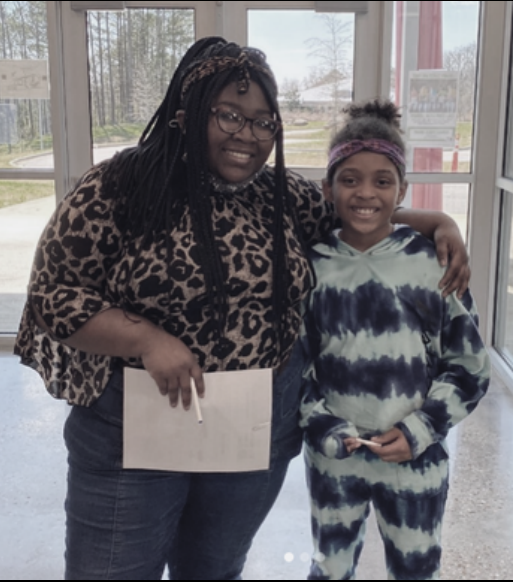


2022 ANNUAL REPORT





WE DON'T CREATE POTENTIAL.
WE DEFEND IT.

OUR MISSION

To create and support one-to-one mentoring relationships that ignite the power and promise of youth.

OUR VISION

That all youth achieve their full potential.

ACCOUNTABILITY

By partnering with parents/guardians, volunteers and others in the community, we are accountable for each child in our program achieving:

Higher aspirations, greater confidence and better relationships
Avoidance of risky behaviors
Educational success

DEAR FRIENDS,

We at Big Brothers Big Sisters of Greater Birmingham appreciate everyone who helps us in our mission to connect children in need with supportive mentors who can make a positive impact on their lives for years to come. We are proud to announce that this year marks our 50th anniversary of serving the children and families of Birmingham. Thanks to the incredible support of our dedicated partners, volunteers, and believers in our mission, we were able to serve 1048 youth in 2022. We are proud of this achievement. Our purpose is simple: to clear the path to each child's biggest possible future. At Big Brothers Big Sisters of Greater Birmingham, we feel that everyone who engages with us has the ability and power to be a Defender.

Every year, our community rallies together to show their support for Big Brothers Big Sisters of Greater Birmingham in countless ways. This includes the generous backing of United Way and the Children's Trust Fund and corporate and individual donors. Our agency could not operate without the invaluable contributions of our incredible volunteers, the parents/guardians of our children, the school systems we partner with, the city and county districts we collaborate with, the Board of Directors, the Young Advisory Board, and our devoted staff. We must all collaborate to positively impact our children's lives by giving them hope and a clear vision of what their future can hold.

We value our partnerships as they enhance our work. We appreciate your contributions, whether it be your time, money, or expertise. Thank you for making a positive impact on the lives of children. Thank you for your support and belief in the significant impact and positive change that friendship and mentoring can have on children's lives.

Yours in service,



A handwritten signature in black ink that reads "Sue S. Johnson".

Sue S. Johnson, CEO



A handwritten signature in black ink that reads "Bill Clements".

Bill Clements, 2022 Board President

2022 IMPACT

1048

TOTAL YOUTH SERVED

739

TOTAL MATCHES MADE

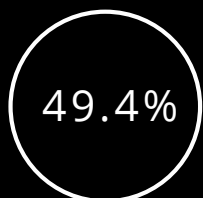


LITTLES

POTENTIAL TO CHANGE THE WORLD



Female

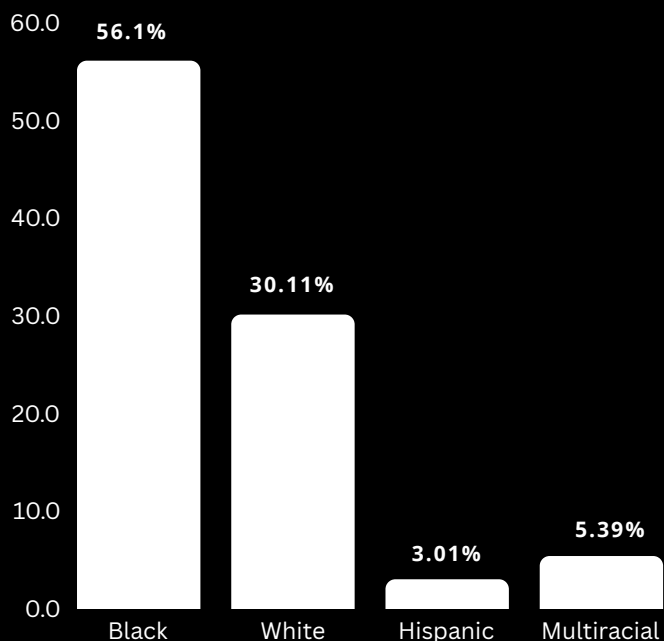


Male

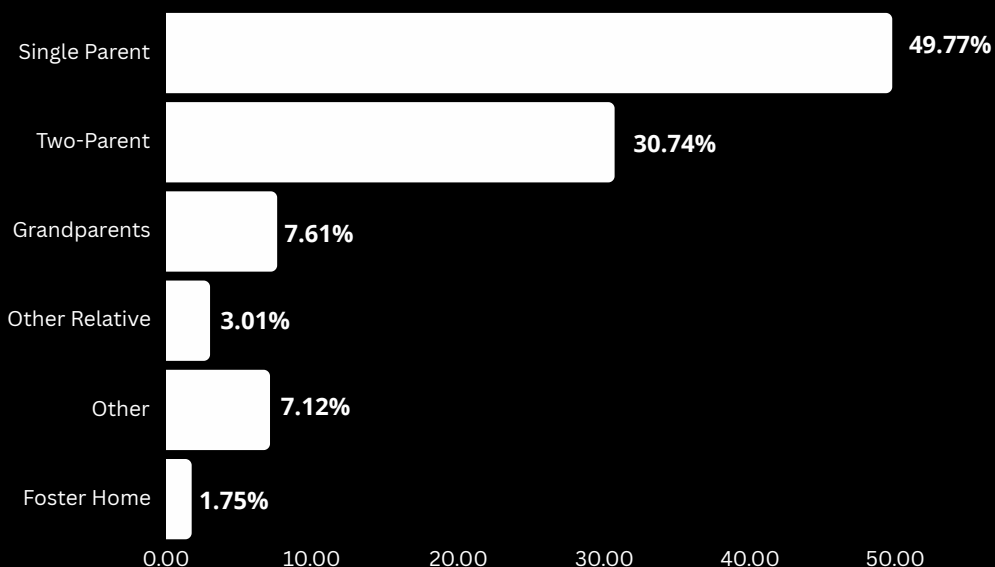


Genderqueer

BY RACE/ETHNICITY



HOUSEHOLD BREAKDOWN



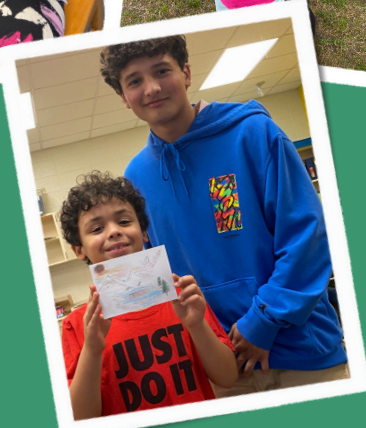
HOW WE SERVE

COMMUNITY-BASED MENTORING

The Community-Based program provides adult mentors, or "Bigs," to children who are in need of a positive role model. These volunteers commit to spending one-on-one time with their little brother or little sister at least twice per month for 3-5 hours per outing. Bigs and Littles spend time at the park, museums, sporting events, and a variety of other community activities. The most important part is the friendship that is formed and the role model that is gained. Bigs and Littles are matched based on preferences, similar interests, locations, and personalities.

SCHOOL-BASED MENTORING

The School-Based program matches volunteer mentors with children from local schools. The volunteers commit to visiting their little brother or sister at their school once per week during the school year. Bigs and Littles might spend time doing homework or shooting basketball in the gym or just hanging out. The most important thing is that the Little has a reliable and positive role model in his or her life. School-Based matches keep in touch by phone or written correspondence during the summer.



MATCHES IN 2022:
175 COMMUNITY-BASED
482 SCHOOL-BASED

HOW WE SERVE

BEYOND SCHOOL WALLS

Big Brothers Big Sisters of Greater Birmingham is celebrating another successful year for the Beyond School Walls program. Beyond School Walls is a workplace mentoring program that started in 2013. Children enrolled in the program are bussed from their school twice per month during the school year to their partnering workplace. There they are matched with an employee who spends time mentoring and sharing about their career. Studies show that youth participating in workplace mentoring programs perform better in school, want to go to college and begin thinking more about their future.

BIGS WITH BADGES

Bigs with Badges was started to help increase goodwill and connection between children in our community and the local police force, firefighters, sheriff's office, and other first responders. These relationships help build stronger bonds between law enforcement and the community they serve. Bigs meet with their Little regularly at the Little's school or in the community. The role of the mentor is to provide emotional support and encourage them to see their self-worth.

PARTNERED COMPANIES:

BBBS
Cadence Bank
City of Birmingham-Division of Youth Services
Vestavia City
UAB

MATCHES IN 2022:
40 BEYOND SCHOOL WALLS
3 BIGS WITH BADGES
7 E-MENTORING



SISTER-TO-SISTER PROGRAM

50 MATCHES
IN 2022



The Sister-to-Sister program is funded in large part by a generous grant from the Charles and Estelle Campbell Charitable Foundation and provides girls in our community with quality mentoring services. While the aim is to reach many girls living in low-income housing, the program is also available to all girls in need of a mentor. This program focuses solely on providing girls with role models who stress the importance of education, specifically finishing high school and preparing for higher education or employment opportunities after graduation. Mentors are equipped with development tools such as structured activities, games, and books. Activities are strategically geared toward the social development of a child by increasing academic capability, relationship skills, and critical thinking.

A key component of this program specifically for girls includes a speaker series. These speakers are successful and inspirational women from the Birmingham area devoting a session to sharing their stories with the girls and their mentors. Having successful women, specifically women of color, open up about their journeys and how they achieved their goals and aspirations is an opportunity for these girls to meet women who can encourage them to persevere through adversity.



OUR SATELLITE OFFICES

BLOUNT COUNTY



160 Matches
in 2022

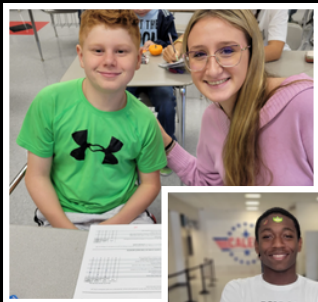
Big Brothers Big Sisters of Blount County has matched children with mentors since 2008.

Current schools BBBS Blount County is in:

Blountsville Elementary School
Hayden Elementary School
Hayden High School
Hayden Middle School
Hayden Primary School
JB Pennington High School

Oneonta Elementary School
Oneonta High School
Oneonta Middle School
Susan Moore Elementary School
Susan Moore High School

SHELBY COUNTY



209 Matches
in 2022

Big Brothers Big Sisters of Shelby County has matched children with mentors since 2014.

Current schools BBBS Shelby County is in:

Elvin Hill Elementary School
Calera High School
Calera Intermediate School
Chelsea High School
Creek View Elementary School
Forest Oaks Elementary School
Helena Elementary School
Helena High School

Helena Intermediate School
Oak Mountain High School
Oak Mountain Intermediate School
Shelby County High School
Shelby Elementary School
Thompson High School
Thompson Intermediate School
Thompson Middle School

ST. CLAIR COUNTY



21 Matches
in 2022

Big Brothers Big Sisters of St. Clair County is our newest satellite office and has matched children with mentors since 2022.

Current schools BBBS St. Clair County is in:

Ashville Elementary School
Ashville High School
Margaret Elementary School
St. Clair County High School

NATIONAL IMPACT STATISTICS

93%

OF OUR LITTLES ARE SAYING NO TO DRUGS, VIOLENCE, AND SKIPPING SCHOOL

92%

OF OUR LITTLES HAVE PLANS TO GRADUATE HIGH SCHOOL AND ATTEND COLLEGE

91%

OF OUR LITTLES FEEL A STRONG SENSE OF BELONGING AMONG PEERS

90%

OF OUR LITTLES SEE THEIR BIG AS A VERY IMPORTANT ADULT IN THEIR LIFE

88%

OF OUR LITTLES ARE STAYING ON TRACK WITH, OR IMPROVING, THEIR GRADES



Big Brothers
Big Sisters®

SIGNATURE ANNUAL EVENTS



GLOW^{on} THE GREEN

The 8th annual Glow on the Green golf tournament was hosted by our Young Advisory Board at Highland Park Golf Course on April 8, 2022. Players enjoyed 18 holes of golf as the sun set over Birmingham. This one-of-a-kind golf event, presented by Tito's Vodka, also included music, dinner, and amazing auction packages.

a night of Big stars

Big Brothers Big Sisters hosted its annual A Night of Big Stars event on August 20, 2022, at The Club. Littles in the Big Brothers Big Sisters performed a one-of-a-kind show while guests enjoyed dinner with a view, drinks, and music. Guests bid on auction packages throughout the night. Every dollar raised helped Big Brothers Big Sisters of Greater Birmingham continue our mission of matching children facing adversity with caring and supportive mentors who change their lives for the better, forever.

2022 BIG & LITTLE SISTER OF THE YEAR

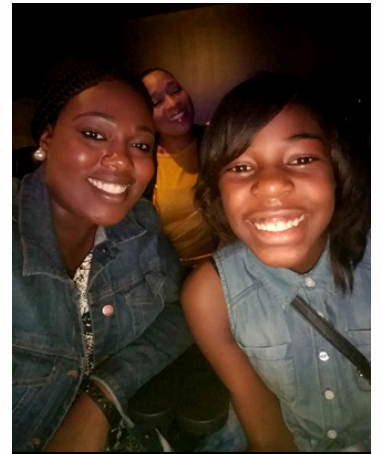
Jasmine and KaLeah

from Jasmine:

"Becoming KaLeah's Big Sister in 2016 has been one of my greatest honors. I am so honored to be the Big Sister of such a smart, talented, selfless, and loving young lady. When I first met KaLeah, she was just a little girl, but over the last 5 years, she has grown into such a beautiful young lady. Every time I plan an outing with KaLeah, I learn something new about her. Our relationship is one that is steadily growing and unique in a special way. I am so eager to see what the future holds for her and us, as Big Sister and Little Sister. Words can't explain how much I love my Little Sister and how proud I am of her."

from KaLeah:

"Ms. Jasmine is special because everything she puts in her mind, she accomplishes it. Ms. Jasmine taught me to put family first. When I think about how my life would be different now if I had never had Ms. Jasmine, I think it would be so different. I would never have had the goals that I have now nor be as open as I am now. Ms. Jasmine taught me to always believe in myself. I hope to be successful. I would tell other kids about my experience that it is very worth it, because if you are not able to turn to anyone, other than your parents or siblings, you can count on your Big."



2022 BIG & LITTLE BROTHER OF THE YEAR

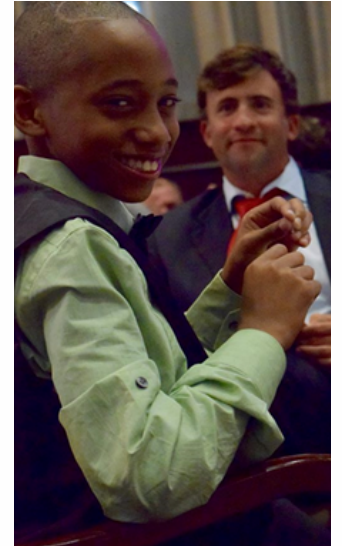
Josh and Mandrell

from Josh:

"When I was matched with Mandrell, he was very shy and unaware of his natural born strengths and abilities. Since that time, he has grown into a very outgoing and selfless individual. I've been very proud of how well he has matured into a well-mannered and respectful young man. I believe the impact on me has been more beneficial to me than it has been to him. The relationship that we have built has allowed me to be more grateful for the smaller things in life. I recently had my first child and the fulfilling impact that Mandrell has had on me will hopefully allow me to become a better father. I've grown so much as a person with the understanding that life is much more fulfilling when you put others before yourself."

from Mandrell:

"When I think of what makes Josh so special, I think of how he has always been there for me in the good and bad times, and that he has always helped me when I've gone through rough times. He has always been there. Josh has taught me a lot. We played a lot of basketball together, and he always taught me to use my left hand, because I was always using my right. He taught me the importance of helping others. We volunteered together with his dog, Gus, and helped me become a volunteer at Hand in Paw. I know that if I never had a Big, my life would not be the same. He has been a father figure to me and has always told me he would be there if I ever needed anything."



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BIGGER TOGETHER



Match Makers is Big Brothers Big Sisters of Greater Birmingham's monthly giving program. Match Makers help us continue making new matches of Bigs and Littles. No matter the amount, Match Makers has committed to the ongoing support that is vital to our organization.

Learn more at www.bhambigsmatchmakers.org

Shannon Belmont
Michael Bolton
Nancy Miller Borg
Mike Clarke
Blake Dimick
Madeline Eckenrode
Kerry and Addie Hendricks
Jimmy and Sue Johnson
Brooke McKinley
Chris Townsend
Emily and Woody Mathis
William Meador
John Morris
Katie Krack
Kiranda Robbins
Shane and Erica Spray
Dr. Andrew Sullivan and Mr. Martin Taylor
Vance and Kala Waldron



What will your legacy be? The Legacy Society is made up of individuals who have made future gifts through their wills, life insurance policies, retirement plans, trusts, final estate plans, or in some other way. We are grateful for their foresight and generosity.

The Clements Family
Jack Key
Jimmy and Sue Johnson
John and Deborah Sellers
John W. Williams
Judy and Bill Lewis
Justin Russell
Keith and Laura Covington
Mark and Jenna Lovoy
Mike and Julie Anderson
Shane Spray
Susan N. and Wyatt R. Haskell
Tina DiMonte
William Schuler *Deceased

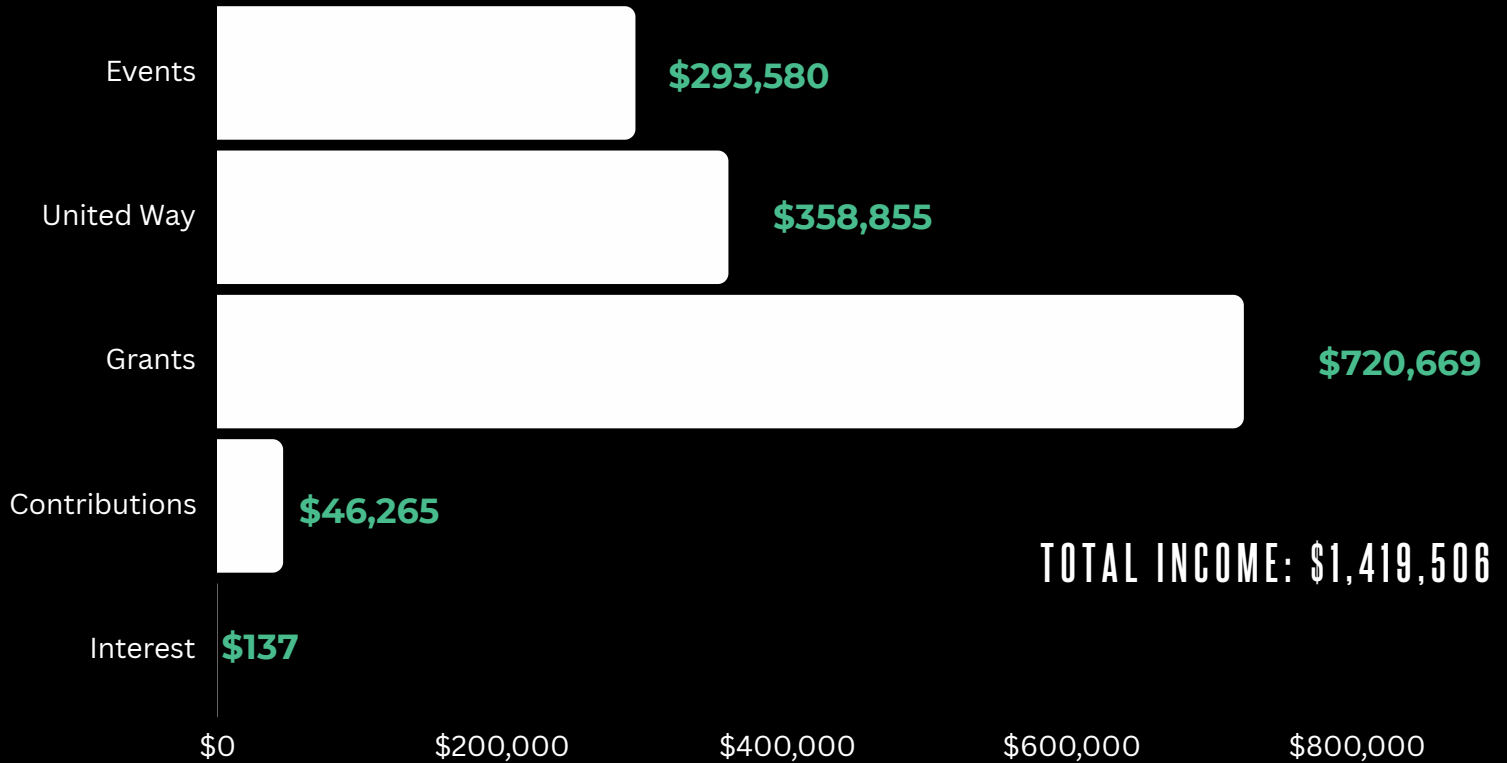
THANK YOU FOR BRINGING OUR MISSION TO LIFE

Our Supporters include Individuals, Foundations, and Corporations who have given over \$500

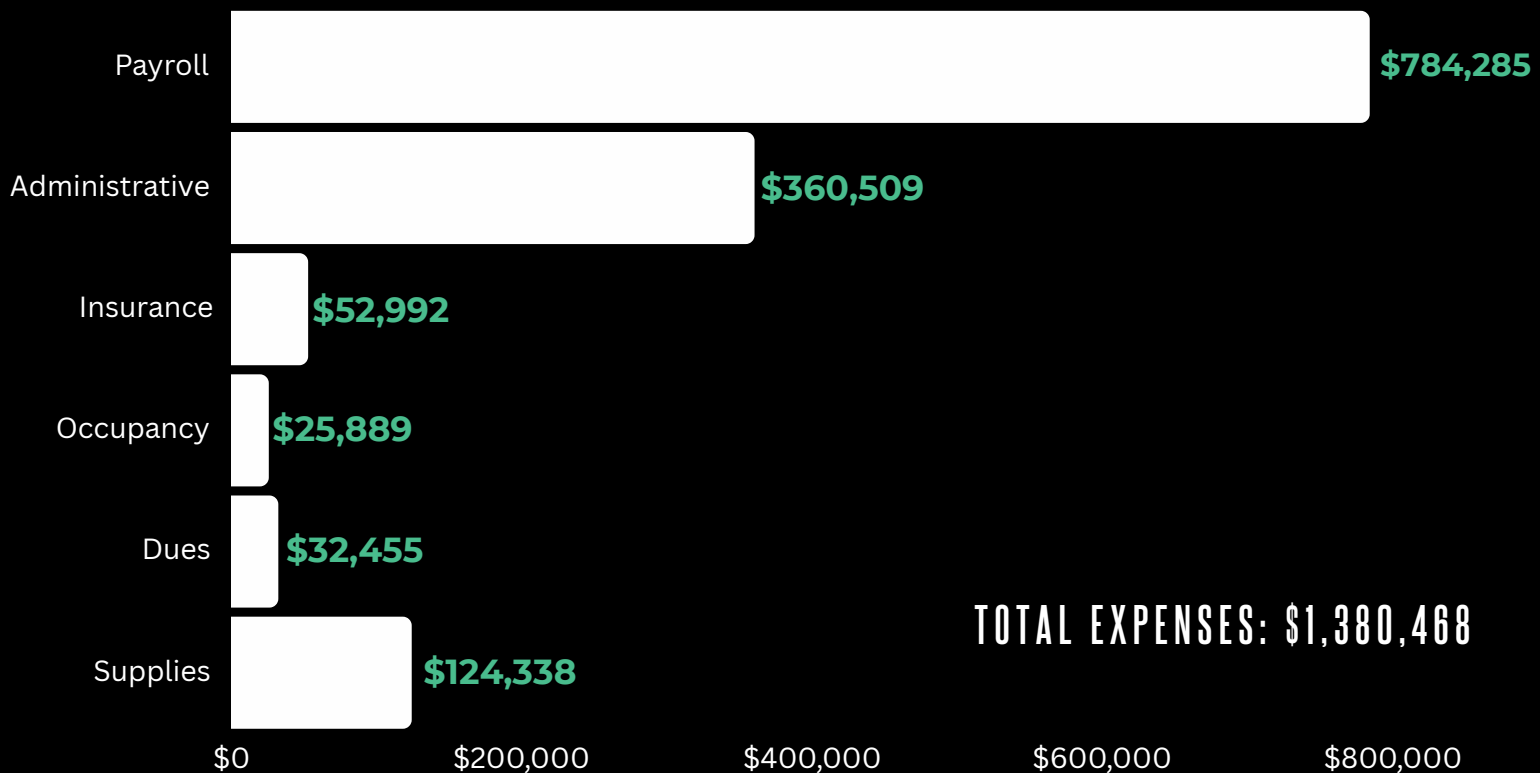
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Alabama Graphics	Johnson and Johnson	Dr. Brantley Synco
Alabama Power Foundation Inc.	Tyler and Bree Johnson	The Retail Companies
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ALTEC/Styslinger Foundation	Kellis Vegetation Management	The Welch Group, LLC
Amfirst	Kolbe Clinic	Thompson Tractor Company
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Arlington Capital Advisors	Bill and Judy Lewis	Tito's Vodka
Bancorp South	Dr. Andrew Loehr	Gerald Travis
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Chuck and Michelle Huguley	Dr. Andrew Sullivan and Mr. Martin Taylor	
Internet Content Management	Summer Classics, Inc.	
Kimberly and Waymond Jackson	Surgical Care Affiliates	

FINANCIAL REPORT

INCOME



EXPENSES



BE THE CHANGE

Help us build the biggest possible future for Birmingham youth.

DONATE

Your gift allows us to create and support more life-changing relationships at a time when kids need it most! Big Brothers Big Sisters of Greater Birmingham relies on the generous support of individuals, corporations, and foundations to provide our services at no cost to families. Your donation positively impacts a child's life. Not to mention, it makes you a part of something big.

ONLINE GIVING



VENMO GIVING



VOLUNTEER

We need caring adults like you to amplify the power and promise of Birmingham area youth. People who see the best in them, who support their dreams, who are there to listen and care. Being a Big provides you with a meaningful connection, a new perspective, a greater sense of purpose, giving back to the community, and above all, it is fun!



HELP CHANGE A CHILD'S LIFE FOR THE BETTER,
FOREVER.

THE FUTURE IS BIG



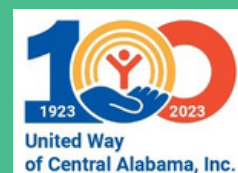
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Big Sisters®**

OF GREATER
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preventing child abuse
and neglect for 40 years