Mission
The mission of Big Brothers Big Sisters of Colorado is to create and support one-to-one mentoring relationships that ignite the power and promise of youth.

Our Vision
All youth achieve their full potential.

Inclusiveness
We value and celebrate the diversity and individuality of every child, volunteer, employee, board member, family, and community partner.

From Our Leadership
At Big Brothers Big Sisters of Colorado, we inspire, ignite and empower potential by matching young people with volunteer mentors.

Our 2019 Annual Report and Impact Statement tells the story of how mentors support young people to achieve their full potential by building academic and social-emotional skills to help them succeed in life. It also recognizes the remarkable partners and champions who make this work possible.

We are deeply grateful to the many individuals, families, foundations, and corporations that generously support our work. Your commitment to the mission provides the critical resources needed to truly make a difference in the lives of youth facing adversity in Colorado. Thank you for your dedication and partnership.

In appreciation,

Dave Ryan
CEO

Robert Norris
Chair of the Board of Directors
“FOR JUST AS MUCH OF A DIFFERENCE AS I’VE PROBABLY MADE IN HER LIFE, SHE’S MADE THAT BIG OF A DIFFERENCE IN MINE.”

Big – Natalie

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What We Do

For over 100 years, Big Brothers Big Sisters of Colorado (BBBSC) has operated under the belief that inherent in every child is incredible potential. BBBSC makes meaningful, monitored matches between adult volunteers (“Bigs”) and children (“Littles”), ages 7 through young adulthood in Colorado. We develop positive relationships that have a direct and lasting effect on the lives of young people. BBBSC provides each match with ongoing support through three core programs: Community Based, Sports Buddies and mentor2.0.

OUTCOME

Research proves that spending time with a child through mentoring works. It leads to improved grades in school, decreases in risky and delinquent behaviors, and increases in self-confidence.

Congratulations to all the matches served in 2019. Your commitment to one another is the magic that brings the proven power of one-to-one mentoring to life.
In 2019, BBBSC Bigs dedicated 89,993 volunteer hours to connecting with their Littles.

“I KNEW HE NEEDED A MENTOR IN HIS LIFE THAT COULD SHOW HIM THINGS THAT I COULDN’T SHOW HIM. IT TAKES A VILLAGE TO RAISE A CHILD AND WE NEED AS MUCH HELP AS WE CAN GET.”

Phaedra, Little – Remy’s Mother

96% of youth rated their relationship as strong or very strong, demonstrating they are bonding with a caring adult mentor and their mentoring relationship is developing positively.

91% of youth expressed a desire to avoid risky behaviors such as alcohol and drug use, breaking school rules and violent behavior.

94% of youth maintained or improved their grades.

94% of youth feel accepted by their peers.

91% of high school mentees expect to go to college.

BBBSC LITTLES ACHIEVEMENT...

BBBSC BIGS GIVE...

BBBSC LITTLES ARE...

BBBSC LITTLES ARE...

1,615 One-to-one matches supported in 2019

PROGRAMS

INCOME

45% Community

24% Sports Buddies

31% Mentor 2.0

92% of participants qualify for free or reduced lunch

Female 47%

Male 53%
Little Brother Abel was first matched with his Big Brother Kerry in 2012 when he was just 10 years old through the Sports Buddies program. Abel was an uncertain and shy kid and his mother, Lorilee, knew he needed a stable and trustworthy male influence in his life. Kerry was exactly the right match.

As part of the Sports Buddies program, the pair took part in many sporting events over the years. Kerry had a knack for using sports to build Abel’s confidence and he always found time to have intentional conversations about Abel’s life. Abel learned to lean on Kerry for advice to talk through challenges he was going through. Kerry always supported him and expressed his belief in his ability to succeed. “He’s able to tell Kerry things he can’t tell me”, Abel’s mother Lorilee said. “He trusts him in a way I can’t explain. It’s hard for Abel to have a bond with a male and he has that with Kerry. The time they spend together and the conversations they have are just the best.”

Tragically, Abel has lost seven friends to suicide, which committed him to making a difference for other young people. Knowing the value and impact of a mentor, Abel wants to ensure other kids receive the same supports and as part of student council ran a suicide awareness and support campaign. Abel and Kerry were awarded BBBS’s Match of the Year and their story was featured in the AT&T Believe Denver campaign, which aims to curb youth suicide in the community through volunteerism. Abel graduated from high school this past May and was accepted to the University of Northern Colorado where he received an academic scholarship. He is pursuing studies in social work so he can help others in need.

Abel and Kerry exemplify the power of one-to-one mentoring and the potential Littles can realize when they have the support they need from a consistent, positive role model.

“I GROWING UP AND GROWING A STRONGER RELATIONSHIP BETWEEN ME AND KERRY MADE ME FEEL MORE INCLUDED. I DON’T THINK HE KNOWS THIS OR NOT, BUT HE TRULY IS A HERO TO ME.”

Little – Abel

“I THINK IT’S SOMETHING THAT’S MISSING IN OUR SOCIETY. EVERYBODY IS IN THEIR OWN WORLD AND I GOT TO SEE HIS WORLD.”

Big — Kadir
Thank you for empowering potential. We are grateful to the many individuals, families, foundations and corporations that generously supported our work. (October 1, 2018–September 30, 2019)

Big Brothers Big Sisters of America recognized the BBBSC Board of Directors as the 2019 Board of the Year. This award recognizes their incredible work, outstanding leadership, innovation, and dedication to the mission.

**BOARD OF DIRECTORS**

Rob Norris (Chair), Cake Insure, Inc.
Douglas Dell (Vice Chair), KeyBank
Andrew Labbe (Treasurer), CenturyLink
Kristin Thielking (Secretary), Vendavo
Jonathan Adelman, Xcel Energy
David Bluth, GLC Advisors & Co., LLC
Brian Boonstra, Davis Graham & Stubbs LLP
Greg Byles, Givaro
Lynn Coit, Elsy Studios
Sam Cole, Colorado Department of Transportation
Andy Cullen, Tributary Real Estate
Barry Dorfman, Jones Lang LaSalle
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Brendan Goffinet, Merrill Lynch
Bruce Guest, BOK Financial
Steve Jens, Great West Financial
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Peter Maiurro, United States Olympic Museum
Robert McDaniel, Atkinson Power
Patrick McFarlen, Plante Moran
Jovan Melton, Colorado General Assembly
Cindy Meyer, HealthONE Behavioral Health & Wellness Center
Jeff Miller, Husch Blackwell, LLC
C. Omar Montgomery, University of Colorado Denver
Shawn Neville, Box Technology, Inc.
Ken O’Neal, PricewaterhouseCoopers LLP
Sean McDonald (Chair), Anton Collins Mitchell LLP
Tiamo Wright (Co-Chair), Cake Insure, Inc.
Rachel Van Dissel (Secretary), SendGrid
David Thurow (State BOD Liaison), Prosono
Jignesh Amin, Accenture
Erin Austin, Poudre School District
Evan Bekkedahl, Beatty & Wozniak, P.C.
Kyle Burgi, Davis, Graham, & Stubbs
Alison Busse, Comcast
Josh Culberson, Alltix
Joe Duffy, Welltok, Inc.
Ben Eisenberg, KPMG
Jed Greenblatt, Jefferson County
Karen Greene, TIAA
Kaley Hutchinson, Compassion International
Eric Johnson, Ziegler
Steven Li, PricewaterhouseCoopers
Jeff Lippa, Greenberg Traurig, LLP
Grant Munyon, Hogan Lovells
Amanda Nichols, ELEMENTS
Sean O’Bryan, Newmont Mining
Logan Pape, Haliburton
Wes Parham, Xcel Energy
David Poticha, Biedexim, Inc.
Deiter Raemdonck, Lewis Roca Rothgerber Christie LLP
Chase Reed, CAPGlobal, Inc.
Rachel Regan, Charles Schwab
Tony Reuter, Saunders Construction
Stephen Tuchfeld, Liberty Media
Valentine Uduebor, Taylor Anderson, LLP
Brian Watkins, Oracle Data Cloud (Datalogix)
Matt White, DaVita
Kyle Witse, Siegfried Group

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$25,000 - $49,999
Therese Ivanovitch and Greg Sissell
Steve and Sami Lockton
Marvin and Cheryl McDaniel
Judy and Dick Weill
$10,000 - $24,999
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Kurt Haege
Robert Shawn and Alexandra Neville
Robert and Regina Norris
Kevin and Samantha O’Hara
Albert and Debbie Rosenthaler
Lou Trebino and Lars Ruggles
Daniel and Kristen Vande More
$5,000 - $9,999
Brian and Sarah Boonstra
Lynn and Andrew Coot
Josh Culberson
Richard Daniele
Colin and Stephanie Dunn
Rob Edwards
Darla and Michael Figoli
Jeff and Kim Finnin
Leo Gerard
Neil and Sarah Goldblatt
Guy James
Cathy and Jim Loftus
Jeff Miller
Richard Rainaldi and Martha Records
Rob and Kim Roberts
Kelly and David Rodriguez
Rhonda Sparlin
Sylvia Summerville-Brown

**OVER $50,000**

**$25,000 - $49,999**

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**Individual Donors**

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Steve Jens, Great West Financial
Pam Keller, Keller Homes
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Robert McDaniel, Atkinson Power
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Deiter Raemdonck, Lewis Roca Rothgerber Christie LLP
Chase Reed, CAPGlobal, Inc.
Rachel Regan, Charles Schwab
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<table>
<thead>
<tr>
<th>Foundation/Corporation</th>
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“It’s people like you that make this program possible, and I want to thank you.” — Dorsett
BBBSC was the Gold Standard award recipient by Big Brothers Big Sisters of America. This award recognizes the hard work of the staff to provide high-quality programming to the youth we serve and the commitment to continue to grow programs to reach more youth in the community.

The Gold Badge from Mentor Colorado recognizing BBBSC for having the highest level of excellence and quality in mentoring services.

The 2019 Governor’s Service Award given to BBBSC as the Outstanding Nonprofit of the Year. This award is presented to community and civic leaders for their outstanding contributions to volunteer service in Colorado.

BBBSC is honored to continue to be recognized as a state and national leader, in high quality mentoring, and as the highest quality volunteer experience in Colorado.

BBBSC had unexpected fundraising challenges in FY2019 including turnover with several key fundraising positions. In response, BBBSC reduced expenses early in the year, including cuts in program expenses and a strategic rehiring approach to vacated positions. Despite cost-saving measures, BBBSC ended FY2019 with a deficit. Into FY2020, key positions have been rehired and our cash position remains strong.
“KEKE AND I CONTINUE TO LEARN AND GROW WITH AND FROM ONE ANOTHER. I CAN TRULY SAY IT’S ONE OF THE MOST REWARDING AND FULFILLING PARTS OF MY LIFE.” – Amber