

MENTOR
VERMONT

IMPACT REPORT 2023-2024

A NOTE FROM OUR EXECUTIVE DIRECTOR



Dear Friends,

Imagine a world in which a young person is surrounded by a web of relationship-centered support. Imagine what's possible when young Vermonters are raised by a village. Each member of the community embracing a mentoring mindset.

When they get on the bus in the morning, their bus driver checks in with them. Their teachers ask them thoughtful questions about their interests. Their best friend's parents ask them how last week's math test went. Their soccer coach celebrates their strength and perseverance after a tough loss on the field. Their school counselor listens intently to their hopes for the future. Their neighbor invites them to stay for dinner.

Each of these touch points form a dense and intricate network of support around a young person. This relationship-centered support is strengthened with every intentional conversation and supportive connection, fostering the most conducive environment for a young person to grow and thrive.

With the help of supporters like you, MENTOR Vermont is exploring creative and innovative ways to ensure that every young person has the mentoring relationships they need to thrive.

I'm proud of the work you've helped us accomplish in 2023-2024, and I'm excited for what lies ahead in 2024-2025.

Onward together,

A handwritten signature in blue ink, which appears to be 'CB', written over a thin blue horizontal line.

Chad Butt
Executive Director

ABOUT US



Chad, Sarah, Liz, & Emily
The MENTOR Vermont Team

96%
OF YOUTH SHARE
“MY MENTOR
MAKES ME FEEL LIKE
I MATTER.”

Our Mission

Empowering youth by providing support and resources to the youth mentoring field in Vermont to strengthen the quality and broaden the reach of mentoring relationships in our communities.

Our Vision

We aim to close the mentoring gap and drive equity through quality mentoring relationships so every young person in Vermont has the supportive mentoring relationships they need to grow and thrive.

Our Commitment to Diversity, Equity, & Inclusion

MENTOR Vermont is committed to fostering an environment of diversity and inclusion for all. We embrace our differences and celebrate our common humanity in advancing awareness of the need for equity and the transformative power of supportive relationships for young people. We believe that varied perspectives, experiences, and opinions are central assets in our vision of every young person in Vermont having the supportive mentoring relationships to grow and thrive.



Tony & Innocent

Marilyn & Phoebe

Jasmine & Julia

Alex & Uson

MENTORING IN VERMONT



Lincoln & Kathy



Gracie & Maribeth

30

Youth mentoring agencies supported by MENTOR Vermont

1,525

Mentor matches funded by MENTOR Vermont, including 202 peer-based and 1,323 youth-adult

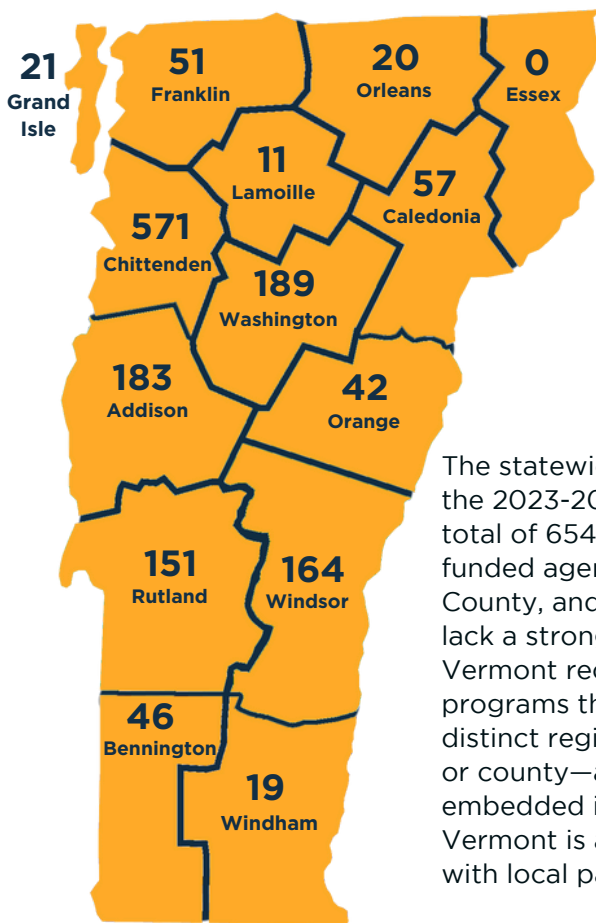
654

New mentor matches made

89%

Match retention rate during 2023-2024 grant year

Matches Funded by MENTOR Vermont



The mentoring field continues to foster new matches and recover from the persisting impacts of the pandemic.

Despite dedicated efforts from program staff, programs continue to find mentor recruitment more challenging than before the pandemic, with fewer Vermonters seeking to engage in volunteer activities.

The statewide match retention rate during the 2023-2024 grant year was 89%, with a total of 654 new mentor matches made by funded agencies. Essex County, Lamoille County, and Windham County currently lack a strong mentoring presence. MENTOR Vermont recognizes that mentoring programs thrive best when they have a distinct region—be it a town, school district, or county—and dedicated staff who are embedded in the community. MENTOR Vermont is actively seeking collaboration with local partners in these areas.

CENTERING QUALITY

“MENTOR Vermont is innovative. They are leaders in their commitment to DEI work. They have their pulse on the latest research for elements of effective practice. We could not do our work without them.”

—Bobbi Jo Stellato,
The Mentor Connector

By identifying, promoting, and driving the implementation of evidence-based practices combined with community wisdom, we are increasing the quality of mentoring relationships for Vermont’s young people.

MENTOR Vermont requires funded programs to implement evidenced-based practices, guiding them through the National Quality Mentoring System (NQMS) and providing personalized consultation.

MENTOR Vermont’s trainings strengthen the quality of local mentoring relationships through research-based effective practices and enables program staff to focus more time on supporting matches.



OF MENTORS SHARED

“I would recommend mentoring to a friend, family member, or peer.”



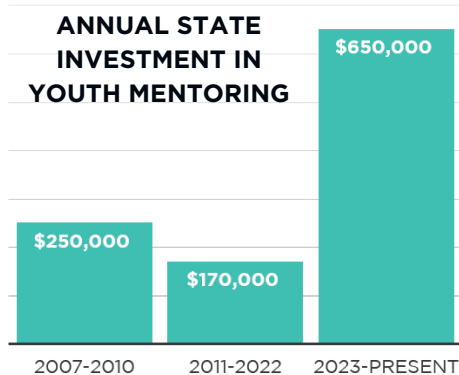
OF MENTORS SHARED

“The mentoring training and/or experience I had over the past year has made me a more effective mentor.”

IN 2023-2024, YOU HELPED MENTOR VERMONT TO...

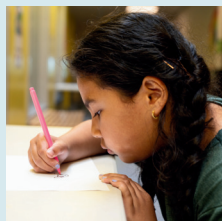
- Develop training modules for our soon to be launched learning management system.
- Provide technical assistance to 17 mentoring agencies, representing 500+ hours of no-cost, individualized program support.
- Launch the Youth Mental Health Pilot program and host 12 sessions for mentors and program staff.
- Conduct NQMS with 5 mentoring agencies to ensure best practices and identify areas of improvement.
- Host 11 live training sessions to support mentors and program staff.
- Host the 8th annual Vermont Mentoring Symposium with more than 70% of mentoring agencies in attendance.

INCREASING SUSTAINABLE INVESTMENT



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

As a result of MENTOR Vermont's strategic advocacy work, the Vermont mentoring field secured the first increase in State funding since 2007, resulting in a 282% increase in State dollars invested in mentoring. Passthrough funding remains a central pillar of MENTOR Vermont's work, representing more than half of MENTOR Vermont's annual budget.



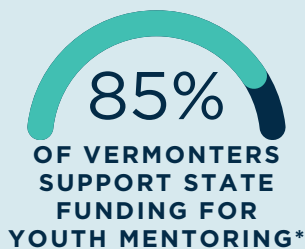
Jasmine



Innocent



Henry



IN 2023-2024, YOU HELPED MENTOR VERMONT TO...

- Continue overseeing the Vermont Mentoring Grants, investing 58% (\$637,733) of the organization's budget to passthrough grants for youth mentoring agencies.
- Share funding opportunities with the field.
- Advocate for sustainable and increased State investment in youth mentoring.
- Support youth mentoring programs' fundraising strategies with resources, talking points, templates, and online platform hosting.

**Polling provided by Embold Research, a Public Benefit Corporation, per a 907 poll of adults in Vermont in the United States, conducted between Sep 14-20, 2022*

20

RECIPIENT YOUTH
MENTORING
AGENCIES

\$637,733

GRANTED OUT TO YOUTH MENTORING PROGRAMS

VERMONT MENTORING GRANT RECIPIENTS, 2023-2024:

Big Brothers Big Sisters of Vermont

The Collaborative

Connecting Youth Mentoring

The DREAM Program

Everybody Wins! Vermont

Grand Isle County Mentoring

King Street Center

Lincoln Mentors

Mad River Mentoring

The Mentor Connector

The Mentoring Project of the Upper Valley

Milton Family Community Center

Mountain Views Supervisory Union's Empower UP!

Mt. Abraham Unified School District Mentoring

Safer Society Foundation

Spectrum Youth and Family Services

Twinfield Together Mentoring

U.S. Committee for Refugees and Immigrants (Vermont)

Windsor County Mentors

Youth First Mentoring



ENHANCING PUBLIC WILL



MENTOR Vermont strategically leverages social channels, earned media, marketing materials, storytelling, and public events to convey diverse and authentic representations of youth mentoring. Building awareness is thoughtfully planned to destigmatize, inform, and inspire more Vermonters to get involved in youth mentoring.

By harnessing our collective voice, MENTOR Vermont advocates for youth mentoring and legislative priorities, raising awareness for how one conversation, one experience, and one mentor can change a young person's life.



"MENTOR Vermont has partnered with DCF for years, includes DCF in major decision-making, and has a strong reputation with us for communication, accountability, and ensuring State dollars are stretched as far as possible. MENTOR Vermont works hard to ensure mentoring resources exist in all parts of the State, particularly in especially high-risk and also rural communities."

*—Chris Winters, Commissioner
VT Dept. for Children & Families*

IN 2023-2024, YOU HELPED MENTOR VERMONT TO...

- Shine a spotlight on mentoring through 21 pieces of earned media coverage.
- Recognize the 2024 Ambassadors of Mentoring cohort of 7 youth-mentor matches and facilitate 15+ creative engagement opportunities for Ambassadors.
- Meet with the Vermont federal delegation in Washington, D.C. to discuss youth mentoring needs.
- Facilitate 19+ meetings between youth, mentors, program staff, and their elected officials to share mentoring experiences directly with legislators and elevate youth voice.
- Launch and maintain a new online, zip code-based search directory to ensure program visibility and support mentor recruitment.

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ADVANCING THE MENTORING MINDSET

"I look to MENTOR Vermont as a sounding board, a partner, and a place to get support and resources when needed."

—Gabriella Tufo,
King Street Center

In order to meet the needs of Vermont youth, MENTOR Vermont must work with a range of stakeholders to broaden the scope of mentoring. While there will always be a need for structured one-to-one youth mentoring, we will not close the mentoring gap solely through a singular model.

MENTOR Vermont recognizes that everyone has the ability and opportunity to offer mentor-like support to the young people in their lives. Instilling a mentoring mindset helps inform and foster relationship-rich environments — helping teachers, coaches, crossing guards, neighbors, and others build a relationship centered community and surround youth with a web of support.



Alex & Uson

1 in 3

VERMONTERS ARE OPEN
TO VOLUNTEERING AS A
MENTOR IN THEIR
COMMUNITY*



Sydney & Amanda

IN 2023-2024, YOU HELPED MENTOR VERMONT TO...

- Assist 3 agencies in launching or expanding peer-based mentoring programs, supporting 202 matches.
- Pursue creative partnerships providing enriching experiences for matches at low or no cost.
- Collaborate with community leaders in underserved regions to identify effective strategies for expansion.
- Develop mentoring mindset training materials and resources for youth-serving professionals.
- Begin organizing Youth Day — an event planned and imagined by youth leaders in partnership with UP for Learning.
- Celebrate youth voice and inspire involvement by gathering and elevating mentoring stories.

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BY THE NUMBERS

30

YOUTH MENTORING AGENCIES SUPPORTED

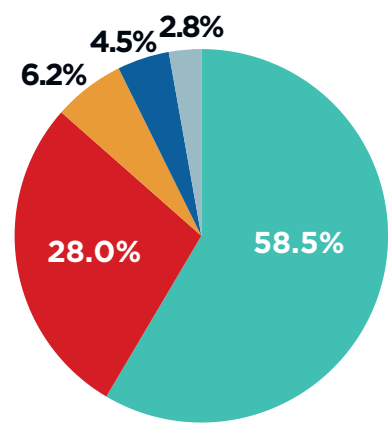
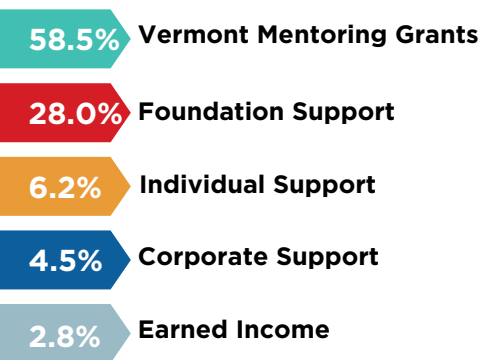
89%

2023-2024 GRANT YEAR MATCH RETENTION RATE

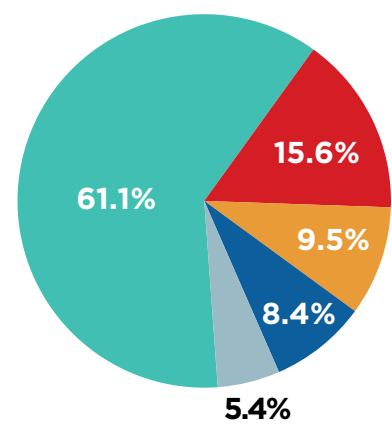
1,525

MENTOR MATCHES FUNDED THROUGH VT MENTORING GRANTS

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



Total Income: \$1,148,979



Total Expenses: \$1,097,397

HOW TO GET INVOLVED



William & Gabe



Kiernan & Goodluck

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 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?

"Mentoring has been one of the most meaningful opportunities of my life. Not only based on my personal relationship with my mentee, but also by the exposure to the larger mentor community throughout Vermont. These cumulative experiences will always be a source of joy and motivation."

—Phillip Foy, Mentor & Board Member



Julia & Kamea



www.mentorvt.org/get-involved



Isra & Terry

CONTACT US



802-658-1888



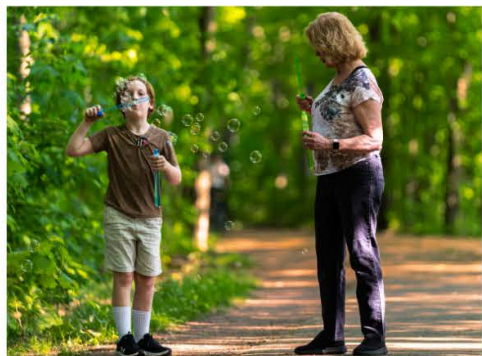
chad@mentorvt.org



www.mentorvt.org



MENTOR
VERMONT



Lincoln & Kathy



Uson & Alex

WE THANK YOU
FOR YOUR CONTINUED SUPPORT OF
YOUTH MENTORING