

*At Pour over Love (PoL), we focus on the **relationship**. We genuinely care about the youth's future, but first, them as a person.*

Our Pour over Love Mentorship Program is a minimum of 12 months for each youth. Standardized training will be provided for our mentors. Mentors are asked to commit to a minimum of 6 months to display commitment and help build a strong relationship with their paired youth.

Our mentors are carefully selected as they have proven ability to lead and serve our youth. Mentors will be interviewed and are subject to a background check. Once selected, they will go through our PoL Mentor Training Program (2-hour in-person or virtual training), with continued monthly trainings and roundtable discussions over the course of the year.

Our PoL Core Values:

- Respect/Honor
- Integrity
- Trust
- Equality
- Love

Key characteristics for success:

- A deep passion to serve others, especially youth who are less fortunate or maybe have never had a role model or parent figure in their life
- Serve as a positive role model and friend (this is a relationship based mentoring program)
- Servant Leadership
- Walk the talk
- Quickly build trust
- Mutual respect
- Being empathetic and compassionate
- Quick to listen, slow to speak, slow to get angry
- Being an active listener
- Consistency (showing up when you say you will)
- Grace and patience
- Not coming with a bunch of opinions, suggestions
- Not trying to “fix” them
- Understanding they may not see it from your point of view
- Tolerant and respectful of individual differences
- Truly seeing them as a person and **not a project**
- Celebrate failures!

Time Commitment:

- Minimum of 6 months
- Attend initial 2-hour training session (either in-person or virtual depending on availability)
- Visit your mentee in person once a week for the first 2 months and every other week for remaining 10 months (need exception with valid excuse to do virtual or phone call)
- Communicate with the mentee weekly when possible (within the boundaries you set for yourself)
- Communicate with PoL Staff and potential employer managers
- Attend mentor & mentee hangouts (group events) and training (optional), mentor support groups, and program recognition events

Participation Requirements:

- Be at least 23 years old
- Be interested in working with youth experiencing homelessness
- Be willing to adhere to all program policies and procedures
- Be prepared to complete the application and screening process
- Be dependable and consistent in meeting the time commitments
- Have a clean national background check history
- Not a convicted felon
- No use of illicit drugs
- No use of alcohol or controlled substances in an inappropriate manner

Application Process:

If you're eligible based on the criteria above and believe you would be a great fit for our program, please fill out the mentor application form on our website and our program Executive Director will be in touch.