

How to Build and Sustain a Successful Mentor Program



Hon. Taryn L. Heath
Lisa M. Williams
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

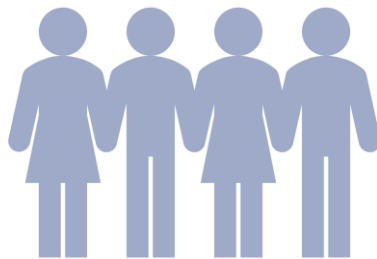
Community Buy-In and Support

Word of Mouth—educate your advocates
Credibility within the Veteran community

Mentor Applicants

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

Community Resource Mapping



Mentor Program Community Resource Map

Strategic Community Partners

(i.e. high-standing organizations to partner for support, facilities, PR, etc.)

Recruiters/Advocates

(i.e. who can recruit volunteers and promote your program)

Collaborative Opportunities

(i.e. partnering with other docketts or projects to increase exposure).

\$\$ Funding/In-Kind Donations

(i.e. grant funding, donations, resources, etc.)

Goals

(i.e. ratio of mentors to mentees or # of trainings per year + set up/join a 501(c)3 + hire coordinators)

Trainers/Free Presenters

(i.e. who can train your mentors?)

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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.psycharmor.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)

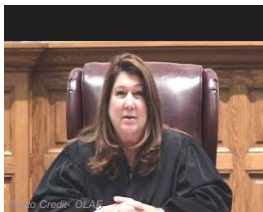


Elevator Speech



Pitch Deck

Questions?



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Resources

Training

www.psycharmor.org

<https://justiceforvets.org/mentorcorps/>

<https://www.youtube.com/BreneBrown-EmpathyvSympathy>

<https://www.va.gov/suicide-prevention/>

Funding

<https://www.irs.gov/charities-and-nonprofits>

<https://justiceforvets.org/resources/record-funding-available-for-treatment-courts/>

<https://www.ohioadvop.org> › 2017/08 › Adv.-Op.-2017-6-Final.pdf

<https://www.ohioadvop.org> › wp-content › uploads › 2017/04

Connections

<https://connect.ohiobar.org/communities/>

<https://www.ohioattorneygeneral.gov/VCMA>

<https://www.starkcountyohio.gov/common-pleas/honor-court-mentor-program>

<https://studentveterans.org/>

<https://www.teamrwb.org/>

<https://missioncontinues.org/>

<https://www.rebuildingtogetherneo.org/>

<https://teamrubiconusa.org/>

<https://thephoenix.org/>

<http://www.supremecourt.ohio.gov/JCS/specDockets/>

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