



COMMUNITY INVESTMENT
COLLABORATIVE

Community Investment Collaborative

Our mission is to strengthen the community by fueling the success of under-resourced entrepreneurs through education, mentoring, micro-lending and networking.





38 mentoring relationships



4 seventeen week workshops



15 community events in 2013-2014



12 loans = **\$51.5k**

11,000+ volunteer hours



72 graduates



5 **7** new and expanded businesses

overall outcomes

overall outcomes

13 existing businesses expanded

19+ FTE jobs created

14 new businesses opened and under development **20**

ONE STRONGER COMMUNITY

www.cicville.org

Mentoring

- Being in business is lonely
- Building your network is critical
- We're still learning
- Those who most need mentors are the hardest to match well because they don't know how to take advantage of a mentor



Mentoring



How did they help:

- Networking/Introductions
- Support system
- 1 helped secure an additional bank loan
- Several assisted with identifying major new contracts
- Identification of potential business locations
- Setting up systems for tracking progress
- Licensing/certification



What is Mentoring?

Mentoring: A relationship entered into willingly by participants and supported by an organization

- A combination of both formal and informal meetings
- An opportunity for reflection and objective feedback
- Exposure to new ideas, theories, practices, and/or people



The Mentor



Mentors encourage another person to manage their own development so that they become self-reliant in the acquisition of new knowledge, skills, and abilities.



Preparing Mentors

The Mentor's primary goal is not to give knowledge – this only results in partial “storage”.

The goal is to provide opportunities for mentees to experiment with a mentor's input.

- Expecting mistakes
- Motivating mentees through difficult objectives
- Building effective decision makers
- Being a sounding board and a role-model
- Holding mentees accountable



Preparing Mentees

- Establishing clear expectations
- Using a mentoring plan
- Mentees take ownership of the relationship
- Framing the potential and the value

Mentoring Agreement	
Date:	
Mentor Name:	Mentee Name:
Contact Information:	Contact Information:
Expectations of the Mentoring Partnership:	
Mentee Goals:	
Meeting Schedule:	
Additional Agreements:	



Challenges



- Professionalism: Old habits are hard to break
- When is a mentee not ready of a mentorship?
- Mentor enthusiasm: a double edged sword
- Ending the formal relationship

Getting Started



Some personal advice:

- Mentee meeting – scheduled by mentee
- Ask Mentees to provide their own definition of success
- Establish goals, schedule, and PACE
- Nurture the relationship



Thank you!



Contact Information

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