

2025 Annual Impact Report

Mission

Mentors In Service (MIS) is a non-profit organization that connects service members of all ranks and branches with mentors.

Our mission is to assist service members in achieving their career goals by finding a specific mentor who has previously navigated the same path.

Vision

We are committed to providing a safe and supportive environment where members of our military can connect with other service members and veterans, resulting in lasting relationships.

TOP TESTIMONIALS

"One of the mentors actually lives close to me, and we are able to actually hang out and become friends. This is what makes our military great. I love this, as not everyone in my drill unit has the same role, or the same desire to mentor new Sailors. Thank you!"

-Katherine T.

"I recently spoke with Twyla, one of the mentors I was connected with, for the first time, and she was incredible. She answered all my questions thoroughly and honestly. She was clearly so excited to help in any way she could. I'm so happy to have been connected with her and the other mentors with whom I've been in contact. Thank you, Mentors in Service!!"

-Ava S.

"Mentors In Service really gave me the opportunity to talk to service members and ask all sorts of questions when I did not have the avenues to do so before. This program has a really unique way of connecting people, and time and time again, I found individuals who were so willing to take the time to talk with me. I have been considering joining the military for quite sometime; Mentors In Service has played a large role in my decision to move forward in my life that way, and I'm grateful for it."

-Kendra L.

"This year I commissioned as a naval officer in the Nurse Corps. Jackie got me connected with two different nurses that were currently serving. It was so helpful to have people I could ask questions to and get an idea of what I was getting into! When I did get orders, one of the nurses was already stationed at the command that I got orders to. She then connected me with a nurse in my specialty! Having that connection was huge! It helped me to find a good place to live, understand the command and area better, and that nurse has been so helpful as a mentor as I have been navigating this new command."

- Rebecca C.

My mentor was exactly what I needed. She was just one step ahead of me in life and gave me great advice. She answered my questions that I couldn't find online and I have now joined the Navy!

-Victoria C.

"I really enjoyed speaking to the mentor that I was set up with! She answered all of my questions with ease and mentioned that she would connect me to another officer who is doing something very similar to what I am interested in!"

-Sophia D.

LETTER FROM THE CEO



As we look back on 2025, I am incredibly proud of what the Mentors in Service community has built together. To our board members, volunteers, mentors, donors, and partners, thank you. Because of your commitment, our mission continues to thrive and reach those who need it.

Since day one, our purpose has been simple and unwavering: to ensure that no service member has to navigate their military journey alone. Throughout 2025, we saw our community grow in both size and impact. More mentors stepped forward, more service members reached out for guidance, and more meaningful connections were formed across branches, ranks, and career paths. Each connection reinforces what we know to be true: mentorship changes lives by providing clarity, confidence, and support during some of the most pivotal moments of a military career.

This past year also marked an important milestone for our organization with the complete revamp of our mentorship platform, www.mentorsinservice.org. Our updated platform introduces new features designed to make finding and forming mentorship connections easier and more effective than ever before. This investment allows us to better serve our community today while positioning Mentors in Service to scale our impact well into the future.

As we enter 2026, our focus remains on growth with intention, expanding access to mentorship, strengthening our technology, and continuing to serve as a trusted, free resource for members of the military and those interested in service.

Mentors in Service is a 100% donor-funded organization, and our program remains completely free to the military community we serve. Your generosity directly fuels every mentor match, platform improvement, and outreach effort. Whether through a financial contribution, volunteering your time, or spreading the word, your support makes this mission possible. Thank you for standing with us and believing in the power of mentorship. I am honored to lead this organization and deeply grateful for the community that makes this work possible. I look forward to what we will accomplish together in 2026.

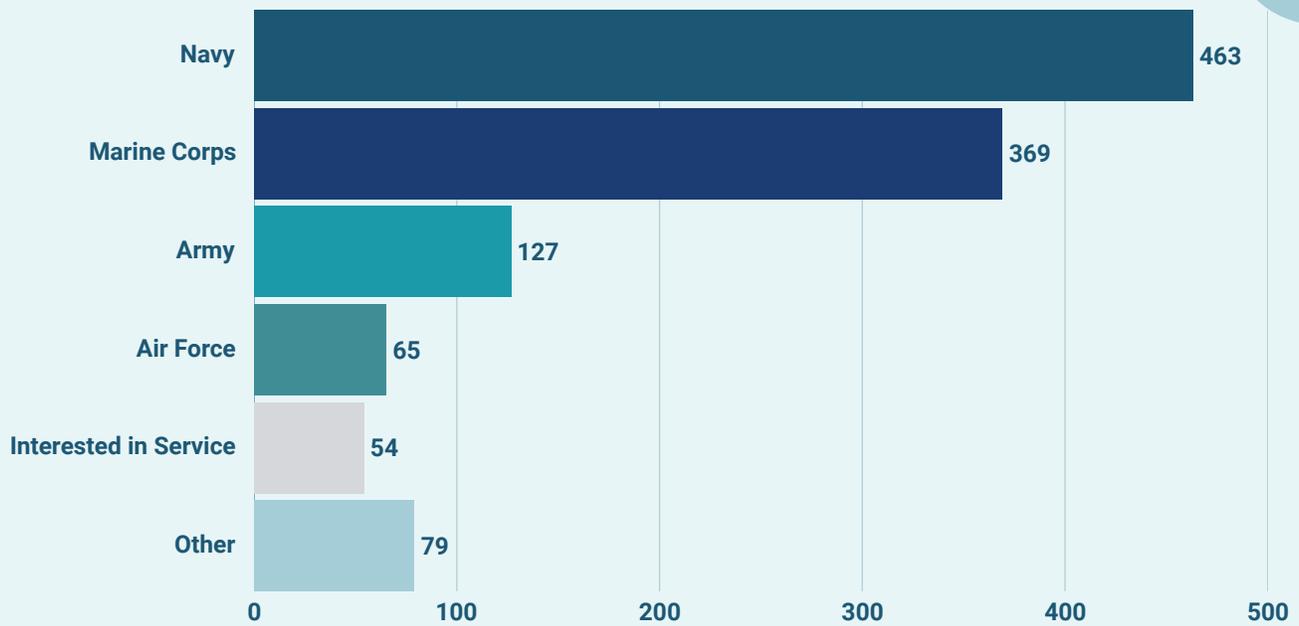
Jackie Barnum Fox
CEO, Mentors in Service

PROGRAM ENROLLMENT

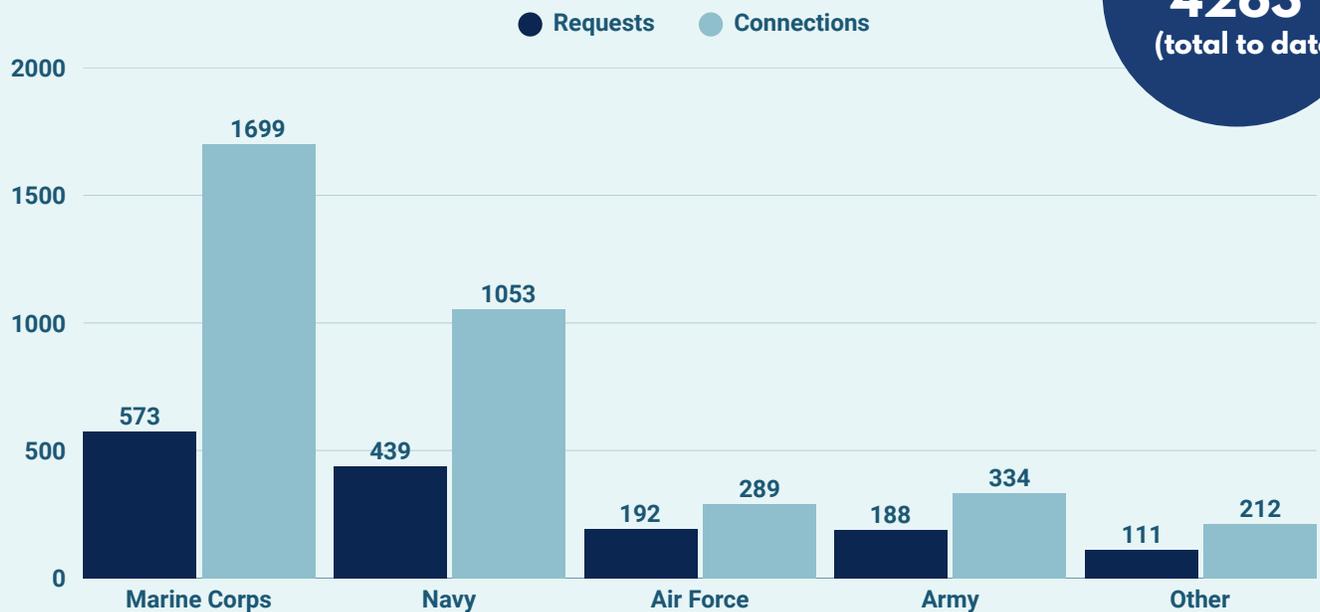
2025
Connections:
1158

32%
increase
from 2024

Mentor Connections by Branch

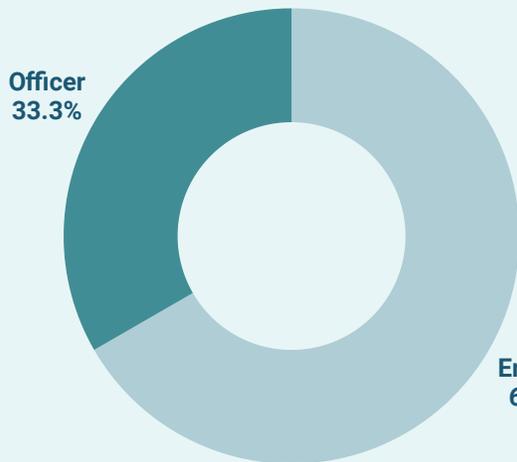


Mentor Requests vs Connections by Branch

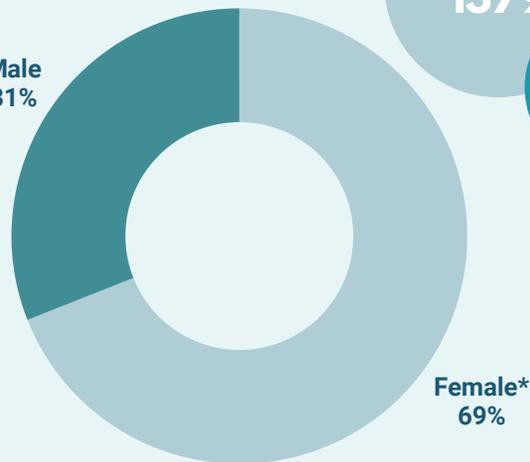


Connections:
4263
(total to date)

Mentees



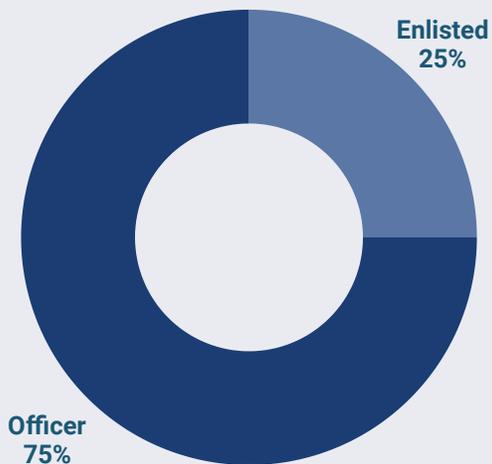
Male
31%



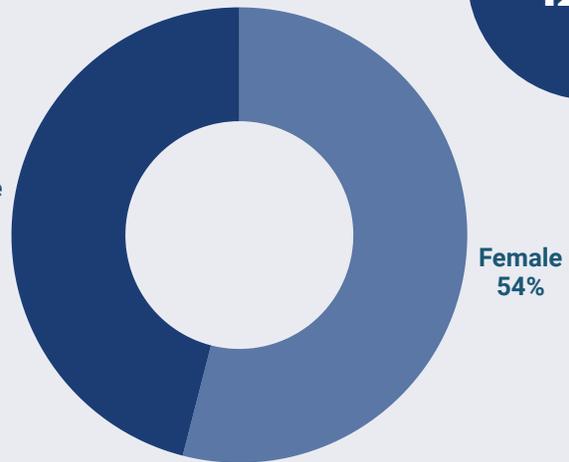
Total:
1379

+400 vs
2024

Mentors



Male
46%



Total:
1264

2026 Enrollment Goals

- 1,500 total mentor requests
- 6,000 total mentor connections
- Maintain our 3:1 connection ratio

Development

New web and mobile app development completed to increase scalability

2025 SURVEY FEEDBACK

Are you likely to recommend
Mentors in Service?

91%

said yes

“I am extremely thankful to have found this program while preparing my package for OCS selection. The connections I made were truly game changing! I was able to connect with all three mentors assigned to me and each of them made a meaningful impact on my experience. Kathleen Barrios and Gabby Dimaapi were especially helpful because of their PAO experience. From offering advice to reviewing my PAO portfolio, they significantly strengthened my package and increased my confidence throughout the process.”

-Anna Kate M.

Were your connections helpful?

85%

said yes

“I used Mentors in Service when going through my application process to USNA and now am using it again to apply to PT School. Both times I have been able to connect with amazing people who have provided me with so much knowledge and support. They are always so willing to help and genuinely care about my success along the way. It is awesome to see so many people willing to help.”

- Julia L.

BOARD MEMBERS



Chuck Knowles



Jason Yurisc



Stephanie Wright

TEAM MEMBERS



Nourse Fox
Chief Operations
Officer



Erin Stanton
Social Media Manager



Jay Rosenwald
Social Media



Anne Daco
Web Designer &
Social Media

Connect with us!



www.mentorsinservice.org



@Mentors in Service



contact@mentorsinservice.org



@mentorsinservice



San Diego, CA

Huge thanks to our partners and donors for helping and supporting us all year!

