



February 12, 2023

Subject: Paid Mentorship Opportunity

The Darryl Chappell Foundation and Light Work are excited to present an opportunity for experienced photographers to serve as mentors to two artists-in-residence sponsored by the Darryl Chappell Foundation. The artists are participating in Light Work's Artist-in-Residence (AIR) program in April and July 2023 respectively. However, we are seeking a pool of mentors from which AIR may choose from. We believe it's important that AIRs are provided with a choice in which mentor they would like to engage.

The mission of the Darryl Chappell Foundation is to empower Afrodescendant artists to achieve their highest potential. Light Work's mission is to provide direct artist support to emerging, under-represented, and previously excluded artist working in photography and digital imaging. Both organization missions support the concept of providing residents with an experienced mentor to be funded by the Darryl Chappell Foundation to enhance the learning experience of the two residents. The power of a good mentor to share a word of wisdom, to connect the resident with a key resource, or simply to lend an ear is a powerful augment to the state-of-the art onsite facilities and staff assistance offered by Light Work in Syracuse, New York.

This is a paid opportunity. Both organizations believe in the importance of compensating artists for their work.

Required Skills

- Photographer with a notable body of work that has been recognized and rewarded in the past and in recent years
- Proven ability to provide information, knowledge, to residents effectively
- Ability to describe, depict, and explain the mentor framework that one plans to use with mentee
- Ability to adapt one's mentoring style to accommodate different learning styles and personality types

Technology Requirements

- Access to strong, reliable, internet 24x7
- Access to video technology and telecommunications, at mentor's own expense

Requirements

- Prepare for kick-off mentor meeting
- Schedule kick-off meeting with resident
- Conduct kick-off meeting and agree to terms of engagement
- Schedule regular meetings with mentor. Share dates and times with the Foundation.
- Prepare for and schedule end-of-residence debrief
- Participate in rose, thorn, bud feedback exercise with mentee and organization leadership
- Submit written assessment of the mentor-mentee relationship; particular emphasis on any key insights that might be useful to continue to improve the mentor-mentee arrangement in the future

Process

- Darryl Chappell Foundation and Light Work interviews candidate
- Selected candidates are included in mentor pool from which artists-in-residence may choose
- If chosen by the AIR, sign contract with the Darryl Chappell Foundation as mentor during the assigned period
- Participate in mentorship feedback with the Foundation and with AIR



Compensation

Mentor will be required to prove eligibility to work within the United States and submit a completed W-9 form to be compensated. Mentor will be compensated at \$75/hour*.

Those interested in applying should submit a cover letter, a resume and one or two references to mentors@darrylchappellfoundation.com. Mentorship applications will be accepted on a rolling basis.

*Maximum number of hours to work as mentor is 12 per AIR.

Darryl Chappell,
Chairman & CEO, Darryl Chappell Foundation,

Dan Boardman,
Director, Light Work