

# PROJECT BLUEPRINT

a blueprint for diversity in volunteer leadership



## ***Project Blueprint***

***Preparing TODAY, Leading TOMORROW***

***United Way of Midland's resource for diverse board Leadership!***

## **Mentor Expectations (2023/2024):**

- Be available for the entire length of the program.
- Be available at least once a month to meet (in person or virtually).
- Be generous with your expertise and social network in the nonprofit sector.
- Be willing to champion the scholar and promote them to local nonprofits.
- Respect the scholar's time. Schedule as much as possible around their needs and let go of expectations about how often you "should" meet. Avoid distractions when meeting with the scholar.
- Be an active listener.
- Avoid a deficiency mindset that's not supportive of what the scholar offers. Find out what the scholar is good at, passionate about, and working on.
- Help as a learning broker and sounding board for the scholar's goals and development.
- Provide suggestions and advice on goals and activities that lead to rewarding opportunities, understanding that the scholar might enjoy different challenges than you do.
- Give feedback or advice tentatively. Respect that the scholar might not follow it. Suggest a second or third-person's opinion, also, thus helping the scholar expand their network.
- Be a safe place for the scholar by respecting the privacy of the scholar—don't spread information that was meant to be between the two of you.
- Introduce the scholar to the nonprofits you are associated with, including other Board members or the nominating committee (if applicable).
- Make arrangements with a Board you are serving on or associated with to take the scholar to a Board Meeting to experience the Board Room feel.
- Be a catalyst for the scholar to develop their own network. Point to others they might reach out to and engage.
- Be honest about any minor concerns regarding the mentoring relationship. If things are not working, face facts and follow a "no-fault" separation policy if the mentoring year is not over.
- Complete an e-feedback survey after each monthly session.

**Click the link to be a Project Blueprint Mentor:** <https://www.surveymonkey.com/r/Blueprint-Mentor>

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## **Scholar Expectations (2023/2024):**

- Be available for the entire length of the program.
- Attend all training classes offered. Give advanced notification if you are unable to attend a training session. (Note: If you miss more than one session, you will not be considered to participate in the Board Fair, Etiquette Session, or Graduation.)
- Be available at least once a month to meet (in person or virtually) with your mentor.
- Be available to attend at least one Board meeting with your mentor.
- Be able to select and attend at least one School Board, City, or Council meeting. (A schedule will be provided).
- Respect your mentor's time. Like you, your mentor is a professional and is willing to give you their valuable time.
- Be an active listener.
- Pay the \$25 commitment fee to join the program. The fee must be paid on or before the Project Blueprint Kick-off.
- Be honest about any minor concerns regarding the mentoring relationship. If things are just not working, face facts and follow a "no-fault" separation policy if the mentoring year is not over.
- Complete an e-feedback survey after each monthly session.

**Click the link to be a Project Blueprint Scholar:** <https://www.surveymonkey.com/r/Blueprint-scholar>