



Big Brothers  
Big Sisters®

MIDDLE TENNESSEE



JULY 1, 2024 — JUNE 30, 2025 — Annual Impact Report

IGNITING POTENTIAL THROUGH COMMUNITY

BIG AND LITTLE OF THE YEAR  
SUZANNE AND ABRIELLE



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## OUR MISSION

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

## VISION

All youth achieve their full potential.

## VALUES

As our Strategic Framework highlights, Big Brothers Big Sisters of Middle Tennessee is committed to impacting our community, strengthening and scaling our programming, and ensuring a solid, sustainable organizational infrastructure. Our values guide our decisions and actions, defining our culture. Our culture drives our success. At BBBSMT we value:

### Relationships

Building strong connections through trust, respect, and reliability leads to a more significant impact on our community. We follow through on our commitments, set aside personal biases and opinions, and strive to understand the needs, concerns, and perspectives of others. We seek to collaborate, celebrate our differences, and know we are stronger together.

### Ownership

We take pride in our work and give our best in everything we do. Through continuous evaluation, we identify our shortcomings, celebrate our successes, and push ourselves to grow, improve, and deliver on our vision.

### Evolution

With curiosity and optimism, we dare to try new things. We are solutions-oriented, seeking diverse perspectives and new approaches to achieve positive outcomes. Embracing the opportunity to learn and grow, we approach challenges with an open mind and heart.



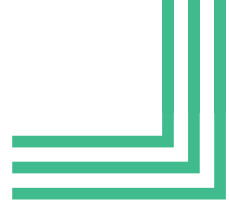
MELISSA HUDSON-GANT CEO



TOM LAMPE BOARD CHAIR



# MESSAGE FROM CEO & BOARD CHAIR



Big Brothers Big Sisters of Middle Tennessee is a community resource. For more than 120 years, the mentoring programs of this nationwide movement have brought people together and ignited the potential of young folks. And while BBBS has been mentoring for decades, one thing is for certain: The world is changing quickly. How we interact with each other, the way we communicate, how we work, and live. As the world changes, the agency must evolve to ensure this powerful community resource, which has supported more than 30,000 mentoring relationships over the last 56 years, is here for generations to come.

As you read through this year's impact report, you'll note there's a theme of evolution, innovation, and long-term impact. The core of bringing two people together to support healthy growth through a relationship remains the same. What is changing is the way in which the board, executives, and professional staff execute their work.

Feedback is a superpower: We seek and then use feedback to improve. From Littles, Bigs, families, investors, community, and staff—these stakeholders are surveyed often so that the agency and leaders can learn how to improve and evolve the what and how of mentoring. This involves updating agency values, leadership behaviors, and the employee value proposition, as well as the enrollment process for youth and families and the requirements for how often matches must meet.

What remains consistent is quality programming and outcomes; the evolutions create a more efficient, cost-effective, and impactful agency.

Evolution is a commitment: leveraging technology to improve the experience of enrolling families and kids in the program, making monthly match support more efficient so staff can focus on relationship development, safety, and streamlining internal processes for increased efficiency. Every dollar invested is a gift, and the agency is committed to creating an increasingly effective and efficient organization for long-term sustainability.

Mentoring produces long-term impacts: Harvard University conducted a longitudinal economic study using 30 years of Department of the Treasury data. The data shows that being a Little through Big Brothers Big Sisters significantly improves lifetime economic outcomes. Youth in BBBS programs are 20% more likely to enroll in college, have higher lifetime earnings than their non-mentored peers, and have stronger social bonds. Not only does the professionally supported mentoring of BBBSMT close the earning gap of a youth's historical household income by two-thirds, the cost of mentoring is recouped by society within seven years.

While you'll read statistics and facts throughout this annual impact report, stories that are shared illustrate the real impact of two people learning and growing forward together. Not only do these relationships build social capital, they also build community.

Thank you for believing in each young person's potential. We look forward to our continued work together to accomplish BIG things for kids and the community.

Onward & upward,

*Melissa Hudson-Gant*

**Melissa Hudson-Gant**  
Chief Executive Officer

*Thomas M Lampe*

**Tom Lampe**  
Chair, Board of Directors

# THE POWER OF MENTORING



## Every Match Matters

In Middle Tennessee, 1 in 3 youth do not have a mentor—but that also means every new mentoring match is a chance to open doors for a young person. With the guidance of a caring adult, youth can strengthen their academic skills, build confidence, form lasting friendships, and discover opportunities that might have once felt out of reach. Instead of facing challenges alone, they have someone by their side who believes in them and helps them see what's possible.

## The BBBSMT Difference

Big Brothers Big Sisters of Middle Tennessee offers evidence-based, professionally supported mentoring programs designed to unlock potential. Young people who have a Big Brothers Big Sisters mentor are more likely to thrive in school, develop strong social skills, and build meaningful connections with peers and adults. They grow in confidence and emotional wellness, avoid risky behaviors, and step into leadership roles in their schools and communities with the support of their mentor. Many even volunteer in the future, creating a ripple of impact that extends far beyond their own lives.

## The Ripple Effect

The power of mentorship doesn't stop in childhood—it lasts a lifetime.

Research shows that youth who are matched in Big Brothers Big Sisters programs are 20% more likely to enroll in college, and, as adults, they earn 15% higher incomes. These gains help close nearly two-thirds of the poverty gap, proving that a single mentoring relationship can help shape a brighter economic future for generations to come\*.

## What It Means To Be a Mentor

Mentorship changes lives on both sides of the relationship. Bigs often find joy in sharing their knowledge and expertise, while also building pride, sharpening leadership and communication skills, and expanding their own perspective. The relationships that grow are authentic and lasting. For Littles, having a mentor means gaining confidence and self-worth, nurturing their emotional well-being, succeeding academically, and envisioning new possibilities for their future. Together, Bigs and Littles create a partnership built on encouragement, growth, and shared success.

\* Analytics from a Harvard study using 30 years of Department of Treasury data.



“ Evan is a special kid and I could not have asked for a better match. Gianna (Evan’s mother) has made me feel like part of the family by inviting me to her home and making me authentic Chinese food, as well as inviting me out to dinner with her and her family. ”

— Joey, “Big”



SCAN THE QR CODE TO  
START YOUR JOURNEY  
AS A BIG TODAY.



# IMPACT AT A GLANCE



## Big Moments. Bold Growth. Brighter Futures.

This year was filled with big wins for kids across Middle Tennessee. **More than 940 young people had a mentor by their side**, and the agency celebrated the most new matches since 2019. Each connection meant another young person gaining the confidence, support, and encouragement they need to thrive.

The community showed up in powerful ways, too—**over 1,100 people raised their hands to explore getting involved with BBBSMT** to fuel these life-changing relationships. Because of this support, Littles continued to grow—strengthening their academics, setting bigger goals, and staying on track for bright futures ahead.

941

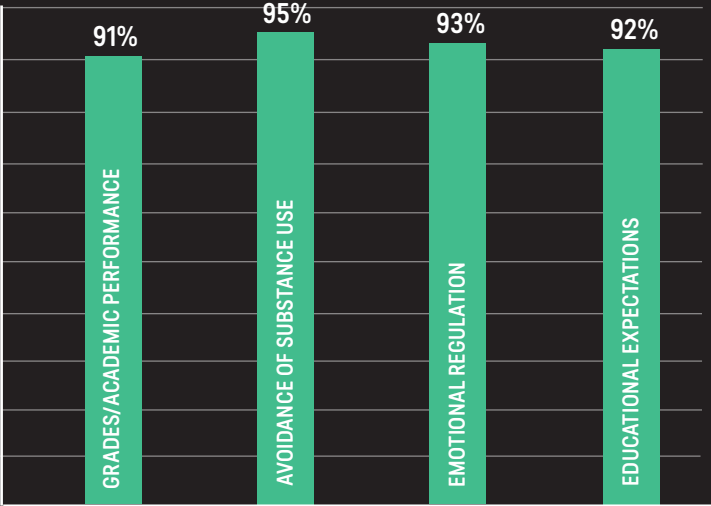
YOUTH SERVED

228

NEW MATCHES THIS YEAR

18%

SERVICE GROWTH



% OF LITTLES THAT IMPROVED OR MAINTAINED POSITIVE PRACTICES

\$4.4M

DOLLARS INVESTED BY OUR COMMUNITY

1,110

INQUIRIES FROM PEOPLE INTERESTED IN BECOMING A BIG

### Be the Reason a Young Person Believes in What's Possible

Hundreds of youth in Middle Tennessee are waiting for a mentor. By becoming a Big, you can open doors, build confidence, and help a young person see new possibilities for their future.

# SUZANNE AND ABRIELLE

## BIG AND LITTLE OF THE YEAR



When Suzanne Smith and Abrielle Davis first met in 2021, neither knew just how transformative their bond would become. Abrielle, then a quiet middle schooler, had weathered tremendous challenges: the loss of her home in the 2020 Nashville tornado, the isolation of the pandemic, and major family transitions. At such a pivotal moment, Suzanne stepped into her life as a mentor—and quickly became so much more.

What started as weekly outings soon grew into a relationship rooted in trust, encouragement, and joy. Suzanne helped Abrielle find her voice, build confidence, and embrace new experiences. In turn, Abrielle brought laughter, authenticity, and resilience into Suzanne's world, reminding her of the beauty of staying young at heart.

Their match is a true testament to the power of mentorship: When two people show up for each other with consistency and care, they not only change one another's lives—they light up every room they enter together.

## THE IMPACT OF THEIR MATCH

### In Abrielle's Words

Abrielle describes Suzanne as special "because of her heart and the love she shares for everyone." Through their time together, she's learned the value of being herself and embracing her individuality. "She's taught me to be confident in who I am and to let my personality shine," Abrielle says. "I've realized that I don't need to change to fit in—being myself is more than enough."

She recalls a Sounds baseball game they attended together. While neither are baseball enthusiasts, they still laughed, walked around, and turned it into a favorite memory. "We were taught that anything could be fun if you make it," Abrielle shares.

### In Suzanne's Words

For Suzanne, becoming a Big was inspired by a co-worker's long-standing mentoring relationship. When her own children grew up and left for college, she saw BBBSMT as the perfect opportunity to pour herself into someone else's life.





Today, she says the match has given her “a deep, long-lasting friendship” not just with Abrielle, but with her whole family. “Her positive attitude and resiliency are a constant inspiration to me, and her friendship is a blessing,” Suzanne explains. “She definitely keeps me young, active, laughing, and up on the latest trends!”

**A Family’s Gratitude**

Abrielle’s mother, Ebony, shares: “Suzanne has created a safe and nurturing environment where Abrielle feels comfortable sharing her personal thoughts, fears, and struggles. This emotional support is invaluable, as it helps Abrielle develop resilience in the face of life’s challenges. Suzanne is not just a mentor; she is a vital source of encouragement, inspiration, and hope for Abrielle.”

**BBBSMT’s Perspective**

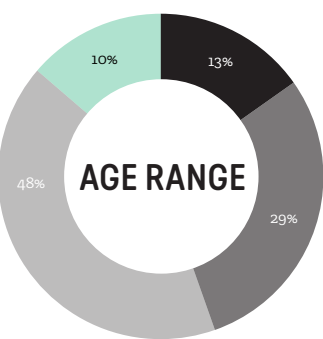
Rachel Becker, their Match Support Specialist, sums it up best: “In my five years with BBBS, I have yet to witness a connection as genuine and special as Suzanne and Abrielle’s. Their story is a beautiful testament to the power of connection. They’ve grown and changed for the better through their match, helping each other navigate life with strength and joy.”

**From trying new recipes and art projects to cheering at Predators games or simply chatting over a meal, Suzanne and Abrielle prove that mentorship is about more than activities—it’s about showing up, believing in each other, and celebrating the journey. Together, they embody the spirit of Big Brothers Big Sisters of Middle Tennessee: one relationship at a time, transforming lives for the better.**

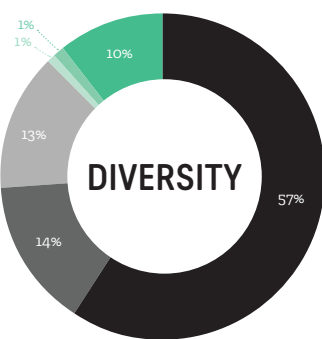
# LITTLE DEMOGRAPHICS

On a scale of 1–5, on average our Littles rate their relationship with their Big 4.7.

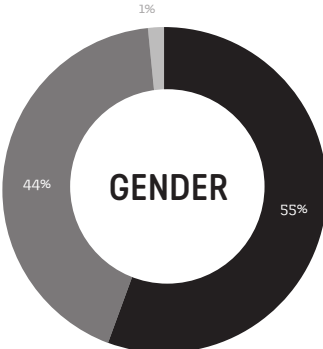
## FOCUS AREA



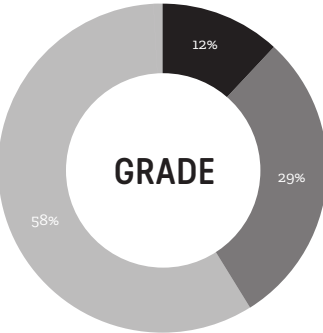
- 5 – 10 yrs
- 11 – 14 yrs
- 15 – 18 yrs
- 19+ yrs



- Black or African American
- White or Caucasian
- Hispanic
- Asian
- Middle Eastern/North African
- Multi-Racial



- Female
- Male
- Genderqueer/Nonbinary



- grade school
- middle school
- high school

For more than 56 years, BBBSMT has helped create life-changing mentoring relationships that empower young people across Middle Tennessee. Each match is thoughtfully made—considering shared interests, family priorities, and the unique goals of every Little—so that every connection has the best chance to grow strong and make a lasting impact.



“ Being an E-Mentoring Little was the entryway to every other opportunity I have had with Big Brothers Big Sisters, including serving as a Youth Board Member and becoming a member of the National Youth Council. Not only have I been able to act as an ambassador, advocate, and advisor for the organization, but I have also learned so much about board stewardship, which is a wonderful skill to develop as a young person. Additionally, the BBBSMT board members have all been inspiring and encouraging, and I learn so much in every conversation; it is a once-in-a-lifetime experience that I am incredibly grateful for! ”

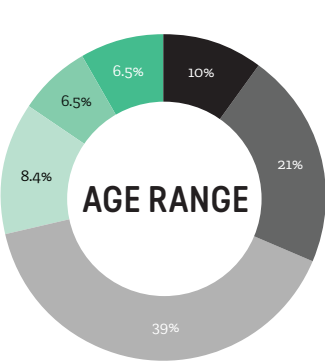
— Sarah Moseley, Youth Board Member



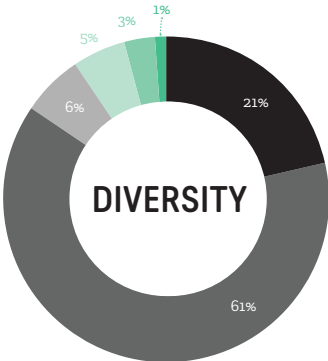
95% of our volunteers would recommend becoming a Big to a friend, family member, or co-worker. 83% of Bigs share that they feel "Extremely" or "Very" satisfied about their overall experience with BBBSMT.

# BIG DEMOGRAPHICS

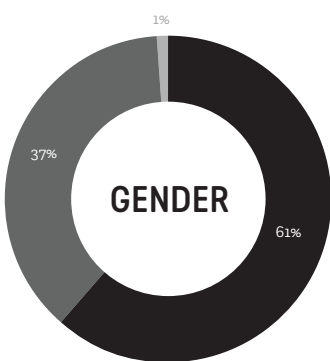
## FOCUS AREA



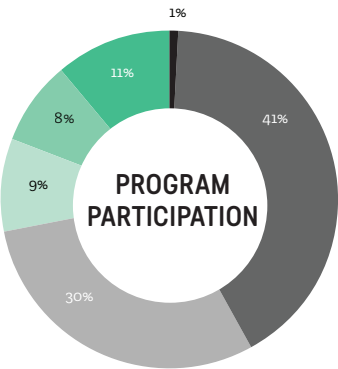
- 18 – 22 yrs
- 23 – 29 yrs
- 30 – 39 yrs
- 40 – 49 yrs
- 50 – 59 yrs
- 60+ yrs



- Black or African American
- White or Caucasian
- Hispanic
- Multi-racial/multi-ethnic
- Asian
- Middle Eastern/North African



- Female
- Male
- Genderqueer/Nonbinary



- CAP
- Community-Based
- E-Mentoring
- General Site
- High School Bigs
- Sports Buddies

Bigs are at the heart of BBBSMT's mission. That's why the team works to recruit caring adults who want to invest in the next generation. Littles come from varied backgrounds and experiences, and we value and celebrate that same variety among our Bigs—because every young person deserves a mentor they can truly connect with.

“ As an empty-nester, the BBBS match has provided me with new and rich experiences with an amazing young person. It has taught me that in giving of myself and my time, I have received so much more in return. ”

— Suzanne Smith, *Big Sister, BBBSMT Board Member*



# THE ROADMAP TO BECOMING A BIG



## NAVIGATING THE PATH TO MENTORSHIP

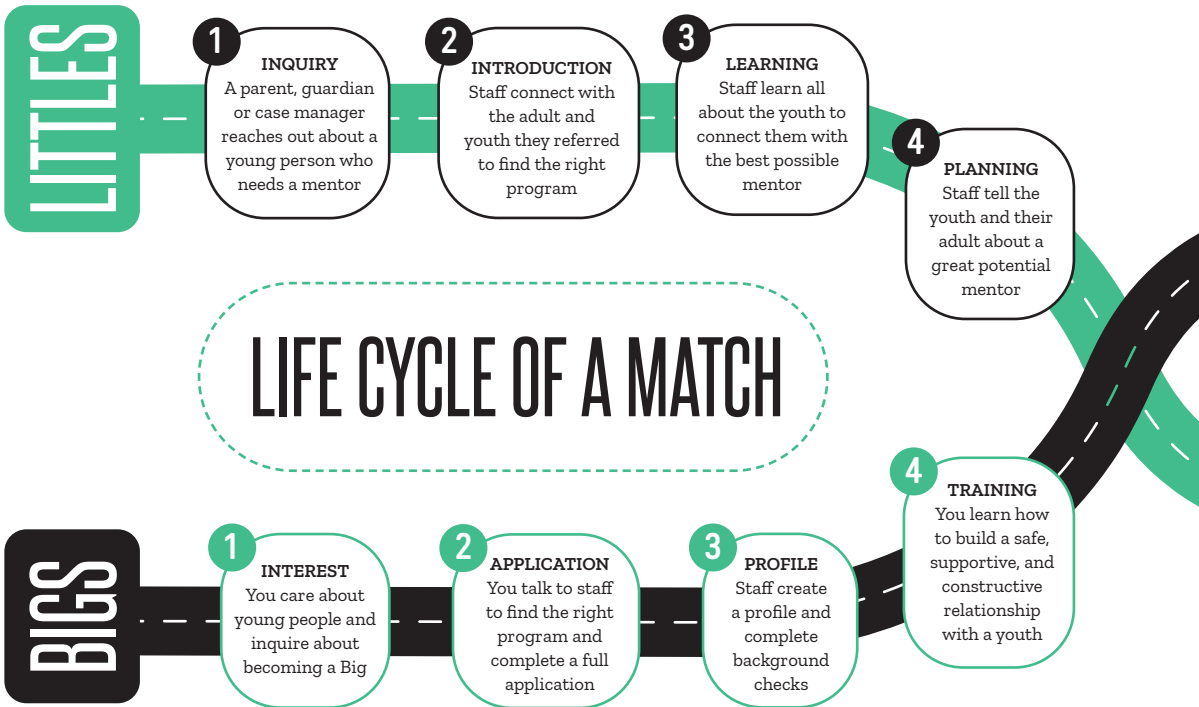
The BBBSMT recruitment process is designed to set each Big up for success.

Bigs come from all walks of life—last year their ages ranged from 16 to 78—proving that anyone with a caring heart can make a difference.

BBBSMT offers training that provides the skills Bigs need, including Mentoring 101, Trauma Informed Care, Healthy Boundaries, and Strategies for Connecting with Your Little.

Mentors are also provided ongoing support virtually and in person with professional caseworkers who provide match support.

As Middle Tennessee continues to expand, so does BBBSMT’s commitment to supporting its youth. Next year, the agency is seeking 400 mentors to join the Community of Bigs!





“ Recruitment isn’t just about finding mentors—it’s about building a network of youth champions. Every person who shares our mission, tells a friend, or advocates for our Littles is helping us move closer to 400 new 1:1 matches. Our youth deserve a village of support, and that village starts with you. ”

— **Lauren Fenn**, Director of Volunteer Recruitment and Community Engagement



# INCREASING BBBSMT'S IMPACT

AT BIG BROTHERS BIG SISTERS OF MIDDLE TENNESSEE, EVERY INNOVATION BEGINS WITH ONE SIMPLE QUESTION:

## Making Enrollment Easier for Families

For parents and guardians, enrolling a child now feels less overwhelming and more encouraging. Automated reminders, simplified steps, and consistent messaging ensure clarity throughout the process. As a result, enrollment completion rates have climbed from 60% to an impressive 98%, connecting more children with dedicated mentors.

## Creating a Better Big Experience

Bigs dedicate their time and energy to creating life-changing connections. The enrollment journey has been redesigned to reflect the value of that commitment. Volunteers can now complete most steps in a single day rather than waiting weeks, allowing their enthusiasm to carry forward. Faster reference checks and a streamlined onboarding experience leave Bigs feeling respected, supported, and prepared to step into their important role.

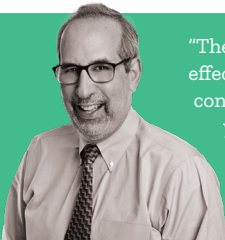
How can the journey be made easier and more meaningful for families and Bigs? Recent improvements to the enrollment process have made it faster, clearer, and more supportive for everyone.

## Driving Change Through Innovation

Behind the scenes, new technologies and shared learnings from other Big Brothers Big Sisters locations across Tennessee have made enrollment smoother and more efficient. By removing unnecessary steps and “mental work,” innovation and automation allow families and Bigs to focus on what truly matters—the relationships that change lives.

## Positioned for Greater Impact

Each improvement strengthens the foundation for growth. Families gain clarity. Bigs feel valued. And more young people are matched with mentors during crucial times in their lives. These enhancements are more than just process updates—they represent investments in building stronger, lasting relationships across Middle Tennessee.



“The team at BBBSMT is always committed to delivering strategies to ensure that we work in the most effective way possible so every young person who desires a mentor has access to one. Together, we continually work to improve the quality of our service to ensure that BBBSMT meets the evolving needs of youth. We do this by adapting to new technology and creating a workplace that is a safe place for our team members. This strengthens the reach and impact of our mission. As an organization that serves the needs of young people and their families, it is important that our team has all the necessary tools to ignite the power and promise of youth.” — David Estrin, Chief Operating Officer

## Help Open the Door to More Mentorships

Each improvement in the enrollment process means more youth are matched with mentors when it matters most. Your support ensures these life-changing connections continue to grow.



SCAN THE QR CODE TO MAKE A GIFT TODAY AND HELP IGNITE THE POWER OF MENTORSHIP.

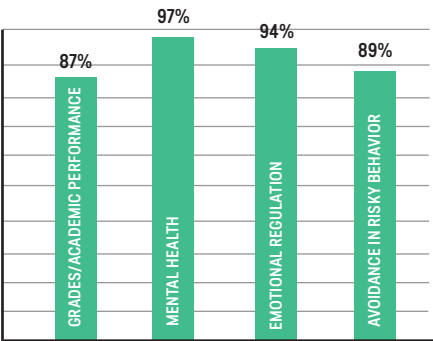


# E-MENTORING AND CAP

## E-Mentoring

This year marked a record for E-Mentoring, with **144** youth served—the largest in the program’s history.

Thanks to school partners, including Antioch High School, Creek Wood High School, James Lawson High School, LEAD Academy High School, and Dickson County High School, students gained access to leadership development, college readiness, and financial coaching opportunities that build confidence and open doors.



% OF E-MENTORING YOUTH THAT IMPROVED OR MAINTAINED POSITIVE PRACTICES



## College Advancement Program (CAP)

The College Advancement Program expanded in 2024 through a new partnership with Nashville State Community College. CAP equips college students for success through one-to-one mentorship and EmpowerU, a group mentoring model that connects students with industry professionals. These sessions provide guidance on financial literacy, academic achievement, professional tools, and mental health while helping students expand their networks, form relationships for greater opportunity, and build social capital.

7

MATCHED IN ONE-TO-ONE MENTORING

196

ENGAGED THROUGH EMPOWERU EVENTS

“Being matched with Ximena through the College Advancement Program has truly been a gift. I signed up to be a mentor, but the truth is she has blessed me even more with her drive, kindness, and perspective. This experience has reminded me that mentorship is just as much about what you gain as what you give.”

—Tosha Price, CAP Mentor



# COMMUNITY-BASED AND SPORTS BUDDIES

## CREATING NEW PATHWAYS THROUGH SHARED EXPERIENCES

### Community-Based

The magic of mentoring is simple yet profound: When a young person is matched with a Big, both are exposed to new experiences, people, and perspectives that expand their worlds.

In the Community-Based program, Littles build a stronger support network by spending consistent, meaningful time with their Big. Together, they share everyday moments—grabbing ice cream, visiting local museums, or exploring Nashville’s area parks—that grow into lifelong memories.

These matches thrive because they’re built in partnership with families. The bond between Little, Big, and family creates a circle of support that helps youth feel seen, valued, and encouraged as they work toward their biggest possible futures.

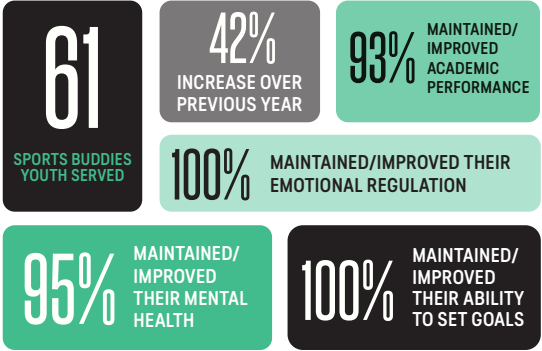
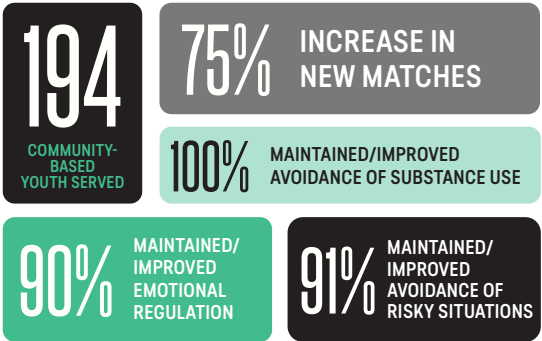
### Sports Buddies

Mentorship flourishes when people connect through common interests. Sports Buddies provides Bigs and Littles the opportunity to bond over movement, teamwork, and play. Twice each month, matches enjoy activities ranging from pickup games and hiking trails to cheering together at collegiate or professional sporting events.

The program does more than keep kids active—it gives them front-row access to experiences they may not otherwise have, building confidence and connection along the way. In every shared high-five and every moment of encouragement, Sports Buddies proves that growth happens both on and off the field.

“Having a Big has taught me essential life skills like work ethic, discipline, and how to become a man. My Big Brother is more than just a mentor. He’s like a member of the family.”

— Kenyan, BBBSMT Little



Thank you to each community partner:  
GEODIS, Nashville Baseball Academy, Corax Gym, Sporting Global, Thrivent, Mill Ridge Park, Eric Bussard, Grace Good, Climb Nashville, Adventure Science Center, Nashville Ballet, Target, Tennessee Titans, Nissan, Bank of America, Delta Dental, Ascend Federal Credit Union, Empower Campaign, Nashville Predators, Meridian Institute of Surgical Assisting, Tennessee Performing Arts Center, Vanderbilt Athletics, R.C. Mathews, Jeni’s Ice Creams, HOKA, WMOT, Tennessee Department of Human Services, Pateadores Soccer Club, Topgolf Nashville

# HIGH SCHOOL BIGS AND SITE-BASED MENTORING

## DOUBLING OUR IMPACT, BUILDING FUTURE LEADERS

Leadership starts early. Through the High School Bigs program, BBBSMT doubled its impact by empowering 46 student mentors to support younger peers. These rising leaders receive life-skills training in communication, boundary setting, and emotional intelligence—tools that prepare them not only to be effective mentors today, but also strong leaders in the future.

Meanwhile, our Site-Based Mentoring program expanded its service to 19 school and community partners, reaching 57 youth—a 33% increase over the previous year. Meeting weekly on school campuses and at community sites, these matches give children consistent support while also helping partner organizations amplify their own impact by adding mentoring to their service delivery.

Together, High School Bigs and Site-Based Mentoring are empowering young mentors, deepening partnerships, and ensuring more children across Middle Tennessee have someone in their corner.

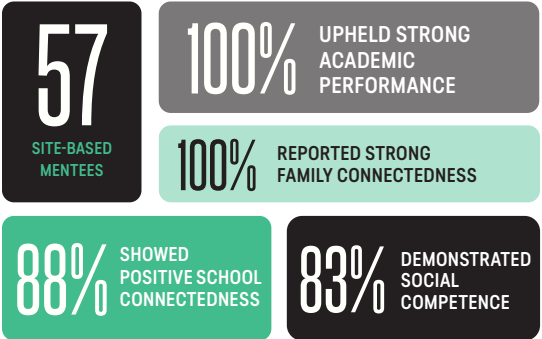


**A special thanks to:**

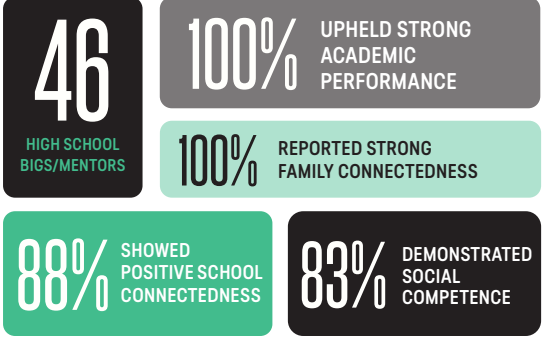
- LEAD Cameron Middle School
- Napier Elementary School
- Preston Taylor Ministries — St. Luke's
- Preston Taylor Ministries — Wilson Center
- Preston Taylor Ministries — Mt. Nebo
- White House Heritage High School
- Greenbrier Elementary and High School
- Greenbrier Middle School
- Joelton Elementary
- Cason Lane Academy
- Innovation Academy
- Cedar Grove Elementary
- LaVergne High School
- Stewartsboro Elementary
- Smyrna High School
- John Pittard Elementary
- Reeves-Rogers Elementary
- Oakland High School
- Crestview Elementary
- Springfield High School



### Site-Based Mentorship



### High School Bigs





# LAUNCHING BIG FUTURES



## Celebrating Big Graduation 2025

Big Graduation 2025 was a milestone event, bringing together 288 guests—including Littles and their families, Bigs, board and staff members, alumni, and teachers—to honor the achievements of 98 graduates. For some Littles, especially those who are home-schooled, this was the only graduation ceremony they and their families experienced, making the celebration even more meaningful.

The day was filled with festivities: Graduates decorated caps at a special station, enjoyed food and giveaways, toured the GEODIS Park stadium, and received a free professional headshot to use for LinkedIn, college applications, or future career opportunities. A match from every BBBSMT program—Community-Based, Sports Buddies, E-Mentoring, Site-Based, and Virtual Site-Based—was represented on stage, highlighting the breadth of the mentoring community.

Graduates also heard from Melissa Hudson-Gant, BBBSMT CEO, who shared words of encouragement and the lessons she wishes she could have given to her younger self—reminding graduates to carry confidence, resilience, and hope as they step into the next chapter.

In addition, alumni Little and current Big George Farag took the stage to share his journey. George spoke about the impact of his mentor through the E-Mentoring program, what he learned, and what he valued most about being part of BBBSMT. He shared how he has stayed connected to the agency through networking opportunities, continued relationships with staff, and by becoming a Big himself. Now serving as a Youth Board member, George encouraged graduates to remain connected to BBBSMT as a lifelong resource. His story is a powerful example of how investing in a Little creates lasting impact across our community.

Thanks to the generous sponsors, graduates received gifts to support their futures, from dorm gear and self-care kits to fitness equipment and cooking essentials.

### Special Thanks to Big Sponsors:

- Deloitte
- Tennessee Department of Mental Health and Substance Abuse Services
- Brasfield & Gorie
- GEODIS
- Jeni's Ice Creams
- YMCA
- Shine Photography

# Investing in Futures

This year, **five Littles** were awarded **\$5,000 scholarships each (\$25,000 total)**, generously funded by Deloitte, to help them pursue higher education.



"Deloitte is committed to supporting Big Brothers Big Sisters (BBBS) and their mission to empower youth. Each year, we award post-secondary scholarships to BBBS Littles across 17 communities—including Nashville. By investing in BBBS, we help young people pursue higher education, unlock career opportunities, and build foundations for lifelong success." — **Brian Whisnant**, Deloitte



## A Match for Life



Some matches are so special, they grow beyond mentoring into family. **Zach and Devonte** have shared a bond for more than seven years—walking together through milestones, challenges, and celebrations.

When they were first matched, they proudly wore shirts that read "I am his Big" and "I am his Little." At Big Graduation 2025, they re-created that moment—Zach still wearing his original Big shirt, and Devonte holding his Little shirt while dressed in his cap and gown.



For Devonte's family, this match has meant everything.

"Watching Devonte grow into a wonderful young man has been one of the greatest joys in my life. He has developed such a strong bond with Zach as a friend, and now they will be brothers for life. I can't wait to see what Devonte will accomplish in his life!"

— **Sherley, Devonte's mom**

Their story is a powerful reminder that BBBSMT matches don't just create mentors—they create lifelong connections.



# BIG APPRECIATION

In February, Big Brothers Big Sisters of Middle Tennessee gathered at GEODIS Park for a night of gratitude and celebration. The annual Big Appreciation event began as a way to honor Bigs during National Mentoring Month and has blossomed into a true community celebration. More than 150 guests were welcomed, including Bigs, alumni, Littles and their families, board members, staff, Presenting Sponsor Whataburger, and community partners like Preston Taylor Ministries.



The evening was filled with food, drinks, gifts, and heartfelt appreciation. It was also a chance for Bigs to bring guests, giving them a window into the mission they serve and the powerful role they play in empowering the voices of Middle Tennessee youth.

## A Celebration of Community

One of the most meaningful aspects of the night was the blend of people in the room. Longtime Bigs who have volunteered multiple times, board members introducing family to the mission, and corporate partners sharing stories of impact—all stood side by side in celebration. This diversity of voices reflects the strength of our Big Community and the many ways people come together to support young people.

## Moments That Inspired

Board Chair Tom Lampe delivered a powerful keynote address, joined by the 2025 Big and Little of the Year, Suzanne Smith and Abrielle Davis, who shared the story of their match. Other speakers included award recipients as well as representatives from Presenting Sponsor Whataburger, who reflected on the importance of mentorship and the value of their partnership with BBBSMT.



# Honoring Dedication and Impact

The highlight of the night was celebrating those who went above and beyond in service of the BBBSMT mission.

Don Kendall received the Jim Hunt Legacy Award

Grant Kinnett was recognized as the Jimmy Webb Board Volunteer of the Year

Gresham Smith was honored as Corporate Partner of the Year

Suzanne Smith and Abrielle Davis were named our 2025 Big and Little of the Year

These individuals and partners exemplify the spirit of mentorship, generosity, and leadership that makes this work possible.

Big Appreciation is more than a single evening—it's a reminder that dedicated volunteers and partners are at the heart of BBBSMT's mission. Their passion and commitment continue to light the path for youth across Middle Tennessee.



## BIG Satisfaction

87% BIGS REPORT SATISFACTION WITH THE PROGRAM

64% BIGS CONSIDER SUPPORT FROM BBBSMT STAFF THE MOST USEFUL RESOURCE

94% FEEL CONFIDENT IN SUPPORTING THEIR LITTLES THROUGH CHALLENGES

44% WANTED TO RE-ENGAGE AS A MENTOR AFTER CLOSED MATCHES



# THE POWER OF COMMUNITY INVESTMENT



"The remarkable success of the 2024 Big Breakfast reflects the extraordinary commitment of the Middle Tennessee business community to ignite the potential of youth. What makes the event truly special is the dedication of our long-time donors and Table Captains, many of whom have championed this cause since we launched the event 18 years ago. Their unwavering support embodied our theme of "Inspiration for Generations"—not only through their financial contributions, but through their steadfast belief in the power of mentorship to transform lives. As we celebrate this year's achievements, we recognize that our impact is built on the foundation of these enduring partnerships that continue to inspire new generations of supporters to join our mission."

— Doug Halleen, Vice President of Development

The 2024 Big Breakfast was a record-setting celebration of mentorship and community, raising an incredible \$996,000 in support of Big Brothers Big Sisters of Middle Tennessee. Hosted at Music City Center and with Presenting Sponsor Old National Bank, the event brought together 1,400 community members, leaders, and youth for a morning of inspiration and connection.

Board Chair Tom Lampe offered the welcome, and Youth Board Members Sarah Moseley and Naomi emceed the program. Keynote remarks from Governor Bill Lee and Dr. Shanna Jackson, President of Nashville State Community College, reinforced the importance of mentorship and preparing the next generation for success. With Board members, staff, and community leaders serving as Table Captains, the room was filled with decision-makers, role models, and future leaders, shoulder to shoulder, building social capital and community connections.

Following breakfast, students participated in Empower Hour, a micro-mentoring event designed to accelerate their professional journeys. Forty-four students connected with 23 local professionals, who shared their personal and professional paths and offered insights on career choices and leadership. The event provided high-impact, short-term mentoring and networking that built on the morning's theme of inspiring generations.

Together, the Big Breakfast and Empower Hour demonstrated the power of community. When young people are placed at the center, doors open, networks grow, and futures brighten.



# Golf for Kids' Sake

Hosted at Topgolf Nashville, Golf for Kids' Sake raised \$119,000 in support of BBBSMT's mission. With the backing of corporate sponsors Jackson National Life Insurance Company, EY, and Advance Financial; continual support from Don Kendall of DMG and The Danner Foundation; and a record number of golf teams, this year's event was one for the books.

For the first time, 18 Sports Buddies matches participated in the event—bringing the mission to life and reminding everyone why Golf for Kids' Sake matters: creating more opportunities for youth to thrive through mentorship.



## Partner Spotlight

“ At Jackson, we know that professionally supported mentoring relationships benefit youth and our community at large, furthering our efforts to strengthen families and create economic opportunities where we live and work. We are proud to support BBBSMT by investing in their mission and encouraging our employees to serve as mentors themselves. We have found this volunteer service is incredibly impactful for both mentor and mentee and is a meaningful way to give back to the Middle Tennessee community. ”

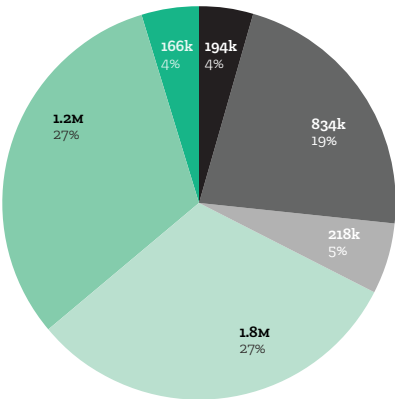
— Susannah Berry, AVP, Corporate Philanthropy & Events



“Our partnerships with businesses, government, and individuals fuel the mission of Big Brothers Big Sisters of Middle Tennessee, enabling us to serve and support more young people. The funds we receive allow us to pay for the professional staff who execute our mentoring programs, cover the day-to-day costs of running the agency, and increase our visibility within the community.”

— Nicole Ceccacci, CPA, VP of Finance

2024–2025  
REVENUE BREAKDOWN



TOTAL REVENUE \$4,416,007

- Contributions
- Foundation Awards
- State Funding
- Federal Funding
- Events
- Other

# PROFESSIONAL STAFF AND BOARD MEMBERS

At Big Brothers Big Sisters of Middle Tennessee, the greatest strength is its people. The professionals who make up the staff and board bring excellence, lived experiences, and a commitment to continuous improvement in everything they do.

Together, the team represents 212 combined years of service with Big Brothers Big Sisters and 342 years dedicated to supporting youth through nonprofit work. This wealth of knowledge and passion fuels the impact made in the lives of young people and families across Middle Tennessee. The Board of Directors amplifies this impact by offering visionary leadership, championing the mission in the community, and celebrating every success alongside staff. Their dedication ensures BBBSMT continues to grow, thrive, and serve more youth each year.



## A Great Place To Work

BBBSMT was once again named by The NonProfit Times and Best Companies Group as a Best Place to Work, a national recognition honoring nonprofit organizations that excel in workplace quality, culture, and employee experience. The designation is based on both employer data and anonymous staff feedback—and the results speak volumes. Ninety-four percent of staff agree that BBBSMT is a great place to work because of strong leadership, another 94% share that they feel a deep sense of satisfaction in their roles, and nearly every team member—99%—point to the positive and supportive relationships they have with their supervisors.

This culture ensures that people feel valued, supported, and inspired to bring their best every day. The mission begins with the professionals who serve—when staff are equipped and empowered, they are best able to equip and empower young people to reach their full potential. At BBBSMT, working here is more than a job—it’s a calling to change lives and strengthen the community.

**Our staff agree that BBBSMT is a great place to work because of:**

94%

LEADERSHIP

94%

ROLE SATISFACTION

99%

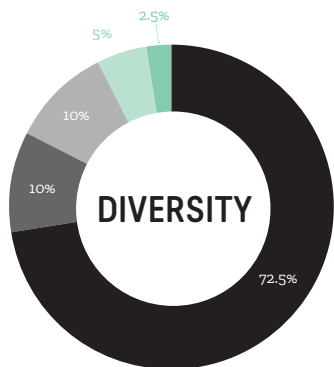
RELATIONSHIP WITH SUPERVISOR



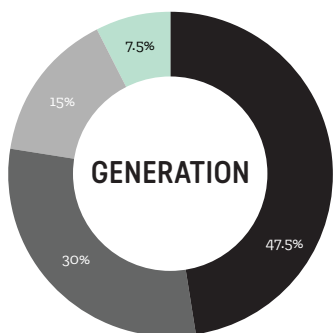
“ We know that when our team feels supported, recognized, and connected to our mission, they bring their best to the work. By intentionally creating an environment where people feel valued and able to succeed, we not only strengthen individual performance, but also build a culture of commitment that leads to greater impact. ”

— Amber Leach, VP of Employee Experience

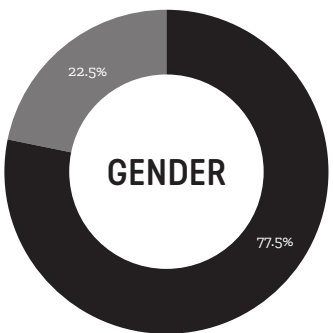
# Staff Demographics



- White
- Black
- Hispanic
- 2 or more races
- Asian

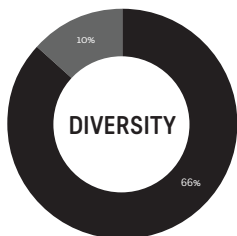


- Millennials
- Gen Z
- Gen X
- Baby Boomers

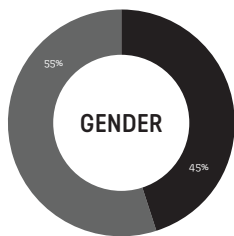


- Female
- Male

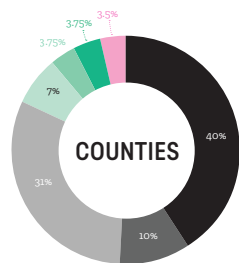
# Board of Directors Demographics



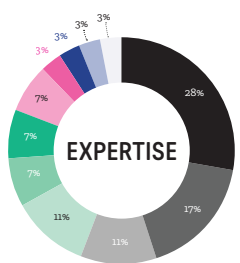
- White
- Black



- Male
- Female



- Davidson
- Rutherford
- Williamson
- Wilson
- Maury
- Cheatham
- Sumner



- Executive Leadership
- Public Service/Legal
- Education
- Finance
- Business
- Consulting
- Technology and IT
- Journalism
- Marketing
- Operations
- Student

“ Big Brothers Big Sisters of Middle Tennessee has allowed me to invest in my own personal growth and deepen my understanding of the needs in my community. Serving on the Board of Directors connects me with like-minded professionals who share a passion for making a difference. My favorite moment this past year was hearing Dr. Shanna Jackson speak at the Big Breakfast, where she highlighted the power of partnership through the new Nashville State/BBBSMT collaboration that is bringing the College and Career Advancement Program to life. ”

— Lt. Edward Rucker, Board of Directors Member and Alumni Big & Alumni Little





# THE BIG FUTURE

## Future Goals 2025–26

1,020

YOUTH SERVED

400

NEW MATCHES

\$4,416,007

FUNDS RAISED

Increasing impact at BBBSMT means meeting youth and volunteers where they are—and creating more ways for matches to thrive. That vision is coming to life across every program. For high school students preparing for what's next, Big Futures helps them transition into post-secondary studies and internships, access scholarship opportunities, and stay connected as alumni. These young people are building not just brighter futures for themselves, but also a stronger mentoring community for years to come. The program updates that follow reflect the agency's ongoing commitment to evolving and improving how services are delivered, ensuring every match has the strongest possible foundation for success.

In Site-Based Mentoring, staff who once managed every step of the process now share responsibilities in a more focused way. This shift means youth and volunteers receive more personalized attention, stronger relationship support, and a smoother path to getting matched.



By concentrating efforts in fewer schools with more matches, the program is building deeper roots in each community and creating a stronger sense of belonging for Bigs and Littles alike.

For Community-Based matches, a more flexible model is opening doors for new volunteers. Instead of requiring weekly meetings, Bigs and Littles now connect two to four times a month—enough to keep relationships strong while making mentoring and the time commitment more approachable. Automation has streamlined enrollment, and expanding eligibility for Little Brothers to ages 9 to 12 is helping more Littles find their match with Couples and female Bigs.

This is what growth looks like at BBBSMT—innovation, flexibility, and deeper impact. But big futures are only possible with caring adults, generous partners, and a community committed to championing the power of mentoring.

## Be the Reason a Young Person Believes in Their Future

There are more youth waiting for mentors and more opportunities ahead than ever before. You can make a difference by stepping up as a Big, supporting with a gift, or championing BBBSMT in your circles.



SCAN THE QR CODE  
TO GET INVOLVED  
AS A BIG.

# 2024-2027 Strategic Framework

## PRIORITIES THAT ARE GUIDING OUR FOCUS THROUGH 2027

### Strategic Focus

These strategies will increase our capacity to contribute to the development of youth and our community that will foster long-term impact and systemic change:

- Increase Funding
- Staff Development
- Robust Partnerships
- Recruit More Bigs

#### COMMUNITY IMPACT AND ENGAGEMENT

Increase the depth of engagement so that BBBSMT is a conduit of larger community impact

1. Explore Strategic Partnerships
2. Engage People (ex. Board of Directors, Bigs, Families, Alumni, Ambassadors — different levels)

#### PROGRAMMING

We seek to strengthen our program offerings and support for Bigs so that all current and future Littles can explore their potential through exemplary mentorship.

1. Strengthen and Grow Existing Programming
2. Improve Client Experience

#### ORGANIZATIONAL INFRASTRUCTURE

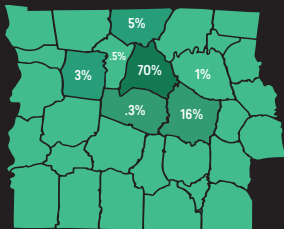
We seek to maximize our strengths to sustain and improve organizational excellence so that we are adequately resourced.

1. Staff Growth and Retention
2. Policies/Practices
3. Structural Integrity

### ANCHOR OBJECTIVES: DATA AND FUNDRAISING

For each of the three strategic priorities, there will be both Data and Fundraising objectives that will further drive each priority into their areas of focus.

## County Data



.5%	CHEATHAM	5%	ROBERTSON
70%	DAVIDSON	.3%	WILLIAMSON
3%	DICKSON	1%	WILSON
16%	RUTHERFORD		

# OUR PARTNERS

## YOUR PARTNERSHIP FUELS THE MISSION



**Strategic partnerships play a vital role in fueling mentorship across Middle Tennessee.** When businesses and organizations align their values with the mission of igniting potential, doors open for more young people to connect with caring mentors. These collaborations expand opportunities and strengthen impact by providing:

- Career exploration and exposure for Littles
- Fun, engaging activities that deepen match relationships
- Financial investments that sustain and grow proven programs
- Leadership and expertise through service on the Board of Directors and committees
- Partner staff who step forward as mentors and volunteers

**Together, these partners help create life-changing opportunities that shape brighter futures.**







THE LOUIE M. & BETTY M. PHILLIPS FOUNDATION







Big Brothers  
Big Sisters®  
MIDDLE TENNESSEE



Learn more about how Big Brothers Big Sisters of Middle Tennessee is igniting potential. Scan to explore programs, stories, and ways to get involved.



Help open the door to more mentorships. Scan to make a gift today and empower the next generation.