

Women Embracing Women – The Mentoring Program

In recognition that mentoring is and can be an important tool in the development of councils and a powerful outpouring of support and care for individual members, NCCW put forth a resolution on mentoring at the 2017 annual convention.

“That NCCW will encourage the utilization of a mentoring program at all levels of the organization which encourages the mentee to act outside her comfort zone while trying new tasks.”

Mentoring allows individuals to recognize their potential contributions to council, engages participants more fully in council programs and activities, and enhances council with new talents, gifts, and ideas.

Five Building Blocks for Success

Focus/Goals: Your goals should be what you want to accomplish or a target you want to reach. Remember goals should be challenging but don't reach for the top of that 20-foot ladder and fail. Reach for the middle and succeed, then reach for the higher steps and make your way to the top.

Involvement: You need mentors who are knowledgeable about Council and who are approachable and open with the Council members in general. They also need to be friendly, flexible, reliable, and caring. Let's look at mentors as travel guides who have traveled to these places before, learned some things along the way and are willing to assist other travelers.

Development: You should have at least three plans for each goal. Not every plan works so have backup plans. Don't overburden yourself with too many goals to start out; we want to succeed.

Gratitude: The important item here is to recognize accomplishments and acknowledge them. It's always nice to receive recognition from your peers. **Remember:** Thank You are two words that should never be forgotten and used often.

Accountability: Have a review of the program at your board meetings and report back to the membership on the state of the program.

A Step-by-Step Plan

- * Make it an agenda item
- * Discuss the pros/cons of starting the program with members
- * If Council in favor, get members support
- * Define expectations of mentors/mentees
- * Identify mentors/mentees
- * Schedule meeting with potential mentors and review their roles
- * Schedule meeting with potential mentees and review what they can expect
- * Bring mentors/mentees together to get acquainted, to pray, and for questions/answers
- * Pre-select partners or allow them to pair themselves
- * Set a timeline for pairing
- * At end of timeline, evaluate impact on mentees and overall impact on council work and spirit.

Remember, if you want active members and future leaders you need to mentor today!

