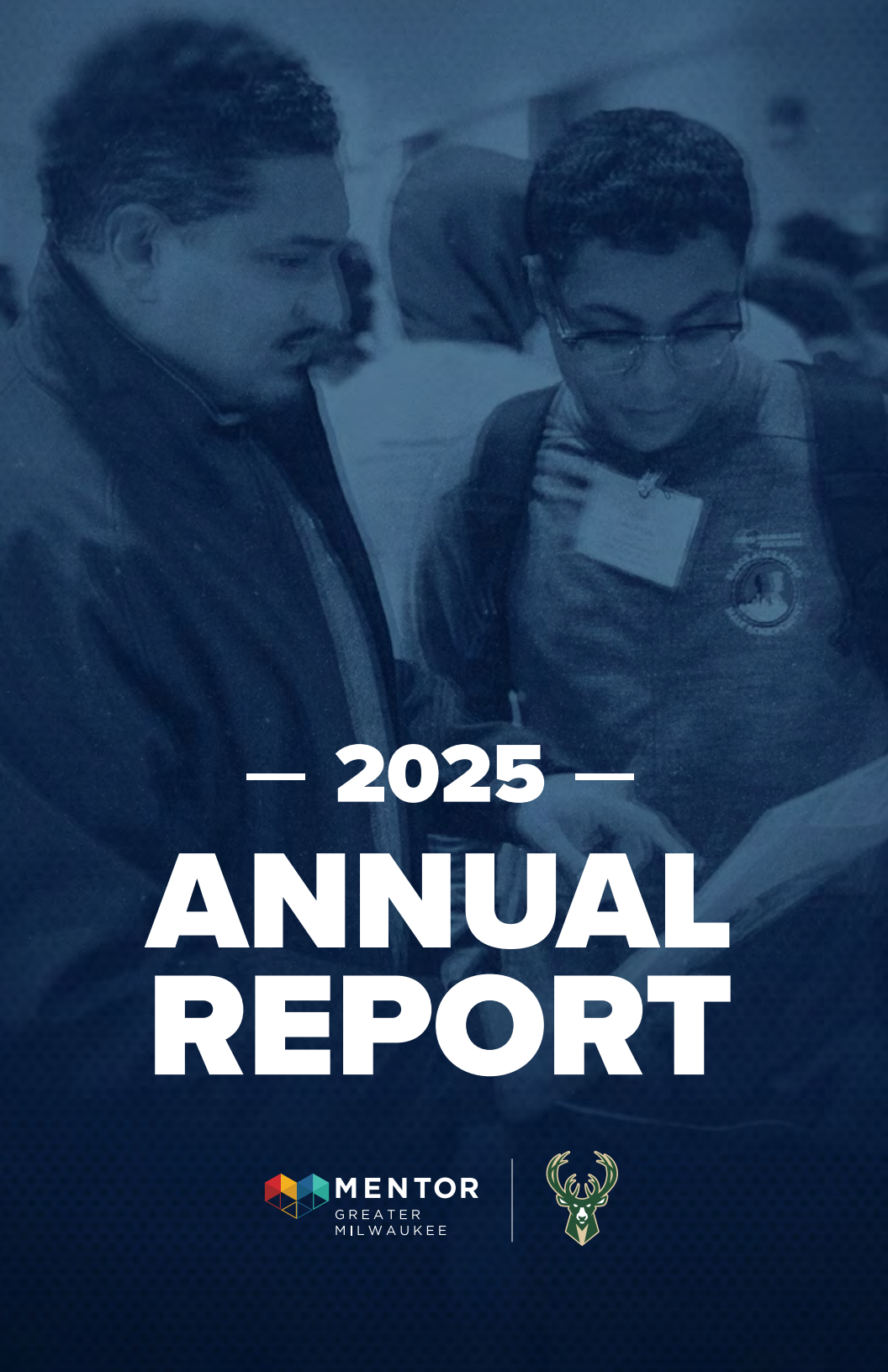


— 2025 —

ANNUAL REPORT

MENTOR
GREATER
MILWAUKEE



MESSAGE FROM EXECUTIVE DIRECTOR

A thriving community is rooted in connection, an interconnectedness that brings people together, both intentionally and organically. Mentoring is one of the most powerful ways to foster these connections, building meaningful relationships that strengthen individuals and communities alike. When mentoring is embraced collectively, it becomes part of the essential support system our young people need to grow and succeed.

MENTOR Greater Milwaukee believes that all young people deserve access to mentors in every space they occupy. Whether at school, in the workplace, or within their neighborhoods, mentorship should be present, visible, and accessible.

We recognize that mentorship is more than time spent—it is the sharing of insight, support, love, courage, vulnerability, commitment, and authentic conversation. When we reflect on our own journeys, we often find that it was these connections, these mentors that helped us reach our full potential.

As we reflect on our work in 2025, MENTOR Greater Milwaukee is proud to highlight three critical priorities:

1. *Communities that embrace a mentoring mindset create stronger, more positive outcomes for their youth.*

2. *When peer mentorship is elevated, young people learn to support and guide one another in meaningful ways.*

3. *Mentoring is both a science and an expression of hope and love, when applied intentionally, it transforms lives and strengthens communities.*

MENTOR Greater Milwaukee remains committed to championing the power and impact of mentoring. We will continue to elevate mentorship and support every aspect of young people's lives, ensuring they feel connected, valued, and supported in all the spaces they inhabit.

As the African proverb reminds us, "The child who is not embraced by the village will burn it down to feel its warmth." This truth reinforces the urgency of our work. Our youth need consistent care, connection, and support and **MENTOR Greater Milwaukee** is dedicated to providing that warmth, helping every young person discover and pursue their purpose.

THANK YOU.



LaNelle Ramey, M.A.
Executive Director, MENTOR Greater Milwaukee



GET TO KNOW MORE ABOUT US



OUR MISSION

MENTOR Greater Milwaukee expands access to quality mentoring by strengthening local organizations and connecting caring adults with young people through safe, effective programs.



OUR VISION

Every young person in Milwaukee who wants and needs a mentor has access to one. We advance this by building organizational capacity, advocating for resources, and recruiting mentors across our community.



WHY MENTORING MATTERS

Young people in Wisconsin are facing increasing mental health challenges. Since 2014:

29% *Increase in Anxiety*

42% *Increase in Depression*

41% *Increase in Suicidal Ideation*

37% *Decrease in Sense of Belonging at School*

THESE TRENDS HIGHLIGHT A CRITICAL NEED FOR CONNECTION, SUPPORT, AND TRUSTED RELATIONSHIPS.

Source: 2024 Annual Report from the Wisconsin Office of Children's Mental Health (OCMH)

MENTORSHIP WORKS



YOUTH WITH MENTORS ARE MORE LIKELY TO...

- Be employed as adults
- Earn higher incomes
- Experience greater wellbeing
- Avoid depression



MENTORED YOUTH SHOW...

- Higher educational attainment
- Increased postsecondary enrollment
- Stronger career readiness



MENTORING HELPS YOUNG PEOPLE BUILD...

- Confidence & self-esteem
- A stronger sense of belonging
- Better emotional & mental health

Source: 2025 Impact Report from MENTOR: The National Mentoring Partnership

THE OPPORTUNITY

Mentoring is a proven, cost-effective strategy that changes lives. By investing in mentoring, we ensure more young people in Milwaukee have the relationships they need to succeed—today and into the future.



YOUTH AMBASSADORS PROGRAM

Our Youth Ambassadors Program continues to affirm a powerful truth: young people want to be active contributors to solutions, not just recipients of outcomes. Designed to elevate mentoring across workplaces, schools, and communities, the program centers youth voice as a driving force for advocacy and change. Throughout the summer, Youth Ambassadors are supported through ongoing mentoring from MENTOR Greater Milwaukee staff and community partners, equipping them with the skills and confidence to lead and make an impact.

In partnership with Milwaukee Succeeds, the Department of Black and Latino Male Achievement, Taco Bell Foundation, and Bader Philanthropies, MENTOR Greater Milwaukee engaged 13 Youth Ambassadors in a paid leadership experience. Ambassadors were challenged to identify critical issues impacting young people in Milwaukee and develop solutions to address them.

In addition, Youth Ambassadors served as peer mentors at local youth centers, providing guidance and support to younger peers across the city. They also played a key role in shaping and leading conversations at our annual Youth Voice Summit.

Throughout the summer, Youth Ambassadors received a variety of leadership development and other trainings to help them be better prepared for continued leadership and mentoring.



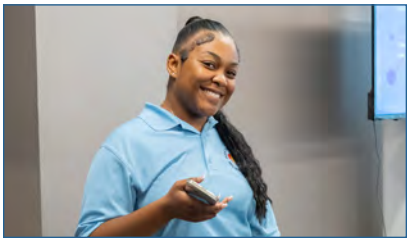
Ambassadors received hands-on training in:

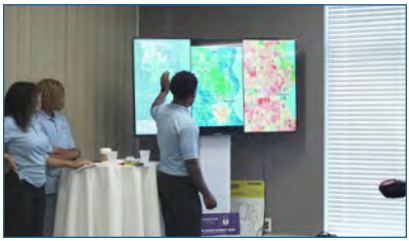
- Leadership development
- Public speaking
- Responsible use of AI
- Restorative practices
- Data analysis and storytelling

CULMINATING IMPACT

As the culminating experience of the program, Youth Ambassadors shared their ideas and peer mentoring insights with nearly 125 youth leaders and adult mentoring champions at the Italian Community Center during the 2025 Youth Voice Summit. Ambassadors led powerful discussions on issues impacting their peers, including:

- **Addressing Gun Violence In Milwaukee**
- **The Impact Of Culturally Irrelevant Education**
- **Youth Homelessness & Housing Inequities**
- **Environmental Justice & the Unequal Impact Of Pollution**






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YOUTH VOICE SUMMIT 2025
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PROGRAM PARTNER HIGHLIGHT

Department of Black & Latino Male Achievement





Since 2019, the partnership between MPS's Department of Black and Latino Male Achievement (BLMA) and MENTOR Greater Milwaukee has significantly strengthened mentoring opportunities for young men.

Mentor Greater Milwaukee has provided staff guidance around effective mentoring practices, provided peer mentoring training for nearly 75 BLMA students and partnered to provide an impactful experiences through their 8-week Youth Ambassador internship, where students engage with community leaders and develop leadership skills through real-world exposure. This collaboration has consistently produced strong student leaders and remains a key driver of BLMA's mentoring success.



CORPORATE PROGRAM PARTNER

“Preparing young people for the future requires more than technical skills—it takes strong relationships that build confidence, growth, and real-world readiness. Through our partnership with WE Energies and their Line Mechanic Internship Program, we supported high school students and their workplace mentors with training in peer mentoring, youth voice, and advocacy. This approach helped mentors feel more prepared to guide students while encouraging young people to actively engage in their own development.

WE Energies is proud to partner with Mentor Greater Milwaukee to introduce high school juniors and seniors to careers in energy through innovative internships and apprenticeships. Employees volunteer as mentors, working closely with students to provide guidance, share experiences, and help them explore potential career paths.

Together, we ensure both students and mentors are set up for success by building strong, professional relationships rooted in understanding and respect. Students gain clarity on expectations and boundaries, while mentors are equipped to meet young people where they are—creating meaningful connections that support students as they take their first steps toward promising careers.”



WORKPLACE MENTORING & IMPACT DRIVEN RESULTS

Preparing young people to be ready requires more than technical skills—it requires strong relationships that support growth, confidence, and real-world learning.

Through our partnership with WE Energies and their Line Mechanic Internship Program, we supported high school students and their workplace mentors by providing training in peer mentoring, youth voice, and advocacy. This collaboration helped mentors feel more equipped to guide and support young people on the job, while empowering students to actively engage in their own development.

MENTORS REPORTED...

100%

Increased their knowledge of mentoring

100%

Strengthened their ability to build meaningful relationships

MENTEES REPORTED...

95%

Increased their understanding of mentoring

94%

Improved their understanding of what it means to have a mentor





STAYING CONNECTED WITH OUR MENTORING PROGRAM PARTNERS

MENTOR Greater Milwaukee values our relationships with our Mentoring Program Partners. We understand that they are the nucleus of our work. Since our inception, building strong and intentional relationships with our program partners has been a priority. We began with 28 mentoring programs, and today we are proud to have more than 100 partners within our network.

Our Mentoring Program Partners play an essential role in how we serve, the reach we have, and the collective impact we make throughout the City of Milwaukee and surrounding communities.

Over the years, we have had the honor of collaborating with our mentoring partners through trainings, shared resources, networking opportunities, and engaging events that strengthen and celebrate the mentoring movement.



HIGHLIGHTS FROM 2025

In 2025, we continued amplifying and advocating for the mission and work of our Mentoring Program Partners through the following efforts:

- Added ten new Mentoring Program Partners to our network
- Hosted three mentor recruitment events
- Provided multiple mentoring support trainings throughout the year to enhance mentoring programs and practices
- Supported numerous partners through technical assistance and resources provided by the National Mentoring Resource Center (NMRC)
- Honored ten Mentoring Champions from our current partner programs

We understand the importance of amplifying the work of our mentoring partners and honoring their contributions to the mentoring movement. This year has been one of our strongest years of alignment, collaboration, and growth and it would not have been possible without our partners.



Thank you for all that you do!

Betty

MEET OUR TEAM



LANELLE RAMEY
Executive Director



BETTY HILL
Director of Youth Development
& Strategic Partnerships



NOLETA FRANZ
Board President
Northwestern Mutual



TIFFANY DAVISTER
Board Treasurer
Ernest & Young



JACK SNOW
Board Secretary
Milwaukee Bucks



DARICE BROWN
Board Vice Chair
ServiceNow



GAULIEN "GEE" SMITH
Gee's Clippers



JOE ZIDANIC
Atlanta Hawks



JERRY ROBERTS
Milwaukee Area Workforce
Funding Alliance



MAKDA FESSAHAYE
University of
Wisconsin-Milwaukee



ANTHONY POOLE
UPS



TERREL WALTER
Royal Capital Group



KATINA SHAW
Milwaukee Brewers



GHULAM KHAN
Johnson Controls



SHANE ARNOLD
GE Healthcare



AMANDA BRAUN
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Taco Bell Foundation

United Way Greater Milwaukee & Waukesha

We Energies Foundation

TOGETHER, WE'RE NOT JUST SHAPING OUR CITY—WE'RE BUILDING A BLUEPRINT FOR CITIES ACROSS THE NATION TO FOLLOW.





1543 N. 2nd St, 6th Floor, Milwaukee, WI 53212

LEARN MORE AT MILWAUKEEMENTOR.COM