



2022-2023

ANNUAL REPORT



“OUR YOUTH, FAMILIES, AND VOLUNTEERS REPRESENT THE POWER OF HUMAN CONNECTION AND WHAT HAPPENS WHEN WE LIFT EACH OTHER UP.”

– Darcey Palmer-Shultz
Chief Executive Officer

A MESSAGE FROM OUR LEADERSHIP

At the very center of our mission, our youth, families, and volunteers represent the power of human connection and what happens when we lift each other up.

With the courage and resolve to do more for our community's kids, and the growing demand for our agency's support, BBBSCI embarked on a new Strategic and Justice, Equity, Diversity & Inclusion (JEDI) plan. This plan incorporated the voices of our youth, families, volunteers, community partners, and others to set the course for how BBBSCI will empower more young people in the years ahead.

We are proud to report on the first year of efforts on these top three priorities:

ACCELERATE THE REACH AND IMPACT OF ONE-TO-ONE MENTORING RELATIONSHIPS.

With an emphasis on strategies to increase the number and diversity of volunteers, BBBSCI will pair more young people with caring adult mentors. We know this is what our agency does best, and we are committed to creating more one-to-one mentoring friendships.

PROVIDE QUALITY SUPPORT OPTIONS FOR ALL REFERRED YOUTH.

With approximately 1,000 kids waiting for a caring adult mentor, the need continues to outpace our current delivery model. In response to this need, our agency will collaborate with fellow community organizations to create quality support options for youth and families and expand our mentoring services, with the end goal of providing support to every child who asks for it.

CONVENE COMMUNITY PARTNERS TO ADDRESS SYSTEMIC ISSUES AND IGNITE THE PROMISE OF YOUTH.

BBBSCI plans to leverage our strengths to engage in even more inclusive efforts that support the greater well-being of all young people in our community. In collaboration with other youth and family services, we will work together to empower the next generation of changemakers.

BBBSCI is proud of the progress made in year one of our plan and excited to build on this strong start. We are grateful to you, our supporters and volunteers, for standing with us again this year. We are evolving to strengthen our impact for young people, and we can't do it without you.

Together, we lift each other up.

With gratitude,

Darcey Palmer-Shultz

Brandi Davis-Handy



DARCEY PALMER-SHULTZ
Chief Executive Officer



BRANDI DAVIS-HANDY
Board of Directors President

A LITTLE ASKS FOR A BIG

"ISAIAH WAS JUST ONE OF 136 YOUTH CONNECTED TO A SERVICE WHILE WAITING FOR A BIG."

Meeet **Christian: A 9-year-old future NBA star.** When he's not balling on the court, Christian is studying hard because he loves school. On the list of fun activities Christian wanted to do when he was matched with a Big, he included **basketball, reading, and a trip to Rick's Cafe Boatyard.** Why Rick's Cafe Boatyard, you ask? Because they have the best popcorn shrimp, of course! Christian's biggest fan is his mom, Teonna, who was eager for Christian to find a Big of his own and made sure to sign him up as soon as he became eligible at 8 years old. Christian **waited for more than a year** before he was finally matched with a Big he could school on the basketball court.

Christian knew he wanted a Big because **his older sister, Ta'Nya, had been matched with her Big, Amie, since...forever!** They were a part of our program for eight years before graduating in 2023. After spending the summer in Spain for a study abroad experience, Ta'Nya's on her way to college knowing Amie is still right beside her.

"CHRISTIAN WAITED FOR MORE THAN A YEAR BEFORE HE WAS FINALLY MATCHED WITH A BIG."

Meeet **Isaiah: A 13-year-old future YouTuber.** Isaiah is shy at first, but once he is comfortable, he sure likes to talk. He dreams of being a famous YouTube sensation. Isaiah wanted a Big who shared his interest in **Anime and video games** and could help him learn long division. Isaiah signed up to meet his future Big with the support of his awesome mom, Jonelle.

Isaiah **waited for three years** to find the right Big, but while he waited, BBBSCI connected Isaiah with **100 Black Men of Indianapolis.** Not only did Isaiah participate in The 100's team mentoring program, he was also asked to speak at the national convention. Isaiah's mom, Jonelle, was thrilled to share his participation with our agency and even sent photos! BBBSCI partners with 21 youth-supporting organizations throughout Central Indiana to connect young people referred to our program with resources. Isaiah was just one of 136 youth connected to a service while waiting for a Big. To strengthen this piece of our program, we've created a new position to reach out to like-minded organizations and build partnerships with one goal in mind – **empower young people.**

987
REFERRED
YOUTH

21
REFERRED YOUTH
PROGRAM PARTNERS

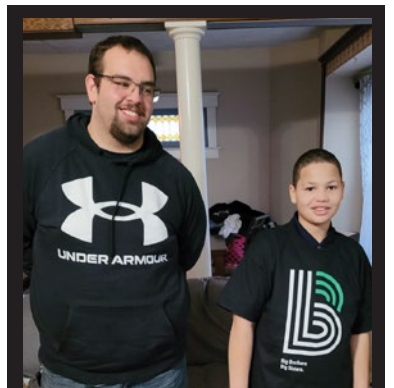
A BIG ANSWERS THE CALL

Meeet **Christian and Brock**. Big Brother Brock decided to become a Big to be there for a “smaller version of himself.” Brock and Christian were carefully paired through our enrollment and matching process by a team of staff dedicated to matching just the right Big with just the right Little. The team evaluates applicants and interviews them to look for similar interests and goals, and in this case, a **mutual love of basketball**! We knew we got it right when Teonna, Christian’s mom, said she wouldn’t change a thing about the match.

Meeet **Isaiah and Taylor**. Taylor knows the importance of having a **positive role model**, so he signed up to be a mentor. Our Community Engagement & Justice, Equity, Diversity, and Inclusion (JEDI) Initiatives team leads volunteer recruitment efforts to reach people like Taylor. This past year, BBBSCI led a strategic **500 Bigs by the Indy 500 campaign in partnership with the Indianapolis Motor Speedway**, which resulted in increased volunteer interest! Jonelle shared after their match introduction that Taylor was worth the three-year wait for her son's Big. We can’t wait to make more matches like Taylor and Isaiah, who were matched because of a shared love of dogs, the outdoors, and video games.



**LITTLE CHRISTIAN & BIG BROCK
MATCHED MARCH 2023**



**LITTLE ISAIAH & BIG TAYLOR
MATCHED FEBRUARY 2023**

237
NEW MATCHES

1032
TOTAL MATCHES

AND TOGETHER,

Brock, Christian, Teonna, Ta’Nya, and Amie share smiles.

When we joined forces with Teonna, Christian and Ta’Nya’s mom, we started something **magical**. But creating these mentoring friendships is just the beginning of our program. Activities in our **Little Impacts program** inspire Littles to develop a love of learning, mental and physical health, confidence, and more. In high school, youth join our **Big Futures program**, which connects Bigs, Littles, and families to opportunities for young people to explore what’s possible beyond graduation. Together, these activities shape how young people see themselves and empower them to find their version of success.

Along each step of our program, youth are encouraged to discover their inherent potential. While in high school, Ta’Nya was an active member of **BBBSCI’s Youth Leadership Council established in partnership with the Indianapolis Colts**. The Council’s goal is to offer a space for young people to provide input and direction for our program, and ultimately, for them to know that their voice matters. Christian is on his way to his own incredible future, just like his sister, and with advocates like Teonna and Brock cheering him on, Christian is **destined for stardom**.

“ALONG EACH STEP OF OUR PROGRAM, YOUTH ARE ENCOURAGED TO DISCOVER THEIR INHERENT POTENTIAL.”

105
MATCH
ACTIVITIES

80
GRADUATING
MATCHES

“WHAT CENTERS US IS THE BELIEF IN THE POWER AND PROMISE OF YOUNG PEOPLE.”

Mom Jonelle and Isaiah share a special moment together.

WE LIFT EACH OTHER UP.

BBBSCI is dedicated to connecting all our Bigs, Littles, and their families to **wraparound services**. Recently, Little Isaiah experienced a tragedy that led to a lengthy hospital stay. His Mentoring Relationship Specialist, who is assigned to support his match, showed up with a special blanket just for him from a staff member and connected the family to multiple community support options. Isaiah is healing and has returned home. He has a **big and bright future** ahead – whether it’s on a famous YouTube channel or beyond. We can’t wait to see what he does next.

Our agency hears and sees the systemic issues and barriers facing families across Central Indiana. This past year, we convened youth development professionals and community partners to discuss and address the disparities felt by marginalized groups. What centers us is the belief in the power and promise of young people. The kind of belief that Jonelle, Isaiah’s mom, has in her son. Jonelle stops at nothing to open doors of opportunity for Isaiah and to let her son know that he is **seen, loved, and empowered**. Together, we are committed to lifting up Isaiah and the more than 1,000 young people in our program this year.

AWARDS & RECOGNITION



COMMUNITY MENTOR AWARDEE.
SUSAN BROCK WILLIAMS

HALL OF FAME INDUCTEES



ADAM & WAYNE | MATCHED IN 1988



DAVID & MARCUS | MATCHED IN 1970



DIANE & CANDICE | MATCHED IN 1999



VICKI & MAE | MATCHED IN 2007

CHANGEMAKER OF THE YEAR AWARDS



CORPORATE PARTNER

SIGNIFICANTLY INCREASED
THEIR LEVEL OF FUNDING



COMMUNITY PARTNER

OPENED THE DOOR TO
NEW OPPORTUNITIES



INDIANA UNIVERSITY
SCHOOL OF MEDICINE

VOLUNTEER PARTNER

A LEADER IN
BIG RECRUITMENT

MATCHES OF THE YEAR



ADAM, JESSICA, & JACOB | MATCHED SEPTEMBER 2016



BREANNE & AMANI | MATCHED JUNE 2019



DAVID & TREY | MATCHED JUNE 2015



JIM, JENNIFER, & BUGASHANE | MATCHED JUNE 2017



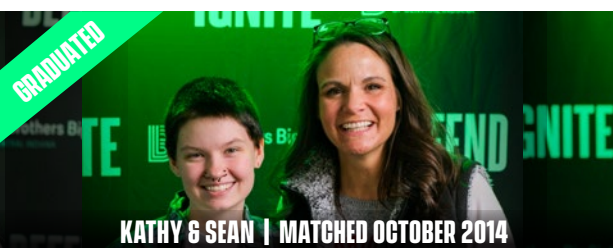
JOE & GORDON | MATCHED MAY 2020



JOSEPH & DESHAWN | MATCHED OCTOBER 2018



JOSHUA & XAVIER | MATCHED AUGUST 2018



KATHY & SEAN | MATCHED OCTOBER 2014



MAGGIE & AERAIL | MATCHED NOVEMBER 2015



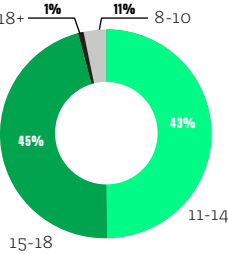
WHITNEY & JAMIRA | MATCHED NOVEMBER 2012

A PROGRAM FOR EVERYONE

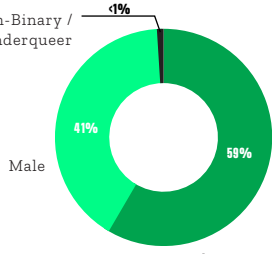
RACE & ETHNICITY OF LITTLES


American Indian/Alaskan Native	<1%
Asian/Pacific Islander	1%
African American/Black	61%
Caucasian/White	19%
Hispanic/Latinx	6%
Middle Eastern or North African	<1%
Multi-Race or Some Other Race	13%

AGE OF LITTLES



GENDER IDENTITY OF LITTLES



 **87%** of Littles are eligible for free or reduced lunch

 **31%** of Littles are impacted by an incarceration

YOUTH ARE BUILDING VITAL SKILLS FOR PERSONAL SUCCESS DURING RECORD HIGH LEVELS OF ANXIETY & DEPRESSION.

AT LEAST 83% of youth maintained or improved skills for handling their emotions.

AT LEAST 86% of youth maintained or improved social competence.

AT LEAST 79% of youth reduced or continued to find relief for depressive symptoms.

YOUTH ARE MAKING HEALTHY CHOICES AND HAVE A PLAN FOR THE FUTURE.

AT LEAST 89% of youth reduced or continued to avoid risky behaviors, such as school discipline.


AT LEAST 93% of youth reduced or continued to avoid risky behaviors, such as substance use.


AT LEAST 89% of youth maintained or improved academic performance and grades.

98% of youth graduated from high school.

MATCHES BY COUNTY

COUNTY	% OF TOTAL MATCHES
Marion	77%
Hamilton	13%
Johnson	8%
Other	2%

 **2%** Littles who identify as LGBTQ+

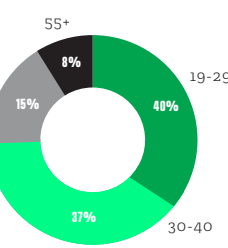
 **7%** Bigs who identify as LGBTQ+

3.5 YEARS is the average match length

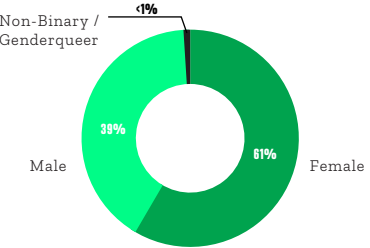
RACE & ETHNICITY OF BIGS

Asian/Pacific Islander	4%
African American/Black	11%
Caucasian/White	78%
Hispanic/Latinx	2%
Middle Eastern or North African	<1%
Multi-Race or Some Other Race	5%

AGE OF BIGS



GENDER IDENTITY OF BIGS



100% OF BIGS ATTENDED A TRAINING ABOUT YOUTH DEVELOPMENT AND JUSTICE, EQUITY, DIVERSITY, AND INCLUSION.



FINANCIALS

Total Revenue & Support in 2022–2023

\$4,120,571

Individual Contributions*	\$1,748,197	42%
Grants*	\$832,327	20%
Special Events	\$462,766	11%
Corporate Contributions	\$450,640	11%
In-Kind	\$236,729	6%
Investment Return	\$218,336	6%
Government Grants	\$135,072	3%
United Way of Johnson County	\$36,504	1%

Total Expenses in 2022–2023

\$3,172,277

Program Services	\$2,464,063	78%
Fundraising	\$475,119	15%
Management & General	\$233,095	7%

*These line items include multi-year pledges to be realized in future fiscal years.

\$236,279

IN-KIND CONTRIBUTIONS

2,365

BOARD HOURS

79,128

MENTOR HOURS

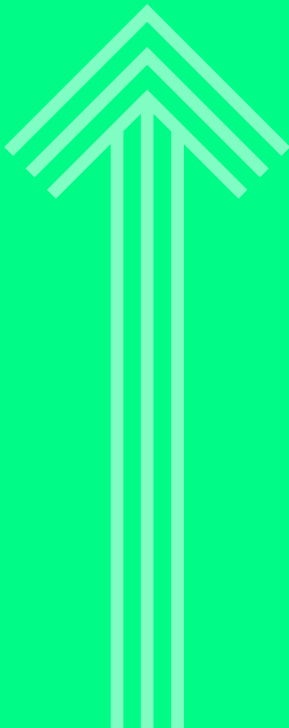
Our generous volunteers, board members, and donors are the **best** around!

SPECIAL EVENTS

\$81,200
CREW FOR KIDS

\$346,236
THE MAIN EVENT

\$59,054
PLAY FOR KIDS



THANK YOU TO OUR SUPPORTERS

INDIVIDUALS

\$100,000+

Anonymous
Charlie Brown and Louise Tetrick
Dave Lindsey

\$25,000 - \$99,999

Bill Dahm and Lisa Glenn
Tom and Janie Herman
The Oak Family Foundation,
a fund of CICF
Larry and Lisa Sablosky
The Mike and Sue Smith Family Fund

\$10,000 - \$24,999

Doug and Julie Bowen
Aaron and Kelly Boyle
Shaun Clifford
John and Marianne Hart
The Lyon Family Fund, a fund of
Hamilton County Community Foundation
Donna and Denny Oklak
Jim and Kathy Pease
Dick and Jamie Schulte
Bill Shelton
Bill and Dana Sherwood
Jim and Judy Singleton
Ravi and Eleanor Talwar
Jeremy and Elizabeth Trennepohl
Karen VanMeter

THE LIGHT ONE MATCH SOCIETY, DONORS GIVING \$1,000 - \$9,999

Rosanne Ammirati and Kevin Krulewitch
Chad Amos
Anonymous
Benjamin and Clare Bain
Dan Ball
Sharon Barner
Margaret Bauer
Olivia Bennett
Carolyn Born
Francesca and Ryan Brady
Adam and Kelley Broderick
Ryan and Lauren Busby
David and Laura Cathcart
Kaus Christopher and Raquel Richardson
David and Richard Cummings
Mike and Nancy Curless
Barbara Danquist and the Danquist Family Fund
James Delise
Andy and Julie Detherage
Dorsey Foundation
Amy Pomeranz Essley and Eric Essley
Matthew and Susan Farr
Vivian Farris
Peggy Ford
The Thomas and Arlene Grande Fund, a fund of
Hamilton County Community Foundation
Sally and Bryan Grant
Marty and Megan Gregor
Jason Grimmer
Natalie Gustafson
John Guy
Brandi Davis-Handy and Jamal Handy

DONORS LISTED BELOW MADE GIFTS TOTALING \$1,000.00 AND GREATER DURING OUR FISCAL YEAR, JULY 1, 2022 — JUNE 30, 2023. A FULL LIST CONTAINING ALL SUPPORTERS CAN BE FOUND IN OUR EXTENDED ONLINE VERSION OF THE ANNUAL REPORT.

Ryan Lynch
Katharine Marvel and Cornelius Martin
Steve and Deb McNear
Amy and Andrew Michie
Suzette and Rick Miller
James and Megan Montague
Becky and Aaron Mueller
Valory and Chuck Myers
Joel and Mary O'Brien
Brittany and JP Ocubillo
Caryn O'Sullivan
Ott Family Giving Fund
Robin and Roger Outcalt
Heather and Charles Perry
Kelly Pfledderer and Jennifer Jones
Brett Pheffer and Gail French
Nick Pilarski
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Ralph Redmond
Joseph Robele
Jon and Jai Robinson
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Sally and Eric Rowland
Billy and Kimberly Schaming
Steve and Linda Schneider Family Foundation
Darcey Palmer-Shultz and Michael Shultz
Eric and Kelsey Smolen
Sandra Hester-Steele
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Teresa and Glen Stewart
Randy Stobart
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Greg and Amanda Zilligen

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Steph Hoyer
The James E. Huffer and
Betty J. Huffer Foundation Trust
Chris Iverson and Judith McAtee
Lacy Johnson
Gayle and Marcus Jones
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Fritz Kreutzinger
Mark Krodel
David and Julie Lach
Cathy Langham and Richard Kocerha
David and Kathy Lindsey
Drew and Billy Hall-Linn
Eric Lis and Sue Stevens
Peter Little
Lori Lockhart

YOUR GENEROSITY
EMPOWERS POTENTIAL

BIG FUTURES SPONSORS

PRESENTING SPONSOR

AES Indiana

BIG POTENTIAL SPONSOR

Strada Education Foundation

GRADUATING CLASS SPONSORS

Ivy Tech Community College
Merchants Bank of Indiana

POWER AND PROMISE SPONSORS

Everwise Credit Union
The Seabury Foundation
SRO Motorsports Group America

IGNITING POTENTIAL SPONSORS

American Honda Motor Company, Inc.
Corteva
County Prestress, LLC
Delta Faucet Company
Donatos
Geico Philanthropic Foundation
Indiana Farm Bureau Insurance
Indiana Hand to Shoulder Center
OneAmerica
Republic Airways
Union Home Mortgage Foundation
WTHR-TV, Channel 13 in partnership
with TEGNA Foundation

GRADUATING MATCH SPONSORS

Ayres Foundation, Inc.
The Cripe Charitable Foundation,
a fund of CICF
Enterprise Holdings Foundation
Harley-Davidson of Indianapolis
Health & Hospital Corporation
of Marion County

OTHER GIFTS

TCC
VS Engineering

LITTLE IMPACTS SPONSORS

PRESENTING SPONSOR

Delta Faucet Company

GOLD SPONSORS

Amazon Web Services
American Honda Motor Company, Inc.
Merchants Bank of Indiana
SRO Motorsports Group America

SILVER SPONSORS

Ayres Foundation, Inc.
CIBM Bank
Cox Enterprises
OneAmerica
Union Home Mortgage Foundation

HEALTHY HABITS AND EMOTIONAL
COMPETENCE SPONSOR

Ascension St. Vincent

BRONZE SPONSOR

The National Bank of Indianapolis

CORPORATIONS, FOUNDATIONS,
& COMMUNITY ORGANIZATIONS

\$500,000+

Big Brothers Big Sisters of America
Lilly Endowment, Inc.

\$100,000 - \$200,000

Crew Carwash
United Way of Central Indiana
Office of Juvenile Justice and
Delinquency Prevention

\$25,000 - \$99,000

Altria Group, Inc.
Community Alliance of the Far Eastside
Indianapolis Colts,
Presenting Sponsor of Play For Kids
Indianapolis Indians
Merchants Bank of Indiana,
Brickyard Presenting Sponsor
of The Main Event
NextGear Capital,
Brickyard Presenting Sponsor
of The Main Event
United Way of Johnson County

\$10,000 - \$24,999

The Ackerman Foundation
Altar'd State
Barnes & Thornburg LLP
Bowen Engineering Corp.
Cripe
C-Tech Corp, Inc.
Delta Faucet Company
First Internet Bank of Indiana
First Merchants Bank

Glick Philanthropies
The Hoosier Sudz Foundation
Macy's, Inc.
Midland Atlantic Properties
NFL
Nicholas H. Noyes, Jr.,
Memorial Foundation, Inc.
Old National Bank Foundation
Singleton Companies
Strada Education Foundation
Wallington Asset Management

\$5,000 - \$9,999

Alleo
American Structurepoint, Inc.
Andy Mohr Automotive
Birge & Held Asset Management
Capital Group Companies
Charitable Foundation
Capitol Construction Services, Inc.
Centier Bank
Charles Madden PC
CIBM Bank
Citizens Energy Group
Combined Federal Campaign
Counterpart
Crafted, LLC
Dauby O'Connor & Zaleski, LLC
DRB Systems
Ernst & Young LLP
Fifth Third Bank
First Financial Bank
Gaylor Electric, Inc.
Goelzer Investment Management
Greenfield Banking Company
Holladay Properties
InAct
Indiana Commission for Higher Education
Indianapolis Airport Authority
IRE
Irving Materials, Inc.
J.P.Morgan
KeyBank
Kittle Property Group
KPMG LLP
KSM CPAs & Advisors
Lenex Steel Company
Lumina Foundation
Managed Health Services
Midwest Mole, Inc.
The National Bank of Indianapolis
Old National Bank
Pearson Automotive
The Penrod Society
Ray's Trash Service, Inc.
Renewal by Andersen Metro & Midwest
RENU Management
Scannell Properties

Sign Craft Industries
Starbucks Foundation
Steel Dynamics, Inc.
Strategic Wealth Designers
Taft Stettinius & Hollister LLP
Van Rooy Properties
White Castle

\$1,000 - \$4,999

ADP
Allstate Foundation
American Family Insurance
Dreams Foundation
Arthur Jordan Foundation
Avison Young
Boomerang Development, LLC
Calumet Specialty Products Partners LP
CareSource
Central Supply Co.
Charities Aid Foundation of America
Church, Church, Hittle & Antrim
CNA Surety
Comcast Heartland Region
Community First Bank of Indiana
Dimond Bros. Insurance, LLC
Eli Lilly and Company
EmployIndy
Flexware Innovation
Flower Boys
Four Day Ray
GenTech Associates
Glick Fund at Central Indiana
Community Foundation
Haywire
Horizon Bank
Indiana Arts Commission
Indiana Members Credit Union
Indy Black Professionals
Invest in Others Charitable Foundation
IQVIA
KPMG U.S. Foundation, Inc.
Mays Chemical Company
MET Foundation
NFP
OfficeWorks
The Peterson Company
Prologis Foundation
Salesforce
Securitas Electronic Security, Inc.
Southern Glazer's Wine and Spirits
STAR Financial Bank
State Employees' Community
Campaign of Indiana
UBS Wealth Management USA
Upper Hand
Veritas Realty
Verizon Foundation
Walmart
Wells Fargo Advisors

IN-KIND GOODS & SERVICES

\$50,000+

Newfields

\$20,000 - \$49,999

Indianapolis Colts
Indianapolis Motor Speedway

\$15,000 - \$19,999

Cameron Sprinkle
Tom Hershberger

\$10,000 - \$14,999

Charlie Brown and Louise Tetrick
COVI
Indianapolis Business Journal
Printing Partners

\$5,000 - \$9,999

Castleton Sertoma Club
Mina Starsiak Hawk
Indy Eleven Professional Soccer
Markey's Rental & Staging
The National Bank of Indianapolis
NextGear Capital
Southern Glazer's Wine and Spirits
Susan Brock Williams
and Brian Williams

\$1,000 - \$4,999

The 18 Art Collective
Jeffrey Abrams and
Lynn Jacob Abrams
Jonathan Beaver
Daniel's Family Vineyard & Winery
Elevate Entertainment &
Event Support Services
Fit Flex Fly
Indiana Audio Video
Ivy Tech Community College
Kristin and Mark Jones
Debi Ladendorf
Lou Malnati's Pizza
Manheim Auctions Ohio
The McHugh Group
James and Megan Montague
Pacers Sports & Entertainment
Perry Park Ice Rink
Petite G Jewelers
Planet Fitness - Baker Group
Relocation Strategies
Sally and Eric Rowland
United Way of Central Indiana
Wilson Kehoe Winingham

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