



A MESSAGE FROM OUR LEADERSHIP

People need people. That simple fact is more important now than ever, and all the people who have chosen to be a part of Big Brothers Big Sisters – especially our young people, families, and volunteers – are a representation of the strength and potential of relationships.

With a commitment to grow community and connection in central Indiana, BBBSCI has continued to fulfill our plan to accelerate the reach and impact of one-to-one mentoring relationships; provide quality support options for all referred youth; and convene community partners to address systemic issues and ignite the promise of youth.

During these past two years, BBBSCI is proud to introduce the three arms of our program efforts:

GROWING THE HEART OF OUR MISSION

One-to-one, community-based mentoring relationships are the foundation of our programming - providing individualized support and care for youth, families, and mentors from the time they enter our program and onward. This is what we do best. This is what sets us apart.

COLLABORATING TO SUPPORT KIDS IN NEW WAYS

With over 1,000 kids referred and waiting to be matched in our core one-to-one program, BBBSCI has committed to developing deep collaborations with 25 other organizations to connect youth to positive programming right away.

INNOVATING TO MENTOR MORE KIDS

With gratitude,

After assessing our community's needs and capacity for youth mentoring, BBBSCI expanded our services and piloted our very first group mentoring cohort.

BBBSCI is proud of the immense progress and innovation made in this second year of our plan. We are ever grateful to our supporters and volunteers for joining us on a path that will make every child feel encouraged, supported, and valued.



Daug Palmer-Shelty Brondi Davi Hong



DARGEY PALMER-SHULTZ Chief Executive Officer



BRANDI DAVIS-HANDY Board of Directors President











THIS IS THE CORE OF OUR PROGRAMMING. Through one-to-one mentoring relationships, BBBSCI connects young people, or "Littles," with a caring mentor, or "Big," to learn, grow, and be there for one another. With meticulous effort, intentional pairing, and above-and-beyond coaching, Littles and Bigs create friendships that help each other get through the tough times, celebrate the happiest memories, and learn from the meaningful moments. Here's the story of a graduating match, Joe and Rmon, who were one of 973 one-to-one mentoring friendships we supported this past year.

DECEMBER 2016

Joe became a Big to provide value to a kid's life. Rmon became a Little to have someone else to open up to.

NOVEMBER 2017

Joe returned home and saw Rmon thriving in middle school and making honor roll!

AUGUST 2020

Joe brought Rmon to his family farm, where they went "off-roading" and made his favorite food – crab legs.

SEPTEMBER 2022

Rmon attended Joe's wedding!

FEBRUARY 2024

They attended a campus tour of Ivy Tech Community College to explore what Rmon wanted to do after high school.

JANUARY 2017

Rmon and Joe meet for the first time! Their first outing was a trip to the Children's Museum.

JUNE 2017

They celebrated Rmon's birthday together with a scavenger hunt and kayaking before Joe traveled to India for a couple months.





MAY 2024

Rmon and Joe graduated from the BBBSCI program! Rmon is currently studying Nursing at Ivy Tech and still keeps in touch with Joe.

one-to-one mentoring relationships supported

224

new mentoring friendships created

79

mentoring relationships graduated from the program IT TAKES A VILLAGE TO RAISE A CHILD, and Central Indiana has one of the best villages around. With approximately 1,000 young people who have been referred and are waiting for one-to-one mentoring services in our area on any given day, BBBSCI initiated conversation, relationship, and partnership with other youth-supporting organizations who could provide immediate support to kids waiting for a mentor.

From connecting young people to other group mentoring services to collaborating with youth-supporting organizations to tailor their group mentoring programs, BBBSCI is ensuring that all young people receive the support they want and deserve.

CONNECTIVE PARTNERS:

Connecting waiting youth with youth-supporting organizations that offer ongoing group mentoring.





































COLLABORATIVE PARTNERS:

Partnering with youth-supporting organizations to offer impactful group programming.



















This program helped me learn about different ways to talk about my emotions while also getting to socialize. I also learned about trauma and the different struggles that people have."

> –Jayden, Waiting Little













WE HEARD OUR COMMUNITY LOUD AND CLEAR. BBBSCI needs to do more for the kids waiting, and we did. In Spring 2024, BBBSCI launched our very first pilot group mentoring program in partnership with Butler University.

BUTLER

In a one-mentor-to-three-mentee setting, BBBSCI created and facilitated an eight-week series of structured sessions meant to provide personalized

attention and meaningful connections for young people. Activities were created to help kids develop their sense of self and identity; reflect on their mental health and overall well-being; increase confidence and communication skills; and build their love of learning.

"My son doesn't open up much, but he did in this program, and actually liked it! He is more open to different experiences like these now!"

-Parent of Waiting Little IN FISCAL YEAR 2023-2024, BBBSCI SERVED A TOTAL OF 25 UNIQUE YOUTH THROUGH GROUP MENTORING INITIATIVES. HERE'S WHAT SOME OF THE SESSIONS LOOKED LIKE:

MENTAL HEALTH SESSION: New Shoe Day facilitated a discussion on healthy habits and mental health - emphasizing how movement can positively impact one's well-being.



GOAL SETTING SESSION: Mentees and mentors actively engaged in both long and short-term goal setting. Everybody wrote down strategies for achieving their goals, identified potential obstacles, and highlighted three qualities necessary for their success.



CONFIDENCE BUILDING SESSION: Mentors and mentees built confidence through an activity inspired by the TV show, "Shark Tank." They created and presented pitches for random items like a beach ball, stapler, and keychain. This exercise encouraged creative thinking and communication, while developing young people's confidence and self assurance.

youth supported by group mentoring

AWARDS & RECOGNITION

ALLISON MELANGTON





CHANGEMAKER OF THE YEAR AWARDS



CORPORATE PARTNER

FUNDED CAREER & COLLEGE READINESS

UNLOCKED GROUND-BREAKING



RECRUITED HUNDREDS TO VOLUNTEER OVER 10+ YEARS





JANE 8 DARLENE MATCHED 1981



JIM, JAYNE, 8 DAMON MATCHED 2004



SHAUN & JARMON MATCHED 2004



WILLIE 8 NIGEL MATCHED 2015



MITCHELL. SHARON. 8 MARYANNE MATCHED 1999































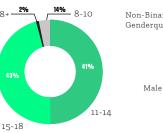
A PROGRAM FOR EVERYONE

*Demographics and outcomes reflect one-to-one mentoring services only.

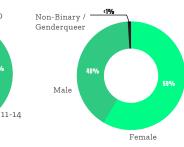
RACE & ETHNICITY OF LITTLES

American Indian or Alaskan Native	<1%
Asian	. 1%
Black or African American	3%
Caucasian or White	18%
Hispanic or Latinx	. 5%
Middle Eastern or North African	<1%
Multi-Race or Other	13%

AGE OF LITTLES



GENDER OF LITTLES



85% of Littles are eligible for free or reduced lunch

27% of Littles are impacted by an incarceration

YOUTH ARE THRIVING AND BUILDING COMMUNITY THROUGH AN EPIDEMIC OF LONELINESS AND ISOLATION.



of youth maintained or improved their relationship with their family.

of youth maintained or improved their social skills and ability to connect with their peers.

of youth maintained or improved their feelings of connectedness to their school

of youth maintained or improved skills for handling their emotions with others.

YOUTH ARE MAKING HEALTHY CHOICES AND MAKING PLANS FOR THEIR FUTURE.



of youth reduced or continued to avoid risky behaviors, such as bullying.

of youth maintained or improved academic performance and grades.

of youth reduced or continued to avoid risky behaviors, such as substance use.

of youth graduated from high school higher than the state average of 89%.

MATCHES BY COUNTY

COUNTY	% OF TOTAL MATCHE
Marion	78%
Hamilton	13%
Johnson	7%
Other	2%

3% Littles who identify as LGBTQ+

aes Indiana



8% Bigs who identify as LGBTQ+

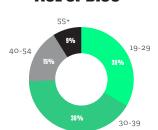


RACE 8 ETHNICITY OF BIGS

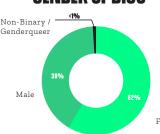
Asian 49
Black or African American 119
Caucasian or White 779
Hispanic or Latinx
Middle Eastern or North African<1
Multi-Race or Other49

DEVELOPMENT AND JUSTICE. EQUITY, DIVERSITY, AND INCLUSION

AGE OF BIGS



GENDER OF BIGS



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THANK YOU TO OUR 2023-2024 EVENT & PROGRAM SPONSORS

Total Revenue & Support in 2023–2024

\$3,350,530

Individual Contributions*	\$1,211,412	369
Grants*	\$476,300	149
Corporate Contributions	\$335,076	109
Special Events	\$486,593	159
In-Kind	\$226,662	7%
Investment Return	\$376,846	119
Government Grants	\$204,266	6%
United Way Johnson County	\$33,375	1%

Total Expenses in 2023–2024

\$3,455,311

Program Services	\$2,702,322	
Fundraising	\$494,809	
Management & General	\$258,180	

^{*}These line items include multi-year pledges to be realized in future fiscal years and do not include revenue recognized in previous years but collected this year.

OUR GENEROUS VOLUNTEERS, BOARD MEMBERS AND DONORS ARE THE BEST AROUND!

\$226,662
IN-KIND CONTRIBUTIONS

2,365
BOARD HOURS

74,880 MENTOR HOURS

THANK YOU

TO OUR GIVING SOCIETY FOUNDERS

VISIONARY SOCIETY

Founded by Charlie Brown & Louise Tetrick and Larry & Lisa Sablosky

LIGHT ONE MATCH SOCIETY

Founded by Al & Shary Oak

LEGACY GIVING SOCIETY

Founded to recognize those who support BBBSCI today, tomorrow, and forever







CREW FOR KIDS

hosted by



THE MAIN EVENT

presented by



PLAY FOR KIDS

presented by





INDIVIDUALS \$100,000+

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\$25,000 **—** \$99,999

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\$10.000 - \$24.999

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2023—2024 MATCH LIST

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Little Tairie and Big Lamont Little Taj and Big Ryan Little Ta'Kai and Big Lauren Little Takirrah and Big Sarah Little Ta'Leayha and Big Brianna Little Taliyah and Big Monica Little Taliyah and Big Rhiannon Little Taliyah and Big Taylor Little Tanaya and Big Rachel Little Tania and Big Emma Little Taniyah and Big Nicole Little Taraji and Big Celeste Little T-asia and Big Samantha Little Ta'Veaha and Big Nicole Little Tayjah and Big Megan Little Teleisha and Big Eba'Nesha Little Teleyah and Big Maggie Little Tempest and Big Ekaterina Little Tempris and Big Sarah Little Terra'e and Big Claire Little Terrell and Big David Little Terrion and Big Cole Little Terryn and Big Morgan Little Terwayne and Big Michael Little Thearith and Big Caleb Little Thomas and Big Terry Little Tiara and Big Margaret Little Tiburcio and Bigs Chad & Melissa Little Timothy and Big Neil Little Tomiah and Big Kelsey Little Torah and Big Megan Little Toryn and Big Todd Little Traevon and Big Omari Little Tre'Nitey and Big Juliana Little Trevon and Big Justin Little Trevonte and Bigs Jose & Ariel Little Trey and Big David Little Trinitee and Big Tayler Little Trinity and Big Adrian Little Trinity and Big Anna Little Trinity and Big Apryl Little Trinity and Big JoAnn Little Trinyah and Big Erika Little Tristan and Big Alex Little Tristan and Big Hayes Little Tristian and Big David Little Tucker and Bigs Zach & Maddison Little Twyun and Big Eric Little Ty'lee and Big Wyatt Little TyQuese and Big Samuel Little Tyran and Big James

Little Tyrez and Big Samuel

Little Tyrrion and Big Coleman

Little Tywan and Big Nathan

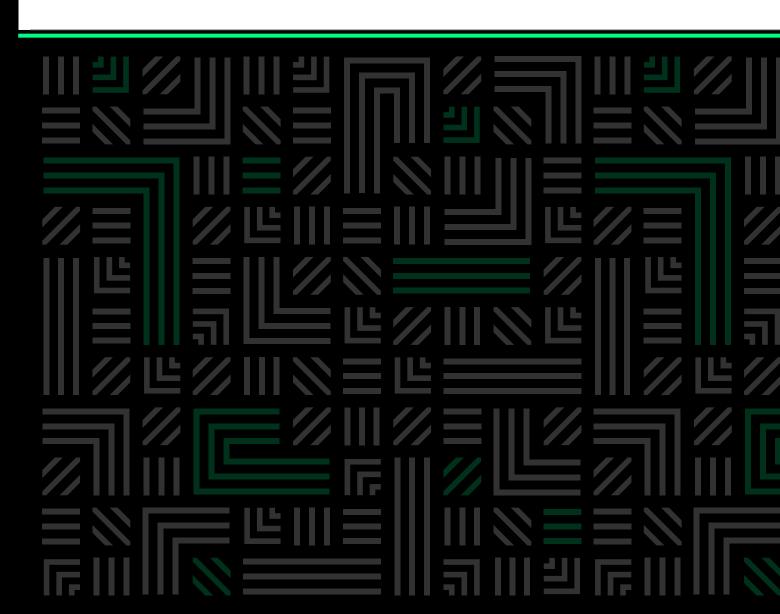
Little Urasia and Big Jayla Little Vanessa and Big Raven Little Veronica and Big Sydney Little VeShon and Big Philip Little Victory and Big Jeanmarie Little Vivian and Big Tiffany Little Wesley and Big Robert Little Wilbur and Big Victor Little Will and Big Matthew Little William and Big Reynaldo Little Wyn'ter and Big Haley Little Xander and Big Ryan Little Xavier and Big Brad Little Xavier and Big Brian Little Xavier and Big Dan Little Xavier and Big Jeff Little Xavier and Big Joshua Little Xavier and Big Rob Little Xavier and Big Robert Little Yanuel and Big Jerry Little Yaretzi and Big Estela Little Yazmyne and Big Grace Little Yesenia and Big Nicole Little Yoselin and Big Jiat Little Zac and Big Hayden Little Zach and Big Chris Little Zachariah and Big Stephen Little Zachariah and Bigs David & Andrew Little Zai'eal and Big Becca Little Zakaiya and Big Nikki Little Zakira and Big Kara Little Zamariah and Big Candace Little Zamariah and Big Shannon Little Zamora and Big Bethann Little Zari and Big Sarah Little Zariel and Big Olivia Little Zariyah and Big Katherine Little Zayah and Big Sarah Little Zayonia and Big Madeleine Little Zela and Big Dina Little Zenobia and Big Deborah Little Zhakari and Big Aaron Little Zion and Big Adam Little Zion and Big Dennis Little Zion and Big Jake Little Zoë and Big Xiomara Little Zoey and Big Abigail Little Zoey and Big Brittany Little Zoey and Big Casey Little Zooey and Big Jackie Little Zy'Arah and Big Emily Little Zy'Auna and Big Natalie

Little Z'Yon and Bigs Jacob & Elena



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Little Tailynn and Big Andrea