

# Massachusetts Program Report

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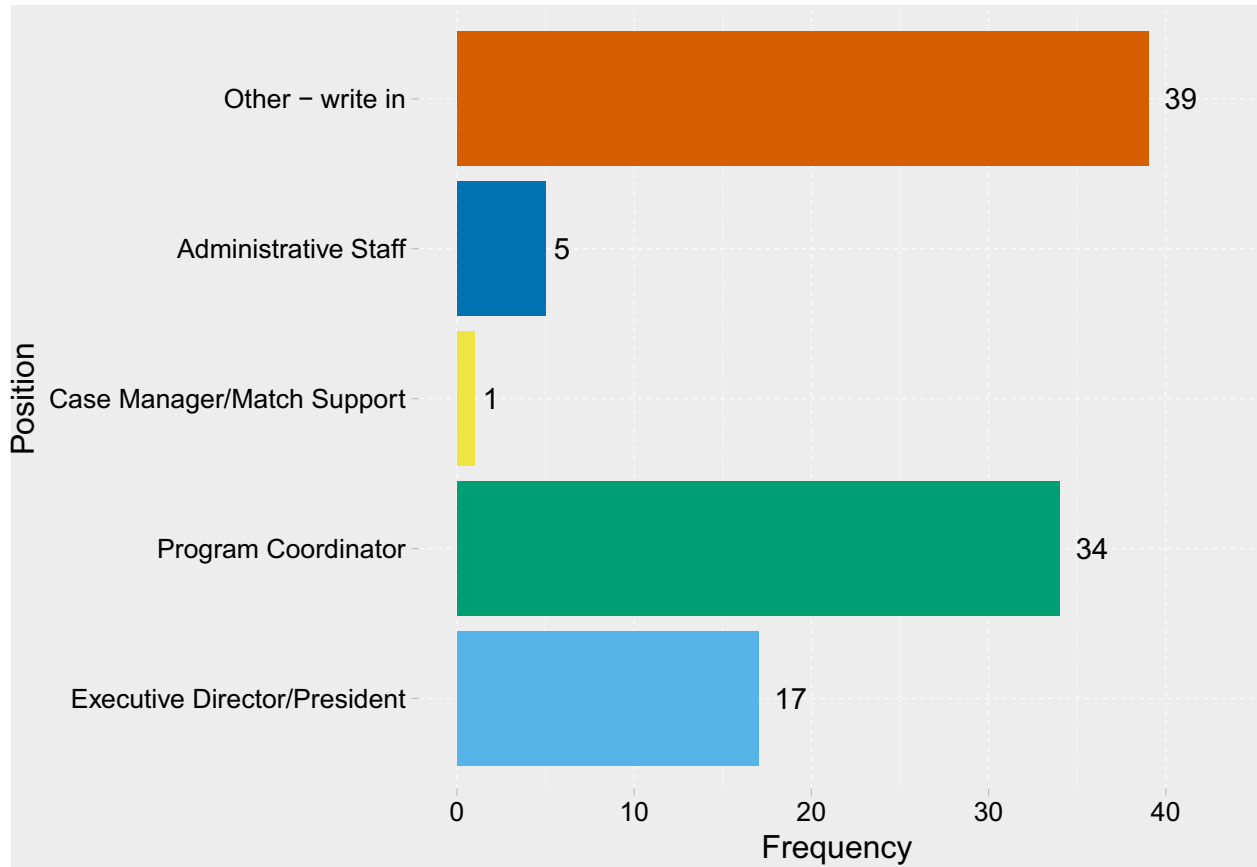
Number of youth served: 34458

Gender	Number of Youth
<i>Male</i>	16789
<i>Female</i>	17647
<i>Transgender male</i>	10
<i>Transgender female</i>	4
<i>Other gender</i>	8

## Agency Questions

*Number of agencies participating in survey: 97*

What position do you hold in the organization/agency?



*Sample size: 96*

*Number of nonresponses: 1*

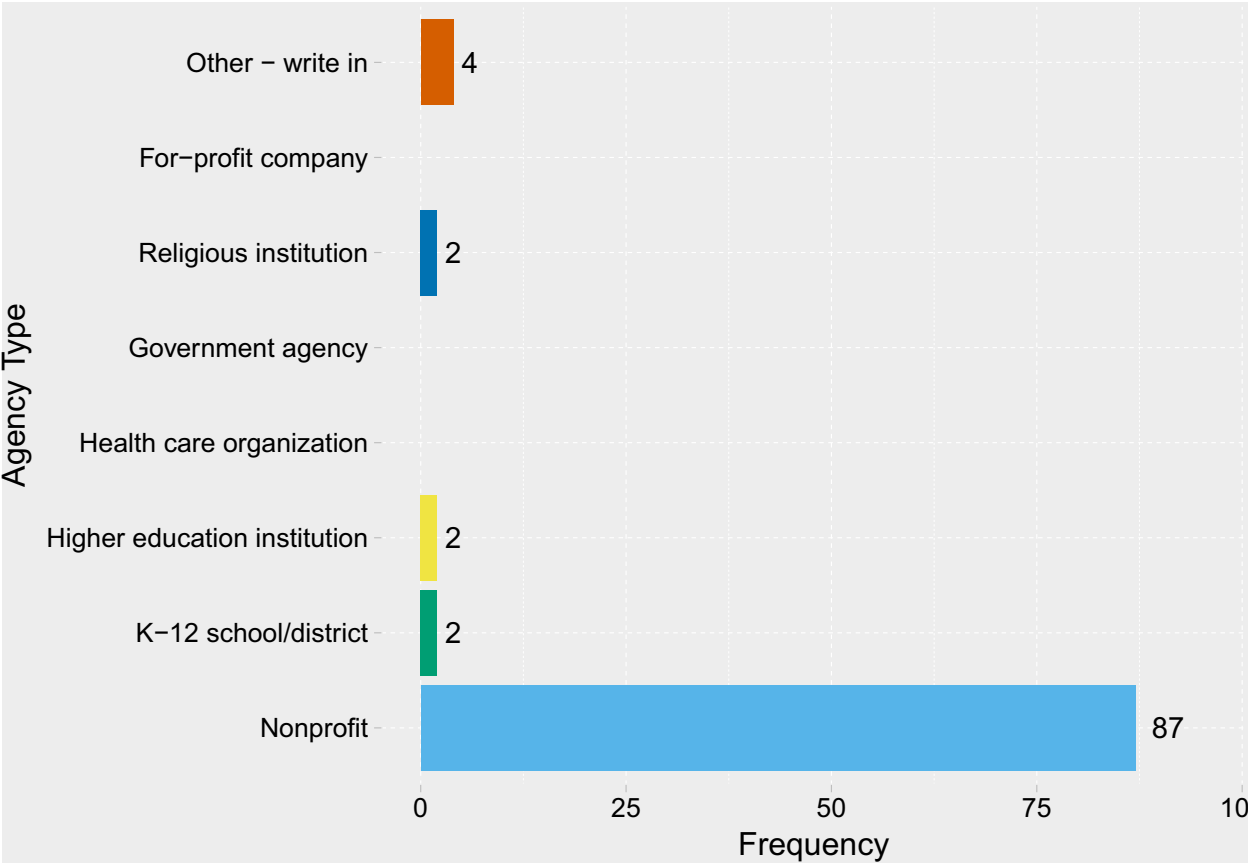
Which state is your organization/agency based in?

State	Frequency
Massachusetts	97

*Sample size:* 97

*Number of nonresponses:* 0

Our agency is a . . .



Sample size: 97

Number of nonresponses: 0

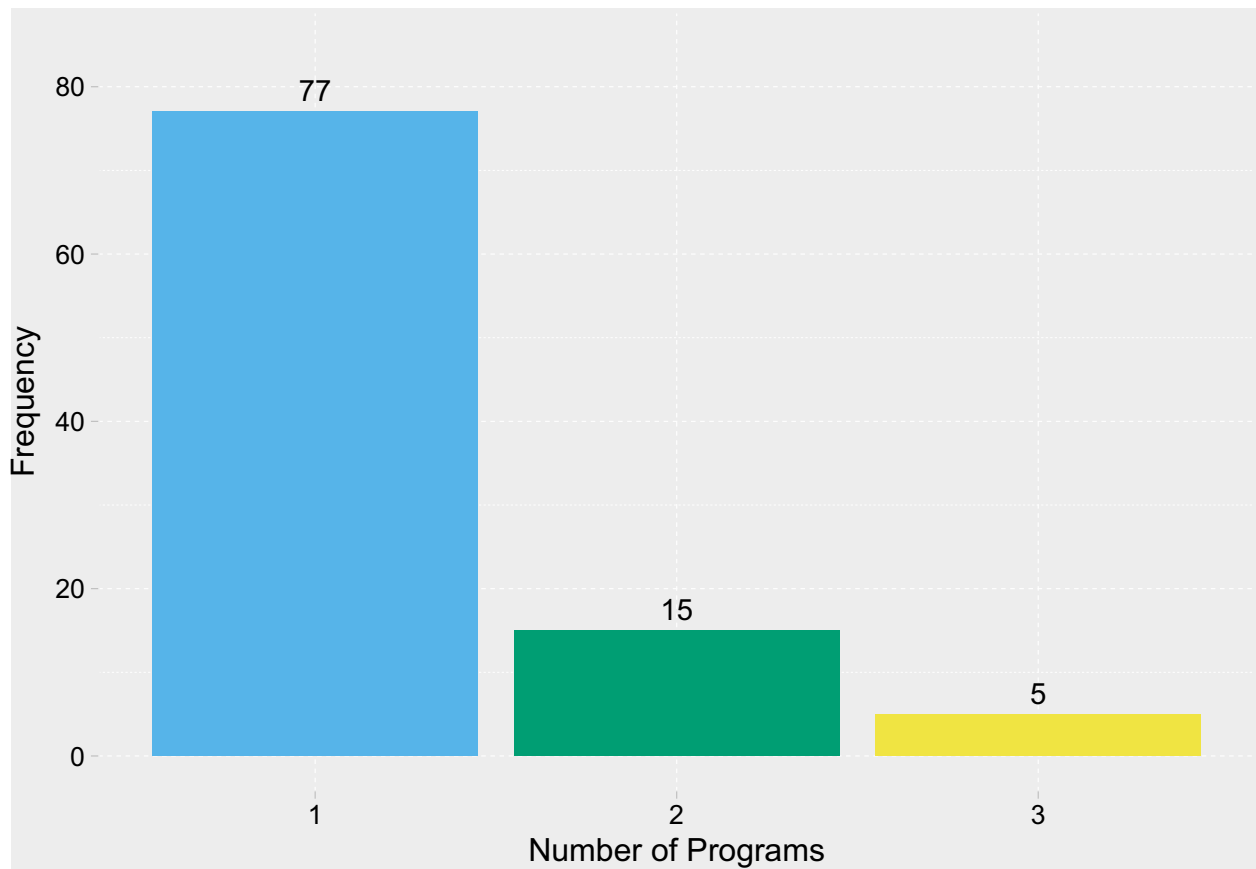
How many individual mentoring programs does your agency operate?

Number of Programs	
<i>Median</i>	1
<i>Mean</i>	2.55

*Sample size: 97*

*Number of nonresponses: 0*

How many of these mentoring programs would you like to report on in this survey?



*Sample size: 97*

*Number of nonresponses: 0*

What other non-mentoring services or programs does your agency (or a larger parent organization you are under) provide to youth and/or families?

Service	Frequency	Percent
Academic support programs	51	52.58
After school/daycare programs	30	30.93
Case management	32	32.99
College and career readiness	52	53.61
Drop in center/homeless/runaway services	13	13.4
Education (Primary or Secondary school)	17	17.53
Empowerment/leadership development	50	51.55
Foster care or services for foster youth	11	11.34
Independent living/transition-aged youth services	14	14.43
Medical/healthcare services	3	3.09
Mental health prevention and wellness	21	21.65
Outpatient psychiatric treatment	7	7.22
Positive youth development	71	73.2
Pregnancy prevention	13	13.4
Psychological counseling	15	15.46
Residential or inpatient psychiatric treatment	2	2.06
Service learning/volunteerism	51	52.58
Services for juvenile justice-involved youth	13	13.4
Services for pregnant and parenting teens	7	7.22
Services for youth with disabilities	16	16.49
Substance use disorder prevention or treatment	11	11.34
Violence prevention	21	21.65
Workforce development	36	37.11
Other - Write In	20	20.62

Please select your agency's most successful recruitment strategies for mentors.

Recruitment Strategy	Frequency	Percent
Media/Public relations	12	12.37
National Mentoring Month events and promotions	2	2.06
Online outreach (Facebook, program website, etc.)	36	37.11
Community events and in-person presentations by staff	53	54.64
Referrals from community partners	30	30.93
Referrals from the Mentoring Connector database	1	1.03
Referrals from our local Mentoring Partnership	2	2.06
Volunteer Centers and other volunteer organizations	4	4.12
Word-of-mouth from current or former mentors	78	80.41
Other - Write In	17	17.53



**How familiar is your agency with the current 4th edition of the Elements of Effective Practice for Mentoring?**

Familiarity	Percent
We use it regularly in our work	27.17
We use it a bit in our work	20.65
We are aware of the new edition but are not using it	7.61
We are unaware of the new edition	11.96
We are not using the new edition but have used the 3rd edition in the past	5.43
We are not using any edition of this publication in our work	27.17
<i>Sample size: 92</i>	

*Number of nonresponses: 5*

In the last year, has your agency worked with a training/technical assistance provider or an intermediary support organization to improve the quality and capacity of your mentoring services?

<b>Provider</b>	<b>Frequency</b>	<b>Percent</b>
MENTOR: The National Mentoring Partnership	15	15.46
State or Local Mentoring Partnership	45	46.39
National Mentoring Resource Center	1	1.03
United Way or other funding agency	20	20.62
For-profit consulting firm	4	4.12
Nonprofit consulting firm	8	8.25

Please choose the main challenges or areas of need for which you think your agency's mentoring programs might benefit from additional support.

<b>Challenge Area</b>	<b>Frequency</b>	<b>Percent</b>
Blending mentoring with other services	14	14.43
Cultural perspectives in service design and delivery	25	25.77
Developing meaningful activities for mentors and youth	14	14.43
Fundraising/grantwriting	39	40.21
General program design/theory of change	8	8.25
Integrating youth development principles	3	3.09
Making strong mentor-mentee matches	13	13.4
Mentor recruitment	44	45.36
Mentor training (including curriculum development)	24	24.74
Offering mentoring in rural settings	3	3.09
Parent/family engagement	30	30.93
Partnership development	16	16.49
Professional development of staff	19	19.59
Program evaluation/data collection	31	31.96
Program sustainability/growth	34	35.05
Supporting mentor-mentee matches	9	9.28

**What evaluation activities has your agency engaged in for your mentoring services in the past five years?**

<b>Evaluation</b>	<b>Frequency</b>	<b>Percent</b>
Qualitative evaluation	71	73.2
Implementation evaluation	54	55.67
Outcome evaluation	61	62.89
Experimental or quasi-experimental evaluation	9	9.28
Return-on-investment study	2	2.06
We haven't engaged in any evaluation activities	12	12.37
Other - Write In	3	3.09

Key:

Qualitative evaluation:

examines participant experiences through interviews, end-of-year satisfaction surveys, case notes, focus groups, or other data sources

Implementation evaluation:

examines how well or efficiently services were delivered to participants, such as tracking mentor-mentee meetings, participation in trainings, etc.

Outcome evaluation:

examines changes in participants served using pre-post data collection

Experimental or quasi-experimental evaluation:

compares mentored youth to a comparison or "control" group of non-mentored youth

Return-on-investment study:

examines long-term impacts from an economic perspective, often in relation to program costs

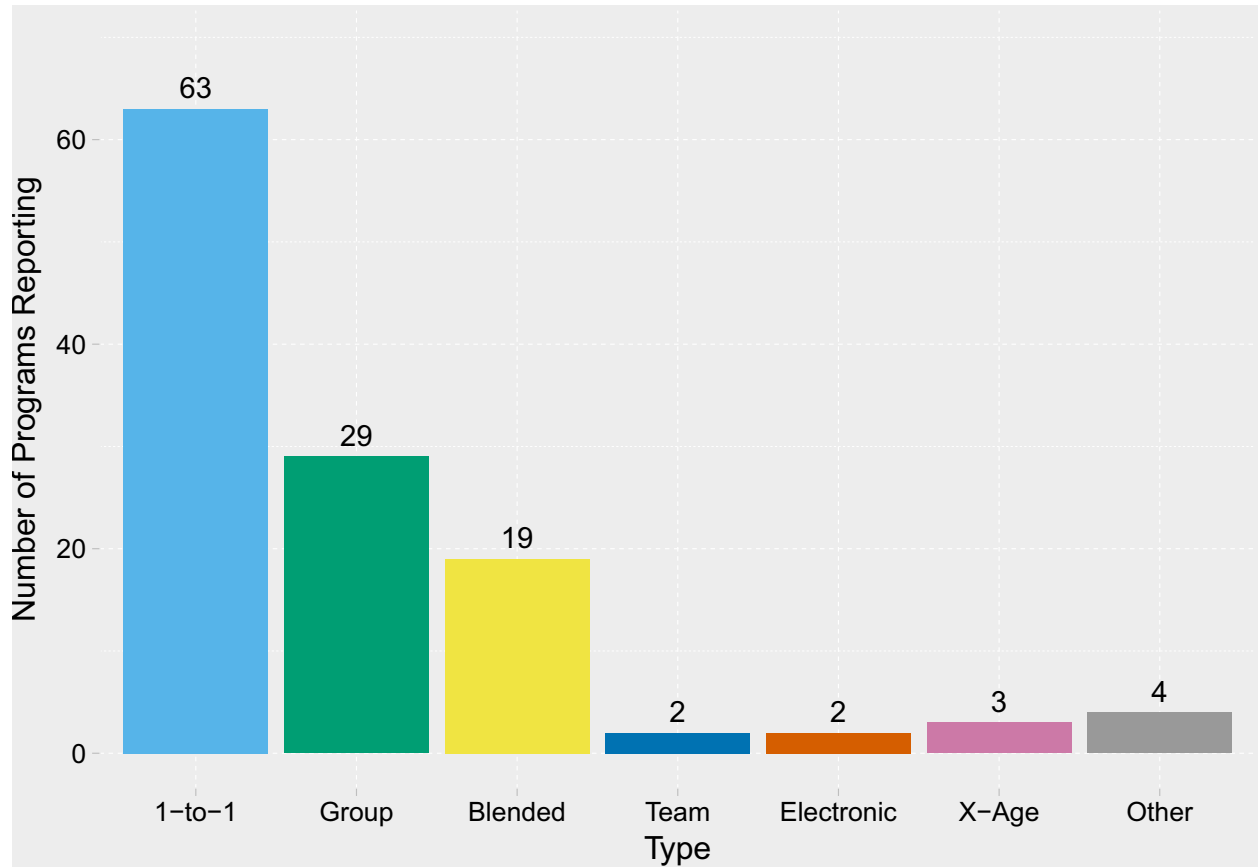
**Who plays a role in planning and implementing your agency's mentoring-related evaluation efforts?**

<b>Stakeholder</b>	<b>Frequency</b>	<b>Percent</b>
Executive Director/Program Coordinator	77	79.38
Staff evaluation specialist (internal staff)	41	42.27
Professional external evaluator	15	15.46
Funding agency or philanthropy	8	8.25
Our local Mentoring Partnership	8	8.25
School or district staff	13	13.4
We have not done any evaluation work	8	8.25
Other - Write In	13	13.4

## Program Questions

*Number of programs participating in survey: 122*

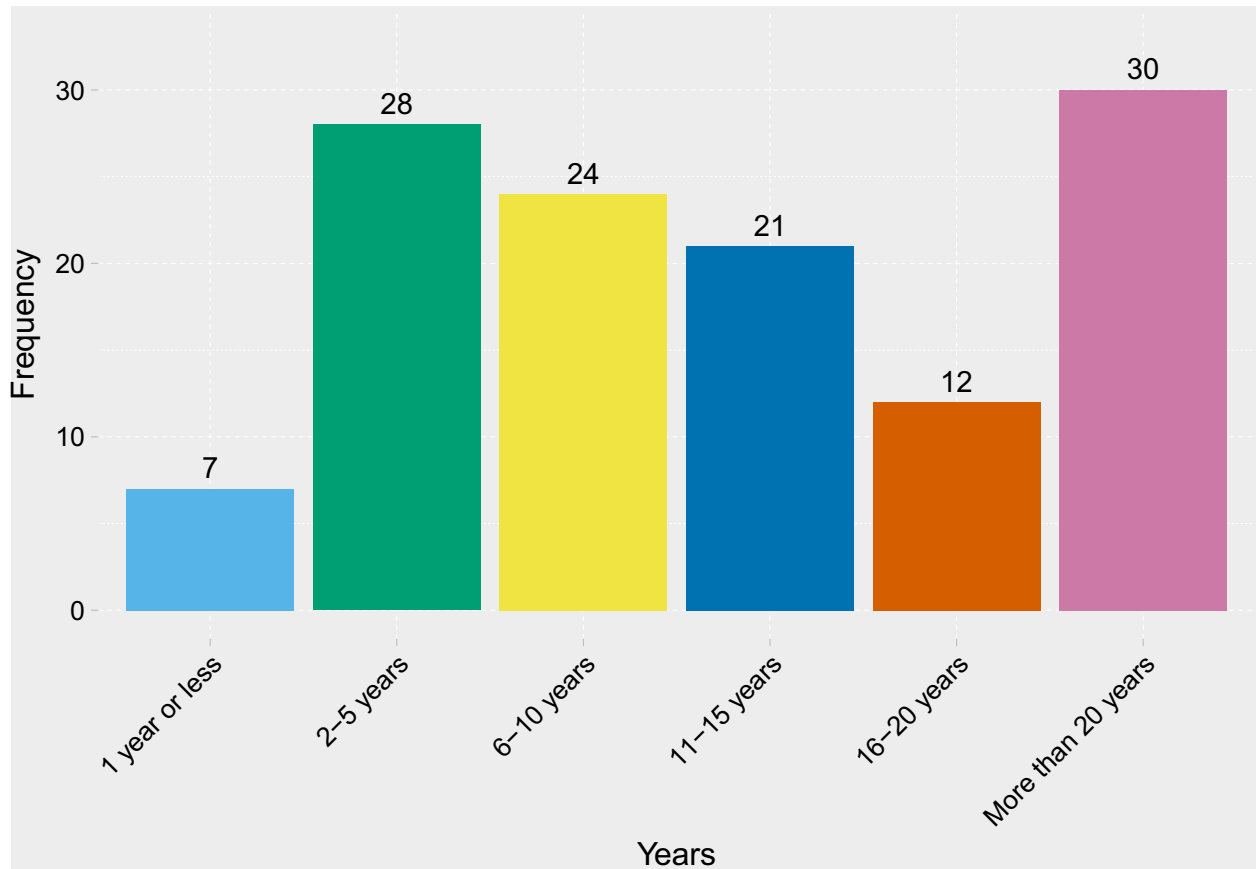
The primary model of mentoring for this program is...



*Sample size: 122*

*Number of nonresponses: 0*

How many years has this program been offering mentoring?



Sample size: 122

Number of nonresponses: 0

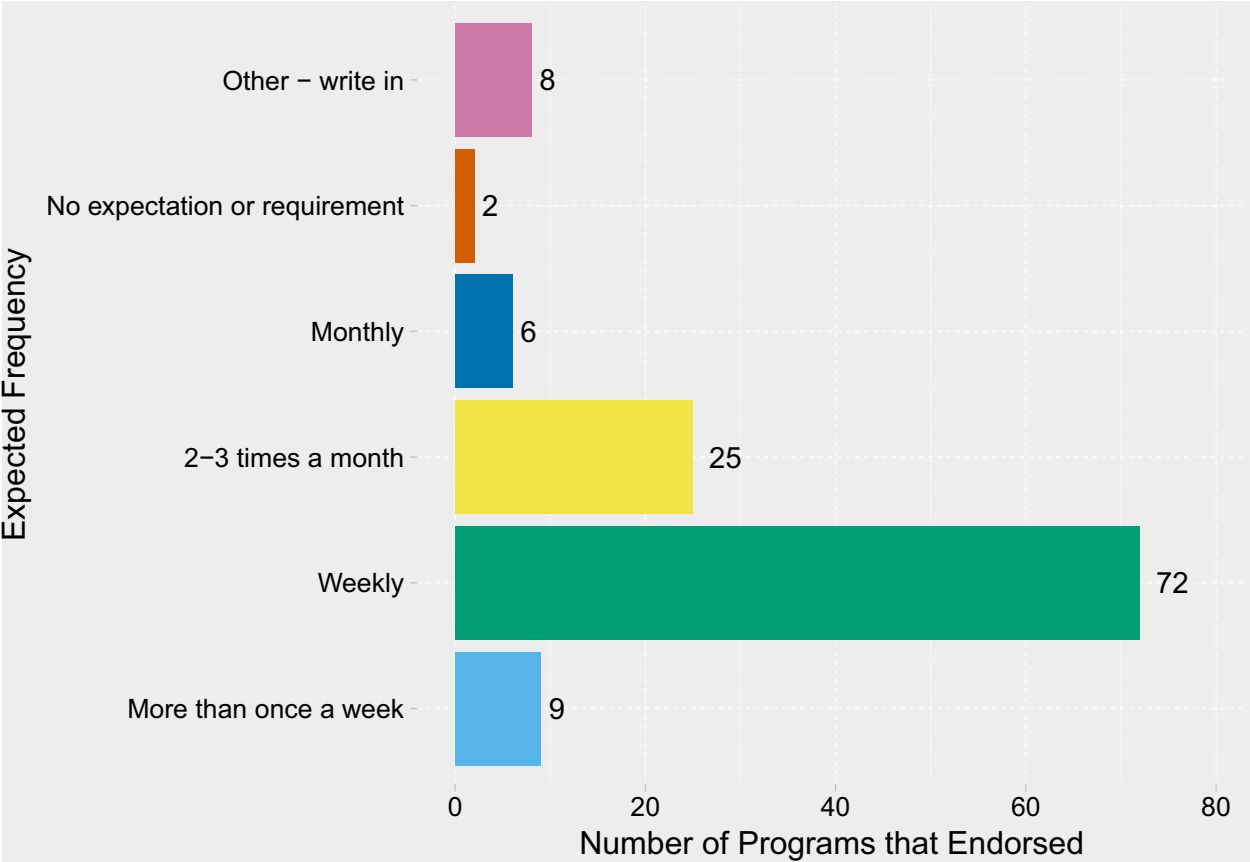
Where do this program's matches typically meet?

Meeting Place	Frequency	Percent
Out in the general community	57	46.72
K-12 school (during day)	37	30.33
Afterschool program	45	36.89
Higher education institution	22	18.03
Community center	27	22.13
Nonprofit organization	42	34.43
Religious facility	5	4.1
Juvenile justice facility	1	0.82
Other residential facility	0	0
Worksite	10	8.2
Online	5	4.1
Other - Write In (Required)	11	9.02

Please choose the core goals or youth outcome areas for this mentoring program.

<b>Focus</b>	<b>Frequency</b>	<b>Percent</b>
Academic enrichment	46	37.7
Career exploration	35	28.69
Civic engagement	9	7.38
College access	30	24.59
Educational Attainment	22	18.03
Family support	9	7.38
General youth development	68	55.74
Identity development	13	10.66
Juvenile justice/re-entry	3	2.46
Leadership development	26	21.31
Life skills/social skills	52	42.62
Literacy	11	9.02
Mental health and well-being	8	6.56
Positive health behaviors	7	5.74
Pregnancy prevention	1	0.82
Providing a caring adult relationship	51	41.8
Recreational activities	14	11.48
Resiliency	11	9.02
STEM education	16	13.11
Substance use/abuse	1	0.82
Violence prevention	7	5.74
Other	16	13.11

What is the expected frequency for mentors to meet with their mentees in this program?

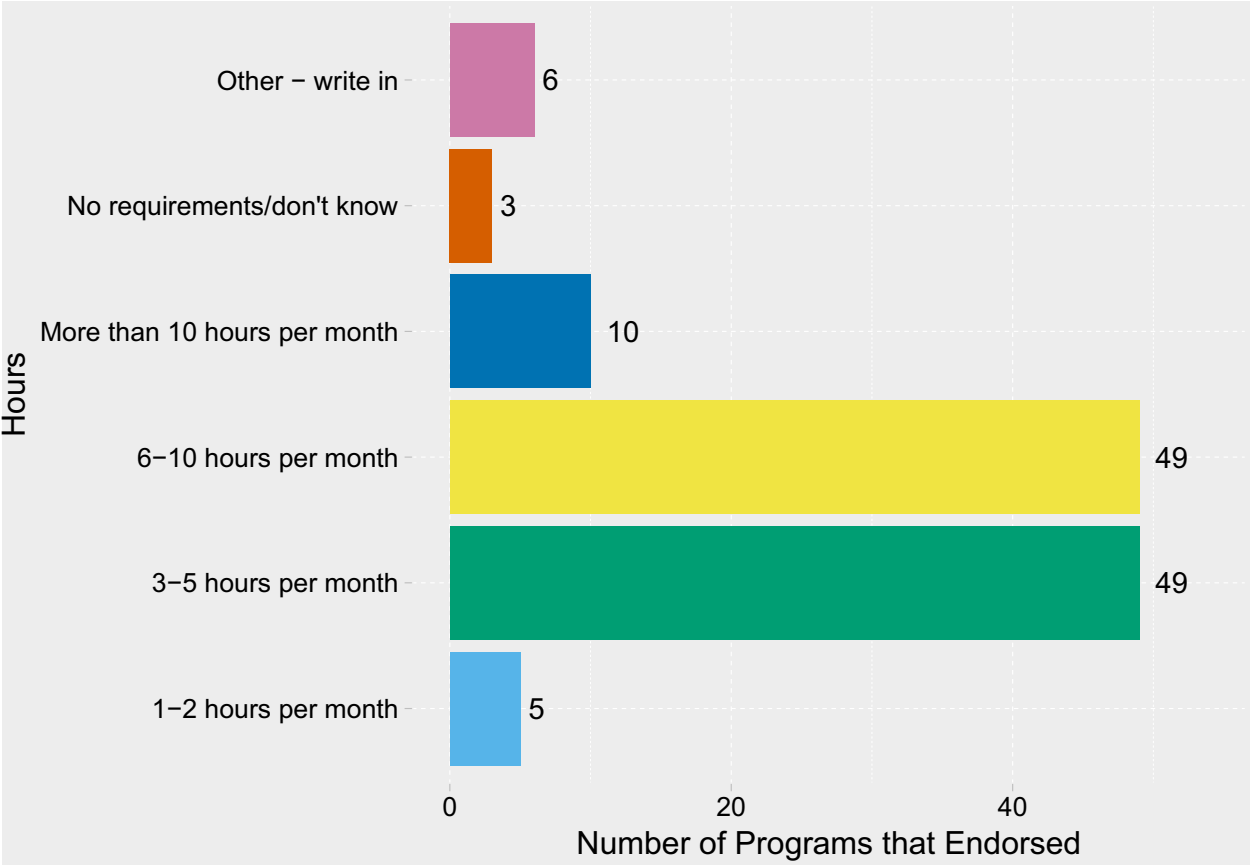


Sample size: 122

Number of nonresponses: 0



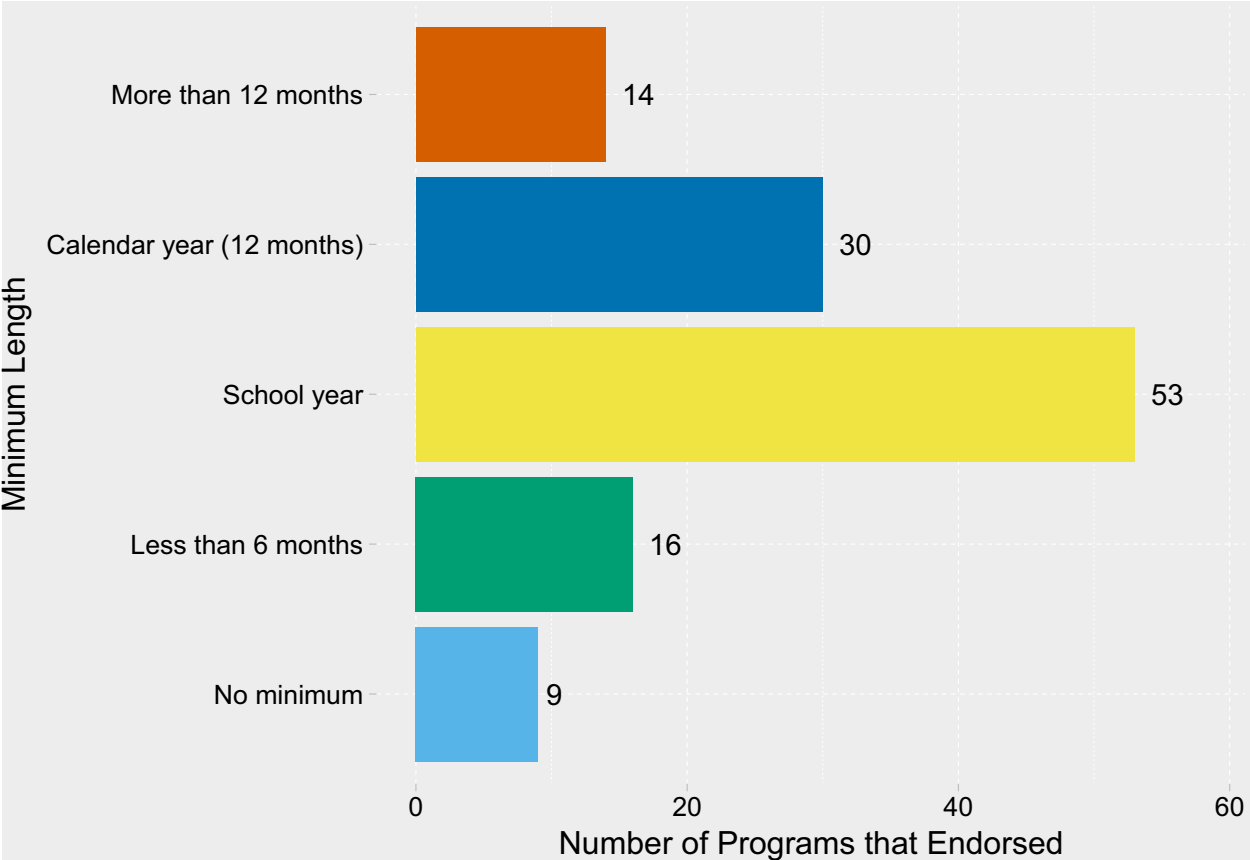
How many total hours per month are mentors expected to meet with their mentees in this program?



Sample size: 122

Number of nonresponses: 0

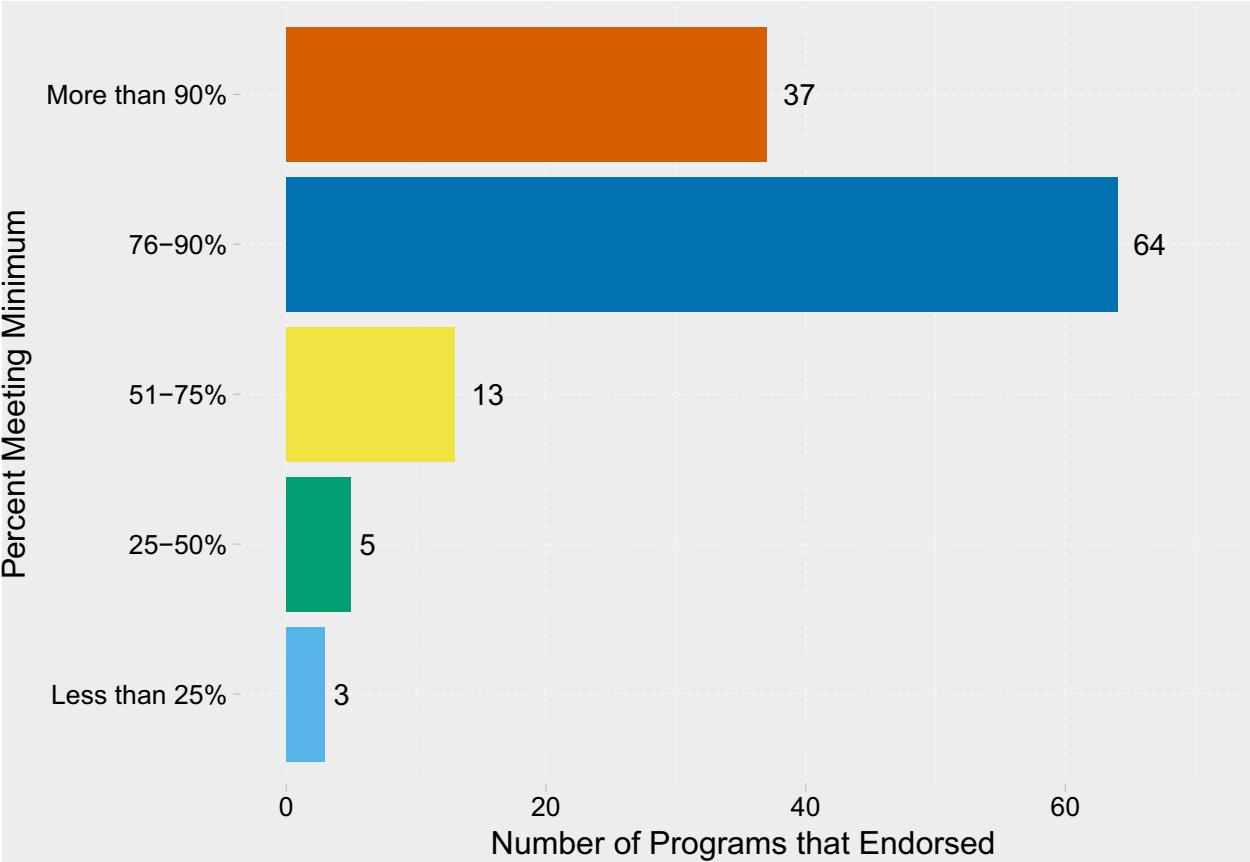
What is the minimum length of commitment (per match) for mentors in this program?



Sample size: 122

Number of nonresponses: 0

In the last year, roughly what percentage of this program's matches met the minimum length of commitment?



Sample size: 122

Number of nonresponses: 0

For those matches that ended early (before the minimum length of commitment), please choose the most common reasons.

<b>Reason</b>	<b>Frequency</b>	<b>Percent</b>
Mentor change in life circumstances	72	59.02
Mentee change in life circumstances	82	67.21
Mentor unfulfilled/unrealistic expectations	10	8.2
Mentee unfulfilled/unrealistic expectations	20	16.39
Mentor did not feel youth needed them	6	4.92
Cultural differences	2	1.64
Family interference/lack of support	14	11.48
Lack resources to provide match support	6	4.92
Unknown	7	5.74
Other	11	9.02

Please estimate the current average length of matches in months for this program.

Duration (in months)	
<i>Median</i>	12
<i>Mean</i>	17.17

*Sample size: 103*

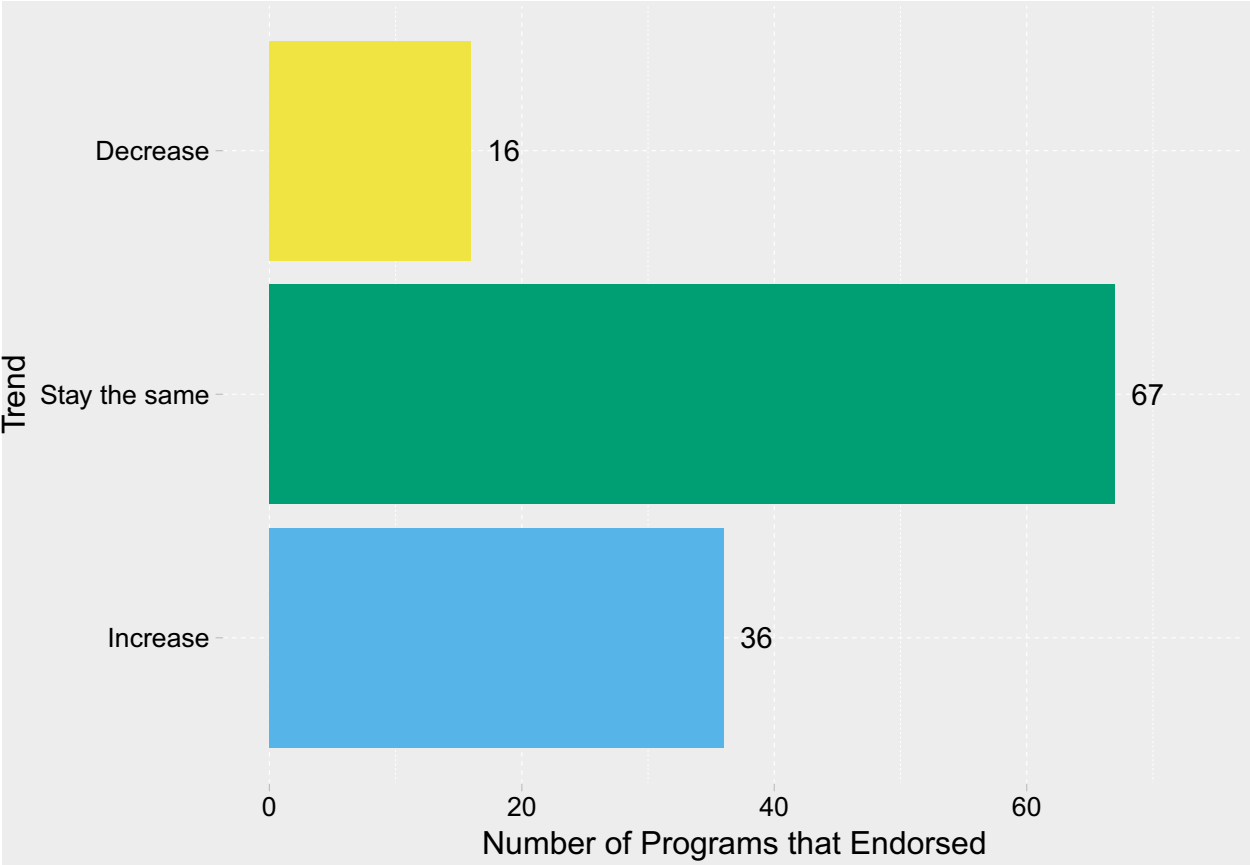
*Number of nonresponses: 19*

## Budget & Staffing Questions

How many FTE (full time equivalent) staff positions implement this specific mentoring program?

Staff Position	Statistic	FTE Positions
<i>Program Director/ Coordinator</i>	Median	1
	Mean	2.13
	Sample size	113
<i>Other paid program staff (trainers, match support specialists, etc.)</i>	Median	1.5
	Mean	4.4
	Sample size	70
<i>Volunteer staff positions (not mentors)</i>	Median	1
	Mean	4.04
	Sample size	33
<i>AmeriCorps/VISTA/other National Service positions (not mentors)</i>	Median	1
	Mean	0.85
	Sample size	46
<i>Other Staffing</i>	Median	1
	Mean	7.24
	Sample size	38

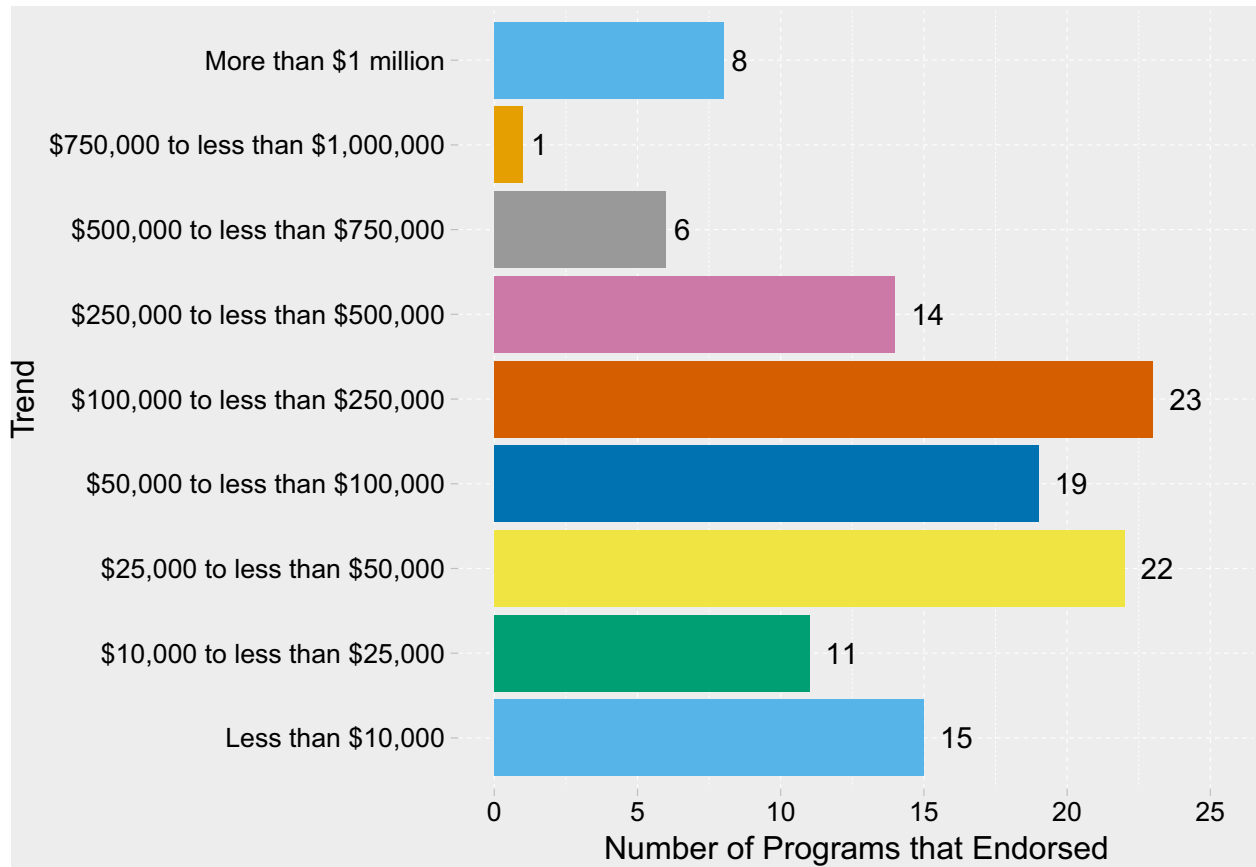
Compared to the previous program year, did the total number of FTE mentoring staff positions for this specific program:



*Sample size: 119*

*Number of nonresponses: 3*

What is the current annual budget for this specific mentoring program's services?

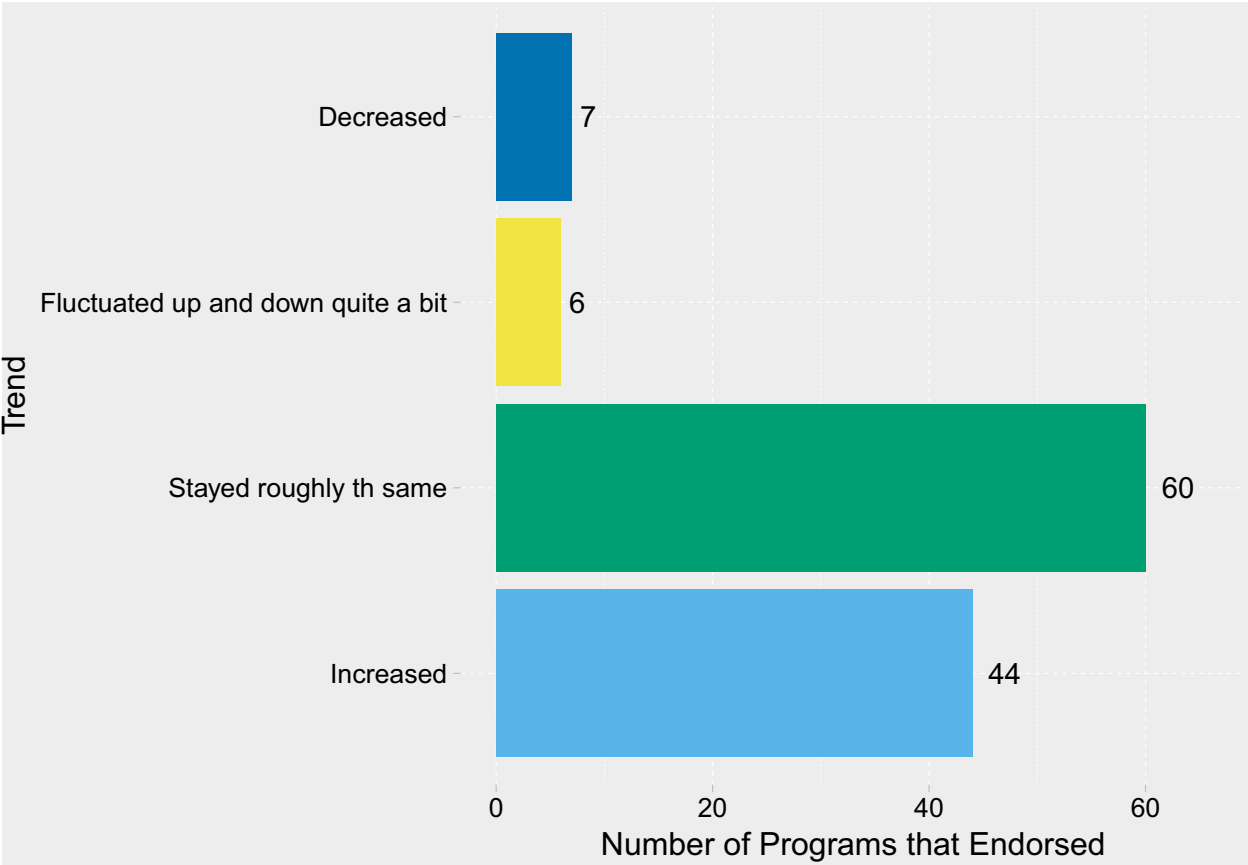


Sample size: 119

Number of nonresponses: 3



Over the last three years, this budget has.

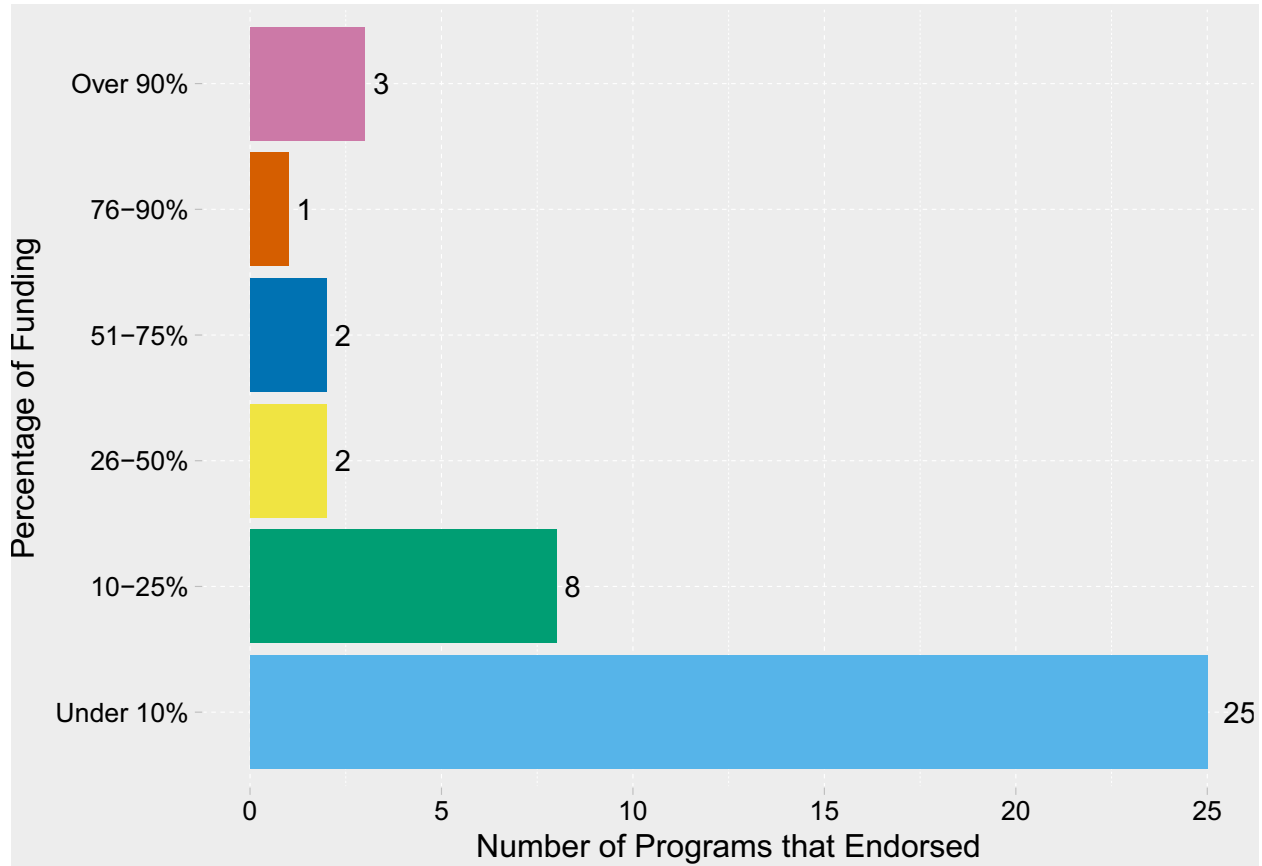


Sample size: 117

Number of nonresponses: 5

## Sources of Funding by Percentage

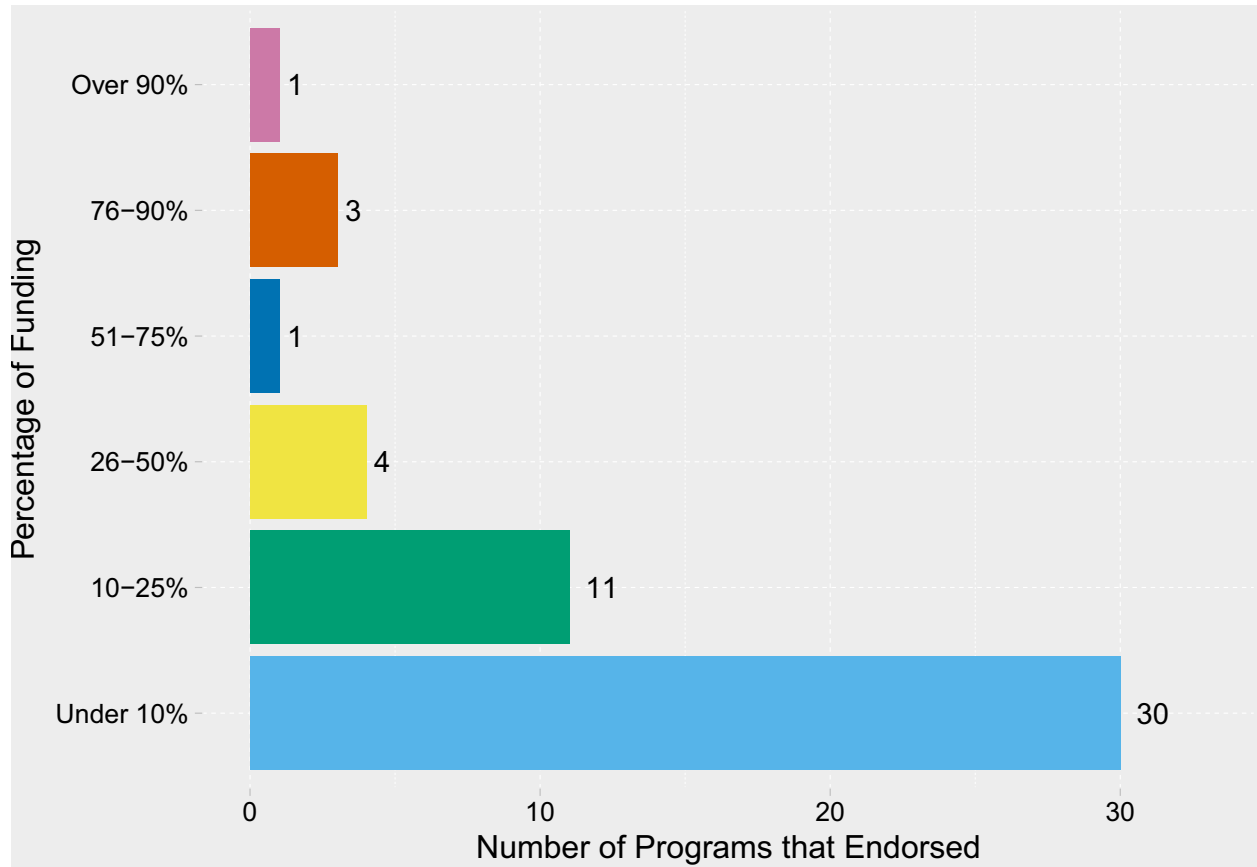
Please estimate the percentage of current funding for this specific mentoring program that has come from the following source: Federal government grants



*Sample size: 41*

*Number of nonresponses: 81*

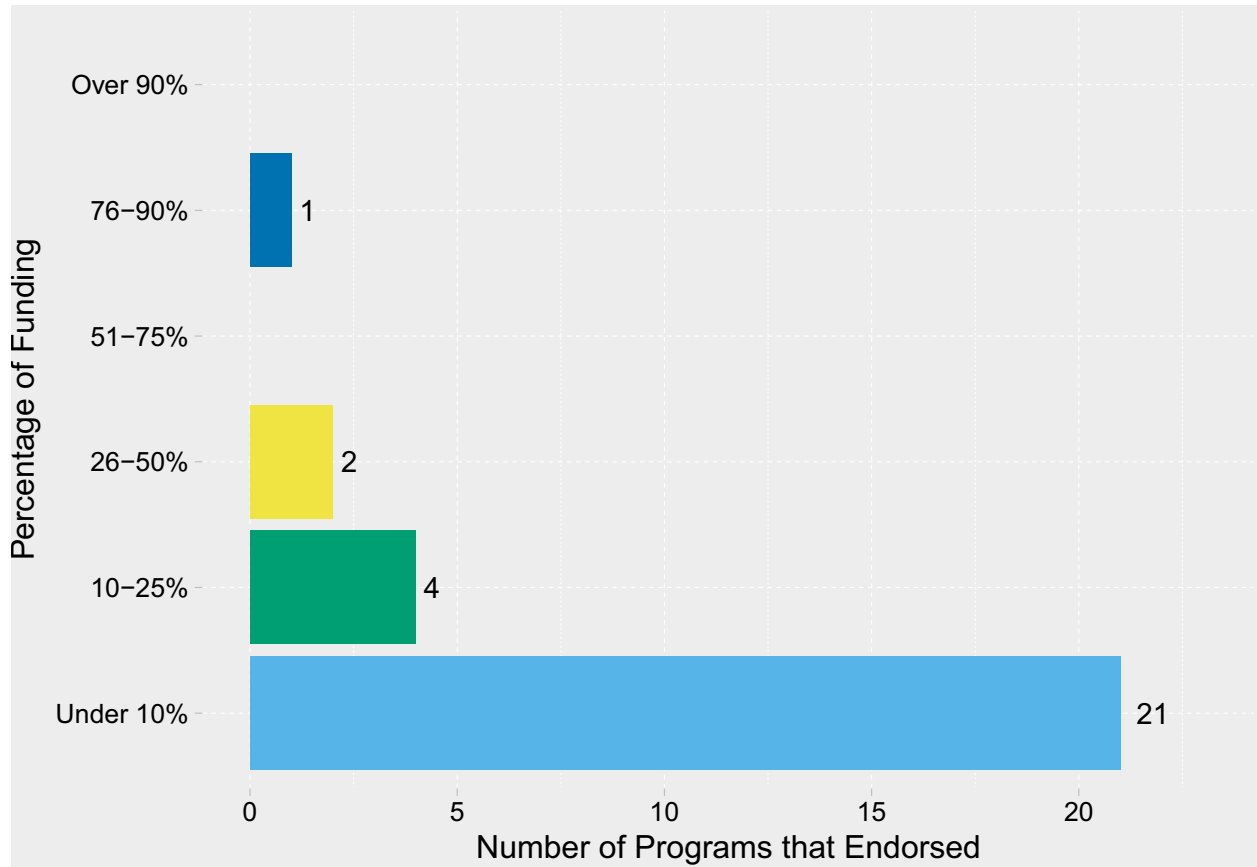
Please estimate the percentage of current funding for this specific mentoring program that has come from the following source: State government grants



*Sample size: 50*

*Number of nonresponses: 72*

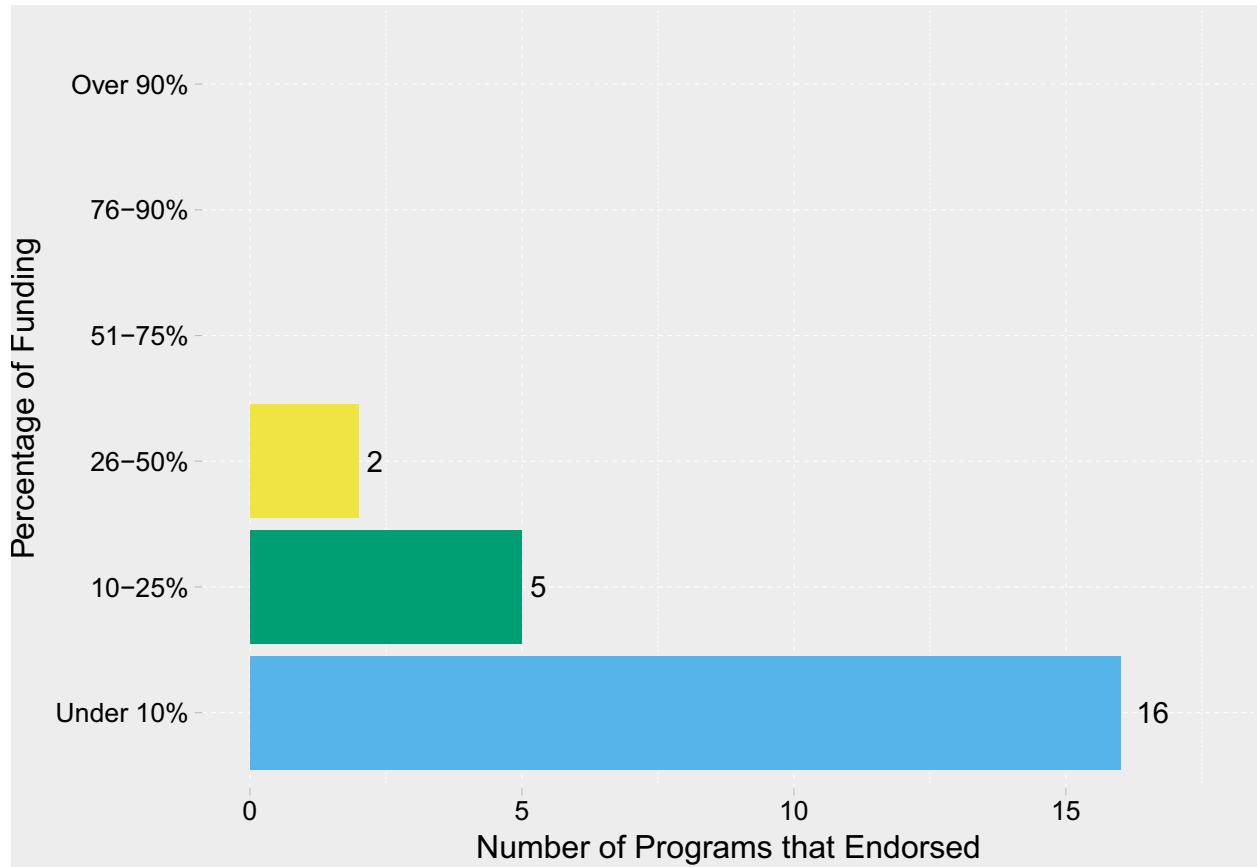
Please estimate the percentage of current funding for this specific mentoring program that has come from the following source: County or municipal grants



*Sample size: 28*

*Number of nonresponses: 94*

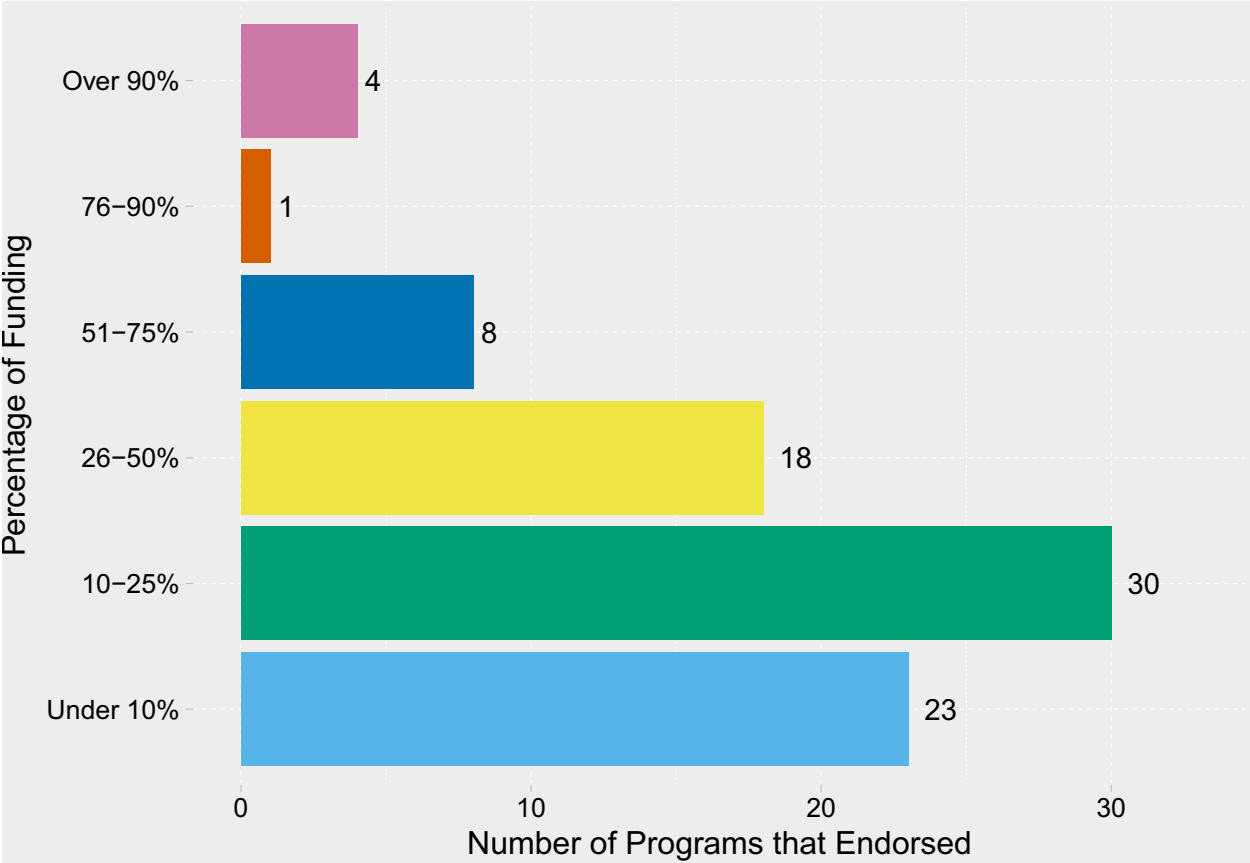
Please estimate the percentage of current funding for this specific mentoring program that has come from the following source: K-12 school/district/LEA/ESD grants



*Sample size: 23*

*Number of nonresponses: 99*

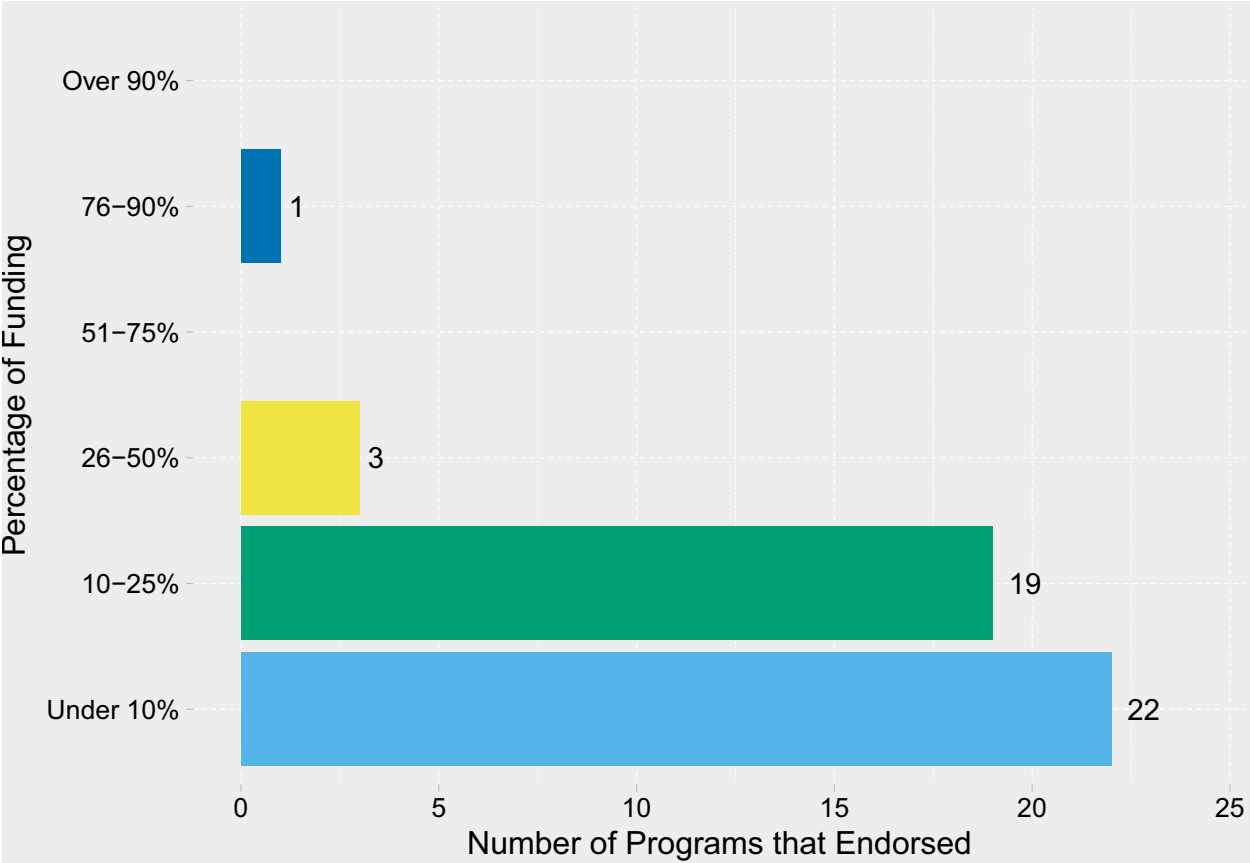
Please estimate the percentage of current funding for this specific mentoring program that has come from the following source: Private foundation grants



Sample size: 84

Number of nonresponses: 38

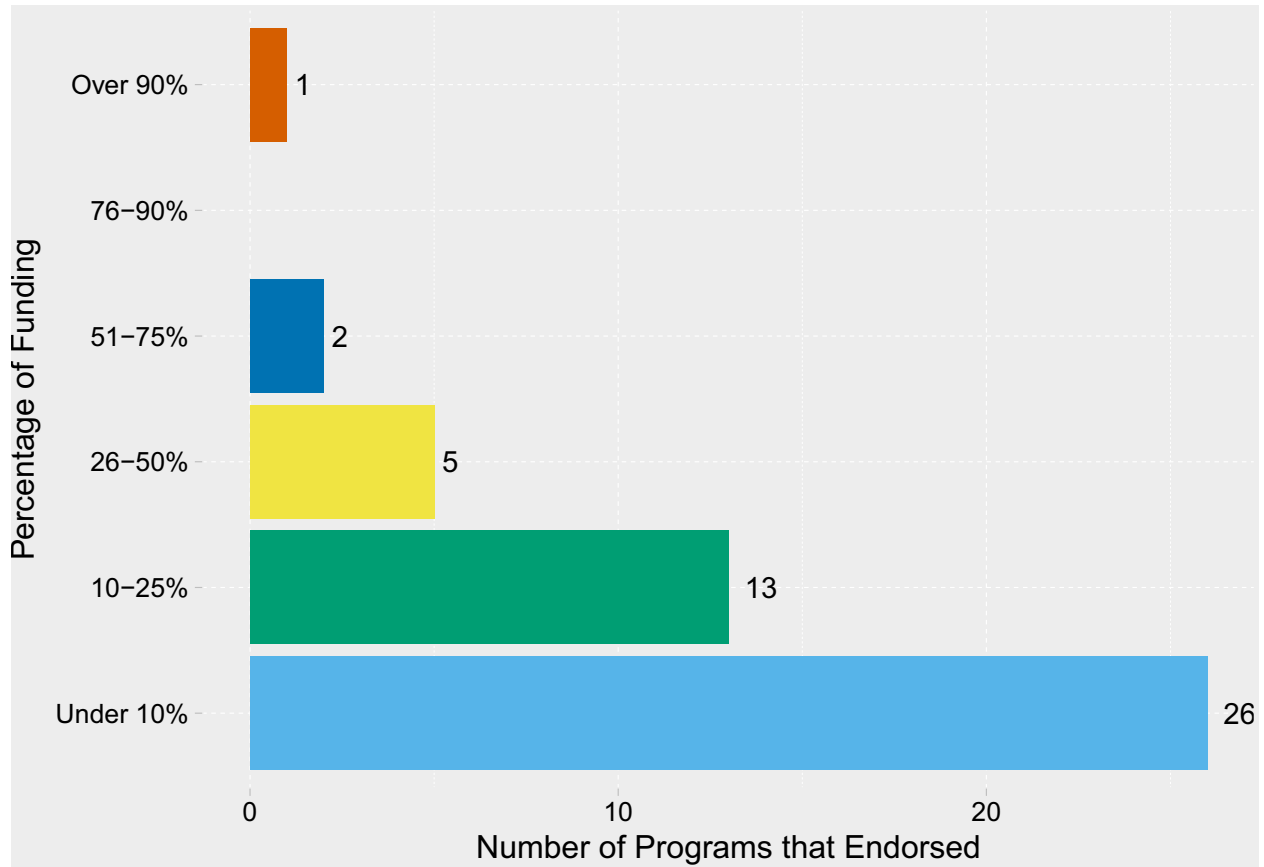
Please estimate the percentage of current funding for this specific mentoring program that has come from the following source: Community foundation grants



Sample size: 45

Number of nonresponses: 77

Please estimate the percentage of current funding for this specific mentoring program that has come from the following source: United Way grants

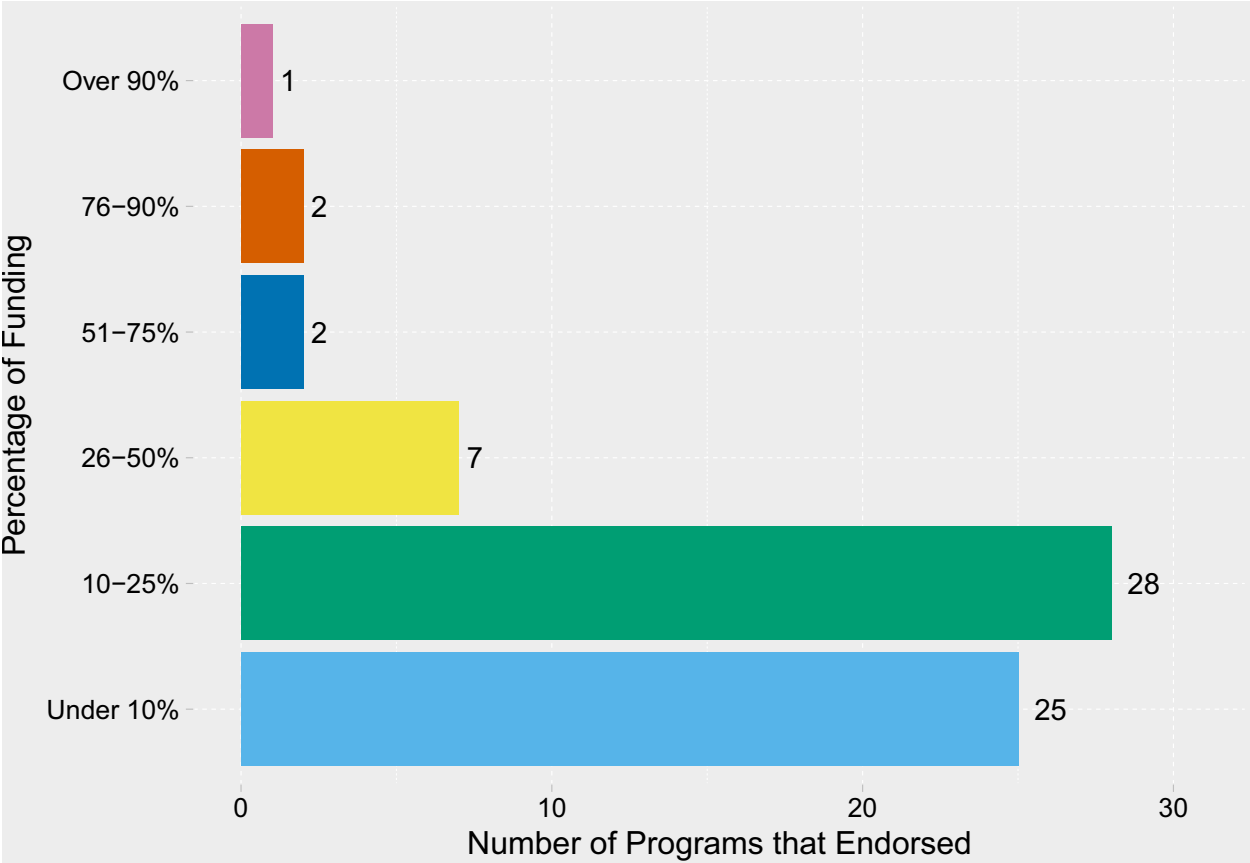


*Sample size: 47*

*Number of nonresponses: 75*



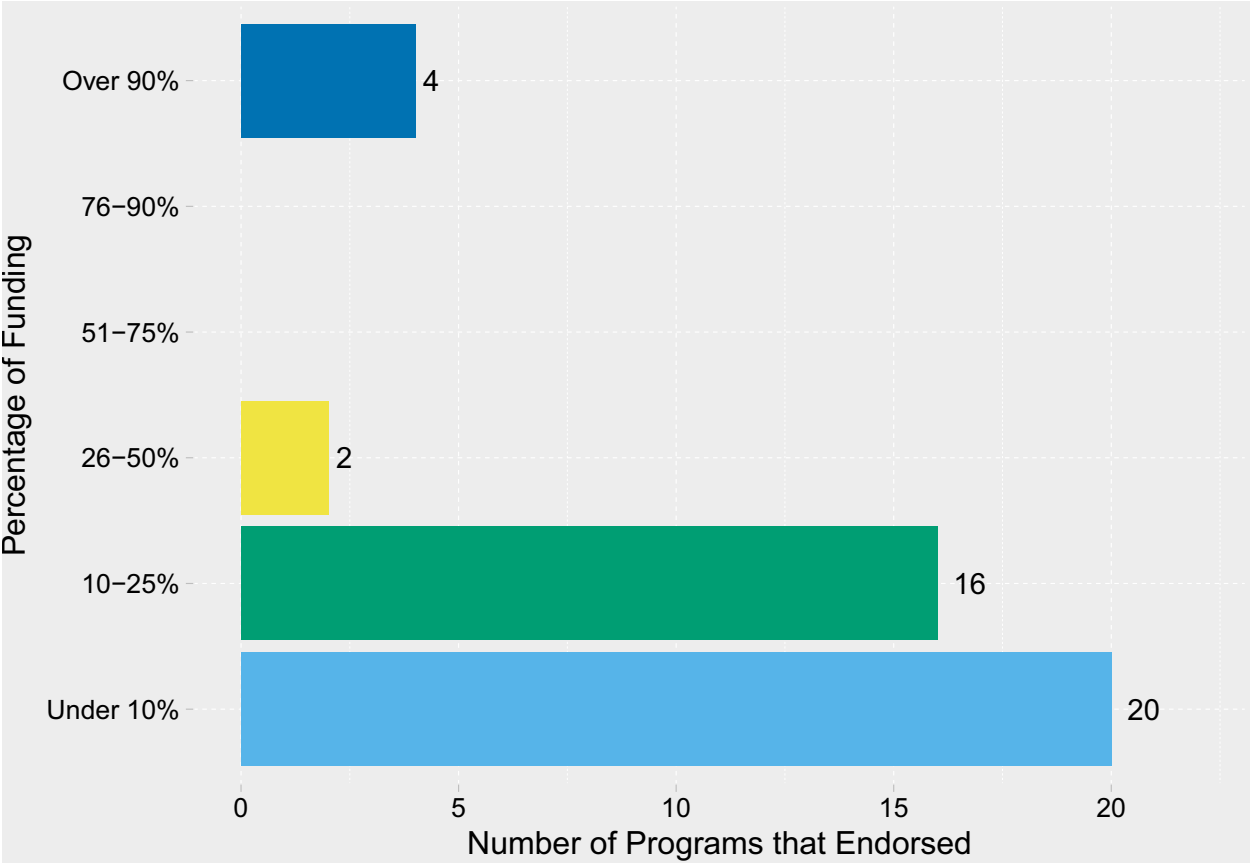
Please estimate the percentage of current funding for this specific mentoring program that has come from the following source: Business or corporate donations



Sample size: 65

Number of nonresponses: 57

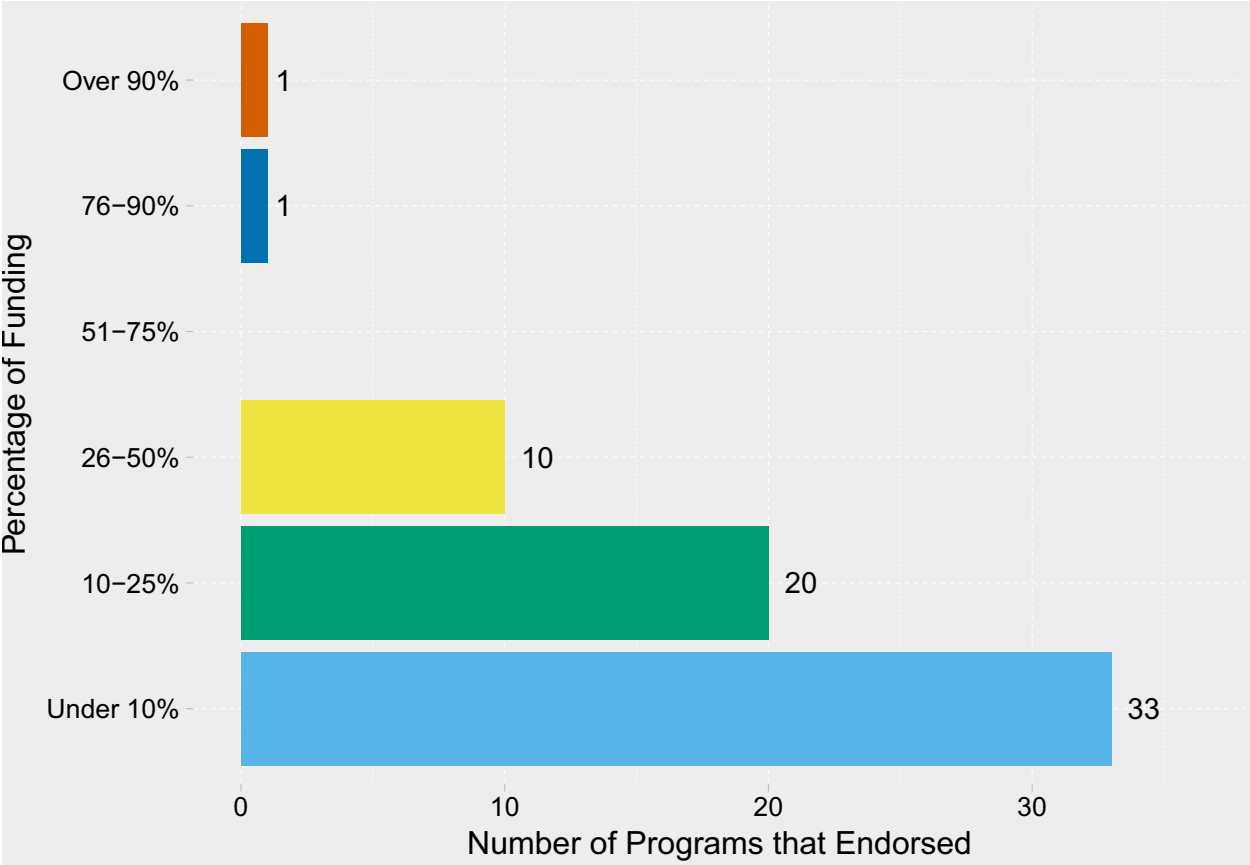
Please estimate the percentage of current funding for this specific mentoring program that has come from the following source: Private philanthropy donations



Sample size: 42

Number of nonresponses: 80

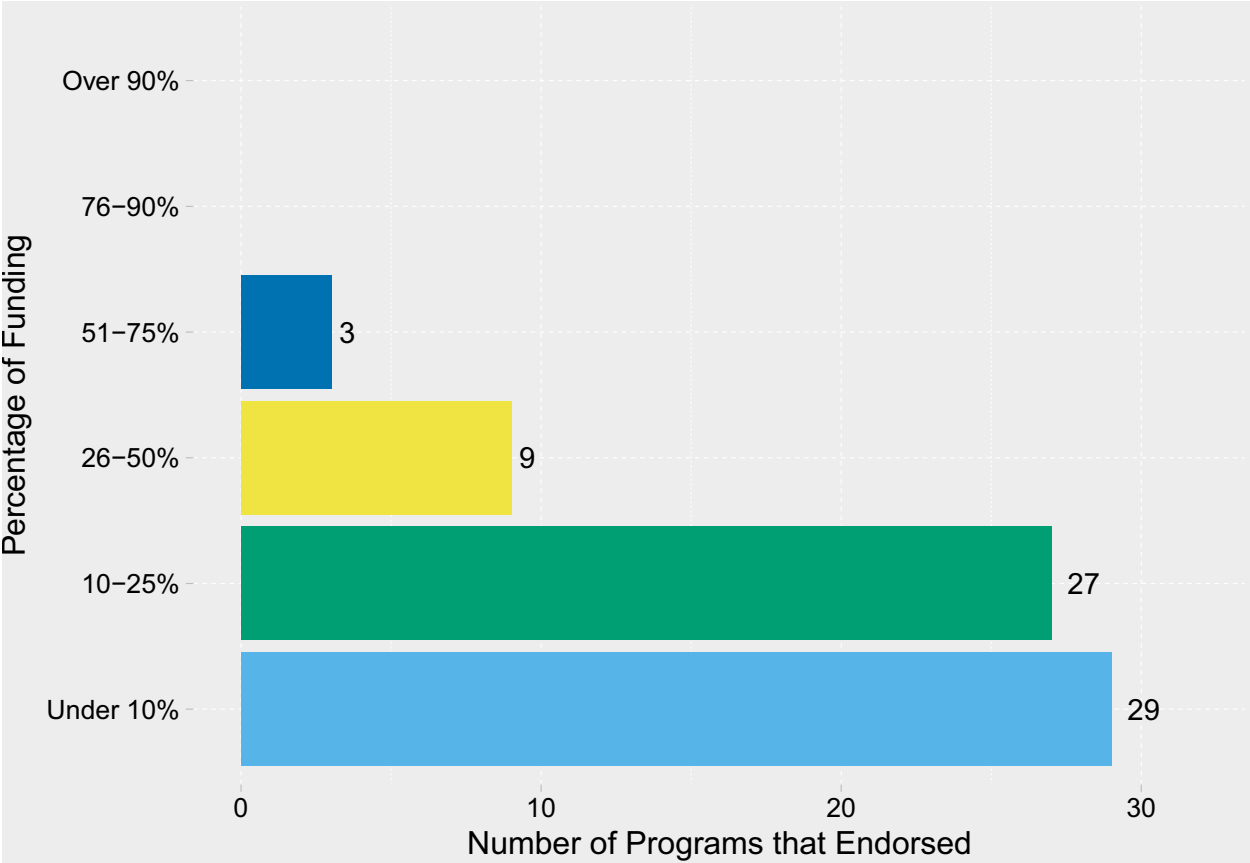
Please estimate the percentage of current funding for this specific mentoring program that has come from the following source: Individual donations/bequests



Sample size: 65

Number of nonresponses: 57

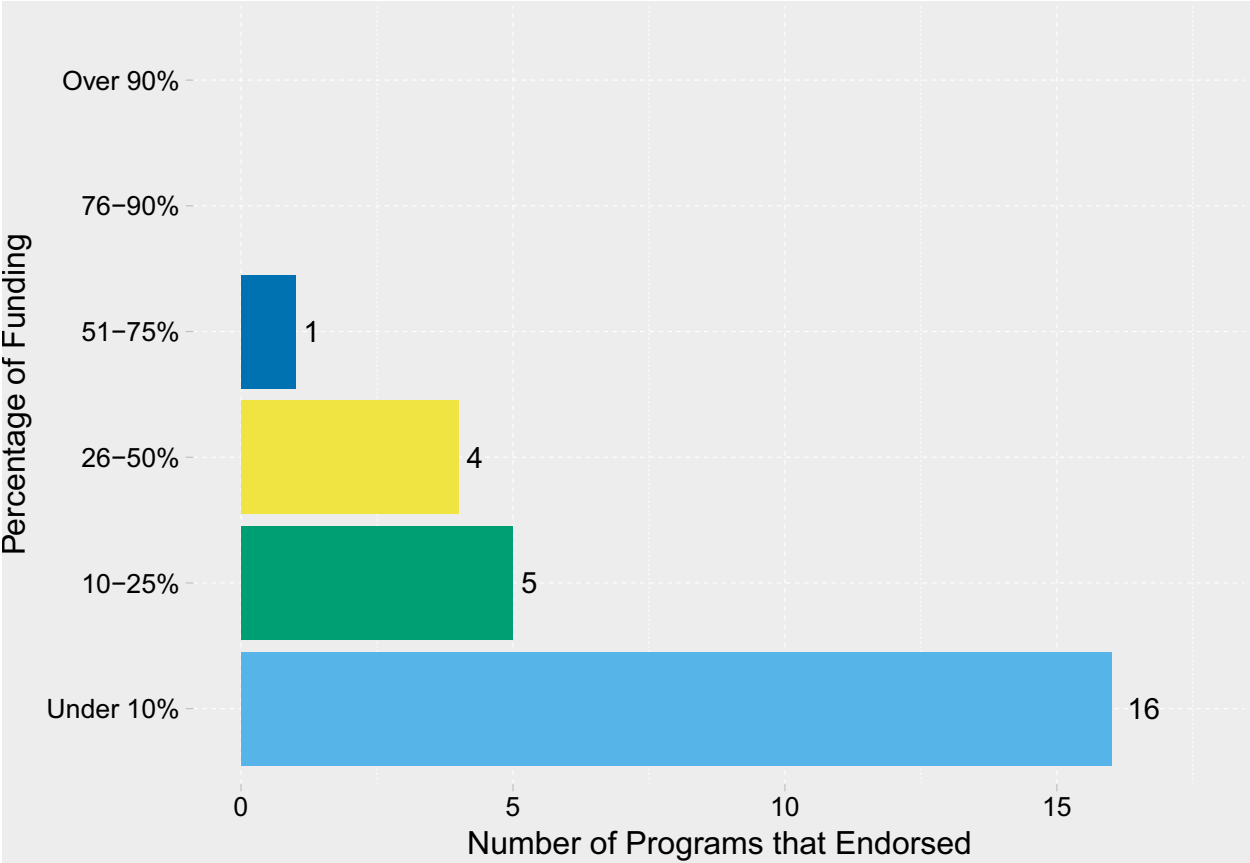
Please estimate the percentage of current funding for this specific mentoring program that has come from the following source: Fundraising events



Sample size: 68

Number of nonresponses: 54

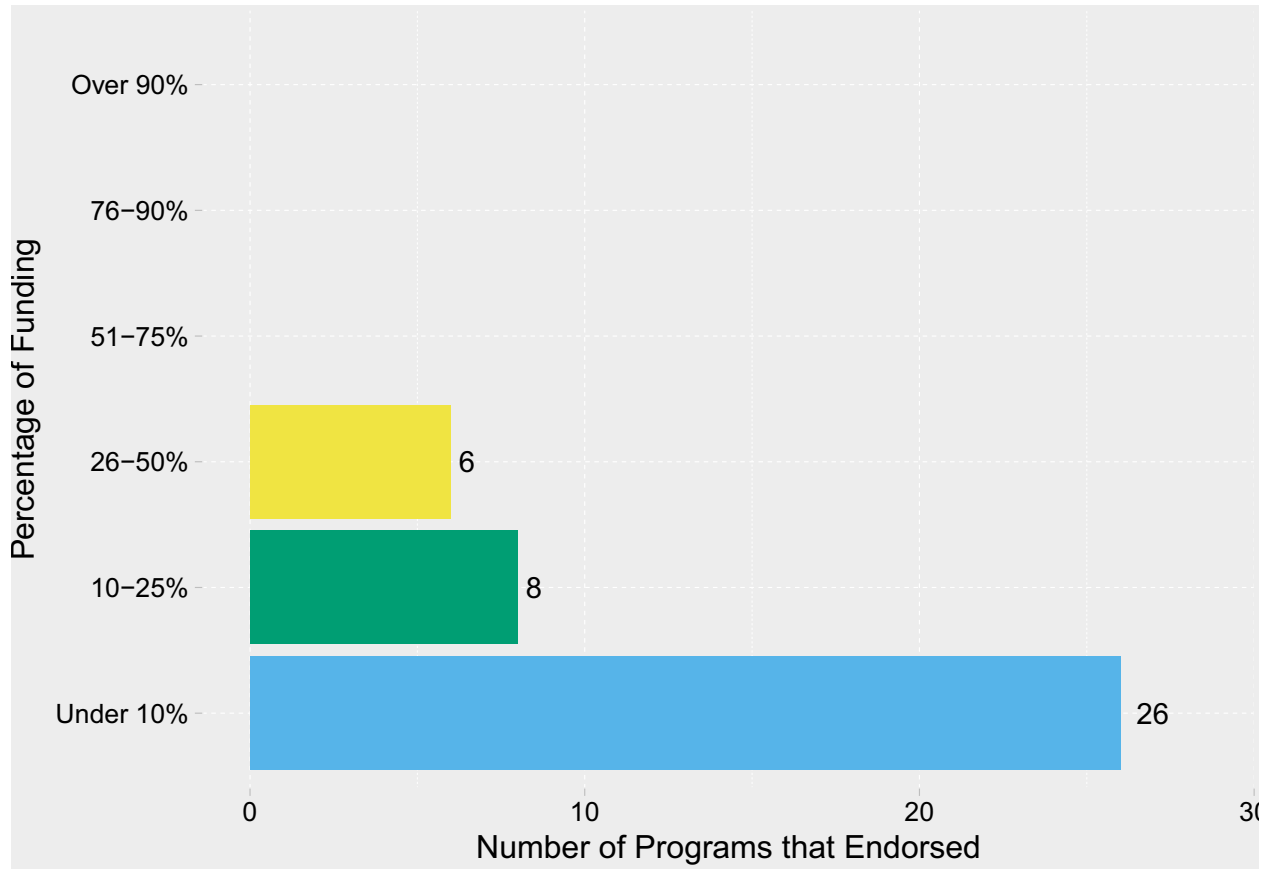
Please estimate the percentage of current funding for this specific mentoring program that has come from the following source: Earned income/contracted income



Sample size: 26

Number of nonresponses: 96

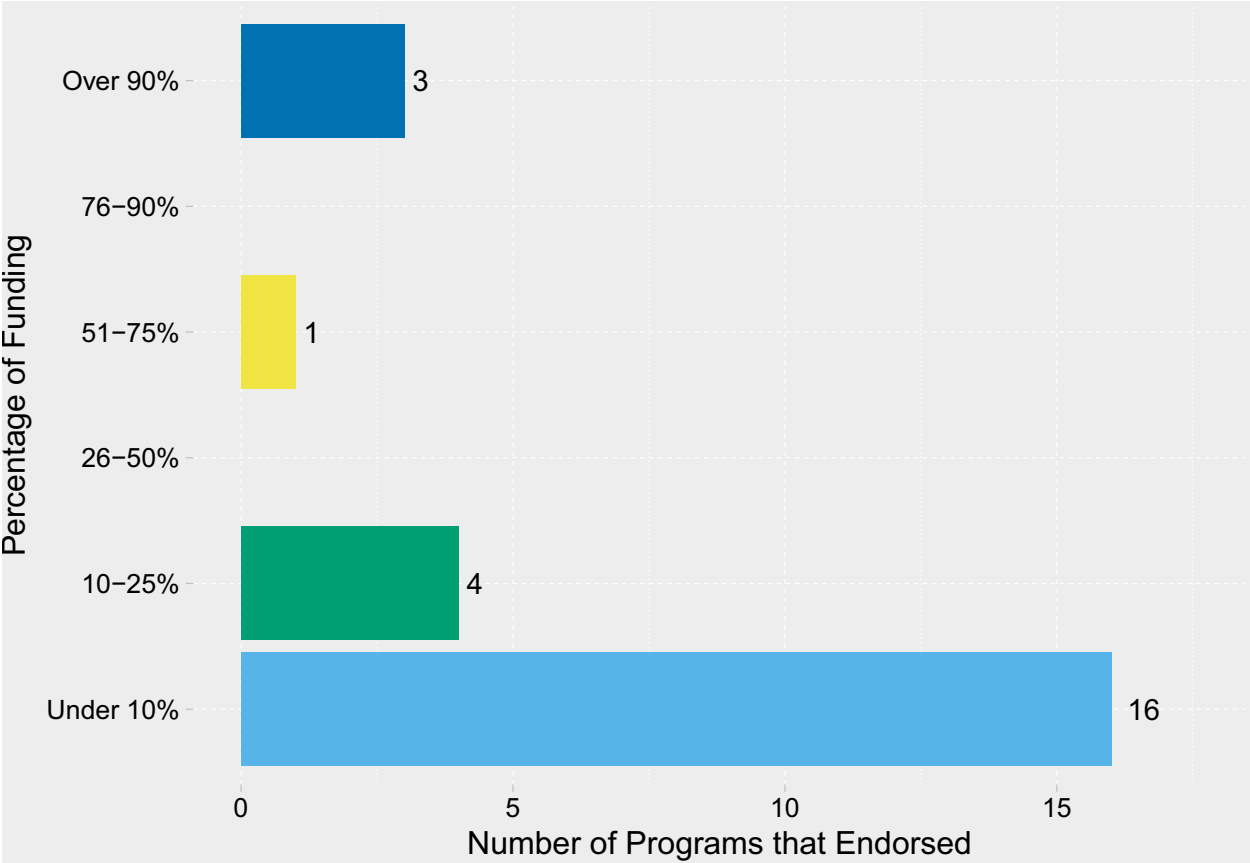
Please estimate the percentage of current funding for this specific mentoring program that has come from the following source: Mentoring Partnership support



*Sample size: 40*

*Number of nonresponses: 82*

Please estimate the percentage of current funding for this specific mentoring program that has come from the following source: Other



Sample size: 24

Number of nonresponses: 98

## Characteristics of Youth Served by the Program

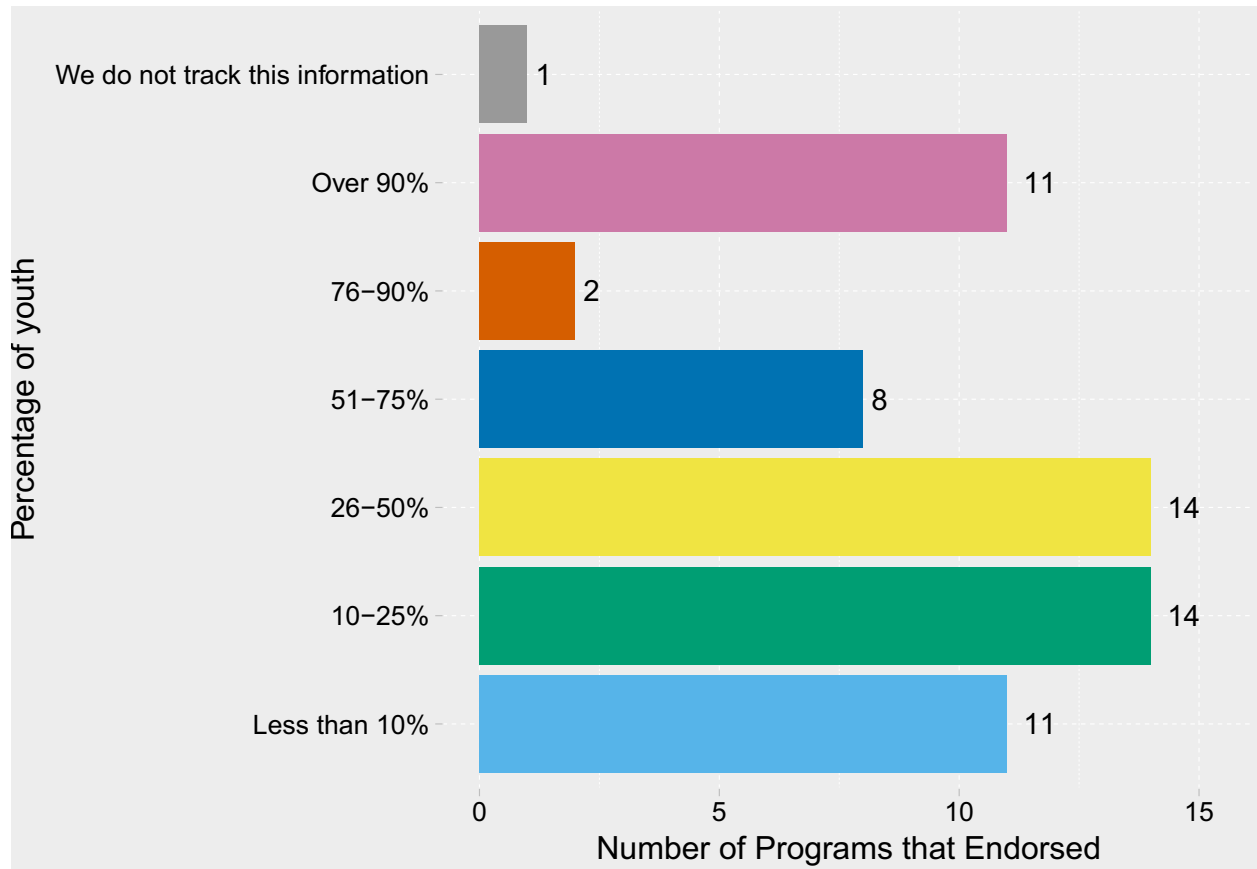
In the last year, how many youth were served (placed in a match or otherwise supported) by this mentoring program?

Gender	Statistic	Number of youth served
<i>Males</i>	Median	26
	Mean	159.9
	Sample size	105
<i>Females</i>	Median	36.5
	Mean	152.13
	Sample size	116
<i>Transgender males</i>	Median	0
	Mean	0.4
	Sample size	25
<i>Transgender females</i>	Median	0
	Mean	0.19
	Sample size	21
<i>Other gender</i>	Median	0
	Mean	0.33
	Sample size	24



Ages of youth served - Please estimate the percentage of youth by this program that are the following ages.

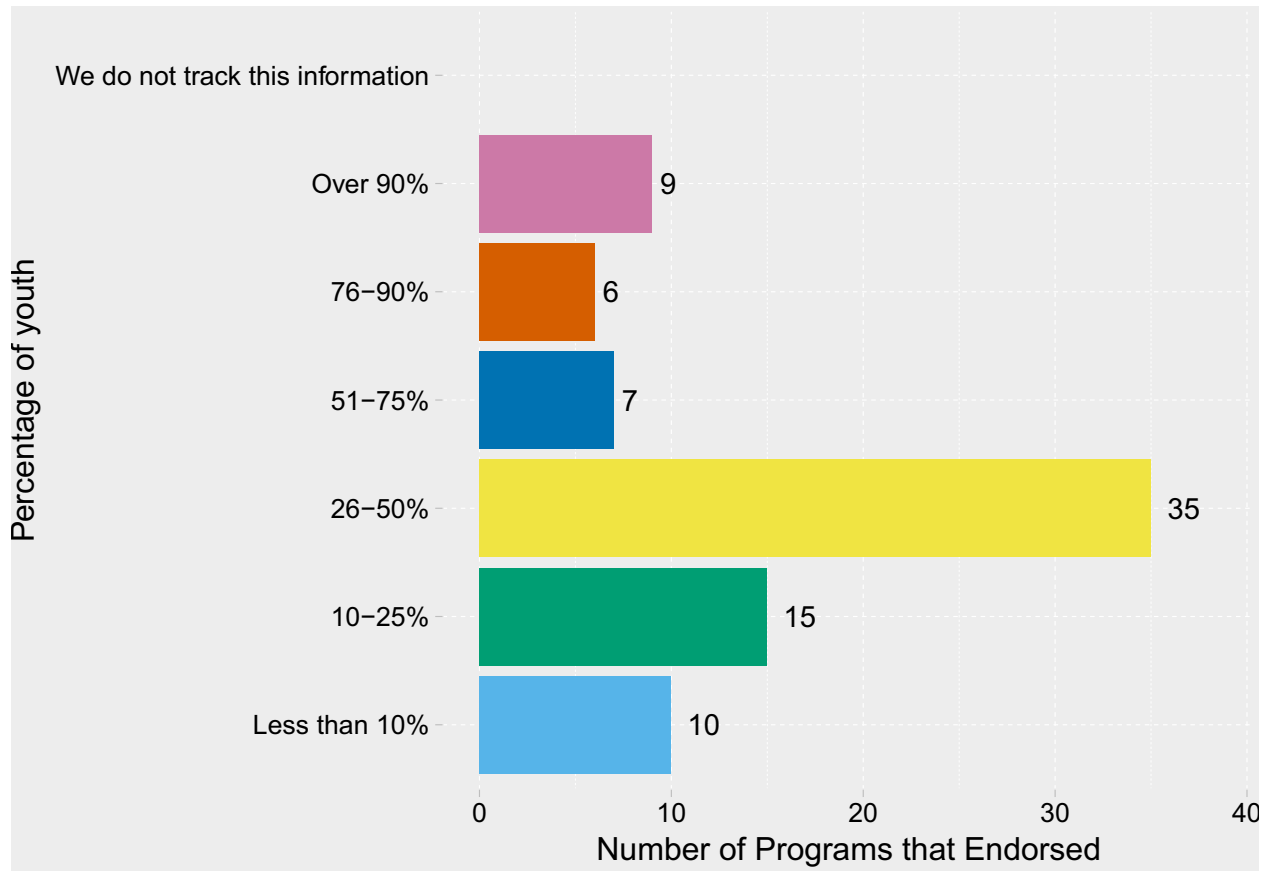
5 - 10 years old



*Sample size: 61*

*Number of nonresponses: 61*

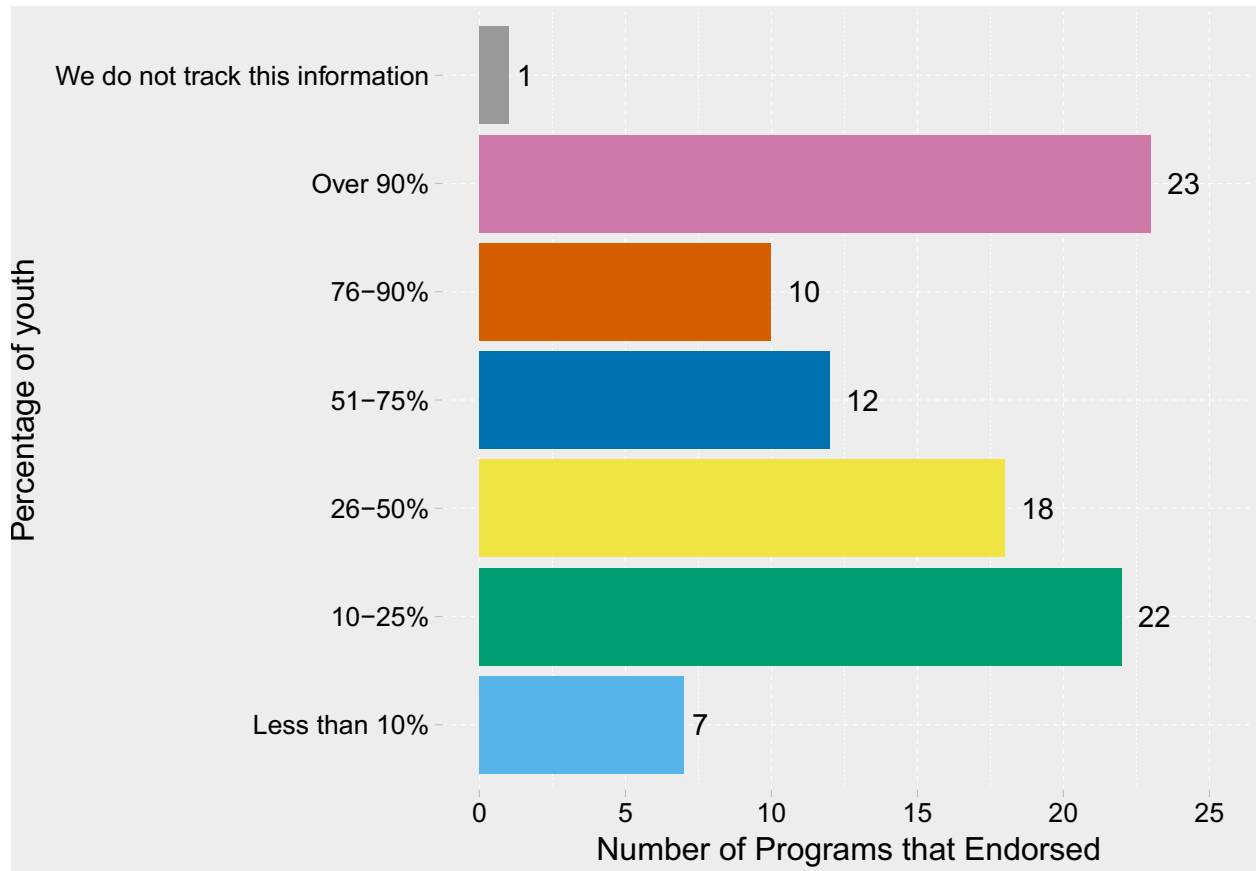
11-14 years old



*Sample size: 82*

*Number of nonresponses: 40*

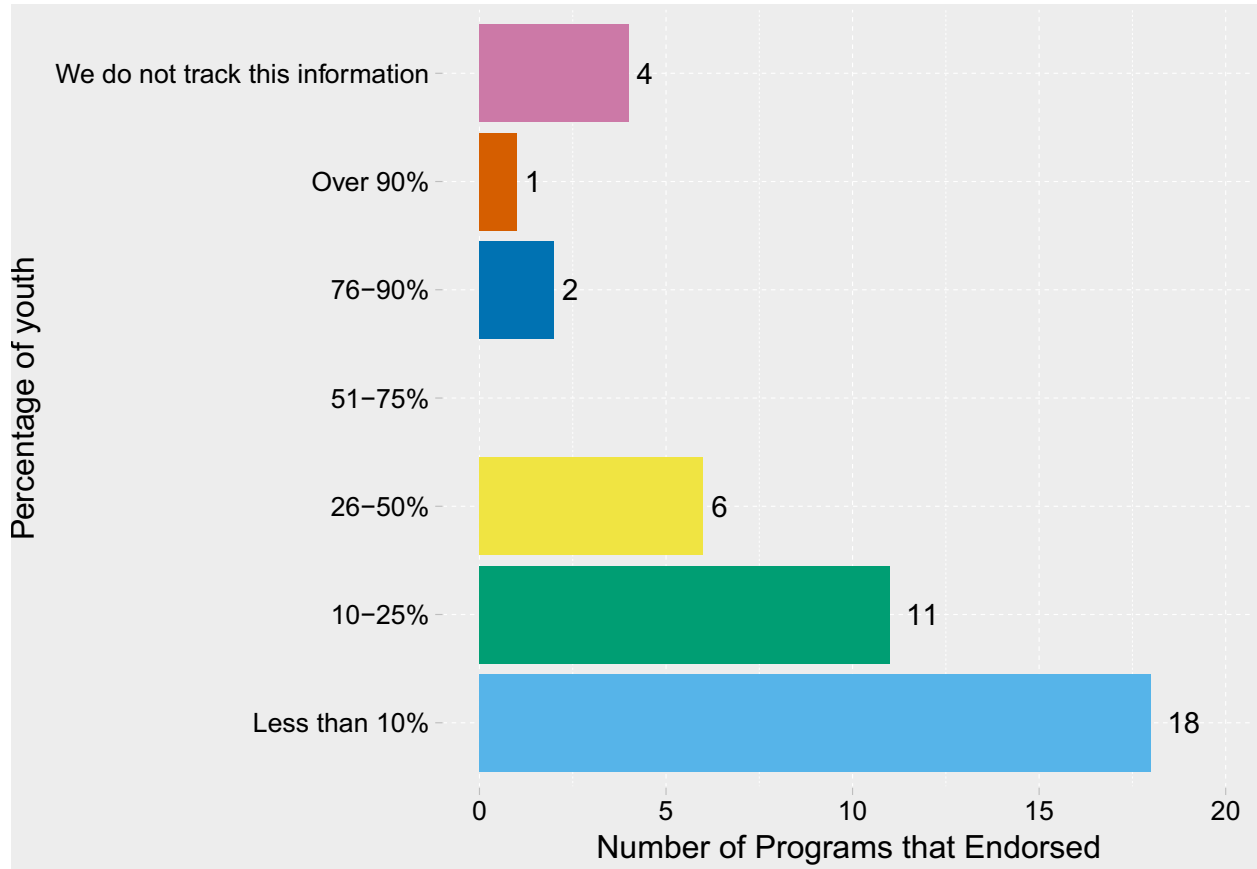
15-18 years old



*Sample size: 93*

*Number of nonresponses: 29*

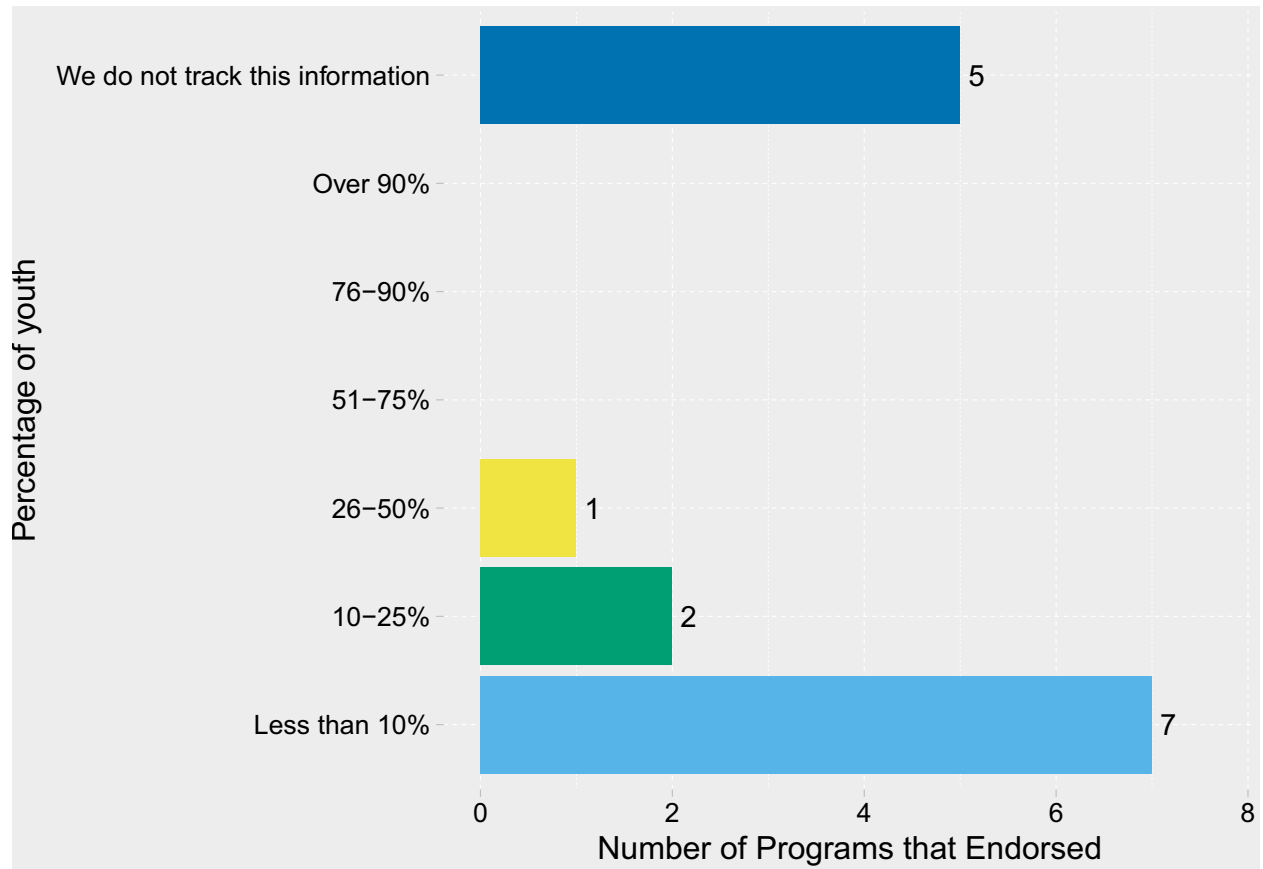
19-24 years old



*Sample size: 42*

*Number of nonresponses: 80*

25 or older

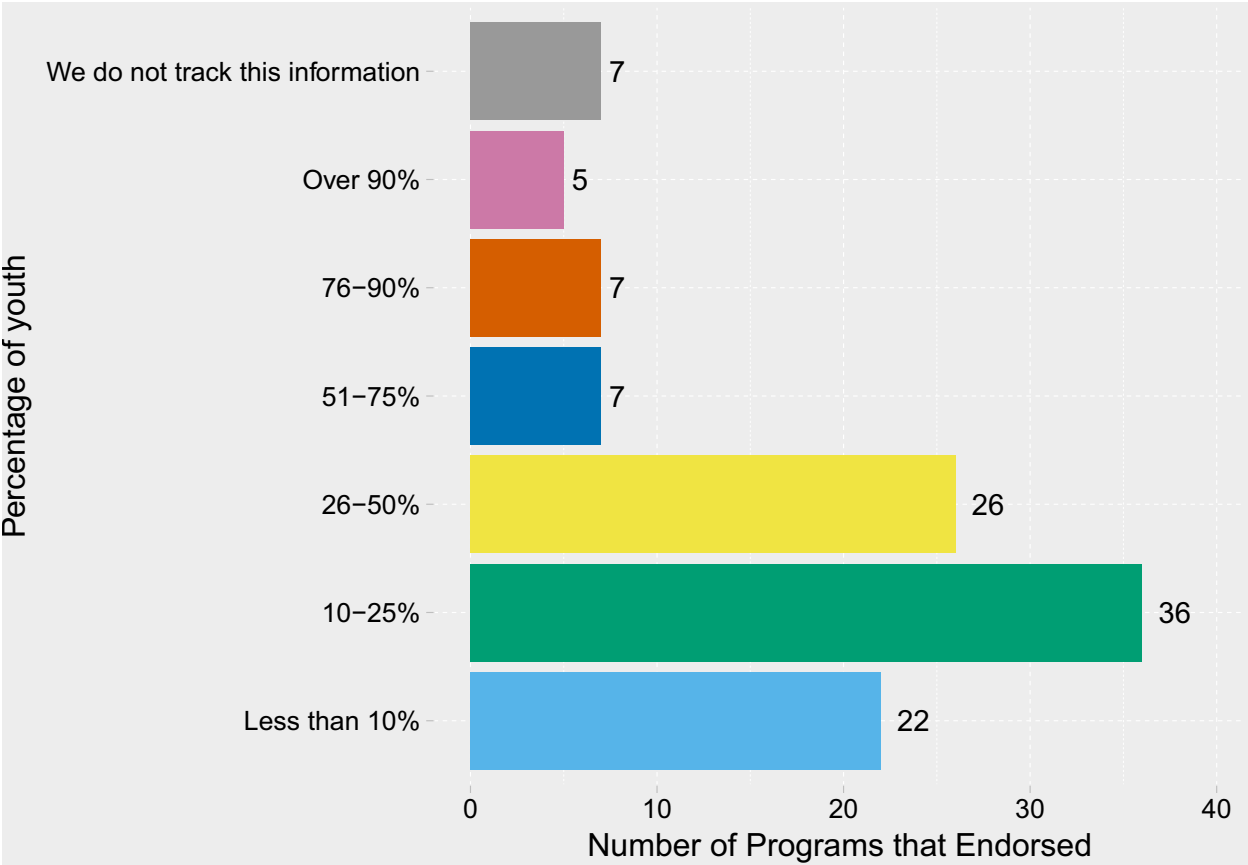


*Sample size: 15*

*Number of nonresponses: 107*

Please estimate the percentage of youth in this program that are.

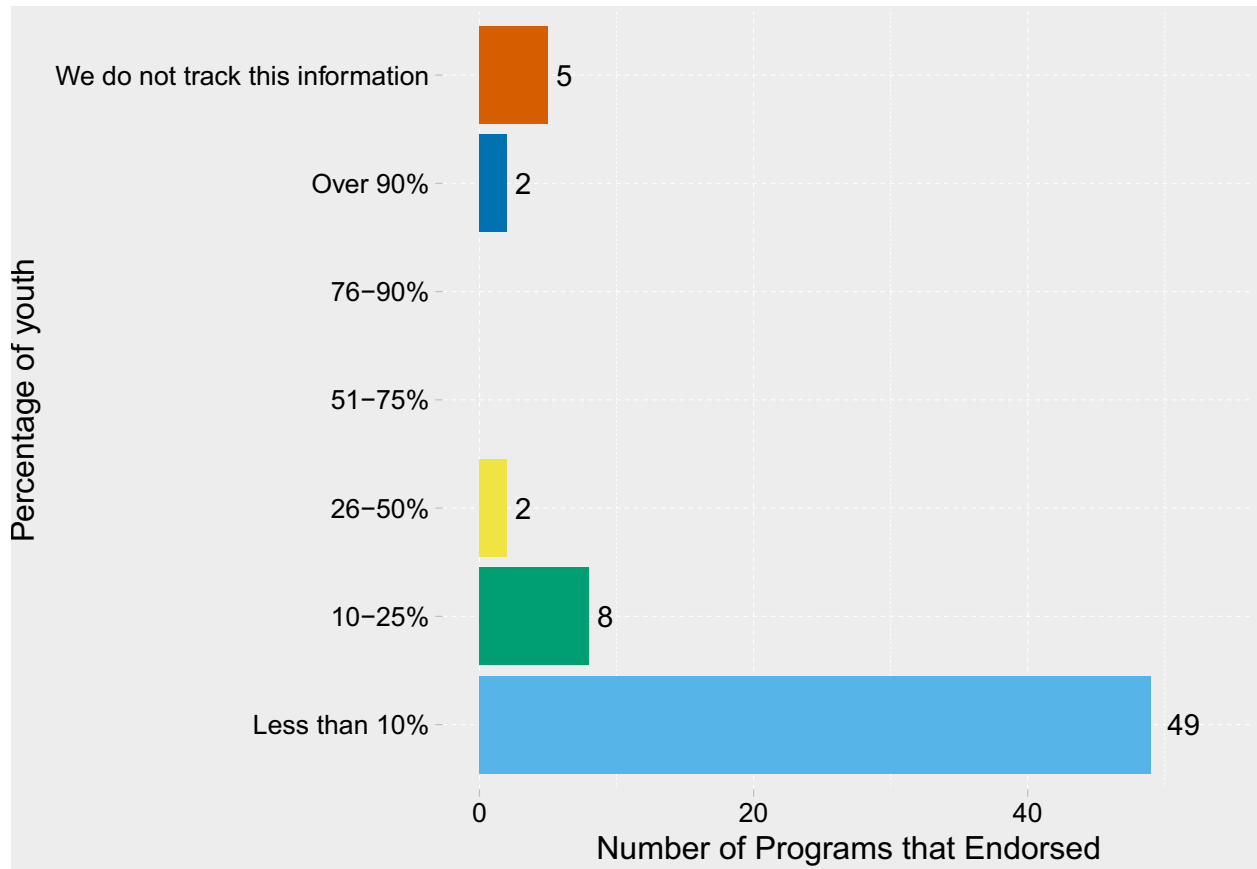
Black, Afro-Caribbean, or African American



Sample size: 110

Number of nonresponses: 12

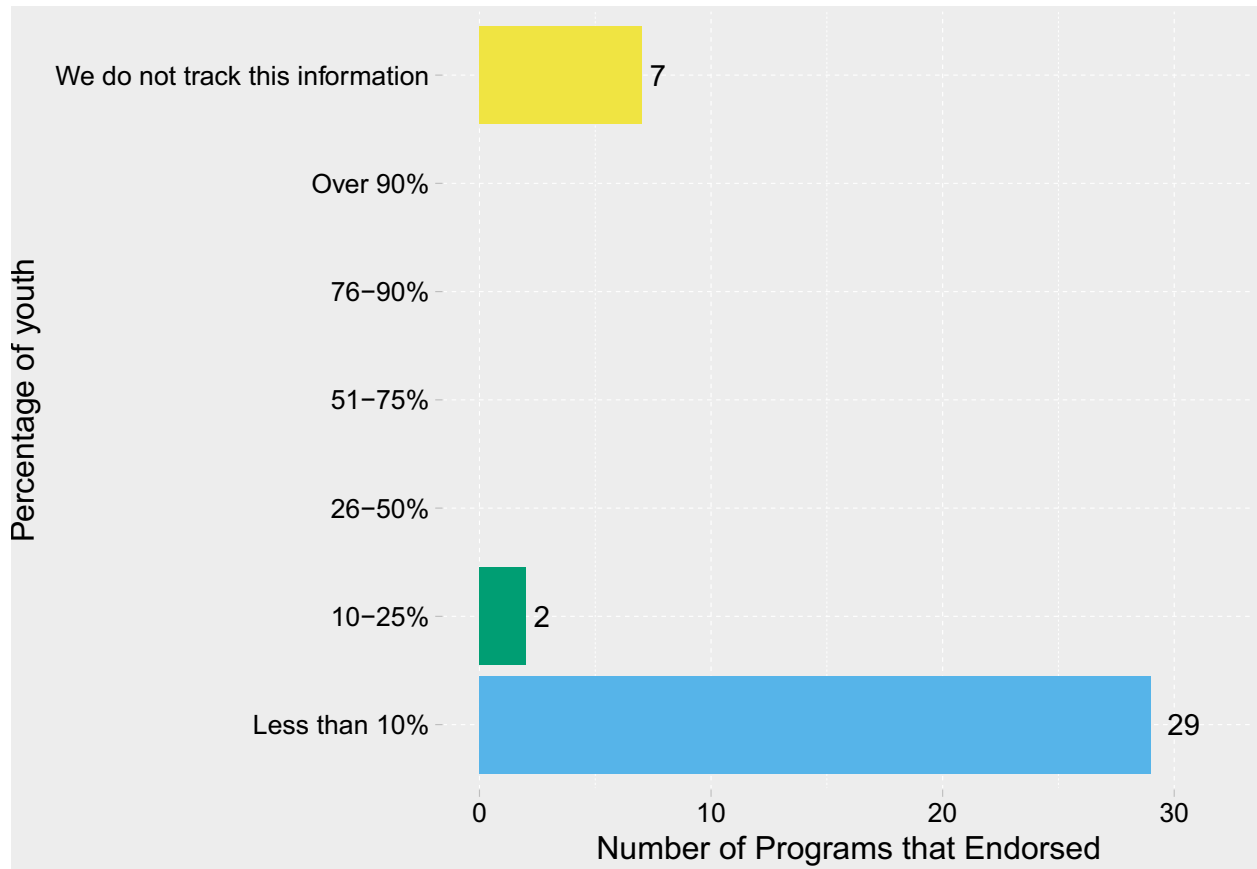
East Asian or Asian American



*Sample size: 66*

*Number of nonresponses: 56*

Hawaiian or Pacific Islander

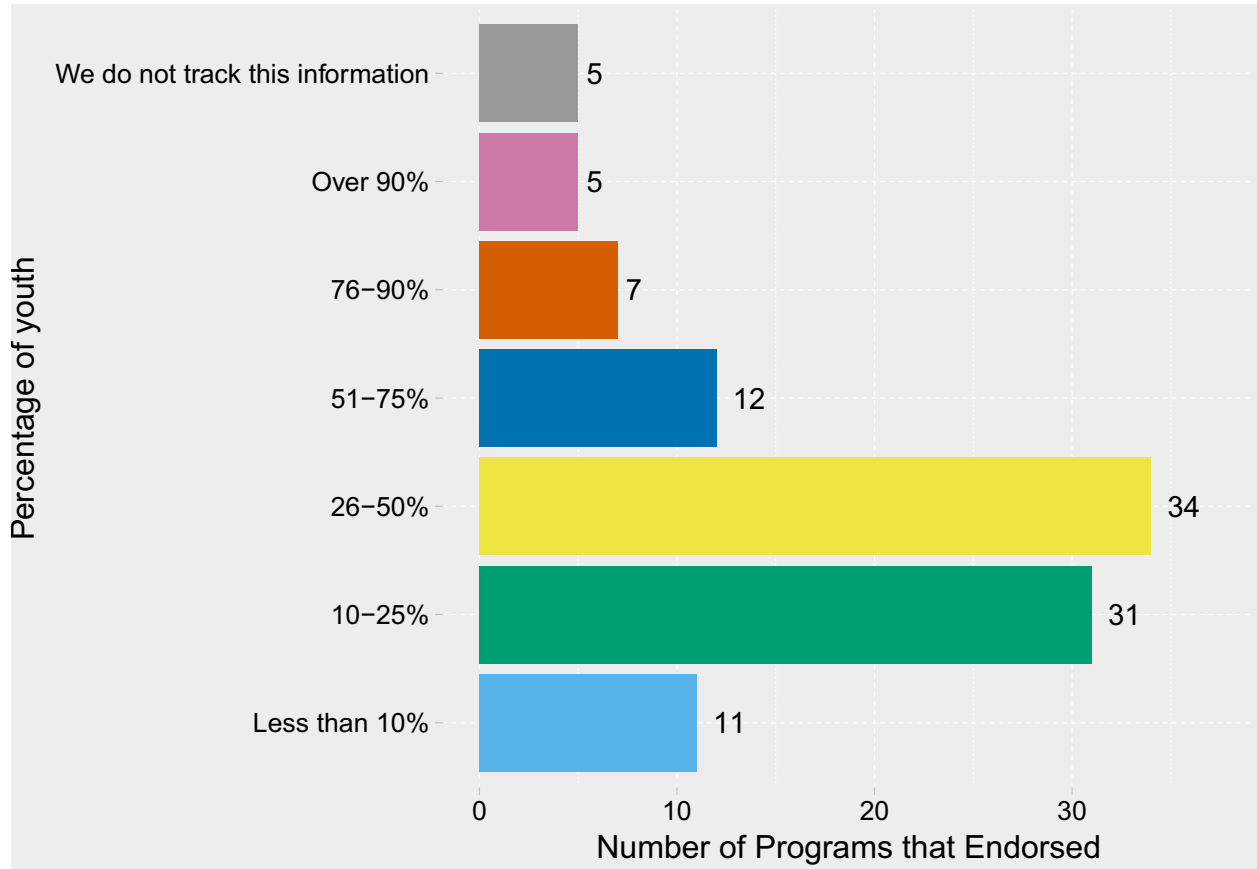


*Sample size: 38*

*Number of nonresponses: 84*



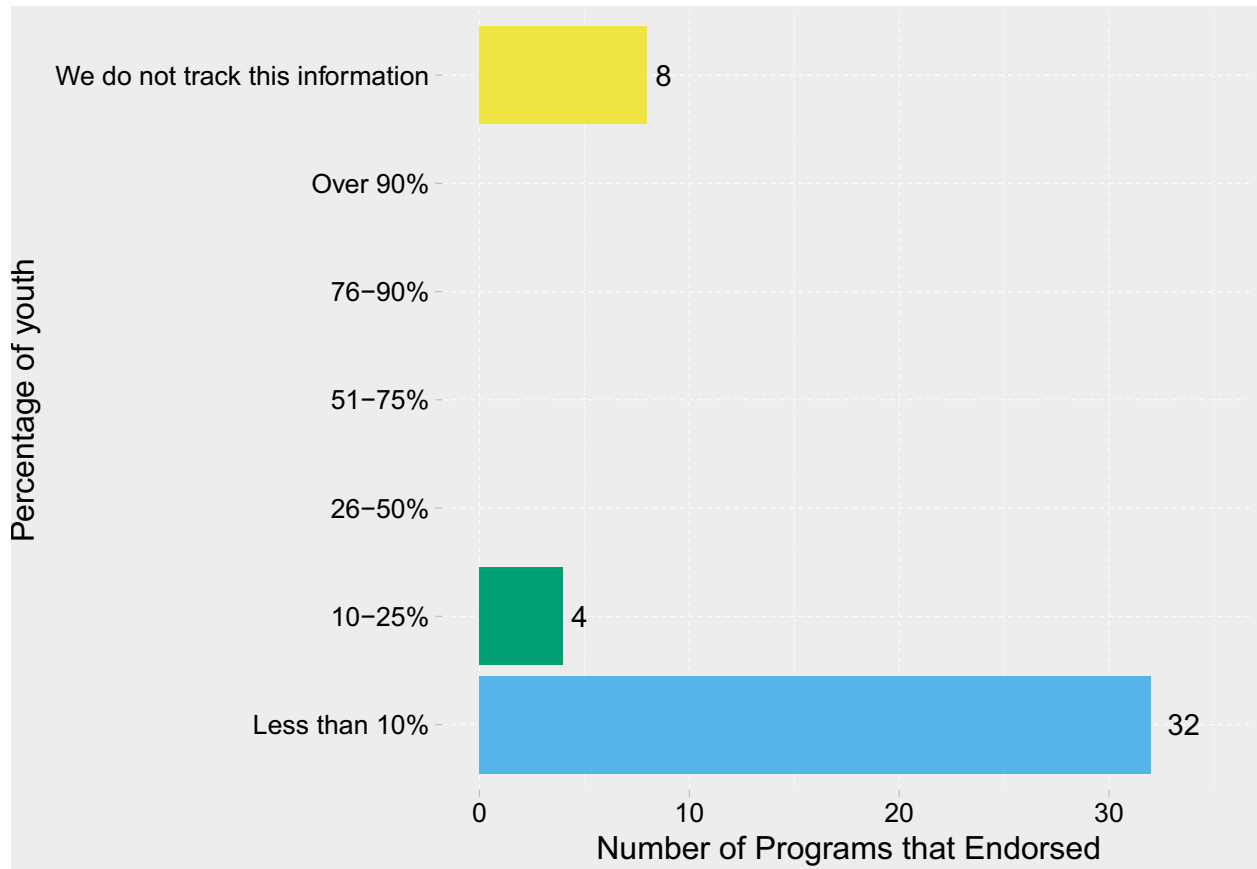
Latino or Hispanic American



*Sample size: 105*

*Number of nonresponses: 17*

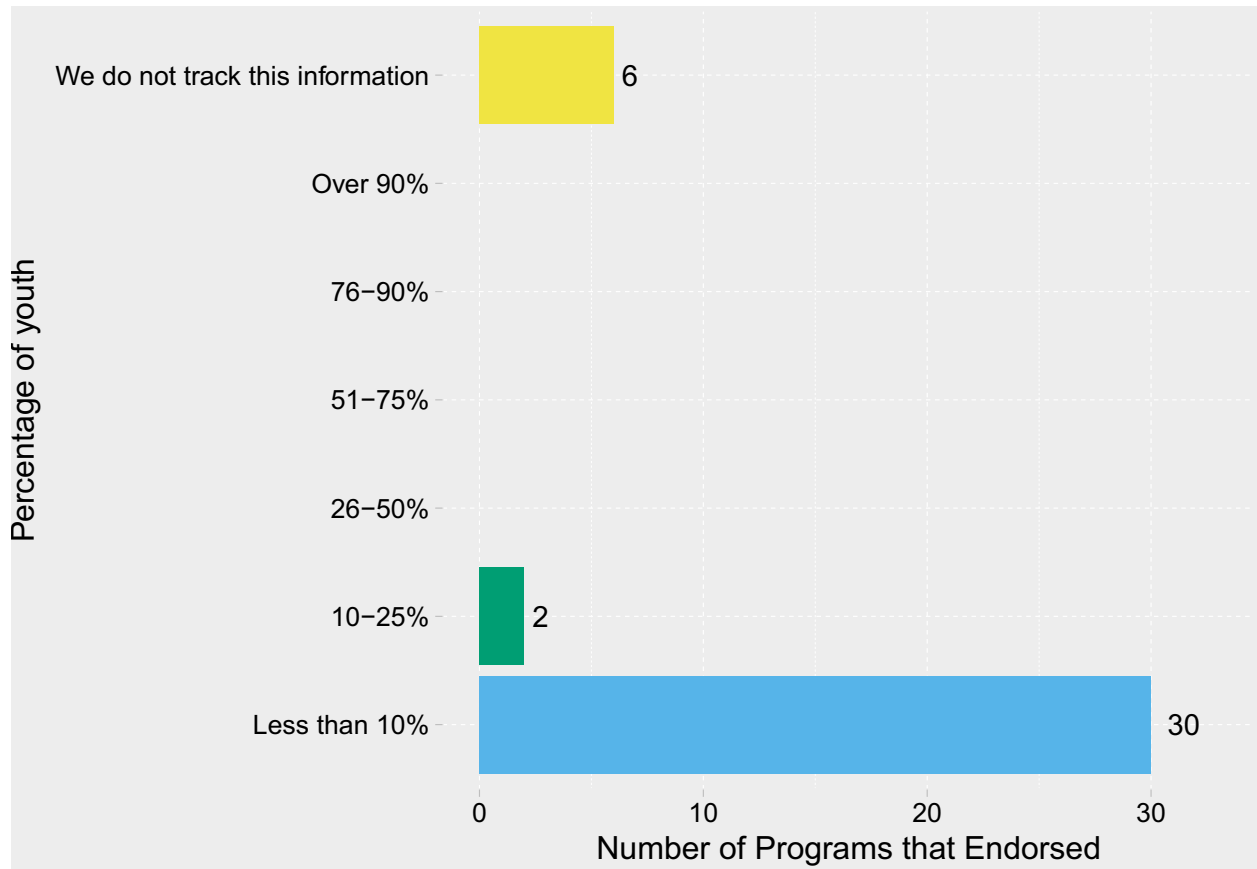
Middle Eastern or Arab American



*Sample size: 44*

*Number of nonresponses: 78*

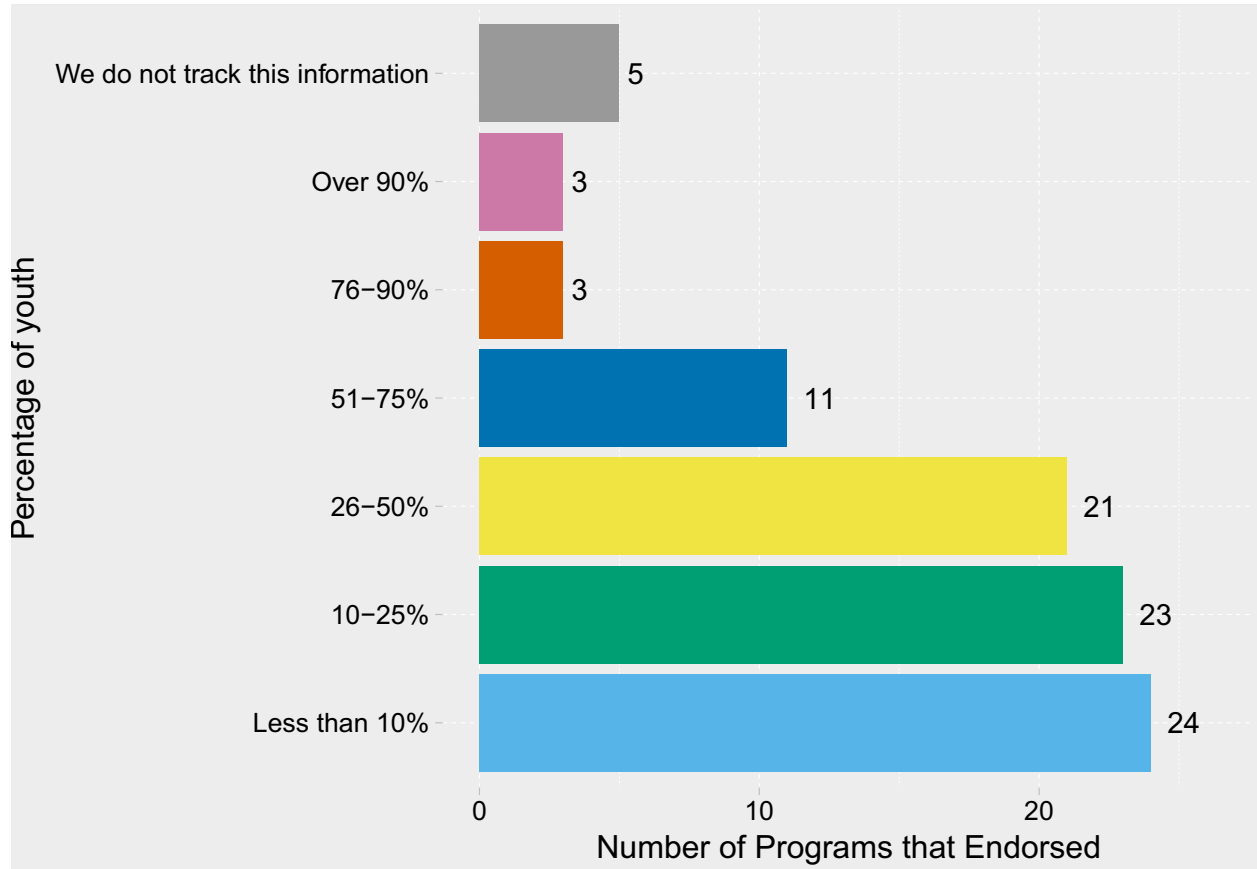
Native American or Alaskan Native



*Sample size: 38*

*Number of nonresponses: 84*

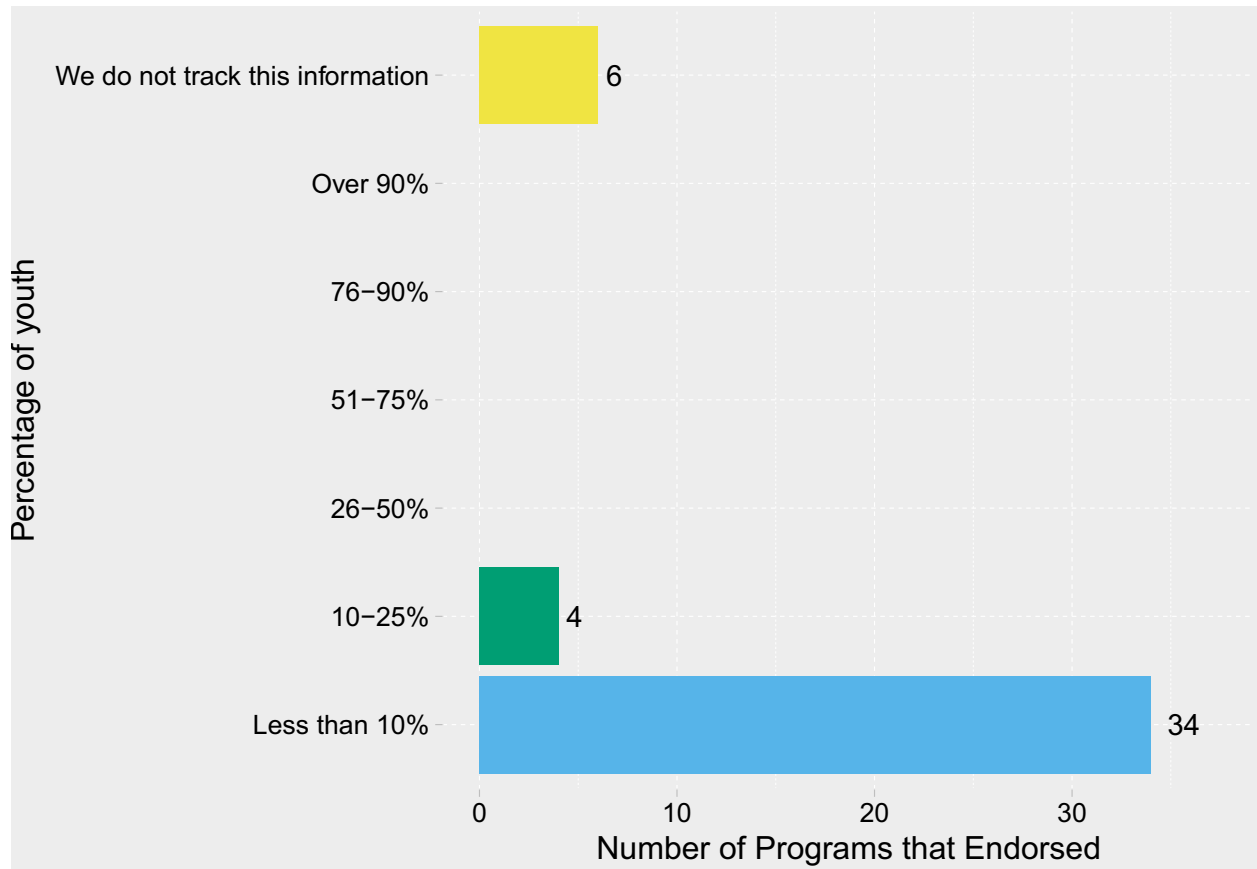
Non-Hispanic White or Euro-American



*Sample size: 90*

*Number of nonresponses: 32*

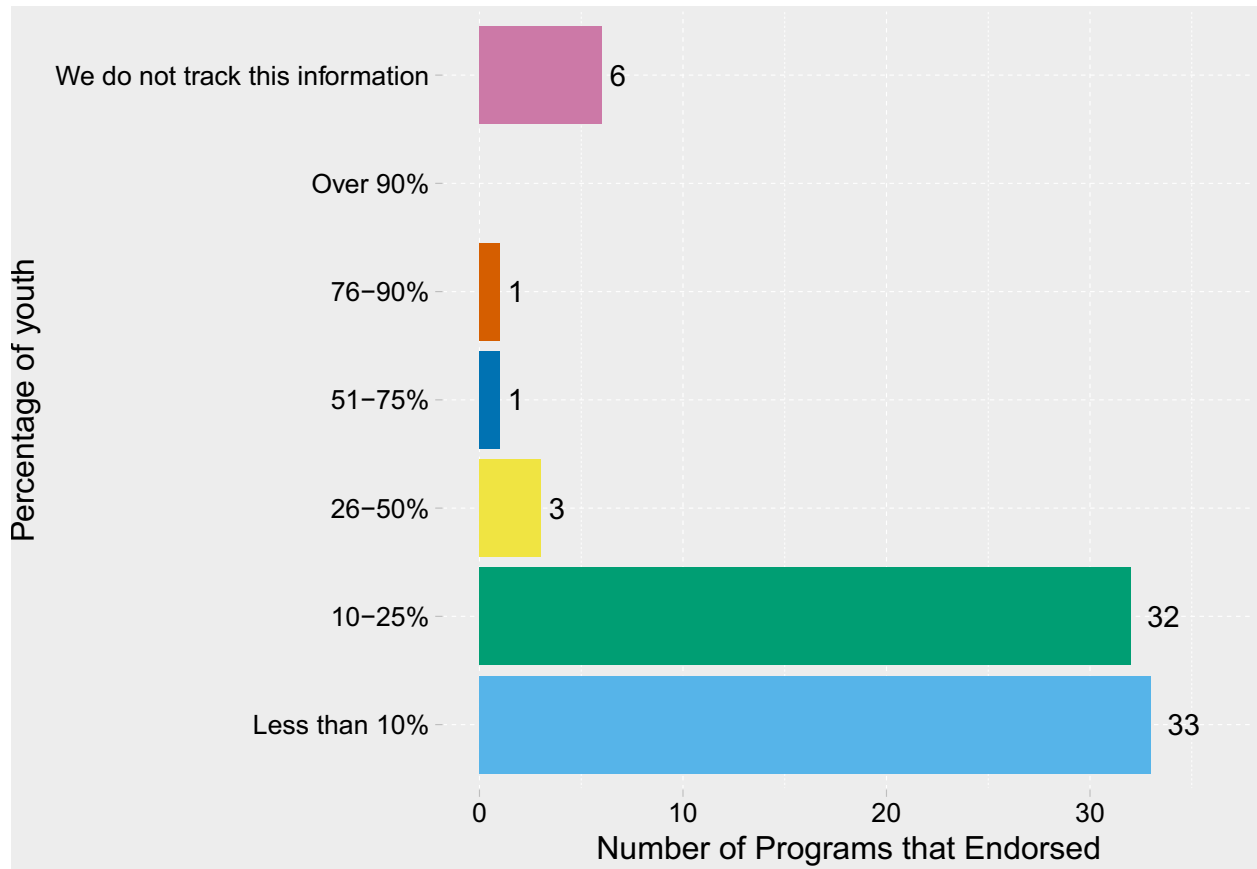
South Asian or Indian American



*Sample size: 44*

*Number of nonresponses: 78*

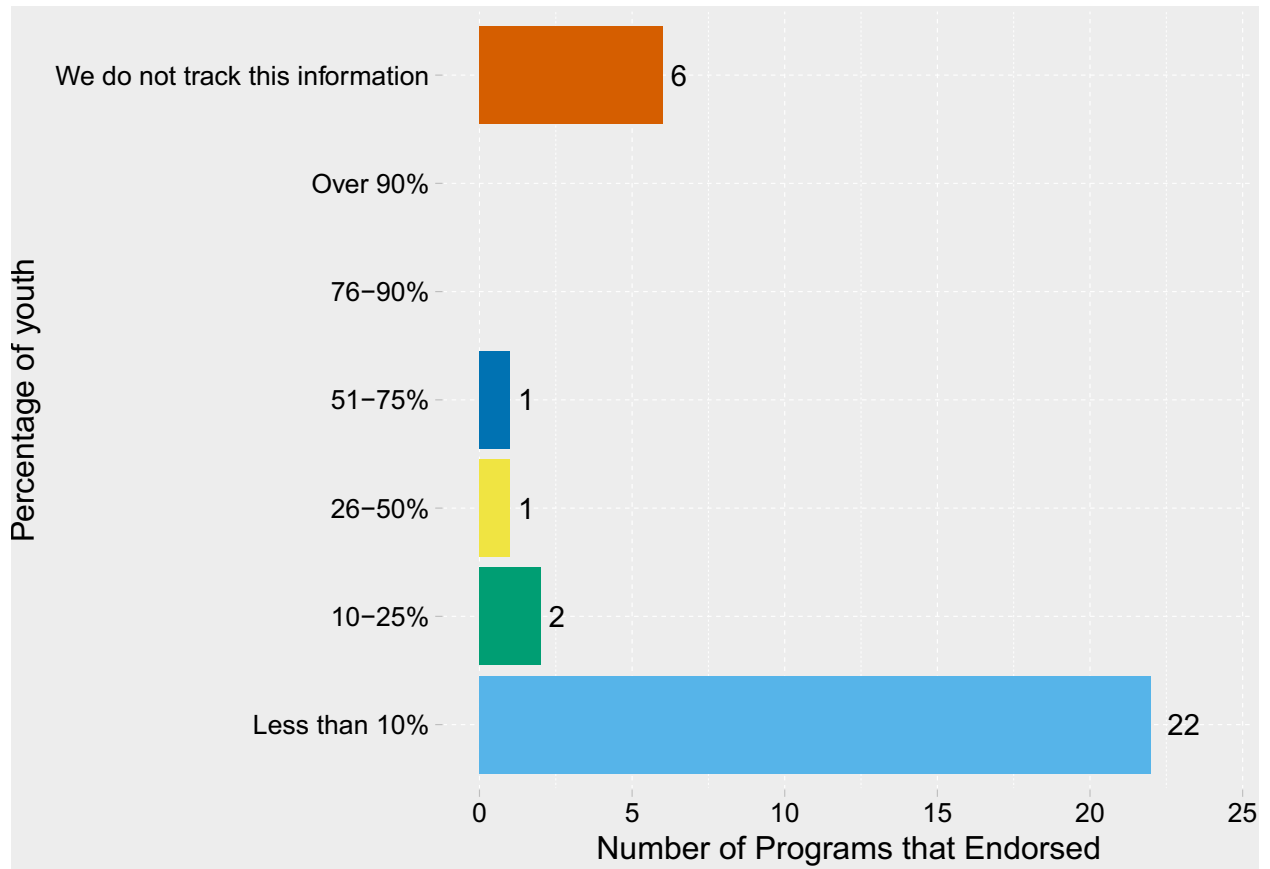
Multiracial



*Sample size: 76*

*Number of nonresponses: 46*

Other

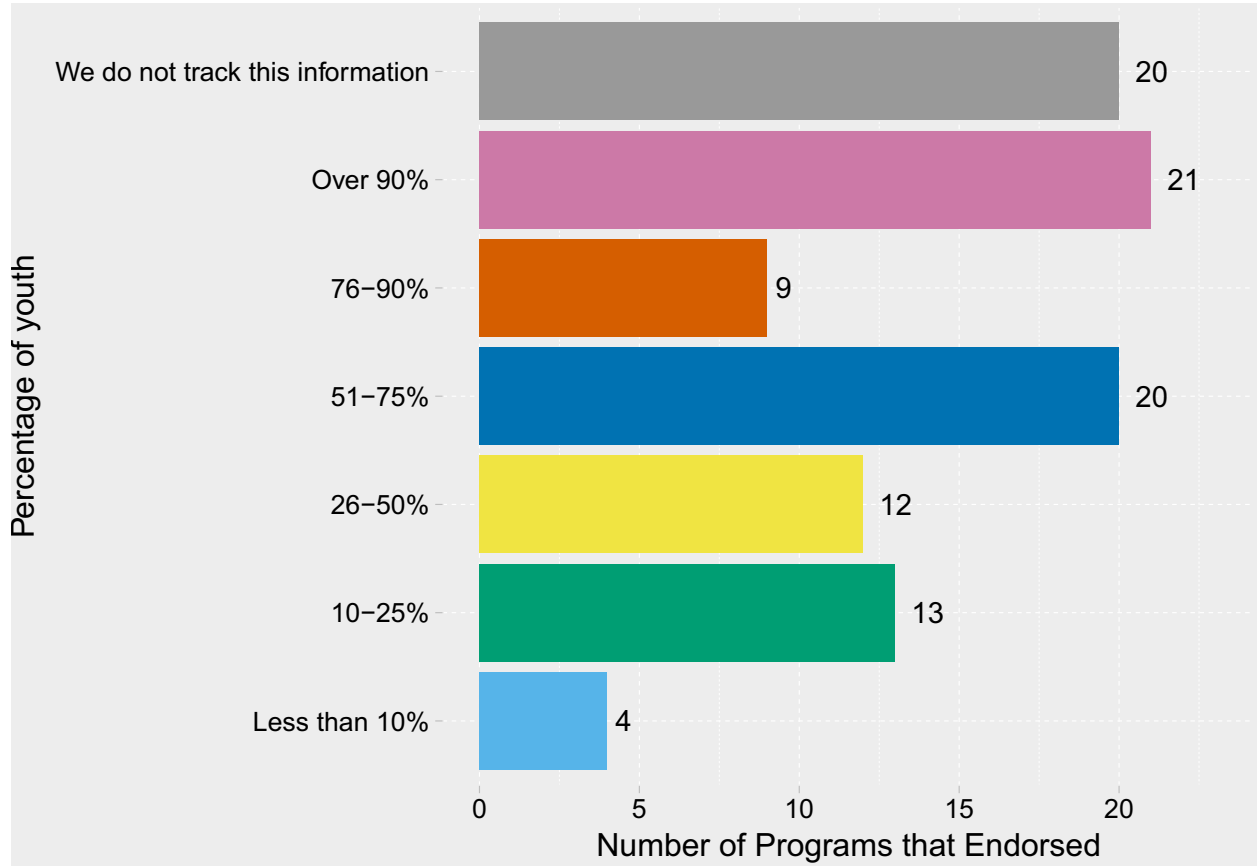


*Sample size: 32*

*Number of nonresponses: 90*

Please estimate the percentage of this program's mentees served over the last year that represent the following subgroups.

Academically at-risk

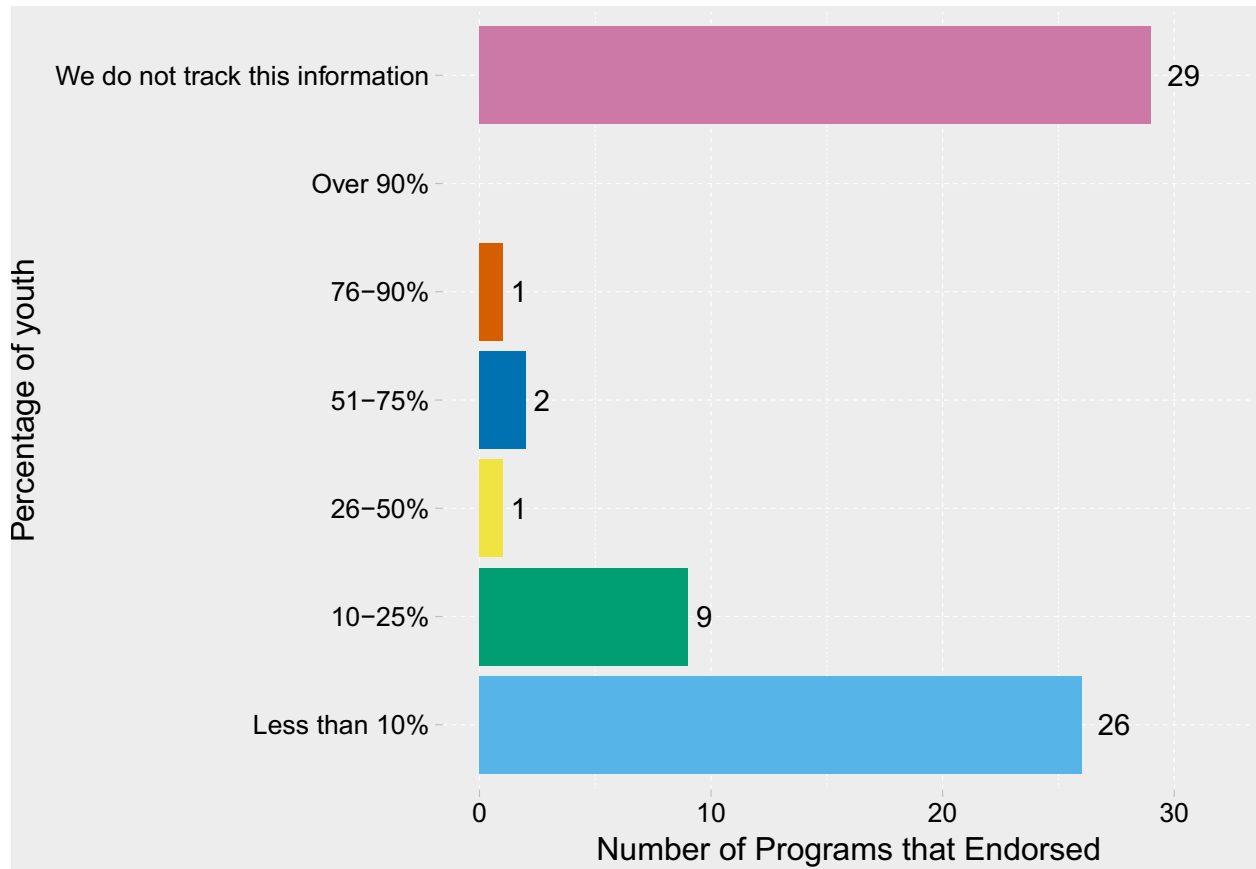


Sample size: 99

Number of nonresponses: 23



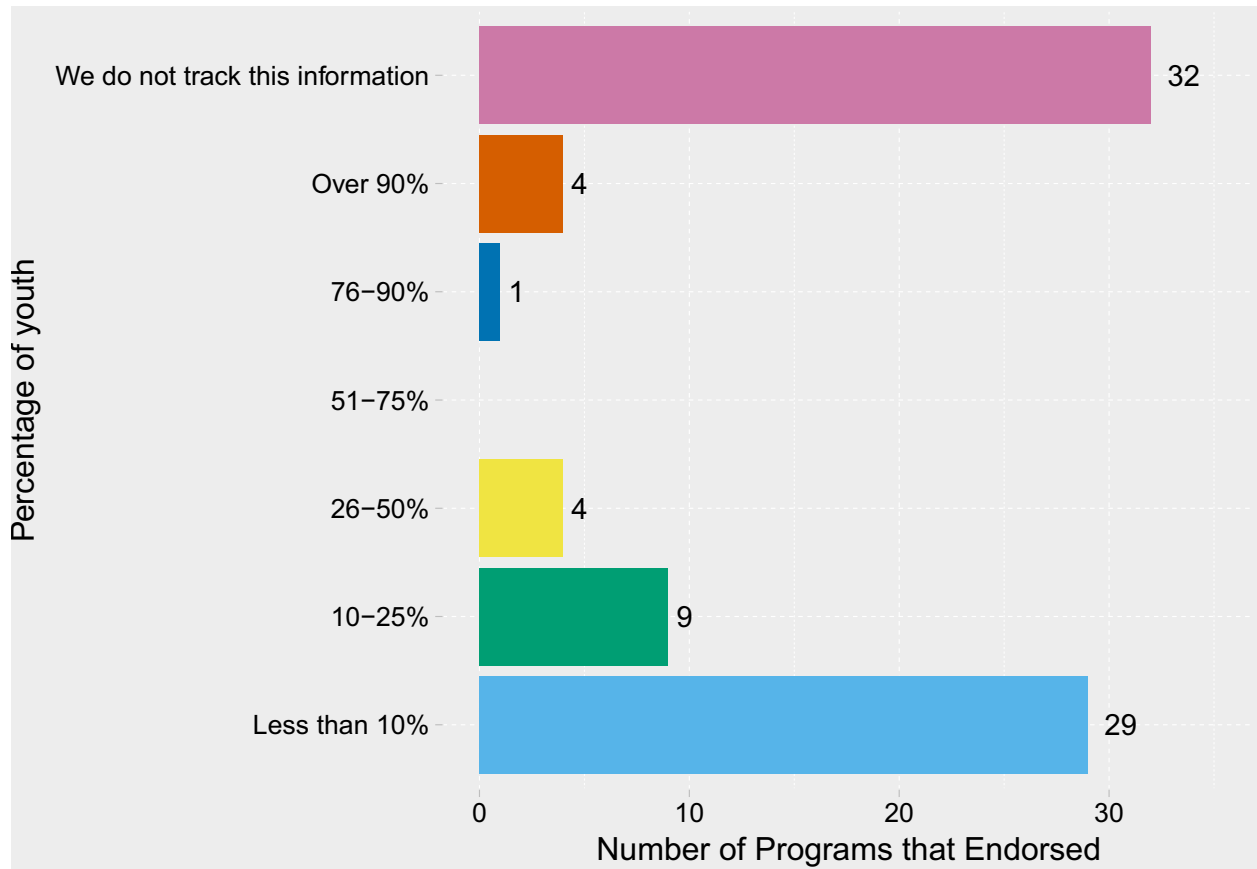
Adjudicated or juvenile justice-involved



Sample size: 68

Number of nonresponses: 54

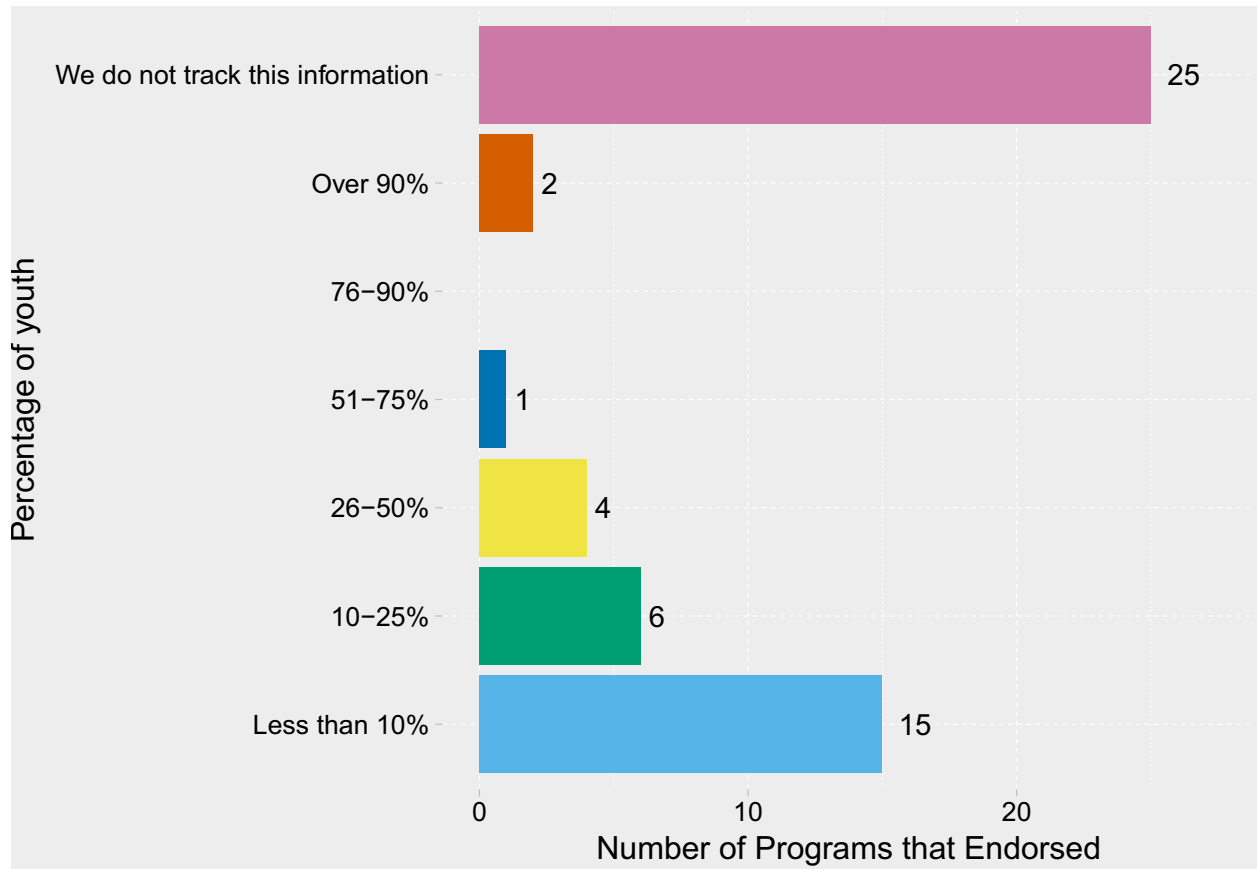
Disabilities or special health care needs



*Sample size: 79*

*Number of nonresponses: 43*

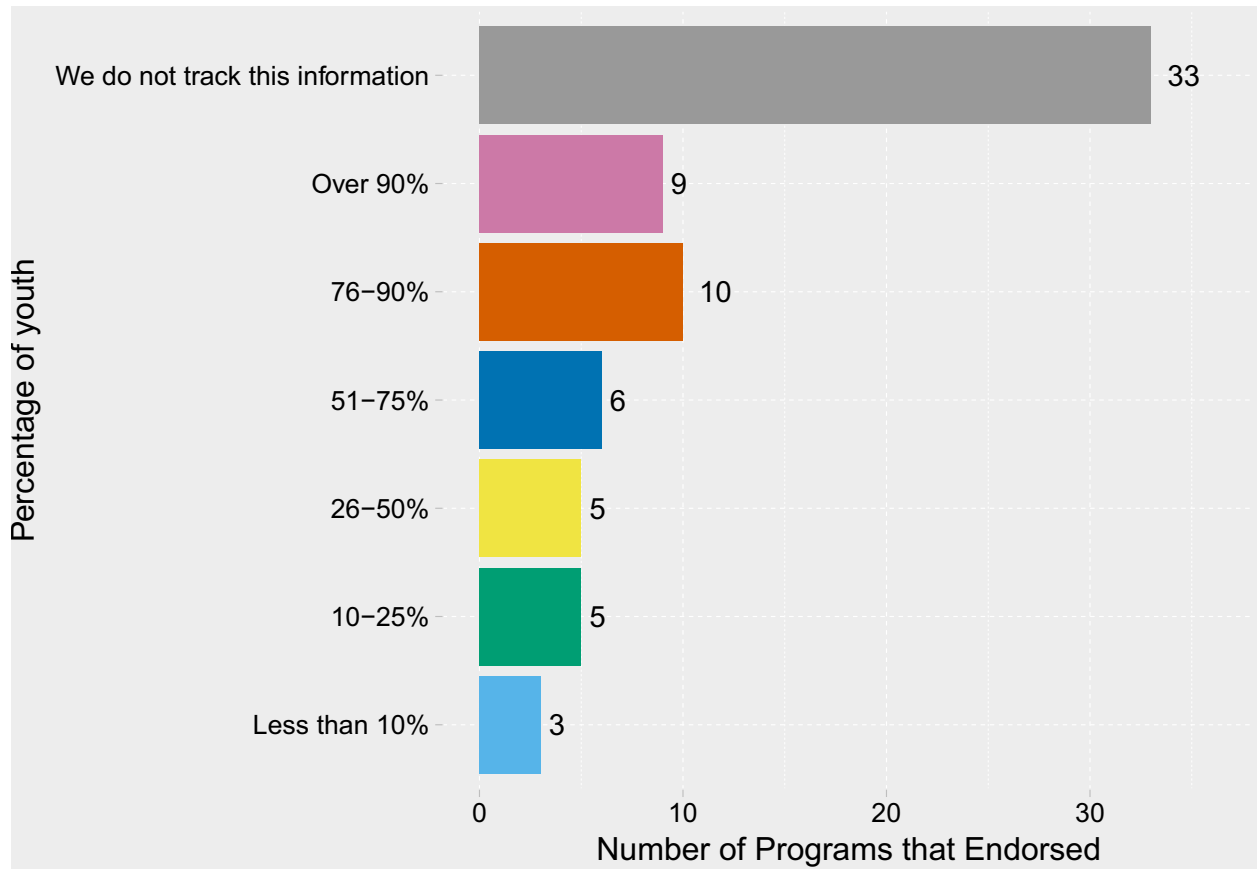
Enrolled in postsecondary education/college



*Sample size: 53*

*Number of nonresponses: 69*

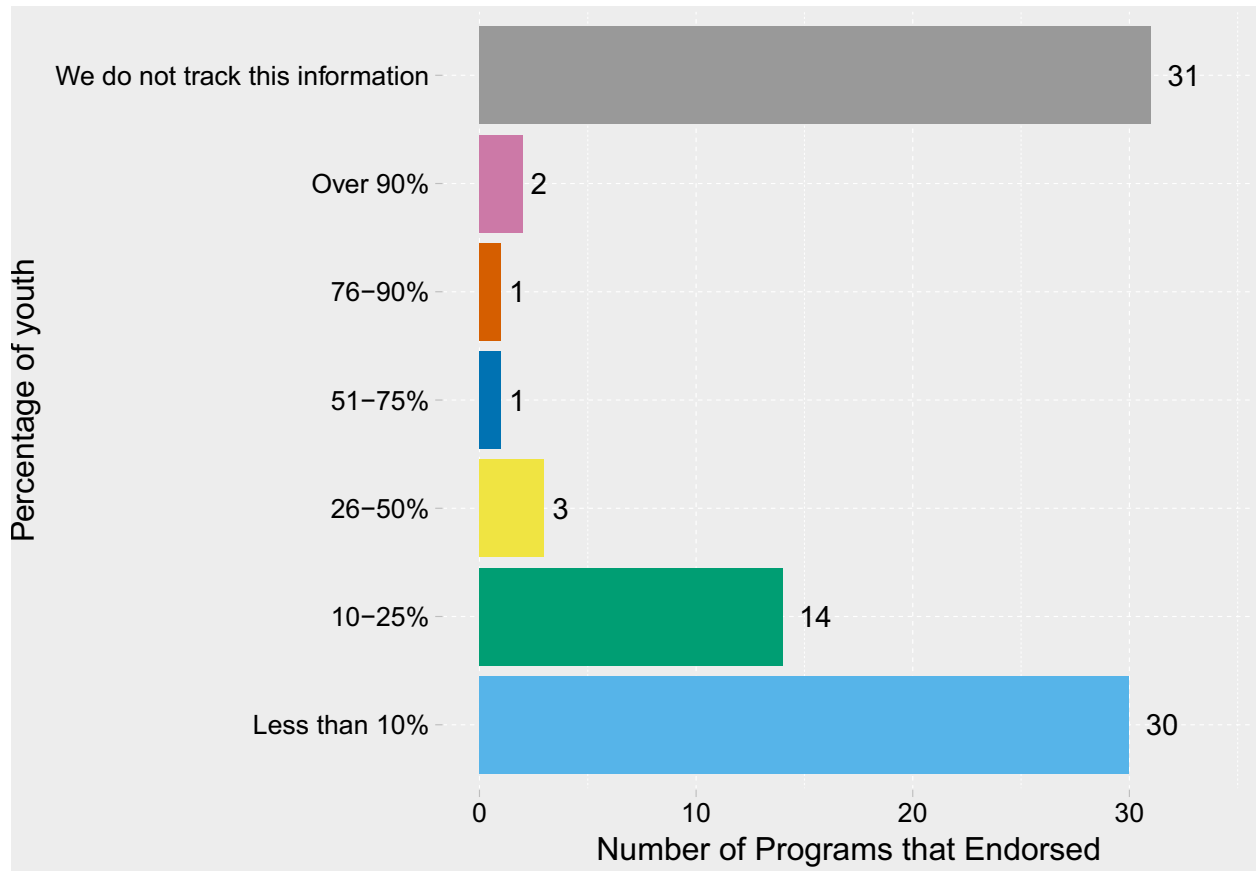
First generation in family to go to college



*Sample size: 71*

*Number of nonresponses: 51*

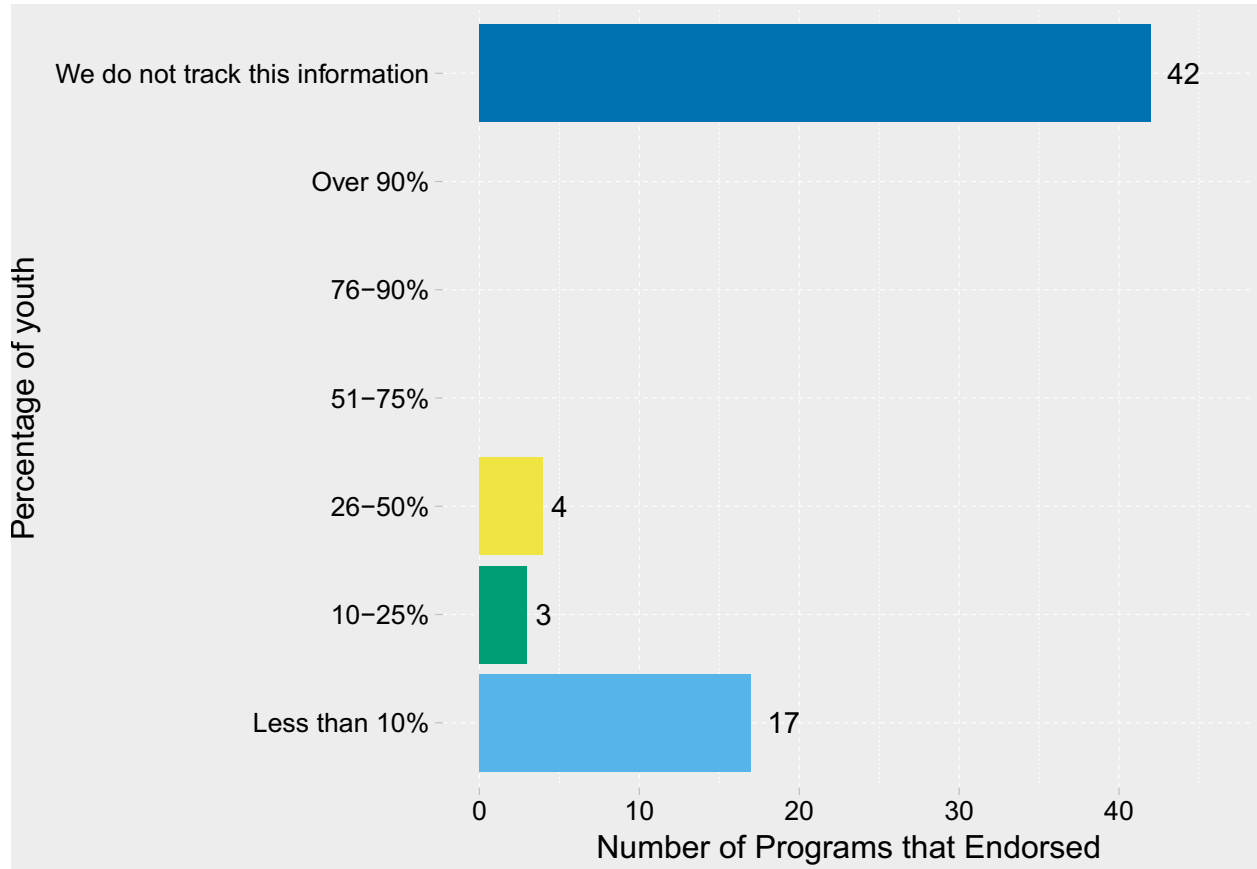
Foster, residential, or kinship care



*Sample size: 82*

*Number of nonresponses: 40*

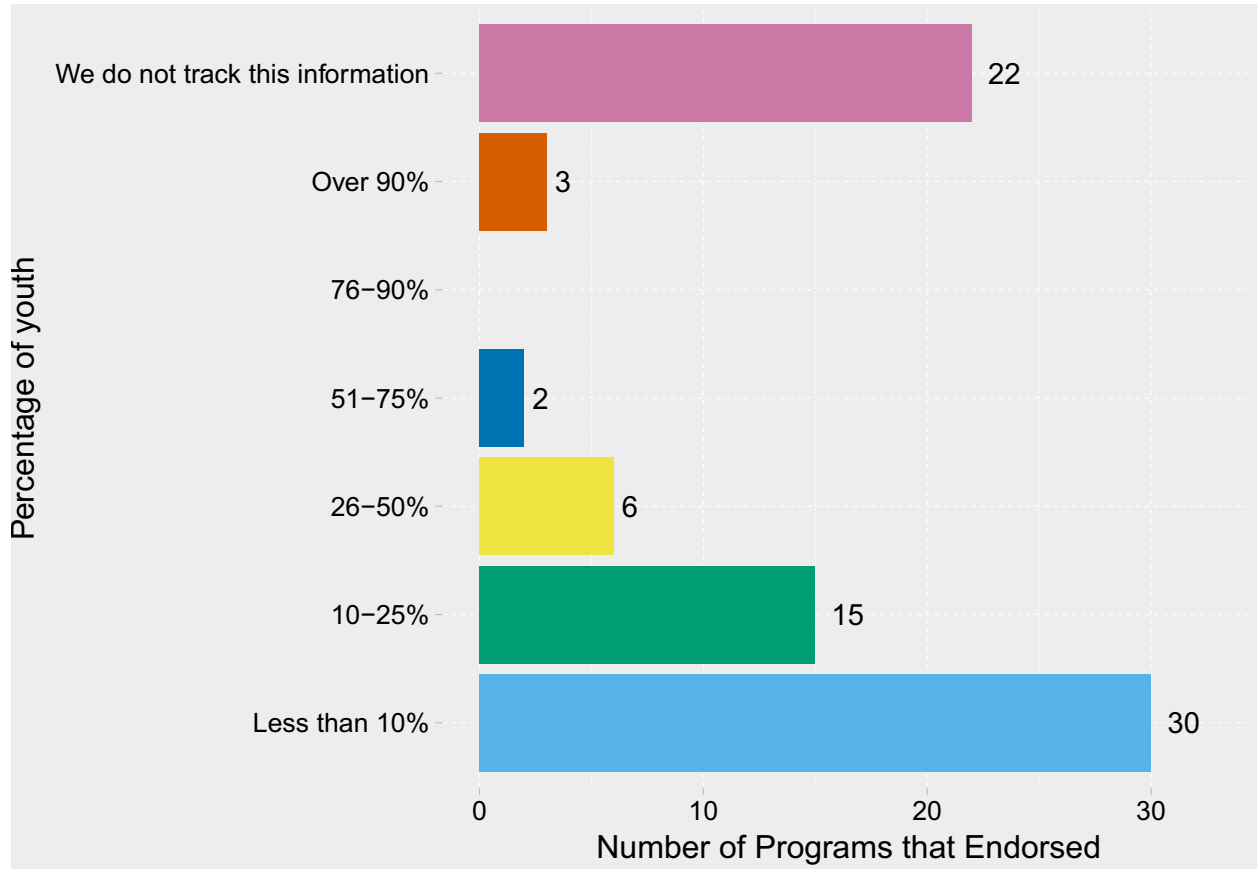
Gang involved



*Sample size: 66*

*Number of nonresponses: 56*

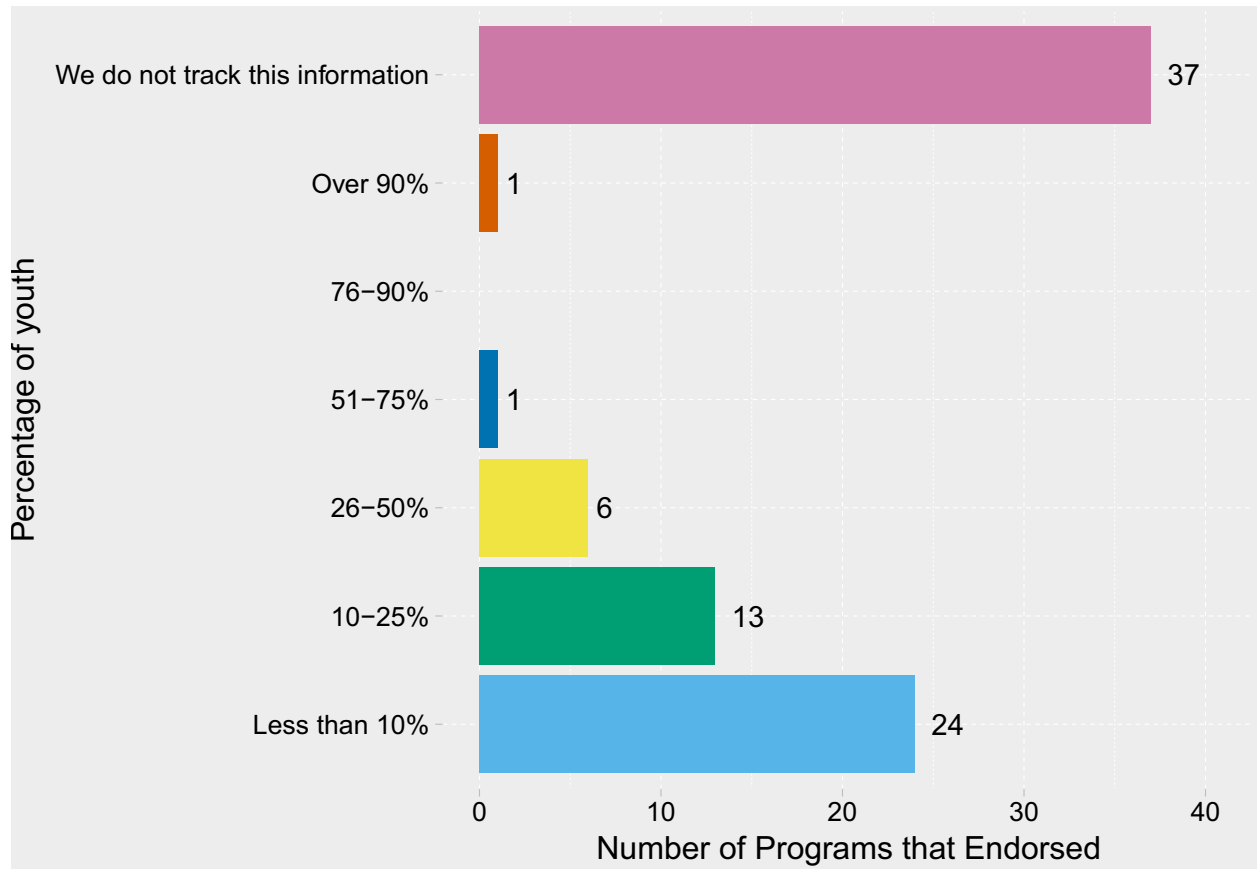
High academic achievers



*Sample size: 78*

*Number of nonresponses: 44*

**Incarcerated parent(s) or family members**

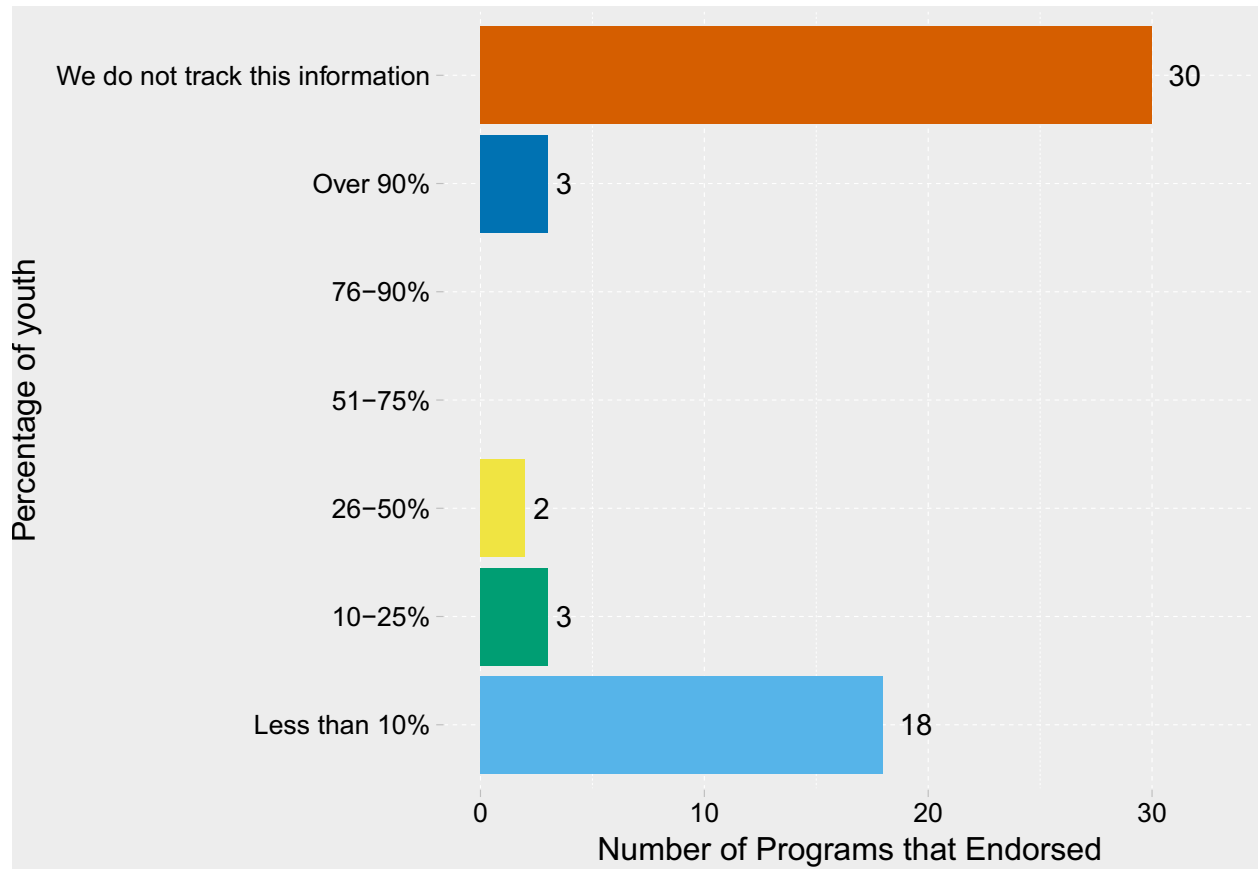


*Sample size: 82*

*Number of nonresponses: 40*



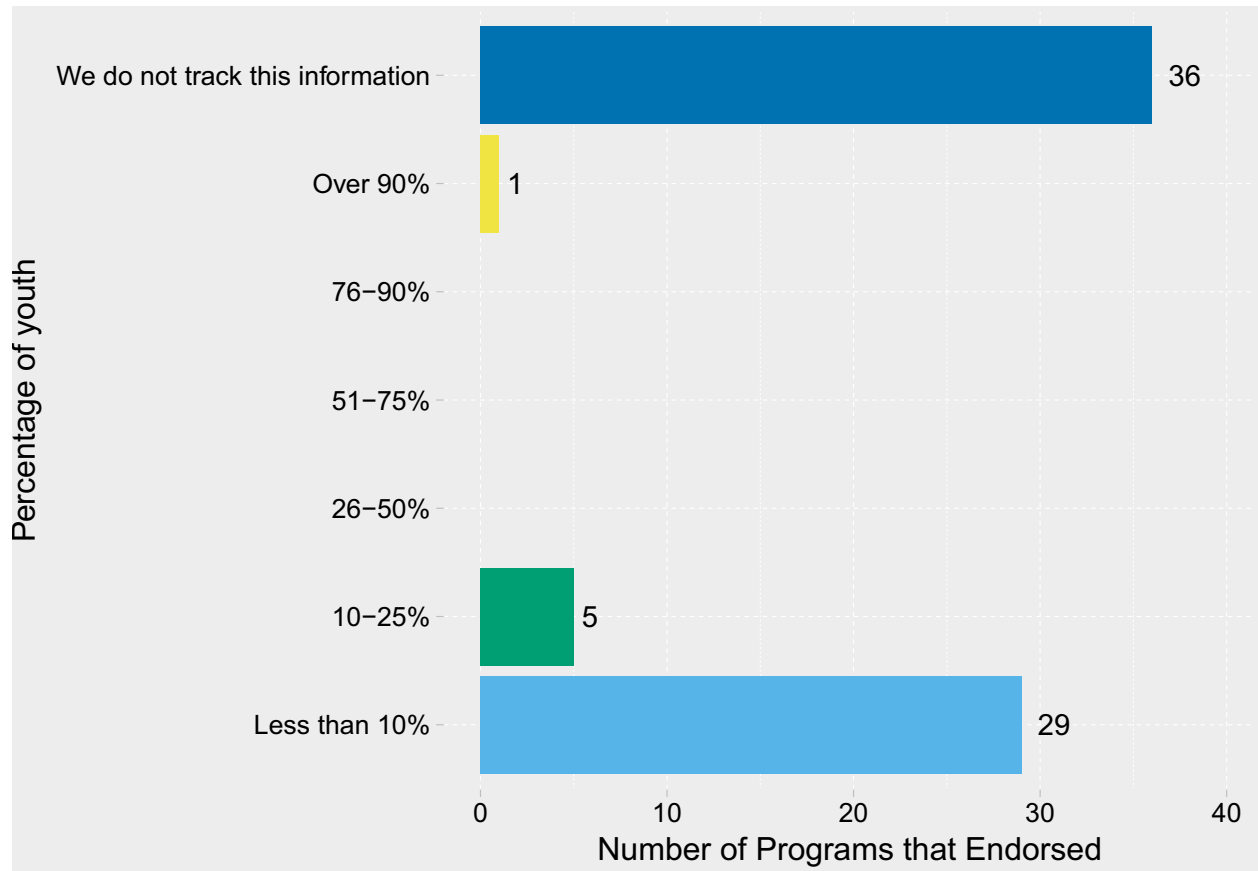
Left school prematurely



*Sample size: 56*

*Number of nonresponses: 66*

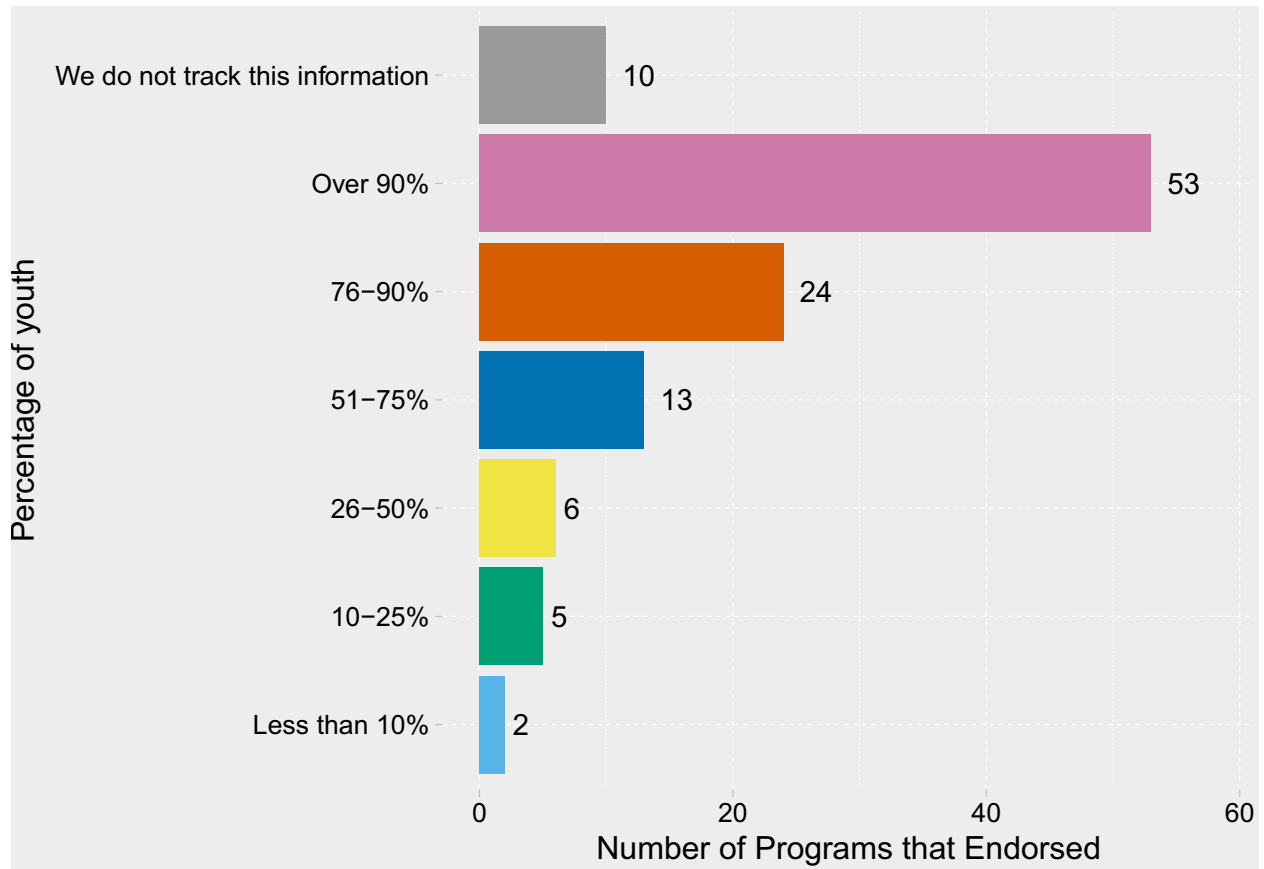
## LGBTQ



*Sample size: 71*

*Number of nonresponses: 51*

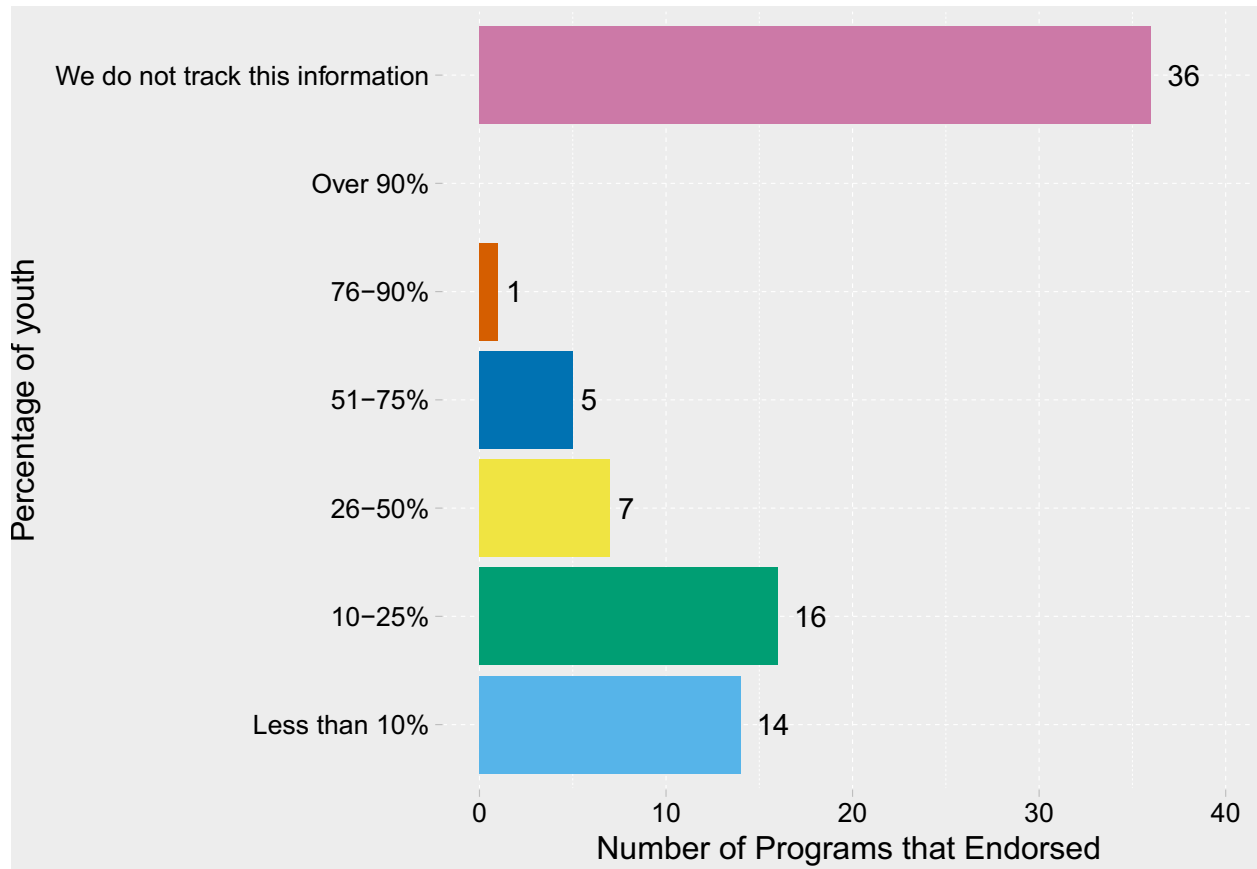
Low income



*Sample size: 113*

*Number of nonresponses: 9*

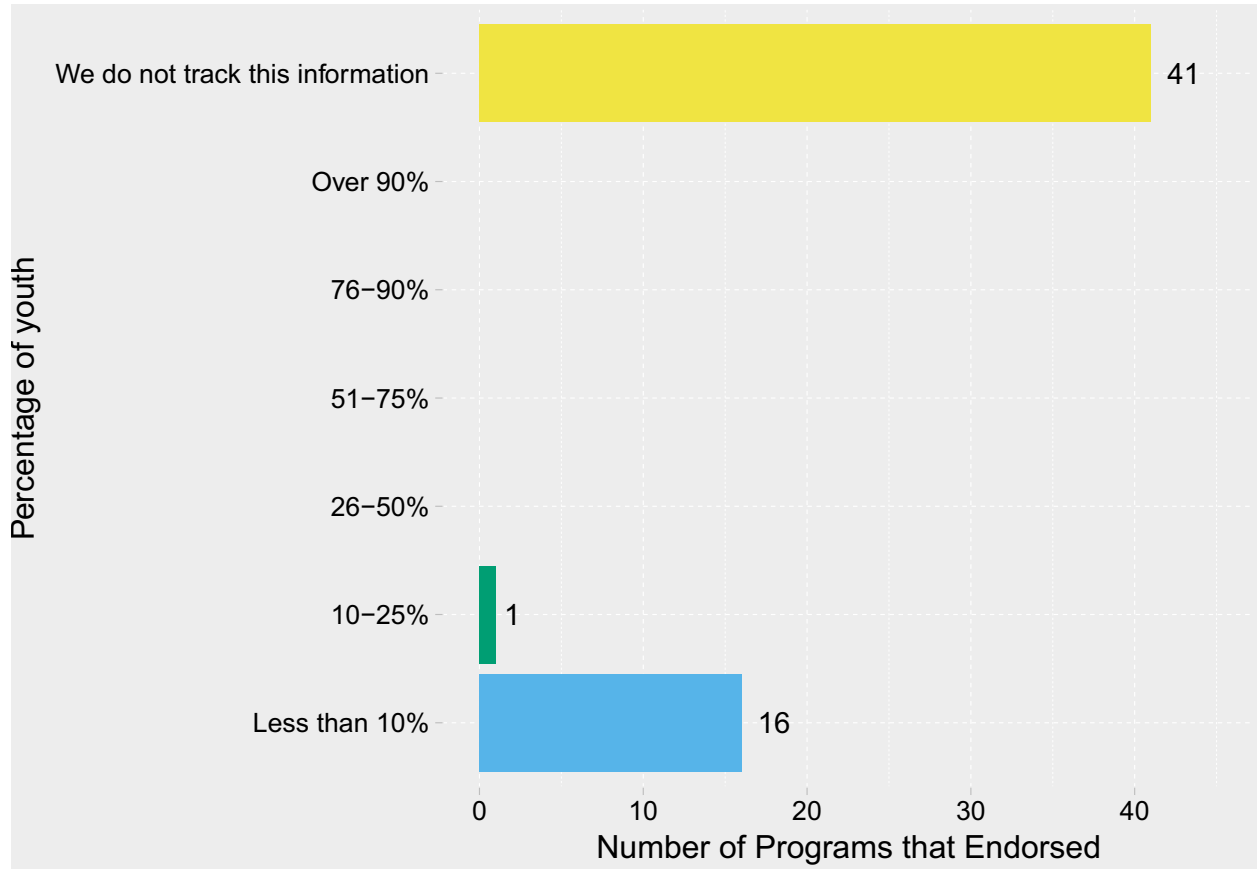
Mental health needs



*Sample size: 79*

*Number of nonresponses: 43*

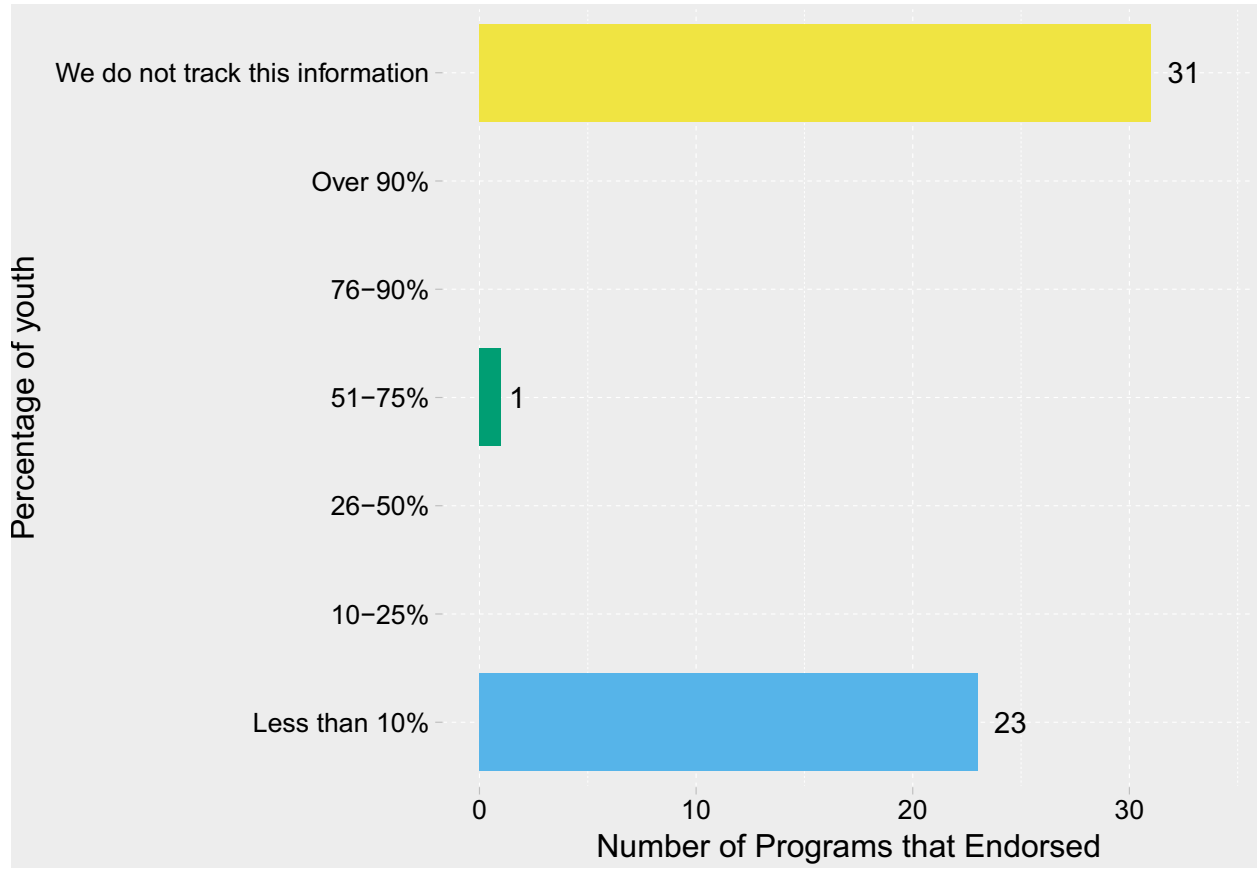
Military parents



*Sample size: 58*

*Number of nonresponses: 64*

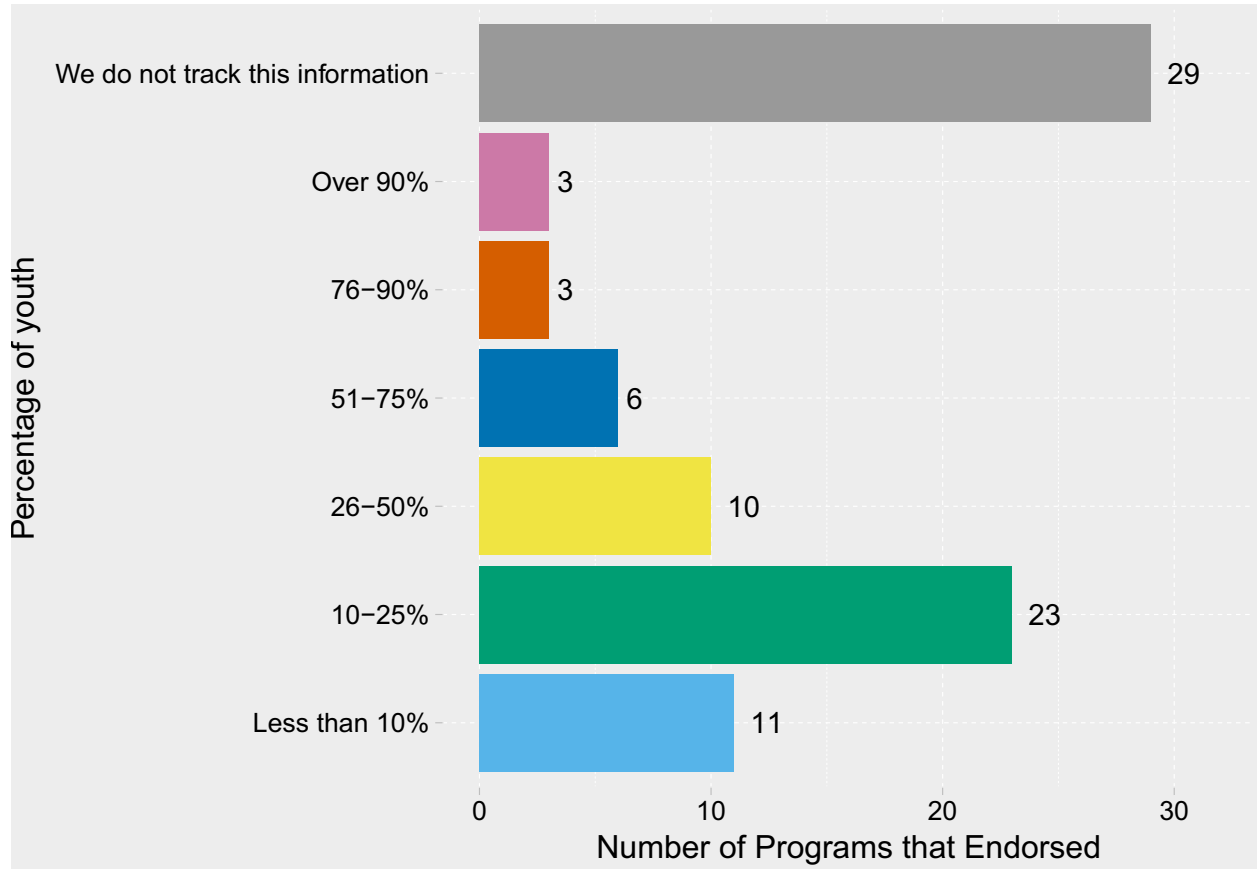
Pregnant/early parenting



*Sample size: 55*

*Number of nonresponses: 67*

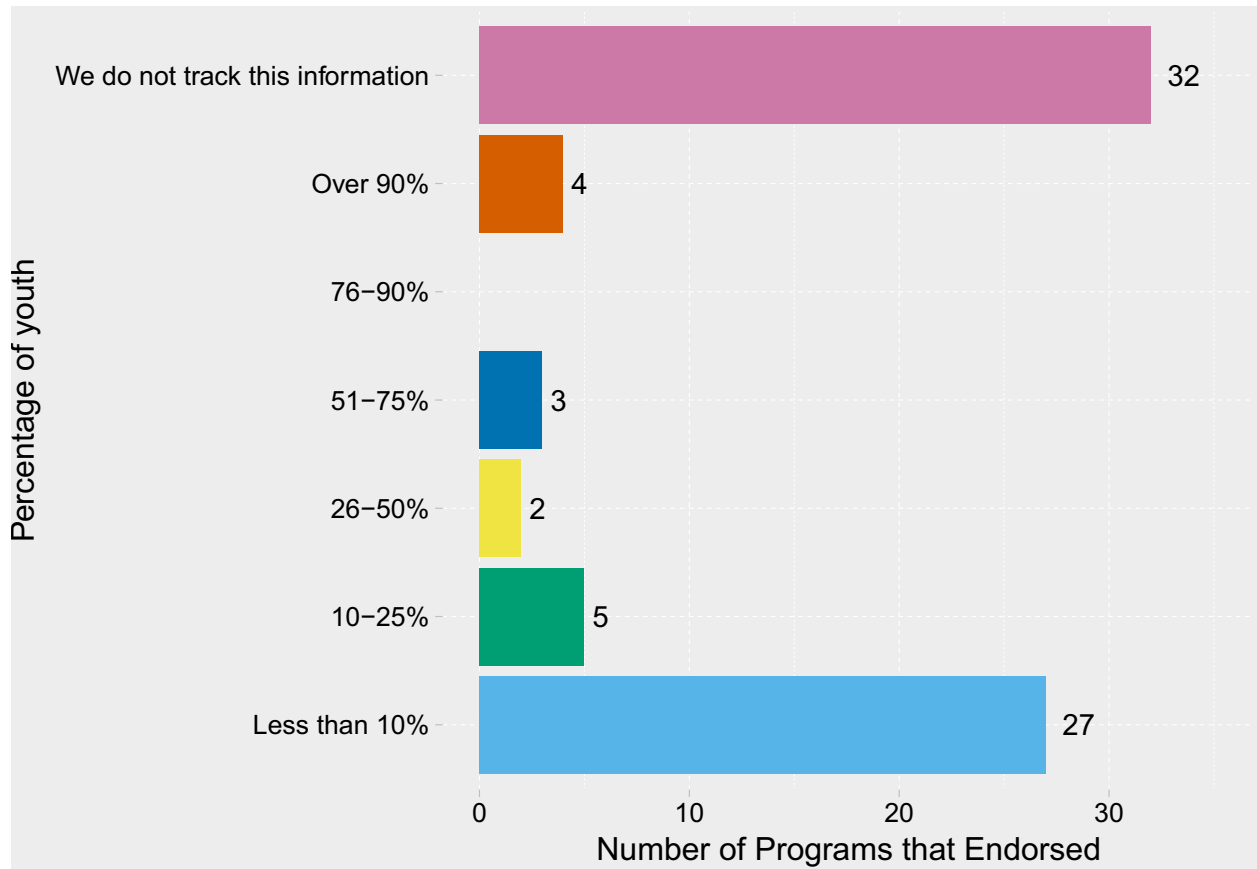
Receiving special education services in school



*Sample size: 85*

*Number of nonresponses: 37*

Recent immigrant or refugee

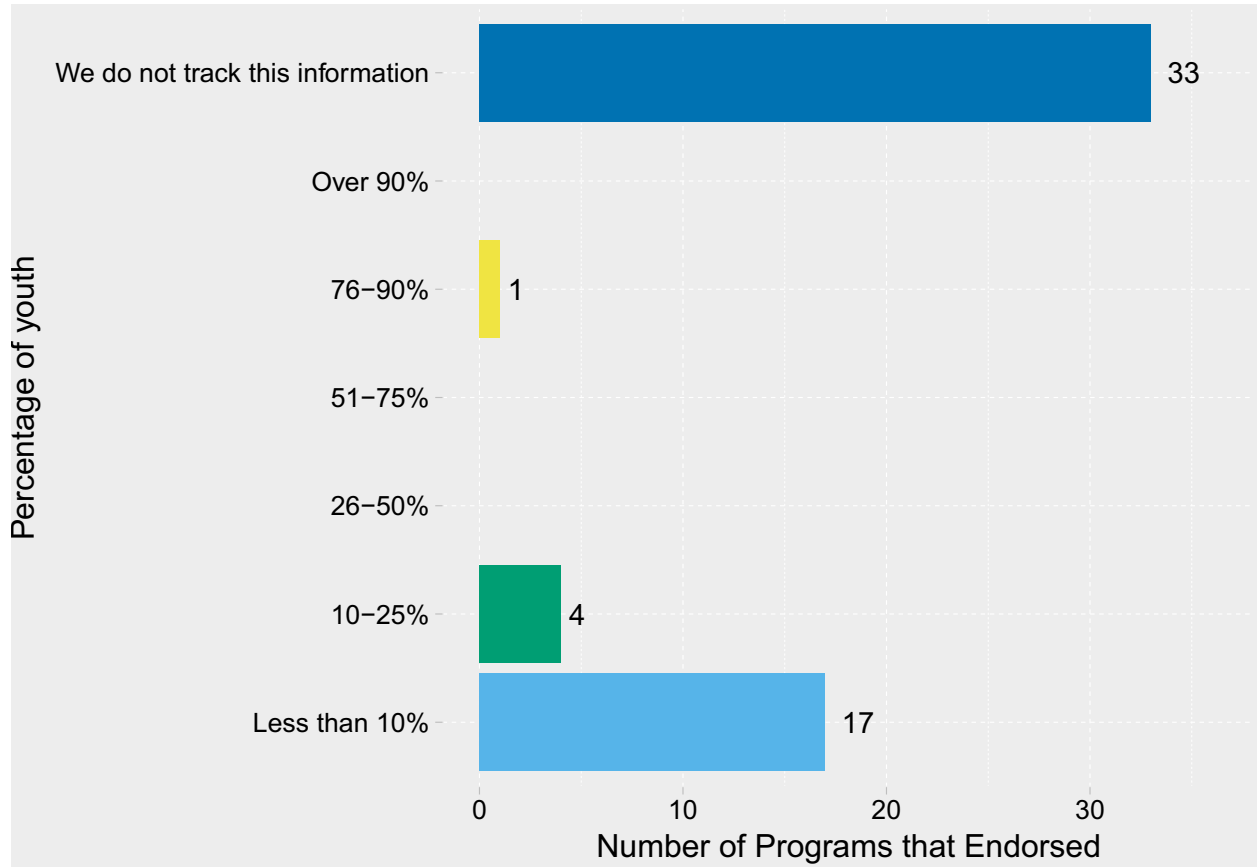


*Sample size: 73*

*Number of nonresponses: 49*



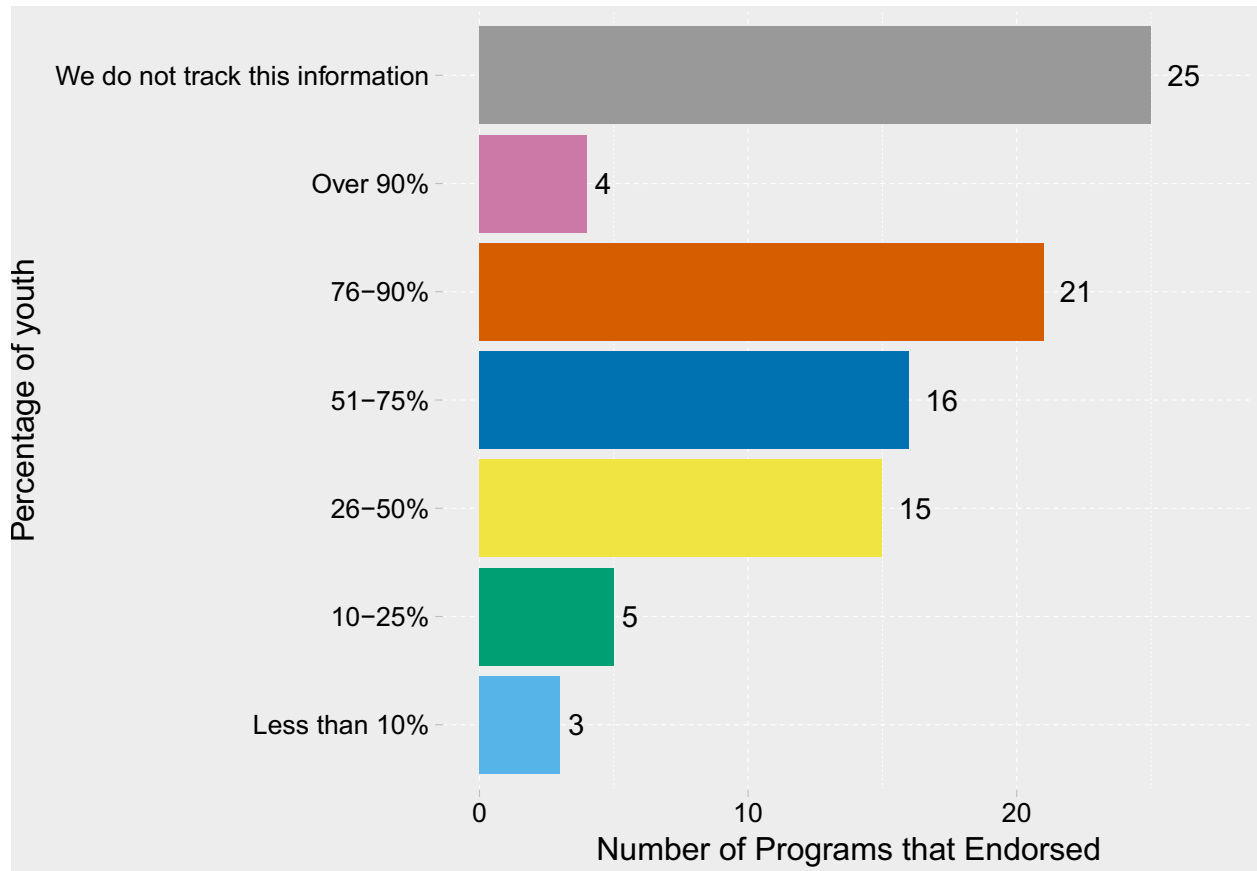
Runaway/homeless youth



Sample size: 55

Number of nonresponses: 67

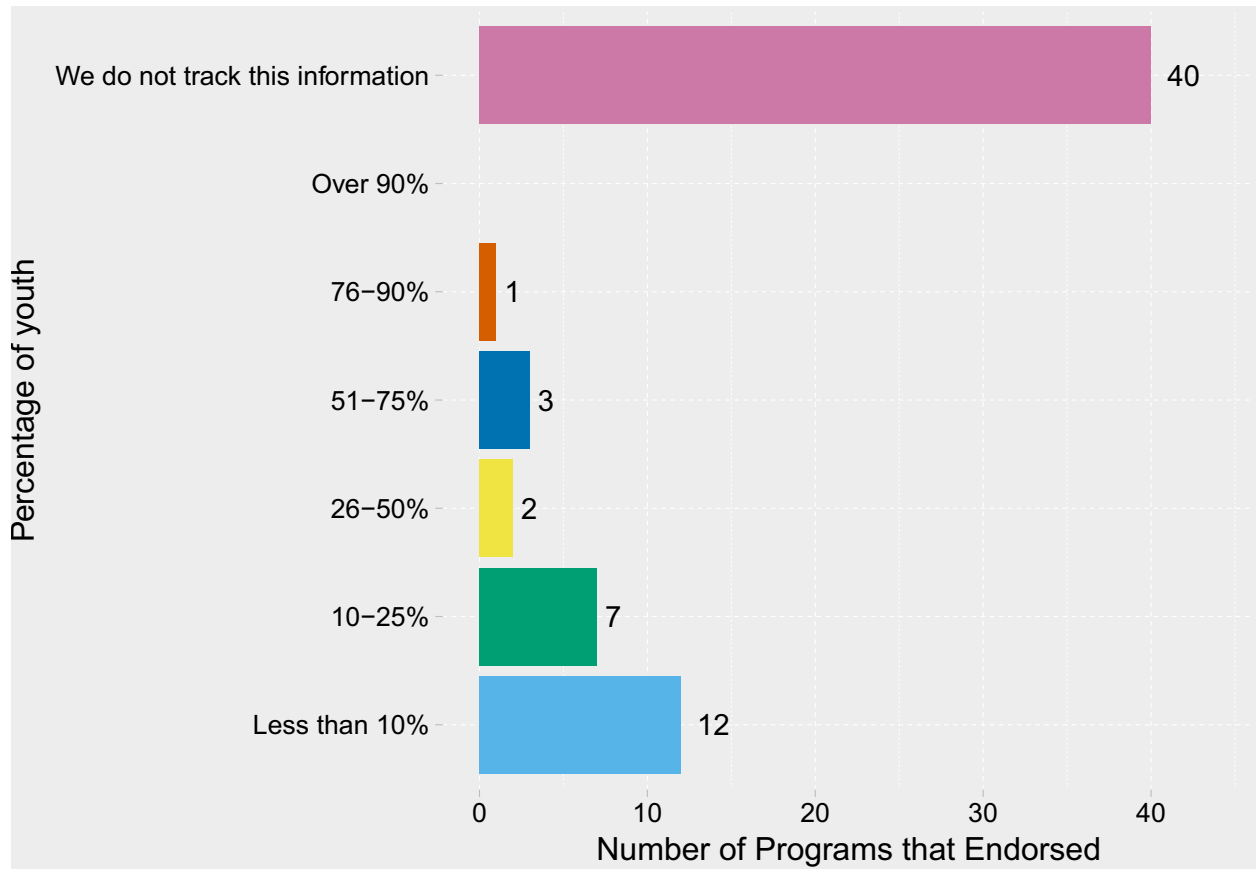
Single parent household



*Sample size: 89*

*Number of nonresponses: 33*

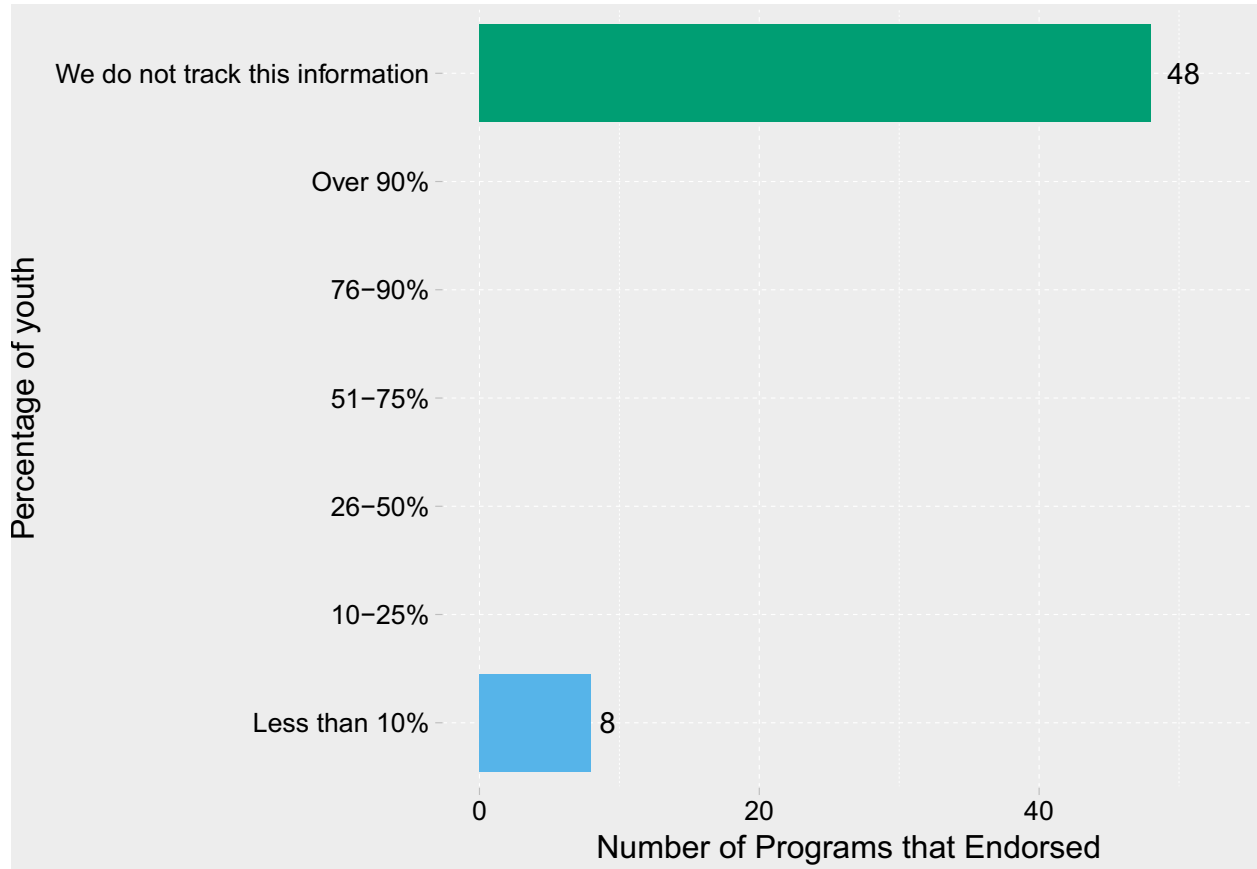
Truant youth



*Sample size: 65*

*Number of nonresponses: 57*

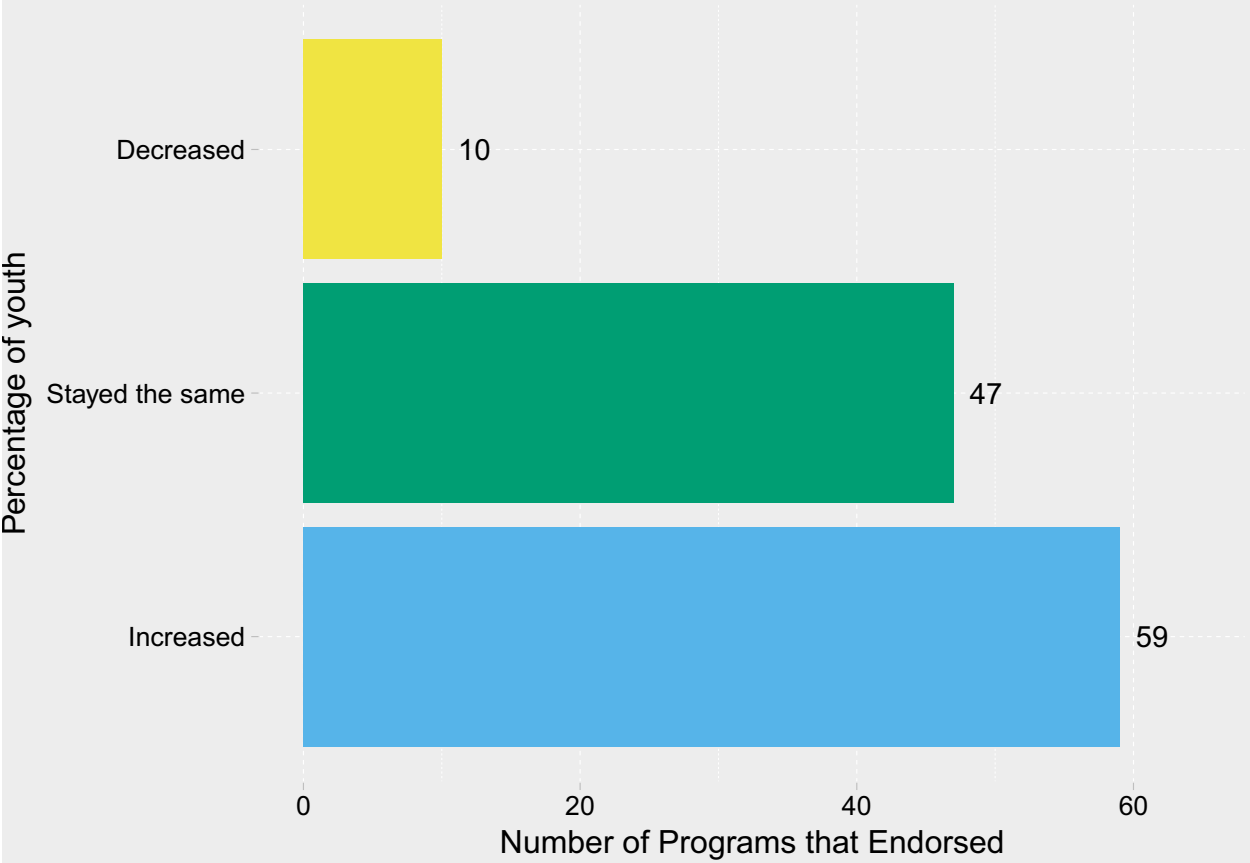
## Victims of commercial sexual exploitation



*Sample size: 56*

*Number of nonresponses: 66*

In the last year, the number of youth served by this program.



Sample size: 116

Number of nonresponses: 6

## Program Operating Characteristics

If the number of youth served increased or decreased, please choose the main causes.

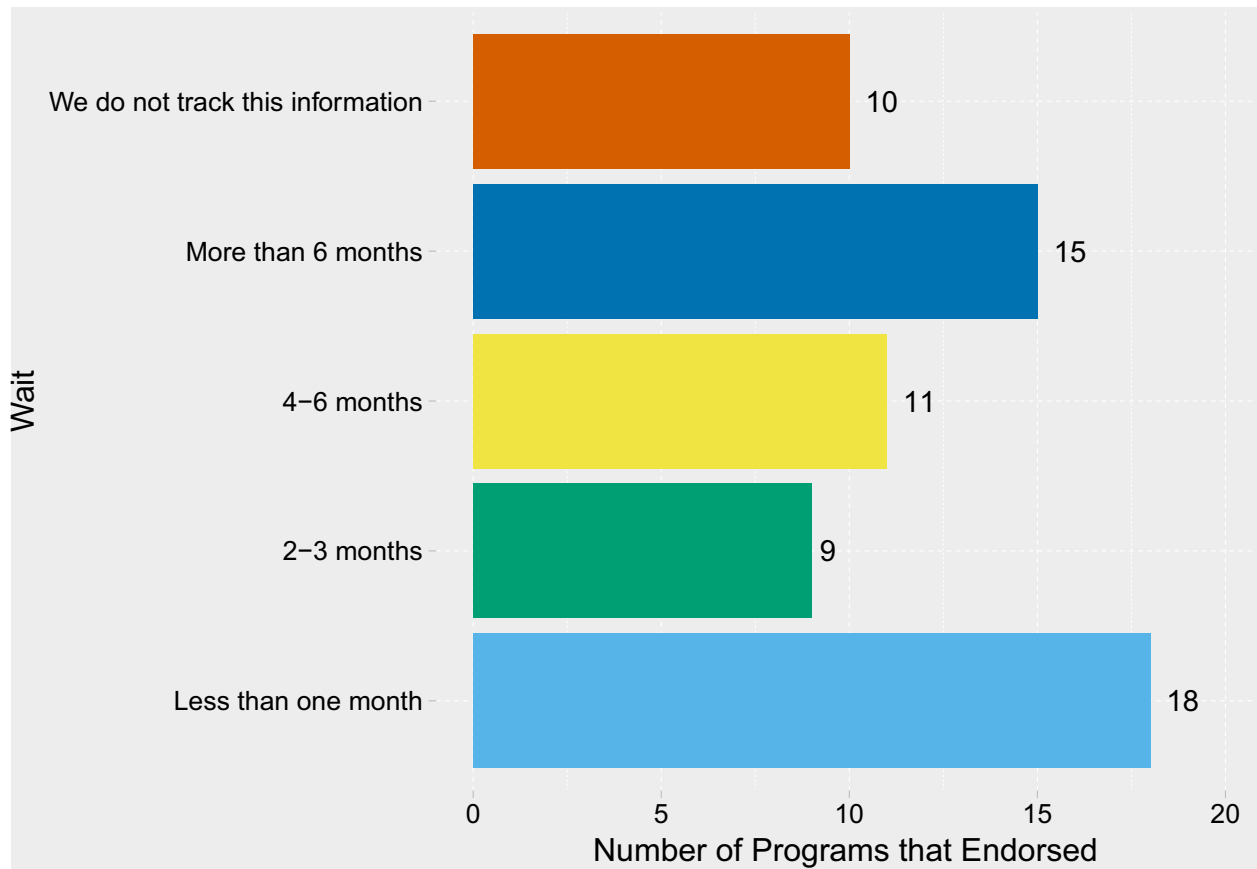
Cause	Frequency	Percent
Change in funding level	21	17.21
Change in available staffing	16	13.11
Change in community interest/demand	30	24.59
Change in number of volunteers recruited	29	23.77
Change in number of youth enrolling	22	18.03
Change in program offerings	11	9.02
Other - Write In	15	12.3

How many youth are currently on a waitlist to be matched with a mentor in this program?

Gender	Statistic	Number of youth served
<i>Males</i>	Median	4.5
	Mean	20.19
	Sample size	78
<i>Females</i>	Median	4
	Mean	18.79
	Sample size	76
<i>Transgender males</i>	Median	0
	Mean	0.04
	Sample size	25
<i>Transgender females</i>	Median	0
	Mean	0.04
	Sample size	26
<i>Other identification (gender fluid, agender, genderqueer, etc.)</i>	Median	0
	Mean	0.04
	Sample size	23

Please estimate the average length of time youth spend on this program's waitlist to be matched.

Males

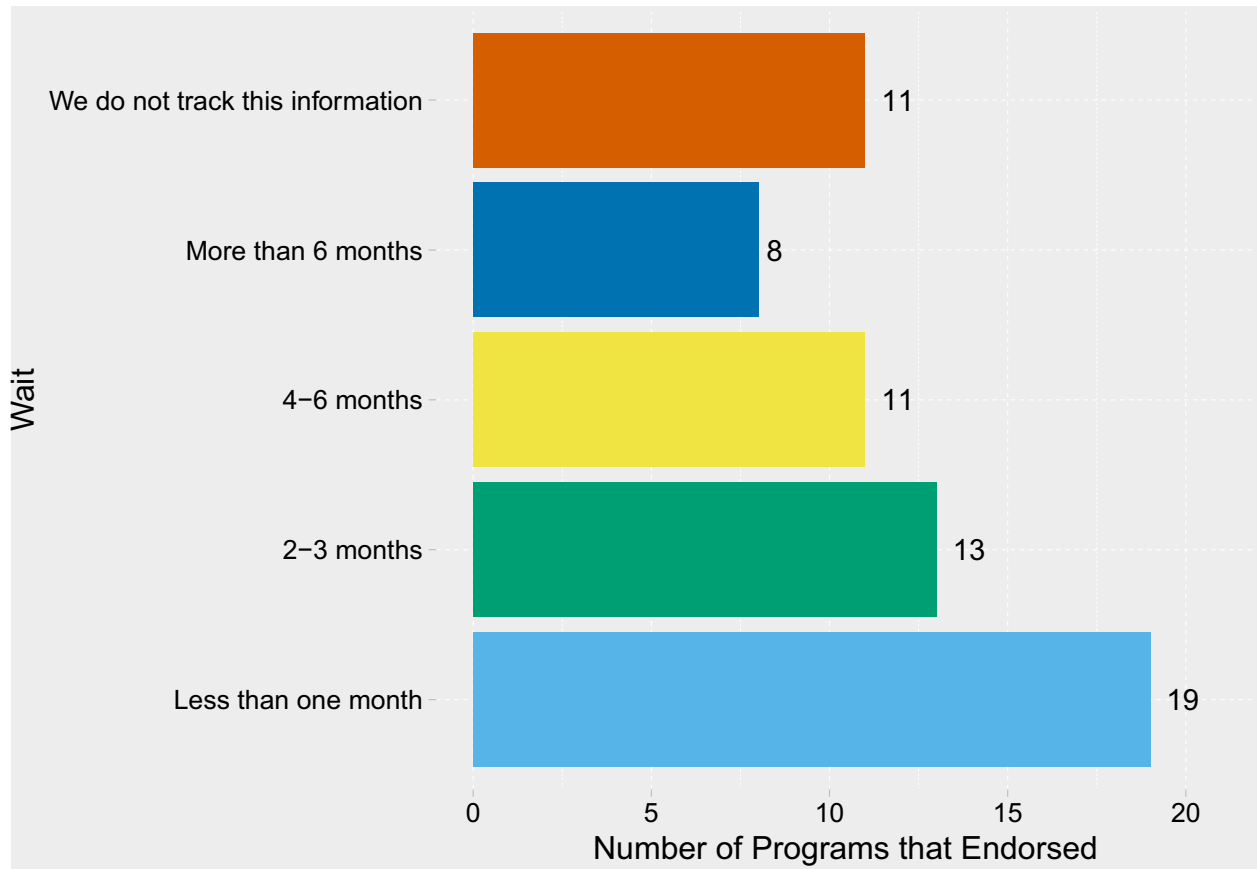


*Sample size: 63*

*Number of nonresponses: 59*



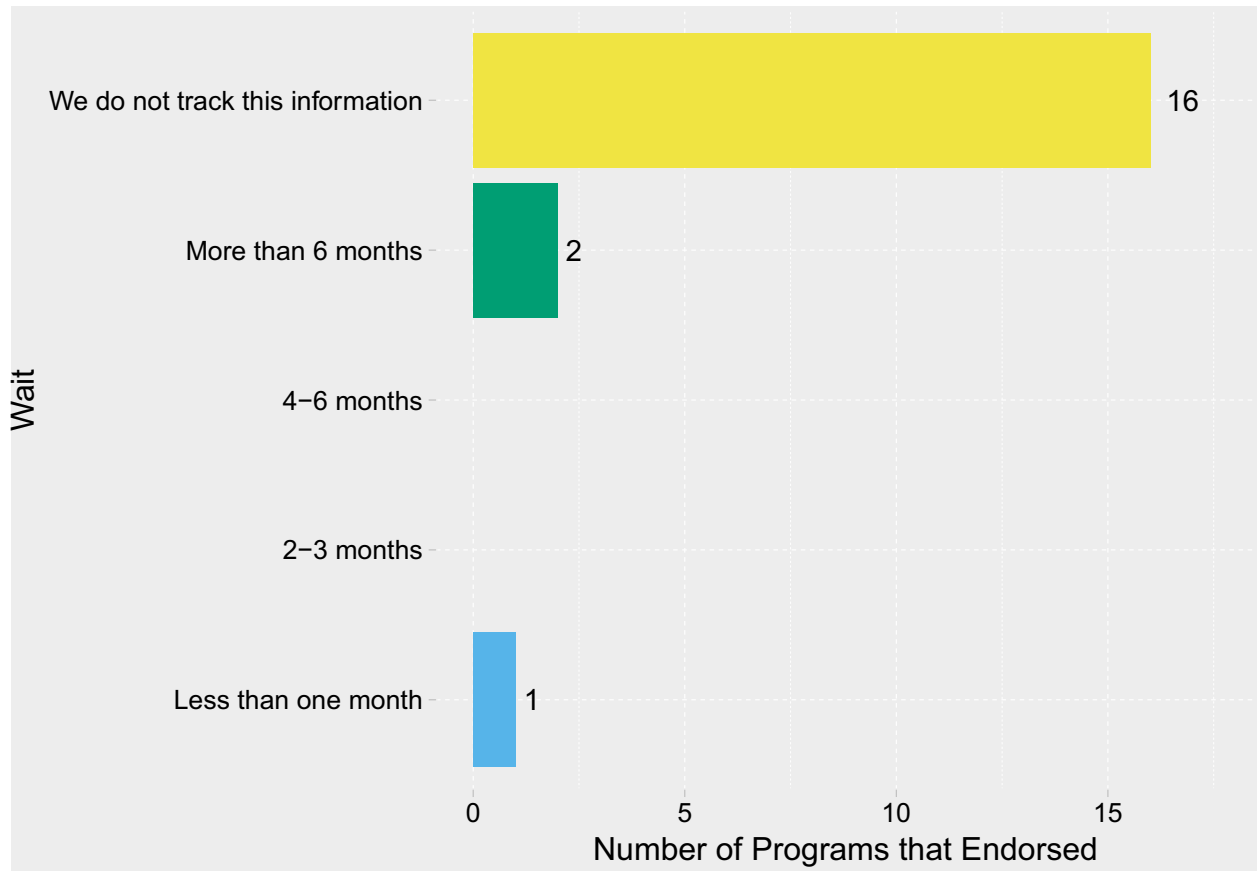
Females



*Sample size: 62*

*Number of nonresponses: 60*

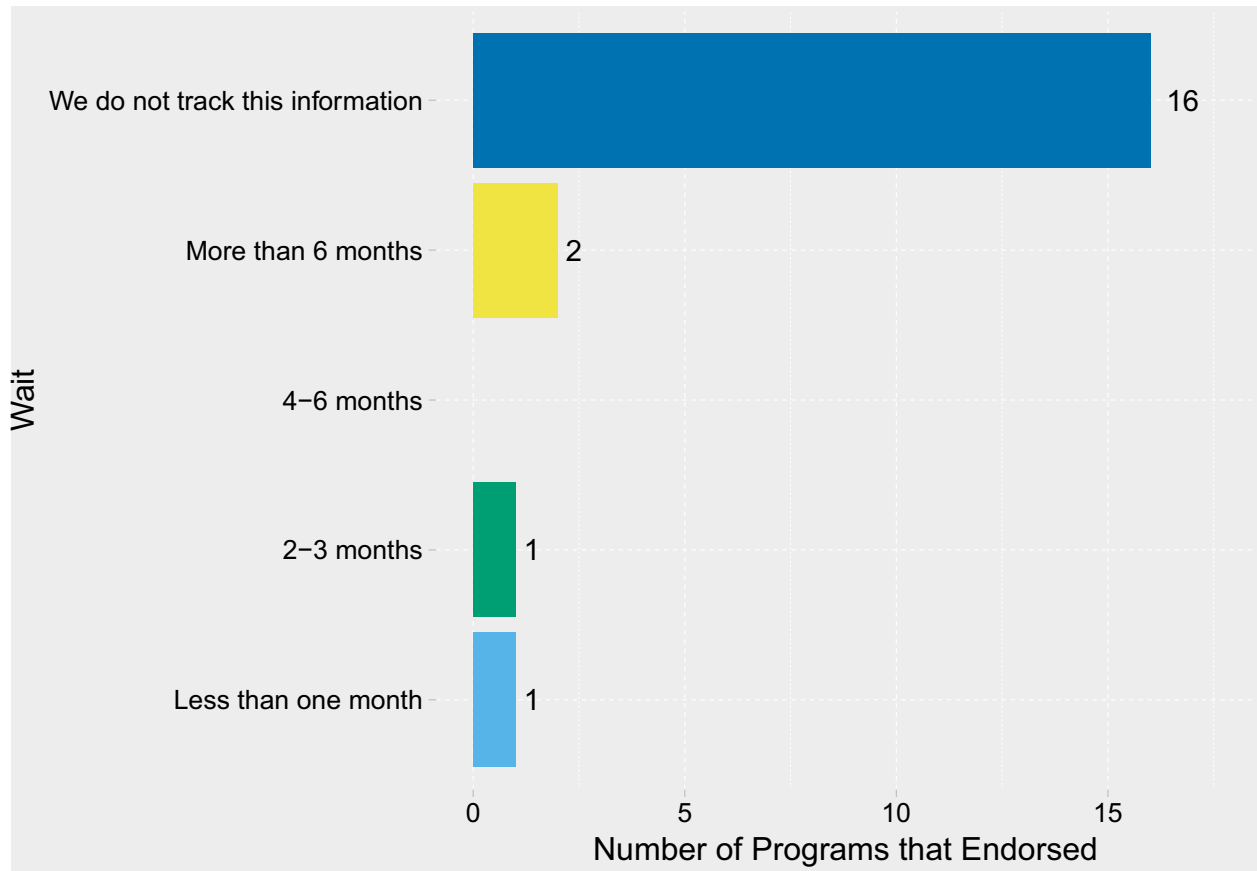
Transgender Males



*Sample size: 19*

*Number of nonresponses: 103*

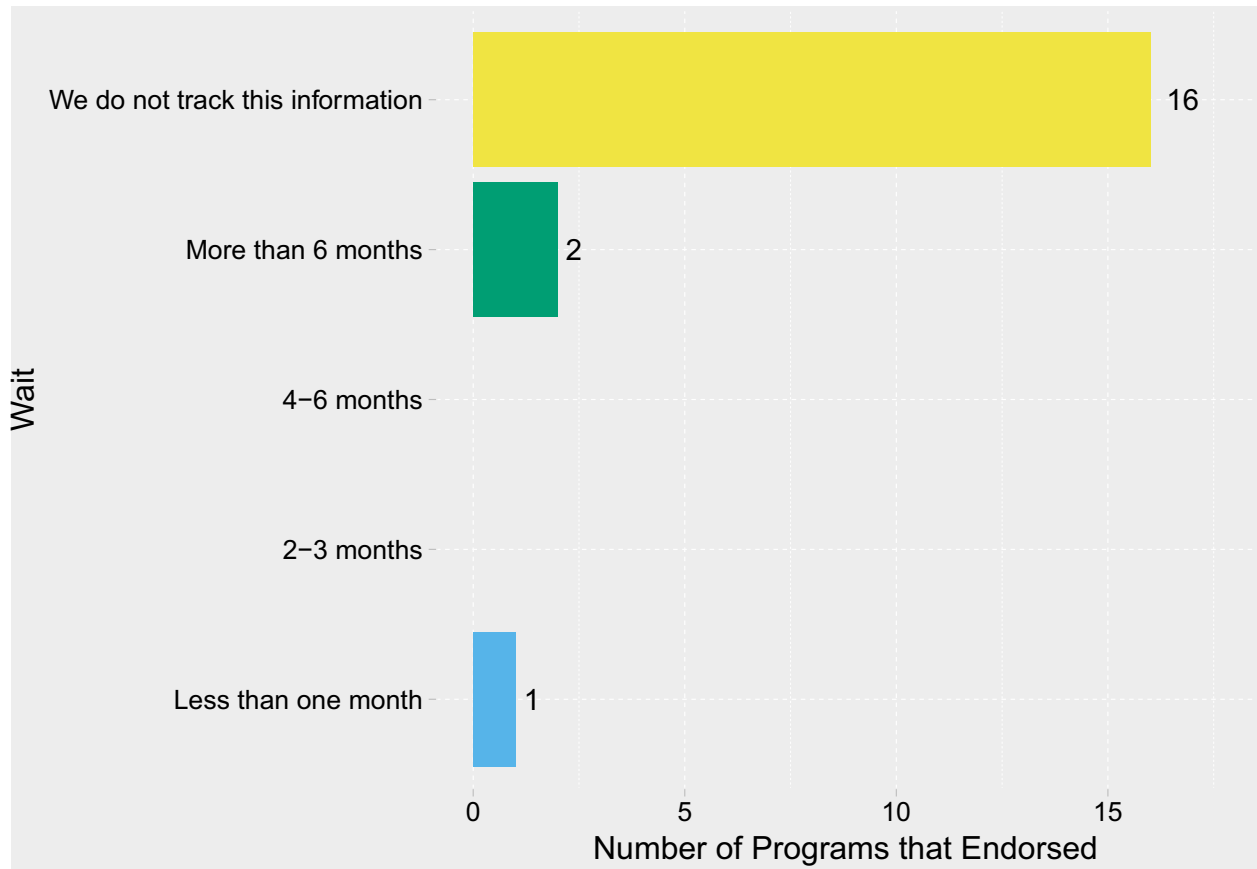
**Transgender Females**



*Sample size: 20*

*Number of nonresponses: 102*

Other identification (gender fluid, agender, genderqueer, etc.)



*Sample size: 19*

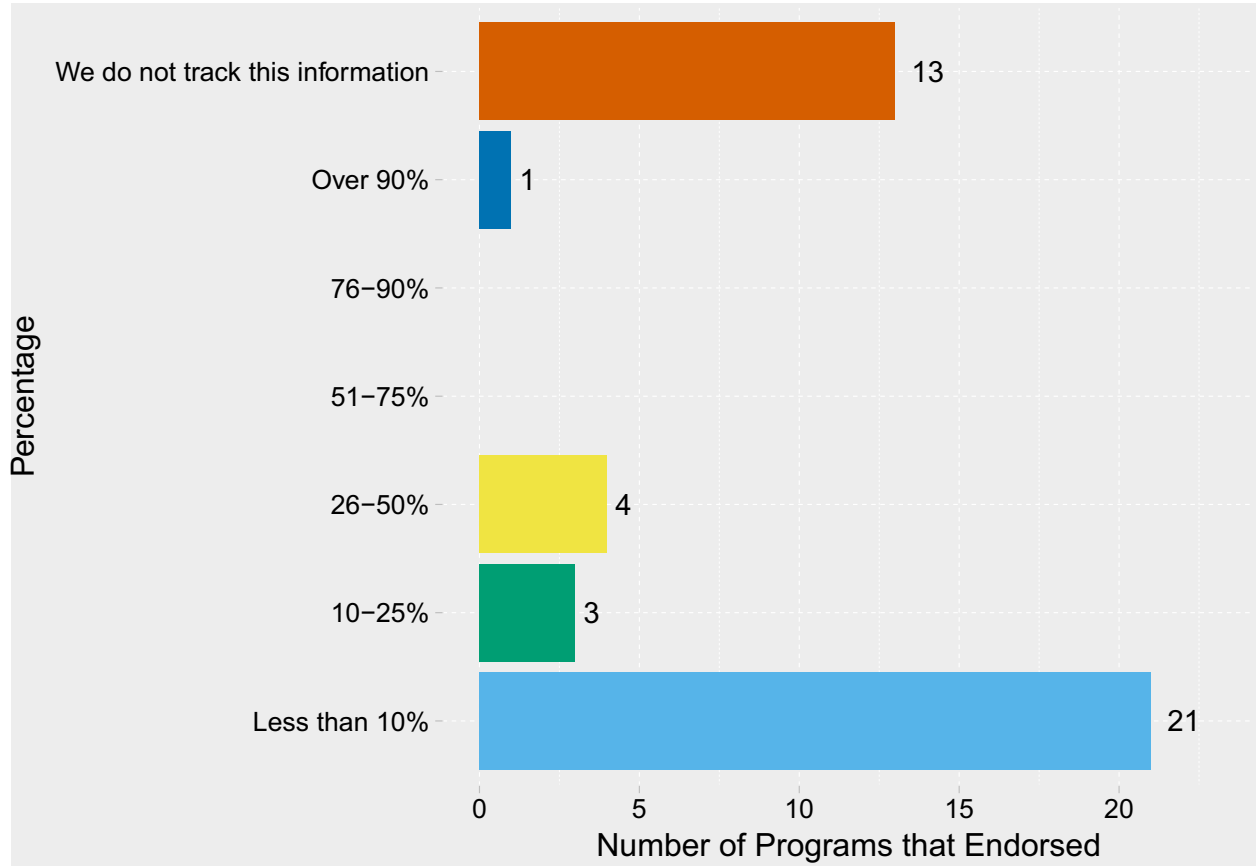
*Number of nonresponses: 103*

In the last year, how many individuals served as mentors in this program?

Gender	Statistic	Number of mentors
<i>Males</i>	Median	16
	Mean	57.22
	Sample size	110
<i>Females</i>	Median	30
	Mean	68.09
	Sample size	117
<i>Transgender males</i>	Median	0
	Mean	0.22
	Sample size	18
<i>Transgender females</i>	Median	0
	Mean	0.06
	Sample size	17
<i>Other identification (gender fluid, agender, genderqueer, etc.)</i>	Median	0
	Mean	0.06
	Sample size	17

Please estimate the percentage of this program’s mentors over the last year that represent the following subgroups.

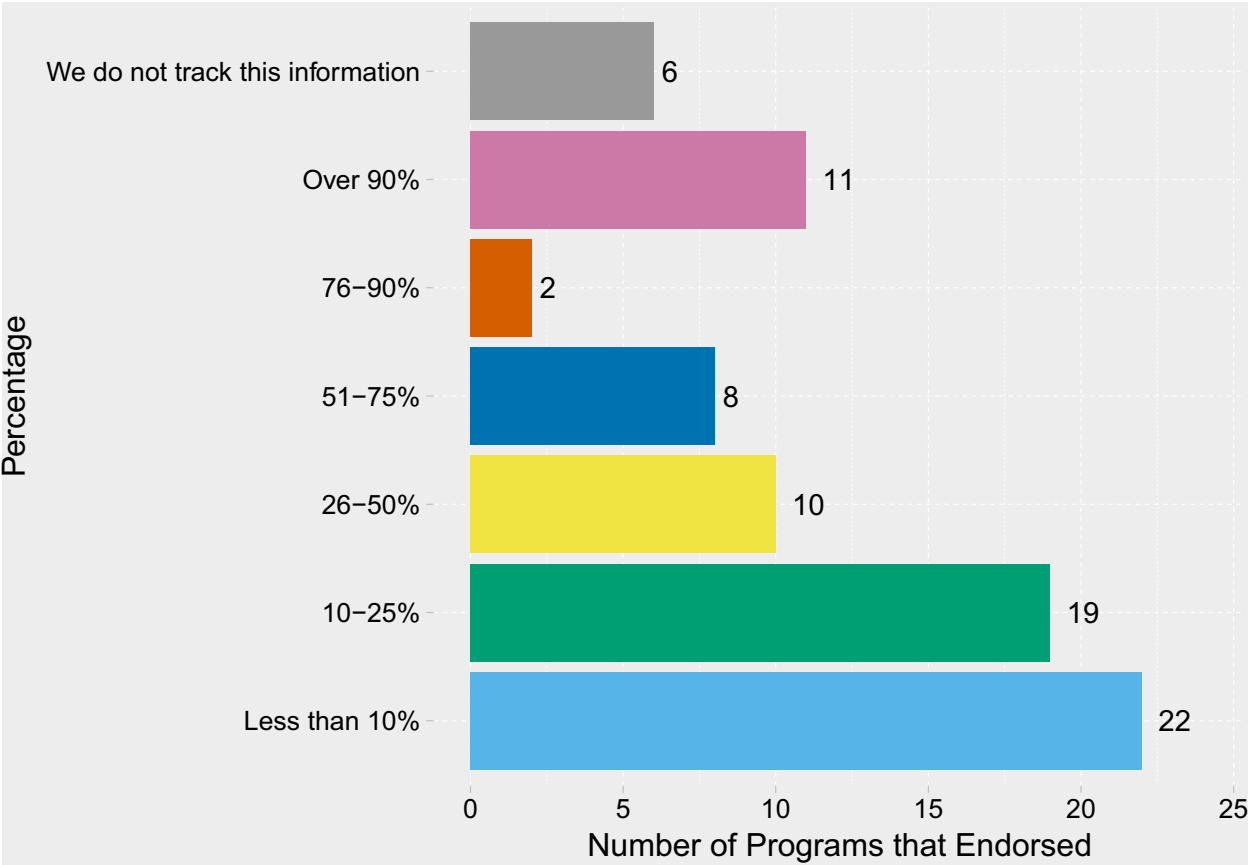
AmeriCorps or other national service related positions



Sample size: 42

Number of nonresponses: 80

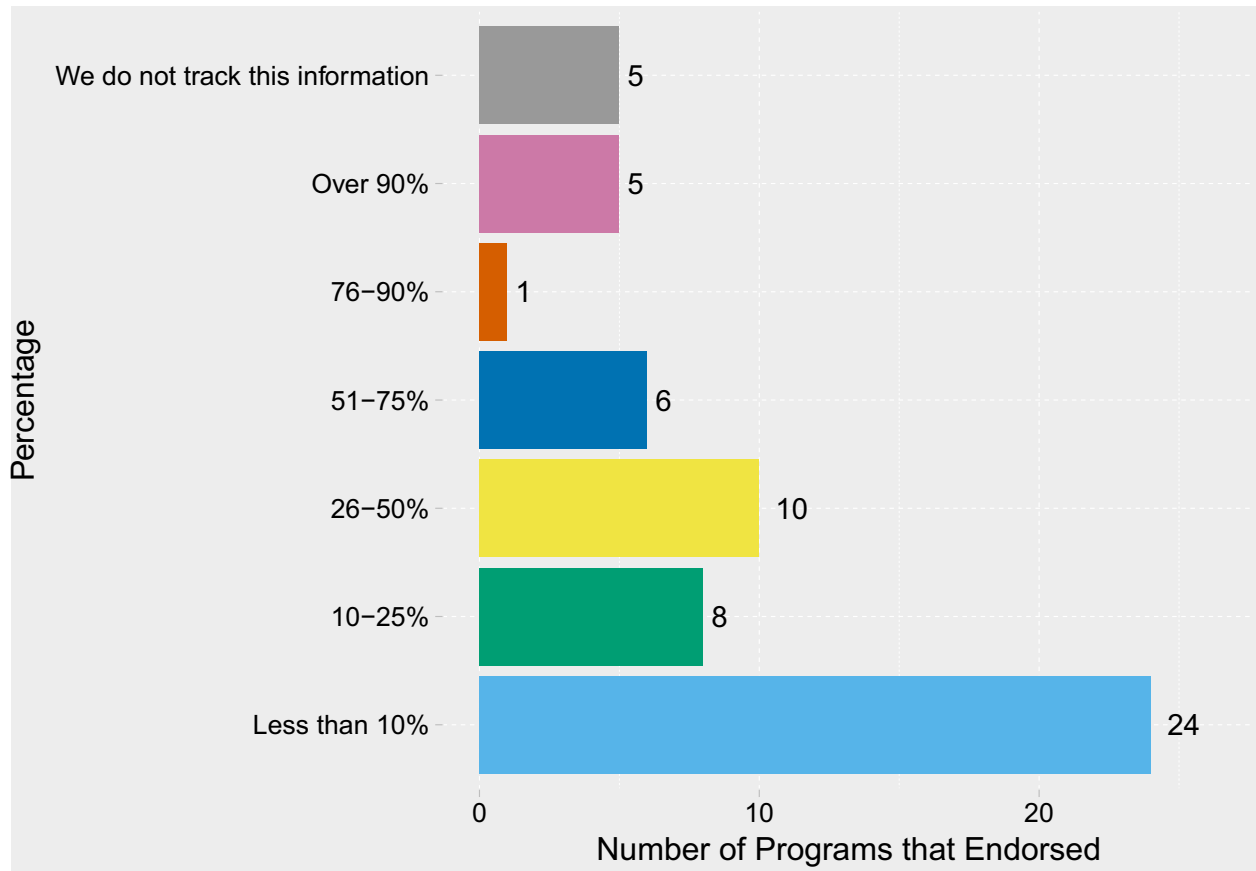
College students



Sample size: 78

Number of nonresponses: 44

Employees of corporate partners

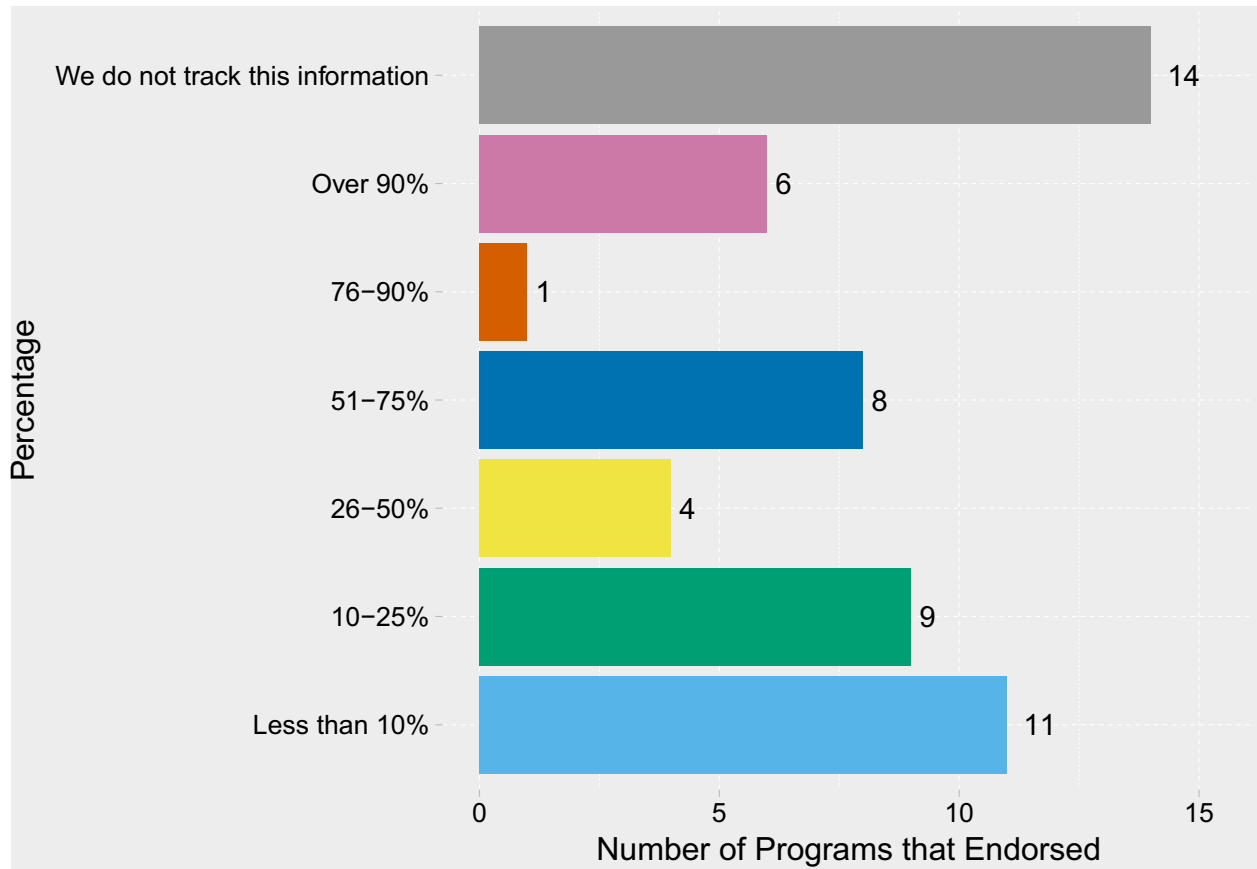


*Sample size: 59*

*Number of nonresponses: 63*



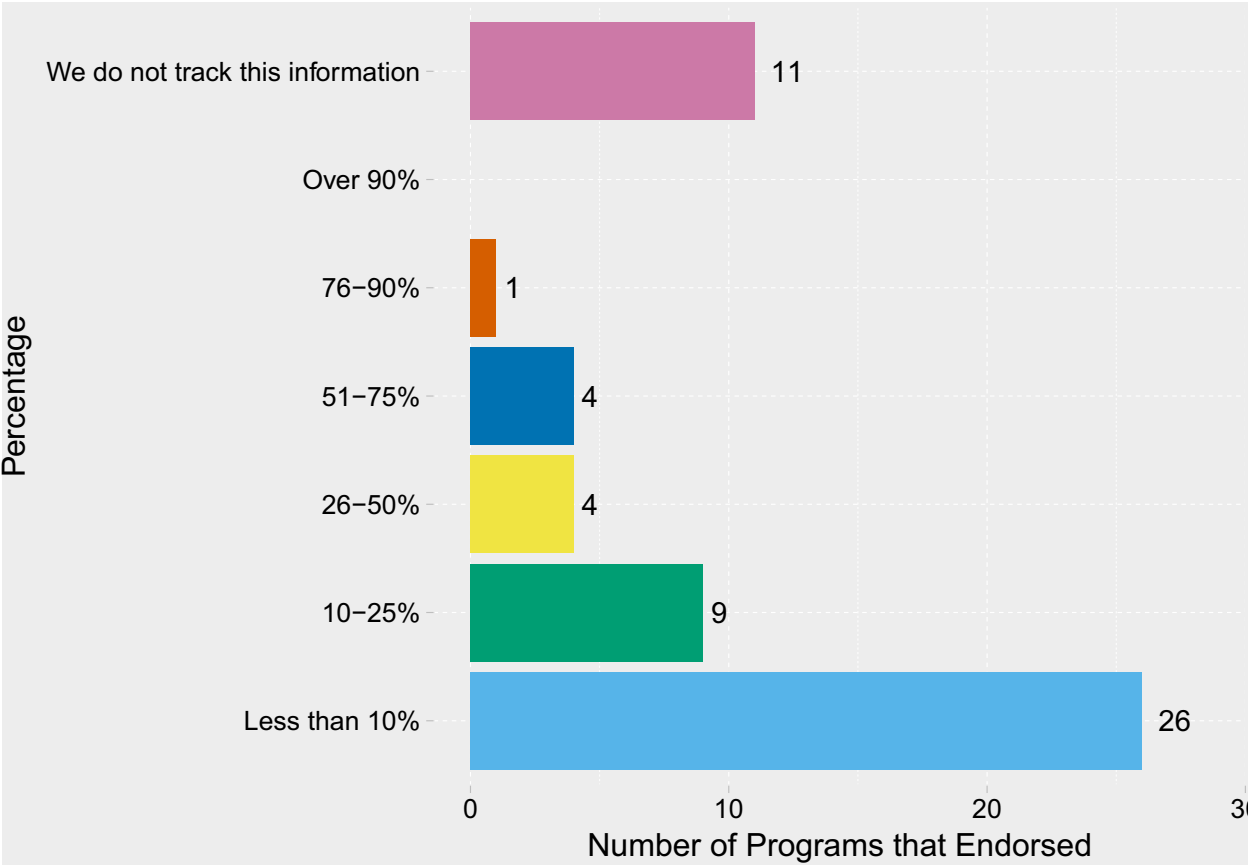
Employees in a specific, targeted field



*Sample size: 53*

*Number of nonresponses: 69*

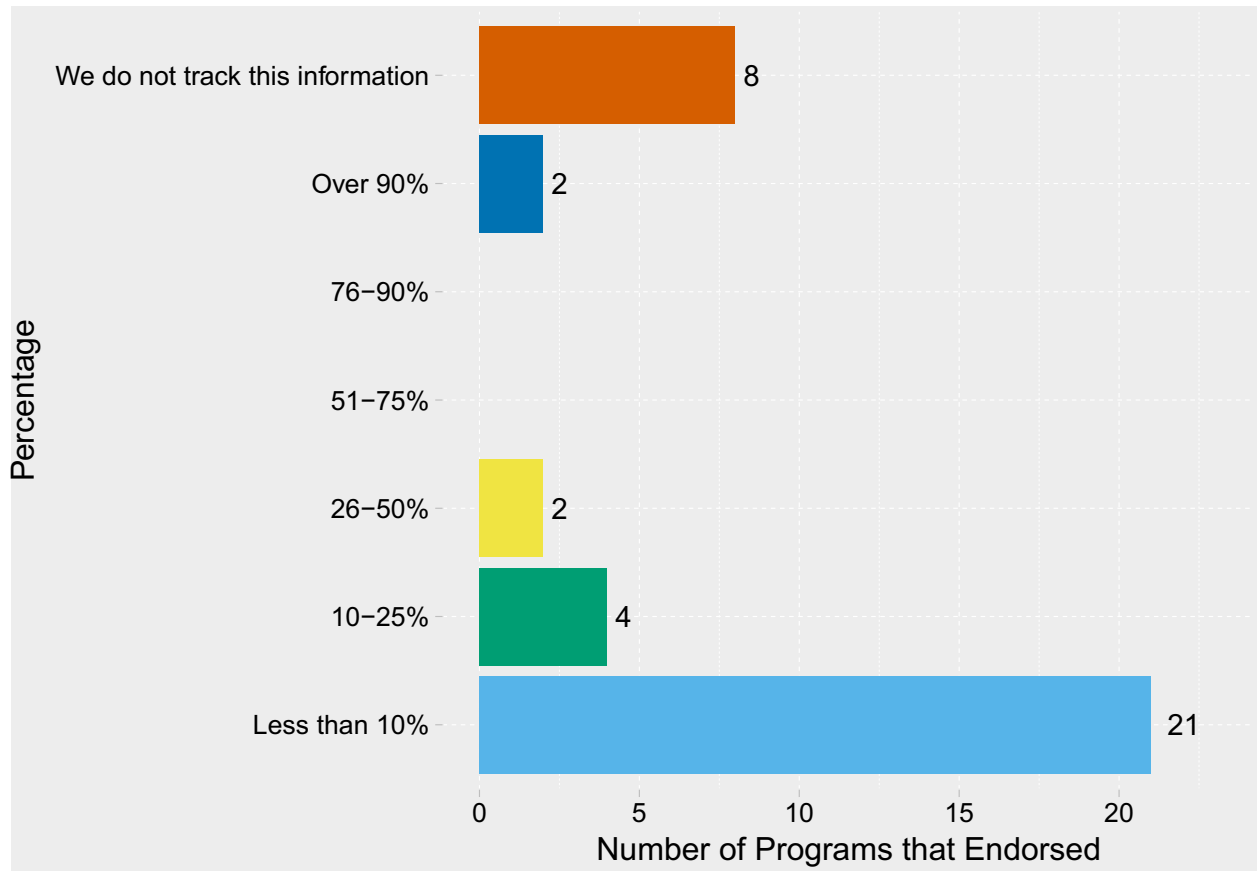
Former mentees in the program



Sample size: 55

Number of nonresponses: 67

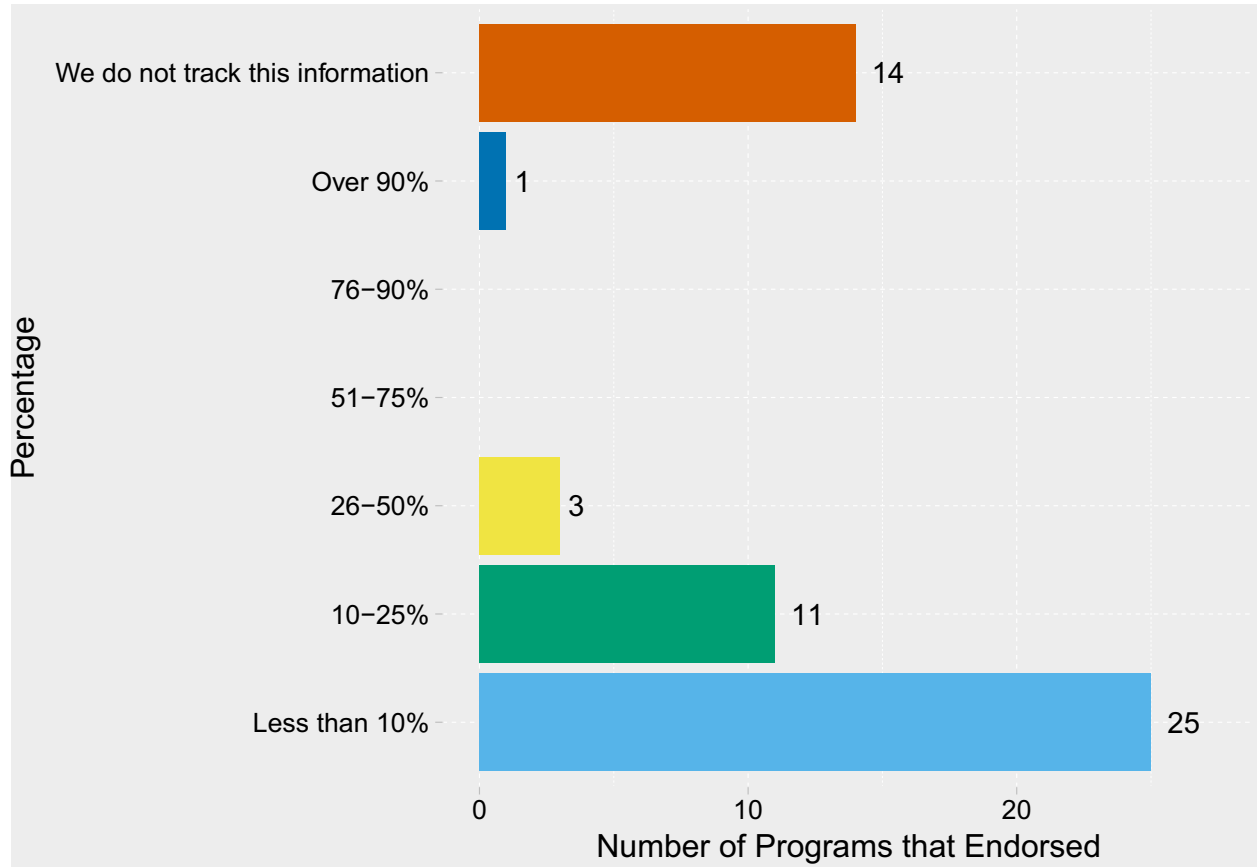
High school students



*Sample size: 37*

*Number of nonresponses: 85*

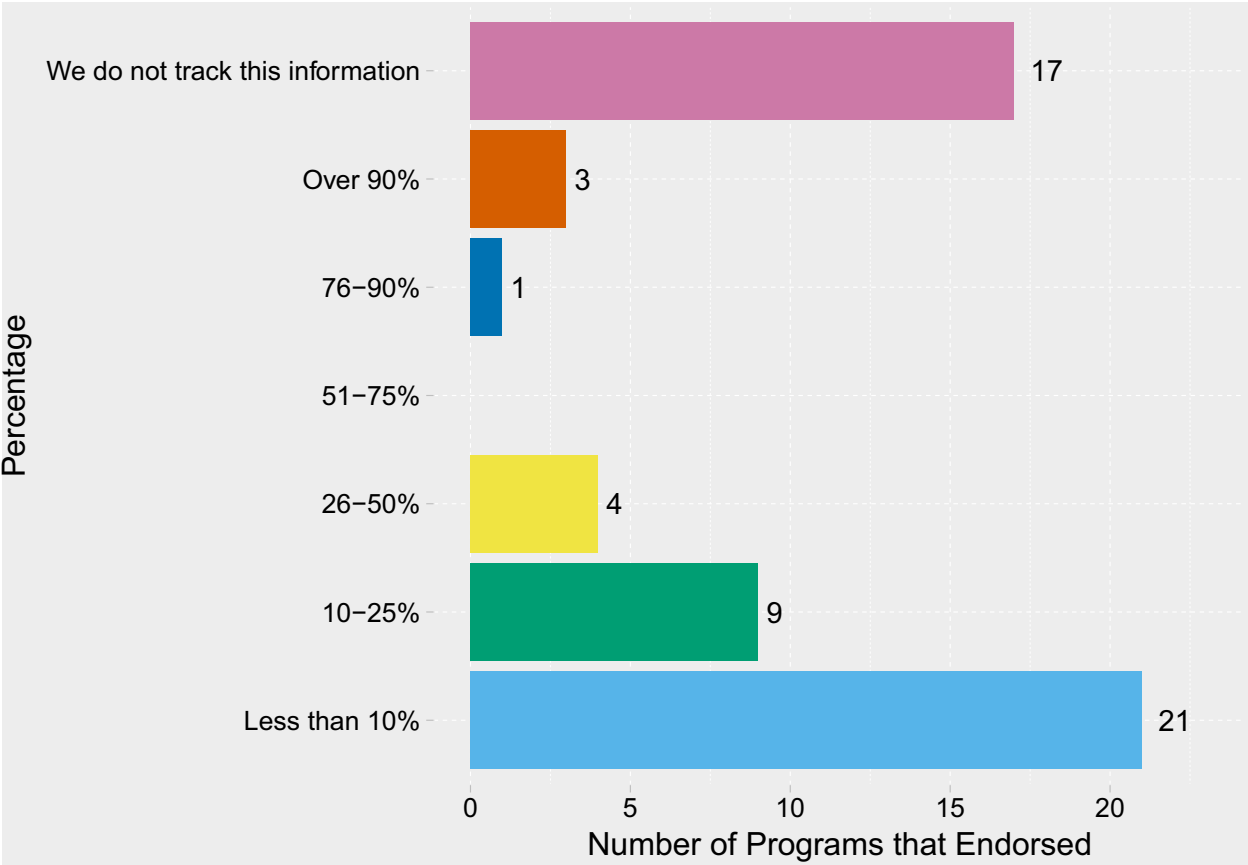
Local/state government employees



*Sample size: 54*

*Number of nonresponses: 68*

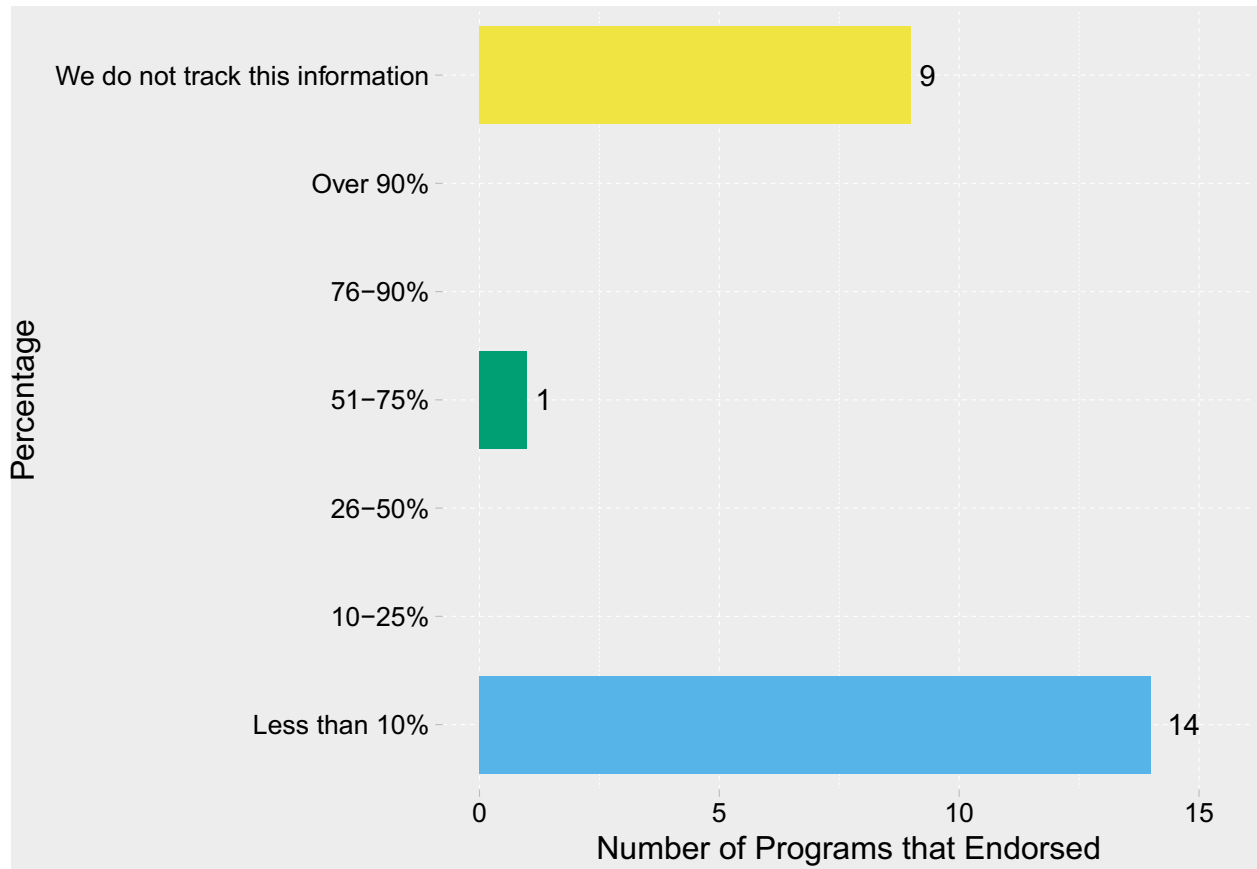
Members of affinity groups (e.g., civic, cultural, religious, alumni, professional)



Sample size: 55

Number of nonresponses: 67

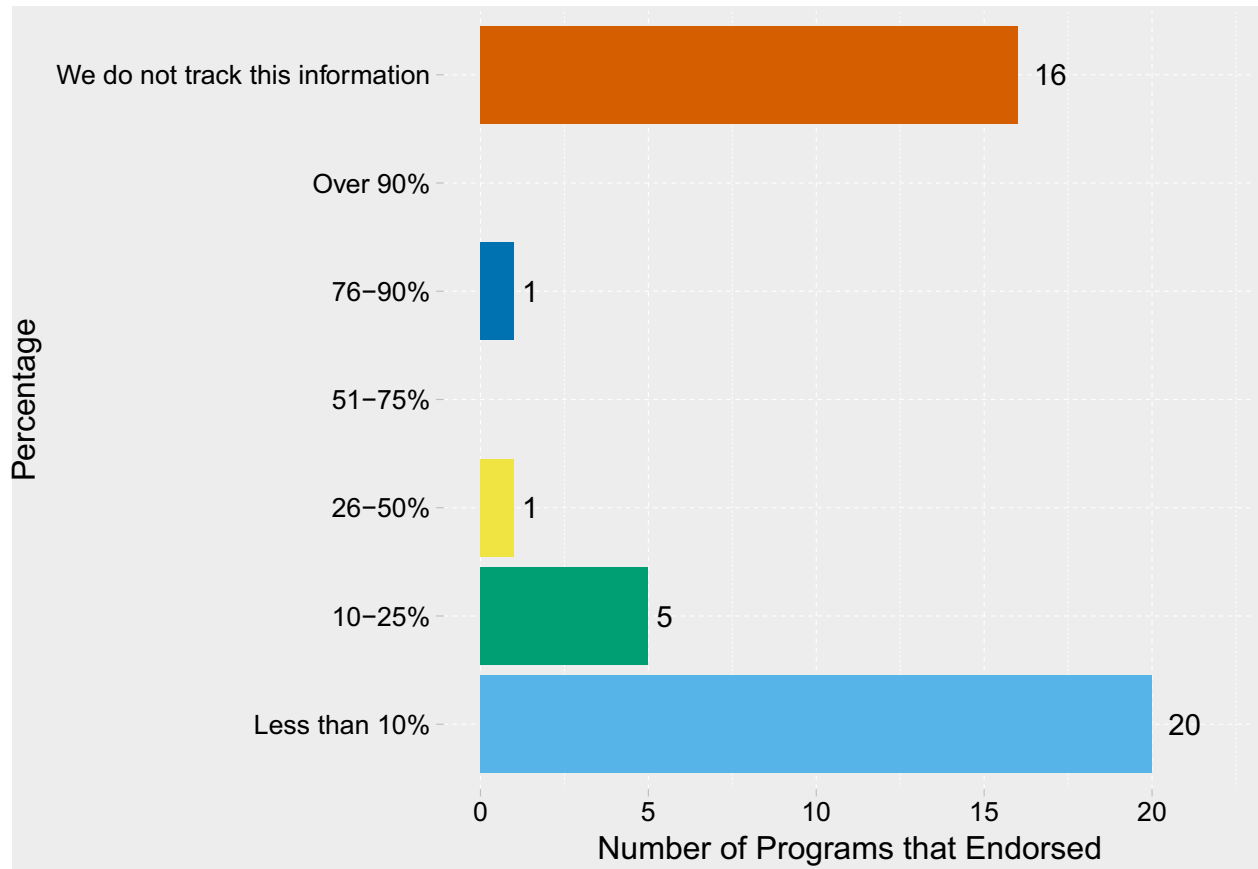
Middle school students



*Sample size: 24*

*Number of nonresponses: 98*

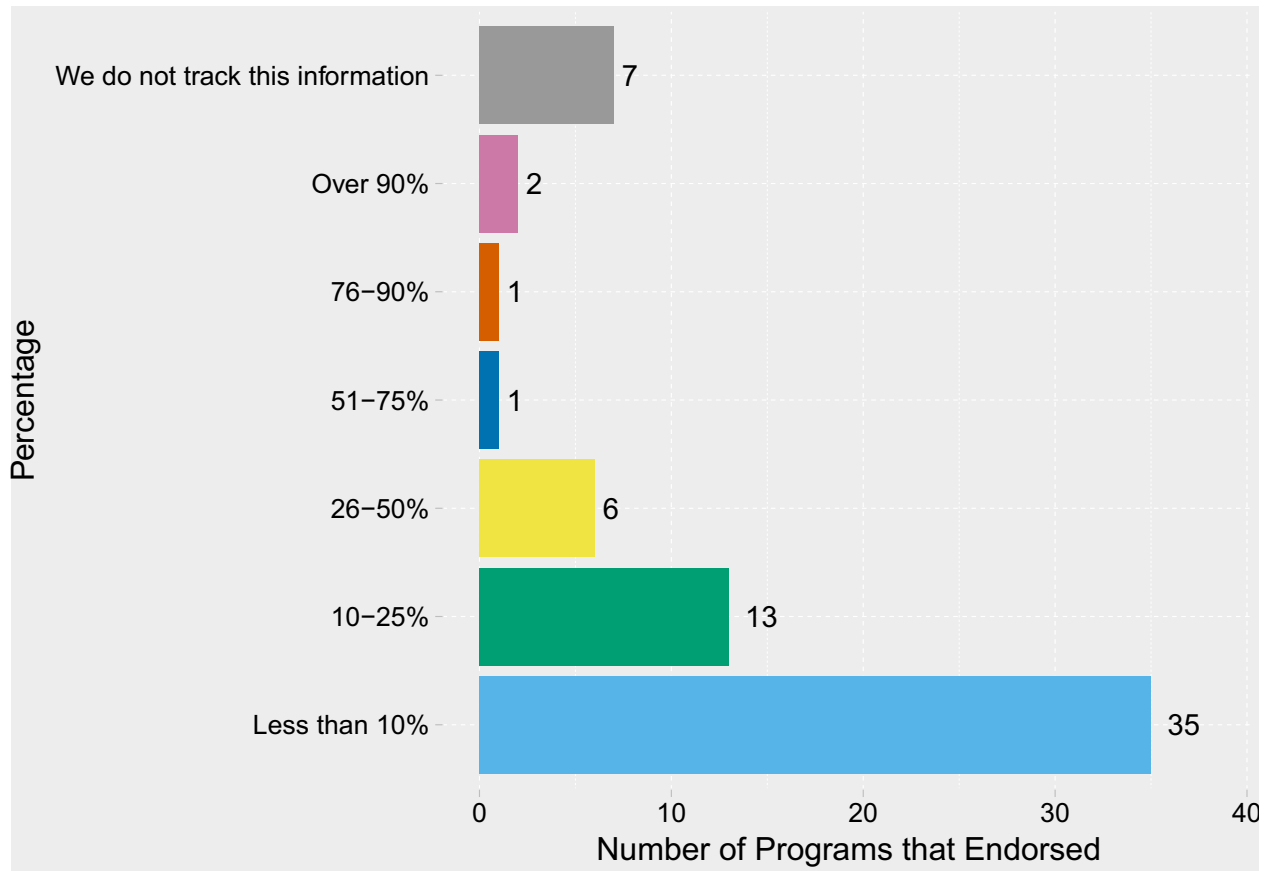
**Nonworking/unemployed persons**



*Sample size: 43*

*Number of nonresponses: 79*

Retired persons

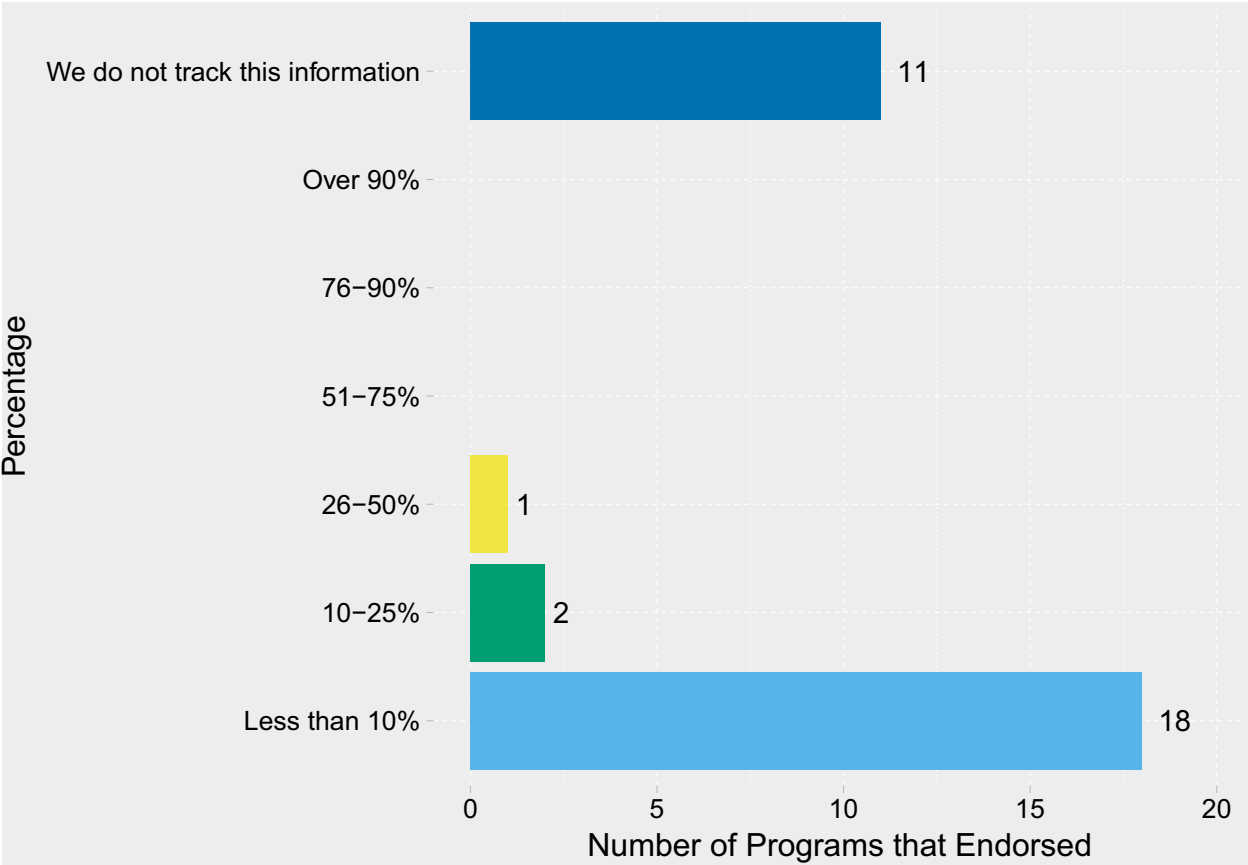


*Sample size: 65*

*Number of nonresponses: 57*



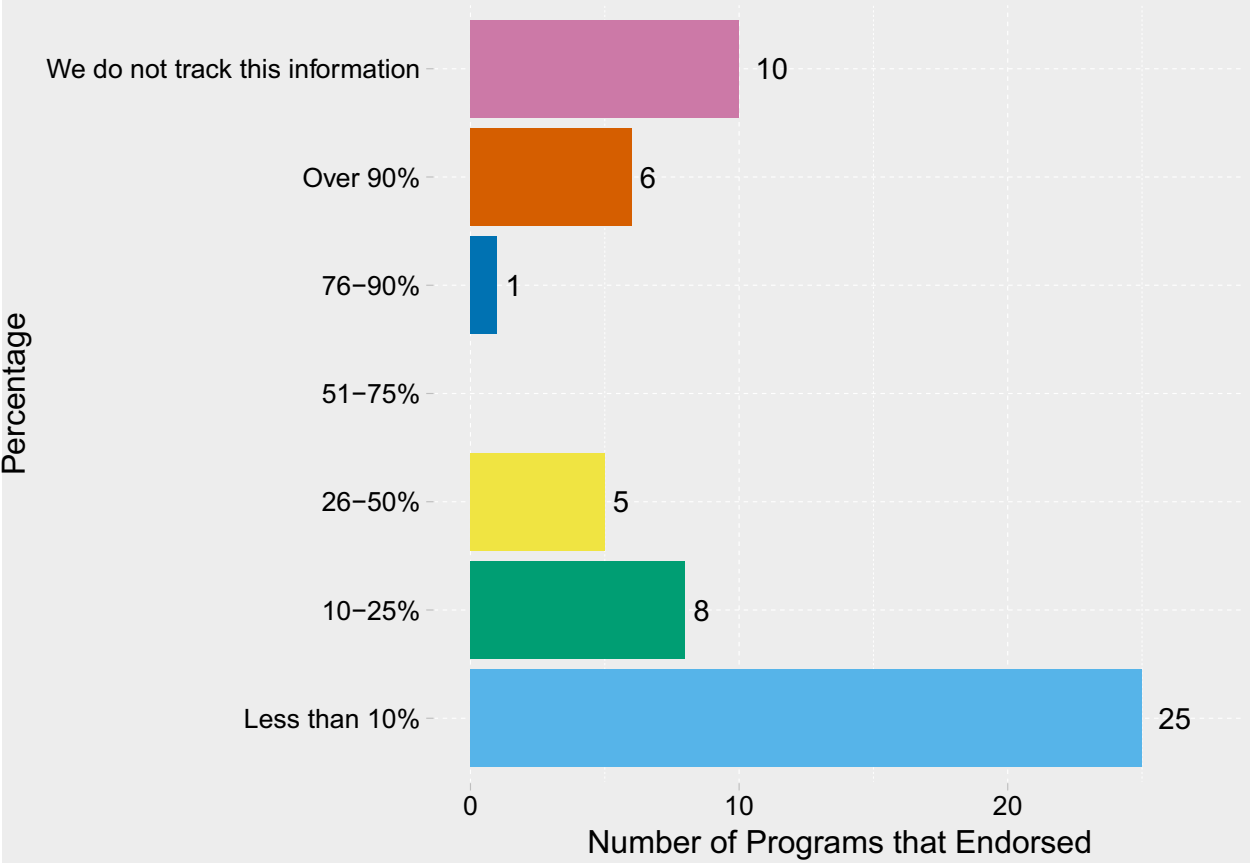
**Spouses co-mentoring**



*Sample size: 32*

*Number of nonresponses: 90*

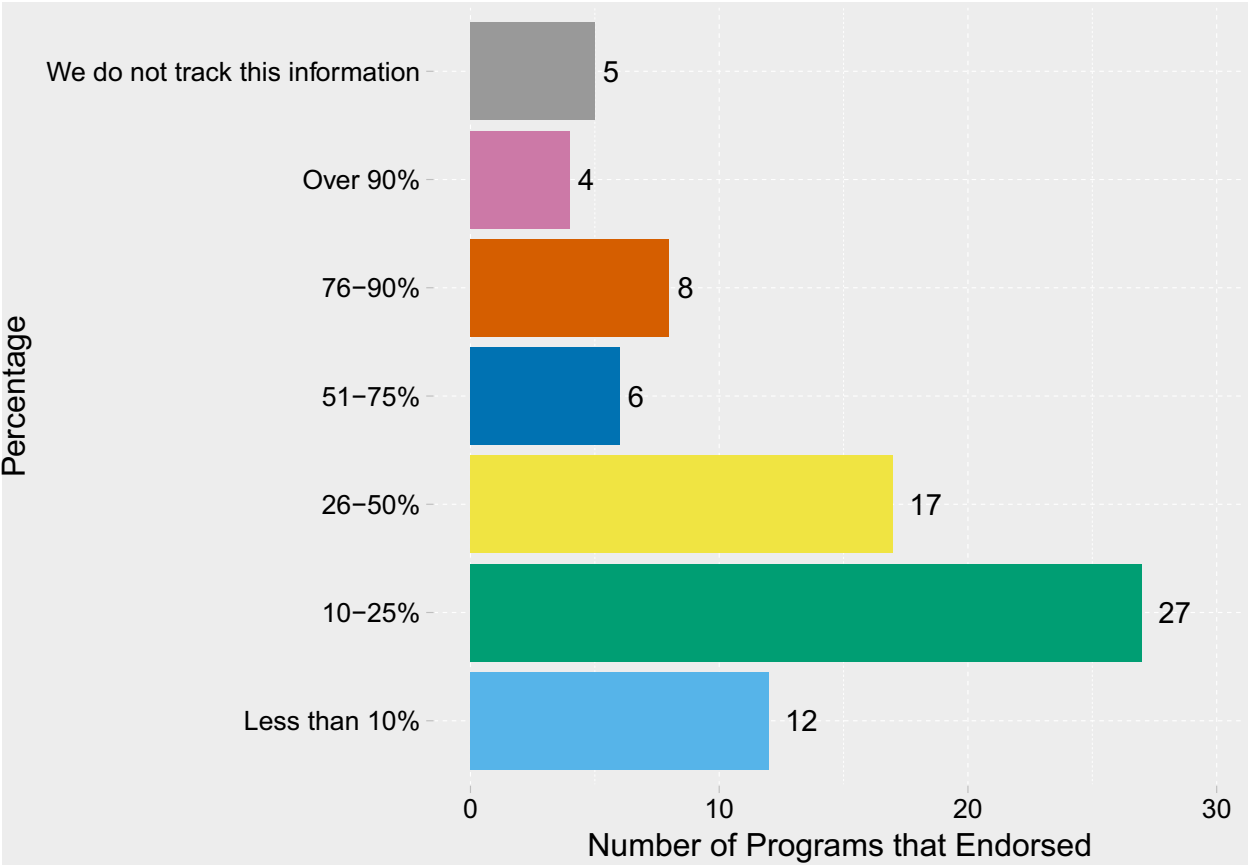
Teachers/school employees



Sample size: 55

Number of nonresponses: 67

Young professionals

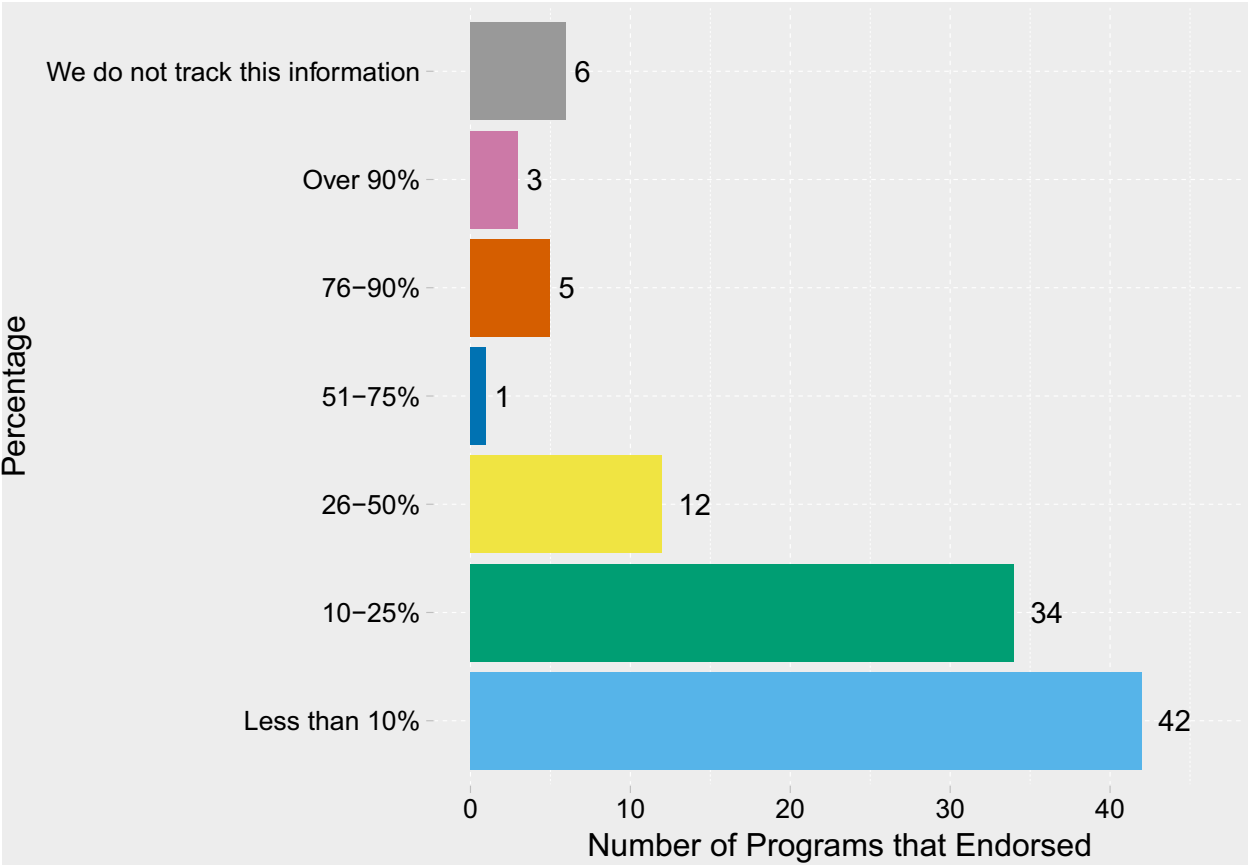


Sample size: 79

Number of nonresponses: 43

Please estimate the percentage of mentors in this program that are...

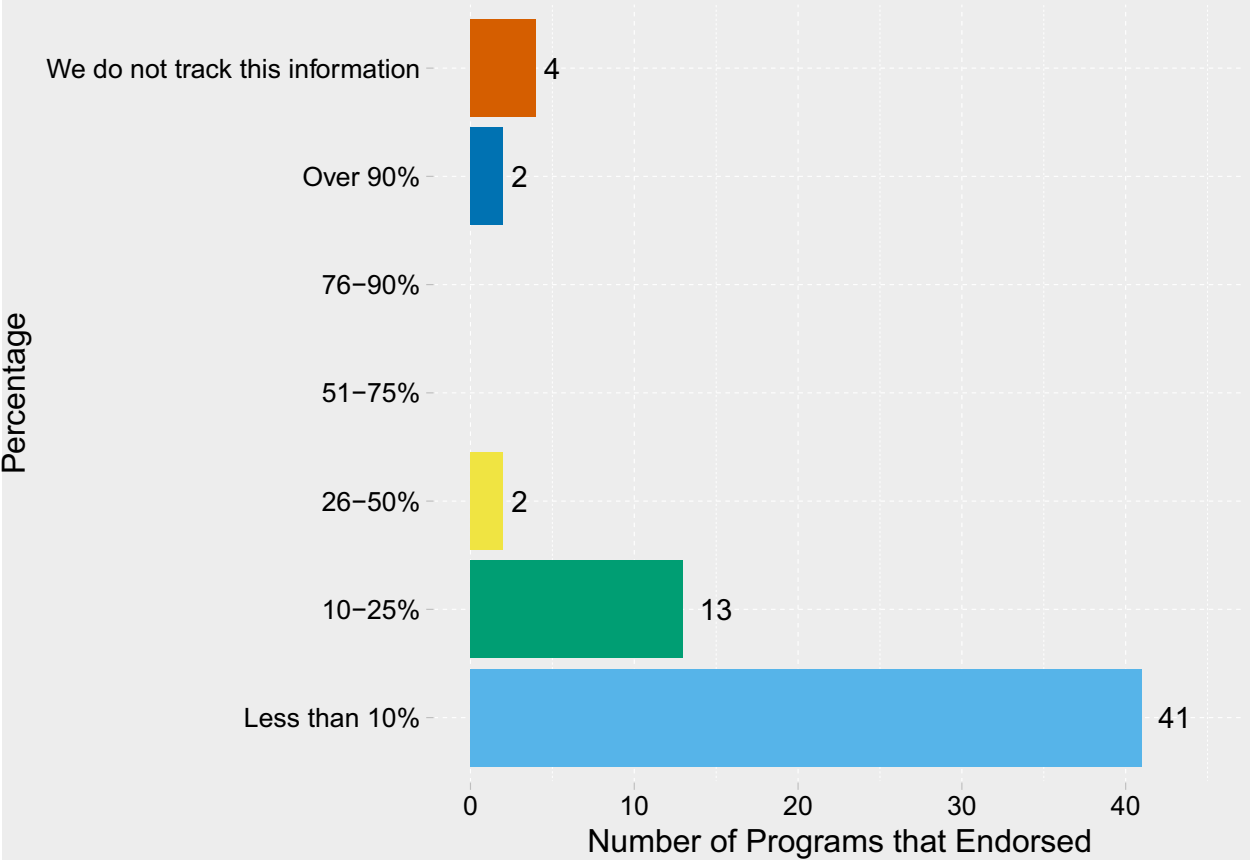
Black, Afro-Caribbean, or African American



Sample size: 103

Number of nonresponses: 19

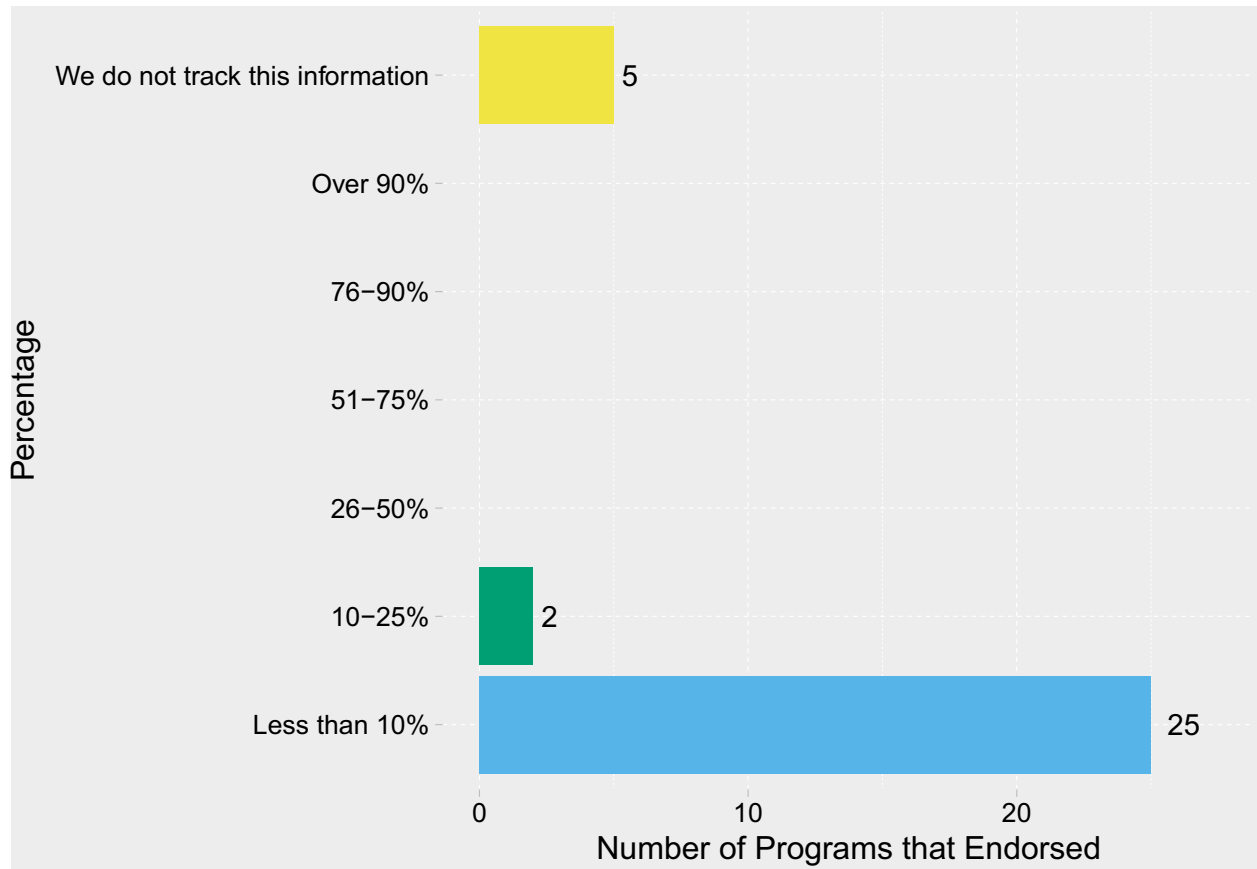
East Asian or Asian American



Sample size: 62

Number of nonresponses: 60

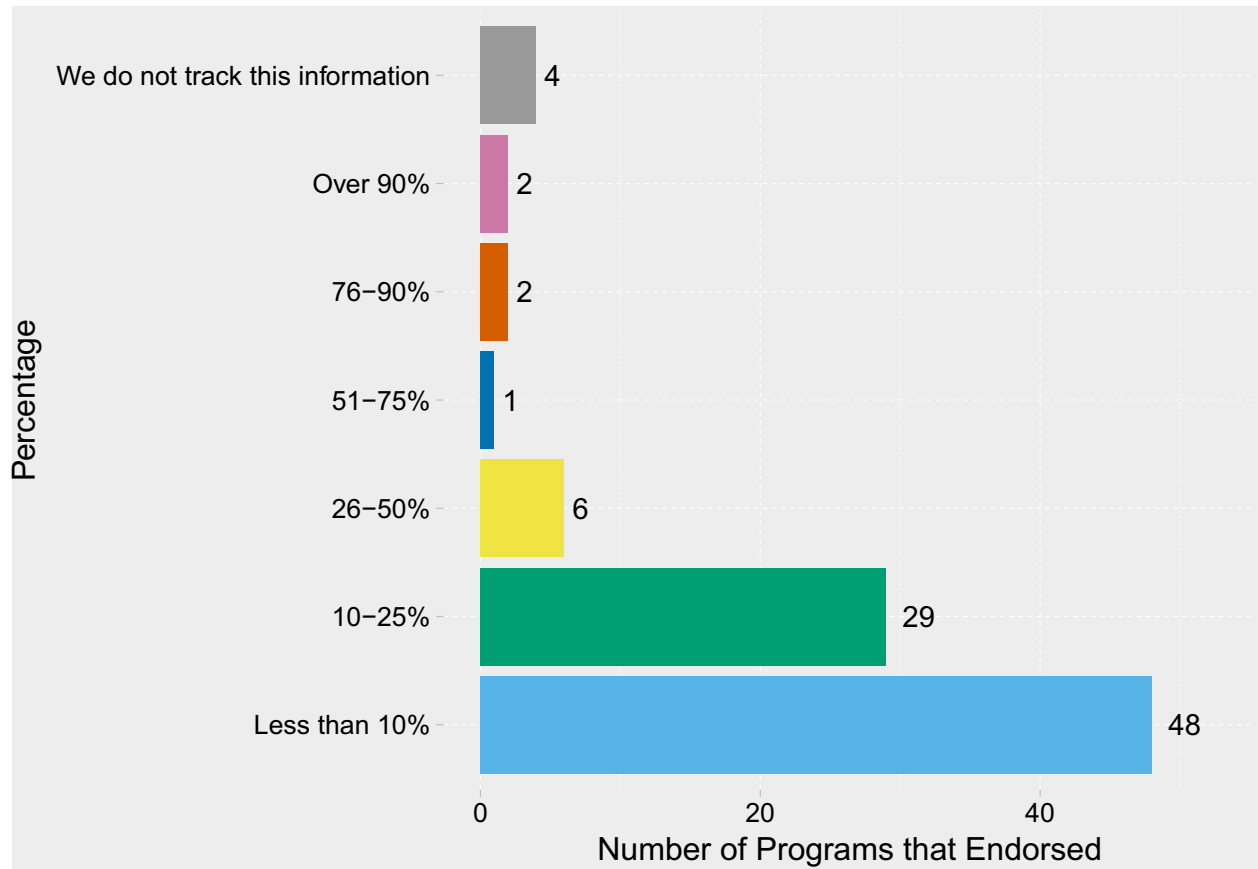
Hawaiian or Pacific Islander



*Sample size: 32*

*Number of nonresponses: 90*

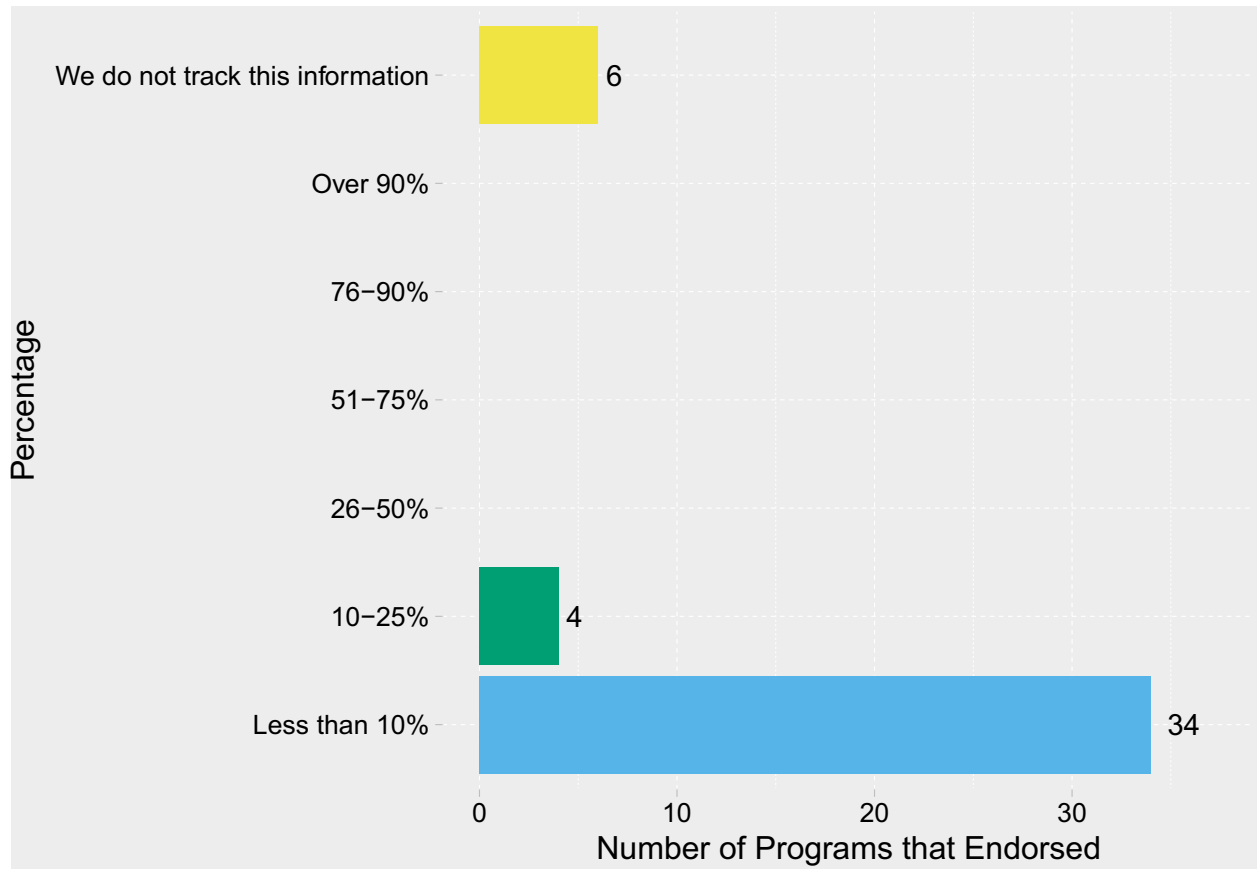
Latino or Hispanic American



*Sample size: 92*

*Number of nonresponses: 30*

Middle Eastern or Arab American

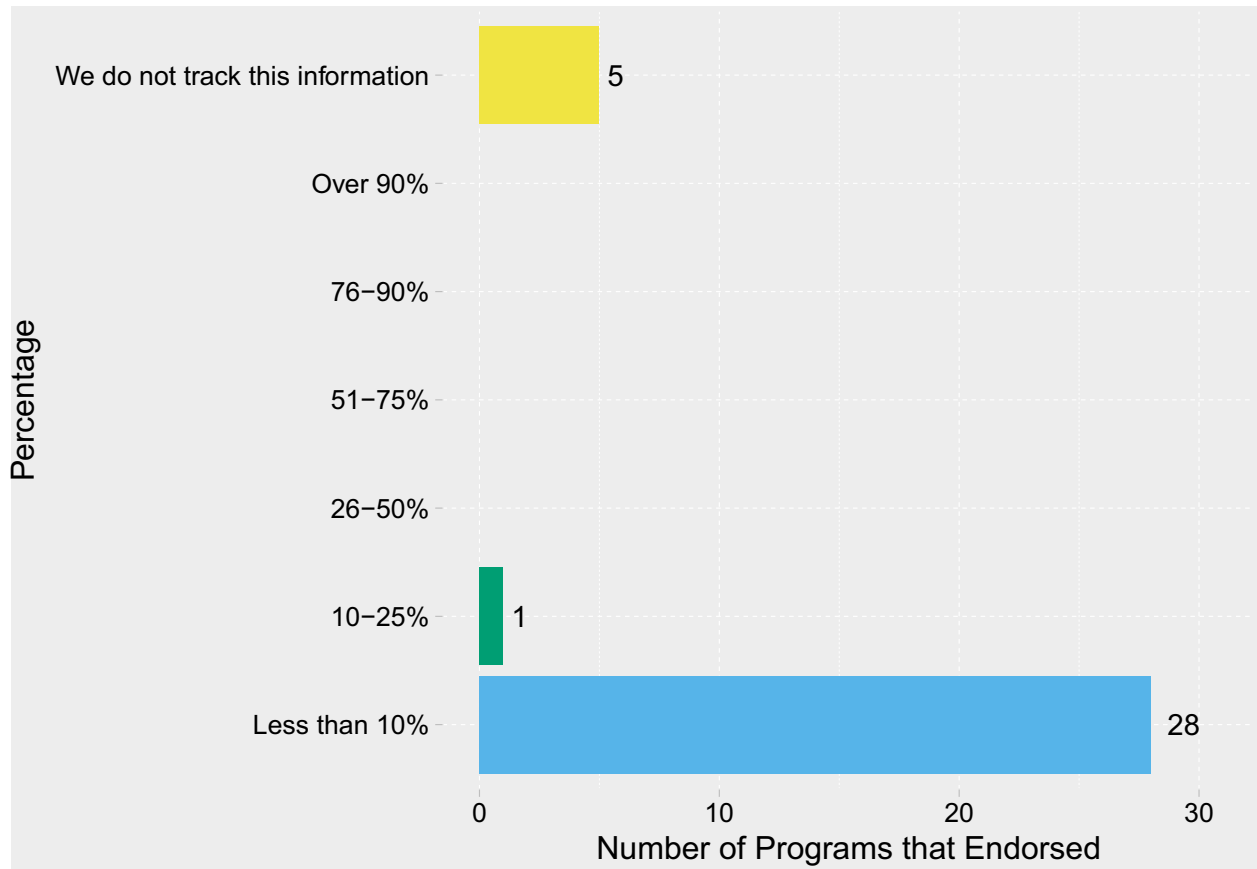


*Sample size: 44*

*Number of nonresponses: 78*



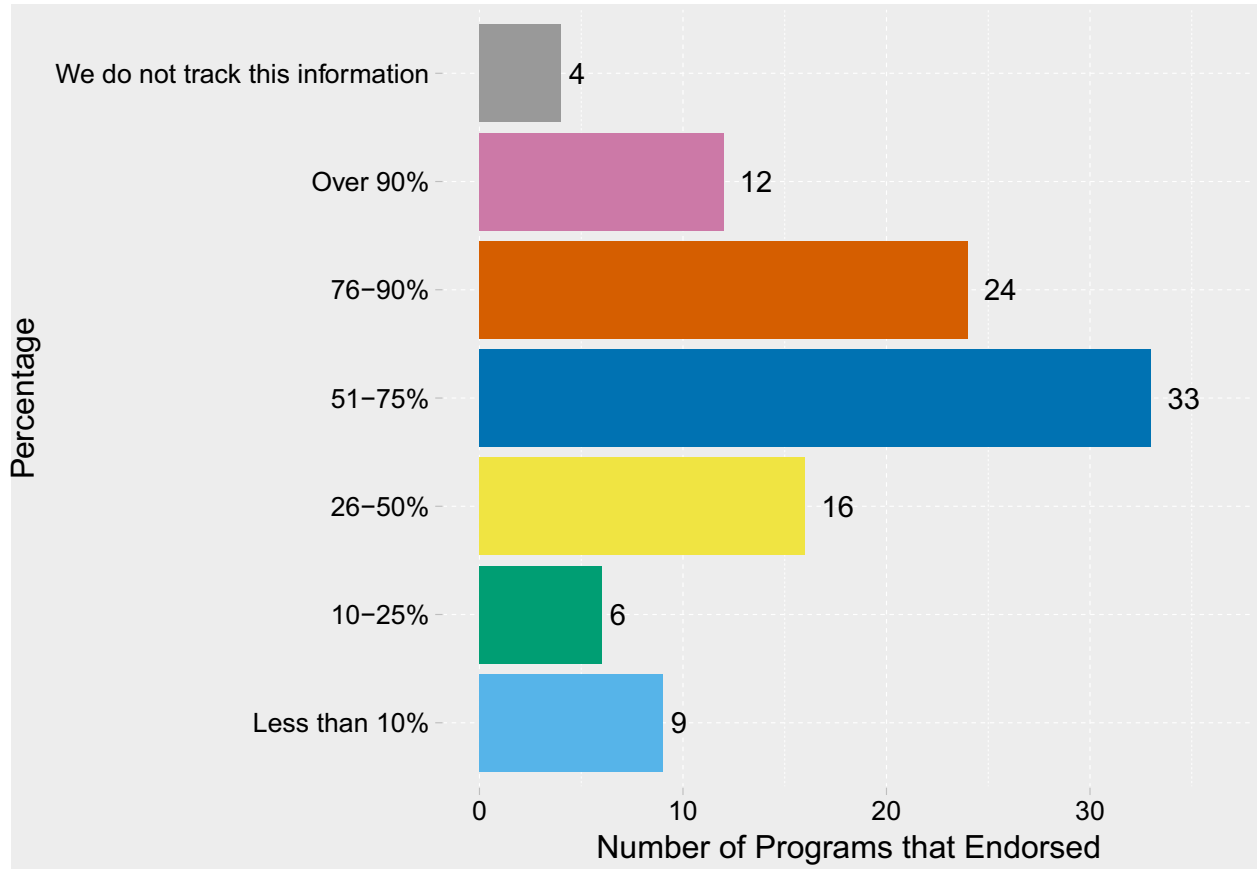
Native American or Alaskan Native



*Sample size: 34*

*Number of nonresponses: 88*

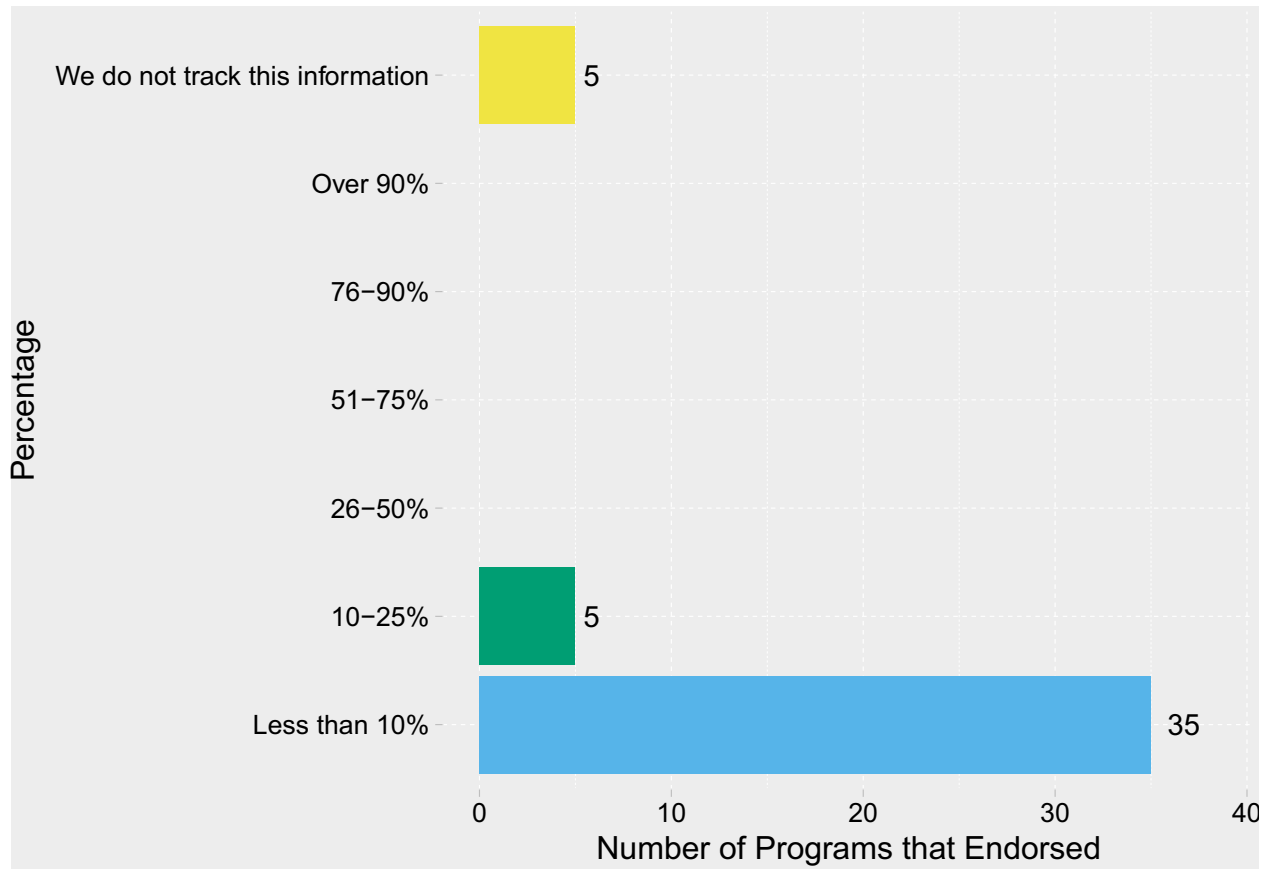
**Non-Hispanic White or Euro-American**



*Sample size: 104*

*Number of nonresponses: 18*

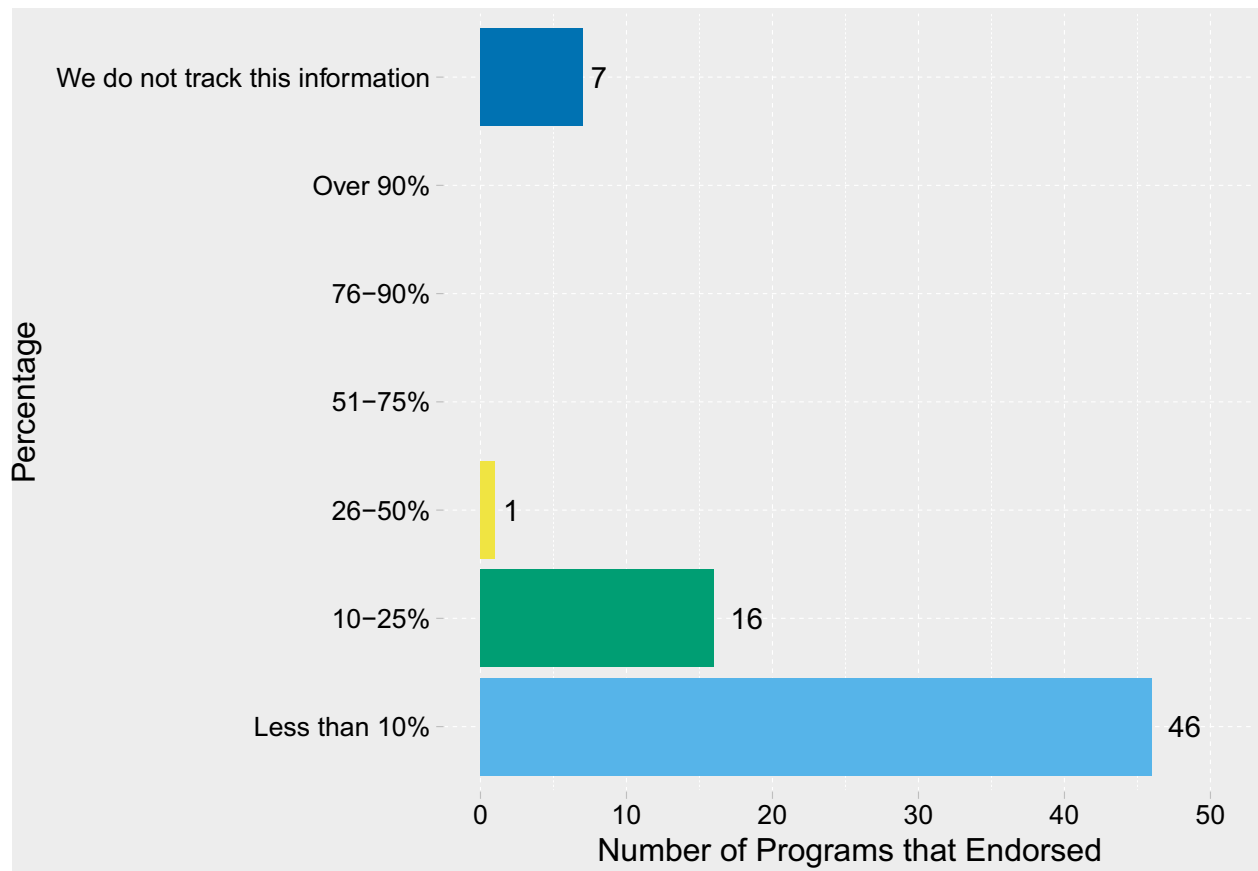
South Asian or Indian American



*Sample size: 45*

*Number of nonresponses: 77*

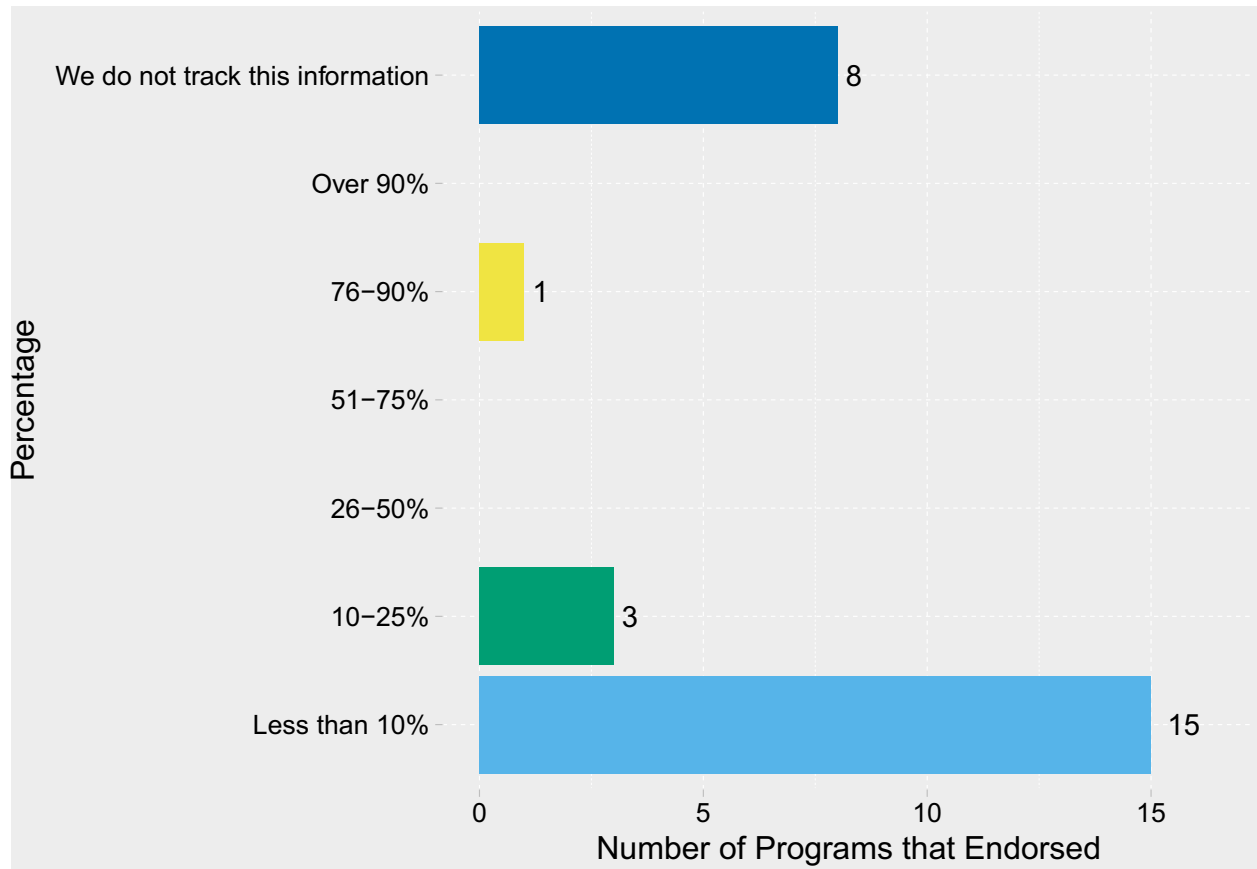
## Multiracial



*Sample size: 70*

*Number of nonresponses: 52*

Other

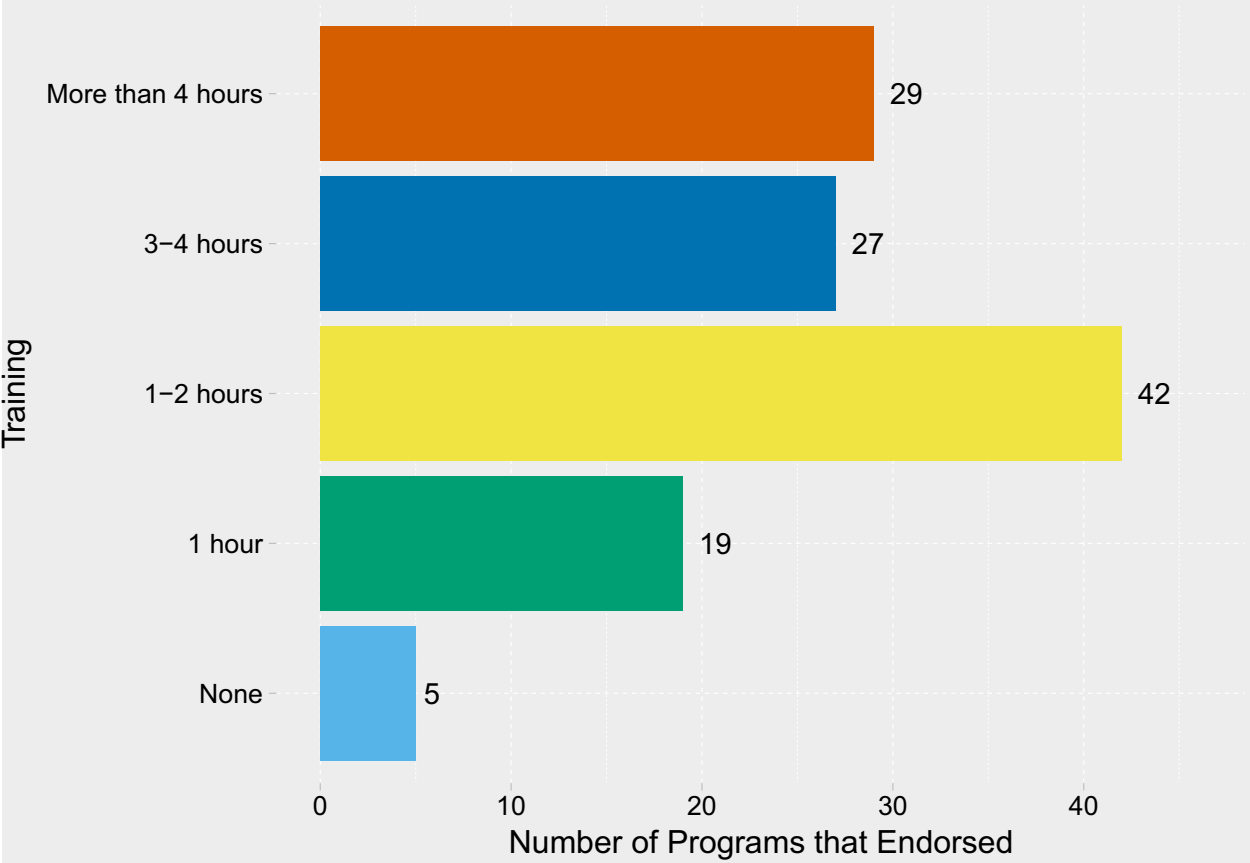


*Sample size: 27*

*Number of nonresponses: 95*

# Training Questions

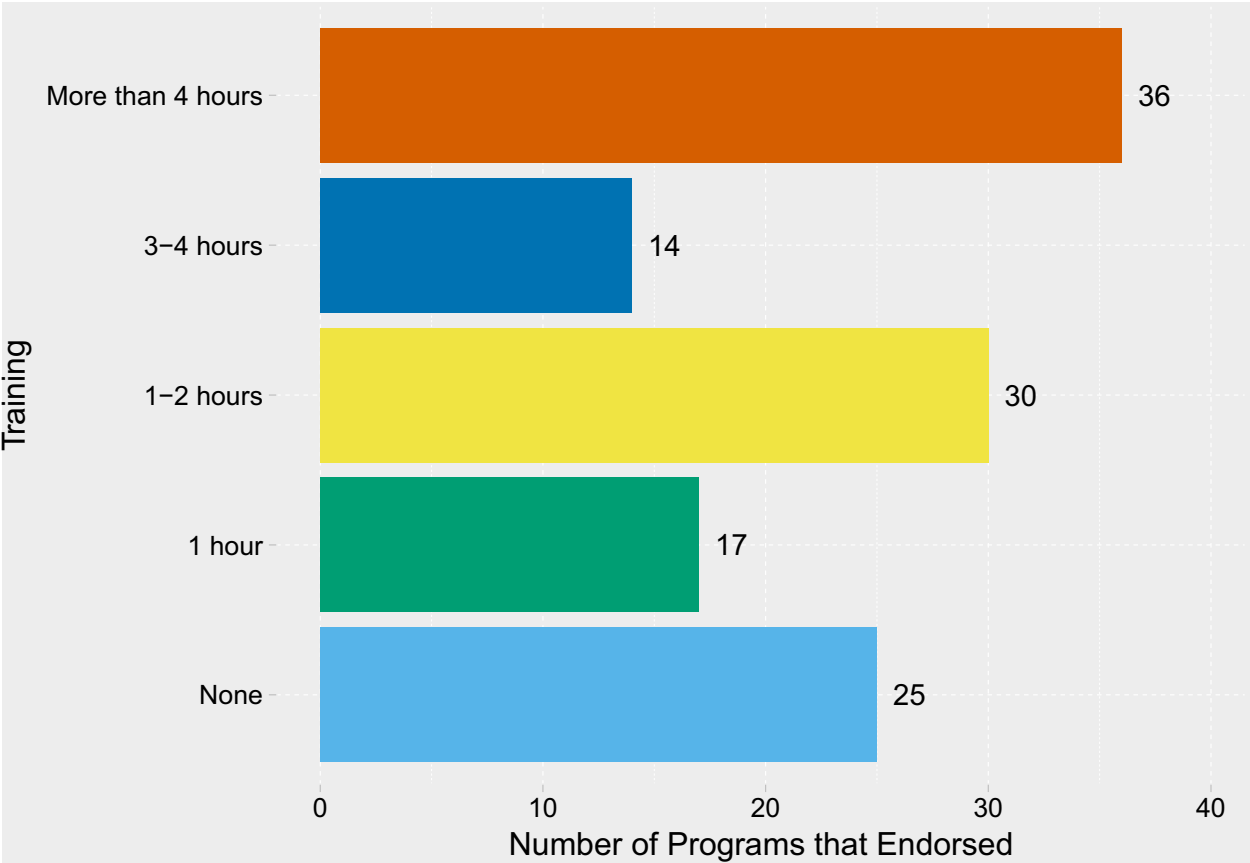
On average, how much training are mentors expected receive BEFORE they are matched with mentees?



Sample size: 122

Number of nonresponses: 0

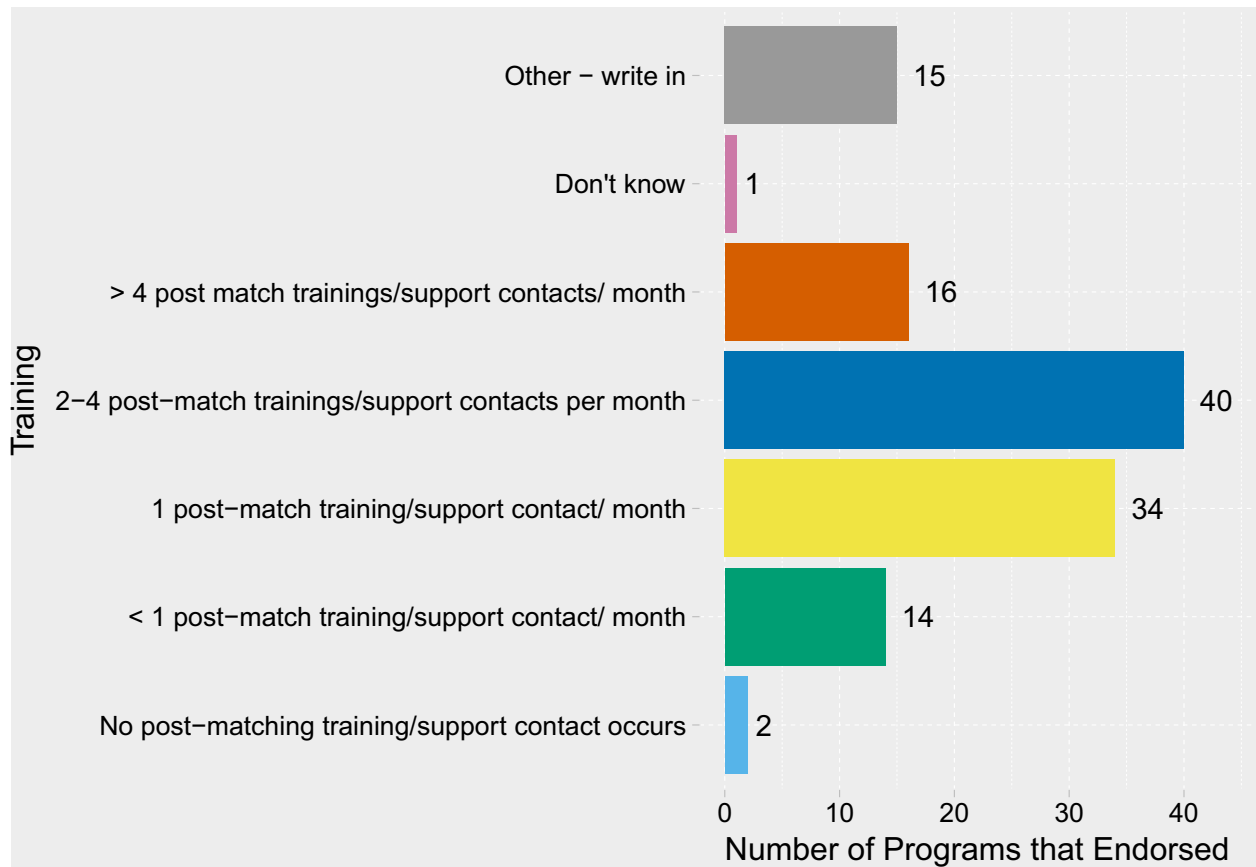
On average, how much training are mentors expected receive AFTER they are matched with mentees?



Sample size: 122

Number of nonresponses: 0

On average, how frequently do mentors have training and/or support contact with program coordinators or staff (e.g. supervision, check-ins, supplemental training, etc.)?

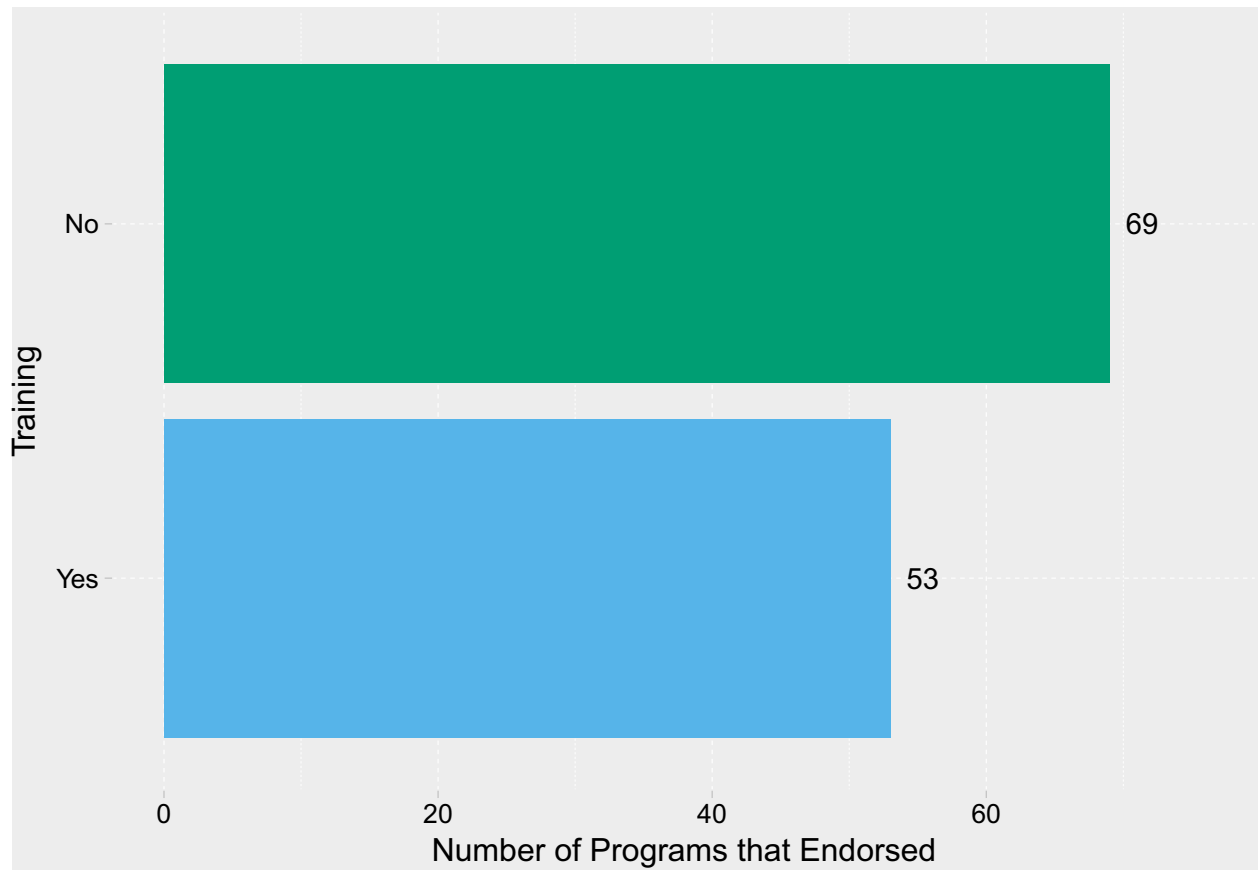


*Sample size: 122*

*Number of nonresponses: 0*



Does this program provide mentors with a specific curriculum to follow (e.g. a manual or workbook with prescribed activities)?



*Sample size: 122*

*Number of nonresponses: 0*