



Could your charity use *free* expert help to shape the future of your service?

Running a charity is a challenging, and sometimes lonely, job. The management of day-to-day issues often leaves little time to step back and think about the strategic direction of an organisation and how best to get there.

There is usually no shortage of ideas but, in a world of scarce resources, the issue is where the focus should be.

Charity Mentors Kent and Medway provide a fresh, experienced pair of eyes that will help trigger new approaches, achieve clarity and give increased confidence about decisions and priorities.

"I have found the meetings so useful, and it has given me tools, skills and also confidence in myself to push the charity forward to help even more Kent children."

Jane Pearman, CEO Hypo Hounds

How can Charity Mentors help?

We provide *free* mentoring to charities and not-for-profit community organisations by senior leaders with strategic management experience.

We have enlisted the help of experienced senior managers to work alongside non-profit leaders who need help with a strategic issue. Mentoring will typically be focused on the Chief Executive, or other senior leader, and is aimed at improving an organisation's strategic vision, effectiveness and efficiency.

The issues could range from a potential crisis in terms of funding, premises, or personnel, to needing an opportunity to explore directions in terms of improving effectiveness or expanding services.

Your mentor will work with you over a set period, helping you to focus on agreed goals. Obviously, you need to find the time and the commitment to do this, but having support and expert guidance will make the task much easier and give you confidence that you are heading in the right direction.

The Charity Mentors Model

Short-term – aiming to be completed in four to six months (with some leeway)

Strategic – focussing on challenges at the strategic level

Specific – clear goals at the outset and clear outcomes at completion

What do the mentors do?

The mentoring offered by Charity Mentors focuses on supporting an individual with the aim of improving the performance of not-for-profit organisations.

- Mentors listen well, they reflect on the issues and they make connections between different parts of the narrative. They make an effort to really understand the organisation and how it works. Mentors are excellent sounding boards;
- Mentors bring their own relevant experience to the table. They are knowledgeable and prepared to share information, ideas and experience in an impartial way without taking responsibility for solutions;
- Mentors are 'critical friends': they challenge positively and they encourage and support by offering possible options;
- Mentors act as guides in helping the mentee develop solutions and find the right direction for themselves;
- Mentors act as catalysts for constructive change;
- Mentors are not consultants and they do not give professional advice.

Contacting Charity Mentors

You can find more details on our website at www.charitymentorskent.org

If your organisation is interested in learning more about what is involved, please contact the Co-ordinator, Claire Cardy on claire.cardy@charitymentorskent.org

The next step

If we think we can help, and you would like to move the project forward, we discuss the profile of different mentors who could assist you and approach a mentor on your behalf. We ask you to seek agreement from your trustees for the project to take place.

Working through the issues

At your first meeting with your mentor, you will decide whether you wish to go ahead and what the goals of the project will be. Most of our projects take approximately six months. You will be working towards your specific goals with your mentor.

At the end of the project, we ask you to complete a feedback form that summarises the main outcomes for sharing, but the details of the mentoring sessions are completely confidential between you and your mentor.

Charity Mentors Kent and Medway is a registered charity (No 1193618) originally set up in 2020 and inspired by similar successful organisations in other counties.