

ANNUAL REPORT &  
IMPACT STATEMENT  
10/1/22-9/30/23



Big Brothers  
Big Sisters®  
OF COLORADO



IT TAKES™  
LITTLE TO  
BE BIG



*“When I am with my Big,  
it is the only time that it is  
just about me.” —Little Iris*

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## Mission

The mission of Big Brothers Big Sisters of Colorado is to create and support mentoring relationships that ignite the power and promise of youth.

## Our Vision

All youth achieve their full potential.

## BRAVE Values

Belonging, Resilience, Accountability, Vision, and Empathy

# EMBARKING ON TRANSFORMATIONAL CHANGE



## 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 nondiscriminatory and anti-racist approach and are dedicated to dismantling any inequities within our policies, systems, programs, and services.

Dear Big Brothers Big Sisters of Colorado Community,

In the dynamic landscape of progress, Big Brothers Big Sisters of Colorado (BBBSC) is committed to the transformative potential of mentoring relationships.

The 2022–2023 Annual Impact Report is both a reflection of milestones and a celebration of BBBSC's mission to ignite the power and promise of youth in Colorado. We are excited to share the strides in our strategic initiatives, the enduring impact of mentoring, and the unwavering support of our community.

This year, the importance of mentoring persists, and illuminated by the Surgeon General's report on the Epidemic of Loneliness, which underscored the critical role of social connection in overall health. Dedicated to meeting this urgent need, our youth mentoring programs have undergone a significant transformation. We take pride that changes in our recruitment and enrollment processes along with the expansion of our programs have helped BBBSC support 1,366 youth in 2023, marking an impressive 19% growth from the previous year.

Accompanying this achievement is the enduring generosity of 37,746 volunteer hours—a remarkable contribution that translates into an investment of \$1.3 million. This stands as a powerful testament to the significance of human connection and the impact derived from the collective efforts of our partners, staff, and community of volunteers.

Looking ahead, BBBSC is committed to addressing the growing need for mentorship. Through strategic investments in our enrollment and internal processes, we are witnessing a rise in matched relationships, propelling us toward our ambitious goal of serving over 2,000 Colorado youth by 2026. As we step into a transformative future, we recognize the challenges persisting in our communities and understand the profound impact of mentorship to make substantial change.

Our heartfelt gratitude goes to our volunteers, staff, and the generous individuals, foundations, and corporations investing in BBBSC's mission. It is an honor to be on this transformative journey with you.

With appreciation,

Elycia Cook  
Chief Executive Officer & President

Andy Cullen  
Board of Directors, Chair

## WHY YOUTH MENTORING



**Big Brothers Big Sisters of Colorado (BBBSC)** was founded in 1918 as an innovative and empowering alternative to the juvenile justice system. The Chief Probation Officer in Denver, Claude Blake, saw an increase in juvenile lawlessness caused by wartime conditions. Like others in his position across the country, Blake recognized that youth (then, primarily boys) needed guidance more than critics and established the mentoring program locally.

BBBSC continues to believe that every child has inherent and incredible potential. To help youth tap their highest potential, BBBSC's mentoring programs utilize a whole-child mentoring approach to create, monitor, and support mentoring relationships. With BBBSC's professional support, mentees and mentors 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*).

As the leading youth serving agency for **one-to-one mentoring plus**, BBBSC serves youth through a portfolio of programs.

- **One-to-one Mentoring Programs:** Community-based Mentoring, Sports Buddies, and Big Futures
- **Mentoring Plus Programs:** Project AIM and STARS Peer Mentoring (*provided at partner schools*)
- **Wrap-around support services:** enrichment activities, program and support services for youth on the waiting list, STARS annual trainings, and Career Possibilities

These programs are youth-centered, evidence-based/informed, and take a preventive, asset-based, positive youth development approach. BBBSC primarily serves youth 9-18 years old who are from under-resourced households and/or historically under-served communities – 81% qualify for free or reduced-price school meals (*data collected before all youth in Colorado began receiving free school lunch*), 76% are youth of color, and 73% live in single-parent households.

By partnering with youth, parents and guardians, volunteer mentors, community partners, and caring philanthropists, BBBSC is accountable for each youth participant achieving positive outcomes that include:

- Higher aspirations, greater confidence, and better relationships
- Avoidance of risky behaviors
- Educational success (*through high school graduation and post-secondary readiness*)

The impact of mentoring, and specifically the Big Brothers Big Sisters mentoring model, has been well documented over the past few decades. Three priority mentoring research areas are education, avoiding risky behaviors, and mental health.

**Education:** Research highlights that youth who participate in mentoring relationships demonstrate better school attendance, higher likelihood of going on to higher education, and a better attitude toward school than non-mentored youth. (Jekielek et al., 2002) Outcome results directly from BBBSC mentees (listed below) underscore the transformative impact of mentoring and emphasize its multifaceted contributions to youth education.

- 72% of Littles report that they have improved or maintained grades
- 92% of Littles report that they created or kept plans for high school graduation and beyond
- 78% of Littles report that they have an increasing or strong level of engagement with school

**Avoiding Risky Behaviors:** In 1995, the first large, randomized control trial (RCT) evaluation of the BBBS community mentoring program showed statistically significant changes in a variety of positive outcomes for youth, such as improved grades, reduced drug use, and increase in trusting parents. (Tierney et al, 1995) Recently, a new RCT evaluation of the BBBS community mentoring program again found positive impacts on the program's youth and their parents. (Herrera et al, 2023) Another large scale RCT recently published interim results showing that the BBBS community mentoring program reduced youth arrests and substance use, as well as increasing many protective factors. (DuBois et al., 2022)

**Mental Health:** In April 2023, the U.S. Surgeon General released an advisory on the epidemic of loneliness and isolation that warns about the negative impact loneliness can have on mental and physical health. "*The mortality impact of being socially disconnected is similar to that caused by smoking up to 15 cigarettes a day, and even greater than that associated with obesity and physical inactivity.*" The advisory also recognizes that other research shows the benefits of positive relationships for children and adolescents and recommends developing intergenerational mentorship programs. (U.S. Surgeon General, Our Epidemic of Loneliness and Isolation, 2023)



## WHAT MENTORING PROGRAMS



*"I've always found this experience to be tremendously rewarding and worthy of the time commitment." —BBBSC Big Haley*

The **Community-based Mentoring Program** is the traditional, high-quality, BBBSC mentoring program for youth 9-18 years old. Though supported by BBBSC program staff, mentee (Little) and mentor (Big) matches make plans to meet when and where they choose for an activity that fits their mutual interests, as often as two to four times each month. As the relationship grows, the mentee gains a sense of safety and emotional support, builds social and goal setting skills, and improves their self-confidence, academic achievement, and future aspirations.

The **Sports Buddies Program** was founded in Colorado by BBBSC in 2000 and supports youth 9-18 years old with one-to-one mentoring relationships. In Sports Buddies, Little/Big matches meet one or two times per month for sports-based activities (participatory activities or spectator events) that are planned and supervised by BBBSC program staff. During activities, BBBSC program staff encourage engagement in the planned physical activity and having quality conversations, both aspects have positive impacts on Littles. This deepens mentoring relationships while supporting self-confidence, goal setting, collaboration, skill-development, and healthy lifestyles.

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

### Little + Big

Adrian + Evan  
 Anastacia + Raquel  
 Anicea + Kelly  
 Autumn + Belinda  
 Brad + Travis  
 Carlos + Jared  
 Christ + Philip  
 Christel + Alexandra  
 Christopher + Steven  
 Cornelious + Jeremy  
 Cortayvis + Domonick  
 DeQ'uan + Jeff  
 Gabriel + Young  
 Gonzalo + Billy  
 Hunter + Christofer  
 Ke'Irah + Amber  
 Lake + Daniel  
 Logan + Philip  
 Michael + Phillip  
 Olivia + Holly  
 Orlando + Sean  
 Rachel + Jessica  
 Samantha + Jessica  
 Santana + Ian  
 Shanice + Caroline  
 Shedrick + Josh  
 Sherryef + Noah  
 Xzavier + David  
 Zachary + James

### Length of match connection

**27%** 5+ years  
**51%** 1-4 years  
**19%** Matched this year  
**3%** <1 year



The **Big Futures Program** is a career and college readiness mentoring program for youth 13 years and older. In Big Futures, youth receive support through a dedicated Big for one-to-one mentoring, a life planning framework (*i.e.*, *life plan, life skills, and life connections*), workshops from the evidence-based Overcoming Obstacles curriculum, regularly scheduled group events, and other wrap-around supports (*e.g.*, *college campus visits, career days, and military recruitment fairs*). Bigs/mentors are trained and equipped to support their Littles with plans, goals, and connections that contribute to post-secondary readiness and success. Big Futures ensures that youth have a plan post-graduation (*i.e.*, *enrollment, employment, enlistment, and/or entrepreneurship*) and have been exposed to different career paths to help them reach their life goals.

**Project AIM Program** (Adult Identity Mentoring) is an evidence-based program designed to reduce risk behaviors among middle school age youth starting at age 11. Through Project AIM, youth are encouraged through self-exploration and skill-building activities to imagine a positive future for themselves, set future goals, and consider potential barriers, negative influences, and risky behaviors that can be a barrier to successful adulthood. Project AIM consists of 12 sessions over a six-week period that includes taking a career interest inventory, developing a career plan, creating business cards and resumes, and participating in interviews and role plays. Students graduate from the program with a professional portfolio, business cards, a letter of recommendation, a certificate, and the opportunity to transition into the Big Futures or Community-based Mentoring Program.

The **STARS Peer Mentoring Program** (Students Teaching About Relationships and Success) is an evidence-informed, cross-age, peer mentoring program for youth 11 to 18 years old. Based in schools, the program pairs Youth Mentors in high school with a group of three to four Youth Mentees who are at least two years (or two grade levels) younger. The 23-week curriculum helps students find their power, contributes to social determinants of good mental health, and increases students' engagement with their schools and communities. Youth Mentors receive training and coaching from BBBSC program staff, then they lead activities with their Youth Mentees, giving the Youth Mentors an opportunity to learn and practice leadership skills, advocate for others, feel capable, and know they are of value to others. Youth Mentees build trust and self-awareness, while learning skills for mental health, healthy relationships, and healthy decision making.

# HOW OUR PROGRAMS MAKE AN IMPACT



## Alumni Champion Profile

At the age of 10, Murdoc was matched with his Big Howard in the Big Brothers Big Sisters program in Delaware. "When I met Howard, I wasn't really that focused," Murdoc shared. "But by the time I graduated high school, I was valedictorian and I think it has a lot to do with what I learned from him."

"One of the reasons I became a Big at BBBSC was from something I learned from my Big Howard- how big of an impact it can make." Murdoc moved to Denver and was matched with his Little, Taju, in 2020 in the Sports Buddies program. "I first met 12-year-old Taju at the BBBSC office and immediately knew he was a great match," Murdoc said. "He is positive, energetic and has a wonderful enthusiasm for any sort of activity. Over the last couple years, I have watched him mature in our interaction and conversation ... He always has a positive attitude, and my enjoyment of spending time with him feels mutual."

Murdoc has been a Big several times, as well as his wife Megan. He has given back not only through his volunteer commitment to Big Brothers Big Sisters, but also as a foster parent and as a doctor. "I didn't really have an example of how to be a husband or how to be a father," Murdoc said. "But I got to observe Howard be a husband and a father ... My entire life was changed because of Big Brothers Big Sisters. After 30 years I'm fortunate to still be close with Howard and be friends with his now adult children."

Murdoc exemplifies the power of JEDI in his commitment to making a difference and in his service to the community which is why he received the 2023 JEDI Award at the Big Little Gala: Imagine Possibilities in September.



*"I don't think my grades would be as good. I wouldn't have as many connections as I do. It's just nice to have someone that wants to hang out with you and help you do better."*  
—BBBSC Alumni Little Tyrah

## BOA Match of the Year Profile

### Congratulations Little Tyrah and Big Adele

Program Specialist: Bonnie Newman

Little Adele and Big Tyrah's relationship began about seven years ago when they met through BBBSC. From the start, they became close, spending time together every week, discussing school and social issues, and supporting each other through life.

Tyrah was ten years old when Adele became her Big. Tyrah faced the loss of her mother around the time she was introduced to BBBSC. Now, as Tyrah recently graduated from East High School, they both agree that their special connection has played a significant role in

shaping the individuals they are today.

Reflecting on their journey together, Adele describes Tyrah as one of the most stable and remarkable forces in her life, and the joy she experiences watching Tyrah's growth. Tyrah's accomplishments have been nothing short of breathtaking – excelling in multiple choirs, taking lead roles in several shows, achieving academic success, and getting ready to attend Colorado State University this fall. To Adele, Tyrah's transformation into a beautiful person inside and out has been awe-inspiring.

Tyrah recognized the immense impact Adele had on her life. For

her, Adele's support has primarily been emotional, attending her choir performances and offering help whenever needed. Tyrah attributes her academic success and numerous connections to Adele's guidance and encouragement. Having someone who genuinely cares, wants to spend time with her, and helps her strive to be better has been invaluable to Tyrah.

Tyrah and Adele's bond exemplifies the essence of BBBSC's mission – creating mentoring relationships that empower the potential of youth. As they continue to grow together, their friendship stands as a shining example of how a single connection can make a profound difference in the lives of young individuals.

# HOW OUR PROGRAMS MAKE AN IMPACT

## Youth Gender

56% Male



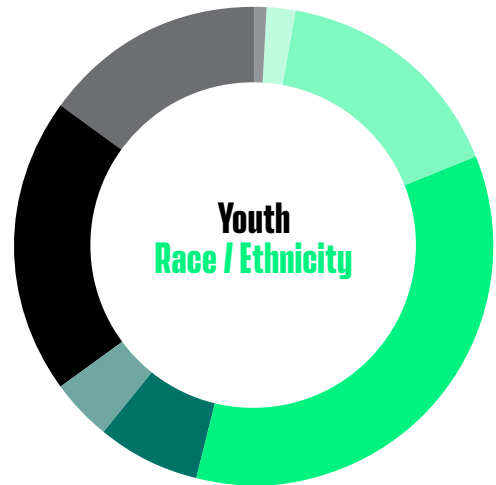
42% Female



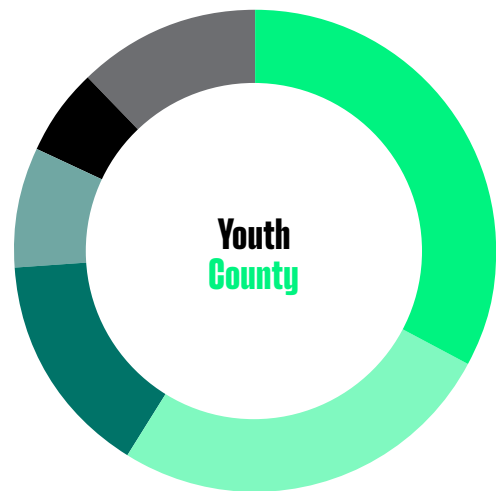
2% Nonbinary



2% of Littles identify as LGBTQ\*



- 1% American Indian or Alaskan Native
- 2% Asian, Native Hawaiian, Other Pacific Islander
- 16% African American
- 35% Hispanic
- 7% Multiracial
- 4% Other
- 20% White
- 15% Unknown



- 33% Denver
- 26% Adams
- 15% Arapahoe
- 8% El Paso
- 7% Jefferson
- 12% <1% and Unknown



## Family Income Indicators\*

81%

of Littles qualify for free or reduced-price school meals

73%

of Littles are from single-parent households

32%

of Littles' families receive income assistance

71%

of Littles have two or three of the income indicators



**1,366 YOUTH** supported through BBBSC's portfolio of mentoring programs during fiscal year 2023 (19% increase over 2022)

The presence of a caring 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 and Strength

Research shows that mentoring relationships that last longer are stronger and result in more positive youth outcomes. Specifically, for one-to-one matches, those that last at least 12 months have been shown to produce significantly better outcomes than matches that end earlier.

3.3

Average one-to-one match length in years

89%

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

97%

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.

77%

of mentees feel accepted by their peers

74%

of mentees are able to self-advocate



## Educational Expectations

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

72%

of Littles maintained or improved their grades

78%

of mentees are thinking about their future



## 37,746 VOLUNTEER HOURS

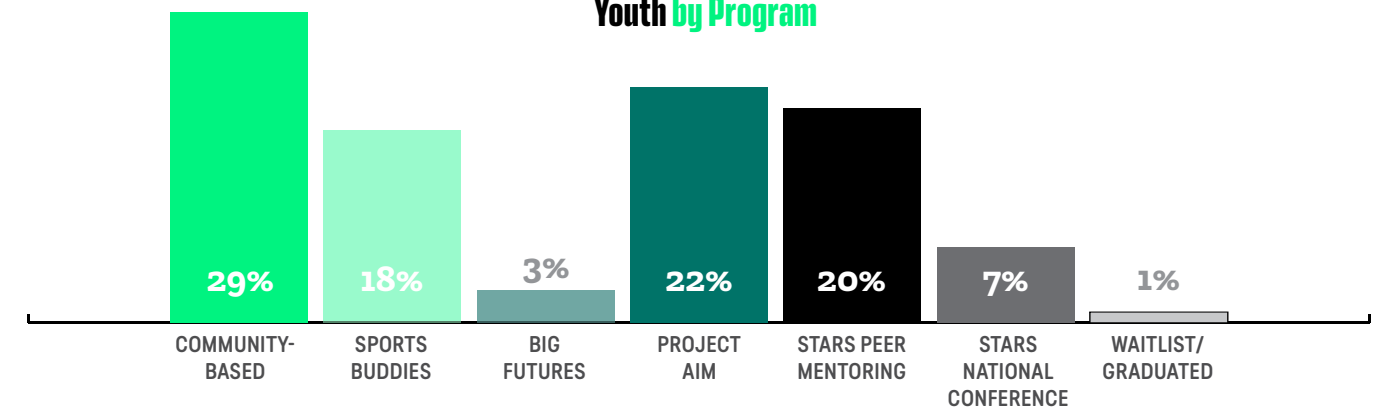
dedicated by Bigs to connecting one-to-one with their Littles, an investment worth nearly \$1.3 million



## 5,424 MATCH SUPPORT CONTACTS

provided by Program Specialists for one-to-one matches, which includes contacting Littles, Bigs, and Parents/Guardians

## Youth by Program



\*NOTE: The marked data points and demographic fields relate to youth/Littles in one-to-one matches.

## BOARD OF DIRECTORS & ASSOCIATE BOARD

Big Brothers Big Sisters of Colorado thanks all the champions who served on the Board of Directors and Associate Board during 2023 and those leading the way in 2024.

### Board of Directors

- Andy Cullen (Chair), Tributary Real Estate
- Sarah Diamond (Vice Chair), BOA Technology, Inc.
- Rhonda Sparlin (Treasury), RubinBrown
- Greg Byles (Governance), Zivaro
- Steve Schneider (Secretary), The Corundum Group
- \* Steve Jenks (Outgoing Chair), Empower
- Jerome Blackwell, Kaiser Permanente
- Edward Brown, Jr., Metropolitan State University
- \* Brian Boonstra, Davis Graham & Stubbs LLP
- \* Lynn Coit, Elsy Studios
- Karen Collins, Empowerlead
- \* Doug Dell (Outgoing Chair), KeyBank
- Rob Edwards, Retired
- Amanda Gall, Meridian Public Affairs
- Mary-Margaret Henke, Western Union
- David Humphrey, Jr., Ph.D., University of Colorado Boulder
- Lisa Jasper, Pariveda
- Leslie Juniel, Denver Public Schools
- Michelle Kent, KPMG
- Crystal Klausmeier, CASA of the Pikes Peak Region
- Andrew Labbe, Lumen
- \* Peter Maiurro, Unites States Olympic and Paralympic Museum
- \* Cindy Meyer, HealthONE Behavioral Health & Wellness
- Jeff Miller, Husch Blackwell, LLC
- \* Shawn Neville, BOA Technology, Inc.
- Chris Picardi, KeyBank
- Shane Portfolio, Comcast
- \* Dieter Raemdonck, Recht Kornfeld PC
- Alex Rasmussen, Assure Neromonitoring
- Kelly Rodriguez, Grant Thornton
- Ellen Ross, Law Office of Ellen M. Ross
- Alex Sullivan, Umpqua Bank
- Emily Trujillo, HCA Healthcare
- \* Hamish Walker, Seattle Fish Company

\* Left Board of Directors during 2023  
 - New to Board in 2023

### Associate Board

- Juliana Wierimaa (Chair), Denver Scholarship Foundation
- \* Brittany Metcalf (Outgoing Chair), ServiceNow
- Elissa Banker, BOA Technology, Inc.
- Tyler Beck, Common Spirit
- \* Erin Bieker, Halliburton
- Ross Blahnik, Compass
- Christian Brady, BOK Financial
- Kris Crichton, Object Computing
- Sam Crowe, NorthMarq
- Ben Eisenberg, KPMG
- Babak Fadaiepour, Raisa Energy, LLC
- Hunter Foreman, Seneca Capital Partners
- TJ Gillespie, Newmont Mining
- Jacob Goldberg, Rubix Group
- \* Kalah Hailey, Saint Rock Media
- Lori Harder, Alteryx
- Kyle Hildebrand, Plante Moran
- Paul Hittman, Cisco Systems
- Jacqueline Hyatt, Williams, Weese, Pepple, and Ferguson
- David Kaufman, S&P Global
- Kohki Kitano, Contentful
- \* Ashly Ligouri, Xcel Energy
- \* Amanda Nichols, elements
- Montrell Nickerson, Villa
- David Poticha, CPC Clinical Research & Community Education
- Dave Rivera, ALPS
- Carshon Rodgers, Indelible Wealth Group
- Ruvencia Samuel, Accenture
- Candace Strother, Zann, Inc.
- Stephan Tuchfeld, Liberty Media



## EXECUTIVE SUMMARY

Big Brothers Big Sisters of Colorado (BBBSC) is at a pivotal moment, poised to embark on a transformative journey that leverages our rich 106-year legacy to empower thousands of young minds in our diverse communities. As part of the largest youth mentoring organization nationwide, we are driven to chart a new path, addressing the critical need for mentorship in Colorado.

### Strategic Vision & Commitment

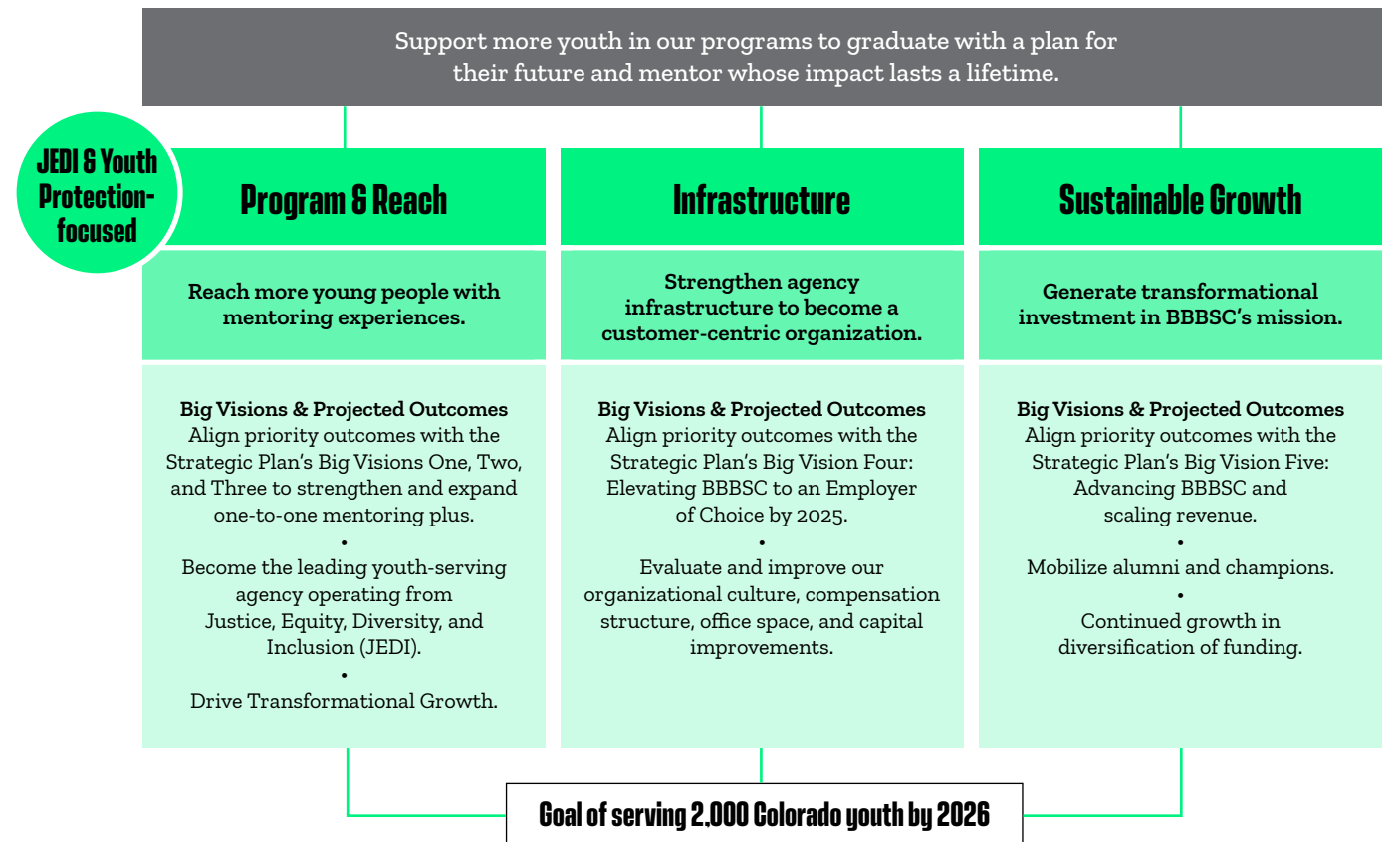
Acknowledging the persistent challenges faced by Colorado communities, our Board and Staff are committed to expanding our impact. Supported by annual operating funds and a significant contribution from the MacKenzie Scott Foundation, BBBSC is primed to serve 1,583 Colorado youth this year and 2,000 by 2026. These ambitious goals underscore our dedication to fostering meaningful connections that shape the future.

### Overcoming Challenges & Embracing Change

Although our impact model continues to prove effective, internal hurdles like volunteer recruitment and staff turnover require immediate focus. With over 350 youth on waiting lists for our programs, urgent steps are being taken to bolster our capacity and relevance. Additionally, navigating the shifting economic landscape poses challenges, particularly with declining revenue streams.

### Vision for the Future

Looking ahead, our focus on Justice, Equity, Diversity, and Inclusion (JEDI) principles will continue to guide us. Our goal is to empower every young person to graduate high school with a plan for their future and a mentor whose impact will last a lifetime. This vision propels our strategic plan, grounding us in a commitment to transformative change across three key pillars.





## INDIVIDUAL DONORS

We are deeply thankful to the many individuals and families who believe in and generously support BBBS's youth mentoring programs. (October 1, 2022–September 30, 2023)

### \$20,000+

Brian and Sarah Boonstra  
David Farmer and Gay Faris  
Estate of Russell B. Gray, Jr.  
Kurt and Mary Haeger  
Steve and Sami Lockton  
Alex and Shawn Neville

Scott Olsen  
Dieter and Kim Raemdonck  
Nathan Ramsey  
Kelly and David Rodriguez  
Glenn Smith  
David and Alexis Woodall  
David F. Zinger

### \$19,999—\$10,000

Tim Berry  
Michael Blumenthal  
Tom Carden and Christi Weindorf  
Mary-Margaret and Darrin Henke  
Lisa and Eric Jasper  
Michelle Kent and Ryan Godsil  
Sean McDonald  
Michael D. North  
Kevin and Samantha O'Hara  
Rhonda L. Sparlin  
John and Jean Sullivan  
Hugh and Nan Williamson

### MATCH MAKERS

*The following donors gave a sustaining monthly gift to BBBS in fiscal year 2023. We thank them for their commitment to empowering potential in youth.*

Angela Arkin  
Erin Austin  
Jerome and Veronica Blackwell  
Margaret Brennan  
Mitchell Cooledge  
Elycia Cook  
Hilary Cimock  
Jessica De Gortari  
Derek Dickerson  
Ben and Sutton Eisenberg  
John Erickson  
Mallory Fischbach  
Cameron R. Fleming  
Norm and Lisa Franke  
Taylor Gantt  
Chris Grove  
Anthony Haupt  
Joel Hawksley  
Tony Hogie  
Meghan Jackson  
Elizabeth Jefferson  
Carlos and Lindsay Jimenez  
Joni Johnson-Powe

### \$9,999—\$5,000

Richard D. Bowen  
Marieka Buhlmann  
Justin Chalfant  
Todd and Maggie Dalhausser  
Douglas and Mimi Dell  
Robert Edwards and Anthony Colarelli  
Bruce Farrar  
Darla and Michael Figoli  
Jeff and Kim Fynnin  
Amanda and Jeremy Gall  
Jacob Goldberg  
Jessica De Gortari  
Dave and Andrea Hritz  
Jeff M. Miller

Michelle Kent and Ryan Godsil  
Matthew and Tally Kerr  
Crystal L. Klausmeier  
Masum Muttalib  
Paul McCarthy  
Christine Moore  
Robert E. Mosher  
Frances Mullins and William Black  
Chad Olsson  
Eddie and Laura Pettit  
David N. Pirnack  
Christopher Ratcliff  
Chad Rathbun  
Geoff Renaud  
Kelly and David Rodriguez  
William and Cheryl Rooney  
Mario Sani  
Gabe Schreiber  
Joshua Schwab  
Lakeasha and Kenneth Smith  
Danielle L. Summerville  
Merle Taylor  
Beth Thiele  
Jennifer Thompson  
Alexander Trowbridge  
Tracy Valentine  
Hamish Walker  
Jordan and JD Widmer

## FOUNDATIONS & CORPORATIONS

BBBS is grateful to the many foundations and corporations that partner with and generously support BBBS's youth mentoring programs. (October 1, 2022–September 30, 2023)

*"I think my Big was the most important person to me growing up. When I was older, it became clear how critical he had been in my development."  
—Alumni Little Michael*

### \$75,000+

The Anschutz Foundation  
BOA Technology  
Colorado Springs Health Foundation  
Peierls Foundation

### \$74,999—\$25,000

Adolph Coors Foundation  
Denver Post Community Foundation  
El Pomar Foundation  
Empower  
Halliburton  
The Liniger Fund  
The Mary K Chapman Foundation  
Mile High United Way  
NFL Inspire Change  
Pikes Peak United Way  
Pilling Family Foundation  
Schlessman Family Foundation, Inc.  
Xcel Energy Foundation  
Zivaro

### \$24,999—\$10,000

Adobe  
Alteryx  
Anna Keesling Ackerman Fund  
Burns & McDonnell Foundation  
The Butler Family Fund of The Denver Foundation  
Carson Foundation  
Compass Diversified

CPS Foundation  
Crocs, Inc  
Dormer Harpring, LLC  
Emerson Automation Solutions  
Equifax  
Fox Family Foundation  
Gary Community Ventures  
Gold Family Foundation  
IMA Foundation  
KPMG  
LibertyGives Foundation  
McDaniel Living Trust Gift Fund  
Tributary Real Estate  
Ultra Beauty  
Virginia W. Hill Foundation  
Walmart Foundation

### \$9,999—\$5,000

American Family Insurance Dream Foundation, Nigel Cass Agency  
BOK Financial  
Burton Snowboards  
The Colorado Health Foundation  
Colorado Housing and Finance Authority  
Comcast  
Davis Graham & Stubbs  
DCS, Inc.  
Denver Children's Foundation  
Doublewave, LLC  
Elsy Studios  
First Interstate Bank  
FirstBank  
Forge Partners, LLC  
GHX  
HealthOne  
Husch Blackwell LLP

Jaxon Maintenance and Engineering LLC  
Metropolitan State University of Denver  
Newmont Venture Limited  
Pariveda Solutions  
Patch My PC  
PricewaterhouseCoopers LLP  
Randall C Ohlson Orion Fund  
Ranger Oil Corporation  
Recht Kornfeld  
SM Energy  
T. Rowe Price Foundation  
UMB  
US Bank Foundation  
VF Corporation  
The William Auckland Trust

## 2023 MATCH AMBASSADORS



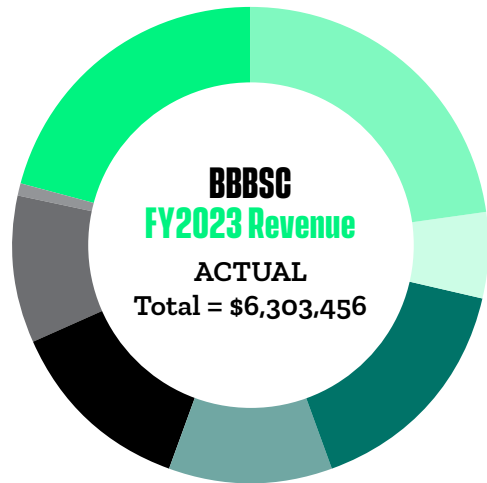
By sharing their experience being a Big/Little, the Match Ambassadors program helps strengthen connections between matches, donors, and the profound impact of the BBBSC mission. "BBBSC donors have allowed us to do more group activities with other Bigs and Littles from around the state," Big Josh shared. "I have seen a lot of positive changes in Reed due to events, he interacts more with other Bigs and Littles and has more confidence and less anxiety. I am still a Little to my Big after 35 years and I know the power having a mentor can have and I know your donations help open doors that children may not be able to otherwise."

**Siearra & Alison  
Cole & Brandon  
Reed & Josh  
Thalia & Melissa**

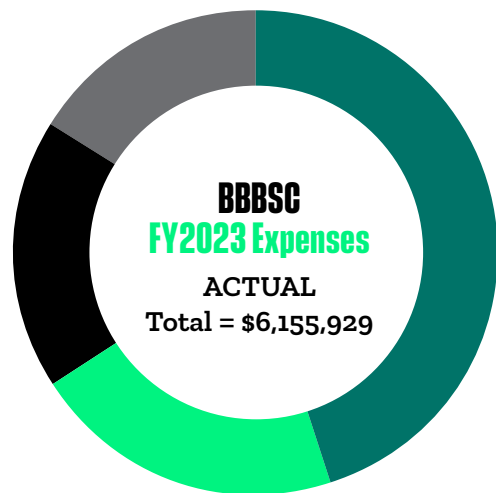
**IT TAKES™  
LITTLE TO  
BE BIG**



# 2023 FINANCIALS



Government	\$1,435,824	23%
Corporations	\$350,363	6%
Foundations	\$1,017,089	16%
Individuals	\$683,202	11%
Events	\$802,988	13%
MacKenzie Scott Investment	\$635,812	10%
In-kind Donations	\$49,474	<1%
Other income	\$31,750	<1%
<b>Volunteer Hours*</b>	<b>\$1,296,953</b>	<b>21%</b>
<b>Total Income</b>	<b>\$6,303,456</b>	<b>100%</b>



Youth Mentoring Programs	\$2,789,593	45%
<b>Volunteer Hours*</b>	<b>\$1,296,953</b>	<b>21%</b>
General and Administrative	\$1,093,941	18%
Fundraising	\$975,442	16%
<b>Total Revenue</b>	<b>\$6,155,929</b>	<b>100%</b>

\* Due to IRS rules, the value of Bigs' volunteer hours is not reflected in the Audit or Form 990. However, it is included in the chart above because volunteers are mission critical to BBBSC's program operations. In FY2023, BBBSC Bigs (adult volunteer mentors) provided 37,746 volunteer hours valued at \$1,296,953.

*"I am more brave, outgoing, and have learned to try new things thanks to my Big...I can see that she cares about my future and I really appreciate that."*

—Little Thalia



[biglittlecolorado.org](http://biglittlecolorado.org)



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**Big Brothers  
Big Sisters.**  
OF COLORADO