Big Brothers Big Sisters®
OF COLORADO

Annual Report & Impact Statement

October 1, 2019 – September 30, 2020

Mission

The mission of Big Brothers Big Sisters of Colorado is 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.

Inclusiveness

We value and celebrate the diversity and individuality of every child, volunteer, employee, board member, family, and community partner.

Commitment to Diversity, Equity, and Inclusion

Big Brothers Big Sisters of Colorado is committed to creating and cultivating a safe environment where all individuals feel respected and valued equally. We - BBBSC staff and board - are committed to a nondiscriminatory and anti-racist approach and are committed to dismantling any inequities within our policies, systems, programs, and services.

From Our Leadership

Big Brothers Big Sisters of Colorado is committed to creating and supporting mentoring relationships that ignite the power and promise of youth.

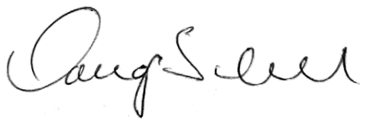
The year 2020 provided stark reminders of the critical importance of our work. Shutdowns across the country due to COVID-19 underscored the unequal human impact the pandemic unleashed on young people, on schools, and on communities.

We continue to focus on advancing Colorado youth by providing the social-emotional and academic support of a caring adult mentor to create positive change. Our work is driven by our deep belief that all youth can achieve their full potential with the right guidance and support. This requires meaningful partnership with youth mentees, parents or guardians, volunteers, local communities, and caring philanthropists.

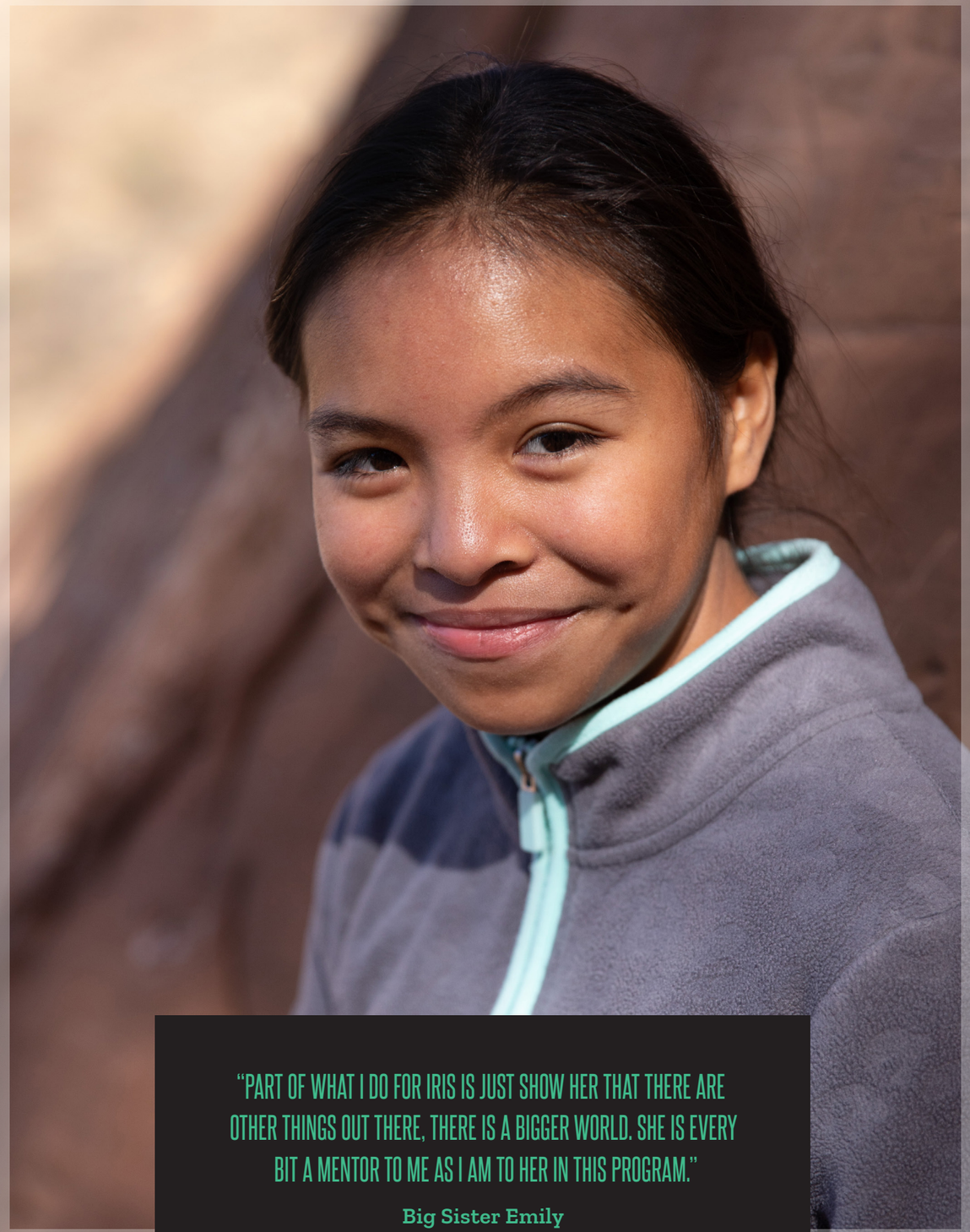
This annual impact report is a look back at our work in 2019-2020 - the stories of lives changed, of the incredible resilience of our young people, and of our volunteers and staff who innovatively propelled the BBBSC mission forward in cadence with a constantly evolving pandemic. We also said goodbye to our CEO, Dave Ryan after eight years as he transitioned to a new role. We are profoundly grateful for everything Dave accomplished and the lasting impact he had on thousands of Colorado youth.

Thank you to the committed volunteers who make this work possible, and to the individuals, foundations, and corporations who continue to generously support and accompany us in defending potential.

With deep humility and gratitude,



Doug Dell
Chair of the Board of Directors



"PART OF WHAT I DO FOR IRIS IS JUST SHOW HER THAT THERE ARE OTHER THINGS OUT THERE, THERE IS A BIGGER WORLD. SHE IS EVERY BIT A MENTOR TO ME AS I AM TO HER IN THIS PROGRAM."

Big Sister Emily

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THESE BBBSC LITTLES AND BIGS HAVE BEEN MATCHED FOR NINE OR MORE YEARS!

Serenity + Jennifer
Marshae + David
Raphael + Waret
Elisa + Cheryl
Shalom + David
Deonte + Brad
Abrina + Michele
Mariah + Leslie
Amya + Jennifer
Darius + Mike
Nevaeh + Dominga
Jarell + Scott
Valerie + Danielle
Kimberly + Julie
Madeline + Roxanne
Sky + Jackie
Chevie + Jennifer
Ace + Sarah
Joseph + Stanley

LENGTH OF MATCH CONNECTION

1%	9+ years
2%	8 years
2%	7 years
3%	6 years
5%	5 years
5%	4 years
14%	3 years
26%	2 years
29%	1 year
13%	Matched this year

What We Do

Founded during another pandemic (1918 Spanish Flu), Big Brothers Big Sisters of Colorado (BBBSC) has consistently believed that incredible potential is inherent in every child. Helping youth navigate challenges and reach their potential, BBBSC creates, monitors, and supports matches between adult volunteers ("Bigs") and children/teenagers ("Littles") in Colorado. BBBSC develops positive relationships that have a direct and lasting effect on the lives of young people. BBBSC provides each match with ongoing support through three core programs: Community-based, Sports Buddies, and mentor2.0.

By partnering with youth mentees, parents/guardians, volunteers, local communities, and caring philanthropists, BBBSC is accountable for each mentee achieving positive outcomes.

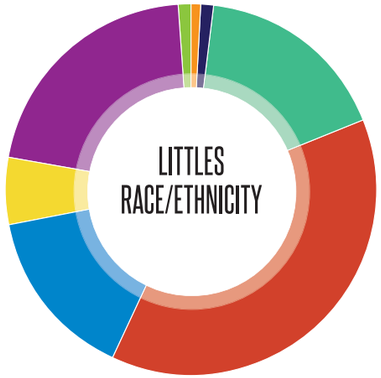
- Higher aspirations, greater confidence, and better relationships
- Avoidance of risky behaviors
- Educational success

This year's multiple crises – across the world and our country – placed heavy burdens on nearly all BBBSC mentees and their families. BBBSC is proud of all the Big/Little matches who stayed connected – whether in-person, virtually, or a hybrid of both – during 2020. Your commitment to each other exemplifies the power of one-to-one mentoring to ignite the promise of youth.

"HIKING, ZIPLINING, A SKIING TRIP! THINGS I WOULD NEVER EVEN THINK OF DOING, MUCH LESS AFFORD. THOSE ARE THE THINGS THAT REALLY STICK WITH YOU, ESPECIALLY WHEN YOU ARE YOUNG."

Little Brother Dorsett

Transforming Lives Through the Power of Mentorship



1%	American Indian or Alaska Native
1%	Asian/Native Hawaiian/ Other Pacific Islander
17%	Black or African American
38%	Hispanic
15%	Multi-race
6%	Other
21%	White or Caucasian
1%	Unknown

1,397
One-to-one matches supported in 2020

In 2020, BBBSC Bigs dedicated
75,534 volunteer hours
to connecting with their Littles.

This is an investement worth
$2.2 million

$ $ $ $ $ $ $ $

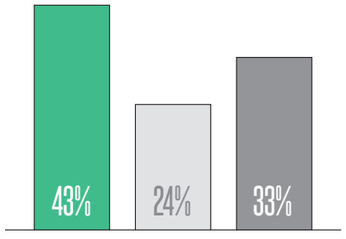
BBBSC LITTLES ARE...

45% Female

1% Nonbinary/ Transgender

54% Male

PROGRAMS



FAMILY INCOME

86%
of participants qualify for free or reduced lunch

Achievements

The presence of a caring adult mentor is associated with improved school attendance and competency, parental trust, mental health, and overall promotion of pro-social behaviors and decreased delinquency.

Match Length: Research on the BBBS evidence-based model shows that the longer the match, the stronger the relationship will be, resulting in more positive youth outcomes. Specifically, matches that last at least 12 months have been shown to produce significantly better outcomes than matches that end earlier.

2.9 **number of years for average match length**

92% **of mentees believe their relationship with their mentor is important to them**

91% **of mentees feel close to their mentor**

Social Competence: Mentoring can help a child strengthen peer relationships and increase social acceptance. Improvements in peer relations, in turn, have been linked to a range of positive outcomes, including school achievement, improved conduct, and a lower likelihood of dropping out.

96% **of mentees feel accepted by their peers**

Educational Expectations: Mentoring has been linked to higher educational and vocational aspirations. Children and adolescents' academic expectations and plans, in turn, have shown associations with long-term school performance and standardized test scores.

87% **of mentees maintained or improved their grades**

86% **of high school mentees want to go to college**

Programs

BBBSC serves youth through a portfolio of mentoring programs.

Community-based is a traditional mentoring program. Mentee/mentor matches determine activities of mutual interest and meet two to four times per month. Throughout the mentoring relationship, BBBSC program specialists monitor the match and provide support. Mentees gain a sense of safety and emotional support, build social and goal setting skills, and improve their self-confidence, academic achievement, and future aspirations.

Sports Buddies is an innovative mentoring program started by BBBSC in 2000. Originally designed to engage more males as both mentors and mentees, the program is now open to all genders and is being replicated by other BBBS agencies. Mentee/mentor matches meet one to two times per month for sports-based activities that are planned, scheduled, and overseen by BBBSC staff. Mentees develop self-confidence, and learn goal setting, collaboration, skill development, and healthy lifestyles.

mentor2.0 program matches youth attending a partner high school one-to-one with an adult mentor starting in high school through graduation and possibly the first year of post-secondary education or training. Matches in mentor2.0 communicate and build their relationship through weekly email exchanges using the research-based "College Ready" curriculum. Mentees develop key skills, such as critical thinking, self-advocacy, social capital, and perseverance.

"BIG BROTHERS BIG SISTERS OF COLORADO IS ONE OF THE MOST IMPACTFUL ORGANIZATIONS I HAVE EVER BEEN A PART OF, AND I CANNOT THINK OF A MORE MEANINGFUL WAY TO MAKE A DIFFERENCE."

Big Brother Josh

Empower Co-Match of the Year Profile

JACHOURI + JALEN

"I KIND OF FORGOT AFTER A WHILE THAT JALEN CAME FROM A PROGRAM AND I KIND OF JUST LIKE SAW HIM AS MY BIG BROTHER AND NOTHING ELSE."

Little Brother Jachouri

Program Specialist: **Abi Irwin**
Office: **Pikes Peak**

Little Brother Jachouri and Big Brother Jalen have been matched in BBBSC's Pikes Peak Community-based Mentoring Program for two years. By placing a priority to stay in touch at least weekly, they have built a mentoring relationship that functions at a high level, even like brothers. When they connect via text or a phone call, they are sending funny anecdotes, planning their next activity, discussing schoolwork, or just checking in about life. They have found common ground and interests in things like anime, working out at the gym, and positivity.

Jalen has proven to be a support for Jachouri in areas such as social life, academics, and personal life. Jalen has Jachouri's best interests in mind, does not push him for information, and has an open-door to allow Jachouri to talk about what he wants and needs.

This match has not only withstood time and learning about each other, it has also been tested by tragedy – the death of Jachouri's grandmother, who was his sole-caretaker and guardian. When the going got tough, Jalen leaned in harder and ramped up contact with Jachouri to let him know that he was there for him to talk, listen, and just be there. After a period when Jachouri's future was up in the air, Jachouri's adult sister, Kebrina, became his guardian. Jalen has developed a relationship with Kebrina and never skipped a beat on planning activities or contacting Jachouri. If he did not feel like hanging out, Jalen did not push Jachouri out of his comfort zone or to do more than he felt up to during his grief. Kebrina expressed deep gratitude and appreciation of Jalen's support of Jachouri, stating that Jalen has been a rock for Jachouri through everything.

Little Sister Tam and Big Sister Sieglinde have been matched in BBBSC's Denver Community-based Mentoring Program since 2012, when Tam was 10 years old. Tam summed up their relationship beautifully when speaking about her Big Sister. She explained, "Sieglinde has been more than a mentor. She's someone I can go to for personal issues. I've never thought, 'Oh, we're only here because of BBBSC.' We are here because of the relationship we've developed over the years."

On a surface level, Tam and Sieglinde would not be an obvious natural pair. Tam is a teenager from Vietnam and Sieglinde is 76 and hails from Germany. However, Sieglinde is quick to say their differences in background are nothing in comparison to the amazing things they have in common such as their shared dislike of crowds, non-competitive natures, and love of cultural events and games. Both will say that one of their favorite activities is just playing scrabble at Sieglinde's home. Sieglinde is a former professor and a natural teacher. Therefore, early in their match she used Scrabble to help Tam improve her English.

As Tam has gotten older, she has taken more initiative in deciding what they do together, asking if they could go to a play or theater production. Having been to all the museums in Denver, they then dove passionately into learning about the theater. They have seen a play at the Buell, gone to the Symphony and even found an amateur Opera production that they both loved. Sieglinde loves opera and was so excited to share this experience with Tam. They met the week before attending the production so Sieglinde could show her some of her favorite opera songs and teach her about the history.

Empower Co-Match of the Year Profile

TAM + SIEGLINDE

"I DON'T SEE IT AS MUCH OF A SERVICE. THIS RELATIONSHIP HAS TRULY ENRICHED MY LIFE"

Big Sister Sieglinde

Program Specialist: **Lauren Ott**
Office: **Metro Denver**

Sieglinde is one of Tam's biggest cheerleaders and teachers. During the last year, Tam applied for and was named a 2020 Daniels Scholar (a comprehensive, four-year college scholarship that provides financial and personal support focused on helping recipients succeed in college, and in life). Sieglinde helped as Tam went through the process, just as she supported Tam over the years. She is so proud of the woman Tam has become and knows they will be friends long after graduation.

Board of Directors & Associate Board

Big Brothers Big Sisters of Colorado is grateful to all who served on the Board of Directors and Associate Board during 2020. Their steady governance, outstanding leadership, dedication to the mission, innovative approaches, and generosity have been a bright, guiding light during a difficult year.

BOARD OF DIRECTORS

Doug Dell *(Chair)*, KeyBank
Kristin Thielking *(Vice Chair)*, Vendavo
Rob Norris *(Past Chair)*, BiggerPockets
Greg Byles *(Governance Chair)*, Zivaro
Andrew Labbe *(Treasury)*, CenturyLink
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Brendan Goffinet, Merrill Lynch
Bruce Guest, BOK Financial
Steve Jenks, Great West Financial
Pam Keller, Toll Brothers
Michelle Kent, KPMG LLP
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Robert McDaniel, Atkinson Power
Patrick McFarlen, DĀLYTE / AiA Industries, LLC
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Jeff Miller, Husch Blackwell, LLC
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Shane Portfolio, Comcast
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Tyler Spaan, Adobe
Stephan Tuchfeld, Liberty Media
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Matt White, DaVita
Kyle Wiltsey, Siegfried Group

Foundations & Corporations

Thank you for empowering potential. We are grateful to the many individuals, families, foundations, and corporations that generously support our work. (October 1, 2019–September 30, 2020)

OVER $75,000

Mile High United Way
The Anschutz Foundation

$50,000 - $74,999

Comcast NBCUniversal Foundation
Liniger Fund
Peierls Foundation
PIVOT Foundation
The Piton Foundation at Gary Community Investments

$25,000 - $49,999

Adolph Coors Foundation
BOA Technology
Empower Retirement
Halliburton Charitable Foundation
Horizon Organic
The Denver Foundation
Xcel Energy

$10,000 - $24,999

Accenture
Altria Group
BOK Financial
Busse Family Foundation
Butler Family Fund of The Denver Foundation
CPS Foundation
Crocs, Inc
DaVita, Inc.
Fox Family Foundation
Franciscan Friars of Holy Name Province May Bonfils Stanton Memorial Fund
Glenbrook Consumer Partners
Harvey Family Foundation
HealthONE
Johnson Foundation of the Rockies
Joseph Henry Edmondson Foundation
KeyBank of Colorado
Kintzele Family Foundation
LibertyGives Foundation
Recht Kornfeld
T. Rowe Price Foundation
The Denver Post Season To Share presented by Denver Active 20-30 Children's Foundation
US Bank Foundation
Virginia W. Hill Foundation
Wells Fargo Foundation
Zivaro

$5,000 - $9,999

American Family Mutual Insurance Company, S.I.
Assure Neuromonitoring
Brownstein Hyatt Farber Schreck
Carson Foundation
Central Bancorp, Inc.
Charity Golf International LLC
Davis Graham & Stubbs
Elsy Studios
GHX
Graebel Companies, Inc.
Harris Williams
Intertech Plastics, LLC
Janus Henderson Investors
Kessenich Family Foundation Fund
Loomis Sayles & Company LP
MidFirst Bank
Monat
PricewaterhouseCoopers LLP
Ryder
Silicon Valley Community Foundation
Subaru of America, Inc.
Symmetrix
The AHBE Group
The Maffei Foundation
Tributary Real Estate
Workplace Elements
Zildjian

Individual Donors

Thank you for empowering potential. We are grateful to the many individuals, families, foundations, and corporations that generously support our work. (October 1, 2019–September 30, 2020)

OVER $25,000

David R Wortendyke Living Trust
McClellan Gallup Croze Memorial Fund
Robert Shawn and Alexandra Neville
Hugh and Nan Williamson
Marvin and Cheryl McDaniel

$10,000 - $24,999

Brian and Sarah Boonstra
Barry and Dana Dorfman
Darla and Michael Figoli
Lindsay and Todd Filsinger
Kurt and Mary Haeger
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Jeff M. Miller
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Kevin and Samantha O'Hara
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Albert and Debbie Rosenthaler
Dave and Christy Ryan
Rhonda L. Sparlin
David and Debbie Younggren

$5,000 - $9,999

Rob V. Edwards
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John and Leslie Malone
Michael D. North
Ken and Jane O'Neal
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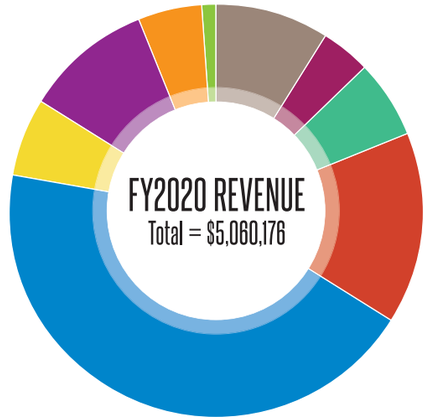
Kelly and David Rodriguez
Alex Sullivan

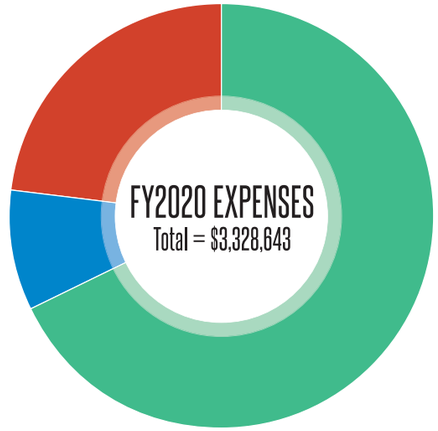
2020 Financial Statement

Colorado Results First Initiative analysis of BBBSC's one-to-one mentoring programs showed a positive return on investment; for every $1 invested in BBBSC programs, the community receives a $4 benefit *(e.g., increased labor market earnings, reduced health care costs).*



9%	Government	$450,878
4%	United Way	$208,205
6%	Corporations	$288,745
15%	Foundations	$742,264
44%	Individuals*	$2,224,777
6%	Planned Giving	$333,010
10%	Special Events (net)	$489,322
5%	National Affiliation	$243,661
1%	In-kind Donations	$66,943
0%	Other	$12,371

** Gains received in the individual line partly result of some significant estate gifts. If you have included BBBSC in your estate giving plans, thank you and please let us know.*



68%	Youth Mentoring Programs	$2,257,433*
23%	Fundraising	$770,516
9%	General and Administrative	$300,694

* BBBSC's mentoring programs would not be possible without the significant investment of mentor/Big volunteer hours. If the IRS allowed for the value of those hours to be included, it would nearly double the Youth Mentoring Program expenses and increase the line item from 68% to 81% of total expenditures.

"EVERY CHILD DESERVES A SECURE RELATIONSHIP WITH A CARING AND TRUSTWORTHY ADULT AND BBBSC PAVES THE WAY TO GROW LASTING, MEANINGFUL CONNECTIONS. THAT IS WHY WE FEEL SO COMPELLED TO CONTRIBUTE TO THE CAUSE." **JD and Jordan Widmer**

www.biglittlecolorado.org

Big Brothers Big Sisters® OF COLORADO

GUIDESTAR PLATINUM SEAL OF TRANSPARENCY 2020

METRO DENVER OFFICE
750 West Hampden Avenue, Suite 450
Englewood, CO 80110
(303) 433-6002

PIKES PEAK OFFICE
111 South Tejon Street, Suite 302
Colorado Springs, CO 80903
(719) 633-2443