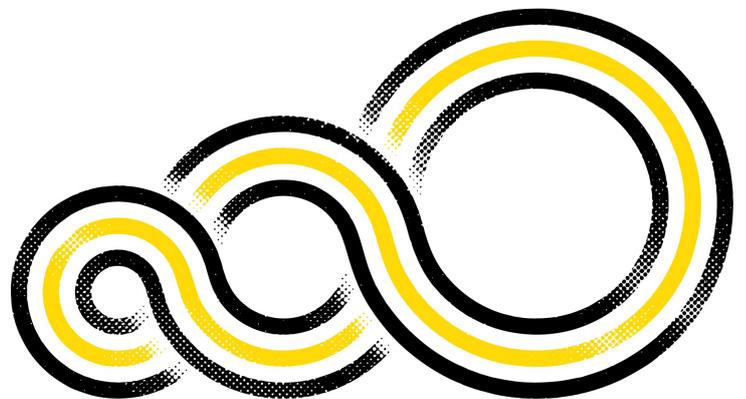


# Volunteer Information Pack

A heads up as to how Brothers in Arms operates and how we would like to work with you - feel free to ask us some questions



**BROTHERS  
IN ARMS**

## What are they on about?

It all started when a rag tag group from Glen Innes mobilised and equipped their mates to volunteer in their local community. They went down to their local police station to find local boys who were in trouble with the police, and they hung out with them. The relationships that were formed were built on acceptance and unconditional love. The relationships they formed were extraordinary and it was out of this, that Brothers in Arms was formed.

Today, Brothers In Arms (BIA) works to equip and motivate communities and individuals to purposefully take part in their community by providing a simple relational framework - relationship based youth mentoring.

If you are keen to be a BIA volunteer, and able to spend time each week with a vulnerable young person in your community, read on! Something to keep in mind is to encourage a handful of your mates around and to do it together. That way the whole experience is connected to those around you.

We also have resources to support Community Partnerships if you want to be a bit organised about it all and make this something that your community can get involved with - ask us for an Community Partnership info pack!

## Brothers In Arms

BIA became a registered charity in 2006 primarily operating in the greater Auckland area - with eyes on the rest of the country. BIA exists to bring hope and life-change to marginalised young people through quality, long-term relationships. It is as simple as ordinary New Zealanders regularly hanging out with one young person living in their local community.

We believe that quality relationships are essential for young people caught up in anti-social behaviour, offending, or serious depression. These young people are in desperate need of "that someone" who believes in them.

While BIA exists today in various locations around New Zealand, we have a long-term goal that the need for BIA and organisations like it will become less and less as communities form healthier, more cohesive, and inclusive communities, where relationships like those that BIA facilitate, occur naturally.

### **Purpose + Commitment**

We have to be clear right from the start that being a volunteer mentor isn't always an easy task, it is a commitment that tests most people who do it, and many want to give up in the process thinking that they have nothing to offer or that the young person doesn't want anything to do with them. While many of these uneasy situations are resolvable, at the end of the day it is still about you making the decision to commit to a young person for a year and sticking with it. (Broken promises...SUCK!)

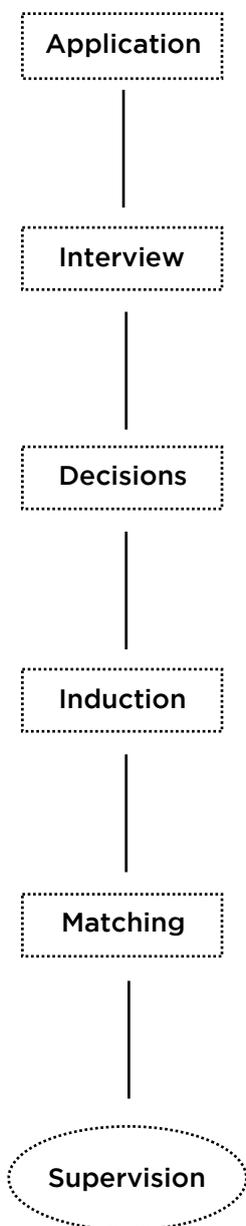
# Volunteers

As a volunteer, you are BIA's most valuable partner - the commitment of volunteers is what makes BIA.

As a volunteer, you commit to meeting with a young person weekly for at least twelve months. During this time, the focus is to build a quality relationship of unconditional love, care, and support with your young person.

**We've  
got your  
back.**

## Recruitment Process



### Application & Vetting

As the first step in becoming a volunteer mentor, everyone needs to fill out one of our application forms. This is a comprehensive form that we use for vetting through NZ Police, character references, and the final face-to-face interview. Please note that all volunteer mentors must hold a FULL and CURRENT driver's license.

### Interview

The interview is to help you and us decide whether becoming a volunteer mentor is right for you - it is an opportunity you to ask questions and for us to talk more about some of the things from your application.

### Accept or Decline

After the interview we should have established if proceeding to induction is the right option. If so, you'll be invited to an induction and we'll start looking for an appropriate young person in your area to match you with.

### Induction

Induction consists of a programme designed to stimulate conversation about expectations and realities of youth mentoring while building relationships between volunteers and BIA coordinators. Facilitators run the 4-hour (max) sessions with all resources - and food - provided covering topics:

- What being a BIA volunteer is about; Self concept; Resiliency; Communication; Resolving conflict; Setting goals; Care and Protection; Expectations.

**Brothers In  
Arms takes  
the time to  
recruit the  
RIGHT  
volunteers.**

## Matching

Once you have been to an Induction Evening, we will work on matching you with a young person. BIA matches volunteers with young people who are the same sex, living geographically close to each other, with similar interests, and endeavours to meet appropriate requests by either party, e.g. ethnic matching. Once we have a possible match for you we will ask you just to be sure your okay with it – commitment agreements are signed by you the young person and their caregiver.

**BIA takes the time to ensure that we are getting the right young people.**

## Supervision

During the course of a match we get you to fill out monthly feedback online so that you can let us know of any concerns or tell us any good stories (which we always like to hear!) We also have face-to-face catch ups with you during the course of the match where we can treat you to a coffee or lunch – here we can talk in depth about any questions or concerns you have about the match, young person or their family environment. We are free to catch up at any time if you have concerns or just want to talk about how things are going. If professional help is required we'll organise and pay for you to see a counsellor.

## Young People

We understand that there are a number of young people who would benefit from our programme. However, we approach approved referring parties once volunteers become available in the area that you live in. Referrals are processed only after volunteers have been inducted and are committed to being matched with a young person. This avoids losing young people to potentially endless waiting lists.

**At every stage, involvement in BIA is voluntary to all parties.**

## Young Person Acceptance Criteria

All young people referred to BIA are aged 9–15 years and are referred on a basis of being 'on the radar' of Police, Health or Education social workers as someone who is at-risk while having a positive attitude to change. At-risk can include the following:

- Issues at home with dysfunctional parents
- Truancy or non-attendance at school
- Low-Medium offending
- Gang affiliated role models (older siblings, family members, peers)
- Low self-esteem, suicidal tendencies, no friends
- Early and persistent anti-social behaviour
- Low socio-economic background

It is important to us that the young person understands what is involved in being a 'young person' with BIA. The young person must want to be involved with BIA and agree to our guidelines. They must also have a parent/guardian who will support the match and agree to our guidelines. Like the volunteer agreement you will sign, both the young person and their parent/caregiver sign an agreement.

## **Celebration Process**

Once the relationship has been going for 12 months, you and your young person attend a Celebration Dinner to mark the one year anniversary of your match. At this point you either transition into an informal continuing relationship or we can close the match, tho this is not the ideal outcome.

## **Sound like you? Get involved.**

If you are keen for more information please contact us.

Ph: 09 361 1088 | [info@brothersinarms.org.nz](mailto:info@brothersinarms.org.nz)