



Building Capacity, Talent, and
Career Opportunities

2024

FUNDERS REPORT

WE CREATE

Opportunities for Indigenous
students looking to improve their
career possibilities.

Message from the Chair

This past year has marked a period of transformative growth and renewed purpose at Influence Mentoring Society. Guided by our commitment to Indigenous post-secondary students, we have embraced change, broadened our reach, and deepened our impact through strategic partnerships, dynamic student leadership, and the rollout of a more accessible mentorship model.

Our Student Advisory Board continues to be a cornerstone of our work. With representation from across Canada and a diversity of academic pathways, the board has provided vital insight into how we build culturally grounded, student-driven initiatives. Their leadership in recruitment, event planning, and communications ensures that the voice of Indigenous youth is embedded in every decision we make.

Collaboration has been key to our evolution. We've established and strengthened relationships with post-secondary institutions, employer partners, non-profits, and health authorities who share our vision. These partnerships allow us to offer our Protégés expansive opportunities for mentorship and development that extend far beyond the virtual space.

With the transition to the MentorCity platform, we've put more control into the hands of our students. The self-matching function allows Protégés to find Mentors based on shared goals and values—fostering autonomy, trust, and long-term connection.

This year, we also saw a surge in Mentor and Protégé engagement, a growing recognition of our work across Canada, and a revitalized communications strategy that has broadened our audience and amplified Indigenous voices.

As we look to the year ahead, our momentum is strong. We are deeply grateful to our community of mentors, students, partners, Elders, and funders who walk alongside us. Together, we are creating spaces where Indigenous students can thrive, lead, and shape the future.



Colby L Delorme ICD.D

About the Program

Influence Mentoring Society is a national charity dedicated to supporting Indigenous post-secondary students through culturally informed virtual mentorship. Our program is open to Indigenous students across all regions, academic programs, and institutions in Canada.

We prioritize mentorship that is relationship-focused, responsive, and reciprocal. Through our new MentorCity platform, students can browse mentor profiles and match themselves with individuals whose experiences align with their goals. This approach encourages student agency and promotes long-lasting, values-based connections.

In addition to mentorship, we offer a robust selection of workshops, guest speaker events, and opportunities focused on leadership, wellness, cultural knowledge, and career development. Our inclusive program invites non-Indigenous mentors to participate as learners and allies, helping to foster mutual understanding and reconciliation.

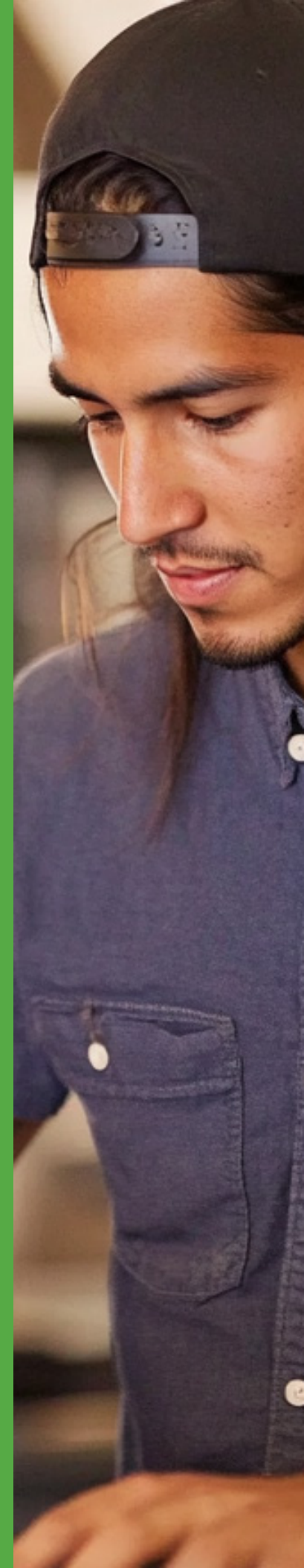
Mentoring Program

The transition to MentorCity has revolutionized how students and mentors connect. Moving away from manual pairing, our new system offers self-directed matching—empowering protégés to guide their own journey. This system creates space for students to build relationships at their own pace and seek mentorship that feels authentic to their lived experience.

Rather than placing students in fixed pairings, MentorCity allows them to explore a wide range of mentor profiles, filter based on their interests and needs, and initiate contact with those who best align with their aspirations. This process affirms their agency and supports confidence-building in a culturally respectful way.

Current mentorship streams include business and entrepreneurship, health and wellness, education and research, trades and technical fields, and community and social development. These categories are expanding in response to ongoing partnership development, ensuring a robust and responsive network of mentors.

SHAPING THE FUTURE TOGETHER






Participants

32 **Protégés:** 32 active protégés enrolled via MentorCity, with additional recruitment underway through academic and community partners.

94 **Mentors:** 94 mentors on file, with new onboarding and training initiatives to be implemented.



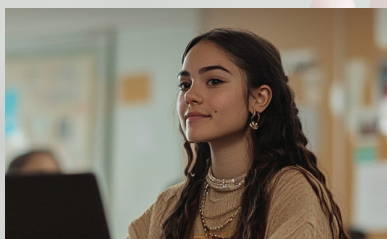
Student Advisory Board

Our Student Advisory Board has continued to grow in both size and influence. This remarkable group of students has been central to our outreach, planning, and development efforts. They provide feedback on language and tone, guide content for our communications, and help plan recruitment events within their communities. Their input has shaped many of our program materials, and their participation in recruitment will significantly raise the visibility of Influence.



Partnerships

Partnerships This year, we solidified and initiated partnerships with over a dozen organizations, including:



ACADEMIC INSTITUTIONS:
University of Lethbridge,
Toronto Metropolitan University,
Vancouver Career College,
and more




EMPLOYERS & ORGANIZATIONS:
AECOM, Arcadis, BDC, FNHA,
ICBA, Covenant House,
Vancouver, Mentor Canada



COMMUNITY PARTNERS:
Big Brothers Big Sisters Calgary,
National Marketing Association,
Rupertsland Institute,
Alberta Mentoring Partnership,
Growclass

These collaborations expand the reach and resources of our mentorship program, contributing to holistic and diverse support for students.

www.influencementoring.com



Programming & Workshops

Influence Mentoring Society hosted several highly attended workshops this year, covering a variety of topics important to Indigenous student well-being and leadership. Sessions included:

- » Indigenous Awareness Training (Nisto Consulting)
- » Messages with Elder Mark Atleo
- » Breaking Barriers: Overcoming Systemic Challenges with Gene Ouelette
- » Reclaiming Sovereignty, One Insight at a Time with Charles Ayotte
- » ReRooting Indigenous Leadership Workshop
- » Transformative Mentorship through Justice, Solidarity, and Protégé Power with Vikki Reynolds

Registrations and attendance reached an all-time high, with over 65 participants attending. This growth reflects the demand for culturally rooted, community-driven learning opportunities. Many of our facilitators have granted permission to record and share sessions—these recordings will be shared once our new SharePoint hub is operational.

LEARN. LEAD. GROW.



Recruitment & Engagement

Recruitment has remained a core focus of our work. More than 150 outreach emails were sent this year to Indigenous organizations, alumni groups, Friendship Centres, and student associations. Targeted presentations and recruitment events were held at institutions like First Nations University and through programs such as Jelly Academy.

The Student Advisory Board has been instrumental in these efforts. Their energy, creativity, and peer-to-peer leadership assists in driving recruitment in meaningful and authentic ways and has helped establish Influence Mentoring Society as a trusted, student-led organization.

Technology & Infrastructure



Full transition to MentorCity, with all active Mentors and Protégés onboarded



Updated student and mentor handbooks, mentor roadmaps, and onboarding tools

Funding & Development

We continue to prioritize sustainability through diversified funding. This year, we submitted applications to the Vancouver Foundation, City of Calgary, McConnell Foundation, Catherine Donnelly Foundation, and others.

We remain grateful for the continued support from Cenovus Energy, RBC and the Donner Foundation.



Donner
Canadian
Foundation

Their investment fuels the tools, training, and outreach that drive our mission forward.



Looking Ahead

In the coming year, we will expand our network of employer and academic partners and deepen our recruitment strategies to support more Indigenous students across Canada. Cultural safety and trauma-informed practice will remain at the core of our mentor training. The Student Advisory Board will continue to guide program development, ensuring that students remain at the heart of everything we do.

We will further invest in digital engagement, producing short-form videos and storytelling pieces to build awareness and celebrate student voices. Recruitment sessions and materials will support our campus-based efforts, while the expansion of our SharePoint site will ensure ongoing access to key resources for our Mentors, Protégés, employer and community partners.

Thank you to all who have contributed to the growth of Influence Mentoring Society. We are proud to continue walking alongside Indigenous students on their path to success—grounded in culture, guided by community, and driven by connection.



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