



3372 W Battlefield Rd.
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OUR BIGGEST EVENTS OF THE YEAR



The Big Taste
April 28, 2026



Scan for all
BBBSO
event details!



Ozarks Beerfest
October 24, 2026



Big Brothers
Big Sisters.



2025 IMPACT REPORT



PEOPLE NEED PEOPLE

A MESSAGE FROM OUR LEADERSHIP

At Big Brothers Big Sisters of the Ozarks, we believe something simple yet powerful: we are at our best when we show up for one another. In a year marked by uncertainty and change, that belief carried us forward...driven by the young people who inspire us, the families who trust us, and the volunteer mentors who give their time and heart to make a difference.

Our mission remains focused on one thing: creating meaningful connections that help youth discover who they are, who they can become, and how much they matter. And this year, we pushed ourselves to do that work in new and bold ways

As the needs of children in our community have grown, so has our response. We continued to strengthen our one-to-one mentoring model, our organization's foundation, because individualized relationships are the most effective way to build confidence, resilience, and hope.

At the same time, we recognized that no single model can meet every need. With more youth seeking support than we can match immediately, we started a new middle school group-based mentoring pilot designed to reach more youth, build social and emotional skills, and strengthen connection among peers. This new approach is helping us reimagine what mentorship can look like, and who can benefit.

What remains unchanged is our commitment to the young people we serve. Every strategy, every partnership, every new idea is rooted in the belief that every child deserves to feel supported, encouraged, and valued.

None of this progress happened alone. It took a network of donors, volunteers, partners, and advocates who believe in the power of mentorship and the potential of our community's youth. To each of you, thank you. Your support fuels our work and expands what is possible.

We invite you to explore this year's Impact Report with pride, not only for what has been accomplished, but for what we are building together. The future of mentoring is evolving, and because of you, it is bright.

With gratitude

Susan Stephanchick
Chief Executive Officer
Big Brothers Big Sisters of the Ozarks

 **BE A VOLUNTEER**



 **BE A GIVER**



www.bigbro.com



GROWING THE HEART OF OUR MISSION

Big Brothers Big Sisters.
OF THE OZARKS

MATCHES OF THE YEAR



Kaylee & Carol, matched since 2021

"Since being paired with Carol, her Big, the transformation in Kaylee has been nothing short of amazing. She is no longer as shy as she used to be and has begun smiling and laughing again. The sound of her laughter, which had been absent for so long, now fills our home with warmth. Carol has created a safe space for Kaylee to open up, and the positive change in her demeanor is evident. The joy and happiness she now radiates has had a ripple effect on our entire family, bringing us closer and making our days brighter."

Kaylee's grandmother, Linda



Ethan & Colton, matched since 2022

"I'm not really sure how my life would be different because I can't imagine it without Colton. I know that I wouldn't be the same person I am now without him. He's helped me with so many things, from sports to just understanding life better. I'd probably feel a lot more stressed and not have as much fun. Colton has made a big difference for me, and I'm glad he's part of my life."

Little Brother, Ethan



Hayden & Chase, matched since 2023

"Sometimes it doesn't feel like much — just having lunch, chatting, showing up. But those small moments can make a lasting impression. One day, he'll look back and realize how important that time really was. I know that because I had a Big growing up, and I didn't understand how much that time meant to me until I became an adult. It stuck with me. And now I get to be that person for someone else."

Lunch Buddy, Chase

IN THE spotlight

AWARDS & RECOGNITION IN 2025

GROWTH
BBBSA National Award Winner
for Program Growth in 2024

THINK BIG FOUNDATION
2025 National Philanthropy Day
Finalist
Foundation of the year

SBJ 2025 Non Profit Excellence Award
SUSAN STEPHANCHICK
CEO OF THE YEAR

Little's Maintained or Improved...



Educational Success

A child's academic success is a key indicator of future opportunity. While students today face growing academic and social pressures, supportive relationships help foster resilience, persistence, and confidence. Mentoring plays an essential role in helping youth navigate school, stay engaged, and build the skills needed for long-term success.


- 97%** Academic Performance/Grades
- 92%** Educational Expectations
- 87%** School Connectedness
- 93%** School Discipline



Positive Relationships

Supportive relationships matter. Decades of research show that caring adult relationships promote better decision-making, higher self-esteem, and improved well-being for youth. When youth feel seen, heard, and valued by caring adults, they are more likely to take positive risks, advocate for themselves, and pursue meaningful goals.

- 81%** Social Competence
- 83%** Family/Parent Connectedness
- 94%** Avoid Bullying Behaviors



Emotional Well-Being

Emotional well-being is foundational to a young person's success. Many students navigate stress, uncertainty, and social pressures that can impact mental health and decision-making. Supportive relationships and mentorship offer encouragement, stability, and a place to process challenges in healthy ways.

- 87%** Emotional Regulation
- 78%** Decreased Depressive Symptoms
- 91%** Avoid Risky Behaviors
- 77%** Goal Setting and Pursuit Skills

WHO WE SERVE

Many of the youth we serve come from single-parent households, foster care, or are raised by grandparents or relatives, making mentorship especially meaningful. While our mission centers on youth mentoring, we support the entire ecosystem around each match. Little's receive guidance and confidence, Big's receive training and coaching, parents and caregivers gain access to resources and community connections that strengthen families, and schools and partners work alongside us to create environments where young people feel seen, supported, and valued.

In 2025, BBBSO served **311 youth**, but the ripple effect reached far beyond the match, impacting more than **900 people across the Ozarks**. When mentorship thrives, entire communities grow stronger.

- 78%** Free or reduced lunch recipient
- 18%** Incarcerated parent
- 23%** Family receives income assistance

Program Evaluation & Youth Outcomes

BBBSO evaluates program impact using the Youth Outcomes Survey (YOS) and Child Outcomes Survey (COS). Before being matched with a Big, each child completes an initial assessment that serves as their baseline. After they are matched, youth participate in follow-up surveys each year. These evaluations help BBBSO track growth in key areas such as goal achievement, social skills, healthy relationships, and positive decision-making, providing insight into each child's progress and the overall effectiveness of our mentoring programs.

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Youth Served & Supported

99%
Juvenile Justice Involvement Avoidance

2.5 Years
Average Match Length

100%
High School Graduation Rate

10%
Increase in Children Served

111
New Matches

19,914
Match Support Contacts made



OUR MISSION: TO MENTOR MORE KIDS



BBBSO MENTORING PROGRAMS

The heart of our mission lives in one-to-one mentoring. When a Little is matched with a Big, something extraordinary begins: a relationship built on trust, curiosity, and shared experiences. It's not complicated, it's simply two people showing up for each other.

Behind every match is intentional work from our team to ensure the right fit and ongoing support. With thoughtful pairing and consistent coaching, matches gain the tools to thrive, to weather the hard days, cheer on the good ones, and learn together along the way. In 2025, BBBSO grew its reach, serving **10% more youth across all programs** compared to the previous year.

162 YOUTH SUPPORTED THROUGH COMMUNITY BASED MENTORING
9 MENTORING RELATIONSHIPS GRADUATED FROM THE PROGRAM

Community-Based Mentoring is the heart of our mission, pairing caring adult volunteers ("Bigs") with children and teens ("Littles") for one-to-one mentoring that happens in the community outside of school hours. Matches spend time together exploring shared interests, building trust, and working toward personal goals. These consistent relationships help Littles increase emotional regulation, strengthen social skills, learn goal setting, and build a foundation for long-term success.

Mercy **121** YOUTH SUPPORTED THROUGH LUNCH BUDDY PROGRAM
18 5TH GRADERS GRADUATED ONTO MIDDLE SCHOOL

Our **Lunch Buddy** program, presented by Mercy, brings mentorship directly into elementary schools in Springfield, Nixa, and Bolivar during the student day. Volunteers meet with their Littles once a week during lunch to offer encouragement, mentorship, and a positive connection during the school day. For many students, time with their Lunch Buddy Big is a bright spot in the school week, boosting engagement and helping them feel more connected, proof that just one lunch hour can make a BIG difference.

28 MIDDLE SCHOOL YOUTH SUPPORTED BY GROUP MENTORING

In 2025, BBBSO launched **Level Up**, a new school-based program at Jarrett Middle School and Clinton Middle School, designed to support middle school students through structured group mentoring. Guided by a trained BBBSO staff member, known to students as "Coach", Level Up focuses on social and emotional development, growth mindset, and goal setting during a critical stage of adolescence. The program meets during students' flex time, creating access to mentorship where they are, at school, and reducing barriers to participation.

NEW BBBSA NATIONAL RESEARCH MEASURES LONG-TERM IMPACT

WITHIN 18 MONTHS, MENTORED YOUTH REPORTED LOWER ABSENTEEISM AND FEWER SCHOOL SUSPENSIONS

LITTLES ARE 20% MORE LIKELY TO ATTEND COLLEGE

LITTLES EARN 15% MORE INCOME THAN NON-MENTORED PEERS BETWEEN THE AGES OF 20-25



Think BIG continues to be one of BBBSO's most mission-aligned social enterprises, turning donations of clothing, shoes, and household goods into mentorship opportunities for youth throughout the Ozarks. In 2025, community participation helped Think BIG generate meaningful economic, social, and environmental impact:

- **1.1 million lbs (550 tons)** of clothing & shoes collected
- **20 tons** of miscellaneous goods diverted from the landfill
- **10,000+ lbs of toys** redistributed to nonprofit partners
- **\$15,000** shared with partner organizations
- **\$80,000 contributed to BBBSO** for youth mentoring

But Think BIG's impact extends beyond BBBSO. Items that cannot be sold or processed through the program are redirected to local nonprofits, keeping materials out of the landfill and strengthening organizations that serve families in the region. This circular model ensures that donations remain in the Ozarks, benefiting multiple organizations while reducing waste and increasing community resilience. In 2025, this included:

- **Blankets to Victory Mission** for neighbors experiencing homelessness
- **Stuffed animals** for children in hospitals
- **Toys to Abilities First**, where they are adapted for children with disabilities
- **Diapers to local diaper banks** to support families in need



THINK BIG FOUNDATION

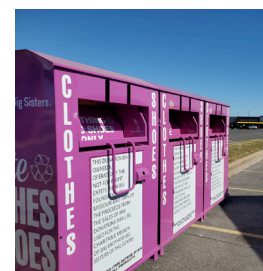


PIC-COLLAGE

NEW LOGO!



NEW BINS!



However, 2025 also brought significant market shifts. Several for-profit donation bin operators entered the Springfield area, rapidly expanding their presence throughout the region. While these companies collect similar materials, their profits leave the community, creating a direct challenge to BBBSO, who rely on these partnerships to fund mission work. Despite this growing competition, the demand for Think BIG bins remains strong. **With the right local partners willing to host donation bins in their parking lots, we can preserve both the environmental benefit and the dollars reinvested into Springfield and the surrounding Ozarks.**

Looking ahead, cultivating new site partners will be critical to sustaining and expanding Think BIG. A strong collaboration with local businesses, especially those who share our commitment to community impact, will ensure that donations collected in the Ozarks continue to benefit families in the Ozarks. Because when the community Thinks BIG, we all win: youth, families, local nonprofits, and the environment.

BIG thank you to Ozark Auto Body, Timken Foundation, and Forvis Mazars for being amazing partners on our bin rebranding project!



TIMKEN FOUNDATION of Canton



THANK YOU IMPACT PARTNERS!



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BBBSO PROGRAMS SUPPORTED BY:

Bobby Allison Fund
Timken Foundation
O'Reilly Charity Golf Classic
CDBG

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EMPOWERS POTENTIAL**



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