

Regional Funding

Fiscal Year 2022 - Partner Funding Application

Big Brothers Big Sisters Greater Fredericksburg

Agency Total Budget

In the boxes below provide an overview of the administrative costs associated with your total agency budget.

Expenses

	FY 2018 Actual	FY 2019 Actual	FY 2020 Budgeted	FY 2020 Actual	FY 2021 Estimate	FY 2022 Budget
Salary	160,602.87	163,189.35	185,962.00	162,609.54	186,511.00	190,241.00
Benefits	19,275.77	11,909.04	24,270.00	20,096.48	24,652.00	25,145.00
Operating Expenses	81,505.55	91,327.88	87,680.00	73,181.93	85,653.18	87,366.00
Capital Expenses	0.00	0.00	0.00	0.00	0.00	0.00
Other Expenses	36,611.68	36,611.68	40,000.00	15,663.75	35,033.82	35,734.00
Total	297,995.87	303,037.95	337,912.00	271,551.70	331,850.00	338,486.00

Revenues

Please include revenue associated with your entire organization. This section represents the TOTAL revenue your organization is receiving. The revenue associated with specific programs will be listed within your program budgets; this section represents total revenues. (For example if your organization requests funding for multiple programs the total amount requested from each locality or other entities goes within this section)

	FY 2018 Actual	FY 2019 Actual	FY 2020 Budgeted	FY 2020 Actual	FY 2021 Estimate	FY 2022 Budget
Caroline	0.00	0.00	0.00	0.00	0.00	0.00
Fredericksburg	10,000.00	10,000.00	10,000.00	10,000.00	10,000.00	10,000.00
King George	0.00	0.00	0.00	0.00	0.00	0.00
Spotsylvania	5,500.00	3,000.00	3,000.00	3,000.00	3,000.00	3,000.00
Stafford	6,000.00	6,000.00	6,000.00	5,880.00	5,880.00	5,880.00
United Way	44,804.88	43,755.42	45,000.00	47,690.17	38,600.00	38,600.00
Grants	33,037.00	35,253.00	39,000.00	49,885.00	45,000.00	47,000.00
Client Fees	0.00	0.00	0.00	0.00	0.00	0.00

	FY 2018 Actual	FY 2019 Actual	FY 2020 Budgeted	FY 2020 Actual	FY 2021 Estimate	FY 2022 Budget
Fundraising	166,378.0 3	131,301.4 9	183,712.0 0	93,514.74	173,400.0 0	176,916.0 0
Other (Click to itemize)	58,561.73	60,499.60	51,200.00	84,925.46	55,970.00	57,090.00
Total	324,281.6 4	289,809.5 1	337,912.0 0	294,895.3 7	331,850.0 0	338,486.0 0

Surplus / Deficit

	FY 2018 Actual	FY 2019 Actual	FY 2020 Budgeted	FY 2020 Actual	FY 2021 Estimate	FY 2022 Budget
Surplus or Deficit	26,285.77	-13,228.44	0.00	23,343.67	0.00	0.00

Big Brothers Big Sisters Greater Fredericksburg

Agency Budget Narrative

Administrative Expenses

Provide an overview of the administrative costs for your agency.

The Agency Administrative Expenses include the salaries for the Office Assistant & Fund Development/Marketing Assistant as well as the expenses associated with our fundraising events. Our organization has many fundraisers to support our budget of administrative and program costs.

If your agency is requesting an increase or decrease in administrative funding, please describe in detail the reasons for these changes.

The monies received from local funding are used to defray program costs.

Please provide justification for and specific amounts of administrative costs that are defrayed by locality funds.

N/A

Capital Expenses

Please provide an overview of the capital costs for your agency.

N/A

Please provide justification for and specific amounts of capital costs that are defrayed by locality funds.

N/A

Salary & Benefit Expenses

Please provide an overview of any increases or decreases in general personnel expenses for your agency.

The FY22 budgeted amount includes a 2% COLA.

Please provide a description of any changes to agency benefits structure or cost.

There will be no changes to agency benefits for FY22.

Budget Issues

Provide any legislative initiatives or issues that may impact the agency for the upcoming year.

There are not legislative initiatives or issues that may impact our agency.

If you are aware of "outside" funding sources that will expire or be reduced on a set cycle or date, please note those below and how you are planning for them.

Most of our grant funding is awarded on a yearly basis. For any grants that are not renewed, the plan to fill the void is to seek other grants or increase fundraising.

Please detail any identified agency needs or areas of concern that are currently not being addressed in your funding request.

An area of concern is the viability of our agency given the economic impact of the pandemic on fundraising activities and philanthropy.

Big Brothers Big Sisters Greater Fredericksburg

Locality Information

Locality Notes

Please use the spaces below to provide any locality specific notes or statements that may be relevant to your application.

Caroline County

N/A

City of Fredericksburg

BBBS is requesting level funding of \$10,000. The funding provided by Fredericksburg represents 3% of our funding. In FY20 of the 142 children served, 52 (36.6%) were from Fredericksburg. The cost of supporting a match for one year is \$1,200. Therefore, the cost of serving the 52 Fredericksburg children is \$62,400. The statistics in Fredericksburg for economically disadvantaged children reveal a need for a proven prevention program like ours. More than 68% of children in Fredericksburg were eligible for free/reduced lunches in AY2019-20. The graduation rate for economically disadvantaged students in Fredericksburg is 76% compared to an 83% rate for all students. Our program supports the education system of Fredericksburg by helping these economically disadvantaged children reach graduation. Research on childhood adversity reveals that the single most common factor for children to develop resilience is a stable and committed relationship with a supportive adult.

King George County

n/a

Spotsylvania County

BBBS is requesting level funding of \$3,000. The funding provided by Spotsylvania represents less than 1% of our funding. In FY20 of the 142 children served, 45 (31.6%) were from Spotsylvania. The cost of supporting a match for one year is \$1,200. Therefore, the cost of serving the 45 Spotsylvania children is \$54,000. The statistics in Spotsylvania for economically disadvantaged children reveal a need for a proven prevention program like ours. More than 35.8% of children in Spotsylvania were eligible for free/reduced lunches in AY2019-20. The graduation rate for economically disadvantaged students in Spotsylvania is 83.8% compared to a 91% rate for all students. Our program supports the education system of Spotsylvania by helping these economically disadvantaged children reach graduation. Research on childhood adversity reveals that the single most common factor for children to develop resilience is a stable and committed relationship with a supportive adult.

Stafford County

BBBS is requesting level funding of \$5,880. The funding provided by Stafford County represents 1.7% of our funding source. In FY20 of the 142 children served, 24 (17%) were from Stafford. The average cost of supporting a match for one year is \$1,200. Therefore, the cost of serving the 24 Stafford children is \$28,800. The statistics in Stafford for economically disadvantaged children reveal a need for a proven prevention program like ours. More than 33% of children in Stafford were eligible for free/reduced lunches in AY2019-20. The graduation rate for economically disadvantaged students in Stafford is 90.8% compared to a 94.9% rate for all students. Our program supports the education system of Stafford by helping these economically disadvantaged children reach graduation. Research on childhood adversity reveals that the single most common factor for children to develop resilience is at least one stable and committed relationship with a supportive adult.

Blg Brothers Big Sisters Greater Fredericksburg

Agency Information

General Information

Agency Name Blg Brothers Big Sisters Greater Fredericksburg
Physical Address 325A Wallace Street, FREDERICKSBURG, VA, 22401, US
Mailing Address 325A Wallace Street, Fredericksburg, VA 22401
Agency Phone Number (540) 371-7444
Federal Tax ID # 540848850
Web Address www.bbbsfred.org
Agency Email Address michellehedrich@bbbsfred.org

Agency Mission Statement

Create and support one-to-one mentoring relationships that ignite the power and promise of youth.

Number of Years in Operation 53

Main Contact

Main Contact Michelle Hedrich, phone: (540) 371-7444, email: michellehedrich@bbbsfred.org
Job Title Executive Director

Localities Served

Please select any/all localities your agency serves.

Caroline
Fredericksburg
King George
Spotsylvania
Stafford

Collaborative Impact

Describe in detail how the community would be impacted if your agency were dissolved or merged with another partner agency.

Big Brothers Big Sisters distinguishes itself from other mentoring programs via rigorous published standards and required procedures, including volunteer screening, youth assessment, a careful matching process, supervision and a scientifically based evaluation system. Our one-to-one mentoring program outcomes are educational success, avoidance of risky behavior and improved social competency. Our program would not be merged because we are a nationally affiliated program.

Parents & counselors seek mentors for children who may make negative choices or are not making educational progress. Without positive role models, children are more likely to engage in the risky behavior of their peers or the negative adult role models in their lives. Without our prevention program, there would be a greater need for higher cost intervention. Our professional support helps mentees grow, succeed, and become productive, successful members of our community.

Community Impact

Please provide at least 2 examples of how your services have impacted members of our community.

Example 1

Big Brother Jason retired from the Air Force when a friend referred him to Big Brothers Big Sisters knowing he would be a great role model. Jason was interviewed, had his background and references checked and attended mentor training. Jason was matched with Joey whose single mother wanted someone to guide him and teach him life skills. They have been matched five years.

Jason knew that Little Brother Joey was an intelligent young man. The pair quickly bond over their mutual love for bowling. Joey faces many difficulties and temptations and Jason has appreciated the advice from the BBBS Staff on how to best support Joey. As their relationship developed, Little Brother Joey has become comfortable opening up about personal issues and asking for advice from Jason. Jason says that now conversation flows easily and that there is never a dull moment when they are together.

Over the years, the pair has enjoyed going to the YMCA, movies, out for lunch, bowling and Kings Dominion. They visited the African American and Marine Corps Museums which produced long engaging conversations. Both Jason and Joey are a staple at BBBS match events like Bowl For Kids' Sake, where they can always be seen laughing together. Jason joked that he and Joey might have to take a break from bowling because Joey was starting to get too good and beating Jason. As Joey was throwing the ball down the lane, Jason could be seen standing alongside him, watching proudly with a smile on his face.

As Joey has gotten older, their conversations have become future focused with talk about graduating high school and plans beyond. Jason has continued to be one of Joey's most ardent supporters, and he has taught Joey how to be one of the biggest advocates for himself. Jason has commented on how proud he has been watching Joey grow throughout the years. The shy middle schooler he met nearly five years ago has become a confident young man about to graduate and ready to take on the world.

Example 2

The school counselor requested that Big Brothers Big Sisters select a mentor for Jada who is in middle school. Jada moved around to different elementary schools because her single mother has been challenged to secure a stable housing situation and they have lived in various hotels in the area. Jada stated that if she could change one thing in her life it would be to take away the bullies. She is smart and kind-hearted and wants to get better grades. Jada said during her interview that the best part of having a Big Sister would be to have someone to depend on.

In collaboration with the University of Mary Washington, BBBS recruits and trains college students to be one-to-one mentors in our Bigs in Schools program at local elementary and middle schools. UMW student Maci was interviewed, had background and reference checks, and attended mentor training. She wanted to be a mentor to help provide a good foundation for a child. She had experience working with homeless teens while in high school.

The BBBS Staff thoughtfully assessed both mentor and mentee and matched Big Sister Maci with Little Sister Jada. They meet once a week after school. The BBBS staff onsite at the afterschool program monitors the mentor/mentee relationship and offers resources and advice to the Big Sister.

Since being matched, both Maci and Jada have realized their shared love for crafts and painting and spend a lot of their time together making creative 3D art and painting all different types of projects. Little Sister Jada wants to go to cosmetology school after she graduates from high school, and her Big Sister Maci has helped her come up with new creative makeup ideas that they have practiced recreating with other art mediums for fun. The match also often goes to the gym to play basketball. Jada said that she looks forward to her Big Sister Maci coming each week to hang out because every week is different, and her Big Sister is always open to trying something new.

Example 3 (Optional)

Big Brothers Big Sisters Greater Fredericksburg - One-to-One Mentoring

Program Overview

You may save your work at any time by clicking on the "Save My Work" link/icon at the bottom or top of the page.

When you have completed all questions on the form, select the "Save My Work and Mark as Completed" link/icon at the bottom or top of this page.

You may also SWITCH between forms in this application by using the SWITCH FORMS feature in the upper right corner. When switching forms, any updates to the existing form will automatically be saved.

General Information

Program Name One-to-One Mentoring

Is this a new program? No

Program Contact

Name Michelle Hedrich

Title Executive Director

Email michellehedrich@bbbsfred.org

Phone (540) 371-7444

Program Purpose / Description

Provide an overview of this program

The purpose of the Big Brothers Big Sisters (BBBS) one-to-one mentoring program is for all youth to achieve their full potential. BBBS strengthens our community by connecting one child with one adult and supporting that match at every stage. Children facing adversity are paired with a role model who provides individualized support. Parents appreciate the added layer of support a mentor provides in helping a child see the possibilities of the future.

As an affiliate of BBBS of America, our mentoring model is proven to enhance resilience, social competency, and educational success. Our services include: volunteer screening and training, youth assessment, determining the best match of adult and child, ongoing supervision/support and measurement of results. Our Match Advocate Staff are a key asset in the building of strong relationships between the child, volunteer, and the parent.

Mentors help children navigate the challenges in their lives and inspire them to take proactive steps to reach their potential. Together they engage in activities that include educational, athletic, social and civic experiences which lead to the discovery of new interests and talents. Through the development of a trusting relationship with their mentor, children in the BBBS program improve in school connectedness, emotional regulation and social competence.

Client Fees

Please describe the fees clients must pay for the services by this program.

Our organization charges no fees for services.

Justification of Need

Please state clearly why this service should be provided to the citizens of the region and why the localities should consider this funding request.

Economically disadvantaged students have lower graduation rates (76%-91) compared to other students (83%-95%). One indicator of economically disadvantaged students is the percent eligible for free and reduced lunches (30%-68%). These children have an elevated exposure to crime, violence, and substance abuse which impedes success in school. The effects of poverty and childhood trauma impacts proper brain development and results in inability to set goals and problem solve. Our one-to-one mentoring program meets the needs the community by helping children with such challenges to modify their behavior and motivate them to set and meet goals that lead to graduation. Parents and educators have seen positive results for children with BBBS mentors. Mentoring is a cost effective approach to serve these children. By investing in BBBS, communities see a return benefit through improved educational outcomes, social resilience and economic opportunity.

If this is a new program, be sure to include the benefits to the region for funding a new request.

N/A

Target Audience and Service Delivery

Describe the program's intended audience or client base and how those clients are served.

The target population is Planning District 16 children ages 6-18 who face adversity in their lives as a result of poverty, single parent household, or parental incarceration or death. Many children have little or no contact with the absent parent(s) or are in the custody of a guardian. Children enter our program ages 6-13 and once matched, may continue until high school graduation. Children are referred by parents/guardians, teachers, or counselors. We match screened and trained adult volunteers (mentors) with children (mentees) who live in high risk situations in the region. Mentors provide positive direction to help children fulfill their greatest potential. The mentors/mentees meet on a consistent schedule for a minimum of one year (application criteria for volunteers, parents and children). The mentors and mentees can meet anywhere in the community that they choose, as long as the parent gives consent. Our mentoring program also takes place in some area schools.

If your program has specific entry or application criteria, please describe it here.

The children must be ages 6-13 and face adversity in their lives. Our national research reveals that the greatest return on investment and best chance for success occurs if mentoring and intervention begins at ages 6-13. The mentors, mentees and parents/guardians must commit to meeting on a consistent schedule for a minimum of one year. They also must commit to responding to ongoing contact from our Match Advocate Staff.

Big Brothers Big Sisters Greater Fredericksburg - One-to-One Mentoring

Program Budget Narrative

Please indicate in detail reasons for increases or decreases in the amounts you are requesting.

Big Brothers Big Sisters is requesting level funding. Current funding from localities represents 0.05% of our budget. Funding is used to recruit, screen (background checks), interview, train, evaluate and provide ongoing support to children, guardians, and volunteer mentors. The FY22 budgeted amount also includes a 2% COLA for salaries as well as a minimal increase in program operating costs.

If an increase is being requested, please describe the impact not receiving an increase would have on the program.

N/A

In particular, please describe in detail if any increase is sought for new positions or personnel.

N/A

Big Brothers Big Sisters Greater Fredericksburg - One-to-One Mentoring

Program Specific Budget

Please provide your program specific budget below.

Expenses

	FY 2018 Actual	FY 2019 Actual	FY 2020 Budgeted	FY 2020 Actual	FY 2021 Estimate	FY 2022 Budget
Personnel	131,752.87	140,572.16	152,363.32	140,432.94	153,030.35	156,090.95
Benefits	16,008.89	10,158.10	20,590.43	17,516.97	21,255.20	21,680.30
Operating Expenses	81,505.55	91,327.88	85,719.92	73,181.93	85,653.18	87,366.00
Capital Expenses	0.00	0.00	0.00	0.00	0.00	0.00
Total	229,267.31	242,058.14	258,673.67	231,131.84	259,938.73	265,137.25

Revenues

This section represents revenue specifically associated with your program. Revenue that supports the implementation of your program and the services provided to the community.

	FY 2018 Actual	FY 2019 Actual	FY 2020 Budgeted	FY 2020 Actual	FY 2021 Estimate	FY 2022 Budget
Caroline	0.00	0.00	0.00	0.00	0.00	0.00
Fredericksburg	10,000.00	10,000.00	10,000.00	10,000.00	10,000.00	10,000.00
King George	0.00	0.00	0.00	0.00	0.00	0.00
Spotsylvania	5,500.00	3,000.00	3,000.00	3,000.00	3,000.00	3,000.00
Stafford	6,000.00	6,000.00	5,880.00	5,880.00	5,880.00	5,880.00
United Way	44,804.88	43,755.42	46,000.00	47,690.17	38,600.00	38,600.00
Grants	33,037.00	35,253.00	36,400.00	49,885.00	45,000.00	47,000.00
Client Fees	0.00	0.00	0.00	0.00	0.00	0.00
Fundraising	71,363.70	83,550.12	104,353.67	64,851.21	101,488.73	103,567.25
Other (Click to itemize)	58,561.73	60,499.60	53,040.00	49,825.46	55,970.00	57,090.00
Donations	48,153.80	59,644.13	52,500.00	49,565.06	55,700.00	56,820.00
Earned Revenues	407.93	855.47	540.00	260.40	270.00	270.00
Bequest	10,000.00	0.00	0.00	0.00	0.00	0.00

	FY 2018 Actual	FY 2019 Actual	FY 2020 Budgeted	FY 2020 Actual	FY 2021 Estimate	FY 2022 Budget
Total	229,267.3 1	242,058.1 4	258,673.6 7	231,131.8 4	259,938.7 3	265,137.2 5

Surplus / Deficit

	FY 2018 Actual	FY 2019 Actual	FY 2020 Budgeted	FY 2020 Actual	FY 2021 Estimate	FY 2022 Budget
Surplus or Deficit	0.00	0.00	0.00	0.00	0.00	0.00

Big Brothers Big Sisters Greater Fredericksburg - One-to-One Mentoring

Collaborative Impact

Efforts and Partnerships

Describe in detail examples of collaborative efforts and key partnerships between your program and the other programs or agencies in the area.

Community Collaborative for Youth and Families (CCYF) – Executive Director is a Leadership Team member and collaborates to strengthen the network of community services and strengthen the outcomes/impact for local children. With education and research studies from the National Office of BBBS, our staff shares the most up-to-date and relevant information about data and strategies to increase protective factors and promote resiliency in youth and their families locally.

University of Mary Washington- students serve as mentors and interns. The University staff collaborates with recruiting student leaders and student volunteers.

National Society of Black Engineers – provides volunteer mentors, donations, ambassadors for our mentoring program, collaborate on advancing STEM (Science, Technology, Engineering, Math) efforts.

YMCA – provides passes for our mentors/mentees to use the facilities to engage in healthy, positive physical activity.

Collaborative Impact

Describe in detail how the community would be impacted if your program were dissolved or merged with another partner agency.

Big Brothers Big Sisters distinguishes itself from other mentoring programs via rigorous published standards and required procedures, including volunteer screening, youth assessment, a careful matching process, supervision and a scientifically based evaluation system. Our one-to-one mentoring program outcomes are educational success, avoidance of risky behavior and improved social competency. Our program would not be merged because we are a nationally affiliated program.

Parents & counselors seek mentors for children who may make negative choices or are not making educational progress. Without positive role models, children are more likely to engage in the risky behavior of their peers or the negative adult role models in their lives. Without our prevention program, there would be a greater need for higher cost intervention. Our professional support helps mentees grow, succeed, and become productive, successful members of our community.

Big Brothers Big Sisters Greater Fredericksburg - One-to-One Mentoring

Number of Individuals Served

Localities

Please provide the actual numbers of individuals served in this program during FY2017, FY2018, and FY 2019, the estimated numbers of individuals served in FY2020 and the projected numbers of individuals served in FY2021.

Locality	FY2017 (Actual)	FY2018 (Actual)	FY 2019 (Actual)	FY 2020 (Actual)	FY 2021 Projected	FY 2022 Estimate
Fredericksburg City	65	61	54	52	52	54
Caroline County	2	1	2	2	2	2
King George County	18	18	15	16	16	15
Spotsylvania County	56	59	54	45	45	50
Stafford County	44	36	26	24	26	28
Other Localities	1	4	2	3	3	1
Total	186	179	153	142	144	150

Big Brothers Big Sisters Greater Fredericksburg - One-to-One Mentoring

[View Diagram](#) Goals and Objectives

Goals

Goal:

We will build strong relationships between mentors and mentees. The trusting relationship established through mentoring will help the mentee cope with the adversity in their lives and act as a protective factor against future risk behavior.

Objectives		2018 Year End	2019 Baseline	2019 Year End	2020 Baseline	2020 Year End	2021 Baseline
Mentees will develop trust and confidence in their mentors through consistent contact. Mentees will show positive outcomes in the areas of closeness (attachment), importance (significant & beneficial relationship) and safety.	Total # Clients Served	179	195	142	153		153
	Total # Clients Achieved/Successful	171	166	134	130		130
	% Achieved / Successful	95.53	85.13	94.37	84.97	0	84.97
Mentors will gain knowledge about mentoring for building a relationship with their mentees. Mentors will show positive outcomes in the areas of confidence (to develop a beneficial relationship) and closeness (attachment).	Total # Clients Served	179	195	142	153		153
	Total # Clients Achieved/Successful	173	166	137	130		130
	% Achieved / Successful	96.65	85.13	96.48	84.97	0	84.97

Explanation & Overview

If your outcomes are significantly less than your stated objectives, please note any reasons why this might be the case

N/A

Updates for FY2018

Please note any changes you plan to make to the program, or the stated goals and objectives, given the data you have reported

We do not plan to make programmatic changes since the data indicates that we have met our goal of building strong relationships with consistent contact. The data shows that mentees do have a significant and beneficial relationship with their mentors. The data shows that mentors have positive outcomes in confidence and closeness. We continually monitor the relationships and tailor support to the individual needs of the children and of their mentor in order to assist their mentees.

If you are restating the goals or objectives for the prior calendar year, please include those here

Goal 1: We will build strong relationships between mentors and mentees. The trusting relationship established through mentoring will help the mentee cope with the adversity in their lives and act as a protective factor against future risk behavior.

Objectives: 1a

Mentees will develop trust and confidence in their mentors through consistent contact. Mentees will show positive outcomes in the areas of closeness (attachment), importance (significant & beneficial relationship) and safety.

Objectives: 1b

Mentors will gain knowledge about mentoring for building a relationship with their mentees. Mentors will show positive outcomes in the areas of confidence (to develop a beneficial relationship) and closeness (attachment).

Goal:

2. As a result of the mentor/mentee relationship, mentees will show improvement in scholastic competence and academic engagement. Mentees will demonstrate a more positive sense of what is possible for the future which will result in graduating from high school and aspiring to attend college.

Objectives		2018 Year End	2019 Baseline	2019 Year End	2020 Baseline	2020 Year End	2021 Baseline
Objectives: 2a Mentees will show improvement in self-confidence as it relates to school and school work. Mentees will have a positive increase in outcomes in the areas of scholastic competency.	Total # Clients Served	179	195	142	153		153
	Total # Clients Achieved/Successful	171	166	132	130		130
	% Achieved / Successful	95.53	85.13	92.96	84.97	0	84.97
Objectives: 2b Mentees will show	Total # Clients Served	179	195	142	153		153

improvement in educational expectations and in their outlook toward the future. Mentees will have a positive increase in outcomes in the areas of educational expectations.	Total # Clients	173	166	132	130		130
	Achieved/Successful						
	% Achieved / Successful	96.65	85.13	92.96	84.97	0	84.97

Explanation & Overview

If your outcomes are significantly less than your stated objectives, please note any reasons why this might be the case

N/A

Updates for FY2018

Please note any changes you plan to make to the program, or the stated goals and objectives, given the data you have reported

We do not plan to make programmatic changes since the data indicates that we have met our goal to have mentees show improvement in scholastic competence and academic engagement as well as demonstrating a more positive sense of what is possible for the future which will result in graduating from high school and aspiring to attend college.

If you are restating the goals or objectives for the prior calendar year, please include those here

Goal 2

As a result of the mentor/mentee relationship, mentees will show improvement in scholastic competence and academic engagement. Mentees will demonstrate a more positive sense of what is possible for the future which will result in graduating from high school and aspiring to attend college.

Objectives: 2a

Mentees will show improvement in self-confidence as it relates to school and school work. Mentees will have a positive increase in outcomes in the areas of scholastic competency.

Objectives: 2b

Mentees will show improvement in educational expectations and in their outlook toward the future. Mentees will have a positive increase in outcomes in the areas of educational expectations.