



FOR YOUTH DEVELOPMENT®  
FOR HEALTHY LIVING  
FOR SOCIAL RESPONSIBILITY

## Y Mentors Mentor Role Description

### Y Mentors Purpose

To make a positive impact in our community by providing a young person the companionship of a caring, positive role model. Mentors will work to improve emotional development, healthy living, and social responsibility within the youth he/she serves.

**Goal:** To effectively match Youth and Mentors, allowing youth to build strong, trusting relationships with a role model outside of his/her family while growing in spirit, mind and body.

### Qualifications

- 15 years or older, (all Mentors must be at least 3 years older than Mentee). If under 18, Mentor must have parental permission to participate.
- Satisfactory criminal background check.
- Able to make a 1 year commitment to the program (based on a school calendar year August-June).
- Commit to serving Mentee 1 hour per week during school hours and attend special functions hosted by the YMCA.
- Ability and commitment to maintain confidentiality and act in a manner that is consistent with YMCA and School policies and procedures.
- A general desire to have fun and work with children.
- Provide his/her own transportation to/from mentoring sites.

### Mentor Role

The Y Mentor's role is to support their mentee by:

- Being a positive role model, especially focusing on the YMCA's core values of caring, honesty, respect and responsibility.
- Striving for mutual respect and trust.
- Building self-esteem and motivation within the Mentee.
- Helping set goals and work toward accomplishing them.
- Having an openness to different world views and sensitivity to other cultures and languages.
- Empowering the Mentee to resolve current issues and to develop coping strategies for the future.
- Providing a model for a healthy, trusting relationship through clear communication and setting appropriate boundaries.
- Acknowledging their strengths, talents and gifts.
- Be an active listener and offer support and encouragement when appropriate.

A Y Mentor's responsibility to the Mentee is:

- Being patient and understand the mentoring relationship is a process that takes work and time.

- Following through with commitments made to/with Mentee. In other words, show up when you say you will.
- Realizing you are not there to be the Mentee's friend, but rather to be a good example/role model.
- When school is in session, meeting with mentee for 1 hour and participating in an activity that the pair chooses together (schoolwork, playing games, reading, etc).
- Ensuring you are focused on your Mentee, not the other people in the room.

### **Responsibility to the Y**

Every Y Mentor must:

- Complete the YMCA Volunteer Application, submit to a criminal background check, provide 3 references.
- Attend all onboarding trainings and all on-going trainings when needed or requested to do so by program staff.
- Understand and make a written commitment to follow YMCA mentoring policies.
- Check-in with the Program Coordinator once a month.
- Check-in/out when meeting with Mentee and complete a short report on each mentoring session.
- Complete evaluation surveys as requested by Y staff.
- Recognize role as a mandated reporter and report any problematic issues to Program Coordinator.
- Inform Program Coordinator of any changes in Mentee behavior, concerns, or questions.
- Committing to never being alone with a Mentee (one-on-one interactions are in a group setting in the Mentee's school), transporting a Mentee or arranging to meet with Mentee outside of YMCA sponsored/hosted events.

### **Mentor Benefits:**

- Making a positive, lifelong impact on our community.
- Opportunity to serve and share from one's own life experience.
- Gaining satisfaction of working with a young person during formative years of development.
- Learning to appreciate diverse cultures and backgrounds.
- Being a part of something bigger, something with endless possibilities.