



Esquire Leadership and Mentoring Program

Developing Leaders. Building Character. Inspiring Service.

MICHIGAN

ANN ARBOR ESQUIRES

Esquire Leadership and Mentoring Program

ELMP Information Packet

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Esquire Leadership and Mentoring Program

PROGRAM OVERVIEW

ELMP Mission

The Esquire Leadership and Mentoring Program (ELMP) is committed to developing underserved young men academically, socially, personally, and professionally through mentorship, leadership development, educational enrichment, and service to others. ELMP empowers participants to achieve their fullest potential while preparing them to become responsible leaders in their schools, families, workplaces, and communities.

Our Vision

To cultivate a generation of confident, ethical, educated, and service-oriented leaders who positively impact their communities and inspire others through excellence, integrity, and lifelong learning.

ELMP Program Staff

Program Director

The Program Director provides overall vision, direction, and executive leadership for all components of the Esquire Leadership and Mentoring Program. He oversees mentor recruitment, mentor training, program staffing, planning for success seminars, and all major program events. He ensures the program operates in alignment with ELMP's mission, values, and standards.

The Program Director is responsible for the final approval of all program publications, communications, policies, schedules, and materials that represent ELMP. He oversees program finances, including budget development, fundraising coordination, expenditures, and, when applicable, financial accountability. He serves as the primary point of contact for parents, school administrators, principals, community leaders, sponsors, and external partners.

In addition, the Program Director provides oversight of risk management, compliance, and safety standards; ensures program sustainability; evaluates overall program effectiveness; and leads long-range planning. He retains final decision-making authority on program matters and performs all additional duties required as the program evolves.

Assistant Program Director

The Assistant Program Director supports the Program Director in carrying out ELMP's mission and managing daily operations. In the Program Director's absence, the Program Director assumes leadership and decision-making responsibilities to ensure continuity of programming and communication.

He provides oversight of program implementation, helps monitor program progress, and assists with mentor coordination and support. He is responsible for logistical planning and execution of social activities, community service projects, special events, and off-site experiences. This includes scheduling, transportation coordination, materials preparation, and on-site supervision.

The Assistant Program Director also oversees program documentation and publications, including compiling and producing fall and spring newsletters, event summaries, and internal reports. He serves as a secondary point of contact for parents, mentors, and community partners and performs additional duties as assigned to support the program's overall success and growth.

Program Coordinator

Esquire Leadership and Mentoring Program

The Program Coordinator is responsible for the strategic planning, development, and execution of the Success Seminar curriculum and calendar. He designs agendas, coordinates facilitators and speakers, and ensures each session aligns with ELMP Success Goals, badge criteria, and youth development outcomes.

He leads community partnership development, sponsor engagement, and collaborative initiatives to enhance Esquires' exposure to academic, career, cultural, service, and technology opportunities. He serves as the primary point of communication for volunteer mentors regarding scheduling, expectations, training, Mentor Esquire matching, and activity coordination.

The Program Coordinator champions the Life Plan framework, success goal tracking, badge system, student progress monitoring, and the On-Demand Tutoring Support Network. He oversees data collection, attendance tracking, reflections, reports, and evaluation tools for measuring growth and impact. He also supports parent communication, youth recognition planning, and program branding initiatives.

Additionally, the Program Coordinator assists with fundraising strategy, special projects, technology integration, and long-term program expansion. He serves as the third line of contact for external inquiries related to programming and performs all additional duties necessary to support ELMP's operational excellence and continued expansion.

PROGRAM STRUCTURE

Success Seminars

These seminars focus on Life Skills, and Interactive Meetings cover different aspects of growth and development.

Community Service Projects

Program staff and Esquires will coordinate and participate in monthly community service events. In this component, students will learn the value of helping those in need. The goal is that, by helping others who lack, they may begin to value what they have and gain the personal benefit of serving others.

Group Social Activities

These group social activities focus on building a sense of community and mutual care beyond small-group mentor/esquire connections. These fun, wholesome, productive activities will be planned throughout the program year. Examples of social activities include laser tag, college football games, and movie nights.

Mentor/Esquire Connections

All Esquires will be able to learn, grow, and converse with our mentors during the planned Esquire activities and success seminars. These interactions aim to increase the overall benefit to the esquire while also creating beneficial relationships across these three meaningful stations of scholastic development: 1) secondary education, 2) collegiate education, and 3) professional life.

Etiquette Series

This is designed to equip Esquires with essential life skills, strong character foundations, and age-appropriate knowledge that supports responsible decision-making and personal growth. Participants will engage in learning experiences focused on social etiquette, professional conduct, respectful communication, leadership presence, and personal presentation. The series emphasizes three key objectives: sharing knowledge that replaces uncertainty with accurate information, fostering attitudes that encourage responsible and positive decision-making, and developing practical skills that build confidence, self-respect, and personal empowerment. Through interactive instruction, real-world scenarios, guided discussions, and hands-on activities, Esquires will gain tools they can apply in academic settings, social environments, future careers, and leadership opportunities.

Student Recognition and Year-End Awards Dinner

The Esquire Leadership and Mentoring Program collaboratively holds an Annual Student Recognition Dinner. The ELMP participates in this annual recognition event to recognize Esquires and scholarship recipients in the community. At this dinner, Esquires will also showcase various skills and abilities they developed during the year's mentorship (e.g., etiquette, public speaking, key takeaways). Esquires will also receive jackets, badges, lapel pins, and certificates of recognition for their various services and academic achievements.

Esquire Leadership and Mentoring Program

On-Demand Tutoring Support Network

The Ann Arbor Esquire Leadership and Mentoring Program is launching an on-demand tutoring support network designed to provide Esquires with academic support exactly when it is needed most. This initiative creates a trusted list of tutors who are willing to serve as academic resources and step in when an Esquire needs additional support in a specific subject or skill area. This is a flexible, on-call model and does not require weekly or ongoing tutoring. Mentors are contacted only when an academic need arises, such as challenging coursework, test preparation, organization, or study skills. Support may take place in person or through Zoom, depending on the need and availability, allowing mentors to serve in ways that fit their schedules.

The process begins when a parent, guardian, or mentor recognizes that an Esquire is struggling with a subject. An email should be sent to annarbor.elmp@gmail.com that includes the Esquire's name, the subject area where support is needed, and any observations that may help better support the Esquire. Once the request is received, the ELMP Program Coordinator will review the ELMP Academic Tutoring Support Form to identify a Mentor with the appropriate skill set and availability. The Program Coordinator will then connect the Esquire and the selected tutor and ensure that parents or guardians are kept informed and agree with the need for tutoring support. Communication and transparency with families will remain a priority throughout the process.

Mentors who complete the interest form will indicate the subjects they are comfortable supporting, their preferred grade levels, general availability, and whether they are open to in-person or Zoom sessions. Completing the form does not commit anyone to immediate tutoring; it simply places them on an on-call list of academic support resources. When contacted, tutors may accept or decline based on their availability at that time.

Tutoring support is short-term and purpose-driven, and its duration depends on each individual's situation. Sessions may be one-time or limited in duration and may focus on homework help, concept review, test preparation, or study skills. Once the academic concern has been addressed, the tutoring concludes, and the tutor remains available for future needs.

This approach allows tutors to make a meaningful impact without being overextended. Even one session can increase confidence, reinforce understanding, and help an Esquire stay on track academically. Their willingness to step in when it matters most can make a lasting difference. We encourage all tutors willing to serve as on-call academic support resources to complete the Risk Management and Mentor Training and the ELMP Academic Tutoring Support Form to indicate their areas of expertise, availability, and interests.

Esquire Parent Outreach Team

The program staff or designee serves as the primary liaison between the Esquire Leadership & Mentoring Program (ELMP) and parents or guardians. An outreach team is formed to assist with scheduling, event planning, communications, and publications. The team maintains consistent communication about program progress and any challenges that arise, ensuring parents are informed and engaged. They also coordinate planning efforts and keep the team updated on changes. Additionally, the outreach team acts as the first point of contact for other parents, providing timely responses and relaying important information.

Theta Zeta Lambda Scholarship Fund

Graduating seniors can apply for a scholarship to support their future educational endeavors.

Goals

Participants will play an active role in shaping the Esquire Leadership and Mentoring Program to ensure that programming remains relevant, engaging, and responsive to their interests and aspirations.

Through mentorship, leadership experiences, service opportunities, educational enrichment, and personal development activities, participants will gain the skills, confidence, and knowledge necessary to become successful students, leaders, and engaged citizens.

The program seeks to develop:

- Leadership skills
- Academic achievement
- Effective communication
- Critical thinking
- Personal responsibility
- Civic engagement

Esquire Leadership and Mentoring Program

- Service-oriented values
- Lifelong learning habits

ELMP Hybrid Mentoring Process

Rule of Three Group Mentoring System (Enhanced Model)

This Hybrid Mentoring Plan establishes a **team-based mentoring structure** in which each Esquire is supported by three mentors who work collaboratively, with defined roles, shared accountability, and built-in safeguards to prevent gaps in engagement.

This model ensures:

- No Esquire falls through the cracks
- Consistent communication with families
- Multiple mentors tracking progress at all times
- Stronger relationships and broader support

Core Structure

1 Esquire : 3 Mentor Team Model

Each Esquire is assigned a **Mentor Team of Three**:

1. Lead Mentor (Primary Accountability)

The Lead Mentor serves as the **anchor of the mentoring team**.

Responsibilities:

- Primary point of contact for parent or guardian
- Oversees Esquire Success Goals and progress tracking
- Tracks academic, behavioral, and leadership development
- Leads monthly check-ins
- Coordinates with program leadership
- Ensures no lapse in engagement

Standard:

If no one else acts, the Lead Mentor is responsible.

2. Supporting Mentor (Engagement and Monitoring)

The Supporting Mentor ensures **consistent presence and reinforcement**.

Responsibilities:

- Tracks attendance and participation
- Reinforces seminar lessons
- Provides real-time support during sessions
- Builds relationships through conversation and encouragement
- Steps in when the Lead Mentor is unavailable

Esquire Leadership and Mentoring Program

Standard:

If the Lead Mentor is unavailable, the Supporting Mentor maintains continuity.

3. Development Mentor (Specialized Growth Support)

The Development Mentor focuses on targeted growth areas.

Responsibilities:

- Academic support such as tutoring and GPA tracking
- Career exposure, including resume, portfolio, and interview preparation
- Leadership coaching
- Life plan development
- Connecting Esquire to opportunities

This role may include:

- Tutors with specific expertise
- Volunteers with specialized skills
- Guest presenters

Standard:

Every Esquire must show growth in at least one development area per cycle.

Team-Based Mentoring Principles

Shared Responsibility Model

All three mentors:

- Have access to Esquire information
- Communicate regularly
- Support one another
- Step in when needed

No Lapse Rule

At no point should an Esquire go:

- More than 14 days without mentor contact
- More than one seminar without engagement
- More than one reporting cycle without a progress review

Mentoring in Action

Three Modes of Engagement

1. Structured Seminar Mentoring

Occurs during scheduled program sessions.

Mentor Team Responsibilities:

Esquire Leadership and Mentoring Program

- Lead Mentor facilitates accountability check
- Supporting Mentor ensures engagement
- Development Mentor reinforces the application of learning

Focus areas include:

- Leadership development
- College and career readiness
- Etiquette and conduct
- Cultural identity

2. Activity-Based Mentoring

Occurs during:

- Field experiences
- Community service projects
- College visits
- Program outings

Mentor Team Responsibilities:

- Guide real-world learning conversations
- Model behavior and professionalism
- Connect experiences to life lessons

3. Relationship-Based Mentoring

Occurs continuously through:

- Check ins
- Conversations
- Reflection sessions

Mentor Team Responsibilities:

- Build trust
- Encourage positive decision-making
- Support emotional and social growth

Tools for Success

1. Esquire Progress Tracker

Each Mentor Team tracks:

- Attendance
- Academic progress

- Success Goals completion
- Leadership and behavior notes

Esquire Leadership and Mentoring Program

- Mentoring interactions

2. Monthly Mentor Touchpoint System

Each Esquire must receive:

- One structured check-in led by the Lead Mentor
- One reinforcement interaction by the Supporting Mentor
- One development-focused interaction by the Development Mentor

This ensures consistent engagement every month.

3. Parent Communication Standard

- Lead Mentor connects with parent or guardian at least once per month
- Supporting Mentor may assist with updates
- Concerns are communicated early

Standard:

Parents are consistently informed and engaged.

4. Success Goal Alignment System

Mentor Teams align support to:

- Academic Performance
- Attendance and Participation
- Leadership and Conduct
- College and Career Readiness
- Personal Growth

Each mentor contributes to at least one area.

5. Mentor Communication Protocol

Mentor Teams must:

- Maintain a shared communication channel
- Provide weekly updates
- Flag concerns immediately

6. Coverage System (No Gaps Model)

If a mentor is unavailable:

- Supporting Mentor assumes Lead responsibilities temporarily
- The Development Mentor provides additional support
- Program leadership is notified if needed

Accountability System

Esquire Leadership and Mentoring Program

Weekly

- Quick mentor team check-in
- Attendance review

Monthly

- Formal progress review
- Parent communication
- Goal tracking

Quarterly

- Evaluate overall growth
- Adjust mentoring strategy
- Identify additional support needs

Benefits of the Hybrid Model

For Esquires

- Multiple mentors invested in their success
- Consistent guidance and support
- Stronger relationships
- Expanded exposure to opportunities

For Mentors

- Shared responsibility reduces burnout
- Built-in support system
- Clear roles and expectations

For Program Leadership

- Stronger accountability and tracking
- Scalable structure for growth
- Improved outcomes and reporting

ELMP Hybrid Mentoring Standard

This model ensures:

- No Esquire is overlooked
- No mentor works in isolation
- No lapse in engagement occurs
- Every Esquire is actively developing

The ELMP Hybrid Mentoring Model transforms mentoring into a **structured, team-based system designed for consistency, accountability, and long-term impact.**

Esquire Leadership and Mentoring Program

Risk Management and Mentor Training

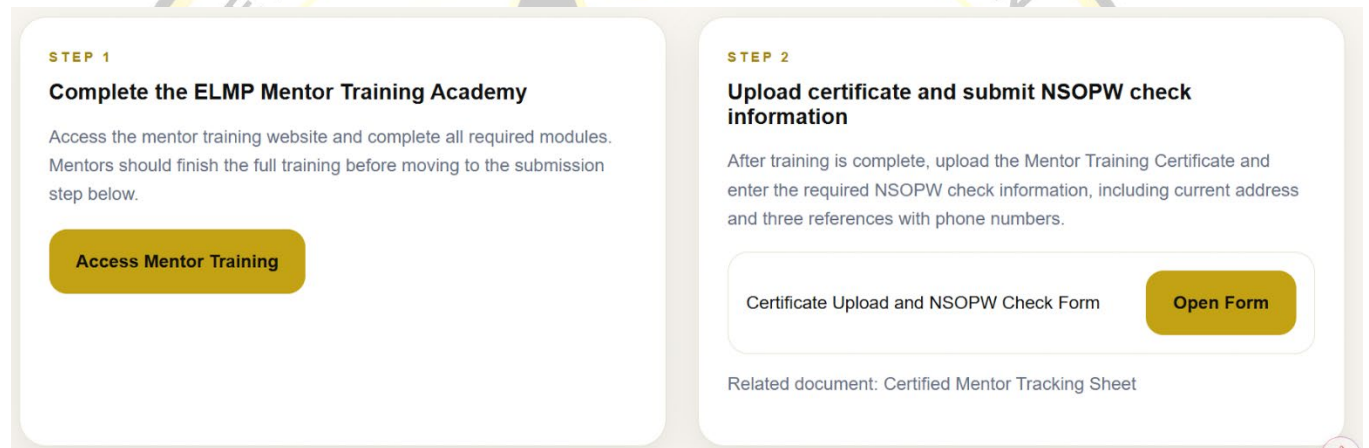
Required Training Steps

Go to the new website: <https://www.a2esquires.org/>

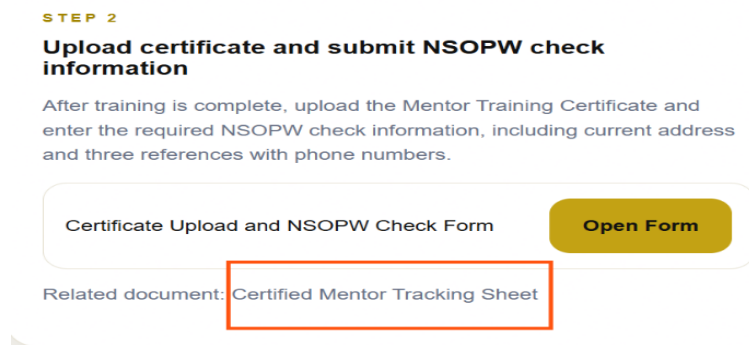
Click on Mentor Training in the Top Navigation Section



Complete Steps 1 and 2



Additionally, you may check your status independently by revisiting the form in Step 2 approximately 24 hours after submitting your information. Your name will appear on the approved list once your certification is complete (see the image below for reference).



After all information is submitted, the Program Coordinator checks each mentor candidate through the National Sex Offender Public Website. If all is clear, he will add the new mentor to the Certified Mentor Tracking Sheet and send the mentor a message confirming they are a certified mentor. All these steps must be completed before a mentor may actively serve in the program.

Esquire Leadership and Mentoring Program

JUNIOR ESQUIRES (Ages 8-11)

Alignment with ELMP Mission and Vision

Junior Esquires operate under the same mission and vision as ELMP:

- Academic effort and curiosity
- Respect, discipline, and responsibility
- Cultural pride and identity
- Service to humanity
- Mentorship and positive male role modeling

Program Structure

Junior Esquires participate alongside the existing ELMP calendar with adjusted expectations for age and attention span.

They may participate in:

- Adapted portions of Success Seminars
- Community service activities
- Group social activities
- Black History and Cultural Identity activities
- One-to-one mentor interactions

Sessions are shorter, more interactive, and guided by mentors using discussion, modeling, and hands-on learning.

Mentor–Junior Esquire Connections

Junior Esquires are paired with a mentor group, consistent with the ELMP mentoring model.

Mentor engagement focuses on:

- Modeling respect, discipline, and confidence
- Encouraging academic effort and positive behavior
- Short check-ins and guided conversations
- Reinforcing listening, communication, and accountability
- Coordinating with parents and program staff

Junior Success Focus Areas

Junior Esquires work toward the same Success Goal categories using age-appropriate indicators:

Academic Performance

- Effort in school and reading
- Completing homework with support

Attendance and Participation

- Being on time
- Staying engaged during activities

Leadership and Conduct

- Respectful language and behavior
- Following directions

Personal Growth

- Sharing thoughts appropriately
- Building confidence and self-control

Recognition and Reinforcement

Junior Esquires participate in the jacket-and-badge system.

Recognition includes:

- Participation certificates
- Verbal affirmations from mentors
- Acknowledgment during group or family events

Parent and Guardian Role

Parents and guardians support Junior Esquires by:

Esquire Leadership and Mentoring Program

- Ensuring attendance and punctuality
- Reinforcing program values at home
- Communicating developmental needs to staff
- Participating in family-based service opportunities

Transition into Esquires (Ages 12–17)

The Junior Esquires component is intentionally designed as a pipeline.

As participants approach eligibility:

- Mentors and staff assess readiness
- Families receive transition guidance
- Junior Esquires enter the full ELMP program already familiar with expectations, culture, and structure

HISTORY, HERITAGE, AND CULTURAL IDENTITY SERIES

History, Heritage, and Cultural Identity Series

As a core component of ELMP Success Seminars, Community Service Projects, and Social Activities, the History, Heritage, and Cultural Identity Series helps participants explore the diverse people, cultures, traditions, and historical events that have shaped our nation and communities. Through discussion, reflection, research, and experiential learning, participants gain a deeper appreciation for cultural diversity, civic responsibility, leadership, and the contributions of individuals from all backgrounds. The series encourages participants to develop a strong sense of identity, respect for others, and an understanding of how history influences the present and future.

Monthly Themes:

November – Foundations of Leadership: Explore historical civilizations, influential leaders, and the values that have shaped societies throughout history.

December – Innovation and Discovery: Learn about inventors, scientists, educators, and innovators whose contributions transformed communities and improved lives.

January – Courage and Change: Examine individuals and movements that advanced equality, justice, and positive social change.

February – Leaders Who Inspire: Study influential leaders from government, business, education, science, athletics, and community service.

March – Education and Opportunity: Explore colleges, universities, career pathways, apprenticeships, and educational opportunities that help individuals achieve their goals.

April – Culture, Creativity, and Expression: Discover how music, art, literature, and cultural traditions influence communities and inspire innovation.

May – Community Impact: Learn about local leaders, organizations, and volunteers making a difference in our region.

June – Civic Leadership and Engagement: Explore how local government, public service, voting, advocacy, and community involvement shape the future.

Interactive Elements:

- Student-led presentations on influential leaders.

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- Panel discussions with local professionals and historians.
- Creative projects (poetry, podcast, visual art) that reflect cultural identity.
- Field trips to museums, historical landmarks, or local events.

Connection to Success Criteria:

Participation in this series supports personal growth, public speaking, team engagement, and college/career readiness success goals. Esquires may also earn badges for research presentations or leading discussions.

VOTING ADVOCACY AND CIVIL ENGAGEMENT

Empower Civic Engagement Partnership

The Esquire Leadership and Mentoring Program partners with the TZL Empower Civic Engagement Initiative to help Esquires understand how government, community leadership, and civic participation shape everyday life. This component is educational and nonpartisan, focusing on informed citizenship, leadership, critical thinking, and community involvement.

Civic Learning Objectives

Esquires will:

- Understand the roles of local, state, and federal government.
- Learn how public decisions impact schools, families, and communities.
- Explore the history and importance of voting and civic participation.
- Develop leadership, research, communication, and critical thinking skills.
- Learn how citizens can create positive change through service and engagement.

Civic Engagement Activities

Esquires may participate in:

Civic Education Seminars

- Local government and public service
- Voting and civic responsibility
- Community leadership and advocacy
- Community problem-solving

Community Leadership Panels

- Conversations with elected officials, public servants, nonprofit leaders, and community advocates.

Empower Civic Education Symposium

- Attend and participate in the annual symposium.
- Learn about local issues and public policy.
- Engage in respectful community dialogue.

Community Issue Research Projects

- Research topics such as education, public safety, economic development, transportation, or community resources.
- Present findings during Success Seminars.

Esquire Participation Opportunities

Esquires may:

- Serve as Civic Engagement Ambassadors at community events.
- Develop thoughtful, nonpartisan questions for public forums.
- Assist with event registration and community outreach.

Esquire Leadership and Mentoring Program

- Create presentations or projects promoting civic awareness.
- Volunteer at civic education and community engagement events.
- Complete leadership reflections following civic experiences.

Connection to ELMP Success Goals

Participation supports growth in:

- Leadership and Conduct – initiative, responsibility, and public engagement.
- College and Career Readiness – research, communication, and professional skills.
- Personal Growth – confidence, critical thinking, and civic awareness.
- Attendance and Participation – active involvement in community activities.
- Academic Performance – research, writing, and presentation development.

Recognition Opportunities

Esquires who demonstrate outstanding civic engagement may earn recognition through the ELMP Engagement and Positive Reinforcement System (EPRS).

Examples include:

- Participating in the Empower Civic Education Symposium.
- Completing a community issue research project.
- Serving as a Civic Engagement Ambassador.
- Leading a civic education presentation.
- Participating in community leadership discussions.

This component reinforces ELMP's commitment to developing informed, engaged, and service-oriented leaders who are prepared to make a positive impact in their communities.

MENTOR, ESQUIRE, AND PARENTAL DUTIES, ROLES, AND EXPECTATIONS

Mentor Expectations & Duties

- Initiate mentorship and establish boundaries of interaction with the esquire.
- Provide Esquire with encouragement for academic and extra-curricular achievement.
- Provide wholesome and engaging activities for mentor/esquire interaction.
- Encourage Esquire's development in the areas of maturity, responsibility, and health.
- Attend and support Esquire's school-related extracurricular activities.
- Serve as a role model for Esquire.
- Do not participate in vices or inappropriate activities with or around Esquire.
- Meet with the esquire regularly.
- Provide thoughtful, thorough, timely progress reports to the mentor program staff.
- Model healthy emotional, psychological, and physical well-being.

Esquire Expectations & Duties

- Reciprocate the relationship established by a mentor.
- Completion and submittal of thoughtful, thorough, and timely monthly progress reports to the mentor program staff.
- Attend all mentor program activities.
- Attend social and developmental activities planned by your mentor.
- Tell your mentor about activities you want to participate in with him.
- Invite the mentor to appropriate extracurricular activities.

Parent/Guardian Expectations & Duties

- Please read and seriously consider whether you AND your child:
 - 1) Desire to participate in this program.
 - 2) Will be able to reasonably attempt to fulfill the expectations of time, attendance, and attitude.

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- Provide or plan for timely transportation to and from all mentor program activities for your child.
- Communicate any special needs or situations concerning your child to the program staff BEFORE the start of the program year in October.

****Participation and Absence Policy****

Frequent active involvement is essential for the esquire to be effectively impacted by this mentor program. If the Esquire cannot attend any mentor program activity, the Esquire must call the necessary program staff WITH his parent/guardian before the event. An unexcused absence is considered without the three-day notification described above. Three unexcused absences from the monthly Success Seminars or five unexcused absences from any other activity (community service, social, fundraising, etc.) will result in a review of the student's eligibility for participation in the program.

ESQUIRE LEADERSHIP COUNCIL

Purpose

The Esquire Leadership Council provides Esquires with an opportunity to develop and practice leadership, responsibility, teamwork, communication, event planning, civic engagement, and servant leadership. The council serves as the official student leadership body of the Esquire Leadership and Mentoring Program (ELMP). The council is led by an elected Esquire President and Esquire Vice President, who work alongside Program Staff to represent the Esquires' voice, assist with program operations, and help plan fourth-Saturday activities. These positions provide real-world leadership experience while teaching accountability, professionalism, decision-making, and service.

Election Process

The Esquire President and Esquire Vice President shall be elected annually by the Esquires.

Eligibility Requirements

Candidates must:

- Be an active Esquire in good standing.
- Demonstrate regular attendance and participation.
- Exhibit leadership, maturity, integrity, and respect for the ELMP Code of Conduct.
- Be willing to serve as a positive role model for fellow Esquires.

Voting Process

- Elections shall be held annually during the first Success Seminar of the program year.
- Candidates may provide a brief speech outlining their qualifications and goals.
- Each active Esquire present shall receive one vote.
- A majority vote of the Esquires present shall determine elections.
- If no candidate receives a majority vote, a runoff election shall be held between the two candidates receiving the highest number of votes.
- Program Staff shall oversee and certify all election results.

Esquire President

The Esquire President serves as the chief student leader of the Esquire Leadership and Mentoring Program and leads the Esquire team during program activities.

Responsibilities

The President shall:

- Serve as the primary student liaison to Program Staff.
- Represent the interests and perspectives of the Esquires.
- Conduct official Esquire roll call and attendance verification during Success Seminars and major program events.
- Lead the Esquire team during opening assemblies, announcements, and transitions between activities.
- Assist with opening and closing portions of Success Seminars.
- Facilitate student discussions when appropriate.
- Encourage participation, accountability, and positive behavior among fellow Esquires.

Esquire Leadership and Mentoring Program

- Promote adherence to the ELMP Code of Conduct.
- Lead Esquire Leadership Council meetings and planning sessions.
- Coordinate student committees and delegate responsibilities.
- Assist with welcoming guests, speakers, community leaders, and community partners.
- Lead student involvement during community service projects, social activities, fundraising initiatives, and civic engagement events.
- Provide updates and reports regarding upcoming projects and activities.
- Assist with Student Recognition Dinner activities and presentations.
- Serve as a role model through attendance, professionalism, leadership, character, and service.

Leadership Development Outcomes

The President develops:

- Public speaking
- Meeting facilitation
- Team leadership
- Event planning
- Project management
- Decision-making
- Accountability
- Professional communication

Esquire Vice President

The Esquire Vice President serves as the second-ranking student leader and supports the President in all leadership functions.

Responsibilities

The Vice President shall:

- Assist with roll call and attendance verification.
- Lead the Esquire team when the President is absent.
- Assist with opening and closing activities.
- Support the planning and coordination of fourth Saturday activities.
- Supervise committees and project teams.
- Assist Program Staff with event preparation and logistics.
- Coordinate student volunteers for service, social, fundraising, and civic engagement activities.
- Gather suggestions, concerns, and feedback from Esquires and communicate them to Program Staff.
- Encourage participation and engagement among all Esquires.
- Monitor student involvement and help ensure all Esquires remain actively engaged.
- Assist with Student Recognition Dinner activities and presentations.
- Be prepared to assume the responsibilities of the President whenever necessary.

Leadership Development Outcomes

The Vice President develops:

- Organizational skills
- Project management
- Team coordination
- Communication
- Leadership support and succession planning
- Event management
- Collaboration and teamwork

Esquire Team Leadership Responsibilities

The President and Vice President shall collectively serve as the leadership team for the Esquires.

Together they shall:

- Conduct roll call and attendance at Success Seminars and major program events.
- Lead the Esquire team during program activities.
- Assist Program Staff in maintaining organization, professionalism, and engagement.

Esquire Leadership and Mentoring Program

- Represent the voice of the Esquires during planning discussions.
- Coordinate student-led committees and special projects.
- Help develop and implement fourth Saturday activities.
- Promote a culture of leadership, accountability, respect, and service.
- Support mentor-led activities and assist younger or newer Esquires.
- Encourage active participation in all aspects of the program.

Fourth Saturday Leadership Initiative

The President and Vice President shall work with Program Staff to develop, recommend, and coordinate fourth-Saturday activities throughout the program year.

Activities may include:

Community Service

- Food drives
- Community cleanups
- Caring and Sharing projects
- Family Essentials Kit projects
- Volunteer service initiatives

Social Activities

- Team-building experiences
- College sporting events
- Recreation outings
- Museum visits
- Networking activities

Fundraising Activities

- Program awareness events
- Fundraising campaigns
- Sponsorship support activities
- Community outreach initiatives

Voting Advocacy & Civil Engagement

- Empower Civic Education Symposium support
- Civic education projects
- Community leadership panels
- Voter education activities
- Public service and advocacy initiatives

The President and Vice President may establish temporary committees of Esquires to assist with planning and implementing approved activities.

Connection to ELMP Success Goals

Service as Esquire President or Esquire Vice President directly supports:

Leadership and Conduct

- Leadership by example
- Responsibility and accountability
- Team leadership and professionalism

Attendance and Participation

- Consistent involvement in program activities
- Active engagement in planning and implementation

College and Career Readiness

Esquire Leadership and Mentoring Program

- Public speaking
- Project management
- Team leadership
- Professional communication

Personal Growth and Reflection

- Increased confidence
- Self-awareness
- Decision-making and problem-solving

Academic Performance

- Application of organization, planning, research, and critical-thinking skills

Through these leadership positions, Esquires gain meaningful experience leading peers, planning activities, serving their community, and working alongside Program Staff to advance the mission of ELMP: **Developing Leaders and building Character. Inspiring Service.**

MEASURING SUCCESS

Esquires' educational success goes beyond traditional academic achievement. It encompasses the holistic development of students, preparing them academically, socially, and emotionally to thrive in school, post-secondary education, and life. Educational success is defined as the development of strong academic foundations, life skills, a positive self-identity, and leadership qualities that lead to improved school performance, high school graduation, preparedness for college or vocational pursuits, and the confidence to make informed life decisions. For youth in this age group, success means not only earning good grades but also growing in personal responsibility, building self-esteem, participating in meaningful activities, engaging with mentors, and setting and working toward future goals.

Measuring Impact Toward Educational Success: To evaluate the program's effectiveness and track progress toward educational success, a combination of quantitative and qualitative metrics will be used:

- 1. Academic Performance:**
 - Regular monitoring of GPA, report card grades, and test scores
 - Evidence of grade-level proficiency or improvement in core subjects (math, reading, writing)
 - Participation in and outcomes from tutoring sessions and academic enrichment activities
 - Earned through AI & tech activities that improve school learning and skills
- 2. Attendance and Participation:**
 - School attendance rates and reduction in absenteeism
 - Consistent attendance at Success Seminars, mentorship sessions, and program events
 - Completion of progress reports and life plans by Esquires
 - Earned by showing up, staying engaged, and actively contributing to technology sessions
- 3. Leadership and Conduct:**
 - Improvement in interpersonal skills, maturity, and leadership as observed by mentors and staff.
 - Participation in group discussions, community service, and social activities
 - Demonstrated respect, responsibility, and adherence to the program's code of conduct.
 - Earned by showing initiative, teamwork, and good behavior in tech-related activities.
- 4. College and Career Readiness:**
 - Completion of college and career exploration activities
 - Attendance at college tours and informational workshops
 - Enrollment in post-secondary education or training programs upon graduation
 - Earned by building tech skills that prepare for future education or careers.
- 5. Personal Growth and Self-Reflection:**
 - Mentor, parent/guardian, and school staff surveys or interviews.
 - Student self-assessments on confidence, goal setting, and personal growth
 - Participation in public speaking or recognition events showcasing development.
 - Earned by showing self-awareness, improvement, and creativity through tech projects.

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By consistently tracking these outcomes, the program ensures it meets its mission of equipping young Black males with the academic tools, leadership skills, and personal discipline needed to succeed in education and beyond.

ENGAGEMENT AND POSITIVE REINFORCEMENT SYSTEM

Purpose:

To encourage consistent engagement, celebrate personal milestones, and reinforce positive behaviors that align with educational, engagement, leadership, and personal growth success goals for Esquires. 20 criteria in total for award badges. An Esquire must complete 10 of the Success Goals to receive the Esquire Jacket (See example below). For a Success Goal to be complete, a mentor must verify that an indicator is complete before credit is given. Esquires will complete goals to earn more badges to put on their jackets. This is a cumulative task. If an Esquire cannot reach the goal in their first year, they can collect badges in their next year. Their past badges tally follows them if they remain an active Esquire. The reward system-level certificates and jackets will be awarded in May at the 2026 Annual Student Recognition Dinner.

Core Reward Categories & Criteria

Category	Success Goals	Reward Examples
Academic Performance	<ul style="list-style-type: none"> - GPA improvement - Grade-level proficiency/improvement - Tutoring participation/academic enrichment - AI/tech activities that boost learning and skills. 	Complete 2/4 to get the AP badge.
Attendance & Participation	<ul style="list-style-type: none"> - 90%+ attendance at school - 70%+ attendance at ELMP events - Completion of life plans and progress reports - Earned through active tech participation. 	Complete 2/4 get A/P badge
Leadership & Conduct	<ul style="list-style-type: none"> - Demonstrating maturity and responsibility - Respecting peers, mentors, and rules - Active participation in team discussions - Earned through leadership/teamwork in tech. 	Complete 2/4 get L/C badge
College & Career Readiness	<ul style="list-style-type: none"> - Attending college tours or vocational workshops - Completing post-secondary plans or applications - Building a resume or portfolio - Earned by developing tech skills for future goals. 	Complete 2/4 get C/CR badge
Personal Growth & Reflection	<ul style="list-style-type: none"> - Honest and thoughtful self-assessments - Public speaking or project presentations - Helping peers and showing emotional growth - Earned through growth and creativity in tech. 	Complete 2/4 get PG/R badge

Overall Reward System Rewards

Level	Criteria Met	Recognition
Bronze (Rising Leader)	Meets 1–5 goals per year	Receive Rising Leader Achievement Badge
Silver (Dedicated Scholar)	Meets 6–9 goals per year	Receive Dedicated Scholar Achievement Badge
Gold (Elite Esquire)	Meets 10+ goals per year	Receive Elite Esquire Badge/Esquire Jacket

Additional Tools for Implementation

- **Goal Tracking Sheet** – Each Esquire keeps a simple progress chart updated and monitored by mentors.

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SUCCESS GOAL EXAMPLES

Academic Performance

GPA Improvement: 1. Raised GPA from 2.3 to 2.8 through improved study habits. 2. Moved from failing to a B average with after-school tutoring. 3. Improved math GPA from C to B+ through weekly study groups. 4. Performing well on major tests by seeking support. 5. Improved a school project using new tech and design skills.

Grade Level Progress: 1. Scored proficiently on the state reading test after being below grade level. 2. Advanced from seventh to ninth grade in reading comprehension through summer programs. 3. Gained two grade levels in math through STEM mentorship. 4. Performing well on major tests by seeking support. 5. Created a digital study guide using Canva or Google Docs.

Tutoring and Enrichment: 1. Attended consistent academic support sessions. 2. Completed Khan Academy science challenge. 3. Joined after-school enrichment for writing. 4. Regularly met with teachers for concept review. 5. Used AI tools to summarize readings and shared results with mentors.

Attendance and Participation

School (90 percent or higher): 1. Missed only two days in a ninety-day semester. 2. Maintained perfect attendance for one marking period. 3. Earned recognition for attendance. 4. On time for school and classes.

ELMP (70 percent or higher): 1. Attended eight of ten seminars and community service days. 2. Joined all summer leadership events. 3. Participated in GroupMe discussions twice monthly. 4. Volunteered to set up tech equipment. 5. Aiming for full participation.

Life Plans and Reports: 1. Submitted a three-year academic and career plan with mentor input. 2. Completed six monthly reflections. 3. Turned in quarterly self-assessments with goals. 4. Connected progress reports with reflections. 5. Participated in an esports or tech planning project.

Leadership and Conduct

Maturity and Responsibility: 1. Resolved group conflict. 2. Managed ELMP duties while balancing school and home. 3. Choose to study before exams. 4. Completed chores responsibly. 5. Acknowledged mistakes and corrected them. 6. Helped younger Esquires with tech topics.

Respect: 1. Spoke respectfully with peers and mentors. 2. Welcomed new Esquires. 3. Took accountability for actions. 4. Encouraged others in difficult times. 5. Created group tech safety rules.

Team Participation: 1. Shared ideas in group discussions. 2. Led small groups during workshops. 3. Asked follow-up questions during sessions. 4. Repeated answers for understanding. 5. Presented AI or tech topics.

College and Career Readiness

Tours and Workshops: 1. Visited Wayne State University. 2. Participated in an HVAC training demo. 3. Attended financial aid seminar. 4. Listed scholarships of interest. 5. Explored types of colleges and programs. 6. Interviewed a mentor about a tech career and wrote a reflection.

Applications and Planning: 1. Drafted personal statement with mentor. 2. Created a list of five college options. 3. Registered for the SAT and submitted three applications. 4. Identified career interests and training needs. 5. Completed mini project suitable for application portfolio.

Resume and Portfolio: 1. Built a resume with volunteer work, GPA, and leadership roles. 2. Designed a digital portfolio with art or writing. 3. Collected recommendation letters. 4. Listed skills and hobbies. 5. Learned and applied three AI tools to improve productivity or creativity.

Personal Growth and Reflection

Self-Assessment: 1. Reflected on overcoming procrastination. 2. Shared goals and improvement areas during check-ins. 3. Identified emotional triggers and coping strategies. 4. Recorded self-reflection through writing or media. 5. Reviewed digital footprints and wrote a tech use pledge. 6. Improved tech skills after identifying weakness.

Public Speaking and Projects: 1. Delivered a short speech on leadership. 2. Presented a science fair project. 3. Led Black history presentation. 4. Created a podcast on a personal issue. 5. Produced digital art or video and explained the meaning.

Helping Peers and Emotional Growth: 1. Supported a peer facing challenges. 2. Mediated group

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disagreements peacefully. 3. Asked for help managing stress and applied strategies. 4. Spoke with the younger students about maturity and decision-making. 5. Kept a journal of lessons from seminars and applications to life.

ELMP UPPER TIER RECOGNITION LEVELS

Returning Esquires retain all previously earned badges, recognition, awards, and years of service as they progress toward Legacy Esquire status. Each year builds upon the last, allowing Esquires to grow, be recognized, and earn additional honors over time. For many families, the first year is just the beginning of a longer leadership and development journey.

The program recognizes Esquires through the Elite, Distinguished, and Legacy Esquire Recognition System. This system celebrates consistent participation, leadership development, and long-term commitment while providing clear milestones that mark each Esquire's progress throughout the program.

Elite Esquire



Awards Earned:

- Esquire Jacket
- Elite Esquire Badge

Elite Esquire recognition is awarded to Esquires who consistently meet program expectations and actively participate in mentoring, academic support, leadership development, and service activities. This level reflects reliability, engagement, and steady personal growth.

Typical Indicators:

- Regular attendance and participation
- Complete 10 or more Success Goals
- Active engagement with an assigned mentor
- Progress toward academic and personal success goals
- Positive conduct and accountability

Distinguished Esquire



Awards Earned:

- ELMP Lapel Pin for each year of participation
- Pin is placed on the left collar of the Esquire Jacket
- Distinguished Esquire Badge placed below the Esquire Name on the jacket

Distinguished Esquire recognition is awarded to returning Esquires who demonstrate sustained commitment over multiple years. These Esquires demonstrate leadership, maturity, and consistency, serving as positive role models for younger Esquires.

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Typical Indicators:

- Multiple years of participation in the program
- Achieve all 20 Success Goals
- Demonstrated leadership and positive peer influence
- Consistent completion of success goals
- Ongoing service contributions and strong character



Legacy Esquire

Awards Earned:

- Legacy Esquire Badge (placed above the Esquire's name on the jacket)
- The pin is placed on the left collar of the Esquire Jacket
- ELMP Lapel Pin for each year of participation

Legacy Esquire recognition is the highest honor within the program and is reserved for Esquires who complete their Esquire journey and graduate. Legacy Esquires are recognized for their long-term dedication, exemplary leadership, and the lasting impact they have made within the Esquire community.

Typical Indicators:

- Program completion and graduation
- Long-term commitment to the Ann Arbor Esquires Leadership and Mentoring Program
- Exemplary leadership and service record
- Recognized contributions to the Esquire community

ESQUIRE POLO AND T-SHIRT



Esquire Leadership and Mentoring Program

ESQUIRE JACKET



ESQUIRE BADGE PLACEMENT GUIDE

BADGE PLACEMENT GUIDE

Follow this guide to place each badge on your jacket correctly.

RIGHT CHEST
Legacy Esquire Badge
Placement: Right chest, above the name.
Position the top of the badge about 1 inch below the shoulder seam.

NAME
Placement: Right chest, centered between the upper and lower badges.
Ensure the text is straight and level.

RIGHT CHEST
Distinguished Esquire Badge
Placement: Right chest, below the name.
Position the top of the badge about 1 inch below the bottom of the name.

COLLAR PINS
Placement: One on each collar point.
Center the pin on the collar, about 1/2 inch down from the edge.

Place these badges on the same side as the large badge.

LEFT CHEST
LARGE BADGE
Placement: Left chest, centered.
Align the center of the badge with the center of the chest area.
Position the top of the badge about 1 inch below the shoulder seam.

LEFT SLEEVE
BADGES (TOP TO BOTTOM)

ACADEMIC PERFORMANCE
Placement: Top of left sleeve.
Position the top of the badge about 1 inch below the shoulder seam.

ATTENDANCE PARTICIPATION
Placement: Below the Academic badge.
Leave about 1/2 inch of space between badges.

COLLEGE & CAREER READINESS
Placement: Below the Attendance badge.
Leave about 1/2 inch of space between badges.

LEADERSHIP CONDUCT
Placement: Below the College & Career Readiness badge.
Leave about 1/2 inch of space between badges.

PERSONAL GROWTH REFLECTION
Placement: Bottom of left sleeve.
Position the bottom of the badge about 1 inch above the cuff seam.

RIGHT SLEEVE
BADGES (TOP TO BOTTOM)

GOLD ELITE ESQUIRE
Placement: Top of right sleeve.
Position the top of the badge about 1 inch below the shoulder seam.

SILVER DEDICATED SCHOLAR
Placement: Below the Gold badge.
Leave about 1/2 inch of space between.

BRONZE RISING LEADER
Placement: Bottom of right sleeve.
Position the bottom of above the cuff seam.

Orientation Note: All references to "left" and "right" throughout this guide are based on the wearer's perspective while wearing the jacket. For example, the "left chest" refers to the left side of the jacket when it is being worn.

GENERAL NOTES

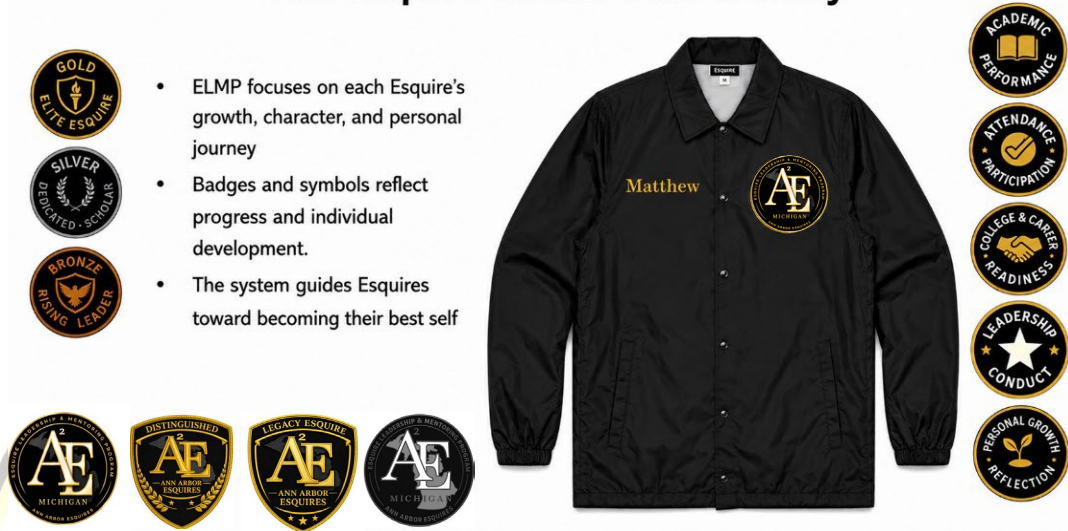
- Use a tape measure to ensure even spacing.
- Keep all badges straight and level.
- Maintain consistent spacing between badges.
- Press or sew badges securely.

TIP: Lay the jacket flat and use pins to mark placement before attaching.

Esquire Leadership and Mentoring Program

ESQUIRE REWARD BADGES

The Esquire Jacket Tells a Story



- ELMP focuses on each Esquire's growth, character, and personal journey
- Badges and symbols reflect progress and individual development.
- The system guides Esquires toward becoming their best self

CODE OF CONDUCT

Speaking and Participation

Stand up and begin by saying "Esquire," followed by your full name, before speaking.

Example: "Esquire Your Name"

Wait to be recognized before continuing.

Speak clearly, confidently, and respectfully.

One voice at a time. No talking over others.

Raise your hand to contribute or ask a question.

Listen fully before responding. Think before you speak.

Every Esquire is expected to participate when called upon.

Respect and Conduct

Address adults and mentors as Mr., Ms., Ma'am, or Sir unless told otherwise.

Treat fellow Esquires with respect at all times.

No teasing, mocking, name-calling, or put-downs.

Respect different opinions even when you disagree.

Respect women and girls of all ages in words and actions.

No foul, offensive, or inappropriate language.

Presence and Engagement

Be present, alert, and engaged during all activities.

Phones, headphones, and distractions are not permitted.

Maintain eye contact when someone is speaking.

Sit up straight and demonstrate professional body language.

Punctuality and Preparedness

Arrive on time or early to all sessions and events.

Come prepared with the required materials.

Follow instructions the first time they are given.

Stay for the full duration of the program unless excused.

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Appearance and Professionalism

Follow the required dress code for each event.
Clothing should be clean, appropriate, and respectful.
Wear ELMP attire when instructed.

Accountability and Responsibility

Take responsibility for your actions and choices.
Make excuses for nothing and own your behavior.
Strive to improve when given feedback.

THE ESQUIRE STANDARD

An Esquire listens first, thinks second, and responds with purpose.
An Esquire carries himself with discipline, respect, and confidence.
An Esquire represents his family, his community, and ELMP with pride.

THE ESQUIRE CREDO

I am an Esquire
I stand with discipline, respect, and purpose.
I show up prepared, listen before I speak,
and lead by example.
I take responsibility for my actions
and strive to improve every day.
I value education, service, and integrity.
I work hard, I remain focused,
And I NEVER settle for less than my best.

THE JR. ESQUIRE CREDO

I am an Esquire
I listen, show respect, and do my best.
I am kind, responsible, and proud to learn.

APPLICATION, GRADE RELEASE, AND CONSENT FORMS

1. Complete Electronic ELMP Application, Grade Release, and Consent Forms
online: <https://www.a2esquires.org>
OR
2. Please download, complete, and return forms to: annarbor.elmp@gmail.com

MONTHLY NEWSLETTER SUBMISSION

The designated program staff will prepare a monthly summary of ELMP activities that highlights key events, milestones, and accomplishments from the previous month. The summary will include photos and relevant supporting materials to reflect the full scope of program engagement. Once finalized, it will be submitted to the chapter's monthly newsletter to keep the chapter informed and connected to the program's ongoing progress.

PROGRAM FEE

For the upcoming program year, there is a \$40 participation fee to help cover the cost of the Esquire polo shirt, t-shirt, and other program materials. Payment details and deadlines will be shared after re-commitment is confirmed. Financial assistance and flexible payment options are available for families who may need support.

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CONTACT INFORMATION

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