Mentoring by Geographic Area in the State of Michigan:
Results from the Mentor Michigan Census, Wave IV

December 2006

Prepared by:
Kahle Research Solutions Inc.
www.KahleResearch.com

Background

The Mentor Michigan Census (MMC) is a periodic, on-line survey of organizations operating mentoring programs in the State of Michigan. Wave I of the MMC was conducted in the fall of 2004, Wave II in March of 2005, and Wave III in October of 2005.

The most recent Wave, Wave IV, was conducted in September and October of 2006. Out of the 237 mentoring organizations identified and registered with Mentor Michigan, 137 responded (58% response rate).

Objectives

The primary purpose of the MMC is to understand the scope and nature of mentoring and mentoring organizations in Michigan. Specifically, there are three key objectives:

1. Identify, count, describe, and track mentoring organizations, programs, mentors, and the children served.
2. Understand program components, processes, resources, and needs.
3. Encourage and support program evaluation.

See the web site for reports that address these objectives. The following is a brief summary of results of the Mentor Michigan Census (MMC), Wave IV broken down by geographic area. Other reports generated from this and prior Wave's data can be found on the Michigan Mentor web site (www. michigan.gov/mentormichigan).

Geographic Breakdown (Table 1)

It is important to note that organizations have been placed in geographic groupings based on the main location of the mentoring organization. Some organizations serve youth only within their home county, while others serve multiple counties. Not all geographic groupings are mutually exclusive. For example, the Tri-County area covers Wayne, Oakland and Macomb Counties, which are also included in Southeast Michigan. As a result, percentages shown can be read only as a percent of the column (reading down), not across. The counties that comprise each of the larger regional geographic areas are listed in Table 1 of the Appendix.

As the geographic data was collected differently in Wave I than it was in Waves II, III and IV, comparison of data in Wave I to data in subsequent waves at the regional level is not recommended. Wave II, III, and IV data, however, can be compared, as can state totals for all three waves.

Sample sizes for the various geographic regions are sometimes quite small. Care should used when making comparisons across regions. Differences by regions need to be quite large for the data to truly represent substantive differences rather than random statistical variation.

Overview of Funnel Measures (Table 2)

Mentoring Organizations

o One hundred and thirty seven mentoring organizations responded to the Wave IV survey - the highest number of mentoring organizations ever responding to the MMC. Southeast Michigan reports the largest number of mentoring organizations (51) in any geographic area. Of those 51 organizations serving clients in Southeast Michigan, 42 are within the Tri-County (Wayne, Oakland and Macomb) area. The other geographic areas and number of organizations responding are:
- Grand Rapids/Muskegon: 30
- Mid-Michigan: 16
- Northern Michigan/Upper Peninsula: 15
- Southwest Michigan: 13
- Flint/Saginaw/Bay Area: 12

Youth Served

o Of the total 28,283 Michigan youth served by mentoring organizations in 2006, the largest number is in the Grand Rapids/Muskegon area (7,093), followed closely by Southeast Michigan (6,833 - 5,478 within the Tri-County area), and Mid-Michigan (6,229). Mentoring organizations in the Flint/Saginaw/Bay Area report serving more than 4,000 youth; Southwest Michigan serves 2,256; and the organizations in Northern Michigan/UP served 1,833 youth as of August 31, 2006.

Active Mentors

o Of the 16,382 active mentors documented in Wave IV of the MMC, organizations serving Grand Rapids/Muskegon have the largest number of active mentors in the state at 5,850, followed closely by Southeast Michigan (4,560, with 3,432 in the Tri-County area). Organizations in the Flint/Saginaw/Bay Area report the lowest number (1,083) of active mentors.

o Respondents were asked to compare the number of youth served as of 8/31/06 to the number twelve months ago (8/31/05). All geographic areas have shown net growth in the number of mentor/youth matches. The Tri-County area reports the greatest net growth with 2,128 youth/mentor matches. The lowest net growth is reported to be 93 matches in Southwest Michigan.

Inquiries and Applications

o   State mentoring organizations report that there were a record 17,522 inquiries regarding becoming a mentor received in 2006. Organizations serving Southeast Michigan report the largest number of inquiries (9,130 – 7,942 of which were in the Tri-County area), followed by those serving Grand Rapids/Muskegon (2,816). Organizations serving Flint/Saginaw/Bay Area report the smallest number of inquiries at 679.

o   Looking at monthly averages, state-wide there were an average of 1,460 inquires each month. Monthly averages vary widely across geographic areas, with a high of 761 inquiries per month in Southeast Michigan (662 of those in the Tri-County area), compared to a low of 57 inquiries per month in the Flint/Saginaw/Bay Area.

o   There were a total of 8,000 written applications to become a mentor received by state organizations as of August 31, 2006. While the monthly average of inquiries (1,460) is increasing state-wide with each wave, the monthly average of written applications (666) is not keeping pace. Recruitment is least effective in the Tri-County area, which has one of the lowest inquiries to application ratios (662 inquiries versus 200 written applications).

o   The disparity of monthly averages is also large in the Flint/Saginaw/Bay area where organizations report receiving a monthly average of 57 inquiries to become a mentor, followed up with a monthly average of only 14 written applications. Grand Rapids (235 inquiries to 119 applications) and Southwest Michigan (131 inquiries to 79 applications) also follow suit in this disparity.

o   Mid-Michigan reports the smallest disparity between the monthly average of inquiries and applications. With a monthly average of 136 inquiries, organizations there report receiving a monthly average of 124 written applications.

Monthly Average of Inquiries and Applications by Geographic Area
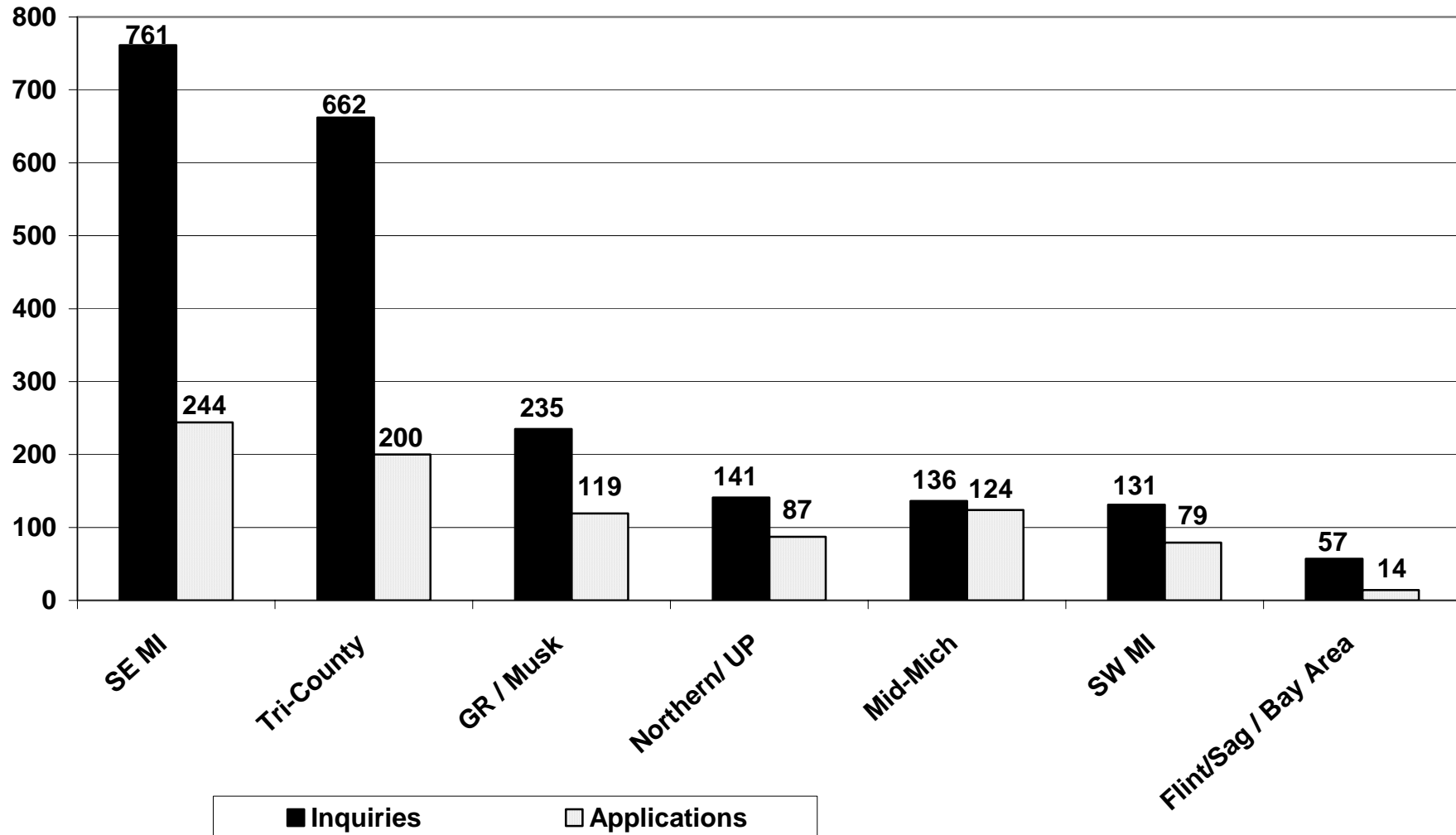
Mentoring Intensity

o State-wide most organizations report 1 hour as the minimum time per week mentors are required to spend with youth. Thirty-nine percent of organizations report having this as a requirement, well below the research-based minimum dose needed to have a demonstrable effect. Fifty-seven percent of organizations in Northern Michigan/Upper Peninsula report this as their minimum time required, and both Southeast Michigan (45%) and the Tri-County area (40%) also report higher than state averages with this minimum time period.

o State-wide 13% of organizations report a minimum required time period of 2 hours/week. Broken down by geographic area, only Northern Michigan/Upper Peninsula varies greatly from this average, with no organizations reporting this as a minimum requirement.

o In Southwest Michigan, 12% of organizations require a minimum weekly time commitment of four hours.

Mentoring Duration

o State-wide 28% of organizations require a minimum of 12 months be spent on a mentor/youth match. Organizations in the Flint/Saginaw/Bay Area fall well below that percentage (11%).   Other areas of note include Mid-Michigan, where 41% of organizations report that they have no minimum duration requirement, and the Grand Rapids/Muskegon area where 10% of organizations require a commitment that is more than 12 months but less than two years.

Screening

o Use of Personal Interviews is high state-wide, with 81% of mentoring organizations reporting its use. Organizations in Northern Michigan/Upper Peninsula report using this screening method the most (93%), with the lowest usage reported in the Flint/Saginaw/Bay Area (56%). Use of the State Criminal Background Check (79%) and Personal Character references (76%) are also highly used screening methods for organizations state-wide.

o Five percent of organizations state-wide (10% in the Tri-County area) report that they do not use any of the screening methods included on the survey.

Demographic Profile (Table 3)

Mentors

o Demographic characteristics of mentors are consistent across all Waves. Michigan's mentors remain mostly female (65%), with little change since the last Wave. The percentage of women mentors is highest in organizations serving Southwest Michigan (76%) and the Flint/Saginaw/Bay Area (73%). Men are under-represented as mentors in every geographic area of the state.

o Michigan mentoring organizations report that their mentors are mostly Caucasian (70%), with the highest percentage of Caucasian mentors (98%) serving Northern Michigan/Upper Peninsula. African-Americans serve as mentors most often in the Flint/Saginaw/Bay Area (62%), Tri-County Area (41%), and Southeast Michigan (35%). The Flint/Saginaw/Bay Area reports the largest percentage of Hispanic mentors (5%).

o The age of mentors varies greatly by geographic area. Organizations in Northern Michigan/Upper Peninsula have the highest percentage of mentors under the age of 18 (27%, compared to 13% state-wide). Southwest Michigan has a large 55 plus population working as mentors (26% aged 56-75; 33% over the age of 65). Grand Rapids/Muskegon also has a large 65 plus population of mentors (28%).

Youth Served

o In total, organizations report that they serve more female (69%) youth than male (31%). This is especially true in Mid-Michigan where 91% of the youth they serve are female. Elsewhere in the state, the ratio between male and female youth served is more evenly matched.

o Like the mentors who befriend them, children served across the state are most often Caucasian (56%). The percentage of Caucasian youth served is highest in Northern Michigan/Upper Peninsula (95%), followed by Mid-Michigan (80%). The percentage of African-American youth served is highest in the Tri-County area and Southeast Michigan (71% and 66% respectively). In the Flint/Saginaw/Bay Area 19% of the children served are Hispanic, as are 13% of the youth served in Grand Rapids/Muskegon. Three percent of the youth served in Northern Michigan/Upper Peninsula are Native American.

o Most youth served by mentors are in the 6-11 or 12-14 age categories. In Southeast Michigan, the Tri-County Area and Northern Michigan/Upper Peninsula, more than a quarter of the youth these organizations serve are age 15-18.

Site of Organization and Mentoring Type (Table 4)

o Throughout the state, 55% of mentoring matches are defined by reporting organizations as one mentor to one mentee, with comparatively fewer group (9%), peer (8%) and E-mentoring (4%) programs being reported. This holds true through each geographic breakdown, with the exception of the Flint/Saginaw/Bay Area where 55% of their mentoring programs are E-mentoring.

o State-wide, team mentoring is on the rise from previous waves (23% in Wave IV compared to 8% in Wave III). This is especially true in Mid-Michigan, where 76% of the mentoring programs report using the team approach.

o In Michigan, 60% of mentoring organizations are housed within non-profits. This is true across all geographic areas of the state. Schools are the second most common type of mentoring organization (16% state-wide), with the highest percentage of those (30%) serving Grand Rapids/Muskegon. Seventeen percent of organizations serving the Flint/Saginaw/Bay Area and 13% in Northern Michigan/Upper Peninsula report their site organizations as "Other".

Awareness and Satisfaction of Mentor Michigan's Quality Program Standards for Youth Mentoring (Table 5)

o State-wide 75% of mentoring organizations report being aware of the Quality Program Standards for Youth Mentoring. Awareness is highest in the Tri-County area (86%), Southeast Michigan (82%) and Northern Michigan/Upper Peninsula (80%). Mid-Michigan reports the lowest level of awareness with 56%.

o Among those organizations indicating an awareness of the Standards, 85% report that their organization has reviewed the standards in relation to their mentoring programs' operations. One hundred percent of Northern Michigan/Upper Peninsula's organizations that are aware state that they have done so.

o Among those who are aware of the Standards, 98% indicate that they are satisfied with the Quality Program Standards for Youth Mentoring (74% "very satisfied" and 24% "somewhat satisfied"). No respondents indicated that they were dissatisfied with the Standards.

Satisfaction with Mentor Michigan (Table 6)

o Fifty-one percent of mentoring organizations report being "very satisfied" with Mentor Michigan, with 35% reporting they are "somewhat satisfied." This satisfaction level is generally consistent across geographic areas.

o Only mentoring organizations in Grand Rapids (3% "not very") and Southwest Michigan (8% "not at all") express dissatisfaction with Mentor Michigan.

o Seven percent of organizations in both the Tri-County area and in Grand Rapids/Muskegon report not being aware of the work of Mentor Michigan. Six percent of those in Southeast Michigan also report being unaware.

Table 1
County Breakdown

Geographic Area	Counties Included:
Tri-County	Macomb, Oakland, Wayne
SE MI	Lapeer, Livingston, Macomb, Monroe, Oakland, St. Clair, Washtenaw, Wayne
SW MI	Allegan, Barry, Berrien, Cass, Kalamazoo, St. Joseph, Van Buren
Mid-Mich	Branch, Calhoun, Eaton, Hillsdale, Ingham, Jackson, Lenawee
GR/Musk	Clinton, Gratiot, Ionia, Kent, Mecosta, Montcalm, Muskegon, Newaygo, Oceana, Ottawa
Flint/Sag/Bay Area	Bay, Genesee, Huron, Isabella, Midland, Saginaw, Sanilac, Shiawassee, Tuscola
Northern/UP	Alcona, Alger, Alpena, Antrim, Arenac, Baraga, Benzie, Charlevoix, Cheboygan, Chippewa, Clare, Crawford, Delta, Dickinson, Emmet, Gladwin, Gogebic, Grand Traverse, Houghton, Iosco, Iron, Kalkaska, Keweenaw, Lake, Leelenau, Luce, Mackinac, Manistee, Marquette, Mason, Menominee, Missaukee, Montmorency, Ogemaw, Ontonagon, Osceola, Oscoda, Otsego, Presque Ilse, Roscommon, Schoolcraft, Wexford

Q #	Question	Wave IV Total	Tri-County	SE MI	SW MI	Mid-Mich	GR / Musk	Flint/Sag / Bay Area	Northern/ UP
	Number of Mentoring Organizations	137	42	51	13	16	30	12	15
17	Number of inquiries to be a mentor	17,522	7,942	9,130	1,574	1,628	2,816	679	1,695
	Monthly Average	1,460	662	761	131	136	235	57	141
18	Number of written applications to be a mentor	8,000	2,402	2,931	942	1,485	1,433	163	1,046
	Monthly Average	666	200	244	79	124	119	14	87
26	Background Check - [M.R.]								
	State Criminal Background Check	79%	64%	72%	88%	97%	81%	61%	83%
	Federal Criminal Background Check	27	39	33	16	38	24	22	13
	Sex Offender Registry	62	64	63	60	45	71	50	73
	Child Abuse Registry	42	53	48	12	34	52	39	43
	Drive record/license	50	50	54	40	45	57	44	43
	Personal character reference	76	71	70	84	79	76	56	97
	Employment reference	24	29	24	24	28	33	11	13
	Written application	77	71	71	100	76	88	39	87
	Personal interview	81	70	77	88	86	81	56	93
	Home visit	8	4	5	8	3	7	11	20
	Home Assessment	8	4	4	12	7	10	0	20
	Fingerprint Check	13	26	21	4	14	7	6	7
	None of the above	5	10	8	0	0	7	6	0
19	Youth Served								
	Total	28,283	5,478	6,833	2,256	6,229	7,093	4,039	1,833
	Mean per Organization	206	130	134	174	389	236	337	122

Q #	Question	Wave IV Total	Tri- County	SE MI	SW MI	Mid- Mich	GR / Musk	Flint/Sag / Bay Area	Northern/ UP
25	Total number of matches								
	Percent of organizations reporting an increase	41%	49%	42%	44%	17%	48%	33%	50%
	Percent of organizations reporting a decrease	9%	10%	14%	8%	3%	12%	0%	3%
	Percent of organizations reporting no change	27%	26%	24%	20%	28%	31%	33%	30%
	Don't Know	23%	16%	20%	28%	52%	10%	33%	17%
	Increased #	4,194	2,209	2,266	100	364	780	338	346
	Decreased #	585	81	455	7	7	96	0	20
	Net Change #	3,609	2,128	1,811	93	357	684	338	326
22	Active mentors	16,382	3,432	4,560	1,610	1,908	5,850	1,083	1,371
23	Mentors currently on waiting list	2,625	1,551	1,679	77	242	413	60	154
24	Youth currently on waiting list	4,081	1,085	1,363	594	339	1,354	107	323
28	Minimum time of mentor/youth match								
	No minimum	16%	9%	12%	20%	41%	7%	11%	17%
	1-2 months	1	1	1	0	0	0	6	0
	3-5 months	10	9	11	12	7	7	11	10
	6-8 months	16	23	20	12	7	14	17	17
	9-11 months	19	11	16	32	21	29	0	13
	12 months	28	39	34	20	21	26	11	37
	More than 12 Months, less than 2 years	4	4	3	4	0	10	6	0
	More than 2 years, less than 5 years	1	1	1	0	0	0	6	3
	More than 5 years	0	0	0	0	0	0	6	0
	Don't know	2	0	0	0	3	7	0	3

Q #	Question	Wave IV Total	Tri-County	SE MI	SW MI	Mid-Mich	GR / Musk	Flint/Sag / Bay Area	Northern/ UP
29	Average time for mentor/youth match								
	No minimum	6%	10%	9%	0%	14%	2%	6%	0%
	1 – 2 months	1	3	3	0	0	0	0	0
	3 – 5 months	7	4	7	4	10	7	11	7
	6 – 8 months	20	23	22	20	14	19	17	23
	9 – 11 months	19	21	20	28	14	26	11	10
	12 months	10	17	15	4	10	5	6	10
	More than 12 months, less than 2 years	14	14	13	8	17	17	0	23
	More than 2 years, less than 5 years	10	3	2	16	14	14	17	13
	More than 5 years	2	0	2	8	0	0	6	0
	Don't know	8	1	5	12	7	12	0	13
30	Minimum time per week for mentor/youth match								
	No minimum	17%	11%	12%	12%	34%	14%	17%	20%
	30 minutes / week	11	10	10	20	7	10	6	20
	1 hour / week	39	40	45	32	24	36	22	57
	2 hours / week	13	20	15	16	14	14	17	0
	3 hours / week	4	6	4	0	7	5	0	3
	4 hours / week	6	3	4	12	7	7	6	0
	5 hours / week	0	0	0	0	0	2	0	0
	6 hours / week	0	1	1	0	0	0	0	0
	More than 6 hours / week	3	3	3	8	3	2	6	0
	Don't know	3	3	3	0	3	10	0	0
27	Number of hours in-person training for mentors								
	None	6%	3%	5%	0%	10%	7%	6%	3%
	Less than 1 hour	8	1	4	20	10	7	0	13
	1 – 2 hours	22	19	18	52	7	24	6	33
	2 – 4 hours	21	27	22	8	28	17	28	23
	4 – 6 hours	14	16	14	4	24	19	0	10
	6 – 8 hours	6	10	8	0	14	2	6	3
	9 or more hours	13	16	20	4	3	14	22	3
	Other	5	1	3	12	0	10	0	3
	Don't know	3	4	3	0	3	0	6	7

Table 2
Funnel Measures Summary Table
Total and Geographic Breakdowns

Q #	Question	Wave IV Total	Tri-County	SE MI	SW MI	Mid-Mich	GR / Musk	Flint/Sag / Bay Area	Northern/ UP
27a	Number of after-match hours mentor trng/support								
	None	6%	3%	8%	0%	14%	5%	6%	3%
	Less than 1 hour	4	4	4	8	0	7	0	3
	1 – 2 hours	18	20	16	32	10	26	0	17
	2 – 4 hours	15	9	9	16	3	19	11	40
	4 – 6 hours	9	14	11	4	3	5	11	17
	6 – 8 hours	7	11	9	4	7	7	11	3
	9 or more hours	32	29	36	36	48	26	28	10
	Don't know	6	7	5	0	14	5	6	7

Table 3
Demographics Summary Table
Total and Geographic Breakdowns

Q #	Question		Wave IV Total	Tri-County	SE MI	SW MI	Mid-Mich	GR / Musk	Flint/Sag / Bay Area	Northern/ UP
	Number of Mentoring Organizations		137	42	51	13	16	30	12	15
32	Mentor Gender	Males	35%	35%	35%	24%	43%	37%	27%	32%
		Females	65	65	65	76	57	63	73	68
33	Mentor Age	< 18	13%	17%	14%	2%	17%	12%	<1%	27%
		18 – 25	18	11	21	3	44	22	5	8
		26 – 35	16	22	21	11	14	15	6	16
		36 – 45	15	21	18	13	6	9	19	17
		46 – 55	16	16	13	11	10	7	42	16
		56 – 65	9	8	7	26	6	8	10	13
		65 +	13	5	6	33	3	28	17	3
34	Mentor Race	Caucasian	70%	53%	58%	71%	90%	66%	32%	98%
		African-American	26	41	35	28	5	30	62	<1
		Hispanic	2	1	2	1	3	2	5	<1
		Native American	<1	<1	<1	<1	<1	<1	0	1
		Asian-American	<1	3	2	<1	<1	1	0	<1
		Arab-American	<1	1	1	0	<1	<1	0	0
		Other	<1	1	1	0	1	1	0	0

Table 3
Demographics Summary Table
Total and Geographic Breakdowns

Q #	Question		Wave IV Total	Tri-County	SE MI	SW MI	Mid-Mich	GR / Musk	Flint/Sag / Bay Area	Northern/ UP
36	Youth Served Gender	Males	31%	41%	42%	42%	9%	49%	49%	43%
		Females	69	59	58	58	91	51	51	57
37	Youth Served Age	< 5	6%	1%	6%	23%	4%	5%	6%	1%
		6 – 11	56	21	27	52	77	74	34	36
		12 – 14	22	44	38	19	12	15	35	25
		15 – 18	14	33	27	4	7	4	25	37
		19 – 21	1	1	1	<1	<1	2	1	1
		21-25	<1	<1	<1	<1	0	<1	<1	<1
		26 +	<1	0	<1	1	0	0	0	0
38	Youth Served Race	Caucasian	56%	22%	27%	49%	80%	46%	32%	95%
		African-American	33	71	66	44	13	40	48	1
		Hispanic	6	4	3	3	1	13	19	<1
		Native American	1	<1	<1	1	1	<1	1	3
		Asian-American	1	<1	<1	0	<1	<1	<1	<1
		Arab-American	<1	1	1	0	0	0	<1	<1
		Other	3	2	2	3	5	1	0	0

.

Q #	Question	Wave IV Total	Tri-County	SE MI	SW MI	Mid-Mich	GR / Musk	Flint/Sag / Bay Area	Northern/ UP
	Number of Mentoring Organizations	137	42	51	13	16	30	12	15
13	Site of Organization								
	School	16%	12%	10%	23%	6%	30%	17%	13%
	Nonprofit	60	57	63	69	69	50	50	60
	Faith-based organization	8	14	12	0	13	10	0	0
	Business	1	2	2	0	0	0	0	0
	Government	6	7	6	8	6	0	8	13
	Higher Education Institute	4	2	4	0	6	7	8	0
	Other	5	5	4	0	0	3	17	13
21	Mentoring Type								
	One to One	55%	46%	56%	94%	22%	73%	37%	63%
	Group	9	21	17	4	1	12	5	4
	Peer	8	14	11	0	<1	11	<1	21
	Team	23	19	15	2	76	3	2	11
	E-mentoring	4	<1	<1	0	0	1	55	1

Q #	Question	Wave IV Total	Tri-County	SE MI	SW MI	Mid-Mich	GR / Musk	Flint/Sag / Bay Area	Northern/ UP
	Number of Mentoring Organizations	137	42	51	13	16	30	12	15
58	Are you aware of MM Qual Prog Standards?								
	Yes	75%	86%	82%	69%	56%	73%	75%	80%
	No	21	14	16	23	31	23	25	20
	Don't Know	4	0	2	8	13	3	0	0
59	Have you reviewed the Standards in relation to mentoring prog operations?								
	Yes	85%	81%	83%	89%	78%	86%	78%	100%
	No	12	17	14	11	22	9	11	0
63	How satisfied are you w/ standards?								
	Very	74%	72%	77%	63%	57%	79%	57%	83%
	Somewhat	24	24	20	38	43	21	29	17
	Don't Know	2	3	3	0	0	0	14	0

Table 6
Satisfaction with Mentor Michigan
Total and Geographic Breakdowns

Q #	Question	Wave IV Total	Tri-County	SE MI	SW MI	Mid-Mich	GR / Musk	Flint/Sag / Bay Area	Northern/ UP
	Number of Mentoring Organizations	137	42	51	13	16	30	12	15
68	How satisfied are you with MM?								
	% Very – 4	51%	69%	67%	54%	25%	43%	42%	47%
	% Somewhat – 3	35	21	22	38	50	40	42	47
	% Not very – 2	1	0	0	0	0	3	0	0
	% Not at all – 1	1	0	0	8	0	0	0	0
	% Not aware of MM work	4	7	6	0	0	7	0	0
	% Don't Know	9	2	6	0	25	7	17	7