



Northfield Police Mentorship Program

Connecting youth and
law enforcement for a
stronger community

Our goals for the program...



The Northfield Police Mentorship Program pairs local youth with law enforcement mentors to build meaningful, supportive relationships.

Relationships between youth and law enforcement are often shaped by limited or negative interactions.

Without opportunities to connect in positive, non-enforcement settings, misunderstandings and mistrust can develop on both sides.



Your job as a mentor...



Be a positive role model

Positive reinforcement, good attitude, friendly demeanor

Reach out to mentee at least once a shift rotation

Reach out via text message or by calling mentee. Ask if they need anything or have a time they would like to go do something.

Attend youth events hosted by Police Department

Bi-monthly events will be hosted by the Northfield Police Department. Encourage mentee's to attend.

Listen to mentee's needs

Listen to mentee and provide advice when necessary. Show up with a positive attitude.

Maintain boundaries as an Officer

Remind mentee that you are an officer first and have a responsibility to step in when necessary.

Expectations and Guidelines



Confidentiality
and Mandatory
Reporting

Parent
Guardian
Involvement

Professionalism

Consistency
and Reliability

Guidance and
Mentorship

Safety and
Supervision

Confidentiality and Mandated Reporting

- Mentors are required to follow-up on and report the following:
 - Threats of harm to self or others
 - Abuse or neglect
 - Criminal activity as required by law
- Youth should be informed of these limits at the start of the program

Parent/Guardian Involvement

- Parents must provide consent for participation
- Communicate with parents/guardians as necessary



Professionalism

- Serve as a positive role model at all times
- Maintain appropriate boundaries with mentees
- Follow all department policies and mentorship program guidelines

Consistency and Reliability

- Show up on time and be prepared
- Maintain regular contact and engagement with assigned mentees
- Follow through on commitments



Guidance and mentorship

- Provide constructive feedback and life guidance
- Facilitate conversations about goals, choices, and consequences
- Help connect mentees to resources and opportunities

Safety and supervision

- All interactions must comply with department policy
- Ensure all activities are safe and appropriate
- Report concerns related to safety, abuse, or illegal activity as required
- Maintain transparency with program coordinators and parents/guardians
- Mentors are responsible for supervision during program activities
- Maintain situational awareness and prioritize safety at all times



Activities you can do with your mentee



Help with homework

Go for a walk

Attend events hosted by NPD

Attend school events (sporting games)

Problem solving/goal setting

Ride Along

These are just ideas. Every mentee will be different. Have an understanding of why your mentee is involved in the program and what they want to get out of it. Learn their interests. This program only works if the kids are enjoying it. Most kids just need someone who cares and will show up. Be that person for them.





We are looking for officers that want to be involved in this program. This program is designed for youth that need a positive role model in their life. We need officers that are willing to put in the time for their mentees.

Thank you

This program is about more than mentorship
-it's about building relationships with our youth



Contact

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