

2009 GOALS - BIG BROTHERS /BIG SISTERS OF THE BLUEGRASS

COMMITTEE Executive

2008 GOALS	2008 RESULTS	2009 GOALS
<p>1. Review by-laws and all board policies prior to July 1, 2008. Review and evaluate all recommended program policy changes prior to submission to Board of Directors for approval.</p>	<p>1. Review of by-laws completed by Executive Committee. No by-laws changes recommended. Program policy changes approved by Executive Committee and subsequently by Board of Directors in regard to POE obtainment frequency, implementation of Strength of Relationship Survey, home visits-vs-home assessments, staff present for initial match meeting, and contact/supervision schedule for Bigs, Littles & parents. These changes were initially reviewed and approved by program committee prior to submission to Executive Committee & Board of Directors.</p>	<p>1. Review by-laws and all board policies prior to July 1, 2009. Review and evaluate all recommended program policy changes prior to submission to Board of Directors for approval.</p>
<p>1. 2008 budget prepared by Executive Director. Budget reviewed and approved by Executive Committee January 2008 prior to Annual Meeting. Budget to be approved by Board of Directors at Annual Meeting on 1/24/08.</p>	<p>1. 2009 budget prepared by Executive Director. Budget reviewed and approved by Executive Committee January 2007 prior to Annual Meeting. Budget approved by Board of Directors at Annual Meeting on 1/24/08.</p>	<p>1. 2009 budget prepared by Executive Director. Budget reviewed and approved by Executive Committee January 2008 prior to Annual Meeting. Budget to be approved by Board of Directors at Annual Meeting on 1/22/09.</p>
<p>1. Executive Committee has Executive Director obtain 3 proposals for agency audit by March 2008 Executive Committee meeting. Due to delays in completing 2006 audit, Executive</p>	<p>1. Initial discussion conducted in March 08 in regard to obtaining bids for the agency 2007 audit. Recommendations made by Executive Committee as to process for seeking bids. Executive Director will follow up with CPA firms and will seek</p>	<p>1. Executive Director will present to Executive Committee recommendation of firm to complete the 2008 audit. Recommendation to be made prior to March 1, 2009. 2. Executive Committee will review</p>

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<p>Committee has instructed Executive Director to not solicit audit bid from Mr. Noel Turner for the 2007 audit.</p> <ol style="list-style-type: none"> 2. Executive Committee will review proposals and award contract/sign engagement letter for 2007 audit. Agency will request firm awarded the contract will complete audit by no later than September 2007. 3. Upon completion, Executive Committee will review audit and submit audit to board of directors for review. 4. Following board of director's review, audit will be presented for approval at the next board meeting. 	<p>assistance from Stivers & Associates to obtain proposals.</p> <ol style="list-style-type: none"> 2. Audit proposals reviewed by Executive Committee at the August 2008 meeting. Five proposals were evaluated, decision made to award audit to Craft, Noble & Company. Engagement letter signed, they will complete audit and 990 for a fee of \$4,845. 3. Audit completed late November 2008. Executive Committee reviewed audit. Audit submitted to Board of Directors for review only at the December 2008 board meeting. 4. 2007 audit to be formally approved at the annual corporation meeting to be held January 22, 2009. 	<p>proposals and award contract/sign engagement letter for 2008 audit prior to April 1, 2009.</p> <ol style="list-style-type: none"> 3. 2008 audit to be completed prior to July 1, 2009. Executive Committee will review audit and submit audit to board of directors for review. 4. Following board of director's review, 2008 audit will be presented for approval at the next board meeting. Approval to take place prior to September 2009.
<ol style="list-style-type: none"> 1. Prepare for United Way presentations March-April. 2. Presentations made in April, May, June, July and August. 3. Obtain \$335,000 total United Way funding for 2008-09. 	<ol style="list-style-type: none"> 1. Preparations made for United Way allocation presentations for Bluegrass, Heart of Kentucky (Danville), and Franklin Co. United Way's. 2. As a result of changes made by United Way of the Bluegrass, only one regional allocation presentation was made for the 9 county service/funding areas. Additional presentations were made for Heart of Kentucky United Way (Danville) in May 08 and Franklin Co United Way in 	<ol style="list-style-type: none"> 1. Prepare for United Way presentations. March & July 09 2. Presentations to be made in April (Bluegrass) and September (Franklin Co.). 3. Obtain \$311,000 total United Way funding for 2009-10 4. Follow up with United Way agencies if required in regard to significant funding decrease.

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	<p>September 08. Please note that Heart of Kentucky United Way has gone to a two year funding cycle. Therefore no presentation will be required for 2009.</p> <p>3. Total United Way funding awarded for 08-09--\$310,874. Bluegrass funding total \$211,874, decrease of 0.2% from previous year. Franklin and Heart of Kentucky United Way funding remained unchanged at \$29,000 & \$70,000 respectively.</p>	

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COMMITTEE Planning/Evaluation

2008 GOALS	2008 RESULTS	2009 GOALS
<ol style="list-style-type: none"> 1. Planning/Evaluation committee will monitor match growth progress in the following areas: Increase over all matches by 10%, increase minority volunteers by 7%, and increase male volunteers by 10%. 2. Provide at least 4 reports throughout the year to Executive Committee and Board of Directors as related to progress in these areas. 3. Work with Program Director, Regional Coordinators, and staff to evaluate problems and strategies in regard to match growth. Findings and recommendations will be reported to Executive Committee and Board of Directors. 	<ol style="list-style-type: none"> 1. No match growth. Minority volunteers increased 3% and male volunteers 2%. 2. Ten reports provide to Executive Committee and Board of Directors as related to progress in this area. Discussions lead to policy changes, implementation of AIM and agency restructuring. 3. Significant work completed in this area. As a result, the agency underwent a complete restructuring in the areas of staff utilization/roles, Regional Coordinators positions and duties, and the development of regional program teams and development team. 	<ol style="list-style-type: none"> 1. Planning/Evaluation committee will monitor match growth progress in the following areas: Increase over all matches by 5%, increase minority volunteers by 5%, and increase male volunteers by 5%. 2. Provide at least 4 reports throughout the year to Executive Committee and Board of Directors as related to progress in these areas. 3. Work with Program Director, Development Director, Regional Program Managers, Regional Development Recruiting Managers and staff to evaluate the effectiveness of restructuring as it pertains to match growth, revenue growth, contact rate, match longevity, and volunteer processing time.

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COMMITTEE Planning/Evaluation

2008 GOALS	2008 RESULTS	2009 GOALS
<p>1. Committees will continue to communicate activities, goals, recommendations and accomplishments to Executive Committee and board members at meetings. Executive Committee reviews recommendations for policy changes/modifications prior to presentation to board.</p>	<p>1. Good communication between committees, Executive Committee and Board of Directors. Executive Committee continues to review all committee reports and recommendations for policy changes/modifications prior to being presented to Board of Directors. In 2008, 71 committee reports were presented to Executive Committee/Board of Directors. Program policy changes made in the areas of POE obtainment frequency, implementation of Strength of Relationship Survey, home visits-vs-home assessments, staff present for initial match meeting, and contact/supervision schedule for Bigs, Littles & parents.</p>	<p>1. Committees will continue to communicate activities, goals, recommendations and accomplishments to Executive Committee and board members at meetings. Executive Committee reviews recommendations for policy changes/modifications prior to presentation to board.</p>
<p>1. Present over-all match growth figures at Annual Corporation Meeting, January 24, 2008</p>	<p>1. Report presented at Annual Corporation Meeting January 24, 2008. Agency over-all match growth 4%.</p>	<p>1. Present over-all match growth figures at Annual Corporation Meeting January 22, 2009.</p>

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COMMITTEE Planning/Evaluation

2008 GOALS	2008 RESULTS	2009 GOALS
<p>1. Committee will review employment process and make recommendations to Executive Committee and Board if required.</p>	<p>1. Employment process reviewed, no changes recommended. Major change in this area was related to the agency restructuring and splitting of Regional Coordinators duties in regard to programming and development responsibilities and roles.</p>	<p>1. Committee will review employment process and make recommendations to Executive Committee and Board if required.</p>
<p>1. Continue to monitor health care benefits expenses. HR committee will evaluate cost and have Executive Director seek bids from other providers prior to signing 2008-09 contract. Evaluate agency's ability to continue paying 100% of single/family plan cost.</p>	<p>1. Health care benefits costs evaluated by Executive Director. Initial bid from current provider Humana represented a 12.1% increase to stay with the same coverage. Bids obtained from 4 other providers. In evaluating all bids, Bluegrass Family Health will provide essentially the same coverage we currently have. By accepting this plan we will save \$21,581 annually as compared to staying with Humana, and will result in a savings of \$7,785 as compared to last years cost. Recommended that we continue to paying 100% of health insurance cost for full time employees and dependents.</p>	<p>1. Continue to monitor health care benefits expenses. HR committee will evaluate cost and have Executive Director seek bids from other providers prior to signing 2009-10 contract. Evaluate agency's ability to continue paying 100% of single/family plan cost.</p>
<p>1. Review all Human Resource policies and recommend changes to Board of Directors if required. 2. Continue employee suggestion box and evaluate all feedback.</p>	<p>1. All Human Resource policies reviewed, changes recommended and approved in the following areas: (1) Increase in travel reimbursement, from 38 cents to 45 cents, (2) Staff & agency restructuring, (3) job description changes for regional</p>	<p>1. Review all Human Resource policies and recommend changes to Board of Directors if required. 2. Will make suggestion box available to all employees and encourage comments and feedback.</p>

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COMMITTEE Planning/Evaluation

2008 GOALS	2008 RESULTS	2009 GOALS
<p>3. HR Committee and Executive Director will continue to evaluate benefits for part-time employees.</p>	<p>coordinators, (4) contracting of IT services and elimination of part-time IT position. 2. Suggestion box utilized very little by staff. 3. No changes recommended or made for part-time employee benefits.</p>	<p>3. HR Committee and Executive Director will continue to evaluate benefits for part-time employees.</p>
<p>1. Human Resource Committee and Executive Director will evaluate retirement plan and make report to Executive Committee. 2. Regional Coordinators and other agency management staff will attend management supervision training as offered by Ashland, Inc or other provider. 3. All staff will receive appropriate training from BBBSA resources, Program Director and outside resources. Other training will be provided as appropriate for position. New staff will complete BBBSA on-line training. Additionally, staff will continue to meet each month with appropriate work groups. 4. Offer exit conferences for all</p>	<p>1. Evaluation completed by Executive Director. As a result of federal law changes regarding 403(b) retirements plans, our plan will be moved from the current management by Nationwide to the American Funds starting January 1, 2008. Employee enrollment has been completed by Jim Richardson at 5th/3rd securities. These changes have resulted in increased employee participation. 2. Management training not provided by Ashland, Inc. to outside groups. Change Management training provided by Ashland, Inc. to all agency employees. 3. Staff training opportunities remains a top priority. Much of our training focus this year was centered on AIM. We continue to provide outstanding orientation for new employees and on-going opportunities at most monthly staff meetings. Additionally several staff were able to attend BBBSA National and Regional Conferences. 4. Exit conferences offered to all employees</p>	<p>1. Human Resource Committee and Executive Director will evaluate retirement plan and make report to Executive Committee. 2. Provide management/supervision training to all agency management staff if funding is available. 3. All staff will continue to receive appropriate training from BBBSA resources, Program Director and outside resources. Other training will be provided as appropriate for position. New staff will complete BBBSA on-line training and AIM training. Additionally, staff will continue to meet each month with appropriate work groups and teams to address common concerns/issues. Budget restrictions may reduce opportunities for outside training and BBBSA Conference attendance. Will look to utilize local resources and on-line webinars. 4. Continue to offer confidential exit conferences for all employees that resign their position. Conferences to be conducted</p>

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COMMITTEE Planning/Evaluation

2008 GOALS	2008 RESULTS	2009 GOALS
<p>employees that resign their position. Conferences to be conducted by Vonda Melton. Information from exit conferences will be evaluated by V. Melton and agency management. Implement recommendations as appropriate. Evaluate starting salary levels in comparison to information provided by BBBSA. Reduce employee turn over by 50%.</p> <ol style="list-style-type: none"> 5. Form staff committee to develop employee recognition ideas and team building activities. Recognize employee anniversary dates at staff meetings. 6. Continue shared vision format for annual employee retreat. 	<p>that resigned in 2008. Conferences conducted by Vonda Melton. Employee turn over remains high and a significant problem in regard to agency operations and reaching match goals. Exit conferences reveal that employees are leaving as a result of workloads, salary levels, lack of advancement opportunities, and changes in the work place. Agency restructuring may allow employees to manage work workload and feel more successful. Starting salary levels remain low in comparison to other BBBS agencies in our geographic area and agency size category. However, our over-all salary levels are very competitive for most positions.</p> <ol style="list-style-type: none"> 5. Committee formed, and several activities provide to increase team unity. We still need to do a better job of recognizing employee anniversaries and longevity. 6. Employee retreat not conducted this year as a result of restructuring and AIM implementation 	<p>by Vonda Melton and/or designated board member. Information from exit conferences will be evaluated by V. Melton and agency management. Implement recommendations as appropriate. Increase starting salary levels in comparison to information provided by BBBSA. Reduce employee turnover by 30%. Employee retention is vital to our success.</p> <ol style="list-style-type: none"> 5. Continue to work on team building activities and actively solicit recommendations from staff. Actively recognize employee work anniversaries. 6. Foster and develop cooperation among program and development staff/managers.

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COMMITTEE BFKS/Fund Raising

2008 GOALS	2008 RESULTS	2009 GOALS
<ol style="list-style-type: none"> 1. Obtain \$245,000 in grant funding from various foundations and other sources that will support agency programming, services, mission and operational needs. 2. Apply and successfully obtain BBBSA partnership grant if offered in 2008. Achieve 10% match growth. 3. Successfully retain 3rd year BBBSA Development grant funding in the amount of \$20,659. Achieve grant goals of 10% match and revenue growth for 2008. 	<ol style="list-style-type: none"> 1. Grant/Foundation funding totaled \$240,668 to support current and/or new programs, projects and services. The obtainment of the DOE grant in excess of \$550,000 over a 3 year period was a major success. 2. BBBSA partnership grant obtained in the amount of \$22,537. Match growth of 10% not met. 3. Successfully obtained and implemented BBBSA development grant. Development goal obtained, match goal not met. This is was final year of funding for this grant. 	<ol style="list-style-type: none"> 1. Obtain \$295,000 in grant funding from various foundations and other sources that will support agency programming, services, mission and operational needs. 2. Apply and obtain Phillip Morris Grant funding if made available by BBBSA.
<ol style="list-style-type: none"> 1. Achieve match goals for each school mentoring program site prior to end of school year. 2. Achieve match goals for Gear-Up grant at Berea Community School mentoring program. Successfully re-apply for funding from Berea Gear-Up and additional funding from the Appalachian Foundation. 3. Achieve 25 matches at Elkhorn Elementary school (Franklin Co.) prior to end of school year. 4. Conduct on-going evaluation of all school mentoring programs in regard to match goals, recruiting 	<ol style="list-style-type: none"> 1. Match goal not achieved at each school. 2. Grant funding successfully re-obtained from Berea Gear-up program \$12,000. Some match growth noted. Additional funding obtained from Appalachian Foundation in the amount of \$6,000 and Gear-Up in the amount \$12,000. 3. Match goals not achieved. 4. Some progress made in this area. However, several school programs did not reach goals. School mentoring program at Deep Springs Elementary in partnership with Lexmark International has been successful. For 2009, Lexmark has reduced funding for Deep Springs 	<ol style="list-style-type: none"> 1. Achieve match goals for each school mentoring program funded by DOE Grant. 2. Achieve match goals for Gear-Up grant at Berea Community School mentoring program. Successfully re-apply for funding from Berea Gear-Up. Obtain on-going funding from the Appalachian Foundation. 3. Achieve 25 matches at Elkhorn Elementary School (Franklin Co.) prior to end of school year. 4. Conduct on-going evaluation of all school mentoring programs in regard to match goals, recruiting needs/strategies

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COMMITTEE BFKS/Fund Raising

2008 GOALS	2008 RESULTS	2009 GOALS
<p>needs/strategies and on-going services. Obtain 20 Lexmark matches at Deep Springs Elementary School. Retain funding from Lexmark of \$20,000 per year for 3 years to support Deep Springs program</p> <ol style="list-style-type: none"> 5. Develop new mentoring program to replace Chase Academy program (last year of program due to Chase cut backs). Secure funding from corporate partner or LFUCG in the amount of \$20,000 to support new mentoring programs. 6. Obtain \$20,000 in grant funding for technology to support implementation, hardware and fees of BBBSA AIM system and Web Site. 7. Submit grants and obtain funding from Keeneland Foundation, KY Colonels, Children’s Charity of the Bluegrass, Appalachian Foundation, Berea Gear-Up, Clark Co. & Fayette Community Foundation, BBBSA partnership and development grants and other sources that will support programming and services. 	<p>Elementary program, will receive \$10,000 funding for 2009 School year.</p> <ol style="list-style-type: none"> 5. New HS Bigs mentoring program being established at Lafayette High School, and new mentoring program established at Picadome Elementary School. Able to secure funding from LFUCG \$10,290 and \$2,625 from Chase Foundation. 6. Obtained \$20,000 in grant funding from AT&T for computers, technology, AIM fees, and data conversion fees to support implementation of BBBSA AIM system. AIM implemented June 2008. New agency Web Site developed in August 2008. 7. Very successful year with grant funding totaling \$240,668. Grant funding obtained from DOE, Keeneland Foundation, Children’s Charity of the Bluegrass, Berea Appalachian Foundation, Berea Gear-Up program, Pentair Foundation, Rich Brooks Foundation, Chase Foundation, LFUCG, Blue Grass Charity Ball, Burning Stick Foundation, BBBSA, Hudson-Ellis Foundation, Arby’s Foundation, and Caregivers Choice (mentoring children of prisoners). 	<p>and on-going services. Obtain at least 20 Lexmark matches at Deep Springs Elementary School. Meet with Lexmark officials to obtain \$10,000 in funding for 2010.</p> <ol style="list-style-type: none"> 5. Successfully implement HS Bigs programs with Lafayette High School. Achieve 15 matches at Picadome Elementary School prior to the end of the 2009 School year. 6. Obtain \$10,000 in grant funding for technology and to support on going cost/fees of AIM system and Web site. 7. Submit grants and obtain funding to support programming, operational cost, and camp project.

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COMMITTEE BFKS/Fund Raising

2008 GOALS		2008 RESULTS		2009 GOALS	
Fayette	\$206,000	Fayette	\$184,860	Fayette	\$205,000
Madison	\$45,000	Madison	\$47,753	Madison	\$48,000
Jessamine	\$15,000	Jessamine	\$11,752	Jessamine	\$16,000
Franklin	\$85,000	Franklin	\$102,458	Franklin	\$102,000
Bourbon	\$20,000	Bourbon	\$19,676	Bourbon	\$20,000
Mercer	\$10,000	Mercer	\$14,818	Mercer	\$14,000
Scott	\$45,000	Scott	\$33,057	Scott	\$43,000
Boyle	\$32,000	Boyle	\$31,374	Boyle	\$34,000
Lincoln	\$18,000	Lincoln	\$14,159	Lincoln	\$15,000
Clark	\$35,000	Clark	\$21,736	Clark	\$32,000
Woodford	\$30,000	Woodford	\$25,578	Woodford	\$27,000
Montgomery	\$31,000	Montgomery	\$30,016	Montgomery	\$31,000
Lane/Corporate	\$63,000	Lane/Corporate	\$44,100	Lane/Corporate	\$63,000
Total Pledge Goal	\$572,000	Total Pledges	\$537,237	Total Pledge Goal	\$587,000
Collection Rate	93%	Collection Rate	94%	Collection Rate	93%
*2008 Pledge goals		*2008 Pledge results		*2009 Pledge goals	

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COMMITTEE BFKS/Fund Raising

2008 GOALS	2008 RESULTS	2009 GOALS
<ol style="list-style-type: none"> 1. Evaluate all current fundraisers and make recommendations regarding continuance and on-going success. Will need to make decision on continuing Duck Race. 2. Will need to make decision regarding continuing Duck Race. Individual sales down this year and much staff time invested to raise \$12,500. If duck is discontinued, we must find a way to re-engage and maintain funding from corporate sponsors. 3. Re-apply for Gear-Up and Appalachian grant funding. Obtain \$12,000 from Gear-Up grant and at least \$5,000 from Appalachian Fund. Achieve Mentoring Goal at Berea Community School. 4. Seek to retain partnership with Bill Morgan's Derby eve event. Raise \$5,000. Explore with Lexington Legends the possibility of developing on field promotion/fundraiser. 5. Raise at least \$22,000 from special events fundraisers. (Not including duck race). 6. Raise \$63,000 from unrestricted 	<ol style="list-style-type: none"> 1. All fundraisers evaluated to ensure on-going success and viability. 2. Duck Race event changed to Ducky Drop for cash. Changes to this event enabled us to re-engage corporate sponsors and to utilize Applebee's Park as the event location. Changes also require less staff time investment and may result in a greater return. 3. Obtained \$12,000 from Gear-Up funding and \$6,000 from Appalachian Fund to support Madison Co. School mentoring programs. Mentoring goals for matches not met, but progress being made. 4. Decision made to discontinue involvement with Bill Morgan's Derby eve event. Able to work with Lexington Legends to conduct Duck fundraising event at Applebee's Park, event raised \$12,244. 5. Special events fundraisers raised \$10,000. 6. Unrestricted contributions totaled \$55,168 7. Raised \$90,152. Funding obtained from bingo revenue and contributions. As a result of the economy and smoking ban, bingo revenue has decreased significantly. 8. Grant funding totaled \$240,668. 9. Total RMM funding totaled \$25,796. Unable to conduct large scale event. Engaged Jim O'Brien and Mike Scanlon to host vision meeting. However, both 	<ol style="list-style-type: none"> 1. Evaluate all current fundraisers and make recommendations regarding continuance and ongoing success. 2. Continue the Ducky Drop for Cash event. Re-engage corporate sponsors and work with Lexington Legends staff to host and promote the event at Applebee's Park. Net \$14,000 from this event. 3. Re-apply for Gear-Up and Appalachian grant funding. Obtain \$12,000 from Gear-Up grant and at least \$6,000 from Appalachian Fund. Conduct effective recruiting activities to ensure match goals are met. 4. Maintain involvement with Burning Stick Foundation annual fundraiser. Obtain funding of at least \$5,000. Assist with the promotion of this event if invited to participate. 5. Raise at least \$22,000 from special events fundraisers. 6. Raise \$70,000 from unrestricted contributions. 7. Raise at least \$90,000 for camp land project. Obtain funding from bingo revenue, contributions and grants. 8. Obtain \$295,000 in total grant funding. 9. Raise \$50,000 from 2009 RMM events. Evaluate conducting large

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COMMITTEE BFKS/Fund Raising

2008 GOALS	2008 RESULTS	2009 GOALS
<p>contributions.</p> <p>7. Raise at least \$150,000 for camp land project. Obtain funding from bingo revenue, contributions and grants.</p> <p>8. Obtain \$260,000 in total grant funding.</p> <p>9. Raise \$50,000 from 2008 RMM events. Conduct large scale 50th Anniversary event. Also conduct two smaller vision events. Seek to engage Jim O’Brien to host vision meeting.</p> <p>10. Increase United Way funding by 10%.</p> <p>11. Obtain 100% giving from board.</p>	<p>requested that events be postponed due to the economic downturn.</p> <p>10. Over all United Way funding decreased by 0.2%.</p> <p>11. Continued progress noted in board giving, still not 100%.</p>	<p>scale event at the Woodford Co. castle. Conduct two smaller vision events. Seek to engage Jim O’Brien, and Mike Scanlon to host vision meeting.</p> <p>10. Maintain current level (\$311,00) of United Way funding.</p> <p>11. Send out 3 direct mail appeals throughout the year. Net \$15,000</p> <p>12. Implement Q-base donor management software. Provide appropriate training for development and front office staff.</p> <p>13. Obtain 100% giving from board.</p>

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COMMITTEE BFKS/Fund Raising

2008 GOALS	2008 RESULTS	2009 GOALS
1. Identify at least 8-10 new corporate sponsors to support mentoring programs, obtain \$50,000 in funding.	1. Obtained \$23,000 in new corporate funding to support mentoring programs. However, significant increase noted in grants/foundations to support mentoring programs.	1. Identify at least 5 new corporate sponsors to support mentoring programs, obtain \$50,000 in funding.
1. Conduct Arby's Golf Tournament, raise \$170,000. Net \$120,000	1. Total funding received from Arby's Charity Tour for 2008 totaled \$70,746. This year's tournament raised \$58,000.	1. Conduct Arby's Golf Tournament, net \$70,000

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COMMITTEE PR/Recruiting

2008 GOALS	2008 RESULTS	2009 GOALS
<ol style="list-style-type: none"> 1. Continue to utilize BBBSA PSA's with local media that focus on volunteer recruitment. Continue to work with WKYT to air "Be a friend" segments. Work with all local TV stations to air National BBBSA PSA's that feature former NFL star Troy Akiman and focus on male volunteer recruitment. 2. Evaluate the effectiveness of volunteer recruiting PSA's. 3. Meet collectively with BFKS media partners WKYT & Clear Channel to secure increased promotion of BFKS and acknowledgement of sponsors. Promote lead sponsors Ashland and EDS on "Noon Show" appearance. 4. Follow up with Ashland for BFKS presenting sponsorship and EDS for 7-10 Split sponsorship. Secure 2009 commitment by August 1, 2008. 5. Must strengthen pre-race promotions and PSA's with both media sponsors (WKYT & Clear Channel if duck race is conducted in 2008. 	<ol style="list-style-type: none"> 1. Good utilization of media that focused on volunteer recruitment. "Be a Friend" segments on WKYT continue be our best recruiting tool. Additional media exposure received from Keeneland magazine and television program (Keeneland Partners). Troy Akiman PSA's aired but little response noted. Also, good newspaper coverage of various agency events and match stories. 2. PSA's are effective in regard to increasing agency name recognition and mission. "Be a Friend" segments are our most effective media volunteer recruitment tool. 3. Good promotion of BFKS and lead sponsors Ashland & EDS on WKYT and Clear Channel's 94.5 radio. Both sponsors appeared and promoted on WKYT's Noon Show. 4. Ashland secured as presenting sponsor and Bluegrass Family Health secured as new title sponsor. EDS declined 7-10 sponsorship for 2009. However, Kroger secured for \$1,000 challenge sponsor. 5. Good promotion of Ducky Drop prior to event. WKYT promoted major sponsors on Noon Show. New radio partner L&N communications obtained. Great pre-event and day of the event promotions provided 	<ol style="list-style-type: none"> 1. Continue to utilize BBBSA PSA's with local media that focus on volunteer recruitment. Continue to work with WKYT to air "Be a Friend" segments. Work with all media outlets to promote volunteering and agency activities. 2. Evaluate the effectiveness of volunteer recruiting PSA's. 3. Continue to conduct face-to-face recruitment events, with companies, area colleges and, Big for a Day events in areas where volunteers are most needed. Targeted focus to ensure recruiting efforts in meeting DOE grant match goals. 4. Meet collectively with BFKS media partners WKYT & Clear Channel to secure promotion of BFKS and acknowledgement of sponsors. Promote lead sponsors Ashland, Bluegrass Family Health and Kroger on noon show appearance. 5. Follow up with Ashland for BFKS presenting sponsorship, Bluegrass Family Health title sponsorship, and Kroger \$1,000 challenge sponsorship. Also secure new 7-10 split sponsor for 2010 BFKS event. Secure all 2010 major sponsorships by August 1, 2010.

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COMMITTEE PR/Recruiting

2008 GOALS	2008 RESULTS	2009 GOALS
<p>6. If duck race is continued, re-engage sponsorship from KY American Water, Kentucky Bank and other sponsors. Also obtain sponsor for grand prize. If race is discontinued, we must redirect sponsors funding to support agency or other event. We must not lose this sponsorship funding.</p>	<p>by L&N. Live remote at Applebee's Park provided by Chris Cross sports talk show.</p> <p>6. Successful changes made to duck race event. Event changed to Ducky Drop and conducted at Applebee's Park. All major sponsors were re-engaged, and Squire D Company added as a large sponsor. Unable to secure grand prize sponsor.</p>	<p>6. Secure WKYT & L&N radio for Ducky Drop media partners. Obtain pre and day of the event promotions of Duck Drop.</p> <p>7. Secure all major sponsorship for Duck Drop event from KY American Water, Kentucky Bank, Squire D, and other sponsors. Also obtain sponsor for grand prize.</p>
<p>1. Increase overall matches by 10%. 2. Increase male volunteers by 10%. 3. Increase minority volunteers by 10%. 4. Provide Board of Directors with recruiting updates 4-6 x a year.</p>	<p>1. Overall match growth did not increase by 10%. 2. Male volunteers increased of 2%. 3. Minority matches increase by 3%. 4. Seven updates and reports provided to Executive Committee and Board regarding goals in this area.</p>	<p>1. Increase overall matches by 5%. 2. Increase male volunteers by 5%. 3. Increase minority Volunteers by 5%. 4. Provide Board of Directors with recruiting updates 4-6 times per year.</p>
<p>1. Obtain PR firm to assist agency pro bono with volunteer recruitment strategies.</p>	<p>1. Unable to recruit PR firm to provide pro bono services to agency.</p>	<p>1. Obtain PR firm to assist agency pro bono with marketing and communication strategies.</p>

2009 GOALS - BIG BROTHERS /BIG SISTERS OF THE BLUEGRASS

COMMITTEE Nominating

2008 GOALS	2008 RESULTS	2009 GOALS
<p>1. Executive Committee will continue evaluating all aspects as related to board job description, committees, requirements, annual giving/financial support, meeting attendance and board composition. Recommendations will be implemented as identified.</p>	<p>1. Executive Committee initiated work in this area by evaluating all board members attendance, giving and agency financial support, and meeting attendance. Executive Committee officers Leslie Baldwin and Sandy Hatfield, along with Executive Director attended BBBSA Regional board development training.</p>	<p>1. Executive Committee will continue evaluating all aspects as related to board job description, committees, requirements, annual giving/financial support, meeting attendance and board composition. Recommendations will be implemented as identified.</p>
<p>1. Identify, recruit, interview and present new board members that address current board membership needs as identified by Executive Committee process.</p>	<p>1. Four new board members approved this year.</p>	<p>1. Identify, recruit, interview and present new board members that address current board membership needs as identified by Executive Committee. Strengthen board recruitment process to increase board involvement, attendance and financial support.</p>
<p>1. Seek and solicit recommendations for board officers from board members. Present slate of executive officers and new board member terms at December 2007 board meeting. Approve officers and board terms at 2008 annual meeting.</p>	<p>1. Completed. Executive Officers voted on and board terms approved at 2008 annual meeting.</p>	<p>1. Present slate of executive officers and new board member terms at December 2008 board meeting. Approve officers and board terms at 2009 annual meeting.</p>
<p>1. Recruit minority board members as identified from Executive</p>	<p>1. No progress made in this area. 2. No new board members from these</p>	<p>1. Increase minority board representation. 2. Obtain new board members from the</p>

2009 GOALS - BIG BROTHERS /BIG SISTERS OF THE BLUEGRASS

COMMITTEE Nominating

2008 GOALS	2008 RESULTS	2009 GOALS
<p>Committee board evaluation process.</p> <p>2. Obtain new board members from the following counties: Madison, Mercer, Boyle, Bourbon, Scott and Montgomery Counties.</p>	<p>counties.</p>	<p>following counties: Madison, Mercer, Lincoln, Boyle, Bourbon, Woodford and Montgomery Counties.</p>

2009 GOALS - BIG BROTHERS /BIG SISTERS OF THE BLUEGRASS

COMMITTEE Nominating

2008 GOALS	2008 RESULTS	2009 GOALS
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2009 GOALS - BIG BROTHERS /BIG SISTERS OF THE BLUEGRASS

COMMITTEE Arby's Golf Tournament

2008 GOALS	2008 RESULTS	2009 GOALS
<ol style="list-style-type: none"> 1. Obtain WKYT sponsorship in the amount of \$15,000. Identify and obtain new co-sponsorship for at least \$15,000. Work with Billy Gatton Jones, Alan Burns (Danarb owner), and Arby's Foundation to obtain new co-presenting sponsor. 2. Conduct first committee meeting prior to June 2008 board meeting. 3. Confirm date and location of 2008 tournament by the end February 2008. Work with Arby's Foundation secure early October date on a Monday. 4. Sell at least 45 foursomes to participate. Sell our tournament by August 2008. Net \$118,000 from the tournament, auction, and in-store sales. 5. Coordinate material distribution with Arby's Foundation. 6. Obtain at least 10 hole sponsors. 7. Recruit at least 35 volunteers to work tournament at the August and September 2008 board meetings. 8. Communicate agency's mission and programs via hole signs, brochures placed on dinner tables/golf carts, Big/Little 	<ol style="list-style-type: none"> 1. Sponsorship in the amount of \$15,000 obtained from WKYT. New co-sponsor obtained, Body Structure for the 2008 tournament. 2. First committee meeting conducted in June 2008. 3. 2008 date confirmed. Tournament conducted on Tuesday, October 7, 2008. 4. Tournament netted \$59,000. Due to the economy net proceeds were down significantly. Thirty-one foursomes sold 5. Completed. 6. Goal not achieved. 7. Goal exceeded –38 volunteers recruited to work 2008 tournament. 8. This goal accomplished via placement of BBBS brochures in golf carts and dinner tables. Also, remarks made by Executive Director and Board President. 9. Good coverage provided by WKYT. Check presentation made the day following tournament on WKYT "Noon Show" with both sponsors and Danarb present. No live coverage of the event provided. Information sent to media outlets 4 weeks prior to tournament and follow up information sent 3-5 days prior to event. No coverage provided by other media outlets. 	<ol style="list-style-type: none"> 1. Re-engage WKYT and Body Structure sponsorship in the amount of \$15,000 each. Contact Alan Burns, local franchise owner and re-engage his support for the 2009 tournament. 2. Conduct first committee meeting prior to June 2009 board meeting. 3. Confirm date and location of 2009 tournament by the end February 2009. Work with Arby's Foundation to conduct a one course tournament event for this year. 4. Sell 35 foursomes by August 2009. BBBS Director of Development and RDRM's will assist with obtaining teams, auction/raffle items, and hole sponsors. Net \$70,000 from tournament, auction, and in store promotions. 5. Coordinate material distribution with Arby's Foundation. Tournament information to be sent out by May 2009. 6. Obtain at least 10 hole sponsors. 7. Recruit at least 35 volunteers to work tournament at the August and September 2009 board meetings. 8. Communicate agency's mission and programs brochures placed on dinner

2009 GOALS - BIG BROTHERS /BIG SISTERS OF THE BLUEGRASS

COMMITTEE Arby's Golf Tournament

2008 GOALS	2008 RESULTS	2009 GOALS
<p>remarks and Executive Director.</p> <p>9. Increase media coverage of golf and bus recruiting events. Obtain coverage of tournament event from WKYT-TV. Send out media information to media outlets 4 weeks prior to tournament date and follow up 3-5 days prior to event. Communicate agency's mission and service to children.</p> <p>10. Continue to utilize Arby's bus for area colleges recruiting events, corporate recruiting events, and values lessons with school programs.</p> <p>11. Obtain 8-12 quality auction items. Continue to focus on obtaining items that offer trips, outings and experiences. Obtain 8-10 less expensive items to be used for raffle tickets. Present raffle items in more appealing format. Allow raffle ticket purchasers to place tickets in individual boxes for each corresponding item. Have Leslie Baldwin coordinate obtainment, presentation and set up of auction and raffle items.</p> <p>12. Send thank you to participants, corporate sponsors, and hole</p>	<p>10. Bus and NASCAR not available for tournament, due to mechanical problems. Some Bigs for a Day events and other recruiting events conduct. Events were not well attended due to not having Bus or NASCAR.</p> <p>11. Obtained 14 quality auction items in the areas of trips, outings and experiences. Perhaps our best auction items ever. Also obtained 15 Raffle items. Outstanding work by Leslie Baldwin coordinating, obtaining items, and set up/presentation of auction items. Auction funding down this year, raised a total of \$15,500. Good number of raffle tickets sold.</p> <p>12. Thank you notes sent to all prior to the end of the year by Arby's Foundation and BBBS of the Bluegrass.</p> <p>13. Not feasible to conduct pre tournament dinner & auction.</p>	<p>tables/golf carts, Big/Little remarks, Board President, and Executive Director.</p> <p>9. Increase media coverage of golf and bus recruiting events from other area media outlets. Seek day of tournament coverage from WKYT-TV, and check presentation on "Noon Show" with sponsors the day after tournament. Obtain coverage of event from other local media outlets. Send out media information to media outlets 4 weeks prior to tournament date and follow up 3-5 days prior to event. Communicate agency's mission and service to children.</p> <p>10. Work with tournament sponsors, Danarb, and BBBS staff to determine events and activities to be held in conjunction with the Arby's Bus if available for the 2009 tournament.</p> <p>11. Obtain 10-12 quality auction items. Continue to focus on obtaining items that offer trips, outings and experiences. Obtain 10-15 less expensive items to be used for raffle tickets. Raffle ticket purchasers to place tickets in individual boxes for each corresponding item. Have Leslie Baldwin coordinate obtainment,</p>

2009 GOALS - BIG BROTHERS /BIG SISTERS OF THE BLUEGRASS

COMMITTEE Arby's Golf Tournament

2008 GOALS	2008 RESULTS	2009 GOALS
<p>sponsors prior to the end of the year.</p> <p>13. Evaluate the potential for conducting pre-tournament dinner & auction event.</p>		<p>presentation and set up of auction and raffle items. Evaluate using a professional auctioneer to conduct auction.</p> <p>12. Send thank you notes to participants, corporate sponsors and hole sponsor prior to the end of the year.</p> <p>13. Evaluate the potential for conducting pre-tournament dinner & auction event.</p>

2009 GOALS - BIG BROTHERS /BIG SISTERS OF THE BLUEGRASS

COMMITTEE Endowment

2008 GOALS	2008 RESULTS	2009 GOALS
<ol style="list-style-type: none"> 1. Continue to invest money obtained from Arby’s Golf Tournament and endowment donations as per board policy. Goal, increase fund value to \$500,000 prior to end of year. 2. Endowment Committee will meet 2-3 times per year and make reports to Board of Directors regarding endowment performance and investment strategies. 	<ol style="list-style-type: none"> 1. As a result of the economy, the value of the endowment as of November 2008 was \$285,047 2. Endowment Committee met one time this year and made report to Board of Directors regarding endowment fund performance and investment strategies. Endowment also discussed at several executive committee meetings. As a result of the economic downturn the endowment fund value decreased 27%. Recommendation made to continue current investment strategy (all stocks). Report approved by Executive Committee and Board of Directors at the May 2008 meeting. 	<ol style="list-style-type: none"> 1. Continue to invest money obtained from Arby’s Golf Tournament and endowment donations as per board policy. Goal, increase fund value by 10% prior to end of year. 2. Endowment Committee will meet 2-3 times per year and make reports to board of directors regarding endowment performance and investment strategies.

2008 GOALS - BIG BROTHERS /BIG SISTERS OF THE BLUEGRASS

COMMITTEE Program

2007 GOALS	2007 RESULTS	2008 GOALS
<ol style="list-style-type: none"> 1. Streamline the enrollment process for volunteers and clients while always following BBBS standards. 2. Continue to review and revise all volunteer and client forms as needed to make them more user friendly, purpose appropriate, and efficient with technology. Forms will need to be revised in 2007 in order to be AIM compatible. 3. Assign and process volunteers and children within four weeks from the time their application is received until they are matched. Agency will utilize the national AIM system to generate reports in order to track the processing time for each volunteer and child. 4. Continue to offer match mingle activities and provide volunteer training opportunities without taking away from match growth. 5. Continue to explore technology options and needs. Implement the BBBSA database system Agency Information Management (AIM). The agency will look at making improvements to the current website or gaining access to a local website designed by BBBSA 	<ol style="list-style-type: none"> 1. Rematch procedures were updated to encourage Match Support Staff to make new matches by reengaging their closing volunteers. By allowing the person who provided support to the volunteer in the match relationship to rematch the volunteer not only enhances child safety but also reduces the time it takes a volunteer to be rematched. 2. AIM has not been implemented at this time. The casework manual was reviewed and revised as needed in 2007. 3. In 2007, volunteer processing time from inquiry to match was 5.4 months compared to 6.5 months in 2006. Currently, 243 volunteers are pending a match compared to 294 volunteers at the same time last year. Also, 420 children are currently waiting to be matched, compared to 394 at the same time last year. Staff has been encouraged to keep their lists of volunteers and children current and accurate. The agency's database has not been update due to the decision to move to the national AIM system. Therefore reports were generated by hand in order to evaluate ways to improve volunteer processing time. 4. Over thirty activities were held throughout 2007 to allow matches an opportunity to 	<ol style="list-style-type: none"> 1. Agency will continue to look for ways to streamline the enrollment process for volunteers and clients while always following BBBS standards. 2. Review and revise all volunteer and client forms as needed to make them more user friendly, purpose appropriate, and efficient with changing technology. Forms will need to be revised in 2008 in order to be AIM compatible. 3. Assign and process volunteers within four weeks from the time their application is received until they are matched. Agency will utilize the national AIM system to generate reports in order to track the processing time for each volunteer and child. 4. Offer match mingle opportunities and look for opportunities to provide training for volunteers. 5. Explore technology options and needs for the agency. Implement the BBBSA database system Agency Information Management (AIM). The agency will transition to a local website designed by BBBSA in 2008.

2008 GOALS - BIG BROTHERS /BIG SISTERS OF THE BLUEGRASS

COMMITTEE Program

2007 GOALS	2007 RESULTS	2008 GOALS
<p>in 2007.</p>	<p>mingle with other matches and waiting children to be involved with the agency. Individual and group volunteer orientations and trainings were conducted as needed.</p> <p>5. Significant improvements were made in 2007 regarding technology advancements to providing better service to volunteers and clients. The majority of staff now have laptops or AIM ready computers and wireless internet access. County offices have struggled with inadequate office equipment including copiers, fax machines, and printers.</p>	
<p>1. Files will continue to be reviewed as new matches are made. Files will be reviewed within two months of the match being made.</p> <p>2. Open match files will be reviewed throughout the year to assess for completeness and overall evaluation for areas needing improvement. Will assess for quality documentation using a rating system in 2007 provided by BBBSA.</p>	<p>1. Fayette County files are reviewed as new matches are scheduled. Regional office new match files are reviewed by the Regional Coordinators as the new matches are submitted. All files are reviewed by the Program Director within two months of the match being made. A list of incomplete files is maintained by the Program Director and provided monthly to staff. The need for files to be complete prior to the match date continues to be emphasized.</p> <p>2. Open match files are reviewed throughout the year as needed to assess for completeness and overall evaluation for areas needing improvement. The BBBSA Quality Contact Sheet is being completed</p>	<p>1. Files will continue to be reviewed as new matches are made. Files will be reviewed within two months of the match being made.</p> <p>2. 10 – 15 % of open match files will be reviewed throughout the year to assess for completeness and overall evaluation for areas needing improvement.</p>

2008 GOALS - BIG BROTHERS /BIG SISTERS OF THE BLUEGRASS

COMMITTEE Program

2007 GOALS	2007 RESULTS	2008 GOALS
<ol style="list-style-type: none"> 1. Monitor the return of police checks. VEC will prepare for the fall delay by planning ahead and sending police checks earlier in the summer. Continue to hand carry police checks to AOC as needed. 2. Continue to secure police record information on applicants that have resided in states other than Kentucky, as needed. 3. Continue to document that the National Sex Offender Registry is checked for each pending volunteer. 	<p>by staff as part of the monthly book review to maintain a focus on quality documentation.</p> <ol style="list-style-type: none"> 1. AOC police checks are being returned within one week at this time. In 2007, police checks were hand delivered to AOC by BBBS staff in order to expedite this process during times of delay. No significant delays occurred. 2. The VEC is now securing out-of-state police checks, for volunteer applicants who have lived outside the state of Kentucky in the past ten years, by utilizing an on-line service, Intellicorp. Results are received within minutes. 3. The National Sex Offender Registry is checked for each pending volunteer and documented on the pending volunteer cover sheet. 	<ol style="list-style-type: none"> 1. Monitor the return of police checks. 2. Complete national background checks for any volunteer applicants who have resided outside of Kentucky within the past ten years. 3. Continue to document that the National Sex Offender Registry is checked for each pending volunteer.
<ol style="list-style-type: none"> 1. Continue to identify staff training needs and offer opportunities for training. 2. Continue to offer opportunities for staff education and in-service on an ongoing basis, specific to agency's needs and the needs of the specialized case management positions. 	<ol style="list-style-type: none"> 1. Information regarding quality improvement issues was provided during or after monthly staff meetings. Topics included: crisis management, quality documentation, new volunteer training manual, program outcome evaluations, recruiting tips, rematch/updating volunteers, internet safety tips for kids, identifying gang activity, school mentoring study results, new BBBSA parent orientation, personality traits, and goal setting/visioning. Match 	<ol style="list-style-type: none"> 1. Identify staff training needs and offer opportunities for training. 2. Offer opportunities for staff education and in-service on an ongoing basis and specific to agency's needs.

2008 GOALS - BIG BROTHERS /BIG SISTERS OF THE BLUEGRASS

COMMITTEE Program

2007 GOALS	2007 RESULTS	2008 GOALS
	<p>Support Specialists met after staff meetings to discuss quality match support. School Case Managers met to discuss issues specific to schools including goals, recruitment needs and summer planning.</p> <p>2. On-line training regarding SDM was provided via the BBBSA website for all new staff as part of new employee orientation.</p>	
<p>1. Continue to look for new opportunities to provide programming to clients. Develop new programs as appropriate and implement current agency program variations as needed.</p> <p>2. Hire a second Amachi staff person to provide match support to existing Amachi matches. A second Amachi staff person will allow for additional growth with new matches as well as ongoing support to matches that are considered “high needs” due to the circumstances of many of the children being served. Continue to promote and support the Amachi program in order to achieve 100 Amachi matches.</p>	<p>1. Identified current school mentoring programs that were struggling to be successful and have addressed with staff ways to increase participation. Significant staff turnover continues to be a challenge.</p> <p>2. A second Amachi staff person was hired for a short time before the decision was made to not continue the partnership with The Lexington Leadership Foundation due to a funding disagreement. The open Amachi matches continued to receive BBBS match support as traditional community matches.</p>	<p>1. Look for new opportunities to provide programming to clients. Develop new programs as appropriate and implement current agency program variations as needed.</p> <p>2. Identify and implement a new school mentoring program in a Fayette County school to replace the Chase Leadership Academy.</p>
<p>1. The agency will increase match numbers 10% over 2006 totals.</p>	<p>1. In 2007, the agency served 1101 matches, 40 more matches than in 2006. The</p>	<p>1. Grow match totals 10% by increasing the number of new matches made and</p>

2008 GOALS - BIG BROTHERS /BIG SISTERS OF THE BLUEGRASS

COMMITTEE Program

2007 GOALS	2007 RESULTS	2008 GOALS
<p>Program Director will lead a focus group to look at ways to increase match numbers, specifically during low match months.</p> <p>2. The agency will continue to look for ways to provide effective and efficient service to volunteers and children by evaluating SDM strategies to enhance the agency’s performance management. Implementing the AIM system in 2007 will make this process more manageable.</p>	<p>agency did not increase matches by 10%, but did grow 3%. With increased match numbers in the community and school programs. A focus group met and discussed ways to increase match numbers, specifically in low match months. Some improvement was noted each month; but a significant increase did not occur, possibly due to increased staff turnover.</p> <p>2. Our agency was not selected by BBBSA to implement the AIM system in 2007; however, providing effective and efficient service to volunteers and children continued to be a priority. Orientation and training materials for parents and volunteers were updated.</p>	<p>promoting longer, stronger matches and increasing the agencies average length of match.</p> <p>2. The agency will look for ways to provide effective and efficient service to volunteers and children. Implementing the AIM system in 2008 will make this process more manageable.</p>
<p>1. Complete the on-line National Affiliate Review by December 2007 and be in full compliance with BBBSA Standards.</p>	<p>1. The on-line Affiliate Review was completed in December 2007. The agency was found to be in compliance with one exception. The annual audit has not been returned as complete. Until the audit is complete, the agency will not be considered compliant.</p>	<p>1. Complete the on-line National Affiliate Review annually.</p>

2008 GOALS - BIG BROTHERS /BIG SISTERS OF THE BLUEGRASS

COMMITTEE Campland

2008 GOALS	2008 RESULTS	2009 GOALS
<ol style="list-style-type: none"> 1. Continue ongoing maintenance of land. 2. Conduct workdays as required. 3. Continue fundraising efforts and raise an additional \$175,000 to finish all work required to complete building, pave road/parking lots and landscaping. Continue bingo fundraising, private/corporate donations and grant funding for this project. 4. Submit reports and updates to Board of Directors as required. Conduct board meeting at building site in the spring. 5. Complete all work to finish building prior to September 2008. Pave roads/parking areas. Complete handicap ramp/access, build/install camp entrance gate, purchase 10 tables and 60 chairs, purchase 40 mattresses and complete all landscaping. 6. Clean up site following completion of building. 7. Complete all work required to open camp. Obtain certificate of occupancy from state. 8. Conduct dedication ceremony. Invite board members, staff, contributors, local/state government officials, corporate supporters, bigs, littles, parents, and media. 	<ol style="list-style-type: none"> 1. Ongoing maintenance performed, grass mowed and paths cleared. 2. Workdays conducted by Heart of Kentucky United Way (Boyle Co.) "Day of Caring events, Ashland, Inc., and other groups. 3. Raised \$90,152 from bingo, grant sources, and private/corporate. Majority of work completed on building, road paved leading up to camp and around building, handicap ramp built, outside handrails completed according to building code, outside lighting repairs made, and panic bars installed on doors. 4. Five reports and updates made to board of Directors and Executive Committee in 2008. No board meeting conducted at camp this year 5. Road paved leading up to camp and round building. Handicap ramp completed. Tables, chairs, and mattresses purchased with grant funding provided by Blue Grass Charity Ball. Camp entrance not completed. 6. Clean up days conducted as needed throughout the year. Building not completed. 7. Majority of work completed as related to issues regarding certificate of occupancy 	<ol style="list-style-type: none"> 1. Continue ongoing maintenance of land. 2. Conduct workdays as required. 3. Continue fundraising efforts and raise an additional \$100,000 to finish all work required to complete project, pave parking lots, clean up and landscaping. Continue bingo fundraising, private/corporate donations and grant funding for this project. Fundraising for this project may be a challenge due to decrease in bingo income and grant funding for projects of this nature. 4. Submit reports and updates to Board of Directors as required. Conduct board meeting at building site in the spring/summer. 5. Complete paving of upper and lower parking areas, complete all landscaping and pond. Finish work in bathroom vanities and stalls. Build entrance gate and purchase signage for camp. 6. Clean up site following completion of building. 7. Obtain certificate of occupancy from state. Contact state building inspection office and address issues regarding stairs to basement. 8. Conduct dedication ceremony and purchase plaques to identify

2008 GOALS - BIG BROTHERS /BIG SISTERS OF THE BLUEGRASS

COMMITTEE Campland

2008 GOALS	2008 RESULTS	2009 GOALS
<p>9. Conduct camping sessions. 10. Pay camp loan as required. 11. Seek state funding for camp project. Contact state legislators to support funding for this project.</p>	<p>from state. Stairs leading down to basement are not in compliance according to code. 8. Building not completed. 9. One camping sessions conducted this year. 10. Renegotiated camp loan, reduced interest rate payment from 7.75% to 5.75%. Loan is for two years. No funding obtained from state.</p>	<p>contributors and donors. Invite board members, staff, contributors, local/state government official's corporate supporters, bigs, littles, parents and media. 9. Conduct camping sessions. 10. Pay camp loan as required. Seek state funding for camp project. Contact state legislators to support funding for this project.</p>

