



FAQ - Mentoring with HoP

- **What are all these HoP terms?**

- **Red Carpet Day** - a four-day, all-expense-paid, overnight retreat for teens with cancer from across the region each summer. RCD has been hosted since 2002 and is currently held in three cities.
- **Guest** - teen with cancer that attends RCD
- **Leader** - high school student selected to gain and apply business skills learned during monthly workshop. Guided and supported by mentors, leaders do 100% of the work - including fundraising, planning, and running RCD. Our motto is "for teens, from teens"
- **Mentor** - young professional who teaches, guides, and supports their leaders through monthly workshops, encouragement and advice through the school year, and guidance as the leaders plan for Red Carpet Day.
- **Committee** - a group of 4-6 leaders that work directly with one mentor towards committee-specific goals
- **Leadership Development Program** - Intensive program through which mentors guide leaders while they grow as business people, teammates, and work to plan and implement RCD. This program begins in August and runs through Red Carpet Day, which is typically hosted in the summer.
- **HoP management** - Board of Directors (president, CFO, volunteer engagement coordinator, regional program manager) and National Leadership Program Director

- **What does HoP look for in a mentor?**

- This is always a tough question because we are building a TEAM. We want 3-5 mentors with diverse strengths and backgrounds that form a well-rounded group to provide a solid set of perspectives and personality matches for the leaders. That said, all successful mentors are selfless go-getters that are organized, communicative, and resilient. Mentors model by example, so they ask for help, work transparently, and maintain high standards - while having fun, laughing, and remembering the heart of our mission!

- **Who are the leaders?**

- Local 10th-12th graders apply to the leadership program. Mentors select a cohort of approximately 15 students based on their online application, personal interview, and references. There is no required academic, financial, or health requirement to be a leader. Selections are made based on perceived coachability, potential, proven skill, and heart for the mission.

- **What does a typical year look like?**

- **August** - National mentor weekend retreat in Callaway Gardens, GA, to prepare for the year
- **August/September** - Leader applications and selections
- **September** - kick off with monthly mentor meetings and leader workshops now through April
- **January** - National Leader Retreat in Lake Martin, AL, for networking and training RCD standards across all cities
- **Summer** - RCD
- **End of Summer** - Mentor-hosted end of year celebration recognizing the leaders' work in front of their family and friends

- **What does a typical month look like?**

- **Day 1** - virtual mentor meeting. All mentors have read the HoP-designed lesson plan ahead of time to help run an efficient meeting, which covers the lesson plan, as well as current needs and observations of the group.
- **Day 7** - mentors remind the leaders of the scheduled workshop and any due-outs
- **Day 14** - Monthly workshop with all mentors and leaders
- **Day 15** - follow-up email to group to summarize action items and next steps that were shared/discussed at the workshop
- **Day 28** - committee meeting over coffee or ice cream!
- **Throughout** - Communicating via email, group me, texts about action items, responding to leader questions, and supporting planning

- **How much time is required to mentor?**
 - **Structured Time** - Each month, mentors facilitate one three-hour workshop with the entire Leader cohort. They lead one committee meeting that usually runs 1-2 hours. They attend one virtual lesson planning call with HoP management. Total structured time each month averages 5-6 hours plus any travel time.
 - **Flexible Time** - Mentors engage in regular correspondence (including emails, text messages, and phone calls) to engage with leaders about program goals; support their committees with assigned tasks; collaborate with the other mentors; communicate with parents; and work with HOP management. While these responsibilities are self-scheduled, they average about five hours a month. This can vary by committee needs, mentor team balance, time of year, etc.
 - **Other Obligations** - Mentors have a mandatory training retreat over a weekend in August (TBD). Mentors also attend the weekend national leadership retreat and Red Carpet Day. This totals two weekends and four days for RCD.
 - **TOTAL - 10 hours/month plus two weekends and four days in the summer**

- **How are workshops and meetings structured?**
 - The goals of workshops center on skill building and team bonding. These skills build on each other over the course of the year to ensure leaders are prepared to plan and execute Red Carpet Day. Workshops start with an ice breaker followed by a lesson. The lesson, which is based on a theme of the month, involves individual, small group, and large group activities and discussions. The workshop ends with committee updates, RCD next-step planning, action items for the coming months, and a mission moment.
 - Committee meetings are flexible depending on the needs and personalities of the mentor and his/her leaders. HoP management provides goal deadlines and milestones, which are covered more in-depth at the mentor retreat.

- **How do I plan the workshops?**
 - You don't have to! HoP provides the lesson plans and materials you need.

- **What is the mentor retreat for?**
 - Mentor teams will establish their vision and roles for the upcoming year with the hands-on guidance of HoP management. Mentors also have the opportunity to learn from mentors in the other cities and understand their role in the national effort. Finally, the retreat jumpstarts the leader selection process and calendar-setting for the year.

- **What is the leader retreat for?**

- Consistently our most well-received training, leaders from all three cities get to network with and learn from each other. They practice the “first impression friendships” and getting out of their comfort zone - important aspects of hosting RCD. They inspire each other with their successes and gain confidence knowing their struggles are shared. Additionally, they polish RCD planning and spend time deepening their personal development.

- **What is my role at Red Carpet Day?**

- Ideally, you sit back and enjoy while the leaders run it! You’re there to encourage leaders, support them where needed, and represent HoP to the adult chaperones. You’ll arrive at the hotel with the leaders (usually the night before RCD or early the morning of) and stay through cleanup on Day 4.