



## Volunteer Job Description

**Title:** Oasis Youth Mentor

### **Key Responsibilities:**

Youth Mentors are matched with a CYF Youth, aka Mentee, who wants a caring friend to stand beside them in a difficult or chaotic time in their young lives or while becoming a parent. Oasis Mentors are required to meet weekly or bi-weekly with their Mentees and do fun and positive things together in the community for 2-3 hours each time. As healthy role models, Oasis Mentors must demonstrate a healthy lifestyle themselves. Mentors have a heart and a concern for youth. Most are drawn to mentoring because they have a care for the future of their community. Opportunities may also include educational events in the community, group activities with Oasis, training/speaking stints and special volunteer fairs throughout the year. Please ask if you'd like to learn more about supporting our agency in this way if you become an Oasis Volunteer.

### **Youth Participants:**

All our youth are clients and are referred internally by their case worker(s.) The Volunteer Coordinator pre-screens them for feasibility and compatibility. Mentees are between the ages of 8 – 18 and come from diverse situations and backgrounds. Mentees are required to want to participate, as this is not a mandatory requirement of their case plan. The youth and the family may or may not be involved in the court process but may be at risk of severe issues affecting their stability and health, such as severe poverty and addiction or abuse in the family unit.

### **Qualifications and Communication**

Oasis Mentors are very important volunteers! Some of the desired qualifications include:

- You must be at least 18 years of age, all age groups are desired especially 50+
- Have no serious criminal background or current CYF case or involvement
- Women and especially Men are needed from all walks of life and backgrounds
- Genuine, friendly personalities with outgoing, open attitudes towards people are the best fit
- **Must be comfortable and able to communicate with staff via email and phone regularly**
- Oasis Mentors need to demonstrate the ability to plan ahead and to be unafraid to communicate clearly with the youth and their parents/caregivers
- Experience attending to and working with children and youth is desirable but not completely necessary if you have established healthy relationships with children in your life and/or in your educational experience
- Having a heart for kids from challenging backgrounds is evident, and being able to put their personal safety and emotional needs above your own most of the time is a value
- **Mentors who have realistic expectations** (as opposed to complicated, personal or task oriented mentoring goals) **are the most successful within Oasis**

**Screening Requirements, Training and Support:** Mentors are screened according to their strengths, personalities and the ability to make an important commitment for at least a year. Mentors are supported directly as often as needed by the coordinator and monthly by the youth's case worker(s.) Mentors must keep personal things in confidence but will learn to report concerns about safety and health through the proper channels. Candidates will demonstrate an understanding of good personal boundaries during training. A history of stability at home, a healthy mindset, a clean driving record and some successful,

personal life choices and challenges are shared in training. is required in order to commit to at least one year (after training and hopefully more) to a youth. Our background screening and application process includes the **Application Steps, Prescreening and Fingerprinting, Initial and Ongoing Training and Partnership/Safety Agreements**. There is no charge to the volunteer for these steps.

#### Minimum Requirements:

1. Filling out the initial application online and conversation with the coordinator
2. 1/2 hour personal interview with the coordinator and willingness to provide the required personal information for screening when meeting with the coordinator
3. Attending a 1.5 hour Volunteer Group Informational Meeting
4. Phone Interview by the Volunteer Program Supervisor  
*+Potential volunteers may opt out of this process at any time, hopefully before they are fingerprinted, in order to prevent further cost and valuable screening time.*
5. Fingerprinting at LCSO for FBI/CBI
6. Provide 2 personal references who agree to fill out a character reference form by a desired date
7. Review of the entire application by the Volunteer Program Advisory Council for approval to hire
8. Attending a 6 hour Oasis Training and discussion session (2 evenings)
9. Reviewing the Mentee referrals with the coordinator and case worker(s)
10. Match meeting and agreement to mentor signed by the Oasis match team and you are ready to go!
11. Monthly written communication with the coordinator and CYF staff
12. Quarterly evaluation of the match by the coordinator

#### FAQ's about the matching process:

Follow through is crucial. Matching the right volunteer with the right youth takes time and patience, and careful consideration by the volunteer and CYF case workers. Meeting the youth will not take place until all interested parties are 99.9% sure of the commitment by volunteer, youth and youth's family. Match meetings and flexibility during the matching process is important. If a mentee is chosen, signing and adhering to the Oasis Mentoring Agreement with staff, the child's family and the youth is the first commitment step. Following the code of ethics for volunteers\* and the Oasis policy and procedures\*\* as designated by the volunteer coordinator are expected. Non-compliance to the program guidelines is cause for termination.

#### Initial Impact:

Children and families who are involved with CYF services and who are at risk of poverty, abuse, neglect, parental and family drug/alcohol addictions as well as risk of criminal or unsafe behaviors, benefit from the Volunteer Program and Oasis Mentors in a multitude of ways. Oasis Mentors typically become life-long links to help kids thrive and encourage CYF youth to adopt good habits and healthy lifestyles; which indirectly allow them to further their educational and career goals and to become productive members/parents in their communities.

#### Sustainable Outcome:

The Oasis volunteer will feel valued while they are meeting with these vulnerable youth, and may see the culmination of their role modeling in the long & short term choices the youth learn to make. Their personal relationships and school performance are also likely to improve and to be a solid sign of success. Oasis mentors become an important partner with CYF staff and provide insight and support unlike any other person, to their Mentee. Working as a dedicated Oasis volunteer they can be assured that their impact will improve the quality of volunteer programs and the positive future for our CYF youth and families in Larimer County.

\*,\*\* available during the application process