



 iMentor

ANNUAL
REPORT
2021-22

Building Mentoring
Relationships for
Next Gen Leaders

Letter from the CEO

With your generous support and partnership, we have been able to deliver for mentors and students. I am filled with immense gratitude for our community of supporters. Because of you, thousands of students can dream bigger, finish what they start, and become the next generation of leaders.

With students dealing with isolation, learning loss, and increased mental health challenges over the last few years, mentoring relationships are more important than ever. Our work is more urgent than ever. And I want to make sure all our students across the country can thrive and become the future leaders they are meant to be.

As the pandemic continued in 2021-22, college enrollment declined and growing inequity further encroached on our most vulnerable communities. In this time, iMentor remained steadfast in its commitment to helping our young people achieve their dreams.

We leaned into the year's challenges and faced them with optimism and determination. Mentees experienced a tumultuous year that included a return to in-person school as well as sudden school closures and continued financial instability due to inflation—a set of circumstances that was, in some ways, more difficult than the first year of the pandemic.

iMentor persisted in offering a hybrid program that was flexible and effective, reaching more than 8,000 students and working with thousands of mentors to help them support their mentees in myriad ways. After holding virtual mentor-mentee events for most of the year, we pivoted to in-person events in the spring. Joy is the look on the faces of mentors and mentees when they meet in person for the first time after two long years of building a relationship over an internet connection.



In the spring, the first cohort of students matched with mentors in the midst of the pandemic graduated high school. It is testament to our students' hard work that 85 percent of

the Class of 2022 intended to attend a two- or four-year college this fall.

In addition, we tapped new executive leadership for the Bay Area, Chicago, and NYC regions. We strengthened our programming by more deeply integrating career development. We revamped our 11th grade curriculum to provide career readiness and skill-building workshops. We refined our Post-Secondary Program to focus on mentorship and mentee social capital.

Listen to the stories of these inspiring young adults and you realize we have much to celebrate but much work remains to be done. This is where our community of donors, partners, and alumni mentors and mentees come in.

With your commitment and continued support of our mentoring mission, this next generation of leaders is that much closer to achieving their dreams. Thank you for standing with iMentor and making this work possible.

Dr. Heather D. Wathington
CEO, iMentor

“Our work is more urgent than ever. And I want to make sure all our students across the country can thrive and become the future leaders they are meant to be.”



Our Mission

iMentor builds mentoring relationships that empower students from marginalized communities to graduate high school, succeed in college and career, and achieve their ambitions.



A mentor for every student in 11th and 12 grade.



A long-term mentoring relationship of at least 2 years.



A proven curriculum for college and career success.



Continuous support that bridges high school and college.

Our Program

iMentor’s research-based curriculum guides students and mentors as they build relationships and supports students so they can thrive in college or a meaningful career.

→ 11th and 12th Grade

- 1:1 mentor
- Weekly iMentor class
- Monthly activity with mentor focused on college planning and career exploration

→ After High School

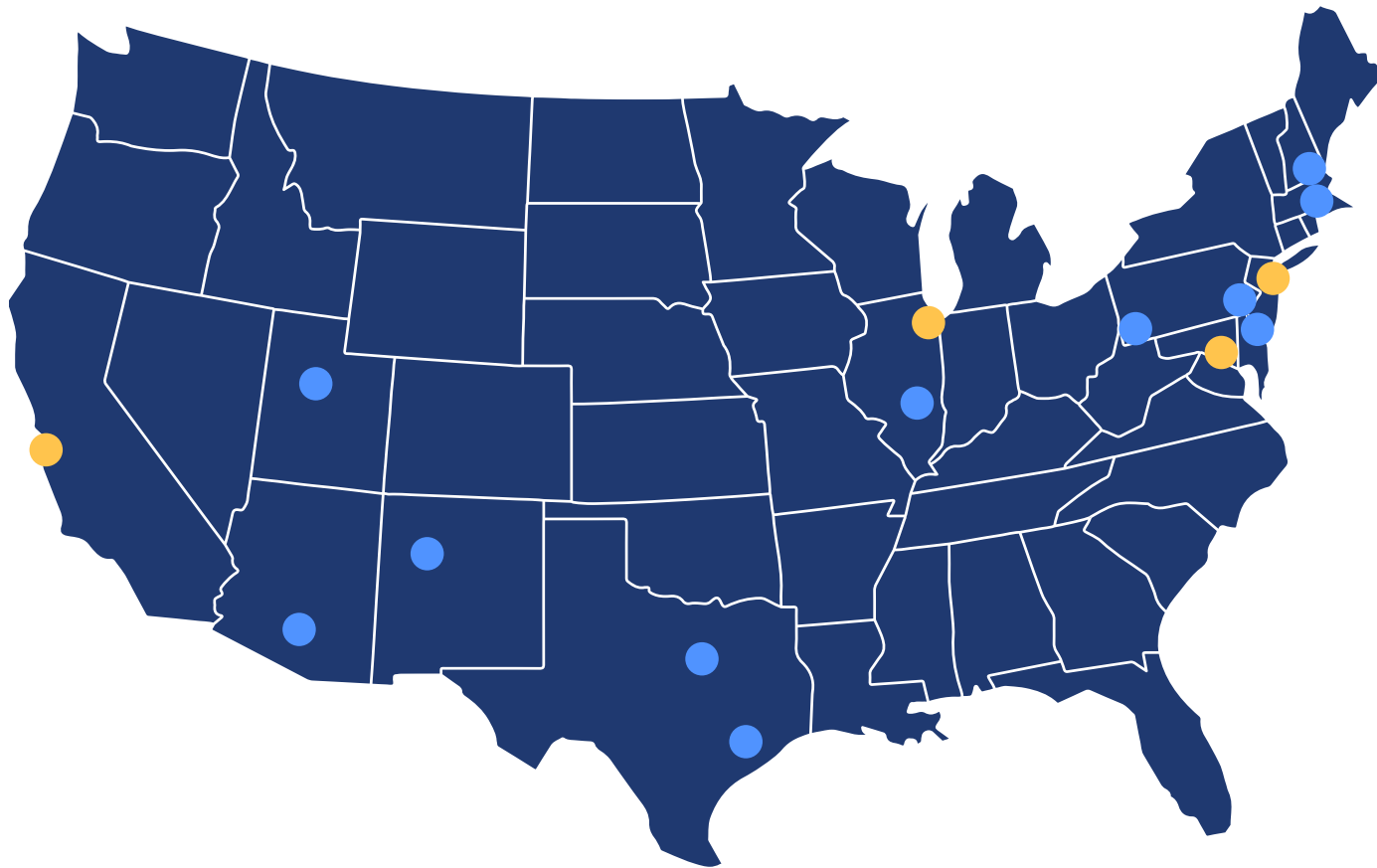
- College persistence advising
- Career workshops
- Support for non-college options such as certificate programs



2022 PROGRAM HIGHLIGHTS

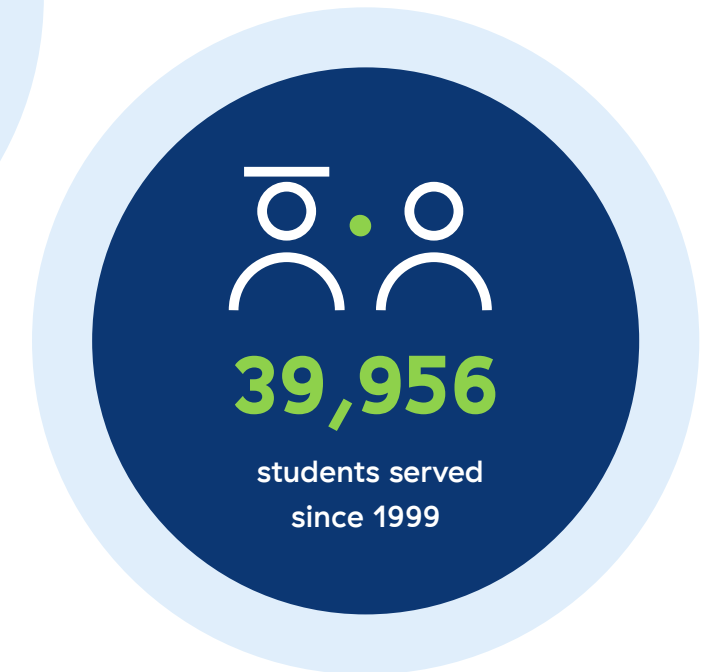
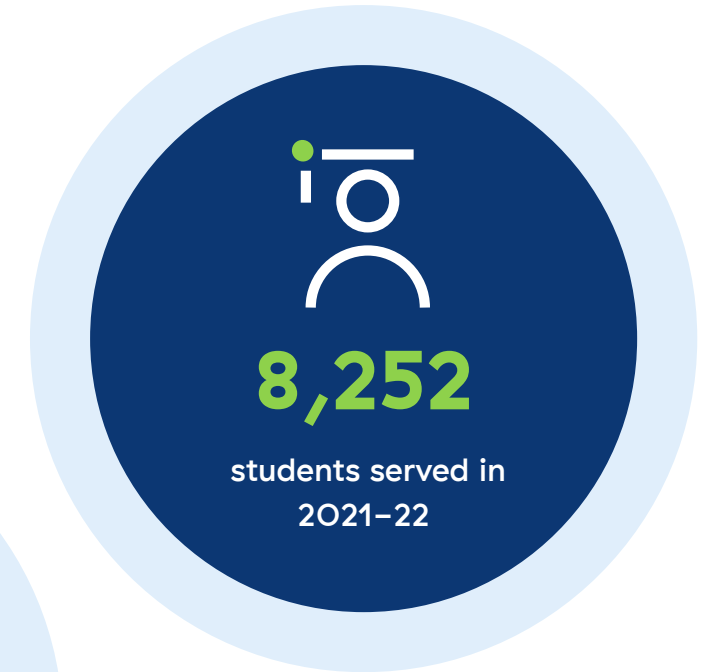
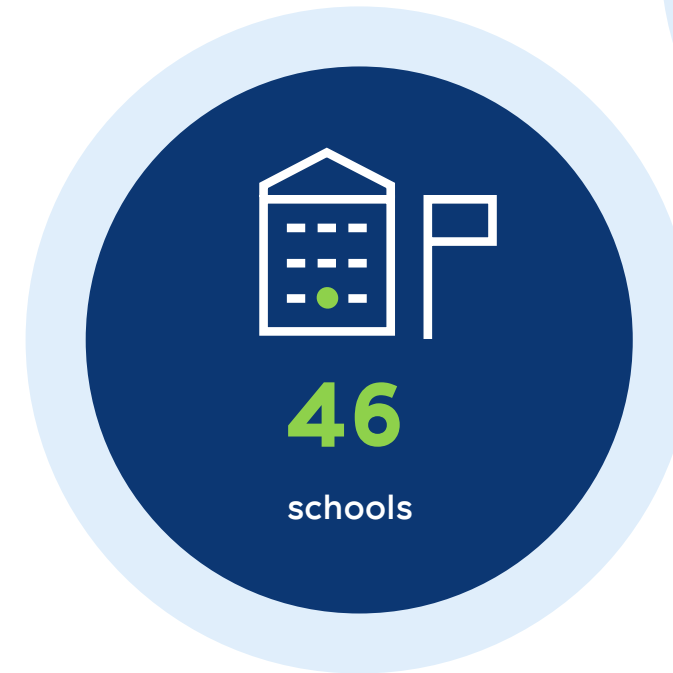
iMentor is expanding...

to serve more students in Baltimore, Chicago, New York, and the Bay Area, and in additional states through our national partnerships.



● iMENTOR CITIES

● iMENTOR PARTNER PROGRAMS



2022 REGIONAL PROGRAM HIGHLIGHTS →

Baltimore




150
students served



New school partner:
Western High School



PNC Bank supported
postsecondary summer
programming

Bay Area



491
students
served

New Executive
Director
Dr. Jamal Fields

Started first 12th
grade cohort
at Unity High
School

Engaged 40 corporate and
community partners to create a
strong community of mentors



Expanded Young
Executive Board by 4
and Regional Advisory
Board by 2 members


Chicago




1,627
students served



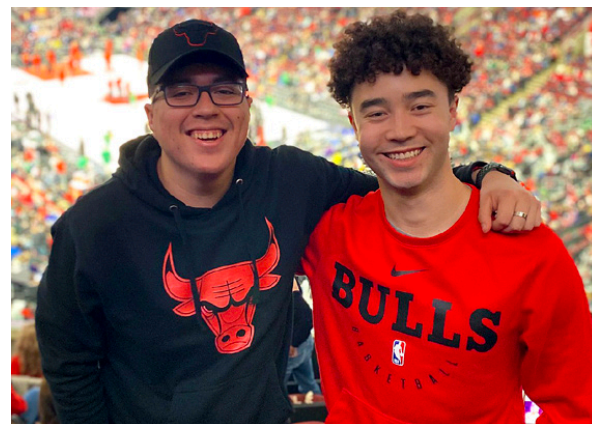
New school partner:
Chicago Tech Academy



85% of high school Class
of 2021 persisted in their
first year of college*

New Executive Director Nina Longino

Launched \$6M Growth Fund to serve
4 more schools




New York




3,574
students served




New Executive Director
Scott Millstein



92% of mentees
accepted to college



New school partner:
Information Technology
High School



50,964 hours of
advising and support
from mentors



* highest rate to date for iMentor Chicago

Partner Programs




12 community-based organizations across the country implemented iMentor's program


New partner
BBBS New Hampshire


27 school partners

NEXT GEN LEADERS
Their dreams. Our future.

With support from mentors, iMentor students can achieve social and economic mobility.



“

Cal



Kevin

“Cal really motivates me to not only be a better person, but also to be business-minded. At Babson I took a class where we had to create a ‘Shark Tank’ kind of presentation. Cal gave me feedback and showed me what a proper business presentation should be like.

I’m always going to ask Cal for help. I know I can rely on him for anything.”

KEVIN, STUDENT AT BABSON COLLEGE

Luisais

“Lori’s only expectation throughout the year was for me to achieve a happiness that wasn’t attached to awards or recognition—to achieve such a sense of self that I was unapologetic for who I was. Without her, I don’t think I would be who I am today.”

LUISAIS, GRADUATE OF HUNTER COLLEGE



Lori

Our Students

Ashlyn



Sharmini

“My mentor inspired me to break boundaries as a person of color. I saw what she could do, and I said, ‘I can do this too.’”

ASHLYN, GRADUATE OF SUNY ALBANY



James

“My mentor definitely made me think about the importance of planning and continuous learning. Kyle helped me focus on what I should do when I got to college. He kept me thinking about not just finishing my degree, but what to do with it next.”

JAMES, PHD STUDENT AT YALE UNIVERSITY

”

AND OUR SPONSORS AMERIVET SECURITIES & JLL

Mentoring Young Women of Color panel in Chicago

Our Mentor Community

Thousands of mentors engaged with our community events, deepening their understanding of equity issues in education and connecting with fellow mentors.

35+

iMentor community events for mentors

81%

of mentors attended new equity and mentoring training

92%

say they know more about equity and education issues because of iMentor

45%

people of color

“

I learned a ton from Edgar and his iMentor classmates. As a mentor, you can have real world impact—and that feels good! I'd like to see more people in this country get involved in their communities. Just showing up can solve a lot of our hard problems.

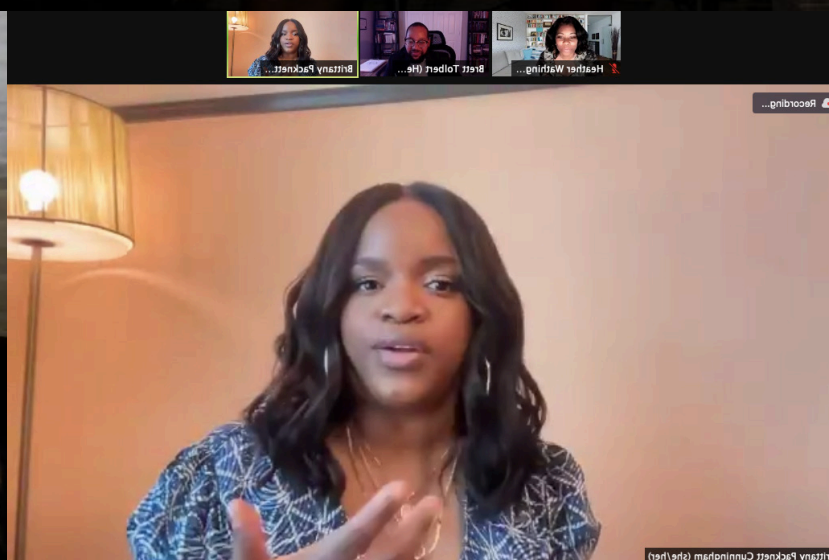
- CHRISTOPHER, MENTOR



Emmy award-winning journalist Maria Hinojosa interviewed three iMentor alumni about their career journeys



Philanthropist Dawn Moore and Stacey Ullrich of Baltimore Gas and Electric discussed mentoring and careers.

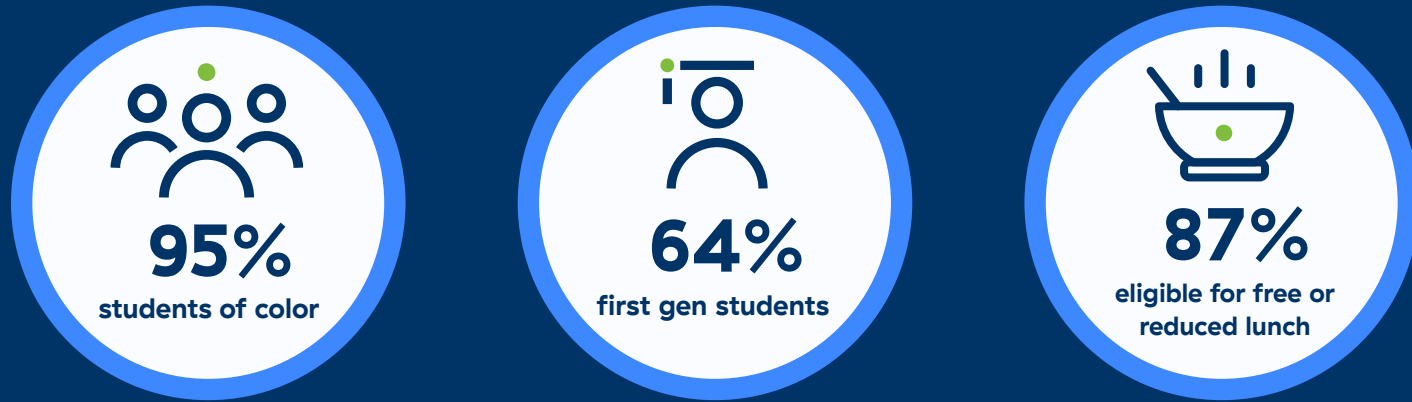


Fireside chat with Campaign Zero cofounder Brittany Packnett Cunningham and Morgan Stanley mentor Brett Tolbert



Baltimore mentors celebrate a year of mentoring.

Student Demographics:



Long-Term Outcomes:

Because of mentoring, iMentor students are nearly one and a half times as likely to enroll in college and nearly twice as likely to graduate college as their peers.



Career Development:

100%

of students explore careers in iMentor classes



Navigating the College Process:



95%

of students applied to college

Our Impact



Strength of Relationships:

94% of mentees say they trust their mentor

97% of mentors say their relationship with their mentee is very important to them

Economic Mobility:

A bachelor's degree increases a person's lifetime earnings by 75%, compared to a high school diploma.*



*Georgetown University Center on Education and the Workforce.

Our Champions

- ★ Multi-Year Gift
- ◆ Strategic Plan Funder

Thank you for your generous support and partnership. Because of you, thousands of students can dream bigger, finish what they start, and become the next generation of leaders.

\$1,000,000+

Ballmer Group ★	David and Sloan Greenspan ◆
Bezos Family Foundation ★◆	John and Amy Griffin ★◆
Citi Foundation ★	Morgan Stanley ★◆
Chase and Stephanie Coleman ★◆	Robertson Foundation ★◆
Michael and Susan Dell Foundation ★	Arthur Rock and Toni Rembe ★

\$500,000 - \$999,999

Mark and Lisa Bezos ★◆	RBC Capital Markets
Bloomberg LP ★	Robin Hood Foundation
Bianca and Noam Gottesman ★◆	Yellow Chair Foundation ★◆
The Moriah Fund ★◆	Zell Family Foundation ★
PricewaterhouseCoopers	

\$100,000 - \$499,999

A Better Chicago	Paul and Sonia Tudor Jones
AlphaSights	Joseph Pedott Charitable Foundation
Altman Foundation ★	Gaurav and Sonia Kapadia
BlackRock	The Kresge Foundation ★
Carnegie Corporation of New York	John and Joella Lykourazos ★◆
Crown Family Philanthropies ★	NBA Foundation
Alex and Cheryl Ehrlich ★◆	NYC Department of Education
Ernst & Young ★★	Carroll and Milton Petrie Foundation ★
Finnegan Family Foundation ★	Julian Robertson
Ford Foundation	Solon E. Summerfield Foundation ★
Hunter Family Foundation	Tipping Point Community
J&K Wonderland Foundation	William Blair & Company, L.L.C. ★

\$50,000 - \$99,999

Abell Foundation	Gray Foundation
Annie E. Casey Foundation	Iron Mountains
Sam Bailey	MUFG
Barclays Capital	Erik and Gabriella Siegel
Bloomberg Philanthropies	Viking Global Investors LP
CME Group Foundation ★	

\$25,000 - \$49,999

Richard Bello	Northern Trust
Blackstone	OCC
Clayton Baker Trust	Curtis and Carolyn Schenker
Katie Couric and John Molner	Barry Sternlicht
Sahra Dalfen	UBS Investment Bank
Joyee Deb	Warriors Community Foundation
Deutsche Bank	Westly Foundation
David Einhorn	Tiger and Caroline Williams
First Eagle Investment Management	
Rick and Ashley Gerson	
Lawrence and Christine Griff ★◆	
Kimberley Hatchett and Tracy ★◆	
Maitland	
IBISWorld, Inc.	
JPMorgan Chase	
Atte Lahtiranta	
Lazard	
The Margaret and Daniel Loeb Foundation	
Ian and Sonnet McKinnon	

DONOR SPOTLIGHT

ballmer
GROUP®

Ballmer Group is committed to improving economic mobility for children and families in the United States. They fund leaders and organizations that have demonstrated the ability to reshape opportunity and reduce systemic inequities. Since 2017, Ballmer Group has supported iMentor through the investment of flexible, multi-year funding that ensures every student is matched with a mentor that guides them in their educational and career pursuits, ultimately pathing them toward economic mobility.

“Ballmer Group funds organizations like iMentor working to reduce systemic inequities and allowing young people greater access to opportunity and resources so they can achieve their dreams. We are proud to continue our partnership with iMentor, so they can facilitate more long-term mentoring relationships that strengthen their students’ educational and career journeys.”

TERRI LUDWIG
President, Ballmer Group Philanthropy

DONOR SPOTLIGHT



Ford Foundation is guided by a vision of social justice to address inequality across the globe. For more than 85 years, it has supported visionaries on the frontlines of social change worldwide, guided by its mission to strengthen democratic values, reduce poverty and injustice, promote international cooperation, and advance human achievement. In 2021, Ford Foundation made an investment in iMentor to support mentoring relationships that empower first-generation students to graduate high school, succeed on their post-secondary pathway, and achieve their ambitions.

“At Ford Foundation we invest in ideas, institutions, and individuals who are committed to finding solutions to the inequalities that continue to limit the potential of people and communities. I personally believe in the power of mentorship and the importance of cultivating champions to help navigate the challenging journey young people are on to college and career. We are proud of our partnership with iMentor, an organization, that through mentorship, is lessening those inequalities so first-generation students achieve post-secondary success and have choice-filled lives.”

DARREN WALKER
President, Ford Foundation

\$10,000 - \$24,999

American Airlines	Natixis
American Automobile Association (AAA)	Neuberger Berman
Anonymous	The Osa Foundation
Beehouse Justice Initiative	Eda Ozmen
Capital One	PJT Partners
Charleys Kids Foundation	PNC Bank
CompTIA	Ellen and Len Polaner
DTCC	Susan Reid
Ellie's Foundation Fund at The Chicago Community Foundation	Patricia and Joel Romines
FactSet	Lisa Shalett and Rhonda Kaufman
Full Circle Foundation	The Shelter Foundation
Google	Britt Trukenbrod
Alicia Hidalgo	WCM Investment Management
HSBC	Women's Bond Club
IMC Financial Markets	
The Leck Family	
Tony and Shelly Malkin	
William Mansfield	
Joseph McKenna March Forth Foundation	
Melissa and Matthew McQueen	
Mizuho Financial Group	

\$2,500 - \$9,999

Academy for College and Career Exploration	Jordan Dunne	Sandra Rogers
AmeriVet Securities	Griff Fairbairn	Corbyn Salisbury
Anonymous	Fearless Tech	David Saltzman and Elizabeth Doyle ★
Antares Capital	Nancy and Alan Feldman	Eric Schneider
Eliza Appleton	Chris and Erin Hagstrom	Donald "Dwight" Scott
Diana Arzooonian	Josh Hill	Jeffrey and Marcie Sohm
The Auer Family Foundation	Erik Hubbard	Third Point
Anita Bafna	Charlie Huebner	Venable LLP
Baltimore Community Foundation	Shelley Johnsen	Scott Ward
Baltimore Gas & Electric	Ford Kerr	Scott Warren
Bank of America Charitable Foundation	Matthew and Alyssa Klein ★♦	Emily Wheeler
Charles Best ★♦	KPMG	W.W. Grainger, Inc.
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Nick Bonacci	Benita Mclarin	
Julia Bristow Briggs	Jerry and Patti McQueen	
Eric Brody	Karen and Robert Pavlin ★♦	
CareFirst	PPMAmerica/Jackson National	
Karen and Alvin Chopra	Stephanie Rawlings-Blake	
Ben Christensen	Sherman Reid	
Romy and David Coquillet	Rise Interactive	
Paula Dofat		
DoorDash		
David Doran		

In recognition of top supporters of mentoring

NEXT GEN LEADERS
Their dreams. Our future.

Citi Foundation
citi

Morgan Stanley
Foundation



Our Financial Report

2022 Public Support & Revenue

Foundation	\$5,350,394
Corporate	3,779,282
Board	1,650,709
Individual	3,116,013
Strategic Capital Revenue & Utilization	5,112,155
Other Income	31,637
School, District, & Partner Fees	1,601,942
Total Public Support + Revenue	20,642,132

2022 Expenses

Program	15,663,969
Non-Program	4,978,163
Total Expenses	20,642,132

In 2018, iMentor launched a capital campaign to secure strategic capital funding to seed expansion and up-front investments for its current five-year strategic plan (2018–23). During the 2021–22 program year, iMentor used a total \$5.1M in strategic capital of these funds to cover the strategic plan initiatives.

Our Leaders

Board of Directors

Charles Best
DonorsChoose

Mark Bezos
HighPost Capital

Richard Buery, Jr.
Robin Hood Foundation

Alex Ehrlich
Per capita Group

Bianca Gottesman
Super Smalls

Lawrence Griff
Grant Thornton LLP

John A. Griffin
Blue Ridge Capital

Kimberley Hatchett
Morgan Stanley

Josh Hill
Paul, Weiss, Rifkind,
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XN

Matthew Klein
Robin Hood Foundation

Karen Pavlin
ServiceNow

Julian Robertson
Investor, environmentalist,
and philanthropist

David Saltzman
Atria

Regional Advisory Boards

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Nicholas Bonacci
Verus Mortgage
Capital

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Thurgood Marshall
College Fund

Will Jawando
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Montgomery County

Jeff Johnson
JJJ Impact

Dawn Moore
Philanthropist/
Organizer

**Stephanie Rawlings-
Blake**
Former Mayor,
The City of Baltimore

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Baltimore Gas &
Electric

Juan Webster
Montage International

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Handshake

Julie Doupe
Guild Education

Amy Kanjee
Bank of the West

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of Marin

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Erik Hubbard
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Sandra Rogers
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Joyee Deb
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Management

Natasha Holiday
RBC Capital Markets

William (Bill) Mansfield
MUFG

Gordon McKemie
Blackstone

Susan Reid
Morgan Stanley

Paola Muñoz Rojas
Project BASTA

Erik Siegel
Moore Capital Management

Lisa Shalett
Morgan Stanley Wealth
Management

**iMentor
Leadership Team**

Michelle Diaz
Chief Talent & Equity Officer

Laura Green
Executive Director, Baltimore

Dr. Jamal Fields
Executive Director, Bay Area

Nina Longino
Executive Director, Chicago

Scott Millstein
Executive Director, NYC

Paul Nehring
Chief of Staff and Acting
Chief Regional Officer

Celine Patel
Chief External Officer

Jana L Reed
Chief Operating Officer

Ted Thompson
Chief Program Officer

Dr. Heather D. Wathington
Chief Executive Officer

IN MEMORIAM

Julian Robertson
Investor, Environmentalist,
and Philanthropist

**Without Julian Robertson,
there would be no iMentor.**

Julian was a mentor to many,
including our founder, John
Griffin, who often credited him
as the inspiration for creating

a mentoring organization and
showing him the potential for
mentors to change lives.

Julian joined our board in 2014 but
was a stalwart of our cause since
its inception in 1999 and made
contributions of more than \$18.4
million to our work. The impact that
alone has on the lives of countless
students is insurmountable. More
than two decades later, we would
not be where we are without his
unwavering support.



**Julian Robertson (left) with John
Griffin**



*Photo from the 2022 Bronx High
School for Law & Community
Service Graduation*



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