

# 2022-2023 Impact Report

## DEFENDING POTENTIAL FOR 54 YEARS



Brian (Big Brother) & Brennon (Little Brother)  
2022-2023 Match of the Year

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Our Big Community~

Big Brothers Big Sisters of Middle Tennessee is a community resource belonging to no one person or group. But rather, this organization is a tool through which individuals can come together to invest in our most precious resource, our young people.

Families enroll their children with a trusted partner. Youth set goals for themselves that a caring adult can support. Community volunteers bring their time, experience, and care as mentors: professional staff support skill building and healthy relationship development. Investors see the potential of our rising citizens and leaders. Volunteers invest their time and expertise as board members to guide the organization. Together WE are building a more caring and connected community where young people thrive.

Now is the time of year to review what we've accomplished together, to share our collective impact. Looking through the following pages, you'll see a lot of data. The numbers tell a story that represents people, relationships, and community. You'll see families that have built connections with agency staff and Bigs, reducing their stress through expanded support. Bigs who've developed mentoring skill sets and increased their well-being through building confidence and links to others. And young people who are empowered to achieve educational success, social and emotional health, connections and belonging, and learning to make good decisions.

Our collective efforts support young folks as they build their future. Through the experience of a healthy and productive mentoring relationship, youth are on a path to graduate high school and pursue a plan for their future, including being enrolled in post-secondary education, employed or enlisted, and doing so with improved well-being and mental health.

We are honored and excited to link arms with you to create community-level transformation and opportunities for upward economic and social mobility. Cheers to another year of investing in our future leaders!

Onward and upward together,

Melissa Hudson-Gant  
CEO, BBBSMT

# A Year of Collective Impact





## BBBSMT Match of the Year

Seven years ago, Little Brother (Brennon) and Big Brother (Brian) began their match journey when Mom brought 9 year-old Brennon to BBBSMT, hoping he could be mentored by someone who would be a positive role model in his life. Brennon was an active boy who loved sports and dirt bikes and was looking forward to being matched with a Big Brother who loved sports as much as he did. Brian and Brennon's first outings together were a huge success! From trampolining to swimming to basketball, this match connected through their passion for sports, and their friendship grew. Brian was the steadfast source of encouragement and positive influence that Mom was looking for. As the relationship matured, Brian was there to support Brennon in the various sports he participated in and in his academics. In his 8th grade year, Brennon improved his grades and achieved 75% and higher in all his classes. Brian was instrumental in helping Brennon succeed academically and continued to provide steady emotional support.

During their time together, there have been two life events that significantly impacted Brennon where Brian stepped up to be a partner in Brennon's support team. The first blow was when Brennon lost his grandfather. Brian was there to assist Brennon and the whole family during that difficult time. Two years ago, Brennon was in a severe car accident and sustained life-threatening injuries. He was on life support for three days, spent two weeks in the hospital, and another eight weeks in bed recovering. Brian consistently showed up for Brennon during this tough time while navigating the pandemic. He sent care packages with all of Brennon's favorite things and regularly called to see how Brennon was doing. For the next several months, Brian continued to support Brennon's recovery, switching their outings from the once highly energetic activities to more laid-back activities like visiting Starbucks, Barnes & Noble, and trips to the movies. Brennon was very happy to get out of the house and spend time with his Big Brother!

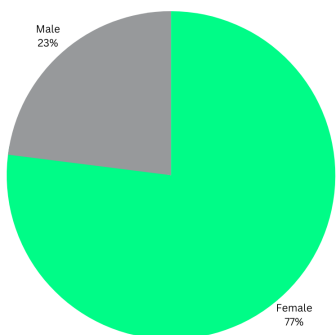
After many, many weeks, Brennon's recovery allowed him to walk without a limp, and he secured his first job at McDonald's while also keeping up with his studies. Brennon has triumphed over the challenges he has faced and did it with Brian beside him. Brian's commitment to support Brennon and his family through these adversities, while juggling his own family with three daughters and a demanding career is nothing short of inspirational. Brennon shared, "he's my best friend."

BBBSMT is thankful to have Brian as a volunteer and has seen him grow as a mentor. In addition to being an exceptional Big Brother, Brian has also advocated and recruited for the agency, sharing his match experience with family, friends, and co-workers. We aim for relationships like this, that defend the potential of youth.

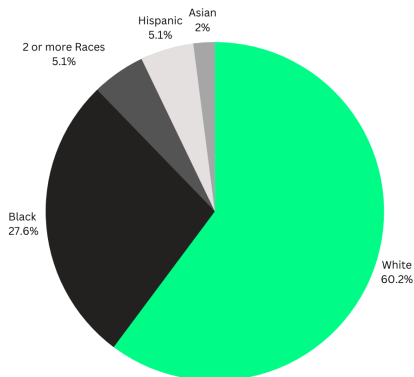
# Our Big Family

Through engagement with local community organizations and events such as The African Street Festival, Nashville Pride, Greek Life, and more, our agency remains committed to bringing diverse partners into our Big Family.

### STAFF GENDER



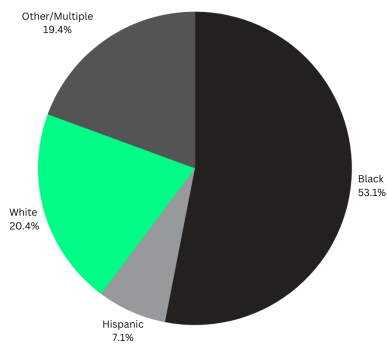
### STAFF RACE/ETHNICITY



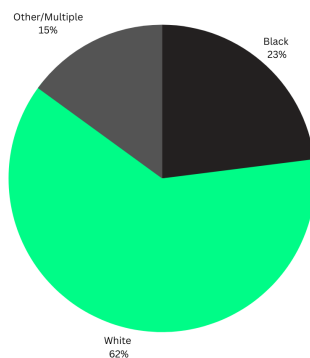
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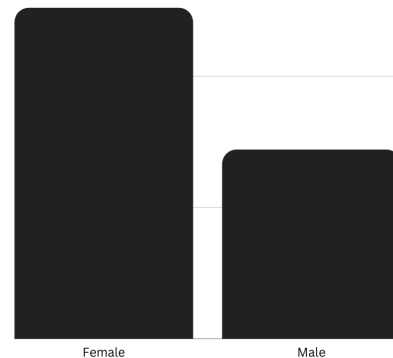
### LITTLES RACE/ETHNICITY



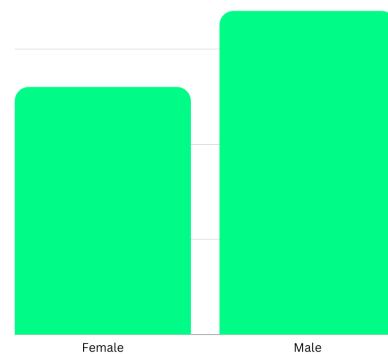
### BIGS RACE/ETHNICITY



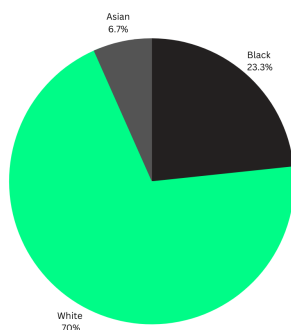
### BIGS GENDER



### Board Member Gender



### Board Member Race/ Ethnicity



BBBSMT is committed to **Justice, Equity, Diversity & Inclusion**

# COMMUNITY OUTREACH

## BIG DRAFT

As part of the NFL Inspire Change Initiative, we partnered with the Tennessee Titans for the inaugural Big Draft event. The family-friendly event aimed to attract and recruit new volunteer mentors. More than 80 adults attended and received exclusive access, along with the young folks that participated, to a private meet and greet with Titans Defensive Tackle Jeffery Simmons.



Tennessee Titans' Jeffery Simmons & participants at the Big Draft



United Talent Agency, Jan, 2023

## BIG FOR A DAY

Now in its second year, the Big For a Day (BFAD) program allows executives to be a mentor for a day, spending two hours with a cohort of Littles, Bigs, and parents twice yearly. During their time together, executives share their path to success and lessons learned. Littles learn about the challenges the road to success may bring and are encouraged to know that someone has navigated a similar journey. The program concludes with tours, Q&A sessions, and food! Since its inception, BFAD has grown to include 9 corporate partners with a goal of 20 partners in the upcoming fiscal year.

# 99 Graduating Seniors

2023 marked the inaugural year for the Big Graduation, hosted at Bridgestone Arena. For the first time, graduating high school seniors from each of the agency's mentoring programs, came together to celebrate their graduation. The evening included Bigs, families, teachers, staff, and community leaders. Five students were awarded scholarships from national partner Deloitte, and every student is now a member of the BBBSMT Alumni Community.



## Outcomes

The evidence-based and professionally supported mentoring programs of BBBSMT consistently produce positive outcomes for youth. Through mentorship, Littles maintain and improve their ability to regulate, perform well in school, and build healthy relationships. The skills developed empower youth to realize their full potential.



90% maintained or improved feelings of social competence

83% maintained or improved feelings of connection to school

90% maintained or improved emotional regulation



85% maintained or improved the development of their passions

97% maintained or improved academic performance

82% maintained or improved connections with family

## 804 Youth Served

This year we served 804 youth through our Traditional Site-Based, Site-Based, Site-Based Diversity Focused, E-Mentoring, Sports Buddies, Micro Mentoring, Big Cousins, and The Joy Collaborative. Each program has made a significant impact for youth across Middle Tennessee.

Three highlights from this year are:

Through the expansion of the E-mentoring leadership development program, 132 youth were mentored, and an additional 63 youth learned more about advancing their academic and career goals.

The High School Bigs program empowered 71 high school students to grow by mentoring younger students. While these students invested their time, they received communication, conflict resolution, and trauma-informed care training.

Joy Collaborative, an online community, was launched this year and supported 38 LGBTQIA+ youth who might not have the available support services in their school or town.

# The Proof is in the Stories

Every number you read in this report tells the story of an amazing relationship. When we report that we served 15% more youth this year than we did last year, that's a story about over 800 youth, their families, and the volunteers who defended their potential. We have stories about playing basketball, painting pictures, eating ice cream, laughing, crying, and dreaming. We have stories about success and stories about critical support. And, not surprisingly, each of these stories revolves around the incredible things that happen when one amazing person connects with another amazing person. This year we have more than 800 of these stories... and we can't wait to write more!

Bryan Currie  
Chief Impact Officer  
BBBSMT



Little Sister Magy is participating in Big Brothers Big Sisters' E-Mentoring Program. Magy hoped to be matched with an engaging, thoughtful, funny, and kind mentor. In the fall semester of Magy's sophomore year of high school, she met her Big Sister Honor. Over the last seven months, Honor and Magy have formed a strong bond based on shared values and interests.

Honor began her journey with Big Brothers Big Sisters in June of 2022.

During her interview, she shared that she was inspired by her own positive experiences with mentors and expressed a genuine interest in guiding a young person. The E-Mentoring program professional that arranged the match felt that Honor would be compatible with Magy and a great mentor to assist her in reaching her personal and educational goals.

Since their introduction, Honor and Magy have met in-person multiple times at the high school. During in-person meetings, Magy and Honor discuss pop culture, school-related stressors, and job opportunities. This open and supportive environment has allowed Magy to share her concerns and seek guidance from Honor.

Mutual respect, shared interests, and a strong rapport can characterize Honor and Magy's mentoring relationship. Honor has inspired Magy to research and learn more about her culture, ultimately assisting her in discovering who she is. They have also spent time together doing college and career exploration. Honor, who works in the healthcare industry, has inspired Magy, who hopes to work in the medical field.

# A LOOK INTO THE FUTURE

Over the next year, we have a goal to...

- ⇒ Serve 885 youth through professionally supported, evidence-based mentoring
- ⇒ Launch Big Futures (18+ mentoring program) with Tennessee State University and Nashville State Community College
- ⇒ Raise \$5M to fuel community-wide impact by igniting the power and promise of youth

## THANK YOU INVESTORS AND PARTNERS



United Way of Rutherford & Cannon Counties



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centurion.



Ascend  
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Big Brothers  
Big Sisters.

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