2016 ANNUAL REPORT

BUILDING FRIENDSHIPS THAT MATTER
2,144 life-changing friendships were made this year at Big Brothers Big Sisters of the Greater Twin Cities.

That means 2,144 kids from our community are on the right path. Instead of skipping school, they’re making post-secondary plans. Instead of engaging in risky behaviors, they’re playing basketball or hanging out at the library with their Bigs. Instead of feeling like “I can’t,” they have a Big Brother or Big Sister who says, “Yes, you can. And I’m here to help.”

These life-changing friendships make a life-long difference.

The numbers prove it.

95% of mentored youth maintained or increased their scholastic competence, and 84% of Littles paired with a mentor by their freshman year and still matched at the beginning of their senior year graduated from high school.

And they are 100% more likely to have some fun along the way with a Big Brother or Big Sister.

As the region’s leading mentoring organization, we’re focused on doing more for our community’s kids. This transitional year has given us the opportunity to sharpen our focus; we’re serving more kids, making more of an impact, and making that impact last even longer.

We help Littles start envisioning a pathway to their future successes. It starts small, with exposure to career options and field trips to workplaces. It gets bigger, with ACT prep courses and college tours. Along the way, Bigs and families are given tools to help their Littles turn their dreams into diplomas.

And it doesn’t end there.

Once Littles graduate from high school we’re still there. Big Brothers Big Sisters helps Littles persist with their post-secondary plans, or occasionally revise them. For a first-generation college student, every year they return to college puts them that much closer to their diploma and career, so we are with them on the whole journey.

But there are more kids who need a Big Brother or Big Sister. There is more we could be doing for our Littles. There are opportunities to change more lives for the better, forever.
That's why your support of Big Brothers Big Sisters is so essential. It's the nearly half a million lives we've changed over the past 100 years. It's the thousands of lives we're changing today. It's the innumerable lives that are still waiting to be changed.

We are deeply grateful for you and your support.

P.S. Are you thinking about becoming a Big Brother or Big Sister? Hooray! And thank you! Call 651-789-2400 or email thinkbig@bigstwincities.org and take the first step toward a life-changing friendship.
WHAT HAPPENS AFTER JUST THE FIRST YEAR OF 1-TO-1 MENTORING?

9/10
Littles have better attitudes toward risky behaviors

90%
of Littles improved or maintained their scholastic competence

88%
of Littles improved or maintained parental trust

52%
of Littles are less likely to skip school

46%
of Littles are less likely to begin using illegal drugs

11 YEARS
We have a pair that has been matched for over 11 years! If this is what 1 year can do, just imagine what greatness 11 years brings!
What happens after just the first year of 1-to-1 mentoring?

- Littles improved or maintained parental trust: 88%
- Littles have better attitudes toward risky behaviors: 9/10
- 52% of Littles are less likely to skip school
- 90% of Littles improved or maintained their scholastic competence
- 46% of Littles are less likely to begin using illegal drugs

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Who did we serve in 2016?

- Matches: 2,144
- That's enough Bigs and Littles to fill up the State Theater, Guthrie Theater AND Children's Theater!

Top 5 Zip Codes
- North Minneapolis 55411
- St. Paul - Payne-Phalen 55106
- North Minneapolis 55412
- South Minneapolis Powderhorn 55407
- St. Paul - Como/Little Canada 55117

86% Youth of color

Top 5 Highest Attended Activities
- 690 attendees: Saints Game & Picnic
- 300 attendees: Winter Picnic
- 250 attendees: Big Day at the U
- 100 attendees: Snowdaze Carnival at the University of MN

Top 5 Zip Codes
- Minneapolis - University Area 55455
- Minneapolis - University Area 55414
- Minneapolis - Uptown 55408
- Southwest Minneapolis 55105
- St. Paul - Macalester/Groveland 55117

Volunteer Age Range
- 15 YOUNGEST
- 83 OLDEST

92,980 hours were volunteered in 2016. That amount of time donated is equivalent to $2,145,049!

OUR LITTLES
- Youth of color: 86%
- Go to 464 different schools

OUR BIGS
- Top 5 Zip Codes
- Volunteer Age Range

OUR MATCHES
- Matches: 2,144
- That's enough Bigs and Littles to fill up the State Theater, Guthrie Theater AND Children's Theater!

Top 4 Highest Attended Activities
- 690 attendees: Saints Game & Picnic
- 300 attendees: Winter Picnic
- 250 attendees: Big Day at the U
- 100 attendees: Snowdaze Carnival at the University of MN

OUR STAFF
- BBBS staff proudly speak 7 different languages!

1,079 BACKGROUND CHECKS

18,474 Match Support check-ins were completed by Match Support Coordinators like Rob, Jayci, and Mai (pictured below)
Even the biggest friendships start small. Just ask Little Sister Ianna and Big Sister Alyssa. During their four-and-a-half-year match, they've built a high-impact relationship through lots of low-key activities.

Ianna and Alyssa enjoy watching movies, baking, taking trips to the library and trying out daring new nail-art color combinations. (Which fits in nicely while cookies are in the oven or a film is getting started!)

Bonding over quiet activities has helped 12-year-old Ianna build self-confidence and courage. At first Ianna was relatively quiet and hesitant to try new things, Alyssa remembers. Today, whether it's tasting new foods, tackling a new recipe, or even hunting for rocks on a beach, "Ianna is much more willing to try new things and express her opinion now," Alyssa noted.

Even though Alyssa didn't have too many expectations when she became a Big Sister, the experience has changed her, too. "I get to try new things with Ianna," she notes. "Being a Big Sister is a great excuse to do all kinds of things I wouldn't otherwise do."

"It's been four-and-a-half years, and we're still finding so many fun things to do together," remarks Alyssa. "I'm in it for as long as she likes hanging out with me…and I hope that's a really long time." 

"Ianna is much more outgoing and bubbly now," — Big Sister Alyssa
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Big Brother Vivek says that 15-year-old Little Brother Xander is “so smart, he’s just an amazing kid.”

He should know. These two were matched in 2009 and have spent more than seven years together. “When I met Xander, he barely came up to my waist. Now he’s in driver’s ed!” Big Brother Vivek exclaims.

At first, it was all fun and games. “When Xander was younger, we played golf, went to the batting cages or watched the Vikings. It was all sports, all the time,” Vivek fondly remembers.

Now that Xander is in high school, their match has followed the course of Xander’s evolving interests, like science and space exploration. They still talk sports, but Vivek is just as likely to share an article on SpaceX or introduce Xander to other role models with successful science careers.

Vivek is intentional about helping guide Xander on a path that will help him reach his future goals. Whether it’s initiating a conversation about AP classes, getting good grades or thinking about post-secondary options, Vivek wants Xander to “set his expectations higher, and have even more tools to do even better.”

Xander’s mom Sandi appreciates the special role that Vivek fills in Xander’s life. “I knew Xander would need someone to help him grow into a good man,” she remarks. “And I trust Vivek to be that person in Xander’s life.”

“My hope is that I’ve helped Xander be a terrific adult someday,” reflects Vivek. “Because I know he has had a profound impact on me.”
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Vivek & Xander

"When I met Xander, he barely came up to my waist. Now he's in driver's ed!" Big Brother Vivek
Big Sister Polly and Little Sister Branndy posed for a selfie at the BBBS Winter Picnic. More than 300 Bigs and Littles bundled up for an afternoon of frozen fun at Minneapolis’ Holidazzle. A scavenger hunt, wacky photo booth and gigantic bags of freshly popped kettle corn (a huge hit!) filled this cool event with warm memories.

From the cozy interior of an ice house on Medicine Lake, Little Brother Marlin and Big Brother John angled for a big catch. They were among several other matches who got hooked on ice fishing, that quintessential Minnesota winter activity, as part of an annual tournament that honors members of the military.

Check out Little Sister Nashali and Big Sister Kelsey hanging out together… upside down! They were getting fit and having fun at an Aviary Aerial class, a high-flying new addition to hundreds of activities available to matches each year.

Single-digit temps were no match for our hardy matches who tested out the Holidazzle ice rink, including Big Sister Elizabeth and Little Sister Sophia. For a post-skate warm-up, Bigs and Littles visited the BBBS hospitality tent which was bursting with merriment in the form of hot cocoa, holiday music, twinkling lights and crafts.
Spring 2016
Little Brother R.J. and Big Brother Curtis were all smiles at BBBS’ annual Match Celebration, a special event recognizing graduating Littles, as well as the Bigs and families who have supported them along the way. Their match story will continue with a new chapter as R.J. begins his freshman year at Minneapolis Community and Technical College this fall.

Spring 2016
Little Sister Haley backpacked across Europe after graduating from Gustavus Adolphus College. Upon return, she began work in asset management for Goldman Sachs in New York City. We’re so proud of Haley and all of the other Littles who earned degrees last year... and a special shout-out to the Bigs who helped them achieve their college dreams!

Spring 2016
Little Sister Christine and Big Sister Melissa root, root, root for the home team at BBBS’ 21st annual St. Paul Saints Game & Picnic. This all-star event included yard games, face painting and even photo ops with St. Paul Saints mascot, Mudonna. Over the years, thousands of Littles have attended this fun outing. Now THAT’s what we call a home run.

Spring 2016
Happy Match-iversary! Each month, BBBS invites Bigs and Littles to a pizza party celebration of their match milestones. This year we recognized hundreds of match-iversaries for matches lasting between one and 11 years. Congratulations to all, especially Little Brother Da’Vion and Big Brother Russell, who are pictured here celebrating their first year as a match.
Nearly 800 Bigs and Littles, including Big Sister Linda and Little Sister Janyia, planned for a day of swimming, archery and the Walk for Mentoring at our annual summer picnic. Instead, guests scrambled for cover as severe thunderstorms rolled in just as the festivities were getting started. But never fear, we’ll be back (weather-permitting!) next year.

Summer 2016
Matches reeled in some fun — and some big fish! — on Lake Mille Lacs. Big Sister Amanda and Little Sister Lizeth were among 10 matches who boarded a large open-air launch boat for a sunny outing on the water. There’s no doubt that this day was a real “keeper.”

Summer 2016
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Summer 2016
Little Brother KaJon and Big Brother Chris put on their inline skates for a spin around the lakes. From picnics and concerts in the park to paddling a canoe, playing a round of mini golf or exploring Minnehaha Falls, many Bigs and Littles make plans to enjoy summer in the cities together.

Summer 2016
Congratulations to Big Brother Jeremy, site-based Big Brother of the year! For the past three years, Little Brother Lor has climbed aboard a bright yellow school bus for twice-monthly trips to visit Jeremy at Comcast, his workplace. During summer months, Jeremy and Lor stay connected through the BBBS pen pal program.

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Fall 2016

At the 3rd Annual Kickin’ It With Harrison event, dozens of Bigs and Littles challenged Vikings defensive star Harrison Smith, as well as teammate Terence Newman, to a friendly game of kickball at Winter Park. There weren’t any sacks or tackles that day, but Littles did enjoy autographs, a behind-the-scenes tour, and a Q&A session.

Fall 2016

Twenty-three Littles plus their Bigs and families learned about career and job opportunities from nearly 20 businesses at the BBBS Career Fair. Big Brother Jason and Little Brother Evan are shown here checking out the Eureka Recycling booth. Littles also put their personal presentation skills to the test in mock interviews.

Fall 2016

Strawberries or M&Ms? Big Sister Paige and Little Sister Madison chose which ingredients to stir into their very own Blizzard concoctions during Career Day at Dairy Queen. More than 20 matches visited DQ’s HQ to learn about logos, marketing and even that trademark swirl on the top of every DQ cone. Littles and Bigs met food scientists and food stylists, and even did a little taste-testing. Yum!

Fall 2016

Little Sister Karina and Little Sister Jeylan showed off their personalized pizza boxes at a Leadership & Teamwork career exploration match event. They were among dozens of Bigs and Littles who went behind-the-scenes at Davanni’s to see how employees (including teens) are hired and trained. Bonus: they made their own pizzas!
2016 Financial Statement

Support and Revenue

<table>
<thead>
<tr>
<th>Source</th>
<th>2016</th>
<th>2015</th>
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<tbody>
<tr>
<td>Individual Contributions</td>
<td>$426,153</td>
<td>$418,764</td>
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<tr>
<td>Corporate and Foundation Support</td>
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<td>Government Grants</td>
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<td>United Way Grant</td>
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<td>Special Events</td>
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<tr>
<td>Other Income</td>
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<tr>
<td>Donated Clothing (Net)</td>
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<tr>
<td><strong>Total Support and Revenue</strong></td>
<td>$4,115,289</td>
<td>$3,944,447</td>
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Campaign Contributions

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<th>Year</th>
<th>2016</th>
<th>2015</th>
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<tr>
<td></td>
<td>$642,224</td>
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Expenses

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<tr>
<th>Category</th>
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<tr>
<td>Program and Volunteer Recruitment</td>
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<tr>
<td>Management and General</td>
<td>$869,668</td>
<td>$751,221</td>
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<tr>
<td>Fundraising</td>
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<td>$648,871</td>
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<tr>
<td><strong>Total Expenses</strong></td>
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Campaign Expenses

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<tr>
<th>Year</th>
<th>2016</th>
<th>2015</th>
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<tbody>
<tr>
<td></td>
<td>$205,789</td>
<td>$294,998</td>
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Total Assets

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<tr>
<th>Category</th>
<th>2016</th>
<th>2015</th>
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<tbody>
<tr>
<td>Total Assets</td>
<td>$6,013,265</td>
<td>$5,968,679</td>
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<tr>
<td>Total Liabilities</td>
<td>$303,372</td>
<td>$368,583</td>
</tr>
<tr>
<td>Net Assets</td>
<td>$5,709,893</td>
<td>$5,600,096</td>
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<tr>
<td>Total Liabilities and Net Assets</td>
<td>$6,013,265</td>
<td>$5,968,679</td>
</tr>
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</table>

Change in Net Assets From Operations

<table>
<thead>
<tr>
<th>Category</th>
<th>2016</th>
<th>2015</th>
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<tbody>
<tr>
<td>Change in Net Assets From Operations</td>
<td>$(6,965)</td>
<td>$2,367,291</td>
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<tr>
<td>Nonoperating Change in Net Assets</td>
<td>$116,762</td>
<td>$(36,283)</td>
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Change in Net Assets

<table>
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<tr>
<th>Category</th>
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<th>2015</th>
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<tbody>
<tr>
<td>Change in Net Assets</td>
<td>$109,797</td>
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<tr>
<td>Net Assets-Beginning</td>
<td>$5,600,096</td>
<td>$3,269,088</td>
</tr>
<tr>
<td>Net Assets-Ending</td>
<td>$5,709,893</td>
<td>$5,600,096</td>
</tr>
</tbody>
</table>

This year we launched a partnership with select Unique Thrift and Value Thrift stores. Your unused, outgrown, and unloved clothing can support high-quality mentoring for kids facing adversity. Drop-off locations are located throughout our community:

**SUPPORT MENTORING BY THE POUND**

- Burnsville Unique Thrift
- Columbia Heights Unique Thrift
- New Hope Unique Thrift
- Sun Ray Valu Thrift
- Additional Dropoff Locations
  - Central Valu Center
  - Richfield Hub
  - Terrace Center
  - Elk Park Center
  - White Bear Hills Shopping Center
  - Midway Marketplace
  - Riverdale Village
  - Marketplace @42

A solid financial footing is more than just a responsibility to our accountants and auditors. It’s also a sign that we’re doing all the right things to ensure lasting funding for our work. It’s how we show you, our supporters and donors, that we are responsible stewards of your trust and investment.

For more than a decade, Federated Insurance in Owatonna has been a leading funder of BBBS in Minnesota. Their belief in the transformative power of mentoring has put tens of thousands of Minnesota kids on the right path. Each summer their Federated Challenge for the Kids of Minnesota gala and golf tournament raises awareness and funds for mentoring across the state. Their leadership and support is remarkable and commendable both in its consistency and generosity.

We are now midway through our “Better Futures” campaign, a multi-year capacity building initiative dedicated to building on our 1-to-1 mentoring success with innovative program growth. Thanks to the community’s support we’ll be able to enrich and expand mentoring experiences, and make critical investments in agency infrastructure to ensure successful outcomes for even more children. Stay tuned for more details as we approach the public phase of the campaign.

We are excited to announce a new partnership with Savers thrift stores, who pays Big Brothers Big Sisters by the pound for all donations of clothing or household items. Whether it’s garage sale leftovers or home decluttering results, all donations that are dropped off at one of our designated Unique Thrift and Valu Thrift stores (see list above) support Big Brothers Big Sisters. We’ve seen a significant first year impact on our finances and we’re optimistic about the future of this revenue stream to support high-quality mentoring.

For more than a century, Big Brothers Big Sisters of the Greater Twin Cities has been helping change the lives of children facing adversity for the better, forever. And we’re confident that in the years ahead, with your support, we will grow, expand, innovate, lead, and most importantly match even more kids with a Big Brother or Big Sister.
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**SUMMING IT UP**

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**Additional Dropoff Locations**
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- Terrace Center
- Elk Park Center
- White Bear Hills Shopping Center
- Midway Marketplace
- Riverdale Village
- Marketplace @42
We asked Michael Ballard, who supports BBBS through monthly payroll deductions and has been a Big Brother since 2009, why he supports Big Brothers Big Sisters of the Twin Cities. Here’s what he told us.

My name is Michael Ballard and I am a Big Brother, matched with Rummon. I have loved my experience with my match since day one, and I volunteered to be a Big knowing that mentoring is one of the best ways of giving back to the community in which I live.

BBBS does not ask for much, yet the organization has so much to give. I fully support the organization’s goals and decided I could make a financial contribution in addition to giving my time to mentor. Starting with safety for the kids waiting to be matched, BBBS asked to have a background check, which involved a minimal cost to the program. I did not have to think twice about covering this cost out of my own pocket, and soon realized that it would take more than my time to ensure this great organization had the resources to enrich the lives of so many kids needing mentors.

I decided to make ongoing contributions through payroll deduction, and designate my gift 100% to BBBS. It does not take a lot, but I firmly believe that EVERY mentor should give something beyond their time to their Little. In reality, BBBS has been as enriching for me as it has been for my Little Brother Rummon. Each year, I increased my giving to show my support because I believe in the value of the program. I always tried to “give until it hurts a little, then give a little bit more.” I have never missed one dollar that I have given, just as I have never regretted any hour I put into the match.

It does not take much to get started, so start something Big.

Thank you, Michael. We’re deeply touched by your story and sincerely appreciate your many contributions to BBBS.
“Big Brothers Big Sisters has been as enriching for me as it has been for my Little Brother Rummon,” Michael Ballard, BBBS donor and Big Brother to Rummon.
It's thanks to you that children across the Twin Cities are moving from statistics to success stories. Your financial support makes it possible for kids facing adversity to navigate life's challenges with a Big Brother or Big Sister by their side.
“I choose to give monthly to BBBS because I strongly believe that every child should have an advocate and I think BBBS provides that.”

Toyin Akisanya

Mary Jo and Dean Lindholm*  
Meredith Moore Crosby and Brian Crosby  
Pamela S. Olson*  
Bill and Teri Popp  
Mark and Karen Rauenhorst  
Matthew and Kristine Rauenhorst  
Deirdre Ryan  
Mark and Meg Scharmer  
Jim and Sheri Simpson  
Warren and Mary Staley

$1,000-$2,499

Michael Ballard  
Steve and Joni Bateman  
Doris and Tim Baylor  
David and Sara Benning*  
Michael and Renee Carrel  
Edward F. Christie*  
Monica L. Coulter  
Jeff and Anne Davidman  
Simit Desai  
John B. Ficklin, Jr.  
The Alan Geiwitz and Mary McMahon Charitable Fund  
Wendy L. Gillespie**  
Amy Goldman  
Dale and Amy Hentges  
Ryan Hertel  
Dean A. Hooper**  
Barry L. Hunter  
Jefferson and Andrea Johnston**  
Paul and Sarah Karon  
Courtney and R.B. Kiernat  
Laurie and Daniel Lafontaine  
Michael and Cynthia LeSage  
Gloria and Craig Lewis  
Travis Lien and Brian Robran  
Christopher Majors  
Marcia and Tim Malzahn**  
Miron and Anne Marcotte  
William and Carolyn McCarthy  
Tanya M. Mears Hall  
Jennifer L. Moll  
Dave Obee  
Angie and Brent Olsonowski  
Joel and Natalie Pasius  
Channing W. Riggs  
Jeanine Rivet and Warren Herreid  
Catherine Rohrman  
Brian and Robin Smith  
Charles Stobbie  
Kevin and Rebecca Thompson  
Eric and Lauren Titze  
Nicholas Vincent  
Tom and Rita Welch  
W. Thomas White and Marilyn Dietrich  
Ryan and Kathy Wolff

$500-$999

Sharon Albrecht  
Jessica and Nathaniel Albrecht  
Dennis and Carol Anderson  
Paul Barnard  
Christophe Beck  
Drew and Suzy Bergstrom**  
Tom Bergstrom  
Robert Biagio  
Michael Bills  
Seth and Laura Boyd  
Vincent L. Bryan  
Jeremy and Angela Coenen  
Ryan D. Crosby  
Sharon K. Dawson  
Joseph D. Downey  
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"As a former Big, it was rewarding and fun to watch my Little improve academically, experience new activities (like carving pumpkins!), and share our cultural traditions with one another. Now as a donor, I feel good knowing that my financial contributions are helping other Bigs and Littles enrich each other’s lives.”

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