



**International Literacy and Development**  
 Business Development Center, Dallas, Texas  
*BDC Mentor*

**About the BDC:**

The vision of the Business Development Center (BDC) is to see all refugees with a dream of business ownership equipped to pursue that dream and choose the future they desire for themselves and their community. The BDC provides a package of refugee-specific services that allows program participants to achieve financial confidence and credit-worthiness, understand potential sources of funding, and launch a business. These successful businesses provide employment and training opportunities to other refugees, thereby creating a sustainable path to flourishing for the entire community.

The program consists of 3 Phases: Plan, Support, Launch. Each phase is driven by educational-technology, ILAD coaches, and community mentors. Mentors can choose to work on an “all-in” or “as needed” basis to provide expertise to our clients. This could mean leveraging skills with websites, computers, finance, social media, graphic design as well as lived experience from industries like healthcare to food service to event planning.

**Location:** Dallas/Fort Worth metro area (remote options)

**Title of Position:** BDC Mentor

**You’re a good fit if:**

- You have business expertise—in one or more areas that could help a refugee realize their dream.
- You want to volunteer in a more meaningful way.
- You are invested in the future of this city and want to see your neighbors succeed.
- You are interested in why DFW is ranked #4 in the US for refugee resettlement.
- You are aware of the global refugee situation in the news but haven’t found a creative way to help with skills you possess.

**Who You’ll be Working With:**

1. A Refugee Client
2. ILAD’s BDC coaches who help to facilitate your interactions with the client
3. Nick Courchesne, the DFW BDC Director

**Commitment Levels, Expectations, & Key Duties: Relationship, Resource, Advisor**

*All mentoring opportunities are on an unpaid, volunteer basis.*

<b>Relationship:</b> Long-term and “All-In” Mentor	<b>Resource:</b> Ad Hoc and “Second Set of Eyes”	<b>Advisor:</b> One-time “Knowledge Shareout”
<ul style="list-style-type: none"> <li>• Matched based on expertise.</li> <li>• Highest level of impact on client, their family, and their business because you get to know them as more than entrepreneurs.</li> <li>• Regularly scheduled meeting cadence averaging two 1-2 hour meetings per month covering various aspects of their business, until an agreed end date or on an ongoing basis dependent on how you and the client would like to continue.</li> </ul>	<ul style="list-style-type: none"> <li>• Matched based on expertise.</li> <li>• Level of impact is on a project or as needed-basis, helping the client with a business problem or task or providing an opinion on business decisions.</li> <li>• Meeting schedule dependent on project or needs averaging a total of 2-3 meetings until the project is done or need is met.</li> </ul>	<ul style="list-style-type: none"> <li>• No matching to clients. Advising the BDC team in your area of expertise.</li> <li>• Broadest level of impact on the entire program.</li> <li>• 1-time meeting to “train the trainers” (BDC Team), which adds to the pool of client and/or mentor training materials.</li> </ul>



### Other expectations may include:

- +/- 10 hours of asynchronous training on topics such as ILAD's mission and methods and intercultural communication. *Note: The number of training hours depends on prior experience and comfort with cross-cultural interactions. Delivered via regular support emails, as needed and/or as preparation prior to meeting with clients.*
- Being a neighbor to your paired client:
  - We ask our “all-in” mentors to stay involved for a minimum of a year. This helps clients settle into their new life in the U.S. as a small, self-sustainable business owner and enables mentors to gain a better understanding of the lives of refugees. This builds bridges and trust between communities.
  - We ask our “Ad-hoc” and “advisor” mentors to stay involved through the completion of their agreed upon project(s). This helps clients know they are well taken care of and can count on ILAD and the community around them. This builds bridges and trust between communities.
- Connecting the client to those in your network as you see fit.

### 3-2-1 Perks of Volunteering With Us

#### IMPACT ON YOU

1. Mentoring helps you retain and sharpen old skills. Sometimes job duties change, and you may no longer be doing things you used to enjoy doing. Volunteering is a perfect opportunity to keep those skills sharp and current in a risk-free environment.
2. Mentoring can be energizing and renewing. Sometimes we simply need a break in our routine, or an opportunity to create balance in our lives. And when you're doing something you're good at, it makes it even more energizing.
3. Mentoring has been proven to expand our knowledge about the world and helps us develop empathy towards people whose experiences are vastly different from our own.

#### IMPACT ON THE CLIENT

4. Mentoring creates more successful entrepreneurs in the Dallas Fort Worth area, which contributes in a real, tangible way to the local economy ([Economic Analysis and Policy](#)).
5. Mentoring provided during the first four years has the biggest impact: Research shows that within four years, 75% of the U.S. refugee population stops relying on social assistance ([Tent.org](#)). This is an inflection point carrying significant risk for refugees, either they have the foundation and support to flourish or they find themselves near poverty and struggling at every turn to bring in enough income to support their family. Our BDC engages refugee entrepreneurs within that window, resulting in the opportunity for a significant impact on their self efficacy and ability to flourish in their new home ([Tent.org](#)). During this time, a refugee's language, skills and confidence is positively impacted ([Econstat](#)). This is not just on one person, but could be an impact felt on immediate family, employees of their business, and the refugee community, possibly even positively impacting your family!

#### IMPACT ON THE BIGGER PICTURE

1. Many refugees in the U.S. are supporting their family members living in refugee camps around the world. The impact of your work could significantly benefit those family members, not only the refugee community in Dallas-Fort Worth.