

*STEP 1-2-3 MENTOR FOR LIFE INITIATIVE:  
“AS IRON SHARPENS IRON, SO A FRIEND  
SHARPENS A FRIEND”*



# ***SPONSORSHIP PACKET***

***PRESENTED BY:  
STEP 1-2-3 MENTOR FOR LIFE INITIATIVE***

## Introduction

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The Step 1-2-3 Mentor for Life Initiative is proud to present our non-profit organization. Our mission statement is **“As Iron Sharpens Iron, so a Friend Sharpens a Friend.”** This organization will provide three components in connecting mentors to mentees in a long-lasting and meaningful way. This organizations gives us an opportunity for current and future mentors, board members, and the surrounding education to come together and celebrate the beauty and spirit of having consistent mentoring and encouragement at all levels of education from Elementary School to College. This organization will celebrate our Mentors, our Mentees, our Donors, and our Community. Step 1-2-3 Mentor for Life Initiative is one organization that you will not find any place else because our business model requires our mentors, our board members, and our mentees to focus on consistency, accountability, goal-setting, but most of all encouragement through all stages of one’s life. This organization will serve communities, schools, and colleges across the nation and honor years of achievement as we pass the baton to future generations to come. Our work is impact. Our mission is sharpening others. Our people are committed to a level of excellence that will make a meaningful difference in a young person’s life. This is evident from our mission and our people’s commitment to one high bar: A Mentor for Life.

**As a sponsor, this is an opportunity to publicize your organization, company, or event. The diverse audience will range from students and faculty in the communities our program is accepted, professionals who serve our organization as board members or mentors, and community leaders among others!** Sponsors will have the opportunity to utilize advertisements on our official organization website and monthly newsletter to advertise their organization/company.

Step 1-2-3 Mentor for Life Initiative will also use a portion of the proceeds to provide support to our mentors to give back to their mentees in group settings, community service, and helping them realize their dreams.

Please take the time to look through this packet and learn more about our organization and this event and how you can lend a helping hand! We are excited about this year’s banquet and look forward to your participation.

Sincerely,

**Step 1-2-3 Mentor for Life Initiative**



## About the Step 1-2-3 Mentor for Life Initiative

### Keys to Success

**Step 1** focuses on daily life etiquette, and first building the relationship with your mentor and mentee. It's time to build the connection by sharing your story.

**Step 2** focuses on helping your mentee set up their plans. We will work with your mentee on figuring out what it is that interests them. We will draw up plans to help them focus on what it takes to have success. We will learn everything from a business plan to the right classes to take to what people to talk to.

**Step 3** focuses on helping your child reach his or her goals that we came up with in Step 2. We will help them get to talk to people on the field they desire. We will sit down and help them draw up what they need and have learned. We will have a business presentation at the end to you and representatives from businesses and banks to see how to show your child has grown in our program. We will also advise your child to be a mentor to someone else and teach them the tools.



### Programs WE Offer

**College Program:** A college aged student, grad student is paired with a mentor in their area of interest or one in which their stories line up and work towards the mentorship process where we begin development into a future Step 1-2-3 Mentor for the program in the future.

**High School Program:** A high school student is paired with a mentor who will help them prepare for college, job opportunities, mental toughness before entering the college environment or life experiences before moving on to college program. The aim is to put the mentee in a better position to thrive while in college and onward.

**Middle School Program:** A middle school student is paired with a mentor and tutor who will help them build the necessary learning skills to excel and build a foundation for retention at the middle school level. The aim is to help during the crucial years of childhood development to build the social skill to be resilient in high school.

**Elementary School Program:** An elementary school student is paired with a mentor who will help inspire the creative side of children and work on spending quality time with children who are in need of person who believes in them. The aim is to push children to reach their full potential and begin early laying the learning foundation and willingness to be lifelong learners and positivity promoters. Help them achieve small milestones.

### HIGHLIGHTS

- 1) This mentoring program focuses on mentoring and outreach initiatives that develop dynamic individuals by creating a long-term mentorship action plan.
- 2) Each mentor who signs up for the program comes with one focus: "Mentorship for Life"
- 3) Committing to the mentee long-term breeds a sense of collaborative effort to grow and lift one another up.
- 4) Having the program reach all levels of a person's development process is what sets this program apart.
- 5) In ONE year, you will SEE the difference.

## Organization Overview

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The **Step 1-2-3 Mentor for Life Initiative** consists of 11 Board of Director Member Positions:

- President (Neena Speer)
- Vice-President (Tsipporah Christopher)
- Management and Consulting Director (Rajesh Speer)
- Alabama Schools Outreach and Program Development Director (TBA)
- College Schools Outreach and Program Development Director (Marcus Cotton)
- Secretary (TBA)
- Non-Profit Management Director (TBA)
- Corporate Relations and Sponsorship Director (Samantha Pline)
- Social Media and Promotions Director (Jasmine Blair)
- DC Schools Outreach and Program Development Director (TBA)
- Texas Schools Outreach and Program Development Director (TBA)

**Mission Statement:** “As Iron Sharpens Iron, so a Friend Sharpens a Friend.” Proverbs 27:17

**Purpose:** “The Purpose of this organization is “to provide students with consistent academic support and encouragement. This organization is founded on the old adage: As iron sharpens iron, so a friend sharpens a friend.” Our mentors are the iron that will be consistent pillars in their mentees lives from cheering them on in the classroom to on the field, WE PROMISE to be CONSISTENT. This is what makes us different and unique.”

### **Timeline:**

- June 1<sup>st</sup> 2016 → The Step 1-2-3 College Program Began (1<sup>st</sup> Session)
- June 15<sup>th</sup> 2016 → The Step 1-2-3 College Program (2<sup>nd</sup> Session) Began
- September 30, 2016 → The Step 1-2-3 Middle School Program –Tuscaloosa Began
- Fall2018 → The Step 1-2-3 High School Program-Birmingham Begins
  - 
  - **Middle School:**
    - Collins Riverside Middle School (TUSCALOOSA, AL)
  - **High School**
    - Wenonah High School (BIRMINGHAM, AL)
  - **College**
    - Wiley College Students (MARSHALL, TX)
    - University of Alabama Student (TUSCALOOSA, AL)
  - **Elementary School**
    - TBA (FALL 2019)

All parts of this organization will exemplify our mission and purpose and was formally incorporated in Birmingham, Alabama in September 23, 2016. Our Ein # is: 81-3686238

For more information please contact **Neena R. Speer**, Founder/Executive Director at [step123mentor@gmail.com](mailto:step123mentor@gmail.com).

## Expected Outcomes

**The following is an overview of our goals, objectives, and expected outcome for the Step 1-2-3 Mentor for Life Initiative.**

First, we want the organization to impact current Step 1-2-3 Mentor for Life Initiative members. We expect our members to gain a greater understanding and appreciation of the charge of continuous mentorship within our own organization with professional development and personal encouragement. We plan to present well-deserving Step 1-2-3 Mentor for Life Initiative members with recognition to promote the value of consistently being a change-agent in a team member's life.

We expect this organization to be an avenue through which we can also effectively promote support networks to Step 1-2-3 Mentor for Life Initiative members and the empowerment of students who are struggling academically and personally from Elementary School to College. This organization will provide our members with an opportunity to network with professionals and emotionally intelligence persons in and outside of their fields of interest. One of our primary focuses for this organization is celebrating consistency in mentorship in the professional, personal and academic fields. Such a celebration is needed in the community where the vast majority of students are not supported adequately in all areas of conflict within a school setting. We plan to collaborate with others service-oriented organizations in the surrounding college communities to influence the greatest number of people possible.

Furthermore, we also want to make a lasting impression on the surrounding community. To create the greatest impact possible, we are planning to establish relationships with several local businesses. Our organization will be open to mentors who will then be screened, vetted and asked to meet deadlines and personal interviews to ensure we have the mentors who will make the "for life" commitment. Moreover, we will present networking opportunities for our mentors and mentees to bond and spread the model of effective and meaningful mentorship.

Overall, we expect the influence of this organization to range from our 20 plus members, to various professionals, to area schools, to local businesses, to service organizations, and to the community at large. We want for every man or woman who participates in this organization to gain a feeling of strength and confidence knowing that they are capable of great things. We ultimately want these men and women to realize their individual potential so that they can apply it to their own personal aspirations and one day use their gifts to impact their community and possibly the world.



## Levels of Sponsorship

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### Platinum

**\$1,500+**



- Complimentary “VIP All-Access” passes to all upcoming events
- Recognition and special mention at Step 1-2-3 Kickoff Events and all promotional materials
- Company name and large logo included on the non-profit’s main website and presentations
- A listing of your name and affiliation/organization name along with your color photo/your organization’s color photo as a distinguished member of the Platinum Sponsor Committee
- Committee will be able to offer networking events that both our Step 1-2-3 Mentors and Mentees are invited to meet your employees (meeting those who invest in them is important)
- Special Photo with Mentors and Mentees at conclusion of Step 1-2-3 Events Launch Events

### Gold

**\$1,000-\$1,499**



- Complimentary “Access” passes to all upcoming events
- Recognition and special mention at Step 1-2-3 Kickoff Events for Resources Provided to Schools we Serve
- Company name and small logo included on the non-profit’s main website
- A listing of your name and affiliation/organization name along with your color photo/your organization’s color photo as a distinguished Gold Sponsor member

### Silver

**\$500-\$999**



- Invitation to all upcoming Step 1-2-3 Events
- Small Logo listed on non-profit’s main website
- Name listed in presentations
- Sponsor for Food for Events for the Year Recognition Certificate
- Sponsor for Step 1-2-3 Mentor for Life Mentee Scholarship (given on behalf of your organization with your logo affixed on the certificate and promotional materials)

### Bronze

**\$250-\$499**



- Name Listed on the non-profit’s main website
- Name on slideshow presentation and monthly newsletter

### Charitable Donation

**\$25+**

- Name listed on monthly individual donors list on website and in newsletter

## In-Kind Donations

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We will be accepting in-kind donations and promotional benefits will correspond with the levels of sponsorship based off of total value of donation

### **We are looking to accept the following in-kind donations:**

- School Supplies for K-12 Students
- Resume Paper and other stationary items
- High-Quality Cameras
- Networking Presentations/Etiquette Presentations/One-on-One Consulting for Career Advice and College Prep
- Business Cards
- Plaques/Awards
- Food for Step 1-2-3 Events
- Team Building Activity Sponsors
- Gifts/Giveaways
- ACT/SAT/LSAT/MCAT/GMAT Prep Courses, Books. Etc.
- Bar Prep Courses
- Anything that you feel will benefit the non-profit further to advancing our mission, "as iron sharpens iron, so a friend sharpens a friend." Basically, as I increase, you increase in your knowledge because knowledge is power and helping others improve sharpens our communities, our states, our country, and our world; if you have questions about whether or not we could use an in-kind donation please email [step123mentor@gmail.com](mailto:step123mentor@gmail.com).

Also if you would like to sponsor our events with food or one of our scholarships for \$500 for the year we will give the award in your name. If interested please email [step123mentor@gmail.com](mailto:step123mentor@gmail.com) and see sponsorship confirmation info for more details.

## Our Stories and Our Why

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### **CRMS Mentor Bio: Why I want to be a mentor:**

In a world where circumstances are often indifferent or unforgiving, showing kindness to our fellow human beings is the only thing we can do. In my view, it is also the best. Many of us are fortunate enough to have mentors throughout our lives - a kind relative, a devoted teacher, an energetic coach - who encouraged us to set goals and to reach them. For me, serving as a mentor is a way to pay the kindness others have shown me forward to a fellow member of the Tuscaloosa community.

### **CRMS Mentor Bio: Why I want to be a mentor:**

I am writing to express my interest in the Step 1-2-3 Program. Given past and present involvement at The University of Alabama, I am confident that I will gain more experience that will enhance my tenure here at The Capstone and abroad at your consideration. I know that I will a great asset to your program. In the past I have mentored others, participated in organized campus events, and have had the will to become a part of something great. Being a student Athletic Trainer has taught me so much about myself. It has continued to motivate and drive me to always be a part of something that is bigger than myself. I am confident that your program will become a huge asset in my life. I have always been a strong willed individual, who is passionate and persistent in what I do.

One of many reasons I am honored to be a part of your gram is to serve others. Serving others is something I am very confident doing. I have a strong work ethic which I know is an important characteristic that you are looking for in an effective mentee. I am an empathetic individual who will understand what the students are feeling mentally. Being able to deal with others' feelings is another important factor in being an effective mentee. I am aware of the demands and time that I will have to spend with the students to positively impact their lives. Again, I am confident that my strong work ethic, time management and persistency skills are key characteristics that will help me excel in your program and beyond

### **CRMS Mentor Bio: Why I want to be a mentor:**

I am interested in becoming a mentor because when I was younger I didn't really have anyone to look out for me and point me in the right direction. Looking back on my younger days I wish that I would have had someone that really cared about me to point me in that right direction. I have a younger brothers and plenty of younger cousins that look up to me and try my best to check up with them and help them so they can do things different from how I did. I try to positively influence everyone I come in contact with. I would love to have the opportunity to positively influence someone and be that person to help them.

### **CRMS Mentor Bio: Why I want to be a mentor:**

I will be a junior this upcoming fall and I am a Psychology major with a minor in English. I hope to become a child psychologist or maybe an Elementary school teacher as I have yet to decide between the two! I've been passionate about helping others ever since I could remember as I have grown older, my passion shifted directly to helping kids. I am currently working on starting my own non-profit organization dedicated to helping at-risk children by donating school supplies to them to get them started for the school year! I started college with the aspirations of continuing on with helping children as I am currently in Kreative Kidz, which is an on-campus organization that serves as an after school program to mentor and practice creative activities with at risk kids! I have grown to love this particular organization so much that I have now claimed the position as Secretary on the board. I really would love to become a part of this organization/program because I believe



I have what it takes to be a successful mentor! I hope to build a strong and meaningful connection with these kids that will later mean something to them in their lives! Now is the perfect time to enrich their young minds with the necessary information that will lead them to success! My desire is to not only help them with school work, but, to also teach them things they don't necessarily learn in school that could help them later in life!

**College Mentor Bio: Why I want to be a mentor:**

To begin with, I would be nothing without God. God has blessed me with a beautiful support system, including a great mentor who is more than that to me. While my family did a great job at raising me, my mentor molded me once I arrived at my alma mater, Savannah State University. She was someone I told and entrusted with my dreams and fears. Each day that I told her what I wanted to do in this world (that was possible) she made sure that I achieved everything I dreamt of doing. She inspired me to be someone like her to another young person. Currently, I have two mentees who are awesome and really appreciate our relationship. Mentorship is in fact a three step learning process, but it does not feel like it because you are creating a bond with a complete stranger who you learn to trust. While a learning process seems to be formal, I tend not to make it formal in a sense because I am a person who is very social-able and very genuine.

I am excited to keep my mentorship going through a formal program because I believe we have to be the change we want to see in this world. If I can do that one person at a time (God willing) then, I am all in. While I have a demanding schedule I make time for what is important to me. Mentorship is definitely one of my personal pillars that I consider important to me. Being in law school has definitely taught me that you need someone who is really for you. College can make you feel this way as well once you first get there and feel lost. But while getting older, wiser, and more uncomfortable with what God is doing in your life, you absolutely realize you need someone at that moment. This can happen your freshman year, sophomore year, junior year, and senior year of college because things are new and confusing at times. I do not want a soul to feel like that because once I found someone who was for me, I did not feel like that again.

Things that I think to myself about mentorship include but are not limited to: I have the potential to change a young person's life, I am helping build a better, more stable society, I may end up with more than just a mentee, but a new member of my family. I found that it is not about being perfect it is about sharing experiences and giving advice. I have lived, worked, loved, failed, been scared, and succeeded. There is always someone coming up behind you who could use a hand just like I personally did.

**College Mentor Bio: Why I want to be a mentor:**

I enjoy mentoring students for college and career success. Working with students has allowed me to have an enjoyable life and career because I know I am achieving my purpose and working in my calling. I am very involved in the community, serving as the Director of Student Services and College and Career Minister at Christian Community Church. I use my experience and community resources to help youth navigate the diverse college and career opportunities in Tuscaloosa, throughout Alabama, and nationally. I have experience leading students programs for school age students, adolescents, and adults with a general goal of fostering skills needed in the achievement of personal, spiritual, academic, and career goals.

## Inside Story on Our Founder



**Neena Speer** joined the University Of Alabama School Of Law in July 2014 and she is a Third-Year Law student who is the recent Founder/Executive Director of the Step 1-2-3 Mentor for Life Initiative. Her mentoring program is aimed at three core objectives: establishing consistent mentors in students' lives at all stages of education, teaching the value of consistent mentorship relationships, and providing mentors with the tools to develop future leaders. She has served as both the 2nd Vice President of the Black Law Students Association (BLSA) and BLSA Banquet 2016 Chair for the UA Law Chapter and the Pre-Law Co-Director for the Southern Region Black Law Student Association (SRBLSA). She was in charge of planning and implementing creative programming to recruit future law students to join under NBSA and to excel when applying. She graduated summa cum laude from Howard University with a degree in Psychology and a degree in French. She received the honor of Phi Beta Kappa and graduated top 1% in the nation.

During her 1L Summer, she interned at the Federal Public Defenders Office of The Northern District of Alabama. She also worked for the Honorable L. Scott Coogler, of the Northern District of Alabama as a legal intern for fall 2015. She externed in spring 2016 in Washington, DC at the National Association of Criminal Defense Lawyers (NACDL) as their National Affairs Intern for school credit as a part of UA Law's Federal Externship Program. Currently, she is the Research Assistant for Professor Montré Carodine, Professor of Law at UA Law. She is also the Lieutenant Governor of Membership for the Law Student Division for the American Bar Association (ABA) for the 10<sup>th</sup> Circuit. She recently returned from the UA Law Summer 2016 Study Abroad program in Australia where she received the honor of Best Paper for her comparative analysis of gender issues between the U.S. and Australia. She has previously served as a summer camp counselor for over six years in Birmingham, AL at the Shades Valley YMCA. Her principal areas of interest are working in non-profit management, civic involvement, and criminal defense. She also served as a Team Captain for the Inaugural Staff Ball for the White House in 2013. Ms. Speer remains an active Howard Alumnae who supports black and minority students joining the legal profession. She speaks fluent French and she is half-Indian and half-Black.

At eight years old, she started writing this idea out and with each year since she has found ways to add to the program in a meaningful way. Her mother always told her since she was very small, "You're going to be a CEO!" Not understanding what her mom meant until her second year of law school at The National Diversity Pre-Law Conference held in Washington, D.C., a phenomenal pre-law conference put on by Ms. Evangeline Mitchell, where Ms. Speer was an invited Pre-Law Diversity Talks™ Speaker on "The Importance of Diversity in Leadership Development," the fire was ignited. She met phenomenal pre-law students from across the country that were interested in having a mentor for their developmental process. As soon as she went home, she finished writing out the eight year old lesson plan for four different and unique programs and that was the beginning.

Now she is seeing her eight year old dream realized and her mom's words still rings true today that she always knew even when she was young. Ms. Speer also has a father that she looks to for encouragement and strength who literally decided from a dream that her name would be "Neena." She also has a younger sister pursuing a PhD in Physics who also is filled with same heart of gold and caring for other people that Ms. Speer shares. There is a mantra that Neena lives by that was always insisted upon in her household and that she brings to this mentoring program, "Do the right things for the right reasons and you will never fail." She brings this into her schoolwork, her business, her family, her friendships, and with every new connection. Step 1-2-3 Mentor for Life Initiative is her baby, but more importantly, it is to help others find encouragement in all areas.

## Success Stories and Feedback

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**College Mentor success story:** "I love my mentee! We have so much in common! We were on the phone for two hours."

**Middle School Mentor success story:** "Day 1 and had a good chat with mentee about being assertive, versus passive or aggressive! Talking about long term goals yesterday was awesome inspiration."

**Marlana Mason, Counselor at Middle School Program:** "It is with great pleasure that I highly recommend the Step 1, 2, 3 Mentor for Life Program. The program, headed by Neena Speer, is dedicated to the improvement of students. The mentors work with the students to promote positive changes in social behaviors and increase their academic achievement. The director, as well as the mentors involved, are professional, ethical, and dedicated to the success of the individuals they encounter within the program.

As a counselor at a school where Step 1, 2, 3 Mentor for Life is being implemented, I have seen the positive changes this program has on students. It is amazing how students will rise to high expectations when they know someone is genuinely committed to helping them be their best self. Step 1, 2, 3 Mentor for Life is committed, and I highly recommend this program."

**Shannon Hamner, Counselor at Middle School Program:** "Step 1,2,3 Mentorship for Life is a valuable program that has been made available to the middle school students I counsel. As a school counselor I believe that the mentor/mentee relationship is an opportunity for students to confide in a trusted supporter who is an added support to the individual and the school. Mentors in Step 1,2,3, listen to both what is being said and how it is being said. They help mentees solve their own problems rather than giving directions. Information that that Step 1,2,3 mentors provide to students help them toward developing better study habits, improving peer relationships, respecting the schools and school officials while benefiting from the emotional support that grows in the mentor/mentee relationship. "

**Principal at Collins-Riverside Middle School (home of our Tuscaloosa Middle School Inaugural Program), Craig Henson:** "While it is often hard to measure the benefits yielded from an effective mentoring program, research soundly proves the expansive and wide-ranging benefits of the many facets offered through a mentoring program. Even though data measures may not evidence the full range of benefits our students will experience because of any specific program, the hope and chances of making a difference in the lives of our students far outweighs whether or not we will have immediate feedback evidencing the program's imminent successes."

## Sponsorship Confirmation Information

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If you would like to **sponsor the Step 1-2-3 Mentor for Life Initiative** please read and follow the directions below:

### Step 1: Fill Out Confirmation Form

- Please go to following link to fill out the confirmation form:  
[https://docs.google.com/forms/d/e/1FAIpQLScapTLQ5jwHugohBlkNIIs76IU\\_I\\_TTmcYQjPKvGZQZWIKMtZA/viewform](https://docs.google.com/forms/d/e/1FAIpQLScapTLQ5jwHugohBlkNIIs76IU_I_TTmcYQjPKvGZQZWIKMtZA/viewform)
- If you would like to sponsor, make a charitable donation, give an in kind donation, or sponsor a scholarship you may also fill out this form.

### Step 2: Sending Payment

- We will be accepting payment via checks or money order
- Please make all checks out to **Step 1-2-3 Mentor for Life Initiative**, this year it is time to make a huge impact.
- Please mail checks and money orders to:
  - **Attn: Neena Speer**
  - **Step 1-2-3 Mentor for Life Initiative**
  - **1468 Berry Road**  
**Birmingham, AL 35226**
- All payment must be made by either check or money order or using our fundraising Link: <https://www.crowdrise.com/step-1-2-3-mentor-for-life-initiative>

### Contact Information

**Neena R. Speer**, Founder/Executive Director

Phone: 205-306-4032 (c)

Email: [step123mentor@gmail.com](mailto:step123mentor@gmail.com)

**Samantha Pline**, Corporate Relations and Sponsorship Director

[sjpline@gmail.com](mailto:sjpline@gmail.com)

*The Step 1-2-3 Mentor for Life Initiative thanks you in advance for being a continual supporter in making our 2<sup>nd</sup> Year a huge success!*

