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Form 990

Return of Organization Exempt From Income Tax

OMB No 1545-0047

2009

Open to Public Inspection

Department of the Treasury
Internal Revenue Service

Under section 501(c), 527, or 4947(a)(1) of the Internal Revenue Code (except black lung benefit trust or private foundation)

The organization may have to use a copy of this return to satisfy state reporting requirements

A For the 2009 calendar year, or tax year beginning 01-01-2009 and ending 12-31-2009

B Check if applicable

☐ Address change

☐ Name change

☐ Initial return

☐ Terminated

☐ Amended return

☐ Application pending

Please use IRS label or print or type. See Specific Instructions.

C Name of organization

BIG BROTHERS BIG SISTERS OF AMERICA

Doing Business As

Number and street (or P O box if mail is not delivered to street address)

Room/suite

230 North 13th Street

City or town, state or country, and ZIP + 4

Philadelphia, PA 19107

D Employer identification number

23-1365190

E Telephone number

(215) 665-7728

G Gross receipts \$ 18,288,669

F Name and address of principal officer

Karen Mathis

230 North 13th Street

Philadelphia, PA 19107

H(a) Is this a group return for affiliates?

☐ Yes

☒ No

H(b) Are all affiliates included?

☐ Yes

☐ No

If "No," attach a list (see instructions)

H(c) Group exemption number

I Tax-exempt status

☒ 501(c) (3)

☐ (Insert no)

☐ 4947(a)(1) or

☐ 527

J Website:

bbbs.org

K Form of organization

☒ Corporation

☐ Trust

☐ Association

☐ Other

L Year of formation

1977

M State of legal domicile

PA

Part I Summary					
Activities & Governance	1	Briefly describe the organization’s mission or most significant activities The mission of of BBBSA is to support and promote a network of local affiliates throughout the United States in order to help children reach their potential through professionally supported, one-to-one relationships with measurable impact			
	2	Check this box ☒ if the organization discontinued its operations or disposed of more than 25% of its net assets			
	3	Number of voting members of the governing body (Part VI, line 1a)	21		
	4	Number of independent voting members of the governing body (Part VI, line 1b)	20		
	5	Total number of employees (Part V, line 2a)	116		
Revenue	6	Total number of volunteers (estimate if necessary)	30		
	7a	Total gross unrelated business revenue from Part VIII, column (C), line 12	0		
	7b	Net unrelated business taxable income from Form 990-T, line 34	0		
	8	Contributions and grants (Part VIII, line 1h)	Prior Year		
			32,304,216		
			Current Year		
			17,467,928		
			0		
	9	Program service revenue (Part VIII, line 2g)	0		
	10	Investment income (Part VIII, column (A), lines 3, 4, and 7 d)	-448,022		
Expenses	11	Other revenue (Part VIII, column (A), lines 5, 6d, 8c, 9c, 10c, and 11e)	843,580		
	12	Total revenue—add lines 8 through 11 (must equal Part VIII, column (A), line 12)	32,699,774		
	13	Grants and similar amounts paid (Part IX, column (A), lines 1–3)	11,198,407		
	14	Benefits paid to or for members (Part IX, column (A), line 4)	0		
	15	Salaries, other compensation, employee benefits (Part IX, column (A), lines 5–10)	9,211,542		
	16a	Professional fundraising fees (Part IX, column (A), line 11e)	0		
	b	Total fundraising expenses (Part IX, column (D), line 25) ☒ 1,999,467			
	17	Other expenses (Part IX, column (A), lines 11a–11d, 11f–24f)	6,962,988		
Net Assets or Fund Balances	18	Total expenses Add lines 13–17 (must equal Part IX, column (A), line 25)	27,372,937		
	19	Revenue less expenses Subtract line 18 from line 12	5,326,837		
	20	Total assets (Part X, line 16)	Beginning of Current Year		
			30,283,562		
			End of Year		
			22,308,896		
	21	Total liabilities (Part X, line 26)	6,209,673		
	22	Net assets or fund balances Subtract line 21 from line 20	3,122,065		
			24,073,889		
Part II Signature Block					
Sign Here	Under penalties of perjury, I declare that I have examined this return, including accompanying schedules and statements, and to the best of my knowledge and belief, it is true, correct, and complete Declaration of preparer (other than officer) is based on all information of which preparer has any knowledge				
	☒ Signature of officer		2010-05-15		
	☒ Michael Lewis VP Finance		Date		
Paid Preparer's Use Only	Preparer's signature ☒	Date	Check if self-employed ☒		
	Preparer's identifying number (see instructions)				
	Firm's name (or yours if self-employed), address, and ZIP + 4 ☒		EIN ☒		
			Phone no ☒		

May the IRS discuss this return with the preparer shown above? (see instructions)

☐ Yes

☐ No

For Privacy Act and Paperwork Reduction Act Notice, see the separate instructions.

Cat No 11282Y

Form 990 (2009)

Part III

Statement of Program Service Accomplishments

1

Briefly describe the organization’s mission

The mission of of BBBSA is to support and promote a network of local affiliates throughout the United States in order to help children reach their potential through professionally supported, one-to-one relationships with measurable impact

2

Did the organization undertake any significant program services during the year which were not listed on the prior Form 990 or 990-EZ?

Yes

☒

No

If “Yes,” describe these new services on Schedule O

3

Did the organization cease conducting, or make significant changes in how it conducts, any program services?

Yes

☒

No

If “Yes,” describe these changes on Schedule O

4

Describe the exempt purpose achievements for each of the organization’s three largest program services by expenses

Section 501(c)(3) and 501(c)(4) organizations and section 4947(a)(1) trusts are required to report the amount of grants and allocations to others, the total expenses, and revenue, if any, for each program service reported

4a

(Code) (Expenses \$ 2,670,325 including grants of \$ 0) (Revenue \$ 0)

Member Communications Includes the information delivered to the agencies via conferences, meetings, and training sessions Also BBBSA supports the local staff and board in development for further BBBSA visibility and impact

4b

(Code) (Expenses \$ 7,736,040 including grants of \$ 3,675,955) (Revenue \$ 0)

Program Development BBBSA works with agencies to develop programs and tools for agency use This category also includes a learning and support function

4c

(Code) (Expenses \$ 9,619,627 including grants of \$ 3,675,955) (Revenue \$ 0)

Field Services This category includes grants to agencies Also includes field-based staff that engaged in direct support to the agencies

4d

Other program services (Describe in Schedule O)

(Expenses \$ 0 including grants of \$ 0) (Revenue \$ 0)

4e

Total program service expenses

\$ 20,025,992

Part IV

Checklist of Required Schedules

		Yes	No	
1	Is the organization described in section 501(c)(3) or 4947(a)(1) (other than a private foundation)? If "Yes," complete Schedule A 	1	Yes	
2	Is the organization required to complete Schedule B, Schedule of Contributors? 	2	Yes	
3	Did the organization engage in direct or indirect political campaign activities on behalf of or in opposition to candidates for public office? If "Yes," complete Schedule C, Part I	3		No
4	Section 501(c)(3) organizations. Did the organization engage in lobbying activities? If "Yes," complete Schedule C, Part II	4		No
5	Section 501(c)(4), 501(c)(5), and 501(c)(6) organizations. Is the organization subject to the section 6033(e) notice and reporting requirement and proxy tax? If "Yes," complete Schedule C, Part III	5		
6	Did the organization maintain any donor advised funds or any similar funds or accounts where donors have the right to provide advice on the distribution or investment of amounts in such funds or accounts? If "Yes," complete Schedule D, Part I	6		No
7	Did the organization receive or hold a conservation easement, including easements to preserve open space, the environment, historic land areas or historic structures? If "Yes," complete Schedule D, Part II	7		No
8	Did the organization maintain collections of works of art, historical treasures, or other similar assets? If "Yes," complete Schedule D, Part III	8		No
9	Did the organization report an amount in Part X, line 21, serve as a custodian for amounts not listed in Part X, or provide credit counseling, debt management, credit repair, or debt negotiation services? If "Yes," complete Schedule D, Part IV	9		No
10	Did the organization, directly or through a related organization, hold assets in term, permanent, or quasi-endowments? If "Yes," complete Schedule D, Part V 	10	Yes	
11	Is the organization's answer to any of the following questions "Yes"? If so, complete Schedule D, Parts VI, VII, VIII, IX, or X as applicable. 	11	Yes	
	• Did the organization report an amount for land, buildings, and equipment in Part X, line 10? If "Yes," complete Schedule D, Part VI.			
	• Did the organization report an amount for investments—other securities in Part X, line 12 that is 5% or more of its total assets reported in Part X, line 16? If "Yes," complete Schedule D, Part VII.			
	• Did the organization report an amount for investments—program related in Part X, line 13 that is 5% or more of its total assets reported in Part X, line 16? If "Yes," complete Schedule D, Part VIII.			
	• Did the organization report an amount for other assets in Part X, line 15 that is 5% or more of its total assets reported in Part X, line 16? If "Yes," complete Schedule D, Part IX.			
	• Did the organization report an amount for other liabilities in Part X, line 25? If "Yes," complete Schedule D, Part X.			
	• Did the organization's separate or consolidated financial statements for the tax year include a footnote that addresses the organization's liability for uncertain tax positions under FIN 48? If "Yes," complete Schedule D, Part X.			
12	Did the organization obtain separate, independent audited financial statements for the tax year? If "Yes," complete Schedule D, Parts XI, XII, and XIII 	12	Yes	
12A	Was the organization included in consolidated, independent audited financial statements for the tax year?	Yes	No	
	If "Yes," completing Schedule D, Parts XI, XII, and XIII is optional 	12A		No
13	Is the organization a school described in section 170(b)(1)(A)(ii)? If "Yes," complete Schedule E	13		No
14a	Did the organization maintain an office, employees, or agents outside of the United States?	14a		No
b	Did the organization have aggregate revenues or expenses of more than \$10,000 from grantmaking, fundraising, business, and program service activities outside the United States? If "Yes," complete Schedule F, Part I	14b		No
15	Did the organization report on Part IX, column (A), line 3, more than \$5,000 of grants or assistance to any organization or entity located outside the U S? If "Yes," complete Schedule F, Part II	15		No
16	Did the organization report on Part IX, column (A), line 3, more than \$5,000 of aggregate grants or assistance to individuals located outside the U S? If "Yes," complete Schedule F, Part III	16		No
17	Did the organization report a total of more than \$15,000, of expenses for professional fundraising services on Part IX, column (A), lines 6 and 11e? If "Yes," complete Schedule G, Part I	17		No
18	Did the organization report more than \$15,000 total of fundraising event gross income and contributions on Part VIII, lines 1c and 8a? If "Yes," complete Schedule G, Part II	18		No
19	Did the organization report more than \$15,000 of gross income from gaming activities on Part VIII, line 9a? If "Yes," complete Schedule G, Part III	19		No
20	Did the organization operate one or more hospitals? If "Yes," complete Schedule H	20		No

Part IV

Checklist of Required Schedules (continued)

21	Did the organization report more than \$5,000 of grants and other assistance to governments and organizations in the United States on Part IX, column (A), line 1? <i>If "Yes," complete Schedule I, Parts I and II</i>	21	Yes	
22	Did the organization report more than \$5,000 of grants and other assistance to individuals in the United States on Part IX, column (A), line 2? <i>If "Yes," complete Schedule I, Parts I and III</i>	22		No
23	Did the organization answer "Yes" to Part VII, Section A, questions 3, 4, or 5, about compensation of the organization's current and former officers, directors, trustees, key employees, and highest compensated employees? <i>If "Yes," complete Schedule J</i>	23	Yes	
24a	Did the organization have a tax-exempt bond issue with an outstanding principal amount of more than \$100,000 as of the last day of the year, that was issued after December 31, 2002? <i>If "Yes," answer questions 24b-24d and complete Schedule K. If "No," go to line 25</i>	24a		No
b	Did the organization invest any proceeds of tax-exempt bonds beyond a temporary period exception?	24b		
c	Did the organization maintain an escrow account other than a refunding escrow at any time during the year to defease any tax-exempt bonds?	24c		
d	Did the organization act as an "on behalf of" issuer for bonds outstanding at any time during the year?	24d		
25a	Section 501(c)(3) and 501(c)(4) organizations. Did the organization engage in an excess benefit transaction with a disqualified person during the year? <i>If "Yes," complete Schedule L, Part I</i>	25a		No
b	Is the organization aware that it engaged in an excess benefit transaction with a disqualified person in a prior year, and that the transaction has not been reported on any of the organization's prior Forms 990 or 990-EZ? <i>If "Yes," complete Schedule L, Part I</i>	25b		No
26	Was a loan to or by a current or former officer, director, trustee, key employee, highly compensated employee, or disqualified person outstanding as of the end of the organization's tax year? <i>If "Yes," complete Schedule L, Part II</i>	26		No
27	Did the organization provide a grant or other assistance to an officer, director, trustee, key employee, substantial contributor, or a grant selection committee member, or to a person related to such an individual? <i>If "Yes," complete Schedule L, Part III</i>	27		No
28	Was the organization a party to a business transaction with one of the following parties? (see Schedule L, Part IV instructions for applicable filing thresholds, conditions, and exceptions)			
a	A current or former officer, director, trustee, or key employee? <i>If "Yes," complete Schedule L, Part IV</i>	28a		No
b	A family member of a current or former officer, director, trustee, or key employee? <i>If "Yes," complete Schedule L, Part IV</i>	28b		No
c	An entity of which a current or former officer, director, trustee, or key employee of the organization (or a family member) was an officer, director, trustee, or owner? <i>If "Yes," complete Schedule L, Part IV</i>	28c		No
29	Did the organization receive more than \$25,000 in non-cash contributions? <i>If "Yes," complete Schedule M</i>	29		No
30	Did the organization receive contributions of art, historical treasures, or other similar assets, or qualified conservation contributions? <i>If "Yes," complete Schedule M</i>	30		No
31	Did the organization liquidate, terminate, or dissolve and cease operations? <i>If "Yes," complete Schedule N, Part I</i>	31		No
32	Did the organization sell, exchange, dispose of, or transfer more than 25% of its net assets? <i>If "Yes," complete Schedule N, Part II</i>	32		No
33	Did the organization own 100% of an entity disregarded as separate from the organization under Regulations sections 301.7701-2 and 301.7701-3? <i>If "Yes," complete Schedule R, Part I</i>	33		No
34	Was the organization related to any tax-exempt or taxable entity? <i>If "Yes," complete Schedule R, Parts II, III, IV, and V, line 1</i>	34		No
35	Is any related organization a controlled entity within the meaning of section 512(b)(13)? <i>If "Yes," complete Schedule R, Part V, line 2</i>	35		No
36	Section 501(c)(3) organizations. Did the organization make any transfers to an exempt non-charitable related organization? <i>If "Yes," complete Schedule R, Part V, line 2</i>	36		No
37	Did the organization conduct more than 5% of its activities through an entity that is not a related organization and that is treated as a partnership for federal income tax purposes? <i>If "Yes," complete Schedule R, Part VI</i>	37		No
38	Did the organization complete Schedule O and provide explanations in Schedule O for Part VI, lines 11 and 19? Note. All Form 990 filers are required to complete Schedule O	38	Yes	

Part V

Statements Regarding Other IRS Filings and Tax Compliance

			Yes	No
1a	Enter the number reported in Box 3 of Form 1096, <i>Annual Summary and Transmittal of U.S. Information Returns</i> . Enter -0- if not applicable	1a26		
	b	Enter the number of Forms W-2G included in line 1a. Enter -0- if not applicable		
c Did the organization comply with backup withholding rules for reportable payments to vendors and reportable gaming (gambling) winnings to prize winners?			1c	Yes
2a	Enter the number of employees reported on Form W-3, <i>Transmittal of Wage and Tax Statements</i> filed for the calendar year ending with or within the year covered by this return	2a116		
	b If at least one is reported on line 2a, did the organization file all required federal employment tax returns? Note: If the sum of lines 1a and 2a is greater than 250, you may be required to e-file this return (see instructions)			
3a	Did the organization have unrelated business gross income of \$1,000 or more during the year covered by this return?		3a	No
b If "Yes," has it filed a Form 990-T for this year? If "No," provide an explanation in Schedule O			3b	
4a	At any time during the calendar year, did the organization have an interest in, or a signature or other authority over, a financial account in a foreign country (such as a bank account, securities account, or other financial account)?		4a	No
	b If "Yes," enter the name of the foreign country: See the instructions for exceptions and filing requirements for Form TD F 90-22.1, Report of Foreign Bank and Financial Accounts			
5a	Was the organization a party to a prohibited tax shelter transaction at any time during the tax year?		5a	No
b Did any taxable party notify the organization that it was or is a party to a prohibited tax shelter transaction?			5b	No
c If "Yes" to line 5a or 5b, did the organization file Form 8886-T, Disclosure by Tax-Exempt Entity Regarding Prohibited Tax Shelter Transaction?			5c	
6a	Does the organization have annual gross receipts that are normally greater than \$100,000, and did the organization solicit any contributions that were not tax deductible?		6a	No
b If "Yes," did the organization include with every solicitation an express statement that such contributions or gifts were not tax deductible?			6b	
7 Organizations that may receive deductible contributions under section 170(c).				
a Did the organization receive a payment in excess of \$75 made partly as a contribution and partly for goods and services provided to the payor?			7a	No
b If "Yes," did the organization notify the donor of the value of the goods or services provided?			7b	
c Did the organization sell, exchange, or otherwise dispose of tangible personal property for which it was required to file Form 8282?			7c	No
d If "Yes," indicate the number of Forms 8282 filed during the year			7d	
e Did the organization, during the year, receive any funds, directly or indirectly, to pay premiums on a personal benefit contract?			7e	No
f Did the organization, during the year, pay premiums, directly or indirectly, on a personal benefit contract?			7f	No
g For all contributions of qualified intellectual property, did the organization file Form 8899 as required?			7g	
h For contributions of cars, boats, airplanes, and other vehicles, did the organization file a Form 1098-C as required?			7h	Yes
8 Sponsoring organizations maintaining donor advised funds and section 509(a)(3) supporting organizations. Did the supporting organization, or a donor advised fund maintained by a sponsoring organization, have excess business holdings at any time during the year?			8	
9 Sponsoring organizations maintaining donor advised funds.				
a Did the organization make any taxable distributions under section 4966?			9a	
b Did the organization make a distribution to a donor, donor advisor, or related person?			9b	
10 Section 501(c)(7) organizations. Enter				
a Initiation fees and capital contributions included on Part VIII, line 12			10a	
b Gross receipts, included on Form 990, Part VIII, line 12, for public use of club facilities			10b	
11 Section 501(c)(12) organizations. Enter				
a Gross income from members or shareholders			11a	
b Gross income from other sources (Do not net amounts due or paid to other sources against amounts due or received from them)			11b	
12a Section 4947(a)(1) non-exempt charitable trusts. Is the organization filing Form 990 in lieu of Form 1041?			12a	
b If "Yes," enter the amount of tax-exempt interest received or accrued during the year			12b	

Part VI

Governance, Management, and Disclosure

For each "Yes" response to lines 2 through 7b below, and for a "No" response to lines 8a, 8b, or 10b below, describe the circumstances, processes, or changes in Schedule O. See instructions.

Section A. Governing Body and Management

			Yes	No
1a	Enter the number of voting members of the governing body	1a	21	
b	Enter the number of voting members that are independent	1b	20	
2	Did any officer, director, trustee, or key employee have a family relationship or a business relationship with any other officer, director, trustee, or key employee?	2		No
3	Did the organization delegate control over management duties customarily performed by or under the direct supervision of officers, directors or trustees, or key employees to a management company or other person?	3		No
4	Did the organization make any significant changes to its organizational documents since the prior Form 990 was filed?	4		No
5	Did the organization become aware during the year of a material diversion of the organization's assets?	5		No
6	Does the organization have members or stockholders?	6		No
7a	Does the organization have members, stockholders, or other persons who may elect one or more members of the governing body?	7a		No
b	Are any decisions of the governing body subject to approval by members, stockholders, or other persons?	7b		No
8	Did the organization contemporaneously document the meetings held or written actions undertaken during the year by the following			
a	The governing body?	8a	Yes	
b	Each committee with authority to act on behalf of the governing body?	8b	Yes	
9	Is there any officer, director, trustee, or key employee listed in Part VII, Section A, who cannot be reached at the organization's mailing address? If "Yes," provide the names and addresses in Schedule O	9		No

Section B. Policies

(This Section B requests information about policies not required by the Internal Revenue Code.)

			Yes	No
10a	Does the organization have local chapters, branches, or affiliates?	10a	Yes	
b	If "Yes," does the organization have written policies and procedures governing the activities of such chapters, affiliates, and branches to ensure their operations are consistent with those of the organization?	10b	Yes	
11	Has the organization provided a copy of this Form 990 to all members of its governing body before filing the form?	11		No
11A	Describe in Schedule O the process, if any, used by the organization to review the Form 990			
12a	Does the organization have a written conflict of interest policy? If "No," go to line 13	12a	Yes	
b	Are officers, directors or trustees, and key employees required to disclose annually interests that could give rise to conflicts?	12b	Yes	
c	Does the organization regularly and consistently monitor and enforce compliance with the policy? If "Yes," describe in Schedule O how this is done	12c	Yes	
13	Does the organization have a written whistleblower policy?	13	Yes	
14	Does the organization have a written document retention and destruction policy?	14	Yes	
15	Did the process for determining compensation of the following persons include a review and approval by independent persons, comparability data, and contemporaneous substantiation of the deliberation and decision?			
a	The organization's CEO, Executive Director, or top management official	15a	Yes	
b	Other officers or key employees of the organization	15b		No
	If "Yes" to line a or b, describe the process in Schedule O (See instructions)			
16a	Did the organization invest in, contribute assets to, or participate in a joint venture or similar arrangement with a taxable entity during the year?	16a		No
b	If "Yes," has the organization adopted a written policy or procedure requiring the organization to evaluate its participation in joint venture arrangements under applicable federal tax law, and taken steps to safeguard the organization's exempt status with respect to such arrangements?	16b		

Section C. Disclosure

17	List the States with which a copy of this Form 990 is required to be filed	AL , AR , CA , CT , FL , GA , HI , IL , IN , MA , MD , ME , MI , MN , NC , NH , NJ , NY , OH , OR , PA , SC , TN , UT , VA , WA , WI
18	Section 6104 requires an organization to make its Form 1023 (or 1024 if applicable), 990, and 990-T (501(c)(3)s only) available for public inspection. Indicate how you make these available. Check all that apply. ☒ Own website ☒ Another's website ☒ Upon request	
19	Describe in Schedule O whether (and if so, how), the organization makes its governing documents, conflict of interest policy, and financial statements available to the public. See Additional Data Table.	
20	State the name, physical address, and telephone number of the person who possesses the books and records of the organization.	Big Brothers Big Sisters of America 230 North 13th Street Philadelphia, PA 19107 (215) 567-7000

Section A. Officers, Directors, Trustees, Key Employees, and Highest Compensated Employees

• List all of the organization's **former directors or trustees** that received, in the capacity as a former director or trustee of the organization, more than \$10,000 of reportable compensation from the organization and any related organizations

☐ Check this box if the organization did not compensate any current or former officer, director, trustee or key employee

[illegible]

1b	Total	1,786,296	0	172,215
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2 Total number of individuals (including but not limited to those listed above) who received more than \$100,000 in reportable compensation from the organization▶18

		Yes	No
3	Did the organization list any former officer, director or trustee, key employee, or highest compensated employee on line 1a? <i>If "Yes," complete Schedule J for such individual</i>	Yes	
4	For any individual listed on line 1a, is the sum of reportable compensation and other compensation from the organization and related organizations greater than \$150,000? <i>If "Yes," complete Schedule J for such individual</i>	Yes	
5	Did any person listed on line 1a receive or accrue compensation from any unrelated organization for services rendered to the organization? <i>If "Yes," complete Schedule J for such person</i>		No

Section B. Independent Contractors

1 Complete this table for your five highest compensated independent contractors that received more than \$100,000 of compensation from the organization

(A) Name and business address	(B) Description of services	(C) Compensation
Verizon Business PO BOX 631763 Baltimore, MD 212631763	Computer Consulting	450,258
Omicron 1500 Market Street Philadelphia, PA 19103	Computer Consulting Design	344,930
THE ADVERTISING COUNCIL INC 261 MADISON AVENUE New York, NY 100162303	Advertising	228,171
Civic Enterprises 1201 PENNSYLVANIA AVE NW SUITE 500 WASHINGTON, DC 20004	STRATEGIC PLANNING	160,000
PLANNING FACTORY INTERNATIONAL 34 GERMAY DRIVE Wilmington, DE 19804	Meeting Mangement Firm	158,390

2 Total number of independent contractors (including but not limited to those listed above) who received more than \$100,000 in compensation from the organization ▶7

Part VIII

Statement of Revenue

			(A) Total revenue	(B) Related or exempt function revenue	(C) Unrelated business revenue	(D) Revenue excluded from tax under sections 512, 513, or 514	
Contributions, gifts, grants and other similar amounts	1a	Federated campaigns . . .	1a	0			
	b	Membership dues	1b	3,031,705			
	c	Fundraising events	1c	0			
	d	Related organizations	1d	0			
	e	Government grants (contributions)	1e	2,867,286			
	f	All other contributions, gifts, grants, and similar amounts not included above	1f	11,568,937			
	g	Noncash contributions included in lines 1a-1f \$ 0					
	h	Total. Add lines 1a-1f		17,467,928			
Program Service Revenue	2a		Business Code				
	b						
	c						
	d						
	e						
	f	All other program service revenue					
	g	Total. Add lines 2a-2f		0			
	Other Revenue	3	Investment income (including dividends, interest and other similar amounts)		-60,792	-60,792	0
4		Income from investment of tax-exempt bond proceeds . . .		0	0	0	0
5		Royalties		0	0	0	0
6a		Gross Rents	(i) Real	(ii) Personal			
		b	Less rental expenses				
		c	Rental income or (loss)	0	0		
		d	Net rental income or (loss)				
7a		Gross amount from sales of assets other than inventory	(i) Securities	(ii) Other			
		b	Less cost or other basis and sales expenses				
		c	Gain or (loss)	0	0		
		d	Net gain or (loss)				
8a		Gross income from fundraising events (not including \$ 0 of contributions reported on line 1c) See Part IV, line 18	a				
		b	Less direct expenses	b			
		c	Net income or (loss) from fundraising events . . .				
9a		Gross income from gaming activities See Part IV, line 19	a				
		b	Less direct expenses	b			
		c	Net income or (loss) from gaming activities . . .				
10a		Gross sales of inventory, less returns and allowances	a				
		b	Less cost of goods sold	b			
		c	Net income or (loss) from sales of inventory . . .				
		Miscellaneous Revenue	Business Code				
11a		National Conference Registration	900,099	167,029	167,029	0	0
b		AIM Web Server Hosting Fee Revenue	900,099	714,504	714,504	0	0
c							
d	All other revenue		0	0	0	0	
e	Total. Add lines 11a-11d		881,533				
12	Total revenue. See Instructions		18,288,669	820,741	0	0	

Part IX

Statement of Functional Expenses

Section 501(c)(3) and 501(c)(4) organizations must complete all columns.

All other organizations must complete column (A) but are not required to complete columns (B), (C), and (D).

Do not include amounts reported on lines 6b, 7b, 8b, 9b, and 10b of Part VIII.		(A) Total expenses	(B) Program service expenses	(C) Management and general expenses	(D) Fundraising expenses
1	Grants and other assistance to governments and organizations in the U S See Part IV, line 21	7,351,910	7,351,910		
2	Grants and other assistance to individuals in the U S See Part IV, line 22	0	0		
3	Grants and other assistance to governments, organizations, and individuals outside the U S See Part IV, lines 15 and 16	0	0		
4	Benefits paid to or for members	0	0		
5	Compensation of current officers, directors, trustees, and key employees	1,847,533	1,512,534	91,152	243,847
6	Compensation not included above, to disqualified persons (as defined under section 4958(f)(1)) and persons described in section 4958(c)(3)(B)	0	0	0	0
7	Other salaries and wages	6,187,545	5,058,660	186,598	942,287
8	Pension plan contributions (include section 401(k) and section 403(b) employer contributions)	421,244	363,955	21,483	35,806
9	Other employee benefits	832,859	719,590	42,476	70,793
10	Payroll taxes	600,496	518,829	30,625	51,042
11	Fees for services (non-employees)				
a	Management	2,498,191	1,572,118	591,934	334,139
b	Legal				
c	Accounting				
d	Lobbying				
e	Professional fundraising See Part IV, line 17				
f	Investment management fees				
g	Other				
12	Advertising and promotion	277,214	235,755	10,214	31,245
13	Office expenses	393,714	334,833	14,505	44,376
14	Information technology				
15	Royalties				
16	Occupancy	905,055	769,699	33,345	102,011
17	Travel				
18	Payments of travel or entertainment expenses for any federal, state, or local public officials				
19	Conferences, conventions, and meetings	1,527,466	1,305,336	115,686	106,444
20	Interest				
21	Payments to affiliates				
22	Depreciation, depletion, and amortization	78,500	66,760	2,892	8,848
23	Insurance	156,425	133,031	5,763	17,631
24	Other expenses Itemize expenses not covered above (Expenses grouped together and labeled miscellaneous may not exceed 5% of total expenses shown on line 25 below)				
a	Equipment Leases	97,575	82,982	3,595	10,998
b					
c					
d					
e					
f	All other expenses				
25	Total functional expenses. Add lines 1 through 24f	23,175,727	20,025,992	1,150,268	1,999,467
26	Joint costs. Check here ☐ if following SOP 98-2 Complete this line only if the organization reported in column (B) joint costs from a combined educational campaign and fundraising solicitation				

Part X

Balance Sheet

					(A)		(B)
					Beginning of year		End of year
Assets	1	Cash—non-interest-bearing			9,114,334	1	11,786,301
	2	Savings and temporary cash investments				2	
	3	Pledges and grants receivable, net			19,083,439	3	9,570,489
	4	Accounts receivable, net			245,941	4	362,989
	5	Receivables from current and former officers, directors, trustees, key employees, and highest compensated employees Complete Part II of Schedule L				5	
	6	Receivables from other disqualified persons (as defined under section 4958(f)(1)) and persons described in section 4958(c)(3)(B) Complete Part II of Schedule L				6	
	7	Notes and loans receivable, net				7	
	8	Inventories for sale or use				8	
	9	Prepaid expenses and deferred charges			291,221	9	112,211
	10a	Land, buildings, and equipment cost or other basis Complete Part VI of Schedule D	10a	1,865,686	503,157	10c	476,906
	b	Less accumulated depreciation	10b	1,388,780			
	11	Investments—publicly traded securities				11	
	12	Investments—other securities See Part IV, line 11			1,045,470	12	0
	13	Investments—program-related See Part IV, line 11				13	
	14	Intangible assets				14	
	15	Other assets See Part IV, line 11				15	
	16	Total assets. Add lines 1 through 15 (must equal line 34)			30,283,562	16	22,308,896
Liabilities	17	Accounts payable and accrued expenses			585,000	17	780,719
	18	Grants payable			5,624,673	18	2,341,346
	19	Deferred revenue			0	19	
	20	Tax-exempt bond liabilities				20	
	21	Escrow or custodial account liability Complete Part IV of Schedule D				21	
	22	Payables to current and former officers, directors, trustees, key employees, highest compensated employees, and disqualified persons Complete Part II of Schedule L				22	
	23	Secured mortgages and notes payable to unrelated third parties				23	
	24	Unsecured notes and loans payable to unrelated third parties				24	
	25	Other liabilities Complete Part X of Schedule D				25	0
	26	Total liabilities. Add lines 17 through 25			6,209,673	26	3,122,065
Net Assets or Fund Balances	Organizations that follow SFAS 117, check here ☒ and complete lines 27 through 29, and lines 33 and 34.						
	27	Unrestricted net assets			6,600,245	27	3,332,943
	28	Temporarily restricted net assets			17,229,944	28	15,609,944
	29	Permanently restricted net assets			243,700	29	243,944
	Organizations that do not follow SFAS 117, check here ☐ and complete lines 30 through 34.						
	30	Capital stock or trust principal, or current funds				30	
	31	Paid-in or capital surplus, or land, building or equipment fund				31	
	32	Retained earnings, endowment, accumulated income, or other funds				32	
	33	Total net assets or fund balances			24,073,889	33	19,186,831
	34	Total liabilities and net assets/fund balances			30,283,562	34	22,308,896

Part XI **Financial Statements and Reporting**

	Yes	No
1 Accounting method used to prepare the Form 990 ☐ Cash ☒ Accrual ☐ Other _____ If the organization changed its method of accounting from a prior year or checked "Other," explain in Schedule O		
2a Were the organization's financial statements compiled or reviewed by an independent accountant? . .		No
b Were the organization's financial statements audited by an independent accountant? 	Yes	
c If "Yes," to 2a or 2b, does the organization have a committee that assumes responsibility for oversight of the audit, review, or compilation of its financial statements and selection of an independent accountant? If the organization changed either its oversight process or selection process during the tax year, explain in Schedule O . . .	Yes	
d If "Yes" to line 2a or 2b, check a box below to indicate whether the financial statements for the year were issued on a consolidated basis, separate basis, or both ☒ Separate basis ☐ Consolidated basis ☐ Both consolidated and separated basis		
3a As a result of a federal award, was the organization required to undergo an audit or audits as set forth in the Single Audit Act and OMB Circular A-133? 	Yes	
b If "Yes," did the organization undergo the required audit or audits? If the organization did not undergo the required audit or audits, explain why in Schedule O and describe any steps taken to undergo such audits . .	Yes	

SCHEDULE A
(Form 990 or 990EZ)

Department of the Treasury
Internal Revenue Service

Public Charity Status and Public Support

Complete if the organization is a section 501(c)(3) organization or a section 4947(a)(1) nonexempt charitable trust.

▶ Attach to Form 990 or Form 990-EZ. ▶ See separate instructions.

OMB No 1545-0047

2009

Open to Public Inspection

Name of the organization
BIG BROTHERS BIG SISTERS OF AMERICA

Employer identification number
23-1365190

Part I Reason for Public Charity Status (All organizations must complete this part.) See instructions

The organization is not a private foundation because it is (For lines 1 through 11, check only one box)

1

☐

A church, convention of churches, or association of churches **section 170(b)(1)(A)(i).**

2

☐

A school described in **section 170(b)(1)(A)(ii).** (Attach Schedule E)

3

☐

A hospital or a cooperative hospital service organization described in **section 170(b)(1)(A)(iii).**

4

☐

A medical research organization operated in conjunction with a hospital described in **section 170(b)(1)(A)(iii).** Enter the hospital's name, city, and state

5

☐

An organization operated for the benefit of a college or university owned or operated by a governmental unit described in **section 170(b)(1)(A)(iv).** (Complete Part II)

6

☐

A federal, state, or local government or governmental unit described in **section 170(b)(1)(A)(v).**

7

☒

An organization that normally receives a substantial part of its support from a governmental unit or from the general public described in **section 170(b)(1)(A)(vi)** (Complete Part II)

8

☐

A community trust described in **section 170(b)(1)(A)(vi)** (Complete Part II)

9

☐

An organization that normally receives (1) more than 33 1/3% of its support from contributions, membership fees, and gross receipts from activities related to its exempt functions—subject to certain exceptions, and (2) no more than 33 1/3% of its support from gross investment income and unrelated business taxable income (less section 511 tax) from businesses acquired by the organization after June 30, 1975 See **section 509(a)(2).** (Complete Part III)

10

☐

An organization organized and operated exclusively to test for public safety See**section 509(a)(4).**

11

☐

An organization organized and operated exclusively for the benefit of, to perform the functions of, or to carry out the purposes of one or more publicly supported organizations described in section 509(a)(1) or section 509(a)(2) See **section 509(a)(3).** Check the box that describes the type of supporting organization and complete lines 11e through 11h

a

☐

Type I

b

☐

Type II

c

☐

Type III - Functionally integrated

d

☐

Type III - Other

e

☐

By checking this box, I certify that the organization is not controlled directly or indirectly by one or more disqualified persons other than foundation managers and other than one or more publicly supported organizations described in section 509(a)(1) or section 509(a)(2)

f

☐

If the organization received a written determination from the IRS that it is a Type I, Type II or Type III supporting organization, check this box

g

☐

Since August 17, 2006, has the organization accepted any gift or contribution from any of the following persons?

(i)

a person who directly or indirectly controls, either alone or together with persons described in (ii) and (iii) below, the governing body of the the supported organization?

(ii)

a family member of a person described in (i) above?

(iii)

a 35% controlled entity of a person described in (i) or (ii) above?

h

☐

Provide the following information about the supported organization(s)

	Yes	No
11g(i)		
11g(ii)		
11g(iii)		

(i) Name of supported organization	(ii) EIN	(iii) Type of organization (described on lines 1- 9 above or IRC section (see instructions))	(iv) Is the organization in col (i) listed in your governing document?		(v) Did you notify the organization in col (i) of your support?		(vi) Is the organization in col (i) organized in the U S ?		(vii) Amount of support?
			Yes	No	Yes	No	Yes	No	
Total									

Part II

Support Schedule for Organizations Described in IRC 170(b)(1)(A)(iv) and 170(b)(1)(A)(vi)
(Complete only if you checked the box on line 5, 7, or 8 of Part I.)

Section A. Public Support

Calendar year (or fiscal year beginning in)	(a) 2005	(b) 2006	(c) 2007	(d) 2008	(e) 2009	(f) Total
1 Gifts, grants, contributions, and membership fees received (Do not include any "unusual grants.")	24,307,879	27,118,058	26,407,355	32,304,216	17,467,928	127,605,436
2 Tax revenues levied for the organization's benefit and either paid to or expended on its behalf	0	0	0	0	0	0
3 The value of services or facilities furnished by a governmental unit to the organization without charge	0	0	0	0	0	0
4 Total. Add lines 1 through 3	24,307,879	27,118,058	26,407,355	32,304,216	17,467,928	127,605,436
5 The portion of total contributions by each person (other than a governmental unit or publicly supported organization) included on line 1 that exceeds 2% of the amount shown on line 11, column (f)						
6 Public Support. Subtract line 5 from line 4						127,605,436

Section B. Total Support

Calendar year (or fiscal year beginning in)	(a) 2005	(b) 2006	(c) 2007	(d) 2008	(e) 2009	(f) Total
7 Amounts from line 4	24,307,879	39,071	26,407,355	32,304,216	17,467,928	127,605,436
8 Gross income from interest, dividends, payments received on securities loans, rents, royalties and income from similar sources	189,005	39,071	382,897	-448,022	-60,792	102,159
9 Net income from unrelated business activities, whether or not the business is regularly carried on	0	0	0	0	0	0
10 Other income (Explain in Part IV) Do not include gain or loss from the sale of capital assets	202,615	324,958	643,956	843,580	881,533	2,896,642
11 Total support (Add lines 7 through 10)						130,604,237

12

Gross receipts from related activities, etc (See instructions)

12

13

First Five Years If the Form 990 is for the organization's first, second, third, fourth, or fifth tax year as a 501(c)(3) organization, check this box and stop here

Section C. Computation of Public Support Percentage

14	Public Support Percentage for 2009 (line 6 column (f) divided by line 11 column (f))	14	97 704 %
15	Public Support Percentage for 2008 Schedule A, Part II, line 14	15	97 794 %

16a

33 1/3% support test—2009. If the organization did not check the box on line 13, and line 14 is 33 1/3% or more, check this box and stop here. The organization qualifies as a publicly supported organization

b

33 1/3% support test—2008. If the organization did not check the box on line 13 or 16a, and line 15 is 33 1/3% or more, check this box and stop here. The organization qualifies as a publicly supported organization

17a

10%-facts-and-circumstances test—2009. If the organization did not check a box on line 13, 16a, or 16b and line 14 is 10% or more, and if the organization meets the "facts and circumstances" test, check this box and stop here. Explain in Part IV how the organization meets the "facts and circumstances" test The organization qualifies as a publicly supported organization

b

10%-facts-and-circumstances test—2008. If the organization did not check a box on line 13, 16a, 16b, or 17a and line 15 is 10% or more, and if the organization meets the "facts and circumstances" test, check this box and stop here. Explain in Part IV how the organization meets the "facts and circumstances" test The organization qualifies as a publicly supported organization

18

Private Foundation If the organization did not check a box on line 13, 16a, 16b, 17a or 17b, check this box and see instructions

Part IIISupport Schedule for Organizations Described in IRC 509(a)(2)
(Complete only if you checked the box on line 9 of Part I.)

Section A. Public Support

Calendar year (or fiscal year beginning in)	(a) 2005	(b) 2006	(c) 2007	(d) 2008	(e) 2009	(f) Total
1Gifts, grants, contributions, and membership fees received (Do not include any "unusual grants.")						
2Gross receipts from admissions, merchandise sold or services performed, or facilities furnished in any activity that is related to the organization's tax-exempt purpose						
3Gross receipts from activities that are not an unrelated trade or business under section 513						
4Tax revenues levied for the organization's benefit and either paid to or expended on its behalf						
5The value of services or facilities furnished by a governmental unit to the organization without charge						
6Total. Add lines 1 through 5						
7aAmounts included on lines 1, 2, and 3 received from disqualified persons						
bAmounts included on lines 2 and 3 received from other than disqualified persons that exceed the greater of \$5,000 or 1% of the amount on line 13 for the year						
cAdd lines 7a and 7b						
8Public Support (Subtract line 7c from line 6)						

Section B. Total Support

Calendar year (or fiscal year beginning in)	(a) 2005	(b) 2006	(c) 2007	(d) 2008	(e) 2009	(f) Total
9Amounts from line 6						
10aGross income from interest, dividends, payments received on securities loans, rents, royalties and income from similar sources						
bUnrelated business taxable income (less section 511 taxes) from businesses acquired after June 30, 1975						
cAdd lines 10a and 10b						
11Net income from unrelated business activities not included in line 10b, whether or not the business is regularly carried on						
12Other income. Do not include gain or loss from the sale of capital assets (Explain in Part IV.)						
13Total support (Add lines 9, 10c, 11 and 12.)						
14First Five Years If the Form 990 is for the organization's first, second, third, fourth, or fifth tax year as a 501(c)(3) organization, check this box and stop here						

Section C. Computation of Public Support Percentage

15Public Support Percentage for 2009 (line 8 column (f) divided by line 13 column (f))	15	
16Public support percentage from 2008 Schedule A, Part III, line 15	16	

Section D. Computation of Investment Income Percentage

17Investment income percentage for 2009 (line 10c column (f) divided by line 13 column (f))	17	
18Investment income percentage from 2008 Schedule A, Part III, line 17	18	
19a33 1/3% support tests—2009. If the organization did not check the box on line 14, and line 15 is more than 33 1/3% and line 17 is not more than 33 1/3%, check this box and stop here. The organization qualifies as a publicly supported organization		
b33 1/3% support tests—2008. If the organization did not check a box on line 14 or line 19a, and line 16 is more than 33 1/3% and line 18 is not more than 33 1/3%, check this box and stop here. The organization qualifies as a publicly supported organization		
20Private Foundation If the organization did not check a box on line 14, 19a or 19b, check this box and see instructions		

Part IV

Supplemental Information. Supplemental Information. Complete this part to provide the explanation required by Part II, line 10; Part II, line 17a or 17b; or Part III, line 12. Provide any other additional information. See instructions

Explanation
Other Income in 2009 includes National Conference Registration (\$167,029) and AIM Web Hosting Fees of (\$714,504)

SCHEDULE D
(Form 990)

Supplemental Financial Statements

▶ Complete if the organization answered "Yes," to Form 990, Part IV, line 6, 7, 8, 9, 10, 11, or 12.
▶ Attach to Form 990. ▶ See separate instructions.

OMB No 1545-0047

2009

Open to Public Inspection

Department of the Treasury
Internal Revenue Service

Name of the organization
BIG BROTHERS BIG SISTERS OF AMERICA

Employer identification number
23-1365190

Part I Organizations Maintaining Donor Advised Funds or Other Similar Funds or Accounts. Complete if the organization answered "Yes" to Form 990, Part IV, line 6.

	(a) Donor advised funds	(b) Funds and other accounts
1	Total number at end of year	
2	Aggregate contributions to (during year)	
3	Aggregate grants from (during year)	
4	Aggregate value at end of year	
5	Did the organization inform all donors and donor advisors in writing that the assets held in donor advised funds are the organization's property, subject to the organization's exclusive legal control? ☐ Yes ☐ No	
6	Did the organization inform all grantees, donors, and donor advisors in writing that grant funds may be used only for charitable purposes and not for the benefit of the donor or donor advisor, or for any other purpose conferring impermissible private benefit? ☐ Yes ☐ No	

Part II Conservation Easements. Complete if the organization answered "Yes" to Form 990, Part IV, line 7.

1

Purpose(s) of conservation easements held by the organization (check all that apply)

☐ Preservation of land for public use (e g , recreation or pleasure)

☐ Preservation of an historically importantly land area

☐ Protection of natural habitat

☐ Preservation of a certified historic structure

☐ Preservation of open space

2

Complete lines 2a–2d if the organization held a qualified conservation contribution in the form of a conservation easement on the last day of the tax year

	Held at the End of the Year
2a	Total number of conservation easements
2b	Total acreage restricted by conservation easements
2c	Number of conservation easements on a certified historic structure included in (a)
2d	Number of conservation easements included in (c) acquired after 8/17/06

3

Number of conservation easements modified, transferred, released, extinguished, or terminated by the organization during the taxable year ▶ _____

4

Number of states where property subject to conservation easement is located ▶ _____

5

Does the organization have a written policy regarding the periodic monitoring, inspection, handling of violations, and enforcement of the conservation easements it holds?

☐ Yes ☐ No

6

Staff and volunteer hours devoted to monitoring, inspecting and enforcing conservation easements during the year ▶ _____

7

Amount of expenses incurred in monitoring, inspecting, and enforcing conservation easements during the year ▶ \$ _____

8

Does each conservation easement reported on line 2(d) above satisfy the requirements of section 170(h)(4)(B)(i) and 170(h)(4)(B)(ii)?

☐ Yes ☐ No

9

In Part XIV, describe how the organization reports conservation easements in its revenue and expense statement, and balance sheet, and include, if applicable, the text of the footnote to the organization’s financial statements that describes the organization’s accounting for conservation easements

Part III Organizations Maintaining Collections of Art, Historical Treasures, or Other Similar Assets. Complete if the organization answered "Yes" to Form 990, Part IV, line 8.

1a

If the organization elected, as permitted under SFAS 116, not to report in its revenue statement and balance sheet works of art, historical treasures, or other similar assets held for public exhibition, education or research in furtherance of public service, provide, in Part XIV, the text of the footnote to its financial statements that describes these items

b

If the organization elected, as permitted under SFAS 116, to report in its revenue statement and balance sheet works of art, historical treasures, or other similar assets held for public exhibition, education, or research in furtherance of public service, provide the following amounts relating to these items

(i) Revenues included in Form 990, Part VIII, line 1

▶ \$ _____

(ii) Assets included in Form 990, Part X

▶ \$ _____

2

If the organization received or held works of art, historical treasures, or other similar assets for financial gain, provide the following amounts required to be reported under SFAS 116 relating to these items

a

Revenues included in Form 990, Part VIII, line 1

▶ \$ _____

b

Assets included in Form 990, Part X

▶ \$ _____

For Privacy Act and Paperwork Reduction Act Notice, see the Intructions for Form 990

Cat No 52283D

Schedule D (Form 990) 2009

Part III

Organizations Maintaining Collections of Art, Historical Treasures, or Other Similar Assets (continued)

3

Using the organization's accession and other records, check any of the following that are a significant use of its collection items (check all that apply)

a

☐

Public exhibition

b

☐

Scholarly research

c

☐

Preservation for future generations

d

☐

Loan or exchange programs

e

☐

Other

4

Provide a description of the organization's collections and explain how they further the organization's exempt purpose in Part XIV

5

During the year, did the organization solicit or receive donations of art, historical treasures or other similar assets to be sold to raise funds rather than to be maintained as part of the organization's collection?

☐ Yes

☐ No

Part IV

Escrow and Custodial Arrangements. Complete if the organization answered "Yes" to Form 990, Part IV, line 9, or reported an amount on Form 990, Part X, line 21.

1a

Is the organization an agent, trustee, custodian or other intermediary for contributions or other assets not included on Form 990, Part X?

☐ Yes

☐ No

1b

If "Yes," explain the arrangement in Part XIV and complete the following table

c

Beginning balance

d

Additions during the year

e

Distributions during the year

f

Ending balance

	Amount
1c	
1d	
1e	
1f	

2a

Did the organization include an amount on Form 990, Part X, line 21?

☐ Yes

☐ No

2b

If "Yes," explain the arrangement in Part XIV

Part V

Endowment Funds. Complete if the organization answered "Yes" to Form 990, Part IV, line 10.

	(a)Current Year	(b)Prior Year	(c)Two Years Back	(d)Three Years Back	(e)Four Years Back
1a Beginning of year balance	243,700	240,842			
1b Contributions	0	0			
1c Investment earnings or losses	244	2,858			
1d Grants or scholarships	0	0			
1e Other expenditures for facilities and programs	0	0			
1f Administrative expenses	0	0			
1g End of year balance	243,944	243,700			

2

Provide the estimated percentage of the year end balance held as

a

Board designated or quasi-endowment ▶

0 %

%

b

Permanent endowment ▶

1 00 %

%

c

Term endowment ▶

0 %

%

3a

Are there endowment funds not in the possession of the organization that are held and administered for the organization by

(i) unrelated organizations

(ii) related organizations

b

If "Yes" to 3a(ii), are the related organizations listed as required on Schedule R?

	Yes	No
3a(i)		No
3a(ii)		No
3b		

4

Describe in Part XIV the intended uses of the organization's endowment funds

Part VI

Investments—Land, Buildings, and Equipment. See Form 990, Part X, line 10.

Description of investment	(a) Cost or other basis (investment)	(b)Cost or other basis (other)	(c) Accumulated depreciation	(d) Book value
1a Land	0	0		0
1b Buildings	0	0	0	0
1c Leasehold improvements	0	423,734	120,503	303,231
1d Equipment	0	1,441,952	1,268,277	173,675
1e Other	0	0	0	0
Total. Add lines 1a-1e (Column (d) should equal Form 990, Part X, column (B), line 10(c).) ▶				476,906

Part XI Reconciliation of Change in Net Assets from Form 990 to Financial Statements		
1	Total revenue (Form 990, Part VIII, column (A), line 12)	118,288,669
2	Total expenses (Form 990, Part IX, column (A), line 25)	223,175,727
3	Excess or (deficit) for the year Subtract line 2 from line 1	3-4,887,058
4	Net unrealized gains (losses) on investments	40
5	Donated services and use of facilities	50
6	Investment expenses	60
7	Prior period adjustments	70
8	Other (Describe in Part XIV)	80
9	Total adjustments (net) Add lines 4 - 8	90
10	Excess or (deficit) for the year per financial statements Combine lines 3 and 9	10-4,887,058

Part XII Reconciliation of Revenue per Audited Financial Statements With Revenue per Return		
1	Total revenue, gains, and other support per audited financial statements	118,288,669
2	Amounts included on line 1 but not on Form 990, Part VIII, line 12	
a	Net unrealized gains on investments2a0	
b	Donated services and use of facilities2b0	
c	Recoveries of prior year grants2c0	
d	Other (Describe in Part XIV)2d0	
e	Add lines 2a through 2d2e0	
3	Subtract line 2e from line 1318,288,669	
4	Amounts included on Form 990, Part VIII, line 12, but not on line 1	
a	Investment expenses not included on Form 990, Part VIII, line 7b4a0	
b	Other (Describe in Part XIV)4b0	
c	Add lines 4a and 4b4c0	
5	Total Revenue Add lines 3 and 4c. (This should equal Form 990, Part I, line 12)518,288,669	

Part XIII Reconciliation of Expenses per Audited Financial Statements With Expenses per Return		
1	Total expenses and losses per audited financial statements	123,175,727
2	Amounts included on line 1 but not on Form 990, Part IX, line 25	
a	Donated services and use of facilities2a0	
b	Prior year adjustments2b0	
c	Other losses2c0	
d	Other (Describe in Part XIV)2d0	
e	Add lines 2a through 2d2e0	
3	Subtract line 2e from line 1323,175,727	
4	Amounts included on Form 990, Part IX, line 25, but not on line 1:	
a	Investment expenses not included on Form 990, Part VIII, line 7b4a0	
b	Other (Describe in Part XIV)4b0	
c	Add lines 4a and 4b4c0	
5	Total expenses Add lines 3 and 4c. (This should equal Form 990, Part I, line 18)523,175,727	

Part XIV Supplemental Information		
Complete this part to provide the descriptions required for Part II, lines 3, 5, and 9, Part III, lines 1a and 4, Part IV, lines 1b and 2b, Part V, line 4, Part X, Part XI, line 8, Part XII, lines 2d and 4b, and Part XIII, lines 2d and 4b Also complete this part to provide any additional information		
Identifier	Return Reference	Explanation
SchD_P05_S00_L04	Schedule D, Part V, Line 4	Annual Agency Staff Awards

Schedule I
(Form 990)

Department of the Treasury
Internal Revenue Service

Name of the organization
BIG BROTHERS BIG SISTERS OF AMERICA

Grants and Other Assistance to Organizations,
Governments and Individuals in the United States

Complete if the organization answered "Yes," to Form 990, Part IV, line 21 or 22.
▶ Attach to Form 990

OMB No 1545-0047

2009

Open to Public
Inspection

Employer identification number
23-1365190

Part I General Information on Grants and Assistance

1

Does the organization maintain records to substantiate the amount of the grants or assistance, the grantees' eligibility for the grants or assistance, and the selection criteria used to award the grants or assistance?

☒ Yes ☐ No

2

Describe in Part IV the organization's procedures for monitoring the use of grant funds in the United States

Part II Grants and Other Assistance to Governments and Organizations in the United States. Complete if the organization answered "Yes" to Form 990, Part IV, line 21 for any recipient that received more than \$5,000. Check this box if no one recipient received more than \$5,000. Use Part IV and Schedule I-1 (Form 990) if additional space is needed ▶ ☐

(a) Name and address of organization or government	(b) EIN	(c) IRC Code section if applicable	(d) Amount of cash grant	(e) Amount of non-cash assistance	(f) Method of valuation (book, FMV, appraisal, other)	(g) Description of non-cash assistance	(h) Purpose of grant or assistance
See Additional Data Table							

2

Enter total number of section 501(c)(3) and government organizations

380

3

Enter total number of other organizations

0

Part III **Grants and Other Assistance to Individuals in the United States.** Complete if the organization answered "Yes" to Form 990, Part IV, line 22. Use Schedule I-1 (Form 990) if additional space is needed.

(a) Type of grant or assistance	(b) Number of recipients	(c) Amount of cash grant	(d) Amount of non-cash assistance	(e) Method of valuation (book, FMV, appraisal, other)	(f) Description of non-cash assistance

Part IV **Supplemental Information.** Complete this part to provide the information required in Part I, line 2, and any other additional information.

[illegible]

Software ID: 09000073
Software Version: v1.00
EIN: 23-1365190
Name: BIG BROTHERS BIG SISTERS OF AMERICA

Form 990, Schedule I, Part II, Grants and Other Assistance to Governments and Organizations in the United States

(a) Name and address of organization or government	(b) EIN	(c) IRC Code section if applicable	(d) Amount of cash grant	(e) Amount of non-cash assistance	(f) Method of valuation (book, FMV, appraisal, other)	(g) Description of non-cash assistance	(h) Purpose of grant or assistance
BBBS of Alaska1057 West Fireweed Lane 202 Anchorage, AK 99503	80-0064172	501Â©(3)	273,735	0			Capacity Building
BBBS of Greater Birmingham Inc1901 14th Avenue South Birmingham, AL 35205	63-0647080	501Â©(3)	49,137	0			Capacity Building
BBBS South Alabama YMCA PO Box 91506 Mobile, AL 36691	63-0302187	501Â©(3)	17,116	0			Capacity Building
BBBS of Central Arkansas 312 Pershing Blvd North Little Rock, AR 72114	71-0407117	501Â©(3)	7,833	0			Capacity Building
BBBS of Flagstaff1338 W Forest Meadows Suite 130 Flagstaff, AZ 86001	23-7170086	501Â©(3)	32,619	0			Capacity Building
BBBS of Central Arizona1010 East McDowell - Suite 400 Phoenix, AZ 85006	86-0205254	501Â©(3)	85,365	0			Capacity Building
Yavapai BBBS Inc3208 Lakeside Village Drive Prescott, AZ 86301	86-0278776	501Â©(3)	33,783	0			Capacity Building
BBBS of Northeastern ArizonaPO Box 1722 Show Low, AZ 85902	86-0863796	501Â©(3)	88,357	0			Capacity Building
BBBS of Tucson Inc160 East Alameda Street Tucson, AZ 85701	86-0188050	501Â©(3)	15,098	0			Capacity Building
BBBS of Ventura County445 Rosewood Ste Q Camarillo, CA 93010	20-3425568	501Â©(3)	25,641	0			Capacity Building

Form 990,Schedule I, Part II, Grants and Other Assistance to Governments and Organizations in the United States

(a) Name and address of organization or government	(b) EIN	(c) IRC Code section if applicable	(d) Amount of cash grant	(e) Amount of non-cash assistance	(f) Method of valuation (book, FMV , appraisal, other)	(g) Description of non-cash assistance	(h) Purpose of grant or assistance
BBBS of Central California 905 North Fulton Street Fresno, CA 93728	94-1668376	501Â©(3)	39,108	0			Capacity Building
BBBS of Greater Los Angeles and the Inland Empire 800 S Figueroa Street Suite 620 Los Angeles, CA 90017	95-1904857	501Â©(3)	234,553	0			Capacity Building
Catholic BBBS 1530 James M Wood Blvd 2nd Fl Los Angeles, CA 90015	13-5564115	501Â©(3)	31,733	0			Capacity Building
BBBS of the Desert 42-600 Cook Street Suite 110 Palm Desert, CA 92211	33-0683335	501Â©(3)	12,124	0			Capacity Building
BBBS of the Greater Sacramento Area Inc 1540 River Park Drive Suite 214 Sacramento, CA 95815	94-1559853	501Â©(3)	14,904	0			Capacity Building
Big Brothers Big Sisters of San Diego County 8515 Arjons Drive Suite A San Diego, CA 92126	95-2151526	501Â©(3)	244,103	0			Capacity Building
BBBS of the Bay Area 731 Market Street 6th Floor San Francisco, CA 94103	77-0348487	501Â©(3)	114,068	0			Capacity Building
BBBS of the North Bay Inc 1618 2nd Street San Rafael, CA 94901	94-2502278	501Â©(3)	57,523	0			Capacity Building
BBBS of Orange County 14131 Yorba Street - Suite 200 Tustin, CA 92780	95-1992702	501Â©(3)	121,176	0			Capacity Building
BBBS of Colorado Inc 1391 N Speer Blvd - Suite 450 Denver, CO 80204	23-7161796	501Â©(3)	65,190	0			Capacity Building

Form 990, Schedule I, Part II, Grants and Other Assistance to Governments and Organizations in the United States

(a) Name and address of organization or government	(b) EIN	(c) IRC Code section if applicable	(d) Amount of cash grant	(e) Amount of non-cash assistance	(f) Method of valuation (book, FMV, appraisal, other)	(g) Description of non-cash assistance	(h) Purpose of grant or assistance
Nutmeg BBBS Inc30 Laurel Street Suite 3 Hartford, CT 06106	06-0850379	501Â©(3)	65,655	0			Capacity Building
BBBS of Southeastern Connecticut1595 Hartford Turnpike Route 85 Oakdale, CT 06370	06-0812978	501Â©(3)	29,359	0			Capacity Building
BBBS of Broward County Inc4101 Ravenswood Road Suite 226 Fort Lauderdale, FL 33312	59-1507595	501Â©(3)	69,402	0			Capacity Building
BBBS of St Lucie Indian River and Okeechobee Counties125 North 2nd Street Fort Pierce, FL 34950	59-2455513	501Â©(3)	25,340	0			Capacity Building
BBBS of Northeast Florida3100 University Blvd - 120 Jacksonville, FL 32216	59-0683256	501Â©(3)	23,186	0			Capacity Building
BBBS of Pinellas County918 West Bay Drive Largo, FL 33770	59-1197491	501Â©(3)	60,638	0			Capacity Building
BBBS of Greater Miami Mentoring Resource Ctr Interamerican Plaza 701 SW 27th Ave Miami, FL 33135	65-0639541	501Â©(3)	81,096	0			Capacity Building
BBBS of Northwest Florida1149 Crieghton Rd Ste 1 Pensacola, FL 32504	59-2996893	501Â©(3)	10,325	0			Capacity Building
BBBS of Palm Beach and Martin Counties5033 SE Federal Highway Stuart, FL 34997	59-2078576	501Â©(3)	21,055	0			Capacity Building
BBBS of the Big Bend Inc565 East Tennessee Street Tallahassee, FL 32308	59-2130789	501Â©(3)	18,310	0			Capacity Building

Form 990, Schedule I, Part II, Grants and Other Assistance to Governments and Organizations in the United States

(a) Name and address of organization or government	(b) EIN	(c) IRC Code section if applicable	(d) Amount of cash grant	(e) Amount of non-cash assistance	(f) Method of valuation (book, FMV, appraisal, other)	(g) Description of non-cash assistance	(h) Purpose of grant or assistance
BBBS of Tampa Bay Inc711 S Dale Mabry Ave Suite 300 Tampa,FL 33609	59-2173085	501Â©(3)	35,495	0			Capacity Building
BBBS of the Sun Coast IncPO Box 177 Venice,FL 34285	59-1361826	501Â©(3)	50,881	0			Capacity Building
BBBS of Central Florida807 S Orlando Ave Suite L Winter Park,FL 32789	59-6555007	501Â©(3)	28,748	0			Capacity Building
BBBS of Metro Atlanta Inc 100 Edgewood Ave - 710 Atlanta,GA 30303	58-0861895	501Â©(3)	114,932	0			Capacity Building
BBBS of the Chattahoochee ValleyPO Box 1825 Columbus,GA 31902	58-0828094	501Â©(3)	30,482	0			Capacity Building
BBBS of Northwest Georgia Mountains IncPO Box 417 Dalton,GA 30722	58-1079202	501Â©(3)	20,760	0			Capacity Building
BBBS of the Heart of Georgia Inc777 Walnut St Macon,GA 31201	58-0707593	501Â©(3)	14,000	0			Capacity Building
BBBS of the Coastal Empire 428 Bull Street Suite 203 Savannah,GA 31401	26-2477067	501Â©(3)	41,333	0			Capacity Building
BBBS of Honolulu Inc418 Kuwili Street - Suite 106 Honolulu,HI 96817	99-0109970	501Â©(3)	39,802	0			Capacity Building
BBBS of Siouxland3650 Glen Oaks Blvd Sioux City,IA 51104	42-1121154	501Â©(3)	20,000	0			Capacity Building

Form 990, Schedule I, Part II, Grants and Other Assistance to Governments and Organizations in the United States

(a) Name and address of organization or government	(b) EIN	(c) IRC Code section if applicable	(d) Amount of cash grant	(e) Amount of non-cash assistance	(f) Method of valuation (book, FMV, appraisal, other)	(g) Description of non-cash assistance	(h) Purpose of grant or assistance
BBBS of Southwestern Illinois 6400 West Main - Suite 1G Belleville, IL 62223	37-1095468	501Â©(3)	15,245	0			Capacity Building
BBBS of Metropolitan Chicago 560 W Lake Street 5th Floor Chicago, IL 60661	36-2681212	501Â©(3)	48,000	0			Capacity Building
BBBS of Central Illinois 117 North Main Street Decatur, IL 62523	37-1348685	501Â©(3)	33,765	0			Capacity Building
BBBS of Lake County 3701-G Grand Ave Gurnee, IL 60031	36-3078109	501Â©(3)	19,745	0			Capacity Building
BBBS of Central Indiana Inc 2960 N Meridian Street Suite 150 Indianapolis, IN 46208	35-1323831	501Â©(3)	5,392	0			Capacity Building
BBBS of Delaware County Inc 220 N Walnut St Muncie, IN 47305	35-1276651	501Â©(3)	51,164	0			Capacity Building
Kansas BBBS Inc 310 E 2nd Street Wichita, KS 67202	23-7056717	501Â©(3)	79,794	0			Capacity Building
BBBS of South Central Kentucky PO Box 9646 Bowling Green, KY 42102	31-0944769	501Â©(3)	23,017	0			Capacity Building
BBBS of Kentuckiana Inc 1519 Gardiner Lane Suite B Louisville, KY 40218	61-6057856	501Â©(3)	30,101	0			Capacity Building
BBBS of Southeast Louisiana 2626 Canal Street Suite 203 New Orleans, LA 70119	72-1377387	501Â©(3)	32,529	0			Capacity Building

Form 990, Schedule I, Part II, Grants and Other Assistance to Governments and Organizations in the United States

(a) Name and address of organization or government	(b) EIN	(c) IRC Code section if applicable	(d) Amount of cash grant	(e) Amount of non-cash assistance	(f) Method of valuation (book, FMV, appraisal, other)	(g) Description of non-cash assistance	(h) Purpose of grant or assistance
Big Brothers Big Sisters of Massachusetts Bay75 Federal Street 8th Floor Boston, MA 02110	04-2074462	501Â©(3)	41,470	0			Capacity Building
Big Sister Association of Greater Boston Inc161 Massachusetts Ave - 2nd Floor Boston, MA 02115	04-2150651	501Â©(3)	19,105	0			Capacity Building
Jewish Big Brothers Big Sisters of Greater Boston333 Nahanton Street Newton, MA 02459	22-3283364	501Â©(3)	12,126	0			Capacity Building
BBBS of Hampden County101 State Street - Suite 601 Springfield, MA 01103	04-2800998	501Â©(3)	13,692	0			Capacity Building
BBBS of Central MassMetrowest Inc484 Main Street - Suite 360 Worcester, MA 01608	04-2317926	501Â©(3)	20,372	0			Capacity Building
BBBS of Central Maryland Inc3600 Clipper Mill Road - 250 Baltimore, MD 21211	52-0631265	501Â©(3)	206,745	0			Capacity Building
BBBS of the National Capital Area10210 Greenbelt Road Suite 900 Washington, DC 20009	53-0190849	501Â©(3)	17,370	0			Capacity Building
BBBS of Washtenaw County2890 Carpenter Road Suite 1400 Ann Arbor, MI 48108	26-0344984	501Â©(3)	44,147	0			Capacity Building
BBBS of Metropolitan Detroit7700 Second Avenue Suite 602 Detroit, MI 48202	38-6112533	501Â©(3)	14,517	0			Capacity Building
BBBS of the Greater Twin Cities2550 University Avenue - Suite 410N St Paul, MN 55114	32-0017737	501Â©(3)	167,669	0			Capacity Building

Form 990,Schedule I, Part II, Grants and Other Assistance to Governments and Organizations in the United States

(a) Name and address of organization or government	(b) EIN	(c) IRC Code section if applicable	(d) Amount of cash grant	(e) Amount of non-cash assistance	(f) Method of valuation (book, FMV , appraisal, other)	(g) Description of non-cash assistance	(h) Purpose of grant or assistance
BBBS of Eastern Missouri Inc 501 North Grand Blvd Saint Louis,MO 63103	43-0669085	501Â©(3)	43,291	0			Capacity Building
BBBS of the Ozarks Inc3372 W Battlefield Springfield,MO 65807	43-0971303	501Â©(3)	11,408	0			Capacity Building
BBBS of Mississippi175 E Capitol Str- Suite 222 Jackson,MS 39201	64-0930671	501Â©(3)	36,500	0			Capacity Building
BBBS of Yellowstone County Inc504 B North 20th St Billings, MT 59101	23-7451775	501Â©(3)	19,200	0			Capacity Building
BBBS of Great Falls Inc18 Sixth Street North Suite 26 Great Falls,MT 59401	51-0187877	501Â©(3)	14,200	0			Capacity Building
BBBS of Lake County and The Flathead ReservationPO Box 12 Ronan,MT 59864	81-0362546	501Â©(3)	5,010	0			Capacity Building
BBBS of Western North Carolina Inc50 South French Broad - 213 Asheville,NC 28801	58-1505917	501Â©(3)	46,042	0			Capacity Building
BBBS of Greater Charlotte 3801 E Independence Boulevard Charlotte,NC 28205	56-2264009	501Â©(3)	77,625	0			Capacity Building
BBBS of Greater Greensboro 510 Summit Avenue Greensboro,NC 27405	53-0190849	501Â©(3)	10,355	0			Capacity Building
BBBS of the Central Piedmont PO Box 627 High Point,NC 27261	20-4648395	501Â©(3)	34,854	0			Capacity Building

Form 990, Schedule I, Part II, Grants and Other Assistance to Governments and Organizations in the United States

(a) Name and address of organization or government	(b) EIN	(c) IRC Code section if applicable	(d) Amount of cash grant	(e) Amount of non-cash assistance	(f) Method of valuation (book, FMV, appraisal, other)	(g) Description of non-cash assistance	(h) Purpose of grant or assistance
BBBS of the Triangle1001 Navaho Drive GL 150 Raleigh, NC 27609	56-2109717	501Â©(3)	420,000	0			Capacity Building
BBBS of the Midlands10831 Old Mill Road Ste 400 Omaha, NE 68154	47-0466144	501Â©(3)	9,570	0			Capacity Building
BBBS of Monmouth County Inc174 Main Street Eatontown, NJ 07724	22-2115416	501Â©(3)	10,503	0			Capacity Building
BBBS of Essex Hudson and Union Counties494 Broad Street Suite 103 Newark, NJ 07102	22-3676931	501Â©(3)	93,997	0			Capacity Building
BBBS of Morris Bergen and Passaic1259 Rt 46 East Bldg 3 Parsippany, NJ 07054	11-3675554	501Â©(3)	33,179	0			Capacity Building
BBBS of Central New Mexico Inc5400 Phoenix NE - Suite 200 Albuquerque, NM 87110	85-0271207	501Â©(3)	239,714	0			Capacity Building
BBBS of San Juan County Inc 4800 College Blvd Suite 104 Farmington, NM 87402	85-0295346	501Â©(3)	79,007	0			Capacity Building
BBBS of Southwestern New MexicoPO Box 15091 Las Cruces, NM 88005	85-0347573	501Â©(3)	18,897	0			Capacity Building
BBBS of Northern New Mexico Inc1229 St Francis Drive Suite C Santa Fe, NM 87505	85-0276498	501Â©(3)	53,875	0			Capacity Building
BBBS of Southern Nevada Inc 4065 E Post Road Las Vegas, NV 89120	51-0136847	501Â©(3)	15,185	0			Capacity Building

Form 990, Schedule I, Part II, Grants and Other Assistance to Governments and Organizations in the United States

(a) Name and address of organization or government	(b) EIN	(c) IRC Code section if applicable	(d) Amount of cash grant	(e) Amount of non-cash assistance	(f) Method of valuation (book, FMV, appraisal, other)	(g) Description of non-cash assistance	(h) Purpose of grant or assistance
BBBS of Northern Nevada 495 Apple Street Ste 104 Reno, NV 89502	11-2422452	501Â©(3)	42,810	0			Capacity Building
BBBS of the Capital Region Inc 1492 Central Ave Albany, NY 12205	23-2260248	501Â©(3)	32,799	0			Capacity Building
Be A Friend Program Inc BBBS of Erie County 85 River Rock Drive Suite 107 Buffalo, NY 14207	16-1106399	501Â©(3)	31,242	0			Capacity Building
BBBS of Long Island Inc 70 Acorn Lane Levittown, NY 11756	13-5600383	501Â©(3)	26,980	0			Capacity Building
BBBS of New York City Inc 223 East 30th Street New York, NY 10016	16-0997229	501Â©(3)	60,700	0			Capacity Building
BBBS of Greater Rochester 232 South Plymouth Avenue Rochester, NY 14608	16-0997229	501Â©(3)	22,797	0			Capacity Building
BBBS of Greater Cincinnati 2400 Reading Road - 407 Cincinnati, OH 45202	31-0577668	501Â©(3)	9,214	0			Capacity Building
BBBS of Greater Cleveland 1422 Euclid Ave - 552 Cleveland, OH 44115	34-1039700	501Â©(3)	39,268	0			Capacity Building
BBBS of Butler County 5539 Eureka Drive Hamilton, OH 45011	31-0846147	501Â©(3)	12,089	0			Capacity Building
BBBS of Warren Clinton Counties Inc 777 Columbus Ave Suite 6 Lebanon, OH 45036	31-0959450	501Â©(3)	8,569	0			Capacity Building

Form 990, Schedule I, Part II, Grants and Other Assistance to Governments and Organizations in the United States

(a) Name and address of organization or government	(b) EIN	(c) IRC Code section if applicable	(d) Amount of cash grant	(e) Amount of non-cash assistance	(f) Method of valuation (book, FMV, appraisal, other)	(g) Description of non-cash assistance	(h) Purpose of grant or assistance
BBBS of Oklahoma Inc5840 S Memorial Drive Suite 105 Tulsa,OK 74145	73-1226237	501Â©(3)	100,509	0			Capacity Building
BBBS of Central Oregon2125 NE Daggett Lane Bend,OR 97701	93-0677650	501Â©(3)	14,550	0			Capacity Building
BBBS Columbia Northwest 1827 NE 44th Avenue Suite 100 Portland,OR 97213	93-1303640	501Â©(3)	106,983	0			Capacity Building
BBBS Southeastern Pennsylvania123 South Broad Street Suite 2180 Philadelphia,PA 19109	23-1352034	501Â©(3)	56,621	0			Capacity Building
BBBS of Greater Pittsburgh Inc5989 Penn Circle South Pittsburgh,PA 15206	25-6074707	501Â©(3)	33,413	0			Capacity Building
BBBS of Greater Columbia IncPO Box 2559 Columbia,SC 29202	57-0570422	501Â©(3)	30,733	0			Capacity Building
BBBS of the Upstate620 N Main St 102 Greenville,SC 29601	20-4243553	501Â©(3)	39,296	0			Capacity Building
BBBS of Carolina Youth Development Ctr5055 Lackawanna Boulevard North Charleston,SC 29405	57-0669877	501Â©(3)	40,889	0			Capacity Building
BBBS of the Black Hills425 Kansas City Street Rapid City,SD 57701	46-0282706	501Â©(3)	15,308	0			Capacity Building
BBBS of East Tennessee 4928 Homberg Drive - Suite B1-3 Knoxville,TN 37919	62-0842531	501Â©(3)	9,114	0			Capacity Building

Form 990, Schedule I, Part II, Grants and Other Assistance to Governments and Organizations in the United States

(a) Name and address of organization or government	(b) EIN	(c) IRC Code section if applicable	(d) Amount of cash grant	(e) Amount of non-cash assistance	(f) Method of valuation (book, FMV, appraisal, other)	(g) Description of non-cash assistance	(h) Purpose of grant or assistance
BBBS of Greater Memphis81 Tillman Memphis, TN 38111	23-7113070	501Â©(3)	115,978	0			Capacity Building
BBBS of Middle Tennessee 1704 Charlotte Avenue Suite 130 Nashville, TN 37203	23-7056024	501Â©(3)	81,324	0			Capacity Building
BBBS of Central Texas Inc 1400 Tillery Street Austin, TX 78721	74-1678586	501Â©(3)	38,688	0			Capacity Building
Gulf Coast BB & BS Inc1413 Tremont St Galveston, TX 77550	51-0163281	501Â©(3)	43,533	0			Capacity Building
BBBS of Greater Houston 6437 High Star Drive Houston, TX 77074	74-1148915	501Â©(3)	111,905	0			Capacity Building
BBBS of North Texas450 E John Carpenter Freeway Irving, TX 75062	75-0800632	501Â©(3)	247,717	0			Capacity Building
BBBS of Lubbock Inc1409 19th Street Suite 204 Lubbock, TX 79401	23-7041917	501Â©(3)	40,932	0			Capacity Building
BBBS of South Texas202 Baltimore San Antonio, TX 78215	74-1897630	501Â©(3)	56,403	0			Capacity Building
BBBS of Utah Inc151 East 5600 So Suite 200 Murray, UT 84107	87-0336168	501Â©(3)	103,030	0			Capacity Building
Rappahannock BBBS Inc325-A Wallace Street Fredericksburg, VA 22401	54-0848850	501Â©(3)	18,644	0			Capacity Building

Form 990, Schedule I, Part II, Grants and Other Assistance to Governments and Organizations in the United States

(a) Name and address of organization or government	(b) EIN	(c) IRC Code section if applicable	(d) Amount of cash grant	(e) Amount of non-cash assistance	(f) Method of valuation (book, FMV , appraisal, other)	(g) Description of non-cash assistance	(h) Purpose of grant or assistance
BBBS of Harrisonburg-Rockingham CountyPO Box 81 Harrisonburg, VA 22803	51-0209104	501Â©(3)	62,855	0			Capacity Building
BBBS Services Inc5511 Staples Mill Road Richmond, VA 23228	54-0702502	501Â©(3)	149,946	0			Capacity Building
BBBS of Southwest Virginia Inc124 Wells Ave NW Roanoke, VA 24016	54-0837136	501Â©(3)	18,941	0			Capacity Building
BBBS of Greater Williamsburg312 Waller Mill Road - Suite 200 Williamsburg,VA 23185	54-1153403	501Â©(3)	47,395	0			Capacity Building
BBBS of Southwest Washington1802 Black Lake Blvd 102 Olympia, WA 98512	91-1225443	501Â©(3)	34,378	0			Capacity Building
BBBS of Puget Sound1600 South Graham Street Seattle, WA 98108	91-0673185	501Â©(3)	83,346	0			Capacity Building
BBBS of the 7 Rivers Region1707 Main Street - 438 La Crosse, WI 54601	39-1762460	501Â©(3)	12,875	0			Capacity Building
BBBS of Metro Milwaukee Inc788 N Jefferson St Ste 600 Milwaukee, WI 53202	39-1239687	501Â©(3)	15,179	0			Capacity Building
BBBS International1315 Walnut Street Suite 502 Philadelphia, PA 19107	23-1365190	501Â©(3)	325,000	0			Capacity Building

Schedule J
(Form 990)

Compensation Information

OMB No 1545-0047

2009

Open to Public Inspection

For certain Officers, Directors, Trustees, Key Employees, and Highest Compensated Employees

▶ Complete if the organization answered "Yes" to Form 990, Part IV, question 23.

▶ Attach to Form 990. ▶ See separate instructions.

Name of the organization
BIG BROTHERS BIG SISTERS OF AMERICA

Employer identification number
23-1365190

Part I

Questions Regarding Compensation

		Yes	No
1a	Check the appropriate box(es) if the organization provided any of the following to or for a person listed in Form 990, Part VII, Section A, line 1a Complete Part III to provide any relevant information regarding these items		
	☐ First-class or charter travel ☐ Housing allowance or residence for personal use ☐ Travel for companions ☐ Payments for business use of personal residence ☐ Tax idemnification and gross-up payments ☐ Health or social club dues or initiation fees ☐ Discretionary spending account ☐ Personal services (e g , maid, chauffeur, chef)		
1b	If any of the boxes in line 1a are checked, did the organization follow a written policy regarding payment or reimbursement or provision of all the expenses described above? If "No," complete Part III to explain		
2	Did the organization require substantiation prior to reimbursing or allowing expenses incurred by all officers, directors, trustees, and the CEO/Executive Director, regarding the items checked in line 1a?		
3	Indicate which, if any, of the following the organization uses to establish the compensation of the organization's CEO/Executive Director Check all that apply		
	☒ Compensation committee ☐ Written employment contract ☐ Independent compensation consultant ☒ Compensation survey or study ☐ Form 990 of other organizations ☒ Approval by the board or compensation committee		
4	During the year, did any person listed in Form 990, Part VII, Section A, line 1a with respect to the filing organization or a related organization		
4a	Receive a severance payment or change-of-control payment?		No
4b	Participate in, or receive payment from, a supplemental nonqualified retirement plan?	Yes	
4c	Participate in, or receive payment from, an equity-based compensation arrangement?		No
	If "Yes" to any of lines 4a-c, list the persons and provide the applicable amounts for each item in Part III		
	Only 501(c)(3) and 501(c)(4) organizations only must complete lines 5-9.		
5	For persons listed in form 990, Part VII, Section A, line 1a, did the organization pay or accrue any compensation contingent on the revenues of		
5a	The organization?	Yes	
5b	Any related organization?		No
	If "Yes," to line 5a or 5b, describe in Part III		
6	For persons listed in form 990, Part VII, Section A, line 1a, did the organization pay or accrue any compensation contingent on the net earnings of		
6a	The organization?	Yes	
6b	Any related organization?		No
	If "Yes," to line 6a or 6b, describe in Part III		
7	For persons listed in Form 990, Part VII, Section A, line 1a, did the organization provide any non-fixed payments not described in lines 5 and 6? If "Yes," describe in Part III		No
8	Were any amounts reported in Form 990, Part VII, paid or accrued pursuant to a contract that was subject to the initial contract exception described in Regs section 53 4958-4(a)(3)? If "Yes," describe in Part III		No
9	If "Yes" to line 8, did the organization also follow the rebuttable presumption procedure described in Regulations section 53 4958-6(c)?		

Part II **Officers, Directors, Trustees, Key Employees, and Highest Compensated Employees.** Use Schedule J-1 if additional space needed.

For each individual whose compensation must be reported in Schedule J, report compensation from the organization on row (i) and from related organizations, described in the instructions on row (ii) Do not list any individuals that are not listed on Form 990, Part VII

Note. The sum of columns (B)(i)-(iii) must equal the applicable column (D) or column (E) amounts on Form 990, Part VII, line 1a

(A) Name		(B) Breakdown of W-2 and/or 1099-MISC compensation			(C) Retirement and other deferred compensation	(D) Nontaxable benefits	(E) Total of columns (B)(i)-(D)	(F) Compensation reported in prior Form 990 or Form 990-EZ
		(i) Base compensation	(ii) Bonus & incentive compensation	(iii) Other reportable compensation				
Vredenburgh Judy	(i)	258,788	50,000	21,615	0	7,263	337,666	381,294
	(ii)	0	0	0	0	0	0	0
Koonce Stanley	(i)	244,302	0	17,101	0	13,638	275,041	266,131
	(ii)	0	0	0	0	0	0	0
Booth Nick	(i)	183,610	0	12,853	0	14,316	210,779	161,484
	(ii)	0	0	0	0	0	0	0
Lewis Michael	(i)	171,602	0	12,012	0	8,253	191,867	188,092
	(ii)	0	0	0	0	0	0	0
Radelet Joseph	(i)	158,735	0	11,111	0	12,876	182,722	177,069
	(ii)	0	0	0	0	0	0	0
Keenan Kay	(i)	153,826	0	10,768	0	8,085	172,679	167,412
	(ii)	0	0	0	0	0	0	0
Maguire Diane	(i)	147,891	0	10,352	0	8,085	166,328	160,226
	(ii)	0	0	0	0	0	0	0
Mesko Cindy	(i)	147,842	0	10,349	0	8,049	166,240	160,348
	(ii)	0	0	0	0	0	0	0
Zeiger Stuart	(i)	145,200	0	10,164	0	15,060	170,424	167,070
	(ii)	0	0	0	0	0	0	0
	(i)							
	(ii)							
	(i)							
	(ii)							
	(i)							
	(ii)							
	(i)							
	(ii)							
	(i)							
	(ii)							
	(i)							
	(ii)							

Part III

Supplemental Information

Complete this part to provide the information, explanation, or descriptions required for Part I, lines 1a, 1b, 4c, 5a, 5b, 6a, 6b, 7, and 8. Also complete this part for any additional information.

Identifier	Return Reference	Explanation
SchJ_P01_S00_L04	Schedule J, Part I, Line 4	The CEO participates in 457b plan
SchJ_P01_S00_L05	Schedule J, Part I, Line 5	CEO's target bonus is partially based on BBBSA revenue as well as BBBS network revenue
SchJ_P01_S00_L06	Schedule J, Part I, Line 6	The CEO's target bonus is partially based BBBSA net earnings

SCHEDULE O

(Form 990)

Department of the Treasury
 Internal Revenue Service

Supplemental Information to Form 990

Complete to provide information for responses to specific questions on
 Form 990 or to provide any additional information.
 Attach to Form 990.

OMB No 1545-0047

2009

Open to Public Inspection

Name of the organization

BIG BROTHERS BIG SISTERS OF AMERICA

Employer identification number

23-1365190

Identifier	Return Reference	Explanation
F990_P06_S0B_L11	Form 990, Part VI, Section B, Line 11	The IRS Form 990 is review ed by the CEO, VP of Finance and chair of the audit commtee The document is also shared w ith the full audit and finance committees and our external auditors
F990_P06_S0B_L12c	Form 990, Part VI, Section B, Line 12c	Our officers, directors, and key employees must complete conflict of interest document annually listing all of their external relations w ith other companies and organizations They must also disclose and resolve potential conflicts that occur throughout the year
F990_P06_S0B_L15	Form 990, Part VI, Section B, Line 15	Regarding the process for determing CEO compensation, the Board's Human Resource and Compensation Committee review s the comparability data and seeks independent objective input
F990_P06_S0C_L19	Form 990, Part VI, Section C, Line 19	The organization makes its governing documents, conflict of interest policy, and financial statements available to the public upon request The financial statements are also available on our w ebsite at bbbs org

Additional Data

Software ID:

Software Version:

EIN: 23-1365190

Name: BIG BROTHERS BIG SISTERS OF AMERICA

Form 990, Part VII - Compensation of Officers, Directors, Trustees, Key Employees, Highest Compensated Employees, and Independent Contractors

(A) Name and Title	(B) Average hours per week	(C) Position (check all that apply)						(D) Reportable compensation from the organization (W-2/1099-MISC)	(E) Reportable compensation from related organizations (W-2/1099-MISC)	(F) Estimated amount of other compensation from the organization and related organizations
		Individual trustee or director	Institutional Trustee	Officer	Key employee	Highest compensated employee	Former			
Benz Treuille Beverly Board Director	1 00	X						0	0	0
Bilney Jody Board Director	1 00	X						0	0	0
Bracken Frank Board Director	1 00	X						0	0	0
Carty Donald Board Director	1 00	X						0	0	0
Garrett Thomas Board Director	1 00	X						0	0	0
Hanna William Board Director	1 00	X						0	0	0
William Hybl Board Director	1 00	X						0	0	0
Jackson Brian Board Director	1 00	X						0	0	0
O'Brien James Board Director	1 00	X						0	0	0
Page Greg Board Chair	2 00	X		X				0	0	0
Rubacha Frances Board Director	1 00	X						0	0	0
Paul Pressler Board Director	2 00	X						0	0	0
Rudner Edward Board Director	1 00	X						0	0	0
Schwartz Steven Board Director	1 00	X						0	0	0
Singleton James Board Director	1 00	X						0	0	0
Smith Liz Board Director	1 00	X						0	0	0
Snow Kate Board Director	1 00	X						0	0	0
Swann Lynn Board Director	1 00	X						0	0	0
Taylor Robert Board Director	1 00	X						0	0	0
Vigil Fernando Board Director	1 00	X						0	0	0
Wood Robert Board Director	1 00	X						0	0	0
Warren Kevin Board Director	1 00	X						0	0	0
Mathis Karen President/CEO	50 00	X		X	X	X		124,500	0	0
Vredenburg Judy President/CEO	50 00	X		X	X	X	X	308,788	0	21,615
Koonce Stanley Exe VP/COO	50 00				X			244,302	0	30,739

Form 990, Part VII - Compensation of Officers, Directors, Trustees, Key Employees, Highest Compensated Employees, and Independent Contractors										
(A) Name and Title	(B) Average hours per week	(C) Position (check all that apply)						(D) Reportable compensation from the organization (W-2/1099-MISC)	(E) Reportable compensation from related organizations (W- 2/1099-MISC)	(F) Estimated amount of other compensation from the organization and related organizations
		Individual trustee or director	Institutional Trustee	Officer	Key employee	Highest compensated employee	Former			
Booth Nick VP Philanthropy	50 00				X			183,610	0	27,169
Lewis Michael VP Finance	50 00				X			171,602	0	12,012
Radelet Joseph VP Mentoring	50 00				X			158,735	0	23,987
Maguire Diane VP Human Resources	50 00				X			147,891	0	10,352
Keenan Kay VP Marketing & Communications	50 00				X			153,826	0	10,768
Mesko Cindy VP Agency Development	50 00				X			147,842	0	10,349
Zeiger Stuart VP Information Technology	50 00				X			145,200	0	25,224