

# EMPOWERING POTENTIAL



"It is easier to build strong children than to repair broken men."  
~Frederick Douglass





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## CABARRUS COUNTY LEADERSHIP COUNCIL

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## YORK COUNTY LEADERSHIP COUNCIL

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**Nichole Knight**

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**Shawn Smith**

**Katie Stacks**



## MESSAGE FROM CEO & BOARD CHAIR



Hane & Caleb

### DEAR SUPPORTERS AND FRIENDS,

Potential lives within every child! Yet, more than 120,000 children in the Central Carolinas need someone who will empower their potential. For 47 years, Big Brothers Big Sisters of Central Carolinas has provided children who are at risk in our community with mentors who are eager to impact their lives positively. Mentoring has been proven to make a difference in a child's trajectory for success.

Currently, we serve more than 1,500 children in Mecklenburg, Cabarrus, and York counties through the support of professional caseworkers who make and monitor matches for safety and productivity. Every child has a personal development plan and they are assessed annually in three key areas: academic performance, social-emotional growth, and demonstrating appropriate behaviors both at home and at school.



Donna & Jaliya

Our vision is to expand our reach to empower all children to achieve success and become their personal best. This can be accomplished through partnerships, collaborations, and community support. We've sharpened our focus, reimagined how we do things, and we have a rebranded modern look. We are the new Big Brothers Big Sisters!

Thank you for supporting Big Brothers Big Sisters of Central Carolinas. Together, we can meet the urgent needs of children in our community. Together, we can **EMPOWER POTENTIAL!**

A handwritten signature in black ink, appearing to read 'Donna Y. Dunlap'.

Donna Y. Dunlap  
Chief Executive Officer

A handwritten signature in black ink, appearing to read 'Hane Tarris'.

Hane Tarris  
Chair, Board of Directors



# WHO WE SERVE



**1590**

Total  
Children  
Served

**53%**

Female

**47%**

Male

Mecklenburg County

**1305**

Cabarrus County

**233**

York County

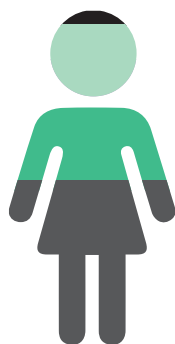
**52**

5-6 Years: less than 1%

7-9 Years: 17%

15-19 Years: 26%

10-14 Years: 57%



Age



Ethnicity

Other: 1%

Multi-ethnic: 8%

Caucasian: 10%

Latino: 14%

African American: 67%

**69%**

of households earn less  
than \$25,000/year\*

**474**

new matches

**14%**

of children have an  
incarcerated parent

\*households that reported income

# FINANCIALS



## REVENUE

Grants	\$916,076
United Way	\$329,469
Contributions	\$636,674
Special Events	\$325,512
Other	\$106,002
<b>Total</b>	<b>\$2,313,733</b>

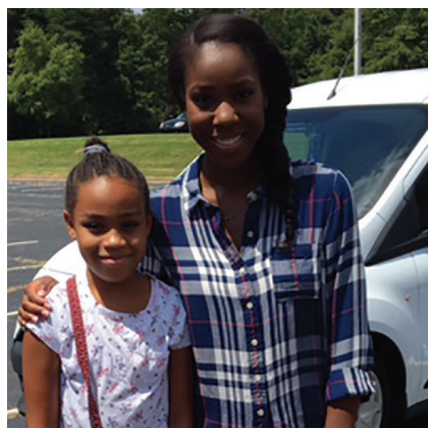
## EXPENSES

Program Services	\$1,758,963
Fundraising	\$509,719
Administration	\$330,196
<b>Total</b>	<b>\$2,598,878</b>

*In FY18, we experienced an unexpected operating deficit due to write-offs in uncollected pledges and lower than projected revenues. As a result of expense restructuring and the support of our generous donors and community funders, we will generate positive net revenue in FY19 and going forward.*

## FUN-RAISING

Thank you to everyone who sponsored and participated in our 2018 events. Your support made a BIG impact!





Every interaction between a Big and a Little is a step toward a child's achievement of their biggest possible future. The impact of these one-to-one mentoring relationships leads to an increase in high school graduation rates, improvement in academic performance, increased aspirations, and a decrease in risky behaviors.



## ASPIRATIONS

# 86%

maintain or improve  
educational expectations

## ACADEMICS



# 87%

maintain or  
improve grades



## GRADUATION RATE

# 92%

of high school  
seniors graduate

## RISKY BEHAVIORS

# 92%

maintain or improve  
attitudes toward  
risky behaviors



## SOFT SKILLS

# 97%

maintain or improve  
relationships, conduct,  
and self-confidence

## JUVENILE JUSTICE

# 99%

avoid the juvenile  
justice system



## COMMUNITY-BASED

# 37.9 MONTHS

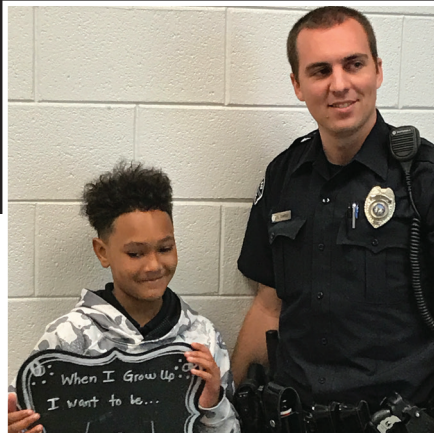
## AVERAGE MATCH LENGTH

## SITE-BASED

# 17.8 MONTHS



# PROGRAMS



## BEYOND SCHOOL WALLS

(BSW)

Local companies host middle schoolers at their corporate office to connect with their mentors.

Twice a month students are presented with a workforce readiness curriculum designed to facilitate practical skills that include public speaking, financial management, and workplace etiquette; while spending quality time with their Big.

BSW launched in 2012.



## BIGS WITH BADGES

(BWB)

BWB started in 2017 and was originally known as Bigs in Blue. This program began as a way to connect police officers with children (Littles) in communities in which they serve, through one-to-one mentoring. It has since been expanded to include first responders.

## CHILDREN OF FAMILIES IN TRANSITION

(COFIT)

In partnership with A Child's Place and the YWCA Central Carolinas, COFIT started in 2017 with the help of a private donor. It was a way for Big Brothers Big Sisters to provide mentors for children whose families lacked permanent housing. COFIT also provides parenting skills and resources for parents to continue to build and establish stability and positive influences in their children's lives.

## HIGH SCHOOL BIGS

Our High School Bigs program connects high school students in Mecklenburg and Cabarrus counties with elementary school students.

These friendships build self-confidence in Littles and mentoring skills in young people. The High School Bigs program was started in 2004.

## STUDENTS UNDERSTANDING COLLEGE AND CAREERS THROUGH EDUCATION, SKILLS, AND SUPPORT

Launched in 2018, SUCCESS gives current matches monthly opportunities and experiences focusing on topics such as SAT prep, finding the right college, workforce interviewing, and hands-on job skills with a focus on earning a living wage.

## MECKLENBURG COUNTY

### JOHN AND MATTHEW

In 2004, 8-year-old Matthew was matched with Big Brother John. Matthew's father died when he was very young and his mother wanted him to have a male role model. John was looking for a way to be a positive influence in the life of a young person. John and Matthew soon became great friends. They enjoyed going to the park and making boxcars to race while also taking advantage of Big Brothers Big Sisters' homework sessions, science games, and sporting events. Throughout the years, John has provided Matthew with the support he otherwise would not have had including college and scholarship application preparation, resume writing, and job interview skill development. In 2014, Matthew was accepted into Vanderbilt University. John used his social capital to recommend Matthew for a job at his company. Matthew received multiple offers from several companies. He accepted an offer to be a project manager for a company in Nashville, TN. While the two are no longer formally matched, they've developed a bond that has taken them beyond mentorship to friendship.

## CABARRUS COUNTY

### MELISSA AND KAIDANCE

Before Little Sister Kaidance was matched with her Big Sister Melissa, Kaidance struggled with behavioral and social problems that negatively affected her peer relationships and academic performance. After six short months of spending time with Big Sister Melissa, Kaidance's mom began to see an improvement in her self-confidence and behavior at school and home. Kaidance found a new focus and motivation to excel in school with the support of her mom and Big Sister. She has progressed from nearly failing most of her classes to getting all A's. Behavior issues at school are a thing of the past for Kaidance and she is working on strengthening her friendships at school.



## YORK COUNTY

### ALEXANDRA AND SERENA

Big Sister Alexandra and Little Sister Serena were matched in November 2018. Serena's mother is active military and stationed in another part of the country which required Serena's grandparents to raise her. Alexandra and Serena enjoy outdoor activities like learning how to ice skate. Their times together are something Serena always looks forward to having. The relationship has had a direct positive impact on Serena's self-esteem and academic performance. Her grandparents are grateful for the support Alexandra provides Serena. Alexandra is the special adult Serena needs in her life.







A Child's Place  
 Boy Scouts  
 Boys & Girls Club of Cabarrus County  
 Boys & Girls Club of York County  
 Cabarrus County Schools  
 Cannon School  
 Carolina Panthers  
 Charlotte Country Day School  
 Charlotte Hornets  
 Charlotte Knights

Charlotte-Mecklenburg Police Department  
 Charlotte-Mecklenburg Schools  
 City of Concord  
 City of Kannapolis  
 Communities in Schools  
 Concord Police Department  
 Elevation Church  
 Girl Scouts, Hornets Nest Council  
 Girl Talk Foundation, Inc.  
 Kannapolis City Schools

Kannapolis Police Department  
 Kemba Walker Foundation  
 Mayor's Mentoring Alliance  
 Mint Hill Police Department  
 Providence Day School  
 Renaissance West  
 SHARE Charlotte  
 The Harvest Center  
 The Police Athletic League (PAL)  
 YMCA Central Carolinas

## YOUNG PROFESSIONALS LEADERSHIP COUNCIL

Big Brothers Big Sisters of Central Carolinas Young Professionals Leadership Council (YPLC) was established in January 2018. The council was formed to engage Big Brothers and Sisters who are under the age of 40. Led by the agency's Development Manager Shannon Walker and Council Chair Terry Brown, the group of professionals main goals are to recruit mentors and raise funds to support the agency. In its first year, the Council raised \$12,158. The YPLC is also a stepping stone for its members to develop the desired skills for any nonprofit board service.









## OUR MISSION

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

## OUR VISION

All children achieve success in life.

## OUR COMMITMENT

EMPOWER POTENTIAL

## BIG BROTHERS BIG SISTERS OF CENTRAL CAROLINAS

3801 E Independence Blvd., Charlotte, NC 28205

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

