UTAH COUNTY

4-H MENTORING

MENTOR PACKET
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Thank you so much for signing up for 4-H Mentoring. Although this volunteer experience may be difficult at times, mentors who go the full year of mentoring or longer will attest it is worth it! The impact you make in the life of the child you are paired with may forever change their future. As you begin mentoring, please consider this carefully: you can have a very positive impact on your "mentee's" life, or you can have a very detrimental effect if you choose to do this program only partially. Please remember these guidelines about mentoring:

MENTOR COMMITMENTS

1. Must commit to at least one full year of mentoring

   If you leave during the summer for vacations, play sports during various seasons, or miss some activities this can still count as your year, you can stay in contact via mail, texting, Zoom, phone calls, etc. But you must maintain communication.

   Research has shown that having a mentor for less than a year can be more harmful than helpful.
   This year-long commitment must be taken very seriously, as many of these youth have abandonment issues, or can easily develop them if paired with a mentor who leaves too soon.

2. Meet with the youth they are paired with once a week, for an hour

   If you miss a week occasionally it is not a big deal, as long as you communicate that to your mentee and the family.
MENTORING BASICS

WHAT YOU NEED TO KNOW ABOUT MENTORING

Meet weekly with your mentee

We encourage you to meet with your mentee once a week for at least an hour. Be consistent and dependable, your mentee should be able to count on you. Call in advance if you are not able to make the scheduled time. 4-H will provide these activities free of cost to you and your mentee.

Attend monthly FNO and M&M Activities

M&Ms=Mentor & Mentee activities. This counts as your activity for the week as well! This is for mentors and mentees only. This is not for friends or family members. We request that you attend at least 6 a year.

FNOs=Family Night Out activities. Although these activities are more focused on the family, you may still come with the mentee and their family. If the family cannot make it, you are welcome to come with your mentee, or if your mentee can’t come, you are welcome to join us.

Communication with Site Coordinator

Once you have a mentee, you will need to communicate regularly with your assigned site coordinator. Your site coordinator will contact you for updates on your progress as a mentor.

Focus on the "BIG M"

We have created a list of activities which focus on positive youth development – the BIG M (See page 11).

Build a healthy relationship

The relationship you develop with your mentee can either be helpful or detrimental. Make sure you keep confidentiality and that you can be trusted with things your mentee tells you (unless it has to do with abuse, neglect, homicide, or suicide, which you are obligated to report). Your goal is to be a support, a friend, and a positive influence. If you are not dedicated to the relationship and often skip or miss appointments, break their trust, or do something that could damage the relationship, you could do more harm than good. When the relationship is nearing a close, be sure to warn them and their parents ahead of time, as well as warn your site coordinator so they can find them a new mentor (See "Ending the Relationship", p. 7).

New Volunteer and Mentor Training

We aim to match the youth in our program with the very best mentors. To ensure the safety and quality of the mentoring matches each volunteer mentor will need to fill out an application, be interviewed by a 4-H staff, and attend a new mentor orientation training.
WHO TO CONTACT, WHERE TO LOOK FOR INFORMATION

BRANDON SUMMERS
PROGRAM DIRECTOR

brandon.summers@usu.edu
385-268-6534

SITE COORDINATORS
8 SITES THROUGHOUT UTAH COUNTY

- North Utah Valley Site (4h.utahvalleynorth@gmail.com)
- Lindon Site (lindon.4hmentoring@gmail.com)
- Orem Site (orem.4hmentoring@gmail.com)
- South Orem Site (southorem.4hmentoring@gmail.com)
- Provo Site (4hmentoring.provo@gmail.com)
- South Provo Site (southprovo.4hmentoring@gmail.com)
- Springville Site (hobblecreek.4h@gmail.com)
- Spanish Fork Site (4h.utahvalleysouth@gmail.com)

Want to show your support for mentoring or see announcements? Follow our pages!

@4hmentoring  @4hmentoring  @4hleadership

“The key reasons [to successful mentorship] had to do with the expectations and approach of the mentor. Most of the mentors in the relationships that failed had a belief that they should, and could, “reform” their mentee. Almost all the mentors in the successful relationships believed that their role was to support the youth, to help him or her grow and develop.”

- National Mentoring Resource Center
### GENERAL GUIDING PRINCIPLES

#### WHAT’S OKAY, WHAT’S NOT

<table>
<thead>
<tr>
<th>Not Good</th>
<th>Always Good</th>
</tr>
</thead>
<tbody>
<tr>
<td>Frontal hugs (Depends on the child, family)</td>
<td>Side hugs, high fives, pats on the back</td>
</tr>
<tr>
<td>Being alone with your mentee</td>
<td>Having an adult present whenever you are in a house. Try to stay in their house or in a public place (driving in your car is considered a public place—you don’t need another adult to be with you at that time)</td>
</tr>
<tr>
<td>Picking your youth up without warning</td>
<td>Being sure you have scheduled a time with the parents, and that the parents know where you are going.</td>
</tr>
<tr>
<td>Being late, skipping appointments</td>
<td>Calling ahead if you are going to be late, or if an emergency came up and you have to cancel.</td>
</tr>
<tr>
<td>Making inappropriate jokes, swearing, breaking rules or laws</td>
<td>Being an example of good behavior at all times.</td>
</tr>
<tr>
<td>Overnight activities</td>
<td>Activities during the day or evening</td>
</tr>
<tr>
<td>Giving lots of tangible gifts, spending a lot of money on your mentee</td>
<td>Giving your time, giving handmade gifts, doing a project together</td>
</tr>
<tr>
<td>Transporting friends or siblings who are not enrolled in mentoring</td>
<td>Only transporting your mentee or other mentees in the program (this is for liability reasons if anyone asks)</td>
</tr>
<tr>
<td>High-risk activities</td>
<td>Activities that could be covered by normal insurance if an accident happened.</td>
</tr>
<tr>
<td>Leaving your youth in the care of other people</td>
<td>Keeping an eye on your youth at all times, until you put them back in the care of their parents/guardians or program staff.</td>
</tr>
<tr>
<td>Disclosing last names or personal information about your mentee</td>
<td>Keeping all information to yourself unless you are law-bound to tell</td>
</tr>
<tr>
<td>Not reporting cases of abuse or neglect</td>
<td>Reporting as soon as you believe there is an abuse, suicide, homicide or neglect issue. Consult your site coordinator in this case, or call Child Protective Services at 801-395-5911. Failure to report is a Class B Misdemeanor</td>
</tr>
<tr>
<td>Not keeping up contact with your site coordinator</td>
<td>Sending monthly emails with updates or reporting, letting your site coordinator know about successes and good/bad things that have happened</td>
</tr>
<tr>
<td>Ending the relationship without telling your mentee, their parents, and your site coordinator</td>
<td>Following all principles discussed about how to end relationship (included in this packet)</td>
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STARTING AND CLOSING THE RELATIONSHIP

THREE KEYS TO A SUCCESSFUL MATCH

STARTING AND GROWING THE MENTOR/MENTEE RELATIONSHIP

1. Clear Expectations
   - When you will meet, how you will communicate, how long do you expect the relationship to last
   - Be sure you are on the same page. What is your mentee expecting from you?
   - It takes TIME to build trust and friendship, especially with kids. Remember that.

2. Set Goals
   - Set clear goals you can work toward for your time together. Reflect on these goals at different points along your mentor/mentee journey. Establish activities that work toward these goals.

3. Focus on the BIG M - Essential Elements of Youth Development
   - Belonging: Help them feel safe, included, build trust
   - Independence: Let them make decisions, plan activities; challenge growth
   - Generosity: Serve them, compliment them, service-oriented activities
   - Mastery: Focus on new skills they can master and develop; expand horizons

ENDING THE RELATIONSHIP

1. Give your mentee ample warning for when you are leaving
   - It is recommended you tell your mentee at least 4 weeks in advance that you will be leaving. DO NOT tell them you are leaving at your final visit
   - Plan 4 activities that help close out the match
     - Week 1: Explain that you are leaving and why. Create a closure plan
     - Week 2: Repeat or choose an activity from your time together that was special to the both of you
     - Week 3: Reflection game or create a transitional object (wristband, craft, notebook, picture album, etc. to remember your time together)
     - Week 4: Saying “Good Bye”. Re-clarify post match communication, final activity together, how will they fill the void of losing a mentor

2. Give a clear explanation of why you are leaving
   - Will there be future contact? Be sure to let them know if there will be future contact and how you will contact them (social media, phone, in-person).

3. DO NOT leave without saying goodbye
   - Some mentors make the mistake of thinking it is better this way. The result of not saying goodbye often leads to the development of abandonment issues, or the strengthening of already existing abandonment issues.

*Keep your site coordinator up-to-date on when you are leaving so they can get a new mentor for your mentee as soon as possible.
We are committed to providing an environment which fosters belonging, independence, generosity and mastery among mentors, youth, and families. The activity ideas listed below are focused on helping you work toward developing the BIG M. If you need help checking out items from the 4-H Office, please contact your site coordinator. Here is the link with materials to check out: http://reserve.utahcounty4h.org/

**BELONGING**
- Positive relationship with a caring adult
- A safe and inclusive environment which fosters a sense of belonging in all members

**MASTERY**
- Engagement in learning
- Opportunity for Mastery by building knowledge, skills, wisdom, and attitudes, and then demonstrating their use.

**INDEPENDENCE**
- Opportunity to see oneself as an active participant
- Opportunity to develop a sense of responsibility and influence over one's choices, as well as, the consequences of those choices

**GENEROSITY**
- Opportunity to value and practice service for others-finding oneself often begins with losing oneself in the service of others
- Service learning- engaging in service directly with those benefited by the service
ACTIVITY IDEAS

BELONGING

- Almost any activity that helps them feel included
- Play basketball, soccer, frisbee, golf, etc. (supplies in the office)
- Fishing (supplies in the office)
- Hiking - Stewart Falls, Y Mountain, Bridal Veil
- Attend a UVU or BYU sporting event
- Ice skating
- Attend school performances they are in
- Make ramen and learn a card game together
- Conversation ball (to help focus on commonalities and foster understanding which strengthens bonding and inclusion)
- Make and maintain a random acts of kindness poster. PURPOSE OF 4-H

MENTORING

- Attend Owlz baseball game
- Tour the Utah State Capitol (Check with parents before traveling this far)
- Hogle Zoo (check with parents before traveling this far)
- Work on Homework/School project
- Tour a local Police or Fire Station (must call ahead of time)
- Take a free factory tour
- Tour of UVU Aviation
- Reading and acting out what reading
- Nickel Arcade
- Visit BYU campus
  - Bean museum, Eyring Science Center, Library, Creamery, bowling, Museum of Art, Racquetball
- Visit UVU campus
  - Gym, rock wall, bowling, game room
- Fat Cats bowling, arcade
- Hang time24. Shadow Puppets
- Get free paint chips and make a pixelated mural
- Decorate flower pots with a plant/flower inside
- Build a fort in the front room
- Have a living-room campout
- Play Snapchat hide-and-seek
- Go eye bombing (Put googly eyes on stuff)
- Scavenger hunt @ store/mall/etc. or a nature scavenger hunt
- Build paper boats and float down river (byu stream south of campus is ideal)
ACTIVITY IDEAS

INDEPENDENCE

- Have your mentee choose the activity
- Fly kites or create kites
- Mentee picks a color and then make a food with all of the food the same color
- Meal with Costco samples
- Learn to make a fire and s’mores
- Learn to ice skate
- Purchase old VCR, TV, blow-dryer, toaster, etc. from D.I. and take apart
- Learn to make milk shakes
- Have mentees make a calendar/ agenda of all their monthly activities and responsibilities
- Fix bike and donate it to the needy or learn to fix your own bike (real activity some mentors have done)
- Learn how to budget
- Learn how to find books in a library (BYU, UVU, Provo, Orem)
- Learn how to ride the bus around town

GENEROSITY

- Service at the local animal shelter
- Volunteer at Homeless Shelter
- Volunteer at Special Needs home
- Service at a nursing Home
- Service at a Food Bank.
- Just Serve (Community Service) [https://www.justserve.org/](https://www.justserve.org/)
- Make cookies and doorbell ditch random houses and leave the cookies behind
- Baking cookie (or some delicious treat) and give it to a neighbor
- Do service for mentee’s parents
- Tying and donate blankets
- Shovel snow
- Rake Leaves
- Mow someone’s yard with out them knowing
- Wash dishes or windows or clean at mentees’ house or mentors’ apartment . A real mentor did this with his mentee & the mentee’s family are still grateful 2 years later
- Do a service project for UVRM [https://intermountainhealthcare.org/locations/utah-valley-hospital/giving-volunteering/service-projects/](https://intermountainhealthcare.org/locations/utah-valley-hospital/giving-volunteering/service-projects/)
- Sew quilt or make blankets and donate them
ACTIVITY IDEAS

MASTERY

- 4-H Mastery curriculum (Soccer, basketball, arts and crafts, etc.)
- Rock climbing
- Frisbee (Supplies available at 4-H Office)
- Volleyball (Supplies available)
- Geocaching (Supplies available at 4-H Office)
- Fishing (Supplies available)
- Basketball (Supplies available)
- Soccer
- Arts and crafts
- Baking
- Cooking
- Hiking
- Building
- Craftsmanship
- Ice skating
- Roller blading
- Eating
- Just Serve https://www.justserve.org/
- Write a book/story
- Painting
- Journaling
- Reading
- Tie Dye
- Do homework together (especially with those whose parents don’t speak English or who don’t speak English themselves)
- Learn a foreign or new language together
- Sew (real activity in current use)
- Whittling on a bar of soap or piece of wood
- Lego Building
- Make a video
- Create a building out of marshmallows/toothpicks
- Gingerbread houses
- Decorate mugs together (find cheap ones at dollar store)
- Make homemade slime
- Learn a magic trick together
- Activity from Cub Scouts booklets/Personal Progress booklets
Ten Keys to a Successful Mentorship

1. Be a friend
2. Have realistic goals & expectations
3. Have fun together
4. Give your mentee voice & choice on deciding activities
5. Be positive
6. Be consistent & dependable
7. Listen
8. Respect the trust your mentee places in you
9. Remember the foremost relationship is with the youth, not the youth's parents
10. Remember that you are responsible for building the relationship
I __________________________promise that as part of my participation in the Mentoring program I will agree to the following terms*

I will maintain my mentoring relationship with my “Mentee” for a minimum of 1 year.

I will ensure that my weekly visits last at least one hour.

I will attend at least 6 Mentor and Mentee activities every year.

I will attend at least one of two annual trainings provided by the Mentoring Staff.

I will regularly report my activities to my site coordinator.

If I need to leave for the summer or other breaks, I will have weekly contact with my Mentee.

When I am ready to end my relationship, I will follow the guidelines provided to ensure a positive ending to the relationship.

I understand that I am to be a friend, and I am not there to fix my Mentee.

I understand that by failing to do these things I may cause potential harm to my Mentee.

________________________________________  __________________________
Mentor's Signature                      Date

*This is not a binding contractual agreement. It is designed to outline the responsibilities and commitments for each mentor.