2015 FISCAL REPORT to the Community

Big Brothers Big Sisters of Greater Pittsburgh
Enrich, Innovate, Sustain
Letter from the CEO and Board of Directors President

The pool is deep. Eight-year-old Samir is unsure. He glances at his Big Brother Tom. Tom nods and smiles, but Samir is still frozen.

“Samir, don’t you trust me?”

“Of course I trust you, man—you’re my best friend.”

Jump! Splash!

A small dose of encouragement is all most of us need to take a step forward. This story of Samir and Tom is one of hundreds of impactful exchanges we witness each year at Big Brothers Big Sisters of Greater Pittsburgh. Webster defines impact as having a “strong effect on someone.” We make that impact not by leaning in—rather, by “jumping in.”

Every day we work tirelessly to change the perspectives of children and give them the opportunity to achieve great things. This past year, we launched a new core program called mentor2.0. This program matched 71 students with a college-educated mentor, merging in-person and online communication. Overall, we served 1,311 children—an agency record—with high-quality matches. We offered new and creative programming to enhance our older match relationships. We improved our individual giving program called MatchMakers. In addition, at the BBBS National Conference, our agency was asked to share its expertise in programming initiatives by presenting “Startup Somewhere: Where Match Enhancement Meets Donor Cultivation.”

Thanks to our hard-working staff and board, we received both the Agency of the Year and Board of the Year awards from Big Brothers Big Sisters of America. This is the second time in three years we were honored with the incredibly impressive accomplishment of Agency of the Year. We also celebrated 50 years of youth mentoring throughout the year, culminating with a flash mob in Market Square, an alumni party, and a match carnival in our parking lot.

Big Brothers Big Sisters of Greater Pittsburgh has grown—our staff, board, and alumni party, and a match carnival in our parking lot.

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As we “jump in” to the next 50 years, we are poised to build an even brighter future. Big Brothers Big Sisters of Greater Pittsburgh has grown—our staff, board, and alumni party, and a match carnival in our parking lot.

Sincerely,

Justin Dandoy
President, Board of Directors
Lengthening and Strengthening Matches throughout the Year

BBBSPGH believes that consistent interaction between a Big and a Little determines match effectiveness. The agency plans dozens of activities and opportunities throughout the year to strengthen and lengthen its hundreds of community-based matches.

For the first time, BBBSPGH partnered with SurfSUP Adventures, Paddle Without Pollution and Pittsburgh Filmmakers to offer an entirely new experience to Littles. First Waves combines paddleboarding, water conservation, and filmmaking, allowing teens to learn new skills and gain an appreciation for their local waterways. During this three-day program, participants removed one ton of debris and litter from a local river. According to SurfSUP Adventures Owner, Ian Smith, “I think First Waves builds a stewardship in the kids that will last a lifetime. The purpose of the project is to show youth how to stay safe and enjoy the river, and how to protect and improve it for generations to come.”

In their words...

“BBBS was introduced to my family well over 10 years ago and they made a difference that helped not only my children but also helped me as well. The matches that my children have had over the years helped them to discover pieces of themselves that they didn’t know existed. BBBS has become a huge part of our family and helped us get through many tough times. They became the light in a dark tunnel for my children. The dedication of the staff has always been a highlight for me.”

—Mother of Little Brother Samir G.

“The past two and a half years volunteering with BBBS has been some of the most fun and rewarding times in my life. We have had the opportunity to attend many wonderful events from sports games to the ballet. It has been amazing to see Samir grow and change from experiencing these things. It has been an amazing growth experience for me as well. Anytime I make a decision whether personally or professionally, I think, ‘Would this be a good example for Samir?’”

—Big Brother Tom D.
**Eat’n Park Hospitality Group, Inc.**

The Workplace Mentoring model pairs students in one-to-one relationships with corporate employees at the company location. Participating students from Steel Valley Middle School explored various careers and learned about nutrition and wellness firsthand from their Bigs at Eat’n Park. Matches met over lunch on a regular basis and began the school year by becoming “Smiley Cookie Certified” by Chef Regis.

**Pittsburgh Brookline**

Big Brothers Big Sisters of Greater Pittsburgh is pleased to continue its role as a partnering agency for the United Way. The agency facilitates the Be a Middle School Mentor (BAMS) program at six sites. The newest addition, Brookline Middle School, began its program in September and filled a service gap for this close-knit walking community.

**Penn Hills Elementary**

Thanks to an active parent advisory group and the superintendent at Penn Hills School District, elementary students were matched with high school Bigs for their inaugural Big Brothers Big Sisters program. The support from the administration and teachers enabled this new site-based program to flourish in its first year. The participating high school Bigs were so enthusiastic about the program that they volunteered to buy pizza for their Littles and recruit additional Bigs for the Fall of 2015.

**Match Spotlight**

Tyonie and Jess have been matched for four years through the site-based program at Pittsburgh Fulton Elementary. Their mentoring relationship began when Tyonie was in second grade and Jess was a freshman at the University of Pittsburgh. Now both are graduating from their respective schools. Their long match length can be attributed to their love of art and similar personalities that are friendly, driven and calm. Tyonie was most excited to have her Big Sister see her play basketball and perform in a talent show.

**Mentor2.0** officially kicked off in September at Pittsburgh Brashear High School. Mentor2.0—the agency’s new core program—is the only one-to-one mentoring initiative that intentionally supports high school students in Pittsburgh Public Schools.

During Year One, BBBSPGH paired 71 ninth-grade students with a pre-screened and trained, college-educated mentor. Together, they work in-person and online to promote high school graduation and college readiness. These matches will be sustained throughout the student’s high school career and each year, a new cohort of ninth-grade students will be enrolled.

Mentor2.0 is built on the iMentor model, a school-based and curriculum-driven mentoring program. iMentor has demonstrated effectiveness in helping economically-disadvantaged students in New York City increase academic achievement, graduate from high school, and succeed in college.

**Mentor2.0 consists of the following activities:**

- weekly in-school sessions for students conducted by BBBSPGH staff, who incorporates the iMentor curriculum into the Civics/Social Studies class lessons
- weekly email exchanges (3-4 paragraphs) between students and mentors via the secure and professionally monitored “iMentor Interactive” online platform
- monthly, in-person “Pair Events” at the school for mentors and mentees to interact

**The underlying curriculum emphasizes relationship development and non-cognitive skills, including growth mindset, perseverance, social capital, critical thinking, help-seeking/self-advocacy, optimism/excitement about the future, and curiosity/love of learning.**

**“I built a strong relationship with you and honestly I didn’t want to meet a mentor but… I tried it and I grew to actually like you and I made a new friend and advice giver… I got to know you and became interested in our relationship and what new things you might be able to teach me. The impact was that I could learn more knowledge from someone who has been there and back and could tell me right from wrong.”**

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**Site-Based Program**

Mentoring in Schools, Workplaces, and Community Centers

BBBSPGH Launches mentor2.0 at Brashear High School

Schools, community centers, and workplaces supported the Site-Based Program
STARTup SOMETHING Continues to Grow

STARTup SOMETHING exposes Littles to new career options through hands-on activities with their Bigs at local startup companies. Over 30 matches participated in workshops this year, which included:

• Harnessing energy by building miniature windmills with SolePower
• Testing the development process for video games with Schell Games
• Learning the basics of computer programming while building a robot with Birdbrain Technologies
• Designing and creating keychains on a 3D printer with Piecemaker Technologies

STARTup SOMETHING was funded in part by the Google Community Grants Fund of Tides Foundation. It would not be possible without the support of the following companies who shared their time, talent, and connections with BBBSPGH: TechShop, Covalent, Innovations Works (including Alphalab and Alphalab Gear) and The Pittsburgh Technology Council.

Matches that Last a Lifetime

The Annual Volunteer Recognition Dinner brings BBBS staff, board and volunteers together to acknowledge and thank those who give their time, talent and treasure to make a difference in the lives of children.

The highlight of the evening is introducing the graduating matches. This year, six of the nine graduating matches shared their stories. Each match talked about the significant growth in their relationship over the years, expressing mutual respect, trust and affection.

The emotions were palpable as each acknowledged how their lives had been changed because of the time spent together. Both Bigs and Littles vowed to continue their relationship as they move into the next phase of their lives.

Special Events

Special events raised more than $416,000 net in Fiscal Year 2015 to help support hundreds of mentoring relationships.

Annual Bowl for Kids’ Sake

Over 600 people participated in the 36th Annual Bowl for Kids’ Sake. With the help of over 2,100 donors, the event’s fundraising goal was surpassed. The top ten teams included:

- Continental Building Systems Charities, Matthew Curtis
- Buchanan Ingenioff, Dawn Gralish
- BFKS LiFE, Michael Jennings
- Corbin’s Cronies, Seth Corbin
- Jan’s Jubilee Bowlers, Jan Glick
- Jimmy’s Team, Jimmy Ross
- Steve’s Jungle, Steve Irwin
- BBBS YPO, Stephen D. Hussar
- Carlisle and Gallagher Consulting Group CG Team
- Rothman Gordon, Nat Hunter

Big thanks to Nancy Aversa who was the top individual fundraiser.

Corporate Roast

Tom VanKirk, the Executive Vice President & Chief Legal Officer at Highmark Health, was the man of the hour for the 35th Annual Corporate Roast at the Heinz History Center. WPXI News Anchor and Big Sister Brittny McGraw was the Master of Ceremonies for over 230 attendees. Big Brother Joey and Little Brother Gordon inspired the audience to raise additional donations for the “Fund a Match” portion of the night. Celebrity roasters included Tom Grealish (Henderson Brothers), Kevin McMahon (Pittsburgh Cultural Trust), Nan DeTurk (Highmark Health), and Bill Newlin (Newlin Investment Company). More than 40 corporations sponsored this event.

Off The Record

BBBSPGH was honored to be chosen as the preview performance for Off the Record. This annual musical comedy spoof raised community awareness and funds and would not have been possible without the hard work of the Young Professional Outreach Board.

Fashion for Kids’ Sake

Bigs and Littles struck a pose on the runway at the 6th Annual Fashion for Kids’ Sake, which was hosted and sponsored by Carlow University. Students from Carlow, Andrew Street High School and the Beverly Jewel Wall Lowelace Children’s Program modeled donated fashions. The event was emceed by WPXI News Anchor and Big Sister Brittny McGraw and coordinated by Carlow intern Antonia Murabito.

Start Something Golf Classic

Eighty golfers participated in the Start Something Golf Classic at Laurel Valley Country Club. Thank you to board members Dan Jenkins, Jerry Dioguardi and Jean-Pierre Stephan.
Big Brothers Big Sisters of Greater Pittsburgh was presented with the 2014 “Midsize Agency of the Year” and “Board of the Year” awards at the Big Brothers Big Sisters of America National Conference.

The Agency of the Year award is presented to a local agency that best demonstrates excellence in quality mentoring services. Some of the criteria include meeting strict standards regarding match support, length, and quality, as well as sustained growth in revenue and youth served. This is the second time in three years that BBBSPGH was awarded this honor. The Board of the Year award is presented to local affiliate boards whose leadership results exemplify the highest standard of quality and sustained growth.

“Receiving this award in our 50th anniversary year makes the honor extra special. Our plan is to continue growing and enhancing our programs as we continue to meet the changing needs of local youth,” said CEO Jan Glick.

CEO Jan Glick and Director of Giving Stephanie Adamsyk were chosen to present at the Big Brothers Big Sisters of America National Conference in Philadelphia. “STARTip SOMETHING: Where match enhancement meets donor cultivation” was well received by more than 50 affiliates across the country looking to replicate the initiative.

The agency’s 50th Anniversary Campaign sought to “Enrich, Innovate, and Sustain.”

- Enrich by becoming more relevant and impactful to the children it serves
- Innovate by remaining at the forefront of youth mentoring programs
- Sustain through investments to ensure long-term viability of the programs

Dozens of Bigs and Littles participated in the development of a promotional video created by Covalent, a Pittsburgh video production company and supporter of BBBSPGH.

BBBSPGH surprised Market Square with its first-ever flash mob to celebrate the 50th. Nearly 60 people sang and danced, including staff, Bigs, Littles, and board members.

Young Professional Outreach Board President Alyssa DiLoreto and Vice President Justin Matase show off 50th Anniversary cookies. These desserts were generously donated for a Party in the Parking Lot for BBBS alumni and current supporters.

The agency kicked off its 50th Anniversary celebration at Claddagh Irish Pub, announcing its record-breaking number of 1,311 children served in 2014!
Making a BIG Impact on Our Community

Sustained Growth Across Counties

2000

1311

(Children Served)

(Year)

149% Growth

Over The Years (Children Served)

Serving Youth Across Counties

July 1, 2014 - June 30, 2015

Sources of Support

Special Events 21%

Government 10%

Foundations 23%

50th Anniversary Campaign 7%

Individuals 7%

Corporate/ETIC 17%

United Way Grants 6%

Other/ Gifts in Kind 9%

525

$35,000+

Kenny Ross Automotive Group

$50,000 - $99,999

People's Natural Gas Company, LLC

$20,000 - $49,999

AmerisourceBergen

$10,000 - $19,999

American Eagle Outfitters

$5,000 - $9,999

Buck Consultants

$1,000 - $4,999

Goehring, Rutter & Boehm

$500 - $999

Microsoft Matching Gift Program

$100 - $499

WESCO Distribution, Inc.

Microsoft Matching Gift Program

Corporate Donors

$500 - $999

Abel Fire Protection, Inc

Architectural Clay Products

Bennett - Burkle, PC

ComDex - Pittsburgh Office

Curris-Wright

Dickie, McCamey & Chilote

Dr. Timothy Ungarossi DDS

Employees Charity Organization (ECHO) of

Northrop Grumman

Global Land Partners, LLC

Imani Christian Academy

JW Data, LLC

Leazer Lumber

MCP

MEMRELE IMPACT

Metz Lewis Brodman Must O’Keefe, LLC

North Ten Mile Baptist Church

Point Park University

Rothman Gordon, PC

The Healey Company

UBS

Wild Wine Company, Inc.

$100 - $499

Arden Athletic Club

Bingham Tavern

Burns White Attorneys at Law

CA Technologies

Catering Company, Inc.

Citizen Bank Charitable FDN IMA

Coffee Tree Roasters

Comcast Corporation

Community Health Charities of Kentucky

Continental Building Systems Charities

Diefendorf Hofrost, LLP

Dirton Golf, Inc

Dry and Associates Family Dentistry

Lally, Lally & Co. LLC

Long Nequin & Associates

McCann Foods USA

Microsoft Matching Gift Program

Monterreya’s Inc.

Mr. Big Sports Grill & Tap Room

Northside Urban Pathways

Nurses Investments

Paragon Foods

Penn Fire Protection, Inc.

PC Chapter House Corporation - TKE

PIMCO

Pento/West Productions

Shadyside Nursery LLC

Strategic Employee Benefit Services

Studio Seven

TC Stein Industries, LLC

The C.E.T.Y Team

The Pittsburgh Airport Area Chamber of Commerce

Trek Development Group

Tuna Diary Farms

UPS Worldwide Services

US Foods

Whole Foods Market

Wyndham Pittsburgh University Center

23%

52.7%

59%

73.1%

71%

50th Anniversary Campaign 7%

Healthier Attitudes/Behaviors

Improved Academic Performance

Increased Social Support

Reduced Truancy

To enrollment, our Littles face a number of challenges. After just 12 month in the program, Littles show improvements in:

52.7%

59%

73.1%

71%

49%

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FOUNDATION Donors
$50,000+
The Heinz Endowments
Fred J. & Shirley H. Jordan Foundation
Richard King Mellon Foundation
$20,000 - $50,000
The Grable Foundation
Anonymous Donor
$10,000 - $19,999
BDW Mellon Charitable Foundation
The Charles M. Morris Charitable Trust
James M. & Lucy K. Schoonmaker Foundation
The Howard & Nile E. Miller Foundation
W. P. Patterson Charitable Fund
Pittsburgh Penguins Foundation
Staples Foundation
The Richard A. Zappala Family Foundation
$1000 - $6,999
Edwin K. Crawford Estate Trust Fund "A"
The Dunkin' Donuts & Baskin-Robbins Community Foundation
Enterprise Holdings Foundation
The Finley Family Fund
The Vernon C. & Alberta R. Neaf Fund Foundation
Northwestern Mutual Foundation
Norman C. Ray Trust "C"
Charles F. Peters Foundation

PROJ ECT Funders
City of Pittsburgh, Community Development Block Grant
Pennsylvania Commission on Crime & Delinquency, battering on the Riverfront
United Way of Allegheny County, Be a Middle School Mentor

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In Honor of Corrie Anderson
Thomas Stenger
In Honor of Todd Barnhart
Lisa Osman
In Honor of Steven Breuner
George Jaquette
In Honor of Seth Corbin
Glenn Corbin
Laurel Silverstein
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Marian Cohen
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Harriet Shapiro
Jackie Wechler
In Honor of James Ross
Sanford Aderson
In Honor of Kathryn Ross
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Abi Friedman
In Honor of Kenneth Ross
David Eisenman
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In Memory of Yvonne West
Yvonne Moore
In Memory of Paul Zemravcak
Chris Clser

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* Includes one-time gifts of $100 or more through "Beast for Kids' Sake"
** Deceased donor
$5,000 - $9,999
Richard & Rose Culinelli
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Kate & Chip Lambert
Aaron Morris
Andrew & Nicole Ross
Todd & Cheryl Templeton
$10,000 - $49,999
Brett Moraski
Miller & Emily Jaquette
Mark Jones

Percent of Littles are income-eligible for Free or Reduced-Price Lunch (FRPL) at school

78.3%

Manny Charitable Trust
McKinney Charitable Foundation
Mentor Foundation
A. J. & Sigimunda Palombo Charitable Trust
PNC Foundation
Robert & Mary Weirish Foundation
United Way of Washington County
Scaife Family Foundation
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The Anne L. & George H. Clapp Charitable / Educational Trust
The Cooper-Siegel Family Foundation
Dominion Foundation
The Samuel M. Goldstein Teen Philanthropy Endowment Fund
Fairbanks-Hunts Foundation
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Ruskin Foundation
Salvetti Family Foundation
Sno-Beinhart Charitable Foundation
United Way of Allegheny County
United Way of Greensboro
Washington County Community Foundation
$500 - 9999
ADP Foundation
Arts Foundation
Bank of America Charitable Foundation
Dollar Bank Foundation
EQT Foundation
The Jan H. Mathews & Company
The Pittsburgh Foundation
PNC Foundation
Schneider Electric North America Foundation
Sendik Family Philanthropic Foundation
Woodmore Foundation

65.1 Percent of Littles are from single-parent families

Leigh Paulson
Heather Paton
Joseph Pelle
Chris & Virginia Potenick
Phila Kappa Psi, Washington & Jefferson College
Stanley Prilucka
William Recker
Kevin Shildt
Thomas Vandekalk
Patrick Wallace
James Veil
Steven Wight
Scott Zimmerman
$300 - $999
Michael Accott
Kelly Anderson
Melina Anderson
Jennifer & Michael Banks
Judith Bellis
Marn Bellin
William Caseley
Thomas Chang & Joan Vondra
Glen & Gary Corbin
Kevin Corr
William Daugherty
Walter & Anna DeForest
Jason DeMarinis
Christopher and Kimberly Dennin
Jerome Disquarz
David & Katharine Dotelli
Al Durcours
Jack Elberger
Eleanor Emmonts-Apt
Angelo Falcini, Jr.
Anthony Gabbanelli
Frank Gabson
Manit Cagadin
Timothy Gray
Martina Hahn
Thomas Hardiman
Joseph Hanemen
Zachary Hughes
Gary Hunt
Steven Irwin
George & Emily Jaquette
Mark Jones

In Memoriam
In Memory of Yvonne West
Carolyn Fey
In Memory of James Ross
Sanford Aderson
In Memory of Yvonne West
Yvonne Moore
In Memory of Paul Zemravcak
Chris Clser

In Memory of Robert Glick
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Robert Evans
H. Hittman
Imagia Medical Services, LLC
Manca Kneeror
Jaimi Nickerson
Susan Packard
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Robert Finner  
Carol芬

Volunteers mentored local children facing adversity

94.6 Percent of Littles who are satisfied with their mentoring relationships