



DEMYSTIFYING MATCHING
NATIONAL MENTORING SUMMIT 2014

**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



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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.

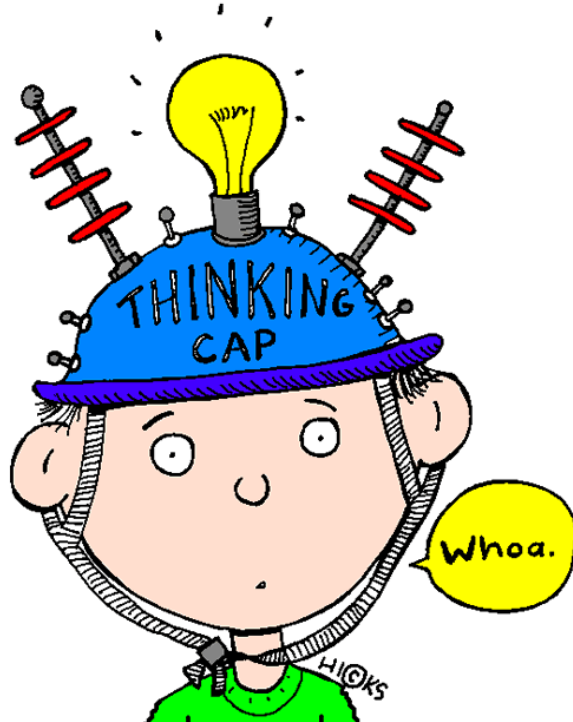


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wonder
MENTORING PROGRAM
wonder@nbb.org

INTRODUCTIONS &



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MENTORING PROGRAM
wonder@nbb.org

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



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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



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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.



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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

Therapist

Teachers

Social Worker

School Admin/Staff

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 than 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 than 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.




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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.


Mentor Screening Recommended Tools/Processes

	Minimum Standards	Highly Recommended
Staff training and supervision	✓	
Applicant database	✓	
Written eligibility criteria/ policy	✓	
Distinct process for youth volunteers *	✓	
Mentee training		✓
Parent/ caregiver training		✓
Mentor position description	✓	
Commitment statement	✓	
Eligibility, screening, monitoring processes	✓	
Orientation		✓
Written application	✓	
In-person interview	✓	
Home visit		✓
Criminal history background – state	✓	
Criminal history background – federal	✓	
Sex offender registries	✓	
Child abuse registries		✓
Driving record		✓
Internet/ social media searches	✓	
Character references	✓	
Psychometric/ psychological tests		✓
Health screening *	✓	
Pre-match training	✓	
Final decision	✓	
Ongoing mentor check-ins	✓	
Ongoing mentee check-ins	✓	
Ongoing parent/ caregiver check-ins	✓	
Rescreening continuing mentors		✓

* Necessary only when specified by agency's or collaborators' policies
 1741 Broadway, Redwood City, CA 94063
 Tel: 650-557-0200 Fax: 650-908-4475
info@mentoringinstitute.org or www.mentoringinstitute.org



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...



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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.



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MATCHING MODELS - BBBS BASIC MATCHING MODEL



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

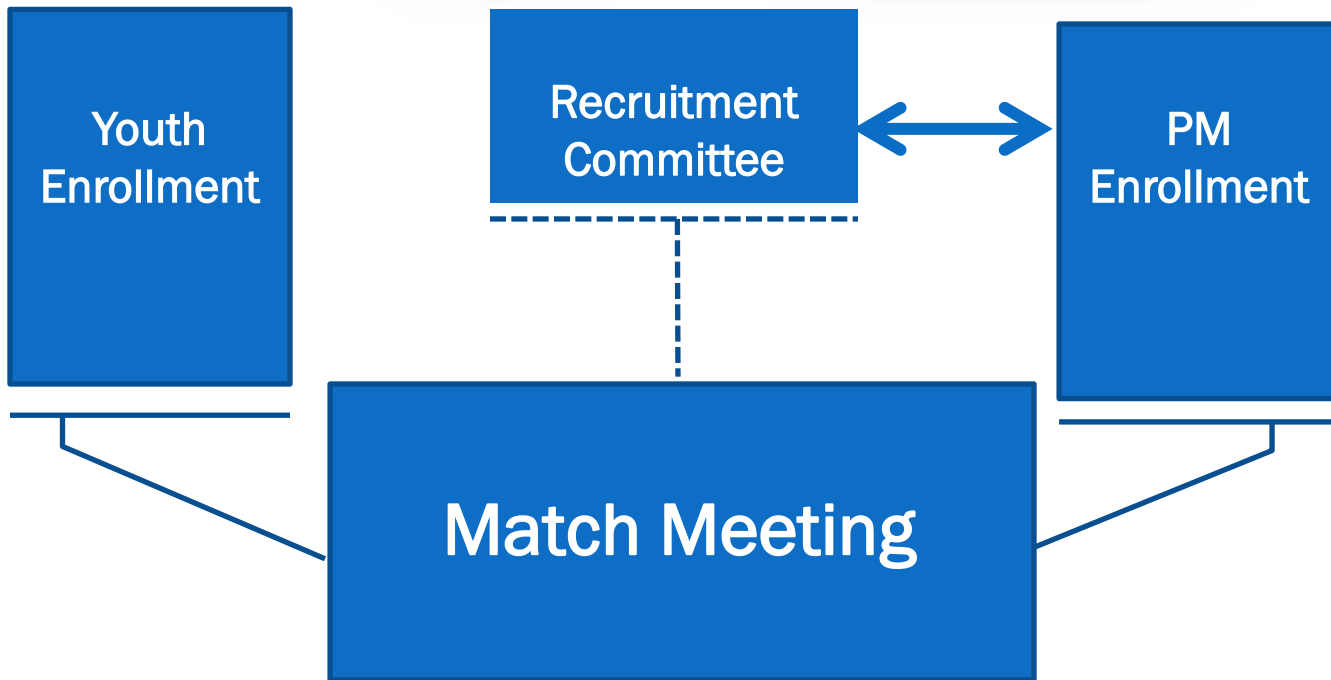


Interview & Assessment

Counselor Meeting



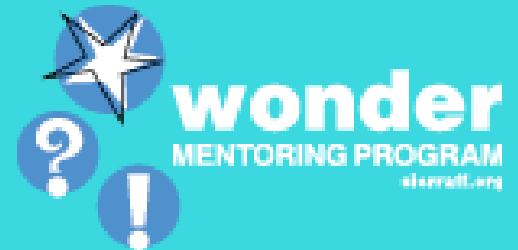
MATCHING MODEL - wonder inc.



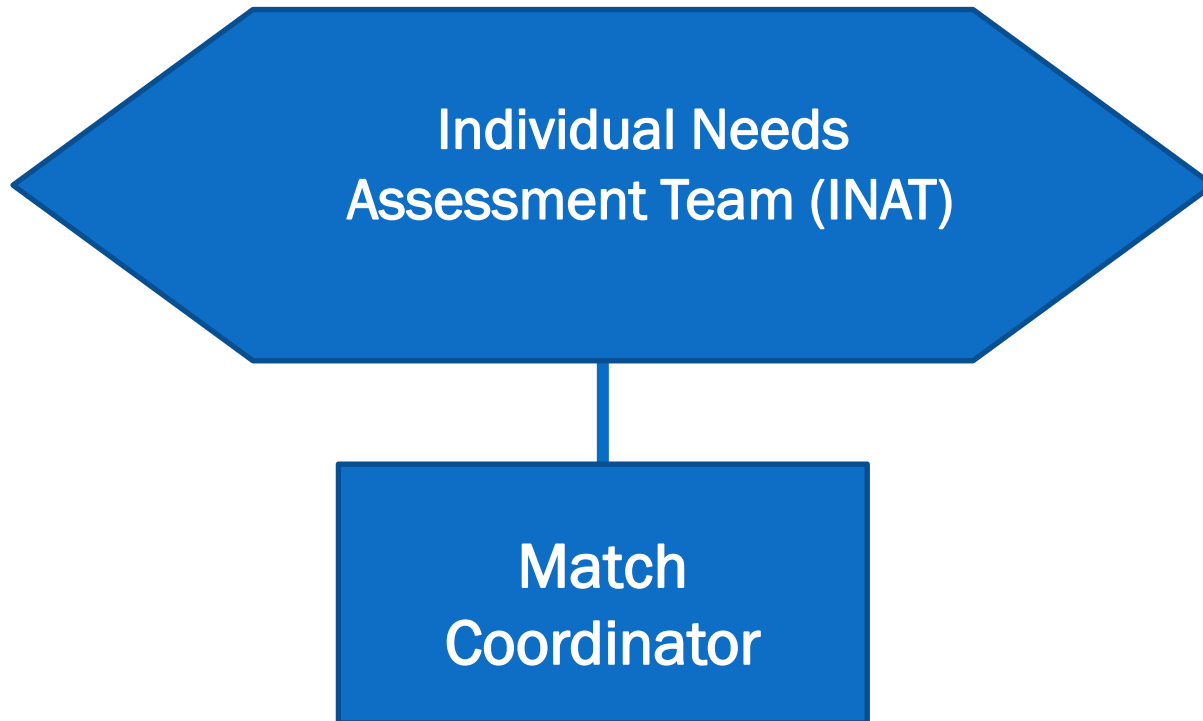
MATCHING MODELS – MIXER MODEL (SPARK)



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MATCHING MODELS – TEAM MATCHING



A group of professionals that meet to determine best match, can be part of WRAP Services



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MATCHING MODELS – DATA/LINEAR



Youth	Age	Gender	Interests	Needs	Preferences
Layla	9	F	basketball	- School attendance	AA
Lory	AA/A	F	-Sports -exercise	- Office - Coaching - Dependable	- female - 6-8
PM	Race	Gender	Interests	Skills	preferences



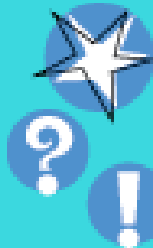
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CREATING MY MATCHING MODEL



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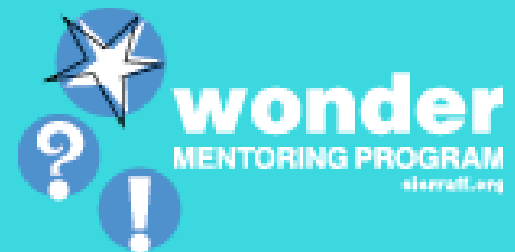
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REVIEW- BASIC MATCHING GUIDELINES

- 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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Q&A



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CONTACT US...

to kids in Foster Care

Bringing a World of Wonder



wonder

Florence Parks

Program Coordinator

Wonder, Sierra Forever Families

916.290.1206 ext. 335

fparks@sierraff.org

start something



Arthelle Porter-Burns

County Program Coordinator/Counselor
Big Brothers Big Sisters of the North Bay

707-258-6346

aporter@bbbsnorthbay.org



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sierraff.org