

# Strategic Plan for 2017-2018

## *Building Momentum in Disability Mentoring*

### Introduction

Established in December 2014, the National Disability Mentoring Coalition (NDMC) aims to increase the awareness, quality and impact of mentoring for individuals with disabilities nationwide. Our 40 Members provide or support mentoring programs with a wide range of objectives: from community mentoring programs focusing on academic achievement and school-to-work transition, to peer mentoring on college campuses aimed at facilitating social integration and networking, to employment-focused mentoring targeting job search, workplace readiness and career success.

### Strategic Direction

After two years of rapid growth in membership and a series of mentoring discussions and events, the NDMC initiated a strategic planning process to set the course for its next developmental stage. Members participated in situational and gap analyses, engaged in a Mentoring Roundtable with disability champions and rising leaders, and conducted a planning retreat.

As part of the planning process, we also reviewed the strategic priorities identified in the 2016 NDMC Member Survey:

- Provide technical assistance and training to support disability mentoring professionals and programs in increasing capacity and improving outcomes;
- Identify opportunities to integrate multiple forms of mentoring in existing programs and services;
- Establish a single point of entry for individuals with disabilities seeking mentors to find matches and resources;
- Pilot evidence-based mentoring programs to measure impact in transition, employment and community inclusion;
- Work with the mentoring community to ensure inclusion for all individuals; and,
- Include mentoring messages in existing advocacy channels.



## Moving Forward

Based on data generated by the NDMC survey and strategic planning process, the NDMC Co-Chairs and Leadership Council developed an action plan for the next two years of organizational growth. We believe this plan, as outlined in the following pages, will strategically position the Coalition to effectively support and expand mentoring programs for youth and adults with disabilities across the country.

## NDMC Strategic Plan

### Goal 1: Ensure continuity of operations for ongoing projects and sustainable growth.

- Objective 1:** Identify an organizational home to provide infrastructure support and bolster coalition building.
- Objective 2:** Reorganize leadership team with emphasis on project-based leaders and diverse representation.
- Objective 3:** Review membership structure and consider tiered approach based on activity level and project involvement.

### Goal 2: Build on current initiatives and develop new projects.

- Objective 1:** Enhance the recognition program through the Susan M. Daniels Disability Mentoring Hall of Fame.
  - Strategy 1:** Administer annual nomination and induction process.
  - Strategy 2:** Compile and disseminate best practices from inductees.
  - Strategy 3:** Harness talent of inductees to benefit NDMC and the community.
- Objective 2:** Formalize youth advisor(s) capacity and institutionalize reverse mentoring.
  - Strategy 1:** Develop formal partnership with a young adult / youth-led organization for sustained multi-generational leadership involvement.
  - Strategy 2:** Explore paid internships or fellowships to support NDMC work.
- Objective 3:** Enhance inclusion work with MENTOR.
  - Strategy 1:** Integrate NDMC member mentoring programs into Mentoring Connector.
  - Strategy 2:** Provide inclusion training via webinars and National Mentoring Summit.
- Objective 4:** Help create more mentee-mentor connections.
  - Strategy 1:** Develop the NDMC platform for program information sharing and connecting individuals to mentors.
  - Strategy 2:** Develop and centralize resources for training disability mentoring professionals.
  - Strategy 3:** Deepen impact and range of Disability Mentoring Day.

**Goal 3: Improve awareness and advocacy through more consistent communications and collaborative policy approach.**

**Objective 1:** Enhance awareness of the critical nature of mentoring and availability of mentoring programs.

**Strategy 1:** Develop formal marketing and communications plan.

**Strategy 2:** Review and refresh current tools: Website, Twitter, Medium, LinkedIn, Paper.Li.

**Objective 2:** Develop advocacy agenda.

**Strategy 1:** Publish White Paper on disability mentoring policy and practices.

**Strategy 2:** Develop strategy with AAPD, AUCD, NCIL and MENTOR for Capitol Hill advocacy efforts.

**Strategy 3:** Outreach to other national organizations to develop additional partnerships, emphasize diversity in age, race, disability, geographic location, etc.

**Goal 4: Identify financial development and funding strategies (for both projects and operations).**

**Objective 1:** Research and identify short-term funding strategies.

**Strategy 1:** Explore membership dues/contributions.

**Strategy 2:** Explore Crowdfunding strategy for HOF and other projects.

**Objective 2:** Research and identify long-term funding strategies.

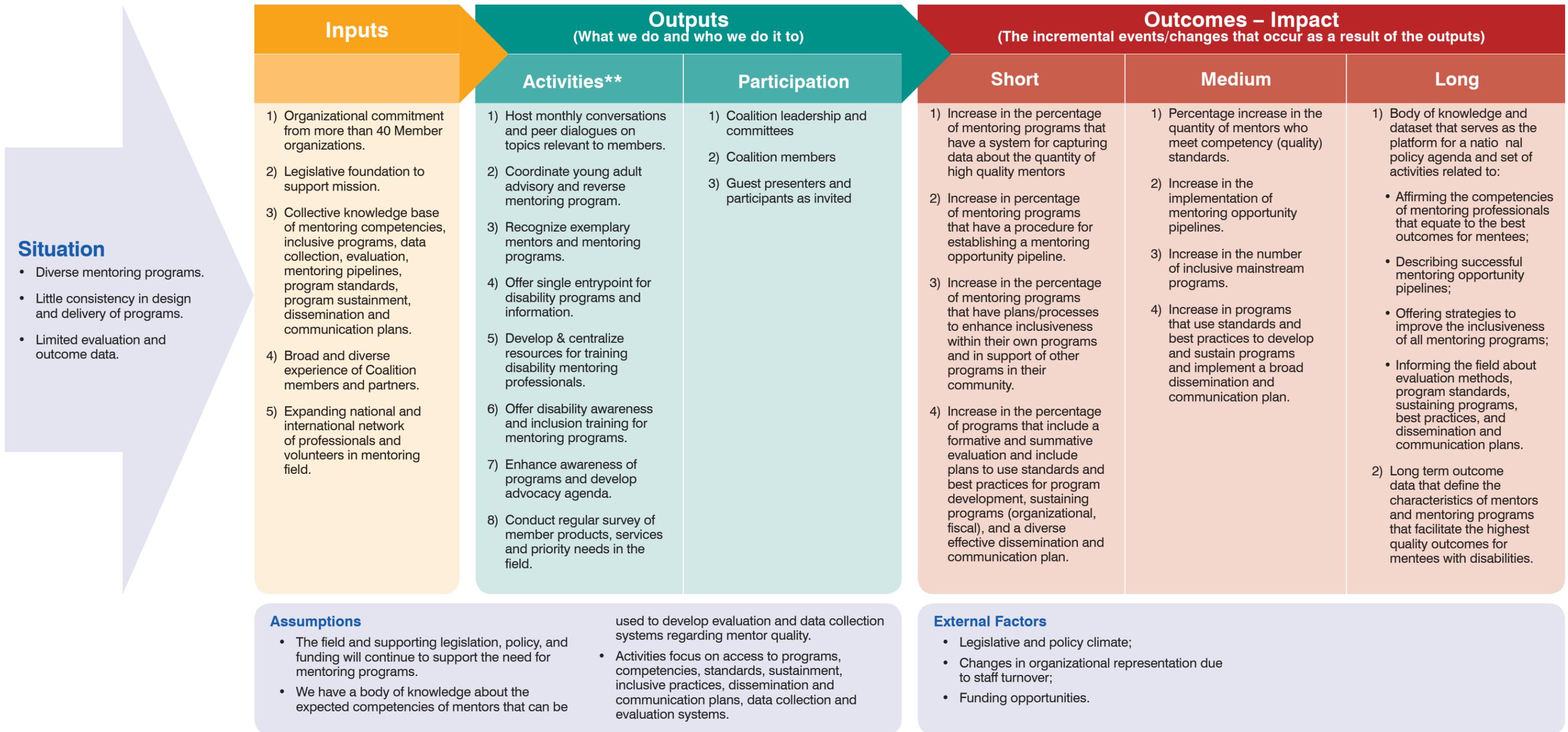
**Strategy 1:** Develop Corporate Alliances to provide mentor training and certification.

**Strategy 2:** Research and connect with foundation and corporate funding for specific projects.

**Strategy 3:** Explore Federal/State funding.



In order to capture and evaluate outcome data, NDMC created this model to inform and structure our work, address design and delivery elements, and to expand the impact of evidence-based mentoring for youth and adults with disabilities nationwide.



## About the National Disability Mentoring Coalition

The mission of the National Disability Mentoring Coalition (NDMC) is to increase the awareness, quality and impact of mentoring for individuals with disabilities across the nation. Member organizations share core values and align with the Coalition's objectives to streamline communication, standardize and systematize data collection, reduce duplication of efforts, increase mentoring opportunities, and improve outcomes for youth and adults with disabilities. Learn more about the NDMC and its Members at:

[www.disabilitymentors.org](http://www.disabilitymentors.org)