



2025 Mentorship Program Information

Volunteer engagers work in fast paced environments managing multiple tasks, responsibilities and challenges. Although there are many resources available, connecting with colleagues within the profession is invaluable!

Volunteer Manitoba, in partnership with VMPC MB Regional Committee, is running a Mentorship Program this year! It provides a unique opportunity to expand your learning by way of group support or one-to-one support to further develop skills or knowledge base.

This program is open to all volunteer engagers in Manitoba!

What is the Mentorship Program?

Our Mentorship Program is modeled after similar programs in Canada. The goal is to offer newer volunteer engagers an opportunity to seek advice and guidance from professionals who have worked in the sector for at least five to ten years.

Through the program, experienced Mentors will be paired with Mentees based upon shared areas of interest. In most cases Mentees are new to volunteer engagement and have worked in the field for less than 5 years.

We encourage Mentors and Mentees to meet one-on-one, on four to six separate occasions. The total time commitment is at least four to six hours, and mentoring can include in person meetings, online meetings and email or telephone exchanges as needed.

The Benefits of Mentorship

Mentees:

- Achieving goals related to your career - compared to non-mentored employees, mentored employees generally feel supported in achieving goals related to their careers and are overall more committed and satisfied in their roles.
- Expanding your networking opportunities with other volunteer engagers
- Providing perspective on your challenges and setting priorities
- Obtaining recommendations on educational resources
- Increased confidence from receiving the support and guidance of a Mentor

Mentors:

- Greater job satisfaction and organizational commitment
- Greater career success, including gaining leadership skills and experience
- Connecting and networking with new volunteer engagers
- An overall increase in work-related fulfillment

Roles and Expectations

Mentorship is a two-way street where individuals each have their own role.

The Mentor's duties can include developing the mentoring relationship, modeling effective leadership behavior, guiding, teaching, and inspiring their Mentee. Leaders from VMPC MB Regional Committee will provide check-ins every two months with mentors to ensure mentors are feeling supported in their role.

The Mentee is expected to establish goals based on their needs, show an eagerness to learn, be an active listener, have a positive attitude, and demonstrate a willingness to request and act on feedback and recommendations from your Mentor.

Here are some sample questions that might assist in developing your mentorship relationship:

- What are some habits you developed that have resulted in success for you?
- What books or other resources should I read to strengthen my knowledge?
- What resources do you have in your network that can help me?

In addition, you will likely bring forward other questions that are related to specific topics in volunteer engagement.

Your Commitment to the Mentorship Program

As you enter a relationship with your Mentor or Mentee, it is important to build your commitment with the following in mind:

1. Trust and respect
2. Open and honest communication
3. Flexibility and understanding of other perspectives
4. Ability to let the relationship evolve organically
5. Perseverance, especially to overcome obstacles

If you have questions, please contact Kamillah El-Giadaa, Manager of Training and Development, Kamillah.elgiadaa@volunteermanitoba.ca.

Interesting in becoming a Mentee, please sign up by clicking here: <https://form.jotform.com/242105916807052>