



**Big Brothers
Big Sisters®**
OF THE BLACK HILLS

Big Orientation

Our Vision

All youth achieve their full potential.

Our Mission

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

Match Support Specialist Contact Information

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Organization Information

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about OUR ORGANIZATION

With more than 360 affiliates throughout the nation, Big Brothers Big Sisters' mission is to provide children facing adversity with strong and enduring professionally supported one-to-one mentoring relationships that change the lives of the youth for the better, forever.

Our vision is that all children achieve success in life. In addition to carefully screening and matching its mentors and mentees, Big Brothers Big Sisters provides ongoing professional staff support to the volunteers, youth and parents/guardians throughout the course of their matches to keep the mentoring going strong.

The organization is backed by independent research that finds children enrolled in the program are more likely to achieve in school; avoid risky/delinquent behaviors and have higher self-esteem and aspirations. The organization holds itself accountable for these youth outcomes.

about OUR PROGRAMS

Community Program

Our Community Based Program involves Big Brothers, Big Sisters, Big Couples (married), and Big Families from the Black Hills area. This program is designed to match children between 5 to 17 years old, with adults (18+) who can serve as a positive role model, giving a child youth a chance to see their unlimited potential and providing the opportunity to develop into a more responsible, successful, well-rounded individual.

Campus Kids

Campus Kids is a staff supervised group mentoring program. The CK program is intended for Littles who are waiting to be matched with a Big of their own. All enrolled Littles are invited to participate while they wait for a mentor! CK meets once a week on the South Dakota Mines campus and is led by college student volunteer leaders.

Bigs in Blue

Bigs in Blue focuses on building relationships between law enforcement and the communities they serve. The program places each youth (ages 5 to 17) in a mentoring relationship with a police officer in the community, building strong, trusting, lasting relationships. These relationships can help children develop into confident adults and help build stronger bonds between law enforcement and the families they serve.

about BIGS

Based on years of extensive research on the best outcomes for Littles, Big Brothers Big Sisters requires our Bigs to carry out the following commitments. Our professional staff work with Bigs to ensure these commitments can be met by providing coaching, support, training, and activities to help you develop in your role as a Big.

MATCH ACTIVITIES + GOALS

Being in a match is about both having fun and achieving positive outcomes! Your Match Support Specialist will work with you, your Little, and their family to identify goals for the match which will likely fall into one or more of these areas:

- Avoidance of risky behaviors
- Educational success
- Improved self-esteem
- Higher aspirations
- Greater self-esteem and confidence
- Better relationships

EXPECTATIONS

Child Safety

- A background check is required, in addition to a motor vehicle check, mandatory child safety training prior to becoming a ready to be matched Big.

Match Intro Meeting

- The volunteer, child, parent and Match Support Specialist (MSS) meet in-person and the meeting is conducted by the MSS in order to properly introduce all match parties.
- Go over responsibilities of each party and child safety ground rules. Match agreements signed.
- Set first outing date/time/activity.

Communication with your Match Support Specialist (in person, phone, email, and text)

- Contact required within first two weeks of match.
- During first year – every 30 days.
- After one year – every 90 days.

Match Activities and Events

- BBBS plans periodic events to get involved with your match, including a summer party and holiday party.
- The events held by the agency are youth-centered activities to enhance the connection to BBBS, match relationships and youth outcomes.

Youth Development Plan Participation

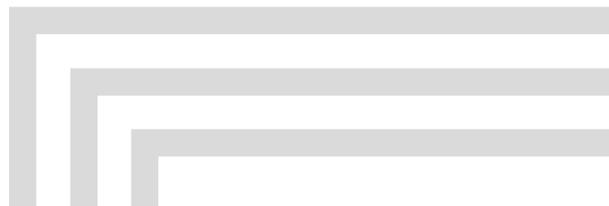
- Is developed during enrollment and carried throughout the match as a guiding light for what all parties hope the match will achieve and how the Little will grow.
- The plan will contain goals for the Little and describe what everyone pledges to do to reach the desired outcomes.
- The plan will be reviewed annually and will be adjusted as needed.

Annual Survey Completion

- Your Match Support Specialist will assess your match annually in order to be in compliance with BBBS of the Black Hills policies and procedures.
- Survey completion consists of the Youth Outcome Survey, Strength of Relationship survey and consistent match support contacts.
- Additional paperwork will need to be updated as well, such as: auto insurance forms, copy of current driver's license and a background check (if not up-to-date).

Post-Match Training

- Given as needed.
- Bigs have 3 months (from time of intake) to complete training.



BENEFITS

When we think about mentoring, we often think about what the outcomes are for the children. We can share a multitude of data about the ways in which the children we serve benefit from being matched in our programs. We know that having a mentor can increase self-esteem, school performance, establish better social skills and decrease risk behaviors. We also know that our Littles are not the only ones benefitting from the program. Here are our top benefits of being a Big!

1. It is a meaningful connection! Through consistent one on one time with their Littles, our Bigs can create a genuine connection. They will come to know each other's likes and dislikes, laugh and experience a variety of activities together. A Big/ Little relationship at its very core is a mutually beneficial friendship that both parties give to and take away from.
2. A new perspective. While matches are made based on some key elements of similarity, often our Bigs and Littles come from differing demographical backgrounds. Bigs can see the world through the eyes of a child who is potentially growing up very differently than they did. Bigs and Littles alike have the chance to learn about and engage in different cultures, traditions, and other experiences. Bigs can better understand the challenges their Littles are facing and become a better ally in helping them to navigate them.
3. A greater sense of purpose. Bigs are relied upon to be a listening ear, a trusted friend, and a voice of guidance. It is an immense responsibility to be all those things for a child, achieving this gives one a sense of self-worth. When we give of ourselves to others, we can feel connected to something greater than ourselves and feel good about the impact we are making.
4. Giving back to the community. Mentors are often called upon to fill some of the gaps in a young person's life. Our Littles are identified as children in need of some extra support which can mean so many things. The Bigs provide that support by recognizing potential and helping their Littles to realize it. Our Bigs know that their Littles are special and wonderful all on their own and help them to know that about themselves, too. Our program can be life changing and our Bigs get a wonderful sense of pride from being involved.
5. Sharing your expertise. Being a Big is a great opportunity to share your hobbies, skills, trade, and work with youth. A Big can help their Little to try something new, teach and develop a new skill, and inspire potential.



We ask our Bigs to:

- Commit to a minimum of 1 year in the Community Based Program and Bigs in Blue program. A minimum of a semester is required for Campus Kids Leaders.
- Commit to spending consistent time with your Little each month (approximately 4 hours per month).
- Follow all agency policies, procedures, and ground rules. Child safety is a top priority. We consider violations of policies, procedures, and ground rules to be grounds for match suspension or termination.
- Maintain regular communication with your Match Support Specialist, including returning phone calls, emails, and/or texts. Failure to maintain contact may result in closure of the match.
- Participate in required surveys and assessments related to the match relationship and youth outcomes.
- Complete assigned training.

Research tells us that Littles achieve greater results when their Big...

- Emphasizes friendship over changing the behavior.
- Is not authoritarian.
- Decides activities together with their Little.
- Is consistent and dependable.
- Has realistic expectations about their Little.
- Is patient.
- Focuses on having fun.
- Sets boundaries and limits.
- Acknowledges that positive impact on the child comes after the relationship is built.
- Puts their Little's safety and well-being first.
- Helps form goals.



about the ENROLLMENT PROCESS FOR BIGS

- **Complete an application.**
- **Orientation**
- **Interview with a Match Support Specialist + Background and Reference Checks**
- **Home Assessment**
- **Pre match Child Safety Training**
- **Get matched with a Little!**

Potential Littles, along with their families, are also screened to ensure that our mentoring programs are the best fit for the Littles' needs.

Our matches are not made on a first-come, first-served basis. Our goal is to match each Big with the best possible Little for them. There may be a waiting period but we will work with you on ways to stay engaged while you wait.

Big Brothers Big Sisters retains the right to accept or deny participants, or close a match at any time. Should we notify you that you are not accepted as a Big, you may appeal by contacting the Executive Director at (605) 343-1488.

about OUR NON-DISCRIMINATION POLICY

The agency aims to obey all laws concerning non-discrimination. Big Brothers Big Sisters of the Black Hills does not discriminate.



about OUR DATA + OUTCOMES WITH LITTLES

20% Littles served are Native American

30% of our Littles live in a single parent household

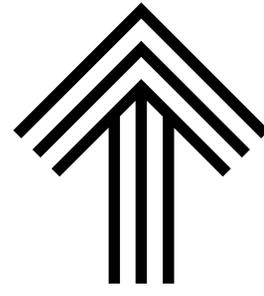
30% of our Littles are on free or reduced lunch programs

25% had a significant change in attitudes towards risky behaviors

78% of Littles experienced higher academic performance

30% have had a change in depressive symptoms since being matched

40% of Littles had a significant change in their social competence



We are happy to have you a part of our Big
Brothers Big Sisters family!
We will be here for you every step of the way.
Thank you for joining us!