MENTOR
VIRGINIA

Investment Report

2026

Fostering quality mentoring relationships that empower, elevate, and encourage young people



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A Note From MENTOR Virginia

Dear Friends and Supporters,

MENTOR Virginia (mentorva.org) is a 501(c)(3) non-profit organization dedicated to fostering quality youth mentoring relationships that empower, elevate, and encourage young people across the Commonwealth. As the state affiliate of MENTOR National, we work to close the mentoring gap by driving statewide advocacy, conducting program quality assessments, and providing expert coaching and training to program staff, mentors, and mentees. Serving youth up to age 24, our scope spans K-12, higher education, and early career/workplace mentoring initiatives. Our overarching vision is to ensure that every young person in Virginia who needs a mentor has access to a trained and supportive relationship that fuels their lifelong success.

This report reflects the impact that MENTOR Virginia has had on youth mentoring programs over the past year. We are able to do this work thanks to the support of each of you, and we are sincerely grateful for your trust and your spreading the word about MENTOR Virginia.

As we look to the next year, we are working to reach even more mentoring programs and mentors. We have a renewed focus on engaging with early career youth through our Connect | Focus |Grow program, and we will continue to provide training using our signature, research-based programs *Becoming a Better Mentor* and *Elements of Effective Practices In Mentoring.*

We look forward to the upcoming year. Please join us through your collaboration and support as we continue our work of expanding the mentoring movement for the benefit of young people in Virginia.

Thank you all for your support,
Tameshia V. Grimes, Ph.D.
CEO, MENTOR Virginia

About Us

Our History

Founded in 1993 in partnership with MENTOR: The National Mentoring Partnership (also known as MENTOR National) and Virginia Commonwealth University, Virginia Mentoring Partnership (VMP), currently known as MENTOR Virginia (MVA), is a 501(c)3 non-profit organization that serves individuals, organizations and communities throughout the Commonwealth of Virginia by promoting effective youth mentoring in Virginia to increase the capacity of mentoring programs. MENTOR Virginia develops and delivers mentoring training courses, supports new and existing youth mentoring programs, and advocates for resources to support the mentoring field. MENTOR Virginia is an Affiliate of MENTOR: The National Mentoring Partnership.

Mission

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.

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.

Diversity

We embrace individual 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.



The Impact of Our Work: 33 Years of Supporting Mentoring Relationships

Since 1993

Over

41,000

mentor volunteers have been trained and supported by MENTOR Virginia.

More than

800

organizations in every region of the Commonwealth has been provided support by MENTOR Virginia.

We estimate that over

49,000

youth in Virginia have benefited from the training and support provided to mentoring programs by MENTOR Virginia.

MENTOR Virginia has over

17

different training offerings and workshops for mentors and mentoring program staff.



Training Offerings

Our Most Requested Training Courses:

- New Mentor Training (NMT)
- Connect | Focus | Grow (CFG)
- Mentoring Mindset
- Becoming a Better Mentor (BaBM)
- Elements of Effective Practice for Mentoring (EEPM)

Additional Training Upon Request:

- Everyday Mentoring
- Building Resilience & Empowerment in Youth
- Collaborative Mentoring
- Best Practices for E-Mentoring
- Trauma-Informed Mentoring
- Positive Youth Development
- Social-Emotional Learning in Mentoring
- Mentoring Refugee/Newcomer Youth
- Mentoring Youth Impacted by Opioid Use and Misuse Training
- Youth-Initiated Mentoring
- Self-Advocacy
- Growth Mindset

*MENTOR Virginia provides custom training offerings upon request to meet the needs of any mentoring program. Reach out for questions and inquiries.

> *“I think the mentors had a great time and the information that was being shared was great... I loved connecting with the people and sparking those conversations. They had a lot to share and I am looking forward to doing it again.”*
>
> ***Trained Mentor***

Impact Snapshot: What We Do

MENTOR Virginia is a backbone organization for mentoring programs throughout the Commonwealth. We are a nonprofit that helps build capacity for youth mentoring programs and organizations through training, program assistance, quality assessment, and advocacy. We support the development of new mentoring programs in areas of high need, interest, and capacity.

MENTOR Virginia's main objective is to provide evidence-based resources, which include all-encompassing mentoring training to volunteer mentors supporting young people between the ages of 5-24. Another principal objective of our organization is to support youth mentoring programs and organizations in Virginia, to help close the existing mentoring gaps in the state.



23,129

youth impacted as a result of training and/or services provided by MENTOR Virginia

543

mentors serve in mentoring programs that received technical assistance (TA)/no-cost consulting by MENTOR Virginia.



Impact Snapshot: What We've Done

Training & Consulting

644

hours of training & consulting provided by our technical assistants (TAs) in the last grant cycle

221

volunteer mentors trained in the last year

16

new partnerships cultivated in the past 12 months



26

new mentoring programs requested no-cost consulting/TA services in the last year

90

individuals participated in New Mentor Training sessions in this reporting period

Expanding the Movement: Advocacy & Policy

Every January, as we celebrate National Mentoring Month, MENTOR Virginia and a dozen other MENTOR National Affiliates convene in Washington, D.C. for two major events: the National Mentoring Summit and Capitol Hill Day. While the summit is an opportunity to network and discuss mentoring best practices, Capitol Hill Day gives us a chance to advocate for youth mentoring.

On Capitol Hill Day, MENTOR Virginia staff, together with mentoring leaders, volunteers, and young people meet with Virginia's elected officials and their staff to elevate our voices sharing the impact of quality relationship-centered mentoring and to advocate for federal policies and funding that would expand opportunities for young people across the Commonwealth.



Policies and Resolutions Led by MENTOR National & Supported by MENTOR Virginia

1 Protect Investment in Relationship-Centered Supports for Young People

The bipartisan Youth Mentoring Program, administered by the DOJ's Office of Juvenile Justice and Delinquency Prevention (OJJDP) supports competitive grants to effective, community-based mentoring organizations and funds the National Mentoring Resource Center (NMRC). The NMRC provides free, evidence-based training and technical assistance to strengthen quality, effectiveness, and outcomes across the mentoring field nationwide. In January 2026, MENTOR National and its Affiliates requested $130 million for the grant in FY27.

2 The Foster Youth Mentoring Act – H.R. 4769

This bill introduced in July 2025 seeks to provide youth in the foster care system with qualified mentors by establishing a federal discretionary grant program for mentoring organizations serving foster youth. The program would support young people's emotional well-being, academic success, and career development. Sponsored by Mary Gay Scanlon (PA-05) and Don Bacon (NE-02).

Expanding the Movement: Advocacy & Policy

Policies and Resolutions Led by MENTOR National & Supported by MENTOR Virginia

3 The Mentoring to Succeed Act – H.R. 7943 / S. 1658

This bill introduced in August 2020 seeks to expand high-quality, school-based mentoring opportunities for youth in communities with high rates of violence. Sponsored by Sen. Richard Durbin (IL) and Rep. Janice Schakowsky (IL-09).

4 The Transition to Succeed Mentoring Act – H.R. 6481 / S. 375

This bill introduced in January 2022 seeks to establish a competitive grant program to support partnerships between schools and mentoring providers serving students at risk of dropping out. By focusing on the transition from middle school to high school and sustained support through graduation, the bill aims to improve academic achievement, persistence, and postsecondary readiness. Sponsored by Sen. Cory Booker (NJ) and Rep. André Carson (IN-07).



Why Federal Investment Matters

Federal investment matters because youth mentoring is a proven, cost-effective strategy that connects young people with caring adults who help them stay in school, enter the workforce, and navigate critical life transitions. Youth mentoring is backed by decades of research that shows high-quality mentoring improves outcomes for youth across education, mental health, and workforce readiness. Besides, 9 in 10 people feel that more mentoring is needed in our country and 8 in 10 people support the use of government funds to grow mentoring opportunities, especially when charitable support is absent.

Young people supported by qualified, trained mentors are more likely to stay engaged in school and graduate. Additionally, young people with mentors have reported better mental health and a stronger sense of belonging.

Expanding the Movement: Champions of Mentoring

Champions of Mentoring is an annual event hosted by MENTOR Virginia dedicated to celebrating and recognizing the incredible impact of youth mentoring programs in communities across Virginia. For the past three years, MENTOR Virginia has recognized 10 youth mentoring organizations based in Virginia and 10 mentors that embody the ideals of building relationships and strengthening their communities.

On October 23, 2025, we honored the following programs: Wright to Read, Seton Youth Services, Piedmont CASA - Bridges to Success Program, Henrico HEROES, and Girls on the Run Greater Richmond. Guests, mentoring leaders, supporters, and staff members had the opportunity to connect and share stories that emphasize the positive impact mentors have on their mentees.





5

youth mentoring programs were selected as Champions of Mentoring out of 21 nominations received

75+

guests joined us at the 2025 Champions of Mentoring

"One of my mentees, Zoe, is here. When I first met her, she wasn't happy and her needs weren't being met, and she didn't feel like she was being heard...
Well, I'm pleased to say now she is 18 and she's enrolled in taking classes through Community College...To me, what I think is a big part about mentoring is listening to the kids. Really listening to them. And I'm proud to be able to do that."

Acceptance speech from
Gwen Jones, Bridges Coach of Piedmont CASA

Staff Members & Board of Directors

Staff Members

Tameshia V. Grimes, Ph.D.
CEO

Emma Rush
Program Services & Data Manager

Sindy Montalvo-Pérez
Marketing/Communications Manager

We believe in the power of mentorship to transform lives and communities.

Board of Directors

Bryan Carr, Chair
Educational Consultant

JoAnn Adrales Ruh, Vice Chair
Community Volunteer

Christine Scherder, Treasurer
KPMG

Venessa Woodson, Secretary
Dominion Energy

Scott McQuiddy
Lucky Dog Mobile Groomers

Jason Kidd
Amazon Web Services

Dr. GiTonya Parker
City of Richmond

Kyle Harkrader
EY LLP

Marty Bland
Marriot

Erin Reibel
Union Presbyterian Seminary

Dr. Gina Guillaume-Joseph
Camio

David Yu, Ph.D.
AAVA Group & New York University

Sudipti Kumar
Navy Federal Credit Union

Tendai Mangwiro
Atlantic Union Bank

Denise Eppes
CVS Health/Aetna

Debbie Pollock-Berry
PLEZi Nutrition

Stephanie Potter
Brandestry

Cyrus B. Dixon
The HOBO Group Investment & The DARE Academy Inc.

Consultants, Trainers and Bonner Scholars

Consultants

Tamice Spencer-Helms
Learning Facilitator/Curriculum Developer

Pamela Johnson
Youth Impact Coordinator

Other Consultants & Trainers

Dr. Nishaun Battle

Dwayne Bennett

John Harris

Laura Leporati

Bianca Myrick

Tammie Mobley

Allyson Roberts

Chekesha White

Steve Decker

Alex Hawkins

Mentoring unites us. *At a time when research shows that loneliness and isolation are trending upwards, we know relationships are powerful tools. Through our work, we are expanding opportunities for young people by building a cohesive mentoring network, serving as the expert and go-to resource on quality youth mentoring.*

MENTOR Virginia

Bonner Scholars

Brian Botero
Program Outreach/Data Assistant

Kristal Boakye
Marketing Assistant

Nikolaos Katsaros
Program Assistant

THANK YOU

We appreciate the support
of our partners, grantors,
individual donors, sponsors,
and social media followers.

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Platinum
Transparency
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