



Mentors without Borders Coordinator's Annual Report for District Council – April 2024 Serving under the Program Quality Director

Submitted by	Edith Nkosi
Purpose of the Role	To support clubs have functioning mentorship program and to offer support

Highlights in your term of office

Reviving the program after a year's absence has been rewarding and challenging. Hosting two sessions per month to accommodate as many members as possible has been stretch, double everything. I thoroughly enjoyed interacting with members who approached MWB for support. As much as we want new members to take on Exco roles, majority of the requests came from club officers who were overwhelmed by their roles (being fairly new to toastmasters). Part of my role was to listen to club officers vent about their frustrations and hopefully we paired them with the right mentor/s. We will only know once we send out a feedback form to mentees. This will assist in closing the gaps moving forward and MWB to improve the pairing process.

Milestones achieved in your term

We are still in the process of working towards achieving what we set out to achieve, supporting clubs and members of D74, and growing a pool of mentors from within clubs. This was done by incorporating the Pathways Mentor Program into MWB. We have themed sessions (e.g. February is "Mentor appreciation month"), invited guest speakers for each session and MWB members to share their experience. This was aimed to encourage those who are still on the fence about mentoring, to reconsider.

Areas for development in the role

At the beginning of the program there was a slow take to MWB and I thought I could handle it all by myself i.e. coordinator, PR and admin. However, once the project took off, I was really stretched, and I could not find any volunteers to fill the PR and Admin role. We had more requests for support than mentors, I had to pitch in. I am currently mentoring two clubs. Having a strong support (PR & admin) and team leaders is paramount for the success of the project. I appreciate my team and commend them for raising their hands to serve in MWB while they had other roles at district level and in their respective clubs. My take away: A load shared is a load halved.

Overall Remarks

Having a healthy mentorship program is a must for every club and MWB is there to offer support and to supply mentors where clubs do not have or there is a shortage. As my term in office approaches, I am very grateful I raised my hand to serve in this role and I will be part of this program again next year, as a club mentor.