



Minnesota Women Ceramic Artists is a professional organization that supports women ceramic artists in Minnesota. MNWCA provides its members opportunities for exhibiting, networking and mentoring throughout their ceramic careers. MNWCA also furthers the creative and professional development of its members.

MNWCA Mentoring Program

Statement of Purpose

The purpose of the MNWCA Mentoring Program is to serve the needs of women studio potters and ceramic artists in Minnesota by providing knowledge exchange for professional and personal enhancement. The Mentoring Program is being sponsored and coordinated by the MNWCA as a benefit for active MNWCA women members.

Participation Guidelines

Once you are informed about your mentoring partner, you should:

- Work together to discuss and develop expectations, set objectives, and complete a formal Mentoring Agreement - see Members/Mentoring program at <http://mnwca.org>.
- Agree upon a set schedule to interact at least once a month during the established Mentor/Mentee relationship duration. This duration is flexible based on the needs and determinations assessed during the first meeting.
- Fulfill commitments or provide adequate notice of changes to your Mentor or Mentee.
- Participate in an Outcome Evaluation, which will review the completion of your mentoring objectives.
- Communicate with the Program Coordinator to keep him/her informed of any mentoring relationship changes or concerns, or changes in your contact information.
- Observe confidentiality and professional standards of behavior and safety. Create a safe mentoring environment.

Some Do's and Don'ts of Being a Mentor

Do

- Challenge, motivate, inspire, and encourage.
- Be patient and build trust.
- Offer alternative perspectives.
- Encourage self-directed reflection, analysis, and problem-solving.
- Establish boundaries with your mentee.
- Remember personal safety. Face-to-face meetings or apprenticing should take place in public places.

Don't

- Simply provide solutions, but advise or identify resources to assist the mentee to make their own decisions.
- Assume responsibility for the mentee's academic or career success. Rather, provide positive feedback on various approaches and strategies to encourage success.
- Offer "personal" counseling or life coaching that is not related to the mentee's development as an artist.
- Neglect agreed commitments without explanation.
- Hesitate to contact your mentee if you have not heard from him/her in a while.

- Meet in places that make you uncomfortable.

Some Do's and Don'ts of Being a Mentee

Do

- Be committed.
- Question and reflect.
- Communicate openly.
- Be open-minded to opportunities, new experiences, and different ideas.
- Accept feedback and learn from it.
- Be prepared and organized in your presentation and participation in the mentoring relationship.
- Value your Mentor's time and volunteerism.
- Remember personal safety. Face-to-face meetings or apprenticing should take place in public places.

Don't

- Have unrealistic expectations (i.e. such as work experience, job offer, etc.).
- Neglect agreed commitments without explanation.
- Hesitate to contact your mentor if you have not heard from him/her.
- Meet in places that make you uncomfortable.

Ending the Partnership

The mentoring partnership may be ended for various reasons:

- Completion of the agreed objectives.
- The designated time period of the Mentoring relationship is over.
- The relationship is not beneficial to both parties.

Participants should provide notice to their Program Coordinator that the partnership has ended. This allows us the opportunity to get feedback so that the organization may improve the program. Even after the partnership formally ends, you may even choose to continue an informal mentoring partnership.

Program Coordinator:

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