



Mentorship

2027 CREFC Mentorship Program Guidelines

Mission:

The mission of the mentorship program is to provide an opportunity for young leaders and seasoned professionals in the commercial real estate finance industry to connect, grow and create a lasting relationship by sharing their industry knowledge, experiences and professional guidance in a confidential and informal atmosphere.

Program Duration – May 1, 2027 - April 30, 2028:

The Mentorship Program runs on an annual basis. Mentees may be accepted into the program for a maximum of two consecutive years at which point they will be ineligible to participate for two years before reapplying. Please note that applying does not guarantee placement in the program. Mentors can continue to participate in the program as long as they are CREFC Members.

Commitment:

Mentors and Mentees are encouraged to meet at least once a month, either through video, phone call or in-person. The minimum requirement is to meet once a quarter. ***We want to be respectful of everyone's time – participants who are not active or unresponsive may be removed from the program.***

Guidelines:

- You must be a [*CREFC Member](#) in order to participate. Due to overwhelming interest,
 - Mentee applicants who are currently employed full-time and active CREFC members (those who attend events, participate in committees, etc.) will be given program priority. Returning Mentee applicants who completed QuickcliQs and surveys will be given program priority.
 - Academic Members must be enrolled in the 2027–2028 academic year and those who are part of CREFC's [2026-2027 Next Gen CRE Financiers Program](#), [2026/2027 CREFC Scholars](#), and Graduate students will be given program priority.
- Mentees should have less than 10 years in the commercial real estate finance industry.
- Mentors should have 10 or more years in the commercial real estate finance industry.
- Mentors and mentees will be matched based on availability and responses to the online application – please be as specific and detailed as you can. Matches may either be a one to one or group relationship. ***Applying does not guarantee placement in the program and matches cannot be switched.***
- *Participation in the program is dependent on your company's continued CREFC membership status. Should your company not renew its membership dues for the program year, your participation in the program may be canceled.
 - All program participants must notify the CREFC staff liaisons of employment changes. Those who are no longer employed at a CREFC Member Company will be evaluated on whether they can continue through the 2027 program.

Roles and Responsibilities in Mentoring Relationships:

Mentorship pairs/groups will work together to create goals and define expectations for the relationship, including what will be accomplished throughout your time together and what you would like to learn from each other. ***While career advice will be shared, a mentor is not responsible for helping a mentee with their possible job search.***

- **MENTOR:** As a mentor, you will have the chance to help guide a young professional or those newer to the CRE finance industry through professional and career development. Through your knowledge and expertise, you will be a part of fostering future industry leaders. A mentor should:
 - Provide guidance based on experiences – share your career trajectory, including successes and lessons learned.
 - Create a climate of open communication – listen and provide encouragement, feedback, and new insight.
 - Share your knowledge of the industry and connect your mentee(s) with colleagues when appropriate.
 - Mentors are required to attend at least one CREFC event during the program year with their mentee. This program can be virtual.
- **MENTEE:** As a mentee, you will benefit from the opportunity to learn from and create a lasting relationship with an industry leader. A mentee should:
 - Establish realistic expectations for the relationship; respect your mentor's time and schedule.
 - Do some research on your mentor before your first meeting.
 - Schedule meetings, including the initial meeting and follow-ups, with your mentor.
 - Communicate your professional and career goals. While career advice will be shared, a mentor is not responsible for helping a mentee with their possible job search.
 - Provide insight/your perspective on new trends in the industry. A reminder that this is a learning opportunity for both mentors and mentees.
 - Mentees are required to attend a minimum of three CREFC events during the program year, including one event with their mentor. These programs can be virtual.
- **MENTOR AND MENTEE TOGETHER:**
 - Create attainable goals that will benefit both the mentor and mentee(s).
 - Develop an action plan to accomplish goals.
- **CREFC STAFF:**
 - Quarterly check-ins, including tips and best practices, with mentors and mentees.
 - Provide *complimentary programming and networking events.
 - *Not available to individuals who are no longer employed at a CREFC Member company.
 - Act as a resource for any questions or information needed.

Meeting Ideas & Resources:

- We will be utilizing MentorcliQ for the 2027 Mentorship Program, which offers:
 - SmartSteps, an AI tool that you can use to help with setting up next steps, putting together an agenda, writing messages to your match, and more
 - MentorLAB, a learning lab for Mentors that provides the tools and knowledge to create sustainable, actionable, developmental goals, create momentum with roadmaps, and more
- Coffee meeting to start your day
- Attend a [CREFC program](#) – learn more about a popular topic and have a discussion afterwards and/or network with others in the industry
- [Join a CREFC Forum](#)
- Pick a book (industry or professional/personal growth related) to read together or listen to a podcast together and create a discussion around it; share and discuss timely articles
- Practice an elevator pitch or do a mock interview
- Volunteer together at a non-profit/philanthropy event