

## **Rites of Passage Youth Mentorship Program** **Mentor Role Description**

The Rites of Passage Youth Mentorship Program of Midaynta Community Services 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 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 an ongoing, one-to-one relationship
- Serve as a positive role model
- 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 a one-year commitment
- Spend a minimum of four hours per month one-to-one with a mentee
- Communicate weekly with the mentee
- Communicate biweekly with YMP Coordinator
- Attend an initial two-hour training session and additional two-hour training sessions
- twice during each year of participation in the program
- Attend optional mentor/mentee group events, mentor support groups, and program recognition events

### **Participation Requirements**

- Be at least 19 years old
- Reside in Greater Toronto 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
- Attend mentor training sessions as prescribed
- Be willing to communicate regularly with YMP Coordinator, submit activity information, and take constructive feedback regarding mentoring activities
- Have a clean criminal history
- No use of illicit drugs
- No use of alcohol or controlled substances in an inappropriate manner
- Not currently in treatment for substance abuse and have a non-addictive period of at least five years
- Not currently in treatment for a mental disorder or hospitalized for such in the past three years

**Desirable Qualities**

- Willing listener
- Encouraging and supportive
- Patient and flexible
- Tolerant and respectful of individual differences
- Understand the varied and unique needs of African/Caribbean Canadian at-risk youth who reside in Northwest Toronto

**Benefits**

- Personal fulfillment through contribution to the community and individuals
- 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
- Mentee/mentor group activities, participant recognition events

**Application and Screening Process**

- Written application
- Matching Questionnaire
- Driving record check (Optional)
- Personal interview
- Vulnerable Sector Screening Program – Police Reference Check
- Provide three personal references
- Attend two-hour mentor training