



Big Brothers Big Sisters

**BIG BROTHERS BIG SISTERS
2017 IMPACT REPORT**



Big Brothers Big Sisters

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VISION & VALUES —

OUR MISSION:

To provide children facing adversity with strong and enduring, professionally supported one-to-one mentoring relationships that change their lives for the better, forever.

OUR VISION:

All children have opportunity, access and hope to achieve their full potential.

OUR VALUES:

- ✓ We respect all people, and are open-minded.
- ✓ We embrace collaboration and great teamwork.
- ✓ We exercise transparency and are accountable for results.
- ✓ We are a learning organization, eager to improve.
- ✓ We advocate for the welfare of children



A LETTER FROM OUR CEO



Dear Friends,

As I reflect on 2017, I can't help but feel enormous gratitude for having the responsibility of running an organization tasked to address our nation's most pressing issue, our children's future. Labeled as the poorest big city in America, citizens of Greater Philadelphia come face-to-face with the challenges of poverty, crime, poor educational outcomes, economic inequality, and social injustice. These issues negatively impact children in our communities.

Make no mistake, our children are under siege. Fortunately, volunteers, Bigs, and concerned citizens are willfully standing on the front lines, advocating on behalf of young people providing real solutions to help them overcome life's challenges and succeed along their journey called "Life". Our guiding principle is to ensure that all young people have opportunity, access and hope to achieve their full potential.

Our formula is simple and has not changed since 1915. We match a caring adult volunteer with a child, and provide ongoing mentoring support so that the relationship can flourish. Each year every one of the Littles we match to a volunteer Big Brother or Big Sister embarks on their own individual journey that takes them beyond their present circumstances and helps them move towards becoming the best possible version of themselves.

As a supporter of Big Brothers Big Sisters, you have been a part of each Little's journey. It truly takes a village. Thanks to your support, we've changed the trajectory of thousands of Littles and their families. Together, we're a collective of everyday defenders, stepping out of our bubbles to make sure the littlest among us have the biggest possible futures. Changing the world for a child doesn't take a superhero. It takes showing up, being an example through consistent action and active listening. These small but simple steps make a big impact.

Looking forward, we intend to transform our organization by investing in infrastructure and technology. Our goal is to set a foundation for our future with modern tools that will enable us become a more constituent-centric, data-driven, digitally oriented organization. Thereby allowing us the ability to efficiently serve more children across our region.

Life's a journey no one should have to travel alone. And thanks to your generosity and caring, 3,452 children will have someone riding along with them. I thank you for your support this year and in years past. I ask for your continued support as we rededicate ourselves to this noble and critical mission. This journey is ours together.

A handwritten signature in black ink, appearing to read 'M. Allen'.

MARCUS ALLEN

Chief Executive Officer

Big Brothers Big Sisters Independence Region

OUR YOUTH MENTORING PROGRAMS

We offer two types of youth mentoring programs: Community-Based and School-Based. In 2017, we engaged 7,562 children and volunteers in these programs.



COMMUNITY-BASED MENTORING PROGRAMS

Volunteers (Bigs) and their mentees (Littles) meet on weekends or after school to enjoy activities, play sports, visit museums or just talk.

Traditional Community-Based Mentoring

Bigs and Littles engage in 1-to-1 outings and activities they both enjoy, 2-4 times per month.

Back on Track Philly Girls

Adult volunteers serve as Bigs to justice-involved young girls, offering a positive influence through compassion and guidance.

LGBTQ Mentoring

Responsible and caring Bigs who identify as part of the LGBTQ community mentor high school Gender and Sexuality Alliances (GSAs).



SITE-BASED MENTORING PROGRAMS

Volunteers (Bigs) mentor school students (Littles) during the day at their school or place of business

Beyond School WallsSM

Littles visit their Bigs at their workplace, giving children an opportunity to experience the corporate world first-hand and to set goals for the future.

College Bigs

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

Corporate Bigs

Professionals in Center City Philadelphia mentor children at local charter schools once a week, during lunchtime, throughout the school year.

Mentor 2.0 (eMentoring)

College-educated Bigs are paired with students at Parkway Center City High School for four years to help them navigate their college journey. Relationships are maintained mostly online.

BEYOND SCHOOL WALLS PARTNERS

Our corporate BSW Partners, listed by company name, year started, and partner schools

AmeriHealth Caritas - 2012 Widener Partnership Charter School	Reed Smith - 2014 D. Newlin Fell School
Bentley Systems - 2008 Collegium Charter School	SEI - 2007 East Norriton Middle School
BNY Mellon - 2013 Stewart Middle School	Urban Outfitters - 2007 Sharswood Elementary School
Cigna - 2006 William Dick Elementary School	US Attorney's Office - 2011 Dr. Ethel Allen School
Comcast - 2008 Potter Thomas Elementary	Vertex - 2015 Eisenhower Science Technology Leadership Academy
Exelon Corporation - 2008 Bancroft Elementary	VideoRay - 2013 Pottstown Middle School
FDJ Judges - 2016 Benjamin Franklin High School	Wawa - 2006 Highland Park Elementary School
KeyBank - 2012 Bridgeport Elementary School	Wells Fargo - 2012 Feltonville School of Arts and Sciences
Fox Rothschild - 2010 Waring Elementary School	
Gloucester Township - 2017 Glen Landing Middle School	
Hamilton Lane - 2009 Mastery Charter – Shoemaker Campus	
Holman - 2017 Lawnside Elementary School	
Janssen - 2016 Eisenhower Science Technology Leadership Academy	
Johnson & Johnson Consumer, Inc. - 2016 AB Day School	
PECO - 2010 Logan Elementary School	
Philadelphia 76ers - 2017 Camden High School	
Philadelphia City Hall - 2013 Delaplaine McDaniel Elementary School	
Philadelphia Entrepreneurs - 2016 Carver High School of Engineering & Science	
Publicis/ Digitas Health Media - 2015 Martin Luther King Jr. High School	
QVC - 2008 Renaissance Academy	

COLLEGE PARTNERS

Our college partners, listed by university name, year started, and partner schools

La Salle University - 2004 Logan Elementary
Philadelphia University - 2010 Mifflin Elementary School
Saint Joseph's University - 2008 Gompers Elementary, Victorino Boys & Girls Club, Heston Elementary School
Temple University - 2004 People for People, Alliance for Progress Charter School, St. Malachy's Elementary, Dunbar Elementary, Duckery Elementary, Independence Charter School, Meade School
University of Pennsylvania - 2003 Lea School, KIPP - West Philadelphia, Samuel Powel Elementary School, Our Mother of Sorrows, St. Ignatius, Greenfield School, Mitchell School
University of the Sciences - 2014 Comegys Elementary School, Mitchell School
Ursinus College - 2009 Barkley Elementary School

REACHING MORE YOUTH WITH NEW PROGRAMS

The communities we serve in Greater Philadelphia and Southern New Jersey are facing unprecedented challenges due to the effects of economic inequality and poverty. As we engineer for the future, it becomes increasingly important that we adapt and innovate to serve the youth who need us most. In that vein, we are excited to announce new programs which address some of the most difficult to reach populations.

BACK ON TRACK PHILLY GIRLS

When youth enter the juvenile system, they become statistically vulnerable to a criminal lifestyle and limited educational and occupational opportunities. The Defender Association represents over 5,000 children processed through the juvenile justice system each year, and many of these children will return back to the system less they are presented with a strong role model.

In partnership with the Defense Association of Philadelphia, we have created **The Back on Track Philly Girls program** to guide our region's female youth away from a potential life of

crime and expand their opportunities for success. We provide ongoing training to our adult volunteer mentors and carefully match them with justice-involved girls, ages 11-18, that have committed mild offenses. Mentors and mentees meet 2-4 times monthly for at least 12 months for fun activities, sporting events, museum visits, and more.

Under the guidance of capable and compassionate mentoring figure, we want to help give our region's girls get back on the track of success and divert them from a potential cycle of entering in and out of the juvenile system.

LGBTQ MENTORING

It is our core belief that supportive mentorships are the key to helping our youth facing adversity prosper. We dutifully serve our region's struggling children, and it is no secret that an unfortunate number of our LGBTQ youth are unfairly struggling. Research has consistently demonstrated that LGBTQ youth are at a higher risk in a number of areas that impede healthy and safe development; therefore, BBBS IR has implemented an LGBTQ program into organization.

In order to target our LGBTQ youth, we have partnered with local high schools and their GSAs (Gay Straight Alliances). Our responsible adult volunteers, all of whom identify as part

of the LGBTQ and are 28 or older, serve as advisors to the schools' GSAs. These advisors regularly attend meetings for the duration of at least one academic year, and act as a source of comfort and guidance for the children. We recognize that our LGBTQ youth are vulnerable to hardship, and we intend to do our part in giving them the companionship and care that they need and deserve.

MENTOR 2.0 (EMENTORING)

Students who decide to pursue higher education are much more likely to find a stable career and fulfill their potential. When students come from low-income households, however, the likelihood that they graduate or even attend college decreases significantly. We, along with our fellow mentoring-centered organization iMentor, established the program **Mentor 2.0** to help these youths establish the skills and aspiration they need to advance their education.

Mentor 2.0 is a school-based mentoring program that matches high school students 1-to-1 with college-educated mentors for 4 years. The mentoring pairs utilize iMentor online technology platforms to build their relationships under the supervision of a full-time Big Brothers Big Sisters staff member. Over the course of the match, mentors communicate with their mentee on a weekly basis online and meet with them once a month at the mentee's school. Mentors and mentees follow iMentor's curriculum, which focuses on the non-academic factors that research cites as being integral to succeeding in college. This curriculum allows mentors to equip their mentees with the skills they need to go on to higher education, such as goal setting, self-advocacy, applying and paying for college, and transitioning from high school to college.

With the supervision and guidance of an experienced mentor, these high school students are better prepared with the tools

NATIONAL STATISTICS VS MENTOR 2.0 RESULTS

Only 52% of students coming from low-income families enroll in college. Additionally, **only 22% end up graduating.** iMentor's curriculum has proven to have a significant impact on mentees, with **66% of students in the program enrolling in college** and **49% graduating from college.**

and support they need to continue their education past high school.

Our first school partner with Mentor 2.0 is Parkway Center City Middle College. The four year special-admissions high school serves a student body of youth with economic disadvantages but a commitment to their academic success. The school suffers from a student-counselor gap, with just two counselors serving over 500 students. Our program's mentors fill this gap and provide the students with the attention and resources they deserve.



Child safety is our guiding principle in everything that we do and when you look at LGBTQ youth, the research is pretty profound that they are considered an at-risk population ... so, we want to interrupt that and provide them with a sense of safety and community in their schools to help them through a turbulent time."

- Clinton Drees, Program & Resource Manager, BBBS IR

2017 MALE MATCH OF THE YEAR



Photo left to right

Big Brother Michael & Little Brother Justin accepting their Match of the Year Awards from Board Chair, Brad Aronson.

BIG BROTHER MICHAEL & LITTLE BROTHER JUSTIN

Little Brother Justin and Big Brother Mike have been matched in a mentoring relationship for over six years. After spending most of his childhood in the foster care system and without a consistent father figure, Little Brother Justin entered the Big Brothers Big Sisters program hoping to get a Big Brother with whom he could do fun activities and talk to on occasion. He found that and much more in his Big Brother Mike.

Throughout their Match, his Big Brother has been a caring friend, a confidante, and sometimes an advisor to Justin as he worked toward his goals. In that spirit, Mike gave Little Brother Justin a present on his 16th birthday. It was a huge book about the colleges with everything from school majors to the application process. Little Brother Justin soon developed aspirations to become an engineer, and Big Brother Mike helped him focus on what he needed to get into a good school, and assisted him with researching scholarships and financial aid.

The strong relationship between these two individuals paid dividends, as Little Brother Justin graduated from high school in June, an impressive feat made even more so by his perseverance through some very difficult challenges. In addition to his diploma, Little Brother Justin received a generous scholarship to attend Widener University this fall. Widener's President, who was impressed by Justin, helped make sure he made it to school for his fall semester and helped set him up for success. The University connected him with a work-study program which Justin began earlier this month. He spent the summer working, building a network of friends, pursuing his dreams, and spending free time with his Big Brother Mike.

“ LITTLE BROTHER JUSTIN

My Big Brother, Mike, is my greatest role model. He always works to change the world for the better. I did not know what to expect when I signed up for Big Brothers Big Sisters. And six years later I am a freshman in college. I could not have done this without Mike and the Big Brothers Big Sisters program.



2017 FEMALE MATCH
OF THE YEAR

Chief Program Officer, Judy Spangler, presenting Little Sister Raven & Big Sister Avalyn with their Match of the Year Awards.

Photo left to right

BIG SISTER AVALYN & LITTLE SISTER RAVEN

Big Sister Avalyn met her Little Sister Raven in May of 2014. Raven lives with her Grandmother who brought her to Big Brothers Big Sisters because she felt she was getting older in age, needed some help, and feared that her granddaughter might get lost in life - something that happened to her when she was younger. One of her biggest concerns was that Raven was very shy, quiet, and lacked the confidence needed to build peer relationships.

Big Sister Avalyn has helped Raven with this and a lot more. She has encouraged her Little Sister to set goals and continuously pushes her to reach important milestones, ones that Big Sister Avalyn wishes she would have done at her Little Sister's age. This past summer they worked together on getting Raven her diver's permit, looking for summer jobs and talking more about careers. In her own words, Big Sister told us the following, "I'm responsible for the growth of someone and I want to see my Little Sister succeed, so I have to be ready to be a good role model."

The two recently shared a bonding experience that really brought Little Sister Raven out of her shell. This year Macy's held a "Say Yes to the Dress" event in which a few mentees in the Big Brothers Big Sisters program were selected to receive beautiful makeovers and a prom dress of their choice which they would get to keep. Participants simply had to agree to walk in the Fashion Show in the Macy's store at King of Prussia Mall. Little Sister Raven not only ended up walking the runway, but she was the life of the show! Big Sister Avalyn said people got to see a glimpse of her Little Sister's personality which is usually sheltered. And Big Sister Avalyn was there to support her every step of the way. Little Sister Raven attended her Junior Prom and although she didn't have a date, she did inform us that she received multiple compliments regarding her prom dress.

LITTLE SISTER RAVEN



My Big Sister, Avalyn, is wonderful to me. She has helped me grow so much and is one of the best people I have ever had in my life."

WHY MENTOR?

THE MENTORING EFFECT

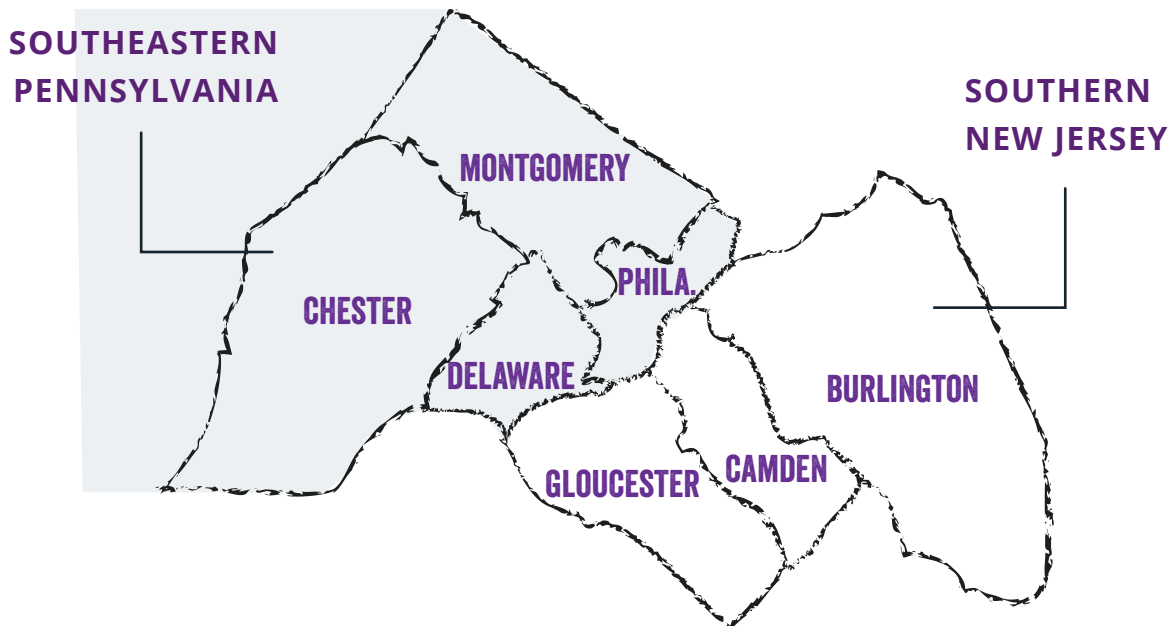
When we talk about making change in the world, we aren't talking about sending down platitudes from on high. We aren't talking about tweets and likes. We're talking about rolling up our sleeves and being present for the next generation. We're talking about seeing their potential and standing with them to defend it instead of just wishing them luck and walking away. Mentoring, at its core, guarantees young people that there is someone who cares about them, assures them that they are not alone in dealing with day-to-day challenges, and makes them feel like they matter.

Research confirms that quality mentoring relationships have powerful and positive effects on young people in a variety of personal, academic and professional situations.

Numerous studies for Big Brothers Big Sisters found that kids matched with a mentor:

- Are more confident
- Are more likely to steer clear of drugs and alcohol
- Improve their performance in school
- Have stronger relationships with their family and friends
- Feel better about themselves

OUR SERVICE AREA



Big Brothers Big Sisters Independence Region Service Area 2016 - Present

OUR IMPACT



3,452

Number of children served in Southeastern PA and Southern NJ



1,159

Number of new mentoring matches made



31.2

Months, the average length of a community-based mentoring relationship



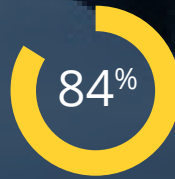
179K+

Number of hours invested by our volunteer Bigs

LITTLES, AFTER ONE YEAR IN OUR PROGRAM:



Improved their behavior



Improved their outlook on the future



Improved their self-confidence



Advanced to the next grade level



Ages 10+ avoided using drugs

COMMUNITY IMPACT



MENTOR INDEPENDENCE REGION

As an affiliated organization of Big Brothers Big Sisters Independence Region, 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. We do this by utilizing best practices, along with training and professional support to achieve positive, lifelong educational and behavioral outcomes for children and youth.

YOUNG PEOPLE NEED MENTORS

Evidence shows that youth who are mentored demonstrate a propensity toward positive behavioral traits that include: better school attendance; better overall attitudes toward school; greater likelihood of pursuing higher education opportunities; reduced likelihood of substance abuse and other risky behaviors. Further, mentoring promotes positive social attitudes and relationships, as well as improved communication and trust between child and parent/guardian.

THERE AREN'T ENOUGH MENTORS

Additional research shows that one out of three youth will reach the age of 18 without the benefit of a positive mentor. That means that in Eastern Pennsylvania, almost 390,000 children won't have the support of a mentor as they navigate their way to adulthood. In Philadelphia alone, that's 69,000 young people. This mentoring gap drives MENTOR Independence Region's strategy for connecting more youth to high-quality mentors.

BIG BROTHERS BIG SISTERS CAN'T DO IT ALONE

Nationally, for over a century, Big Brothers Big Sisters evidence-based model has been recognized as the gold standard for one-to-one mentoring. Locally, BBBS Independence Region serves 3,500 children annually. However almost than 250,000 children remain in need in their seven county service area. BBBS IR recognizes 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. MENTOR IR reaches a number of these young people by supporting mentoring practitioners to improve the quality and quantity of mentoring relationships in our region.

QUALITY MATTERS

To close the mentoring gap, we need more high quality mentoring programs and high quality mentors. High quality mentoring can be transformative in a child's life, but poor quality mentoring can be even more harmful than never having a mentor at all. When mentoring programs implement high quality practices, research indicates a higher likelihood of positive youth outcomes. The Elements of Effective Practice for Mentoring™ is the cornerstone



DID YOU KNOW?

A recent national study showed one out of every three youth will reach age 19 without the benefit of a positive mentor in their lives.

Despite the existence of an estimated 200 mentoring programs in Greater Philadelphia, our local youth continue to experience a "Mentoring Gap", where children and youth who need high quality mentors in their lives do not have access.

of all of our efforts, developed by MENTOR: The National Mentoring Partnership and disseminated to ensure that as the quantity of mentoring grows, quality remains front and center. The Elements are widely accepted as the national and global standards for quality youth mentoring.

CLOSING THE MENTORING GAP

MENTOR IR is building the capacity of the mentoring field to meet this need through our services.

- Training & Technical Assistance, MENTOR IR facilitates training programs that increase participants' knowledge of operating mentoring programs and engaging in mentoring relationships. We also provide evidence-based technical support to improve areas of organizational performance to improve their capacity and quality.
- Quality Mentoring Assessment System, MENTOR IR guides mentoring programs through a deep assessment of their strengths and areas for improvement, developing an individualized innovation and improvement plan.
- Stakeholder Engagement by facilitating stronger connections among mentoring practitioners through a network of mentoring organizations, operating as a peer-to-peer learning and interaction platform. Network members benefit from networking opportunities, professional development and community engagement.
- Advocacy, MENTOR IR regularly monitors legislative initiatives at all levels of government, along with policy/programmatic developments relevant to youth mentoring, to inform and engage partners in strategic advocacy and public awareness campaigns.
- Data Collection & Analytics. We maintain a robust database of information documenting mentoring in the region, collecting and analyzing this information to guide our effort to strategically serve the needs of mentoring providers.

*Photo left page
Executive Director, Abigail Ellis
and Unique Saunders at
2017 MENTOR Conference*

MAKING AN IMPACT

MENTOR IR promotes positive impact for 10,000 young people in our region by working directly with mentoring programs and mentors to help them improve the quality of their mentoring.

52
PROGRAMS
received capacity building

388
VOLUNTEERS
connected to programs

600
**SUPPORTIVE, CARING
ADULTS TRAINED**
to be effective mentors

10,000
CHILDREN & YOUTH
positively impacted

SINCE 2015
726
ADULTS trained to be effective
mentors

321
PRACTITIONERS trained on
best practices in running a high-
quality mentoring program

55
INDIVIDUALS trained on
culturally relevant mentoring



OUR 2017 SIGNATURE EVENTS

FLAVORFEST

FEBRUARY 2017

FlavorFest has become our most popular fundraising event in South Jersey. Guests enjoy an evening of deliciousness and indulgence as they sample all-you-can-eat food tastings from premier local restaurants and caterers. Now in its 10th year, the event has become a way for individuals and corporations located in South Jersey to help us raise the critical funds necessary to support youth mentoring in Burlington, Camden and Gloucester counties.

EVENT HIGHLIGHTS:

12 of South Jersey's best local restaurants sampling their best dishes:

- Cabot
- The Chop House
- Fleming's Prime Steakhouse
- Houshmand's Hazardous Hot Sauce
- Kitchen 519
- Maggie's Bakeshop
- Monsoon Fine Indian Cuisine
- Philly Diner & Sports Bar
- Pink Garlic
- Recovery Sports Grill
- Seasons 52
- Zallies Fresh Kitchen

THANK YOU TO OUR SPONSORS:

- City Plumbing
- Atlantic City Electric
- PHH Mortgage
- CDW
- Pepsi
- Surety
- Parient First
- Shop RlTe
- Hoey Wealth Management
- Camden County Board of Freeholders

**DOUBLE NICKEL BREWERY
PENNSAUKEN, NJ**

GOLF CLASSIC

SEPTEMBER 2017

Big Brothers Big Sisters' Annual Golf Classic is one of our largest one-day fundraisers. The all-day affair begins with a friendly competition with over 250 golfers embarking in a little friendly competition, followed by a dinner reception and auction to honor our partners, recognize our sponsors, and – of course – announce the winners. Our 2017 event took place at the Merion Golf Club in Ardmore, PA, host to more USGA Championships than any other course in America, and raised necessary funds that we are using to improve the lives of our regions youth.

EVENT HIGHLIGHTS:

Custom-tailored Peter Millar golf gift for all golfers

Exclusive morning VIP Shotgun Start with special lunch and program

Limited edition Merion Golf Club swag

Exciting silent auction and raffle items

THANK YOU TO OUR SPONSORS:

Arris - Presenting Sponsor

Gwynn Group

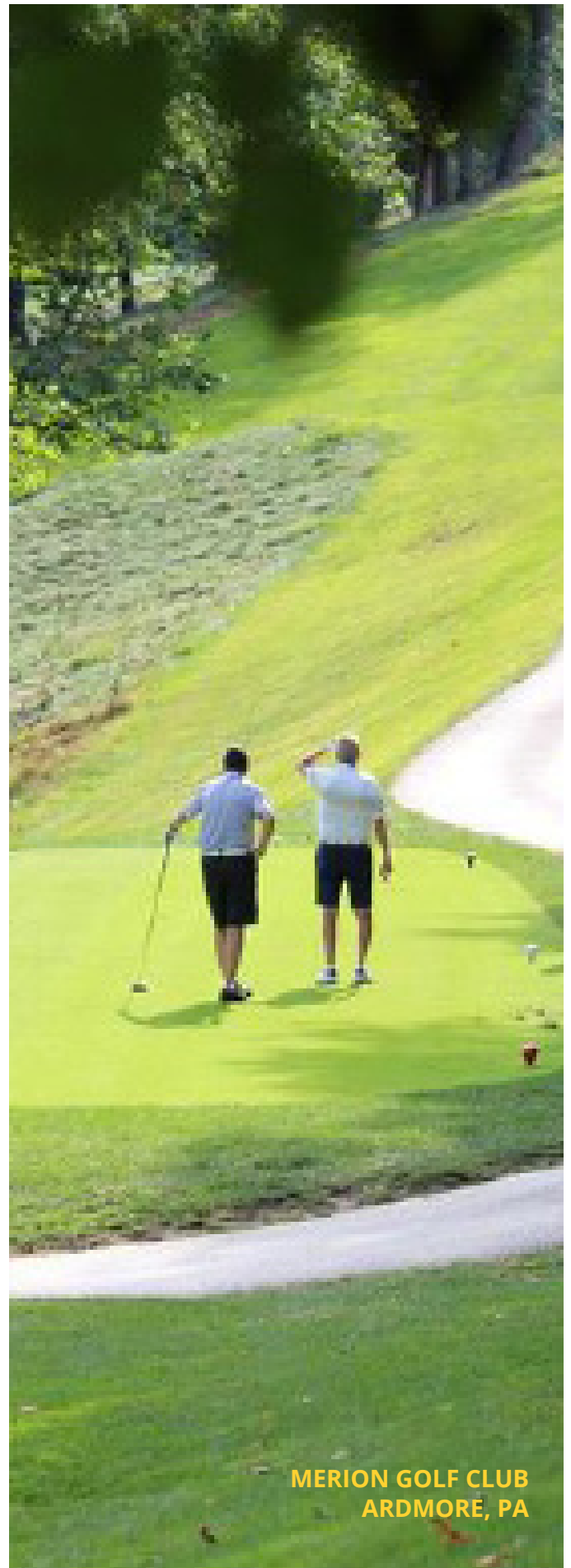
Salesforce

Morgan Stanley

Hewlett Packard Enterprises

Marty & Iris Walshin Foundation

Equifax



**MERION GOLF CLUB
ARDMORE, PA**

OUR 2017 SIGNATURE EVENTS

NEW IN 2017!

BUILDING BIG AWARDS

OCTOBER 2017

In 2017, we launched the first inaugural **Building Big Awards**, our newest signature event created to recognize remarkable individuals and corporations that play a meaningful role in pioneering change within our communities. The event also represented our first partnership with the real estate industry, where we hosted a special award ceremony to not only honor mentoring heroes, but celebrate real estate individuals and corporations making positive change to strengthen local neighborhoods.

Our 2017 theme, "Changing Landscapes. Changing Lives." recognized the commonalities of the positive social effects of real estate industry professionals who stepped up to improve local communities through infrastructure. While they continued to improve our neighborhood landscapes, Big Brothers Big Sisters Independence Region continued to carry out its vision for all children to achieve success in life through one-to-one mentoring.

OUR 2017 AWARD WINNERS

Building Big Award Winner:

Gary Jonas, Founder, How Properties

Community Partner of the Year Winner:

Bart Blatstein, Tower Developments

Building Up Award Winner:

164 W. Cheltenham Avenue, **The Giovanonne Group**

Female Mentoring Match of the Year

Big Sister Avalyn Scotland & Little Sister Raven

Male Mentoring Match of the Year

Big Brother Michael Phillips & Little Brother Justin

Big Brothers Big Sisters Alumni of the Year

Chris Miles, CEO, Miles Technologies

THANK YOU TO OUR SPONSORS:

How Properties - *Presenting Sponsor*

Temple University

Comcast

Savran Benson

Rittenhouse Realty

PECO

PennCommunity Bank

THE ELECTRIC FACTORY
PHILADELPHIA, PA

FASHION TOUCHDOWN

NOVEMBER 2017

For the fourth year in a row, members of the Philadelphia Eagles and their wives hit the runway at our most prestigious event of the year, Fashion Touchdown. Hosted at Philadelphia's Ballroom at the Ben, nearly 750 guests enjoyed a star studded fashion show as nine of our beloved Eagles players and their significant others donned the latest fashions from Robinni Bespoke Men's Clothing and Nicole Miller Philadelphia. Joining us this year was the internationally recognized designer, Nicole Miller, who curated the show and revealed her Fall 2018 Women's Collection. Some of our mentoring matches walked the runway too!

EVENT HIGHLIGHTS:

VIP Hour with Philadelphia Eagles Players

Rodney McLeod (Safety), Trey Burton (Tight End), Zach Ertz (Tight End), Brent Celek (Tight End), Najee Goode (Linebacker), Brandon Brooks (Offensive Guard), Chris Maragos (Safety), Jordan Hicks (Linebacker), Todd Herremans (Former Offensive Guard),

Event Emcees Alex Holley & Mike Jerrick,
Co-Anchors of Fox29's Good Day Philadelphia

Women's Runway Fashion Show curated by the internationally recognized designer, Nicole Miller

Once in a Lifetime Live Auction Experiences

Private Lunch & Tickets to NY Fashion Week with Nicole Miller, 10-Course In Home Private Dinner with Celebrated Top Chef Winner Nick Elmi, Private Dinner at Barclay Prime Steakhouse with Philadelphia Eagle Brent Celek, Eagles Players' Autographed Game Jersey Live Auction

THANK YOU TO OUR SPONSORS:

Marrone Law Firm - *Presenting Sponsor*

Higgins Group

Thrivest

AmeriSoureBergen

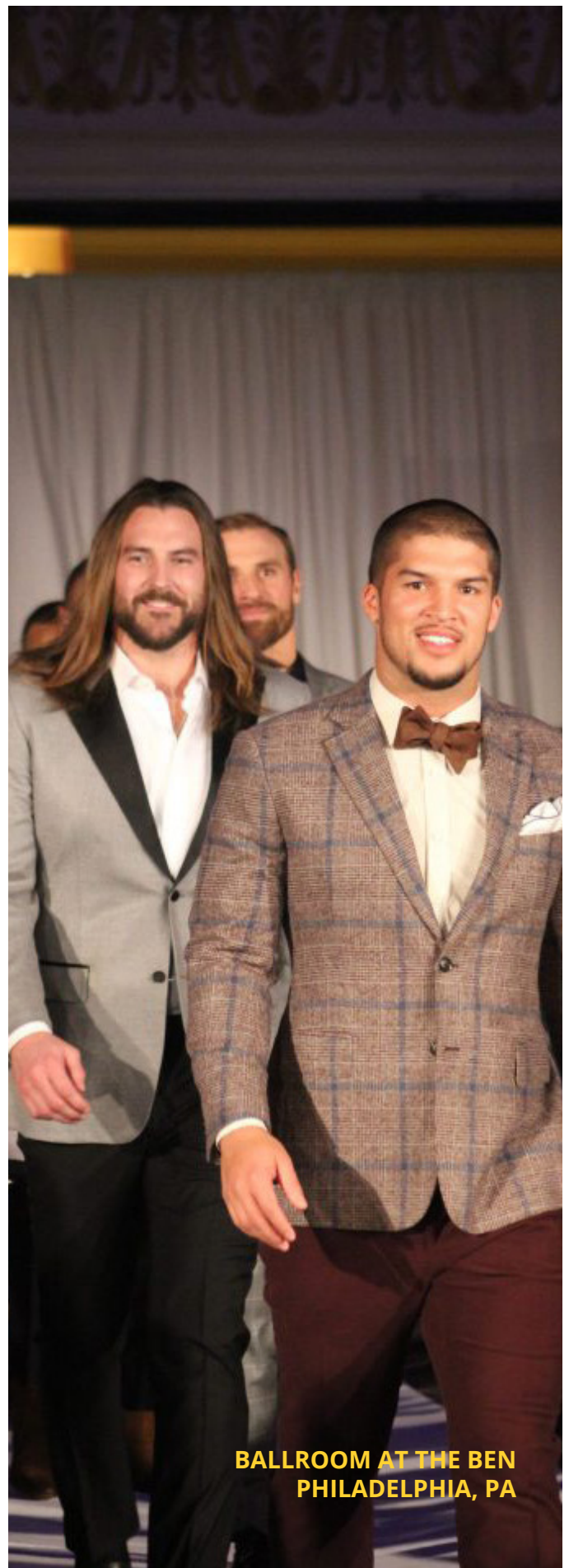
Universal Funds

NRG

ZarwinBaum

Rothman Institute

ADP



**BALLROOM AT THE BEN
PHILADELPHIA, PA**

OUR FINANCIALS

Big Brothers Big Sisters Independence Region (BBBS Independence) is a donor-supported organization receiving funding from local, state and federal government grants, foundations, the United Way, individuals, corporations, and Big Brothers Big Sisters of America.

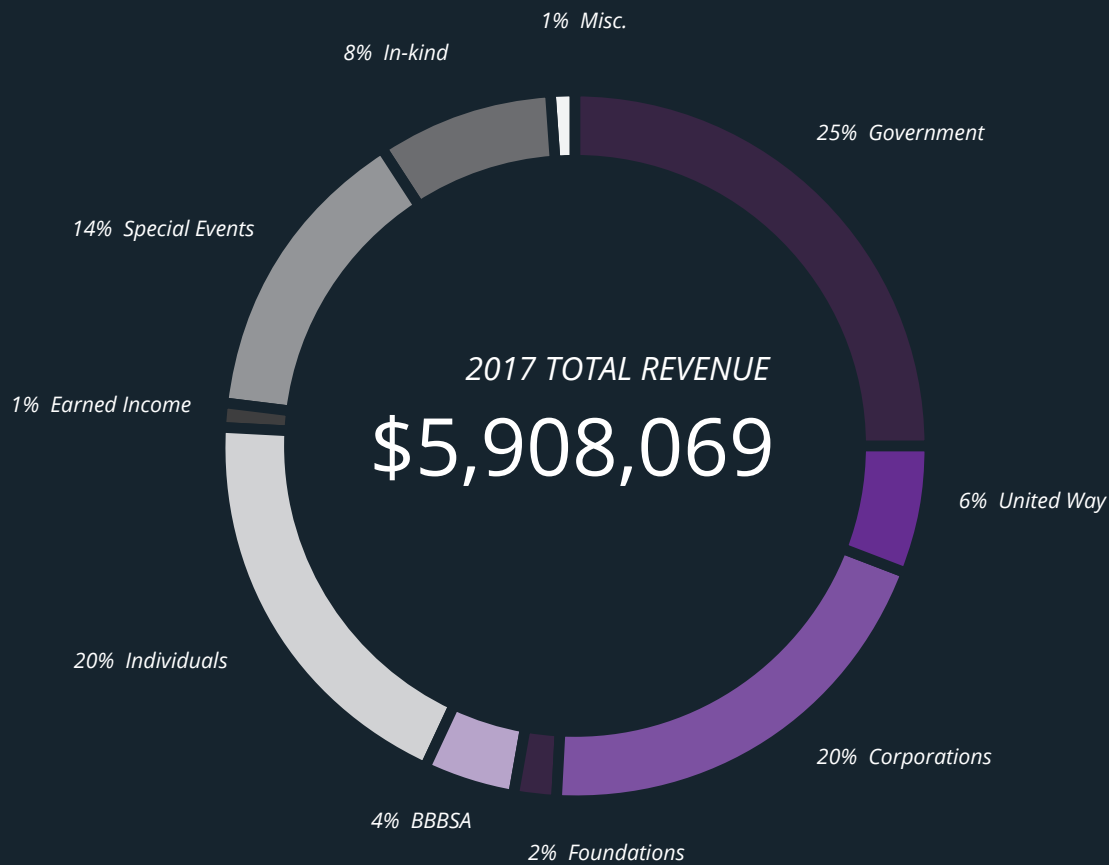
In 2017, the agency reported total revenue of \$5.908 million dollars, down 14% from the previous year, primarily due to the absence of approximately \$1.1 million of in-kind donations from corporate partners offered on a one-time basis during 2016 and unexpected shortfalls in other areas. The majority of revenue raised was applied toward professional support of the 3,452 children participating in youth mentoring programs throughout Philadelphia, Montgomery, Chester and Delaware counties in Pennsylvania, and Burlington, Camden and Gloucester counties in New Jersey.

For 2017, the agency experienced success in individual giving at \$1.140 million (up \$235K, or 26%) and special events net revenue of \$877K (up \$312K, or 31%), two areas that have steadily increased over the last 4 years. Unfortunately, improvement in those areas was not enough to offset unexpected cuts in traditionally reliable government funding, as well as decreases in United Way funding and corporate contributions.

Based on a 2017 accrual basis audit, BBBS Independence recorded an operational deficit of \$885K in 2017. The budget shortfall was attributable to unforeseen reductions in government funding totaling \$263K, unexpected cuts in United Way funding of \$198K (United Way made a 25% cut to all of its funded agencies in 2017), a shortfall in forecasted corporate revenue of \$157K, and a shortfall in expected revenues for the agency's Annual Golf Classic event which came in \$140K below budget.

The agency is expediting new measures to ensure financial soundness moving forward. Those measures include significant decreases in the use of consultants and third-party professional support, substantial cuts in non-personnel expenses, and strategic delays of hiring for certain unfilled positions. The agency also continues to diversify its revenue streams to minimize risk and ensure financial stability over the long-term.

2017 REVENUE SOURCES



GOVERNMENT	\$1,492,903
UNITED WAY	\$392,697
CORPORATIONS	\$1,234,701
FOUNDATIONS	\$74,991
BIG BROTHERS BIG SISTERS OF AMERICA.....	\$218,983
INDIVIDUAL.....	1,140,364
EARNED REVENUE.....	\$74,990
SPECIAL EVENTS	\$877,241
IN-KIND.....	\$467,741
MISCELLANEOUS.....	\$6,556
2017 TOTAL REVENUE	\$5,908,069

OUR BOARD OF DIRECTORS

GOVERNING BOARD

Brad Aronson - *Board Chair*

Nick Bayer
Saxbys, LLC

Andrew L. Benioff
Llenrock Group, LLC

Mitchell Benson
Savran Benson, LLP

Scott Bentley
VideoRay, LLC

Peter Buckley
Fox Rothschild LLP

Corey B. Coleman
United Healthcare

Lloyd Freeman, Esquire
Archer & Greiner

Kathy H. Gaddes
AmerisourceBergen

Joseph R. Genovesi
THRIVEST Funding, LLC

Donna Higgins
The Higgins Group, Inc.

Kimya S. P. Johnson, Esquire
Dare to Imagine Church

Gary Jonas, Jr.
HOW Property Development

Conrod Kelly
Merck

Anthony Kyriakakis, Esquire
Dilworth Paxson LLP

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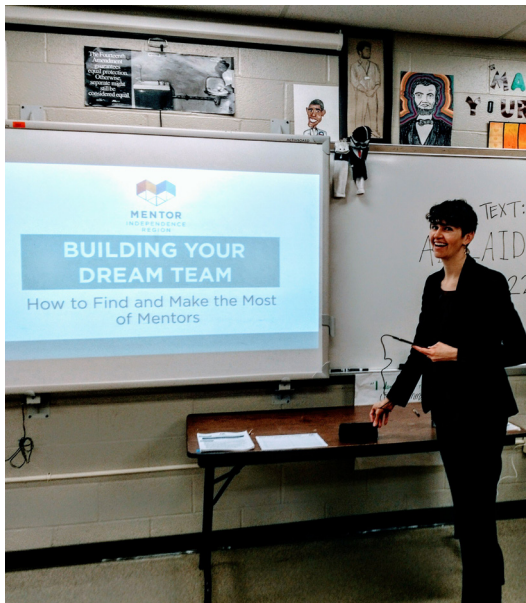
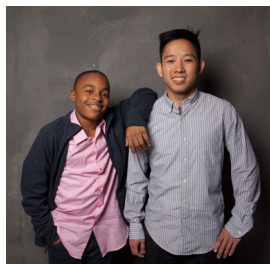
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LOOKING BACK 2017 IN PHOTOS



Marcus Allen and the Holman Enterprises "Incredibowls" at Bowl For Kids' Sake 2017

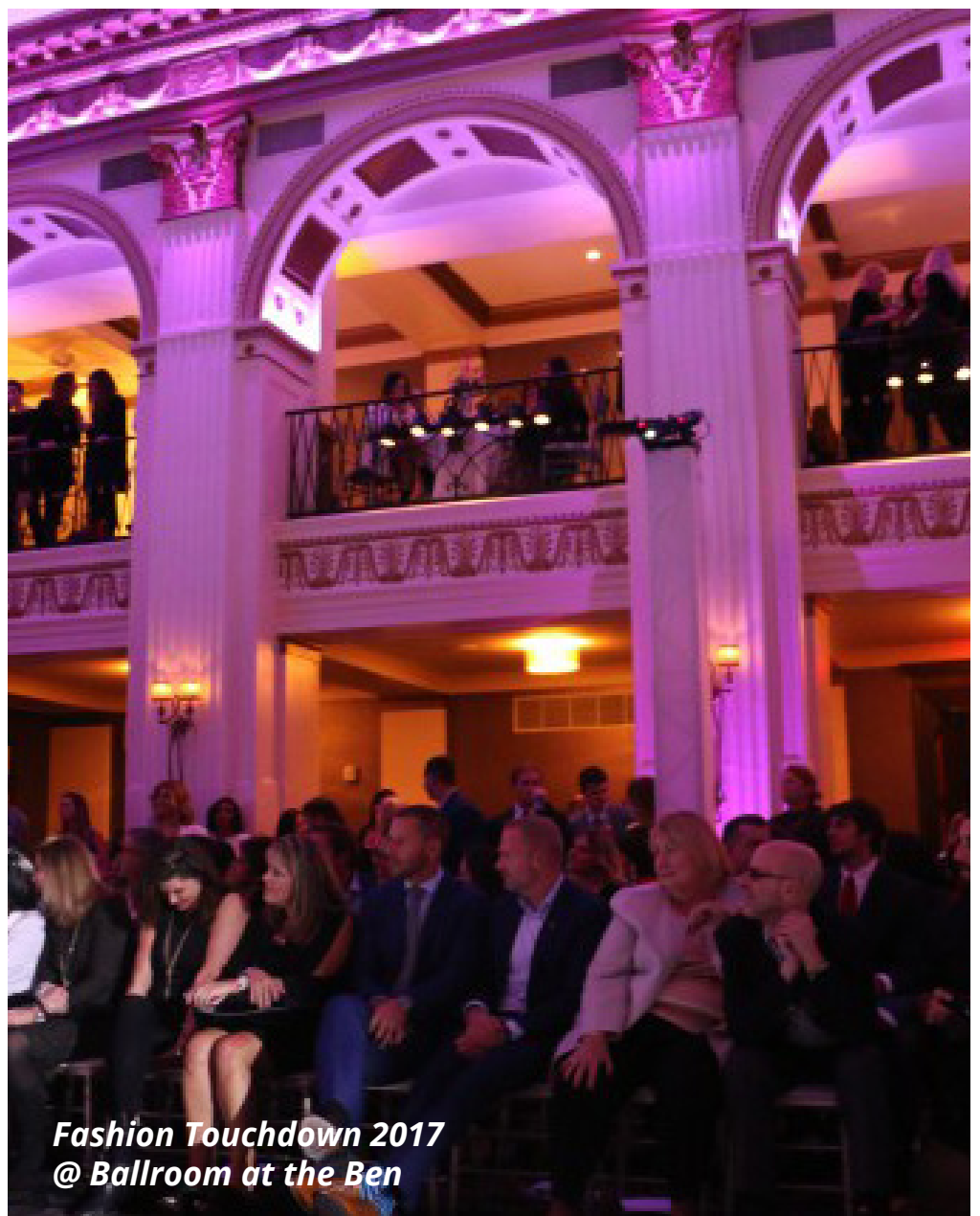




Annual Fall Picnic at Paradise Farms Camps



First Annual Building Big Awards at the Electric Factory



Fashion Touchdown 2017 @ Ballroom at the Ben

IMPACT REPORT

2017

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