

## CORE VALUES: Access | Belonging | Opportunity

At Big Brothers Big Sisters of Central Indiana, we harness the power of our mission to connect people in relationships that celebrate and affirm who they are, foster a sense of belonging, and enable opportunities and experiences to empower their potential.

## SERVICE PRIORITIES:

- 1. GROW THE REACH AND IMPACT OF ONE-TO-ONE MENTORING RELATIONSHIPS**  
REACH 1,025 MATCHES ANNUALLY by FY 27
- 2. EMBRACE AND GROW BBBSCI'S GROUP MENTORING PROGRAM**  
REACH 200 YOUTH ANNUALLY by FY 27
- 3. CONVENE PARTNERS TO CLOSE THE MENTORING GAP FOR REFERRED YOUTH**  
REACH 225 YOUTH ANNUALLY by FY 27

## KEY STRATEGIES:

### VOLUNTEER & YOUTH EXPERIENCE

- A. Recruit more Bigs through creative 1:1 mentoring options, barrier reduction, and strategic outreach
- B. Strengthen post-inquiry volunteer engagement results through exceptional and individualized experience
- C. Ensure all mentoring programs produce meaningful outcomes through intentional support and advocacy, developmental experiences, and evaluation

### CONNECTED COMMUNITY

- D. Build on marketing consistency with bold and creative efforts to generate increased engagement of new and existing relationships within our Central Indiana and BBBSCI communities
- E. Formalize and strengthen relationships with program, volunteer, and referral partners to drive collective impact

### ALL-IN STAFF & BOARD

- F. Foster a vibrant staff culture with clearer career pathways, coaching and learning opportunities, and effective change management alongside continued emphasis on competitive total rewards
- G. Attract and retain engaged Board members who amplify volunteer recruitment and fundraising efforts through personal commitment, influence, and relationships

### POWERFUL INVESTMENT

- H. Raise varied and multi-year operating support by building intentional relationships and connection, strengthened best practices, and lasting systems
- I. Leverage financial assets to maximize near-term mission impact while safeguarding long-term financial sustainability