



## Idaho Grain Producers Association Mentor Program

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### GOALS & PURPOSE:

#### A. Purpose

The Association believes that the creation of a mentor program will provide a guided avenue to expose prospective farmer leaders to its mission, duties and activities while ensuring its continued growth and sustainability.

#### B. Goals

- 1) to identify, develop and engage new farmer leaders in the mission and activities of the Association,
- 2) to maintain the involvement and utilize the experience and knowledge of past Association officers,
- 3) to broaden the depth and breadth of the Association's advocacy efforts,
- 4) to strengthen the grower network and membership of the Association.

### PROGRAM COORDINATOR & CONTACT INFORMATION:

The Association executive director, in consultation with the Executive Committee (EC), will serve as the mentor program coordinator.

### MENTOR/MENTEE SELECTION:

At the annual spring budget meeting of the Association officers and staff will develop, maintain and update as necessary a list of prospective mentors/mentees for the activities of the upcoming fiscal year.

The IGPA will seek mentors possessing familiarity and experience with the mission and activities of the association. Mentors may include past presidents, past (or current) board directors, or any individual identified by the Association executive director and/or executive committee.

The mentee selection process will consider IGPA district and region to maximize diversity across program participants. The EC will give top priority to mentee applicants from its Full Board of Directors. Next in priority consideration will be growers attending the annual Pacific Northwest Wheat Marketing Tour. Applications received from general individuals will follow in priority. Participation from Association industry partners will be considered but provided lower ranking in relation to the parties previously mentioned.

In any fiscal year, the total amount of mentor/mentee pairs selected for the program will be based on the volume of interest and budget capacity as determined by the EC in collaboration with the Idaho Wheat Commission.

Mentors/mentees will be matched by identifying natural commonalities between both parties, including:

- community, county, and regional ties,
- existing personal relationships,
- other factors as identified by the EC and Association executive director.

## **OBJECTIVES:**

The IGPA mentor program will focus generally on accomplishing the aforementioned goals in line with its fiscal year of operations, July 1 through June 30. However the IGPA will exercise discretion to be flexible and responsive to the inherent time constraints and demands on mentors and mentees.

### **Mentor/Mentee Orientation**

Orientation for the mentor and mentee participants will be informal. The Association executive director will provide both parties with the Mentor Program document and will ensure that participants understand the information and expectations therein.

The Association executive director will assist program participants in creating a plan that meets the goals of the mentor program. The executive director will be accessible to program participants to address any needs that may arise throughout their involvement with the program.

### **Mentors/Mentees Engagement**

Mentors and mentees will engage in one-on-one mentoring through:

- various group activities of the association, including:
  - a.) attend at least one meeting of a national affiliate (i.e. NAWG, NBGA, Classic);
  - b.) attend the Association annual convention in the program year;
  - c.) attend a meeting of their nearest organized county;
  - d.) attend one meeting of the Association Board of Directors.
- regular communication as necessary to discuss activities related to the program.
- other training and development opportunities as identified by the EC and Association staff.

### **Mentor Expectations**

Mentor participants are expected to:

- serve as the Association's liaison to the mentee;
- maintain close communication via phone, email, etc. with their designated mentee throughout the training;
- provide mentee with advice, counsel, and support as necessary;
- assist the mentee with coordinating logistics including travel, expected duties and obligations at various group activities and functions;
- report to the Association on the progress of the mentee; and
- other areas as identified.

## **PROGRAM PROGRESS:**

The IGPA will track the progress of the Mentor Program by observing and accounting for the subsequent involvement in IGPA activities, leadership roles, and other participatory opportunities. The IGPA will evaluate the overall interest level and enthusiasm of each mentee and provide a progress report to both the Idaho Wheat Commission and the Idaho Barley Commission as part of its annual budget request proposal to each Commission.

**SPECIAL CONSIDERATIONS:**

The Association will reimburse program participants for all travel, meals, and accommodations consistent with board policy for the length of the program and/or for specific mentorship activities.