



Big Brothers Big Sisters of America

2019 Annual Report
July 1, 2018 - June 30, 2019

We are inspired by the stories of the dedicated Big Brothers Big Sisters staff members and volunteer Bigs who are committed to defending the potential of our youth. Over the course of Fiscal Year 2019 (July 1, 2018 – June 30, 2019) we made tremendous strides towards building a stronger Federation.

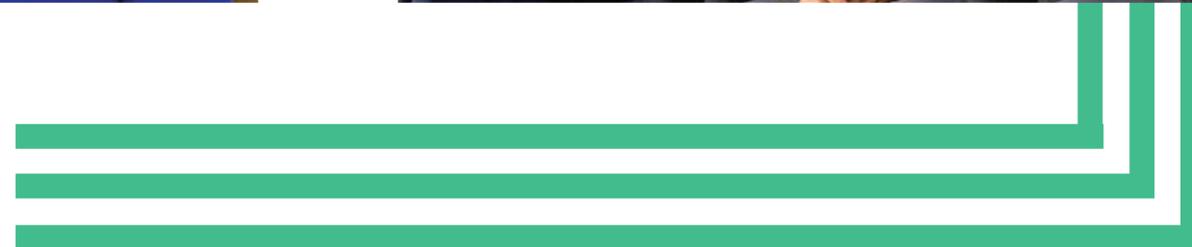
The need for a modern national database that tracks information for all matches, to replace an aging system, has been the greatest priority for our agencies. In February 2019, we unveiled Matchforce which has been met with enthusiasm across the Federation. Our rebranding has been implemented, with positive results already being demonstrated. We hosted the first ever Diversity, Equity and Inclusion Summit at our June 2019 national conference. We teamed up with new social impact supporters, like the NFL Inspire Change initiative which is focused on education, economic advancement, police and community relations, and criminal justice reform. We extend our thanks to every partner, donor, board member, volunteer Big and staff member across the country. Our mission has never been more important and your support helps to ignite the potential of thousands of our nation's youth.

Ken Burdick
Board Chair
Centene Corporation

Pam Iorio
President and CEO
Big Brothers Big Sisters of America



2019



LEADERS FURTHERING OUR MISSION

NATIONAL BOARD OF DIRECTORS

Ken Burdick

National Board Chair
Executive Vice President
Centene Corporation

Rudy J. Baldoni

Immediate Past National Board Chair
Chairman & CEO
Newport Investment Associates

Emily Chen Carrera

National Board Treasurer
Private Wealth Real Estate Specialist
and Chief of Research
Olshan Realty Inc.

Leonard A. Bernstein, Esq.

National Board Secretary
Partner
Chair, Financial Services
Regulatory Group
Holland & Knight LLP

Guy Adami

Director of Advisor Advocacy
Private Advisor Group
Co-Host
CNBC's Fast Money

Dave Clark

General Manager, FreeWheel
EVP, Comcast

Jeff Fetters

Chairman & CEO
Federated Insurance

Ernest Greer

Co-President
Greenberg Traurig, LLP

Cheslie Kryst

Miss USA

Shannon Mattingly

Strategic Partner Manager
Facebook

Sally McDevitt

SVP/East Regional Manager
Nordstrom Rack

Alice Norsworthy

EVP, Chief Marketing Officer
Universal Parks and Resorts

Tom O'Brien

SVP, CBRE
Managing Partner, Fleming
Construction Group
Butler Building Distributor

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Past National Board Chair
Retired Chairman & CEO
Cargill, Incorporated

Larry C. Renfro

Vice Chairman, UnitedHealth Group
Managing Partner, Optum Ventures

Robert E. Sanchez

Chairman & CEO
Ryder System, Inc.

Liz Smith

Past National Board Chair
Chairman & CEO
Bloomin' Brands

Steven H. Wheeler

Chief Executive Officer
Centurion LLC and
MHM Services, Inc.

Pam Iorio

President & CEO
Big Brothers Big Sisters of America



LEADERSHIP TEAM

Pam Iorio

President & CEO

Tim Midkiff

Chief Financial Officer

Jarrold Bell

Chief Technology Officer

Mandy Bisceglia

Chief Agency Officer

Adam Vlaso

Chief Development Officer

Charleston Edwards

Vice President - National Events
and Corporate Partnerships

Tanya Gibson

VP of Diversity, Equity, Inclusion
and HR

Julie Novak

Vice President - Youth Protection

Jennifer Ashbaugh

Director, Development

Hillary Bardwell

Director, Foundation Grants

Louis Garcia

Director, Program Innovation
& Effectiveness

Danielle Long

Director, Finance

Julie Redcay

Director, Federal Grants

Laura Saunders

Senior Director, Agency Support
and Quality

Angie Scott

Director, Youth Protection

J. Christie Wilson

Director, Training

De Anna Ward

Director, Marketing and
Communications

Marcia Wynn

Director, Development

NATIONWIDE LEADERSHIP COUNCIL

Marcus Allen

BBBS of the Independence Region

Derek Beauvais

BBBS of Northern Nevada

David Bluth

BBBS of Colorado

Pierce Bush

BBBS Lone Star

Kalli Christ

BBBS of Acadiana

Mark Cox

BBBS of Long Island

Kwame Johnson

BBBS of Metro Atlanta

Marie Logan, Vice Chair

BBBS of Southern Arizona

Eric Mahler

BBBS of the Bridge

John Merriweather

BBBS of Zanesville

Michelle Redman

BBBS of Southern Minnesota

Michael Segars

BBBS of North Alabama

Pam Shields

BBBS of Snohomish County

Shirley Spieker

BBBS of the Midlands

Debbie Stone

BBBS of Utah

Barry Weshnak

BBBS of Coastal & Northern
New Jersey

Christine Wilkinson

BBBS of Central Arizona

Randall Woods, Vice Chair

BBBS of the Sun Coast, Inc.



Big Brothers Big Sisters of America Staff

OUR OUTCOMES



At the start of every Big and Little match, Big Brothers Big Sisters staff members survey Littles about their current beliefs, behaviors, and achievements. This tool is called the Youth Outcomes Survey (YOS), and it helps agencies understand what a Big and Little can work on over the next year. When staff re-administer the survey after a Little has been matched one year, staff compare those results with the pre-matched results to see what progress has been made, and it helps agencies understand what goals the Big and Little can work on throughout the year.

AFTER ONE YEAR OF MENTORING

96%

of Littles report maintaining or improving their **attitudes towards risky behaviors**. It measures how a child feels about others their age engaging in certain risky behavior such as using tobacco, skipping school or hitting someone, which is often associated with actual negative behaviors and violence.

95%

of Littles maintained or improved their sense of belonging by peers or feeling socially accepted. Mentoring can help facilitate peer relationships and **social acceptance**, which have been linked to a range of positive outcomes, including school achievement, improved conduct, and a lower likelihood of dropping out of school.

94%

of Littles report having a **special adult** in their lives, which is associated with improvements in school performance and mental health, as well as decreased delinquency.

92%

of Littles maintained or improved their **confidence** in doing school work. Researchers often see increases in scholastic competence before improvements in grades.

87%

of Littles report feeling they have a more understanding and respectful relationship with their parent or guardian. Strong **parental relationships** have been associated with improved grades and attendance and reduced substance use.

82%

of Littles sustained or improved their **grades**. Higher grades are linked to high school graduation rates.

81%

of Littles plan to graduate high school and college. Mentoring has been linked to higher **educational and vocational aspirations**, which have been shown to predict long-term school performance and standardized test scores.

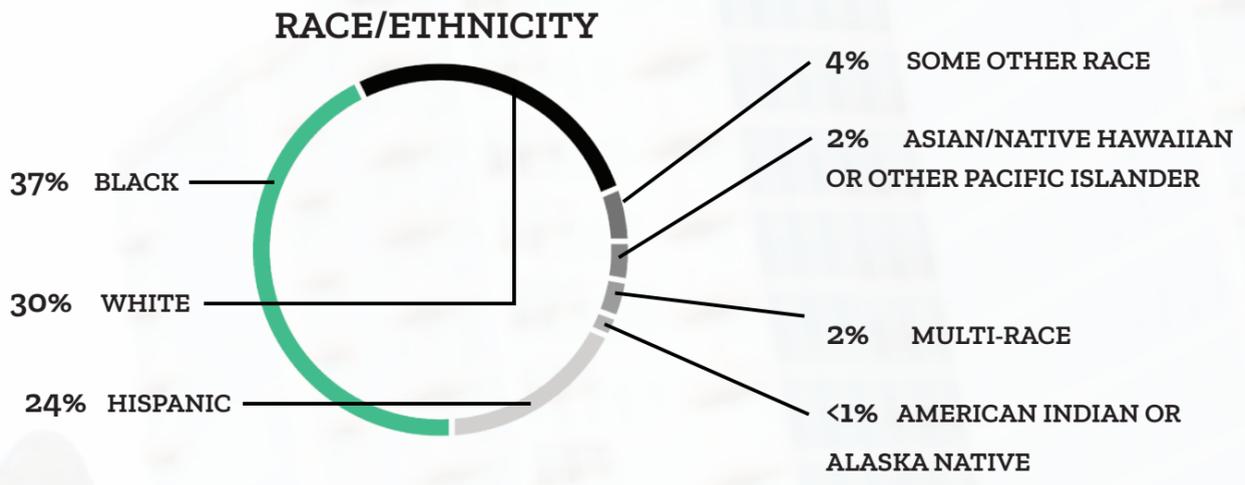
YEAR IN REVIEW



135,786 MATCHES SUPPORTED

MATCH STATS

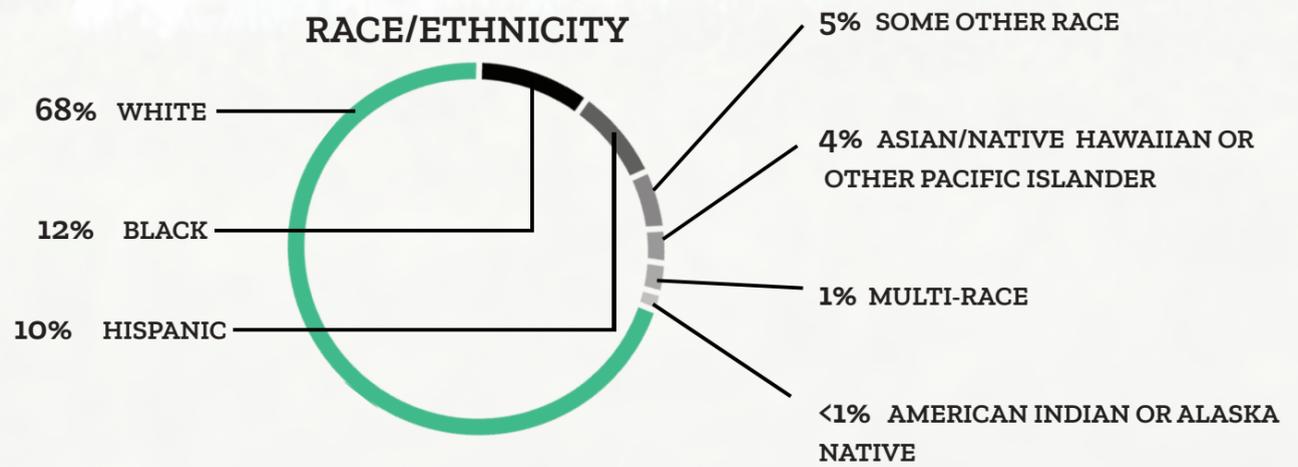
OUR LITTLES AVERAGE AGE - 12.2 55% FEMALE 45% MALE



1.6 MILLION
 NUMBER OF
 NATIONWIDE MATCH
 SUPPORT CONTACTS

30.9 MONTHS
 COMMUNITY-BASED
 AVERAGE MATCH
 LENGTH

OUR BIGS AVERAGE AGE - 33.8 62% FEMALE 38% MALE



17.8 MONTHS
 SITE-BASED AVERAGE
 MATCH LENGTH

STRATEGIC PLAN UPDATE

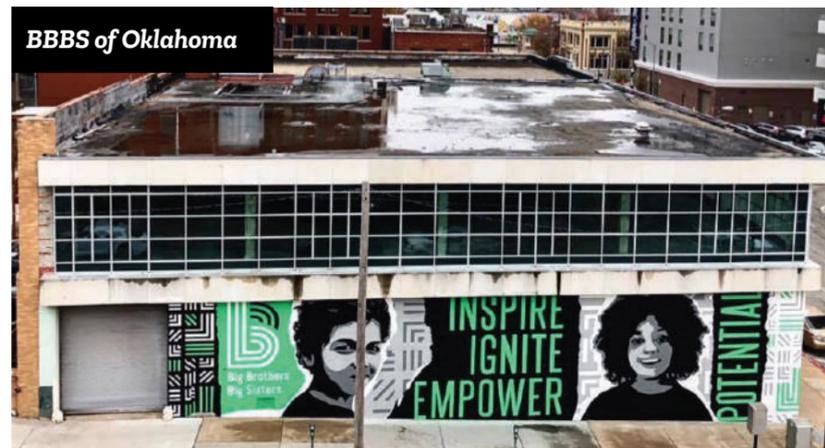
We are making significant progress on the priorities outlined in our 5-year strategic plan, **Bigger Impact 2022**. It defines our goals of investing in our Network's infrastructure to increase the number of youth paired with a mentor. It also focuses on serving more children, longer match relationships and greater impact, and increasing the financial stability in our agencies to promote innovation and growth.

NEW BRANDING IN ACTION

75% of BBBS agencies saw an increase in performance on their digital channels

50% of BBBS agencies saw an increase in volunteer inquiries

88% of new volunteer inquiries were male volunteers



One year after unveiling our new brand and agencies flipped the switch to the bold 'B' and electric green, our urgent message to Defend, Ignite and Empower the Potential of our Littles is resonating with volunteers, families and financial supporters.

Each quarter, we provided new marketing resources and content created by ad agency Barkley to easily update all marketing platforms, from billboards, to bus transit ads, and everywhere on social media channels.

MATCHFORCE LAUNCH

We launched a new National Match Management System, called Matchforce. This system replaced a 15-year-old antiquated technology platform and will set the stage for future efficiencies and growth. More than 60-million records of Bigs and Littles were successfully transferred to the new system.



"Matchforce has changed the game for Big Brothers Big Sisters! Our program has been able to improve the customer service we're providing to our mentors and families by having real time data accessible. It has also improved our ability to serve more youth by the ability to track real time data on efficiency metrics."

*Jolynn Kenney
Vice President of Innovation & Program Transformation
Big Brothers Big Sisters of Puget Sound*

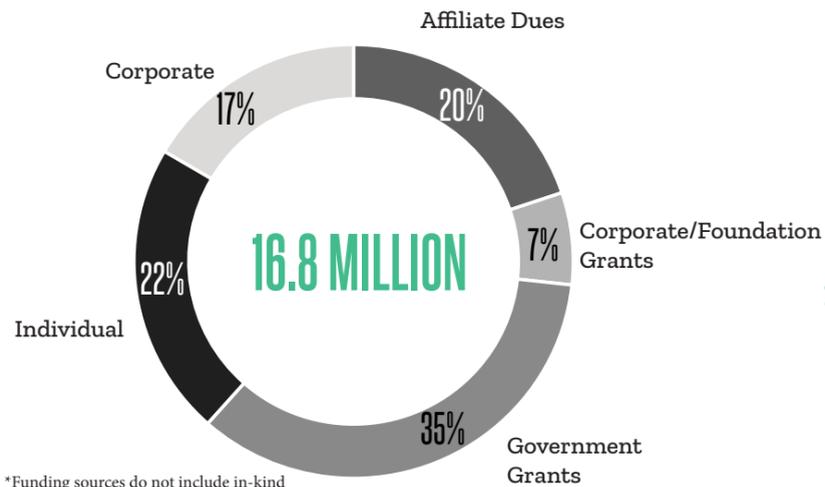
"The transition to Matchforce has elevated not only our customer service and business processes, but the way we can view and analyze data to strategize and plan our business practices for the future. The standard set up allows for consistency throughout our federation which is critical in this type of program delivery framework, however the options that exist for third party integrations allows even the smallest of agencies to grow and function at the highest, most sophisticated level."

*Denise Wittstock
Chief Executive Officer
Big Brothers Big Sisters of Sheboygan County, Inc.*

2019 FINANCIAL STEWARDSHIP

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

FUNDING SOURCES*



EXPENSES

Program Services	88%
Agency Support	62%
Program Implementation	30%
Youth Protection	8%
Support Services	12%
Fundraising	59%
Management and General	41%

STATEMENT OF FINANCIAL POSITION

ASSETS

Cash and cash equivalents	\$ 2,814,381	\$ 2,456,943
Accounts receivable	373,314	316,471
Contributions receivable	2,866,749	5,642,525
Prepaid expenses and other assets	1,372,250	163,787
Property and equipment	29,252	52,802
Investments	5,956,919	6,019,747
Beneficial interest in trust	2,723	60,772
Endowment investments	3,002,605	3,164,232

Total assets	16,418,193	17,877,279
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LIABILITIES

Notes payable	-	-
Grants payable to local agencies	3,639,903	4,984,850
Deferred revenue	1,250,840	909,992
Accounts payable & accrued expenses	1,269,199	1,380,280
Loan payable	1,900,000	-

Total Liabilities	8,059,942	7,275,122
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NET ASSETS

Unrestricted		
Undesignated	3,341,682	3,323,397
Board designated	100,250	100,000
With restrictions	4,916,319	7,178,760

Total Net Assets	8,358,251	10,602,157
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TOTAL LIABILITIES AND NET ASSETS

	\$ 16,418,193	\$ 17,877,279
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9.5 MILLION

funding given this fiscal year to agencies by the National Office through grants and partnerships

2019 STATEMENT OF ACTIVITIES

JULY 1, 2018 - JUNE 30, 2019

2019 STATEMENT OF ACTIVITIES

PUBLIC SUPPORT

	UNRESTRICTED	RESTRICTED	TOTAL
Contributions and grants	\$ 6,555,363	\$ 2,450,166	\$ 9,005,529
Government funding	5,847,505	-	5,847,505
Total Public Support	12,402,868	2,450,166	14,853,034

REVENUES

Memberships	3,334,213	-	3,334,213
Investment income	253,731	-	253,731
Other income	675,046	-	675,046

Total Liabilities	4,262,990	-	4,262,990
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Net assets released from restrictions			
Satisfaction of program restrictions	4,712,607	(4,712,607)	-
Total Public Support and Revenue	21,378,465	(2,262,441)	19,116,024

EXPENSES**

Program services			
Program implementation	5,698,197	-	5,698,197
Agency services, support and development	11,650,914	-	11,650,914
Child safety, standards and compliance	1,515,306	-	1,515,306
Total program services	18,864,417	-	18,864,417

Support services			
Management and general	1,030,614	-	1,030,614
Fundraising	1,464,899	-	1,464,899

Total supporting services	2,495,513	-	2,495,513
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Total expenses	21,359,930		21,359,930
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CHANGE IN NET ASSETS

Net assets, beginning of year	3,423,397	7,178,760	10,602,157
Net assets, end of year	\$ 3,441,932	\$ 4,916,319	\$ 8,358,251

*The 2019 financial overview is a summary of the July 1, 2018 - June 30, 2019, 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 2019 (July 1, 2018 - June 30, 2019). The full audit is available on our website.

**In-kind services included in expenses: 4.8M program services

BIG SISTER OF THE YEAR 2019



Big Sister Jeanne
Little Sister Emily
BBBS of Atlantic and Cape May Counties

Big Sister Jeanne is an ER nurse who loves the medical field and helping others. It's a passion she shared with her Little Sister Emily. In fact, Jeanne encouraged Emily to enroll at a special high school for students interested in medicine and technology. "I get lots of hands-on experience through this program, and it's really cool to see all the different ways you can work in a hospital," Emily said.

When they met three years ago through BBBS of Atlantic and Cape May Counties, Emily was understandably shy, but their love of unicorns helped break the ice.

Jeanne has been there for the good times—when her Little Sister received an award for kindness

and compassion—and the tough times, when Emily's mom was incarcerated. Their friendship helped Emily maneuver through that difficult time.

And as much as Jeanne may have taught Emily, it's a two-way street: the Little Sister has shared her love of music and art and taught Jeanne the importance of patience. Emily offers that same advice to those who are considering becoming a Big. "You don't earn a friend right away; you have to slowly gain that trust." But it's well worth it, these two know they'll be connected long after the program officially ends.



I'm her cheerleader, with the goal of helping Emily find herself, her voice, her zest for life."

- Big Sister Jeanne

BIG BROTHER OF THE YEAR 2019



When Luis was very young, his mother packed up the family to leave Colombia and move to the United States. Their arrival was difficult because her law degree wasn't valid in the United States, so she couldn't practice law. The family was forced to relocate to a shelter after a break-in at their home. "I remember one of the women in the shelter mentioned Big Brothers Big Sisters of Miami," Luis's mom Diane said. "I decided to put my son in the program because I wanted him to have a positive male role model in his life."

Luis had just turned 8 years old and his one wish was for his dad to call him so they could talk.

That call never came. "Instead, something even better happened," Luis says. "My Big Brother Hugo came into my life."

That investment has paid off. "Luis excelled in school because he wanted to make Hugo proud," said Diane. Hugo has also helped Luis develop self-confidence and navigate the difficult school years when he experienced bullying. "He had to deal with fear and safety issues, where I was able to provide him some words of support," Hugo says.

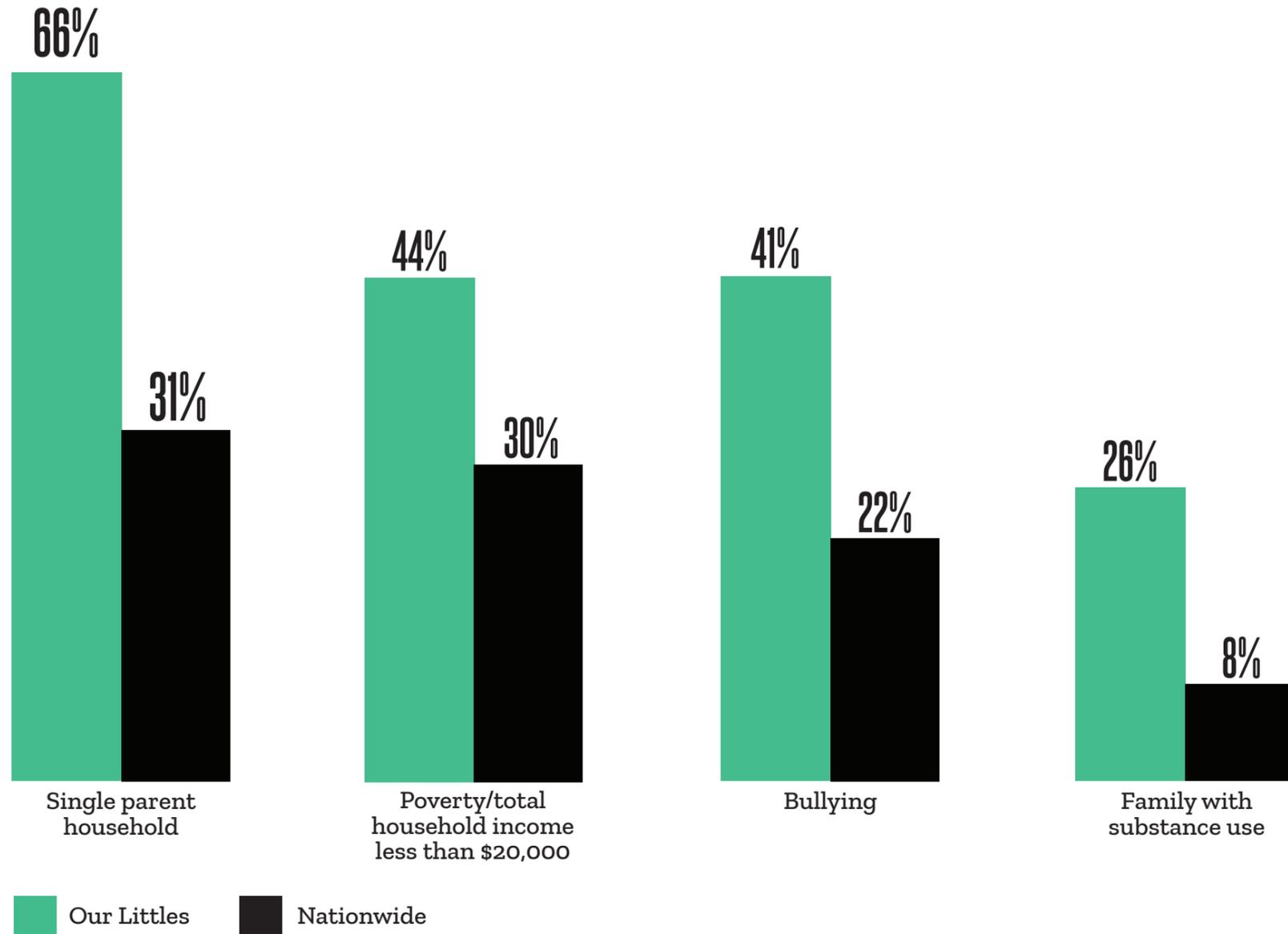


My role at first was to help out Luis to do fun things on a regular basis. What ended up happening is that I became invested in Luis's well-being.

- *Big Brother Hugo*

OUR MISSION IS MORE IMPORTANT THAN EVER

OUR LITTLES FACE ADVERSITY AT A HIGHER RATE THAN THE AVERAGE YOUNG PERSON



PROGRAM HIGHLIGHTS



BIGS IN BLUE/BIGS WITH BADGES

The first time New York City Police Detective Roberto Oviedo met his Little Brother David, Roberto noticed from the very beginning that David was eager and motivated. And they quickly discovered they had something in common: Roberto was a Marine and David planned on joining the Marines, too. They immediately clicked and their friendship grew from there. Building bridges of understanding was one of the reasons Roberto decided to become a Big.

"A lot of what inspired me to be in the Bigs In Blue program came from my two daughters," said Roberto. "They were asking, 'Dad why is there so much tension, why do I see so much negativity within police departments and youth?' I've known my Little Brother for three years, he's now a more confident kid. And my Little Brother has inspired me as well, there's been a change in me."



Big Brother Roberto
Little Brother David
BBBS of NYC

The Bigs in Blue/Bigs with Badges program pairs law enforcement officers with Littles in our one-to-one mentoring program. Bigs can meet their Little at a school/site or participate in our Community-based program, enjoying free/low-cost activities with their Little. In both programs, the outcomes are the same: the idea is to break down barriers and build stronger relationships between the officers and the communities they serve.

"It's important that you get to see how they are... they're not just a cop in uniform," said Little Brother David. "They're a human being like us."



WORKPLACE MENTORING



Our mentoring programs continue to evolve to serve the changing needs of our Littles, as well as reach more volunteers. The Beyond School Walls program is an opportunity for potential volunteers to get involved without leaving the workplace. Comcast NBCUniversal was our first BSW program, launched more than 10 years ago. More than 1,200 Comcast NBCUniversal employees have participated in the BSW program in Philadelphia over the past decade; there are now 13 sites across the country. Big Brother Steven works at the company's Jacksonville, Florida regional office. "Mentoring has a deeper purpose for me," said Steven, who grew up in a low-income neighborhood and now helps to improve operational efficiencies as part of Comcast's Vendor Management team.

One of his high school teachers pushed Micah to take honors classes – support that changed the trajectory of his life. His Big Brother Steven shares, "I can give counsel and advice, but just being able to relate to someone and say, 'I understand where you are coming from' makes the relationship so unique and special."



Little Brother Micah
Big Brother Steven
BBBS of Northeast Florida

"He gave a tour the first session and taught me that business can be fun as opposed to what I thought." Micah also shared, "Having someone to talk to has been good. I would say I don't have many friends who would listen. Friends listen just to respond, but my Big doesn't do that."



LGBTQ INITIATIVE



The Big Brothers Big Sisters of America Youth Mentoring Enhancement Initiative launched in 2016 and now includes 20 agencies across the country. The focus on this initiative has led to the creation of more inclusive policies, training and new partnerships. In addition, a climate survey used to document progress towards inclusivity across the Network is now in its fifth year, providing valuable data. The LGBTQ National Advisory Council consisting of 20 experts, leaders and allies of the LGBTQ community, within and outside the Network, provide additional guidance and training.

All of this means more youth, like 12-year-old Kai, will receive more support while in our program. Kai's mother was diagnosed with cancer and the family wanted him to have a mentor to support him through life challenges—and Isaac became his Big. Isaac and Kai are one of 16 Big/ Little matches in BBBS of Central Arizona's LGBTQ program in partnership with One-n-ten Youth Services.

Being in this site-based setting, Kai and Isaac say they feel supported by other LGBTQ matches. Sessions have provided opportunities for Isaac to help Kai build perseverance, develop a better self-image, and learn how to navigate the world while having fun.



Big Brother Isaac
Little Brother Kai
BBBS of Central Arizona



FEDERAL GRANTS

THOUSANDS OF MATCHES ARE CREATED WITH FEDERAL GRANT FUNDS

Big Brothers Big Sisters of America manages federal grants from the Department of Justice's Office of Juvenile Justice and Delinquency Prevention (OJJDP).

Across the country, those funds pass through to: **83 AGENCIES**

In our most recent OJJDP grant reporting period, in total, our agencies served: **7,773 YOUTH**

86.8% of youth increased social competence



Big Sister Layla
Little Sister Blake
BBBS of Atlanta

MENTORING YOUTH IMPACTED BY OPIOIDS

Research shows traumatic experiences in childhood can affect how the brain develops. The trauma could be produced by a variety of causes: parental separation or divorce, domestic violence, parental mental illness, emotional or physical neglect and physical, emotional, or sexual abuse. Researchers call these traumatic events ACEs - Adverse Childhood Experiences.

In partnership with the Office of Juvenile Justice Department of Prevention through the Mentoring Youth Impacted by Opioids Initiative, 30 agencies in our Network are able to provide dedicated training for Bigs and Littles in addition to wraparound services including opportunities for family engagement, peer support groups and referrals to additional resources.

We know that Bigs can play a key role in helping their Littles heal from trauma, like Little Brother Bryce, who had a hard time dealing with his parents' divorce, and his father's death.

"I felt lonely, confused and angry. Most of all, I didn't trust people," said Bryce. "I was devastated. I just couldn't handle it. I did drugs to escape my pain. One time, the police found me completely unconscious in an alley downtown with my shoes on the wrong feet. I even tried to kill myself—three times. What destroyed my Dad is what I was using to cope. I didn't know where to turn. But everywhere I turned, there was Zach."

Bryce was in elementary school when he met his Big Brother Zach. Bryce says Zach helped him 'stay normal', endure setbacks and set goals. A one-year commitment turned into a 10 year-plus friendship. Zach is always quick to remind Bryce that those rough years have been just a small portion of their time together.

"With Big Brothers Big Sisters, they make it so easy to be successful, and you can make a big difference in one person's life," Zach said. "It's really special."



Big Brother Zach
Little Brother Bryce
BBBS of Puget Sound

NATIONAL CONFERENCE

The National Conference is the one time each year that agency leaders and staff from all over the country convene for peer-sharing, professional development and recognition of outstanding staff, board and the Bigs and Littles of the Year. More than 850 staff, donors, and speakers traveled to Charlotte, North Carolina for this annual event, which featured the first-ever Diversity, Equity, and Inclusion Summit.

More than 17 renowned educators, social workers, and experts in social justice topics were on-hand for keynote presentations, panel discussions, and group break-out sessions. Topics included equity, poverty, and returning citizens (re-entry and criminal history policies.) The summit sparked real conversation and was the impetus for establishing a new DEI Committee as part of the Nationwide Leadership Council. During the National Conference Gala, two high-profile mentoring advocates received the first ever Defender of Potential Awards: Philadelphia Eagles players Rodney McLeod and Malcolm Jenkins.



BBBSA formed a partnership with YearUp.



The City of Charlotte turned green—our branding was everywhere!



NFL Hall of Fame player, Aeneas Williams, shared his experience visiting and inspiring hope to inmates, in partnership with Centene's Strong Youth Strong Communities.



A powerful and emotional discussion with social justice experts serving on the first ever DEI panel discussion.



The amazing staff and volunteers from BBBS of the Central Carolinas



Cheslie Kryst, Miss USA was crowned an honorary Big Sister at the conference. The former BBBS of the Central Carolinas Board Member later joined the BBBSA Board of Directors.



At the National Conference Gala, we paid special tribute to Irvin F. Westheimer, one of the nation's first Big Brothers. (Pictured: Irvin's family members)

BIG ACCOMPLISHMENTS



PINNACLE AWARD WINNERS

Increasing the number of Littles matched with Bigs and empowering those relationships requires training, strategic thinking, and dedication. Agencies that meet or exceed specific criteria related to the length and quality of Big-Little matches and the financial growth of the agency for at least two consecutive years are honored with the **Pinnacle Award**.

- Big Brothers Big Sisters of Metro Milwaukee** (5th year in a row)
- Big Brothers Big Sisters of Northeast Iowa** (4th year in a row)
- Big Brothers Big Sisters of Southern Minnesota** (3rd year in a row)
- Big Brothers Big Sisters of Northern Sierra (formerly El Dorado) (CA)**
- Big Brothers Big Sisters of Southwest Idaho**
- Big Brothers Big Sisters of Tampa Bay**



CORPORATE AND INDIVIDUAL AWARDS

Each year, we honor the exceptional corporate and community partners and individuals who champion our mission and empower potential throughout the country:

- President's Award: FCA Foundation**
- Charles G. Berwind Lifetime Achievement Award: Liz Smith**
- Community Impact Award: KPMG**
- Defender of Potential Award: Rodney McLeod and Malcom Jenkins**

AGENCY AND BOARD OF THE YEAR

There are 240 agencies in the Big Brothers Big Sisters Federation. These agencies go above and beyond to fulfill the mission of Big Brothers Big Sisters and meet the needs of their communities. Each year, we recognize agencies and Boards that met key revenue and service goals.

- Small-Mid Agency Alliance Agency of the Year: Big Brothers Big Sisters of Southern Minnesota**
- Mid-Large Agency Alliance Agency of the Year: Big Brothers Big Sisters of the Midlands**
- Large Agency Alliance Agency of the Year: Big Brothers Big Sisters of the Sun Coast**
- Mid-Large Agency Alliance Board of the Year: Big Brothers Big Sisters Cedar Rapids and East Central Iowa**

David A. Williams, Policy Director for Opportunity Insights, joined other experts on the main stage at the National Conference DEI Summit.



CORPORATE PARTNERSHIPS

ALTRIA GROUP

Our relationship with Altria Group spans more than two decades and has resulted in millions of dollars to support mentoring in their priority communities. Altria's focus on Success360—a collective impact initiative—gives BBBS agencies opportunities to work with other service providers in their area to reach more youth, particularly those who may have traditionally experienced barriers to service. Since 2016, Altria has been the primary funder of our LGBTQ Initiative. Their investment has helped our Network test best practices for making our organization more inclusive and welcoming to the LGBTQ community, including our staff, volunteers, families, and youth. We have also benefitted from Altria's grant funding to investigate potential family engagement activities, most notably by partnering with Search Institute to customize a version of their Keep Connected project for our families.

ARBY'S

From 1990 – 2010, Arby's was BBBSA's longest standing corporate partner, supporting our mission for over 20 years, investing more than \$30 million. In 2018 Arby's reunited with Big Brothers Big Sisters through the Make A Difference Campaign, with the goal of helping transform communities across America for the better. During the Fall 2018 and Spring 2019 campaigns, Arby's team members at the registers asked guests if they would like to donate \$1 to Make a Difference for America's kids. Over the span of both campaigns, Arby's raised more than \$500,000 for the organization. In addition, the partnership also ran an 'END THE WAIT' video campaign bringing awareness to the need for volunteers to reduce the number of Littles on the waiting list.

COMCAST NBCUNIVERSAL

Comcast NBCUniversal continues to partner with BBBSA to produce our largest workplace-mentoring program: Beyond School Walls. Thirteen agencies received funds to support Big/Little matches between Comcast NBCUniversal employees and youth from a nearby school. These youth travel to their local Comcast office each month to meet with their Comcast Big and learn about professionalism in the workplace and strategies for navigating our digital world. Comcast was the presenting sponsor at our 2019 National Conference in Charlotte, NC and continues to support both the national office and the Network with their generous monetary and in-kind donations.



Altria



NFL INSPIRE CHANGE

Under the Inspire Change grant, BBBSA and the NFL Foundation work to support social justice issues and reduce the number of youth on our waiting lists. Agencies funded by this grant are focused on growing or expanding programs that help recruit male mentors (Sports Buddies), break down barriers and build relationships between law enforcement officers and their communities (Bigs in Blue/Bigs with Badges), or provide additional support for youth affected by the incarceration of a family member. In addition to the grant for programming, the NFL sponsored the production of new recruitment marketing material for the recruitment campaign, The Big Draft.

NORDSTROM RACK

Big Brothers Big Sisters and Nordstrom Rack launched a new multi-year partnership in the beginning of 2019 to celebrate the moments of mentoring. Throughout the launch campaign, customers purchased a \$10 Sponsor A Moment card to celebrate specific moments when mentors make a difference: practicing for an interview, helping with homework, and learning to tie a tie. In addition to the \$10 Sponsor A Moment card, customers donated \$1 at the cash register or online at NordstromRack.com and Hautelook.com. The campaign raised more than \$500K for the Network.



STARBUCKS

Big Brothers Big Sisters of America was one of eight non-profit organizations selected by The Starbucks Foundation to participate in the 2018 "Match the Magic" campaign during the holiday season. During the campaign, Starbucks contributed a dedicated promotion to each organization and pledged to match donations made to each organization, up to \$100k. BBBSA successfully raised \$100K, and as a result received a matching \$100K grant from The Starbucks Foundation. Big Brothers Big Sisters continues to be one of the primary partners in supporting Starbucks' Opportunity Youth Initiative through mentoring opportunities and job training.



WELLCARE COMMUNITY FOUNDATION

The WellCare Community Foundation has supported Bigs in Blue/Bigs with Badges since we launched this national initiative. With their investment, the National Office has updated BIB recruitment materials and supported several agencies that are receiving pass-through funds for their programs. Our agencies have been able to leverage the grant to attract other community partners and initiate conversations with new precincts and branches of law enforcement.



DEFENDERS OF POTENTIAL

ALABAMA

BBBS of Greater Birmingham, Inc.
BBBS of Northeast Alabama
BBBS of West Alabama
BBBS of North Alabama, Inc.
BB/BS of the Shoals, Inc.
Big Brothers Big Sisters of South Alabama, Inc.

ALASKA

BBBS of Alaska

ARIZONA

Big Brothers Big Sisters of Southern Arizona
BBBS of Flagstaff
BBBS of Central Arizona
Yavapai BBBS, Inc.

ARKANSAS

BBBS of Central Arkansas
BBBS of Northwest Arkansas

CALIFORNIA

BBBS of El Dorado County
BBBS of the North Coast
BBBS of Central California
BBBS of Greater Los Angeles
Catholic BBBS
Jewish BBBS Assn of Los Angeles County
BBBS of the Greater Sacramento Area, Inc.
Big Brothers Big Sisters of San Diego County
BBBS of the Bay Area
BB/BS of Orange County
BBBS of Santa Cruz County
BBBS of Santa Barbara County
BBBS of San Luis Obispo County
BBBS of Ventura County
BBBS of the Desert

COLORADO

BBBS of Colorado, Inc.
BBBS of Southwest Colorado

CONNECTICUT

Nutmeg BBBS, Inc.
BBBS of Southwestern Connecticut, Inc.

DISTRICT OF COLOMBIA

BBBS of the National Capital Area

DELAWARE

BBBS of Delaware, Inc.

FLORIDA

BBBS of Broward County, Inc.
BBBS of Northeast Florida
BBBS of Central Florida
BBBS of Miami
BBBS of the Sun Coast, Inc.
BB/BS of the Big Bend, Inc.

BBBS of Tampa Bay, Inc.
BBBS of St. Lucie, Indian River and Okeechobee Counties
BBBS of Palm Beach and Martin Counties
BBBS of Northwest Florida
BBBS of St. Johns County

GEORGIA

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

HAWAII

Big Brothers Big Sisters Hawaii, Inc.

IDAHO

BBBS of Southwest Idaho

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

INDIANA

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

IOWA

BBBS of Cedar Rapids & East Central Iowa
BBBS of Central Iowa, Inc.
BBBS of Johnson County
BBBS of Siouxland
BBBS of Northeast Iowa
BBBS of the Mississippi Valley
BBBS of Muscatine County
Heart of Iowa Big Brothers Big Sisters
BBBS of Southwest Idaho, Inc.

KANSAS

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

KENTUCKY

BBBS Of The Bluegrass, Inc.
BB/BS of Kentuckiana, Inc.
BBBS of Madisonville-Hopkins County, Inc.

LOUISIANA

BBBS of Southwest Louisiana

BBBS of Acadiana, Inc.

MAINE

BBBS of Mid-Maine, Inc.
BBBS of Bath/Brunswick
BBBS of Southern Maine

MARYLAND

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

MASSACHUSETTS

BBBS of Franklin County, Inc.

BBBS of Hampden County

Big Brothers Big Sisters of Eastern

Massachusetts
Jewish Big Brothers Big Sisters of Greater Boston

Big Sister Association of Greater Boston, Inc

BBBS of Central Mass/Metrowest, Inc.

BBBS of Hampshire County

MICHIGAN

BBBS of Metropolitan Detroit
BBBS of Flint and Genesee County
BBBS of Jackson County, Inc.
BBBS of Southwest Michigan
BBBS Michigan Capital Region
BBBS of the Great Lakes Bay Region
BBBS of the Lakeshore, Inc.
Big Brothers Big Sisters of Marquette and Alger Counties, Inc.
BBBS of Northwestern Michigan, Inc.
Mid Michigan BBBS
BBBS of Livingston County
BBBS of the Bay Area,
BBBS of Washtenaw County
BBBS of the Western Upper Peninsula

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

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BBBS of Mississippi

MISSOURI

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

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BBBS of Yellowstone County, Inc.
BBBS of Big Sky Country
BBBS of Butte-Silver Bow, Inc.

BBBS of Flathead County
BBBS of Helena and Great Falls, Inc.

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Big Brothers Big Sisters Lincoln
BBBS of the Midlands

NEVADA

BBBS of Southern Nevada, Inc.
BBBS of Northern Nevada

NEW HAMPSHIRE

BBBS of New Hampshire

NEW JERSEY

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

NEW MEXICO

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

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BBBS of Long Island, Inc.
BBBS of Orange County, Inc.
BBBS of New York City, Inc.
BBBS of Family Services of Westchester
BB/BS of Onondaga County
Be-A-Friend Inc. BBBS of Erie, Niagara and the Southern Tier
BBBS of Greater Rochester
BBBS of Rockland County, Inc.
BBBS of the Southern Adirondacks, Inc.
BBBS of Ithaca and Tompkins County

NORTH CAROLINA

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

NORTH DAKOTA

BBBS of The Village Family Service Center

OHIO

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BBBS of Greater Cincinnati
The Jewish BBBS Association
BBBS of Central Ohio
BBBS Miami Valley, Inc.
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BBBS of Licking and Perry Counties
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BB&S of Portage County, Inc.
BBBS of Zanesville, Inc.

BBBS of West Central Ohio, Inc
BBBS of Shelby & Darke County, Inc.

BBBS of Fairfield County, Inc.
BBBS of Lorain County

OKLAHOMA

BBBS of Oklahoma, Inc

OREGON

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BBBS Columbia Northwest

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BBBS of the Lehigh Valley, Inc.

BBBS of Blair County

BBBS of Bucks County, Inc.

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BBBS Independence Region

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BB/BS of The Bridge

BBBS of Beaver County

Big Brothers Big Sisters of York & Adams Counties

BBBS of the Capital Region

BBBS of Jefferson, Elk & McKean Counties

BBBS of the Twin Tiers

BBBS of Centre County

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Big Brothers Big Sisters of Rhode Island, Inc.

SOUTH CAROLINA

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BBBS of Carolina Youth Development Ctr.
BBBS of the Lowcountry

SOUTH DAKOTA

BBBS of the Black Hills

TENNESSEE

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

TEXAS

BBBS of the Texas Panhandle, Inc.
BBBS of Central Texas, Inc.
Big Brothers Big Sisters Lone Star
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BBBS of Hereford, Inc.
BBBS of Lubbock, Inc.
Big Brothers Big Sisters of the Permian Basin
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UTAH

BBBS of Utah, Inc.

VERMONT

BBBS of Vermont

VIRGINIA

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BBBS of Central Virginia, Inc.
BBBS Services, Inc
BBBS of Southwest Virginia, Inc.
BBBS of the Central Blue Ridge, Inc.
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WASHINGTON

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

WEST VIRGINIA

BBBS of the Tri-State

WISCONSIN

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

WYOMING

Greater Wyoming BBBS
BBBS of Northwest Wyoming, Inc.



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JULY 1, 2018 - JUNE 30, 2019

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We appreciate the in-kind gift totaling \$2.2 million to both our Affiliates and the National Office in public service announcements in support of Big Brothers Big Sisters.

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