

**අපූර්ව**  
FOUNDATION

# Mentor training

**Empowering girls to empower their community!**



**MISSION:**

To empower under-resourced females for success.

**VISION:**

Women will be financially independent and socially responsible.

*Empowering girls to empower their community!*



# Mentorship Programs



## Pathway 2 Opportunity

- High School Juniors
- 1 year program
- Meets with Mentor Every Other Week

## Pathway to Empowerment

- College Freshman
- 1 year program
- Meets with Mentor Monthly

## Pathway 2 Success

- High School Seniors
- 1 year program
- Meets with Mentor Weekly

# What is an Aum mentor?

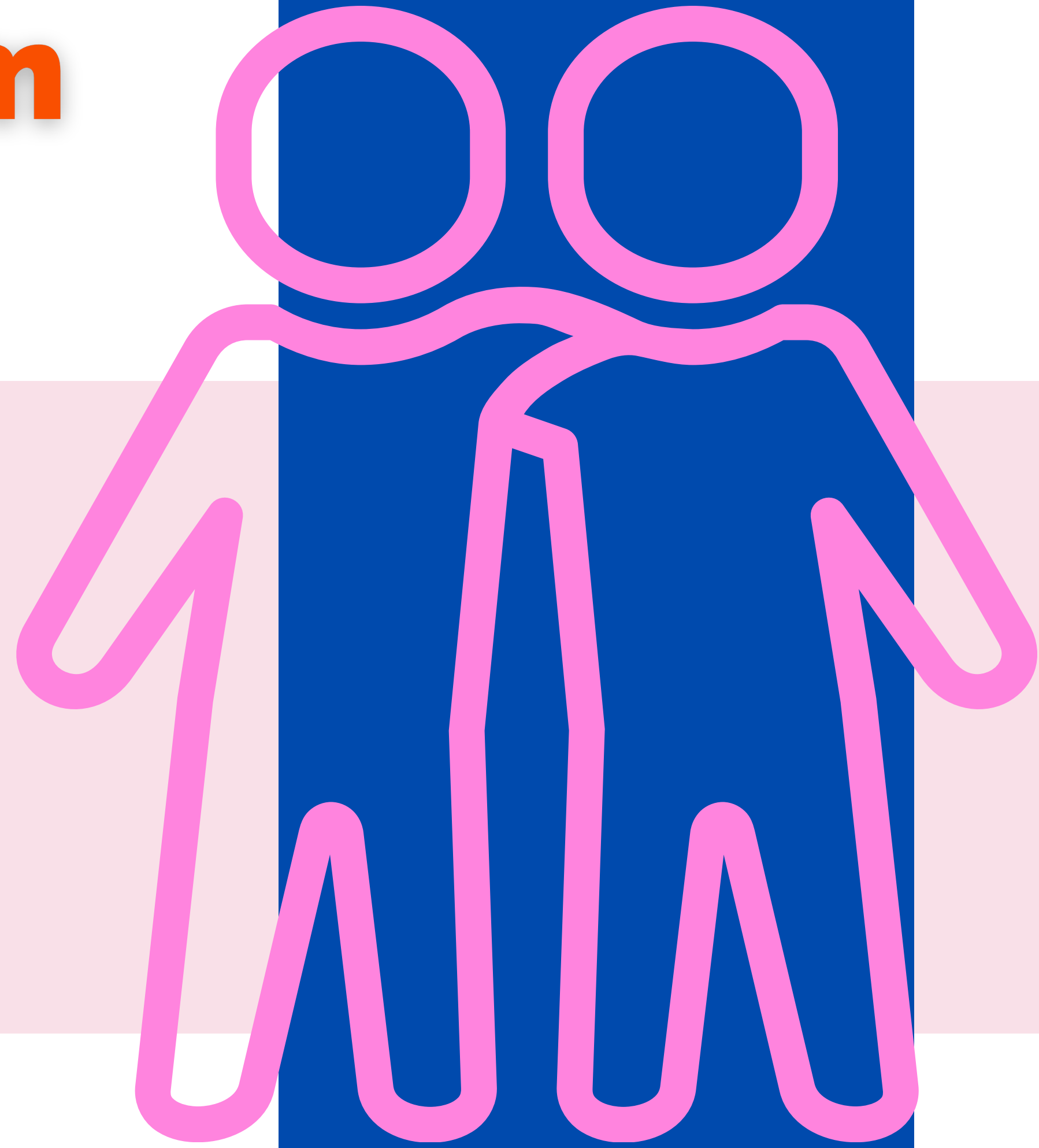
- Emotional Intelligence Coach
- Smart Best Friend
- Personal Mentor, not a Professional Guide
- Safe Place for girls to be themselves



# What is an Aum mentor **NOT**?

- Not a Parent
- Not a Teacher

**THE GOAL IS TO BUILD A  
GENUINE RELATIONSHIP!**



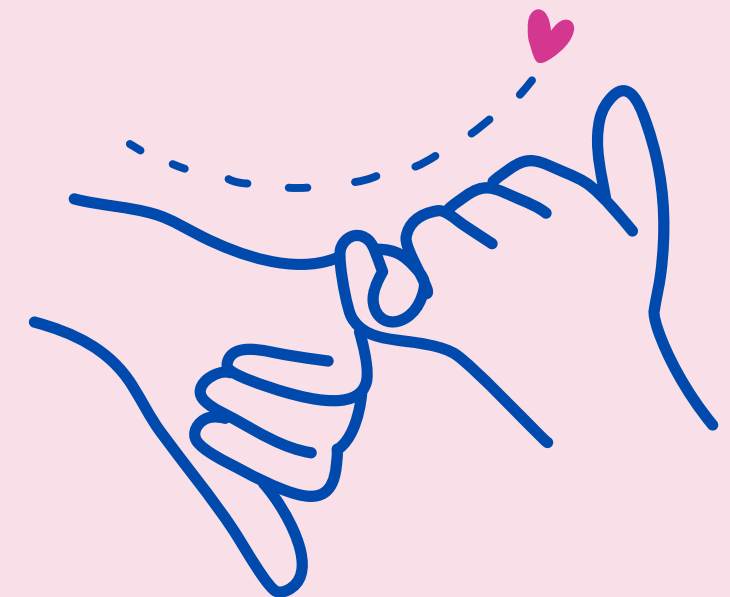
# Profile of an Aum Student

- Single parent family
- Guardian or extended family member household
- Under resourced
- May or may not have transportation. If they do have, it may not be reliable and consistently accessible.
- Student may or may not have a reliable cell phone.
- Student typically works part time and contributes to household expenses.
- Have not had many stable relationships.
- Typically always HUNGRY!!!!



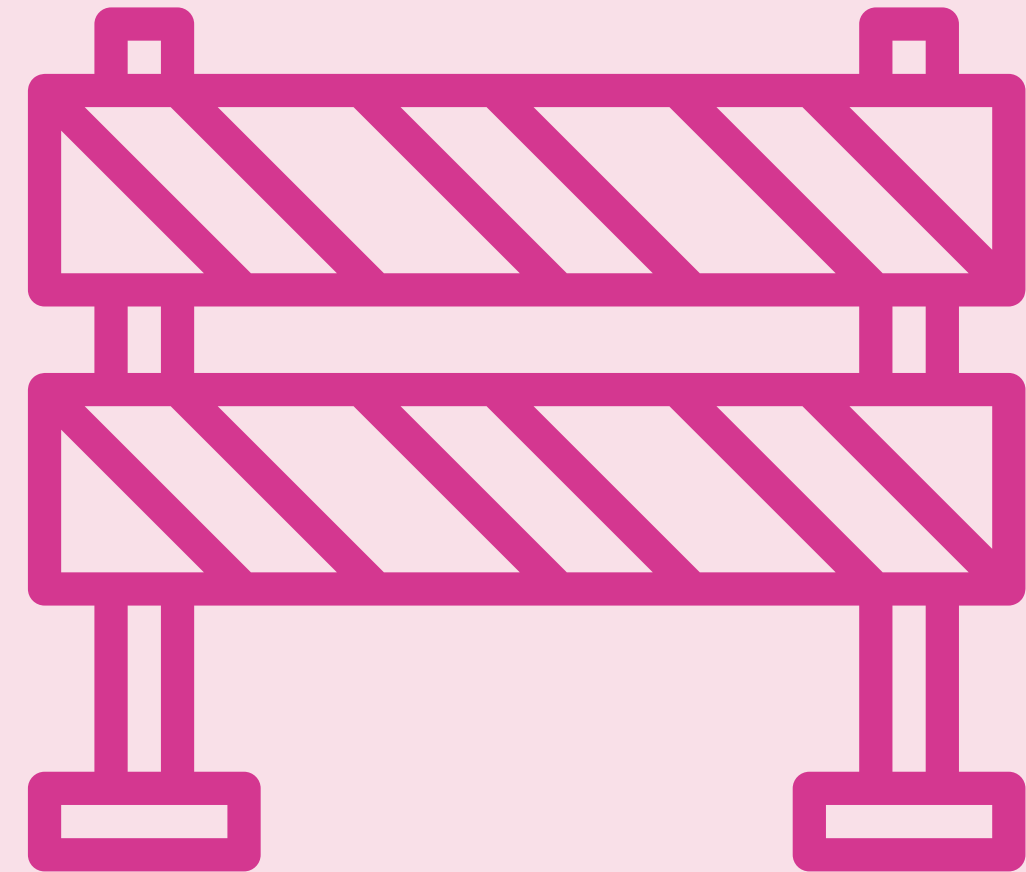
# How to build a Genuine Relationship

- Be true to your words
- Communicate effectively
- Build trust gradually
- Make decisions carefully: Don't over commit
- Be consistent
- Participate openly
- Help people
- Be honest: Lies diminish trust
- Show your feelings
- Avoid self-promotion
- Do what you think is right: Values
- Admit mistakes
- 5 to 1 rule



# Relationship Barriers

- Narrow, specific goals aimed at changing the girl's behavior
- Inconsistent meetings
- Imposing values
- Setting tasks
- Adopting a parental or authoritative role
- Emphasizing behavior changes over developing mutual trust and respect





# Mentor Goals

Trust	Work on establishing a relationship of trust.
Elevate	Help mentee create a positive self image.
Help	Help mentee with communication skills. E.g. for written, help them compose a thank you letter, help them begin and end an email. Help them create an elevator speech about themselves, and then practice with you.
Assist	Assist with identifying scholarships and applying for them.
Re-Affirm	Assist with planning for financing their education. Follow through with post class activities.

# KEYS TO SUCCESS

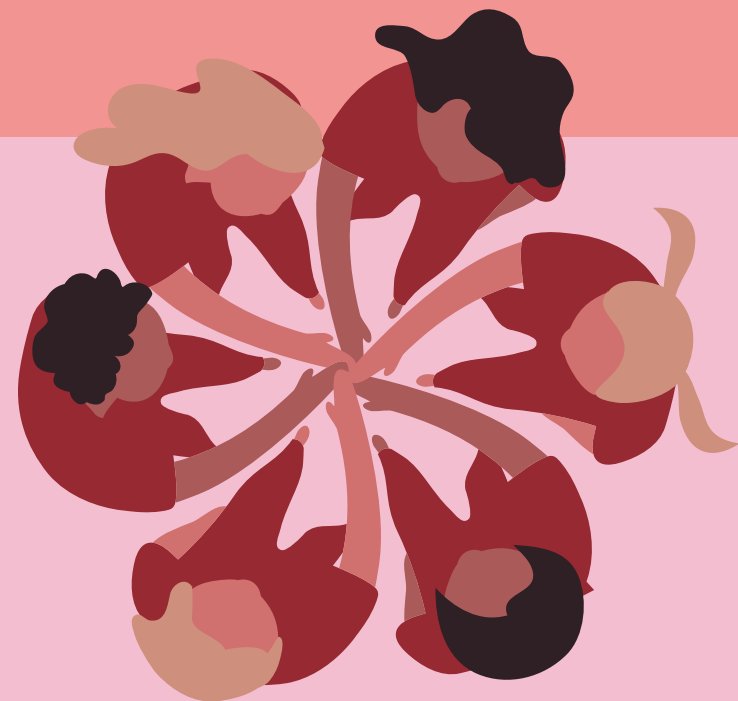
## Celebrate Differences

One of the biggest challenges we experience in relationships is that we are all different.

We have an expectation that people will think like we do.

If we acknowledge and celebrate differences, it is so much easier to create a rapport.

We feel more comfortable when we feel that people “get” us and can see our point of view.



# KEYS TO SUCCESS

## Be an Active Listener

Listening effectively boosts self esteem.



# KEYS TO SUCCESS

## Manage Mobile Tech

By now, pretty much everyone has a mobile phone and many people have two or more.

While they are a lifesaver in an emergency, and an effective tool for communication...

they can also be a complete distraction when people exhibit a lack of mobile phone etiquette.



# KEYS TO SUCCESS

## Give (& Take) Feedback

Feedback, is the food of progress, and while it may not always taste great, it can be very good for you.

The ability to provide constructive feedback to others helps them to tap into their personal potential and can help to forge positive and mutually beneficial relationships.



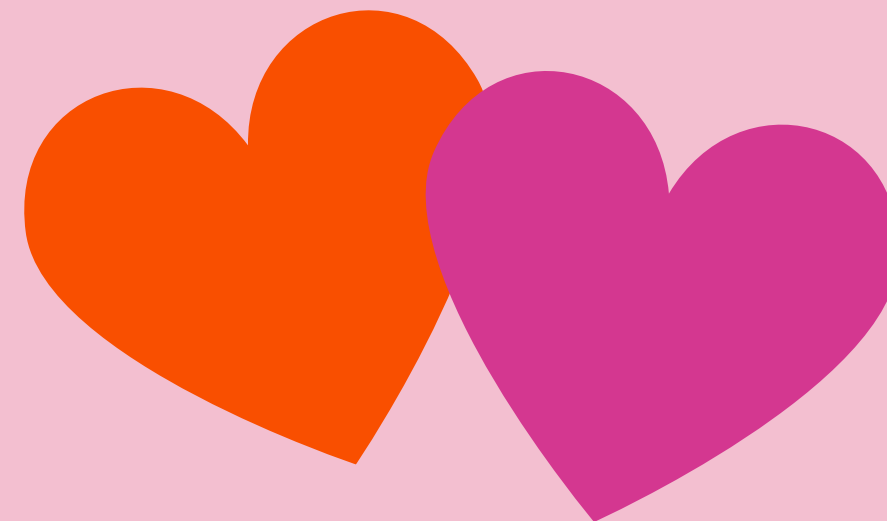
# KEYS TO SUCCESS

## Develop Empathy

There is a great expression that I learned a long time ago:

**“People will forget what you said,  
people will forget what you did, but  
people will never forget how you made  
them feel.”**

<https://www.youtube.com/watch?v=1Evwgu369Jw>



# COMMON ISSUES

## MENTOR CHALLENGES

- Burnout
- Not connecting with mentee
- Lack of Disposable Time
- Personal Stress
- Job Changes
- Changes in Household Structure



## MENTEE CHALLENGES

- **PRESSURE: ACADEMIC, PEER, & FAMILY**
- **DEPRESSION**
- **LACK OF AT HOME SUPPORT/RESOURCES**
- **SUICIDE RISK FACTORS**  
CALL 911  
OR 1-800-SUICIDE

# POLICIES & PROCEDURES

## Social Media:

- Use discretion with all social media
- Do not post anything that would reflect poorly on you, your mentee, or the program

## Be aware:

- A report is required when the child is **known or suspected** to be a victim of child abuse or neglect by persons responsible for the child. Alabama Code 26-14-7.2
- Ensure mentee knows you will have to report any sexual abuse disclosed to you.
- No requirement to report illegal activity.

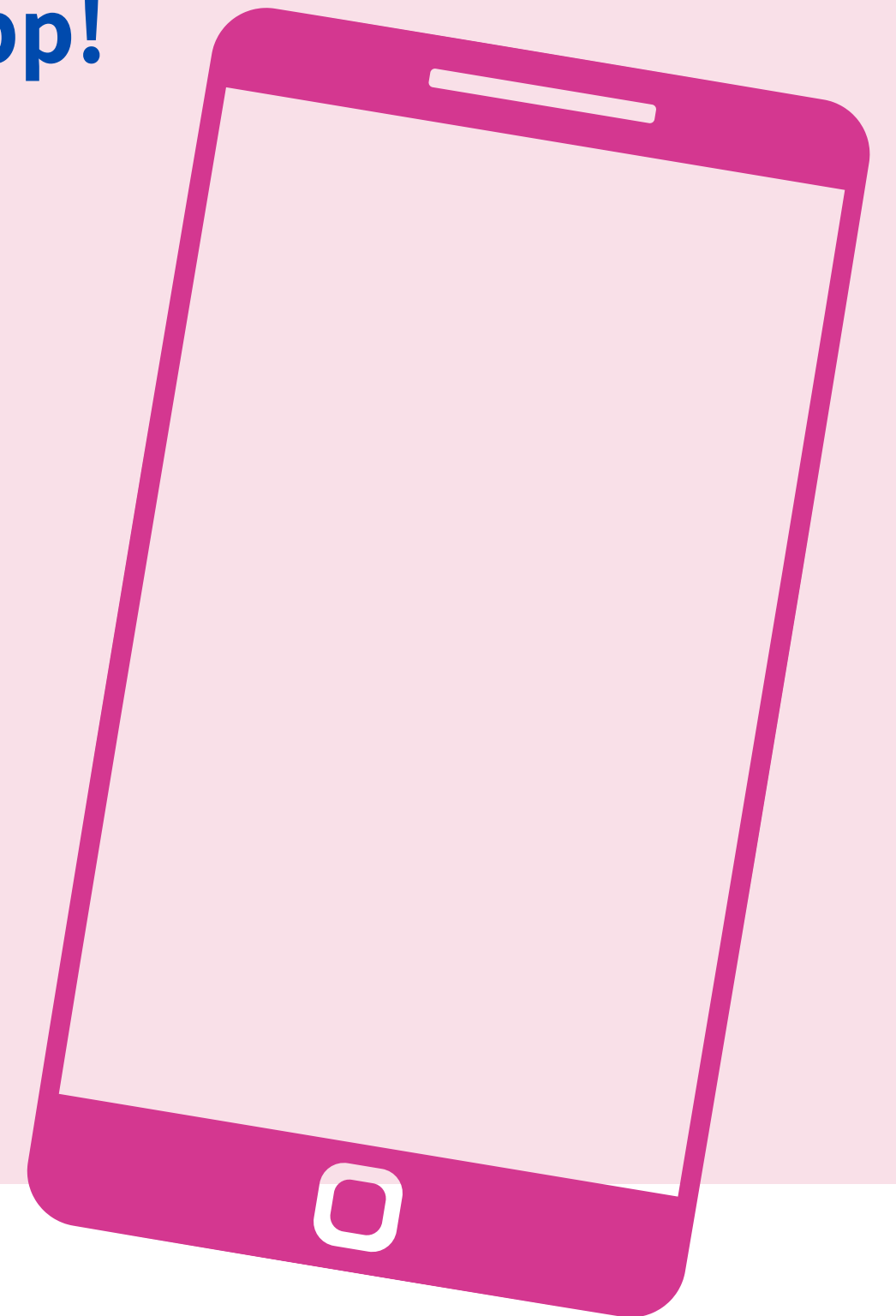
**PLEASE COMPLETE THE AUM POLICY & PROCEDURES FORMS!**



# MENTOR RESOURCES

**Download the Aum Foundation app!**

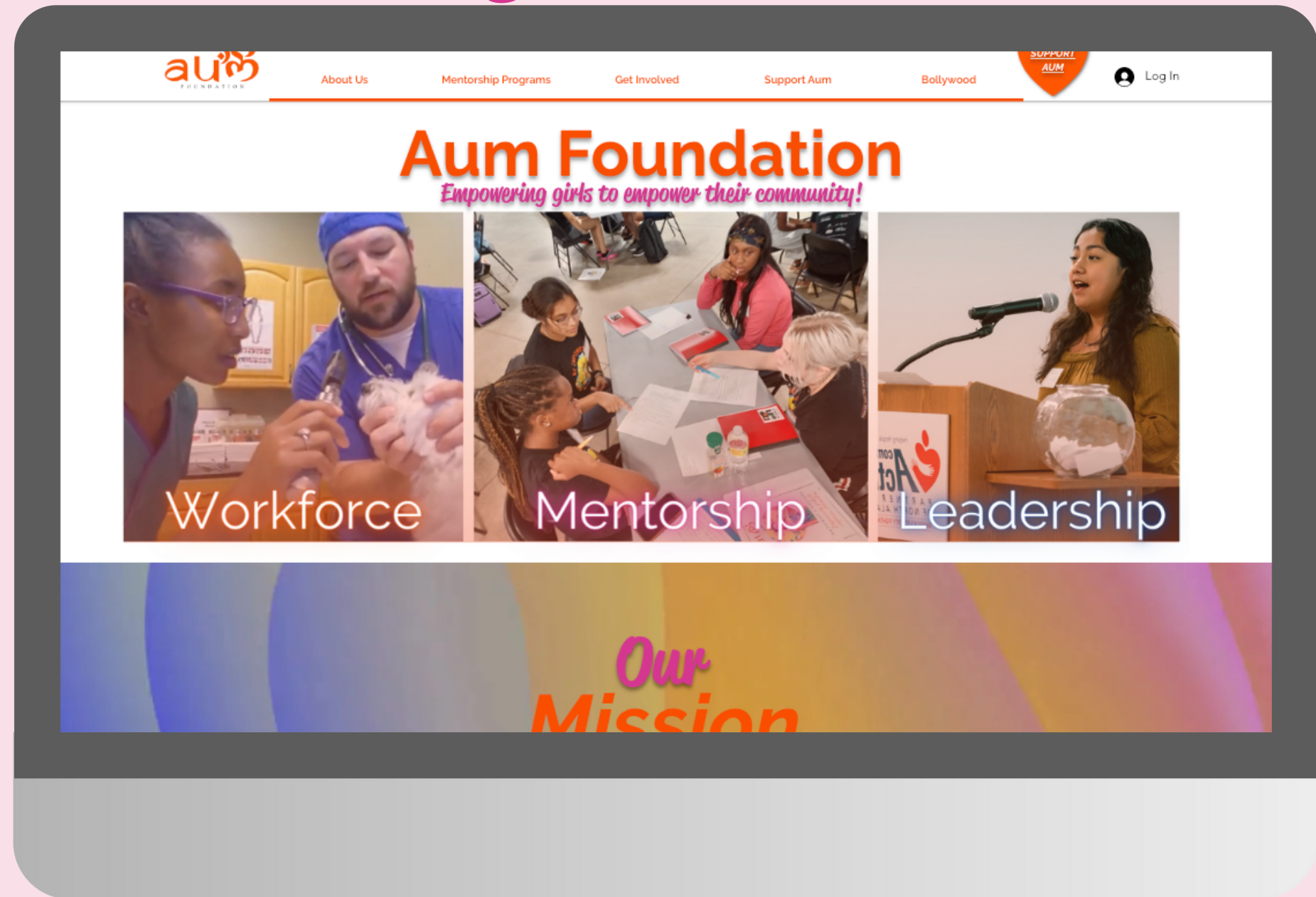
- Policies & Procedures
- Post-Class Activities you can do with your Mentee
- Stay in contact with Aum staff for questions, concerns, and updates
- Monthly Report
- Class Calendar
- Scholarship, Class, & ACT Information



# MENTOR RESOURCES

[www.AumFoundationUSA.org](http://www.AumFoundationUSA.org)

- About Aum Foundation & our programs
- Information about mentoring and volunteer opportunities
- Sponsorship opportunities for your company



# MENTOR RESOURCES

## Social Media

- Share info about our programs and students
- Know when were recruiting mentors and students
- **Be an Aum Advocate!**



*Send us pictures of you and your mentee to share!*

# MENTOR RESOURCES

## Aum Foundation Newsletter

- Special messages from the Executive Director and Founder
- Class recaps and pictures
- Upcoming events & links
- Mentor/Mentee features
- Alumni Updates



# MENTOR FAQs

## Do we have to meet every week?

- If you are a **PATHWAY 2 SUCCESS MENTOR**, it is a requirement that you connect with your student for at least 1 hour a week.
  - **Pathway 2 Opportunity:** Bi-Weekly for at least 1 hour
  - **Pathway 2 Empowerment:** Monthly for at least 1 hour

## Do we have assignments?

- No. The goal is to develop a relationship.

## Can I give gifts?

- Nothing over \$25.

## Do I have to meet her parents?

- That is up to you. We explain the program in-length to the parents before the girls enter.

## What if my mentee drops out OR requests a new mentor?

- First things first, **IT'S NOT YOUR FAULT**. We will handle those situations and either assign you a new mentee or you may act in a volunteer capacity until the next year.
- **DON'T GET DISCOURAGED.**

**WE ARE HERE FOR YOU!**



# IMPORTANT DATES: P2S HSV/MADISON

- **\*Sunday, July 9, 2023 | 1pm-5pm | P2S First Class - Personality Analysis**
- **October 14, 2023 | 7pm-11pm | Bollywood Night**
- **\*Sunday, December 10, 2023 | 4pm-6pm | Aum Open House**
- **\*Sunday, January 14, 2024 | 10am-2pm | P2S Etiquette & Dress for Success**
- **\*Sunday, April 28, 2024 | 1pm-5:30pm | P2S HSV/Madison Graduation**

**\*Mentor Attendance STRONGLY Recommended**

# IMPORTANT DATES: P2S DECATUR

- **\*Sunday, July 9, 2023 | 1pm-5pm | P2S First Class - Personality Analysis**
- **October 14, 2023 | 7pm-11pm | Bollywood Night**
- **\*Sunday, December 10, 2023 | 4pm-6pm | Aum Open House**
- **\*Sunday, January 14, 2024 | 10am-2pm | P2S Etiquette & Dress for Success**
- **\*Sunday, April 14, 2024 | 1pm-5:30pm | P2S Decatur Graduation**

**\*Mentor Attendance STRONGLY Recommended**

# IMPORTANT DATES: P2S SELMA

- **\*Sunday, July 16, 2023 | 1pm-5pm | P2S First Class - Personality Analysis**
- **October 14, 2023 | 7pm-11pm | Bollywood Night (in Huntsville, AL)**
- **\*Sunday, January 14, 2024 | 10am-2pm | P2S Etiquette & Dress for Success (in Huntsville, AL)**
- **\*Sunday, April 14, 2024 | 1pm-5:30pm | P2S Selma Graduation**

**\*Mentor Attendance STRONGLY Recommended**



# IMPORTANT DATES: P2O HSV

- **\*Sunday, June 4, 2023 | 12pm-1pm | P2O Program Ribbon Cutting**
- **October 14, 2023 | 7pm-11pm | Bollywood Night**
- **\*Sunday, December 10, 2023 | 4pm-6pm | Aum Open House**
- **\*Sunday, April 28, 2024 | 1pm-5:30pm | P2O Graduation (with P2S)**

**\*Mentor Attendance STRONGLY Recommended**

# CLASS DATES

## Pathway 2 Opportunity (Junior Program)

Meets with Mentor (1) Hour Bi-Weekly

As of 4/17/23

2023-2024 P2O Class Schedule			
Location: Aum Warehouse 3068 Jordan Lane NW, Huntsville, AL 35810			
Date	Time	Location	Class
Tuesday, May 23, 2023	5:30pm to 7:30pm	Huntsville	2023-2024 P2O Parent Orientation HSV (In Person)
Sunday, June 4, 2023	12pm-1pm	Huntsville	Ribbon Cutting for Junior Program*
Sunday, June 4, 2023	1pm-5pm	Huntsville	Orientation & Goal Setting*
July TBD	1pm-5pm	Huntsville	All Day Drake State Seminar*
Sunday, September 10, 2023	1pm-5pm	Huntsville	Communication & Public Speaking*
Sunday, November 5, 2023	1pm-5pm	Huntsville	ACT Prep Orientation/Learning How to Learn
Sunday, December 10, 2023	4pm-6pm	Huntsville	OPEN HOUSE*
Sunday, January 28, 2024	1pm-5pm	Huntsville	Strenghtfinders Assessment & Training*
Saturday, February 10, 2024	10:30am-3:30pm	Huntsville	ACT Workshop
Sunday, February 11, 2024	1pm-6pm	TBD	ACT Workshop
Sunday, March 17, 2024	1pm-5pm	Huntsville	Self Esteem and Mental Health*
Sunday, March 24, 2024	1pm-5pm	Huntsville	ACT Workshop
Sunday, April 28, 2024	1pm-5:30pm	Huntsville	GRADUATION*

**\* Required attendance.**  
PLEASE NOTE: All dates, times, and locations are subject to change.  
Final dates for ACT Tutoring will be provided by the ACT provider.

# CLASS DATES

As of 4/17/23

## 2023-2024 P2S Student Class Schedule (HSV)

Location: Aum Warehouse 3068 Jordan Lane NW, Huntsville, AL 35810

Date	Time	Location	Class
Tuesday, May 2, 2023	5:30pm-7:30pm	Warehouse	2023-2024 P2S Parent Orientation HSV (In Person)
Sunday, May 21, 2023	1pm-5:30pm	Huntsville (All Cohorts)	Orientation & Goal Setting*
TBD	1pm-5pm	Huntsville	ACT Prep Orientation
Saturday, June 3, 2023	10am-2:30pm	Huntsville	ACT Group 1, Day 1
Sunday, June 4, 2023	10am-2:30pm	TBD	ACT Group 1, Day 2
Saturday, June 10, 2023	10am-2:30pm	Zoom	ACT Group 1, Day 3
Sunday, June 11, 2023	10am-2:30pm	Zoom	ACT Group 1, Day 4
Saturday, June 17, 2023	10am-2:30pm	Huntsville	ACT Group 1, Day 5
Sunday, July 9, 2023	1pm-5:30pm	Huntsville	Personality Analysis*
Saturday, July 15, 2023	10am-2:30pm	Huntsville	ACT Group 2, Day 1
Sunday, July 16, 2023	10am-2:30pm	Huntsville	ACT Group 2, Day 2
Saturday, July 22, 2023	10am-2:30pm	Zoom	ACT Group 2, Day 3
Sunday, July 23, 2023	10am-2:30pm	Zoom	ACT Group 2, Day 4
Saturday, July 29, 2023	10am-2:30pm	Huntsville	ACT Group 2, Day 5
Sunday, August 27, 2023	1pm-5:30pm	Huntsville	College Prep*
Sunday, September 24, 2023	1pm-5:30pm	Huntsville	Conflict Resolution*
Sunday, Oct. 29, 2023	9am-4pm	Huntsville (All Cohorts)	Learning and Leading For and Inclusive Society*
Sunday, November 12, 2023	1pm-5:30pm	Huntsville	Budget & Finance*
Sunday, December 10, 2023	2pm-4pm	Huntsville	Emotional Intelligence*
Sunday, December 10, 2023	4pm-6pm	Huntsville	OPEN HOUSE*
Sunday, January 14, 2024	10am-2pm	Huntsville (All Cohorts)	Personal & Workforce Etiquette*
Sunday, February 11, 2024	1pm-5:30pm	Huntsville	Interviewing & Resume Writing*
Sunday, March 10, 2024	1pm-5:30pm	Huntsville	Leadership & Success Mindset (Entrepreneur mindset)*
Sunday, April 7, 2024	1pm-5:30pm	Huntsville	Self Esteem & Mental Health*
Sunday, April 28, 2024	1pm-5:30pm	Huntsville	GRADUATION*

\* Required attendance. Absences may result in decreased scholarship or dismissal from program.

PLEASE NOTE: All dates, times, and locations are subject to change.

Dates for job shadowing (typically June or July) and mock interviews (typically March/Spring Break) have not yet been scheduled. We will provide these dates when they are available.

Final dates for ACT Tutoring will be provided by the ACT provider.

**Pathway 2 Success (Senior Program)**  
**Huntsville/Madison**  
 Meets with Mentor (1) Hour Weekly

# CLASS DATES

## Pathway 2 Success (Senior Program) Decatur

Meets with Mentor (1) Hour Weekly

As of 4/17/23

### 2023-2024 P2S Student Class Schedule (Decatur)

Huntsville Location: Aum Warehouse 3068 Jordan Lane NW, Huntsville, AL 35810

Decatur Location: Community Action Partnership, 1909 Central Pkwy SW, Decatur, AL 35601

Date	Time	Location	Class
Thursday, May 4, 2023	5:30pm-7:30pm	Decatur	2023-2024 P2S Parent Orientation Decatur (In Person)
Sunday, May 21, 2023	1pm-5:30pm	Huntsville (All Cohorts)	Orientation & Goal Setting*
TBD	1pm-5pm	Huntsville	ACT Prep Orientation
Saturday, June 3, 2023	10am-2:30pm	Huntsville	ACT Group 1, Day 1
Sunday, June 4, 2023	10am-2:30pm	Huntsville	ACT Group 1, Day 2
Saturday, June 10, 2023	10am-2:30pm	Zoom	ACT Group 1, Day 3
Sunday, June 11, 2023	10am-2:30pm	Zoom	ACT Group 1, Day 4
Saturday, June 17, 2023	10am-2:30pm	Huntsville	ACT Group 1, Day 5
Sunday, July 9, 2023	1pm-5:30pm	Huntsville	Personality Analysis*
Saturday, July 15, 2023	10am-2:30pm	Huntsville	ACT Group 2, Day 1
Sunday, July 16, 2023	10am-2:30pm	Huntsville	ACT Group 2, Day 2
Saturday, July 22, 2023	10am-2:30pm	Zoom	ACT Group 2, Day 3
Sunday, July 23, 2023	10am-2:30pm	Zoom	ACT Group 2, Day 4
Saturday, July 29, 2023	10am-2:30pm	Huntsville	ACT Group 2, Day 5
Sunday, August 27, 2023	1pm-5:30pm	Huntsville	College Prep*
Sunday, September 24, 2023	1pm-5:30pm	Huntsville	Conflict Resolution*
Sunday, Oct. 29, 2023	9am-4pm	Huntsville (All Cohorts)	Learning and Leading For and Inclusive Society*
Sunday, November 26, 2023	1pm-5:30pm	Decatur	Budget & Finance*
Sunday, December 10, 2023	2pm-4pm	Huntsville	Emotional Intelligence*
Sunday, December 10, 2023	4pm-6pm	Huntsville	OPEN HOUSE*
Sunday, January 14, 2024	10am-2pm	Huntsville (All Cohorts)	Personal & Workforce Etiquette*
Sunday, February 11, 2024	1pm-5:30pm	Huntsville	Interviewing & Resume Writing*
Sunday, March 3, 2024	1pm-5:30pm	Decatur	Leadership & Success Mindset (Entrepreneur mindset)*
Sunday, April 7, 2024	1pm-5:30pm	Huntsville	Self Esteem & Mental Health*
Sunday, April 14, 2024	1pm-5:30pm	Decatur	GRADUATION*

\* Required attendance. Absences may result in decreased scholarship or dismissal from program.

PLEASE NOTE: All dates, times, and locations are subject to change.

Dates for job shadowing (typically June or July) and mock interviews (typically March/Spring Break) have not yet been scheduled. We will provide these dates when they are available.

Final dates for ACT Tutoring will be provided by the ACT provider.

# CLASS DATES

As of 4/17/23

## 2023-2024 P2S Student Class Schedule (Selma)

Location: TBD

Date	Time	Location	Class
Monday, May 8, 2023	5:30pm-7:30pm	Selma	2023-2024 P2S Parent Orientation Selma (In Person)
Sunday, May 21, 2023	1pm-5:30pm	Huntsville (All Cohorts)	Orientation & Goal Setting*
Sunday, July 16, 2023	1pm-5:30pm	Selma	Personality Analysis, ACT Prep Orientation*
Monday, July 17, 2023	8am-3pm	Selma	ACT Prep DAY 1
Tuesday, July 18, 2023	8am-3pm	Selma	ACT Prep DAY 2
Sunday, August 13, 2023	1pm-5:30pm	Selma	College Prep*
Sunday, September 24, 2023	1pm-5:30pm	Selma	Conflict Resolution & Emotional Intelligence*
Monday, Oct. 16, 2023	6pm-7:30pm	Zoom	ACT Recap - Reading
Tuesday, Oct. 17, 2023	6pm-7:30pm	Zoom	ACT Recap - Math
Wednesday, Oct. 18, 2023	6pm-7:30pm	Zoom	ACT Recap - English
Thursday, Oct. 19, 2023	6pm-7:30pm	Zoom	ACT Recap - Science, Strategy, Wrap Up
Sunday, Oct. 29, 2023	9am-4pm	Huntsville (All Cohorts)	Learning and Leading For and Inclusive Society*
Sunday, November 19, 2023	1pm-5:30pm	Selma	Budget & Finance
Sunday, January 14, 2024	10am-2pm	Huntsville (All Cohorts)	Personal & Workforce Etiquette*
Sunday, February 18, 2024	1pm-5:30pm	Selma	Interviewing & Resume Writing*
Sunday, March 10, 2024	1pm-5:30pm	Selma	Leadership and success mindset (Entrepreneur mindset)*
Sunday, April 21, 2024	1pm-4pm	Selma	Self Esteem, Personal, & Mental Health*
Sunday, April 21, 2024	4pm-6pm	Selma	GRADUATION*

\* Required attendance. Absences may result in decreased scholarship or dismissal from program.

PLEASE NOTE: All dates, times, and locations are subject to change.

May 20, October 29, & January 14 classes will take place in Huntsville; transportation will be provided for students.

Dates for job shadowing (typically June or July) and mock interviews (typically March/Spring Break) have not yet been scheduled. We will provide these dates when they are available.

Final dates for ACT Tutoring will be provided by the ACT provider.

## Pathway 2 Success (Senior Program) Selma

Meets with Mentor (1) Hour Weekly

# FINAL REMARKS

- If you learn of any type of abuse, you **legally have a reporting requirement.**
  - Call 256-427-6099.
- Your main goal is to **BUILD A RELATIONSHIP!**
- Turn in your monthly report by **5th of each month.**
- Keep track of meetings on the **Mentor/Mentee Log.**
- **TAKE PICTURES OFTEN** & send pictures to staff
- **Schedule mentee/mentor meetings to ensure they happen.** If unable to meet, please inform staff, as the mentee needs to have met someone to get signature.
- **BOUNDARIES!! BOUNDARIES!! BOUNDARIES!!!!**

# AND REMEMBER...

## YOU ARE NOT ALONE!!

**Program staff can help if you:**

- Will be out of Town
- Unsure of a situation
- Need help figuring out how to proceed
- Need an intervention





# STAY IN TOUCH



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