

Midlands Mentoring Partnership Membership Policies

The following benefits are available to MMP Members. Benefits highlighted in **BOLD** are benefits for Partner Members only.

MMP Membership Benefits:

- **Access to more potential mentors through the MMP website and joint recruitment drives**
- Participate in Quality Mentoring Assessment Path (QMAP)
- **Benefit from MMP Annual Mentoring Awareness Campaign**
- Participate in collaborative staff and volunteer training opportunities that promote best practices
- Networking and collaboration opportunities with similar programs to better leverage resources and improve efficiency
- **Wider recognition for program as a member of MMP**
- Eligible for grants through MMP including: (pending funding availability)
 - **Conference scholarships**
 - **Background check funding**
 - **Mentoring stipends**
 - Competitive grant funding
 - **Data software system funding**
- Annual Mentoring Summit
- National Mentoring Month Materials including posters, magazines, recruitment supplies, and television & radio spots.
- **Access to additional MENTOR resources not available to individual mentoring organizations**
- Lunch n' Learns
- Mentor training opportunities
- **Mentor support meetings**
- **Dissemination of free/discounted rates for mentor/mentee activities**
- Consultation and mentoring from established mentoring programs
- Other shared resource opportunities

Three Membership Levels:

- MMP Partner Member
- MMP Candidacy Member
- Friend of MMP

MMP Partner Membership:

To be eligible for MMP Partner Membership, a program must reside in the State of Nebraska or serve youth in the State of Nebraska and offer a formal youth mentoring program. To show they're offering a formal mentoring program, the organization must complete an MMP Partner Member Binder to demonstrate all *Elements of Effective Practices for Mentoring 3rd Edition* benchmark standards have been met in their program practices. Formal mentoring follows the following standard:

Formal Mentoring encourages developmental relationships to help the mentored participants realize their full potential and define their own vision for the future. It is structured to intentionally have a positive impact on the socio-emotional competency of the mentee, with additional goals of improving school attendance, educational outcomes, and community responsibility. It adheres to the six evidence-based standards addressing mentor and mentee recruitment; screening; training; matching; monitoring and support; and closure, as outlined in the *Elements of Effective Practice for Mentoring, 3rd Edition*. Those engaged in formal mentoring relationships have a goal of meeting 4 hours per month, with a minimum of 24 hours, over a period of one academic or a calendar year.

Types of Formal Mentoring include:

- **One-to-One Mentoring** places one adult in a relationship with one youth.

Midlands Mentoring Partnership Membership Policies

- **Group Mentoring** involves a mentor-to-mentee ratio of no higher than 1:4, with the same one mentor being matched with the same mentees.
- **Team Mentoring** involves several mentors working with small groups of mentees, with the mentor-to-mentee ratio of no more than 1:4. The same group of mentors must be matched with the same group of mentees.
- **Peer Mentoring** places one youth in a structured mentoring relationship with another youth.

Requirements of MMP Partner Members:

- Regular attendance and representation at all MMP events including but not limited to: Annual Mentoring Summit, monthly Provider's Council meetings (must attend 75% annually), Provider's Council committee meetings (must attend 75% annually). Special consideration for meeting attendance will be given to programs who reside outside of the Omaha Metro area.
- A representative from each Partner Member agency must sit on and be active in at least one committee. Current committees include: marketing, events, data collection, training, and policy. All committees are elective with the exception of the policy committee. Seats on the policy committee are assigned by MMP staff commensurate with experience. Organizations with more than 150 mentor matches will be required to have staff members sit on two MMP committees. Special consideration for committee meeting attendance will be given to programs who reside outside of the Omaha Metro area.
- Submit a signed indemnification contract releasing MMP of all liability relating to your mentoring activities.
- Must be a youth serving organization. Youth serving organizations are defined as mentoring individuals 25 years of age or younger, which can include mentoring programs serving individuals with developmental disabilities as long as the program includes individuals under the age of 25 and family mentoring where there are minor children present.
- Be a 501(c)3 nonprofit organization or working under the umbrella of an existing nonprofit organization.
- Timely submission of all data reports based upon deadlines and data criteria set forth by the MMP data committee.
- Pay membership dues (see sliding fee scale).
- Approved and completed Partner Membership Binder, along with an MMP Membership Form (see MMP Membership Form) which includes:
 - Copy of IRS determination letter
 - Annual operating budget
 - Detailed budget for mentoring operations (not including overhead)
 - Organizational 3-year sustainability plan
 - Proof of insurance liability coverage for all mentors including child abuse and molestation coverage
 - Proof of insurance liability coverage for all staff and board of directors

MMP Candidacy Member:

This level of membership includes youth-serving agencies working to foster the growth of a **formal** mentoring program in their organization. These organizations must have been in operation as a 501(c)3, or working under a long-term arrangement with an existing 501(c)3, for a period of at least one year, at the discretion of the MMP Policy Committee. In addition, they're in the process of compiling an MMP Partner Member Binder to demonstrate they're working to meet all *Elements of Effective Practices for Mentoring 3rd Edition* benchmark standards. Midlands Mentoring Partnership provides training and technical assistance to support programs throughout the process. The expectation is that the Candidacy Member will complete their Partner Member binder within a period of one year. Extensions may be granted at the discretion of the MMP Policy Committee.

Requirements of MMP Candidacy Members:

- Submit a signed indemnification contract release MMP of all liability relating to mentoring activities.
- Must be a youth serving organization. Youth serving organizations are defined as mentoring individuals 25 years of age or younger, which can include mentoring programs serving individuals with developmental

Midlands Mentoring Partnership Membership Policies

disabilities as long as the program includes individuals under the age of 25 and family mentoring where there are minor children present.

- Pay membership dues (see sliding fee scale).
- Timely submission of all data reports based upon deadlines and data criteria set forth by the MMP data committee.
- With the completion of Partner Membership Binder, Candidacy Members must submit an MMP Membership Form (see MMP Membership Form) and include:
 - Copy of IRS determination letter
 - Annual operating budget
 - Detailed budget for mentoring operations (not including overhead)
 - Organizational 3-year sustainability plan
 - Proof of insurance liability coverage for all mentors including child abuse and molestation coverage
 - Proof of insurance liability coverage for all staff and board of directors

Friend of MMP:

Friends of MMP represent a broad range of program models, including those that are newly established within a larger nonprofit agency or school, small and/or grassroots mentoring initiatives that are practicing informal mentoring. Informal mentoring is a by-product of another relationship such as managing, coaching, teaching or tutoring. Informal mentoring most often lacks the intentionality of formal mentoring, including the commitment, duration, preparation, training, and monitoring of mentoring. In order to be considered a Friend of MMP, organizations must demonstrate they are meeting a minimum standard for the screening of their volunteer mentors by submitting a background check policy.

Requirements of Friends of MMP:

- Submit a signed indemnification contract releasing MMP of all liability relating to your mentoring activities.
- Be a youth serving organization. Youth serving organizations are defined as mentoring individuals 25 years of age or younger, which can include mentoring programs serving individuals with developmental disabilities as long as the program includes individuals under the age of 25 and family mentoring where there are minor children present.
- Share with MMP the types of evaluation your organization is utilizing to determine effectiveness of programming.
- Share a program narrative with MMP including information about the background and activities of your organization as well as information about the youth served. Please also include information on mentor characteristics (gender, age, where they come from, etc.).
- Pay membership dues (see sliding fee scale).
- Submit background check policy to MMP.
- Submit proof of insurance liability coverage for all mentors including child abuse and molestation coverage.
- Submit agreed upon data about programming activities to MMP in a timely manner.