



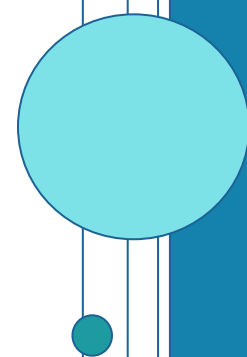
# VOLUNTEER YOUTH MENTORING, PROGRAM OVERVIEW

*Spring 2017*

From April 2017 to May 2017, Volunteer Youth Mentoring Program Director, Samantha Alves, and Highland Street Foundation AmeriCorps Ambassador of Mentoring, Megan Simpson, collected survey data from active program participants. Each of the program participant surveys are intended to measure participant program satisfaction. All surveys were offered to all program participants survey data were collected via mail-in surveys, phone interview surveys, Google Forms (an online survey option) and in-person surveys. Data was analyzed through June 2017 and has been compiled for a July 2017 report. This report provides the data sets, data summary charts, consumer feedback, and steps the program staff will take to improve the overall participant satisfaction levels. While most participants report general satisfaction in the Volunteer Youth Mentoring Program, the Program Director recognizes the suggestions made and opportunities for program improvement. The Children's Friend and Family Services Youth Mentoring Program enjoys a Quality-Based Mentoring Partnership with the Mass Mentoring Partnership; Mass Mentoring Partnership is a driving force for Youth Mentoring Programs throughout Massachusetts to receive best-practice training, program development tools, and many in-kind donations to directly benefit match activities. It is the intention of the Program Director and all those affiliated with Children's Friend and Family Services to offer a strongly supportive and engaging volunteer youth mentoring program for the communities the agency serves.

Samantha Alves, LCSW

Director of Youth Mentoring, Children's Friend and Family Services  
June 2017



# VOLUNTEER YOUTH MENTORING, PROGRAM OVERVIEW

The Children's Friend and Family Services (Children's Friend) Volunteer Youth Mentoring program vision is, "to establish positive, healthy, and productive mentoring matches that enhance the young person's social and emotional outcomes." Mentors are well-supported with resources and better-practice workshops to learn how to connect and maintain a well-balanced match with the integration of fun, skill building, and positive youth development. Mentoring is a viable element of the Children's Friend continuum of care. Mentees of the Youth Mentoring program come from across Essex County. Our mentors are empowered to learn about their mentee's community, as well as their own, to be better equipped to navigate the opportunities within a short distance of their mentee's home. Children's Friend has officially merged with Justice Resource Institute (JRI), effective January 1, 2017. Children's Friend is now a division of the Justice Resource Institute and will maintain its name and branding and continue to provide services in its current communities of Lynn, Lawrence, Gloucester, and Salem and their surrounding areas.



*Match Anais (left) and Susan (right), together for 2.5 years*

The present program has 47 active matches. There are currently 17 children on the program waitlist. Comparative to the Fall 2016 report, our active match number has increased. However, the mentoring program experienced a large shift in program participants in the previous 6 months. Many of the longest-continually meeting matches closed for a myriad of reasons. Most recent match closures included mentor life circumstances out of the program's control (moving out of the area, new jobs with different schedules) and mentees aging out of program eligibility. The program's historical average match duration still remains above the state average of 18 months, with our program's matches meeting for an average of 2.5 years. However, the current mentoring program has more than 50% of the mentoring matches beginning their match relationship after June 2016. The program continues to celebrate annual mentoring renewal meetings to reset new goals and update all paperwork for individual mentoring relationships.

The Youth Mentoring Program is a proud Quality-Based Mentoring Program Partner of Mass Mentoring Partnership, adhering to the highest program standard of quality assurance. Mass Mentoring Partnership's Quality-based membership components are based on evidence-based The Elements of Effective Practice. Membership provides a meaningful indicator of quality, benchmarks program practices against national standards of excellence, and demonstrates program commitment to excellence to potential mentors, funders, parents, and community partners.

The capacity-building Highland Street Foundation AmeriCorps Ambassador for Mentoring, Megan Simpson, completed her 1,700 hours of service to our program since as of June 30th, 2017. In her time at Children's Friend she supported program operations to maintain high levels of match support and program evaluation, increased mentor recruitment efforts, and developed a volunteer opportunity resource guide for matches to participate in volunteerism as mentor and mentee at safe and welcoming locations. In her time, Megan achieved 200% of her volunteer recruitment goal. She eclipsed her original goal set at 14 new mentors, by recruiting 28 new mentors from August 2016-May 2017. Additionally, Megan helped to increase match engagement in volunteer activities, so that mentees were empowered to give back to their community. In June 2017, Samantha Alves, Program Director, served as a lead presenter at the Massachusetts Service Alliance Conference. This presentation, "Effective Strategies for Empowering an Intergenerational Volunteer Experience" highlighted Alves' expertise working with volunteers and families from across a spectrum of age and background.

# FRIENDS AND PARTNERS

The program was granted another generous gift from Grey Investments, LLC to support a pool of restricted funds so that mentees have access to local community activities, camps, educational opportunities, and some basic needs support. Since 2011, Grey Matters funds have allowed mentees to participate in sports, music lessons, driver's education, gymnastics, and more. These scholarship funds have also been used as basic needs supports such as grocery store and clothing gift cards for families struggling to cover the cost of mounting expenses. We are grateful for this unique support. Additionally, the Youth Mentoring program enjoys generous financial and in-kind support from North Shore YMCA, United Way of Massachusetts Bay, Massachusetts Service Alliance, Endicott College, Boston University, Boston College, Salem Board of Commissioners Trust, The Community Giving Tree, Tickets for Kids, Santa's Magic Inc, Mass Mentoring Partnership, The Red Sox Foundation, The Shamrock Foundation, North Shore Music Theatre, Merrimack Repertory Theatre, Jose Mateo Ballet Theatre, and Seat of Dreams. In 2017, the Volunteer Youth Mentoring program will continue to seek a diverse portfolio of program partners.



# CELEBRATIONS

So far, 2017 has brought a lot of celebration to the Children's Friend Volunteer Youth Mentoring Program!

Photo Captions: Top Left: Justice Resource Institute CEO, Andy Pond, shakes hand of Children's Friend Volunteer Mentor, Cameron Smith, as he is awarded the Justice Resource Institute Award for "Volunteer of the Year". Top Right: Volunteer Mentor, Dave Wanger, speaks with a mentee about becoming a lawyer at our Annual Career Fair in March. More than a dozen matches participated in the event. Bottom Left: Mentee, Isabelle P, shares her story of perseverance and overcoming the challenges of depression at the North Shore United Way Local Council's premier philanthropic event to benefit children and families of the North Shore. Bottom Right: Mentee Christian and Mentor Brandon (Pictured on left and front of photo) were selected to announce "Play Ball!" at the Red Sox "Mentoring at Fenway" game on June 28th.



# PROGRAM FACTS

*All below program data relevant to current mentee demographics is derived from self-reported parent/guardian responses to demographic questionnaires completed at intake and at two year renewal meetings for mentees participating in the program. These mentees are active in the mentoring program as of June 30<sup>th</sup> 2017. This is not a full historical representation of program demographics, rather a point-in-time, self-reported account. .*

- The current program has mentees ages 4-19 matched with a volunteer mentor, with mentors ages 22-78
- 62% of mentees live in single-parent homes, 29% in two-parent homes, 7% in kinship care homes of grandparents, aunts, or uncles.
- The average match duration is just under 3 years, 6 matches have been together for more than 5 years.
- Mentees come from diverse backgrounds including 49% Caucasian, 27% Hispanic/Latino, 18% multi-racial, 7% Black/African American
- Mentees have a myriad of behavioral health experiences, many with co-occurring diagnosis. Families have self-reported that 24% of mentees experience anxiety, 24 % of mentee experience depression, 36% experience ADHD. Other experiences with smaller fractions of our mentoring population include bipolar disorder, reactive-attachment disorder, developmental delays, autistic spectrum disorder
- Families have reported that 15% of mentees have a history of personal trauma experience.
- The average annual family income of mentee families is \$22,000.00
- Program Staff spend time each week connecting with families from the program to offer additional support in navigating community resources related to food insecurity, scholarship funds, school advocacy, and other basic needs as required. Many families have signed up for the YMCA Membership for All benefits with the support of mentoring program staff

# PROGRAM PARTICIPANT DATA REPORT

## Mentee Program Satisfaction Survey

Data Collected March 2017-May 2017 Sample Size = 14, 30% overall mentee participation

### DATA TABLES

<b>Adult Support</b>					
How many adults in your life....	0	1	2 to 3	4 to 5	6 or more
...offer help with school work?	0	4	7	3	1
...say something nice when you do something good?	0	1	9	0	4
...pay attention to what's going on in your life?	0	1	5	5	3
...offer advice about personal problems?	0	3	8	1	2
...offer to help you if you were really upset or mad?	1	1	9	1	2
<b>Relationship Measures</b>					
Please select "How True" the statements below are for your mentoring relationship:	Not True at All	A Little True	Pretty True	Very True	
My mentor makes me happy	1	0	3	10	
My mentor makes me feel special	0	2	5	7	
I have learned a lot from my mentor	0	3	6	5	
My Mentor helps me to make better choices	2	2	5	4	
I wish my mentor would not try so hard to get me to talk about things I don't want to talk about	13	1	0	0	
My mentor knows what is going on in my life	0	6	4	4	
My mentor brings me to new places and does new things with me that I have never done	0	2	7	5	
My mentor lets me choose what we do, or we choose together	0	0	5	9	
I am doing better in school because of my mentor's help	4	5	3	2	
I know a lot about my mentor's life	5	4	1	4	
I feel very comfortable with my mentor	0	1	2	11	
My mentor has helped me with problems that I have in my life	2	2	4	6	
<b>Personal Values</b>					
Please Select "How Important" the statements below are for you.	Not at all Important	Somewhat Important	Important	Very Important	NO response
Doing my best in school	0	2	7	5	0
Doing what I believe is right, even if my friends make fun of me	0	3	6	5	0
Telling the truth, even when it's not easy	0	3	6	5	0
Accepting personal responsibility for my actions when I make a mistake or get in trouble	0	4	6	4	0
Doing my best even when I have to do a job I don't like	0	7	2	5	0
Helping to make the world a better place in which to live	1	4	2	6	1

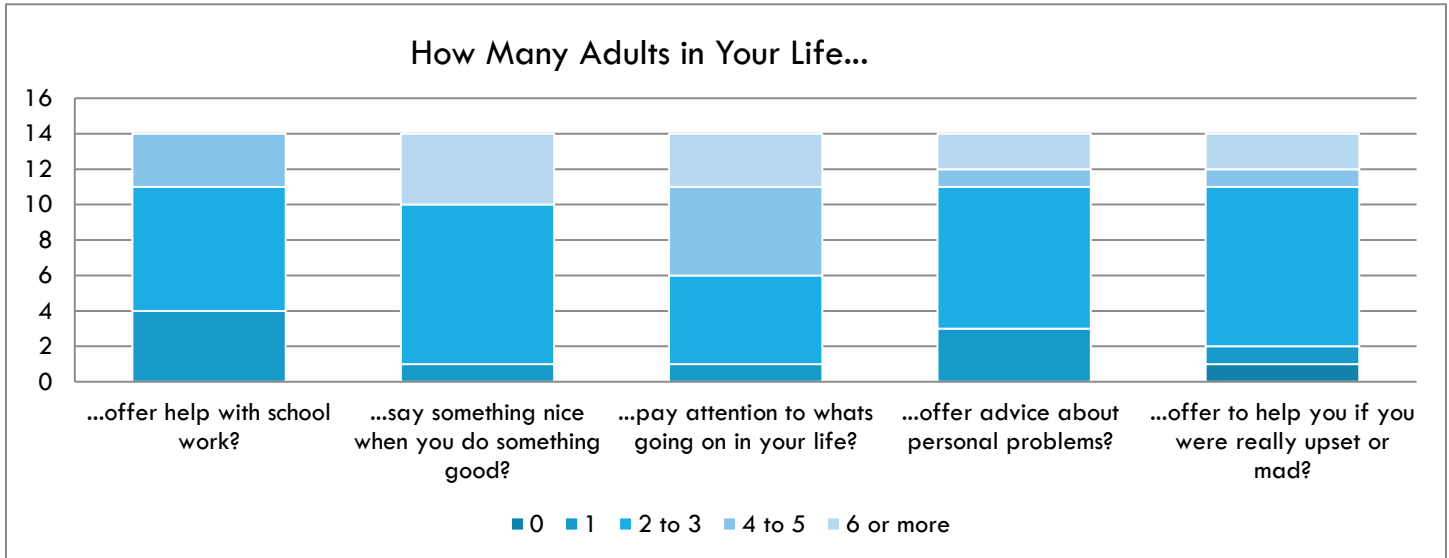
Decision Making... When you feel faced with a problem or difficulty, how likely is it that you will....					
Please Select "How Likely" you are to respond to a situation with the described action.	Not at All Likely	Not Very Likely	Somewhat Likely	Very Likely	No response
Go over in my mind what I will say or do	0	5	7	2	0
Forget the whole thing	4	6	4	0	0
Come up with a couple of different solutions to the problem	1	3	9	1	0
Talk to someone to find out more about the situation	0	3	8	3	0
Go on as if nothing is happening	8	2	4	0	0

How do you think you're doing in school right now?	
I'm struggling	1
Doing okay, need more help	1
Doing okay, grades getting better	7
Very happy with my grades	5
No response	0

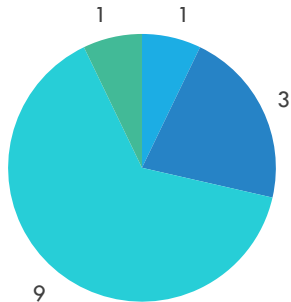
How often do you pay attention in class?	
Never	0
Sometimes	3
Often	5
Very often	6
No response	0

How often do you purposefully not do your best in school	
Never	7
Sometimes	7
Often	0
Very Often	0
No response	0

**CHARTS**



When you feel faced with a problem or difficulty, how likely are you to... Come up with a couple of different solutions to the problem



■ Not at All Likely ■ Not Very Likely  
 ■ Somewhat Likely ■ Very Likely

**MENTEE COMMENTS**

**What is the best part of having a mentor?**

- "Having fun."
- "Being with someone who isn't constantly living with me and who doesn't go to school with me."
- "My mentor doesn't make fun of my new favorite animal by calling it creepy."
- "Having another great person in my life also having a lot of exciting things to look forward to."
- "I love having Alissa, it is fun and we do different things all the time. Her family is super nice and she is my friend."
- "She builds my confidence and I have a new friend."
- "Having someone to talk to."
- "He's a good guy, he shows up."
- "We do cool things together. He asks about my life."
- "Having someone to talk to."
- "Doing things with them. Getting out of the house."
- "Liz is awesome. We do cool things".
- "Being able to talk."

**Do you have any comments or questions for the staff of the program? Please share your ideas or questions here!**

- "There's nothing I want to change and I am very happy with it."
- "No, I love everything."
- "Yes, mentors shouldn't be able to just quit."
- "More concert tickets and events."
- "I'm glad this is a program it makes me more happy."
- "No, thanks."
- "No thanks for everything."
- "No-thank you."
- "You should be able to see your mentor more than just once a week."
- "This is a great program and we can tell the staff is on top of things because of the emails we receive."

**Have you ever used the Grey Matters funds?**

- "Yes, with my first mentor. I went to summer camp. I had a blast and would like to go again."
- "I have used it for the camp I am going to and I enjoy that camp very much."
- "Yes I used it for summer camp. I enjoyed it very much."
- "Yes for piano lessons I loved it and got a piano well piano key board but I still practice."
- "Yes for piano and lessons I still practice."



"Yes lots of times."

"Yes- drivers ed, and gym membership."

"Yes, drivers ed and YMCA membership."

"Yes swimming lessons."

"Yes, for a school trip."

#### SUMMARY STATEMENTS

Over all, mentees presented positive feedback for our program through their survey responses. While only 30% of overall mentee population participated in the survey is less than that of the fall, it may be in part due to the number of new matches in the program. Often times new mentees or their families choose to not participate in the mentoring evaluation. Positive evaluations findings for mentees include that mentees by majority consider doing their best in school very important. Additionally, most mentees could identify at least 2 adults in their life whom they could turn to when upset, in need of guidance, for academic support, and to have positive affirmations in their life. 93% of mentees reported that it was "Pretty True" or "Very True" that their mentor made them happy, and 79% reported that it was "Pretty True" or "Very True" that they had learned a lot from their mentor. Areas of growth for our program are in skill building areas of accepting personal responsibility and confident decision making for mentees. Program staff will look to provide interactive match activities and workshops to engage mentees in the afore mentioned areas, as well as provide additional support to mentors and caregivers.

**CARETAKER SATISFACTION SURVEY**

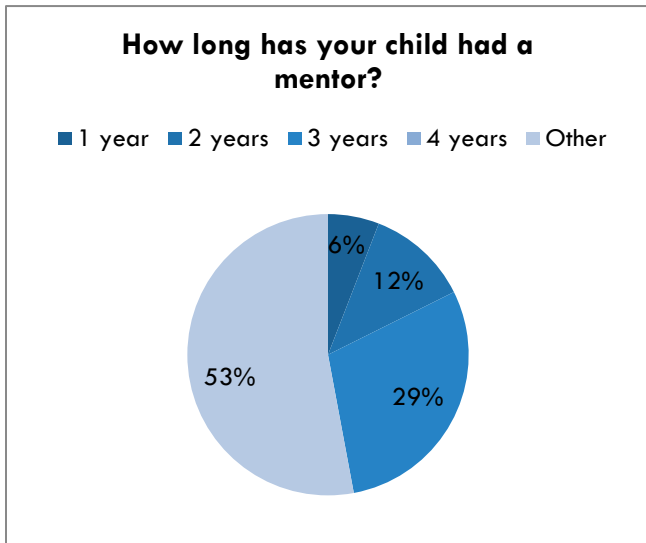
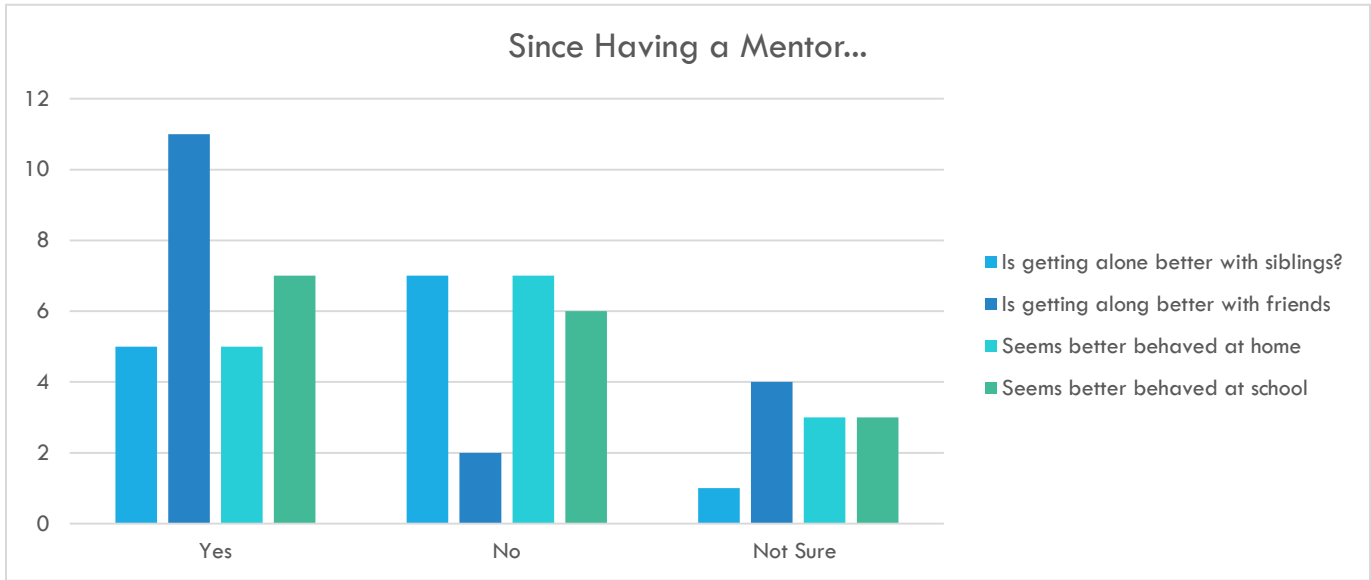
Data Collected March 2017-May 2017 Sample Size = 17, 38% overall mentee participation

**DATA TABLES**

<b>General Program</b>								
How long has your child had a mentor?	1 year	2 years	3 years	4 years		Other		
Caretaker Response	1	2	5	0		9		
Does your child have the same mentor as when he or she started the program?						yes	no	
Caretaker Response						14	3	
Does your child to enjoy the time spent with a mentor?						Yes	No	
Caretaker Response						17	0	
Do you speak with the mentor when the mentor picks your child up?						Yes	No	Sometimes
Caretaker Response						5	2	10

<b>Since Having a Mentor....</b>				
Prompt	Caretaker Response			
	Yes	No	Not Sure	Does Not Apply
Seems Happier	13	2	2	0
Seems Less Angry	8	6	3	0
Seems Less Depressed	6	7	4	0
Seems less aggressive	6	7	3	0
Is getting along better with brothers/ sisters	5	7	1	4
Is getting along better with friends	11	2	4	0
Listens better	10	6	2	0
Feels better about him/herself	12	4	1	0
Seems more responsible	7	8	2	0
Seems better behaved at home	5	7	3	0
Seems better behaved at school	7	6	3	0
Have a better attitude about school	7	7	2	0

**CHARTS**



**CARETAKER COMMENTS**

**What do you think are the greatest benefits that your child has received as a result of having a mentor?**

- “I think the greatest benefit is that my child is spending time with a positive male role model.”
- “Greater self-esteem and being able to make friends at school by learning how to open up and talk.”
- “Having her fun alone time without her brother. I usually have both of them at the same time so they don't get much time to do separate activities.”
- “Positive attitude feels happy.”
- “Getting out and seeing the world with/through the eyes of another caring adult; having another outlet for bonding.”
- “[My daughter] has a set of wonderful people outside the family to whom she can turn when she needs support or an outlet. She comes in from her visits recharged and happy.”
- “[My daughter] has been opening up more and is more receptive to doing her schoolwork, which has been an issue this year. She is becoming more aware of other people's needs and working on being less self-oriented.”
- “Someone to talk with, look up to, and learn new things from.”
- “She is having confidence in herself.”
- “More confidence.”
- “Having someone who focuses only on positives and new activities- he struggles with peer relationships so mentoring fills the gap.”

"Getting [my son] a mentor was the best thing I ever did for him-regardless of any chaos in our family unit, [my son] had his mentor to consistently care about him."

"Male role model, someone actually cares, and isn't paid to see him. Steve chooses to show up and take interest."

"We have a lot going on in the family over custody issues and otherwise. When she's with [her mentor] I know she's getting positive one on one time. She seems happier after, I want her to be a kid."

"Tyler has been so important to our family. His visits mean the world to [my son] and their relationship is now part of [my son's] foundation of becoming a young man. We haven't had a consistent good man in his life otherwise."

"Liz and [my daughter] are a great fit. Liz gets to spend time with a child and [my daughter] gets one on one time. Liz does everything with her."

"[The mentor is] Someone to get out of the house with. Someone who will help her get a summer job."

#### *SUMMARY STATEMENTS*

38% of all mentee's caregivers responded to our program survey, which is a decreased rate from the Fall 2017 response numbers. This may be due to an issue that we had with the online caregiver survey, in which the platform we used to collect data crashed multiple times throughout the data collection time period. If a caregiver had to try too many times to submit their responses, they may have not participated in final submissions. While staff carefully monitored the survey platform once made aware of the survey functioning errors, caregivers may not have gone back to complete participation.

Caregiver participation is historically at a higher rate. Of those caregivers whom did participate, 83% reported that their child had the same mentor they started with in the program, and 100% reported that their child enjoyed time spent with their mentor. 76% of responders said that their child "seems happier" and 71% reported that they "feel better about themselves". While these are all positive findings about of the relationship of mentee and mentor as observed by the caregiver, there were much more split results in terms of the mentee's personal command and interactions with others outside of their mentoring relationship. There were entirely split results in the caregiver's observations of the mentee's anger, depression, relationships to peers and siblings, and behavior at school.

**MENTOR SATISFACTION SURVEY**

Data Collected March 2017-May 2017 Sample Size = 22, 48% overall mentee participation

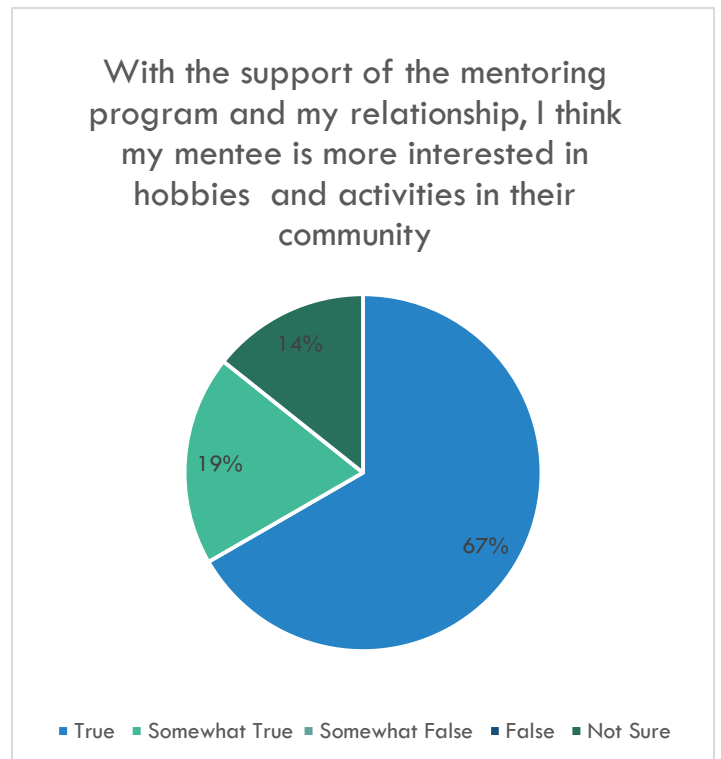
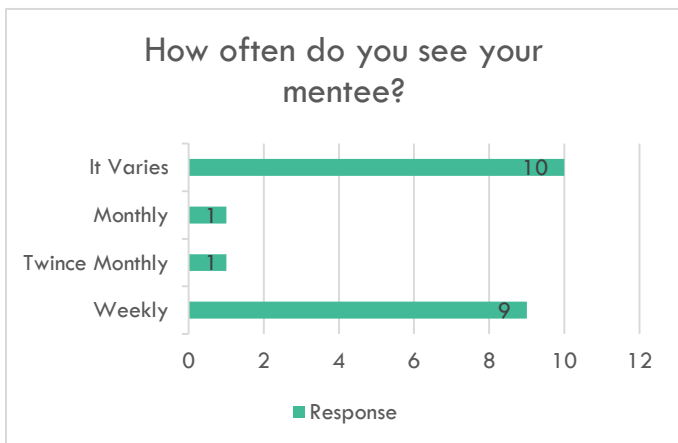
DATA TABLE

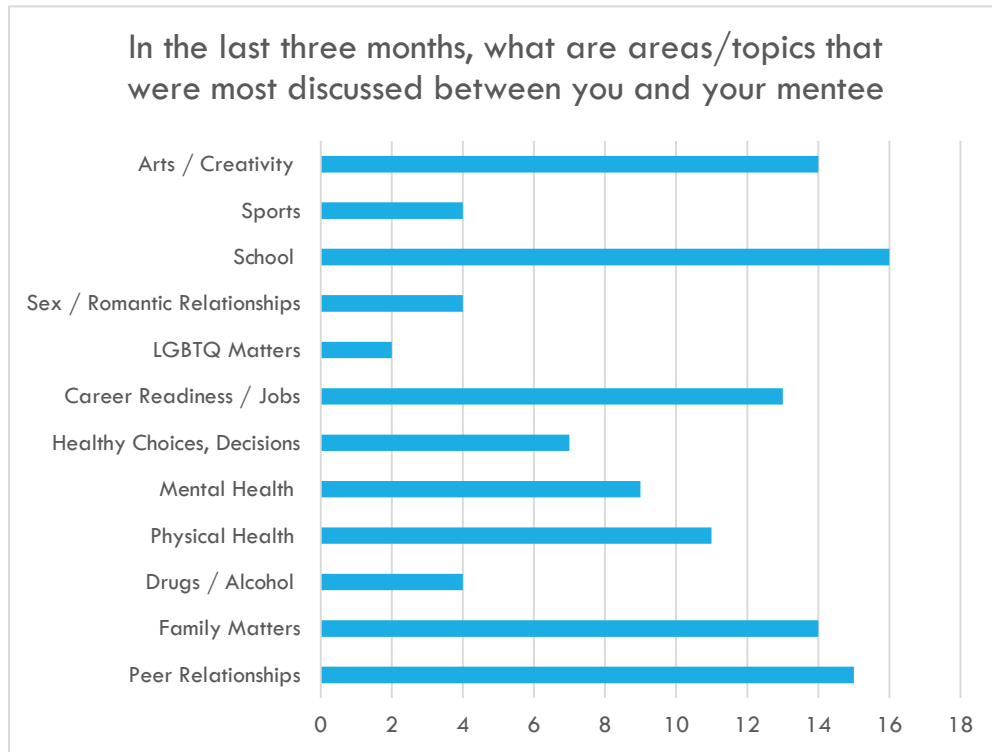
<i>Mentor General Survey</i>	
On average, how often do you see your mentee?	Response
Weekly	10
2-3 times each month	1
Once a month	1
It varies	10
Because of the support of the mentoring program and our relationship, I think my mentee feels like he/she has more adults who support and care about him/her.	Response
True	20
Somewhat True	2
Somewhat False	0
False	0
Not Sure	0
Because of the support of the mentoring program and our relationship, I think my mentee is better able to express his/her feelings.	Response
True	12
Somewhat True	4
Somewhat False	5
False	0
Not Sure	1
With the support of the mentoring program and our relationship, I think my mentee is more committed to academic success.	Response
True	11
Somewhat True	5
Somewhat False	0
False	1
Not Sure	4
With the support of the mentoring program and my relationship, I think my mentee's grades and progress report has shown actual improvement.	Response
True	5
Somewhat True	2
Somewhat False	0
False	1
Not Sure	13
With the support of the mentoring program and my relationship, I think my mentee is more interested in opportunities, hobbies, and activities in their community.	Response
True	14
Somewhat True	5
Somewhat False	0
False	0
Not Sure	3
With the support of the mentoring program and my relationship, I think my mentee has a more positive view of his/her future.	Response

True	13
Somewhat True	8
Somewhat False	0
False	0
Not Sure	1
How would you rank your overall satisfaction as a volunteer youth mentor for Children's Friend and Family Services?	Response
Not Satisfied	0
Somewhat Satisfied	1
Satisfied	3
Highly Satisfied	18

In the last three months, what are areas/topics that were discussed between you and your mentee	Response
Peer Relationships	15
Family Matters	14
Drugs / Alcohol	4
Physical Health	11
Mental Health	9
Healthy Choices, Decisions	7
Career Readiness / Jobs	13
LGBTQ Matters	2
Sex / Romantic Relationships	4
School	16
Sports	4
Arts / Creativity	14

CHARTS





MENTOR COMMENTS

**Please use the space below to share any additional thoughts, questions, or concerns you wish to share regarding your mentoring experience. If you wish to be contacted regarding these concerns, please add your name to your response.**

*"I am sure that both my mentee and I are benefiting from the experience and relationship."*

*"None at this time."*

*"The program is wonderful. Some reasons are the communication, the new ideas and opportunities and the invested staff."*

*"I don't have visibility to her academic records/success."*

*"This is a wonderful program allowing for growth among mentors and mentees alike."*

*"I feel the individuals who represent this mentoring program (Samantha and Megan, Salem, MA) respond quickly to all requests or concerns. I am mentoring a younger child (9 years old) and sometimes I need guidance as to how best to handle the situation. Samantha always responds quickly with insight."*

*"I am enjoying my time with my mentee. My biggest challenge is finding the activities to keep a four year old entertained since I can't bring her back to my house. Her attention span is short (about 15 min) and then wants to find something else to do. The weekly activities that are emailed do not help for her age group. It will be much easier when I can bring her to my house."*

*"I had (very recent) communication (and a meeting which included my mentee) with Samantha and everything was covered. Mentoring continues to be a rewarding experience!"*

*"[My mentee] is much more forthcoming about what he wants. He also seems more relaxed when we talk. I also understand that he has been "main lined" and he feels better about himself. His therapist has his respect. There are a few things I observe that most likely have to do with ADD and autism."*

*"More outdoor activities list."*

*"I am so appreciative of this mentoring program. my mentee has enriched my life as well. She is a wonderful child! Samantha has great insight and ideas."*

*"Academics main concern."*

*"Mentoring can be tough but so rewarding!"*

*"I think things are going extremely well with my mentee and !! I'm so happy that this program exists."*

*"No concerns, I am loving my relationship with my mentee and the support of the program."*

*"It's not what I expected it to be! She hasn't really opened up to me, so I feel my chances to help her have been limited. She has become attached to me and values the time we spend together. She has a lot of issues, but I don't feel I'm in a place to help her, kind of frustrating! Another problem is that she is extremely soft spoken, I often have to ask her to repeat. And she doesn't talk unless spoken to! But she sent me a beautiful card saying how much our relationship means to her, which was very nice, but quite surprising. I wasn't feeling like I was making a difference in her life."*

**Has your relationship changed your attitudes, values and understanding of young people today and the realities facing them? If so, in what ways?**

*"Yes, having a 10 year old helps me better understand issues that they are facing in school."*

*"It is nice to get to know what it's like to be a kid in today's society."*

*"Yes- I am much more open minded than I was before starting this program."*

*"Yes, I appreciate learning more about the positive and negative aspects about how our young people are growing up in our ever changing world."*

*"No, just reinforces need to get away from screens."*

*"Yes absolutely. Resiliency goes a long way and support and listening does well."*

*"I'm convinced that opportunities for mentees by the time they enter the market will be restricted to those with excellent tertiary education. Convincing mentees of this should be responsibility of mentors."*

*"Yes."*

*"I am an ESL teacher; my mentee's family is originally from the Dominican Republic. So I am quite familiar with the culture as several of my students at my school are originally from this country. I have also raised my own daughter. So, no I am aware of the realities that face families with limited resources, dual language challenges, and cultural bias from others. However, my mentee is also experiencing a rich milieu that goes beyond money- a mother and sisters who care about her, a strong church community, and a solid elementary school with individuals who care about her."*

*"As always my mentee impresses me with mature way with which she handles everything! As time passes, her landscape changes- there is now a boyfriend in the picture. She actually offers me nuggets of wisdom that I should apply to my relationship 😊 She continues to be a source of joy and wonder."*

*"Yes in the sense that I have a closer updated positive impression of young people."*

*"Not as of yet."*

*"Not really, I am a middle school ESL teacher- I am very aware of issues confronting young people."*

*"Stayed the same if not gotten better. [My mentee] is the most honest, chill, and open minded people I've ever met."*



"Yes of course- my relationship with her has reminded me that youth have real hopes and have a lot more to offer than people give them credit for."

"No."

"No. I have always felt like I had a good attitude when it comes to understanding young people. I went through many mental health issues growing up and feel that most kids are understood."

"Yes. I feel it's easier to understand what children these days are going through. I feel it's important to validate their struggles instead of brushing them off and saying. "just wait until you get in the real world! High school is the easiest part!"

"Yes. In other areas of my life I am with people my own age or people who are older. As a mentor, I get to spend time with a child and each time I learn to see things through their perspective."

"I just wish the kids today had my values!! Like turning up to work, on time, and doing your best. My attitude has always been "Don't Quit", hers is if I don't like it after 10 minutes, I'll quit. I try to point her in this direction, but I realize her home life leaves a lot to be desired, and after all, I'm not her parent."

#### *SUMMARY STATEMENTS*

Nearly 50% of mentors participated in the Spring 2017 survey. 95% of participating mentors report feeling "Satisfied" or "Highly Satisfied" with the overall mentoring program. Other positive findings include 80% of mentors believe that their mentee feels like that have more adults in their life to ask for support, 75% believe that their mentee is most interested and involved in new activities, opportunities, and hobbies, and 85% of mentors believe that their mentee is showing increased positivity in their future. This Spring, mentors again reported frustration over a lack of information around academic outcomes for their mentee, both in comments and in their actual survey responses. Additionally there are split mentoring results in the area of the mentees' ability to express their feelings to their mentor. Something new this evaluation season was the final survey question, "In the last three months, what are areas/topics that were discussed between you and your mentee" Mentors were given the option to select as many topics as were relevant to their recent conversations. The highest areas for conversation included: Peer Relationships, Family Relationships, Mental Health, Physical Health, Careers/Jobs, School, and Arts/Creativity. Program staff asked this question for the first time, to help garner what overall themes of issues were trending among matches, so to support the current factors of relationships with informed resources and workshop opportunities.