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BEST !**



Big Brothers Big Sisters

National Conference



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Welcome! and Introductions



Big Brothers Big Sisters
Southeastern Pennsylvania



**mentoring partnership
& resource center**



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Presenters

Tammy Tai

Vice President and Chief Mission Officer

MENTOR: The National Mentoring Partnership

Eric Jay Rosser, PhD

Vice President of Service Delivery

Big Brothers Big Sisters of the Greater Chesapeake

Abigail Ellis

Executive Director

Mentoring Partnership & Resource Center

Powered by Big Brothers Big Sisters Southeastern PA

MENTOR: The National Mentoring Partnership

Tammy Tai



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Vision

Every young person has the supportive relationships they need to grow and develop into thriving, productive and engaged adults.

Mission

To fuel the quality and quantity of mentoring relationships for America's young people and to close the mentoring gap.

Role

The role of MENTOR and its growing network of affiliate *Mentoring Partnerships* is to unify and give voice to the mentoring movement, set standards to ensure mentoring is safe and effective, and work to help programs connect more youth to mentors.



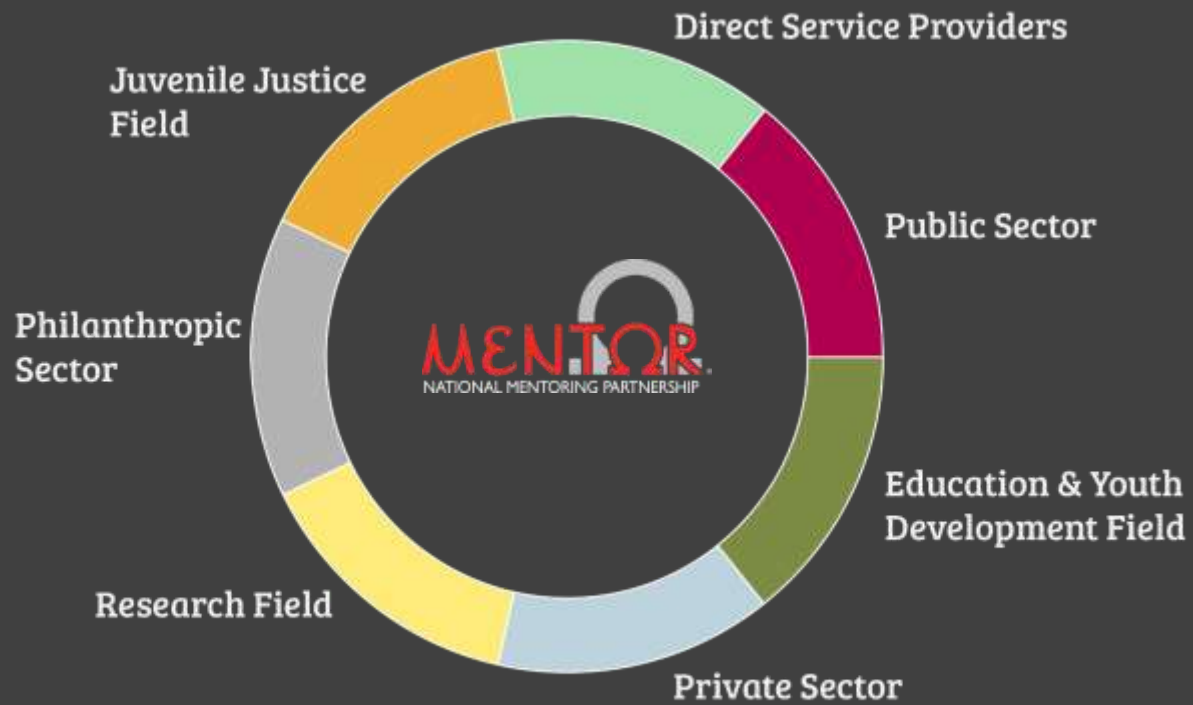
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You Can't Build Skyscrapers Without Infrastructure



Co-founders: Geoffrey T. Boisi & Raymond G. Chambers



Unifying Champion

- Unite a coalition to drive advocacy for federal funding for mentoring
- Lead annual public awareness campaign National Mentoring Month (est. 2002)
- Direct the Corporate Mentoring Challenge to increase private sector engagement in youth mentoring
- Convene 1,000 attendees at the National Mentoring Summit
- Provide thought leadership through innovative research



The Mentoring Effect: Young People's Perspectives on the Outcomes and Availability of Mentoring



A report from the
The National Mentoring Partnership
January 2006
By: Dr. Robert L. Loeber, Jr. and Dr. Robert L. Loeber, Jr.
www.mentoring.org

“My mentor attended the college I’m at now, and she took me out and informed me of how to get into college. She was always there to support me.”

One in three young people will reach adulthood without a mentor

Mentoring: at the crossroads of education, business and community

The power and promise of private
sector engagement in youth mentoring



EY
Building a better
working world

MENTOR
NATIONAL MENTORING PARTNERSHIP

A Billion + Change: Mentoring is the number one form of skills-based volunteer

“College MAP makes a huge difference to the College MAP Scholars we mentor. It literally changes the trajectory of their entire lives and often of their younger siblings' lives as well. The unexpected benefit of the program has been the impact on our own people: giving them opportunities to become better leaders, public speakers and team members, and (totally unexpectedly) connecting them far more strongly and personally to one another and the firm.”

Deborah K. Holmes
EY Americas Director of Corporate Responsibility

Ensuring Quality. Building Capacity

- Instituted nationally recognized standards – *The Elements of Effective Practice for Mentoring*™
- Operate the only national database for volunteer mentoring opportunities – the Mentoring Connector
- Establishing a National Quality Mentoring System
- Operate the National Mentoring Resource Center in collaboration with the Office of Juvenile Justice and Delinquency Prevention
- Support network of affiliate *Mentoring Partnerships* that serve as local capacity builders / movement leaders

National Mentoring Resource Center

Goals:

- Improve the quality and effectiveness of mentoring across the country.
- Provide comprehensive mentoring resource, reference and training materials.
- Advance the implementation of evidence- and research-based mentoring practices.



Mentoring Partnerships

- 1) Mentoring program capacity building**
- 2) Stakeholder Engagement**
- 3) Data Collection and Knowledge Management**
- 4) Public Awareness and Advocacy**



MENTORING PARTNERSHIPS

Supporting the National Mentoring Resource Center



NATIONAL
MENTORING
RESOURCE CENTER
A Program of **OPDP**



The SEPA STORY:

Why and How BBBS SEPA Started an MP

Abigail Ellis



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Seizing Opportunities



Big Brothers Big Sisters
Southeastern Pennsylvania

ONE HUNDRED YEARS
MAKE IT BIG

Mission Events Alumni Connect Our Stories News DO

**MAKE IT
BIG.**
MENTORING IS:
Revolutionary

Big Brother Salm and Little Brother Jeremiah
Matched Since November 2014

CELEBRATING 100 YEARS OF YOUTH MENTORING 1915-2015

#MAKEITBIG

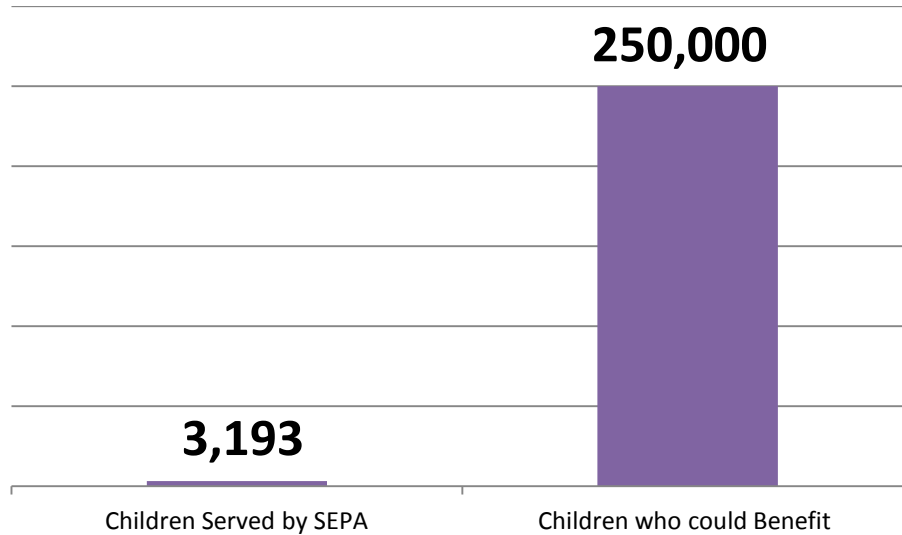
The banner features a black and white photograph of a smiling man (Big Brother Salm) with his arm around a young boy (Little Brother Jeremiah). The text is primarily in purple and black, with the word 'Revolutionary' in a yellow script font. Social media icons for Twitter, Facebook, and Instagram are visible at the bottom left.



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Seizing Opportunities



135 Additional
Mentoring
Programs

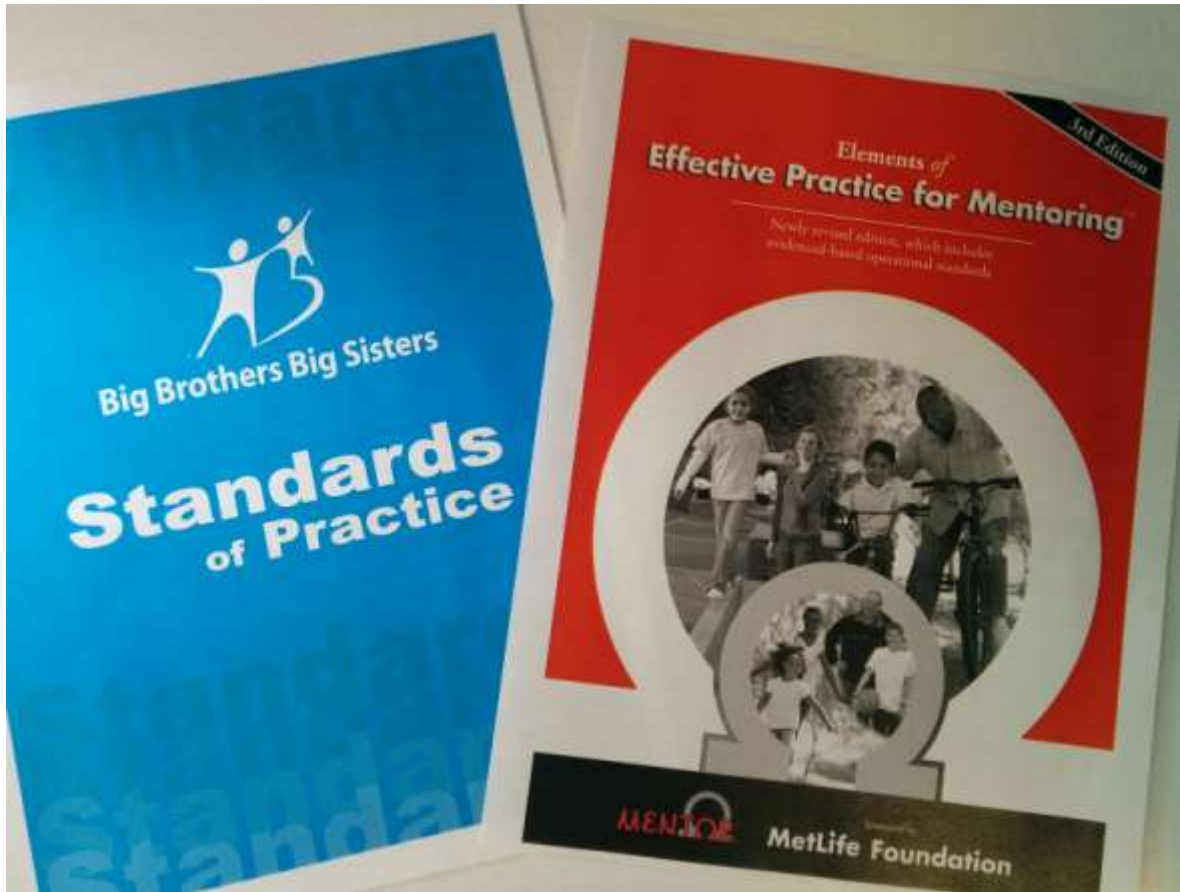
???? Additional
Youth Mentored



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Seizing Opportunities



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Seizing Opportunities

After more than 20 years at United Way, the Campaign for Mentoring is looking for a new home



High school graduates earn higher wages, live longer and raise children who are far more likely to graduate from high school.



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Feasibility Study

Fundraised to engage Consultant in determining whether there is a market and a need for a Mentoring Partnership in the Region

- Engaged MENTOR in discussions
- Raised \$50 K to fund the study
- Environmental Scan and mixed methods research



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Major Milestones - Since Sept 2014

- Engaged six on MPRC Advisory Council
- Hired Executive Director
- Mission & Vision, Logo
- Launched March 2015



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Major Milestones - Since Sept 2014

- Met with 20 different Mentoring Programs one-to-one
- Convening Held with Practitioners on May 27
- Key alliances and partnerships beginning
- First Elements of Effective Practice Training Scheduled July 2015



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The Work

- **Training and Technical Assistance** to improve the quality of mentoring in the region and the number of children and youth mentored
- **Stakeholder Engagement** to bring needed voices into the mentoring discussion
- **Advocacy** for more resources
- **Data Collection** for improved strategy and benchmarking



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Initial Learnings

Mentoring Practitioners are very responsive

Mentoring Programs need and want assistance

Finding the right funder for Start-Up Costs is critical

MPRC is a good way to entice funders who are looking for an innovation



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The Maryland Mentoring Resource Center

Impact From a Successful Union

Eric Jay Rosser, PhD.



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Big Brothers Big Sisters of the Greater Chesapeake (BBBSGC) Service Delivery structure is separated into two components, Direct Services, and the Maryland Mentoring Resource Center. Each component works to fulfill the agency's mission to help children and youth reach their fullest potential through professionally supported mentoring relationships and a broad range of services with quality standards and measurable impact.

Direct Services

Direct mentoring services to children as part of our affiliation with Big Brothers Big Sisters of America

The Maryland Mentoring Resource Center

Partnership services including training, technical assistance, and support for all mentoring and youth programs in Maryland as part of our affiliation with MENTOR



BIG BROTHERS BIG SISTERS OF GREATER CHESAPEAKE & THE MARYLAND MENTORING RESOURCE CENTER HISTORY

1952 – Big Brothers of Baltimore was incorporated

1974 – Recognizing similar goals and a common approach, Big Brothers of Baltimore and Big Sisters – Little Sisters, Inc., merged to become Big Brothers & Big Sisters of Central Maryland, Inc.

1988 – The Maryland Mentoring Partnership, Inc. (originally as RAISE, Inc.) was established as an advocate, clearinghouse and expert resource for the advancement of youth mentoring statewide. Over time, MMP became a statewide leader in the mentoring movement, offering customized training for mentors as well as for building effective programs and technical assistance for these local partners.

1962 – The National Association of Negro Business and Professional Women opened a “Big Sistering” program in East Baltimore

1974 to 2009 – Agency expanded to include not only Baltimore City, but other parts of the state (Eastern Shore, Southern Maryland)

2010 – Recognizing similar goals and objectives for mentoring in Maryland, Big Brothers & Big Sisters of Central Maryland, Inc., and The Maryland Mentoring Partnership, Inc., joined forces on May 20th to become Big Brothers Big Sisters of Central Maryland and the Maryland Mentoring Resource Center, Inc. -- but did business as Big Brothers Big Sisters and the Maryland Mentoring Partnership.



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The Maryland Mentoring Resource Center (MMRC) offers technical assistance and training support to new and experienced mentors and programs, assisting in creating, maintaining and sustaining quality mentoring throughout Maryland. Serving as the State Mentoring Partner of MENTOR: The National Mentoring Partnership, the MMRC mission is to help children and youth reach their fullest potential through professionally supported mentoring relationships and a broad range of services with quality standards and measurable impact.



Goals

- To ensure adequate resources so that no youth , who is in need of and is receptive to a mentor is turned away;
- To play a significant role in positively affecting the lives of young people by creating a vast network of mentoring resources which create long term impact at the local and state levels;
- To increase the number and quality of mentoring relationships that attain the highest possible youth outcomes by growing the number and widening the scope of trainings and services;
- To create meaningful collaborations and partnerships opportunities to effectively combine community resources that avoid overlap of services, promote realistic goals, and increase quality;
- To be recognized as the local and state mentoring expert through strategic partnerships, creating and delivering cuttings edge trainings and research; and
- To establish MMRC as the one voice, consisting of tens of thousands of individuals, programs, businesses, and partners, which is the leader in crafting social policies that promote best practices in mentoring. This will be achieved through three primary avenues; continued commitment to outcome measurements; unceasing dedication to increasing the quality of all mentoring relationships; and the establishment of a membership based organization that recognizes and delivers a wide array of services to individuals, programs and strategic partners.



Mentoring Program Capacity Building

MENTORING PROGRAM CAPACITY BUILDING - Advancing the quality of the mentoring field in Maryland by building relationships with new and existing programs and provide a range of opportunities (training, technical assistance) to help programs thrive.

Stakeholder Engagement

STAKEHOLDER ENGAGEMENT - Engage a wide variety of public and private stakeholders to increase both the number of volunteer mentors as well as resources for the local mentoring field.

Data Collection & Knowledge Management

DATA COLLECTION - Collect data on a regular basis to describe the impact of mentoring in the broader community and identify gaps in the range of services needed.

Public Awareness and Advocacy

PUBLIC AWARENESS AND ADVOCACY - Expand BBBSGC's public and private investment in mentoring by positioning mentoring as a key positive youth development strategy and through advocating for supportive mentoring policies.

Quality Mentoring System(QMS)/Quality Mentoring Assessment Path (QMAP) – Pilot with a select number of mentoring programs

Advanced research shows that quality mentoring practices are a determining factor in achieving positive youth outcomes. The design of a national QMS will create recognized standards and accompanying improvement processes for the operation of high quality mentoring programs. Through the QMAP, the MMRC will increase the prevalence of quality practices in mentoring programs. Mentoring programs who participate in the assessment will have:

- Access to an extensive collection of resources that correspond to specific best practices
- Individualized training, technical assistance, and evaluation of their program
- Development of an Improvement & Innovation Plan to guide organizational planning



THE MARYLAND MENTORING RESOURCE CENTER

MENTORING PROGRAM CAPACITY BUILDING

Our goal is to advance the quality of the mentoring field in Maryland by building relationships with new and existing programs and provide a range of opportunities (training, technical assistance) to help programs thrive.



Activity

1. Trainings (Expanding offerings)
 - Mentor
 - Program Provider
 - Youth Development
2. Quality Based Mentoring System (Supporting Programs)
3. Technical Assistance (Expanding Technical Assistance)

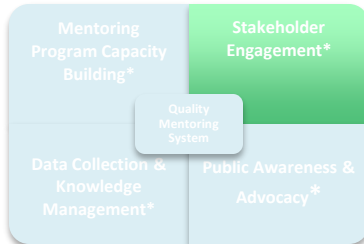


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THE MARYLAND MENTORING RESOURCE CENTER

STAKEHOLDER ENGAGEMENT



Engage a wide variety of public and private stakeholders to increase both the number of volunteer mentors as well as resources for the local mentoring field.

Activity

1. Mentor Roundtables
2. Complete and Expand Resource Guide to online platform
3. Offer NetCheck (Reduced fee for background checks)
4. Develop a Statewide Mentoring Collaborative



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THE MARYLAND MENTORING RESOURCE CENTER

DATA COLLECTION & KNOWLEDGE MANAGEMENT



Collect data on a regular basis to describe the impact of mentoring in the broader community and identify gaps in the range of services needed.

Activity

1. Mentoring Program Data Collection
2. Research (Johns Hopkins – Take Charge research project)



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THE MARYLAND MENTORING RESOURCE CENTER

PUBLIC AWARENESS & ADVOCACY



Expand BBBSGC's public and private investment in mentoring by positioning mentoring as a key positive youth development strategy and through advocating for supportive mentoring policies.

Activity

1. National Mentoring Month Offerings
2. Organize Mentoring Day in Annapolis
3. Serve on national and community-based committees and collaborative



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MARYLAND MENTORING RESOURCE CENTER STAFF GENERAL RESPONSIBILITIES

Executive Director

Responsibilities

- Strategic Direction/Strategy Execution
- Fundraising/Business Development
- Advocacy
- External Affairs

Director of Training and Mentoring Services

Responsibilities

- Strategy Execution
- Leading Training Efforts
- Leading Technical Assistance Efforts
- Business Development

Public Allies/AmeriCorps

Responsibilities

- Administrative Support
- Strategy Execution

Training and TA Cadre

Responsibilities

- Training
- Technical Assistance



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MARYLAND MENTORING RESOURCE CENTER

BENEFITS AND CHALLENGES

Benefits

Advancing the quality of the local mentoring field through relationship building, training and technical assistance, advocacy, public awareness, and data collection and sharing.

- Local and State Government
- Youth Development Programs
- Mentoring Programs

Providing more support for Bigs by offering specific training opportunities under the Maryland Mentoring Resource Center.

- Community-Based
- Site-Based

Expansion of Coverage Area

Revenue Generator

Challenges

Branding Confusion

Funding Sustainability (Revenue vs. Cost)

Capacity/Bandwidth – Training & Technical Assistance

Prioritizing (Short & Long Term)



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MARYLAND MENTORING RESOURCE CENTER REVENUE STREAMS

Categories	Approximate Percentage of Revenue
State/Federal Government	48%
Customized Training	27%
Research Support	13%
Training	10%
Technical Assistance	2%



Call to Action!

Connect with your local
Mentoring Partnership!

Visit Mentoring.org
for listings by State



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Q & A

Thank you!