



**2018-2019**

# ANNUAL REPORT





Dear Stakeholders,

MENTOR Nebraska has had an exceptionally exciting year of growth as we expanded our geographic region to include all of Nebraska – and we rebranded our name to reflect that change. Additionally, our board and partner program CEOs spent a year creating an updated vision and strategic plan for MENTOR Nebraska.

Also noteworthy last year, MENTOR Nebraska helped Omaha Public Schools implement a new mentoring model, called “Success Mentors,” in 24 schools. As a result of our work, we were able to increase the number of youth served with mentors by 170% in North Omaha schools. We also launched the Success Mentors program in 11 Grand Island schools. This program will provide formal mentors for hundreds of youth who have missed 10 or more school days.

We are thrilled to share that because of MENTOR Nebraska’s initiative and leadership, Nebraska now has new legislation to support state employees with flex time so they can mentor during the workday. We had bi-partisan support from Nebraska’s state senators and from Governor Ricketts. Additionally, in June 2019, Congressman Don Bacon’s office worked with our team to co-introduce a bill to request funding support specifically for the mentoring of foster youth. MENTOR Nebraska was the lead agency in this effort to engage Congressman Bacon.

Finally, we just discovered yet another national research article written about our Youth Initiated Mentoring model! We are very proud that this new model of mentoring has received national recognition for its inclusiveness.

Warm regards,



*Deborah Neary*  
**Deborah Neary**  
Executive Director



*Chris Rodgers*  
**Chris Rodgers**  
Board President

## VISION

MENTOR Nebraska’s vision is for every young person to have the supportive relationships they need to grow and develop into thriving, productive, and engaged adults.

## MISSION

MENTOR Nebraska fuels the quality and quantity of mentoring relationships, strengthens collaboration, and advocates for mentoring.







## WE ARE CHAMPIONS FOR YOUTH

MENTOR Nebraska has consistently sought to bring innovation to the mentoring sector by helping to establish new models of mentoring that reach audiences in unique and supportive ways. MENTOR Nebraska wants to help mentoring programs embrace new research and look for alternative ways to offer programming that creates a supportive environment for all youth.

### SUPPORTING CHRONICALLY ABSENT YOUTH THROUGH SUCCESS MENTORS

- We introduced a new evidenced-based mentoring model, called Success Mentors, which is being used to support more than 850 chronically absent youth in Omaha Public Schools and Grand Island Public Schools. Success Mentors will be implemented in every OPS elementary school within two years.

### MATCHING JUVENILE JUSTICE YOUTH THROUGH YOUTH INITIATED MENTORING

- In 2014, we were the first in the country to initiate a new mentoring model, called Youth Initiated Mentoring (YIM), to support juvenile justice youth. National researchers and evaluators have called our model “game changing” for supporting juvenile justice youth.



## WE ARE COMMITTED TO DIVERSITY, EQUITY & INCLUSION

There are still stakeholders who believe MENTOR Nebraska is in existence to serve mentoring programs. MENTOR Nebraska has always believed we are in existence to better serve young people and the community. We accomplish this by making mentoring programs stronger, not by being advocates for the status quo.

### LEADING IN THE NATIONAL MENTORING SECTOR

- MENTOR Nebraska was highlighted in a recent publication for our innovative work to increase the diversity of our mentors in Nebraska.



## WE UNIFY VOICES TO STRENGTHEN THE MENTORING FIELD

We believe building high quality mentoring programs but failing to advocate for mentoring policy is like knitting a sweater, only to watch it unravel on the other end. There are currently limitations on state and federal funding available to support mentoring programs. In order to bring about true systemic change, there must be a larger public investment in the sector.

### ADVOCATING ON THE STATE LEVEL

- As a result of MENTOR Nebraska’s initiative and leadership in 2019, Nebraska now has legislation that allows Nebraska state employees flex time to mentor.

### ADVOCATING ON THE NATIONAL LEVEL

- Working with our peers from across the country, we were able to advocate for and win passage of the Child Protection Improvement Act to allow universal FBI fingerprint background checks to be available to all youth-serving organizations.



## WE ARE CHANGE AGENTS

To become a mentee in most traditional mentoring models, a parent must call the mentoring program and advocate for the young person. As a result, the young people who already have “naturally occurring” caring adults are the youth getting mentors. This method of recruiting mentees leads to the underrepresentation of many audiences.

MENTOR Nebraska’s work and data collection efforts focus on serving specific audiences in the community who historically have not been well served by formal mentoring programs. While every young person could benefit from the support of a mentor, limited resources are available. Because of this, we must focus on directing support towards those in most urgent need of a mentor. MENTOR Nebraska has spotlighted our data and nudged the mentoring sector to ensure we are serving youth who need mentoring the most. Our work has brought about the following changes:



**250%**

The percent of juvenile justice youth being served with mentors has increased 250% in the last five years



**150%**

The percent of youth in North Omaha schools being served with mentors increased by 150% in the last two years



**300%**

The number of refugee youth being served in Omaha has increased by 300% in the last year





## TRAINING

TRAINED 900+ INDIVIDUALS DURING 65 TRAININGS



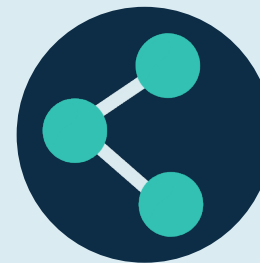
## TECHNICAL ASSISTANCE

PROVIDED 1,975 HOURS OF TECHNICAL ASSISTANCE AND TRAINING TO PROGRAMS



## MENTORING PARTNERS

COLLABORATED WITH 16 TIER I PARTNER PROGRAMS



## VILLAGE ZONE & REFUGEE MENTORING

SERVED 1,158 YOUTH FROM NORTH OMAHA SINCE 2017



## SUCCESS MENTORS

LAUNCHED SUCCESS MENTORS PROGRAM IN 36 SCHOOLS TO SERVE 850 YOUTH



## YOUTH INITIATED MENTORING

MENTORS VOLUNTEERED 450 HOURS WITH JUVENILE JUSTICE YOUTH





# MEMBERS

## TIER I PARTNER MEMBERS

Partner Members have demonstrated they are utilizing research-based mentoring practices in their programs. They participate in statewide data collection efforts and complete the National Quality Mentoring System (NQMS). Partner Members receive the highest level of benefits including no-cost background checks for all mentors, no-cost data collection and case management system, no-cost access to statewide recruitment activities, and opportunities for funding support.

**100 BLACK MEN OF OMAHA** – Young Men Mentoring Institute (Omaha)

**ACE MENTOR PROGRAM** (Omaha)

**BIG BROTHERS BIG SISTERS OF CENTRAL NEBRASKA** (Grand Island)

**BIG BROTHERS BIG SISTERS LINCOLN** (Lincoln)

**BIG BROTHERS BIG SISTERS OF THE MIDLANDS** (Omaha)

**BIG PALS LITTLE PALS** (Columbus)

**COMMUNITY CONNECTIONS** - Mentoring Program (North Platte)

**GIRLS INC. OF OMAHA** – Pathfinders (Omaha)

**GRAND ISLAND PUBLIC SCHOOLS** – Success Mentors (Grand Island)

**KIDS CAN COMMUNITY CENTER** – Mentoring Program (Omaha)

**OLLIE WEBB CENTER, INC.** – Just Friends (Omaha)

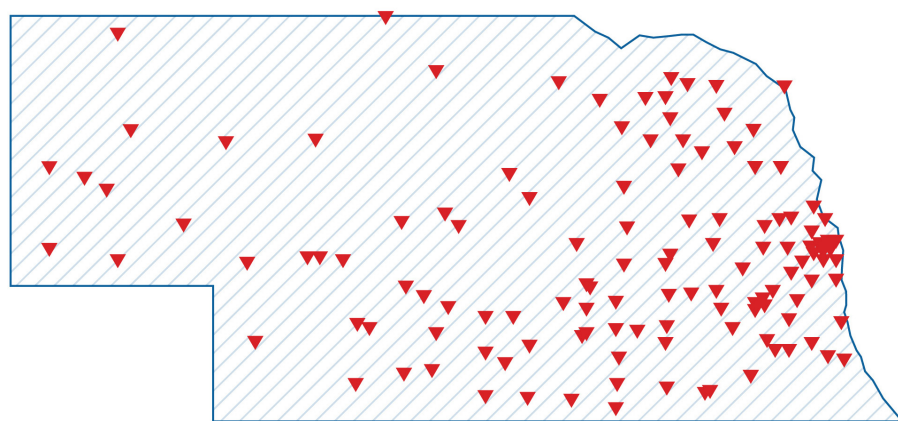
**OMAHA PUBLIC SCHOOLS** – Success Mentors (Omaha)

**PARTNERSHIP 4 KIDS** – Group Mentoring Program (Omaha)

**RELEASE INC.** – Mentoring Program (Omaha)

**THE BIKE UNION** – Mentoring Project (Omaha)

**YOUTH EMERGENCY SERVICES** – Mentoring Program (Omaha)



## TIER II FRIEND MEMBERS

Friend Members are youth-serving programs working with volunteers to foster positive adult/youth relationships. These members can participate in our no-cost training and technical assistance opportunities, and are also listed in the national database search-engine for mentoring programs.

100 Black Men Pathways to Success - Omaha

402 Arts Collective - Omaha

4-H Youth Mentoring Program - Statewide

ANDY Foundation - Omaha

Athlete2Athlete - Lincoln

Banister’s Leadership Academy - Omaha

Befriend Mentoring Program - Norfolk

Boys & Girls Club of the Midlands - Omaha

Boys Town - Omaha

CASA (21 offices)

Catholic Charities Mentoring Moms - Omaha

Center for Holistic Development Grandfriends - Omaha

College of St. Mary - Omaha

Completely Kids - Omaha

Connected Youth Initiative - Statewide

Creighton TRIO - Omaha

Crossroads Mentoring Program - Omaha

Omaha Metro Young Life - Omaha

Edmonson Youth Outreach - Omaha

Foster Grandparents – Beatrice, Chadron, Gering,

Hastings, Kearney, Lincoln, Omaha

FYI Center Positive Action Mentoring - Fairbury

Girl Scouts Nebraska - Statewide

Girls Inc. - Lincoln

Global Leadership Mentoring Program - Omaha

Heart Ministry Center - Omaha

Hogan’s Junior Golf Heroes - Omaha

Jesuit Academy - Omaha

Johnny Rodgers Youth Foundation - Omaha

Junior Achievement - Lincoln, Omaha

Kent Bellows at Joslyn Art Museum - Omaha

Keys Foundation - Omaha

Koinonia House of Worship - Omaha

La Casa Del Pueblo - Omaha

LAMP (Latino Achievement Mentoring) - Lincoln

Latino Center of the Midlands - Omaha

Lyons School District - Lyons

Lincoln Public Schools - Success Mentors

MAYS - Omaha

Midwest Trailblazers - Omaha

Mosaic - Omaha

Nebraska Correctional Youth Facility - Omaha

Nebraska Juvenile Justice Institute - Lincoln

Nebraska Probation

NGL Academy - Bellevue

North Platte School District - North Platte

NorthSTAR Mentoring Program - Omaha

Omaha Girls Rock - Omaha

Omaha North High School - Omaha

Omaha South High Magnet Mentoring Program - Omaha

Omaha Talons - Omaha

Panhandle Partnership - Scottsbluff

Partnership 4 Hope - Omaha

Partnership 4 Kids - Goal Buddies

PlayMakers - Omaha

Region 6 Behavioral Healthcare - Cass, Dodge, Douglas,

Sarpy, and Washington counties

Sacred Heart School Cues Program - Omaha

Salvation Army - Statewide

SAME Student Mentoring Program - Omaha

SENCA Head Start Youth Mentoring - Humboldt

South Omaha Community Cares Council - Omaha

SPARK Positivity - Omaha

Special Olympics Project Unify - Statewide

St. Luke’s Teen Center - Omaha

T.R.A.C. Life - Omaha

TeamMates - 100+ chapters

The Bay - Lincoln

The First Tee - Omaha

The Zone - Norfolk

Treadstone - Omaha

Upward Bound - Statewide

Urban League - Omaha

You Go Girl - Omaha

Youth for Christ - Omaha

YouTurn - Omaha



“

The Innovative Mentoring software funded by MENTOR Nebraska has been a game-changer for our program and staff. We are now able to easily find, update, and sort information in seconds. This used to take hours or was impossible to isolate and report accurately. Overall, the Innovative Mentoring system is thoughtful, user-friendly, and clearly designed and updated with real mentoring programs in mind. Girls Inc. of Omaha is very grateful to have this program!

LAURA BONNETT  
GIRLS INC. OF OMAHA

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“

The Elements of Effective Practice for Mentoring was a very informative and eye-opening training. I found the trainers excellent! They answered all questions asked and delivered the course in an interesting format. I left the training feeling confident that all areas were covered brilliantly.

MARQUIS “KEYS” BARNES  
THE KEYS FOUNDATION

”

“

Community Connections Mentoring recently finished the National Quality Mentoring System process in partnership with MENTOR Nebraska. The NQMS was an easy tool that guided us through our existing practices and helped us review areas for program improvement. We were able to celebrate the areas in which we are excelling in the operation and management of our mentoring program. MENTOR Nebraska’s staff worked with us to develop an action plan and has connected us with resources and training opportunities to make meaningful change in our community.

ANGELA HIPPI  
COMMUNITY CONNECTIONS

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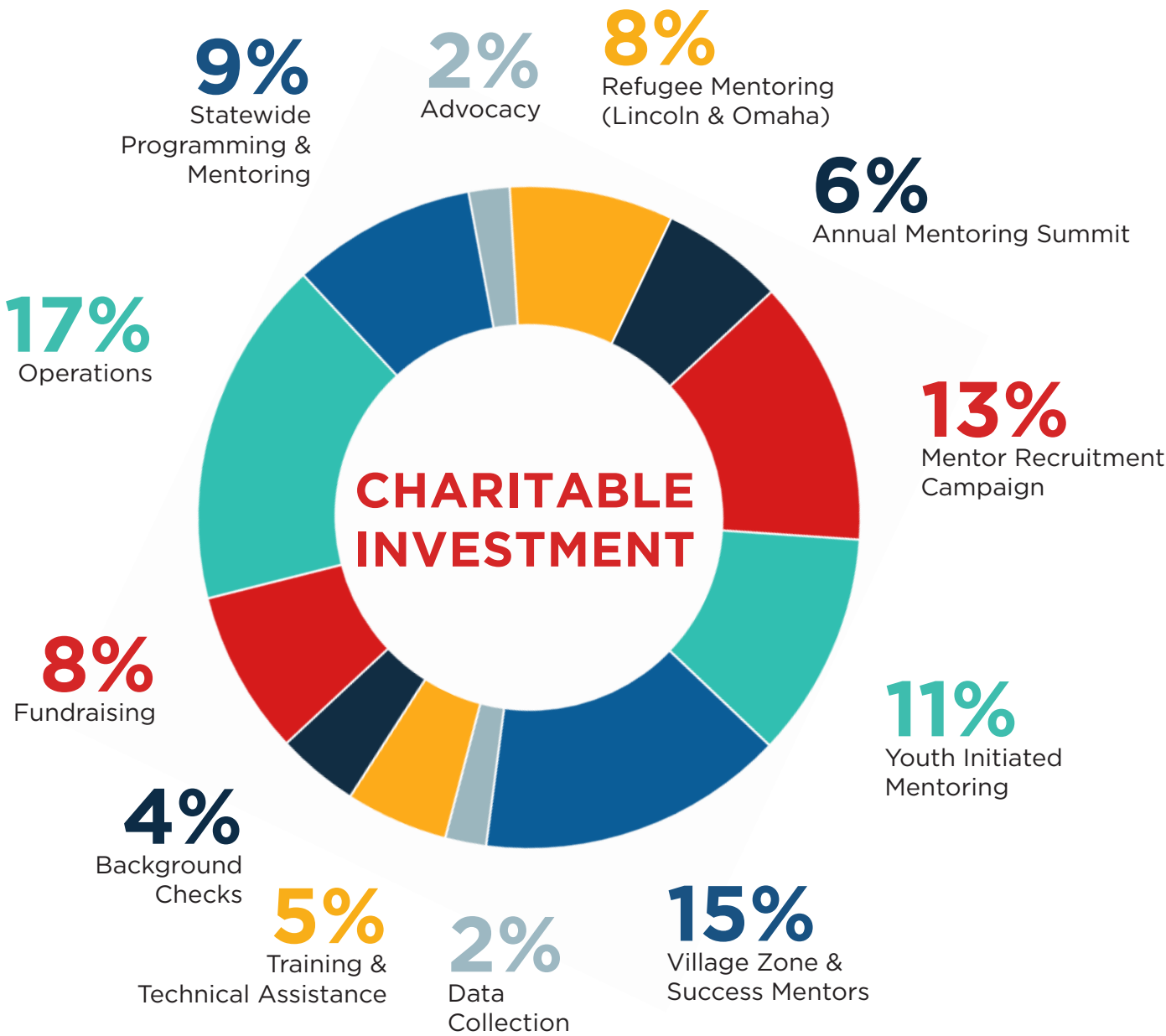
# INVESTMENTS

**\$689,756**  
Total Expenses

**\$679,810**  
Total Income

**\$286,306**  
Net Assets  
End of Year

## HOW INVESTMENTS ARE ALLOCATED







# DONORS

## DONORS \$20,000+

- |                                     |                                   |
|-------------------------------------|-----------------------------------|
| Dept. of Health & Human Services    | The Lozier Foundation             |
| Douglas County, Community-Based Aid | The Sherwood Foundation           |
| Holland Foundation                  | Weitz Family Foundation           |
| Peter Kiewit Foundation             | William and Ruth Scott Foundation |

## DONORS \$1,000 - \$19,999

- |  |  |
|--|--|
| American National Bank                   | MENTOR: The National Mentoring Partnership |
| Annette & Paul Smith Charitable Fund     | Metro Community College Foundation         |
| Baird Holm LLP                           | Metropolitan Utilities District            |
| Big Brothers Big Sisters of the Midlands | Mutual of Omaha                            |
| City of Omaha                            | Betty & Owen Neary                         |
| First National Bank of Omaha             | Nebraska State Education Association       |
| Lori Forsythe                            | Northern Trust                             |
| Greater Omaha Chamber                    | Omaha Community Foundation                 |
| HDR                                      | Omaha Public Power District                |
| Julie & Dave Hefflinger                  | Omaha Rotary                               |
| Heider Family Foundation                 | Parsen Foundation                          |
| Home Instead                             | Raikes Foundation                          |
| Kutak Rock                               | TC Energy                                  |
| Mammel Foundation                        | The Starbucks Foundation                   |
| Michael McMeekin                         | Michael Yanney                             |

## DONORS UP TO \$999

- |                                 |                                       |
|---------------------------------|---------------------------------------|
| Karima Al-Absy                  | Kathy Moore                           |
| Mary Ambrose                    | Deborah & Joseph Neary                |
| Whitney Baker                   | Ollie Webb Center, Inc.               |
| Bob & Judy Bates                | Jeri Regan                            |
| Marisa Casillas                 | Chris Rodgers                         |
| Comprehensive Health Management | Fawn Taylor                           |
| Community Services Fund         | Susan Thomas                          |
| Judge Vernon Daniels            | Sharon Thonen                         |
| Leo A. Daly                     | University of Nebraska Foundation     |
| Susan Mayberger                 | University of Nebraska Medical Center |
| Melissa Mayo                    | Beverly Woodroom                      |
| Cynthia Misterek                |                                       |

## IN-KIND DONORS

- |                                |                  |
|--------------------------------|------------------|
| Borsheims Fine Jewelry & Gifts | Fun-Plex         |
| Marty Diaz                     | KETV NewsWatch 7 |







# PARTNERS

## 2019 MENTORING AWARDS

**ADVOCATE OF THE YEAR**  
The Empowerment Network

**BUSINESS OF THE YEAR**  
Greater Omaha Chamber

**MENTOR OF THE YEAR**  
Vicki Muli, Girls Inc. Of Omaha



## PARTNERS IN CHANGE

CITY OF OMAHA

DOUGLAS COUNTY

THE EMPOWERMENT NETWORK

GREATER OMAHA CHAMBER

IOWA MENTORING PARTNERSHIP

MENTOR: THE NATIONAL MENTORING PARTNERSHIP

MY BROTHER'S KEEPER



## PARTNERS IN EDUCATION

GRAND ISLAND PUBLIC SCHOOLS

LINCOLN PUBLIC SCHOOLS

OMAHA PUBLIC SCHOOLS



# TEAM

## STAFF

**Deborah Neary**  
Executive Director

**Whitney Baker**  
Associate Director

**Melissa Mayo**  
Senior Director of Programming

**Karima Al-Absy**  
Educational Consultant

**Marisa Casillas**  
Training and Program Manager

**Susan Mayberger**  
Educational Consultant

**Teresa Riesberg**  
Marketing & External Affairs Manager

## BOARD MEMBERS

**Chris Rodgers, Board President**  
Douglas County Board of Commissioners

**Jeremy Christensen, Board Secretary**  
Baird Holm LLP

**Matthew Enenbach, Member At-Large**  
Kutak Rock LLP

**Scott Focht, Board Treasurer**  
Omaha Public Power District

**George Achola, Burlington Capital**

**Dan Burke, SilverStone Group**

**Kathy Clark, FBG Services, Retired**

**Judge Vernon Daniels, Juvenile Court of Douglas County**

**Justin Frauendorfer, Bland & Associates**

**Greg Gonzalez, Omaha Police Dept.**

**Daniel Gutman, Fraser Stryker PC LLO**

**Kevin Langin, First National Bank**

**Dani McCawley, SilverStone Group**

**Juan Padilla, Omaha Community Foundation**

**Kari Potts, Valmont Industries**

**Carol Russell, Community Volunteer**

**Richard Spellman, Cline Williams**

**Matt Wallen, Dept. of Health and Human Services**

**Jay Warren-Teamer, Mutual of Omaha**

## TRUSTEE EMERITUS MEMBERS

**Josh Bartee, Past Board President**

**John Ewing, Past Board Vice President**

**Julie Hefflinger, Past Board President**

**Daniel Padilla, Past Board President**

**Ashley Robinson, Past Board President**

**Mike Yanney, Founder**





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