



Big Futures

Recognizing the unique challenges that arise during the transition to adulthood, Big Brothers Big Sisters of Middle Tennessee (BBBSMT) and Tennessee State University (TSU) are partnering to provide mentoring services for first-year college students through an initiative called Big Futures. These organizations will build a system to support college freshmen in 1) understanding how to achieve financial stability/success, 2) advancing career goals, 3) setting a trajectory for academic success/completion, and 4) maintaining/improving mental health. Through providing no-cost access to mental health supports and connecting students to financial success professionals, this initiative supports areas that the Financial Oversight Committee and Metropolitan Council have identified as priorities: behavioral health and equity-based economic support/workforce development.

BBBSMT and TSU will connect students entering TSU during their freshman year of study with professionally supported BBBSMT mentors who can help address the challenges of achieving self-sufficiency. Dedicated BBBSMT staff will support these matches while also providing wraparound services including financial wellness resources, career advancement support, assistance with navigating university and financial aid systems, and mental health support. This programming will begin in Spring 2023 with a series of focus group sessions that will both provide self-sufficiency services and gather input for program development. Program development will continue through Fall 2023 with the initial cohort of TSU students (10) being matched in Spring 2024. To increase participant voice in the program development process, this initial cohort will be financially compensated in exchange for providing feedback on their experience via listening sessions, focus groups, and surveys. An additional cohort (10) will be matched in the Fall of 2024 as we begin scaling the work with our next university partner. Funds for the work of developing new partnerships are included in this proposal.

Big Futures is designed to equip young people for post-secondary success through college/career mentoring, leadership development, and mental health support during the transition to young adulthood. Big Brothers Big Sisters of Middle Tennessee's long-term vision is that all youth can achieve their full potential. By partnering with local colleges and universities to expand our programming to serve youth 18+, we support young adults during a critical time of transition and strengthen our entire community.

The following pages contain a logic model and a budget for the initiative.

Big Futures			
Goal	Utilize time-limited matches to support student-centered goals that 1) address the challenges of transitioning into young adulthood/independence, 2) support academic/professional/financial success, and 3) provide support for mental health challenges.		
Activity	Connect 1 st semester college students to BBBSMT Big Futures Support Coach who 1) facilitates relationships with Big Futures mentors, and 2) provides wraparound services/support through age 23.		
Outcome	Participating young adults will demonstrate 1) understanding of how to achieve financial stability/success, 2) ability to set and advance career goals, and 3) trajectory for academic success/completion.		
	Activities	Outcomes	Inputs/Resources
	April – June 2023 - BBBSMT/TSU co-host student focus groups to gather data for program development. Focus group cohort receives job readiness and/or financial development resources. - Build program model in collaboration with TSU. Utilize embedded mentoring process insights. - Connect TSU students with Bigs for a Day and other community relationships (i.e. Chamber of Commerce) for micro-mentoring opportunities.	Participant voice gathered to serve as basis for model. Students provided with micro-mentoring opportunities to improve financial success and mental health outcomes.	- TSU Partners - FIND Design (facilitation partner) - BBBS Partners (model, lessons learned) - BBBSMT Development Team (LA and Jessica) - MentorCorps Fellows (utilize as development project) - College readiness consultant - BBBSMT programming (i.e. Bigs for a Day) and community relationships (i.e. Chamber of Commerce)
	July – December 2023 - Finalize program model. - BBBSMT identifies wraparound service providers. - TSU identifies initial cohort of 10 students to be enrolled in pilot program. - BBBSMT and TSU recruit mentors to be enrolled, screened and trained by BBBSMT. January – June 2024 - BBBSMT matches initial cohort of TSU students (10) with mentors and supports with match support services.	Model established that can be implemented and replicated. Participants demonstrate: - Understanding of how to achieve financial success/stability - Ability to set and advance career goals - Trajectory for academic success/completion	- TSU recruitment resources (students and mentors) - Bigs for a Day (short-term professional mentoring, job shadowing, job placement) - Chamber of Commerce and other BBBSMT community relationships (micro-mentoring events) - Big Futures support coach - MentorHub (connection, resource distribution) - Greek Council (near-peer role modeling events) - Alumni Network (resource distribution)
	July – December 2024 - BBBSMT continues service to initial cohort of 10 students. - TSU identifies new cohort of 10 students to be enrolled in pilot program. - BBBSMT matches second cohort of TSU students (10) with mentors and supports with match support services. - Begin developing new university partnership to scale program.	Foundation set for program expansion. Participants demonstrate: - Understanding of how to achieve financial success/stability - Ability to set and advance career goals - Trajectory for academic success/completion	- TSU recruitment resources (students and mentors) - Bigs for a Day (short-term professional mentoring, job shadowing, job placement) - Chamber of Commerce and other BBBSMT community relationships (micro-mentoring events) - Big Futures support coach - MentorHub (connection, resource distribution) - Greek Council (near-peer role modeling events) - Alumni Network (resource distribution)

Big Futures Program Budget --- End Date Sept 30, 2024

Period #1			Period #2		
Funding Needed			Funding Needed		
\$141,886.00			\$329,808.00		
EXPENSES			EXPENSES		
Personnel			Personnel		
Salaries	\$10,000.00	1-MCF 20 hours per week @ \$25.00 per hour working 20 weeks.	Salaries	\$24,000.00	1-MCF 20 hours per week @ \$25.00 per hour working 48 weeks.
Salaries	\$40,000.00	Current Staff Time (1 full time staff person or 2 part time staff)	Salaries	\$82,300.00	Current Staff Time (1 full time staff person or 2 part time staff)
Employee Benefits	\$12,500.00	Cost of 25% of benefits	Employee Benefits	\$26,575.00	Cost of 25% of benefits
Payroll Taxes	\$4,073.00		Payroll Taxes	\$8,131.95	
Human Resources	\$0.00	Staff Development	Human Resources	\$1,200.00	Staff Development
Total Personnel	\$66,573.00		Total Personnel	\$142,206.95	
Professional Fees	\$10,000.00	College/Career Readiness Consultant	Professional Fees	\$30,000.00	College/Career Readiness Consultant
Professional Fees	\$10,000.00	Market Research (facilitation partner, focus groups, etc.)	Professional Fees	\$10,000.00	Market Research (facilitation partner, focus groups, etc.)
Total Professional Fees	\$20,000.00		Total Professional Fees	\$40,000.00	
Programming	\$10,000.00	Stipend for participant Feedback	Programming	\$26,000.00	Stipend for participant Feedback
Activities	\$0.00		Activities	\$10,000.00	
Background Check Fees	\$0.00		Background Check Fees	\$1,500.00	
Mentor Training	\$0.00		Mentor Training	\$5,000.00	
Total Programming	\$10,000.00		Total Programming	\$42,500.00	
IT Expense	\$500.00		IT Expense	\$750.00	
Computer Maintenance	\$165.00		Computer Maintenance	\$165.00	
IT Equipment	\$1,000.00		IT Equipment	\$1,500.00	
Software Expense	\$22,000.00	Online Learning Platform (Mentor Hub)	Software Expense	\$45,000.00	Online Learning Platform (Mentor Hub)
Website Hosting	\$200.00		Website Hosting	\$200.00	
Total IT Expense	\$23,865.00		Total IT Expense	\$47,615.00	

Office Supplies	\$750.00
Postage	\$200.00
Telephone & Internet	\$600.00
Printing	\$1,000.00
Promotion & Communication	\$5,000.00
Mileage, Parking, Taxi	\$1,000.00
Dues & Subscriptions	\$0.00
Indirect Rate	\$12,898.00
<u>Total office Expenses</u>	<u>\$21,448.00</u>

TOTAL	<u><u>\$141,886.00</u></u>
--------------	-----------------------------------

Office Supplies	\$1,500.00
Postage	\$500.00
Telephone & Internet	\$1,200.00
Printing	\$2,500.00
Promotion & Communication	\$20,000.00
Mileage, Parking, Taxi	\$1,500.00
Dues & Subscriptions	\$284.05
Indirect Rate	\$30,002.00
<u>Total office Expenses</u>	<u>\$57,486.05</u>

TOTAL	<u><u>\$329,808.00</u></u>
--------------	-----------------------------------

Scaling the work with new
University Partner