

Becoming an Agent of Change Mentor:

What is an Agent of Change Mentor?

An Agent of Change Mentor is someone with the skills and experience to support, advise and guide our Agents of Change through their journey as they complete our 6-month Program, develop their confidence and skills and consider their future plans.

As part of the program Agents of Change raise £1500. By supporting an Agent of Change to reach their fundraising target, you will enable Irise to reach over 300 marginalised women and girls in East Africa and the UK, empowering them to reach their full potential.

This is a unique opportunity to share your experience and learning, building the confidence and skills of other young women, whilst giving back and making a tangible difference to the lives of the most marginalised women and girls.

Mentors will also receive training from Irise International that will develop and enhance their existing mentorship, leadership and other skills.

About Agents of Change

Agents of Change is a training program that enables students and recent graduates to develop the professional skills and experience needed for a career in the third sector whilst supporting marginalised women and girls. It designed to fit around work and studies through a combination of weekend training days and remote work and support. The Program focuses on developing 6 key skills with each training day focused on a particular skill. The skills also mirror the cycle of project development and implementation. Agents of Change develop and deliver their fundraising plan alongside the training, enabling them to put their new skills into practice.

The Training in summarise in the table below:

The Tool	The Training	The Task
Research	How do we approach and learn about a new issue? How do we assess evidence? Irise's Team share an overview of how they use research in their work and a list of research topics.	To conduct some background research on a particular aspect of Irise's work they would like to raise funds to support.
Planning	How do we develop and write an effective plan? How do we fund a good plan? Irise's Team share planning tools including Theory of Change and Log Frame and discuss the difference between restricted and unrestricted funding and the components of an effective fundraising strategy.	To write a plan for raising £1,500 to support Irise's work
Communication	How do we communicate effectively? Irise's team share how they use storytelling in their work.	To write communication materials to support their fundraising plan
Delivery	How can we deliver what we promise? How can we be cost effective? Irise's Team share information about the use of gantt charts, milestones and targets to	To implement a specific fundraising event or activity



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	track delivery. Irise’s team share information about basic budgeting.	
Evaluation	How can we be sure what we are doing is working? Irise’s Team share details of how to develop an evaluation framework.	To develop some simple measures to assess both fundraising and professional development success
Reporting	How can we report effectively? How can we share learning with the right people? Irise Team share reporting templates and guidance on effective reporting	To write a short report on their involvement in the program

An Agent of Change Mentor will work on a one to one basis with an Agent of Change to help build their confidence, providing an additional source for advice and support throughout the program.

About Us:

Irise International are a charitable organisation working to support the education and empowerment of marginalised women and girls in the UK and East Africa. Through listening and responding to their voices we tackle neglected barriers to their empowerment, enabling them to reach their full potential.

For just £5 we can provide girls like Grace with the information and products she needs to stay safe and stay in school during her period.

“I can conquer my future”

Grace, a Ugandan school girl after one of our education sessions

What will an Agent of Change Mentor do?

- Each Mentor will be allocated one Agent of Change to support throughout the program.
- They will be responsible for arranging two mentorship meetings with the Agent of Change where they will provide advice and support to help them reach their fundraising target, build their confidence and consider their future career goals.
- Mentorship meetings are approximately 30-60 minutes and can be conducted remotely via Skype etc. Mentors should also be available via text, WhatsApp or email to give additional advice to their Agent of Change between mentorship meetings.
- Mentors will have the opportunity to attend training run by Irise International and meet mentees in person (this is optional, remote training opportunities will also be available).

Skills and Experience of the ideal mentor:

- Passionate about supporting young women and girls
- Organised – being prepared for meetings and able to give tips and advice on how to effectively organise fundraising events
- Friendly and approachable – able to build a good rapport with your mentee, to listen well and be available if needed



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- Honest – able to give fair and constructive feedback that will build your mentee’s confidence and develop their skills
- Compassionate – having a genuine desire to help your mentee to succeed and caring about their experience throughout the program
- Experience in fundraising, communications or project management

When does the mentorship start?

- We currently have one Agents of Change cohort (cohort 2) up and running, this started in November 2017 and is due to finish in April 2018.
- Mentors who can start straight away would be allocated an Agent of Change from cohort 2 and will be responsible for supporting them until the end of the program in April.
- We have a third cohort (cohort 3) starting in February, mentors who can start in February will be allocated an Agent of Change to support through until July.
- We are planning to start a fourth cohort in early summer but provisional dates have yet to be set, if you are interested in becoming a mentor for this cohort, please contact amelia@irisz.org.uk who can inform you once the dates are confirmed.

Nov 17	Dec 17	Jan 18	Feb 18	Mar 18	Apr 18	May 18	Jun 18	Jul 18
Cohort 2	Cohort 2	Cohort 2	Cohort 2	Cohort 2	Cohort 2			
			Cohort 3	Cohort 3	Cohort 3	Cohort 3	Cohort 3	Cohort 3

How to apply:

- Please complete our online application form which you can access using this link <https://goo.gl/forms/79h1WCRqW8BITuFw2>
- Please upload a copy of your CV to this application form.
- Once we have received your completed application form and CV we aim to get in touch within 3 weeks.

Structure of the mentorship program:

Month	Contact	Resources
1	Introduction – meet your Agent of Change	Curriculum documents – what will they be learning? Here you can familiarise yourself with the content of the program to give you a good idea on how best you can support your mentee.
2	Review fundraising plans and first mentorship meetings	First mentorship meeting template – this document provides a rough guideline for your first mentorship meeting. Simple fundraising template – this is what your mentee will be completing that you will be able to review.
3	Progress updates	Texts/calls/emails – keeping in touch with your Agent of Change, how are they getting on, what skills are they developing? What challenges have they encountered? Are they getting what they need/expected out of the Program? How did their



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		most recent fundraiser go? Are they on track to hit their target?
4	Review of fundraising progress – second mentorship meeting	Second mentorship meeting – this document will provide a rough guideline for your second meeting.
5	Progress updates	Texts/calls/emails – keeping in touch with your Agent of Change, what skills are they developing? What challenges have they encountered? Are they getting what they need/expected out of the Program? How did their most recent fundraiser go? Are they on track to hit their target?
6	Final push and end of program celebration	Texts/calls/emails – keeping in touch with your Agent of Change, have they achieved their professional development goals? How did their fundraising campaign go? Can you help them to beat their target? What are their next steps in terms of setting and achieving their career goals? We also have an end of program celebration that you are more than welcome to attend.