



**Executive Summary**  
**Wave VIII of the**  
**Mentor Michigan Census**

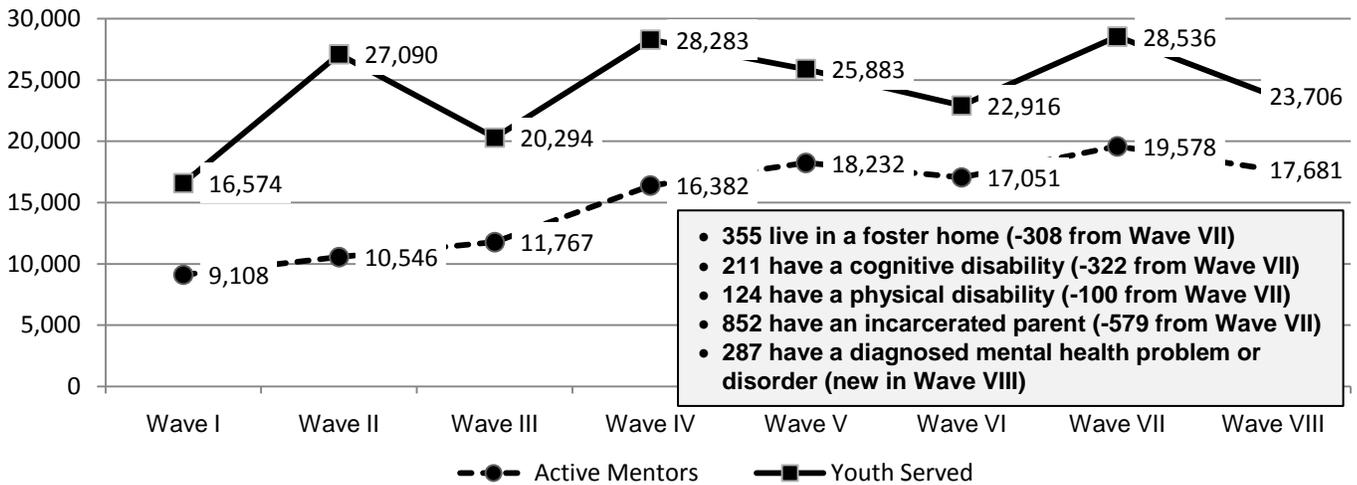
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# Executive Summary: Wave VIII of the Mentor Michigan Census

Wave VIII of the Mentor Michigan Census (MMC) was conducted in September and October of 2010. One hundred thirty seven mentoring organizations operating 222 distinct programs completed the Census. These organizations operate mentoring programs based in 46 of Michigan's 83 counties, and report serving youth in all 83. With 235 organizations in the Mentor Michigan Registry, this survey achieved a 58% response rate.

**Number of Active Mentors and Youth Served  
Waves I through VIII of the Mentor Michigan Census**



- 355 live in a foster home (-308 from Wave VII)
- 211 have a cognitive disability (-322 from Wave VII)
- 124 have a physical disability (-100 from Wave VII)
- 852 have an incarcerated parent (-579 from Wave VII)
- 287 have a diagnosed mental health problem or disorder (new in Wave VIII)

Age: Wave VIII Youth and Mentors	
<b>Youth</b>	
Under 5	4%
6-11	48%
12-14	29%
15-18	18%
19-25	1%
<b>Mentors</b>	
Under 18	15%
18-25	20%
26-55	46%
56+	19%

Gender and Race/Ethnicity: Wave VIII Youth and Mentors		
	Youth	Mentors
<b>Gender</b>		
Male	48%	37%
Female	52%	63%
<b>Race/Ethnicity</b>		
Caucasian	46%	73%
African American	39%	22%
Latino/a	10%	2%
Native American	1%	<1%
Other	5%	2%

**Notable Demographic Changes Wave VII to Wave VIII**

- Demographic characteristics of both mentors and youth served have remained fairly constant from Wave VII.
- The biggest changes are a 4 percentage point increase in youth served aged 12-14 and also a 4 percentage point decline in African-American youth served.

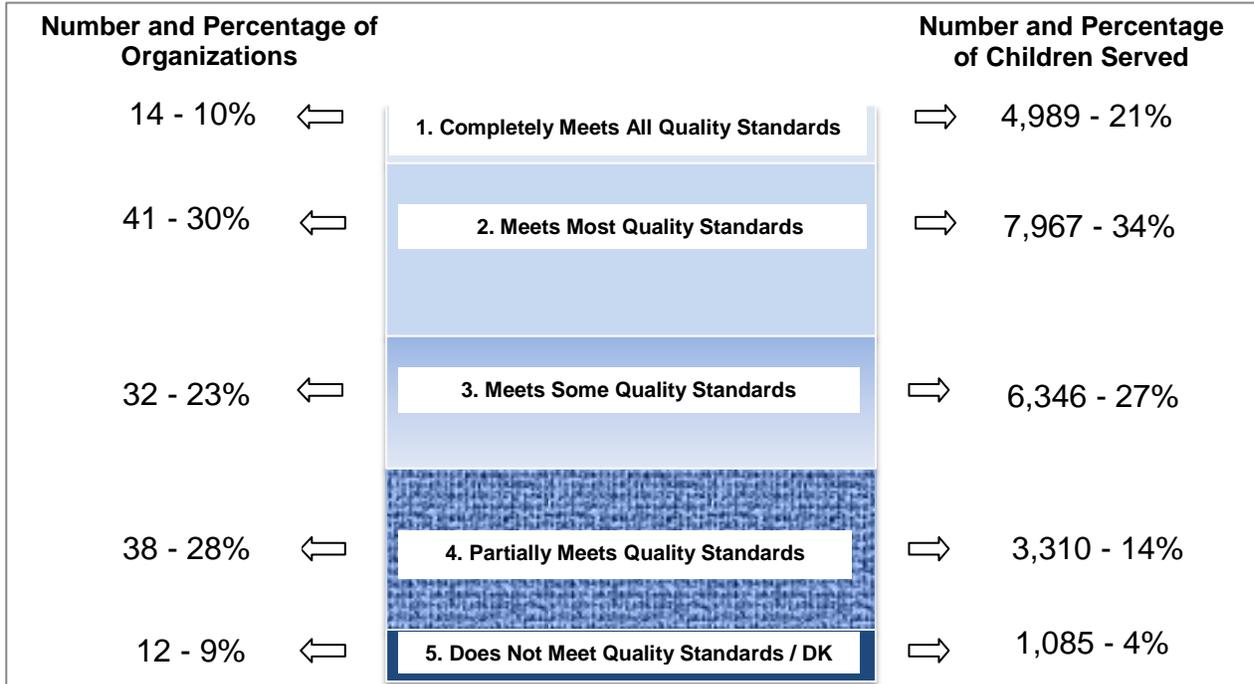
Screening Procedures Used by Wave VIII Organizations for Mentor Applicants		
	Wave VIII % Used	+/- Change from Wave VII
<b>Registry-Based</b>		
<b>FBI Fingerprint</b>	<b>21%</b>	<b>+8%</b>
<b>SafetyNet</b>	<b>21%</b>	<b>+8%</b>
Child Abuse Registry	50%	-1%
Driving Record/ License Check	55%	-2%
ICHAT	69%	-7%
Sex Offender Registry	73%	-1%

**Notable Changes in Screening Procedures Used Wave VII to Wave VIII**

- The biggest improvements in registry-based screening procedures are for use of the FBI Fingerprint and SafetyNet, both of which are up 8 percentage points over Wave VII.



## Degree of Adherence to the Quality Standards by Segment Wave VIII of the Mentor Michigan Census



### Methodological Explanation

- Organizations were assigned points for their self-assessment of their performance on each of the 11 Mentor Michigan Quality Program Standards for Youth Mentoring (see [www.MentorMichigan.org](http://www.MentorMichigan.org) for a detailed explanation of the standards). Points were then added across the 11 Quality Standards to create a composite score. Organizations were divided into five segments by the degree to which the Quality Standards are reportedly being met based on the composite scores.
- Ten percent of organizations (14) report that they "Completely" meet all 11 Quality Standards.
- Thirty percent (41) report that they "Completely" or "Mostly" meet the Quality Standards, referred to as the "Meets Most" segment.
- The "Meets Some" segment consists of organizations that "Mostly" meet the standards, but in some instances, only "Partially" meet them. This segment represents 23% of the total (32) organizations.
- Twenty-eight percent of organizations (38) indicate they only "Partially" meet most of the Quality Standards.
- Nine percent of organizations (12) indicate they either do "Not at All" meet any of the Quality Standards or they "Don't Know".

### Findings

- Organizations that are in the "Completely Meets All" group, while accounting for only 10% of all organizations, serve 4,989 youth or 21% of the total youth served.
- At the other end of the spectrum the "Partially Meets" group and the "Does Not Meet/Don't Know" segments combined comprise 37% of all organizations, but serve 18% or 4,395 (combined) of all youth served.
- Taking these self-assessments at face value, 4,395 young people (18% of the total) are involved with organizations that only partially meet or do not meet any of the Quality Standards.
- This raises concerns about the safety of the children and the quality of mentoring being provided to nearly one in five of the total youth being mentored in the state.
- The most difficult to meet standards:
  - Program Evaluation
  - Recruitment Planning
  - Match Closure
  - Match Monitoring Processes



Returning Mentors and New Recruits Wave VII vs. Wave VIII of the Mentor Michigan Census		
	Wave VII n=11,309	Wave VIII n=11,437
% Returning Male Mentors	41%	38%
% Returning Female Mentors	59	62
% New Male Mentor Recruits	46	35
% New Female Mentor Recruits	54	65

**Notable Changes in Returning Mentors and New Recruits from Wave VII to Wave VIII**

- In total, 57% of active mentors are returning and 43% are new this year, a small increase in mentor retention compared to Wave VII.
- The percentage of male mentors, both returning and new recruits, has decreased since Wave VII. The 11 percentage point decline in new male mentor recruits is especially noteworthy, and perhaps attributable to the 2009 discontinuation of the Men in Mentoring Initiative.

**Notable Changes in Full Time Equivalent Staffing from Wave VII to Wave VIII**

- Only small increases in the distribution of full-time equivalent employees (FTEs) are reported from Wave VII to Wave VIII. Average FTEs have increased from 1.9 in Wave VII to 2.2 in Wave VIII.
- Most Wave VIII participants (51%) report they have either one FTE (33%) or two FTEs (18%) on staff, similar to the 28% and 21% reported in Wave VII. Only 16% of Wave VIII participants have three or more FTEs (down from 20% in Wave VII). Thirty percent report less than one FTE in Wave VIII.
- In Wave VIII, 65% report no change in their FTE staffing levels over the past year, down from the 72% in Wave VII.
- In Wave VIII, 12% report an increase in FTEs over the past year, while 19% report a decrease in FTEs (compared to 8% and 18% respectively in Wave VII).

Number of Full-time Equivalent (FTE) Staff Wave VII vs. Wave VIII of the Mentor Michigan Census		
	Wave VII n=155	Wave VIII n=137
<b>Distribution of FTEs</b>		
Less than one	28%	30%
One	28%	33%
Two	21%	18%
Three	8%	7%
Four or more	12%	9%
Don't know	1%	4%
Mean FTEs	1.9	2.2
<b>Reported Changes in FTEs during past year</b>		
% reporting an increase in FTEs	8%	12%
% reporting a decrease in FTEs	18%	19%
% reporting no change in FTEs	72%	65%
Don't Know	2%	4%



<b>Current Executive Director Length of Service Wave VIII of the Mentor Michigan Census</b>	
	<b>Total n=137</b>
Less than one year	14%
More than one, but less than three years	11
More than three, but less than five years	19
More than five, but less than 10 years	20
More than 10 years	33
Don't know	4

- Michigan's mentoring organizations' Executive Directors are well experienced.
- Thirty three percent of responding organizations report that their current Executive Directors have been in their positions for more than 10 years.
- Thirty-nine percent have had their Executive Directors in place for three to 10 years, and just 14% report tenures of less than one year.

- Roughly one-fifth of Wave VIII Census participants (19%) have budgets of less than \$5,000, while just 6% report budgets of \$500,000 or more.
- Wave VIII participants are most likely to report budgets of between \$50,000 and \$199,999 (33%), and they are fairly evenly divided between those with budgets between \$50,000 and \$99,999 (15%) and those with budgets of \$100,000 - \$199,999 (18%).
- Fewer than half of Wave VIII respondents (45%) report they have experienced no changes in their budgets over the past year.
- Just over one in ten Wave VIII respondents (12%) reported a budget increase over the past year. Roughly one-quarter (26%) experienced a budget decrease in the past year.
- The average budget increase among Wave VIII participants reporting a larger budget is \$46,344. The net budget change is an increase of (+\$18,664), driven largely by four organizations that received very large infusions of money. For all other organizations (excluding these four) reporting a budget increase, the average gain was a modest \$19,769.

<b>Mentoring Annual Budgets Wave VIII of the Mentor Michigan Census</b>	
	<b>Wave VIII n=137</b>
<b>Budget Size</b>	
0 - \$4,999	19%
\$5,000 - 9,999	6%
\$10,000 - 24,999	8%
\$25,000 - 49,999	5%
\$50,000 - \$99,999	15%
\$100,000 - 199,999	18%
\$200,000 - 299,999	7%
\$300,000 - 399,999	3%
\$400,000 - 499,999	3%
\$500,000 or more	6%
Don't Know	11%
<b>Change in Budget since August 31, 2009</b>	
% that experienced an increase	12%
% that experienced an decrease	26%
% that experienced no change	45%
Don't Know	14%
New Program, no previous budget	4%
Mean Increase	\$46,344
Mean Decrease	\$27,680
<b>Net</b>	<b>+\$18,664</b>



## Youth Outcomes Targeted by Mentoring Programs by Total and Program Type Wave VIII of the Mentor Michigan Census (Multiple Selections Allowed)

	Total n=222	Community- based n=107	School- based n=68	All Others n=47
<b>PRO SOCIAL SKILLS*</b>	<b>95%</b>	<b>93%</b>	<b>97%</b>	<b>96%</b>
Positive youth development	92	91	94	91
Better relationships with adults (non parents/ caregivers)	82	84	76	83
Better relationships with peers	78	77	81	77
Better relationships with parents/caregivers	68	73	63	66
Prevention of at-risk youth becoming youthful offenders	55	57	56	51
Diversion of currently adjudicated youth from the juvenile justice system	26	29	12	38
Reduction in the frequency of contact with the juvenile justice system	26	27	12	43
Reduction in the severity of contact with the juvenile justice system	25	24	12	45
Other pro social skills	11	10	7	17
<b>ACADEMICS*</b>	<b>85%</b>	<b>85%</b>	<b>93%</b>	<b>72%</b>
Improved attendance	62	55	75	60
Improved grades / GPA	59	56	68	53
Enhanced educational goal setting	54	62	40	55
Reduced drop-out rates	49	52	38	57
Enhanced career goal setting and planning	48	59	29	51
Increased high school graduation rates	41	46	29	49
Improved reading skills	41	34	54	36
Enhanced access to post-secondary education	38	43	25	45
Improved math and science skills	33	28	40	34
Employment or career development	32	38	16	40
Financial literacy	23	26	12	30
Other academics	7	8	6	4

\*At least one outcome from this category was selected.

- Of the Pro Social skills mentoring programs could target, more than three quarters of programs specifically identify positive youth development (92%), better relationships with non-parent/caregiver adults (82%), and better relationships with peers (78%) as key goals.
- About one quarter or fewer School-based and Community-based programs target diverting from, or reducing the frequency/severity of contact with, the juvenile justice system. This is an area of focus for Site-based and Youth programs (both included in the "All Others" category below). Sixty-nine percent (69%) of Youth programs seek to reduce the frequency and severity of contact with the juvenile justice system, and 62% focus on diverting currently adjudicated youth from the system.
- Various Academic outcomes are an area of focus for more than 80% of all programs. Not surprisingly, 93% of School-based programs indicate this is a focus. Within Academics, improved attendance (62%), and grades/GPA (59%) are the highest priorities.



**Youth Outcomes Targeted by Mentoring Programs by Total and Program Type (cont'd)  
Wave VIII of the Mentor Michigan Census  
(Multiple Selections Allowed)**

	<b>Total</b> n=222	<b>Community- based</b> n=107	<b>School- based</b> n=68	<b>All Others</b> n=47
<b>HEALTH / WELLNESS*</b>	<b>86%</b>	<b>85%</b>	<b>88%</b>	<b>87%</b>
Improved self esteem	83	82	84	83
Improved self confidence	78	77	76	85
Substance use prevention	47	54	41	38
Violence prevention	46	51	43	38
Delay onset of alcohol, tobacco, and other drugs	37	43	34	30
Pregnancy prevention	26	35	16	21
Improved physical fitness	25	29	21	23
Obesity prevention	16	19	9	21
Remediating or preventing mental health problems	10	14	7	6
Improved access to medical care	7	9	4	6
Improved access to dental care	7	8	4	6
Other health / wellness	6	8	3	4
<b>SPECIFIC OUTCOMES NOT TARGETED / DON'T KNOW*</b>	<b>5%</b>	<b>6%</b>	<b>3%</b>	<b>4%</b>
Specific outcomes not targeted	2	4	1	0
Don't know	2	2	1	4

\*At least one outcome from this category was selected.

- Eighty-six percent (86%) of all programs have a Health/Wellness focus for youth. Improved self-esteem (83%) and improved self-confidence (78%) are the most often cited Health and Wellness outcomes targeted. All Site-based programs (100%) have some Health/Wellness focus.
- Improved physical fitness (25%) and obesity prevention (16%) are targeted by relatively few mentoring programs, which is a concern in light of the growing number of obese youth in this country.
- Encouragingly, nearly all mentoring programs target specific youth outcomes consistent with the Mentor Michigan strategic plan. Only five percent (5%) of all programs indicate, “specific outcomes not targeted” or “don’t know”.