

The SHIELD Mentor Program Mentoring Model



The SHIELD Mentor Program (SHIELD) Mentoring Model is a life-changing professionally managed, year-long leadership building intensive program focused on four-Stage sessions: **Strengthen, Help, Inspire and Encourage Leadership Development.**

SHIELD specializes in the integration of group mentoring, online mentoring and peer mentoring, which enables youth to receive greater positive influences from more than one individual. SHIELD's services are two-fold in that we train community members who share the mentoring spirit throughout the community to become role models as well as

provide mentoring sessions in which the youth can spend time engaged in constructive and meaningful programs built towards their development through the integration of:

Group Mentoring offers a mentoring dynamic where positive reinforcement takes place with a group of peers and adult role models sharing life experiences while establishing a positive, trusting relationship. In this setting adolescents are placed in groups with one or more caring adults.

Online Mentoring is a means of providing a guided relationship over the internet. Participants make a commitment to email participating youth (Mentees) on a weekly basis at their convenience. To help support the mentoring relationship SHIELD provides discussion prompts.

Peer Mentoring is a form of mentoring between an older more experienced youth and a new youth. Peer Mentors are eligible, highly trained youth ages 16-18 that have successfully completed Peer Mentor leadership training and have demonstrated leadership qualities. Peer Mentors help other Mentees become more confident in their leadership ability and find their strengths in order to draw them out.

SHIELD's unique mentoring approach gives adolescents the flexibility to attend group mentoring workshops and correspond via e-mail on a variety of leadership development topics to prevent youth from making poor life decisions, engage them into constructive activities and enhance a positive future through an environment that is exciting, inspirational, engaging and educational.

SHIELD subscribes to the Elements of Effective Practice (EEP), research and evidence-based standards and guidelines for the development and operation of safe and effective mentoring as developed by MENTOR including implementing practices around: recruitment of Mentors and Mentees, Mentor and Mentee screening, Mentor training, matching of Mentors to Mentees, monitoring, support, and closure.

Mission

SHIELD's mission is to prepare young people through holistic programs to be leaders for the purpose of empowering their communities.

Curriculum Overview

STRENGTHEN (focus on Self-Awareness and Relationship-Building). **Strengthen** is the first Stage of SHIELD Mentor Program centered on the Mentees and Mentors getting to know each other. To lead others, participants must first know who they are and/or want to be. Using the first three Sessions, participants will explore their common interests and shared values. The **Strengthen Sessions include:**

SESSION 1: Getting Started

- About SHIELD's mission
- Overview of program objectives, curriculum and expectations
- The mentoring relationship

SESSION 2: Self-Awareness

- Who am I?
- What are my values?
- What's my life purpose?

SESSION 3: Relationship-Building

- Getting to know others
- Building trust
- Including and accepting others

HELP (focus on Visioning, Goal Setting & Decision Making). During the **Help** Stage, Mentors will explore along with their Mentees their desired future and set important goals while turning talk into action by supporting positive habits. They will communicate initial expectations and agree upon some common goals and steps to reach them. The **Help Sessions include:**

SESSION 4: Vision Your Future

- Where am I going and how am I going to get there?
- Create a Vision Book/Personal Roadmap

SESSION 5: Goal Setting

- Self assessment
- What are my interests, my strengths, and my opportunities for growth?

SESSION 6: Aligning Behaviors

- Overcoming stereotypes
- Beliefs into action
- Decision making
- Positive habits

INSPIRE (focus on Future Growth). The **Inspire** Stage is the time when participants will focus on activities to have a better direction by connecting career and college readiness to achieve their future goals. The **Inspire Sessions include:**

SESSION 7: Career Exploration

- Pathway interest activity
- Resume writing
- Interviewing skills
- Financial literacy

SESSION 8: Connecting with Education

- Academic Plan: Exploring colleges, universities, and vocational-technical schools

SESSION 9: Leadership Training

- Effective communication
- Conflict resolution
- Working with others
- Public speaking

ENCOURAGE (focus on Ongoing Achievement). During the final stage, participants will implement projects that involve the skills they explored during the sessions. The program concludes with the planning and implementation of a community service project. The **Encourage Sessions include:**

SESSION 10: Problem-Solving

- Resiliency
- Emotional intelligence
- Moral independence
- Analyzing community problems

SESSION 11: Social Change

- Awareness of social issues
- Service learning projects
- Making a difference
- Action Plan

SESSION 12: Closing Ceremony

- Showcase
- Award presentations
- Certificate of completion

Stay organized with a SHIELD Mentoring Portfolio

There's a lot of value in keeping track of what's going on in a participant's personal life. The purpose of the Mentoring Portfolio is for participants to have one place to organize the exercises participants download and complete from this curriculum. Here, participants can keep track of their discoveries and intentions. Having everything in one place will give participants the opportunity of reviewing their progress throughout their participation in the program. It also makes the information easily accessible for discussion topics during Mentoring sessions.

What does participation entail?

Together, youth and adults participate in interactive workshops, community service activities, team building exercises, meetings with community leaders, leadership development, and focus on a specific theme, such as goal setting, decision making, conflict resolution, effective communication and teamwork. A program year includes:

- Saturday Group Mentoring Sessions
- Service projects for the local community
- Professional training and support all year to help participants take action as leaders
- The opportunity for Mentoring from college students and professionals
- College visits
- Special events and activities, such as a match ceremony, midyear celebration and closing ceremony
- Lifelong membership in the SHIELD's Leadership Alumni Network

Throughout the duration of the program, Mentees set their own defined goals (i.e. improve academic performance, get my first job, apply to college, make the basketball team, join a club or organization, etc.) with the Mentors guidance. The matched pair are expected to create a "contract" for their relationship that will outline personal, social and educational goals for the year. Mentors are encouraged to discuss achievements and give some positive feedback to their Mentees throughout the duration of their mentoring relationship.

How are Mentors/Mentees matched?

After successful completion of six group mentoring sessions Mentees will be eligible to be matched with a Mentor. A successful mentoring relationship is highly dependent upon mutual interests and compatible personalities. The match process is bi-directional, taking into account not only the Mentee's preferences for a Mentor, but also the Mentor's preferences in a Mentee. The initial matches are based on the information provided by the Mentee on their Mentoring Profile Sheet. Every effort is made to match students with a Mentor who will be best suited to their professional and/or academic interests.

Applications

The program brings together middle and high school youth from Guilford county and surrounding communities, public and private schools, and many different personal backgrounds from a wide cross-section of ethnic, cultural, and economic backgrounds. Selection into the program is based on commitment to participate, parental support, dedication to SHIELD's mission, maturity and potential for learning leadership skills.

Applications for the SHIELD Program Year 2013 - 2014 will be accepted until **September 14, 2013** for both [Volunteer Mentors](#) and [Mentees](#). Registration is required for all participants.

Program Year 2013-2014 Calendar

STRENGTHEN

SESSION 1: Getting Started

September 14, 2013

September 28, 2013

SESSION 2: Self-Awareness

October 12, 2013

October 26, 2013

SESSION 3: Relationship-Building

November 9, 2013

December 14, 2013

HELP

SESSION 4: Vision Your Future

January 11, 2014

January 25, 2014

SESSION 5: Goal Setting

February 8, 2014

February 22, 2014

SESSION 6: Aligning Behaviors

March 8, 2014

March 22, 2014

INSPIRE

SESSION 7: Career Exploration

April 12, 2014

April 26, 2014

SESSION 8: Connecting with
Education

May 10, 2014

May 24, 2014

SESSION 9: Leadership Training

June 14, 2014

June 28, 2014

ENCOURAGE

SESSION 10: Problem-Solving

July 12, 2014

July 26, 2014

SESSION 11: Social Change

August 9, 2014

August 23, 2014

SESSION 12: Closing Ceremony

September 6, 2014

Start a Partner Site

The SHIELD Mentor Program (SHIELD) desires to host programs at schools/universities, recreation centers, libraries, local organizations or similar venues in order to provide larger groups of participating youth (Mentees) with access to mentoring support.

The partnership provides our partners with an effective way to integrate SHIELD's mentoring model to reach shared goals. The structure of the mentoring programs creates an atmosphere that is designed to decrease the limitations in the lives of youth to help them become more likely to fulfill their highest potential.

SHIELD will:

- Provide comprehensive curriculum to facilitate group mentoring sessions for the duration of 2 hours
- Oversee all operational activities including screening, training, recognition, and closure procedures for mentors and program staff
- Provide training programs in youth development, leadership, and relationship building
- Cooperate to the fullest extent possible with the Partner Site

The Partner Site will:

- Identify 10 (minimum) participants for referral in the mentoring program for at least one program year
- Provide a meeting space for a group of Mentees to meet for two-hour group mentoring sessions
- Provide facilities, an adequate project site
- Provide at least 1 individual, who will serve as a point of contact, to help assure that all youth are in attendance for each monthly group mentoring session
- Assure all Mentees complete an application and obtain parental permission forms as well as attend initial orientation
- Host special events and activities, such as an opening ceremony and closing banquet
- Send an introduction letter (from SHIELD) to parents, in addition to the referral package SHIELD provides
- Advise on the mentoring needs of participating Mentees
- Cooperate to the fullest extent possible with SHIELD Mentor Program

Group Size

SHIELD prefers a minimum of 10 participants and limits each group to a maximum of 20 participants. These sizes are based upon curriculum considerations, team building and group dynamics.

Curriculum

The partnership provides our partners with an effective way to integrate SHIELD's mentoring model to reach shared goals. The implementation must be fully aligned with SHIELD's desired outcomes in core impact areas.

Interested? For more information on starting a site, please contact Precious McKoy at 336-337-2771 or mckoy@shieldyouth.com.

Donors Play a Vital Role

Donors make this year-long leadership building opportunity possible. When you choose to donate to the SHIELD Mentor Program, you will enable a deserving adolescent the opportunity to participate in our programs at **no cost**. You will provide an opportunity to support our youth as they develop the confidence, leadership and character they need to become tomorrow's leaders!

To be successful, the SHIELD Mentor Program not only depends upon pledges from individuals, but also sponsorships from area businesses and organizations. Donations of cash and in-kind services support the program budget, including all of the money used for activities. Your tax-deductible donation plays an important role in the continued success of our service to youth in the community. We greatly appreciate donations of all amounts and ask you to consider the following:

- \$25 sponsors one monthly group mentoring session.
- \$50 enables one youth to participate in leadership training.
- \$75 covers background checks for five Mentors.
- \$100 sponsors one child for one year of mentoring.
- \$250 pays for Mentor/Mentee training materials.
- \$1,000 sustains the group mentoring program for one year.
- \$2,500 sustains our comprehensive services for one year.

Wish List

Goods and services are always welcome! If you would like to make a tangible donation, please see our wish list:

- 8 1/2" x 11 Copy paper--all colors
- Envelopes
- Paper Clips
- Staples
- Stationary
- Easels (5)
- Markers
- Dry erase markers
- File Folders
- Expandable File Folders
- Games that teach character development
- Event tickets
- Sports tickets
- Books on mentoring youth
- Food/Snacks
- Transportation

A tax-deductable gift of any size makes a difference!

The SHIELD Mentor Program is a registered non-profit 501 (c)(3) organization.

To donate by mail, send your contribution to:

SHIELD Mentor Program
PO Box 13266
Greensboro, NC 27415

If you are interested in supporting the SHIELD Mentor Program, please contact Precious McKoy, Founder/Executive Director, or consider making a donation online through <http://www.shieldyouth.com>.