



Big Brothers
Big Sisters®
OF COLORADO



IT TAKES **LITTLE** TO BE **BIG**™

ANNUAL REPORT & IMPACT STATEMENT 10/1/23—9/30/24

“I think my Big was the most important person to me growing up. When I was older, it became clear how critical he had been in my development.”

—Alumni Little Michael



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Mission

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

Our Vision

All youth achieve their full potential.

BRAVE Values

Belonging Resilience
Accountability Vision
and Empathy

Commitment to Justice, Equity, Diversity, and Inclusion

Big Brothers Big Sisters of Colorado is committed to creating and cultivating a safe environment where all individuals feel respected and valued equally. We - BBBSC staff and board - are committed to a nondiscriminatory and anti-racist approach and are committed to dismantling any inequities within our policies, systems, programs, and services.



CONTINUING OUR PATH OF TRANSFORMATIONAL CHANGE

Dear Big Brothers Big Sisters of Colorado Community,

I am thrilled to share our Fiscal Year 2024 Annual Impact Report, showcasing the transformative power of mentoring. This report reflects our third year of the strategic plan, "A Brave Path to a Big Future," a year marked by growth, change, and milestones. It also previews what lies ahead as we enter the plan's final year, strengthening our support for Colorado youth. This progress is thanks to you—our dedicated staff, families, volunteers, donors, sponsors, partners, and supporters.

Many of us have personally felt the impact of mentorship, whether in our own lives or through the youth we serve. A recent reminder of this power came at our Big Little Gala, where we celebrated the 50-year match between Big Stuart and Little George, whose bond has shaped George's career, family, faith, and community involvement.

Board Chair Andy Cullen and I recognize the urgent issues young people face. On September 11, 2024, 9News reported on the rising detention of Colorado youth for violent crimes—a heartbreaking trend, given Big Brothers Big Sisters' founding mission as an alternative to the juvenile justice system. Our programs prevent violence by fostering positive relationships, guiding youth toward healthier choices and providing supportive connections with caring adults.

In 2023-2024, BBBSA served 1,534 youth, nearly half in new school-based programs in Denver, Aurora, and Colorado Springs. These youth outcomes stand in stark contrast to alarming statistics, showing that mentorship is more critical than ever.

As we look forward, we're committed to uplifting more young lives. To our volunteers, staff, and generous supporters, thank you for making this journey possible. Join us as we continue on this "Brave Path to a Big Future."



With deepest gratitude,

A handwritten signature in black ink that reads "Elycia R. Cook".

Elycia Cook
Chief Executive Officer
& President

A handwritten signature in black ink that reads "Andy Cullen".

Andy Cullen
Board of Directors, Chair

EMPOWERING YOUTH THROUGH CONNECTION SINCE 1918



Big Brothers Big Sisters of Colorado (BBBSC)

Founded in 1918 as a transformative alternative to the juvenile justice system, Big Brothers Big Sisters of Colorado (BBBSC) has been dedicated to empowering youth through meaningful mentorship for over a century. Today, BBBSC is the premiere youth mentorship organization in Colorado.

At BBBSC, we believe every child possesses incredible potential. Our whole-child mentoring approach fosters authentic, supportive relationships between mentors and mentees, helping young people achieve immediate success both academically and personally, while also preparing them for future challenges in post-secondary education and the workforce.

As the leading youth-serving agency in Colorado, BBBSC offers a diverse portfolio of programs:

- **One-to-One Mentoring:** Community-based Mentoring and Sports Buddies
- **Career and College Readiness:** Big Futures
- **School-Based:** Project AIM and STARS Peer Mentoring
- **Wrap-around Support Services:** Enrichment activities, program support for youth on the waiting list, STARS annual trainings

“This year we have become really involved in the Big Futures Program, which lets me explore and understand my options for after graduation! Madison has been a great mentor to lean on and keep encouraging me to do my best.” — Little Kai

Our evidence-informed, youth-centered programs serve individuals ages 9-18, many of whom come from communities that have historically faced systemic barriers. Notably, **71% of the youth served live in single-parent households and 16% have a parent who is incarcerated.** Our programs are designed to meet their unique needs and help them thrive.

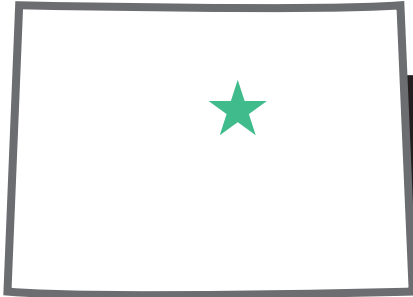
The impact of our mentoring model speaks volumes, as backed by research. Studies consistently show that youth who have mentors not only attend school more regularly but also exhibit higher rates of college enrollment and a more positive attitude toward their education.

Together, we are making a difference in the lives of children. With your support, we can continue to expand our reach, ensuring that every child has the chance to thrive.

* Child and youth outcomes survey, 2023 National Impact Report
* FY24 BBBSC Agency Impact Report



BUILDING BRIGHT FUTURES TOGETHER: THE ROLE OF MENTORSHIP IN YOUTH VIOLENCE PREVENTION



700

An average of 700 young people under the age of 25 are affected by gun violence in Denver.

At Big Brothers Big Sisters of Colorado, we know that one of the most effective ways to help young people stay on a positive path is through meaningful mentoring relationships. The power of having a caring, consistent mentor in a young person's life cannot be overstated. Research shows that **youth who are connected to a mentor have higher educational aspirations and are significantly less likely to engage in violent behaviors or become involved in the criminal justice system.** Through mentorship, we provide young people with the support and skills they need to make healthier decisions and build a brighter future.

Youth violence is a growing concern in communities across the country. Tragically, it is one of the leading causes of death for young people aged 10-24 in the United States (Centers for Disease Control and Prevention, 2021). **In Colorado, communities like Denver have seen the profound impact of this issue—each year, an average of 700 young people under the age of 25 are affected by gun violence** (City and County of Denver, 2021). For these youth, the need for positive role models and support systems is more urgent than ever.

This is where BBBSC steps in. Through our evidence-based mentoring programs, we connect young people with mentors who provide guidance, encouragement, and stability. These mentors help youth navigate the challenges they face at school, at home, and in their communities. The impact of these relationships is far-reaching—**youth with mentors are more likely to graduate high school, avoid risky behaviors, and pursue higher education or meaningful careers** (The National Mentoring Partnership, 2019).

Through mentoring, we help young people develop critical life skills like emotional regulation, conflict resolution, and problem-solving—skills that not only reduce their likelihood of engaging in violence but also set them up for long-term success. In fact, the Centers for Disease Control and Prevention (CDC) recognizes mentoring programs as one of the most effective strategies for preventing youth violence and promoting positive development (CDC, 2021).

Join us in this life-changing work. Your support expands mentorship opportunities for Colorado youth, helping them overcome challenges and succeed. Together, we're building stronger communities where every young person can thrive.



Our Matches

These BBBSC Littles and Bigs have been matched for nine or more years!

Little + Big

Autumn + Belinda

Damian + Cody

Anicea + Kelly

Gabe + Young

Olivia + Holly

Santana + Ian

Christopher + Steven

Christ + Philip

Rachel + Jessica

Adrian + Evan

Hunter + Christofer

Did you know? **Being a Little has a big impact when compared to youth not in BBBS programs. Littles were:**



46%
less likely to begin
using illegal drugs



27%
less likely to begin
using alcohol



52%
less likely to
skip school



37%
less likely to
skip a class

33%
less likely to
hit someone

Sources:

- DuBois, D. L., Herrera, C., Rivera, J., Brechling, V., & Root, S. (2022). Randomized controlled trial of the effects of the Big Brothers Big Sisters Community-Based Mentoring program on crime and delinquency: Interim report of findings. University of Illinois Chicago.
- Centers for Disease Control and Prevention (CDC). (2021). Youth Violence: Risk and Protective Factors.
- The National Mentoring Partnership. (2019). The Mentoring Effect: Young People's Perspectives on the Outcomes and Availability of Mentoring.
- City and County of Denver. (2021). Youth Violence Prevention Action Table Report.

THE POWER OF MENTORSHIP: MENTORING PROGRAMS AND IMPACT



92%

of Littles see their Big as a very important adult in their life

The **Community-based Mentoring Program** is our signature, high-impact mentoring initiative serving youth ages 9-18. In this flexible program, mentee (Little) and mentor (Big) matches connect when and where they choose, guided by their shared interests and schedules. Supported by BBBSC program staff, matches typically meet two to four times each month, engaging in activities ranging from exploring hobbies to visiting local attractions. As these relationships grow, Littles gain a sense of safety, emotional support, and the opportunity to build crucial social and goal-setting skills.

Founded by BBBSC in Colorado in 2000, the **Sports Buddies Program** connects youth ages 9-18 with mentors through the shared experience of sports. Matches meet once or twice a month for a variety of staff-led activities, including ropes courses, skiing, professional and collegiate sports

events, and a football camp with Super Bowl Champion and former Denver Bronco, Ryan Harris. These activities provide a safe space for Littles to build self-confidence, learn teamwork, and develop problem-solving skills. By fostering healthy habits and a strong sense of belonging, Sports Buddies helps youth grow their social-emotional skills, setting them up for success.

Project AIM Program

Project AIM (Adult Identity Mentoring) is an evidence-based initiative focused on reducing risky behaviors among middle school youth starting at age 11. The program empowers young people to envision a positive future and equips them with the tools to set goals and navigate potential barriers and negative influences. Through 12 sessions over a six-week period, participants engage in self-exploration, career planning, and skill-building activities such as



creating resumes and business cards, practicing interview techniques, and developing a professional portfolio. Project AIM helps youth lay a strong foundation for their future, building confidence and a sense of purpose as they enter their teenage years.

STARS Peer Mentoring Program

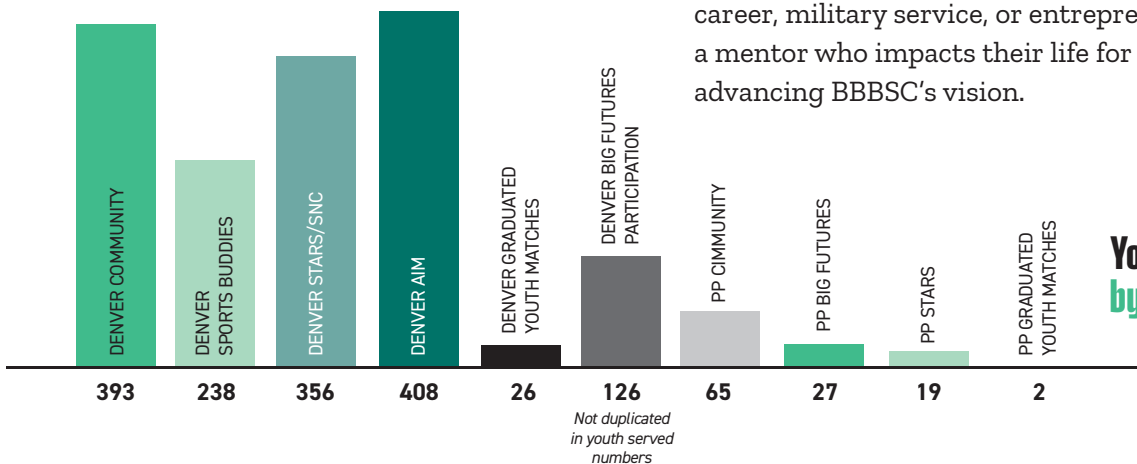
The STARS Peer Mentoring Program (Students Teaching About Relationships and Success) is a school-based, evidence-informed mentoring initiative for youth ages 11 to 18. The program pairs Youth Mentors with groups of younger Youth Mentees, creating a supportive environment for cross-age peer mentoring. Over the course of a 23-week curriculum, Youth Mentors receive training and guidance from BBBSC staff to lead activities that promote positive youth development, leadership skills, and advocacy. By fostering a sense of connection and belonging, the STARS Program helps students unlock their potential and build a foundation for long-term success.

Big Futures Program

The Big Futures Program prepares high school youth for life beyond graduation through comprehensive college and career readiness mentoring. Youth are paired with dedicated mentors in one-to-one relationships, focusing on key areas like:

- Post-Secondary Planning
- Academic Planning and Support
- Career and College Exploration
- College Preparation and Enrollment
- Financial Literacy
- Life Skills Development
- Goal Setting

The program offers regular workshops based on the evidence-informed Overcoming Obstacles curriculum, along with group events and hands-on experiences like college visits, career days, and military recruitment fairs. These experiences empower youth to explore diverse pathways and build confidence, ensuring each participant graduates with a clear, actionable plan—whether in college, a career, military service, or entrepreneurship—and a mentor who impacts their life for years to come, advancing BBBSC’s vision.

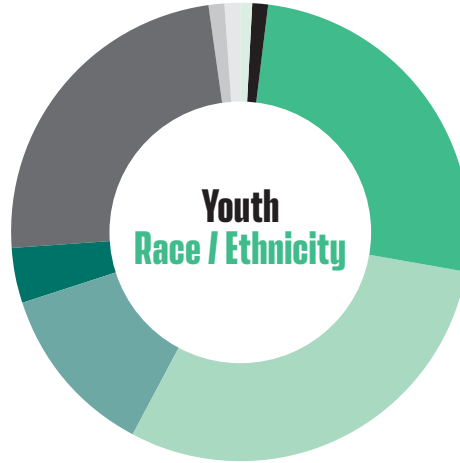
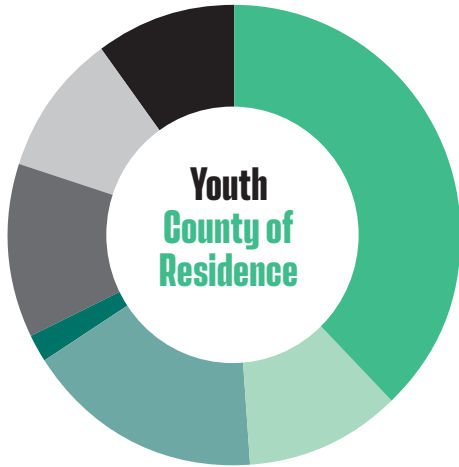


**Youth
by Program**

1,534

Number of youth served in fiscal year 2024 by BBBSC.

This marks significant growth compared to the 1,352 youth served in Fiscal Year 2023, reflecting a 13% year-over-year increase.



Youth Gender

62%

Male



37%

Female



Family Income Indicators*



33% of Littles' families receive income assistance

16% have a parent who is incarcerated

71% of Littles are from single-parent households

*NOTE: The marked data points and demographic fields relate to youth/Littles in one-to-one matches.

39,042

Volunteer Hours Provided by BBBSC Mentors



221

New Matches Created in 2024

<1%

Nonbinary

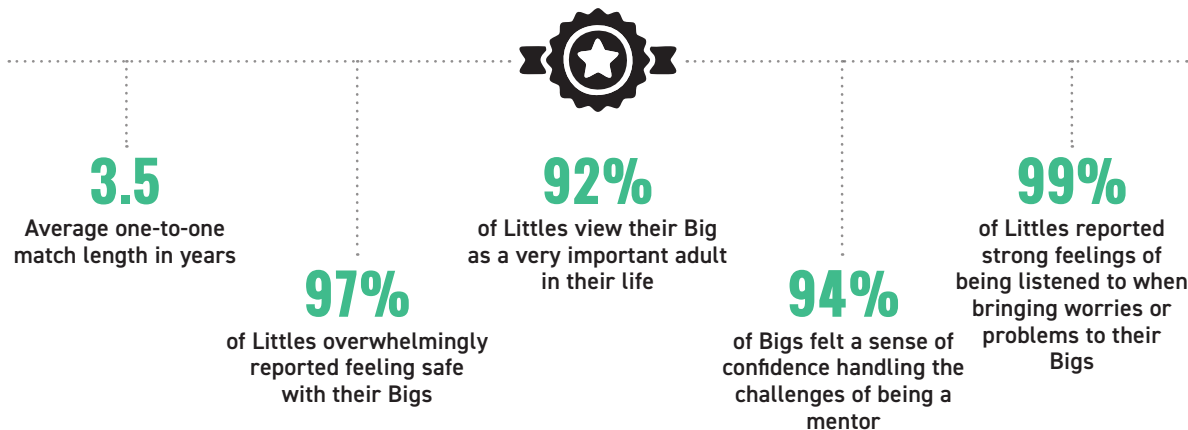


<1%

Transgender

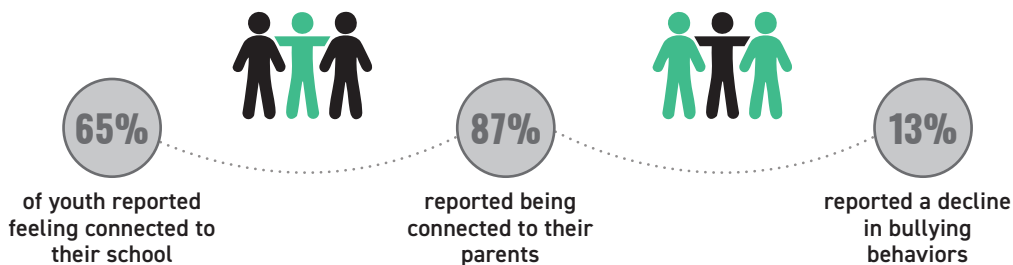
Match Strength

Research shows that a caring mentor profoundly impacts a young person's life, improving school attendance, academic skills, mental health, and family trust while encouraging pro-social behavior and reducing delinquency.



Belonging and Social Connectedness

Belonging and school connectedness, reflected in students' commitment to working hard, enjoying school, and feeling positive about themselves, is also a core focus of our support. In our most recent assessment:



These elements of belonging and social connectedness demonstrate the positive, holistic impact of our mentoring programs on the lives of young people, helping them thrive in their personal, academic, and family relationships.

Educational Expectations

Mentoring has been linked to higher educational and vocational aspirations.



28% of Littles reported an increase in As



17% of Littles reported a decline in Ds and Fs



66% of mentees plan to go to college

CELEBRATING EXTRAORDINARY BONDS: 2024 MATCH OF THE YEAR

Little Xavier and Big Scott

Program Specialist:
Anastasia Koerner



WATCH:
[2024 Match of the Year](#)

“I am going into my freshman year at Colorado School of Mines...I was really inspired by Scott’s work and what he taught me about surgical technology... I don’t think I could have accomplished as much without Scott’s support.” — Little Xavier

Match of the Year: A Match Made in Adventure

When Xavier, a reserved fifth grader, was matched with Scott in the BBBSC Community-Based Program in 2016, neither could have imagined the life-changing journey ahead. From their very first meeting, their connection sparked a friendship that would shape Xavier’s future in profound ways.

Through hiking, snowboarding, geocaching, and rock climbing, Scott encouraged Xavier to embrace adventure and step outside his comfort zone. Their shared experiences grew to include guitar lessons, community service, and even workplace visits, where Scott inspired Xavier’s career aspirations. These moments nurtured Xavier’s confidence, independence, and sense of purpose.

Scott’s steady mentorship provided Xavier with a role model who not only guided him academically and personally but also instilled in him a passion for giving back and embracing new challenges. Meeting twice a month for over eight years, their bond exemplifies the power of mentorship to change lives.

Their story reminds us that when youth are supported and believed in, their potential knows no bounds. Congratulations to Xavier and Scott, the 2024 BBBSC Match of the Year!

CELEBRATING EXTRAORDINARY LEADERSHIP: 2024 MENTOR OF THE YEAR

**“To me, MentorLife means being a person that others can look up to.”
— Daniel, STARS Mentor**

Daniel, a junior at Rangeview High School, is an outstanding student-athlete and peer mentor in the STARS Program. Alongside excelling academically, Daniel plays football, wrestles, and participates in lacrosse. He’s also active in a school leadership group, aiming to sharpen his skills both in sports and mentoring.

Known for his honesty, loyalty, and humility, Daniel builds genuine connections with his mentees, inspiring them and encouraging others to give back. A standout accomplishment in STARS was his leadership of a community service project for Urban Peak, a shelter for unhoused youth. He organized a drive that resulted in 24 duffle bags of essentials, positively impacting vulnerable teens.

Daniel’s growth from a reserved participant to a confident leader has been remarkable, fueled by a passion for helping others. Looking ahead, he aspires to a medical career in anesthesiology, hopes to attend college out of state, and is working toward a lacrosse scholarship. With his drive and dedication, Daniel is poised to continue making a positive impact.



Daniel, STARS Peers Mentor

Program Coordinator:
Paige Coffman

**WATCH:
STARS Mentor of the Year**

CHAMPIONS OF OUR MISSION:

BOARD OF DIRECTORS & ASSOCIATE BOARD

Big Brothers Big Sisters of Colorado extends our gratitude to the dedicated champions who served on the Board of Directors and Associate Board in FY 2023-2024 and those who are continuing to lead the way in FY 2025.

Board of Directors

Andy Cullen (*Chair*), Tributary Real Estate
Alex Rasmussen, First Western Trust
Alex Sullivan, Umpqua Bank
Amanda Gall, Meridian Public Affairs
Andrew Labbe, Lumen
Chris Picardi, KeyBank
Cory Leppert, CrossFirst Bank
Crystal Klausmeier, CASA of the Pikes Peak Region
David Humphrey, Jr., Ph.D., University of Colorado Boulder
Edward Brown, Jr., Metropolitan State University
Emily Trujillo, HealthONE
Greg Byles (*Governance*), Zivaro
Jeff Clark, Walmart
Jeff Miller, Husch Blackwell, LLC
Jerome Blackwell, Kaiser Permanente
Karen Collins, Empowerlead
Leslie Juniel, Denver Public Schools
Lisa Jasper, Pariveda
Mary-Margaret Henke, Western Union
Michelle Kent, KPMG
Rhonda Sparlin (*Treasury*), RubinBrown
Rob Edwards, *Retired*
Sarah Diamond (*Vice Chair*), BOA Technology, Inc.
Shane Portfolio, Congruex
Steve Schneider (*Secretary*), Corundum Holdings, Inc.

Associate Board

Juliana Wierimaa, (*Chair*), Denver Scholarship Foundation
Babak Fadaiepour, Raisa Energy, LLC
Ben Eisenberg, KPMG
Bradley Killough, Prime Therapeutics
Candace Strother, QueenLyfe, Inc.
Carshon Rodgers, Indelible Wealth Group
Christian Brady, BOK Financial
Dave Rivera, ALPS
David Kaufman, S&P Global
David Poticha, CPC Clinical Research & Community Health
Elissa Banker, (*Secretary*), BOA Technology, Inc.
Hunter Foreman, Seneca Capital Partners
Jacob Goldberg, Rubix Group
Jacqueline Hyatt, (*Board Liaison*), Williams Weese Pepple & Ferguson
Kohki Kitano, (*Vice Chair*), Contentful
Kris Crichton, Perficient
Kyle Hildebrand, Plante Moran
Lori Harder, Alteryx
Luke Benjamin, HPM, Inc.
Montrell Nickerson, Villa
Paul Hittman, Onstak
Ross Blahnik, Compass
Ruvencia Samuel, Accenture
Sam Crowe, NorthMarq
TJ Gillespie, Newmont Mining
Tyler Beck, Common Spirit
Zack Berry, Blend360

FUELING OUR FUTURE: INDIVIDUAL DONORS

We are sincerely grateful to the individuals and families who believe in our mission and generously support BBBSC's youth mentoring programs throughout the year. (October 1, 2023–September 30, 2024)

\$20,000+

Greg C. Byles
Jeremiah Erickson
David Farmer and Gay Faris
Estate of Russell B. Gray Jr. Trust
Kurt and Mary Haeger
Dave and Gail Liniger
Alexandra and Shawn Neville
Rhonda Sparlin

\$19,999—\$10,000

Brian and Sarah Boonstra
Sean M. Dormer
Lisa and Eric Jasper
Michelle Kent and Ryan Godsil
Ron Muns
Michael D. North
Michael and Andrea Stevens
Lakeasha and Kenneth Smith
Hugh and Nan Williamson
David F. Zinger

\$9,999—\$5,000

Lesley Ackerman
Angela Arkin and Ross Rabin
Michael Blumenthal
Marieka Buhlmann
Tom Carden and Christi Weindorf
Andy and Sarah Cullen
Todd and Maggie Dalhausser
Sarah and Abe Diamond
Darla and Michael Figoli
Jacob Goldberg
K.C. Harpring
Mary-Margaret and Darrin Henke

Ryan and Amanda Hoeft
Bruce Johnson
David Keating
Stephen J. Knox
Adam Kuehl
Randall Ohlson
Nathan Ramsey
John and Jean Sullivan
Tracy Valentine and Timothy
Garvey
Tiamo Wright and Aaron
Sauerbrey

MATCH MAKERS

Austin Albrecht
Angela Arkin
Erin Austin
Jerome and Veronica Blackwell
Mark Bower
Margaret Brennan
Hillary Cimock
Elycia R. Cook
Mitchell Cooledge
Jessica De Gortari
Derek Dickerson
John Erickson
Mallory Fischbach
Taylor Gantt
Chris Grove
Anthony Haupt
Joel Hawksley
Tony Hogie
Meghan Jackson
Elizabeth Jefferson
Carlos and Lindsay Jimenez

Joni Johnson Powell
Michelle Kent and Ryan Godsil
Matthew and Tally Kerr
Crystal L. Klausmeier
Steve Lockton
Paul McCarthy
Jeff M. Miller
Tony Miller
Christine Moore
Robert E. Mosher
Frances Mullins and William Black
Chad Olsson
Eddie and Laura Pettit
Christopher Ratcliff
Chad Rathbun
Geoff Renaud
Kelly and David Rodriguez
Mario Sani
Joshua Schwab
Lakeasha and Kenneth Smith
Danielle L. Summerville
Beth Thiele
Jennifer Thompson
Alexander Trowbridge
Tracy Valentine and Timothy
Garvey
Mark Ver
Kimberly Watson-Rubino

HONORING LIFELONG CONNECTIONS: ALUMNI MATCH OF THE YEAR

WATCH:
2024 Big Brothers Big Sisters
Alumni of the Year



MATCH MAKERS

You can help create stories like George and Stuart's by joining our Match Makers Monthly Giving Program. With a monthly gift, you provide essential resources that sustain life-changing mentoring relationships, empowering Colorado's youth to reach their full potential.

Join us today
and be the reason a child
has a mentor for life!



George and Stuart

In 1973, 10-year-old George was matched with his Big Brother, Stuart, and a lifelong friendship began. During their match, the two bonded over shared meals and time together, forming a strong connection that would endure for decades. Even after their formal match ended, George and Stuart remained in each other's lives through every milestone—Stuart's career as a lawyer, George's journey through college to becoming a social worker for under-served youth, marriage, raising families, and now retirement. Their 50-year bond is a powerful testament to the lasting impact of mentorship and the strength of relationships built through Big Brothers Big Sisters.

**"George is, and
always will be, my
Little Brother"
— Alumni Big Stuart**

**"I wanted to learn everything
I could from this man, to help
me be a better man."
— George**

INVESTING IN POTENTIAL: FOUNDATIONS & CORPORATIONS

BBBSC is grateful to the many foundations and corporations that partner with and generously support BBBSC's youth mentoring programs. (September 30, 2023- October 1, 2024)

\$75,000+

Anonymous
The Anschutz Foundation
BOA Technology
Colorado Springs Health Foundation

\$74,999—\$25,000

Adolph Coors Foundation
CPS Foundation
Denver Broncos Foundation
The M.S. Doss Foundation
Franciscan Friars of Our Lady of
 Guadalupe Province
Fulcrum Foundation
Gary Community Ventures
LibertyGives Foundation
Mile High United Way
NFL Inspire Change
Peierls Foundation
Pilling Family Foundation
Sisters of St. Francis

\$24,999—\$10,000

Adobe
The Butler Family Fund
Carson Foundation
Compass Diversified
Corwin Toyota
Crocs
DaVita
The Denver Post Season
 To Share Fund
Dormer Harpring, LLC
Joseph Henry Edmondson
 Foundation

Emerson
GE Johnson Construction Company
Community Foundation
The Gold Family Foundation
Halliburton
HealthOne
Virginia W. Hill Foundation
The Kettering Family Foundation
KeyBank
Kirkland & Ellis, LLP
KPMG
Macy's
McDaniel Living Trust Gift Fund
Nordstrom
Pikes Peak United Way
SM Energy Co.
Myron Stratton Foundation
Tributary Real Estate
Ulta
Xcel Energy
Zivaro

\$9,999—\$5,000

The William Auckland Trust
BDO USA, LLP
Lisa Bianco Foundation
Matthew G. and Amy L. Brady Fund
Brownstein Hyatt Farber Schreck
Burns & McDonnell Foundation
Burton Snowboards
Colorado Credit Union
The Colorado Health Foundation
Colorado Housing and Finance
Authority
Comcast

CommonSpirit Health
Doublewave, LLC
Elsy Studios
Enterprise Mobility Foundation
First Western Trust Bank
Forge Partners, LLC
Fox Family Foundation
Graebel Companies, Inc.
IMA Foundation
The Stuart & Janet Kritzer Family
Foundation
Lennox Foundation
Meridian Public Affairs
Metro State University of Denver
Newmont Venture Limited
T. Rowe Price Foundation
Target Charitable Giving



crocs™



XcelEnergy®

BUILDING A SUSTAINABLE FUTURE: STRATEGIC INVESTMENT UPDATE

In 2022, Big Brothers Big Sisters of Colorado (BBBSC) received a transformative investment from the MacKenzie Scott Foundation, providing us with the opportunity to make strategic advancements for long-term sustainability, broaden our reach, and deepen our impact on Colorado youth. This funding has allowed BBBSC to:

- **Move to a sustainable, cost-efficient headquarters**, creating a welcoming space that better supports our staff, volunteers, and families while enhancing our operational efficiency. This new headquarters sets a strong foundation for future growth.
- **Invest in critical infrastructure and technology upgrades** to improve our organizational capacity, ensuring our programs run smoothly and effectively. These improvements strengthen our support for volunteers and create a resilient framework for agency expansion.
- **Scale our school-based programs**, STARS and Project AIM, allowing us to reach hundreds more students each year. Through evidence-based mentoring and life skills programming, we empower more youth to make healthy choices and plan for their future.
- **Enhance employee benefits**, including a 401(k) match, recognizing the dedication of our team and ensuring we can attract and retain top talent to advance our mission.

As we move forward, sustaining this progress requires ongoing community and donor support. While the MacKenzie Scott investment has been a powerful catalyst, continued investment is essential to carry this momentum forward and deliver on our mission.

Strategic Big Visions

Innovative & Impactful Programs



Superior Customer Experience



Scaled Growth With Measurable Impact



MENTORS FOR LIFE: ALUMNI HALL OF FAME

The Big Brothers Big Sisters Alumni Hall of Fame honors mentors whose lasting bonds with mentees exemplify the transformative power of mentorship in helping youth reach their full potential.



Ashly Ligouri Big to Khadijah and Mateo

"I signed up to be a Big because I wanted to mentor a student and give back to my community. I never imagined that 18 years later I'd have the pleasure of admiring Khadijah as a loving mom, or that Mateo would become one of my son's mentors too. I'm no longer the Big, as I truly look up to them both. And they are no longer my Littles, they are my family too."

Charles Gilford III STARS Peer mentor alumni

"As a mentor, STARS provides you the opportunity to give young people a sense of purpose and identity that anchors them as servant leaders. It allows you, the mentor, to be the safe place, the voice, and the positive guide you needed when you were younger."

Shannon Sisler Big to Elizabeth

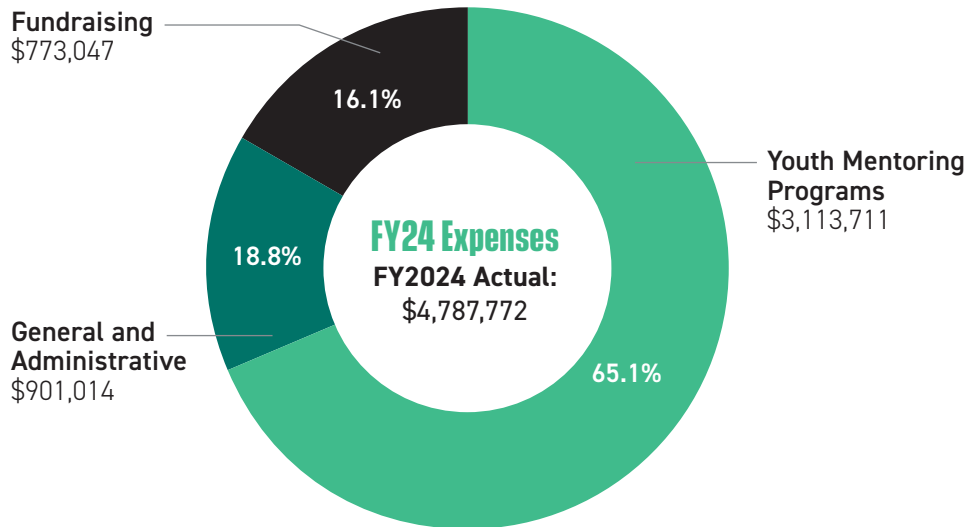
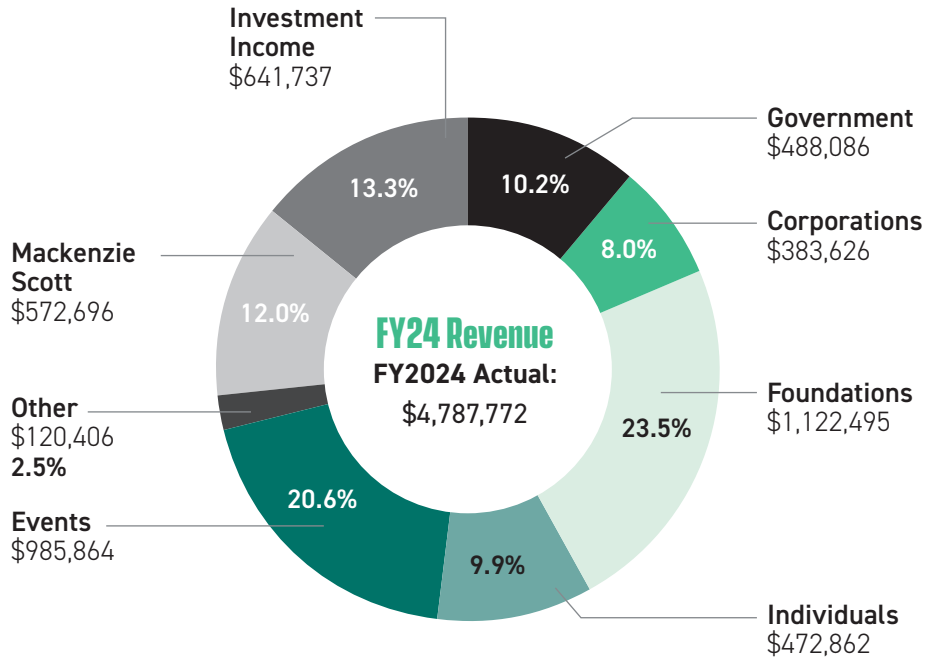
"I learned a lot being a Big. For me, it was helpful to see life through the eyes of someone in a very different situation. I gained so much knowledge listening to Elizabeth share her beliefs, struggles and aspirations. I also learned that we were both very hard workers full of grit and lots of determination."

Shawn Neville Big to DJ

"I would like to pay tribute to my "little" of 38 years, Don "DJ" Johnson, who passed suddenly during 2024. I was very fortunate to be a part of DJ's life and was extremely proud of him overcoming hardship throughout his life to become a caring, loving, responsible father, husband, son, and friend. The Big Brothers Big Sisters program was an important foundation for him and his six brothers and sisters, helping them create a path to a brighter future. Thank you, Big Brothers Big Sisters, for your critical mission and impact on society."

2024 FINANCIALS

Did you know? In FY2024, BBBSC mentors provided 39,042 volunteer hours valued at \$1,419,567.12



**Audited Financials available in 2025

**** Note on Financial Statements:** The financial information presented in this FY24 Annual Report reflects unaudited figures. Audited financial statements for this period will be available in Spring 2025.

OUR COMMITMENT TO JEDI



Big Brothers Big Sisters of Colorado (BBBSC) has evolved over a century, to meet youth and communities where they are. Our foundation is rooted in **J**ustice—an organization born out of the need to create **E**quity for youth, bringing together **D**iverse communities across Colorado to ensure all kids feel **I**ncluded and empowered to pursue their dreams.

Today, more than 100 years later, our commitment to **J**ustice, **E**quity, **D**iversity, and **I**nclusion (JEDI) continues to drive every aspect of our work. By putting young people at the center of a supportive ecosystem, we ensure they have access to the resources, experiences, and opportunities they need to thrive. Our focus on post-secondary readiness, social-emotional learning, and creating a stronger sense of belonging, empowers youth to achieve life-changing outcomes.

To ensure that our commitment to JEDI is more than just words, we offer a comprehensive JEDI curriculum to our staff, board, families, and volunteers. These trainings create a shared understanding of how to foster inclusive environments, navigate unconscious bias, and actively promote equity in mentoring relationships and beyond. We are committed to creating spaces where every person feels seen, valued, and empowered.

At Big Brothers Big Sisters of Colorado, we are not only defending the potential of every child—we are working to build a brighter, more equitable future for all.



**Big Brothers
Big Sisters®**
OF COLORADO

Did you know your donation to Big Brothers Big Sisters of Colorado qualifies for the Colorado Child Care Contribution Tax Credit?

This credit can reduce your Colorado state income tax liability, offering a generous tax benefit for supporting youth mentorship.



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