MENTOR Georgia

Closing the mentoring gap across Georgia

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Brad Bryant, REACH
Tyler Thigpen, Harvard University
Missy Dugan, Boys and Girls Clubs of Metro Atlanta
Joellen Spacek, MENTOR
Matt Bishop, J.W. Fanning Institute for Leadership Development at UGA
Welcome!

- How we got here
- Current mentoring landscape in Georgia
- Why a MENTOR Affiliate is being launched
- How a MENTOR Affiliate will be launched
- Where we are today
- Looking ahead
How We Got Here
REACH Georgia Overview

- Launched in 2012 at Georgia Institute of Technology as a component of Complete College Georgia
- Rewards academically promising low-income students for accountability, promotes parent involvement and provides motivation and support
- Serves 103 school systems across Georgia and nearly 1,200 Scholars, committing over $17M in scholarships
- Each scholar is matched with a mentor who is recruited, trained and supported by the REACH school system
REACH’s Mentoring Challenge

- Summer 2014, the philanthropic community offered the following guidance to REACH:
  - Strengthen standards and evaluation data
  - Avoid duplication and maximize existing programs
  - Provide supports, where possible, to enable local districts to partner
  - Extend supports into the postsecondary educational landscape
  - Provide greater focus on rural school districts and communities

- Lack of consistency in mentor recruiting or support across counties or within programs
- Lack of quality mentors for Scholars
- Not enough mentors for Scholars
- **Our conclusion:** the mentoring challenge was not a REACH challenge, but a Georgia challenge.
REACH’s Response

- Initial contact with MENTOR: The National Mentoring Partnership’s leadership – May 2015
  - Joellen Spacek – June 2015

- Expanding the conversation
  - Tyler Thigpen – July 2015
  - J.W. Fanning Institute – September 2015
  - Harvard Graduate School of Education Doctoral Fellows support – 2015-2016 Academic Year

- REACH added one staff position to build mentoring infrastructure capacity

- REACH received technical assistance from MENTOR
  - REACH Mentoring Standards were developed from MENTOR Elements of Effective Practice for Mentoring
  - REACH initiated training for all REACH program coordinators designed to enable a train the trainer model for REACH mentors

- REACH began to socialize the conversation around benefits of a statewide mentoring Affiliate

- REACH commissioned the “Youth Mentoring in Georgia: A Landscape and Analysis Report” - 2016
REACH’s Role as Convener & Connector

- UGA is perceived as a neutral organization
- Fanning’s experience in youth leadership development activities
- Experience in developing statewide networks > Embark Georgia
- Leverage the resources and relationships of the University and University System
The Need and Opportunity in Georgia
Realities Facing the Community

- Georgia ranks 44th out of 50th in the nation in poverty rate
- 22.6% of children under age 18 fall below the poverty line
- 17% of youth ages 18-24 are disconnected from school and employment
- Higher teen birth rates and lower high school graduation rates than national average
- Wide achievement gap in Georgia Schools between White and Black students
- Rural-urban divide leaves many communities and young people without services

Mentoring Program Challenges

- Program Needs
- Mentoring Standards
- Consistency for Youth
- Mentor-mentee Match Termination
- Wait Lists
- Mentor Training
- Diversity
- The Scope of Mentoring in Georgia
- Program Assessment

Sources:
U.S. Census Bureau (2016)
Talk Poverty (2017)
Youth Mentoring in Georgia Report (2017)
Opportunities to Build Momentum

- **2016 Survey of Georgia programs was very successful**
  - Reach was very broad; largest among any states that participated
  - Large and small organizations

- **2017 Georgia Mentoring Summit was very successful**
  - Nearly 200 participants representing a cross section of stakeholders
  - Corporate support from Chick-Fil-A to host event
  - 2018 Georgia Mentoring Summit scheduled

- Significant support for a Georgia Affiliate identified at 2017 Summit

- Potential for corporate support exists in Georgia
The Solution

Partner with MENTOR: The National Mentoring Partnership to develop a MENTOR Affiliate in Georgia that will support the local mentoring field in the following ways:

<table>
<thead>
<tr>
<th>INCREASE MENTORING PROGRAM CAPACITY</th>
<th>INCREASE LOCAL ENGAGEMENT</th>
<th>PROVIDE EXPERTISE &amp; KNOWLEDGE BASE</th>
</tr>
</thead>
<tbody>
<tr>
<td>Provide ongoing training and TA to ensure quality standards</td>
<td>Leverage or increase human, financial and in-kind investment</td>
<td>Lead public awareness campaigns around the need for mentoring</td>
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<tr>
<td>Recruit more adults to mentor</td>
<td>Advocate for legislation, policies and public funding streams</td>
<td>Convene local mentoring providers and stakeholders</td>
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<tr>
<td>Start, manage and expand mentoring initiatives to meet the local demand</td>
<td>Help local systems integrate mentoring</td>
<td>Collect and share data to identify gaps and inform local movement</td>
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Broad Base of Local Engagement

- AGA Khan Education Board
- Big Brothers Big Sisters of Metro Atlanta
- Carroll County Education Collaborative
- Center Point, Gainesville
- Clarke County Mentor Program
- Cobb County Mentoring
- Communities in Schools of Georgia
- Georgia 4-H
- Grace Family of Churches
- Grace Midtown
- Great Promise Partnership
- Gwinnett County Community Based Mentoring
- Harvard University
- J.W. Fanning Institute
- Latino Connection GA
- Mentoring Village, Carroll County
- North Point Community Church
- REACH Georgia
- Team Up Mentoring Monroe
- University System of Georgia
- Usher’s New Look
- YMCA of Metro Atlanta
Local Context

- Missy Dugan, CEO, Boys and Girls Clubs of Metro Atlanta

How could a formal relationship with MENTOR support/impact organizations of all sizes and shapes in Georgia?
Why MENTOR?
The Mentoring Effect

WITH A MENTOR, AT-RISK YOUTH ARE:

- **55%** more likely be enrolled in college
- **78%** more likely to volunteer regularly in their communities
- **130%** more than twice as likely to say that they held a leadership position in a club or sports team
- **90%** Respondents who had a mentor said they are now interested in becoming mentors

Research has consistently shown that mentoring has a positive effect in improving outcomes for young people with mentors versus those that do not.
# Impact of Mentoring

Research has shown mentoring has significant impact across multiple youth development outcome areas – often simultaneously.

## Academic Achievement
- Boosted grades, attendance and test scores
- Increased reading and classroom skills
- Better prepared to attend and persist in college

## Workforce Development
- Increased employment outcomes and job skills
- Greater earning and growth potential
- Increased career satisfaction and engagement

## Mental Health
- Reduced depression, anxiety and suicidal thoughts
- More confidence
- Better relationships with peers and adults

## Delinquency and Violence
- Reduced fighting, bullying, disciplinary referrals and suspensions
- Prevents juvenile justice youth from committing additional crimes
- Reduced use of drugs and alcohol

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**Impact of Mentoring**

Research has shown mentoring has significant impact across multiple youth development outcome areas – often simultaneously.
MENTOR’s Mission is to fuel the quality and quantity of mentoring relationships for America’s young people and to close the mentoring gap for the one in three young people growing up without this critical support.

- Nationally recognized field leader with more than 25 years of experience
- Demonstrated results and impact grounded in a community responsive approach
- Proven ability to help unlock new public and private dollars and engagement in mentoring
- Successful cross-sector and collective impact convener
- Member of the Social Impact 100, America’s 100 top-performing nonprofit organizations
MENTOR’s National Footprint

25 Affiliates serve as catalysts of the state/local mentoring movement
Backbone for Communities

MENTOR Affiliates are uniquely poised to help solve community problems and help mentoring programs succeed.

See Appendix for Examples
MENTOR Affiliate Secret Sauce

- Community Driven/Community Responsive
- Cross-Sector Engagement
- Access to Leaders and Networks
- Proven Ability to Convene and Engage through Collaboration and Conversations
- Access to Cutting-Edge, Evidence-Based Resources and Research
- Unbiased Position

MENTOR's Expertise and National Resources

Impact
Scale
Sustainability
Ensuring Success and Sustainability

Affiliates are set up for success through MENTOR’s 3-year onboarding process, which includes:

- Securing and managing initial capital
- Hiring and developing staff and board
- Building out strategic plan and budget
- Training on all MENTOR resources
- Monitoring of progress towards sustainability
- Ongoing support from MENTOR and peer learning network
Launching MENTOR Georgia
Where We Are Today

- Host site identified
- $80,000 invested to support development to date
- $80,000 secured to support operations moving forward
- Significant community will exists
- Stakeholders engaged through national and local initiatives:
  - Corporate engagement
  - 2017 Georgia Mentoring Summit
Next Steps

- Identify initial staffing needs and begin hiring process
- Recruit advisory board members/chair
- Secure additional funds
- 2018 Georgia Mentoring Summit:
  - April 12 at Chick-Fil-A Corporate Headquarters
Questions to Consider

- What challenges and opportunities do you see for a MENTOR Affiliate in Georgia?

- Who are individuals/organizations that might be interested in collaborating?
Appendix
Contact Information

**National Lead:**
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**Local Lead:**
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## Affiliates Help Solve Community Problems

<table>
<thead>
<tr>
<th>Affiliate</th>
<th>Partner(s)</th>
<th>Action</th>
<th>Outcome</th>
</tr>
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<tbody>
<tr>
<td>IL</td>
<td>Mayor of Chicago</td>
<td>Engage companies in youth mentoring initiatives</td>
<td>Leveraged the human capital resources of companies to recruit more mentors for vulnerable youth</td>
</tr>
<tr>
<td>MA</td>
<td>State Government</td>
<td>Coordinate statewide advocacy efforts to increase public funding for mentoring</td>
<td>Increased state funding for quality mentoring programs through the Mentoring Matching Grants line item</td>
</tr>
<tr>
<td>NE</td>
<td>Juvenile Justice and Child Welfare Systems</td>
<td>Pilot Youth Initiated Mentoring Model</td>
<td>Provided a solution to help address the unique mentoring needs of incarcerated youth, foster youth, homeless youth and teen parents across greater Omaha</td>
</tr>
<tr>
<td>PA</td>
<td>Pittsburgh Public Schools</td>
<td>Be a Middle School Mentor for students in grades 6-8</td>
<td>Helped ensure the Pittsburgh Public Schools were able to provide students with the support and guidance most beneficial to them so they could benefit from Pittsburgh Promise®</td>
</tr>
<tr>
<td>VT</td>
<td>20 mentoring agencies and 100 mentoring program sites that Mobius awards grant funding to</td>
<td>Provide young Vermonters with mentors from K-12 and beyond</td>
<td>Provided support and resources for program staff and mentors, and connected programs with one another so that matches could transition as the mentee ages out of the original program</td>
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### Affiliates Help Mentoring Programs Succeed

<table>
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<tr>
<th>Affiliate</th>
<th>Mentoring Program</th>
<th>Action</th>
<th>Outcome</th>
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<tr>
<td>MA</td>
<td>Partners for Youth with Disabilities (PYD)</td>
<td>Provided capacity support via Mentoring Matching Grant and AmeriCorps Ambassadors of Mentoring Program</td>
<td>Helped PYD expand mentor recruitment, offset costs for intake, screening, matching, supervising and evaluation, and better support matches to grow mentor retention</td>
</tr>
<tr>
<td>MN</td>
<td>Pathways to Emergency and Academy Career Experiences (PEACE)</td>
<td>Advised launch of first ever mentor training and recruitment event</td>
<td>As a result of the event PEACE recruited 24 mentors, equipping them with the volunteers needed to serve their first cohort of youth</td>
</tr>
<tr>
<td>PA</td>
<td>NurturePA</td>
<td>Provided no cost training and technical assistance during growth phase</td>
<td>NurturePA was able to better support the growing number of mentors and new parents participating in the program, and strengthened recruitment plans and screening strategies for new participants</td>
</tr>
<tr>
<td>VA</td>
<td>Stand By Me</td>
<td>Provided one-on-one consulting and introductions to help launch Stand By Me in new community</td>
<td>A partnership was developed between Stand By Me and school district leadership which fast tracked the launch of the program and increased stakeholder buy in</td>
</tr>
<tr>
<td>VT</td>
<td>Connecting Youth Mentoring (CY)</td>
<td>Supported CY in convening stakeholders around the program’s expansion to high schools students</td>
<td>CY designed a pilot based on their middle school model and expanded their mentoring programs into the community to serve high school students for the first time</td>
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### Three-Phase Affiliate Engagement Process

<table>
<thead>
<tr>
<th>Incubating (approx. 12 months)</th>
<th>Emerging (approx. 12 months)</th>
<th>Developing (approx. 12 months)</th>
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<tr>
<td><strong>HIGH LEVEL OF ENGAGEMENT &amp; MANAGEMENT</strong></td>
<td><strong>HIGH LEVEL OF ENGAGEMENT &amp; MODERATE LEVEL OF MANAGEMENT</strong></td>
<td><strong>MODERATE LEVEL OF ENGAGEMENT &amp; LOW LEVEL OF MANAGEMENT</strong></td>
</tr>
<tr>
<td>MENTOR Secures and Manages Initial Expansion Capital</td>
<td>Expansion Capital Leveraged to Launch Local Fundraising Efforts</td>
<td>Increased Local Fundraising Capacity, Less Reliant on Expansion Capital</td>
</tr>
<tr>
<td><strong>Sustainability Indicators:</strong></td>
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</tr>
<tr>
<td>• Feasibility Study Completed</td>
<td>• 3-year Strategic Plan Completed</td>
<td>• Completed Readiness Assessment and Began Launching NQMS</td>
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<tr>
<td>• Host Site &amp; Executive Director Announced</td>
<td>• Board of 8-12 Members</td>
<td>• Strategic Plan Benchmarks on Track</td>
</tr>
<tr>
<td>• 5 Board Members &amp; Chair Confirmed</td>
<td>• 50% of Current Year’s Budget and 25% of Next Year’s Budget Secured from Diversified Local Funding Sources (approximately $250k)</td>
<td>• Beginning to Deliver Training &amp; TA (leveraging NMRC)</td>
</tr>
<tr>
<td>• Realistic Two Year Budget Created</td>
<td>• Emerging Affiliate Training Completed</td>
<td>• 75% of Current Year’s Budget and 25% of Next Year’s Budget Secured from Local Funding Sources (approximately $400k)</td>
</tr>
<tr>
<td>• 50% of Revenue for the Following Year Secured from Local Funding Sources (approximately $150k)</td>
<td>• Provider’s Council Established</td>
<td>• Participating in National Advocacy Efforts &amp; Organizing Local Advocacy Initiatives</td>
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<td></td>
<td>• Mentoring Connector is Being Utilized</td>
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