



Mentor Questions

What is my job description as a mentor?

A mentor is a personal supporter, coach, guide, tutor, facilitator, and a reliable advisor. A mentor is someone willing to spend his or her time and knowledge to direct the development of another person. In the ONYX Mentoring Program we expect mentors to act in a listening mode and accept and respect the differences of the mentees. The ONYX Mentoring Program does not seek to fix and rescue. The Onyx program provides group/team, and e-mentoring activities to assist young males in developing their personal, social, academic, and future professional skills.

What is the time commitment?

Early Start Development asks that mentors commit to the program for a minimum of 6 months. The ONYX Mentoring program provides two (1) general group meeting sessions twice a month virtually and or face-to-face which includes a team building activity and offers at least one group activity quarterly. There are other activities and learning opportunities for youth and mentees to participate in throughout the year virtually and face-to-face. Mentees have the option to pick and choose what they would like to participate in as long as they meet their hourly commitment each quarter. You don't have to live in the state or city to participate – you can live **anywhere** and be a part of the virtual programming and annual retreats.

Is there training for me?

The ONYX Mentoring Program is pleased to offer what we believe is among the premium trainings available to help our mentors be ready to be with their groups and one-on-ones in a positive way. Professional development training is offered throughout the year and a mentoring retreat is held in June to foster collaboration, team building, and hands-on activity. We also offer a webinar series that will help you to work with and relate to mentoring males, and youth of color. You will get a team of students around 1-5 youth to work with during the year.

Where is the need for Onyx Mentoring?

Early Start Development needs men to volunteer and support the Onyx Mentoring Program through group/one-on-one mentoring sessions, facilitating webinars, acting in the role as chaperones during tours and retreats, assist with the Onyx Hotline, writing an article for the Onyx Newsletter, assisting with general meeting discussions, monthly activities, and the leaders in training program. There are games, activities, discussion groups, challenge events, journaling, book assignments, team building, celebrations of various milestones, and much more. We mentor through activities and discussion on various topics such as character development, life skills, conflict resolution, college prep, personal responsibility, community service, career exploration, leadership development and more.

How does a young man get involved in the program?

The registration process for students in grades is simple. To get started, email us at earlystartdev@gmail.com with interest. In the subject line put ONYX Mentoring. **1.** Complete an application, pay application processing fee of \$25 and the annual membership fee of \$150 (several discounts offers occur during the year to lower the cost of the annual membership based on donations, sponsors, and grants – email for details). **2.** Membership cards are given out at the first general session meeting. **3.** Attend the general meetings once a month, virtually or face-to-face. Pick and choose the types of additional activities you want to participate in during the month and enjoy the adventure. (1) Application, (2) Submit application with fees and required documentation (i.e. essay, report cards, letters of recommendations, etc.). We ask that youth commit to the 9-10 month process. There are discounts for groups, families with more than one child participating in any Early Start Development Inc. program, and during the year specials to offset the cost of registration.