



Big Brothers Big Sisters
of Central Arizona

Annual Report



2013-2014
A Report to the
Community:
Putting our children
on a path to success

Our Mission:

Provide children facing adversity with strong and enduring, professionally supported one-to-one relationships that change their lives for the better, forever.

Our Vision:

All children achieve success in life.

Accountability Statement:

By partnering with parents/guardians, volunteers and others in the community we are accountable for each child in our program achieving:

- *Higher aspirations, greater confidence, and better relationships*
- *Avoidance of risky behaviors*
 - *Educational success*

Letter from the Chief Executive Officer

Dear Friends,

Stop what you're doing for just a second and think back to a happy moment in your childhood? Where are you? What are you doing? Chances are that your special moment was not spent alone. Humans, by nature, are social creatures that thrive in interactive environments with positive support. Without support, guidance, and friendship, character development often diminishes.

This is why Big Brothers Big Sisters of Central Arizona (BBBSAZ) does what it does - so that children in need of mentors have the chance to grow and learn from the guidance of caring adults.

The difference between Big Brothers Big Sisters programs and other mentoring organizations is that we focus on evidence-based, successful, long-term mentoring, and we measure and report our outcomes.

Through BBBSAZ, hundreds of children are benefiting from such mentoring relationships. For 59 years, we've concentrated on helping the youth of our communities by providing them with consistent, caring matches. Our matches last an average of 29 months, which is longer than the national standard and twice as long as the requested volunteer commitment. This is truly significant because match retention is one of five strategic goals that contributes to relationships that are long and strong.

Our strategic plan was built around five goals to ensure that BBBSAZ continues making high quality, evidence-based mentoring relationships. These goals are: match retention, financial stability, board engagement, new match growth, and staff retention.

With the support of corporate and community partners, selfless Big Brothers and Big Sisters, tireless members of the Board of Directors, supportive guardians, and a passionate, dedicated staff, BBBSAZ holds itself accountable for each of our children to achieve:

Higher aspirations, greater confidence, and better relationships
Avoidance of risky behaviors
Educational success

I am truly honored to be a part of this great work and thank each of you for your role in helping us ensure that all of our children have the opportunity to succeed in life.

Sincerely,



Laura Capello
CEO and President





Strategic Direction and Accomplishments

Big Brothers Big Sisters of Central Arizona (BBBSAZ) has provided quality one-to-one mentoring relationships for children in need for nearly 60 years. Agency standards are based on a proven model that includes careful “matching” and ongoing support for mentors, youth and parents/guardians by professionally trained staff. This service delivery model focuses on strong and enduring relationships that yield successful outcomes.

Since 1955, proven outcomes have consistently shown that children served through BBBSAZ improve their self-esteem and confidence, have a more positive attitude towards school, and make more productive life choices as a result of this program and their relationship with their mentor. As the largest and most effective mentoring organization in the state, BBBSAZ defines its success by measurable outcomes, increased number of children we impact and the lifelong success and community benefits that follow.

As part of our commitment to being evidence-based, BBBS worked closely with industry-leading researchers to develop a consistent tool to measure specific outcome goals. This tool, The Youth Outcomes Survey (YOS), is a real-time measure of our program’s effectiveness and is unique to Big Brothers Big Sisters.

(Please reference pg. 10 for The Youth Outcome Survey graph.)

BBBSAZ remains relevant and engaged in Arizona community needs by improving access to key resources that affect youth success. Two major studies have sited youth mentoring as a viable solution to their unique issues. The first study, Adverse Childhood Experiences Study (ACE Study), found that certain childhood experiences are major risk factors contributing to illness and death and poor quality of life. The more ACEs a child has the more likely he/she will have illness and poor quality of life.

Over the span of two years with 17,000 participants, the ACE study identified preventative and protective factors that counteract the negative effect of identified adverse childhood experiences: 1) Nurturing and Positive Relationships, 2) Social Connections, 3) Concrete support in time of need. These three factors are at the core of the BBBSAZ mission and are outcomes of every meaningful match.

The second study, Search Institute’s 40 Developmental Assets, has identified 40 building blocks of healthy youth development – known as developmental assets—that help young children grow up healthy, caring, and responsible. The more assets that youth have, the more positive their development. “Adult role models” is listed as one of these 40 assets. Through our intentional one-to-one mentoring, youth have exposure to an additional 25-31 assets.

BBBSAZ looks forward to continued growth through innovative programs, sustainable funding and community partnerships. Strategically, five goals have been identified to contribute internally to this growth: Match Retention, Financial Stability, Board Engagement, New Match Growth, and Staff Retention. With an unwavering commitment to provide children facing adversity with strong and enduring, professionally-supported, one-to-one relationships, BBBSAZ will continue impacting lives for the better.

Moving Forward





Our Programs

Our Programs

BBBSAZ mentoring directly aligns with, and incorporates, the premises of Positive Youth Development by design. BBBSAZ's one-to-one mentoring program utilizes an evidence-based mentor model created by BBBS of America, proven in building skills and resiliency for youth. The core of our programming is based on the premise that youth need the support and protective factor of a positive adult role model in their lives, if they are to improve in a broad array of different skill and resiliency areas. Through our program, positive adult role models help mentor and guide youth, encouraging them to achieve success and become productive citizens in our community.

Site-Based Mentoring

In the Site-Based (SB) Program, the mentoring relationship occurs at the school or other predetermined site. Bigs are matched to students and meet weekly typically during the lunch hour. Students spend one-on-one time with their mentors to do homework, read, play games, participate in leadership activities, and receive guidance as it relates to their life at school and home, and study in subject areas where youth may be falling behind.

- 21% of matches served in the last FY are SB

Our Site-Based Programs collaborate with corporate partners such as CopperPoint Mutual Insurance Company, Wells Fargo, AAA Arizona, Maricopa Community College, Quicken Loans, and Bank of America.

Community-Based Mentoring

In the Community-Based (CB) program, Matches meet between 2-4 times per month and participate

in activities throughout their community such as studying, crafts, hiking, going to the zoo, sports, and attending agency-wide events. Matches choose activities based on the individual needs and desires of the youth in the program and benefit from the diverse programming offered through our community partners. Through the natural course of conversation, the negative effects of drug abuse, teen pregnancy, and skipping school may be discussed. These activities create protective factors and provide life lessons for the youth involved.

- 79% of matches served in last FY were in CB program
- 16% of the youth are served in our STARS Mentoring Children of Prisoners Program. This program provides one-to-one mentoring for children with a parent in prison and children impacted by incarceration. These unique mentoring relationships provide a stable adult and a positive influence in these children's lives, and provide the guidance, skills, and support for them to achieve academic and life success.

Native American Mentoring

Our proven, effective mentoring practices are combined with a tribal community focus in our SB mentoring programs.

The program runs under the guidance of Big Brothers Big Sisters staff, Native American Advisors community organizations, and members to best serve a tribe's existing needs, structure, and cultural values. Our underlying goal is to increase the participation of Native American children and young adults and provide the best mentoring experience possible.

- In the past year we provided site-based mentoring to youth at the Salt River Pima Maricopa Indian Community, Gila River Indian Community, and at Emerson Elementary School.
- Mentor partners are Vechij Himdag Alternative High School, Westwood High School and Mesa Community College Inter-tribal Student Organization.
- 66 youth were served in the Native American SB programs this past year.

An additional 33 Native American youth were also served in our CB program throughout the Metro Phoenix who do not live on the reservation.

Spotlight

Big Sister Nashonna and Little Sister Layla are starting their fourth year being matched in the site based program in Salt River this year! Nashonna and Layla enjoy a variety of activities together but most of all enjoy just talking and laughing with each other. Nashonna and Layla are a site based plus match where they are also able to meet offsite and were excited to be able to attend Larry Fitzgerald's Holiday dinner in December 2013. In March 2014, Nashonna was recognized as a finalist for Site Based Big Sister of the Year and was also recognized as an outstanding volunteer at the quarterly Big Thanks Recognition in August 2013.

"My Big Sister never lets me down, keeps all her promises, is always there for me, always cheers me up when I'm depressed and always makes me feel happy." LS Layla about her BS Nashonna



Evidence-Based Mentoring

For almost 60 years, Big Brothers Big Sisters of Central Arizona has operated under the belief that inherent in every child is the ability to succeed and thrive in life. Big Brothers Big Sisters of Central Arizona are making positive improvements to change their perspectives and change their lives.

At BBBSAZ we hold ourselves accountable to demonstrating outcomes for children matched in our program in three critical areas – socio-emotional competencies such as high aspirations, greater self-confidence, and better relationships; avoidance of risky behavior including juvenile delinquency; and educational success.

Success of our matches is measured using the agency’s Youth Outcome Survey (YOS), a real time measure of the effectiveness of our program. The YOS is a 33 question survey created by Big Brothers Big Sisters of America that measures outcomes in the areas of academics, relationships, and risky behaviors. Throughout the

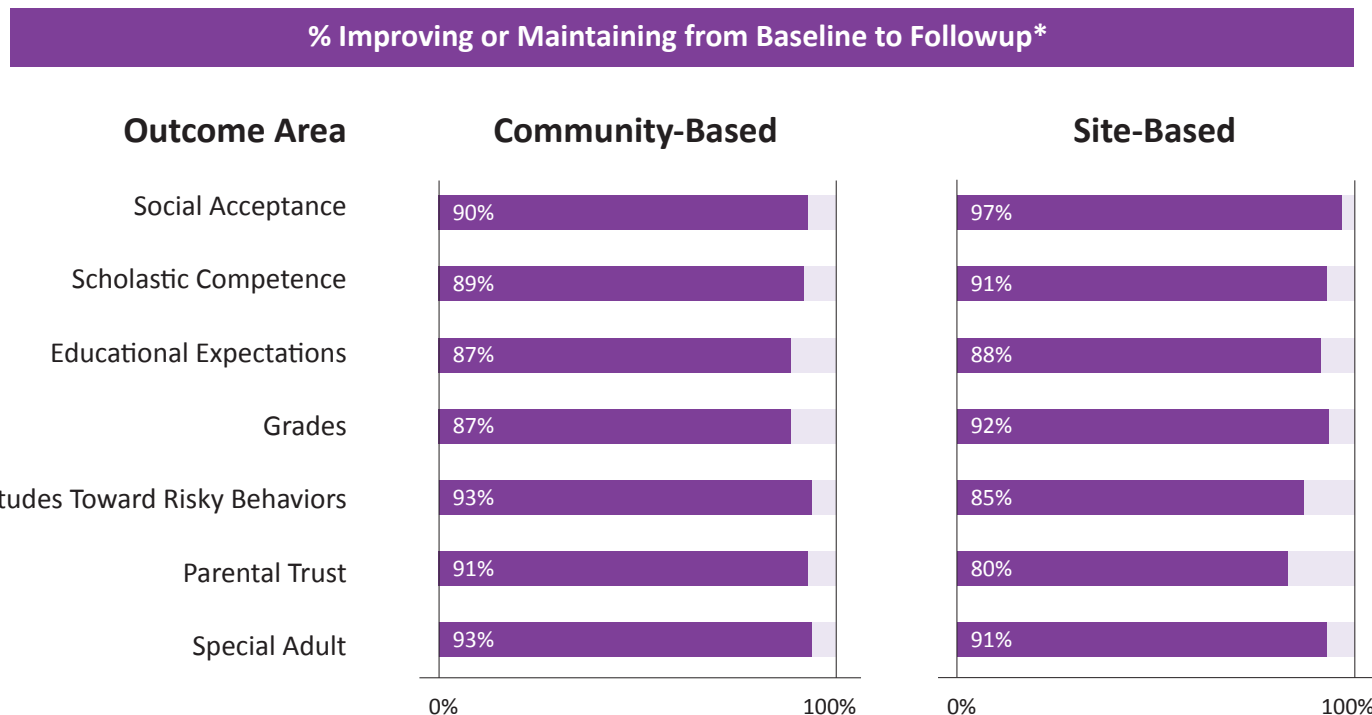
year, pre-match scores are collected and as matches reach their appropriate follow-up milestone, post-test scores are tabulated. The pre and post-test scores are compared and tested to gauge the changes taking place within our youth and we are able to use the data to learn more about what makes matches successful.

Youth Outcome Surveys reflects changes in youth after being matched with a mentor either one year in the Community-Based program or one academic year in the Site-Based program

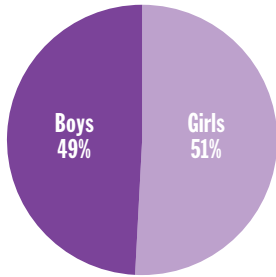
Our 2013/2014 results substantiate that our organization’s mentoring programs have proven that mentoring is a critical strategy for improving the lives of young people, boosting their academic achievement, social development, and chances for long-term success.

As part of our commitment to providing quality mentoring services to youth, we use data and research to continually demonstrate and improve our effectiveness.

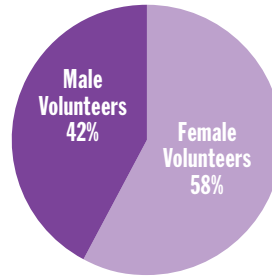
The chart below demonstrates the % of youth whose scores improved or remained the same in each of the seven outcome areas.



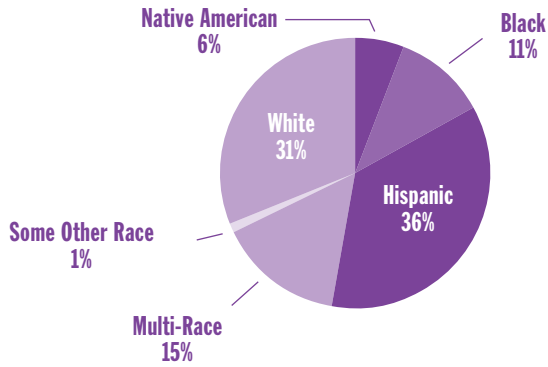
Children Served - Gender
July 2013 - June 2014



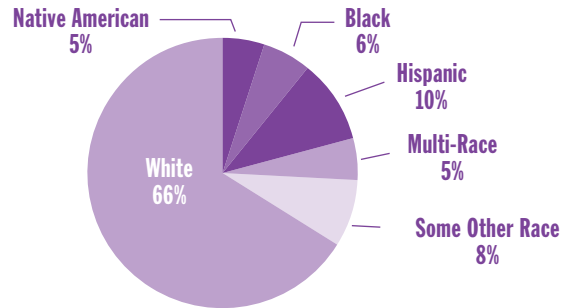
Volunteers Served - Gender
July 2013 - June 2014



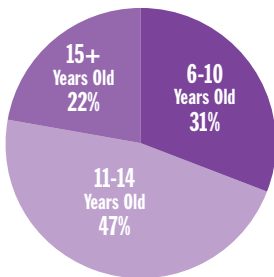
Children Served - Ethnicity
July 2013 - June 2014



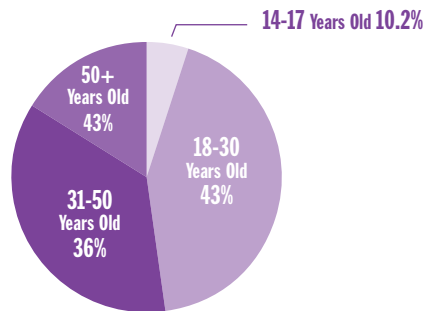
Volunteers Served - Ethnicity
July 2013 - June 2014



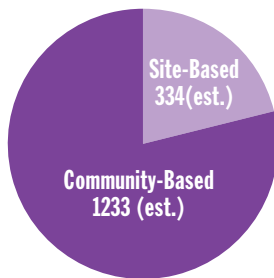
Children Served - Age
July 2013 - June 2014



Volunteers Served - Age
July 2013 - June 2014



Children Served (estimated)
July 2013 - June 2014







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July 2013 - June 2014

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***Names included are individuals or organizations that made a contribution to BBBSAZ in the amount of \$200 or more.**

Think Big Partners

We are deeply grateful to those who have generously provided activities for our matches.

AZ on The Rocks
Amazing Jake's
Arizona Cardinals
Arizona Coyotes
Arizona Diamondbacks
Arizona Game and Fish Department
Arizona Science Center
Arizona SeaLife Aquarium
Arizona Society of CPA's
Arizona State University
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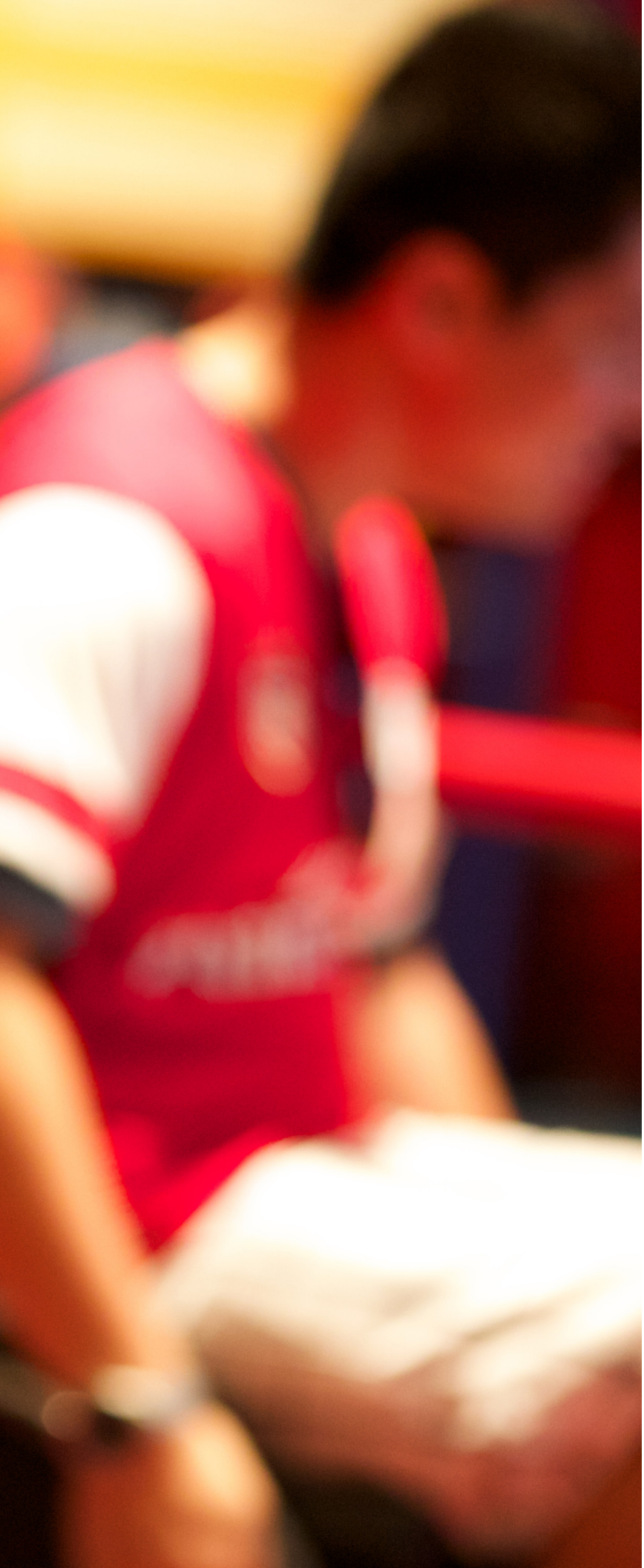
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Phoenix Suns
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Wildlife World Zoo & Aquarium
Gary Young



Recognition





Paul's Car Wash

Each year, Paul Horton, Host of KPHO CBS 5's Morning News, rolls up his sleeves and washes hundreds of cars in support of Big Brothers Big Sisters of Central Arizona. Other CBS 5 team members, along with BBBS Staff, community volunteers and corporate partners also jump in to help Paul wash cars. The event has become well-known around the Valley and 2013 was no exception with a record number of donors who came to show their support. In addition to the fundraising aspect of this event there is an incredible amount of awareness gained for the agency during this week-long event. The amount of media coverage provided is truly priceless and allows us to inform a large number of people within our community about our mission and our need for mentors.



Thank you Paul Horton and KPHO CBS 5!



"CBS 5 has a strong commitment to Pay It Forward to the communities we serve. Big Brothers Big Sisters is the very embodiment of the Pay It Forward spirit. So, our partnership is a natural fit. Working with Big Brothers Big Sisters of Central Arizona gives us a great opportunity to use our reach to touch the lives of these children in a real way and make a difference. This is more than business for us...it's personal. It is people giving of themselves and helping people. It is Paying It Forward."

-Ed Munson, Vice President & General Manager - CBS 5



"Wells Fargo has enjoyed a longstanding relationship with Big Brothers Big Sisters of Central Arizona. Many of our Arizona team members serve as mentors for the agency because they want to help create lasting, positive changes in the lives of youth. Connecting to our community is a key value for Wells Fargo and we are proud to support this outstanding organization and continue to be inspired by the many ways in which it has positively impacted Arizona communities."

-Katie Campana, Assistant Vice President, Community Affairs Officer



"As a technology provider, Cox Communications has been thrilled to find ways to support Big Brothers Big Sisters of Central Arizona with volunteer employees and by connecting kids in our communities to the world through the Internet. Through this strategic technology partnership, Cox Arizona hopes to expand knowledge resources and life opportunities to BBBSAZ's most deserving youth. We believe this is the foundation to build highly productive citizens in society."

-Susan Anable, Vice President of Public Affairs

Beyond School Walls

Beyond School Walls differs from the more traditional Big Brothers Big Sisters mentoring where Bigs and Littles get together after school or weekends for activities. Instead, Littles leave the walls of their classroom to spend time with their mentors in the workplace to have meaningful conversations about schoolwork, careers and life.

Businesses and corporations partner with BBBS affiliates to encourage volunteerism among their employees as a part of their community support. Employees are recruited and usually enrolled as a group, and paired with children in a nearby school.

Beyond School Walls is such a powerful program because it teaches children who may otherwise never have exposure outside of their neighborhood, let alone to a corporate setting, about the endless opportunities that are available to them if they positively apply themselves at school and in their community.

BBBSAZ began offering workplace mentoring in 2006 with AAA Cares. This past FY we expanded the mentoring concept to include Quicken Loans.

Quicken Loans

The Quicken Loans Beyond School Walls program began in 2014 with 13 HS students from Paradise Valley. Students were bussed to Quicken Loans where they met with their Bigs. Curriculum with real life application was delivered by Take Charge America and included: resume and cover letter writing, financial literacy, college survival skills, interviewing, and business etiquette. Not only did the students get to know one another, Quicken Loans employees reported getting to know their coworkers in other departments better. A corporate survey was completed by BBBSAZ with Quicken Loans employees. The results were overwhelmingly positive.

- 100% reported that their experience as a Big in the BSW program has been worthwhile and that they would like to continue next year.

- 100% of the employees would like to see the program grow with more employees getting involved and have discussed it with their coworkers.
- 100% agreed that being a Big made their work experience richer.
- 100% reported being proud their company supported volunteer programs.
- After leaving their Little and returning to work, 100% felt happier and rewarded, and 50% felt recharged

The youth experienced positive outcomes as well. Both staff and the students' teachers noticed positive changes in the students. Some students began the year as shy, quiet teens and became confident and comfortable addressing the entire group by the end of the program year.

AAA Cares

Starting in 2006, AAA Cares is a unique Site-based mentoring program formed between AAA and BBBSAZ in which AAA employees are matched to students who are either no longer in mainstream high school or are at risk of dropping out. BBBSAZ provides the mentor screening, training, and support. There have been 150 youth served in the program since partnership began. Collaborating with a number of schools in the Glendale and Deer Valley Unified School Districts, twenty students are chosen from a competitive application process.

The students are informed about the program, encouraged to apply, and are interviewed. Once selected, students learn presentation skills, interviewing skills, resume-building, Microsoft PowerPoint, Excel, and Word, as well as general business etiquette from their mentors and program instructors. Their final project is to present a viable small business proposal utilizing all three Microsoft software programs during the graduation event. All graduates receive free laptops, courtesy of AAA, and three are chosen for a paid AAA summer internship.

The youth selected for the program typically have risk factors in their lives that can present obstacles to their success. For example, one student was homeless at one point in her life. Being raised by a single mother with financial challenges, she is keenly aware of the importance of preparing herself to be successful. She took advantage of every opportunity to learn and graduated as one of the top students, earning a paid summer internship at AAA. Another student's mother was deported while he was in the program. He was required to take over his mother's job at 16 years old working nights cleaning office buildings while continuing to go to school. He still got himself to and from the program every week and graduated.

"AAA is a truly committed community partner who cares about the success of our future generation," said Susan Wiltfong, Vice President of Programs of Big Brothers Big Sisters of Central Arizona. "We are honored to work with AAA to create a healthier and stronger community by providing children with mentors who help them succeed in life."

AAA Cares Match Spotlight

Thanks to our partnership with AAA Arizona Insurance Group volunteers, Little Sister Karla's life has been forever changed! In 2009 Karla was matched with Big Sister Angie Jones. Since then she has been a paid AAA intern, is married with 2 children, graduated from the University of Phoenix last May, and is still working full-time for AAA! AND... Karla is now the Big Sister to Little Sister Icenia! Way to go Karla!



Partner's Quotes



“Quicken Loans is a proud community partner of Big Brothers Big Sisters of Central Arizona. During the 2013 – 2014 school year, QL had the opportunity to partner with BBBS and provide volunteers for the Beyond School Walls Mentoring Program, a one-of-a-kind mentoring experience for high school students. Quicken Loans team members worked with these students to mentor and guide them throughout the school year and beyond. Our team members absolutely look forward to our continued relationship with BBBS!”

-Jamie Sedlacek, Volunteer Relations & Programs Coordinator



“Since 2006, the AAA Cares Program has shared a meaningful relationship with Big Brothers Big Sisters of Central Arizona. This organization shares a community value that is consistent with the AAA Cares Program which focuses on equipping high school students with the necessary skills to enter today’s workforce; giving them an opportunity that they may not have experienced through traditional programs.”

-Ken Beatty, AAA Project Leader



“CopperPoint Mutual believes that education is the best investment in our state’s future that we can make. Our BIG Partnership has proven incredibly valuable to our company, our employees and, we believe, all the students involved. We get to make our state better. We get to invest in the future of children. Our employees thrive on their relationships with their LITTLES. And we, as a corporation, get as much or more than we give. It’s a win for everyone involved.”

-Rick DeGraw, Executive Vice President Chief Administrative Officer





Financiáis

Report of Independent Auditors

To the Board of Directors:

In our opinion, the consolidated financial statements referred to above present fairly, in all material respects, the financial position of Big Brothers Big Sisters of Central Arizona as of June 30, 2014, and the change in their net assets and their cash flows for the year then ended in accordance with accounting principles generally accepted in the United State of America.

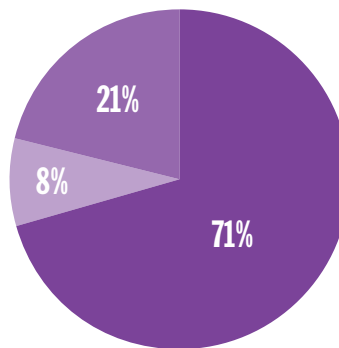
We have previously audited the 2013 consolidated financial statements, and we expressed an unmodified audit opinion on those audited consolidated financial statements in our report dated November 26, 2013. In our opinion, the summarized comparative information presented herein as of and for the year ended June 30, 2013, is consistent, in all material respects, with the audited financial statements from which it has been derived.

CliftonLarsonAllen

Phoenix, Arizona
November 21, 2014

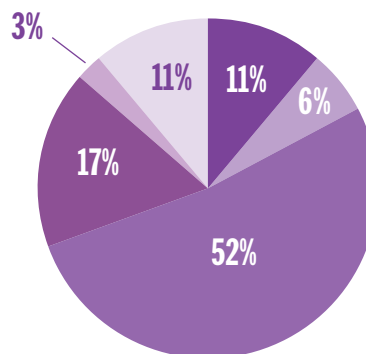
CliftonLarsonAllen LLP,
20 East Thomas Road #2300, Phoenix, AZ 85012
T: (602) 266 2248, F: (602) 266 2248, www.claconnect.com

2013/2014 Total Operating Expenses - \$2,183,771



- Fundraising
- Management and General
- Program Services

2013/2014 Total Public Support & Revenue - \$2,493,035



- General Contributions
- In-Kind Contributions
- Grants and Contracts
- BBBSAZ Association
- Investment and Other
- Fundraising

Big Brothers Big Sisters of Central Arizona
Statement of Financial Position
June 30, 2014

ASSETS	June 30, 2014	June 30, 2013
CURRENT ASSETS		
Cash and cash equivalents	\$471,834	\$303,260
Grants and Contributions Receivable	252,149	45,900
Investments	386,078	340,234
Prepaid Expenses and Other	70,872	14,781
Due From an Affiliate	36,671	160,964
Total Current Assets	1,217,604	865,139
PROPERTY AND EQUIPMENT	45,181	31,008
OTHER ASSETS		
Investments	149,070	139,327
Unemployment Trust Fund	41,812	36,870
Other Assets	49,286	49,286
Total Other Assets	240,168	225,483
TOTAL ASSETS	\$1,502,953	\$1,121,630
LIABILITIES AND NET ASSETS		
CURRENT LIABILITIES		
Accounts Payable	\$9,975	\$23,686
Accrued Expenses	110,500	27,168
Current Maturities of Obligations Under Capital Leases	6,650	1,815
Deferred Revenue	-	15,000
Total Current Liabilities	127, 125	67,669
Long-Term Obligations Under Capital Leases		
Net of current maturities	12,603	-
Total Liabilities	139,728	67,669
Net Assets		
Unrestricted	821,211	850,682
Temporarily Restricted	442,014	103,279
Permanently Restricted	100,000	100,000
Total Net Assets	1,363,225	1,053,961
TOTAL LIABILITIES AND NET ASSETS	\$1,502,953	\$1,121,630

Agency Board

Bill Ross

Board Chair

Christine Wilkinson

Chair-Elect

Tom Ambrose

Carolyn Andrews

Gina Barriga

Karina Bohn

Jon Bohnert

Swift Burch III

Kimberly Cofer

Paul Evans

Robin Hanna

Michelle Hernandez

Paul Horton

David Howell

Curt Krizan

April Lane

Thomas Lewis

Carlene Lowry

Ina Manaster

Kurt Mangum

Jan Matthews

Lori Maxwell

George McNamara

Ted Meyer

Chuck Miller

Joseph Millsap

Rachel Molina Robertson

Chris Montgomery

Maryann Richardson

Tony Rivero

Smokey Rivers

Jessica Taylor

Dick Todd

John Weaver

Jacque Westling

** List includes Board Members who served in the 2013-2014 Fiscal Year.*

Recognition of Our Work and Impact

Valley of the Sun
United Way

United
Way



Philanthropedia recognizes Big Brothers Big Sisters

Philanthropedia, a GuideStar company, recently named Big Brothers Big Sisters as the #1 high impact national nonprofit organization serving At-Risk Youth. Big Brothers Big Sisters was recognized by a panel of nationwide experts for the outcomes that they help achieve in youth development.



The Bridgespan Group makes a compelling case for Big Brothers Big Sisters

The study entitled, "Growing Network Impact: How Nonprofit Networks are Raising the Bar on Results," illustrates how leading national organizations are working with their local chapters to create greater community and national impact. Big Brothers Big Sisters is highlighted as a network able to use systems and data to improve overall program performance.



Recognition by the National Registry of Effective Program Practices (NREPP)

Following an arduous process of review, Big Brothers Big Sisters' community-based mentoring program received approval of NREPP's classification as a proven-effective prevention program, classification that recognizes leading evidence based programs.

connect now for a BIG impact

Big Brothers Big Sisters of Central Arizona
1010 E. McDowell Rd. Suite 400
Phoenix, Arizona 85006

