



Making the Right Match: A Discussion with Experienced Practitioners

August 18, 2016

2016 Collaborative Mentoring Webinar Series

Planning Team

The Collaborative Mentoring Webinar Series is funded by the Office of Juvenile Justice and Delinquency Prevention through the National Mentoring Resource Center and facilitated in partnership with MENTOR: The National Mentoring Partnership



Good to Know...

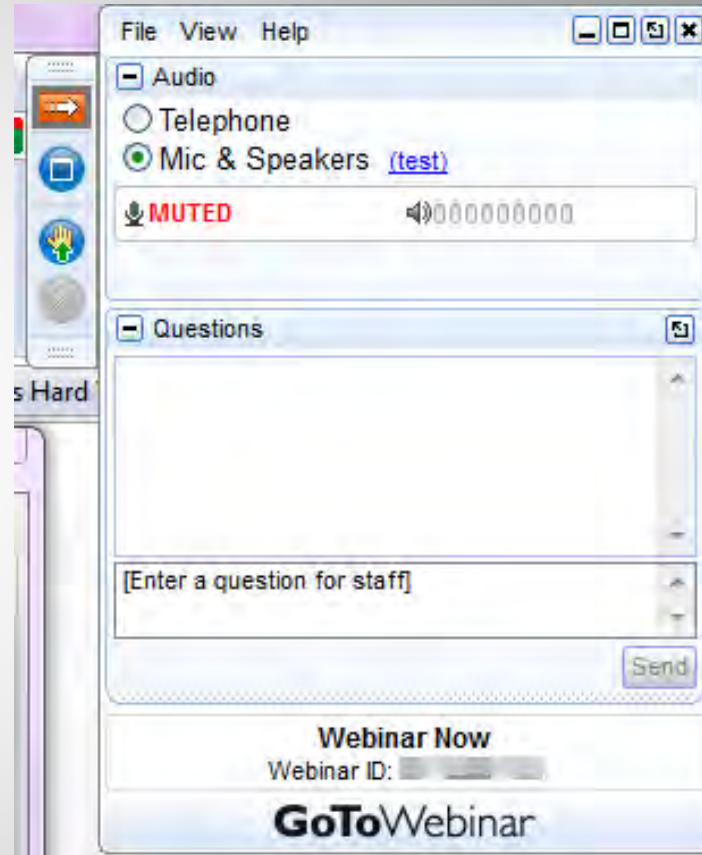
One week after the webinar, all attendees receive an email with:

- Instructions for how to access PDF of presentation slides and webinar recording
- Link to the Collaborative Mentoring Webinar Series webpage, where all slides, recordings, and resources are posted.

Please help us out by answering survey questions at the end of the webinar.

Participate in Today's Webinar

- All attendees muted for best sound
- Type questions and comments in the question box
- Respond to polls
- Who is with us today?



Agenda

- Welcome
- Introduction to panelists
- Summary of research
- Overview of panelists' programs
- Facilitated conversation
- Q&A
- “What would you do?” polls

Russel Dains



- Program Director, FRIENDS FIRST
- Leader, presenter and educator
- Holds a degree in biblical studies
- Has over 15 years of experience working with youth

Donnovan Karber

- National Field Director, Christian Association of Youth Mentoring (CAYM)
- On staff with Youth Horizons for almost 12 years, where he helped make over 500 mentoring matches
- Has worked with CAYM for the past 6.5 years
- Served on the Kansas Mentors Advisory Board for the past 3 years



What the Research Says

- Complicated due to different personalities and other important factors
- Little research on this important, everyday process
- Several studies offer preliminary findings



“Voice and Choice” Framework

- Refers to the importance of youth involvement in decision making
- Studies support the importance of voice and choice in matching
- Meet-n-greet events



Matching Based on Characteristics

- Some evidence suggests shared interests and personality similarities are associated with stronger matches
- Inconsistent findings on matching based on race and gender
- Think about program's mission statement and goals when considering these factors

Elements of Effective Practice for Mentoring™



STANDARD 4

MATCHING AND INITIATING

Match mentors and mentees, and initiate the mentoring relationship using strategies likely to increase the odds that mentoring relationships will endure and be effective.

*Benchmark and Enhancement practices that are marked with an asterisk represent those that are either new or were substantially changed from the Third Edition. Mentoring programs are encouraged to give equal consideration to the implementation of all of the Benchmark practices that are listed under this Standard.

Christian Association of Youth Mentoring



Christian Association of Youth Mentoring



To establish and enhance safe, effective,
and sustainable youth mentoring ministries
in churches and communities

Collaborative Mentoring Webinar Series

Christian Association of Youth Mentoring

- Focus on helping Christian churches and nonprofits develop safe, effective, and sustainable mentoring programs
- Have helped start over 400 mentoring programs since inception in 2005
- Design mentoring programs to the needs of the organization and community
- Train on program management, implementation, and evaluation

FRIENDS FIRST

MISSION STATEMENT



FRIENDS FIRST
educates and
mentors teens to
make positive life
choices and develop
healthy relationships.

FRIENDS FIRST



Students Teaching About Relationships & Success

Cross-Age Peer Mentoring Program

Primarily school based (during and after)

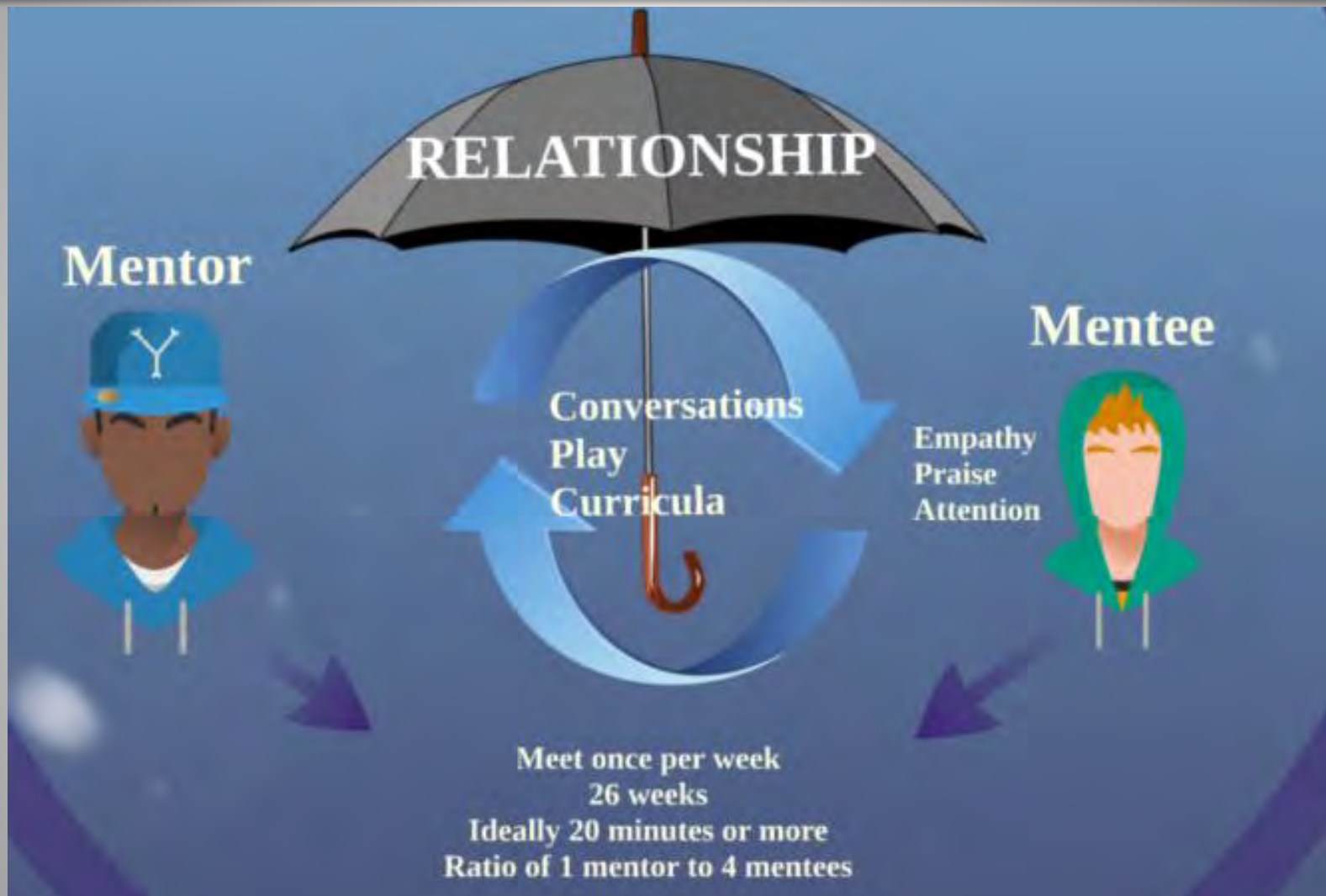
20+ schools in the Denver Metro area, 4 states

20 years running

OJJDP Grant

Possible partnerships!

STARS Mentoring Program Model



Preparing Staff and Mentors

- Training program staff
- Advice to staff
- Integrating matching information into trainings



Matching in a Group Setting

1. Matching begins with recruiting
2. Matching is an art
3. Allow time for matches to develop organically
4. Mentors, mentees, and parents/guardians should have buy-in
5. Utilize other resources

Matching in a Community-Based Program

1. Try to find mentors who are compatible with the mentee regarding:
 1. Common interests and activities
 2. Personality
 3. Proximity
2. Have some pre-match activities to see if a natural connection is made – “voice and choice”
3. Have the MSS facilitate a meeting with the mentor and parent before the match begins
4. Have the MSS facilitate the match meeting, explain commitment agreement, provide regular ongoing support and facilitate healthy closure
5. Evaluate all match closures

Preparing Staff and Mentors

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- Advice to staff
- Integrating matching information into trainings



Practitioner Experience

- Difficult matches
- Learning from mistakes
- Key to matching success



Lessons Learned the Hard Way

- Did not help mentors, mentees, and families have the proper expectations coming into the match – (commitment, boundaries, closure)
- Did not make sure child and parent were in full support of the match
- Did not train the mentors on common issues they would deal with – slow start, not feeling like they are making a difference, do not feel needed
- Did not weigh stability factors
- Did not have a good match closure process
- Did not provide consistent match support

Determining a Mentoring Match

- Have your mentoring staff review the information you have on your approved mentors
- Brainstorm what potential mentees might be a good fit
- Consider matching factors: Interests, Age, Gender, Race, Proximity, Mentor Attunement, Street Smart
- Consider how the mentee's family situation, life challenges, interpersonal style, activity level, interests, and maturity level mesh with those of a particular volunteer
- As a team, look at all those factors and use your best judgment as to who would be a good fit
- Assign the match to the Match Support Specialist (MSS)

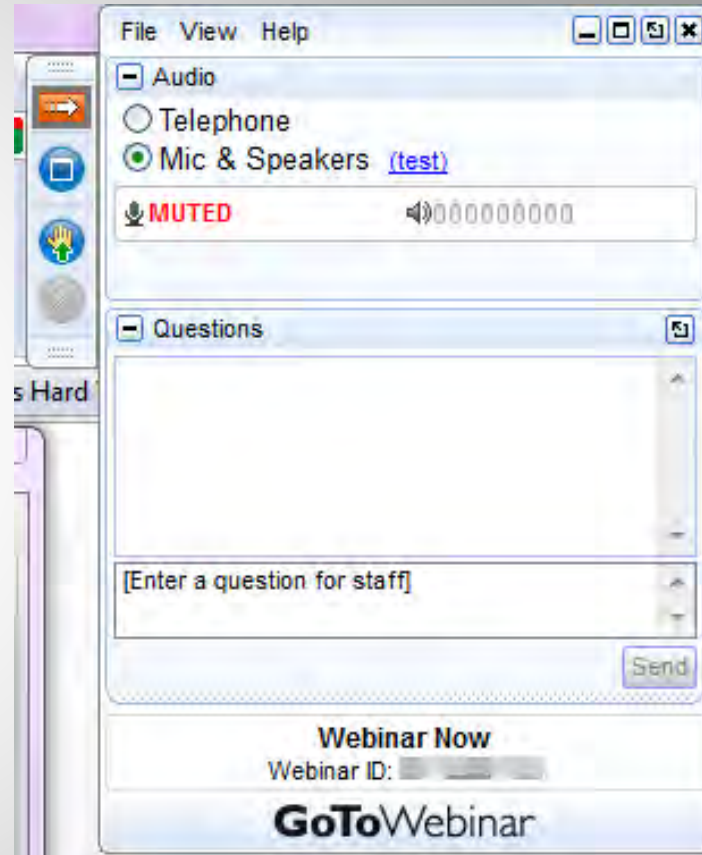
Practitioner Experience

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Q&A for all Panelists

Type your questions in the question box:



What would you do?



Additional Resources

Handbook of Youth Mentoring, 2nd Edition:

<http://www.sagepub.com/books/Book234516>

Elements of Effective Practice for Mentoring-Standard 4:
Matching & Initiating

<http://www.mentoring.org/program-resources/elements-of-effective-practice-for-mentoring/>

FRIENDS FIRST:

<http://www.friendsfirst.org>

Christian Association of Youth Mentoring (CAYM):

<http://www.caym.org>

Additional Resources



National Mentoring Resource Center

Apply for no-cost help for your mentoring program at www.nationalmentoringresourcecenter.org, an online resource funded by the Office of Juvenile Justice and Delinquency Prevention and facilitated in partnership with MENTOR

Mentoring Connector

Recruit mentors by submitting your program to the Mentoring Connector (previously called the VRS)

<https://connect.mentoring.org/admin>

Remember...

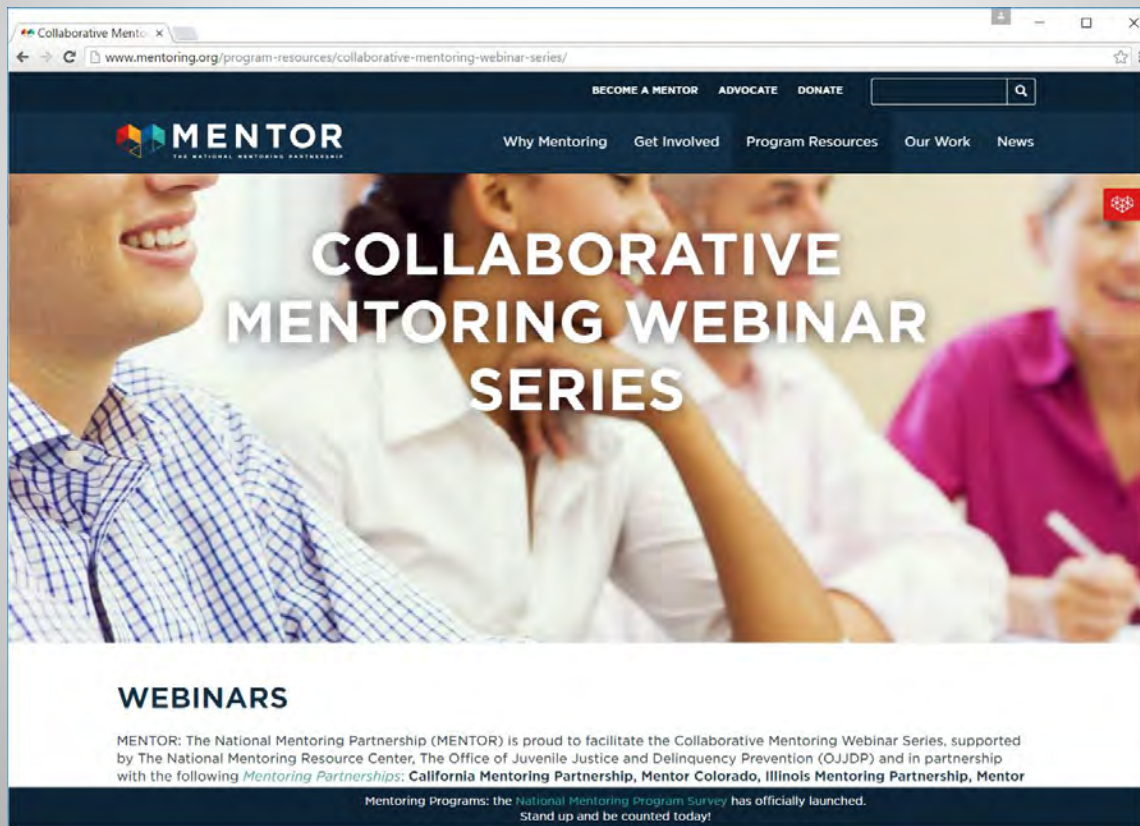
After the webinar:

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- Everyone will get an email with information on how to download the slides, recording, and resources on the CMWS webpage on the MENTOR website:

http://www.mentoring.org/program_resources/training_opportunities/collaborative_mentoring_webinar_series/

Stay Connected

- Email us at collaborativewebinarseries@mentoring.org
- Tweet with hashtag #MentoringWebinar
- Visit our webpage on the MENTOR website for past and upcoming webinars:



The screenshot shows a web browser window displaying the MENTOR website. The URL in the address bar is www.mentoring.org/program-resources/collaborative-mentoring-webinar-series/. The page features a dark blue header with the MENTOR logo and navigation links: "BECOME A MENTOR", "ADVOCATE", "DONATE", "Why Mentoring", "Get Involved", "Program Resources", "Our Work", and "News". The main content area has a large image of four people smiling and talking, with the text "COLLABORATIVE MENTORING WEBINAR SERIES" overlaid in white. Below the image, the word "WEBINARS" is written in bold. At the bottom, there is a paragraph of text: "MENTOR: The National Mentoring Partnership (MENTOR) is proud to facilitate the Collaborative Mentoring Webinar Series, supported by The National Mentoring Resource Center, The Office of Juvenile Justice and Delinquency Prevention (OJJDP) and in partnership with the following *Mentoring Partnerships*: California Mentoring Partnership, Mentor Colorado, Illinois Mentoring Partnership, Mentor Mentoring Programs: the National Mentoring Program Survey has officially launched. Stand up and be counted today!"

Collaborative Mentoring Webinar Series

Join Us Next Month!



Evaluations
September 15, 2016
1 - 2:15 pm Eastern



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