TEAM MATCHING PROCESS

Matching our youth is a multi faceted part of our job as Program Managers. There are a handful of things to consider when assembling a Life Launch mentor team. We want to do our best to make matches that are beneficial for our youth and rewarding for our mentors. However, due to the populations that we serve, matches will never be perfect but they can be beneficial if we follow a few simple steps.

Matching Criteria: What to Consider When Assembling a Team

- Geography: *Do the youth and mentors live in acceptable proximity? Ensure they live no more than 45 minutes apart.*
- Gender: *Will the youth be comfortable with a mix of male and female mentors, or with the same gender mentors?*
- Trauma: *Based on the past trauma of youth, what is safe and practical?*
- Vocation: *Do the vocational aspirations of the youth match any pending mentors?*
- Interests: *Do the interest of the youth match any pending mentors?*

The Desk System

It is important to remember that everyone's organization process is different. This is just one way you can keep track of your mentees, mentors, and active teams.

On your desk, you could have 3 stacks of files:
- Pending youth: *All youth who have been interviewed and who are ready for a match*
- Pending mentor: *All trained and accepted mentors*
- Matching: *Youth and mentors that go together*

These three stacks will help you visually see the mentors and youth you have available. As you spend time praying and reading through the packets, you will begin to have a sense of which mentors will match well with certain youth. As you begin to see the teams form, place them together in the *"Matching"* stack. Place finalized members of the team in a color coded file folder, and then begin the Life Launch Team Activation Process.

The Whiteboard

Another way to keep track of your youth and mentors during the matching process is by putting it all up on a whiteboard.

On the whiteboard, you could use 4 different colors:
- Pending youth: *All youth who have been interviewed and who are ready for a match*
- Pending mentor: *All trained and accepted mentors*
- Matching: *Youth and mentors that go together*
- Team: *Your active teams*

This system gives you the same visual organization system as the desk system. As you spend time praying and reading through the packets, you will begin to have a sense of which mentors will match well with certain youth. As you begin to see the teams form, place them together in the *"Matching"* section. Place finalized members of the team in the *"Team"* Section.