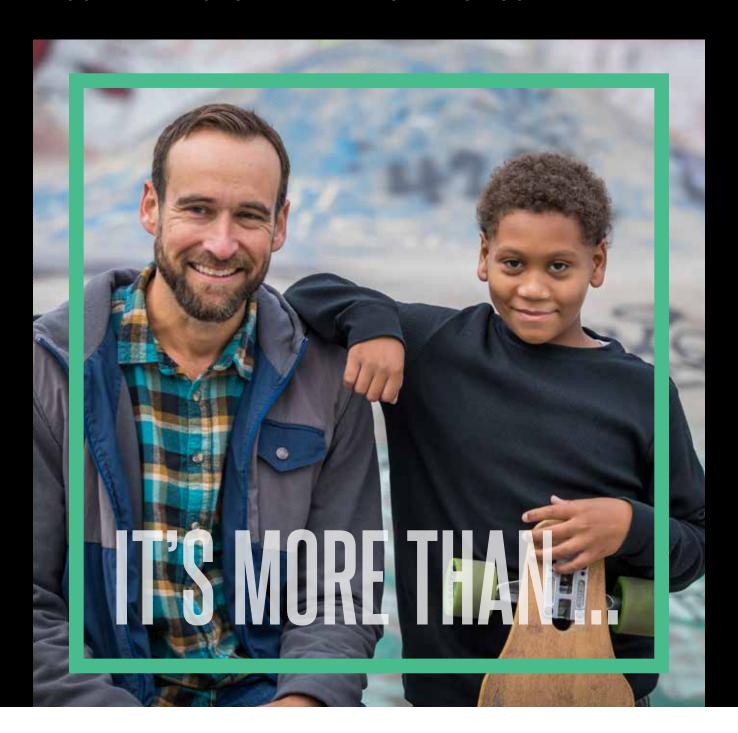
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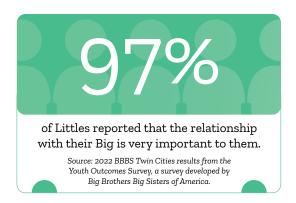
IT'S MORE THAN A GIFT. IT'S AN INVESTMENT.

What a year for Big Brothers Big Sisters Twin Cities! We partnered with thousands of Twin Cities youth to bolster confidence, self-esteem, and resilience, created life-affirming relationships, and had a ton of fun along the way. We continued to push our learning and application of JEDI (justice, equity, diversity, and inclusion), implemented innovative programming changes to improve the participant experience, had record-breaking fundraising events, and received a transformational gift from MacKenzie Scott that we are investing to bring greater impact to our work.

Twenty-one months into this role (yes, I'm still counting), it's clear we have an incredible opportunity to approach our work with greater intentionality and relevance to the Littles, their families, and the Bigs in our program. We will invest in how we engage with our community, and grounded in those voices, build more purposeful, connected, and fulfilling relationships for everyone involved.

To this point, our current strategic planning process has incorporated the input and stories from hundreds of each of our program participants, community members and partners, supporters, board members, and staff. Centered on youth voice, this three-year plan will be finalized in June 2023, and focus on the themes of community engagement, the participant experience, and driving and measuring meaningful impact.

We know all youth have incredible potential. We're here to boost those skills and talents, support youth in creating connections, and together explore paths to future success (not forgetting to have fun along the way). We are grateful, knowing none of this work exists without the incredible gifts of everyone associated with Big Brothers Big Sisters, and also knowing those gifts are investments in our youth, our families, and our community.





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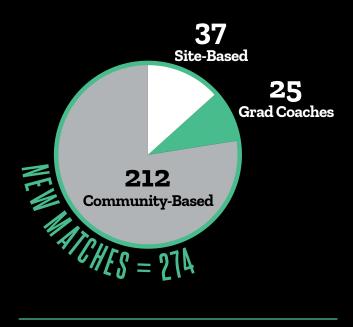
2022 AT A GLANCE



Our mission is to create and support mentoring relationships that ignite the power and promise of youth. Our vision is that all children achieve their full potential.

2,593 YOUTH SERVED

1,603 VOLUNTEERS



SERVICE AREA BY COUNTY

58% Hennepin 6% Dakota

23% Ramsey 5% Washington

7% Anoka **1%** Other

46 months

Average community-based match length (11.3 months longer than national average)

54% Little Sisters 45% Little Brothers



1% Trans/Non-Binary

YOUTH DEMOGRAPHICS

54% Black/African American

14% Hispanic/Latinx

13% White

8% Other/Prefer Not to Answer

5% Multiracial

4% American Indian/Alaska Native

2% Asian

96%

High school seniors graduating on time

91%

Teens that plan to graduate high school

80%

Youth from low income households

72%

Youth living with a non-two parent household

ONE-TO-ONE MENTORING

It's more than a mentoring program. It's a mutually rewarding relationship.

Our one-to-one mentoring programs match caring adult mentors with children to provide support, encouragement, and friendship. In our community-based model, matches develop a unique relationship based on their interests, hobbies, and values while spending time together in the community doing activities they both enjoy. In our site-based model, matches meet at the Little's school or the Big's workplace instead of out in the community. In our Grad Coaches program, volunteers support high school students in strengthening academic skills, improving study habits, and developing plans for a career or post-secondary education. In all three models, matches gain new perspectives, new experiences, and a new friend.

Big Brother Karl and Little Brother Jordan

Community-Based Match Story

Big Brother Karl and Little Brother Jordan were matched when Jordan was nine years old. Jordan's mom, Heidi, wanted to provide him with a positive, male role model. Six years later, Karl and Jordan's bond is stronger than ever.

Karl and Jordan quickly bonded over a love of sports and exploring new activities together. As the seasons changed, Karl and Jordan changed their activities from hiking in the fall, to skiing in the winter, to playing disc golf in the summer. One of Jordan's favorite activities was when Karl gave him a tour of his workplace at Metro Transit and he helped drive a Light Rail train with the conductor.

As their relationship strengthened, Karl and Jordan's trust in each other also grew. Jordan reflects, "Karl has become a big deal in my life. We talk about the world, and what's going on with each other. I know he'll be there for me, and vice versa." Karl agrees, "The biggest thing I've tried to model for Jordan is showing up when I say I will, to show that I care about being present in his life."

Now that Jordan is a teenager, their conversations have matured too. Jordan has learned a lot from Karl about managing money and planning for the future, including how to save for a car and pursue a career in culinary arts. Jordan has taught Karl some things as well. "Jordan is a kind, generous, and positive young man. He has been a great influence on me. I've learned to become more patient, to slow down, and to live in the moment. Whether we're playing soccer or chess, we're just enjoying time together."





Little Brother Jordan and Big Brother Karl

Cargill and Harvest Best Academy

Site-Based Match Story

For seven years, Cargill employees have hosted students from Harvest Best Academy at their corporate campus as part of BBBS's Beyond School Walls (BSW) program. Company employees are paired with students in a one-to-one mentoring relationship that takes place either at the volunteer's workplace or at the school. Often one of the biggest barriers to volunteering is finding time in a busy work schedule. The BSW program eases this challenge by bringing matches together at a consistent time and place throughout the school year to explore fun and educational activities facilitated by BBBS staff.

After a two-year hiatus due to the pandemic, student participation in the Cargill program this year was down significantly. In an effort to reinvigorate youth interest, BBBS solicited feedback directly from the students themselves as to what they wanted to see in the program.

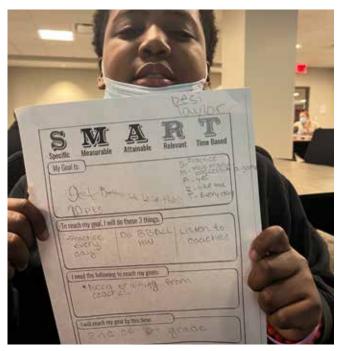
Students also worked with their mentors to set goals for themselves. Goals ranged from staying on the honor roll, improving to a new reading level, and being more organized. "The diversity of students' goals shows how mentoring impacts them in different ways," said Stephen Eskro, BBBS Educational Programs Coordinator. "When students had more voice in determining what the program looks like, their interest increased as well."

Cargill's BSW program has rebounded to nearly prepandemic numbers, with 21 matches participating this year. Feedback from both mentors and students has been positive. Yonis, a new BSW participant, describes his mentor, Xiaowen, as nice and funny. "She tells me jokes and talks about growing up in China, which I really appreciate." Together, mentors and students are learning, growing, and having fun in a mutually rewarding relationship.

Interested in getting your company involved with our Beyond School Walls program? Contact Stephen Eskro at seskro@bigstwincities.org to get started.



Students creating goals for themselves using the SMART format



Little Brother Desi proudly displays his goal

FREE ARTS PROGRAM

It's more than creating art. It's fostering self-discovery and expression.

Our Free Arts program leverages the power of mentoring by providing children with a safe place for artistic expression and self-discovery. Volunteers engage youth in art projects at partner sites throughout the Twin Cities. Through these supportive and consistent experiences, children build trusting relationships that can have a tremendously positive impact.

Teaching Artist Spotlight: Briauna Williams

Briauna Williams has always had a talent for art. Early in her career working in a Minneapolis elementary school health office, she would draw with the young students to comfort their stomach aches or other minor ailments. Using the creative side of their brain had a way of calming the children down, and oftentimes their physical symptoms would disappear.

Seeing the positive impact that art has on children inspired Brii to pursue a career as a teaching artist. "Art gives kids a chance to tap into their creativity," explains Brii. "Art also builds their confidence and self-awareness."

When Big Brothers Big Sisters invited Brii to teach through the Free Arts program, she eagerly accepted. "I gain so much from interacting with children," she explained. "The Free Arts program helps me shape and hone my teaching style as I work together with the kids and the adult volunteer mentors." She also loves the fact that she's working with kids from her own neighborhood. "Coincidentally, I attended Lucy Laney Elementary School as a child, so this assignment is even more meaningful."

Brii selects art projects based on the age of the kids and what utensils or tools are used. She aims to create a project that not only goes beyond basic crayons, but one that also gives kids a voice. "Artistic expression is directly linked to emotion. Art can be a powerful soothing skill and a way for children to tell their story."



Briauna, Free Arts Volunteer



Free Arts Volunteers

This activity was made possible by the voters of Minnesota through a grant from the Minnesota State Arts Board, thanks to the legislative appropriation from the arts and cultural heritage fund.







BBBS EXPLORE STEAM SERIES

It's more than fun and games. It's preparing for the future.

Our Explore STEAM Series introduces pre-teen and teenage Littles to careers in the exciting and high-demand fields of science, technology, engineering, arts, and math (STEAM). Littles are also introduced to classes they can take in high school to further their interests and prepare for life after high school.

These career exploration opportunities make learning fun through hands-on and engaging activities, such as:

- · Creating an artificial island at a design and architecture workshop at Gensler, a local architecture, design, and consulting company
- Flying drones, programming robots, engineering building challenges
- Participating in a Halloween Escape Room with challenges utilizing environmental science, math, coding, and problem solving
- Learning about careers in clothing design and manufacturing, graphic design, and screenprinting at a field trip to Storm Creek, a local ecofriendly outdoor apparel company.

A special thanks to our Explore STEAM Series Sponsors — Best Buy, Cargill, Polaris, Uncommon, and Xcel Energy — for providing the funds to make these events possible.



















JUSTICE, EQUITY, DIVERSITY & INCLUSION (JEDI)

Our mission is about building rewarding relationships for Twin Cities youth, families, and volunteers. Participants in our programs come from a variety of diverse backgrounds, cultures, and life experiences. In order to honor the characteristics that make us unique, we must create safe spaces where young people can fully express themselves to a caring adult who understands and respects them.

Big Brothers Big Sisters is committed to integrating justice, equity, diversity, and inclusion (JEDI) into all aspects of our mission and values. We are intentionally



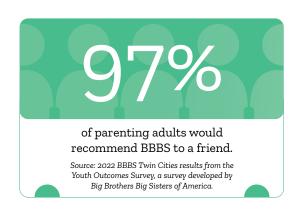
diversifying our volunteer and staff recruitment efforts and implementing JEDI values into our daily work so that we can best advocate for youth and families. As a team, we are listening, learning, reflecting on where we have contributed harm, and adapting to better support youth, families, volunteers, and the greater Twin Cities community.

Last year, our JEDI work focused internally, consisting of staff and board training, goal setting, and application into our agency procedures and policies. In 2022, we continued our internal work and expanded our focus outward, seeking feedback from youth and families, nonprofit partners, volunteers, and community members.

Listening is a key focus of our JEDI work as we center the voices of those who are most impacted in our program. In the past year, we facilitated a series of focus groups to gain insights and feedback from men who identify as BIPOC (Black, Indigenous, People of Color) to address barriers and challenges in our volunteer recruitment. We recognize and are taking action to diversify our volunteer base to meet the needs of the families participating in our programs.

Focus group participants expressed several consistent themes and offered specific recommendations for addressing the lack of diversity in our volunteers, such as being more transparent in the volunteer enrollment process, sharing a timeline and next steps in the matching process, and elevating youth voice. We recognize that these recommendations are a starting point, not an end. We will continue to listen, learn, and grow so that we can provide more rewarding and supportive experiences for all volunteers, which, in turn, will better support the young people we seek to inspire.

We hope you will join us on this important journey. Together, we can provide youth with the confidence, skills, and resources to be the best they can be.



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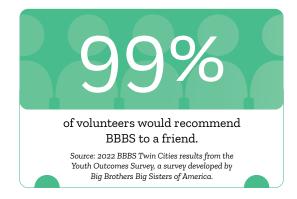
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FEDERATED CHALLENGE

It's more than a funder. It's a transformational partnership.

Federated Insurance® has been a foundational and loyal partner of Big Brothers Big Sisters for the last 18 years. The company's deep commitment to our mission has allowed us to create and support hundreds of mutually rewarding relationships between our Bigs, Littles, and families each year.

The Federated Challenge® is an annual gala and golf tournament that raises awareness and provides critical funding to Big Brothers Big Sisters. The 18th annual gala on July 24, 2022, raised a record-breaking \$3,876,000 thanks to the generous support of 83 businesses and nearly 600 individuals who attended the event. Federated Challenge attendees took to the links the next day, July 25, at the world-renowned Hazeltine National Golf Club as another way to raise funds for Big Brothers Big Sisters.



One hundred percent of the money raised supports Minnesota's three Big Brothers Big Sisters agencies — Twin Cities, Central Minnesota (St. Cloud) and Southern Minnesota (Owatonna) — and Big Brothers Big Sisters of America®. Proceeds also support the Federated Challenge Scholarship Program, which provides up to \$5,000 per year to qualified Littles or high school Bigs enrolled in a non-four-year program focusing on apprenticeship, certificate, trade school, technical, or community college. Hundreds of students have benefited from this fund and are earning job-ready training degrees with little to no debt.

We are so grateful to Federated Insurance and their sponsors (see listing on this page) for their incredible generosity. Because of their commitment and support, more than \$47 million has been raised for youth mentoring programs in Minnesota and across the nation.

Learn more at federated challenge.org



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Nonprofit Partner Spotlight

Big Brothers Big Sisters Twin Cities (BBBS) and She Climbs Mountains partnered in 2019 to establish Girls Rise Up (GRU), a no-cost mentoring program for girls ages 8-18 who have experienced the loss of their mothers. Girls Rise Up leverages the healing power of mentorship by pairing adult motherless daughters with motherless girls to create a supportive and caring relationship that has a deeply positive impact in a grieving girl's life. Big Sister Courtney shares, "I am another person whose mom died too soon and just that fact helps [Little Sister] Peyton see that she is not alone in her experience."

As part of the partnership, the two organizations meet monthly to support the mentor-mentee matches and explore new ways to collaborate. For example, GRU hosted a holiday bingo gathering with mentors, mentees, and their families at BBBS's office. GRU and BBBS also host free events for girls and their mentors, such as bowling night, "Together We Climb" Stadium Fundraiser, and Mother's Day Brunch. Thank you She Climbs Mountains for joining us in being Bigger Together!



Little Sister Peyton and Big Sister Courtney



Institutional Community of Support

Big Brothers Big Sisters Twin Cities is deeply grateful to our community of supporters for bringing our mission to life. In alignment with our communitycentric values, we recognize contributions of time and talent as well as in-kind gifts alongside funders in the following pages without denoting any monetary values.

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Donor Story: MacKenzie Scott

In May 2022, Big Brothers Big Sisters Twin Cities received a \$6 million donation from philanthropist MacKenzie Scott. This transformational gift allows us to further our mission of connecting local youth with caring adult mentors to create mutually rewarding and supportive relationships. We are using this gift to make strategic investments that will drive meaningful impact, engage with our community, and elevate our participant experience.

The gift to our local office was part of a total \$122.6 million gift by Scott to Big Brothers Big Sisters agencies nationwide, the largest donation from a single individual in the national organization's history. On a quest to give away a majority of her wealth, Scott has donated more than \$12 billion to more than 1,250 nonprofits since 2020. She has directed the majority of her giving to organizations supporting equity and the needs of underrepresented people, which aligns well with our commitment to justice, equity, diversity, and inclusion.

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Donor Story: Uncle Jake's Foundation

Jake Peterson led a life full of passion for experiences that he shared with friends, family, and loved ones. From fishing in Canada, to cheering on the Vikings, to catching a play or live concert, "Uncle Jake" was always finding ways to introduce his nieces and nephews to more of the world. With admission passes in hand, Jake shared with young people the joy and anticipation that a couple of tickets could bring.

When Jake passed away unexpectedly on September 5, 2021,

at the age of 26, his family collaborated with Big Brothers Big Sisters Twin Cities to honor his legacy by creating Uncle Jake's Foundation. Over the past year, the family has used memorial funds to organize special experiences for BBBS Littles – from 200 Bigs and Littles attending a Timberwolves game, to suites at Wild and Twins games, to musical performances at Chanhassen Dinner Theatre. Jake's memory lives on in the joy these experiences bring to our Littles.



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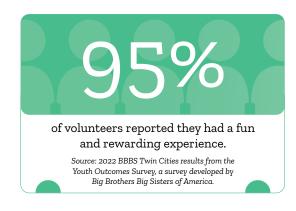
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Financial Statements*

Support and Revenue	FY22	FY21
Individual Contributions	\$676,586	\$822,419
Bequests	\$998,128	\$2,375,278
Corporate and Foundation Support	\$10,091,660^	\$3,869,974
Government Grants	\$455,756	\$319,471
Special Events	\$517,935	\$472,312
Other Income	\$274,521	\$195,209
Loan Forgiveness Income	\$450,000	\$595,000
TOTAL SUPPORT AND REVENUE	\$13,464,586	\$8,649,663

Expenses	FY22	FY21
Program and Volunteer Recruitment	\$3,688,934	\$3,095,510
Management and General	\$603,181	\$679,859
Fundraising	\$1,047,670	\$972,325
TOTAL EXPENSES	\$5,339,785	\$4,747,694

Financial Position	FY22	FY21
Total Assets	\$17,533,289	\$11,592,595
Total Liabilities	\$352,770	\$1,985,493
Net Assets	\$17,180,519	\$9,607,102
Change in Net Assets from Operations	\$8,124,801	\$3,901,969
Non-operating Change in Net Assets	(\$551,384)	\$441,171

^{*}audited results

[^]Includes a one-time \$6.0 million MacKenzie Scott contribution



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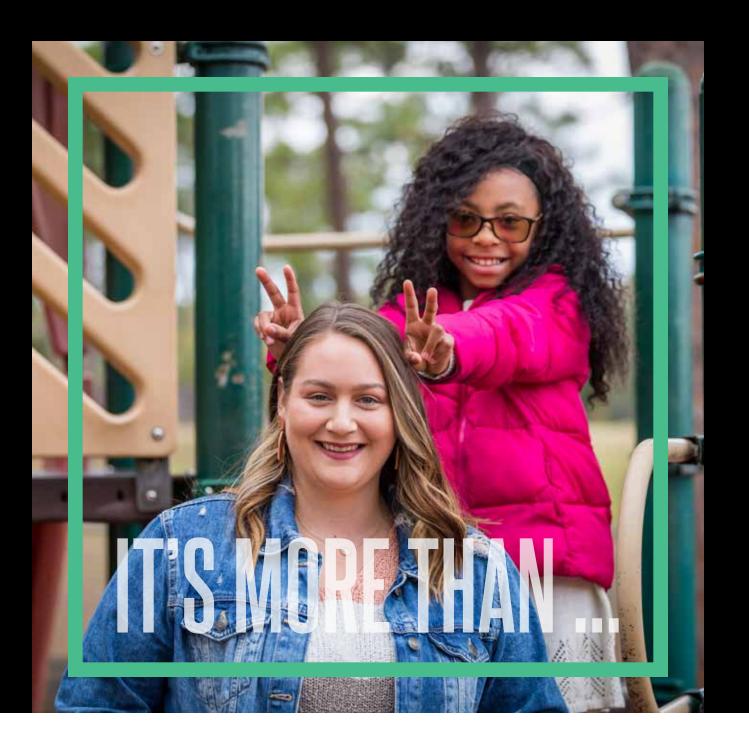
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