

# 2024 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.

## MENTORS IN SERVICE OVERVIEW

## 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.

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## OUR SIMPLE 4-STEP PROCESS:

1

Service members, veterans, or those interested in service reach out with a mentor request

2

We post their request on our platform each Monday

3

Volunteer mentors respond with their information\*

4

We connect the mentor(s) to the mentee via email\*\*



April 27 2024, Mentors In Service launch event, Ballast Point San Diego

# LETTER FROM THE CEO



What a year! I want to start off with a huge thank you to our board members, staff, volunteers, and donors because NONE of what we have accomplished would have been possible without you. Over the last twelve months, not only have we officially started our non-profit but we have also been able to grow it and expand our program through multiple amazing partnerships. I am filled with gratitude for the support of everyone involved and what we have been able to achieve together.


Mentors in Service's mission has been simple since the day we started our work: connect mentors to our military service members, those interested in service, and those exiting service in order to set them up for success and achieve their goals. This mission has proven to be vital in today's challenging and often unknown and uncertain environment. Our program invests in its community and wants each service member that reaches out to us to be paired with a mentor that can guide them throughout their career and ultimately improve his or her mental health by reinforcing the fact that no one should navigate their military career alone. Our mission directly assists with retention and recruiting efforts by showing our mentees the unlimited possibilities they can achieve.

In 2024 we facilitated over 2,000 mentor-mentee connections, bringing our total connections to over 3,000. Our mentorship program has connected service members of all ranks and branches and those interested in service to mentors that include veterans, reservists, and active-duty service members. As shown through our testimonials and success stories, our unique program allows our mentees to find a mentor to guide them in achieving their specific career goals and obtain measurable results.

As we enter 2025, we will continue to refine our online platform so that we can scale our program and deepen our impact on our community. Ultimately, we want to connect every service member with a mentor and will continue to expand our team so that we can keep growing our program.

We invite you to join us in making 2025 even more impactful. Any contribution is important to our success – whether that is through your time, donations, or just spreading the word and telling others about this resource.

I am truly blessed to be able to work on this mission with so many that believe in what we do and believe in the importance of mentorship and the impact it can make on someone's career and well-being, I am looking forward to what this year brings!



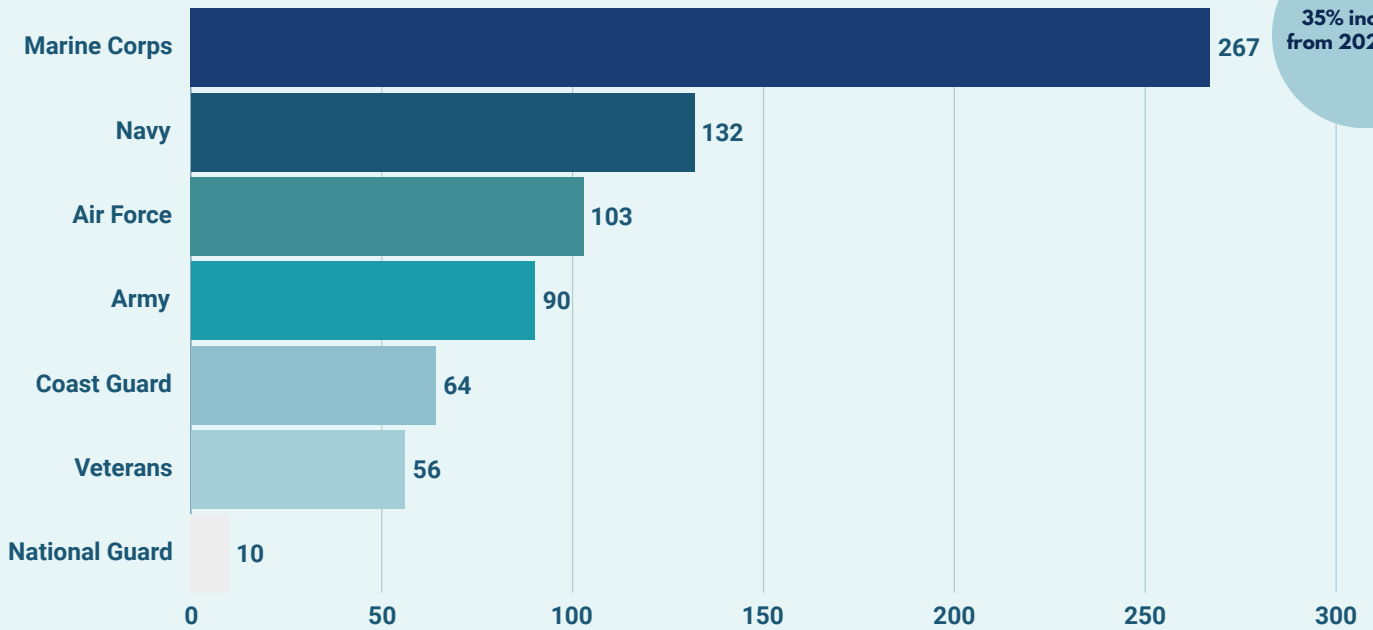
Jackie Barnum Fox  
CEO, Mentors in Service

# PROGRAM ENROLLMENT

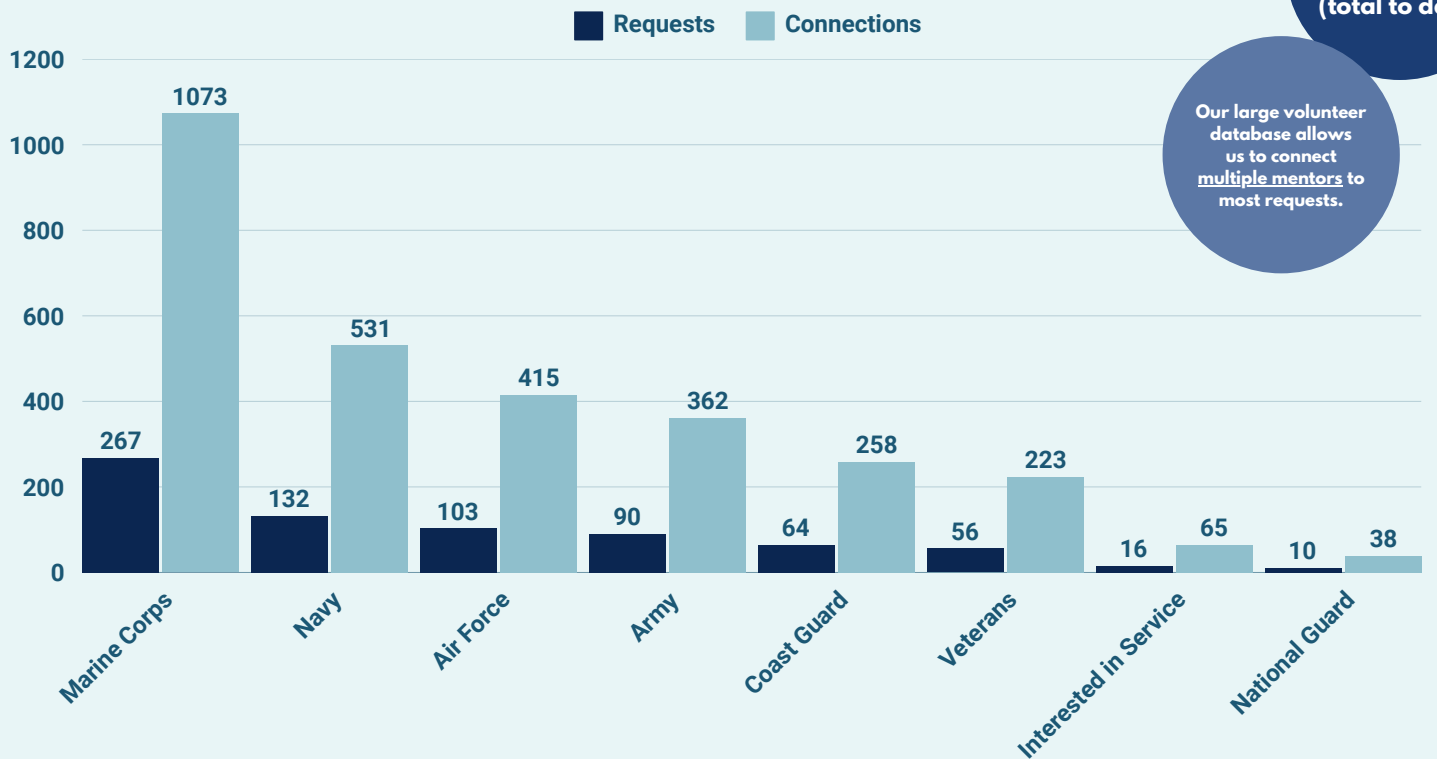
2024 Requests: **738**

35% increase from 2023 (481)

### Mentor Requests by Branch



### Mentor Requests vs Connections by Branch



Connections: **2965**  
(total to date)

Our large volunteer database allows us to connect multiple mentors to most requests.

## Mentees

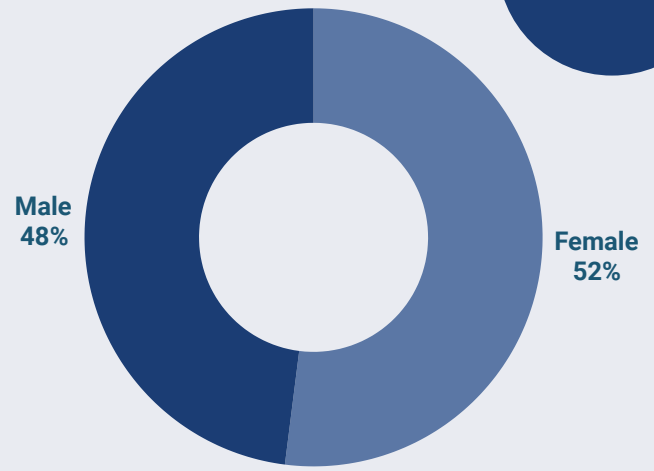
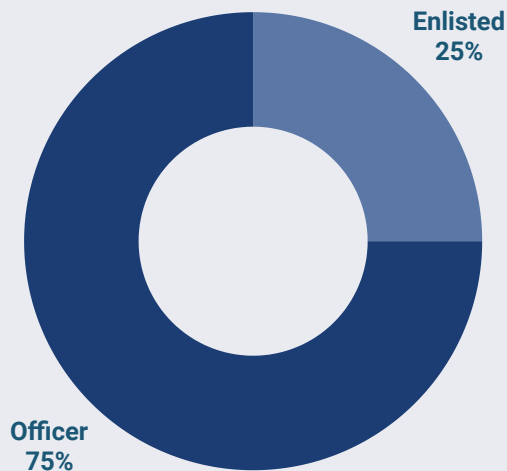
Total:  
995



\*17.5% of the military are female (according to Statista Study 2022)

## Mentors

Total:  
1092



### 2025 Enrollment Goals

- 1,500 total mentor requests
- 5,000 total mentor connections
- Maintain our 2:1 connection ratio

### Community Engagement

- Quarterly featured mentor
- Quarterly webinars utilizing mentor expertise
- 2 in-person events



# WEBINARS & EVENTS

In 2024, MIS hosted four impactful webinars, each inspired by **topics that mattered most to our mentee community.**

We listened to their interests and needs, ensuring that every session provided valuable insights, expert advice, and actionable guidance to support their personal and professional growth.

These webinars created a space for meaningful conversations, networking, and mentorship, helping mentees gain clarity and direction in their journeys.

**All sessions were completely free**, making it accessible to anyone eager to learn, connect, and take the next step toward their goals.



STRATEGIC MOVES: A GUIDE TO  
**REAL ESTATE**  
FOR SERVICE MEMBERS

LIVE WEBINAR  
WEDNESDAY  
MARCH 27  
5 PM PST/8PM EST

JACKIE BARNUM  
GEOFFREY WHITESIDE  
JD KAMEEN



NAVIGATING YOUR NEXT  
CHAPTER: A GUIDE TO  
**TRANSITIONING**  
FROM MILITARY SERVICE

LIVE WEBINAR  
MONDAY  
MAY 20  
5 PM PST/8PM EST

JACKIE BARNUM  
MATTHEW HUGHES  
CHRISTIAN MALDONADO

BHC  
Behavioral Health Consulting Inc.



SETTING YOURSELF UP FOR  
**SUCCESS**  
WHEN TRANSITIONING OUT

LIVE WEBINAR  
TUESDAY  
SEP 10  
5 PM PST/8PM EST

GUEST SPEAKER: NICK CO  
FOUNDER OF THE NAVY  
TRANSITION TIMELINE



MASTERING YOUR  
**FINANCES**  
A GUIDE FOR SERVICE MEMBERS

LIVE WEBINAR  
THURSDAY  
JUNE 13  
5 PM PST/8PM EST

GUEST: STEPHANIE  
THOMAS, MA, MBA



In April 2024, Mentors In Service threw a “launch event” at Ballast Point, Miramar. This event was sponsored by TORCH Warriorwear, one of our partners. This event was open to anyone in the San Diego area that was part of our mentorship community to thank them for their participation and support.

# FUNDRAISING OVERVIEW

2024 Funds Raised  
**\$38,550.24**

All funds obtained in 2024 were through private donations of individuals and corporations

We applied to over 40 grants in 2024, and our goal is 100 grant apps in 2025

We also conducted a community launch event, and a fitness class fundraiser

2025 GOAL  
**\$50,000**



# MENTORS OF THE YEAR

We gave mentees the opportunity to recognize the incredible mentors who have made a lasting impact on their journey. Meet our winners!

This initiative celebrated the dedication of our mentors and highlighted the powerful connections built through our program. We posted the campaign on social media and sent out a nomination form via email, allowing mentees to share their stories and nominate their mentors for the honor.



**Elle Perrozzi (Mayo)**  
Navy

*"Elle encouraged me to try another path when the one I planned on didn't work out as intended. She stayed by my side even when I didn't get accepted to her Alma Mater and didn't give up on me."*

- Whitley McMurry



**Marcus Boyd**  
Coast Guard

*"I decided to take the plunge, LT mentored me through my entire application and I was selected for OCS and will be going in April 2025. My entire career and life is about to DRASTICALLY change and it is 100% a result of one conversation and a few hard questions LT asked me."*

- Ryan Bowman



**Alexandra Arnold**  
Marine Corps

*"I believe that my mentor is the type that very few people have the luck to ever come across."*

- Sarah Overly

MENTOR OF THE YEAR WINNER

MENTOR OF THE YEAR WINNER

MENTOR OF THE YEAR WINNER

MENTOR OF THE YEAR WINNER

MENTOR OF THE YEAR WINNER



# TESTIMONIALS

*"I can't thank you enough for this connection and helping me find a mentor. I really appreciate you and your work for the military community. It will help me better the Army and give back to the soldiers I support. From a Second Lieutenant Army Reservist, thank you!"*

- Caitlin M. 2ndLt, US Army



*I truly apologize for the super late response, but I truly appreciate you connecting me with Siara. It was great getting to know her and how she got to where she is. Truly inspiring. Thank you for helping me find a connection! I truly hope your Mentor Program continues growing. It's an absolute blessing!*

- Priscilla M., Air Force hopeful



*"Thank you so much for connecting me with LT Edmondson, I really appreciate it. We have been working together to figure out my goals and the best path for me. I am so thankful for this program and opportunity!"*

- Ember K., Navy Nursing Program hopeful



*"Just wanted to circle back on the mentorship with Hayden.*

*Hayden is awesome. He has many insights on the IPAP program and has an interesting (perspective) from a non-medical background and shifting into the medical side of things. IPAP is a program I am now considering as I complete my prerequisites for civilian PA schools as well.*

*Hayden is an excellent communicator. He took the time to answer all of my questions and provided his personal experiences as we are both going through similar situations. He laid out the pros and cons of the options he considered throughout his PA journey.*

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*As always, I really appreciate you and your team for setting up this type of program. I remember exiting the military and feeling lost without a north star for guidance. Glad to return the favor once I complete my journey."*

- Stanley M., Military PA hopeful



*"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., US Navy



*"A Reservist Staff Sergeant reached out as part of the mentorship program. She felt that she hit a roadblock with either Lat moving or going to OCS. We talked through both COAs and other possibilities including interservice transfers, DOD contracting, and other options. All I did was ask the right questions to the right people. All Marines deserve to have leaders willing to listen and help regardless of "official" chain of commands."*

- Jason D., US Marine Corps



*"The program connected me with a lifelong mentor and friend at the Naval Academy. Elle helped me with my application and stayed with me even though I didn't get in. Elle is the best mentor I've had, and I'm so grateful for the opportunity to meet and get to know her! Thank you Major Barnum for your desire to connect people with mentors!"*

- Whitley M., Citadel Cadet





# BOARD MEMBERS

## Chuck Knowles



Chuck has been a software developer for decades, and when we asked our community for help to expand our reach through a comprehensive connection platform, Chuck raised his hand. His time is extremely valuable. He volunteers it because he believes in Jackie, and in the foundation of connection that she has built through her reputation.

## Stephanie Wright



Stephanie Wright, LCDR, USN, spent 10 years as an officer in the Navy, where she was a part of the first generation of women in combat. She also worked as an instructor at the Naval Academy before joining the civilian ranks.

She has been a vocal advocate for Mentors in Service from the beginning, mentoring within our community and being an amazing example. Stephanie is now a Program Manager in Digital Innovation at SAIC

## Jason Yurisc



LtCol Yurisc, USMC (ret.) joined our board out of Nashville, TN. Jason enlisted in the Marine Corps before joining the officer ranks and continuing his career as a Low Altitude Air Defense Officer. His common sense approach to leadership and decision-making has made him respected by everyone who works with him.

His continued willingness to mentor and shape the coming generations of service members made him an obvious choice for our board. Jason retired in the summer of 2024, as the Commanding Officer of 3rd LAAD Bn, and now works for Schell Brothers Homebuilders.

# TEAM MEMBERS



**Nourse Fox**

Partnership & Outreach



**Erin Stanton**

Social Media Manager



**Jay Rosenwald**

Social Media



**Anne Daco**

Web Designer &  
Social Media

# SUMMARY



“I continue to wear the uniform because of the Marines I get to work with and the mentors in my life. I didn’t think I would still be in the Marine Corps. I felt very alone my first few years, and that’s why I care so much about mentorship...we invest so much money into (service members), but we need to invest more of our time so that we can keep them and make them feel valued.”

Founder & CEO, Major Jacqueline Barnum, during her acceptance speech for the 2024 Dickey Chapelle Award

-The Dickey Chapelle award was established by the Marine Corps League to extend recognition to a woman who has contributed substantially to the morale, welfare and well-being of the officers and men and women of the United States Marine Corps. Jackie is the first woman to win the award while still on active duty.

## Connect with us!



[www.mentorsinservice.org](http://www.mentorsinservice.org)



@Mentors in Service



[contact@mentorsinservice.org](mailto:contact@mentorsinservice.org)



@mentorsinservice



San Diego, CA

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

