



Big Richard and Little Jeremiah, Matched since 2016.



KEEPING KIDS CONNECTED
2020-2021 ANNUAL REPORT

DATA & YOUTH DEMOGRAPHICS



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

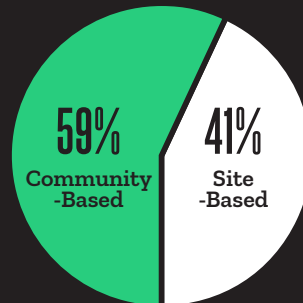
YOUTH PROFILE

- 52%** are Black, Indigenous, People of Color (BIPOC)
- 89%** receive free or reduced lunch from school
- 53%** live in a single parent household
- 20%** have one or more family member(s) involved in the justice system

PROGRAM IMPACT

- 95%** of Littles feel like they belong
- 97%** of Littles are confident they can say no to drugs, violence, and skipping school
- 87%** of Littles have better grades, academic goals, and confidence

CHILDREN SERVED BY PROGRAM



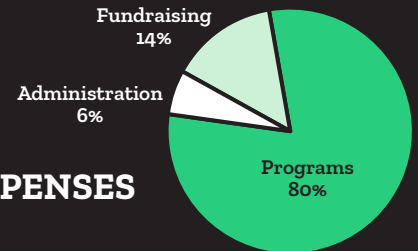
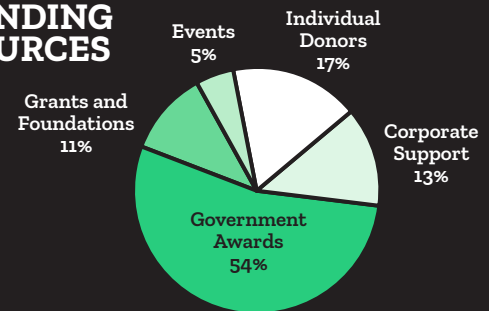
AVERAGE MATCH LENGTH



Volunteer mentors commit to serve for a minimum of 12 months in our program, yet most matches last significantly longer. Research shows that longer match lengths result in stronger relationships and more long-term outcomes for Littles.

FINANCIAL INFORMATION

FUNDING SOURCES



EXPENSES

Become a donor today at TennesseeBig.org

BIGS BY GENERATIONS



Visit TennesseeBig.org/AnnualReport or scan the QR code:



CONNECT WITH US ON SOCIAL MEDIA:





Emilie and Joleen, Matched in 2021.



AGENCY MILESTONES

National Awards

Big Brothers Big Sisters of America honored BBBS-ETN with yet another Quality Award, making us one of only 17 mid-sized agencies in the country to be recognized.

BBBSA also named Richard Riley recipient of the Clifford P. Norman Award for most outstanding local board member. Riley launched the agency's Diversity, Equity, and Inclusion efforts and created a DEI committee framework that was shared across the nation.

Staff Spotlight

Congratulations to our 2021 Staff Award Winners!

Photo Caption: (L-R) Justice, Equity, Diversity, and Inclusion Warrior: Traci Sisson; Program Staff of the Year: Melissa Dixon; Staff Member of the Year: Jennifer Sulfridge; Program Staff of the Year: Stacy Bevil



SPONSOR & FOUNDATION SPOTLIGHTS

Ed Harmon

Long-time supporter Bill Harmon donated \$50,000 to Big Brothers Big Sisters of East Tennessee. The gift, which joined funding from the Stavros Niarchos Foundation, has helped keep hundreds of kids connected to their mentor over the past year.

Amerigroup

BBBS-ETN accepted the Amerigroup "Health Hero Award" in April. The honor was given to one East Tennessee non-profit in recognition of work to improve the lives of vulnerable people, positively impact their communities, and participate in advocacy efforts.

Merrell

BBBS-ETN believes that the power of one-to-one mentoring can be even more impactful when we introduce our Littles to the power of being outside. In June, we celebrated Greater Outdoors with Merrell and Big Brothers Big Sisters of America!



Big Clarence and Little Sahara, Matched in 2018.

Stavros Niarchos Foundation

We are pleased to report that the Stavros Niarchos Foundation awarded BBBS-ETN a \$75,000 grant to support youth during the COVID-19 pandemic. The development team secured additional donations to turn SNF's donation into \$150,000. More details about this wonderful gift can be found at TennesseeBig.org/SNF.



Big Barbara and Little Flora, Matched in 2017.

Moe's

We are grateful for more than a decade of support through advocacy, sponsorships, and food donations from Moe's Southwest Grill.

BIGS OF THE YEAR

Christopher Trimble

Little: Tahj, Matched in July 2016

Matched in 2016, Chris and Tahj's bond was ignited when they discovered their shared love of sports, especially basketball, and of superheroes. Initially, the two were meeting every other weekend for activities such as bowling or a movie, but they realized that they wanted to spend more purposeful time together. "We included a weekly dinner routine to have more quality one-on-one time, and our relationship evolved," stated Chris. By carving out intentional time to connect, Tahj has become more motivated to think about his future – he aspires to attend college and play basketball professionally one day. Others in Tahj's family have also been able to see him grow through his relationship with his Big Brother: "The impact that Chris has had on my son is something that cannot be put into 1,000 words," said Cherish, Tahj's Mom. "He continues to push my child for greatness, and Tahj would not be the kid he is today without his mentoring."



Sharon Moore

Little: Jaslin, Matched in October 2018

Sharon knew she wanted to be more involved in the community, and when the timing was right in the Fall of 2018, she contacted BBBS-ETN about becoming a Big. Shortly after that, she was matched with her Little, Jaslin. By their second meeting, Jaslin opened up to Sharon, and they bonded over their shared affection for the outdoors. After that, Sharon began planning new ways that they could seek adventures together. "Whether they are spending time on the lake, going out to eat, or experimenting in the kitchen making slime, Sharon has worked hard to build trust and prove herself as a safe place and confidant for Jaslin - something every child needs" shared Lydia, Jaslin's Mom.



**Big Brothers
Big Sisters**

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(*denotes a past or current Big)

SPOTLIGHTS

"Live A Little"

We remain grateful to WBIR and Heather Waliga for the "Live A Little" segment. These features tell the story of so many waiting Littles, as well as current Matches. In one such episode, Waliga tells the story of Austin-East's Miss Senior, Tenayia, and her Big Sister Beth.



Live a Little: Mentor Supporting Austin-East Senior During Difficult Year | April 21st, 2021

Watch Tenayia's WBIR "Live A Little" spotlight at TennesseeBig.org/AnnualReport21



PROGRAMS

Reading to Learn

BBBS-ETN launched the literacy-focused Reading to Learn program in the Knoxville area. This program enhancement initially began in Bristol thanks to the generous support of Don and Ginia Shawl. Now, with an investment from Amerigroup, we've expanded to Anderson, Blount, and Knox counties.

STEM

BBBS-ETN also launched STEM-focused mentoring thanks to the support of Arconic Foundation.



Former AmeriCorps Vista, Bryan Clayborne, is captured testing out STEM kits for our virtual match engagement events.

DEI Efforts

We're thankful for the work of Richard Riley and the entire BBBS-ETN Diversity, Equity, and Inclusion committee. The group, which officially launched in 2021, is in the process of reviewing agency policies, procedures, communications, and recruitment practices.

2Gen/TANF

The State of Tennessee awarded BBBS-ETN a two-generation (2Gen) grant to provide services to not only our Littles, but to parents and caregivers as well – allowing our team to provide more events, activities, and trainings to mentors, mentees, parents and caregivers, and families.

Post-Secondary Success

BBBS-ETN now serves Littles as they enter adulthood through its College and Career Readiness program. Through support from the Boyd Family Foundation, Littles can stay matched with their Bigs past the age of 18, as they focus on education, employment, or enlistment.



COMMUNITY EVENTS

College and Career Fair + Scholarship Celebration, presented by Arconic

Scan this QR code to see the College and Career Fair + Scholarship Celebration event live.



The event, which included information on careers in Science, Technology, Engineering, and Math (STEM), took place at the World's Fair Park Amphitheater on May 6. It included a career fair, scholarship celebration, and career panel. More details at TennesseeBig.org/CCF.



Bigs Bill and Gabe Park present Little Derrick Werkheiser with the Austin French Memorial Scholarship at the College and Career + Scholarship Celebration event.

First-ever Bags for Kids' Sake



We hosted our Bags for Kids' Sake event in June, in place of Bowl for Kids' Sake. This cornhole event featured both a tournament at Next Level Brewing and a celebration at Zoo Knoxville.

Trey Smith Meet-and-Greet



Kansas City Chiefs Offensive Lineman and former Tennessee Vol Trey Smith teamed up with UnitedHealthcare to distribute new sneakers and socks to 60 children.



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Design by:



Dear Friends,

Thank you for your continued investment in the mission of Big Brothers Big Sisters of East Tennessee. The 2020-2021 fiscal year was unlike any in the history of this agency. And though it was difficult for our team, for the families we serve, and for our entire community – it only served to underscore the vital impact of BBBS-ETN programs.

This was a year of firsts – our first-ever Bags for Kids' Sake (in place of Bowl for Kids' Sake); our first-ever College and Career Fair + Scholarship Celebration; our first virtual Match events; and the list goes on. And though we couldn't have anticipated what the year would bring, there's so much to be proud of. As you review this annual report, keep in mind that it illustrates not only our team's impact, but *your impact* on area children.

Thanks to your support, we have been able to keep kids connected and provide families with essential services – food, rent assistance, behavioral health services, and more. We've also achieved new milestones, including:

- Big Brothers Big Sisters of America once again named BBBS-ETN a Quality Award winner. Over the past five years, we've been one of the most honored agencies in the country: Quality Award in 2015, Gold Award in 2016, Pinnacle Award in 2017, National Agency of the Year Semifinalist in 2017, Quality Award in 2018 and 2019, National Agency of the Year in 2019, and Quality Award for 2020.
- Richard Riley, Big Brother and BBBS-ETN board member, received the 2020 Clifford P. Norman Award as the nation's most outstanding local board member, for his work to launch BBBS-ETN's Diversity, Equity, and Inclusion committee.

- We also unveiled numerous exciting program enhancements which are detailed in this annual report, including STEM mentoring, Reading to Learn, College and Career Readiness, and more!
- And we doubled-down on our full-family approach – serving not only Littles, but parents, caregivers, and siblings – through numerous events, activities, and trainings. This is possible thanks to numerous funders, including the State of Tennessee and its TANF/2Gen approach.

In addition to celebrating successes, we want to take a moment to welcome our newest board members: Charley Bible, Dino Cartwright, Jean Fremont, Kenneth Herring, Brandon Hardin, and Crystal Ivey. They join our 2020 class which includes Heidi Carriero, Brooke Lawson, Chris Parrott, and Paige Walton.

And we'd like to welcome our new Board President, Nick Wilson, and provide a heartfelt thanks to BBBS-ETN immediate past Board President Diana Salesky. As you may remember, Diana was named BBBSA's Irvin F. Westheimer Award for Visionary Leadership in June 2020. If you know Diana, you're aware that she was extremely deserving of this national recognition – and you can probably guess that we miss her dearly.

The Big Brothers Big Sisters team looks forward to working alongside you this year, and we appreciate your steadfast support, now more than ever.

Onward!

A handwritten signature in green ink that reads 'Brent J. Waugh'.

Brent Waugh

A handwritten signature in green ink that reads 'Tyler Boldin'.

Tyler Boldin