



## **Mentor Program Contract**

### **Our Mission:**

Urban University (UU) seeks to develop junior high and high school students in Erie County toward servant leadership through a variety of experiences that include career exploration, academic enrichment, commerce, service learning, mentorship, and faith formation.

### **Mentor Expectations:**

Through intentional and authentic mentorship, we hope to make an eternal impact in the lives of our participating youth. We believe that if we give respect and our very best, we can rightly ask for respect and their very best in return.

Please carefully consider the following expectations before making this commitment.

1. Commitment is number one. “But let your ‘Yes’ be ‘Yes,’ and your ‘No,’ ‘No’” (Matt. 5:37 NKJV)  
Our students are counting on you to be there each week. We exemplify and model this without words.
2. Exercise a humble and teachable attitude. Our goal is to model for our students what authentic respect and teamwork look like. We value everyone’s ideas; however, please note that there are appropriate times and ways to communicate them.
3. Model respect for the property and materials we have the privilege to use.
4. Use appropriate and encouraging language.
5. Unless it is an emergency, do not check or use your cell phone or other media devices during program hours. Our complete attention honors our students.
6. Do not friend or exchange personal information with any student, or post or share any pictures of UU students or events on any of your personal social media pages or other communication platforms.
7. Whenever traveling in our program vehicles, you must follow our “Rules of the Road” policy: proper use of seatbelt, maintaining an appropriate noise level, and keeping hands to yourself.
8. Dress code is neat and modest—no tank tops or camisoles, no visible undergarments, pants must be pulled up to waist, shorts must be at least fingertip length, closed toe shoes are required.

UU Staff are always available to discuss and assess best approaches to any situation not specified in these guidelines.

**I understand that if these expectations are willfully disregarded, or if any of the following misconduct occurs, it will result in my immediate dismissal as a mentor with the Urban University program.**

1. Behavior that threatens any person’s right to feel and be safe.
2. Behavior that includes inappropriate touching of a person’s body, and/or using disrespectful or sexual language, inferences, or actions.
3. Behavior involving purposeful destruction of property, or theft.
4. Disrespect or disregard of Urban University staff and/or guidelines.

**By completing the Erie City Mission Urban University volunteer registration, I acknowledge that I have carefully read the Mentor Program Contract. I understand my expectations as a mentor, and sign this contract voluntarily of my own free act and will.**

***CHILDREN LEARN WHAT THEY LIVE*** by Dorothy Lew Nolte

If a child lives with criticism, He learns to condemn.  
If a child lives with hostility, He learns to fight.  
If a child lives with ridicule, He learns to be shy.  
If a child lives with shame, He learns to feel guilty.  
If a child lives with tolerance, He learns to be patient.  
If a child lives with encouragement, He learns confidence.  
If a child lives with praise, He learns to appreciate.  
If a child lives with fairness, He learns justice.  
If a child lives with security, He learns to have faith.  
If a child lives with approval, He learns to like himself.  
If a child lives with acceptance and friendship,  
He learns to find love in the world.

**“Watch your thoughts, they become your words;  
watch your words, they become your actions;  
watch your actions, they become your habits;  
watch your habits, they become your character;  
watch your character, it becomes your destiny.”**  
~Frank Outlaw

***WHAT WILL MATTER*** by Michael Josephson

Ready or not, some day it will all come to an end.  
There will be no more sunrises, no minutes, hours, or days.  
All the things you collected, whether treasured or forgotten, will pass to someone else.  
Your wealth, fame, and temporal power will shrivel to irrelevance.  
It will not matter what you owned or what you were owed.  
Your grudges, resentments, frustrations, and jealousies will finally disappear.  
So, too, your hopes, ambitions, plans, and to-do lists will expire.  
The wins and losses that once seemed so important will fade away.  
It won't matter where you came from or what side of the tracks you lived on at the end.  
It won't matter whether you were beautiful or brilliant.  
Even your gender and skin color will be irrelevant.  
So, what will matter? How will the value of your days be measured?  
What will matter is not what you bought but what you built; not what you got but what you gave.  
What will matter is not your success but your significance.  
What will matter is not what you learned but what you taught.  
What will matter is every act of integrity, compassion, courage,  
or sacrifice that enriched, empowered, or encouraged others to emulate your example.  
What will matter is not your competence but your character.  
What will matter is not how many people you knew but how many will feel a lasting loss when you're gone.  
What will matter is not your memories but the memories of those who loved you.  
What will matter is how long you will be remembered, by whom, and for what.  
Living a life that matters doesn't happen by accident.  
It's not a matter of circumstance but of choice.  
Choose to live a life that matters.

**Thank you for choosing to invest in Urban University.**