



## **ABOUT THE IAC MENTORING PROGRAM**

### **WHAT IS THE PROGRAM'S PURPOSE?**

The IAC Mentoring Program offers the opportunity to develop a mentoring relationship between experienced county elected officials (mentors) and newly elected officials (mentees). County government is complex and newly elected officials have often referred to their first year as “drinking from a fire hose.” As part of IAC’s mission to provide education and training to assist county officials in the performance of public service, we thought it was only natural to facilitate a mentoring program to connect incoming elected officials with seasoned officials.

### **WHO IS ELIGIBLE TO PARTICIPATE?**

The IAC Mentoring Program is available to active IAC members. Mentees do not have to be in their first year of office and mentors do not need to have a minimum amount of experience.

### **WHAT ARE THE BASIC GUIDELINES?**

IAC will match each mentee with a mentor in early January. During the first year, mentors and mentees agree to:

- Schedule an initial meeting to establish the mentor/mentee relationship;
- Visit each other’s county at least one time;
- Attend the IAC Mentoring Program Lunch during the IAC Midwinter Legislative Conference; and
- Meet in person or communicate by phone or email as often as needed, preferably once per month.

Mentors and mentees will work together to coordinate meetings. Because of Idaho’s geographical landscape, mentor-mentee pairs might find it difficult to meet in person and may opt for meeting via telephone or virtual meetings.

### **WHAT ARE THE MENTOR’S RESPONSIBILITIES?**

- Initiate contact with the mentee by January 27, 2023;
- Provide ongoing guidance, support, and encouragement;
- Share best practices;
- Assist with providing resources, tools, and information; and
- Identify opportunities and encourage involvement in IAC trainings, district meetings, and affiliate meetings.

## **WHAT ARE THE MENTEE'S RESPONSIBILITIES?**

- Ask questions and solicit advice;
- Initiate contacting the mentor when needed;
- Be willing to listen to the mentor; and
- Devote time to attend IAC trainings, districts meetings, and affiliate meetings.

## **WHAT IS THE MATCHING PROCESS LOOK LIKE?**

Applications for 2023 must be submitted by December 23, 2022. IAC will make every effort to assign a mentee with a mentor serving in a similar size county and in close proximity to each other. Mentor-mentee pairs will be assigned and an introductory email will be sent to the individuals the first week of January 2023.

## **HOW LONG DOES THE PROGRAM LAST?**

The mentorship program is for a duration of one year. However, the connection will continue for years to come!

## **WHAT DOES THE PROGRAM COST?**

The IAC Mentoring Program is included as part of your IAC membership benefits and requires no additional costs to apply. Depending on your mentor/mentee relationship there might be additional minimal costs (lunch, coffee, etc.) at your discretion.

## **QUESTIONS?**

Contact Kristin Cundiff, Director of Professional Development and Events at [kcundiff@idcounties.org](mailto:kcundiff@idcounties.org) or 208.514.0403.