WE INSPIRE IGNITE EMPOWER POTENTIAL
FORCE FOR CHANGE

OUR PURPOSE
To clear the path to each child’s biggest possible future.

BOLD NEW LOOK
Same Urgent Mission. In 2018, Big Brothers Big Sisters modernized the brand to make an even bigger mark on tomorrow.

WE DON’T CREATE POTENTIAL.
WE DEFEND IT.

INTRODUCING THE CAPITAL
Represents a child and their guardians aligning with our organization to ignite their full potential.

With the addition of a mentor, the equal parts connect and create a meaningful relationship, greater than the sum of its parts.

In a world of causes, we make a difference by creating professionally supported, one-to-one mentoring relationships for youth who want to realize their full potential.

We believe that each and every individual who interacts with Big Brothers Big Sisters has the responsibility and power to act as a Defender. A Defender is:

• A Little standing up for their own future and opportunities
• A Parent or Guardian enrolling a child in the program and encouraging ongoing participation
• A Staff member matching a Little with a Big
• A Big showing up, being present, and caring
• A Donor funding the infrastructure for change and the future
• A Partner working to recruit and organize volunteers

TOGETHER, WE ARE DEFENDERS OF POTENTIAL.
DEFENDERS OF POTENTIAL,

2018 WAS A TRANSFORMATIONAL YEAR FOR BIG BROTHERS BIG SISTERS.

On the outside, Big Brothers Big Sisters was excited to unveil our new revamped look, logo, and positioning. The need across Texas for young people to have a role model is more urgent than ever. To attract more volunteers of all generations, we needed a modernization of our brand to make an impact in the community and meet the need for the essential work of matching youth with mentors.

Internally, Big Brothers Big Sisters Lone Star revolutionized how we function together as a team with the launch of the Great Game of Business. Nothing is more powerful than an engaged team who understands how every decision they make affects the bottom lines both financially and programmatically. The Great Game of Business has energized staff as genuine owners in the organization’s success, improved financial literacy and cross-functional collaboration, increased transparency and accountability to each other and our stakeholders, and generated significant cost savings, all while growing our programs for the first time in a number of years.

In year three of the deployment of our Strategic Plan: Vision 2x22, we saw significant increases over 2017 including 20% more new matches created and close to 11% growth in active matches at the end of the year. Measuring and achieving positive and impactful results remains a top imperative and our three-year outcomes show a 96.7% graduation rate for community-based youth and 99% graduation rate with mentor2.0.

Together, we achieved so much in 2018.

Thank you for standing with us and truly making the difference for kids with potential.

With gratitude,

PIERCE BUSH
CHIEF EXECUTIVE OFFICER

STEVE MCDANIEL
CHAIRMAN OF THE BOARD
**Littles**

**Potential to Change the World**

- **Youth Paired with Mentors**: 5,990
- **Volunteers Serving as Mentors**: 5,990

**By Age**
- 8 + Under: 8%
- 9-12: 38%
- 13-17: 44%
- 18 + Over: 10%
- 19 + Under: 8%
- 20-39: 60%
- 40-59: 25%
- 60 + Over: 7%

**By Race/Ethnicity**
- American Indian: 0.2%
- Asian: 1.1%
- Other: 1.5%
- White: 14.9%
- Hispanic: 36.1%
- Black: 37.8%

- 69% Littles from non-two parent homes
- 76% Qualifying for Free/Reduced Lunch
- 22% Impacted by Incarceration

**Community-Based**

- **Total**: 48%
- **Community-Based**: 24%
- **School-Based**: 6%
- **High School Bigs**: 24%
- **mentor2.0**: 6%

**Matches by Program**

- **Child Inquiries Received**: 8,089
- **On Waiting List (as of December 21, 2018)**: 2,898
- **Volunteer Inquiries Received**: 10,328
- **NEW Matches Created**: 2,204
THEIR FUTURE IS BIG

Positive outcomes for youth served are a product of safe, strong, long-lasting match relationships. Our Match Support Team closely monitors:

**MATCH SAFETY**
Monthly and quarterly follow up calls ensure every person – Big, Little, and Parent/Guardian – are staying safe, healthy, and happy in their relationship.

**MATCH STRENGTH**
Strength of Relationship surveys provide insight into how well the match is developing and highlight those that need additional case management.

**MATCH LENGTH**
Matches who are together for at least one year have the greatest impact.

A LOOK AT THE SENIOR CLASS OF 2018

227 HIGH SCHOOL GRADUATES

227 HIGH SCHOOL GRADUATES

138 mentor2.0 | 89 Community & School-based
97% are Enrolled, Enlisted, or Employed the fall semester following graduation

COLLEGE ENROLLMENT FOR MENTOR2.0
- 90% of students completed financial aid applications (National Average: 61%)
- 86% of students submitted at least one college application
- 90% of students who applied received at least one college acceptance letter (National Average: 66%)

% ENROLLED IN POST-SECONDARY FORMAL EDUCATION*

- National Avg - Low Income: 45%
- National Avg - All Students: 60%
- BBBS Community and School-Based Graduates: 81%
- BBBS mentor2.0 Graduates: 92%

2019 AVERAGE LENGTH OF MATCH
COMMUNITY-BASED | 29.6 MONTHS
SCHOOL-BASED | 19.1 MONTHS

TOTAL SUPPORT CONTACTS MADE IN 2018 | 68,762

IMPROVED ATTITUDES TOWARDS RISKY BEHAVIORS
- 93%

INDICATED THEY HAVE A SPECIAL NON-PARENTAL ADULT IN THEIR LIFE
- 93%

SHOWED IMPROVEMENTS OR MAINTENANCE IN AT LEAST 3 OUTCOME AREAS
- 100%

*Based on 80% of graduates reached in follow-up.
FROM THE LITTLE
"From his quick-witted jokes to his Engineering career to his overall caring personality, what makes Paul special is how he is very involved and active in my life. He never misses a chance to be involved with anything I have going on from personal problems, school, sports or personal issues. I can always depend on him for any support, guidance, advice or to just talk.”
– Malachi

FROM THE PARENT/GUARDIAN
"Paul has made a positive impact on Malachi and his life by opening possibilities and opportunities otherwise unavailable, and showing Malachi there is no limit to what he can be or accomplish in life, nurturing and guiding him like a big brother every step of the way.”
– Telisha

FROM THE BIG
"As I look at our lives together, it has been fun to see the transformation [Malachi] has made from being a young boy to a young, confident man. This is a crucial time in his life with the distractions of a senior year of high school being many. He has the vision and is working on gaining perseverance to succeed for his future.”
– Paul

FROM THE LITTLE
"My Big Sister gives me good advice and I can be very honest with her when something is on my mind. I have my own adult friend, who spends time with me, talks to me and is helping me grow up to be a better person.”
– Jada

FROM THE PARENT/GUARDIAN
"Jada has learned how to carry a friendship with an adult and how to do things on her own. Jada is becoming more independent and is preparing for life after high school.”
– Melissa

FROM THE BIG
"Jada told me that she loved to go to the trampoline park. Sometimes I surprise her with the activity we do, and other times I tell her what we are going to do. On the day we went to the trampoline park, I surprised her and didn't tell her what we were doing until I picked her up. When we were packed, she was so happy and excited. We had a fun time as we were one of only a handful of people in the entire place. We danced and jumped and enjoyed our time there, and I had a great time re-living my days feeling like a kid again. I have enjoyed the optimism and free spirit that Jada is. She teaches me daily about the power of innocence and looking on the bright side. Jada is funny and inspiring and a joy to be around.”
– Devoreaux

PAUL SPAIN & MALACHI
MATCHED OCTOBER 2009
BIG SINCE 1969 WITH
3 OTHER LITTLES

DEVOREAUX WALTON & JADA
MATCHED NOVEMBER 2015
BIG SINCE 2013 WITH
1 OTHER LITTLE
## Statement of Financial Position

**Assets**
- Cash and Cash Equivalents: $2,761,306
- Restricted Cash: $238,845
- Pledge Receivables, Net: $364,103
- Prepaid Expenses: $129,113
- Property and Equipment, Net: $6,886,204
- Other Assets: $399,417

**Total Assets**: $10,768,988

**Liabilities & Net Assets**
- Total Liabilities: $8,514,272
  - Without Donor Restrictions: $1,930,636
  - With Donor Restrictions: $324,080
- Permanently Restricted Net Assets: $-

**Total Liabilities and Net Assets**: $10,768,988

## Revenue by Funding Source

<table>
<thead>
<tr>
<th>Funding Source</th>
<th>Percentage</th>
</tr>
</thead>
<tbody>
<tr>
<td>Government Grants</td>
<td>9.0%</td>
</tr>
<tr>
<td>Foundations</td>
<td>18.4%</td>
</tr>
<tr>
<td>Special Events</td>
<td>26.2%</td>
</tr>
<tr>
<td>Individuals</td>
<td>17.6%</td>
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<tr>
<td>Corporate</td>
<td>14.9%</td>
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<td>United Way</td>
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<tr>
<td>Other Income</td>
<td>5.0%</td>
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(Funding sources do not include In-Kind, or Subcontractor Grant Revenue)

## Financials

**Statement of Activities**

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<tr>
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<td>Assets Released from Restrictions</td>
<td>8,821</td>
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**Operating Expenses**

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**Net Assets at End of Year**: $1,930,636

*The 2018 financial statements are an overview of the December 31, 2017 audit by Sutton Frost Cary, LLP which are in compliance with generally accepted accounting principles. Sutton Frost Cary, LLP issued an unqualified opinion on the financial statements for Fiscal Year 2017. The full audit is available on our website.*

**Statement of Our Donor and Partner Gifts at Work**

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Fundamental to the quality, success, and sale operation of our mission are the local programs, operational, and leadership services. Working together as one Lone Star organization, our markets share best practices in order to keep costs low, be better stewards of local dollars, and ultimately serve more local children in each community.