

THE MENTOR NEWS

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TOPICS

Helping You Helps Me

CD-ROM Includes Top-Rated Mentoring Publications

Attend any of 23 Mentoring Conferences or Seminars

Use Five of the Latest Mentoring Resources to Guide Practice

Two Employment Opportunities in the Mentoring Field

Seven Champions for Mentoring

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HELPING YOU HELPS ME

A recruiting poster to gain volunteer mentors from within a large corporation stated that becoming a mentor was a "way to give back to others" and would provide "many benefits to the mentor." Those of us in mentoring have known for some time that we often gain as much from our work as the people we call our mentees, proteges, or partners. Engaging in this kind of work is often described by practitioners as fulfilling, satisfying, rewarding, and therapeutic.

But new research suggests that providing this kind of help does more than make a person feel good, it may actually also contribute to living longer and a healthier life. In a new book by Steven Post and Jill Neimark called "Why Good Things Happen to Good People," the authors provide a summary of the new scientific data on the life-enhancing benefits of caring, compassion and kindness. When we give ourselves, according to the authors, "Everything from life-satisfaction to self-realization to physical health is affected." We live longer. We are unlikely to be depressed. Our general well-being is enhanced, and we are more likely to experience good fortune.

A fifty-year study showed that high school students, who were considered giving, had better physical and mental health in later life. According to Dr. Post, the president of Case Western Reserve University Institute for Research on Unlimited Love (<http://www.unlimitedloveinstitute.org/>), "Charity in high

school leads to better physical and mental health in late adulthood. We've known about the impact on mental health, but the data on physical health is relatively new and could only have been produced from these long-term or longitudinal studies. Helping others aids in relaxation and stress reduction."

Robert Emmons, a psychologist and professor at the University of California, Davis, directed a study called "The Gift of One's Self," the results of which revealed that organ transplant recipients who expressed gratitude following their operations had less physical problems when recovering. The study, conducted at the University of California, Davis, and funded by The Institute for Research on Unlimited Love, surveyed almost 75 recipients of transplanted hearts, livers, lungs, kidneys or pancreas. "Participants who wrote that they had expressed gratitude in some way, either directly or indirectly, had less problems with physical roles – carrying groceries, walking, exercising," according to Dr. Emmons. Many organ recipients said they felt they had received the "gift of life," said research associate Stefanie Gray Greiner, now of the Mississippi University for Women. "People who felt gratitude felt physically better and were able to function physically at a higher level than those who didn't express gratitude." "This is the first study to suggest that gratitude could be important for physical recovery following transplantation," Dr. Emmons concluded.

In his remarkable book that places the heart as the seat of the mind and altruistic soul, Dr. Paul Pearsall, himself a recipient of a life-saving transplant, makes a strong case through personal stories and research that the mind is not in the brain, and how love and health are intimately related. Dr. Pearsall believes that we are all healers, but some of us have been transformed by serious illness or life crisis, and have become more sensitive ("cardio-sensitives") than those "who have not yet had their turn at confronting their own mortality." This heart sensitivity through life experience enables healers to care for themselves by caring for others. His book provides a "Heart Energy Amplitude Recognition Test" to assist people to learn about and be aware of the quality of energy they are sending out in the world, and to "help them recognize by which code they are primarily living their life -- the brain's or the heart's."

Dr. Post describes this type of giving as "vitamins for the soul" and "Karma for the brain." His research demonstrates that our bodies reward us for acts of kindness and generosity and forgiveness. "Giving," Dr. Post believes, "is more protective for our bodies than aspirin." The authors provide an online quiz, adapted from The Love and Longevity Scale, to rate yourself on ten different giving behaviours. You can use it as a benchmark to determine whether you need to weave more generous behaviour into your life and become a happier,

healthier person. To take the quiz, go to (<http://www.whygoodthingshappen.com/main.php?section=quiz>).

The impact of giving on long-term health is receiving greater attention from researchers. Philip Watkins and associates found that "gratitude was associated with lower symptoms of post-traumatic stress disorder." Peterson and Seligman have created what they call the science of human strengths, and have developed a taxonomy of 24 character strengths. And while research has been providing a more scientific foundation for the impact of giving, it's effects have long been known to practitioners. Dr. Karl Menninger, MD, who co-founded the Menninger Clinic in 1925, was asked what a person should do if he felt a "nervous breakdown" coming on. Dr. Menninger replied, "Lock up your house, go across the railroad tracks, find someone in need, and do something for them."

The results of giving have also been demonstrated outside of the academic or research arenas. A recent article in the *Globe and Mail* reported that a Canadian health sciences company charitable partnership led to soaring productivity for employees. According to coach Peggy Pelosi, the employees saw a relationship between where they worked and a meaningful connection with people in need. Contributions to the charity tripled and the health sciences company share value went up 3000%. They called their company an "emotional profit center." (The article was accompanied by a "Karma Meter" survey so that readers could rate themselves on their attitude towards giving. To take the Karma Meter survey go to <http://tinyurl.com/2o9fvb>)

Giving to others has had a long and honorable history. Some people have become well-known as a result of their generosity. Barbara Metzler recently documented in her book, *Passionaries*, how 35 social entrepreneurs, ages 6 to 89, turned their passion into action. Millions of people around the world are, quietly and with little publicity, actively involved in improving the health and well-being of humankind. New evidence shows that for mentors, the phrase, "helping you helps me," goes beyond what we typically thought we gained. The act of helping others contributes much more to our health than previously suspected. Who would have thought a few years ago that establishing trust and rapport, listening deeply, and asking powerful questions would extend our own lives, heal our wounds, and increase our resiliency.

References

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American Association of Kidney Patients. (September, 2005). California study

suggests gratitude positively impacts transplant recovery time. *Kidney Transplant Today*. (Retrieved May 10, 2007 from <http://tinyurl.com/2r7mw8>)

Metzler, B. (2006). *Passionaries: Turning compassion into action*. Philadelphia: Templeton Foundation Press. (Available from Amazon.com at <http://www.amazon.com/exec/obidos/ASIN/1599471051/peerresources>)

Pearsall, P. (1998). *The heart's code: Tapping the wisdom and power of our heart energy; The new findings about cellular memories and their role in the mind/body/spirit connection*. New York, New York: Broadway Books. (Available from Amazon.com at <http://www.amazon.com/exec/obidos/ASIN/0767900774/peerresources>)

Pelosi, P. (2007). *Corporate Karma: How business can move forward by giving back*. Toronto, Ontario: Orenda at <http://www.orendaconnections.com/order.php> (One hundred percent of the proceeds from the sale of this book go to charitable projects, so by buying this book you'll live longer.)

Post, S. and Neimark, J. (2007). *Why good things happen to good people: The exciting new research that proves the link between doing good and living a longer, healthier, happier life*. New York: Broadway Books/Random House, Inc. (Available from Amazon.com at <http://www.amazon.com/exec/obidos/ASIN/0767920171/peerresources>)

Peterson, C. & Seligman, A. (2004). *Character strengths and virtues: A handbook and classification*. (Co-published by the American Psychological Association and Oxford University Press) (Available from Amazon.com at <http://www.amazon.com/exec/obidos/ASIN/0195167015/peerresources>)

Watkins, P.C., Scheer, J., Ovnicek, M., & Kolts, R. (2006). The debt of gratitude: Dissociating gratitude and indebtedness. *Cognition and Emotion*, 20, 2, 217-241.

In 1952 Stanley Miller, a 23-year old graduate student in organic chemistry was eager to find out how life begins. He persisted in finding a mentor, Nobel laureate Harold Urey, who theorized that scientists could create life by combining organic compounds that were present on the primitive Earth.

After hearing Dr. Urey speak in 1952, Mr. Miller's interest in life creation experiments was heightened. Dr. Urey at first rebuffed the young graduate

student who sought his mentoring by telling him that "graduate students should do experiments that had a reasonable chance of working, rather than taking a leap into the unknown." Mr. Miller wasn't deterred, and eventually they teamed up to create the famous "spark charge apparatus" that imitated the Earth's atmosphere, and they demonstrated how amino acids could be created. This landmark experiment served as a basis for extensive research for hundreds of scientists around the world studying the creation of life on Earth.

Dr. Miller died May 20, 2007 at age 77 following a series of strokes. He mentored many other scientists and was considered a true source of inspiration, telling one of the scientists he mentored, "If you can't come up with five new ideas about the origin of life per day, you're not doing your job."

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

CD-ROM WITH COMPASS AND THE PEER BULLETIN

If you are involved with starting, building or re-vitalizing a mentoring program, you may want to tap into expert advice, have a sounding board, brainstorm ideas, or learn about the best resources. Normally access to such consulting, coaching or support would cost hundreds, if not, thousands of dollars. But you can receive unlimited, top level assistance as part of being a member of the Peer Resources Network.

No other organization offers this type of personalized support and immediate responsiveness. You can speak with experienced practitioners who can provide a way to help solve even the toughest of mentoring program dilemmas or circumstances. And using our toll-free number or contacting us via email or Internet telephone software makes even the cost of your contact minimal.

In addition, as a member of the Peer Resources Network you will receive a monthly newsletter, the *Peer Bulletin*, loaded with information, practical tips, announcements, mentor program descriptions, funding opportunities and job openings in mentoring and mentoring research summaries every month. Members can also receive at no cost some of the latest books or videos on mentoring in exchange for writing a review of that resource. (Four of the most recent works: *The Mentoring Legacy Kit: How to Find the Business Mentor Who is Right for You: A Guide for the African-American Entrepreneur*; *The Mentoring Legacy Kit: How to Find the Business Mentor Who is Right for You: A Guide for the Business Owner*; *Boys HIP (Health in Perspective)*;

Facilitator's Guide detailing how secondary students act as peer mentors to elementary students by building relationships and focusing on key health areas; and *Coaching and Mentoring in Health and Social Care: The Essentials of Practice for Professionals and Organisations*.)

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*.

Peer Resources Network members have access to a variety of resources in the password protected area of www.mentors.ca, and many of these documents are without cost or arrangements have been made with authors and publishers to provide them to members at reduced costs or deep discounts.

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 September, 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 24 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.

E.E. Evans-Pritchard (1902-1973) was an English anthropologist, and the author of the famous book, "Witchcraft, Oracles and Magic Among the Azande," a study based on his work with the peoples of East Africa. His work attracted Mary Douglas, and he became her mentor while she studied anthropology at Oxford. She started her fieldwork in the Belgian Congo, and eventually published her own well-known book in 1966: "Purity and Danger:

An Analysis of Concepts of Pollution and Taboo." Ms. Douglas, who started her career in anthropology after studying philosophy, politics, and economics at Oxford, believed that knowledge is built by people communicating and responding to one another. "The colonization of each other's minds," she wrote, "is the price we pay for thought." Mary Douglas died of complications from cancer in London, England on May 12, 2007.

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

MENTORING CONFERENCES and EVENTS

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

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

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

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

People Power: Building Capacity Through Mentorship
October 24, 2007
Simon Fraser University Harbour Centre, 515 West Hastings Street,
Vancouver, British Columbia
www.ywcamentorship.org/conference.htm
(604) 895-5846
tnasu@ywcavan.org

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

2nd Annual National Mentoring Conference
The Association of Professional Engineers, Geologists and Geophysicists of
Alberta
October 25-26, 2007
Radisson Hotel, Calgary, Alberta
www.apegga.org
(780) 426-3990 ext 2820 or (800) 661-7020
alack@apegga.org

Managing Mentoring Processes for Measured Results with Margo Murray
November 6-7, 2007
New Orleans, Louisiana
www.ispi.org/proseries/register.htm
Tel: (301) 587-8570

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

Network for Mentoring System Involved Youth Conference
November 8-9, 2007
Education Development Center, Inc., 55 Chapel Street, Newton,
Massachusetts
www.promoteprevent.org/MSIY/registerNetworkMSIY_NE.asp
(617) 618-2334 or (866) 308-4332

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

Tutor/Mentor Leadership Conference
November 15-16, 2007
Olympia Fields Country Club, Chicago, Illinois
www.tutormentorconference.org
tutormentor2@earthlink.net
(312) 492-9614

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

Establishing a Peer Coaching System

December 3, 2007

Peer Resources, Victoria, British Columbia

www.peer.ca/trng.html

(800) 567-3700 or (250) 595-3503

info@peer.ca

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

Managing Mentoring Processes for Measured Results with Margo Murray

February 12-13, 2008

San Diego, California

www.ispi.org/proseries/register.htm

Tel: (301) 587-8570

PERACH International Conference on Tutoring and Mentoring

March 16-19, 2008

Weizmann Institute of Science, Rehovot, Israel

www.perach.org.il

972-8-9378310

nppeerach@weizmann.ac.il

21st Annual Conference of the International Mentoring Association

April 23-25, 2008
Tuscany Suites and Casino, Las Vegas, Nevada
www.mentoring-association.org
(269) 387-4174
cedu_ima@wmich.edu

Victoria Spivey (1908-1976) who got her start playing piano in a movie theatre at age 12 in Houston, Texas and eventually toured and recorded with Louis Armstrong and his orchestra, and Texas-born Beulah "Sippie" Wallace (1898-1986), blues singer and member of the Michigan Women's Hall of Fame, were both mentors to Maria Muldaur, a runaway at age 17, a blues singer who has sung with Bob Dylan, Jim Kweskin, Jerry Garcia and others, and the singer of the 1970's hit song, "Midnight at the Oasis." She said of her mentor Victoria Spivey, "This woman saw something in me when I was just a pup."

Sippie had a stroke in 1970, but managed to keep recording and has life-long influence. Ms. Muldaur recently released a CD, "Naughty, Bawdy & Blue," which she recorded as a tribute to her mentors and other women blues singers of the 1920's to 1940's. The CD, on the Stony Plain label, is available at <<http://www.amazon.com/exec/obidos/ASIN/B000O591I8/peerresources>> Amazon.com

~ 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.

Be A Mentor, Inc. (2006). *Training guide for volunteer mentors*. Fremont, California: Be A Mentor, Inc. (4588 Peralta Blvd, Ste. 17, Fremont, CA 94536; Tel: (510) 795-6488). Designed to provide the information, guidelines, and skills necessary for mentors to work with youth. Includes details about the role of the mentor, benefits to the mentor, youth and organization, effective practices, stages in mentoring, the role of culture, risk factors, listening skills,

rules of communication, role of self-esteem, sharing values, empowering youth to solve problems versus giving advice, support for mentors, and dissolving the mentoring relationship. (Available to Peer Resources Network members).

Boag, R.S. (2007). *Mentorship - A pathway to career success*. Castro Valley, California: Leadership Technologies (<http://www.leadershiptechnologies.com>). The goals of this booklet are to provide information that will motivate more people to become involved in the Mentorship process and have more people take advantage of opportunities as they are presented. The author identifies objections to Mentorship and shows how these barriers can be removed to create more enthusiasm for the process. Numerous examples drawn from real-life mentoring partners underscore the long-term benefits. This booklet has sections which address issues on identifying needs, selecting and approaching mentors, managing expectations and how to start and manage a mentoring partnership. Also covered are unique challenges that might crop up in special circumstances and how to solve them. As an extra bonus, there is a section which outlines methods on how to design and set up a small scale and highly focused informal mentoring program. The information in this booklet has been culled from the feedback reports of hundreds of partner/mentor pairs in formal programs and through interviews of participants in informal relationships. The range of prior program participants is from secretaries and clerks to senior vice presidents in companies. (This 61-page e-book is available from the author at no cost to Peer Resources Network members.)

Megginson, D. (June 1, 2007). Goal setting in coaching and mentoring: Help or hindrance? *Peer Bulletin*, 153 [Online]. (Retrieved September 17, 2007 from <http://www.mentors.ca/Projects/Bulletin153.html>). While many experts state that goals are at the heart of coaching and mentoring, this expert points out nine problems with goal-setting and how they can interfere with progress in coaching and mentoring. Other experts are quoted as agreeing with the author's perspective on the limitations of goal-setting and propose that goal setting may only be useful in advanced phases of a mentoring relationship.

Rowley, J.B. (2006). *Become a high-performance mentor: A guide to reflection and action*. Thousand Oaks, California: Corwin Press. A former social studies teacher with 20 years of experience training teachers to mentor beginning teachers. However, the principles identified in this book are broader than the teaching profession. The author uses a developmental perspective and details four stages of a mentoring relationship: initiation, exploration, collaboration, and consolidation. In each stage he points out that the relationship has the potential for strengthening, stagnating or terminating. (Available from <<http://www.amazon.com/exec/obidos/ASIN/1412917670/>

peerresources>Amazon.com)

Trautman, S. (2006). *Teach what you know: A practical leader's guide to knowledge transfer using peer mentoring*. New York, New York. Prentice-Hall. The author created one of the first peer mentoring systems at a major corporation, and has taken his years of experience helping peers to transfer knowledge to each other and customized the program for a wider variety of organizations. This book is designed to assist with new employee orientation, support transitions for new assignments and promotions, prepare for employee retirements, build teams, roll out new technologies, and move forward after mergers and reorganizations. The book focuses on planning for knowledge transfer, clarifying roles for peer mentors, setting expectations, and establishing lesson plans, demonstrations, and mastery. (Available from <<http://www.amazon.com/exec/obidos/ASIN/0321419510/peerresources>> Amazon.com)

A unique element of mentoring in sports is that the mentor and partner may wind up competing against each other. Such was the case at the recent Pan Am Games Grand Prix in Rio de Janeiro, Brazil where Jill Henselwood, a top Canadian equestrienne competed against her mentor, Ian Miller, another Canadian superstar of equestrian fame, to determine who would qualify for the 2008 Olympics in Beijing. Ms. Henselwood, 44, took the \$50,000 top prize riding two horses, Special Ed and Black Ice. Mr. Millar, 60, and the only Canadian rider to compete in 2004 Olympics in Athens, also gained enough points in Rio to qualify again for the Olympics on his mounts, In Style and Redefin.

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

TWO EMPLOYMENT OPPORTUNITIES IN MENTORING

(1) Los Angeles Team Mentoring, Inc, (<http://www.latm.org>), which began its TEAMWORKS program in 1992 in response to civil unrest in the LA-area, is seeking a Program Director to direct all functions of the Program Department, including the management of program staff, and oversight of all program activities at LATM's middle school sites in the Los Angeles Unified School District.

TEAMWORKS is a prevention strategy for middle school children in disadvantaged communities within the Los Angeles Unified School District. Currently serving twelve middle schools, TEAMWORKS fuses the strengths of traditional one-on-one mentoring with the power of group dynamics. Teams of adult mentors, comprised of teachers from the school, college students, and business/community volunteers, work with groups of 12-15 students, using an activity-based curriculum that focuses on leadership development, team building, community service, conflict resolution and cultural diversity.

The mission of TEAMWORKS is to guide middle school students growing up in challenging urban environments to recognize and reach their full potential as members of our community. Through a school-based team approach to mentoring, young adolescents are given the tools and support necessary to make positive choices during a critical period in their lives.

Responsibilities of the Program Director include program management, staff supervision, coordination of program activities, case management, community-building, collection of evaluation data, and monthly reporting.

The qualified candidate is expected to possess a college degree with 5 years non-profit experience, including two years of supervisory experience. Mentoring, teaching and/or counseling background, and fluency in both Spanish and English is preferred.

LATM offers a comprehensive benefits and market base salary that includes a competitive salary in the \$37,000-\$41,000 range, a 401K Plan, health care coverage (medical, dental, vision), a life insurance policy, paid lunch hour, paid time off, flex hours, parking coverage, and mileage reimbursement.

There is no deadline for applications and candidates are urged to apply as soon as possible since it is expected that the position will be filled quickly. To Apply: go to: <http://www.MyChoiceEngine.com/Role/36097>

(2) MentorNet, the E-Mentoring Network for Diversity in Engineering and Science, is seeking candidates interested in serving as Director of Programs for its 20,000 member network. MentorNet is an award-winning, nonprofit Internet organization, which has pioneered innovation in four ways: a) the use of electronic communications technologies to support email-based, one-on-one mentoring relationships; b) the development of technological systems to operate a large-scale mentoring program cost-effectively; c) recognizing, tapping, and evaluating the value of external mentors who are professionals in their fields for students and early career professionals in science,

engineering, technology, and mathematics fields; and d) the development of a multi-organizational partnership to support the infrastructure.

The Director of Programs is the leader responsible for designing, developing, implementing, managing, and refining all of MentorNet's programs, with special responsibility for overall program direction, coordination, communication, and leadership. This senior staff member draws upon his/her knowledge of program management and experience with social/cultural issues in the context of engineering and science, his/her education at the collegiate and graduate school level, and his/her experience with social/cultural issues in the context of engineering and science at those institutions. S/he is also responsible for increasing the overall effectiveness and efficiency of MentorNet's programs.

This is a full-time position, requiring residence in the San Francisco, California Bay Area. Annual salary is negotiable, and commensurate with experience, likely in the range of \$70,000-\$90,000. Benefits are provided.

To apply for this position, please view the complete job description and follow the application instructions at <http://www.mentornet.net/documents/about/organization/jobs.aspx>

Alfred Chandler, an historian of American business and 1978 Pulitzer Prize winner as well as a professor at MIT and Harvard was a mentor to Thomas McCraw, also a Pulitzer Prize-winning historian. Dr. McCraw said that his mentor could "explain the sea to the fish who swim in it." Dr. Chandler died May 9, 2007 in Cambridge, Massachusetts. He was 88.

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

CHAMPIONS FOR MENTORING

Scott Seldin, a Peer Resources Network member, and the Academic Coordinator at The College of Santa Fe in Santa Fe, New Mexico, will be conducting a workshop on "Student Peer Mentoring: A Holistic Approach" at the 2007 Improving University Teaching International Conference to be held on the campus of the University of Jaén in Jaén, Spain. This year's theme of

the conference is "The Creative Campus." This international event brings together faculty, administrators and staff to discuss and showcase the various forms of creativity on the campus that engage both teachers and learners. Scott can be contacted at sseldin@csf.edu

The Claritas Institute has created a Spiritual Mentor Training Program that is an 18-month, on-site/on-line certificate program. The curriculum is divided into four 5-day intensive sessions, and includes topics such as: "spiritual cartography" (stages of faith, human development and spiritual optimism); "silence: the language of the ground of being;" individual differences in spiritual orientation: prayer and temperament; and "forgiveness: clearing the way for creative emergence." Peer supervision is an integral part of this program. Tuition for the full program is \$7170. The first intensive session was held in April, 2007 at the Kanuga Conference Center near Hendersonville, North Carolina.

SCORE is a group of mostly retired small business owners who provide no-cost business advice online or in-person through offices in 389 cities around the United States. Their mentors can help with marketing, inventions, business expansion, capital procurement, cash flow, sales goals, business plans, and promotion for a variety of businesses. Their work is supported by the U.S. Small Business Administration.

The British Columbia Public Service Agency has for several years provided a corporate mentoring program. Employees throughout the government service are able to participate. Typically, managers act as mentors and join a Leadership Mentoring Pool. Government managers who have recently retired are also eligible to be part of the mentoring group. Participants receive support for two hours per month of working time to meet. Matches can be self-selected or determined by a coordinator, but all participants complete a compatibility indicator and mentoring style indicator. Two unique elements of this program are that mentors are also eligible to have their own mentors, and mentoring can take place across ministries as well as within ministries.

Long Island Youth Mentoring in Deer Park, New York has, since 1982, matched at-risk children between ages 8 and 16, with screened, trained Christian adults who sense the need to help a needy child. They spend 2-4 hours a week together doing things they both enjoy. LIYM also has a Mother's Ministry where a mentor meets with a mother who needs a Christian friend. They also have a tutoring program called "Partners to Potential" and the GAP (Girls in Alternative Placement) program mentoring girls who are living in a group home or residential treatment facility. The volunteers are recruited

through local churches, and are interviewed and screened by Area Directors. The mentors receive both group and one-on-one training from Area Directors, and the Area Directors keep in constant contact with their mentors. No fees are charged for these services.

Peer Mentoring in Seattle, Washington is an organization led by Steve Trautman, and has brought peer mentoring to a variety of organizations including Microsoft, Nike, Boeing, Intel, Electronic Arts, Nordstrom, Phelps Dodge, the US Army Corp of Engineers, the US Air Force, Navy and Coast Guard, Kodak, Food Services of America, and Southern Company. He has created a series of one-day peer mentoring workshops that provide a tools-based approach to communication and knowledge transfer and give internal experts a straightforward way to share what they know.

The Association of Mentoring Professionals (AMP) has announced the launch of its new website. The AMP site offers a Mentoring Career Center (view employment opportunities throughout the USA that are currently available in the mentoring field and post job openings); Networking Within the Mentoring Community (participate in group/community discussions (blogs)); a Consultant Directory (use AMP's national consultant pool when looking for keynote speakers, trainers and facilitators with diversified expertise in several mentoring and related fields); a Mentoring Marketplace (market or purchase the latest mentoring materials such as guides, books, DVDs, CDs, toolkits, and event tickets); Online Training (expand mentoring knowledge and receive access to their online university or and take courses in mentoring subjects); and Quarterly Newsletters (available for download).

Anyone who visits their website and registers to become a member before October 1, 2007 will be entered into a draw for an iPod NANO.

Carey Bell was known as the "master of the blues harmonica." When he was child he wanted to play the saxophone, but all his family could afford was a harmonica. By the age of 8 he was supporting himself as a street musician in Chicago, and he attracted the attention of harmonica-great, Big Walter Horton (1917-1981), who had also started as a street musician, but at the age of 5. Mr. Horton became a life-long mentor to Carey Bell, who called the harmonica "a Mississippi field saxophone." Mr. Bell died on May 6, 2007 at the age of 70 of heart failure. He had 10 children.

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

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