

VIRTUOUS STEPS MENTORSHIP PROGRAM

EQUIPPING GIRLS WITH
VALUES, A VOICE, AND TO BE
VISIONARY!

5-YEAR
VISION STATEMENT
2015 – 2020



A FAITH-BASED INITIATIVE OF
LIBERTY COMMUNITY DEVELOPMENT CORPORATION, INC.

WWW.VIRTUOUSSTEPS.ORG

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Our Story

In 2009, a peer group was formed called My Sister's Keeper. The group's target was to address the peer pressure young single adult women were facing in the area of pregnancy. During the peer-to-peer interaction, a greater need was discovered that went beyond pregnancy to a need for personal development, in particular, self-esteem and self-worth.

In 2010, the peer group was renamed to Virtuous Steps Teen Girls Mentorship Program (VSTGM), derived from the sacred scriptures, Proverbs 31:10 (AMP), "a capable, intelligent, and virtuous woman- who is he who can find her? She is far more precious than jewels and ***her value*** is far above rubies or pearls". The mission of VSTGM addressed the needs of young girls from the ages of 11-18 years of age to live virtuous, fulfilling and productive lives. The topics discussed in the bi-weekly meetings ranged from career development, leadership, money savvy, cultural awareness, etiquette training, image building, and Who-am-I.

In 2015, VSTGM was rebranded to Virtuous Steps Mentorship Program (VSMP). In addition to focusing on personal development, a significant emphasis will be placed on leadership development. The additional emphasis will be on equipping girls with VALUES, a VOICE, and to be VISIONARY. The aim is to show program participants they are never too young to be leaders in their communities.

Our Core

Our Mission

To prepare our program participants to be productive members in society:

- Provide a robust program that addresses the needs of girls ages 11-18
- Prepare girls to enter adulthood with values, skills, and a commitment to serve the community

Our Leadership

Committed to be a servant leader:

- Develop a leadership team to consist of a Director, 2nd and 3rd level assistant directors
- Develop ongoing leadership training
- Develop leadership succession plan
- Develop a plan to actively build and retain mentors and program participants
- Develop a best practices mentor manual
- Develop a leadership curriculum

Our Vision

To offer a high quality professional development program:

- Provide self-discovery development
- Provide leadership development
- Provide cultural awareness
- Provide Christian spiritual development

Our Ethical Responsibility

To ensure our program operates in integrity:

- Create a safe environment for program participants to share, learn, and grow
- Create a partnership between the mentors and parents/guardians to encourage program participants adhere to the mission of the program
- Keep the confidentiality of the information shared from program participants, mentors, and parents/guardians
- Ensure all leadership, mentors, and volunteers undergo a background check

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Our Program Growth Initiatives

Our Mentors

Equip each mentor with the tools, strategies, and support to be a successful mentor:

- Grow our mentor base to 50 committed, passionate, and professional women who have successfully completed new members and are in good standing at Set the Captives Free Outreach Center
- Encourage mentors to help recruit new mentors by sharing their experiences from the program
- Create an incentive to encourage mentors to return back to the mentorship program after a successful program year
- Provide mentors with professional development training on leadership and being an effective mentor

Our Program Participants (mentees)

Equip girls with Values, a Voice, and to be Visionary:

- Grow the program participants to 150 by 2020
- Grow the program to become multi-cultural
- Grow the program to include girls throughout Baltimore and surrounding communities
- Grow the program by encouraging our program participants to share their experiences on social media platforms

Our Empowerment Initiatives

Sister Connection

To celebrate sisterhood:

- Annual girl's empowerment symposium
- A bi-annual young lady celebration
- A retreat and camping trip
- Attend events focusing on girl's empowerment

Our Financial Initiatives

Fund a self-sustaining program

To generate income for the program:

- To raise \$50,000 by 2020
- Create a product VSMP can sell
- Create partnerships with businesses
- To raise funds through fundraising

Our Volunteers

Equip each volunteer with the tools, strategies, and support to be a successful volunteer:

- Grow our volunteer base to 20 committed, passionate, and professional people who have successfully completed new members and are in good standing at Set the Captives Free Outreach Center
- Create a sponsorship drive to create financial partnerships
- Provide volunteers with professional development training on how to serve with grace and effectiveness
- Actively recruit for new mentors by attending new members orientation at Set the Captives Free Outreach Center

Our Parents/Guardians

Engage parents/guardians to support the program with their time, talent and resources:

- Promote the program in their communities and jobs
- Promote the program to friends and family using social media platform
- Promote various VSMP initiatives such as events and financial campaigns

Our Cultural Development

Traveling locally and abroad

To give program participants and opportunity to experience other cultures outside their communities:

- Visit at least 5 states by 2020
- Visit at least 2 international places by 2020
- Each participant must have a passport

Our Community Development

To give back to the community

To give show how to give back:

- Go to a senior citizens home to serve
- Go to a juvenile facility for girls
- Go to soup kitchen and feed the homeless

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SISTER DECLARATION

I promise to treat you with respect

I promise to listen to you

I promise not to judge you

I promise to love you unconditionally

I promise never to betray your trust

I promise to keep your secrets

I promise to celebrate your victories

I promise to lend my shoulder for your

tears

I promise to keep you lifted up in prayer