 - Connect mentees to opportunities (events, hearings, networks).
- **For Mentees**
 - Drive the relationship: schedule meetings, come with questions, set goals.
 - Be open to learning and exploring different aspects of policy.
 - Respect your mentor's time and experience.

4. Suggested Activities

- **1:1s:** Discuss policy interests, career goals, or current issues.
- **Shadowing:** Attend a legislative hearing, advocacy day, or policy meeting together.
- **Skill-Building:** Practice writing a policy brief, testifying, or meeting with an elected official.

- **Networking:** Introduce mentee to other policy leaders or events.

5. Support & Tools

- Kick-off via Zoom with both mentors and mentees to set expectations
- Monthly check-ins for both mentors and mentees.

6. Closing the Program

- End-of-program survey (what worked, what to improve)
- Thank-you recognition for mentors (certificate, public acknowledgment)
- Encourage ongoing informal connections
- Build alumni network for continued policy engagement
- Encouraging participants to Lobby School (if appropriate)

Dates:

Kickoff - December 2nd at 10am CT via Zoom

Monthly Mentor Meetings - First Wednesday of the month at 8:30am via Zoom

Monthly Mentee Meetings - First Tuesday of the month at 10am via Zoom

Materials:

[Application Mentor](#)

[Application Mentee](#)