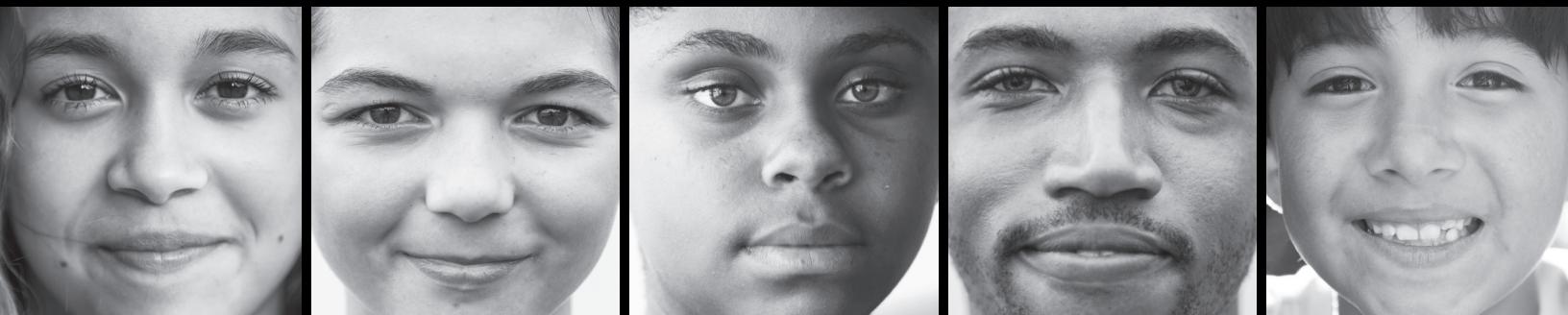


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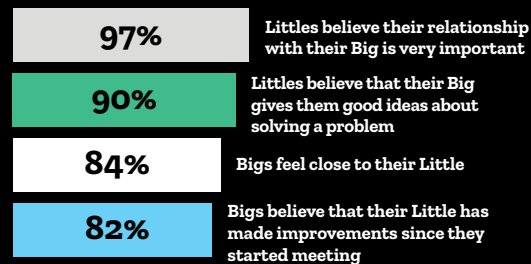
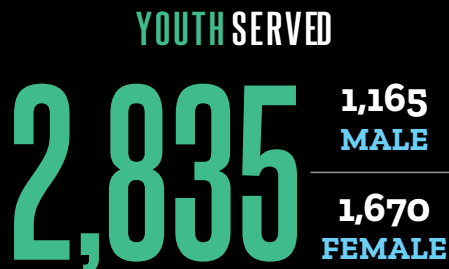
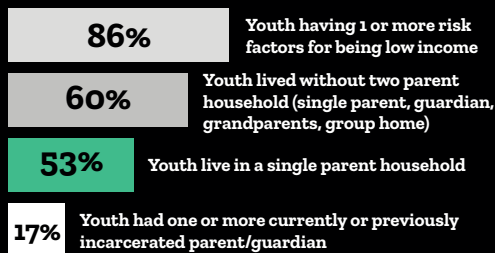
 **Big Brothers Big Sisters.**
INDEPENDENCE



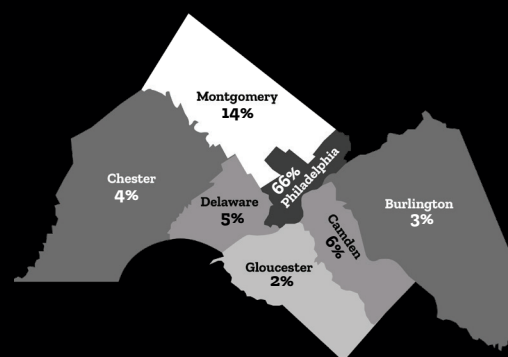
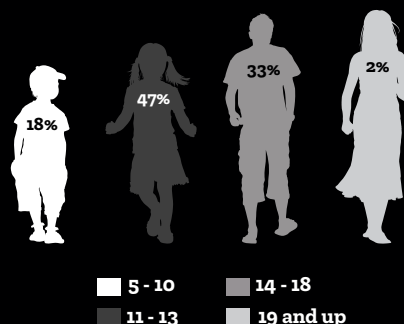
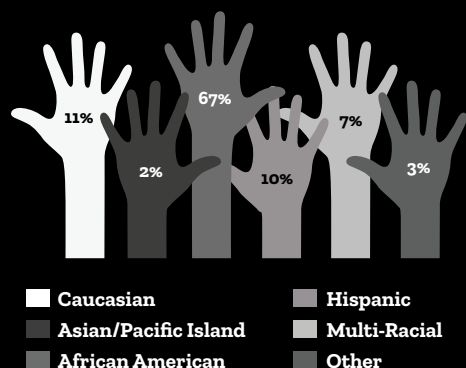


THE CHILDREN WE IMPACTED IN 2019

Big Brothers Big Sisters Independence's (BBBS Independence) mission is 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.



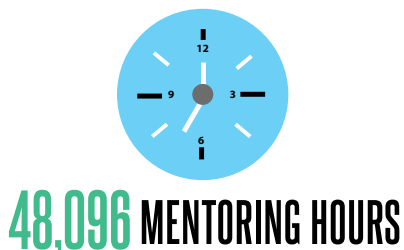
A recent survey of Bigs and Littles in our programs for 12 months.



BBBS Independence operates under the belief that inherent in every child is unlimited potential. Through collaborations with schools and community organizations, we identify youth who need or want a mentor. By placing a caring adult in the life of a child, BBBS Independence creates safe, high quality, long-lasting mentoring relationships that help vulnerable youth reach their full potential through personal and academic achievement. Professionally supported by our experienced staff, road maps for success are developed in concert with parents, children, and mentors. We provide mentoring programs in multiple settings:

COMMUNITY-BASED PROGRAM

Community-Based (CB) Community based mentoring allows Bigs and 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.



142 Community Events
127 Unique Ticket Offers
28 Facilitated Events

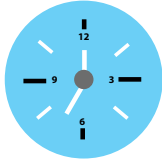
CB Mentoring Hours- based on the minimum commitment of 4 hours/month and matches active in May 2019



A recent survey of Community-Based Littles in our programs for 12 months

SCHOOL-BASED PROGRAM

School based mentoring focuses on personal success and academic achievement through weekly mentoring sessions at the child's school. Bigs can enjoy activities such as helping their Littles with homework, sharing conversation, setting goals, and/or bonding over lunch.



13,277 MENTORING HOURS

Partnered with over **58 Public Schools**

SB Mentoring Hours- based on an average of 2.5 hours/month and matches active in April 2019

YOUTH SERVED

1,814

95%

Youth maintained or improved in category of having a special adult in their life

92%

Youth maintained or improved their attitude toward risky behaviors

91%

Youth maintained or improved their social acceptance among peers

90%

Youth maintained or improved their grades in school

A recent survey of School-Based Littles in our programs for 12 months

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

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

2019

Drexel University – Morton McMichael School

YOUTH SERVED

1,001

Managed
**26 Beyond
School Walls
Programs**

94%

Youth maintained or improved their educational expectations

94%

Youth maintained or improved their grades in school

92%

Youth stated that they have a special adult in their life

91%

Youth maintained or improved their social competence

A recent survey of School-Based Littles at the completion of the 2018-2019 school year.

WHAT DOES THE CORPORATE COMMITMENT ADD UP TO?

378 MENTORING SESSIONS | **10,379 HOURS** | **\$263,944* IN TIME**
DONATED TO OUR LOCAL COMMUNITY

*Based on estimated value of volunteer time for 2019
(<https://independentsector.org/news-post/value-of-volunteer-time-release/>)
\$24.69/hour

COLLEGE & HIGH SCHOOL 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.

Partnering Colleges and Schools

2003

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

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

2010

Philadelphia University – Mifflin Elementary School

2014

University of the Sciences – Comegys Elementary School, Mitchell School

YOUTH SERVED

632

MENTOR 2.0

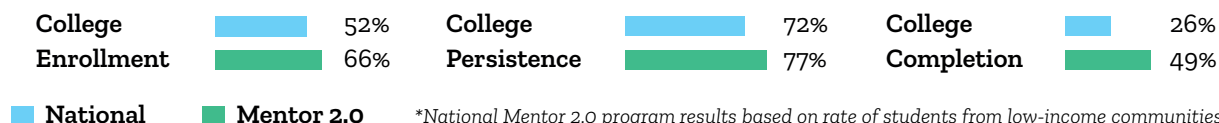


Mentor 2.0 is a School-Based mentoring program launched in 2018 that matches students at Parkway Center City High School, one-to-one, with college-educated mentors for 4 years. The four year special-admissions high school serves a student body of youth with economic disadvantages but a commitment to their academic success. Mentoring pairs utilize an online technology platform to communicate weekly and meet once a month at the mentee's school. Mentors and mentees 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.

3 
cohorts

122 **STUDENTS
ENROLLED
IN PROGRAM**

National Statistics vs. Mentor 2.0 Results



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 roadmap and invest in technology to improve operations, processes, and efficiencies

TRANSITION

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

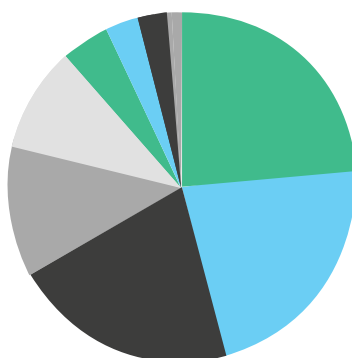
GROWTH

- Enhance outcome metrics across all programs
- Implement a thought leadership strategy

2019 FINANCIAL SUMMARY

BBBS Independence is sincerely grateful to the many supporters responsible for helping the organization achieve continued financial success in 2019. 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 2019 donors, please visit www.independencebigs.org/donors



SOURCES OF REVENUE

Government Grants	\$1,302,320	23%
Corporations	\$1,204,382	22%
Individual and Board Giving	\$1,068,318	19%
Foundations	\$770,869	14%
Special Events Income	\$515,139	9%
BBBS National	\$369,204	7%
United Way	\$210,796	4%
Earned Income	\$89,082	2%
In-Kind Donation Revenue	\$39,149	1%
Total Revenue	\$5,569,259	100%

LGBTQ YOUTH MENTORING



LGBTQ youth are at higher risks in a number of areas that impede healthy and safe development. Launched in 2018, the BBBS Independence LGBTQ 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 – 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



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. Locally, BBBS Independence serves nearly 2,900 children annually. However more than 250,000 children remain in need in the seven county service area. BBBS IR 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 in the Greater Philadelphia region has the supportive relationships they need to grow and develop into thriving, productive and engaged adults.

Our Mission

Fuel the quality and quantity of mentoring relationships for greater Philadelphia's young people and to close the mentoring gap.

Work to Close the Mentoring Gap



IN 2019

104 MENTORING PROGRAMS trained on best practices to improve their quality

537 Volunteers connected to mentoring opportunities

463 SUPPORTIVE, CARING ADULTS TRAINED TO BE EFFECTIVE MENTORS

30,000 YOUTH positively impacted in Greater Philadelphia

SINCE 2015

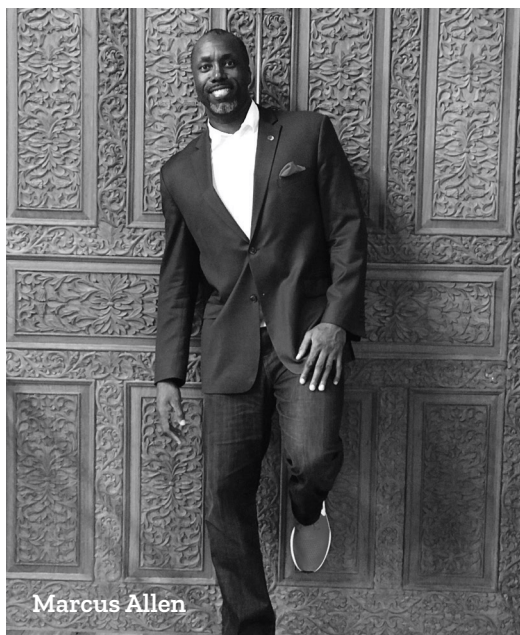
425 MENTORING PROGRAMS trained on best practices to improve their quality

1,313 Volunteers connected to mentoring opportunities

1,189 SUPPORTIVE, CARING ADULTS TRAINED TO BE EFFECTIVE MENTORS

40,000 YOUTH positively impacted in Greater Philadelphia

STATEMENT FROM OUR CEO



Marcus Allen

As I reflect on 2019, I cannot help but characterize it as a year of refocusing and rebuilding for the future. Big Brothers Big Sisters holds itself accountable to the families, children, and mentors enrolled in our programs. Our responsibility is to the donors, partners, and advocates who make our work possible. That is why a commitment to continuous learning and improvement are at the heart of what we do.

A great example was our ability to build new technology systems to better serve our families. Our staff now collects, manages, and reports survey and interview data through a new match management system called *Matchforce*. The system ensures compliance with national standards and allows us to track and report outcomes for Littles served. It also allows us to track and report key indicators such as demographics of program participants, number of active matches, total children served, number of mentors, match length, and 12-month retention rates.

We were also able to continue to positively impact local youth who often face enormous challenges in life, by giving them access and opportunities to help them and their families break generational cycles of poverty. I thank every member of the BBBS Independence family—board members, donors, volunteers, staff, and of course, the youth and families we serve—for your unwavering dedication and support. You allow us to provide today's youth with the resources necessary for tomorrow's success.

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.independencebigs.org/donate or contact us at 215-790-9200
- Sponsor one of our signature events by visiting www.independencebigs.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.independencebigs.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.independencebigs.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



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Big Brothers Big Sisters Independence

www.independencebigs.org



MENTOR
INDEPENDENCE
REGION

MENTOR INDEPENDENCE REGION

MENTOR INDEPENDENCE REGION PROGRAM OFFICE

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



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www.mentorir.org

THANK YOU

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