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.

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 (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.

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

**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
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

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.

Mentor 2.0

<table>
<thead>
<tr>
<th>Mentoring Program</th>
<th>College Enrollment</th>
<th>College Persistence</th>
<th>College Completion</th>
</tr>
</thead>
<tbody>
<tr>
<td>National</td>
<td>52%</td>
<td>72%</td>
<td>26%</td>
</tr>
<tr>
<td>Mentor 2.0</td>
<td>66%</td>
<td>77%</td>
<td>49%</td>
</tr>
</tbody>
</table>

*National Mentor 2.0 program results based on rate of students from low-income communities.
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
- We set the bar high
- We collaborate as a means to community solutions
- We are positive, can-do, and solution-oriented
- We embrace diversity, equity, and inclusion
- We are accountable and get it done
- We are intentional and thoughtful about our choices
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- We are positive, can-do, and solution-oriented
- We embrace diversity, equity, and inclusion
- We are intentional and thoughtful about our choices

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

<table>
<thead>
<tr>
<th>Sources of Revenue</th>
<th>Revenue</th>
<th>%</th>
</tr>
</thead>
<tbody>
<tr>
<td>Government Grants</td>
<td>$1,302,320</td>
<td>23%</td>
</tr>
<tr>
<td>Corporations</td>
<td>$1,204,382</td>
<td>22%</td>
</tr>
<tr>
<td>Individual and Board Giving</td>
<td>$1,068,318</td>
<td>19%</td>
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<td>Foundations</td>
<td>$770,869</td>
<td>14%</td>
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<tr>
<td>Special Events Income</td>
<td>$515,139</td>
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<tr>
<td>BBBS National</td>
<td>$369,204</td>
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<tr>
<td>United Way</td>
<td>$210,796</td>
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<tr>
<td>Earned Income</td>
<td>$89,082</td>
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<tr>
<td>In-Kind Donation Revenue</td>
<td>$39,149</td>
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<tr>
<td><strong>Total Revenue</strong></td>
<td><strong>$5,569,259</strong></td>
<td>100%</td>
</tr>
</tbody>
</table>

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
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.

LGBTQ9
Volunteer Advisors
trained and placed to
be GSA Group Mentors

4 high school pilots running
32 SERVING & IMPACTING LGBTQ youth served
9 LGBTQ Volunteer Advisors trained and placed to be GSA Group Mentors
6 Hosted regional training for 11 BBBS AGENCIES

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

Training & Technical Assistance
Legislative Advocacy
Stakeholder Engagement
Data Collection & Analytics
Quality Mentoring Assessment

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
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.

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