

Mentoring and befriending

**Key concepts,
how and why we do it**

Key concepts in mentoring and befriending (M&B)

How are you currently doing M&B in your organisation?

How are LASSN doing M&B?

Why does LASSN do M&B in the way we do?

Voluntary

Mutually beneficial

Purposeful

Individual supporting another

LASSN's model of befriending

Purpose

- **Build trust**
- **Build skills**
- **Improve integration**

Model

1:1

In an informal environment (own home, or community venue)

Process

- **Match according to interests**
- **Agreeing purpose & intended outcomes (set by befriendees)**
- **Review (and eventual closure)**

Method

- **Face to face**
- **Delivered by a volunteer with relevant experience**

How this fits with LASSN's values

Respectful

- Based on what people can do, their interests, and their agenda
- Trusts that what people say they want is important

Informed

Based on what people want: we are led by what clients and befrienders

Empowering

- Volunteers work alongside befriendees, we do not advise them or “do for”
- The relationships should be mutually beneficial – both people should grow

Partnership

- We encourage people to seek support from elsewhere – we aren't “wrap-around” support

Volunteering

- Volunteering enables people to change where they live & make a difference
- Volunteers negotiate their own relationships individually

What this means we won't do

Respectful

- If we cannot do it in a person-centred way we won't do it.

Informed

If people say they don't want something, we don't do it.

Empowering

- We never do anything for someone they can do themselves. Empowering means working out what we don't do as much as that which we do

Partnership

- We challenge partners and organizations when they do not work in these ways

Volunteering

- Helping people should not feel like work, and should come at zero cost. Paid staff do the dull stuff (paperwork)