

To: info@mentors.ca

From: Rey Carr <rcarr@islandnet.com>

Subject: The Mentor News (May 16, 2007)

Cc:

Bcc:

Attachments:

THE MENTOR NEWS

ISSN 1708-9034

May 16, 2007

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TOPICS

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WHAT WE HAVE IN COMMON: QUALITY CONSCIOUSNESS

Eckhart Tolle

(Editor's note: one of the most frequent requests to Peer Resources is for information on how mentoring, coaching and peer assistance are different from each other. While this is a valid question, our emphasis is more on what these three areas have in common. The following article by Canadian author and spiritual teacher, Eckhart Tolle, adds a unifying perspective for coaching, mentoring, and peer assistance.)

When you are on a journey, it is certainly helpful to know where you are going or, at least, the general direction in which you are moving. But don't forget that the only thing ultimately real about your journey is the step you are taking at this moment. That's all there ever is.

Your life's journey has an outer purpose and an inner purpose. The outer purpose is to arrive at your goal or destination, to accomplish what you set out to do, to achieve this or that, which, of course, implies future. However, if your destination, or the steps you are going to take in the future, take up so much of your attention that they become more important to you than the step you are taking now, you completely miss the journey's inner purpose, which has nothing to do with where you are going or what you are doing, but everything to do with how.

It has nothing to do with future and everything to do with the quality of your consciousness at this moment. The outer purpose belongs to the horizontal dimension of space and time. The inner purpose concerns a deepening of your Being in the vertical dimension of the timeless Now. Your outer journey may contain a million steps. Your inner journey has only one: the step you are taking right now.

As you become more deeply aware of this one step, you realize that it already contains all the other steps, as well as the destination, within itself. This one step becomes transformed in an expression of perfection, an act of great beauty and quality. It takes you into Being and the light of Being shines through it. This is both the purpose and the fulfillment of your inner journey, the journey into yourself.

Does it matter whether or not we achieve our outer purpose, or if we succeed or fail in the world? It will matter to you as long as you haven't realized your inner purpose. After that, the outer purpose is just a game you may continue to play simply because you enjoy it. It is also possible to fail completely in your outer purpose and, at the same time, totally succeed in your inner purpose, or the other way around, which is actually more common: outer riches and inner poverty, or, as Jesus put it, "...gain the world and lose your soul."

Ultimately, of course, every outer purpose is doomed to "fail" sooner or later, simply because it is subject to the law of the impermanence of all things. The sooner you realize that your outer purpose cannot give you lasting fulfillment, the better. When you have seen the limitations of your outer purpose, you give up your unrealistic expectation that it should make you happy and you make it subservient to your inner purpose.

There is no need to investigate your unconscious past, except as it manifests at this moment as a thought, an emotion, a desire, a reaction or an external event. Whatever you need to know about the unconscious past within yourself will be revealed by the challenges of the present.

If you delve into the past, it will become a bottomless pit. There is always more. You may think that you need more time to understand the past or to become free of it. This is a delusion. Only the present can free you of the past. More time cannot free you of time. Access the power of Now. That is the key.

What is the power of Now? None other than the power of your presence, your consciousness liberated from thought forms. So deal with the past on the level of the present. The more attention you give to the past, the more you energize it, and the more likely you are to make a "self" out of it.

Don't misunderstand; attention is essential, but not the past as past. You cannot find yourself by going into the past. You find yourself by coming into the present.

(Adapted from *The Power of Now: A Guide to Spiritual Enlightenment*, copyright 1999 by Eckhart Tolle. Reprinted with permission of New World Library, Novato, California. This book is available at Amazon.com, Amazon.ca or Amazon.co.uk.)

For more information about Eckhart Tolle, visit his website at <http://www.eckhartolle.com>

Jerome Liebling (photographer) is a mentor to Ken Burns (American documentary film-maker). "He was so authentic," Mr. Burns said, "that you wanted to be like him. You wanted to tell the truth...He taught me how still photographs could be incorporated powerfully into documentaries...He was gruff and direct, and he'd keep asking 'Where is your work coming from? Why are you doing it? What is it you see?'"

~ From Famous Mentor Pairings (<http://www.mentors.ca>) ~

CD-ROM WITH COMPASS AND THE PEER BULLETIN

Do you know someone who could benefit from becoming a member of the Peer Resources Network? Although you are receiving this free newsletter every 45-60 days, members of the Peer Resources Network receive a monthly newsletter, the Peer Bulletin, with additional information, practical tips, announcements, mentor program descriptions, funding opportunities and job openings in mentoring and mentoring research summaries every month.

Do the quotes placed in this newsletter intrigue you? Would you like to know more about the people quoted or read more of what they have to say? Members of the Peer Resources Network receive links and more details regarding each quote when they receive the monthly Peer Bulletin.

In addition Peer Resources Network members receive toll-free coaching and consultation for all mentor program development issues as an additional benefit of membership. Members also receive print versions of ***Compass: A Magazine for Peer Assistance, Mentorship and Coaching***. This magazine has become the only advertising-free, professional, peer-reviewed publication on mentoring, and is filled with timely articles and practical suggestions from experienced mentor program leaders.

The Peer Resources Network is a non-profit organization and is sustained through memberships. The low fee for a one-year individual membership is \$75.00 and the fee for an institutional membership, which allows up to five people to share a full membership, is \$140.00 for a year. We even have a student rate of \$32.10/year. For more details on the benefits as well as a secure online form to sign-up, go to <<http://www.mentors.ca/PRN.html>>.

As a bonus for readers of The Mentor News who become members of the Peer Resources Network in May, 2007, we will send you at no additional cost a CD that contains the three past issues and the current issue of *Compass: A Magazine for Peer Assistance, Mentorship and Coaching* as well as the past 12 months of the Peer Bulletin. In addition we will include the Who Mentored Who Quiz slide-show, which features dozens of famous mentoring connections. The slide show is in a quiz format, showing the photo of a famous mentor, his or her equally famous partner (mentee) and then reveals the name and the relationship. This CD is free to PRN members and will be sent by postal mail at no cost to any individual category member or the group leader of any institutional membership.

Joseph Wambaugh, a crime novelist - his latest book is "Hollywood Station" - is a mentor to Michael Connelly also a crime novelist - his latest book is "The Book of Lost Things."

~ From Famous Mentor Pairings (<http://www.mentors.ca>) ~

MENTORING CONFERENCES and EVENTS

Setting Up a Mentoring System

May 17, 2007

161 North Clark Street, Chicago, Illinois

www.paamentoring.com

Tel: (800) 648-0543 or (312) 648-0849

info@perrone-ambrose.com

Tutor/Mentor Leadership Conference

May 17-18, 2007

Northwestern University Law School, 375 East Chicago Avenue, Chicago, Illinois

www.tutormentorconference.bigstep.com

(312) 492-9614

Mentoring Skills for Managers

May 18, 2007

161 North Clark Street, Chicago, Illinois

www.paamentoring.com

Tel: (800) 648-0543 or (312) 648-0849

info@perrone-ambrose.com

Mentoring in the 21st Century (Supporting New Teachers)

May 21-22, 2007

Washington, DC

www.askeducation.com

(800) 940-5434

registrations@askeducation.com

3rd International Conference on Tutoring and Mentoring

Early June, 2007

The Weizmann Institute of Science, Rehovot, Israel

www.perach.org.il

Call for papers: npperach@weizmann.ac.il

Tel: 972-8-9378310

How to Set Up and Facilitate Your Own Corporate Executive Circle (Peer Mentoring)

June 7-8, 2007

Victoria British Columbia

www.CenterPointInc.com

(604) 228-8900

info@centerpointinc.com

The Skilled Mentee

June 8, 2007

161 North Clark Street, Chicago, Illinois

www.paamentoring.com

Tel: (800) 648-0543 or (312) 648-0849

info@perrone-ambrose.com

Mentors 2100 Train-the-Trainer Program

June 12-14, 2007

161 North Clark Street, Chicago, Illinois

www.paamentoring.com

Tel: (800) 648-0543 or (312) 648-0849

info@perrone-ambrose.com

3rd National School-Based Mentoring Conference

June 13-14, 2007

Kansas City, Missouri

www.mentormap.org

(816) 842-7082

Mentoring Programme Coordinators' Workshop

June 13-14, 2007

Burnham, Bucks, England

www.clutterbuckassociates.com/

+44 (0)1628 661667

info@clutterbuckassociates.co.uk

Oxford School of Coaching and Mentoring Annual Practical Perspectives Conference

June 14, 2007
Oxford Hotel, Oxford, England
www.oscm.co.uk
01869 338 989
mark@oscm.co.uk

Mentor Leadership Training & New Teacher Induction

July 3-4, 2007
Club Willow Wells, Waterloo, Ontario
www.peer.ca/trng.html
(800) 567-3700 or (250) 595-3503
rcarr@mentors.ca

Advanced Training for Certified Peer Mentor Trainers (First Nations, Diversity)

July 7-8, 2007
University of Victoria, Victoria, British Columbia
www.peer.ca/trng.html
(800) 567-3700 or (250) 595-3503
rcarr@mentors.ca

Comprehensive Training for Peer Mentor Program Development (First Nations, Diversity)

July 9-13, 2007
University of Victoria, Victoria, British Columbia
www.peer.ca/trng.html
(800) 567-3700 or (250) 595-3503
rcarr@mentors.ca

Portland State Summer Institute on Youth Mentoring

July 16-20, 2007
University Place, Portland State University, Portland, Oregon
www.nwrel.org/mentoring/docs/institute_announcement.doc
(503) 725-8205
kellert@pdx.edu

Advanced Techniques of Coaching and Mentoring with David Clutterbuck

July 26, 2007 (10 percent discount for PRN members)
Burnham, Bucks, England
www.clutterbuckassociates.com/
+44 (0)1628 661667
info@clutterbuckassociates.co.uk

Mentoring Programme Coordinators' Workshop

September 12-13, 2007
Burnham, Bucks, England
www.clutterbuckassociates.com/
+44 (0)1628 661667
info@clutterbuckassociates.co.uk

Setting Up a Mentoring System

September 13, 2007
161 North Clark Street, Chicago, Illinois
www.paamentoring.com
Tel: (800) 648-0543 or (312) 648-0849
info@perrone-ambrose.com

Mentoring Skills for Managers

September 14, 2007
161 North Clark Street, Chicago, Illinois
www.paamentoring.com
Tel: (800) 648-0543 or (312) 648-0849
info@perrone-ambrose.com

Corporate Mentor Training

September 24-25, 2007
Club Willow Wells, Waterloo, Ontario
www.mentors.ca/trng.html
(800) 567-3700 or (250) 595-3503
info@mentors.ca

Mentors 2100 Train-the-Trainer Program

September 26-28, 2007
161 North Clark Street, Chicago, Illinois
www.paamentoring.com
Tel: (800) 648-0543 or (312) 648-0849
info@perrone-ambrose.com

Mentor Leadership Training: New Teacher Induction Program

September 27-28, 2007
Club Willow Wells, Waterloo, Ontario
www.mentors.ca/trng.html
(800) 567-3700 or (250) 595-3503
info@mentors.ca

Setting Up a Mentoring System

October 4, 2007
New York, New York
www.paamentoring.com
Tel: (800) 648-0543 or (312) 648-0849
info@perrone-ambrose.com

Advanced Techniques of Coaching and Mentoring with David Clutterbuck

October 4, 2007
Burnham, Bucks, England
www.clutterbuckassociates.com/
+44 (0)1628 661667
info@clutterbuckassociates.co.uk

Mentoring Skills for Managers

October 5, 2007
New York, New York
www.paamentoring.com
Tel: (800) 648-0543 or (312) 648-0849
info@perrone-ambrose.com

European Mentoring and Coaching Council Conference

October 11-13, 2007
DJURÖNÄSET (near Stockholm) Sweden
www.emccouncil.org/conferences.htm
Tel: +44 1992 550246
julie.hay@emccouncil.org

How to Set Up and Facilitate Your Own Corporate Executive Circle (Peer Mentoring)

October 18-19, 2007
Vancouver, British Columbia
www.CenterPointInc.com
(604) 228-8900
info@centerpointinc.com

Mentor Michigan 2nd Annual Statewide Mentoring Conference

October 24, 2007
Holiday Inn West, Lansing, Michigan
www.michigan.gov
(517) 373-4200
vasilionk@michigan.gov

Corporate Mentor Program Development Training

October 25-26, 2007
Peer Resources, Victoria, British Columbia
www.mentors.ca/trng.html
(800) 567-3700 or (250) 595-3503
info@mentors.ca

Setting Up a Mentoring System

November 8, 2007
Washington, D.C.
www.paamentoring.com
Tel: (800) 648-0543 or (312) 648-0849
info@perrone-ambrose.com

Mentoring Skills for Managers

November 9, 2007
Washington, D.C.
www.paamentoring.com
Tel: (800) 648-0543 or (312) 648-0849
info@perrone-ambrose.com

How to Set Up and Facilitate Your Own Corporate Executive Circle (Peer Mentoring)

November 15-16, 2007
Toronto, Ontario
www.CenterPointInc.com
(604) 228-8900
info@centerpointinc.com

Setting Up a Mentoring System

December 6, 2007
161 North Clark Street, Chicago, Illinois
www.paamentoring.com
Tel: (800) 648-0543 or (312) 648-0849
info@perrone-ambrose.com

Mentoring Skills for Managers

December 7, 2007
161 North Clark Street, Chicago, Illinois
www.paamentoring.com
Tel: (800) 648-0543 or (312) 648-0849
info@perrone-ambrose.com

E. Paul Torrance was considered the "Father of Creativity," and he was a mentor to hundreds of graduate students and university faculty members. As a teacher he was concerned about the decline in creativity in American society, and he developed classroom activities that challenged students to think more creatively about the future. The "Torrance Tests of Creative Thinking" have been used in more than 2000 studies and have been translated into more than 32 languages. He authored more than 2000 books, monographs, articles, reports, tests, and manuals.

E. Paul Torrance died at home in Milledgeville, Georgia on July 12, 2003. He was 88 years old.
~ From Famous Mentor Pairings (<http://www.mentors.ca>) ~

USE MENTORING LITERATURE TO GUIDE PROFESSIONAL PRACTICE

Peer Resources continually scans the professional and popular literature for articles, books, videos and other useful reference materials. They provide a brief synopsis of the work as well as citation details and summaries in a searchable format on their site at <<http://www.peer.ca/articles>>. Each issue of the Mentor News includes some of the many citations added every week.

Dell'Angela, T. (January 26, 2007). Rookies need hand to become veterans: Mentors help retain teachers. **Chicago Tribune**. A study by the Consortium on Chicago School Research at the University of Chicago concluded that the district's formal mentoring program does little to retain teachers in chaotic schools and in the most challenging classrooms. (Full article available to members of the Peer Resources Network.)

Gilbert, N.S. (February, 2007). Students taking academic responsibility (STAR): A mentoring program for at-risk students. **The Mentor: An Academic Advising Journal**. A common concern among academic advisers and higher education institutions in general is the retention of students. A population of students who are particularly at-risk are those who are reinstated or on academic probation. A major, mid-Western university implemented a mentoring program with the overall goal of increasing retention of students who were on probation or reinstated by connecting these students to people and resources on campus. Students who committed to participating in this semester-long program were paired with either a trained peer mentor or an adviser mentor with whom they met weekly to discuss their academic progress and work toward weekly and semester goals. In its first semester, the program paired fifty-six students with mentors, and that number grew to seventy-five during the following semester. (Full article, including preliminary results, available to members of the Peer Resources Network.)

Mullen, C. A. (September 26, 2006). Deconstructing mentoring in academe: An essay review. **Education Review: A Journal of Book Reviews**, 9, 5, 1-13. The author reviews W. Brad Johnson's 2007 book: "On Being a Mentor: A Guide for Higher Education Faculty," published by Lawrence Erlbaum Associates. This book focuses on the challenges and rewards of the faculty student mentoring relationship in an academic setting. The book is intended to guide faculty interested in improving their mentoring, and broadening their conceptions and repertoire of mentoring. It is also for students and junior faculty seeking positive mentorship and for administrators striving to create cultures conducive to mentoring. (The full review is available at to members of the Peer Resources Network.)

Search Institute (2007). **Tools for mentoring adolescents**. Minneapolis, Minnesota: Mentoring Partnership of Minnesota. Developed by the Mentoring Partnership of Minnesota in collaboration with the Search Institute, this set of ten documents support and strengthen relationships between mentors and mentees. The resources offer ideas and insights for mentors and mentor program staff to enhance relationships with teens, and also assist in recruiting more community members to

support young people. The series includes Mentoring Adolescents Training Needs, Making the Most of Mentoring an Adolescent, Aren't Mentors for Little Kids?, Building Trust Attachment with Your Mentee, Let's Get Real-Positive Communication, Setting Mentoring Boundaries, the Influence of Culture on Mentoring Relationships, Developmental Characteristics of 12-14 Year Olds, Developmental Characteristics of 15-18 Year Olds, and Activity:What's Hot and What's Not. (All ten documents available to members of the Peer Resources Network.)

Torrance, E.P., Goff, K., and Satterfield, N.B. (1997). ***Multicultural mentoring of the gifted and talented***. Austin, TX: Prufrock Press. This book describes helping ethnically diverse, economically disadvantaged youth through the use of mentor programs. Including an overview of the mentoring process, a discussion of racial and cultural differences and typical strengths of disadvantaged youth, ideas for creating a mentoring program, and strategies for evaluating a mentoring program, this book provides a thorough look at mentoring. The authors describe a step-by-step process of identifying mentors and mentees, developing relationships, putting ideas into practice and products, and finally, ending the relationship and sending the mentee to a new mentor. (Available from Amazon.com at <http://www.amazon.com/exec/obidos/ASIN/1882664396/peerresources>)

Anton Chekhov was a Russian short story writer, novelist, and dramatist, and a mentor to Raymond Carver, an American poet and short story writer, who, in turn, was a mentor to Jay McInerney, an American short story writer and novelist.

~ From Famous Mentor Pairings (<http://www.mentors.ca>) ~

TRICKY ENDINGS FOR MENTORS

Doug Silsbee

Mentoring relationships can end for any number of reasons. The unavailability of either party, the ending of a pre-determined length of time or a specific process, or the accomplishment of a goal that drove the mentoring, provide good examples. In these situations, the ending is natural and generally easy. In the best of all worlds, mentoring relationships would conclude with recognition of what was learned, and appreciation of the gift that has been rendered.

Occasionally, the endings of mentoring relationships can be messy, and more akin to a difficult divorce than to a graceful parting of the ways. Dynamics that can negatively affect mentoring include unhealthy dependency on the mentor, attachment by the mentor to being seen and validated as the "expert", or conflicts between the mentoring and authority-based supervisory aspects of the relationship.

I recently had the opportunity to support a coaching client in navigating this tricky territory. Her long term mentor and boss had fallen from grace, and she had been promoted over him in the organizational changes that followed. She had learned much from him, over several years. However, he was bitter about the demotion, and still saw himself as the elder and wiser professional. She was done with the mentoring relationship; he saw himself as a mentor and teacher for her, and was unable to adjust to the new reality. The added layer of tension around the organizational change only made it more difficult. She felt unsupported by him with other stakeholders, and yet he dismissed the observations she shared with him, and frequently spoke to her in a manner she described as patronizing.

The work for my client involved teasing apart the multiple layers of this now very tricky relationship. One important piece was to acknowledge to her former mentor the tremendous support she had received, while simultaneously making it clear that the mentoring had run its course and

she no longer saw him as her mentor. This explicit naming was critical for her in moving on.

At the same time, she needed to deal directly and explicitly with him as his new boss. She learned to confront his un-supportive behaviors and blatant omissions of her from critical information loops as performance issues. Although these issues seemed more loaded because of their history, they had to be taken at face value, and managed as a performance issue as in any other supervisory relationship. The difficult inner work for my client, supported by coaching, was to recognize the multiple layers of attachment within herself around the relationship, to tease them apart, and to develop effective strategies for dealing with her former mentor around each. While he hadn't been ready to move on, she needed to in order to be effective.

About the Author:

Doug Silsbee is an executive coach and master teacher, practicing in Asheville, North Carolina. You can learn more about Doug's work at <http://dougsilsbee.com> and in his book ***The Mindful Coach: Seven Roles for Helping People Grow***. Doug will also work with you, over the phone or on site, to help you and your team develop effectiveness, resilience, fulfillment and success. Inquire at ds@doubsilsbee.com or call (828) 254-2021 for more information or a free consultation.

George Steinbrenner, the owner of the New York Yankees baseball team, said his mentor told him to "surround yourself with people who were smarter than you are." Little did he know how easy that was going to be.

~ From Famous Mentor Pairings (<http://www.mentors.ca>) ~

CHAMPIONS FOR MENTORING

The Christian Mentoring Institute (<http://www.CAYM.org>) is the teaching arm of the nondenominational Christian Association of Youth Mentoring. They train churches and Christian organizations to run safe and effective mentoring ministries with youth and families. Additional contact information: Christian Mentoring Institute, 16 South 9th Street, New Hyde Park, New York 11040; Tel: (877) 33-MENTOR; email: info@caym.org

The Association for Mentoring Professionals (AMP) is seeking charter members. Their mission is to professionalize and strengthen the mentoring field by empowering its members through education, resource sharing and advocacy. AMP was envisioned and established by individuals who are committed to mentoring because they have personally experienced the impact it has on youth. Benefits of membership include: inclusion in a comprehensive international mentoring directory, access to online trainings, guidance from key mentoring experts, opportunities to communicate and network with other mentoring professionals, access to the most current funding information, and discounts on the most relevant mentoring products, tools, trainings and conferences. For more information, call (888) AMP-2844; email: ampinfo@mentoringprofessionals.org or visit <http://www.mentoringprofessionals.org>

MDS Online, created by mentoring expert and Peer Resources Network member, Dr. David Clutterbuck, measures the perceptions of mentors and mentees at three key stages in the mentoring relationship: beginning, mid-term and completion. In addition to evaluating mentoring pairs from your organization, you can also benchmark the results against those from other organizations. Features of the MDS Online system include: (1) Mentoring relationship evaluation (a cost and time efficient solution to assist in monitoring and evaluating mentoring relationships); (2) Flexible question structure (in addition to the bench-marked "core" questions, organizations have the opportunity to add additional questions around issues that are specific to their organizations; and (3)

Real-time reporting (reports can be created at the touch of a button and used to help evaluate the mentoring program for management information. Orders placed before the end of March will be discounted by 25%. To find out more about this offer, or to book an online demonstration, contact Katherine at info@clutterbuckassociates.co.uk or call +44 (0)1628 661667.

Managers and Directors (<http://www.managers-directors.com.au>) provides an international business mentoring network staffed by part-time business mentors selected from the local, national and international market. All mentors within the network are current or former CEOs, Managing Directors or their equivalent, and have run organizations with a minimum budgets of AUD\$5M. Mentors joining the network undergo training to ensure that they meet the required standard of mentoring. Each mentee is required to complete an application which includes a profile on themselves as well as their goals sought from the mentor process. Contact: John Morrow, CEO, Managers and Directors, 309 Kent Street, Sydney, New South Wales; Tel: +61 8 9284 3200; email: office@managers-directors.com.au

Dads Make a Difference (<http://www.dadsmakeadifference.org/>) trains interested high school teens (both male and female) to teach other middle and junior high students about the importance of fathers in children's lives. The primary mission of the project is to promote the positive involvement of fathers and educate youth about responsible parenting. Contact: Jan Hayne, Executive Director, Dads Make a Difference, 161 St. Anthony Avenue, Suite 840, Saint Paul, Minnesota 55103; Tel: (651) 222-1622; e-mail: jan@dadsmakeadifference.org

Red Bird Reader Peer Mentoring Program (<http://www.redbirdreader.net>) in Carrollton, Texas is an early literacy mentor program targeted at At-Risk and ESL student populations. Their mission is for the kindergarten and first grade student who qualifies for the program to receive 30 minutes before school in reading and writing instruction from fourth and fifth graders. The peer mentor students have been trained for 12 days (30-minute lessons) in the best reading and writing strategies and best practices. This training involves how to teach ABC's, teaching high frequency words through letters, flash cards and reading those words in books, modeling reading and asking questions about the book just read, brainstorming an idea for a sentence, and helping in writing a sentence. Within a semester the Red Bird Readers progress, and are on grade level. Prospective mentors (fourth and fifth graders) fill out an application, and then the Red Bird Reader Facilitator, after consulting with the teacher, determines which students will be in the program. The maximum number selected is 20-22. Others who qualify will be put on a waiting list. Contact: Beth Sargent, President/CEO, Red Bird Reader, 1923 Camden Way, Carrollton, Texas 75007; Tel: (214) 789-9612; email: bsarg1923@tx.rr.com

Mentor Marsh State Nature Preserve is located at Headlands Beach State Park in Mentor, Ohio.

~ From Famous Mentor Pairings (<http://www.mentors.ca>) ~

The Mentor News is a complimentary publication of Peer Resources, 1052 Davie Street, Victoria, British Columbia V8S 4E3 Canada. All articles are written by Rey Carr unless otherwise indicated. Back issues are available online at <<http://www.mentors.ca/thementornews.html>>.

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