Learning Cohort

Launching a Mentoring Program
For Youth in Foster Care

Session 1, April 19, 2024
Facilitator: Christina Haines

About Today's Session

❖ This webinar is being recorded.

➢ The full recording may be shared with those who are late registrants.

➢ An edited recording may be shared on SLM's Resources webpage at a later date.

❖ The slides from today's recording will be emailed to you after the session.

❖ Attendees are asked to use mute when not speaking.

➢ There is interactive discussion and Q&A time in between each content section.

❖ At any point in the webinar, feel free to type questions and comments in the Chat box or use reactions.

Today's Facilitation

Christina Haines
(she/her/hers)
Chief Strategy Officer
Webinar Instructor and Facilitator

Liz Barker
(she/her/hers)
Program Coordinator
Webinar Administrative Support

Agenda

12:00 - 12:15PM	Welcome and Introductions
12:15 - 12:25PM	Developing a Concept for a Mentoring Program
12:25 - 12:35PM	Interactive Time: Activity #1
12:35 - 12:50PM	Engaging Stakeholders
12:50 - 1:00PM	Interactive Time: Activity #2
1:00 - 1:10PM	Determining an Organizational Structure
1:10 - 1:20PM	Interactive Time: Activity #3
1:20 - 1:30PM	Closing

Welcome and Introductions

❖ Please unmute and introduce yourself
  ➢ Name and pronouns
  ➢ From where are you joining us?
  ➢ Where are you on your journey to launching a mentoring program?
  ➢ What is one thing you hope to gain from this learning cohort?

Learning Objectives

- To grow appreciation and provide tools for how to set up a **sustainable mentoring program** capable of operating for years to come.
- To orient participants to the ***Elements of Effective Practice for Mentoring*** for serving primarily, or exclusively, young people impacted by foster care.
- To demonstrate why each Element of Effective Practice and having a sustainable program is critical to the success of mentoring relationships by **providing examples** from Silver Lining Mentoring's 23 years of direct service.

Pedagogy

❖ This session will consist of **3 sections**

❖ Each section will include a **10-15 minute presentation**

❖ This will be followed by an **application** section, including:

➢ An **interactive activity** where we learn from each other

➢ Time for **Q&A** on the topic

Developing a Concept for a Mentoring Program

- ❖ Identify the strengths and needs in your intended geographic area for your intended population
  - ➤ Resource: Creating a Quality Community-Based Mentoring Program See→Step 1 and Step 2, pgs. 2 - 13
- ❖ **Develop a Theory of Change**
- ❖ Create learning agenda for learning from those with lived experience
  - ➤ Resource: The Bridgespan Group "Useful Tools for Nonprofit Strategic Planning," June 1, 2023. See→ Learning Agenda
  - ➤ Resource: *Power in Partnerships: Prioritizing Lived Expertise in Child Welfare.* Child Welfare Virtual Expo (CWVE) 2022. Session, "Listen, Engage, and Reflect: How to Authentically and Respectfully Engage Individuals With Lived Experience in Storytelling Practices"

Theory of Change

- A Theory of Change outlines changes or results your mentoring program will achieve.
- It is often expressed in a visual way with a diagram.
  - Resource: The Bridgespan Group Intended Impact and Theory of Change Resources Note→these are general guides for all nonprofits
  - Resource: OMC Developing a Theory of Change and Logic Model Note→this is a mentoring-specific resource
  - Resource: Example Logic Models and Theories of Change for Youth Mentoring Programs

Components

Activities	Outcomes	Impact
What are the types of activities or approaches that your mentoring program uses?	What are the benefits or changes in the lives of participants as a direct result of those program activities?	What are the longer-term changes in the lives of participants expected as a result of participation in the program?

Example: Silver Lining Mentoring's Theory of Change

Interactive Time

Activities	Outcomes	Impact

What is your mentoring program's Theory of Change

➔ Take **3 minutes** to gather your thoughts and jot down a sentence or a few bullet points for each part of the Theory of Change for your planned mentoring program

➔ Each person will have 1 minute to share out.

◆ The rest of the group will have 1 minute to chime in with the following: *What stood out to you as the most compelling part of the Theory of Change you just heard?*

Interactive Time

Activities	Outcomes	Impact

What is your mentoring program's Theory of Change

➔ Take **3 minutes** to gather your thoughts and jot down a sentence or a few bullet points for each part of the Theory of Change for your planned mentoring program.

3:00

Interactive Time

Step 1: One person will have **1 minute** to share out.

Step 2: Then, the group will have **1 minute** to offer thoughts:

What stood out to you as the most compelling part of the Theory of Change you just heard?

All participants will take a turn.

1:00

Engaging Stakeholders

1. Identify your "champions"
2. Define your geographical area and conduct a landscape scan
3. Connect with regional and national resources

Mentees and Caregivers

Community Resources

Mentors

Program Staff

Engaging Stakeholders

Do you have **buy-in from 2-3 people** who are as invested as you are in launching the mentoring program?

Engaging Stakeholders

Young People Affected by Foster Care

Total eligible young people in your geographic area and age range
Connections to those young people

Volunteer Organizations in the Community

Identify existing mentoring programs
Other programs serving young people
Other volunteer opportunities

Regional and National Resources

See if there is a MENTOR Affiliate in your community

See if there is a nonprofit resource center or networking group in your community
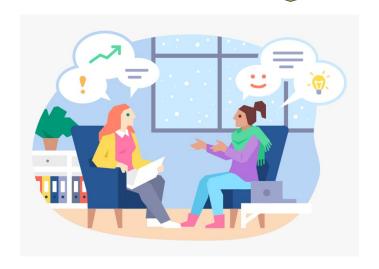
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Support services for young people

Existing services offered to young people by the government, nonprofit sector, and business sector

Engaging Stakeholders

- ❏ What advice do you have for me as I consider starting this mentoring program?
- ❏ Who should I talk to next?
- ❏ Can I follow up with you about collaboration?

Further Reading/Resource: The Bridgespan Group. Stakeholder Engagement Toolkit

Interactive Time

Engaging young people with lived experience throughout the program design process:

- ➢ Respect the right of storytellers to control their narrative
- ➢ Explain how input will be used and how you will follow-up
- ➢ Avoid tokenization. Refrain from using individuals' stories to further an agenda that is not their own
- ➢ Offer compensation for time and labor. Integrate compensation in the program's budget
- ➢ Ensure consistent engagement of individuals with lived experience throughout the entire program design and implementation process
- ➢ Obtain permission for each instance of sharing a story or experience, respecting storytellers' control over their narratives

Points adapted or summarized from the resources: *Power in Partnerships: Prioritizing Lived Expertise in Child Welfare.* Child Welfare Virtual Expo (CWVE) 2022. Sessions: "Listen, Engage, and Reflect: How to Authentically and Respectfully Engage Individuals With Lived Experience in Storytelling Practices," "Setting the Stage: Creating the Space for People With Lived Experience to Thrive, and "Productive Partnerships With Youth and Families: Commitment to Lived Expertise"

Interactive Time

Group Discussion:

- ❏ How might lived experience be incorporated into your program design process?
    - ❏ During the implementation process?
    - ❏ For continuous improvement?
- ❏ What supportive and empowering practices can you employ?
- ❏ How can you pursue a diversity of input?
- ❏ Do you have any lessons learned you wish to share?

10 Mins

SILVER LINING MENTORING

Organizational Structure

1,451 mentoring programs

Create a program within an entity

According to the 2016 National Mentoring Program Survey, there are 1451 mentoring programs in the U.S.

79% of youth mentoring agencies are nonprofits, 9% are K12 schools or districts, 3% are government agencies, 3% are higher education institutions, and the remaining 6% are religious institutions, for-profits, healthcare facilities, and other (source)

380+ sponsors

Explore Fiscal Sponsorship

According to Fiscal Sponsors Director.org, in 2023, there were 380 sponsors home to nearly 19,000 separate projects

Sponsors offer basic back-office support, and in some cases finance, human resources, legal, insurance, and compliance, or capacity-building development support and financial advice (source)

1.48Mil

Launch a nonprofit

As of 2022, there were 1.48 million 501(c)(3) tax-exempt organizations in the U.S. according to USA Facts

Steps include choosing a non-trademarked name, selecting a Board of Directors, applying for an Employer Identification Number, file articles of incorporation, writing bylaws, filing for tax-exempt status with the IRS (source)

Organizational Structure

Things to consider when selecting an organizational structure:

- ❏ Budget, sources of revenue, and financial management
- ❏ Human resources management
- ❏ Physical space and technology needs
- ❏ Governance and oversight structure

Before you launch

- Create a first draft of a Policies and Procedures Manual that addresses each part of the *Elements of Effective Practice for Mentoring*
  - *Resource: Generic Mentoring Program Policy and Procedure Manual*
- Create a budget, insurance plan, and staffing plan for the first year
  - Resource: Creating a Quality Community-Based Mentoring Program
  - Resource: Starting a Mentoring Program
- Have at least 1.5 full-time employees or full-time volunteers identified and engaged in the launch
- Have an advisory committee of community stakeholders and key program partners identified and engaged

Interactive Time

Scenario Analysis (we have 2 scenarios)

❏ Which organizational structure would you advise this program to pursue given the following information?

Explore creating a program within an existing entity

Explore fiscal sponsorship

Explore creating a new nonprofit

Scenario 1:
➢ Promise of $15K in seed revenue from 5 potential donors
➢ 1 full-time, and 2 part-time volunteers who are committed for the next year
➢ Approximately 10+ young adults and new parents, some of whom were formerly in foster care, who are interested in mentorship and are currently participating in a community-based childcare program at a Family Resource Center

Interactive Time

Scenario Analysis (we have 2 scenarios)

❏ Which organizational structure would you advise this program to pursue given the following information?

Explore creating a program within an existing entity

Explore fiscal sponsorship

Explore creating a new nonprofit

Scenario 2:
➢ 2 individuals with clinical and human services training interested in full-time employment and closely involved in exploratory discussions about the mentoring program
➢ $250K identified in eligible funding from community grant programs and state government sources
➢ Close connections to local foster parent association and county Child Protective Services office

Office Hours

➜ 20-minute appointments to discuss 1-2 specific questions or challenges for your program

➜ Schedule via Calendly

◆ https://calendly.com/christinamariehaines/30min

Monday, April 22, 1:00 - 2:00 PM EDT

Thursday, April 25, 2:00 - 4:00 PM EDT

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Further Reading

❖ [National Mentoring Resource Center Key Topics Page: Youth in Foster Care](#)
  ➢ Created by Silver Lining Mentoring for NMRC. Includes toolkits and courses within the resource page, such as the [Foster Youth Mentorship Training for Program Managers](#)
❖ MENTOR [Collaborative Mentoring Webinar Series](#) sessions on youth voice:
  ➢ [Maximizing Youth Voice in Mentoring: A Youth-Led Discussion](#)
  ➢ [Activating the Power of Youth Voice in Mentoring](#)
❖ MENTOR Collaborative Mentoring Webinar Series events by Silver Lining Mentoring
  ➢ [Mentoring Youth in Foster Care: Considerations and Strategies](#)
  ➢ [Incorporating a Strengths-Based Mindset into Mentor Training and Program Policies](#)
  ➢ [Opportunities and Challenges of Advocacy from Lived Experience: Information for Mentors of Young People](#)
❖ Organizational Structure Resources
  ➢ *The Chronicle of Philanthropy*, Eden Stiffman, November 27, 2023. "[Fiscal Sponsorship Is On the Rise, Allowing Groups That Aren't Nonprofits to Accept Donations](#)"
  ➢ [National Network of Fiscal Sponsors](#)
  ➢ [MENTOR 2016 National Mentoring Program Survey](#)
  ➢ [Institute for Nonprofit Practice](#)

Closing

Next session:

The Elements of Effective Practice for Mentoring, 1-3:
Recruitment, Screening, Training with instructor, Victoria
Murray
Friday, April 26, 2024
12:00 -1:30PM EDT
*Zoom link will be emailed by Christina several days prior to the
session*