

*The New Chesapeake Men for Progress  
Education Foundation, Inc.*

# ***Leadership Development Mentoring Program***



***“Forging ahead and striving for excellence”***

## Empowering Youth for the sustainability of Society

We believe that a focus on leadership development skills for our youth is integral for a better future and we are devoted to uplifting young people by preparing them to meet the challenges of adolescence and achieve their full potential. Through one-on-one and cooperative interactions with experience mentors; mentee will receive support as they work towards achieving their leadership development goals in terms of practical advice and guidance, as well as support in identifying future career or volunteer goals.

Purpose:

The youth Leadership Development Program will provide leadership materials, one-on-one mentoring, cooperative learning sessions, and field trips designed to give youth new skills, introduce them to amazing leaders to help them to make a difference in their communities.

The Youth Leadership Program core mission will be modeled to include the following Concepts:

1. **Development for Academic Success.** To supplement parental guidance and school instruction, and serve as a parallel learning and achievement program in cooperation with Chesapeake Public Schools and the community.
2. **Empowerment:** Expose youth to experiences which will help them become stronger and more confident, especially in controlling their life and claiming one's rights. These planned experiences will help them clarify their visions and create energy to help them in staying away from violence or criminal activity, and help them become positive, productive citizens.
3. **Leadership:** Expose youth to various leadership models to assist them in learning skills to inspire and influence others to become their best selves and lead others. Enable youth to incorporate a set of values to include self-discipline, goal setting, teamwork, honesty and integrity, etc.
4. **Career Readiness, College and Financial Stability.** Expose youth to experiences to help them develop to think about or strategically plan the future for themselves or an organization with imagination and wisdom.

The LEADERSHIP MENTORING PROGRAM will be organized around the four core mission statement listed above. Operationally, the program will incorporate, one-on-one and cooperative education mentoring and instruction supplement with enrichment tours and guest presenters. The Leadership mentoring Program also will offer an enrichment program for parents, presenting seminars on topics that will enhance parenting skills. Overall, the program will involve a structured curriculum that celebrates African American culture, and effective roles for men within the context of such an ethnic culture.

## Expanding the Program:

1. Small interactive small group sessions of 3-10 youth led by Black men.
2. One-to-one mentoring with Black male adult for individual youth.
3. Opportunities to and spend time with Black male university students, including visits to university campuses.
4. Opportunities to meet and spend time with successful Black men in their work environment through partnerships with specific companies.
5. Have Black men in political leadership positions meet with youth, as well as, allow youth to visit them in their local offices.
6. Dress for Success Day. Sponsor a Dress for Success Day and treat the day as a celebration.
7. Provide an after-school day in which youth with specific interests discuss those interests. For example, learning about historical Black figures, such as Dr. W. E. B. Dubois, American historian, sociologist, and Civil Rights activist.
8. Meet with successful corporate leaders from a variety of industries to gain insights into what it takes to be a good leader.

## Leadership Pledge

A pledge is a solemn promise. Leadership pledge is creating and solidifying a promise to yourself; to lead in the way you believe to be most effective, to lead in a way that is in alignment with your views and beliefs about yourself and the world, and to lead based on your values and principles.

I the undersigned,

Recognizing that the call to leadership is a call to service for young people everywhere to take responsibility both in private and public life, and

Realizing the impact which the youth have due to the Power of their numbers, unparalleled energy and capability to evolve as continuously learning individuals,

Alive to the fact that effective leadership is needed most in the small spaces of our families, community-based organizations but, also, largely at national and international levels,

Convinced that this leadership is beyond mere positions, but a commitment to act on issues affecting us daily,

Therefore, I pledge always to maintain a positive attitude, make good, sound decisions; be serious about my education; focus on achieving excellence, be disciplined in my actions, and be resilient after setbacks.

Name: \_\_\_\_\_ Date: \_\_\_\_\_

# Youth Leadership Mentoring Program

Interested youth will fill out applications for this program. They will be selected by a committee and notified of their acceptance. They must successfully complete a ten-month mentoring program.

Youth will be mentored in activities at the center under the supervision of the Mentoring Committee chairman.

## **Module I: Leadership and Community Engagement**

- Define leadership.
- Understand the role mission and vision play in organization development.
- Understand how integrity plays an important role in being a leader.
  - Learn how to get involved in the community.
- Plan a community-service project to complete as a group.

## **Module II: Empowerment and Leading**

- Understand the positive impact being a good leader can have in one's life.
- Ability to learn from adverse situations and avoid them in the future
- Instill virtues and values like honesty, discipline, hard work, selfless service, patriotism and good moral upbringing in citizenry.
- Instill and help in developing interpersonal skills, such as ability to build trust, handle conflict, value differences, listen actively, and communicate effectively
- Confidence and sense of self-worth in relation to their own physical and mental status.
- Develop the ability to analyze one's own strengths and weaknesses, set personal goals, and have the self-esteem to carry them out.
- Dress for Success Day: Every Monday is set aside for as a Special Dress for Success Day.

## **Module III: Development for Academic Success**

- Sense of one's own identity both apart from and in relations to others.
- Capacity to identify and avoid unduly risky conditions and activities.
- Identify how thoughts can create boundaries in academic success.
  - Understand how challenges in learning increase knowledge.
  - Understand that possibilities and potential are infinite.

## **Module IV: Career Readiness, College and Financial Stability**

- Demonstrate using resources for guidance toward a college degree or career choice.

- Demonstrate how to convey inner qualities to prospective employers and/or college administrators.
- Understanding why being present during college/job interviews is useful.
- Learn that money is not freedom—freedom is our natural state.
- Learn to view money from the Inside-Out understanding.
- Discover a sense of ease with regard to handling money and the future
- Explore a variety of career choices available.

## Areas of Development with Related Outcomes

Leadership	Youth Leadership Program Specific	Outcomes
	Mediation and conflict resolution training	Demonstrate the ability to resolve conflict and motivate others
	Ability to share power and distribute tasks	Able to assess and consider each person's unique strengths and how they benefit each task at hand and be fair and well throughout.
	Ability to work with a team	Understand and demonstrate the usefulness of collaboration, enthusiasm, ambition,, reliability, self-awareness, grit, communication, problem solving, and experience contribute to teamwork
	Ability to be objective in solving problems	Understand how listening, patience, effective communication, open mindset, and unbiased mindset contribute to conflict resolution.
	Vision	Ability to create and communicate a vision in ways it will matter in their lives
	Mission and goal setting	Ability to manage change and value continuous improvement
Development	Preparing to meet the challenges of adolescence and adulthood	Outcomes
	Focus on each youth's individual needs, assets, and interest	Education on community and program values and history. Increase in positive attitudes and behaviors such as motivation, academic performance, self-esteem, problem-solving, positive health decisions and interpersonal skills.

	Opportunities for youth to develop self-awareness, identity, and values, and ethnic identity.	Decrease in negative behaviors such as alcohol, and increase in positive attitudes and behaviors. tobacco use and violence
	Youth involvement and implementing activities	Multiple opportunities to develop and practice leadership skills
	Understand how thoughts can create barriers in academic success	Positive attitudes about who you are and what is possible for you to achieve.
	Understand how challenges in learning increase learning	Learn how to use past experiences as challenges and opportunities for learning through an analytical process
	Understand that possibilities and potential are infinite.	Understand the relationships between education and career opportunities available to them.
<b>Empowerment</b>	<b>Inspire youth to recognize their potential</b>	<b>Outcomes</b>
	Our vision is to enable youth to reach their full potential by giving them the tools they need to become future leaders.	Multiple opportunities to learn from established corporate leaders
	Personal plan development with goals, action steps, and deadlines.	Ability to explore career opportunities through internships, colleges and universities, vocational and technology programs, STEM, etc.
	Self-Confidence Acrostic	Youth will write their names vertically on a sheet of paper. Then describe their positive traits or abilities using each letter.
	I can be whoever I want to be	Learn and understand the names of famous people and describing the hardship they encountered to succeed.
	All about me	Activities that emphasize self-identity, self-esteem, and ethnic identity



<b>Career Readiness, College, and Financial Stability</b>	<b>Demonstrate how thoughts can create boundaries in academic success and how challenges in learning increase knowledge.</b>	<b>Outcomes</b>
	Demonstrate how their goals and vision can lead to a college degree or career choice	Acquire a positive attitude, skills, and behaviors around occupational and career directions.
	Demonstrate how to convey inner qualities to prospective employers and/or college administrators.	Recognize and exemplify successful behaviors and dress for varying careers and occupations.
	Learn that money is not freedom-freedom is a natural state	Understand how to make a budget, administer it, and etc.
	Learn to view money from the Inside-Out understanding. Look at your existing resources and determine how to use them to drive value to sustain value yourself.	Cooperative learning mode, learn what money is good for, what it isn't, and getting clear on that is the key to financial freedom
	Discover a sense of ease with regard to handling money and the future.	Activities on finance and investments for the future.



**Application Questions:**

Please answer all of the following questions as completely as possible. If more space is needed, use an extra sheet of paper. The answers to these questions will aid us in the matching process

1. Why do you want to participate in a mentoring program? \_\_\_\_\_  
\_\_\_\_\_  
\_\_\_\_\_
2. Briefly describe your expectations of the mentoring program. \_\_\_\_\_  
\_\_\_\_\_  
\_\_\_\_\_
3. Are you available to attend the mentoring program a minimum of 4 hours a month? The Mentoring program will meet 2 times a month for two hours from September to June annually.  
\_\_\_\_ Yes \_\_\_\_ No
4. Describe your performance including grades, attendance and behaviors. \_\_\_\_\_  
\_\_\_\_\_  
\_\_\_\_\_
5. Do you have friends? Please describe hi/or her friendship relationships. \_\_\_\_\_  
\_\_\_\_\_  
\_\_\_\_\_
6. Are you currently having problems either at home, school, or in the community? If yes, Provide details. \_\_\_\_\_  
\_\_\_\_\_  
\_\_\_\_\_
7. Have you experienced any traumatic events (i.e. death in the family, abuse, divorce, etc.)? If yes, provide details.  
\_\_\_\_\_  
\_\_\_\_\_  
\_\_\_\_\_
8. Do you have any religious preferences you would like for us to take into consideration?  
\_\_\_\_\_  
\_\_\_\_\_
9. Is there anyone you want you should not have contact with? \_\_\_\_\_  
\_\_\_\_\_  
\_\_\_\_\_
10. Provide any additional information that may be helpful in matching you with an appropriate mentor. \_\_\_\_\_  
\_\_\_\_\_  
\_\_\_\_\_

Medical History:

Name of Primary Care Physician: \_\_\_\_\_ Phone Number: \_\_\_\_\_

Medical Insurance Provider: \_\_\_\_\_

Policy Number: \_\_\_\_\_ Phone Number: \_\_\_\_\_

Does your son have any physical problems or limitations: \_\_\_\_ Yes \_\_\_\_ No. If yes, please explain \_\_\_\_\_

Do you receive treatment for any medical issue: \_\_\_\_ Yes \_\_\_\_ No. If yes, please explain: \_\_\_\_\_

Are you currently taking any type of medication? \_\_\_\_ Yes \_\_\_\_ No. If yes, please explain \_\_\_\_\_

Do you have any known allergies or adverse reaction to medication? If yes, please explain \_\_\_\_\_

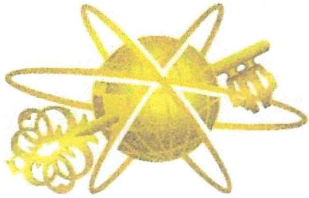
Do you have any emotional issues? \_\_\_\_ Yes \_\_\_\_ No. If yes, please explain \_\_\_\_\_

Are you currently seeing a counselor or therapist? : \_\_\_\_ Yes \_\_\_\_ No. If yes, please explain \_\_\_\_\_

Please read carefully before signing:

We appreciate your interest in becoming a mentee. This application is intended as a means of informing and gaining the consent of your parent/guardian to allow you to participate in the mentoring program.

After receiving this completed application from you, we will evaluate the information and send you a letter letting you know that you have been accepted into the mentoring program much of the information that you supply in this application packet will be used to match you with an appropriate mentor. Therefore, the mentoring committee members may, at times, need to access and share this information with prospective mentors and other parties when it is in the best interest of the match. However, we do not reveal names until there is an initial interest from the mentee, parent or guardian and mentor based upon anonymous information providing about each other.



*The New Chesapeake Men for Progress  
Education Foundation, Inc.*

Parent/or Guarding Consent:

I \_\_\_\_\_ give my informed consent and permission for my child to participate in The New Chesapeake Men for Progress Education Foundation, Inc. Mentoring Program and its related activities.

I \_\_\_\_\_ agree to have my child follow all of the Mentoring Program guidelines and understand that any violation on my child's part may result in suspension and/or termination of the mentoring relationship.

I \_\_\_\_\_ hereby acknowledge that my child may be transported by his mentor while participating in the Mentoring Program, and that such transportation is voluntary and at his own risk.

I \_\_\_\_\_ release The New Chesapeake Men for Progress Education Foundation, Inc. of all liability of injury, death, or damage to me, my child, family, estate, heirs, or assigns that may result from his participation in the program, including but limited to transportation, and hold harmless any mentor, program committee member, or other representatives, both collectively and individually, of any injury, physical or emotional, other than where gross negligence has been determined.

I understand that I must return all of the following completed items along with this application, and that any incomplete information will result in the delay of this application being processed:

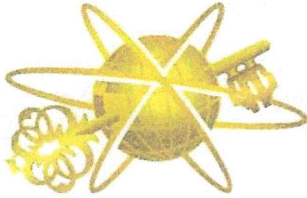
1. Signed Application
2. Contact and Information Release Form
3. Youth Mentee Guideline and Instruction

By signing below, I attest to the truthfulness of all information listed on this application and agree to all of the above terms and conditions.

\_\_\_\_\_  
Parent/Guardian Signature

\_\_\_\_\_  
Date

Please return or mail this application and all items listed above to:  
ATTN: Mentoring Committee Chairman  
The New Chesapeake Men for Progress Education Foundation, Inc.  
P.O. Box 1262  
Chesapeake, Virginia 23327



*The New Chesapeake Men for Progress  
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**Contact and Information Release  
(To be completed by the Parent/Guardian)**

Youth Name: \_\_\_\_\_ Date: \_\_\_\_\_

I hereby grant permission for The New Chesapeake Men for Progress Education Foundation, Inc. Mentoring Program to make contact with my child and conduct a personal interview for the purpose of applying to be a mentee.

I further understand that basic information about my child will be anonymously (without names) shared with prospective mentor(s) to aid in determining a suitable match. Once a mentor/mentee match is determined, my child's identity and other relevant information will be shared with the mentor to the extent it aids in facilitating a successful match.

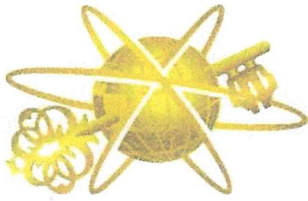
\_\_\_\_\_  
Parent/Guardian Signature

\_\_\_\_\_  
Date

Parent Name: \_\_\_\_\_

Address: \_\_\_\_\_ City: \_\_\_\_\_ ZIP: \_\_\_\_\_

Home Phone: \_\_\_\_\_ Cell Phone: \_\_\_\_\_ Email: \_\_\_\_\_



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**Youth Mentee Guidelines and Instructions**

1. Be dependable and punctual! If you will be late or absent, please notify the mentor as soon as possible.
2. Never put yourself into situations that could be perceived as inappropriate. Meet in public places as much as possible. Examples-Never be in a home alone with your mentor. Never be in a bedroom or bathroom with your mentor.
3. Absolutely, No photos or sharing of information can be shared on social media.
4. Refer concerns to your Mentor/or contact person.
5. Never take any kind of medication (i.e., aspirin) from a mentor.
6. Smoking, drinking or drug use is not permitted anytime.
7. Respect Mentors privacy. When meeting and talking with a mentor in public, avoid talking about private matters where others can hear.
8. Respect cultural and social differences and religious beliefs. Do not try to change them, but instead accept them as they are. Avoid imposing your own upon them.
9. Do not travel with your mentor without written consent from your parent/or guardian.
10. Make promises sparingly and keep them faithfully.
11. Mentor/mentee assignment may be changed if either the mentor or mentee request it.
12. Please do not carry weapons of any kind when spending time with your mentor.

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Youth Mentee Signature

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Date

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Parent/Guardian's Signature

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Date