

GCMLA Core Team Charter 2023

Last Update: March 15, 2023

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This document serves to guide the work of the Core Team and the entire Alliance.

ALLIANCE VISION:

- All mentoring organizations are thriving and at peak capacity.
- Our communities are stronger because our programs impact mentees and mentors deeply.
- We are stronger as a group than we are individually (collective impact). We collaborate on a common agenda, definitions, processes and best practices, sharing data, in order to be the focal agency for mentoring in Greater Cincinnati.
- *Everyone has a mentor!*

ALLIANCE MISSION:

- *We elevate and expand capacity for social service focused mentoring in Greater Cincinnati.*

Note: Capacity includes elements of capability, effectiveness, efficiency, sustainability.

- We support and encourage purposeful growth in all areas of life, ultimately focused toward “people in need”.
- We inspire sustainable, transformational growth in mentees, volunteer mentors, non-profit staff and all volunteers.
- We reapply and share to keep focus on our clients rather than content. Resources (tools, processes, people) are easily and freely available to enable continual improvement on-demand.
- We role model, benchmark and pilot tools and processes seeking best practices.

SCOPE OF THE ALLIANCE:

- Social service-focused mentoring...serving people in need (not career mentoring for professionals).
- All ages...adult, teen, youth.
- Mentor Program Leaders (including Executive Directors, Volunteer Managers and “key” mentors).
- We equip and educate through self-service use of a shareable toolbox, workshops and 1:1 coaching.

WE WILL MEASURE OUR PROGRESS VIA THE FOLLOWING:

- Strategic Plan progress (completion of key actions).
- Feedback via an annual Survey.

KEY DOCUMENTS:

- | | |
|-----------------------|----------------------------------|
| • Charter | • Organizations We Serve |
| • Strategic Plan | • Sustainability Plan with Roles |
| • Project Masterplan | • Toolbox |
| • Organization Design | • Member Engagement Plan |

- Work Process Masterplan

CORE TEAM PRINCIPLES:

- We seek consensus on key decisions.
- Core team members play an active role. We work in our passions and strengths. We each lead in our own unique way: content development, Member development, facilitators and coaches, ambassadors, etc.
- We respect and leverage our diversity...visible, mentor program focus, Cincinnati/NKY, customers and contributors, social service professionals and lead volunteers, neuro, experiential, faith and spirituality.
- We have one set of content. Continual improvement ideas are incorporated into documents. We have a process to review and approve. It is easy to access and use. Everyone adds to and takes from the toolbox.
- Informal networking leads to sharing across organizations.

THE CORE TEAM AND ROLES:

A core team of 8-10 people provide guidance, leadership and direction. We seek all types of diversity. Membership is comprised of mentor program leaders, volunteer leaders, executive directors and lead volunteers. We expect people to play an active role -- 2-4 hours per month and hold the role 1-2 years.

Name	Organization	Team Role
Tony Aloise	Life Solutions Network	Team Leader
Bob Miller	Lead Volunteer	Organization Design Process Owner
Nancy Costello	Saturday Hoops	Strategic Planning Process Owner
Amy Pelicano	DCCH Home for Children	Marketing & Communications Advisor
Lynn Shewmaker	Lead Volunteer	Insight 30 Process Owner
Paul Spencer	Lead Volunteer	Masterplanning Process Owner
Kimberly Huckleby	Ladies of Leadership	Tbd
Lorraine O'Moore	Learning Grove	Tbd
Joe Dixon	City Gospel Mission	Tbd
Greg Metz	Awesome All Around	Mentor Recruiting Advocacy Leader
Amy Thompson	Cincinnati Youth Collaborative	Tbd

RELATIONSHIP WITH LSN:

- LSN is the sponsoring organization. It adds capacity (lead volunteers), infrastructure (e.g. web site, newsletter) and leadership (Tony and Lead Volunteers).
- LSN is a key content provider: life skills wiki, blog and tools.

FURTHER DISCUSSION:

- See Who Do We Serve doc