

WE BELIEVE IN EMPOWERING YOUTH THROUGH NEAR PEER MENTORING AND SERVICE LEARNING TO BECOME CHANGE AGENTS AND LEADERS IN THEIR COMMUNITIES AND THROUGH OUT THEIR LIVES.

Council Development



✓ **Structure** →

☀ **Belonging** →

♡ **Near Peer Mentoring** →

✳ **Service Learning** →



DEVELOPING

Develop and Mentor Officers • Minimal Expectations • Irregular Meetings • Advisor-Led

Inviting youth • Modeling Successful Councils • Invite collaboration • Space for all

Youth invite friends • Introduce near peer mentoring • Discuss mentorship & leadership

Introduce Service Learning • Explore community service opportunities together • Find what matters to the youth in their communities • Local Level Service Projects



GROWING

Officers engaged • Experiential Learning Curriculum • Growing from Mistakes • Goals • Exploring Youth-Led

Forming Connections • Build Trust & Communication • Defining Value • Advisor & Youth-Led

Identify Youth Mentor Opportunities • Peer Mentoring - officers training council members • Shadowing opportunities • Regional Events & Networking

Advisor & Youth Collaborative planning • Find local Needs • Introduce Reflection • Pilot Small Service Learning projects • Impactful service-learning projects effecting the local community



THRIVING

Culture of Leadership • Expectations • Consistent Meetings • Curriculum • Youth Mentoring • Youth-Led

True Youth-Adult partnership • Friendships • Valued Role • Inclusive • Recruiting • "Performing"

Outreach Events • Youth Mentors • Peer Collaboration • Statewide Networking

Intentional Planning • Reflect & Share • Ongoing Service-Learning • Youth-Led Solutions • Impactful service-learning projects with collaboration from other communities organizations



DEVELOPING



Structure: In the early development of a youth council, structure is minimal and advisor-led. Officers are just beginning to learn their roles with close mentorship, and expectations are still developing. Meetings may be irregular and informal, focused more on exploration than execution. This phase offers youth a supported space to observe leadership in action and begin building confidence, laying the groundwork for future ownership.

Belonging: Begin with intentional invitation. Advisors play a key role in reaching out to youth, creating space for everyone to feel welcomed and seen. By modeling what successful youth councils can look like, advisors help spark interest and inspire participation. The focus is on inviting collaboration—asking for ideas, not assigning tasks—and making sure there’s room at the table for all voices, regardless of experience.

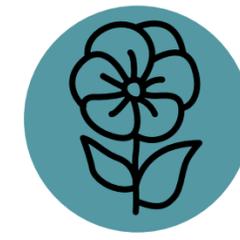
GROWING



Structure: As the council grows, youth begin to take more active roles, and structure becomes more intentional. Officers are engaged and starting to lead with guidance, using experiential learning and the TLT curriculum to build leadership skills. Mistakes are expected and used as learning opportunities, helping youth develop resilience and confidence. The group begins setting goals and exploring what it really means to be youth-led, with advisors shifting more into a support role.

Belonging: Youth begin forming real connections with each other and their advisor. Trust and open communication are built through shared experiences and meaningful group interaction. This is also when members start to understand their value within the council—both individually and as a team. Leadership begins to shift, with youth taking on more responsibility while advisors remain engaged as supportive partners.

THRIVING



Structure: The council operates with a clear and consistent structure. Officers lead regular meetings with growing confidence, supported by meaningful use of the TLT curriculum. Expectations are clearly communicated and upheld, helping create a culture of accountability and leadership. Youth are not only leading—they’re mentoring one another, modeling what youth-led truly looks like. Advisors continue to support from the side, empowering teens to take ownership and make decisions as a cohesive team.

Belonging: A strong sense of community has taken root. Youth and adults operate in true partnership, where voices are equally heard and respected. Friendships have formed, roles feel meaningful, and members understand how they contribute to the group’s success. The council becomes more inclusive and confident, often taking the lead in recruiting new members. This is the “performing” phase—where the team functions well together and belonging is felt, not just offered.

DEVELOPING



Near Peer Mentoring: This begins informally as youth invite their friends to join and get involved. A developing council introduces the concept of mentorship and explores what leadership can look like among peers. While formal mentoring roles aren't yet established, early conversations help youth understand the value of learning from and supporting one another in a team setting.

Service-Learning: Begin by introducing youth to the concept of service and exploring community service opportunities together. As councils develop, they will begin to discover what matters most to the youth within their own communities. Together, they engage in local-level service projects that help build a sense of connection and purpose.

GROWING



Near Peer Mentoring: Build on the foundation by helping youth identify opportunities to become mentors themselves. At this stage, peer mentoring becomes more intentional as experienced members begin training growing council members. Youth also gain valuable experience through shadowing, allowing them to learn leadership skills firsthand. Participation in regional events and networking helps them connect with a wider community and grow their confidence as emerging leaders.

Service-Learning: There is collaborative planning between advisors and youth to identify local community needs. Youth begin to engage more deeply by piloting small service-learning projects and practicing reflection to understand the impact of their efforts. A growing council supports meaningful service that makes a real difference in their local community.

THRIVING



Near Peer Mentoring: Emphasis is placed on youth taking the lead through outreach events, serving as youth mentors, and fostering peer collaboration. Participants actively engage in statewide networking opportunities that expand their leadership impact beyond their local communities. Their ability to connect, support, and inspire other youth is strengthened while building a statewide network of engaged teen leaders.

Service-Learning: Intentional planning and thoughtful reflection take place as youth take ownership of projects and lead efforts to address community challenges. Young leaders develop and implement ongoing service initiatives continuously, focusing on sustainable impact. They actively collaborate with other community organizations to strengthen their reach and effectiveness, building partnerships that support meaningful change. Sharing their experiences and insights helps youth grow as confident leaders while inspiring others to get involved.