

2022—2023

IMPACT REPORT

When youth feel like they matter,
they thrive.



MENTOR
VERMONT

A Note From the MENTOR Vermont Team



Over the last year, Vermonters have demonstrated strength and resilience in the face of many challenges. Sharing words of encouragement for a friend; lending a helping hand to a neighbor after a natural disaster; showing compassion to others during a mental health crisis; even a simple act of generosity from a stranger—these diverse and layered responses create a web of support that surrounds us and strengthens our community.

In times of uncertainty, who do you turn to?

One in three youth in Vermont are growing up without an answer to this question. They make everyday choices that lead to life's big decisions, without the guidance and support so many of us count on.

Everyone needs someone to turn to.

Throughout the challenges that have struck Vermont communities, mentoring has been a stable and consistent buoy of support for Vermont youth. With every new adventure, every conversation we share, and every time we simply show up for each other, that web of support for Vermont youth intensifies.

With your help, MENTOR Vermont has ramped up our support and training, leaned into diverse models of mentoring, and responded to this desire for connection at every level—providing the structural support and resources needed for mentoring professionals and committed volunteers to stay present for young people. Through it all, we have seen mentoring relationships in our community persevere and youth flourish.

We remain committed, with the help of partners like you, to closing the mentoring gap here in Vermont.

Onward together,



Chad Butt

Executive Director



Sarah DeBouter

Training & Support Director



Liz Ewan

Associate Director



Emily Listowich

Development Director

About Us

For 20 years, MENTOR Vermont has brought the mentoring community together, championing high-quality youth mentoring relationships. As a MENTOR Affiliate, we infuse nationally recognized and evidence-informed best practices in mentoring, statewide. We work to empower youth by providing support and resources to the mentoring field to strengthen the quality and broaden the reach of mentoring relationship in our communities. 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.



The Mentoring Gap

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



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 supportive mentoring relationships to grow and thrive.



2023 Milestones

Celebrating Vermont's Mentoring Journey

2023 marks three major milestones for MENTOR Vermont and our community:

- 10 years of Executive Director leadership from Chad Butt
- 10 years since MENTOR Vermont expanded statewide
- 20 years since the organization was founded in 2003

Over the past two decades, we've grown to become Vermont's leading voice for youth mentoring, bringing the Vermont mentoring community together to create one unified voice.

As we reflect on a decade of Chad Butt's leadership and two decades of dedicated service to the Vermont youth mentoring field, we're reminded of the incredible impact of hard work, passion, and collaboration.

With each passing year, we've seen our collective impact grow—thanks in no small part to the dedication and compassion of folks like you.

"It's the organization that holds the whole landscape accountable. If not for MENTOR Vermont, the A.D. Henderson Foundation wouldn't be able to fund all of these individual mentoring programs...The key difference I've seen over MENTOR Vermont's evolution is that there's a greater sense of accountability and professionalism in the youth mentoring field. And camaraderie and ownership among all of those running programs."

**—Eddie Gale
Program Officer
A.D. Henderson Foundation**

***Sydney & Amanda
Youth First Mentoring***



Our Journey

2003



Mobius was founded as an independent nonprofit to support youth mentoring in Chittenden County.

2006



Mobius secured a federal earmark through Senator Patrick Leahy's office, enabling the organization to more effectively serve Chittenden County.

2013



Chad Butt was hired as the Executive Director and Mobius expanded services beyond Chittenden County, becoming a statewide support organization.

2018



Mobius rebranded as MENTOR Vermont, an Affiliate of MENTOR National, broadening the scope of our support and resources to mentoring in Vermont.

2019



MENTOR Vermont successfully advocated for adjustments to Office of Juvenile Justice & Delinquency Prevention (OJJDP) federal grant eligibility, injecting \$3 million of federal funding into the Vermont mentoring field between 2019-2023.

2022



As a response to increased demand from the mentoring field, MENTOR Vermont restructured our staffing model, and brought on two new staff members to increase sustainable investment in mentoring and heighten program support.

2023



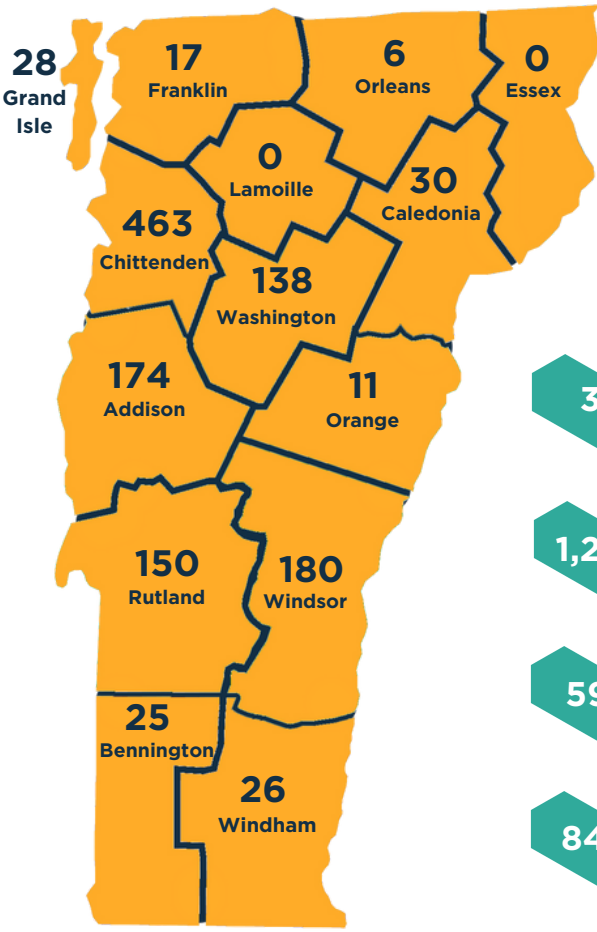
MENTOR Vermont secured the first increase in state funding for youth mentoring since 2008, representing a 282% increase of state dollars invested in mentoring.

2024+







Together, we aspire to close the mentoring gap and ensure every young Vermonter has the supportive relationships they need to grow and thrive.

Matches Funded by MENTOR Vermont



Mentoring by the Numbers:

-  Youth mentoring agencies supported by MENTOR Vermont
-  Youth-adult mentor matches funded by MENTOR Vermont
-  New mentors trained by funded Vermont mentoring agencies
-  2022-2023 match retention rate

Statewide Pulse

The past year has proven challenging as the mentoring field works to foster new matches and recover from the impacts of the pandemic. Despite dedicated efforts from program staff, fewer Vermonters are engaging in volunteer activities, and new mentor enrollment numbers are lower than anticipated. **Essex and Lamoille Counties currently lack a strong mentoring presence.** MENTOR Vermont continues to seek collaboration with local community partners in these areas.

Although new mentor recruitment has been more challenging than ever, we saw a 9.2% increase in match numbers over the past year. Based on our 2022 public polling, 1 in 3 Vermonters would consider becoming a mentor if asked.*

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

Community Need

As all Vermonters emerge from years of isolation and process the trauma inflicted by the pandemic and recent flooding, young people are grappling with a new normal amidst critically important developmental ages.

Youth mental health needs are greater than ever before, with increased reports of anxiety, depression, self-harm, and suicide planning among Vermont youth.

At a time when research shows that loneliness and isolation are trending upward, we know that relationships are powerful tools for significant change. They bring us together, help us to navigate our differences, and create a common purpose.

Meet Ka'marrey & Barbie



“ Barbie has supported me in every single way I can think of. She was at every concert, every sport, and every game with flowers. ”

Ka'marrey and Barbie have been paired for 7 years through The Mentor Connector.

When asked about their mentoring relationship, Ka'marrey said, "At the beginning, I was a little shy. We've built a really good connection. There's a lot of trust. There's a lot of respect. There are a lot of memories that show we have a really good bond. We just get each other on a level that we can't really explain to other people."

For Barbie, her life is bigger thanks to mentoring. In her words, "Now, I have this amazing organization that supports me in my mentoring, this amazing young lady, and her entire family whom I adore. Mentoring has taught me that it doesn't matter how old you get because you still have something to give."

Strategic Focus Areas

Increasing Sustainable Investment

Building awareness and establishing meaningful partnerships with a diverse array of changemakers to share in the advancement of mentoring and secure the necessary funding for building mentoring capacity to meet community needs.

Motivating civic leaders, employers, and individual stakeholders to prioritize and participate in ensuring all young people have access to supportive mentoring relationships throughout Vermont.

Enhancing Public Will

Centering Quality

Identifying, promoting, and driving the implementation of evidence-based practices combined with community wisdom to increase the quality of mentoring relationships for Vermont's young people.

Supporting the effectiveness of new and existing youth mentoring models to broaden the reach and deepen the impact of youth mentoring throughout Vermont – ensuring more adults are confident and effective mentors, more youth are engaged in quality relationships, and communities in Vermont are committed to youth mentoring.

Advancing the Mentoring Mindset

Increasing Sustainable Investment

We provide 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. Of our FY 22-23 expenses, just over 49% (\$457,925) 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
Vermont Department for Children & Families

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

\$457,925

Big Brothers Big Sisters of Vermont*
Cabot Mentoring
The Collaborative
Connecting Youth Mentoring
The DREAM Program*
Empower Up! Mountain Views Supervisory Union
Everybody Wins! Vermont
Franklin County Caring Communities
Grand Isle County Mentoring
King Street Center
Mad River Mentors
The Mentor Connector*
Mentoring Project of the Upper Valley
Milton Mentors
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 County Mentors*
Youth First Mentoring

**Programs funded through OJJDP*

Enhancing Public Will

With your help, MENTOR Vermont has been hard at work—building champions in the State House, forging partnerships with local businesses, and spreading awareness about youth mentoring among Vermonters. Over the past year, we:

Shined a spotlight on mentoring in the media through various forms of coverage.

Hosted a match photoshoot and created a PSA video highlighting local mentoring pairs.

Hired a Storytelling Intern to elevate youth voices and capture mentoring stories.

Conducted a statewide population poll of 900+ adults to better understand Vermont's attitude, engagement, and support of mentoring.

Secured the first increase in state funding for youth mentoring since 2008, representing a 282% increase of state dollars invested in mentoring.

Hosted 180+ mentoring advocates in Montpelier at MENTOR Vermont's annual Vermont Mentoring Month Celebration.

Advocacy at a Glance:

- Hosted an advocacy training with Rep. Taylor Small
- Met with 8 key state legislators and 7 state agencies
- Testified to the Afterschool Council, House Education Committee, Senate Health Committee of Health & Welfare and House & Senate Appropriations Committee
- Organized advocacy actions for the mentoring field to contact their legislators



2023 Ambassador of Mentoring, Gracie, speaks to Gov. Phil Scott's staff

Centering Quality

Thanks to supporters like you, MENTOR Vermont serves as the backbone for quality assurance in Vermont's mentoring field. We help programs implement evidence-based practices by:

Establishing a learning management system to support self-led training modules and resources for the field.

Providing technical assistance to 12 mentoring programs, representing more than 350 hours of no-cost technical assistance.

Conducting the National Quality Mentoring System (NQMS) evaluation with subgrantees to ensure best practices and identify areas of improvement.

Releasing an annual training schedule, including more than 19 live training sessions to support mentors and program staff.

Developing a comprehensive and more effective evaluation strategy to collect statewide mentoring program data.

Hosting the 7th annual Vermont Mentoring Symposium, with more than 80% of mentoring programs represented.



MENTOR Vermont's Sarah (center) and youth panelists (Halima, Mariam, Benji, and Gracie) celebrate at the 2022 Vermont Mentoring Symposium



Keynote speaker, Kheya Ganguly, speaks to attendees at the 2022 Vermont Mentoring Symposium

Advancing the Mentoring Mindset

In order to meet the needs of Vermont youth, we must broaden the range of mentoring models available. While there will always be a need for structured one-to-one youth-adult mentoring, we will not close the mentoring gap solely through a singular model. As we look toward the future, MENTOR Vermont is leaning into creative strategies and developing evidence-based tools that advance the mentoring mindset. These include:



Soundcheck performs at the 2023 Celebration

PEER-BASED MENTORING

YOUTH SUPPORTING YOUTH

Peer-based mentoring is proven to provide developmental, social, and academic benefits for youth. With increased state funding, we are excited to expand the Vermont Mentoring Grants funding in 2023-2024 to support peer-based mentorship.



2023 Vermont Lake Monsters Mentoring Night

COMMUNITY PARTNERSHIPS

CREATIVE AVENUES FOR COLLABORATION

MENTOR Vermont is continually pursuing community partnerships, seeking out organizations and businesses that value youth mentorship and help enrich mentoring experiences. Over the past year, collaborations have included the Vermont Lake Monsters, Vermont Parks Forever, Leadership Champlain, and more.



*Isra & Terry
Spectrum Mentoring*

EVERYDAY MENTORING

MENTORSHIP IN NATURAL RELATIONSHIPS

At MENTOR Vermont, we recognize 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 surround youth with a web of support.

Mentor Survey Results



"I would recommended mentoring to a friend, family member, or colleague."



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

Building Resiliency

As the Vermont mentoring community rebuilds from the pandemic, mentoring programs face greater challenges in recruiting new mentors, offering comprehensive match support, and equipping mentors with the training and tools they need to succeed. We help to fill these gaps on a statewide level, offering comprehensive support services to the entire mentoring field.



GABRIELLA TUFO-STROUSE
KING STREET CENTER

"I go way back to before MENTOR Vermont was MENTOR Vermont...to when it was Mobius. I've always had a connection to MENTOR Vermont. They are the partner that provides resources and helps with funding. Over the years, they have increased staffing and support to programs. I also look to them as a sounding board, a partner, and a place to get support and resources when needed."



BOBBI JO STELLATO
THE MENTOR CONNECTOR

"MENTOR Vermont is an invaluable resource to The Mentor Connector. With their guidance, training support, and funding sources, 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 they have their pulse on the latest research for elements of effective practice; we could not do the work without them."



MATTHEW GARCIA
WINDSOR COUNTY MENTORS

"Coming into this job, I had some expertise in nonprofit management, but I didn't know the specifics of how to run a mentoring program. MENTOR Vermont has provided us with a framework to follow, which helps us do our job well...We're not working on developing mentoring programming on our own, we have an organization backing us that has credibility."

The Impact of Your Generosity

With your help, we remain committed to serving the Vermont mentoring community. As Vermont's only statewide youth mentoring support agency, we offer critical support and services that enable mentoring programs to operate as efficiently and effectively as possible.

Measuring the impact of mentoring can be difficult—often, the long-term effects outweigh what can be calculated annually. Our youth and mentor surveys offer a valuable snapshot:



Ali & Rajnii
Spectrum Mentoring

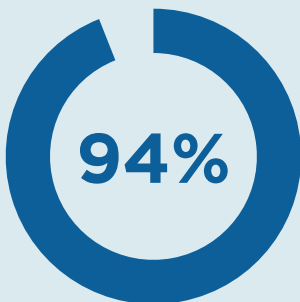


Alexis & Meg
Windsor County Mentors

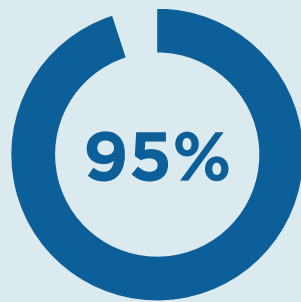


Lucca & Johanna
The Collaborative

Youth Survey Results



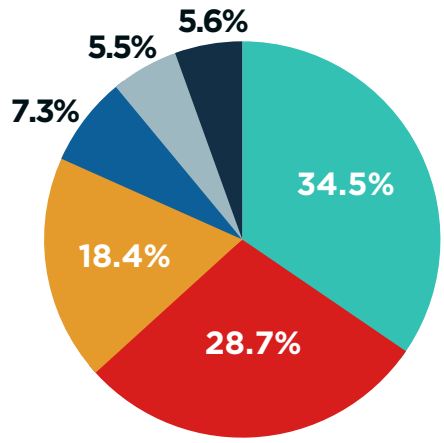
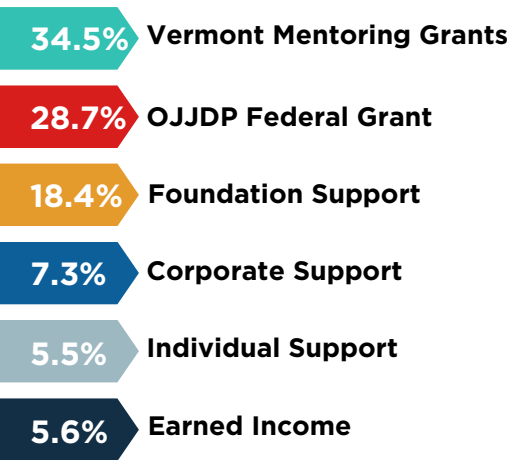
"My mentor makes me feel like I matter."



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

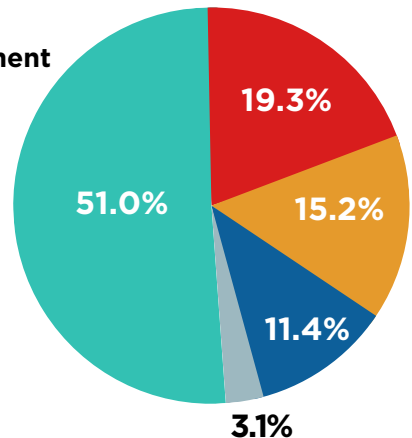
Financials

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



Total Income: \$911,364*

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



Total Expenses: \$934,052

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 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?



William & Gabe
The Mentor Connector



Sydney & Amanda
Youth First Mentoring



Muktar & Corey
King Street Center



Malitta & Bobbi Jo
The Mentor Connector

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www.mentorvt.org/get-involved