



**MENTOR**  
VERMONT

# 2021–2022 MENTOR VERMONT IMPACT REPORT

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



# A Note From the MENTOR Vermont Team

The Vermont mentoring movement is about bringing people together and closing the mentoring gap. Youth deserve meaningful relationships to grow and thrive, and we each play a critical role in building those relationships. Whether you serve as a mentor to a young person, invest in MENTOR Vermont, or represent your company or foundation as a partner in advancing this movement—you are an essential part of this journey. Mentoring serves as a positive force. Our work is an affirmation of common humanity, and of the collective impact of Vermonters.

We know that in order to harness the full potential of mentoring relationships—and to scale—we must meet people where they are and integrate relationship-based solutions. That's why MENTOR Vermont's work is driven by young people—lending their voices alongside youth mentoring agencies, taking the pulse of community needs.

As the Vermont mentoring field continues to rebuild and recover from the pandemic's far-reaching impacts, the resilience of Vermonters is undeniable. Despite COVID-19's many challenges, mentoring relationships persevered and growth persisted, including MENTOR Vermont's unwavering support of young people during such a sensitive and unpredictable time. This compassion, collaboration, and determination is the buoy that will guide our progress in the coming year.

Thank you for standing with us in building safer and stronger bridges to the future for Vermont's young people.

Onward together,



**Chad Butt**

EXECUTIVE DIRECTOR



**Sarah DeBouter**

TRAINING & SUPPORT DIRECTOR



**Liz Ewan**

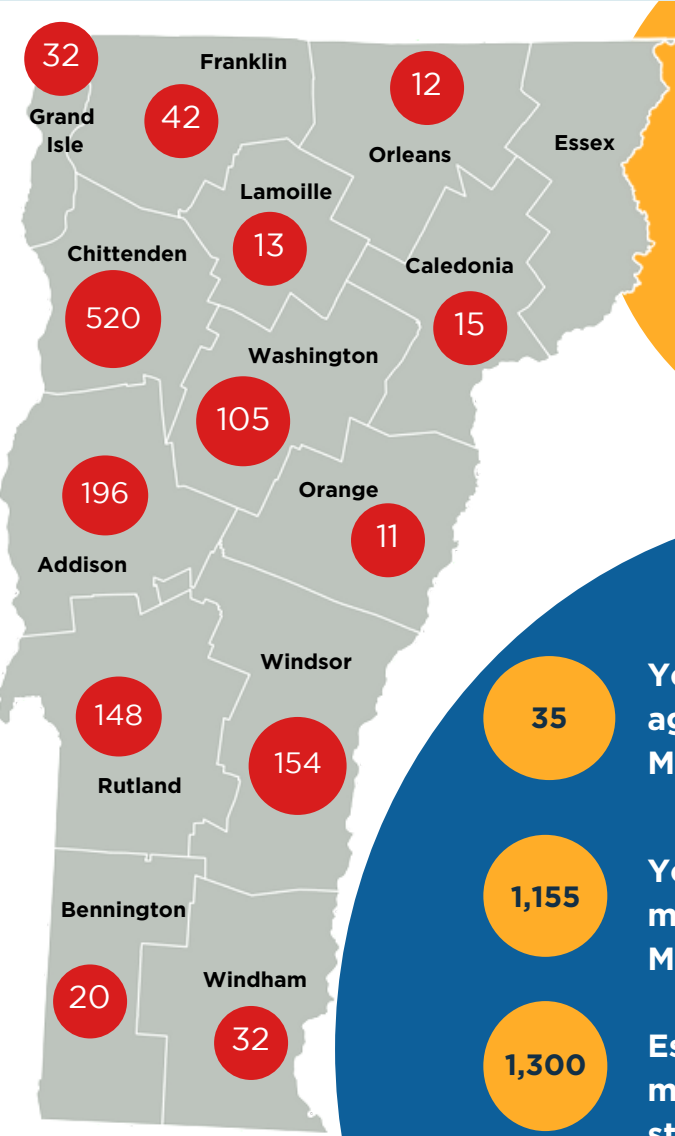
ASSOCIATE DIRECTOR



**Emily Listowich**

DEVELOPMENT DIRECTOR

# The Vermont Mentoring Field



- 35** Youth mentoring agencies supported by MENTOR Vermont
- 1,155** Youth-Adult mentor matches funded by MENTOR Vermont
- 1,300** Estimated total matches across the state
- 308** 2021-2022 new matches
- 86%** 2021-2022 match retention rate

# Critical Need

## *Mentoring is an effective pandemic recovery tool.*

Youth need supportive adults in their lives now more than ever.

As Vermonters recover and rebuild from the pandemic, young people are grappling with the lasting impacts of COVID-19 amidst critical developmental and transitional ages.

Mentoring relationships provide individualized, one-on-one attention and support, a primary component of pandemic recovery.

By increasing the quality and quantity of safe and effective youth-adult mentoring relationships in places where young people live, work, learn, and play, MENTOR Vermont helps address the inequities of access plaguing Vermont youth.

As the only statewide youth mentoring support agency, MENTOR Vermont maintains a steadfast and unwavering commitment to serve youth mentoring agencies throughout Vermont and ensure young people have access to effective mentoring relationships.



## A Closer Look: The Impact



### 2022 Mentee Survey Results

91%

"My mentor makes me feel like I matter."

89%

"Having a mentor has made a positive difference in my life."

### 2022 Mentor Survey Results

97%

"I would recommend being a mentor to a friend."

95%

"Having a mentee has made a positive difference in my life."

# Meet Lily & Kym



"I think everyone should have a mentor."  
—Lily, mentee



**Lily and Kym have been paired for 5 years through the community-based program, Milton Mentors.**

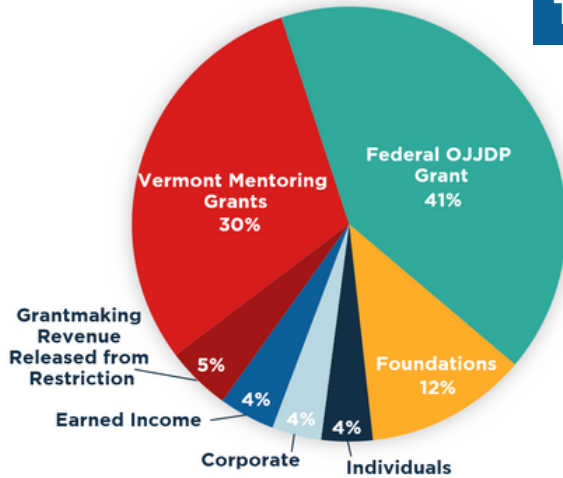
Kym shares, "Lily is thoughtful, kind and always thinking of others". When asked why she wanted a mentor, Lily shares, "Sometimes I feel like I can't do or talk as much as I want to with people around me, so to know that Kym's someone I can always just rely on to have fun with and to understand me is really nice."

Lily is passionate about music and dance and always willing to share her favorite artists and dance steps.

Kym's favorite thing to do with Lily is to just spend time together, talking and learning about her perspective on things. When asked why she wanted to be a mentor, Kym said, "my kids are both grown and out of the house... and I really love to connect to the community and hang out with Lily. To be a part of the next generation and learn and grow myself, and hopefully try to help a young person grow as well."

# Fiscal Year 2021-2022 Financials

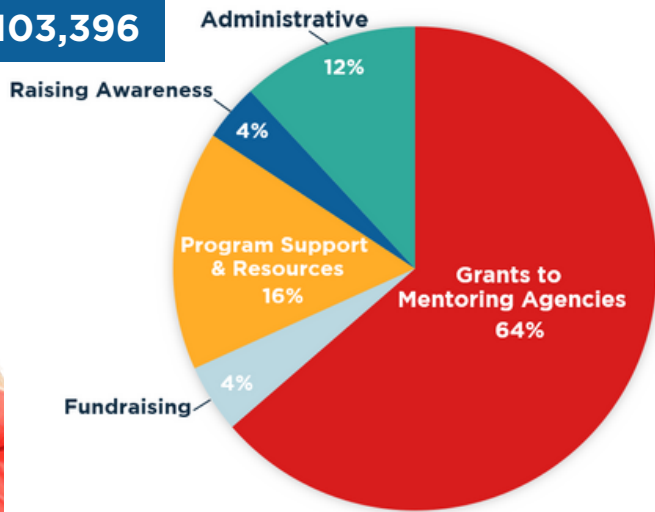
**Total Income: \$1,038,910\***



\*In response to increased demand from the Vermont mentoring field, MENTOR Vermont received board approval to strategically release additional funds from reserves in order to meet community needs.

***With immense gratitude for our generous supporters—MENTOR Vermont's work is made possible because of YOU!***

**Total Expenses: \$1,103,396**



# Your Gift at Work

*We aim to close the mentoring gap and drive equity through quality mentoring relationships. We do this by...*



## Quality & Quantity

- Providing comprehensive support services to Vermont mentoring agencies
- Training for staff and mentors
- Offering no-cost technical assistance
- Creating & circulating resources
- Convening the field
- Facilitating peer learning
- Conducting comprehensive evaluations



## Public Will

- Spearheading statewide advocacy
- Bolstering recruitment
- Expanding mentor mindset
- Sharing the impact of mentoring
- Hosting annual public events
- Elevating media presence
- Facilitating field organizing



## Investment & Sustainability

- Overseeing the Vermont Mentoring Grants
- Providing funding directly to mentoring agencies
- Advocating for increased government funds
- Securing diversified financial support for the field
- Building strong relationships with philanthropic changemakers

# Our 2021-2022 Grantmaking

MENTOR Vermont provides annual funding to mentoring agencies, investing in the creation and support of quality, long-term youth-adult mentoring matches. This grantmaking remains the only statewide mentoring-specific funding available in Vermont.

Passthrough funding to mentoring agencies is a central pillar of our work. MENTOR Vermont utilizes this funding to support, expand, and enhance the quality of existing mentoring programs, while also helping to establish new youth mentoring programs. Of our FY 21-22 expenses, just over 64% (\$702,262) was passed through directly to mentoring agencies.

## **These grants were made possible with the help of our generous funding partners:**

The A.D. Henderson Foundation

The VT Dept. for Children & Families

The Vermont Community Foundation's VT COVID-19 Response Fund

\*The Office of Juvenile Justice & Delinquency Prevention (OJJDP)

**Big Brothers Big Sisters of Vermont\***

**Black Village Vermont**

**Cabot Mentoring**

**The Collaborative**

**Connecting Youth Mentoring**

**The DREAM Program\***

**Everybody Wins! Vermont**

**Franklin County Caring Communities**

**Generator**

**Girls/Boyz First Mentoring**

**Grand Isle County Mentoring**

**King Street Center**

**The Mentor Connector\***

**Mentoring Project of the Upper Valley**

**Milton Community Youth Coalition**

**Mt. Abraham Unified School District**

**Safer Society Foundation**

**Spectrum Youth and Family Services**

**Twinfield Together Mentoring**

**U.S. Committee for Refugees and**

**Immigrants (Vermont)**

**Windsor Central Supervisory Union**

**Windsor County Mentors\***

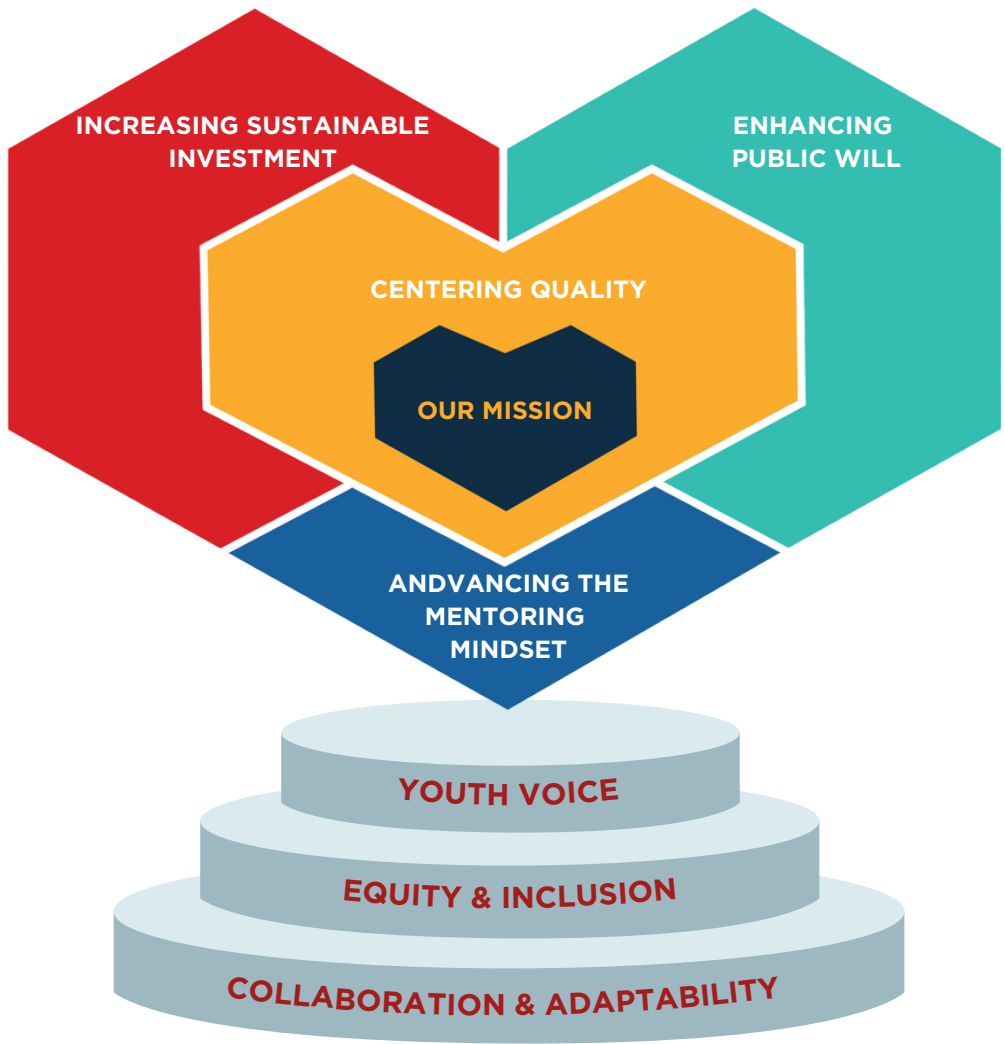
# \$702,262

**Total Grant Funding Awarded**



# Our Strategic Plan at A Glance

*Closing The Mentoring Gap & Driving Equity Through Quality Relationships*



*Our core values serve as the foundation for our work*

# The Impact of Your Generosity

*With your help, last year, MENTOR Vermont...*

- Restructured the organization's staff model in response to increased demand from the field and hired two new staff members.
- Thoughtfully crafted an organizational theory of change and developed a three-year strategic plan.
- Released the Future Exploration Guide to help mentors support their mentees in exploring options after high school.
- Convened the 6th annual Vermont Mentoring Symposium.
- Implemented statewide mentor recruitment strategies.
- Released three mentor recruitment PSA videos highlighting local matches.
- Supported the Vermont Mentoring DEI Committee and secured funding to advance DEI initiatives for the field.
- Contracted with a local policy advisor to increase awareness and strengthen the State's commitment to youth mentoring.



*"MENTOR Vermont is an invaluable resource—with their guidance, training, support and funding, our organization is able to continue to foster and support high quality mentoring relationships in our community. MENTOR Vermont is innovative, leaders in their commitment to DEI work, and have their pulse on the latest research. They provide us with critical support for building and strengthening our mentoring programs and services; we could not do the work without them."*

*—BobbiJo Stellato, The Mentor Connector*

*"Without MENTOR Vermont, I fear our program would not survive. It's not just the money that we are granted, but it's also the technical support and freely given advice that keeps us running smoothly."*

*—Nancy Jones, Mentoring Project of the Upper Valley*



## **The Mentoring Gap**

**1 in 3 young people will  
grow up without a mentor.**

**MENTOR Vermont is  
committed to closing the  
mentoring gap. Scan the  
QR Code to learn more  
about the following ways  
you can help:**



[www.mentorvt.org/get-involved](http://www.mentorvt.org/get-involved)

### **Make a Gift**

Your donation helps increase Vermont's capacity to provide quality mentoring relationships to young people who are in need of a positive, caring role model beyond of their family.

### **Become a Mentor**

Mentoring amplifies change, one relationship at a time. Mentoring relationships are a shared opportunity for learning and growth. Find mentoring opportunities in your community today.

### **Tell a Friend**

Know someone who would make a great mentor?  
Let them know about MENTOR Vermont and ask them to consider becoming a mentor.

### **Share Your Story**

Your story can inspire others to step up and join the movement.  
Will you share your story?

**"Since becoming an Affiliate  
of MENTOR National in 2013,  
MENTOR Vermont has become a leader  
among MENTOR Affiliates nationally, as  
well as in their work strengthening youth  
mentoring locally in Vermont."**

—Joellen Spacek,  
Senior Director, MENTOR Affiliates



## **CONTACT US**

*Please note our new mailing address*

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