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October 2013

In This Issue

[Current Funding Opportunities](#)

[Signature Theme: Youth Mentoring](#)

[Best Practices in Youth Mentoring](#)

[Youth Mentoring Funding Opportunities](#)

[Youth Mentoring Experiences from the Field](#)

[Tell Us About Your Efforts](#)

[Upcoming Newsletter Themes](#)

About NCM USA/Canada

Nazarene Compassionate Ministries seeks to live and act compassionately in the world following Christ's own life and ministry. We seek to be incarnations of the same gospel that Christ lived and preached and to be witnesses to the same love and compassion God has for our world. In the United States and Canada, NCM works closely with Compassionate Ministry Centers (CMCs) to bring compassion and healing to communities that need the love and presence of Christ.

Mission

My Fellow Leaders,
In the world today,
youth *WILL* be
mentored. The
question is, by
whom?



Forward
to a Friend >

We have a choice. Will we allow the streets, modern culture, and gangs to mentor our youth? Or, will we take the time and responsibility to invest in their lives?

I think back of those who mentored me: a coach, a Sunday school teacher, a pastor, and my parents. Each of these mentors played a significant role in helping me be the man I am today. I pray my children are invested in likewise.

This month we feature youth mentoring. **Mentoring is essential to developing our youth into men and women of character, responsibility, and change.** But, we must take the first steps - developing mentors and pairing them with youth in need.

Let's invest our lives in youth, or someone else will.

Thank you for your continued service,

Jay Height
jheight@nazarene.org
Coordinator, Nazarene Compassionate Ministries USA/Canada

Nazarene Compassionate Ministries USA/Canada partners with Nazarene interests to facilitate ministries which address the temporal as well as the spiritual needs of the economically disadvantaged.

Churches

Local churches are the primary avenue for Nazarenes to reach out to those in their communities. Nazarene Compassionate Ministries seeks to support churches in starting and maintaining ministry to the under-served and marginalized. We believe every church, no matter size or budget, can find ways to meet needs in their community with compassion, creative, and the firm foundation and life-changing power of the Gospel message.

CMCs- Compassionate Ministry Centers

A Compassionate Ministry Center is a non-profit organization dedicated to meeting the needs of the under-resourced in the community. While these organizations are often affiliated with a specific local church, they are in a strategic position to unite others in their community around a high-needs cause.

NDR- Nazarene Disaster Response

Nazarene Disaster Response is Nazarenes mobilizing for disaster through Readiness, Response, and Recovery. Local Nazarenes are in a unique position to understand, serve, and remain with disaster victims in their own neighborhoods. In large-scale events the denomination can come alongside local efforts with the support of volunteers and donors from across the country and through our

Current Funding Opportunities

Blackstone Charitable Foundation Seeks Proposals for Annual Entrepreneurship Initiative from nonprofit organizations that promote entrepreneurship through education targeting traditionally undeserved populations. [More Information](#).

Application Deadline: October 4, 2014
Award Amount: \$250,000 (one-year period)

Sodexo Foundation Stephen J Bradley STOP Hunger Scholarships recognize students who are driving awareness and mobilizing youth to be catalysts for innovative models to eliminate hunger in America. Students in kindergarten through graduate school receive a **\$5,000 scholarship and a \$5,000 grant** for their anti-hunger charity of choice. Application available from October 5 through December 5, 2013 [here](#).

Surdna Foundation Teens' Artistic and Cultural Advancement program supports organizations that integrate high-quality arts training and life skills and provide mentoring opportunities for artists with teens. [Apply](#)

Build-A-Bear Workshop is accepting grant requests for children's health and wellness, and literacy and education. [More Information](#)

Deadline: October 31, 2013
Award Amount: \$1,000-5,000

Corporation for National and Community Service announces AmeriCorps State and National Grant Competitions. Program focus areas include disaster services, economic opportunity, education (including summer academic programming for K-12 students), environmental stewardship, healthy futures, and veteran and military families, and should create service opportunities for underrepresented groups such as rural residents, people with disabilities, veterans and military families, Native Americans, and "Opportunity Youth" ages 16-24 who are disconnected from school or work. [More Information](#)

Application Deadline: January 8, 2014
Award Amount: \$13,500 per member service year
Notice of Intent Deadline: December 11, 2013
Award Period: 3 years
Match Requirement: 24%

The Lawrence Foundation supports environmental, human services, and disaster relief efforts of non-profit organizations. [Apply](#)

strong partnerships with other disaster relief agencies. NDR serves victims regardless of race, creed, or economic status by concentrating on assistance to the poor, elderly, and handicapped.

W&W- Work & Witness

Work & Witness provides opportunities for Nazarenes to serve together in support of existing ministries such as churches, CMCs, and Nazarene Disaster Response. Work & Witness can be any type of project, from construction to evangelism to compassionate outreach.

Contact

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Deadline: November 1, 2013

Great Lakes Higher Education Guaranty Corporation seeks to boost college readiness by funding tutoring and skill building in math and English. Nonprofit community organizations and colleges serving high school juniors, seniors, and adult learners in Iowa, Minnesota, Ohio, and Wisconsin are eligible. [More Information](#)

Application Deadline: October 17, 2013

Award Amount: \$40,000 - 300,000

Signature Theme:
Youth Mentoring

Best Practices, Innovations, Funding Opportunities

Mentoring is an ongoing, structured relationship between a youth mentee and an adult mentor that is focused on developing the fullest potential and future vision of the mentee.

Poverty, lack of positive parental involvement including living in a single parent home, and negative peer influences are all **risk factors** for poor academic achievement, juvenile delinquency, and generational poverty. However, among the **protective factors** that help youth thrive and grow into resilient adults, having a positive, supportive relationship with an adult mentor as been identified as one of the most important.

Youth mentoring programs aim to:

- Encourage youth to flourish and become resilient to life's challenges
- Decrease youth involvement with the juvenile justice system
- Improve school attendance, GPA, academic self-esteem and educational engagement
 - Increase social competence, perception of social support, and goal orientation



Mentoring programs match and support at-risk youth in relationships with trained adult mentors who can provide guidance and opportunities for youth to succeed in life and meet their goals. Successful mentoring programs establish at least a 12-month commitment to weekly match meetings. Aligned with the Elements of Effective Practices for Mentoring¹¹ and drawing from the experience of successful Nazarene Compassionate Ministries Centers, the Harmonized Mentoring Model outlines strategies for implementing the core aspect of mentoring.

(A) Mentor Recruitment: Recruit mentors by identifying and equipping advocates in three venues: 1) local churches and partner agencies, 2) college student work programs, and 3) existing volunteers, staff and alumni. Mentoring advocates can be identified through communication with church leadership, or through existing relationships with contacts of partnering agencies and current mentors. Clearly define and communicate mentor eligibility requirements and program expectations to prepare these advocates to recognize strong potential mentor candidates and effectively share the mentoring story. Personal invitations extended by those who are passionate about mentoring often yield the best mentor recruitment results.

(B) Mentee Recruitment: Recruit mentees through word of mouth promotion by participants, referrals from community partners, and direct outreach at youth events and venues. First initiate a community assessment to identify youth needs and where at-risk youth congregate. Then go on-site to reach into environments "where the kids are" (i.e. schools, housing, neighborhood centers, or juvenile detention centers) to begin relationships with the community, parents, school officials and other stakeholders invested in the targeted youth population. This approach allows potential youth participants and their families to put a face with the organization's name, nurturing trust and enabling design of programs that draw the interest of youth while meeting parents' needs. Leverage existing internal relationships with participants and parents along with external relationships with community partners to recruit youth and families through word of mouth and referrals.

(C) Mentor Screening: Follow national standards to implement a consistent mentor screening process that includes national criminal background checks, reference checks, written application, and face-to-face interviews. A rigorous screening process that also utilizes intensive mentor interviews and reference checks will help to identify high quality mentor candidates and ensure mentor qualifications and compatibility with the target youth population. To safe guard against abuse, mentoring programs must also comply with the Church of the Nazarene Naz/Safe guidelines.^[2]

(D) Matching Process: Strategically use thorough information gleaned from the intensive mentor interview and screening process, personal knowledge of mentees, and skilled mentoring staff to purposefully match mentors to mentees based on mentee needs and mentor skills, common interest and compatible personality characteristics. The aim of the matching process is to form strong, long-lasting mentoring relationships that meet the needs and develop assets of mentees.

(E) Length, Design and Closure of Match: Structure and design mentoring relationship matches for a one year commitment and consistent engagement in regular, on-going contact for at least one hour per week throughout the mentoring relationship to prevent pre-mature match closure. One-to-One and Small Group mentoring are both effective and may have greater impact when combined.

(F) Mentor Training and Support:

Provide consistent, quality pre-match training of at least two hours and on-going support to enable the mentors' understanding of their mentees and their world. Employ standardized pre-match training, on-going support, and appreciation efforts to promote strong relationships, establish consistency, and motivate and retain mentors.



(G) Parent Engagement: Engage parents into the mentoring match through facilitating quarterly group activities and at least two annual events that extend an invitation to the parents of the mentees. Providing holistic services for families of youth also helps to increase trust in the organization and valuing of the mentoring program, which enhances the ability to impact the lives of mentees.

(H) Structure Activities: Strategically shape curricula and activities based on an initial community needs assessment, intake process and regular communication to assess the interest and topics of the target population. Design activities to attract participants, strengthen relationship with mentors, and help develop character and life skills. One specific activity that incorporates many life skills is a project based, service learning and goal setting approach that equips and empowers mentees to select and plan projects meaningful to their personal development.

(I) On-going mentor training: Implement at least four on-site group training opportunities per year including intensive training on goal setting, service learning and building relationships. Ongoing training content that is based on assessment of current mentor training needs is the most useful. Follow up the training by evaluating increased knowledge and competency of mentors through pre- and post-tests.

(J) Additional Mentor Support: Organize peer support opportunities for mentors that include quarterly discussions between staff and mentors and peer support cohorts to increase regular communication and learning opportunities between mentors. Administer a quarterly Mentor Pulse Check review to assess match progress and identify mentors in need of additional staff support or at risk for premature match closure.



(K) Advocacy/Teaching Role for Mentors: Train mentors to guide mentees through creating and completing goals and facilitating a service learning opportunity that incorporates instruction, student leadership, and reflection in a way which makes service meaningful for the students. Implement a project based, service learning and goal setting process in which mentors lead

youth in identifying their interests, assessing needs of the community and choosing worthwhile service projects, facilitate a planning process in which the youth develops the action plan and set goals and objectives for the project, and advocate on behalf of the youth to access stakeholder collaboration to ensure a successful outcome. Create a Service Learning Project Plan and Review to document the process and monitor achievement of goals.

Measures

The Child Trends Positive Indicators Project[3] has developed a set of measures and survey scales for assessing trends in positive youth outcomes:

Personal Flourishing	Flourishing in School/Work	Flourishing in Relationships
Gratitude	Diligence and Reliability	Positive Friendships
Forgiveness	Educational Engagement	with Peers
Hope	Initiative Taking	Positive Relationships
Goal Orientation	Trustworthiness and Integrity	with Parents
Life Satisfaction	Thrift	Relationship Skills
Purpose		Empathy
Spirituality		Social Competence
		Helping Others to Flourish
		Altruism
		Helping Family
		and Friends

Questionnaire scales for these and other [positive development indicators](#).

Additional Mentoring Resources:

[NCMI Mentoring Website](#)

[Elements of Effective Practices for Mentoring Toolkit](#)

[OJJDP's Model Programs Guide](#)

[1] [Elements of Effective Practices for Mentoring](#)

[2] [Church of the Nazarene Naz/Safe Guidelines](#)

[3] [Child Trends Positive Indicators](#)

Recommendations for Best Practices in Mentoring

The Elements of Effective Practice for Mentoring [checklist](#) outlines essential aspects of successful mentoring programs: (1) Mentor and Mentee Recruitment, (2) Mentor and Mentee Screening, (3) Mentor Training, (4) Matching, (5) Monitoring and Support, and (6) Closure.

Youth Mentoring Funding Opportunities

Charles Stewart Mott Foundation support programs that promote academic and career success of vulnerable youth including after school enrichment. [Apply](#)

MetLife Foundation funds organizations that focus on preparing young people through college and career readiness programs, mentoring, after-school, and arts education. [More information](#)



BJ's Charitable Foundation supports nonprofits that provide academic and vocational opportunities for the disadvantaged families and youth including literacy skills training, mentoring, tutoring and career development. [Review application guidelines](#)

Brown Rudnick Center Relationship Grants seek to improve inner-city education by forming a relationship with a non-profit organization that includes providing financial support, pro bono legal representation and volunteer time. The 2014 grant process will begin in early Spring 2014. [Check the website for updates.](#)

Google Grants awards up to \$10,000 per month of in-kind AdWords to nonprofits to promote their initiatives. [Join the Google for nonprofits.](#)

Sun Life Financial Rising Star awards \$50,000 to non-profits focused on

educational engagement of secondary school youth and \$5,000 scholarships to youth nominated by eligible non profits. Geographic areas include Atlanta, Boston, Chicago, Dallas, Los Angeles, Nashville, and South Florida. [Review grant guidelines and upcoming deadlines.](#)

Ruddie Memorial Youth Foundation award innovation grants to non-profit organizations with annual budgets less than \$1M and that help underprivileged youth in Baltimore, Boston, Los Angeles, Madison, Milwaukee, Philadelphia, San Francisco, and Washington, DC reach their full potential. Awards range from \$5,000-25,000. [More information](#)

Kauffman Foundation supports education strengthening programs in Kansas City including afterschool programs that offer mentoring, tutoring, and academic enrichment. [Review funding guidelines.](#)

William T Grant Foundation seeks to fund research that enhances understanding of how youth settings work, how they affect youth development, and how they can be improved. The next upcoming deadline for Letters of Inquiry is January 8, 2013. [Review the Research Grants Application Guide.](#)

Youth Mentoring Experiences from the Field

P.F. Bresee Foundation's (Bresee's) Covenant Groups Program is an excellent example of comprehensive, relational youth mentoring services. Working toward its vision of transforming the central Los Angeles community through fostering character-driven, creative, college-educated youth, Bresee organizes its participants into small groups of 3-6 youth matched with trained staff mentors. Covenant Groups meet weekly throughout the school year, focusing on relationship building, character development, and instilling a value for service. In addition to small group mentoring, youth are provided with other valuable experiences through which they develop personally and build positive relationships with multiple staff mentors, including:

- **Academic programming**, which equips youth to overcome educational barriers and reach for opportunities in school through daily data-driven afterschool homework assistance, academic case management, college preparation and scholarships (*\$102,000 to 50 students in 2012*).



- **Career-readiness programming**, that prepares youth to be self-sustaining adults with career exploration, job training, financial literacy workshops, and paid internship opportunities. Since 2008, 120 youth have graduated from Bresee's on-site internship program with 95% of them going to college.
- **STEM programming**, which builds technological fluency and prepares students for an innovative modern economy through hands-on science workshops, a STEM summer camp, weekly technology trainings, and a math club.
- **Arts programming**, that develops creative confidence through professionally led classes in choir, dance, photography, art, media, and poetry.

- **Athletics programs**, which develop self-esteem and teach character and skills through competitive sports leagues, recreational sports, karate, fitness and nutrition, and physically challenging field trips or camp excursions.
- **Service programs**, that create lasting change, connect youth to the broader community, and instill the value of service through semester-long service-learning workshops that culminate in community activism and using the Character Counts curriculum.

Over the course of its 30-year history, through mentoring and case management, Bresee has become a second home to thousands of youth and family members.

Tell Us About Your Youth Mentoring Efforts!

We would love to learn more about innovative mentoring that is being done by compassionate ministries centers. This information helps us better target our searches for grant opportunities by matching the work you do with donor interests. Please complete our **[Mentoring Strategies Survey](#)** (*Expected time: < 10 minutes*)

Upcoming Newsletter Themes

*If you would like to submit a story about innovative work you are doing or a description of successes you have had within these thematic areas for inclusion in an upcoming newsletter, please send it to **jheight@nazarene.org** by the stated deadline .*

November 2013	Leadership/Capacity Development	Submit by: October 18, 2013
December 2013	Disaster Response	Submit by: November 15, 2013

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