

# STAIR STEPS TO SUCCESS MENTORING PROGRAM

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## **Mentor Job Description**

The Stair Steps to Success Mentoring Program of Sullivan County, Indiana helps to empower youth in our community to make positive life choices that enable them to maximize their potential. The mentoring program uses adult volunteers to commit to supporting, guiding, and being a friend to a young person while in programmed group activities for a period of at least one year. By becoming part of the social network of adults and community members who care about the youth, the mentor can help youth develop and reach positive academic, career, and personal goals.

### **Mentor Role**

- Take the lead in supporting a young person through ongoing group activities
- Serve as a positive role model and friend
- Build the relationship by planning and participating in activities together
- Strive for mutual respect
- Build self-esteem and motivation
- Help set goals and work toward accomplishing them

### **Time Commitment**

- Make at least a one-year commitment
- Participate in one activity per month in programmed group activities
- Attend an initial one day training session; additional training opportunities are possible
- Attend mentor/mentee monthly group activities and program recognition events

### **Participation Requirements**

- Be at least 18 years old
- Reside in Sullivan County area
- Be interested in working with young people
- Be willing to adhere to all program policies and procedures
- Be willing to complete the application and screening process
- Be dependable and consistent in meeting the time commitments
- Be willing to communicate regularly with program staff, submit activity information, and take constructive feedback regarding mentoring activities
- Have a clean criminal history
- Does not use illicit drugs
- Does not use alcohol or controlled substances in an inappropriate manner
- Is not currently in treatment for substance abuse and have a non-addictive period of at least five years

### **Desirable Qualities**

- Willing listener
- Encouraging and supportive
- Patient and flexible
- Tolerant and respectful of individual differences

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## **Benefits**

- Personal fulfillment through contribution to community and individual
- Satisfaction in helping someone mature, progress, and achieve goals
- Training sessions and group activities
- Participation in a mentor support group
- Personal ongoing support, supervision to help the match succeed

## **Application and Screening Process**

- Written application
- Driving record check
- Criminal history check: state, child abuse and neglect registry, sexual offender registry
- Personal interview
- Personal references check
- Attend one-day mentor training