



**TRIPLE THREAT
MENTORING**

ANNUAL REPORT

2022/2023

PREPARED BY
T3 LEADERSHIP

Our Vision

To create a culture where each of our mentees feel empowered. Enabling youth to become better individuals, community leaders, scholars, athletes, artists, employees, entrepreneurs, business owners, friends, and more. Our youth WILL reach their FULL potential and thrive.

Our Mission

To increase opportunities for girls of color to prosper through mentorship, motivation and guidance; helping them transition into young adults with purpose.

1

Equip our children to become the leaders of a better tomorrow by providing them with the tools and resources to be empowered, positive and productive members of society.

2

Encourage personal growth by providing support, and cultivating opportunities for exposure to higher education, careers and vocational training through partnerships and collaborations with other community organizations including not-for-profits.

3

Administer knowledge and assist them with life and decision-making skills to help them make positive choices, break the cycles of perpetual-poverty and teen pregnancy and overcome the barriers of racism, sexism and ageism



Our Value

Triple Threat Mentoring Program, also known as T3, is an organization of committed volunteers and mentors who inspire and motivate at-risk girls of color toward college and careers through one-on-one mentoring. Our mentors nourish a sense of pride, culture celebration, self-confidence and competence in their mentees, which leads to greater success in family, social, academic and business situations.

- **Youth Potential:** We value the known and hidden potential of all youth. Every child deserves an opportunity to achieve the brightest future possible, the best education available, and have access to support systems that are essential to their development as the future leaders of tomorrow.
- **Ethical Engagement:** We are committed to working with honesty, integrity, intentionality and a warm heart.
- **Supportive Relationships:** We nurture ongoing relationships between students and caring adults that build on student strengths.
- **Community Collaboration:** We believe in collaboration, cooperation, and teamwork. We work as partners, colleagues, and team members of school districts and youth-oriented services to help young people achieve their best possible outcomes.

Cultural Sensitivity: We work to increase our awareness and sensitivity to the cultural differences of the people who surround us. This includes recognizing and respecting the diverse cultural perspectives, values, and practices to ensure that we are being inclusive and effective across various cultural contexts.

TRIPLE THREAT MENTORING PILLARS

ACADEMICS - Triple Threat Mentors assess each mentee holistically for any additional supports she and/or her family may need to reach her full scholarly potential and work together to find them

ATHLETICS - T3 utilizes sports to teach transferable life skills, and teaching collective community impact and accountability.

ATTITUDE - T3 cultivates and empowers leadership development through community responsibility and collective impact.



WHERE WE ARE NOW

Letter from our Executive Director & Founder

This moment in time has proven that when our village works together, we are able to make a difference. I am inspired by our donors, partners and staff who have risen to the unprecedented challenges of this past year. They have demonstrated resilience and a dedication to the communities we serve.

Despite uncertainty in the face of a global pandemic that magnified and exposed social and economic inequalities and very specifically trauma and gun violence in our neighborhoods, parks and schools – there was an unwavering commitment to our mission of Triple Threat Mentoring to lead positive systemic change that strengthens our young girls of color.

The generosity of our donors allowed us to launch our mentoring program in 6 high schools expanding our reach to families and young girls across the Multnomah County. Our mentors served the most vulnerable individuals within our most communities. T3 collaborated with advisors, donors, City, County and State leaders, nonprofit organizations, businesses, and philanthropic partners to change the narrative for our young girls of color. Our mentors intentionally and strategically worked hard to break down systemic barriers, break the school to prison pipeline, increase academic and athletic success. As a team we operated with integrity and wisdom to utilize and stretch our resources for the greatest impact.

Our most mentees faced barriers and disparities to access when it came to everything from vaccinations to Wi-Fi, housing, food and health care and prevailed by increasing course passages, increased attendance and paid it forward as young leaders throughout their projects and service opportunities.

This year has shown us that we are more than resilient, our mentees are bound for greatness and are enough! I am proud to say that T3 has emerged stronger and remains even more committed to serving our mentees, our families and our community at a time when the need is most.

T3 was able to serve over 50+ mentees, 300 families representing over 6 schools across Multnomah County. Our mentors provided over 9,000 hours of direct mentoring services to our mentees. We stand in awe of the clinics, tutoring, career and travel exposure, physical and mental health workshops and more that our mentors provided to ensure that their mentees received the vital resources needed to continue their journey of success.

I invite you to learn more about our commitment to systematic change as we reimagine a more equitable community for our young girls and our stewardship of charitable funds through the information featured in this year's annual report.

Thank you for inspiring us and for joining us in changing the narrative together.

Nike Greene, MA, LMFT

Founder & Chief Executive Officer



"I've learned that people will forget what you said, people will forget what you did, but people will never forget how you made them feel." — Maya Angelou

Our Team



Nike Greene

CEO Founder



Ali Packard

Grants Manager



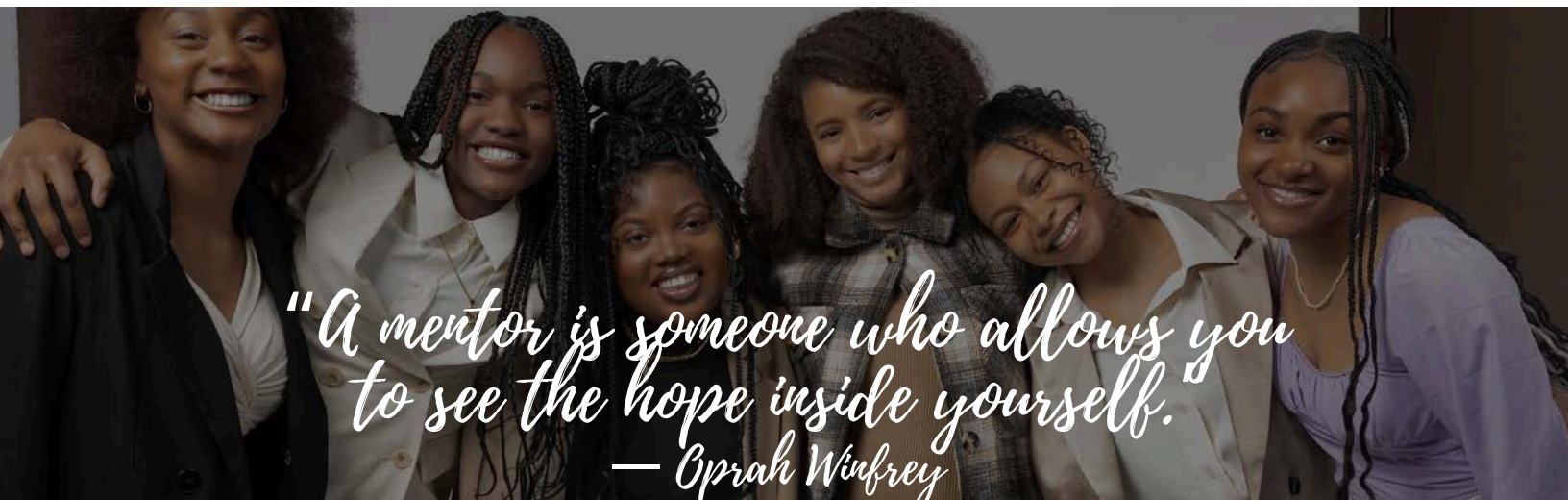
Asia Rhodes

Programs
Spec/Mentor



Demetrius Rhodes

PD Trainer



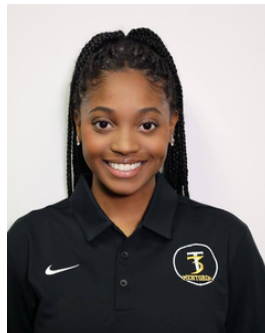
*"A mentor is someone who allows you to see the hope inside yourself."
— Oprah Winfrey*

OUR AMAZING STAFF

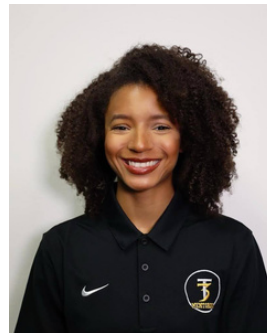
T3 MENTORS



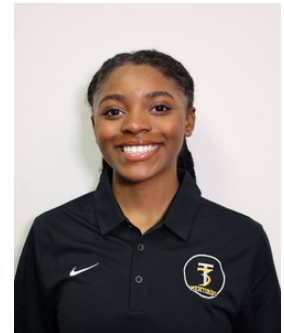
Taylor Greene



Kinnah Rhodes



Asia Rhodes



Hailey Rhodes



"The delicate balance of mentoring someone is not creating them in your own image, but giving them the opportunity to create themselves."
— Steven Spielberg

PROGRAMMING

MENTORING PROGRAM

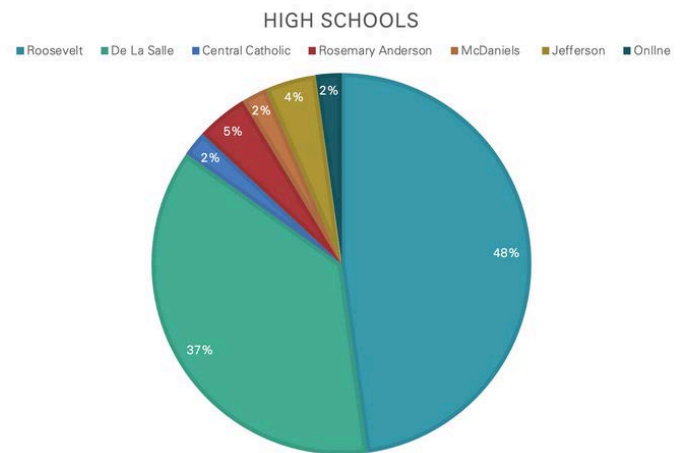
T3 Mentors support their mentees goals in experiencing their optimal success and overcome challenges. We work with mentees, and their schools and families, in addition to providing consistent and ongoing individual support for students outside the school. We value a strong Coach/Tutor to student ratio to achieve our goals. T3 Mentoring serves primarily Black and Brown girls and underserved girls and their families. We serve incredibly diverse and resilient girls in 9th through 12th grade, this year representing 6 traditional school and multiple online schools. 95% of our participants are girls of color. Our program activities focus on our three core pillars: Attitude, Athletics, Academics.

HIGHLIGHT ACTIVITIES:

Attitude- Giving back to our community is a vital lesson we teach our mentees. From packing and handing out Thanksgiving baskets, wrapping presents for families, and volunteering at a local food pantry, we give our time, effort, and passion to make a difference. It takes a solid village to raise our young people, and we want to ensure they are prepared for everyday tasks. We provide school supplies for our mentees while they also serve the community to other kids who need them.

Athletics- On the athletic side of the program, we can offset equipment costs for better training experiences. When our triple-threat basketball team received matched uniforms, they felt more confident and excited to play. We also pay to play and provide trainers, gym, travel, etc. During the school year, our mentors also check in with the mentees who are athletics members regarding their emotional and academic athletic needs and support them during the school season.

Academics- Our mentors provide weekly tutoring, attendance check-ins, behavioral support, goal setting and other supports.



MENTOR SPOTLIGHT

“Mentoring is important to me, because I get a front row seat to helping my girls become the best version of themselves.”

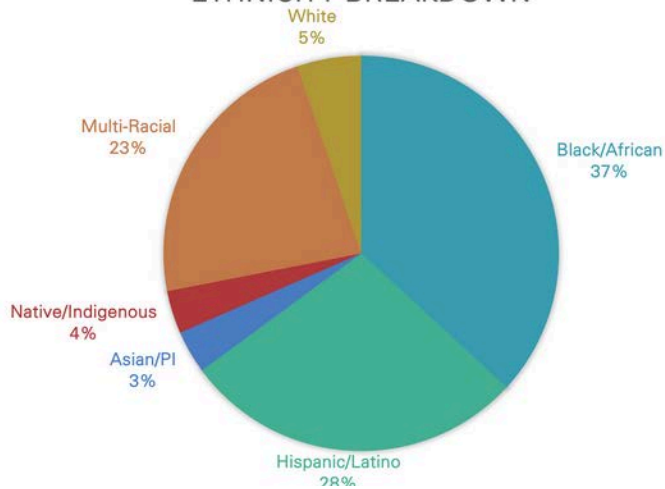


**MENTOR
TAYLOR GREENE**

WHO WE SERVE

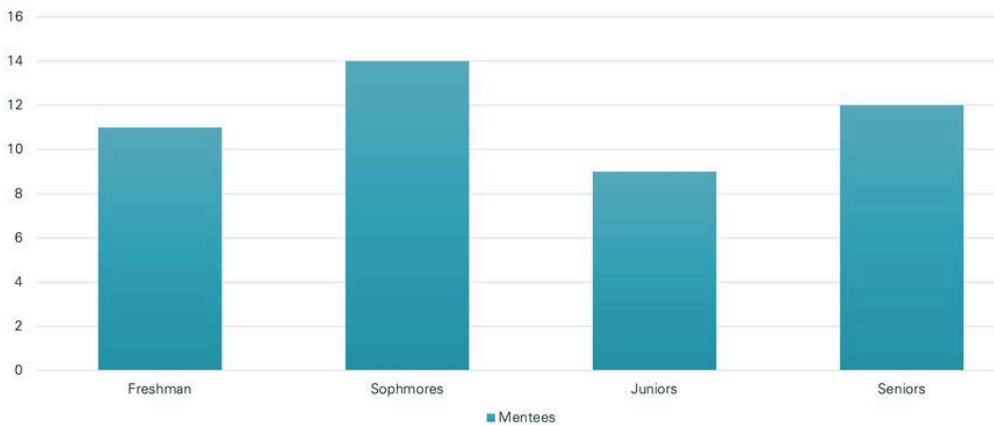


ETHNICITY BREAKDOWN

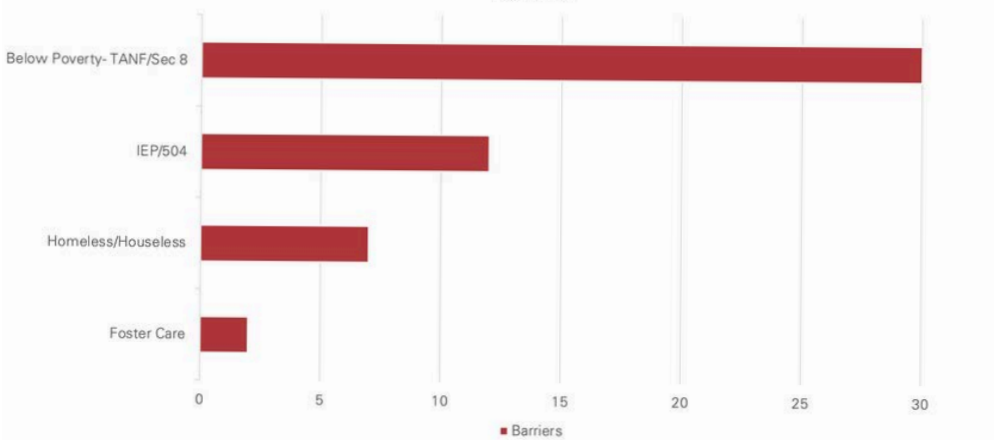


Black/African	21
Hispanic/Latino	16
Asian/PI	2
Native/Indigenous	2

Mentees



Barriers



This year our program served over 40+ mentees directly with one to one mentoring as well as group cohorts and group activities. Our mentees represent multiple cultural and ethnic backgrounds that included African American, Latino/Hispanic, Native/Indigenous, Multi racial, African Immigrant and more. Many of our Mentees come out of impoverished neighborhoods and generational poverty and yet are resilient and stoppable and determined to be great and successful. They are taking over their story. Their mentors help them create smart goals to map out the future they are dreaming to attain.

PROGRAM HIGHLIGHTS



Our program accomplishments include increasing course passage level for 98% of all our mentees. They not only passed classes but also moved up their GPA. This was accomplished by tutoring, attendance increase and reductions in discipline. The power of our mentors creating a space and relationship of belonging helped changed their academic narrative from negative to positive.

Course Passage by Academic Annual Quarters

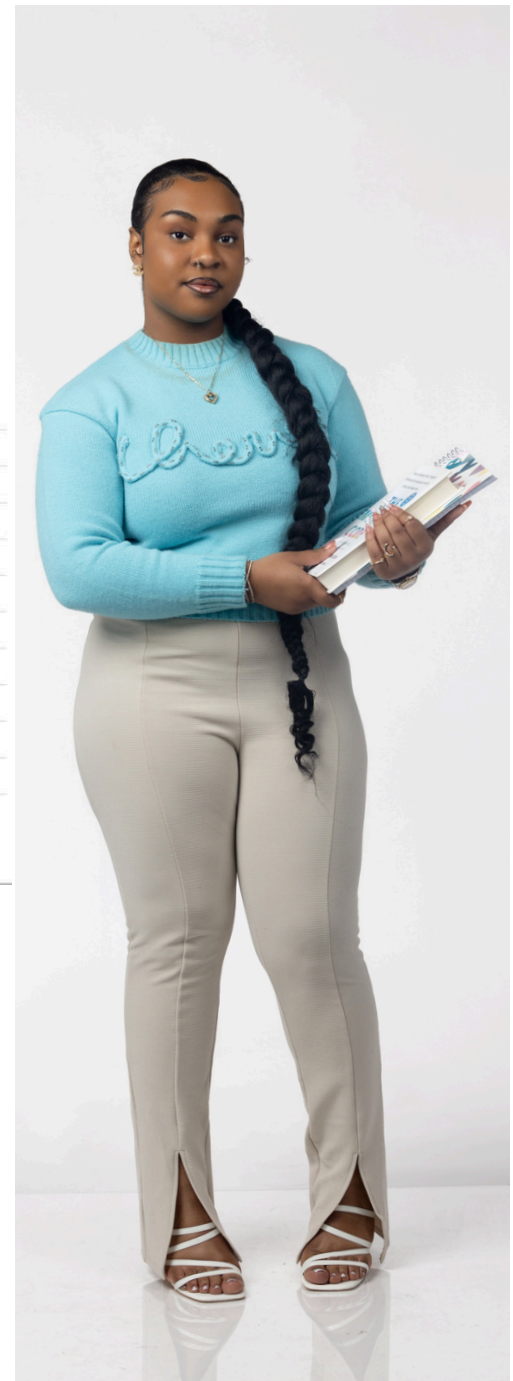
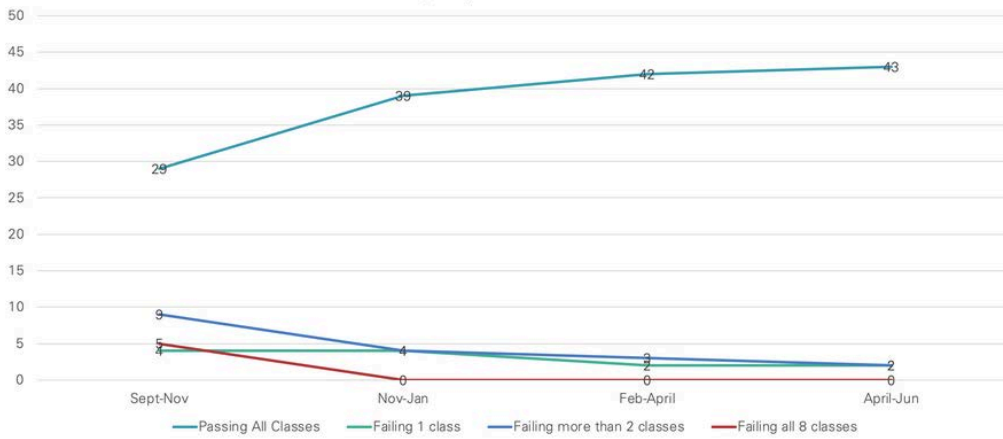
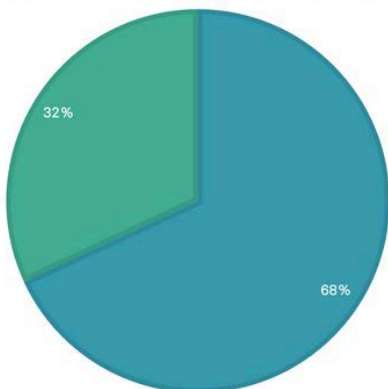


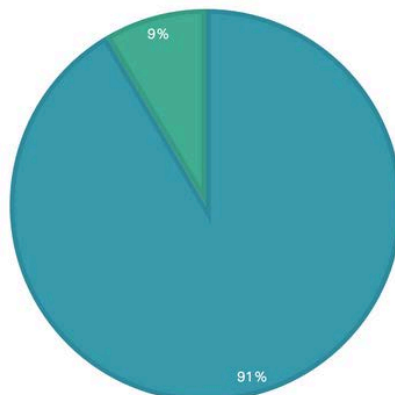
Chart Area DISCIPLINE SEPT-NOV 2022

- Mentees with less than 1 disciplinary Action
- Mentees with More than 2 Disciplinary actions including suspension



DISCIPLINE DEC 2022 -JUNE 2023

- Mentees with less than 1 disciplinary Action
- Mentees with More than 2 Disciplinary actions including suspension



SUMMER PROGRAM



SUMMER MAY-SEPTEMBER 2022

SUMMER PROGRAMS DEFINED - During the summer, we provide a paid internship opportunity to 14 of our mentees. This includes projects with the STEAM coalition, B-town Kids Saturday operations, podcasts, digital photography and editing, and event planning and decorating.

Mentees are split into cohorts based on the interests of the abovementioned categories. They then meet with their subject lead during the week to acquire new skills and work on a culminating project.

In addition, each week, there is a career exposure trip where all the mentees get together and visit potential future career options. We went on A bike campus tour where the mentees got to check out different design groups, ask questions about the athlete's Nike sponsors, like Serena Williams, whose historical exhibit was on display, and get insight into how to become an employee at Nike.

We also visited other businesses like StackinKickz, where the girls received sweatsuits to wear. Then they visited Holy Beans Coffee, where they heard the story of a black female business owner. The excitement on their faces was indescribable as they gained a big sister for life. Later that year, the owner came to many of their basketball games and the end-of-the-year gala to see them graduate from the program.

The mentees also explore outside of Portland with a trip to Seattle to Wild Waves and to Seaside, where they could experience the beach and ocean. Some of the girls admitted to it being their first time at the Oregon beach, and it was exhilarating to see them take it all in and be kids.

B' TOWN KIDS

SUMMER MAY-SEPTEMBER

B-Town Kids is every Saturday starting in June and ending in the first weeks of August. Each Saturday, the mentees and a group of volunteers head to McCoy Park to set up, serving a hundred to two hundred kids. But before they head to the park, they receive training outlining how to engage with the kids and how to complete their roles and tasks.

Mentees help run registration, manage the bouncy house, lead games in the field, and create stories with lessons such as how to share and play with kids. They also help prep food and serve it to the community to the kids and their parents.

To be able to volunteer and give back is amazing, but to be able to serve in the same community you exist in is monumental. Our mentees were able to serve their neighbors, friends, and family. The excitement of giving a kid a snowcone, being vulnerable with the face paint, and leading the kids through games created experiences and relationships that many of the mentees did not expect. They gained leadership skills, patience, as well as the ability to communicate with relatively large groups and did so with a smile and a desire to continue to grow.

B-Town Kids provides a safe and fun space in the center of the New Columbia Villa, often seen as a hotspot of crime and gangs. We've helped rebrand and provide an area where kids can be kids and parents feel safe enough to send their kids to the park to learn, eat, play, and have fun.



CANVA STORIES FF

020

CANVA STORIES FF

CANVA STORIES FF

020

CANVA STORIES

CANVA STORIES FF3

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CANVA STORIES FF3

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OUR CURRENT STATE

We experienced significant growth both programmatically and financially during the 2022-2023 fiscal year. Much of this growth is due to the investment of local foundations in our programming and mission. We also launched our first fundraising gala and took part in Giving Tuesday. Both of these events created more exposure to the work Triple Threat Mentoring is engaged in as well as resulted in generous gifts from individuals and businesses. Thank you for your investment in our girls of color!

Thank you for your investment!

- Collins Foundation
 - Meyer Memorial Trust
 - POIC
 - OAESD
 - Marie Lamfrom Charitable Trust
 - Oregon Community Foundation
 - Women's Foundation of Oregon
 - Abundant Life PDX
 - NE STEAM Coalition
-



THESE GIRLS ROCK



2023

THE GALA

T3 MILESTONE ACHIEVEMENT FIRST FUNDRAISING GALA

On June 1, 2023, we held our first ever fundraising gala, from 6pm-8pm at the Holiday Inn Columbia RiverFront Grand Ballroom. It was an evening of elegance aimed at uplifting and shining the light on the voices, gifts, strengths, and personal milestones that have been essential for the continual growth of all of our mentees.

Money Raised: \$62,066

Expenditures: \$25,114

Attendees : 375







SENIORS



2022-2023 Scholarships Finalist

2023 T3 Senior Class

- Kyla Burroughs - Roosevelt High School
- Char'lese Wakefield - De La Salle High School
- India Martin -Roosevelt High School
- Makayla Carney - Cental Catholic High School
- MaryMer Cansou - Roosevelt High School
- Chasidy Irons - Roosevelt High School
- Alicia Beltran - Roosevelt High School
- Jay Jay Camacho - Roosevelt High School

Total Amount Distributed: \$6750

Total Laptops Distributed: 1



Work with Us

INVEST IN OUR FUTURE:

We are so happy you're interested in getting involved with our work here at Triple Threat Mentoring. There are so many ways for you to help, and we truly appreciate each and every effort. By giving your support, you'll become a valuable part of Triple Threat Mentoring and reaching our mission to create positive, substantive change in the lives of Brown and Black girls through intensive mentorship focused on Attitude, Academics and Athletics.



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