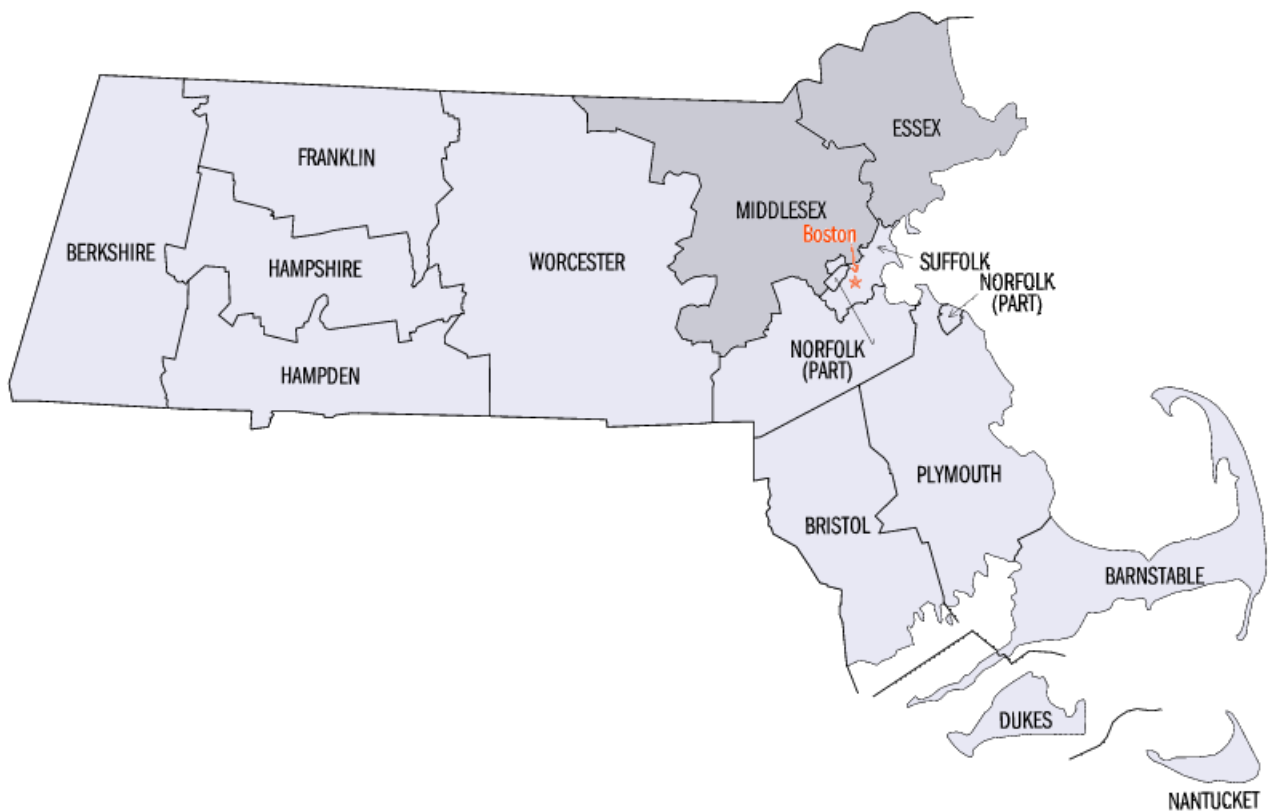


Mass Mentoring Counts 2010: North East Massachusetts Regional Report



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.

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

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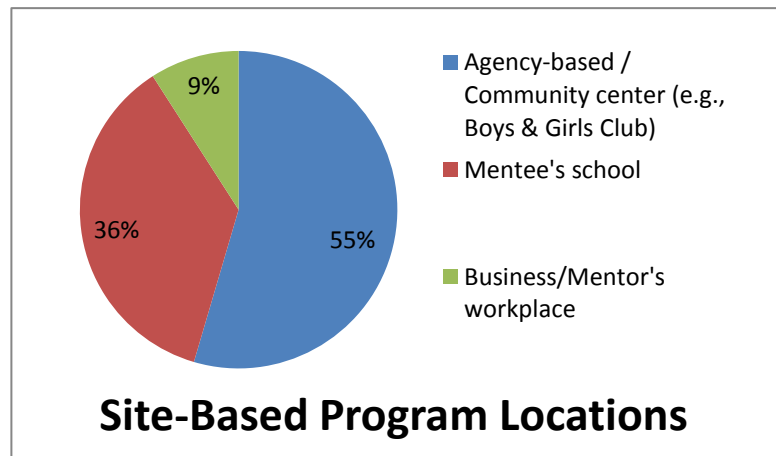
Snapshot of North East Massachusetts Programs

From the North East region of Massachusetts (MA), **twenty programs** participated in Mass Mentoring Counts (MMC) 2010. 70% of the reported mentoring programs are from Essex County while 30% are from Middlesex County.

There is a wide diversity in the programs' length of time in operation for the North East region of Massachusetts.

35% of the programs are well-established having been in existence for 10 or more years. Of the remaining programs, 30% of the programs have been in existence for less than 5 years, and 25% of the programs have been established between 5 and 10 years. Three programs have reported to be in development or newly established.

An even distribution of site-based and community-based youth mentoring programs is found in North East Massachusetts. **55% 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. **45% of the youth mentoring programs are community-based**, in which youth and mentors can choose to meet at different locations throughout the community.



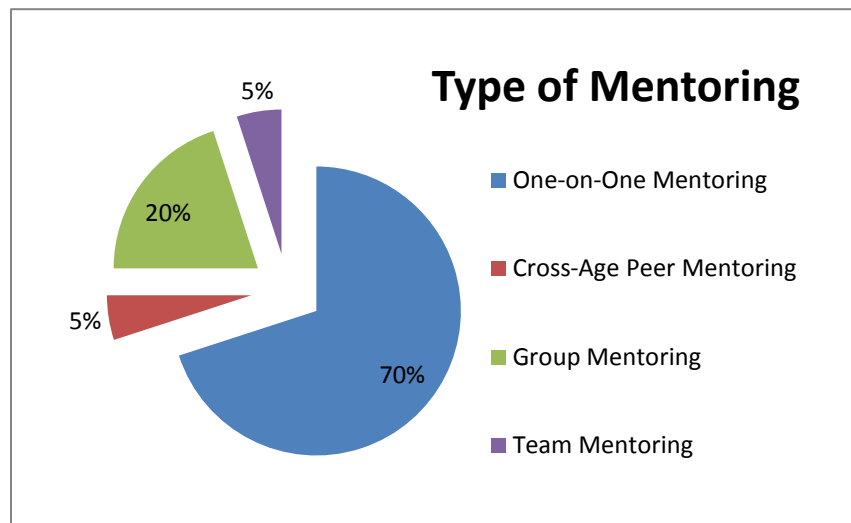
Program Description

Mass Mentoring Counts asks mentoring programs to identify the goals designed to address the needs of their mentees. Eighteen of the twenty reported programs in the North East Massachusetts have identified their program goals.

For the North East MA programs, the most commonly selected **intended areas of impact** are:

- general education/academic support (100%)
- self esteem (83%)
- social competence (78%)
- education/academic support for youth who are academically behind (67%)

One-to-one matches of a young person with an adult comprise the largest segment (70%) of mentoring program models. 20% of the North East MA programs reported using group mentoring, where one adult mentor meets with more than one young person. There is one program that has cross-age peer-mentoring, structured relationship where older youth mentors younger youth, and one program that is comprised of team mentoring, more than one adult mentor with more than one youth.



53% of the North East MA programs expect their mentors to meet their mentees in-person weekly. 42% of the programs expect their matches to meet in-person two or three times per month. One program expects their mentors to meet their mentees in person more than once a week. **76% of the reported programs in North East MA 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. **61% of the North East MA programs report their matches to meet for the average of five to eight hours per month.** 22% of the programs report their matches to meet for the average of four hours or less. The remaining three programs report their matches to 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 North East MA programs:

- 50% of the reported programs identify that the **mentee had change in life circumstances (moved out of town, changed schools, left school, etc)** as the reason for early termination.
- 40% of the programs identify that the mentor had change in life circumstances (marriage, divorce, job change or loss, moved out of town, etc).
- 30% of the programs identify family interference or lack of support as one of the top factors associated with early match termination.

Program Challenges

Sixteen of the twenty North East MA programs have identified their top three challenges faced by their program.

The identified *primary* challenge is **financial resource development infrastructure** (44%). Other identified *primary* challenges are mentor recruitment, identification and diversification of funding opportunities, mentor retention, effective evaluation, and parental support.

Other *commonly reported* challenges of the programs are:

- **Financial resource development infrastructure (63%)**
- **Identification and diversification of funding opportunities (63%)**
- **Mentor recruitment (63%)**
- Ability to effectively evaluate program (56%)
- Parental support (50%)

Program Forecast

55% of the North East Massachusetts 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

975 youth are being served by the formal mentoring programs in the North East Massachusetts. The five programs that have participated in Mass Mentoring Counts since 2006 show the most growth (47%) from 2006 to 2008 and 1% growth from 2008 to 2010. The increase of the youth served number is largely due to the identification of new programs and the increased response rate of the survey.

From all the cities of Massachusetts, the city of **Lawrence** is one of the largest cities with youth who are in mentoring relationships. 9 out of the 20 participating North East MA programs are located in the city of Lawrence.

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

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

Mass Mentoring Counts 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 (95%) in the North East MA reported to serve youth who are from **low-income (eligible for free or reduced lunch) families**
- 90% of the North East MA programs serve youth who are from **single parent households**
- 25% of the programs serve youth who are recent immigrant or refugee populations.
- 20% of the programs serve youth who are in foster, residential, or kinship care.
- 15% of the programs serve at-risk sub groups of youth who are pregnant youth or early parenting, youth who are adjudicated or court involved, or youth who are children of incarcerated parents.
- Two of the North East MA programs (10%) reported to serve a significant percentage of youth with disabilities or special health care needs and youth who are gay, lesbian, bisexual, transgender, questioning (GLBTQ).

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

	<u># of Youth in Single Parent Families in Poverty¹</u>	<u>% of Need Being Met²</u>
Boston	16,631	42.9%
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 the North East Massachusetts Counties

	<u># of Youth in Single Parent Families in Poverty³</u>	<u>% of Need Being Met⁴</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%
Middlesex	12,022	24.6%
Norfolk	3,933	14%
Plymouth	4,000	2.8%
Suffolk	21,169	17.8%
Worcester	9,749	11.4%

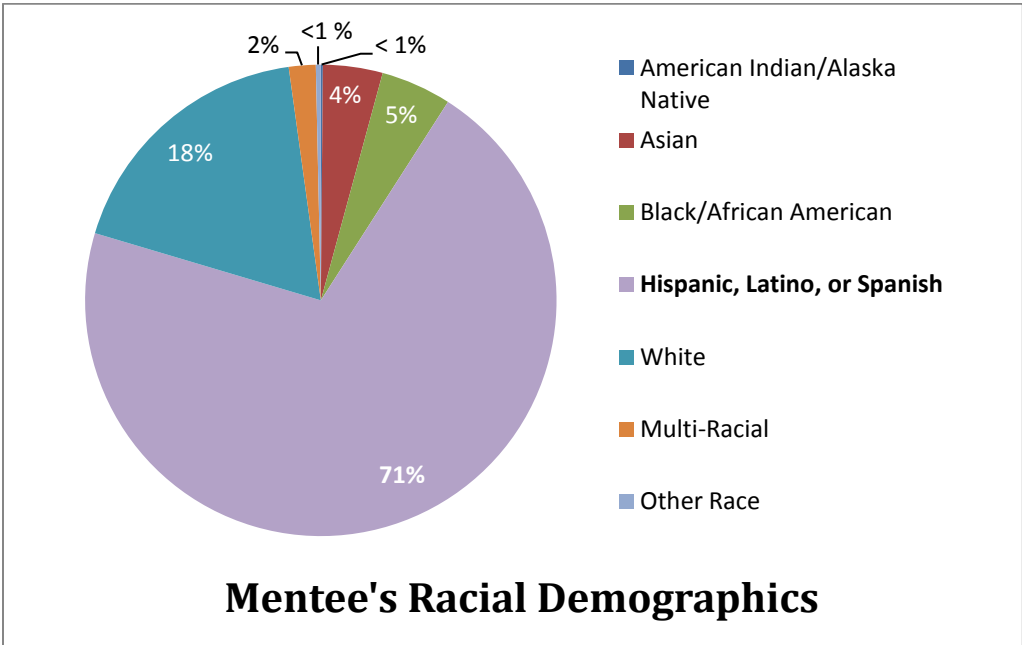
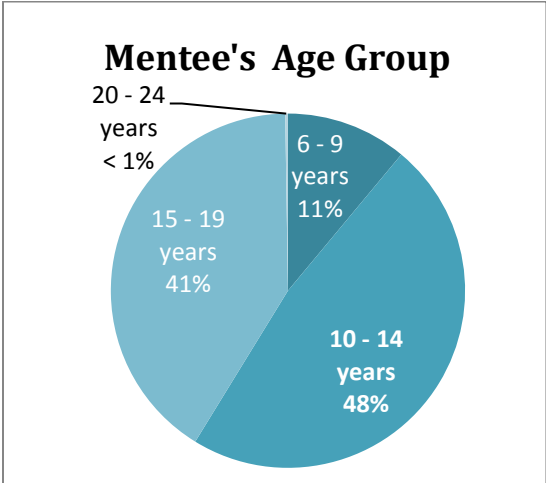
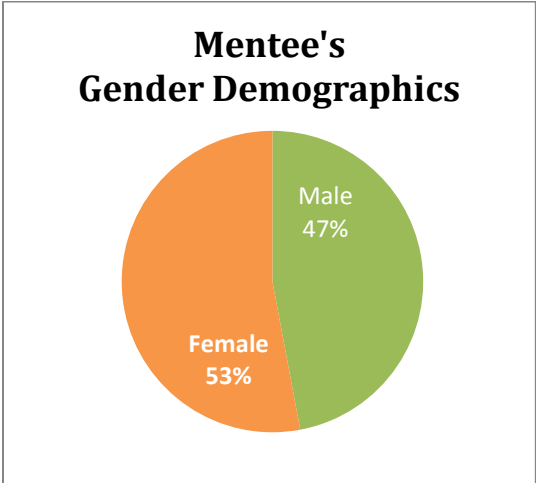
¹ The numbers of children (age 6 – 17) from single-parent families in poverty are estimates based on the 2005 – 2009 American Community Survey.

² 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.

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Youth Served Demographics



Waiting List

Ten programs in the North East MA reported maintaining waiting lists for youth who have expressed an interest and are waiting for the next available mentor. Out of these ten programs, there are 152 youth reported as waiting to be matched with a mentor.

50% of the programs report to have their youths waiting an **average of 6-12 months** while the rest report other variations of 2 months, 4-6 months, or more than a year.

Most prevalent reason for youth on the waiting list is that **mentors are not available to be matched**. Other indicated reasons 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's meeting space is at capacity.

Waitlist Demographics		
Gender	Number of youth	Percentage
Male	102	67%
Female	50	33%
Age	Number of youth	Percentage
6 - 9 years old	24	16%
10 - 14 years old	119	78%
15 - 19 years old	9	6%
Racial/Ethnic	Number of youth	Percentage
Black or African American	14	9%
Hispanic, Latino, or Spanish	85	56%
White	40	26%
Multi-Racial	13	9%

Mentor Recruitment

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

Mentor Recruitment Strategies

Consistent with the rest of the Massachusetts mentoring programs, the most common recruitment strategy (75%) utilized by the programs of the North East MA is **word of mouth**.

Unique to North East MA, the second most utilized recruitment strategy (70%) is the **distribution of marketing materials to local organizations**.

Other mentor recruitment strategies reported differ from the recruitment strategies that are commonly utilized by the rest of the state.

- 65% : distribute marketing materials to local organizations, employ partnerships with corporations, affinity groups, and non-profits, attend community meetings or networking opportunities, and use their current mentors
- 60% : utilize media outreach
- 55% : attend volunteer fairs, and utilize online volunteer databases
- 45% : attend tabling events and utilize social media
- 40% : attend information sessions and open houses
- 35% : use the mentor referrals from Mass Mentoring Partnership
- Lastly, 20% of the programs use donated advertising.

Mentor Recruitment Challenges

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

The **top three challenges** for recruiting mentors reported by the North East MA programs are:

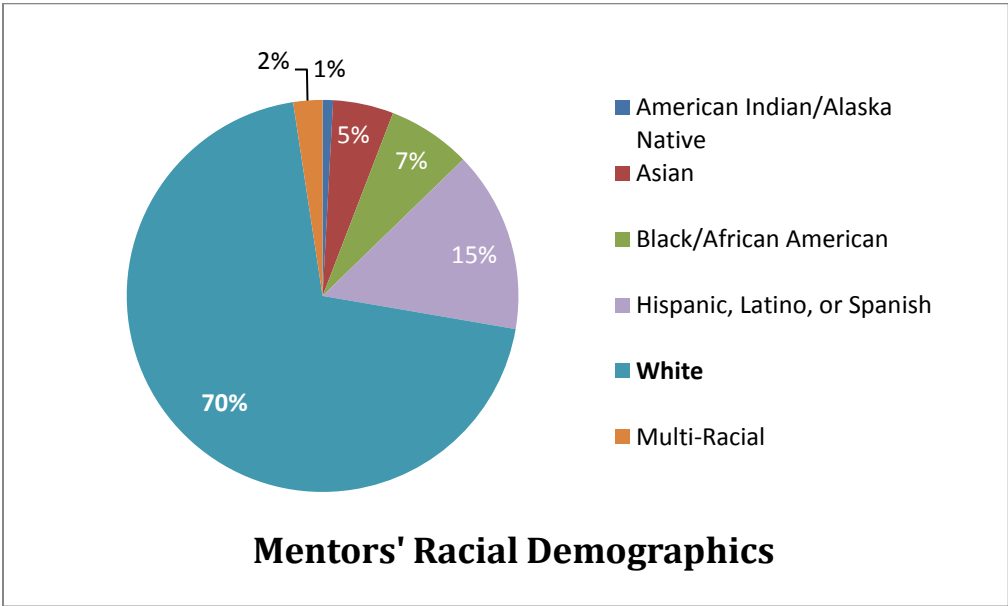
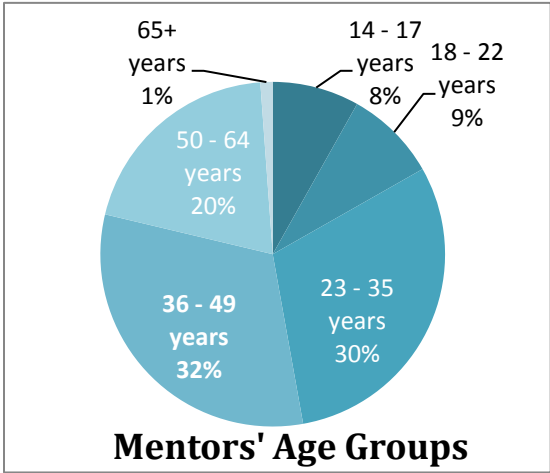
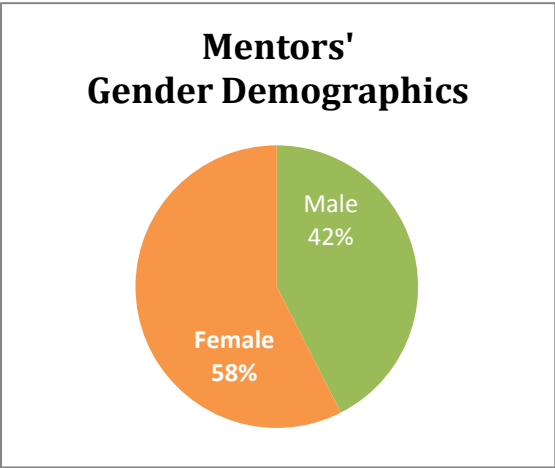
- 56% : have difficulty recruiting male mentors
- 50% : do not have staff time to devote to recruitment and volunteer follow-up
- 44% : have difficulty recruiting mentors of color

Mentors

In the past program year, **750 individuals** have been serving as mentors in North East Massachusetts.

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

Mentor 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
Boys & Girls Club of Assabet Valley	Big Friends Mentoring Program ₂	Maynard
Boys & Girls Club of Lynn	Mentoring Program ₁	Lynn
Boys and Girls Club of Lawrence	Central Catholic High School Mentoring Program	Lawrence
Cape Ann Families	Teen Mentor Program	Gloucester
Children's Friend and Family Services	CFFS Youth Mentoring Program _{1 2}	Salem
Community Teamwork Inc.	<ul style="list-style-type: none"> ▪ Big Brothers Big Sisters of Gr. Lowell _{1 2} ▪ Destination College ▪ School-based Mentoring ₁ 	Lowell
Endicott College	Keys to Degrees Mentoring Program	Beverly
Family Service Inc	<ul style="list-style-type: none"> ▪ AIM Mentoring Program* ▪ AMIGOS ▪ Big Friends Little Friends _{1 2} ▪ GRAD Mentoring Program ▪ MCP (Mentoring Children of Promise) ▪ Stand & Deliver _{1 2} 	Lawrence
Lawrence Community Works	Movement City	Lawrence
Merrimack Valley YMCA	Junior & Teen Achievers Mentoring Program _{1 2} *	Lawrence
Raw Art Works	Project Launch! ₂	Lynn
YouthBuild Lowell Program	YouthBuild Lowell Program *	Lowell

1 program also completed 2006 MMC survey

2 program also completed 2008 MMC survey

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