

4-H Web Wizard Program Mentor Position Description

The small group mentoring program is designed to assist young people throughout their changing social, emotional, and academic stages, by strengthening their cultural identity, strengthening intergenerational relationships, utilizing local resources, and providing youth with the skills and service opportunities they need to become caring, contributing and participating adults.

The Mentor may encompass many roles (both informal and formal) depending on the resources, interests and needs of the youth. These may include:

1. **Listener/Advisor:** The mentor provides support to the youth by listening without heavy-handed judgments, by showing respect and encouragement. Mentors discuss problem-solving options with the youth.
2. **Role Model:** The mentor displays positive behavior, pride in cultural identity, and effective choice making styles to the mentee.
3. **Resource Person:** The mentor provides information and helps brainstorm alternatives with the mentee to assist the mentee in reaching personal goals. Mentors may also be called upon to help access resources, which come from unfamiliar places.
4. **Companion:** The mentor and the mentee participate in jointly selected activities with an interactive component (going on a field trip to Intel and having pizza afterward)
5. **Teacher/Challenger:** The mentor challenges the mentee by encouraging her and assisting her in setting realistic goals, planning a strategy to reach those goals and then in evaluating her actions. In this capacity the mentor helps the mentee learn new skills and behaviors.
6. **Confidence Builder:** The mentor finds subtle and consistent ways to repeatedly praise the mentee's attributes and successes in order to improve the mentee's self esteem.

Qualifications:

1. Self-confidence
2. Sensitivity – to others and to the greater community
3. Dependability
4. Ability to listen non-judgmentally
5. Flexibility
6. Willingness to learn as well as to share
7. Honesty
8. Patience, caring, and compassion
9. A genuine liking of people, especially young people
10. Ability to communicate
11. High self-esteem and healthy boundaries

Responsibilities:

- Develop a friendship with mentee(s) that is characterized by trust and respect.
- Contribute to curriculum development.
- Demonstrate and model partnership values, dependability, commitment, follow through, and open communication.
- When asked, advise mentee(s) on community service project.
- Contact Staff about any concerns that arise during the course of the mentor relationship, as soon as they arise.
- Participate in ongoing evaluation of program.

Time Commitment: The 4-H program year runs October 1-September 30 each year

1. Meet with mentee(s) in small group after-school setting, 90 minutes per week with additional phone or email contact as appropriate.
2. Attend all Mentor orientation sessions (3 hours)
3. Attend program social/cultural events with mentee (4/yr.)
4. Attend annual recognition event (3 hours)