



## Highland Street AmeriCorps Ambassadors of Mentoring Program

### Boston Youth Wrestling : Capacity Building Project

#### About AmeriCorps:

[AmeriCorps](#) is a national community service program that gives people an opportunity to apply their skills and ideals towards helping others and meeting critical needs in the community. The [Highland Street AmeriCorps Ambassadors of Mentoring](#) is an AmeriCorps Program where members serve in mentoring programs across Massachusetts.

#### Organizational Description:

Mass Mentoring Partnership (MMP) is fueling the movement to expand empowering youth-adult relationships across Massachusetts. MMP serves hundreds of program partners statewide supporting thousands of youth in quality relationships. We work with mentoring programs and youth development organizations to assess programmatic needs and organizational capacity to provide customized strategies that strengthen youth, families, and communities.

#### Host Site Description:

Boston Youth Wrestling (BYW) is a grassroots, sports-based youth development organization founded in 2012 by public teachers and coaches to expand opportunities for our young people, especially our most vulnerable youth. These founders envisioned a future where all students succeed on the mat, in the classroom, and in life. Using the sport of wrestling as a tool and motivator, BYW teaches youth to successfully overcome socio-economic challenges that lead to educational gaps, poor health and negative community relationships, imparting skills such as self reliance, discipline and commitment to others that apply both on and off the mat, in school and beyond. BYW's mentorship model pairs trained coaches with young people in a supportive after school environment where student-athletes learn lifelong habits and skills. Through our model student-athletes develop healthy and positive relationships with adults and peers. Our coaches are trained through a partnership with Up2Us Sports to understand the impact community has on our student-athletes and enables our coaches to address social challenges our young people face with a trauma-sensitive approach to coaching

#### Project Description:

The capacity building project we are seeking through the Mass Mentoring Partnership focuses on mentor and mentee training, program development, and mentor recruitment and marketing. This project will provide a meaningful and challenging leadership opportunity for an Ambassador as it entails an ambitious expansion of the mentorship services we provide to underserved youth. We currently serve 300 students during the academic year at 17 programs at various public/charter schools and community centers in Boston, Chelsea, and Lynn. In addition, we serve another 150-200 through summer introductory wrestling programs at various community run camps in and around Boston. Each mentor-coach works with 16 student-athletes on average. Our coaches utilize an internally developed 17 week curriculum that engages student-athletes in an environment that emphasizes safety, healthy relationships, and encourages young people to take risks. Mentorship is built into the curriculum through the practice instruction, the use of development days to work on healthy eating habits, goal setting, and other skill building essential to success in middle



and high school (what we call the “ABC’s” -- attendance, behavior, and core course grades). In addition, over the last three years, BYW has also trained 22 students (aged 14-19) to be junior coaches through our Coaches In Training program. These students spend the summer training in coaching techniques and best practices, and then go out and lead practices, clinics, tournaments, and offer cross-age-peer mentorships for beginner wrestlers at community centers across the City of Boston.

The proposed capacity building project will task the Ambassador with starting up a more focused mentor program with appropriate mentor training, match support, and mentor recruitment. BYW envisions a mentor-mentee match support system alongside our current coach-mentor model. Because the ratio of the current model is around 16 student-athletes to every coach, we believe there are opportunities to give student-athletes ongoing support with a smaller mentor-mentee ratio. This project will require the Ambassador to develop the organizational systems for outreach of potential recruits, developing the orientation and intake of approved volunteers, and creating the systems for matching mentors and mentees, as well as ongoing support for matches. This type of work will require taking on a leadership role in the design and implementation of these systems. Although this will be challenging work, we believe our organization’s mission and the passion our staff have for serving our students will motivate the Ambassador to reach their full potential to accomplish the goals of the program scope and outcomes.

#### **Program Summary:**

Twenty-Five AmeriCorps Ambassadors will complete a year of service from August 2018-June 2019. These members will be placed at one host site organization to build the capacity of youth mentoring programs and organizations in the areas of match support; marketing and mentor recruitment; mentor/mentee/parent training; and program development, evaluation and start up.

All Highland Street AmeriCorps Ambassadors of Mentoring will work on volunteer mentor recruitment efforts in their host organization as well as work with other Corps members to complete a statewide community service project that benefits the field of mentoring in Massachusetts. AmeriCorps Ambassadors will be supervised by their host organization and the Mass Mentoring Partnership AmeriCorps Program Manager.

#### **Basic Requirements:**

- Passion for working with diverse youth and families
- Strong critical thinking and problem solving skills
- Flexible schedule/Ability to work occasional evenings/weekends
- Motivation and aptitude for networking and outreach
- Committed to actively recruiting, selecting, on-boarding and managing mentors
- Ability to plan, execute and document site-based group activities and off-site field trips
- Flexibility, patience, and a good sense of humor!

#### **Additional Skills:**

- Experience/skill in effective group behavior management preferred
- Proficiency with Microsoft Word applications

#### **AmeriCorps Service Requirements:**



- You must be a U.S. citizen, national, or legal permanent resident alien of the U.S. to be an AmeriCorps member
- Complete a minimum of 1700 hours of documented service to complete host site project
- Complete all required AmeriCorps documentation and monthly reporting
- Complete as a team one community service project to benefit the field of mentoring
- Maintain a service portfolio
- Commute to all corps-wide trainings and events to cultivate future non-profit leaders. (Reimbursements available for qualifying members)
  - Responsibilities include attending pre-orientation session, orientation, monthly corps meetings, a fall and mid-year retreat and two Program Day service planning sessions – Meetings located in Greater Boston
- Effectively manage time, projects, and meet competing demands
- Complete all professional development requirements as part of member contract

### **General Program Qualifications**

- BA/BS strongly preferred or equivalent experience
- Experience with and/or commitment to youth development
- A passion for volunteerism and community service
- The desire to work with diverse people, organizations and communities
- Strong writing and editing skills
- Some experience with marketing – material design, blogging and social media preferred
- Public speaking
- Interest in nonprofit organizations and their development
- Excellent organization and communication skills
- The ability to work independently and as part of a team
- Proven leadership and project management abilities
- Flexibility, adaptability, and a good sense of humor
- Positive attitude

### **Position Benefits:**

- A \$5920 educational award upon completion of service
- \$A Bi-weekly stipend
- Graduate certificate in Youth Development from Boston University
- Additional transportation reimbursement for qualifying members
- 250+ hours of professional training and networking opportunities in the mentoring field and the non-profit sector
- Free health care coverage
- Loan deferment and interest accrual payment for qualifying loans upon completion of service
- A nation-wide Alumni network
- A built-in network of AmeriCorps members and colleagues - with the potential to make lifelong friends!



**To Apply:**

Please visit the Highland Street AmeriCorps Ambassadors of Mentoring webpage at [www.massmentors.org/ambassadors](http://www.massmentors.org/ambassadors) to view our current open positions and **apply directly to the organizations that interest you from the link provided on the page.** Note that 1 application is required PER each organization if you are applying to more than one.

All applications require a resume that outlines how your skills and experience meet the qualifications of the position and a cover letter stating how you heard about this opportunity and why it interests you, either in Word / PDF format and a list of 3 references.

We are interested in recruiting AmeriCorps members who call Massachusetts home. MMP is committed to building a culturally diverse staff and strongly encourages applications from persons with a disability, males, and minority candidates. Note: Positions are contingent upon continued CNCS grant funding.

**For more information or questions:**

Contact, Thomas McGee, Program Manager, [tmcgee@massmentors.org](mailto:tmcgee@massmentors.org)

*Mass Mentoring Partnership and its site partners are equal opportunity employers.  
Mass Mentoring Partnership makes reasonable accommodations for individuals with disabilities for  
interview as well as service term.  
All positions acceptances are contingent upon a successful background check.*