

# Mentoring Matters



Big Brothers Big Sisters

2015 - 2016 Annual Report  
Central Carolinas

# 2015-2016 LEADERSHIP



## LEADERSHIP TEAM

Donna Y. Dunlap  
*Chief Executive Officer*

Doug Hartjes, CFRE  
*Vice President of Development*

Joseph Butler  
*Senior Director, Community Engagement*

Dorothy Cathey  
*Director of Human Resources and Operations*

Stephanie Cummins  
*Director of Programs, Site-based*

Tanya Kellar  
*Director of Finance*

Greg Meitus  
*Director of Marketing & Communications*

Connie Rheinecker  
*Area Director, Cabarrus County*

Kenyatta Wheeler  
*Director of Programs, Community Based*

## CABARRUS LEADERSHIP COUNCIL

Emily DiNunzio (Chair)

Andrea Carr

VaShon Clark

Cheryl Dearmon

Bill Dusch

Haley Hill

Dakeita Johnson

Lisa Krass

Eddie Love

Gary Mason

Teresa Padgett

George Williams

## OUR MISSION

To provide children facing adversity with strong and enduring, professionally supported 1-to-1 relationships that change their lives for the better, forever.

## OUR VISION

That all children achieve success in life.

## BOARD OF DIRECTORS

Tom Brydon, Nova Residual  
*Chair*

Martin Harden, Pricewaterhouse Coopers  
*Vice-Chair*

Ron Messenger, Grant Thornton LLP  
*Treasurer*

Jim Lilley, Wells Fargo  
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Parshant Dhiman, Carlisle & Gallagher Consulting Group

Emily DiNunzio, ACN

Rodney Gaddy, Duke Energy

April Harley, The Harley Firm

Liz Jordan, Deloitte

Donna Julian, Hornets Sports & Entertainment

Chris Lucado, KPMG

Duke Prestige, Community One Bank

Eric Reichard, Rodgers Builders, Inc.

Rochelle Rivas, Darton Group

Patrick Rodgers, K&L Gates LLP

Gale Rosenburg, Carolinas Healthcare System

Rosanna Saladin, Subero - CMS

Kendria Sweet, Sweet Tea Consulting

Hane Tarris, Bank of America

George Williams, Stone Laurel

Dave Yochum, Business Today

Kathleen Zemaitis, LPL Financial

# MESSAGE FROM THE CEO & BOARD CHAIR



Dear Big Brothers Big Sisters Family,

It has been an amazing year of opportunity for our children. We appreciate your belief in our life-changing work.

Every child deserves the chance to achieve success in life. A child facing adversity often needs support beyond what is offered at home and at school. What is needed is a caring person (a mentor) who is carefully selected for and dedicated to the child. During this past fiscal year, 1,552 children in Central Carolinas received the benefit of having a Big Brother or Big Sister (mentor) because of you!

We have improved our processes and added resources to accelerate the match process and match more children. The measurable impact of these special Big/Little relationships on academic performance and social emotional development is inspiring. Our agency's average duration of matches continues to be world-class. Thank you to all of our volunteers who are committed to helping change children's lives for the better...forever.

As a result of your generosity, we will continue to expand our reach to help more children achieve their goals and dreams. We can break the cycle of poverty in the Central Carolinas region, one child at a time.

Sincerely,

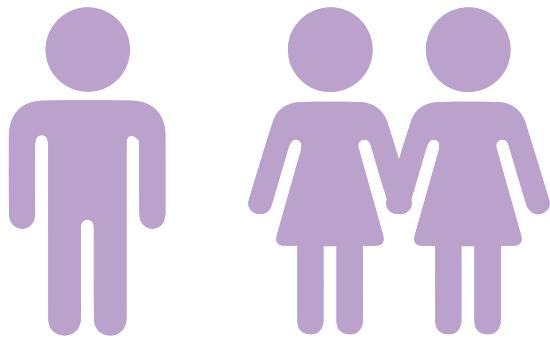
A handwritten signature in black ink, appearing to read "D-Y-Dunlap".

Donna Y. Dunlap  
Chief Executive Officer

A handwritten signature in black ink, appearing to read "Tom E. Brydon".

Tom Brydon  
Chair, Board of Directors

# WHO WE SERVE



**1,552**  
Children  
Served

**534**  
New  
Matches

## # of Children Served

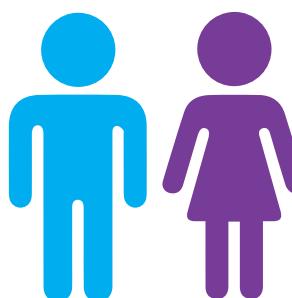
2014-15      2015-16

1,362      1,409

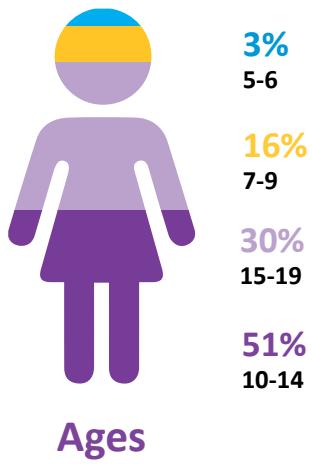
Mecklenburg County

103      143

Cabarrus County

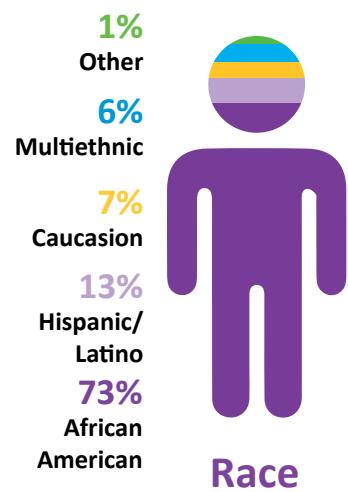


**48% Male**  
**52% Female**



**75%** of households earn less than \$25,000/year\*  
**15%** of children have an incarcerated parent

\*Households that reported income



# FINANCIALS

## REVENUE BY FUNDING SOURCE\*

GRANTS	\$620,266
UNITED WAY	\$348,279
CONTRIBUTIONS	\$607,908
SPECIAL EVENTS	\$449,001
OTHER	\$546
<b>TOTAL</b>	<b>\$2,026,000</b>

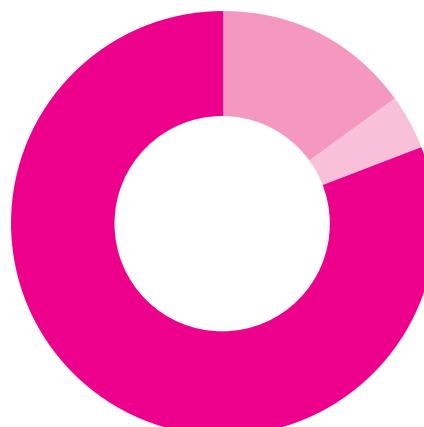


# \$ .81

of every dollar donated goes directly to support economic mobility for children who are facing adversity. Big Brothers Big Sisters is proud to have received the highest rating from charitynavigator.org, indicating that we exceed industry standards for financial health, accountability, and transparency.



## OPERATING EXPENSES\*



Program Services

**81% • \$1,723,602**

Fundraising

**15% • \$285,163**

Administration

**4% • \$71,648**

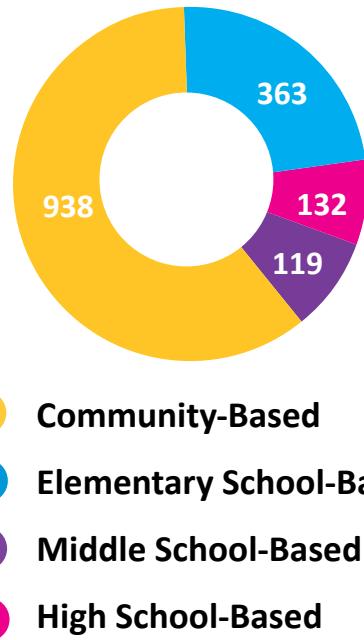
*\*Revenue and expenses on this page represent the entire agency.*

# MENTORING PROGRAMS

Big Brothers Big Sisters offers a variety of programs that provide one-to-one mentoring to children from kindergarten through high school. Our school-based programs target specific age groups and stages of academic development, providing a continuum of services.



**Number of Children Served by Program Type**



## Community-Based Mentoring

In 2015-16, 938 children received mentoring through our traditional community-based matches, helping children reach their full potential by providing friendship, guidance and support. Bigs and Littles meet two to four times per month, sharing a variety of activities that build trust and friendship.

## Traditional School-Based Mentoring

Each week, hundreds of Bigs serve as mentors in their Littles' schools, sharing lunch, providing guidance, and investing in their Littles' academic and social success.

## Beyond School Walls (Middle School)

Beyond School Walls is a one-to-one youth mentoring program where children are exposed first-hand to career opportunities. Twice each month, local school children visit nearby

companies to meet with their mentors, enjoy lunch, and gain exposure to the workplace through formal presentations and informal interactions.

## Mentor 2.0 (High School)

Mentor 2.0 harnesses the power of mentoring to improve graduation rates among youth so they can become first-generation college students. Bigs communicate with their mentees through weekly emails and monthly face-to-face meetings at the school. Big Brothers Big Sisters provides topic prompts to guide the online communication.

## High School Bigs

In both Carrabassett and Mecklenburg counties, Big Brothers Big Sisters pairs high school mentors with elementary students. Our high school Bigs serve as great role models for their Littles, and the Bigs learn a lot about themselves through this valuable volunteer experience.

# IMPACT

Each year, Big Brothers Big Sisters conducts a Youth Outcomes Survey to examine the impact of our mentoring programs in the Central Carolinas. National and local studies validate that mentoring provided through Big Brothers Big Sisters has a major impact on the lives of our Littles.



## ACADEMIC

In 2015-16, **83%** of Central Carolina Littles increased or maintained high educational expectations for themselves. **73%** with a “C” or lower average improved their grades.



## SOCIAL-EMOTIONAL

**74%** of Central Carolina Littles reported increased or maintained feelings of social acceptance. National studies have consistently shown Littles to have increased self-confidence as a result of the mentoring experience.

## BEHAVIORAL

**80%** of Central Carolina Littles had improved attitudes towards risky behaviors, which translates into a lower tolerance for drug and alcohol use, fighting, and skipping school. **98%** of our Littles avoided the juvenile justice system.

## Mentor 2.0 Success Story - Alison & Niza



Alison and Niza were paired for two years through the Mentor2.0 High School mentoring program. When Niza faced some challenges in school, Big Sister Alison motivated her, helping her improve her grades throughout the year.

Niza’s enthusiasm has become infectious. She is emboldened with a newfound confidence, and she is involved in extracurricular activities that can make a difference for college applications. Alison adds, “Niza has become very focused on doing well in high school and preparing for college. I am very proud of her hard work.”

# VOLUNTEERS



## Average Match Length

Community Based

35.4 months

School Based

16.1 months

Volunteers are at the core of everything we do at Big Brothers Big Sisters. For 2015, the average national value for an hour of volunteer time was \$23.56, which means that our volunteers donated nearly **\$1.35 million** of their time to support children in our region.

Central Carolina Bigs also demonstrate their dedication by sticking with their commitments. For our region, the average match length is nearly three years for our community-based matches, and more than sixteen months for our school-based programs. These long term relationships allow trust to build, increasing the impact our mentors are able to have on the lives of their Littles.

Bigs  
donated

**48,790  
HOURS**

to support  
Littles

Other volunteers  
donated

**8,492  
HOURS**

to support the  
goals of BBBS



# SUCCESS STORIES

## LISA & ERICA

Lisa and Erica have been getting together in Cabarrus County for more than six years. When they first met, Erica was struggling to get to school due to a chaotic home life. Big Sister Lisa met her every week for lunch. Lisa knew how important it was for Erica to have someone she could count on, to see a life beyond her current circumstances, and to be able to have aspirations and dreams.

Six years later, Erica is in high school taking honors classes. She has goals she never imagined, like going to college. Most importantly, Erica has built the self-confidence necessary to achieve her goals.



## BRAD & ZAVIAN

Brad has been a Big Brother to Zavian for nine years. When the two of them met, Zavian had a hard time focusing on school due to the loss of a parent and some health issues. His grades were suffering. Brad discovered that, more than anything, he needed to be there consistently and sometimes just to listen. He coached Zavian's basketball team and helped him with homework. "When life seems overwhelming, we focus on one small step at a time," says Big Brother Brad.

Over time, Brad has helped Zavian with problem solving, coping skills, and future planning. They speak almost daily and Zavian now has the tools to choose a productive path for his future.

# FUN-RAISING

## Thank you for your support!

**It takes more than \$1,000 to support one match for one year.** Raising capital is critical to the success of our mentoring programs, but “fun-raising” is equally important. Big Brothers Big Sisters’ special events raise funds through fun and engaging activities, which allows the community to connect with the children we serve. Below are the total funds raised in 2015-16 for our four signature events.



### BOWL FOR KID'S SAKE

**\$244,981**

### BIG DAY OF GOLF

**\$82,641**

### BIG BREAKFAST

**\$158,603**

### BIG DAY AT THE LAKE

**\$86,195**



Pat Golden has been a boat host at Big Day at the Lake for 10 years. “I get more out of it than the kids. I had a great mentor-father-coach growing up and it truly influenced my life. To see the smiles on these young children’s faces when they experience a boat ride or tube ride is second to none,” he said. “We take things for granted in life and we are truly blessed to live the lives we lead.”

# PARTNERSHIPS

## It takes a village...

Big Brothers Big Sisters appreciates the support it receives from so many different organizations, including United Way of Central Carolinas, government agencies, foundations, corporations, churches, schools, and other non-profit groups. Working together, we really can improve the lives of children facing adversity, forever! It is not possible to name every single partner in this publication, but please know that we are very grateful for your shared commitment to children in the Central Carolinas.



### School Partners

Big Brothers Big Sisters is proud to partner with Charlotte-Mecklenburg Schools, Cabarrus County Schools, Kannapolis City Schools, Charlotte Country Day School, Providence Day School, and Cannon School. These partnerships are helping us provide more mentors for more children in our region.

### New Partners

In 2017, Big Brothers Big Sisters is launching two exciting new programs. **Bigs in Blue** is a new partnership with local law enforcement agencies, with active police serving as mentors. **Children of Families in Transition (COFIT)** is a collaboration with A Child's Place and the YWCA that will allow us to provide Bigs for children without permanent homes.



*"This organization has such a positive impact on our community's children. Our focus on mentoring and the development of children emotionally, socially, and academically has made a difference to not only the children directly, but the community as a whole. My only regret is that we are limited to the number of children we can serve by resource restrictions. There are so many more children in our community that would benefit from the mentoring relationship of a Big Brother or Big Sister"*

--Tom Brydon, Board Chair and Big Brother



**Big Brothers Big Sisters**

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