



## YOUTH CENTER MENTORING PROGRAM

### Frequently Asked Questions

#### GENERAL FAQ'S

**Q: What organization is the Mentor Program associated with?**

**A:** Help of Southern Nevada is a 501 (c)(3) nonprofit organization that operates the Youth Center. HELP of Southern Nevada is a 100% local charity that serves over 55,000 unduplicated clients in a fiscal year and has been serving our community for over 39 years.

**Q: What is mentoring?**

**A:** Mentoring is a structured and trusting relationship that brings young people together with caring individuals who offer guidance, support and encouragement aimed at developing the competence and character of a mentee.

**Q: Is HELP of Southern Nevada sponsoring the mentor program?**

**A:** The mentor program is currently being operated by a committee of volunteers. There is no dedicated budget for the Mentor Program at this time. Future plans for funding include applying for grants, and seeking corporate sponsorship support.

**Q: How long has the program been in existence?**

**A:** This is a pilot program and a grassroots volunteer effort to create a forum for the kids/mentees, so they have the opportunity to be exposed to role models and create relationships with others who can influence them positively both personally and professionally.

**Q: What sort of funding does the program have?**

**A:** As the program is still a pilot program, permanent funding hasn't been established. We plan to implement fundraising efforts and sponsorships once the program has been officially launched.

**Q: Who participants in the mentor program?**

**A:** This program is a mentoring program for At-Risk TEENS, both male and female between the AGES 16-22 who are living in transitional housing at HELP of Southern Nevada's Youth Center. The mentees will be selected by their case managers based on progress, performance, attitude, and behavior.

**Q: How does this program differ from other such similar mentoring programs?**

**A:** It differs from an after-school program because the nature of the mentoring sessions promote; healthy behaviors, friendship/socialization, career exploration, and educational components. Another way it differs is we use a TEAM APPROACH. This means we will be pairing two mentors to one mentee to ensure success, accountability and consistency for everyone participating.



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**Q: Who is the Program Director?**

**A:** Currently the program is being operated by a group of volunteers. Tribal Minds Marketing is handling the coordinating/facilitating for the program, until funding is secured for a dedicated staff member or an Ameri-Corps volunteer, who would then facilitate the program.

**Q: What is this program meant to accomplish?**

**A:** The intent for the MENTEES is to encourage at-risk teens who are experiencing homelessness to learn and associate with adult role models who are; positive, caring, and willing to share professional experiences, encourage success and explore potential career and educational desires. The intent for the MENTORS is to get successful adults actively engaged in a collaborative community project and for the mentors to be willing to share your time, experiences and own success with kids who are in need of positive role models. In the end, we anticipate that we will all be learning from each other.

**Q: What are the goals of the program?**

**A:**

1. To provide excellent professional role models to the mentees.
2. To encourage a collaborative relationship.
3. To facilitate professional and personal growth opportunities through open and honest dialogue and social and professional activities.

**Q: How many mentees/mentors are in the program?**

**A:** The mentees participating would range from a minimum of 5 kids to a maximum of 25 kids. Currently there are approximately 20 mentee candidates, thus requiring 40 mentors to start the program.

**Q: What is the time commitment?**

**A:** A minimum of one hour (1) per week and a maximum of four (4) hours per week. Each session will run approximately three months or 13 weeks.

**Q: Do I have to sign up for the first session to participate in the mentor program?**

**A:** No, we will have session dates and you choose which session will fit your schedule best. Each active mentor also has the option of continuing to mentor the same mentee for longer than 3 months.

**Q: Is there an administration fee?**

**A:** There is a one-time \$60 processing fee for a finger-print background check and DMV check. When working with kids this is a standard requirement to protect both the mentee and the mentor.



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**Q: Is there a cost associated with being a mentor?**

**A:** To create as equal of an experience as possible for all participating mentors and mentees there will be a minimum and maximum recommendation for what it will cost to be a mentor. We also intend to solicit as many free passes to attractions, events, shows and tours that would be available to the mentors to help subsidize the cost as well as for planned group activities. The minimum budget per mentor, for a 13 week session is \$100 and the maximum budget per mentor is \$150. With the team mentor approach this would mean a team (2 mentors) would have a minimum of \$200 for the 13 weeks or a maximum of \$300. If there is a special activity that would require you to exceed this budget we will have a request form available and the Youth Center program director will review the request.

**Q: What is the application process?**

**A:** If interested in being a mentor it is as easy as 1,2,3. 1) You will fill out the application and send by mail to HELP of Southern Nevada's Main office: 1640 E. Flamingo Rd Suite #100 Attn: Mentor Program Las Vegas, Nevada 89119. 2) A committee will review the applications and then we will email you with an interview date. We will have an informal interview process with each applicant so we can match the mentors and mentees up for optimum success. 3) Once accepted, you will submit your \$60 processing fee for the background check.

**Q: What if I have a background does this omit me from applying?**

**A:** If you have had any prior arrests, criminal background or substance abuse this DOES NOT omit you from applying. On the application YOU MUST answer honestly and inform us of your prior background in the appropriate section. All applications are kept confidential.

**Q: When do I pay the processing fee?**

**A:** If interested in being a mentor, you will fill out the application and send by mail to HELP of Southern Nevada's Main office: 1640 E. Flamingo Rd Suite #100 Attn: Mentor Program Las Vegas, Nevada 89119 by the deadline and then either at the interview process or just following the interview the fee will be due.



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#### FAQ'S ON PROGRAM LOGISTICS:

**Q: How are mentees/mentors partnered?**

- The Youth Center Case Managers will review all applications and a Case Manager will be present for all mentor interviews. Additionally, at least one of the program volunteers will participate in the interviews. This process will guide those coordinating the program in best partnering the mentors and mentees.

**Q: What is a group activity and how frequently would they occur?**

**A:** A group activity is referred to as a planned event for all mentors and mentees. For example, the first mentor session to kick off the program will be a group activity so everyone can socialize and meet all of the participants in a casual and comfortable way. This could be a BBQ at the Youth Center or a tour at the Spring's Preserve. We will plan three (3) group activities per a 13 week session. These group activities will count as a weekly mentoring visit. Essentially, you will only need to plan for 3 mentoring visits per month.

**Q: What if I have to drop out of the program prematurely?**

**A:** If there is no alternative to being able to stay through the duration of the program, the advantage of having two mentors to each mentee is being able to provide an extra layer of support if one of the mentors' was unable to continue due to unforeseen circumstances. This will be handled with care to make sure the mentee understands they are not being abandoned and that the mentoring will continue.

**Q: What if I am not able to meet one week?**

**A:** As this program requires accountability at all levels from everyone involved, if you are unable to meet one week you would contact and coordinate between the other mentor AND mentee, as well as e-mailing the "acting" program coordinator. Contact information will be distributed upon the launch of the program.

**Q: Where do we meet?**

**A:** All meetings begin and end at the Youth Center where the mentor must sign-out/in the mentee. The location of the Youth Center is 1417 Las Vegas Boulevard N. LV, NV 89101

**Q: How will mentors be paired in teams?**

**A:** The intention is to first partner mentors together who will work well together. There could be a male mentor with a female mentor, paired with a mentee. If your significant other or spouse is participating in the mentor program and you would like to be teamed together we will review the request.

**Q: Can we make requests for a specific mentee/mentor?**

**A:** No, the idea is to create fresh, new relationships.

**Q: How do I refer another mentor into the program?**

**A:** Contact Tribal Minds or the Program Director for the Youth Center.



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**Q: What if there are personality conflicts between the mentee/mentor and mentor/mentor?**

**A:** Any and all issues that should cause concern and/or conflict should be immediately taken to Tribal Minds, who will then direct the concerns accordingly.

**Q: Are there any safety concerns?**

**A:** While there is no way to guarantee anyone's absolute safety, the program has taken several steps to protect all participants. A few of those steps include:

- All mentors are required to sign a waiver and release of liability before they allow a mentee in their vehicle.
- All mentors must pass a background/FBI clearance and go through an interviewing process.
- All mentees have earned the opportunity and have met specific qualifications to be able to participate in the program and therefore they have each been carefully selected as prospective mentees.

**Q: Is there a set 'curriculum' for the program?**

**A:** There will be a suggested activity calendar made available as a sample format for the mentors to follow. Additionally, three group events/gatherings will be hosted either off-site or at the Youth Center. These meetings will occur at the beginning, middle and end of the program.

**Q: Describe a typical meeting between mentee/mentor?**

**A:** Informal, open, honest, safe, discussion. Maybe at a coffee shop, at your office, enjoy an event, theater, or outdoor activity.

**Q: What happens at the conclusion of the program...can I continue to meet with my mentee? Is there an opportunity to be a part of the program a second time? If so, would I be partnered with the same mentee/mentor?**

**A:** Lasting relationships are encouraged. All mentors have the opportunity to continue with the program for as long as they and the mentee should so choose.



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### **HOUSEKEEPING RULES:**

**Q: Can we give the mentee money?**

- No, each mentor is asked to spend NO MORE than the maximum budget (\$150 per mentor) on activities, etc. throughout the duration of the program. This creates equality amongst the mentees and their shared experiences.

**Q: Can we invite the mentee to go out of town for a weekend type trip (i.e. beach, hiking, etc.)?**

- No.

**Q: Can we invite the mentee to spend the night in our home?**

- No.

**Q: What level of confidentiality is required?**

- Total. This is a recommended conversation that should be discussed between mentors/mentees during the first meeting.

**Q: Can I bring an outside person who is not a mentor with me to the meetings?**

- No.

**Q: To whom should I contact with any problems and/or concerns regarding the program or my mentee?**

- The acting coordinator Tribal Minds, who will then direct the concern accordingly.