RECORD ATTENDANCE AT 11TH TUTOR/MENTOR LEADERSHIP CONFERENCE, HELD APRIL 30 - MAY 1

Believing all children deserve an opportunity to succeed, mentors, tutors, educators, volunteers and supporters throughout the Midwest came together to learn and share what it takes to nurture students.

More than 350 people attended the 11th Tutor/Mentor Leadership Conference at the Blackstone Hotel in Downtown Chicago April 30 - May 1.

The conference keynote speakers, Sen. Barack Obama (D-Ill.) and Rep. Luis Gutierrez (D-Ill.), encouraged the participants to continue the work they have begun and to never stop moving forward in helping the children to succeed.

"I know I am preaching to the choir. We all need encouragement and reinforcement. It is important to revisit our principles of why we got involved.

"I feel hopeful that we can do a better job of nurturing our children and saving them from despair. I will fight to fully fund education in the city of Chicago. I know if I do what I need to do, I know I will have partners (in helping our children)," Obama said.

Bob Schout of Power Skills shares information at a conference display. Bob also was a workshop presenter.

Rodriguez, Christopher House tutoring coordinator.

Rodriguez has attended about four T/MC conferences, and this spring she brought along nine tutors.

America’s Promise Report to the Nation

America’s Promise, the national organization established in 1997 following the Presidents’ Summit for America’s Future, reported its progress to the nation, on TV and on its Internet Web site. In his comments, General Colin Powell, Chairman of America’s Promise, said, “America’s Promise has become a national crusade. A rescue mission aimed at disadvantaged youth has grown into a movement to nurture all our young people and to recover our sense of community in the process.

As I travel throughout America, I have been struck again and again by the widespread sense that we need to do more for our kids. Adult Americans recognize that the greater incidence of divorce in our society, coupled with the erosion of traditional community support systems, have left today’s young people increasingly vulnerable to the pitfalls and temptations of modern life.

The American people now recognize that it will take a true national effort to raise all our young people to be responsible citizens. The enthusiasm engendered by America’s Promise to date shows that the American people continued on page 9
Chicago's Elite Go Back To School

CEOs, celebrities, socialites, and other notables volunteered to be principals for a day for a second consecutive year. Can this one day experience lead to long term commitments of support?

On April 20th more than 600 business and civic leaders, including Michael Jordan, went to Chicago Public Schools as “Principals for A Day” with organizers hoping for one-day principals to develop long-term relationships with individual schools.

We invite these CEOs to go a step further, and develop strategic visions which link their companies, customers and employees with schools, and the neighborhood afterschool programs surrounding them. Such an “adopt-a-neighborhood” strategy would enable more corporate volunteers to become involved with school children, because of opportunities to serve in non-school time frames, afterwork, or on weekends, and in leadership and infrastructure roles which might not be as available in a narrower “adopt-a-school” partnership. Such a strategy would even enable a reverse flow of kids to business sites where they could use state of the art computers, and be mentored by people who actually use these technologies everyday in their work.

To be even bolder, we invite each of these civic leaders to outline their company’s long-term “school-to-a-job-at-their-company” strategy for helping kids within a one-mile radius of neighborhood places where these companies do business, or where their employees live, or where they may already be making charitable contributions. We invite Chicago’s newspapers to print such strategies so other business leaders can be motivated or learn from what is already being done by these leading corporations. And, we invite companies to post these strategies, in detail, on their Web sites, so they are available for view at any time during the day or night. Why reinvent the wheel when so many good examples can be learned from?

Finally, we invite these leaders to appoint “get it done” people to lead these efforts, and to use resources like the April 30-May 1 Tutor/Mentor Leadership Conference, or the Tutor/Mentor Connection Web site at www.tutormentorconnection.org, in developing or updating existing corporate commitments to the education of at-risk children. Next year, during “Principal for a Day” the mayor might even be encouraged to recognize one, or two, examples as “best of the best” as a form of encouraging continual quality improvement.

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CEO Commitment

- Make a top-level commitment to support youth development.
- Appoint senior manager as the CEO’s personal representative (from marketing or strategic planning).
- Establish a forum (research and planning team) to review and prioritize involvement opportunities (What are the needs? What are we doing now? What are we doing within a one-mile radius of our facilities? What is the competition doing?).
- Begin a communications and advocacy program. Use company newsletter, bulletin board, volunteer recruitment campaigns to show need and point employees to programs which already exist.
- Provide recognition for those who become involved, such as breakfast with the CEO.
- Provide a forum for volunteers to network and share their experiences within the company and with others in the city. This encourages others to become involved. It also builds volunteers for your strategic planning team.
- Encourage year-to-year growth and improvement. CEO continues to make this a priority by personal review of results and next year goals.
- Begin to develop a funding stream to support the organizations ongoing commitments.
- Share your achievements on your Web site, and link to the T/MC Web site.

ADOPT A NEIGHBORHOOD, NOT JUST A SCHOOL

CEO's: Use your packaging, newsletters, Web sites to encourage employees and customers to connect with schools and tutor/mentor programs within a one-mile radius of any facility you operate.

By giving your employees more choices you of where and when to volunteer, more are likely to get involved. By linking school and afterschool program information bases, veteran volunteers are able to change the nature and time-frame of their volunteer commitment, without losing the continuity and experience they are building through their involvement. The end result is a more effective, more satisfied volunteer, and better service to the community.
The new 1999 KIDS COUNT Data Book ranks Illinois 34th among the states in child well-being, in part because many Illinois children grow up facing a combination of conditions that seriously endanger their chances for future success.

The national report - released this week by the Annie E. Casey Foundation - outlines how nearly 500,000 Illinois children are "seriously at risk" due to a combination of four or more chronic family conditions, including:

-- growing up in a single parent home
-- having parents with low educational attainment
-- living in poverty
-- having parents who are not in the work force
-- being dependent on welfare
-- lacking health insurance

The Center for Policy Alternatives notes that nearly one in ten Illinois children lives in extreme poverty, despite an economic boom that has raised the median annual income of Illinois families to $44,100 (11 percent higher than the national median.)

"The new KIDS COUNT report illustrates why we must work together to help families achieve greater economic stability," said Voices President Jerry Stermer. "All of the high risk family conditions outlined in the report are either directly linked or closely connected with economic instability. If we want to improve the future for these at-risk children, clearly we must concentrate on steps we can take to help low-income families move off welfare and out of poverty."

The complex challenges involved in helping low-income families achieve economic stability were highlighted in Voices for Illinois Children's recent report, "Illinois Kids Count: Putting It All Together."

To get a free copy of the national KIDS COUNT Data Book or the KIDS COUNT Pocket Guide, call Voices for Illinois Children at 312-456-0600, or contact the Annie E. Casey Foundation at 410-223-2890. You can also access the KIDS COUNT online at www.kidscount.org.

The Tutor/Mentor Connection is the Chicago Partner of The National Mentoring Partnership www.mentoring.org

Maps Keep America Focused on Most In Need!

While America's Promise has "grown to nurture ALL our young people" the Tutor/Mentor Connection will continue to focus on those who usually get left behind.

When President Clinton and former President Bush issued a call to America's leaders to gather in Philadelphia, the focus was on the 15 million at-risk youth throughout America who were most in need of help.

In the months following the summit, that commitment has eroded, and now America's Promise is declaring itself as an organization which "nurture all our young people" according to Gen. Colin Powell's introduction to the report released to the nation on May 15, 1999.

While there certainly is a need for more adult engagement with youth all across America, the Tutor/Mentor Connection (T/MC) remains clear and focused on the original goal. In our mind the reason a Presidents' Summit was needed is that at-risk youth, kids living in poverty, in segregated neighborhood, in struggling families, don't have enough people who care how much they share in the American Dream.

It was really great to think that Gen., Powell and all of these major corporations were going to pull out maps of where they do business, or of where they have factories, and say, "which neighborhoods in my community are the ones where there is the greatest need?" We hoped they would look at the research of Big Brothers/Big Sisters of America, or the Quantum Opportunities Program, or of models of Youth Apprentice programs, which Hedrick Smith wrote of in his book, RETHINKING AMERICA, and use these as inspiration for business plans which reached out to youth in these at-risk environments and made long-term commitments to mentor those kids into careers, one at a time, and 15 million overall.

While this may still be part of the vision of America's Promise, the political clout of those beyond these neighborhoods is likely to pull more and more of the resources and attention needed to help at-risk kids toward the needs of the rest of America's kids. Leaving those at risk, at risk.

We encourage the corporations who have made commitments to America's Promise and the communities who have populations of at-risk kids to look at the map of Chicago, which is at the left. This map shows the highest concentrations of poverty in the city, clear enough for any general to see where the greatest need is. Similar maps can be used to plot the location of schools that are under performing, places where kids are killing each other, or where churches or business sites could serve as new places for adults and kids to connect.

We encourage you to build these maps into your action plan, and to post "flags" on them showing where you have made a connection, and where you are delivering hope as opportunity to the 15 million at-risk kids who need our help most.

Since April 1997 the T/MC has

• hosted five leadership conferences, with more than 200 people attending each.
• organized a 1997 and a 1998 citywide campaign to recruit volunteers for nearly 100 tutor/mentor programs.
• published a 1997 and 1998 directory listing more than 250 sites in Chicago where tutoring and/or mentoring are offered during non-school hours.
• published a report quantifying the availability of non-school tutor/mentor programs in Chicago.
• partnered with the Chicago Bar Foundation to raise and award more than $100,000 in small grants to one-on-one tutor/mentor programs.
• issues this T/MC Report to a growing list of 100,000 in small grants to one-on-one tutor/mentor programs.
• built an Internet Web site to share and build networks of tutor/mentor program leaders, which now averages 1,000 visits a month.
• continued to operate a comprehensive program which enrolls 100 7th through 12th grade teens in one-on-one mentoring matches with business volunteers.
• partnered with Public Communications Inc. to raise visibility, volunteers and dollars for Chicago's tutor/mentor programs.
The spring Leadership Conference featured over 30 different workshops, targeting new as well as advanced programs. Here are portions of some of these workshops. We'll feature more in upcoming issues of the T/MC REPORT and on the T/MC Web site at www.tutormentorconnection.org.

FUNDAMENTALS OF FUND DEVELOPMENT

Presented by Cynthia R. Massie, of Campus Crusade for Christ Agape Community Center

No matter how good the program, no matter how effective the effort, it all comes down to the same thing: funding.

According to Cynthia R. Massie, of Campus Crusade for Christ Agape Community Center and Fundamentals of Fund Development workshop presenter, effective fund development centers on a concise, descriptive Mission Statement. "You can't raise money without knowing why you exist," she says. She cautioned that there's a difference between why you exist, and what you do as an organization.

In addition, according to Massie, it's important to understand why people give in the first place. She defined ten different reasons.

Once able to define your organization and your audience, it's time to consider development strategies. Massie offers the following options:

A. Mail -- appeals letters. Need a donor base to send to; consider creating a list of people who you know would be interested in what you do. Need a cause for writing and sending the appeal. "Keep it simple and tell a story," Massie suggests. "People give to people." A 10 percent return on your mailing is good and indicates your effort was effective.

B. Newsletters.

"Newsletters are great communications tools," says Massie. "Send your newsletter one month before you send an appeals letter or "ask." Always put a return envelope with your newsletter."

C. Events -- used to attract new donors. Can include banquets, golf outings, "seed" dinners. "Seed" dinners are when people who already believe in your organization invite three or four others to the dinner. "Events can tire you out, tax you," cautions Massie.

D. Foundations.

"Keep in mind that foundations are a good source -- but not dependable because giving can change from year to year," Massie suggests visiting the Donors Forum for like-minded foundations, searching the Internet for possible sources, and browsing periodicals for prospects.

Fund development is the foundation of your organization. It's a cycle, a process. Massie acknowledged that it may not be easy to ask -- no matter how much you personally believe in your organization.

For those people she shared this quote from John D. Rockefeller, Jr. "Never think you need to apologize for asking someone to give to a worthy object, any more than as though you were giving him an opportunity to participate in a high-grade investment."

YOUTH AND GANG INTERVENTION WORKSHOP

Presented by Kenny Ruiz, of the YMCA-Youth Intervention Program

We all closed our eyes and the room became quiet. Kenny Ruiz, of the YMCA-Youth Intervention Program and the Youth and Gangs workshop presenter at the spring Leadership Conference, coached us to recall a time when we were compromised -- physically, spiritually, emotionally. He asked us to concentrate on how we felt when it happened. Vulnerable? Frightened? Unsure?

While we continued to keep our eyes closed, Ruiz invited those who experienced a situation with a gun to describe it for the rest of us.

In a room full of professional peers, hearing someone describe the fear and danger helped strip away the prejudices we all feel when it comes to youth in gangs.

"You need to learn to turn down your 'evaluation voice' when you're dealing with these kids," Ruiz cautioned. "It can be so loud, you're not hearing what they're telling you."

According to Ruiz, after you examine your own attitudes toward youth who may be or are gang involved, you need to "love them where they are and respect them without condoning their behavior." It's also important to "define what's acceptable and what isn't -- and hold them to it." After all, most of these at-risk kids have never had the chance to be kids.

Ruiz provided a lot of background information including street characteristics, motivations, warning signs and school/community strategies. In addition, he provided the following useful approaches when working with street youth:

* Introduce yourself and name the agency where you work.
* Build rapport. You may need to meet and talk several times to build trust.
* Do not down the group or individuals in the group.
* Do not seek information about the group. Remember the group has laws that are to remain secret only to be told to those who are part of the group.
* Be upfront and honest.
* Try to organize individual or group rap sessions.
* Always approach with a smile.
* Never write anything down while you are in a session.
* Never ask a lot of questions about the group.
* Try to stay away from using the word "gang."
* Stay out of confrontational situations (verbal or physical).
* Try to become as "street knowledgeable" as possible.
* Become aware of the area, community and identifiers.
Conference feedback: What Did you find most helpful?

"Every topic class I attended was great and very informative. Next year, we will be here."

"Speakers, volunteers were very insightful. I most enjoyed the opportunity to network with people with mutual concerns about our young people. I found it exciting."

"I just wish I had more time to go to more workshops."

"I am new in non-profit world, so I learned a lot. I got more than I expected."

"Youth and gangs! Mr. Ruiz was excellent! Please invite him to your future events!"

"Using Instructional Technology!"

"The workshop on grant writing was most helpful."

"Milton Massie's "How to lead and Encourage..."

"The level of the advanced workshops are really excellent."

"I got many ideas; connections and some hope, too."

"The discussion after the Grant Writing Seminar was great - I met 2 good mentors."

"Very helpful. My first time coming to something like this. I will be better able to help my church."

"Networking with other youth programs."

"Good workshops. I enjoyed all of them."

"Working in small groups and conflict resolution were very helpful workshops."

"This is a 'great' Conference. It has very interesting subjects."

The Chicago Bar Foundation Grants Build Capacity

MORE THAN $300,000 AWARDED SINCE NOVEMBER 1995

While many efforts are in place to mobilize volunteers, few are in place to raise operating dollars and to build capacity for programs to be able to absorb new volunteers and help them become effective mentors, leaders and change-agents in this movement. The Chicago Bar Foundation (CBF) began a partnership with the Tutor/Mentor Connection (T/MC) in 1994 with this purpose.

Working together, and enlisting other partners such as the Steans Family Foundation, the CBF and T/MC are building public awareness for one-on-one tutor/mentor programs, helping to recruit volunteers, providing recognition via an annual November Tutor/Mentor Week Campaign, and raising much needed general operating dollars.

Forty programs submitted applications to the Chicago Bar Foundation for spring 1999 grants and 24 were selected to receive $1,000 and $2,000 grants based on the good work they were doing of connecting adults and children in long-term one-on-one tutor/mentor matches. XX of these were North Lawndale area programs, who received a matching $8,000 in total grant dollars from the CBF's partnership with the Steans Family Foundation.

Grant were presented by geographical sections of the city, emphasizing the intent of the LEND A HAND Program to support the growth and expansion of quality tutor/mentor programs in EVERY part of Chicago. For more information on the LEND A HAND Program, call 312-554-1204, or visit www.chicagobar.org/public/lendahand.html.

Listed below are programs receiving 1999 Lend A Hand Program grants:

**$2,000 Grants**

- Angels in Flight
- Big Brothers/Big Sisters of Metro Chicago
- Blessed Sacrament
- Carole Robertson Center for Learning
- Centro Comunitario Juan Diego
- Chicago Youth Programs Inc.
- Christ Evangelical Lutheran Church
- Christopher House
- Cluster Tutoring Program
- Epworth Tutoring Program
- Family Matters
- Greater Progressive Baptist Church
- Hermosa Community Organization
- HighSight
- Horizons For Youth

**$1,000 Grants**

- Imani Shalom
- Mercy Home for Boys and Girls
- Midtown Educational Foundation
- Saint Agatha S.A.F.E.
- The PEACH Club/Gallery 321 Inc.
- Sister Soldier's
- Westlawn Youth Network

**1999 Thomas A. Demetrio Award Winner**

The Lend A Hand Program was launched in 1993 by Thomas Demetrio with a single award presented to an outstanding tutor/mentor program. Each year one program is selected from those who receive Lend A Hand Grants to be recognized as the Demetrio Award winner. This program receives a special plaque, and an additional $2000 grant. The 1999 winner was:

**HORIZONS FOR YOUTH**

This program offers a monthly child enrichment outing to enhance the educational program and inspire artistic, creative and civic talents. Events such as a Clean-up Day at McKinley Park, a Career Day at Lutheran General Hospital and a Puppet show are woven into the teaching goals of the program. When students and volunteers teamed up to clean the park, the children learned civic responsibility, and when they visited the different departments of the hospital they saw career opportunities which they'd not understand before. After they watched a professional puppet show, the 6-8th graders created their own show and presented it to younger students. This weaving together of experience and teaching makes an example and a model for other programs to follow. In addition to winning the 1999 Demetrio Award, Horizons for Youth also was selected to receive the T/MC's Event & Activity Best Practice Award. For more information on HFY, call 312-627-9031.
Spring 1999 Leadership Conference Best Practice Award Winners. While the goal of each conference has been to recognize the good work of dozens of tutor/mentor programs, BEST PRACTICE Awards are intended to encourage programs to share "how" they do "good work" so others can more easily learn and improve from duplicating these models.

This year, the Chicago Bar Foundation (CBF) Lend A Hand Program once again presented cash grants ranging from $1,000 to $2000 to Chicago-based one-on-one tutor/mentor programs, and selected one of these programs as this year's "best of the best" program. Those are profiled on page 7. The CBF also provided $1,000 cash grants to recognize outstanding effort in the areas of volunteer recruitment, training and communications, which are essential skills any program needs to master. We've profiled these winners in this T/MC REPORT. On the T/MC Web site (www.tutormentorconnection.org) we provide the complete nomination from these programs, and have also listed "runner-up" programs which also are great models to learn duplicate.

RECRUITMENT, TRAINING AND COMMUNICATIONS AWARDS
Tutor/Mentor Volunteer Recruitment and Recognition
Recognizes program creativity and persistence in recruiting volunteers from diverse backgrounds and in providing recognition and support to keep these volunteers with a program and convert them to leaders.

CHICAGO YOUTH PROGRAMS

Joe Grissom accepts Volunteer Recruitment Award on behalf of Chicago Youth Programs Inc. Presenting the award was Sen. Obama.

This program was selected because of its success over more than 16 years in recruiting volunteers and converting them into leaders. CYP provides comprehensive services in three Chicago neighborhoods, drawing primarily on volunteers to lead, staff and mentor. More than 500 volunteers now staff over 42 component programs serving approximately 300 youth, with a full time paid staff of only five people. The program recruits throughout the year at a variety of business, health and education events, including the annual Tutor/Mentor Volunteer Recruitment Campaign. Call 312-640-8902 or email CY-Programs@nwu.edu for more information.

Volunteer Training Award
Recognizes programs which do a great job in volunteer training.

CAROL ROBERTSON CENTER FOR LEARNING (Chicago)
This program was selected because it really understands the needs of volunteers and the need for ongoing support. In addition to their initial orientation, volunteers participate in a number of trainings and support sessions throughout the course of the year. Training topics include lessons on working with young children and adolescents, creating tutoring lesson plans, using available resources, mentoring, planning workshops, and service learning principals and practices. Volunteers are introduced to children and youth through a series of age-appropriate getting-to-know you games and activities, which ensure that both children and volunteers are comfortable. Throughout the year, regular volunteers meet weekly with staff and participate in monthly volunteer and staff trainings, while staff are available for all volunteers during their time at the center. This comprehensive strategy is a Best Practice example which any program might follow. Call 312-243-7300 to learn more about this program.

Communications Award
Effective, creative, and sustained communications to volunteers, students, parents, schools and donors.

HOMEWORK LINKS TUTORING OF FAMILY-CARE OF ILLINOIS
This program demonstrated a highly energetic, creative and low-cost approach to communications which includes an effective use of neighborhood media, churches and businesses. The agency also uses Chicago Access Network (CAN) TV, the Chicago Public Schools and a quarterly newsletter to share information and has been active in communicating its needs via the Tutor/Mentor Connection FamilyCare of Illinois recruitment campaign and conferences. This is a great example of how small programs can become well known, and is deserving of a Best Practice Award. Call Linda Mitchell at 312-658-6210 to learn more.

Visit the T/MC Web site at www.tutormentorconnection.org and read more about these programs and the work they do.

Nominations for the Year 2000 Best Practice Awards will be due by April 1, 2000. Plan to submit your program's work for recognition during the spring 2000 Tutor/Mentor Leadership Conference.

CONFERENCE
continued from page 1
"The tutors came away very excited. They gained new strategies to help students improve their reading skills."

The Christopher House program, located at 2507 N. Greenview in Chicago, was one of 30 programs to receive a $2,000 grant from the Chicago Bar Association's Lend A Hand Foundation for being a quality program.

The grant will be very instrumental in helping us buy new resources, including books, which are always need," Rodriguez said.

The program had about 100 students and 95 volunteers during the 1998-99 school year. "One of the volunteers, Maddona Walsh, gives at least six hours of her time every week," Rodriguez said.

Throughout the two-day conference, participants gathered and exchanged valuable information to hold them over until the next scheduled conference in November, which most said they are planning to attend.

Renee Tucker, "I Have a Dream" Foundation program director and co-chairperson of the conference, said participants can expect the November conference to offer the same caliber of presentations as in the past.

"Our planning committee continually strives to get a good array of workshops and quality speakers for each conference," Tucker said.

Tucker received The Leadership Award for her five years of service to the T/MC conference. She has served in several capacities over the years as a speaker, workshop presenter, planning committee and a display table sponsor. The "I Have A Dream" Foundation is located at 1355 W. Harrison in Chicago.
Adult Volunteer of the Year

This award recognizes mentors, tutors and/or volunteer leaders who consistently go beyond what's expected to help a young person and/or a program succeed. We have two great candidates who we feel deserve this award. And the winners are:

Art Robinson, of the United Church of Hyde Park, has been a dominant force in the development of The Friday Night Youth Explosion (FNYE) since 1995. Robinson brought structure and discipline to the program, and made it something students wanted to be part of, which is evidenced by the program's growth from seven students in 1995 to 35 youth regularly attending the program in 1999. He has encouraged and enabled older youth to take on leadership roles and fostered the importance of community service. The best testimonial of Robinson's work is what two students had to say about him: One 13 year-old boy wrote, "Art is a great man, and for some, a hero. I'm not the greatest kid in the world, and I'm definitely not perfect, but Art makes me feel that way." Another wrote, "He helps us in ways no one else can. He spends time and does things with us. He does hard work. He loves us and cares for us. He's the best volunteer in the world."

Virginia Boyle, HomeWork Links Tutoring of FamilyCare of Illinois is the other winner. Her nomination letter reads, "She is a completely reliable tutor. She never misses a session without informing the coordinator in advance. She loves to work with the children and recognizes how important learning is. Each week she prepares a little something extra for her students, finding out what the student's interest is and bringing books and articles into the tutoring sessions that focus on those interests. She has made herself very familiar with learning styles, stages of development and other information to make herself a better tutor, and shares what she learns with other tutors. Virginia is always willing to lead the way in making changes and improvements in the program and because of her initiative, tutors share techniques with each other during tutor training. She is a very special person and an example of a community elder who has something to give, and gives it."

Tutor/Mentor Survey Launched at May Conference

Collecting and sharing knowledge which can be used by any tutor/mentor program is the purpose of the T/MC and its conferences. The survey launched at this conference uses innovative technology to collect, sort, and report on an ongoing basis. Visit www.jordan-web.com to see the survey, its results — and to add your own comments.

84% say more funding needed.
57 of 68 (84%) said "more funding" was primary or secondary most critical resource needed for your program to be successful. A typical response was, "The most critical resource is funding so that we can hire more children. This would mean hiring more staff in order to monitor the progress of each mentor/mentee relationship."

66% say more volunteers needed.
45 of 68 (66%) said "more volunteers" is the primary or secondary most critical resource needed for your program to be successful. One respondent called for, "Committed, caring volunteers who truly want to make a difference in the life of a child by simply being a friend; not a teacher, counselor, substitute parent—but a friend."

Outstanding Program, out of Chicago: INVEST of Evanston, Illinois

INVEST programs give bring tutors into the schools, oversee adoptions of local schools by area business partners and civic groups, recruit speakers on special topics, send bus loads of students to local museums and nature centers, and give small grants to teachers for special art projects. INVEST has established a Resource Bank and publishes a Volunteer Clearinghouse Directory which helps potential volunteers find programs. In 1998 INVEST organized a "INVEST in Education" volunteer recruitment fair, in conjunction with the Tutor/Mentor Connection, and drew on the support of Mayor Lorraine Morton, several businesses and the local libraries to recruit volunteers for local tutoring programs. This is a great example of how a single organization can have a huge impact on an entire community.

T/MC Spring Conference Planning Team

Chairpersons
- Renee Tucker - "I Have a Dream" Foundation
- Jim Minnice - Cabrini Connections

Committee
- Cicely Anderson - Urban Programs, West WMCA
- Dale Christenson - Literacy Volunteers of America, II.
- Cindy Diehl Yang - Associated Colleges of Illinois
- Jack Flynn - Oak Park River Forest High School
- Beth Galantha - Cabrini Connections
- Kim George - Urban Programs
- Kayte Koepke - S.A.Y. Yes! Centers for Youth Development
- Chris Moore - Chicago Urban League
- Any Ottesen - Hewitt Associates LLC
- Viviana Romero - H.A.S. Healthcare Alternative
- Eric Werge - A.C.E.S.
- Dina L. Zarrella - Southwest Women Working Together

Thank you ALL!
You've done a great job again!

Renee Tucker receives award for long-term service to Tutor/Mentor Connection. Presented by Daniel F. Bassill, President of Cabrini Connections and the Tutor/Mentor Connection.
TUTOR/MENTOR CONNECTIONS, EXAMPLES AND CONTACTS

LIGHTFALL INTERACTIVE TEAMS WITH CABRINI CONNECTIONS TO CREATE INTERACTIVE MARKETING TOOL, "ONE CHILD AT A TIME"

While the Tutor/Mentor Connection (T/MC) has been able to recruit volunteers from various programs to help develop the leadership conference, the volunteer recruitment campaign, and even The Chicago Bar Foundation's Lend A Hand program, the T/MC as a concept has been difficult to explain. "That's made it very difficult to build the type of on-going funding support we need," says Dan Bassill, CEO of Cabrini Connections, which operates the T/MC.

Dave Golder, founder of Evanston, Ill.-based Lightfall Interactive recognized this need and, being anxious to give something back to the community, needed to find a way to "make a big difference without writing a big check." A leader in creating interactive corporate communications tools via electronic and digital mediums, Lightfall recognized that its expertise in delivering messages creatively and effectively was far more valuable than any cash donation it could make. Brought together by a mutual acquaintance, Lightfall Interactive's Golder and Cabrini Connections' Dan Bassill teamed to create an interactive CD titled, "One Child at a Time."

The interactive marketing tool outlines Cabrini Connections' four-pronged strategy comprising research, public awareness, resource building and training. Using compelling audio, video and easy-to-follow graphics, facts, charts and computer-generated GIS maps, the application is designed to build and sustain an effective tutor/mentor program, and ways any individual or group can be more responsibly involved.

Headquartered in Evanston, Ill., Lightfall Interactive develops business communications solutions using advanced multimedia, interactive and Internet technologies, for the forward thinking organization. Lightfall's solutions are designed to deliver key messages effectively, improve information retention with engaging and thought-provoking experiences, stimulate sales, and provide the greatest return on investment for its clients.

"This is exactly what the tutor/mentor movement needs," Bassill offered. "They did a great job for us!" To order a copy of the CD-ROM, call 312-467-2889 or e-mail CabriniC@aol.com. For more information about Lightfall Interactive, visit their Web site at www.lightfall.com.

GEORGE LUCAS EDUCATION FOUNDATION WEB SITE

Since 1997, the "Learn & Live" film and book have been available separately on GLEF's Web site. Now, with improvements in delivering video on the Web, "Learn & Live" is being reformatted to support its use by educators, parents, school board members, and others.

The new "Learn & Live" Online Edition is available at http://www.glef.org. It will include:
* New QuickTime clips of the one-hour "Learn & Live" film in short (two to three minute) segments;
* Descriptive overviews of each segment and its major themes;
* Discussion questions; and
* Pointers to relevant sections in the "Learn & Live" resource book.

"Learn & Live" has been used in "hard copy" videocassette and book form by educators for pre-service and in-service training, as well as for parents, schoolboard members, legislators, and others. GLEF hopes this new Online Edition will make its content more accessible and convenient, on demand.

GLEF seeks feedback and comments! Send them to edutopia@glef.org.

Knowledge LINKS at www.tutormentorconnection.org

Look for these and many more great resources online at the T/MC Web site.

America's Promise -- The Alliance For Youth: Learn how communities around the country are mobilizing volunteers.
www.americaspromise.org

The National Mentoring Partnership: A comprehensive resource for mentors, leaders.
www.mentoring.org

Yes, You Can: A Guide for Establishing Mentoring Programs to Prepare Youth for College.
http://www.ed.gov/pubs/YesYouCan/

The Giraffe Project: Recognizes people who stick their necks out to make life better for everyone else. They've got a great program that youth organizations and schools might use to create a few new Giraffes. Go to www.giraffe.org/giraffe


Illinois Fatherhood Initiative: Promoting responsible fathering and helping men to become better fathers and father figures. www.4fathers.org

The National Association of State Universities and Land-Grant Colleges: This is a vast resource with links to government, state and many universities. Look in the section on the Kellogg Commission for a list of university K-12 programs, listed by state. www.nasuglc.nche.edu

School-to-Work Initiatives: Studies of Education Reform: After conducting a review of the current state of the art related to both the theory and practice of school-to-work transition programs, the study conducted fifteen individual case studies on sites that represent a wide range of reform initiatives, including model school-based and work-based programs, district and community-wide efforts, and state-level strategies.
www.ed.gov/pubs/SER/SchoolWork

Northwest Regional Educational Laboratory: The section titled: Linking Work and Learning offers a comprehensive set of products and services designed to integrate academic and community-based learning.
www.nwrel.org/pac/bestofnw/

Action Without Borders: This is a nonprofit organization that promotes the sharing of ideas, information and resources to help build a world where all people can live free, dignified and productive lives.
www.ideaist.org

Youth Life Skills. This site offers new ideas, creative activities, and different approaches to use with youth programs. Contains a comprehensive LINKS section. www.youthlifeskills.com/links.htm
INTERNATIONAL VOLUNTEERISM CONFERENCE WILL BE NOV. 7-10

While the next Tutor/Mentor Conference will be held on the 5th and 6th of November, the International Conference on Volunteer Administration (ICVA), to be held the following Sunday through Wednesday, offers a great opportunity for a week of extensive training and networking.

The theme of the 1999 ICVA, “One World, One Purpose. Service to Others” embraces the international reach of the conference, and its sponsoring organization, Association for Volunteer Leaders. Non-profit leaders, corporate community relations managers and volunteer directors from around the world are expected to attend the conference, which will be held at the Rosemont Hotel.

While the T/MC conference focuses on building the capacity of volunteer-based tutor/mentor programs, using Chicago and its programs as discussion topics, the ICVA conference offers a broader range of volunteer issues, yet many of the same fundamentals of managing a volunteer based program: recruitment, training, recognition, fund development, communication, etc.

So if you are planning to attend either conference, consider coming early, or staying longer, and attend both.

For more comprehensive information about the ICVA, go to www.avaint.org, or email: avaint@ mindspring.com.

America's Promise gives Report to Nation. (con't from page 1)

believe that we have the answer to this most urgent of national concerns. It remains only to follow through.

America's Promise calls on all Americans to scale up their investment in our youth, to challenge them with high expectations, and to engage them in opportunities to realize those expectations through constructive, character-building activities.

Our efforts over the next five, 10, and 15 years are crucial. If we do not act now, and act decisively, we will see millions of our young people grow up unfit for any kind of life other than dependency or crime. If we act as a nation to meet the challenge now being pursued by America's Promise, we will guide an entire generation to successful adulthood. More than that, we will ensure that the cycle of success will be repeated in the generations that follow. Keeping America's Promise today may well help for it the next century."

Read the complete report, and read about business and community commitments are from throughout the country at www.americaspromise.org

INTERNET DISCUSSION GROUPS ENABLE LEADERS, VOLUNTEERS TO BUILD NETWORKS, LEARN AND SHARE STRATEGIES WITHOUT LEAVING THE OFFICE

Some of the people who attended the Tutor/Mentor Leadership Conference in Chicago first became acquainted with the T/MC via an online discussion group hosted by the Mott Foundation, headquartered in Flint, Michigan. Any one can join such a group, and can add comments as often or as little as the choose. While at the same time, a facilitator working for the "list" screens out unwelcome, or unrelated conversation.

The T/MC's Dan Bassill has been using this and other lists for nearly a year. "I've met people from Australia, Canada, England and throughout the US who share our commitment to using the non-school hours more effectively to help kids," Bassill said. "We use these lists as part of our media plan, enabling us to find and communicate with people on a day-to-day basis who we might not reach otherwise. As we make a connection, we send the T/MC REPORT, and we offer our Web site as an information resource for anyone to use.

Others find value from this and become partners with us online. Sheryl A. McCoy, President of KS Earth Science Teachers Assoc., wrote on May 10th, "I would like to suggest a Web site that has been in existence before most others, and it is an excellent resource: http://www.tutormentorconnection.org."

Philips Bixler, of Toledo, Ohio, is one who came to the last two T/MC conferences after hearing about them on the Mott list. She e-mailed on May 4th, "We returned home from Chicago late Sunday night and I began to work on the Toledo concept immediately!"

After several discussions through the Mott list and a few one-on-one e-mail conversations, Arment Boyajian of the Boys & Girls Clubs of Augusta, Ga., wrote "I can definitely see a role for me and the Boys & Girls Clubs of Augusta in such a collaboration."

Armen and Phyllis are just a couple of examples of how the T/MC is looking to go from Internet-based discussion to real collaboration and joint effort. Many reading this newsletter had your first encounter with the "T/MC" via such online groups.

As a result of such conversations, the T/MC strongly encourages every youth agency in Chicago and beyond to budget funds for a computer, an Internet account and a couple of hours a week to use the Internet to build friends and partners for your programs. In the last T/MC conference, the Chicago Tribune even hosted a workshop showing how non-profits could EASILY use their FREE service to build and maintain a Web site which could effectively tell of the work being done by any single agency.

If we don't reach out to find friends, or create Web sites which let friends find us, we're not using ALL of the tools available to us to help the kids we serve. The Mott Foundation Web site is just one of many online resources we recommend. The site provides a wealth of resources to help improve the quality of youth development programs.

For more information about Save the Children.

INNOVATIVE WEB SITE SHRINKS GEOGRAPHICAL BOUNDARIES

Another example of creative uses of the Internet is Save the Children's "Web of Support On-Line, (WOSO) project, an intranet that creates a virtual community linking kids from low income neighborhoods.

This use of the web represents the groundbreaking of a huge and valuable facility for low income youth taking place not in any one community but in cyberspace.

"The Web of Support program provides safe

places, constructive activities, and caring adults to at-risk youth during their after school hours," says Joanne Rodriguez, Executive Director of the South End Community Center in Bridgeport, Connecticut. Introducing an internal web is pioneered for a non-profit organization. By using Microsoft FrontPage for this program, its easy for the kids to contribute to the web, giving them the opportunity to communicate freely with kids around the country.

For more information about Save the Children, visit http://www.savethechildren.org
WHATA DIFFERENCE A DAY MAKES!
FIFTH ANNUAL CHICAGOLAND TUTOR/MENTOR
VOLUNTEER RECRUITMENT CAMPAIGN

continued from page 12

campaign as well as for promoting year-round awareness for the need for individuals to volunteer their time to be a tutor or mentor. As the campaign repeats year-to-year, more programs are joining. Mary Morring, of INVEST reported that one agency did not want to participate in the 1998 campaign, but "We gave them 10 volunteers...and they believed!" she said. "They'll be part of the 1999 campaign."

The goal of the T/MC is that businesses, faith groups, alumni and professional groups will begin to run year-round volunteer recruitment campaigns, using their own media and talent. As this happens more and more volunteer and kind support will flow to tutor/mentor programs in every neighborhood, and more and more children will be served.

Here are ways organizations can get involved in the campaign:

*Provide information of volunteer opportunities to all employees.

*Insert information about the campaign in newsletters, on your Web site, on-site displays and payroll stuffers. We can provide you with templates for easy access.

*Create bulletin boards and other information areas about the need for volunteers.

*Host a Recruitment Fair within your organization that allows local programs to display information and recruit volunteers.

*Post the Tutor/Mentor Connection URL (tutormentorconnection.org) in your print and electronic media.

Let us know what your community is doing to recruit tutors and mentors. If you have a web site, link with ours. The more models others have to choose from, the better their recruitment will be in their own community or neighborhood. For the latest updates on the 1999 campaign and for site location information, visit the T/MC Web site at www.tutormentorconnection.org

Art Robinson, United Church of Hyde Park's Friday Night Youth Explosion program, was co-winner of the 1999 Volunteer of the Year Award. Robinson is the kind of guy we hope to recruit for hundreds of different tutor/mentor programs as part of the 1999 August/September Volunteer Recruitment Campaign.

Help the T/MC and other youth agencies in Chicago and around the country get the message out. Help us recruit hundreds, thousands of "volunteer of the year" type mentors. Use your newsletter, your bulletin boards, even your advertising to help us reach and recruit more volunteers this fall.

WORKPLACE FUNDRAISING
INCLUDE A TUTOR/MENTOR PROGRAM AS YOUR
1999 DONOR CHOICE!

More and more Chicago area companies and organizations allow donor choice as part of their annual workplace fundraising campaigns. The T/MC encourages you to consider donating to a tutor/mentor program and to encourage your friends to do the same when you decide how your payroll deduction is to be split this year.

Afterschool tutor/mentor programs can be a teacher's and a parent's best partner. They can help motivate students and prepare them for classroom learning. They can provide one-on-one tutoring and mentoring to help kids understand math, reading and writing assignments. They can broaden the experience base of children limited by poverty. In many cases they can provide access to computers and the Internet, with adult mentors who use these tools in their daily work.

Without a regular flow of contributions many of these programs cannot do the work we need them to do. Your workplace contributions can make a huge difference to hundreds of such programs.

Cabrini Connections is one of these organizations and we need your support to keep offering the services of the Tutor/Mentor Connection and our own Cabrini-Green-based tutor/mentor program. If your organization runs a Combined Federal Campaign, you can make a pledge to help us. We are listed in the campaign book with the Black United Fund of Illinois. If your workplace campaign allows you to write-in a donor choice, we urge you to consider Cabrini Connections, or any of the many different tutor/mentor programs listed in the T/MC Chicago programs directory.

If you would like a Directory sent to your company's United Way or CFC campaign manager, please call 312-467-2889.

Thank YOU! to everyone who made a pledge to Cabrini Connections and the Black United Fund of Illinois during the 1998 CFC and other workplace fund raising campaigns.

Thank You ALL!
Governor George Ryan, Actor Joe Mantegna and WGN TV’s Merri Dee Join 1999 Tutor/Mentor Volunteer Recruitment Campaign. It’s not too late to get involved!

The 1999 Tutor/Mentor Volunteer Recruitment Campaign, "What A Difference A Day Makes!" is building momentum and taking shape as the most successful campaign yet. Illinois’ Governor George M. Ryan and Hollywood Actor Joe Mantegna (Forget Paris) and WGN TV’s Merri Dee have already signed the campaign’s call-to-action letter. More leaders are expected to sign on by the time you get this newsletter. It’s not too late to get involved.

With a Recruitment Committee of over 20 programs and leaders including Dina Zarrella, Southwest Women Working Together; Katina Watkins, Washington Park Youth Program; Joy Reardon, Cluster Tutor Program; Marianne Jones, RSVP; Mary Moring, Invest-Evanston; Linda Mitchell, FamilyCare of Illinois; Michele Golden, Childserv; Dennis Legrier, Uhlich Children’s Home; Christa Dumpy, Gads Hill Center; Gwen Ferguson, The Girl Scouts of Chicago; Renee Tucker, I Had A Dream Foundation; Ken Johnson, The Jesse Owens Foundation; Debbie Jaye, Valentine After School Day Care; Angela Richardson, Sudekum, Rosenberg and Cassidy Charter; and Erin Burden, Mercy Home for Boys and Girls, the 1999 campaign promises to raise more awareness toward recruiting more volunteers than ever before.

The committee is working on a variety of projects including finding additional site locations for the 1999 Volunteer Recruitment fairs, held the weekend of September 9-11, 1999; finding campaign spokespeople and honorary chairs; and creating a comprehensive marketing and publicity plan. New fair site locations for September include Pilsen, Oak Park, River Forest and Beverly, Illinois. Already, fair site locations are ahead of last year, where we had 22 sites in and around the Chicagoland area.

The timing of the recruitment fairs coincides with the beginning of a new school year, a time when may tutor/mentor programs resume activities and are recruiting volunteer support. The T/MC Campaign is a model for cities around the country who are looking for ways to provide more positive opportunities for children to participate in tutor/mentor programs during non-school hours, particularly from 3 pm to 8 pm when children are most at risk to violence and negative influences. The fairs enable adults to get information and sign up to volunteer with programs in or near their neighborhood or place of work.

“We gave them 10 volunteers ...and they believed!”

Mary Moring, INVEST, Evanston, IL

The Campaign kicks off in August with the distribution of the 1999 Tutor/Mentor Directory to more than 2500 businesses, and to libraries and media. The Directory is a listing of more than 250 tutor/mentor program sites, with computer generated maps which show what programs are in what neighborhoods.

An intensive marketing and publicity plan has begun with outreach planned to area churches, associations, corporations and through listings and video promos on Cable Access Network’s CAN-TV during the months of August and September. Creating a successful communications plan is crucial to getting the word out about the continued on page 10