Building an effective volunteer-based tutor/mentor program is simple. Making it work is a bit more difficult. It takes 12 years to help a first grader finish high school. It could take another 5-10 years until he/she is launched in a career.

--Daniel F. Bassill, President of Tutor/Mentor Institute, LLC and the Tutor/Mentor Connection
What is in this presentation

The slides in this presentation will introduce you to ideas we share, and to resources you can find on different web sites that we host.

There is so much information that we encourage you to browse quickly through these slides, and through the various sections of our main web sites, just so you have an overview of what is available.

Then, as you have time, or as you are looking for specific information, you can go to the sections where you can find what you are looking for.
"Mentoring draws our attention to important issues for social policy: how to provide young people with the relationships they so badly need, and how to engage the people who don’t live in poverty in addressing problems of neighborhoods dominated by poverty.

A great many disadvantaged youth are in need of support that is developmental, nurturing, protective and extensive in nature--in other words, something resembling supplemental parenting. They need this caring not only to make the basic transition to adulthood, but to survive under conditions of great stress." from *The Kindness of Strangers*, by Mark Friedman
Without infrastructure and support for mentors and mentoring programs, the mentoring movement will never reach its potential. Ways mentoring falls short of its potential:

- missing infrastructure
- missing knowledge regarding effective practices
- missing follow-up

- emphasis on marketing and recruitment instead of program support
- poor or no coordination
- matches made and then abandoned by program

- conducted in isolation
- few programs with resources to serve mentors as well as mentees
- missing operational expenses
While leaders of each tutor/mentor organization need to address these issues, a Tutor/Mentor Connection (T/MC) is an intermediary who seeks to draw needed resources to every program on the database on a more consistent basis.

Through collaboration and innovation we can learn what works, and what does not work, and try to innovate new solutions to old problems.
The Tutor/Mentor Connection focuses on four on-going strategies:

1. **Resource Generation**
2. **Collaboration, shared learning**
3. **Public Awareness**
4. **Research**

http://www.tutormentorconnection.org

This is the home page of the main T/MC web site.
RESEARCH – knowing all we can about tutoring/mentoring

Chicago Area Program Locator [http://www.tutormentorprogramlocator.net/]

You can search for programs in Chicago area, based on zip code, age served, type of program. You can also add your own program.
Click one box in each category, and choose zip code then click "FIND A PROGRAM"
The programs in this search show up on a Google map. Info for each program is shown below the map, based on what T/MC has received from each organization.
Interactive Zip Code Search Map

Instead of using the chart to search for programs, you can use the Zip Code Map. If you click on the map for any zip code, it will take you to the same Google map and list of programs.

Flash Intro to Program Locator: [http://www.tutormentorprogramlocator.net/Intro.aspx](http://www.tutormentorprogramlocator.net/Intro.aspx)
Interactive Zip Code Search Map

You can zoom into sections of the city, add layers showing schools, businesses and faith groups, and click the icons to get contact information. Use this to build local networks.

Flash Intro to Program Locator: [http://www.tutormentorprogramlocator.net/Intro.aspx](http://www.tutormentorprogramlocator.net/Intro.aspx)

Log in and add or edit your program’s information.
At this time, the biggest obstacle to involving more children and caring adults in tutor/mentor programs is the need for more of the programs themselves, as well as the need for a more consistent flow of resources (dollars, volunteers, training, technology, etc.) to existing programs.

View maps like this at [http://mappingforjustice.blogspot.com](http://mappingforjustice.blogspot.com) and in the Program Locator on the T/MC web site.

View the Map Gallery at [http://www.tutormentorprogramlocator.net/mapgallery.html](http://www.tutormentorprogramlocator.net/mapgallery.html)
Browse the Links Library and connect with the same information we are looking at:
This represents our “network”

Resources map animated  http://tinyurl.com/TMC-Resources-Map
Organization of information in Links Library: This represents our “network”

Strategy map (non animated) http://tinyurl.com/tmc-strategy-map

Resources map animated http://tinyurl.com/TMC-Resources-Map

Click on the icon at the bottom of each section. The links lead to additional sections of the library.
Resources to Find Tutor/Mentor Programs or Volunteer Opportunities in Chicago or Illinois

This section would be used to find contact information for different tutor/mentor programs, or other non profits.

Click this box and it takes you to a new page, with a list of 200 web sites.
Tutor/Mentor Program Links for Chicago Region

If you click on any of these sections of Chicago you find links to websites of tutor/mentor programs serving that part of Chicago.
PDF essays, links, blogs, share concepts created by T/MC, which we hope others will use to help volunteer-based tutor/mentor strategies grow in many places.
These are just a few pages of the essay on Collaboration. Because these are on the web site, they can be teaching tools used by leaders and study- groups anywhere in the world.
OUR GOAL: SUPPORT THE GROWTH OF TOTAL QUALITY MENTORING PROGRAMS THAT HELP INNER CITY YOUTH REACH CAREERS

To SUCCEED
- We must recruit business leaders who will use their resources in PULLING Youth to Careers
- We must help tutor/mentor program leaders, volunteers, schools and parents be more effective in PUSHING Youth to Careers

PDF essays include charts like these to help illustrate strategic concepts.
THE GOAL IS NOT TO FINISH 6\textsuperscript{TH} GRADE. IT’S TO REACH A CAREER.

Every program serving youth on this time line needs volunteers, dollars, technology, etc.

Agencies that help each other do more to help kids stay in school and reach careers.

Instead of competing for resources, the T/MC seeks to help programs work together to increase the availability of resources for all tutor/mentor programs.
PUBLIC AWARENESS:
The T/MC seeks to connect everyone in the Chicago region who wants to seek kids in poverty move to careers.

Using the same advertising principles that corporations use to create awareness and draw customers to stores, T/MC seeks to

• reach more people every day, and
• draw them to on-line learning sites,
• then to maps,
• then to tutor/mentor programs in specific zip codes.
As volunteers bond with kids many become leaders who recruit more volunteers and other resources from their industry, faith group, and social network.

The aim is that each industry encourage employees to volunteer in many locations, using T/MC Program Locator to find programs. Thus, each program can have a more diverse volunteer, and donor, base.
Build an on-going, year-to-year leadership strategy.

The Tutor/Mentor Connection (T/MC) works on a 12-month strategy similar to the year-round advertising campaigns of Sears, Wards, McDonalds and other retail organizations.

Each year the (T/MC) organizes events, and creates media, that helps programs recruit volunteers in Aug/Sept. and helps programs train those volunteers and convert them into leaders as each program moves through the School year. As each program ends the year it has more people helping it build capacity and quality for the following year. If such events are duplicated in other cities, we create even more visibility for tutor/mentor programs.

View an animated version of this event calendar strategy:
http://www.tutormentorexchange.net/images/flash/eventyear.swf
Discussion forum includes links to recommended reading

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In the monthly newsletters I include links to articles that are intended to stimulate thinking about why tutor/mentor programs are needed, where they are needed, and strategies that non-profits and business might take to support the growth of such programs in more places. Below are links from the November 2007 newsletter.

**Creativity 101 Discussion**

On the Smart Communities blog, [http://smartcommunities.knopf.com/suzanne/2007/10/creativa-econom.html](http://smartcommunities.knopf.com/suzanne/2007/10/creativa-econom.html), Suzanne Morse introduces the topic of Creativity 101 with this message:

> Since Richard Florida popularized the notion of a "creative economy" a few years ago in his book, The Rise of the Creative Class, more than one of us has asked, "What is it anyway." We know it is more about technology and less about traditional factories but beyond that pinning it down for some of us has been a little hard. It means different things to different people as this Business Week article illustrates. To make things doubly hard, many communities don't know quite how to be more "creative." So for the next few weeks we are going to talk more on this site about what it is and how you get it.

> How would Jesus or Dr. Martin Luther King use the Internet, and these ideas on creativity and innovation, to mobilize a network of people to support the mission of their organizations? Read more at

Others: [http://tutormentorconnection.ning.com](http://tutormentorconnection.ning.com)  [http://tutormentor.blogspot.com](http://tutormentor.blogspot.com)
Groups focus on specific tasks. This is a work space, and a networking space.

Join Tutor/Mentor Connection
at: http://tutormentorconnection.ning.com
While T/MC connects Tutor/Mentor Programs...

Every time one T/M program talks about their own work, they need to end by pointing to the map of Chicago and saying, “look for other programs, too”
T/MC also connects Lawyers, and the Business Community to T/MC and Tutor/Mentor Programs…in Chicago, and other cities

Every time a Chicago business, political, or faith leader talks about tutoring/mentoring, they need to end by pointing to the map of Chicago and saying, “we need good programs in every poverty area”
Connecting with the world

We can now share our planning with people from all parts of the world.

http://debategraph.org/mentoring_kids_to_careers
One of the programs that benefits from the T/MC is the program where we generated many of the ideas we share: Cabrini Connections. http://www.cabriniconnections.net

The T/MC and Cabrini Connections were part of the same organizational structure until separated into structures in June 2011.
More youth stay in school, are safe in non-school hours, graduate, and move to careers

Continuous Process Improvement

Recruit & Train, Begin operations

Set Schedule and action plan

Determine Recruitment strategies

Find host/sponsor

Define Mission

Building a Team

Research

THE RESULT

According to Mark Cohen, a professor at Vanderbilt University’s Owen Graduate School of Management, “High risk youths who are kept out of trouble through intervention programs could save society as much as $2 million a youth per lifetime”.

This type of organization is not achieved in one or two years.

It will never be achieved without the work done at the base of this pyramid each year.
If it is to be, it is up to you and me: A mentoring-to-career strategy of the Tutor/Mentor Connection

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www.tutormentorexchange.net
www.tutormentorconnection.org

While our purpose is focused on social good and all income is used to support our programs our tax structure is not a 501-c-3 non profit.