



Pictured: Big Sister Alyssa & Little Sister Jonaya



2022 REPORT TO THE COMMUNITY

LIFE-CHANGING IMPACT



**Big Brothers
Big Sisters.**
OF METRO MILWAUKEE

OUR MISSION

To create and support one-to-one mentoring relationships that ignite the power and promise of youth.

OUR VISION

All youth achieve their full potential.

OUR NATIONAL AFFILIATION

Big Brothers Big Sisters of Metro Milwaukee is an independent affiliate of Big Brothers Big Sisters of America, the oldest, largest, and most successful youth mentoring organization in the United States. Since 1904, Big Brothers Big Sisters of America has delivered, developed, and perfected its unique, evidence-based professionally supported one-to-one mentoring model across the country.

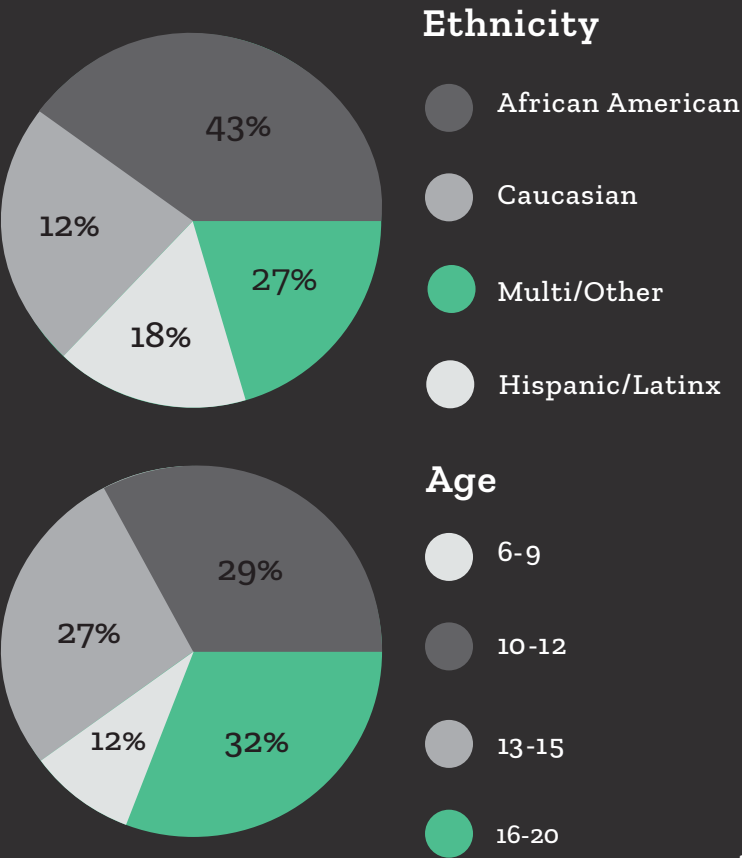
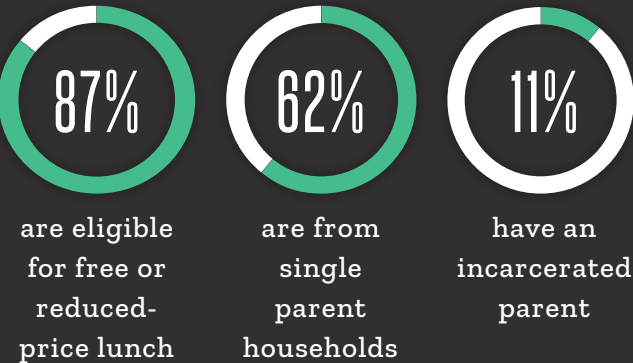
Big Brothers Big Sisters of America provides:

- Access to national standards, policies, and procedures focused on child safety
- Research and program development
- Technology and evaluation systems
- Nationwide best practices shared by more than 230 affiliates across the country

THE CHILDREN WE SERVE

The youth Big Brothers Big Sisters serves face many challenges in their lives. Our programming removes barriers to long-term success for young people by matching them with caring volunteer adult mentors. Big Brothers Big Sisters staff intentionally identifies and enrolls youth facing adversity who will benefit from strong, long-term relationships with professionally supported mentors.

In 2022, Big Brothers Big Sisters served 1,074 youth.



OUR UNIQUE ONE-TO-ONE MENTORING PROGRAM

Big Brothers Big Sisters’ one-to-one mentoring program is a proven, evidence-based intervention that makes a **life-changing impact** in the lives of youth, families, and volunteer mentors. Our mentoring program offers three one-to-one options. In each, volunteers engage with their mentee 2-4 times per month.



Community-based Mentoring: Youth engage with volunteer mentors throughout the community and spend time together doing activities they choose based on mutual interest.



School-based Mentoring: Students engage with volunteer mentors at one of 10 partner elementary or middle schools in Milwaukee and Waukesha counties for educationally-focused mentoring.



mentor2.0: Students are matched with mentors at Big Brothers Big Sisters’ four partner high schools. Mentor2.0 combines in-person mentoring with safe, secure online communication and a comprehensive weekly curriculum focused on post-secondary and career readiness.

SERVICE DELIVERY MODEL

- Free service to youth, families, volunteer mentors, and schools
- Careful volunteer screening to ensure child safety
- Compatibility matching of volunteers and youth based on each youth’s strengths and needs, shared interests, and personalities
- Comprehensive mentor training
- Ongoing case management to every child, family, and mentor
- Options for youth and mentors to remain connected virtually
- Integration of educational success strategies into all mentoring services
- Incorporation of prevention as a core principle to help youth make responsible decisions
- Strategic partnerships to provide youth with educational and cultural activities
- Scientific evaluation to measure outcomes and impact

Pictured: Mentor Prapti (right) & Mentee Ryleigh (left)



OUR VOLUNTEER MENTORS

Dedicated volunteer mentors have always been Big Brothers Big Sisters’ most valuable resource. Our volunteers bring a wide range of backgrounds and life experiences to their mentoring relationships. They are college students, professionals, homemakers, and retirees. Big Brothers Big Sisters’ mentors continue to be there for their mentees, and the youth we serve know their mentor is always in their corner. Someone who is a trusted friend. Someone to turn to when times are tough. Someone to encourage them to achieve their greatest potential.

IN 2022, our mentors delivered approximately 90,000 HOURS OF SERVICE for an estimated economic impact of \$2.7 MILLION providing an excellent return on investment to our partners and supporters.

MENTORYOU: SOCIAL & EMOTIONAL DEVELOPMENT PROGRAM



The challenges of the past three years have had serious implications on children’s social, emotional, and mental health. In fall of 2022, Big Brothers Big Sisters reinforced our focus on social and emotional development by implementing a new mentoring option called MentorYOU. This is a facilitated group mentoring program that serves elementary students from low-income families in Milwaukee. This program utilizes an evidence-based curriculum that focuses on five social emotional learning competencies: self-management, self-awareness, social awareness, relationship skills, and responsible decision making. Through MentorYOU, a Big Brothers Big Sisters Education Coordinator utilizes this curriculum to facilitate weekly classroom sessions.

MentorYOU promotes social and emotional growth and develops the following critical life skills that are important to a child’s development and mental health:

- | | |
|---------------------------------------|-------------------------------------|
| • Self-confidence | • Managing stress |
| • Understanding and managing emotions | • Communicating clearly |
| • Controlling reactions | • Being aware of others’ feelings |
| • Expressing feelings | • Coping with challenges |
| • Recognizing strengths | • Developing problem-solving skills |
| • Self-efficacy | • Resisting negative pressure |
| • Self-discipline | • Resolving conflicts |

SCIENTIFIC EVALUATION

Big Brothers Big Sisters is committed to measurement, analysis, data-driven decision making, and continuous improvement. We evaluate programming using outcome evaluation tools created and developed by Big Brothers Big Sisters of America and leading youth development experts and researchers. We measure outcomes for every youth and every match relationship on an ongoing basis using the Outcomes Evaluation System, which has three components:

- ⇒ **The Youth Outcomes Survey** is a scientifically proven evaluation tool that measures outcomes by pre-testing every youth who enters our program and post-testing them each year.
- ⇒ **The Strength of Relationship Survey** measures the strength and quality of the bond between youth and mentors, allowing staff to offer resources and guidance to mentoring matches as needed.
- ⇒ **Professional Case Management** by Big Brothers Big Sisters Match Support Specialists who contact each youth, parent or guardian, and mentor (monthly in the first year of a mentoring match and quarterly thereafter) to discuss progress towards achieving goals, address specific needs, provide coaching, and ensure child safety.

MEASURABLE OUTCOMES

Big Brothers Big Sisters’ mentoring program provides youth with the resources, structure, and support they need to succeed in life. Youth in Big Brothers Big Sisters’ program achieved the following measurable results in 2022:

| EDUCATIONAL SUCCESS | PERSONAL BEHAVIOR | HEALTHY RELATIONSHIPS |
|-----------------------------------------------------------|------------------------------------------------------------|--------------------------------------------------------------------------------------------------|
| 78% had a positive attitude towards school. | 99% avoided involvement in the juvenile justice system. | 92% maintained or improved social acceptance and positive peer relationships. |
| 86% maintained or improved their grades. | 99% avoided teen pregnancy. | 84% maintained or improved parental trust and their connectedness to their parent(s). |
| 87% of seniors graduated from high school on time. | 98% did not use alcohol, drugs, or tobacco. | 80% indicated their mentor is someone they can count on who cares about what happens to them. |
| 68% of graduates enrolled in post-secondary education. | | |

FINANCIAL STABILITY

Big Brothers Big Sisters achieved a balanced budget for the 15th consecutive year in fiscal year 2022 (7/1/2021-6/30/2022). The following financial information is unaudited.

REVENUES

| | |
|--------------------------------|-----------|
| Contributions | \$362,602 |
| Government Grants | \$483,048 |
| Grants (Corporate, Foundation) | \$827,094 |
| In-Kind Gifts | \$152,937 |
| Special Events - Net | \$868,128 |
| United Way Allocations | \$141,406 |
| PPP Loan Forgiveness | \$246,488 |

Total Revenue: \$3,081,703

EXPENSES

| | |
|--------------------|---------------|
| Mentoring Programs | \$1,614,994 * |
| Development | \$352,962 |
| Administration | \$334,112 |

Total Expenses: \$2,302,068

*Amount does not include 90,806 hours of mentoring service delivered by volunteers, valued at \$2,719,640. If these hours were included, mentoring program expenses would be 86% of total expenses.

ASSETS

| | |
|------------------------|-------------|
| Cash/ Cash Equivalents | \$2,979,131 |
| Receivables | \$435,169 |
| Other Assets | \$310,554 |

Total Assets: \$3,724,854

LIABILITIES

Payables: \$140,537

NET ASSETS

| | |
|------------------|-------------|
| Unrestricted | |
| Undesignated | \$2,650,501 |
| Board Designated | \$243,419 |
| Donor Restricted | \$690,397 |

Total Liabilities and Net Assets: \$3,724,854



Pictured: Big Brother Oliver (left) & Little Brother Michael (right) 7

OUR SUPPORTERS AND PARTNERS

Big Brothers Big Sisters’ talented youth development professionals work diligently to ensure children have the support, guidance, and resources they need to overcome challenges in their lives, and we could not consistently deliver positive youth outcomes without our generous and dedicated donors and partners.

THANK YOU FOR MAKING A LIFE-CHANGING IMPACT IN THE LIVES OF YOUTH AND FAMILIES.

The following list includes contributions and in-kind gifts made from made from July 1, 2021 to June 30, 2022.

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\$1,000-\$4,999

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