

MMP Connects: Forward Together

Brainstorming Activity Responses
Compiled from all 4 Regional Meetings

On chart paper write....		Next Steps...	
Going Well	I am wondering how to...	I am wondering how to...	Ideas
		1.wondering... 2.wondering... 3.wondering... 4.wondering... 5.wondering...	1. 2. 3. 4. 5.

Going Well (all regions)

- Revamp and shifts in work by design
- Community engagement
- New matches with positive feedback
- Interest in our programs- serving a need
- Right people in right spots
- Youth input/council/youth leadership
- Comfort within a role
- Relationship building
- Empowering youth
- Build brave/safe space
- Respond to needs of services population
- Engaged board
- School partnerships
- Internal program collaborations
- Site partnerships
- Program model/content
- Structure that supports youth transitions
- Training for volunteer/facilitators
- DEI incorporations to programs/trainings
- Youth voice (youth council)
- Summer recruitment/enrollment
- Internal/external collaboration
- Up youth engagement (new young people)
- Adjusting inefficiencies
- Investment in retention vs. invest in recruitment
- Mentees
- Mentees greater than/equal too mentors
- Growing interest in mentorship and empowering young girls
- Collective investment
- Seeing the benefits of mentoring relationships
- Program quality improvement

- New budget
- Number of mentees increased
- New programming
- New employees
- Healthy work space
- Impact and date (good results and more data)
- More team collaborations; “it’s all of our problem”
- Programming and retention of students
- Long “wait-list” of youth wanting to join programs
- Finally have a full staff
- Enthusiasm of both mentors and mentees; buy in from everyone
- Connection with the schools
- Each program is running well
- Match Retention
- Successful sponsor support/event
- New program launch success (100% attendance)
- Positive work environment/great support team
- Youth engage and thrive in our programming
- Buy-in and high participation
- Creating a safe and welcoming environment for all youth
- Building and maintaining strong working relationships for families and caregivers
- Speaking with the community, conduction needs assessments and responding to the gathered data
- Pre & post assessments to measure goals and progress over time/mentorship
- collaborating with local organizations within the community so my organization isn’t being stretched too thin and we can focus on our area of expertise
- Program funding (for this year)
- Peer to peer mentoring
- Curriculum implementation
- Community buy in/partnerships
- Staffing
- Wrap around supports
- Established pipeline of funding
- Youth engagement and retention
- Increase in generous donors
- Meeting youth where they are
- Expansion of services and population
- Workforce development (positive collaborations)
- Recruitment
- Member Professional Development/Experience
- Enrichment Program
- Age Diversity
- Community Events/Engagement
- Youth participation/input
- Strengthening Community & Connection
- Increase in numbers
- Increase of diversity
- Young adults believe in themselves
- Youth adults seeing seeking support
- Youth realizing the value of school and education
- Connecting them with community and existing resources
- Awareness of education venues
- Introducing professional development tools to youth
- Funding - Good Support
- Connecting with youth
- Volunteers returning
- Access to spaces
- Capacity building
- Strategic planning
- Openness to partnering
- Personal Connections
- Recognition of importance of community

- Partnering with like minded organizations
- Forming meaningful relationships with mentees
- Creating brave spaces for queer youth
- Growing value for what we do - youth engagement time & nature and connection
- Big for a day
- Group mentoring
- College connections
- Programming
- Interest in programming
- Schools see organization as a resource
- Team dynamic
- Connections
- Relationships/matches
- Partnerships with other organizations
- Growth of mentees
- Funding
- Attendance
- Organization capacity

I'm wondering how to.... & ideas! (all regions)

- **Support changing and challenging and conflicting needs and wants of the workforce**
 - Ideas
 - Keep up with trends and promote that you offer them with hiring, recruiting, etc. Prove you listen.
- **Maintain enthusiasm, excitement during times of change and growth; Funders seeing growth/benefit even if numbers are low**
 - Ideas
 - Be transparent (with what you can); provide space for feedback and dialogue
 - Acknowledge the change and open space for challenges/questions
 - Family testimonials, videos, pics
 - Frame narrative as progress vs. proficiency; less focused on quantitative results
 - Telling the stories of impact
 - Newsletter to funders with highlights, accomplishment,s etc
 - Storytelling in fundraising is important
- **Make time for strategic planning and continue the work**
 - Ideas
 - Try to get “off-site” to plan
 - Make strat plan goals directly tied to program output/deliverables; not siloed/vague
- **How to really promote self-care and maintain balance**
 - Ideas

- Create a self care policy for organization to possibly include: self care budget, self care days off, staff fund days. Include staff in discussing what is needed
 - Model these behaviors as org leaders
 - Managers include planning time off as part of managing employee workload
 - Sharing with peers and colleagues: when they hear “you” prioritize, they feel more “ok” to do the same
 - Staff fun days and staff lunches
 - Flexing time during work hours to support with managing personal care appointments
 - Have mental health days once a month
 - Create space for dialogue, needs, goals
 - Sponsor staff in-person social outings
- **Collect more data and evaluation of our program**
 - Ideas
 - Identify what you want to evaluate- create survey monkey or google form
 - Check out BASB and their measurement for partners- school year and summer options
- **prioritize/help youth manage their time and program participation**
 - Ideas
 - Goal setting perspective: what is your goal and how can you get there? Example: spend 30 minutes/night on math because you want to up your grade, not just because you were to do your math homework
- **balance/support volunteers w/non direct service commitment (example trainings for volunteers); enforce volunteer commitments**
 - Ideas
 - Hold mentor to mentor events for peer support
 - It’s critical to make volunteer experiences meaningful
 - Engage volunteers as trainers in areas of strength/interest
 - Ask volunteers for specific times/duties
- **balancing /including youth voice in decision making; Increasing Youth Input/Feedback; reframe youth retention**
 - Ideas
 - Create youth council or board
 - Youth leadership council
 - Bring youth together create a youth led committee and get feedback on how they want to be included
 - Form a paid youth advisory council to value their time and input.
 - Conduct quantifiable surveys with incentives for participation.

- Implement a feedback loop where youth can see the impact of their suggestions.
 - provide high support model, use google voice numbers, offer incentives, offer transportation
- **Retain staff/development/staff engagement/volunteers/participants**
 - Ideas
 - Staff surveys, staff day, celebrate staff
 - Consider where more PTO can be offered- holidays? Week off during the slow season?
 - Create year round investments in teams to enhance retention
 - Building and supporting a strong work culture that is nurturing, flexible and caring
 - Create a welcoming and inclusive workplace culture that values diversity and open communication.
 - Offer competitive benefits, professional development opportunities, and flexible work arrangements.
 - Include staff in decision-making processes to increase engagement and commitment.
- **Recruit mentors outside greater Boston area**
 - Ideas
 - Partner with other orgs who do this well
 - Advertise your time/energy commitment up front; helps people envision their work with you
 - Find system of care meeting in other counties
- **Increase funding for girl serving orgs**
 - Ideas
 - City councilors and state reps
- **Stronger collaboration with mentoring orgs to respond to and share in the work of serving the community**
 - Ideas
 - Let's create a listserv of who is who
 - Volunteer for them/their events; reciprocate relationship
 - More networking events/shared calls (virtual and in person)
- **Zoom engagement**
 - Ideas
 - Zoom escape room challenges
 - Ask students what they would like to see
 - Start every zoom with a check-in question
 - Include participants in norm-setting and the how of zoom norms

- Address technological barriers (weak wifi, no video, etc)
- **Engaging burned-out students**
 - Ideas
 - Mini celebrations
 - Do a fun day and/or self car day
 - Align time/activities with youth's goals
- **Managing participant barriers: housing, sud, etc.; Supporting Transportation**
 - Ideas
 - Stipend for participation
 - Apply for grants like ASOST to fund after-school transportation.
 - Collaborate with local businesses and organizations to sponsor or provide transportation services.
- **Refining the measurement process (surveys)**
 - Ideas
 - PEAR Date consultants
 - Less frequent more in depth surveys
 - Ask consistent questions to track impact
 - Incentivize survey completion (giftcards)
- **Collaborate youth mentorship with other orgs**
 - Ideas
 - Sharing opportunities for youth across programs (eg. summer camp or employment)
- **Create equitable opportunities to schools across the district**
 - Ideas
 - Work with school departments to ID what schools need
- **How to change stigma of mentoring in urban communities**
 - Ideas
 - Promote the good
- **Partner with organizations for mentors**
 - Ideas
 - Consider partnering with colleagues and universities
 - Plan recruitment event with partners
 - Approach businesses that encourage or might support employee volunteerism

- **Recruit mentors from various backgrounds (age 20+; BIPOC; men); more diverse volunteers; mentors aged 21-30 years old; Volunteer Recruitment/Recruiting BIPOC Volunteers without tokenizing;l; recruit older youth**
 - Ideas
 - Table/pitch to male 21 plus groups/programs (YMCA adult men's league, etc)
 - Diversify the recruitment environment! (Colleges, work professionals, retirees, etc)
 - Re-engage former students as mentors
 - Recruit at places frequented by this age group (gyms, coffee shops, etc)
 - Offer work-study for college volunteers on financial aid
 - MMP has training on getting BIPOC men, ask Natalie from MMP
 - Identify the block: awareness? Time? Money? Belonging?
 - Go to the frats and sororities
 - Opportunities for mentor professional development (not specific to mentors of color necessarily)
 - identify , outreach, and network with associations of professionals of color and company ERG affinity groups
 - Engage with BSU groups at local universities.
 - Host community networking events to connect potential volunteers and mentees.
 - Utilize platforms like “Mentor Connector” and regional networks like 413 Westernmass for outreach.
 - Utilize word of mouth and personal networks to spread the word.
 - Participate in community fairs and college events to attract new volunteers.
 - Develop corporate partnerships that encourage employee volunteering.
 - work with colleges, attend college fairs, college credit, multicultural clubs, sport teams, academic departments
 - Big for day - short commitment activities
 - connecting with prep schools
 - make a partnership with local transportation
 - increase partnerships
 - word of mouth
 - make it a goal of the organization
 - more school drops (promotional material about program to bring home)

- **Increase family engagement (usual methods have low turnout; hard to get parent’s attention); Increase parent engagement to support their needs, too; Engaging with Families/ Decreasing Communication Barriers with Families**
 - Ideas
 - Create a family engagement team
 - Fun activities / meetings
 - Informational sessions

- Partner with high schools and do presentations during their open house
 - Set up a parent night once a month
 - Meet with parents monthly for check-ins
 - Needs assessment, communicate youth progress to demonstrate engagement is beneficial to youth's success
 - Join with school to attend their open house and have a time of sharing
 - Establish a parents advisory council.
 - Check in with them periodically, offering support and facilitating family-friendly events.
 - Organize community gatherings like picnics and cultural activities to foster connection and belonging.
 - Employ call-in translation services to aid non-English speaking families.
 - Provide multilingual support and resources in community languages.
 - special events /parent child events /parent open house and resource events

- **Increase funders/funding (how does state funding impact programs and school budget cuts)**
 - Ideas
 - Fundraisers!
 - Diversify funding streams
 - Create internal lists of who everyone knows
 - Monitor proposals via the internet
 - Collaborate on proposals with other organizations to pool resources and ideas.
 - Expand donor engagement through targeted fundraising campaigns and events.
 - Utilize crowdfunding platforms to gather community support.

- **Leverage successes of other organizations and adapt/apply to my own**
 - Ideas
 - Utilize MMP Network and events to build partnerships
 - Attend conferences

- **To create on-going training material for each grade level/mentor access year-to-year; Create an online toolkit**
 - Ideas
 - Positive Action Program is used by schools for kids of all ages- materials and resources all included, downside is cost
 - Link to existing tool kits (MENTOR, MMP, etc)

- **how to create a male mentor recruitment tool**
 - Ideas

- create ambassadors for your program for VIP volunteers, include their testimonials in marketing and recruitment events
 - outreach events, info sessions
- **Plan an event with everyone involved (overcome scheduling issues)**
 - Ideas
 - Create a fun event that folks will want to come to ie. self-care, fun day at arcade, etc
 - Collab with other agencies to join their event
- **Collaborate with local communities and colleges/universities to gain more volunteers**
 - Ideas
 - Events on campus or host events and invite community
 - Table / present at local event/schools
 - Find offices and colleges dedicated to community partnerships
- **Support new staff to build relationships with young people (quickly)**
 - Ideas
 - Trainings on building healthy relationships or youth development
 - Create an orientation for staff, maybe an overnight retreat with students to build that relationship
- **Effectively recruit and retain mentors; Increase mentor recruitment to provide 1:1 mentoring; recruit more mentors**
 - Ideas
 - Provide growth opportunity within organization
 - Connect with professionalism networks
 - Partnering with neighboring colleges/universities
 - We share some mentee attributes and share with potential mentors (helps personalize the need)
 - Table in your/at Community events
 - work with colleges, attend college fairs, college credit, multicultural clubs, sport teams, academic departments
- **Inspire board engagement, action; Board Growth**
 - Ideas
 - Attend/present to board members
 - Half board visit programs
 - Create action plan with to do list before each meeting
 - Conduct outreach to community leaders and professionals with a passion for youth development.
 - Hold open forums and informational sessions to attract potential board members.

- Provide clear pathways for community members to join the board.
- **Host free/affordable trainings that improve our quality of services/mentors**
 - Ideas
 - Call MMP
 - Utilize current mentor skills to train other mentors
- **Increasing Leadership/Volunteer Retention**
 - Ideas
 - Increase recognition by sharing impact stories and providing incentives.
 - Make volunteers feel valued through appreciation events and personalized thank you notes.
 - Develop a structured volunteer development program that includes training and growth opportunities.
 - better pay/ appreciation/ professional development
- **Better Match (Mentor/Mentee, Member/Site)**
 - Ideas
 - Develop a detailed matching algorithm that considers interests, backgrounds, and personalities.
 - Regular check-ins and adjustment periods to ensure compatibility and satisfaction.
- **Making the Program Accessible for Youth from Different Cultures**
 - Ideas
 - Hire community representatives from diverse cultures.
 - Conduct outreach in community centers, places of worship, and cultural events.
- **Understanding Changes in Education Culture/Learning Post-Pandemic**
 - Ideas
 - Explore new educational partnerships with colleges and online learning platforms.
 - Adapt programs to include virtual learning components and flexible schedules.
- **Finding BIPOC Youth for Jobs**
 - Ideas
 - Offer competitive wages to attract young adults.
 - Partner with local schools and community centers to increase program visibility and accessibility.