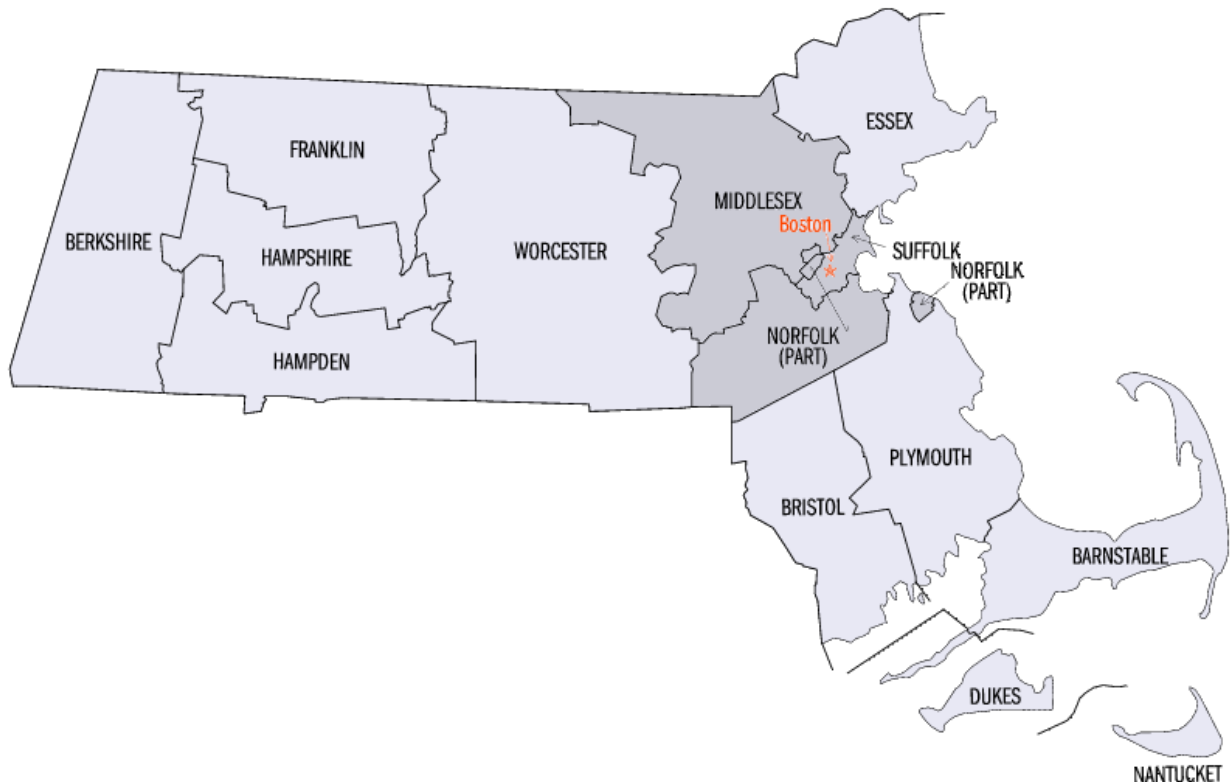


# Mass Mentoring Counts 2010: Greater Boston Regional Report



# Introduction

Mass Mentoring Partnership (MMP), the umbrella organization for youth mentoring in the state of Massachusetts, in collaboration with the University of Massachusetts Donahue Institute conducted the biennial *Mass Mentoring Counts* survey. Originally launched in 2006 and repeated in 2008, *Mass Mentoring Counts 2010* provides a current snapshot of the state of mentoring in Massachusetts and offers comparative analysis of changes in the field over the last four years.

The primary goals of *Mass Mentoring Counts* are to:

- ❖ Map and report on structured youth mentoring programs serving youth in formal mentoring relationships in Massachusetts
- ❖ Document and analyze key trends
- ❖ Identify unmet need

*Mass Mentoring Counts 2010* targeted all structured youth mentoring programs operating in the state of Massachusetts. MMP's Youth Mentoring Program Database served as the primary resource for needed program and contact information. In addition, MMP staff conducted extensive outreach efforts to the field prior to survey distribution, including calls to the field to update and identify new mentoring programs and correct contact information, as well as marketing and promotion efforts through MMP E-Bulletins, and relevant workshops or trainings.

For *Mass Mentoring Counts 2010*, MMP has identified 194 organizations running youth mentoring programs for inclusion and 120 of the 194 (62%) identified mentoring organizations completed the web or paper version of the survey. Seventeen of the responsive organizations run multiple youth mentoring programs. All *Mass Mentoring Counts 2010* reports are based on the information provided by 172 youth mentoring programs run by 126 organizations. The executive summary and the full report of *Mass Mentoring Counts* can also be found on MMP's website, [www.massmentors.org/massachusetts](http://www.massmentors.org/massachusetts).

This supplemental report provides the *Mass Mentoring Counts* survey results for region specific programs. Key details about mentoring programs in the region of Great Boston are noted, as well as noteworthy differences between the regional and statewide findings.

**This regional report's contents include:**

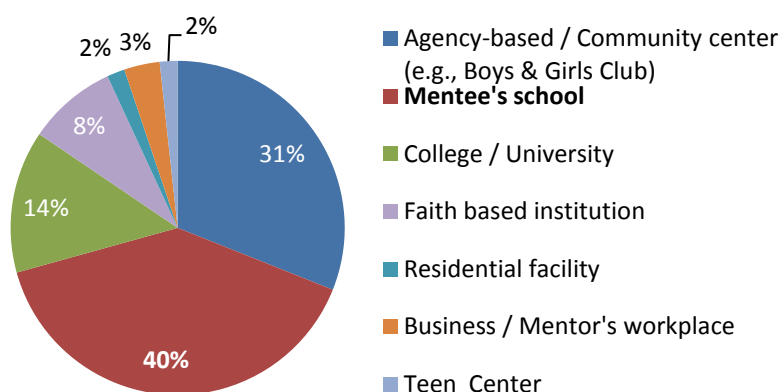
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## Snapshot of Greater Boston Massachusetts Programs

**99 programs** in Greater Boston participated in Mass Mentoring Counts 2010. Approximately 71% of the reported mentoring programs are from Suffolk County, 28% are from Middlesex County, and one program is from Norfolk County. These programs comprise approximately 56% of all programs that participated in Mass Mentoring Counts (MMC) 2010.

**There is wide diversity in the programs' length of time in operation for Greater Boston.** 39% of the programs are well-established, having been in existence for 10 or more years. Of the remaining programs, 27% have been established between 5 and 10 years, and 27% of the programs have been in existence for less than 5 years. 7% programs reported being in development or newly established.

### Site-based Program Locations



An even distribution of site-based and community-based youth mentoring programs are found in the Greater Boston region of Massachusetts. **59% of the youth mentoring programs are site-based**, in which meetings of mentors and mentees primarily take place in a designated location, reported mostly at agency-based or community centers, or the mentee's school. **41% of the**

**youth mentoring programs are community-based**, in which youth and mentors can choose to meet at different locations throughout the community.

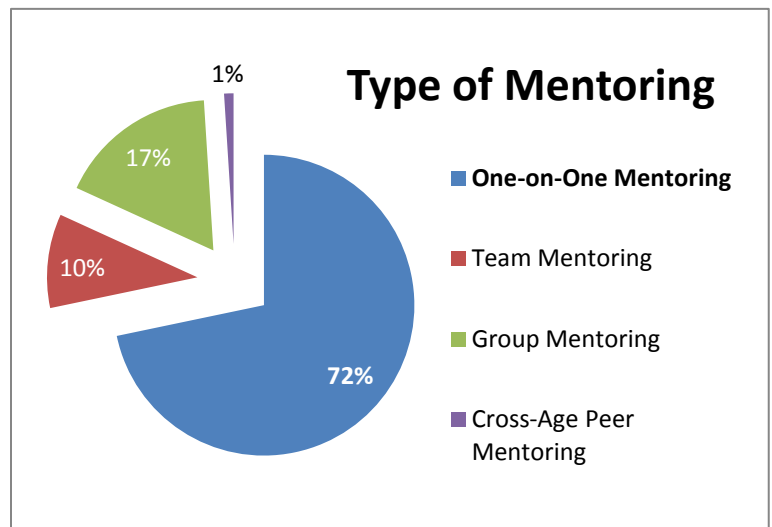
## Program Description

Mass Mentoring Counts asks mentoring programs to identify the goals designed to address the needs of their mentees. 92 of the 99 reported programs in the Greater Boston have identified their program goals.

For Greater Boston programs, the most commonly selected **intended areas of impact** are:

- self esteem (93%)
- general education/academic support (89%)
- social competence (83%)
- promoting community/civic involvement (60%)
- education/academic support for youth who are academically behind (43%)

**One-to-one matches of a young person with an adult comprise the largest segment (72%) of mentoring program models.** 17% of the Greater Boston regional programs reported using group mentoring, where one adult mentor meets with more than one young person. 10% of the programs are comprised of team mentoring, where more than one adult mentor meets with more than one young person. There is one program that uses cross-age peer-mentoring, structured relationship where older youth mentors a younger youth.



**61% of the 88 Greater Boston programs expect their mentors to meet their mentees in-person weekly.** 17% of the programs expect their matches to meet in-person two or three times per month, and 13% expect their matches to meet in-person monthly. 9% expect their mentors to meet their mentees in-person more than once a week. **70% of the Greater Boston programs encourage their matches to meet beyond the expected/designated commitment term.**

The programs also reported the average amount of hours that the mentors meet in-person with their mentees per month. **41% of the Greater Boston programs report their matches to meet for an average of five to eight hours per month.** 35% of the programs have their matches to meet for an average of four hours or less. The remaining three programs have matches meet for the average of more than nine hours.

## Program Description

MMC requests programs to list the top **three factors associated with early termination of matches** in their program.

For the 50 Greater Boston programs:

- 68% of the programs identify that the **mentor had change in life circumstances (marriage, divorce, job change or loss, moved out of town, etc)** as the reason for early termination.
- 62% of the programs identify that the mentee had change in life circumstances (moved out of town, changed schools, left school, etc).
- 38% of the programs identify that the mentor had unfulfilled and/or unrealistic expectations of mentoring experience.

## Program Challenges

Sixty-eight of the 99 Greater Boston programs identified the top three challenges faced by their programs.

The identified *primary* challenges are **financial resource development infrastructure** (25%) and **mentor retention** (25%). Other *primary* challenges identified include mentor recruitment, identification and diversification of funding opportunities, and effective evaluation.

Other *commonly reported* challenges of the programs are:

- **Ability to effectively evaluate program (68%)**
- Financial resource development infrastructure (53% )
- Mentor recruitment (53%)
- Mentor retention (52%)
- Identification and diversification of funding opportunities (47%)

## Program Forecast

55% of the Greater Boston Regional Programs **predict growth** in the number of youth served within two years. 29% of the reported programs predict participant services to remain stable, and 6% forecast a reduction in their number of youth served in the next two years.

## Youth Served

**12,240 youth** are being served by the formal mentoring programs in the Greater Boston Region. The twenty-eight programs that have participated in Mass Mentoring Counts since 2006 show a reduction (14%) from 2006 to 2008 and 4% decrease from 2008 to 2010.

From the state of Massachusetts, the Greater Boston region contains the largest cities with youth who in mentoring relationships. 45% of the participating Greater Boston programs are located in the city of Boston. 15% of the programs are located in the city of Cambridge, 5% is located in Waltham, and 3% in the city of Newton.

### *Cities and Towns Where the Largest Reported Number of Youth in Mentoring Relationships Reside*

<b><i>Boston – 7,133 youth</i></b>	<b><i>Newton – 374 youth</i></b>
<b><i>Worcester – 994 youth</i></b>	<b><i>Framingham – 358 youth</i></b>
<b><i>Cambridge – 819 youth</i></b>	<b><i>New Bedford – 275 youth</i></b>
<b><i>Springfield – 725 youth</i></b>	<b><i>Waltham – 243 youth</i></b>
<b><i>Revere – 631 youth</i></b>	<b><i>Fall River – 242 youth</i></b>
<b><i>Lawrence – 519 youth</i></b>	

Mass Mentoring Counts has asked programs to report **at-risk subgroups** of any significant percentage (at least 25% of their youth population) for the mentees served by the program.

- All of the programs but one program (93%) in the Greater Boston region reported to serve youth who are from **low-income (eligible for free or reduced lunch) families**.
- 77% of the programs serve youth who are from **single parent households**.
- 35% of the programs serve youth who are recent immigrant or refugee populations.
- 52% of the programs serve youth who are represent first generation of their family to go to college.
- The Greater Boston programs also serve at-risk sub groups of youth who are under academic risk (16%), academic achievers (15%), and adjudicated or court involved.

***Cities with the Highest Numbers of Youth from Single-Parent Families in Poverty***

	<u># of Youth in Single Parent Families in Poverty<sup>1</sup></u>	<u>% of Need Being Met<sup>2</sup></u>
<b>Boston</b>	<b>16,631</b>	<b>42.9%</b>
Worcester	5,057	19.7%
Lawrence	4,446	11.7%
Fall River	2,868	8.4%
Springfield	8,913	8.1%
New Bedford	3,748	7.3%
Holyoke	2,194	5.2%
Brockton	2,004	4.1%
Lynn	2,705	3.5%
Lowell	3,479	2.1%

***Numbers of Youth from Single-Parent Families in Poverty***

***Highlighting Greater Boston Counties***

	<u># of Youth in Single Parent Families in Poverty<sup>3</sup></u>	<u>% of Need Being Met<sup>4</sup></u>
Barnstable	1,742	4.9%
Berkshire	1,374	1.2%
Bristol	9,033	7.9%
Essex	12,349	7%
Franklin	1,150	19%
Hampden	14,461	6.3%
Hampshire	1,214	13%
<b>Middlesex</b>	<b>12,022</b>	<b>24.6%</b>
<b>Norfolk</b>	<b>3,933</b>	<b>14%</b>
Plymouth	4,000	2.8%
<b>Suffolk</b>	<b>21,169</b>	<b>17.8%</b>
Worcester	9,749	11.4%

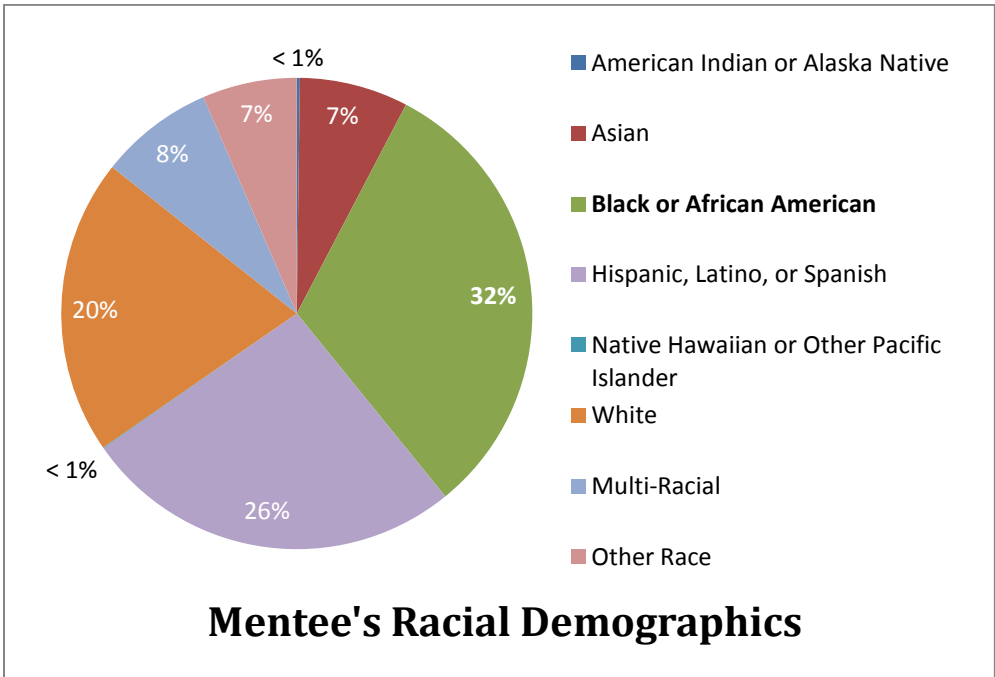
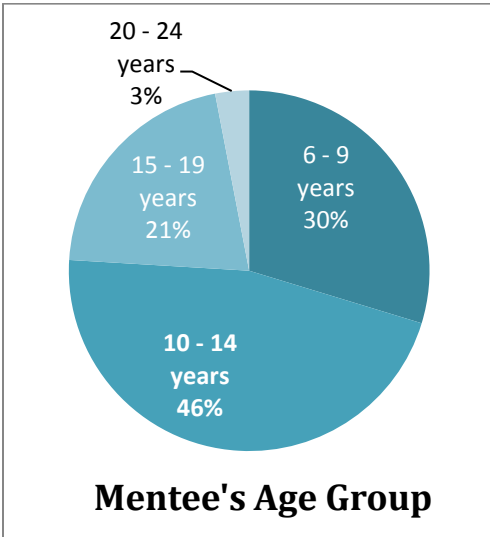
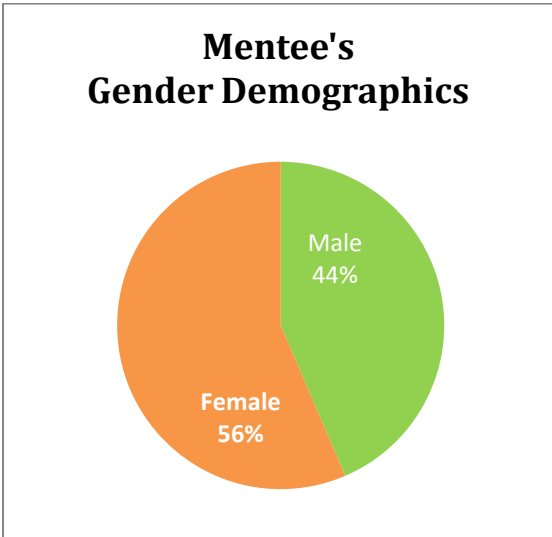
<sup>1</sup> The numbers of children (age 6 – 17) from single-parent families in poverty are estimates based on the 2005 – 2009 American Community Survey.

<sup>2</sup> The percentage of met need is based on the numbers of youth in mentoring relationships reported in MMC 2010. It is important to note that MMC 2010 youth residence data does not specify if youth are from single parent families in poverty. Responses do indicate that the vast majority of mentoring programs serve substantive proportions of youth from low income, single parent families.

<sup>3</sup> The numbers of children (age 6 – 17) from single-parent families in poverty are estimates based on the 2005 – 2009 American Community Survey.

<sup>4</sup> The percentage of met need is based on the numbers of youth in mentoring relationships reported in MMC 2010. It is important to note that MMC 2010 youth residence data does not specify if youth are from single parent families in poverty. Responses do indicate that the vast majority of mentoring programs serve substantive proportions of youth from low income, single parent families.

# Youth Served Demographics



## Waiting List

43 programs in the Greater Boston Region reported maintaining waiting lists for youth who expressed an interest and are waiting for the next available mentor. These programs comprise 65% of all the reported programs in Massachusetts. Out of these 43 programs, there are 1,466 youth reported as waiting to be matched with a mentor, 53% of the reported waiting list youth in the state.

Most prevalent reason for youth on the waiting list is that **mentors are not available to be matched**. Other reasons indicated are: mentors are not available to be matched due to gender match criteria, geographic match criteria, and to meet specific need of youth, or the program staff not available to support match effectively.

Waitlist Demographics		
Gender	Number of youth	Percentage
Male	493	34%
<b>Female</b>	957	66%
Age	Number of youth	Percentage
6 - 9 years old	466	37.5%
<b>10 - 14 years old</b>	565	45.5%
15 - 19 years old	202	16%
20 - 24 years old	7	1%
Racial/Ethnic	Number of youth	Percentage
Asian	58	6%
<b>Black, or African American</b>	374	35%
Hispanic, Latino, or Spanish	309	29%
White	194	18%
Multi-Racial	112	11%
Reported Other Race	7	1%

## Mentor Recruitment

For the first time, Mass Mentoring Counts 2010 included questions on mentor recruitment to better understand the current recruitment strategies utilized and the challenges faced by youth mentoring programs in Massachusetts.

### Mentor Recruitment Strategies

Consistent with the rest of the Massachusetts mentoring programs, the most common recruitment strategy (89%) utilized by the reported programs of the Greater Boston region is **word of mouth**. The second most utilized recruitment strategy (85%) is the **use current mentors**.

Other mentor recruitment strategies reported are:

- 75% : attend volunteer fairs
- 70% : attend tabling events and utilize social media
- 69% : attend tabling events
- 64% : attend information sessions and open house
- 58% : develop partnerships with corporations, affinity groups, and nonprofits
- 56% : utilize media outreach
- 46% : attend community meetings or networking opportunities
- 44% : distribute marketing materials to local organizations
- 38% : use the mentor referrals from Mass Mentoring Partnership
- 33% : utilize online volunteer databases
- Lastly, donated advertisement (14%) and paid advertisement (5%) are the least utilized recruitment strategy by the reported Greater Boston programs

### Mentor Recruitment Challenges

Sixty three of the 99 programs reported on the top challenges that their program face in recruiting mentors. The findings indicate the top challenges are consistent with the mentor recruitment challenges commonly reported by the rest of the state.

The **top challenges** for recruiting mentors reported by the Greater Boston regional mentoring programs are:

- 59% : have difficulty recruiting male mentors
- 31% : have difficulty recruiting mentors of color
- 27% : do not have staff time to devote to recruitment and volunteer follow-up
- 19% : find creating an effective mentor recruitment strategy

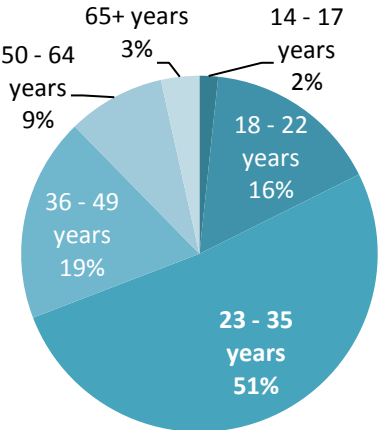
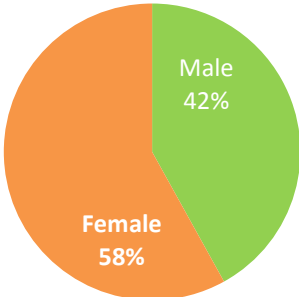
# Mentors

In the past program year, **9,391 individuals** served as mentors in the Greater Boston region of Massachusetts.

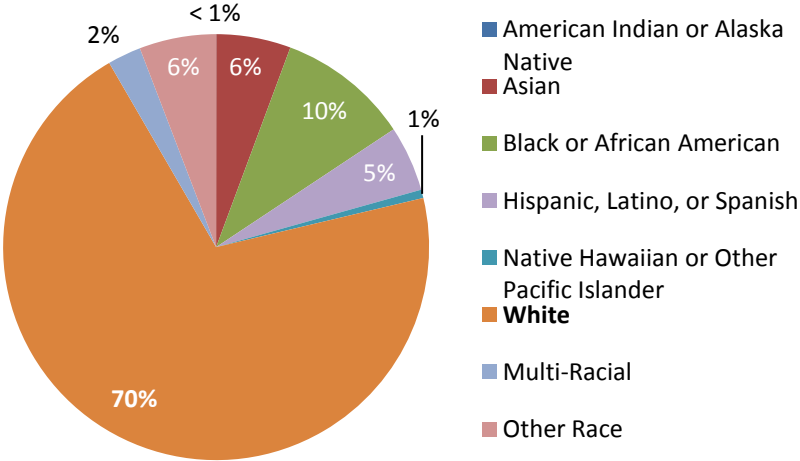
Most commonly reported population to serve as mentors is **college students**, with 47% of Greater Boston programs indicating college students as a significant percentage (25% or higher) of their mentors. Other reported populations are someone who has come through an affinity group, corporate partners, local/state employees, retired persons, high school students, and non-working/unemployed individuals.

## Mentor Demographics

**Mentor's Gender Demographic**



**Mentors' Age Groups**



**Mentors' Racial Demographics**

## Participating Youth Mentoring Programs

To learn more about the mentoring programs near you, please visit:

<http://massmentors.org/becoming-a-mentor>.

Mentoring Agency	Mentoring Program Name	City
ACCESS	ACCESS Mentors	Boston
Adoption & Foster Care Mentoring	AFC Mentors <sub>1 2</sub>	Boston
Aid to Incarcerated Mothers	Children and Mentors Partnership (CAMP) <sub>2</sub>	Boston
America SCORES Boston	Mentoring Program	Jamaica Plain
Arlington Boys & Girls Club	Arlington Boys & Girls Club Mentoring Program <sub>1 2</sub>	Arlington
Artists For Humanity, Inc. (AFH)	Arts Micro-enterprise	Boston
Big Brothers Big Sisters of Massachusetts Bay	<ul style="list-style-type: none"> <li>▪ Community Based<sub>1 2</sub></li> <li>▪ School-Based Mentoring<sub>1 2</sub></li> </ul>	Boston
Big Sister Association of Greater Boston	<ul style="list-style-type: none"> <li>▪ Neighborhood-Based Mentoring</li> <li>▪ School-Based Mentoring<sub>1 2</sub></li> <li>▪ Community-Based Mentoring<sub>1 2</sub></li> <li>▪ Group Mentoring: Team Enhanced Approach Mentoring (TEAM) <sub>1 2</sub></li> <li>▪ Life Choices<sub>1 2</sub></li> </ul>	Boston
Boston Area Health Education Center (BAHEC)	Youth to Health Careers (Y2HC) Mentorship Program*	Boston
Boston Chinatown Neighborhood Center	<ul style="list-style-type: none"> <li>▪ ESL Conversational Mentoring Program</li> <li>▪ College Essay Mentoring Program</li> </ul>	Boston
Boston HERC	City Passage <sub>1 2</sub>	Boston
Boston Partners in Education	<ul style="list-style-type: none"> <li>▪ Power Lunch<sub>1 2</sub></li> <li>▪ Math Rules! (formerly the Math Initiative) <sub>1 2</sub></li> </ul>	Boston
Boston Scholars Program, Inc.	College Bound Scholars <sub>1 2</sub>	Boston
Boys & Girls Clubs of Boston	Inspire a Future Mentor Program <sub>2</sub>	Boston
Boys and Girls Clubs of Middlesex County	Gene Mack Clubhouse	Somerville
Brandeis University	<ul style="list-style-type: none"> <li>▪ Waltham Kid's Club<sub>2</sub></li> <li>▪ Waltham Group Afternoon Enrichment<sub>2</sub></li> <li>▪ General Tutoring (Boys and Girls Group) <sub>2</sub></li> <li>▪ Language and Cultural Enrichment<sub>2</sub></li> <li>▪ Big Siblings<sub>1 2</sub></li> </ul>	Waltham
Bunker Hill Community College	New Student Orientation Program	Boston
Cambridge Community Services	City Links Program	Cambridge

<b>Mentoring Agency</b>	<b>Mentoring Program Name</b>	<b>City</b>
Cambridge Family & Children's Service	Volunteer Student Mentor Program <sub>1 2</sub>	Cambridge
Catholic Charities	South Boston T.E.A.M. (Together Engaging Adolescents through Mentoring) <sub>1 2</sub>	South Boston
Center for Community Health and Health Equity, Brigham and Women's Hospital	Student Success Jobs Program	Boston
Charles Street AME Roxbury Renaissance Center	Maafa Mentoring Program	Roxbury
Children's Hospital, Boston	Opening Doors: Project Adventure	Boston
Computer Clubhouse @ Museum of Science	Computer Clubhouse <sub>1</sub>	Boston
Diamond Educators	Ditrip Diamonds in the Rough Innovative Programs	Roxbury
DotWel Teen Center	Dorchester FLAMES	Dorchester
Earthen Vessels, Inc.	EV Afterschool Tutoring and Mentoring <sub>2</sub>	Cambridge
East End House	Youth Mentoring Program	Cambridge
Edward M. Kennedy Academy for Health Careers	EMK 9th Grade Mentoring Program	Boston
Ellis Memorial & Eldridge House	School Age Program at Berkeley Street	Boston
Everybody Wins! Metro Boston	Power Lunch <sub>1 2</sub>	Boston
Excel Academy Charter School	Excel Academy Alumni Mentoring Program	East Boston
Friends of the Children-Boston	Positive Peers Mentoring Program <sub>1 2</sub>	Jamaica Plain
Generations Incorporated	<ul style="list-style-type: none"> <li>▪ Classroom Literacy - Small Group <sub>1 2</sub></li> <li>▪ Reading Coaches<sub>1 2</sub></li> </ul>	Boston
Greater Boston Nazarene Compassionate Center	New Generation Peer Leader's Dorchester Higher Education Mentoring Program	Mattapan
Greater Zion Church of God in Christ	Choices For Teen Girls Mentoring Group <sub>1 2</sub>	Dorchester
HOME, Inc.	Shaping Media Shaping Lives*	Jamaica Plain
Hyde Square Task Force	College Exploration and College Bound Mentoring Program ( Paths to College & Careers Program) <sub>1 2</sub>	Jamaica Plain
Jewish Big Brothers Big Sisters	<ul style="list-style-type: none"> <li>▪ Site Based<sub>1 2</sub></li> <li>▪ Community Based<sub>1 2</sub></li> </ul>	Newton
M.Y H.O.O.D (Mentoring Youth Hold Onto Obtaining Dreams, Inc.)	M. Y. H.O.O.D. Mentoring	Boston
Massachusetts Community Outreach Initiative	MCOI Mentoring Program	Jamaica Plain
Massachusetts YouthBuild Coalition	Massachusetts YouthBuild Coalition Mentoring Initiative*	Roxbury

<b>Mentoring Agency</b>	<b>Mentoring Program Name</b>	<b>City</b>
MassVOTE	Young Civic Leaders Program	Boston
Melrose Alliance Against Violence	Melrose C.A.R.E.S. Community Mentoring Program <sub>1 2</sub>	Melrose
Minds Matter	Minds Matter of Boston, Inc.	Boston
Mother Caroline Academy and Education Center	MCAEC Mentoring Program <sub>2</sub>	Dorchester
Multicultural Drop-Out Outreach Collaborative	One Step Closer Mentoring Program	Dorchester
Newton Community Service Center	Mentor Connection <sub>1</sub>	West Newton
Newton Public Schools	Newton's One to One Program	Newton
Northeastern University, Math Power	Math STARS Afterschool Program	Boston
Partners for Youth with Disabilities	Mentor Match <sub>1 2</sub>	Boston
Phillips Brooks House Association	David Walker Scholars	Roxbury
	<ul style="list-style-type: none"> <li>▪ Boston Refugee Youth Enrichment Teen<sub>2</sub></li> <li>▪ Franklin Teen<sub>2</sub></li> </ul>	Dorchester
	<ul style="list-style-type: none"> <li>▪ King School Buddies<sub>2</sub></li> <li>▪ Boston Refugee Enrichment One to One<sub>2</sub></li> <li>▪ Cambridge One to One<sub>2</sub></li> <li>▪ Leaders! <sub>2</sub></li> <li>▪ Mission Mentor<sub>2</sub></li> <li>▪ South Boston Big Siblings<sub>2</sub></li> <li>▪ Native American Youth Enrichment Program TERM</li> <li>▪ Athena Program</li> <li>▪ STRIVE</li> </ul>	Cambridge
	<ul style="list-style-type: none"> <li>▪ Chinatown Big Sibling Mentoring<sub>2</sub></li> <li>▪ Kids with Special Needs Achievement Program<sub>2</sub></li> <li>▪ Keylatch Mentor<sub>2</sub></li> <li>▪ Chinatown Teen Mentoring<sub>2</sub></li> </ul>	Boston
Press Pass TV	Freelance Mentoring Program	Boston
Research Institute for Learning and Development	<ul style="list-style-type: none"> <li>▪ SMARTS Leadership and Mentoring Program - School Based</li> <li>▪ SMARTS Leadership and Mentoring Program - Site Based</li> </ul>	Roxbury
Research Institute for Learning and Development		Lexington
Sociedad Latina	Viva La Cultura! (VLC) Mentoring Program <sub>1 2</sub>	Roxbury
South Boston Neighborhood House	BNY Mellon Teen Ambassador Program <sub>2</sub>	South Boston
Strong Women, Strong Girls	Strong Women, Strong Girls <sub>1 2</sub>	Boston
Teen Voices	SHOUT! journalism mentoring program <sub>1</sub>	Boston

<b>Mentoring Agency</b>	<b>Mentoring Program Name</b>	<b>City</b>
The DREAM Program, Inc.	The Boston DREAM Program	Roxbury
The Home for Little Wanderers	The Home for Little Wanderers <sub>1 2</sub>	Boston
Third Sector New England	Tutors for All	Boston
Tutoring Plus of Cambridge	One-on-One Program	Cambridge
Unitarian Universalist Urban Ministry	Stand High Stand United	Roxbury
Uphams Corner Community Center	Bird Street Community Center	Dorchester
Urban Improv Mentoring Program	Urban Improv Mentoring Program <sub>2</sub>	Brookline
West End Community Center	Youth Droppin' In	Boston
Wheelock College Upward Bound Program	Teacher Bound Girls Mentoring	Boston
Year Up	Year Up Mentoring Program	Boston
YouthBuild Just-A-Start	YouthBuild Just-A-Start Mentoring Program*	Cambridge
YouthBuild USA	National Mentoring Alliance*	Somerville

<sub>1</sub> program also completed 2006 MMC survey

<sub>2</sub> program also completed 2008 MMC survey

\*program currently in development or zero youth served in annual numbers reported