



MENTOR
MINNESOTA

PICTURED: KIDS 'N KINSHIP MATCH



BRIDGING

ANNUAL REPORT 2022

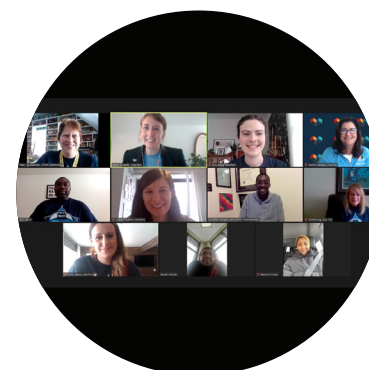
LETTER FROM THE EXECUTIVE DIRECTOR

MENTOR Minnesota started off 2022 running!

This year we surpassed our goals and expectations in fully operationalizing our community work committees (Legacy, Marketing and Development, Finance, Governance, and Program), kicking off the second LGBTQIA+ ally-site cohort, and wrapping up our first State of Mentoring Survey, while collaborating with community partners every step of the way.

2022 was our first year as a staff of three and we tripled our consulting output by adding five new consultants. With our increased capacity, we provided an increase in services—clocking in close to 100 training hours with 700 mentoring professionals. A highlight of this work included moving to cohort learning models to deliver trainings. One of which was the Elements of Effective Practice training hosted in partnership with MENTOR affiliates in Washington and California, which we offered four times this year. Similarly, we doubled the number of programs we served through no-cost consulting, delivering over 700 service hours of 1:1 assistance. One program summed up the experience by saying, “We are able to see we need to be very intentional in expressing and training mentors/volunteers on what our expectations are and what “our” way actually is. We will provide resources for training that support the work we expect everyone to lean into. 5/5!”

MENTOR Minnesota sees 2023 as a regrouping and streamlining year. In January, we will officially hire our fourth employee, our Training Director. Concurrently, we will complete a Salesforce transition during National Mentoring Month in January—just in time to connect with programs at the National Mentoring Summit. In fact, our main initiatives in 2023 center connection. With support from a National Partnership for Student Success Grant, we are hiring an Outreach Coordinator to increase recruitment and



support programs by gathering more data on youth development trends, support youth mentoring professionals in the field to make mentoring a destination career and connect young folks to the work through a Youth Action Council.

We see mentoring as a tactic that brings people together and strengthens their relationships in order to create a web of social support for all. We welcome you to learn more about how we supported mentoring in 2022 and how we plan to deepen this work in 2023.



A handwritten signature in black ink that reads "Sarah Schief".

ABOUT THE COVER IMAGE: KIDS 'N KINSHIP MATCH, JOHN AND GEORGE

John and George are a Kids 'n Kinship pair. John teaches George about his career in Welding and encourages George to work hard in school, and George has gained confidence and enjoys their time together.

Kids 'n Kinship is an Expert Mentoring Partner and has a seat on the MENTOR Minnesota Program Services Council.



ABOUT MENTOR MINNESOTA

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.

OUR VISION:

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

PILLARS OF WORK

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, home).

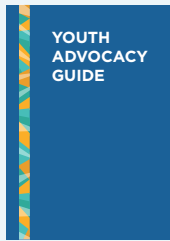
YEAR IN REVIEW



CONVENED WITH OVER 700 PEOPLE TO DELIVER, DEVELOP, AND SUPPORT BEST PRACTICE IN YOUTH DEVELOPMENT



DELIVERED OVER 700 HOURS OF NO-COST 1:1 TECHNICAL ASSISTANCE



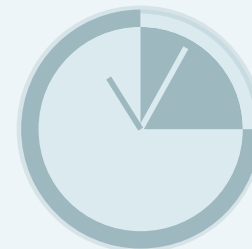
DEVELOPED 1 NEW PROGRAM TOOL WITH MENTOR NATIONAL AND MINNESOTA YOUTH CALLED THE YOUTH ADVOCACY GUIDE



6 CONVENINGS OF THE PROGRAM SERVICES COUNCIL BRINGING TOGETHER MINNESOTA LEADERS IN MENTORING



DELIVERED 4 NATIONAL COHORT TRAININGS AROUND THE ELEMENTS OF EFFECTIVE PRACTICE



DELIVERED 100 NO-COST TRAINING HOURS ON TOPICS SUCH AS: LGBTQ+ YOUTH ALLYSHIP, PROGRAM DESIGN, AND CULTURAL EDUCATION

MENTOR MINNESOTA TEAM



SARAH SCHAEFER M.Ed
EXECUTIVE DIRECTOR



EMILY GERAY
PROGRAM DIRECTOR



ALLI UREVIG
OUTREACH COORDINATOR

BOARD OF DIRECTORS



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University of Minnesota, Twin
Cities
National Mentoring Resource
Center Research Board Member



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Markets Division
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Project Manager
Ceiba Fôrte Law Firm



DEANNA THREADGILL
Vice President of Programs
BBBS of the Greater Twin Cities



JOHN NESHEIM
Director, Human Resources
3M

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Pixie Dust Inc.

Grace Ondara
Advancement systems specialist
Augsburg

Joellen Gonder-Spacek
Senior Director, MENTOR Affiliate
Network

Amy Williams
Senior Analytical Consultant
Wells Fargo

MENTOR MINNESOTA COMMITTEES



PROGRAM COMMITTEE

Nana Ahwoi Larson (co-chair)
Ofelia Ponce (co-chair)
Lindsey Weiler
Deanna Threadgill
Grace Ondara
Tanya Schuh



EXECUTIVE COMMITTEE

Kelly Rowan (chair)
Tanya Schuh (vice chair)
Tom Lindquist (treasurer)



LEGACY COMMITTEE

Mike Shogren (chair)
Ashley Mehbod
Joellen Gander-Spacek



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Tony Sanneh (co-chair)
Kelly Rowan
Tanya Schuh



FINANCE COMMITTEE

Tom Lindquist
Amy Williams



MARKETING & DEVELOPMENT COMMITTEE

Mario Hess-Winburn (chair)
Kelly Rowan
John Nesheim

PROGRAM SERVICES COUNCIL GROWTH

The Program Services Council serves as an advisory group to MENTOR Minnesota's staff and provides thoughtful leadership in providing program input, an understanding of program needs, and a pulse on trends within youth programming. Under the guidance of the PSC, we were able to ensure our programming and training opportunities met the needs of the programs across Minnesota.

PSC MEMBERS

Molly London

Kinship Partners of the Park Rapids Area

Jill Hanners

Mentor North

Nicki Hangsleben

QUEERSPACE collective

Erin Walloch

Darts

Heidi Langeberg

FamilyWise

Jenna Collins

RiseUp Red Wing

Jocelyn Pickreign

Simpson Housing

Julie Anderson

BestPrep

Lennisha Walker

City of Brooklyn Park
Youth Services Division

Tyler Schull

Kinship Partners Brainerd

Maypahou Ly

Big Brothers Big Sisters Twin Cities

Moriah Peterson

Kids 'n Kinship

Patti Neiman

Y of the North

Rica Rivera

Division of Indian Work

Shawntan Howell

Girls Are Powerful

Stephanie Baker

Lakes Crisis and Resource Center

Emily Goldberg

Autism Mentorship Program

Will Tabor

Rebound Inc.

Xavier Vazquez

Bolder Options

Cheryl Mohler

High Tech Kids

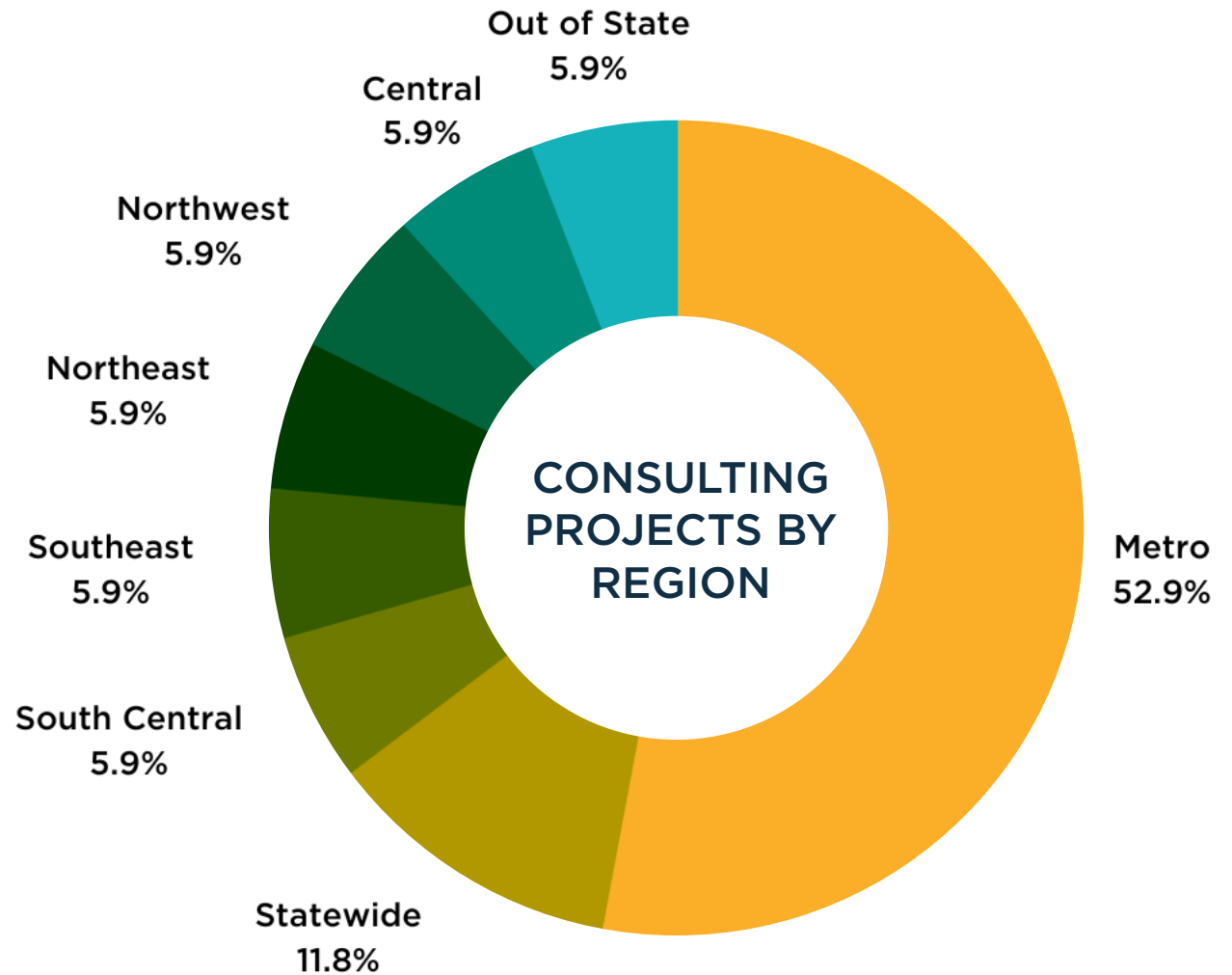
Johnny Allen

The JK Movement

2022 CONSULTING

2022 CONSULTANT LIST:

Carolyn Scherer, MSW
Lesley De Paz
Mandy Arden
Maddie Keil
Beverly Gillen
Rica Rivera
April Riordan
Liz Cummings
Amy Gray



2022 ALIGNMENT TO OUR PILLARS OF WORK

MENTOR MN's vision and dream as an organization is that all youth have agency and power at home, school, in their community, and in the workplace. 2022 highlighted both the positive impact our work has in supporting programs across MN while uplifting our continued alignment to our vision & strategic pillars of work; Elevating Quality, Expanding the Movement, Influencing Systems, & Engaging Local Leadership.

ELEVATING QUALITY: In 2022, we expanded our reach in supporting youth mentoring programs by providing nearly 800 hours of no-cost Technical Assistance funded through the National Mentoring Resource Center's OJJDP grant. This funding is critical to help keep costs down for programs who want to use Technical Assistance to improve their programs. To support this transformational work, we brought on five new TA Providers. In 2022, we kicked off a Technical Assistance project creating a Theory of Change and Logic Model with Orono Community Education that highlights the importance of this service. Our TA Provider, Lesley De Paz, worked alongside program leader, Genna Torney, of Orono Community Education STRIVE & Sparks Programs. Read our interview about their experience working together below.

Following are reflections on this project from a MENTOR Minnesota Technical Assistance Provider, Lesley De Paz.

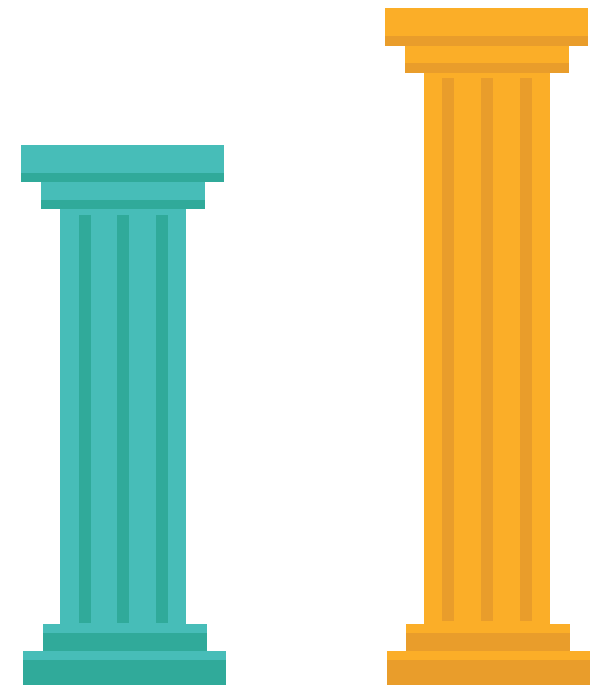
MENTOR MN: How does creating a logic model and theory of change help advance the mission & vision of Orono Community Education STRIVE & Sparks Programs in a more powerful way?

Genna Torney: "Creating a logic model and theory of change has allowed us to take the time to reflect on our programs. We already feel better equipped to articulate the goals and impact of our programs with stakeholders, mentors, and staff. These tools are allowing us to elevate our work by sharing it and improving it continuously."

MENTOR MN: What challenges was Orono running into and how has the intended outcome of this TA project reflected the challenges Orono was facing?

Genna Torney: "Technical Assistance has allowed us the time, space, and expertise to articulate what our programs do and how we improve

them. We had some evaluation tools in place but Technical Assistance is bringing it to the next level. We are taking a more meaningful look at our programs at every step in the process of the programs. Lesley's expertise and ability to take what we were sharing with her about our programs comes together so quickly that it has been such a rewarding process."



Below are reflections on this project from MENTOR Minnesota Technical Assistance Provider, Lesley De Paz.

MENTOR MN: What has been the greatest outcome you've seen or expected to see because of providing TA to Orono?

Lesley De Paz: "One of the greatest outcomes I have seen is how our work has reinforced the amazing work that Genna and Donna are doing. Any school-based program is busy, very busy, and many times there is no time to stop and look at the program as a whole. There is even less time to look at the actual impact of the work being done. As we developed the logic model together, we compiled all of the activities and foundational pieces that go into the many aspects of their programming. When you actually stop and list and look at all of the different pieces, it is eye-opening to the complexity of it all. From there we established outcomes, from the obvious to the underlying ones. I had the privilege of being part of the amazing conversations between Genna and Donna as they talked about enhancing outcomes in certain areas and figuring out how to address the gaps they saw when analyzing the logic model. All in all, the work they have done has given them a clear picture of their programming that

highlights its strong impact and allows for growth in the areas of need. Genna and Donna are exemplars of how to be child and family focused. They provide amazing services to kids in a very human way.

MENTOR MN: Impact is generated through Technical Assistance. As a supportive coach for program leaders in the youth development space, what does this mean to you?

Lesley De Paz: "In the youth development space, time is crucial; time to get work done properly, time to work with kids, time can't be lost as kids grow up every single day. Technical Assistance allows for a structured time to elevate program effectiveness. No matter where programs are in their journey, Technical Assistance guides, supports, and enhances each one's development. The impact is meeting leaders where they are and providing them time and space to reflect, learn, and enhance their important work."



EXPANDING THE MOVEMENT: In addition to providing increased Technical Assistance hours to support programs, MENTOR MN also expanded training opportunities in 2022 for program leaders. We continued to offer monthly programming through our Bagels & Best Practices and Lunch & Learn events, that provide spaces for program leaders to learn and lead together in community, and walk away with essential tools and tangible content to uplift their programs. In tandem with monthly events, we hosted both a spring and fall cohort to engage programs in a deep dive of the Elements of Effective Practice for Mentoring.

INFLUENCING SYSTEMS: 2022 paved the way for MENTOR MN to continue to extend our reach to support local schools through MENTOR's Relationship Centered Schools Initiative. In October, Program Director attended MENTOR's Relationship Centered Schools Summit and brought along local educational leaders from Minnesota to support this important endeavor. Not only did this opportunity uplift building connections with one another, it also sparked innovative ideas

for amplifying safe and supportive relationships within Minnesota schools. Additionally, these convenings provided momentum for us to secure funding provided by MENTOR National to partner with one Minnesota school in 2023! Looking ahead, this initiative allows MENTOR MN to walk alongside a school partner to create a relationship-centered culture in their learning community. With MENTOR MN's support, the school will identify goals and outcomes leveraging the mentoring mindset which will then be infused into before, during, and after school time.

ENGAGING LOCAL LEADERSHIP: MENTOR MN welcomed additional program leaders from around the state to our 2022 Program Services Council! Welcoming new programs ensures future sustainability, diversity, equity, and inclusivity. New members were from a variety of programs including High Tech Kids, Division of Indian Work, The JK Movement, QUEERSPACE Collective, and the Autism Mentorship Program. This thought leadership group continues to provide community leader input & guidance with a 'program needs' lens. The PSC

provides a pulse on trends and upcoming changes within youth programming. Additionally, it informs and approves the MENTOR MN Program Calendar and our Strategic Initiatives.

Looking ahead to 2023, the PSC will be supporting the MENTOR Minnesota team in developing a Youth Action Council while helping support their involvement.



FUNDERS

MENTOR Minnesota would like to thank all of our funders and donors for making our mission possible. Thank you!

INDIVIDUAL DONORS

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Thank You!

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**Starbucks Foundation in
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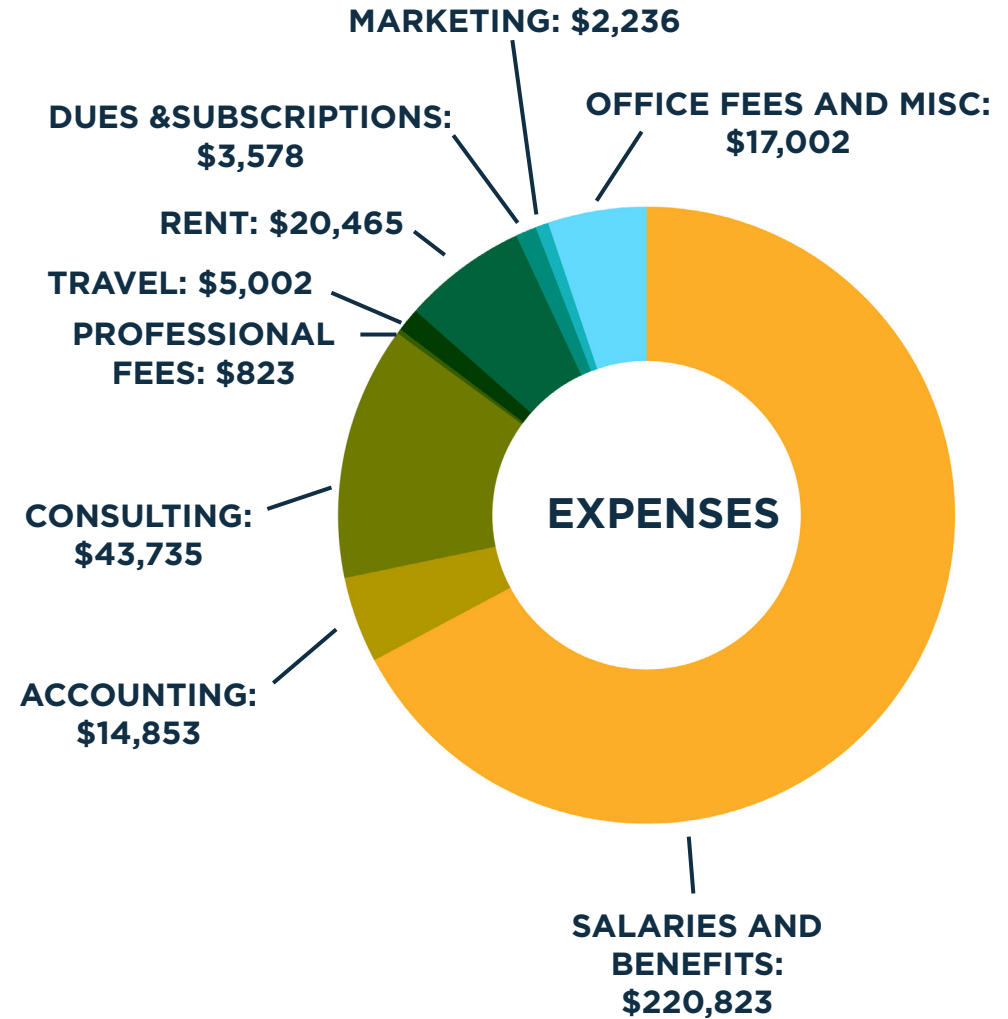
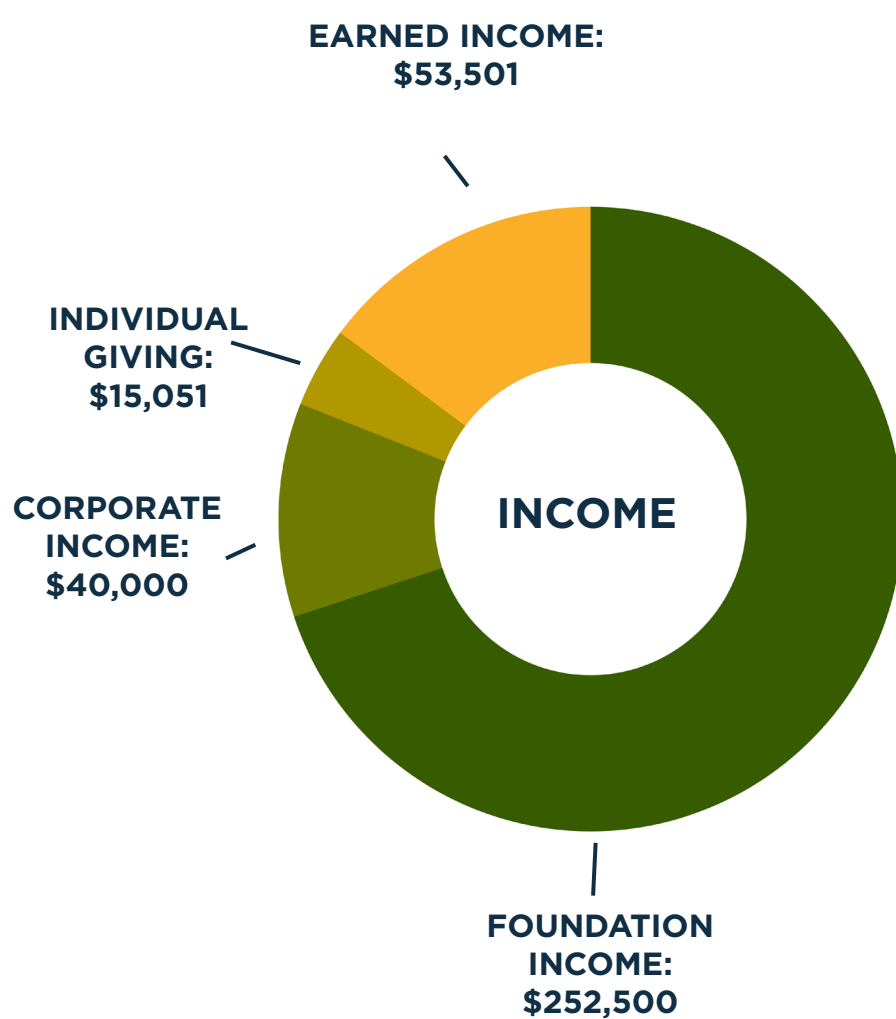
FINANCIALS

INVESTMENT BREAKDOWN

Total Expenses:
\$329,002

Revenue:
\$361,052

Net Assets (EOY):
\$289,948



THE YEAR AHEAD

MENTOR Minnesota hopes you'll join us this year as we continue to expand access to relationships! Our 2023 strategic initiatives include:



Increase programming opportunities through cohort learning experiences.



Increase the number of partners in the mentoring movement: corporate mentoring partners and mentoring programs in the state overall.



Simplify and update the State of Mentoring Survey Intake.



Engage with more young people through employment and advisory opportunities in Minnesota.

We accomplish more together. Please connect with staff at mentor@mentormn.org if you're inspired to join forces.