



Join a Movement of Future Leaders

The Starling Project Mentee Application

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

What is it like to be a mentee with the EO Starling Project?

In a fun and supportive environment, you'll have the opportunity to build a community with other young women that share your experiences and ambitions, explore new spaces and develop valuable skills, and build a friendship with a mentor that is supportive, dependable, and knowledgeable.



Join us - Spread Your Wings and Soar

Are you:

- A young woman that came to the U.S. as a refugee?
- Between the ages of 18 and 25?
- Enrolled in, or working to enroll in a higher education program?
- Excited about building a community of women in Boise?
- Interested in having a mentor to support you as you work to achieve your goals? Answer your questions? Explore fun new places with?

With a focus on nurturing goals, aspirations, and ambitions, the Starling Project creates a space to utilize your strength and distinctive experience for the betterment of yourself, your community, and the world.

If you are inspired to join this movement of powerful young women, return your completed application to Rachel Axtman at raxtman@jannus.org or in person/by mail at 1607 W. Jefferson St. Boise, ID 83702.

JANNUS ECONOMIC OPPORTUNITY 1607 W Jefferson St :: Boise, Idaho 83702 :: (208) 336-5533
www.eojannus.org



The EO Starling Project
Mentee Application

First Name: _____ Last Name: _____ Today's Date: __/__/__

Mailing Address: _____ City: _____ State: _____

Phone (Cell): _____

Are you at least 18 years old? Yes__ No__ Date of birth (MM/DD/YYYY): __/__/__

Why do you want to be in the EO Starling Project?:

How do you define a good mentor?:

What are you looking for in a supportive community?

What do you expect from your mentor? What sort of time commitment? Activities?
Learning experiences?:

What do you enjoy doing outside of school and work?:

What are you studying? What problem would you like to solve in the world?:

Do you have a job? If so, how many hours per week do you work?:



What languages do you speak *fluently*?:

In what languages can you read and write *fluently*?:

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

Time Commitment Requirement

The EO Starling Project is a 12 month program. We begin with orientations in April and end with a celebration at the end of the following March.

In order to build a positive relationship with your mentor, it is recommended that you meet for at least five hours per month. EO Starling Project staff will check in monthly with you on your mentor relationship and anything you may need assistance with.

In addition to this, the EO Starling Project offer 20 workshops and classes. We suggest that you and your mentor choose at least 10 to participate in together. Once you reach the minimum of 10 events, you'll receive a prize, and attending more than 10 will result in more prizes!

If you commit to both the 12 month participation requirement, attending at least 10 group events, as well as the time commitment of 5 hours per month with your mentor, please sign and date below.

Mentee Name (Printed): _____

Mentee Signature: _____

Date of Signature: __/__/__

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

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



Availability Comments: _____

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?: _____

What is the role of the mentee in the EO Starling Project?:

- ✓ Build positive relationships with your mentor and fellow mentees
- ✓ Be open to new experiences
- ✓ Be honest with your mentor about what you are looking for in a mentor, a role model, and a friend
- ✓ Bring a positive attitude to group events and activities
- ✓ Be engaged – check in regularly, demonstrate active listening, and facilitate self-reflection
- ✓ Honor your commitments with your mentor
- ✓ Be willing to get outside of your comfort zone
- ✓ Maintain confidentiality – what is shared at group activities stays within our group

Program Structure and Timeline:

April: All mentees will attend an orientation. This orientation is designed to introduce you to fellow mentees and Starling Project staff, review the program structure and mission, and set some goals as a group. Once your application is selected and approved, you will receive details about when and where these orientations will be held.

May: Mentors and mentees will attend two pre-match events, intended to bond the larger group to one-another and begin creating connections. At the end of May, Starling Project staff will make matches and facilitate an introductory meeting between you and your mentor.

June: One-on-One mentoring officially kicks off. Begin meeting with your mentoring partner weekly. Project staff recommends setting goals and possibly establishing a



regularly meeting time, when conducive with your schedules. Look at the full curriculum and decide which 10 (or more!) events you will attend together.

July - March: One-on-one mentoring continues. Mentors and mentees will check in with program staff each month for relationship support and learning opportunities.

Meetings will be scheduled via doodle poll. As needed, staff may call mentoring pairs to meet together with staff to set or reassess goals.

End of March: We will end the year together with a celebration at the end of March. Individuals or pairs returning to the program for a second year can expect to join an orientation in early April to assist their new peers as they begin their first year with the EO Starling Project.

Once your application has been approved, we will contact you and send you a mentee retreat schedule. If you have any questions about our application process, please contact Rachel Axtman at raxtman@jannus.org or (208) 947-4277.

Waiver and Release of Liability, Indemnification and Hold Harmless Agreement

This waiver and release of liability, indemnification and hold harmless agreement is between the Participant and The EO Starling Project, Boise, Ada County, Idaho, and its directors, officers, members, employees, agents, assigns, legal representatives and successors. As a Participant that is 18 years or older, I hereby understand and agree to the following: I agree to WAIVE and RELEASE the The EO 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 participant's participation in 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 participating in 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.

Mentee Name (Printed): _____



Signature of Mentee: _____

Emergency Contact Name and Phone: _____

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, The EO Starling Project members will only share information about their mentees, their families, and mentors with other EO Starling Project mentors and staff. Further, all prospective mentors, mentees, and parents/guardians should be informed of the scope and limitations of confidentiality by 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.



- ✓ EO Starling Project members are mandatory reporters and as such must disclose information indicating that a mentor or mentee may be dangerous or intends to harm herself or others.
- ✓ If any Starling Project member receives information at any point in the match process that a volunteer of 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 of 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 The 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: __/__/__