



PARTICIPANT GUIDE

Mentoring Matters

A Live National Satellite Broadcast

Produced by the
Office of Juvenile Justice and Delinquency Prevention
U.S. Department of Justice
And the
Juvenile Justice Telecommunications Assistance Project
Eastern Kentucky University—Training Resource Center

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AGENDA

Mentoring Matters

February 7, 2003

*All times listed are EST and approximate

- 1:00-1:30 PM Pre-conference Site Activities; Test Slate
- 1:30-1:35 PM Overview Videotape and Welcome
- 1:35-1:45 PM Panel Discussion-The National Perspective
- 1:45-1:50 PM Video-School Based Mentoring
- 1:50-2:02 PM Panel Discussion-Participant Call-in
- 2:02-2:07PM Video-Community Based Mentoring
- 2:07-2:19 PM Panel Discussion/Participant Call-in
- 2:19-2:24 PM Video –Faith Based Mentoring
- 2:24-2:36 PM Panel Discussion/Participant Call-in
- 2:36-2:41 PM Video-Work Based Mentoring
- 2:41-2:53 PM Panel Discussion/Participant Call-in
- 2:53-2:55 PM Video-Available Resources
- 2:55-3:13 PM Panel Discussion/Participant Call-in
- 3:13-3:30 PM Closing Comments/Sign Off

Broadcast Overview

MENTORING MATTERS

All children need caring adults in their lives, and mentoring is one way to fill this need for at-risk children. The special bond of commitment fostered by the mutual respect inherent in effective mentoring can be the tie that binds a young person to a better future.

Through a mentoring relationship, adult volunteers and participating youth make a significant commitment of time and energy to develop relationships devoted to personal, academic, or career development and social, athletic, or artistic growth (Becker, 1994). Programs historically have been based in churches, colleges, communities, courts, or schools and have focused on careers or hobbies.

The child mentoring movement had its roots in the late 19th century with "friendly visitors" who would serve as role models for children of the poor. In 1904 Ernest K. Coulter founded a new movement that used "big brothers" to reach out to children who were in need of socialization, firm guidance, and connection with positive adult role models. The resulting program, Big Brothers/Big Sisters (BB/BS) of America, continues to operate today as the largest mentoring organization of its kind.

With the escalation of community and school violence and the emergence of nontraditional families and transient communities, today's children face an array of complex issues, pressures, and challenges that they must address in order to thrive and succeed. A one-to-one mentoring relationship is a promising intervention that provides youth with support and guidance.

Mentoring is also a means to address multiple risk factors, including availability of drugs, family conflict, academic failure, delinquent peers, and the inability to gain positive attention and engage in healthy relationships. OJJDP stated in its 1998 *Report to Congress*, "Alone or in combination, these risks can make it difficult for families to ensure that their children develop the knowledge, skills, and positive life values needed to achieve success and avoid problems later in life."

Source: Mentoring -- A Proven Delinquency Prevention Strategy. 1997. OJJDP Bulletin by Jean Baldwin Grossman and Eileen M. Garry and Juvenile Mentoring Program, 2002. OJJDP Discretionary Program Announcement. Washington, D.C.

During today's telecast, we will examine the experiences of five communities that have implemented successful mentoring programs to provide young persons with caring adults at school, in a faith based setting, in the world of work and in a community-based setting.

School-Based Mentoring

Norwalk Mentor Program

The Norwalk Mentor Program, located in Norwalk, CT is one of the oldest school-based mentoring programs in America. It was created out of a critical need to provide support and advocacy for youth in grades Kindergarten through 12.

Currently, the one-on-one matches total 650. Mentors are recruited from a number of sources which include corporations who release their employees during the work day, senior citizens, members of social, civic and fraternal organizations, municipal employees, health professionals and members of the general community, Each must pass a thorough screening and training prior to working with youth.

The mentees (students) are referred by committees of teachers, principals, guidance counselors and social workers in order to qualify for the program. Those selected are identified as needing to benefit from improved self-esteem, school attendance, attitudes, and desire to stay in school, social skills and academic performance. No youth is allowed in the program without written parent permission.

Funding for the Norwalk Mentor Program comes from the Norwalk Public Schools budget and United Way appropriations for special projects. A unique feature of the program is the Norwalk Mentor Scholarship Fund. Every child who reaches the senior year of high school with their mentor and graduates receives a scholarship for post-secondary education. Funding for this program comes from private donations, foundations and corporate support.

In addition, the F.A.M.I.L.Y. series (families and mentors involved in learning with youth) provides evening sessions with mentors, mentees and their families. Topics include how to read to your child, building self-esteem, getting a job and improving your attitude.

The program offers, in addition to adult volunteers from the community, a peer to peer mentoring program whereby high school youth mentor younger children. A new project involves high school leaders who are mentoring special education students in their own schools.

The Norwalk Mentor Program has become a model for school-based mentoring and has been replicated throughout the United States, Canada, and Bermuda. On April 22, 1993, the program and its founder, Dr. Susan G. Weinberger received the coveted Volunteer Action Award from President Bill Clinton in the East Room of the White House.

Going to Bat for Tulsa Kids

Sponsored by the Hillcrest Medical Center Foundation and Tulsa Public Schools

“Going to Bat for Tulsa Kids” is an organization committed to promoting mentoring for children and youth through trained adult volunteers.

The Purpose of Going to Bat for Tulsa Kids

- To prepare students to complete the educational process successfully
- Participate productively in our society

- Bond with an adult mentor who can expose the student to interests, opportunities, and talents that might be overlooked
- Work within a climate characterized by high expectations, respect for academic excellence, mutual respect, caring, and personal support

Goals and Objectives of Going to Bat for Tulsa Kids

- Enhance the student's self-esteem, confidence and feelings of worth by being a positive role model
- Instill in the youth a sense of responsibility
- Create an awareness of careers and a need for self-sufficiency in the world of work
- Strive to help the student develop a positive attitude toward learning

The mentoring relationship can best be described as a relationship between a committed, caring, experienced adult and an inexperienced young person who lacks direction and focus. Through the guidance and counsel of a thoughtful adult, the young person receives selective attention and inspiration. Where there has been a lack of success in school, feelings of achievement may begin: where there has been no future goal, ambition and inspiration are new desires: and where the strain of poverty has been stifling, education becomes an awakening to a better life.

Going to Bat for Tulsa Kids is funded by Hillcrest Medical Center Foundation and is partnering with Tulsa Public Schools. We have over 650 Mentors serving in 42 of Tulsa's schools. We serve elementary through high school students in both traditional and alternative learning sites. We ask our mentors for a minimum of a one year commitment for an hour a week once a week. The mentor meets with the youth on school grounds. The mentees are recommended to the program by school personnel at the student's school.

Faith-Based Mentoring

Lighthouse Ministries, Irvine CA

Lighthouse Ministries of Mariners Church operates a variety of mentoring programs:

L.A.M.P. Mentors: (Lighthouse Adolescent Mentoring Program): LAMP Mentors work with youth in the foster care system in Orange County. We match responsible, caring adults from our church congregation with foster kids between the ages of 6 to 17, primarily "group home" kids. Often, the only people in their lives are people who are paid to be there. The kids also tend to get moved from group home to group home. The mentor soon becomes the most consistent person in their life. Volunteers sign up for a minimum of one year, with visits taking place at least once every two weeks. Spiritually grounded adults go through screening and training to enter, and have monthly supervision. The visits can be fun, educational, or just to build the relationship. Many LAMP mentors have mentored 3 or more years and are still going strong.

Rising Tide Mentors: Rising Tide started when a group of Mariners businessmen purchased an apartment complex to use as transitional housing. The program is exclusively for "emancipated" foster youth, those who have aged out of "the system." This is probably one of the most challenging forms of mentoring that exists today. When emancipated foster youth receive no help, there is a high incidence of homelessness and even incarceration. Rising Tide provides these youth with a community where they can develop that needed sense of balance between freedom and responsibility. Mariners Church provides the mentors, who are the key to the youth working through the issues of finding a job, creating a home, and becoming a caring member of the community. The program provides low cost housing, and has a term of 12 to 18 months.

Minnie Street Mentors: Minnie Street was once the most impoverished and crime-ridden neighborhood in Orange County. Mariners Church has had volunteers working on Minnie Street for over ten years, but the establishment of the Lighthouse Learning Center 7 years ago was a turning point. With the advent of the Learning Center, after-school tutoring became possible year-round, and a Teen Center also became a core part of Minnie Street. The mentoring grew out of the tutoring, with tutors just wanting to have more involvement in developing the kids (aged 6 to 17) into educated, responsible, and spiritually equipped adults. Some of the kids have received college scholarships with the help of their mentor.

Miracles in Motion Mentors: Miracles in Motion was created to help "Motel Families," and the various problems they face. Their biggest challenge is the cycle of poverty, which can be overwhelming, and can seem insurmountable. The uniqueness of Miracles in Motion is that a whole family from the Mariners congregation can partake in mentoring a motel family. Couples or individuals can also mentor, but the family approach has been effective, because it takes a family who is budgeting to help a motel family figure out how to budget. It also has created great and lasting relationships, and has allowed many motel family members to attend Mariners Church. Motel families who "work the program" can also get help getting into their own apartment, and get scholarships at local colleges, things most of them have only dreamt about.

Community-Based Mentoring

Big Brothers/Big Sisters of Greater Miami

The vision & mission of BBSA of Greater Miami is to build a mentor rich community that will provide a mentor for every child in need & help them become caring, confident and competent adults. Recognized as the national & local expert in youth mentoring, Big Brothers Big Sisters is dedicated to developing caring, competent & confident young people by providing them with carefully screened, trained & supported volunteers. BBBS of Greater Miami & its Mentoring Resource Center is committed to significantly increasing the level of mentoring services provided in our community through four key service strategies:

- **School/Site Based Mentoring Services:** Children are mentored One on One in school, after-school programs & other sites for an hour a week during the school year. Mentoring services are provided in collaboration with Miami-Dade County Public Schools & extended/after-school care service settings.

- **Community Based Mentoring Services:** Children are paired One to One with volunteers who see them on a regular, consistent basis in the community & throughout Miami-Dade County. In order to more efficiently recruit volunteers with limited resources, Big Brothers/Big Sisters of Greater Miami developed a community partnerships department to develop and nurture strategic partnerships with local corporations, municipalities and civic groups. A special partnership evolved with the Community of Coral Gables. Described as the “gem of Dade County,” this upscale area of Miami has become a designated Community Partner, and as such, gives some employees time off from work to mentor young people.

- **Group Mentoring Services:** Structured group educational, life-skills, pregnancy prevention, school to work & other youth development services are provided via staff & community/corporate/civic volunteer groups that sponsor outings or serve as volunteers for a 12-week period at a time. BBBS group mentoring services seek to insure that every child/youth in need who has applied for a BB or BS is provided with an asset building experience (focusing on the child’s strengths) through group mentors. To meet the demands & changing needs of the community, the mission of BBBS & MRC is to leverage its superior capacity in youth mentoring services & significantly increase its impact by serving the needs of more children & youth in the community.

- **Mentoring Capacity Building Services** – Through the Mentoring Resource Center (a division of BBBS & a partnership program of BBBS, United Way & the Greater Miami Chamber of Commerce) we seek to build the overall capacity of all youth serving organizations, groups & interested citizens, by providing ever-increasing, quality mentoring services for the youth of our community. MRC provides customized training, consultation, and volunteer referral services for network members and interested corporations in the community. MRC serves as the lead agency for *America’s Promise & the Governor’s Mentoring Initiative & the National Mentoring Partnership*.

At the end of this most recent fiscal year, June 30, 2002, we served over 5,000 children, volunteers, parents and community organizations. We serve children ages 5 - 18 referred from a wide variety of sources including the school system, United Way, other service providers, the media, etc.

Work-Based Mentoring

Youth Mentoring Program of Johns Hopkins Hospital/Commonwealth Fund Baltimore, Maryland

In 1993 a group of 15 hospitals engaged in a special mentoring program that brought teenagers in neighborhood middle and high schools with hospital staff of medical centers. These teenagers were involved in the world of work and might be visiting patients, or delivering supplies, working in the office, out on the unit floor, or in the science research lab. In practically every department, on nearly every floor, teenagers were engaged in a myriad of carefully supervised jobs.

The initial program was supported by a private foundation, the Commonwealth Fund of New York, and operated in 15 participating hospitals located in large urban centers. Students came regularly to the hospital, where they not only engaged in a variety of carefully supervised jobs and activities but also benefited from the guidance of their mentors. The mentors could be anyone on the hospital staff -- physicians or nurses, technical or administrators. Mentors were more than career guides. They were experienced adults, role models who could instill values and guide curiosity.

Because medical centers, major employers with a vast variety of productive work experiences, are often located in the inner city, they emerged as fertile grounds for mentoring. The very nature of their employers—caring individuals predisposed to establishing relationships with vulnerable people—suggested a rich supply of mentors.

Today, 12 hospitals continue the program. Each of the different hospitals brings its own unique approach to the Youth Mentoring Program. While most projects start students in high school, some begin with middle school youngsters. Some projects have a high percentage of underachievers; a few have dedicated scholars. Some work with an abundance of first generation Americans; another focuses on students with physical or mental disabilities.

The Johns Hopkins Hospital manages the Youth Mentoring Program nationally and operates its own mentoring program too. At Johns Hopkins, the program works with three schools in (one-to-one mentoring and group mentoring) the community surrounding the Hospital grounds. The program is called BOND TO BOND for Building Our Neighborhood Dreams Beyond Our Neighbors Doors – an acronym chosen by students of the initiative. Two of the schools targeted to participate in the Youth Mentor Program serve predominantly low-income, inner-city youth. School administrators working with the hospitals identify the students they believe have the most to gain from the program.

The group mentoring effort links three health care professionals with a fourth grade class at a community elementary school. The Hopkins employees visit the school once a month during the school year and talk about their health care careers, the tools of their trade and occasionally bring guests from the Hospital. At the end of the School year, the entire class visits the hospital for a half-day of fun activities. School Administrators report that the children love the program and gain a new understanding of health care and receive a unique perspective of what their working life might look like in about 10 years.

Resources

Suggested Reading

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U.S. Department of Justice, Office of Juvenile Justice and Delinquency Prevention. 2000. *Juvenile Mentoring Programs: A Progress Review*. NCJ 182209. Available through the Juvenile Justice Clearinghouse

U.S. Department of Justice, Office of Juvenile Justice and Delinquency Prevention. *Juvenile Mentoring Program, 1998 Report to Congress*. Available through the Juvenile Justice Clearinghouse

Publications on mentoring by Dr. Susan Weinberger include:

My Mentor & Me Series: The Elementary School Years; The High School Years
Business Guide to Mentoring
Guidebook to Mentoring
Strengthening Native Community Commitment through Mentoring
The Mentor Handbook
How to Start a Student Mentor Program (Phi Delta Kappa Fastback #333)
Q/A: Mentoring

Available from the Mentor Consulting Group <http://www.mentorconsultinggroup.com/> or by phone at (203) 846-9608 or (203) 846-2224

Resource Organizations

Big Brothers/Big Sisters of America

Big Brothers/Big Sisters of America is the oldest and largest mentoring program in the country. Questions about their program can be directed to:

Big Brothers/Big Sisters of America, 230 North 13th Street; Philadelphia, PA 19107; 215-567-7000
215-567-0394 (Fax) Internet: <http://www.bbbsa.org>

Juvenile Justice Clearinghouse

OJJDP's Juvenile Justice Clearinghouse can provide additional information on mentoring programs and other juvenile justice issues. The Clearinghouse provides OJJDP publications and other information via the Internet, fax, and other electronic media. It has a document collection and data base of more than 30,000 juvenile justice titles, one of the most comprehensive juvenile justice holdings in the world. To access this information, contact the Clearinghouse at any of the following numbers and addresses:

Juvenile Justice Clearinghouse, P.O. Box 6000, Rockville, MD 20849-6000; 800-638-8736; 301-519-5212 (Fax); Internet: <http://www.ncjrs.org/ojjhome.htm> E-mail: askncjrs@ncjrs.org

National Mentoring Center

The National mentoring Center funded by OJJDP is a collaborative effort between the Northwest Regional Educational Laboratory, BBBSA, and P/PV—provides training and technical assistance, produces and distributes bulletins and conducts regional training programs throughout the United States. For more information, contact:

National Mentoring Center, Northwest Regional Educational Laboratory, 101 S.W. Main Street, Suite 500, Portland, Oregon 97204; 800-547-6339, ext 135; E-mail: mentorcenter@nwrel.org; Internet: www.nwrel.org/mentoring

National Mentoring Partnership

The National Mentoring Partnership is an advocate for the expansion of mentoring and a resource for mentors and mentoring initiatives nationwide. The National Mentoring Partnership has helped more than 25,000 young people connect with mentors and secured commitments from business and community leaders to recruit more than 300,000 new mentors nationwide. For more information, contact:

National Mentoring Partnership, 2801 M Street NW., Washington, DC 20007; 202-338-3844; 202-338-1642 (Fax) Internet: <http://www.mentoring.org>

Public/Private Ventures

P/PV is a nonprofit corporation with expertise in policy development, research, technical assistance, and products for school-to-work initiatives. P/PV's mission is to help organizations improve their initiatives to help young people. To contact P/PV, write or call:

Public/Private Ventures, 2005 Market Street, Suite 900, Philadelphia, PA 19103; 215-557-4400; 215-557-4469 (Fax) Internet: www.ppv.org

Program Panelists

J. Robert Flores, Administrator

Office of Juvenile Justice and Delinquency Prevention, 810 7th St. NW, Washington, DC 20531

J. Robert Flores was confirmed by the Senate on April 12, 2002, and was sworn in on April 17, 2002, as the Administrator of OJJDP, at the Office of Justice Programs of the U.S. Department of Justice. As Administrator, Bob Flores provides executive direction to the agency responsible for leading the Nation in addressing juvenile delinquency, crime, and victimization. Bob directs activities that support States and local communities in their efforts to develop and implement effective prevention and intervention programs and improve the juvenile justice system so that it protects the public safety, holds offenders accountable, and provides treatment and rehabilitative services tailored to the needs of families and each individual juvenile. Prior to his OJJDP appointment, Bob was Vice President and Senior Counsel for the National Law Center for Children and Families. Prior to that, he was Senior Trial Attorney and Acting Deputy Chief in the Child Exploitation and Obscenity Section, Criminal Division, of the U.S. Department of Justice; he has also served as an Assistant District Attorney in Manhattan; and has acted as consultant to federal and state legislators and government officials.

Mark Fulop, Director

National Mentoring Center, Northwest Regional Educational Laboratory, 101 SW Main St. Suite 500, Portland, OR 97204; fulopm@nwrel.org

Mark Fulop, M.A., M.P.H., is the director of the National Mentoring Center (NMC), funded by the Office of Juvenile Justice and Delinquency Prevention (OJJDP) and housed at the Northwest Regional Educational Laboratory in Portland, Oregon. The NMC provides training and resources to OJJDP funded Juvenile Mentoring Programs (JUMP) and other youth mentoring programs nationwide. Mark's expertise is in the area of designing and managing comprehensive training and technical assistance projects, resource centers and information clearinghouses. He has worked in a variety of community service and public health programs for over 17 years and has been in program management for the past 12 years. He has degrees in Public Health and Educational Technology. Mark has worked in the content areas of youth mentoring, national and community service, alcohol and drug prevention, tobacco control, HIV prevention, college health, and childhood immunizations. The focus of his career has been on youth empowerment, agency capacity building, educational program planning and development, multicultural issues, health communications and distance learning. He has made numerous professional presentations and is co-author on six professional publications.

Brian Hughes, Director of Mentoring

Lighthouse Ministries, Mariners Church, 5001 Newport Coast Dr., Irvine, CA 92612, 949-854-7030, bhughes@marinerschurch.org

Brian Hughes is Director of Mentoring for Lighthouse Ministries at Mariners Church in Irvine, CA. Brian was born in Los Angeles and currently resides in Laguna Beach, California. He began attending Mariners in 1990, when he was a sales representative in the sportswear industry. In 1994, he signed up to volunteer at a summer camp for foster youth, through Mariners Church, and found it to be very rewarding and an answer to his quest to live his faith, not just talk it. He then became a mentor to a 13 year old inner-city foster youth, and expanded his involvement in camps to the level of director. He soon realized that youth work was not only his passion, but his calling. He came on as full-time staff at Mariners in 1999, and now directs 3 mentoring programs and oversees 4 summer camps.

Deborah Knight-Kerr, Program Manager

**Johns Hopkins Hospital, 600 N. Wolfe St., Baltimore, MD 21287, 410-955-1488;
dkkerr@jhmi.edu**

Deborah Knight-Kerr is Director of Community and Education Projects for the Department of Human Resources at The Johns Hopkins Hospital in Baltimore, Maryland, and a member of the Hospital's senior management group. She has worked at the medical institutions for 25 years, serving ten years as Assistant to the President. In her present role, she has responsibility for developing and administering non-doctoral education programs for a variety of graduate and undergraduate student groups, including community youth, and the Hopkins employee population. Listed among her accomplishments is the management and direction of the National Hospital Youth Mentoring Program, administered by Johns Hopkins in 15 academic medical centers across the country, initially supported by The Commonwealth Fund, a private foundation based in New York City. The Johns Hopkins Hospital was nationally recognized for Program Leadership and received the "Excellence in Mentoring" Award in 1999, from the National Mentoring Partnership organization. Deborah serves on various community boards and committees, including the Baltimore City Workforce Investment Board, the Board of Directors of Baltimore City Community College Foundation, the Board of Trustees of the Institute of Notre Dame, and the Bon Secours of Maryland Foundation Board. She is a member of the Maryland Business Roundtable for Education and the National Association of Health Services Executives. She is a Fellowship Alumnus of the Healthcare Forum Healthier Communities Fellowship Program, and was cited by the Mayor of Baltimore City for her "splendid quality of public service". Deborah has a Bachelor's Degree in Business Administration from Century University. She and her husband, Judson Kerr, reside in Randallstown, MD.

Lydia I. Muniz, Chief Executive Officer

**Big Brothers Big Sisters of Greater Miami & The Mentoring Resource Center, Interamerican Plaza, 701 SW 27th Avenue, Suite 800, Miami, Florida 33135, 305-644-0066,
lydiaim@bbbsmiami.org**

As Chief Executive Officer of Big Brothers Big Sisters of Greater Miami, Ms. Muniz has led the agency since 1988. Prior to joining the BBBSA Federation, she had extensive experience in government and private sector human service organizations. During her fifteen years with the Miami agency, the organization has tripled in service delivery and budget. The volunteer and client base has expanded to reflect the rich ethnic diversity of Miami-Dade County. Currently, BBBS of Greater Miami serves over 5,000 children, families, volunteers and community organizations. Plans are to double the agency's service delivery by the year 2006. Lydia has served as Treasurer of the BBBS State Association of Florida for four years and served as Chair of the National Professional Association Leadership Council on the National Board of Directors of BBBSA through June 2001. Lydia has been the recipient of numerous awards, including BBBSA of America "Margaret Slack Award for Professional Excellence" and the United Way of Miami-Dade County's "Monsignor Byran Walsh Award for Professional Excellence". Ms. Muniz is a past board member of the Association of Fundraising Executives and has served on numerous United Way of Miami-Dade committees. Ms. Muniz holds a B.A. from the Inter American University; an M.S.S.A. from Case Western Reserve University, Mandel School of Applied Social Sciences.

Jean E. Rhodes, Ph.D.

Department of Psychology, University of Massachusetts, 100 Morrisey Blvd., Boston, MA 02125;
jean.rhodes@umb.edu

Professor Rhodes has written extensively on the role of mentors in promoting positive developmental outcomes among children and adolescents. In addition to studying natural mentors, she and her colleagues have analyzed longitudinal data that were collected from over 1,000 urban adolescents who participated in a national study of Big Brothers Big Sisters. The predictors and effects of relationship duration have been studied, as well as the processes that govern mentors' influence. Her findings provide ample evidence of the extraordinary potential of mentoring relationships, while also exposing the rarely acknowledged risk for harm that unsuccessful relationships can render. A deeper understanding of these important relationships may lead to interventions and policies that better address the needs of youth. Rhodes is currently involved in studies on the role of supportive relationships in the lives of: young mothers; students in school and after-school settings; and immigrant youth. She is a Fellow of APA and the Society for Community Research and Action, a member of the MacArthur Network on the Transition to Adulthood, and author of a monthly research column for the National Mentoring Partnership. Her book, *Stand by me: The risks and rewards of youth mentoring*, was published by Harvard University Press in Spring 2002. Dr. Rhodes received her B.A. in psychology from the University of Vermont and her M.A. and Ph.D. from Depaul University.

Paula Royce, Project Coordinator

Going to Bat for Tulsa Kids, 2325 S. Harvard Ave. Suite 306, Tulsa, OK 74114, 918-742-0296,
proyce@hillcrest.com

Paula Royce, Going to Bat for Tulsa Kids Project Coordinator is responsible for the recruitment and training of mentors volunteering with the youth of Tulsa Public Schools. She serves as a liaison with the Counselor of each site and the volunteer. Currently serving over 500 children ages Kindergarten through High School, she earned a B.A. in Psychology and Sociology. Ms. Royce currently has over seven years experience working with children and volunteers in social service organizations and over ten years experience as a community volunteer and advocate for children.

Judy Vredenburgh, President and Chief Executive Officer

Big Brothers Big Sisters of America, 230 N. 13th St., Philadelphia, PA 19107-1538

Judy Vredenburgh joined Big Brothers Big Sisters as president and chief executive officer in June 1999. She came to the nation's preeminent youth-service organization with a proven professional track record and 29 years of management experience in both for-profit and non-profit organizations. She is also the first woman to hold the top national position in the history of Big Brothers Big Sisters. Under her leadership, Big Brothers Big Sisters has grown steadily and significantly. Today, the organization serves hundreds of thousands of children in 5,000 communities across the country, and is working toward the goal of serving one million children by 2010. She also served as executive vice president and general merchandise manager for Sizes Unlimited/Lerner Woman. Vredenburgh is currently a board member of Generations United, and a member of the Board of Overseers for the School of Arts and Sciences at the University of Pennsylvania. She has also served on the board of directors of Partnership with Children (formerly Big Sisters of New York), and has volunteered as a chief executive roundtable leader with the American Women's Economic Development Corporation, where she mentored a group of women entrepreneurs. She holds a Bachelor's degree from the University of Pennsylvania and a Master's in Business Administration from the State University of New York at Buffalo.

James F. Waller

Vice President, Federal and State Initiatives, MENTOR/National Mentoring Partnership, 1600 Duke St., Suite 300, Alexandria, VA 22314; jwaller@mentoring.org

James F. Waller joined the staff of the MENTOR/ National Mentoring Partnership as Vice President, Government Relations in March 1999. He managed federal and state government relations as well as staffed MENTOR's Public Policy Council. In November 2001, James became Vice President, Federal and State Initiatives for the National Mentoring Partnership. James currently provides leadership for all MENTOR's federal and state initiatives including, public policy development and oversight of MENTOR's network of State and Local Mentoring Partnerships around the country. Over the years James has gained a wealth of legislative and policy experience. Previously he served as Chief of Staff to Congressman John Lewis from Georgia. During his five-year tenure with Congressman Lewis, James worked on a number of issues, including health care policy, economic development and education. In his community James was the founding President of 100 Black Men of Greater Washington, DC, Inc., a local youth mentoring organization. Under his leadership the local chapter raised funds for academic scholarship and school based mentoring programs targeting African American males in Washington, DC. A graduate of the University of Virginia, James has a Bachelor of Science degree in Secondary Education. James has held membership of several boards and civic organizations.

Dr. Susan G. Weinberger, President

Mentor Consulting Group, 3 Inwood Road, Norwalk, CT 06850-1017 ; drmentor@aol.com

Dr. Susan G. Weinberger, an international consultant on mentoring, is the founder and President of the Mentor Consulting Group based in Norwalk, Connecticut. Susan was a pioneer in designing and developing the first one-on-one school-based mentoring program in America, the Norwalk Mentor Program in the early 1980's and served as its Director for 12 years. Dr. Weinberger has been recognized for her expertise in establishing, maintaining, and evaluating school, corporate and community-based mentoring programs and school-to-work initiatives. These include internal coaching programs within the business environment. Her work has been published widely and the program she designed has been replicated in more than 45 of the United States, Bermuda and Canada. Susan received her Bachelor of Science degree in Modern Languages from Carnegie-Mellon University; a master's degree in Elementary and Bilingual Education from Manhattanville College and her doctorate from the College of Business and Public Management at the University of Bridgeport. Dr. Weinberger is Chair, Public Policy Council, National Mentoring Partnership and founding member of its Technical Assistance Corps. She is a mentoring trainer for the Office of Juvenile Justice and Delinquency Prevention Programs and its National Mentoring Center (JUMP grants); a consultant to the Department of Labor; Housing and Urban Development; Center for Substance Abuse Prevention; Big Brothers/Big Sisters of Canada and the Governor's Prevention Partnership in CT. Her clients include Allstate Insurance Company; EDULINX of Canada; HealthNet; Save the Children Federation; Hollywood Education and Literacy Project and U.S. Dream Academy. In 1993, Susan traveled to the East Room of the White House to receive President Clinton's coveted Volunteer Action Award for her work in mentoring. Among her greatest joys is being a mentor to a fourth grader at the Silvermine Elementary School in her hometown.

Mindy Shannon Phelps, Moderator

Ms. Phelps has moderated numerous national satellite videoconferences produced by OJJDP. Her Professional experience includes serving as a co-anchor of WLEX-TV's evening newscast. WLEX is an NBC affiliate located in Lexington, Kentucky. Ms. Phelps has served as Press Secretary for the Governor's Office in the Commonwealth of Kentucky.

Previous Satellite Videoconferences

Produced by the Office of Juvenile Justice and Delinquency Prevention

*Conditions of Confinement in Juvenile Corrections
and Detention Facilities*

September 1993

Community Collaboration

June 1995

*Effective Programs for Serious, Violent, and
Chronic Juvenile Offenders*

October 1995

Youth-Oriented Community Policing

December 1995

Juvenile Boot Camps

February 1996

Conflict Resolution for Youth

May 1996

Reducing Youth Gun Violence

August 1996

Youth Out of the Education Mainstream

October 1996

Has the Juvenile Court Outlived Its Usefulness?

December 1996

Youth Gangs in America

March 1997

Preventing Drug Abuse Among Youth

June 1997

Mentoring for Youth in Schools and Communities

September 1997

*Juvenile Offenders and Drug Treatment:
Promising Approaches*

December 1997

*Comprehensive Juvenile Justice in State
Legislatures*

February 1998

Protecting Children Online

March 1998

Youth Courts: A National Movement

May 1998

*Risk Factors and Successful Interventions for
Serious and Violent Juvenile Offenders*

September 1998

*White House Conference on School Safety:
Causes and Prevention of Youth Violence*

October 1998

Juveniles and the Criminal Justice System

December 1998

Females and the Juvenile Justice System

May 1999

Promising Practices for Safe and Effective Schools

September 1999

*Online Safety for Children: A Primer for Parents
and Teachers*

November 1999

Model Court Practices in Abuse and Neglect Cases

February 2000

*Crowding in Juvenile Detention: A Problem Solving
Approach*

April 2000

“How Shall We Respond to the Dreams of Youth?”

A National Juvenile Justice Summit

June 2000

Combating Underage Drinking

September 2000

*Child Delinquency: Early Intervention and
Prevention*

November, 2000

*Employment and Training for Court-Involved
Youth*

February, 2001

Mental Health Issues and Juvenile Justice

April, 2001

*Restorative Justice: Repairing Harm, Reducing
Risk and Building Community*

June, 2001

*Going Home: Serious and Violent Offender Reentry
Initiative*

February, 2002

OJJDP Report: A Discussion with J. Robert Flores

December, 2002

For Further Information

For videos of previous OJJDP videoconferences, please contact the Juvenile Justice Clearinghouse, P.O. Box 6000, Rockville, MD 20849-6000; call 800-638-8736; fax 301-251-5212; or email askncjrs@ncjrs.org.

For information on future OJJDP videoconferences, contact Jenny McWilliams, Juvenile Justice Telecommunications Assistance Project, Eastern Kentucky University, 301 Perkins Bldg., 521 Lancaster Ave., Richmond, KY 40475-3102; call 859-622-6671; Fax 859-622-4397; or email ekujjtap@aol.com.