



Big Brothers
Big Sisters.
OF GREATER PITTSBURGH

ANNUAL REPORT

2019-2021

A LETTER FROM CEO JAN GLICK

It is with great pride that we look back on the accomplishments of Big Brothers Big Sisters in this multi-year report as our small way of celebrating these achievements with our volunteers, donors, and advocates.



Three years ago, we went through a national rebrand and emerged from this experience with a newly articulated core belief: Together, We are Defenders of Potential. It is through this lens that we are rethinking how our values and actions are contributing to true diversity, equity, and inclusion in our programs and community.

To this end, in 2019, we began the essential work of internal reflection and conversations with our staff, Board members, and external stakeholders to draft a Justice, Diversity, Equity, and Inclusion (JEDI) plan. Together, we are examining how we can evolve to better serve our Littles, Bigs, staff, and supporters, specifically our communities of color and culture.

We continue to be recognized as one of the leading agencies among the Big Brothers Big Sisters affiliates nationwide, in part due to program expansion without compromising quality. We have expanded mentor 2.0 from Pittsburgh Brashear High School to two additional community high schools, Cornell and Charleroi. These three programs served more than 300 youth last year.

Our Bigs in Blue mentoring programs have also grown, serving children throughout Allegheny County. We are grateful to the police officers who strongly believe in our mission and the possibility of changing the trajectory of law enforcement and child relationships in the region.

We launched a Sports Buddies program to help recruit mentors that will reduce the number of boys on our waiting list. Sports activities are planned each month, helping volunteers to engage with their Littles in innovative spaces where they find common ground. This program is providing young people with unique sports experiences that promote physical and emotional health, the adoption of a healthy lifestyle, and a sense of community.

Even the strongest among us have been tested by the hardship and uncertainty of the past 18 months, so just imagine what navigating the hardships of COVID-19 has meant for the historically underserved youth we serve. During this challenging time, we have been comforted, encouraged, and humbled by the outpouring of generosity and support from our community. Remarkable people, organizations, community groups, small businesses, and corporations have all stepped up to support our one-to-one mentoring programs. Our mentoring relationships have withstood the pandemic, with strict adherence to all health and safety standards and protocols.

To us, YOU are our champions, and we thank you for helping us meet the challenges we face by helping us provide our services with integrity, compassion, accountability, respect, and excellence.

This is my last Annual Report message, as I will be retiring at the end of November. My journey, like all of life's journeys, has been marked by challenges, struggles, accomplishments, and successes. But the overall trajectory of our journey has been positive, making Big Brothers Big Sisters a healthier, stronger, more robust organization, as we continue to work tirelessly to ensure all children in southwestern Pennsylvania reach their full potential.

With deepest gratitude for your partnership and support,

JAN S. GLICK, CEO

OUR MISSION

To create and support one-to-one mentoring relationships that ignite the power and promise of youth.

OUR VISION

That all youth achieve success.

OUR PROGRAMS

COMMUNITY BASED

Ages 6-13

To create and support one-to-one mentoring relationships that ignite the power and promise of youth.

SPORTS BUDDIES

Ages 8-13

Sports Buddies is a version of our Community-based Mentoring Program that matches adult mentors with youth who have a shared interest in sports, fitness, or just being active.

SITE-BASED

Middle School

During the school year, a student and a professionally-screened and trained volunteer spend time together at a school, community center, or volunteer's workplace, supervised by a BBBSPGH staff member.

BIGS IN BLUE

Ages 6-13

Bigs in Blue is Big Brothers Big Sisters of America's one-to-one mentoring program that connects youth with police and other law enforcement professionals in communities across the nation, building strong, trusting, and lasting relationships.

mentor2.0

High School

During the school year, a student and a professionally-screened and trained volunteer work together alongside a curriculum to achieve high school graduation and career success.

HIGHLIGHTS

Justice, Equity, Diversity, and Inclusion: Big Brothers Big Sisters of Greater Pittsburgh is committed to promoting the values of justice, equity, diversity, and inclusion (JEDI) and anti-racism throughout our organization. Over the past year, BBBS PGH has developed and promoted policies and programs that provide equal access and opportunity for organization volunteers, families, supporters and staff; and that values the diversity of every member of our community.

mentor2.0 Expansion: This past year, BBBS PGH launched our innovative mentor2.0 mentoring program at two (2) new high schools in our region – Charleroi High School and Cornell High School. This program combines the power of BBBS one-to-one mentoring with an evidence-based high school graduation success curriculum, and an on-line messaging (email) platform to improve academic performance, increase non-cognitive skill development, and to help students create a plan for their futures.

Virtual Mentoring Program Development: This year BBBS PGH created and launched a new series of virtual events and activities designed to engage matches during the pandemic.

Professional Development and Training for Mentors and Staff: In 2020, BBBS PGH expanded our workshops and training for staff and Bigs around trauma-based care, to help support our Littles and their families during the pandemic.



BIG & LITTLE BROTHER OF THE YEAR

In November of 2010, Eric walked into BBBS PGH's offices with his Aunt Rosalyn as a shy, 7-year-old boy who was grieving the loss of his father. Today, this 6'5" young adult is taking on the world by attending college with a dream of becoming an educator.

Mark, a young new employee at PNC had a new-found passion for corporate philanthropy and volunteerism and had recently decided to become a Big Brother with BBBS PGH. Eric and Mark's first meeting that day changed the trajectory of both their lives forever.

Eleven years later – with weddings, graduations, births, deaths, and during COVID – Eric and Mark continued to build their relationship. From attending football games, sporting events, and "Take your Father to Work Day" - to weekly phone calls to share successes and challenges, this mentoring relationship gradually turned into a brotherhood. According to Eric, Mark consistently put in the time and effort and never steered away from tough conversations. Despite their differences in age, race, and culture, Mark was always open to learning about Eric's world. He listened, demonstrated respect, and didn't make promises he couldn't keep. Mark invited Eric to be one of his groomsmen in his wedding – a day Eric will never forget.

According to Eric's Aunt Rosalyn, Mark has had a significant positive impact on Eric's life. Mark helped Eric develop into a kind, thoughtful and humble young adult, who always thinks of others before himself. Eric knows that Mark will always be there for him to offer guidance and encouragement when needed. Last year Eric lost his uncle to COVID, and Eric knew that Mark was just a phone call away to help him through it. It is nearly impossible to think of what Eric's life would be like today without the support of Mark. We can't wait to see what this brotherhood will bring to both of them in the future!

"My Big Brother Mark helped me redirect the sadness that I had after the loss of my dad. Mark turned the light back on in my heart."



DONG & ALLY

THEIR RELATIONSHIP IS THE DEFINITION OF “EMPOWERING POTENTIAL”.

Although Dong and Ally have only been matched for one-year, their relationship is the definition of “empowering potential”. What makes their bond special is that they were matched during COVID and began their relationship entirely online using technology.

Dong’s family came to the United States from Vietnam when she was only three-years old, determined to make a better life for Dong and her siblings. Attending Pittsburgh Brashear, Dong was referred to BBBSPGH’s mentor2.0 program because her family was not familiar with the education system in the United States and she was struggling to navigate the complexity of high-school and prepare for post-secondary schooling.

Aly has been Dong’s ultimate cheerleader – helping her believe in herself and that her future does not have to be defined by her past. With Aly’s encouragement and support, she took a rigorous load of AP classes during her senior year, joined the school’s tennis team, became a member of Brashear’s National Honor Society, and learned to build positive relationships with her peers and teachers, seeking out new challenges and opportunities. In every conversation between this match, Aly helped Dong develop her strengths and passions, and pushed her to use them to make positive changes in her own life and in her community. Dong and Aly are continuing in our newly launched mentor2.0 post-secondary school program that is following the chosen career/employment paths of ten Pittsburgh Brashear students who graduated from the program in 2021.

Aly and Dong met in-person for the first time on the campus of the University of Pittsburgh, where Dong will begin pursuing her engineering degree this Fall. Beginning this Fall, we know that what started out as a “virtual” mentorship will continue into a life-long friendship!

NATHAN & AARON

“Nathan has been so good for Aaron”

Nathan and Aaron have been matched for close to 2 years and are part of BBBSPGH's STEAM program at Washington Park Elementary School. Recently, Aaron's mom shared with our Washington County Program Manager, "Nathan has been so good for Aaron especially during the pandemic. Aaron always knew that Nathan was there for him. Aaron feels that he can talk to Nathan about anything – from his struggles with schoolwork over Zoom, to his inability to hang-out with his friends."

Nathan is one of the most dedicated volunteers at Washington Park – and especially for our mentoring program. He is a student at Washington & Jefferson College and is President of the BBBS at W&J Mentoring Club on campus, working on Big recruitment for this Fall. He also encouraged his youth group at his church to donate more than \$200 worth of crafts and games for BBBSPGH programming needs. We know Nathan will continue to be a role model for Aaron, and we can't wait to see their relationship grow beginning this Fall!



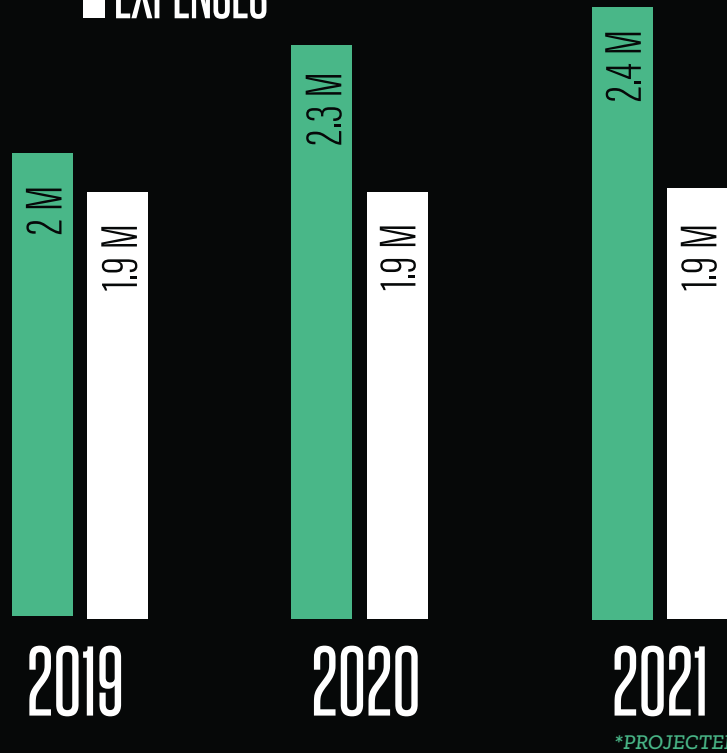
"I feel strongly connected to my Little Sister and our friendship grows stronger each time I see her. It's been very rewarding watching her grow up over the years. We'll have a life long friendship!"



BIG SISTER TESS &
LITTLE SISTER DEZARA'

FINANCIALS

■ REVENUE
■ EXPENSES



It Takes a Village

Big Brothers Big Sisters of Greater Pittsburgh is supported by a variety of grants, donations, events, and campaigns.

Every dollar is an investment to ignite the potential of a child's future.



What advice would you give to other Littles who are signing up for the program?



BIG BROTHER TOM &
LITTLE BROTHER SAMIR

"I only have 3 rules for them. 1) HAVE FUN 2) HAVE FUN 3) HAVE FUN!
Go for it reach for the stars with them its a opportunity almost nobody gets
take it and RUN WITH IT! Oh yea last rule love your big !!!"

BIG IMPACT

Over the past year, our Littles reported their mentors had a big impact in the following areas:

85%

OF LITTLES
RATED THEIR
RELATIONSHIP
WITH THEIR
BIG AT LEAST
A 4 ON A 5
POINT SCALE

92%

OF LITTLES
PLAN ON
GRADUATING
HIGH SCHOOL,
WITH 68%
PURSING A
POST -
SECONDARY
SCHOOL
PATHWAY

70%

OF LITTLES
REPORTED
THAT THEY DID
NOT ENGAGE
IN BULLYING
OR RECEIVE
SCHOOL
DISCIPLINE

BIG BROTHER FAWWAZ & LITTLE BROTHER ROMELLO

"Fawwaz is the person that's like a father figure to me since my own dad isn't really like that."



PARTNERSHIPS

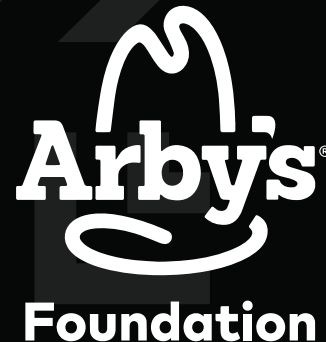
By committing their time, financial, and/or fundraising support, Corporate Partners play an essential role in our mission to help youth reach their full potential. In addition to working with local businesses, BBBSPGH partners with agencies and organizations to connect our Littles to formative experiences and resources in the community. Our partners contribute to brighter futures, better schools, and stronger communities for all.

120+  PARTNERS
FUNDING, ACTIVITIES, AND EVENTS

SPOTLIGHT ON COMMUNITY PARTNERS

Arby's Foundation: We are grateful to the Arby's Foundation and their local restaurants that have provided financial grant support for BBBSPGH's one-to-one mentoring programs, with local employees volunteering their time to assist with activities and events. For the past several years, BBBSPGH was invited to place boxes in Arby's Pittsburgh restaurants to collect hats, gloves, mittens, and scarves that were later distributed by Arby volunteers to our Littles during our annual Holiday Party. We are grateful to the Foundation and local restaurants for making a difference in the lives of the children and families that we serve.

Neighborhood Resiliency Project: For the past several years BBBSPGH has worked in partnership with the Neighborhood Resiliency Project to raise awareness of our mentoring programs with Pittsburgh families who may be experiencing multiple forms of trauma. BBBSPGH program resources were placed in children's backpacks to take home to their parents. BBBSPGH staff in turn supported the Project by packing lunches for distribution to their families who are in need. This collaboration continues to showcase the work of both agencies in meeting the needs of families in the Hill District.



BIG EVENTS

Big Brothers Big Sisters of Greater Pittsburgh's three signature special events raise awareness and funds to support our one-to-one mentoring programs.

Bowl for Kids' Sake

Bowl for Kids' Sake is Big Brothers Big Sisters of Greater Pittsburgh signature peer-to-peer fundraiser. Every year, over 600 people come together to have fun and raise money to support the children in our community. Bowl for Kids' Sake is the fun and easy way for individuals and companies to make an impact on the local community. Fundraising teams collect donations and then celebrate their success by attending a local bowling party.

Annual Golf Classic

BBBSPGH's Annual Golf Classic at Laurel Valley Golf Club is a premier outing for golf lovers. Guests begin with Laurel Valley's famous lunch buffet, followed by shotgun start. After 18 holes with carts and first-rate caddies; cocktails, a BBQ dinner, and awards presentation are enjoyed in the Palmer Pavilion.

The BIG Bash

The BIG Bash, BBBSPGH's Fall signature gala is the most exciting charitable event of the year. The BIG Bash, is a captivating evening of inspiration and celebration. Partygoers arrive at a unique Pittsburgh venue and dance the night away while enjoying cocktails, delicious bites, an expansive silent auction, and live entertainment. This party is not to be missed! The BIG Bash continues to be a huge success thanks to notable sponsors, partners, and more than 550 guests.



THE BIG BASH

Created in 2019, a new signature event. The BIG Bash set the record for most funds raised at BBBSPGH's annual Fall gala.

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10,000 to 24,999

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National Account Service Company
NexTier Bank
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ServiceMaster
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The Coury Firm, LLC
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5,000 to 9,999

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 US Foods
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1,000 to 4,999

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 Al Neyer
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 Streets on Carson
 T.S. Dudley Land Company, Inc.
 Teleperformance
 The Church of the Covenant
 The Leigh Tison Charitable Trust
 The Neora Ripple Foundation
 The Nichols Law Group
 The Siegfried Group

The Vernon C. & Alvina B. Neal Founda-
 tion
 The Williams Companies, Inc.
 Tobacco Free Allegheny
 Total Quality Logistics, LLC
 Toys For Pittsburgh Tikes
 United Electrical Contractors
 United Way of Greene County
 United Way of Washington County
 Vision Benefits of America, inc
 Washington & Jefferson College
 Willis Towers Watson
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250 to 999

6ycle South Side, LLC.
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 Farell Finch, LLC
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 H&R Block
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 K. L. Backus
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 Young Professionals in Energy
 Pittsburgh

"I wanted to help others and become a positive influence in my community. Big Brothers Big Sisters was exactly what I was looking for, since it allowed me to thrive in a mentorship environment with my Little"



**BIG BROTHER TONY &
LITTLE BROTHER MAJOR**