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## District 23 Mentoring Statement

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### Document Control

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Zonta International is a global organisation of executives and professionals working together to advance the status of women worldwide through service and advocacy. Leadership is nurtured and developed in all members so that Zonta clubs, District Board and District committees continue in self renewal and purpose. The principles of Zonta support mentoring at all levels as an important element in recruiting new members, retaining existing ones and encouraging members to seek leadership roles, at club and at district level.

### 1. Mentors for new members to a club:

In a vibrant club, members are supported in developing a solid understanding of the philosophy and ideals of Zonta. All members have a responsibility to extend the hand of fellowship in an active and productive manner.

The Zontian who introduces a new member to the club has a singular responsibility to guide the member in such a way that he/she learns the philosophy, traditions and ideals of Zonta, is confident to join in activities both formal and social and understands what is involved in advocating for women and girls, locally, nationally and internationally.

In addition to this, the club board will aim to offer all new members an experienced Zontian who has volunteered to be a mentor. The person receiving the mentoring is often referred to as the mentoree or mentee. Mentoring will help the new member to make the transition from being “newly installed” to being a vital part of the group. Being mentored helps a Zontian to become connected.

### Mentors will generally:

- have been a member of Zonta for a number of years
- have good interpersonal skills
- be prepared to give time and impart their knowledge

### Possible mentoring areas of focus:

(a) Access to resources through the D23 website and the D23 directory

(b) Learning about –

- Zonta structure
- Committees and their roles
- Club history
- Identifying club board members
- Projects – Zonta International, District and local

(c) Shared experiences in jointly attending the following:

- Area workshop
- Other interclub functions in the area
- D23 conference, ZI convention

**2. Mentors for those seeking club leadership roles:**

The club board may offer a mentor to members who have accepted or are considering taking on a leadership role within the club eg committee chair, board member or executive role.

In addition to the above criteria these mentors will generally also have had appropriate leadership experience within Zonta.

It may be appropriate for a club president to seek a mentor outside their club. An approach made to the area director may facilitate finding a suitable mentor from another Zonta club who has had experience as a club president.

**3. Mentors for those seeking leadership roles on District board or District committees:**

The District Board encourages Zontians who are considering taking on a District leadership role or who have recently been appointed to such a position, to seek a mentor. If requested the District Board will source a willing mentor who has had appropriate experience. The District Nominating Committee may be co-opted to undertake this task.

**In Summary:**

- Mentors are not counsellors
- It is a voluntary arrangement for both parties
- The focus is on the needs of the person receiving the mentoring