



VOLUNTEER ORIENTATION

LGBTQ+ Youth Mentoring

OUR MISSION

Create and support one-to-one mentoring relationships that ignite the power and promise of youth.

OUR VISION

All youth to achieve their full potential.



OUR PROGRAMS

COMMUNITY-BASED PROGRAM:

Volunteer mentors (Bigs) are matched one-on-one with local youth (Littles ages 7+). Bigs & Littles (Matches) spend a minimum of 4 hours a month focusing on low to no-cost activities and have outings that take place in the community. Playing games, making art, bowling, getting ice cream, going for a hike, playing sports, or just having a simple conversation are great activities.

Bigs, Littles, & Parents communicate on scheduling outings that work with everyone's availability. Some matches meet on the weekends. Others get together in the evenings after school/work. Each match is unique and develops a reliable schedule that works for them.

SITE-BASED FACILITATED PROGRAM:

In the Site-Based Facilitated program, matches meet at a designated location - like a school, workplace, community center, or other site - and a BBBS staff member is present at all meetings and observing match interactions. BBBS staff plan the activities matches do together each week. Bigs often eat lunch with their Little, or the match will hang out in the school's library, gym, computer lab, or other designated space. These programs typically take place weekly for about one hour, occurring on the same day each week (For example, every Tuesday from 3:00 pm - 4:00 pm). The schedule follows the academic school calendars.

SITE-BASED PLUS PROGRAM:

Site-Based Plus is a program where matches can meet both in Community Based and Site-Based settings. Matches spend a minimum of 4 hours a month, either weekly or bi-weekly. Matches will begin only meeting in the site-based setting for the first three months and then can begin implementing community activities. The enrollment process for this program follows the Community-Based enrollment guidelines.





WHAT WILL THIS PROGRAM LOOK LIKE?

Big Brothers Big Sisters is committed to creating an inclusive and welcoming environment that supports building and growing mentoring relationships across the diverse communities we serve. Research on LGBTQ youth consistently demonstrates that they are at risk of being bullied, harassed, or isolated, and they engage in risky behaviors, like substance abuse, at higher rates than non-LGBTQ youth, and we know our mentoring programs can help.

- The program will begin in a Site-Based Facilitated setting. Each volunteer will have to option to transition to a Community-Based match or a Site-Based Plus match after three to six months.
- Matches will be invited to all sponsored match activities.
- Matches will receive on-going support from BBBS staff throughout the length of their match.

[CLICK HERE TO VIEW THE BBBS OF AMERICA 2021 ANNUAL LGBTQ REPORT](#)

ENROLLMENT PROCESS

APPLICATION

Review the volunteer orientation & complete an application. Once the application is completed, BBBS staff will contact you about the next steps.

INTERVIEW

BBBS Staff will spend about 60 minutes gathering information about you, your interests and hobbies, and the type of Little that you would be comfortable working with.

TRAINING

Once the interview is completed, you will complete training while we finalize your application for approval.

BACKGROUND CHECKS

BBBS staff will complete layered criminal background checks, motor vehicle history, and reference checks. Fingerprinting is also required.

MATCHING PROCESS

MATCH SELECTION

Once we have a child that is compatible with you, a staff member will contact you to present their profile.

PRE-MATCH MEETING

COMMUNITY-BASED PROGRAM ONLY: The volunteer and parent/guardian will meet briefly with BBBS staff in a local community setting.

MATCH MEETING

The final-match meeting brings you together with your Little for the first time.

MATCH SUPPORT

You will receive ongoing support from a professional staff member throughout the entire match relationship.

WHO ARE THE BIGS?

Our Bigs are volunteers in the community. They are students, retirees, members of organizations, and just ordinary adults.

The safety of all children is extremely important to us, therefore each Big in our program must complete a thorough screening process conducted by our professionally trained staff.



WHO ARE THE LITTLES?

Children in our program are:

- At least 7 years old
- Capable of benefiting from a relationship with a Big
- Answer safety questions appropriately
- Want a Big and understand the role of a Big
- Have a parent/guardian willing to be a partner with us by maintaining contact and helping keep us informed of changes within the family/match



ELIGIBILITY

Volunteers are:

- A legal adult with a valid driver's license and proof of car insurance
- Reside or attend school in our service area (Marquette, Alger, Delta, Dickinson, Menominee, Luce)
- Be able to commit to a minimum of 4 hours a month with your Little for a minimum of one year or school year (depending on the program)
- Pass all criminal background & driving checks
- Be mentally, physically, & emotionally able to participate
- Have the ability to form a relationship
- Be coachable and willing to work with BBBS staff

Big Brothers Big Sisters has the right to accept or deny participants, or close a match at any time

CHILD SAFETY

At Big Brothers Big Sisters, we believe that all children and youth deserve to live in a world that makes them feel cared for and protected.

Helping to ensure the safety and well-being in the life of every child who engages with one of our local programs is our highest priority.

- We professionally screen all participants, Bigs, Littles, and families. Our interviews are very in-depth for this purpose. We also complete layered background checks and references for our volunteers.
- Everyone in our program receives child safety education - Bigs, Littles, Parents/Guardians, & Staff
- We have ground rules and policies to ensure child safety in our match relationships. You will receive all of these in your volunteer handbook and you will also sign a copy during your interview.
- Match Support contacts with your Match Support Specialist are required. We discuss child safety at home, in school, and in the match. It is our number one priority!



**THANK YOU FOR REVIEWING
THE VOLUNTEER ORIENTATION**