



Big Brothers Big Sisters
of Metro Milwaukee



Building Futures

2016-2017 REPORT TO THE COMMUNITY

OUR MISSION

To provide children facing adversity with strong and enduring, professionally supported one-to-one mentoring relationships that change their lives for the better, forever.

OUR VISION

All children achieve success in life.

POSITIVE YOUTH OUTCOMES

Big Brothers Big Sisters is dedicated to building minds, building dreams, and building futures for children in Metro Milwaukee. Our programming makes a profound impact in the lives of approximately 1,400 youth each year. With research and proven outcomes at our core, Big Brothers Big Sisters works to ensure children facing adversity have the support and guidance they need for healthy development and long-term success. Through strong one-to-one relationships with caring volunteer adult mentors, youth in our program achieve:

- Educational success
- Avoidance of risky behavior
- Social and emotional development

OUR AFFILIATION

Big Brothers Big Sisters is an independent affiliate of Big Brothers Big Sisters of America, the nation's oldest and largest youth mentoring organization. For over 110 years, Big Brothers Big Sisters of America has implemented, developed, and perfected its unique, evidence-based professionally-supported one-to-one mentoring model across the country.

Big Brothers Big Sisters of America provides us with access to national standards, policies, and procedures focused on child safety; research and program development; evaluation systems and technology; and nationwide best practices shared by over 300 affiliates across the county.

PINNACLE AWARD RECIPIENT



In 2017, for the second consecutive year, Big Brothers Big Sisters of Metro Milwaukee was awarded the prestigious "Pinnacle Award" from Big Brothers Big Sisters of America. This award is the highest honor a Big Brothers Big Sisters affiliate can earn and is achieved through delivering exceptional program metrics and outcomes, including high retention rates, high quality case management, and fiscal stability. We were one of seven agencies—of over 300 across the country—to receive the Pinnacle Award, and one of only two to receive it two years in a row. This is a reflection of our commitment to providing a quality "best in class" program and an excellent return on investment for our donors and supporters.

I can be myself with my Big Sister. I feel I've gained confidence and become a more open person willing to meet new people and explore new things.

-Little Sister

OUR MENTORING PROGRAM

Big Brothers Big Sisters' evidence-based one-to-one service delivery model is unique in the mentoring community and includes:

- Free service to youth, families, volunteer mentors, and schools.
- A comprehensive volunteer screening and enrollment process to ensure child safety and development.
- Thoughtful matching of children and volunteers based on each child's individual needs, shared interests, and personalities.
- Comprehensive mentor training to support healthy, outcomes-focused mentoring relationships.
- Ongoing case management to every child, family, and mentor.
- Integration of educational success strategies into all mentoring services.
- Incorporation of prevention as a core principle to help youth make responsible decisions and avoid behaviors that lead to negative outcomes.
- Parental engagement through case management and participation in activities.
- Strategic partnerships to provide youth with educational and cultural experiences and activities.
- Thorough, scientific evaluation to measure outcomes and impact.

Big Brothers Big Sisters' mentoring program offers three one-to-one mentoring options that utilize our mentoring model. In each, volunteers make a minimum of a two year commitment to mentoring a child; meet with their mentee 3-4 times per month; and provide role modeling, friendship, and guidance to increase positive youth outcomes and create generational change:

Community-based mentoring: Children and volunteer mentors meet weekly throughout the Metro Milwaukee community and spend time together engaged in activities they choose based on mutual interest. Through Community-based mentoring, a child experiences a wide range of new, fun, and educational activities; builds confidence; and gains a new perspective.

School-based mentoring: Students meet with volunteer mentors weekly during or after the school day at one of 12 partner elementary or middle schools for educationally-focused mentoring. Through the support of their mentors, children develop positive attitudes toward school, achieve higher grades, become more confident, and improve relationships with adults and peers.

mentor2.0: High school youth who are low-income and first generation college students are matched with college educated mentors to promote high school graduation, post-secondary readiness, and post-secondary success. Mentor2.0 combines in-person mentoring with safe, secure online communication and a comprehensive weekly curriculum focused on college readiness. Mentors are matched with students at the beginning of their freshmen year of high school. Relationships continue throughout high school and into students' first year of post-secondary education.





Mom Sara, Little Brother Kamerin, Big Brother Drew
November 2017

BUILDING SUCCESSFUL FUTURES FOR CHILDREN AND FAMILIES

Little Brother Kamerin and his Big Brother Drew were matched in Big Brothers Big Sisters' mentoring program in 2013 when Kamerin was nine years old. Kamerin is intelligent, well-spoken, and thoughtful. His mother Sara enrolled him in the Big Brothers Big Sisters program because she felt he would benefit from an additional positive male role model who would be active in his life and encourage Kamerin to try new things and expand his horizons.

Drew is friendly, outgoing, and down to earth. Since being matched with Drew, Kamerin has become more confident and is much more open to new experiences and trying new things. Kamerin and Drew were honored as Big Brothers Big Sisters' Brother Match of the Year at our 2017 Big Gala.

Big Brothers Big Sisters prioritizes parental engagement in every mentoring match. To ensure long-term positive outcomes for the youth we serve, parents or caregivers must be involved in their children's relationships with their mentors. Kamerin's mother Sara is a wonderful example of how parents are essential to successful mentoring relationships.

RECENTLY, WE ASKED SARA TO SHARE WHAT BIG BROTHERS BIG SISTERS HAS MEANT TO KAMERIN AND TO THEIR FAMILY...

What has it meant to Kamerin to have Drew as a consistent role model and friend in his life?

It has been life-changing for Kamerin. Drew has always been there for him and they are close friends. Having a constant like Drew in Kamerin's life is HUGE, and Drew has helped him become a confident teenager. Kamerin even said this year that he is looking forward to being able to become a "Big Brother" when he grows up so he can help a child like Drew has helped him.

In the years since being matched with Drew, how has Kamerin grown?

When they met, Kamerin was a young child playing with his cars and finding his own way navigating the playground. He was an anxious and somewhat shy boy. Now he is a confident young man. Yes, he still has the pressures teenagers face, with the stress of planning his future and deciding what kind of man he wants to be. But he has a support system to help navigate his world, and that makes all the difference.

How would you describe your relationship with Drew?

Drew is wonderful. I couldn't have asked for a better match for Kamerin. He has always been there when we needed him. He has accompanied me to Kamerin's school conferences and he attends his sporting events. Drew always makes sure Kamerin is safe and having a good time, and he tries to get him a bit out of his comfort zone. He keeps me informed on their relationship, and I know he is just a phone call or text away if I need help or just someone to talk to who cares for Kamerin. Drew has a great sense of humor and has blended well into our family. I truly consider him part of our family.

What advice would you give to other parents who are considering enrolling their children in the Big Brothers Big Sisters program?

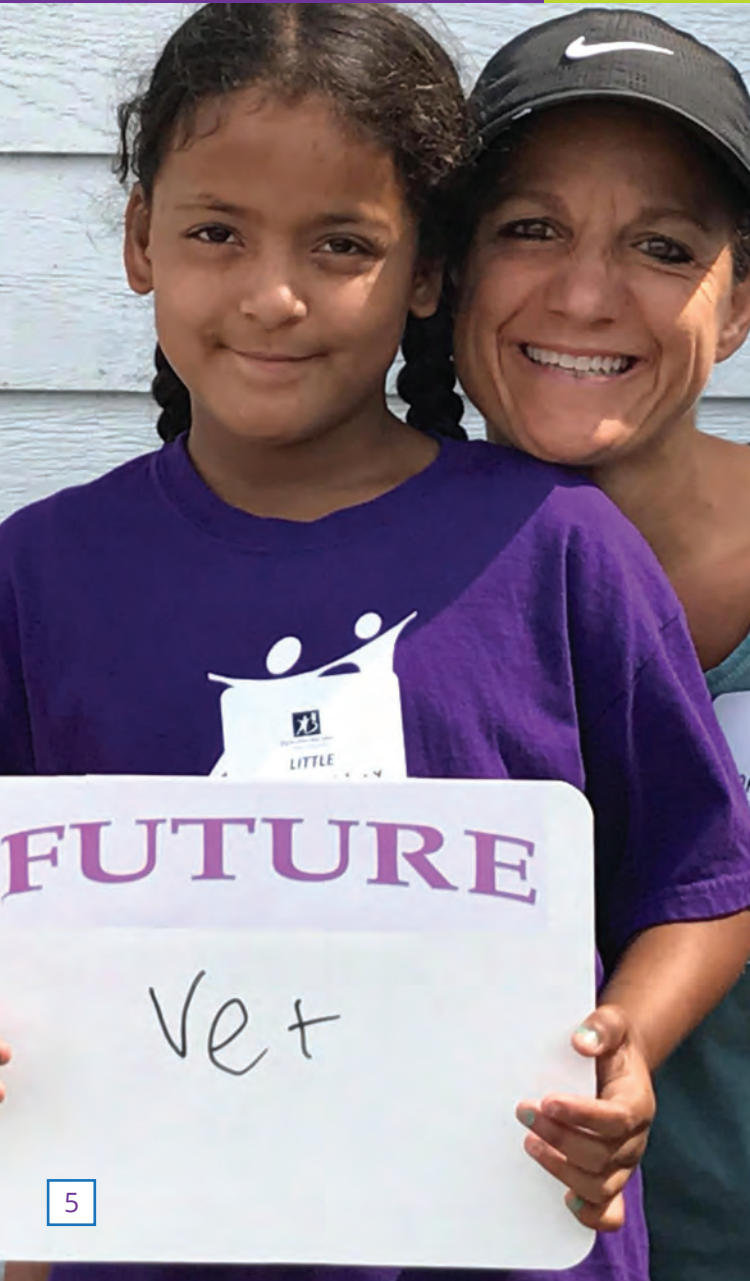
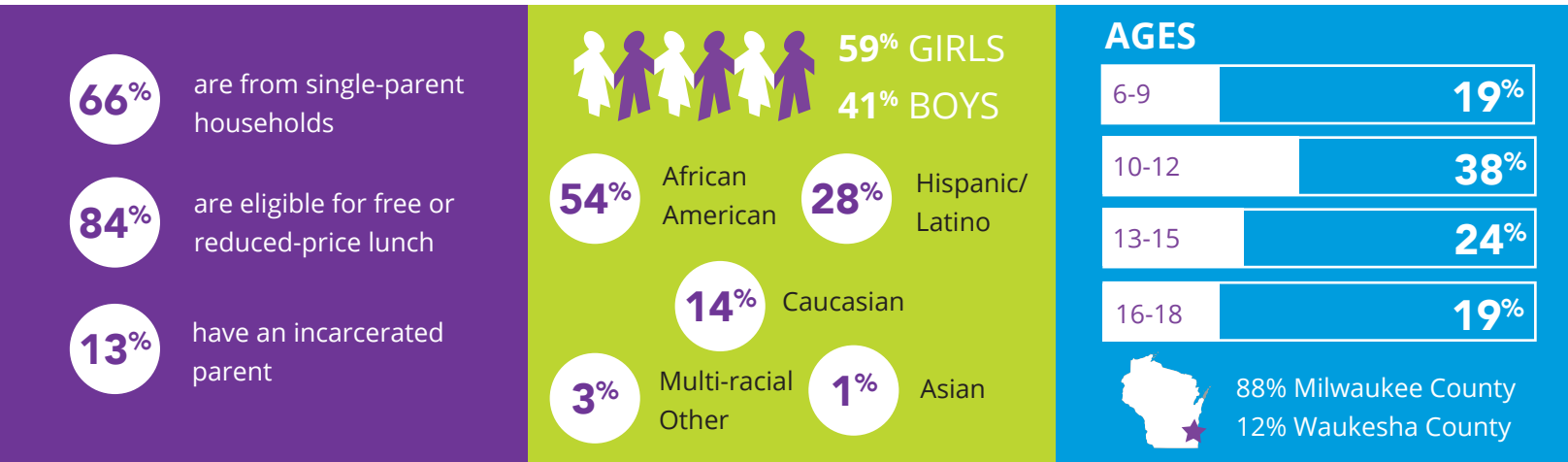
Do it!!! Don't delay. I can't think of a negative to participating in this program. The commitment is small and the payoff is huge. Every child would benefit from having a caring adult take an active role in their well-being.



Drew and Kamerin
August 2014

THE CHILDREN WE SERVE

Big Brothers Big Sisters serves youth facing adversity throughout Metro Milwaukee. In 2017, we served 1,382 youth.



OUR VOLUNTEERS

Committed volunteer mentors have always been Big Brothers Big Sisters' most valuable resource. Our volunteers add substantial value to our agency and allow us to deliver life-changing mentoring services free of charge to children, families, and schools. In 2017, volunteers delivered **over 111,000 hours of direct one-to-one mentoring** to youth for an **estimated economic impact of \$2.6 million**, providing an excellent return on investment to our supporters.

ETHNICITY

81%	Caucasian
7%	African American
6%	Hispanic/Latino
5%	Asian
1%	Multi-racial/Other

AGES

14%	8-20
49%	21-30
20%	31-40
7%	41-50
10%	51+

THOROUGH EVIDENCE-BASED EVALUATION

Big Brothers Big Sisters measures outcomes for every child and every match relationship on an ongoing basis using the Outcomes Evaluation System, which has three key components:

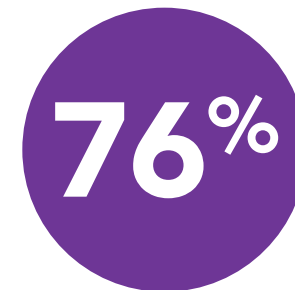
- 1) The Youth Outcome Survey** is a scientifically proven evaluation tool that measures outcomes by pre-testing youth entering our program and post-testing them each subsequent year.
- 2) The Strength of Relationship Survey** measures the strength and quality of the bond between mentors and youth.
- 3) Professional Case Management** by Match Support Specialists who contact each child, parent or guardian, and mentor (monthly in the first year of a match and quarterly thereafter) to discuss progress towards achieving goals, address specific needs, ensure child safety, and gain critical information to guide mentoring relationships.

All data is recorded in the Agency Information Management System (AIM), a unique web-based data capture system developed by Big Brothers Big Sisters of America and implemented nationwide. AIM allows us to evaluate our program in real time, continuously learn, and drive program improvement.



MEASURABLE IMPACT

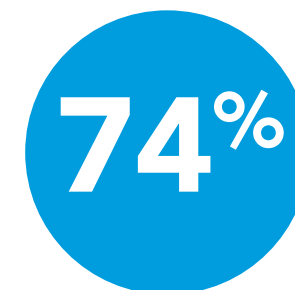
Big Brothers Big Sisters fosters and supports strong, long-lasting one-to-one relationships that lead to positive youth outcomes. **Children in our mentoring program achieved the following measurable results in 2017:**



Maintained or improved educational expectations, which leads to grade promotion, high school graduation, and college readiness.



Maintained or improved attitudes toward risky behavior, including tobacco, drug, and alcohol use; skipping school and breaking school rules; crime; violence toward others; and risky sexual behaviors.



Maintained or improved social and emotional skills, leading to higher aspirations, greater confidence, and better relationships with friends, parents, and other adults in their lives.



I can always count on my Big Sister, and if I ever have a problem I can talk to her. I truly consider her family. Spending time with her is amazing!

-Little Sister

OUR COMMUNITY PARTNERSHIPS

REACH is Big Brothers Big Sisters' **curriculum-based program enhancement** available to mentoring matches that provides staff-planned and staff-supported activities. REACH takes a whole-child approach to youth development by providing a full spectrum of unique activities and experiences to promote educational success, stimulate intellectual curiosity, nurture creativity, encourage civic responsibility, and support healthy lifestyles. REACH provides activities in **five areas critical to youth development**:



Recreation | Education and Careers | Arts and Culture | Civic Engagement | Health and Fitness

Big Brothers Big Sisters has developed numerous strategic collaborations with community partners who give their time, resources, and programming. Tapping into existing resources **reduces duplication of services** and allows Big Brothers Big Sisters to develop and provide quality programming at **low or no cost** to our mentoring matches. Big Brothers Big Sisters delivers over **80 REACH activities** annually.



SIGNATURE SPECIAL EVENTS

Every year, Big Brothers Big Sisters delivers three signature special events to support our one-to-one mentoring program. Our generous guests, sponsors, and donors make these important events possible and assisted us in raising more than \$720,000 in 2016-2017.

BIG BROTHERS BIG SISTERS NFL ALUMNI GOLF CLASSIC

Presented by



For the 26th year, Big Brothers Big Sisters partnered with the NFL Alumni Association to hold the Big Brothers Big Sisters NFL Alumni Golf Classic. BMO Harris Bank was the Presenting Sponsor of the Golf Classic for the sixth straight Year. During this unique event, participants enjoyed a round of golf with a former NFL player followed by an awards dinner. Golfers, sponsors, and donors raised over \$172,000 to support children in Milwaukee and Waukesha counties.

THE BIG GALA: A CELEBRATION OF MENTORING

Presented by



At our 2016 Gala, Big Brothers Big Sisters was joined by over 350 guests to celebrate one-to-one mentoring and honor our Matches of the Year, the Martin F. Stein Memorial Scholarship recipient, and Northwestern Mutual, who received the 2016 Martin F. Stein Champion for Children award. The presenting sponsor for the Big Gala was Tamarack Petroleum Company. The Signature Sponsors were Baird, BMO Harris Bank, Chadbourne & Parke LLP, Deloitte, GE Healthcare, and Rockwell Automation. The Big Gala raised over \$370,000.

BOWL FOR KIDS' SAKE

Presented by



Children's Hospital of Wisconsin was the 2017 Bowl for Kids' Sake Presenting Sponsor for the 15th consecutive year. From January to May, over 800 bowlers hit the lanes, helping to raise over \$178,000 to support Big Brothers Big Sisters' one-to-one mentoring program.



“ I like the idea of having that one-to-one match where I can really get to know a young person in Milwaukee and make a positive difference in his life. ”

- Big Brother



“ What a wonderful program Big Brothers Big Sisters is! Our school is so lucky to have this resource for our children. ”
- School Social Worker

FINANCIAL STABILITY

In fiscal year 2017 (July 1, 2016 to June 30, 2017), Big Brothers Big Sisters achieved a balanced budget for the 10th consecutive year.

REVENUES

Contributions	\$1,160,028
Special Events (net)	\$660,217
Government Grants	\$313,409
United Way Allocations	\$196,487
In-Kind Gifts	\$285,786
Total Revenue	\$2,615,927

EXPENSES

Mentoring Programs	\$1,691,594
Development	\$400,345
Administration	\$276,187
Total Expenses	\$2,368,126

ASSETS

Cash and Cash Equivalents	\$1,224,901
Receivables	\$377,565
Other Assets	\$97,345
Total Assets	\$1,699,811

LIABILITIES

Payables	\$111,827
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NET ASSETS

Unrestricted	\$864,069
Temporarily Restricted	\$723,915
Total Liabilities and Net Assets	\$1,699,811



THANK YOU FOR BUILDING FUTURES FOR CHILDREN IN OUR MENTORING PROGRAM!

Big Brothers Big Sisters is grateful to our many generous supporters and partners who help us provide children with role models who inspire them to close the door to negative influences, rise up to their greatest potential, and achieve their dreams!

The following list includes contributions and in-kind gifts made from made from July 1, 2016 to June 30, 2017.

For a complete list of gifts, please visit our website at bbbsmilwaukee.org/support.

CHAIRMAN'S CIRCLE \$100,000+

Big Brothers Big Sisters of America
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Delinquency Prevention

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Brewers Community Foundation

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Milwaukee Art Museum

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FRIENDSHIP MAKERS \$10,000-\$24,999

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RSM US

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Waukesha Community Development
Block Grant Program

Waukesha County Community
Foundation

Weiss Family Foundation

Wells Fargo Bank, N.A.-Chicago

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Andrew Ziegler

MATCH MAKERS \$1,000-\$4,999

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Anonymous

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Aqua Foundation

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\$1,000-\$4,999 (cont.)**

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 Mary Jo and Samuel Radcliffe
 Julia and Michael Toepfer
 Julia and David Uihlein
 Cinthia S. Christensen and Todd M. Weir
 In Memory of Sharon Nelson - Neal Brandt
 In Memory of Jamie Peszko - Janet Petry Lubniewski and John C. Lubniewski
 In Memory of Ralph Raasch - Julia and Michael Toepfer
 In Memory of Sandy Thiel - Renee and Kevin Leidel

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