



## Permanency Mentor Program Overview

**Welcome to Gilliard and Company's (G&Co) Permanency Mentor Program. We are excited you are interested in learning more about how you can become a permanent, supportive figure in a young adult from foster care's life.**

### Permanency Mentor Program Goals

Our Permanency Mentor Program is designed to fill the gap in areas lacking concrete resources and social support for young adults transitioning out of foster care within G&Co's Independent Living Program (ILP). G&Co ILP young adults are paired with a mentor with aims to:

- Develop relational permanency with caring adults to improve positive well-being outcomes.
- Establish a trusted and significant adult connection as they age out of the foster care system.
- Create a personalized, agreed-upon support structure unique to the young adult and mentor's relationship.
- Build a life-long, kinlike commitment and relationship between the young adult and the supportive adult.

### Definitions

**Mentoring** - A non-legal permanency pact to achieve relational permanency over time through hard-earned trust and represents an intentional choice on the part of both parties to maintain a meaningful, committed relationship.

**Mentor** - A permanent, supportive adult who is committed to achieve permanency with their assigned Filius/ Filia through establishing connections as well as a long-lasting relationship. Mentors will work with the young adults and the ILP team to provide life skills support and independent living services to mentee.

**Mentee (Filius: male program resident, Filia: female program resident)** - A transitional age young adult (18-21 years old) in foster care residing at Gilliard and Company's Independent Living Program.

### Founding Principles

We believe a quality mentor program is built on the following Founding Principles:

We believe that every young adult by the time he/she exits foster care has a right to a permanent connection with a caring family/person.

We believe in upholding an ethical obligation in our profession to pursue and seek all efforts and opportunities to achieve permanency for our young adults.

We believe that young adults should not have to choose between permanency and support.

We believe that permanency should not end when the young adult turns 18, ages out, or exits out of foster care.



## How do I Become a Permanency Mentor?

Complete a Volunteer Form from the G&Co Website.

Complete a background check within 14 days of volunteer form submission (at your expense).

Complete a Trauma Informed Care Training and score at minimum 70% within 30 days of volunteer form submission.

Watch "A Child of The State" Ted Talk.

Complete the Mentor Program Onboarding training.

## Responsibility/ Commitments of a Permanency Mentor?

Take assigned mentee(s) on outings.

Assist with commute/travel to designated destinations.

Be emotionally supportive and encouraging of their pursuits.

Introduce/Support valuable life skills and wisdom to your assigned young adults.

Contribute to holiday and birthday giving.

Partner with Independent Living Program to ensure young adult's progress and success of goals and program responsibilities.

## How are Permanency Mentors assigned?

Mentors are assigned through the ILP program's Director, HSP and Permanency Mentor Program Coordinator based on the assessed framework of the youth's lifelong development and needs. Assigned mentor will work closely with prospective youth to ensure that they understand the specific needs of older youth in care who need a consistent permanent figure.

## How is the Permanency Mentor Program Evaluated?

The effectiveness of the Permanency Mentor Program is Evaluated through Georgia's Office of Provider Management's ratings of G&Co's ILP program's Community Connection and Permanency Pact criterias. It is also evaluated upon the graduation of the young adult's time in the program based upon the completion of a permanency pact made and or the verbal attestation from the young adult that they believe that the mentor assigned is someone they can identify as a permanent figure (ie: someone they can call during an emergency, life celebrations, guidance, etc).

