

# 2025 STRATEGIC PLAN

## OUR PROCESS



**Data Analysis:** Trends show a steady decline in volunteerism, slow recovery from the pandemic, and California ranking among the lowest in participation.



**Community Input:** Over 100 stakeholders—including youth, parents, mentors, funders, and community leaders—shared insights.

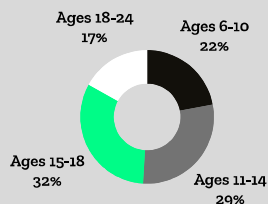


**Internal Input:** Board members, staff, and partners provided key perspectives.

## WHAT WE LEARNED



### WHO WE SERVE



### KEY NEEDS IDENTIFIED

Crisis Intervention vs. College & Career Support

#### GROWING NEEDS

- Education Gaps
- Mental Health Services
- Post-Secondary Persistence
- Career Exploration

### MENTORSHIP MODELS

- Community-Based  
**1:1 Mentoring, Sports Buddies, Big Couples**
- Site-Based  
**High School Bigs & Workplace Mentoring**
- Expanded Support  
**Family Resources & College & Career Services**

## REFINED MISSION



Create & support mentoring relationships that ignite the power and promise of the next generation.

**VISION** Through mentorship, all youth achieve their full potential.

# 2025 STRATEGIC PLAN

## OUR TRUE NORTH

**Goal:** The leaders in mentorship in Orange County & the Inland Empire.

## STRATEGIC VISION

**Deepen impact** through **leading-edge mentorship models** that **encourage community participation** and **volunteerism**.

## WHAT WE'LL DO



**Deepen Impact:** Serve more youth, families, and mentors—and do it better.



**Innovate Mentorship Models:** Stay community-focused and adapt to evolving needs.



**Increase Volunteerism:** Address barriers and inspire participation.

## HOW WE'LL DO IT



**Increase public awareness** of mentorship impact.



**Build and deploy** dedicated recruitment teams.



**Identify target audiences** and take an innovative marketing approach.

**THANK YOU FOR YOUR SUPPORT ON THIS 3-YEAR JOURNEY TO TRACK, ADAPT AND GROW!**