IT TAKES LITTLE TO BE BIG



Big Brothers Big Sisters®
OF THE CAPITAL REGION

2023
ANNUAL REPORT

Big Brothers Big Sisters®
OF THE CAPITAL REGION



OUR MISSION

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

OUR VISION

Our vision is that all youth achieve their full potential.

OUR JEDI COMMITMENT

We recognize, affirm, and celebrate the diverse backgrounds, lives and experiences of all of our stakeholders, **including youth, families, donors, volunteers and staff**. For our community, we are committed to providing opportunities for all voices and perspectives to be **heard and honored**.

Every young person in our community – regardless of ability, cultural background, ethnicity, faith, gender identity and expression, race, or sexual orientation – should have the opportunity to **reach their full potential**.

OUR NATIONAL AFFILIATION

Big Brothers Big Sisters of the Capital Region is an independent affiliate of Big Brothers Big Sisters of America, the nation's oldest and largest youth mentoring organization. For 120 years, Big Brothers Big Sisters of America has implemented, developed, and perfected its unique, evidence-based professionally supported one-to-one mentoring model across the country.

Big Brothers Big Sisters of America provides us with access to national standards, policies, and procedures focused on child safety; research and program development; evaluation systems and technology; and nationwide best practices shared by more than 230 affiliates across the country.

OUR LEADERSHIP

Amy Rote, President & CEO
BBBS of the Capital Region

Kirsten Page, Board Chair
West Shore Home

Brian Lorenz, Vice Chair
The GIANT Company

Kristopher Korzi, Treasurer
Stonebridge Financial Group

Eric Kiehl, Immediate Past Board Chair

Anthony Cox, Jr.
Lincoln University

Carrie Ehrgood
Jonestown Bank & Trust

Carl Freeman
Ahold Delhaize USA

Joseph Holston
Holston & Associates

Amanda Hoover
Belco Community Credit Union

Suzanne Jones
The Hershey Experience

Alisa Lessard
Substitute Teacher

Kirk Mentch
Mentch Law

Alexander Piazza
KPMG

Brooke Smith
UGI Utilities, Inc.

Julie Webb
Mid Penn Bank

Brian Westmoreland
Retired Law Enforcement

OUR YOUTH ADVISORY BOARD

Braylen Lownes
Susquehanna High School

Mayah Hodges
Central Dauphin East High School

Sage Jones
Capital Area School of the Arts

Sarah Kelly
Capital Area School of the Arts



Front Cover Story

ON THE COVER: At the Beyond School Walls end-of-school-year celebration with our Capital Blue Cross mentors and John Harris mentees, Little Sister Elliyah penned a handwritten note for her Big:

"Thank you, Nicole, for your help with my career and being the best big sister ever. They found the perfect one for me. You accommodate me to a 't.' You've been so much help. I can't wait to see you again in September! Love, Elliyah, your little sister."

GRATITUDE

Dear Esteemed Donors, Dedicated Volunteers,
Committed Staff and Supportive Parents,

As I reflect on a year of exponential growth and innovative programming, I am filled with an overwhelming sense of gratitude. Each of you working together strengthened the trusting relationships that created a village of support for the youth in our communities.

To our esteemed donors, your willingness to invest in the future of our youth speaks volumes about your compassion and commitment to creating a brighter tomorrow. It is through your generosity that we have been able to create new partnerships, enhance educational & holistic health resources and provide transformative experiences that empower our youth to realize their full potential.

To our dedicated volunteers, your kindness and commitment to give your time as a positive role model, a friend and nurturer of possibilities are the true heart of our mission. Your mentorship goes beyond mere guidance. You give your Little inspiration, hope and encouragement to pursue dreams. In our organization, success stems from many forms of volunteerism. To those who volunteer their expertise as Board and committee members and those that bring match activities and fundraising events to life, you are also dedicated volunteers working in unity and with purpose. Thank you for creating positive momentum for youth to find their individual success.

To our committed staff, I continue to be honored and proud of the synergy within our team. It is our collaborative spirit that allows us to navigate uncertainties together and turn challenges into opportunities. I take pride in not just the tangible outcomes but the intangible moments of connection, understanding and shared goals.

To our supportive parents, your trust and partnership are invaluable to the success of our mission. To allow our organization to be a part of your family, sharing in the **BIG & LITTLE** moments is truly a privilege.

As you browse through our 2023 annual report, you will read about our achievements under the four pillars of our strategic plan, focused on broadening our **REACH**, ensuring **RELEVANCE** and innovation in our services, increasing **REVENUE** and investing in our **RESOURCES**. This was a year of advancement that exceeded our benchmarks. All of this was possible because you, our community, stood with us as we defended the potential that lies in youth, proving that **it takes all our LITTLE efforts to achieve something BIG**.



With Gratitude,

Amy Rote

AMY ROTE
President & CEO

OUR PROGRAMS



1,018

YOUTH ENGAGED

53%

INCREASE
IN YOUTH SERVED

2023 GROWTH AWARD
BIG BROTHERS BIG SISTERS

738

ONE-TO-ONE MATCH
RELATIONSHIPS

235

ONE-TO-ONE PLUS
YOUTH LEADERSHIP EXPERIENCES

COMMUNITY-BASED

Dedicated adult mentors are matched with youth in the community. Matches commit to meet two to four times a month for no-cost or low-cost activities in the community.

BIGS IN SCHOOLS

Mentors and youth meet several times per month at the child's school or youth center.

HS BIGS LEADERSHIP

High school students learn leadership skills while volunteering as mentors at nearby elementary and middle schools.

BIGS IN BLUE

A national initiative designed to introduce youth to active-duty law enforcement officers who serve as mentors. Each officer meets with his or her Little a few times each month on-site at the child's school.

BEYOND SCHOOL WALLS

This customized workforce development mentoring program introduces high school students to regional professionals. Students and adult mentors meet bi-monthly at a corporate, educational or community location, to inspire and prepare students for their future.

YOUTH RISE STAND TOGETHER

Connects diverse youth with professionals of color to facilitate meaningful interactions and address issues of inequality through this specialized Beyond School Walls program.

SPORTS BUDDIES

Bigs and Littles meet at their local YMCA to swim, play basketball, workout and participate in YMCA-hosted programs.

THE RIGHT DIRECTION

ARTICLE CREDIT: AMERICAN GAS / JULY 2023



DWAYNE & STYLEZ

"Statistically," said Dwayne Rodriguez, "I'm not supposed to be having this conversation. I'm supposed to be in jail or dead or addicted."

Rodriguez, operations lead II at UGI's Lancaster office in Pennsylvania, grew up in the inner city with a single mother who struggled with addiction and a younger brother he helped raise. "It was a rough childhood," said Rodriguez. "For other kids in the same situation, it could have gone the total opposite way. A lot of times, I say I feel I have way more than I deserve given my background."

Rodriguez said that somehow, he "steered opposite. ... I didn't want to go the same route I saw other people around me going."

He also gives credit to his high school electronics instructor, Kirk Longenecker, who encouraged him to earn his associate degree. "He cared," said Rodriguez. "He took me under his wing and gave me direction. I'm forever grateful."

So, when Rodriguez had a chance to give back through UGI's BOLD (Black Organizational Leadership and Development) program, he wanted to do for another child what Mr. Longenecker had done for him.

BOLD connected him with Big Brothers Big Sisters of the Capital Region, and after the long application process, Rodriguez was matched with a 14-year-old boy with many of the same experiences Rodriguez had—and even worse.

When he and his "Little" are playing arcade games or working on crafts, Rodriguez talks about how to handle big emotions including repressed anger, hurt and pain. Teenage boys don't say much, but Rodriguez says he has seen his Little come out of his shell and be vulnerable about what he has experienced. "These streets will eat you alive," said Rodriguez. "If I could help contribute to bettering his mindset and thought process and drive, I think I'll have done my job."

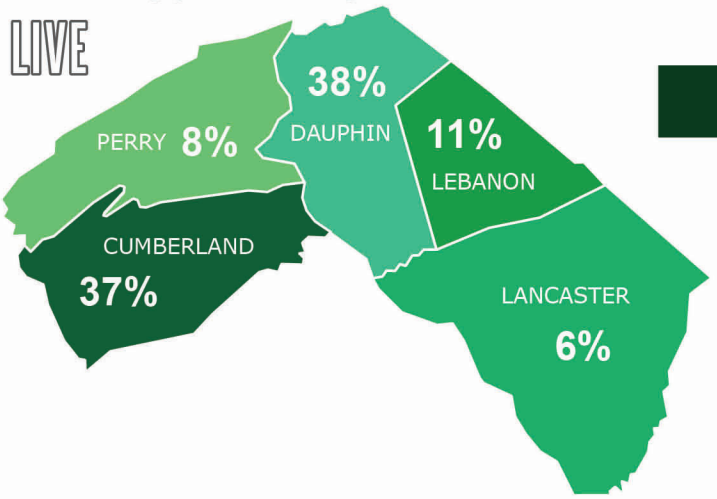
When Rodriguez learned that more than 30 children are on BBBS's waiting list in Lancaster alone, "it broke my heart," he said. He emailed UGI's community relations department, which not only shared Rodriguez's story to encourage others to volunteer, but also surprised him with a certificate of appreciation.

For Rodriquez, it simply comes down to this: "Everyone should make a conscious effort to give something that's going to benefit someone less fortunate," he said.

COMMUNITY-BASED PROGRAM

LITTLES' HOMES & LIVES

WHERE OUR LITTLES LIVE



HOUSEHOLD STATUS

- Single Parent Household 43%
- Two Parent Household 31%
- Other 15%
- Youth Resides with Relatives 11%

ADVERSE CHILDHOOD EXPERIENCES

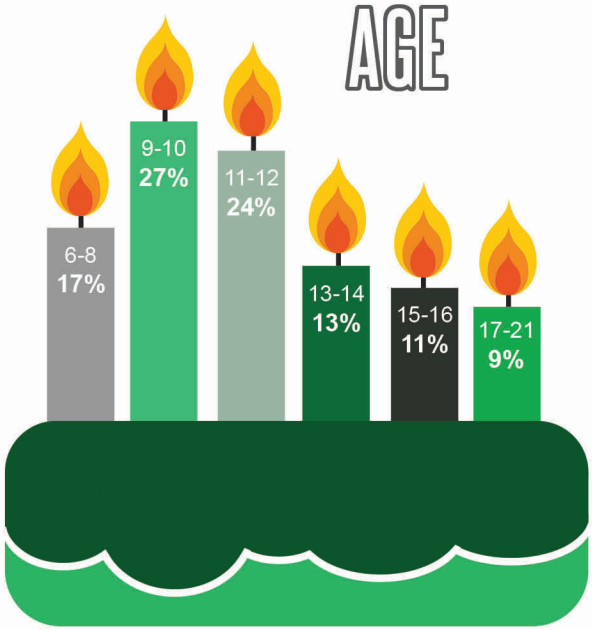
15% live in a household that receives income assistance

57% receive a free or reduced lunch

12% have a parent incarcerated

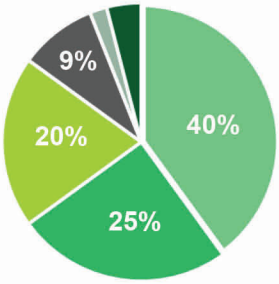
77% experience depressive symptoms

AGE



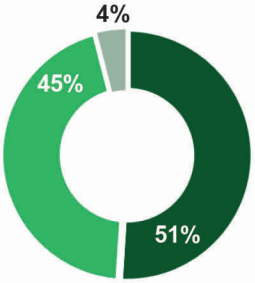
RACE

- White 40%
- Black or African American 25%
- Multi-Racial/ Multi-Ethnic 20%
- Hispanic 9%
- Asian 2%
- Other 4



Students in Pennsylvania:
White or Caucasian - 70%
Black or African American - 10%
Hispanic, Latino or Spanish origin - 14%
Other - 6%

GENDER



- Little Sisters 51%
- Little Brothers 45%
- Little Siblings 4%

2022-23 PA STATE IMPACT REPORT

CHALLENGE:

To ignite potential for youth who have unequal access to opportunities due to poverty, divorce, incarceration and abuse.

1 IN 8 PENNSYLVANIA YOUTH

17 and younger have faced 2 or more adverse childhood experiences (ACEs)
(America's Health Rankings)



WHAT ARE ACEs?

Adverse Childhood Experiences
Adverse Community Environments
Adverse COVID Experiences

Potentially traumatic events that occur in childhood to youth or their relations (family/friends/community) that may cause social, emotional and/or cognitive problems throughout their lives.

- DIVORCE
- INCARCERATION
- MENTAL ILLNESS
- SUBSTANCE ABUSE
- DOMESTIC VIOLENCE
- NEGLECT OR ABUSE
- SUICIDE OR DEATH
- DISCRIMINATION
- ECONOMIC HARDSHIP
- COMMUNITY VIOLENCE

PENNSYLVANIA YOUTH

446K
Live in poverty (17%)
(Annie E Casey Foundation)



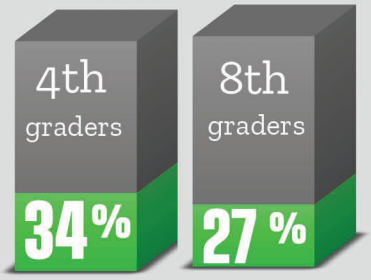


13%
Deal with Anxiety or Depression
(Annie E Casey Foundation)

13%
HS STUDENTS
Do Not Graduate on Time
PA Department of Education



EDUCATION
Annie E Casey Foundation



Proficient in reading.

Proficient in math.

Big Brothers Big Sisters®
OF THE CAPITAL REGION

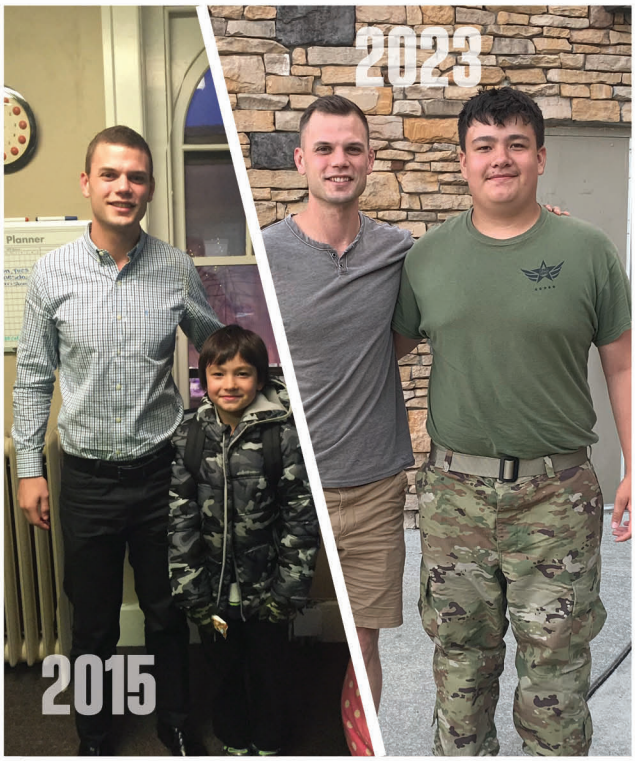
OUR SOLUTION
1:1 Mentoring

Youth in Our Programs

RELATIONSHIPS & BEHAVIOR

- **92%** Can manage their emotions when life gets stressful.
- **99%** Can identify an adult they trust.
- **80%** Feel good about their relationship with their parents.
- **89%** Avoided bullying behavior.
- **93%** Avoided risky behavior like drugs, alcohol, and tobacco.
- **98%** Had no contact with law enforcement.





29%
DECLINE
in depressive symptoms



ACADEMIC ACHIEVEMENT



100% **High school seniors graduated in 2023.**

87% Say doing well in school is important.

94% Are sure they'll graduate high school.

87% Say they are doing well in school.

10 YEARS
Longest Active Match Relationship



2 YEARS 11 MONTHS
Average Length Community-based Match Relationships

FRIENDSHIP ILLUSTRATED

EMPOWERING CONNECTION AMONG YOUTH



NOAM & KADEN

When signing up to be a High School Big, Noam, a senior at CASA Charter School, says, "I didn't entirely know what I was getting myself into."

After hearing about the High School Bigs program and learning how he and his peers would mentor and guide younger students, Noam says, "I felt it would be an experience that would be very fulfilling. I really wanted to challenge myself and do something I hadn't done before."

Our staff matched Noam with nine-year-old Kaden. "I was kind of scared," admits Kaden, but that feeling quickly went away after meeting his Big; "I said [to myself], this is gonna be a fun time."

Kaden proudly states he started drawing at just four years old. "I used to draw Mickey Mouse!" Kaden shares. But, when his nine-year old brother said the image was ugly, Kaden felt angry. "I said to him, 'I'm not going to be a crybaby anymore and I'm going to keep trying and I'm going to make him jealous of my pictures.'"

He was ecstatic to be matched with a caring Big Brother who is talented at drawing. In turn, Noam feels his Little gave him, "a break from the busy work outside," and a chance to "sort of go back to my roots and draw fun Pokémon characters and Spiderman and all that I used to draw when I was little too."

One week as Noam sketched a Pokémon MewTwo for his Little, he realized they were out of time. Promising to bring the illustration the following week, Noam went home and finished the outline. At their next meeting, Kaden enthusiastically colored the picture.

Noam helped his Little Brother embrace his creativity and sharpen his art skills. "He taught me to shade in [a picture]," says Kaden, to make it look real.

Soon, they had a collection of collaborative artwork. "My favorite drawing I did with him is the King Kong picture," says Kaden. "My favorite character is King Kong!"

For both young men, art is the future. When he grows up, Kaden says, "I want to be a YouTuber and teach people how to draw like me." Noam plans to attend college and continue his education in art.

Noam says, "I've learned from Kaden how to really enjoy my time. He has a very fun, free spirit and I think sometimes I get caught up in being stressed out about things in school. He's taught me to relax and have fun."

HIGH SCHOOL BIGS PROGRAM

BIGS IN SCHOOLS

28 **SCHOOL-BASED PROGRAMS**

22 **SCHOOL DISTRICT PARTNERS**

SITE-BASED MENTORS

186 **ADULT BIGS**

338 **HIGH SCHOOL BIGS**

27 **COLLEGE BIGS**

PROGRAM HIGHLIGHTS



Curriculum aligns with American School Counseling Association (ASCA) school and career readiness criteria.



Increased agency presence in Lancaster county with the launch of two High School Bigs programs.

DAUPHIN COUNTY

CASA
Central Dauphin
Central Dauphin East
Derry Township
Lower Dauphin
STEAM Academy

CUMBERLAND COUNTY

Carlisle
Cumberland Valley
Dickinson College
East Pennsboro
Mechanicsburg

LEBANON COUNTY

Annville-Cleona
Cornwall-Lebanon
Lebanon
Lebanon Valley College
Northern Lebanon

LANCASTER COUNTY

Columbia
Hempfield
School District of Lancaster

PERRY COUNTY

Susquenita

BIGS IN BLUE

2ND LARGEST NUMBER OF PROGRAM PARTNERS IN THE U.S.

107 PROGRAM PARTICIPANTS

PROGRAM HIGHLIGHTS

60 Bigs & Littles attended the Bigs in Blue Field Trip to the Pennsylvania State Police Academy.





Photo Credit: Carlisle Borough P.D.

Bigs in Blue mentor, Officer Jamie DiMartile of the Carlisle Borough Police Department won the national First Responder of the Year Award from Dish Network.

The Pennsylvania State Police (PSP) partnered with Walmart to host a holiday toy drive, collecting hundreds of gift donations for our youth.



BBBSCR was one of two charities of choice at the Pennsylvania State Fraternal Order of Police's 2023 Golf Tournament.

OUR PARTNERS

DAUPHIN COUNTY

Derry Township P.D.
Harrisburg Bureau of Police
Susquehanna Township P.D.
Swatara Township P.D.

CUMBERLAND COUNTY

Carlisle P.D.
East Pennsboro P.D.
Mechanicsburg P.D.

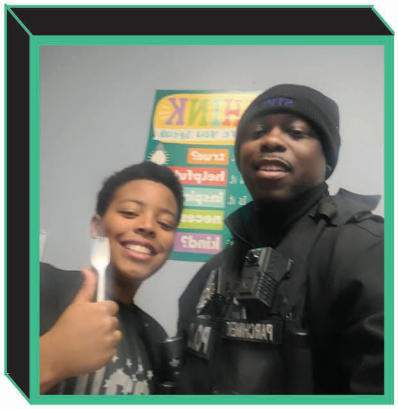
MULTI-COUNTY

Pennsylvania State Police

LANCASTER COUNTY

Columbia Borough P.D.
East Hempfield P.D.
West Hempfield P.D.

LITTLE INSIGHTS



Khalil says he was desperately searching for a way to get himself on a better path at school and in life, when his counselor mentioned our Bigs in Blue program to him.

He says, "The idea just stuck! I knew a Big Brother was exactly what I needed."

LITTLE BROTHER KHALIL



"He feels like my best friend because we do things that best friends do!

We hang out all the time and do things like sports and games and talk like best friends. We also have a secret handshake."

LITTLE BROTHER DELI



"I have someone who has similar interests with me. Kind, fun, and loving. A great person... I can look up to.

And [she] gives me confidence in myself and knowing I can do and be anyone [or] anything when I grow up as long as I want it and work hard."

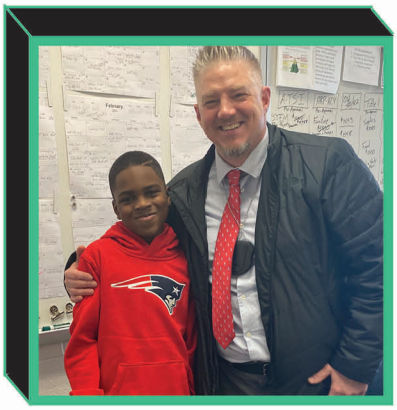
LITTLE SISTER MIA



Thanks to her Big Sister's influence, A'Milliyonnah's behavior in school has improved. She's stepped up as a leader among her peers.

A'Milliyonnah always asks our staff, "Where's my Big Sister at? I want to see her right now. I love her so much"

LITTLE SISTER A'MILLIYONNAH



"I've hit the jackpot with my Big! I like that he's always there for me, that he listens and that we get to joke about liking different football teams."

LITTLE BROTHER JERMAINE

FINDING HER VOICE

A STORY OF MENTORSHIP & SELF-DISCOVERY



Mackenzie & Krysta

Krysta Gugoff, Cash Management Operations Representative, at Mid Penn Bank knew about Big Brothers Big Sisters; several of her friends had told her about their experience in the program.

When Mid Penn Bank sent an email to employees about volunteering in our Beyond School Walls program, Krysta, "just knew it was something I wanted to do."

Krysta was matched with Mackenzie, a Susquehanna High School student. "She was very quiet at first, very shy," says Krysta. "[Mackenzie] really did have a lot of trouble speaking. She wouldn't raise her hand or offer a comment." Luckily, the two had an instant connection. "Somehow, we just hit it off. She hasn't ever been quiet with me," says Krysta.

Throughout the sessions, Mackenzie found her voice and her confidence. When our staff approached her about speaking at our graduation recognition, Mackenzie was hesitant, but Krysta encouraged her to give it a try. "If you're there, I'll do it." Mackenzie said.

At our recognition event for the graduating class of 2024, Mackenzie shared her story:

"As we gather here today, I'm reminded of the incredible journey I have made in the Big Brothers Big Sisters program. It's a path paved with shared stories, laughter, and lessons that will help me along the way.

When I first joined this program, I was unsure of the road ahead. Coming in, I was a shy kid afraid to share how I felt. Little did I know this program would help me be more confident and comfortable with myself. Together, we've navigated the challenges of growing up, learning to be confident and being the best you. These experiences taught me the power of encouragement and the strength that lies within a supportive community.

To my mentor, I want to say thank you. For your belief in my potential, even when I doubted myself, it has been a source of strength and inspiration. The wisdom you've shared and the patience you've shown have shaped me in profound ways, and I am truly thankful for the time and energy you've invested in me.

As we close this chapter and begin anew, let's remember the bonds we've formed. May we continue to grow, inspire, and lift each other up, for the journey does not end here—it only takes a new direction. Once again Thank you, Big Brothers Big Sisters for this extraordinary adventure."

BEYOND SCHOOL WALLS PROGRAM

BEYOND SCHOOL WALLS

Enrolled. Enlisted. Employed.

130 PROGRAM PARTICIPANTS

Capital

Mentoring Youth Since 2016
Inaugural Program.



Mentees Da'Rek (left) and Elliyah (right) credit their mentors and Beyond School Walls for helping them getting into college.

Da'Rek will be attending Harrisburg University and is thinking about majoring in Engineering, and Elliyah will be attending Shippensburg for Exercise Science.

MID PENN BANK

Mentoring Youth Since 2020



Mid Penn mentor Steve and mentee Joshua craft the best signature for an end-of-year thank you card.

With some schools removing cursive from the curriculum this was a great lesson for Joshua to learn his signature.

Deloitte.

Mentoring Youth Since 2020



Deloitte mentor Colleen and mentee Yolanda participate in a Career-a-thon activity, working on resumes, networking skills, and mock job interviews.

Colleen is a steadfast support for Yolanda as she navigates high school and begins thinking about her future.

GIANT

Mentoring Youth Since 2023



Mentee Karalena successfully got a job at GIANT with the help of her mentor, Desiree.

CENTRAL PENN COLLEGE

2022/2023 School Year



Central Penn College mentor, Curtis, teaches Jaelee how to put on a tie during a career closet and professional skills development session.

YOUTH RISE STAND TOGETHER

2020/2023 School Year



Mentor Bianca is passionate about helping young women find and define their path. This is precisely what Alysha asked for!

Year 2 of the Bigger Futures Strategic Plan

FOCUS REACH

Programs that Reach Kids who Need us Most

Every Kid on Track to Graduate

Strategic Community Alliances

Innovative Mentoring Models

Expansion of Youth & Families Served

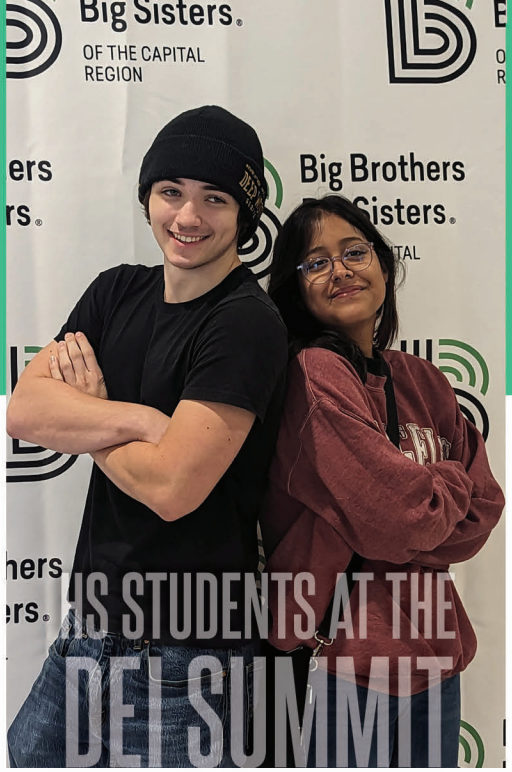
Justice, Equity, Diversity & Inclusion

REACH Achievements

- Sustained 15 existing program partners and created 8 new strategic partnerships to increase youth served by 53%.
- Mentoring and case management services reached their highest since 2018.
- Diversified age range of youth served.
- Achieved Mid-Large Agency Alliance (MLAA) metrics & exceeded Big Brothers Big Sisters of America (BBBSA) national averages.
- Enhanced High School Bigs leadership curriculum by including new American School Counseling Association (ASCA) criteria. Big Brothers Big Sisters of the Capital Region (BBBSCR) curriculum shared at BBBSA conference & to Big Brothers Big Sisters (BBBS) PA affiliates.
- Hosted agency's first Historically Black Colleges & Universities (HBCU) college fair in partnership with the Zeta Theta Lambda chapter of Alpha Phi Alpha.
- Created the region's first Diversity, Equity & Inclusion (DEI) Youth Leadership Summit, sponsored by The GIANT Company, involving 10 High Schools, over 100 high school Bigs and Littles, and the corporate community.
- Increased agency presence in Lancaster county with the launch of two High School Bigs programs at School District of Lancaster & Columbia Borough School District and with Bigs in Blue expansion through East Hempfield, West Hempfield & Columbia Borough School Districts.



53% GROWTH



HS STUDENTS AT THE DEI SUMMIT





HS BIGS



LANCASTER COUNTY BIGS IN BLUE







HBCU FAIR



Year 2 of the Bigger Futures Strategic Plan

EXPAND RELEVANCE

A Community Empowering a Relevant Voice for Kids

Recruitment

Alumni & Champions Initiative

Storytelling Culture

Media Partnerships/Branding

Virtual/Digital Engagement

RELEVANCE Achievements

- Recruited & engaged approximately 1,500 volunteers and event participants.
- Established a Youth Advisory Board to empower youth voice & assess the impact of existing & future mentoring programming from youth perspectives.
- Created BBBS internship model for high school students.
- Active member of 6 Chambers of Commerce, leadership team offering presentations in workforce development & youth mental health. Increasing awareness of BBBS impact in community.
- Identified, applied & received grant funding to create new website first quarter of 2024.
- Transitioned marketing materials to represent new "It Takes LITTLE to be BIG" campaign.
- Hosted the 2023 BBBS PA State Conference, providing workshops at the State & National level.
- Featured in approximately 50 media articles, ads, and TV/radio segments.
- Ads on regional billboards and on Senators, Hershey Bears & Lancaster Barnstormers Jumbotrons.






macys
BELIEVE IN THE WONDER OF GIVING


1,500 VOLUNTEERS






EMPOWER YOUTH


IT TAKES
LITTLE
TO BE BIG
BE BACK SOON
LUNCH BREAK
PENNSYLVANIA STATE POLICE


Big Brothers
Big Sisters


ROTARY CLUB
HARRISBURG
PENNSYLVANIA

BUILD RESOURCES

Values
People
Performance
Finances
Technology

RESOURCE Achievements

- Initiated strategies to foster teamwork and expand employee training and resources, leading to 94% retention rate of staff.
- Staff promotions including a program manager position and Director of Justice, Equity, Diversity & Inclusion.
- Invested in leadership team: Mary Murphy, Leadership Harrisburg Area, Amanda Dunn, Leadership Cumberland, Deborah Hornick, Leadership Lancaster.
- Acknowledgment of Leadership team: Mary Murphy, Shining Star finalist West Shore Chamber, Amanda Dunn, 40 under 40 awardee, Amanda Dunn, Carlisle Chamber Award finalist and Amy Rote, Visionary Award Winner West Shore Chamber.
- Initiated internal process to create resource library for case managers and initiated new process that converted all client paperwork into digital form.
- Staff training involving storytelling, stewarding volunteers, recruitment and curriculum facilitation.
- Amy Rote named BBBS PA State Association President, leading 14 affiliates across the Commonwealth.





LEADERSHIP











BIGS IN BLUE





GRADUATION

Year 2 of the Bigger Futures Strategic Plan

GROW REVENUE

A Compelling Case to Drive Revenue to Grow Mission

Fund Development

Individual Giving Strategy

Events & Fundraising Initiatives

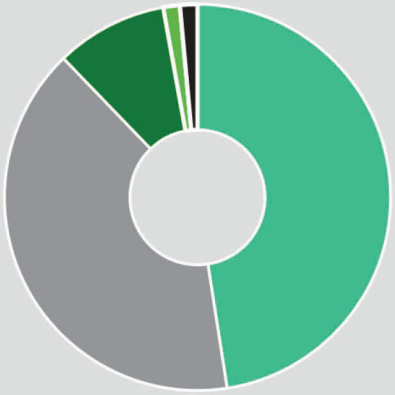
Corporate Engagement Programs

Public & Private Funding

REVENUE Achievements

- Financial management & strategic fund development goals achieved allowing BBBSCR to meet required revenue to sustain and support programmatic growth.
- Ensured financial stability and efficient resource utilization.
- Exceeded fundraising goal by $53,477.
- Created EITC (Educational Improvement Tax Credit) impact reports to enhance awareness of agency's status as an EIO (Educational Improvement Organization).
- Diversified revenue by creating specialized program impact sponsorship opportunities.
- 91% of grant applications resulted in awards.
- Granted funds to sustain and grow services for youth affected by household addiction/opioid use and to support youth avoidance of risky behavior.

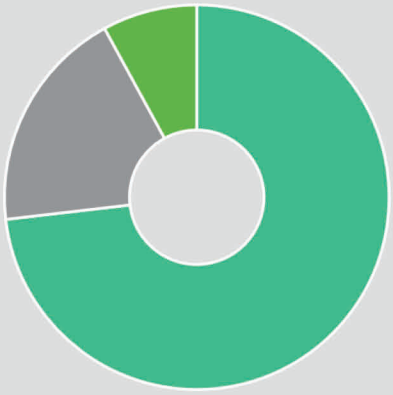
2022 FINANCIALS*



SUPPORT & REVENUE

48%	Contributions^
40%	Grants
9%	Fundraising
1.5%	United Way
1.5%	Miscellaneous

TOTAL REVENUE	$2,465,483



ALLOCATION OF RESOURCES

73%	Program
19%	Fundraising
8%	Administration

TOTAL EXPENSES	$1,154,111

* *2023 Financials will be available for request by July 2024.*

^ *Contributions in 2022 were significantly higher due to a single substantive contribution from MacKenzie Scott.*

RECOGNIZING OUR YOUTH

56 **HS GRADUATES RECOGNIZED**

6 **SCHOLARSHIPS PRESENTED**



OUR AMAZING INVESTORS

Individuals
Corporations
& Foundations

BIG THANK YOU

CHAMPION MENTORSHIP

Donald B & Dorothy L Stabler Foundation

Penn National Insurance

Capital Blue Cross

Mid Penn Bank

The Alexander Boyd and Jane Starke Foundation

G.B. Stuart Charitable Foundation

The Donald A Stanley Foundation

BUILD BRIGHT FUTURES

McCormick Family Foundation

United Way

AmerisourceBergen

The Foundation for Enhancing Communities

Wilsbach Distributors Inc.

The GIANT Company

Ollie's Bargain Outlet, Inc.

The M&T Charitable Foundation

Hershey Entertainment & Resorts Company

DREAM BIG

UGI Utilities, Inc.

Carmeuse Americas

Daniel Wright

Rohrer's Incorporated

John & Pat Devlin

Jonestown Bank & Trust Co.

Jonathan & Andrea Freeman

The Hall Foundation

Traditions Bank

Members 1st Federal Credit Union

PNC Financial Services Group

Belco Community Credit Union

Millers Mutual Insurance Co.

John Crain Kunkel Foundation

Kline Foundation Inc.

Weis Markets, Inc.

Deloitte

The Hershey Company

Stonebridge Financial Group

The Armstrong Foundation

UPMC Health Plan

Enterprise Holding Foundation

Ferguson

Cummins Inc.

The Bourque Family Foundation

DEFEND POTENTIAL

Joseph Holston
Susan & Jeffrey Roof
The Rutter's Companies
Lebanon Federal Credit Union
Arby's Foundation
Consolidated Scrap Resources
Hershey's Chocolate World
Fulton Bank
Monica Gould
West Shore Home
Platinum Central PA
Truist
Lawrence Chevrolet
Barry & Diane Peterson
Bob's Discount Furniture Charitable Foundation, Inc.
Delta Dental
Fasnacht Family Foundation
M&T Bank
McNaughton Homes
Silver Spring Twp. PD
Touchstone Foundation

EMPOWER POTENTIAL

Raymond & Susan Brown
Pennsylvania Automotive Association
Taneya Clark
Ed Martel
Robert & Judith Cherry
Chocolate Fox
Brandon Dizebba
Treysta Technology Management
Target Circle
Robert Palmeri
Sheetz
Troy Peters
John K. Murphy
F&M Trust
FOP Keystone Lodge 41
Kulicke and Soffa Industries
The Estes Family Foundation









SPONSOR A MATCH

Vericast
Kelly Neway
Jessica Nieves
Josiah Ferris
CVS Health
D&H Cares
Fleet Repair Solutions

KICK-START A MATCH

Paul Almquist
David Johnson
Brian Smith
Julie Webb
David Steinbach
Zachary Ausherman
Leah Rinaldi
Kylee Reader
Greta Slagill
Fresh Focus Sales & Marketing
Scott Little
Anne-Marie Brandt
Doris Hagemann
Chuck Fissel & Mary Murphy
Erin Akins
Pete Hudson
Corey Lyons
Central Penn College
Chartwall Law
E&E Metal Fabrication Inc.
Highmark Health Corporate
Michael Holston
Parker Marsh
Gregg Melinson
Northwest Bank
Sterling Thompson
Vanguard Charitable
Blake Ward
Daflure Heating and Cooling
Anthony Van Dyck
Jennie Thompson
Jason Crane
TE Connectivity Corporate
Joe Peters
Juan Ortiz-Vega
Bentyn & Chad Myers
Tyler Rogers
Wittney Ferguson
Robert Fullenlove
Ryan Heidecker
Anthony Restanio
Joe Pace III
Ivan Zook
Brian Gregg
Kate Pocalyko
Allen Lund Company LLC
Thein Katie Aung
Michael Barton
Lisa Carter
Comprehensive Financial Associates, Inc.
James Cowden
Donetta D'Innocenzo
Dunavant Logistics Group, LLC
John Enos
GCM Construction
Guttenplan Frozen Dough
Luke Hellmann
Deborah Hessinger
James and Eileen Holston
Amy Long
Long Nyquist & Associates, LLC
Matthew Martin
Kathy Mccormac
Milliron Goodman Relations, LLC
Pleasureville Post 799
Michael & Lisa Silver
Kathleen Smith
Jessica Snyder
Kyle Stauffer
The Tuckey Companies
Trinity logistics
Kenneth and Marsha Tuckey
Jason Tutich
Volvo Construction Equipment
Weber Advertising & Marketing
B.J. Werzyn
Kyler Wilson

EITC IMPACT

2023/24 School Year



Educational Improvement Tax Credit (EITC) contributions support our school-based programs, specifically those programs that develop leadership skills for high school students.

878

YOUTH SUPPORTED
DURING THE 2023/24 SCHOOL YEAR
THANKS TO EITC FUNDING

CUMBERLAND COUNTY

368 YOUTH SUPPORTED

3 HIGH SCHOOL BIGS PROGRAMS

2 BEYOND SCHOOL WALLS PROGRAMS

23% INCREASE IN YOUTH SERVED

DAUPHIN COUNTY

258 YOUTH SUPPORTED

5 HIGH SCHOOL BIGS PROGRAMS

2 BEYOND SCHOOL WALLS PROGRAMS

263% INCREASE IN YOUTH SERVED

PERRY COUNTY

110 YOUTH SUPPORTED

1 HIGH SCHOOL BIGS PROGRAM

129% INCREASE IN YOUTH SERVED

LEBANON COUNTY

116 YOUTH SUPPORTED

3 HIGH SCHOOL BIGS PROGRAMS

41% INCREASE IN YOUTH SERVED

LANCASTER COUNTY

26 YOUTH SUPPORTED

2 HIGH SCHOOL BIGS PROGRAM

NEW PROGRAMS

OUR EITC DONORS

Penn National Insurance
Capital Blue Cross
UGI Utilities, Inc.
Mid Penn Bank
Wilsbach Distributors, Inc.
Amerisource Bergen Sourcing LLC
PPL Electric Utilities
Hershey Entertainment & Resorts Company
Traditions Bank
PNC Financial Services Group
Truist
Fulton Bank
Weis Markets, Inc.
UPMC Health Plan











WE ARE GRATEFUL FOR THE MANY WAYS IN WHICH OUR COMMUNITY HAS SUPPORTED OUR MISSION.

Supporting Big Brothers Big Sisters of the Capital Region is a meaningful way to make a positive impact in the lives of youth. There are several avenues through which you can contribute to empower the full potential of youth in our communities!

Here's how you can support:

- **Automatic Recurring Donations** (monthly, quarterly, or annually)
- **Educational Improvement Tax Credit (EITC) Donation**
- **Corporate Giving**
- **Event, Program and Campaign Sponsorship Opportunities**
- **Foundation Gifts**
- **In-Kind Donation** (of goods or services)
- **One-time Donations**
- **Participation in Bowl for Kids' Sake, Over The Edge, Match Madness, or ExtraGive**
- **Planned Giving** (wills, bequests or charitable trusts)
- **Scholarship Fund**
- **United Way Contribution**

If you would like to defend the potential of youth, visit us at **CAPBIGS.ORG** or contact our fundraising team to learn more. Your support is vital to our mission. Thank you.

Mary Murphy, Director of Development
mmurphy@capbigs.org
(717) 236-0199, Ext. 221

Partnering with:

United Way
United Way of Carlisle & Cumberland County

Big Brothers Big Sisters.
OF THE CAPITAL REGION

1519 N. Third Street
Harrisburg, PA 17102

YOU WON'T WANT TO MISS THESE

BIG EVENTS

OCT. 4, 2024	OVER THE EDGE
NOV. 13, 2024	RISING LEADERS LUNCHEON
NOV. 22, 2024	EXTRAGIVE
March 1-31, 2025	MATCH MADNESS
March & April, 2025	BOWL FOR KIDS' SAKE

CAPBIGS.ORG | 717.236.0199