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New beginnings are exciting. As I joined MENTOR in 2023, I came on board with great energy and excitement for all that MENTOR was doing and positioned to achieve. As the best-in-class convener of the mentoring movement, the organization continued to expand its local field leadership with the launch of MENTOR Texas and planned expansion in Florida and Illinois. While growing the movement, we have kept sight of the need for high-quality practices and programming. We continue to prioritize quality so that the systems change we advocate for can be meaningful and lasting for our stakeholders and young people. Because of our partners and collaborators, we can sustain and enhance the power of mentoring across the country.

I welcome you to read on—in the pages ahead, we share some of what we have been up to, and I hope you will connect with us so that together, we might amplify the power of MENTOR.

Jermaine Myrie,
CEO of MENTOR
MENTOR was created nearly 35 years ago with a mission to fuel the quality and quantity of mentoring relationships for America’s youth and to close the mentoring gap for the more than one in three young people growing up without this critical support.

Since the launch of our 2022-24 strategic plan, we have reached 1,179,627 young people. In 2023, we continued to advance our mission to close the mentoring gap through four strategic pillars.

**ADVANCING LOCAL FIELD LEADERSHIP**

We provided services across the country through 25 local MENTOR Affiliates in 24 states and the District of Columbia, with 48% led by BIPOC leaders.

We have two emerging Affiliates in development in Illinois and Florida.

**EXPANDING THE MOVEMENT**

MENTOR co-led advocacy efforts to successfully increase federal funding for youth mentoring to $107 million in FY23.

Prospective mentors took action by completing 27,189 searches for mentoring opportunities and connecting with local mentoring programs nationwide through the Mentoring Connector.

**PRIORITIZING QUALITY**

MENTOR facilitated the delivery of a record-breaking 14,282 hours of Technical Assistance through 608 requests from 484 mentoring programs across the nation that serve 73,446 youth collectively through OJJDP’s National Mentoring Resource Center.

36,000+ total downloads of MENTOR’s resources and publications (e.g., Who Mentored You?, Workplace Supplement to the Elements of Effective Practice ™, Becoming a Better Mentor).

**INFLUENCING SYSTEMS**

386 individuals at our corporate and nonprofit partners participated in our Connect I Focus I Grow training.

We collaborated with corporate partners to develop two new Workplace Mentoring Toolkits focused on prioritizing mentoring in the workforce in 2023.
MENTOR supports the effectiveness of new and existing local Affiliates to scale our geographic footprint and deepen the impact of the mentoring field. Affiliates offer individualized quality improvement, training, and support, much of which is provided for free via the National Mentoring Resource Center. Affiliates also exclusively administer our National Quality Mentoring System (NQMS), a structured, systematic process for assessing the quality of a mentoring program’s practices in alignment with our *Elements of Effective Practice for Mentoring™*. 

**Advancing Local Field Leadership**

- **25** Affiliates
- **24** States represented
- **2** New/Emerging Affiliates
- **48%** Led by BIPOC Leaders
- **3,700+** Nonprofits served by Affiliates
- **850,000+** Young people reached
- **13,211** Hours of technical assistance facilitated by Affiliates
Mass Mentoring Partnership secured $1.8M in state funding for the Mentoring Matching Grant (the highest level to date). Programs must match their grants dollar-for-dollar and meet high levels of quality to ensure that outcomes are maximized. Programs are supported with training and capacity building, based on the latest research and effective practices.

With support from the Starbucks Foundation, we distributed two-year Social Capacity Building Grants to 10 Affiliates to support projects that advance social justice in their local communities. One of the grantees, MENTOR Georgia, is utilizing this funding to provide the first mentoring-focused statewide summit for youth, with heavy planning and leadership by young people themselves. The event will leverage the expertise of Georgia-based organizations to support youth voice and empowerment, help young people grow their skills to advocate for causes that affect them, and build the mindset and skills to be effectively mentored.
MENTOR motivates civic leaders, employers, and individual stakeholders to prioritize and invest in ensuring all young people have access to mentoring relationships.

2023 NATIONAL MENTORING SUMMIT – BRIDGING DIVIDES THROUGH RELATIONSHIPS

In January 2023, nearly 1,500 people came together in Washington, D.C. for the 13th National Mentoring Summit, the only annual convening and national professional development conference for the mentoring field. Hundreds of advocates met with members of congress to encourage legislation in support of our young people during Capitol Hill Day. Dozens of workshops breathed unity and inspiration into the entire mentoring field. Youth voices were amplified as young people shared their stories on the main stage to a packed ballroom. Attendees explored bridging divides through mentoring, fostering leadership through youth-led movements, and celebrating mentorship through storytelling.

“The plenaries were the best. It was hearing all the youth speak. That touched me because there was a lot of representation and diversity. Seeing that and what different organizations do. It’s like ‘Oh, wow, I never thought of that. I never thought that you could do mentorship through things like dancing and poetry.’”
- 2023 Summit attendee
EXPANDING THE MOVEMENT

MENTOR
CAPITOL HILL DAY

“I had become jaded on the democratic process. I didn’t think my involvement could be significant. Well, I was wrong. The meetings I had forever changed the way I view and value my voice as an American citizen. I carried the torch that was lit on Hill Day back to my representatives’ district offices where I continue to cultivate those relationships. I realized from that experience that I could directly impact legislation and public policy.”

- Syd Stewart; Founder and Executive Director, Better Youth, Inc. – Los Angeles, CA

SUMMIT SCHOLARS

Thanks to the generosity of our supporters, over the last seven years more than 80 leaders representing mentoring programs serving thousands of youth across the country have received scholarships to gather, learn, and grow at the National Mentoring Summit.

“It might be a scholarship for one person, but you could be impacting the lives of hundreds.”

- Rodrigo Aguayo, 2023 Summit Scholar
MENTORING CONNECTOR

The Mentoring Connector is the only database of nearly 2,500 mentoring programs across the country. This free service helps quality youth mentoring programs recruit more local volunteers while greatly increasing visibility for their organizations. Anyone interested in becoming a mentor or finding a program for a young person can search for, find, and contact programs that are of interest to them.

NATIONAL CORPORATE MENTORING HONOR ROLL

Launched by First Lady Michelle Obama in 2011 as a challenge to companies to encourage their employees to become volunteer youth mentors, the National Corporate Mentoring Honor Roll recognizes outstanding corporations across the United States that support the youth mentoring field in a variety of ways. Since the challenge was announced, corporate engagement in youth mentoring has grown to reflect a broad range of innovations and strategies all working to connect youth to social and economic opportunities and build a strong 21st-century workforce.

In 2023, we had 85 organizations listed on the National Corporate Mentoring Honor Roll, including 10 new members Dreami, Columbus Rapids FC, Lambert Data, Leading With Pride, Marshalls, PreCollege Soultions, Sav Me Mindset Coaching, The Teaching Company, Tenaris, and SaulPaul Productions.
EXPANDING THE MOVEMENT

POLICY & ADVOCACY

Nearly 9 in 10 people feel that **more mentoring is needed** in our country and more than 8 in 10 **people support the use of government funds to grow mentoring opportunities**, especially when charitable support is absent.

MENTOR advocates for mentoring for all young people by creating opportunities for Affiliates and grassroots supporters to take action in support of policies and funding that close the mentoring gap. Policy & Advocacy successes secured in 2023 with a growing coalition of supporting advocates and organizations include:

- **Co-led advocacy efforts to successfully increase federal funding for youth mentoring to $107 million in FY23**, a $5M increase in funding.

- **Reintroduced three bills**: the Mentoring to Succeed Act; the Foster Youth Mentoring Act; and, the Transition to Success Mentoring Act. For the first time, the Transition to Success bill secured a Senate sponsor in Senator Cory Booker (NJ), ensuring the bill is active in both chambers of Congress.

- **Hosted two Congressional Briefings with the support of the Congressional Youth Mentoring Caucus**, one with a focus on foster youth and the other on federal investment in quality youth mentoring activities.

- **Hosted the annual Capitol Hill Day during National Mentoring Month in January, bringing together over 550 youth development and mentoring program staff, advocates, researchers, youth, and others** to share with Congress the value and positive impact mentoring has on young people and their respective communities.
Identifying, promoting, and driving the implementation of evidence-based practices combined with community wisdom to increase the quality of mentoring relationships for young people.

Your partnership created new support and learning opportunities, one-of-kind hands-on trainings, and evidence-based resources and research.

**TRAININGS**

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<th>Collaborative Mentoring Webinar Series</th>
<th>Built a full curriculum and toolkit from training the first cohort of eight Affiliates on Mentoring Black and Brown Girls.</th>
<th>Created our first credentialing program, Master Trainer of Mentoring Practices.</th>
<th>Updated our Mentoring Black Boys training suite including integrating wellness with mentoring.</th>
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**RESEARCH - WHO MENTORED YOU?**

With support from EY and over 2,600 participants, we commissioned and released the *Who Mentored You?* study, an expansive, multi-generational research report examining the role of mentors in the lives of Americans over the last half-century.
In 2013, the Department of Justice Office of Juvenile Justice and Delinquency Prevention (OJJDP) selected MENTOR to establish a national training and technical assistance center focused solely on mentoring.

The goal of the National Mentoring Resource Center is to improve the quality and effectiveness of mentoring programs and relationships across the country by supporting practitioners to more deeply.

Through OJJDP and with your help, we facilitated the delivery of a record-breaking 14,282 hours of technical assistance, through 608 requests from 484 mentoring programs across the nation that serve 73,446 youth collectively.
MENTOR is creating and guiding innovative solutions that integrate relationship-centered practices and policies while driving resources for the adoption of mentoring structures and mindsets within youth-serving systems.

WORKFORCE DEVELOPMENT

By centering relationships and being intentional in how they recruit, hire, and connect with employees, workplaces can expand opportunities for young people, especially those who do not already have strong connections to professional relationships and pathways. In turn, young employees bring fresh perspectives to workplace challenges and enable companies to expand their capacity. It’s a win-win situation, which is why we are intent on shaping a workforce that works for all young people and centers connection, belonging and, relationships.

In 2023, we partnered with corporate and nonprofit partners to:

- Engage 871 employees in MENTOR’s customized workplace mentoring supports, including Connect | Focus | Grow (a curriculum that helps create a mentoring mindset for industry professionals)
- Provide asynchronous e-modules to supplement employee learning and skill-development
- Conduct Design Labs to develop and enhance internal mentoring initiatives
- Develop customized mentoring toolkits

WORKPLACE MENTORING TOOLKIT FOR THE HOSPITALITY INDUSTRY

Developed in partnership with Hyatt Hotels and American Hotels and Lodging Association Foundation.

Mentor 101:
Fidelity Scholars Program

June 2018

Program Director:
Cherie Roane

Evaluator:
Dr. Roobina Miranda

Mentor 101:
Fidelity Scholars Program

June 2018

Program Director:
Cherie Roane

Evaluator:
Dr. Roobina Miranda
HOSPITALITY TOOLKIT

Funded by the Hyatt Hotels Foundation, MENTOR partnered with Hyatt Hotels and the AHLA Foundation to develop a Hospitality Industry Toolkit as a resource for the new and expanded mentoring programs across the hospitality field. Employees from the hospitality industry participated in a pre-survey to understand the current state of workplace mentorship. From these results, two focus groups were conducted to gain better insight into what is needed programmatically and systemically to nurture a mentoring culture and prepare employees in the hospitality industry to establish relationship-centered workplace mentoring practices.

CAREER READINESS MENTORING PROGRAMS

Funded by the Schultz Family Foundation, MENTOR partnered with Juma to develop a resource that career readiness programs can utilize as they incorporate mentoring into their work and organization. Juma staff and youth participated in Connect | Focus | Grow trainings to gain a better understanding of what it means to mentor and be mentored. From these trainings, focus groups were conducted to gain a better insight into what is needed to programmatically launch a successful career readiness mentoring program. In 2023 they piloted the toolkit and provided additional insight which informed the data and resources included in this toolkit.

PHILANTHROPIC AGENDA

Research shows that young people thrive when funders and youth-serving nonprofits work together. That’s why we built the Catalysts for Change Participatory Action Research Team, a group of 14 mentoring and youth-serving nonprofit leaders that put together findings and recommendations in a new groundbreaking report, Opportunities to Invest in Long-Term Social Capital for Our Youth: A Philanthropic Agenda. Youth, mentors, funders, and staff around the country had the opportunity for input through surveys, interviews, and focus groups to create a report that sheds light on the biggest barriers and systemic inequities that exist—and persist—for service providers in the field of youth development. The Philanthropic Agenda details the best ways to build social capital for young people and investigates the types of investments and additional resources that would be needed to turn these opportunities into reality.
“Social capital is people’s access to, and ability to mobilize, human connections that might help them further their potential and their goals, especially as those goals emerge and inevitably shift over time. Put simply, networks have real value. Who you know shapes how you get by and get ahead.”

– Julia Freeland Fisher, Clayton Christensen Institute

RELATIONSHIP-CENTERED SCHOOLS

Launched in 2020, the Relationship-Centered Schools (RCS) pilot is an intentional consultative process to build awareness among and partner with K-12 school systems to prioritize building supportive relationships as a fundamental part of school culture and an essential ingredient for students’ learning and development.

MENTOR launched the RCS pilot to help K-12 schools incorporate researched-backed practices and processes that expand access to the webs of support and caring adults. These vital sources of guidance, and connection for students and are proven to support their healthy development – and help address the exacerbated challenges of chronic absenteeism and learning loss that have persisted since the pandemic.

2020 – 2023 Impact

- Trained 10 local Affiliates to deliver the RCS consultative process with K-12 school district partners.
- Partnering with local Affiliates to deliver the RCS process to 28 K-12 school districts across the US to impact 641,000 students.

MENTOR is grateful to American Student Assistance for their generous support of the Philanthropic Agenda and Relationship-Centered Schools initiative, and their extraordinary commitment to advancing support and opportunity for youth across the US.
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Expanding the movement and increasing quality mentoring relationships requires us to make it easier to become a mentor and empower mentors with the resources and tools to effectively support young people.

On behalf of the entire MENTOR Team – THANK YOU!

We are truly grateful to count you among the MENTOR Family.

I can’t wait to see what we accomplish together in 2024.

Onward Together,

Jermaine Myrie
CEO, MENTOR