How to Build and Sustain a Successful Mentor Program

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Stark County Honor Court

Learn

BUILD
or re-fresh
your mentor
program at
any stage

TRAIN
in-house
training and
provide
on-going
education for
mentors

SUSTAIN
quality
mentors and
financial
security
Build or Refresh

- **Recruit**
  - Free Public Relations—local media outlets/social media
  - Presentations to community and advisory members

- **Community Buy-In and Support**
  - Word of Mouth—educate your advocates
  - Credibility within the Veteran community

- **Mentor Applicants**
  - Applications—include background checks
  - Interviewing Applicants—ask the right questions!

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Community Resource Mapping
## Train Your Mentors

**Train In-House**
- Utilize community support
- Team member expertise/connections
- Provide on-going education

**Provide a Mentor Handbook**
- Easily-accessible format - view on mobile
- Update constantly

**Easy-to-Use Mentor Forms**
- Intake for new participants
- Weekly continuity sheets
- Graduate support forms

## Training Topics

**Mentoring Practices**
- Confidentiality, boundaries, and building trust
- Effective listening and empathy vs. sympathy
- Self-care and healthy coping skills
- Positive peer mentoring role-play examples

**Handbook Review**
- Policy, procedures, agreement, documentation
- Chain of Command
- Specialty topics (Suicide, recovery, cultural competency)

**Resources**
- Resource manual
- Team and mentor contact lists
Support Your Mentors

Provide Support
- Mentor retreats—emphasis on self-care!
- Support lunches/coffee hours

Be Open to Suggestions
- Mentor Meet-ups
- Color Guard

Recognize Your Mentors

Awards
- Years of service awards
- Mentor of the year award

Communication
- Check-in—address concerns, 2x/year
- Pairing mentors with participants
Manage Your Mentors

Talk to your Mentors
- Training Topics/Trends they See
- Set Expectations from the beginning (time commitment, responsibilities, training)
- Encourage Mentor/Community Partnerships

Track Attendance at Court + Trainings
- Allows you to suggest refresher topics + shows mentors are updated on policy changes/resources

Utilize your Team + FREE Resources
- FREE and ACCESSIBLE training
- Utilize www.pyscharmor.org, https://justiceforvets.org/mentorcorps/ and other web-based learning tools

Sustain Your Program (not just financially)

Maintain community partners
- Facilities for retreats/luncheons/events
- Annual donations of food, items, or incentives
- Steady referral of volunteer mentors

501(c)3
- Partner with OR create your own
  - Follow OSC guidelines for court employees/judges
  - Local Bar Association/OSBA Military Affairs Committee
- Provide urgent funding for participants in need

Marketing
- Use your current mentors
- Utilize local media—Op-Eds + Press Releases (funding, certifications, graduation and anniversary events)
<table>
<thead>
<tr>
<th>Mentor Program Community Resource Map</th>
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<tbody>
<tr>
<td><strong>Strategic Community Partners</strong></td>
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<tr>
<td>(i.e. high-standing organizations to</td>
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<tr>
<td>partner for support, facilities, PR,</td>
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<tr>
<td>etc.)</td>
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<tr>
<td><strong>Recruiters/Advocates</strong></td>
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<tr>
<td>(i.e. who can recruit volunteers and</td>
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<tr>
<td>promote your program)</td>
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<tr>
<td><strong>Collaborative Opportunities</strong></td>
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<tr>
<td>(i.e. partnering with other dockets or</td>
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<td>projects to increase exposure)</td>
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<tr>
<td><strong>$$ Funding/In-Kind Donations</strong></td>
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<td>(i.e. grant funding, donations,</td>
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<td>resources, etc.)</td>
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<tr>
<td><strong>Goals</strong></td>
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<td>(i.e. ratio of mentors to mentees or</td>
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<td># of trainings per year + set up/join</td>
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<td>a 501(c)3 + hire coordinators)</td>
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