



MENTOR

POSITION DESCRIPTION

Mentors meet one-on-one with their matched youth each week to set goals, offer guidance, and develop a relationship.

A mentor:

- is genuinely interested in the concerns of youth who have experienced foster care
- has a sincere desire to be personally involved with a youth and to help them achieve personal goals
- is sensitive to people of different educational, economic, cultural, or racial backgrounds
- has the ability to communicate with youth openly and non-judgmentally
- possesses strong listening skills
- has the ability to establish a relationship based on equal responsibility and respect
- can empathize with another person's struggles
- has the ability to see solutions and opportunities as well as barriers
- possesses strong problem-solving skills

To be eligible, applicants must:

- Be at least 25 years of age.
- Have a clean driving record.
- Be available at least some evenings and/or weekends to meet with their matched youth.
- Be willing to adhere to all WAY Alliance policies and procedures.
- Complete the application process (and not have falsified information during the course of the application process).
- Have never been arrested, charged, or convicted of child abuse or molestation.
- Not be a convicted felon. If the applicant has been convicted of a felony, they may be considered only after a period of seven years with demonstrated good behavior and an appropriate and corrective attitude regarding past behaviors.
- Not have a history of domestic violence.
- Not use alcohol or controlled substances in an excessive or inappropriate manner.
- Not be currently in treatment for substance abuse. If a substance abuse problem has occurred in the past, the applicant must have completed a non-addictive period of at least five years.

Location

The mentor transports the youth to and from match meetings, so location varies depending on the location of the youth and the meetings themselves. WAY Alliance will make every attempt to match youth with mentors from the same area.

Length of Commitment

Because the mentoring relationship is so important, mentors must commit to mentoring their matched youth for a minimum of 12 months (not including time required for screening and training).

Time Commitment

Mentors should plan to meet with their matched youth a minimum of eight hours per month (average of two hours per week). Mentors will also communicate by phone with their Match Coordinators on a monthly basis (biweekly for the first two months of the match).

Responsibilities & Duties

- Commit to mentoring and maintaining a positive relationship with their matched youth for a minimum of 12 months.
- Spend a minimum of eight hours a month with their matched youth in the community, meeting with them on a weekly basis the majority of the time.
- Transport the youth to match meetings as necessary (and it usually will be necessary).
- Communicate with the Match Coordinator on a regular basis (usually monthly) about the mentoring relationship.
- Keep time and activity logs and other information as requested by Match Coordinator.
- Notify the Match Coordinator when difficulties or needs arise in the mentoring relationship.
- Communicate with the Life Skills Director for assistance with life skills training as needed.
- Attend all required mentor in-service trainings (two short training sessions per year).

Training

Because it's so important that volunteers are a good fit to be a WAY Alliance Mentor, pre-service training is a part of the screening process.

- Mentor candidates complete both pre-service online training and two sessions of in-person training prior to being confirmed as a mentor.
- Mentors participate in post-match training twice a year.
- Mentors receive ongoing support from the Match Coordinator, Mentoring Director, and Executive Director.

Application Process

- Orientation
- Application
- In-Person Interview
- References Check
- Background & Driving Record Check
- Training
- Post-training Interview