



# Growing a Movement of Future Leaders

## The Starling Project Mentor Application

The Starling Project is a Boise-based multicultural women's mentoring program focused on fostering the advancement of young adult refugee women enrolled in higher education, ages 18-25, to maximize their potential as future leaders.

Starling mentees are supported across all domains of self-sufficiency, while opportunities are provided to connect culturally, build social capital, attain hard-skills such as credit building, and ensure they have the support they need to attain college degrees. With each life impacted, whether mentee or mentor, a ripple effect develops – one that will move generations and institutions beyond our Boise community.

*When thousands of starlings come together, flying in swooping, intricately coordinated patterns, a mesmerizing murmururation results. This intricate movement happens when an individual starling communicates with its seven closest neighbors.*

## Fly With Us, Be a Mentor

Do you have a strong commitment to changing our world through the empowerment of women and girls? The Starling project provides an opportunity to join a powerful and multicultural community of young women who are dedicated to building a positive future for our communities and the world.

- Share your experience and wisdom, and learn from the wisdom of others
- Feel the satisfaction of making a difference in the lives of young women and your community through the collective power of mentorship and friendship

If you are inspired to grow this movement of emerging women leaders, and, therefore, our collective future, return your completed application to Rachel Axtman at [raxtman@jannus.org](mailto:raxtman@jannus.org) or in person/by mail at 1607 W. Jefferson St. Boise, ID 83702.



## The EO Starling Project

### Mentor Application

First Name: \_\_\_\_\_ Last Name: \_\_\_\_\_ Today's Date: \_\_/\_\_/\_\_

Mailing Address: \_\_\_\_\_ City: \_\_\_\_\_ State: \_\_\_\_\_

Phone (Cell): \_\_\_\_\_ Phone (home): \_\_\_\_\_ Preferred: Home\_\_ Cell\_\_

Email: \_\_\_\_\_ Workplace: \_\_\_\_\_ Position Title: \_\_\_\_\_

Highest Level of Education Completed: \_\_\_\_\_

Are you at least 21 years old? Yes\_\_ No\_\_

Do you speak any languages other than English? If so, what are they and what is your skill level? (i.e. conversational, fluent, etc.):

\_\_\_\_\_

Previous volunteer experience:

\_\_\_\_\_

\_\_\_\_\_

\_\_\_\_\_

Why do you want to volunteer at The EO Starling Project?: \_\_\_\_\_

\_\_\_\_\_

\_\_\_\_\_

What do you feel that you can offer to young women seeking a mentor?: \_\_\_\_\_

\_\_\_\_\_

\_\_\_\_\_

If selected as a mentor, what do you hope to learn from your mentee?: \_\_\_\_\_

\_\_\_\_\_

\_\_\_\_\_

What steps will you take to avoid an ethnocentric approach to your mentor/mentee relationship?: \_\_\_\_\_

\_\_\_\_\_

\_\_\_\_\_

What are a few of your interests and hobbies?: \_\_\_\_\_

\_\_\_\_\_

\_\_\_\_\_



### Time Commitment Requirement

Studies have shown that there is **significant, lifelong** damage done to a mentee when a mentor initially commits to a mentor/mentee relationship and then drops out. Given such findings, we request *at least* a 12 month commitment from you. Do you commit to at least 12 months of full involvement in The Starling Project with your mentee? Do you commit to meeting *at least* 5 hours per month with your mentee, in person, in addition to a monthly group activity and monthly check-in with the EO Starling Project manager for a total of about 8 hours per month?

If you can commit to both the 12 month participation requirement, as well as the time commitment of 8 hours per month, please sign and date below.

Mentor Name (Printed): \_\_\_\_\_

Mentor Signature: \_\_\_\_\_ Date of Signature: \_\_/\_\_/\_\_

What days/times are you available to volunteer? Check all that apply.

Day:	Morning (8am-12pm)	Afternoon (12pm-4pm)	Evening (5pm-9pm)
Monday			
Tuesday			
Wednesday			
Thursday			
Friday			
Saturday			
Sunday			

Availability Comments:

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Please list two references (not related to you)

1) Name: \_\_\_\_\_ Phone: \_\_\_\_\_  
 Email: \_\_\_\_\_  
 How long have you known this reference?: \_\_\_\_\_

2) Name: \_\_\_\_\_ Phone: \_\_\_\_\_  
 Email: \_\_\_\_\_  
 How long have you known this reference?: \_\_\_\_\_



Are you able to pass a criminal background check? Yes\_\_\_\_ No\_\_\_\_

Once your application has been approved, we will send you a mentor orientation schedule. This orientation class aims to help you feel more comfortable and confident in your new role as a mentor and provide you with an overview of our mission, policies, and expectations. If you have any questions about our application process, please contact Rachel Axtman at [raxtman@jannus.org](mailto:raxtman@jannus.org).

### Waiver and Release of Liability, Indemnification and Hold Harmless Agreement

This waiver and release of liability, indemnification and hold harmless agreement is between the Volunteer and The EO Starling Project, Boise, Ada County, Idaho, and its directors, officers, members, employees, agents, assigns, legal representatives and successors. As a volunteer that is 18 years or older, I hereby understand and agree to the following: I agree to WAIVE and RELEASE the Starling Project from all liability, manner of actions, causes of action, debts, contracts, claims, and demands for or by reason of any illness, death, damage, loss, or injury to person and property, which has been or may be sustained as a direct or indirect consequence of the volunteer's volunteering at or for The EO Starling Project and notwithstanding that such damage, death, illness, loss, or injury may have been caused partly by the negligence of The EO Starling Project. I agree to INDEMNIFY and HOLD HARMLESS The EO Starling Project for any costs or liabilities which they may incur as a result of volunteering at or for The EO Starling Project.

By signing below, I acknowledge and agree that I have carefully read this Agreement, that I fully understand the same, and that I freely and voluntarily execute the same. I understand that I may seek independent advice prior to signing the Agreement. I understand that this Agreement is binding on me, my spouse, my executors, administrators, personal representatives and assigns and that this agreement has important legal consequences. The terms of this Agreement are contractual and not mere recitals. This Agreement will be construed in accordance with and governed by the State of Idaho.

Volunteer Name (Printed): \_\_\_\_\_

Signature of Volunteer: \_\_\_\_\_

Emergency Contact Name and Phone: \_\_\_\_\_

\_\_\_\_\_



The EO Starling Project is a program of the Economic Opportunity Office of Jannus, Inc. The Starling Project is not affiliated, associated, authorized, endorsed by, or in any way connected to any religious or political organizations.

## The EO Starling Project

### Confidentiality Policy

It is the policy of the Starling Project mentoring program to protect the confidentiality of its participants and their families. With the exceptions of the limitations listed below, Starling Project members will only share information about their mentees, their families, and mentors with other Starling Project mentors and staff. Further, all prospective mentors, mentees, and parents/guardians should be informed of the scope and limitations of confidentiality by The EO Starling Project members. Additionally, mentors are required to keep information about their mentee and her family confidential to provide a responsible and professional service to participants, it is necessary to ask mentors, mentees, parents/guardians, and other outside sources not to divulge extensive personal information about the prospective participants and their families, including:

- Information gained from mentors and mentees, written or otherwise stated, about themselves and/or their families, in the application to or during program participation.
- Participant names and images gained from participants themselves, program meetings, training sessions, and other events.
- Information gained about participants from outside sources including confidential references, school staff, and employers, information from mentor and mentee records may be shared with individuals and organizations as specified below under the following conditions:
  - ✓ Information may be gathered about program participants and shared with other participants, individuals or organizations only upon receipt of signed “release” forms from mentors, mentees, or parents/guardians.
  - ✓ Identifying information (including names, photographs, videos, etc.) of program participants may be used in program publications or promotional materials only upon the written consent of the mentor, mentee, and/or parents/guardian.
  - ✓ Information may only be provided to law enforcement officials or the courts pursuant to a valid and enforceable subpoena.
  - ✓ Information may be provided to legal counsel in the event of litigation or potential litigation involving The EO Starling Project. Such information is considered privileged information, and its confidentiality is protected by law.



- ✓ Starling Project members are mandatory reporters and as such must disclose information indicating that a mentor or mentee may be dangerous or intents to harm herself or others.
- ✓ If The Starling Project member receives information at any point in the match process that a volunteer or using illegal substances, there is current criminal activity of any kind, or is inappropriately using alcohol or other controlled substances, the information will be shared with the parents and they will be referred out to an appropriate agency. The existing match will be closed.
- ✓ At the time a mentor and mentee are considered match candidates, information is shared between the prospective match parties. Each party shall have the right to refuse this proposed match based on the information provided to them. The information to be shared may include:

Mentor: age, sex, religious background, interests, hobbies, employment, marriage or family status and a summary or why the individual was chosen for the particular match.

Mentee: age, sex, religious background, interests, hobbies, family situation, living situation, a summary of the client’s need assessment and expectations for match participation.

**Requests for Confidential Information from Other Agencies:**

A mentee or volunteer’s right to privacy shall be respected by The EO Starling Project. Requests for confidential information from other organizations or persons shall be accompanied by a signed release from the mentee, mentor, and/or parent/guardian.

**Violations of Confidentiality Policy:**

A known violation of EO Starling Project policy on confidentiality by a program participant may result in a written warning or disciplinary action such as suspension or termination from the program.

By signing this form I am acknowledging I have read and understand the Confidentiality Agreement and agree to comply.

Participant name (printed): \_\_\_\_\_

Role (Mentor, Mentee): \_\_\_\_\_

Participant Signature: \_\_\_\_\_ Date: \_\_/\_\_/\_\_