

Alliance of Generations

Guiding Elements of Organization

Adopted by the Board of Directors on December 14, 2017

Purpose - The purposes of the Corporation include, but are not limited to, the following; To train and support mentors; Provide mentoring opportunities for mentors and youth; To provide communities a variety of meaningful celebrations, ceremonies and “Rites of Passage”; and To provide classes, seminars, workshops and similar educational events related to the Corporation’s purpose.

Vision - Fostering an alliance of generations for mutual respect and well-being.

Mission - We create an alliance between the generations of youth, parents, families, and adults through quality-based mentoring that supports the positive change needed to empower and deepen relationships. We do this to add meaning and value to the lives of everyone in our community, using non-punitive “power-with guidance”, “listening to connect and understand”, and offering a “living model” approach to emotional literacy and healthy expression.

Core Values - This is a living list of our core values, most of which we (an almost entirely volunteer base of Boys to Men staff and/or board members) have been discussing over the years but more often in the last year. These topics represent many of the core beliefs of our organization that we are all learning about and incorporating into our lives:

- Power with instead of power over - We’ve observed and grown up in a culture that tends to orient that an outer authority knows best for our children. While there are times that parental or adult authority in respects to safety and guidance are important - what we mean here is that our default way of relating with youth is to look for the innate wisdom of the youth, and support them orienting from their own inner locus or inner authority, thereby gaining greater authorship of their lives.
- Mutual Respect - We start with respect in our relationships, and thereby support its reciprocal nature.
- Kindness - We come from a place of caring for the greatest well-being of our relations.
- Active Listening - We seek to deeply understand and actively validate this for whomever is sharing, promoting clarity without interjecting our own story into the conversation.

- Inquiry and curiosity - We stay engaged and intent on exploring situations from a natural place of curiosity to deepen our understanding, empathy and connection within our relationships.
- Empathy - We allow ourselves to feel what might be happening for those we listen to and share this as it arises to make greater connections.
- Compassion - We are ready and willing to be with the suffering of others.
- Collaboration - We seek to find those who are passionate and stay open to greater relationships and results through joining forces with others.
- Unconditional Love - We see love as a healing force that...includes acceptance, compassion, empathy and caring.
- Looking beyond behaviors to the core essence of the individual.
- Resonance with Golden Essence - We orient that all people have a core/golden essence of goodness and genius. We seek to discover this and call it forth as much as possible.
- We foster internally motivated youth and adults by focusing on both the core values and internal experiences of the individual as well as the impacts of their actions upon themselves and others.
- Restorative Justice Models - are emphasized instead of punishment in order to promote an environment of healing for the community, the victim as well as the perpetrator when harm is experienced due to the actions of one or more individuals.
- Clear, direct, concise and truthful communication - We strive for honesty and effective practices in sharing information, letting ourselves be known, striving for clarity, while making space for the words, thoughts, feelings and expressions of others.
- Modeling healthy expressions of feelings - We strive to live in full acceptance and appreciation of our emotions, while seeking to find the healthiest ways to express what is true for us.