

YWCA Haverhill Mentor Program

Mentor Philosophy

Mentors are volunteers from the community who provide support for participants in our various programs. These may be boys and girls, ages 6 – 12, in our school age child care program or teens and young adults, ages 16 – 21, in our education programs. Our programs operate Monday through Friday, between 10:00 AM and 6:00 PM. Mentoring opportunities and time frame are based on the program schedule.

Our mentoring program supports the mission statement of the YWCA-- to work towards eliminating racism and empowering women, and strive to create opportunities for growth, leadership and power in order to attain a common vision: peace, justice, freedom and dignity for all people.

Mentor Guidelines

A mentor can be many things to many people. At a minimum, it is a person who is willing to make a commitment to be a guide or support system for a young person. There are expectations and parameters. At the YWCA Haverhill, a mentor:

- ◆ Is a good listener.
- ◆ Able to share appropriate information and experience to show the participant that there are always options.
- ◆ Provides encouragement for personal growth through showing respect, use of appropriate language and being a positive role model.
- ◆ Is open-minded and willing to explore different perspectives and appreciating cultural and ethnic diversity.
- ◆ Is able to give of their time on a regular basis and show personal and professional courtesy to their charge and staff by informing the association when they will be absent or late.
- ◆ Presents a positive “self-portrait” through appropriate dress and attitude.
- ◆ Believes in the mission and work of the YWCA.
- ◆ Is willing and able to work within association guidelines including keeping staff updated as needed of any issues or concerns as well as positive accomplishments and/or behavior, as well as being familiar with and following program rules.*
- ◆ Willing and able to document all information as needed including participation hours and sharing their experiences with staff for program evaluation.
- ◆ Is able to set proper boundaries including physical and emotional.
- ◆ Understands and accepts the responsibility to keep the mentoring relationship confined to activities at the YWCA site during program time.
- ◆ Must be able to pass a CORI background check and have it updated as needed according to licensing regulations.

* Mentors are not responsible for enforcing rules and/or disciplining program participants-- they should involve staff as needed. However, it would be very effective and be a positive message if the mentor dealt with appropriate behavior and other relevant topics as part of their relationship.