

# Collaborative Mentoring Webinar Series

Elements of Effective Practice for Mentoring™ 5th Edition

## **Rooted and Ready: Designing Mentoring Programs with Purpose and People in Mind**



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# Hosts



**Sarah DeBouter**

Training & Support Director  
Master Trainer, MENTOR



**Elton Dixon**

Technical Assistance Provider  
Master Trainer, MENTOR



# National Staff



**Michael Garringer**

Senior Director of Research & Quality

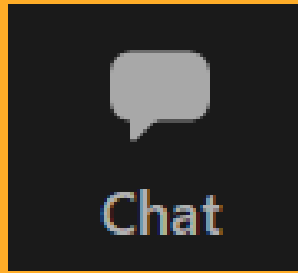


**Jake Sullivan**

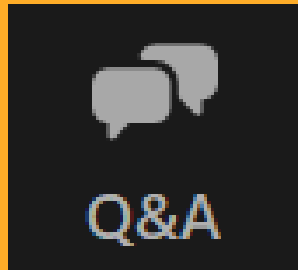
Senior Manager, Field Learning



# Session Engagement



- Introduce yourself!
- Talk with one another
- Share resources
- Respond to presenters



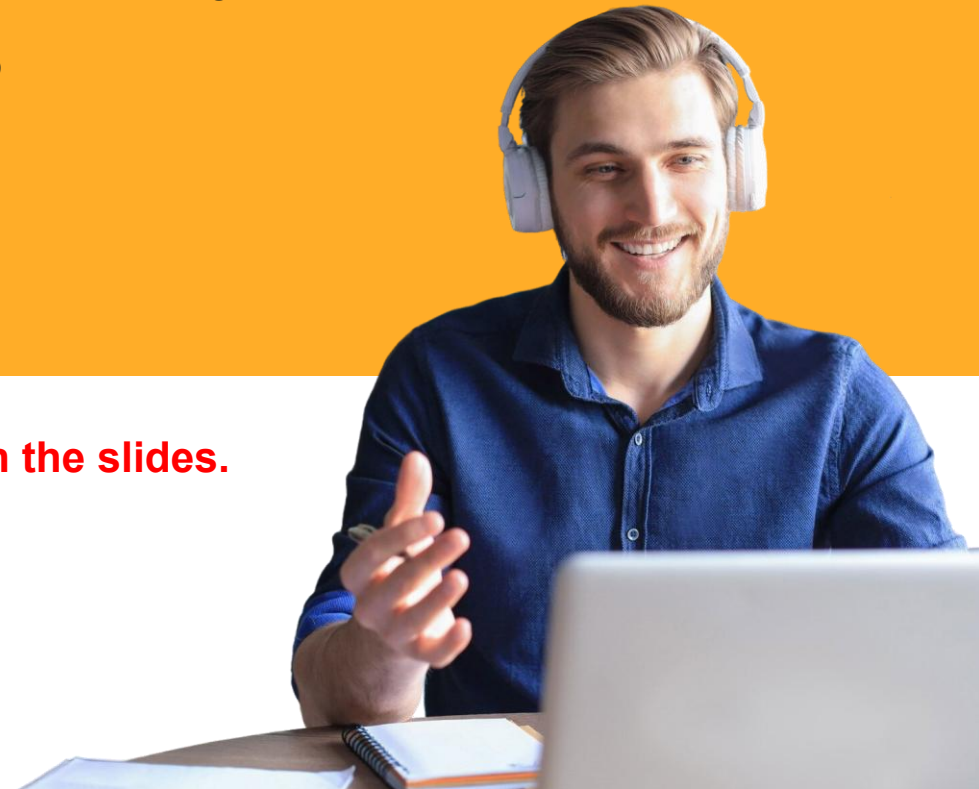
- Ask the presenters questions
- Upvote questions you'd like to see answered

- **Live captions** available in the panel by clicking on the "CC" at the bottom of the screen
- Who is with us today?
  - For all participants to see your message, change to "All panelists and attendees" in the Chat

**\* This webinar is recorded, and will be sent out in one week with the slides.**



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# Overview

Introduce key updates in the Elements of Effective Practice for Mentoring™ (V5), grounding mentoring programs in strong values, intentional design, and inclusive practices.

- Highlight Changes
  - Element 1 (Program Values)
  - Element 2 (Strong Program Design)
- Explore new features
- Researcher insights



## ELEMENTS OF EFFECTIVE PRACTICE FOR MENTORING™

A Guide for Program Development  
and Improvement

5TH EDITION | 2025



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# EETPM5 History



## ELEMENTS OF EFFECTIVE PRACTICE FOR MENTORING™

A Guide for Program Development  
and Improvement

5TH EDITION | 2025



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- EETPM created in 1991
- Evolved over time in scope and complexity
- Continual improvement by experienced program staff



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# EPM5 History



## ELEMENTS OF EFFECTIVE PRACTICE FOR MENTORING™

A Guide for Program Development  
and Improvement

5TH EDITION | 2025



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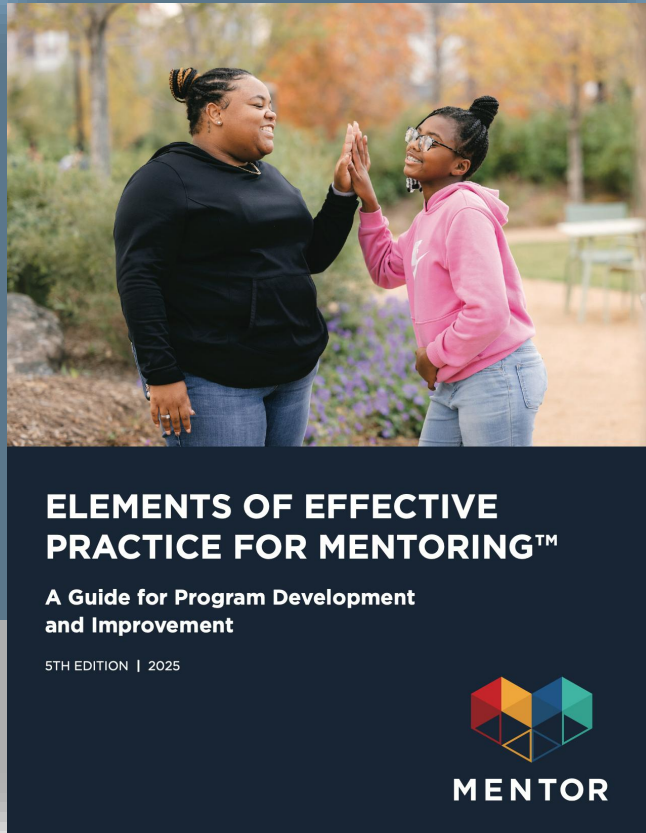
## What's New?

- More clarity
- More inclusivity
- More usability



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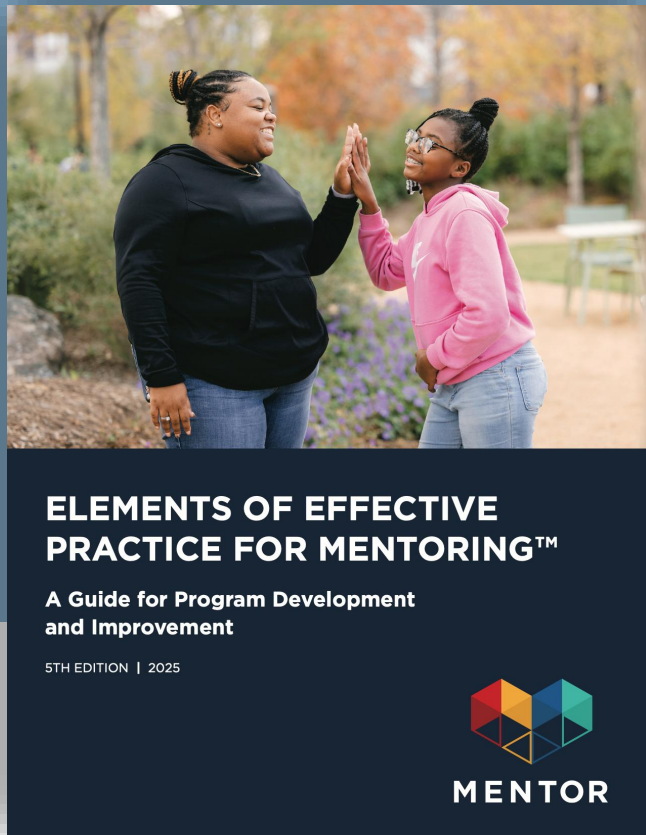
## What's New?



<b>1</b> <b>DEFINE</b> Program Values	<b>2</b> <b>CREATE</b> Strong Program Design	<b>3</b> <b>FIND</b> Youth Participants	<b>4</b> <b>RECRUIT</b> Qualified Mentors
<b>5</b> <b>ENROLL</b> Youth in the Program	<b>6</b> <b>SCREEN</b> Mentors for Safety and Fit	<b>7</b> <b>PREPARE</b> Youth (and Caregivers)	<b>8</b> <b>TRAIN</b> Mentors for the Role
<b>9</b> <b>ESTABLISH</b> Mentoring Relationships	<b>10</b> <b>PARTNER</b> with Caregivers and Others	<b>11</b> <b>SUPPORT</b> the Mentoring Relationships	<b>12</b> <b>MANAGE</b> Relationship Endings
<b>13</b> <b>MAINTAIN</b> Leadership and Staffing	<b>14</b> <b>ENGAGE</b> the Broader Community	<b>15</b> <b>BUILD</b> Capacity and Infrastructure	<b>16</b> <b>EVALUATE</b> Program Impact



## What's New?



**Section 1: Foundations of Quality Mentoring Programs**

**Section 2: Elements of Effective Mentoring Services**

**Section 3: Practices to Support Organizational Health**



# Why Rooted & Ready?

Aligning values  
with  
intentional action



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# Mentoring Spectrum

## Informal

Low accountability  
Disconnected from resources  
Uncertain outcomes

## Formal

High Accountability  
Networked/Research-based support  
Data Collection/Refinement

strong outcomes ○

weak outcomes

Workforce/Community Service

strong outcomes

weak outcomes

Academic/Educational

strong outcomes

weak outcomes

Recreational/Social

strong outcomes

weak outcomes

Youth Development/Behavioral

# Element 1: Program Values

## Foundations of Program Design & Delivery



- **Strengths-based language is key**
- **Ethics is the foundation of practice**
- **Inclusion & belonging: central, not supplemental**



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# Element 1: Program Values **ACTIVITY!**

“If you looked at your  
Mission Statement today...”



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# Element 2: Strong Program Design

## Design Defined in Documentation



**Strong design is the foundation of quality and promotes continuous improvement**

- **Logic Model is the “what”**
- **Theory of Change is “how” and “why”**



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# Element 2 | Strong Program Design

## Logic Models: The Stakeholders' Rosetta Stone



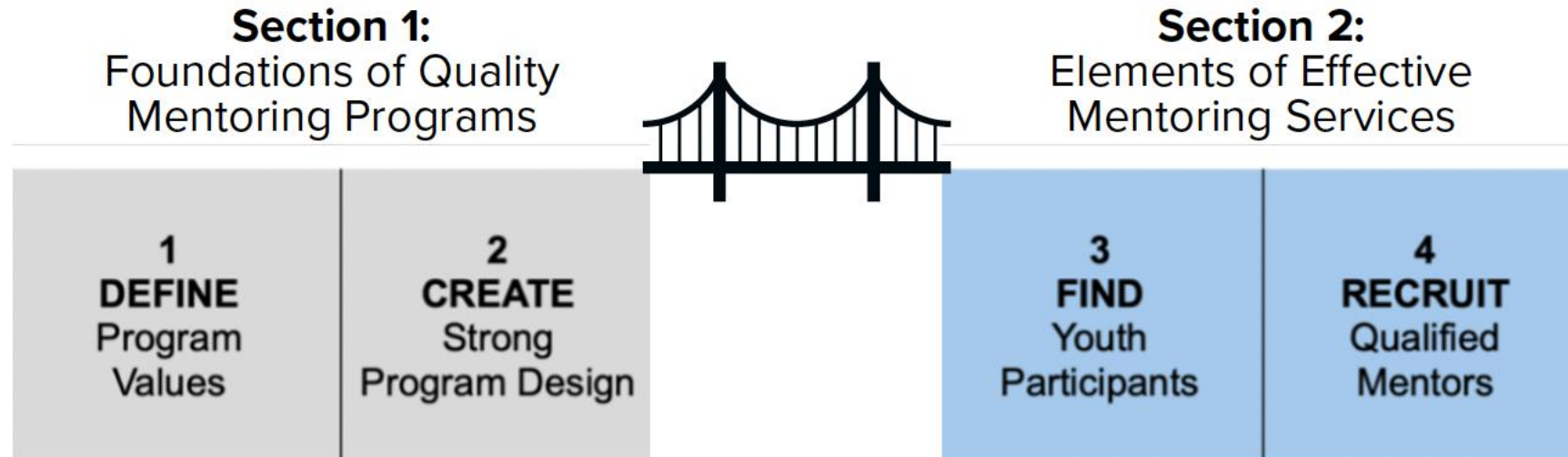
### Polling the People:

**Are you considering all components when evaluating your program?**



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# Bridging Foundations & Services



**Principles nurture healthy growth!**



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# **Element 3: Recruitment of Youth Participants**

## **Focusing on Values - Quality Over Quantity in Your Program**



**Focus on ultra-clear expectations**

- **Center youth agency**
- **Strengths-based language & youth voice**



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# **Element 3: Recruitment of Youth Participants**

## **Focusing on Values - Quality Over Quantity in Your Program**



**Discussion Question:**

**How do you involve youth in your recruitment process?**



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# **Element 4: Recruitment of Mentors**

## **Implementing Plans for a Diverse and Appropriate Pool**



### **Focus on ultra-clear expectations**

- **Values-based messaging: aligning recruiting with ethics**
- **Exploring youth-initiated mentoring**



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# Element 4: Recruitment of Mentors

## Implementing Plans for a Diverse and Appropriate Pool

### Discussion Question:

**What are potential dangers of “creeping away” from your values and mission?**



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# Elements 3&4: Recruiting

## Watch Out for the MISSION CREEP!

These can be tempting, but...

**Funding & Numbers**

**Your Program**

**Values**

...stay focused  
and find your  
growth here!



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# Q&A



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# Additional Resources

## Affiliates

MENTOR Affiliates can support with training, resources, public awareness and advocacy. [Find your local affiliate here.](#)

## Mentoring Connector

Recruit mentors by submitting your program to the [Mentoring Connector](#).

## National Mentoring Resource Center

Check out the [OJJDP National Mentoring Resource Center](#) to access evidence-based mentoring resources and to apply for no-cost training and technical assistance



# Resources



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# *Collaborative Mentoring Webinar Series*

Please take 3-4 minutes to complete the anonymous survey to let us know how we did!

Within a week, you will receive an email with information on how to download the slides, recording, and resources on the CMWS webpage on MENTOR's website.



# Remember!



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# *Collaborative Mentoring Webinar Series*

Join us for Pt. 2 on July 24, 2025 at 1PM – 2:30PM EST!

We will cover Elements 5 – 12!



# Next Session



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