MENTOR VIRGINIA

IMPACT REPORT

July 1, 2022 to June 30, 2023

WHO WE ARE

For 30 years, MENTOR Virginia (formerly Virginia Mentoring Partnership) has been serving as the catalyst for the expansion of youth mentoring across Virginia. We are an independent, 501 (c) 3 organization that works closely with mentoring programs to help them build their capacity in order to provide high-quality mentoring programs and services for young people ages 5-24.

MENTOR Virginia is an affiliate of MENTOR: The National Mentoring Partnership.

WHAT WE DO

MENTOR Virginia (MVA) provides technical assistance and training to mentors and mentoring programs across Virginia. One way we do this is by giving ongoing support to new and established programs through the National Mentoring Resource Center (NMRC).

Additionally, we continuously develop training programs and resourceful materials to prepare mentors and encourage networking in the field. We also collaborate with mentoring programs to assess their alignment with national quality standards and set growth goals via the National Quality Mentoring System.

Our Organization partners with mentoring programs and organizations each year to host AmeriCorps VISTA Members who build capacity for youth programs. Since 2012, we have hosted 11 cohorts.

We empower students through the Youth Ambassadors of Mentoring program. Selected high school students engaged in projects, advocacy, and training sessions during the year.

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Letter by Dr. Virginia Patterson

Since 1993, MENTOR Virginia has provided training and technical assistance to one-to-one mentoring programs for children in the Richmond area. The training, coaching, and educational support services we provide to our partners for our young people of Virginia are grounded in 30 years of research and best practices. It is through the generosity of our supporters and the direction of our board that we are fulfilling our mission to foster quality relationships that empower, elevate, and encourage young people, and strengthen communities.

In my first year as the Executive Director, I have seen the influence MENTOR Virginia has had in the Commonwealth of Virginia. Effective planning and matching have led to positive outcomes. We have been expanding our programs, broadening our reach, and providing more young people in our communities with positive mentoring relationships.

But our work is not done. We disseminated a survey to youth mentoring programs throughout Virginia and used the data collected to inform our decision-making, ensuring our program aligns with the needs of our partners. This data was instrumental in the development of our three-year strategic plan and the goals we have set to make our vision a reality:

1. Connect, guide, grow, and cultivate a network of mentoring programs across the state.
2. Help more people across Virginia understand that mentoring is impactful, and that MENTOR Virginia can facilitate opportunities to engage in meaningful mentoring relationships.
3. Develop our human and financial capacity to deliver exceptional services, innovate, and grow.

MENTOR Virginia is grateful to all our partners, funders, donors, and stakeholders for their past and future investment in helping us to deploy quality mentoring programs for children throughout Virginia. I am hopeful that we can continue our partnership to sustain the mentoring capacity of our young people. I look forward to connecting with you to provide further detail about how an investment in MENTOR Virginia will further our mutual goal of breaking through the barriers impeding the success of our young people and ensuring that each one who desires a mentor will have a mentor.

> **“ In my first year as the Executive Director, I have seen the influence MENTOR Virginia has had in the Commonwealth of Virginia. ”**

Our Mission

MENTOR Virginia’s mission is to foster quality mentoring relationships that empower, elevate, and encourage young people.

Our Vision

Every young person in Virginia who needs a mentor will have a trained mentor.

Diversity

MENTOR Virginia is committed to fostering an environment of diversity and inclusion for all. We embrace our differences and celebrate our common humanity in advancing the need and transformative power of supportive relationships for young people. We believe that varied perspectives, experiences, and opinions are central assets in our mission to close mentoring gaps.

MEET MENTOR VIRGINIA'S CURRENT STAFF MEMBERS



Dr. Virginia Patterson (she/her)
Executive Director



Tamice Spencer-Helms (she/they)
Learning Facilitator/
Curriculum Developer



Pamela Johnson (she/her)
Youth Impact Coordinator
AmeriCorps VISTA



Sindy Montalvo Perez (she/her)
Marketing/Communications &
AmeriCorps Manager



Emma Rush (she/her)
Marketing & Communications
Coordinator AmeriCorps VISTA

THANKS TO FORMER STAFF MEMBERS FOR THEIR SUPPORT

Sarah Wilkinson

Tiara Whitfield

Vanessa Reyes

Tashara S. Void

Our Values

As Leaders, we activate our gifts, skills, time, and network to empower others. We are intentional stewards with the resources to which we are entrusted to effectively and efficiently get the job done. We believe that respect and trust create a wholistic environment where we all thrive.

THANK YOU PARTNERS

By supporting us, our partners, funders, and donors help us expand quality mentoring across the state.

- **Board of Directors (100%)**
- **Altria**
- **The Herndon Foundation**
- **EY Foundation**
- **Bob and Anna Lou Schaberg Foundation**
- **Community Foundation for a Greater Richmond**
- **The Jackson Foundation**
- **United Way of Greater Richmond and Petersburg**
- **MENTOR National**
- **Diversity, Equity, and Inclusion Grant**
- **Dominion Energy Foundation**
- **National Mentoring Resource Center (NMRC)**
- **Howard Gallagher Family Foundation**
- **Professional Development Grants**
- **Opportunity Fund Grant**
- **RBC Wealth Foundation**
- **Birdies for Charities PGA Tour**
- **Tredegar Corp**
- **Kroger**

MENTOR Virginia is proud to be an Affiliate of MENTOR National, a national nonprofit whose mission is to fuel the quality and quantity of mentoring relationships for America's young people and close the mentoring gap for one in three youth who want and need a mentor.





THANK YOU FUNDERS AND DONORS

$5.00-$30.00

- Kim Flournoy
- Susan Kroner
- Grace Leffer
- Natalie Foster
- Louisa Janssen
- Kayla Patterson
- Daniel Wilson
- Steve Parker
- Jamie Elmore
- Willie Edmonds
- Claire Finch
- Jen Shevalier
- Sam Prather
- Lena Maurer
- Kayla Phillips
- Scott Miles
- David Weatherford
- Amanda Jenkins
- KeKe Cody

$50.00-$400.00

- William Abbott
- C. Samuel McDonald
- John Mulligan
- Ashley Anthony
- GiTonya Parker
- Marty Bland
- Allyson Finch
- Hunter Williams
- Susan & Timothy Williams
- Wiliam & Marga Bales
- Jason Smith, Ph.D.
- Jerry Patterson

$500.00-$2,000.00

- Jessica & Matt White
- H B Thomson III
- JoAnn Adrales Ruh
- Christine Scherder
- Bettina & Frank Hinckle
- Jason Kidd
- Venessa Woodson
- Bill Bales
- Heather Newman
- Hezekiah Butler
- Kyle Harkrader
- Bryan Carr
- Nicholas Williams







COLLECTIVE ACTION

Through our programs and services we are connecting and fueling opportunities in support of youth mentoring.

In 1993, MENTOR was created to expand opportunities for young people by building a youth mentoring field and movement. Today, we strive to become the expert and go-to resource on quality mentoring in the Commonwealth. As an affiliate of MENTOR National, our organization is part of a network dedicated to identify innovations and systemic solutions to ultimately drive the expansion of research-based, effective mentoring. Mentoring unites us as we focus on cultivating partnerships and training mentors.

INITIATIVES, WEBINARS & WORKSHOPS

- **Community Coffee Hour**
- **Elements of Effective Practice (EEP)**
- **Community-Based Mentoring**
- **New Mentor Training**
- **Everyday Mentoring Workshops**
- **Collaborative Mentoring Series**
- **Combatting White Saviorism**
- **The Four Pivots - Book Discussion**



Between July 2022 & June 2023, MENTOR Virginia led **12** Community Coffee Hours, one per month.

472 individuals registered for the Community Coffee Hours and **268** people from multiple mentoring programs attended virtually.

NO COST-CONSULTING | TECHNICAL ASSISTANCE (TA)

Technical Assistance (TA) is an individualized program consultation service designed for mentoring programs that want to improve the quality of one or more aspects of their mentoring program. TA is made available to eligible youth mentoring programs at no cost through support from the Office of Juvenile Justice and Delinquency Prevention. Below the areas of focus of TA Consulting:

Program Planning & Design	**Program Operations**
Program Management	**Program Evaluation**

In 2022, Technical Assistants (TAs) provided **1520** hours of consulting/training services

In the same period, 61 new programs requested our consulting/TA assistance

TAs cultivated **29** new partnerships through these services

MEET OUR TRAINERS & CONSULTANTS



Dr. Nishaun Battle



Dwayne Bennett



Allyson Roberts



Bianca Myrick



Tammie Mobley



Angela Patton



James Harris, LMHP



Laura Leporati



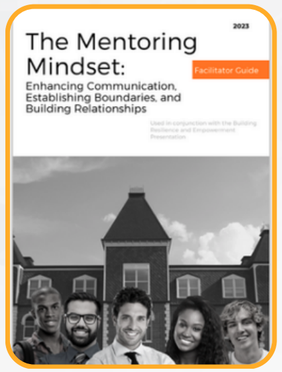
John Harris

LATEST TRAINING-CURRICULUM

We've identified mentoring needs and gaps to develop new research-based training and resources.



Deployment of Relationship-Centered Schools (RCS) is an initiative aimed to create a transformative learning environment where every student is known and supported by caring adults and peers. By implementing the RCS curriculum vision, students experience increased empowerment, strengthened relationships, enhanced emotional well-being, and academic excellence. Teachers and staff reported greater job satisfaction, while parents noticed improved well-being and educational experiences for their children. The RCS training equipped educators with sustainable strategies, ensuring long-term positive impacts. This initiative demonstrates the power of relationships in nurturing student potential and fostering inclusive school communities.







As part of the Virginia Talent and Opportunity Partnership (V-TOP) program, we will be deploying the Connect | Focus | Grow curriculum, a crucial component of our initiative to connect Virginia students with work-based learning opportunities. The primary goal of V-TOP is to enhance talent pipelines in the state and improve talent retention by providing students with valuable career readiness skills. One of the key priorities of V-TOP is the development of content modules that address career readiness from both the student and employer perspectives, with a particular focus on fostering and maximizing the mentor relationship. Through the implementation of Connect | Focus | Grow, we will equip students and employers with the tools and strategies needed to create meaningful mentorship experiences, fostering a strong foundation for career success and talent development in Virginia.

317+ individuals engaged in community dialogue

Six training programs deployed to 100+ mentors

456 new mentors trained in this period

Positive Youth Development

Talking to Youth About Race & Equity

Social Emotional Learning in Mentoring

Trauma-Informed Mentoring

ADDITIONAL TRAINING-CURRICULUM PROVIDED

AMERICORPS VISTA

Since 2012, we have contributed to the capacity-building of mentoring programs through the AmeriCorps VISTA program.

AmeriCorps VISTA (Volunteers in Service of America) is a volunteer program for individuals 18 and older committed to making meaningful impact in their communities. MENTOR Virginia serves as a sponsoring organization, assisting mentoring programs in screening, recruiting, training, and supervising talented people focusing on building capacity at their host sites while expanding quality mentoring across the State. VISTAs are changemakers! To find more information about AmeriCorps VISTA, visit https://americorps.gov/serve/americorps/americorps-vista.

2022 AMERICORPS VISTA HOST SITES

MENTOR VIRGINIA

Henrico County Public Schools
Henrico H.E.R.O.E.S. Mentoring Program

MEGA Mentors
MENTORS EXPECTING GREATER ACHIEVEMENT

RESILIENCE EDUCATION

PARTNERSHIPS CULTIVATED THIS YEAR

C4K

girl scouts of virginia skyline

> **During my time as a VISTA,** my site not only gave me the opportunity to support a mentoring program but to be a mentor myself. I was able to make a difference in two of my own mentee's lives just by being consistent and present.
>
> **Raven Walker, Mentor Program Coordinator VISTA at Henrico HEROES**

AMERICORPS VISTAS COHORT 11

- **Arya Pazwak**
- **Priscilla "Pam" Myers**
- **Pamela Johnson**
- **Therese Goding**
- **Raven Walker**
- **Emma Rush**

HOW MVA'S AMERICORPS VISTA MEMBERS SUPPORT MENTORING PROGRAMS

- **VISTAs** assist in the development and enhancement of training programs for mentors and mentees
- **VISTAs** recruit and manage volunteers
- **VISTAs** secure grants, in-kind donations, and resources
- **VISTAs** drive efficiency by implementing new systems, data collection procedures, and innovative tools
- **VISTAs** do community outreach and assist in marketing/event planning

Go to mentorva.org/serve-as-a-vista to learn more about our VISTA Members

> **What inspired me to join AmeriCorps?** In 2020, I worked as a Project Manager for EPIC, where I was exposed to COVID rates for incarcerated individuals. This was eye-opening and I decided to be part of the solution to ending mass incarceration. I found an opportunity through AmeriCorps and Resilience Education to work with the incarcerated and formerly incarcerated.
>
> The experience has been transformative and I feel extremely grateful to have had the opportunity to work alongside and learn from the formerly incarcerated population, and I hope I continue to serve them as a lawyer. I am really excited to continue this work through a legal lens in the future.
>
> **Therese Goding, Mentor Program Coordinator VISTA at Resilience Education Virginia's AmeriCorps VISTA of the Year Awardee (2023)**

YOUTH AMBASSADORS OF MENTORING (YAMS)

YAMs are youths ages 14-18 from diverse communities in Virginia.



Last year we launched the first-ever Youth Advisory Council, which has since evolved into the Youth Ambassadors of Mentoring, with a mission to change how we serve youth by working alongside young adults as colleagues. Our Ambassadors are empowered to promote change and raise awareness about issues impacting them and their communities, and have had opportunities to engage in projects, advocacy, discussions, and monthly training programs. In 2022, YAMs provided valuable feedback about mentoring practices that affect them. By serving as advisors to MENTOR Virginia, the Youth Ambassadors strive to build partnerships with young individuals, adult decision-makers, and youth mentors.





MENTOR Virginia has given me exposure to inequities around my community and provided invaluable experience engaging with congress on Capitol Hill Day. The program has given me a platform where I felt my voice mattered and that I was helping make an impact that would benefit my peers around Virginia. The community I've formed with both the adults in charge and other student ambassadors allowed me to come out of my shell and form lasting friendships. I'm grateful for the knowledge and support I've gained with MENTOR Virginia leaders and look forward to continuing being an ambassador next year!

Heba Qalandari, Cohort 1

Being on Capitol Hill and having personal interactions with the Senators' and Representatives' staff was very rewarding, and I felt as if I was truly making a difference rather than merely discussing the problem.

Capitol Hill Day was fun, inspiring and surreal!

Great to meet people we could relate to and talk to those in authority who were interested in solving the problems we talked about.

Feedback from YAM Members after engaging in Capitol Hill Day

MENTOR CAPITOL HILL DAY



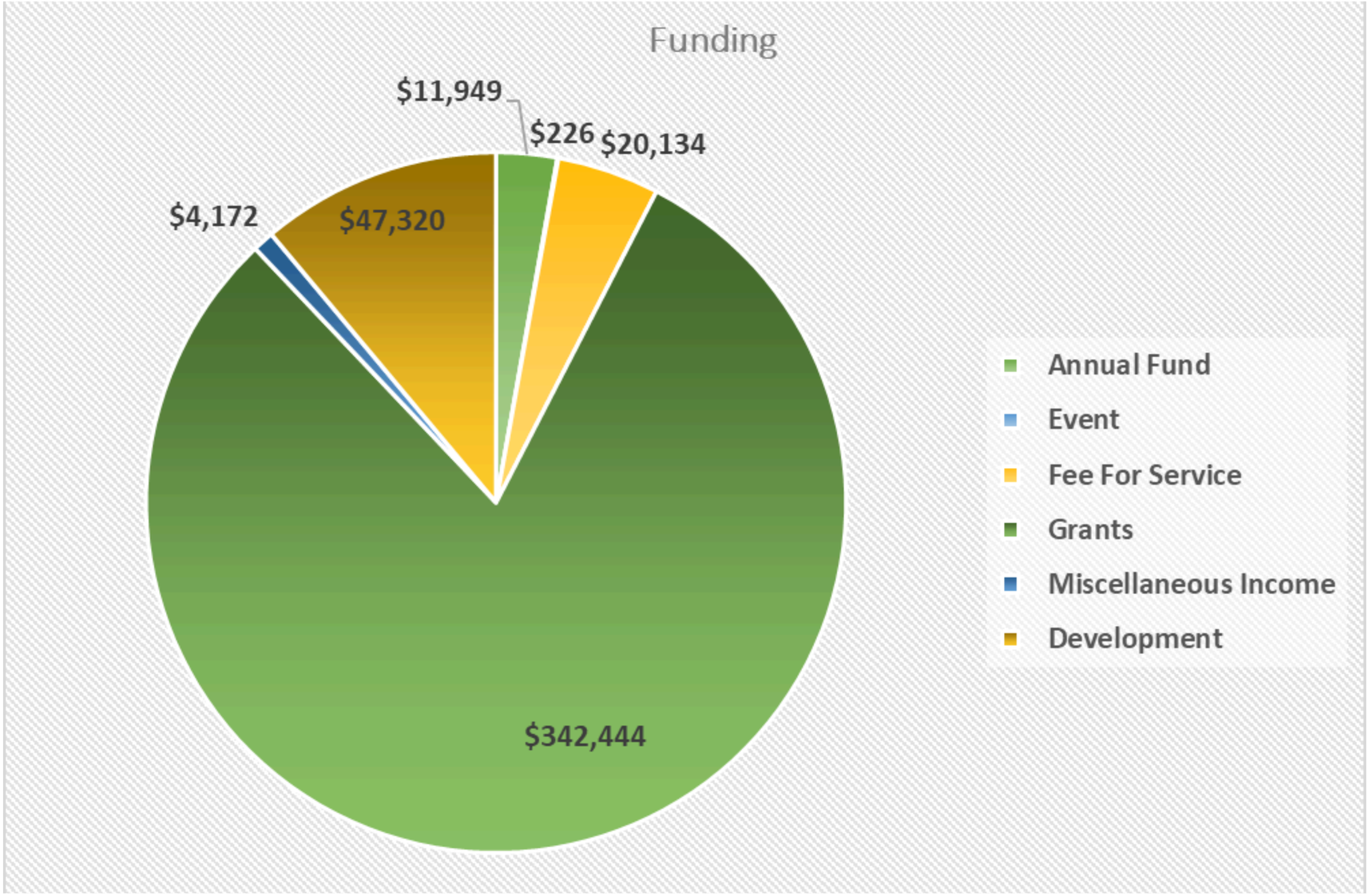
YOUTH VOICE

MVA will foster a welcoming and inclusive environment that engages a broad network of stakeholders and centers the needs of young people by sharing power with and creating leadership opportunities for youth.

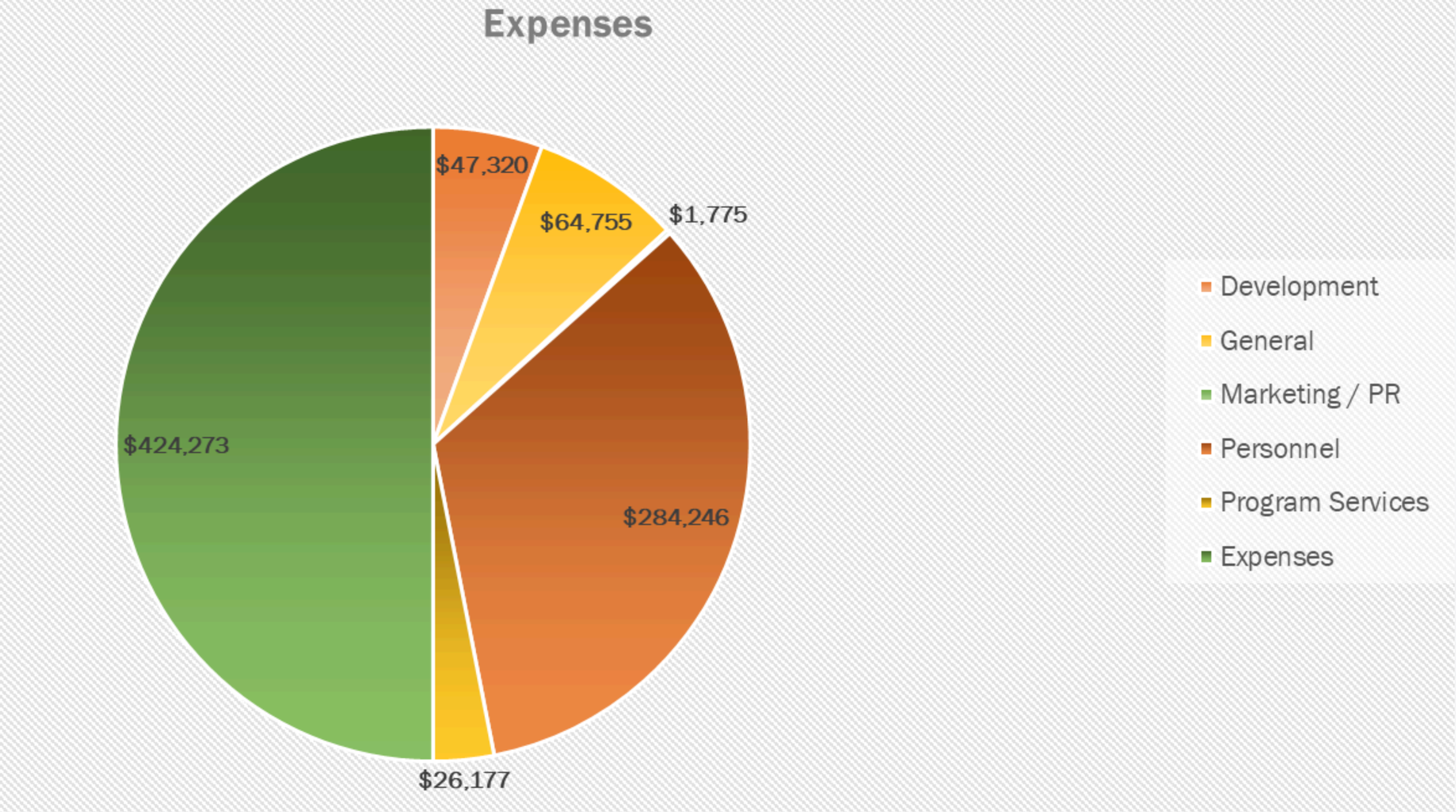
WHY ELEVATING YOUTHS' VOICES MATTERS

The impact of mentoring relationships is amplified when mentors are equipped to provide meaningful guidance. Elevating youth voice ensures that MVA can both identify their current and future needs and develop best practices to address them.

FINANCIALS


Funding
$11,949
$226
$20,134
$4,172
$47,320
$342,444
Annual Fund
Event
Fee For Service
Grants
Miscellaneous Income
Development

FINANCIALS


Expenses
$47,320
$64,755
$1,775
$424,273
$284,246
$26,177
Development
General
Marketing / PR
Personnel
Program Services
Expenses

BOARD OF DIRECTORS

EXECUTIVE COMMITTEE



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Vice Chair
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JoAnn Adrales Ruh
Community Volunteer



Letter by Marty Bland

Greetings,

As a mentor, I have interacted with many students and professionals from various backgrounds, and I have seen firsthand the significant impact that a mentor can have on a student's academic and personal growth as well as in the workplace. MENTOR Virginia is committed to delivering high quality training to mentors.

During the fall, the board of directors and staff embarked on strategic planning that places a high priority on moving MENTOR Virginia forward to achieve our goals for connecting mentoring relationships, providing training, technical assistance, and consultation so more individuals can develop a mentoring mindset.

What is clearer than ever before is we cannot pursue these goals independently. Rather, our success requires that MENTOR Virginia has the continued support of our donors to catapult us forward to manage our impact as a capacity building organization.

On behalf of our Board of Directors, I want to thank you for your partnership, and continued financial support that helps MENTOR Virginia evolve and deepen our understanding and commitment to helping individuals sustain mentoring relationships in communities, schools, the workplace, and beyond.

2022 INAUGURAL ADVISORY COUNCIL

The MENTOR Virginia Advisory Council consists of community leaders who have had a long-term commitment to Virginia Mentoring Partnership (VMP), now known as MENTOR Virginia, and its mission.

Bill Bales
VMP/MENTOR Virginia
Board of Directors 2015-2022
Board Chair 2019-2021
Vice President, Finance at Atlantic Union Bank

Yvonne Brandon
Former Richmond Public Schools Superintendent

Cathy Howard
Associate Professor, Vice Provost, Community Engagement
Founding Member of Virginia Mentoring Partnership (now MENTOR Virginia)

Andy Foldenauer
VMP/MENTOR Virginia Board of Directors
Vice Chair, 2015-2021, Vice Chair 2021
Financial Advisor, RBC Wealth Management

Elizabeth Bass Cleland
VMP Executive Director, 2013-2019
Associate VP for Alumni Relations, VCU

Jaclyn Wood
VMP board of directors 2013-2019
Vice Chair & Treasurer
Partner, RSM US LLP





MISSION STATEMENT

Over the next 3 years, MENTOR Virginia will advance the movement such that more young people will have access to improved, quality mentoring relationships that support their thriving.

Thank you!

MENTOR VIRGINIA

2022 IMPACT REPORT

WE APPRECIATE THE SUPPORT OF OUR MENTORING PARTNERS AND COLLABORATORS. EVERY ONE OF YOU MAKES OUR MISSION AND VISION COME TO FRUITION. THANK YOU!

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Richmond, VA 23230

mentorva.org

Find us in our socials