



2022 Impact Report

A Year of Reflection

GROWTH



Letter From Leadership



Dear Friends,

The last few years have marked tremendous change for our communities, and Youth Mentoring Collaborative (YMC) is no exception. Not only have we reimagined ourselves as a new organization, but we have done so by staying true to our values of collaboration, relationships, growth, courage, and joy. Not wavering or being swayed by circumstances or opinions continues to drive our ongoing commitment to support the expansion of mentoring initiatives that promote the health and well-being of young people and families most impacted by systems of oppression.

To bolster our current capacity-building work, YMC has introduced Healing-Centered Mentoring™. This innovative framework aligns with the words of community psychologist George Albee: “Let me emphasize, I do not see psychology as the care-delivery field. We will never have the human resources to meet the demands. Rather, we must create the theory and show how it is applicable, to enable care to be given by lay people.” Over the next few years, YMC will equip helping professionals with the evidence-based tools necessary to bridge our society’s broadening chasm between those youth who need mental health support and those who can access it. In addition, because mentoring already draws on a wide array of established therapeutic techniques, we seek to leverage mentoring to reduce mental health stigma—especially for youth and families who mistrust mental health services.

YMC also recognizes that a thriving society invests in initiatives that support children, youth, and families.

With most mentoring organizations operating with budgets under \$200,000, many agencies lack sufficient financial capacity to provide the most efficacious mentoring services.

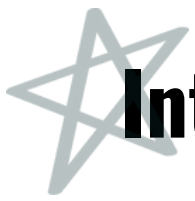
YMC is committed to working with the philanthropic community, elected officials, and others that hold to the keys to power to join forces and align resources to help mentoring agencies across the Carolinas shift from the “friendship model” to supportive accountability organizations with the level of investments necessary to deliver on their missions more effectively.

Right now, we are at an inflection point. There is growing momentum to take seriously the responsibility to provide pathways for all people to create positive futures for themselves and their families. Mentors from similar backgrounds who have overcome obstacles, and mentors from different backgrounds who can open new doors, both play a role in upholding youth as the architects of their own lives. People from all backgrounds can and must come together to work towards eliminating the barriers that young people face and create healthy communities where all people have the confidence, dignity, and support they need to succeed socially and economically.

Through healthy youth-adult relationships, mentoring has the power to disrupt the status quo and build a safer, smarter, and more socially conscious world. We invite you to join us on this important journey.

With courage,

Ataryus O. Goode, President & CEO
Barbara Jessie-Black, Board Chair



Introduction: Who We Are



The Youth Mentoring Collaborative (YMC) is a capacity-building organization dedicated to increasing the number of Black and Brown youth in identity-affirming mentoring relationships while working to dismantle the systemic barriers that youth and their families face on a daily basis.

This includes providing training, resources, public awareness, and advocacy that supports the expansion of mentoring initiatives that promote the health and well-being of young people and families most impacted by systems of oppression.

The core of our work is to build the capacity of mentoring programs to meet the needs of the youth in their communities. We leverage the expertise of our team, industry best practices, innovation and cultural competency to work in partnership with programs, not to tell them how to do their work.

In other words, we mentor mentors.



At-a-Glance: Our Impact



30

is the number of partner organizations we worked with in 2022, representing communities across three states*.

90% of clients are located in North Carolina. Of those, more than half are centrally located in the Piedmont region.

**We also served one client in Virginia.*

<\$50,000

Approximately 60% of partner organizations we served have an annual budget of less than \$50,000.

This means we are working with the organizations that need our services most.

691

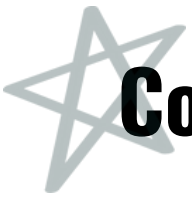
is the number of mentors positively impacted by our consultancy with their youth-serving organization*.

1505

is the number of mentees positively impacted by our consultancy with their youth-serving organization*.

**Numbers reported by partners who submitted data.*





Consulting Breakdown

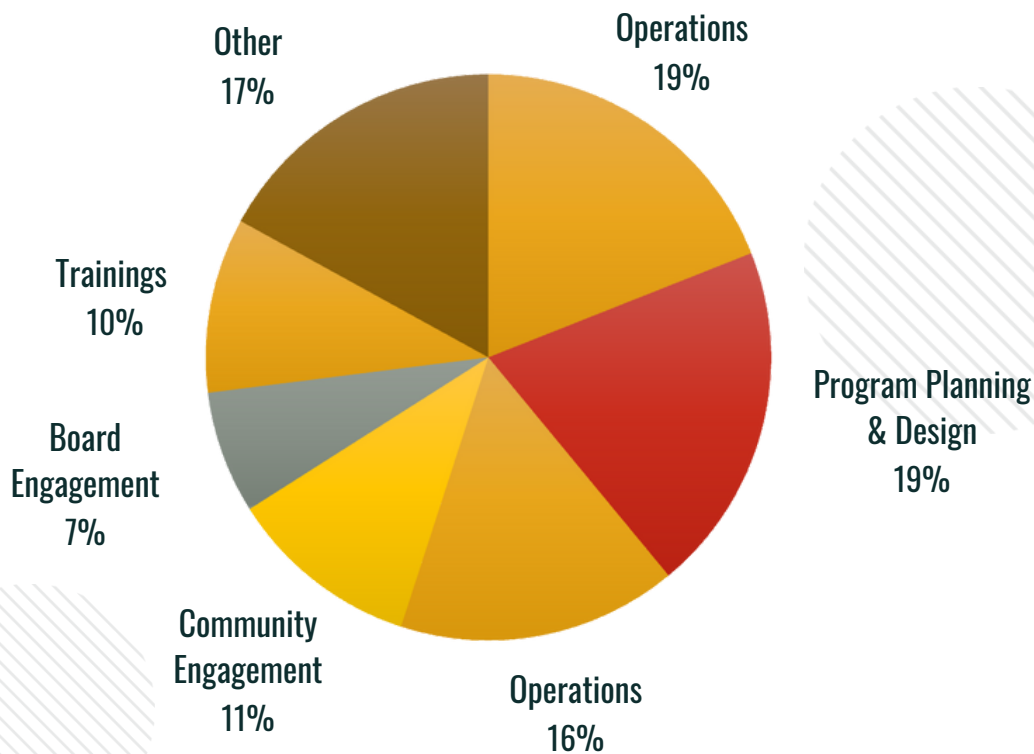


738 hours

Number of hours of consulting provided to partner agencies at no cost to them

The top consulting categories were Program Planning and Design and Operations, meaning that we helped new mentoring initiatives get off the ground or supported the expansion and/or improvement of existing programs.

Project Types





Partner Success: A Case Study

The Challenge

Unbreakable Faith Inc. is a youth-serving organization established in 2020 to provide one-on-one mentorship to youth who have experienced sexual trauma and abuse. The Founder and Executive Director (ED) is the sole program administrator. They approached YMC to receive general capacity-building services that would support the successful implementation and sustainability of their mentoring program.



The Project

The project evolved because YMC uncovered additional organizational needs. In addition to the human capacity to execute our recommendations, the ED needed support and coaching.

The Solutions

In addition to scheduled coaching, our team worked with ED to:

- Create organizational policies and procedures
- Assess fund development strategies
- Review mentor and mentee recruitment and retainment strategies
- Develop trauma-informed training processes for staff and volunteers



Testimonials



Hear for yourself what YMC Partners have to say about the Consulting process.



[Working with YMC has been] Transformative. We're significantly clearer on our desired outcomes and how to measure and report on our progress toward those outcomes.

-Derek Rhodes, Durham Success Summit



Our experience has been wonderful! We hope for a positive outcome by gaining more feedback from our participants.

-Megan, the Reintegration Support Network



We need another set of eyes and ears to say, 'hey guys, that's kind of an old model.' With YMC, they can help us to see what we don't see.

-Duvale Murchison, 100 Black Men of Greater Charlotte



Financial Insights



\$363,516

in Philanthropic Revenue

*Thank you to our funder partners
that support our mission work!*

Money In

In addition to our Philanthropic Contributions and Grants, we generated \$142,820 in program service revenue.

Money Out

Program expenses, including materials, travel, and professional development, added \$69,287.63

\$319,558

in Program Service Expenses

The Value of This Work

The core mission work of YMC is to provide high-quality consulting services and programming that builds the capacity of our partners to serve youth. In 2022, we provided more than 735 consulting hours and an additional 30+ hours of free programming.

\$200,000+

*Value of Consultancy &
Programming*

Review our most recent Form 990 (2021):

<https://bit.ly/3o6hxes>



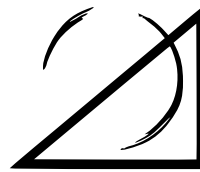
Our Partners and Sponsors



Thank you to our partners and sponsors who make our work possible.



**Mr. Thomas
S. Kenan III**



Ciara
Arts and Science
Foundation



**United Way
of the Greater Triangle**



The William R. Kenan, Jr.
Charitable Trust

Find the full list of our vetted, funding, and program partners at <https://youthmentoringcollaborative.org/about/our-partners/>.



The Future of Mentoring



Youth Power

YMC is committed to upholding youth as architects of their own lives and partners in creating a more equitable and just society. We do this by collaborating with young people on programming and decision-making, providing high-quality consultation to organizations that want to leverage youth leadership intentionally and through public advocacy. In 2023, YMC will invite 25 youth leaders from across the state to participate in the Summer Social Justice Academy, a hands-on enrichment experience to explore leadership, social issues, civic engagement, and advocacy.



Healing-Centered Mentoring™

Mentoring can be used as a strategy to reduce mental health stigma and support a wide range of meaningful outcomes for young people. Additionally, technology is quietly transforming mental health services and has the potential to revolutionize youth mentoring. Youth Mentoring Collaborative (YMC) intends to train mentoring practitioners to support clinical services or deliver light-touch mental health interventions through a Healing-Centered Mentoring™ (HCM) framework.

Mentoring in Work

Mentoring has a role to play in creating inclusive workplaces that validate the experiences of everyone, including young employees. YMC is committed to working with businesses ready to confront harmful workplace cultures and replace them with responsive, intergenerational approaches that meet the needs of everyone within their organization.

A limited number of private-sector clients will be served under this priority in 2023.



Our Collaborators



Atrayus O. Goode
President & CEO



Malenia Swinton
Vice President of Community Engagement

Our Consultants

- Susan Everhart
- Dr. Harvey Hinton III
- Megan McCurley
- Frank Pollock
- Brantli Senn
- Jasmin Spain



Kanalyn Jackson
Vice President of Training & Organization Development



Hannah McKinney
Manager of Communications & Storytelling



Our Board of Directors

- Kenny Bond
- NaShonda Bender-Cooke
- Dr. Shauna Cooper
- LaTanya Patillo
- Kennedy Ruff
- Justice Skinner
- Vivianna Strong
- Salima Thomas



We Need Your Support



Financial Contributions

The Youth Mentoring Collaborative is a 501(c)(3) nonprofit organization. Approximately 60% of partner organizations we served last year have an annual budget of less than \$50,000.

We are a small staff, and we lean heavily on the community for our funding and engagement. Your gift can help cover the cost of delivering quality consulting and training to mentoring initiatives and organizations in the Carolinas.



You can make a one-time or recurring donation to the Youth Mentoring Collaborative by:

- Scanning the QR code to the left
- Visiting our website:
youthmentoringcollaborative.org/donate/
- Calling us at (800) 956-3820 to contribute by stock
- Writing a check to "The Youth Mentoring Collaborative"

Stay Engaged

Don't have the capacity to make a financial donation? There are other ways to support our mission by helping us build brand awareness.

- Follow us on social media
- Subscribe to our newsletter
- Come to our events
- Spread the word!





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Stay in Touch



youthmentoringcollaborative.org



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info@youthmentoringcollaborative.org

SOCIALS @ymcollaborative

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