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A large photograph showing a top-down view of many hands of various skin tones stacked together in a circle, symbolizing unity and teamwork.

volunteer



Global FC, Inc. Mentor Volunteer Description



Global FC

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Global FC Mentor Volunteer Description, Qualifications & Expectations

Volunteer Title: Mentor

Reports to:

Mariya D Goodbrake (Executive Director)

Meagan Edwards (Lead Mentor)

Organization Overview:

Primary focus- Youth development, Family Engagement and Community Building

Global FC exists to bridge diverse cultures to come together, forming just communities where all are free to be fully-known and fully-loved in pursuit of their God-given purpose and potential.

Mission: We use soccer as a vehicle for transformative impact, supporting under-served youth and families with the tools to overcome obstacles to success; nurturing their talents and passions by providing resources, opportunities, and relationships towards a brighter future.

Primary activities: Sports programming, health and wellness education, academic assistance, counseling, mentorship, civic engagement, cultural exchange and family support initiatives.

The standards of operation are built around the three pillars of **Sports, Faith and Future:**

Sports: The highest level of training will be provided by qualified coaches and trainers who are particularly sensitive to the needs of youth.

Faith: Organization's core values and strategies will be operated on ethical principles which come from an underlying Christian Faith. All involved in the programs will operate under a code of conduct which aspires to the highest level of morals, integrity and compassion for the diverse ways we all live in the world.

Future: Each youth in the program will be given maximum opportunity to develop their life-plan which will include; opportunity in sports, monitoring of education, goal-setting, and post-academy support.

Volunteer Overview:

The Global FC Mentoring Program is a model that develops vibrant communities by supporting youth through quality mentoring relationships. The mentor(s) will be assigned to a young person and will be responsible for meeting and connecting with the youth and his/her family at least once a week. This is a unique opportunity for an individual or a family to come alongside a Global FC youth and his/her family. We never see a child apart from the family unit, therefore, mentoring must engage the child's household to the mentor(s) best ability. The volunteer may be asked to work on certain aspects of the young person's development, while understanding the unique challenges refugee youth face in their new home country. Must be aware of economic, cultural and religious barriers present and learning to navigate through them. He or she will work closely with organization staff through phone contact, personal conferences and group meetings to understand the youth and his or her family better and to facilitate activities to help the child. Self-realization, the power of their story, understanding their evolving identity and improved self-esteem for the young person are important goals of the relationship. Also, the volunteer will serve as an example/role model to demonstrate that adults can give, and should receive, respect (and will make occasional mistakes).



Program Objectives:

- Reinforcement and encouragement of the value of education in the youth's life.
 - *Communication with child's assigned tutor is vital to establish a encouraging environment around the youth.*
- To teach and demonstrate life lessons and character development, including Global FC's core values and ones that align with the youth's cultural values.
- To create pathways of support and preparation for life opportunities in the education, professional, social and civic responsibility arenas. Honoring the Global FC vision to cultivate an environment where the youth is *fully known and fully loved, in pursuit of their God-given purpose and potential.*
- To encourage servant attitude and responsibility for youth to give back. Creating a culture where the youth contributes back to society as a reflection of the investment they have received.
- Better social integration, exposing the youth and his/ her family to the positive aspects of the American culture. Therefore, expanding their relationships, perspectives and opportunities. At the same time, exposing the larger American population to the youth's culture through proximity, relationship and cultural exchange. Merging communities is vital.
- Increasing youth's self-esteem, self worth and transforming their stories into stories of empowerment. Mentors must understand and utilize the power of story.
- Understanding and supporting their evolving identity. Besides culture clash, identity crisis is a reality we face as youth attempt to navigate between conflicting worldview's, values and beliefs. Promoting and celebrating the youth's culture and traditions are important, while exposing them to new experiences and traditions. The mentor in some ways, takes on the roles of cultural ambassador and bridge builder.
- For mentor(s) to become a voice of reason when conflicts arise in and outside the home environment. To advocate for the child, to come alongside the parents and to encourage the youth towards peace and resolution.
- Mentor to become an ambassador and advocate for the community through increased understanding, experience and credibility. For mentor to further education and inspire their networks by sharing a positive narrative about engagement with New Americans. Sharing opportunities for their networks to engage and contribute to local impact.

Country of Origin

The country of origin of a refugee youth often provides important clues as to the social, cultural, political and familial values that a young person may possess. However, it is important to remember that each country has enormous diversity—in terms of language, faith, values and political conflicts among and within groups. Therefore, as a mentor working with immigrant youth, learning as much as possible from listening, doing your own research, and following the tips and suggestions found in resources will help you more closely meet the needs of each individual young person.

Assets and Strengths of Immigrant Youth

While refugee youth face significant challenges and barriers, many also possess enormous strengths and resilience. Act for Youth Upstate Center of Excellence (2004) in New York cited four common refugee youth assets that offer key insight into openings for mentoring programs and mentors to make a difference:

1. A layer of protection created by support and guidance of extended families, community needs valued over individual needs, and an emphasis on collective decision-making;
2. Bilingualism—which reflects increased skills and leadership in a quickly growing multicultural society;
3. Increased opportunities for healthy development when a youth overcomes negative circumstances and risks; and
4. Learned ability to navigate through competing cultural demands—which fosters resilience, flexibility and skills related to interpersonal relationships.



Thank you for your interest in volunteering with Global FC. Please note that:

Locations: The population we serve live primarily in the Historic North East Kansas City. Most opportunities take place in these areas.

Time commitment: Most volunteer opportunities require a weekly commitment for a period of one year.

Age requirement: Volunteers must be at least 18 years old to participate.

Language ability: While additional language skills may be useful, volunteers are only expected to know English.

Transportation: Access to a car and a driver's license, including a good driving record is required.

MENTOR APPLICATION PROCESS

- Submit Volunteer Agreement form and government ID to Ella Munthali (Volunteer Coordinator)
- Introduction phone interview with Volunteer Coordinator
- Review Mentoring Volunteer Description and Global FC overview presentation
- Meet with Global FC staff for an in-depth face to face interview.
- Provide 2 personal references
- Mentoring Contract
- Criminal Background

TRAINING PROCESS

- Documents shared:
 - study mentoring SOP and role description,
 - review mentoring resource folder and
 - review Global FC online digital training,
 - Mentor tracking log and description (MTL)
- Followup with Global FC staff to go over trainings materials and any questions.
- Attend upcoming mandatory **Mentoring Training workshop**. (*date will be provided*)

MATCHING

The Program Coordinator facilitates matching volunteers with Global FC youth. Matching mentors with youth is usually based on similarities, availability and pertinent skills, talents and interests, such as:

- Gender, race, culture
- Shared background or experience
- Personal compatibility
- Relationship between mentors talents/hobbies and students interests and needs
- Similar schedules

These are simply parameters to keep in mind rather than a rigid set of criteria when matching. The needs of the youth are the prevailing factors to consider.

ROLES

- **Teacher/trainer:** Providing learning opportunities and offering your experience as a guide
- **Positive role model:** Demonstrating exemplary behavior and offering values that will increase chances for success and happiness
- **Social supporter/guide:** Providing encouragement to the mentee as he or she embarks on new experiences
- **Resource supporter/advocate:** Speaking and acting on behalf of the mentee and helping the mentee access community resources. Become a voice for the youth when they can not.



- **Challenger:** Encouraging the mentee to maximize his/her potential
- **Friend/companion:** Being consistently available and sincere; providing the mentee with a caring and unconditional friendship

SUMMARY OF THE IMPORTANT RESPONSIBILITIES OF A MENTOR

- Meet weekly with mentee for 1-2 hours and participate in an activity that pair choose together (homework, playing catch, cooking, library visit, etc).
- Attend mandatory **Mentoring Training workshop**. (*date will be provided*)
- Attend monthly **Education Workshops**, to the best of your ability.
- Participate monthly in a large group activity or field trip. (ex. attend a Global FC soccer game)
- Deepen knowledge of cultural issues related to the country of origin of mentee, including taking advantage of the cultural and worldview training offered by Global FC.
- Willing to meet with Global FC staff and/or group **meetups** to gain insight, feedback, updates and support through other Global FC mentors.
- Involvement in community service opportunities with mentee to promote civic responsibility. *Service options will also be made available by Global FC directors.*
- Document time spent with youth and his/her family, through the **Global FC Mentoring Log**. This includes a detailed description of time spent together. (*sample descriptions will be provided*)
- Participate in personal and program evaluations (pre-survey and post-survey).
- Understand and agree to mentor policies and procedures outlined in the Global FC Mentor Contract.
- Inform Program Coordinator of any changes in mentee behavior, concerns, or questions. Including charges in family dynamics.
- Be an active member of the Global FC community.

QUALIFICATIONS

- Willing spirit
- Flexible. Mentor must be aware that due to the many unforeseen challenges that arise when working in inner city settings, they must be able to adjust expectations.
- Openness and appreciation of diversity.
- Good listening skills -to really hear the experiences, hopes and challenges that each young immigrant or refugee mentee faces.
- Understands the value and power of building authentic relationships with the youth and families we serve.
- Patience - the mentoring relationship is a process that takes work and time.
- Sense of humor
- Reliable
- Safety conscious. Ensuring that the safety of the child is primary, including being self aware of one's own safety when interacting in the North East and KCK.
- Positive, high energy and encouraging.
- Passion to help build future change agents and ambassadors of Global FC.
- Respectful, open and sensitive to different cultures, religions, languages and lifestyles.
- Comfortable talking about issues related to self-esteem, health, relationships, high school involvement, careers, finding a part-time job, basic finances, community resources, and community service.
- Comfortable with engaging in spiritual conversations, while respecting the diverse religions and cultures our youth come from.
- An intentional effort to engage with the family unit.



- Must believe in the power of youth to create positive change in their communities and the world.
- Emphasize the importance of academics and the important of creating a pathway of success from completing high school and going on to college or work.
- Good relationship building skills and ability to maintain constructive relationship boundaries with mentee, mentee's family, and Global FC staff.
- Ability and commitment to maintain confidentiality and act in a manner that is consistent with Global FC policies and procedures.
- A general desire to have fun and work with children.

ELIGIBILITY POLICY

Mentor Eligibility Requirements:

- Be at least 18 years of age
- Be willing to adhere to all Global FC Mentoring Program policies and procedures
- Agree to a one year commitment to the program
- Commit to spending a minimum of 4-5 hours a month with the student/mentee
- Be willing to communicate with the student/mentee weekly
- Complete the screening procedure
- Agree to attend mentor trainings as required
- Agree to attend mentor meet ups
- Be willing to communicate regularly with the program director and update tracking logs and detailed descriptions of time spent with youth and his/her family.
- Have access to an automobile or reliable transportation
- Have a current driver's license, auto insurance, and good driving record
- Have a clean criminal history
- Have never been accused, arrested, charged, or convicted of child abuse or molestation
- Not be a convicted felon.
- Not be a user of illicit drugs
- Not use alcohol or controlled substances in an excessive or inappropriate manner.
- Not have falsified information during the course of the screening process.

TRAINING AND SUPPORT

- **Monthly Education Workshop:** Global FC will provide a monthly *Education Workshop* coordinated by experts in the field. Crisis management, trauma healing, youth therapy, family engagement, understanding the resettlement journey and cultural/ religious understandings are key components to the training.
- **Mandatory Mentoring Training Workshop:** Comprehensive training for all Global FC mentors. Mentor will be obligated to attend the workshop once. *Date will be provided.*
- **Mentoring Resource Folder:** Access link to Google folder containing important resources and literature about mentoring and issues related to the dynamics faced by New Americans.
- **Meetups:** An opportunity to gather Global FC staff and mentors to discuss and highlight merging themes and barriers. Mentors to encourage one another and problem-solving opportunities, including sharing experiences, lessons and other feedback. The intention for these meet ups is to serve as an additional support system for mentors.
- **Monitoring:** The Program Director will provide ongoing supervision and be available for consultation. Global FC staff will conduct regular phone and in-person checkups with mentors to address any issues, answer any questions and to provide on-going encouragement.



Thank you for your willingness to support our efforts by volunteering as Mentor. Your role is crucial to our success. This is not an easy role to take on, but rather one that requires a high level of patience, flexibility, a deep passion for diversity issues and to come in as a learner. We thank you for your time and commitment. Please don't hesitate to contact Mariya D Goodbrake or Megan Edwards if you have any questions or concerns.

Welcome to the team!

POINTS OF CONTACT

PROGRAM MANAGEMENT TEAM			
Name	Title	Email	Telephone
Mariya D Goodbrake	Executive Director	mariya@branch-global.com	816.456.1528
Ella Munthali	Volunteer Coordinator	elle@branch-global.com	913.200.6251
Meagan Edwards	Director of Mentoring	megan@branch-global.com	913.827.3703

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