



A **G.E.M.S.** mentor, plays a critical role in the lives of our **G.E.M.S.** mentees. A **G.E.M.S.** mentee need a mentor who will serve as a nurturer, leader, and motivator for the mentee's future success. The "Menturing" (mentor + nurture) program model consists of the basic elements of a mentoring relationship (set expectations for success, celebrate small and large achievements, and lead by example). The mentor should also bring a more nurturing touch than is normally expressed in a typical mentoring program, due to the culture of our community.

- This is an unpaid volunteer position.
- The expectations and details of the **G.E.M.S.** mentor are outlined below.

### Role of a G.E.M.S. Mentor

- ❖ Take lead in supporting young women through an ongoing, one-on-one relationship.
- ❖ Serve as a positive role model.
- ❖ Build the relationship through planning and participating in activities together.
- ❖ Help set goals and work toward accomplishing them.
- ❖ Encourage self-esteem building and personal motivation.
- ❖ Inform GEMS Life Coaches of any changes in mentee behavior, concerns, and/or questions.
- ❖ Participate in program evaluations.

### GEM-mitments

- ❖ Make a 1 year commitment to the mentor & program.
- ❖ Dedicate up to 10 hours a month.
- ❖ Attend two one-on-one mentor/mentee sessions per month
  - Location: The Ark Of St. Sabina community spaces



➤ Time: determined by mentee and mentor.

- ❖ Attend one two-hour mentors' circle meeting per month.
- ❖ Attend one two-hour G.E.M.S curriculum session per month.
- ❖ Attend an initial training session: **August 18, 2018.**
- ❖ Attend a kickoff event: **September 22, 2018.**
- ❖ Attend optional mentor/mentee group events and program recognition events throughout the year.

### **Qualifications**

- ❖ Must be at least 25 years old.
- ❖ Strong dependability and consistency.
- ❖ Ability maintain confidentiality.
- ❖ Good relationship building skills and constructive relationship boundaries with assigned mentee & family.
- ❖ Be tolerant and open to different worldviews and sensitivity to other cultures and languages.
- ❖ Clean Background/DCFS and driving record checks as well as proof of car insurance.
- ❖ Adhere to all program policies and procedures.

### **Additional Desirable Qualities**

- ❖ Tolerant and respectful of individual differences
- ❖ Active listener
- ❖ Compassionate and understanding
- ❖ Encouraging and supportive
- ❖ Patient and Flexible
- ❖ Integrity

### **Application and Screening Process**

- ❖ Online application
- ❖ Initial phone interview
- ❖ In-person interview
- ❖ State Background/DCFS check
- ❖ Provide a minimum of **three personal/professional references**
- ❖ Attend mandatory mentor's orientation and training

**Mentoring**  
Makes a Difference

### **Training and Support**

**G.E.M.S** will provide Mentor Orientation and Mentor 101 Training for all mentors. Staff supervisors will provide ongoing supervision and be available for consultation. Mentors will meet as a group

monthly for Mentors' Circle meetings to discuss issues/concerns as well as receive additional trainings on topics to support and educate them as mentors.

### **Benefits to Mentor**

- ❖ Satisfaction in helping young ladies to mature, progress, and achieve goals.
- ❖ Improved interpersonal skills through consistent reflection.
- ❖ Opportunities for new experiences as well as meeting new people.
- ❖ Greater understandings of teens and societal problems.
- ❖ Group activities/complimentary tickets to G.E.M.S events.