



The Scope and Nature of Mentoring in Michigan

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Mentor Michigan Census Wave IV

Introduction:

This report contains data from Wave IV of the Mentor Michigan Census (MMC). The MMC is a periodic, on-line survey of organization operating mentoring programs in the state of Michigan. Wave I of the MMC was conducted in the fall of 2004, Wave II in March 2005, Wave III in October of 2005. Data for Wave IV were collected in September and October of 2006.

This report focuses on the overall mentoring “funnel” measures, including total number of mentoring organizations, number of inquiries, written applications, new mentor 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:

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.

There were other special issues covered in Wave IV of the MMC. These are mentoring organizations satisfaction and experiences with AmeriCorps and VISTA members and a focus on understanding mentoring organizations experiences with mentoring collaboratives and other partners. These two reports, as well as a report that analyzes the funnel measures by geography area are posted on the Mentor Michigan web site. Similarly, reports and presentations from previous waves of the Census can be found at www.michigan.gov/mentormichigan.

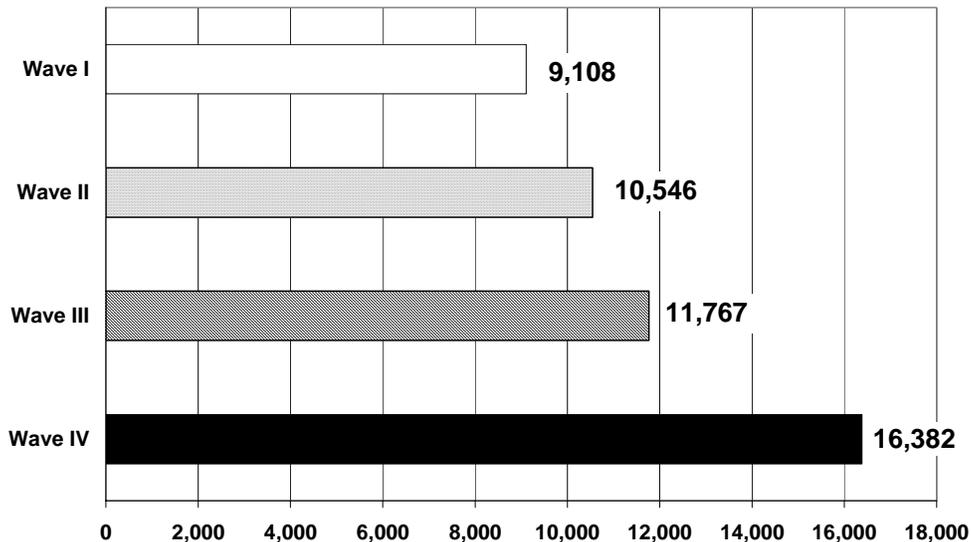
Any questions regarding the data presented in these reports or the methods used to collect and analyze these data should be directed to Robert W. Kahle, Ph.D, at RWKahle@KahleResearch.com

Mentor Michigan Census Wave IV

Overview

- **Mentoring Organizations/Total Children Served:** Wave IV of the Mentor Michigan Census (MMC) was conducted in September and October of 2006. One hundred and thirty seven mentoring organizations operating 265 distinct programs report that they have **matched 28,283 children with a mentor during the last year**. This represents the largest number of children having mentors in the state's history and also the highest number of mentoring organizations ever responding to the MMC. As there are 237 organizations in the Mentor Michigan Registry, this survey achieved a 58% response rate. This is the highest ever recorded for the MMC. As there are organizations that did not report, it is reasonable to **estimate that there are more than 35,000 mentoring relationships** in the state of Michigan in 2006.
- **Active Mentors:** Wave IV of the census documents **16,382 active mentors**, the largest number of mentors ever counted in the state of Michigan. It compares to 11,767 mentors counted in Wave III, an increase of 5,065. These mentors represent organizations operating out of 39 of Michigan's 83 counties.

**Number of Active Mentors
Wave I vs. Wave II vs. Wave III vs. Wave IV**



- **Youth Mentored:** Measuring another way confirms that the number of mentoring relationships in Michigan is growing. The table below shows that 41% of mentoring organizations report an increase while only 9% (the lowest ever measured) report a decrease in number of children matched. Among those organizations reporting an increase, in aggregate, the number matched with a mentor has increased by more than 4,000 since one year ago. Among those reporting a decrease, the aggregate number of matches is down 585. **This yields a net change of more than 3,600 matches** since last year at this time.

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Change in the Number of Youth Mentored	
96 organizations report an increase in matches of	4,194
22 organizations report a decrease in matches of.....	585
Net change.....	3,609

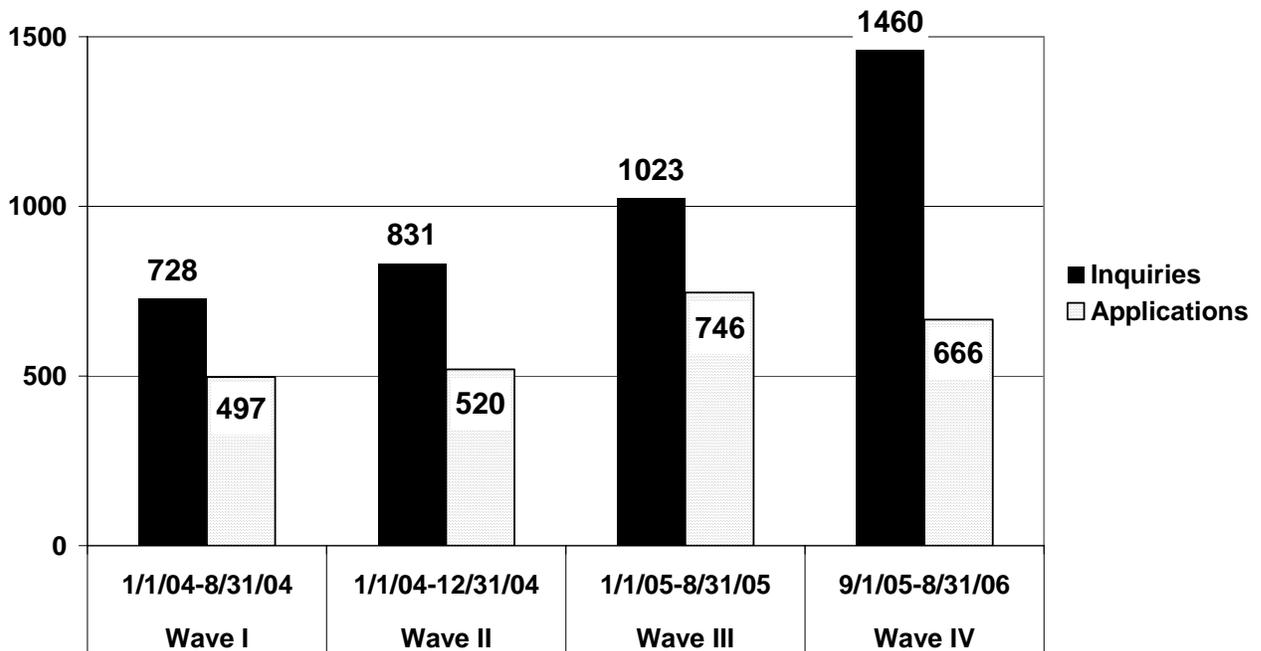
- Inquiries and Applications:** The number of inquiries to become a mentor received by Michigan’s mentoring organizations is up substantially. More than 17,000 inquiries were counted during this Wave, again the highest ever. The monthly average of inquiries to become a mentor is increasing with each Wave. Yet, the number of written applications is not keeping pace with the number of inquiries. Still, 8,000 written applications (more than ever) to become a mentor were received by Michigan’s mentoring organizations in the last year.
- Qualitative feedback in this survey confirms that Mentor Michigan’s awareness building efforts are working, as illustrated by the comments below.

“Visibility in our community has improved - a more solid reputation because it's backed by Mentor Michigan, legitimacy.”

“Awareness of our program, and mentoring in general, has increased.”

“Public awareness has greatly improved mentor recruitment.”

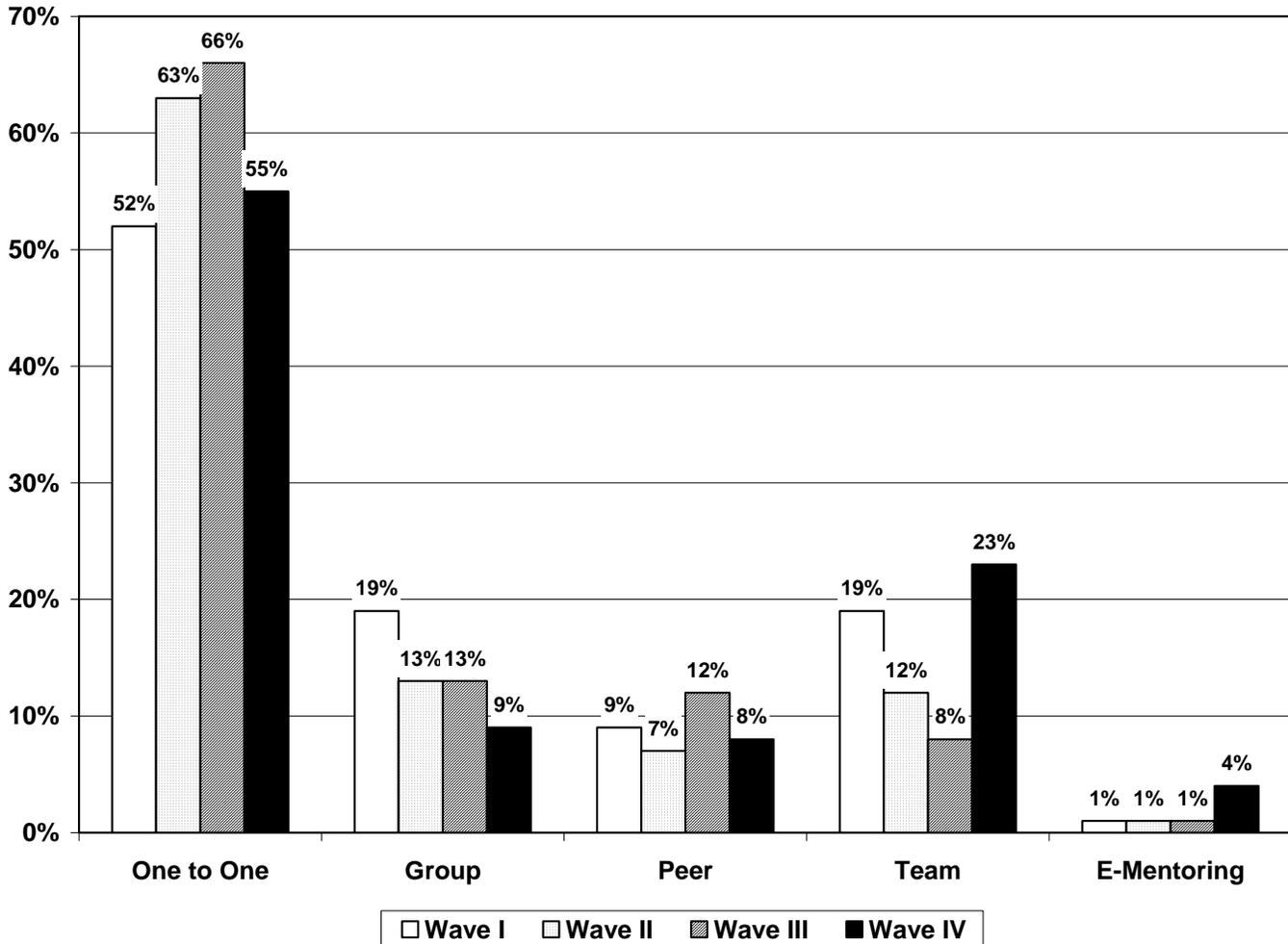
Mentor Inquiries and Applications
Monthly Averages:
Wave I vs. Wave II vs. Wave III vs. Wave IV



Mentor Michigan Census Wave IV

- Mentoring Type:** One to one mentoring is still by far the most common form practiced in Michigan (55%). However, it appears that in the last year more programs are moving to team mentoring, as shown by a 15 percentage point increase between Waves III and IV. E-mentoring has also increased slightly in Wave IV.

Mentoring Type
Wave I vs. Wave II vs. Wave III vs. Wave IV



- Mentoring Intensity and Duration:** On measures of mentoring intensity and duration (average amount of time a mentor spends with youth per week, minimum time required, average match duration, minimum match duration), there is no significant change in this Wave compared to the previous Wave.

Mentor Michigan Census Wave IV

- Screening:** There is no significant change in the percentage of organizations using each type of background checking approach, with two exceptions. The percentage requiring a written application from a mentor has declined by 10 percentage points and the number doing employment checks also decreased. Even with all the emphasis placed on doing background checks, 5% of organizations report they do none (same as last Wave).

Screening Procedures Used Wave I vs. Wave II vs. Wave III vs. Wave IV

	Wave I	Wave II	Wave III	Wave IV
Background Check				
Criminal Background Check*	89%	--	---	--
State Criminal Background Check**	--	79%	80%	79%
Federal Criminal Background Check**	--	29	28	27
Sex Offender Registry	60	64	59	62
Child Abuse Registry	40	48	41	42
Drive record/license	64	60	52	50
Personal character reference	79	81	81	76
Employment reference	44	33	35	24
Written application	83	84	87	77
Personal interview	86	87	84	81
Fingerprint Check***	--	--	11	13
Home visit**	--	9	11	8
Home Assessment**	--	12	15	8
None of the above	3	6	5	5

*Asked only in Wave I. ** Added in Wave II. *** Asked only in Wave III

Note: Not all categories shown

Mentor Michigan Census Wave IV

Mentor Demographics

- Demographic characteristics of mentors are consistent across all Waves. Michigan's mentors remain mostly female and white, with little change since the last Wave. However, Wave IV does show a slight (2% - not significant) increase in both the number of male and African-American mentors over Wave III. This coincides with a (2% - not significant) decrease in the number of female and Caucasian mentors.
- The number of mentors under age 18 and those in the 18 – 25 age group declined slightly in Wave IV (by 7% and 4% respectively).

Mentor Gender Wave I vs. Wave II vs. Wave III vs. Wave IV

	<i>Wave I</i>	<i>Wave II</i>	<i>Wave III</i>	<i>Wave IV</i>
Male	34%	32%	33%	35%
Female	66	68	67	65

Mentor Age Wave I vs. Wave II vs. Wave III vs. Wave IV

	<i>Wave I</i>	<i>Wave II</i>	<i>Wave III</i>	<i>Wave IV</i>
< 18	19%	20%	20%	13%
18 – 25	9	39	22	18
26-35				
36-45	52	30	39	46
46-55				
56-65	16	4	8	10
66+	4	7	11	13

Mentor Race Wave I vs. Wave II vs. Wave III vs. Wave IV

	<i>Wave I</i>	<i>Wave II</i>	<i>Wave III</i>	<i>Wave IV</i>
Caucasian	76%	78%	72%	70%
African-American	22	16	24	26
Hispanic	2	2	2	2
Native American	< 1	1	<1	<1
Asian-American	< 1	2	1	<1
Arab-American	< 1	< 1	<1	<1
Other	< 1	< 1	<1	<1

Mentor Michigan Census Wave IV

Youth Served Demographics

- Sixty-nine percent of the youth being mentored are girls, up from 54% in Wave III. The reason for this increase may be due to the types of organizations reporting in this Wave, rather than an actual increase in the number of girls being served.
- Data from Wave IV shows a drop in the number of mentored youth under the age of 5 (6% compared to 21% in Wave III). This change can be attributed to the absence of a mentoring program from Wave III that counted a significant number of young clients.

Youth Gender Wave I vs. Wave II vs. Wave III vs. Wave IV

	<i>Wave I</i>	<i>Wave II</i>	<i>Wave III</i>	<i>Wave IV</i>
Male	40%	51%	46%	31%
Female	60	49	54	69

Youth Age Wave I vs. Wave II vs. Wave III vs. Wave IV

	<i>Wave I</i>	<i>Wave II</i>	<i>Wave III</i>	<i>Wave IV</i>
< 5	--	4%	21%	6%
6 – 11	35%	59	38	56
12 – 14	45	17	21	22
15 – 18	18	20	18	14
19 – 25	2	< 1	2	1
26+	--	<1	<1	<1

Youth Race Wave I vs. Wave II vs. Wave III

	<i>Wave I</i>	<i>Wave II</i>	<i>Wave III</i>	<i>Wave IV</i>
Caucasian	44%	57%	52%	56%
African-American	47	36	36	33
Hispanic	5	4	6	6
Native American	2	1	1	1
Asian-American	--	<1	1	1
Arab-American	< 1	< 1	<1	<1
Other	--	2	3	3

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Mentor Michigan: Quality Program Standards for Youth Mentoring

Awareness and Satisfaction of the Quality Program Standards

- Seventy five percent of organizations report being aware of the Quality Program Standards for Youth Mentoring, up slightly from 72% in Wave III.
- A larger number, 85%, state that their organization has reviewed the standards in relation to their mentoring programs' operations.
- Ninety-eight percent of respondents indicate that they are satisfied with the Quality Program Standards for Youth Mentoring (74% "very satisfied" and 24% "somewhat satisfied"). No respondents indicated that they were dissatisfied with the Standards.
- Satisfaction with the Quality Program Standards among respondents is reflected in their comments below:

"The standards helped to ensure we have an effective mentor screening process. It has also helped in the training portion of the program."

"(The Standards provide) more insight and validation in the types of programs we create and want to implement."

Changes made as a result of reviewing the Standards

- In the qualitative area of the survey, respondents note many specific, positive ways that the Quality Program Standards have impacted their programs. The most common area of improvement noted is the formalization of procedures for recruiting, screening, tracking, retaining and recognizing mentors, as illustrated in the comments below.

"We have improved our training and background checks of mentors and instituted new rules/policies regarding the mentor-mentee relationship."

"Written recruitment plan created, written description of roles and responsibilities of mentor, parent/guardian permission required on application; brief training of mentee; improving evaluation process."

"Increased screening methods of mentors."

"A parental consent form for youth mentors will be added."

"Decreased youth per mentor ratio."

"FBI checks. Minimum time standards."

"More mentor/mentee training."

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- Some respondents note that they use the Quality Program Standards as a benchmark for the design and operation of their individual programs.

“Our organization established a mentoring program four months ago and used the Standards in designing the policies and procedures for current and future mentoring programs to ensure we do deliver an excellent program.”

“The Standards allowed us to hold up our mentoring program against benchmarks in the field that we wanted to make sure we met or exceeded.”

“I tightened up the ‘suggestions’ and made them ‘rules.’ I’ve added more input from the agency about the mentees so the mentors can work specifically on a goal with the mentee and can judge the effect on the mentee.”

- A few respondents indicate that Quality Program Standards have had no direct impact on their individual programs. However, even among these responses, one or two note that no changes were needed because they determined that their programs were already in compliance with the Standards.

“No real changes made as we follow most all of the standards.”

“We are (already) meeting the standards.”

Anticipated changes as a result of reviewing the Standards

- Survey respondents are able to identify a wide range of anticipated changes to their programs as a result of reviewing the Quality Program Standards. Some of these changes include very specific improvements to existing procedures (“Include diversity and child abuse training in our mentor training,” and “criminal background checks”). Other anticipated changes are more broadly defined, and seem to suggest that organizations are using the Standards as benchmarks for ongoing evaluation of their programs, as indicated by the comments below.

“We will implement the policies and procedures we created last year and then revamp them again next year utilizing the Standards as a guide.”

“We are constantly looking for ways to provide quality mentoring relationships between adult mentors and children. This program helps to remind us of the goals we have already set in place.”

“I will again be going over the Quality Program Standards to see that I am doing all I can to make this a valuable program.”

“We expect to always meet or exceed the standards and will make program changes to meet this goal.”

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Suggestions for improving the Standards

- Most of the survey respondents note that they do not have suggestions for improving the Quality Program Standards (“No suggestions at this time”, “They are awesome!”). Suggestions that are offered are varied, as noted in the comments below.

“Great information, but maybe it could be a little shorter. Pick out the five or six most important elements under each topic and make sure those are followed.”

“I would like to see more mailings and/or emails on what others are doing.”

“Again, we would like to see a service established for mentoring groups to be able to obtain appropriate background checks (possibly with fingerprinting) at no cost.”

“Raise Public Awareness”

“Samples of plans, policies, etc.”

“Links to resources.”

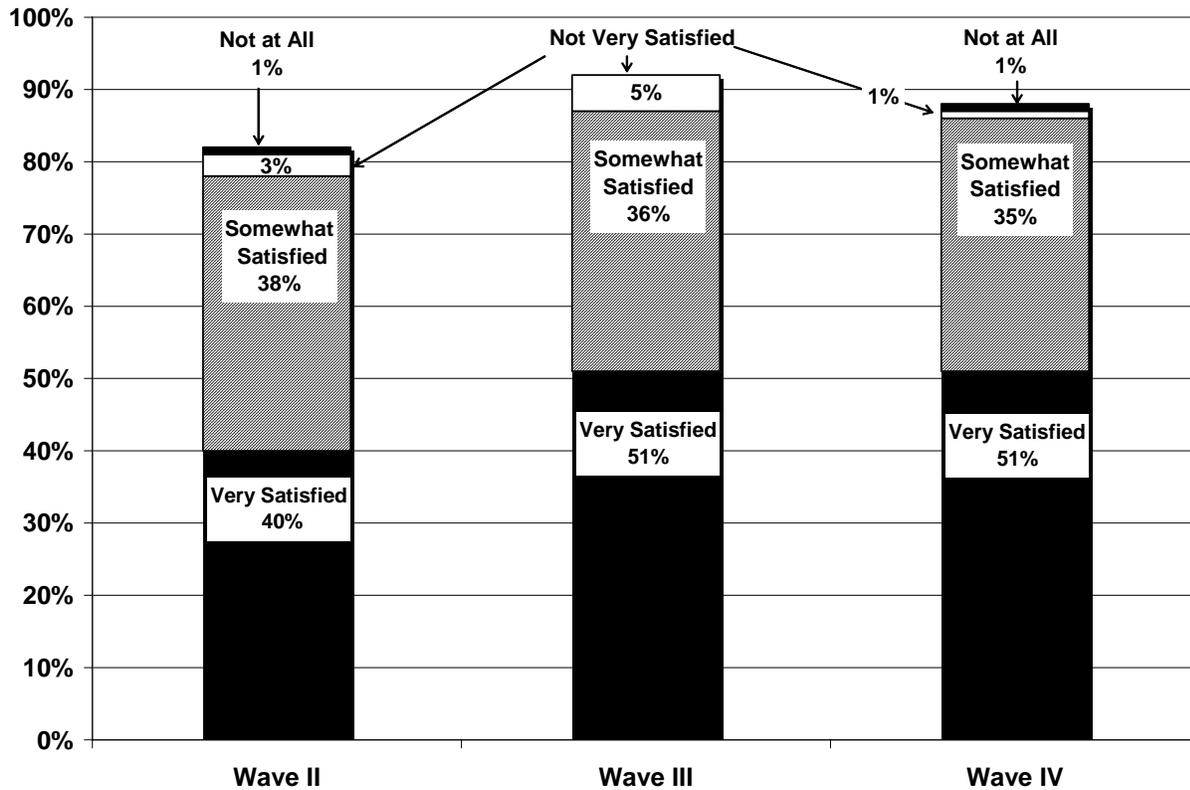
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Mentor Michigan: Satisfaction, Involvement, and Impact

Satisfaction

- Satisfaction with Mentor Michigan remains high among survey respondents in Wave IV. Eighty-six percent of MMC respondents indicate that they are “very” or “somewhat” satisfied with its work, and only 1% is “not at all” satisfied. This compares to Wave III, where 87% indicated that they were “very” or “somewhat satisfied”, and 5% were “not very satisfied.”

Percent Very and Somewhat Satisfied With Mentor Michigan



- In qualitative comments, respondents express their satisfaction with Mentor Michigan:

“Mentor Michigan has provided our organization with a wealth of information that has improved our program dramatically. We are more aware of how to implement and sustain a quality program and have taken Mentor Michigan’s mission to heart. We are very impressed with the organization’s work and appreciate the effort they are putting forth to assist youth throughout the state.”

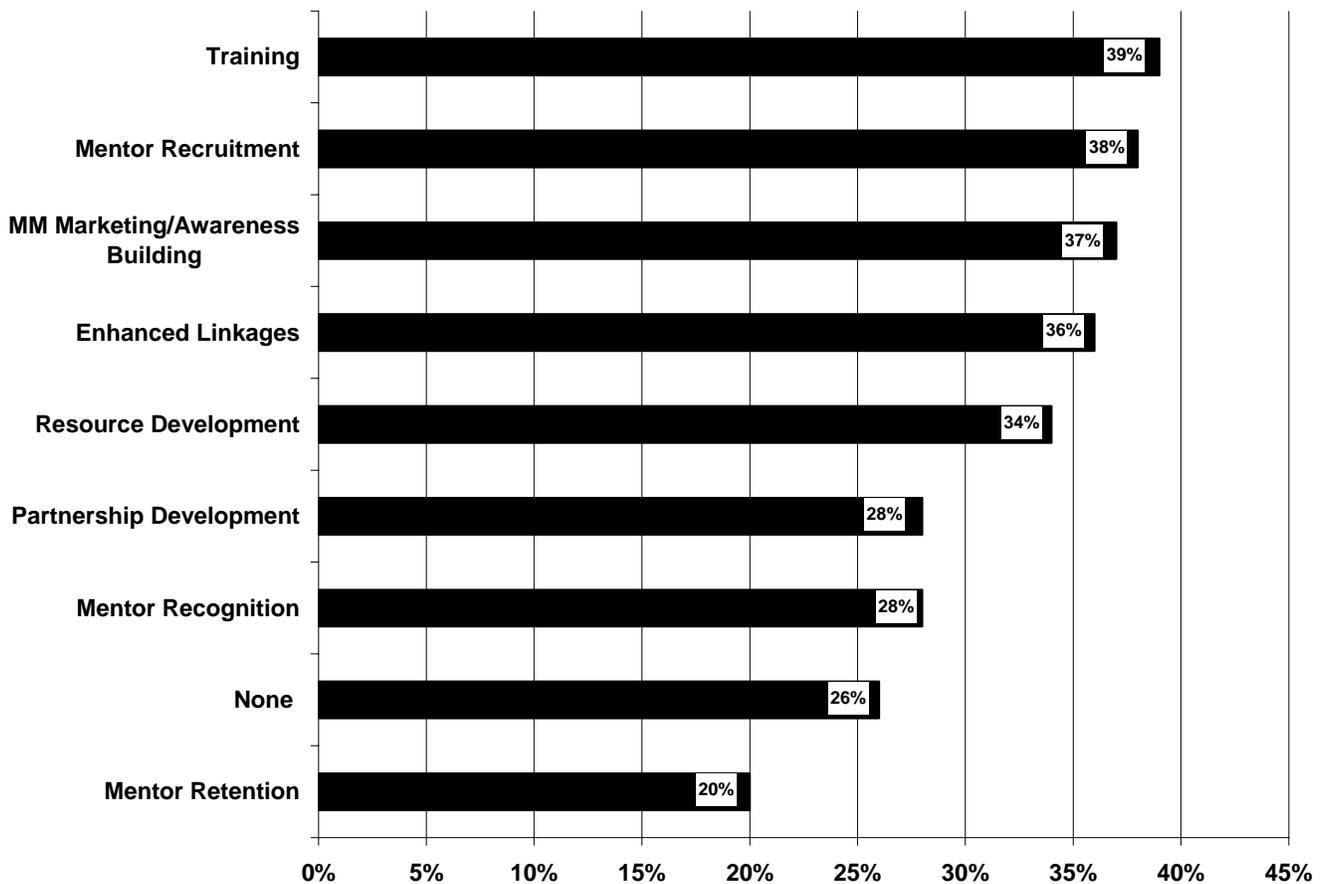
“Better awareness of activities on the state level has increased the effectiveness of our program. We are more aware of issues that affect our populations, and can relate our knowledge into our matches.”

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Involvement

- Among organizations indicating they have benefited from Mentor Michigan initiatives, most list training (39%), mentor recruitment (38%), and marketing/awareness building (37%) as being the most beneficial to them. Enhanced linkages (36%) and resource development (34%) follow closely behind.
- Twenty-six percent of responding organizations indicate that they have not taken advantage of the listed Mentor Michigan initiatives.

**Mentor Michigan Initiatives
Benefiting Mentoring Organizations**



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Impact of Mentor Michigan on Mentoring Organizations

- Qualitative feedback from the Wave IV survey confirms that many organizations feel that Mentor Michigan has had a significant, positive impact on their mentoring programs. Many respondents list major areas where they have benefited from their involvement in Mentor Michigan. These include Awareness Building, Standards and Best Practices, Training and Capacity Building, and Resources. Some of the resources cited by survey respondents include AmeriCorps/VISTA members; the Mentor Michigan Web site, newsletter, and LISTSERV; and networking with other mentoring organizations.

Awareness Building

- Survey respondents credit Mentor Michigan with increasing the awareness of both the need for and the existence of mentoring programs throughout the state. They cite examples of increased mentor recruitment, improved visibility and increased funding as results of this improved awareness.

“Mentor Michigan has helped increase the size of our staff, the number of youth serviced, the number of mentors involved, and funding for the program.”

“Receiving the Governor’s Service Award for Innovative Mentoring has increased awareness and funding for our program.”

“Membership is a visible way of connecting with a state-endorsed program working to provide quality mentorship opportunities to improve the quality of student's lives.”

- Several survey respondents cite the involvement of Governor Granholm and First Gentleman Dan Mulhern as key to the successful increase in their program’s visibility, inspiration and success.

“Governor Granholm and First Gentleman Mulhern (have) been an encouragement and inspiration to me and my program.”

“Well, through Mentor Michigan, we were able to have Dan Mulhern come and speak at our mentor luncheon. That was awesome.”

“Enhanced partnership and resource development opportunities through MCSC/Mentor Michigan/First Gentleman.”

“I have started as Executive Director only a year ago. I'm just getting acquainted with Mentor Michigan, and currently reading the weekly leadership challenges from the first gentleman (are) excellent.”

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Standards and Best Practices:

- Survey respondents note numerous benefits to adhering to the Quality Program Standards for Youth Mentoring. In addition to the more obvious benefit of ensuring quality mentoring programs to the state's youth, some of these respondents state that by following the Standards, they have noticed an increased awareness and respect for their programs.

"Mentor Michigan has created an awareness of a set of program standards that has allowed us to hold our operations up against and to challenge our program to meet or exceed. As such, this has provided our Governing Board with a sense of confidence in our program as we have met or exceeded each standard."

"By establishing quality program standards for youth mentoring, Mentor Michigan has enabled our group to become better organized. It has allowed us to set realistic goals and to be able to pull files to support the successful results of our mentoring program. This has led to increased community awareness and a renewed respect for our program on a local level."

"It has been nice to have a "best programs" approach to take a new look at a mentoring program that is over 15 years old."

"The Quality standards helped immensely in formulating the program."

"The quality program standards, which are research-based, have given our organization goals to strive for in enhancing the quality and effectiveness of our program."

"Adhering to the Quality Program Standards for Youth Mentoring since the formation of our agencies mentoring programs will ensure that the youth of our county will receive the best mentoring services possible."

"After reviewing the information we were forced to review the program and implement some of the standards that were not previously part of the programming."

"It is a great reaffirmation to see that the State of Michigan and our agency are aligned on this topic."

Training and Capacity Building

- Survey respondents note that training provided by Mentor Michigan has improved many aspects of their programs, from mentor recruitment, training and retention to providing ideas to strengthen the content.

"We have attended regional trainings which increased networking with other agencies, knowledge."

"Yes, Mentor Michigan has been most helpful. The training we received has helped improve our program."

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"It is also great to get together with others at trainings and learn what they are doing. We always return with new ideas to add to our program."

"Quality trainings better prepared our staff."

"The trainings provided are very useful. We are able to use the information in our trainings with our volunteers."

"I greatly enjoyed the training session with First Gentleman Mulhern I attended in 2003(?) at Delta College. It was very well organized and feedback-oriented. I also appreciated the fact that it was free at that time."

"(Training resulted in) Improvement in the delivery of the program, improvement in the selection of mentors."

Resources

- Mentor Michigan's access to a wide variety of resources benefits mentoring organizations in a number of ways. From providing AmeriCorps and AmeriCorps*VISTA members, to providing an avenue for networking, these survey respondents credit Mentor Michigan for improving their programs in a number of ways.
 - **AmeriCorps and AmeriCorps*VISTA Members:** Survey respondents have a great appreciation for the addition of AmeriCorps *VISTA members to their staff, and credit these workers their assistance in writing grant proposals.

"MM has helped increase the size of our staff, the number of youth served, the number of mentors involved, and funding for the program. This was the effect of recruitment initiatives, AmeriCorps members, and links to partners."

"With VISTAs we are greatly expanding the mentoring in our area."

"The AmeriCorps member is the biggest benefit."

"Provided the organization with AmeriCorps members."

"The opportunity to work with AmeriCorps members to help expand our program."

*"AmeriCorps*VISTA visited our office once and helped us get info on how to write a grant. Very useful."*

"I have met with Mentor Michigan staff, who then linked me to the Journey program. I attended a Journey training, which helped me immensely. We are now in the process of recruiting a MM AmeriCorps member, which will help further develop our program."

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- **Web Site, Newsletter, LISTSERV:** Survey respondents cite these various Mentor Michigan services as providing valuable resources to their mentoring organizations.

"Mentor Month materials helped recruitment, availability."

"Consistent information send out via Web site is helpful!"

"The website is very resourceful."

"Many organizations (serving Youth) have looked at the Mentor Michigan Web site and have contacted us as a result of our listing."

"I also frequently look at the Web site for ideas, and I enjoy the gatherings--like the one coming up in Lansing."

"I really enjoy the Mentor Michigan LISTSERV. I find it very informative and helpful in many situations. It is a great way to get answers to your questions quickly, and hear what others are doing."

- **Networking:** Contact with other mentoring organizations, and connections to programs and organizations that support and encourage mentoring, is another area where Mentor Michigan fills a need, according to survey respondents.

"Networking with other organizations."

"The continuous contact with mentor organizations by Michigan Mentor, keeps our noses to the grindstone, a needed trait that needs to continue."

"We benefit from being part of a larger group striving for similar outcomes."

"Use of information concerning FBI checks has improved our program"

"As a Providers Council member, I have learned a great deal from my peers and continue to support the Standards initiative and other initiatives of the MMPC"

"The greatest impact has been through the Washtenaw Youth Mentoring Coalition, which we could not have founded without the Mentor Michigan AmeriCorps member."

"Relevant statistics about mentoring."

"Encouragement of participation with mentoring collaboratives and community partners."

"Provided us with a venue to express program concerns/needs (i.e., background checks) with state officials."

"Establishing new collaboratives."

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“We also appreciate all the information about resources and the free brochures for mentor recruitment.”

“Mentor Michigan data useful in grant applications.”

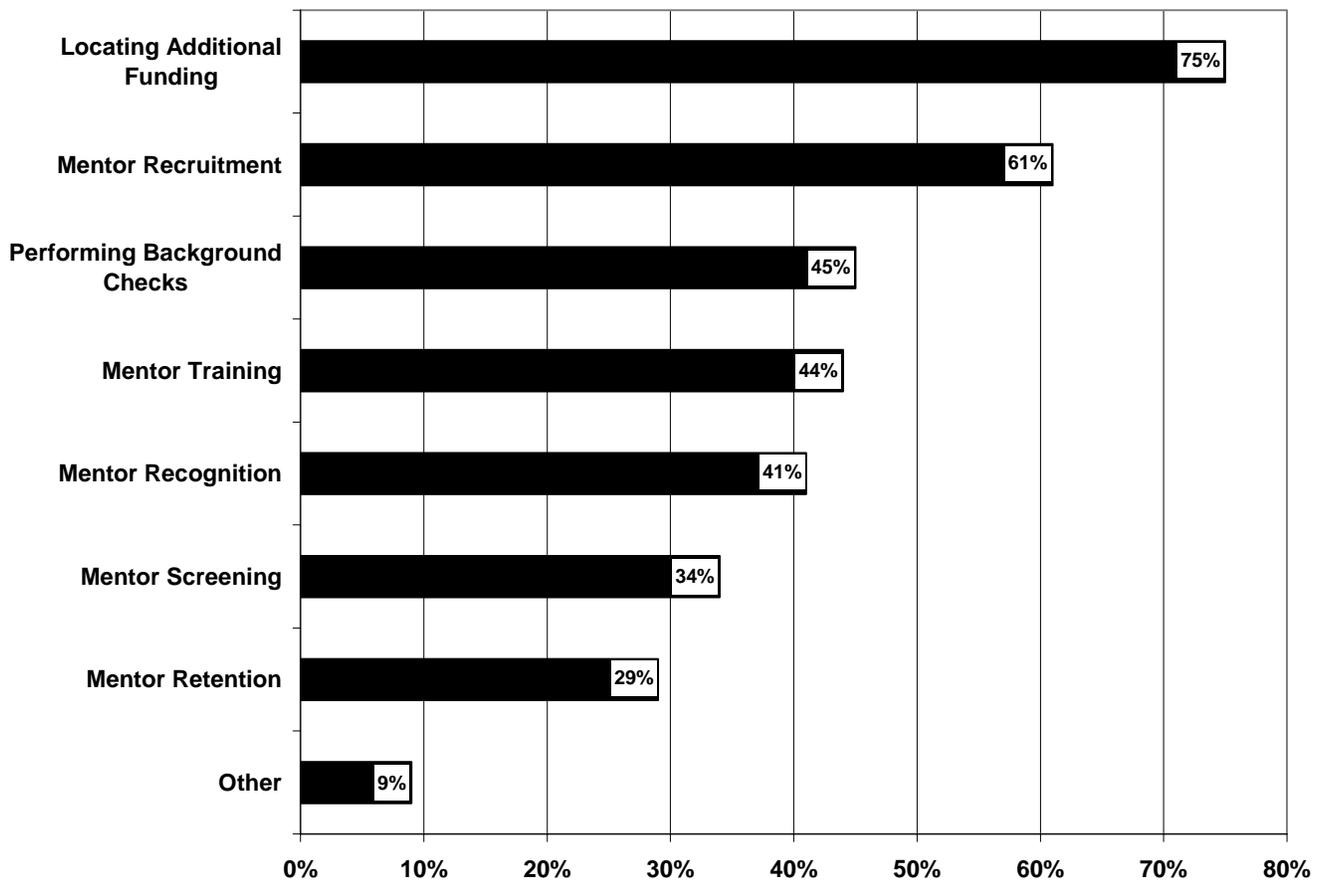
“I have not fully utilized Mentor Michigan resources; but plan to take advantage immediately.”

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Moving Forward with Mentor Michigan

- Three quarters of survey respondents list “Locating Additional Funding” as the most important area of support they need from Mentor Michigan moving forward. Over half state that they need support for Mentor Recruitment (61%). A large number (45%) seek support in Performing Background Checks and support for both mentor training (44%) and for conducting Mentor Recognition (41%).

**Areas of Support Needed
By Mentoring Organizations**



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Appendix A Funnel Measures Summary Table Totals

Q # W I	Q # W II	Q# W III	Q# W IV	Question	Wave I 1/1/04 - 9/1/04	Wave II 1/1/04 – 12/31/04	Wave III 1/1/05- 8/31/05	Wave IV 9/1/05- 8/31/06
				Number of Mentoring Organizations	105	136	123	137
49	17	17	17	Number of inquiries to be a mentor	5,823	9,975	8,816	17,522
				Monthly Average	728	831	1,102	1,460
50	18	18	18	Number of written applications to be a mentor	3,976	6,249	5,973	8,000
				Monthly Average	497	520	747	666
48	27	26	26	Background Check - [M.R.]				
				Criminal Background Check*	89%	--	---	--
				State Criminal Background Check**	--	79%	80%	79%
				Federal Criminal Background Check**	--	29	28	27
				Sex Offender Registry	60	64	59	62
				Child Abuse Registry	40	48	41	42
				Drive record/license	64	60	52	50
				Personal character reference	79	81	81	76
				Employment reference	44	33	35	24
				Credit check^	3	1	--	--
				Written application	83	84	87	77
				Personal interview	86	87	84	81
				Home visit**	--	9	11	8
				Home Assessment**	--	12	15	8
				Fingerprint Check***	--	--	11	13
				None of the above	3	6	5	5
17	19	19	19	Youth Served				
				Total	16,574	27,090	20,294	28,283
				Mean per Organization	157.8	199.2	114	206
19	26	25	25	Total number of matches				
				Percent of organizations reporting an increase	37%	40%	38%	41%
				Percent of organizations reporting a decrease	12%	29%	15%	9%
				Percent of organizations reporting no change	36%	25%	48%	27%
				Don't Know	16%	22%	22%	23%
19A				Increased #	2,195	3,282	1,975	4,194
19B				Decreased #	848	1,066	1,859	585
				Net Change #	1,347	2,216	116	3,609
43	23	22	22	Active mentors	9,108	10,546 ¹ 15,977 ²	11,767	16,382
44	24	23	23	Mentors currently on waiting list	2,017	1,243	1,124	2,625
55	25	24	24	Youth currently on waiting list	2,345	3,428	3,311	4,081

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

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

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Appendix A Funnel Measures Summary Table Totals (Continued)

Q # W I	Q # W II	Q# W III	Q# W IV	Question	Wave I 1/1/04 – 9/1/04	Wave II 1/1/04 – 12/31/04	Wave III 1/1/05- 8/31/05	Wave IV 9/1/05- 8/31/06
20	31	28	28	Minimum time of mentor/youth match				
				No minimum	11%	14%	14%	16%
				1-2 months	3	1	4	1
				3-5 months	10	15	6	10
				6-8 months	21	11	18	16
				9-11 months	16	22	19	19
				12 months	31	28	32	28
				More than 12 Months, less than 2 years	2	1	1	4
				More than 2 years, less than 5 years	3	2	3	1
				More than 5 years	1	--	1	0
				Don't know	3	6	2	2
21	32	29	29	Average time for mentor/youth match				
				No minimum	--	19	4%	6%
				1 – 2 months	1%	2%	3	1
				3 – 5 months	6	12	11	7
				6 – 8 months	21	9	17	20
				9 – 11 months	18	17	16	19
				12 months	10	10	13	10
				More than 12 months, less than 2 years	17	12	13	14
				More than 2 years, less than 5 years	18	15	11	10
				More than 5 years	1	7	3	2
				Don't know	9	19	9	8
22	33	30	30	Minimum time per week for mentor/youth match				
				No minimum	19%	13%	16%	17%
				30 minutes / week	--	---	41	11
				1 hour / week	38	42	16	39
				2 hours / week	23	15	2	13
				3 hours / week	3	9	4	4
				4 hours / week	5	2	1	6
				5 hours / week	2	2	1	0
				6 hours / week	---	2	4	0
				More than 6 hours / week	4	9	6	3
				Don't know	6	7	10	3
23	30	27	27	Number of hours in-person training for mentors				
				None	5%	5%	4%	6%
				Less than 1 hour	6	6	7	8
				1 – 2 hours	25	20	25	22
				2 – 4 hours	23	28	23	21
				4 – 6 hours	9	7	9	14
				6 – 8 hours	5	11	10	6
				9 or more hours	13	15	15	13
				Other	9	--	--	5
				Don't know	5	8	7	3

Mentor Michigan Census Wave IV

Appendix A Funnel Measures Summary Table Totals (Continued)

Q # W I	Q # W II	Q# W III	Q# W IV	Question	Wave I 1/1/04 – 9/1/04	Wave II 1/1/04 – 12/31/04	Wave III 1/1/05- 8/31/05	Wave IV 9/1/05- 8/31/06
			27a^^	Number after-match hours of mentor trng/support				
				None				6%
				Less than 1 hour				4
				1 – 2 hours				18
				2 – 4 hours				15
				4 – 6 hours				9
				6 – 8 hours				7
				9 or more hours				32
				Don't know				6

Mentor Michigan Census Wave IV

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 Sept. 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).

This report reflects Wave IV of the MMC, conducted in September and October of 2006. Out of the 237 mentoring organizations identified and registered with Mentor Michigan, 137 responded (58% response rate). This is the highest response rate in the history of the MMC. 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).

The MCC data were collected via an on-line survey. There were approximately 60 questions in each Wave’s survey. Approximately half of these questions are repeated for tracking purposes and the other half 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.

Mentor Michigan Census Wave IV

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 VISTA members, the partnerships they maintain, and the collaboratives they join.

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 inquiries 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.