Serve in Wellspring Living’s Mentoring Program today! Commit to 12 months of being a mentor and coach to a young girl and/or woman. Mentors offer support and aftercare that will help their mentee develop the courage to move forward and the confidence to succeed. Wellspring Living’s Mentoring Program focuses on pairing a young girl and/or woman with a healthy community of love and support that will assist her in holistic restoration, as well as continued personal and professional development that will align with her goals and aspirations!!

**Goals of our Mentor Program:**
1. To provide additional aftercare support and care to survivors.
2. For volunteers to take part in personal transformation by contributing to the life change of others.

**Why should YOU become a Mentor?**
- For a deeper investment in the life change of survivors and the mission of Wellspring Living!
- To provide aftercare to Wellspring Living graduates and continued support to participants
- Deeper understanding of trauma and how to best serve survivors- with up-to-date information on Commercial Sexual Exploitation of Children (CSEC) and effects of trafficking
- Deeper understanding of the Strength Based Approach
- Further education about prevention and advocacy
- Learn about Cultural competency and demographics that impact the epidemic of trafficking
- Learn tools for addressing boundaries, crisis, and best practices for serving survivors
Wellspring Living Mentorship Program Overview

**Purpose of Mentorship:**
- To provide love, hope and supportive relationships to Wellspring Living participants through non-judgmental care, compassion and strength based support during/after programming care.
- To build ongoing trust, networking, resources and community for survivors and those at risk.
- To help participants develop tangible skills in personal development, healthy relationships, education, career and independent living

**Eligibility**

- Must be at least 21 years of age
- A high school graduate or GED recipient
- Must be able to work with at-risk, and/or low- to moderate-income girls and women
- Must be a U.S. citizen, permanent resident, or have an employment authorization card
- Must be willing to commit to mentoring Wellspring Living participant for at least 12 months (one year from pairing).
- Highly motivated to learn new leadership and professional skills
- Must maintain clear and appropriate boundaries with participant
- Have the ability to establish a supportive and trustworthy relationship with participant.
- Be willing to communicate regularly with assigned Wellspring Living contact to report engagement with participant.
- Must comply with Mentor Agreement/policy and procedures.
- *Previous mentorship, psychology/social work or related work experience preferred.*

**Process for becoming a mentor:**

1. Mentors must complete a Wellspring Living application, background check, MVR check and foundational volunteer training before becoming a mentor.
   *Mentor must sign Volunteer Confidentiality Agreement & Liability Waiver*
2. Volunteer must have previously volunteered within residential and/or community programs for at least 90 days.
3. Volunteers (within programs) must develop consistent rapport and relationship with mentee before being paired.
*Previous mentorship experience is helpful and will be considered.*

4. Volunteer must attend initial pairing meeting and orientation with assigned Wellspring Living contact, mentee and parent/guardian.
5. Volunteer must first attend Training on Commercial Sexual Exploitation of Children (CSEC) ad Trauma Informed Care Training (see training information below)

* *Mentors from residential programs can only be matched to one participant at a time*

**Commitment**
- Mentor must commit to being a mentor for the same participant for at least one year (12 months from official pairing).
- Must be willing to travel within a 10-15 mile radius to meet with mentee regularly.

**Mentoring in action:**
- Make weekly and/or biweekly phone calls to connect, build relationship, and provide support to mentee.
- Make weekly visit, either on-site for current participants, or community-based visits for graduates. *If a weekly visit cannot fit into the week's schedule, add a second phone call.*
- Model and practice safety, the strength based approach, healthy boundaries and healthy communication.
- Maintain mentee confidentiality at all times (*unless mandated reporting is required*).
- Offering encouragement and compassion and a listening ear
- Sponsor and chaperon outings and/or field trips
- Be a daily prayer warrior for the participant
- Provide opportunities for personal, professional and educational development (life-skills): Examples could include helping with resume building, mock interviews, connecting the participant to community and job resources, etc. *(The assigned Wellspring Living Contact will help identify tools and suggestions to help maintain mentee engagement and offer guidance and support to both mentor and mentee).*
- Assist mentee with personal and professional goals- such as a healthy sense of self-esteem and worth, healthy relationship building as well as educational and career goals like enrolling in college, job skills and professional development skills.
- Maintain regular communication between mentee, her family, Wellspring Living Contact and other mandated social work contacts.
- Must report weekly/monthly engagement activities in Mentorship Tracker database.

**Ongoing Mentor** - Volunteers desiring to work with participants while they are in programming, while still volunteering within the organization can serve as an ongoing mentor Our Independent Living Program and Empowered Living Academy.

**Transitional Aftercare Mentor** - Volunteers desiring to primarily work with participants outside of Wellspring Living care will be paired with a participant prior to their completion of the program, as they prepare to graduate as their Transitional Aftercare mentor.

**Mentor Boundaries**
- The volunteer's assigned Wellspring Living contact will select each mentor on a case-by-case basis. The matched participant's voice and needs will heavily influence the decision.
- The Volunteer Coordinator in partnership with staff and social worker are responsible for making a final determination of the participant's mentor.
- Mentor must submit signed mentorship contract between participant and guardian of participant if participant is a minor
- Under General Administrative Matters, Standard 13.26: No child placed in the department's custody is allowed to go home with any staff or employee member of the agency where that staff person or employee is not a duly approved foster parent. *(Mentor is not permitted to take the participants to their home unless approved by Wellspring Living Staff and parents/guardians).*
- Mentor must obtain prior approval from their assigned Volunteer Coordinator AND legal parent and/or guardians before scheduling events with mentee.

**Ongoing mentorship training and activities:**
- **Supervision:**
  Mentors need to check in with their assigned volunteer coordinator at least once per month or more depending upon what is agreed upon by the mentor and Volunteer Coordinator.
  - *The role of the Volunteer Coordinator is to be a consistent resource to the volunteer mentor for processing, guidance, and support.*
Training:
How To Register:
- Sign up at www.wellspringliving.org/training and complete application to register for training using code: mentorday ($50) OR mentorweek ($100)

Mentors can attend classes separately or for the full week.

Courses offered:
- Trauma Informed Care & DMST/CSEC 101* mandatory
- Strength Based Approach (Part 1)
- Strength Based Approach (Part 2)
- Cultural Competency, Substance Abuse, & Family Systems

Transitioning out of a mentorship role:
- If volunteer is unable to maintain commitment (i.e. due to career changes, moving, illness, life circumstances, etc.) the mentorship agreement can be terminated by written request from mentor.
* Mentor needs to know that the participant has a choice in the relationship and at some point could choose not to engage. These concerns will be evaluated and addressed by Volunteer Coordinator and Social Worker.
- Continuous boundary violations despite support of Volunteer Coordinator will result in termination of mentorship agreement.

Benefits of becoming a Mentor:
- Build lasting relationships with participant
- Provide effective mentorship to survivors
- Discounted Quarterly Direct Care Training
- Updates in Promising Practices in Care for Survivors via the Wellspring Living Institute newsletter
- Access to experts in the field of survivor care
- Opportunities for additional Wellspring Living resources to learn how to become a community advocate for survivors
- Become a team member of the Wellspring Living Community Outreach & Advocacy

*Please submit any questions/concerns about mentoring to volunteer@wellspringliving.org

We Restore Lives
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Updated September 2016-BMilam