



# Annual Report 2020



## MENTOR MINNESOTA 2020 YEAR IN REVIEW



**Minnesota Mentoring Connector had 2473 searches and 333 inquiries**



**98 Programs utilized the Mentoring Connector**



**MENTOR Minnesota provided 450 hours of no-cost technical assistance for mentoring initiatives**



**100% of Agency respondents were satisfied or highly satisfied with the consulting they received**



**6 New Programs were built with Mentor Minnesota Consultants**



**trained 550 people in mentoring best practices!**



**~13.4 is the Average Age of Youth served**



**MENTOR Minnesota provided technical assistance to 18 mentoring programs**

## A NOTE FROM OUR EXECUTIVE DIRECTOR

Dear Community,

2020 was a year of profound change and collaboration for MENTOR Minnesota. In early 2020, we said goodbye to two staff members: Executive Director Jess Anna Glover, who moved to the Land Stewardship Project, and Quality Director Nicki Patnaude, who continues her work on the National Quality Mentoring System at MENTOR National. In March of 2020, the Board of Directors invited me, a Board and Program Services Council member, into the Interim Executive Director position and as the permanent Executive Director in September of 2020.

While staff changed, the work continued. MENTOR Minnesota transitioned all of our consulting, training, and convening to virtual settings, underwent strategic planning with key stakeholders, and emerged as a stronger and more adaptable resource for the programs across the state. In fact, our transition to virtual convenings allowed us to connect with people in the far reaches of our region and beyond. We regularly worked with folks in North Dakota, South Dakota, Wisconsin, Montana, and many regions across the country.

The work our community put in over 2020 has allowed us to prepare for and anticipate exciting programmatic growth in 2021. We are honored to have you as part of our journey.

Warmly,



**Sarah Schaefer**  
MENTOR Minnesota  
Executive Director



# 2020 FUNDERS

- 3M Foundation

Alison Griffin

Brent Anderson

Department of Revenue

Federated Insurance Foundation

Irv Fish

Getiria Onsongo

Grotto Foundation

John and Denise Graves Foundation

Josh Kenny

Kelly Rowan

Kimberly & Peter Walsh

Mark Egge

Medica

Megan M. Dayton

Ashley & Amir Mehbod

National Mentoring Partnership

Otto Bremer Trust

Robbin Larsen

Sandra Larson

Shannon Whiton

St. Catherine University
- Stone Pier Foundation

The Lindquist Family Fund

The Roy and Naomi Harmon Foundation

Thomas Lindquist

Deanna Threadgill

Tom & Jamie Nelson

Virginia Brown

Helen Waldron

Lindsey Weiler

Witt Mehbod

Richard D. Mcfarland Rev Trust

Edward Dayton

David P. Crosby and Katherine P. Crosby

Jim and Carmen Campbell

David C. Warner

Blackbaud Giving

National Christian Foundation Twin Cities

Sundance Family Foundation

# PILLARS OF WORK

## OUR VISION:

All youth have agency and power at home, school, community and in the workplace.

## OUR MISSION:

Fuel the quality and quantity of equitable and inclusive developmental relationships for MN young people by building and elevating the capacity of programs, systems and policies.

## ELEVATING QUALITY

Support capacity building and quality of programs by activating, leveraging and disseminating evidence based research to promote best practices in mentoring

## ENGAGING LOCAL LEADERSHIP

Convene, connect and support the field to enhance mentoring

## EXPANDING THE MOVEMENT

Scale the impact of mentoring by leveraging positive outcomes and the transformative impact of mentoring relationships

## INFLUENCING SYSTEMS

Advocate for and foster shared youth power across a range of environments (school, work, community, etc)

# INVESTMENTS

## INVESTMENT BREAKDOWN

\$272,487  
Total Expenses

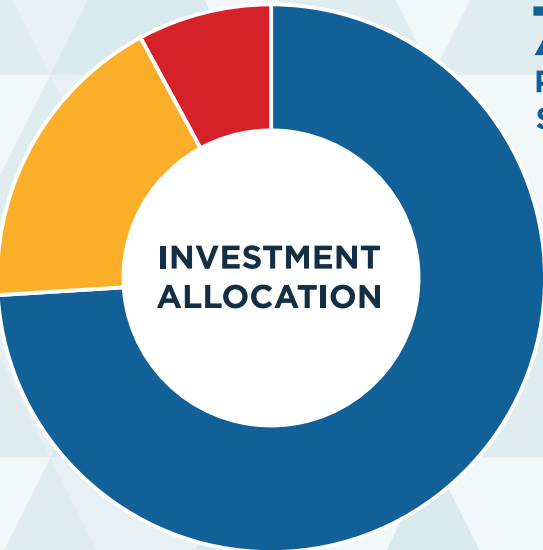
\$346,893  
Revenue

\$171,910  
Net Assets  
End of Year

18%  
Operations

8%  
Fundraising

74%  
Program Services



# NMRC TECHNICAL ASSISTANCE

By Carolyn Scherer | MENTOR Minnesota Consultant



Through the partnership with MENTOR and the National Mentoring Resource Center (NMRC), MENTOR Minnesota provides customized training and technical assistance to youth mentoring programs with projects that elevate program quality and effectiveness. From October 2019 through September 2020, MENTOR Minnesota provided 376 hours of technical assistance with 18 mentoring programs.

As one of the Technical Assistance (TA) Providers for MENTOR Minnesota, I had the opportunity to support several mentoring programs through projects that included designing new mentoring initiatives, revising program intake forms, developing program policies and procedures, creating mentor and mentee handbooks, and designing culturally responsive mentor training content. Other projects completed through TA included NQMS reviews and program development.



It goes without saying that 2020 was an unprecedented year, requiring tremendous adaptability, creativity, and mission-focus on the part of mentoring programs. Providing TA during this year also required a flexible and solution-oriented approach, to support programs as they responded to an unpredictable time and determined paths forward.

For example, I had just completed a TA engagement with a new site-based mentoring initiative when the COVID-19 lockdown began. I worked with the program during the winter of 2020, supporting the development the program model and program infrastructure (policies, procedures, forms, record keeping systems, etc.). This new program then launched last spring. Matches were able to meet only two times before having to abruptly come to an end for the remainder of the school year. While this may have been disappointing or frustrating for program staff, they were not deterred. They re-applied for another round of TA with MENTOR Minnesota this year and are using this interim period to continue to develop and refine their program model and be well positioned for when they can re-launch.

This example illustrates a unique opportunity in providing TA: meeting the program where they are at, listening carefully to the program's needs and goals, identifying projects that will support those objectives and providing customized, technical support.

# BRIDGEMAKERS CONSULTING

By April Riordan | MENTOR Minnesota Consultant



## TELL ME ABOUT THE WORK YOU'VE DONE WITH WALTER AT BRIDGEMAKERS?

Walter was referred to me and NMRC by a leader of another organization I was working with on an NMRC request. Walter was in the start-up stage of developing a new program for young activists and community leaders, with the goal of offering a fellowship and mentoring to marginalized young people interested in organizing and leading change in their communities.

## WHAT WAS THEIR INITIAL GOAL AND HOW DID YOU HELP THAT BECOME A REALITY? WERE THERE ANY CHALLENGES PRESENTED THAT YOU HAD TO WORK THROUGH AND HOW DID YOU OVERCOME THOSE CHALLENGES?

A big part of our first TA project was to explore options for the mentoring component, define program parameters, help Walter become familiar with the Elements of Effective Practice for mentoring, and introduce him to the concept of critical mentoring. Because Bridgemakers, his program, is youth-led, we had to think through how to develop a theory of change and program design that recognized the impact the program would have for both the youth leaders and for their adult mentors. We engaged with young people through a focus group to get their input on how best to design a youth-centered mentoring design.

## WHY WAS MENTOR MN IMPORTANT FOR THIS PROJECT THROUGH CONSULTING?

As a brand new program that was still establishing itself as a nonprofit and working on resource development, having access to some free technical assistance through NMRC made consulting and thought partnership from a long-time mentoring professional accessible (and affordable!).

## HOW HAS THIS POSITIVELY IMPACTED THE COMMUNITY?

I think that the mentoring program design Bridgemakers is developing is going to be an innovative model for the future. They are exploring how to create a program with multiple access points for mentoring relationships. They are building an online platform, connecting with community leaders, and thinking about how to encourage natural mentoring and youth-initiated mentoring. As a TA provider, I am learning a lot from the young people about how to stretch our concept of what works and how to center youth voices in the design process.



# LGBTQ+ SUPPLEMENT TRAINING REVIEW

By Erin Moldowski | Mentor North Executive Director



### WHAT NEED AND PROBLEMS DID MENTOR MINNESOTA HELP MEET WITH THIS TRAINING?

Our agency was trying to find ways to increase our knowledge in how to best serve LGBTQ youth. We knew this was an important topic and that LGBTQ youth have unique needs that must be met to be safe and supported within their mentoring relationship and our program. We asked for MENTOR Minnesota to provide training to our staff, leadership, and our Executive Team on our Board of Directors so that we are all trained and updated on the same material with the shared understanding of supporting LGBTQ youth and families.

### WHY WAS MENTOR MN SPECIFICALLY HELPFUL FOR THIS NEED?

MENTOR Minnesota was helpful as they have the expertise of this topic with a mentoring lens. They were familiar with our program model being community based mentoring and were able to speak specifically to different aspects of the mentoring relationship (matching process, screening, ongoing support and monitoring, etc.). They also worked with us individually beforehand to tailor the training specific to our needs and questions.

### WHAT POSITIVE IMPACTS ON THE COMMUNITY DO YOU THINK THIS CREATED?

The training had wonderful positive impacts! As a result of the training we were able to go back and update our Policies and Procedures that was approved with our Board of Directors. We as a staff were able to discuss ongoing needs of serving LGBTQ youth better with a shared language through the training, and updated forms as a result of updated policies. Overall this training and technical assistance helped launch our organization forward, which in turn creates more safe, meaningful and engaging mentoring relationships.

**“MENTOR Minnesota is amazing to work with, and their offerings with technical assistance through OJJDP is a valuable resource.”**

# 2020 COMMUNITY LEADERSHIP

## 2020 Board of Directors

**ASHLEY MEHBOD**  
President  
Pixie Dust

**KELLY ROWAN**  
Vice President  
Carlton College

**TOM LINDQUIST**  
Treasurer  
Medica

**DEANNA THREADGILL**  
Big brothers Big Sisters

**JAY GREGERSON**  
Zerto

**TONY SANNEH**  
The Sanneh Foundation

**JOHN NESHEIM**  
3M

**LINDSEY WEILER, PHD**  
Associate Professor, Dept. of Family Social Science  
University of Minnesota, Twin Cities



## Program Services Council

**JEROD PETERSON**  
Kids N Kinship

**ANN MATVICK**  
Big Brothers Big Sisters Central Minnesota

**CHARLOTTE KINZLEY**  
Minneapolis Public Schools

**AMY GRAY**  
Kinship

**ERIN WALLOCH**  
Darts

**LINDA OTO**  
Northfield Public Schools

**MANDY ARDEN**  
Red Wing Youth Outreach

**ROB LYONS**  
Big Brothers Big Sisters Twin Cities

**WILL TABOR**  
Rebound Inc

**XAVIER VAZQUEZ**  
Bolder Options

**BRITTANY SEIDEL**  
Family Wise

**JOCELYN PICKREIGN**  
Simpson Housing

**TANYA SCHUH**  
CLUES Youth in Action!

**ERIN MOLDOWSKI**  
Mentor North

# NQMS PARTNERS

## Expert Partners

Expert Partners have demonstrated they are utilizing research-based mentoring practices in their programs. They participate in statewide data collection efforts and complete the National Quality Mentoring System (NQMS) with 100% compliance of the Elements of Effective Practice in Mentoring.

Big Brothers Big Sisters of Central Minnesota

Big Brothers Big Sisters of the Greater Twin Cities

Bolder Options

Bright Beginnings Teen Mom Mentoring

DinoMights

Kids ‘n Kinship (Dakota County)

Kinship of Greater Minneapolis

Mankato Family YMCA Brother/Sister Program

Simpson Housing Services Mentoring Program

University Y: Y Mentors Literacy Matters

## Dedicated Partners

Dedicated Partners complete the National Quality Mentoring System assessment and demonstrate that they follow most of the standard best practices as outlined in the Elements of Effective Practice.

AARP Experience Corps

AchieveMpls Graduation Coaches

Beyond Walls: Urban Squash Twin Cities

Dreamline Program: Sanneh Foundation

eMentors

Girls on the Run Twin Cities

Learning Buddies

Mentors for Success

Project Friendship

Simpson Housing Literacy Mentoring Program

TreeHouse

# MENTOR MINNESOTA TEAM

## MENTOR MN Staff



**Sarah Schaefer**  
MENTOR Minnesota  
Executive Director



**Alli Urevig**  
MENTOR Minnesota  
Program Coordinator  
VISTA

## Consultants



**Carolyn Scherer**  
MENTOR Minnesota  
Consultant



**April Riordan**  
MENTOR Minnesota  
Consultant