

F A H R E N H E I T : R E A L L I F E M E N T O R I N G

THE RIPPLE EFFECT

HOW ONE LIFE CAN IMPACT THE WORLD AROUND IT.



RIPPLES IN MOTION

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WHY THE RIPPLE?

Every Ripple Begins with a Single Drop

That's how mentoring works. One intentional conversation. One act of listening. One person choosing to invest in another — and suddenly, the water moves. What starts small begins to expand outward, touching lives farther than we could ever imagine.

At Fahrenheit: Real Life Mentoring, we see this every day. A mentor encourages a young mom to keep going. A couple learns to communicate with grace. A leader finds the courage to walk alongside someone else. Each story becomes a ripple — spreading growth, hope, and transformation into families, workplaces, and communities.

We do what we do because every life matters, and ultimately, because we want people to come to know God personally through His Son, Jesus. Every mentoring relationship is an opportunity for transformation that ripples outward — not just in skills or encouragement, but in spiritual growth and hope that reaches families, communities, and generations.

This year's annual report tells the story of those ripples. You'll see the faces and hear the stories of lives changed through mentoring — and the tangible impact reflected in the numbers. Every person reached, every relationship strengthened, and every step forward is evidence that what we do together matters.

Because when one life changes, it doesn't stop there. The ripple continues.



Chris and Christina Elledge

Co-Founders

THE FIRST DROP

CLARIFYING WHO WE ARE AND WHERE WE ARE GOING

This year, as we watched the ripples of mentoring expand, we also took intentional time with a volunteer leadership team to clarify the heart behind those ripples. Together we asked: Who are we becoming? What has God uniquely placed us here to do? And how do we communicate that clearly to those who walk with us?

What came from that process is a refreshed vision and mission—statements rooted in our story but boldly pointed toward the future. They give language to what we already see happening every day: lives transformed, relationships strengthened, mentors stepping in, and communities changing from the inside out.

To bring our refined vision and mission into one clear statement, we shaped a simple summary of who we are and what we do:

“We train and equip adults to become holistic, effective mentors in the church and in the workplace, impacting individuals, families, and communities into the next generations.”

This is the heartbeat behind every story in this report—and the source of every ripple you’ll see in the pages that follow.



Report dates are October 1, 2024 - September 30, 2025



THE FIRST DROP

CLARIFYING WHO WE ARE AND WHERE WE ARE GOING

VISION AND MISSION

Vision:

A world transformed by generations of Christ-centered mentors—equipped to build authentic, holistic relationships that bring lasting change to individuals, families, and communities.

Mission Statement:

Fahrenheit: Real Life Mentoring exists to train and equip adults to invest in the lives of others through intentional, Christ-centered mentoring that nurtures growth in every area of life: spiritual, mental, emotional, physical, relational, and professional/educational.



Report dates are October 1, 2024 - September 30, 2025



WIDENING CIRCLES

HOW MENTORING IS CHANGING LIVES

We **can** measure the leaders we pour into. We **cannot** measure how many people they are pouring into. That is the mystery and beauty of the ripple.

This year, we held **261 mentoring sessions** with **132 leaders** who are actively ministering to others. Behind every session was a person seeking wisdom, healing, or clarity so they could show up more whole for the sake of someone else. These conversations touched identity in Christ, faith, sexuality, isolation, parenthood, professional strain, childhood wounds, marriage, and spiritual hurt. As leaders grow, everyone they influence grows with them. That is the ripple.

In addition, **138 mentoring sessions** were held with **76 individuals** who are not yet leading others but who are recognizing their need for guidance and support. These sessions build the whole health in the whole person, making future leaders.

We **can** count sessions and people. We **cannot** count the marriages strengthened, the teens disciplined, the conversations reframed, the prayers prayed, the reconciliations attempted, the classrooms impacted, the sermons shaped, the families encouraged, and the communities blessed because someone felt seen, grounded, and equipped.

Each mentoring session became a ripple of strength. As mentees and leaders were supported and encouraged, they carried that strength into families, workplaces, churches, and communities. The impact didn't end with them—it began with them.



399

One-on-One
Mentoring Sessions

208

Lives Impacted

 Fahrenheit: Real Life Mentoring

WIDENING CIRCLES

HOW MENTORING IS CHANGING LIVES

Ripples in Community

A total of **96** group mentoring sessions with **165** participants occurred, creating spaces where individuals could go deeper together. These sessions explored topics like in-depth Bible study, marriage, men's and women's issues, and spiritual development—areas where honest questions, shared struggles, and meaningful growth often intersect.

Group mentoring allows ripples to spread in multiple directions at once. As participants wrestle with truth, share experiences, and encourage one another, each session strengthens not just the individual, but the entire group. The impact of these gatherings extends beyond the room—equipping people to support others in their families, workplaces, churches, and communities.

In these safe and encouraging environments, each conversation becomes a ripple of understanding, healing, and growth—multiplying far beyond the group itself.



96

Group Mentoring Sessions

165

lives impacted

WIDENING CIRCLES

151 RIPPLES OF LEARNING

During the reporting period, 151 leaders and emerging mentors joined Fahrenheit training through workshops, webinars, and lunch-and-learns. These sessions offered practical tools, insight, and encouragement to lead effectively in workplaces, churches, and communities.

Each session sparked a ripple of growth—participants applied what they learned, extending strengthened leadership, wisdom, and faith to teams, families, and communities, creating impact far beyond the room.

1,072 RIPPLES OF INFLUENCE

This year, 1,072 people learned about the power of mentoring through Fahrenheit: Real Life Mentoring presentations. Attendees were inspired to become mentors or support mentoring in their communities.

Each person reached is like a drop in water—small actions that ripple outward, strengthening families, workplaces, churches, and communities far and wide.



“Thank you for speaking at our leaders’ meeting. Like everyone, I wear many hats and can often feel like I am barely keeping my head above water. The exercise you gave us was a helpful way to take one step toward health. I have no doubt I will be a better wife, mom, teacher, pastor, leader and friend as I pursue health in my own life. Thank you!”

Divina
Life.Church

 Fahrenheit: Real Life Mentoring

RIPPLES ACROSS THE WORLD

THE GLOBAL REACH OF REAL LIFE MENTORING PODCAST

What began as simple conversations around a microphone has grown into waves spreading across the world.

Through the Real Life Mentoring podcast, the message of mentoring and authentic connection is resonating far beyond our own community. Each episode is a new ripple — landing in homes, cars, and earbuds in places we've never been, yet united by the same desire for meaningful relationships.

Over the reporting period, listeners downloaded episodes in 43 countries — from Argentina to Uzbekistan — a humbling reminder that one conversation can travel farther than we ever imagined.

"The best podcast on mentoring ... actually teaches the listener 'how' to mentor. Every episode is full of practical information as well as inspiration ... the quality of the show is fantastic."

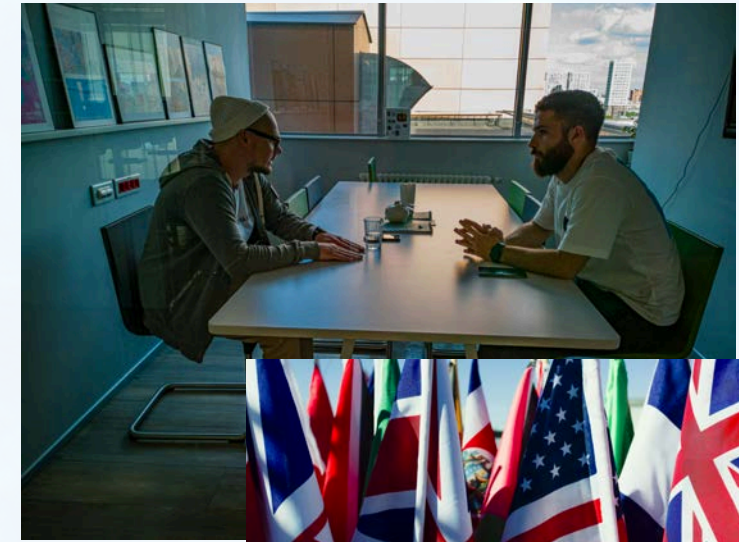
Argentina | Australia | Austria | Belgium | Brazil | Cambodia | Cameroon | Canada | Columbia | Cyprus | Czech Republic | Denmark | Estonia | France | Germany | Greece | Hungary | India | Ireland | Italy | Japan | Korea | Latvia | Lithuania | Luxembourg | Macedonia | Mexico | Morocco | Netherlands | New Zealand | Norway | Oman | Pakistan | Philippines | Poland | Portugal | Romania | Russia | Saudi Arabia | Serbia | Singapore | Slovakia | Slovenia | South Africa | South Korea | Spain | Sweden | Switzerland | Taiwan | Thailand | The Netherlands | The United Arab Emirates | The United Kingdom | The United States of America | Turkey | Ukraine | United Kingdom | United States of America | Uzbekistan | Vietnam | Wales | Western Sahara | Yemen | Zambia | Zimbabwe

RIPPLES ACROSS THE WORLD

Not only has our podcast gained global recognition, but Fahrenheit mentors have also engaged leaders across the United States, France, Austria, Scotland, the United Kingdom, South Africa, Germany, Switzerland, Canada, Italy, Ireland, India, Australia, and Mexico. Those seeking mentorship has grown into an international ripple — one revealing both the reach and the rising needs within communities around the world.

We continue to see a significant increase in mentoring requests globally, especially among men navigating identity questions or same-sex attraction-related struggles. Alongside this, parents — particularly those concerned for their sons — are reaching out in growing numbers. More men are proactively seeking support for issues such as isolation, fatherhood, past wounds, and identity formation. Many lack a mentor or church support system, underscoring the urgent need for structured, intentional mentoring pathways.

Because of this global reach, we have been able to provide one-on-one mentoring, connect individuals with local or online mentors, equip parents with encouragement and resources, and identify a clear backlog of men who need ongoing support. These ripples continue to spread — reminding us that the need is great, the reach is broad, and the impact is deeply personal.



RIPPLE MAKERS

STORIES OF THE PEOPLE MULTIPLYING IMPACT

Gabby's Story

By the time she reached high school, she had lived through more trauma than most people experience in a lifetime. Yet, in the middle of the chaos, God placed steady voices in her life. Her great-grandparents showed her consistent love and the hope of Jesus. Later, in college, she devoted her life to Christ and began walking a new path — one marked by peace, purpose, and restoration.

Today, she teaches in a Christian school where she gets to speak life into her students every day. Her relationship with her parents has been redeemed, she's found a healthy community, and she is engaged to a godly man who encourages her faith.

Through mentoring, she's experienced what it means to be truly known and supported. Her mentor has walked with her, prayed over her, and spoken biblical truth into the places that once felt broken.

As she has grown, she has begun pouring that same encouragement and guidance into her students — becoming a ripple maker herself. Once unsure she'd even live to see sixteen, she now stands as a testimony of God's healing, grace, and purpose. Her story is a reminder that when one life is changed, the ripple continues.



RIPPLE MAKERS

STORIES OF THE PEOPLE MULTIPLYING IMPACT



A Son's Story

Another ripple of impact came through the testimony of one of our volunteers. After sharing his story on the Beckett Cook Podcast—honestly describing his wrestle with same-sex attraction and his journey toward healing and identity in Christ—people reached out from across the world looking for help.

Over the past year, he connected with 79 individuals, and 17 of those relationships grew into mentoring conversations, pastoral support, and discipleship around identity, sexuality, and faith.

One of those connections was a mother whose teenage son was struggling with same-sex attraction. After watching the interview, she reached out for help. The volunteer met with her son, listened to him, and began walking with him through mentorship.

She later wrote:

"After your conversation, I saw such a visible change in him—lighter, hopeful, like a weight had lifted. He said, 'It felt so good to finally talk to someone who understands.' It was a gift to witness."

The mentoring continues today as this volunteer now serves men navigating same-sex attraction through Christ-centered mentoring.

One testimony became a lifeline, which became a mentoring relationship, which became hope for a family. This is how the ripple multiplies.



RIPPLES OF CONNECTION

"I believe that so many of the problems we see in the world today are rooted in people not having a relationship with God, or lacking deep, meaningful relationships with others. Fahrenheit exists to strengthen both of those areas.

My mentor has helped guide me through the most important relationships in my life—first, my relationship with God, and second, my relationship with my wife.

Loneliness, driven by a disconnect from God and community, is one of the greatest struggles of our time. Fahrenheit directly addresses this by restoring connection, purpose, and genuine fellowship.

For these reasons, I will be a lifelong supporter of Fahrenheit."

Aaron Ruiz

Donor Profile

8 organizations

3 Churches

58 Individuals

990 and Financial Reports upon request

Newsletters

Weekly distribution of over 211 subscribers

Social Media Interaction

22,042 views reaching over 2,466 viewers

Recognitions

Guidestart Silver Status

PARTNERS FUELING THE CURRENT

We are proud to serve as the mentoring arm for a network of organizations dedicated to equipping leaders and investing in communities. These partnerships help us multiply impact, extending the ripple of mentoring across churches, schools, and workplaces. Below, we've listed our partners by date of partnership, with a brief bio for each.

Kyrios: Kyrios Ministries is an international community of leaders dedicated to spreading the Kingdom of God. They live out their purposeful calling through music, church planting, sports, refugee ministry, hospitality, pastoral care, intercessory prayer, and other ministries. (<https://kyriosministries.org/>)

Life.Church (Norman): "Leading people to become fully devoted followers of Christ". (<https://www.life.church/norman/>)

The Village Project: Their goal is to bring together parents, mentors, educators, and community members who are committed to creating lasting change through support, collaboration, and personal growth. (Facebook @The Village Project)

The Forge Groups: Our mission is to see men of all ages be engaged in life-giving, transformative, mentoring relationships. (<https://www.theforgegroups.com/>)



PARTNERS FUELING THE CURRENT

True North: They create environments where men can hear from God. They will facilitate the sharing of experiences to promote a deeper, more fulfilling life that can only be found in Jesus Christ – the ultimate man. (<https://www.truenorth.live/>)

ELEVATE: Serving as the equipping arm of GoSendMe Global, they exist to support:

- local churches with missions, evangelism, and discipleship.
- individuals as they pursue and explore their calling.
- missionaries in their ongoing ministries.

(<https://gosendmeglobal.org/>)

Fahrenheit is uniquely positioned to ignite a movement of mentoring and discipleship in churches and communities.

Their people-centered mission and practical training empower the body of Christ to care deeply and intentionally for the “one.”

Walker Crook
Life.Church
Norman, OK



LEADERS AT THE HEART OF THE RIPPLE

Every ripple has a source.

Behind the stories, the sessions, and the impact are people who pray, lead, mentor, and steward the mission. These are the individuals who help steady the waters and guide the ripples outward.

Our Team

- Leah Gatlin, Board Member
- Phil Torrance, Board Member
- Marc Tabailoux, Board Member
- Chris Elledge, CEO, Cof-founder, Mentor
- Christina Elledge, COO, Co-founder, Mentor
- Lori Kenney, CFO
- John Irwin, Executive Assistant, Mentor
- Kimberly Cary, Project Manager
- Shannon Irwin, Mentor
- Matt Patrick, Podcast Editor



THE NEXT WAVE

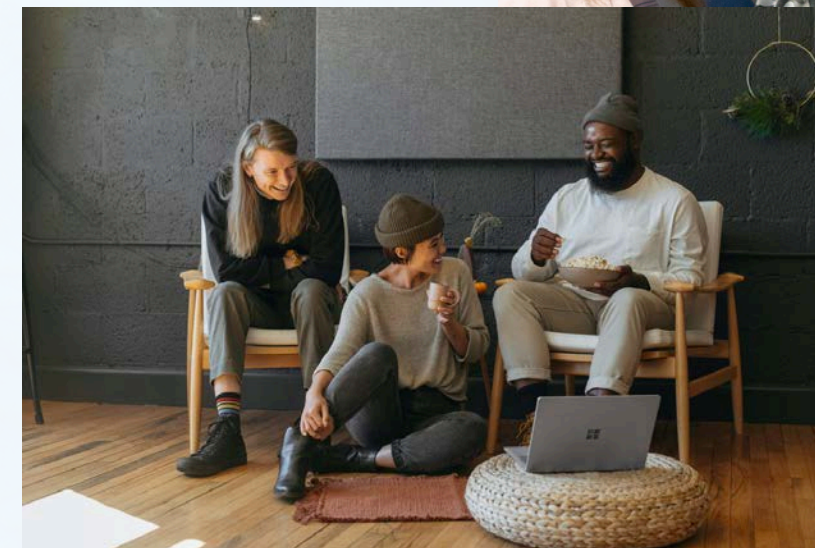
Looking into the future: Collaboration, Development and Pathways.

Collaboration

We've identified potential partners, mentors or contributors:

- Ministry directors
- Counselors
- Digital marketers
- Church staff
- Educators
- Missionaries

This represents a growing network that can be developed into a strong mentoring community.



 Fahrenheit: Real Life Mentoring

THE NEXT WAVE

Looking into the future: Collaboration, Development and Pathways.

Development

We've enlisted a volunteer leadership team to help expand:

- Media presence
- Real Life Relationships podcast
- The Real Man podcast
- Targeted fundraising

This ensures that we steward well the resources, talents, and potential we have. Their support strengthens our capacity to grow, innovate, and extend the ripple effect of mentoring even further.



THE NEXT WAVE

Looking into the future: Collaboration, Development and Pathways.

Pathways

We've recognized the need to create a structured mentorship pathway that provides:

- Onboarding guidance for new mentors
- Clearly outlined session plans
- Practical, ready-to-use resources
- Intentional follow-up and accountability

By developing and refining tools we already possess, this pathway offers a reproducible model to train future generations of mentors.

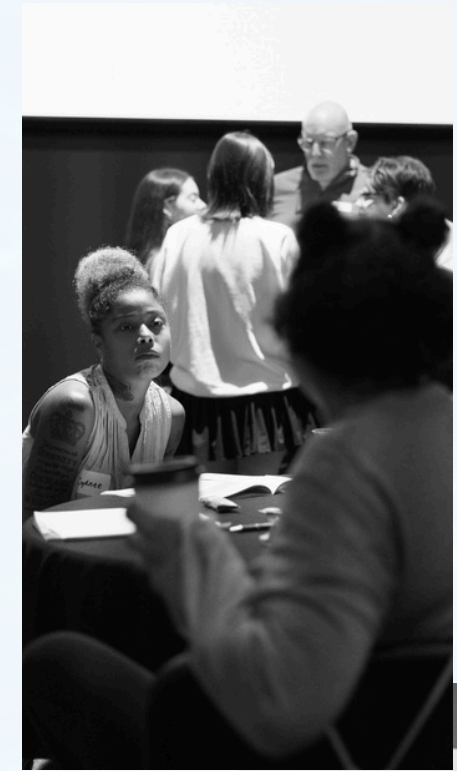


THANK YOU

Conclusion:

This year demonstrated both significant need and meaningful impact. Every individual who reached out — many facing deeply personal struggles — became part of the ripples we are privileged to create. Their stories remind us that each act of mentoring, each conversation, and each relationship has the power to extend hope, healing, and growth far beyond the person directly involved.

With diligence and care, we are uniquely positioned to continue serving more people with excellence, clarity, and compassion in the year ahead — ensuring that the ripples of mentoring spread ever wider into families, communities, and generations.





Contact Info: www.fahrenheitmentoring.org



Contact Info: Real Life Mentoring Podcast



@fahrenheit_reallifementoring



@Fahrenheit: Real Life Mentoring