



Mentorship Program

Overview

The Mentorship Program matches mentors from House of Timothy with young men in a one-to-one mentorship relationship. Through these relationships, as well as recreational and group activities, our matches share friendship, support, and fun. Mentors and mentees get together at least once a week. Both mentors and mentees make a commitment to spend time together throughout the year. They can participate in activities that they both enjoy. The mentors are not private tutors, although sometimes pairs decide to work on homework together. We plan social group activities on a weekly/monthly basis that is open to all participants. We are also available at all times to answer questions, offer support and help matches work through challenges that may arise.

The Steering Committee

The Mentorship Program Steering Committee is a group made up of our President Dr. Willie J. Montague and other mentors who help lead the Mentorship Program of House of Timothy. They recruit mentors and mentees, plan all training orientations and group activities, and provide support and information if problems arise. You may contact the Directors and Steering Committee at 407-906-4769 or info@houseoftimothy.com. We happily welcome feedback!

Recruitment of Mentors and Mentees

Mentors complete a written application, including two references. They then participate in a one-on-one interview with a Steering Committee Member, at which time they learn about the program in detail, and we get to know them and their background. After completing the interview process, the mentor must attend a training session. Mentees also complete a written application, which includes a parent/guardian consent form. We ask that parents attend an orientation held during the beginning of the academic semester to receive more information about the program and our guidelines.

Matching

The Steering Committee matches mentors and mentees based on shared interests, personality, and, if it is important to the mentee, cultural background. Unfortunately, we are not always able to match everyone who applies. This happens for many reasons, but the most common are that we simply do not have equal numbers of mentors and mentees. If a student is not matched, please understand that it is not because he/she is "unsuitable" for the program. They will be placed on our waiting list, or assigned to our President Dr. Willie J. Montague, and as soon as an opportunity arises for them to be involved, we will contact them. If a student is matched, their mentor will contact them by phone to let them know, and will host a special activity at Mentorship Program designated location where they will be introduced to their mentor.

After the Young Men are Matched

After students are matched, they will meet with their mentor at least once a week for 2-3 hours. They can meet at school, at home or the other designated locations assigned by the Mentorship Program Coordinator. Parent consent must be given for all activities matches participate in. As the mentors are volunteers, it is important that the mentee and the mentor are both respectful of the other's time.

Group Activities

We host social activities about once a month. These activities give us a chance to get together and have fun! Activities may include A's Games, field trips to the museums, parties, movies, Ice- Skating, B-B-Q's, and more. Along with program-wide activities, our Steering Committee members coordinate other events throughout the year for smaller groups of pairs. This is to encourage a sense of community within in our program and creates a chance for our participants to get to know each other better. We really want to hear from mentees about what they would like to do.

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Mentee Application

Please write clearly and answer every question.

Date: _____ Did you have a mentor before through our program? Yes or No
If yes, would you like the same mentor this time? Yes or No
Did you apply before and not receive a mentor? Yes or No

Name: _____

Circle: Gentleman Birthday: _____ Ethnicity: _____

Grade: _____ School: _____

Name of Parent(s)/Guardian(s): _____

Address: _____

City: _____ Zip Code: _____

Home Phone Number: _____

Mentee's Mobile Phone Number(s): _____

Parent's Mobile Phone Number(s): _____

Mentee's Email Address: _____

Parent's Email Address: _____

Do you prefer to receive news from the Mentorship Program regarding upcoming events and other important information via email, in the mail, or both?

How did you hear about the Mentorship Program? (Circle One)

Friend Teacher After School Program Table at lunch

Why do you want a mentor? (For tutoring, advice, friendship, "big brother," to learn about college life, or as someone to just hang out with?)

What kind of person would you like your mentor to be? (A good listener, active in sports, etc.)

What are three words that would best describe you?

Please describe three things that you are good at:

Is there anything that you would change about yourself?

What clubs, activities, or sports are you in now? How much of your time do these activities take up?

What kind of activities would you like to do with the Mentorship Program?

Is there anything else that you would like to describe about yourself that may help us find the best mentor for you?

We will do our best to match you with a mentor who has similar interests and who we think will be a good role model. You should meet with your mentor for 2-3 hours a week and try to attend the group activities each month. Your mentor will let you know the times and dates of these events. In order to gain the most from the program, you need to make an effort just like the mentor. Please answer the following questions:

1. Will you try your best to meet with your mentor at least every week? Circle: Yes or No
2. Will you try your best to attend every monthly group event? Circle: Yes or No

Signature: _____ Date: _____

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PARENT/GUARDIAN CONSENT AND LIABILITY RELEASE FORM

I, _____, give my consent for the House of Timothy, Inc. to match my child, _____, with a mentor. I will also give consent for my child to participate in all the Mentorship Program activities; including all organized activities and transportation. In consideration of the advantages of participation in the Mentorship Program, the undersigned agrees that the House of Timothy, Inc., its agents, and its employees shall be released and exempt from any liability for damages for bodily injuries or property damages that may occur as a result of participation in the Mentorship Program, except to the extent of insurance liability as provided by law.

Signature _____ Date _____

Print Name _____ Relationship to Mentee _____

Address _____ City _____ Zip _____

Home Phone Number _____ Mobile Phone Number _____ Work Phone Number _____

Email Address _____ Language Spoken by Parent/Guardian _____

Emergency Contact and Phone(s) _____

Will you be able to help with transportation of your child to meet with the mentor? Yes or No

On a scale of 1 to 5 (1 being the least and 5 being the most) how involved will you be in this program?
UNINVOLVED 1 2 3 4 5 VERY INVOLVED

Please write here why you think your child would benefit from the program and list anything of interest, i.e. special needs or concerns: _____

*******PLEASE RETURN WITH MENTEE APPLICATION*******
Important Information for Becoming a Mentee

What is the purpose of the program?

The program is designed to give your young man an opportunity to have a one-on-one relationship mentor. Through these relationships, as well as recreational and group activities, mentors provide friendship, support, and guidance to your young man. The mentors are there to act as a positive role model and confidant.

Can my young man be tutored by his mentor?

The program is not a tutoring program. While sometimes pairs decide together to work on school work, this is not a requirement for the mentors. There are many other programs that focus on tutoring if you feel that your child needs academic support. The program focuses on fostering lasting and meaningful relationships between the mentor and mentee rather than concentrating just on academics, even though academics is a key competent.

What about transportation?

It is the responsibility of each mentor-mentee pair to decide on a transportation plan that will work for them. Please be aware that most mentors in the program do not have cars. If the mentor does have a car and is willing to drive your young man, you will need to fill out a waiver form. If the mentor does not have a car and you cannot help with the transportation of your young man, we often recommend that the mentor and mentee try to meet at a location that would be a midpoint and convenient for both. There is also a parent carpool list that parents can be placed on if they are interested in coordinating carpools to events with other parents whose young men are in the program. Please contact us if you would like to be added and receive a copy of this roster.

Who are the mentors and why do they want to be a part of the program?

Mentors are from a variety of different backgrounds. They have been interviewed, trained, had their references checked, and carefully matched with a mentee. Mentors have a variety of motivations for getting involved with the program. However, all mentors want to be a positive role model in a mentee's life.

When will a mentee meet with their mentor? What kinds of activities will they do together?

Meetings will be at a day and time convenient to you, the mentee, and the mentor. There is no scheduled location or activity for the meetings. Rather, mentors will call their mentee to set up plans for the week. Activities range from going to the library, to visiting college campuses, to seeing movies, or going on hikes together. All activities are agreed upon prior by all parties of interest.

The only events that are pre-arranged are weekly/monthly events that we hold at a designated location). These events typically take place on Monday evenings, Friday evenings or Saturday afternoons. You will be informed of these events by the mentor, as well as by mailings that we will send out the week prior to the event.

What to do if a mentee cannot attend a meeting or event with their mentor?

Have the mentee call his or her mentor and reschedule the meeting to a time that is more convenient. Be sure to keep the phone numbers of the mentor handy so they can be reached when needed. If you cannot reach the mentor, please call Dr. Willie J. Montague at (407) 906-4769 and leave a message with the Mentorship Program.

What if family plans conflict with a meeting?

The mentor should compliment or add to family opportunities. Time with the mentor is not intended to displace time with the family. You should continue your normal family plans. The mentor and the mentee should plan their time together around your family's normal schedule as much as possible. It may help to let the mentor know about planned family events in advance to help avoid conflicts.

Can other family members or I go with the mentor?

A mentoring relationship is special in part because it is a one-on-one relationship. Even teens that feel very close to their parents sometimes need to talk with friends outside of the family. The mentor is an adult friend with whom your young man can talk about things that concern him. Please respect their private time together. Moreover, mentors are not baby-sitters and cannot be responsible for anyone except their mentee.

The mentor will inform you about their plans each week. If at any time you are uncomfortable with their plans, please let us know. Mentors will be sensitive to your parental concerns and will try to find an arrangement that is acceptable to you.

How can I be sure that the mentor will support my rules and regulations?

In the beginning, talk to the mentor about any rules or regulations that you expect to arise in his or her relationship with their mentee. If you have strict rules about curfew, activities in which your son may not participate, etc. then please discuss these with the mentor. By making this information known at the beginning, you can help avoid misunderstandings later.

What if the mentor says things with which I do not agree?

No matter how carefully we match mentors and mentees, you may find that some areas of your beliefs and ideas differ with those of the mentor's. If there are important issues to you, please let the mentor know. You can request that the mentor NOT question your most important beliefs or values when with your son.

Who will pay for activities of the mentor and my young man?

Mentors and mentees always pay for their own expenses. If there is a cost for an activity, then you or the mentee will be responsible for the youth's fair share. Weekly/Monthly events are cost-free (thanks to our generous sponsors); we also provide the mentors with many low-cost or no-cost activity suggestions. As with any friend, mentors may treat their mentee occasionally, but it should not be expected on a regular basis.

How often should I be in contact with the mentor and how much should I say about family problems/concerns?

Get to know the mentor well enough to feel comfortable with him being with your son. Before each meeting, discuss the plans and times for returning home. Try talking directly to the mentor about your concerns, but please avoid talking to the mentor about your son front of them. If there is something the mentor should really know, then call them privately.

What if there are concerns or questions I don't want to discuss with the mentor?

Please feel free to contact our president, Dr. Willie J. Montague by phone at (407) 906-4769 or email at info@houseoftimothy.com. He is here to make the Mentorship Program work for mentees, mentors, and parents. A Steering Committee member will call you several times during the year to see how things are going. But don't wait for them to call! We would like to know about anything that concerns you as soon as possible.