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.

**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 are eligible for free or reduced-price lunch, are from single parent households, have an incarcerated parent.

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

- **87%** are eligible for free or reduced-price lunch
- **62%** are from single parent households
- **11%** have an incarcerated parent

**Ethnicity**
- **43%** African American
- **27%** Hispanic/Latinx
- **18%** Multi/Other
- **12%** Caucasian
- **6%** Other

**Age**
- **16-20**
- **13-15**
- **10-12**
- **6-9**
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.

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.

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

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.
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
- 78% had a positive attitude towards school.
- 86% maintained or improved their grades.
- 87% of seniors graduated from high school on time.
- 68% of graduates enrolled in post-secondary education.

#### Personal Behavior
- 99% avoided involvement in the juvenile justice system.
- 99% avoided teen pregnancy.
- 98% did not use alcohol, drugs, or tobacco.

#### Healthy Relationships
- 92% maintained or improved social acceptance and positive peer relationships.
- 84% maintained or improved parental trust and their connectedness to their parent(s).
- 80% indicated their mentor is someone they can count on who cares about what happens to them.

### 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 $153,937
- 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: $2,650,501
- Board Designated $424,419
- Donor Restricted $690,397

**Total Liabilities and Net Assets:** $3,724,854
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 July 1, 2021 to June 30, 2022.

Chairman’s Circle $100,000+
- Community Advocates, Inc.
- Milwaukee Brighter Futures Initiative
- Big Brothers Big Sisters of America - Office of Juvenile Justice and Delinquency Prevention
- Daniel M. Soref Charitable Trust
- United Way of Greater Milwaukee & Waukesha County

President’s Circle $50,000 - $99,999
- The Cudahy Foundation
- Deloitte
- Herb Kohl Philanthropies
- Lip Hing Metal Manufacturing (America) Inc.
- Northwestern Mutual Foundation
- Regal Rexnord
- We Energies Foundation
- Mary Pat and Nick Zarcone

$25,000 - $49,999
- Anon Charitable Trust
- Bader Philanthropies
- BMO Harris Bank
- Brady Corporation Foundation, Inc.
- City of Milwaukee Community Development Grants Administration
- The Donald Driver Foundation
- Johnson Controls Foundation
- Kohl’s Corporation
- Rockwell Automation Charitable Corporation
- Stephens Family Foundation
- U.S. Bank Foundation
- Weiss Family Foundation

$10,000 - $24,999
- Accenture
- American Family Insurance Dreams Foundation
- Anonymous
- A.O. Smith Foundation
- Wendy and David Anderson
- Arby’s Foundation, Inc
- Baird Foundation
- Joanne Birtwistle and John Otis
- Brewers Community Foundation, Inc.
- Briggs & Stratton Corporation
- Children’s Wisconsin
- Emory T. Clark Family Charitable Foundation
- Sue and Curt S. Culver
- Sallie and Don Davis
- Elizabeth Elser Doolittle Charitable Trusts
- Ernst & Young, LLP
- Fiduciary Real Estate Development, Inc.
- GE Healthcare
- Jacqueline and Drew Glaubke
- Cheryl and Chuck Harvey
- HCL America Inc.
- Infosys Limited
- Jerome J. and Dorothy H. Holz Family Foundation
- Kathryn and Matt Kamm
- Rebecca Kennedy and Matthew Lange
- Kloeckner Metals
- Kate and Rob McDonald
- McKinsey & Company
- Anne and Tom Metcalfe
- New York Life
- Nicholas Family Foundation Trust
- Oracle
- The ROS Foundation
- T-Mobile
- Jennifer Weiss
- Women and Girls Fund of Waukesha County

$5,000 - $9,999
- American Transmission Company LLC
- Anonymous
- Bank of America
- Colleen and Mike Baughn
- Nora V. Bock
- Annette and AlGene Caraulia
- The Cass Family Charitable Fund
- CBBR
- Cinthia S. Christensen and Todd M. Weir
- Jeffrey O. Davis and Rachel A. Schneider
- Kimberly and Andrew Dodd
- Eaton Corporation
- Element Fleet Management
- Ernst & Young of Cincinnati
- Ralph Evinrude Foundation, Inc.
- FedEx
- Four-Four Foundation, Inc.
- Marchella and Michael J. Francis
- Francis Investment Counsel LLC
- Generac
- Grainger
- Harley-Davidson Motor Company
- Hauber Foundation
- HSBC Bank, USA
- Michael J. Kelly
- Angelique and Kevin Klimara
- Kolage Family Charitable Trust
- KS Energy Services, LLC
- Arlene and Joel Lee
- Kathleen and John Miller
- Karen and George Oliver
- Milwaukee Tool
- Motorola Solutions/Avigilon
- Linda and Terrence Nadeau
- Moriah Parrish
- Priya and Pratik Patel
- Payne & Dolan
- Ann and Warren Pierson
- Zurn Foundation
- Lynn and Jon Riggs
- Rite-Hite Corporation Foundation
- Bert L. & Patricia S. Steigleder Charitable Trust
- Kim and Stan Van Gundy
- Judy and Michael Van Handel
- Van Horn Automotive Group
- Stephanie and Brent Warren
- Waukesha Community Development Block Grant Program
- Wells Fargo Corporate & Investment Banking
- Tam and Michael A. White
- Andrea and Jeff Williams
- Wire Wright
- Carlene Murphy Ziegler and Andrew Ziegler

$1,000 - $4,999
- ADI
- AED Inc.
- AgileOne
- Anonymous
- Anthem, Inc.
- Arrow Electronics
- Artisan Partners Ltd.
- AT&T
- Atlas Steel
- Avnet Inc.
- Axis Communications
- Baker Tilly
- Mithra and Gary Ballesteros
- Sara and Tony Bartell
- Donna and Donald W. Baumgartner
- Big Brothers Big Sisters of America

Pictured: Big Sister Laura (right) & Little Sister Morgan (left)
# 2021-22 Board of Directors

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<thead>
<tr>
<th>Name</th>
<th>Title</th>
<th>Company/Institution</th>
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<tr>
<td>Terrence C. Nadeau</td>
<td>Board Chair</td>
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<tr>
<td>Amy M. Chionchio</td>
<td>President &amp; CEO</td>
<td>Big Brothers Big Sisters of Metro Milwaukee</td>
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