The Scope and Nature of Mentoring in Michigan:

A Report on Wave VII of the Mentor Michigan Census

January 2010

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Introduction

This report contains data from Wave VII of the Mentor Michigan Census (MMC). The MMC is a periodic, on-line survey of organizations operating mentoring programs in the state of Michigan. The various waves of the MMC and the time periods they cover are shown in the table below:

Wave	Dates Data was Collected	Time Period Survey Covered
Wave I	Fall 2004	1/1/04 – 8/31/04
Wave II	March 2005	1/1/04 – 12/31/04 1/1/05 – 2/28/05
Wave III	October 2005	1/1/05 – 8/31/05
Wave IV	September & October 2006	9/1/05 – 8/31/06
Wave V	September & October 2007	9/1/06 – 8/31/07
Wave VI	September & October 2008	9/1/07 – 8/31/08
Wave VII	September & October 2009	9/1/08 – 8/31/09

This report focuses on the overall Mentoring Funnel measures (see Mentoring Funnel on the following page), including total number of mentoring organizations, number of inquiries, written applications, new mentors matched, as well as measures of screening, training and mentoring duration and intensity. In addition, satisfaction with Mentor Michigan and the services it provides is tracked and presented.

The primary purpose of the MMC is to understand the scope and nature of mentoring and mentoring organizations in Michigan. Specifically, there are three key objectives that are common to each Wave:

1. Identify, count, describe, and track mentoring organizations, programs, mentors, and the children served
2. Understand program components, processes, resources, and needs
3. Encourage and support program evaluation

Each year, additional topics are requested by Mentor Michigan for inclusion in the Census. Wave VII special request data found in this report includes:

1. Use and importance of Mentor Michigan services
2. The current state of mentoring programs' finances and capacity.
3. Strategic planning priorities of mentoring programs and their recommendations for Mentor Michigan.

An additional report that analyzes the funnel measures by geographic region will be posted on the Mentor Michigan web site. Similarly, reports and presentations from previous waves of the Census can be found at www.mentormichigan.org.

Questions regarding data presented in these reports or methodology used can be directed to Robert W. Kahle, Ph.D, at RWKahle@KahleResearch.com.

The Mentoring Funnel

The MMC uses the Mentoring Funnel as a conceptual framework, identifying key steps in the recruitment and mentoring process to be measured, including number of inquires from potential mentors, number of written applications, background checking processes, training process, number and type of mentoring matches, and duration and intensity.

Questions developed based on this funnel are repeated in each wave of the MMC, providing a means of tracking specific measurements from year to year. Refer to the table in Appendix A for a summary of the funnel measure questions from Waves I through VII.

Inquiries and Applications

**Screening, Matching
and Training**

**Mentoring
Duration
and
Intensity**

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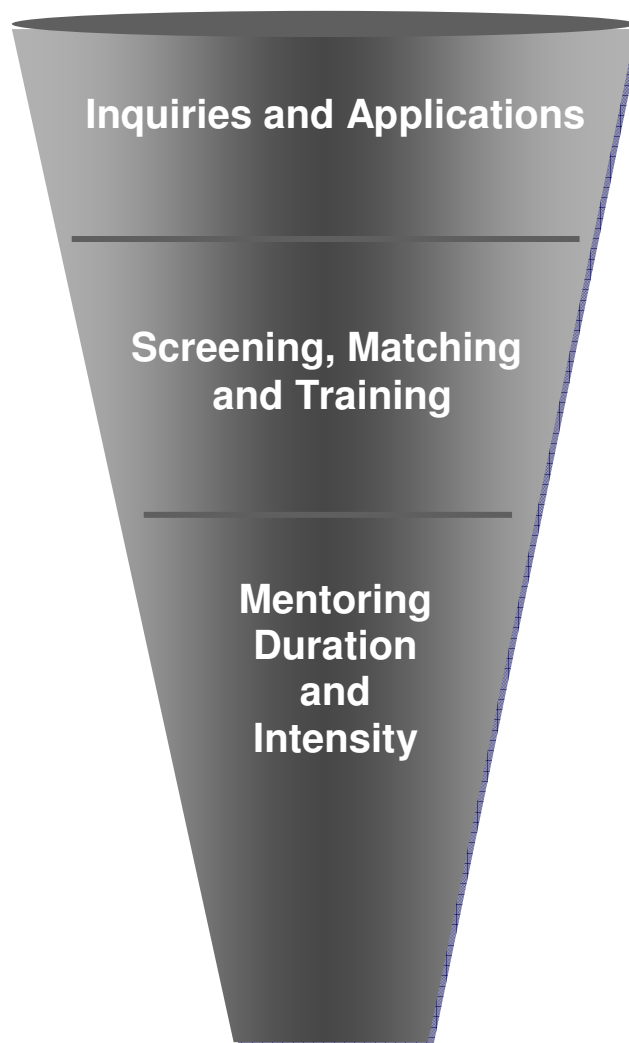
Summary of Funnel Measures

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Mentoring Organizations

Wave VII of the Mentor Michigan Census (MMC) was conducted in September and October of 2009. One hundred sixty one mentoring organizations operating 254 distinct programs completed the Census, the *highest number ever recorded* for the MMC.

These organizations operate mentoring programs based in 52 of Michigan's 83 counties, and report serving youth in all 83. With 238 organizations in the Mentor Michigan Registry, this survey achieved a 68% response rate, compared to 63% in Wave VI.

Numbers of Mentors and Youth Served (Exhibit 1)

Wave VII organizations report serving 28,536 youth, *the largest number reported* since the Census began. This represents an increase of 5,620 youth served from Wave VI. Of those youth, 1,431 are reported to have an incarcerated parent, an increase of 186 from Wave VI. The number of youth with physical disabilities (224) is also up in Wave VII (+56). Decreases were reported in the number of youth served having a cognitive disability (533, down 74) and those living in a foster home (663, down 67) since Wave VI.

The number of active mentors reported in Wave VII total 19,578, again the largest number in the Census history. This represents an increase of 2,527 from Wave VI.

Exhibit 1
Number of *Active* Mentors and Youth Served
Waves I through VII of the Mentor Michigan Census

- 663 live in a foster home (- 67 from Wave VI)
- 533 have a cognitive disability (- 74)
- 224 have a physical disability (+ 56)
- 1,431 have an incarcerated parent (+ 186)
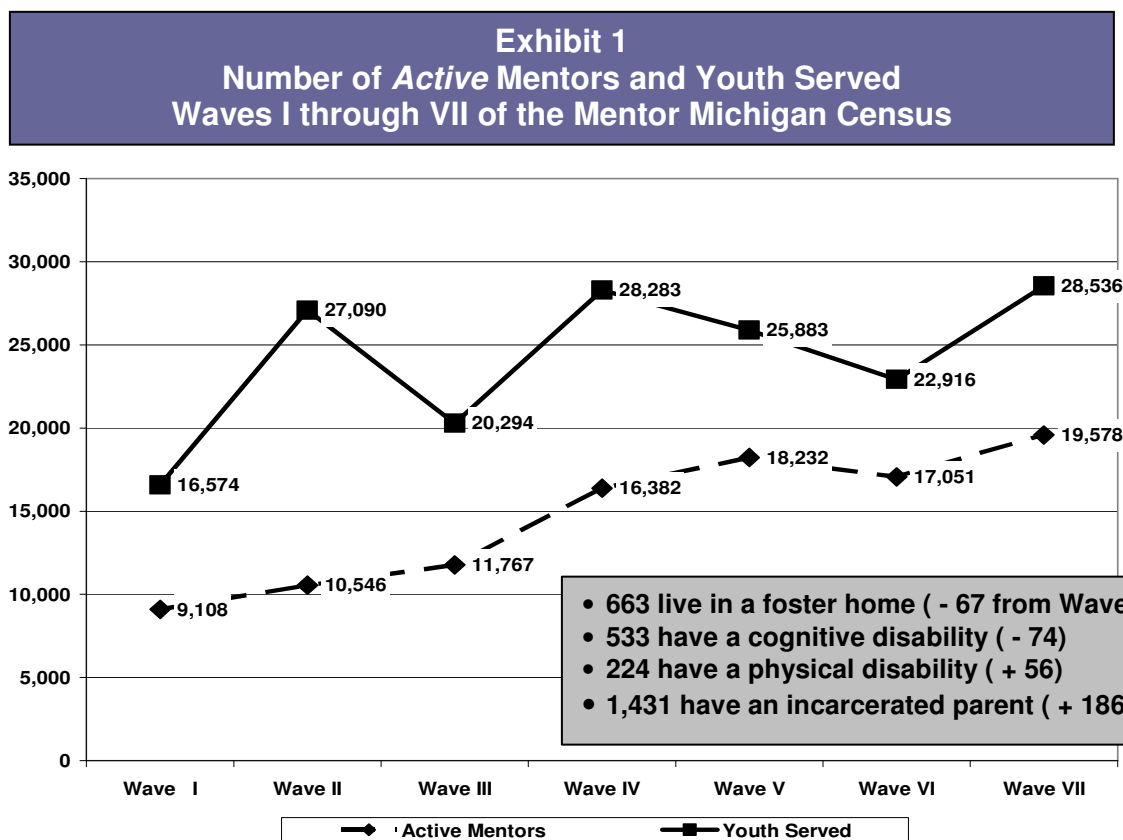
Returning Mentors vs. New Recruits (Exhibit 2)

For Wave VII, organizations were asked to break down the number of active mentors into two categories: returning (those recruited prior to September 1, 2008) and new (those recruited between September 1 and August 31, 2009).

Of the 19,578 active mentors reported this wave, mentoring organizations tracked the status (new or returning) of 11,309 of those mentors. While women outnumber men in both categories, the proportion of men is slightly higher among new recruits – a good sign for organizations that need male recruits.

Exhibit 2 Returning Mentors vs. New Recruits Wave VII of the Mentor Michigan Census			
	Men	*Women*	*Total*
Returning Mentors (Recruited prior to Sept. 1, 2008)			
Count	2,473	3,482	5,955
%	41%	59%	
New Mentor Recruits (Recruited Sept. 1-Aug. 31, 2009)			
Count	2,485	2,869	5,354
%	46%	54%	
Total New and Returning Mentors*			11,309
% Returning Mentors			53%
% New Mentor Recruits			47%

*NOTE: This total does not reflect the total number of Active Mentors reported by organizations this wave (19,578). Instead, this total reflects the number of mentors reported by organizations that track mentor recruitment dates**.**

Youth Served and Active Mentors by Program Type (Exhibits 3 & 4)

Overall, both the number of youth served and the number of active mentors increased in Wave VII (by 5,620 and 2,527 respectively) over Wave VI. While school-based programs report increases (3,365 and 1,194 respectively), community-based programs reported significant declines in both (-3,117 and -730 respectively).

The increase in youth served and active mentors is mostly attributable to programs described as "All Others." In past waves, "All Others" encompassed faith-based and site-based programs, as well as programs that self-identify as "Other". In Wave VII, the category "Site-based" was added, thus removing those programs from the "All Others" category.

Of the 5,850 youth served by "All Others" for Wave VII, 1,957 were served by faith-based programs and 621 by site-based programs. Four programs self-identified as "Other" account for 2,304 youth served in Wave VII; the remaining programs serve 968 youth. Similarly, two "Other" programs report having 849 active mentors, while the remaining programs make up the balance of 709 active mentors.

Additional characteristics of the "Other" programs follow:

- Sixty-three percent conduct group mentoring, with 25% describing their mentoring program as one-to-one.
- Forty-seven percent have been operating mentoring programs from one to five years; 42% have been operating 10 years or more.
- Twenty-two percent of programs have mentoring budgets less than $4,999; 17% have budgets in the $10,000-24,999 range; and another 17% have budgets in the $25,000 – 49,999 range.

Exhibit 3 Youth Served and Active Mentors by Total and Program Type Wave VI and VII of the Mentor Michigan Census				
	Total	**School-based**	**Community-based**	**All Others**
Youth Served				
Wave VI	22,916	11,826	10,612	478
Wave VII	28,536	15,191	7,495	5,850
Net Increase/ Decrease	5,620	3,365	-3,117	5,372
Active Mentors				
Wave VI	17,051	9,437	7,257	357
Wave VII	19,578	10,631	6,527	2,420
Net Increase/ Decrease	2,527	1,194	-730	2,063

Exhibit 4
Youth Served and Active Mentors
Breakdown of "All Others" Category
Wave VII of the Mentor Michigan Census

	Total "All Others"	Faith-Based	Site-Based	Others
Youth Served	5,850	1,957	621	3,272
Active Mentors	2,420	498	364	1,558

New and Returning Mentors by Program Type (Exhibit 5)

Of the 19,578 active mentors reported this wave, mentoring organizations tracked the status (new or returning) of 11,309 of those mentors. While school-based (51%), community-based (52%) and "All Others" (67%) programs report having more returning mentors, site-based programs report a sharply different picture with only 21% of their mentors having been recruited prior to September 1, 2008.

Exhibit 5
Returning Mentors vs. New Recruits by Program Type
Wave VII of the Mentor Michigan Census

	School-Based	Community-Based	Site-Based	All Others
Returning Mentors (Recruited Prior to Sept. 1, 2008)	2,353	2,503	68	1,031
New Mentor Recruits (Recruited Sept. 1-Aug. 31, 2009)	2,296	2,299	253	506
Total New and Returning Mentors*	4,649	4,802	321	1,537
% Returning Mentors	51%	52%	21%	67%
% New Mentor Recruits	49%	48%	79%	33%

*NOTE: This total does not reflect the total number of Active Mentors reported by organizations this wave (19,578). Instead, this total reflects the number of mentors reported by organizations that track mentor recruitment dates.

Mentor Screening (Exhibit 6)

As shown in Exhibit 6, mentoring organizations continue to report increased usage of screening procedures in Wave VII, especially for registry-based tools. The most significant increase has been the use of ICHAT, with 76% of organizations reporting that they use this tool. This is an increase of 15 percentage points from Wave VI.

The use of written applications is the only in-person/written screening tool that shows an increase in usage for Wave VII (92%, up from 88% in Wave VI.) The remaining categories, all of which are labor-intensive, show some slight declines from Wave VI. The percent of mentoring organizations that report using none of the listed screening procedures remains steady at 2%.

Exhibit 6 Screening Procedures Used by Mentoring Organizations Waves I through VII of the Mentor Michigan Census							
Screening Procedure	**Wave I %**	**Wave II %**	**Wave III %**	**Wave IV %**	**Wave V %**	**Wave VI %**	**Wave VII %**
Registry-Based							
Criminal background check*	89	--	---	--	--	--	--
State criminal background check**	--	79	80	79	80	--	--
Federal criminal background check**	--	29	28	27	33	--	--
Fingerprint check***	--	--	11	13	15	--	--
Name only state check (ICHAT)^^^	--	--	--	--	--	61	76
Sex offender registry	60	64	59	62	69	69	74
Driving record/license	64	60	52	50	51	56	57
Child abuse registry	40	48	41	42	46	49	51
Name only national check^^^	--	--	--	--	--	16	17
FBI fingerprint check^^^	--	--	--	--	--	13	13
State only fingerprint check^^^	--	--	--	--	--	9	10
Other national fingerprint check^^^	--	--	--	--	--	3	3
In Person/ Written							
Written application	83	84	87	77	85	88	92
Personal interview	86	87	84	81	84	89	87
Personal character references	79	81	81	76	81	82	81
Employment references	44	33	35	24	29	31	28
Home assessment**	--	12	15	8	13	14	13
Home visit**	--	9	11	8	11	17	12
None of the above	3	6	5	5	3	2	2

* Asked only in Wave I. ** Added in Wave II. *** Added in Wave III.   ^Dropped in Wave III.
^^Added in Wave IV.   ^^^Added in Wave VI.   NOTE: Not all categories shown

Inquiries and Applications (Exhibit 7)

As shown in Exhibit 7, organizations report receiving 16,485 inquiries and 9,776 written applications in Wave VII, continuing an upward trend. This reflects an increase for both (2,929 and 822) from Wave VI. However, the number of *serious inquires*, as defined by the proportion of inquiries that led to written applications, is down seven percentage points from Wave VI. Fifty-six percent of mentor inquiries resulted in written applications for Wave VII; 66% was reported in Wave VI.

While community-based programs report receiving more than twice as many inquiries as do school-based programs (9,766 to 4,852), 45% of community-based inquiries resulted in written applications. By contrast, 90% of school-based inquiries resulted in written applications. In Wave VI the percentages were very similar (50% and 90% respectively). With 437 inquiries and 240 written applications, 55% of site-based program inquiries result in written applications.

Exhibit 7
Average Number of *Monthly* Mentor Inquiries and Written Applications:
Waves I through VII of the Mentor Michigan Census

Total Wave VII mentor inquires= 16,485. ***Up 2,929 from Wave VI.***

Total mentor written applications= 9,776 ***Up 822 from Wave VI.***

Percent of mentor inquiries resulting in written applications. ***Down 7 percentage points from Wave VI.***
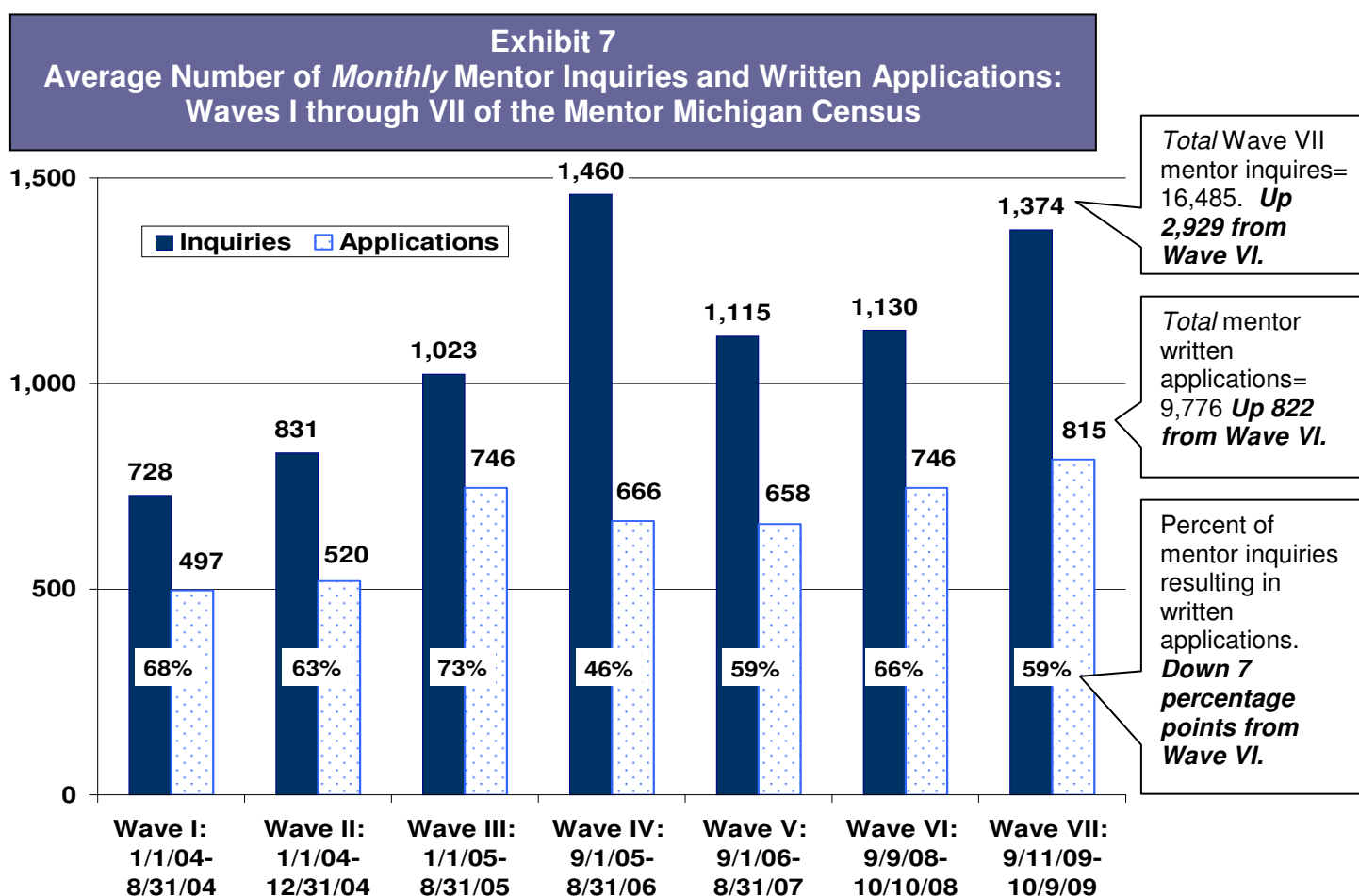
Training and Support from Organizations (Exhibits 8, 9,10)

Organizations requiring a minimum time of one hour per week for the mentor/youth match has increased from 55% in Wave VI to 58% in Wave VII, with a two hour or less minimum reported by fewer organizations (21% in Wave VI; 18% in Wave VII). The average time (duration) for a match has increased slightly from 13.5 months in Wave VI to 14.3 months in Wave VII.

More than a third (33%) of organizations report that they currently provide eight or more hours of after-match training and support to their mentors. However, the mean number of hours of this training and support has decreased from 13.9 in Wave VI to 10.3 in Wave VII

Exhibit 8 presents the mean number of hours of mentor training and support provided to mentors by organizations in Wave VI and VII. Exhibits 9 and 10 provide more detail on the intensity and duration of matches, as well as the hours spent on mentor training and support.

Exhibit 8 Mean Hours Spent on Mentor Training and Support from Organizations Wave VI and VII of the Mentor Michigan Census		
	Wave VI Mean	*Wave VII Mean*
Pre-match, face-to-face mentor training	6.3 hours	6.2 hours
Post-match, 1 year of mentor training & support	13.9 hours	10.3 hours
Minimum time per week required for match to meet in person	2.4 hours	2.2 hours
Minimum time requirement for duration of a match	9.4 months	9.7 months
Average time for a match	13.5 months	14.3 months

<table>
<tr><td colspan="3">**Exhibit 9**
Minimum and Average Duration, and Minimum Intensity of Match
Waves VI and VII of the Mentor Michigan Census</td></tr>
<tr><td></td><td>*Wave VI*
%</td><td>*Wave VII*
%</td></tr>
<tr><td colspan="3">**Minimum time (duration) of mentor/youth match**</td></tr>
<tr><td>No minimum</td><td>1</td><td>2</td></tr>
<tr><td>1-2 months</td><td>2</td><td>2</td></tr>
<tr><td>3-5 months</td><td>7</td><td>7</td></tr>
<tr><td>6-8 months</td><td>21</td><td>16</td></tr>
<tr><td>9-11 months</td><td>26</td><td>23</td></tr>
<tr><td>12 months</td><td>36</td><td>39</td></tr>
<tr><td>More than 12 Months, less than 2 years</td><td>0</td><td>1</td></tr>
<tr><td>More than 2 years, less than 5 years</td><td>2</td><td>2</td></tr>
<tr><td>More than 5 years</td><td>0</td><td>0</td></tr>
<tr><td>Don't know</td><td>4</td><td>8</td></tr>
<tr><td colspan="3">**Average time (duration) for mentor/youth match**</td></tr>
<tr><td>No minimum</td><td>0</td><td>2</td></tr>
<tr><td>1–2 months</td><td>3</td><td>1</td></tr>
<tr><td>3–5 months</td><td>5</td><td>4</td></tr>
<tr><td>6–8 months</td><td>13</td><td>15</td></tr>
<tr><td>9–11 months</td><td>21</td><td>19</td></tr>
<tr><td>12 months</td><td>21</td><td>17</td></tr>
<tr><td>More than 12 months, less than 2 years</td><td>8</td><td>8</td></tr>
<tr><td>More than 2 years, less than 5 years</td><td>15</td><td>12</td></tr>
<tr><td>More than 5 years</td><td>0</td><td>2</td></tr>
<tr><td>Don't know</td><td>14</td><td>21</td></tr>
<tr><td colspan="3">**Minimum time (intensity) per week for mentor/youth match**</td></tr>
<tr><td>No minimum</td><td>0</td><td>3</td></tr>
<tr><td>1 hour</td><td>55</td><td>58</td></tr>
<tr><td>2 hours</td><td>21</td><td>18</td></tr>
<tr><td>3 hours</td><td>5</td><td>2</td></tr>
<tr><td>4 hours</td><td>5</td><td>4</td></tr>
<tr><td>5 hours</td><td>0</td><td>0</td></tr>
<tr><td>6 hours</td><td>7</td><td>2</td></tr>
<tr><td>More than 6 hours</td><td>0</td><td>5</td></tr>
<tr><td>Don't know</td><td>7</td><td>7</td></tr>
</table>

Exhibit 10 Pre- and Post Match Training and Support for Mentors Waves VI and VII of the Mentor Michigan Census		
	Wave VI %	*Wave VII* %
Number of hours in-person training for mentors		
None	3	3
Less than 1 hour	0	0
1 – <2 hours	17	15
2 – <4 hours	27	31
4 – < 6 hours	20	17
6 – 8 hours	14	11
More than 8 hours	13	16
Don't know	6	7
Number after-match hours of mentor training /support		
None	7	5
Less than 1 hour	0	0
1 – <2 hours	7	6
2 – <4 hours	14	17
4 – < 6 hours	15	10
6 – 8 hours	12	15
More than 8 hours	34	33
Don't know	11	14

Types of Mentoring (Exhibit 11)

As shown in Exhibit 11, one-to-one mentoring remains the most common form of mentoring practiced in Michigan, although the proportion is down to 70% in Wave VII from an all-time high of 81% in Wave VI. Group mentoring has shown a sharp increase in Wave VII, accounting for 18% of all mentoring (up from just 1% in Wave VI).

After growing to 11% of mentoring conducted in Wave VI, peer mentoring has decreased to Wave V levels (6%). At 5%, team mentoring has declined just one percentage point from Wave VI, and e-mentoring continues to decline, accounting for less than 1% of the mentoring practiced throughout the state.

**Exhibit 11
Types of Mentoring Practiced by Organizations
Waves I through VII of the Mentor Michigan Census**

One-to-one remains the most common form of mentoring practiced in Michigan, but the proportion is down from Wave VI.

E-mentoring continues to decline, accounting for less than 1% of al mentoring.

Group has increased 17 percentage points since Wave VI.

After growing between Waves V and VI, Peer has decreased to Wave V levels.

Team dropped slightly from Wave VI to Wave VII.
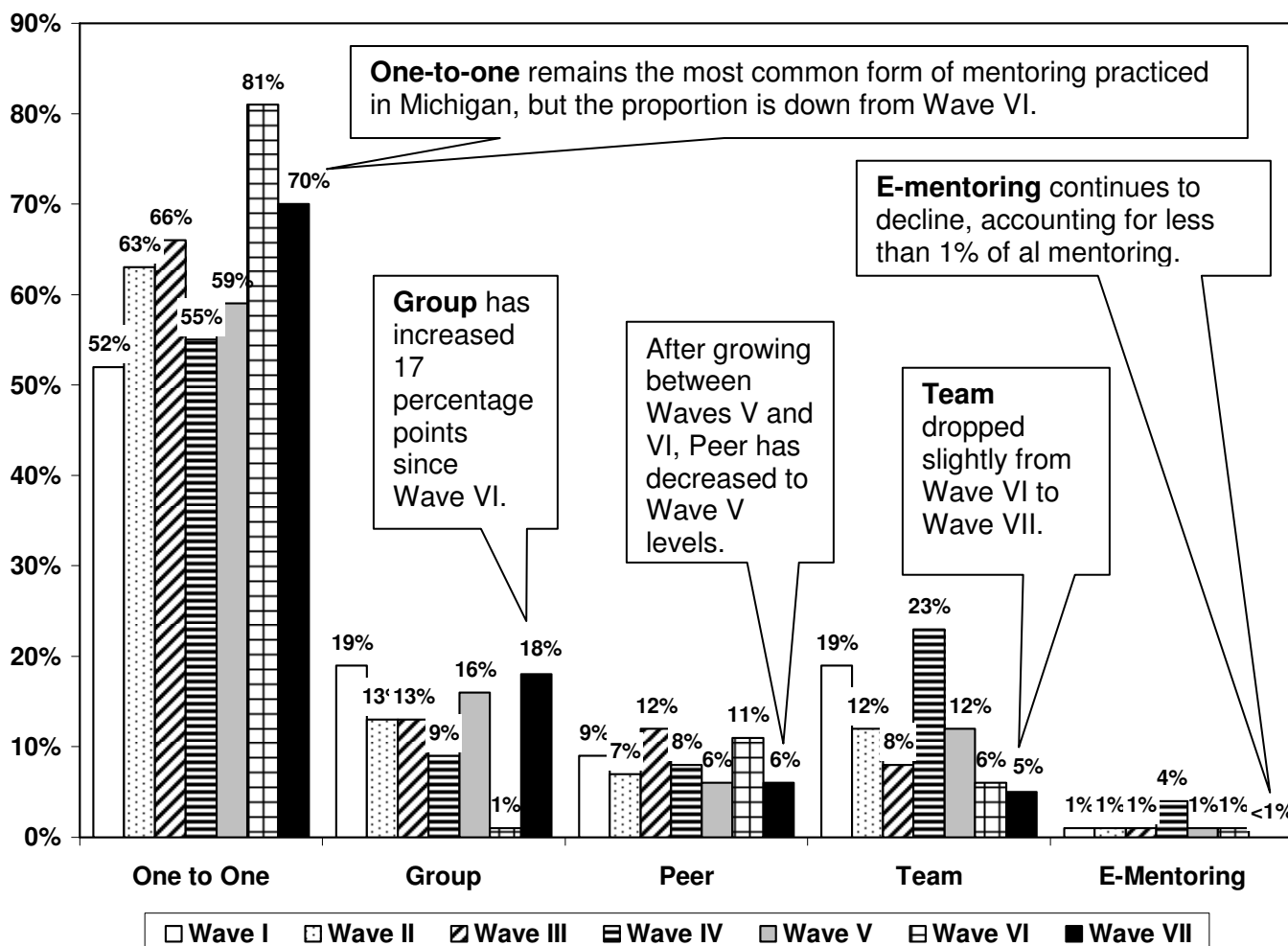
Types of Mentoring by Program Type (Exhibit 12)

While the largest percentage of mentoring in site-based programs is one-to-one, these programs report a different mix of mentoring types than their school-based and community-based counterparts. Just 46% of the mentoring conducted by site-based programs is one-to-one, compared to 81% of school-based and 87% of community based programs. Group (23%) and peer (17%) mentoring are used much more frequently in site-based programs.

Exhibit 12
Types of Mentoring Practiced by Program Type
Waves I through VII of the Mentor Michigan Census

Wave VII
School-Based Programs

Peer 8%
Team 4%
E-mentoring 0%
Group 7%
One to one 81%

Wave VII
Community-Based Programs

Peer 3%
Team 4%
E-mentoring <1%
Group 5%
One to one 87%

Wave VII
Site-Based Programs

Team 4%
E-mentoring <1%
Peer 17%
One to one 46%
Group, 23%
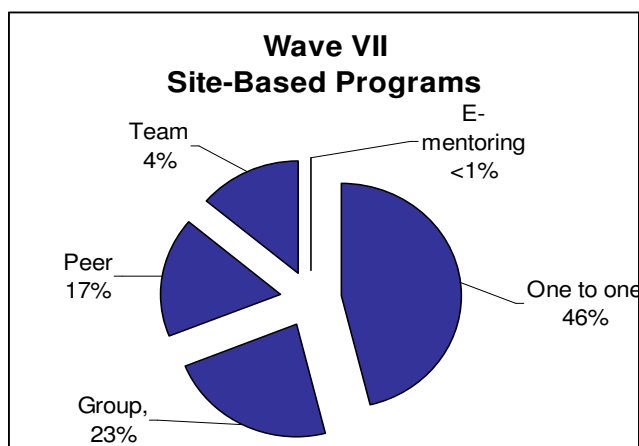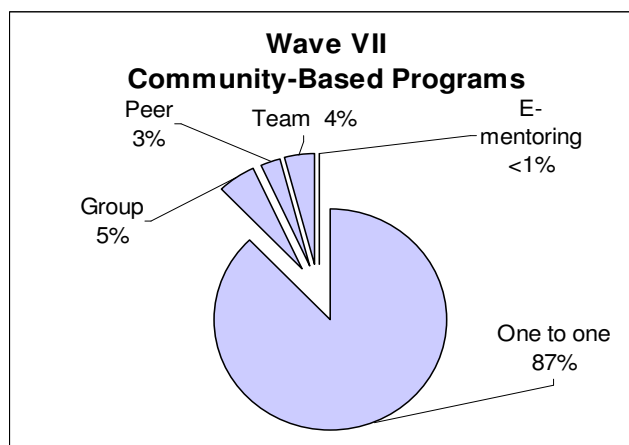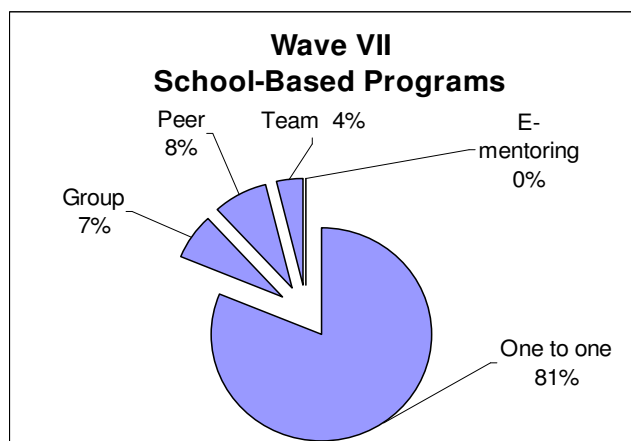
Demographics

Demographics of Mentors and Youth Served (Exhibits 13 and 14)

In Wave VII, 38% of active mentors are male, an increase of 2 percentage points over Wave VI. However, the number of African American mentors decreased by 3 percentage points in Wave VII, with Latino/a, Native American, Asian American and Arab American numbers remaining constant. Wave VII also saw slight increases in the number of mentors aged 18-25 and 56+.

Female youth served increased by 2 percentage points in Wave VII to 53%. As with mentors, there was a decrease (2 percentage points) in the number of African American youth served (43%). There were also slight decreases (1 percentage point) in the number of Latino/a and Native American youth served from Wave VI to VII. While still a small percentage of youth served (6%), the number of youth under the age of five increased from 1% in Wave VI.

Exhibit 13 Demographics of Mentors Waves I through VII of the Mentor Michigan Census							
	Wave I %	Wave II %	Wave III %	Wave IV %	Wave V %	Wave VI %	Wave VII %
Gender							
Male	34	32	33	35	38	36	38
Female	66	68	67	65	62	64	62
Race/Ethnicity							
Caucasian	76	78	72	70	68	71	75
African American	22	16	24	26	27	23	20
Latino/a	2	2	2	2	3	2	2
Native American	< 1	1	<1	<1	<1	<1	<1
Asian American	< 1	2	1	<1	1	<1	<1
Arab American	< 1	< 1	<1	<1	<1	<1	<1
Other	< 1	< 1	<1	<1	<1	2	1
Age							
< 18	19	20	20	13	14	15	15
18 – 25	9	39	22	18	19	20	22
26-35 36-45 46-55	52	30	39	47	51	49	44
56-65	16	4	8	10	10	9	11
66+	4	7	11	13	6	6	8

	Wave I %	Wave II %	Wave III %	Wave IV %	Wave V %	Wave VI %	Wave VII %
Exhibit 14 **Demographics of Youth Served** **Waves I through VII of the Mentor Michigan Census**							
Gender							
Male	40	51	46	31	48	49	47
Female	60	49	54	69	52	51	53
Race/Ethnicity							
Caucasian	44	57	52	56	46	40	43
African American	47	36	36	33	42	45	43
Latino/a	5	4	6	6	7	9	8
Native American	2	1	1	1	2	2	1
Asian American	0	<1	1	1	<1	<1	<1
Arab American	< 1	< 1	<1	<1	<1	<1	<1
Other	0	2	3	3	2	3	4
Age							
< 5	0	4	21	6	2	1	6
6-11	35	59	38	56	53	42	46
12-14	45	17	21	22	28	29	25
15-18	18	20	18	14	16	25	21
19-25	2	< 1	2	1	<1	2	2

Demographics of Youth and Mentors on Waiting Lists (Exhibit 15)

In Wave VII, a total of 3,568 youth (up from 3,028 in Wave VI) and 1,674 mentors (up from 999 in Wave VI) were reported to be on waiting lists. Of those, gender and race/ethnicity data was available for 52% of youth and 53% of mentors (see Exhibit 15). This is substantially less than the data available in previous years.

According to Wave VII respondents, there are 3.3 times as many male youth as there are mentors on waiting lists for matches. Forty-one percent of male youth are African American, while Latino youth account for 6% of males on the waiting lists.

There are 1.2 times as many female youth as there are mentors on waiting lists for matches. The racial breakdown of female youth on waiting lists is similar to that of the male youth, with 44% African American, and 6% Latina.

The need for male mentors, especially African American men, is evident in all geographic areas. In Southeast Michigan, always an area of high need, 187 African American men are on waiting lists to be matched while 227 African American boys are waiting for a mentor.

The need for African American female mentors is also great. While 44% of the wait listed females statewide are African American, only 27% of the female mentors are African American.

A significant change in waiting list demographics has occurred in the Northern/UP area. In Wave VI, there were five African American boys waiting to be matched and no African American mentors on waiting lists. In Wave VII, organizations report that 105 African American boys are waiting to be matched while only 8 African American men are on waiting lists.

Exhibit 15
Demographics of Mentors and Youth on Waiting Lists
Wave VII of the Mentor Michigan Census

Male Youth on Waiting Lists:
Wave VII Organizations (**n=1,955**)
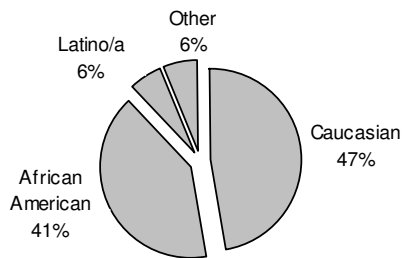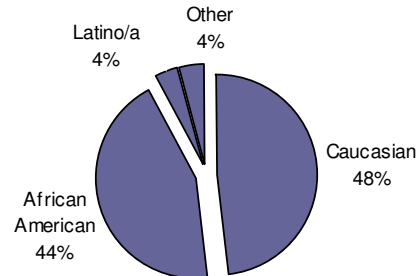
Other 6%
Latino/a 6%
Caucasian 47%
African American 41%

Male Mentors on Waiting Lists:
Wave VII Organizations (**n=596**)

Other 4%
Latino/a 4%
Caucasian 48%
African American 44%

Female Youth on Waiting Lists:
Wave VII Organizations (**n=1,203**)

Other 7%
Latino/a 6%
Caucasian 43%
African American 44%

Female Mentors on Waiting Lists:
Wave VII Organizations (**n=970**)

Other 5%
Latino/a 2%
African American 27%
Caucasian 66%

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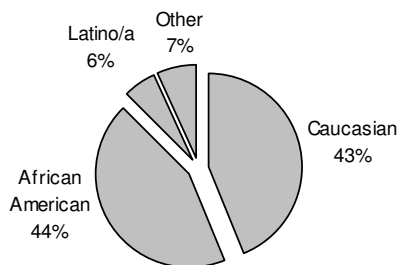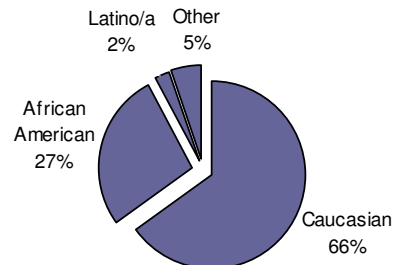
Capacity Changes in Mentoring Organizations

For Wave VII, questions were added to the Census to capture information about mentoring program longevity, capacity and capacity changes.

Mentoring Program Longevity (Exhibit 16)

Mentoring organizations responding to the Census are well established, with 46% reporting that they have been operating mentoring programs for more than ten years and another 21% for more than five. School-based programs report operating longer than their community-based counterparts, with 45% of school based programs operating more than 10 years, and 28% operating between 5 and 10 years.

Site-based programs also have greater longevity than community-based programs, with 38% operating between 5 and 10 years, and 38% operating more than 10 years.

Newer programs (less than 3 years) account for only 18% of the total mentoring programs. Twenty-five percent of site-based programs are new (operating between 2 and 3 years).

Exhibit 16 Length of Time Operating a Mentoring Program by Total and Program Type Wave VII of the Mentor Michigan Census					
	Total Wave VII	**School -based**	**Community -based**	**Site -based**	**All Others**
One year or less	6%	4%	8%	0%	8%
More than 1 year, less than 2 years	6	4	4	0	17
More than 2 years, less than 3 years	6	2	3	25	17
More than 3 years, less than 5 years	14	15	14	0	13
More than 5 years, less than 10 years	21	28	18	38	13
More than 10 years	46	45	51	38	33
Don't Know	1	2	1	0	0

Mentoring Capacity and Changes in Capacity (Exhibit 17)

Mentoring programs responding to the survey report a wide range in the number of matches they can support at full capacity. The largest percentage (31%) reports a match capacity between 25 and 99.

Small programs (5-24 matches) account for 19% of the total, and large programs (100-499) represent 19% of the total mentoring programs. Five percent of programs report that they have a match capacity exceeding 500.

Slightly less than half of organizations report that their mentoring capacity has not changed since August 31, 2008. All totaled, organizations report a net decrease in their capacity of 28 matches.

Exhibit 17 Mentoring Capacity of Mentoring Programs Wave VII of the Mentor Michigan Census	
Number of Matches	
5 – 9	1%
10 – 24	18%
25 – 49	17%
50 – 74	10%
75 – 99	4%
100 – 499	19%
500 plus	5%
Don't know	27%
Change in Capacity Since August 31, 2008	
Percent reporting an increase in capacity	33%
Percent reporting a decrease in capacity	11%
Percent reporting no change in capacity	47%
Don't Know	9%
Mean Increase	23.9
Mean Decrease	51.9
Net	-28.0

Budget Changes in Mentoring Organizations

Mentoring Program Annual Budgets and Changes in Budgets (Exhibit 18)

Twenty percent of mentoring programs report having small budgets of $5,000 or less. Most (28%) of school-based programs report having budgets this size, as do 25% of site-based and 14% of community-based programs. The percentage of programs with budgets between $5,000 and $49,999 total 25%. Similar percentages are reported across all types of programs.

While 10% of the total programs reporting indicate that their budgets are between $50,000 and $99,999, 38% (3) of site-based programs report having budgets this size. In addition, while only a small percentage of programs (5%) have large budgets in excess of $500,000, 8% of community-based programs report this budget size.

Twenty-five percent of mentoring programs have experienced a decrease in their budgets since one year ago, accounting for an average reduction of $23,318, or an average net reduction of $9,429. Only programs labeled "All Others" report a net increase in program budgets averaging $7,842.

Ten percent of organizations report having their budgets increased in the last year, none of which are site-based. However, more than half (55%) report no change in their budget over the last year. This is true for 75% of site-based, 66% of school-based, and 45% of community-based programs.

A breakdown of mentoring program budget size and change in budget can be found in Exhibit 18.

Exhibit 18 **Mentoring Program Annual Budget / Budget Change by Total and Program Type** **Wave VII of the Mentor Michigan Census**					
	Total Wave VII	**School -based**	**Community -based**	**Site -based**	**All Others**
Number of Programs	**155**	**47**	**76**	**8**	**24**
Budget Size					
0-$4,999	20%	28%	14%	25%	21%
$5,000-9,999	5	4	5	0	4
$10,000-24,999	12	15	8	13	21
$25,000-49,999	8	2	9	13	17
$50,000-99,999	10	4	12	38	8
$100,000-199,999	12	13	16	0	4
$200,000-299,999	9	11	11	0	4
$300,000-399,999	6	11	4	13	4
$400,000-499,999	3	4	1	0	4
$500,000 or more	5	2	8	0	0
Don't Know	10	6	12	0	13
Change in Budget Since August 31, 2008					
% that experienced an increase	10%	4%	13%	0%	17
% that experienced a decrease	25%	23	29	25	13
% that experienced no change	55%	66	45	75	63
Don't Know	10%	6	13	0	8
Mean Increase	$18,889	$1,650	$24,593	$0	$13,250
Mean Decrease	$23,318	$17,539	$38,247	$12,750	$5,408
Net	-$9,429	-$15,889	-$13,654	-$12,750	$7,842

Anticipated Budget Changes (Exhibit 19)

Forty-two percent of organizations report that they do not anticipate a change in their budgets over the next year. While one quarter of mentoring programs report that they are anticipating a budget decrease (with a mean anticipated decrease of 33%), fully 15% indicate that they anticipate their budgets will increase. The mean anticipated percentage increase for these programs is reported to be 32%

Exhibit 19 Anticipated Budget Changes in the Next Year Wave VII of the Mentor Michigan Census	
Percent of organizations anticipating a budget increase	15%
Percent of organizations anticipating a budget decrease	25%
Percent of organizations anticipating no change	42%
Don't Know	19%
Mean anticipated percentage increase	32%
Mean anticipated percentage decrease	33%
Net	-1%

Changes in the Source of Mentoring Program Budgets (Exhibits 20a and 20b)

While mentoring organizations in Michigan report a 2% drop in state funds and individual fundraising events between fiscal years 2008 and 2009, we have witnessed an increase in "other" sources of funding. Foundation support, individual giving, and corporate fundraising events have increased have also increased.

Respondent write-ins for the "other" category are listed in Exhibit 20b.

Exhibit 20a Source of Mentoring Program Budget - FY 2008 and FY 2009 Wave VII of the Mentor Michigan Census			
Source	**FY 2008 Mean %**	**FY 2009 Mean %**	**% Change**
State Government	16.1	14.1	**-2.0**
Federal Government	16.1	15.4	**-0.7**
Foundations	12.8	13.3	**+0.5**
Individual Giving	12.7	13.4	**+0.7**
Corporate Sponsorships	2.8	2.7	**-0.1**
United Way	7.7	7.4	**-0.3**
Events/Fundraising (Individual)	11.4	9.4	**-2.0**
Events/Fundraising (Corporate)	2.1	2.7	**+0.6**
Other	18.3	21.7	**+3.4**

Exhibit 20b "Other" Sources of Mentoring Budgets Wave VII of the Mentor Michigan Census

- Sponsoring agency
- General Budget
- Archdiocese of Detroit
- Volunteer Center funds
- County government
- Mission Service Group
- City grant
- Church affiliation fee / training
- Family payments
- Detroit Board of Education
- Local grant
- Investments

- Memberships / grants
- AmeriCorps MSU Extension
- Earned income, fees, investment returns, misc.
- Millage and Tribal funding
- Fraternal donations
- Services rendered
- Carryover from the previous years
- School principal's fund
- "We have no budget set aside specifically for the mentor program"

FTE Changes (Exhibit 21)

Mentoring organizations report that they are operating with a mean FTE (Full Time Equivalent paid staff) of 1.9, with most (72%) indicating that they have experienced no change in the number of FTEs over the past year.

Eighteen percent report that the number of FTEs in their organization has decreased in the past year, while 8% report experiencing an increase. Overall this represents a net increase of 2.3 FTEs.

Exhibit 21 FTE Changes in the Past Year Wave VII of the Mentor Michigan Census	
Mean FTEs = 1.9	
Percent of organizations reporting an increase in FTEs	8%
Percent of organizations reporting a decrease in FTEs	18%
Percent of organizations reporting no change	72%
Don't Know	2%
Mean increase	3.8
Mean decrease	1.5
Net	2.3

Economic Impact on Mentoring Organizations

In Wave VII respondents were asked questions to gauge what, if any, impact the economy is having on mentoring organizations. Overall, the economic impact is much less than expected. Based on their responses, mentoring organizations have been only moderately affected by the economy and most seem quite resilient.

Observations by Respondents (Exhibit 22)

While the overall economic impact may be less than expected, far more organizations report observing what can be categorized as negative actions within their mentoring programs in the past year than do those observing positive actions. Sixty-one percent report that they have observed an increase in demand for mentoring children in the past year, with 64% reporting that children in their mentoring programs have greater needs than they did one year ago. Forty-five percent observe that it is harder to recruit mentors, and 47% state that their mentors need more support this year.

Close to a third report a loss of funding from private foundations and decreased individual giving, a quarter report a loss of funding from state government sources, and 14% indicate that they have seen a loss of funding from federal government sources.

However, not all of the news is negative. Some respondents (17%) have observed that it has been easier to recruit mentors in the past year, and 14% report seeing more engagement by their board members. Still, while other reported observations can be categorized as positive, the percentage of respondents making the observations is 6% or less.

Exhibit 22 Actions Observed Between August 31, 2008 and August 31, 2009 Wave VII of the Mentor Michigan Census	
Negative Action Observed	**% Reporting**
Children in mentoring programs have greater needs	64
More demand for mentoring of children	61
Mentors need more support	47
Harder to recruit mentors	45
Loss of funding from private foundations	33
Decreased Individual Giving	32
Loss of paid staff	29
Decreased Corporate Giving/sponsorships	28
Loss of funding from state government sources	25
Decreased staff morale	24
Loss of funding from local government sources	21
Less engagement by board members	16
Loss of funding from federal government sources	14
Positive Action Observed	
Easier to recruit mentors	17
More engagement by board members	14
Increased Individual Giving	6
More funding from local government sources	5
Increased staff morale	5
More paid staff	4
Increased Corporate Giving/sponsorships	3
More funding from federal government sources	3
Less demand for mentoring of children	3
More funding from private foundations	2
More funding from state government sources	1
No effect	1
Other	17

Actions Implemented (Exhibit 23)

Respondents were presented with a list of action statements and asked to identify all that are applicable to their organizations since August 31, 2008. Forty-seven percent of respondents report that they have increased the amount of time they spend seeking funding in the past year, and nearly a third (32%) have increased collaboration or merged with other organizations and programs to provide mentoring services. And while 22% report that they have made no changes in the past year, at least 20% state they have reduced the number of paid staff (21%), used reserve funds (21%) and delayed or canceled the purchase of vital office equipment (20%).

Twelve percent report that they have reduced the number of children served through their programs. A smaller percentage of organizations report reductions in staff hours and health benefits, and participation in community events.

Nine percent indicate that they have reduced the variety and scope of programs offered and 7% have narrowed the focus of the children served.

Exhibit 23 Actions Implemented Between August 31, 2008 and August 31, 2009 Wave VII of the Mentor Michigan Census	
Action Implemented	**% Reporting**
Increased the amount of time spent seeking funding	47
Increased collaboration or merger with other organizations/programs	32
Made no changes over the past year	22
Reduced the number of paid staff	21
Needed to use reserve funds	21
Delayed / canceled the purchase of vital office equipment	20
Reduced the number of hours that staff work	18
Reduced participation in community events	17
Altered the content of mentoring programs offered	13
Reduced the number of children served through your mentoring program(s)	12
Reduced staff benefits like health care or other insurance coverage	11
Reduced media exposure	10
Reduced the variety of mentoring programs offered	9
Reduced scope of program(s)	8
Narrowing the focus of the population of children to be served	7
Reduced the amount of training and support provided to mentors	6
Increased use of credit	6
Reduced the frequency of mentoring programs offered	5
Reduced the amount of time staff dedicate to mentor screening / background checks	3
Other	8

Organizational Characteristics (Exhibit 24)

Survey respondents were presented with a list of organizational characteristics necessary for succession planning and asked to select all that were true of their organizations. The results show that while succession planning is weak at all levels, smaller organizations especially need assistance with this type of planning

While more than half of all organizations report that they have a strategic plan, fewer than one third have a marketing plan, a risk management plan, a reserve fund or a contingency plan. Additionally, only 12% of all organizations have a succession plan in place.

Organizations that indicated they did not know their budget size are not shown in Exhibit 24.

Exhibit 24 Characteristics of Organizations by Total and Operating Budget Size Wave VII of the Mentor Michigan Census				
	Total Wave VII	**$0 - $49,999**	**$50,000 - $299,999**	**$300,000 Plus**
Number of Programs	**154**	**70**	**48**	**21**
Characteristic				
Our organization has a strategic plan	53%	46%	65%	81%
Our organization has a marketing plan	34	29	40	57
Our organization has a risk management plan	33	23	42	71
Our organization has a reserve fund	23	11	29	57
Our organization has a contingency plan	22	11	31	48
Our organization has a succession plan	12	10	17	14
Other	8	7	10	5
None of the above	17	23	8	10
Don't know	13	16	2	0

Barriers to Serving More Children

Judging from budgetary and staffing projections presented in the previous section, it would seem that the economic impact on mentoring organizations has not been as severe as anticipated. Yet most respondents, when asked, express concerns over the state of the economy and its effects on their ability to provide quality mentoring to youth in need.

Wave VII respondents were asked to provide qualitative input about the barriers they encounter while attempting to serve more children. For the majority of these mentoring organizations, the phrase most often uttered when identifying barriers to serving more children is "lack of…" Lack of funding, lack of staff, and lack of volunteers to mentor children all serve to prevent them from providing the quality and quantity of mentoring services they desire.

Reduced funding reduces the number of staff members who administer the mentoring programs, resulting in fewer programs serving fewer children. According to these respondents, a stalled economy and high unemployment reduce the number of adults willing to choose mentoring over job hunting, again resulting in fewer children being served.

While other barriers to serving more children exist, for many of these organizations the lack of funding causes a ripple effect, affecting all areas of mentoring. A lack of paid staff is often attributed to the lack of funding. The need for staff to administer and coordinate mentoring programs is great. Organizations are getting by but express grave concerns about their ability to continue to offer mentoring services to the youth in need.

A lack of qualified, willing mentors is a perennial barrier to serving more youth for these organizations. A suffering economy that reduces funding and subsequently reduces the staff needed to recruit these mentors exacerbates the problem, according to these organizations.

Verbatim comments from survey respondents are shown on the following pages.

Lack of Funding for Operations

- *"The largest single barrier is not having enough funds to have a stable facility to run the program."*
- *"Our largest single barrier is being able to serve children in need with our limited budget."*
- *"Funding, we cannot do more with less."*
- *"Funding reductions have caused us to recruit fewer volunteers, thus fewer children are served."*
- *"<PROGRAM> does not have any reserve funds. (Currently) we are able to pay our operating/program cost. Due to increased exposure there is an increase in a request for services. Very soon we will not be able to accept new participants."*
- *"Neither mentoring program has had any funding for the past year. It is difficult to recruit volunteers for a program that has no funding."*
- *"Reduced funding affects the amount of volunteers we can bring into the program which affects the number of children we are able to serve."*
- *"This program serves 10 counties and operates with one AmeriCorps member. My first year was a short one with the economy turning upside down. Year 2 has shown a slow recovery."*
- *"Our greatest need is funding for basics like transportation from school to the youth park and for after-school healthy snacks. We cannot seem to secure grants that would allow for additional funding of special projects or activities for the kids."*
- *"The largest single barrier is funding to support the amount of staff and supplies that it takes to run a quality program."*
- *"Lack of funding - program operates solely on individual giving."*
- *"While partnerships and collaborations are great for continuation of programming, we are all facing the same dilemma, how to do more...with less."*
- *"Facility and staffing limitations are equal barriers, which are the result of funding limits. Funding limits are due to lack of social and political will to properly address the needs of the people we serve."*

Lack of Staff

- *"We are currently run by a volunteer coordinator, and two site volunteer coordinators. We are being run ragged, and really need a paid staff position to insure the sustainability of the program."*
- *"The single largest barrier to serving more children is in the area of staff capacity, which is a direct result of decreased finances."*
- *"Funding for staff. I need a grant writer who can write the grant, or find a grant to fund staff. Please help me. I am the Executive Director, Matched Specialist and Activity person rolled into one. (Two full time positions and a part time position). The only way I can work here is I am retired and can draw from that funding."*
- *"Staff is spread across multiple programs, not enough dedicated time to the program, not even one full-time person dedicated to it. This makes recruitment, proper training and ongoing supervision difficult."*
- *"Funding for the coordinator. She did an amazing job, had over 90% retention from year 1 to year 2, and the schools were very pleased with the quality of the oversight. But grant funding for her position ran out and schools could not pick up the expense."*
- *"Funding for additional staff. Staff to volunteer ratio cannot exceed 30:1, and we are currently at capacity."*
- *"Not enough money for marketing and staff to recruit mentors and manage relationships."*
- *"Time spent recruiting, matching and maintaining without additional funds for added staff or VISTA member. "*
- *"Due to budget concerns (decreased funding) job descriptions are changing creating increased responsibilities on staff."*
- *"Lack of funding to have someone hired to administer the program part or full time."*
- *"Funding to increase staff time of those who are the ones who do the matching of Bigs to Littles and who follow-up with them."*
- *"We have the capacity and the infrastructure to serve more youth. We do not have the funding for more staff to take advantage of our capacity."*
- *"Our budget handles one part-time coordinator. We have quadrupled the children served in the last four years. We have seen a rise in (number) of children needing mentoring as well as mentors needed for these children."*

Lack of Mentors

- *"The recruitment of male mentors. The economy is bad in our area (high unemployment). The focus for men in our area is to find employment or cut spending. Volunteering in areas that may cost money at some time is not an interest."*
- *"Adult mentor commitment - financial stress of the community has taken away many potential mentors."*
- *"Recruitment of new mentors and retention of existing mentors because of employment shifts."*
- *"We have 80 children apply for our after school program which includes mentoring for every child. We can only take a maximum of 55 children because that is all the staff can handle. We believe we can get the mentors but do not have enough staff to manage them"*
- *"Recruitment of qualified adults, mostly male. There are so many boys of single parent families who need help."*
- *"Recruiting COMMITTED mentors."*
- *"Finding men who would become mentors for young mentees with disabilities."*
- *"To find community volunteers that are willing to be matched with a child for at least a year."*
- *"There are only so many volunteers out there, especially men, who have the time/inclination to help out."*
- *"More African American male participation (is one of) the largest barriers to serving more children."*
- *"Often times, people express interest in volunteering, but then do not bother with completing the application or at the time, they are only looking for information. Some also do not want to be bothered with going thru the training or background check process."*

Satisfaction with Mentor Michigan

Overall Satisfaction (Exhibit 25)

General satisfaction with Mentor Michigan was measured on a four-point scale using the following question:

> *"Overall, and considering all aspects of the service, information and resources provided, how satisfied are you with Mentor Michigan?"*

As shown in Exhibit 25, overall satisfaction with Mentor Michigan has grown from 84% very/somewhat satisfied in Wave VI to 91% in Wave VII. Those who are not aware of Mentor Michigan or don't know has been reduced to 8% (down from 13% last wave), and those not very/not at all satisfied remains a small 2% of responding organizations.

Exhibit 25
Satisfaction with Mentor Michigan
Waves II through VII of the Mentor Michigan Census
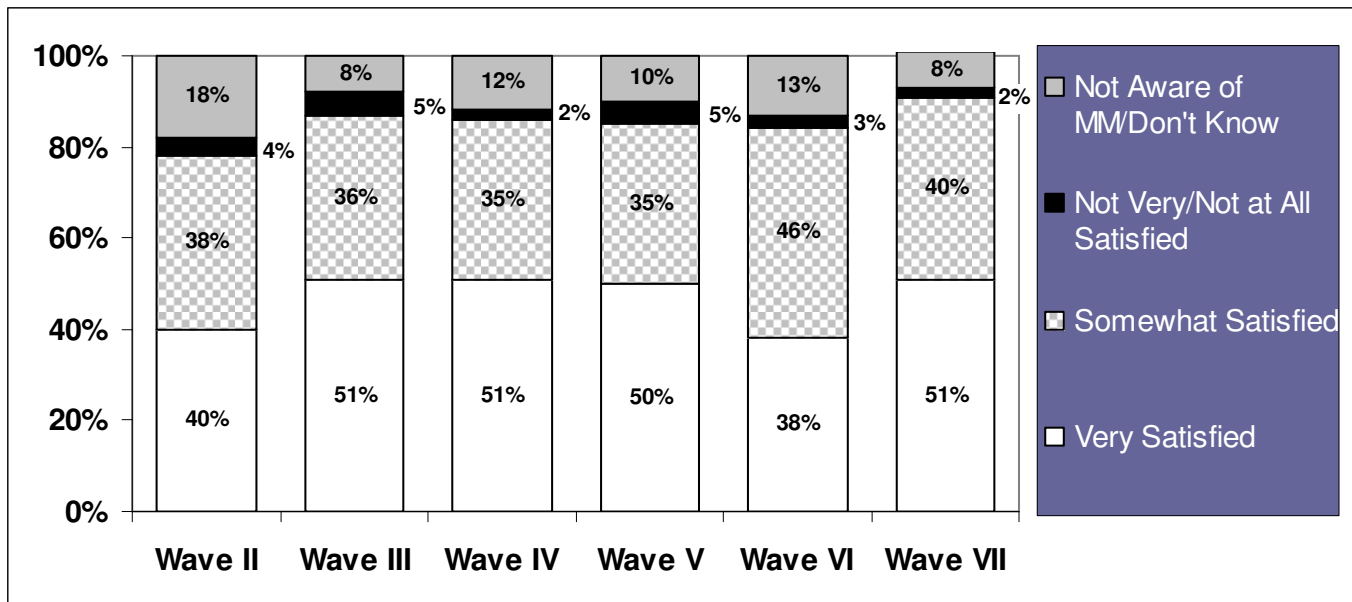
Satisfaction with and Importance of Mentor Michigan Services (Exhibit 26)

Asked to rank Mentor Michigan services by both satisfaction and importance, mentoring organizations rank Mentor Michigan Quality Program Standards for Youth highest in both categories. On a scale of 1 to 4, with 4 being "most satisfied" and "most important", the Standards ranked a 3.7 in both. Most of the services listed were ranked high in satisfaction and importance.

Only one service, Recruitment Campaigns such as National Guard, Municipal League, etc., ranked lower than 3.0, and then only slightly at 2.7 in satisfaction and 2.9 in importance.

Exhibit 26 Satisfaction with and Importance of Mentor Michigan Services Wave VII of the Mentor Michigan Census			
Ranking of MM Services by Satisfaction	**Mean Ranking***	**Ranking of MM Services by Importance**	**Mean Ranking****
Mentor Michigan Quality Program Standards for Youth	3.7	Mentor Michigan Quality Program Standards for Youth	3.7
AmeriCorps/ AmeriCorps*VISTA members	3.6	Mentor Michigan website	3.5
Mentor Michigan Directory	3.5	Mentor Michigan Directory	3.4
Mentor Michigan website	3.5	Mentor Michigan training sessions	3.4
Mentor Michigan training sessions	3.5	National Mentoring Month activities/ programs/ toolkit	3.4
Mentor Michigan listserv	3.4	Mentor Michigan listserv	3.3
National Mentoring Month activities/ programs/ toolkit	3.4	Mentor Michigan Statewide Conference	3.3
Mentor Michigan Statewide Conference	3.4	Mentor Michigan Census data	3.3
Mentor Michigan webinars	3.4	Mentor Michigan Public Service Announcements	3.2
Mentor Michigan Census data	3.4	AmeriCorps/ AmeriCorps*VISTA members	3.2
Clearinghouse on national mentoring issues	3.4	Mentor Michigan webinars	3.2
Mentor Michigan Public Service Announcements	3.3	Clearinghouse on national mentoring issues	3.2
Recruitment Campaigns such as National Guard, Municipal League, etc.	2.7	Recruitment Campaigns such as National Guard, Municipal League, etc.	2.9

*Satisfaction Scale:
    4 = Very Satisfied
    3 = Somewhat Satisfied
    2 = Not Very Satisfied
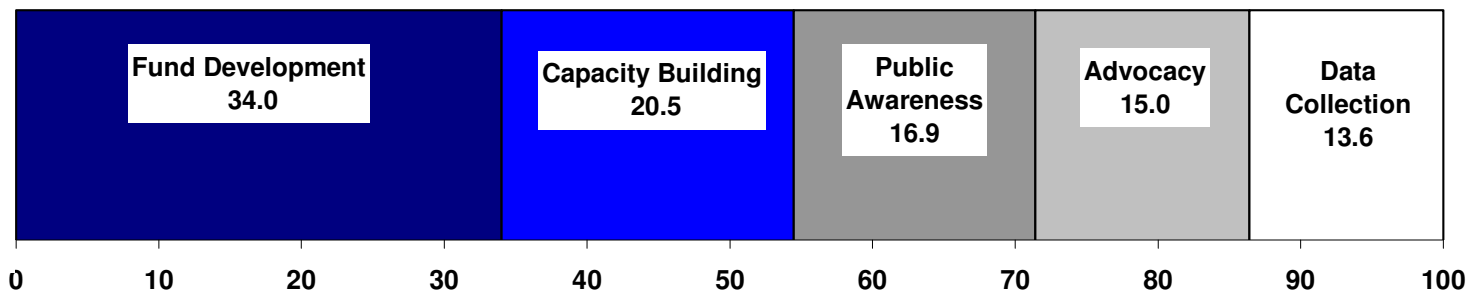   1 = Not at All Satisfied

**Importance Scale:
    4 = Very important
    3 = Somewhat Important
    2 = Not Very Important
    1 = Not at All Important

Ranking of Mentor Michigan Services (Exhibit 27)

Survey respondents were asked to rank Mentor Michigan services another way this wave. Given 100 points to allocate, they awarded points to five different Mentor Michigan services (shown in Exhibit 27) according to their organization's priorities.

Based on their responses, Fund Development / Expanding Financial resources / Mini grants received the highest mean ranking (34.0). Data Collection / Research / Evaluation / Evidence-based Practices ranked the lowest (13.6).

Exhibit 27 Ranking of Mentor Michigan Services by Importance Wave VII of the Mentor Michigan Census	
Mentor Michigan Service	**Mean Ranking**
Fund Development / Expanding financial resources / Mini grants	**34.0**
Capacity building for mentoring programs (such as webinars, training, annual conference, and AmeriCorps or AmeriCorps*VISTA)	**20.5**
Public awareness / Public Relations / Recruitment (such as PSAs, targeted recruitment campaigns and positioning mentoring as a solution to key issues))	**16.9**
Advocacy with state and federal officials (such as lobbying for state and/or federal funds)	**15.0**
Data Collection / Research / Evaluation / Evidence-based Practices	**13.6**

Fund Development 34.0	Capacity Building 20.5	Public Awareness 16.9	Advocacy 15.0	Data Collection 13.6

0   10   20   30   40   50   60   70   80   90   100

Willingness to Pay Mentor Michigan Membership Fee (Exhibit 28)

As shown in the table below, more than a third of responding organizations state that they would be unwilling to pay a membership fee to Mentor Michigan. A couple of respondents provided the following input:

> *"Please do not charge a membership fee. As a larger organization you have access to funding sources our local programs do not. The sliding fee scale is very fair if you would have to do it."*

> *"Don't charge a membership fee."*

Exhibit 28 Willingness to Pay a Mentor Michigan Membership Fee Wave VII of the Mentor Michigan Census	
Yes	25%
No	38%
Don't Know	36%

Mentor Michigan Quality Standards for Youth Mentoring Programs

Meeting the Standards (Exhibit 29)

Eighty percent of responding organizations report that they are familiar with Mentor Michigan's Quality Standards for Youth Mentoring Programs. Of those, 51% claim to meet most of the standards, 28% meet all, and 12% meet only some. Ten percent don't know if they meet the standards.

Exhibit 29
Meeting the MM Quality Standards for Youth Mentoring Programs
Wave VII of the Mentor Michigan Census

Meet Only Some 12%

Other / Don't Know 10%

Meet Most 51%

Meet All 28%
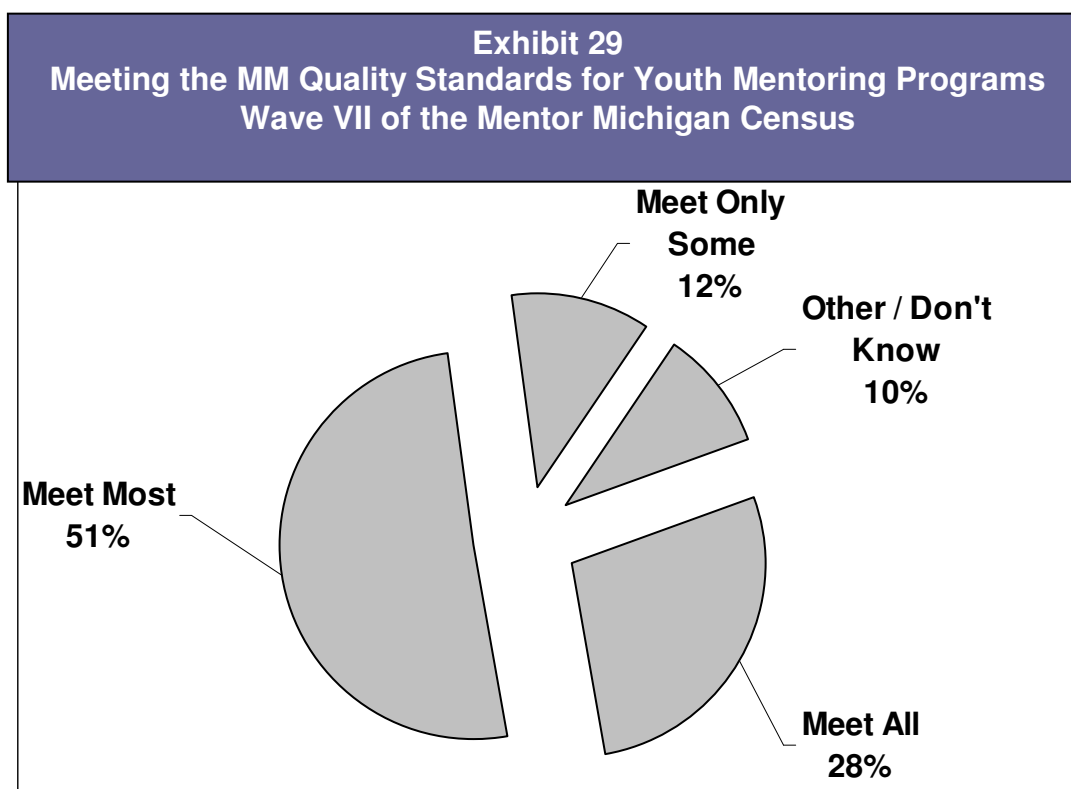
Both school-based and community-based programs adhere to the Quality Standards in similar proportions (see Exhibit 30). Site-based programs, however, are markedly different, with 75% claiming to meet most of the Standards and 25% meeting some.

**Exhibit 30
Meeting the MM Quality Standards for Youth Mentoring Programs by Program Type
Wave VII of the Mentor Michigan Census**

School-Based Programs

Other / Don't Know
15%

Meet All
26%

Meet Only Some
9%

Meet Most
51%

Communitiy-Based Programs

Other / Don't Know
8%

Meet Only Some
13%

Meet All
36%

Meet Most
43%

Site-Based Programs

Meet All
0%

Other / Don't Know
0%

Meet Only Some
25%
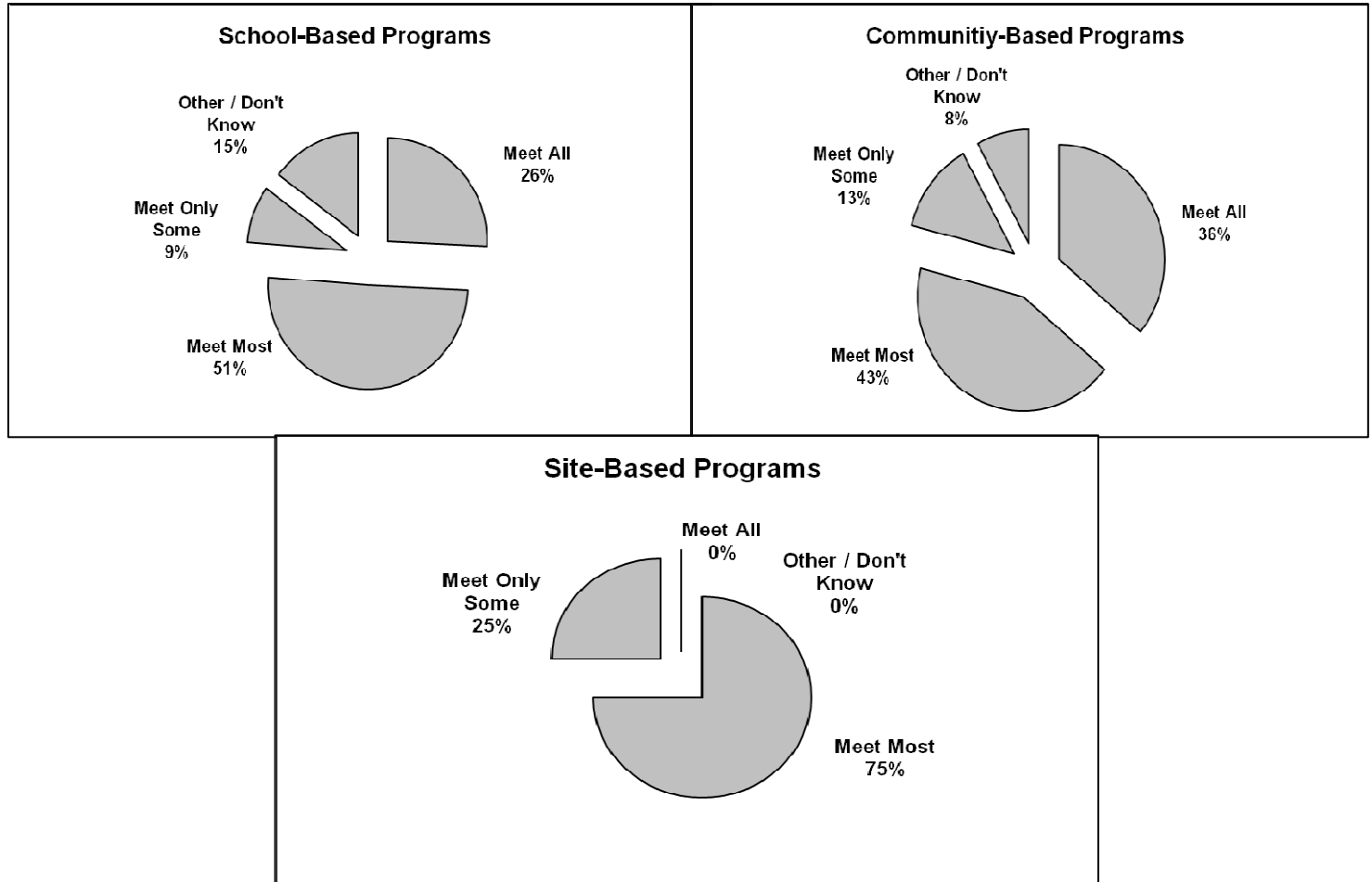
Meet Most
75%

The percentage of programs that meet most or all of the standards increases by the size of the program (based on budget size). Ninety-six percent of those with budgets of $300,000 or more report meeting most or all of the standards, while 73% of small programs ($0 to $49,900) do so. See Exhibit 31 below for more details.

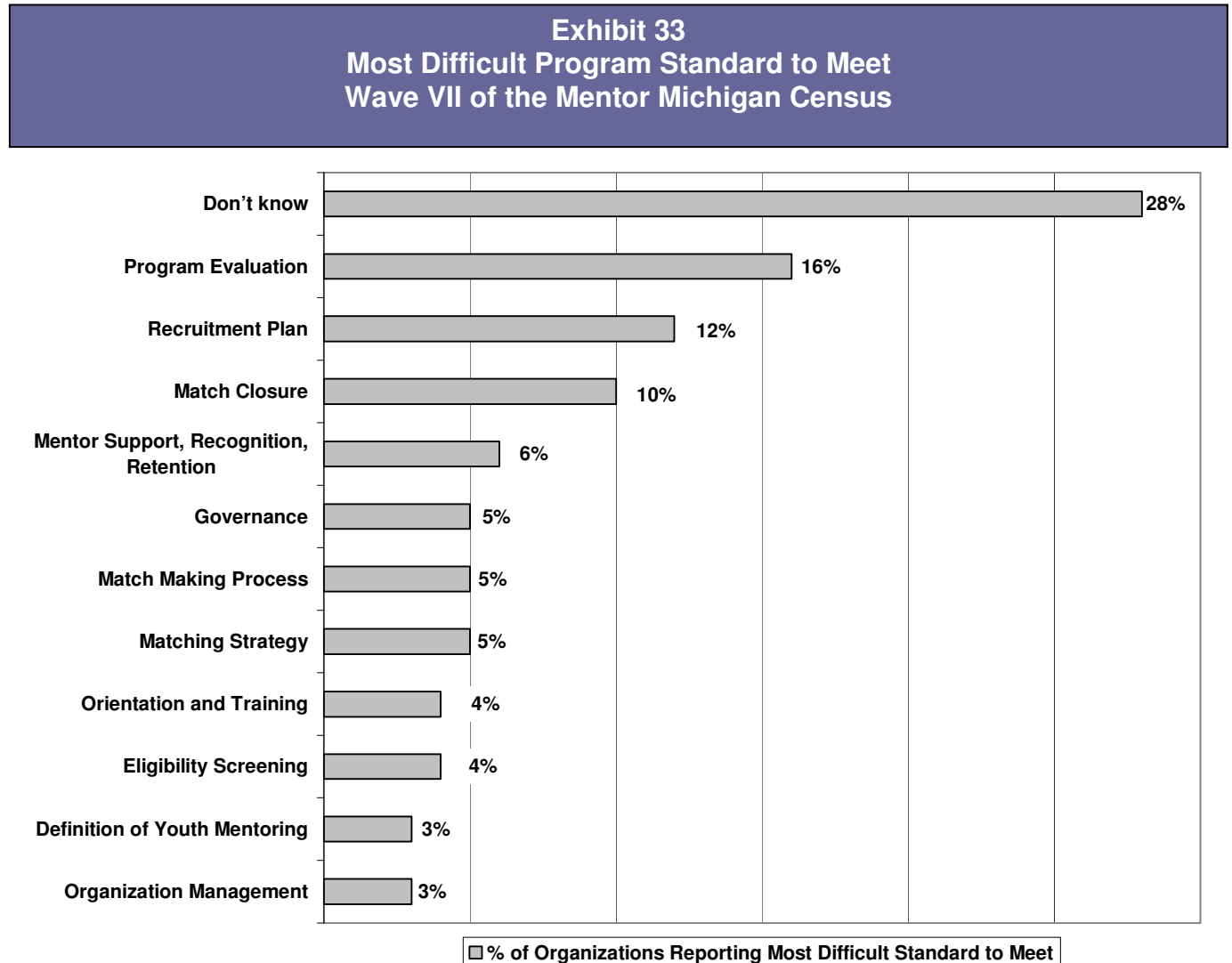| Exhibit 31 Meeting the MM Quality Standards for Youth Mentoring Programs by Budget Size Wave VII of the Mentor Michigan Census				
	Total Wave VII	$0 - $49,999	$50,000 - $299,999	$300,000 Plus
Number of Programs	154	70	48	21
Our mentoring program(s) meets all of the standards	28%	20%	38%	48%
Our mentoring program(s) meets most of the standards	51	53	46	48
Our mentoring program(s) meets only some of the standards	12	17	8	5
Other	5	9	2	0
Don't Know	5	1	6	0

Looking at program longevity (see Exhibit 32), compliance with the standards is highest with programs that are very new (1-2 years) and much older (more than 10 years). One hundred percent of the very new programs report that they meet most or all of the standards, while 88 of the older programs report this compliance level.

Exhibit 32 Meeting the MM Quality Standards for Youth Mentoring Programs by Program Longevity Wave VII of the Mentor Michigan Census						
	Wave VII Total	More than 1 but less than 2	More than 2 but less than 3	More than 3 but less than 4	More than 5 but less than 10	More than 10
Number of Programs	154	9	9	21	33	70
Our mentoring program(s) meets all of the standards	28%	22%	22%	14%	18%	40%
Our mentoring program(s) meets most of the standards	51	78	44	67	52	44
Our mentoring program(s) meets only some of the standards	12	0	22	10	15	9
Other	5	0	0	10	6	4

Most Difficult Standard to Meet (Exhibit 33)

More than a quarter of survey respondents indicate that they don't know which Program Standard is the most difficult to meet. Among those who do specify, Program Evaluation is listed as the most difficult. A complete breakdown of standards is shown in Exhibit 33.

Exhibit 33
Most Difficult Program Standard to Meet
Wave VII of the Mentor Michigan Census

Standard	%
Don't know	28%
Program Evaluation	16%
Recruitment Plan	12%
Match Closure	10%
Mentor Support, Recognition, Retention	6%
Governance	5%
Match Making Process	5%
Matching Strategy	5%
Orientation and Training	4%
Eligibility Screening	4%
Definition of Youth Mentoring	3%
Organization Management	3%

☐ % of Organizations Reporting Most Difficult Standard to Meet

Recommendations for Mentor Michigan

Respondents were asked to provide their recommendations for Mentor Michigan as it plans for the future. Not surprisingly, many organizations seek assistance from Mentor Michigan to obtain funding. In addition, recommendations also fall into the categories below:

- Promoting, Advocating and Increasing Awareness of Mentoring
- Acting as an Information and Training Resource
- Providing Unique Resources to Mentoring Organizations
- Fostering Collaboration and Consolidation among Mentoring Organizations

Verbatim statements from respondents follow.

Identify and Provide Funding; Assist Organizations to Obtain Funding

- *"Continue to expose mentoring programs to funding opportunities."*
- *"Advocacy and fund development."*
- *"Provide more opportunities for mini grants and other funding opportunities."*
- *"Increase availability and amount of grants and other funding."*
- *"Fundraising is the biggest issue right now. I know that some other states' mentoring organizations have advocated and gotten line items in their state's budget directed specifically toward mentoring programs. That would be helpful!"*
- *"As we live in the Upper Peninsula which is Rural and covers a large geographic area we would like to see more funding to these children who have limited access to after school events."*
- *"Fund development plans to help smaller agencies that cannot compete with larger programs for state and federal dollars."*
- *"Find more opportunities for programs to get funding."*
- *"Help non-profits find funding for staff,"*
- *"Many of the current contracts through DHS will be lost in the upcoming 1-2 years, is there a solution state-wide for creating funding for those programs that will be lost?"*
- *"It is our belief that our children need us more than ever today. However, funding is falling away quicker than ever. It would be very important for Mentor Michigan to assist organizations in obtaining funding so programs can continue to reach out to our youth."*
- *"Securing federal/private funds to implement targeted programs/support specific to each region of the state."*
- *"Assist startup programs with some funding for the first year. Allow for funding based on capacity building efforts for the first 2 years. Most organizations are community-based with in-kind from educational institutions with no direct funding."*
- *"We are very grateful for the grant opportunities you offer. We would suggest continuing to add to your grant funding."*

Promote, Advocate, and Increase Awareness of Mentoring

- *"Advocate for mentoring across the state. Seek to reach out to the areas of the state that you may not fully reach."*
- *"Advocate to waive the AmeriCorps/AmeriCorps VISTA match for new mentoring programs with budgets less than $10,000. New programs that are volunteer-run can benefit from having an AmeriCorps member to build its capacity, mentors, and participants for one year."*
- *"Really help push the face of mentoring so more and more people become aware."*
- *"Building awareness of mentoring in the more rural areas. Mentor Michigan's recruitment has targeted the urban areas and we need help in the rural areas. We are struggling just to get something started."*
- *"Stepping up the image of quality mentoring in the eyes of the public."*
- *"More promoting of mentoring programs. The program has been listed on the Mentor Michigan site since June 2009 and have yet to receive any inquires."*
- *"Keep up advocacy and education with legislators."*

Serve as Information and Training Resource

- *"Webinars on organization and how to recruit male mentors."*
- *"Provide strategies for retention and support of mentors as they go through their own personal financial challenges."*
- *"Webinar on grant writing would be great."*
- *"Provide more mentoring training outside of the annual conference in regional areas. Also provide a resource that lists local conferences for youth to attend that are being mentored."*
- *"I am looking forward to the webinars that relate to school based mentoring programs. It would be nice to be able to have a page to download resources and activities."*
- *"Would be nice to be able to access training at our site when our trainer is not available."*
- *"The direction MM is headed in terms of delivering content and learning opportunities is right where we want to go."*
- *"More technical training on the establishment of mentoring programs."*
- *"Offer capacity building grants and technical support for new mentoring programs."*
- *"Increased support of collaboratives, training on supervision issues - for both interns and VISTAs who can assist with program capacity, and mentor supervision to increase retention and reduce the need to recruit and train new mentors. Also helping to make connections between corporate world and programs for increased support, not just money but marketing, consulting, training, in-kind support."*

- *"Continue to do what others are not or can not do - for example the Census Data and Quality Program Standards.*
- *"Thank you for the Quality Standards! They give us all a common focus and "gold standard" to strive for. Continue to support and train around those standards. The meeting First Gentleman Mulhern had around the state several years ago was very motivating for us in the mentoring field. More PR from him would be helpful."*
- *"Continued support of areas of volunteer management which includes recruitment, screening, risk management and case management are vital."*
- *"How can we use the data that is collected in these types of surveys and turn them into dollars for our programs? Mentor Michigan could use this data to solicit funders for dollars to support the participating programs."*

Provide Resources Unique to Mentoring

Promote Collaboration

- *"A collaboration between mentoring programs and experienced retired non profit/for profit industry leaders. These leaders would help increase capacity and act as onsite leadership mentors to the volunteer staff and Board."*
- *"Provide more opportunities to collaborate on funding."*
- *"A chance for current Mentoring Programs to have round table sessions at the Mentor Michigan Conference and discuss best practices, funding options, recruitment and evaluation."*
- *"Local Mentor collaboratives are very helpful. Support of these is important."*

Appendix A
Funnel Measures Summary Table Totals by Waves

Question	Wave I 1/1/04-9/1/04	Wave II 1/1/04-2/28/05	Wave III 1/1/05-8/31/05	Wave IV 9/1/05-8/31/06	Wave V 9/1/06-8/31/07	Wave VI 9/1/07-8/31/08	Wave VII 9/1/08-8/31/09
# Mentoring organizations	105	136	123	137	140	143	161
# Inquiries to be a mentor	5,823	9,975	8,816	17,522	13,380	13,566	16,485
Monthly average	728	831	1,102	1,460	1,115	1,130	1,374
# Written applications to be a mentor	3,976	6,249	5,973	8,000	7,891	8,954	9,776
Monthly average	497	520	747	666	658	746	815
Background check - [M.R.]							
Criminal background check*	89%	--	---	--	--	--	--
State criminal background check**	--	79%	80%	79%	80%	--	--
Federal criminal background check**	--	29	28	27	33	--	--
Fingerprint check***	--	--	11	13	15	--	--
FBI fingerprint check^^^	--	--	--	--	--	13%	13%
Other national fingerprint check^^^	--	--	--	--	--	3	3
State only fingerprint check^^^	--	--	--	--	--	9	10
Name only national check^^^	--	--	--	--	--	16	17
Name only state check (ICHAT)^^^	--	--	--	--	--	61	76
Sex offender registry	60	64	59	62	69	69	74
Child abuse registry	40	48	41	42	46	49	51
Driving record/license	64	60	52	50	51	56	57
Personal character references	79	81	81	76	81	82	81
Employment references	44	33	35	24	29	31	28
Credit check^	3	1	0	0	0	4	0
Written application	83	84	87	77	85	88	92
Personal interview	86	87	84	81	84	89	87
Home assessment**	--	12	15	8	13	14	13
Home visit**	--	9	11	8	11	17	12
None of the above	3	6	5	5	3	2	2
Use SafetyNET to conduct background checks^^^							
Yes	--	--	--	--	--	16%	13%
No	--	--	--	--	--	69	71
Don't Know	--	--	--	--	--	15	15
Youth served							
Total	16,574	27,090	20,294	28,283	25,883	22,916	28,536
Mean per Organization	157.8	199.2	114	206	185	160	177

* Asked only in Wave I. ** Added in Wave II. *** Added in Wave III.   ^Dropped in Wave III.
^^Added in Wave IV.   ^^^Added in Wave VI.

Funnel Measures Summary Table Totals by Waves (cont'd)

Question	Wave I 1/1/04- 9/1/04	Wave II 1/1/04- 2/28/05	Wave III 1/1/05- 8/31/05	Wave IV 9/1/05- 8/31/06	Wave V 9/1/06- 8/31/07	Wave VI 9/1/07- 8/31/08	Wave VII 9/1/08- 8/31/09
Total number of matches							
% of organizations reporting an increase	37%	40%	38%	41%	51%	55%	41%
% of organizations reporting a decrease	12%	29%	15%	9%	15%	15%	14%
%of organizations reporting no change	36%	25%	48%	27%	24%	23%	34%
Don't know	16%	22%	22%	23%	9%	7%	11%
Increased #	2,195	3,282	1,975	4,194	3,596	3,171	3,148
Decreased #	848	1,066	1,859	585	1,078	645	765
Net change #	1,347	2,216	116	3,609	2,518	2,526	2,383
Active mentors	9,108	10,546[1] 15,977[2]	11,767	16,382	18,232	17,051	19,578
Mentors currently on waiting list	2,017	1,243	1,124	2,625	1,833	999	1,674
Youth currently on waiting list	2,345	3,428	3,311	4,081	3,452	3,028	3,568
Minimum time of mentor/youth match +++							
No minimum						1%	2%
1-2 months						2	2
3-5 months						7	7
6-8 months						21	16
9-11 months						26	23
12 months						36	39
More than 12 Months, less than 2 years						0	1
More than 2 years, less than 5 years						2	2
More than 5 years						0	0
Don't know						4	8
Average time for mentor/youth match +++							
No minimum						0%	2%
1-2 months						3	1
3–5 months						5	4
6–8 months						13	15
9–11 months						21	19
12 months						21	17
More than 12 months, less than 2 years						8	8
More than 2 years, less than 5 years						15	12
More than 5 years						0	2
Don't know						14	21

1 = Total for all of 2004   2 = Total as of 2/28/05

Funnel Measures Summary Table Totals by Waves (cont'd)

Question	Wave I 1/1/04- 9/1/04	Wave II 1/1/04- 2/28/05	Wave III 1/1/05- 8/31/05	Wave IV 9/1/05- 8/31/06	Wave V 9/1/06- 8/31/07	Wave VI 9/1/07- 8/31/08	Wave VII 9/1/08- 8/31/09
Minimum time per week for mentor/youth match +++							
No minimum						0%	3%
1 hour						55	58
2 hours						21	18
3 hours						5	2
4 hours						5	4
5 hours						0	0
6 hours						7	2
More than 6 hours						0	5
Don't know						7	7
Number of hours in-person training for mentors +++							
None						3%	3%
Less than 1 hour						0	0
1 – <2 hours						17	15
2 – <4 hours						27	31
4 – < 6 hours						20	17
6 – 8 hours						14	11
More than 8 hours						13	16
Don't know						6	7
Number after-match hours of mentor training/support +++							
None						7%	5%
Less than 1 hour						0	0
1 – <2 hours						7	6
2 – <4 hours						14	17
4 – < 6 hours						15	10
6 – 8 hours						12	15
More than 8 hours						34	33
Don't know						11	14

* Asked only in Wave I. ** Added in Wave II. *** Added in Wave III.   ^Dropped in Wave III.   ^^Added in Wave IV.   ^^^Added in Wave VI.

+++ Note: Beginning with Wave VI, this question was asked in an open-ended fashion instead of with structured categories. As a result, Wave VI and VII data is not directly comparable to earlier waves.

Appendix B
Background, Objectives and Method

The Mentor Michigan Census (MMC) is a periodic survey of organizations operating mentoring programs in the State of Michigan. In Wave I of the MMC, conducted in the fall of 2004, 105 organizations responded to the MMC out of a total of 156 organizations that had registered with Mentor Michigan as of September 1, 2004. This reflected a 67% response rate.

Wave II of the MMC, conducted in March of 2005, reflected a similar response rate of 66%. Out of a total of 207 mentoring organizations identified and registered with Mentor Michigan, 136 responded. Of the 105 organizations that responded to Wave I, 96 responded to Wave II. Thus, 40 organizations reported for the first time in Wave II.

Wave III of the MMC was conducted in October of 2005. Out of a total of 237 mentoring organizations identified and registered with Mentor Michigan, 123 responded (51% response rate). Of those 123 that responded in Wave III, 7 also responded to Wave I, 13 responded to Wave II and 74 completed both Wave I and Wave II surveys. Thus, 12 organizations reported for the first time in Wave III (17 report that they "don't know" about previous survey completions).

Wave IV of the MMC was conducted in September and October of 2006. Out of the 237 mentoring organizations identified and registered with Mentor Michigan, 137 responded (58% response rate). Of those 137 that responded in Wave IV, 63 also responded in Wave I, 67 also responded in Wave II, and 70 also responded in Wave III. Thus, 24 organizations reported for the first time in Wave IV (29 report that they "don't know" about previous survey completions).

Wave V of the MMC was conducted in September and October of 2007. One hundred and forty mentoring organizations responded to the survey. With 220 organizations in the Mentor Michigan Registry, this survey achieved a 64% response rate. Of those 140 that responded in Wave V, 54 also responded in Wave I, 55 also responded in Wave II, 71 also responded in Wave III, and 82 also responded in Wave IV. Thus, 27 organizations reported for the first time in Wave V (26 report that they "don't know" about previous survey completions).

Wave VI of the MMC, conducted in September and October of 2008. One hundred and forty three organizations responded to the survey, the largest number in Census history. With 227 organizations in the Mentor Michigan Registry, this survey achieved a 63% response rate. Of those 143 that responded in Wave VI, 43 also responded in Waves I and II, 51 also responded in Wave III, 60 also responded in Wave IV, and 73 also responded in Wave V. Thus, 33 organizations reported for the first time in Wave VI (32 report that they "don't know" about previous survey completions).

This report covers Wave VII of the MMC, conducted in September and October of 2009. One hundred sixty one organizations responded to the survey, the largest number in Census history. With 238 organizations in the Mentor Michigan Registry, this survey achieved a 68% response rate. Of those 161 that responded in Wave VII, 44 also responded in Wave I, 46 in Wave II, 51 in Wave III, 56 in Wave IV, 68 in Wave V, and 88 also responded in Wave VI. Thus, 23

organizations reported for the first time in Wave VII (46 report that they "don't know" about previous survey completions).

The MCC data were collected via an on-line survey. For the first five Waves of the MMC, there were approximately 60 questions in the survey. With Wave VI, the survey questions increased to 96; with Wave VII there were 93. Approximately 30 of the questions for each wave are repeated for tracking purposes. The remaining questions are specific to each wave and focused on various items of interest to Mentor Michigan and its key constituents.

The primary purpose of the MMC is to understand the scope and nature of mentoring and mentoring organizations in Michigan. Specifically, there are three key objectives:

1. Identify, count, describe, and track mentoring organizations, programs, mentors, and the children served.
2. Understand program components, processes, resources, and needs.
3. Encourage and support program evaluation.

Additionally, in the first Wave of the MMC, emphasis was placed on understanding the types of organizations that provide mentoring programs. In Wave II, emphasis was placed on understanding barriers to serving more children with mentors, including liability, recruitment and other challenges. Wave II also included a special section addressing use and satisfaction with the services and products produced by Mentor Michigan.

With Wave III, emphasis was placed on understanding adherence to the eleven Mentor Michigan Quality Program Standards. In Wave IV, additional sections gathered data on organizations' use of AmeriCorps and AmeriCorps*VISTA members, the partnerships they maintain, and the collaboratives they join. The Wave V survey again asked about the use of AmeriCorps and AmeriCorps*VISTA members, as well as gathered data on mentoring capacity.

For Wave VI of the census, organizations were asked not only which Mentor Michigan services they used, but how helpful they found each service. In addition, questions were asked regarding collaboration on mentoring efforts among programs.

In Wave VII, questions were added to identify capacity changes within mentoring organizations and assess the impact of the economic environment on these organizations. In addition, Wave VII sought input for ideas and strategies to be implemented by Mentor Michigan in the future.

Mentor Michigan has adopted the National Mentoring Partnership's definition of mentoring. "Mentoring is a structured and trusting relationship that brings young people together with caring individuals who offer guidance, support, and encouragement aimed at developing the competence and character of the mentee." Responsible mentoring can take many forms:

- Traditional mentoring (one adult to one young person)
- Group mentoring (one adult to up to four young people)
- Team mentoring (several adults working with small groups of young people, in which the adult to youth ratio is not greater than 1:4)
- Peer mentoring (caring youth mentoring other youth)

- E-mentoring (mentoring via e-mail and the Internet)

The MMC uses the mentoring funnel as a conceptual framework. The mentoring funnel can be used by organizations and Mentor Michigan when planning, implementing and assessing efforts to provide mentors to children who need them. The funnel identifies key steps in the recruitment and mentoring process to be measured, including number of inquires from potential mentors, number of written applications, background checking processes, training process, number and type of mentoring matches, duration and intensity of matches and mentors repeating the mentoring experience or referring others to become mentors. See the "State of Mentoring in Michigan" for more information.