

- VISION:** For all youth to achieve their full potential.
- MISSION:** Create and support one-to-one mentoring relationships that ignite the power and promise of youth.
- JOB DESCRIPTION:** Volunteer Mentor, Community Based (CB)
- REPORTS TO:** Assigned Match Support Specialist (MSS) or Program Coordinator (PC)

WE BELIEVE

At Big Brothers Big Sisters (BBBS) of San Diego County, we believe in bringing people together, respecting and valuing each other, appreciating each other's differences, and lifting children to a brighter future where they can achieve their fullest potential. In line with our mission, BBBS of San Diego County aspires to build a culture of inclusion, respect, dignity, fairness, compassion, and equity. In practicing these guiding principles, anyone has the power to overcome adversity and can choose a desired path in life.

1. Youth safety is our number one priority.
2. Every young person has potential and together we must defend it.
3. Building relationships between people from different parts of our community advances inclusion and equity.
4. Our volunteer strategy leverages the human capital of our region, brings our community closer together, and creates the opportunity to impact more children.
5. Our volunteers are invaluable, and their experience should be impactful, rewarding, and fun.
6. Parents are valued partners, and we consider it an honor to be a part of their families.
7. The best environment to achieve our goals is one that is exuberant, collaborative, and fun. This dynamic should be shared and felt by everyone we engage with – especially our volunteers, the children we serve, and their families.

JOB SUMMARY

The role of Volunteer Mentor (Big Brother/Sister) is to provide consistent, ongoing support and guidance for a youth (Little Brother/Sister) between the ages of 7-21 in a one-to-one capacity. The Volunteer serves as a positive role model who can expose a child to new and engaging activities and encourage and assist them in setting goals and working toward individual aspirations.

RESPONSIBILITIES

1. Meet at least two times per month for a minimum total of four hours per month.
2. Communicate regularly with child's parent/guardian and with Match Support Specialist/Program Coordinator to plan and discuss match activities, match development, and any relevant concerns, including safety.
3. Transport Little to/from outings.
4. Adhere to BBBS Child Safety Guidelines and supervise Little at all times during outings.
5. Assist Little in establishing and attaining annual goals with support from BBBS staff.
6. Model character qualities and behaviors in line with stated beliefs above.
7. Be a positive representative of the agency.
8. HAVE FUN!

QUALIFICATIONS

1. Minimum 18 years of age.
2. Have a valid social security number and pass multi-layered background check.
3. Availability to meet minimum time requirements for specified programs and commit to the match for at least one year.
4. Have reliable transportation, driver's license, valid auto insurance, and safe driving record.
5. Availability to communicate with MSS/PC once per month or as needed to best support the match relationship.
6. Able to demonstrate sufficient maturity, stability, judgement, and motivation to fulfill the role of a mentor. The following characteristics are important in working with children and families in our programs:
 - o Respectful of values, living standards, and lifestyles different from your own.
 - o Flexible approach to selecting activities based on interests of the child and goals of the match relationship.
 - o Demonstrated ability to be consistent and reliable.
 - o A history of healthy interpersonal skills and relationships.
 - o Self-awareness, emotional and cognitive maturity appropriate to mentoring.

TRAINING

Big Brothers Big Sisters provides all volunteers with pre-match training before being introduced to a Little. Additional in-person and online training is offered on an ongoing basis.