



Big Brothers
Big Sisters®

OF NORTHEAST
WISCONSIN



2019 ANNUAL REPORT



DEAR FRIENDS,

It is with great pride that we present to you the 2019 Annual Report for Big Brothers Big Sisters of Northeast Wisconsin.

The agency continues to grow and serve nearly 600 children again in 2019 in 3 counties, 14 high schools, 17 middle schools, 53 elementary schools, and in 13 school districts across our region. Since 2010, Big Brothers Big Sisters agencies nationally have been seeing a decrease in numbers of children served by 43%. In the same timeframe, BBBSNEW has seen an increase of children served by 29%. Last year alone BBBSNEW made 184 new matches: 100 in the community-based program and 84 in the site-based program.

Not only are we matching more kids, but the relationships are stronger and last longer. At the end of 2019 we saw an increase of 6% in open matches from 2018. Matches that stayed together over 12-months increased from 59% to 80%. Our average match length in the community-based program went up from 24 months to 28 months, and from 19 months to 22 months in site-based.

BBBSNEW continued our strong partnerships with Achieve Brown County, Transitions to Success, and Court Appointed Special Advocates as well as started a new program called Adopt-A-School which focuses on mentoring in neighborhoods. The objective is to identify organizations within close proximity to schools and match employees with students. The goal is that employees will build a close connection with their students leading to a strong community bond and additional school support.

We officially moved in to the Railyard Innovation District On Broadway April 1, 2019, after 30 years on West Mason St. This strategic relocation was imperative to meet the needs of our growing team and volunteers as well as position BBBSNEW closer to the families we serve in the heart of the city.

On the national level, Big Brothers Big Sisters of America is partnering with the the National Football League to launch their Inspire Change program to develop collaborative efforts between players, owners and the National Football League, in hopes to create positive change in communities across the country. Working together with the Players Coalition, NFL teams and the league office support programs and initiatives that reduce barriers to opportunity, with a focus on

education and economic advancement, police and community relations and criminal justice reform. This partnership will assist BBBSNEW with recruitment efforts for our Bigs with Badges program.

Because of the dedication of this team and the support of all of you, BBBS received a national award from BBBSA, the Gold Standard Award. This honor is given to agencies who meet or exceed every level of excellence for their agency. These qualifications include quantity of matches, length of matches, quality of matches, and fundraising success. It is the first time in our agency's history to have won this award and it puts BBBSNEW in the **top 6% of BBBS agencies in the country.**

BBBSNEW developed a comprehensive three-year strategic plan for the region which begins in 2020 and we are confident the initiatives therein will continue to strengthen the agency and increase its positive impact on the community.

All of this work is for the kids. Children with mentors grow more confident, perform better in school, and are less likely to make poor decisions including vandalism, drug and alcohol abuse and teen pregnancy. This breaks the cycle of poverty and homelessness and leads to a better start at a stronger future where goals are within reach and the path leads to self-sufficiency. Mentoring works, and with your support our agency is helping to change the world for the better one child at a time.

Sincerely,



Katie Hess
Executive
Director



Wendy Koehler
President,
Board of Directors

OUR LEADERSHIP

BIG BROTHERS BIG SISTERS STAFF

Katie Hess
Executive Director

Joyce Anderson
Director of Operations

Dawn Daniels
Program Specialist

Jeanne Jauquet
Customer Relations Specialist

Sarah Kubiak
Program Specialist

Gregg Lewison
Communications Specialist

Mary Malcore-Miller
Program Director

Keren Marsh
Program Specialist

Patty O'Rourke
Door County Coordinator

Deb Polster
Events Coordinator

Nancy Roth
Program Specialist

Brehanna Skaletski
Director of Development

Diane Taylor
Program Specialist

Vic Valdez
Marketing & Communications Director

Jeanie Van Roy
Finance & Administrative Specialist

Haley Vickman
Match Support Specialist

SITE CONTACTS

Jen Bisterfeldt,
Shawano County

Chris Marcks,
Shawano County

ReNee McWhirter,
Door County

Ashley Bahrke,
Door County

BOARD OF DIRECTORS

Rob Abfall
Miranda Bonde
Richard Chandler
Cody Craig
Sandy Fragale
Patrick Gauthier
Ben Gibson
Wendy Koehler, **President**
Barbara Koldos
Mike Kussow
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Brad Nycz
Briana Peters
Sue Quinette
Gidget Schauske
Colleen Simpson
Patricia (Patti) Vickman
Kim Westover

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Jane Jandrin
Peter Kerwin
Natalie Neddersen
Julie Ploor
Arleigh R. Porter
Tammy Sternard
Patti Vickman, **Chair**
Lori Vorpahl

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Amie Beyersdorf
Erin Jacyna
Dan Mael
Linda Meyer
Matt Peterson
Sam Sperberg
Jolene Van Beek
Jake Webster
Mary Wetzell
Brad Williams, **Chair**

OUTGOING BOARD MEMBERS

Sherman Barnes
Larry Frazier
Darrel Luebke
James Nick
April Smith
Ernest Stevens, III
Bryan Tischer

OUR TEAM



“SHE IS ABSOLUTELY PART OF MY FAMILY.”

From the get-go, Michele knew that being a Big Sister was something that she would love – and she was all in! Knowing that many kids in our community are vulnerable and that there is a need to have a mentor in their life to share experiences that they may not otherwise be able to do, Michele felt it important to be able to make a difference, even if for just one child.

LiliBeth was excited to have Michele for a mentor. Being an only child, it's nice to have someone special to spend time with. LiliBeth's aunt also had a Big, so she knew how fun and rewarding a relationship with a mentor could be.

“I enjoy doing things with LiliBeth that I may not be able to do otherwise,” says Michele. “I love spending time talking about her day and seeing her change as she grows up. Just the different things she likes, her friends, school. Michele has no regrets about becoming a mentor. “It's priceless time to spend,” says Michele. “They will love you. It's sometimes a bigger blessing to me to be a part of her day!”

Michele and LiliBeth have an entire photo album dedicated to the time that they spend together. They enjoy the events that the library has to offer and LiliBeth loves crafts, so they try to incorporate crafting into their plans. They also like bike rides, ice cream, lunch together and the BBBS events.

Michele and LiliBeth look forward to going on more adventures and spending more time together.



OUR IMPACT

Big Brothers Big Sisters of Northeast Wisconsin is focused on evidence-based, successful, long-term mentoring, and we effectively measure and report our outcomes.

Our youth mentoring program preventatively addresses the community need for mentoring youth to break the cycle of poverty and homelessness, resulting in self-sufficiency. We provide children facing adversity – defined as children in families with recognized risk factors such as single parent/guardian, poverty/homelessness and incarceration – with strong and enduring, professionally-supported one-to-one mentoring relationships.

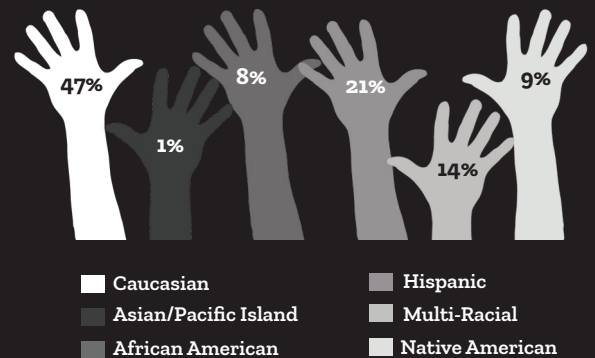
Children become responsible, productive citizens able to achieve lifelong success; communities are safer and organizations benefit from a better prepared workforce.

597

CHILDREN SERVED

63% females

37% males



84

Littles waiting to be matched
(67% males / 33% females)

Household demographics of youth served

68%

Have household incomes of less than \$25,000
(those with known household incomes; 46% are unknown)

52%

Live in homes headed by a single parent;
7% live with a grandparent

26%

Have an incarcerated parent

6%

Live with a grandparent

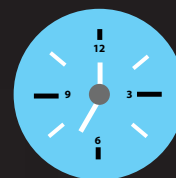
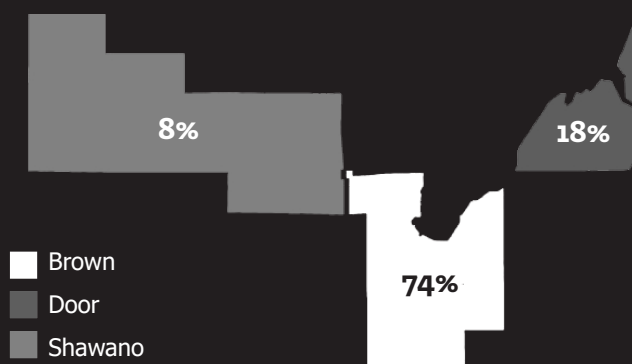
AVERAGE LENGTH OF MATCHES

Community-based: **28 months**

Site-based: **20 months**

PROGRAM FACTS

CHILDREN SERVED - BY COUNTY



18,498 MENTORING HOURS

19 REACH Activities
2 Ready-to-be-matched Activities

Our results show that when compared with their peers, youth matched in our program experience improvement in:

96%

Socio-emotional competence
(Social acceptance, parental trust)

97%

Avoidance of risky behaviors
(Smoking, drinking, drugs, hitting, etc.)

94%

Educational success
(Scholastic competency, grades, truancy, etc.)

OVER TIME, CHILDREN IN OUR PROGRAM ARE:

52% more likely to remain in school

75% more likely to earn a four-year degree

48% more likely to volunteer

81% more likely to hold a leadership role in an organization

OUR PARTNERS

COMMUNITY PARTNERS

Achieve Brown County
Brown County Sheriff's Department
Brown County United Way
Boys & Girls Club of Greater Green Bay
Court Appointed Special Advocates (CASA) of Brown County
Door County Sheriff's Department
Family Services of Northeast Wisconsin
Green Bay Police Department
Sturgeon Bay Police Department
United Way of Shawano County
United Way of Door County

SCHOOLS

BROWN COUNTY

Ashwaubenon School District
Parkview Middle
Pioneer Elementary
Valley View Elementary
Denmark School District
Denmark Elementary
Denmark Middle
Denmark High School
Green Bay Area Public School District
Baird Elementary
Danz Elementary
Chappell Elementary
Eisenhower Elementary
Fort Howard Elementary
Edison Middle

Howe Elementary
Jackson Elementary
Jefferson Elementary
Keller Elementary
Kennedy Elementary
Lincoln Elementary
Lombardi Middle
Nicolet Elementary
Preble High School
Sullivan Elementary
Tank Elementary
Washington Middle
Webster Elementary
Pulaski Community School District
Glenbrook Elementary
Pulaski High School

Door County

Gibraltar School District
Gibraltar Elementary
Southern Door County School District
Southern Door Elementary
Southern Door Middle
Southern Door High
Sturgeon Bay School District
Sawyer Elementary
Sunrise Elementary
TJ Walker Middle
Washington Island Community School

Shawano County

School District of Bonduel
Bonduel Elementary
Gresham School District
Gresham Elementary
Shawano School District
Hillcrest Primary
Olga Brener Elementary

& OUTCOMES

AWARD RECIPIENTS

Marie Krohn Board Member of the Year

John Lombardi

Big Sister of the Year

Joy Kubat

Big Brother of the Year

Robert Fish

President's Award

Fox Communities Credit Union

Paul J. Schierl Volunteer of the Year

Chelsea Gay

Little Sister of the Year

Alexsis Conley

Little Brother of the Year

Drake DesJardin

Partnership Award

Hiebing – Erin Elliott & Holly Wachtendonk
Com-Video Productions – Dan Larson

PRESIDENT'S GOLD CIRCLE

Scott & Nancy Armbrust, a fund of the Greater Green Bay Community Foundation, Inc.
Associated Bank
Belmark
Cornerstone Foundation of Northeastern Wisconsin
Wendell & Shanna Ellsworth
Festival Foods Fund, a fund of the Greater Green Bay Community Foundation
Fox Communities Credit Union
Green Bay Packaging
Green Bay Packers Give Back
Humana Foundation
KI
George Kress Foundation

National Football League Foundation
Nicolet National Bank
Nutz Charities, Inc.
Oneida Nation of Wisconsin
Performa, Inc.
Schneider
Shopko Foundation
K.C. Stock Foundation
Tatman Foundation
U.S. Venture/Schmidt Family Foundation
Wells Fargo Foundation
Wisconsin Public Service Foundation

PRESIDENT'S SILVER CIRCLE

All Community Events
American Foods Group
Aurora BayCare Medical Center
Bay Area Workforce Development
Bellin Health
BMO Harris Bank
Broken Spoke Bike Studio
Creative Sign Co.
De Pere Christian Outreach Corp.
Ron C. & Pauline Hein Charitable Fund, a fund of the Greater Green Bay Community Foundation
Elizabeth B. & Philip J. Hendrickson Foundation, LTD
Inauguration of Governor Evers Fund
Nature's Way
Brad & Mandy Nycz Family

P&G Fund of the Greater Cincinnati Foundation
PCM Credit Union
Prevea
Schreiber Foods
Walmart
Byron Walter Family Trust
Webfitters

YEARS OF SERVICE AWARDS

10 YEARS

Gale Hannon

Idell Johnston
Kyle Klotzbuecher
Darlene Mortson
Paula Olig
Matt & Alison Pearson
Kelly Pierner
Cindy Quinell

Carly Resch
Kelly & Patty Ripp
Amanda Rodenhauser
Ashley & Althea Rosenberg
Alison Saxton
Larry Schmidtke
Nick Skeen

Vincent Studer
Stephanie George
Deborah Whitelaw-Gorski
Karen Wilson
Cheryl Zelinger

5 YEARS

Tami Badeau
Kathy Gage
Sean Hoover

OFFICE RELOCATION

A.R.M.S.
Belmark
Cornerstone Foundation of Northeastern Wisconsin
Cnet
Creative Sign Co.
Festival Foods Fund, a fund of the Greater Green Bay Community Foundation

Green Bay Packers Give Back
H.J. Martin & Sons
KI
George Kress Foundation
Steven & Janelle Maricque Family Charitable Fund, a fund of the Greater Green Bay Community Foundation

Jay & Barbara Nick Family Foundation
fund, a fund of the Greater Green Bay Community Foundation
Nicolet National Bank
Brad & Mandy Nycz Family
Oneida Nation of Wisconsin
Performa, Inc.

Shopko Foundation
K.C. Stock Foundation
VerHalen, Inc.
Wisconsin Public Service Foundation

MATCH ACTIVITIES

Aegis
Lowell Anderson
Bob & Roberta Atkinson
Barkhausen Waterfowl Preserve
Beja Shrine
Bellin College
Dan Bennett
Rehna Bernhardt
Richard (Rick) Beverstein
Board & Brush
Cabela's
Craig Dickman
DQ - Treats Inc.
Duck Creek Golf Center
Edge VR Arcade

Festival Foods
Steve Finlay
Firefly Acres
Terry & Peggy George
Goodwill
Greater Green Bay Chamber of Commerce
Green Bay Blizzard
Green Bay Botanical Garden
Green Bay Gamblers
Herb Blue's Total Self-Defense
Dawn Hugg
Izaak Walton League
Dave Lambert
John & Kate Lombardi

Edward Martin
Danny Mock
Monty's Magic
John Moore
NE Green Bay Lions Club
NEW Zoo & Adventure Park
Jeff & Barb Ottum
Paint and Pottery
Jamie Patton
Renee Peot
Dave Perry
Pizza Ranch
PMI
Jack Prominski
Sara Rathack

Rola Rena
Michael & Jennifer Rouse
St. Norbert Hockey
Mike Sutton
Dennis (Denny) Tattum
Glenn & Barbara Timmerman
U.S. Marines
UWGB Basketball
Bob Walczyk, Jr.
Walleys For Tomorrow
Wildlife Sanctuary
John & Karen Wirch
John Woodruff
David Yeghiaian

ACKNOWLEDGMENTS

Thank you for supporting Big Brothers Big Sisters of Northeast Wisconsin during 2019. This list of contributors reflects charitable giving to the agency from Jan. 1 through Dec. 31, 2019. Thank you for your support. We regret that space does not permit us to list every Big Brothers Big Sisters donor. For a complete list, please visit <https://bbbsnew.org/about/publication-and-reports/>. We have made every attempt to ensure the list is correct. If you have any questions, please contact us at 920-498-2227.

IMPACT MAKER

Belmark
Cornerstone Foundation
of Northeastern Wisconsin
Ellsworth, Wendell & Shanna
Green Bay Packers Give Back
KI
Kress, George Foundation
National Football League Foundation
Nicolet National Bank
Oneida Nation of Wisconsin
Schneider
Shopko Foundation
Stock, K.C. Foundation

MIRACLE MAKER

Armbrust, Scott & Nancy,
a fund of the Greater
Green Bay Community Foundation
Associated Bank
Festival Foods Fund, a fund of the
Greater Green Bay Community
Foundation
Fox Communities Credit Union
Green Bay Packaging
Humana Foundation
Nutz Charities, Inc.
Performa, Inc.
Tatman Foundation
U.S. Venture/Schmidt Family
Foundation
Wells Fargo Foundation
Wisconsin Public Service Foundation

MEMORY MAKER

All Community Events
American Foods Group
Aurora BayCare Medical Center
Bay Area Workforce Development
Bellin Health
BMO Harris Bank
Broken Spoke Bike Studio
Creative Sign Co.
De Pere Christian Outreach Corp.
Hein, Ron C. & Pauline Charitable
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Foundation, LTD
Inauguration of Governor Evers Fund
Nature's Way
Nycz, Brad & Mandy Family
P&G Fund of the Greater
Cincinnati Foundation
PCM Credit Union
Prevea
Schreiber Foods
Walmart
Walter, Byron Family Trust
Webfitters

DREAM MAKER

A.R.M.S.
Arby's Foundation, Inc.
Avergent
Baker Tilly
Bank First
Broadway Automotive
Captain's Walk Winery
Crime Prevention Foundation of
Brown County Fund, a fund of the
Greater Green Bay Community
Foundation
Cumulus Broadcasting
Door County Medical Center
Dykema, John & Lisa
Fortifi Bank
Frazier, Larry & Deb
Freshair Salon
Georgia - Pacific Foundation
Gerrits, Lloyd & Dorothy Charitable
Fund of the Door County
Community Foundation
Harmann Studios
Hawkins Ash CPAs
Hoffman Planning,
Design & Construction
Holzmann, Michael
LaForce, Inc.
Maricque, Steven & Janelle Family
Charitable Fund, a fund of the
Greater Green Bay Community
Foundation
NBC 26
Peshtigo Bank
Proko-Wall Funeral Home
and Crematory
Radisson Hotel & Conference Center
Sonntag Foundation LTD
Tower Clock Eye Center/Pete's Garage
Twig's Beverage
Tyson Foods
Ver Halen Commercial Interiors
WBAY-TV
WIXX/Midwest Communications
Wochinske Family Foundation

MAGIC MAKER

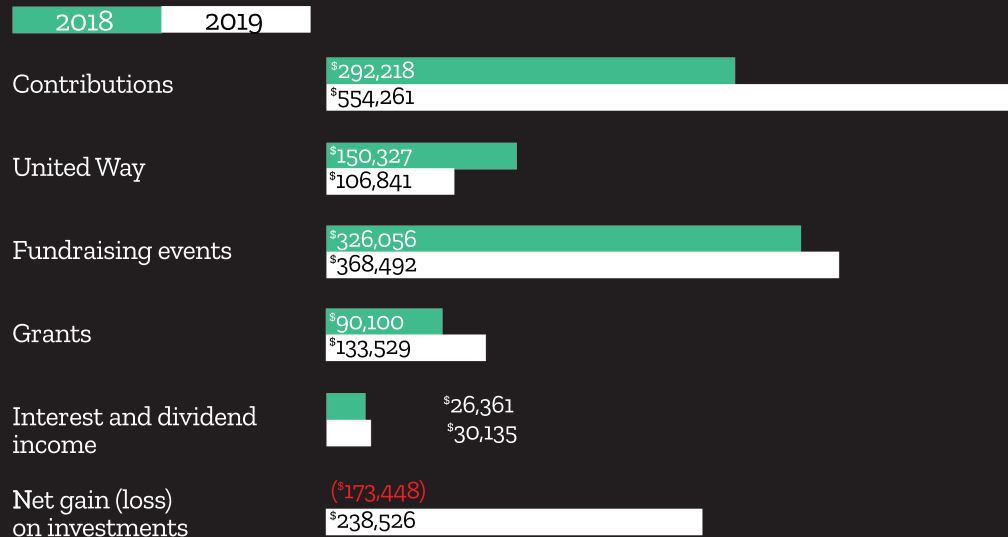
1919 Kitchen & Tap
1951 West/Rock Garden
Abfall, Rob & Denise
Adolph Legal
Ahnapee Brewery
Amerequip
AmeriLux
Angelina
ANTIDOTE 1848 Hair Care
Arby's
Backstage at the Meyer
Badger State Brewing Co.
Bank of America Matching Gifts
Bay Industries
Bay Tek Entertainment

BayCare Clinic
Beerntsen's Candies
Belgioioso Cheese
Fred Berg/East High
Class of 1969 Recognition
Bergstrom Corporation
Black & Tan
Breakthrough
Cellcom
Charlie's County Market
Clasara Oil
Copper State Brewing Company
Coryell, Carol Charitable Fund of the
Door County Community
Foundation
Crawford, Ruth & Pat
Family Foundation
Creative Sign Co.
Danis, David & Nancy Fund of the
Door County Community
Foundation
Delaware North Companies
Dhein, Jere & Sheri
Dietsche, Jim & Mary Family
Door County Tavern League
Door County Triathlon
Esposito, Bob & Teresa
Fosber America
Fox Converting
Fox Valley Culinary Association
From Above Bakery
Gagnon Clay Products
GB Real Estate Investments, LLC
George, Peggy & Terry
Greater Green Bay
Chamber of Commerce
Greater Green Bay
Convention & Visitors Bureau
Green Bay Gamblers
Green Bay Preble
Optimist Foundation
Hess, Katie
J.K. Flooring
Jones Sign
Jones Transfer Warehouse
JPLA
Kiwanis Club of Allouez
- Greater Green Bay
Law Firm of Conway Olejniczak
& Jerry
Lombardi, John & Kate
Madrid Tapas Restaurant & Wine Bar
Marine Credit Union
Martin Systems
Multi-Color Corporation
Nectar
Nell, Richard & Nina Smith
Nick, Jay & Barbara Family
Foundation fund, a fund of the
Greater Green Bay Community
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Nickel, Charlie
Northwestern Mutual
NWTC College
Olde World Pastries
Oneida Native Chefs
O'Rourke, Patricia & Patrick
Packer Fastener
Parallel 44 Vineyard Winery
Pioneer Metal Finishing
Plae Bistro
Preble High School
Culinary Arts Students
Premier Waterfront Catering
Proctor & Gamble Paper Products
Quinette, Sue
Reines, Peter & Kathleen Family
Foundation Fund, a fund of the
Greater Green Bay Community
Foundation
Renard's Catering
River's Bend
Rodac
Ruh, Tracy
RW Baird
Ryan, Rod & Mary Beth
Shawano Pathways
Shefchik, Francis
Stella's
Stillmank Brewing Co.
Tenet
Texas Roadhouse
The Cannery
The Creamery
The Marq
The Turn
Therma-Tron-X, Inc.
Thornberry Creek at Oneida
Tittletown Brewing Company
Uncle Mike's Bake Shoppe
United Healthcare
Vandenberg, Tom
Von Stiehl Winery
Western Racquet & Fitness Club
Weyenberg, Tim & Maryanne
Wild Blue Technologies
Wipfli, LLC
Wisconsin Document Imaging
Wisconsin Public Service Corporation



OUR 2019 CONTRIBUTORS

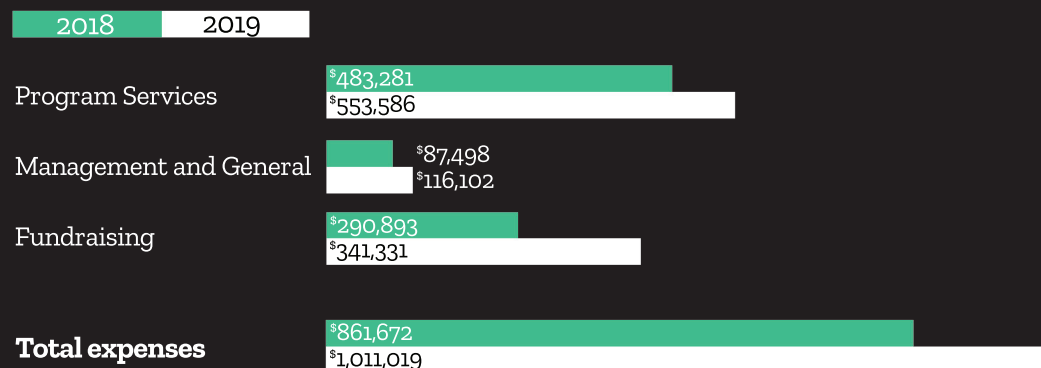
Revenues, Gains, & Other Support



Total Revenues, Gains, & Other Support

2018	2019
\$711,614	\$1,431,784

Expenses



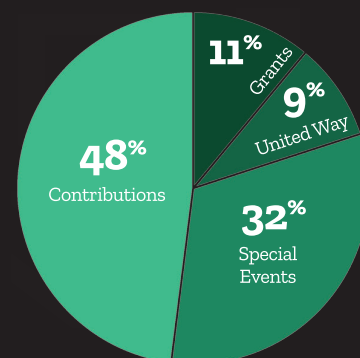
Net Assets 2019

Net Assets at beginning of year \$2,219,556

Net Assets at end of year \$2,640,321

Audited financial statements are available from the Big Brothers Big Sisters office. The 2019 Financial Report was prepared by CliftonLarsonAllen, LLP.

2019 Operating Fund Sources



OUR FINANCIALS

Accountability through fiscal transparency ensures effective fiduciary management. As a 100% donor supported nonprofit, Big Brothers Big Sisters of Northeast Wisconsin received a total of \$1,431,784 in revenue (including gains on investments) in 2019. Each contribution provided necessary funds to recruit, enroll and match mentors with local youth facing adversity.

100% THANK YOU



We believe every child is born with incredible potential, and we are committed to continuously evaluating and improving the quality of services we provide to youth.

Our mission: Create and support one-to-one mentoring relationships that ignite the power and promise of youth.

Our vision: All youth achieve their full potential.

One-to-one matches between Bigs and Littles truly empower youth and strengthen communities. Through the generous support of corporations, foundations and donations from individuals, BBBSNEW carefully builds and supports each match suited to each child's needs.

Our programs are made possible through your financial support, and through the kindness of volunteers who defend the potential inherent in every child.



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