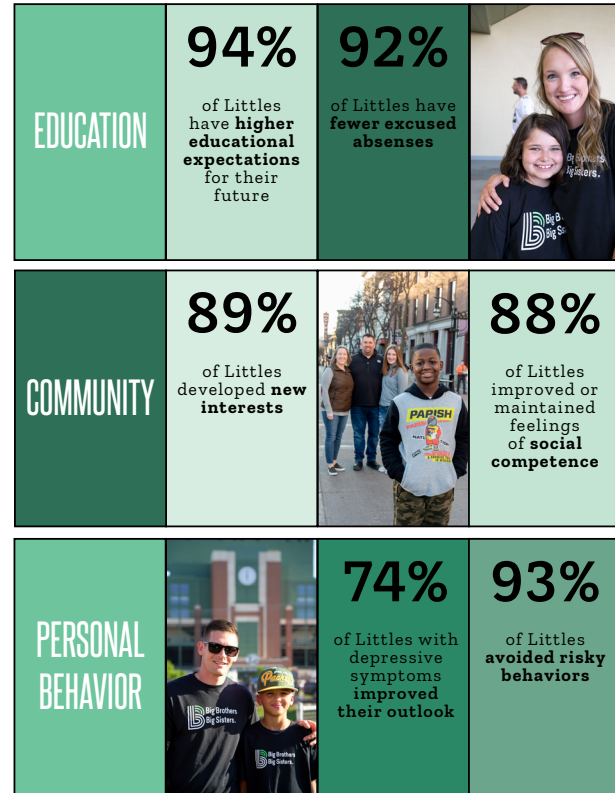


2021 ANNUAL REPORT



While 2021 was a year of recovery and rebuilding, our mission never wavered. 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:

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:

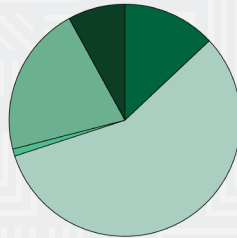


"Joining this program has been a great experience and made such a huge impact on Dionte's life. Over the last ten years, Paul has spent time with him and was able to show him compassion and trust."
- Jamie Parks, parent of a Little



"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

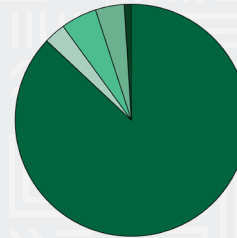
Black/African American - 57%
 Hispanic/Latinx - 21%
 White - 13%
 Asian - 1%
 Other - 8%



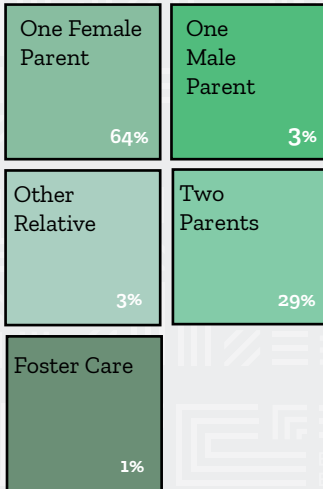
ETHNICITY

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



10%

of mentors volunteered as Big Couples or Big Families

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

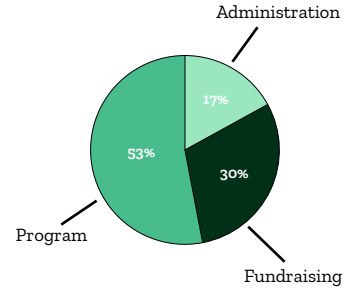
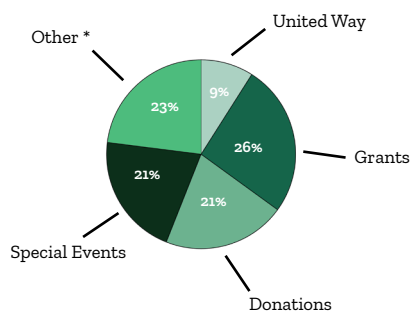
AGE

AGE

Nearly half of Bigs are 25-35 years old

INCOME:
\$1,876,810

EXPENSES:
\$1,277,739



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

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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



"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

