



starfish initiativeTM



MENTORING

Starfish Initiative inspires, encourages, and prepares academically-promising, high school students facing unearned adversity for college and career success.



SUCCESSFUL LEADERS COACH, DEVELOP AND MENTOR FUTURE LEADERS.

As a leader, it's not enough that you are the best at what YOU do. Rather, your success is often judged, in large part, on how those whom you have coached, developed and mentored have made their OWN mark. - Steve Adubato, Ph.D

I firmly believe that great leaders help coach, develop and mentor future leaders. The best leaders that I've had the pleasure to serve under, all helped to coach, develop and mentor me into the leader that I have become today.

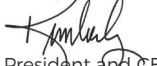
True mentorship is not grooming someone in your own image, in fact it is quite the opposite. An effective mentor, listens to understand the dreams, desires and goals of their mentee and walks alongside them as they navigate through their life's journey. Effective leaders are there to help open doors, explore new opportunities and share their own experiences so that they might aid in their mentee's journey.

Starfish Initiative is committed to helping shape future leaders of tomorrow. We provide Mentors and Scholars with the tools and resources needed to engage in a unique, often reciprocal, 1:1 mentoring program. Reciprocal, in that many of our Mentors express that they gain just as much during the program as the Scholars.

Through our 100% high school graduation rate and 98% college attendance rate, we continue to show that our unique, 4- year, 1:1 mentoring model provides youth with the consistency and support they need to overcome adversity and persist to achieve their educational goals.

I challenge you to join us. Become a Mentor. Invest in our pipeline TODAY, to help develop our future business and community leaders of TOMORROW.

Yours In Service,


President and CEO,
Starfish Initiative

Kimberly N. Bostic
President & CEO

TOP EMPLOYERS OF STARFISH MENTORS

Lilly



Indiana University Health

Ψ IUPUI



Community
Health Network



CORTEVA™
agriscience

MANAGEMENT & LEADERSHIP SKILLS HONED IN MENTORING RELATIONSHIPS

- Effective listening
- Goal setting & planning
- Coaching
- Delivering constructive feedback
- Clear communication
- Motivating others
- Opportunity & resource identification
- Empathy
- Cultural competency



starfish initiative™





WHO WE SERVE

Starfish Initiative serves high school students in Marion County:

- 100%** of Starfish Scholars are low-income
 - 72%** are minorities
 - 60%** live in single-parent or grandparent-headed homes
 - 67%** will become first-generation college graduates
- » Due to the barriers of living in poverty and facing a myriad of socio-economic challenges, the students Starfish serves are at disproportionately higher risk for dropping out of high school and missing the opportunity to attend college. To achieve the goal of helping these students succeed, Starfish pairs them one-on-one with college-educated mentors.

UNEARNED ADVERSITY FACTORS

ACADEMIC
POTENTIAL



- Intellectually curious
- Solid GPA
- Strong I-STEP reading/math
- Motivated learners

HIGH RETURNS TO CLOSING OPPORTUNITY GAPS

- low household income
- single parent/guardian headed household
- victims of violence
- limited community supports

HOW WE SERVE

Mentoring relationships provide students with a positive role model and consistent source of support outside of their families. Through the Starfish experience, Scholars gain skills and confidence to navigate college and professional environments outside their urban neighborhoods. This takes place through insight and encouragement of their Mentor, and participation in Starfish's 3 C's Programming:

1 COLLEGE
READINESS
& SUCCESS

2 CAREER
EXPLORATION

3 CHARACTER
DEVELOPMENT

» THE STARFISH MODEL

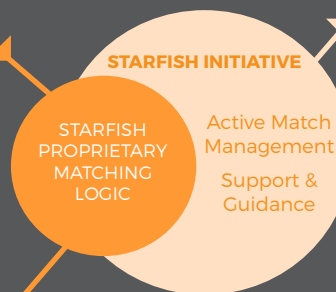
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INDIANAPOLIS SCHOOLS
RIGOROUS
SCHOLAR
SELECTION

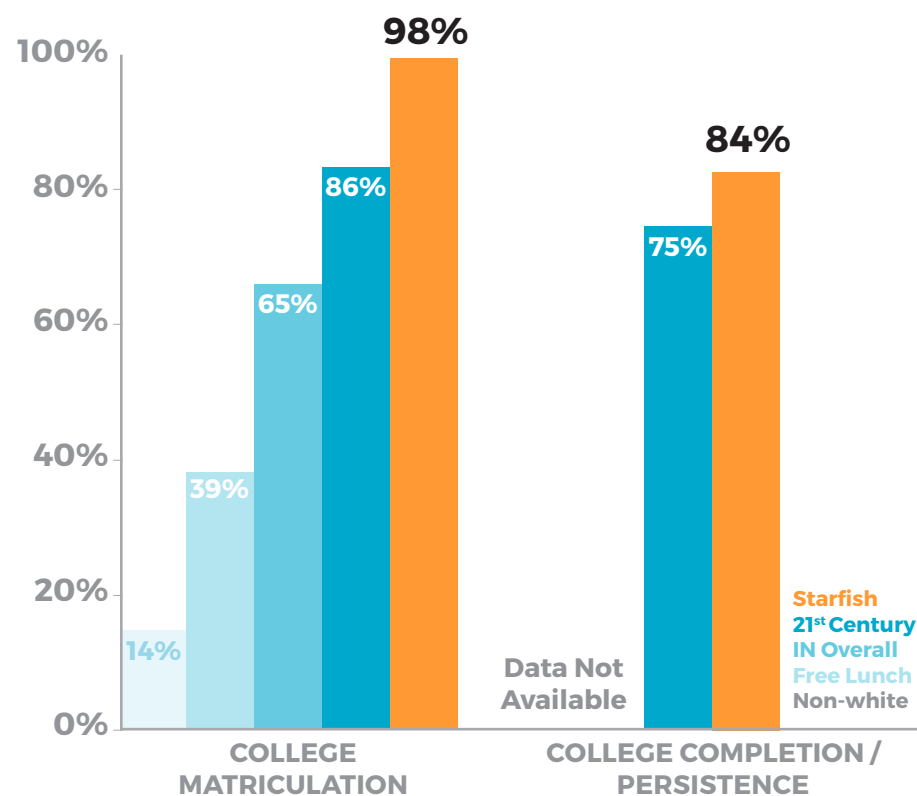
SCHOLAR
COLLEGE & CAREER READINESS
WORKSHOPS & PROGRAMMING

**INDIANAPOLIS
EMPLOYERS**
SELECTIVE MENTOR
RECRUITMENT
& SCREENING

MENTOR
TRAINING &
DEVELOPMENT
RESOURCE
TOOLKIT



MAKING A DIFFERENCE



Source: Indiana College Readiness Report (2017)

WHAT STARFISH MEANS FOR YOU



- » EMPLOYEE ENGAGEMENT/RETENTION
- » EMPLOYEE CONNECTION TO THE COMMUNITY
- » PERSONAL DEVELOPMENT
- » CULTURAL COMPETENCY
- » COMMUNITY GOODWILL
- » TALENT PIPELINE DEVELOPMENT

WHERE OUR SCHOLARS END UP...

- | | | |
|---------------------------------|---|----------------------------------|
| • Anderson University | • Hanover College | • Purdue University |
| • Art Institute of Indianapolis | • Indiana State University | • Saint Joseph College |
| • Ball State University | • Indiana University | • St. Mary of the Woods College |
| • Butler University | • IUPUI | • Taylor University |
| • Columbia University | • Ivy Tech Community College | • University of Chicago |
| • DePauw University | • Lake Land College | • University of Indianapolis |
| • Earlham College | • Le Cordon Bleu College of Culinary Arts | • University of Southern Indiana |
| • Eastern Michigan University | • Manchester University | • Vincennes University |
| • Florida A&M | • Marian University | • Wabash College |
| • Franklin College | | • Xavier University |

STARFISH INITIATIVE: COMMITTED TO MULTIPLYING THE NUMBER OF COLLEGE-EDUCATED, CAREER READY INDIANA RESIDENTS



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