As we look back on what was a challenging, awakening, and sometimes heartbreaking year, our agency finds so much hope in the unstoppable force of our community’s young people. Reflecting on the last year, we are proud and humbled by the dedication of those involved in Big Brothers Big Sisters.

Our team adapted constantly to keep kids connected — coordinating additional resources and support for families, introducing 252 new mentoring friendships, and supporting a total of 1,191 mentoring relationships.

Our mentors showed up in new, often simple, but always powerful ways — from front porch visits, encouraging texts, and virtual tutoring sessions to the return of visiting favorite restaurants and celebrating life milestones like new jobs and high school graduations.

Parents and caregivers persisted and carried so much on their shoulders to protect, care for, and continue providing opportunities for their kids to learn, grow, and thrive.

And, as we worked to surround them with every bit of consistency, encouragement, and connection we could, our young people reminded us of their unstoppable resilience, promise, and power.

Just like every year, but especially this one, we were continually inspired by our Littles and Bigs. In this year’s report, you’ll see a story of life-long friendship and hear from an amazing Little who is taking the initiative to educate and inspire others. For each of these stories, there are more than 1,000 others in motion every day — each with its own unique and significant impact.

Thank you for choosing to invest in future change-makers and leaders, and thank you for entrusting Big Brothers Big Sisters to do this meaningful work with your support.

Thank you,

– Darcey Palmer-Shultz
Chief Executive Officer

‘‘OUR YOUNG PEOPLE REMINDED US OF THEIR UNSTOPPABLE RESILIENCE, PROMISE, AND POWER.’’

A MESSAGE FROM OUR LEADERSHIP

Brandi Davis-Handy
2020-2023 Board of Directors President

Darcey Palmer-Shultz
Chief Executive Officer
A YEAR FULL OF CHALLENGES. A YEAR FULL OF GROWTH. A YEAR FULL OF INSPIRATION. BIG BROTHERS BIG SISTERS WORKED TIRELESSLY TO PROVIDE SUPPORT AND CONNECTION TO BIGS AND LITTLES WITH ONE GOAL IN MIND: TO UNLOCK THE INHERENT POTENTIAL IN EVERY CHILD. THANK YOU FOR JOINING US ON THIS JOURNEY AND PROVIDING THE MOMENTS BELOW AND MORE.

252 New Matches Connected
This year we were motivated by one goal: to keep kids connected. We introduced new matches via Zoom, FaceTime, in our parking lot, and wherever else Bigs and Littles could meet safely. Nothing stopped us from pairing kids with caring adult mentors, and 1,191 matches were supported throughout the year. We know now more than ever, kids need connection, encouragement, and someone to stand in their corner.

Giving Tuesday Record Success
Over $150,000 was raised thanks to the Meridian Foundation and the efforts of 500 Big All Stars, Board, Staff, and community supporters. The Indianapolis Colts’ defensive tackle, DeForest Buckner, joined us as lead All Star to advocate, raise funds on Giving Tuesday, and help recruit volunteers.

Global Day of Service with Eli Lilly
We partnered with Eli Lilly and United Way for the 6th year and delivered 100 yard signs, wrote 1,000 thank you notes to current mentors, and called supporters to thank them. Our largest grassroots campaign aims to bring more matches together by recruiting volunteers that will empower kids in our community.

Justice, Equity, Diversity and Inclusion
As a local agency and nationally, we are focused on Justice, Equity, Diversity, and Inclusion (JEDI). Our JEDI work is anchored in serving youth effectively and – through deliberate and ongoing learning, changes to program practices, and full staff and Board engagement – we have enhanced our support to youth of color, LGBTQ+ youth, visually impaired youth, youth in refugee families, and more.

The Main Event Goes Virtual
BBBSCI fans cheered us on from home and were led through a live event and silent auction hosted by Little Caiden and Little Journey. Supporters tuned in for mission stories, heard from Tony Kanaan, INDYCAR racing legend, and joined us in honoring Community Mentor Award honorees, Aaron and Kelly Boyle. With everyone racing to defend potential, The Main Event presented by Taco Bell, zoomed past our expectations raising over $240,000.

64 Graduating Matches
We were thrilled to honor our matches graduating from high school with our annual Celebrate Mentoring event presented by AES Indiana. Hosted at Garfield Park, matches received Grad Bags to celebrate their friendships and graduation from our program.

3 Quarantine Surprises
During the first months of quarantine, our Enrollment & Matching team sent small gifts, like art supplies or board games, instead of birthday cards to some of our youth. Bigs went above and beyond by creating care packages for their Littles with favorite treats and special gifts.

75 Match Activities Hosted
BBBSCI hosted more than 75 socially distanced activities that kept Bigs and Littles engaged, learning, and having fun! From virtual game nights to Bruschetta in the Garden, our agency moved mountains to keep Bigs and Littles connected and supported.

Quarantine Surprises

64 Graduating Matches

The Main Event Goes Virtual

Justice, Equity, Diversity and Inclusion

Giving Tuesday Record Success

75 Match Activities Hosted

Global Day of Service with Eli Lilly

Crew for Kids Fundraiser
BBBSCI teamed up with Crew Carwash for the 11th annual Crew for Kids fundraiser. Over 3 days, $58,452 was raised for our program. We are grateful for Crew Carwash and their ongoing partnership to support kids across Central Indiana.

Delivering Food to Families
Staff and board members delivered food to families during the summer and fall of 2020. Supporting young people requires a holistic approach, and during a difficult year, we wanted to be there for our families in whatever way we could.

Unstoppable

252 New Matches Connected

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MATCHES OF THE YEAR

We are thrilled to honor 10 Matches of the Year. Matches were nominated by their Mentoring Relationship Specialist who provided quotes to highlight these extraordinary friendships.

RYAN CUTTER AND DELONDRE: MATCHED SEPTEMBER 2018

“Ryan always tells me how much he loves spending time with Delondre and how he feels that Delondre is changing his life just as much as he’s changing Delondre’s life.”
– Bethany Sacks, MRS

JOE STROUP AND GABE: MATCHED SEPTEMBER 2018

“They don’t always have to do big, enormous activities. They enjoy cooking and things like that and there is always intentionality behind it. It feels like it’s about the time spent together.”
– Drew Nodlo, Senior MRS

BRAD AND MANDY BILLMAN AND JAYLEN: MATCHED MARCH 2018

“Brad and Mandy have worked very, very, very hard in helping Aysper understand his true potential.”
– Nate Reeves, MRS

LISI KENT-ISAAC AND EL: MATCHED JULY 2018

“Mom, Blessing, and Tina all said it was so easy. It’s amazing how they clicked and integrated into one another’s lives. It’s like they’ve been matched forever.”
– Mike Lapota, Bi-lingual Senior MRS

DIANE HYATT AND ARNIYA: MATCHED NOVEMBER 2011

“I’ve seen them grow together and they truly are sisters. Arniya loves Diane and Diane loves Arniya.”
– Tracy Armstrong, Senior MRS

GORDON AND AMANDA BROOKS AND JAMES: MATCHED APRIL 2019

“Gordon and Amanda really care for James, and James really cares for Gordon and Amanda.”
– Megan Gaoling, MRS

RYAN SUTTER AND DELONDRE: MATCHED SEPTEMBER 2018

“Ryan always tells me how much he loves spending time with Delondre and how he feels that Delondre is changing his life just as much as he’s changing Delondre’s life.”
– Bethany Sacks, MRS

LYNDA FISCHER AND ACHARYE: MATCHED SEPTEMBER 2018

“Archarye has expressed to me many different times how much she appreciates having a Big in her life – someone she can talk to and someone that supports her.”
– Rod Ferguson, Senior MRS

MELLY FOR KAY SCAMING AND MORE: MATCHED AUGUST 2018

“They have been a great match. Kim and Billy want to make sure that Noah understands the importance of giving back to the community.”
– Clarence Cannon, MRS

TINA KOENEN AND BLESSING: MATCHED OCTOBER 2017

“Archarye has expressed to me many different times how much she appreciates having a Big in her life – someone she can talk to and someone that supports her.”
– Rod Ferguson, Senior MRS

HEATHER AND BRIAN CURRIE AND ALI: MATCHED SEPTEMBER 2018

“Ever since they’ve been matched together, they’ve had a schedule of hanging out together every other weekend. Consistency has been very important to them.”
– Julie Black, Program Event Coordinator and Graduate Specialist

“Mom, Blessing, and Tina all said it was so easy. It’s amazing how they clicked and integrated into one another’s lives. It’s like they’ve been matched forever.”
– Mike Lapota, Bi-lingual Senior MRS

“Helen goes out of her way to help Logan work on improving her self-confidence and to believe in herself.”
– Matt Vukusich, MRS
COMMUNITY MENTOR AWARD HONOREES AARON AND KELLY BOYLE

The Community Mentor Award is presented each year to an individual(s) in the community who demonstrates a passion for developing the potential of others and commitment to mentoring as a personal philosophy and way of life. This year the awardees were Aaron and Kelly Boyle.

Aaron and Kelly have been supporters of BBBSCI since 1999 and both joined the Board of Directors in January 2005. Currently, Aaron is on the Board of Directors and serves as the Chair of the Facilities Committee. Kelly continues to be involved with our organization as a Big Sister to Little Sister Natalie and as part of the Facilities Committee. Most recently, Aaron and Kelly were critical in searching, assessing, and securing the building that would become BBBSCI’s new mentoring center. Through their efforts, BBBSCI has a bolder presence in the central Indiana community.

We are infinitely grateful to Aaron and Kelly for their many years of service to our program and the greater community. Thank you for your relentless dedication to BBBSCI and for believing that every child deserves someone special to stand in their corner.

CAMILLE BRUGH HONORED WITH THE BRICK AWARD

Our very own Camille Brugh, Senior Director, Mentoring Relationships & Program Outcomes, was recognized by Big Brothers Big Sisters of America with The Brick Award for Program Staff Person of the Year! This award is presented annually to a program staff person who has gone above and beyond the call of duty to achieve higher quality matches and serve more volunteers and children.

Camille’s commitment and innovation to serving youth in our community is unmatched. She combines her passion for youth development, research and outcomes, and equity in a way that ensures our service delivery is culturally competent, evidence-based, and youth-centered. Camille brings an energy to her work that is contagious, and she holds herself to a high standard.

Darcy Palmer-Shultz, CEO, sums it up, “Camille can do anything and adds value to everything. Simply put, the BBBS network and our local agency serves our communities better and have more impact because of Camille’s leadership and contributions.”

BIG BROTHERS BIG SISTERS OF CENTRAL INDIANA QUALITY AWARD WINNER

In 2020, our agency was recognized by Big Brothers Big Sisters of America for our service quality and sustainability. As always, we are committed to the highest standards for our Littles, Bigs, and our community.

COMMUNITY MENTOR AWARD HONOREES AARON AND KELLY BOYLE

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Tony and Mike’s story begins in 1978 when Mike, a new-to-Indianapolis college graduate, was looking to become more involved with his community. Luckily, Mike’s company, Eli Lilly, was partnering with the Big Brothers program. Mike called the number on the flyer, and it wasn’t long before he was paired with a 14-year-old Tony.

Tony was one of five kids in a family, and sadly, his father passed away when he was only nine years old. His mom knew she wanted him to have a mentor in his life that he could count on, so she signed him up for the Big Brothers program.

Mike recalls thinking how he was “anxious of the unknown” before their match introduction, but as soon as Tony happily greeted Mike, all fears subsided. Tony’s version of the match introduction features Mike’s bright orange Cutlass and making sure they had plans for their first outing. Over 42 years, they shared hobbies, life challenges, events, and interests. Everything from riding bikes, to bowling, to hockey games, and a shared love of music. Tony grew up and continued on a path similar to that of his Big, Mike; both specialized in technology management, with MBA degrees from the IU Kelley School of Business.

Through Tony’s graduation and Mike’s relocation, they’ve remained connected and celebrated milestones along the way. Tony graduated with an MBA from the IU Kelley School of Business, Mike as a consultant for his own company, Accelerate, Inc. The two now work side by side.

Fast forward to 2020 when Tony hired his former Big Brother, Mike as a consultant for his own company, Accelerate, Inc. The two now work side by side.

When asked what they would tell someone who might be on the fence about signing up to be a Big, Tony replied, “You have no idea your capacity to impact someone else.” Mike adds, “You don’t have to be perfect; you just have to be there. Mentoring is something we are all called to do, but we don’t always answer the call.”

To honor Mike and Tony’s lifelong friendship, they were recently inducted into our Alumni Hall of Fame as part of the inaugural class. They joined five other matches whose friendships collectively represent 160 years.

Mike as a member of Tony’s groomsmen, 1990s

“Anaiya makes a lasting impact everywhere she’s encountered.”

“My name is Natasha Jessup, and I’ve had the pleasure of being Anaiya’s Big Sister for a year now! Let me start by saying that Big Brothers Big Sisters of Central Indiana couldn’t have matched me with a better Little Sister. She’s only 12 years old, but I can already tell that she’s a natural leader. She truly ‘dances’ to the beat of her own drum. Anaiya is very aware of the times we’re living in and has made great strides to shine a light in dark places. Whether she’s participating in a rally for racial injustice or recommending that her school shine a light on more Black historical figures, Anaiya makes a lasting impact everywhere she’s encountered. I’m looking forward to the years to come of being her Big Sister. Anaiya is destined for greatness and I’m grateful to be a part of her journey: it’s only UP from here!”
THE JOURNEY TO LIFE-CHANGING FRIENDSHIPS

Every step of the way, we guide Bigs and Littles from application to graduation. Each piece of the journey is important and, along the way, Bigs and Littles create connections that make a difference.

LITTLE ENROLLS
“I’d really like a Big!”

POSSIBLE BIG SIGNS UP
“I’d like to be matched with a Little!”

BIG INTERVIEW
Enrollment & Matching invites a potential Big to interview and complete a background check and references

MATCH INTERVIEW
Enrollment & Matching interviews Big, Little, and family to pair just the right Big and Little

A FRIENDSHIP BEGINS
Match introduction with an assigned Mentoring Relationship Specialist

FIRST OUTING
First outing together
Bigs and Littles head to Cuber’s for Concrete Mixers provided by the Bob Clifford Memorial Fund at BBBSCI

CELEBRATING LIFELONG FRIENDSHIPS
Celebrate Mentoring event for our Graduating Matches
Bigs and Littles graduate the program, but lifelong friendships continue

SO MANY ACTIVITIES
Little Impacts 12 Thriving Indicators for Success program
Focused on developing skills to achieve one’s full potential

Big Futures Career & College Readiness program
Centered on supporting and coaching high-school-aged Littles to ready them for their future

Match Anniversary celebration events
To honor Big and Little mentoring friendships over the years

Ongoing support and training for Bigs
Trainings focused on JEDI, LGBTQ+, Trauma-Informed Care, and more to intentionally serve all youth

Coaching, guidance, and empowerment
Mentoring Relationship Specialists are there every step of the way to guide Bigs, Littles, and their families through their journey

RACE & ETHNICITY
American Indian/Alaskan Native..................1%
Asian/Pacific Islander..............................1%
African American/Black...........................63%
Caucasian/White.......................................20%
Hispanic/Latinx.......................................12%
Multi-Racial.............................................5%

MATCHES BY COUNTY

<table>
<thead>
<tr>
<th>COUNTY</th>
<th>% of total matches</th>
</tr>
</thead>
<tbody>
<tr>
<td>Marion</td>
<td>79%</td>
</tr>
<tr>
<td>Hamilton</td>
<td>13%</td>
</tr>
<tr>
<td>Johnson</td>
<td>7%</td>
</tr>
<tr>
<td>Other</td>
<td>1%</td>
</tr>
</tbody>
</table>

AGE
9-10 years of age........9%
11-12 years of age........50%
13-14 years of age........40%
18+ years of age........1%

AGE
19-25 years of age........16%
26-39 years of age........26%
30-35 years of age........25%
36-39 years of age........9%
40-54 years of age........14%
55-78 years of age........10%

RACE & ETHNICITY
Asian/Pacific Islander......................3%
African American/Black.....................12%
Caucasian/White..............................78%
Hispanic/Latinx..............................2%
Multi-Racial..................................5%

89% are eligible for free or reduced lunch
35% have an incarcerated family member

2% identify as LGBTQ+
**2020-2021 FINANCIALS**

**Total Revenue & Support in 2020**

$2,459,730

- Special Events $285,876 12%
- Individual Contributions $549,157 23%
- United Way Johnson County $35,000 1%
- Grants $650,327 26%
- In-Kind $54,764 2%
- Corporate Contributions $271,741 11%
- Government Grants $119,332 5%
- Payroll Protection Program Loan Forgiveness $360,400 15%
- Other $133,133 5%

**Total Expenses in 2020**

$2,121,332

- Program Services $1,612,212 76%
- Fundraising $339,413 16%
- Management & General $169,707 8%

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

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“UNTIL EVERY KID THAT WANTS AND NEEDS A MENTOR IN THEIR LIFE HAS ONE, THEN THIS ORGANIZATION, THIS CITY, HAS A HILL TO CLIMB.”

— Larry Sablosky, BBBSCI Advisory Council Member and Co-Founder of Finish Line Program Services
BIG BROTHERS BIG SISTERS OF CENTRAL INDIANA RECOGNIZES ALL DONORS WHO SUPPORT OUR MISSION THROUGH GENEROSITY OF TIME AND PHILANTHROPY. DONORS AND CORPORATE FUNDERS LISTED BELOW MADE GIFTS OF $1,000 AND GREATER DURING OUR FISCAL YEAR, JULY 1, 2020 - JUNE 30, 2021. A FULL LIST CONTAINING ALL SUPPORTERS CAN BE FOUND IN OUR EXTENDED ONLINE VERSION OF THE ANNUAL REPORT.

YOUR GENEROSITY IGNITES THEIR FUTURES

THANK YOU TO OUR SUPPORTERS

INDIVIDUALS

$25,000 - $100,000
Aaron and Kelly Boyle
Charles Brown and Louise Tetrick
The McLean Foundation
Ali and Shary Oak
Larry and Lisa Sablosky

$10,000 - $24,999
John and Kathy Ackerman
Bill Dahm and Lisa Glenn
Thomas and Janie Herman
Chris Iveson and Judith McAtee
Susan and William Kleinman
Jeff Lackey
December and Matt LeTennier
Richard and Jamie Schulte
Bill and Dana Sherwood
Mike and Sue Smith
Sara Zahng

$5,000 - $9,999
Shaun Clifford
Andy and Julie Detharage
The Dowse Foundation
Matthew and Susan Furr
Barbara and John Futter
Mark and Debbra Gillen
Thomas Herberberger
Chuck and Valory Myers
Jim and Kathy Pease
Heather and Charles Perzy
Sherman and Meredith Rogers

$1,000 - $4,999
Rosanne Ammirati and Kevin Krulewitch
Chad Amos
Sarah Austin
Daniel Ball
Cindy and Jim Barkley
Bill Bastian
Margaret Bauer
Blake Beller
Holly and Kevin Betz
Cecily Bore
Doug and Julie Bower
Susan Brock Williams and Brian Williams
Adam and Kelley Broderick
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David and Lenna Cathcart
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Vivien Ferris
Peggy Ford
Sally and Bryan Grant
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Rep. Trina Gunwithin
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John Gary
Drew and William Hallem
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Meghan Hare
Brett and Eva Hanu
Samantha Hanus/Mark
Samantha and Adrienne Hudson
Allan and Kathryn Hubbard
Gray and Betty Hummerson
Jason and Jennifer Johnson
Carol and Wayne Krmes
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Millman
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Brittany and JP Ochillo
Diane and Jeff Oceans

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**CORPORATIONS, FOUNDATIONS, & COMMUNITY ORGANIZATIONS**

$100,000 - $350,000

- Big Brother Big Sisters of America
- Lilly Endowment Inc.
- United Way of Central Indiana

$25,000 - $99,999

- AAS United States
- Green Langley
- Immediate Past President
- Cummins Inc.

**TRADE**

- Walmart
- Wells Fargo Advisors

**IN-KIND GOODS & SERVICES**

$10,000 - $15,000

- Indianapolis Business Journal
- Printing Partners

**TOTAL CONTRIBUTIONS**

$1,250,000

**INACT**

- Indianapolis Farm Bureau Insurance Company
- Indianapolis Monthly Meeting Of Friends

**TRIBUTES**

In memory of

- Jill Holder
- Rebecca Selig

In memory of

- Mary Hivley
- John Hivley

In memory of

- Sam Hodgson
- Alii Medaris Rogers

In memory of

- Steve Howell
- Susan Huffman

In memory of

- Helen Jackson
- Kim Burnett

In memory of

- Corinna Johnson
- Shawn Tuerk

In memory of

- Helen Reaume
- Matthew C., C.

In memory of

- Donald Beamer
- David Hickman

In memory of

- Letterman of Muncie Richard
- David and Elan Clay

In memory of

- Kendall and Julie Wheeler
- Jim O’Connell

In memory of

- Andrea Robertson
- Petra Slagle

In memory of

- Laura Rollins
- Andrew Schulte, Jr.

In memory of

- Michelle Shaw
- Scott Shaw

In memory of

- David Short
- Morgan Kamm

In memory of

- Bridget Smith
- Mary Smith

**EX OFFICIO**

- Nancy Spohn
- Nancy Spohn

**DONOR RESOURCES**

- Creation
- Jennifer Emerson

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- Walker Consulting

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- Smith, Edwards & Young LLP

- Dan Mian
- Ad Hoc Member
- Smith, Edwards & Young LLP

**ACTIVE BOARD OF DIRECTORS**

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- Community
- Volunteer Leader
- American Structurepoint Inc.

- Sarah Ackerman
- Volunteer Leader
- American Structurepoint Inc.

- Mary Ackerman
- Volunteer Leader
- American Structurepoint Inc.
STAND WITH US TODAY!