



**Mentoring by Geographic Area in the
State of Michigan:
A Report on Wave V of the Mentor Michigan Census**

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Introduction

This report contains data from Wave V 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:

<i>Wave</i>	<i>Dates Data was Collected</i>	<i>Time Period Survey Covered</i>
Wave I	Fall 2004	1/1/04 – 8/31/04
Wave II	March 2004	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 and October 2007	9/1/06 – 8/31/07

Objectives

This special report focuses on results of the MMC Wave V broken down by geographic area.

Overall, 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.

In Wave V of the MMC, there was also a focus on understanding mentoring organizations' changes in capacity as well as their experiences with AmeriCorps and AmeriCorps*VISTA members. Separate reports on the Capacity Changes, AmeriCorps and AmeriCorps*VISTA members, and the overall Scope and Nature of Mentoring in Michigan 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.



Geographic Breakdown

It is important to note that organizations have been placed in geographic groupings based on the main location of the mentoring organization. Some organizations serve youth only within their home county, while others serve multiple counties. Not all geographic groupings are mutually exclusive. For example, the Tri-County area covers Wayne, Oakland and Macomb Counties, which are also included in Southeast Michigan. As a result, percentages shown can be read only as a percent of the column (reading down), not across. The counties that comprise each of the larger regional geographic areas are shown below.

As the geographic data was collected differently in Wave I than it was in Waves II, III, IV and V, comparison of data in Wave I to data in subsequent waves at the regional level is not recommended. Wave II, III, IV and V data, however, can be compared, as can state totals for the last four waves.

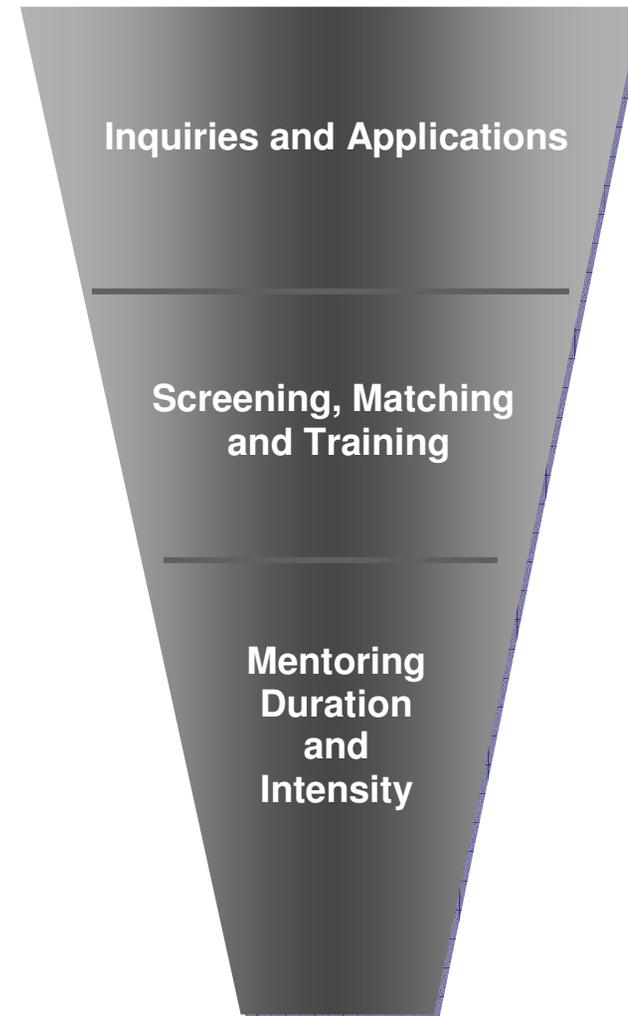
Sample sizes for the various geographic regions are sometimes quite small. Care should be used when making comparisons across regions. Differences by regions need to be quite large for the data to truly represent substantive differences rather than random statistical variation.

Geographic Area	Counties Included:
Tri-County	Macomb, Oakland, Wayne
Southeast Michigan	Lapeer, Livingston, Macomb, Monroe, Oakland, St. Clair, Washtenaw, Wayne
Southwest Michigan	Allegan, Barry, Berrien, Cass, Kalamazoo, St. Joseph, Van Buren
Mid-Michigan	Branch, Calhoun, Eaton, Hillsdale, Ingham, Jackson, Lenawee
GR/Muskegon	Clinton, Gratiot, Ionia, Kent, Mecosta, Montcalm, Muskegon, Newaygo, Oceana, Ottawa
Flint/Sag/Bay Area	Bay, Genesee, Huron, Isabella, Midland, Saginaw, Sanilac, Shiawassee, Tuscola
Northern Michigan/Upper Peninsula	Alcona, Alger, Alpena, Antrim, Arenac, Baraga, Benzie, Charlevoix, Cheboygan, Chippewa, Clare, Crawford, Delta, Dickinson, Emmet, Gladwill, Gogebic, Grand Traverse, Houghton, Iosco, Iron, Kalkaska, Keweenaw, Lake, Leelanau, Luce, Mackinac, Manistee, Marquette, Mason, Menominee, Missaukee, Montmorency, Ogemaw, Ontonagon, Osceola, Oscoda, Otsego, Presque Isle, Roscommon, Schoolcraft, Wexford

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 Table 1 in the Appendix for a summary of the funnel measure questions broken down by geographic area.





Overview

Mentoring Organizations

- Southeast Michigan reports the largest number of mentoring organizations in any geographic area. Fifty-one of the 140 that responded to the Wave V survey serve clients in Southeast Michigan, and among those, 40 are within the Tri-County area (Wayne, Oakland and Macomb). The geographic areas and number of organizations responding within each are:

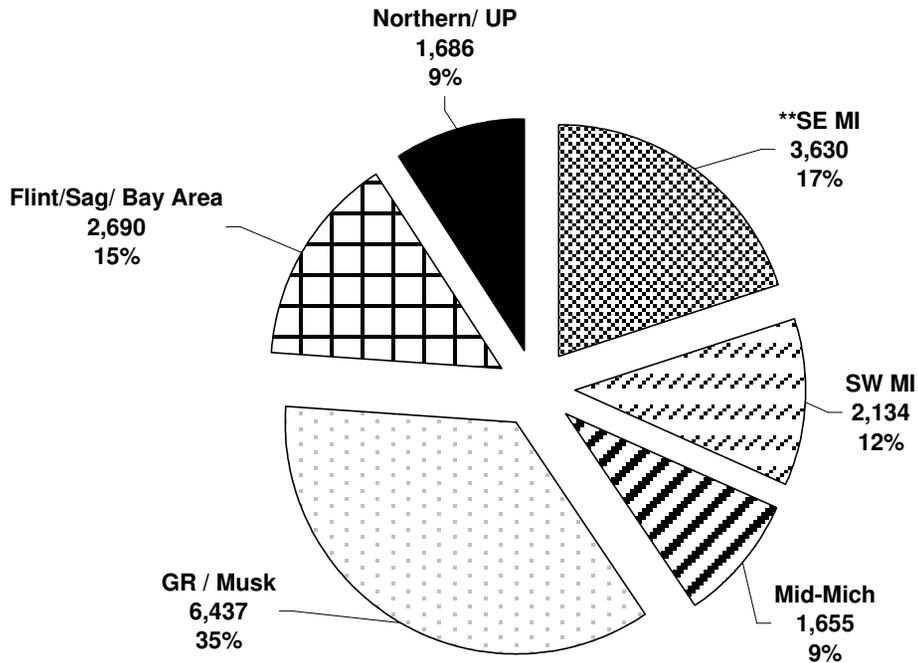
<i>Question</i>	<i>Wave V Total</i>	<i>Tri-County</i>	<i>SE MI</i>	<i>SW MI</i>	<i>Mid-Mich</i>	<i>GR / Musk</i>	<i>Flint/Sag/Bay Area</i>	<i>Northern/UP</i>
Number of Mentoring Organizations	140	40	51	13	16	26	16	18

Active Mentors and Youth Served

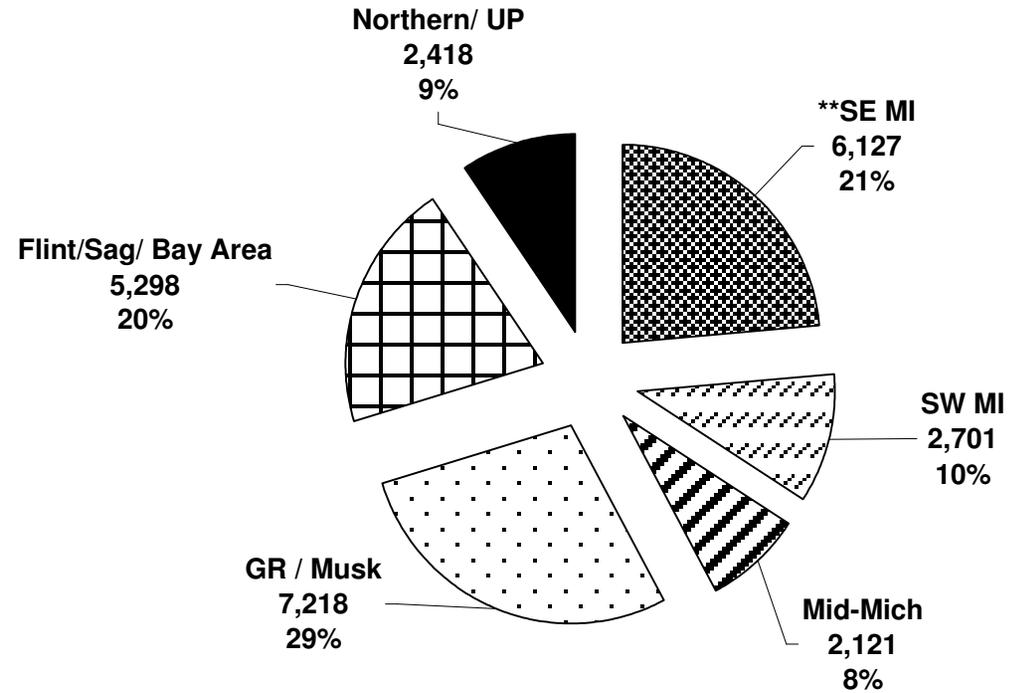
- Wave V of the census documents 18,232 active mentors, the largest number of mentors ever counted in the state of Michigan. Organizations serving Grand Rapids/Muskegon account for more than one third of those, with a total of 6,437.
- Northern Michigan/Upper Peninsula and Mid-Michigan organizations report the smallest percentage (9%) of active mentors in the state. They account for 1,686 and 1,655 respectively.
- Consistent with the large number of mentors, the Grand Rapids/Muskegon area also serves more youth (7,218) than any other geographic area (the state-wide total is 25,883).
- Northern Michigan/Upper Peninsula and Mid-Michigan organizations report the smallest percentages (9% and 8%) of youth served. They account for 2,418 and 2,121 respectively.
- Refer to the pie charts below for additional geographic data on both active mentors and youth served.



Wave V Active Mentors by Geographic Area



Wave V Youth Served by Geographic Area



****NOTE:** In the charts above, the Tri-County area is included in the totals for Southeast Michigan (The tri-county accounts for 2,960 mentors and 5,351 youth served).



Mentor / Youth Matches

- Measuring another way illustrates that the number of mentoring relationships in Michigan is growing. The table below shows that 51% of mentoring organizations throughout the state report an increase in the last year while only 15% (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 3,596 since one year ago. Among those reporting a decrease, the aggregate number of matches is down 1,078. This yields a net change of 2,518 matches since August 31, 2006.
- This net change (increase) is present in every geographic area. Percentage-wise, Flint/Saginaw/Bay Area and Grand Rapids/Muskegon lead the state, with 64% and 69% of organizations reporting a match increase and only 4% and 9% reporting a decrease since last year. In sheer numbers, however, organizations in Flint/Saginaw/Bay area report a net increase of 1,142 matches, far more than those in Grand Rapids/Muskegon (482).

<i>Question</i>	<i>Wave V Total</i>	<i>Tri- County</i>	<i>SE MI</i>	<i>SW MI</i>	<i>Mid-Mich</i>	<i>GR / Musk</i>	<i>Flint/Sag/ Bay Area</i>	<i>Northern/ UP</i>
Number of Mentoring Organizations	140	40	51	13	16	26	16	18
Total number of matches								
Percent of organizations reporting an increase	51%	41%	44%	45%	38%	69%	64%	53%
Percent of organizations reporting a decrease	15%	20%	18%	20%	17%	9%	4%	21%
Percent of organizations reporting no change	24%	33%	33%	20%	21%	16%	25%	18%
Don't Know	9%	7%	5%	15%	25%	6%	7%	9%
Increased #	3,596	582	740	650	230	610	1,147	219
Decreased #	1,078	292	355	262	144	128	5	184
Net Change #	2,518	290	385	388	86	482	1,142	35



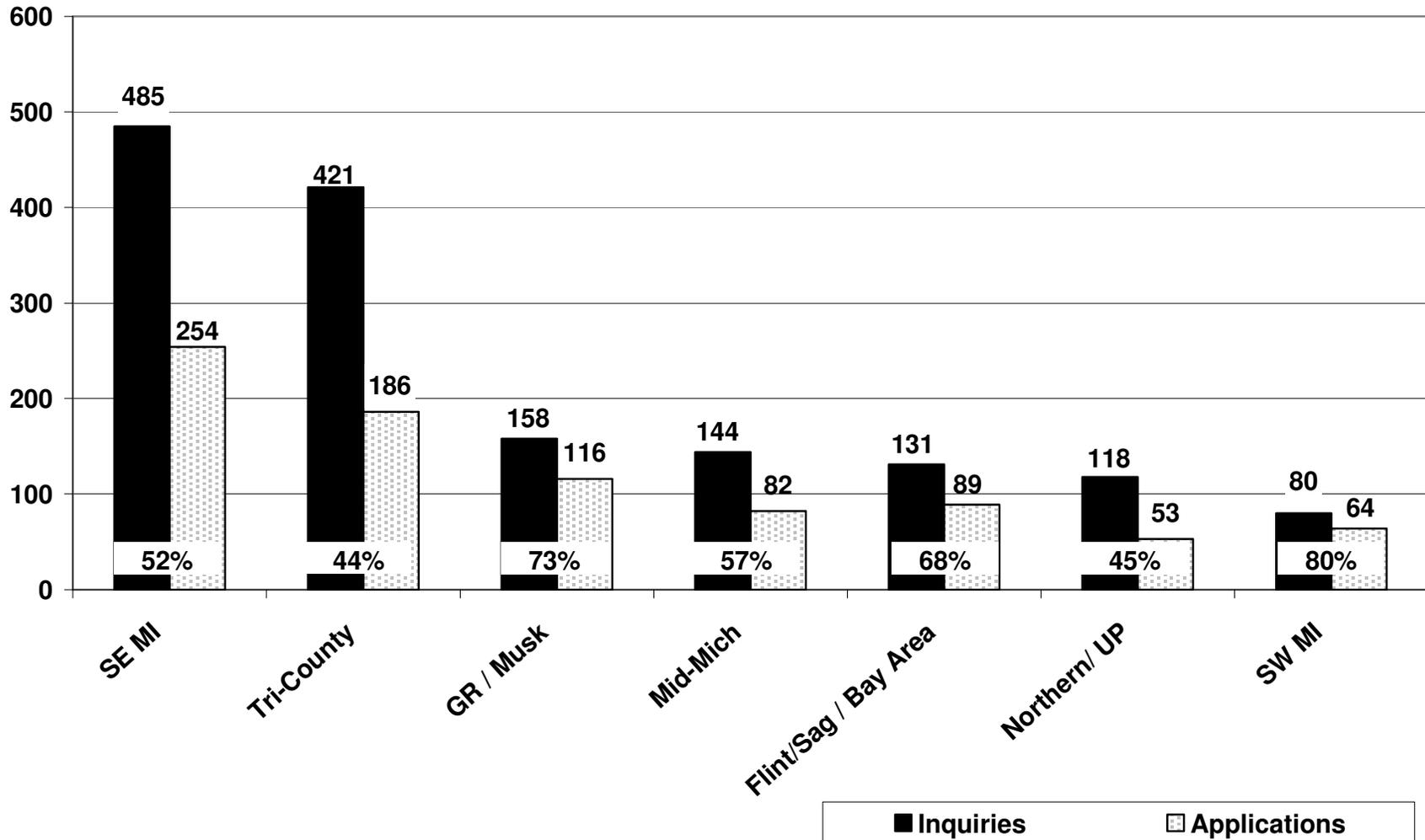
Funnel Measures

Inquiries and Applications

- State-wide, organizations report receiving more than 13,000 inquiries compared to about 17,000 inquiries that were counted during Wave IV. Yet, more of these are serious inquiries leading to written applications. In Wave IV, 46% of inquiries lead to written applications. In Wave V, that percentage grew to 59%.
- Looking at monthly averages (see the chart on next page), state-wide organizations report receiving an average of 1,115 inquiries each month. These averages vary widely across geographic areas, with a high of 485 inquiries per month in Southeast Michigan (421 of those in the Tri-County area), compared to a low of 80 inquiries per month in Southwest Michigan. Written applications average 658 per month state-wide, with Southeast Michigan reporting the highest monthly average of 254 and Northern Michigan/Upper Peninsula reporting only 53 per month.
- In addition to looking at raw numbers, it is important to note the ratio of inquiries to written applications. While the numbers of inquiries and applications is small (80 and 64 respectively) in Southwest Michigan, recruitment efforts there seem effective as 80% of their inquiries result in applications. The geographic area closest to this success is Grand Rapids/Muskegon, with 73% of their inquiries resulting in applications.
- Recruitment seems least effective in the Tri-County area, where only 44% of inquiries result in written applications.



Wave V
Monthly Average of Inquiries and Applications by Geographic Area



NOTE: The percentages shown above represent the percentage of inquiries that result in written applications.



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 was significant change from Wave IV to Wave V in only two measures. Programs having no minimum time required dropped from 16% in Wave IV to 9% in Wave V. Additionally, those requiring a minimum duration of 12 months increased from 28% to 42%. Both of these changes are positives, reflecting greater understanding that short term mentoring matches are undesirable.
- Some geographic areas are not keeping pace with the rest of the state in regard to these increased standards (see table below). Twenty-one percent of organizations in the Flint/Saginaw/Bay Area and 20% in Southwest Michigan still have no minimum time requirements. These geographic areas also lag behind in organizations that require minimum match durations of 12 months. Southwest Michigan reports the lowest percentage at 25%; the Flint/Saginaw/Bay Area reports 36% (Grand Rapids/Muskegon organizations report 34%).
- On more positive notes, only 5% of organizations in Southeast Michigan report that they still don't have minimum time requirements, and more than half of mentoring organizations in the Tri-County area require a match duration of 12 months.

<i>Question</i>	<i>Wave V Total</i>	<i>Tri- County</i>	<i>SE MI</i>	<i>SW MI</i>	<i>Mid- Mich</i>	<i>GR / Musk</i>	<i>Flint/Sag/ Bay Area</i>	<i>Northern/ UP</i>
Number of Mentoring Organizations	140	40	51	13	16	26	16	18
Minimum time of mentor/youth match								
No minimum	9%	7%	5%	20%	8%	6%	21%	6%
1-2 months	2	0	0	0	13	3	0	0
3-5 months	5	3	4	5	0	6	11	3
6-8 months	15	11	13	15	25	13	11	21
9-11 months	19	18	20	35	4	28	7	18
12 months	42	52	47	25	50	34	36	50
More than 12 Months, less than 2 years	3	0	0	0	0	9	7	3
More than 2 years, less than 5 years	2	3	5	0	0	0	0	0
More than 5 years	1	0	3	0	0	0	4	0
Don't know	2	5	4	0	0	0	4	0



Program Type

- Of the 217 mentoring programs in Michigan, 52% are reported to be community-based and 37% are school-based programs. Likewise, community-based programs outnumber school-based programs in every geographic area, although the split is more even in Tri-County area (48% to 48%) and Southeast Michigan (49% to 44%).
- The biggest disparity in program types is in Southwest Michigan, where 65% of programs are community-based; 25% school-based.
- Programs defined as “Other”, which account for 11% of the total, are not defined.

<i>Question</i>	<i>Wave V Total</i>	<i>Tri-County</i>	<i>SE MI</i>	<i>SW MI</i>	<i>Mid-Mich</i>	<i>GR / Musk</i>	<i>Flint/Sag/ Bay Area</i>	<i>Northern/ UP</i>
Number of Mentoring Programs Served by Orgs.	217	61	79	20	24	32	28	34
Number of School-based programs	80	29	35	5	7	13	9	11
Percentage	37%	48%	44%	25%	29%	41%	32%	32%
Number Community-based programs	113	29	38	13	11	18	14	19
Percentage	52%	48%	49%	65%	46%	56%	50%	56%
Number of “Other” programs	24	3	6	2	6	1	5	4
Percentage	11%	5%	8%	10%	25%	3%	18%	12%



Screening

- The use of screening methods has increased slightly since Wave IV, with 80% of organizations state-wide using state criminal background checks. The Flint/Saginaw/Bay Area leads the state with 96% of organizations reporting that they use this screening method, followed closely by Southwest Michigan (95%) and Grand Rapids Muskegon (94%).
- The number of organizations that do not use any of the screening methods has dropped from 5% in Wave IV to 3% in Wave V. However, a disproportionate percentage (13%) of organizations not using screening methods can be found in Mid-Michigan.

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Number of Mentoring Organizations	140	40	51	13	16	26	16	18
Background Check - [M.R.]								
State Criminal Background Check	80%	64%	70%	95%	71%	94%	96%	76%
Federal Criminal Background Check	33	41	41	40	33	44	14	15
Sex Offender Registry	69	59	61	90	54	94	61	71
Child Abuse Registry	46	52	49	40	38	56	43	38
Drive record/license	51	46	53	30	58	56	50	50
Personal character reference	81	74	77	85	71	88	75	91
Employment reference	29	31	35	35	13	38	29	15
Written application	85	75	80	95	75	84	89	94
Personal interview	84	75	80	95	79	81	79	100
Home visit	13	11	10	5	4	9	32	18
Home Assessment	11	10	8	10	8	9	29	9
Fingerprint Check	15	28	24	0	17	25	0	3
None of the above	3	3	3	0	13	0	4	0



Demographic Profile

Mentors

- Demographic characteristics of mentors show a slight (3 percentage points) increase in the number of male and African-American (1 percentage point) mentors over Wave IV. This coincides with a 3 percentage point decrease in the number of female and 2 percentage point decrease in Caucasian mentors. The change may be attributed to increased efforts to recruit male mentors of color. While mentors throughout the state still are predominantly female, male mentors outnumber females in Mid-Michigan, 53% to 47%.
- The number of mentors under age 18 increased slightly (1 percentage point) to 14% in Wave V. The area with the most significant increases in this younger population is Northern Michigan/Upper Peninsula (27% in Wave IV; 54% in Wave V).
- Organizations report that mentors aged 66 and older dropped from 13% to 6% this wave. Organizations in Grand Rapids/Muskegon lost a greater percentage of these older mentors (28% in Wave IV to 6% in Wave V). Southwest Michigan also reports a large decrease (33% to 11%) in the past year.

Question	Wave V Total	Tri-County	SE MI	SW MI	Mid-Mich	GR / Musk	Flint/Sag/ Bay Area	Northern/ UP
Number of Mentoring Organizations	140	40	51	13	16	26	16	18
Mentor Gender								
Males	38%	41%	38%	28%	53%	36%	42%	37%
Females	62	59%	62%	72%	47%	64%	58%	63%
Mentor Race								
Caucasian	68%	52%	60%	72%	81%	89%	40%	95%
African-American	27	43	35	22	14	7	50	<1
Latino / a	3	2	1	3	2	3	7	<1

- For additional mentor demographic data broken down by geographic area, refer to Table 2 in the Appendix.



Youth Served

- For the first time, this year’s MMC shows a substantial increase in the number of boys (17 percentage points), especially African-American boys, being mentored. This is, in part, a result of more male mentors being recruited and more cross-race matching. The geographic area reporting the most dramatic increase in both boys and African-American youth served is Mid-Michigan, where boys accounted for only 9% of youth served in Wave IV, but now total 59%, and the percentage of African-American youth served has increased from 13% to 33% in the same period.
- The percentage of Caucasian youth served is highest in Northern Michigan/Upper Peninsula (88%). This area also reports the largest percentage of Native American youth served (7%). Organizations serving the highest percentage of African-American youth are in the Tri-County area and Southeast Michigan (70% and 60% respectively).
- Grand Rapids/Muskegon serves the largest Latino population in the state, accounting for 17% of youth served. Mid-Michigan and Flint/Saginaw/Bay Area follow with 9% of their youth served being Latino.

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Number of Mentoring Organizations	140	40	51	13	16	26	16	18
Youth Served Gender								
Males	48%	48%	49%	46%	59%	48%	46%	41%
Females	52	52%	51%	54%	41%	52%	54%	59%
Youth Served Race								
Caucasian	46%	23%	34%	68%	52%	40%	37%	88%
African-American	42	70	60	29	33	34	49	2
Latino / a	7	3	3	2	9	17	9	<1

- For additional youth served demographic data broken down by geographic area, refer to Table 3 in the Appendix.



Waiting List Demographic Profiles

- According to Wave V data, there are nearly 3,500 hundred children on waiting lists to be matched with a mentor. Mid-Michigan leads the state with the largest number of children waiting (933), followed by 722 in Southeast Michigan, 688 of whom are in the Tri-County area. Organizations in Northern Michigan/Upper Peninsula have the smallest waiting lists with 229 youth.
- Furthermore, there are more than 1,800 mentors on state waiting lists to be matched with a child. Again, Mid-Michigan leads the state with 481 mentors waiting, followed by 385 in Southeast Michigan, with 287 of those in the Tri-County area.
- Many organizations in Mid-Michigan do not maintain gender or race information. About half of the mentors and slightly less than half of the youth on their waiting lists have no race or gender listed.
- Assuming same gender matching, more than 1,000 male mentors need to be recruited to befriend boys currently on waiting lists in the state, more than half of these men of color. Organizations in Flint/Saginaw/Bay Area have the greatest discrepancy between the number of male mentors and male youth on waiting lists. There, 71 male mentors are waiting to be matched with 447 male youth.
- Only in Northern Michigan/Upper Peninsula are there more male mentors (136) than male youth (129) on waiting lists. Geographic disparities within the region and a lack of cross-organization coordination are possible hypotheses for having a waiting list when the numbers indicate no lack of mentors.
- For full waiting list demographic data broken down by geographic area, refer to Tables 4 – 6 in the Appendix.



Site of Organization and Mentoring Type

- One to one mentoring is still by far the most common form practiced in Michigan (63%), with comparatively less group (17%) and peer (6%) mentoring. This holds true through each geographic breakdown, with Grand Rapids/Muskegon reporting the greatest use of one to one mentoring (75%) and Flint/Saginaw/Bay Area reporting the lowest (38%).
- The use of team mentoring has dropped in Wave V (13%) compared to 23% in Wave IV. This drop is most pronounced in Mid-Michigan (from 76% in Wave IV to only 9% in Wave V). Despite the state-wide drop, a couple of areas report an increase in team mentoring from last wave. Southwest Michigan has gone from 2% in Wave IV to 21% in Wave V, and Flint/Saginaw/Bay Area organizations report that 30% of their mentoring is team-based now, compared to only 2% in Wave IV.
- In Michigan, most (66%) of mentoring organizations are housed within non-profits. This is true across all geographic areas of the state. Schools are the second most common type of mentoring organizations (15% state-wide), with the highest percentage of those (23%) serving Grand Rapids/Muskegon.

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Number of Mentoring Organizations	140	40	51	13	16	26	16	18
Site of Organization								
Nonprofit	66%	63%	63%	77%	81%	65%	50%	72%
School	15	13	12	15	13	23	13	17
Government	6	5	6	0	0	4	19	6
Faith-based organization	4	10	10	0	0	4	0	0
Higher Education Institute	4	5	6	8	0	4	6	0
Business	1	0	0	0	6	0	0	0
Other	4	5	4	0	0	0	13	6
Mentoring Type								
One to One	63%	58%	60%	77%	73%	75%	38%	51%
Group	17	19	21	2	13	16	32	9
Peer	6	10	10	<1	5	2	0	34
Team	13	11	9	21	9	5	30	6
E-mentoring	<1	<1	<1	0	0	2	0	0



Mentoring Capacity

- Organizations responding to the MMC Wave V report a net capacity increase of 4,592 mentoring relationships since September of 2003. Overall, 56 mentoring organizations (40% of total responding) report an increase in capacity while only 13 (9%) report a decrease in capacity.
- Across the state, none of the organizations in the Flint/Saginaw/Bay area report having a decreased capacity, and only one of 13 (8%) in Southwest Michigan do so.
- Organizations in Grand Rapids/Muskegon report the largest net change in Wave V, increasing their mentoring capacity by 1,928.

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Number of Mentoring Organizations	140	40	51	13	16	26	16	18
Percent of orgs. with an increase in capacity	40%	35%	33%	38%	19%	58%	44%	50%
Percent of orgs. with a decrease in capacity	9	10	10	8%	13%	8	0%	17%
Percent of organizations reporting no change	29	25	31	23%	31%	23	38%	28%
Don't Know	21	30	25	31%	38%	12	19%	6%
Increased #	4,876	675	727	697	149	1,956	945	402
Decreased #	284	110	135	14	40	28	0	67
Net Change #	4,592	565	592	683	109	1,928	945	335

- Of concern is that 26% of survey respondents state that they do not know the mentoring capacity of their organizations. This lack of knowledge is highest in the Flint/Saginaw/Bay Area, where half of organizations (8 of 16) responding report that they don't know their mentoring capacity. Organizations in Southwest Michigan are better informed about capacity than their counterparts across the state, with only 8% (1 of 13) reporting that they “don't know” their capacity.
- Those that do know their capacity report having more high-capacity programs (serving 150 or more mentoring relationships) than smaller programs. State-wide, 19% of responding organizations (27) have programs serving 150 or more mentoring relationships. Organizations in Northern Michigan/Upper Peninsula report having the highest percentage of both small programs (under 25) and large programs (150+). Twenty eight percent of their programs fall into each category.
- For more capacity detail by geographic area, refer to Table 7 in the Appendix.



Mentoring Program Budgets

- State-wide, 45 (32%) mentoring organizations report increased budgets, while only 14 (10%) report a decline in budget size since September 2003. Among those indicating an increase, in aggregate, they report an increase of almost \$3 million. The net increase in budgets is \$2.69 million.
- Organizations in Southeast Michigan report the largest net increase in budget size (\$1,095,530), virtually all of it in the Tri-County area. Another large-budget area is Grand Rapids/Muskegon, with a net increase in budget of \$504,860.
- The smallest net increase in budget size (\$70,955) reported is from organizations in Northern Michigan / Upper Peninsula.

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Number of Mentoring Organizations	140	40	51	13	16	26	16	18
% of orgs. with an increase in budget	32%	25%	27%	31%	25%	46%	31%	33%
% of orgs. with a decrease in budget	10%	10%	10%	15%	6%	8%	13%	11%
% of organizations reporting no change	39%	45%	45%	38%	44%	23%	44%	33%
% of organizations reporting “don’t know”	19%	20%	18%	15%	25%	23%	13%	22%
Increased \$	\$2,922,015	\$1,138,360	\$1,146,845	\$465,005	\$158,300	\$572,860	\$463,050	\$115,955
Decreased \$	\$222,316	\$48,315	\$51,315	\$49,000	\$5,000	\$68,000	\$4,001	\$45,000
Net Change \$	\$2,699,699	\$1,090,045	\$1,095,530	\$416,005	\$153,300	\$504,860	\$459,049	\$70,955

- The number of large budget programs is increasing. Eighteen percent of organizations (25) in the state report having a budget of more than \$500,000, compared to only 8% who did so in Wave I. Southwest and Mid-Michigan lead the state with 31% of their organizations (4 and 5 respectively) reporting this large program budget.
- There are also slightly fewer very small program budgets (\$5,000 and less) operating than there were in Wave I (3 percentage points). Most of these small program budgets are in Mid-Michigan, where 31% of organizations (5) have budgets that fall into this category.
- For more geographic budget detail, refer to Table 8 in the Appendix.



Organizational Characteristics

Mission

- Ninety seven percent of organizations report that they have a mission statement, a slight increase (3 percentage points) from Wave I.
- Forty-four percent of organizations (61) report that mentoring programs are one of several areas of focus for them (up from 36% in Wave I), rather than their primary focus. Organizations in Southwest Michigan report this level of program focus (62%) more than any other area.
- Organizations whose primary focus is mentoring account for 36% of reporting organizations (down from 40% in Wave I). In the Flint/Saginaw/Bay Area and Northern Michigan/Upper Peninsula geographic areas, half of their organizations identify mentoring as their primary purpose.

Mentoring Program Duration

- More than half of the reporting organizations in the state have been operating mentoring programs for five years or more, and 39%, or a total of 54, have been doing so for more than 10 years. This compares to Wave I, when 44% of organizations reported operating programs for that length of time.
- Organizations operating new mentoring programs (1 year or less) account for 7% of the total mentoring programs. On average, Michigan's mentoring organizations are slightly more experienced than they were in September 2003.
- Southwest Michigan leads the state in programs with longevity. Sixty-two percent of organizations (8) in this area have been operating mentoring programs for more than 10 years, as do 56% of organizations (9) in the Flint/Saginaw/Bay Area.
- In Northern Michigan/UP, there is new growth in mentoring programs. Twenty-two percent of organizations there report that their mentoring programs are new.



Awareness and Use of MM's Quality Program Standards for Youth Mentoring

- State-wide 80% of organizations report being aware of the Quality Programs Standards for Youth Mentoring. Awareness is highest in Grand Rapids/Muskegon (92%), the Tri-County area (85%) and Northern Michigan/Upper Peninsula (83%). Organizations in Flint/Saginaw/Bay Area report the lowest level of awareness (56%).
- Sixty-nine percent of Michigan mentoring programs have used the Self-Assessment tool, and 94% of those who have used it report that it helped identify areas of improvement. Use of the tool is highest in Grand Rapids/Muskegon and the Tri-County area, where 79% report using it. These same organizations report that using the tool helped (94% and 93% of organizations respectively).
- While a smaller percentage of organizations in Southwest Michigan, Mid-Michigan, and Flint/Saginaw/Bay Area have used the tool (40%, 50%, and 56% respectively), they have enjoyed the most success with it. One hundred percent of those organizations report that using the tool helped to identify areas of improvement.
- Those who do not use the self-assessment tool most often cite lack of time, lack of awareness, or use of other tools and standards as reasons for not using the one developed by Mentor Michigan. In addition, a few indicate that the tool does not apply to their organization.
- For more detail on awareness across geographic areas, see Table 9 in the Appendix. For more detail on organizations' reasons for not using the self-assessment tool state-wide, see the report, "Scope and Nature of Mentoring in Michigan", available at www.michigan.gov/mentormichigan



Most Difficult Program Standards to Meet: Total & Geographic Breakdowns

- Respondents were asked to rank order the three program quality standards that are most difficult for their organization to meet. The top three were identified as: Recruitment Plan; Program Evaluation; and Mentor Support, Recognition and Retention.

MM Program Quality Standard	Wave V Total			Tri-County			SE MI			SW MI			Mid-Mich			GR/Musk			Flint/Sag/Bay Area			Northern/UP		
	Most Difficult to Meet* Ranked:			Most Difficult to Meet* Ranked:			Most Difficult to Meet* Ranked:			Most Difficult to Meet* Ranked:			Most Difficult to Meet* Ranked:			Most Difficult to Meet* Ranked:			Most Difficult to Meet* Ranked:			Most Difficult to Meet* Ranked:		
	1	2	3	1	2	3	1	2	3	1	2	3	1	2	3	1	2	3	1	2	3	1	2	3
Recruitment plan	25%	11%	11%	20%	12%	16%	24%	10%	14%	0%	50%	0%	17%	33%	0%	28%	0%	17%	80%	0%	0%	10%	10%	10%
Program evaluation	19%	18%	11%	32%	12%	12%	31%	10%	10%	25%	25%	0%	0%	33%	17%	17%	11%	6%	0%	20%	0%	10%	40%	30%
Mentor support, recognition, retention	18%	15%	13%	16%	4%	12%	14%	10%	10%	25%	0%	25%	33%	0%	33%	22%	28%	0%	20%	0%	40%	10%	30%	10%

- In addition to the top three, Match Closure, Match Monitoring Process and Governance were all identified as presenting significant challenges to these mentoring organizations.
- Most geographic areas aligned with the state-wide results, with some organizations in several areas ranking Organization Management as one of the standards they find difficult to meet.
- Definition of youth mentoring was the standard that the fewest organizations have difficulty meeting.
- For more detail on how organizations rank program standards across geographic areas, see Table 10 in the Appendix.



Reasons the Standards are Difficult to Meet / Support Needed

- In general, organizations note that lack of staff, lack of time, and lack of funding are all impediments to their success in meeting the standards. An increase in any one of these three areas could assist these organizations in doing so.

“The biggest obstacle is time and second money - which relate because if there was more funding for the program then the coordinator would have more time to recruit, monitor and do match closure. Our Mentor Coordinator only works part time and we have over 150 mentors (both adult and peer). Without further funding it is questionable how long this can continue.”

- Consistent with past research, a lack of mentors, especially males, is a critical impediment for these mentoring organizations.

“Because of the (lack of) male mentors, recruitment is always something we have to work on.”

- For some organizations, the uniqueness of their program makes meeting some of the standards a challenge.

“It is all a function of our program design being school-based, and not the standard. Our kids just drop out of school unexpectedly, so it is difficult to have the proper closure with the school-based relationship. Because we are school-based during the work day and our kids have very diverse career interests, it is difficult to stick to our matching policy at times.”

- Organizations also express a need for partnerships to provide guidance from Mentor Michigan and any other organization with expertise to offer.

“We need a partnership with researchers from a university who are expert at mentoring programs, relationships, et al.”

- For more detail on the challenges organizations state-wide face attempting to meet the standards, see the report, “Scope and Nature of Mentoring in Michigan”, available at www.michigan.gov/mentormichigan



Satisfaction with Mentor Michigan

- Satisfaction with Mentor Michigan is high among survey respondents. Eighty-five percent of respondents indicate that they are “very” or “somewhat” satisfied with its work. Satisfaction is highest in the Tri-County Area (93%) and Grand Rapids/Muskegon (92%).
- Dissatisfaction with Mentor Michigan, while small, is expressed in most geographic areas, ranging from a low of 3% in the Tri-County area to a high of 8% in Southwest Michigan. Grand Rapids/Muskegon is the only area that does not express any dissatisfaction with Mentor Michigan.
- Likewise, most areas have a small percentage of organizations that are not aware of the work of Mentor Michigan. Southwest Michigan leads in this category with 8%.
- For more detail on satisfaction with Mentor Michigan across geographic areas, see Table 11 in the Appendix.

Involvement with Mentor Michigan

- Ninety six percent of the mentoring organizations reporting they have used at least one of Mentor Michigan’s Services in Wave V. State-wide organizations cite the MM website, email “listserv”, presentations by the First Gentleman, and training at the top of the list of the services used. One hundred percent of organizations in Mid-Michigan and Northern Michigan/Upper Peninsula report having visited the MM website, the only category to reach 100%.
- Thirty-one percent of organizations in the state report using the National Mentoring Tool-kit, yet only 6% of those in Mid-Michigan report doing so.
- Organizations in Flint/Saginaw/Bay Area do not seem to be taking advantage of MM services fully. While 4% of organizations state-wide report that they have not used any of the listed MM services, 19% of those in this geographic area indicate they have not.
- For more detail on involvement with Mentor Michigan across geographic areas, see Table 12 in the Appendix.



Appendix

Geographic Tables

Table 1: Funnel Measures Summary Table - Total and Geographic Breakdowns



Q #	Question	Wave V Total	Tri-County	SE MI	SW MI	Mid-Mich	GR / Musk	Flint/Sag / Bay Area	Northern/UP
	Number of Mentoring Organizations	140	40	51	13	16	26	16	18
17	Number of inquiries to be a mentor	13,380	5,047	5,818	955	1,726	1,902	1,569	1,410
	Monthly Average	1,115	421	485	80	144	158	131	118
18	Number of written applications to be a mentor	7,891	2,236	3,043	770	983	1,389	1,065	641
	Monthly Average	658	186	254	64	82	116	89	53
24	Background Check - [M.R.]								
	State Criminal Background Check	80%	64%	70%	95%	71%	94%	96%	76%
	Federal Criminal Background Check	33	41	41	40	33	44	14	15
	Sex Offender Registry	69	59	61	90	54	94	61	71
	Child Abuse Registry	46	52	49	40	38	56	43	38
	Drive record/license	51	46	53	30	58	56	50	50
	Personal character reference	81	74	77	85	71	88	75	91
	Employment reference	29	31	35	35	13	38	29	15
	Written application	85	75	80	95	75	84	89	94
	Personal interview	84	75	80	95	79	81	79	100
	Home visit	13	11	10	5	4	9	32	18
	Home Assessment	11	10	8	10	8	9	29	9
	Fingerprint Check	15	28	24	0	17	25	0	3
	None of the above	3	3	3	0	13	0	4	0
19	Youth Served								
	Total	25,883	5,351	6,127	2,701	2,121	7,218	5,298	2,418
	Mean per Organization	185	134	120	208	133	278	331	134

Table 1: Funnel Measures Summary Table - Total and Geographic Breakdowns



Q #	Question	Wave V Total	Tri-County	SE MI	SW MI	Mid-Mich	GR / Musk	Flint/Sag / Bay Area	Northern/UP
23	Total number of matches								
	Percent of organizations reporting an increase	51%	41%	44%	45%	38%	69%	64%	53%
	Percent of organizations reporting a decrease	15%	20%	18%	20%	17%	9%	4%	21%
	Percent of organizations reporting no change	24%	33%	33%	20%	21%	16%	25%	18%
	Don't Know	9%	7%	5%	15%	25%	6%	7%	9%
	Increased #	3,596	582	740	650	230	610	1,147	219
	Decreased #	1,078	292	355	262	144	128	5	184
	Net Change #	2,518	290	385	388	86	482	1,142	35
22	Active mentors	18,232	2,960	3,630	2,134	1,655	6,437	2,690	1,686
37	Mentors currently on waiting list	1,833	287	385	187	481	263	243	274
38	Youth currently on waiting list	3,452	688	722	414	933	538	616	229
26	Minimum time of mentor/youth match								
	No minimum	9%	7%	5%	20%	8%	6%	21%	6%
	1-2 months	2	0	0	0	13	3	0	0
	3-5 months	5	3	4	5	0	6	11	3
	6-8 months	15	11	13	15	25	13	11	21
	9-11 months	19	18	20	35	4	28	7	18
	12 months	42	52	47	25	50	34	36	50
	More than 12 Months, less than 2 years	3	0	0	0	0	9	7	3
	More than 2 years, less than 5 years	2	3	5	0	0	0	0	0
	More than 5 years	1	0	3	0	0	0	4	0
	Don't know	2	5	4	0	0	0	4	0

Table 1: Funnel Measures Summary Table - Total and Geographic Breakdowns



Q #	Question	Wave V Total	Tri-County	SE MI	SW MI	Mid-Mich	GR / Musk	Flint/Sag / Bay Area	Northern/UP
27	Average time for mentor/youth match								
	No minimum	5%	8%	6%	0%	4%	0%	18%	0%
	1 – 2 months	2	2	1	0	8	3	0	3
	3 – 5 months	3	3	4	5	8	0	0	0
	6 – 8 months	17	11	13	20	13	22	14	24
	9 – 11 months	20	28	28	15	17	16	14	15
	12 months	20	25	22	0	25	19	25	24
	More than 12 months, less than 2 years	15	8	10	20	8	19	21	18
	More than 2 years, less than 5 years	10	7	6	30	0	16	4	15
	More than 5 years	2	0	3	5	0	0	4	0
Don't know	6	8	8	5	17	6	0	3	
28	Minimum time per week for mentor/youth match								
	No minimum	14%	26%	20%	10%	13%	9%	18%	3%
	30 minutes / week	8	10	10	10	0	13	0	12
	1 hour / week	48	34	39	60	50	38	57	62
	2 hours / week	15	13	15	5	25	28	7	9
	3 hours / week	4	3	3	0	0	9	4	6
	4 hours / week	4	2	4	10	4	0	7	3
	5 hours / week	0	0	0	0	4	0	0	0
	6 hours / week	0	2	1	0	0	0	0	0
	More than 6 hours / week	4	3	3	5	4	3	7	3
Don't know	2	7	5	0	0	0	0	3	
25	Number of hours in-person training for mentors								
	None	6%	3%	6%	5%	13%	3%	11%	0%
	Less than 1 hour	8	3	3	25	13	13	4	6
	1 – 2 hours	29	26	27	25	29	25	39	35
	2 – 4 hours	22	28	25	20	29	22	7	24
	4 – 6 hours	12	10	9	10	13	13	18	12
	6 – 8 hours	6	8	6	5	0	9	0	15
	9 or more hours	16	18	22	10	4	16	21	9
Don't know	1	3	3	0	0	0	0	0	

Table 1: Funnel Measures Summary Table - Total and Geographic Breakdowns



Q #	Question	Wave V Total	Tri- County	SE MI	SW MI	Mid- Mich	GR / Musk	Flint/Sag / Bay Area	Northern/ UP
25a	Number of after-match hours mentor trng/support								
	None	9%	3%	8%	5%	25%	3%	18%	3%
	Less than 1 hour	8	5	4	10	0	13	11	18
	1 – 2 hours	18	25	22	30	8	22	4	18
	2 – 4 hours	12	15	15	0	8	3	7	24
	4 – 6 hours	6	8	8	5	4	9	11	0
	6 – 8 hours	10	11	9	5	17	9	14	6
	9 or more hours	32	30	32	40	33	25	36	32
	Don't know	4	3	4	5	4	9	0	0

Table 2: Mentor Demographics Summary Table - Total and Geographic Breakdowns



Q #	Question	Wave V Total	Tri-County	SE MI	SW MI	Mid-Mich	GR / Musk	Flint/Sag/Bay Area	Northern/UP
	Number of Mentoring Organizations	140	40	51	13	16	26	16	18
30	Mentor Gender								
	Males	38%	41%	38%	28%	53%	36%	42%	37%
	Females	62	59%	62%	72%	47%	64%	58%	63%
31	Mentor Age								
	< 18	14%	18%	17%	3%	13%	9%	2%	54%
	18 – 25	19	11	17	13	27	25	17	17
	26 – 35	19	22	21	27	19	16	23	6
	36 – 45	16	24	21	12	11	16	23	5
	46 – 55	16	17	16	13	12	19	19	9
	56 – 65	10	6	6	22	8	9	10	7
66 +	6	2	1	11	10	6	5	3	
32	Mentor Race								
	Caucasian	68%	52%	60%	72%	81%	89%	40%	95%
	African-American	27	43	35	22	14	7	50	<1
	Latino / a	3	2	1	3	2	3	7	<1
	Native American	<1	<1	<1	<1	<1	<1	<1	4
	Asian-American	1	1	2	1	1	<1	<1	<1
	Arab-American	<1	<1	<1	<1	<1	0	<1	0
Other	<1	<1	<1	<1	<1	<1	1	0	

Table 3: Youth Served Demographics Summary Table - Total and Geographic Breakdowns



Q #	Question	Wave V Total	Tri-County	SE MI	SW MI	Mid-Mich	GR / Musk	Flint/Sag/Bay Area	Northern/UP
34	Youth Served Gender								
	Males	48%	48%	49%	46%	59%	48%	46%	41%
	Females	52	52%	51%	54%	41%	52%	54%	59%
35	Youth Served Age								
	< 5	2%	2%	3%	8%	0%	<1%	<1%	<1%
	6 – 11	53	23	29	55	21	79	43	53
	12 – 14	28	51	47	25	24	14	35	25
	15 – 18	16	23	20	11	54	6	22	20
	19 – 21	<1	<1	<1	<1	1	<1	<1	<1
	22 - 25	<1	<1	<1	0	0	<1	0	<1
26 +	0	0	0	0	0	0	0	0	
36	Youth Served Race								
	Caucasian	46%	23%	34%	68%	52%	40%	37%	88%
	African-American	42	70	60	29	33	34	49	2
	Latino / a	7	3	3	2	9	17	9	<1
	Native American	2	<1	<1	<1	<1	<1	3	7
	Asian-American	<1	<1	<1	<1	<1	4	<1	<1
	Arab-American	<1	1	1	0	<1	<1	<1	<1
Other	2	2	1	<1	5	4	1	2	

Tables 4-6: Waiting List Demographics - Total and Geographic Breakdowns



**Table 4
Number of Youth on Waiting Lists to be matched by Gender and Race**

	Wave V Total			Tri-County			SE MI			SW M			Mid-Mich			GR/Musk			Flint/Sag/Bay Area			Northern/UP		
	M	F	Total	M	F	Total	M	F	Total	M	F	Total	M	F	Total	M	F	Total	M	F	Total	M	F	Total
Caucasian	677	359	1036	75	54	129	105	54	159	110	30	140	96	60	156	135	95	230	111	36	147	120	84	204
African-American	681	455	1136	180	125	305	183	125	308	165	87	252	54	63	117	110	90	200	165	88	253	4	2	6
Latino/a	80	55	135	2	2	4	2	2	4	13	9	22	26	15	41	29	25	54	10	4	14	0	0	0
Other	260	103	363	10	8	18	11	8	19	0	0	0	67	39	106	16	13	29	161	41	202	5	2	7
No race / ethnicity data			782			232			232			0			513			25			0			12
TOTALS	1698	972	3452	267	189	688	301	189	722	288	126	414	243	177	933	290	223	538	447	169	616	129	88	229

**Table 5
Number of Mentors on Waiting Lists to be matched by Gender and Race**

	Wave V Total			Tri-County			SE MI			SW M			Mid-Mich			GR/Musk			Flint/Sag/Bay Area			Northern/UP		
	M	F	Total	M	F	Total	M	F	Total	M	F	Total	M	F	Total	M	F	Total	M	F	Total	M	F	Total
Caucasian	354	519	873	27	56	83	76	93	169	26	41	67	45	144	189	55	57	112	19	58	77	133	126	259
African-American	195	287	482	38	82	120	41	85	126	66	54	120	11	28	39	62	80	142	14	38	52	1	2	3
Latino/a	16	28	44	14	19	33	15	19	34	0	0	0	1	6	7	0	1	1	0	2	2	0	0	0
Other	54	87	141	5	7	12	8	9	17	0	0	0	6	10	16	0	5	5	38	62	100	2	1	3
No race / ethnicity data			293			39			39			0			230			3			12			9
TOTALS	619	921	1833	84	164	287	140	206	385	92	95	187	63	188	481	117	143	263	71	160	243	136	129	274

Tables 4-6: Waiting List Demographics - Total and Geographic Breakdowns



**Table 6
Difference Between the Number of Male Mentors and Male Youth on Waiting Lists to be Matched by Race**

	<i>Wave V Total</i>			<i>Tri-County</i>			<i>SE MI</i>			<i>SW M</i>			<i>Mid-Mich</i>			<i>GR/Musk</i>			<i>Flint/Sag/Bay Area</i>			<i>Northern/UP</i>		
	<i>MM</i>	<i>MY</i>	<i>Diff.</i>	<i>MM</i>	<i>MY</i>	<i>Diff.</i>	<i>MM</i>	<i>MY</i>	<i>Diff.</i>	<i>MM</i>	<i>MY</i>	<i>Diff.</i>	<i>MM</i>	<i>MY</i>	<i>Diff.</i>	<i>MM</i>	<i>MY</i>	<i>Diff.</i>	<i>MM</i>	<i>MY</i>	<i>Diff.</i>	<i>MM</i>	<i>MY</i>	<i>Diff.</i>
Caucasian	354	677	-323	27	75	-48	76	105	-29	26	110	-84	45	96	-50	55	135	-80	19	111	-92	133	120	13
African-American	195	681	-486	38	180	-142	41	183	-142	66	165	-99	11	54	-43	62	110	-48	14	165	-151	1	4	-3
Latino/a	16	80	-64	14	2	12	15	2	13	0	13	-13	1	26	-25	0	29	-29	0	10	-10	0	0	0
Other	54	260	-206	5	10	-5	8	11	-3	0	0	0	6	67	-61	0	16	-16	38	161	-123	2	5	-3
TOTALS	619	1698	-1079	84	267	-183	140	301	-161	92	288	-196	63	243	-180	117	290	-173	71	447	-376	136	129	7

Table 7: Mentoring Capacity of Organizations - Total and Geographic Breakdowns



Q #	Question	Wave V Total	Tri- County	SE MI	SW MI	Mid-Mich	GR / Musk	Flint/Sag/ Bay Area	Northern/ UP
	Number of Mentoring Organizations	140	40	51	13	16	26	16	18
48	At full capacity, how many relationships can organization manage as of 9/2007?								
	Under 25	16%	10%	12%	23%	25%	12%	6%	28%
	25 to 49	17	20	20	15	13	27	6	11
	50-99	15	15	16	15	13	19	6	17
	100 to 149	6	10	10	15	0	4	6	0
	150+	19	18	14	23	19	19	25	28
	Don't know	26	28	29	8	31	19	50	17

Table 8: Annual Operating Budgets of Organizations - Total and Geographic Breakdowns



Q #	Question	Wave V Total	Tri-County	SE MI	SW MI	Mid- Mich	GR / Musk	Flint/Sag/ Bay Area	Northern/ UP
	Number of Mentoring Organizations	140	40	51	13	16	26	16	18
46	Annual Operating Budget								
	0 - \$5,000	16%	20%	18%	15%	31%	8%	19%	6%
	\$5,001 – 10,000	6	3	4	8	6	8	13	0
	\$10,001 – 25,000	6	13	12	8	0	0	0	6
	\$25,001 – 50,000	8	3	6	0	0	15	0	22
	\$50,001 – 100,000	11	13	12	31	0	4	13	17
	\$100,001 – 200,000	9	15	14	0	0	12	6	11
	\$200,001 – 300,000	6	5	6	8	6	12	0	0
	\$300,001 – 400,000	6	5	6	0	0	0	19	11
	\$400,001 – 500,000	2	0	0	0	6	8	0	0
	More than \$500,000	18	18	16	31	31	15	13	11
	Don't know	13	8	8	0	19	19	19	17

Table 9: MM's Quality Program Standards for Youth Mentoring - Total & Geographic Breakdowns



Q #	Question	Wave V Total	Tri- County	SE MI	SW MI	Mid-Mich	GR / Musk	Flint/Sag/ Bay Area	Northern/ UP
	Number of Mentoring Organizations	140	40	51	13	16	26	16	18
53	Aware of MM Quality Program Standards?								
	Yes	80%	85%	82%	77%	75%	92%	56%	83%
	No	15	10	12	8	25	8	44	6
	Don't Know	5	5	6	15	0	0	0	11
54	Org. used the MM Quality Program Standards Self-Assessment tool?								
	Yes	69%	79%	76%	40%	50%	79%	56%	73%
	No	21	15	19	30	25	17	33	20
	Don't Know	10	6	5	30	25	4	11	7
55	Did using the tool help identify areas to improve?								
	Yes	94%	93%	91%	100%	100%	95%	100%	91%
	No	4	4	3	0	0	5	0	9
	Don't Know	3	4	6	0	0	0	0	0

Table 10: Most Difficult Program Standards to Meet: Total & Geographic Breakdowns



MM Program Quality Standard	Wave V Total			Tri-County			SE MI			SW MI			Mid-Mich			GR/Musk			Flint/Sag/Bay Area			Northern/UP		
	Most Difficult to Meet* Ranked:			Most Difficult to Meet* Ranked:			Most Difficult to Meet* Ranked:			Most Difficult to Meet* Ranked:			Most Difficult to Meet* Ranked:			Most Difficult to Meet* Ranked:			Most Difficult to Meet* Ranked:					
	1	2	3	1	2	3	1	2	3	1	2	3	1	2	3	1	2	3	1	2	3	1	2	3
Recruitment plan	25%	11%	11%	20%	12%	16%	24%	10%	14%	0%	50%	0%	17%	33%	0%	28%	0%	17%	80%	0%	0%	10%	10%	10%
Program evaluation	19%	18%	11%	32%	12%	12%	31%	10%	10%	25%	25%	0%	0%	33%	17%	17%	11%	6%	0%	20%	0%	10%	40%	30%
Mentor support, recognition, retention	18%	15%	13%	16%	4%	12%	14%	10%	10%	25%	0%	25%	33%	0%	33%	22%	28%	0%	20%	0%	40%	10%	30%	10%
Match closure	11%	14%	10%	4%	24%	8%	7%	24%	7%	25%	0%	25%	0%	0%	17%	11%	11%	17%	0%	20%	0%	30%	0%	0%
Match monitoring process	7%	8%	10%	4%	12%	0%	3%	10%	3%	0%	0%	25%	33%	17%	0%	6%	0%	17%	0%	40%	40%	10%	0%	0%
Governance	6%	6%	17%	0%	0%	24%	0%	3%	21%	0%	25%	25%	0%	0%	0%	17%	11%	22%	0%	0%	0%	10%	0%	10%
Orientation and training	6%	3%	7%	8%	4%	8%	7%	3%	7%	0%	0%	0%	17%	17%	17%	0%	0%	11%	0%	0%	0%	10%	0%	0%
Eligibility screening	4%	3%	6%	8%	4%	0%	7%	3%	3%	0%	0%	0%	0%	0%	0%	0%	6%	6%	0%	0%	0%	10%	0%	20%
Organization management	3%	15%	11%	4%	20%	8%	3%	17%	10%	25%	0%	0%	0%	0%	17%	0%	22%	6%	0%	20%	20%	0%	10%	20%
Definition of youth mentoring	1%	--	1%	4%	--	4%	3%	--	3%	0%	--	0%	0%	--	0%	0%	--	0%	0%	--	0%	0%	--	0%
Matching strategy	--	7%	4%	--	8%	8%	--	7%	10%	--	0%	0	--	0%	0%	--	11%	0%	--	0%	0%	--	10%	0%

*Organizations were asked to rank the MM Program Quality Standard that they found most difficult to meet. Results above show the standards, with figures indicating the percentage of organizations who ranked it the most difficult, the second most difficult, and the third most difficult to meet.

Table 11: Satisfaction with Mentor Michigan - Total and Geographic Breakdowns



Q #	Question	Wave V Total	Tri- County	SE MI	SW MI	Mid-Mich	GR / Musk	Flint/Sag/ Bay Area	Northern/ UP
	Number of Mentoring Organizations	140	40	51	13	16	26	16	18
59	How satisfied are you with MM?								
	% Very – 4	50%	70%	59%	31%	44%	54%	31%	56%
	% Somewhat – 3	35	23	31	38	44	38	38	28
	% Not very – 2	4	3	4	0	6	0	6	6
	% Not at all – 1	1	0	0	8	0	0	0	0
	% Not aware of MM work	3	3	2	8	0	4	6	0
	% Don't Know	8	3	4	15	6	4	19	11

Table 12: Involvement with MM - Total and Geographic Breakdowns



<i>MM Service</i>	<i>Wave V Total</i>	<i>Tri- County</i>	<i>SE MI</i>	<i>SW MI</i>	<i>Mid-Mich</i>	<i>GR / Musk</i>	<i>Flint/Sag/ Bay Area</i>	<i>Northern/ UP</i>
Visited MM web site	86%	88%	86%	77%	100%	85%	69%	100%
Received email from "listserve"	79	88	84	77	81	69	75	78
Personally heard FG Mulhern speak	61	58	59	38	50	77	69	67
Attended training hosted by MM	59	58	49	69	63	69	44	72
Saw MM PSA on TV	42	53	45	38	44	23	44	61
Attended MM conference	41	38	33	38	50	50	44	44
Used MM Directory to find information	36	40	37	31	44	27	31	50
Attended regional meetings	36	38	33	38	31	50	19	39
Participated in National Mentoring Month programs/activities	34	23	22	46	19	50	38	44
Used National Mentoring Tool-kit	31	33	25	38	6	42	31	50
Have AmeriCorps/AmeriCorps*VISTA member from MM	24	20	22	23	25	35	6	33
Had FG Mulhern speak at organization's event	21	25	24	23	25	23	25	0
Heard MM PSA on Radio	19	15	12	23	25	15	25	33
Used MMC data in funding proposals	16	18	16	31	13	12	13	22
Used MM Directory to recruit	16	23	22	15	13	15	0	22
Used MMC data in program evaluation / planning	15	13	14	23	13	23	6	11
Serve on Provider's Council	13	15	14	8	6	19	13	11
None of the above	4	3	2	8	0	0	19	0