UNITE IN DEFENDING POTENTIAL

2019 IMPACT REPORT

Big Brothers Big Sisters of Middle Tennessee
Meet Devonte and Zach. These two guys were matched through our partnership with the Titans and the NFL Inspire Change Initiative. Devonte’s mom Sherley sought a mentor for Devonte after they suffered a family loss. She was concerned about losing her happy son and saw him beginning to struggle in school. Enter Zach. While they were both a little shy at first, football emerged as their common language. Zach helps Devonte with blocking and tackling (on the field and in life), and Devonte helps Zach see the world through a different lens. “Everything I want in life for Devonte, his brother Zach is instilling in him.,” says Sherley. As for Devonte, “Zach’s there for me – anything I need.”

Meet Peter and Mike. They were matched in 2017 through our e-mentoring program at Antioch High School. E-mentoring matches work through several structured online exercises. They utilize these to get to know one another and help the Little find a career path that might be of interest. Peter wanted a Big Brother who would support his academic growth and encourage him to achieve his future goals. Peter graduated in May of 2019 as one of the first graduates from the e-mentoring program. He was the recipient of a Dell Scholarship and is pursuing a career in mechanical engineering. Peter served as emcee at the 2019 Better Beginnings Breakfast.

Meet Adrian and Ethan. After a Titans game last year they recreated a picture taken in 2014, when Adrian was just 11 years old! Ethan has mentored Adrian through important developmental transitions, and we love seeing our matches grow over time!

MENTORING THROUGH DEVELOPMENTAL TRANSITIONS
How successfully young people transition to elementary to middle school and middle to high school is a predictor of long-term success including lifetime earnings. Our mentors serve as a bridge during these transitions/periods.

WHERE MENTORING TAKES PLACE

75% Urban
25% Suburban / Rural

54% Community
34% - Schools
10% - Online
2% - Workplaces

KEEPING UP WITH INCREASING MOBILITY

72% Despite high rates of mobility, 72% of Bigs completed their mentoring commitment in 2019.

YOUTH CENTERED OUTCOME

96% sustained or increased connection with their families

97% improved or sustained expectations for achieving higher levels of schooling
According to the Center on the Developing Child at Harvard University, “the single most common factor for children who develop resilience [in the face of adversity] is at least one stable and committed relationship with a supportive adult.”

90% of our Littles say that their Big is that person for them.

One way we test and measure our effectiveness is through a “strength of relationship” rating, designed to indicate whether strong and close relationships are being built for our matches. On a 5.0 scale, our goal is an average score of 4.0 or higher.

4.02 was our average strength of relationship rating across all scoring categories.

**Prioritizing Diversity**

Some of our most important efforts in 2019 focused on addressing gaps we saw in serving our diverse communities.

- Launched our **Excellence Campaign** to highlight that black men are the excellence our Littles need in their lives. Advertising campaign featured three local African American men who are defending the potential of our youth.

- Launched our **Example Campaign** to specifically target the LGBTQI community and send the message, “You are the example we need for our kids.” This resulted in **52 people** inquiring about becoming a mentor!

**Supporting our Matches**

- **70%** of funding is directed towards high-touch, professional support for our matches

- **98%** of Bigs surveyed reported feeling “confident about their ability to handle the challenges of being a mentor.”

"My match support specialist has been my mentor in mentoring! I had experience with teens before, but mentoring is different. I had to change how I thought and gave advice.”
- Big Sister Becky L.

**Mentor Support**

- **10 Average hours of training and professional coaching volunteers receive in their first year as a mentor**

**Youth Centered Outcome**

- **95%** improved or sustained health of peer relationships
Meet our Staff Bigs! In 1969, a group of Nashville community leaders saw an opportunity to invest in the lives of young people. For fifty years, we have brought that mission forward by connecting adults and kids in one-to-one mentoring relationships that ignite the power and promise of youth. These matches inspire our young people to create the best version of themselves and awaken their own potential. We are so proud that Elizabeth, Caroline, David, Rebecca, and Denise work behind the scenes at BBBSMT and mentor Littles, each doubling down on defending potential. You also stand united with us in continuing the legacy of sparking hope and optimism for the next generation of leaders in Middle Tennessee. Here's to another 50 years!