

FOR THE BETTER, FOREVER

2015 ANNUAL REPORT



Big Brothers Big Sisters
of the Greater Twin Cities



"My Big Brother is super nice. He helps me with my math when it's too hard and lifts me up when I can't get the ball in the basket."

– Mark, 9 year old Little Brother

LETTERS FROM OUR LEADERS

Gloria Lewis, President & CEO



When I walked into an empty new office on University Avenue back in 2005, I knew I was beginning an important journey. But I had no idea how far we'd come together, as an organization.

And now as I retire as CEO of Big Brothers Big Sisters, I'm fortunate to have worked with such a passionate and talented staff, and even more fortunate to have earned the support of an extraordinary roster of partners, funders, educators, and community leaders. The results we've achieved together make me very proud of our organization and our community.

We've created a strong Education and Enrichment program, which ensures that our Littles have access to critical life skills, academic supports, and post-secondary planning resources. We've initiated a multi-year fundraising campaign, raising more than \$4.9 million in the first year. We've achieved exemplary outcomes—consistently ranking in the top 10% of more than 300 Big Brothers Big Sisters agencies nationwide. And most importantly, we've made nearly 10,000 new matches, and seen those youth go on to be our community's teachers and doctors, carpenters and designers, leaders and parents.

This has been the most rewarding, important work of my career, and I will continue to be mentoring's biggest advocate, loudest cheerleader, and most passionate supporter. Nothing else has the same power to change the life of a child for the better, forever.

Thank you for being a part of this decade of mentoring. And I am certain that the best is yet to come.

Marci Malzahn, Board Chair



A change in leadership is a time of reflection—and opportunity—for an organization. Gloria Lewis has been an amazing leader, mentor, and friend. While the next President and CEO has some big shoes to fill, we're excited about what lies ahead. Gloria's efforts and energy in the past ten years have laid the groundwork for success in the future.

The need for quality mentoring has never been greater. The one-to-one model that pairs a supportive mentor with a child facing adversity is proven in study after study to have long-lasting, positive impacts. So we will continue to be innovative in leveraging that model to help youth navigate teenage transitions, explore colleges and careers, and support Littles beyond age 18. In the years ahead,

we look forward to making more fantastic matches and getting to know amazing Littles who will become successful and contributing members of society.

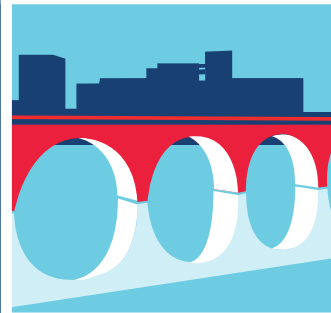
We'll continue to move forward with a vital vision: that all children achieve success in life. We'll build on our efforts in community-based and school-based mentoring, Education and Enrichment, and special initiatives. And we'll work with even more parents and guardians, volunteer mentors, and partners so that our Little Brothers and Little Sisters will have a brighter future for themselves, their families, and our shared community.

For almost a century, we've operated under the belief that every child has the ability to succeed and thrive. And when we look ahead, we're confident that the future is brighter than ever. Thank you, Gloria, for an amazing ten years! Your legacy will always be remembered.

Marci Malzahn



In 2015,
Big Brothers
Big Sisters
served 2,463
of Twin Cities
youth.



and better A BIGGER [✓] FUTURE

We're growing! After a decade of responding to the economy with staffing and service contractions, Big Brothers Big Sisters is at a place where we're serving more kids and expanding our reach.

"Expanded reach" is an understatement, actually. In 2015 alone, Big Brothers Big Sisters saw an astounding 41 percent growth in new matches made, along with the addition of four new full-time staffers.

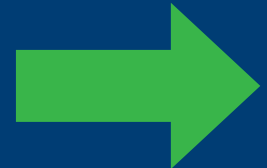


Big Sister Abbie and Little Sister Lovery

Why the sudden growth?

"Better Futures: From Adversity to Success" is one big reason. Thanks to generous community support of this capacity-building campaign and resulting gifts, we're able to radically enhance the Big Brothers Big Sisters experience, and to take one-to-one mentoring to the next level.

To put faces to our growing numbers, here are three matches made this year.



Welcome Kevin & Damin

- Matched in August
- Both love LEGOs, video games, and dogs
- Kevin works in supercomputing and can't wait to geek out with Damin
- Damin wants to be a biochemist when he grows up (after he goes to Disney World and attends the University of Oxford)



Hello, Leslie & JaNaisa

- Matched in November
- Both love the arts, including graphic design, singing, and dancing
- Exercise plays a big role in their lives: Leslie practices the martial art of Muay Thai ("the art of eight limbs") and JaNasia plays basketball

Meet Eddie & Keelijah

- Matched in November
- Both love climbing (trees for Keelijah and rocks for Eddie)
- Eddie looks forward to sharing his passion for math and numbers with Keelijah



Staying Connected After High School

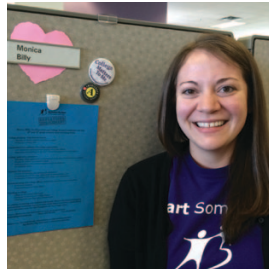
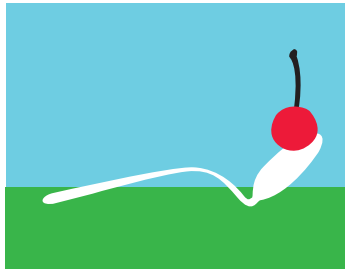
When a Little turns 12, matches often shift from playing games and going to movies to more future-focused activities. For many Littles, that means thinking about college, exploring career paths, developing leadership skills, or all of the above.

With the help of the Big Brothers Big Sisters Education & Enrichment department, a lot of Bigs have helped their Littles make good choices about the future. However, that support and advice officially ended once the Little graduated from high school.

In other words, Big Brothers Big Sisters helped Littles get into college, but in terms of staying in college, they were on their own. That is, until 2015, when we launched the new Big Brothers Big Sisters College and Career Retention program.

Research shows again and again that first-generation college students—particularly those from economically challenged households—face steep odds in completing their education. Financial savvy, “bureaucratic know-how”, and an understanding of reoccurring deadlines can be what tips the scale to staying in school.

Now, we have a full time staff member, Monica Billy, who is entirely focused on supporting Littles ages 18 and up on their college and career paths, even after their match closes. She checks in to see how Littles are doing, and she’s always available for a chat about financial concerns, roommate issues, and study skills. Ultimately, Monica is helping alumni Littles be successful in college and make the most of their academic experience.



“Big Brothers Big Sisters helps Littles like Eileen from grade school to high school to college planning. And now we have an opportunity to stay in their lives even longer, as they attend college, plan their careers, and maybe even become Bigs!”

– Monica Billy, College and Career Retention Associate

MEET EILEEN

Eileen got involved with Big Brothers Big Sisters when she was nine years old. Eileen comes from a large family and even with stellar academic and leadership skills, she appreciated an extra hand. Her Big Sister Stacy became her biggest fan and advocate.



**Goldie Gopher and
Little Sister Eileen**

Around her sophomore year in high school, Eileen began working with Big Brothers Big Sisters staff to focus on college. She took a variety of post-secondary classes, giving her a chance to earn college credit while still in high school. She also took advantage of the many scholarships that Monica suggested to her.

Because Eileen was so involved in high school and remained in touch with Monica even after she started her undergraduate career, Eileen has continued to succeed and flourish. Now Eileen is graduating from the University of Minnesota a year early. She's excelling in her studies, while also finding time for Spirit Squad and study-abroad trips.

Eileen plans to continue her relationship with Monica as she begins graduate school and works toward a career in physical therapy.

MEET YINGCHEE

Post-secondary education can take many paths, and a bachelor's degree is only one. That's why the Federated Challenge Scholarship, offered by Federated Insurance, assists high school graduates seeking a training program or non-four year education at an accredited Minnesota post-secondary school. This covers up to \$5,000 per year for an apprenticeship, certificate or associate's degree.

Thanks to the scholarship, Littles can explore a vast array of careers: health sciences, auto mechanics, computer science, or in Yingchee's case, graphic arts. A former Little Brother and now a college student, Yingchee is pursuing an associate's degree in graphic design at Century College in White Bear Lake. The Federated Scholarship provided him with a portion of his tuition and the opportunity to purchase special course materials, including a computer and camera.

In two years, Yingchee will be a fully certified graphic designer, and he'll have all the tools he needs to build a solid portfolio, not to mention a successful career!



Little Brother Yingchee



**Yingchee with his Big
Couple, Renee and Bruce**



Big Brother Jordan and Little Brother William

about mentoring when he was hanging out with his dad in the garage. The walls of the garage were decorated with paintings that Jordan hadn't, until that day, given a second thought. He found out that the art was his dad's own creation, painted when he was just eight years old with his Big Brother.

Five decades later, Jordan's dad continues to enjoy those memories with Big Brothers Big Sisters.

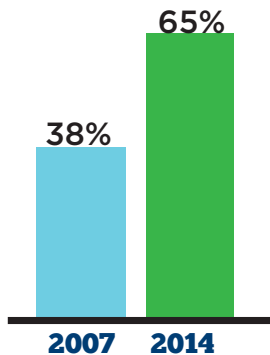
MILLENIALS MENTOR!

The Millennial generation—born between 1980 and 1994—is frequently in the media spotlight, and occasionally gets a bad rap from their older counterparts. But here at Big Brothers Big Sisters, we're putting Millennials in the spotlight for being mentoring superstars.

In 2007, 38 percent of our Bigs were 36 or younger. Today, that number has nearly doubled, to about 65 percent.

One of those Millennial Bigs, Jordan, first learned

Mentors 36 or Younger



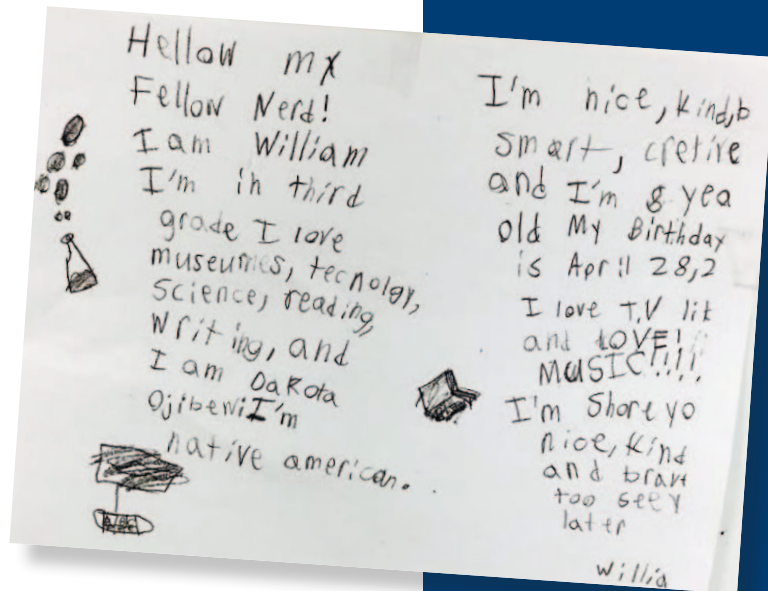
In just seven years, the percentage of Millennial Bigs grew an impressive 27%!

Inspired by his dad and his desire to connect with his community, Jordan started the process of becoming a Big this past winter. Because Big Brothers are always in great demand, in less than a month, he was matched with his Little Brother, William.

Although their relationship has just begun, the two are already getting along like old friends. They spend time at the neighborhood library (William's favorite place), and look forward to exploring museums, reading, and enjoying the outdoors together.

"William is a brilliant guy," says Jordan. "He brings so much excitement to ordinary things. I'm excited to learn about his world and see mine in a new light."

Jordan and William's match offers a shining example of the give-and-take of mentoring. "As Bigs, we can cultivate a caring spirit for all those around us," says Jordan. "It's such a great way to volunteer in the community—doing something beneficial that's also incredibly fun!"



A letter written by very excited Little Brother William to his brand new Big Brother Jordan.

SPOTLIGHT ACTIVITIES

Sisters Take Flight

In September, Delta Air Lines invited three Little Sisters and one Big Sister to their inaugural Women Inspiring our Next Generation (WING) flight. They joined more than 100 teenage and preteen girls from Minneapolis on a plane trip to the Museum of Flight in Seattle, Washington, where they learned all about careers in aviation. The WING flight left a lasting impression, proving that the sky's the limit for women in aviation.



Beyond School Walls

Two dozen new Bigs from Cargill were recently matched with new Littles from the Harvest Prep School in Minneapolis. Littles took a bus to Cargill headquarters in Wayzata, where they joined their new Bigs in collage-making, an engineering contest (goal: build the tallest marshmallow toothpick tower), and lunch in Cargill's cafeteria. Littles told stories about life in grade school, while Bigs talked about their jobs in trade, finance, and other fields. The Bigs and Littles also made plans to go bowling and volunteer with Meals on Wheels. For the next get-together, "Reverse Day," the Bigs are eager to get away from the office and visit their Littles at school. The Bigs and their Littles will be meeting every two weeks.





Breaking the Ice

Minnesotans are not the kind to shy away from a little cold weather. So when Big Brothers Big Sisters promoted an ice fishing festival this past February, more than 20 matches jumped at the chance to sit outside on frozen Medicine Lake. It was all part of "Holes 4 Heroes," a local fundraiser for the Armed Forces and their families. Littles had fun learning the secrets of this favorite Minnesota sport, and a few even hooked a scaley



Backstage at the Guthrie

Teen Littles with dreams of a career onstage or behind the velvet curtain were invited (along with their Bigs) to visit the Guthrie Theater in December. Matches got a behind-the-scenes tour of the theater's rehearsal spaces, and a peek at set designs, costumes, props, and more. Littles had the chance to explore, ask questions, and enjoy some quality time with their Bigs. Overall, the event set the stage for Littles with a passion for performing arts.



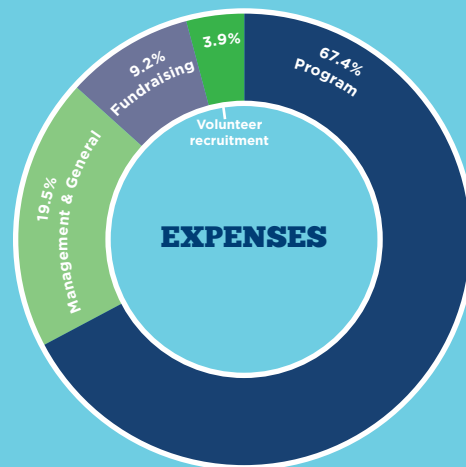
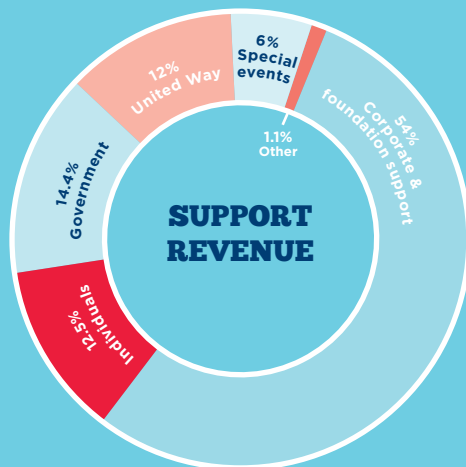


“Big Brothers Big Sisters connected my kids with positive, strong, educated role models. My kids are already feeling more confident.”

– Mother of 3 Littles



2015 FINANCIAL STATEMENT



	2015	2014
Individual contributions	\$ 492,013	\$ 493,845
Corporate & foundation support	\$ 2,129,201	\$ 2,009,650
Government grants	\$ 568,711	\$ 535,440
United Way grant	\$ 474,000	\$ 558,000
Special events	\$ 236,940	\$ 297,719
Other income	\$ 43,582	\$ 36,385
Total Support & Revenue	\$ 3,944,447	\$ 3,931,039

	2015	2014
Program	\$ 2,601,170	\$ 2,379,968
Management & general	\$ 751,221	\$ 642,386
Fundraising	\$ 353,873	\$ 430,583
Volunteer recruitment	\$ 151,581	\$ 119,160
Total Expenses	\$ 3,857,845	\$ 3,572,097

	2015	2014
Total assets	\$ 5,968,679	\$ 3,588,065
Total liabilities	\$ 368,583	\$ 318,977
Net assets	\$ 5,600,096*	\$ 3,269,088
Total liabilities & net assets	\$ 5,968,679	\$ 3,588,065
Change in net assets from operations	\$ 2,367,291	\$ 1,184,134
Nonoperating change in net assets	\$ (36,283)	\$ 108,351
Change in net assets	\$ 2,331,008	\$ 1,292,485
Net assets - beginning	\$ 3,269,088	\$ 1,976,603
Net assets - ending	\$ 5,600,096	\$ 3,269,088

*Includes Better Futures funds



Three Little Sisters learned about careers in aviation on a trip to the Museum of Flight in Seattle, Washington

SUMMING IT UP

This year, we're delighted to say that Big Brothers Big Sisters is growing by leaps and bounds. We owe much of this growth to "Better Futures: From Adversity to Success," a transformational capacity-building campaign that will continue to strengthen the impact of Big Brothers Big Sisters.

As we enter the second year of our campaign, we're in a position to radically enhance the Big Brothers Big Sisters experience, and to take the tried and

true success of one-to-one mentoring to a new level of impact.

Support of the Better Futures Campaign will not only help us to increase the number of children served. It will also enable us to improve the overall mentoring experience, creating relationships between Bigs and Littles that have increased longevity, greater quality, and more successful outcomes for children.

Thank you to our generous donors!

This list includes donors that made a gift of \$25 or more during our fiscal year 2015 (October 1, 2014 – September 30, 2015).

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"I make Big Brothers Big Sisters of the Twin Cities my top giving priority for two key reasons: The first is that I believe there is nothing more powerful we can do for our community than to reach out to young people and provide them with guidance, mentorship, and friendship.

The second reason is that I know Big Brothers Big Sisters will deliver these important services effectively, and efficiently too. I've seen the their capabilities and fierce dedication first-hand as a Big Brother, and I'm so thankful to be able to support the cause in this additional way." –Steve Hentges

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"I ventured timidly into being a Big because something inside kept nudging me and wouldn't leave me alone until I followed through and was matched. I thought I was signing up to do something good for a child. What I didn't realize was that our relationship would change the way I see the world. I give because I want others to have this same opportunity." – Monica Coulter

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Nicholas Vincent	Dietrich	Robert Zavitz	Kyle Brasser	Dodge Nature Center	Bob Hicks	Lord Fletcher's	Panera Bread	Skin Rejuvenation Clinic
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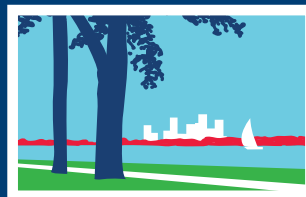
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