



# 2018 IMPACT REPORT

# WHAT WE STAND FOR

## Our Vision

All youth achieve their full potential.

## Our Mission

To create and support one-to-one mentoring relationships that ignite the power and promise of youth, while working collaboratively to strengthen the quality of the mentoring field and close the mentoring gap.

## Our Core Values



## Our Strategic Objectives

### FOUNDATION

- Build a digital road map and invest in customer relationship management

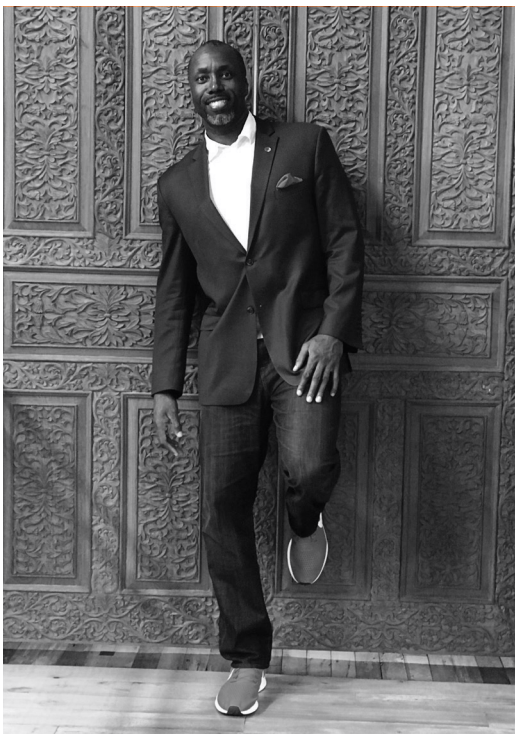
### TRANSITION

- Focus on individual giving
- Become the nonprofit of choice for young professionals
- Develop and deepen strategic partnerships

### GROWTH

- Enhance outcome metrics across all programs
- Implement a thought leadership strategy around mentoring best practices and social justice issues

## STATEMENT FROM OUR CEO



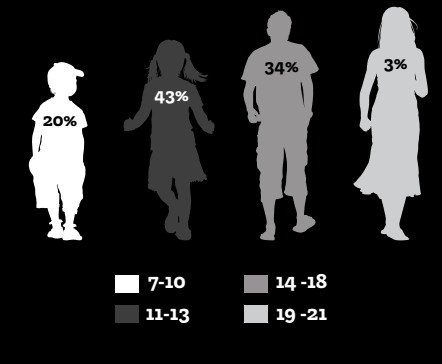
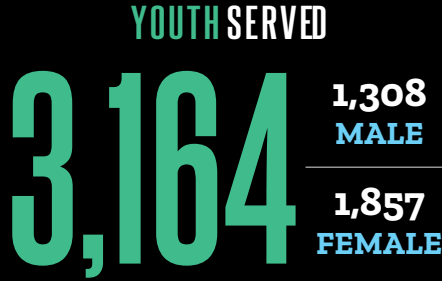
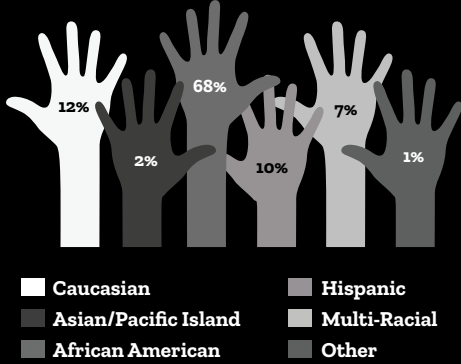
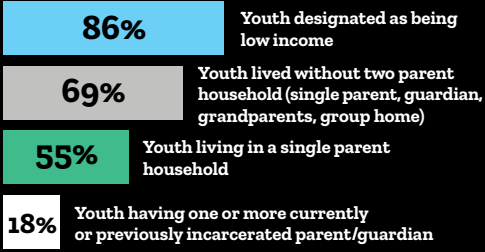
**2018** was both a challenging and exciting year. From an organizational and national perspective, we rebranded ourselves and placed an even greater emphasis on the urgency of mentoring. We know we are one of the most human brands on the planet. When we talk about making a change in the world, we aren't talking about sending down platitudes from up high. We aren't talking about tweets and likes. We're talking about rolling up our sleeves and being present for the next generation. We're talking about seeing their potential and standing with them to defend it instead of just wishing them luck and walking away. And we know there are others like us. People who care to do more. Give more. Protect more.

In Philadelphia, gun violence and poor academic performance threaten the continued growth and prosperity of our city, and the prosperity of young people. We are proud to share that our local youth, who often face enormous challenges in life, are given access and opportunity through our programs which allow them and their families to break generational cycles of poverty. I believe that each and every individual who interacts with our organization has the responsibility and power to act as a defender potential. We're talking about Bigs, Littles, guardians, staff, donors, volunteers and supporters.

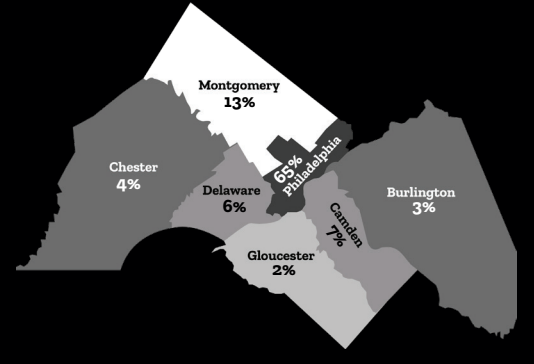
As we look ahead, you will see us standing up for social justice, taking an active role in uncomfortable conversations that impact our communities, and investing in meaningful interactions with young people to help them ignite and harness their own potential — the potential that they have had all along. To all of you who have joined us in this critical mission, *Thank You.*



# THE YOUTH WE IMPACTED IN 2018



A recent survey of Bigs and Littles in our programs for 12 months.



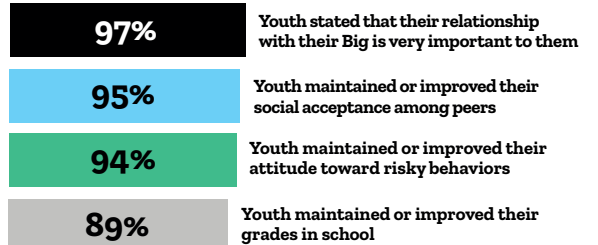
BBBS Independence operates under the belief that inherent in every child is unlimited potential. We identify youth who need or want a mentor through collaborations with schools and community organizations. BBBS Independence creates safe, high quality, long-lasting mentoring relationships that help vulnerable youth reach their full potential by placing caring adult mentors in their lives. Each mentoring relationship is professionally supported by our experienced staff, with road maps for success developed in concert with parents, children, and mentors. Our mentoring programs are designed for multiple settings in our local communities, schools, and workplaces.

## COMMUNITY-BASED PROGRAM

**Community-Based (CB)** mentoring allows mentors (Bigs) and mentees (Littles) to spend time in the community doing fun and interactive activities together, working toward personal achievement and positive character building. To participate in the Community-Based program, Bigs commit to an average of 2-4 hours, 2-4 times per month.



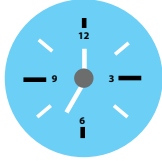
CB Mentoring Hours are based on the minimum commitment of 4 hours/month and matches active in May 2018.



A recent survey of community-based Littles in our programs for at least one school year.

# SCHOOL-BASED PROGRAM

Sometimes the best place for a mentoring match to enjoy activities together is at the Little's school, such as Russell Byers Charter School in Philadelphia, or in the Big's workplace. School-Based mentoring focuses on personal success and academic achievement through weekly mentoring sessions where Bigs can enjoy activities such as helping their Littles with homework, sharing conversation, setting goals, and/or bonding over lunch. We are proud to offer several types of school-based mentoring programs including Beyond School Walls, Mentor 2.0, College Bigs, and LGBTQ.



**29,745 MENTORING HOURS**

Partnered with over **59 Public Schools**

SB Mentoring Hours are based on an average of 2.5 hours/month and matches active in April 2018.

## YOUTH SERVED

**2,040**

**95%**

Youth maintained or improved their social acceptance among peers

**91%**

Youth maintained or improved their attitude toward risky behaviors

**89%**

Youth maintained or improved their grades in school

**86%**

Youth believe that their Big gives them good ideas about how to solve a problem

A recent survey of school-based Littles in our programs for at least one school year.

# BEYOND SCHOOL WALLS

**Beyond School Walls** is an innovative one-to-one youth mentoring program designed for organizations seeking to help their local community while improving employee engagement. It is unique in that students from a local school meet with their mentors at their workplace. Students are exposed to a positive work environment – something many have never experienced before!

## Partnering Businesses & Schools

### 2006

**Cigna** – William Dick School  
**Wawa** – Highland Park Elementary

### 2007

**SEI** – East Norriton Middle  
**Urban Outfitters** – Sharswood Elementary

### 2008

**Bentley Systems** – Collegium Charter School  
**Comcast** – Potter Thomas Elementary  
**Exelon** – New Garden Elementary  
**QVC** – Renaissance Academy

### 2009

**Hamilton Lane** – Mastery Charter – Shoemaker

### 2010

**Fox Rothschild** – Waring Elementary  
**PECO** – Logan Elementary School

### 2011

**US Attorney's Office** – Dr. Ethel Allen School

### 2012

**AmeriHealth Caritas** – Widener Partnership Charter School  
**Key Bank** – Bridgeport Elementary  
**Wells Fargo** – Fell School

### 2013

**BNY Mellon** – Stewart Middle School  
**Philadelphia City Hall** – Delaplaine McDaniel Elementary School  
**VideoRay** – Pottstown Middle School

### 2015

**Publicis/Digitas Health Media** – Martin Luther King High School  
**Vertex** – Eisenhower Science & Technology Leadership Academy

### 2016

**Entrepreneurs of Philadelphia** – Carver High School of Engineering & Science  
**Janssen** – Eisenhower Science & Technology Leadership Academy  
**Johnson & Johnson Consumer, Inc.** – AB Day School

### 2017

**Holman** – Lawnside Elementary  
**Philadelphia 76ers** – Camden High School

### 2018

**Reliance** – Tilden Middle School  
**Tri-County Active Adult Center** – Rupert Elementary

## YOUTH SERVED

**818**

Managed **27** Beyond School Walls Programs

**95%**

Youth maintained or improved their social acceptance among peers

**91%**

Youth maintained or improved their scholastic competence

**90%**

Youth maintained or improved their grades in school

**90%**

Youth maintained or improved their attitude towards risky behaviors

A recent survey of Beyond School Walls Littles in our programs for 12 months.

## WHAT DOES THE CORPORATE COMMITMENT ADD UP TO?

**378 MENTORING SESSIONS** | **10,694 HOURS** | **\$264,041\* IN TIME**  
DONATED TO OUR LOCAL COMMUNITY

\*Based on estimated value of volunteer time for 2018 at \$24.69/hour (<https://independentsector.org/news-post/value-of-volunteer-time-release/>)

# COLLEGE & HIGH SCHOOL BIGS

College and high school students are matched with elementary and middle school students and spend time together at the Little's school during lunchtime or after school.

## College

### 2003

University of Pennsylvania – Lea School, KIPP – West Philadelphia, Samuel Powel Elementary School, Our Mother of Sorrows, St. Ignatius, Greenfield School, Mitchell School, Science Leadership Academy

### 2004

La Salle University – Logan Elementary  
 Temple University – People for People, Alliance for Progress Charter School, St. Malachy's Elementary, Dunbar Elementary, Duckery Elementary, Independence Charter School, Meade School

### 2008

Saint Joseph's University – Gompers Elementary, Victorino Boys & Girls Club, Heston Elementary School

### 2009

Ursinus College – Barkley Elementary School

### 2010

Jefferson University – East Fall Campus – Mifflin Elementary School

### 2014

University of the Sciences – Comegys Elementary School, Mitchell School

## High School

Highland High School – Lewis Middle School

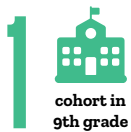
Rancocas Valley High School – Folwell Elementary School



# MENTOR 2.0



**Mentor 2.0** is a School-Based mentoring program partnered with Parkway Center City High School and Philadelphia Community College, where high school students are mentored by college-educated Bigs for 4 years. The four year special admissions high school serves a student body of youth with economic disadvantages but a commitment to help them navigate a path to college. Bigs and Littles follow a specific curriculum which includes topics such as goal setting, self-advocacy, applying and paying for college, and transitioning from high school to college – areas cited as being integral to succeeding in college. They also utilize an online technology platform to communicate weekly and meet once a month at the Little's school. The program was launched in Philadelphia in 2018, following strong evidence-based results from affiliated programs across the country.



## National Statistics vs. Mentor 2.0 Results



# LGBTQ YOUTH MENTORING



LGBTQ youth are at higher risk in a number of areas that impede healthy and safe development. Launched in 2018, the BBBS Independence LGBTQ Gender & Sexuality Alliance program partners with local schools to support our LGBTQ youth by recruiting safe, responsible, and compassionate LGBTQ Volunteers to be group mentors to high school Gender and Sexuality Alliances (GSAs) – a safe space for queer and questioning youth. Volunteers attend regular after-school meetings for 12 months and work to help their mentees achieve their goals and realize their full potential.

**4** high school pilots running

**32** SERVING & IMPACTING LGBTQ youth served

**9** LGBTQ Volunteer Advisors trained and placed to be GSA Group Mentors

**6** trainings conducted in our communities

Hosted regional training for **11 BBBS AGENCIES**

**FORMAL PARTNERSHIP** with Mazzoni Center's Education Department

# MENTOR INDEPENDENCE REGION



**MENTOR**  
INDEPENDENCE  
REGION

As an affiliated organization of BBBS Independence, MENTOR Independence Region was launched in 2015 to expand the mentoring field's regional capacity to reach more youth, and to pair them with caring, committed adult mentors. The organization works directly with mentoring programs and mentors to help them become aware of the research and evidence-based practices that have been shown to increase the likelihood of positive outcomes for youth. Locally, BBBS Independence serves nearly 3,200 children annually. However more than 250,000 children remain in need in the seven county service area. BBBS Independence and MENTOR Independence Region recognize that collaboration and cooperation with the more than 300 mentoring programs serving youth in the region is critical to ensuring all youth have access to high quality mentors and high quality mentoring programs.

### Our Vision

Every young person has the supportive relationships they need to grow into productive, thriving adults.

### Our Mission

To fuel the quality and quantity of mentoring relationship for eastern Pennsylvania's young people and to close the mentoring gap.

### Work to Close the Mentoring Gap



**104** MENTORING PROGRAMS trained on best practices to improve their quality

**537** Volunteers connected to mentoring opportunities

**436** SUPPORTIVE, CARING ADULTS TRAINED TO BE EFFECTIVE MENTORS

**30,000 YOUTH** positively impacted in Greater Philadelphia

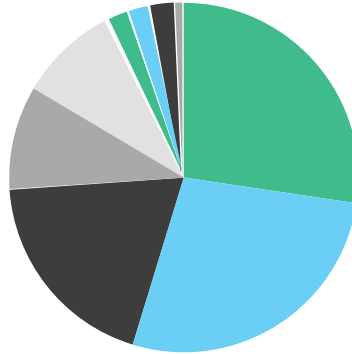
**4** Programs completed National Quality Mentoring System Assessment

# 2018 FINANCIAL SUMMARY



BBBS Independence is sincerely grateful to the many supporters responsible for helping the organization achieve continued financial success in 2018. We offer a special "Thank You" to our board members, donors, corporate partners, foundations, government partners, event sponsors, and key supporters who chose to stand with us and ignite potential in our local youth!

For a full list of 2018 donors, please visit [www.independencebig.org/donors](http://www.independencebig.org/donors)



## SOURCES OF REVENUE

Individual and Board Giving	\$1,749,984	27%
Government Grants	\$1,712, 949	26%
Corporations	\$1,211,627	18%
Special Events Income	\$576,513	9%
United Way	\$530,154	8%
Foundations	\$268,650	4%
BBBSA	\$237,459	4%
In-Kind Donation Revenue	\$216,224	3%
Earned Income	\$84,230	1%

**Total Revenue \$6,587,790**

## BECOME A DEFENDER OF POTENTIAL



# DONATE VOLUNTEER HONOR

### JOIN US!

Individuals and corporations are essential to the ongoing success of our life-changing youth mentoring programs. You can get involved in three ways:

### DONATE

Your investment helps us to do what we do best - empower kids in our community to achieve their full potential. We are Defenders of Potential. You can be too. Discover the many ways in which you can support Big Brothers Big Sisters Independence and ignite Greater Philadelphia's youth to realize their full potential. There is no gift too Big or too Little.

- Make a gift today at [www.independencebig.org/donate](http://www.independencebig.org/donate) or contact us at 215-790-9200.
- Sponsor one of our signature events by visiting [www.independencebig.org/events](http://www.independencebig.org/events) or contact us at 215-701-8107.

### VOLUNTEER

Thousands of youth in our community have great potential – the potential to graduate high school and go to college, to get a job and provide for themselves and their families, to realize their dreams and be impactful members of our community. What they may be lacking is someone to defend their potential, the missing piece of the puzzle that you, as a Big Brother or a Big Sister can provide.

- Volunteer to be a mentor now at [www.independencebig.org/be-a-big](http://www.independencebig.org/be-a-big) or contact us at 215-790-9200.

### HONOR

We want to hear your story! Tell us about someone who mentored you and made a positive impact on your life. You just might end up on our website or in our monthly newsletter.

- Share your story with us at [www.independencebig.org/alumni/share-your-story](http://www.independencebig.org/alumni/share-your-story)

# OFFICE LOCATIONS



## BIG BROTHERS BIG SISTERS INDEPENDENCE

### ADMINISTRATIVE OFFICE & PHILADELPHIA COUNTY PROGRAM OFFICE

123 S. Broad Street, Suite 1050,  
Philadelphia, PA 19109  
215-790-9200

### BURLINGTON, CAMDEN & GLOUCESTER COUNTIES PROGRAM OFFICE

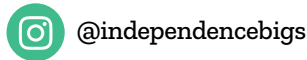
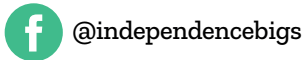
100 Dobbs Lane, Suite 202,  
Cherry Hill, NJ 08034  
856-616-2340

### CHESTER COUNTY PROGRAM OFFICE

760 Constitution Drive, Suite 10,  
Eagleview Corporate Center  
Exton, PA 19341  
484-653-1450

### MONTGOMERY COUNTY PROGRAM OFFICE

530 DeKalb Street,  
Norristown, PA 19401  
610-277-2200



[www.independencebig.org](http://www.independencebig.org)

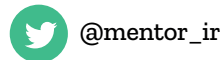
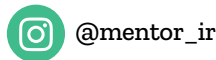


**MENTOR**  
INDEPENDENCE  
REGION

## MENTOR INDEPENDENCE REGION

### MENTOR INDEPENDENCE REGION PROGRAM OFFICE

123 S. Broad Street, Suite 1050, Philadelphia, PA 19109  
215-790-9200



[www.mentorir.org](http://www.mentorir.org)

# THANK YOU

for stepping into the life of a young person to ignite their full potential.