

'A'ALI'I Mentoring Summary

Mission: To support young adults in their higher education goals.

Category: Employment education and training

Contact: Cathy Ching, Co-Founder

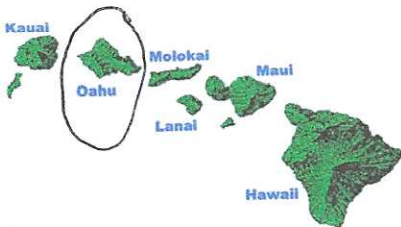
Address: 521 Ala Moana Boulevard, Suite M302, Honolulu, HI 96813

Grant History: N/A

2024 Request:	\$20,000 for general operating support
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Notes:

- Founded in April 2021.
- Works with young adults ages 18-24 to assist and navigate the higher education system and complete their education.
- Less than 20% completion rate for Native Hawaiian and Pacific Islander students (without mentoring).
- Trained mentors help identify financial aid options, provide academic support, and provide emotional support.
- Group programming teach soft skills, financial literacy, career support, relationship building, etc.
- Participants are primarily economically-disadvantaged, first-generation students, recruited from local nonprofits and educational institutions.
- Goal is 36 new students annually while continuing to support alumni.
- Currently have 4 management staff – 2 co-founders and 2 volunteers. Looking to increase capacity by hiring 2 part-time staff for programming and fundraising.





Overview

Founded in April 2021, 'A'ALI'I Mentoring (AM) is a 501(c)(3) nonprofit organization based on O`ahu. 'A'ALI'I Mentoring fosters and cultivates mentoring relationships to support Hawai`i's young people (between the ages of 18 and 24 years old) from underrepresented and under-resourced communities who are navigating higher education and their young adulthood journey. With the support of mentorship, young people can persevere and reach their post-secondary educational goals, as well as their career and personal aspirations.

The Need: Persistence in Higher Education

Higher education graduation rates in Hawai`i are low. According to data from Hawai`i P-20 Partnerships in Education, only one-third of students in higher education earn a degree within six years. However, for students from economically disadvantaged backgrounds, the completion rate is 23%. Furthermore, for Native Hawaiian and Pacific Islander students, the rate is even lower at 19% and 12%, respectively. The low completion rates can be attributed to financial challenges, lack of affordability; academic struggles; and personal issues – socio-emotional challenges, family, cultural considerations, and work obligations.

Many young people in this target population including first-generation college students, immigrants, Pell Grant recipients, Native Hawaiians, Pacific Islanders, etc. may not be aware or have access to financial, educational, and career resources, networks, and opportunities that can impact their persistence in higher education. Additionally, recent research has demonstrated the negative consequences the pandemic has had on the socio-emotional well-being and academic progress of young people, further impeding their post-secondary success.

An Evidence-Based Solution: Mentoring for Young Adults

Extensive research has determined that **young people with mentors are more likely to be successful in school, to be leaders in their communities, and be more likely to enter young adulthood with opportunities for ongoing education and career choices** ("Mentoring: At the Crossroads" - Ernst & Young/MENTOR). Mentorship programs are especially beneficial for specific groups, such as first-generation college and first-generation immigrant students, because these marginalized and disenfranchised groups often lack expanded social capital: networks and access to different resources, information, and opportunities. (The Chronicle of Evidence-based Mentoring; Education and Urban Society 2023, Vol. 55).

Moreover, recent reports have documented the rise of mental health challenges faced by young people. The Centers for Disease Control has found that building strong bonds and relationships with adults in the community provides youth with a sense of connectedness that can protect them from mental health issues. (www.cdc.gov/healthyyouth/mental-health/index.htm) Supportive mentoring relationships can play an important and cost-effective intervention in addressing the social-emotional needs of the young adult population.

Before launching AM's pilot program in 2021, AM's co-founders conducted research and held many stakeholder meetings with leaders, educators, and administrators of organizations including the Department of Education, the University of Hawai'i system, Kamehameha Schools, local foundations, and other nonprofits to determine the need for a mentorship program for young adults in Hawai'i. Focus groups with young adults from the target population were also held to gain insight into their needs and program feasibility. Mentoring as an effective intervention for student success and socio-emotional support was confirmed by all stakeholders including the young people who participated in the focus groups. While many programs help middle and high schoolers be college-ready and enroll in higher education, there were no independent mentoring programs specifically serving the 18-24-year-old age group from underserved, economically disadvantaged populations to help them persevere in higher education.

Meeting the Need: 'A`ALI`I Mentoring

'A`ALI`I Mentoring aims to improve the higher educational outcomes for Hawai'i's young people. The support of a trained volunteer adult mentor, who can serve as a resource and guide to assist with identifying financial aid options, academic support systems, etc. as well as an empathetic listener who offers encouragement, can be an effective intervention in addressing the low persistence rates in post-secondary education. 'A`ALI`I Mentors are nonjudgmental, caring advocates who share experiences, and provide fresh perspectives and guidance to support their Mentees in their higher education journey. They also model leadership, interpersonal, and executive-functioning skills -- essential competencies that enable young people to reach their full potential. Beyond the individual mentoring relationship, AM's group programming cultivates a broader community of support and empowers Mentees with soft skills, financial literacy, academic guidance, and career support to thrive. The program balances the need for structure as well as student voice and flexibility, which are key to allowing the mentoring relationship to develop into a trusting friendship.

Program features include the following:

- Monthly one-to-one mentoring, in-person
- Monthly group meet workshops, in-person. Workshop topics include personal finance, career exploration and readiness, and interpersonal skill development
- Monthly check-ins via text, phone, FaceTime as additional Mentee/Mentor touchpoints
- Mentee-Only and Mentor-Only sessions/outings for peer support and socialization
- Monthly Mentee and Mentor check-in surveys to monitor, support, and guide the mentoring relationship
- Mentor training
- A source for volunteer, intern, and work opportunities
- Scholarship opportunities of up to \$2,000 upon successful completion of the program
- Quarterly Alumni MeetUps to deepen bonds and build new relationships with the Mentees and Mentors from all cohorts

AM's program goals are as follows:

- To enhance academic performance and persistence
- To increase retention and graduation rates in post-secondary education
- To encourage career exploration and readiness
- To strengthen leadership/interpersonal skills and self-confidence
- To expose young people to a broad range of perspectives and approaches to life
- To develop supportive connections with peers and professionals in the community
- To create a mutually beneficial learning experience for both Mentees and Mentors

Supporting young people in AM's target population is critical as they will be the source of Hawai'i's future workforce, as well as community and business leaders. Improving their socioeconomic mobility and opportunities will benefit not only themselves, their families, and communities but also the entire State of Hawai'i.

'A`ALI`I Mentoring's Clientele

AM serves young people 18-24 years old from economically disadvantaged and underrepresented communities on O`ahu including first-generation college students, immigrants, Pell Grant recipients, Native Hawaiian and Pacific Islander populations. `A`ALI`I Mentees are currently recruited from various nonprofit organizations and educational institutions including the Lunalilo Scholars Program at Kapi`olani Community College, TRIO (first-gen college program) at University of Hawai`i at Manoa, Kokua Kalihi Valley Comprehensive Family Service Center, Lawakua Kajukenbo Club, Palama Settlement, Punahou School's Public/Private Partnership - Providing Unlimited Educational Opportunities (PUEO) program. AM will continue to partner with these programs and other community-based programs working with underrepresented and underserved populations.

Over the three years since AM's founding, a total of 37 Mentees (24 females and 13 males) have participated or are currently participating in the program. AM's cohort size has scaled deliberately to ensure a quality program that meets the needs of the Mentee population. AM aims to scale up to 36 new Mentees each year, while maintaining programming support for Alumni Mentees.

In the 2021-2022 1st cohort: 7 Mentees enrolled with a 100% completion rate
In the 2022-2023 2nd cohort: 12 Mentees enrolled with a 75% completion rate*
In the 2023-2024 3rd cohort: 18 Mentees are currently enrolled, completion rate TBD

*3 Mentees from the 2nd cohort withdrew early in the program due to family and personal challenges.

Of the 19 Alumni Mentees from the first two cohorts, 75% of the Mentees have maintained contact with their Mentors and/or AM staff.

`A`ALI`I Mentors come from diverse backgrounds with varied educational degrees and careers in an array of fields including trades, education, business, healthcare, law, military, social work, engineering, nonprofits, etc. The main commonalities of all Mentors are that they understand the challenges of college and young adulthood, want to give back to the next generation, and value the power of mentoring. Although AM is designed to benefit the Mentees, Mentors have also reported how the AM experience has enriched their lives.

Funding Need

`A`ALI`I Mentoring requests a \$20,000 grant from The Laurence H. Dorcy Hawaiian Foundation to hire staff to expand its program to serve more young people in Hawai`i.

Since its founding in April 2021, AM staffing has consisted of the two co-founders who have volunteered their time. Because the co-founders have deliberately scaled the program, the co-founders were able to manage `A`ALI`I Mentoring with the support of two additional volunteers. However, now that the organization has established a solid track record, AM is looking to impact more young people increasing its capacity to serve up to 36 Mentees annually, in addition to offering Alumni programming. With the expansion, AM's co-founders have determined the need to hire two part-time positions to focus on programming and fundraising.

AM has received feedback from both Mentees and Mentors on suggested programming that would benefit the Mentees including more in-depth career programming and peer mentoring. A part-time program specialist would allow AM to develop the curriculum and infrastructure required to implement such desired programming, while maintaining the quality of AM's existing programming.

A part-time development specialist who would assist with fundraising and grant writing would enable AM to achieve long-term financial sustainability.

Primary Funding Sources: FYE 6/30/2024

Individual Donors: General Donations/Giving Tuesday campaign \$23,335

Private Foundations:

The Atherton Family Foundation	\$12,500
The Cooke Foundation:	\$10,000
Hawai`i Community Foundation (Health & Wellness Grant):	\$5,000
The Kaneta Foundation:	\$5,000

Fundraiser:

2nd Annual Pickleball Mixer FUNdraiser 2024 - fundraising goal: \$18,000 Net
(1st Annual Pickleball Mixer FUNdraiser 2023 \$11,000 Net)

Contact Information

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Short Form Return of Organization Exempt From Income Tax

2022

Under section 501(c), 527, or 4947(a)(1) of the Internal Revenue Code (except private foundations)

Do not enter social security numbers on this form, as it may be made public.

Go to www.irs.gov/Form990EZ for instructions and the latest information.

Open to Public
Inspection

Department of the Treasury
Internal Revenue Service

A For the 2022 calendar year, or tax year beginning		01/01/2023 and ending	06/30/2023
B Check if applicable: <input type="checkbox"/> Address change <input type="checkbox"/> Name change <input type="checkbox"/> Initial return <input type="checkbox"/> Final return/terminated <input type="checkbox"/> Amended return <input type="checkbox"/> Application pending	C Name of organization		D Employer identification number
	AALII MENTORING		86-3313925
	Number and street (or P.O. box if mail is not delivered to street address) Room/suite		E Telephone number
	521 ALA MOANA BLVD. M302		(808) 829-4219
	City or town, state or province, country, and ZIP or foreign postal code		F Group Exemption Number
HONOLULU, HI 96813-4913			
G Accounting Method: <input checked="" type="checkbox"/> Cash <input type="checkbox"/> Accrual Other (specify):			H Check <input type="checkbox"/> if the organization is not required to attach Schedule B (Form 990).
I Website: WWW.AALIIMENTORING.ORG			
J Tax-exempt status (check only one) - <input checked="" type="checkbox"/> 501(c)(3) <input type="checkbox"/> 501(c) () (insert no.) <input type="checkbox"/> 4947(a)(1) or <input type="checkbox"/> 527			
K Form of organization: <input type="checkbox"/> Corporation <input type="checkbox"/> Trust <input type="checkbox"/> Association <input type="checkbox"/> Other:			
L Add lines 5b, 6c, and 7b to line 9 to determine gross receipts. If gross receipts are \$200,000 or more, or if total assets (Part II, column (B)) are \$500,000 or more, file Form 990 instead of Form 990-EZ \$ 52,386.			

Part I Revenue, Expenses, and Changes in Net Assets or Fund Balances (see the instructions for Part I)
 Check if the organization used Schedule O to respond to any question in this Part I

	Description	Code	Amount
Revenue	1 Contributions, gifts, grants, and similar amounts received	1	48,193.
	2 Program service revenue including government fees and contracts	2	
	3 Membership dues and assessments	3	
	4 Investment income	4	
	5a Gross amount from sale of assets other than inventory	5a	
	5b Less: cost or other basis and sales expenses	5b	NONE
	5c Gain or (loss) from sale of assets other than inventory (subtract line 5b from line 5a)	5c	NONE
	6 Gaming and fundraising events:		
	6a Gross income from gaming (attach Schedule G if greater than \$15,000)	6a	
	6b Gross income from fundraising events (not including \$ of contributions from fundraising events reported on line 1) (attach Schedule G if the sum of such gross income and contributions exceeds \$15,000)	6b	4,193.
6c Less: direct expenses from gaming and fundraising events	6c	1,878.	
6d Net income or (loss) from gaming and fundraising events (add lines 6a and 6b and subtract line 6c)	6d	2,315.	
7a Gross sales of inventory, less returns and allowances	7a		
7b Less: cost of goods sold	7b	NONE	
7c Gross profit or (loss) from sales of inventory (subtract line 7b from line 7a)	7c	NONE	
8 Other revenue (describe in Schedule O)	8		
9 Total revenue. Add lines 1, 2, 3, 4, 5c, 6d, 7c, and 8	9	50,508.	
Expenses	10 Grants and similar amounts paid (list in Schedule O)	10	5,250.
	11 Benefits paid to or for members	11	
	12 Salaries, other compensation, and employee benefits	12	NONE
	13 Professional fees and other payments to independent contractors	13	
	14 Occupancy, rent, utilities, and maintenance	14	
	15 Printing, publications, postage, and shipping	15	
	16 Other expenses (describe in Schedule O)	16	12,329.
	17 Total expenses. Add lines 10 through 16	17	17,579.
Net Assets	18 Excess or (deficit) for the year (subtract line 17 from line 9)	18	32,929.
	19 Net assets or fund balances at beginning of year (from line 27, column (A)) (must agree with end-of-year figure reported on prior year's return)	19	36,385.
	20 Other changes in net assets or fund balances (explain in Schedule O)	20	
	21 Net assets or fund balances at end of year. Combine lines 18 through 20	21	69,314.

