



**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.

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## Our Vision

All youth achieve their full potential.

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## BRAVE Values

Belonging Resilience  
Accountability Vision  
and Empathy

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## 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, BBBS 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.

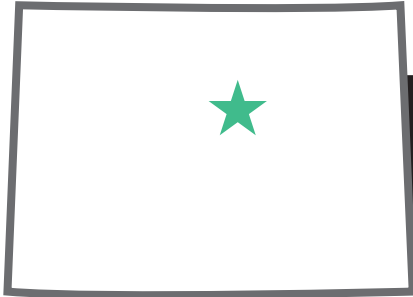
Together, we are making a difference in the lives of children. With your support, we can continue to expand our reach, ensuring that every child has the chance to thrive.

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\* 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

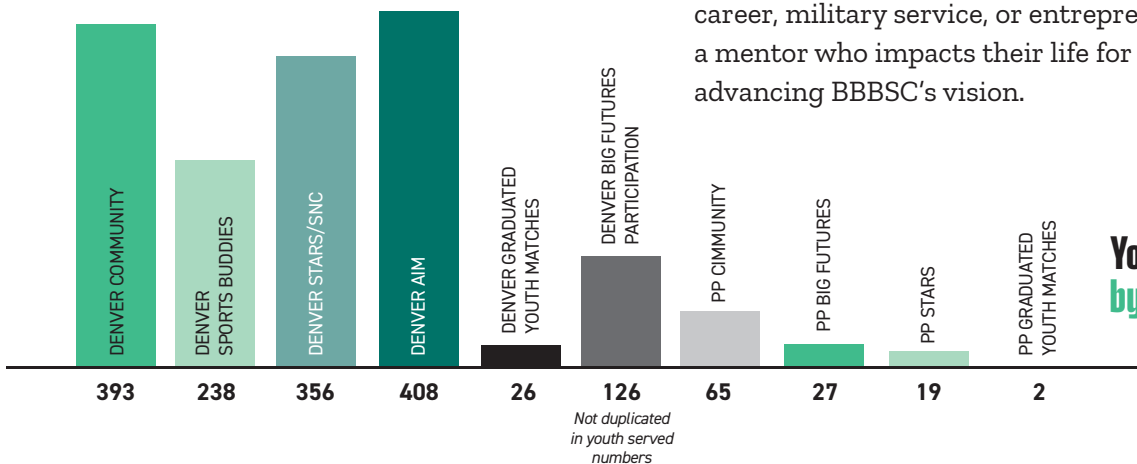
The STARS Peer Mentoring Program (Students Teaching About Relationships and Success) is a school-based, evidence-informed mentoring initiative for youth ages 11 to 18. The program pairs Youth Mentors with groups of younger Youth Mentees, creating a supportive environment for cross-age peer mentoring. 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.

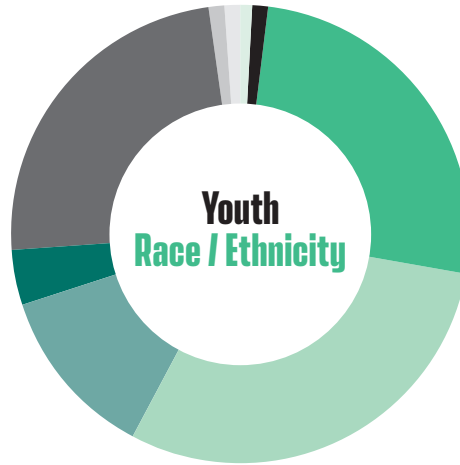


**Youth  
by Program**

# 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

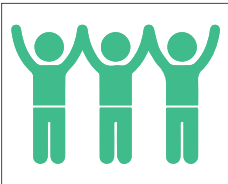


37%

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.

<1% Nonbinary



<1% Transgender

39,042

Volunteer Hours Provided by BBBSC Mentors

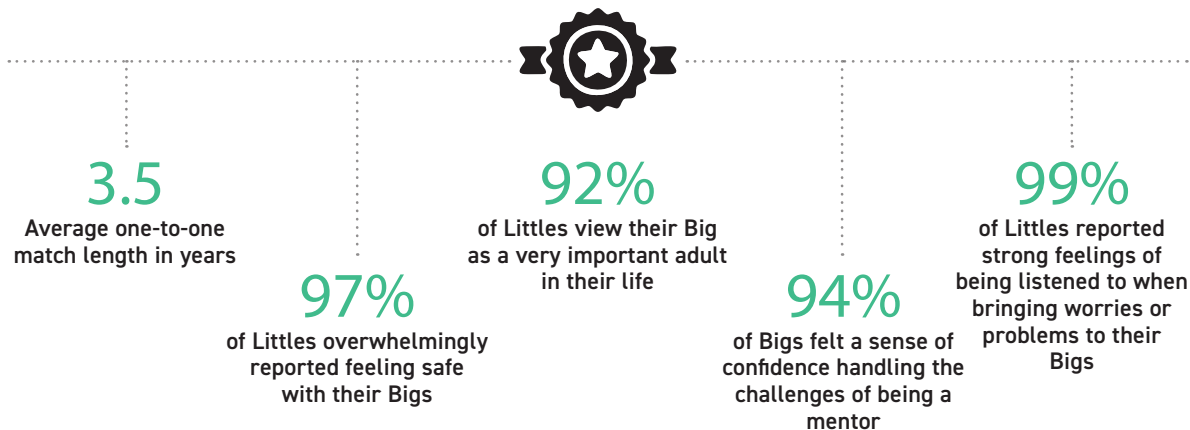


221

New Matches Created in 2024

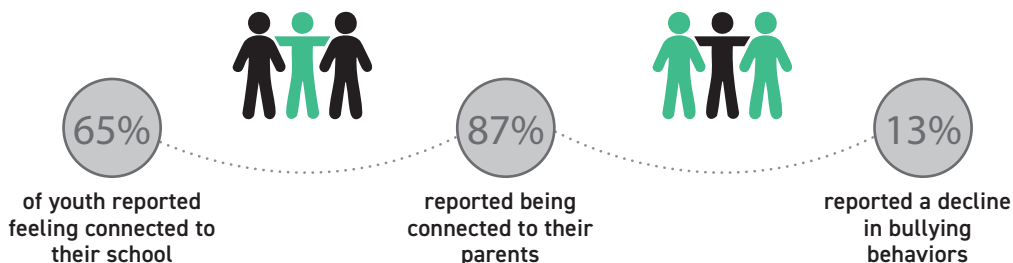
## Match Strength

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

Stephen J. Knox  
Adam Kuehl  
Randall Ohlson  
Nathan Ramsey  
John and Jean Sullivan  
Tracy Valentine and Timothy Garvey  
Tiamo Wright and Aaron Sauerbrey

David Kaufman  
Michelle Kent and Ryan Godsil  
Matthew and Tally Kerr  
Crystal L. Klausmeier  
Joseph Korzekwa  
Steve Lockton  
Kelly Mason  
Paul McCarthy  
Jeff M. Miller  
Tony Miller  
Courtney Mimmo  
Christine Moore  
Robert E. Mosher  
Frances Mullins and William Black

## **\$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

## **MATCH MAKERS**

Austin Albrecht  
Angela Arkin  
Erin Austin  
Jerome and Veronica Blackwell  
Mark Bower  
Margaret Brennan  
Hillary Cimock  
Karen J. Collins  
Elycia R. Cook  
Mitchell Cooledge  
Clark J. Crawford

Chad Olsson  
Eddie and Laura Pettit  
Freddie Provenzano  
Christopher Ratcliff  
Chad Rathbun  
Geoff Renaud  
Kelly and David Rodriguez  
Mario Sani

## **\$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

Jessica De Gortari  
Derek Dickerson  
Cealia Dombrowski  
Ben and Sutton Eisenberg  
John Erickson  
Mallory Fischbach  
Taylor Gantt  
Chris Grove  
Anthony Haupt  
Joel Hawksley  
Paul Hittman and Dani Durante  
Tony Hogie  
Meghan Jackson  
Elizabeth Jefferson  
Carlos and Lindsay Jimenez  
Joni Johnson Powell

Brittany A. Santos  
Joshua Schwab  
Robert Smit  
Lakeasha and Kenneth Smith  
Danielle L. Summerville  
Beth Thiele  
Jennifer Thompson  
Alexander Trowbridge  
Tracy Valentine and Timothy Garvey  
Mark Ver  
Kimberly Watson-Rubino  
Gwyn Wheeler and David McLeod  
Julianna Wierimaa  
Brandon Yergey  
Kristin Zick

# 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



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**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

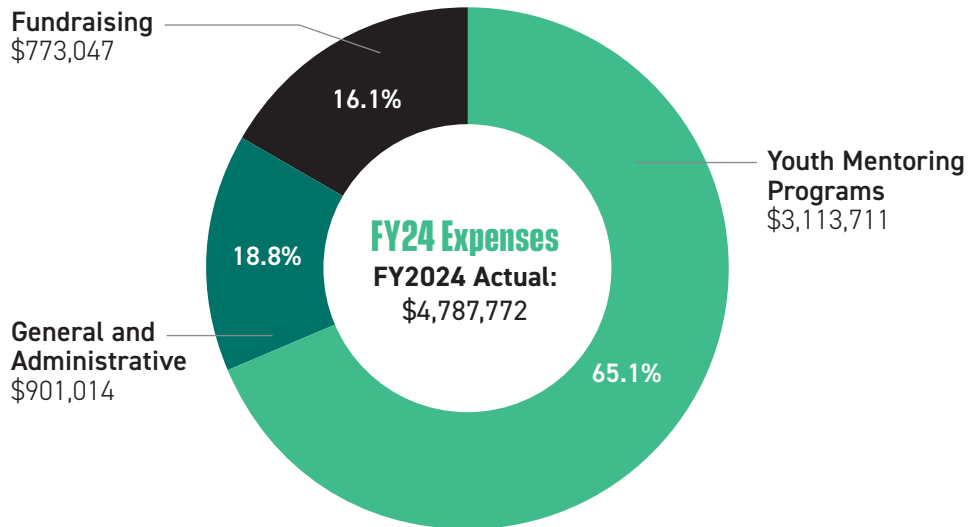
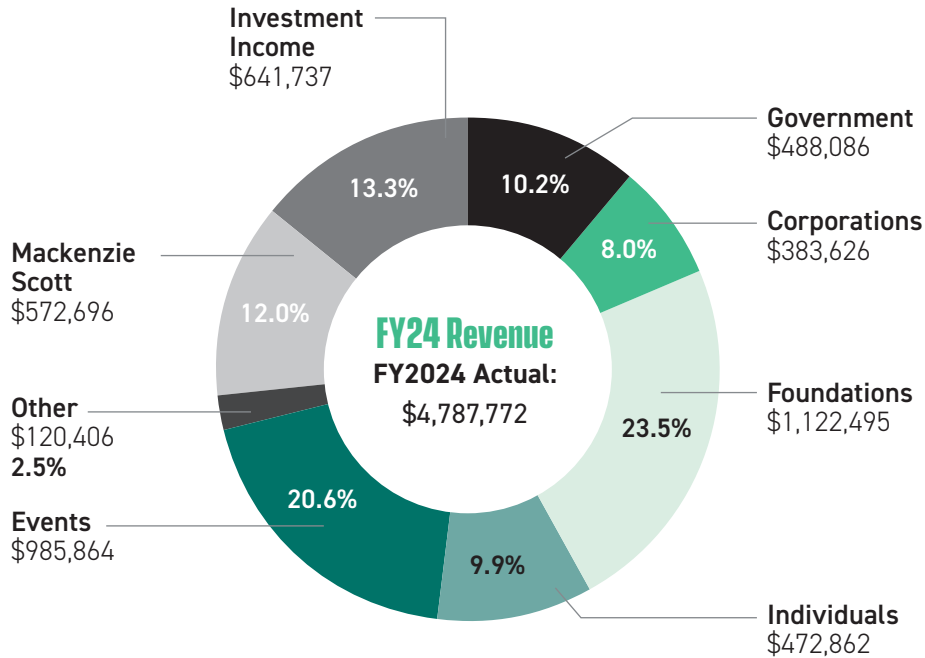
"I learned a lot being a Big. For me, it was helpful to see life through the eyes of someone in a very different situation. I gained so much knowledge listening to Elizabeth share her beliefs, struggles and aspirations. I also learned that we were both very hard workers full of grit and lots of determination."

**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**



# 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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