



Aurora Youth Options
aurorayouthoptions.org

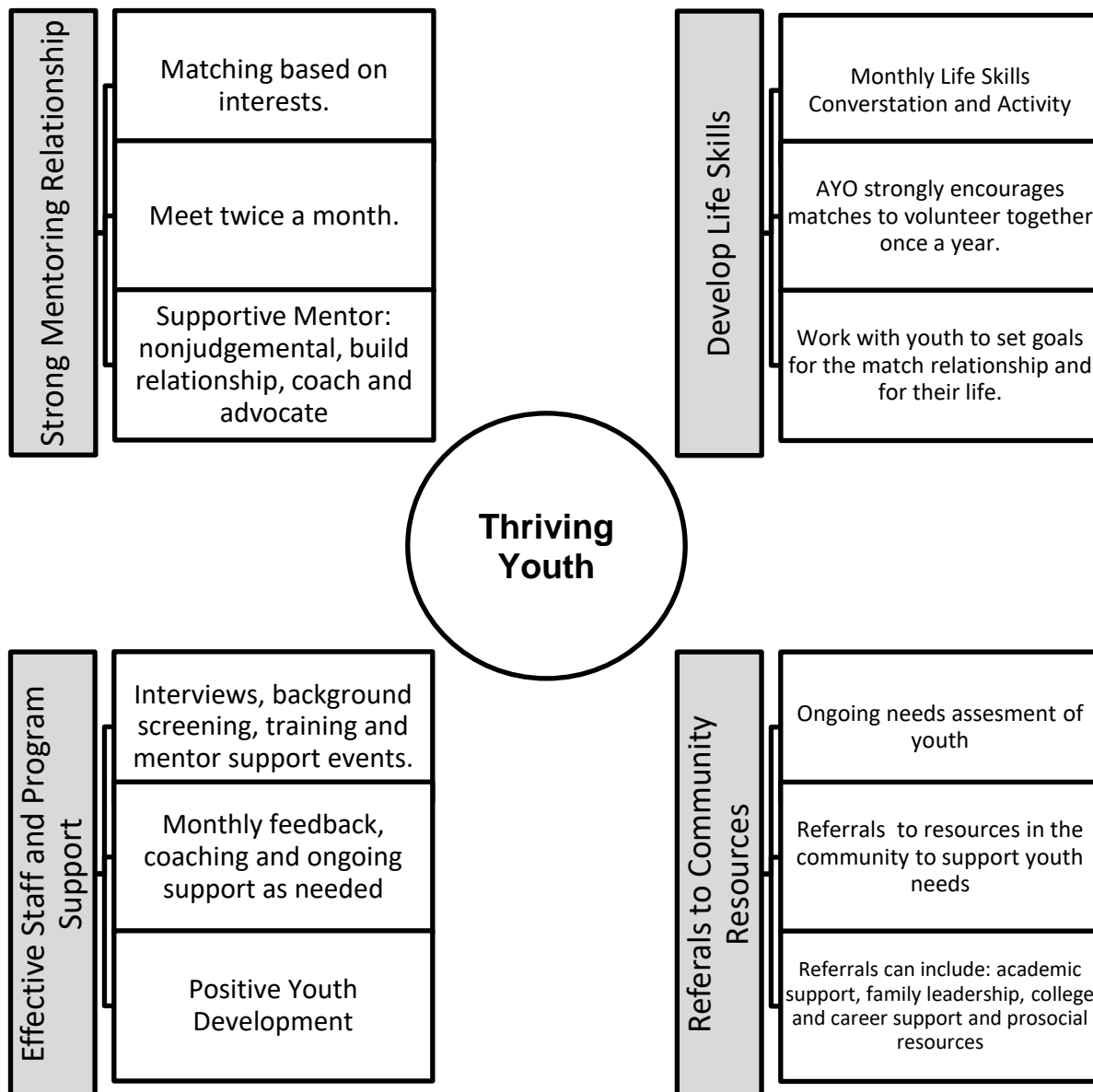
Mentor Application

Aurora Youth Options

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Aurora Youth Options Mentor Program Overview

The Aurora Youth Options (AYO) Mentor Program is focused on supporting youth to be successful, living up to their full potential, and thriving. To achieve this goal, AYO offers youth a strong one-to-one mentoring relationship with a caring adult volunteer. In addition, the program offers youth life skills development, referrals to pro-social activities and services within the community, coaching and relationship support guidance from our qualified staff, and monthly program support. As a mentor in the AYO program, you will learn to support your mentee with the Thrive Model of Positive Youth Development and will offer a youth a Supportive Relationship with Safety and Structure (information on these evidence based practices can be found on the following pages). AYO believes youth who believe in themselves and are properly supported will accomplish the 6 C Outcomes. A mentor seeks to help youth see and understand their individual potential and feel comfortable growing where they are planted.



Features of Positive Developmental Settings

	Descriptors	Opposite Poles
Physical and Psychological Safety	Safe and health-promoting facilities; practices that increase safe peer group interaction and decrease unsafe or confrontational peer interactions.	Physical and health dangers; fear; feeling of insecurity; sexual and physical harassment; verbal abuse.
Appropriate Structure	Limit setting; clear and consistent rules and expectations; firm-enough control; continuity and predictability; clear boundaries; age appropriate monitoring.	Chaotic; disorganized; laissez-faire; rigid; over controlled; autocratic.
Supportive Relationships	Warmth; closeness; connectedness; good communication; caring; support; guidance; secure attachment; responsiveness.	Cold, distant; over controlling; ambiguous support; untrustworthy; focused on winning; inattentive; unresponsive; rejecting.
Opportunities to Belong	Opportunities for meaningful inclusion, regardless of one's gender, ethnicity, sexual orientation, or disabilities; social inclusion, social engagement, and integration; opportunities for sociocultural identity information; support for cultural and bicultural competence.	Exclusion, marginalization; inter-group conflict
Positive Social Norms	Rules of behavior; expectations; injunctions; ways of doing things; values and morals; and obligations for service.	Normlessness; anomie; laissez-faire practices; antisocial and amoral norms; norms that encourage violence; reckless behavior; consumerism; poor health practices; and conformity.
Support for Efficacy and Mattering	Youth-based; empowerment practices that support autonomy; making a real difference in one's community; being taken seriously. Practice that includes enabling, responsibility granting, and meaningful challenge. Practices that focus on improvement rather than on relative current performance levels.	Unchallenging; over controlling; disempowering, disabling. Practices that undermine motivation and desire to learn, such as excessive focus on current relative performance level rather than on improvement.
Opportunities for Skill Building	Opportunities to learn physical, intellectual, psychological, emotional, and social skills; exposure to intentional learning experiences; opportunities to learn cultural literacies, media literacy, communication skills, and good habits of mind; preparation for adult employment; opportunities to develop social and cultural capital.	Practices that promote bad physical habits and habits of mind; and practices that undermine school and learning.
Integration of Family, School, and Community Efforts	Concordance; coordination; synergy among family, school, and community.	Discordance; lack of communication; conflict.

Positive Youth Outcomes – 6 Cs

Competence

Having ability and motivation...

- **Civic and social:** To work collaboratively with others for the larger good, and to sustain caring friendships and relationships with others.
- **Cultural:** To respect and affirmatively respond to differences among groups and individuals of diverse backgrounds, interests, and traditions.
- **Physical health:** To act in ways that best ensure current and future physical health for self and others.
- **Emotional health:** To respond affirmatively and cope with positive and adverse situations, reflect on one's emotions and surroundings, and engage in leisure and fun.
- **Intellectual:** To learn in school and in other settings; gain basic knowledge needed to graduate from high school; use critical-thinking, creative, problem-solving, and expressive skills; and conduct independent study.
- **Employability:** To gain the functional and organizational skills necessary for employment, including an understanding of career options and the steps necessary to reach goals.

Confidence

- Having a sense of mastery and future: being aware of one's progress in life and having expectations of continued progress in the future.
- Having a sense of self-efficacy: being able to contribute and perceive one's contributions as meaningful.

Character

- Having a sense of responsibility and autonomy: accountability for one's conduct and obligations; independence and control over one's life.
- Having a sense of spirituality and self-awareness.
- Having an awareness of one's own personality or individuality.

Caring

- Having a sense of sympathy and empathy for others; commitment to social justice.

Connection

- **Membership and belonging:** being a participating member of a community, being involved in at least one lasting relationship with another person.
- **Having a sense of safety and structure:** being provided adequate food, shelter, clothing, and security, including protection from injury and loss.

Contribution

- Being involved as active participant and decision maker in services, organizations, and community.

AYO Mentoring Life Skills Program

The AYO Mentor Program works to offer youth an environment where life skills can be discovered and practiced. The greatest opportunity that AYO can offer is a mentoring relationship with a caring adult. To further support the match relationship, AYO offers the match intentional conversation starters and skill-building activities to strengthen the relationship and promote life skills learning.

As a mentor you are asked to engage with your mentee in the Life Skill Conversation each month. Life Skills Conversation can come in many different forms such as several questions to start a conversation, an engaging activity or resources to explore together. Each month AYO will provide a topic and suggested conversation. Feel free to adjust the conversation to the needs of your mentee and incorporate your own knowledge and experiences.

Life Skills Conversations

SELF: Who Am I?

January – Values & Volunteerism

February – Understanding Your Personality

March – Identifying Your Interests & Skills

April – Appreciating Your Accomplishments & Assessing Your Confidence

WORLD: Where Am I Going?

May – Where Am I?

June – Where Am I Going? What are My Dreams?

July – Potential Careers for Me

August – Understanding My Needs, My Wants & Budgets

ACTIONS: How Do I Get There?

September – Choices & the Power of My Decisions

October – Future Planning: Education, Job Readiness & Skills Building

November – Setting Goals & Achieving Them

December – Taking Action & Overcoming Challenges



A youth and her mentor painted this wall.

Mentor Resource of the Month

Every month, AYO Mentor Specialists will be sending you a resource of the month along with your monthly feedback and life skills conversation. This resource will be on a topic where we find mentors often need extra support from us. Topics will include things such as social media, mental health challenges, substance use, bullying, and more. These are not conversations you need to be having with your mentee, simply resources and information for you so you can best support your mentee!

Activities

AYO supports matches and life skill development by hosting activities for matches to attend or sharing about opportunities in the community. Each month you will receive invites and ideas to support you as you plan your meet ups. Your mentor specialist is happy to help find the right activity for you and your mentee!

Volunteering

AYO has experienced and research shows the impact that volunteering has on young people. We strongly encourage matches to volunteer together once a year. For specific ideas of where/when to volunteer, please visit AYO's website or contact your mentor specialist.

Homework Help Program (HH)

AYO's free HH Program offers youth a weekly prosocial environment to receive academic support. There are volunteers on hand to help in any subject area. Feel free to drop into a session with your youth. HH is offered every Wednesday at our office: 1298 Peoria St., Aurora CO 80011 from 4-6pm.

Mentor Volunteer Position Description

Position Title: Aurora Youth Options Mentor	Manager/Supervisor Title: Mentor Specialist
Team: Aurora Youth Options	Date Prepared/Revised: October 2018

Essential Functions:

1. Be able to fulfill the following time commitments:
 - Meet with your mentee on average twice a month.
 - Complete the monthly Life Skills Conversation. Use our monthly suggestion or discuss a life skill that is pertinent to your mentee at the time.
 - Attend two AYO-sponsored activities per year to receive great activities, support and build relationships with other matches.
 - Make contact with your mentee, by phone or electronically, once weekly.
 - Complete a two year commitment.
2. Complete and pass background check before meeting with youth.
3. Respect the confidential nature of all information pertaining to youth, families, staff and volunteers. Complete HIPAA training (approx. 20 minutes) before meeting with youth and each year during the month of May.
4. Assist your mentee in building socialization, communication skills, and self-esteem. Demonstrate confidence and ability to work one-on-one with youth, serving as a role model.
5. Be adaptable and ready to adjust schedules and activities to reflect the interest and skill level of your mentee.
6. Work cooperatively with youth, program staff and community volunteers in providing youth mentorship programming.
7. Behave as a positive role model in such areas as health and safety, language, conversation, relationship with youth and other adults.
8. Understand and commit to support the strengths of the youth's family and understand the role you play as a caring and supportive adult/ mentor.
9. Complete mentor training and attend mentor support activities.
10. Be able to be in contact with Mentor Specialist monthly.
11. Contact Mentor Specialist within 48 hours of them reaching out to you.
12. For the safety of the youth and to ensure that the match relationship is stable, if the mentor does not communicate with staff for two consecutive months, staff will be forced to terminate your match.
13. Demonstrate sensitivity to racial, ethnic and social diversity of individuals and family structures.
14. Must be 21 years old or older.
15. Must have reliable transportation.
16. If at any point I become unable to complete these functions, AYO reserves the right to close my relationship at any point without disclosing why. AYO will do everything possible to right the situation before closure.

Mentor Signature

Date

AYO Staff Signature

Date

Aurora Mental Health Center
11059 East Bethany Drive, Suite 200, Aurora, Colorado 80014

VOLUNTEER INFORMATION Please print legibly:

Last Name: _____ First Name: _____ M.I. / Maiden: _____

Social Security Number: _____ Birth Date: _____ Sex: _____

Address: _____

Home Phone: _____ Cell Phone: _____ Email _____

Marital Status: _____ Ethnicity: _____ Language Fluencies: _____

Are you a Veteran? Yes No Are you a Vietnam Veteran? Yes No

EMERGENCY CONTACT

Last Name: _____ First Name: _____

Relationship: _____ Phone: _____ Alt. Phone: _____

Address: _____

POSITION INFORMATION

Program: AYO Mentoring Program

Duties: Mentor a youth as described in the "Mentor Volunteer Position Description"

Supervisor: AYO Mentor Program Coordinator

Start Date: _____

End Date (if known): Two years from start of mentoring relationship.

Volunteer Signature: _____ Date Signed: _____

Aurora Mental Health and Aurora Youth Options do not discriminate against any volunteer or volunteer application on the basis of race, color, national origin (ancestry), gender, sexual orientation or expression, religion (creed), political affiliation citizenship status, ages 40 and over, size, genetic information, marital status or military status or any other status protected by state or local law.

References and Other Information

References: List four people who can serve as a character reference for you. Only one can be related to you. All references must be individuals you have known for a minimum of 2 years.

Reference 1: Name: _____

Relationship and length of time known: _____

Email: _____

City: _____ State: _____ Phone: _____

Reference 2: Name: _____

Relationship and length of time known: _____

Email: _____

City: _____ State: _____ Phone: _____

Reference 3: Name: _____

Relationship and length of time known: _____

Email: _____

City: _____ State: _____ Phone: _____

Reference 4: Name: _____

Relationship and length of time known: _____

Email: _____

City: _____ State: _____ Phone: _____

Age: _____

Do you have children? Yes No

Son(s) Age(s) Daughter(s) Age(s)

How did you find out about AYO Mentoring Program?

Aurora Mental Health Center AYO Website Facebook.com Craigslist.com

Flyer, where: _____ Word of Mouth, who: _____

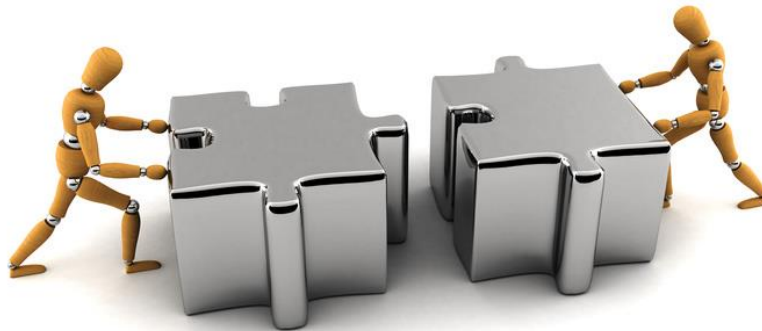
Church, name: _____ Other _____

Aurora Mental Health Center and Aurora Youth Options reserves the right to accept or decline volunteers based on the information gathered. For reasons of confidentiality, Aurora Mental Health Center and Aurora Youth Options will not share this information or reasons of denial with any applicant. By signing this application I certify that the information I have supplied is correct to the best of my knowledge. I give my permission to contact the references provided and to complete a background check.

Matching Information

Matches are based on **personality traits, interests and commitment**. It is obvious that the people we feel comfortable around are those with whom we feel we have a connection. People with whom we feel we have a connection are the same people with whom we naturally form and develop a bond. For this reason we ask all mentors and mentees to share information about their interests and skills and to take a simple personality assessment at the time of their interview. Every effort is made to match you with a youth that may have similar interests and personality traits.

Some matches are better for different people for different reasons, even if they have similar interests and personality traits. It is important to remember that all relationships take effort, time and commitment.



Matching Information

Educational Background: Please share your educational background and subject strengths.

Work Experience: Please share a brief history of your work experience. Who is your current employer?

Volunteer Work Experience: Please share a brief history of your volunteer experience and reason(s) for discontinuing volunteering.

Interests: List any special interests, skills or hobbies you have.

Do you have any limitations that AYO should be aware of so we can better support you?

Besides home, work and school, where do you spend most of your time?

Share an idea of a typical week day for you:

Share an idea of a typical weekend for you:

Have you ever had a mentor? If yes, how did that person impact your life?

What do you think the role of a mentor should be?

Think back to the stressors you went through as a teenager. What were they and how did you overcome them?
