

RHODE ISLAND MENTORING PARTNERSHIP

2014 STATE OF MENTORING REPORT



A Snapshot of Mentoring in RI

By Susan Thomas

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The Rhode Island Mentoring Partnership (RIMP) is a 501(c)3 non-profit organization dedicated to the expansion of quality mentoring services for Rhode Island youth. Our philosophy is simple: when we invest today in expanding our community's capacity to mentor our youth, we will see an incredible return in the lives of our children and the health of our communities for generations to come.

OUR MISSION: To enhance the lives of Rhode Island's youth through mentoring.

WHO WE ARE: In 1990, a partnership was formed among Warwick Public Schools, MetLife and the Chamber Education Foundation (now the Rhode Island Mentoring Partnership) to develop a mentoring program to help youth succeed. What started with 10 volunteer mentors from MetLife and 10 elementary school students (mentees) has grown to include over 200 mentoring pairs at all Warwick Schools. Through the generosity of The Feinstein Foundation, we brought this successful model statewide, resulting in the development of the RI Mentoring Partnership. In addition to our Warwick, flagship program, we currently operate programs in Woonsocket, Middletown, and Newport. Since 1999, RIMP has served as the statewide expert in mentoring.

WHAT WE DO: The Rhode Island Mentoring Partnership is the state leader in quality youth mentoring and is responsible for collaboration, training, and support among a network of 63 mentoring agencies so that each Rhode Island child who needs a mentor gets one. We provide volunteer referral services, statewide marketing campaigns and advocacy for mentoring. RIMP also directly operates **The Feinstein Mentor Training Institute**, which offers high-quality trainings for mentors and mentor program coordinators. Each Network Program is eligible to receive help with Mentor Training, Recruitment and Strategic Planning for their organizations.

In order to provide the most current research and best practices in mentoring, RIMP relies on MENTOR, the National Mentoring Partnership. MENTOR is the unifying champion for expanding quality youth mentoring relationships in the United States. For nearly 25 years, MENTOR has served the mentoring field by providing a public voice, developing and delivering resources to mentoring programs nationwide and promoting quality for mentoring through standards, cutting-edge research and state of the art tools. They drive the investment of time and money into high impact mentoring programs through advocacy, influence strategy and public awareness. As a result of this collaboration, RIMP offers Quality Mentoring Systems (QMS), an assessment and improvement process for mentoring programs in the network, aligned with the national process, to ensure the best possible youth outcomes. We are proud to say that 17 of RIMP's network programs have achieved the highest level of QMS, which is Premier.

On January 8th, 2014, the RI Mentoring Partnership (RIMP) sent out a State of Mentoring Survey to all 67 Network Partners. The list included:

Organization:

ACE Mentor Program of Rhode Island

AS-220

Best Buddies International

Big Brothers Big Sisters of the Ocean State Big Brothers Big Sisters of the Ocean State

Big Brothers of RI

Blackstone Valley Prep Mayoral Academy

Boys & Girls Club of Pawtucket Boys & Girls Club of Providence Bristol/Warren Public Schools Brown University Swearer Center

Blackstone Valley Community Action Program

CCRI Lincoln

Chariho Regional High School

College Visions

Community College of Rhode Island

Cranston Public Schools

Cumberland-Lincoln Boys and Girls Club Dorcas International Institute of Rhode Island

E.G. Public Schools East Bay RSVP

Emma G. Whiteknact School

English for Action Exeter Job Corps

Exeter/West Greenwich Prevention & Wellness Task

Force

Families first, inc Federal Hill House Foster Forward George J. West

Goodwill Industries of Rhode Island

Herreshoff Marine Museum

Hope High School

Hopkins Hill Elementary School

Inspiring Minds

Jamestown Mentoring Program

John Hope Settlement Kids In The Canyon

LINKS

National Coalition of 100 Black Women-RI Chapter

New Urban Arts

North Providence School Department

OpenDoors

Parent Partners Rhode Island Parent Support Network

Pawtucket-Cunningham Elementary School

Program Name:

ACE Mentor Program

Project Hope Mentoring Program Best Buddies Rhode Island

Site Based Program

Mentoring

Big Brothers of RI BVP Mentoring Program

Boys & Girls Club of Pawtucket

Reading Buddies

Bristol/Warren Public Schools

City Girls, City Brothers BVCAP Mentor Program CCRI Literacy Initiative Chariho Mentor Program

College Access and Success Programs

Mentoring Program Project Gemini Mentoring Program

Refugee Mentoring Program Strategic Support Mentoring East Providence READS

RI Mentoring Partnership at Emma G. Whiteknact School

OurSchool

Women in Community Service, STARS

Exeter/West Greenwich Feinstein Mentor Program

Moms for Moms

RSVP

Real Connections
George J. West
Youth Center Mentors
Herreshoff Mentor Program
Young Men's Mentoring

Hopkins Hill Elementary School

Inspiring Minds

Jamestown Mentoring Program

JHS Mentor Program Kids In The Canyon NK Mentoring Program

LEAD Through Mentoring Program

Youth Mentorship in the Arts

Birchwood Buddies

Mentoring

Parent Partners Rhode Island RI TimeBanks Mentoring Program

Pawtucket COZ

Providence Housing Authority

Providence YMCA
RI Mentoring Partnership
RI Mentoring Partnership
RI Mentoring Partnership

Raising Hope

RI Disability Mentoring

RISE

Riverzedge Arts Sophia Academy

South Kingstown CARES
St. Mary's Home for Children
Star Kids Scholarship Fund
The Children's Workshop

The Metropolitan Regional Career and Technical Center

The San Miguel School

UCAP

W. L. Callahan School

West Warwick Public Schools Westerly School Department YouthBuild Providence Youth Safe Haven Providence YMCA

Aquidneck Island Mentoring Warwick Mentor Program Woonsocket Mentoring Program

Woonsocket Mentoring Program
Raising Hope Peer 2 Peer Mentoring Program

RIDM RISE

Riverzedge Arts

Sophia Academy Mentoring Program

Mentor Program Friendly Faces Star Kids

The Children's Workshop Foundation Mentoring Program

Real World Learning
Adult Mentor Program
UCAP Mentoring Program
Mentoring Program
Student Mentor Program
Westerly School Department
YouthBuild Providence

The research showed the following:

In 2012, there were 7,491 non-profit organizations in Rhode Island and year-to-date, there are 7,302, a reduction of 189 non-profits over approximately 2 years (Secretary of State's office, Kathy Albanese). RIMP's network was directly affected by 11 organizations which dealt with either the possibility of closing their doors, and/or were forced to close their mentoring components. Fortunately, of those 11 programs Greater Providence YMCA, Bristol/Warren, and Jamestown are in the process of restarting their mentoring programs. With the remaining organizations, difficult decisions were made to pare them down significantly. Less staff meant less time and effort spent on recruitment and support, and the number of mentors and mentees began a downward trend.

In addition, the unemployment rate for the school year 2012-2013 was 10.8%: the second highest in the Nation. Nevada took first place for highest (http://www.dlt.ri.gov/lmi/pdf/eb/jan12eb.pdf). How does unemployment affect mentoring? It has been RIMP's experience that many prospective volunteers, focus on finding employment and do not readily commit to mentoring a child during such a stressful time. In addition, employers with reduced workforces are sometimes reluctant to let their remaining employees leave during the work day to mentor.

All respondents were told that the State of Mentoring survey responses are kept private and confidential. Only aggregate data would be released in public reports. All survey respondents would have access to this aggregate information, as well as suggestions about how to use the data to build awareness of mentoring and their programs. The information provided on this survey would help the Mentoring Partnership align advocacy efforts and support to programs with current information from the field.

What followed was a 4 month, labor intensive study of the impact of life in Rhode Island with an eye to the effect of the high rate of unemployment and the demise of many non-profits organizations upon the field of Mentoring.

In 2014 there were 3911 mentors and 5038 mentees compared to the 2012 survey which confirmed 4663 mentors and 5752 mentees, a difference of 752 mentors and 714 mentees. The organizations that no longer have mentoring programs are: Pawtucket Child Opportunity Zone (COZ), Jamestown, Providence YMCA, Urban Collaborative Accelerated Program, Herreshoff Marine, Bristol/Warren, Chariho, Blackstone Valley Community Action Program (BVCAP), John Hope Settlement, City Girls/City Brothers, Exeter Job Corps, AS-220, and the Parent Support Network. When reviewing the above mentioned programs closely, aside from a few exceptions, there were two recurring themes; loss of revenue and/or loss of staff. The final number of organizations within the RIMP Network is now 63 with 56 having active mentor programs.

Although there were some challenges, what explains the resiliency of the remaining programs? A major factor was the seasoned mentor coordinators in the RIMP Network who would not give up on children who needed mentors. For example, in Cumberland, a dedicated coordinator resurrected her mentoring program when a small amount of money became unexpectedly available late in the year. Other factors were: Network members relying on RIMP and each other, and, finally, RIMP providing GREAT SUPPORT through site visits, phone calls, Coordinators' Roundtables-where specific topics, such as, "Rogue Mentors" or "The Health of Their Organizations" were discussed, Workshops, the Northeast Regional Conference-a two day convening of National Mentoring Practioners, , Quality Standards Mentoring-a quality assessment and improvement process, and the Providers' Council-a group of mentoring professionals who offer feedback/advice from the field. In fact, Big Brothers and Big Sisters of the Ocean State, Boys & Girls Club of Pawtucket, Community College of RI/Lincoln, The Children's Workshop, College Visions, East Bay Retired Seniors Volunteer Program, East Greenwich, Foster Forward, San Miguel School, and South Kingstown CARES flourished during this time.

What follows are the most pertinent questions from the State of Mentoring Survey, with corresponding charts and comments as appropriate.

year or 2012-13 school year?

Please be sure to complete this survey separately for each mentoring program you run.

1. Please enter the address and contact information for your program below. This information will help us to compare overall survey results year-to-year, and to do follow-up if we need to clarify information.
Organization Name: (or school/district name)
Program Name: (if different than above)
Address:
City/Town:
State:
Zip Code:
Main Phone Number:
2. Please enter the appropriate contact information for the Program Coordinator and your organization's Executive Director/CEO
Program Coordinator's Name
Program Coordinator's E-mail Address:
Executive Director/CEO's Name
Executive Director/CEO's E-mail Address:
3. In what year was your mentoring program established?
 4. What are the age groups of youth participating in your mentoring program? Check all that apply. 5 - 10 years 11 - 14 years 15 - 18 years Older than 18 years Mixed ages - youth and their families
 5. Mentors eligible for the program are: Choose one response. □ Adults only □ Youth (18 and under) □ Both adults and youth
6. How many total youth were actively involved in your mentoring program in the 2013 calendar year or 2012-13 school year?
Male
Female

7. How many total mentors were actively involved in your mentoring program in the 2013 calendar

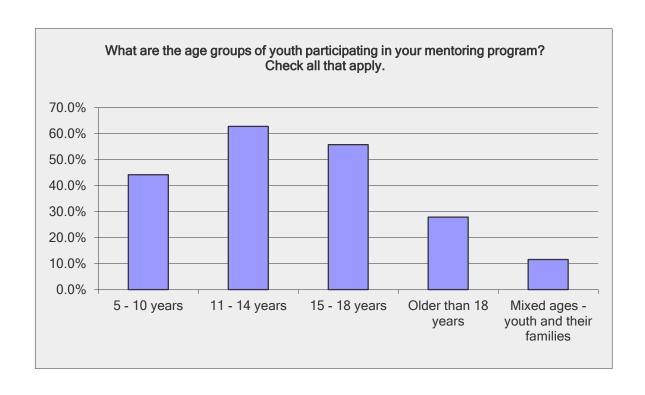
	Male									
	Female									
8. What is the minimum required length of commitment for mentors and youth? Choose one response. Less than 3 months 3 to 6 months 6 to 9 months 1 to 12 months (or full school or calendar year) 1 to 2 years More than 2 years We don't have established expectations for length of commitment 9. About what percentage of your mentoring matches? Please make total 100%, mark N/A if you don't know or your program does not track this.										
	1 time per month 2 - 3 times per month Weekly Two times per week Three or more times per week We don't have established expectations for how	w frequen	tly mento	ors meet v	 2 - 3 times per month Weekly Two times per week Three or more times per week 					
11. Please indicate which, if any of the following subsections of the youth population are represented in the youth who participate as mentees in your program. Please use your best										
		entees ir	your p							
estimat	ented in the youth who participate as me ion. Mark one response per row. ome (eligible for free or reduced lunch)	entees ir 0- 25% O		rogram.						
estimat	ion. Mark one response per row.	0- 25%	26-75%	rogram. 76-100%	Please use your best Don't know/we don't track this					
estimat Low-inco	ome (eligible for free or reduced lunch)	0- 25% O	26-75% O	76-100% O	Please use your best Don't know/we don't track this					
estimat Low-inco Single-p Recent i	ome (eligible for free or reduced lunch) arent household	0- 25% ••••••••••••••••••••••••••••••••••••	26-75% ••••••••••••••••••••••••••••••••••••	76-100% O	Please use your best Don't know/we don't track this					
estimat Low-inco Single-p Recent i	ion. Mark one response per row. ome (eligible for free or reduced lunch) arent household mmigrant or refugee	0- 25% O	26-75% O	76-100% • • • • • • • • • • • • • • • • • • •	Please use your best Don't know/we don't track this O					
estimat Low-inco Single-p Recent i	ome (eligible for free or reduced lunch) arent household mmigrant or refugee residential, or kinship care	0- 25% O O O	26-75% O	76-100% O O O	Please use your best Don't know/we don't track this O O					
estimate Low-inco Single-p Recent i Foster, r Adjudica Gang inco	ome (eligible for free or reduced lunch) arent household mmigrant or refugee residential, or kinship care	0- 25% O O O O O	26-75% O O O O O	76-100% O O O O O O	Please use your best Don't know/we don't track this O O O					
estimate Low-inco Single-p Recent i Foster, r Adjudica Gang inco Incarcer	ome (eligible for free or reduced lunch) arent household mmigrant or refugee residential, or kinship care ated/court involved	0- 25% O O O O O O O	26-75% O O O O O O O O O	76-100%	Please use your best Don't know/we don't track this O O O O					
estimate Low-inco Single-p Recent i Foster, r Adjudica Gang inv Incarcer Military p Youth w healthca	ion. Mark one response per row. ome (eligible for free or reduced lunch) arent household mmigrant or refugee residential, or kinship care ated/court involved volved ated parent(s)	0- 25% O O O O O	26-75% O O O O O O O O O O O O O O O O O O O	76-100%	Please use your best Don't know/we don't track this O O O O O					
estimate Low-inco Single-p Recent i Foster, r Adjudica Gang inv Incarcer Military p Youth w healthca Services	ion. Mark one response per row. ome (eligible for free or reduced lunch) arent household mmigrant or refugee residential, or kinship care ated/court involved volved ated parent(s) carent(s) carent(s) ith disabilities or special are needs & receiving Special Education	0- 25% O O O O O O O O O O O O O O O O O O O	26-75% O O O O O O O O O O O O O O O O O O O	76-100%	Please use your best Don't know/we don't track this O O O O O O O O O O O O O					
estimate Low-inco Single-p Recent i Foster, r Adjudica Gang inv Incarcer Military p Youth w healthca Services	ion. Mark one response per row. ome (eligible for free or reduced lunch) arent household mmigrant or refugee residential, or kinship care ated/court involved volved ated parent(s) carent(s) ith disabilities or special are needs & receiving Special Education is in school ic achievers	0- 25% O O O O O O O O O O O	26-75% O O O O O O O O O O O O O O O O O O O	76-100%	Please use your best Don't know/we don't track this O O O O O O O O O O O O O					

	ho represent first generation of nily to go to college	•	O	•	O	
	bian, bisexual, transgender uestioning	0		O	O O	
Pregnar	nt/Young parent	O	O	O	O	
Other If other,	please describe:	•	O	O	O	
	ase indicate which mentori 3 school year. Check all that		rogram us	sed during	g the 2013 cale	endar year or
		SCHOOL E	BASED			
One-to-	one Group mentoring	Team mentoring	E-mento	oring:	Peer-to-Peer me	ntoring
		Outside-of-	School			
One-to-0	One Group mentoring	Team mentoring	E-mento	oring F	Peer-to-Peer mer	ntoring
Other ty	pe of mentoring relationship: ple	ease describe:				
14. How	at is the total number of ho ar year or 2012-13 school y w many mentees were on a as of December 31, 2013? imation. Male Youth	ear? If you do not waiting list for a i	track ment	or hours, v	write N/As of being mat	tched with a
2012-1 3	your mentoring program notes a school year? Choose one Yes No I don't know We don't set recruitment goals		recruiting	mentors i	in the 2013 cal	endar year o
one.	Increased Not been affected Cut by less than 25% Cut by 25% or more	mentoring progra	ım compa	re to the I	oudget a year	ago? Choose
17. Ho v	w many staff FTEs (Full Tim Paid staff	ne Equivalents) di	d your pro	gram hav	re in 2013?	

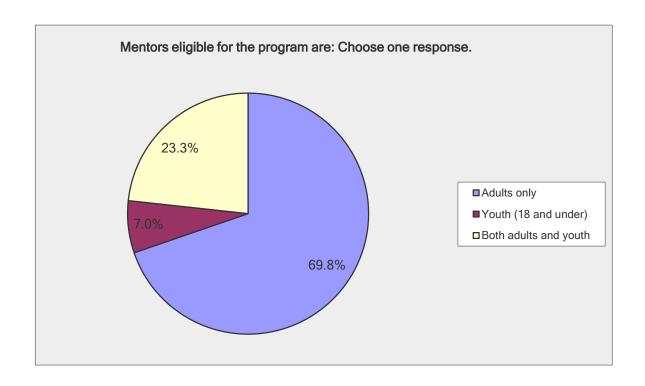
18. When compared to 2012, Did your total number of FTE's (Full Time Equivalents)
Increase Decrease Stay the same
19. Are you and/or your organization familiar with the Elements of Effective Practice for Mentoring™? Choose one response. □ Yes □ No
20. Additional Comments: Please feel free to use the space below to add any additional information you would like us to know about your mentoring program.
21. Thank you for completing the 2013 State of Mentoring Survey! Click on "Submit" below to have your responses recorded and to be entered into the drawing for one of four \$25 Target gift cards. Please let us know what is your preferred method of contact: Email Phone Texting
For more information and resources on mentoring, please visit www.mentorRI.org.

With 43 agencies responding, it is interesting to note that the earliest mentoring program was founded in 1952, Big Brothers of Rhode Island, and the newest one which is still trying to establish itself this year is Blackstone Valley Mayoral Prep Academy! Twenty-five percent of programs began from 1952 to the 1990's, and the remaining 75% were established from 2000-2014.

What are the age groups of youth participating in your mentoring program? Check all that apply.			
Answer Options	Response Percent	Response Count	
5 - 10 years 11 - 14 years 15 - 18 years Older than 18 years Mixed ages - youth and their families	44.2% 62.8% 55.8% 27.9% 11.6%	19 27 24 12 5	
	answered question	43	
	skipped question	13	



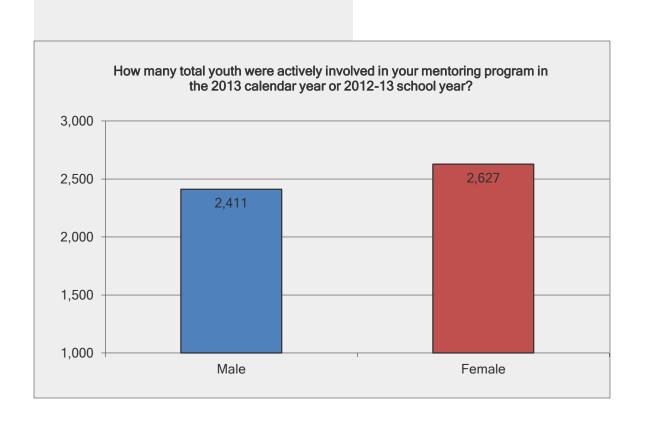
Mentors eligible for the program are: Choose one response.				
Answer Options	Response Percent	Response Count		
Adults only	69.8%	30		
Youth (18 and under)	7.0%	3		
Both adults and youth	23.3%	10		
	answered question		43	
	skipped question		13	



***Please note that in some cases the male/female split was estimated, and currently the numbers show a difference of just 4% more females vs males in programs.

How many total youth were actively involved in your r or 2012-13 school year?	nentoring progra	am in the 2013 calendar year
Anguar Ontions	Percentage	Numbers of

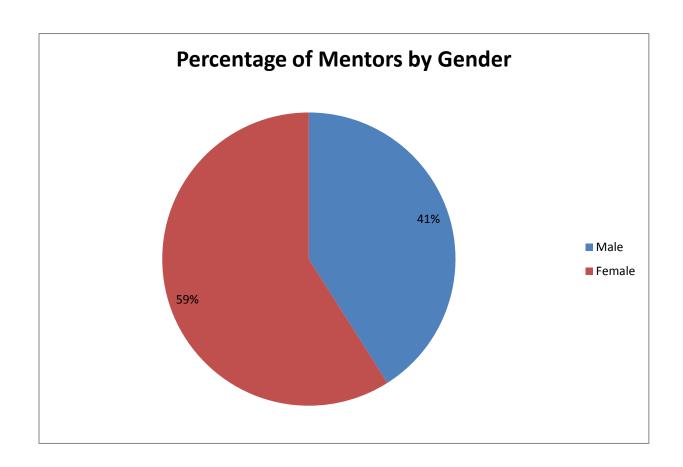
Answer Options	Percentage of Youth	Numbers of Youth
Male	48	2,411
Female	52	2,627
Total		5,038



***Please note that in some cases the male/female ratio is estimated.

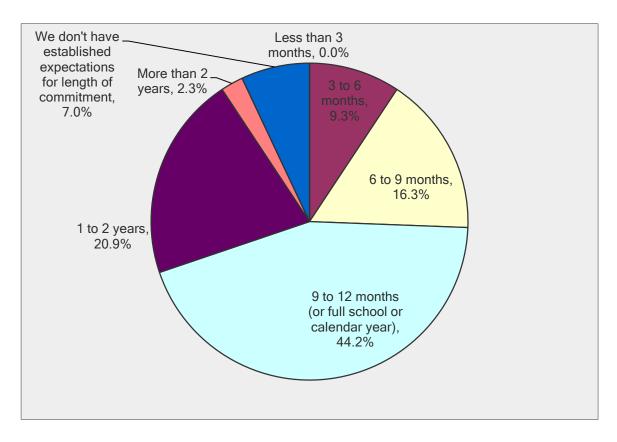
How many total mentors were actively involved in your mentoring program in the 2013 calendar year or 2012-13 school year?

Answer Options	Percentage of Mentors	Number of Mentors
Male	41%	1,601
Female	59%	2,310
Total		3,911



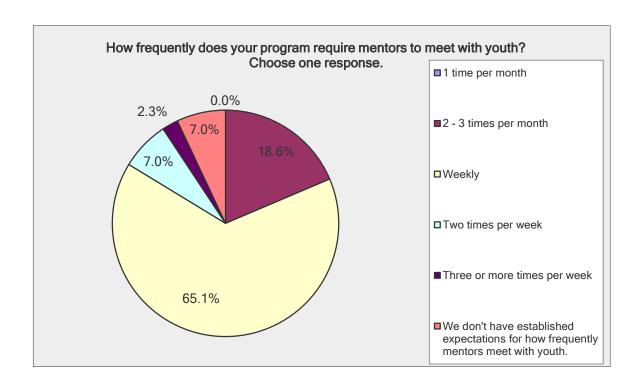
***The recommended minimum length of commitment according to Elements of Effective Practice in Mentoring is 1 year, and nearly 75% of programs are meeting that requirement.

What is the minimum required length of commitment for mentors and youth? Choose one response.				
Answer Options	Response Percent	Response Count		
Less than 3 months 3 to 6 months	0.0% 9.3%	0 4		
6 to 9 months 9 to 12 months (or full school or calendar year)	16.3% 44.2%	7 19		
1 to 2 years More than 2 years	20.9% 2.3%	9 1		
We don't have established expectations for length of commitment	7.0%	3		
	answered question	43		
skipped question 13				



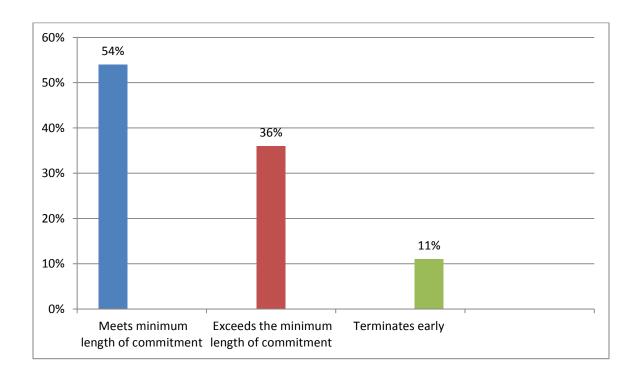
How frequently does your program require mentors to meet with youth? Choose one response.

rooponoo.		
Answer Options	Response Percent	Response Count
1 time per month	0.0%	0
2 - 3 times per month	18.6%	8
Weekly	65.1%	28
Two times per week	7.0%	3
Three or more times per week	2.3%	1
We don't have established		
expectations for how	7.0%	3
frequently mentors meet with youth.		
	answered question	43
	skipped question	13



About what percentage of your mentoring matches...? Please make total 100%, mark N/A if you don't know or your program does not track this.

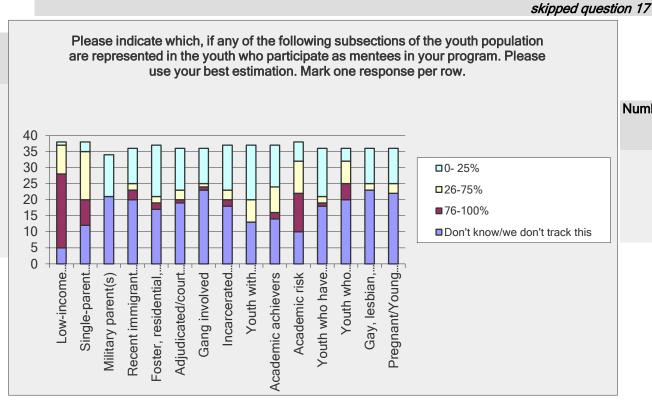
- _____% Meet the minimum length of commitment
- ____% Exceed the minimum length of commitment
 - ___% Terminate early



"Research confirms that short matches that terminate early (less than three months or less) have a potentially negative impact on youth, who may actually regress in several key risk areas as a result of a failed mentoring relationship"-Grossman & Rhodes

Please indicate which, if any of the following subsections of the youth population are represented in the youth who participate as mentees in your program. Please use your best estimation. Mark one response per row.

Answer Options	0- 25%	26-75%	76-100%	Don't know/ we don't track this
Low-income (eligible for free or reduced lunch)	1	9	23	5
Single-parent household	3	15	8	12
Military parent(s)	13	0	0	21
Recent immigrant or refugee	11	2	3	20
Foster, residential, or kinship care	16	2	2	17
Adjudicated/court involved	13	3	1	19
Gang involved	11	1	1	23
Incarcerated parent(s)	14	3	2	18
Youth with disabilities or special healthcare needs & receiving Special Education Services in school	17	7	0	13
Academic achievers	13	8	2	14
Academic risk	6	10	12	10
Youth who have dropped out of school (currently not in school)	15	2	1	18
Youth who represent first generation of their family to go to college	4	7	5	20
Gay, lesbian, bisexual, transgender and/or questioning	11	2	0	23
Pregnant/Young parent	11	3	0	22
Other (please specify)				
		a	nswered question	39



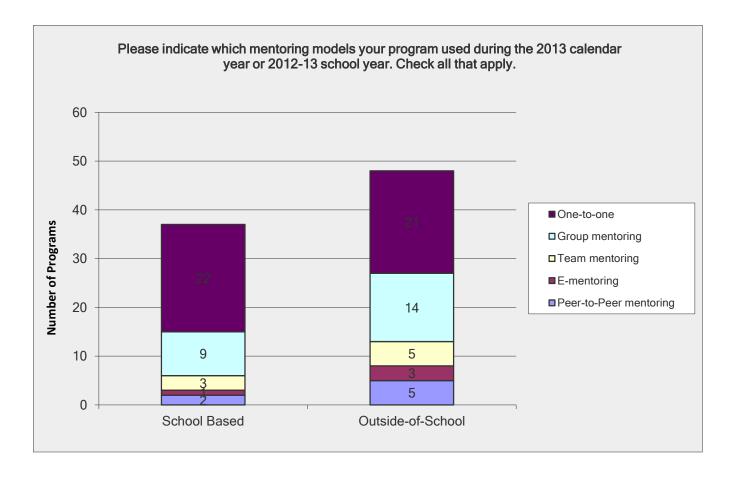
Number Other (please specify)

- 1 100% are formerly incarcerated adults
- 2 African-American/Black youth - 100%
- 3 none

State of Mentoring Survey 2014					
Please indicate which mentoring models y Check all that apply.	our program used	during the 2013	calendar year o	r 2012-13 school ye	ear.
Answer Options	One-to-one	Group mentoring	Team mentoring	E-mentoring	Peer-to-Peer mentoring
School Based	22	9	3	1	2
Outside-of-School	21	14	5	3	5

Other type of mentoring relationship: please describe:

answered question 42
skipped question 14

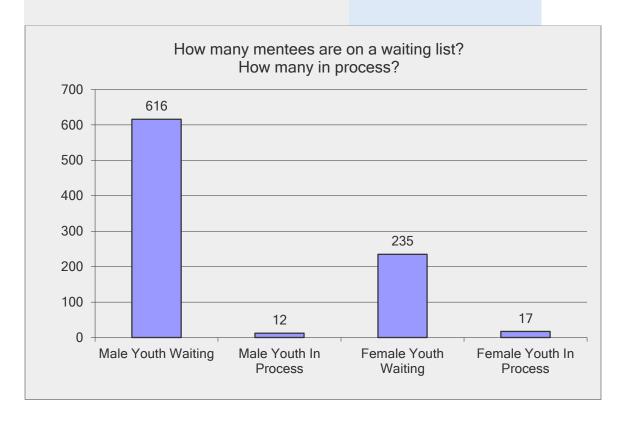


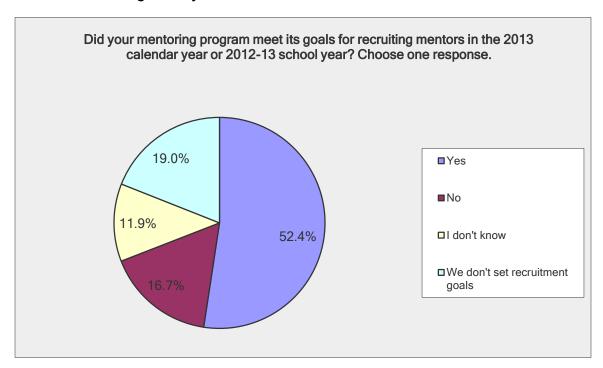
State of Mentoring Survey 2014			
What is the total number of hours that mentors contributed to your program in the 2013 calendar year or 2012-13 school year? If you do not track mentor hours, write N/A.			
Total number of volunteer hours for 20 responding:	46,120		
Of the 20 programs that tracked this information, the average number of volunteer hours per program:	2306		
The inferred equivalent value of volunteer time for 56 programs using the average x \$23.53*:	\$3,035,870		
answered question	20		
skipped question	36		

^{*}Rhode Island's volunteer hourly equivalent rate according to Independent Sector.

A. How many mentees were on a waiting list for a match with a mentor as of December 31, 2013? B. How many mentees were in the process of being matched with a mentor as of December 31, 3013? If you do not know exact numbers, please provide your best approximation.

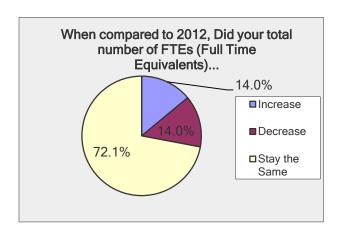
Answer Options	Response Percent	Response Count
Male Youth Waiting	616	38
Male Youth In Process	12	32
Female Youth Waiting	235	39
Female Youth In Process	17	30

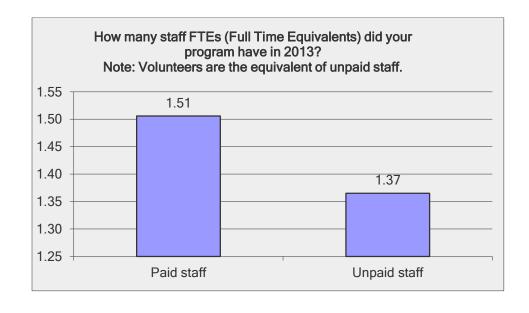




***Please note that most programs have either volunteers or a very small staff, so the fact that the numbers of FTE's stayed the same is not a sign of growth or improvement.

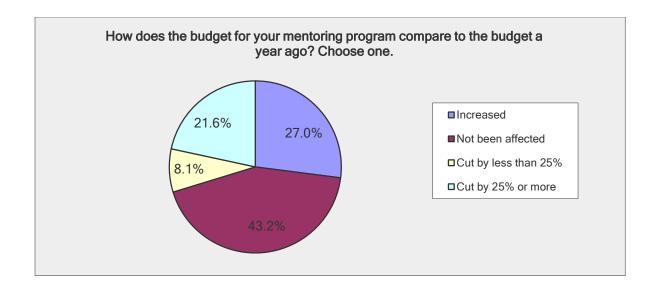
When compared to 2012, Did your total number of FTEs (Full Time Equivalents)			
Answer Options	Response Percent	Response Count	
Increase	14.0%	6	
Decrease	14.0%	6	
Stay the Same	72.1%	31	



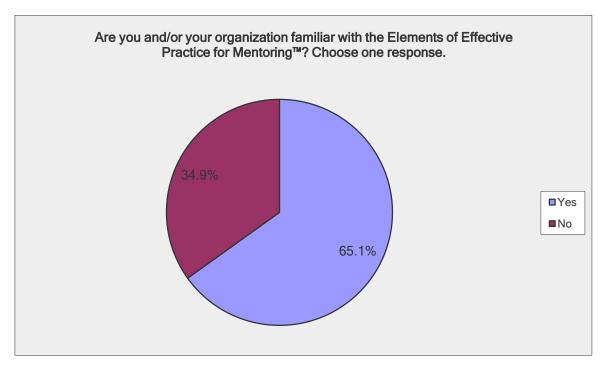


***Please note that a budget that has not been affected may not be a positive since the mentoring budgets are often small to begin with.

How does the budget for your mentoring program compare to the budget a year ago? Choose one.		
Answer Options	Percentage of Programs	Number of Programs
Increased Not been affected Cut by less than 25% Cut by 25% or more	27.0% 43.2% 8.1% 21.6%	10 16 3 8
answered question		
skipped question	19	



Are you and/or your organization familiar with the Elements of Effective Practice for Mentoring™? Choose one response.			
Answer Options	Response Percent	Response Count	
Yes	65.1%	28	
No	34.9%	15	
	answered question		43
	skipped question		13



^{***}Note: although all organizations may not know the term, "Elements of Effective Practice", they have all been trained using the Elements.

CONCLUSION

In the two years since the last mentoring census, the one thing that is constant is change. Thirty-five organizations sent forty-nine staff members to be trained in either starting a new mentor program or in assuming the role of a new coordinator in an existing mentor program. All, but one of these organizations were successful in their goals. Each mentor coordinator received the latest information [from MENTOR: the National Mentoring Partnership on the Elements of Effective Practice] so that they could go out into their communities prepared to help children through their mentor programs.

From the first day of training, right up to the present moment, RIMP has been a steady hand to guide each of the 63 Network Partner Programs (56 active) as they rolled out programs, grew programs, and reached for the highest rankings in quality assessment and improvement, called Quality Standards Mentoring or QSM.

This preparation, specifically concerning sustainability, will help them in times of statewide financial hardship, especially among non-profit organizations. Although, the number of mentors and mentees decreased somewhat; it is a testament to the coordinators of the programs, their executive directors, and the volunteers that they weathered the storm.

With the unity of the Network partners, many programs chose to collaborate on large and small projects. They tackled the difficult topics like recruitment, advocacy, and sustainability. Despite, Rhode Island's economic difficulties, the majority of the programs stayed intact, and some of them even found ways to flourish.

It is good to look back and reflect on where we have been, but as Robert Frost once said, "and I have promises to keep, and miles to go before I sleep" (Frost, "Stopping by Woods on a Snowy Evening"). At RIMP, we have a ways to go to ensure that every child that needs a mentor gets a mentor. Yet, we are blessed with many gifts, a present CEO, Jo-Ann Schofield, who is forward thinking. She tirelessly works towards creating the highest standards for programs, and gets the answers to sustainability and advocacy so that mentoring may continue. Jo-Ann is also involved with MENTOR as a Co-Chair of the Mentoring Partnership Advisory Council, -which provides MENTOR and the youth mentoring field with capacity-building expertise and strategic guidance on a variety of national initiatives and projects. We have an equally magnanimous former CEO, Arlene McNulty, who even upon retirement is still looking for ways for RIMP's financial picture to grow, through her monthly giving program, Arlene's Angels. We also have an amazing Board of Directors, who know what the staff at RIMP does, and who work hand in hand to be supportive. RIMP's staff are people with "heart, expertise and longevity. We are a group who is willing to put in long hours to see that children have the best chance for good and productive lives. We have a strong Network of Mentor Coordinators, who blankets the state with every imaginable type of mentor program to meet the many needs of RI's youth. We also have businesses and many state and local officials willing to lend a helping hand, and, finally, we have nearly 4,000 Mentors and countless volunteers who believe in the power of mentoring.

What the mentoring field needs is continuous funding, research, innovation and community support and, finally, we need a call to action. In other words, we need <u>you</u> so more kids can be matched with mentors.

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Finally, I would like to thank RIMP's Board of Directors, chaired by Deb Gormley. They are a highly organized, knowledgeable, and caring group of individuals who are determined to make the lives of Rhode Island's youth better through Mentoring.

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