

Strategic Plan 2023

OUR MISSION:

We elevate and expand capability for social service focused mentoring in Greater Cincinnati.

5-Year Vision:

- *Fully engaged mentors in addition to mentor leadership*
- *Broad definition of mentoring-member commitment to common principles, training & procedures*
- *Recognized and impactful organizational branding*
- *Potential United Way engagement and support*
- *Expanded capacity via paid staff.*
- *Data-driven/shared metrics*
- *Core Team represents our membership and provides ongoing sustainability.*
- *Everyone has a mentor! Mentoring is integrated throughout the community.*
- *GCMLA is “go to” organization for mentoring advocacy, resources, and implementation.*

BREAKTHROUGH WORK:

CAPACITY. *Develop a high-capacity, sustainable organization (Tony and Nancy as Strategy Owners)*

- Evaluate and choose CYC-sponsored (or other organizations) vs. stand-alone organization models (Tony and Nancy in conjunction with CYC).
 - Identify best-practice mentoring organizations and champions in Greater Cincinnati
 - Develop intentional networking plan to build relationships and assess commitment to Alliance mission.
 - Research national mentoring organization model (and local chapter requirements).
- Complete a formal organization design exercise (Bob).
 - Refine the Team Leader + Strategy Owner + Process Owner org design model.
- Assess and expand member commitment/engagement to increase collective impact. (Strategy Owners?)
 - Complete member re-engagement process (Tony)
 - Initiate Focus Groups to identify common agenda.
 - Identify priority data points to collect from active members (and process to obtain)
- Research and utilize best practices from mentoring.org.

ADVOCACY. *We use our collective influence to reach the community to encourage people to become volunteer mentors (Greg Metz as Strategy Owner).*

- Develop succinct, compelling "story brand" message targeted to area non-profit mentoring providers.
- Implement “user-friendly” landing page to connect interested mentors to organizations.
- Identify additional allies, partners and/or resources to support (and possibly fund) initiative.

ONGOING WORK:

Develop a culture of COLLABORATION across Member organizations and with the Alliance.

- Build sharing into all Workshops... breakouts and sharing presentations.

EQUIP organizations for mentor recruitment and development and retention (quantity and quality).

- Host ongoing workshops.
- Provide 1:1 coaching.

Inspire Mentor for PURPOSE content into local organization programming at all levels (mentees, mentors, staff & families).

- Host ongoing workshops.

Effectively COMMUNICATE the Alliance Mission and Tools to existing and potential Members and mentors.

- Targeted e-mails.
- Quarterly Newsletters.