

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 (2024/2025):

- Be available for the entire length of the program.
- Be available at least once a month to meet (in person).
- Respect your scholar's time. Schedule as much as possible around her or his needs and let go of expectations about how often you "should" meet. Avoid distractions when meeting with your scholar.
- Listen much more than you talk.
- Avoid a deficiency mindset that's not supportive of what your scholar offers. Find out what your scholar is good at, passionate about, and working on.
- Provide help by serving as a learning broker and being a sounding board for issues relating to the scholar's goals and development.
- Provide suggestions and advice on goals and activities that might lead to rewarding opportunities, understanding that your scholar might enjoy different challenges than you.
- Give feedback or advice tentatively. Respect that your scholar might not follow it. Suggest a second or third-person's opinion, also, thus helping your scholar expand his/her network.
- Be a safe place for your scholar by respecting the privacy of your scholar—don't spread information that was meant to be between the two of you.
- Introduce your scholar to the nonprofits you are associated with, including other Board members or the nominating committee (if applicable).
- Be a catalyst for a scholar developing his/her own network. Point to others he/she 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. Notify Project Blueprint committee regarding your mentorship relationship if necessary.
- Promote the United Way of Midland & Project Blueprint in a positive public image during any public speaking opportunities or when using personal media.
- Complete an online feedback survey after each monthly session.

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Scholar Expectations (2024/2025):

- Be available the entire length of the program.
- Attend all training sessions offered. One excused absence is allowed, but our expectation is for you to stay engaged during the entire program
- **Must** give advanced notification if you are unable to attend a training session.
- Carry yourself in a respectful and professional manner, similar to a work environment.
- Promote the United Way of Midland & Project Blueprint in a positive public image during any public speaking opportunities or when using personal media.
- Be available at least once a month to meet (in person or virtually) with your mentor.
- Respect your mentor’s time. Like you, your mentor is a professional and is willing to give you their valuable time.
- Pay the \$50 commitment fee to join the program by the kick-off date.
- 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. Notify Project Blueprint committee regarding your mentorship relationship if necessary.
- Project Blueprint board fair is a **mandatory** event for all scholars. Must attend and participate to graduate.
- Complete graduate profile in a timely manner, prior to board fair event.
- Be on time for every session or event.
- Attend at least one additional outing organized by Project Blueprint committee.
- Complete an online feedback survey after each monthly session