



# Mass Mentoring Counts 2006

## The State of Mentoring in Massachusetts...

- Quantity of mentoring relationships
- Quality of mentoring relationships
  - Future Implications



RESEARCH CONDUCTED BY UNIVERSITY OF MASSACHUSETTS DONAHUE INSTITUTE



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## Letter from the CEO of Mass Mentoring Partnership

Dear Friends,

On a daily basis we at Mass Mentoring Partnership (MMP) are privileged to hear transformative stories and see lives changed through mentoring. Behind these success stories are mentoring programs of all shapes and sizes in cities and towns across Massachusetts. Because we bear witness to its power and potential, we work fervently to drive the expansion of quality mentoring opportunities for kids.

The need to grow mentoring programs is great, but the growth of mentoring must be smart and strategic. With this in mind, MMP tapped the expertise of the Donahue Institute at the University of Massachusetts to undertake *Mass Mentoring Counts*, enabling our organization to build a foundation of data to complement our 15 years of hands-on experience.

*Mass Mentoring Counts* will empower those interested in growing the mentoring movement with sound information and guidance. Our research takes stock of the building blocks in place and establishes benchmarks for quality and greatest potential impact. Armed with concrete evidence, MMP will direct resources with an informed understanding of the pockets of need and guided by the characteristics of programs that drive optimal outcomes for kids.

*Mass Mentoring Counts* adds hard facts to compelling editorials and marks the path towards progress for both the quality and quantity of youth mentoring in our state. It is our hope and aspiration that *Mass Mentoring Counts*, along with work of our extraordinary partners and an entrepreneurial spirit, will contribute to building a Commonwealth where all young people are connected with a caring adult mentor to listen to them, stand by them, and guide them.

Sincerely,



David Shapiro  
President & CEO, Mass Mentoring Partnership

## Executive Summary

Research indicates that, when done well, “mentoring programs can be effective tools for enhancing the positive development of youth”.<sup>1</sup> As highlighted by Dr. Jean Rhodes of the University of Massachusetts Boston, mentors influence young people in three important ways: by enhancing social skills and emotional well-being, improving cognitive skills through dialogue and listening, and serving as a role model and advocate.

It is important to note that “mentoring is not a one-size fits all proposition. Each child has unique needs: the type of mentoring relationship that addresses one child’s needs may not address another’s.”<sup>2</sup> Therefore, it is critical to learn both about the wide-ranging types and characteristics of youth mentoring programs as well as the youth and communities they serve.

### Mass Mentoring Counts Initiative

In order to assess the state of youth mentoring in Massachusetts, Mass Mentoring Partnership (MMP) launched an important initiative, entitled *Mass Mentoring Counts*. Using the 2004 Liberty Mutual Mentoring Initiative (LMMI) study of youth mentoring programs in Massachusetts as the springboard<sup>3</sup>, MMP engaged the University of Massachusetts Donahue Institute (the Institute) to conduct the 2006 inaugural survey of the state of youth mentoring in Massachusetts. On a bi-annual basis, *Mass Mentoring Counts* will depict the landscape, trends, and needs of youth mentoring, measure progress, and serve to promote greater and more strategic investment of human and financial capital.

*Mass Mentoring Counts* is a powerful tool to enable MMP to most effectively fulfill its strategic objectives. Armed with the results, MMP will:

- Raise public awareness by collecting and disseminating relevant and critical data;
- Develop a body of knowledge to guide strategic decision-making for program development, new initiatives, and innovation; and
- Create a more comprehensive statewide network of youth mentoring programs.

*Mass Mentoring Counts* reports findings on **formal** youth mentoring program that match adult mentors (18+) with youth in a ratio no larger than 1:4. For the purposes of this study, therefore, MMP’s definition of youth mentoring programs excludes peer mentoring programs, youth programs with larger youth-to-mentor ratios, and programs where mentoring relationships are viewed as a positive by-product but not a formal program component or goal.

MMP and the Institute conducted extensive outreach to identify youth mentoring programs operating in the state of Massachusetts. Ninety-eight organizations, representing a 73% response rate, completed the *Mass Mentoring Counts* web survey, providing information on single or multiple programs. This report provides information on the 119 youth mentoring programs run by these 98 organizations.

<sup>1</sup> Jekielak, S.M. et al. February 2002. “Mentoring: A Promising Strategy for Youth Development” Washington, DC: Child Trends.

<sup>2</sup> MENTOR Web Site, Research Agenda - [http://www.mentoring.org/program\\_staff/research\\_corner/research\\_agenda.php](http://www.mentoring.org/program_staff/research_corner/research_agenda.php)

<sup>3</sup> To view the full LMMI report, *Characteristics of Youth Mentoring Programs in Massachusetts* (2004), go to <http://www.mentoring.org/mass>.

Participation rates in *Mass Mentoring Counts* reflect knowledge gained through the aforementioned 2004 LMMI study as well as Mass Mentoring Partnership's improved connectivity with youth mentoring programs throughout the state. The survey response rate increased from 62.3% in 2004 to 72.6% in 2006. It is also important to note that this 2006 survey includes data from 47 mentoring programs not represented in the LMMI study.

The full Mass Mentoring Counts 2006 report is available on Mass Mentoring Partnership's Web site at: <http://www.mentoring.org/mass/>.

Key findings from the 119 mentoring programs responding to the 2006 Mass Mentoring Counts survey include:

### **Snapshot of Formal Youth Mentoring Programs in Massachusetts**

- **The programs are primarily located in urban areas.** Eighty-one percent of formal youth mentoring programs are located in urban areas with populations of 50,000 or more people, the highest concentrations found in Boston, Springfield and Worcester.
- **Nearly one-half of the programs are located in the Greater Boston Region.** The remainder are well distributed across the regions of western (19%), northeastern (13%), southeastern (12%), and central (9%) Massachusetts.
- **There is a wide diversity in the age of the mentoring programs.** Thirty-one percent have been in existence for less than 5 years, 27% have been in existence between 5 and 10 years, and 42% have been in existence for 10 or more years. Recently developed mentoring programs are significantly more likely to be site-based and to be smaller in size.
- **The majority (62%) of the youth mentoring programs are site-based,** with youth-mentor meetings taking place at a designated location rather than in the community at-large. More than 70% of site-based programs take place at either local schools or community centers. **Close to 40% of the programs reflect the traditional community-based model,** with youth and their adult mentors planning their activities on an individualized basis and taking place at varied locations in the community.
- **One-to-one matches of a young person with an adult comprise the largest segment of mentoring program models.** Approximately one-third of programs report promoting alternate forms of services (i.e., group, team, and combination of one-on-one and required team activities). Site-based programs are significantly more likely to offer alternate forms of mentoring services. Community-based programs promote traditional one-on-one mentoring services almost exclusively.
- **The primary goals** of youth mentoring programs are to promote youth development, improve academics, and reduce high-risk behavior.

### **Snapshot of the Youth Served at Formal Mentoring Programs in Massachusetts**

- **Youth Served Annually** - More than 17,000 youth, ages 5–19, participated in formal mentoring relationships with adults annually.
- **Youth Served Currently** - More than 12,500 youth, ages 5–19, are currently (October – December 2006) engaged in a formal mentoring relationships with adults.

- **Age and Gender** - Mentoring is fairly equally utilized as a youth development strategy across age ranges and is evenly divided by gender. Age breakdown of youth served is as follows: ages 5–9 (32%), 10–14 (44%), and 15–19 (24%).
- **Race / Ethnicity** - In terms of racial / cultural identity, youth of color are more likely to be engaged in mentoring relationships. Approximately three-quarters of those mentored are youth of color, with the majority being Hispanic / Latino(a) (35%) and African American (28%).
- **Target Populations** - Massachusetts mentoring is successfully reaching youth populations in need of mentors. Mentoring programs most frequently target and serve youth having academic difficulties, youth from low-income families, youth with low self-esteem or social skills, and youth from single parent families; all circumstances correlated with high-risk factors for youth.
- **Where Youth Reside** - Nearly half of the mentored youth in the Commonwealth reside in Boston, primarily in the neighborhoods of Dorchester and Roxbury. Beyond Boston, youth in formal mentoring relationships are fairly equally divided by region with a concentration in large urban areas, particularly the cities of Springfield and Worcester.

#### **Snapshot of the Adults Serving as Mentors at Formal Mentoring Programs in Massachusetts**

- **Adults Mentoring Currently** - More than 8,625 adults (18+) are actively serving as mentors in formal mentoring programs.
- **Age and Gender** – Mentors are well represented by both genders and across broad age ranges. Fifty-five percent of adult mentors are female and 45% are male. Age breakdowns of adult mentors are as follows: 18–22 (23%), 23–35 (38%), 36–49 (21%), 50–64 (14%), and 65 years or more (5%).
- **Race / Ethnicity** – Approximately three-quarters of adults serving as mentors are Caucasians. In addition, 12% of mentors are Black / African American, and 5% are Hispanic / Latino(a).

#### **Drivers of Quality Youth Mentoring Relationships**

- **The vast majority of the mentoring programs expect their matches to last at least one school year, and 44% of programs set their commitment from mentors for at least 12 months.** Programs promoting traditional one-on-one relationships are significantly more likely to expect longer match commitments.
- **Premature match termination was reported at a very low level** (less than 10%) by almost half of the mentoring programs. Another 22% of the programs reported premature termination between 10–19%.
- **Consistency was also valued by the state’s mentoring programs**, with 73% of mentoring programs requiring weekly meetings between mentors and youth and another 17% requiring mentors and mentees to meet 2–3 times a month.

### **Challenges to the Growth of Quality Youth Mentoring**

- **Youth on Waiting Lists** – For every three youth benefiting from a formal mentoring relationship with an adult mentor, there is one young person on the waiting list. More than 4,500 youth are currently waiting to be matched with an adult mentor in Massachusetts.
- **Programs with Waiting Lists** - More than 60% of youth mentoring programs currently maintain a waiting list. Of those programs with waiting lists, approximately one-half report wait lists of 1–3 months, approximately one-fifth report wait lists of 3–6 months, and approximately one-third report wait lists of more than 6 months.
- **Program Challenges** - Recruiting more adults to volunteer as mentors is the number one challenge that confronts Massachusetts mentoring programs. In addition, mentoring programs reported a strong need to build their financial resource development infrastructure, and their capacity to identify and diversify funding opportunities.



## Introduction

In 2006, Mass Mentoring Partnership (MMP), the umbrella for youth mentoring in the state of Massachusetts, engaged the University of Massachusetts Donahue Institute (hereafter referred to as the Institute) in launching *Mass Mentoring Counts*, an important initiative to assess the state of youth mentoring in Massachusetts. The primary goals of *Mass Mentoring Counts* are to:

- Map and report on existing *formal* mentoring relationships in Massachusetts annually;
- Document and analyze key trends; and
- Identify unmet needs.

This research is conducted in direct response to funders, policy makers, and youth serving organizations. Through surveying staff at youth mentoring programs, the *Mass Mentoring Counts* initiative will depict the landscape and needs of youth mentoring and promote greater and more strategic investment while also measuring progress. Additionally, *Mass Mentoring Counts* will be an essential vehicle to:

- Raise public awareness by enabling the media to access relevant and critical data;
- Develop a body of knowledge to guide strategic decision-making for program development, new initiatives, and innovation; and
- Create a more comprehensive statewide network of youth mentoring programs.

This report is organized into the following sections:

- **Methodology** – Provides a narrative description of the report, including a description of the development of the questionnaire, target populations, survey distribution, response rates and analyses of the survey.
- **Results of the Web-Based Survey** – Provides a summary of the survey findings. This section is divided into the following: *Program Overview, Youth Participants, Waiting List, Adult Mentors, and Program Needs*.
- **Appendices** – Appendix A provides a copy of the web survey. Appendix B provides a listing of mentoring programs that responded to the web survey. Programs are listed by city.

## Methodology

In order to learn more about the program characteristics of youth mentoring programs operating in Massachusetts, Institute staff developed a web survey sent to all formal youth mentoring programs identified in the state.

### Questionnaire Development

The evaluators decided to use a web-based questionnaire in order to reach respondents in an efficient and cost-effective manner. The survey instrument consisted of primarily closed-ended response items. Closed-response items were allowed for either yes/no or Likert-type scale responses. The survey also included a limited number of open-response items.

The survey questions were designed to gather data about general program characteristics as well as information on who the program serves. The questionnaire was organized around the following themes: *Youth Mentoring Program Overview*, *Youth Participants*, *Current Waiting List*, *Adult Mentors*, and *Program Needs*. With lessons learned from the earlier Liberty Mutual Mentoring Initiative (LMMI) study, survey questions and scales were designed by the Institute and reviewed by Institute and Mass Mentoring Partnership staff members. In addition, the questionnaire was piloted with a diverse sample of youth mentoring programs. Necessary modifications were made through an iterative process of drafts and feedback. See Appendix A for a copy of the final survey.

Institute staff contracted with Hosted Survey™ to distribute the web survey. Hosted Survey™ is a fully web-hosted survey software application developed for researchers, evaluators and performance improvement specialists. This web-based survey software enabled Institute staff to create the web survey and distribute the survey via email invitations and survey web links each matched with a specific user password.

### Target Respondents, Survey Distribution, and Response Rates

Institute staff utilized the following resources to identify as many formal youth mentoring programs operating in the state of Massachusetts as possible.

- **Mass Mentoring Partnership's Youth Mentoring Program Database** – MMP's database served as the primary resource. The database provided needed program and key contact information. MMP and Institute staff conducted phone calls and web searches to compile any needed missing information (e.g., new program contact; email address).
- **Mass Service Alliance's Mentoring Program Contact Lists** – In addition, MMP received contact lists of all youth mentoring programs funded by the Mass Service Alliance in fiscal years 2005 and 2006. These lists were cross-referenced with MMP's current database to identify any additional mentoring programs.
- **Liberty Mutual Mentoring Initiative (LMMI) Study** – Engaged by Liberty Mutual and MMP in 2004, the Institute conducted an initial program inventory of youth mentoring programs operating in Massachusetts. Therefore, survey respondents from the 2004 study were cross-referenced with MMP's current database to identify any additional mentoring programs.
- **Web Search** – In addition, Institute staff enlisted time web searching for additional youth mentoring programs in the state.

In early October 2006, mailings were sent to the Executive Directors of each of the 162 identified youth mentoring organizations providing an overview of the *Mass Mentoring Counts* initiative. In addition, the mailing also included a fact sheet listing all known formal youth mentoring programs by geographical region. Executive Directors were asked to review the fact sheet and to notify Institute staff (via email, phone or fax) of any formal mentoring programs that were not included on the fact sheet.

Finally, in late October, Institute staff sent an introductory email to the Executive Directors and/or key program staff of all identified youth mentoring programs. This email focused on the upcoming web survey and asked them to reply if they were not the appropriate person to be answering the survey. Through this process, the Institute was able to ensure an accurate database of contacts and related email addresses. One week following the introductory email, all youth mentoring programs received an email, which included the link to the web survey and their individualized password. Over the next two months, two reminder emails and multiple follow-up phone calls were made to increase the response rate. The survey was closed in December 2006 in order to proceed with data cleaning and analysis.

Of the 162 potential youth mentoring organizations identified through research and outreach:

- **Not a Formal Mentoring Program** – 10 of the 162 (6.2%) organizations reported that they do not run a formal youth mentoring program.
- **No Longer Run Mentoring Program / Lost Funding** – 10 of the 162 (6.2%) organizations reported that they no longer run a youth mentoring program.
- **Greater than 1:4 Mentor to Mentee Ratio** – 5 of the 162 (3.1%) organizations reported that their mentoring program had mentoring ratios of 1 to 5 or greater. This study focuses solely on formal mentoring relationships with mentor to mentee ratios of no more than 1 to 4.
- **Peer Mentoring Programs** – 2 of the 162 (1.2%) organizations reported that they ran a peer mentoring program. This study examines only formal mentoring relationships between adults (18+) and youth.

Of the remaining 135 organizations:

- **Yes, Run Formal Youth Mentoring Program - Survey Completed** – 98 of the 135 (72.6%) organizations completed the web or paper version of the survey.

This report provides information on the 98 organizations that completed the web survey. Eighteen of these organizations run multiple youth mentoring programs. **Therefore, this report provides information on the 119 youth mentoring programs run by these 98 organizations.**

#### **Comparison of 2006 *Mass Mentoring Counts* Survey to 2004 LMMI Program Inventory Survey**

In 2004, Liberty Mutual and MMP engaged the Institute to conduct a study exploring the characteristics of youth mentoring programs in Massachusetts. Comparing survey results of the 2004 LMMI study and the 2006 *Mass Mentoring Counts* study reveals the following:

- Survey response rate increased from 62.3% in 2004 to 72.6% in 2006.
- Forty-seven additional mentoring programs are represented in the 2006 survey.
- Seven mentoring programs that responded to the 2004 survey are no longer operating.

Comparative analysis revealed no significant differences between 2004 and 2006 survey respondents based on program characteristics (e.g., age of program, location of program, program model, program type, expected length of match, expected frequency of meeting).

## Quantitative Analysis of Valid Responses

The foundations of the report are simple frequencies based on the 119 responses. The total number of valid responses for any particular question may vary from 119 because some individuals, either intentionally or inadvertently, failed to answer one or more of the questions. Cross-tabulations of the data were analyzed to identify any statistically significant differences between key subgroups of the respondents:

- **Age of Program / Years in Existence** – Describes how long the program has been in existence.
- **Program Model** – Describes whether program is a stand-alone program or a component of larger youth program.
- **Mentoring Model** – Mentoring model has four categories: one-on-one, group, team, and combination (one-on-one with required team activities) for comparative analysis.
- **Meeting Location** – Describes whether the program is a site-based or community-based mentoring program. Site-based programs / meetings primarily take place in a designated location. Community-based programs / meetings are not based at a specific site. Meetings take place at different locations throughout the community, determined by the mentor / mentee.

Comparative data are shown for those cases where a statistically significant difference was found. Subgroup differences were tested for statistical significance using the chi-square and Fisher's exact test statistics. The Fisher's exact test was used in cases where one or more of the cells had a frequency of five or less. For all tests, a 95% confidence interval ( $p < .05$ ) is an acceptable standard for determining statistical significance and is the basis for all claims of significance (or lack thereof) within this report. In other words, findings are considered to be statistically significant if there was less than a 5% chance ( $p < 0.05$ ) that such a finding would be the result of sampling error rather than actual differences between the subgroups being prepared.

## Qualitative Analysis of Open-Ended Responses

Open-ended responses to the web-based survey were entered into a database and analyzed using a standard qualitative technique to analyze the content of the responses. The approach involved multiple readings of the data set and the assignment of themes around recurring ideas. Once themes were identified, each response was coded by its appropriate theme. The coded responses were then read and re-read in their thematic grouping to further identify patterns. The findings of the qualitative analysis are referred to in the body of the report.

## Results of the Web Survey

In order to learn about the characteristics of formal youth mentoring programs, a web-based survey was distributed to all identified youth mentoring programs in the state of Massachusetts. *Mass Mentoring Counts* includes information solely on those organizations that self-identified as having a ‘formal’ youth mentoring program or component that matched adult mentors (18+) with youth in a ratio no larger than 1:4. As a result, this report does not include information on youth served in either peer mentoring programs or youth participating in many school or after-school related programs with larger mentor-to-youth ratios.

This report provides information on 98 organizations, or a 72.6% response rate, that completed the *Mass Mentoring Counts* web survey. Eighteen of these organizations reported running multiple youth mentoring programs. Therefore, this report provides information on the 119 youth mentoring programs run by these 98 organizations.

### Overview of Programs

The vast majority (81%) of formal youth mentoring programs are located in urban areas with populations of 50,000 or more. The highest concentrations are found in Boston, Springfield and Worcester. Approximately one-half of youth mentoring programs are located (e.g., central mailing address) in the Greater Boston region. The remaining programs are distributed relatively evenly across the regions of western, northeastern, southeastern, and central Massachusetts.

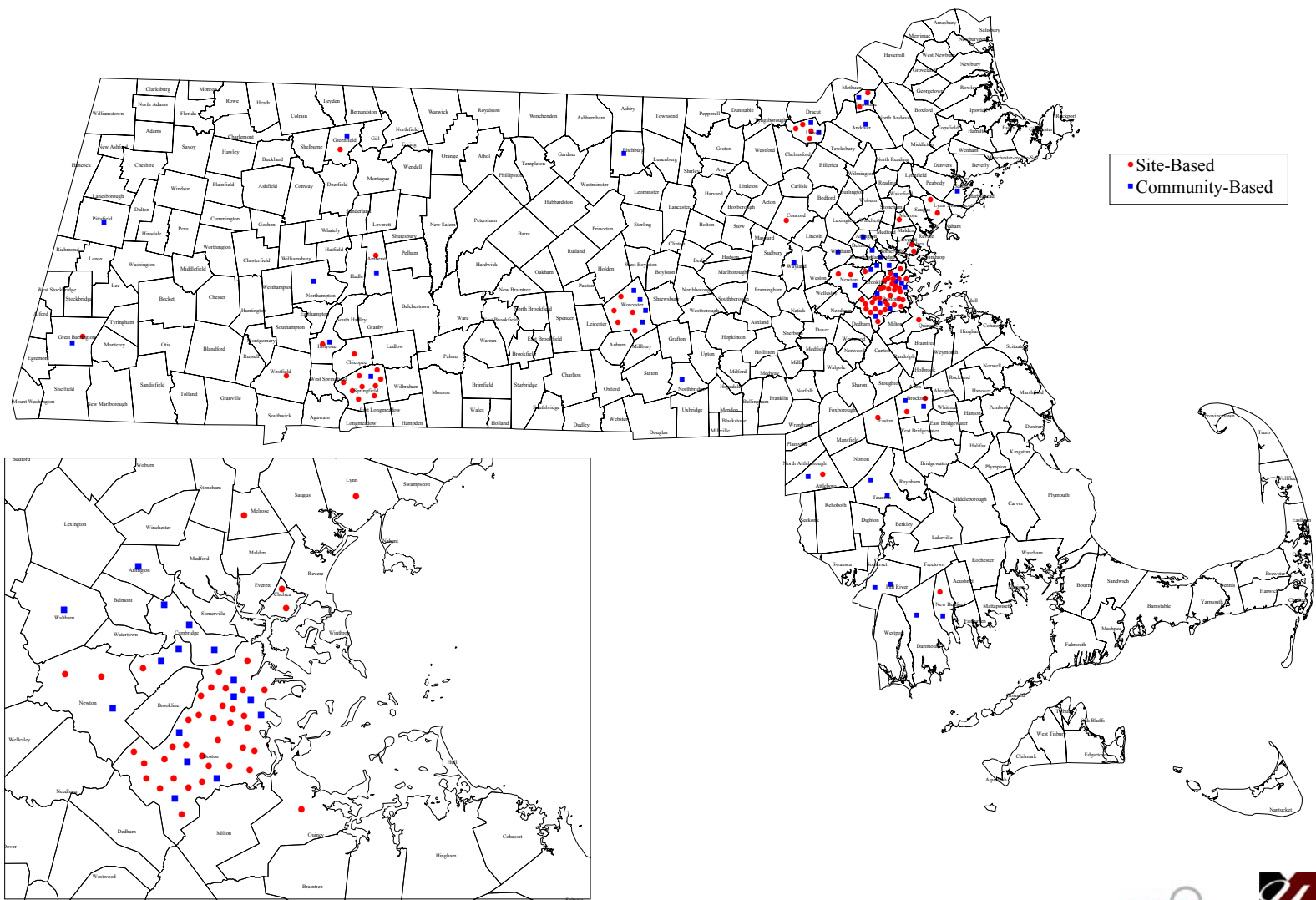
**Table 1: Geographic Location of Youth Mentoring Programs**

Region	Frequency	Percent
Greater Boston	56	47.1
Central Massachusetts	11	9.2
Northeastern Massachusetts	16	13.4
Southeastern Massachusetts, Cape & The Islands	14	11.8
Western Massachusetts	22	18.5
TOTAL	119	100.0
Urban - Rural	Frequency	Percent
Urban (50,000+ residents)	96	80.7
Large Town (10,000 – 49,999 residents)	20	16.8
Small Town (2,500 – 9,999 residents)	3	2.5
Rural (< 2,500 residents)	0	0.0
TOTAL	119	100.0

Map 1, on the following page, displays the location of formal youth mentoring programs at the city / town level. In addition, the map distinguishes between site-based and community-based programs. The majority of programs are located in the Greater Boston region. It is important to note that the mentoring programs provided their central mailing address, which in the majority of cases reflects the actual location of the (site-based) youth mentoring program. However, community-based programs by definition do not take place in a designated location but instead occur throughout the community.

Map 1:

Location of Youth Mentoring Programs



Produced by the UMass Donahue Institute for 2006 Mass Mentoring Counts.

There is a wide diversity in the length of time programs have been in existence. Thirty percent of the reporting programs have been in existence for less than five years. Approximately one quarter have been in existence between five and 10 years and approximately two-fifths have been in existence for at least ten years.

Approximately two-thirds describe their mentoring program as a component of a larger youth organization and one-third as a stand-alone mentoring organization. Nearly two-thirds of the youth mentoring programs promote traditional one-on-one mentoring relationships. Furthermore, more than one-fifth provide a combination of traditional one-on-one mentoring relationships combined with required team mentoring activities. Smaller percentages describe their relationships as team mentoring (9%) or group mentoring (6%). None of the programs responding to the survey provide e-mentoring as the primary relationship model.

The majority (62%) of programs are site-based, with youth-mentor meetings taking place at a designated location. Approximately 70% of site-based programs take place at either local schools or community centers / agencies. Additional site locations listed include corporate sites, faith-based organizations, college campuses, and residential programs / group homes.

**Table 2: Program Characteristics of Youth Mentoring Programs**

Age of Program	Frequency	Percent
Less than 2 years	17	15.3
Between 2 and 5 years	17	15.3
Between 5 and 10 years	30	27.0
10 or more years	47	42.3
TOTAL	111	100.0
Program Model	Frequency	Percent
Stand alone mentoring organization	39	33.6
Component of larger youth organization	77	66.4
TOTAL	116	100.0
Mentoring Model	Frequency	Percent
<b>Traditional One-on-One</b> – 1 adult mentor with one young person	77	64.7
<b>Group</b> – 1 adult mentor with more than one young person	7	5.9
<b>Team</b> – More than one adult mentor with more than one young person	10	8.4
<b>Combination One-on-One &amp; Team</b> – Traditional 1:1 mentoring relationship with <i>required</i> team mentoring activities	25	21.0
<b>E-Mentoring</b> – 1 adult mentor with one young person meeting via email / Internet	0	0.0
TOTAL	119	100.0
Meeting Location	Frequency	Percent
<b>Site-based</b> – Program / meetings primarily take place in designated location	74	62.2
<b>Community-based</b> – Program / meetings are not based at a specific site. Meetings take place in different locations throughout the community, determined by mentor / mentee	45	37.8
TOTAL	119	100.0

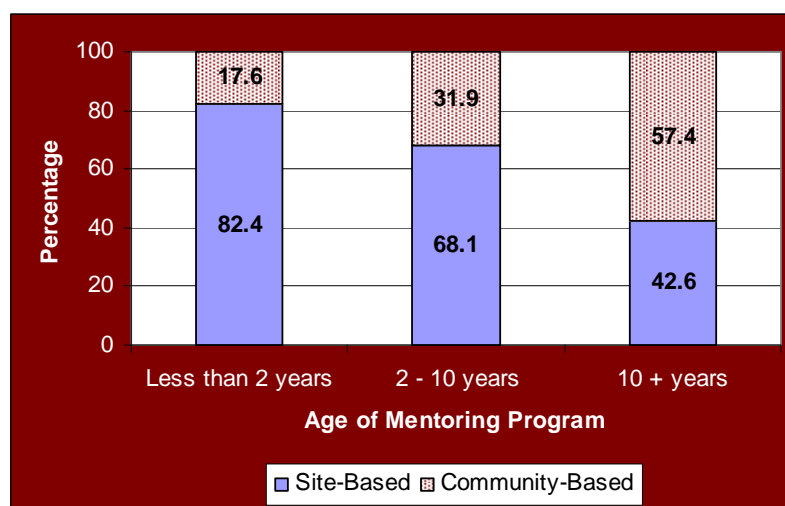


Site-Based Location		
School	30	40.5
Community Center / CBO	23	31.1
Corporate Site / Mentors' Workplace	9	12.2
Faith Based Organization	5	6.8
College / University	5	6.8
Group Homes / Residential Treatment	2	2.7
TOTAL	74	100.0

Comparative analysis reveals the following significant differences:

- **Recently developed youth mentoring programs are significantly more likely to be site-based than community-based programs.** Eighty-two percent of programs created within the last 2 years are site-based, compared with 68% created between 2 and 10 years ago, and 43% created 10 or more years ago.

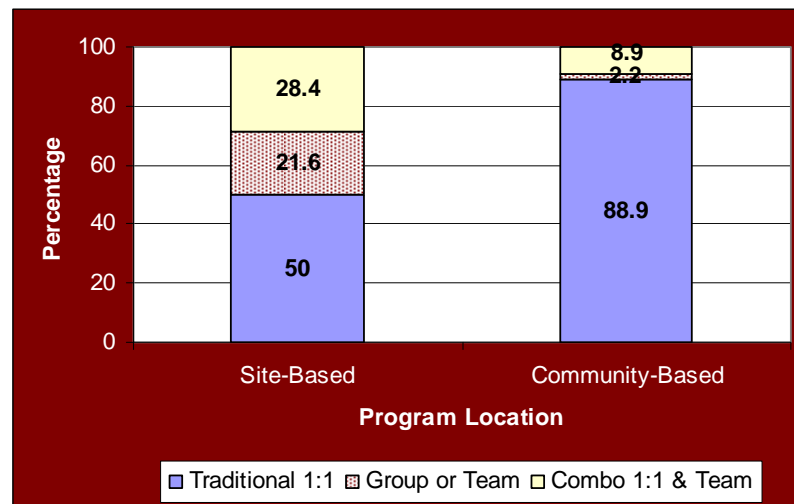
Figure 1: Age of Mentoring Program by Program Location



- **While the majority of all programs promote traditional one-on-one mentoring relationships, site-based programs are significantly more likely to offer alternative mentoring models. Community-based programs promote traditional one-on-one mentoring services almost exclusively.** One-half of site based programs offer traditional one-on-one mentoring services with the remainder relatively evenly split between group or team mentoring (22%) and a combination of one-on-one and required team mentoring activities (28%). The vast majority (90%) of community-based programs promote traditional one-on-one mentoring relationships.



**Figure 2: Program Location by Program Model**



## Program Goals and Target Population

Respondents were provided with a list of 7 potential program goals (including ‘other’) and asked first to select the relevant goals / objectives for youth participating in their program. Next, respondents ranked the applicable goals (i.e., 1 for primary goal; 2 for secondary goal).

More than half of programs selected the following as one of their program goals:

- Promoting youth development (92%)
- Improving academics (78%)
- Reducing high-risk behavior (65%)

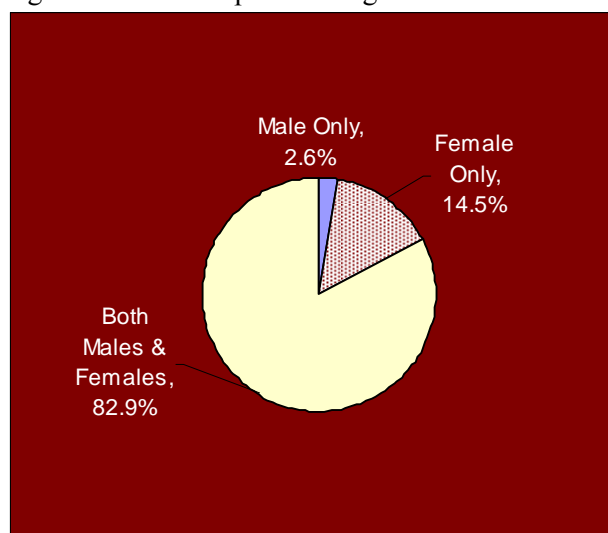
When it came to ranking the single primary goal, approximately one-half of the mentoring programs selected promoting youth development and nearly one-third selected improving academics. The remainder selected reducing high-risk behavior, providing job preparation skills, promoting youth identity and connection, and other (*exposure to the arts and sickle-cell disease management*).

**Table 3: Goals of Youth Mentoring Programs**

	Program Goals / Objectives		Primary Goal / Objective	
	Frequency	Percent	Frequency	Percent
Promoting youth development (e.g., self-esteem, social skills)	108	91.5%	58	49.2%
Improving academics (e.g., grades, retention, college prep)	92	78.0%	35	29.7%
Reducing high-risk behavior (e.g., crime, alcohol & other drugs, teen pregnancy)	77	65.3%	13	11.0%
Promoting community / civic involvement	48	40.7%	0	0.0%
Providing job preparation / skills	41	34.7%	9	7.6%
Promoting youth identity & connection (e.g., ethnic, religious)	34	28.8%	1	0.8%
Other	15	12.7%	2	1.7%
TOTAL	118		118	100.0

**Figure 3: Gender Specific Programs**

The majority of programs report serving both male and female youth. Nearly one-fifth of programs are gender-specific. Seventeen programs serve female youth exclusively and three programs serve male youth exclusively.



Comparative analysis reveals that programs promoting group or team (53%) mentoring relationships are significantly more likely to serve females only compared with programs offering traditional one-on-one (7%) relationships or a combination of one-on-one and required team activities (12%).

Respondents also were asked whether their program targeted specific youth subgroups. Table 6 displays the variety of youth subgroups targeted and served at mentoring programs. The most frequently reported target populations include youth having academic difficulties (51%), youth from low-income families (48%), youth with low self-esteem or social skills (43%), and youth from single parent families (28%).

Table 4: Youth Subgroups Targeted

	Frequency N=114	Percent
Youth having academic difficulties	58	50.9
Youth from low-income families	55	48.2
Youth with low self-esteem or social skills	49	43.0
Youth from single parent families	32	28.1
Youth in foster care or adopted	19	16.7
Youth who have been involved in crimes / delinquency	16	14.0
Recent immigrant / refugee populations	15	13.2
Youth from specific racial / ethnic group	14	12.3
Children of incarcerated parents	10	8.8
Youth with specific mental and/or physical disabilities	8	7.0
Youth attending a given school or residing in given neighborhood / city	7	6.1
Pregnant or parenting teens	4	3.5
Other	14	12.3

Other identified target populations reported include: youth in residential programs / group homes, at-risk youth, families involved with Department of Social Services, children in need of services (CHINS), first generation potential college students, youth with behavioral problems, youth needing direction for future goals, youth with sickle cell disease, and youth interested in construction.

### Program Cost per Match

Approximately one-half of programs reported their average cost per match. Costs varied widely from zero dollars (all volunteer / donations) to \$5,500 per match. The average cost per match for all reporting programs is \$1,217.

**Table 5: Average Program Cost Per Match**

	Frequency	Percent
Less than \$500	16	25.4
\$500 - \$999	14	22.2
\$1,000 - \$1,499	16	25.4
\$1500 +	17	27.0
TOTAL	63	100.0

Comparative analysis reveals the following significant differences in program cost.

- **Matches at community-based programs are significantly more likely to cost more on average than matches at site-based programs.** The average cost of matches is at least \$1000 at 70% of community based mentoring programs compared to 40% of site-based mentoring programs.
- **Traditional one-on-one matches are significantly more likely to cost more on average than alternative matches.** The average cost of matches is at least \$1000 at 63% of programs promoting traditional 1:1 mentoring relationships compared with 40% of programs promoting either group or team mentoring relationships and only 25% of programs promoting a combination of 1:1 mentoring relationships with *required* team mentoring activities.
- **As expected, longer match lengths are significantly more likely to have higher costs.** The average cost of matches is at least \$1000 at 68% of mentoring programs with expected match lengths of one year or greater compared to 38% of mentoring programs with expected match lengths of one school year or less.

## Youth Participants

Program staff were asked to provide their best estimates of the number of youth served annually (*i.e., based on most recent 12 months of data*) and currently (*i.e., point in time during 2006*). Depending on the program, these two numbers may be the exact same or dramatically different. Reasons for differences between annual and current numbers served include, but are not limited to, the following: open-enrollment programs that match additional youth on a continual basis, programs with multiple sessions throughout the year, and, conversely, programs with high early termination rates.

Based on the 113 programs responding to our survey, we learn that:

- **At least 17,000 youth in Massachusetts are involved in a formal mentoring relationship annually.**
- **At least 12,500 youth in Massachusetts are currently involved in a formal mentoring relationship.**

Please keep in mind these are absolute minimum numbers for youth being mentored in Massachusetts. These numbers reflect only those relationships at formal mentoring programs (with adult mentor to youth mentee ratios of no more than 1:4) that responded to the 2006 Mass Mentoring Counts survey.

This data also reveals the wide range in program size. In addition to a small percentage of programs in development, approximately 30% of programs are small in size (*serving less than 20 youth*), nearly one-half are mid-size (*serving between 20 – 99 youth*) and nearly one-fifth are large in size (*serving at least 100 youth*).

Table 6: Mentoring Programs by Numbers of Youth Served Annually and Currently

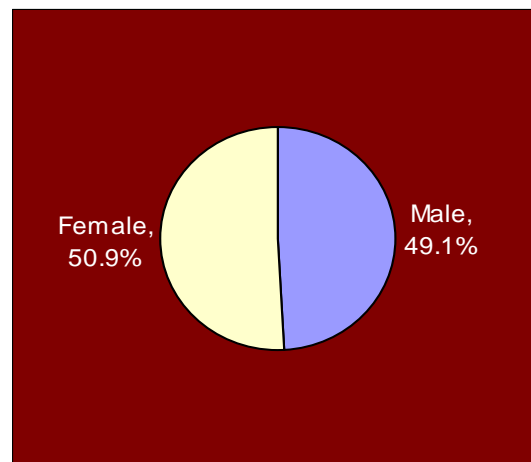
Numbers of Youth Served	Annually Most Recent 12 Months of Data		Currently Fall / Winter 2006	
	Frequency	Percent	Frequency	Percent
Program in development – No youth served	7	6.3	6	5.3
Less than 10	10	8.9	14	12.4
10 - 19	22	19.6	24	21.2
20 - 49	26	23.2	27	23.9
50 - 99	26	23.2	23	20.4
100 - 249	11	9.8	9	8.0
250 - 499	1	0.9	6	5.3
500 or more	9	8.0	4	3.5
TOTAL	112	100.0	113	100.0

Program staff also were asked to provide demographic information on the youth currently matched with adult mentors. Key findings include:

- Both male and female youth are equally represented in current formal mentoring relationships.

Figure 4: Gender of Youth Participants

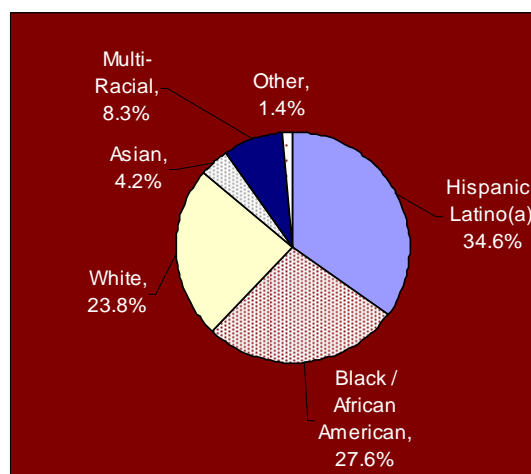
According to the 95 mentoring programs that completed demographic information on youth in their program, 51% of current youth participants are female and 49% are male.



- More than three-quarters of youth in current formal mentoring relationships are youth of color.

Figure 5: Race / Ethnicity of Youth Participants

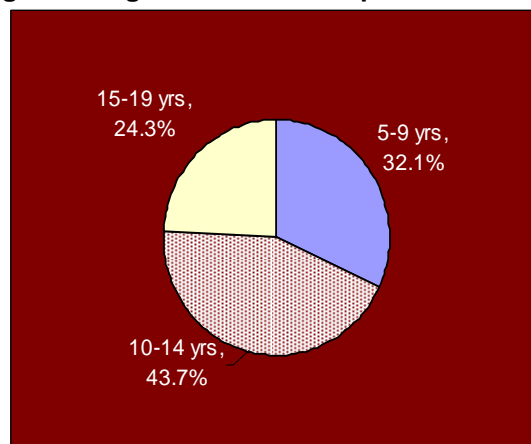
According to the 87 mentoring programs that completed demographic information on race / ethnicity, more than one-third of current youth participants are Hispanic / Latino(a) and more than one-quarter are Black / African American. Less than one-quarter of current youth participants in Massachusetts are white.



- Youth mentoring programs serve a wide range of ages.

Figure 6: Age of Youth Participants

According to the 94 mentoring programs that completed demographic information on age of youth participants, nearly one-third of current participants are 5–9 years old, more than two-fifths are 10–14 years old, and nearly one-quarter are 15–19 years old.



**Table 7: Demographics of Youth Served Currently**

Gender (95 programs)	Frequency	Percent
Female	6081	50.9
Male	5867	49.1
TOTAL	11,948	100.0
Race / Ethnicity (87 programs)	Frequency	Percent
Hispanic / Latino(a)	3799	34.6
Black / African American	3025	27.6
White	2612	23.8
Asian	464	4.2
American Indian / Alaskan Native	24	0.2
Native Hawaiian / Other Pacific Islander	2	0.0
Two or more races	914	8.3
Other	129	1.2
TOTAL	10,969	100.0
Age of Youth Served (94 programs)	Frequency	Percent
5 – 9 years old	3854	32.1
10 – 14 years old	5246	43.7
15 – 19 years old	2915	24.3
TOTAL	12,015	100.0

In addition, program staff were asked to provide information on where current youth participants reside (i.e., town or zip code). As illustrated in Table 11, the majority of youth participants reside in Suffolk County, Worcester County, and Middlesex County.

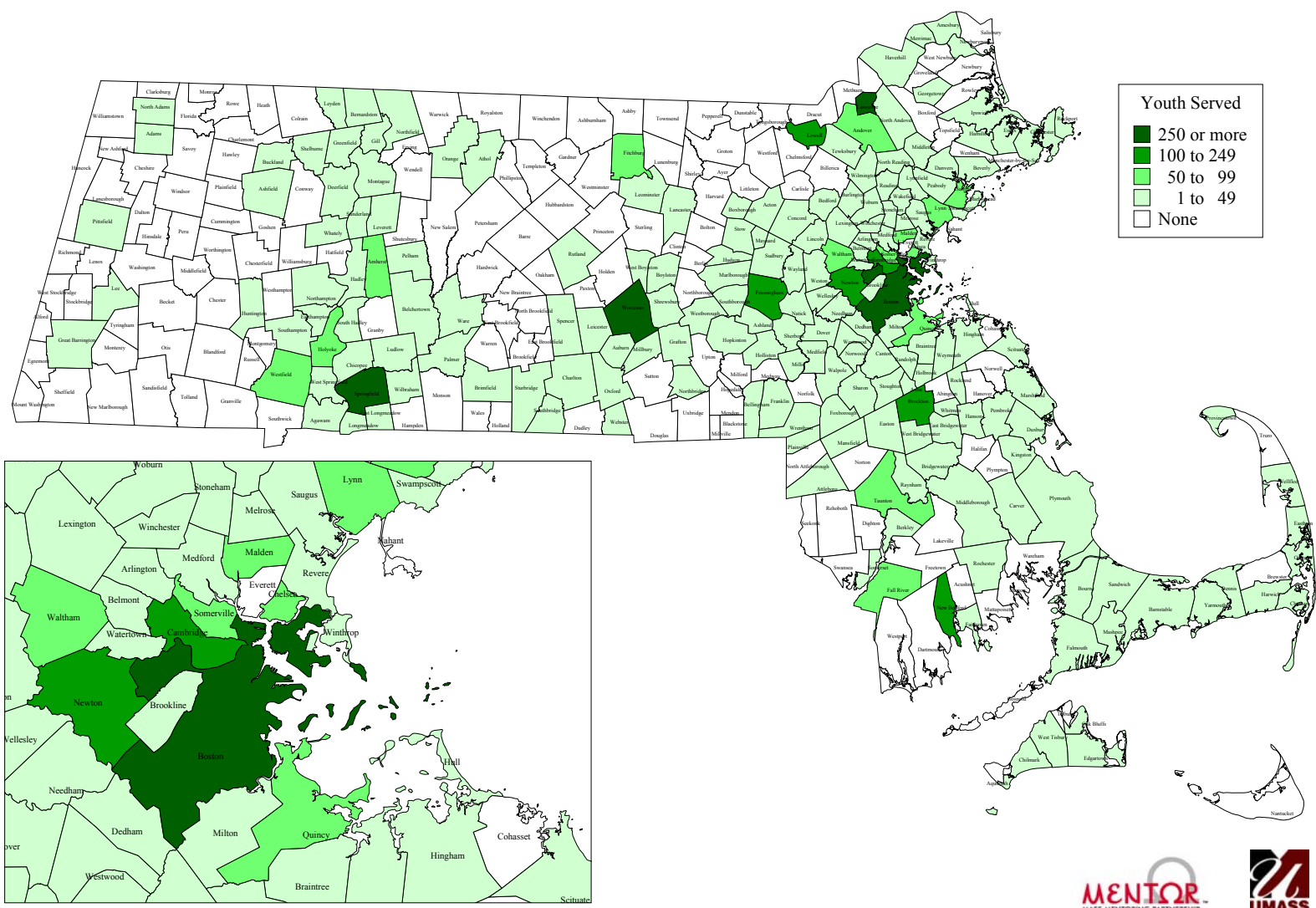
**Table 8: Youth Served Currently by County**

Counties (104 programs)	Youth Served	
	Frequency	Percent
Barnstable	271	2.2
Berkshire	66	0.5
Bristol	410	3.4
Dukes	58	0.5
Essex	650	5.3
Franklin	41	0.3
Hampden	500	4.1
Hampshire	156	1.3
Middlesex	1168	9.6
Nantucket	0	0.0
Norfolk	346	2.8
Plymouth	230	1.9
Suffolk	6046	49.4
Worcester	2288	18.7
TOTAL	12,230	100.0

Map 2, on the following page, further illustrates the number of youth served based on their town of residence. According to responses from the Mass Mentoring Counts survey, the towns with the largest number of youth engaged in formal mentoring relationships include: Boston (5,944 youth served), Worcester (2,168 youth served), Lawrence (342 youth served), and Springfield (317 youth served). Regionally speaking, towns located in the Metro Boston (inside Rt 95), northeastern and southeastern (includes Cape and Islands) Massachusetts are significantly more likely to have youth residents involved in formal mentoring programs than youth residing in central or western Massachusetts.

Map 2:

Youth Currently in Formal Mentoring Relationships



Produced by the UMass Donahue Institute for 2006 Mass Mentoring Counts



Programs serving Boston youth were also asked to provide additional breakdowns to the neighborhood level. Forty-one programs reported serving 5,944 youth whom reside in Boston. Of those 41 programs, 19 (46%) provided information on the specific neighborhood where youth reside. As highlighted below, the majority of current youth participants living in Boston are from either Dorchester (35%) or Roxbury (26%).

**Table 9: Boston Youth Served by Neighborhood**

Boston Neighborhoods (19 programs)	Frequency	Percent
<b>BOSTON TOTAL (41 programs)</b>	<b>5944</b>	
<b>BOSTON NEIGHBORHOODS (19 programs)</b>		
Allston / Brighton	72	2.0
Back Bay / Beacon Hill	0	0.0
Central Boston (e.g., Chinatown, Downtown, North End)	162	4.6
Charlestown	44	1.2
Dorchester	1229	34.9
East Boston	67	1.9
Fenway / Kenmore	1	0.0
Hyde Park	70	2.0
Jamaica Plain	138	3.9
Mattapan	161	4.6
Roslindale	56	1.6
Roxbury	921	26.1
South Boston	382	10.8
South End	206	5.8
West Roxbury	14	0.4
<b>TOTAL BY NEIGHBORHOOD</b>	<b>3523</b>	<b>100.0</b>

## Mapping Youth Risk Factors

As described earlier in this report, youth mentoring programs in Massachusetts frequently target youth from low-income families and from single parent families. In order to better illustrate these target populations, maps of youth currently served were created based on the following residential risk factors:

- Youth in formal mentoring relationships by median household income;
- Youth in formal mentoring relationships by youth in poverty;
- Youth in formal mentoring relationships by single parent families; and
- Youth in formal mentoring relationships by single parent families in poverty.

These maps, found on the following pages, serve to illustrate the current needs and gaps in the mentoring field. Key findings include

### Median Household Income

- The average median household income in Massachusetts is approximately \$50,500.
- One hundred and thirty towns (37%) have average median household incomes below the state average.
- There are no significant differences regarding whether or not youth are involved in a formal mentoring relationship based on median household income (*e.g., above or below the state average*) at the town level. As the map highlights, youth are being served in towns representing all income levels.
- However, a different story is revealed when looking at the numbers of youth being served. Nearly ninety percent of the towns with large numbers of their youth residents engaged in formal mentoring relationships (100 +) have average median household incomes well below the state average.

### Youth in Poverty

- 11.9% of youth, ages 6 – 17, are below the poverty line in Massachusetts.
- Fifty-one towns (14.5%) have youth poverty rates below the state average.
- Towns with poverty rates higher than the state average are significantly more likely to have any youth engaged in formal mentoring relationships. Youth residents are engaged in formal mentoring relationships in 71% of towns with youth poverty rates *above* the state average as compared with 54% of towns with youth poverty rates equal to or less than the state average.

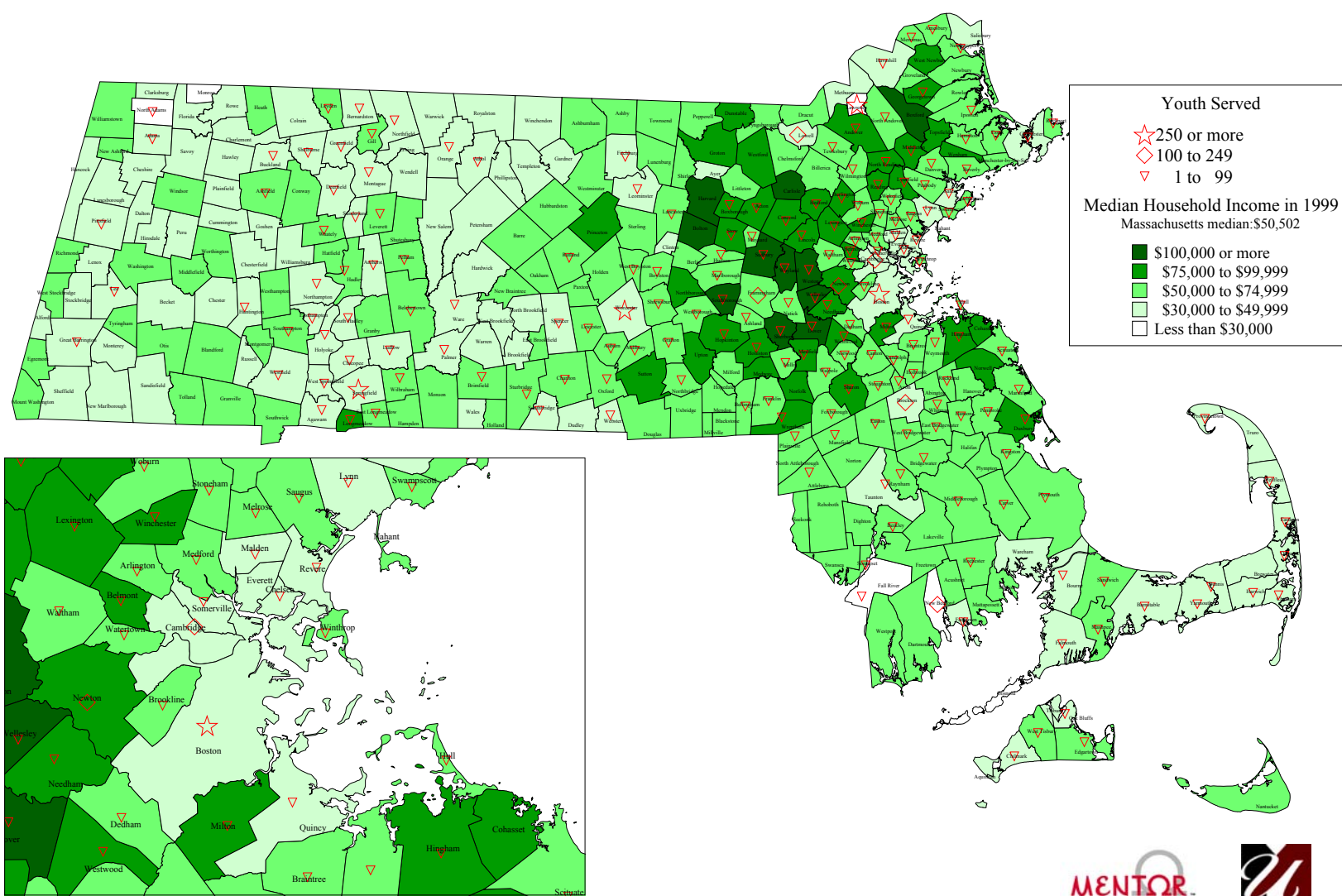
### Single Parent Families

- 10.9% of families living in Massachusetts are single parent families with children ages 6 – 17.
- Sixty-three towns (17.9%) have a higher proportion of single parent families with children age 6 – 17 than the state average.
- Towns with above average percentages of single parent families are significantly more likely to have any youth engaged in formal mentoring relationships. Youth residents are engaged in formal mentoring relationships in 75% of towns with the percentage of single parent families *above* the state average as compared with 53% of towns with youth the percentage of single parent families equal to or less than the state average.
- 26.6% of all single parent families with children ages 6 – 17 are living in poverty in Massachusetts

### **Single Parent Families in Poverty**

- 3.1% of all families living in Massachusetts are single parent families, with kids ages 6 – 17, living in poverty.
- Forty-six towns (14.1%) have a higher proportion of single parent families with kids living in poverty than the state average.
- Towns with above average percentages of single parent families in poverty are significantly more likely to have any youth engaged in formal mentoring relationships. Youth residents are engaged in formal mentoring relationships in 78% of towns with the percentage of single parent families in poverty ***above*** the state average as compared with 53% of towns with the percentage of single parent families in poverty equal to or less than the state average.

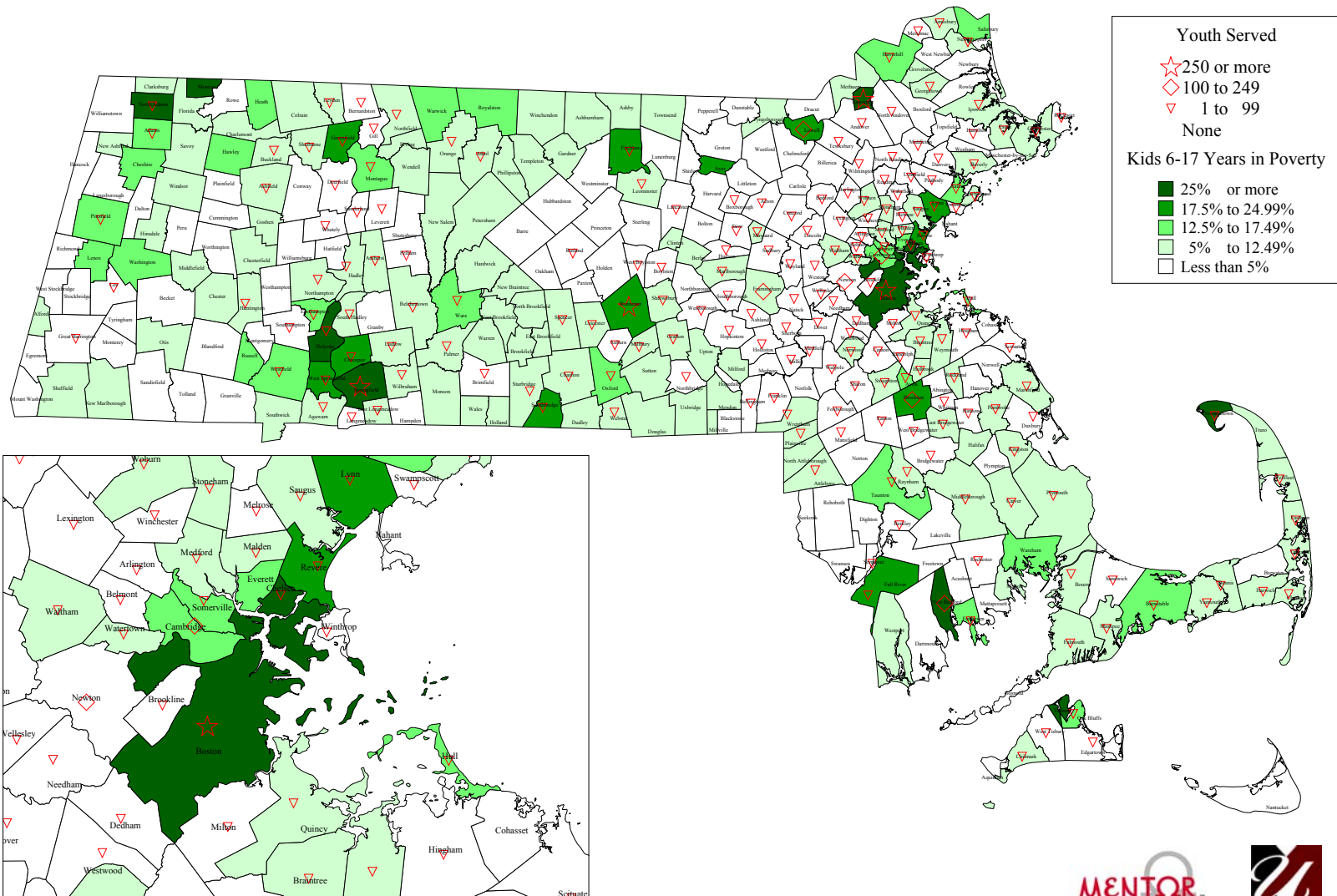
Map 3: Youth in Formal Mentoring Relationships by Median Household Income



Produced by the UMass Donahue Institute for 2006 Mass Mentoring Counts.

Map 4:

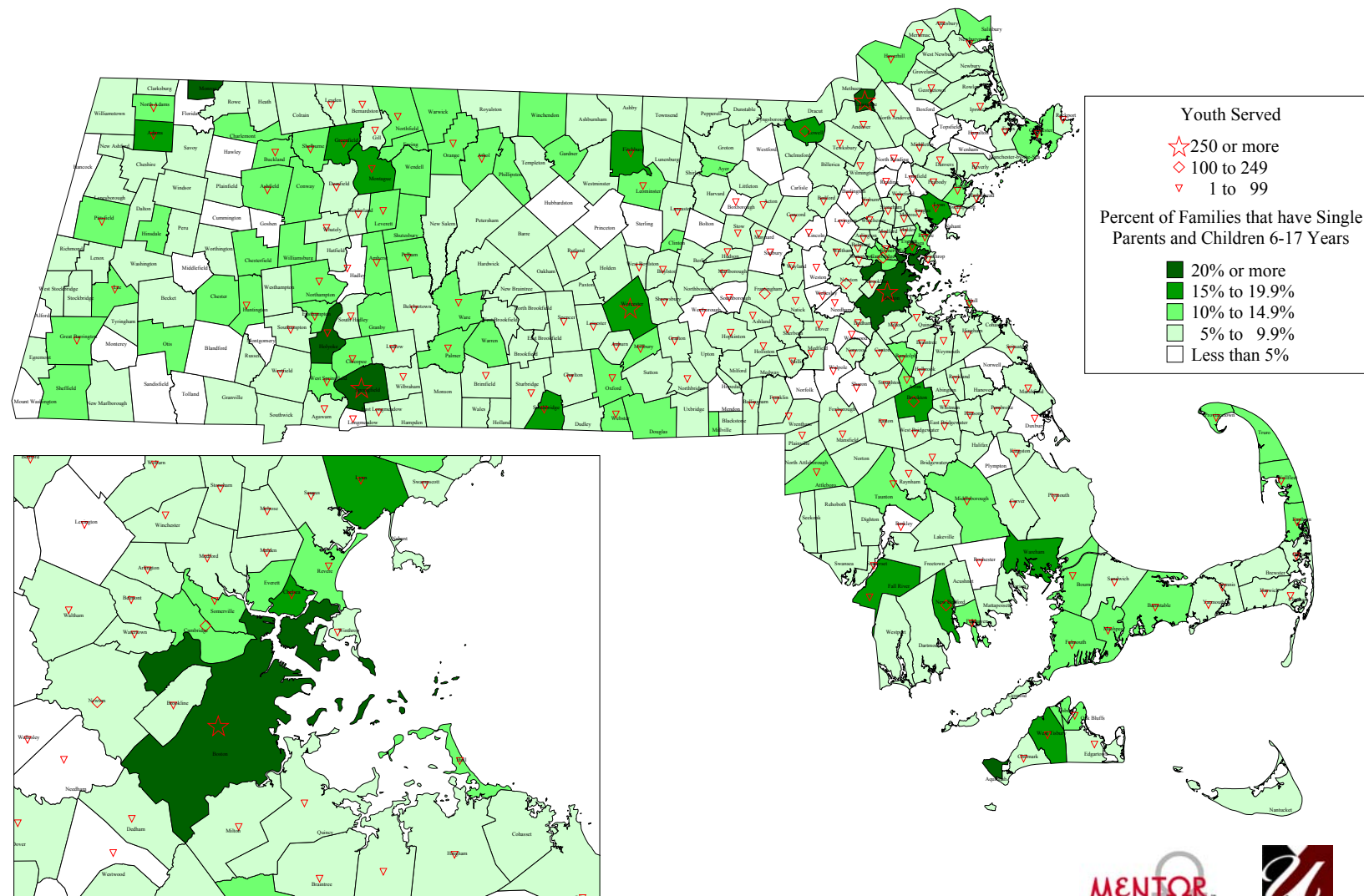
# Youth in Formal Mentoring Relationships by Youth in Poverty



Produced by the UMass Donahue Institute for 2006 Mass Mentoring Counts.

Map 5:

# Youth in Formal Mentoring Relationships by Single Parent Families

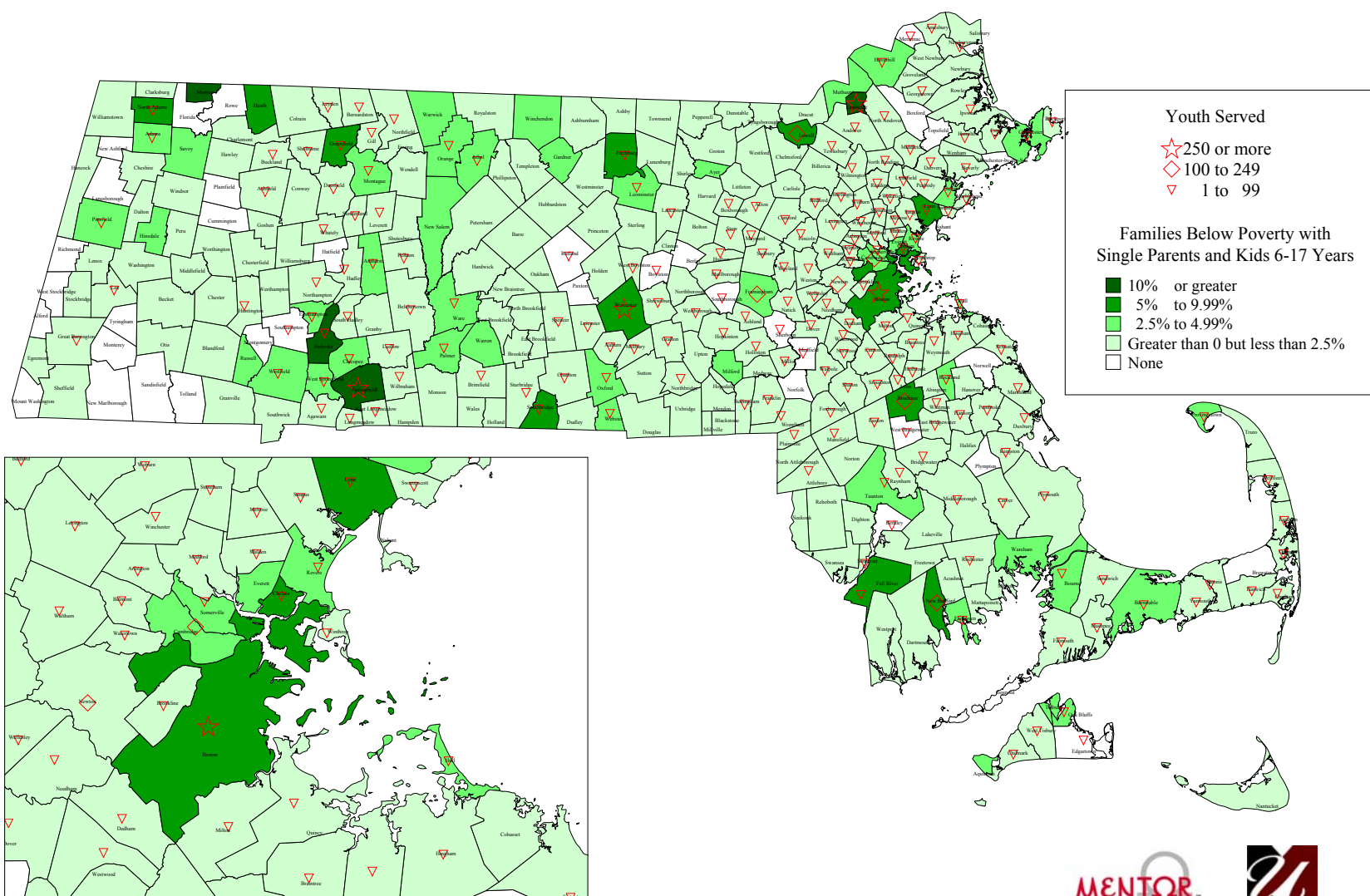


Produced by the UMass Donahue Institute for 2006Mass Mentoring Counts.



Map 6:

# Youth in Formal Mentoring Relationships by Single Parent Families in Poverty



Produced by the UMass Donahue Institute for 2006 *Mass Mentoring Counts*.

## Youth on Waiting Lists

Out of the 119 youth mentoring programs, sixteen did not provide data on wait lists and an additional six programs are in early developmental stages. Therefore, based on the youth mentoring programs reporting, we find that:

- At a minimum, 4,500 youth are on a waiting list for a formal mentoring relationship in Massachusetts

The size of waiting lists ranged from 0 to 1,246, with an average waiting list of 45. As highlighted in Table 13, nearly 40% of programs reported not having a waiting list, more than 40% of programs reported having less than 50 youth on their waiting list, and approximately one-fifth reported having at least 50 youth on their waiting list.

**Table 10: Programs with Youth Currently on Program Wait List**

Number of Youth on Waiting List	Programs with Waiting Lists	
	Frequency	Percent
Zero	38	39.2
1 – 9	11	11.3
10 - 19	16	16.5
20 - 49	13	13.4
50 - 99	6	6.2
100 or more	13	13.4
TOTAL	97	100.0

Moreover, program staff were asked to provide the average length of time youth spend on their waiting lists. As highlighted below, nearly 40% of programs report not having a waiting list, 30% report wait lists of 1–3 months in length, and approximately one-third report wait lists of at least 4 months.

**Table 11: Programs by Average Length of Time on Wait List**

	Frequency	Percent
No waiting list	36	38.3
1 month	7	7.4
2 months	11	11.7
3 months	10	10.6
4–6 months	11	11.7
More than 6 months	9	9.6
More than 1 year	10	10.6
TOTAL	94	100.0

Two of the programs differentiated between wait list times for boys and girls in their programs, with boys experiencing longer time on the wait list.



## Mentor – Mentee Relationship

Respondents were asked to describe the expected length of match commitment and frequency of match meetings for their programs. The majority of programs (80%) have expected match commitments of either one school year (41%) or one calendar year (38%). Match meetings are expected to take place on at least a weekly basis for more than 70% of the programs. Approximately one-quarter of the programs have less frequent expectations for their match meetings.

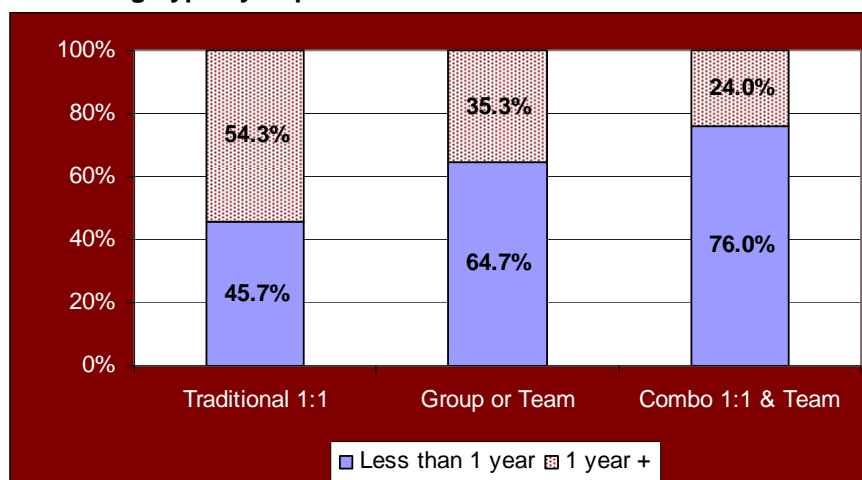
**Table 12: Expected Length and Frequency of Mentor – Mentee Match**

Expected Length of Match	Frequency	Percent
No service commitment specified	6	5.3
Six months or less	10	8.8
School year	48	42.1
One year	43	37.7
Greater than one year	7	6.1
TOTAL	114	100.0
Expected Frequency of Meetings	Frequency	Percent
No expectation / requirement specified	3	2.6
Monthly	9	7.8
2 – 3 times per month	19	16.4
Weekly	75	64.7
More than once a week	10	8.6
TOTAL	116	100.0

Comparative analysis reveals the following:

- **Traditional one-on-one mentoring programs are significantly more likely to expect longer mentor-mentee relationship commitments than alternative mentoring models** – 54% of traditional one-on-one mentoring programs expect length of commitment per match to be a minimum of one year compared to 35% of group or team mentoring relationships and 24% of a combination of one-on-one and required team mentoring activities.

**Figure 7: Program Mentoring Type by Expected Match Duration**



Seventy percent of the survey respondents reported that their matches are encouraged to meet beyond the expected / designated term. Of these programs, more than three-fifths report that at least 50% of their matches continued meeting beyond the expected / designated term.

**Table 13: Matches Extending Beyond Expected or Designated Term**

Are your matches encouraged to meet beyond expected / designated commitment term?	Frequency	Percent
Yes	76	69.7
No	33	30.3
TOTAL	109	100.0
If yes, what percentage of matches extend beyond expected commitment term?	Frequency	Percent
Less than 25%	10	16.1
25 – 49%	14	22.6
50 – 74%	15	24.2
75 – 100%	23	37.1
TOTAL	62	100.0

In addition, programs were asked what percentage of their matches terminated prior to their expected / designated term. Nearly half of programs reported that less than 10% of their matches ended early. Approximately one-fifth reported that between 10–19% terminated early and nearly one-third reported that at least 20% of their matches terminated prior to the designated term.

**Table 14: Percentage of Matches Terminate Prior to Expected or Designated Term**

	Frequency	Percent
Less than 10%	40	46.0
10 – 19%	19	21.8
20 – 29%	17	19.5
30 – 100%	11	12.6
TOTAL	87	100.0

There are no significant differences in match termination rates based on program characteristics.

## Mentors

Out of the 119 youth mentoring programs, fifteen did not provide data on adult mentors and an additional six programs are in early developmental stages without any active mentors. Therefore, based on the 98 youth mentoring programs reporting, we find:

- At least, 8,625 adults are actively serving as mentors in formal mentoring programs in Massachusetts.

Program staff were also asked to provide demographic information on adults serving as mentors for their programs. Key findings include:

- There is strong representation from both females and males in adult mentoring roles.** According to the 82 mentoring programs that completed demographic information on the gender of adult mentors, 55% are female and 45% are male.
- Approximately three-quarters of adults currently serving as mentors are white.** According to the 73 mentoring programs that completed demographic information on race of adult mentors, 75% of current adult mentors are white, 12% are Black / African American, and 5% are Hispanic / Latino(a) and 4% are Asian.
- Adults serving as mentors represent widely varying age groups.** According to the 81 mentoring programs that completed demographic information on age of adult, nearly one-quarter are college-aged (18–22 years), more than one-third aged 23–35 years, one-fifth are aged 36 – 49 years old, and nearly one-fifth are 50 or older.

**Table 15: Adults Currently Serving as Mentors**

Gender of Adult Mentors (82 programs)	Frequency	Percent
Female	4357	54.7
Male	3613	45.3
TOTAL	7,970	100.0
Race / Ethnicity of Adult Mentors (73 programs)	Frequency	Percent
American Indian / Alaskan Native	8	0.1
Asian	304	4.4
Black / African American	810	11.6
Hispanic / Latino(a)	329	4.7
Native Hawaiian / Other Pacific Islander	1	0.0
White	5186	74.5
Two or more races	140	2.0
Other	183	2.6
TOTAL	6961	100.0
Age of Adult Mentors (81 programs)	Frequency	Percent
18–22 years old	1853	23.3
23–35 years old	2991	37.6
36–49 years old	1644	20.7
50–64 years old	1082	13.6
65+ years old	376	4.7
TOTAL	7946	100.0

## Program Challenges

Respondents were provided with a list of 10 potential program challenges (including ‘other’) and asked first to select the relevant challenges of their program. Next, respondents ranked the applicable challenges (i.e., 1 for primary; 2 for secondary, etc.).

More than half of programs selected the following as one of their program challenges:

- Mentor recruitment (68%)
- Identification and diversification of funding opportunities (62%)
- Financial resource development infrastructure (58%)

In addition, approximately one-third selected evaluation and match support / mentor retention as program challenges and more than one-quarter selected parental support.

**Table 16: Challenges of Youth Mentoring Programs**

	Program Challenges		Primary Program Challenge	
	Frequency	Percent	Frequency	Percent
Mentor recruitment	65	68.4	27	29.0
Identification and diversification of funding opportunities	59	62.1	19	20.4
Financial resource development infrastructure	55	57.9	29	31.2
Effectively evaluating program’s successes & challenges	32	33.7	6	6.5
Match support / Mentor retention	32	33.7	3	3.2
Parental support	26	27.4	3	3.2
Support from collaborating partners	17	17.9	1	1.1
Staff retention	12	12.6	3	3.2
Support from overall agency	7	7.4	1	1.1
Other	2	2.1	1	1.1
TOTAL	95		93	100.0

Moreover, approximately 80% selected one of the following as their primary program challenge:

- Financial resource development infrastructure (31%)
- Mentor recruitment (29%)
- Identification and diversification of funding opportunities (20%)

## Services from Mass Mentoring Partnership

Program respondents were asked whether they have ever utilized services from Mass Mentoring Partnership. As highlighted below, more than three-quarters of program respondents reported utilizing one or more of Mass Mentoring Partnership's services.

The most frequently cited services include:

- Resources on MMP's Web site (51%)
- Mentor–Mentee training (46%)
- Networking (44%)

In addition, approximately one-quarter have received information on funding from MMP and one-fifth have each received mentor referrals, program start-up assistance, and/or ongoing program consultation.

**Table 17: Utilization of Mass Mentoring Partnership's Services**

	Frequency N=88	Percent
<b>No – Have never utilized MMP Services</b>	<b>19</b>	<b>21.6</b>
<b>Yes – Utilized MMP Services</b>	<b>69</b>	<b>78.4</b>
Resources on MMP's Web site	45	51.1
Mentor – Mentee Training	40	45.5
Networking	39	44.3
Funding Information	23	26.1
Mentor Referrals	19	21.6
Program Start-Up Assistance	18	20.5
Ongoing Program Consultation	18	20.5
Other	2	2.3

## Appendix A – Program Inventory Web Survey

### **MASS MENTORING COUNTS SURVEY**

If your organization runs multiple youth mentoring programs, please complete ONE SURVEY FOR EACH individual youth mentoring program. Do NOT aggregate your programs into one survey. When you complete this survey, you will be asked whether you run additional youth mentoring programs and be directed to a new survey, if applicable.

#### **I. Youth Mentoring Program Overview**

1. Name of Mentoring Program \_\_\_\_\_
2. Name of Sponsoring / Parent Organization (if applicable) \_\_\_\_\_
3. Street Address \_\_\_\_\_  
City \_\_\_\_\_  
Zip \_\_\_\_\_
4. What year was your mentoring program established? \_\_\_\_\_
5. What is the structure of your youth mentoring program?  
☐ Stand-alone mentoring organization ☐ Component of larger organization
6. Which of the following best describes your mentoring program type?  
☐ **Traditional One-on-One Mentoring** - One adult (18+) mentor with one young person  
☐ **Group Mentoring** - One adult (18+) mentor to more than one young person (1:3 ratio at most)  
☐ **Team Mentoring** - More than one adult (18+) mentor with more than one young person  
☐ **Combination One-on-One and Team Mentoring** – Traditional 1:1 mentoring relationship with REQUIRED team mentoring activities  
☐ **E-Mentoring** – One adult (18+) mentor with one young person meeting via e-mail / Internet
7. What is the average ratio of mentors to youth in your program?  
☐ **1:1**  
☐ **1:2**  
☐ **1:3**  
☐ **1:4**  
☐ **1:5 + -- If larger than 1:4, the org does not need to continue with the survey.**

8. Is your mentoring program primarily site-based, community based, or facilitated through technology?
- ☐ **Site based** - Program / meetings primarily take place in a designated location
  - ☐ **Community based** - Meetings are not based at a specific site. Youth and mentors meetings take place in different locations throughout community
  - ☐ **E-Mentoring**
9. **If site-based**, where does mentoring program primarily take place?
- ☐ Mentee's school
  - ☐ College / University
  - ☐ Agency-based / community center (e.g., Boys & Girls Club)
  - ☐ Mentor's workplace
  - ☐ Faith organization
  - ☐ Other (specify) \_\_\_\_\_
10. From the following list, please select the PRIMARY GOALS / OBJECTIVES for youth participating in your program. Once selected, you will then be asked to RANK the selected items. Select 1 for your primary goal, 2 for your secondary goal, and soon
- |   | <u>RANK</u> |
|---|-------------|
| <input type="radio"/> Improving academics (e.g., grades, retention, college prep)               | _____       |
| <input type="radio"/> Providing job preparation / specific job skills                           | _____       |
| <input type="radio"/> Promoting youth development (e.g., self-esteem, social skills)            | _____       |
| <input type="radio"/> Promoting youth identity / connection (e.g., ethnic, religious, cultural) | _____       |
| <input type="radio"/> Promoting community / civic involvement                                   | _____       |
| <input type="radio"/> Reducing high-risk behavior (e.g., crime, alcohol / drug, teen preg)      | _____       |
| <input type="radio"/> Other – please specify _____  | _____       |
11. Does your program specifically TARGET any of the following youth subgroups? Check all that apply.
- ☐ Males Only
  - ☐ Females only
  - ☐ Youth from specific racial / ethnic group
  - ☐ Youth with low self-esteem / social skills
  - ☐ Youth having academic difficulties
  - ☐ Youth from single parent families
  - ☐ Youth from low-income families
  - ☐ Recent immigrant / refugee populations
  - ☐ Youth with mental and/or physical disabilities
  - ☐ Youth who have been involved in crimes / delinquency
  - ☐ Pregnant / parenting teens
  - ☐ Youth in foster care or adopted
  - ☐ Children of incarcerated parent(s)
  - ☐ Other (specify) \_\_\_\_\_

12. What is the expected frequency with which mentors meet IN-PERSON with their mentees?
- ☐ More than once a week
  - ☐ Weekly
  - ☐ 2-3 times per month
  - ☐ Monthly
  - ☐ No expectation / requirement
13. What is the length of commitment expected of mentors?
- ☐ No service length specified
  - ☐ 6 months or less
  - ☐ School year
  - ☐ One year
  - ☐ Greater than 1 year
14. Based on your most recent 12 months of data, what percentage of matches terminate prior to the expected or designated term?? *If you do not know exact percentage, please provide the best approximation.* \_\_\_\_\_
15. Are your matches encouraged to meet beyond the expected / designated commitment term?
- ☐ Yes ☐ No
- A) IF YES -- Based on your most recent 12 months of data, what percentage of matches extend beyond the expected or designated term?? *If you do not know exact percentage, please provide the best approximation.* \_\_\_\_\_
16. Based on your most recent 12 months of data, what is your program's average cost per match? *If you do not know exact figure, please provide the best approximation.* \_\_\_\_\_





5. What is the AGE breakdown of **current** youth participants in your program?

*All percentages must add to 100%. Please provide your best approximation.*

\_\_\_\_\_ 5 – 9 years old  
\_\_\_\_\_ 10 - 14 years old  
\_\_\_\_\_ 15 – 19 years old

6. Do the vast majority (AT LEAST 75%) of your youth participants reside in the same town where your youth mentoring program is located (i.e., central mailing address of program)?

☐ Yes (GO TO NEXT SECTION) ☐ No

*Mass Mentoring Counts* would like to learn more about where your current youth participants reside. Please provide percentage breakdowns of current youth participants based on either the town or zip code where they live.

**STEP 1:**

Please provide PERCENTAGE BREAKDOWNS of current youth participants based on either the TOWN / CITY or ZIP CODE where they live. Next to each individual town / city / zip code, please provide your best approximation of the percentage of current youth participants residing in the given area. Percentages should total 100%.

**STEP 2 --- RELEVANT ONLY FOR THOSE PROGRAMS WITH YOUTH PARTICIPANTS RESIDING IN CITY OF BOSTON.** If provided zip codes in step 1, do not need to complete step 2.

**BOSTON YOUTH PARTICIPANTS ONLY** – The following lists the neighborhoods which comprise Boston. Enter the PERCENTAGE OF YOUR CURRENT BOSTON-BASED YOUTH PARTICIPANTS BY THEIR NEIGHBORHOOD OF RESIDENCE. Express as a percentage of the Boston sub-population. All numbers should add to 100%. Please make your best approximations.

<b>BOSTON NEIGHBORHOODS</b>	<b>% OF BOSTON-BASED YOUTH PARTICIPANTS RESIDING IN GIVEN NEIGHBORHOODS</b>
Allston / Brighton	
Back Bay / Beacon Hill	
Central Boston (e.g., Chinatown, Downtown, North End)	
Charlestown	
Dorchester	
East Boston	
Fenway / Kenmore	
Hyde Park	
Jamaica Plain	
Mattapan	
Roslindale	
Roxbury	
South Boston	
South End	
West Roxbury	
Other Specify --	

### III. WAITING LIST

1. **Currently**, how many youth are on your programs' waiting list? Need point in time reference I think  
*If you do not know exact number, please provide the best approximation.* \_\_\_\_\_

A) Is this number based on actual data or an approximation?

☐ Actual Data

☐ Approximation

2. What is the GENDER breakdown of CURRENT YOUTH PARTICIPANTS on your program's waiting list? *All percentages must add to 100%. Please provide your best approximation.*

\_\_\_\_\_ Male  
\_\_\_\_\_ Female

3. Based on your most recent data, what is the average length of time a child / youth spends on your program's waiting list?

\_\_\_\_\_ No waiting list  
\_\_\_\_\_ 1 month  
\_\_\_\_\_ 2 months  
\_\_\_\_\_ 3 months  
\_\_\_\_\_ 4 – 6 months  
\_\_\_\_\_ More than 6 months  
\_\_\_\_\_ More than 1 year

#### IV. Adult Mentors

1. **Currently**, how many adults are actively serving as mentors in your program? . \_\_\_\_\_

a. Is this number based on actual data or an approximation?

☐ Actual Data

☐ Approximation

2. What is the GENDER breakdown of **current** adult mentors?

*All percentages must add to 100%. Please provide your best approximation.*

\_\_\_\_\_ Male  
\_\_\_\_\_ Female

3. Based on the following Census categories, what is the RACIAL / ETHNIC breakdown of **current** adult mentors in your program? *All percentages must add to 100%. Please provide your best approximation.*

\_\_\_\_\_ American Indian / Alaskan Native  
\_\_\_\_\_ Asian  
\_\_\_\_\_ Black / African American  
\_\_\_\_\_ Hispanic / Latino (a)  
\_\_\_\_\_ Native Hawaiian / Other Pacific Islander  
\_\_\_\_\_ White  
\_\_\_\_\_ Two or more races  
\_\_\_\_\_ Other \_\_\_\_\_

4. What is the AGE breakdown of current adult mentors in your program?

*All percentages must add to 100%. Please provide your best approximation.*

\_\_\_\_\_ 18 – 22 years old  
\_\_\_\_\_ 23– 35 years old  
\_\_\_\_\_ 36 - 49 years old  
\_\_\_\_\_ 50 - 64 years old  
\_\_\_\_\_ 65 + years old

## V. Program Needs

1. From the following list, please select the most pressing challenges to your program's sustainability and growth. Once selected you will then be asked to RANK the selected items. Select 1 for your single most pressing challenge, 2 for your second most pressing challenge, and so on.

	RANK
<input type="radio"/> Financial resource development infrastructure	_____
<input type="radio"/> Identification and diversification of funding opportunities	_____
<input type="radio"/> Support from overall agency	_____
<input type="radio"/> Support from collaborating partners	_____
<input type="radio"/> Staff retention	_____
<input type="radio"/> Parental support	_____
<input type="radio"/> Mentor recruitment	_____
<input type="radio"/> Match support / Mentor retention	_____
<input type="radio"/> Ability to effectively evaluate program's successes / challenges	_____
<input type="radio"/> Other (specify) _____	_____

2. Has your mentoring program utilized any of the following services from Mass Mentoring Partnership? Check all that apply

- |   |  |
|---|--|
| <input type="radio"/> NO – Have never utilized MMP svcs | <input type="radio"/> Program start-up assistance  |
| <input type="radio"/> Funding information               | <input type="radio"/> Ongoing program consultation |
| <input type="radio"/> Resources on MMPs Web site        | <input type="radio"/> Mentor – Mentee Training     |
| <input type="radio"/> Networking                        | <input type="radio"/> Mentor referrals             |
| <input type="radio"/> Other _____                       |  |

## VI. ADDITIONAL YOUTH MENTORING PROGRAMS

1. Does your organization run additional youth mentoring programs?

- ☐ Yes ☐ No

**IF YES – complete survey for next program!**

**THANK YOU FOR COMPLETING THIS SURVEY!**

## Appendix B – Participating Youth Mentoring Programs

Youth Mentoring Program	Sponsor / Parent Organization	City / Town
BBBS of Hampshire County ▪ Community Based Program ▪ Site Based Program	Center for Human Development	Amherst
Junior Career Mentoring	Service Club of Andover	Andover
Arlington Boys & Girls Club Youth Mentoring Program	Arlington Boys & Girls Club	Arlington
BBBS of Greater Attleboro ▪ Community Based Program ▪ Site Based Program	Big Brothers Big Sisters of Greater Attleboro	Attleboro
AFC Mentoring	Adoption and Foster Care (AFC) Mentoring Inc.	Boston
After School Enrichment Program*	ABCD Dorchester Neighborhood Service Center	Boston
BBBS of Mass Bay ▪ Community Based Program ▪ Site Based Program	Big Brothers Big Sisters of Massachusetts Bay	Boston
Big Sister Association ▪ Community Based Program ▪ Life Choices Group Mentoring ▪ School-Based Mentoring ▪ Team Enhanced Approach to Mentoring (TEAM)	Big Sister Association of Greater Boston	Boston
Summer Jobs Program	Boston Bar Association	Boston
Oak Street Youth Center	Boston Chinatown Neighborhood Center	Boston
Boston HERC Mentor Program	Boston Higher Education Resource Center	Boston
Boston Partners in Education ▪ Aim High Program ▪ Power Lunch	Boston Partners in Education, Inc.	Boston
Boston Scholars Program	Boston Scholars Program	Boston
Charlestown Boys & Girls Club Tutoring Program	Boys & Girls Clubs of Boston - Charlestown	Boston
BASE ▪ BASE Mentoring Program ▪ Professional Opportunities Program*	Business Advancement & Social Entrepreneurship (BASE)	Boston
South Boston T.E.A.M. – (Together Engaging Adolescents through Mentoring)	Catholic Charities' Laboure Center	Boston
8 <sup>th</sup> Grade Academy & Alumni Services	Citizen Schools	Boston
EBNHC Mentor / Tutor Program	East Boston Neighborhood Health Center (EBNHC)	Boston
EW – Power Lunch	Everybody Wins Metro Boston, Inc.	Boston
Friends of the Children - Boston	Friends of the Children - Boston	Boston
Generations Inc. Experience Corps ▪ One-on-One ▪ Small group	Generations, Inc.	Boston

Youth Mentoring Program	Sponsor / Parent Organization	City / Town
Choices for Teen Girls Mentoring Group	Greater Zion Church of Christ in God	Boston
HOPE for Youth Mentoring Initiative	Hispanic Office of Planning and Evaluation, Inc. (HOPE)	Boston
Nuestro Jovenes Mentoring Program	Hyde Square Task Force	Boston
Summer of Opportunity	John Hancock Financial Services	Boston
School to Work Mentoring Program	Liberty Mutual Insurance Co. and Charlestown High School	Boston
Mission Works	Mission Works	Boston
Mentor Match Program	Partners for Youth with Disabilities	Boston
STRIVE – Sickle cell Teens Raising awareness, Initiating change, Voicing thoughts, Empowering themselves	Project Health	Boston
Samariteens	Samaritan Inc.	Boston
Viva La Cultura	Sociedad Latina	Boston
SquashBusters Mentoring Program	SquashBusters	Boston
Strong Women, Strong Girls	Strong Women, Strong Girls Inc.	Boston
The Boston Society of Civil Engineers' Public Awareness & Outreach Program	The Boston Society of Civil Engineers	Boston
Mentoring Program	The Home for Little Wanderers	Boston
Junior League of Boston ▪ JLB Arts ▪ Leader Within	The Junior League of Boston	Boston
Bridging the Gap Between Youth and Community Services	The Salvation Army	Boston
Saturday Mentoring and Study Hall (SMASH)	The Steppingstone Foundation	Boston
Arts Incentives Program	United South End Settlements	Boston
SHOUT! - Sisters Helping Other Unheard Teens	Women Express	Boston
MY TURN, Inc.	MY TURN, Inc.	Brockton
BBBS Old Colony Y ▪ Community based Program ▪ Site Based Program	Old Colony YMCA - BBBS	Brockton
Youth Build Brockton	Old Colony YMCA – Youth Build	Brockton
Cambridge Family & Children's Service Mentor Program	Cambridge Family & Children's Service	Cambridge
Area IV Youth Center Mentorship Program*	Cambridge Youth Programs	Cambridge
The Companion Tutor Program	The Guidance Center, Inc.	Cambridge
Career Exploration*	Centro Latino de Chelsea	Chelsea
LARE Training Center Mentor Program	LARE	Chelsea
Springfield / Holyoke Mentoring Initiative	Pioneer Valley Council, Boy Scouts of America	Chicopee
Young Entrepreneurs Alliance	Young Entrepreneurs Alliance	Concord
Arts Outreach: Mentoring Through Photography and Visual Arts	Stonehill College	Easton
Big Friends Little Friends	Family Service Association of Greater Fall River, Inc.	Fall River
The Mentor Project	Greater Fall River Area School to Career Partnership, Inc.	Fall River



Youth Mentoring Program	Sponsor / Parent Organization	City / Town
LUK Inc Community Mentoring Program	LUK Inc. Crisis Center	Fitchburg
<ul style="list-style-type: none"> <li>South Berkshire Mentoring Program</li> <li>Railroad Street Apprenticeship Program (RAP)</li> </ul>	South Berkshire Youth Coalition and Railroad Street Youth Project	Great Barrington
BBBS of Franklin County <ul style="list-style-type: none"> <li>Community Based Program</li> <li>Site Based Program</li> </ul>	Big Brothers Big Sisters of Franklin County	Greenfield
Girls Inc. <ul style="list-style-type: none"> <li>Mentors and Teens Connecting in Holyoke (MATCH)</li> <li>Mentoring Outstanding Students Together (MOST)</li> </ul>	Girls Inc of Holyoke	Holyoke
BBBS of Greater Lawrence	BBBS of Greater Lawrence	Lawrence
Bigs at the Club	Lawrence Mentoring Consortium (Boys & Girls Club of Lawrence; BBBS of Greater Lawrence; Guilmette School; Our Lady of Good Counsel)	Lawrence
Stand and Deliver MCAS Mentoring	Lawrence Partners in Education	Lawrence
Teen / Junior Achiever	Merrimack Valley YMCA	Lawrence
BBBS of Greater Lowell <ul style="list-style-type: none"> <li>Community Based Program</li> <li>Site Based Program</li> </ul>	Big Brothers Big Sisters of Greater Lowell	Lowell
Momentum*	Centraville United Methodist Church – United Methodist Urban Training	Lowell
Girls Incorporated Mentoring Program	Girls Incorporated of Lowell	Lowell
MUMMY – Matching UMass Mentors to Youth**	University of Massachusetts Lowell	Lowell
Project STEP Mentoring Partnership	YWCA of Lowell	Lowell
Gordon College Mentoring Program	Boys & Girls Club of Lynn	Lynn
Middle School Mentoring for Girls	Girls Incorporated of Lynn	Lynn
Melrose CARES Community Mentoring Program	Melrose Alliance Against Violence	Melrose
BBBS of Greater New Bedford	Child and Family Services	New Bedford
SMILES	South Coast Mentoring Initiative for Learning, Education and Service, Inc. (SMILES)	New Bedford
JBBBS of Greater Boston <ul style="list-style-type: none"> <li>Community Based Program</li> <li>School Mentoring Program</li> </ul>	Jewish Big Brothers Big Sisters of Greater Boston	Newton
Mentor Connection	Newton Community Service Centers	Newton
Southcoast Compeer Program – UMass Dartmouth	Compeer International	North Dartmouth
Adolescent Advocacy Mentoring Program	Friends of Children, Inc.	Northampton
BBBS of Berkshire County	Big Brothers Big Sisters of Berkshire County	Pittsfield
North Quincy High School Mentoring Program	State Street Corporation	Quincy
Children’s Friend Youth Mentoring Program	Children’s Friend and Family Services	Salem

Youth Mentoring Program	Sponsor / Parent Organization	City / Town
ACTS	Action Centered Tutoring Services (ACTS)	Springfield
BBBS of Hampden County <ul style="list-style-type: none"> <li>Community Based Program</li> <li>High School Mentoring Program</li> <li>Lunch Buddies</li> </ul>	Big Brothers Big Sisters of Hampden County	Springfield
Dunbar Mentoring Program	Dunbar Community Center	Springfield
Amachi Mentoring Program	New England Farm Workers Council	Springfield
Dream, Believe, Achieve	Putnam High School	Springfield
The Audrey House*	Secondstage Inc.	Springfield
Partners Program	Springfield College	Springfield
Putnam Parenting Program	Springfield Day Nursery and Putnam High School	Springfield
Lindencroft Mentoring Program*	Community Cares Corporation	Taunton
Career Mentor Program	Taunton Area School to Career, Inc.	Taunton
Waltham Group Big Sibling Program	Brandeis University	Waltham
John Andrew Mazie Memorial Foundation Mentoring Program	John Andrew Mazie Memorial Foundation	Wayland
Volunteers in Public Schools of Westfield	Volunteers in Public Schools of Westfield, Inc.	Westfield
Northbridge Mentoring Partnership	Northbridge Mentoring Partnership	Whitinsville
BBBS of Central Mass / Metrowest <ul style="list-style-type: none"> <li>Community Based Program</li> <li>Bigs in School</li> </ul>	Big Brothers Big Sisters of Central Mass / Metrowest	Worcester
BBBS <ul style="list-style-type: none"> <li>Community Based Program</li> <li>Site Based Program</li> </ul>	Clarence Hill Academy	Worcester
FIRST	For Inspiration and Recognition of Science and Technology (FIRST)	
St. Peter's Mentoring Program	St. Peter's Parish	Worcester
UMass Medical School <ul style="list-style-type: none"> <li>High School Health Careers Program</li> <li>The Worcester Pipeline Collaborative Internship / Mentoring Program</li> </ul>	Univ of Massachusetts Medical School	Worcester
The Court Mentoring Program	Youth Opportunities Upheld (YOU) Inc.	Worcester

\* Program Currently in Development

\*\* Program Currently Inactive