Big Brothers Big Sisters®
OF COLORADO

ANNUAL REPORT & IMPACT STATEMENT

October 1, 2020–September 30, 2021

Youth achieving their full potential.

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 JUSTICE, EQUITY, DIVERSITY, 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 non-discriminatory and anti-racist approach and are committed to dismantling any inequities within our policies, systems, programs, and services.

Message from Leadership

2021 Annual Impact Report

Big Brothers Big Sisters of Colorado (BBBSC) is committed to developing and supporting impactful mentoring relationships that ignite the power and promise of youth.

We humbly and proudly share with you the accomplishments of the past year amidst the ongoing challenges faced by youth and the community. This annual impact report honors the work in 2020-2021 and the progress made, the resilience of young people, and the commitment of our volunteers and staff who carry out the BBBSC mission every day. It also celebrates the incredible generosity of our partners and supporters.

BBBSC achieved many successes. Alongside an enigmatic pandemic, we served 1,183 students, hosted 96 virtual and 130 in-person program events, two Covid-19 vaccine clinics for families, and **159 mentees graduated, which is 95% of mentees who were seniors in 2021.** We had a successful first-ever Pikes Peak Breakfast and raised the most ever at our Big Little Gala in Denver. In partnership with BOA Technology, we launched a pilot internship called the Career Possibilities Program and began a listening tour to realize a three-year community informed strategic plan, **A Brave Path To A Big Future.**

In reflection of the past year, we know the next three years will require us to challenge ourselves and evolve our programs, anchored by the voices of young people, to meet this moment. As we have been energized by the success of the past year, we also, clearly see the direction we must take to make meaningful change that reflects our deep commitment to justice, equity, diversity, and inclusion and our belief that all youth can achieve their full potential with the right support.

We are deeply grateful to the dedicated volunteers who continue to make this work possible, and to the individuals, foundations, and corporations who generously invest in BBBSC's vision towards a brave path to a big future. We are excited to be on this path with you.

With deep gratitude,

Elycia Cook
CEO Big Brothers Big Sisters of Colorado

Steve Jenks
Chair of the Board of Directors incoming FY2022

Doug Dell
Chair of the Board of Directors outgoing FY2021

"Youth in Colorado are living in a state of emergency. This is not the time to hold back but to lean all the way in." -Elycia Cook, CEO

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"When I am with my Big, it is the only time that it is just about me."
–Little Sister Iris

What We Do

Big Brothers Big Sisters of Colorado (BBBSC) believes that every child has inherent and incredible potential. To help youth tap their highest potential, BBBSC programs utilize a whole-child mentoring approach to create, monitor, and support matches between adult volunteers (Bigs) and children/teenagers (Littles). With BBBSC's professional support, matches develop authentic relationships that help youth achieve success now (both in and out of school) and long into the future (post-secondary education and the workforce).

By partnering with youth mentees, parents/guardians, volunteer mentors, 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

In another year of pandemic conditions, BBBSC mentees and their families have faced heavy emotional and societal burdens. BBBSC is proud of all the Big/Little matches who stayed connected during 2021. Your commitment to each other exemplifies the power of one-to-one mentoring to ignite the promise of youth.

These BBBSC Littles and Bigs have been matched for nine or more years!

LITTLE	+ BIG
Raphael	+ Waret
Marshae	+ Ramsey
Elisa	+ Cheryl
Abrina	+ Michele
Mariah	+ Leslie
Darius	+ Mike
Nevaeh	+ Dominga
Valerie	+ Danielle
Jarell	+ Scott
Kimberly	+ Julie
Jadon	+ Mike
Brad	+ Travis
Mussu	+ Alissa
Amy	+ Hilary
Nevaeh	+ Kristi
Bridget	+ Catherine
Christel	+ Alexandra
Michael	+ Phillip
Madeline	+ Roxanne
Daviante	+ Bilal
Samya	+ Mary Kay
Dominic	+ Drew
Anastacia	+ Raquel

Length of match connection	
13%	5+ years
69%	1-4 years
2%	<1 year
16%	Matched this year

GENDER IDENTIFICATION

44%
Female

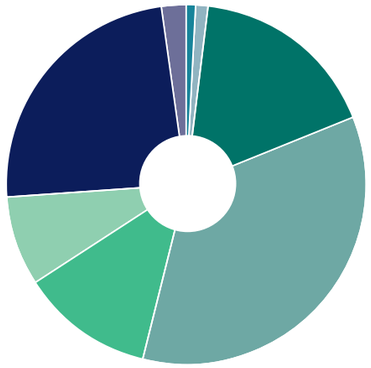
1%
Nonbinary/ Transgender

55%
Male

FAMILY INCOME

84%
of participants qualify for free or reduced lunch

Transforming Lives Through the Power of Mentorship



LITTLES RACE/ETHNICITY

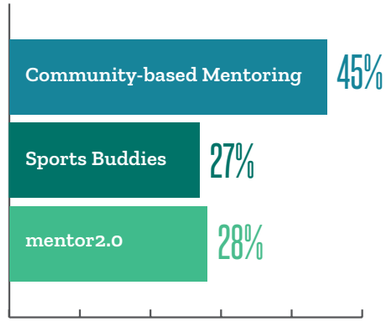
American Indian or Alaska Native	1%
Asian, Native Hawaiian, or Other Pacific Islander	1%
Black or African American	17%
Hispanic	35%
Multi-race	12%
Other	8%
White or Caucasian	24%
Unknown	2%

BBBS BIGS...

1,183 Bigs dedicated
63,882 volunteer hours
to connecting with their Littles during 2021.

This is an investment worth
$1.9 million

PROGRAMS



1,183
One-to-one matches supported in 2021

Programs

BBBSC serves youth through a portfolio of mentoring programs.

The **Community-based Mentoring Program** 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.

The **Sports Buddies Program** is an innovative site-based mentoring program that was started by BBBSC in 2000 and is being replicated by BBBS agencies across the country. In Sports Buddies, matches meet one or two times per month for sports-based activities (participatory activities or spectator events) that are planned and supervised by BBBSC staff. Sports Buddies supports the need for more activity and encourages healthy lifestyles by getting youth outdoors and engaging in physical activity with others.

The **mentor2.0 program** matches high school students attending one of three partner schools with caring adult mentors in multi-year matches that are maintained through graduation and possibly through the first year of post-secondary education. This school-based program is an innovative, technology-enhanced, individualized mentoring program that ensures youth have the socio-emotional skills and support needed to graduate high school with an ambitious post-secondary plan, whether that be trade school, a certificate program, the military, or a two or four-year degree.

Through all three programs, mentees build social capital, receive emotional support, gain goal setting and collaboration skills, learn healthy lifestyle habits, and improve self-confidence, academic achievement, and future aspirations.

"We chose to be part of the BBBSC program because Alan needed someone to look up to as a role model... Big Brother Ezra has helped Alan through many obstacles and challenging moments."

—Little Brother Alan's Mother

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
# of years for average match length

91%
of mentees believe their relationship with their mentor is important to them

87%
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.

78%
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.

95%
of mentees maintained or improved their grades

89%
of high school mentees want to go to college

Empower Co-Match of the Year Profiles

DEYSI + LAURA

"My match became a bond, and my mentor became a Big Sister. If it was not for this program a bond like mine and Laura's would not have existed. At least for me, my story would not be as significant." –Little Sister Deysi

Program Specialist: **Rachel Kobelt**
Office: **Metro Denver**

Little Sister Deysi and Big Sister Laura were first matched in BBBSC's Metro Denver mentor2.0 program and wanted to continue their relationship outside the school. They transitioned their match to BBBSC's Community-based Program with so much excitement. This enthusiasm was met by a global pandemic. Like the rest of the world, Deysi and Laura were under the restrictions of COVID-19 shutdowns and did not get a chance to have the in-person meetings they were looking forward to doing together. However, this did not stop them from connectingweekly every Monday night through Zoom or FaceTime. They would have virtual college tours or make a list of colleges to apply to. About three months into the Community-based Program, Deysi called Laura to let her know that she was pregnant and due in January 2021. Laura responded, "all will be fine and there is a reason we were matched together." Little Sister Deysi worked incredibly hard and finished her senior year with honors and was the speaker at her Graduation ceremony. Deysi received a full ride scholarship to the University of Colorado at Boulder. Deysi shared that Laura's reaction to her pregnancy provided her incredible relief knowing that she was supported and did not feel judged because she was having an unplanned pregnancy. Laura's positive support and genuine care has contributed to Deysi's success and ability to own her potential as she embarks on her future. They plan to continue their relationship way beyond Graduation.

TONY + AUSTIN

"Any success Tony has should certainly be celebrated by his family and BBBSC as it is a true team effort to make a positive impact on not only one person but the whole network of people involved." –Big Brother Austin

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

Little Brother Tony and Big Brother Austin have been matched in BBBSC's Pikes Peak Community-based Mentoring Program for four and half years. By placing a priority to stay in touch they have built a strong mentoring relationship. They have hung out consistently and never miss a beat throughout the course of their relationship. Tony has expressed that Austin is someone that is easy to talk to and is trustworthy. They connect through music, but Austin has also stood by Tony as he works hard in school, learns how to drive, gets summer school credits, and works a job at Little Caesars for the summer. Tony and Austin are in a band together and play regularly. The two of them practice for their band when they are together, and they also have check-ins and spend time outside of band practice. Little Brother Tony is about to be a junior in high school. He would like to attend college in Germany and study biogenetics. Big Brother Austin has consistently been an encouraging presence in Tony's life, and a source of affirmation and wisdom. Austin has encouraged Tony to improve his grades and work hard in school. Austin expressed to BBBSC Program Specialist Abi, "We were a match made in heaven for Pikes Peak and Big Brothers Big Sisters of Colorado. Tony is a musical soul brother."

Big Brothers Big Sisters of Colorado is grateful to all who served on the Board of Directors and Associate Board during 2021. Their steady governance, outstanding leadership, dedication to the mission, innovative approaches, and generosity have started BBBSC on a **Brave Path To A Big Future.**

BOARD OF DIRECTORS

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"I support BBBSC because they combine impactful programs and passionate volunteers to make a huge, positive impact on young people in our community. Providing a mentor to kids that are missing a vital relationship in their lives pays dividends; for proof you just have to see the smiles on the faces of the "little's" when talking about BBBSC and their "big."

—Kevin O'Hara, BBBSC Supporter

Foundations & Corporations

$75,000 +
BOA Technology
Colorado Springs Health Foundation
Mile High United Way
The Anschutz Foundation

$50,000–$74,999
Colorado Rockies Baseball Club Foundation
Dick and Robin Kelly Foundation
Liniger Fund
Peierls Foundation

$25,000–$49,999
Adolph Coors Foundation
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Empower
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$10,000–$24,999
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The Northern Trust Company
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Virginia W. Hill Foundation
VMware
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$5,000–$9,999
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American Power LLC
Assure Neuromonitoring
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Elements
Elsy Studios
Faction Group LLC
Forge Partners
GHX
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Gustafson Family Foundation
Horizon Ag-Products, LP
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Jaxon Maintenance and Engineering LLC
Keller Homes
Lakewood Electric Company Inc
MacArthur Foundation
Mainline West
Ranger Oil Corporation
SideCar PR
T. Rowe Price Foundation
The Maffei Foundation

2021 Match Ambassadors

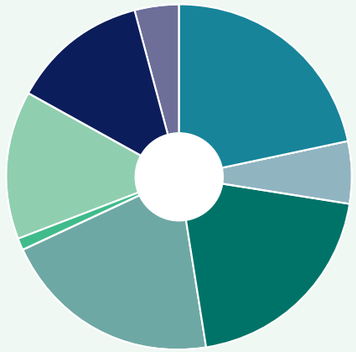
The Match Ambassadors program is to recognize, thank, and build a growing community of individuals and families who support BBBSC's work, and to create deeper connections between matches and donors and the impact of the BBBSC mission.

Thank you to the inaugural cohort of 2021 Match Ambassadors for sharing your passion and experience as a Match Ambassador to illuminate the BBBSC mission and its impact on Littles!

Adrian	+ Tiffany
AJ	+ Todd
Alan	+ Ezra
Dorsett	+ Steven
Isaiah	+ Joe
Jachouri	+ Jalen
Jirai	+ Michael
Logan	+ Phil
Lydia	+ Karyn
Michael	+ Phil
Scarlett	+ Crystal
Siearra	+ Allison
Taju	+ Murdoc
Tevin	+ Mark
Ti'ona	+ Kate
Tyrah	+ Adele

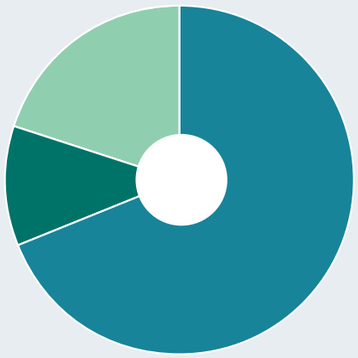
2021 Financial Statement

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 either directly or in future avoided costs (e.g., a benefit to the community is reduced health care costs and a benefit to youth participants is increased labor market earnings).



REVENUE

Government	$754,562	22%
Corporations	$213,470	6%
Events	$708,978	20%
Foundations	$724,642	21%
Bequests	$12,018	<1%
Individual	$488,456	14%
PPP Loan	$457,476	13%
Other	$143,313	4%
Total Revenue (Form 990)	$3,502,914	



EXPENSES

Youth Mentoring Programs*	$2,335,137	69%
General and Administrative	$371,204	11%
Fundraising	$684,013	20%
Total Expenses (Form 990)	$3,390,354	

**The IRS does not allow reporting of the value of volunteer-provided services in financial statements, but volunteers are mission critical to BBBSC's program operations. In FY2021, BBBSC volunteers provided 63,882 volunteer hours valued at $1,936,263. If allowed, this significant value would result in program-related expenses at 80% and administrative/ fundraising-related expenses at 20%.*

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