



## 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:

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|---|---|
| <b>VOLUNTEER &amp;<br/>YOUTH EXPERIENCE</b> | A. Recruit more Bigs through creative 1:1 mentoring options, barrier reduction, and strategic outreach<br>B. Strengthen post-inquiry volunteer engagement results through exceptional and individualized experience<br>C. Ensure all mentoring programs produce meaningful outcomes through intentional support and advocacy, developmental experiences, and evaluation |
| <b>CONNECTED<br/>COMMUNITY</b>              | 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<br>E. Formalize and strengthen relationships with program, volunteer, and referral partners to drive collective impact  |
| <b>ALL-IN<br/>STAFF &amp; BOARD</b>         | 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<br>G. Attract and retain engaged Board members who amplify volunteer recruitment and fundraising efforts through personal commitment, influence, and relationships       |
| <b>POWERFUL<br/>INVESTMENT</b>              | H. Raise varied and multi-year operating support by building intentional relationships and connection, strengthened best practices, and lasting systems<br>I. Leverage financial assets to maximize near-term mission impact while safeguarding long-term financial sustainability  |