MENTOR
VIRGINIA

# 2024
# INVESTMENT REPORT

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# Who We Are: Our Organization

## History

Founded in 1993 and an afffilate of MENTOR: The National Mentoring Partnership, **MENTOR Virginia** is a 501(c)3 non-profit organization that serves agencies, schools, non-profit organizations, and corporations across the Commonwealth of Virginia.

## Mission

To foster quality mentoring relationships that empower, elevate, and encourage young people.

## Vision

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

## What We Do

We are an affiliate of MENTOR: The National Mentoring Partnerships, also known as MENTOR National. As an independent organization, we work closely with mentoring programs across Virginia that serve young people ages 5-24 by providing technical assistance and training to program coordinators, mentors, and all interested in youth mentoring. If you want to learn more about our training offerings and services, please visit our **Training and Support for Mentoring Programs website**.

## Diversity

We are 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.

## Values

As leaders, we activate our gifts, skills, time, resources, 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.

# Who We Are: Our Team



From left to right: MENTOR Virginia's Learning Facilitator & Curriculum Developer, Tamice Spencer-Helms is attempting the Pringles challenge with Sindy Montalvo-Perez, Marketing/Communications & AmeriCorps Manager, and Emma Rush, Program Service & Data Manager during an orientation.




From left to right: MENTOR's Chief Executive Officer, Jermaine Myrie, MENTOR Virginia's Chair of the Board of Directors, Marty Bland, and MENTOR Virginia's Executive Director, Dr. Virginia Patterson celebrating the 30th Anniversary of our organization in October 2023.



Pamela Johnson (far right), MENTOR Virginia's Youth Impact Coordinator and Leslie Tzoy Cal (second to right), former Youth Ambassador of Mentoring at Capitol Hill Day in January 2024.

- Meet our Board of Directors
- Meet our Consultants

# Message From the Executive Director



Greetings Friends of MENTOR Virginia,

I hope this message finds you well and thriving in your pursuits. As we navigate the ever-evolving landscape of our personal and professional life I wanted to take a moment to emphasize the invaluable role of mentoring relationships in our journey towards success.

At MENTOR Virginia we have always championed the power of mentorship. We believe that investing in mentoring relationships not only enriches individuals but also cultivates a culture of learning and collaboration within our communities.

Mentoring is more than just a professional obligation; it's a profound commitment to nurturing talent, fostering development, and building meaningful connections.

Whether you are a seasoned professional looking to share your wealth of experience or a newcomer eager to learn and grow, mentoring offers a mutually beneficial exchange that transcends traditional hierarchical structures.

Through mentoring, we bridge the gap between generations, industries, and perspectives, fostering innovation and creativity in the process. It's about guiding, inspiring, and empowering each other to reach our fullest potential, both personally and professionally.

Investing in mentoring relationships is not merely a philanthropic gesture; it's a strategic imperative. Studies have shown that organizations with robust mentoring programs experience higher employee engagement, retention rates, and overall performance. By harnessing the collective wisdom of our community, we unlock untapped potential and drive sustainable growth for years to come.

As we continue this journey together, I encourage each of you to seize the opportunity to engage in mentoring—whether as a mentor, mentee, or both. Embrace the chance to learn from one another, to challenge assumptions, and to expand your horizons. Together, we can create a culture of continuous learning and development that propels us towards greater heights of achievement.

Through this **giving link** your donation can go further and help us continue to foster a culture of mentorship within schools, organizations, and the workplace. Together, let's continue to inspire, support, and elevate one another as we strive toward excellence.

Warm regards,
*Dr. Virginia Patterson*
Executive Director

# Thank You Partners, Grantors, and Sponsors

MENTOR National

National Mentoring Resource Center (NMRC)

The Herndon Foundation

Bob and Anna Lou Schaberg Foundation

Altria

United Way of Greater Richmond and Petersburg

EY Foundation

Community Foundation for a Greater Richmond

Dominion Energy Foundation

Deloitte

Tredegar Corporation

Kroger

Diversity, Equity, and Inclusion Grant

Reinhart Foundation

Howard Gallagher Family Foundation

Opportunity Fund Grant

Board of Directors

Professional Development Grants

# Thank You Donors

JoAnn Adrales Ruh & Colin Ruh

Bryan & Julia Carr

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KPMG

Virginia Patterson

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Yvette Rajput

Stephanie Ruffin

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Vera Thoms

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Robin Brewster

Kim Dean-Anderson

Bonnie Draga

Jason Kidd

John Mulligan

Allyson F. Roberts

H B Thomson III

Jacyln and Kevin Woods

William Abbott

Josh Nothnagle

Marty Bland

Venessa Woodson

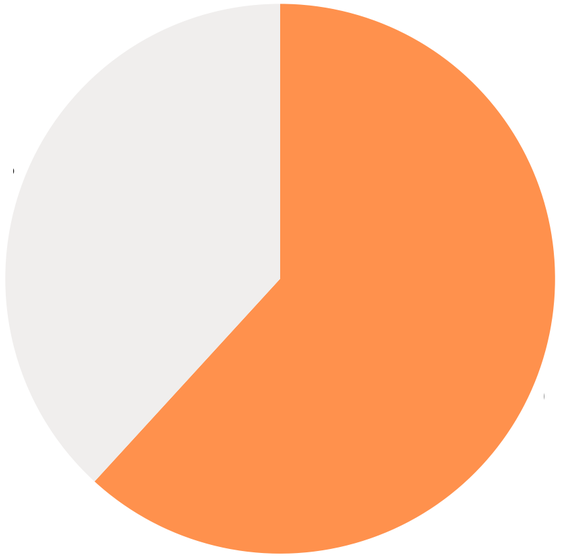
GiTonya Parker

Christine Scherder

Hezekiah C. Butler

# What We Achieved: Training & Support

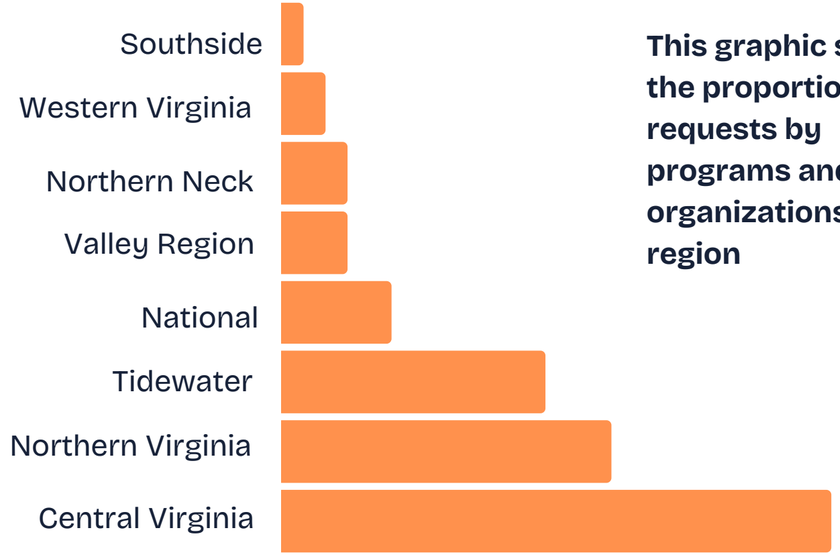
| 1,008.40 | 42 | 68 | 7,033 | 3,664 |
|---|---|---|---|---|
| Technical Assistance (TA) hours completed by our consultants | New TA requests by youth mentoring programs and organizations | Programs received TA | Youth served by programs and organizations that received TA | Mentors serving in programs and organizations that received TA |



38.2%
Repeat TA Requests

61.8%
First-ever TA Requests

**This graphic shows the percentage of programs that are repeat requests vs the programs that requested technical assistance for the first time**




**This graphic shows the proportion of TA requests by programs and organizations per region**

# Training & Support: Expanding Quality Mentoring Relationships Across Virginia



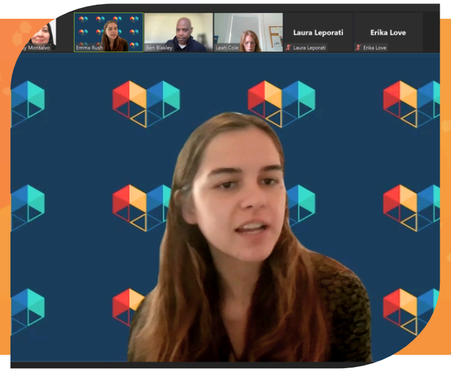
Tamice Spencer-Helms delivering the “How to Talk with Youth About Race & Equity” training at the Mary and Frances Youth Center.




Dwayne Bennett, one of our consultants, conducting a Connect|Focus|Grow training at RISE.



Individuals participating in a Connect|Focus|Grow training engaged in a group activity.




Emma & Tamice facilitate monthly Community Coffee Hours through Zoom, in which youth mentoring program staff, mentors, and experts in multiple fields discuss various topics.



In the last six months, 40% of the training delivered was our Connect|Focus|Grow curriculum, 30% was around the “Relationship-Centered Schools” and the remaining 30% were custom-developed to meet specific needs.




Click to view the Connect | Focus | Grow video pitch on YouTube

https://mentorva.org/training-and-support-for-mentoring-programs-landing-page/

# Training & Support: Expanding Quality Mentoring Relationships Across Virginia

To trainer: I wanted to just extend a huge thanks. This is a well thought out, but also thoughtful assembly of this content, information, and activities. I've been to dreadful race and racism training that do not do justice to the complex content and weight of what the topic entails. I've also been to some as a white person and rather than growing and learning, I leave feeling judged or made to feel less empowered to make change in myself or my community.

I want to say I think your intersectionality and marriage being interracial provides some amazing avenues and/or thinking and insight I am just really enlightened by and makes this all easier and more empowering for me to wrap my head and heart around. Thank you for this content... I wish more were here to take part and more get the chance to take part in the future!

Feedback from a Soulful Leadership trainee

It could have been an all-day event. It was great.

I loved the activities and the audience engagement. Wonderful speaker/presenter!

A mentor is the GPS, not the driver. We are here to guide our mentees along the path of gaining their education.

Feedback from Connect | Focus | Grow participants

What a great session! Thank you so much, Dwayne! Everyone really enjoyed themselves today! It was all good stuff.

Chanda McGuffin, Co-Founder, RISE

# What We Achieved: Youth Ambassadors of Mentoring

**January 24, 2024**

The Youth Ambassadors of Mentoring (YAM) engaged in Capitol Hill Day (CHD) in DC. They had the opportunity to meet with Virginia's elected officials and legislative staff to share their experiences as mentees and emphasize the importance of supporting the youth mentoring movement so young people like them can thrive.

**16**

**Youth Ambassadors from Northern and Central Virginia participated in the program in 2023-2024**

mentorva.org/youth-ambassadors-of-mentoring/



*"These initiatives [cultural integration programs and events] help ESL students feel included and valued within the school community."*

Leslie Tsoy Cal (third to the left in the photo), YAM-Cohort 2, talked about the experiences of ESOL students in Virginia's educational system at the YAM's Youth Education Forum

**April 9, 2024**

The YAM led MENTOR Virginia's first Youth Education Forum. During the forum, the Ambassadors discussed the unique perspectives and challenges faced by them and their peers throughout their academic lives.

**April 23, 2024**

The Ambassadors presented their passion projects at the last meeting of Cohort 2 to the Board and staff members. Their passion projects reflected their talents, interests, and specific academic and professional goals. Their leadership, brilliance, and creativity shined through their projects! You are amazing, YAM!



*"Studies show that art classes, whether performing or visual, allow a child to build confidence and a sense of individuality. However, 43.1% do not recognize art as a core subject."*

Kennedy Hollins, YAM-Cohort 2, discussed the subject of arts in school curricula. She suggested solutions for art programs to be integrated into schools often at the YAM's Youth Education Forum

# Youth Ambassadors of Mentoring: Investing in the Youth

> *Youth voice is not just about empowering them; it is mainly about heightening their abilities to enhance our future. During my term as a mentor, I have learned, listened, guided, and grown alongside young people. I believe that elevating youth is a duty, not a choice, to help build a stronger future where their ideas, passions, and dreams can flourish and continue changing with generations to come.*
>
> Pamela Johnson, Youth Impact Coordinator



Youth Ambassadors of Mentoring and their parents/ caregivers complete the Pringles challenge at a YAM orientation.



Youth Ambassadors of Mentoring, youth mentoring program staff, MENTOR Virginia's staff, parents, mentors, and mentees from different regions of Virginia get together a day before Capitol Hill Day for a networking and training event.




Former Youth Ambassador of Mentoring, Kriesh Tivare stands in front of U.S. Senator Tim Kaine's office in January 2024. Kriesh alongside other mentors and mentees met with the Senator to raise awareness about youth mentoring and advocate for more support and resources.




Former Youth Ambassador of Mentoring, Desirae Smith shares her story as a mentee and highlights the importance of supporting youth through mentoring at a conference.

# What We Achieved: AmeriCorps VISTA

| | |
|---|---|
| 4 | Number of organizations that increased their efficiency, effectiveness, and program reach as a result of AmeriCorps VISTA projects sponsored by MENTOR Virginia. |
| 230 | Number of community volunteers recruited and managed by VISTA Members within the last year. Community volunteers are mostly mentors for youth mentoring programs. |
| 650 | Number of service hours performed by community volunteers who were recruited and managed by VISTA Members within the last year. |
| 366 | Number of young people served by mentoring programs hosting VISTA Members sponsored by MENTOR Virginia. |
| 350 | Number of students with improved academic engagement or social-emotional skills as a result of mentoring programs assisted by VISTA Members. |
| 4 | Number of AmeriCorps Alumni who secured full-time jobs with host sites sponsored by our organization after completing a year of national service. |

mentorva.org/americorps-vista-program

We achieved new partnerships and cultivated existing partnerships through the program



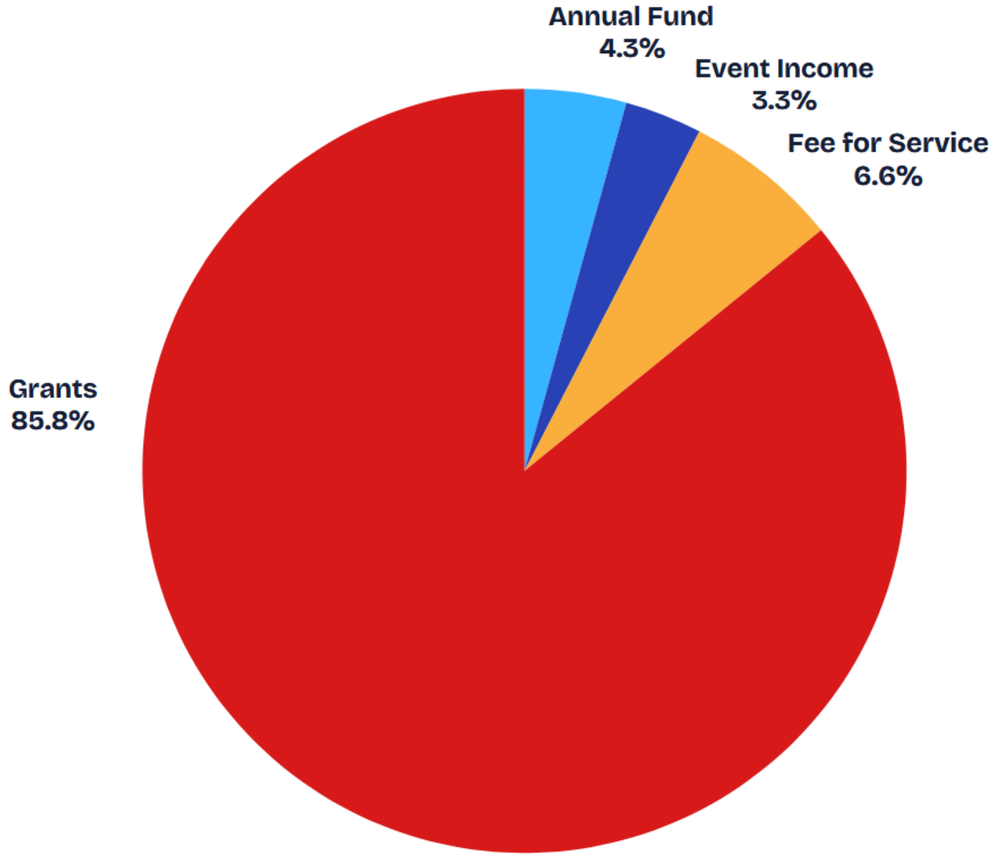
**AmeriCorps Alum Emma Rush was honored by Serve Virginia with the Virginia AmeriCorps Alumni Member of the Year Award in May 2024**

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Read the news about the **2024 National Service Awards Honorees**

VISTA Members completed over 16 hours of training, including training provided by MENTOR Virginia, AmeriCorps, and host sites

# Our Financials




Grants - $430,413.00

Fee for Service - $33,000.00

Annual Fund - 21,550.00

Event Income - $16,400.00

Total Income - $501,363.00

Total Expenses - $488,359.70



# What We Envision




Expanding quality mentoring relationships in Virginia by making new connections and cultivating existing ones.




Delivering new curricula to meet the needs of youth mentoring programs, private companies, nonprofit organizations, and other agencies.




Deploying workplace mentoring training to companies in the nine regions of Virginia.



Elevating youth voices through our Youth Ambassadors of Mentoring program via advocacy, networking, and training opportunities.

SOULFUL MENTORING

Learn more about our new curriculum Soulful Mentoring by contacting our Learning Facilitator & Curriculum Development at tamice@mentorva.org

# What We Envision



Celebrating mentors across Virginia. We hope to honor caring individuals who have positively impacted young people by providing much-needed guidance and advice.



Supporting the mentoring movement while exploring best practices and sharing the goal of driving positive change for young people.




Serving as the go-to resource in the Commonwealth for established and newly developed mentoring programs and harnessing collective knowledge to close the mentoring gap in Virginia.




Celebrating and empowering exceptional young people.

*"The delicate balance of mentoring someone is not creating them in your own image, but giving them the opportunity to create themselves." Steven Spielberg, Film Director & Producer*

# Invest with Us: Play a Key Role in Expanding Quality, Meaningful Mentoring Relationships

| | |
|---|---|
| *Connect with us* | Our Executive Director, Board of Directors, consultants, and staff members are constantly seeking ways to network and build relationships with mentors, mentoring program coordinators, Virginia's elected officials, media, supporters, corporations and foundations, and everyone interested in mentorship. |
| *Reach out for a training or workshop* | We regularly update our training offerings and develop new curricula to meet the needs of mentoring programs and organizations. |
| *Let us know if you want to establish or improve a mentoring program* | If your mentoring program is in need of technical assistance, we can help. We have a network of consultants prepared to provide a structured, systematic process for assessing the quality of mentoring program practices in alignment with the Elements of Effective Practice for Mentoring. |
| *Help us spread the word* | MENTOR Virginia's mission is to foster mentoring quality relationships that empower, elevate, and encourage young people. Help us expand our reach by inviting us to a conference, a podcast, your radio show, or any other event where we can connect with people, establish partnerships, and disseminate information. |
| *Support us through a gift* | Your generous contribution helps us provide continuous training and support to mentoring programs in Virginia. Visit our **Give website** for more information on how to donate. |

# THANK YOU

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Learn more about our training offerings and support to mentoring programs

Go to our Events Calendar to register for an event, webinar, or workshop