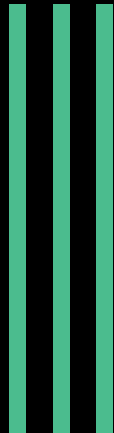


# 2021

# ANNUAL REPORT



**Big Brothers  
Big Sisters®**  
OF DANE COUNTY



While 2021 was a year of recovery and rebuilding, our mission never waived. Through our Community-based Mentoring Program, we created and supported nearly 500 Matches while also providing resources and support for the families of our Littles. Here's what we accomplished:

BY THE NUMBERS		
Youth served	484	Volunteer hours
 New Matches created	135	56,056
Individual donors	1,420	
Financial support for 94 families	Volunteer mentors	539
\$30,000+	Average Match Length	4 years
 Total reinvestment back to the community	\$1,678,877	
Individualized Match Support Conversations with Bigs, Littles, and caregivers		4,477

Our service delivery model helps children achieve success in school, avoid risky behaviors, improve their self-confidence, and aspire for the future. Using our Youth Outcomes Survey and other indicators of success, we hold ourselves accountable to our supporters by regularly measuring our impact:

EDUCATION	94% of Littles have <b>higher educational expectations</b> for their future	92% of Littles have <b>fewer excused absences</b>	
COMMUNITY	89% of Littles developed <b>new interests</b>	88% of Littles improved or maintained feelings of <b>social competence</b>	
PERSONAL BEHAVIOR		74% of Littles with depressive symptoms improved their outlook	93% of Littles <b>avoided risky behaviors</b>

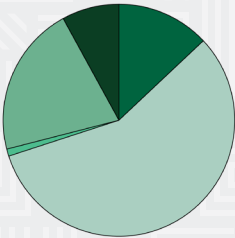


“Joining this program has been a great experience and made such a huge impact on Dionte’s life. Over the last ten years, Paul has spent time with him and was able to show him compassion and trust.”  
- Jamie Parks, parent of a Little

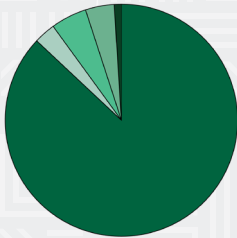


“In the last 11 years, Ann and I have spent a lot of time together and created a lot of memories. She will always be important to me and I am thankful that she was such a big part of my life.”  
- Little Sister Fatou

Black/African American - 57%  
Hispanic/Latinx - 21%  
White - 13%  
Asian - 1%  
Other - 8%



ETHNICITY

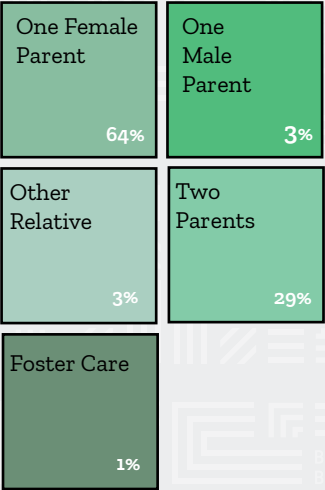


ETHNICITY

Black/African American - 3%  
Hispanic/Latinx - 4%  
White - 87%  
Asian - 5%  
Other - 1%



PRIMARY CARETAKERS



72%

of Littles live in Madison

67%

of Bigs live in Madison

1%

Transgender

45%

Male

54%

Female

39%

Male

61%

Female



80%

of Littles qualify for free or reduced-price lunch



More than half of Littles are between the ages of 10-14

AGE



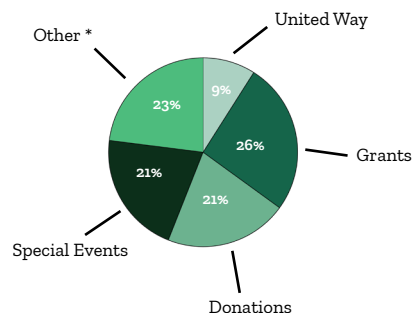
10%

of mentors volunteered as Big Couples or Big Families

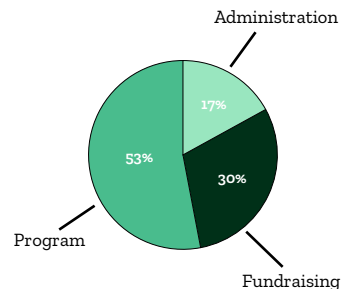
Nearly half of Bigs are 25-35 years old

AGE

INCOME:  
\$1,876,810



EXPENSES:  
\$1,277,739



\* Represents Investment Return (4%) and Paycheck Protection Program loan forgiveness (19%)

## BOARD OF DIRECTORS

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**Jennifer Giemza**, *Treasurer*  
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**Mike Solt**  
Associated Bank

## MANAGEMENT TEAM

**Sandy Morales**  
CEO

**Simon Gott**  
Program Director

**Casey Kimmel**  
Director of Philanthropy

**Jill Wood**  
Director of Development



2021 was a year of rebuilding, and we're proud of what we accomplished: we resumed in-person mentoring, increased our volunteer interviews, accelerated our matching, and returned to a full staff team, which ultimately means more impact for nearly 500 youth in our community.

Of course, 2021 wasn't without challenges. The loads we've carried over the last couple of years have taken a toll on Bigs, Littles, families, and staff—the wear is greater when the weight is constant. But throughout this year, we saw relief come from friendship. We saw renewal come from connection. And we saw respite come from mentoring. We saw a strong, resilient community being built, one Match at a time.

Looking forward, exciting things are happening at our agency to increase our impact. We're investing in strategies to drive volunteer recruitment, and integrating technology to increase efficiency. We're also launching MentorU, a new high school mentoring program in partnership with Marshall School District. We're eager to widen our reach and expand our services, but this work doesn't happen alone.

We feel immense gratitude for the hundreds of volunteers, supporters, and champions of our mission who went above and beyond in 2021 to generate success and momentum for Big Brothers Big Sisters of Dane County. Our journey is easier and our load is lighter with you by our side—thank you.

Sincerely,



*Sandy Morales*

**Sandy Morales**  
CEO



*Cedric Ellis*

**Cedric Ellis**  
2021 Board President



# Think Big. Give Big. Be a Big.



**BBBSMADISON.ORG**



**Proud Partner**



**"While I went into the Match thinking I'd do all the teaching, I quickly realized how much I have to learn from Kordell. He taught me how important it is to be selfless, present, curious, and always show gratitude."**

- Big Brother Dan

