



## ***The Mentor Center for Social Change***

### **What is JNP's Mentor Center for Social Change?**

Jobs in Nonprofits (JNP) understands that nonprofit professionals make a greater impact through their organizations when they engage in open communication and expand the sharing of knowledge within the nonprofit sector. **JNP created The Mentor Center for Social Change to provide a vehicle for emerging leaders in nonprofit organizations to learn from and network with more experienced leaders within the sector, at every level of leadership.**

### **How does the Mentorship Program Work?**

After placing a nonprofit professional with an organization, JNP will choose a volunteer mentor for the new employee -- preferably one who has engaged in similar work and has had experience at the same level of the new employee. The mentor will offer advice and guidance to the new employee regarding how to deal with challenges, and how to manage jobs effectively and efficiently. The mentor and the employee will meet a minimum of once a month for at least six months, with the option to extend the time if desired. The mentor will, of course, remain in communication with the employee's supervisor, to the extent needed or desired by the nonprofit organization. **There is no charge by JNP, apart from the usual fee for placing the employee.**

### **Why expand mentorship opportunities for your employees through the Mentor Center?**

***Confront challenges*** JNP-arranged mentorships seek to provide junior employees with the confidence and ability they need to address challenges in the workplace, and to confront issues as they arise.

***Retain knowledge*** The Mentor Center seeks to ensure that the valuable experience of executives and other nonprofit professionals continues to benefit other individuals and nonprofits, even after the more experienced professionals have retired or moved on.

***Prepare future leaders*** The Mentor Center for Social Change has emerged during a critical period, since three out of four executives at nonprofits are expected to leave their jobs within the next five years. One goal of the Mentor Center for Social Change is to help ease the leadership transition within the nonprofit sector, by ensuring that future leaders are better prepared to take the helm.

***Promote positive change*** The open flow of knowledge among individuals and their organizations promotes positive change by encouraging nonprofit professionals to learn from one another as they work toward similar goals.

***Create a resource library*** As junior employees apply valuable information from their mentors to their new positions, both the mentor and the employee may choose to document lessons learned, best practice, and case studies for the Mentor Center's online library of resources. This library will be open to the nonprofit sector as a whole. JNP hopes that it will enable organizations to learn from past procedures and valuable experience, and to improve upon existing methods -- rather than testing a new strategy or program without expert guidance.