



Choosing Mentors to Nurture and Tutor Values

A One-To-One Mentoring Program of Values Training



What is the Old Kia Kima Core Values 1-2-1 Mentoring Program?

It is a program developed by past Kia Kima staff members to develop youth as leaders by mentoring the core values that the members have identified to be the Old Kia Kima experience. Those values are *integrity, achievement, responsibility* and *courage*. The core values become steps in developing youth as leaders through a guided mentoring process. This Core Values Mentoring program uses the setting of the Old Kia Kima camp experience for a boy or girl to discover and test out his or her skills for leadership. Most importantly it helps youth to make use of the core values to develop and affirm themselves as leaders.



Who is it for?

It is for any youth who attends Old Kia Kima with his or her group. It is geared primarily for youth who have not yet identified themselves as leaders or youth in leadership positions desiring to confirm their leadership gifts and talents.



What is a Mentor?

A mentor is someone that the youth looks up to. For the OKK Core Values program a mentor is someone chosen by the youth, because he or she sees that person as a living example that he or she admires. A mentor is to be at the camp during the youth's stay at OKK and has agreed to serve in that role. The Camp Ranger at Old Kia Kima cannot serve as a mentor but can support the mentors who are.



How do you set up The Core Values 1-2-1 Mentoring Program?

The first step in setting up the Core Values Mentoring Program is for the youth to identify his or her mentor for the OKK experience. Again, the mentor is to be present at camp during the same time as the youth. A "Mentor's Guide" is to be obtained and used by the mentors to complete the requirements. These guides can be downloaded off the Old Kia Kima site or are available at the camp through the Camp Ranger. The first session can be completed prior to the camp experience. All the other sessions must be done during their time at Old Kia Kima. The Camp Ranger can supply the group leader "eagle feathers" and other awards for the Core Values program. ^{1*} We use replica feathers only. Federal law prohibits the use of real eagle feathers.



What are the Requirements for each youth in The Core Values 1-2-1 Mentoring Program?

1. Complete the mentoring program during his or her stay at Old Kia Kima.
2. Choose a mentor to facilitate the Old Kia Kima Core Values Program.
3. Achieve a working knowledge of the words, *Integrity*, *Courage*, *Achievement* and *Responsibility* that serve as the Core Values for Old Kia Kima.
4. Utilize courage to practice servant leadership.
5. Take responsibility for using leadership skills to carry out a project that will enhance the OKK experience.
6. Process the experience to affirm his or her leadership integrity.



What are the awards?

Each youth that agrees to participate in the Core Values Mentoring Program will receive an "eagle feather replica" to hang on his or her lodge. The feather is a symbol of the agreement made by the youth to be involved in the Core Values program. It signifies a commitment to leadership through *integrity*, *achievement*, *responsibility*, and *courage*. At the completion of the program, the youth can receive a t-shirt with the Old Kia Kima Core Values on it. As available each Mentor will receive a badge or a patch to distinguish him or her as a Mentor during the time at Old Kia Kima.



Guidelines for Mentors:

- Can be anyone that a young person looks up to
- Will be chosen by the youth who participates in the Core Values program.
- Will provide proper supervision for completing the requirements for the Core Values program
- Will follow the "Mentor's Guide".
- Will never be privately alone with a young person.
- Will encourage discussion
- Will feel free not to know all the answers