

Collaborative Mentoring Webinar Series

Elements of Effective Practice for Mentoring™ 5th Edition

Part 3: Built to Last:
Practices & Systems
that Sustain Mentoring
Programs



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Chat it Up!

- Introduce yourself!
 - Talk and share resources with one another
 - Respond to presenters
-
- Ask presenters questions
 - Up-vote your burning questions
-
- Click "CC" at the bottom of the screen for Live Captions



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



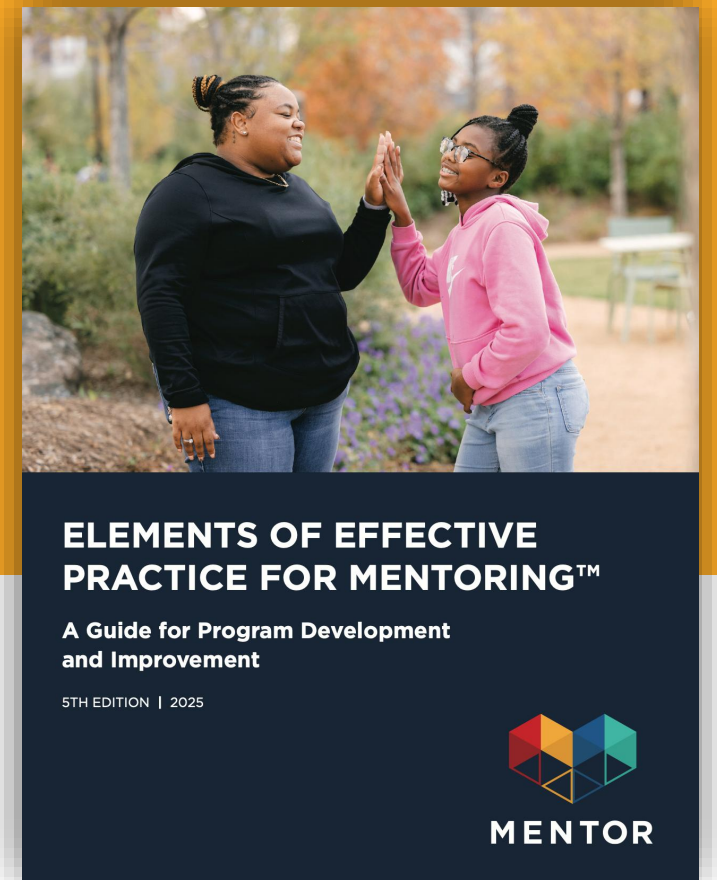
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Overview

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
- Explore new features
- Researcher insights



Overview

Organizational Health

Capacity



Weight
Check

Community



Pulse Rate
Check

Sustainability



Temperature
Check

Emotional Health



Blood
Pressure



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ELEMENTS OF EFFECTIVE PRACTICE FOR MENTORING™

**A Guide for Program Development
and Improvement**

5TH EDITION | 2025



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



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ELEMENTS OF EFFECTIVE PRACTICE FOR MENTORING™

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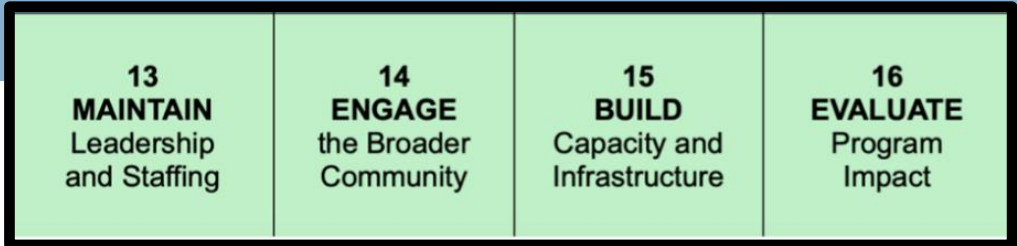
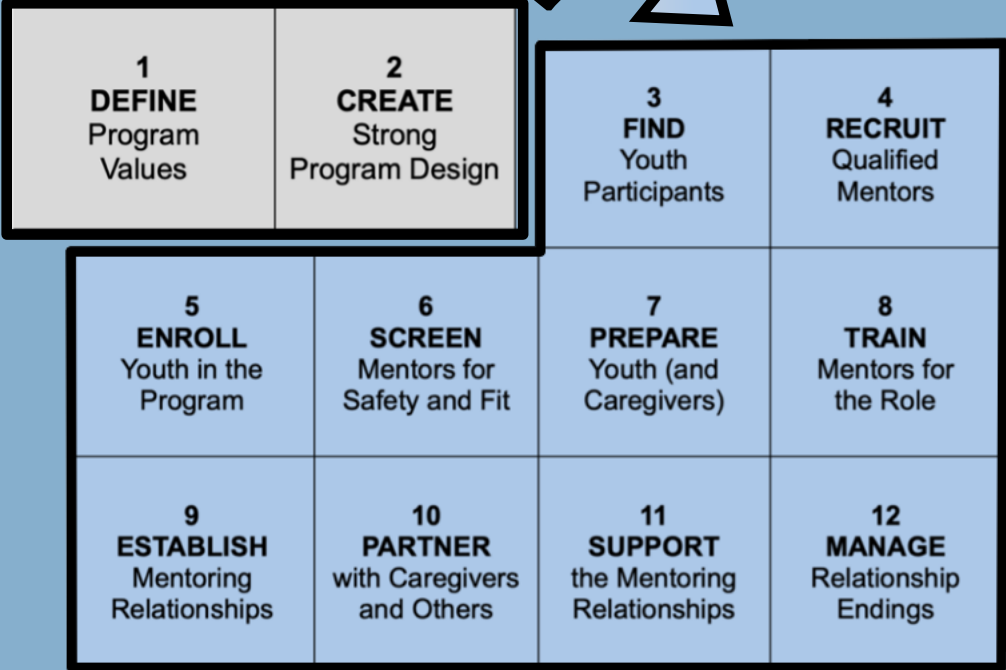


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**SECTION 1:
FOUNDATIONS OF
QUALITY
MENTORING
PROGRAMS**

**SECTION 2:
ELEMENTS OF
EFFECTIVE
MENTORING
SERVICES**

**SECTION 3:
PRACTICES TO
SUPPORT
ORGANIZATIONAL
HEALTH**



ELEMENTS OF EFFECTIVE PRACTICE FOR MENTORING™



ELEMENT 13

PROGRAM LEADERSHIP AND STAFFING

Standard of Practice: The program has adequate leadership and staffing to implement services with fidelity to the program model and ensures that all staff have relevant experience, knowledge, and professional development needed to implement essential functions of their roles, and that they reflect the full diversity of the community being served.



Element 13: Program Leadership & Staffing Highlights

- Strong leadership and staffing are the foundation of program quality.
- Boards/advisory groups should reflect the diversity of the community and include youth/caregiver voices.
- Staff recruitment, retention, and manageable caseloads prevent burnout and turnover.





Element 13: Program Leadership & Staffing Highlights

- Ongoing training and professional development ensure staff can deliver services with fidelity and cultural responsiveness.
- Recognized and supported staff = higher-quality mentoring relationships.



Q & A



Chat it Up!



Do your staff reflect the communities you serve — and are they supported to thrive?



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POI

Element 13: Program Leadership & Staffing

What percentage of mentoring programs have only ONE paid staff member supporting their services?



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POI

Element 13: Program Leadership & Staffing

*How many staff are in your
program?*



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ELEMENTS OF EFFECTIVE PRACTICE FOR MENTORING™



ELEMENT 14

COMMUNITY ENGAGEMENT

Standard of Practice: Programs should forge meaningful community partnerships and participate in other engagements to inform key program development and implementation activities and ensure the program is embedded in the historical and social context of the community and the individuals they serve.



Element 14: Community Engagement Highlights

- Mentoring programs can't thrive in isolation—community trust is essential.
- Partnerships with schools, nonprofits, and grassroots groups strengthen relevance and sustainability.
- Programs should understand and honor the history, culture, and lived experiences of the communities they serve.





Element 14: Community Engagement Highlights

- Authentic engagement avoids deficit-based/ “savior” narratives and fosters inclusion.
- Community support and awareness often determine whether programs survive or fade.



Q & A



Chat it Up!

Where is your program already trusted — and where do you need to build bridges?



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ELEMENT 15

PROGRAM INFRASTRUCTURE AND SUSTAINABILITY

Standard of Practice: To ensure sustainable service delivery and organizational health, programs should employ multiple management policies and practices, including, but not limited to, resource development and financial management, marketing and communications, information management, and liability insurance.



Element 15 Program Infrastructure & Sustainability Highlights

- Long-term sustainability depends on diversified funding, sound budgeting, and ethical fundraising.
- Infrastructure includes more than money — marketing, communications, data management, and liability coverage all matter.





Element 15 Program Infrastructure & Sustainability Highlights

- Programs should budget with equity in mind (e.g., DEI accommodations, covering mentor activity costs).
- Marketing should use strengths-based messaging, uplifting youth and community voices.
- Adequate infrastructure prevents sudden program closures and ensures stability for matches.



Element 2 | Strong Program Design

Logic Models: The Stakeholders' Rosetta Stone



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Chat it Up!

*What would happen
if your largest funder
stepped away
tomorrow?*



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ELEMENTS OF EFFECTIVE PRACTICE FOR MENTORING™



ELEMENT 16

PROGRAM EVALUATION

Standard of Practice: The mentoring program creates and implements a formal evaluation and data collection plan that addresses tracking of implementation fidelity, mentoring relationship quality, relevant participant outcomes, and program costs.



Element 16 Program Evaluation Highlights

- Every program needs a written evaluation plan to guide data collection, analysis, and improvement.
- Evaluation should measure fidelity to the program model, relationship quality, costs, and outcomes across time.
- Findings must be shared with stakeholders in accessible, transparent ways (reports, infographics, community reflections).





Element 16 Program Evaluation Highlights

- Highlight: Participatory evaluation - Youth, caregivers, and mentors can co-design and interpret the evaluation, making it participatory and meaningful.
- Evaluation is only valuable if findings lead to actual improvements in program practices and participant experiences.





Chat it Up!



Who in your program helps decide what you measure and how you respond?



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Chart it Up!

Cross-Cutting Themes

- *leadership enables trust*
- *community builds sustainability*
- *evaluation guides growth*



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Q&A



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Resources

Contact Us

Email us with any feedback or questions at collaborativewebinarseries@mentoring.org!

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



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Feedback

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.



Collaborative Mentoring Webinar Series

Join us next time!

Conversations with
Youth Series

October 16, 2025

1PM - 2:30PM EST



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Collaborative Mentoring Webinar Series

Closing Thought

“Strong foundations don’t just support today’s matches — they prepare mentoring programs to thrive for generations.”



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