



TOWN OF EXETER, NEW HAMPSHIRE
HUMAN SERVICES
FY 2025

Town Manager's Office

JUL 25 2024

Received

Organization's Name: Big Brothers Big Sisters of New Hampshire Year Founded: 1966

Address: 3 Portsmouth Ave #2 Stratham, NH 03885

Executive Director/ Board Chair: Stacy Kramer Tax ID Number: 02-0348477

Applicant Contact: Madison Holdbrooks Email: mholdbrooks@bbbsnh.org

Address: 3 Portsmouth Ave #2 Stratham, NH 03885 Phone: 603.318.2923

Organization's Mission Statement and Statement of Grant Purpose (e.g. This grant will be used...):
Big Brothers Big Sisters of New Hampshire's mission is to create and support one-to-one mentoring relationships that ignite the power and promise of youth. Our vision is all youth have the opportunity to achieve their full potential. Big Brothers Big Sisters of New Hampshire (BBBSNH) has been serving youth, ages 6-18, in the Granite State for more than 57 years through one-to-one mentoring relationships. BBBSNH offers the following programs:

- **Community-Based:** This program pairs volunteers with youth in one-to-one relationships, spending a minimum of four hours per month engaging in activities within their local community.
- **School/Site-Based:** Matches meet in schools or workplaces, focusing on activities such as homework, outdoor play, lunch, or learning new skills. Within the School/ Site based model we have specialty programming to reach youth in greatest need:
 - o **Bigs in Badges:** This program fosters positive relationships between first responders and local youth, following either the Community-Based or Site/School-Based model.
 - o **PRISM (Pride, Respect, Identity, Safety, and Mentoring):** In partnership with Seacoast Outright, we provide LGBTQ+ youth with allies and resources through mentoring.
 - o **Futures Ahead:** Futures Ahead is a technology-enhanced 1:1 mentoring program that focuses on skill development (21st Century Skills, Social Emotional Learning), career readiness, and post-secondary exploration. Ideally, Futures Ahead is a 4-year commitment (9th & 10th grade) where students attend class weekly and work through a curriculum with their Mentor on an online platform. Addition, students engage with their Mentor 1-2 times per month, either in-person or virtually through a variety of activities that may include field trips, guest speakers, or presentations. As 11 & 12 graders students can elect to take on an independent study to continue the foundation work from their freshman and sophomore year as well as mentor incoming students just starting the program. All students participating in Futures Ahead are eligible to earn 0.25 credit for each semester completed through the New Hampshire Department of Education's Learn Everywhere program.

Regardless of the model, time is spent together, enjoying an array of activities to promote higher aspirations, greater confidence, better relationships, avoidance of risky behaviors, and educational success in youth. BBBSNH is recognized as an evidence-based preventive program by the U.S. Substance Abuse and Mental Health Administration's National Registry of Evidence-Based Programs and Practices and, an affiliate of Big Brothers Big Sisters of America.

All of our efforts focus on making the best possible match, which, is achieved through thorough interviews

and assessments of both mentors and youth. All volunteers are carefully screened to ensure child-safety. We provide training, facilitate an initial meeting of the match and continue to provide ongoing match support and resources to the mentor, youth and their family, throughout the duration of the match. The ongoing support our staff provides in addition to child-safety check-ins, is what sets us apart from other organizations – and is the key to success of a strong, healthy, mentoring relationship. BBBSNH also offers specialized training and resources in trauma, opioid and substance misuse prevention and promotes JEDI practices (Justice, Equity, Diversity and Inclusion). On average, our organization supports approximately 500-600 youth annually. While all youth, no matter their circumstance, are welcome to join BBBSNH, many of the youth we match are experiencing significant adversities. These circumstances range from history of trauma, mental and emotional health concerns, experiences in foster homes or instable housing, live in an environment with substance misuse or have an incarcerated parent.

Brief Detailed description of how the money will be specifically utilized for Exeter residents:

This grant supports the improvement of health and life outcomes for youth ages 6-18 in the Exeter area through one-to-one mentoring matches. A disproportionately high number of children in our program are living in poverty. More than 60% of the children in our program come from families that qualify for free or reduced lunch (a status frequently used as a proxy for poverty). Research shows that adverse childhood experiences (ACEs) can have a lasting impact on individuals. The Centers for Disease Control and Prevention (CDC) reports that as the number of ACEs increases, so does the risk for negative outcomes and toxic stress. However, additional research by the CDC demonstrates that the presence of protective factors, including the presence of a caring adult, can guard against the increased risks of negative health and life outcomes. Our time-tested model continues to support these findings.

Town of Exeter funds are utilized for the ongoing support of Exeter area matches with the goal of also creating 2-3 additional matches. We take a thoughtful approach to creating a match because we know mentoring involves far more than just pairing a child with any adult. On average, it cost approximately \$2,500 a year, depending on the needs of the match, to conduct the work required to create and support a match. On average, our matches last 2.5 years and many remain in the program even longer after that. The breakdown of creating a match includes:

- **Volunteer Recruitment/Inquiry** - Attracting effective mentors is at the forefront of providing youth with ideal, safe role models and advocates.
- **Volunteer Enrollment** - Initial assessment of volunteer mentors requires a completed application, an in-depth interview, orientation and layered reference checks. With child safety being our utmost priority, we conduct an in-depth review of the volunteer's history including online database searches, state and national criminal background checks and a motor vehicle check.
- **Youth Enrollment** - Parents who inquire about our services or are referred from a community partner receive an initial meeting, which includes an orientation about our mentoring program, program expectations and an in-depth parent and youth interview and assessment.
- **Pairing & Making a Match** - We evaluate the characteristics of each individual mentor and mentee to pair them in a successful one-to-one mentoring relationship. After carefully selecting a compatible match, our team performs an introductory meeting.
- **Training** - Volunteer mentors, parents/guardians and youth must receive child safety and youth protection training during their orientation process. Annual required refresher trainings and mentor-to-mentor networking opportunities are conducted over the course of the mentoring relationship. In the last year, we have also incorporated trauma-informed mentoring training to assist volunteer mentors with the multiple forms of trauma our youth have endured.
- **Match Support & Customer Relations** - Coaching, professional support and case management are integral to keeping a match healthy and strong. We connect with each parent/guardian, child and

volunteer monthly for the first year of the relationship in order to help keep the match on track. Beyond a year, we make those contacts quarterly.

% of overall services that goes to Exeter residents: 18.9%

of Exeter residents served: 6

List all geographic area(s) served by organization: Greater Seacoast, Greater Manchester, Greater Nashua, Monadnock Region, Lakes Region. Our long-term goal is to establish ~~the funding and capacity to~~ expand into the North Country.

Total Municipal Contributions in 2024:\$31,900

List each town that contributes, and the amount received:

Town of Durham - \$1,800

Manchester CIP - \$9,000

Town of Walpole - \$500

Town of Chesterfield - \$400

Town of Hollis - \$2,000

Town of Exeter - \$7,200

Town of Litchfield - \$500

Town of Hampton - \$8,000

Town of Merrimack - \$1,000

Town of Rye - \$1,500

Organization's total projected budget for FY 2025: \$ _____

Amount Requested: \$ 7,200

Additional Information Required:

Please supply the following items for a complete application to be considered:

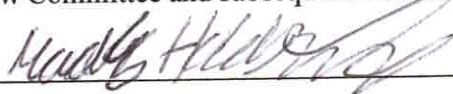
1. Provide a narrative, not to exceed two pages in size 12 font
 - a) Organization's overview
 - b) Program changes and/ or highlights from the past year

2. FY24 funded organizations must submit a brief summary of how those funds were used to support Exeter residents
 - a) If your organization is requesting an increase in funding for FY25, submit justification of increased need

3. Complete financial statements
 - a) Operating budget
 - b) Balance sheet

I certify to the best of my knowledge that the information in this proposal reflects accurate data concerning need and estimates of planned/delivered services. The proposal was considered and approved for submission by the agency Board of Directors on 7/25/2024__(date).

By signing this application, the undersigned offers and agrees, if the proposal is accepted, to furnish items or services that is quoted. This agreement is subject to final negotiation and acceptance by the Select Board and the Budget Review Committee and subsequent contract award.

Director's (or Designee) Signature:  Date: _____
7/25/2024

Submit no later than July 31, 2024:

Town of
Exeter
Town
Manager
10 Front
Street
Exeter, NH 03833

1.
 - a. Big Brothers Big Sisters of New Hampshire's mission is to create and support one-to-one mentoring relationships that ignite the power and promise of youth. Our vision is all youth have the opportunity to achieve their full potential. Big Brothers Big Sisters of New Hampshire (BBBSNH) has been serving youth, ages 6-18, in the Granite State for more than 57 years through one-to-one mentoring relationships. BBBSNH offers the following programs:
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 - b. We are planning to launch a new program called Big Adventures this fall. Big Adventures is a dynamic program where matches meet twice a month, participating in activities planned and supervised by BBBSNH in a group setting. These activities, designed to deepen mentoring relationships and support various skills, are conducted in collaboration with local community partners. Typically held on weekends and lasting 2-4 hours, the first monthly outing is organized by BBBSNH, while the second outing is determined by the match, allowing them to explore activities within their local community. Big Adventures is a dynamic program where matches meet twice a month, participating in activities planned and supervised by BBBSNH in a group setting. These activities, designed to deepen mentoring relationships and support various skills, are conducted in collaboration with local community partners. Typically held on weekends and lasting 2-4 hours, the first monthly outing is organized by BBBSNH, while the second outing is determined by the match, allowing them to explore activities within their local community.

Big Adventures provides youth with a positive adult role model, along with friendship and support while exposing them to a variety of enriching experiences to help create their bonds, while also exposing youth to experience they may not receive in their daily lives otherwise.

The BBBSNH team dedicated to Big Adventures includes:

- **Director of Program Innovation:** Oversees the overall direction and implementation of Big Adventures.
- **Program Coordinator:** Manages program implementation, develops community partnerships, delivers program objectives, recruits volunteers, attends events, and ensures adequate staffing.
- **Recruitment and Corporate Partnership Coordinator :** Collaborates with the Program Coordinator to coordinate community and activity partnerships, supports activities, and recruits volunteers as needed.
- **Activities Coordinator:** Assists in coordinating RSVPs, communicating with matches, and ensuring activity details are clearly defined.
- **Communications Manager:** Disseminates activity details provided by the Program Lead and Recruitment and Corporate Partnership Coordinator.

Program Goals: The ultimate goals of Big Adventures are to ease the process of planning activities for matches, reduce the waiting list for male mentees, and match female mentors waiting for mentees.

Big Brothers Big Sisters of NH
Profit & Loss
January through June 2024

	Jan 24	Feb 24	Mar 24	Apr 24	May 24	Jun 24	TOTAL
Ordinary Income/Expense							
Income							
Contributions							
Corporate Giving	6,717.25	8,028.46	1,582.10	13,672.46	3,051.00	11,607.58	44,658.85
General Donations	1,150.00	255.00	162.50	200.00	0.00	5,130.00	6,897.50
Individual Giving	10,001.35	18,693.99	8,031.66	5,436.46	6,516.81	36,722.31	85,402.78
Total Contributions	17,868.60	26,977.45	9,776.46	19,308.92	9,567.81	53,459.89	136,959.13
Events & Fundraising Income							
Other/Third Party Fundraisers							
Expense	0.00	(3,750.00)	0.00	0.00	0.00	(468.29)	(4,218.29)
Income	2,133.64	96,853.12	10,064.23	203.11	923.59	10,320.89	120,498.58
Total Other/Third Party Fundraisers	2,133.64	93,103.12	10,064.23	203.11	923.59	9,852.60	116,280.29
Pickleball							
Expense	0.00	0.00	(220.00)	0.00	(2,000.00)	(319.95)	(2,539.95)
Income	3,892.58	3,195.00	2,580.00	4,680.00	3,900.00	5,846.76	24,094.34
Sponsor	0.00	0.00	1,000.00	1,250.00	9,250.00	8,250.00	19,750.00
Total Pickleball	3,892.58	3,195.00	3,360.00	5,930.00	11,150.00	13,776.81	41,304.39
Stiletto Sprint							
Income	0.00	0.00	360.00	120.00	100.00	26.76	606.76
Sponsor	0.00	0.00	0.00	6,000.00	11,500.00	6,500.00	24,000.00
Total Stiletto Sprint	0.00	0.00	360.00	6,120.00	11,600.00	6,526.76	24,606.76
Total Events & Fundraising Income	6,026.22	96,298.12	13,784.23	12,253.11	23,673.59	30,156.17	182,191.44
Grant Revenues							
BBBSA Pass-Thru Grants	42,142.03	50,742.24	28,500.99	45,049.93	46,814.88	0.00	213,250.07
Foundation Grants	37,500.00	14,714.06	45,000.00	345,000.00	20,000.00	5,000.00	467,214.06
Municipal Grants	0.00	4,050.00	500.00	9,600.00	12,250.00	11,750.00	38,150.00
NH Contract Grants	26,540.12	224.14	34,152.08	53,661.01	20,750.95	25,125.09	160,453.39
United Way Grants	1,455.67	1,500.00	0.00	1,500.00	1,455.66	0.00	5,911.33
Total Grant Revenues	107,637.82	71,230.44	108,153.07	454,810.94	101,271.49	41,875.09	884,978.85
Interest and Investment Income	578.88	866.04	837.83	691.91	1,262.97	858.54	5,119.17
Total Income	132,111.52	195,375.05	132,551.59	487,064.88	135,795.86	126,349.69	1,209,248.59
Expense							
Advertising & Promotion	3,960.67	3,975.00	3,174.94	2,497.25	5,003.46	17,871.66	36,482.98
CC & Bank/Online Pmt Fees	512.51	541.67	496.34	232.97	576.58	1,161.09	3,521.16
Company Match - 401K	1,401.20	1,678.46	1,439.84	1,784.84	2,227.94	1,584.86	10,097.14
Dues & Subscriptions	0.00	799.00	0.00	0.00	845.00	0.00	1,644.00
Fundraising Expenses	1,943.25	0.00	40.20	4,640.47	733.50	0.00	7,357.42
Insurance Expense							
Liability Insurance	5,382.42	2,059.42	2,059.42	2,059.42	2,059.42	2,059.42	15,679.52
Workers Comp	0.00	0.00	379.50	0.00	647.00	422.50	1,449.00
Total Insurance Expense	5,382.42	2,059.42	2,438.92	2,059.42	2,706.42	2,481.92	17,128.52
Occupancy Expense							
Rent	1,958.00	1,958.00	1,958.00	1,958.00	1,958.00	1,958.00	11,748.00
Total Occupancy Expense	1,958.00	1,958.00	1,958.00	1,958.00	1,958.00	1,958.00	11,748.00
Personnel Expenses							
Employee Benefits Programs							
Dental Insurance	617.63	617.63	617.63	553.19	522.17	585.41	3,513.66
Employee Benefits Expense	0.00	99.86	0.00	0.00	0.00	0.00	99.86
Health Insurance	7,309.70	6,787.15	6,831.19	6,650.03	5,325.15	9,999.11	42,902.33
Life & Disability Benefits	1,387.17	1,181.79	1,181.79	1,088.69	1,135.24	1,592.30	7,566.98
Total Employee Benefits Programs	9,314.50	8,686.43	8,630.61	8,291.91	6,982.56	12,176.82	54,082.83
Payroll Taxes	8,428.00	9,599.70	7,716.01	9,176.44	10,900.51	8,040.38	53,861.04
Salaries and Wages	95,982.25	110,292.48	95,112.01	116,602.74	143,506.35	105,194.05	666,689.88
Total Personnel Expenses	113,724.75	128,578.61	111,458.63	134,071.09	161,389.42	125,411.25	774,633.75
Professional Services Fees							
Accounting	131.50	85.00	130.75	170.00	85.00	85.00	687.25
Audit Fees	0.00	0.00	0.00	0.00	7,500.00	0.00	7,500.00
Computer / IT Fees	1,864.50	2,041.50	1,954.50	1,954.50	1,621.57	5,462.00	14,896.57
Outside Consultants	0.00	8,750.00	0.00	0.00	0.00	0.00	8,750.00
Payroll Service Fees	1,434.64	1,068.75	1,050.01	1,136.28	1,511.47	1,453.49	7,654.64
Website Expense	580.00	0.00	0.00	0.00	0.00	4,524.99	5,104.99
Total Professional Services Fees	4,010.64	11,945.25	3,135.26	3,260.78	10,718.04	11,525.48	44,595.45
Program Expenses							
Affiliate Fees/MF-National	0.00	15,919.20	2,493.75	831.25	831.25	831.25	20,906.70
Background Checks	202.45	157.35	311.50	311.50	644.00	337.50	1,964.30
Direct Program Expenses	3,330.01	5,807.85	1,229.84	6,474.50	9,669.69	2,302.76	28,814.65
Total Program Expenses	3,532.46	21,684.40	4,035.09	7,617.25	11,144.94	3,471.51	51,485.65
Supplies & Office Expense							
Office Supplies & Expense	207.01	82.96	1,047.02	130.94	5,208.43	321.74	6,998.10
Postage & Shipping	227.65	70.35	341.55	82.05	91.49	7.79	820.88
Printing & Copying	0.00	0.00	12.00	24.00	172.00	0.00	208.00
Telephone & Internet	285.87	285.87	266.37	7,856.93	286.37	301.37	9,302.78
Supplies & Office Expense - Other	0.00	0.00	0.00	0.00	0.00	49.99	49.99
Total Supplies & Office Expense	720.53	439.18	1,666.94	8,093.92	5,756.29	680.89	17,379.75
Travel, Conferences & Meetings							
Meetings Expense	0.00	0.00	100.98	0.00	399.97	126.99	627.94
Staff Development	1,903.09	(145.31)	345.00	1,829.48	119.86	133.89	4,186.01

Big Brothers Big Sisters of NH
Profit & Loss
January through June 2024

	Jan 24	Feb 24	Mar 24	Apr 24	May 24	Jun 24	TOTAL
Travel	0.00	604.96	1,082.02	282.82	1.25	5,945.37	7,916.42
Travel, Conferences & Meetings - Other	0.00	0.00	0.00	0.00	10.31	0.00	10.31
Total Travel, Conferences & Meetings	1,903.09	458.65	1,528.00	2,112.30	531.39	6,208.25	12,740.68
Total Expense	139,049.52	174,118.64	131,392.16	168,308.29	203,562.68	172,352.91	988,814.50
Net Ordinary Income	(6,938.00)	21,256.41	1,159.43	318,756.59	(67,797.12)	(46,003.22)	220,434.09
Other Income/Expense							
Other Income							
Gain/Loss on Endowment	0.00	(860.06)	483.89	0.00	528.23	2,903.17	3,055.23
Other Income	0.00	0.00	0.00	75,000.00	0.00	0.00	75,000.00
Total Other Income	0.00	(860.06)	483.89	75,000.00	528.23	2,903.17	78,055.23
Other Expense							
Suspense	0.00	0.00	0.00	168.80	(405.02)	260.52	24.30
Total Other Expense	0.00	0.00	0.00	168.80	(405.02)	260.52	24.30
Net Other Income	0.00	(860.06)	483.89	74,831.20	933.25	2,642.65	78,030.83
Net Income	(6,938.00)	20,396.35	1,643.32	393,587.79	(66,863.87)	(43,360.57)	296,463.02

Our sole mission is to create and support one-to-one mentoring relationships that ignite the power and promise of youth.

2024 Bigs of the Year

Tim and
Jaydin



Melissa and
Junie

Support a mentoring match and honor the mentor in your life through our Impact Circle, where monthly donors sustain the mission of BBBSNH. You will have great impact on Granite State youth reaching their greatest potential.





January 2023 Capitol Hill Day

Dan Br
years

Bigs of the Year!

March

April

Martial
Arts
for
Mentoring

National
Mentoring
Month

February

Black History Month



Match Halloween Party

October

Nov



BBBSNH
is on TikTok!

August

September

15th Annual
Stiletto Sprint



Futures Ahead

... celebrated 22
... a Big Brother



May

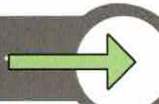


Introduced Waitlist
Wednesday to highlight
youth waiting for a mentor

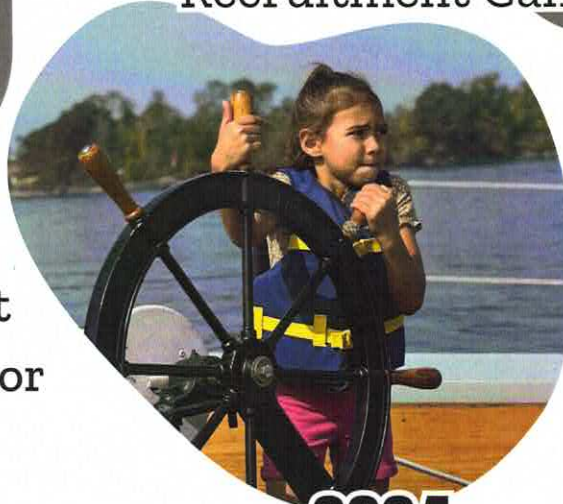
June



Portsmouth Pride



First ever
Recruitment Campaign



2024



July

3rd Annual
Pickleball
Tournament



September

December



Thankful Giving
Campaign



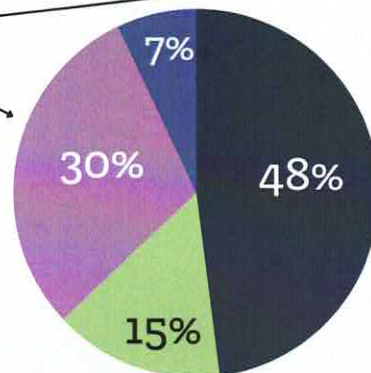
That's a wrap!

Total Budget \$1.8M

- 400 Youth and Families Served
- 105 NEW matches created and supported

DONATIONS

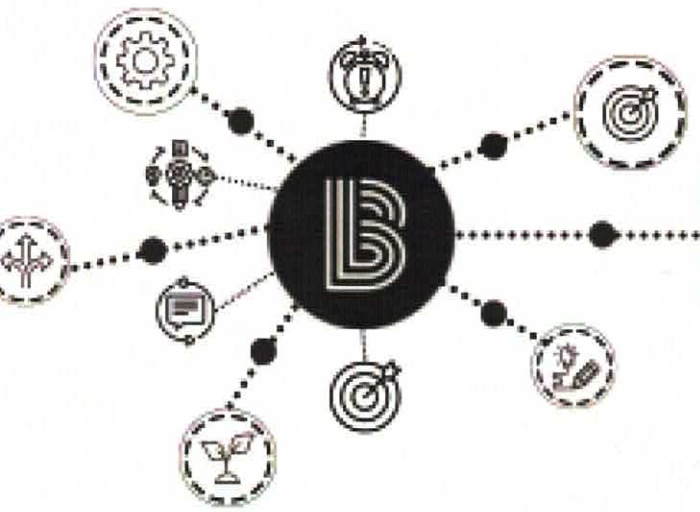
Corporate
Individual



Grants

Events

Program Spotlight



Futures Ahead

High school student mentees attend class weekly with BBBSNH team member and are matched with mentors from the local community where they collaborate virtually on weekly assignments that enhance class room discussions on leadership and workforce development skills. If you are interested in becoming mentor in this unique program, please reach out to Casey Loeffler at cloeffler@bbbsnh.org

**Rise to the occasion,
become a BIG now!**



@BBBSNH     

3 Portsmouth Avenue #2 Stratham, NH 03885

bbbsnh.org | 603.430.1140 | info@bbbsnh.org