

41st Annual InterCourt Conference



Session 4D:
Innovative Practices:
Mentoring Programs:
Building Connections
for Success

March 14, 2025
8:15 a.m.—9:45 a.m.

Hilton Columbus at
Easton Town Center
Columbus, OH

FACULTY BIOGRAPHIES

MELANIE BANGE is the Mentoring Programs Coordinator with Delaware County Juvenile Court. Melanie receives professional energy from volunteerism, the impact of relationships, travel safety, and accessible activities for youth.

Melanie has a passion for Delaware County: she lives and works in Delaware County. She prides herself on enjoying local businesses and prioritizing self-care. On a weekend, you may find Melanie riding on the back of a Victory Motorcycle with her partner, creeking with her 2-year-old son, adjusting a bow at an archery range with her 14 year old step-daughter, eating desserts with her 9 year old step-son, or running after chickens on her self-proclaimed “suburban farm”.

SHEILA PERRY has served Fairfield County youth and families for 19 years. She has experience in an array of roles such as Juvenile Clerk, Drug Court Probation Officer, Probation Officer for Non-Specialty Docket Cases, and Diversion Support. Her most current roles include leading the Supportive Services Department (an entity focusing on community outreach and connections for youth) and overseeing grant-funded Mentoring Programs.

In Sheila’s free time she enjoys spending time with her husband and stays busy with her two sons’ active sports schedules.

SUSAN STARK is a retired special education teacher and currently the mentoring coordinator with Clermont County Juvenile Court. She has spent her life advocating for children and particularly those who face challenges. Her passion has always been in working with difficult kids by helping them find their strengths and navigating their journey.

Outside of her professional life, she enjoys coffee, painting, and beach vacations. Family is central to her life; she treasures time with her husband, daughter, son-in-law, and 6 month old grandson.

Mentoring Programs: Building Connections for Success

Melanie Bange

*Mentoring Programs Coordinator
Delaware County Juvenile Court*

Sheila Perry

*Supportive Services Specialist
Fairfield County Juvenile & Probate Court*

Susan Stark

*Mentoring Coordinator
Clermont County Juvenile & Probate Court*



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MENTORS ARE THE G.O.A.T

MENTORING PROGRAMS: BUILDING CONNECTIONS FOR SUCCESS


MELANIE BANGE, DELAWARE COUNTY

SHEILA PERRY, FAIRFIELD COUNTY

SUSAN STARK, CLERMONT COUNTY

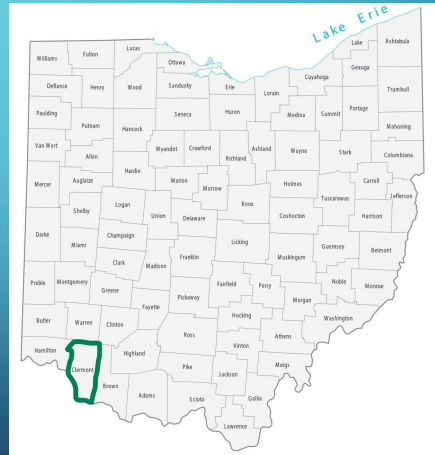
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HOUSE KEEPING

- Turn to Page ____ for handouts
 - Please, be respectful of others: take phone calls out of presentation, leave quietly as needed
 - We are encouraging of participation and will be doing some small group and individual activities
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PRESENTERS: SUSAN STARK, CLERMONT COUNTY

- Mentoring Coordinator at Clermont County since 2022
- Prior positions include elementary general and special education teacher, investigator/caseworker for Job and Family Services, and Team Lead at Cincinnati Children's Hospital psychiatric department.
- Family includes a husband, daughter, son-in-law and a beautiful new grandson.
- Hobbies include painting with watercolors, thrifting, and repurposing discarded clothing and accessories.



PRESENTERS: MELANIE BANGE, DELAWARE COUNTY

- Mentoring Programs Coordinator at Delaware County Juvenile/Probate Court since 2019
 - Helps facilitate Parent Project
- Previously worked with Head Start: Early Head Start Teacher, Home Visitor, and Case Manager
- Blended Family of 5 consisting of Partner, step-children, biological toddler
- Enjoys sharing budget-friendly activities for families, traveling (especially Ohio), collecting records, and food (loves to work with Columbus Food Adventures!)



PRESENTERS: SHEILA PERRY, FAIRFIELD COUNTY

- Served Fairfield County youth and families for 19 years
 - Experience in an array of roles such as Juvenile Clerk, Drug Court Probation Officer, Probation Officer for Non-Specialty Docket Cases, Diversion Support, and overseeing grant-funded Mentoring Programs.
- Current role as Supportive Service Specialist
 - Supportive Services is a program area focus on community outreach and mentorship
 - In free time, she enjoys spending time with her husband and stays busy with their two sons' active sports schedules



ICE BREAKER: BLIND FOLD DRAWING ACTIVITY

WHAT IS MENTORING?

According to the Cambridge Dictionary:

The act or process of helping and giving advice to a younger or less experienced person, especially in a job or at school

According to the Ann E. Casey Foundation:

Mentoring involves a supportive, caring relationship between an adult and a young person, either established formally through a program or occurring naturally such as with a neighbor or coach.

WHAT IS MENTORING FROM A MATCH?

- From Mentee: I think a mentor means a trusted person. Someone you trust to be around. (16 year old youth)
- From Mentor: A mentor is a coach and cheerleader combined into one. Mentors are patient, consistent, and honest.
- From Mentee: A mentor is someone who helps you with things and guides you in the right direction. (17 year old youth)
- From Mentor: A mentor is someone who helps youth succeed in life through instruction, encouragement and accountability.

WHAT IS A MENTOR? THOUGHTS VIA MENTEES



WHAT IS A MENTOR? THOUGHTS VIA MENTORS



CLERMONT COUNTY MENTORING

- 1 Program, started through DYS grant
- 1 on 1 mentoring
- Mentor agrees to a one year commitment
 - Meeting with their youth a minimum of 1 hour a week
- Mentors are vetted
 - Background check and drug screen at the court's expense
- Youth are referred for mentoring by our Judge or our Probation Officers
- In 2024, 14 youth being served by 12 mentors

DELAWARE COUNTY MENTORING: TWO PROGRAMS

- MOMS: Mothers Offering Mentoring Support
 - Matching young, first time mothers as Mentees with experienced Mothers as Mentors
 - Focus on independent living and parenting practices
 - Upcoming shifts: changing to FAMILIES (Families And Mentors Inspiring Lifelong Independence and Empowerment Skills)
- TEAM: Together Everyone Achieves More
 - Matching adolescents in grades 4-12 with healthy adults as Mentors
 - Focus on school attendance, accessible activities, and making positive choices
 - Referrals primarily come from Assessment Center, school systems (vocational and middle schools), and law enforcement

DELAWARE COUNTY CONTINUED

- Both programs modeled similarly, community based
- Ideally, matches meet once a month; to be considered a successful match, must meet consistently twice a month, have positive school attendance, and no added charges/mandated report filings
 - Successful matches typically last 9-18months
- General Court funded
 - Most of vetting/disclosure processes completed with County H.R. support
- 2024 Enrollment Numbers
 - MOMS: 7 matches, screened 4 families, received 12 referrals
 - TEAM: 12 matches, screened 36 youth/families, received 52 referrals

FAIRFIELD COUNTY MENTORING

- Mentor program implemented 2018 serving court involved youth.
- Multiple approaches
 - Traditional one-on-one matches, group and team mentoring opportunities.
- Initially funded by DYS. Grant ended in 2020
 - Financial assistance is given from the court's non-profit organization, Fairfield UP Inc.
- 2024 numbers- 8 youth linked to a mentoring opportunity

FAIRFIELD COUNTY MENTORING: PROGRAMS

- HYPE (Helping young people excel): 6-week mentor group for males involved in juvenile court
- GLOW (Girls lighting our world): 6-week mentor group for females involved in juvenile court
- Contract with a John Maxwell coach/facilitator
 - one-on one time with youth assisting with life skills, goals and day to day to support.
 - The facilitator has organically developed several long-standing mentor relationships with youth.
- Community partnerships with schools

INDIVIDUAL MENTORING ACTIVITY: REFER TO WORK SHEET

MENTORING 101: HOW TO GET A MENTORING PROGRAM STARTED

- Research types of programs and community needs
 - Particularly, current Mentoring programs in community
- Creating a volunteer base
- Staffing: Who is leading or supporting groups, what does match maintenance look like?
- Referral Processes: Where will referrals come from, best ways to refer

THE VALUE OF MENTORING

- Primary focus to create long-lasting relationships and shift away from Court System involvement
 - Assessing risk level for volunteers as well as Mentors
- Screening of Mentees: support families in other ways
 - Providing other program options
 - Assessing youth desires, who believes Mentoring is a good idea for youth

IMPORTANT ELEMENTS OF MENTORING

- Recruitment of Mentors
- Interviewing, Vetting, and Training of Mentors
- Gauging Interest and need of Mentors for Mentees
- Matching Mentors and Mentees
- Maintaining Matches, Providing Match and Court Support
- Providing support for Mentors: social gatherings, time to reflect, goal setting

IMPORTANT ELEMENTS OF MENTORING PROGRAMS

- Community Engagement: Attending Meetings, connecting with other programs
- Secondary Relationships
- Creating Compatible Matches
 - Building positive, lifelong relationships
 - Minimizing the possibilities of trauma transfer
- Supporting Volunteers
 - On-going training
 - Individual goal setting support

THE VALUE OF POLICY AND PROCEDURE

- Court stigma and misunderstanding Mentoring
- Risk and Assessments, Liability importance
- Minimizing trauma bonding possibilities
- Facilitating mediations between matches or severing matches

REFLECTION OF INDIVIDUAL ACTIVITY

CREATE A GROUP OF 3-4 PEOPLE

FINAL THOUGHTS



The relationship between a match is the most valuable
Mentors and Mentoring Programs are a seatbelt, not an ambulance

ANY QUESTIONS?

CONTACT INFORMATION

- Clermont County: Susan Stark
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 - Phone: (513) 732-7692
- Delaware County
 - Email: mbange@co.delaware.oh.us
 - Phone: (740) 833-2678
- Fairfield County: Sheila Perry
 - Email: sheila.perry@fairfieldcountyohio.gov
 - Phone: (740) 918-2550

MENTORS ARE THE G.O.A.T.: AN INTERCOURT PRESENTATION

In Your Own Words, Define a Mentor

- Word Bank**
- Community
 - Support
 - Mentor
 - Bacon
 - Mentee
 - Trauma
 - Relationship
 - Holidays
 - Sweet
 - Matching
 - Vetting
 - Interview
 - Candy
 - Recruitment
 - Court
 - Family
 - Coffee
 - Diversion
 - Schools
 - Referral
 - Storm
 - Commitment
 - In-Take
 - Risk
 - Liability
 - Texting
 - Ice Cream
 - Drive
 - Basketball
 - Probation

Three Things a Mentor Should Do For or With a Youth

Notes for Questions

