



Big Brothers  
Big Sisters

Big Brothers  
Big Sisters.



Big Brothers  
Big Sisters.  
OF AMERICA

BIG BROTHERS BIG SISTERS OF AMERICA

# ANNUAL REPORT

July 1, 2020 - June 30, 2022

# WELCOME



My first two years as CEO of Big Brothers Big Sisters of America have been a journey I would best describe as historic, unprecedented, remarkable, emotional, and incredibly fulfilling.

I have been inspired by many leaders who blazed a trail before me, and it became my ultimate goal to bring BBBSA to new heights with new programs, fundraising, and initiatives focusing on justice, equity, diversity and inclusion (JEDI). I am committed to furthering our mission to help empower all young people and provide the life-long tangible benefits that come with mentorship including workplace readiness, emotional intelligence, increased mental health, higher self-esteem, academic success, and more.

These past two years of our history have been packed with enough headlines, ebbs and flows, ups and downs to span decades! And yet this network's leadership and advocacy for kids have been steady through it all.

I witnessed this firsthand both virtually and as I traveled across the country meeting individuals, board members, Bigs and Littles. I got immersed in new programs and partnerships, I joined various board meetings and engaged with the incredible volunteers guiding organizations. I became BBBS family with staff, Bigs and Littles who shared their stories, their pride and affirmed why our work matters. This organization has given me so much hope these past two years. And as I reflect on our journey together over this time, five big themes characterize both the historic momentum we generated and the bold path we are setting towards our future.

First, that we are JEDI. I was humbled to become the first Black CEO in our organization's history. And while this bold selection is historic, it was only a precursor to our network-wide JEDI commitment that's defining a legacy of representation, allyship, inclusion, and belonging for all BBBS professionals and the kids and volunteers we serve.

Secondly, it's recognizing the big bet placed on our future. Yes, the headline is the largest-ever single donation in our organization's history of \$122.6M! But 122.6 doesn't add up without 119 years of evidence-based mentoring and 365 days of our 230 agencies being there for kids in communities across the country. Our mission matters and this one investment has not only become a launching pad for our strategic plan but an invitation for thousands of others to join our cause.

\*Front cover photo of Big Brother Bryan and Little Brother Damian

Next, we took our brand to new heights positioning how we are a relevant solution to the issues facing kids in our society and becoming the cause of choice for millions of Americans. And secondly, showing up everywhere people live, work, watch, listen and shop. And as a result, \$50 million in media has been generated in national news headlines as well as more than 50 new and renewed national partners who have joined our mission in a two-year span.

We've also driven some of the most transformative innovations in our organization's history. Consider that in just two years, we've built a digital roadmap and platform that is transforming how we program, fundraise and develop leaders for years to come. We've enhanced our 100-year mentoring model to a 1:1 plus approach to meet kids, families and volunteers where they are today. And we are building the first of its kind volunteer experience strategy to meet the demand of our waiting list and widen the circle of volunteers into our community.

And finally, and most importantly, we've grown our people, our network, and our village. I'm honored to be surrounded by a national board, national staff, NLC and agency leaders that are not only best in class in growing our mission, but at the top of the class in sharing kindness to each other and those we serve. This village has generated innovative ideas like the hub model, BBBS leadership village, mentor agencies and various program pilots. And yet, each of these ideas' success is predicated on the culture we cultivated; where we all feel valued, that we belong and can contribute no matter our differences. I have enjoyed every single moment and experience in building this mission together. We are creating a world where every kid has the opportunity to experience the life changing impact of a positive mentor, and it's my honor to be leading this charge.

This is our moment to be bold, better, big and be united together. We are now and always, Bigger Together.



**Artis Stevens**  
President & CEO  
Big Brothers Big Sisters of America

## OUR SENIOR LEADERSHIP TEAM

- Artis Stevens**  
President and Chief Executive Officer
- Tim Midkiff**  
Chief Financial and Administrative Officer
- Adam Vasallo**  
Chief Marketing Officer
- Mandy Bisceglia**  
Chief Agency Officer
- Deborah Barge**  
Chief Development Officer
- Dvon Williams**  
Chief Communications Officer
- Julie Novak**  
Chief Youth Protection Officer
- Tawanna Myers**  
Chief People & Culture Officer
- Travis Gibson**  
Chief Technology Officer
- Ginneh Baugh**  
Chief Impact Officer

## NATIONAL BOARD OF DIRECTORS

### July 2020 – June 2021

- Ken Burdick, Board Chairman
- Rudy Baldoni, Internal Affairs (formerly Finance & Legal) and Audit Committee Chair
- Emily Chen Carrera, Governance & Nominating Committee Chair
- Leonard Bernstein, Board Secretary
- Guy Adami (departed June 2021 – last board meeting)
- Dave Clark, External Affairs (formerly Fund Development) Committee Chair
- Jeff Fetters (departed June 2021 – last board meeting)
- Ernest Greer (departed December 2020)
- Cheslie Kryst (January 2022)
- Shannon Mattingly (June 2020 – last board meeting)
- Sally McDevitt (departed February 2021)
- Alice Norsworthy (departed June 2022 – last board meeting)
- Tom O'Brien
- Gregory Page (departed February 2022)
- Larry Renfro (departed December 2019)
- Robert Sanchez (departed June 2021 – last board meeting)
- Liz Smith (departed October 2020)
- Steven Wheeler (departed February 2022)
- Artis Stevens (started January 25, 2021)
- Michael Carrel (started April 2021)

### July 2021 – June 2022

- Artis Stevens, President and CEO
- Ken Burdick, Board Chairman (departed June 2022, last board meeting)
- Michael Carrel, Board Chairman (began Board Officer role June 2022)
- Tony Coles, Board Vice Chairman (began Board Officer role June 2022)
- Rudy Baldoni, Internal Affairs Committee Chair
- Emily Chen Carrera, Governance & Nominating Committee Chair
- Leonard Bernstein, Board Secretary
- Dave Clark, External Affairs Committee Chair
- Floyd Ferjuste, Audit Committee Chair (started February 2022)
- Alice Norsworthy (departed June 2022 – last board meeting)
- Tom O'Brien
- Gregory Page (departed February 2022)
- Steven Wheeler (departed February 2022)
- Rhonda Mims, Board Strategic Planning Task Group Co-Chair
- Makola Abdullah, Ph.d
- Michael Kassin Ryan Detert (started February 2022)
- Jana Brown (started February 2022)
- Suzy DePrizio (started June 2022)

## NATIONWIDE LEADERSHIP COUNCIL

- Marie Logan, Vice Chair, BBBS of Southern Arizona\*
- Shirley Spieker, Vice Chair, BBBS of the Midlands,
- Marcus Allen, BBBS of the Independence Region\*
- Derek Beauvais, BBBS of Northern Nevada,
- Susan Brock Williams, BBBS of Central Indiana,
- Pierce Bush, BBBS Lone Star\*
- Stephanie Carlson, BBBS of Northern Sierra,
- Kalli Christ, BBBS of Acadiana,
- Mark Cox, BBBBS of Long Island\*
- Emily Johnson, BBBS of Southwest Idaho,
- Kwame Johnson, BBBS of Metro Atlanta.,
- Amy Kuchta, BBBS of Southwest Michigan,
- Eric Mahler, BBBS of Northeast PA,
- Michelle Redman, BBBS of Southern Minnesota,
- Michael Segars, BBBS of the Tennessee Valley\*
- Jason Spencer, BBBS of Northeast Florida,
- Debbie Stone, BBBS of Utah\*
- Chris Vallejos, BBBS of Central New Mexico,
- Barry Weshnak, BBBS of Coastal & Northern NJ\*
- Christine Wilkinson, BBBS of Central Arizona\*

\*Served 2020-2021 Nationwide Leadership Council



# SEVENTH GRADES

At the start of every Big and Little match, Big Brothers Big Sisters staff members survey Littles about their current feelings, behaviors, and achievements. This is done by using the Youth Outcomes Survey (YOS) for Littles 11 and older and Child Outcomes Survey (COS) for Littles 10 and younger. These surveys help agencies understand what a Big and Little can work on year over year. When staff re-administer the survey each year a match has been active, these results are

compared with the pre-matched results to see what progress has been made and to help guide what goals Bigs and Littles might work on throughout the next year. At the national level, comparing the latest survey administered to the pre-matched baseline for all youth active in our programs during a given year helps us understand the progress Littles are making in their lives.

## AFTER ONE+ YEARS OF MENTORING

FY21*	FY22*	
97%	97%	of Littles reported avoiding or reducing substance use. Risky behavior in childhood and adolescence is associated with negative physical and mental health outcomes later in life. When Littles cease or avoid altogether this risky behavior, they help set themselves up for future success.
96%	96%	of Littles reported having or making plans for graduating high school and pursuing college or a vocation. Mentoring has been linked to higher educational and vocational aspirations, which in turn are predictive of better performance in school.
90%	90%	of Littles reported strong or increasing social competence. Mentoring can help facilitate peer relationships and social acceptance, which are linked to a range of positive outcomes including improved mental wellbeing, academic achievement, and a lower likelihood of dropping out of school.
88%	89%	of Littles reported havening or gaining a sense of emotion regulation. Emotion regulation influences physical and mental health and is associated with great social competence, school performance, and positive wellbeing.
85%	86%	of Littles reported staying on track with or improving their school grades. Self-reported grades are associated with actual grades, which are linked to high school graduation rates.
84%	83%	of Littles reported either no additional depressive symptoms or a decrease in depressive symptoms. Depression in childhood and adolescence can negatively impact interpersonal relationships and cognitive development. This measure is not a clinical assessment.
75%	75%	of Littles reported a positive or strengthening relationship with their parents. A positive relationship with one's parents is linked to decreased risky behavior and improved school performance.

\* FY 21: July 1, 2020 - June 30, 2021 • FY 22: July 1, 2021 - June 30, 2022

## AGENCY SPOTLIGHT

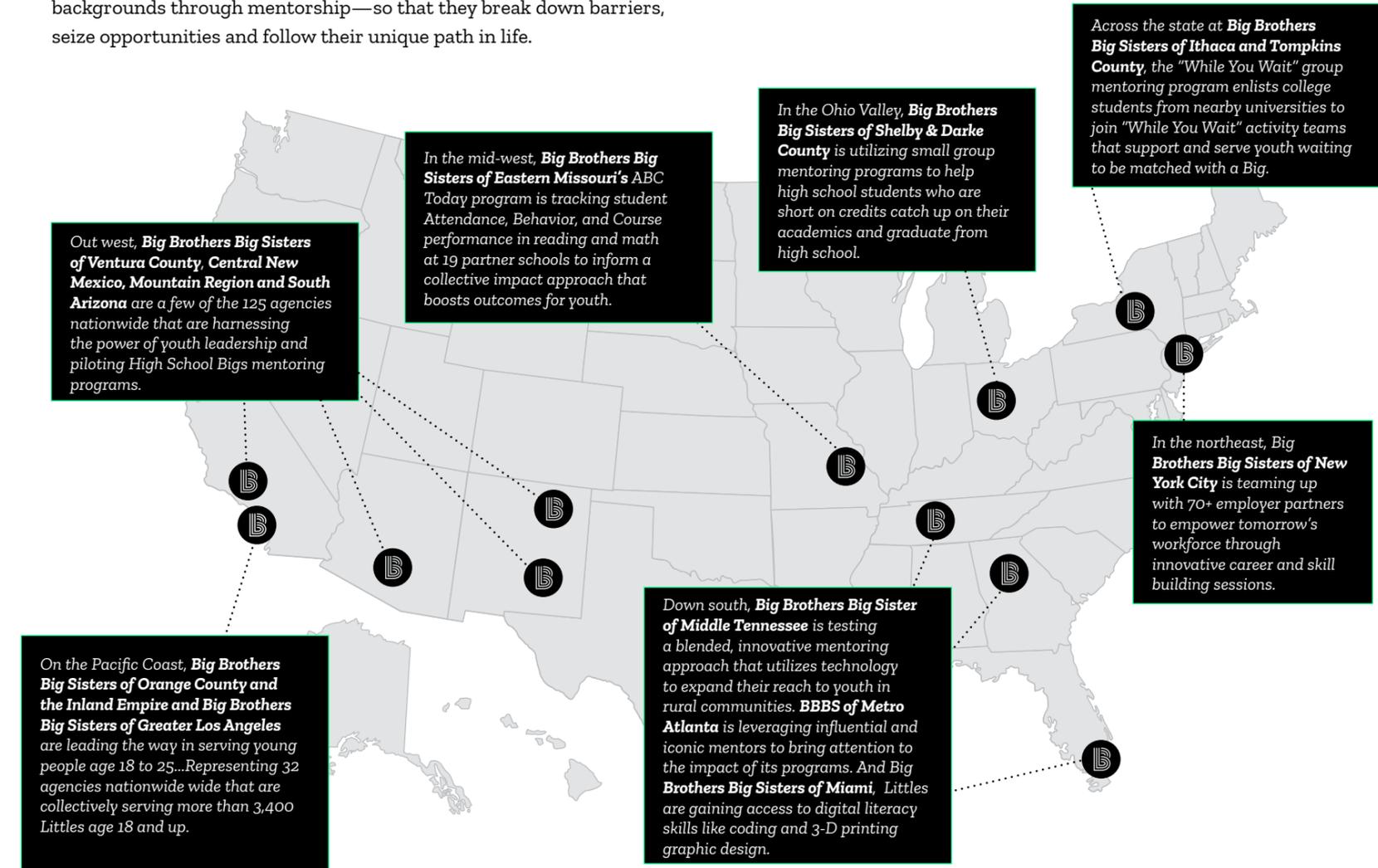
### AS WE SET A COURSE FOR THE FUTURE, OUR WHY AND OUR HOW ARE ONLY AS STRONG AS WHAT WE DO TO BRING THEM LIFE.

Our What is deepening, growing, and sustaining our impact so that more kids who need us experience the power of our mission. And that starts with a big and bold vision that unites us as a network.

It's amazing to consider that for more than a century, we have established the model on delivering proven mentoring with evidence-based effectiveness, safety, affordability for our families and scalability to go where kids go.

For Big Brothers Big Sisters our vision is clear: To Empower Every Kid on the Path to Graduate with a Plan for their Future and a Mentor for their Lifetime. It's a vision to empower ALL kids from ALL backgrounds through mentorship—so that they break down barriers, seize opportunities and follow their unique path in life.

Here are a few Agency Spotlights emphasizing the innovative ways our network is delivering results for their community.



# 2 YEARS IN REVIEW

# OVER 380,000 BIGS & LITTLES SERVED

More than **1.3 MILLION** Nationwide Match Support Contacts

## MATCH STATS

### 2 ½ YEARS

Community-based average match length

Nearly  
**2 YEARS**

Site-based average match length

## NETWORK

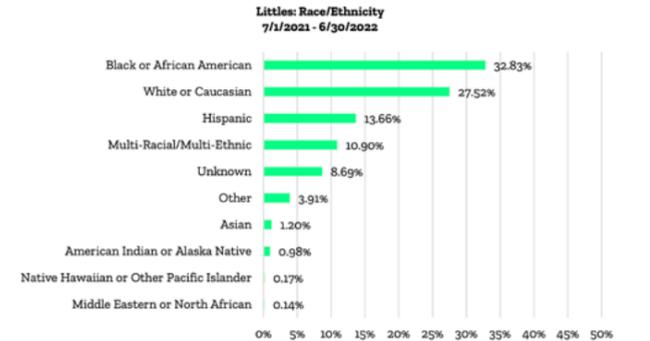
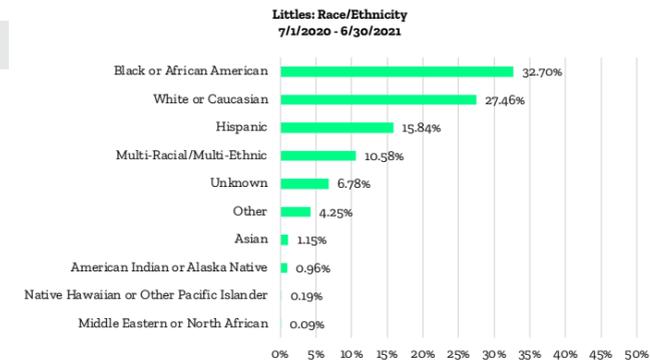
More than **230** agencies in

over **5,000** communities in

**50** states

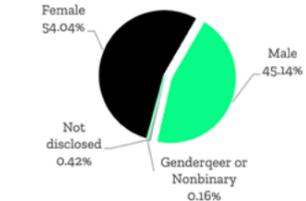
## OUR LITTLES

### RACE

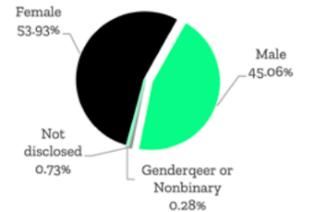


### GENDER

**Littles: Gender**  
7/1/2020 - 6/30/2021

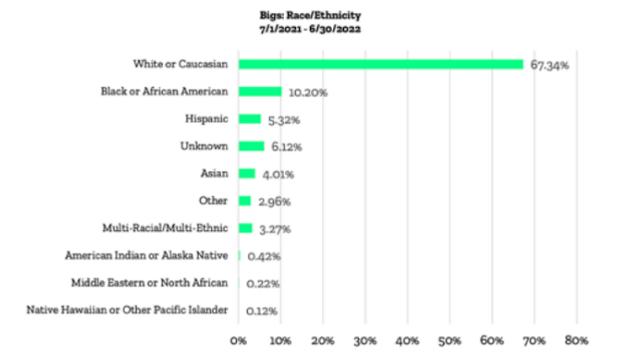
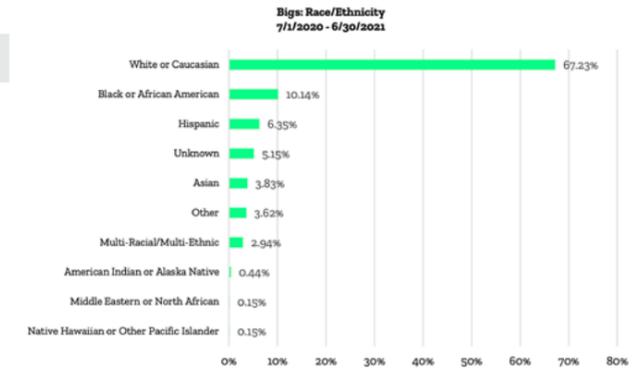


**Littles: Gender**  
7/1/2021 - 6/30/2022



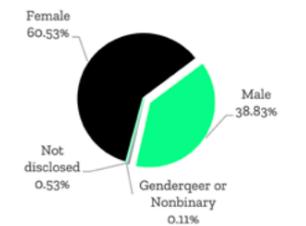
## OUR BIGS

### RACE

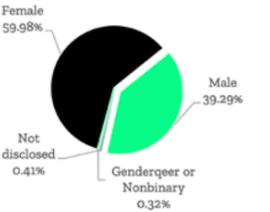


### GENDER

**Bigs: Gender**  
7/1/2020 - 6/30/2021



**Bigs: Gender**  
7/1/2021 - 6/30/2022





Big Brothers Big Sisters®

AWARDED

\$122.6M

to transform mentorship in communities across America



In May 2022, Big Brothers Big Sisters of America and 38 agencies received a one-time gift of \$122.6M from philanthropist MacKenzie Scott, to support the organization in furthering its mission to ensure every young person has access to powerful mentoring experiences that empower them for success in school, life and career.

This extraordinary gift demonstrates the importance of investing in mentorship to build and strengthen communities and society as a whole.

*"Mentoring is an integral part of the solution in preparing youth for life and career, building positive relationships and essential skills for life changing outcomes including post-secondary readiness, social emotional learning, and a stronger sense of belonging and inclusion," said Stevens. "We know that no one person, organization or gift can do this work alone, but one person—no matter their background—can make an incredible difference through positive and inspired action. MacKenzie's investment and belief in Big Brothers Big Sisters shows this on a large-scale and we are confident that her gift will compel more people to help grow the village of mentors, volunteers, and donors needed to positively impact young people's lives today and well into the future."*

This unprecedented investment is the largest donation from a single individual in the organization's history and serves as a catalyst to create more innovative mentoring solutions for all kids from all backgrounds.

This gift was made possible due to the incredible work of this network – every BBBS professional, board member and our remarkable Bigs, Littles, volunteers, and donors who support our mission.

We hope that MacKenzie's generosity and acknowledgement for the greater Big Brothers Big Sisters movement inspires more people to consider supporting our mission to impact kids with positive mentoring relationships.

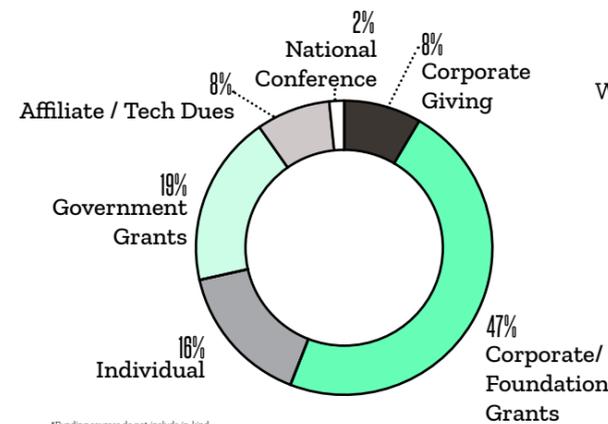
THANK YOU

We provide training, technology, governance, branding, marketing, partnerships, collaboration, and leadership to support the agencies in our Federation.

### EXPENSES

<b>Program Services</b>	<b>85%</b>
Agency Support	
Program Implementation	
Youth Protection	
<b>Support Services</b>	<b>15%</b>
Fundraising	
Management and General	

### FUNDING SOURCES\*



## STATEMENT OF FINANCIAL POSITION

JUNE 30, 2022 AND 2021

<b>ASSETS</b>	2022	2021
Cash and cash equivalents	\$ 42,900,751	\$ 9,864,339
Accounts receivable from affiliated agencies (net of allowance for doubtful accounts of \$75,000 in 2022 and 2021)	637,528	588,512
Contributions and government grants receivable	7,172,244	4,905,743
Prepaid expenses and other assets	1,272,103	1,219,615
Property and equipment	3,461,761	2,407,302
Investments	3,049,904	6,079,669
Beneficial interest in trust	2,723	2,723
Endowment investments	1,750,314	2,277,39
Total assets	<u>57,197,424</u>	<u>21,265,631</u>
<b>LIABILITIES AND NET ASSETS</b>		
Grants payable to local agencies	7,629,466	4,359,786
Deferred revenue	1,252,929	1,274,089
Accounts payable & accrued expenses	1,106,935	885,081
Loan payable	-	2,157,400
Total liabilities	<u>9,989,330</u>	<u>8,676,356</u>
<b>Net Assets</b>		
Without Donor Restrictions		
Undesignated	42,691,797	6,132,178
Board designated	100,250	100,250
Total net assets without donor restrictions	<u>42,792,047</u>	<u>6,232,428</u>
With Donor Restrictions	4,416,047	6,356,847
Total net assets	<u>47,208,094</u>	<u>12,589,275</u>
Total Liabilities and Net Assets	<u>\$ 57,197,424</u>	<u>\$ 21,265,631</u>

## 2022 STATEMENT OF ACTIVITIES

YEAR ENDED JUNE 30, 2022

	Without donor restrictions	With donor restrictions	Total
<b>PUBLIC SUPPORT AND REVENUE</b>			
Public Support			
Contributions and grants	\$ 47,054,646	\$ 1,148,280	\$ 48,202,926
Government funding	12,688,364	-	12,688,364
Contributions of nonfinancial assets	4,781,276	-	4,781,276
	<u>64,524,286</u>	<u>1,148,280</u>	<u>65,672,566</u>
Revenues			
Memberships	5,454,463	-	5,454,463
Investment income	(238,967)	(527,083)	(766,050)
Other income	1,085,154	-	1,085,154
	<u>6,300,650</u>	<u>(527,083)</u>	<u>5,773,567</u>
Net assets released from restrictions			
Satisfaction of program restrictions	2,561,997	(2,561,997)	-
Total Public Support and Revenue	<u>73,386,933</u>	<u>(1,940,800)</u>	<u>71,446,133</u>
<b>EXPENSES</b>			
Program services			
Program implementation	10,310,289	-	10,310,289
Agency services, support and development	18,712,940	-	18,712,940
Child safety, standards and compliance	2,389,221	-	2,389,221
	<u>31,412,450</u>	<u>-</u>	<u>31,412,450</u>
Support services			
Management and general	2,835,154	-	2,835,154
Fundraising	2,579,710	-	2,579,710
Total supporting services	<u>5,414,864</u>	<u>-</u>	<u>5,414,864</u>
Total expenses	<u>36,827,314</u>	<u>-</u>	<u>36,827,314</u>
<b>Change in Net Assets</b>	36,559,619	(1,940,800)	34,618,819
Net assets, beginning of year	6,232,428	6,356,847	12,589,275
<b>Net assets, end of year</b>	<u>\$ 42,792,047</u>	<u>\$ 7,596,515</u>	<u>\$ 47,208,094</u>

\*The 2022 financial overview is a summary of the July 1, 2021 - June 30, 2022, audit by Crowe Horwath, which represents the financial statements of Big Brothers Big Sisters of America in compliance with generally accepted accounting principles. Crowe Horwath issued an unqualified opinion on the financial statements for Fiscal Year 2022 (July 1, 2021 - June 30, 2022). The full audit is available on our website.  
 \*\* The significant change in revenue was in most part due to the generous gift from MacKenzie Scott, referenced on page 9.

# 2021 STATEMENT OF ACTIVITIES

YEAR ENDED JUNE 30, 2021

	Without donor restrictions	With donor restrictions	Total
<b>PUBLIC SUPPORT AND REVENUE</b>			
Public Support			
Contributions and grants	\$ 7,223,818	\$ 1,118,114	\$ 8,341,932
Government funding	9,514,494	-	9,514,494
Contributions of nonfinancial assets	2,136,498	-	2,136,498
	<u>18,874,810</u>	<u>1,118,114</u>	<u>19,992,924</u>
Revenues			
Memberships	5,016,101	-	5,016,101
Investment income	55,888	97,542	153,430
Other income	222,075	-	222,075
	<u>5,294,064</u>	<u>97,542</u>	<u>5,391,606</u>
Net assets released from restrictions			
Satisfaction of program restrictions	2,455,324	(2,455,324)	-
Total Public Support and Revenue	<u>26,624,198</u>	<u>(1,239,668)</u>	<u>25,384,530</u>
<b>EXPENSES</b>			
Program services			
Program implementation	7,471,752	-	7,471,752
Agency services, support and development	11,357,358	-	11,357,358
Child safety, standards and compliance	1,466,909	-	1,466,909
	<u>20,296,019</u>	<u>-</u>	<u>20,296,019</u>
Support services			
Management and general	2,103,571	-	2,103,571
Fundraising	1,620,376	-	1,620,376
Total supporting services	<u>3,723,947</u>	<u>-</u>	<u>3,723,947</u>
Total expenses	<u>24,019,966</u>	<u>-</u>	<u>24,019,966</u>
<b>Change in Net Assets</b>	2,604,232	(1,239,668)	1,364,564
Net assets, beginning of year	3,628,196	7,596,515	11,224,711
<b>Net assets, end of year</b>	<u>\$ 6,232,428</u>	<u>\$ 6,356,847</u>	<u>\$ 12,589,275</u>

\*The 2021 financial overview is a summary of the July 1, 2020 - June 30, 2021, audit by Crowe Horwath, which represents the financial statements of Big Brothers Big Sisters of America in compliance with generally accepted accounting principles. Crowe Horwath issued an unqualified opinion on the financial statements for Fiscal Year 2021 (July 1, 2020 - June 30, 2021). The full audit is available on our website.



# BIGS & LITTLES OF THE YEAR

Every year, Big Brothers Big Sisters of America chooses two volunteer mentors (called 'Bigs') and two youth (called 'Littles') out of nearly 280,000 in the mentoring program nationwide, as the Bigs and Littles of the Year. This year the top honor goes to: Big Sister Julie and Little Sister Karma, from Big Brothers Big Sisters Kansas City, and Big Brother Mark and Little Brother Eric from Big Brothers Big Sisters of Greater Pittsburgh. Traditionally, the four are honored during an awards gala during the Big Brothers Big Sisters Bigger Together National Conference. But due to COVID-19, they were formally announced during a public virtual celebration event.

## BIG SISTER JULIE AND LITTLE SISTER KARMA

*Big Brothers Big Sisters Kansas City (2021)*

When 16-year-old Karma thinks about her future plans, studying psychology and interior design are on the top of her to do list. And along with Karma's aunt and other family members, there's someone else who will be cheering her on—her Big Sister Julie.

Julie, a third grade teacher, and Karma were matched through Big Brothers Big Sisters Kansas City in June in 2017. Both will tell you they're more on the quiet side but have bonded over their love of ice cream! Two months after their first meeting, just when they were getting to know one another and connect, Karma was in a tragic accident. A drunk driver collided head on into the car Karma was riding in, killing her mother and injuring her sister. Karma was in a coma for 8 days, in the hospital for 99 days.



And Julie was there and has been, ever since. "I remember leaving the hospital and sitting in my car crying at just how proud of Karma I was thinking how strong this young girl is," said Julie. "She's resilient, she's brave, she never complains."

The most challenging time of their lives brought them closer together. From country music concerts to whipping up dessert masterpieces in the kitchen, the two haven't missed a beat. Karma's putting her creative side to work as the official glass designer for Julie's wedding favors. And the reason she wants to pursue a career in psychology is to help others, the same way it

helped her. "My Big Sister has taught me how to be more open," said Karma. "And I hope what Julie has learned from me is to keep fighting even when the odds look like they are against you."

## BIG BROTHER MARK AND LITTLE BROTHER ERIC

*Big Brothers Big Sisters of Greater Pittsburgh (2021)*

"My Big Brother Mark helped me redirect the sadness that I had after the loss of my dad. Mark turned the light back on in my heart."

Little Brother Eric was just 7-years-old when his father passed away. His aunt reached out to Big Brothers Big Sisters of Greater Pittsburgh hoping that a mentor would be someone Eric could open up to and trust, and he found that in Mark, who works in community affairs at a local bank. In fifth grade, Eric invited Mark to his school for "Take Your Father to School Day" and when his classmates questioned Eric and Mark's



connection to one another since they weren't the same race, Eric simply replied, he's 'My Big Brother'.

The conversations surrounding race aren't as simple when you're in high school.

In 2020, during Eric's junior year, in addition to the normal stressors of classwork, Eric was coping with the pandemic, family members who died from COVID-19, the challenges of social distancing, and the racial unrest across the country. In fact, Eric witnessed several racial incidents at his school. Mark was there to listen, sometimes not knowing exactly what to say, but to offer support as an ally, attending forums and meetings surrounding the difficult conversations about racism.

*Big Brothers Big Sisters of America*

What Eric appreciated the most is that Mark never pretended to understand the struggles Eric faced as a young Black man, but was there to learn and grow, too. "Eric has become a young leader in the fight for racial justice," said Mark. "I look up to him in more ways than I ever thought I would."

When Eric heads to college, he'll play football, but his ultimate goal is to become a math teacher. He'll have more than basic math facts to share with his students. He wants to remind kids what his 10-year plus friendship—now brotherhood—with Mark has taught him: "You don't have to be alike to be a great Big/Little match, learning to understand each other's views can be a good thing and trust is the hurdle to get over it, to make it work."

## BIG SISTER KATHY AND LITTLE LUCIAN

*Big Brothers Big Sisters of Atlantic & Cape May Counties (2022)*

"Kathy still is the most stable thing I have in my life thus far, and has been for the past six years."

Looking back on the past couple of years, Lucian remembers that 2016 was one of the hardest years of his life, but Big Sister Kathy was always there to help support him as much as possible.

Throughout the last two years, Lucian struggled with identity

*Annual Report*



and mental health throughout the pandemic. By having such a strong relationship, Lucian felt comfortable enough to share with Kathy at one of their outings that he no longer identified as a girl and explained how he has been feeling internally. Lucian not only has grown and learned from Kathy, but he has taught her how to be your most authentic self. "Lucian taught me that being honest with yourself was one of the most valuable things you could do. In two short hours, he taught me how to "think outside of the box!"

Lucian is grateful for Kathy for showing nothing but love and care throughout their relationship and for inviting him into her family as if he was her own. His piece of advice to all Bigs in the program to remember to listen: "The biggest piece of advice I can give you is to simply listen to them. Learn about their interests and engage with them. You can be completely clueless about what they're talking about but just knowing that someone is listening to them and trying to understand what is being said is so reassuring."

## BIG BROTHER JEROME AND LITTLE BROTHER JAYLEN

*Big Brothers Big Sisters of Greater Los Angeles (2022)*

"My Big Brother Jerome has shown me how to conduct myself in public, by being an example and trying new things. I also believe I taught him to take chances on things that he would not normally do, like watching a scary movie or riding a rollercoaster."

Big Brother Jerome and Little Jaylen first matched in September 2016, with Jerome's goal of providing his own great experiences to help guide a young man's path to success.

With a common interest of sports, Jerome bought every sports ball he could find in an effort to make Jaylen feel comfortable for their first outing at a park. From that outing, their relationship has grown, and they have experienced amazing moments together including the Superbowl LVI in February 2022. Throughout Jerome and Jaylen's experience together, they both have seen each other grow in many ways. Jerome realized through this mentorship that he wanted to do much more with the organization and joined the BBBSLA Junior Board. As the current Junior Board Co-Chair, he helps build a community amongst the Bigs, enrich the



match experience, and increase overall awareness of the mentoring program through the Los Angeles County. In addition to his time on the board, Jerome serves on the BBBSLA Fund Development Committee, regularly volunteers to provide meals to the homeless and helps provide resources for financial literacy to his network – setting a great example for Jaylen.

Jaylen is aware of all of the hard work that Jerome does for his community and sees the impact that he makes for BBBSLA. Jaylen is proud of all the work that his Big Brother does and is grateful for all of the experiences they have had over the past six years. He wants to let those who are entering the mentorship program to remember the following: "Embrace every experience that you and your Big may have together. Listen and learn by example."

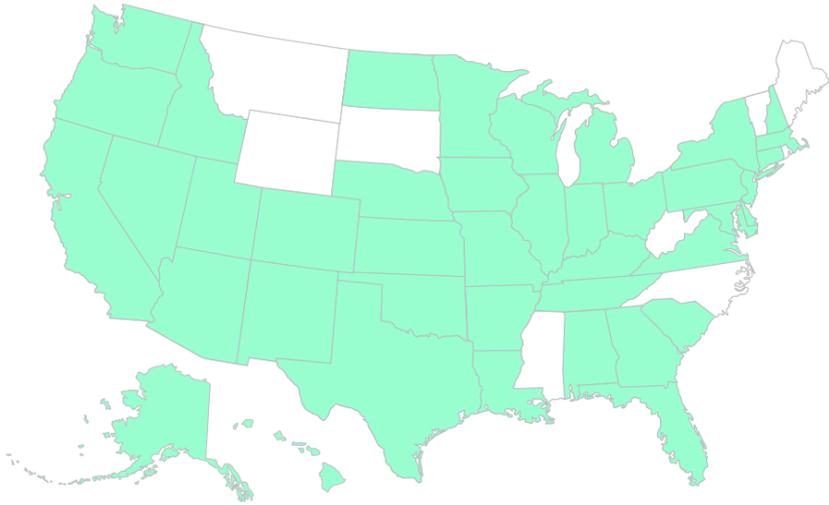
15

Thousands of matches are created and supported with federal grant funds. Big Brothers Big Sisters of America administers federal grant funding from the department of Justice's Office of Juvenile Justice and Delinquency Prevention (OJJDP).

Across the country, those funds pass through to **90 AGENCIES**

In our most recent OJJDP grant reporting period, in total, our agencies served **5,536 YOUTH**

**23.8% OF YOUTH** increased social competence



## MEET BIG SHANE AND LITTLE LEELAND

When 12-year-old Leeland's grandmother and legal guardian reached out to Big Brothers Big Sisters she hoped to find a mentor that would help Leeland improve his social skills, become more independent, and try new things. As a child with autism who experienced bullying and significant childhood trauma, Leeland struggled to connect with others.

After two years on the waiting list, 12-year-old Leeland was finally matched with his Big Brother, Shane. From the beginning, Shane accepted Leeland and demonstrated that he was fully committed to being a present, reliable support and friend to him. In the first two months of their match they had already golfed, visited a pet store, gone to the movies, and made plans to visit the aquarium.

Leeland's grandma quickly saw a change in Leeland and shares that she is glad they waited for the perfect Big Brother to mentor and bond with her grandson.





NATIONAL CONFERENCE  
**BIGGER**  
 2022  
 TOGETHER  
 INDIANAPOLIS, IN | JUNE 19-22



Very well organized event! And I really appreciated the thoughtfulness and intentionality in facilitating DEEPER reflection, discussion, and learning at the conference! That was risky and took a lot of effort! And it was worth it! Thank you BBBSA!

- LARGE AGENCY PROGRAM STAFF



This was my first conference. It was a wonderful experience. The presenters on the Main Stage and in breakout sessions were fantastic. I felt like I learned a lot and am able to bring information back to my team.

- SMALL-MID AGENCY PROGRAM STAFF



Thank you for one memorable, re-energizing experience. Without a doubt I am better at what I do because of it.

- MID-LARGE AGENCY FUND DEVELOPMENT STAFF



Thanks for the effort and hard work that everyone put into planning such a fantastic event. The BBBS affiliates are so fortunate to have such an engaged national office who puts so much time into providing the best resources to the affiliates, while making it as fun as possible.

- SMALL-MID AGENCY MARKETING STAFF



# CONGRATULATIONS TO THE WINNERS OF THE 2020 QUALITY, GOLD STANDARD, AND PINNACLE AWARDS

## Agencies receiving the Quality Award met or exceeded the following goals in 2020:

- ✓ Served a minimum of 100 children and raised at least \$200,000 in revenue
- ✓ Achieved a Community-Based/Site-Based Plus 12-month retention rate of 76.54% or higher
- ✓ Achieved a Site-Based/Site-Based Facilitated 12-month retention rate of 55.69% or higher
- » BB/BS of Kentuckiana, Inc. (KY)
- » BBBS Independence Region (PA)
- » BBBS of Atlantic & Cape May Counties (NJ)
- » BBBS of Bartholomew County, Inc. (IN)
- » BBBS of Bucks County, Inc. (PA)
- » BBBS of Central Florida (FL)
- » BBBS of Central Indiana, Inc. (IN)
- » BBBS of Central Iowa, Inc. (IA)
- » BBBS of Central Texas (TX)
- » BBBS of Central Wisconsin, Inc. (WI)
- » BBBS of Colorado, Inc. (CO)
- » BBBS of East Tennessee (TN)
- » BBBS of Eastern Missouri, Inc. (MO)
- » BBBS of Finney & Kearney Counties (KS)
- » BBBS of Greater Chattanooga (TN)
- » BBBS of Greater Pittsburg (PA)
- » BBBS of Greater Rochester (NY)
- » BBBS of Hampden County (MA)
- » BBBS of Hampshire County (MA)
- » BBBS of Harrisonburg-Rockingham County (VA)
- » BBBS of Metro Milwaukee (WI)
- » BBBS of Northeast Indiana, Inc. (IN)

- » BBBS of Northeast Wisconsin, Inc. (WI)
- » BBBS of Northern Nevada (NV)
- » BBBS of Northwestern Michigan (MI)
- » BBBS of San Luis Obispo County (CA)
- » BBBS of Siouxford (IA)
- » BBBS of South Central Indiana, Inc. (IN)
- » BBBS of South Texas (TX)
- » BBBS of Southwestern Indiana (IN)
- » BBBS of Tampa Bay, Inc. (FL)
- » BBBS of the Central Blue Ridge, Inc. (VA)
- » BBBS of the Greater Twin Cities (MN)
- » BBBS of the Laurel Region, Inc. (PA)
- » BBBS of the Lowcountry (SC)
- » BBBS of the Midlands (NE)
- » BBBS of the Mississippi Valley (IA)
- » BBBS of The Village Family Service Center (ND)
- » BBBS of Utah, Inc. (UT)
- » BBBS of Ventura County (CA)
- » BBBS of Washington County, Inc (WI)
- » BBBS of Washtenaw County (MI)
- » BBBS of Will and Grundy Counties (IL)
- » BBBS WI Shoreline (formally BBBS of Manitowoc County, Inc.) (WI)
- » Big Brothers Big Sisters Greater Fredericksburg (VA)
- » Big Brothers Big Sisters of Central Carolinas (NC)
- » Big Sister Association of Greater Boston, Inc (MA)
- » Catholic BBBS (CA)
- » Heart of Illinois BBBS (IL)

## Agencies receiving the Gold Standard Award met or exceeded the following goals in 2020:

- ✓ Met the requirements for the Quality Award
- ✓ Grew the number of End Active Matches
- ✓ Posted a positive net income at the end of the agency's fiscal year that ended during 2020
- » BBBS of Southern Minnesota (MN)
- » Jewish Big Brothers Big Sisters of Greater Boston (MA)

## Agencies receiving the Pinnacle Award met all qualifications for the Gold Standard Award for two or more consecutive years. .

- » BBBS of Miami (FL) – 2nd year in row
- » BBBS of Northern Sierra (formally El Dorado) (CA) – 3rd year in a row

# CONGRATULATIONS TO THE WINNERS OF THE 2021 QUALITY, GOLD STANDARD, AND PINNACLE AWARDS

## Agencies receiving the Quality Award met or exceeded the following goals in 2021:

- ✓ Served a minimum of 100 children and raised at least \$200,000 in revenue
- ✓ Achieved a Community-Based/Site-Based Plus 12-month retention rate of 73.02% or higher
- ✓ Achieved a Site-Based/Site-Based Facilitated 12-month retention rate of 54.05% or higher

- » BBBS Michigan Capital Region (MI)
- » BBBS of Acadiana, Inc. (LA)
- » BBBS of Bartholomew County, Inc. (IN)
- » BBBS of Cedar Rapids & East Central Iowa (IA)
- » BBBS of Central California (CA)
- » BBBS of Central Indiana, Inc. (IN)
- » BBBS of Central Mass/Metrowest, Inc. (MA)
- » BBBS of Central New Mexico, Inc. (NM)
- » BBBS of Central Texas, Inc. (TX)
- » BBBS of Colorado, Inc. (CO)
- » BBBS of East Tennessee (TN)
- » BBBS of Eastern Missouri, Inc. (MO)
- » BBBS of Greater Kansas City (MO)
- » BBBS of Greater Los Angeles (CA)
- » BBBS of Greater Pittsburgh, Inc. (PA)
- » BBBS of Green County, Inc. (WI)
- » BBBS of Hampden County (MA)
- » BBBS of Hampshire County (MA)
- » BBBS of Harrisonburg-Rockingham County (VA)
- » BBBS of Metro Milwaukee, Inc. (WI)

- » BBBS of Middle Tennessee (TN)
- » BBBS of Northeast Florida (FL)
- » BBBS of Northeast Indiana, Inc. (IN)
- » BBBS of Northeast Wisconsin, Inc. (WI)
- » BBBS of Northeastern Pennsylvania (PA)
- » BBBS of South Texas (TX)
- » BBBS of Southern Maine (ME)
- » BBBS of Southern Minnesota (MN)
- » BBBS of Southwest Idaho, Inc. (ID)
- » BBBS of Southwestern Indiana (IN)
- » BBBS of Tampa Bay, Inc. (FL)
- » BBBS of the Bay Area (CA)
- » BBBS of the Capital Region (PA)
- » BBBS of the Central Blue Ridge, Inc. (VA)
- » BBBS of the Central Piedmont (NC)
- » BBBS of the Chattahoochee Valley (GA)
- » BBBS of the Lehigh Valley, Inc. (PA)
- » BBBS of the Midlands (NE)
- » BBBS of the Mississippi Valley (IA)
- » BBBS of the Ozarks, Inc. (MO)
- » BBBS of Utah, Inc. (UT)
- » BBBS of Washington County, Inc (WI)
- » BBBS of Washtenaw County (MI)
- » BBBS of Will and Grundy Counties (IL)
- » Big Brothers Big Sisters at the Y (MD)
- » Big Brothers Big Sisters of Eastern Massachusetts (MA)
- » Big Brothers Big Sisters of South Alabama, Inc. (AL)
- » Catholic BBBS (CA)
- » Heart of Illinois BBBS (IL)
- » Jewish BBBS Assn of Los Angeles County (CA)

- » Jewish Big Brothers Big Sisters of Greater Boston (MA)
- » Kansas BBBS (KS)
- » Yavapai BBBS, Inc. (AZ)

## Agencies receiving the Gold Standard Award met or exceeded the following goals in 2021:

- ✓ Met the requirements for the Quality Award
- ✓ Grew the number of End Active Matches
- ✓ Posted a positive net income at the end of the agency's fiscal year that ended during 2021
- » BBBS of Broward County, Inc. (FL)
- » BBBS of Alaska (AK)
- » BBBS of Central Iowa, Inc. (IA)
- » BBBS of Central Minnesota (MN)
- » BBBS of Central Oregon (OR)
- » BBBS of Licking and Perry Counties (OH)
- » BBBS of San Luis Obispo County (CA)
- » BBBS of South Central Indiana, Inc (IN)
- » BBBS of the Laurel Region, Inc. (PA)
- » BBBS of Ventura County (CA)
- » BBBS Services, Inc (NC)
- » Big Brothers Big Sisters of Central Carolinas (NC)

## Agencies receiving the Pinnacle Award met all qualifications for the Gold Standard Award for two or more consecutive years:

- » BBBS of Miami (FL) – 3rd year in row



## EXPRESS

Since 2021, Express has raised over \$1.6 million to support the Big Futures, career pathways and college readiness programs, by encouraging customers to donate with their purchase in-store, online, driving crowdfunding and through corporate contributions. In addition to fundraising efforts, Express also introduced a Dream Big, Dress Accordingly styling series with TV personality and style mentor Tan France starting in September 2022. This series, which will continue into 2023, documents BBBS Littles' experiences with Tan as they prepare for life after high school, for college or career success, with special styling and mentorship moments that highlight the brand's purpose of creating confidence and inspiring self-expression. Express also provided more than 600 gift cards to BBBSA youth and invited them to shop for special outfitting needs.

"Through our partnership with Big Brothers Big Sisters of America, we have had unique and powerful opportunities to fulfill our brand purpose to create confidence and inspire self-expression by helping people find their style," said Sara Tervo, Express' Chief Marketing Officer. "With the support of our customers and associates, we surpassed our fundraising goal and are proud to extend our

## EXPRESS

relationship into 2023 and help the incredible Big Futures program achieve national scale." The partnership also supported the Big Futures program through a variety of awareness and youth engagement initiatives including:

- » *Cheslie C. Kryst Fellowship: A paid scholarship program to provide a college-aged youth within the Big Brothers Big Sisters network the opportunity to develop leadership and work experience skills, honoring the legacy of Big Brothers Big Sisters spokesperson, board member and champion Cheslie Kryst, who served as the first Express Brand Ambassador for the partnership.*
- » *The Graduation Gift Card Initiative: Gifted 57 BBBSA youth each a \$500 shopping experience to help them dress with confidence for their high school graduation moments through a Big-nominated application process.*
- » *Career Education Sessions: Hosted BBBSA Littles for in-person and virtual career education sessions curated and led by Express Marketing, Design, Real Estate & Store Construction, and Store Associates to help BBBSA youth take the first steps in their career journeys and understand roles in the retail and fashion industry.*

## CENTENE<sup>®</sup> Corporation

### CENTENE

One of our strongest and most dedicated partners, Centene, has helped to bring resources, connections and support to BBBS across our network. All aspects of our mission are impacted by the support of the Centene collaboration, from advocacy to the national conference, from our mental health and wellness initiatives to the engagement within their Strong Youth Strong Communities program. Their steadfast support has been critical to the organization's sustainability.

In 2022, following the tragic event in Uvalde, Centene and their Texas subsidiary – Superior Health Plan – partnered with BBBSA and BBBS of South Texas to support the community in the days and months that followed. This included a new grant and hands-on engagement with the local team to establish the Big Brothers Big Sisters branch in Uvalde. Through our partnership, the local team has hired their first full time staff to begin creating mentoring matches that support the recovery and long-term resiliency of this critical community of survivors. Big Brothers Big Sisters of Uvalde will have space in the community center (currently being built) which the Centene Foundation and Superior granted with more than \$7 million in funding.

During the summer of 2022, Centene welcomed the survivors and families from Uvalde to a weekend of celebration and remembrance with the fans and racing family at Texas Motor Speedway. During this gathering, kids had the opportunity to find joy, share smiles and be surrounded by a stadium full of love and support. These types of moments are partnered with supportive resources for families, while elevating positive mentoring experience for youth, and are created in partnership with the local agency throughout the year. BBBSA is proud to stand with Centene, and BBBS of South Texas to be Uvalde Strong.



**INTRODUCING...**
  
**2022 BIG DRAFT**
  
**AMBASSADORS**

VONN BELL	NATE BURIFSON	RANDALL CORB	LAVONTE DAVID	ROBERT GRIFFIN III
EDDIE JACKSON	KAREEM JACKSON	TRENT MCDUFFIE	JUSTIN SIMMONS	FRED WARNER

BECOME A MENTOR AT [BIGDRAFT22.COM](http://BIGDRAFT22.COM)



**STARBUCKS FOUNDATION**



In conjunction with The Starbucks Foundation, BBBSA launched social justice incident response units known as, Relationship Responders. In the event of a crisis or situation involving community trauma, a trained group of individuals is deployed to provide support and help local mentoring and youth development organizations support their communities with critical resources addressing the short and long-term effects of trauma. For 2022, BBBSA ensured Responders were well-equipped and versed in the tools and resources necessary to support healing centered engagement strategies for communities and volunteers impacted by incidents, while building local capacity to continue providing necessary support in the long-term.

Participants in the program include 20 Relationship Responders who have been assigned a geographic region to help guide the response to incidents with participants serving in locations that includes, Richmond, VA; Portland, OR; Buffalo, NY; Seattle, WA; Minneapolis, MN; Orange County, CA; Atlanta, GA, and Coastal /Northern NJ. Akron, OH.

In 2022 our Relationship Responders provided support, engagement and resources for five traumatic incidents in the first year.

With the commitment of the Starbucks foundation, agencies around the nation were also provided local grants and support to host recruitment events, engage their community and utilize our networkwide curriculums to support diverse communities through inclusion and mentorship. This work helps to ensure BBBS attracts the mentors who reflect and support the youth who are awaiting a mentor today.

We know that surrounding our youth with a community of caring and responsive adults, mentors and collaborators can have a positive impact on the mental health and wellness of our youth and are grateful to grow our efforts in partnership with the Starbucks Foundation.

**NFL INSPIRE CHANGE**



Since 2019, the NFL Inspire Change initiative and BBBSA have been teaming up to advance social justice, racial equity & breakdown barriers through support of three BBBS programs in all 32 NFL communities: Mentoring for Children with Incarcerated Family Members, Sports Buddies & Bigs in Blue. These core programs allow for local agencies to serve the needs of their unique communities and support youth from underserved and underrepresented communities.

Additionally, NFL Inspire Change powers BBBSA's largest, annual volunteer recruitment campaign, The Big Draft, which launches Super Bowl Week and runs through the NFL Draft. The Big Draft is centered on the idea that while the NFL is drafting its next generation of players, BBBSA will be drafting the next generation of mentors in communities nationwide.

Through our partnership, BBBSA has elevated the critical need for BIPOC mentors to support the more than 30,000 youth on our wait list, the majority boys of color. Thanks to this partnership, The Big Draft has engaged alumni players, staff, fans and draftees in sharing the power of mentorship. Through digital storytelling and engagement, mentor prospects around the nation have had the opportunity to sign up to be a mentor with the Big Brothers Big Sisters agency closest to them.

In 2022 the campaign kicked off at the Super Bowl in Los Angeles with Big and Little of the Year Jerome and Jaylen in attendance, sharing a message of mentorship and launching the season that generated 6k+ sign-ups to be a Big in just 60 days.

## **ALABAMA**

BB/BS of the Shoals, Inc.  
 BBBS of Greater Birmingham, Inc.  
 BBBS of Northeast Alabama  
 BBBS of the Tennessee Valley  
 BBBS of West Alabama

## **ALABAMA & MISSISSIPPI**

BBBS of South Alabama, Inc.

## **ALASKA**

BBBS of Alaska

## **ARIZONA**

BBBS of Central Arizona  
 BBBS of Flagstaff  
 BBBS of Southern Arizona  
 Yavapai BBBS, Inc.

## **ARKANSAS**

BBBS of Central Arkansas  
 BBBS of Northwest Arkansas

## **CALIFORNIA**

BB/BS of Orange County  
 BBBS of Central California  
 BBBS of Greater Los Angeles  
 BBBS of Northern Sierra  
 BBBS of San Luis Obispo County  
 BBBS of Santa Cruz County  
 BBBS of the Bay Area  
 BBBS of the Desert  
 BBBS of the Greater Sacramento Area, Inc.  
 BBBS of the North Coast  
 BBBS of Ventura County  
 BBBS of San Diego County  
 Catholic BBBS  
 Jewish BBBS Association of Los Angeles County

## **COLORADO**

BBBS of Colorado, Inc.  
 BBBS of Southwest Colorado

## **CONNECTICUT**

BBBS of Connecticut

## **DC**

BBBS of the National Capital Area

## **DELAWARE**

BBBS of Delaware, Inc.

## **FLORIDA**

BB/BS of the Big Bend, Inc.  
 BBBS of Broward County, Inc.  
 BBBS of Central Florida  
 BBBS of Miami  
 BBBS of Northeast Florida  
 BBBS of Northwest Florida  
 BBBS of Palm Beach and Martin Counties

BBBS of St. Johns County  
 BBBS of St. Lucie, Indian River and Okeechobee Counties  
 BBBS of Tampa Bay, Inc.  
 BBBS of the Sun Coast, Inc.

## **GEORGIA**

BBBS of Metro Atlanta, Inc.  
 BBBS of Northwest Georgia Mountains, Inc.  
 BBBS of the Chattahoochee Valley  
 BBBS of the Heart of Georgia, Inc.

## **HAWAII**

BBBS Hawaii, Inc.

## **IDAHO**

BBBS of Southwest Idaho, Inc.

## **ILLINOIS**

BBBS of Central Illinois  
 BBBS of McHenry County  
 BBBS of Metropolitan Chicago  
 BBBS of Southwestern Illinois  
 BBBS of Will and Grundy Counties  
 Heart of Illinois BBBS  
 Mid-Illinois BBBS

## **INDIANA**

BBBS Southern Lake Michigan Region  
 BBBS of Bartholomew County, Inc.  
 BBBS of Central Indiana, Inc.  
 BBBS of Greater Lafayette  
 BBBS of Northeast Indiana, Inc.  
 BBBS of South Central Indiana, Inc.  
 BBBS of Southeast Indiana  
 BBBS of Southwestern Indiana  
 Big Brothers Big Sisters of the Wabash Valley

## **IOWA**

BBBS of Cedar Rapids & East Central Iowa  
 BBBS of Central Iowa, Inc.  
 BBBS of Johnson County  
 BBBS of Muscatine County  
 BBBS of Siouxland  
 BBBS of the Mississippi Valley  
 Heart of Iowa BBBS

## **KANSAS**

BBBS of Finney & Kearny Counties  
 BBBS of Salina, Inc.  
 Kansas BBBS, Inc

## **KENTUCKY**

BB/BS of Kentuckiana, Inc.  
 BBBS Of The Bluegrass, Inc.

## **LOUISIANA**

BBBS of Acadiana, Inc.  
 BBBS of Southwest Louisiana

## **MAINE**

BBBS of Bath/Brunswick  
 BBBS of Mid  
 BBBS of Southern Maine

## **MARYLAND**

BB/BS of Washington Cty Maryland, Inc.  
 BBBS of the Eastern Shore  
 Big Brothers Big Sisters at the Y

## **MASSACHUSETTS**

BBBS of Central Mass/Metrowest, Inc.  
 BBBS of Franklin County, Inc.  
 BBBS of Hampden County  
 BBBS of Hampshire County  
 BBBS of Eastern Massachusetts  
 Big Sister Association of Greater Boston, Inc  
 Jewish BBBS of Greater Boston

## **MICHIGAN**

BBBS Michigan Capital Region  
 BBBS of Flint and Genesee County  
 BBBS of Jackson County, Inc.  
 BBBS of Metropolitan Detroit  
 BBBS of Northwestern Michigan, Inc.  
 BBBS of Southwest Michigan  
 BBBS of the Bay Area,

BBBS of the Great Lakes Bay Region  
 BBBS of the Lakeshore, Inc.  
 BBBS of the Western Upper Peninsula  
 BBBS of Washtenaw County  
 BBBS of Marquette and Alger Counties, Inc.  
 Mid Michigan BBBS

## **MINNESOTA**

BBBS of Central Minnesota  
 BBBS of Southern Minnesota  
 BBBS of the Greater Twin Cities

## **MISSOURI**

BBBS of Central Missouri  
 BBBS of Eastern Missouri, Inc.  
 BBBS of Greater Kansas City  
 BBBS of Jefferson City  
 BBBS of the Ozarks, Inc.  
 Big Brothers Big Sisters Jasper/Newton Counties

## **MONTANA**

BBBS Northwest Montana  
 BBBS of Big Sky Country  
 BBBS of Butte  
 BBBS of Central Montana  
 BBBS of Yellowstone County, Inc.

## **NEBRASKA**

BBBS of Central Nebraska  
 BBBS of the Midlands  
 Big Brothers Big Sisters Lincoln

## **NEVADA**

BBBS of Northern Nevada  
 BBBS of Southern Nevada, Inc.

## **NEW HAMPSHIRE**

BBBS of New Hampshire

## **NEW JERSEY**

BBBS of Atlantic & Cape May Counties  
 BBBS of Coastal & Northern New Jersey  
 BBBS of Cumberland & Salem Counties  
 BBBS of Essex, Hudson and Union Counties

BBBS of Mercer County

## **NEW MEXICO**

BBBS of Central New Mexico, Inc.  
 BBBS of Southeastern New Mexico\*  
 Big Brothers Big Sisters Mountain Region

## **NEW YORK**

BB/BS of Onondaga County  
 BBBS of Erie, Niagara and the Southern Tier  
 BBBS of Greater Rochester  
 BBBS of Ithaca and Tompkins County  
 BBBS of Long Island, Inc.  
 BBBS of New York City, Inc.  
 BBBS of Orange County, Inc.  
 BBBS of Rockland County, Inc.  
 BBBS of the Capital Region, Inc.  
 BBBS of the Southern Adirondacks, Inc.  
 BBBS of Westchester County

## **NORTH CAROLINA**

BBBS of Central Carolinas  
 BBBS of the Central Piedmont  
 BBBS of the Triangle  
 BBBS of Western North Carolina, Inc.  
 BBBS Services, Inc.

## **NORTH DAKOTA**

BBBS of The Village Family Service Center

## **OHIO**

BB&S of Portage County, Inc.  
 BBBS Miami Valley, Inc.  
 BBBS of Butler County,  
 BBBS of Central Ohio  
 BBBS of Fairfield County, Inc.  
 BBBS of Greater Cincinnati  
 BBBS of Licking and Perry Counties  
 BBBS of Lorain County  
 BBBS of Northwestern Ohio, Inc.  
 BBBS of Shelby & Darke County, Inc.  
 BBBS of Summit, Medina & Stark Counties

BBBS of West Central Ohio, Inc  
 BBBS of Zanesville, Inc.  
 The Jewish BBBS Association

## **OKLAHOMA**

BBBS of Oklahoma, Inc

## **OREGON**

BBBS Columbia Northwest  
 BBBS of Central Oregon

## **PENNSYLVANIA**

BBBS Independence Region  
 BBBS of Beaver County  
 BBBS of Berks County, PA.  
 BBBS of Blair County  
 BBBS of Bucks County  
 BBBS of Centre County  
 BBBS of Family Services of NW PA  
 BBBS of Greater Pittsburgh, Inc.  
 BBBS of Northeastern Pennsylvania  
 BBBS of the Capital Region  
 BBBS of the Laurel Region, Inc.  
 BBBS of the Lehigh Valley, Inc.  
 BBBS of the Twin Tiers  
 BBBS of York & Adams Counties

## **RHODE ISLAND**

BBBS of Rhode Island, Inc.

## **SOUTH CAROLINA**

BBBS of the Lowcountry  
 BBBS of the Upstate

## **SOUTH DAKOTA**

BBBS of the Black Hills

## **TENNESSEE**

BBBS of Clarksville  
 BBBS of East Tennessee  
 BBBS of Greater Chattanooga  
 BBBS of Middle Tennessee  
 BBBS of the Mid

## **TEXAS**

BBBS of Central Texas, Inc.  
 BBBS of El Paso  
 BBBS of Hereford, Inc.  
 BBBS of Lubbock, Inc.  
 BBBS of South Texas  
 BBBS of the Texas Panhandle, Inc.  
 Big Brothers Big Sisters Lone Star

Big Brothers Big Sisters of the Permian Basin  
 Gulf Coast BB & BS, Inc.

## **UTAH**

BBBS of Utah, Inc.

## **VERMONT**

BBBS of Vermont

## **VIRGINIA**

BBBS of Central Virginia, Inc.  
 BBBS of Danville Area, Inc.  
 BBBS of Harrisonburg  
 BBBS of the Central Blue Ridge, Inc.  
 BBBS Services, Inc  
 Big Brothers Big Sisters Greater Fredericksburg

## **WASHINGTON**

BBBS of Island County  
 BBBS of Snohomish County  
 BBBS of Southwest Washington  
 BBBS of the Inland Northwest  
 Big Brothers Big Sisters of Puget Sound

## **WEST VIRGINIA**

BBBS of the Tri-State

## **WISCONSIN**

BB&BS of Dane County  
 BBBS of Central Wisconsin, Inc.  
 BBBS of East Central Wisconsin  
 BBBS of Fond du Lac County, Inc.  
 BBBS of Green County, Inc.  
 BBBS of Metro Milwaukee, Inc.  
 BBBS of Northcentral Wisconsin  
 BBBS of Northeast Wisconsin, Inc.  
 BBBS of Northwestern Wisconsin, Inc.  
 BBBS of Ozaukee County, Inc.  
 BBBS of Racine & Kenosha Counties, Inc.  
 BBBS of South Central Wisconsin  
 BBBS of the 7 Rivers Region  
 BBBS of Washington County  
 Big Brothers Big Sisters WI Shoreline

## **WYOMING**

Greater Wyoming BBBS

## FOUNDATION AND CORPORATE SUPPORTERS

### **\$1,000,000+**

Altria

### **\$500,000-\$749,999**

The Starbucks Foundation

### **\$250,000-\$499,999**

Centene Corporation  
Comcast Foundation  
Comcast NBCUniversal  
Inspire Foundation, Inc.  
Monat Global  
Neora  
Nordstrom  
Spring Point Partners, LLC  
UPS Foundation

### **\$100,000-\$249,999**

Anonymous  
Kenneth and Elizabeth Burdick  
Carol and Alan J. Bernon Family Charitable Foundation  
Earth and Humanity Foundation  
Estate of Sharon Kowalik  
Henkel Consumer Goods, Inc.  
RBC Capital Markets

### **\$50,000-\$99,999**

Laura and Brett Bohlander  
CrossAmerica Partners Foundation  
Federated Insurance Company  
Joseph & Gene Swedish Family Foundation Inc.  
Karma Culture LLC  
The Spurlino Foundation  
Unilever Home & Personal Care North America dba Conopco  
Wolverine World Wide

### **IN-KIND SUPPORT**

Comcast NBCUniversal  
Cousins Properties | The National Office is located in Tampa, Florida, and we appreciate this generous in-kind gift of office space.

## GIFTS

### **\$250,000-\$499,999**

RBC Capital Markets

### **\$100,000-\$249,999**

Anonymous  
Kenneth and Elizabeth Burdick  
Carol and Alan J. Bernon Family Charitable Foundation  
Earth and Humanity Foundation  
Estate of Sharon Kowalik  
Henkel Consumer Goods, Inc.  
RBC Capital Markets

### **\$50,000-\$99,999**

Anonymous Donors

### **\$25,000-\$49,999**

Brad and Mia Aronson  
First Horizon Foundation  
Hollywood Foreign Press Association Lids  
Lightning Community Hero  
Thomas O'Brien  
Salesforce  
Robert and Melly Sanchez  
StorageMart Partner Portfolio LLC  
theSkimm, Inc.

### **\$10,000-\$24,999**

Berard Family Foundation  
Leonard Bernstein  
Sally Button  
Commonfund  
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