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Special Mentoring Edition

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Correction

In a photo caption on page 8 of the April/May 2000 issue of *Weed and Seed In-Sites*, Maj. Jim Hourican was identified as "the U.S. Navy's Maj. Jim Hourican." The caption should have identified Major Hourican as an officer of the U.S. Marines, under the Department of Navy.

From the DEFY Program Manager



Drug Education for Youth 2000: Kudos to DEFY Mentors

Congratulations and special thanks to all *In-Sites* readers who participated in the DEFY 2000 Phase I summer camp programs and volunteered as mentors. Your commitment and dedication to helping our youth learn to resist drugs and live drug-free lives is to be commended.

DEFY is a unique and popular program. Weed and Seed DEFY began in 1996 with three pilot sites—Atlanta, Georgia; New Orleans, Louisiana; and San Antonio, Texas. I'm pleased to report that Weed and Seed DEFY 2000 has been a great success so far. This year, the program expanded to more than 85 sites, coordinating 53 camps and serving approximately 2,600 kids.

What makes DEFY unique is that representatives from the military and law enforcement, staff from U.S. Attorney's Offices, and members of the community are all involved as mentors, giving youth an opportunity to see these individuals in positive roles. Too often youth fear the presence of police. At each camp I visited this summer, the police officers consistently made comments such as, "Kids used to run away when they saw us coming into the community. Since DEFY, when they see us coming, they run to us. DEFY has provided an opportunity for youth to see us in a positive role. They no longer see us as 'the enemy' but as their friends, people they can trust." Program Coordinators said that although planning and implementing a DEFY program is time consuming and exhausting, the hard work pays off when staff see a look of excitement on the face of a child experiencing new things in a positive light. DEFY gives them a sense of giving back to the community. For youth, DEFY provided a fun experience while teaching them how to stay drug-free.

As DEFY sites gear up for the implementation of the important Phase II (school-year) followup, EOWS again thanks the mentors who work with Weed and Seed youth. Your countless, selfless hours *do make a difference!*

DEFY is based on the theory, common to mentoring programs, that providing one-on-one role-model relationships for youth, giving them advice, and providing a friendship often missing in their lives are essential to their well-being.

We look forward to your continued involvement in Phase II. Keep up the good work!

Louise Lucas
EOWS Program Manager for DEFY

The Weed and Seed DEFY program is administered by the Training and Technical Assistance Division of EOWS.

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Send an e-mail to askeows@ojp.usdoj.gov.

On cover: Mentoring youth is an important component of the New Orleans, Louisiana, Weed and Seed DEFY Phase I program.

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15 Tips for Effective School-Based Mentoring

Dr. Susan G. Weinberger
National Mentoring Partnership
Alexandria, Virginia

Dr. Weinberger is President of the Mentor Consulting Group and Chairman of the Public Policy Council of the National Mentoring Partnership. She designed and developed the first school-based mentoring program in America in Norwalk, Connecticut, in the early 1980s.

Tip 1

When establishing a mentoring program, make sure that everyone in the community who is involved with youth is part of the planning. Those present at the “table” should include members of the school board, the school superintendent, all school staff, parents, top officials in business and civic groups, union officials, and members of parent-teacher organizations, advisory councils, religious groups, and all programs in the community that are involved with youth.

Tip 2

Make sure that the chosen school has an outstanding principal, a cohesive staff, and a friendly secretary. Selecting the first school to begin a program is critical. Unwilling schools should be put on a waiting list! The school board should draft a written policy on mentoring and have it approved at a public meeting. Learn whether the school district has any requirements to become a volunteer (e.g., does it require a tuberculosis test for adults who work with kids?). Does the district have an insurance policy that covers all volunteers in a school building?

Tip 3

Gather demographic and dropout statistics. Conduct focus groups, interviews, surveys, and meetings with teachers to determine the right grade level to begin a program.



Tip 4

When recruiting mentors, include those dedicated volunteers from businesses that are already involved in your active partnership programs. These volunteers should be approached first to consider becoming involved as mentors.

Tip 5

Recruit only mentors who are caring, committed, and patient. Mentors should be good listeners who keep appointments, enjoy spending time with kids, and have an outstanding employment record and a good sense of humor. They should also be free of alcohol and drug problems. All others should not apply! Mentors can be recruited from many different sources, including corporations; retirement communities or other senior citizen groups; fraternal, social, and civic organizations; religious groups; government, fire, and police agencies; institutions of higher education; health agencies; the Internal Revenue Service and the Federal Bureau of Investigation; the United Way; mass media organizations; and labor organizations.

Tip 6

Conduct a thorough screening on all prospective mentors. Candidate

screening should include criminal background checks, reference checks, personal interviews, and examination of employment history. Many school districts pay for background checks on new teachers and will include mentors in the budget. Other schools do not have the money to cover the cost of background checks; when this is the case, other options are available. In some districts, the chief of police works closely with the schools and offers free or reduced costs for background checks. In other communities, businesses pick up the cost for their employee mentors. If none of these options is available to you, ask the mentors to pay for the check. It will be their only out-of-pocket cost.

Tip 7

All mentors must be trained before participating in the program. School staff, particularly guidance counselors, psychologists, and social workers, should participate in the training. Offer volunteers the skills to become good mentors, including strategies for building self-esteem in children; instruction in being a good listener; familiarity with the policies and procedures of the district, including mandated reporting of abuses; strategies for each session to assist them in their role; and insight into the typical profile of the youth with whom

they will be working. Invite the superintendent of schools to address and thank the new mentors. At the end of the session, give new mentors a table tent to put on their desks that says: "I am proud to be a mentor." It is also a great recruitment tool for new prospects.

Tip 8

Obtain parental permission for all children who enter the program. If the family speaks a language other than English, make sure the permission form is in their primary language.

Tip 9

Ensure that the committee that recommends youth for the program and matches mentors to youth comprises the school principal, teachers, and support staff. It is very important to select a diverse group of youngsters as the program begins. Typically, the youth who are selected have poor self-esteem, are hostile and angry, do not take risks or get along well with their peers, are socially and emotionally detached at school, and lack a safety net and support system in their lives. Selected youth should include those from one- and two-parent families, those who are rich and poor, and those who are minorities and those who are not. The types of youth chosen for the program send a critical message to the community from the beginning of the program: Mentoring benefits all kids in a school, not just a few. If we label just a certain group as appropriate for the program, we will all lose.

Tip 10

Designate one person at each school to be the liaison for the program. The individual is typically a guidance counselor, social worker, nurse, psychologist, or teacher. Each business or organization identifies one person

to be its company or agency liaison to work with the school liaison to ensure success of the program.

Tip 11

Allow the mentors and youth to decide together which activities to include in the weekly group sessions.

At the elementary level, these may include reading, working on the computer, doing arts-and-crafts projects, writing stories or poems, playing basketball in the gymnasium, learning a foreign language, or just walking outside or sitting under a tree and talking. At the middle school and high school levels, activities might include doing a community service project; taking a career-interest inventory; learning how to interview, write a résumé, and dress appropriately for a job; or searching the want ads and exploring careers, postsecondary education, and financial aid and career opportunities. Procedures should be in place for mentors to inform organizers and youth well in advance when they must reschedule a session. Calling the school is one way for mentors to communicate this kind of change and reschedule. Another way is to fax the school and have the message delivered to the youth in his or her classroom. In my experience, the kids like the fax almost as much as the mentor in person!

Tip 12

Mentors cannot work in a vacuum.

At regular intervals in the program, schedule brown-bag lunches for mentors and program developers and other support staff. The mentors should come together to discuss how they are doing and what additional assistance they require from school staff. Allow mentors to communicate with teachers via notes and telephone calls. Input from staff provides ongoing

support and feedback, which mentors require to stay the long haul.

Tip 13

At year's end, host a recognition event to thank and encourage mentors. You might consider awards in various categories, such as the company that has recruited the most new mentors, the company liaison who is the most enthusiastic supporter of the initiative, the school principal who is the greatest proponent of the program, and the teacher or school liaison who has dedicated himself or herself to the program. You could recognize and thank a devoted school secretary who assists with the mentoring program, too!

Tip 14

The family can play an important role in the partnership. Invite the youth's family to participate in events at school three or four evenings a year. Mentors and youth could join the family members for potluck dinners, square dances, or other activities. The best way to ensure that the family will attend is to offer free transportation, food, and childcare for younger children.

Tip 15

Organize school-based mentoring activities during the school year only. Many mentors would like to stay in contact with their youth during the summer months. Mentors should address and stamp a few envelopes to give to their youth. Ask each mentee to write his or her mentor a note or draw a picture and drop it in the mailbox. Mentors can do the same. Swap photos before the end of the school year to remember each other during the summer, and determine how many weeks will pass until you see each other again. 

Mentoring Works

D rug Education for Youth is just one example of how mentoring is practiced within Weed and Seed communities. Some sites benefit from the mentoring efforts of national nonprofit organizations including the YMCA, the Boys & Girls Clubs of America, and Big Brothers Big Sisters of America (BBBSA). These programs have a proven record in delinquency prevention and have a positive, lasting effect on youth across the country. For example, according to a Boys & Girls Club survey, 80 percent of Club alumni said Club staff helped them learn right from wrong.

According to an evaluation coordinated by BBBSA, researchers found that after 18 months of BBBSA mentoring, the Little Brothers and Little Sisters in the study were 46 percent less likely to begin using illegal drugs, 27 percent less likely to begin using alcohol, and 53 percent less likely to skip school. The study concluded that:

In the eyes of these children, what mattered was that they had a caring adult in their lives, someone to confide in, relax with, and look up to. As a result, they were doing better in school and at home and avoiding violence and substance abuse—this at a pivotal time in their lives when even small changes in behavior, or choices made, can change the course of their future.

(To obtain a copy of these research findings, visit www.bbbsa.org/.)

At the Weed and Seed **Creating Healthy Communities** conference in Miami, Florida, the breakout session “Elements of Effective Mentoring”

provided information on the basics of mentoring and mentoring initiatives gaining national recognition, such as MAD DADS (Men Against Destruction—Defending Against Drugs and Social Disorder) and the Office of Juvenile Justice and Delinquency Prevention’s JUMP (Juvenile Mentoring Program). In the session evaluation, attendees stated that although they had learned about the importance of mentoring as a means to deter youth from delinquent behavior, they needed more tools to develop local programs. Without a doubt, coordinating an effective mentoring program is a challenge that often falls to the bottom of a community’s to-do list. However, in the thousands of communities that have remained dedicated to mentoring in their churches, schools, and neighborhoods, the rewards are celebrated daily, and the positive changes mentoring has made in the lives of their youth are obvious.

Weed and Seed sites that are not actively involved in a mentoring program and are interested in starting one should contact their EOWS Program Manager. Mentoring is a Special Emphasis initiative supported by EOWS, and sites can request in their funding application an additional \$50,000 to coordinate a mentoring program in their target area. Sites can also request technical assistance in building, implementing, or sustaining a successful mentoring program through their EOWS Program Manager.

For more information on starting a mentoring program, visit the EOWS Web site at www.ojp.usdoj.gov/eows/. The “What’s New”

section features links to mentoring resources available online.

Additional Resources

Your Time—Their Future: Membership-Based Groups Provide Positive Activities. A guide from the Center for Substance Abuse Prevention explaining how groups, organizations, and clubs can get their members involved in mentoring and positive activities with young people to help prevent youth substance abuse. (Free; 1-800-729-6686.)

Your Time—Their Future: Positive Activities Promote a Productive Workforce. The Center for Substance Abuse Prevention’s easy-to-follow guide for employers and employees interested in learning about youth-serving activities such as mentoring, volunteering, and adopt-a-school programs. (Free; 1-800-729-6686.)

Reproducible Fact Sheets for Youth and Adults. Tip sheets that help youth find mentors and adults find mentoring opportunities. Organizations can customize the sheets with their logo, description of their program, contact information, etc. (Free; 202-729-4345.)

“There were always experienced people whom I could reach out to, mentors who were interested in how I developed and if I succeeded, and [who] aided me throughout my life because it always kept me from feeling alone.”

—Lynn Swann, former Pittsburgh Steeler and current spokesperson for Big Brothers Big Sisters of America, speaking about his experience as a mentored youth

Commitment: The Most Important Part of Mentoring

Norma Rabago

San Antonio Fighting Back of United Way
San Antonio, Texas

Manuel Castillo may be only 6 years old, but the first-grader at Las Palmas Elementary School in San Antonio, Texas, knows why mentors are important.

"When I come here, he's always here," Castillo said of his mentor, Ted Montelongo. For Castillo and the other students mentored by Montelongo, nothing is more important than just being there. "When you don't show up, you disappoint them and you hurt them," Montelongo said. "That's why following through with your promises and commitments is so important to being a mentor."

For the past 3 years, the retired former AmeriCorps member has mentored children in the Edgewood School District, one of the poorest districts in the city and State, located in the San Antonio Weed and Seed target area. In addition to his role as a respected mentor, Montelongo serves as the Weed and Seed Coordinator. He began mentoring as part of his AmeriCorps service but has always had an interest in working for a school.

"In the old days, parents didn't put much value in education beyond high school. They just wanted you to work," Montelongo said. So he worked as a consultant for 29 years, married, and raised three children. After retiring, he found that he was financially secure enough to volunteer. When he read about the efforts of San Antonio Fighting Back of United Way (especially their Weed

and Seed efforts), Montelongo decided to join the agency's AmeriCorps program.

"I wanted to make a difference in someone's life," he said. In the 3 years that Montelongo has worked with students at Truman Middle School, Emma Frey Elementary School, and Las Palmas Elementary School, he feels he has indeed made a difference in his mentees' lives. When he began mentoring at Truman Middle School, Montelongo was assigned to 12 students in special education classes. After he worked with the students throughout the year, five of them returned to regular classes and began to ask for help when they needed it.

At Las Palmas Elementary School, Montelongo and 23 other mentors work with 25 students. Olivia Zapata, host program teacher, oversees the program that hopes to not only help the students with their schoolwork but raise their self-esteem so they will have a positive self-image. Zapata also worked as a mentor when she was in high school and understands the benefits of mentoring. "I value my mentors," she said. "Along with helping the students with their homework, they really listen to them. [Mentors] allow our students to have a voice, and when you are 6 or 7 years old, that means a lot."

Montelongo understands the value of listening to his mentees. He said that sometimes parents are so busy working and providing a good home that they can't sit and really listen to their children talk about their day.



Ted Montelongo reviews spelling lessons with Manuel Castillo during a mentoring session.

"Parents today have so many demands placed on them that it's hard for them to just sit, relax, and have a conversation with their children," he said. "It's our 'job' to listen and assist in any way possible."

Montelongo encourages all mentors to get to know the youth, as well as the communities they come from. He said that understanding the culture of the children being mentored is important. Yet the most important requirement of a mentor is, of course, commitment. Montelongo advises potential mentors to make sure they follow through with their promises.

"I guarantee that if you meet with a kid at least two or three times, you'll be hooked for life," he said. "Your biggest reward will be the joy on that kid's face when you walk in the door. There is no other feeling like it." 

DEFY Phase I



Introduction

DEFY is a prevention program and a catalyst for increasing community participation in and commitment to youth development. DEFY volunteers work with youth aged 9 to 12 through a 1-year multiphased program to help them develop the character and confidence to engage in positive, drug-free lifestyles. DEFY Phase I is a summer camp program that helps youth develop valuable life skills such as leadership, team building, conflict resolution, and goal setting while building self-confidence.

This section includes testimonials from sites new to DEFY (Brownsville, Louisville, and Texarkana) and from sites well practiced in DEFY programming (East Dallas, New Orleans, and Wilmington). All DEFY camps are unique, but each DEFY staffer and volunteer has one belief in common—that mentoring is one of the best ways to help kids stay drug-free. In this section, DEFY Coordinators offer their challenges, their rewards, and their advice to all readers and all sites interested in the DEFY program.

Steps to Establishing a DEFY Camp Program

- 1. Identify a military partner.** Your military partner is necessary to keep the military character of the DEFY program. The U.S. Navy created the DEFY curriculum in partnership with the U.S. Department of Justice; your military partner plays a vital role in the implementation of the curriculum, including physical fitness and instruction of classroom units. Phase I of the program (the summer leadership camp) should take place at a military facility.
- 2. Designate a DEFY Coordinator and Assistant Coordinator.** The DEFY Coordinator should be on the staff of the U.S. Attorney's Office. The Assistant Coordinator should be someone who works in an agency that has liability coverage (the police department, city or Federal government, etc.). The military point person will work closely with these two coordinators.
- 3. Register the Coordinator, Assistant Coordinator, and the military point person for the Weed and**

Seed DEFY 2001 Training to be held January 28–31, 2001 (details to come). DEFY leaders must attend the entire conference.

- 4. Execute a Memorandum of Understanding (MOU).** The MOU outlines the roles and responsibilities of each of the supporting parties. The U.S. Attorney's Office DEFY contact and the commander of the partnering military unit must sign the MOU.
- 5. Discuss funding with the Administrative Officer and Budget Officer in your agency.** The DEFY program is funded through the U.S. Attorney's Weed and Seed Fund, which is available for the discretionary use of the U.S. Attorney. The DEFY Coordinator should meet with the Budget Officer early in the planning process to determine district procedures.

Questions related to DEFY should be directed to Louise Lucas, EOWS DEFY Program Manager, by phone at 202-616-1152 or by e-mail at lucas@ojp.usdoj.gov.

First Try a Success for Brownsville Weed and Seed

Rose Gomez
Weed and Seed Site Coordinator
Brownsville, Texas

Brownsville, Texas, Weed and Seed held its first solo Phase I DEFY Camp at the South Padre Island U.S. Coast Guard Station, Sunday, June 4, through Friday, June 9. In 1999, the site partnered with the neighboring Galveston, Corpus Christi, and Houston Weed and Seed sites to coordinate one camp. For its solo effort, the site secured full support from partners in the local U.S. Attorney's Office, the U.S. Coast Guard, the Cameron County Juvenile Probation Department, and the Border Patrol Explorer's Program. Overall, Brownsville Weed and Seed was very pleased with its Phase I and offers this candid insight into a first-year DEFY experience.

Not Too Big . . .

Brownsville Weed and Seed kept its first-ever DEFY camp small, hosting 10 youth from the target area who had been referred by the Cameron County Juvenile Probation Department. These children were not necessarily delinquent, they just needed positive role models and encouragement to build self-esteem. Weed and Seed staff hoped the DEFY program would help deter the youth from sinking deep into the juvenile justice system. DEFY volunteers came from the local target area—teachers, attorneys, juvenile probation officers, and college students. Eight high school students from the Border Patrol Explorers Program volunteered as junior mentors and provided emotional

and moral support for the younger students, which was particularly helpful when some got homesick midweek.

Location, Location, Location!

Camp began on Sunday evening, when two vans transported the youth from the Weed and Seed site in Brownsville to the South Padre Island U.S. Coast Guard Station, about 30 minutes away. On that first evening, the campers were given direction and orientation by U.S. Coast Guard officers. Tents were set up and assigned, and lights were out at 10 p.m.

The campsite was ideal because it provided plenty of outdoor space plus an indoor facility large enough to accommodate everyone. The campsite and the Coast Guard station were close enough to each other for the children to walk back and forth, reducing transportation costs. The week was warm and muggy. When the first afternoon of camp was interrupted by heavy showers, the campers and volunteers broke down the camp and relocated to the Explorer Post's recreation room, conveniently located nearby.

Camp Unsweetened . . . Please!

The Coast Guard officers took charge of nutritional details for the first 3 days. Soda, chips, and candy were banned from camp, and children



were given the choice of water or milk with each meal.

Banning the sugar-filled treats from the camp cut down on hyperactivity and complaints of stomach pains.

Lights, Camera, Action!

Thanks to the media-outreach work of Norma Lacy (U.S. Attorney's Office for the Southern District of Texas) and staff from the Brownsville Weed and Seed site, media representatives were at the camp every day. Local media were given a press release providing dates, directions, and contact information for the DEFY camp. Reporters and photographers came from two local newspapers, local talk radio, the Associated Press, local television, and even the U.S. Hispanic television station Univision. Camp participants were interviewed, photographed, and filmed as they went through the DEFY curriculum and physical activities, toured a Coast Guard helicopter, learned seaman skills, and participated in flag raising.

Camp participants collected quickly and without much prompting on graduation day, knowing the day was to include a trip to South Padre Island's Jeramiah Water Slide. Vans were secured to transport the DEFY youth, Border Patrol Explorers, and volunteers from the camp to the water park and—after graduation

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Texarkana Hosts Its First DEFY Phase I

Kenya Buffington-Golden
Weed and Seed Coordinator
Texarkana, Arkansas

 Texarkana Weed and Seed held its first DEFY Phase I Summer Leadership Camp at the Southwest Center (a Texarkana, Texas, Parks and Recreation Facility) from July 31 to August 4, 2000. The camp was a joint effort by the Texarkana, Arkansas, and Texarkana, Texas, Weed and Seed sites with the support of the U.S. Attorney's Offices for the Western District of Arkansas and Eastern District of Texas and the U.S. Marine Corps. Forty children (20 from each State) between the ages of 9 and 12 attended the week-long camp.

The selection process for youth participants went very smoothly. A brief DEFY presentation was given at the Safe Haven Summer Camps in Arkansas and Texas, after which the Safe Haven staff recommended and referred youth to DEFY coordinators. Miller County Youth Services in Arkansas also recommended and referred youth to the camp. Youth were selected on a first-come, first-served basis. Most of the youth who participated came from the Weed and Seed target areas.

On the first day of camp, youth were picked up from the Safe Havens in both sites by assigned Weed and Seed Officers from the Texarkana, Arkansas, Police Department and transported to the Southwest Center for breakfast, followed by an orientation, during which camp rules were reviewed. (Arkansas used rental vans for youth pickup; Texas collaborated with the Texas Independent School District for use of a school bus and

driver to pick up youth.) Officers from both sites taught the campers various classes, including

- Find Someone Who: an exercise to help youth meet other youth and begin forming healthy friendships.
- Build Up and Put Down: an exercise to help youth identify how the behaviors of others affect them and how theirs affect others.
- My Own Coat of Arms: an exercise to encourage youth to identify qualities and characteristics about themselves of which they are proud.
- Solving Conflicts: an exercise to help youth recognize effective, nonviolent methods to respond to conflict situations.
- My Board of Advisors: an exercise to encourage youth to identify traits they admire in others and to use positive role models when they need support.
- Bag of Tricks: various activities that youth enjoyed during "fun time."

These curriculum units were introduced to site representatives who attended the DEFY Train-the-Trainer Conference in Reno, Nevada, in spring 2000. Further instruction was provided by the Drug Demand Reduction Task Force. The youth enjoyed all aspects of the DEFY curriculum, especially the Landing Zone, a team-building exercise; the ropes course, another team-building exercise; and physical training.

Camp leaders and mentors noticed one thing across the board—the youth enjoyed simply being outside and burning up energy!

On Tuesday, Wednesday, and Friday, the DEFY campers started the day with physical training led by volunteers from the U.S. Marine Corps. Wednesday's activities included Ready Set Go (to identify strengths and bad habits and to help the youth set goals) and Resistance Skills and Drug Resistance Skills (to introduce youth to negative behaviors and concepts related to drug, tobacco, and alcohol use). DEFY coordinators felt that it was imperative to the Weed and Seed effort to invite Steering Committee members to the DEFY camp to meet the youth involved with the program. On Wednesday, members of the T-BON (Taking Back Our Neighborhood) Weed and Seed Steering Committee (for Texarkana, Arkansas) joined the youth for a spaghetti lunch served by members of the Lonoke Baptist Church, a community church located in the T-BON area. The day wrapped up with a field trip to College Bowl (a bowling alley), where the youth bowled two games and had a snack.

Thursday morning began at the Living Hope Rehabilitation Center Ropes Course. DEFY participants were divided into four groups to participate in physical activities designed to enhance personal and team confidence and performance and to build trust and open communication within groups. In the afternoon, the

camp was visited by speaker Vincent Gamble, a recovering drug addict. He spoke about how drug addiction came into and almost took over his life, and how he overcame it. Gamble's testimony not only brought the reality of drug use to light for the youth but also emphasized the importance of having a positive attitude and believing in oneself.

Units on drug resistance consisted of the Low Down on Marijuana and Inhalants, a look into the basic facts about the dangers of marijuana and inhalant use; Maggie's Story, a rehearsal in saying no when pressured to use drugs; and Natural High, a presentation of positive images of living drug-free.

After breakfast on Friday, the Marines conducted the morning's physical training, followed by the educational units Say No, providing youth with strategies to use when they find themselves in situations where they are being pressured to do something

they do not want to do, and Better Things To Do, encouraging youth to identify activities they enjoy and those they would like to try in the future.

Later that day, youth enjoyed a lesson on snakes and fossils taught by Bill King from Texarkana Water Utilities, who brought live snakes and fossils for the children to touch. That afternoon, the youth went on a field trip to the Northeast Texas Restitution Center, a facility that houses men 18 years and older who have been in trouble with the law. The DEFY Phase I graduation ceremony was held after the field trip. Certificates and backpacks containing school supplies and hygiene items were presented to DEFY participants. After the ceremony, graduates and their families were served a barbecue dinner by volunteers from the Mt. Grove Baptist Church, a community church in the T-BON area, and a cake featuring the DEFY logo.

After completion of DEFY Phase I, the Coordinator, volunteer staff, and others held a DEFY evaluation session to discuss the positive and negative aspects of the camp. More than 50 items were reviewed and listed for consideration in planning DEFY 2001. The first year proved to be a great learning experience for both Weed and Seed sites.

The Texarkana DEFY 2000 camp demonstrated that if a site is committed and determined, it can coordinate a positive mentoring program for youth by being flexible and forming partnerships with community stakeholders. The Texarkana DEFY program would not have been so successful without the generous contributions of volunteers, partnering agencies, and the business community. With the strength of these partnerships behind the program, Phase II will be as exciting as Phase I. 

First Try a Success for Brownsville Weed and Seed

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and lunch—back to the Brownsville Weed and Seed site.

The Brownsville DEFY Phase I experience required much preparation and an unbelievable amount of support. By participating in DEFY, Brownsville Weed and Seed has built a friendship and working relationship

with stakeholders for the benefit of community youth. It doesn't get any better than that! For more information on Brownsville's first-year efforts, please call 956-504-9793 or send an e-mail to rgomez@co.cameron.tx.us. 

What do Bill Cosby, Brad Pitt, Michael Jordan, President Clinton, Jackie Joyner-Kersee, Martin Sheen, and Denzel Washington have in common? They are all alumni of the Boys & Girls Clubs of America, which had its beginnings in 1860. Several women in Hartford, Connecticut, believing that boys who roamed the streets should have a positive alternative, organized the first Club. A cause was born. Visit www.bgca.org/.

Attention Coalitions: NEED FUNDING?

Start planning for the **FY 2001 Drug-Free Communities Support Program** funding opportunity, sponsored by the Office of Juvenile Justice and Delinquency Prevention and the Office of National Drug Control Policy. To learn more and order the application package, visit ojdp.ncjrs.org/dfps/index.html.

Louisiana National Guard DEFY Program 2000

Capt. John-Michael Wells

Louisiana National Guard Counterdrug Task Force

New Orleans, Louisiana

The Louisiana National Guard conducted its third residential DEFY summer camp at Jackson Barracks in New Orleans, Louisiana, August 7–11, 2000. The Louisiana National Guard's DEFY program is a joint effort among the U.S. Attorney's Office for the Eastern District of Louisiana, the Louisiana National Guard Counterdrug Task Force, and the Washington Artillery, the oldest and most decorated unit in the Louisiana National Guard.

On Monday morning, 32 boys and girls said goodbye to their parents and boarded a military bus headed for DEFY camp—5 days of intensive training, discipline, adventure, and a lot of learning. Twenty minutes later, the bus entered historic Jackson Barracks on the banks of the Mississippi River—just 2 miles from the site of the Battle of New Orleans. When the youth got off the bus, they

were grouped into three squads. Each squad then continued onward to meet the soldiers who would guide them for the next 5 days.

In addition to the DEFY curriculum, the Louisiana National Guard camp participants learned many life skills through extensive experiential education. At the Pelican State Starbase classroom, a National Guard pilot taught the children the basics of flight, compass navigation, and flight instruction. The pilot then led them through a flight simulator, where the children were able to "take off and fly" a single-engine aircraft over the New Orleans skyline and back to a safe landing. Then, with the aid of Fatal Vision goggles (designed to give the feeling of alcohol-related impairment), children went through an exercise that showed the difficulty of controlling motor skills and senses. Each squad then had to design a safety restraint system for a raw

egg "passenger" riding a "space shuttle" on a crash course into a wall; there were minor injuries and one fatality, but most eggs survived the ordeal.

On Thursday, the children and their mentors



A DEFY participant takes time to list her personal goals for the program.

boarded the bus for a full-day trip to the Gillis Long Center in Carville, Louisiana, where the children had to overcome the obstacles of the National Guard Ropes Challenge Course. Although guided by trained facilitators, youth had to rely on their own communication, teamwork, planning, and leadership skills to complete the obstacles. After lunch, youth overcame individual fears and limitations by rappelling from a 30-foot tower under the watchful eye of a rappel master and their squad leaders.

By graduation on Friday, both the youth and the camp staff experienced bittersweet moments of saying goodbye to new friends while looking forward to the adventures to come in Phase II. 



DEFY youth test their endurance and teamwork skills on the National Guard Ropes Challenge Course.

First Timers Bring DEFY to Louisville Neighborhoods

John Hall

Weed and Seed Program Coordinator

Louisville, Kentucky

Youth from the Smoketown and Shelby Park neighborhoods in Louisville, Kentucky, participated in a week-long Phase I DEFY camp July 10–14 at Otter Creek Park's Camp Tall Trees. The camp is located near Fort Knox, about 40 miles south of Louisville. The Smoketown/Shelby Park DEFY program is a partnership among Weed and Seed, the city of Louisville's Department of Neighborhoods, the Kentucky National Guard, and the U.S. Attorney's Office for the Western District of Kentucky.

Volunteers from the National Guard facilitated team-building exercises, conflict resolution training, and drug education and gang awareness classes for youth participants. Youth were divided into teams and spent the week learning to work together,

study together, and play together. Youth also had the opportunity to test their physical endurance with activities such as rock climbing, canoeing, nature hikes, and swimming.

When asked by a local reporter what he learned during the DEFY camp, 12-year-old camp participant Antonio Williamson said, "We learned that you shouldn't join gangs because once you're in, you're in for life."

Phase II of the DEFY program, which began in the fall, consists of one-on-one mentoring, with activities that focus on topics of concern identified by participants at the summer camp. Programs take place at the House of Ruth, a local facility that helps individuals and families living with HIV and AIDS. The facility, located in Shelby Park, includes a gymnasium, classrooms, and a community room.

Smoketown/Shelby Park DEFY grew out of a joint effort by the Law Enforcement Community Coordinator from the U.S. Attorney's Office for the Western District of Kentucky and a Recreation Specialist from the Weed and Seed neighborhoods. Together, they attended the DEFY Train-the-Trainer Conference in Reno, Nevada, in early spring 2000. They secured the tools they needed to get the local site involved in DEFY. Much hard work and commitment was needed to pull the program together, but the dedication of the many partners made DEFY a success for the 40 Louisville youth who participated. 

On behalf of EOWS, I wish to thank the following U.S. Attorney's Office representatives who made up the Weed and Seed DEFY Program Management Guide review team. Your endless contributions and dedication to DEFY are applauded by the entire Weed and Seed community.

—Nancy Ware, Director of Training and Technical Assistance, EOWS

Will Daniels
Middle District of Florida

Grace Denton
Central District of California

Dan Drake
District of Arizona

Mary Jane Lattie
Eastern District of Louisiana

Carol Neylan
District of Delaware

Alvin Overbaugh
Southern District of Iowa

Fred Rocha
Northern District of California

A 1996 study by Pennsylvania State University showed the DEFY program produced measurable positive outcomes in drug and alcohol knowledge and resistance skills, social behavior, and gang attitudes.

DEFY 2000 Camp Rapture!

Carol Neylan

Law Enforcement Community Coordinator
U.S. Attorney's Office for the District of Delaware

Phase I of the Wilmington, Delaware, Weed and Seed DEFY program—DEFY 2000 Camp Rapture—was held at the Delaware National Guard's Bethany Beach training site. From Monday, August 7, through Friday, August 11, the training facility served as the exclusive home for 40 spirited campers from the Weed and Seed target area in Wilmington and staff from the Delaware National Guard, U.S. Attorney's Office for the District of Delaware, Wilmington Police Department, and Weed and Seed agencies. Campers stayed together for 4 nights and 5 days to complete DEFY Phase I.

The week included instruction in conflict resolution, drug education, gang resistance training, personal hygiene, team-building skills, and

low-level ropes course instruction. Campers took field trips to the Dover Air Force Base and U.S. Coast Guard facility and spent afternoons swimming in the Atlantic Ocean at Dewey Beach State Park. Monday evening, the campers and counselors participated in their first Camp DEFY scavenger hunt, which allowed the teams to become familiar with the base, build team sportsmanship and team spirit, and design team flags.

The highlight of the week was the graduation ceremony on Friday, August 11, attended by parents, family, and friends of the campers. Each camper received a certificate of completion, and everyone gathered for lunch before going home.

When planning a DEFY program, it is crucial that coordinators remember mistakes from past years and build on what has worked. DEFY



The Delaware National Guard brought a Recruiting Humm-Vee and helicopter to DEFY camp on August 8, 2000.

2000 was Wilmington Weed and Seed's fourth annual DEFY camp, and each year DEFY staff have been able to draw on past experiences to enrich the camp. For example, the scavenger hunt held on the first night of camp was introduced as an activity to "break the ice" and promote team-building—and it was a delightful success.

The success and energy of Phase I has both mentors and youth excited about Phase II. So far, coordinators have planned a Halloween hayride, a holiday party, and trips to Philadelphia, Pennsylvania, and to the theater and museums located in Delaware. For more information on Wilmington's Camp Rapture, please send an e-mail to Carol Neylan at carol.neylan@usdoj.gov.



Staff Sgt. Sandra Johnson assists Tyler Scott through the low-level ropes course.

East Dallas Weed and Seed's DEFY Leadership Camp 2000

Polly Weidenkopf
Weed and Seed Site Coordinator
East Dallas, Texas

During East Dallas, Texas, Weed and Seed's DEFY Leadership Camp 2000 in June, 42 children got a taste of military life when they and 42 counselors from the U.S. Air Force, Marines, Army, and Navy ate in the chow hall and slept in tents at the marina of Fort Worth's Naval Air Station, Joint Reserve Base.

Campers observed morning colors, marched in formation, and visited the 201st Fighter Squadron—the campers' favorite activity. After trying on helmets in the flight equipment room, the children marveled at the inside of the cockpit of an FA18. In the control tower, campers learned about the "behind the scenes" action of flying.

Later, a member of the Fort Worth Police Department Mounted Patrol stopped by, and the children stroked the horse's nose while the officer explained how he takes care of the animal and how she aids him in his police duties.

DEFY participants were selected from each of the three Dallas Weed and Seed sites, as well as the Fort Worth site. The collaboration gave youth the opportunity to meet and interact with youth from neighboring communities while learning skills for achieving their life goals. For many of the mentors and other volunteer staff, the most enjoyable aspect of the camp was seeing how the kids changed in just 1 week as



East Dallas Weed and Seed DEFY campers line up after morning colors.

they gained discipline and the ability to work as a team.

On the last night of DEFY camp, youth and counselors demonstrated what they had learned in a talent show featuring skits about how to say no to drugs and what to do if a friend heads down the wrong path. Other acts included joke telling, country singing, and breakdancing.

On graduation day, proud parents craned their necks to spot their children as campers marched in carrying their team flags. Each DEFY member was called by name and presented a certificate by Capt. C.O. MacDonald, USN, Base Commander, Joint Reserve Base, and Paul Coggins, U.S. Attorney for the Northern District of Texas. Afterward, everyone enjoyed a Texas barbecue and said goodbye to their favorite counselors and new friends.

DEFY coordinators hosted a reunion picnic for all DEFY campers, their

families, and mentors on September 29 to serve as a kickoff for DEFY Phase II. The Weed and Seed sites and volunteers are looking forward to partnering together for a very successful school year. For more information on the East Dallas DEFY program, please send an e-mail to Polly Weidenkopf at weedseed@swbell.net.



Johnny Howard wears a pilot helmet during the camp visit to the 201st Fighter Squadron.

DEFY Phase II



Introduction

Participants who successfully complete, or "graduate" from, DEFY Phase I in the summer go on to participate in Phase II, which begins with the school year. Phase II introduces a more intense level of mentoring by involving youth in regularly scheduled activities with mentors and staff. Activities include tutoring, positive reinforcement through group mentoring, interactive workshops, and field trips. Phase I submerges participants in daylong activities in a positive camp environment. Phase II introduces scheduled mentoring activities over several months.

Phase II is the more difficult phase for DEFY Coordinators. It requires planning for the entire school year, including holidays and weekends. No national curriculum is provided for Coordinators to adhere to, as in Phase I, and maintaining a committed staff base as energetic and available as in Phase I is a challenge. The support structure can often be jeopardized, if not substantially depleted, as volunteers and staff attend to other commitments.

Peer mentoring is essential in Phase II programming. The DEFY Train-the-Trainer Conference, to be offered January 28–31, 2001, will address this need in more detail. For this section, In-Sites invited a few DEFY masterminds to offer their approaches to Phase II and the DEFY program as a whole.

Keys to Success: Making a Difference Through Effective Mentoring Strategies

William C. Daniels
Law Enforcement Community Coordinator
U.S. Attorney's Office for the Middle District of Florida

To stand up for what is right in the face of opposition, to reach out to others in their hour of need, to work passionately at making a difference is to be the kind of person who can change the world.

—Frederick Douglass

Some things are constant when we examine prudent strategies for our promising youth: no successful human development process

can exist without positive interactions and quality relationships between the past and the future, between adults and youth. Here, we can make a difference!

Phase I DEFY provides the backdrop necessary to instill in our youth structure, order, and discipline. Yet, these factors are only the basis for the greater opportunities to come. Phase II tests the will, character, and

commitment of everyone involved in this youth movement. In Phase II, we have the opportunity to bestow our greatest gift—mentoring. This phase, deemed by many to be crucial, provides the keys for lasting success.

With seven DEFY sites in the six counties of central Florida, mentoring strategies often vary but result in

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Mentors Are Where You Find Them

Dan Drake

Executive Assistant U.S. Attorney for the District of Arizona
Phoenix, Arizona

Phoenix DEFY Coordinators didn't expect to partner their camp with any other local youth group when they started the Phoenix DEFY program 4 years ago. They planned to follow the traditional procedure for DEFY: serve selected children in the Weed and Seed target area. When DEFY staff researched campsites, Camp Shadow Pines in Heber, Arizona, proved to be the perfect location; however, it was too large for the group to fill to capacity. Coincidentally, another small group was interested in the camp facility—the Dobson High School Marching Band from Mesa, Arizona, which needed practice space but had too few members to fill the camp space. After some consideration, both groups decided to jointly camp at Camp Shadow Pines in summer 1996.

At first it was odd having a band marching and its energetic music echoing through the Ponderosa pines as counselors and DEFY leaders talked to Weed and Seed kids about resisting drugs and gangs. However, counselors quickly realized that the DEFY youth were gaining more from the experience than had been anticipated.

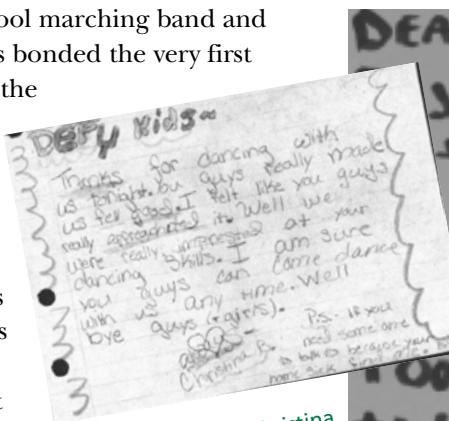
Just as the band members had instructors teaching them marching formations, the DEFY youth had National Guardsmen helping them with their formations. The exposure to older disciplined youth who didn't drink or smoke and who had positive attitudes provided a level of mentoring never expected by DEFY Coordinators.

The high school marching band and the DEFY kids bonded the very first summer, and the

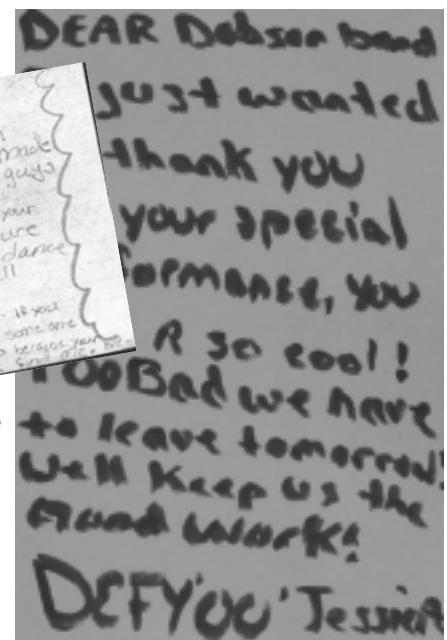
joint camp has been repeated each summer since 1996. The members of both camps may change each year, but the dedication they have to each other and the mutual support they share

has remained consistent through the years. Although both groups have their own schedules at Camp Shadow Pines during the day, they usually come together for evening activities—band members often serenade the DEFY campers, surrounding the youth with their music and dance. Band members also take part in the evening DEFY flag ceremonies, complete with a traditional flag folding. The band members bring to the DEFY camp an enthusiasm and team spirit that may be a new experience for DEFY participants, who are fascinated with the showcased musical arts. One DEFY 2000 camper, Jessica, wrote a thank-you letter to the Dobson High School Marching Band.

What makes the Phoenix DEFY camp such a different experience for the youth is the palpable feeling that someone else wants them to do well and succeed. They feel important to each other, because the success of



DEFY 2000 camper Christina B. wrote this thank-you note to the Dobson High School Marching Band.



DEFY 2000 camper Jessica wrote this thank-you note to the Dobson High School Marching Band.

their skits and games depends on everyone in the group. Of course, their families love them, but at DEFY camp there are strangers in National Guard uniforms who really seem to care about these kids and how they do. DEFY youth feel that they matter to the high school marching band members, too.

Phoenix Weed and Seed could not have designed a better way to give DEFY campers exposure to positive role models. Intended or not, the high school marching band members are superb mentors for the DEFY kids. As the note from Christina B. shows, the band members even offer counseling services if the campers feel homesick. Who could ask for more? 

The Main Ingredient for Phase II Success Is Partnership

Marcia Roberts

Tucson Weed and Seed Coordinator

Tucson, Arizona

For Tucson and South Tucson, DEFY Phase I is merely the beginning of a year of fun, education, and partnership. Phase II is when the real excitement comes into play.

Tucson and South Tucson are separate Weed and Seed sites located within a few miles of each other. They have different needs, different issues, and different ways of doing business. Nonetheless, for the DEFY program, they work together.

The 2000 program represents the second year the two cities have united to coordinate one DEFY program. Both sites already know this year's program is going to bring positive results for youth and adults alike.

The main ingredient for Phase II success is partnership. Key partners in the Tucson/South Tucson DEFY program are the Arizona National Guard, the city of Tucson Police Department, the city of South Tucson Fire Department, Tucson Parks and Recreation, Project Yes (a local organization that offers tutoring and mentoring to students, a sports league, a youth council, and parent-to-parent workshops), and the youth participants from Phase I. Resources include funding from Weed and Seed, the Kmart Kids Race Against Drugs, and local donations.

Last year's DEFY graduates entered into a new role as junior facilitators—support staff—for this year's Phase I camp. These youth now help set up Phase II events, assist during activities, and act as mentors to new

DEFY youth. Not surprisingly, the junior facilitators love taking on such responsibilities after learning leadership and other skills during Phase II of their own DEFY year. Last year's graduates are looked up to by new DEFY participants as the mentors and natural leaders they themselves may become.

Planning for Tucson/South Tucson Phase II began at the Camp Reunion and Parent/Youth Orientation on Saturday, September 23, 2000. After a meal, a volleyball game, and viewing videos and photos from the camp program (Phase I), everyone began creating an action plan to be carried out during the school year (Phase II). Led by the Arizona National Guard Drug Demand Reduction Unit, the youth and their parents learned about Phase II concepts. Each camper was encouraged to think of two activities he or she would like to do during Phase II. Campers wrote their ideas on a "planning wall." Ideas ranged from fun to serious. On the silly side, participants requested both more push-ups and less push-ups, and on the more serious side were a dozen requests to perform some form of community service. In between were suggestions for educational trips and recreational activities. At the end of the exercise, several parents asked to participate in the monthly DEFY events. Permission granted!

With only a year for the program and dozens of suggestions, the number of activities that can be carried out is limited. Some popular suggestions



A youth writes ideas on the "planning wall."

for activities are related to seasons or holidays. A few involve out-of-town travel, making budget a big consideration.

The DEFY Phase II program will continue to evolve throughout the year. Ice skating, community service activities, a sleep-over at the Armory, and more activities are planned, the best being a 3-day trip to the Grand Canyon. By the end of the program, Tucson and South Tucson's DEFY campers will have had a range of educational and recreational experiences.

By providing DEFY youth the opportunity to learn from past-year DEFY graduates and allowing them to see that their thoughts, actions, and suggestions have a place at DEFY and are respected, these youth learn to be excellent leaders. Coordinators witness the transformation from young DEFY students to focused and more developed young leaders.

For more information on the Tucson/South Tucson DEFY program, contact Marcia Roberts at 520-791-5329. 

Atlanta, Georgia

Hon. Deborah S. Greene of the Atlanta Municipal Court was honored June 23, 2000, by the Judicial Section of the Atlanta Bar Association with the 10th Annual Hon. Romae Turner Powell Judicial Service Award, presented annually to the judge who has made the most significant contributions to the judiciary by his or her work in the Judicial Section. Judge Greene serves in the Drug Court Division and has greatly facilitated the success of the drug treatment/referral component of Community Court in Atlanta. The award was presented at the Section's annual Installation Luncheon at the Ritz-Carlton Atlanta.

"Her exemplary caliber of judicial service is reflected in her commitment to providing contemporary justice for persons who would be otherwise trapped in an unending cycle of drug-related despair," said Judge William Riley, Jr., Presiding Judge, Atlanta Municipal Court, Community Court Division.

Freeport, Illinois

Southern Bell Corporation (SBC) and the National Crime Prevention Council (NCPC) presented the annual SBC Awards of Excellence at the NCPC National Conference in Washington, D.C., held in September 2000. One of the six honorees was Weed and Seed's own Tracy Johnson, recognized for his many community works, including the Freeport Weed and Seed initiative and partnerships formed with foundations, schools, and businesses to better the quality of life for the residents of Freeport. As President of the Martin Luther King Community Services of Illinois, he also runs a large community center.

Sagadahoc County, Maine

On May 16, 2000, Rev. Greg Vinson was nominated and selected as a STAR AWARD recipient by Volunteers of America. The award honored volunteers who have shown "There Are No Limits to Caring." Their contributions to their communities have made them better places to live, work, and play.

Nominated by Bath Police Chief Peter Lisanecz, Reverend Vinson was presented the award during a ceremony at the State Capital in Augusta, Maine, with a reception that followed at the Governor's residence. In addition to his responsibilities as a pastor for the Elim Assembly of God congregation in Bath, Maine, Reverend Vinson, a committed volunteer, finds time to support many other needs in his community.

As Vice Chair of the Executive Council (steering committee) for Sagadahoc County Weed and Seed, he is always an advocate in community efforts to reduce violent crime and drug abuse and target neighborhoods in need of help. Reverend Vinson also serves in unpaid volunteer



Rev. Gregory Vinson with son David-Michael, daughter Ruth-Anne, and wife Mary.

positions on boards of 12 other area committees. Truly committed to strengthening his community by volunteering his expertise, time, and energy, he sets a wonderful example by demonstrating that individuals can make a difference in their communities. In addition to other volunteer work, Reverend Vinson is proud to serve as the Bath Police Department's Chaplain. 

EOWS announces the **Weed and Seed 2001 National Conference Theme Contest!**

Weed and Seed will be celebrating its 2001 National Conference in Philadelphia, Pennsylvania, and EOWS needs your help deciding on a conference theme! Collect suggestions from your neighborhood and Weed and Seed partners and submit them to EOWS (see page 2 for EOWS contact information). Suggestions should be appropriate for the Weed and Seed audience, reflective of our mission and/or the conference host city, and concise. Winners will be compensated for their creative input; at this time, the award has not yet been determined. For more information on the **2001 National Conference**, visit www.ojp.usdoj.gov/eows.

CONFERENCE CORNER

As more and more statewide Weed and Seed conferences are being coordinated, EOWS encourages sites across the country to take advantage of the opportunities for networking and peer mentoring that local meetings offer.

The benefits of these local meetings have been widely recognized, even outside the Weed and Seed family. In-Sites offers this letter from the National Crime Prevention Council's President and CEO, Jack Calhoun, who delivered the keynote address at the first Arizona statewide Weed and Seed conference.

At the invitation of Dan Drake, Executive Assistant U.S. Attorney for the District of Arizona, I had the honor of keynoting Arizona's first annual statewide Weed and Seed Conference on July 16, 2000. Dan has asked me to summarize my experience during the first day of the conference.

The meeting served as a powerful reminder of the benefits of grassroots collaboration. On a personal level, the conference also had a deep impact:

- It brought home the wonderful memories of one of my very first jobs—as a staffer in the community mobilization section for Boston Community Development, one of the initial efforts in the war on poverty in the mid-1960s.
- It underscored my agency's deep and abiding commitment to expand its work in the Nation's crime-besieged neighborhoods.
- I realized once again that under policy, under program, under principle lies the single most important generative aspect of our work—the passion and commitment of people like Helen Trujillo, President of the Garfield Organization.

The Arizona conference brought together the richest array of participants imaginable—residents; representatives from local, State, and Federal government; housing representatives; members of law enforcement; the elderly; health and economic development leaders; school staff; and members of the faith community. The meeting provided a forum to share information about programs under way and those on the drawing board and underscored essential principles for community building: developing partnerships, creating ownership and trust, establishing common goals, motivating participants, listening, “walking the walk,” spurring neighborhood action, getting political, and being open to doing business a different way.

Weed and Seeders, I thank you for your beliefs and for your work. You inspire me. You are an inspiration for our country.

Jack Calhoun

President, National Crime Prevention Council

Keys to Success: Making a Difference Through Effective Mentoring Strategies

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consistent and measurable success. Building strong mentors means recruiting “volunteers who want to be there,” said Dr. Stephen Boyer of the Lakeland Police Department. “We only want mentors who have the desire to make a difference in the lives of our youth. No one is ordered, directed, or pressured into this assignment.” When asked to

provide a few more keys to ensure an effective mentoring phase, Dr. Boyer cited the following:

- *Leadership*—Have a strong commitment to the program from day one.
- *Contacts*—Involve individuals within your agency who can bring additional resources to the program,

ensuring that quality activities are available for both youth and mentors.

- *Promotion*—Schedule separate camaraderie activities for the mentors, independent of the youth/mentor activities.

In the Jacksonville Sheriff's Office, Officer Ken Jefferson coordinates his group of mentors with a high level

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As with any modern-day trend, the Internet is pushing the mentoring movement to new levels. In recent years, “telementoring programs” have surfaced as an increasingly popular way to link the community to the classroom, so much so that Internet service providers are openly soliciting members to devote a few hours a week to their telementoring projects. In addition, thanks to the World Wide Web, word is spreading quickly about mentoring programs that have recently proved themselves worthy of national recognition and modeling.

For this issue of *In-Sites*, Web Sight researched a few resources available on the Internet to help readers get a

handle on what mentoring is all about and encourage them to get involved in mentoring in both their schools and their communities.

The National School Network and Mentor Center™ Software. Mentor Center Software is free and enables teachers, students, and mentors to work from their own Internet-connected computers using their own browsers and e-mail programs. To see how it works, the Web site offers visitors the opportunity to “try it out.” Users will receive a temporary, fully functional Mentor Center account, allowing them to send work as students and review it as mentors. Visit the National School Network at nsn.bbn.com/ to learn more.

The National Mentoring Center, funded by the Office of Justice Program’s Office of Juvenile Justice and Delinquency Prevention, maintains a Web site complete with forms for use in developing a mentoring program. Sample Mentor Application, Mentor Reference Check, Volunteer Interview, Mentor Preference, Mentor Profile, Mentee Profile, Parent Permission, Mentor Activity Log, and Teacher Referral forms have been developed by the Center and are not copyrighted. They may be used directly or as guides for developing

your program’s own forms. The Web site is also a valuable tool, providing articles by mentoring experts on topics such as Gender Issues in Mentoring, Tapping a New Volunteer Pool, Top 10 Reasons Why Agencies Should Begin School-Based Mentoring Programs, and dozens more. Visit www.nwrel.org/mentoring/.

Both folks unfamiliar with the mentoring concept and mentor professionals will find the Web site of the **National Mentoring Partnership** a precious resource. The site provides the training, tools, and resources needed for an adult to become a responsible, committed, caring person in the life of a youth. An exhaustive list of tips and training exercises for mentors includes Teaching Your Mentee to Prioritize, Helping Your Mentee Manage Stress, and Dealing With Prejudice. Be sure to bookmark www.mentoring.org/.

Finally, Web Sight offers the **Department of Justice’s Kids Page** at www.usdoj.gov/kidspage/getinvolved/, which links to some of the country’s most respected mentoring programs and provides information about getting involved in crime prevention, including how a volunteer can start mentoring immediately! Bookmark this site—it is updated frequently.

Keys to Success: Making a Difference Through Effective Mentoring Strategies

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of expectation from all who are involved in the process. A former police recruiter for the Sheriff’s Office, Jefferson explained, “We are not looking for résumé builders as mentors—those who show up just to put it down on paper and not do anything. We want people who bring something to the table.”

When interviewing potential mentors and volunteers, he poses the question, “What can you offer DEFY?” Noted for his ability to attract people from the Jacksonville retired community, Jefferson assigns everyone who volunteers a task.

How are DEFY strategies shared among central Florida sites?

Quarterly meetings at the U.S. Attorney’s Office provide DEFY Coordinators and mentors/volunteers from all seven sites the opportunity to unveil best practices and revamp ineffective policies—sharing the keys to changing the world.



EOWS NEWS

Weed & Seed

The DEFY Train-the-Trainer

Conference is just around the corner! The 3-day conference will take place in Phoenix, Arizona, January 29–31, 2001. Attendees will have the opportunity to network with practiced DEFY sites and learn about curriculum details and mentoring. For the past several months, EOWS DEFY Coordinator Louise Lucas and a team of U.S. Attorney's Office representatives have worked to revamp the *Weed and Seed DEFY Program Management Guide*. The new guide and curriculum will be available at the 2001 conference. Information will be featured in *In-Sites* and on the EOWS Web site as it becomes available.

At the **Creating Healthy Communities Conference** held in September in Miami, sites had the opportunity to meet EOWS Program Managers. EOWS recently reorganized geographic

assignments for Program Managers. A list of regional assignments is provided below for quick reference. For a complete listing of all EOWS staff, please visit www.ojp.usdoj.gov/eows/.

Welcome

EOWS welcomes a few new Program Managers to its roster. **Jonathan Faley** joined EOWS in April 2000 after serving as a Program Manager for the Drug Courts Program Office (DCPO) at the Office of Justice Programs. Jonathan has an M.S. in Administration of Justice from Shippensburg University and a B.A. in Administration of Justice from Pennsylvania State University. He also studied drug policy at the University of Leiden in the Netherlands. Jonathan currently serves on Federal working groups addressing

mental health and crime issues and corrections issues.

Before joining EOWS as a Program Manager in August 2000, **Geroma Void** served as a Grant Program Manager for 4 years at the State and Local Assistance Division of the Bureau of Justice Assistance. Geroma, a graduate from the University of Maryland Eastern Shore and Coppin State College with a B.S. and an M.S. in Criminal Justice, is in a Ph.D. program in sociology at American University.

Finally, **Dionne Johnson** joined EOWS in July 2000 but has been working for the U.S. Department of Justice since 1995. Before joining EOWS, she managed grants for DCPO and was a Policy Analyst at the Office for Community Oriented Policing Services (COPS). She has experience with several Department of Justice grant programs, including Drug Court Implementation, COPS Universal Hiring, MORE (Making Officer Redeployment Easy), and Combating Domestic Violence grants. Before joining the Federal Government, Dionne worked as a Budget Assistant in the Office of Research, Grants, and Contracts at American University. She received her master's degree in public administration and bachelor's degree from American University in Washington, D.C. 

Edison Aponte	202-307-3180	(CT, Eastern District of NY, MA, ME, RI)
Faith Baker	202-305-2586	(CA, NV, OR, U.S. Virgin Islands, WA)
Eric Chin	202-305-2723	(HI, IN, MI, MN)
Michael Connor	202-616-9384	(AK, IA, KS, NE, SD, WI)
Jonathan Faley	202-514-2350	(DE, NJ, Northern, Southern, and Western Districts of NY, PA)
Sharron Fletcher	202-305-2358	(AL, GA, KY, TN)
Robert Hendricks	202-305-1909	(LA, TX)
Erin Holbert	202-616-8158	(AZ, CO, MO, MS, UT)
Dionne Johnson	202-305-9003	(DC, FL)
Shannon Taitt	202-305-2356	(MD, NC, SC, VA, WV)
Geroma Void	202-305-7781	(AR, IL, MT, NM, OH, OK)



Mailbox

EOWS receives hundreds of queries from the field each month. Our Mailbox section provides a forum in which to answer questions and share comments. Via this shared line of communication, Weed and Seed sites can keep themselves informed and up-to-date—so we need you to participate! E-mail your questions and comments to askeows@ojp.usdoj.gov or mail them to EOWS, 810 Seventh Street NW., Washington, DC 20531.

Revising the DEFY Budget

"If our site comes in under budget for Phase I, are we allowed to transfer the unused funds into our DEFY Phase II budget?"

Pam Lightsey
Weed and Seed Coordinator
U.S. Attorney's Office for the Middle District of Georgia

Yes, sites may use unexpended funds from Phase I to support the activities of Phase II. However, a revised budget must be submitted to the EOWS DEFY Coordinator for

approval before Phase II funds can be used for Phase II (a separate Request Form does not need to be signed by the U.S. Attorney's Office).

The Phase I Final Report

"Is there an official form we need to use to do the Phase I final report, or do we write a narrative and provide numbers, etc.?"

Maura White
Portland Police Department
Portland, Oregon

There is not an official Phase I Final Report form. DEFY coordinators can prepare the report in any format, as long as it includes the following:

- Identification of the Weed and Seed site(s) involved.
- Date and location of camp (residential/nonresidential).
- A summary of the accomplishments, program success, lessons learned, and recommendations for improvement.
- A description of any incident or injury and how it was addressed.
- A description of any media coverage, with copies of articles if possible.
- A roster of staff, volunteers, and mentors.

Note: The purpose of the "lessons learned" segment is to identify strengths and weaknesses in the program design, daily schedules, etc., to use as a basis for improvements for future DEFY programming.



Senior Airman Rebecca Beal of Robins Air Force Base and Site Coordinator Pam Lightsey help prepare a nutritious breakfast for Macon's DEFY participants.

EOWS has a new Web site!

Visit the new Web site of the Executive Office for Weed and Seed, featuring an online conference calendar, funding opportunities, links to Weed and Seed sites, photos from the field, an all-new DEFY page, and much more!

The screenshot shows the homepage of the EOWS website. At the top left is the U.S. Department of Justice seal and the text "U.S. Department of Justice" and "Office of Justice Programs". Below that is the tagline "Developing the nation's capacity to prevent and control crime". On the right is a search bar. A sidebar on the left lists links: EOWS, What's New, EOWS Partners, Funding Resources, Publications, Technical Assistance (TA), EOWS Conference Calendar, and Links to USAJO. The main content area features the "Executive Office for Weed & Seed" logo with a stylized city skyline. It includes sections for "Weed and Seed in a Nutshell", "Success Stories" (with a photo of a group of people), "What's Happening—Conferences and Events" (with a photo of a group of people at a ribbon-cutting ceremony), "Our Neighborhoods" (with a map of the United States), and "W & S Community Center" (with a photo of a diverse group of children). At the bottom are links for "To: OJP → DOJ", "Credits | Comments or Questions?", "DOJ home", and "Privacy statement | FOIA".

www.ojp.usdoj.gov/eows/

E-mail From the Field

"The new Web site looks fantastic. Very user friendly and relevant. Thanks for including the advance information on conferences. That will be so helpful."—Marcia Roberts, Tucson Weed and Seed, Tucson, Arizona

"I just visited the new, improved EOWS Web site and find it much more friendly. I was delighted to discover that under Weed and Seed in a Nutshell you used our Web site as an example. We are proud of the work we are doing on all levels, and it was nice to see recognition of our site."—Karen Henry, Executive Director, Westside Weed and Seed, Grand Rapids, Michigan

"You folks have made some great improvements to the Web site. Particularly useful to the sites is the information about funding sources and grant applications. I'm proud to refer people to this site for Weed and Seed information and general community development information as well. Great job!"—Dan Drake, Executive Assistant U.S. Attorney for the District of Arizona, Phoenix, Arizona

U.S. Department of Justice
Office of Justice Programs
Executive Office for Weed and Seed

Washington, DC 20531

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