



Allies & Mentor Circle 2026–2027 Information Packet

Ubuntu: I Am Because We Are

As Code Switch transitions toward a youth-majority governance model, we recognize that meaningful youth leadership is nurtured through relationships, mentorship, collective wisdom, and community support. The Intergenerational Ally & Mentor Circle exists to provide that support.

Purpose of the Ally & Mentor Circle

The Circle serves as a community of trusted adults, alumni, educators, advocates, professionals, and supporters who provide guidance, encouragement, and expertise throughout the transition process.

What Circle Members Do

Mentor youth leaders; share professional expertise; facilitate workshops; review strategic planning documents; offer coaching and accountability; participate in listening sessions; connect youth to networks and opportunities; and support youth-led projects and initiatives.

Who Should Join?

Allies and mentors who believe in youth leadership, support shared power, align with restorative values, and bring expertise in education, youth development, nonprofit leadership, governance, fundraising, communications, advocacy, finance, wellness, restorative justice, or organizational development.

Ways to Contribute

Mentor a Youth Governance Fellow; host a leadership workshop; review governance documents; participate in listening sessions; connect youth to opportunities; support fundraising efforts; and serve as a thought partner during key moments of the transition.

Commitment Expectations

Quarterly Ally & Mentor Gatherings, occasional consultation requests, community events and listening sessions, mentorship opportunities, and strategic planning feedback sessions. Estimated commitment: 1–4 hours per month.

Calendar Highlights

Information Session – August 26, 2026
Circle Welcome & Orientation – October 7, 2026
Quarterly Gatherings – October 2026–September 2027
Community Listening Sessions – Throughout the Year
Black Girl Leadership Retreat – January 30–31, 2027
Strategic Planning Summit – Spring 2027
Overachievers Luncheon – May 22, 2027
Sankofa Summer Tour – July 9–19, 2027
Transition Celebration – September 2027

Why This Matters

We believe sustainable youth leadership is built when our allies and mentors choose to share wisdom, create opportunities, and trust young people with meaningful responsibility. We are not asking allies and mentors to lead the future. We are asking them to help create the conditions that allow youth to lead it.

What Makes This Different?

This is not a board position or a governing role. This is a village. The Ally & Mentor Circle exists to ensure that youth leaders are surrounded by the support, wisdom, relationships, and resources needed to build a thriving future for Code Switch.

Key Dates

Information Session – August 26, 2026
Interest Forms Open – August 31, 2026
Commitment Confirmation – September 30, 2026
Orientation – October 7, 2026
Transition Process – October 2026 through September 2027

"Without community, there is no liberation." — Audre Lorde