



Join 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 murmuration results. This intricate movement happens when an individual starling communicates with its 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 or in person/by mail at 1607 W. Jefferson St. Boise, ID 83702.



**ECONOMIC
OPPORTUNITY**
BY JANNUS

The EO Starling Project

Mentor Application

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

Mailing Address: _____ City: _____ State: _____

Phone (Cell): _____ Email: _____ Workplace: _____

Position Title: _____ Level of Education Completed: _____

Are you at least 21 years old? Yes__ No__ Date of birth: Month: _____ Date: _____

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

Please list your previous volunteer experience:

Why do you want to volunteer with 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?: _____

Please tell us about an influential mentor from your life. What was the most important thing they taught you?:

What are a few of your interests and hobbies?:



What are the most important tools a mentor should have at their disposal in order to have a successful mentoring relationship?:

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

- ✓ Model positive behavior
- ✓ Support your mentee as they explore new places and concepts through this program
- ✓ Provide objective feedback and guidance
- ✓ Ask open-ended questions
- ✓ Be a sounding board for your mentee – help her see all of her options as she builds her future and her ideas surrounding success
- ✓ Be engaged – check in regularly, demonstrate active listening, and facilitate self-reflection
- ✓ Honor your commitments with your mentee
- ✓ Encourage open and honest communication – starting with yourself
- ✓ Share your networks and resources when appropriate

Program Structure and Timeline:

April: Mentors will attend a two-part orientation. This orientation is designed to introduce you to fellow mentors and Starling Project staff, the program vision and purpose, and begin building your mentoring toolkit. Once your application is selected and approved, you will receive details about when and where these orientations will be held. Mentees will also go through an orientation in April.

May: Mentors and mentees will attend three 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 introductory meetings between mentors and mentees.

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.

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. 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?

In order to build a positive relationship with your mentee, it is recommended that you meet for at least five hours per month. You will also meet with EO Starling Project staff for a monthly check in and support meeting.

In addition to this, the EO Starling Project offer 20 workshops and classes. We suggest that you and your mentee 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 mentee, please sign and date below.

Mentor Name (Printed): _____

Mentor Signature: _____ Date of Signature: __/__/__

Additional Mentor Responsibilities:

- ✓ Mentors will be responsible for hosting two recreational activities for the entire cohort. You will be divided into two teams of mentors. EO Starling Project staff will provide each team with a budget and a date, and your team will be responsible for planning and executing your event.
- ✓ Mentors will have the opportunity to volunteer as part of the planning committee for the annual EO Starling Project fundraising event. Various roles include:
 - I. Catering logistics
 - II. Décor and set up
 - III. Day-of check-in
 - IV. Day-of tear-down



V. ALL mentors will be asked to help us spread the word about this fundraiser and bring friends and guests to the event.

- ✓ Mentors are welcome to host potlucks, movie nights, craft nights, or other community-building activities in their homes throughout the duration of their time with the EO Starling Project. Starling Project staff should be notified in advance and coordinated with, and no active participants in the program should be excluded.

Availability

Please keep in mind that, while we consider this availability when making pairings, your mentee may have a varying schedule or it may change significantly as the year goes on, which will require flexibility. We cannot guarantee an alignment of schedules between mentees and mentors.

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:

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 mandatory orientation 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.

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.

Mentor Name (Printed): _____

Mentor Signature: _____

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.



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 intends to harm herself or others.
 - ✓ If The Starling Project member receives information at any point in the match process that a volunteer or mentee is 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.

Name (printed): _____

Role (Mentor, Mentee): _____

Participant Signature: _____ Date: __/__/__