BE THERE NO MATTER WHAT.
OUR MISSION IS TO POSITIVELY IMPACT THE WORLD BY INSPIRING YOUTH TO REACH THEIR FULL POTENTIAL THROUGH MENTORING.

A LETTER FROM OUR CO-FOUNDERS: THANK YOU FOR BEING ON OUR TEAM

Dear Friends,

Nancy and I want to thank all of you for your support of TeamMates. This past year has been a very difficult year for all of us and this is particularly true for our young people. Normal routines involving school, sports, social gatherings and families have been disrupted. This has led to many young people feeling isolated and depressed. There is a greater need for mentors who can offer consistent support, guidance and love to young people who are hurting.

Our TeamMates staff has had to work especially hard to find innovative ways to continue our mentoring efforts with the closure of schools and so many classes being conducted online. Virtual mentoring may be a blessing in disguise as it will enable mentors to stay in touch with mentees during vacation periods and times when illness or travel interrupts normal face-to-face mentoring.

We continue to gather extensive data on our matches and see consistent improvement. Here is a look at how our mentees have excelled on average over the last five years:

- **55%** of mentees showed academic improvement.
- **86%** of mentees showed fewer unexcused absences.
- **74%** of mentees showed fewer disciplinary referrals.

Thank you again for your amazing support. TeamMates would not exist without friends like you.

Tom and Nancy Osborne
TeamMates Mentoring Co-Founders
FROM THE TEAMMATES’ EXECUTIVE DIRECTOR:
STEPPING UP OUR COMMITMENT TO YOUTH

As a school-based mentoring program, TeamMates has been significantly impacted by COVID-19. When schools shut down in the spring, match meetings stopped abruptly. To keep mentors and mentees connected, we quickly developed the TeamMates Match Message Center, which provides a secure means of sending messages between a mentor and mentee. We also tested procedures for holding virtual match meetings with some local TeamMates programs.

Over the summer, when TeamMates mentors and mentees typically take a break, we worked diligently to develop the TeamMates Portal, a safe and secure online meeting platform. While meeting in person is our preference, with the rise in COVID-19 cases across the Midwest, the TeamMates Portal is becoming an even more important tool for maintaining critical connections.

Now, maybe more than ever, young people need the support and encouragement of a mentor. Feelings of isolation and loneliness are on the rise, which can lead to serious physical and mental health issues. Connecting with others, even by video, has been shown to mitigate the negative effects of social isolation. Seeing matches meeting again in person and through the TeamMates Portal, is inspiring and heartwarming. We know we are making a difference when we see their faces light up, and we see it in the incredible results year after year, in the classroom and beyond.

We graduated our largest class of high school students in May, with 728 high school graduates and a 96% on-time graduation rate. We are grateful for our generous donors, community partners and post-secondary institutions across the Midwest who make it possible for TeamMates mentees to receive nearly 150 scholarships that total over $3 million annually.

I am also grateful for the incredible effort by the TeamMates staff, school district staff and local leaders who have worked tirelessly to support TeamMates matches during this very challenging time. We are still working through obstacles and may feel the impact of the pandemic for years to come. Through the fear of the unknown and the pain of seeing so many suffer from the impact of COVID-19, we also see hope and inspiration in the passion and commitment to TeamMates mentees.

This past year, nearly 11 thousand TeamMates mentors in over 180 communities across 5 states positively impacted the world by inspiring youth to reach their full potential through mentoring. We are proud of every TeamMates mentor and their incredible commitment to Be There for their mentee, no matter what.

Sarah Waldman
TeamMates Mentoring Executive Director
THIS IS WHAT HAPPENS WHEN WE CONTINUE TO BE THERE

10,949

STUDENTS SERVED IN 2019-2020

91% of TeamMates mentees report higher levels of HOPE as a result of their mentor.

97% of TeamMates mentees say they TRUST their mentor.

83% of mentors report feeling more ENGAGED at home or at work as a result of their mentoring time.

95% of mentees are PROUD to be in TeamMates.

180+ LOCAL PROGRAMS
292 TeamMates+ matches at 39 colleges.

82% of TeamMates+ mentees continue onto their second year of college. This is compared to the National Average of 70%.

“I learned that I am capable of anything I set my mind to.”

12th grade mentee

In 2020, TeamMates and our post-secondary partners awarded $3,000,000+ in scholarships to mentees.
WHEN SCHOOLS SHUT DOWN DUE TO COVID-19 IN MARCH 2020, TEAMMATES CREATED THE ONLINE MATCH MESSAGE CENTER. MATCHES WERE ABLE TO SEND VIRTUAL NOTES TO EACH OTHER WHILE STILL FOLLOWING TEAMMATES’ SAFETY MODEL AND BEST PRACTICES.

5,560+ MESSAGES SENT BETWEEN MENTORS AND MENTEES.

2,400 MATCHES SENT MESSAGES VIRTUALLY.

MANY PROGRAM COORDINATORS ALSO HELPED TO EXCHANGE MESSAGES LOCALLY.
During the spring of 2020, schools closed due to the outbreak of COVID-19, which abruptly, and unexpectedly, prevented TeamMates mentors and mentees from meeting in person. Many programs paused during this time to help support their communities and keep students and mentors safe.

When school is in session, school employees and mentors are often the only adults checking in on the safety and well-being of children in vulnerable situations. TeamMates believed it was critical that TeamMates mentors find a way to maintain communication with mentees to ensure that there was a touchpoint for all TeamMates youth.

In Fall of 2020, students and mentors who were unable to meet at school in person, were given access to the TeamMates Portal, a virtual meeting platform. This new system is being implemented, in part, through funding secured from Nebraska’s CARES Act recovery grants for nonprofits.

“I was finally able to see my mentee after 10 long months through the TeamMates Portal,” Mentor Julie di Minico said. “I missed her so much, and we picked up our mentorship like we just talked last week!”

**THIS IS HOW IT WORKS:**

Mentors and mentees can access the TeamMates Portal with a personal username and password, which provides the ability to schedule and attend weekly Zoom meetings with each other. Students use a school-issued device to meet with their mentor and the meeting is monitored to ensure safety for both mentor and mentee. The TeamMates training team is consistently providing activities and resources to help mentors and mentees engage in conversation as they navigate this “new normal”.

“I had 3 mentors come to my house at lunchtime with their phones/laptops/tablets and Cindy had their mentees in her classroom and we ALL got connected! It was a little crazy but it worked and now they feel more confident getting into Zoom on their own. Some of them had never used it before.”

- Lisa Dutt
Cambridge, NE

**WHAT MATCHES ARE DOING:**

This Fillmore Central match made beaded lanyards together.

Kearney coordinator, Deb Eickhoff, personally connected mentors and mentees on the Portal at school.

Glenwood, IA students found a relaxing way to communicate with their mentors through the Portal.
NEBRASKA

TeamMates expanded statewide in 1998. Right now, there are 143 chapters in Nebraska ranging from major metropolitan cities to small rural communities.

Minden event gives matches safe escape

The TeamMates of Minden chapter “escaped” the stress of the pandemic through their Annual TeamMates Night. Mentors and mentees worked together in 20-minute shifts to solve an Escape Room. The chapter used mobile trailers provided by a local Escape Room business.

Safety was key in the TeamMates event. Minden TeamMates Coordinator, Darcie Reed, said her school’s administration was passionate about giving mentors and mentees space to be there for one another.

“When I asked our administration if we would still be allowed to hold such an event during different times, our Athletic Director, Ed Rowse, said ‘Absolutely, the kids need this and need to have something to look forward to.’” Darcie said.

Darcie worked with the school’s nurse to make sure all matches were safe during the event. Hand sanitizer was readily available throughout the event with regular temperature checks, and every person wore a mask. Matches also ate in rotations with social distancing to help decrease the risk of COVID-19.

Support from Minden’s school administration has been key to the retention of matches. Darcie said she is so thankful to have a superintendent who is on board with the TeamMates mission.

“I am blessed to see it unfold each and every day,” she said.

IOWA

TeamMates expanded into Iowa in 2004. TeamMates currently serves students in 22 Iowa communities, and plans to grow further into the state, specifically into Southwest Iowa with the help of a grant from the Charles E. Lakin Foundation.

Glenwood mentors show commitment to be there amid Pandemic

The restrictions following the COVID-19 pandemic haven’t kept mentors and mentees from continuing to meet in Glenwood, Iowa.

The program opened in 2019, just a few months before schools shut down and mentoring came to a halt. With close to 25 matches in tow, Glenwood’s coordinator, Sandra Dollen has worked to keep matches meeting.

“The pandemic has been difficult on some students, so having that one caring adult person has been very beneficial,” she explained. “Teenagers especially struggle to put their feelings into words, so I continually remind mentors ‘this isn’t about you’, it’s about the feelings of the mentee.”

Matches were able to meet in person during the Fall of 2020 by spending time outside. As the weather began to cool, Sandra said her mentors stayed committed as they worked to implement the TeamMates Portal.

“This year has been challenging at times, but we have stayed strong,” she explained. “When I think ‘Oh boy, how are we going to get through that,’ these mentors and mentees show me how!”

Glenwood’s matches will continue to meet in person outdoors or virtually during the Pandemic. Sandra is also making new matches to keep the program growing.

“I am blessed to see it unfold each and every day,” she said.
KANSAS

TeamMates expanded into Kansas in 2016. With the help of Greenbush Educational Service Center, TeamMates serves students in 10 Kansas communities.

Louisburg coordinators: ‘This is why we do this.’

Matches in the TeamMates of Louisburg program reunited after about six months apart while staying socially distanced at their local school.

“The kids showed up that morning dressed up and eager to see their mentors after a long break,” coordinator Lindsay Douglas said. “My thought during this event was ‘this is why we do this.’”

Matches met on the school lawn and parking lot to follow CDC social distancing guidelines. Everyone wore masks, received a temperature check, and had access to hand sanitizer.

The TeamMates of Louisburg program began in 2019. They have 37 matches, and hope to continue to grow even in the midst of the pandemic.

“Mentors were just as excited as the mentees to reconnect,” coordinator Sara McIntire said.

SOUTH DAKOTA

Custer-Hermosa was the first South Dakota school district to adopt TeamMates in 2018. Since then, TeamMates has expanded into 5 other South Dakota communities.

Sioux Falls pivots through first year amid COVID-19

TeamMates of Sioux Falls kicked off strong in January 2020 with 40 mentors trained and ready to begin match meetings in March.

Then, the world changed.

“My word for the year is ‘PIVOT!’,” said TeamMates of Sioux Falls Executive Director Lora Hayes.

Though those 40 matches weren’t able to meet when schools shut down, Lora didn’t let that stop the program’s recruitment efforts in the Sioux Falls community. Program leaders continued to host mentoring lunch and learns with local businesses and virtual community club meetings. They were able to recruit an additional 40 mentors for students in Sioux Falls.

Now, the program is getting ready for matches to meet through the TeamMates Portal. Lora said she is hopeful to get mentees the support they need from an additional caring adult soon.

“We know once we get it started and community and schools see the success, it’s sure to be widespread!”

WYOMING

TeamMates opened its first chapter in Wyoming in 2017. Since then, five other school districts have joined the team.

TeamMates partners with Craig Schroeder, Youth Engagement Project

As TeamMates continues to grow in rural Wyoming, a new project is underway to help students come back to their rural towns after high school or college graduation.

“Historically, the assumption is that young people don’t want to live in their small town in the future,” Craig Schroeder, Youth Engagement Project Coordinator, explained. “But actually, across about 50,000 young people in rural America, about half say they picture themselves building their future in their hometown if there were career, business, or agriculture opportunities.”

How does this fit with TeamMates? Students will be exposed to those career, business, or agriculture opportunities by meeting with their TeamMates mentor in school once a week. The hope is that students will see that it is possible to start a life and career in a rural community, and eventually come home to play a major role in that community.

The plan is to work with seven communities in rural Wyoming to facilitate youth entrepreneurship and career exploration activities. The work begins with the Teen Opportunity Survey to assess the perspectives and priorities of young people regarding their career goals and future of their communities.

To read more about The Youth Engagement Project, go to TeamMates.org.
WE PUT THE “TEAM” IN TEAMMATES.

TeamMates thrives through local partnerships. The TeamMates model illustrates the many stakeholders that are essential to help positively impact the world by inspiring youth to reach their full potential through mentoring.

Mentee
At the center of everything is the mentee. Everything we do in the TeamMates Mentoring Program revolves around what is best and safest for kids.

Mentors
TeamMates wouldn’t be TeamMates without mentors. Our mentors make a difference by simply showing up. The TeamMates team works hard to find resources and offer learning opportunities so mentors can feel supported in their mentoring journey.

School District
As a school-based mentoring program, school districts are vital to the experience mentees receive. Chapters and local programs with strong school district support prove to have positive mentoring relationships.

Local Coordinators
Program Coordinators are the heart and soul of the TeamMates Mentoring Program. They represent their program to the world and wear that as a badge of honor. Our coordinators work diligently to support and match their mentors and mentees while acting as a liason for their school district.

Local Boards
Each local program has a board to support the coordinator, mentors, and mentees. The local boards include community members, school leaders, and passionate mentors.

Central Office
The TeamMates Central Office provides screening, support and resources for all things TeamMates to local boards, coordinators, matches, donors, and potential supporters.

Data Collection
TeamMates annually gathers data from mentors, mentees and program coordinators to be used to measure program impact.

Evaluation
Program evaluation explores quality of match relationships, local program achievements and the impact of the match relationship on both mentor and mentee.

Outcomes
Program outcomes consistently show improvements in grades, attendance and behavior for mentees, which contribute to overall hope and engagement in school for mentees, resulting in greater likelihood of future success.
INVEST IN OUR IMPACT.

REVENUE SOURCES

- Grants: 43%
- Contributions: 31%
- In-Kind: 18%
- Other: 4%
- United Way: 3%

OPERATING EXPENSES

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<td>Management &amp; General</td>
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<td><strong>Total</strong></td>
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TeamMates is able to provide more mentors to children and financial assistance to college students after a generous gift from the W.K. Kellogg Foundation in honor of long-time board member Cynthia Milligan.

The Foundation gave a $1 million contribution to the TeamMates Foundation in June 2020. Milligan retired from the W.K. Kellogg Foundation board earlier in the year. She was named as a trustee of that board in 1997 and is a past chair of the board.

The W.K. Kellogg Foundation, founded in 1930 as an independent, private foundation by breakfast cereal innovator and entrepreneur, Will Keith Kellogg, is among the largest philanthropic foundations in the United States. Guided by the belief that all children should have an equal opportunity to thrive, WKKF works with communities to create conditions for vulnerable children so they can realize their full potential in school, work, and life.

Milligan joined the TeamMates Program Board in 2014 and is also a member of the TeamMates Foundation Board.

“This is about seeing students succeed,” she said. “We are very proud that over 95% of the young people in our program successfully graduate from high school.”

Co-Founder of the TeamMates Mentoring Program, Tom Osborne, said this gift will make a major impact on the students who benefit from the program.

“The million-dollar contribution in Cynthia’s honor is a significant investment in the future of TeamMates and the young people we serve,” he said. “We are very grateful to Cynthia and the W.K. Kellogg Foundation for this very generous gift.”

TeamMates Foundation Net Asset growth from 2011 through 2020

![Net Asset Growth Chart]

- 2010: $60K
- 2011: $60K
- 2012: $60K
- 2013: $60K
- 2014: $60K
- 2015: $60K
- 2016: $60K
- 2017: $60K
- 2018: $1MM
- 2019: $2MM
- 2020: $9MM
Donors who have made commitments to the long-term sustainability of TeamMates Mentoring Program and local chapters.

Osborne Legacy Society Fund Donors

Donors who have made commitments to the long-term sustainability of TeamMates Mentoring Program in their estate plans.

Dr. Lois I. Johnson  
Mr. and Mrs. Arthur L. Knox  
Mr. and Mrs. Thomas Miller  
Mr. John M. Northrop  
Dr. and Mrs. Tom Osborne

Daniel R. Pestal Family Trust  
Mr. and Mrs. Larry Schnase  
Mr. and Mrs. John Schuele  
Mr. Larry Sparks  
Mr. and Mrs. Denny Walker

To make a donation to the TeamMates Foundation or to include TeamMates in your estate plans, contact Suzanne Hince at shince@teammates.org.
Thank you for helping us be there for youth in your community!

TeamMates Mentoring is extremely grateful for our generous supporters. We would like to recognize the following donors who have contributed to our mission to make a difference in the lives of youth during the fiscal year July 1, 2019 thru June 30, 2020.

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Mentors and mentees meet once a week in school or virtually during the day.

A MENTOR IS:
- An Advocate
- A Promise Keeper
- A Safe, Adult Friend
- Empathetic
- Non-Judgemental

If this sounds like you, go to TeamMates.org to fill out our online application.

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TO DONATE:
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Lincoln, NE 68510

Please contact Carla Patton-Ochsner at cpatton-ochsner@teammates.org with questions.

BECOME A FRIEND OF TEAMMATES

Get involved by becoming a strong partner.

- Set up a mentor recruitment event at your workplace.
- Share your knowledge in a Match Academy Session
- Provide in-kind expertise in areas like printing, technology and video production.
- Host a TeamMates meeting in your office or conference space.

Please contact Hannah Miller at hannah@teammates.org to get involved.