



Women's Staff Development Mentorship Program

Back in May 2021, as part of Reliant's HR Initiatives, Julie Thomas and Kristina Lilly gathered in a virtual meeting with a group of Reliant women for the first time as the Women's Staff Development Steering Committee. Our purpose was to explore how Reliant could serve and develop female staff well. Since then, we have had three more meetings and have received excellent feedback on our first area of focus. As we lean into discovering and providing ways to serve and connect women across Reliant, we are excited about establishing a Mentorship Program for female staff.

We have received some great insight regarding the interest in a Mentorship Program via a survey that we sent out in September 2021. Since then, we have been working hard to develop Starter Guides for mentors and mentees that include helpful tips for the mentorship journey. Our goal is to ensure that our mentors and mentees are set up for success when we launch the Mentorship Program this year. Also, our heart is to communicate well and ensure that each Supervisor is aware of the Mentorship Program as we move closer to its launch. Below is some information regarding Reliant's Women's Staff Development Mentorship Program.

Our Goal for Creating this Mentorship Program

Reliant's goal for creating this Mentorship Program is to provide our female staff with opportunities to develop their skills, discover their strengths and giftings, and foster community.

Potential Time Commitment for Staff who are Interested

Time commitment will be at the discretion of the mentor's and mentee's availability, ranging from 30 minutes to 2 hours every month, every other month, quarterly, or as needed.

Types of Mentorships Offered

We will be offering two types of mentorships: One-on-one Mentoring and Group Mentoring (2 to 6 people with one mentor). These will all be virtual mentorships unless the mentor and mentee live in the same area.

Potential Topics of Discussion

The topics of discussion during a mentorship may include navigating different seasons of life, spiritual formation, career coaching, motherhood, and family.

Supervisor Approval

As we look forward to launching this program, we want to ensure each woman interested in participating, whether as a mentor, mentee, or both, has informed her Supervisor and received their approval. In addition, participants should discuss with their Supervisors the time commitment required and whether participation will be during work hours or outside of them.

Questions?

If you have any questions, please contact Julie Thomas at julie.thomas@reliant.org.