



YOUTH GLOBAL LEADERSHIP MENTORSHIP INITIATIVE

This document provides an overview of the YGL Mentorship Initiative. It is meant to be accompanied by the YGL Program Manual and the in-person YGL Mentor Orientation session. More information about the Youth Global Leadership program as a whole, and about Philanthropiece's work, can be found on our websites, www.yglboulder.org and www.philanthropiece.org.

Introduction to YGL

Youth Global Leadership is a program of Philanthropiece, an operating foundation whose mission is to empower changemakers to create positive social change in local and global communities. The mission of the Youth Global Leadership program (YGL), as expressed by the founding youth members, is to address issues both locally and globally; to work to inspire and develop a new generation of leaders with a goal of fostering relationships and involving the world's youth in change; and to emphasize cultural exchange, sustainability, service, and education.

The YGL group meets 2-4 times/month to engage in dynamic activities and events. The program features a youth-adult partnership, in which youth are empowered to use their voice and to cultivate a positive sense of self. The group is facilitated by Philanthropiece's Youth Global Leadership Program Coordinator, and is supported by our staff, Advisory Board, and local volunteers. The YGL Program fosters leadership, personal growth, community building, experiential learning, and the process of becoming a changemaker.

Participants in the YGL Program engage with:

- **Service learning activities**, providing them with the opportunity to combine meaningful volunteer opportunities with guided instruction and reflection that enrich their experience as leaders. Service learning activities also provide an opportunity for YGLers to learn about issues, meet passionate people, and explore solutions to our community's most pressing concerns.
- **Cor projects**, allowing them to explore their unique passions and to provide a tangible representation of where her skills and interests meet up with a specific need in our local or global community. We encourage all YGLers to engage in a cor project as part of their tenure in the program. At times a cor project will involve local or international travel.
- **Social entrepreneurship workshops**, opening their eyes to innovative solutions. Workshops include interviews with local social entrepreneurs, presentations of local and global ventures, and skill-building sessions focused on the practices of social entrepreneurship.

Goals of the Mentorship Initiative

YGLers have big dreams and a lot of energy! Adults provide a circle of support in accomplishing the goals they set for themselves. Mentors become a part of the

support circle that guides YGLers to realizing their potential. Specifically, our goals for the Mentorship Initiative are:

1. To match each YGL participant with a dynamic Mentor who will challenge, encourage, and empower them to follow their passions and to create meaningful change in the world.
2. To develop a professional relationship wherein the Mentor supports his/her/their YGLer to fully experience the three spokes of the program: service learning, cor projects, and social entrepreneurship.
3. To provide an additional layer of support for YGLers to establish, work towards, and accomplish their program-related goals.

YGL Mentor Time Commitment

YGL Mentors will be supported by Philanthropiece staff to guide their experience, to provide resources, and to answer questions. The time commitment includes:

Time per month: We ask a YGL Mentor to dedicate approximately 5-8 hours/month to communicating with, working alongside, and encouraging his/her YGLer. The number of hours that a Mentor engages with his/her YGLer depends on the goals of the YGLer and the time and energy that a Mentor is able to provide.

Length of Mentor position: We ask that Mentors commit for seven months during the academic school year, approximately November 2014 to May 2015. If the relationship is working well for both the Mentor and YGLer, the pair can continue beyond this time frame.

What is a Mentor?

Many people have the ability to be a Mentor, whether or not they initially believe themselves to be capable! A Mentor is an individual who helps and guides another individual's development. This guidance is not done for personal gain. An effective mentor understands that his or her role is to be dependable, engaged, authentic, and tuned into the needs of the mentee. She/he/they is someone who:

- Supports his or her mentee in feeling welcomed, appreciated, and valued.
- Wants to work with youth.
- Invites a sense of conviviality and camaraderie into their work.
- Welcomes the ability to work with others and work outside the box.
- Communicates meaningfully with his/her mentee, creating the means for problems to be solved, and encouraging his/her mentee to become energetic and take action.
- Is passionate and compassionate.
- Has a flexible personality.

A Mentor IS a/an: Advocate * Support * Role Model * Advisor * Coach * Guide * Motivator * Facilitator.

A Mentor IS NOT a/an: Cool Peer * Savior * Foster Parent * Therapist * Parole Officer.

The role of the Mentor is to model, guide, observe and give feedback, recommend activities, facilitate learning, suggest/provide resources, etc.

The role of the Mentee - in this case the YGLer - is to be engaged in the mentor initiative in order to support and enrich his/her experience in the YGL program, to

develop personal goals as they relate to the YGL program and to be open to coaching and feedback from their Mentor in relation to them, to attend all scheduled meetings and to communicate effectively with his/her Mentor.

The YGL Mentor Pair/Working with Your YGLer

A YGL mentor pair is comprised of a current YGL participant and their Mentor. Working with a YGLer involves meeting with him/her regularly to support in establishing and accomplishing program-related goals. **This may mean supporting a YGLer in organizing a local service initiative for the group, outlining a cor project, connecting him/her with a local social entrepreneur, providing guidance in gaining a key leadership skill, accompanying him/her to an event or activity related to goals, or simply showing up for him/her to listen and to provide feedback.** The Philanthropiece staff will provide resources to give a framework for Mentors to guide their meetings with YGLers, but Mentors are also encouraged to use their creativity and skill to engage their YGL participant.

How to Address Conflict in a Mentorship

All relationships take work, and a mentor pair is no exception. We encourage Mentors and their YGLers to discuss highlights and issues in the first part each meeting (perhaps in the form of “Roses and Thorns,” or a like activity). This is a time to talk about difficulties or problems in the mentorship relationship. With that said, from time to time issues or conflicts will arise that are beyond the scope of a mentoring relationship. Mentors and YGLers are expected to communicate directly with Philanthropiece YGL Program Coordinator if an issue arises that is not able to be discussed within the parameters of our mentoring initiative.

Process to Become a YGL Mentor

There are three steps to becoming a YGL Mentor:

Step One: Application & Interview

Candidate completes application and is interviewed by a Philanthropiece staff member. Application accompanies this document, and is also available on our websites, www.philanthropiece.org and www.yglboulder.org. Please submit an application, resume, and three professional references to marissa@philanthropiece.org. Please use subject heading “YGL Mentor Application”. Applications will be reviewed as they are received. **Due date for submission is SEPTEMBER 30th.**

Step Two: Orientation

The AWESOME-SUPER COOL YGL Mentor (yes, I am talking to you!) will be invited to attend an Information Session and Mentor Training with Philanthropiece staff and volunteers on November 15, 2014 (3-5 hours). This orientation will include an overview of the mission and approach of the Philanthropiece Foundation, as well as a more in-depth exploration of our Youth Global Leadership program. We will also provide an intensive on the best practices of mentorship.

Step Three: Match & Meet

Philanthropiece staff will match Mentors with their YGL participant! Mentor pairs will attend our “Meet & Greet” session, aka the Greatest gathering of year 2014, to

introduce Mentors to YGLers on November 20, 2014 (2-3 hours). We'll share a potluck and guided activities for mentorship pairs.

Stages of the YGL Mentor Initiative

A Mentor pair - comprised of a Mentor and his/her YGLer - will progress together through three stages:

I. GET TO KNOW YA! [November]

Mentor pairs meet each other, getting to know each other's skills, passions, and dreams, laying the groundwork for the relationship. During this stage, mentor pairs will establish their agreement (more about this in following section).

II. GET SET GO-ALS! [December/January]

Next, mentor pairs work together to create goals that will define the YGLers path for the remainder of the school year (and possibly beyond). This may include a Cor Project proposal/plan.

III. GET MOVING! [February-May]

For the remainder of their time together, mentor pairs meet regularly to support the YGLer in realizing his/her goals. This may include support with leading a local service activity, progressing a cor project, engaging in a social entrepreneurship workshop and/or guiding the YGLer to gain leadership skills! This stage may be extended if the mentor pair decide to stay together during the next school year.

The YGL Mentor Agreement

Our hope is that this mentoring initiative is equally fulfilling for both the Mentor and the YGLer. In order to provide a safe and enriching environment, we will guide mentor pairs in establishing ground rules. These ground rules will enable mentor pairs to manage expectations so that each can most fully benefit from the mentor/mentee relationship. Some common mentoring ground rules include:

- We will define how often to meet and when.
- We will interact in between via e-mail.
- Our meetings will begin and end on time.
- The YGLer will be in charge of scheduling the meetings and will set an agenda.
- We will put interruptions aside (no Facebook or texting!) and manage our time well.
- Our communication is honest, candid, and direct.
- We will respond to each other's emails within 24 hours.
- We will establish boundaries about issues that we may face and we will establish which topics are "on-topic" and which are "off-topic." We will seek support from Philanthropiece staff if boundaries are crossed.
- We will have a closure meeting.

During our "Meet and Greet" session, mentor pairs will discuss their guidelines and will write them in the form of an Agreement which they will both sign and here to.

Thank you!

We appreciate you taking the time to learn more about the mentorship initiative of our Youth Global Leadership Program! We hope you will consider joining us in supporting the amazing youth of our community. Please contact Marissa Sieck, YGL Special Projects Coordinator at marissa@philanthropiece.org, if any

questions arise for you throughout this process!