

# **Mentor Michigan News & Views**

**Mentoring resources that work for you**

**August 2008**

**Spotlight on  
Mentoring**

**Recruiting  
10,000 More  
Mentors**

**Opportunities**

**In the  
News**

**Feature  
Article**

## **About Mentor Michigan**

Thousands of people are looking for ways to help others. Mentor Michigan harnesses that energy by supporting more than 200 mentoring organizations around the state – organizations that match caring adults with young people in need of role models.

Mentor Michigan strengthens those organizations through training, research, and partnerships with businesses, faith-based and nonprofit organizations, schools, colleges and universities, and government. Mentor Michigan also elevates public awareness of the positive impact of mentoring and the need for more quality mentors.

[www.mentormichigan.org](http://www.mentormichigan.org)

## **Spotlight on Mentoring**

### **An Inspiring Story: Submitted by Big Brothers Big Sisters Michigan Capital Region**

The highlight of each Big Brothers Big Sisters Michigan Capital Region Board of Directors meeting is when board members meet a Big and a Little. The match shares how their relationship has affected them, and the Board of Directors can see and hear the impact of their efforts. At the June Board meeting, Match Support Staff Traci Manuel invited Big Sister Kathy and Little Sister Andrea to share their experiences.

Kathy was encouraged to become a School-Based Big Sister by her boss. She joined the BBBS Wexford Montessori Magnet Elementary School Lunch Buddies program with co-workers from the Michigan Department of Agriculture. She was motivated to become a Big so she could learn about other perspectives and develop a better understanding of herself in new situations. Kathy was matched with Andrea, a spunky, creative girl in the 6<sup>th</sup> grade who shared a passion for learning and a similar personality.

Their relationship quickly blossomed and after their year as a school-based match, Andrea and Kathy decided they wanted to spend more time together.

“There’s so much in Lansing I want to show Andrea,” says Kathy.

With the support of Andrea's mother, they are transitioning into a community-based match, giving them the opportunity to meet outside of school and begin their exploration of the city.

"Andrea called me about five times asking when she and Kathy could start hanging out this summer," says Traci. "She was pretty excited."

Traci picked up Andrea for the Board meeting, and as they drove to the BBBS office, they passed Lansing Community College. "Oh look," exclaimed Andrea. "There's my school! That's the biggest school I've ever seen!"

Andrea explained that she is a recipient of the H.O.P.E. Scholarship, a crime prevention and education initiative in cooperation with the Lansing Police Department, LCC, Michigan State University, Lansing School District, and the City of Lansing that provides two years of free education at LCC to students who excel in elementary school and promise to complete high school.

Traci smiled and said, "Well you can get an associate's degree at LCC, but don't you want your bachelor's too?"

Andrea pondered this thought. "Well, what kind of degree does Kathy have?"

"She has a master's degree," said Traci. "She worked really hard and spent a long time in school."

"I'm gonna do that too," said Andrea resolutely.

At the Board meeting, as she sat next to Kathy listening to our Board members share their appreciation to her Big, Andrea gave a bashful smile, leaned over and whispered, "Kathy, you're MY role model."

### **KIDS HOPE USA Gets Help from Its Recipients**

KIDS HOPE USA recently received its first financial contribution from a child involved in the program. Connor, a fifth grade student, has been matched with Mr. Bob for two years. He gave KIDS HOPE USA \$21.63, all of the proceeds from a candle sale at an art fair.

Connor used a poster at the art fair to draw attention to his efforts. The following is what was written on his poster:

*I'm Connor. I live with my mom. My dad left when I was little. Ever since 3<sup>d</sup> grade, I've had a KIDS HOPE mentor. He helps me with school work and eats lunch with me. He's helped me through my problems.*

*Having a KIDS HOPE mentor has changed my life. Mr. Bob is like a second father to me.*

*Please give a donation and help kids with separated parents because it's tough to get through!!!*

## **Recruiting 10,000 More Mentors**

### **Mentor Michigan Providers Council Nominations**

Would you like to serve in a leadership role to assist Mentor Michigan in promoting, supporting, and strengthening mentoring statewide? Do you want to network with and learn from other mentoring programs across the state? Please consider becoming a member of the Mentor Michigan Providers Council. Nomination forms are now available!

The Mentor Michigan Providers Council advises Mentor Michigan about mentoring activities and needs around the state. The council serves as an advisory body to the Michigan Community Service Commission (MCSC), the host agency for Mentor Michigan. By serving on the Providers Council you will have the opportunity to continue shaping mentoring for Michigan.

Individuals interested in serving on the Providers Council must complete the nomination form and return it to the MCSC by September 5, 2008. Or you can nominate an individual you believe would be a valuable member of the council. Nomination forms may be faxed, mailed, or emailed to:

Michigan Community Service Commission  
Attention: Mentor Michigan  
1048 Pierpont, Suite 4  
Lansing, Michigan 48913  
Phone: (517) 241-3493  
Fax: (517) 373-4977  
Email: [reissa@michigan.gov](mailto:reissa@michigan.gov)

For the nomination form and additional information, visit [www.mentormichigan.org](http://www.mentormichigan.org).

### **State Employee Mentor Recruitment**

In an effort to reach Governor Jennifer Granholm's goal of 10,000 new mentors by the year 2010, Mentor Michigan has recruited several State of Michigan employees as staff liaisons.

Employees from various departments within state government have volunteered to recruit their co-workers to be mentors in their communities. Through informational materials and presentations their liaisons are working hard to increase the number of adults available to mentor Michigan's youth. These liaisons have a wealth of information available for employees interested in mentoring. An ideal opportunity

includes joining a school-based mentoring program. These programs are currently looking for adults to match with children headed back to school after Labor Day.

If you have questions about this recruitment campaign, contact Amber Reiss at [reissa@michigan.gov](mailto:reissa@michigan.gov) or call 517-241-3493. To learn more about mentoring in general, visit [www.mentormichigan.org](http://www.mentormichigan.org).

## Opportunities

### Local Opportunities

#### September 19

Tech Essentials for Nonprofits  
Nonprofit Alliance and Npower Michigan  
Battle Creek, MI  
Contact Amy Young at [younga@nonprofitalliance.org](mailto:younga@nonprofitalliance.org) or 269-565-2190

#### October 20

Dropout Prevention Summit  
America's Promise Alliance & Governor Jennifer Granholm  
Lansing, MI  
For more information visit [www.americaspromise.org](http://www.americaspromise.org).

#### November 13

Poverty Summit  
Governor's Commission on Community Action & Economic Opportunity and the  
Department of Human Services  
Detroit, MI  
For more information visit [www.michigan.gov/poverty](http://www.michigan.gov/poverty).

#### November 17

Mentor Michigan Statewide Conference  
Lansing, MI  
For more information, contact Amber Reiss at [reissa@michigan.gov](mailto:reissa@michigan.gov)

The Mentor Michigan Statewide Conference is sure to provide a variety of workshops focused on the most challenging issues affecting mentoring programs throughout the state. Plans are currently in place to present the following topics:

- Mentoring Hard to Reach Youth
- Orienting and Training Mentors
- Beginners/Advanced Social Marketing
- Children of Prisoners
- And many more!

The conference will also feature keynote speaker Craig Bowman of Common Ground Consulting, LLC. Bowman provides world-class consulting services for community-based, national, and international nonprofit/NGO organizations and specializes in the creation and implementation of youth and community development programming strategies.

Bowman's presentation, titled "The Economics of Trust", will analyze the economics of trust – offering real world, practical insights that will change how you spend your time. His session will also explore the impact of actively building and leveraging quality relationships as a tool for sustainability in social profit organizations.

## **National Opportunities**

### **September 18 & 19**

National Mentoring Summit  
Mentoring – The Magic of Connections!  
Disney Land Resort  
Anaheim, CA

For more information, visit

<https://www.regonline.com/builder/site/default.aspx?EventID=197541>.

### **October 14 – 16**

National Training Institute for School-Based Mentoring  
Kansas City, MO

For more information, visit <http://www.mentormap.org/sbminstitute/index.html>.

### **October 22 – 24**

University of New Mexico Mentoring Conference: Fostering a Mentoring Culture in the 21<sup>st</sup> Century: Bringing the Best Practices and Research to Higher Education  
Albuquerque, NM

For more information, visit <http://mentor.unm.edu/conference.html>.

### **October 30 – November 2**

National Mentoring Conference – Concerned Black Men  
Tremont Plaza Hotel and Conference Center  
Baltimore, MD

For more information, visit <http://cbmnational.org/cbm-news-and-events-2/concerned-black-men-national-mentoring-conference-2008>.

## **Job Opportunities**

### **Development Director**

Full time – Ingham County  
Big Brothers Big Sisters Michigan Capital Region  
Bachelor's Degree – Experience in Fund Development

Applications accepted until October 1<sup>st</sup>

### **Match Support Specialist**

Part time – Branch & Hillsdale counties

Big Brothers Big Sisters

Bachelor's Degree in Social Work is required

Are you a mentoring organization that is looking for some great employees? If you are, then this is the section for you. Mentor Michigan will market your job postings for free in the Mentor Michigan monthly newsletter. Simply fill out the job posting template and send it to [verberkmoese@michigan.gov](mailto:verberkmoese@michigan.gov). Questions or comments? Please call or email Elyse at 517-241-0063 or [verberkmoese@michigan.gov](mailto:verberkmoese@michigan.gov).

### **Recognition Opportunities**

#### **Caring Award – Presented by The Caring Institute**

##### **Deadline: September 28**

The Caring Institute is now accepting nominations of individuals of all ages for the Caring Award. Nominations should describe, in at least five hundred words, individuals who personify caring and would be a worthy role model to be emulated by others. Letters of recommendation should be included to give testimony to a long-standing commitment to public service. Nominations should give consideration to: length of service; scope and impact of work; degree of difficulty and obstacles encountered; and imagination and innovation. Award recipients are flown to Washington, D.C., and honored at a special ceremony. Young adult recipients receive educational monies for college tuition. For complete award program information and the nomination form, visit <http://fconline.foundationcenter.org/pnd/10011830/caringawards>.

### **In the News**

#### **MENTOR's New Blog Authored by a Michiganian!**

Starting on August 18<sup>th</sup>, MENTOR has been featuring a blog on its website. The blog was created to feature a person who has experience both as a mentor and a mentee and is located in the new Online Community section of MENTOR's webpage.

To find the author of this online experience, MENTOR created a RFP and invited mentoring programs and partnerships to apply. One of those applicants was Michigan resident and Childhelp Mentor Coordinator Allison Smith. Smith has been involved in mentoring for the past 23 years and was looking for the right opportunity to share her experiences with others. After reviewing her application, MENTOR decided she was the perfect person to kick off their blogging project.

Smith will post one blog a week, typically on Mondays, for the next three months. The topics will be picked by her on a weekly basis and will primarily stem from her personal mentor-related experiences.

Kristi Zappie-Ferradino, MENTOR's Vice President of Products and Online Services, thinks this blog will just be the beginning in the organization's efforts to create an online community for mentors and mentoring professionals.

"I hope it will give community members an opportunity to hear a first person perspective on what it takes to be a good mentor and about the positive impact they have on their mentee. Providing mentors with a community to share their experiences and network should assist them in building stronger mentoring relationships and increase the duration of their mentoring relationships," Zappie-Ferradino says.

To view the blog, visit <http://forums.mentoring.org/ntlm/> and click on the "Musings on Mentoring" link.

### **New Online Course for Youth Mentoring Programs**

A new online course, "Youth Impact: Starting and Strengthening Quality Programs," helps programs find, prepare, and retain members and volunteers who work with youth in tutoring, mentoring, out-of-school time, and other youth-development capacities.

The online course uses interactive features to provide hands-on experience in effective program practices. While many examples and resources are specific to programs funded by the Corporation for National and Community Service, the course will be helpful for many types of youth-serving agencies.

You can access the free course at the Corporation for National and Community Service Online Learning Center. After setting up a free account, you can browse for and launch the Youth Impact course. For assistance or questions, contact LEARNS at (800) 361-7890, or email them at [learns@nwrel.org](mailto:learns@nwrel.org).

- Information courtesy of MENTOR

### **Bill to Create Grant Funding for Mentoring Partnerships and Programs**

At the end of June, Senators John Kerry (D-MA), Arlen Specter (R-PA), Daniel Akaka (D-HI), and Norm Coleman (R-MN) introduced a major new bill crucial to the field of mentoring: The Mentoring for All Act of 2008. This Senate-only bill creates a competitive grant fund of \$50 million to strengthen and grow mentoring infrastructure-known as Mentoring Partnerships- across the country and provide over \$30 million in grants plus support for direct service mentoring organizations.

Mentoring Partnerships help ensure thousands of local mentoring programs can bring the benefits of mentoring to even more children. Among their many roles, Mentoring Partnerships offer training and technical assistance, recruit mentors, and provide

research to mentoring programs- leading to more programs, stronger programs, and more children in mentoring relationships.

- Information courtesy of MENTOR

## Feature Article

### Standard 9 Revisited: Program Evaluation

*Submitted by: Kris Marshall, President and CEO of Winning Futures and a member of the Mentor Michigan Providers Council*

Often when we start talking about program evaluation, there is a loud groan in the room. It is built up to be such a daunting task that program staff just doesn't want to dive into it. However, if you implement small steps, you can begin building a solid structure for evaluating your program.

#1 – The most important aspect is creating a document that outlines what you are going to do with regards to evaluation. In it, you state how you will track program activities such as recruitment, screening, orientation, placement, matching system, training, support, and mentor retention. Demographic information for mentors and mentees should also be included. The document should also contain information on how you will measure changes in the program participants (pre- and post-surveys, focus groups, interviews, etc). Each program needs to identify what they will track. For some, it may be school attendance, academic performance, and self-confidence while for others it may be alcohol/drug use and discipline actions.

#2 – If you do not have all your demographics entered into a computer program, you need to start doing that now. You can use simple spreadsheet or database software or work with Mentor Michigan to use MentorPro through the National Mentoring Partnership. It is better to over track information versus realizing after an entire year you needed additional data.

#3 – To measure outcomes, you need to research tools online through the National Mentoring Partnership ([www.mentoring.org](http://www.mentoring.org)) or through the National Mentoring Center (<http://www.nwrel.org/mentoring/index.php>). If possible, hire an evaluator through a private firm or university to customize tools to use with your mentees, mentors, parents, and teachers. This could cost anywhere from a few thousand dollars to tens of thousands depending on the tools and work you want them to conduct. Before you make the decision you cannot afford it, call two or three potential contractors to get a price; you may be pleasantly surprised!

When you are looking for tools, keep the outcomes you identified in mind. There are many free tools out there, but if they do not measure the goals of your program, there is no use implementing them. You can start very simple pre- and post-surveys with your constituents to determine if there are positive outcomes with your youth. You can also collect academic, attendance, and behavioral information. All information you obtain should be entered with your demographic information into the computer.

While collecting outcome information, use this opportunity to also gather input from your constituents on program design and support. Mentors, mentees, parents, and teachers can bring a great deal of value-added information to your program through a formal survey or interview.

#4 – Once you have taken the time, energy, and money to gather pertinent information, use it! In your evaluation document, be sure to identify how you will utilize the data collected and what you will do to incorporate it into future program planning and implementation. This information should not just sit in the computer to be pulled out when you need to write a grant. It should be implemented into your strategic plan and into your every day practice when you are supporting mentors and mentees

#5 – Share your findings with your stakeholders. Create a formal document (it can just be one page) that highlights the successes and the areas you need to work on. This report needs to disclose the good AND the bad. Often we do not want to look weak or show failure. However, this information can show your need for future funding in specific areas to make improvements that will impact your youth.