

It takes **all** of us.



Annual Report

July 1, 2017 - June 30, 2018



It takes **all** of us.

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Leadership Letter



Dear Affinity family,

We know that every child needs 5-7 caring, trusted adults in his/her life to help guide and support him/her. Together, in 2017, we responded to that need in a powerful way – one mentoring match at a time. We partnered with teachers, neighbors, business owners, organizations, and families to lift up children in our community through a supportive network.

It's a reminder that **it takes all of us.**

This past year has been an exciting year of growth and opportunity. We strengthened our relationships with our partner schools, welcomed talented and passionate staff members, expanded our community partnerships, and increased the diversity and sustainability of our funding, which ultimately increased our capacity to serve more children.

We know that quality and intentional mentoring relationships have a significant positive impact on students' success. Our goal is to connect every student that desires a mentor with a caring adult in our community, but we can't do it alone.

In this report we share our community impact over the past year, but we are also looking to the future to continue to meet the growing need. We have 138 students on our waiting list and 7 schools requesting our services.

Please continue to walk alongside our work in any way that you can. Whether that's sharing our work with your network, volunteering one hour a week as a mentor, or supporting our sustainability efforts.

It takes all of us.

With gratitude,

Laura Ward, LMSW
Executive Director, Affinity Mentoring
affinitymentoring.org



Who We Are

Our Vision

We envision that every student has a caring adult mentor to help improve academics, social skills, and self-esteem.

Our Mission

We strive to interrupt the cycle of poverty through weekly, school-based mentoring.

Our Model

We are a 501(c)(3) nonprofit that collaborates with individuals and organizations, in partnership with businesses and schools, to provide mentoring to school-age children.



Our Story



Who We Serve

84%

of students in our partner schools are **economically disadvantaged**

Target Population

- ▶ Students kindergarten - 8th grade
- ▶ Schools with high populations of disadvantaged families
- ▶ Students that can benefit from additional academic and social-emotional support



71%

of 4th graders in Michigan are **not proficient in reading**

Our Students



82% elementary school students

18% middle school students



+80% identify as Hispanic or Latino

53%

of youth in Kent County **do not have a trusted adult to confide in**

Referral Process

Teachers, parents, and administrative staff from our partner schools refer students to our program.

14%

of students in our partner schools are **chronically absent**

Matching Students and Mentors

Our program staff work one-on-one with students to pair them with a best-fit match based on common interests, background, student needs, etc.

Mentorship Stories



Analleli and Sarah have been meeting every week for the past 6 years. Analleli joined the program as a shy and soft-spoken 2nd grader at Burton Elementary School. Over the years their activities have changed quite a bit.

At first Sarah helped Analleli with homework and reading. Now they mostly just talk and play games.

“I have a really good time with her. She’s a lot of fun,” says Analleli. They laugh a lot and finish each other’s sentences. They see each other as friends, “I can’t imagine we’ll ever lose touch,” smiles Sarah.

Jovany and Larry met 3 years ago at Burton Elementary School. Most often you’ll find them playing games like Yahtzee in the Mentor Center.

“Jovany is really, really smart. He doesn’t need help with homework,” explains Larry. So instead Larry challenges Jovany by teaching him new vocabulary, finding new places on the map, and reading bigger chapter books.



Jovany sees mentoring as “extend[ed] classroom learning.” A phrase that encompasses Jovany’s passion for learning and Larry’s aptitude for teaching. He became a mentor to give back to his community, but stays because of Jovany.

Read more mentor stories at affinitymentoring.org/about/blog/

How We Serve



306

individual
donors

Our Approach

We develop strategic partnerships with community stakeholders to help recruit mentors, sponsor mentor matches, and increase overall organizational capacity.

7,620

volunteer
hours

Diversity and Inclusion

We are committed to foster an environment that is welcoming and safe to all members of the community (students, volunteers, board, staff, and community partners) by embracing and celebrating differences.

5%

increase in
mentors of
color

We continue to promote inclusion, celebrate diversity, and uphold equity in our business partnerships, mentoring relationships, and every aspect of service delivery, including materials, recruitment, training, activities, and organizational culture.

Community Partners



Over the years this relationship has brought about heartfelt relationships between our employees and the children and families in the program; what started as a desire to make a difference in a child's life for at least one hour per week has in most cases turned into lasting and impactful relationships for both our employees and the students."

Shaquanda Gordon | Gordon Food Service, Vice President of North American Human Resources

Community Partners | 2017 - 2018

Aon
Blue Cross Blue Shield
Bold Socks
Bravo LT
Erhardt Construction
Farmer's Insurance

GE Aviation
Gordon Food Service
Grand Rapids Public Schools
Herman Miller Cares
Kent School Services Network
Mars Hill Bible Church

Mindscape
Spartan Nash
The Wege Foundation
YMCA of Greater
Grand Rapids

Impact and Outcomes

95%
program
retention

Measuring Match Quality

Our comprehensive evaluation plan is based on the *40 Developmental Assets*. We examine the relationship and match quality measures.

244
mentor
matches

Over the past 15 years we've gathered significant anecdotal evidence on the positive impact mentoring has on academic and socioemotional growth as well as on the school community.

+15
years of
mentorship
experience

Data Sharing Agreement with GRPS

In June 2018 we secured a Data Sharing Agreement with Grand Rapids Public Schools that will allow us to collect attendance and academic data in 2018-2019. We will compare our data to a control group which will inform our future work and measure impact on a larger scale.

Community and Family Impact



“Affinity is truly making a difference. Our students get excited when it's 'mentor day' and look forward to spending time with someone who will listen and continue to guide them in the right path.”

Candy Isabel | KSSN Community School Coordinator at SWCC

“I like that my child has a mentor because she is happy and excited every time she's going to see her mentor.”

Parent | Student participates at SWCC Site



Our Team

Laura Ward

Executive Director

Rachel Lopez

Development Director

Angela Reyna Perez

Program Assistant

Rocio Moreno

Site Coordinator | Burton

Monica Zavala

Site Coordinator | SWCC

Sharon Lacy

Former Site Coordinator



Angela Reyna Perez joined our staff in February as the Program Assistant, but she's been part of our family since 2003.

She was one of the first students in the mentorship program at Burton Elementary.

Her mentor, Wendy, was a young college student who helped her with homework, reading, and gaining confidence.

"You just know she's listening, like really listening. I wanted to be like her. She made me want to be there for someone like she was there for me."

Fifteen years later Wendy and Angela still keep in touch. Now as the Mentoring Program Assistant Angela is back at Burton Elementary.

Her favorite part? "Now I get to help students like me."

Read Angela's full story at: affinitymentoring.org/blog/angelas-story

Board of Directors

President

Susan Lukaart

Community Leader & Educator

Vice Presidents

Matt Maletich

Blue Engine Consulting

John Robinson

Community Leader & Educator

Treasurer

Benjamin Borisch

Growth Distilled, LLC

Secretary

Madeline Aguillon

Gordon Food Service

Directors

Missy Jackson

Herman Miller

Jason Loepp

Blue Cross Blue Shield

Meaghan Miracle

Willis Law

Johana Rodriguez-Quist

Literacy Center of West Michigan

Adam Russo

COM 616



Back Row [Left-Right]: John Robinson, Missy Jackson, Susan Lukaart, Ben Borisch, and Jason Loepp.

Front Row [Left-Right]: Johanna Rodriguez-Quist, Meaghan Miracle, Madeline Aguillon, and Adam Russo.

Not Pictured: Matt Maletich

“I have a passion for giving back, I get it. I know what these kids are going through.”

Madeline Aguillon

Board Secretary
and Mentor at Burton Site

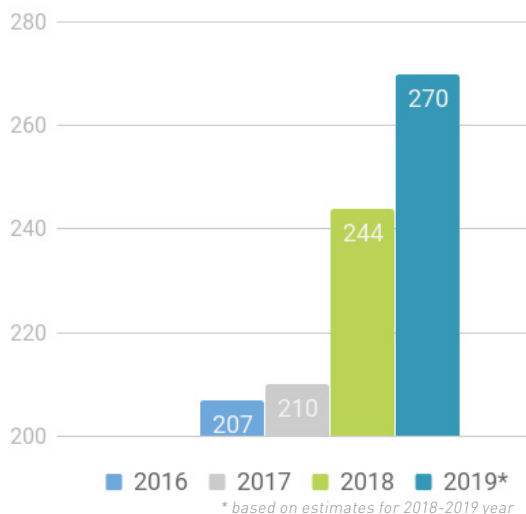


Growth and Sustainability

There is a direct correlation between the number of matches we serve and the financial support we receive. We've created a diverse and sustainable fund development plan to meet this need. Our ultimate goal is to lessen the need for grant dollars by increasing the number of more sustainable gifts in the form of individual donations and match sponsorships.

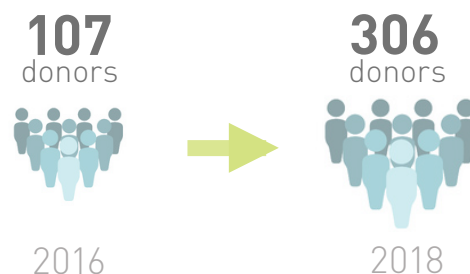
Below are our areas of growth since becoming a 501(c)(3) nonprofit in 2016.

Mentor Matches



Individual Donations

We invest in cultivating meaningful relationships with our stakeholders. We've seen a significant increase in individual contributions and match sponsorships.



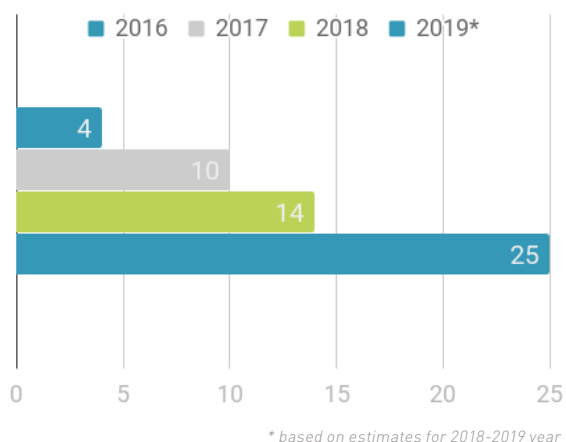
Staff

We strive to meet best practice standards of no more than 100 matches per 1 FTE. In 2015, we had 2 part-time and 1 full-time staff.

Now we've grown to ...



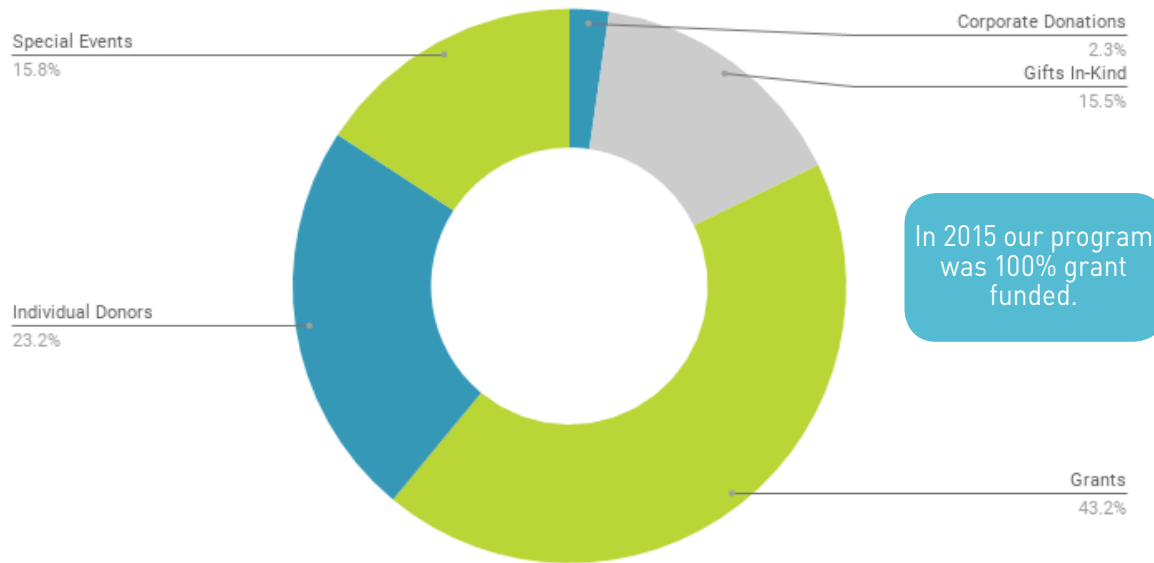
Community Partnerships



Financials

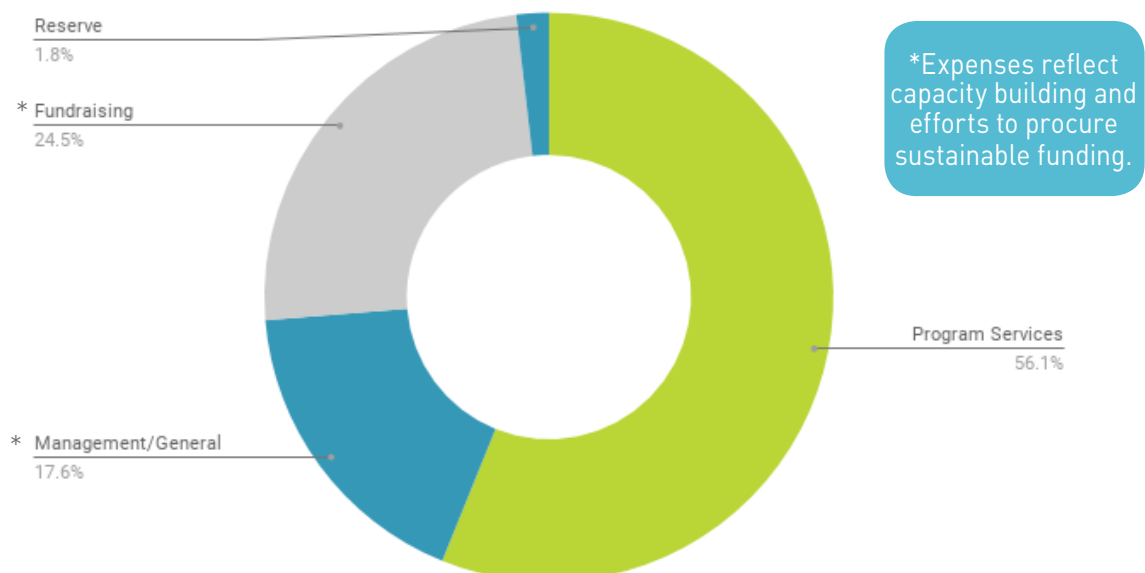
Revenue | \$325,021

July 1, 2017 - June 30, 2018



Expenditures | \$325,021

July 1, 2017 - June 30, 2018



Connect With Us

Call us to
schedule a tour!
616.406.3967

Visit Us

affinitymentoring.org

Sponsor a Mentor Match

affinitymentoring.org/sponsor/

Email Us

info@affinitymentoring.org

Like Us

facebook.com/AffinityMentoring

Join Us

affinitymentor.org/partners

Follow Us

linkedin.com/company/affinity-mentoring

Current Locations

Burton Elementary School

2133 Buchanan Ave SW | Grand Rapids, MI 49507
616.819.2262 | burton@affinitymentoring.org

Burton Middle School

2133 Buchanan Ave SW | Grand Rapids, MI 49507
616.819.2262 | burton@affinitymentoring.org

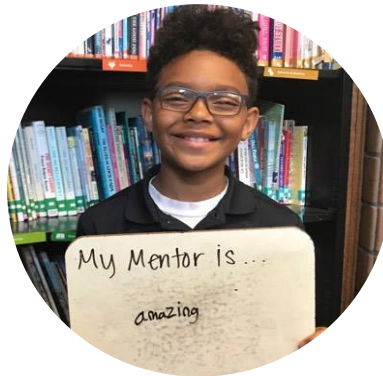
Southwest Community Campus

801 Oakland Ave SW | Grand Rapids, MI 49503
616.819.6799 | swcc@affinitymentoring.org



It takes **all** of us.

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