



Below, please find some definitions of terminology that BBSVC uses internally - we find this language best describes our approach to youth mentoring work and its impact in our communities.

BBSVC

- Short for Big Brothers Big Sisters of Ventura County.
- BBBS, BBBSA, or BBBS or America is in reference to our federation's National Office (Big Brothers Big Sisters of America), which oversees our baseline standards for youth safety and fiscal responsibility. *However, BBSVC is its own 501c3 in order to develop programs and service delivery that best benefit Ventura County communities.*

COHORT

- Enrollment Structure, where youth (and mentors) are enrolled/engaged in waves and small groups.
- This allows for streamlined onboarding, intentional grouping, and focused support, creating a community within the small group and fostering a more genuine sense of belonging.

MATCH

- An activated, formal connection between a volunteer (either a community-based adult mentor or High School mentor) with a youth (a "Little" - for High School mentors, this would be a child 6-12 years old).

MATCHFORCE

- BBSVC's case management and outcomes-tracking software, a proprietary/Salesforce-based system overseen by BBBS of America.

MATCH SUPPORT

- Refers to traditional case management as well as in-person observational assessment in BBSVC-facilitated spaces. Guidance and oversight provided by BBSVC staff to ensure the success, safety, and growth of every mentoring relationship or non-matched youth within the group mentoring setting.
- A critical component of our program model, Match Support is required on a specific schedule to maintain quality, program fidelity, and positive youth outcomes.
- Key components of match support: regular check-ins on a minimum monthly basis (including home visits, as determined as necessary or advantageous by staff), safety and compliance monitoring to address red flags, concerns, or boundary issues.

MENTOR ACADEMY

- Cohort-based, 1-to-1 mentoring program where youth in high school are matched with a mentor who is equipped to connect them to resources and learning specific to seeking a post-graduation pathway (career, university, independence, etc.).

VOX (VOLUNTEER EXPERIENCE)

- VoX integrates A.I.-based technology into MatchForce with the goal of improving both the **Volunteer Experience** as well as case management effectiveness.

YOUTH LEADERSHIP COUNCIL (YLC)

- A youth-led advisory and leadership development cohort that empowers young people to have a voice in shaping the programs, policies, and priorities of the organization. Through active participation, council members develop leadership skills, gain advocacy experience, and serve as ambassadors for their peers.
- Every school semester, BBSVC YLC's identify a project in their community that they want to accomplish as a cohort.
- **EXECUTIVE YOUTH LEADERSHIP COUNCIL (eYLC)**
 - Representatives from each of BBSVC's 5 regional YLC's (including Ventura, Simi) will participate in a county-wide forum through the school year, developing advanced skills and taking additional advocacy opportunities that can be reflected back to each cohort, while also "trickling up" needs, requests, and feedback from each YLC.

YOUTH OUTCOME DEVELOPMENT PLAN (YODP)

- Individualized goal-setting for each enrolled youth participant, based on youth-led strengths, needs, and interests.
- The YODP is evaluated on an annual basis, at minimum, but also celebrated through "Goal Getters" incentives as goals are achieved.
- The Youth Outcome Development Plan (YODP) Model is a structured, youth-centered framework to track and support the holistic development of every youth participant. The model is grounded in positive youth development principles and is designed to align programming and mentorship activities with measurable short- and long-term goals across key developmental domains.



BBSVC INITIATIVES

An agency **INITIATIVE** is a cohesive and definable educational effort, with trackable goals for success. Initiatives are not meant to be specific to any program categories (with some exceptions), but **should overlap all mentoring programs and agency understanding.**



1

WELCOMING & BELONGING (through JUSTICE, EQUITY, DIVERSITY & INCLUSION)

All participants and stakeholders are not only welcome at the table, they are sought out and encouraged to join, supported to join, and advocated for the table, especially if their voice is not currently or equitably represented as a community.

BBSVC actively affirms and celebrates the diverse backgrounds and experiences of all stakeholders - youth, families, donors, volunteers, and staff. We ensure that all voices and perspectives are welcomed, heard, and honored. We commit to safe environments where all individuals feel respected and valued equally, to a nondiscriminatory approach, and to actively dismantling inequities within our policies, systems, programs, and services. *In specific support of LGBTQ+ youth, BBSVC recognizes that case managers and mentors ideally become the "safe person" that LGBTQ+ youth feel best supported by in their journey.* Understanding of how to respond appropriately to the coming-out process is critical. Interns should always be demonstrating kindness, open-mindedness, and ongoing learning, which are qualities intersecting with JEDI cultural humility, regardless of any participant's identity.

2

TEAM: CHANGING MINDS VC

Adverse Childhood Experiences (ACEs) affect a reported 3 out of 4 youth by the third grade. BBSVC program staff actively seek ways introduce healing and bolster resilience in the youth and families we serve. All program staff are trained in Youth Mental Health First Aid and recognize the benefits of innovative case management that meets youth where they are, not with the expectation that youth must be the ones to reach out for connection.

3

PEP: PREVENTION & EARLY PROBATION

"There is no such thing as a bad kid." In partnership with Ventura County Probation Agency and others, BBSVC staff continues to build ongoing professional development and creates spaces that are specific to serving youth in crisis or who have experienced trauma due to incarceration, addiction, gang exposure, or other high risks that lead to a need for prevent or break the juvenile incarceration cycle, as well as support youth-led ways to introduce more equitable practices in related, intersecting community systems.





BBSVC PROGRAMS

An agency **PROGRAM** is a stand-alone mentoring engagement type, that does not overlap (or has enough differentiation from) any other mentoring engagement opportunity.

Some Program "Sub-Categories" may be included underneath a program type. Sub-Categories may be permanent, pilot, seasonal, or temporary opportunities.



1

COMMUNITY-BASED

BBSVC's traditional program model, the community-based program consists of mentoring relationships that focus on long-term, one-to-one engagement between an adult role model and a young person seeking support, guidance, or a stable and consistent friend. Community-based mentorships involve outings and activities that build individual bonds between Bigs and Littles, and help youth explore goals, opportunities, and resilience tools. Each match is unique and develops a schedule that works for them.

2

SITE-BASED

The Site-Based Facilitated Program is a staff-supervised group model that occurs at the same day and time on a weekly basis, at a common location: matches only meet at a designated site or within an agency-approved video conferencing platform AND a BBSVC staff member is present AND the match interaction is observable and interruptible by BBSVC. Mentors meet with youth at a site familiar to them, which is usually – but not always – a school campus or youth room. The SBF Program often involves an educational or career focus, but is not restricted to education and also includes enrichment opportunities. It is a group dynamic, but also dedicates time to consistent one-to-one match meetups when applicable. If matching is not a part of the SBF program, it is considered a non-1-to-1 program. If program is supervised, it is considered "Site-Based Facilitated," or SBF.

3

NON 1-TO-1

Group mentor experience where youth gather to build peer, pro-social, healthy social-emotional engagement. Emphasis on community involvement, empowerment, and discovery. The majority of these gatherings occur at one of BBSVC's Site-Based Youth Rooms.

The goal for all non 1-to-1 participants is to introduce mentorship at some point along their journey when they are ready: either as Littles, High School Mentors, or in an innovative capacity.

