

2021 ACTION PLAN
Committee: Member Resources
Subcommittee: Mentoring and Leadership

Subcommittee Chair: Gina Lucas (MO), lucasg@missouri.edu

Subcommittee Chair-elect: Kyleigh Sullivan (MO), sullivankd@missouri.edu

Subcommittee Apprentice: Katrin Finch (MT), katrin.finch@montana.edu

Subcommittee Past Chair: Lori Korthals (IA), lorikort@iastate.edu

Strategic Plan Goal:

- Encourage members to be involved in leadership through subcommittees and offices in their state affiliate and nationally NEAFCS subcommittee chairs and board positions.
- Provide support for professional career development
- Develop a mentoring program for members
- Recruit and support mentors who have been in the FCS for more than five years

Mentor Experience Goal:

- Learning to lead yourself as a Family Consumer Science Professional (self-discovery, identifying strengths, communication styles)
- Leading others as a Family Consumer Science Professional (team building, leadership styles and strategies)
- Learning to lead within Extension (collaborations, program teams, subject matter areas)
- Learning to lead within NEAFCS (learning about the organization, governance, paths to leadership roles)

Objectives:

	What? (action steps)	Responsible for (specific name)	When? (specific date)
1.	Monthly Meetings	Lori	First Tuesday, 1pm CST via WebEx https://iastate.webex.com/w ebappng/sites/iastate/meeti ng/download/e97d8697595c4e1d9d4fd5c75f9b3275?sit eurl=iastate&MTID=m7798264b36184cdf250957800ea29d63
	Refine and finalize timeline	Whole committee	Oct monthly mtg
	Site for all sub-committee documents	Danielle/Will (Gina/Rick/Michelle visit with)	Oct/Nov (?)
	Create the Mentor/Mentee Roles and <u>Expectations</u> Documents	Sub-sub committee	Bring draft to Nov mtg Make additional changes at Due Jan 4
	Develop Mentor and Mentee applications.	Sub-sub committee	Work on in Nov Good working draft for Dec mtg

		Michelle will ask Will when we need to get things to him to be released on website	Submit to Nat'l Office by Dec 15th
	Develop the Mentor Experience documents for recruitment	Sub-sub committee	Draft avail in Nov and Dec for mtgs Ready by Jan 4th
	Site for all the info on the Mentor Experience Info	Danielle/Will (Gina/Rick/Michelle visit with)	Oct/Nov done by Jan 4
	Release the application to the affiliates	website	Feb 1 2021
	Create member webinar on the Mentor Experience Program (Applications, Why Do It, Etc.)	Sub-Sub Committee	Feb 2021
	Create feedback evaluation process for the (process/program in general)	Kyleigh Sullivan and Committee	Jan/Feb
	Create feedback evaluation processes (mid-range and end) for Mentor Experience (individual)	Kyleigh Sullivan and Sub-Sub Committee	Jan/Feb
	Create member webinar on the Mentor Experience Program (Applications, Why Do It, Etc.)	Sub-Sub Committee	Feb 2021
	Develop Mentor <u>training</u> to help mentors understand role and expectations.	Michelle Wright and smaller committee	Due August
	Applications Due		Mar 15 2021
	Create guidance on completing the 'matching' process.	Sub-Sub Committee	Work on with Applications
	Match mentor/mentees	Sub Sub-Committee	March 15-22?
	Notification of pairs	Chair Gina	October 4(?)
	Hold Mentor training	Committee	Work on in Spring Due Aug
	Hold Mentee training	Committee	Work on in Spring Due May
	Mentor/Mentee pairing event. (Is it at concurrent session or separate?)	Committee	At Annual Session
	Develop Concurrent Session	Committee	March 1 submit application
	Plan for First Timers information - at Annual Session	Chair Gina & Chair-Elect Kyleigh	Annual Session
	Assign committee member as the 'overseer' of the Mentors/Mentees (Executive Committee of Experience)	Whole Sub-Committee	Along with elections at Annual Session

General Notes:

- Can still be a part of the experience even if they cannot attend NEAFCS- make sure that is very clear in marketing efforts.
- Some day being a part of the agenda- Experience Panel, "Family Reunion" etc. where it's a regularly occurring event regarding pairings
- Can we word this in a way that will help allow for funding/permission to travel as a PD event- like presenting at a session or help persuade for alternate funding opportunities