



TRIPLE THREAT MENTORING

ANNUAL REPORT

2023/2024



PREPARED BY
T3 LEADERSHIP

Our Vision

***“To empower youth
and create
opportunities for
healthier
communities.”***

Our Mission

To increase opportunities for youth 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-profit organizations.

3

Administer knowledge and assist them with life and decision-making skills to help them make positive choices.



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 and boys 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.

- **Integrity:** We act with integrity, honesty, and trust.
- **Teamwork:** We promote teamwork, collaboration, and open communication to work cohesively and reach our goals.
- **Empathy:** Actively understanding and empathizing with the experiences and challenges of others without judgment or assumptions.
- **Excellence:** We uphold the highest standards in our professionalism and programming to ensure we exceed the requirements and expectations to serve our youth.
- **Accountability:** We acknowledge our mistakes while actively learning to drive positive outcomes.
- **Intentionality:** Our programming and decision making is powered by our mission.
- **Community:** Bringing diverse stakeholders together to harness their collective knowledge and unique perspectives, creating a sense of belonging and connections that result in authentic relationships.
- **Education:** Education is a fundamental right and key to upward mobility. Through education, individuals have the opportunity to improve their lives and those of future generations. We provide educational experiences for the youth we serve. We are committed to our ongoing education as an organization so that we can better serve the youth.

TRIPLE THREAT MENTORING PILLARS

ACADEMICS -Triple Threat Mentors assess each mentee holistically for any additional supports they or their 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.



WE ARE VILLAGE STRONG

Letter from our Executive Director & Founder

Dear Valued Supporters,

As Executive Director of Triple Threat Mentoring, it is with immense pride and gratitude that I share our annual report—a reflection of a year filled with growth, resilience, and the extraordinary power of mentorship. Together, we've lived out our commitment to being "Village Strong," transforming lives and building a community where every mentee is empowered to thrive.

This 2023-24 year, we've seen the remarkable ways mentorship can shape futures. Mentees gained life-changing guidance, invaluable career insights, and personal growth opportunities, thanks to the dedication and expertise of our mentors. Through the unwavering efforts of our team, we grew stronger in numbers and impact, including the introduction of a Boys Mentoring program and the expansion of services to middle school students.

Here are some highlights that made this year exceptional:

- **Increased Mentee Participation**
 - We welcomed over 60 new mentees into our programs, more than doubling our mentor pool to meet the growing need for guidance in our community.
- **A Diverse Mentor Network**
 - By actively recruiting mentors from a range of industries and backgrounds, we ensured that each mentee had access to relatable and meaningful guidance tailored to their unique needs.
- **Tailored Workshops and Events**
 - From leadership development to addressing trauma, self-worth, and belonging, we crafted programming that met mentees where they were and gave them the tools to thrive. Career planning and networking workshops opened new doors of possibility for many of our mentees.
- **Building Stronger Partnerships**
 - Collaborations with local businesses, colleges, and community organizations helped us extend our reach and deepen our impact. College tours and partnerships with businesses allowed mentees to envision a future they might not have dreamed of otherwise.

While we celebrate these achievements, we remain focused on growing and improving. Our vision for the coming year includes:

- Expanding family engagement and support services with the addition of a social worker.
- Bringing on six additional mentors to further diversify our mentor pool.
- Innovating new approaches to empower mentees in their career and life paths.

We are committed to ensuring that every young person in our program feels seen, supported, and ready to embrace their potential.

None of this would be possible without the unwavering support of our mentors, staff, board members, and generous donors. You have not only invested in a program—you've invested in futures, in hope, and in transformation. Your belief in our mission fuels every success story and lights the path forward.

As we continue to grow, we invite you to remain an integral part of this journey. Together, we are building a community where every young person has the opportunity to achieve their full potential. With gratitude and hope,

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

Nike Greene, MA, LMFT
Founder & Chief Executive Officer



Meet our Exec Team



Nike Greene, MA, LMFT
CEO Founder



Ali Packard
Grants Manager



Asia Rhodes, MA
Program Director



Demetrius Rhodes
Program Director/Mentor

T3 Board of Directors

Kenyatta Trice
Owner, TRICE Occupational Consulting Solutions

Onnie Allen
Business Professional

Robin Chism
Property & Casualty Catastrophic Claims Consultant

Dr. Charlene Williams
Director of Oregon Department of Education

Dr. Esther Omogbehin
PPS Regional Superintendent

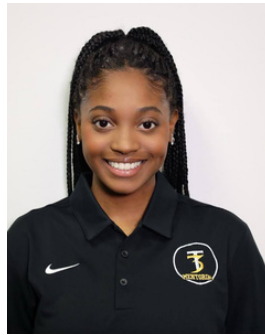
Yai Lavine
Program Manager, POIC

OUR AMAZING STAFF

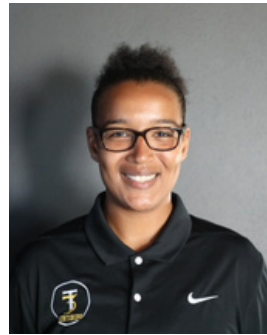
T3 MENTORS



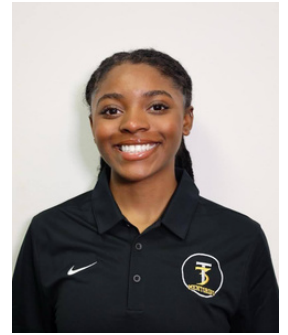
Taylor Greene



Kinnah Rhodes



Natashia Greene



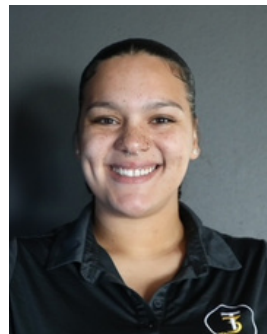
Hailey Rhodes



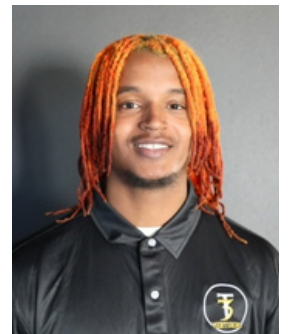
McKenzie Strong



Zaria Williams



Sierra Greely



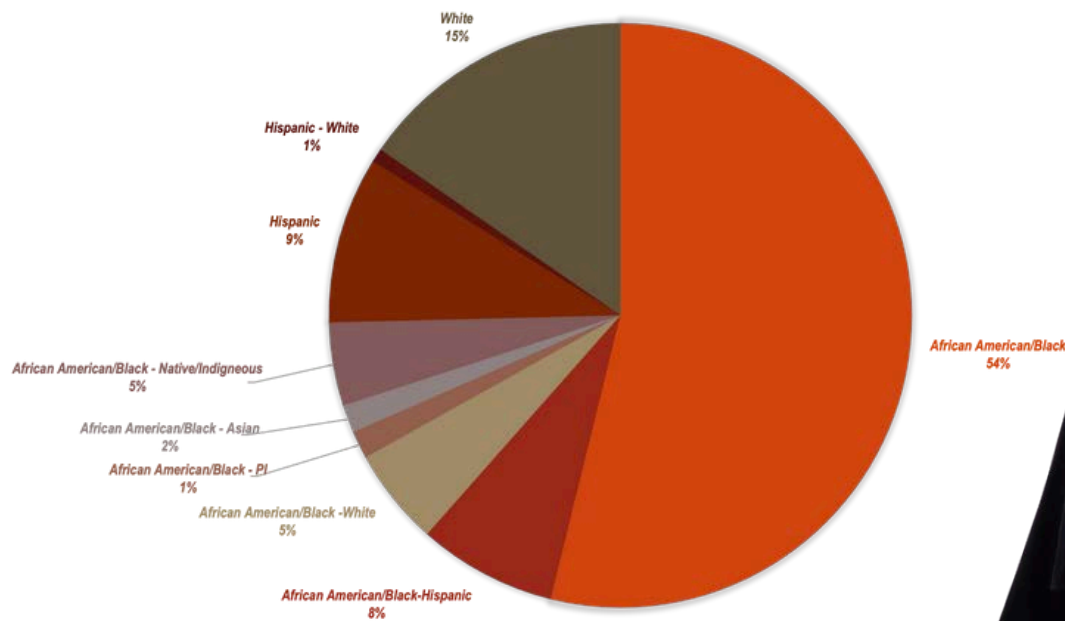
Josiah Greene

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



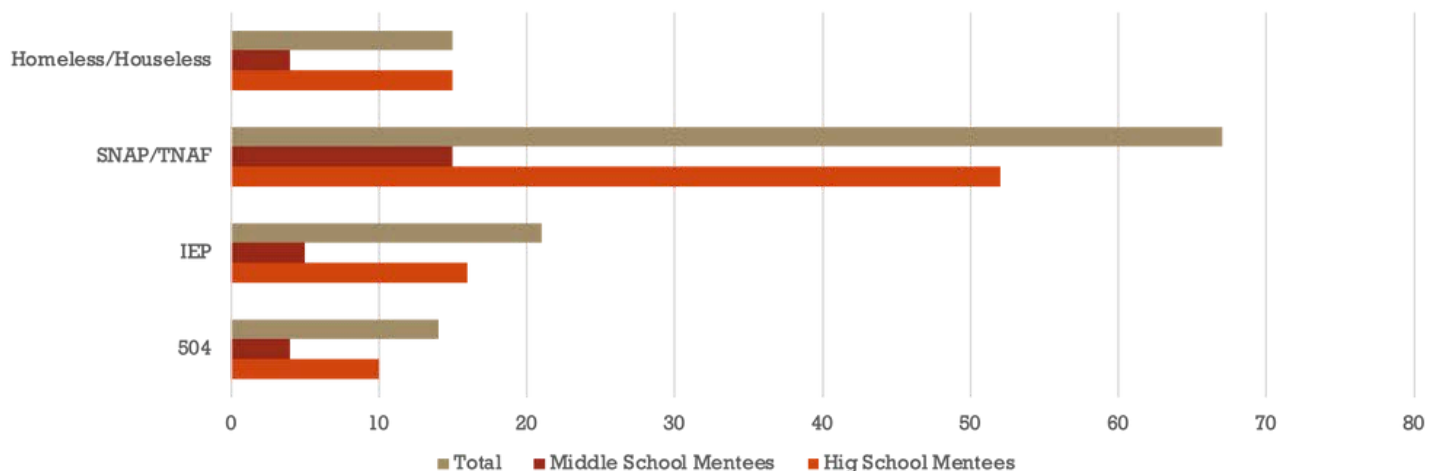
WHO WE SERVE

T3 MENTEE RACE/ETHNICITY 2023-2024



This year our program served over 75+ 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 unstoppable 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.

Our T3 Population

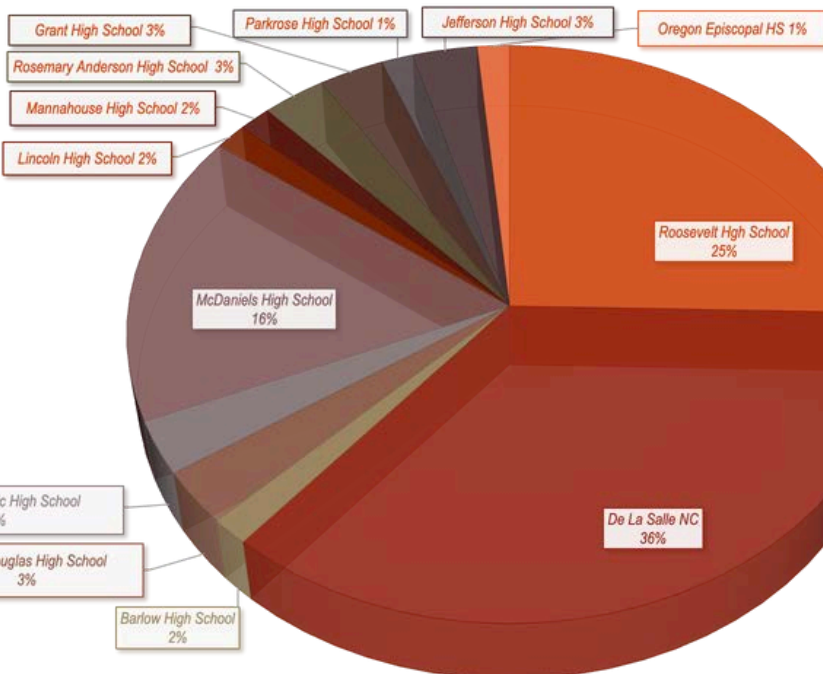
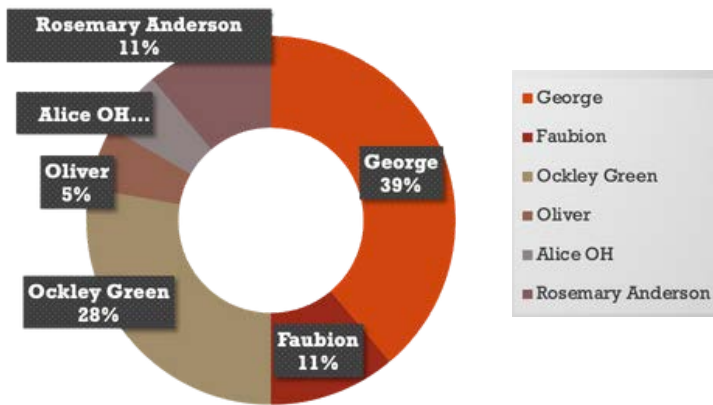


T3 MENTEE SCHOOL DATA

AREAS OF IMPACT

Where are we now?

T3 Mentee Middle Schools



Triple Threat Mentorship

What We Offer



1

One on One Mentoring,
connection to caring adults.



2

High Intensity tutoring
and Leadership building



3

Trauma Informed Care & teen
Violence prevention strategies



4

Cohorts with prosocial
Activities and safe spaces



***85% of young people with a mentor
say this key relationship has helped
them with issues related to school
and their education.***

HBCU TOUR 2024

This year was our first year taking our mentees on an HBCU trip, and it was amazing. During spring break, we took twenty-one mentees and five mentors on A Historically Black college and university trip in Georgia and Alabama.

Mentees were asked to submit a two-hundred to three-hundred essay describing their desire to attend the trip. After monthly meetings in preparation, our Triple Threat HBCU team flew to Georgia and traveled with the mentees to ten different HBCUs. In addition to visiting these colleges and universities, the mentees were also able to get some career exposure at the Coca-Cola factory as well as visit some historical sites (Selma site, MLK's Church) and museums to learn about some of the African American histories.

Between meeting with admissions teams, interviewing current college students, and even some of our mentees getting admitted on the spot by turning in their transcripts, our students had an experience to remember.

Of course, one of the biggest highlights from the trip for the mentees was the culture they could experience compared to where they lived. The sororities and fraternities helped show that being educated and black is very common and, in fact, normal while also having fun and being unapologetically who they are.



SUMMER PROGRAMMING

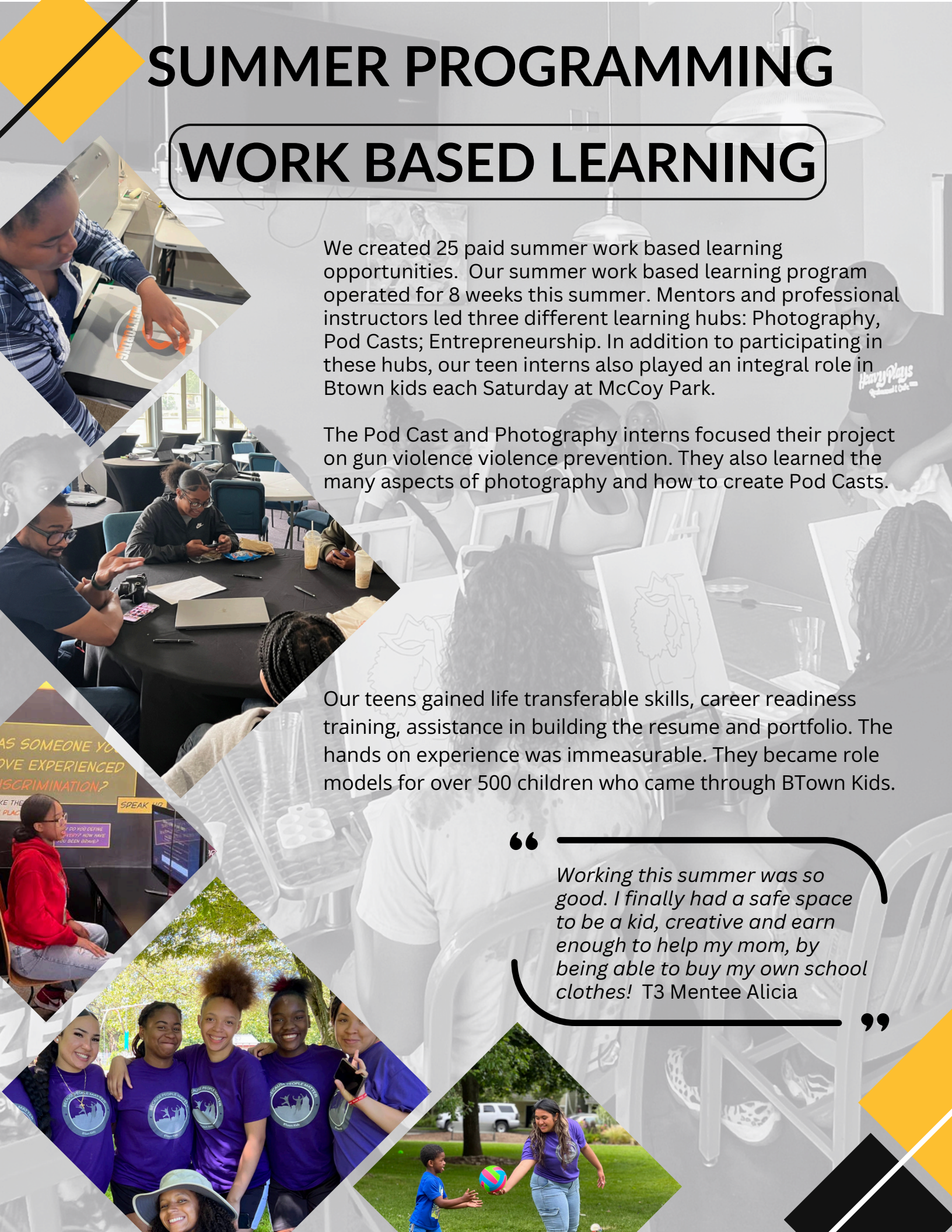
WORK BASED LEARNING

We created 25 paid summer work based learning opportunities. Our summer work based learning program operated for 8 weeks this summer. Mentors and professional instructors led three different learning hubs: Photography, Pod Casts; Entrepreneurship. In addition to participating in these hubs, our teen interns also played an integral role in Btown kids each Saturday at McCoy Park.

The Pod Cast and Photography interns focused their project on gun violence violence prevention. They also learned the many aspects of photography and how to create Pod Casts.

Our teens gained life transferable skills, career readiness training, assistance in building the resume and portfolio. The hands on experience was immeasurable. They became role models for over 500 children who came through BTown Kids.

“
Working this summer was so good. I finally had a safe space to be a kid, creative and earn enough to help my mom, by being able to buy my own school clothes! T3 Mentee Alicia
”



T3 Expansion of Services

T3 expanded our impact to serve both Middle School students and boys. We added two middle school cohorts of girls and boys and two cohorts of high school boys.



KEY FINANCIAL

Triple Threat Mentoring has been blessed by the support of our community this past year. We have partnered with the Oregon Department of Education, to provide culturally specific mentorship as well as implementing strategies to increase student attendance.

Funding from the Oregon Department of Justice allowed us to purchase two much needed 22 passengers vans to transport our mentees in. This funding also allowed us to take 25 mentees on an HBCU trip over Spring Break.

The continued support we have received from local foundations has allowed us to add additional activities to our mentorship program as well as helping us build our internal capacity.

Lastly, we are humbled by the hundreds of community members that have donated monetarily to T3 and those that have given their valuable time to volunteer with us.

As we look into the new year, we look forward to strengthening our partnerships, making new ones and engaging more of the community in our work.

**Private
Foundation
Grants
Received**

204K

**Government
Grants
Received**

480K

**Total funds
raised this
year**

875K

**Total
Expenses this
year**

825M

**Remaining
Balance**

50K



2024

THE GALA

T3 MILESTONE ACHIEVEMENT FIRST FUNDRAISING GALA

On May 2 2024, we held our second Gala 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: \$66,761

Expenditures: \$48,945

Attendees : 400







SENIORS



2023-2024 Scholarships Finalists

2024 T3 Senior Class

- Aminah Elliott - De La Salle North Catholic HS
- Mia Rhodes - De La Salle North Catholic HS
- Joyae Manns - De La Salle High School
- Jaidah Badon-McDaniels High School
- Christine Migani - Roosevelt High School
- Alana Munoz - Roosevelt High School
- Amina Shoble- Roosevelt High School

Total Amount Distributed: \$17,500



TRIPLE THREAT MENTORING

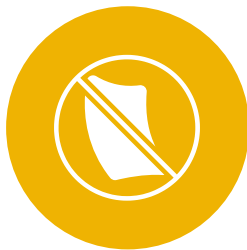
FUTURE OUTLOOKS

BUILDING CAPACITY INTERNALLY, INCREASING OUR REACH TO SERVE MORE YOUTH AND HIRE MORE MENTORS



INCREASE ORGANIZATIONAL CAPACITY

With an eye toward increasing our ability to grow and serve more girls of color, we will need increased internal capacity around finances, HR, and communications and marketing.



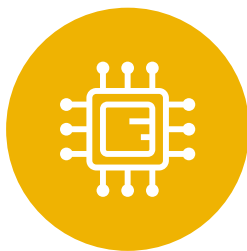
SOLIDIFY MORE INVESTMENTS

Last year we saw an incredible increase in support of the work Triple Threat Mentoring is doing in our community, as we begin a new year we look to increase investment from government, foundation and private donors to ensure we are able to meet the needs of our girls and boys of color.



MORE MENTORS

As we expand our organization we will need more mentors in order to get more mentees and provide them with adequate support. For the 2024-2025 school season we will increase the number of mentors to 10.



MORE MENTEES

The expansion of our program has allowed us to hire more mentors which allows us to serve more high school and middle school girls and boys. We began the 2024-2025 school year serving 95 mentees, and increase of 20 mentees from the previous school year.

Invest into our collective future.

INVEST IN OUR FUTURE:

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 and boys through intensive mentorship focused on Attitude, Academics and Athletics.



Thank you for your investment!

- Collins Foundation
- Meyer Memorial Trust
- POIC
- Lines for Life
- Oregon Community Foundation
- Women's Foundation of Oregon
- Abundant Life PDX
- NE STEAM Coalition
- Oregon Department of Education
- Oregon Department of Justice
- NAACP Portland Chapter
- Mt Olivet Church
- Interstate Trucking
- Franks Q



MENTORING