



## Position Description

### Volunteer Fatherhood Mentor

**Reports To:** Men's Program Director

**Position Summary:**

The Volunteer Fatherhood Mentor empowers first-time fathers by providing a non-judgmental space to process and learn about manhood, fatherhood basics and characteristics. The Volunteer Fatherhood Mentor will enter into a long-term one-on-one relationship with the client and will help educate, enable and encourage him to become an involved and effective father.

#### Responsibilities

- Follow Alternatives' Policies and Procedures.
- Meet on a bi-weekly basis with clients who are first-time fathers or fathers-to-be.
- Partner with other Men's Program Fatherhood Mentors, Client Advocates and Client Services Staff to serve the client/family unit.
- Maintain quality client records.
- Maintain confidentiality in all client situations and circumstances.
- Review assigned client files at each shift and follow through on appropriate case management tasks.
- Debrief with the Men's Program Director regarding client sessions and follow-up case work.
- Demonstrate a working knowledge and memorization of the *Seven Fundamentals* from the *Equipped to Serve* training.
- Demonstrate knowledge and proficiency in sharing and leading clients through fatherhood resources.
- Commit to attending Alternatives' Continuing Education Events to remain equipped to meet with clients.
- Dress casually and modestly.

#### Time Commitment

- Upon completion of training, at least one year of serving two to four shifts per month (each shift is two hours long).
- Attend three Alternatives Continuing Education Events per year.
- Inform the Men's Program Director as soon as possible if unable to make assigned shift.
- Attend quarterly Men's Program "get-togethers".

#### Training and Support Plan

- Complete all elements of the on-boarding process (Volunteer Orientation, Training Prerequisite Seminar, *Equipped to Serve* 4-day classroom training and the On The Job training checklist, Fatherhood Mentor 1-day training).
- Refreshment of skills through reviewing fatherhood resources, literature, practicing occasional role-plays, attending Alternatives' Continuing Education Events and participating in an annual skills observation and evaluation.
- On-going supervision with the Men's Program Director.

#### Qualifications

- A father.
- A growing follower of Jesus Christ.

- Acknowledgement and agreement of Alternatives' Statement of Faith, Principles and Mission Statement.
- Complete the volunteer application and three reference forms.
- A completed background check performed by Alternatives.
- A willingness to learn and an attitude of service and acceptance.
- Respect of the client and his family.
- The ability to listen first, speak second and empathize with others.
- Dependability to follow through on commitments.
- Maintain flexibility and manage personal expectations within the varied elements of crisis work and coaching.
- Complete the required volunteer training.
- Commitment to enlisting at least one individual to support you in prayer.

**Benefits**

- Learning and applying better communication skills with people in your life.
- Spiritual growth.
- Using your gifts to benefit others.
- Being part of a team that ministers to men and their families and affects the culture for Christ.
- Professional and personal skills development.

**Attitude**

Enjoys working with a team. Has personal, relational and spiritual maturity. Possesses good personal boundaries. Committed to his own personal and Christian spiritual growth. Flexible and able to adapt, a team player. Ethics, integrity and accountability. Committed to quality customer service. Professional and pleasant demeanor; sense of humor. Honest, loyal and dependable.

Reviewed by: <i>Rob Denler</i>	Title: <i>Men's Program Director</i>
Approved by: <i>Leticia Higdon</i>	Title: <i>Director, Client Operations</i>
Date: September 28, 2020	