



AFFILIATE OF



Mentoring Matching Grants

Line Item 7061-9634

FY23 Final Summary Report

75 Kneeland Street, 11th Floor
Boston, MA 02111

www.massmentors.org
info@massmentors.org

In an effort to report holistically on the impact and outcomes of the FY23 funding cycle, some of the following reports may be reflective of events that were captured in the previous summary. The intention is to get back into the rhythm of sharing the impact as it relates to the funding fiscal year rather than the calendar year as was the case with the previous report. The following contains details and information as it relates to the cohort of recipients engaging with Mentor Matching Grant Line item (7061-9634) from August 2022 to June 2023 = FY23)

A Sense of Belonging: Creating Webs of Support for Youth

“When young people feel like they belong, they are able to be their best and do their best.” Susie Wise, Design for Belonging. Mentoring, at its core, guarantees young people that there is someone who cares about them and assures them they are not alone in dealing with day-to-day challenges, making them feel like they matter.

FY23 saw young people back in the classroom full-time, operating in what was often referred to as the next normal. Young people came out of isolation with varied levels of trauma as it related to the pandemic and the current state of the world. Mass Mentoring Partnership knows that relationships are not only a lever for positive youth outcomes but that mentoring, at its core, guarantees young people that there is someone who cares about them and assures them they are not alone in dealing with day-to-day challenges, making them feel like they matter. In a recent study, 58% responded that their mentor supported their mental health. Mentoring programs, youth-serving organizations, and schools turned to Mass Mentoring Partnership to help them create mentoring environments that center trauma and healing-informed best practices with a critical lens of cultural responsiveness and healthy identity formation.

Additionally, The US Surgeon General released a report in FY23 on the health risks of loneliness, stating that the loneliness epidemic is hitting young people especially hard and listing social connection and youth mental health as top priorities for his Office. He called on workplaces and schools to make changes to encourage connectedness.

Mass Mentoring responded to this call by enhancing the existing Connected Futures Curriculum which empowers students to develop the knowledge, confidence, and skills they need to connect more effectively with adults who can help them achieve their goals. Research shows that adolescents and young adults who can identify at least one non-parental adult in their lives tend to show more resilience, have better mental health, and do better in school and their jobs.

Mass Mentoring Partnership Introduced Social Emotional Training workshops and resources sharing valuable insights into how SEL can help students develop essential skills and how supportive relationships with youth are key to promoting their social and emotional well-being. Additionally, by focusing on one's own social and emotional skills, they can model and support SEL growth in young people, helping them become thriving engaged adults.

Regional Distribution of the Mentoring Matching Grants

Mass Mentoring Partnership selected 48 programs to receive MMG grants in FY23. This was done through a competitive process that was based on several criteria: the strength of their program structure, their ability to sustain growth, and the suitability of their program goals and objectives. Also, in an intentional effort to achieve more Diversity and Equity in the cohort, MMP had a specific goal to include more programs with BIPOC and/or female leadership. MMP provided technical assistance, training, and opportunities for mentoring programs to access research to enhance program practices and engage young people and their communities to achieve high-quality mentoring relationships.

All five regions of the state of Massachusetts received funds and assistance from the Mentoring Matching Grants line item 7061-9634. Below is a snapshot of the mentoring program recipients across the five different regions.

Direct grants to 48 mentoring programs: \$1,289,600

Specialized Training Support: \$30,400

***Total Program Investment: \$1,320,000**

**Mass Mentoring Partnership reserves the balance for administrative costs and mentoring events.*

MMP is proud to report that 93% of Mentor Matching Grant recipients shared in their final report that they reached their stated goals of:

- Nurturing the self-esteem and self-awareness of youth
- Improving academic knowledge and educational attainment
- Increasing young people's social capital and quality relationships
- Preparing youth for post-secondary success
- Improving youths' problem-solving skills

2023 Grantees

Organization	Program Name	Geographic Area
18 Degrees	Pittsfield Community Connections	Western
African Community Education Program (ACE)	ACE Mentoring for Empowerment and Exchange	Central
Associates for Human Services, Inc.	Taunton Area School to Career	Southeast
Big Brothers Big Sisters of Central Mass/Metrowest, Inc.	1:1 Youth Mentoring Program	Central
Big Brothers Big Sisters of Eastern Mass	1-to-1 Mentoring on Cape Cod, South Coast, Martha's Vineyard	Southeast
Big Brothers Big Sisters Franklin County Inc.	Community Based Program	Western
Big Brothers Big Sisters of Hampden County	Community Based Mentoring	Western
Big Sister Association of Greater Boston	One-to-One Mentoring for Greater Boston's Girls	Greater Boston
Boston Chinatown Neighborhood Center	Boston Chinatown Neighborhood Center	Greater Boston
Boston Partners in Education	Independent Learning Support	Greater Boston
Boston Project Ministries	LevelUP Life Coaching	Greater Boston
Boston Public Schools	BATA Mentoring Program	Western
Boys & Girls Club of Greater Holyoke	Learning Lab	Western
BUILD Boston	BUILD Youth Entrepreneurship Program	Greater Boston
Center for Human Development	Big Brothers Big Sisters of Hampshire County	Greater Boston
Centerboard	T.R.U.E. Mentoring	North
Chica Project	Community Based Programming	Greater Boston and North
Coaching4Change, Inc.	Expanding Mentoring in the South Coast of Massachusetts	Southeast
Community Teamwork Inc.	Mill City Mentors	North
Crossroads	C5 Leaders: Postsecondary Success Initiative	Greater Boston

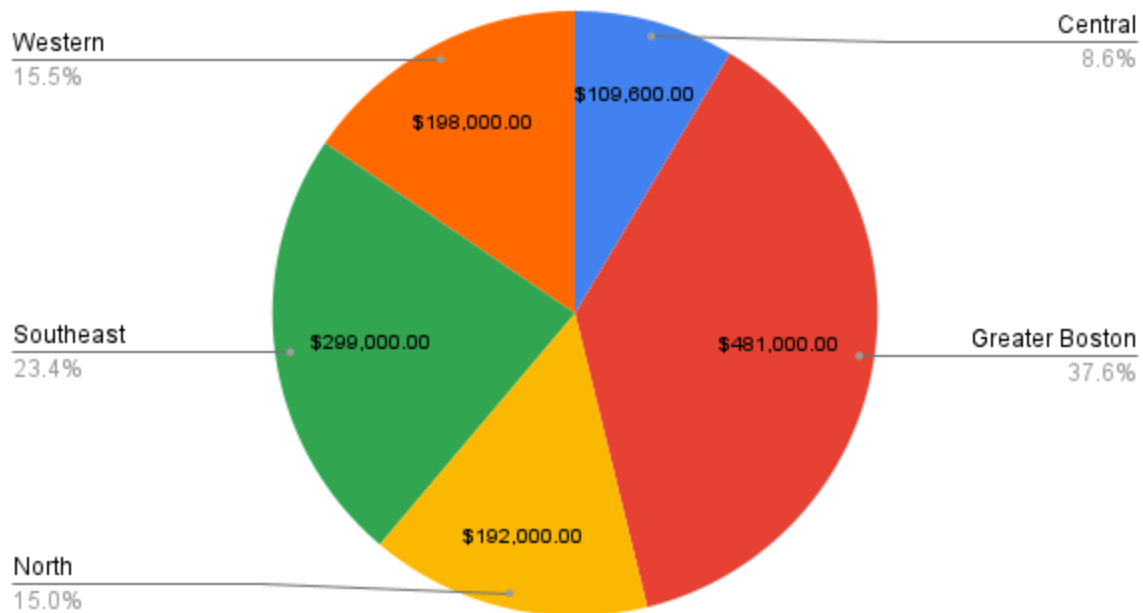
2023 Grantees

Organization	Program Name	Geographic Area
Enroot, Inc.	Enroot's Mentoring Program for Immigrant Youth	Greater Boston
EVkids, Inc.	Inspiring Connections: Academic Mentoring for Underserved Boston	Greater Boston
Falmouth Volunteers In Public Schools, Inc.	Falmouth VIPs School-based Mentoring Programs	Southeast
Family Services of the Merrimack Valley	Big Friends Little Friends	North
Follow my Steps	Survive over Thrive	Western Mass
Girls Inc. of Lynn	Bold Futures: Middle School Mentoring	North
Hyde Square Task Force	Jóvenes en Acción/Youth in Action (JEA)	Greater Boston
Jewish Big Brothers Big Sisters of Greater Boston	Children's Community Program	Greater Boston
John Andrew Mazie Memorial Foundation	Mazie Mentoring Program	Central Mass
LightHouse Personalized Education for Teens	LightHouse Program	Western Mass
Literations	Sustained Tutoring Program	Greater Boston
Love Transforming Community	Love to Learn Youth Program	Southeast
L.U.K. Crisis Center, Inc.	LUK Mentoring	Central Mass
Melrose Alliance Against Violence	Melrose Youth Mentoring Program	Greater Boston
Mother Caroline Academy and Education Center	MCA Mentoring/Tutoring with EVkids	Greater Boston
New North Citizen Council - Project Coach	Project Coach	Western Mass
Old Colony YMCA	Old Colony Y Mentoring	Southeast
Partners for Youth with Disabilities	Mentoring	Greater Boston
Positive Action Against Chemical Addiction	INSIGHT Elementary Mentoring Program (PAACA)	Southeast
Railroad Street Youth Project	RSYP Mentoring Program	Western Mass
Raw Art Works	Project Launch	North

2023 Grantees

Organization	Program Name	Geographic Area
School on Wheels of Massachusetts	Tutoring Program for MA K-12 Students Impacted by Homelessness	Southeast
Silver Lining Mentoring	Community Based Mentoring	Greater Boston
Springfield School Volunteers	Springfield School Volunteers	Western Mass
Strong Women, Strong Girls, Inc.	SWSG Core Mentoring Program	Greater Boston
The DREAM Program	Village Mentoring	Greater Boston
Youth Development Organization, Inc.	Mi Sendas	North

Regional Distribution of FY'23 Mentor Matching Grants



FY'23 Mentoring Matching Grant Kickoff Event



We had 100% partner organization representation at the kick-off for the MMP Mentor Matching Grantee FY '23. This event was tied in with our **Journey to 30 Symposium**, held on November 10, 2022, at Encore Boston Harbor.

The Journey to 30 Symposium & Celebration is an immersive experience focused on honoring the power of mentoring and MMP's 30 years of building the capacity of the field of youth-adult relationships. In this two-part event, youth-serving practitioners, subject matter experts, policymakers, business leaders, and board members will come together for a day of workshops and peer learning at the Journey to 30 Symposium: Centering Equity & Belonging in Youth-Adult Relationships. Boston business leaders and MMP supporters will come together at the evening's Journey to 30 Celebration to raise a glass, awareness, and critical funds for the future of mentoring.

95% of respondents reported that they would recommend this event to their colleagues

95% of respondents reported that they learned something they could bring back to their practices

95% of respondents reported that information was shared in a clear manner

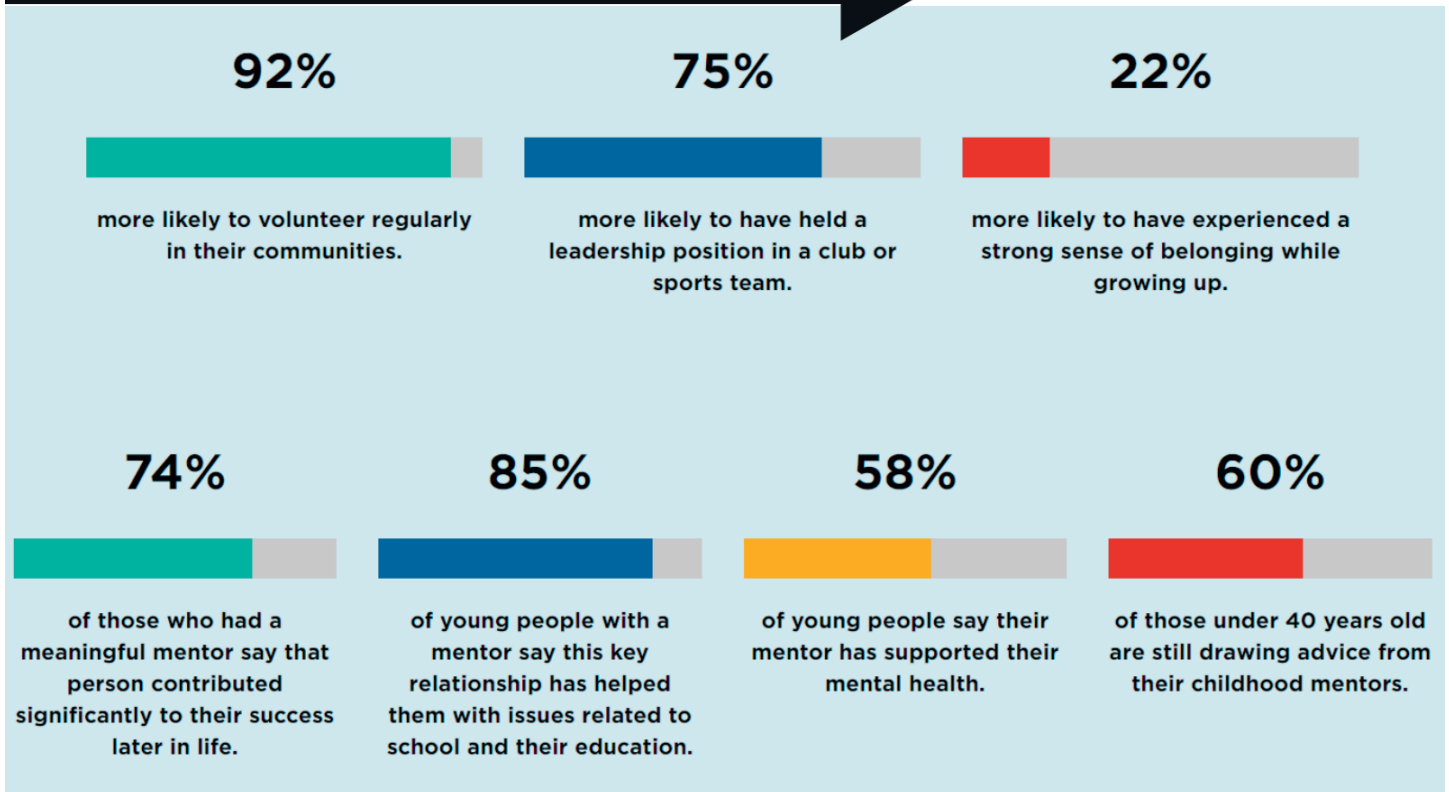
30th Annual Mentoring Night at Fenway Park!



30th Mentoring Night: Mass Mentoring Partnership is proud to be a partner for over 30 years with the Boston Red Sox through Mentoring Night at Fenway Park! MMG grantees had a chance to join in on MMP's largest annual match activity event with on-field presence including singing the National Anthem and throwing the first pitch. It was an incredible day amplifying the mentoring movement and celebrating the power of quality youth-adult relationships. [Mentoring Night at Fenway Park](#)



IMPACT BY THE NUMBERS



Who Mentored You? An Examination of the Role of Mentors

Who Mentored You? was commissioned by MENTOR, with support from EY, and created in partnership with the Custom Insights Team at Pacific Market Research (now Olympic Research and Strategy), Dr. Sam McQuillin of the University of South Carolina, Shaun Glaze and Kathleen Perez at Inclusive Data, Cecilia Molinari, and Jenni Geiser. Designed to reexamine the mentoring gap, this report found that, while today's young people are more than twice as likely to be mentored through a program compared to young people thirty years ago, the mentoring gap still exists and has grown larger, particularly for key groups of vulnerable youth.

The study also reaffirmed the importance of mentoring relationships in promoting a strong sense of self and feelings of belonging, building community, encouraging exploration, and driving mental and physical well-being. Given the proven effectiveness of mentoring, we must turn up our impact as individuals and a movement to bring mentoring to all young people.



2024 Area of Focus

SO, WHY MENTORING?

- Almost 70% of today's young people could remember a time when they wanted a mentor for support but didn't have one. *This is the mentoring gap in the United States.* The mission of the mentoring movement is to expand investment in programs to ensure every young person has at least one trusting relationship with an adult in their life.
- Mentoring is one of the few prevention and intervention strategies that can effectively address multiple risk and protective factors simultaneously.
- The average American gives the mentors they had growing up more than 50% of the credit for their success in life. That goes up considerably for those who grew up in poverty or faced serious trauma.
- There is strong public support for government investment in youth mentoring. A public survey in 2019 found that 83% of all Americans expressed some agreement that government funds should be used for youth mentoring.

Adapting to Change

The challenges of mentoring programs in FY23 can be grouped into three main categories: [data collection](#), [COVID-19's lingering effects](#), and [program staffing and recruitment](#).

Data collection presented several difficulties for programs, including obtaining complete pre/post data, comparing student-specific data, and ensuring survey response rates. Additionally, there were concerns about using qualitative data effectively, as well as the need for data collection tools.

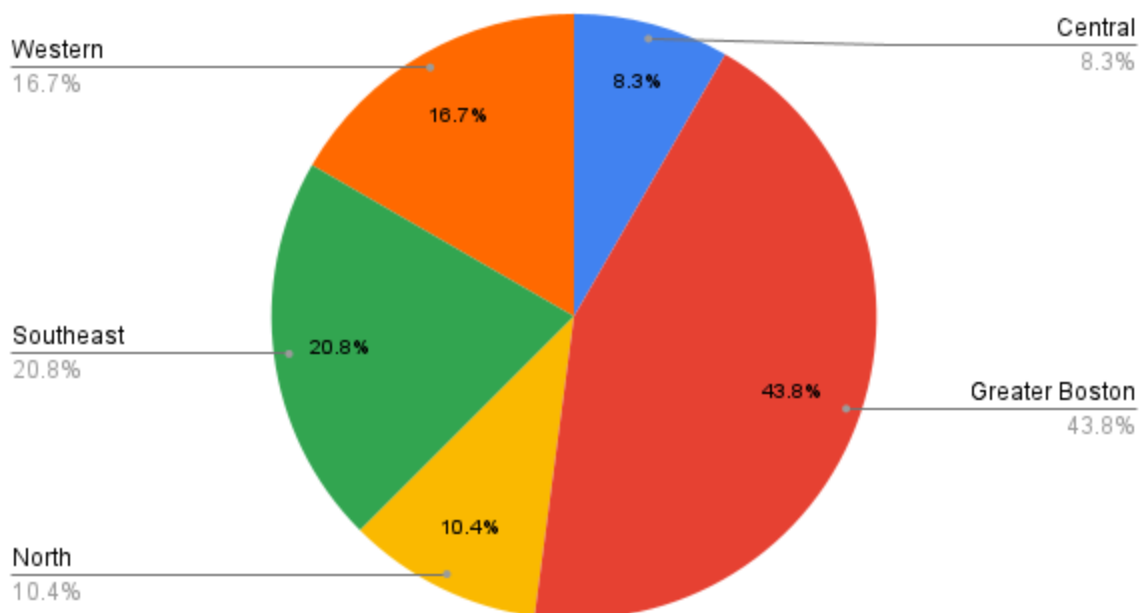
The continued effects of COVID-19 have also posed significant challenges, with limited access to teachers and guidance counselors resulting in the loss of opportunities and support with school challenges. Youth mental health issues have also risen, with fewer providers offering support, and telehealth visits proving difficult for some. Many students have had to work to support their families, which has impacted their participation in mentoring programs. There has also been an increase in community violence, which has affected program attendance and attitudes toward school.

Recruiting and retaining mentors has also been a significant challenge for programs, along with changes in staffing. Finally, there has been an increase in community and school violence, and bullying has become a significant issue.

Despite these challenges, the report underscores the importance of continued support for youth who engage in mentoring programs across the Commonwealth.

Year-end reports documented **93%** of respondents sharing that they reached their stated goals, **2,905** existing matches were supported, and **4,309** new matches were made across the Commonwealth in FY23.

FY'23 MMG Recipient Regional Programs



Northeast	FY23	FY22
Matches	357	307
Waitlist	203	176

Central	FY23	FY22
Matches	101	217
Waitlist	279	140

Greater Boston	FY23	FY22
Matches	2895	2747
Waitlist	331	322

Western	FY23	FY22
Matches	322	323
Waitlist	141	196

Southeast	FY23	FY22
Matches	2784	935
Waitlist	343	150

Programmatic Outcomes: With all programs employing unique and individual evaluation processes we provide the below reporting results to share additional successes achieved due to the Mentor Matching Grant investment in mentoring programs.

In 2022-2023 year-end ILS surveys: 100% of students said their mentor helped them improve in school; 94% of parents/families said the same. 94% of students said working with their mentor made them feel more confident completing their homework; 94% of parents/families said the same. 100% of students said working with their mentor made them feel more confident in the classroom. 94% of students said their mentor made them feel like they could succeed in school. 83% of students said working with their mentor made them more interested in their classwork. 94% of parents/families said the academic mentor was effective at helping their student do their work. 100% of parents/families would recommend working with a BPIE mentor to other BPS families. On average, both parents/families and mentors rated their experience with BPIE a 9 out of 10.

Our goals for ILS in our original proposal were as follows: -On year-end surveys, more than 90% of parents will report that ILS was successful at improving students' academic performance, interest in school, and self-confidence. -On year-end surveys, more than 90% of students will report that their ILS academic mentor helped them improve in school. -Of the students for whom we can obtain report card data, at least 60% will demonstrate increased academic achievement.

In terms of our first goal of improving youths' attitudes toward school, we exceeded our 85% goal for this indicator with 100% of site-based mentees surveyed reporting an increased and/or positive attitude toward school.

Mental/Emotional Health Self-Esteem & Social Emotional Skills - 90% of parents surveyed will report that the program fostered positive effects on their child's attitude towards self, school and others; 90% of students will state the program fostered positive effects on their attitude towards self, school and others. RESULT: 95% of parents surveyed reported that the program fostered positive effects on their child's attitude towards self,

school, and others; 100% of students surveyed stated the program fostered positive effects on their attitude towards self, school, and others.

Relationships in Action: MMG programs found new and innovative ways to meet the challenges facing young people. Experts agree that the need for caring and supportive youth-adult relationships has never been more critical than during this period of constant trauma and disruption.

"I have been a mentee for three years now. My foster care experience has been up and down. It can be a crazy experience for a lot of individuals. On the bright side, it can be a very big blessing. A lot of kids need it, and I was a kid that did. Having someone alongside you on this journey, or meeting someone and creating a new journey, is always a great experience. If you have the opportunity to pair with a mentor that helps you have someone to feel like you're not alone, because a lot of us who come from foster care don't really have anyone.

My mentor is supportive. He's there for me whether that's emotional, just someone to talk to, advice, or knowledge. He's very authentic, knowledgeable, and a good teacher. We have all these crazy things, jobs, family, friends, situations, relationships, and sometimes it's good to be part of a community that's doing good not only for you but for each other, and that's what Silver Lining Mentoring is. SLM goes out of their way to let me and my mentor know that they are here for us, and that's cool.

What my mentor has brought into my life that I didn't have before was someone I could trust. Not only helping me with things I'm going to be dealing with in life but my own thoughts and emotions. Someone I could talk to not just about "getting things done." If I am having a bad day or feeling weird about a situation, I can always call him."

Mentor-Mentee Match Testimonials

"The memory that will stick with me forever about my time mentoring with C4C is with one particular student. This student did not enjoy school in the slightest, never mind enjoying the idea that he would now have to stay after school in a program that would make him socialize with others.

After trial and error of several different methods, I finally figured out that jokes & sarcasm were the way to this kid's heart. A few weeks went by, and he started to participate in activities and socialize more with his peers. This student slowly started to open up about his life and emotions. Most days he walked himself to and from school, and if he didn't feel like going to school, he didn't and just wandered around the neighborhood. He also explained that he would wander around the neighborhood when he wasn't at school because he didn't want to be at home. After talking with his teachers (my coaches), we were able to find out that he was coming to school on C4C days but not others. I asked him about this pattern, he explained that the only reason he wanted to come to school was when his mentors were there. We created a plan for mentors to send a message to one of his teachers to make sure that he was showing up every day and not just on C4C days, and if he did that, then he would be rewarded and could choose the activity we did during the after-school program. This was a success, his attendance started to increase, and so did his grades. He even started the idea of bringing your

good grades to the C4C after-school program and doing shoutouts for good grades. This one student showed me how important mentorship was to these middle school students, and for that, I am forever grateful.”

We receive several updates from mentors on the status of their matches throughout the year. Typical comments we hear from mentors are “Am I making a difference?” and “Do they want to continue meeting with me?” When we receive feedback from their counselor or teacher it's an overwhelming YES. We had a 9th-grade mentee ask their mentor to stay with them and help them through graduation. When asked by their guidance counselor, another mentee stated that seeing their mentor was the highlight of their week and why they came to school most days. One mentor discovered their mentee wanted to pursue a career in construction and arranged a visit from the owner of a local construction company, followed up with a half-day visiting job sites with the mentor and company owner who introduced the students to several contractors in various trades. Mentees are creating deep, personal connections with their mentors that support them through difficult times like losing a loved one and navigating food or housing insecurity. I have been told by several female mentors that they are providing personal care information to mentees who are being raised without a female support person.

We have one young man who has made vast improvements in behavior over the last year but struggles when he is in a group setting because he can not handle all of the activity around him. The school was hesitant to add him to the program because they did not want him to disturb the rest of the matches. One of our staff members had a relationship with this young man from previous programs and asked the school to give him a chance. When placed with a mentor, he was able to focus and stay engaged in the activities without drawing any attention away from others. We have started to see some change in him, but recognize that a lot of that has to do with one-on-one attention that can not be given in a classroom of 20 students. We are having those conversations with him in the program, hoping that he can recognize the difference and apply the tools and techniques he is learning with us to other aspects of his life including the classroom next year.

One remarkable achievement of our program is that demonstrates the profound impact of mentoring relationships and underscores the importance of public investment in youth-serving programs. In our inaugural class of Explorers, two high school youths stood out with exceptional accomplishments, showcasing the transformative effect of our initiative.

Ali, a distinguished graduate, has secured admission to Umass Boston for the fall semester. Thanks to the guidance and support provided by our mentors, Ali not only excelled academically with an impressive 3.8 GPA but also received multiple scholarships through the dedicated efforts of our grant writing team. These scholarships will undoubtedly alleviate Ali's financial burden, enabling him to embark on this new chapter in life with confidence and enthusiasm.

Our second graduate, Chris, has chosen a distinct yet promising path. He will pursue a barber license in August, facilitated by our strategic partnership with Putnam High School and local barbershops. The collaboration between our organization and these establishments has provided Chris with invaluable networking opportunities and essential training and mentorship in his chosen field.

These success stories vividly illustrate the pivotal role that mentoring relationships play in shaping the lives of

young individuals. Through the support of caring mentors and access to meaningful opportunities, Ali and Chris have been empowered to pursue their dreams and aspirations. Moreover, their achievements underscore the significant impact of public investment in youth-serving programs like ours.

By allocating funds to youth-focused initiatives, public resources contribute to young individuals' personal and academic growth, equipping them for a prosperous future. The outcomes of our program underscore the importance of continued support from the community and public sector, fostering a generation of motivated, capable, and accomplished young adults poised to make positive contributions to society.

Training and Program Support:

Youth with a mentor are 92% more likely to volunteer regularly in their communities, 75% more likely to have held a leadership position in a club or sports team, and 22% more likely to have experienced a strong sense of belonging while growing up. Adults who were mentored as youth report long-lasting impact: twice as likely to serve as mentors, 74% of those who had a meaningful mentor say that person contributed significantly to their later success in life. 69% of young adults (18-24) say that this key relationship has helped them with issues related to their education. 58% say their mentor has supported their mental health

Mentoring programs, youth-serving organizations, and schools are turning to Mass Mentoring Partnership to help them create mentoring environments that center trauma and healing-informed best practices with a critical lens of cultural responsiveness and healthy identity formation.

We have been hard at work to revamp our current training offerings and provide new and exciting opportunities for our network of programs. Our Training and Engagement teams held a program retreat over the summer to review our current offerings, discuss trends in youth development and mentoring, and develop revised structures and processes to support our work. We decided to add some additional training and networking opportunities as well as sunset some current offerings. The result of this intensive summer work is a full-year Events and Offerings Calendar to share with our network.

In FY2023, we engaged with over 1800 youth-serving practitioners, delivering 137 hours of content. MMG recipients sent 1 or more staff to 103 MMP trainings and events over the course of the grant period. This is an average of 3 events per organization.

“MMP’s trainings have been invaluable to our staff and we appreciate the resources”

“We found the grantee training practical and useful for our operations. It has been good to meet and connect with other mentoring programs in our area”

“The material is always on topic and delivered well. The breakout sessions and opportunities to network with other programs are vital. Please continue to send weekly notifications about upcoming events/training. Short, online training is more accessible than in-person meeting, at this time.”

We expanded resources to the field for youth-serving mentoring programs, including the following trainings:

- **Critical Mentoring Supplement Elements of Effective Practice Review**
- **Culturally Responsiveness Training:** Feedback from participants included wanting to go deeper into specific populations and address the intersection of identity development. MMP built on our initial

Culturally Responsiveness training and produced the following:

- **Supporting Immigrant Youth** - The Supporting Youth Immigrants Training aimed to increase participants' awareness and understanding of the unique challenges faced by immigrant youth in Massachusetts. This training delved into the experiences of immigrant youth, with a particular focus on the power of empowering relationships in supporting their emotional and social well-being. Participants learned about the specific needs of immigrant youth and gained practical strategies to create inclusive and responsive programming that meets their needs.
- **Supporting LGBTQIA Youth** - This training provided participants with skills, knowledge, and strategies to create a supportive environment for LGBTQ+ youth. Participants learned key terms and the difference between sexual identity and gender, as well as the types of discrimination LGBTQ youth experience in Massachusetts.
- **Supporting Trans and Gender Expansive Youth** - In this training, participants gained a deeper understanding of the challenges transgender and gender-expansive youth experience. Participants also learned about effective strategies to make their spaces safer and supportive for transgender youth.
- **White Saviorism Training** - Mentoring relationships and programs have the power to reproduce racial inequity. Mentors and mentoring programs have a moral obligation to not harm the youth and families engaged in their mentoring relationships and programs. In this workshop, participants explored what white saviorism looks like as well as the harmful impact it has on youth. Participants developed the ability to recognize white saviorism in mentoring relationships and programs and explore concrete strategies to combat its harmful effects.

All Training Sessions were followed up with an email containing the slides from the presentation, a resource guide for continued learning, and the option for site-based consultation to take the learning deeper in a more specialized manner. An example of the Resource Guide can be found [here](#).

Out of the 494 individuals who completed the post-event evaluation surveys, 95% reported that they learned something they could go back and put into practice, and 94% shared they would recommend the training to others in their network.

- We hosted a training, "Nature Therapy As A Form of Mindfulness." Todd Lynch, a certified guide from the Association of Nature and Forest Therapy took attendees on a virtual experience of Forest Bathing. In this training, youth-serving program practitioners learned how Forest Bathing is relevant today to help empower young people to restore resilience and connection within themselves and their communities. They also learned the background of the practice as well as some of the latest research around the benefits of greenspace on our physical and psychological well-being.

A testimonial from one attendee who works as the Executive Director of a youth mentoring program in Brockton:

“I want to thank you for the learning session yesterday. I have had a desire to incorporate the outdoors into our programming since last spring but it literally rained every time we had something planned. This learning session reminded me how therapeutic connecting to and learning in nature can be. I have connected with the natural resource trust in Easton where I walk all the time for some programming opportunities for our young people. While Brockton is considered a "city" and "urban"; we are also surrounded by towns with amazing nature. I am excited for the opportunity to engage our students in nature.”

We look forward to engaging programs with new events and offerings to support growth and learning and increase capacity to better serve youth in mentoring relationships.

The History of Mentoring Matching Grants

Created in FY99, Mentoring Matching Grant funding is the only state investment solely dedicated to expanding youth mentoring in Massachusetts, and its primary goal is to increase the number of high-quality mentoring matches in the state. The Commonwealth of Massachusetts, through the Department of Elementary and Secondary Education, continued its commitment to fund mentoring programs and initiatives throughout the state by allocating \$1.5 million in resources to provide grants to qualifying mentoring programs. Mass Mentoring Partnership (MMP) distributed Mentoring Matching Grants (7061-9634) for FY23 to forty-eight (48) formal mentoring programs across the state.

These are matching grants, meaning for every \$1 invested, another \$1 is raised to support high quality mentoring. These grants make a public investment in mentoring programs, as well as leverage private dollars across the Commonwealth on behalf of youth.