



REAL TIME with *Esperanza*

CONNECT FOR A MOMENT, WIN FOR A LIFETIME

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ESPERANZA

Hope and Strength for our
Hispanic Communities



HISTORY



Founded in 1987 by the Rev.
Luis Cortés, Jr. and the
Hispanic Clergy of
Philadelphia and Vicinity



WORKFORCE DEVELOPMENT



COMMUNITY DEVELOPMENT

ADVOCACY



AREAS of FOCUS

EDUCATION



CAPACITY BUILDING

SINCE 2010



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TOM, MENTORING IS ABOUT MORE THAN ENCOURAGING PEOPLE TO BE JUST LIKE YOU!



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TOM

eranza

STRENGTHENING OUR HISPANIC COMMUNITY

Objective

–Establish & Improve education & Social outcomes for youth in programs through use and focus on best practices in mentoring.



Best Practices

1. Mentor Screening – Background Checks
2. Low ratio - 1:3
3. Contact of a least once per week for 2 hours
4. Role as friend rather than authoritarian or disciplinarian
5. Relationships = at least 12 month
6. Minimum of 6 hours of training for mentors
7. Established case management protocol
8. Matched based on hierarchy of matching criteria
9. Written, administrative, and program procedures
10. Orientation for mentors

Best Practices

- Comprehensive orientation for mentors includes:
 - What is a mentor?
 - How the mentoring relationship develop
 - Communication Skills
 - Goal Setting
 - Understanding the impact of parental absence
 - Understanding development issues of at-risk children
 - Mentoring special needs children
 - Expectations of participants
 - Guidelines of faith-based mentoring
 - Mandated reporting

Targeted Behaviors

**Antisocial
Behavior**

**Family
Relationships**

**Social
Competence**

**Gang Resistance
Involvement**

**Substance
Use**

**School
Attendance**

GED

GPA

**Perception of
Social Support**





Contact us

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