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.

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.

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.

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.”

Dr. Heather D. Wathington
CEO, iMentor
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.

OUR MODEL

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
iMentor is expanding...

to serve more students in Baltimore, Chicago, New York, and the Bay Area, and in additional states through our national partnerships.
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*
- Launched $6M Growth Fund to serve 4 more schools

New Executive Director: Nina Longino

New York

- 3,574 students served
- New Executive Director: Scott Millstein
- New school partner: Information Technology High School
- 92% of mentees accepted to college
- 50,964 hours of advising and support from mentors

* highest rate to date for iMentor Chicago
**NEXT GEN LEADERS**

Their dreams. Our future.

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

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

New partner BBBS New Hampshire

27 school partners

**Partner Programs**

2,410 students served

**Quote about the program.**


"Partner Programs

2,410 students served

**Quote about the program.**

Duis fermentum lorem ut turpis eleifend tristique. Maecenas non erat dictum, auctor lorem nec, hendrerit tortor. Nam dapibus tincidunt tincidunt. Donec sagittis ipsum quis ex dignissim, vel bibendum sem efficitur. Suspendisse viverra posuere mauris ac suscipit."
“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

“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

“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

“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
Our Mentor Community

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

- 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.

- 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
Student Demographics:

- 95% students of color
- 64% first gen students
- 87% eligible for free or reduced lunch

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.

1.5X more enrollments + 2X more graduates

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

Career Development:

100% of students explore careers in iMentor classes

Navigating the College Process:

- 95% of students applied to college

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.
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
- Bezos Family Foundation
- Citi Foundation
- Chase and Stephanie Coleman
- Michael and Susan Dell Foundation

**$500,000 - $999,999**

- Mark and Lisa Bezos
- Bloomberg LP
- Blanca and Noam Gottesman
- The Moriah Fund
- PricewaterhouseCoopers

**$25,000 - $49,999**

- Richard Bello
- Blackstone
- Clayton Baker Trust
- Katie Couric and John Molner
- Sahra Dalfen
- Joyee Deb
- Deutsche Bank
- David Einhorn
- First Eagle Investment Management
- Rick and Ashley Gerson
- Lawrence and Christine Griff
- Kimberley Hatchett and Tracy
- Mailland
- IBISWorld, Inc.
- JPMorgan Chase
- Atte Lahtiranta
- Lazar
- The Margaret and Daniel Loeb Foundation
- Ian and Sonnet McKinnon

**$50,000 - $99,999**

- Abell Foundation
- Annie E. Casey Foundation
- Sam Bailey
- Barclays Capital
- Bloomberg Philanthropies
- CME Group Foundation

**$25,000 - $49,999**

- Northern Trust
- OCC
- Curtis and Carolyn Schenker
- Barry Sternlicht
- UBS Investment Bank
- Warriors Community Foundation
- Westly Foundation
- Tiger and Caroline Williams

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

$2,500 - $9,999

Academy for College and Career
Exploration
AmeriVet Securities
Anonymous
Antares Capital
Eliza Appleton
Diana Arzoomanian
The Auer Family Foundation
Anita Bafna
Baltimore Community Foundation
Baltimore Gas & Electric
Bank of America Charitable
Foundation
Charles Best ⚫⚫
Robert Bohr
Nick Bonacci
Julia Bristow Briggs
Eric Brody
CareFirst
Karen and Alvin Chopra
Ben Christensen
Romy and David Coquillette
Paule Dofat
DoorDash
David Doran

Jordan Dunne
Griff Fairbairn
Fearless Tech
Nancy and Alan Feldman
Chris and Erin Hagstrom
Joah Hill
Erik Hubbard
Charlie Huebner
Shelley Johnsen
Ford Kerr
Matthew and Alyssa Klein ⚫⚫
KPMG
Jeff Liddle
Benita McLarin
Jerry and Patti McQueen
Karen and Robert Pavlin ⚫⚫
PMPAmerica/Jackson National
Stephanie Rawlings-Blake
Sherman Reid
Rise Interactive

Sandra Rogers
Corbyn Salisbury
David Saltzman and Elizabeth
Doyle ⚫
Eric Schneider
Donald “Dwight” Scott
Jeffrey and Marcie Sohm
Third Point
Venable LLP
Scott Ward
Scott Warren
Emily Wheeler
W.W. Grainger, Inc.
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 Financial Report

2022 Public Support & Revenue

<table>
<thead>
<tr>
<th>Source</th>
<th>Amount</th>
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</thead>
<tbody>
<tr>
<td>Foundation</td>
<td>$5,350,394</td>
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<tr>
<td>Corporate</td>
<td>3,779,282</td>
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<tr>
<td>Board</td>
<td>1,650,709</td>
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<tr>
<td>Individual</td>
<td>3,116,013</td>
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<tr>
<td>Strategic Capital Revenue &amp; Utilization</td>
<td>5,112,155</td>
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<tr>
<td>Other Income</td>
<td>31,637</td>
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<td>School, District, &amp; Partner Fees</td>
<td>1,601,942</td>
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<tr>
<td><strong>Total Public Support + Revenue</strong></td>
<td><strong>$20,642,132</strong></td>
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2022 Expenses

<table>
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<td>Program</td>
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<tr>
<td>Non-Program</td>
<td>4,978,163</td>
</tr>
<tr>
<td><strong>Total Expenses</strong></td>
<td><strong>$20,642,132</strong></td>
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Our Leaders

Board of Directors

<table>
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<tr>
<th>Name</th>
<th>Title</th>
</tr>
</thead>
<tbody>
<tr>
<td>Charles Best</td>
<td>DonorsChoose</td>
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<tr>
<td>Mark Bezos</td>
<td>HighPost Capital</td>
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<tr>
<td>Richard Buery, Jr.</td>
<td>Robin Hood Foundation</td>
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<tr>
<td>Alex Ehrlich</td>
<td>Percapita Group</td>
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<tr>
<td>Bianca Gottesman</td>
<td>Super Smalls</td>
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<tr>
<td>Lawrence Griff</td>
<td>Grant Thornton LLP</td>
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<tr>
<td>John A. Griffin</td>
<td>Blue Ridge Capital</td>
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<tr>
<td>Kimberley Hatchett</td>
<td>Morgan Stanley</td>
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<tr>
<td>Josh Hill</td>
<td>Paul, Weiss, Rifkind, Wharton &amp; Garrison LLP</td>
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<tr>
<td>Gaurav Kapadia</td>
<td>XN</td>
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<tr>
<td>Matthew Klein</td>
<td>Robin Hood Foundation</td>
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<tr>
<td>Karen Pavlin</td>
<td>ServiceNow</td>
</tr>
<tr>
<td>Julian Robertson</td>
<td>Investor, environmentalist, and philanthropist</td>
</tr>
<tr>
<td>David Saltzman</td>
<td>Atria</td>
</tr>
</tbody>
</table>

Regional Advisory Boards

**Baltimore**

- Nicholas Bonacci
  - Verus Mortgage Capital
- Sean D. Burns, Esq.
  - Thurgood Marshall College Fund
- Will Jawando
  - Councilmember
  - Montgomery County
- Jeff Johnson
  - JII Impact

**Chicago**

- Julia Bristow Briggs
  - Smart to the Top™
- Alicia Hidalgo
  - PricewaterhouseCoopers
- Erik Hubbard
  - Villa Capital Partners, LLC
- Sean Ramsey
  - W. W. Grainger
- Sandra Rogers
  - Hillrom
- Anny Sandoval
  - Northwestern Medicine
- Amy E. Szostak
  - Northern Trust

**Bay Area**

- Ben Christensen
  - Handshake
- Julie Doupe
  - Guild Education
- Amyn Kanjee
  - Bank of the West
- Benita McLarin
  - Health and Human Services at County of Marin

CONTINUED
CHICAGO
Kim H. Tran
Chicago State University
Britt Trukenbrod
William Blair & Co.

NEW YORK CITY
Anita Bafna
EY
Rich Bello
Arootah | Blue Ridge Capital
Sahra Dalfen
Reed Smith LLP
Joyee Deb
Yale School of 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.

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

Julian Robertson (left) with John Griffin