

# 100 Black Men Las Vegas Mentoring Strategic Plan

## Objective

The objective of the 100 Black Men Las Vegas (100BMLV) Strategic Plan is to establish a Mentoring program and deliverables that align with 100 Black Men of America, Inc. *Mentoring the 100 Way Across A Lifetime®* Value Proposition:

## 100 Black Men of America Mentoring Value Proposition

100 Black Men of America, Inc. (the 100) provides face-to-face mentoring and support services to youth, primarily African American males, to achieve education excellence, health and wellness, economic empowerment, and leadership development. Our dedicated volunteer membership of “Real Men Giving Real Time” differentiates us from others in the mentoring space. The 100 makes holistic and sustainable impact on the quality of our youth, families, and communities.

- Several mentoring organizations have expressed frustrations with the dearth of African American male mentors. The 100’s unique value proposition is having one of the strongest contingencies of African American male mentors.
- The 100 is focused on mentoring underserved youth “Across a Lifetime”, and we provide educational support so that our mentees are empowered and enabled to reach their full potential.

## Impact / Outcomes

Given the strong correlation of success and mentorship, our theory of change is positive intervention occurring simultaneously at multiple levels: school, home and community. Our *Mentoring the 100 Way Across A Lifetime®* structure provides face-to-face mentoring and support services that have positive effects on youth. National studies also show that in addition to an increase in self-esteem, mentoring programs have significant impact in other areas: 59% improvement in school grades; 53% decrease in school truancy; 27% reduction in alcohol consumption; 46% decrease in illegal drug use; and a 73% elevation in aspirations and goals.

The 100 of America’s *Mentoring the 100 Way Across A Lifetime®* platform addresses systemic issues and bridges opportunity gaps for marginalized African American youth. The impact is enhanced potential for student success through the support of long-term mentors serving as life coaches for multiple stages of the student’s life. Mentees in 100 Black Men programs graduate high school at an average rate of 85% and go on to pursue post-secondary education.

## 100 Black Men Las Vegas Mission Statement and Vision

The 100 Black Men of Las Vegas will provide the community with mentoring efforts designed to provide added opportunities to elementary, junior high and high school students in need. We will achieve this by developing programs focused on improving the education, health and character of our student participants with the collaboration and support of parents, teachers, affiliates, and corporate partners.

Our vision is to develop a best in class, measurable mentoring program and strategy that will result in significant increase in academic success, graduation rate, and self-esteem of our student participants along with improved community involvement and corporate fellowship.

## **Training**

All 100BMLV members must complete mentoring training; this is a national mandate. New members must complete training before they are pinned. Training will be conducted over three General Body meetings. Every member must complete the online quizzes with a minimum 80% score for each module. The following modules must be completed:

### **100 Black Men Online Mentor Training**

- **Introduction Module:** [Welcome & History of the 100](#)
- **Module I:** [Understanding Mentoring](#)
- **Module II:** [Best Practices for Risk Management](#)
- **Module III:** [Meaningful Mentoring Relationships](#)
- **Module IV:** [Mentoring Impact](#)

## **Mentoring Deliverables**

100BMLV will establish a best in class mentoring program that address the educational, social, emotional and cultural needs of children 7 through 18. The program will focus on third through twelfth graders. The program will be delivered to boys and girls through collaboration with 100 Black Women. We will utilize following mentoring relationship models:

- 1 to 1 mentoring – One Chapter member working with one mentee
- Group mentoring – One Chapter member working with a small group of mentees (2 to 6)
- Tag Team – Several Chapter members working with a small group of mentees (Chapter member/mentee ration should not exceed 1:6)

Program deliverables will include:

Reading for Success – 3<sup>rd</sup> through 8<sup>th</sup> grades

Math and Computer Maniacs – 3<sup>rd</sup> through 10<sup>th</sup> grades

100 Chess Team – 3<sup>rd</sup> through 12<sup>th</sup> grades

100 Golf Team – 3<sup>rd</sup> through 12<sup>th</sup> grades

Health and Wellness – 3<sup>rd</sup> through 12<sup>th</sup> grades

Leaders of Tomorrow – 8<sup>th</sup> through 12<sup>th</sup> grades

STEM (Science, Technology, Engineering, and Mathematics) – 9<sup>th</sup> through 12<sup>th</sup> grades

We will also collaborate to deliver services such as Financial Literacy/Economic Empowerment and Family Consultation to parents. It is important that we deliver a tangible value to parents to ensure the level of support we need for our mentees.

**We will ask mentors for a two-year commitment.**

Group activities will be identified (i.e. sports, theater, banquet or events) to develop social skills.



## **Resources**

We will establish strategic alliances to support making the program best in class. We will source resources from 100 Black Women, host schools, parents, fraternities, sororities, churches, businesses and community organizations.

We will also continue development of Collegiate 100 to serve as an auxiliary organization.

Financial support for the program will be provided by the membership, continued grant writing and collaborative financial sourcing and fund raising.

Within our membership, we will source active mentors and those that wish to be engaged in the program in non-mentoring role.

Mentoring meetings will be held monthly at host schools or strategic business locations.

## **Implementation**

Timelines and support will be developed for each program component (deliverable). We will also determine what schools will be host locations and has the desire to support the program. It is important that host schools not only supports our effort but also provide resources to help ensure success. A leader will be selected for each deliverable. The deliverable leader must be on the mentoring committee or a contributing standing committee. Each activity will be prioritized based on internal/external support and ability to deliver. Some deliverables may take months to implement.

## **Metrics**

It is required that we gather information to measure mentoring impact.

Standard Measurements

### **# 100BMLV Members**

% Serving as youth mentors

% Actively engaged in program (not as mentor)

### **# Youth Served Annually**

K-12

% Post-secondary

% Other

% Impoverished (free & reduced lunch status)

### **Location**

% Served in After-School programs

% Served in Community-based programs

% Served in other programs

% Served in Saturday Academies

% Served in School-based programs (during school hours)

### **Ethnicity**

% African American

% Hispanic/Latino

% Bi-/Multi-Racial

% Caucasian  
% Other

**Gender**

% Male  
% Female

**Age Group**

% Served in Elementary schools  
% Served in Middle schools  
% Served in High schools

**Additional Metrics**

% Served at appropriate reading level  
% Served at appropriate math level  
% C grade average  
% B grade average  
% A grade average  
% Scoring above average on standardized tests  
% Served graduating to next grade

We will review our Mentoring Program to measure and demonstrate impact on:

- Academic Excellence
- Health & Wellness
- Economic Empowerment
- Youth & Leadership Development

Metrics will be used to measure desired outcome and adjust plan as needed.

Committed involvement and support of our Mentoring plan will result in positive visibility and stature in our community and the incredible feeling that comes with giving back.