Creating a Teen Board/Ambassador Program: Developing a Program that Works

Written by: Leadership Albuquerque 2011
Ronald McDonald House Charities of New Mexico

Toolkits are designed to provide you with easy to access information on key subject areas that can strengthen your organization.
Overview on Youth Leadership

Significant research on youth in our country and the process of growing into engaged adults tells us that youth participation is a critical component that supports positive youth development. It creates a sense of belonging, a sense of autonomy and power, helps youth develop needed social and decision-making skills, builds their sense of competence, and also motivates them to persist. Michelle Gambone, a leading researcher in the youth development field, finds that youth who have meaningful involvement in decision-making about their lives early in high school are substantially more likely than other youth to meet key developmental milestones by the end of high school.

In spite of what is known about the importance of youth leadership opportunities, our society generally does not do a good job of engaging youth in leadership or decision-making. A study within the last 10 years indicated that only 21% of youth felt they had meaningful opportunities to participate. This number declines as children move from 7th to 11th grade. An additional study reported that only 19% of youth feel valued by adults. These data indicate a need for more widespread, high-quality youth participation opportunities.

Back to the top
Program Overview

A Teen Board/Ambassador program provides a vehicle for young people to become involved in local nonprofit organizations, merging civic engagement and leadership development for high school students. By engaging youth in our agencies, we bring new energy into our mission-based work while developing future leaders of our communities.

This toolkit is a comprehensive resource for organizations that would like to develop programs based on the Teen Ambassador model created at the Ronald McDonald House Charities of New Mexico (RMHC). Specifically, this toolkit provides strategies and tools for how to:

- Recruit young people for the program;
- Evaluate the program;
- Train and educate Teen Ambassador/Board members to be effective public speakers, event planners and advocates;
- Support Teen Ambassador/Board members’ personal and professional development;
- Manage program data and information; and
- Build an alumni network.

The Toolkit provides a timeline and a set of practices, tools and procedures used by the RMHC Teen Ambassadors. This is designed to be a flexible resource that can—and should—be adapted to meet the needs of other organizations. For example, the program can operate based on a shorter or longer timeline, or organizations may elect to focus on different outcomes. Users also may choose to incorporate select ideas into an existing program rather than following the model from start to finish. The ideas contained in this toolkit are merely a sample of what should be an ongoing process of debate, learning and engagement designed with the needs of Teen Ambassador/Board members and organizational objectives in mind.

Teen Ambassadors Program Vision, Mission, Goals, Objectives

In an effort to engage youth in philanthropy and begin a path to nonprofit leadership, the Teen Ambassador program was created to build awareness amongst teens of the Ronald McDonald House Charities of New Mexico and the programs it supports in the community. Through participation in this program, young people learn leadership skills, how a nonprofit organization works and how to develop, promote and implement their ideas.

Vision
RMHC operates the flagship program merging civic engagement and leadership development for high school juniors and seniors.

Mission
To support the Ronald McDonald House Charities of New Mexico in meeting its mission that provides comfort and care and a home-away-from-home to families with ill children.

Goals
- Train Ambassadors and Advisors to be stewards of social service
• Increase teenager and young adult participation in RMHC events
• Grow community investment in RMHC

Objectives
• Complete four projects from the RMHC Wish List, including at least one direct service project and one support project of an established RMHC event
• Convene eight board meetings during the program year
• Publish monthly newsletters
• Release an end of the year report highlighting accomplishments and lessons learned
• Host a year-end celebration connecting the ambassadors, advisors, staff and Board
• Refine and update the “How to Build a Teen Ambassador Program” document

Desired Outcomes
RMHC will engage, educate and inspire teenagers and young adults to become more involved in their community. The relationships benefit all as RMHC creates awareness of its services in high schools and colleges, resulting in more volunteers and donations, and students receive valuable work experience, leadership training and service hours.

While the organization has its own goals, objectives and outcomes, several youth development goals carry through the entire program. The Teen Ambassador Program seeks to:
• Help young people increase their ability to be self-reflective and to think critically about their experiences and community issues;
• Build the skills and abilities of young people to be decision-makers and problem solvers;
• Educate young people about the nonprofit sector;
• Introduce young adults to the nonprofit sector as a potential career option;
• Build participants’ individual competencies and leadership abilities;
• Emphasize positive self-identity and confidence;
• Support healthy and productive youth-adult partnerships;
• Support positive peer relationships; and
• Encourage effective communication.

Leadership Engagement Continuum

When developing a Teen Ambassador program, a key goal is to encourage the leadership development of our youth. Providing multiple avenues for leadership encourages the continued advancement and understanding of community engagement.
Attitude shift
As adults, we lead because we have vision and a sense of where things need to go. We are also required by law and culture to protect and take care of youth and children. Youth leadership requires that we relinquish some control and share power with youth. This can be difficult and even scary for adults, but is critical if youth are to develop true leadership skills. The following are a few ideas that may help shift attitudes that is necessary to accommodate youth/adult partnerships and youth in leadership roles.

- **Encourage adults to focus on youths' assets, rather than their shortcomings.** Staff in the organization recognize, fully appreciate, and validate the gifts that young people bring to the table, such as:
  - new energy
  - their connection to other young people
  - an understanding of youth culture
  - their knowledge as critical informants
  - a broader sense of their peer group
  - an ability to look at things through a different lens
  - individual characteristics each youth brings to the team

- **Create and communicate boundaries for decision-making.** Staff members decide how much decision-making by youth will be appropriate for their organization. Then they define and clearly communicate boundaries and parameters for the youth so as not to frustrate them.

- **Encourage success and permit mistakes.** Staff members decide ahead of time how willing they are to let youth make mistakes. Then they can be supportive and act as coaches for the youth, using mistakes and successes as teaching tools.

- **Know when to let go.** Adults with a passion for their work sometimes find changes suggested by the youth frustrating. However, not accepting changes can run the risk of doing the “same old stuff” that has kept youth from meaningful participation for so long. Experienced organizations are willing to let go of control if the youth are ready and want to take the lead. They recognize that adults can step back as youth become more confident and competent.
• **Adapt and adjust as a group.** Rather than requiring youth to fit perfectly within the existing leadership structure, some organizations adjust the way meetings are structured or the manner in which information is presented so that the youth feel more comfortable or more in control.

• **Work against inaccurate stereotypes.** Staff members are encouraged and supported to leave behind damaging stereotypes of youth and show confidence in them.

**Ronald McDonald House Teen Ambassador Program Details**

**Ambassador Position Descriptions and Duties**
- Sophomores or Juniors apply
- Receive parental consent
- Commit to attend 4 of 8 meetings
- Participate in 3 of 4 service events
- Write and submit bi-monthly newsletter to Ambassadors, staff, Board and parents (templates)
- Present at year-end celebration
- Write insert for year-end report
- Responsible for completing 30 hours of work in a year

**Advisor Position Descriptions and Duties**
- Candidates should be in the 18-30 age range (may be enrolled in college or university, service learning/AmeriCorps/ Public Allies)
- Attend 6 of 8 meetings and participate in 3 of 4 events
- Individually mentor 2 Ambassadors
- Collectively provide guidance to all Ambassadors
- Create marketing materials to recruit ambassadors, i.e. “Why be an Ambassador?” (templates)
- Construct an organization chart
- Schedule yearly calendar (collaborate with RMHC staff – there are templates)
- Oversee RMHC social media page(s)
- Work closely with RMHC Board Liaison/staff on coordinating events, meetings and projects
- Develop and refine orientation program and materials (templates)
- Sign off on Ambassadors time sheets/means of tracking
- Responsible for completing the amount of hours required for credit in their college class/program
RMHC Staff/Board Liaison

- Select first group of Advisors, approve subsequent nominations
- Train Advisors to recruit Ambassadors, run program, facilitate meetings, etc.
- Participate in the orientation and other meetings as necessary
- Meet with Advisors monthly to review social media, newsletters, RMHC information, operations, meetings/events, challenges
- Provide technical assistance as needed
- Support Advisors in the same manner other volunteers receive support
- Determine what (if any) interactions the Ambassadors will have with the organizations Board of Directors (i.e. Will they attend meetings? Will they be voting members for certain activities?)

Outreach Strategy

Advisors

Connecting with those in their late teens and 20s led us to reach out to acquaintances, colleges, universities, young leader groups, churches, and other community cohorts populated by the specific age group. We sought those with kind hearts and smart minds and we hand selected with precision. We anticipate as the program grows, so will the awareness of the program and interest in serving in this capacity.

While our grassroots strategy produced a pool of applicants, a more technological strategy may utilize social media, such as Facebook, or on-line advertisement such as www.ideal.org, www.centerfornonprofitexcellence.org, or even www.craigslist.com.

Ambassadors

For the younger cohort of participants, we connected with the same types of contacts listed above and also high school leaders (activity directors, advisors, coaches, etc.). Reaching out to colleagues with high school aged children was also useful.

We found Albuquerque is a small enough town that word of mouth is a helpful technique. Posting the opportunity on-line may enable potential Ambassadors to learn more about the opportunity; however, we discourage engaging in social media conversations with minors out of respect for the nature of privacy and appropriate business communication. Much of the communication with the potential Ambassadors involves their parents, so we encourage other groups to take a similar approach.
Selection Process
A group of five Advisors will be recruited from local colleges and universities by a RMHC Board Liaison/staff person. In the first year, a task force from the Leadership Albuquerque Class of 2011 assisted in the process.

The Advisors will recruit and select 10 – 20 Teen Ambassadors, juniors and seniors from local high schools. Advisors will be responsible for creating, distributing and reviewing applications. The Advisors selections will be reviewed by the RMHC Board Liaison/staff person for final approval.

Application and Interview Process
The application process includes a written application and an interview with a group of both board and staff members.

Written Application
The application packet is the first contact many young people have with the program. This document describes the program and communicates the professional expectations related to program membership. Applicants must explain why they want to join the program and what unique skills they will bring to the group. The application also includes short answer questions about applicants' personal interests and experience working in groups. Two letters of recommendation from teachers or community members provide more information about applicants (one must be from a school representative to confirm achievement in that arena).

Interview
The interview provides an opportunity to meet the strongest applicants and to learn more about how they work with others. Staff and board members begin the interview by introducing themselves, giving a brief overview of the program and explaining the interview process. Each applicant has the opportunity to discuss his/her interest in the topic, firsthand experience, and commitment to the program, and to answer any questions the applicant might have.

Member Selection
After the interviews, the staff and board members meet to evaluate applicants and select members for the program. Before making final decisions, consider goals and anticipated outcomes as they relate to the strongest applicants. What skills are necessary to accomplish these aims? A strong candidate possesses the following qualities across and among its members:

- Demonstrated interest/personal experience with agency;
- Diversity (including age, schools, race, ethnicity, geography);
- Ability to commit for a full program year; and
- Strength of application and interview.

The final group should possess a balance of skills. Look for youth with strong speaking skills for presentations, writing skills, and organizational skills for event management. A strong academic record, although beneficial, is not a pre-requisite for membership. Youth who can balance these abilities with a sense of humor, a passion for group work, and personal experience with the topic
make valuable additions. Ultimately, the goal is to assemble a team that can successfully meet the expectations of the program.

Policies and Consents
Volunteers are better able to understand and meet program expectations when they have clear guidelines for behavior and performance when attending the Teen Ambassador Program sessions and events. As representatives of the organization, it is critical that participants understand the impact of their behavior and guidelines for their conduct. Introducing these expectations in training can also serve as an early lesson in teaching policy necessary for nonprofit success, as members learn the policies and rationales that govern Ambassadors’ attendance, behavior and more. In addition, consent forms will provide program staff with the necessary tools to respond to emergency situations, and the Release of Liability form will protect the organization should anything happen to a member during program hours.

Ambassador Engagement Form
The Ambassador Engagement Form is a key document in the framework of the Teen Ambassador program. The form, similar to a document used for the organization’s Board of Directors, is used to establish expectations for youth as participants in the program by attaching a sense of responsibility to membership. It establishes the seriousness of the program and reinforces the importance of individual responsibility to the group. The form contains attendance guidelines and expected engagement. The sample includes provisions for excused absences.

Parental Consent and Medical Release Form
The Parent Consent and Medical Release Form informs parent(s)/guardian(s) of the organization’s expectations for their child. It includes information about meetings, events and program attendance. Sharing this information with parents can help them to support their child’s participation in the program, as they will better understand the commitment that Ambassadors have made. The form also collects emergency contact information for Ambassadors, requests medical information for use in an emergency and provides consent for emergency medical treatment. This information enables staff to respond effectively to a medical emergency should one arise. It also helps staff avoid potentially dangerous situations by learning which members have allergies and which members may require medication during events.
Timeline January 2011 – May 2012

January/February 2011
- Team Purple and RMHC staff members develop strategy, program plan and materials

February 2011
- Team Purple and RMHC staff members recruit Advisors

March 2011
- Team Purple and RMHC staff members select 5 Advisors

April 2011
- Team Purple trains Advisors
- Team Purple works with Advisors to recruit Ambassadors
  - Send fliers to schools, connect with activities directors, work with pre-selected Ambassadors re: word of mouth, etc.
- Collect applications by set deadline (last week of April)

May 2011
- 1st week - Advisors review applications
  - Share choices with RMHC staff and reach consensus
- 2nd week – Announce Ambassadors
  - Advisors distribute acceptance/declination letters and summer orientation info.

June 2011
- Advisors work on summer orientation*

July 2011
- Advisors offer summer orientation to Ambassadors*
- Mentors/mentees assigned
- Manuals distributed

August 2011
- Advisors and RMHC staff meet to clarify year goals, plans, etc.

September - November 2011
- Ambassador meeting^

December 2011~
- Ambassador meeting^"1
- Advisors meet with RMHC staff for mid-year check-in (review of social media, newsletters, projects)

January 2012~
- Meet and Greet (RMHC Board, Ambassadors, parents, Advisors and staff)
- Advisors begin recruiting replacements

February 2012~
- Ambassador meeting^"1
- Advisors select replacements

March 2012
- Ambassador meeting^"1
- Advisors train replacements
- Advisors begin recruiting Ambassadors

April 2012 BUSY MONTH
- Advisors meet with RMHC staff for yearend check-in (review of social media, newsletters, projects)
- Year-end CELEBRATION
- In-coming Advisors attend and support

May 2012
- 1st week - Advisors review Ambassadors applications. Share choices with RMHC staff and reach consensus
- 2nd week – Announce Ambassadors. Advisors distribute acceptance/denial letters and summer orientation info.

Repeat cycle after review and refinement
*Team Purple and RMHC staff members provide technical assistance as needed
^Supervised by Advisors
~ Engage in projects/events during these months depending on Wish List selection

Back to the top
Program Implementation

Leadership ABQ Team/RMHC staff
- select five advisors
- train advisors to supervise the Teen Ambassador Program
- provide consultation and technical assistance on an as-needed basis
- check-in with advisors monthly – sign off on time sheets/means of tracking

Advisors*
- serve as program managers for the RMHC Teen Ambassadors program
- host an orientation for incoming Ambassadors during the summer
- individually mentor 2 Ambassadors
- coach/run meetings, following Robert’s Rules, as training for future Board service
- communicate the Ambassadors success through monthly newsletters and social media updates

Ambassadors*
- choose four projects from the RMHC Wish List (a list of projects compiled by RMHC staff) to complete during the school year
- share their success and lessons learned by publishing an end of the year report,
- present to the RMHC staff, Board and Advisors during the end of April
- Juniors have the option of serving another year term if they choose and the Advisors approve

*Ideally, most Advisors will serve multiple year terms, as will many of the Ambassadors.

Teen Ambassadors Meeting Schedule
1. September: Mission, Q&A, Robert’s Rules, Board of Directors overview, elevator speech
2. October: Review Wish List and identify 3 projects and 1 event to support, form committees
3. November: Distribute Committee directories and assignments, general updates, committee work
4. December: General updates, committee work
5. January: Meet and Greet RMHC Board and staff, networking skills, social graces
6. February: General updates, committee work, discuss year-end report article
7. March: General updates, wrap up committee work, review year-end articles in report
8. April CELEBRATE – report presentation, mix and mingle

Teen Ambassadors Orientation Meeting
- Meeting (2 hours): Ice-breakers small groups, ice-breakers big group, team building
- Outline vision, mission, goals and objectives of program
- Describe program overview
- Each advisor identifies cohort of two Ambassadors to personally support
- Share Advisor assignments with Ambassadors and staff

Back to the top
Sample application letter to potential Ambassadors

Ronald McDonald House of New Mexico
1011 Yale Blvd NE
Albuquerque, NM 87106

Dear Student:

Thank you for your interest in joining the Teen Ambassadors of Ronald McDonald House Charities of New Mexico. We are excited about the participation of the Teen Ambassadors in RMHC-NM activities. This program is designed to attract a dynamic, service-oriented group of young people who have an interest not only in helping RMHC-NM, but in improving their community.

As a Teen Ambassador, you will have the opportunity to participate in various events and activities throughout the year. Your involvement may include providing meals for families staying at RMHC, creating a fun environment at RMHC-NM for children and visitors, organizing drives for needed supplies and promoting awareness of RMHC-NM and its purpose.

To be considered for the Teen Ambassador position, you will need to submit the following to the volunteer coordinator no later than March 15, 2011.

1. Teen Ambassador Application.
2. Letter of Interest.
3. Two letters of recommendation.
4. RHMC volunteer application.
5. Parental consent to participate.

The Teen Ambassadors will meet approximately 7 times during the school year and participate in 2 to 3 service projects. Please make sure that you will be able to make the time for these activities as participation is critical to success.

We look forward to meeting with you!

Regards,

RMHC-NM Ambassador Selection Committee

Back to the top
Sample application letter to potential Advisors

Thank you for your interest in becoming an Advisor for the Teen Ambassadors of Ronald McDonald House Charities of New Mexico. We are excited about the participation of the Teen Ambassadors in RMHC activities, and the leadership of the Advisors will be a key to their success. This program is designed to attract a dynamic, service-oriented group of young people who have an interest not only in helping RMHC, but in improving their community.

As an Advisor, you will have the opportunity to mentor participants in the Ambassador program. Your participation in various events and activities throughout the year will not only help those taking advantage of the services offered by RMHC, but will serve to develop the next generation of leaders in our community. Involvement may include providing meals for families staying at RMHC, creating a fun environment at RMHC for children and visitors, organizing drives for needed supplies and promoting awareness of RMHC and its purpose.

To be considered for the Advisor position, you will need to submit the following to the volunteer coordinator no later than March 15, 2011.

1. Letter of Interest
2. Resume
3. Two letters of recommendation
4. RMHC volunteer application
5. Background check form

The Teen Ambassadors will meet approximately seven times during the school year and participate in 2 to 3 service projects and the Advisors are expected to be present. Please make sure that you will be able to make the time for these activities as participation is critical to success.

We look forward to meeting with you!

Regards,

Ronald McDonald House Charities of New Mexico

Deliver completed application materials via email or in person to:
Xxxxxxxx

Back to the top
Sample letter to parents

Ronald McDonald House of New Mexico
1011 Yale Blvd. NE
Albuquerque, NM 87106

Dear Parent:
Thank you for your interest in Ronald McDonald House Charities of New Mexico Teen Ambassador program. Our Teen Ambassadors are a very special group of high school students who make a valuable contribution to our House in every area as well as gain a truly unique volunteer experience. An elite group of high school students will be selected to spend one year assisting the House through our Teen Ambassador program.

The Teen Ambassador program session dates are August 2011 through May 2012. All applicants must be a current high school student entering grades 9-12. If selected, Teen Ambassadors must attend scheduled meetings and be an active participant in all activities and events. This is a full school year commitment.

All of the materials included in this packet must be received in the Ronald McDonald House Volunteer Services Office by Monday, XXXXXX XX, 2011. Please note two people unrelated to your teen will need to fill out the enclosed recommendation form and return it as part of the application packet. One reference must be from a school teacher, advisor, coach, guidance counselor or other community leader. References must be 21 years of age or older and non-family members. After all the forms are received in the Volunteer Services Office, we will contact your teen to schedule a personal interview before XXXXX XX. We will select participants for the program based on his/her qualifications and personal interview. Applicants will be notified of their acceptance before XXXXX XX, 2011. Once your teen has been accepted into the program, the next step for any new Teen Ambassador will be to attend one mandatory orientation (See schedule below).

Volunteer Orientations
- 2nd Thursday of each month 10:00 am - 11:30 am
- 3rd Saturday of each month 9:00 am - 10:30 am
- Application must be turned in prior to orientation
- Must pre-register for orientation by calling Traci at 505-842-8960

Thank you for your allowing your teen to become part of this worthwhile program. Please feel free to contact me regarding any question you may have.
Traci Pepper
Volunteer Coordinator

Send completed application materials to:
Ronald McDonald House of New Mexico
Coordinator of Volunteer Services
1011 Yale Blvd. NE
Albuquerque, NM 87106
Teen Ambassador Application

Back to the top
Sample parental consent and medical release form

Ronald McDonald House Charities of New Mexico
Parental Consent and Medical Release Form

As the parent/guardian, you play an important role in your child’s experience as a Teen Ambassador. We ask that you discuss the program and responsibilities with your child and sign the statements below indicating consent.

Teen’s Name: ____________________________________________________ Age: ______________

PARENT or LEGAL GUARDIAN (please print):
I, ____________________________, give my child, ______________________________, permission to participate as a volunteer Ambassador for the Ronald McDonald House Charities of New Mexico (RMHC-NM).

My child and I have reviewed all application materials. I understand that my child named above wishes to be considered for volunteer work and I hereby give my permission for them to serve in that capacity, if accepted by Ronald McDonald House of New Mexico. I understand that my child is required to attend the orientation and training necessary for the safe and responsible performance of their duties and that they will be expected to meet. My child agrees to abide by all volunteer requirements set forth by RMHC – NM. I understand and support the commitment my son/daughter is agreeing to uphold should he/she be selected for as a Teen Ambassador. I will provide guidance and assistance to them as needed during their year of volunteer service.

In the event necessary, I authorize medical, dental, surgical or hospital care, treatment, or diagnosis of said minor and I agree to pay for any medical, dental, surgical, or hospital diagnosis, treatment, or care rendered to or for said minor.

Please specify any health limitations your child has or any pertinent medical information:

____________________________________________________________________________________

Parent/Guardian Contact Information

Home Phone: __________________________ Cell Phone: __________________________

Work Phone: __________________________ Email Address: __________________________

Address, City, State: __________________________ Zip code: ______________

Emergency Contact Person (someone other than parent/guardian): __________________________

Emergency Phone Number(s): __________________________ Relationship to Teen: __________________________

Parent / Guardian Print Name __________________________________________________________

Parent/Guardian Signature: ____________________________________________ Date: ______________

Back to the top
Sample interview questions for Teen Ambassadors

1. What experience with, or knowledge of Ronald McDonald House do you have?
2. Do you have experience working with or volunteering for any non-profit organizations?
3. When you hear the term "Ambassador" what comes to mind? How about the term "Leadership"?
4. Have you ever been in a leadership role of any kind, or represented an organization in any way?
5. What truly motivates you, and what are you passionate about? How do you see that passion and motivation helping you as a Ronald McDonald House Teen Ambassador?
6. What experience or skills do you have that would help make a positive contribution to this program, and what do you hope to gain from it personally?
7. Why do you feel you should be selected to participate as a member of the Teen Ambassador Program at Ronald McDonald House Charities?
8. Are you able and willing to commit the time and effort necessary to make your involvement with this group beneficial? We estimate an average time commitment of 5-10 hrs per month, for a period of 1 year.

Sample interview questions for Teen Advisors

1. What experience with, or knowledge of Ronald McDonald House do you have?
2. Do you have any experience working with or volunteering for other non-profit organizations?
3. When you hear the term "Advisor", or "Mentor", what comes to mind? How do you define those terms?
4. Have you ever been in a formal mentoring program, either as the Mentor, or the one being mentored? If so, tell us about that experience, what it was like, and what benefit (if any) did you derive from it? Would you have changed anything about it?
5. Please tell us of a time when you were in a position to guide and direct someone through a task, function, or project, where you had the knowledge or skills, but they didn't.
6. When it comes to leadership, how do you define the term, and in that light, how do you view yourself? Have you ever been in a formal leadership position of any kind?
7. What truly motivates you, and what are you passionate about? How do you see that passion and motivation fitting into this role?
8. What are your aspirations moving forward, with regards to leadership?
9. Are you able and willing to commit the time and effort necessary to make your involvement with this group beneficial? We estimate an average time commitment of 5-10 hrs per month, for a period of at least 1 year, with the option to renew you for additional year beyond that.

Back to the top
Draft 2011 Advisor Training Outline
90 minute curriculum

- Introductions 10 minutes
  - Who you are and what you hope to accomplish

- Ice-Breaker/ Team Building 15 minutes
  - Find a partner
  - Have a 3 minute conversation - a good one
  - Introduce your partner to the group answering at least 3 of the 4 questions
    - What’s important to him/her?
    - How is she/he unique?
    - What does he/she admire in others?
    - Would she/he rather wear a bright red nose or big red shoes to a wedding?

- RMHC Overview 15 minutes
  - Review of the who, what, when, where, why of the organization

- Leadership Overview 25 minutes
  - What does it mean to be a leader [Group discussion]
    - Attributes of a good leader
    - Manager vs. leader
  - The d word…delegation
  - Why are you a leader?

- Program Overview and Expectations 20 minutes
  - Review of materials
  - How personal and program goals blend [Round robin]
  - Team purple/ RMHC mentor match up

- Next steps 5 minutes

- Adjournment

- Oops! I forgot to ask…
  - Contact RMHC
  - Team Purple

Back to the top
Resources:


Center for Courts and the Community


Youth Services Provider Network, a program of the Sierra Health Foundation.

About the Authors:

Each year, the Greater Albuquerque Chamber of Commerce hosts Leadership Albuquerque, a program that brings together emerging leaders from across the community to participate in the projects and interactions that result in a shared vision for the greater Albuquerque community. One aspect of this intensive, year-long program is civic engagement. During each program year, the participants work to deliver a community service product or service which contributed to the sustainable life and health of our community.

In 2011, Team Purple chose to partner with the Ronald McDonald House Charities of New Mexico and the Center for Nonprofit Excellence to address the need for a stronger leadership continuum. By helping one nonprofit build a successful teen board, the team created a model for others in our community to utilize in an effort to enhance their own outreach efforts.

Team Members Include:

Steven Carruthers – Enchantment Land Certified Development Company
Ian Esquibel – Independent Contractor
Sydney Gunthorpe – Central New Mexico Community College
Chris Keller – French Family of Companies
Melissa Larranaga-Melfi – ITZ USA
Kristin Rortvedt – PNM Resources