



Volunteer Mentor Position

Position: Community-Based Volunteer Mentor

About BBBS

Big Brothers Big Sisters Twin Cities (BBBS) supports positive mentoring relationships between adult volunteers (“Bigs”) and young people (“Littles”). We partner with youth, parents/guardians, and volunteers to amplify the potential of Littles through impactful relationships, educational support, and increased confidence and social-emotional skills.

Justice, equity, diversity, and inclusion (JEDI) are central to our mission and values. BBBS strives to implement these ideals across all areas of our agency. We are dedicated to cultivating a safe environment where all individuals feel equally respected and valued.

Program Requirements

- Minimum of one year commitment
- Meet with your Little 2-4 times per month to do fun things in the community
- Complete monthly check-in calls/emails with BBBS staff

Volunteer Role

- Be a friend first. Your role is not to be a counselor, parent, or savior
- Recognize your Little’s strengths and passions; encourage them to realize their dreams; be there to listen and care
- Consult your Little’s parents/caregivers to learn about their family values and perspectives; support and uphold these values as you engage and interact with your Little
- Be your authentic self; present your thoughts, feelings, and opinions as you own, not as something that your Little should agree with or emulate
- Elevate youth voice by empowering your Little’s decisions about their future
- Educate yourself about your own culture, privileges, values, and biases
- Reflect on your successes and areas of growth in the match relationship
- Connect regularly with your Match Engagement Coordinator for support and ongoing training opportunities

Desirable Qualities

- **Patience** – new relationships take time. The relationship will experience ups and downs and how you respond to them can influence whether it becomes a growth opportunity for the Little
- **Reliability** – Following through on what you say goes a long way in establishing trust
- **Strong Listener** – By listening more than talking you can learn a lot and build your relationship. Show genuine interest in what your Little has to say and without criticism
- **An Open-Mind** - Leave behind any preconceived notions and be ready to learn just as much from your Little as they will learn from you

Benefits to the Volunteer

- Gain new perspectives and life experiences
- Learn from youth voice and youth choice
- Participate in fun and free match group activities, including opportunities for free tickets to community events
- Build a collaborative relationship with your Little’s parents/caregivers
- Personal growth opportunities through ongoing training and relationship building
- Belong to a community of youth, families, mentors, and staff who care about one another and engage in life-changing relationships

Persons of color, women, members of the LGBTQ community, veterans, and individuals with disabilities are strongly encouraged to apply. If you require reasonable accommodation in completing this application, interviewing, or otherwise participating in the volunteer selection process, please direct your inquiries to the enrollment and matching team at volunteers@bigstwinities.org.