



Delivering Innovation for College Success

2017 Annual Report

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CEO Message

Mike O'Brien

At iMentor, we recognize that relationships are one of the most powerful tools for supporting students holistically as they navigate the interconnected dynamics of academics, family, finances, identity, belonging, and future aspirations.

This insight is at the center of what we do. At our partner schools, every student has a caring, attuned adult dedicated to their success, working with them and learning alongside of them, week in and week out, over years. We focus these relationships on one of the most high stakes challenges students face, post-secondary success as a pathway to the pursuit of our students' highest career aspiration.

This work is more urgent now than ever. Ninety-nine percent of the 11.6 million jobs added since 2007 have been filled by applicants with some level of college education. And yet, an enormous gap exists in college completion rates between first-generation college students and their peers. This gap is fueling deep inequity in life outcomes for students across our country, especially for students of color and students from low-income communities. It speaks to who will shape and lead the 21st century workforce. And it threatens the ability of colleges and companies to benefit from the enormous talent that exists in the communities iMentor serves.

To address this challenge, we must create new, more effective ways to dramatically increase the number of students who enroll in and complete college.

Five years ago, iMentor launched a strategic plan seeking to maximize our impact and expand our program nationally. Over the last five years, we have served 17,500 students in 15 diverse communities across the country. We're demonstrating at real scale that relationships translate into meaningful results. iMentor students are 29% more likely to enroll in college than students from the most similar schools in the cities where we operate. And, they are graduating from college at nearly double the rate of their peers.

Building off of these accomplishments, iMentor is embarking on a new strategy that will guide our evolution from 2018 to 2023. Across these next five years, we will bring our work to 30,000 students across 33 communities. We will continue



Mike and his mentee Matheo

to close the college completion gap for the students we serve, contribute to the collective work of addressing the systemic inequities that make our work necessary in the first place, and mature as an organization so we can continue to deliver excellent programming at increasing scale.

As we look ahead to this exciting next phase, we remain grounded in our belief in the transformative power of relationships. We will support mentors to bring to these relationships a curiosity, humility and commitment to learning. We will help students to leverage their mentoring experience to open up diverse and powerful academic, personal and career opportunities. And we will continue to provide the expertise, support and structure necessary for these relationships to consistently translate into measurable results.

I can think of few things as challenging and rewarding as this responsibility. As we forge ahead, I hope you feel the same, because your support and commitment make each and every one of these relationships possible.

Thank you for standing with us in this work. We couldn't be more grateful to look ahead to this next chapter with you.

Our Mission

iMentor partners with public high schools in low-income communities, where a majority of students will be first-generation college graduates. We build mentoring relationships that empower students to navigate high school, succeed in college, and achieve their highest ambitions.

29,570

students matched with mentors since 1999

8,411

students served in the 2017-2018 program year

71%

of iMentor students enroll in college on-time, a 29% more likely than their peers at academically and demographically similar schools

48%

of iMentor students who enroll in college graduate within 6 years

Earning a degree is the milestone where educational attainment reliably translates into a host of improved life outcomes, including greater lifetime earnings.

Today, more jobs than ever require a college degree. Over a lifetime, people who earn a four-year degree will make 84% more than those who only attain a high school diploma; this accounts for \$1 million more in earnings.

Yet an enormous gap exists in college completion for far too many students. First-generation college students, students from low-income communities, and students of color are much less likely than their peers to attain a college degree, and this gap has not narrowed significantly over the last 50 years. This systemic gap in educational attainment is not only problematic for the young people impacted, but for our society at large. Without increasing and diversifying the number of college graduates, our workplaces and communities will not benefit from the full spectrum of talents and perspectives that exist in our country.

COLLEGE EDUCATION
IS MORE IMPORTANT THAN EVER



99%

of the 11.6 million jobs added to the U.S. job market since 2007 have been filled by applicants with **some level of college education**

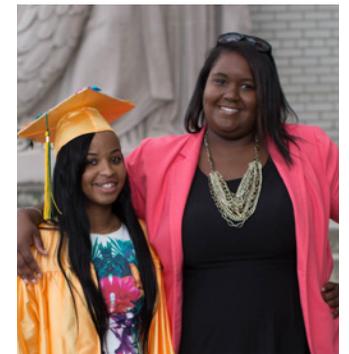
Our Innovations

iMentor's program model is designed to help close the college completion gap by providing proactive, personalized support around the college process for every student in our partner schools.

Over 19 years, we've learned that thoughtfully structured and deeply supported long-term mentoring relationships are uniquely positioned to respond to and embrace the complexity of the journey to and through college for first-generation students.

Our program model delivers on key innovations to drive college success for these students. Chief among these is our ability to match every student in our partner schools with a mentor. We've developed a research-based curriculum and embedded iMentor program managers in each of our partner schools to guide pairs every step of the way, so these one-on-one mentoring relationships can thrive. We also help pairs thrive by leveraging the power of technology to keep them connected week after week. Finally, we provide continuous support that bridges both high school and college through our Post-Secondary Program.

What follows is a closer look at our program innovations, each brought to life through the experiences of our students and mentors.



Serving every student in a school

In recent decades, it has become the job of every high school principal to prepare students for post-secondary success. And while schools are designed to prepare students academically, there is often a scarcity of the resources needed to support students in the non-academic areas also critical for college success. That is one of the many reasons why iMentor's program has evolved to serve every student at our partner schools.

By matching every student in a dedicated, one-on-one mentoring relationship with a college graduate, iMentor helps our partner schools provide support that is both proactive and personalized to every student who can benefit from it.

Does our non-selective approach sometimes make the work more challenging? Absolutely. Is it the right challenge to take on, in collaboration with our committed and passionate school partners? We believe it is.



Our Program In Action

Alex and Isaac iMentor Bay Area

In iMentor's whole school model, we serve every student by integrating a weekly iMentor class into their regular school schedule. At times, students can be apprehensive about meeting someone new or need extra time to settle into the program, like our mentee Isaac.

Isaac is a quiet student who had reservations about the iMentor program at the beginning. Isaac wants to become a police officer, which is why he was matched with his mentor Alex, who works at the Santa Clara County District Attorney's Office.

As a mentor, Alex has harnessed Isaac's interest in criminal justice to break down some of Isaac's reticence and to build their relationship. He gave Isaac a tour of the DA's Office and San Jose Police Department where Isaac was able to learn from his mentor's colleagues. Now, Isaac sends Alex frequent messages, peppering him with questions about careers in law enforcement.

Having a mentor who could connect the dots between his dream career and the path to get there has transformed Isaac's motivation in school and led to a flourishing relationship. Thanks to Alex, Isaac plans to enroll in a basic training program for aspiring police officers after high school. He'll be able to complete this program while concurrently attending Evergreen Community College. After community college, Isaac has his sights set on transferring to San Jose State University to earn his bachelor's degree.

[Read their story on the iMentor blog](#) ↗



Isaac, mentee and Alex, mentor

Providing pairs personalized coaching

On the path to college, we know that every young person navigates a series of complex and interconnected dynamics. These are not just academic considerations – they’re personal, financial, and familial, each of which can have direct implications on the trajectory of a student’s life.

Over years of reflection and refinement, we’ve built a model that supports students in these additional areas, including building and developing their college knowledge, aspiration, and college-going identity. By combining case management and curriculum we’re delivering consistent impact that is changing the way students speak about and see their future.

We begin with assigning a full-time iMentor program manager to support every pair in our program. Our program managers, who are trained as college counselors, become a part of our partner schools’ communities and our students’ school day. Embedding our staff in our partner high schools helps us cultivate critical program integration, while also providing our pairs with individualized coaching to help their relationships thrive.



iMentor program manager leading weekly class with mentees

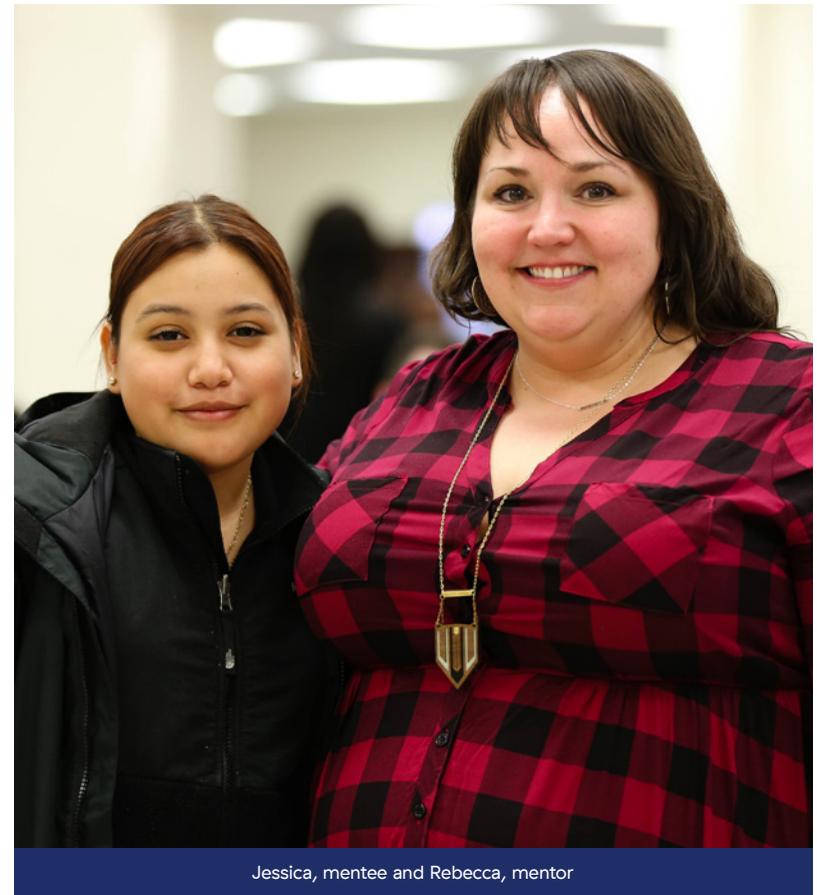
Rebecca and Jessica iMentor Chicago

iMentor program managers are with our pairs every step of the way. When a pair needs extra guidance in navigating the road to college, their program manager supports them with charting the right course of action. Rebecca experienced this when she turned to the iMentor program manager assigned to support her and her mentee Jessica.

After a strong start to her high school career, Jessica began missing classes and neglecting schoolwork her junior year. When it came time for her to meet her mentor, Jessica missed her first pair events. Her mentor, Rebecca, grew concerned about Jessica not engaging in the program and reached out to their iMentor program manager, Cynthia, for guidance. Cynthia arranged for Rebecca to visit Jessica at school for lunch so the two could finally meet and connect on a more personal level. During lunch, Jessica revealed the pressure she felt to leave high school early and start working so she could support her family.

With the support of her program manager, Rebecca gathered resources and information to help Jessica make the difficult decision she was facing. Rebecca also helped Jessica understand the impact a college degree could have on her long-term earning potential. Jessica decided to stay in school and has not only doubled-down on her academics, but has become more engaged in her school community as well.

[Read their story on the iMentor blog ↗](#)



Jessica, mentee and Rebecca, mentor

Guiding pairs week by week

Each year we recruit a diverse pool of mentors committed to rebalancing the odds that stand between our students' dreams and achieving their highest life ambitions. Our mentors join us from a range of professional fields and generations, bringing a wealth of life experiences to their relationships. Yet, we also know that mentors don't set out with all of the answers or resources needed to guide students on the path to post-secondary success. That's why we not only assign a program manager to work with each pair, we also equip pairs with a researched-based curriculum that guides every week of their relationship in the iMentor program.

For students to be truly college ready, they must develop a set of knowledge, skills and mindsets, which have been identified as critical for college success and improved life outcomes. Our students' more affluent peers often acquire these skills through exposure to different spaces or resources that our students may not necessarily be able to access.

Our curriculum is designed to make sure our students gain such access and that pairs have all the right conversations and in the right order, week by week over years. Pairs are guided by the curriculum as they create higher education and career plans, and effectively navigate the college process. Our goal is to close the gap between a student's dream and reality.



KNOWLEDGE, SKILLS AND MINDSETS

Our program is best designed to support students with the development of key knowledge, skills and mindsets critical for college success:

Social capital skills

Utilizing a growth mindset

Perseverance

Critical thinking skills

Help-seeking and self-advocacy

Optimism and excitement about the future

Tina and Kyleah

iMentor Partner Programs, BBBS Central Illinois

The personal growth and development of our students is why we do this work. And because we know that student success cannot solely rest on the shoulders of our mentors, our curriculum is critical in helping students, like Kyleah, realize their full potential.

From the beginning, Tina was instrumental in her mentee's personal growth, but it was their engagement with iMentor's curriculum that truly changed things for Kyleah. During Kyleah's freshman year, she struggled with two of her classes — chemistry and algebra — but didn't seek out help to improve her performance. In her own words, "I held back because I didn't want to bother my teachers - I didn't know I could just ask."

When Kyleah shared with Tina the challenges she was facing, Tina didn't feel she was in the best position to support Kyleah academically, so she relied on another solution. Tina turned to the program's curriculum for guidance. The pair focused on the lesson about self-advocacy, which assists mentees with exploring who is responsible for supporting them in specific ways during high school and how to use their voices to get the support they need. The pair identified who Kyleah could speak to about her challenges in chemistry and algebra, how to reach out to them, and ways to ask for help.

Kyleah reached out to her teachers and began staying after school. The extra time she put in paid off, and Kyleah steadily improved her grades and her self-confidence in the process.

[Read their story on the iMentor blog ↗](#)



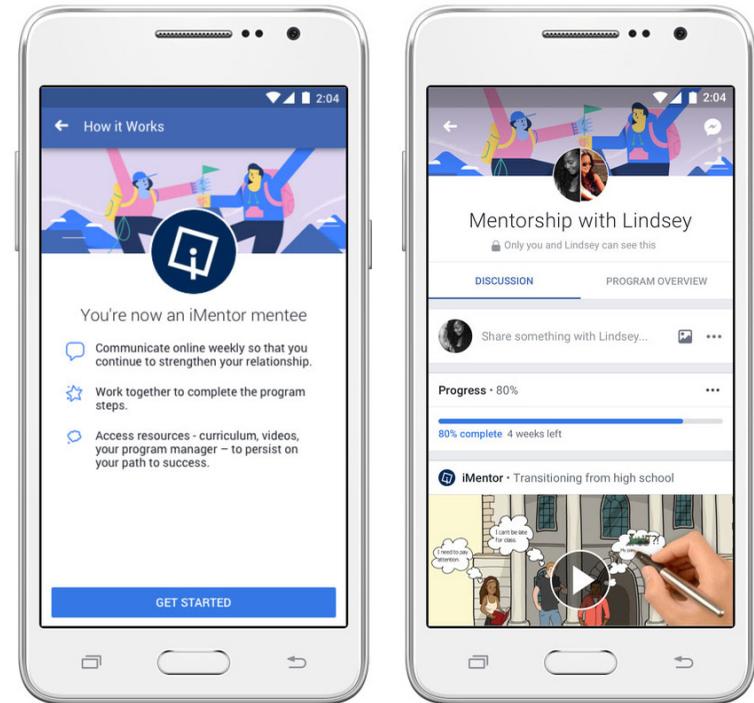
Tina, mentor and Kyleah, mentee

Harnessing the Power of Technology

Technology has been a game changer for mentoring. And from the very beginning, iMentor has recognized and embraced the power of technology to help pairs communicate organically and build strong relationships.

In addition to meeting in-person once a month, our pairs also interact online each week through iMentor’s custom platform. Our platform provides pairs a secure online space to send messages to each other, to collaborate on curriculum lessons, and to track their progress through the program.

In 2017, we established partnerships with AT&T and Facebook to launch two additional innovative tools that provide our pairs with dynamic, safe, and structured spaces to connect. The iMentor mobile app, developed with AT&T’s support, and Facebook’s Mentorship and Support product both complement our existing tools, allowing pairs to communicate conveniently, while simultaneously deepening their relationship in today’s digital world.



“... I just matched a class of students with mentors, and the app is proving to be an absolutely amazing way for mentees and mentors to start connecting. So many students have reached out to their mentors to say “hey, I’m excited to meet you” through the app, in a way they wouldn’t have otherwise.

Jeff Simon, Program Manager, iMentor NYC

Our Program In Action

Ross and Julio

iMentor Bay Area

In today's digital age, people are able to maintain and grow relationships across miles. The integration of technology into our program has allowed pairs to stay connected anytime and from anywhere. For Ross and Julio, the ability to connect on the iMentor platform and through our mobile app has become vital to the success of their relationship.

Last fall, Ross's work moved him to Southern California, but a few hundred miles wasn't going to change Ross's commitment to his mentee Julio. Because of the online component of iMentor's program, Ross has been able to stay connected with Julio by participating in weekly online communications, engaging in weekly online curriculum lessons, and chatting through the iMentor mobile app. Ross values his relationship with Julio so much that he even plans his work schedule so he can make monthly trips back to Oakland for their regular pair events at Julio's school.

During the first year of their match, Julio gained a clearer picture of his post-secondary pathway. The pair took college and career exploration to a new level. Last year, Ross and Julio visited Salesforce (where Ross works) and San Francisco State University. Because Ross has helped nurture his mentee's college aspiration, Julio is eager to attend San Francisco State University after high school.

[Read their story on the iMentor blog ↗](#)



Ross, mentor and Julio, mentee

Extending our commitment through college completion

With only 21% of first-generation, low-income college students attaining a four-year degree, we know that getting into college is just the beginning of the journey.

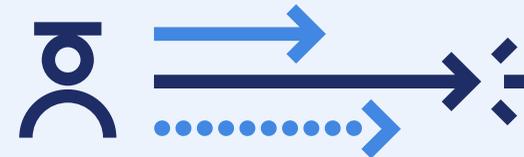
Once on campus, students will face a new set of dynamics and considerations that can impact their post-secondary journey. And, while various resources exist on college campuses to support students, these resources are not reliably translating into persistence and completion for first-generation college students.

To ensure students are persisting toward college completion, iMentor has launched an innovative and immersive Post-Secondary Program (PSP). PSP gives pairs the opportunity to extend their relationship through college completion, leveraging their strong rapport to navigate predictable challenges, such as financial aid deadlines and course selection, as well as unpredictable challenges, such as difficulty navigating new social structures or complications in family life. During the program, mentors help students navigate common college obstacles, while also serving as an early warning system for roadblocks that could stand in the way of graduation.

Last year, more than 70% of our pairs chose to extend their relationship through college completion – an incredible affirmation of both the strength of these relationships, and the potential to further close the college completion gap for the students we serve.



ALTERNATIVE PATHWAYS TO POST-SECONDARY SUCCESS



While our students are enrolling in college at a higher rate than their peers, many also choose to pursue alternative pathways to post-secondary success. To deepen our program's impact, last year we broadened our definition of student success to include supports for alternative pathways to college, including certificate/certification programs and high-quality gap year programs.

Our Program In Action

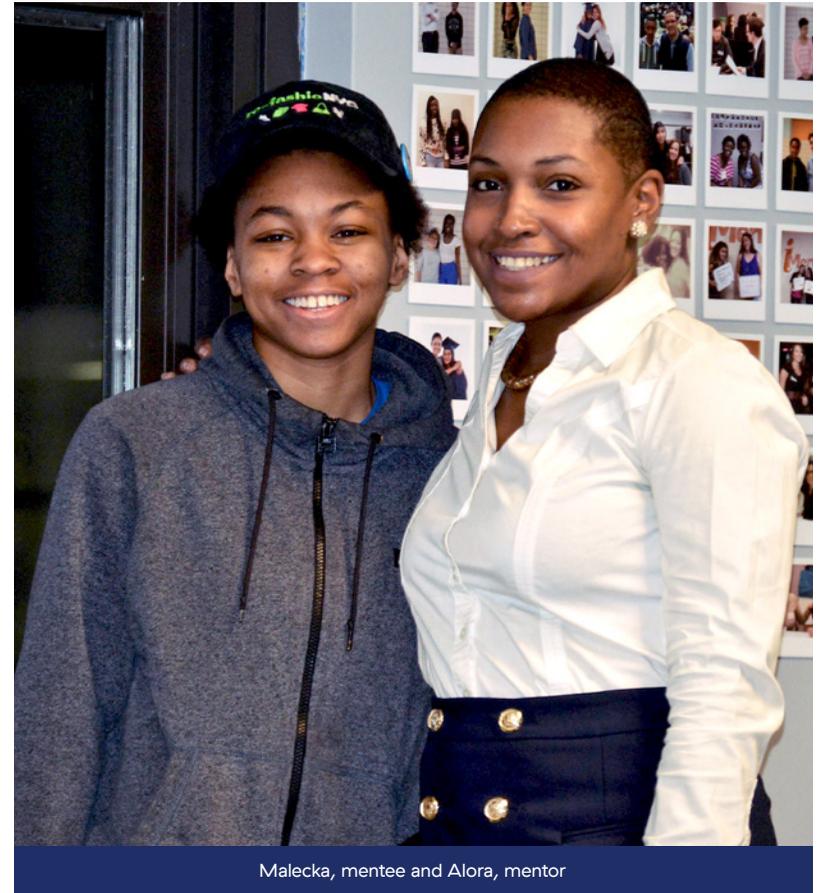
Alora and Malecka iMentor NYC

The path to college is different for every student. For an array of reasons, many must delay the pursuit of their college dream after high school. It is during these times that the support of a mentor can make all the difference, as Malecka found out.

Throughout high school Malecka dreamed of playing college basketball, and her mentor Alora was committed to helping make this dream a reality. Together the pair developed a college plan for Malecka, but familial and financial issues soon derailed it. Even though Malecka didn't attend college immediately after graduating high school, Alora remained dedicated to supporting her mentee. She helped Malecka find temporary jobs and internships while Malecka navigated roadblocks life had thrown her way.

Alora never lost sight of Malecka's college dream and knew she'd achieve it when the time was right. So Alora was patient and continued to be there for her mentee. Then one day Alora received a phone call from her mentee. Malecka surprised Alora with the news that she had applied to, was accepted, and enrolled in college. Today, Malecka is playing basketball for Medgar Evers College and Alora cheers her on from the stands!

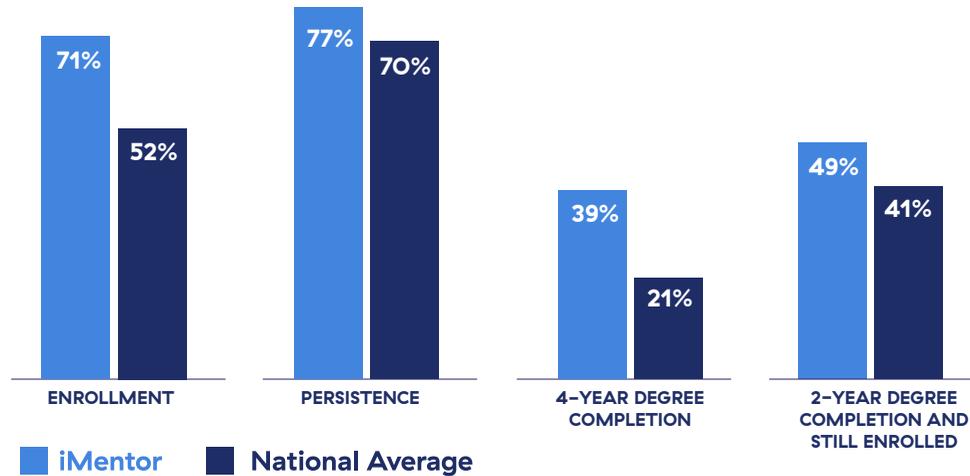
[Read their story on the iMentor blog](#) ↗



Malecka, mentee and Alora, mentor

Our Impact

iMentor is tracking college outcomes for nearly 6,000 students nationally from 2009–2017. Year over year, our students outperform the best comparable peer groups.



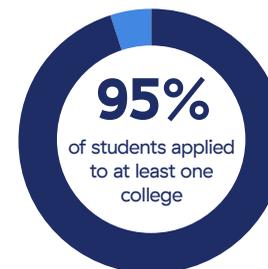
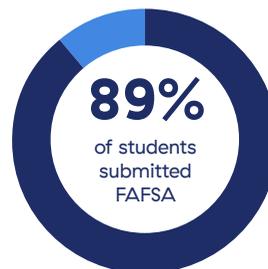
iMentor students are
29% more likely
 to enroll in college than their peers at academically and demographically similar New York and Chicago schools.

89%

of iMentor students understand the value of a college education and 91% expect to go to college

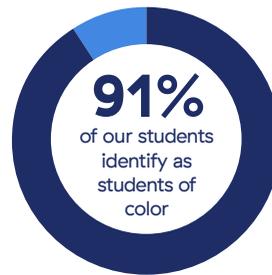
NAVIGATING THE COLLEGE PROCESS

Over the last several years, mentors have consistently helped their mentees build a college aspiration and successfully navigate the college process.



Our Impact

At the heart of our work is the belief that educational opportunity unlocks a world of possibility for young people. With too many odds already stacked against our students, we're fighting to give every student a fair chance to graduate college and reach their highest career aspiration.



“

Being the first to go to college in my family, I can now be a role model for my younger siblings. I can show them that going to college is the best thing for you.

Dominic, mentee, iMentor Chicago

STRENGTH OF RELATIONSHIPS

The foundation of iMentor's impact begins with our ability to help pairs build close, candid personal relationships.

90%

of students trust their mentors

89%

of students are open and honest with their mentors

87%

of students are satisfied with their match

Our Next 5 Years

By 2023, we will have made progress against closing the college completion gap for iMentor students in diverse communities across the country. Additionally, we will expand our impact beyond the reach of our program and make the investments necessary to ensure organizational excellence at a national scale.

We will support 28,000 mentoring relationships, in 33 communities across the country by expanding in new and existing regions, and through our Partner Programs. Our growth will position us to be able to track college outcomes for 22,000 students, giving us one of the largest data sets of student outcomes in the field.

We will achieve widespread impact and expand our influence beyond the reach of our programs by building and mobilizing our mentor community, and harnessing our data and knowledge to share our insights with the field.

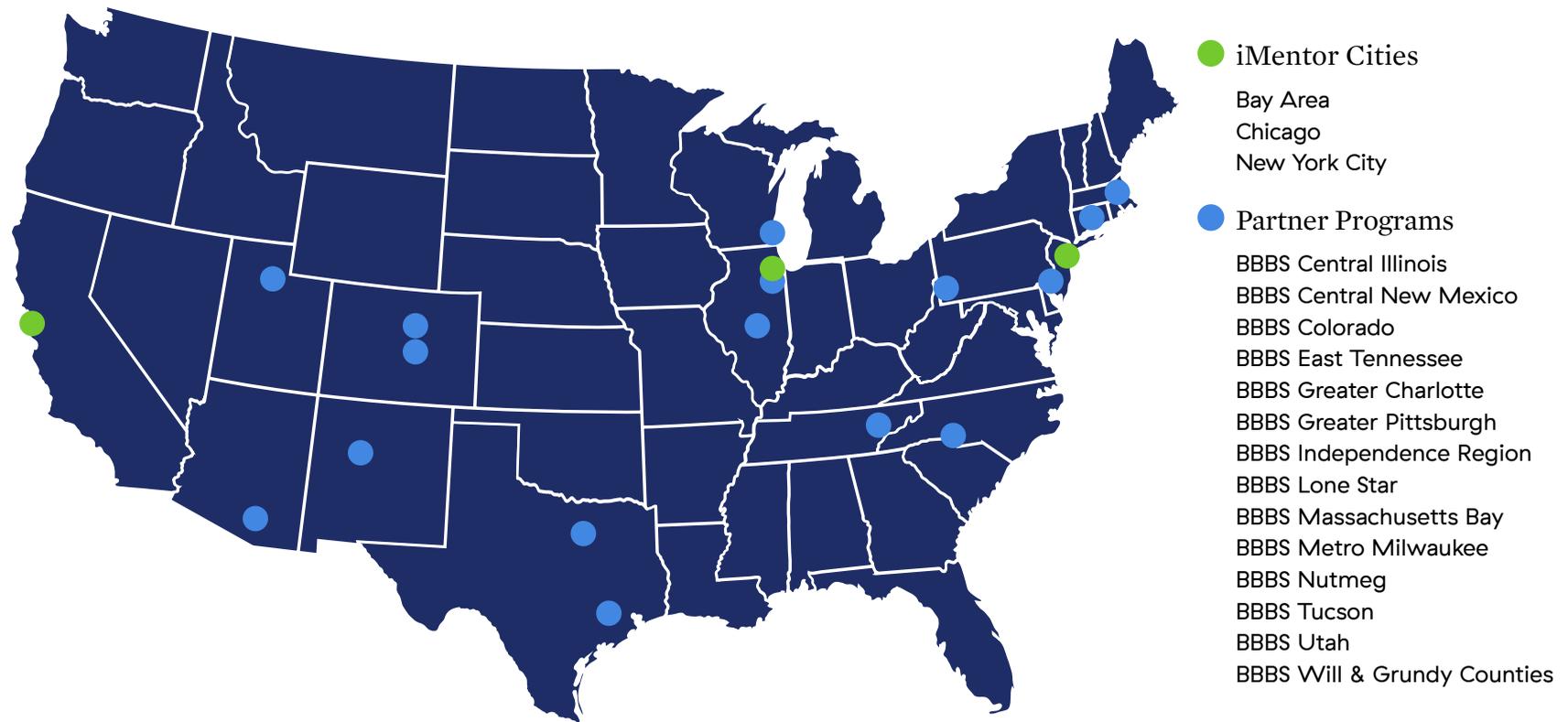
We will continue to mature as an organization, ensuring that we have the infrastructure, culture, and people to deliver excellent programming at increasing scale.

Serving more students in more places.

In 1999, iMentor was a small start-up organization in New York City. We launched our program at one high school in the Bronx and served just 49 students in our first year. Through continual refinement, learning and self-reflection, we've since evolved into a national organization that has matched more than 29,000 students with mentors in more than 30 communities.

Our Reach

After years of growth and strong outcomes in New York, we set out to replicate and implement a high-quality program at scale in other cities. We're serving thousands of students each year through our three regions in New York, Chicago and the Bay Area. And, we're reaching thousands more students in 16 additional cities through our long-standing partnership with Big Brothers Big Sisters.



iMentor NYC, our founding site, has a track record of leveraging mentoring for college success and last year was no exception.

Last year we graduated our largest number of high school seniors in a single year — nearly 1,000 students from our partner schools. This group of students has much to celebrate. They're achieving at higher rates than their peers at demographically and academically similar NYC schools, with 74% enrolling in college on-time versus 55%. In addition, 85% of eligible NYC students enrolled in our Post-Secondary Program, our highest PSP enrollment to date.

We also welcomed our 14th school partner last year, The Urban Assembly School of Business for Young Women, which is known for preparing young women to become future business leaders by exposing them to all areas of business as career options. We're excited to bridge the world of business with our cohort of UASBYW juniors.

To help us deepen our impact across the city, we established our NYC Advisory Board. Comprised of five members, four of whom are mentors, our board will serve as a critical thought partner as we refine our strategic vision and establish multi-year goals. We also established a Student Advisory Council. This body of student leaders will serve as the voice and conduit of student ideas, needs, and feedback to generate valuable contributions in advancing and enhancing iMentor NYC's work.



3,563
current pairs



14
partners



19
years in operation



Lina, mentee and Jocelyn, mentor, Union Square Academy for Health Science

Last year, iMentor Chicago celebrated the graduation of our first class of high school seniors.

This cohort of students from North-Grand High School outperformed their peers from previous graduating classes. Sixty-six percent of the school's 2017 graduates enrolled in college on-time, an increase from college enrollment at the school in 2015 (42%) and 2016 (53%).

We know that the bond between our students and mentors is an integral part to a student's success in the program. In Chicago, 87% of our students think their mentor is a good match for them; 91% feel comfortable to be open and honest with their mentors; and, 89% value their relationship with their mentors.

Based on this progress over iMentor Chicago's first few years, we were thrilled to receive support from A Better Chicago and Invest for Kids this past year. These well-respected venture philanthropy funds are focused on dramatically improving educational opportunities for students in low-income communities by investing in the most effective programs in Chicago. These investments came at a critical moment in iMentor Chicago's growth, as we expanded to a fourth school on the south side, Chicago Military Academy at Bronzeville, and grew from serving 608 pairs to 1,025 in our third year. We're honored to have such strong partners in this important work.



Last year our geographic reach expanded to the west coast with the launch of iMentor Bay Area.

In partnership with James Lick High School in east San Jose and Aspire Lionel Wilson Preparatory Academy in Oakland, we took critical steps toward making college a reality for 269 students in our first program year.

In iMentor Bay Area's inaugural program year, we were thrilled to see incredible results around the relationships our mentors and students have developed. Ninety percent of Bay Area students report trusting their mentors; 84% believe their mentor is a good match for them; and, 85% view their relationship with their mentor as being important.

Last year, a group of highly engaged mentors extended their commitment to this work by joining our Young Executive Board. The Young Executive Board is a network of diverse and talented professionals who volunteer their time and expertise to help increase the visibility and awareness of iMentor, expand our network of supporters, and spearhead fundraising and recruitment initiatives. In 2017, our YEB helped us generate critical funds for scaling our program. With their support, we were able to nearly double our program size in our second year of operation.



Pair event at James Lick High School

iMentor Partner Programs

iMentor Partner Programs expanded its reach in 2017 through our long-standing partnership with Big Brothers Big Sisters.

We launched our program with three new BBBS agencies — East Tennessee, Mass Bay, and Tucson. We also supported two returning agencies with their rollout into four new schools.

Last year, we also celebrated nearly 450 students who graduated high schools served by four of our partner agencies - BBBS Central New Mexico, BBBS Lone Star, BBBS Utah, and BBBS Will & Grundy Counties. This class of 2017 graduates enrolled in college at a higher rate than their peers across the country, with 70% enrolling in college on-time compared to 52% nationally.

Of these graduates, nearly 100 extended their commitment to their mentors and iMentor by enrolling in the pilot of our Post-Secondary Program. Through this pilot with BBBS Lone Star and BBBS Central New Mexico, we will learn more about how best to support students in the first year after high school in our Partner Programs model.





“With each passing year, I am continually amazed at how much this organization is able to accomplish and how much of a difference they make not only in the lives of our students, but for their families.,,”

Karen Chopra
Mentor, iMentor NYC

FY17 Income and Expenses

In 2013, iMentor launched a growth capital campaign to support its 2013-2018 strategic plan. In addition to annual revenue, this capital has been used between 2013-2018 to support iMentor's expansion and national infrastructure.

Public Support, Revenue and Growth Capital

Foundation	\$4,687,076
Individual	\$3,185,820
Program Fees	\$2,297,764
Special Events	\$1,136,321
Other Income	\$1,174,233
Corporate	\$743,696
Growth Capital Revenue	\$2,051,283
Growth Capital Utilization	\$4,612,203
Total	\$19,888,396

Expenses

Program	\$13,628,143
Program Design, Regional Support & National Operations	\$5,407,785
Total	\$19,035,928



We couldn't have done this without you.

Our work simply wouldn't be possible without the committed champions who give so generously of their time and resources to support our program. We know that there is no one thing we can do to change the outcomes for our students. There is no one experience or one conversation. There is only steady support year over year from champions like you. We thank you for your continued support and hope you are proud of what we're achieving together.

Our Champions: Mentor Giving

Our mentor community shares our belief that every student deserves a champion.

They understand the importance and urgency of this work better than most. For this reason, our mentors extend their commitment beyond their one-on-one relationships to help drive our work forward.

Mentors are stepping up and helping us recruit more mentors and raise much-needed funds. Through their efforts, we've recruited record number of volunteers and been able to direct greater dollars toward matching more students with mentors each year. In 2017, our mentors mobilized their networks and raised \$255,813 through the iMentor Challenge alone, our annual crowdfunding campaign.

We cannot do this work alone and we're so thankful that our mentors are helping us make college a reality for thousands of students. We're forever grateful.

\$533,999

total raised through
mentor giving



Mentors celebrating at iMentor NYC's Champions Benefit

“Working with Marco has been one of the most rewarding experiences I have had here in the Bay Area. In honor of the great experience, I decided to join the #iMentorChallenge to spread the word on iMentor's second year in the Bay Area so that we can impact more students!

Adrian Rodriguez, mentor, iMentor Bay Area

Our Champions: Corporate Partner Spotlight

We do our best work in partnership with institutions that share our vision.

Since 2014, BlackRock Foundation has partnered with iMentor to help increase the number and quality of opportunities for students from low-income communities. Through the powerful combination of financial support and corporate volunteerism, BlackRock is helping our students create pathways to their highest college and career aspiration.

Last year, BlackRock awarded us a grant to support the continual refinement of our program model and curriculum. Also, nearly 40 BlackRock employees dedicated close to 700 volunteer hours to mentoring our students throughout New York City.

The success of our partnership largely rests on the leadership, generosity and commitment of BlackRock mentors who advocate and champion iMentor's work. One such champion is Davendra, who's coming up on his seventh year of volunteering with iMentor and has worked with two mentees over the years. In his own words:

"BlackRock having a social mission is drastically important to me. I do not say that lightly. It goes beyond community service, because our partnership with iMentor is about much more. Our mentors come into the office with a different mindset. It enriches you in such a meaningful way. And [my colleagues] ask me all the time, 'How could I be a good mentor, I'm not a therapist, I'm not a psychologist ...?' and it's not about that. If you can listen, if you can have compassion and build empathy, then you innately already have what it takes to be a great mentor."

[Read Davendra's story on the iMentor blog](#) ↗

BLACKROCK®



Davendra, mentor and Michael, mentee

Our Champions

Strategic Growth Funders 2013 – 2018

TOTAL RAISED: \$27 MILLION

iMentor Board Members
Anonymous
Avis Family Foundation
Bezos Family Foundation
Stephanie and Chase Coleman
Sloan and David Greenspan
Yvette and Rafael Mayer
Morgan Stanley
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