

AFC Mentoring



FOUNDED: 2001

CURRENT ORGANIZATION BUDGET: \$880,440

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INVESTMENT OPPORTUNITY \$1.2 MILLION

AFC Mentoring is seeking an investment of \$1.2M over the next 2.5 years to expand its capacity to serve more youth. This investment enables AFC to double intensive programs for foster youth by hiring four more clinical social workers, recruiting and training volunteer mentors, and supporting more life skills training and matched savings. AFC will also increase outreach, informing the public about the unique needs of youth in foster care.

AFC Mentoring creates a community of consistent, adult support for youth in foster care, enabling them to build the self-confidence, essential life skills, and emotional well-being they need to flourish and live self-sufficient lives. AFC's highly trained, clinical social workers form the foundation for AFC Mentors, which pairs volunteer adult mentors with youth in foster care, and AFC Leaders, a skill-building and coaching program that also provides teens with financial incentives to earn and save. By combining long-term, committed mentoring with personal capacity building, AFC Mentoring quiets the chaos and fills the gaps in disconnected interventions, empowering youth to gain the coping skills and sense of belonging they need to move beyond a life of trauma.

- 65 percent of adults who were in foster care as youth experienced seven or more school changes;
- Foster care alumni experience Post-Traumatic Stress Disorder at nearly double the rate found in combat veterans;
- There are 9,000 youth in foster care in Massachusetts in need of support.

TWO-YEAR GOALS

- Double the number of youth served with intensive one-on-one mentoring
- Double the number of youth in Learn & Earn programs
- Create dedicated youth programming space including access to kitchen, computer lab, and training space
- Grow the number of people in the community, locally and nationally, educated about youth in foster care by doubling time spent on outreach

WAYS TO INVEST

FINANCIAL

- \$40,000 supports youth stipends for a year
- \$15,000 supports the lifetime of a mentor/mentee match
- \$1,500 matches the savings of one Learn & Earn youth for one year

IN-KIND

- Provide services to create an educational video about AFC's mission and impact
- Host a house party event to expand the network of support for AFC
- Offer design, marketing, and communications services
- Volunteer to be a mentor or life skills coach

LEADERSHIP & GOVERNANCE

Executive Director Colby Swettberg, Ed.M., LCSW, began her career as an educator before focusing her attention on child welfare and social services, joining AFC Mentoring in 2009. She is supported by Director of Programs and Evaluation Melissa Birke Chu, LCSW, and a staff of seven.

Organization Board

- Justin Pasquariello *Children's Health Watch*
- Alfonso Perillo *Edelstein & Company*
- Anne Bowie *WilmerHale*
- Shuman Chakrabarty *J. P. Morgan*
- Yolanda Coentro *Boston University*
- Melanie Damsker Camp *Combined Jewish Philanthropies*
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- Matthew Hegarty *Rue La La*
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- Bryan Nelson *Castle Hill Financial Group*
- Lisa Rowan-Gillis *Boston College*
- Robert Beal, *Honorary Board Member, The Beal Companies*



AFC Mentoring has a well-earned reputation for implementing a highly effective program model to achieve the best outcomes for youth in foster care.

David Shapiro

Pres. & CEO Mentor (National Mentoring Partnership)



The AFC Mentoring Model



A Platform for Youth to Thrive

Healthy human development is predicated on five factors: our physical needs are met, we feel safe, we have a sense of belonging, we gain self-esteem, and we can set and attain goals. While we can tolerate insufficient attention to physical needs and safety, without a sense of belonging, our further development becomes nearly impossible. Frequent transitions in homes, caretakers, schools, and communities leave foster youth without a sense of belonging. Missing this crucial developmental factor, they struggle in school and with relationships, and are at increased risk of negative outcomes including poverty, illness, homelessness, and incarceration.

AFC Mentoring bridges the belonging gap by combining three essential components—clinically trained, masters-level social workers, volunteer mentors and coaches, and life skills training and matched savings—to build highly effective programs that provide youth a foundation for growth and success.

AFC Mentors

The AFC Mentors program matches foster care youth ages seven and older in one-to-one mentoring relationships with adult volunteers committed to providing a consistent relationship for at least one year. Prospective mentors are screened carefully and receive nine hours of specialized training in advance of being matched with a youth. Mentor/mentee matches meet in the community or in the youth's residential placement for at least eight hours each month and participate in a variety of youth-centered activities, offering youth opportunities to develop new skills and build strong relationships with their mentors. AFC's clinically trained program staff provides ongoing support. Program staff members check in with mentees and guardians by phone, collect mentor feedback, communicate regularly with each youth's social worker, and provide additional support to mentees and mentors during challenging times.



I consider AFC to be the preeminent mentoring organization in the country that focuses on the unique needs of children who are impacted by the foster care system. AFC is a truly innovative organization due to the fact that it makes an unprecedented investment in high quality programs. AFC's commitment to ensuring length and strength of their mentoring relationships is essential to the success of AFC's youth as they transition into adulthood.

Jean Rhodes

PhD, Director, The Center for Evidence-Based Mentoring



KEY INVESTORS

- ANDRUS FAMILY FUND
- UNITED WAY
- JE AND ZB BUTLER FOUNDATION
- HEDGE FUNDS CARE
- MABEL A. HORNE TRUST
- LUDCKE FOUNDATION

CORPORATE SPONSORS

- BNY MELLON
- LIBERTY MUTUAL

AFC Leaders

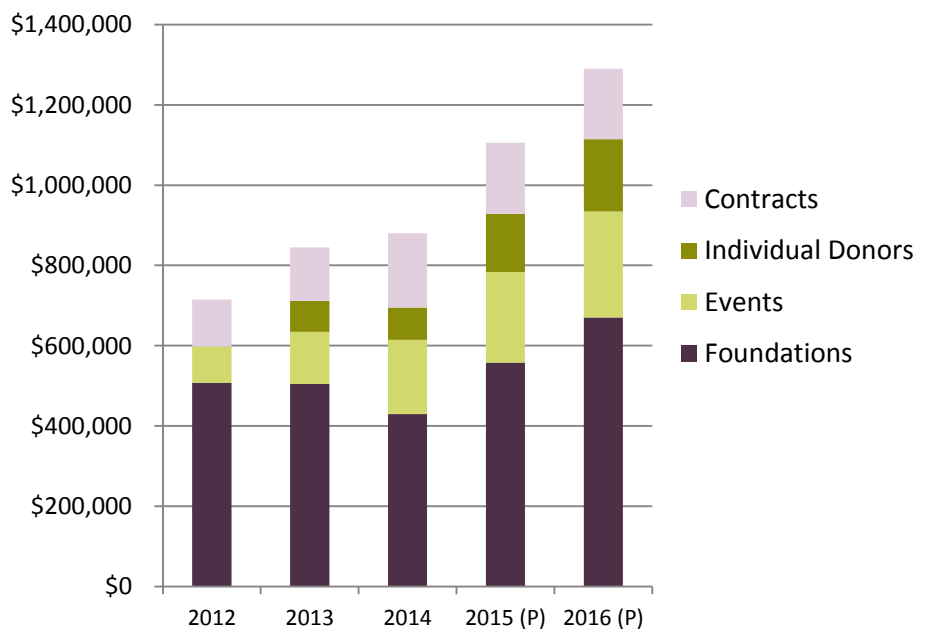
The centerpiece of AFC Leaders is Learn & Earn, a program for young adults ages 16 and older. When youth turn 18, they are emancipated from foster care and lose all supports. Learn & Earn provides the tools to help these young adults transition to self-sufficiency and break cycles of violence, poverty, and homelessness. Youth in this program engage in a 10-month curriculum designed to build life skills over 10 domains, including financial literacy, health and wellness, education, professional communication, and job and career planning. Youth receive stipends for consistent participation so they do not have to choose between working and learning valuable life skills.

To encourage financial savings, AFC provides a match for every dollar saved by youth in the program. With this money, youth have been able to pay rent and tuition for college classes, and purchase laptops, furniture for apartments, and professional clothing, meeting essential needs for a successful transition into adulthood.

Financial Sustainability

AFC Mentoring has steadily built a sound financial footing to support its work. While AFC generates some earned income through its contract with the MA Department of Children and Families (DCF) for mentoring referrals, it is essential that AFC expand its fundraising across revenue sources, with a particular focus on foundation and individual donor support. Development Director Alyson Molloy Hussey recently joined the AFC team to focus on expanding development efforts. AFC seeks to grow responsibly and operate efficiently. The growth planned for the next 2.5 years will allow AFC to double its impact on youth while increasing its budget by only 48 percent.

Revenue by Source



SUCCESS STORY: EJ

After years of transition, EJ was referred to AFC Mentoring and matched with volunteer mentor, Yvonne. Since their match meeting, Yvonne has provided EJ a consistent, caring adult presence, even as he grappled with ongoing moves and home placements. EJ's passions for debate and softball have served as a basis for building their bond, and Yvonne continues to be inspired by EJ's ambition, resilience, and perseverance as he navigates the challenges of being a young adult in the foster care system.

Despite the chaos in his life, EJ has embraced the support AFC's programs have offered him and has remained focused on school, extra-curricular activities like debate, softball, and ROTC, and participating in the AFC Leaders program to build life skills and earn and save money for supplies he'll need as he begins the next chapter of his life—college!

Through the ups and downs, Yvonne—and the whole AFC team—have been there for EJ, a community of support he can count on no matter what comes next.



Program Performance and Organizational Health

Below is a summary of the key measures that AFC Mentoring will use to demonstrate progress over the next 2.5 years, capture lessons learned, and make course corrections as needed.

	2014	2015 (P)	2016 (P)
PROGRAM PERFORMANCE			
Increase intensive youth programs • AFC Mentors • AFC Leaders	90 (65 in Mentors 25 in Leaders)	130 (75 in Mentors 55 in Leaders)	170 (95 in Mentors 75 in Leaders)
Increase youth outreach: Summer program, youth summit, skill-building workshops	115	140	165
Total youth served in all programs	205	270	335
Double time spent on outreach and public education about youth in foster care	12 speaking/ outreach events	18 speaking/ outreach events	24 speaking/ outreach events
ORGANIZATIONAL HEALTH/CAPACITY-BUILDING			
Expand program delivery staff	Hire 1 social worker for expanded Leaders	Hire 1 social worker for expanded Mentors	Hire 2 social workers for all programs
Strengthen operations infrastructure	Hire HR/Ops Dir., improve evaluation	Evaluate opportunities to improve staffing efficiencies	Implement staffing efficiencies
Expand program facilities	Invest in program space upgrades	Assess need for neighborhood-based programming	Implement expansion, as needed
Total revenue	\$880,440	\$1.1M	\$1.3M

Social Impact

AFC's programs are successful because of the deep engagement between AFC program staff, the youth in AFC Mentors and AFC Leaders, and the volunteer mentors and coaches that support youth. The following impact measures focus on monitoring outcomes that tie directly to program interventions.

IMPACT INDICATOR	MEASUREMENT
Average length of AFC mentoring matches	AT LEAST 26 MONTHS
Percentage of mentoring matches that reach the critical 1 year milestone	96%
Percentage of AFC youth graduating from high school	AT LEAST 70%
Percentage of AFC youth attaining employment	AT LEAST 70%
Youth reporting increases in communication skills and/or self-esteem subsequent to AFC engagement	AT LEAST 80%
Percentage of AFC Leaders youth reporting that the life skills curriculum will help them in the future	AT LEAST 85%
Youth reporting they had developed a positive peer network/sense of community subsequent to AFC engagement	100%