



 Big Brothers
Big Sisters.
OF METRO MILWAUKEE | MATCH OF THE
YEAR

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2023 ANNUAL REPORT TO THE COMMUNITY

LIFE-CHANGING IMPACT



Big Brothers
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OF METRO MILWAUKEE

WORDS FROM OUR PRESIDENT & CEO

Dear Friends of Big Brothers Big Sisters of Metro Milwaukee,

It is a tremendous honor serving as the President & CEO of Big Brothers Big Sisters of Metro Milwaukee. After 15 years of devoted and impressive service, my predecessor Amy Chionchio is enjoying her hard-earned retirement.

Big Brothers Big Sisters of Metro Milwaukee has been serving youth facing adversity in Milwaukee and Waukesha counties for nearly 50 years. The youth in our program have faced many obstacles but they are resilient, determined, and inspiring – especially when they have a Big Brother or Sister in their corner. Thanks to contributors like you and hundreds of volunteer mentors, all of our services are provided free of charge to youth and families.

In 2022, our volunteer mentors helped 1,074 youth in our community and at partner schools. Yet in 2023, we reached more than 1,500 youth. While we are proud of our growth, with more than 500 youth on our waitlist and the fact that so many young people are facing obstacles, we must continue to grow this organization. That is why in 2024 we are prioritizing an expansion of our Group Facilitated Mentoring opportunities to include the youth who are waiting for a mentor.

We are working with more passion and urgency than ever to meaningfully grow our mentoring program. Your partnership helps make this possible.

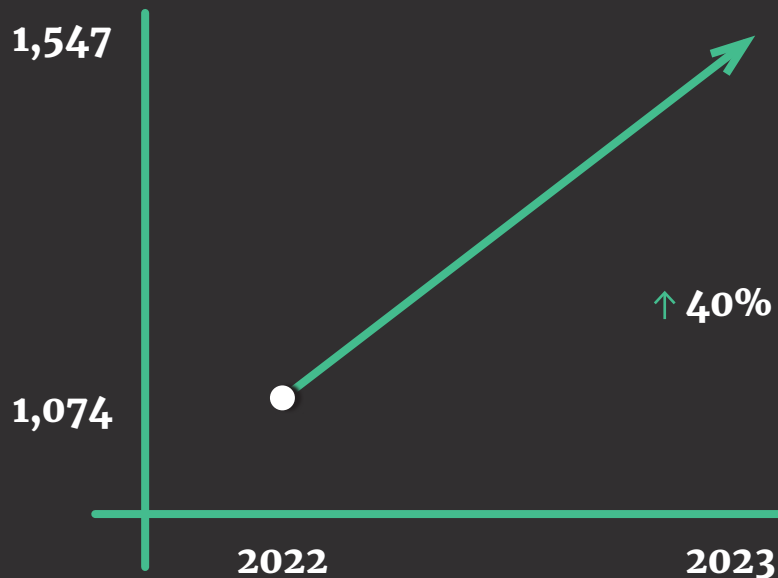
Very best wishes,



Neil Willenson
President and CEO



TOTAL CHILDREN SERVED



OUR MISSION

To create and support 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.

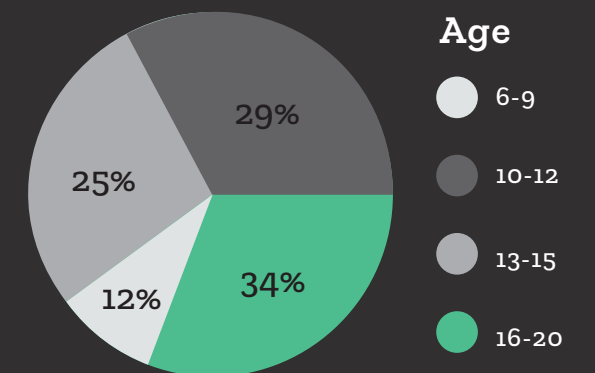
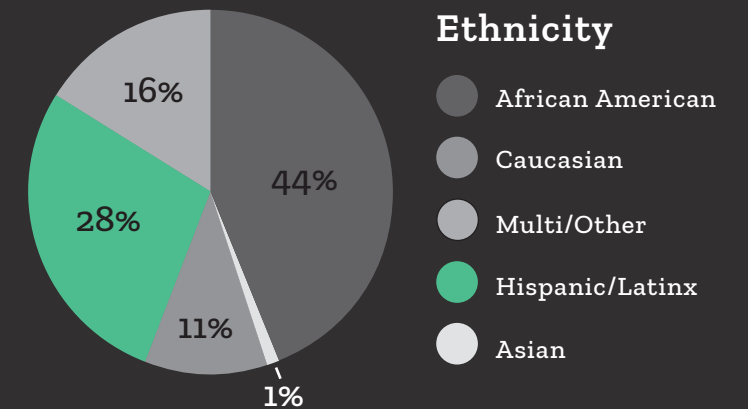
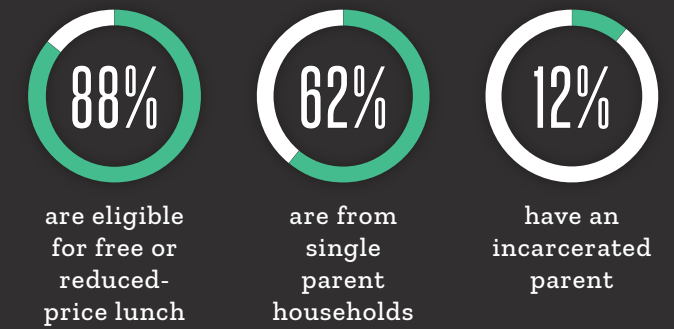
Big Brothers Big Sisters of America provides:

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

THE YOUTH WE SERVE

The youth enrolled in Big Brothers Big Sisters face obstacles in their lives. Our programming removes barriers to long-term success for young people by matching them with caring volunteer mentors. Big Brothers Big Sisters serves youth facing adversity who will benefit from strong, long-term mentoring relationships with ongoing and professional support from Big Brothers Big Sisters staff.

In 2023, Big Brothers Big Sisters of Metro Milwaukee served over **1,500 youth** with the following demographics.



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. Volunteers engage with their mentee 2-4 times per month.



Community-based Mentoring: Mentees engage weekly with volunteer mentors throughout the community and spend time together doing activities they choose based on mutual interest. Through Community-based mentoring, youth experience a wide range of new, fun, and educational activities. In addition, youth build confidence, learn resiliency, and gain new perspectives regarding the role they play in our community.



School-based Mentoring: Students engage with volunteer mentors weekly, during or after the school day, at one of our partner elementary or middle school locations in Milwaukee and Waukesha counties (including seven Milwaukee Public Schools) for educationally focused mentoring, including assistance with homework and enrichment activities that incorporate classroom concepts.



mentor2.0: Mentor2.0 is a proven, technology-enriched mentoring program for high school students. It provides support and guidance, helping high school students graduate and succeed in both college and the workforce. Mentor2.0 combines in-person mentoring with safe, secure online communication and a comprehensive weekly curriculum focused on college and career readiness.



SERVICE DELIVERY MODEL

- Free services for youth, families, and volunteer mentors.
- Comprehensive volunteer screening to ensure child safety and youth protection.
- Quality matching of volunteer mentors and youth based on the youth's strengths and needs, shared interests, experiences, and personalities.
- Required volunteer mentor training including child safety and youth protection, healthy relationships, Trauma Informed Care, as well as Justice, Equity, Diversity, and Inclusion (JEDI).
- Provide ongoing support and case management to each youth, family, and volunteer mentor.
- Focus on youth achieving educational success, making healthy choices, and building positive relationships.
- Strategic partnerships to provide youth with experiences, support, and educational opportunities.
- Evidence-based mentoring model to measure youth outcomes and program impact.
- Offer post-secondary support to youth graduating high school to ensure a successful transition into college and/or the workforce.

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 2023, our mentors delivered approximately 70,000 HOURS OF SERVICE for an estimated economic value of \$2.2 MILLION providing an excellent return on investment to our partners and supporters.

GROUP FACILITATED MENTORING

Group Facilitated Mentoring (GFM) is an addition to our program services to support more youth who are not matched in a one-to-one mentoring relationship. We offer GFM to elementary students where the focus is Social Emotional Learning, college and career readiness for high school youth, and services for youth on our waitlist.



mentor2.0

Group Facilitated mentor2.0 offers students not currently matched with a mentor a comprehensive weekly curriculum focused on college and career readiness, time management skills, resume building, and/or the college application process. The goal is to ensure students graduate and succeed in both college and the workforce with the support and guidance of our Mentoring & Education Coordinators.



MentorYOU

In fall of 2022, we reinforced our focus on social and emotional development by implementing a new Group Facilitated Mentoring program called MentorYOU. This program serves elementary students from low-income families and 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. In addition, the model of MentorYOU provides engaging activities in the classroom facilitated by our Mentoring & Education Coordinator that promote, practice, and encourage the students' growth, development, management, and awareness.

PROGRAM 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/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. In 2023, youth in Big Brothers Big Sisters' mentoring program achieved the following measurable results:

EDUCATIONAL SUCCESS	PERSONAL BEHAVIOR	HEALTHY RELATIONSHIPS
74% had a positive attitude towards school.	99% avoided involvement in the juvenile justice system.	92% maintained or improved social acceptance and positive peer relationships.
89% maintained or improved their grades.	100% avoided teen pregnancy.	95% maintained or improved parental trust and their connectedness to their parent(s).
85% of seniors graduated from high school on time.	96% did not use alcohol, drugs, or tobacco.	88% indicated their mentor is someone they can count on who cares about what happens to them.
83% of graduates enrolled in post-secondary education.		

FINANCIAL STABILITY

Big Brothers Big Sisters achieved a balanced budget for the 16th consecutive year in fiscal year 2023 (7/1/2022-6/30/2023).

REVENUES

Contributions	\$719,292
Government Grants	\$445,199
Grants (Corporate, Foundation)	\$821,312
In-Kind Gifts	\$175,311
Special Events - Net	\$1,009,257
United Way Allocations	\$141,406
Investment Income	\$75,951

Total Revenue: \$3,387,728

EXPENSES

Mentoring Programs Development	\$1,632,068 *
Administration	\$429,185
Payments to National	\$339,823
	\$22,588

Total Expenses: \$2,423,664

*Amount does not include 69,294 hours of mentoring service delivered by volunteers, valued at \$2,203,549. If these hours were included, mentoring program expenses would be 83% of total expenses.

ASSETS

Cash/ Cash Equivalents	\$4,003,895
Endowment Fund	\$354,460
Receivables	\$312,768
Right-of-Use Operating Lease Asset	\$241,776
Other Assets	\$53,872

Total Assets: \$4,966,771

LIABILITIES

Right-of-Use Operating Lease Liability	\$239,276
Payables	\$116,498

Total Liabilities: \$355,774

NET ASSETS

Unrestricted Undesignated	\$3,553,772
Board Designated	\$709,407
Donor Restricted	\$347,818

Total Liabilities and Net Assets: \$4,966,771



OUR SUPPORTERS AND PARTNERS

Big Brothers Big Sisters’ talented youth development professionals work diligently to ensure youth have the support, guidance, and resources they need to overcome obstacles in their lives. 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, 2022 to June 30, 2023. For a complete list of gifts, please visit our website at bbbsmilwaukee.org/support.

Chairman’s Circle \$100,000+

Community Advocates, Inc-
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America- Office of Juvenile
Justice and Delinquency
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Daniel M. Soref Charitable
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Milwaukee & Waukesha
County

President’s Circle \$50,000- \$99,999

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\$5,000-\$9,999

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SIGNATURE ANNUAL EVENTS

Big Brothers Big Sisters hosts three signature special events each year to support the youth, families, and volunteer mentors we serve. Our generous sponsors, guests, and donors make these events possible and helped us raise a record \$1,009,257 in 2023.

BIG BROTHERS BIG SISTERS NFL ALUMNI GOLF CLASSIC



Each summer, Big Brothers Big Sisters of Metro Milwaukee is proud to partner with the NFL Alumni Association to hold the Big Brothers Big Sisters NFL Alumni Golf Classic. During this unique golf outing, participants enjoy a round of golf with a former NFL player followed by an awards dinner. Once again, long-time supporter BMO served as our Presenting Sponsor. We are grateful to Lip Hing Metal Manufacturing, our Premier Sponsor, and Platinum Sponsors Kloeckner Metals and HCL.

Big Brothers Big Sisters of Metro Milwaukee was joined by more than 340 guests to celebrate the power of mentoring at our signature event, The Big Gala. The elegant evening at Milwaukee's Pfister Hotel included a silent and voice auction, raise the paddle ask, dinner and program honoring our Matches of the Year and the Martin F. Stein Champion for Children award recipients, Dave A. Anderson and BMO. We are grateful to BMO and Lip Hing Metal Manufacturing, our Presenting Sponsors, and our Signature Sponsor Accenture.

THE BIG GALA: A CELEBRATION OF MENTORING



BOWL FOR KIDS' SAKE



In spring, we host our Bowl for Kids' Sake event with hundreds of bowlers hitting the lanes for our longest-running special event, helping to raise funding to support youth in Milwaukee and Waukesha counties. Special thank you to Johnson Controls and Kohl's, two of our largest partners for this event.

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