



MENTORING for SUCCESS

Mentoring is a structured, consistent and purposeful relationship between a young person and a caring adult who provides acceptance, support, encouragement, guidance and concrete assistance to promote healthy child/ youth development and student success.



Ms. Fierst and Laxmi Lama at Francisco Middle School

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MENTORING FOR SUCCESS

415-242-2615

[www.healthiersf.org/
mentoringforsuccess](http://www.healthiersf.org/mentoringforsuccess)

Match Spotlight

Ms. Fierst is a Korean- American Teacher at Francisco Middle School who mentors Laxmi Lama, a 7th grader from Nepal. Ms. Fierst has been teaching 6th grade Language Arts and Social Studies at Francisco for five years. She began as a mentor in Francisco's Buddy Program over two years ago. She loves traveling and has been to Nepal which gave the two some initial "common ground" from which they have grown their relationship. Ms. Fierst is "game" for anything outdoors such as hiking and backpacking. Laxmi is an energetic student who values friendships and helping others. In our interview Ms. Fierst and Laxmi shared fond memories of their trip with the Francisco Buddy Program to Tennessee Valley for a Trips For Kids bicycle excursion.

How did you feel before starting in the mentoring program?

LL: Part of me was scared, happy, weird. Scared and weird because I didn't know anyone.

Ms. Fierst: She's not shy now! I'd started the year before with an 8th grader who graduated. I met Laxmi with another student who left the school. And since Laxmi was new to the school and Ms. Jen knew we had Nepal in common she matched us.

LL: I love Korean movies—the love stories are really good. I love "love stories". Playful Kiss is a good one.

Ms. Fierst: That's your latest interest, isn't it?

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"Being a mentor allows me to be more like a big sister than a teacher."

Francisco Middle School Mentor

Thanks for mentoring!!!

			Rosalia Lopez	Nancy Madrigal	Roberto Pena	Dena McManis	Rachel Hinson
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Amira Aweti	Jessica Ekstrom	Nancy Padilla	Vicky Fasho	Vanessa Marrero	Jose Soberanis	Karla Leon Guerrero	Alvin Dizon
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Olga Camacho	Sara Bennett	Ariane Peixoto	Kevin Sherald	Jack Doyle	Janet Frost	Shannon Pearsley	Saeeda Hafiz
Sarah Pooner	Stephanie Starling	Danika Choe	Leslie Wax	Jeffrey Dvorak	Jen Bowman	Tara Ramos	Sarah Hudson
Sharon Kennings	Vincent Toan	Gabriel Peixoto	Mika Moore	Matthew Imperato	Pirette McKamey	Teresa Maxwell	SOTA
Bessie Carmichael	El Dorado	Irene Rohrs	Nick Przybyla	Olivia Rivera	Rebecca Fulop	Presidio	Jessica Pullano
Adele Medel	Arthur St. Germain	James Collins	Rosalia Lopez	Rachel Stones	Tadd Scott	Rachel Eckberg	Visitacion Valley MS
Callen Taylor	Chris Helm	Jamila Hubbard	Sarah Gadye	James Lick	Valerie Forero	Rooftop	Aluk Shawn
Carley Amigone	Desiree St. Louis	Jane Muramoto Yung	Shira Andron	Adan Luevano		Aaron Weis	Brian Borsos
Christine Oneto	Emi Vega	Jennifer Lau				Cyndy Sugawara	Brittany Wrightson
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Erin Wheeler	Katherine Walsh	Joanglad Martin				Tara Hayes	Corey Monroe
Gary Hong	Lori Fetzer	Jordan Jennings				Tiffany Kendall	Deonne Wesley
Lara Eidemiller	Maria Acosta	Katie Sommer				Roosevelt	Elizabeth Abrahams
Mike Scagliotti	Marisa Martinez	Katrina James Barone				Alexa Ousley	Jenny Trac
Nicole Massey	Megan Caluza	Leslie Hu				Alexandria Tom	Joy Joy Small
Ramon Brown	Methinee Thongma	Lisa Barrie				David Watson	Katie Leasau
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Merita Kaulave	Christina Perry	David Johnson	Diana Valencia </td <td>Dawn Woehl</td> <td>Lawrence Festin</td> <td>Tiffany Konyen</td> <td>Vidya Schechtman</td>	Dawn Woehl	Lawrence Festin	Tiffany Konyen	Vidya Schechtman
Roxanne Huie	Dan Kyle	Diana Johnson	Dino Pagnni	Edward Burns	Lenda Butcher-Myers	Truitt Blassingham	Whooley Mechael
Stacy-Ann Afflick	Deborah Bueti	Diana Valencia	Dinorah Salazar	Elise Dicharry	Michelle Villegas	Uma Higuchi	Zac Baroni
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Taylor Martin	Dylan Kehoe	Dyalma Morales	Gabriel Tovar	Gladys Dalmau	Shirelle Lawrence	Rosa Parks	Amber Goldman
Vidrale Franklin	Ferguson Kristin	Gabriel Tovar	Gail Eigl	Greg D'Amico	Tasia James	Casey Martling	Heather Smith
Yolanda Nickelson	Gary Cruz	Gail Eigl	Jay Miranda	Harini Madhavan	Tasie James	Catherine Siemens	J.R. Kowalsky
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David Bates	Lena Vanharen				Deborah Bellotti	Shana Rabidou-Johnson	

“It’s one of the hardest relationships that I’ve ever had to work at. There were times when I wanted to give up, and thought maybe it wasn’t a good match, but I’m glad I didn’t. The student ...wanted to play instead of spend time with me, or he would hide...when it was just the two of us together. This is something that I was not used to, and thought that it would pass after a couple of sessions, well, that couple of sessions turned into 5 or 6. Watching that transformation has been the best part of this entire experience.”

Teacher, Rosa Parks Elementary School Mentor



Program Update:

Addressing Truancy through Mentoring

We are happy to announce that Mentoring For Success has launched our truancy focused mentoring program. Thanks to a grant from the Office of Juvenile Justice & Delinquency Prevention, Mentoring for Success has referred eighteen 3rd-5th grade students to be matched with a Big Brother, Big Sister mentor. Four of them have already begun meeting with their mentor!

Project Arrive, the High School truancy prevention group mentor project will begin serving students this coming Fall at Mission, John O'Connell and Thurgood Marshall High Schools. One of the main reasons we were given this very competitive grant was because of the proven record of success that our amazing mentors have had in changing the lives of countless students. Over 40% of those involved have improved their attendance!

Most of us know that school transitions such as 8th to 9th grade are a key point of risk for San Francisco youth—truancy is especially prevalent during this time. While 9th graders represent about 10% of our overall student population, over 20% of SFUSD's truancies in 2009 were among 9th graders! Closing this "attendance gap" is a critical priority for every department across SFUSD, and we are very excited to step up to this challenge in a whole new way.

Our vision for the Group Mentor Project is to use mentoring to help vulnerable students make successful transitions to high school, and to connect them with the resources and support they need to stay on track. While sharing the same core principles of our 1:1 program (developing a structured, consistent, and purposeful relationship between a student and an adult), the group mentoring relationship will expand the network of connections for the young person beyond one adult to a small group of their peers, and a *minimum* of one adult.

(Continued on p. 3)

Service Learning Spotlight

Bret Harte Elementary mentoring matches are giving back to their community! Since November, matches have taken ongoing steps to develop a school improvement project. Mentors and their students voted to paint a mural along a garden bed wall to beautify the school; they learned about service learning; engaged in project planning; decided on "Everything in a Garden" as a theme; suggested creative animal characters and actions to depict what fun may be had while gardening; and have begun regular weekly lunchtime gardening, painting, and composting parties. Coach Duke (mentor to a 1st and a 5th grader) helped Americorps Member Amber Busby (mentor to a 5th grader) prep the wall over Spring Break. Ms. Eva, Gardening Instructor and mentor to a 2nd grader, has generously provided materials for the project and is educating students about the importance of composting. In May Bret Harte will celebrate the project's completion with a party to commend mentees and mentors for all of their hard work!



In collaboration with the San Francisco Food Bank, the **Denman Middle School** Mentoring for Success Program held a, "Denman Cares: Let's Tackle Hunger in Our Community!" Food Drive *(Continued on p. 5)*

"Becoming a mentor helps me get to know one student better, and develop a more meaningful relationship with him."

Thurgood Marshall High School Mentor 2

"I mentor to get a new perspective on what it's like to be a student again."

Mentor, Vis Valley Middle School

Mentor Tips

Included below, from literature on mentoring best practices, is a summary of five guiding principles to support youth in mentoring relationships:

- ◆ Promote the welfare and safety of the youth
- ◆ Be trustworthy and responsible
- ◆ Act with integrity
- ◆ Promote justice for young people
- ◆ Respect the young person's rights and dignity.

Keeping these principles in mind is helpful as your mentoring relationship develops. In mentoring it is the adult's role to lead the way through the inevitable relationship challenges that arise. This is a big responsibility that can present challenges. No one ever has all the answers—and thinking you do may create unsafe conditions for you or your mentee. This is why Mentoring For Success strongly encourages *all* mentors to attend trainings and group events offered by the program, and to consult frequently with program staff about the good, bad, and the ugly of your match (See online training offering p. 4).

Getting support is a major way to act on the principle of “do no harm”. Another way is to be clear on the boundaries of your roles as a mentor. Mentors often run into challenges due to the role of being both a school employee *and* a mentor. Talking with program staff and fellow mentors helps uncover common relationship hurdles and helps in the ongoing process of maintaining clarity of your role. It's important for mentors to recognize the relationship as a process—as it unfolds organically different scenarios may arise with each new phase of the relationship. Mentors sometimes find themselves drawn to help students by filling a need that should be provided by a professional, e.g. medical, legal, psychological. It could be harmful to a student for mentors to act in a role in which they are not trained. But you *may* guide youth by helping them recognize the limits of your role and to help identify a better person with whom to connect. Networking to connect students can be enormously helpful. Mentors may also try role-playing conversations to “try out” talking with the person in the proper role,

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LL: We had a special event last night. Me and the other kids watched a Hindi horror movie. I got so scared I didn't finish watching it. My aunt gave me another horror flick but I'm not sure I can watch it. I want to be a cop. I want to be a brave girl.

How do you feel about mentoring?

Ms. Fierst: This is a special match. I had a little anxiety to see what her personality might be like, and whether or not we would click. The longer we know each other the more we find we have in common. It's what makes our relationship successful.

LL: Remember when we first went on the biking fieldtrip? At first in the morning your voice was really low, and then it got louder. Maybe you were sleepy. I don't like waking up at 7am.

Ms. Fierst: Yeah, you weren't as talkative that day either. It's been really neat to be together for 1.5 years. I've been able to see changes in her already. I'm really interested to see where she goes to high school and where that brings her.

Any future plans?

LL: When I'm in high school or college I'll come back and visit Ms. Fierst.

Ms. Fierst: It's kind of nice—it's routine and I really look forward to it. In the last 2 weeks we missed our lunch times together. We see each other 3-4 times per week because her locker's right outside my door. But when our schedule got changed I missed her. I look forward to spending regular time together, to see how her interests change, and talk about outside activities like camping.

What advice would you give to others?

LL: It's really fun to do activities. Don't be scared like when I came here the first time. You don't have to be embarrassed or shy. Don't be afraid, be polite, don't be rude.

Ms. Fierst: To an adult mentor I'd tell them to find a time you can both meet and set a regular time. It's very easy to not meet with busy schedules, so having a set time and day is really helpful. Also, be open to hearing and learning from the youth in a different way, from a different perspective. How I am with Laxmi is different from how I am with my students. Find things in common and make something happen from them.





“I mentor because I believe strong relationships can keep students active and engaged in school. I like being able to interact with a child without requiring any school work...It is refreshing (as a full-time teacher) to just be able to sit and talk to children.”

El Dorado Elementary School Mentor

Thanks to our supporters!

Office of Juvenile Justice and Delinquency Prevention

San Francisco Education Fund

San Francisco Promise

Gear Up

Levi Dockers

Aquarium of the Bay

Arizmendi Bakery

Bi-Rite

Escape From NY Pizza

Extreme Pizza

Mission Pie

Noah’s Bagels

Peet’s Coffee and Tea

Rainbow Grocery Cooperative

Safeway

Starbuck’s

YBike Program of YMCA



Please complete your web-based mentor log on a weekly basis!

This simple tool demonstrates the fantastic work you do with your student.

Log on to the Online Activity Log at www.healthiersf.org/mentoringforsuccess

If you are having any problems logging on or using the log, please contact Erin Farrell at 242-2615 ext. 3078 or farrelle@sfusd.edu

Your cooperation in making this happen is greatly appreciated!

“I hope I can create a lifelong bond!!”

Rosa Parks Elementary School Mentor



Contact Us

Questions? Feedback about Mentoring For Success? We’d love to hear from you!

To get in touch call Erin or Laurie regarding the 1:1 program, or Vida regarding the group program at 415-242-2615.

Erin Farrell: Farrelle@sfusd.edu

Laurie Vargas: VargasL2@sfusd.edu

Vida Sanford: SanfordV@sfusd.edu

“I get more involved with the community as I have been welcomed in by her family as well.”

Everett Middle School Mentor



Mentor Spotlight *(continued from page 1)*

How have you spent your time together?

Ms. Fierst: We usually meet weekly during lunch. We've enjoyed the bike trip in the Spring. I went to her family's house last year for a special dinner. It was to celebrate a Nepali holiday so I got to share all kinds of Nepali specialties with Laxmi's family and friends. Her family keeps in touch with the greater Nepali community. Laxmi does a lot of Nepali dance and I went to one of her performances downtown.

LL: I just danced for a Valentine's Day event. It was really nice—all the married couples walked together. The guys had a rose and they gave it to their wives, and they said something nice to them. It was really fun! We've been matched about 2 years. In November we went to the Day of the Dead Concert at the SF Symphony.

Ms. Fierst: Yes, you saw the Principal. Some of the students, faculty, and staff went. She was surprised to see people from Francisco. We'd had a Day of the Dead activity with the Buddy program that week.

LL: I loved biking. Some kids were hiking there and some were riding. When we got to the beach I was playing in the water and got wet.

Ms. Fierst: I liked it too--it was really fun. The most favorite though was when I got the chance to go to Laxmi's home—it was really special to me. I'd met her mom and sister before but I hadn't met her dad. It was special to see her in her own environment with her family and friends. *(Continued on p 7)*



Truancy Program *(cont. from p.2)*

Why did we choose to use group mentoring instead of 1:1 mentoring? According to Curtiss Sarikey, Student Support Services Department Supervisor, "Teens like hanging out with their friends more than they like hanging out with adults. Most 9th graders arrive on day 1 not knowing a whole lot of people, so this will be a place for them to meet other students and adults they can connect with...we hope it will become one of the main reasons they want to show up."

Who will be our mentees? We are recruiting incoming 9th graders who had 10+ unexcused absences during 8th grade, and who willingly choose to participate.

Who will be our mentors? Each school site team will work with the MFS staff to recruit, train and support a small but dedicated team of school-based group mentors who will be teamed up with 4-6 students. Each group will meet for at least one hour a week throughout the school year. To encourage regular participation that complements (rather than competes with) students' academic schedules, the Group Mentor Project sessions will be integrated into the academic schedules of participants via Advisory or PE class.

We look forward to sharing more about this exciting program as it unfolds during the coming school year!



Mentor Tips *(continued from p. 7)*

or to work through problems that may arise with other adults in their lives. Another key principle that helps is being trustworthy and responsible, which includes keeping promises. As summer quickly approaches please consider what your commitment level to your student will be—not only over the summer but also into the Fall. Ending a match by not contacting the youth or the program coordinator can lead to a detrimental impact on a student. If the relationship is not working out it is essential that mentors are honest with themselves, the student, and the coordinator so that support may be provided to help keep the relationship going or to end the match in a way that models a healthy, instead of an unhealthy, ending. *(adapted from Ethical Principles for Youth Mentoring Relationships, Dr. Jean Rhodes, February 2011)*





"I get balance and happiness out of mentoring."

*Mike, Bessie Carmichael
Middle School Mentor*

Martial Arts Scholarships Awarded!

Mentoring For Success is honored to be partnering with Jeff Grubler and Affinity Grant Program to offer martial arts scholarships to some of our mentoring matches. In April, supported by their mentors Gladys Dalmau and Ilsa Bertolini, Juan Tapia from James Lick Middle School and Anthony Layton of AP Giannini were awarded scholarships for a full year of martial arts classes. Juan will take Tae Kwon Do at Navarette and Anthony will be learning martial arts at Bushido. Mentoring For Success offers these scholarships with the generous support and inspiration of Jeff Grubler.

Jeff initiated the scholarship after facilitating a match between a 5th grade student and a Site Support Substitute to attend martial arts classes together in 2009. Jeff secured an Affinity Grant to support the student to attend the classes with the adult's Dojo. As a very dedicated and supportive mentor of a 4th grader himself, Jeff understands the potential benefits that combining mentoring and martial arts may bring to students. From Jeff's perspective the self-regulation, respectfulness, calmness and self-confidence that can be obtained from traditional martial arts training are a great benefit to children's social development. Thanks Jeff!!!!



Ilsa Bertolini and Anthony Layton

To support SFUSD students in getting a grant to pursue their extracurricular recreational interests go to Affinity Grant Fund (www.affinitygrant.com). You may submit a request on behalf of a student or make a contribution to support any number of students to explore their spark.

Match Support

We appreciate the support you provide students and want to support you. Although school is not in session during the summer your relationship is! Mark your calendar for the below dates for mentor training or group activities.

Training

Dealing with Difficult Issues: Crises and Opportunities, presented online by Dustianne North

Today's youth face a myriad of family, personal, social, and survival troubles. This training will focus on strategies for openly discussing difficult issues with young people.

July 13: 2:00-3:00pm—PART 1
July 20: 2:00-3:00pm—PART 2

To register go to:

<https://www.cpiwebinars.org>

If you've run out of activities you can always ask your student for some, or go to the Mentoring For Success webpage and click on Match Activity Ideas

www.healthiersf.org/mentoringforsuccess

Activity

Visit Aquarium of the Bay on World Ocean Day

June 11, 2011 10:30am sharp!
Aquarium of the Bay is located next to PIER 39 at The Embarcadero and Beach Street in San Francisco's Fisherman's Wharf.

<http://www.aquariumofthebay.org>

World Ocean Day celebrates the importance of the ocean. Admission to the aquarium and all activities will be free for Mentoring For Success matches.

"I mentor to get a new perspective on what it's like to be a student again."

Mentor, Vis Valley Middle School



(Continued from page 2)

in April. Several mentees participated in the service learning project by volunteering every Tuesday to raise awareness on the epidemic of poverty and hunger and gather food to distribute to needy families in San Francisco. Students Alia Ortiz, Marianna Baines, Makayla Garnett, Raynesha Mims and Juan Dominguez took leadership on the project to make posters and flyers, distribute them throughout the building, and host a tabling event to educate peers and staff members on the prevalence of hunger in San Francisco and worldwide and to encourage everyone to become involved in the campaign.

The garden at **AP Giannini Middle School** recently got a huge makeover! The Green Jaguars service learning club of Mentoring For Success spent two months planning a project to bring together twenty-five mentoring matches to weed the school's garden. The Green

Jaguars, also concerned about our country's men and women in uniform, decided to take pictures of their work in the garden and send



them in letters to soldiers in Afghanistan. We're proud of the thought and effort they put into making sure this service project affects people in different layers of community. The project has enriched the mentoring community by bringing all of the matches together for a work party and picnic, by beautifying the garden, and by touching people across the world with their letters!

"Seeing a youth grow emotionally and academically makes me feel like I have made an impact...even if it is small growth, I know that impact may not be seen until later on."

Hoover Middle School Mentor

Activity Ideas

Stay engaged this summer!

As you know summer is just around the corner. For school-based mentors, summer is always unique. Some matches still visit weekly while others meet periodically throughout the summer to try new activities. San Francisco (and the Bay Area!) offers wonderful places to walk, hike or even meet up for an ice-cream cone. Reading a book together or a movie is always a great idea as is a local Farmer's Market. Maybe summer includes travelling—enjoy the break from your regular routine, and be sure to take time to call your mentee, or send a postcard! Here are some other fun (and low-cost) summer activities: visit a local museum or zoo on a free day; enjoy Sunday Streets (<http://sundaystreetssf.com>); exchange self-addressed stamped envelopes and send each other letters; e-mail, text or write letters to your mentee. Visit us online for more Summer Activity Ideas: <http://healthiersf.org/MentoringForSuccess/Mentor/ActivityIdeas/summer.cfm>.

If you are not receiving emails from us about activities or free tickets, contact Erin Farrell (farrelle@sfusd.edu) so you don't miss out on any of the summer fun!

Stay in touch!

Like Us On  <http://www.facebook.com/pages/Mentoring-for-Success/145363278851054>

"I get to be the other half of a positive relationship."

Thurgood Marshall High School Mentor