THE KEYS TO CREATING SUCCESSFUL MENTOR-MENTEE MATCHES
AGENDA

Identifying Expectations - Modified Delphi
Introductions & Role Play
What makes a Successful Match
Seven Matching Principles
Matching Models for Programs
Review
Q&A
IDENTIFYING EXPECTATIONS

• Write goal(s)/expectation(s) for presentation on a post-it(s),

• Find most similar heading on wall to put your desired class expectation(s) under.
INTRODUCTIONS &

thinking cap

Whoa.

role play

Big Brothers Big Sisters of the North Bay
WHAT MAKES A MATCH SUCCESSFUL

M- MOTIVATION / MENTOR TRAINING / MATCH MEETING / MONITORING & SUPPORT / MAGIC MOMENTS & MILESTONES

A- ASSESSMENT INTERVIEW / ACTIVE LISTENING / ATTUNEMENT / ACTIVITIES & ADVOCACY

T- TEAM WORK / TIME MANAGEMENT / TRUST / TRANSITIONS

C- COMMITMENT / COMPATIBILITY - CONNECTION / COMMUNICATION / CONSISTENCY / CONFIDENTIALITY / CLOSURE

H- HEALTHY BOUNDARIES AND LIMITS

E- EXPECTATIONS OF AN EXCELLENT EXPERIENCE - WITH REALITY

S- SCREENING / SAFETY / SHARING A SPECIAL SPARK
THE SEVEN PRINCIPLES OF MATCHING

I. Invest Thoughtfully in the Interview Process
II. Build Relationships, Mentoring is All About Relationships
III. It’s as Much About the Spark as it is the Science
IV. The Match Meeting Can Make All the Difference
V. Be Real About Safety Issues
VI. Learn From Every Experience
VII. Trained Mentors Make the Best Mentors
MATCHING PRINCIPLES

I. Invest in the Interview Process
   • Never underestimate the value of the interview,
   • Ask tough questions (Wonder has 25 & BBBS-NB 53 Interview Questions),
   • Know your Mentor,
   • Know your Mentee,
   • Consider Mentors Interpersonal skills,
   • Look for Mentors with strong Attunement Skills,
   • Clearly identify mentors expectations for participating in your program.
MATCHING PRINCIPLES

II. Build Relationships, Mentoring is All About Relationships

Mentor
Build a relationship of support, follow programs mission

Parent/Care Giver/Guardian
Be clear about their role, Provide with a Statement of Support
Invest early to reduce the likelihood of c/g sabotaging the relationship

Mentee
Connect, but stay within boundaries,

Other Support Persons
Extended Family
Social Worker
Therapist
School Admin/Staff
Teachers
Funders
MATCHING PRINCIPLES

III. It’s as Much About the Spark as it is the Science

There is no doubt that once you’re part of a mentoring program you start to see the “Wonder Moments”, “Little Moments Big Magic”, “Something Bigger then us”... what we will refer to as the spark!

- Step back and let it happen,
- Honor the universe as it uniquely pulls together to two people that are meant to learn from each other,
- Once we accept that this is bigger then us then we can see that we are all part of a much bigger spark.
MATCHING PRINCIPLES

VI. The Match Meeting Can Make All the Difference

- Prepare mentor ahead of time for what to expect,
- Have proper staff/participants at match meetings,
- Facilitation of the meeting must be in the hands of program,
- Voice program expectations for all parties,
- Read/Sign agreements,
- Allow space for the match to meld.
MATCHING PRINCIPLES

V. Be Real About Safety Issues

- Trust your Gut instincts,
- Utilize resources in the field of mentoring,
  - 2nd edition of the Handbook on Youth Mentoring
  - SAFE (Screening Applicants for Effectiveness)
- Train staff and stay current on screening practices,
- Monitor the match closely during initial stage of the mentoring relationship,
- improper case management leads to match closure.
MATCHING PRINCIPLES

VI. Learn From Every Experience

• Proper Documentation is key,
• Experience is the best teacher,
• Even the small things matter,
• Shadow senior program staff/programs,
• Even as an expert you can learn and grow,
• We can not wait for experience to teach us all things...
MATCHING PRINCIPLES

VII. Trained Mentors Make the Best Mentors

- Mentor Training is a vital component for Matching,
- Identify Mentors Expectations,
- Discuss Stages of the Mentoring relationship, specifically how to **develop** and **maintain**,
- You can learn a lot about a person by seeing them in certain surroundings/situations.
MATCHING MODELS - BBBS BASIC MATCHING MODEL

I. Intake Coordinator – Application/Registration/Program Orientation/Refer-
Assign Counselor/Begin Background Checks-Clearances

II. Match Support Specialist-Interviews/Screening/Checks References and Data Searches

III. Program Director-Staff supervision /program recommendations

IV. Program Director / Coordinator/Match Counselors – Meet weekly as a Team to strategize Match Recommendations

V. Program Coordinator / Match Counselors- Conduct monthly Volunteer Trainings. Responsible for ongoing Recruitment and Match Meetings – Case Management/Monitoring-Support /Match

VI. Activities, Community Engagement & Match Closure
MATCHING MODELS

Interview & Assessment

Counselor Meeting
MATCHING MODELS – MIXER MODEL (SPARK)

Match Mingle

Volunteer Screening/Youth Enrollment
MATCHING MODELS – TEAM MATCHING

Individual Needs Assessment Team (INAT)

Match Coordinator

A group of professionals that meet to determine best match, can be part of WRAP Services.
# Matching Models – Data/Linear

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REVIEW- BASIC MATCHING GUIDELINES

- IF FEASIBLE, CONDUCT THE MATCH MEETING AT THE HOME OF YOUR MENTEE AND FAMILY. THIS IS THEIR COMFORT ZONE.

- CROSS GENDER MATCHING IS ACCEPTABLE BETWEEN ADULT FEMALE MENTORS AND BOYS. BUT ADULT MALE / FEMALE YOUTH MATCHING IS STRONGLY DISCOURAGED.

- ALWAYS TRUST SAFETY INSTINCTS ---- DISCUSS AND SEEK PROFESSIONAL STAFF ADVICE FOR “RED FLAG” MENTOR MOMENTS OR GUT FEELINGS.

- NEVER ALLOW MENTOR TO DISAPPEAR OR “FADE OUT” FROM A MATCH AT ANY TIME – IT IS DAMAGING AND CAN CAUSE A LONG TERM NEGATIVE IMPACT ON THE CHILD. AND CLOSURE IS ESSENTIAL FOR ALL MATCH PARTICIPANTS.

- ENCOURAGE MENTOR TO COMMUNICATE OFTEN WITH THE PARENT/GUARDIAN/CAREGIVER AND SHARE THE MATCH ACTIVITIES/EXPERIENCES (good and bad) IN ORDER TO DEVELOP TRUST. PROVIDE HONEST FEEDBACK

- UNDERSTAND THAT THERE ARE STAGES AND PHASES OF THE MATCH. PATIENCE AND FLEXIBILITY IS A MUST FOR EVERYONE.
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