

AVA Peer Mentoring & Support Program

The AVA Peer Mentoring & Support Program is a **two-tiered initiative** designed to provide intentional opportunities for STOP Violence Against Women Act (VAWA) grant administrators across the country to build relationships, navigate challenges, share best practices, and strengthen their leadership through structured peer-to-peer engagement.

Definition of New Administrator: For the purposes of this program, a new administrator is defined as someone who has been in their role for **two years or less**.

The model includes two tiers of engagement:

- **Basic Tier** – open to all new administrators
- **Comprehensive Tier** – available to paid AVA members

The goal is to ensure all new administrators have access to meaningful connection and peer support, while offering a deeper level of engagement for member organizations.

Program Values

Aligned with AVA's Mission and Organizational Core Values

- **Mutual Support:** Cultivating reciprocal relationships that promote trust, connection, and professional growth
 - **Encouragement:** Motivating and uplifting one another through shared learning and experience
 - **Collaborative Learning:** Creating spaces to exchange knowledge, strategies, and tools in order thrive in grant administrator role
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Tier 1: Basic Peer Support (Open to All New Administrator)

Purpose: Build community, foster connection, and increase awareness of available resources.

Offerings include:

- **AVA Peer-to-Peer Welcome Call** (Annual)
 - Meet and greet with AVA's Board of Directors
- **One-on-One Peer Coaching Session**
 - Two 60-minute session during the administrator's first year in role
- **Monthly Connect Calls**
 - Participate in up to three Connect Calls per year
- **Peer Match Directory (Self-Guided)**
 - Opt-in mentor directory featuring bios, areas of expertise, and topics they're open to discussing
 - Members can reach out directly for peer support or informal one-off peer consultations

Mentor Criteria- Basic Tier

- Mentors do not need to be from an AVA member organization
 - At least **3 years in their administrator role**
 - Prior experience engaging with the Implementation Planning process
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Tier 2: Comprehensive Peer Support (Available to Paid Members)

Purpose: Provide structured mentorship and leadership development for administrators seeking deeper engagement.

Offerings include:

- **AVA Peer-to-Peer Welcome Call** (Annual)
 - Meet and greet with AVA's Board of Directors
- **12-Month Structured Peer Match**
 - Facilitated matching with new administrators and seasoned peers based on region and/or role

- Orientation and goal setting sessions, plus check-ins at 2, 4, 6, 9 and 12 months
- Goal-setting tools provided by AVA and peer mentor
- **Slack Member Group or Community Forum on AVA website**
 - Ongoing peer discussion, resource sharing, and real-time support
- **Exclusive Resource Hub** (*via the Member Group or Community Forum*)
 - Access to templates, implementation planning tools, grant monitoring tools, checklists for administrator support, etc.
 - Mentorship goal tracker
- **Peer Match Directory (Self-Guided)**
 - Administrators can reach out directly for peer support or one-off consultations, based on topics they're open to discussing.
- **Peer-led Quarterly Virtual Gatherings**
 - Thematic sessions co-led by mentors (*or AVA member orgs*) on peer-identified topics and trends

Mentor Criteria- Comprehensive Tier

- Must be a **current AVA member organization** in good standing
- At least **3 years as an Administrator**
- Prior experience completing the Implementation Planning process
- Ability to commit to **12 months of structured peer support** and coaching

Optional for Both Tiers: Affinity-Based Peer Support Circles

- Small peer groups organized around shared identities and experiences (e.g., rural states, BIPOC leaders, etc.)
- Groups meet independently with periodic support and prompt from AVA