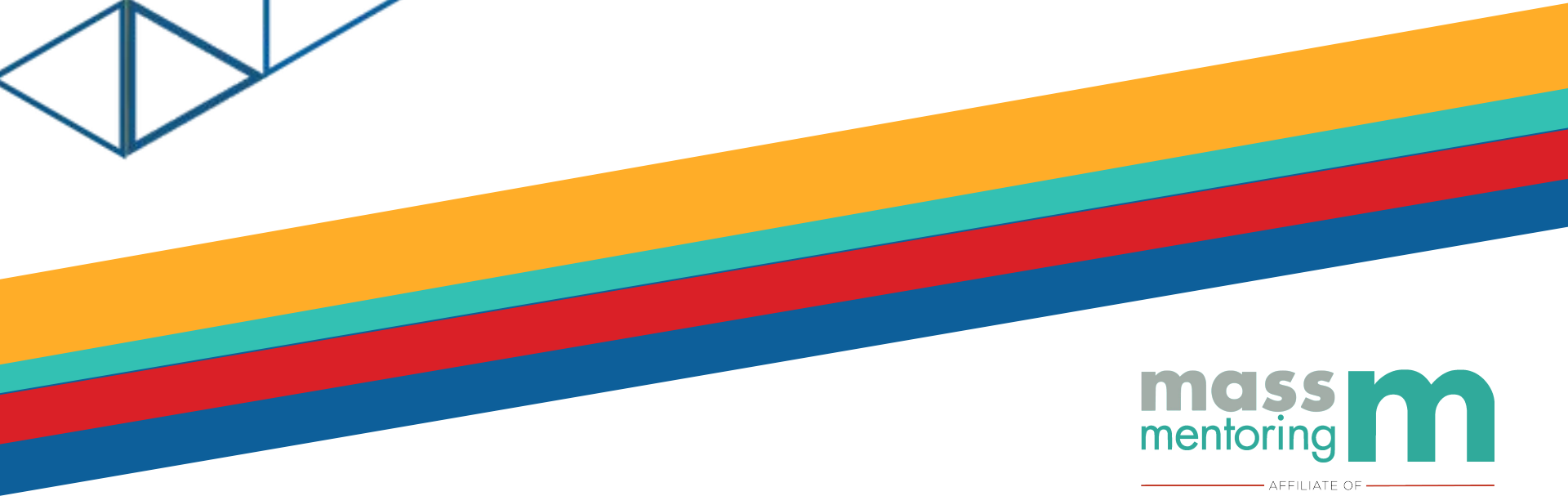




# *Mass Mentoring Partnership's* **2024 IMPACT REPORT**



mass  
mentoring **m**

AFFILIATE OF



## A Message From Our President and CEO



A handwritten signature in white ink, appearing to read 'Cynthia K. Orellana', is positioned over a large, stylized geometric logo in the bottom left corner of the page. The logo consists of overlapping triangles in shades of blue, yellow, and red.

Cynthia K. Orellana, P.h.D

Dear Friends, Partners, and Members of the Mentoring Community,

I'm honored to share with you Mass Mentoring Partnership's 2024 Annual Impact Report—a reflection of a remarkable year of momentum, learning, and connection. When I joined MMP as President and CEO in April 2024, I stepped into an organization with a powerful legacy and a deeply committed community. Over the past several months, I've had the privilege of seeing this work up close—hearing from young people and mentors, meeting with partners across the Commonwealth, and witnessing firsthand what makes this movement so special. From celebrating Mentoring Night at Fenway Park during my first 15 days, to participating in cornerstone events like Cheers! To Mentoring, and visiting many of you in your communities—every moment has deepened my understanding of the power and potential of this network.

This report tells the story of 2024—but more than that, it points to where we are headed together. So much of this past year has been about charting the future: how we grow, how we adapt, and how we continue to center young people in everything we do. We've made meaningful progress this year, even as we face complex realities. Like many across the nonprofit sector, we are navigating shifting dynamics—social, political, and financial—that make the work harder but no less urgent. Through it all, your partnership has made it possible for MMP to continue fueling a statewide mentoring movement that reaches across every region and community.

Today, MMP supports a network of over 350 youth-serving organizations—each playing a critical role in ensuring young people have access to the mentors and relationships they need to thrive. What we're building isn't just about programs—it's about possibility. It's about creating a culture in which every young person is seen, supported, and set up for success. Mentoring is not a one-time solution—it's a sustained strategy. It's a way we invest in our youth today, while laying the foundation for a stronger, more connected tomorrow. At MMP, we believe this is how real change happens: one relationship at a time, scaled through collective effort.

As we reflect on the past year, I want to thank you for being part of this journey. Your belief in this work—and your commitment to young people—drives everything we do. We're proud of what we accomplished in 2024, and we're even more energized by what's possible this year and in the years to come.

Let's keep building this movement—together.

## OUR WORK

- Training and Capacity Building
- Institutional Change
- Advocacy and Public Engagement

### BUILDING THE NETWORK & STRENGTHENING THE FIELD



## OUR MISSION

Mass Mentoring Partnership (MMP) is committed to ensuring that all young people in MA have the mentoring relationships they need to develop into thriving, engaged adults, resulting in vibrant communities.

## OUR VISION

As a leader in the field of youth mentoring, our team is committed to the belief that close, consistent, and enduring relationships with caring adult mentors can positively impact the lives of youth.

## ABOUT MMP

Founded in 1992, Mass Mentoring Partnership (MMP) is the only statewide organization dedicated to strategically expanding quality mentoring relationships throughout Massachusetts. MMP serves more than **350** mentoring programs and youth-serving organizations statewide, supporting over **40,000** young people.

Our program network includes schools, state agencies, faith-based organizations, community nonprofits, businesses, and colleges. MMP provides resources to the mentoring and youth-serving field through a variety of avenues, including training, site-based technical assistance and quality-based consultation, regional convenings, and gatherings, and statewide research. Additionally, MMP advocates for increased public and private resources to build the capacity of the Massachusetts mentoring movement.

# WHAT MMP SET OUT TO DO 2024

In 2024, we entered a year of strategic focus and organizational evolution, committed to advancing our mission through our foundational pillars: **capacity building, institutional change, advocacy and public engagement, and through organizational growth.** Guided by these pillars, we made meaningful progress toward the ambitious goals we set—goals that reflected both the urgency of our time and the strength of our long-term vision.

This year marked a shift in direction for our work, going deeper into certain aspects of our work. With the discontinuation of ASOST funding and a renewed focus on the National Quality Mentoring System (NQMS) and the 5th edition of the Elements of Effective Practice in Mentoring (EPEM), we prioritized efforts that will strengthen mentoring quality and infrastructure statewide. As a result of this strategic realignment, some figures in this report may reflect dips in areas that were previously more robust; however, the renewed emphasis on quality systems, standards, and long-term impact represents a purposeful and necessary shift in our approach. Across the board, our initiatives remained rooted in community and equity. We continued building the mentoring movement in Massachusetts through expanded training and consultation, elevated youth voice through the Youth Leadership Council, and enhanced

our Connected Futures Curriculum to better support workforce development and corporate partners.

We brought people together through MMP Connects, introduced *Essentials: A Curriculum for Mentoring Black Boys and Young Men* in Boston, and brought our trainings to the Affiliate Network. Additionally, we proudly launched the Black and Brown Girls and Femmes Movement in Massachusetts through our JoyFest Summit, furthering our commitment to intersectional and identity-affirming work.

Internally, the onboarding of our new CEO and an intentional focus on building internal capacity positioned us to grow stronger and more agile for the years ahead.

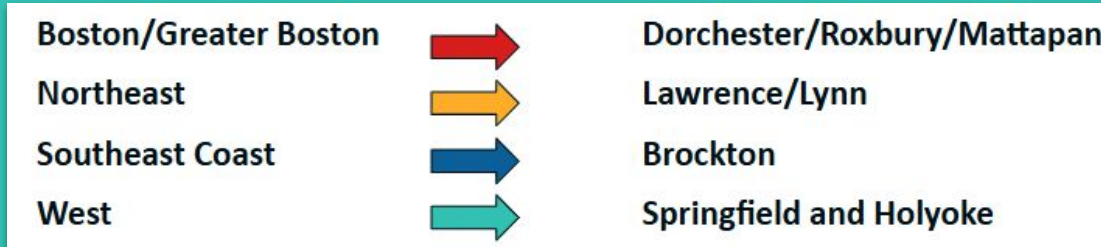
This report reflects not only our progress, but the strategic decisions that shaped our impact in 2024.



# HOW WE SET OUT TO DO THE WORK IN 2024

As a statewide organization, Mass Mentoring Partnership (MMP) is deeply committed to reaching all areas of the Commonwealth. Our mission is driven by equity and access, ensuring that youth-serving organizations and communities—especially those that have been systematically oppressed—receive the support and resources they need to thrive.

Our work is both strategic and justice-driven. To strengthen our reach and impact, we divide the state into five geographic regions: Western Massachusetts, Central Massachusetts, Southeast Coast, Boston/Greater Boston, and Northeast/Merrimack Valley. Within those regions, we identify focus areas —communities that have experienced and continue to experience systemic oppression. Here, we prioritize deeper investment and stronger partnerships.



Regional Work	Focus Area Work
Build local relationships	Center equity and access
Aligns with regional priorities	Deepen support for specific populations
Organizes outreach and event	Informs targeted capacity building

It is the combination of these strategies that allows MMP to create and customize services and products that support the needs of the community as they define them. We believe the mentoring movement must be everywhere, all the time, and we honor the unique strengths and gifts of every community we engage.

# Mass Mentoring Partnership's 2024 Impact By the Numbers

**350** Mentoring Programs impacted by our services in 2024

**40,446** youth were served by our Program Partners

**33,165** were from Low-Income Households

**33,974** were of the BIPOC Community

MMP Hosted **65** Trainings, with **1,481** Individuals trained from **350** organizations.

Schools served: **5** School Districts: **3** School Staff Trained: **25**

Our Training & Technical Assistance team spent **249.5** hours providing individualized, capacity building technical assistance to **45** mentoring and youth-serving programs across the state.

## A CLOSER LOOK

**MMP hosted 11 Lunch & Learn** gatherings, with **218** people participating - a total of **170** unique individuals representing **110** unique organizations.

We hosted our Spring and Fall **MMP Connects** regional gatherings. At the **8** total gatherings, MMP hosted **327** people, representing **87** unique organizations.

# Training and Capacity Building

## ***A Focus on Mentoring Black and Brown Youth***

The purpose of introducing this work was to strengthen an ecosystem among youth-serving programs that fosters a relationship-centered culture, resulting in environments where Black and Brown youth are exposed to a web of supportive relationships and adults who are confident in their ability to interact with young Black and Brown boys and girls.

## **THE ESSENTIALS**

MMP provided training to **45** individuals from **12** youth-serving programs. This training, *The Essentials: A Curriculum for Mentoring Black Boys and Young Men* is one of many offerings that MMP provides to increase the capacity of youth-serving professionals. Through high-quality training and consultation, MMP seeks to increase mentors' and youth workers' capacity to provide culturally responsive mentoring relationships that support better outcomes for Black and Brown boys and young men in Boston and beyond.

Made possible with support from the City of Boston Office of Black Male Advancement, the Kelly Family Foundation, the Yawkey Foundation and MENTOR National.

*"To say the two day training [was] two of the best days in my professional career would not be an understatement. "Narrative therapy" or storytelling took place in a room full of individuals, most of whom I've never met and I was honored to share space with them. "We do this work with our hearts, and if we don't, it don't matter.""* -Angela S.

**Building Capacity:** Our team works to identify, promote and drive the implementation of evidence-based practices combined with community wisdom to increase the quality of mentoring relationships for young people.



## **JOYFEST**

The JoyFest Summit was for self-identified BIPOC women, girls & femmes ages 12+ in mentoring relationships. This was a celebration of Black & Brown Joy, where we empowered Black & Brown women, girls, and femmes through wellness, self confidence and community building.

There were a total of **41** participants in attendance, with **3** panelists, **4** wellness station leaders, **1** performer, and **5** MMP staff facilitating!

Made possible with support from the Kelly Family Foundation, Marshalls, MENTOR, and the Yawkey Foundation, and the Old Colony YMCA Stoughton Branch for hosting!

# Training and Capacity Building

## *Building the mentoring movement through training and consultation*

MMP's training team stays on top of the research and innovative resources that Massachusetts youth serving organizations need to run stronger, more equitable programs for youth. Lauren McCabe attended training on the Elements of Effective Practices in Mentoring 5th edition in Texas, receiving certification to bring the work to Massachusetts in 2025.

Janeen Smith-Carnes joined the leader's retreat in Florida in February, after MMP was announced as one of the first MENTOR Affiliate Partners to introduce the Black and Brown Girls and Femmes Mentoring Movement Initiative!



## BY THE HOURS

In 2024, MMP's Training & Capacity Building efforts received support from our Community Engagement (CE) Team: expanding our reach to more programs and making our offerings known and accessible to more individuals. Below is a breakdown of the hours dedicated by our CE team in support of our training and capacity building efforts.

### Networking Opportunities

Capacity Building: **94** hours  
Institutional Change: **32** hours  
Unique programs served: **89**

### Consultation Hours

Capacity Building: **38** hours  
Institutional Change: **72** hours  
Programs served: **42**

# Institutional Change

As part of MMP's process, we look at the environment where mentoring relationships are held. We work to influence schools and workforce development/career readiness programs not only to prepare young people for their futures but to help those areas be places where young people can thrive. In 2024 we worked to enhance the Connected Futures Curriculum to infuse social capital and critical mentoring theory. We consulted with stakeholders to expand our service offerings, developing a tiered mentoring model to enhance corporate engagement and foster strong mentoring cultures internally and within the community. The model includes professional development events, internal mentoring programs for new hires, summer intern programs, and community engagement efforts such as Career Days and Speed Mentoring events.

## OUTCOMES

- Expanded and rebranded our program Connected Futures to "Branching Out: Growing Networks in Community"
  - Directly engaged **25** young men in a summer curriculum through a partnership with Boston Public Schools. This program culminated in the creation of a book and a journal designed to enhance mentor-mentee communication.
- Trained **50** mentors and mentees at Lilly, Fidelity, Sanofi, and Boston Public Schools

Our efforts helped to strengthen mentoring relationships, support youth development, and build vibrant mentoring cultures within organizations and the broader community.

**Institutional Change:** Create and guide innovative solutions that integrate relationship-centered practices and policies while driving resources for the adoption of mentoring structures and mindsets within youth-serving systems.



# Institutional Change



## ***In Our Schools***

Due to an increase in violence in Brockton High School and the escalating response by the city, MMP reached out to youth serving organizations in Brockton to see if we could support their capacity for supporting the community's youth.

## ***Our Approach***

MMP implemented a Community of Practice (CoP) in Brockton, with the goal of emphasizing and enforcing positive mentoring relationships as a strategy.

The CoP participated in several MMP signature trainings:

- *Social and Emotional Learning Training*
- *The Importance of Healing for Our Wellbeing: For Us and the Youth We Serve* training series.

Participants were issued a certificate of completion - a symbol of both their commitment to the youth and to their own personal growth.

*Yawkey Foundation provided multi-year funding for this work and allowed us to develop these relationships with the organizations of Brockton.*

## ***In the Workforce***

A champion of mentoring at *Lilly* wanted to design and implement a mentoring program to support young people interested in careers in STEAM

## ***Our Approach***

MMP supported the development of a Theory of Change for the Lilly Mentoring program, trained mentors and mentees, conducted mentee workshops and facilitated kick off and closing activities.

The program helped **15** mentors to support **30** mentees, meeting them for 1:1 sessions, speed mentoring, lab events, and resume reviews

MMP provided two workshops to prepare the young people in the program for mentoring and to build their social network.

The Lilly logo is written in a red, cursive script font.

**Advocacy and Public Engagement:** Motivate civic leaders, employers and individual stakeholders to prioritize and invest in ensuring all young people have access to mentoring relationships.

**Youth Mentoring Day:** In 2024, **220** attendees joined MMP for Youth Mentoring Day at the State House. Participants engaged in **56** meetings with legislators, to advocate on behalf of the power of mentoring.



### Youth Leadership Council (YLC)

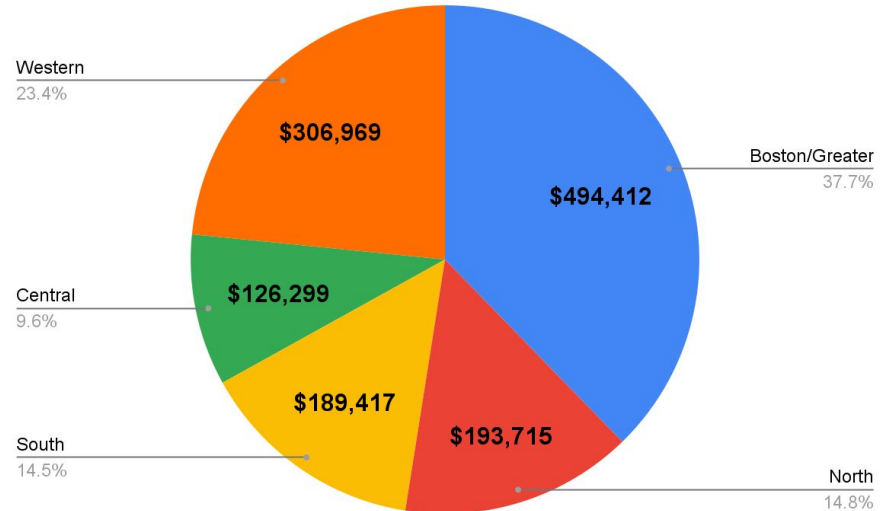
The 2024 Youth Leadership Council (YLC) consisted of **17\*** High School students. The group came together for **8** sessions throughout the school year, plus attended Youth Mentoring Day at the State House. A panel of YLC members spoke to attendees about the power of mentoring and importance of youth voice in advocacy.

\*Program runs through the school year; for the 2024/2025 school year, the number of YLC members was 6.

# Advocacy and Public Engagement

**Mentoring Matching Grant (MMG):** Mass Mentoring Partnership (MMP) was awarded **\$1.8 million** and selected **48** programs to receive MMG grants in FY24. All five regions of the state of Massachusetts received funds and assistance from the MMGs line item 7061-9634.

## Distribution of MMG Funds by Region FY24



## Mentoring Matching Grants Recipients FY24

# Advocacy and Public Engagement

	Total Matches Served By Organizations	Total Matches Served by MMG	Wait list - among the MMG Organization
<b>ALL GRANTEES</b>	<b>24, 231</b>	<b>5,907</b>	<b>1,661</b>
Boston/Greater Boston	11,83	4,237	549
North	2,851	219	96
South	7,291	784	418
Central	691	127	270
West	1,515	540	328

**West**  
 18 Degrees, Inc.  
 Big Brother Big Sister - Hampshire - Center for Human Development  
 Big Brothers Big Sisters of Franklin County  
 Big Brothers Big Sisters of Hampden County  
 Boys & Girls Club of Greater Holyoke  
 Follow My Steps Foundation  
 Girls Inc. of the Valley  
 Jewish Family Service of Western Massachusetts  
 LightHouse Holyoke

Project Coach  
 Railroad Street Youth Project (RSYP)  
 Springfield School Volunteers

**Central**  
 African Community Education Program, Inc.  
 Big Brothers Big Sisters of Central Mass Metrowest  
 GSA Link, Inc.  
 LUK Crisis Center, Inc.

### Boston/Greater Boston

Big Brothers Big Sisters of Eastern Massachusetts  
 Big Sister Association of Greater Boston  
 Boston Chinatown Neighborhood Center  
 Boston Partners in Education  
 Boston Project Ministries  
 BUILD  
 CHICA  
 Enroot Inc.  
 EV Kids  
 Hyde Square Task Force  
 Jewish Big Brothers Big Sisters of Greater Boston  
 Literations  
 Melrose Alliance Against Violence  
 Partners for Youth with Disabilities  
 Silver Lining Mentoring  
 Strong Women, Strong Girls  
 The DREAM Program, Inc

### North

Centerboard  
 Community Teamwork, Inc./ Mill City Mentors  
 Family Services of the Merrimack Valley  
 Girls Incorporated of Lynn  
 Raw Art Works  
 YMCA of Metro North (Demakes Family YMCA-Lynn)  
 Youth Development Organization, Inc.

### South

Coaching for Change  
 Crossroads  
 Falmouth Volunteers In Public Schools, Inc.  
 Love Transforming Community  
 Old Colony YMCA (OCY)  
 Positive Action Against Chemical Addiction, Inc. (PAACA)  
 School on Wheels of Massachusetts  
 TASC - Associates for Human Services, Inc

# Peer to Peer Fundraising Events



**Our 2024 Marathon Team:** Sarah Guerin, Greg Sullivan, Hannah St. Laurent, Nick Vignone, and David Tuell.

## Boston Marathon

In 2024, MMP was awarded **5** bibs (**3** more than the previous year) for runner entry into the official charity program! Our runners all ran the **26.2** miles, raising a total of **\$75,000.00** for mentoring!



Building a mentoring movement and an ecosystem where young people have the supportive relationships they need takes champions. MMP's impact is a result of the tireless efforts of our peer to peer fundraisers and our generous donors.

## Falmouth Road Race

For the **52nd** running of the Falmouth Road Race, MMP had **15** runners (three more than the previous year) from ALKU who ran the **7** miles and raised a combined **\$30,792.76**.

## Rodman Ride For Kids



Team MMP raised a combined total of **\$191,620.26** for mentoring through the Rodman Ride for Kids! This was the **34th** year of the event, and the **20th** year that MMP participated as an official charity partner!

A special thank you shout out to our top ride fundraisers! Elvis Bisono, Emily Collins, Becca Crossley, Ryann Driscoll, Kyle Ketcham, Charlie Nevejans, and Alex Parenteau.



# Cheers! to Mentoring

Let's Celebrate the #PowerOfMentoring

On November 21st, **more than 180** business and philanthropic professionals came together in celebration of mentoring! A combined **\$241,000** was raised through sponsorships, auction bids and a fund-a-need campaign. Thank you to our *Cheers!* sponsors:

## **Convener Sponsor (\$30,000)**

ALKU

## **Advocate Sponsor (\$20,000)**

Yawkey Foundation (George & Sharyn Neble)  
Gordon and Marjorie Osborne Foundation

## **Gold Sponsor (\$10,000)**

AYCO/Goldman Sachs & Timothy Ostrander  
EY  
Highland Street Foundation  
The Red Sox Foundation

## **Silver Sponsor (\$5,000)**

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Cresa  
Edrington  
Joshua Franklin  
KPMG  
Love, Tito's  
The Lynch Foundation  
Rodman For Kids  
SLR Credit Solutions  
Spencer Financial  
State Street  
Watts 2 Boston Foundation  
360 Home Services (KVC Builders)

## **Bronze Sponsor (\$2,500)**

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Bass, Doherty, & Finks, P.C.  
Choate, Hall & Stewart LLP  
Joshua Franklin  
Knickerbocker Group  
Martignetti Companies\*

*\*also made in-kind donation of product for the event*

# WITH GRATITUDE

Thank you to our corporate, foundation  
and individual donor partners

Organizations and individuals noted here made a contribution  
to the work of MMP in 2024, in an amount greater than \$4,999



**MENTOR**



Charlie Nevejans  
Greg Sullivan  
David Tuell  
Nick Vignone



The Irene E & George A Davis Foundation  
Jason Hayes Foundation  
The John J. Sacco and Edith L. Sacco Charitable Foundation  
1434 Foundation



# THANK YOU to our Sponsors and Individual Donors\* \$1,000 - \$4,999

Kyra Anderson  
Samuel Baldwin & Bill Spencer  
Nancy Benchoff  
Elvis Bisono  
Logan Blake  
Patrick Boodry  
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**How do you best support  
young people?**

**Massachusetts needs a strong,  
connected mentoring ecosystem  
to ensure young people have the  
relationships they need to reach  
their full potential, and MMP  
exists to make that happen.**

**Invest in MMP Today!**

**DONATE**

\*Listed in alphabetical order  
We've done our best to capture all of our generous supporters. Please  
reach out to Amanda Doyle-Bouvier, Chief Advancement Officer,  
[adoylebouvier@massmentors.org](mailto:adoylebouvier@massmentors.org), if your name was omitted.

# 2024 FINANCIAL REVIEW

\*Includes MMG payments

Government Grants 52%

Foundation Support 10%

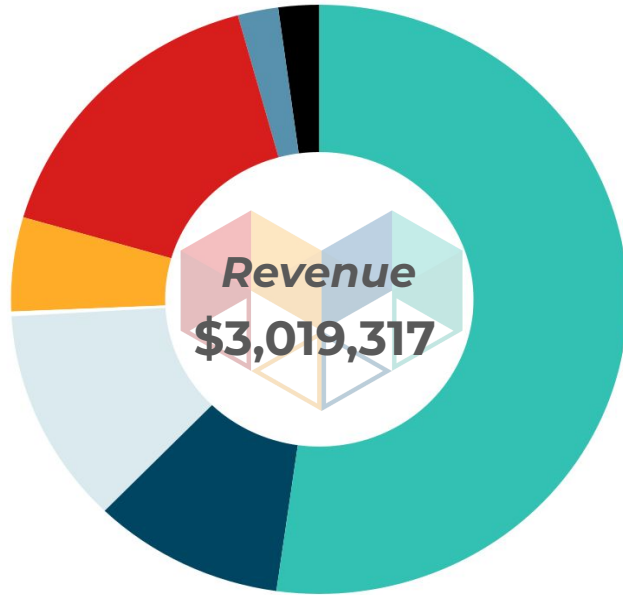
Earned Income 5%

Events 17%

Donated Goods & Services 2%

Corporate Support 12%

■ Interest & Other Income 2%  
□ Individual Support <1%



Capacity Building Activities\* 57%

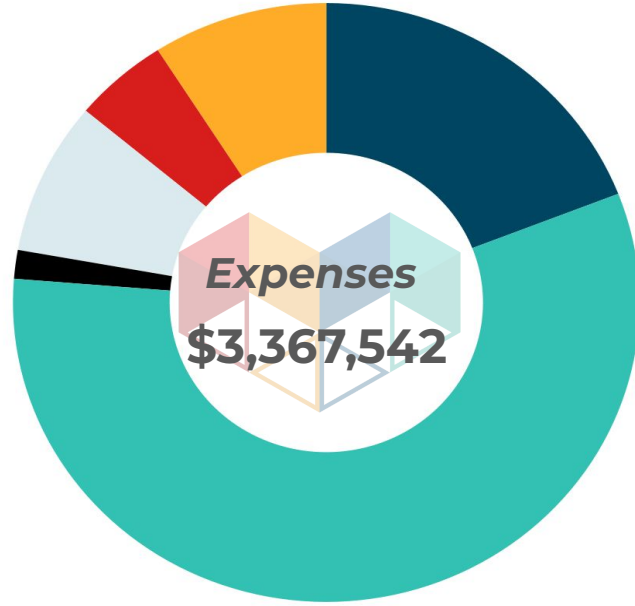
Advocacy & Public Engagement 19%

Fundraising 9%

Administration 5%

Scholarships & Community Awards 2%

Institutional Change 8%



**Deficit Note:** 2024 was a transition year for MMP. In March 2024, MMP's President and CEO, Lily Mendez, retired after having led the organization since August 2018. The CEO transition, along with a difficult fundraising landscape and reduction of government support, led to MMP experiencing its first operating loss since 2018 (the last time MMP's CEO transitioned). MMP's Governing Board hired Dr. Cynthia K. Orellana as MMP's new President and CEO in April 2024.

**Primary Factors:** *Reduction in Government Support:* Four years of Federal stimulus money allowed the team to weather the COVID-19 pandemic, and in 2024, an anticipated Employee Tax Credit was not received. At the state level, the Mentor Matching Grant Line Item that MMP advocates for and distributes out to programs in the field was reduced by 16.7%, and after-school and out-of-school annual funding from the Department of Elementary and Secondary Education changed its distribution methods, making MMP no longer eligible. *Reduction in Corporate and Foundation support:* Overall, there were significant shifts in MMP's corporate and foundation support. Specifically, MMP received over a dozen declines in new proposals and saw reductions in funding from current partners, resulting in over \$400k of budgeted revenue going unmet. There were also delayed timelines in some restricted funds anticipated for 2024 that were instead released in 2025. The team has been working hard to create an ambitious and growth-minded operating plan for 2025 that will serve to position the organization for sustainability and growth with the support of a strategic planning process in 2026. The new President & CEO, Dr. Cynthia K. Orellana, brings energy, focus, and enthusiasm with an eye on improving MMP's systems, culture, and demonstrated impact.

## Thank You to our Board of Directors

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(Retired)

Thank you to our board,  
past and present, for all  
you have contributed to  
our mission!

## Connect With Us!

*Our leadership team looks forward to building the Mentoring Movement in Massachusetts together!*



**Cynthia K. Orellana, Ph.D.**  
*President & CEO*



**Beth Fraster**  
*Vice President & Chief Program Officer*



**Janeen Smith-Carnes**  
*Director of Training & Capacity Building*



**Amanda Doyle-Bouvier**  
*Chief Advancement Officer*



**Greg Smith**  
*Director of Operations*



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[www.massmentors.org](http://www.massmentors.org)

Join Our Network

Scan the QR code to sign up for our newsletter, and stay informed on all things happening at MMP.



We envision a Massachusetts where every young person has access to a network of supportive, consistent relationships that help them thrive. That kind of connected and robust mentoring ecosystem doesn't happen by chance. It takes all of us — every sector, every community, every role — to step in, step up, and see ourselves in this movement. Together, we are creating the conditions for young people to thrive — and we are so grateful to have you with us on this journey.

*With Gratitude,  
The Mass Mentoring Partnership Team*