

ANNUAL REPORT 2014



TOGETHER WE
TRANSFORM LIVES



TEAMMATES[®]
MENTORING PROGRAM

Together We Transform Lives

MISSION, VISION & VALUES

Our Mission

To positively impact the world by inspiring youth to reach their full potential through mentoring.

Core Values

Commitment to Youth – We are committed to serving youth with compassion and respect.

Safety – The safety and protection of the mentee and mentor is our first priority.

Integrity and Trust – We are committed to integrity and trust in all relationships.

Inclusion – We are committed to the inclusion of mentees and mentors from diverse backgrounds.

Vision

To serve 10,000 youth and be nationally recognized as the leading school-based mentoring program by 2015.



A MESSAGE FROM TOM & NANCY OSBORNE

Thank you to the TeamMates Mentors and Mentees who give of their time each week to inspire, identify strengths and build relationships. TeamMates has grown rapidly since we started with 22 middle school boys matched with 22 Nebraska football players who served as their mentors. Today, we mentor more than 7,000 young people in 130 chapters.

The growth in numbers has been significant, however, we have taken great care to ensure ever-increasing quality within TeamMates. We have emphasized the importance of consistency with our mentors and have the great majority of mentors meeting 24 or more times each school year with their mentees. Our average length of match is 36 months, compared to a national average of less than one year. We are building stronger mentoring relationships by identifying and affirming the mentees' strengths and we are working very hard to ensure that our mentees graduate from high school and move on to post-secondary education, which provides them with marketable skills.

Thank you for your weekly gift of time and for making a difference in the lives of youth we serve.

Tom Osborne
Nancy Osborne



2014 TEAMMATES BOARD OF DIRECTORS

Dick Bell	Tom Osborne
Tom Casady	Jim Pillen
Lisa Davis	Kim Robak
Steve Erwin	John Schuele
Steve Kiene	Chad Tramp
Cynthia Milligan	Tony Urban
John Northrop	Sarah Waldman
Lisa Olson	

FOUNDATION BOARD

Steve Kiene
Cynthia Milligan
Tom Osborne
Jim Pillen
John Schuele
Zach Wiegert
John Northrop – Emeritus

EMERITUS

Dick Davis
Nancy Osborne
Denny Walker

Our special thanks to John P. Nelson, Kim Baxter and Shane Lopez for their years of service on the TeamMates board.

A MESSAGE FROM SUZANNE HINCE EXECUTIVE DIRECTOR

This past year has been significant for TeamMates in many ways. We are making great strides in identifying the key factors to making a great match and how to strengthen and lengthen our matches across the program. The time and attention to matching, training and support has begun to pay off. **The number of graduates nearly doubled in the past year!** The opportunity to engage in strengths-based mentoring, improved recruiting, screening and training, as well as post-secondary support, have all been contributing factors to this success. It truly takes a team to provide quality mentoring services and we are grateful to the mentors, mentees, parents, coordinators and staff for all they do to make great things happen for kids!



TEAMMATES STAFF

Back Row (Left to Right)

Nich Herrington, Regional Coordinator
Brandon Leppke, Administrative Support
Tom Miller, Screening Specialist
Steph Pravecek, Systems Administrator
DeMoine Adams, Post-Secondary Coordinator
Sue Kennedy, Regional Coordinator
Suzanne Hince, Executive Director
Gayle Norris, Administrative Assistant
Mike Casper, Summer Intern

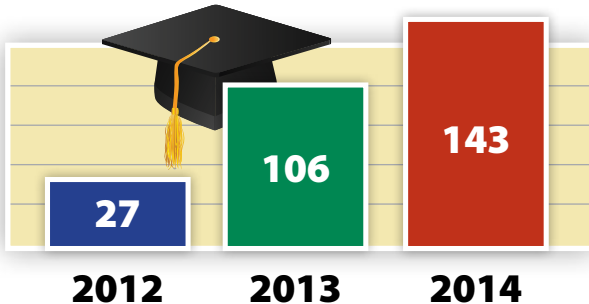
Front Row (Left to Right)

Jaci McKeever, Screening Specialist
Kelly Sears, Regional Coordinator
Annette Woodhead, Regional Coordinator
Jen Benson, Development Director
Callie Erickson, Marketing and Special Events
Tess Starman, Intern
Julie Wente, Chief Financial Officer
Allyson Horne, Strengths and Training Specialist
Gigi Inness, Regional Coordinator

TRANSFORMING LIVES

Since the inception of the TeamMates post-secondary mentoring program in 2012, an increasing number of mentees attending college have the support of mentors to help them navigate their college journeys.

COLLEGE MENTEES WITH POST-SECONDARY MENTORS:



Columbus mentor Tricia Faust was matched with Morgan when she was a high school junior. They spent early meetings in conversation. Morgan was interested in a career in medicine and Tricia willingly helped her navigate the college scholarship process. Morgan received the Horatio-Alger Scholarship, as well as the Osborne Opportunity Scholarship and local Columbus TeamMates scholarship. Tricia and Morgan have continued their mentoring relationship in the post-secondary program while Morgan attends the University of Nebraska at Omaha.

“My experience as a post-secondary mentor has been extremely positive. Morgan and I began as TeamMates in high school and now she is a junior in college pursuing a nursing degree. It has been very rewarding to watch her hopes and dreams for her future unfold and become a reality. I feel fortunate to have the opportunity to continue our relationship throughout this next stage in her life, and I enjoy being there to support her every step of the way. Morgan is such an amazing and inspirational young lady. I am truly blessed to have her in my life. Seeing life through her eyes has taught me so much and has helped me in so many ways to be a better mom to my four children.”

– **Tricia Faust**, Mentor



Mentee Taylor and Mentor Sara, TeamMates post-secondary match



Mentee Morgan Pernicek and Mentor Tricia Faust

“Having a mentor is priceless to me. Tricia has supported me from high school through college ...it is really nice having someone to guide me academically who has experience with college. She has been one of my biggest cheerleaders, helping me stay on the right track to become a successful student. Not only does she guide me academically, but she also gives great advice about life decisions. The more advice I can get from huge supporters in my life, the better. Because of them, I am better prepared for what is to come in the future and am less apt to make mistakes.”

– **Morgan Pernicek**, Mentee
Horatio-Alger Scholarship Recipient
Osborne Opportunity Scholarship Recipient
Columbus TeamMates Scholarship Recipient

TRANSFORMING LIVES

2014 TEAMMATES SCHOLARSHIPS



Scholarship winners are honored at the Nebraska / Illinois game

The number of mentees attending college has increased significantly in the past year as more TeamMates students graduate and receive support in the form of scholarships. The number of scholarships awarded by the TeamMates Central Office has more than doubled – from 31 in 2013 to 81 in 2014.

TeamMates Central Office Scholarships

\$32,500

TeamMates Local Chapter Scholarships

\$69,004

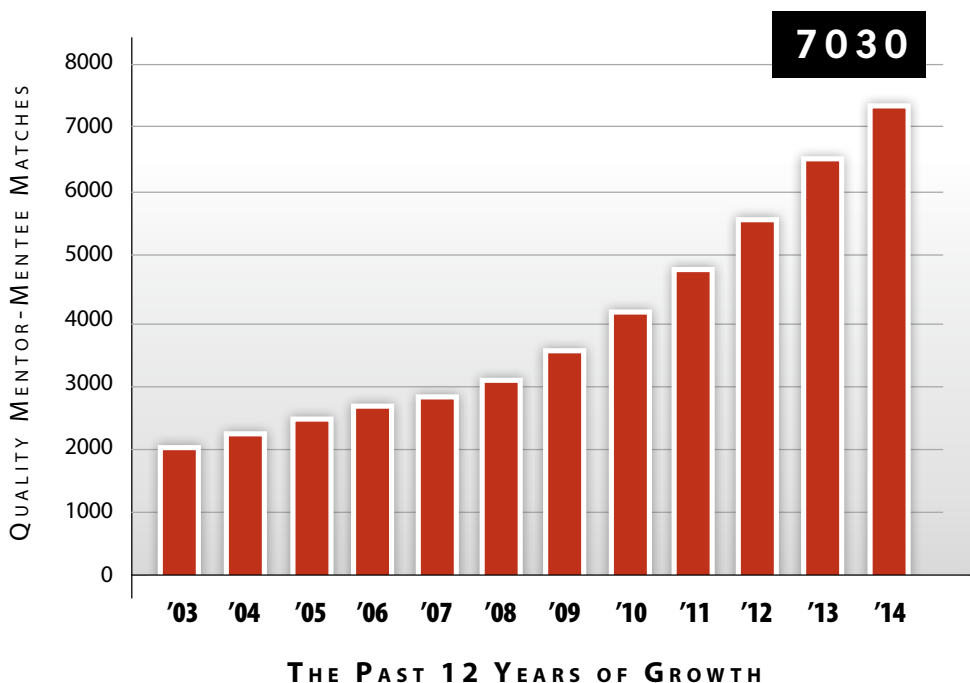
The Mentors Foundation Scholarships

\$143,400

GRAND TOTAL = \$244,904

GROWTH IN MATCHES

Thank you for helping transform the lives of youth over the years. TeamMates vision for 2015 is to have 10,000 quality mentor and mentee matches.



MENTORS FOUNDATION

The Mentors Foundation, whose mission is dedicated to assisting people through transitions to self-sufficiency, supported TeamMates mentees on their quest for education by providing scholarships and laptops valued at \$143,400.



7,000TH MATCH



Mentor Mike Varley with Mentee Zach

On our way to our 10,000th match, TeamMates celebrated the 7,000th match milestone. In May 2014, TeamMates of Wayne matched Zach with his mentor Mike Varley. Zach is Mike's second mentee and Mike serves on the Wayne TeamMates board as treasurer.

Annually, TeamMates honors volunteers, corporations and supporters who have helped further our mission with TeamMates Champion Awards.

AMERITAS



The Ameritas 2014 **Border to Border Challenge** Team

Ameritas is a true TeamMates Champion. Not only does Ameritas have 35 employees serving as mentors in four TeamMates Chapters but, over the last year, the company has gone above and beyond as the organizer and presenting sponsor for the **Border to Border Challenge: Running for TeamMates**. A team of Ameritas runners raises awareness for TeamMates by running non-stop across Nebraska, from border to border.



US BANK



Post-secondary mentee, Patrick and Regional President, Steve Erwin

A longtime supporter of TeamMates, US Bank's support of TeamMates continues to grow with more than 77 employees who currently give their time to mentor each week from 17 different chapters. US Bank is a fearless champion in bettering the future of the communities in which their employees live and work. US Bank Regional President Steve Erwin is a Central TeamMates board member.



DR. STEVE JOEL

Dr. Joel is the superintendent of the Lincoln Public Schools where the district welcomes more than 1,100 mentors into their buildings each week. Dr. Joel has been a fearless champion for school-based mentoring. He has incorporated mentoring into the overall district goals and, in particular, the graduation rate. He will be the first to tell you that mentoring is not just "nice to have," but is a "need to have" in the district.



Champion
Dr. Steve Joel,
Superintendent,
Lincoln Public
Schools

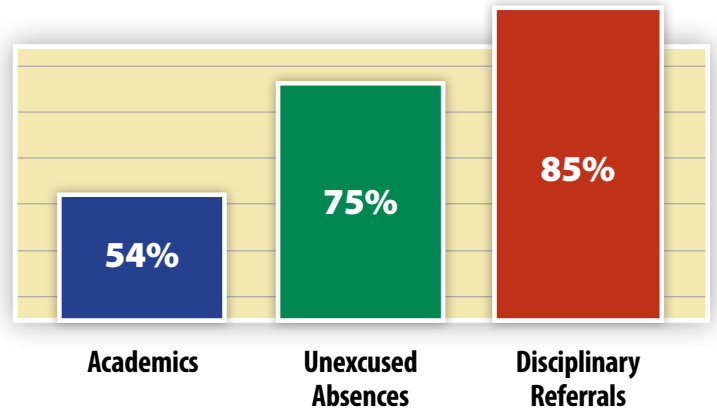
STRENGTHS AMBASSADORS

TeamMates established the Strengths Ambassadors program, led by TeamMates Strengths Specialist Ally Horne and Gallup staff. Ambassadors increased their ability to grow strengths within mentoring relationships, created a toolkit of strengths activities, and identified strategies and ideas for maximizing strengths development for mentors and mentees.



Strengths Ambassadors being recognized at the Annual Partnership meeting

2014 TEAMMATES PERFORMANCE METRICS



TeamMates youth consistently maintain or improve their grades, attendance and behavior.

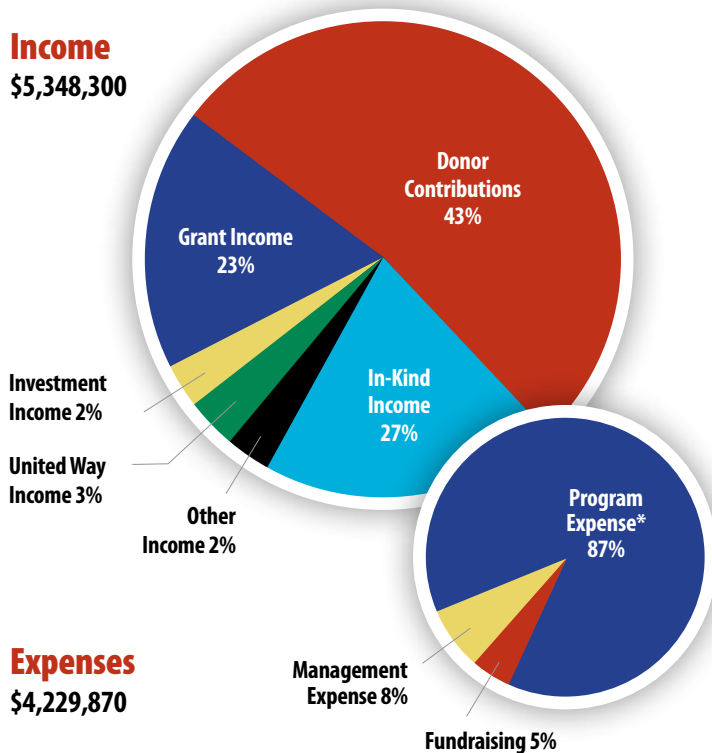
The Value of TeamMates Volunteer Hours:

140,129 Mentoring Hours
X **\$22.14** In Value

= \$3,102,456
in donated time

TEAMMATES MENTORING PROGRAM

Income
\$5,348,300



Expenses
\$4,229,870

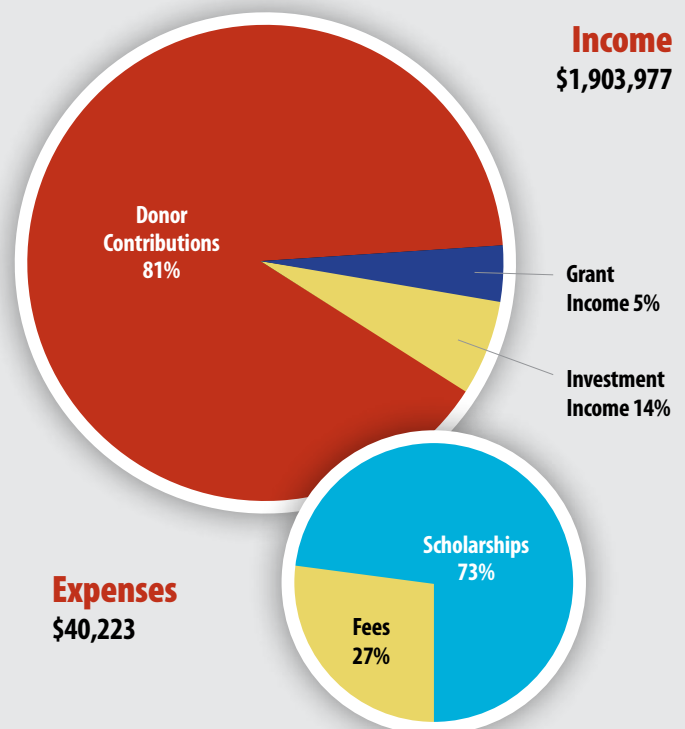
*Cost per match

TeamMates Mentoring Program's overall cost per match averages \$398 compared to over \$1,000 per match nationally. Generous in-kind income from school districts and corporate partners supplement 27 percent of TeamMates program costs.

TEAMMATES FOUNDATION

The TeamMates Foundation was established to ensure long-term sustainability for the TeamMates organization and our chapters

Income
\$1,903,977



Expenses
\$40,223

2014 DONOR LIST

Foundation Donors

Donors who have made commitments to the long-term sustainability of TeamMates Mentoring Program and local chapters

Legends Club (\$50,000.00 +)

Mr. and Mrs. James Pillen

Hall of Fame (\$10,000.00 +)

Mr. and Mrs. Irv Dana III
Mr. Steve Martin and Dr. Amy Haddad
Dr. Scott E. Strasburger

Championship Club (\$5,000.00 +)

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Coaches Club (\$2,500.00 +)

Mr. William C. Dana and
Ms. Charlotte J. Conner

Players Club (\$1,000.00 +)

Mr. Patrick Kerrigan
Mr. and Mrs. Arthur L. Knox

Fan of TeamMates (\$250.00 +)

Mr. and Mrs. Thomas G. Foley

Friend of TeamMates (Up to \$249)

Mr. and Mrs. Maury Halstead
Morgan Stanley
Mr. and Mrs. Thomas H. Olson

Osborne Legacy Operating Fund Donors

Donors who have made multi-year commitments to support of TeamMates Mentoring Program's general operating budget.

Ms. Liz Abel and Mr. Mike Beacom
Mr. Doug Glaser
Herman Foundation
Slosburg Family Charitable Trust
Mrs. Macaela Smith
Tetrad Property Group LLC

Osborne Legacy Society Fund Donors

Donors who have made a commitment to the sustainability of TeamMates Mentoring Program in their estate plans

Dr. Lois I. Johnson
Mr. and Mrs. Arthur L. Knox
Mr. and Mrs. Tom Miller
Mr. and Mrs. John Northrop
Dr. and Mrs. Tom Osborne
Mr. and Mrs. John Schuele
Mr. Larry Sparks
Mr. and Mrs. Denny Walker

TEAMMATES[®]
MENTORING PROGRAM
Together We Transform Lives



LEGENDS CLUB (\$50,000.00 +)

Anonymous
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Dillon Foundation
Peter Kiewit Foundation
The Kind World Foundation
Liberty Mutual Group, Inc.
Moglia Family Foundation
Osborne Family Enterprises
The Sherwood Foundation
Smithfield-Luter Foods
United Way of Lincoln & Lancaster County

ALL AMERICAN (\$25,000.00 +)

The Ethel S. Abbott Charitable Foundation
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Mr. and Mrs. Robert Milligan
Mutual of Omaha Foundation
Dr. and Mrs. Tom Osborne
OTB Destination
Suzanne and Walter Scott Foundation
Norfolk Area United Way Inc.
Wal-Mart Foundation

HALL OF FAME (\$10,000.00 +)

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Allstate Life Insurance Company
Anonymous
BlueCross BlueShield of Nebraska
The Susan Thompson Buffett Foundation
Cassling
CenturyLink
Ms. Shirley Clifton
Dr. C.C. and Mabel L. Criss Memorial Foundation
CSG Systems, Inc.
Louis and Abby Faye Dinklage Foundation
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Virgil Eihusen Foundation
Gallup
Hamilton Community Foundation, Inc.
The Hawks Foundation
HDR, Inc.
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Herman Foundation

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Elda Miller Estate
Nanonation, Inc.
Nelnet Foundation
Norfolk Public Schools
Omaha Christian Academy
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Runza National
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Slosburg Family Charitable Trust
St. Anthony Foundation
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TMCO Inc.
Ultra Air, L.L.C.
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Union Pacific Foundation
Columbus Area United Way
Valmont Industries, Inc.
Wells Fargo Bank
The Jim and Shirley Young Family Foundation

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Anonymous
Ash Grove Charitable Foundation
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Geneva State Bank
Gering Public Schools
Graff Charitable Foundation
Great Western Bank
Growth Management Corporation d/b/a AMIGOS
Bonnie Kaltenborn Estate
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The Steinhart Foundation, Inc.
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Mr. Stanley M. Truhlsen Jr.
Dr. and Mrs. Stanley M. Truhlsen
TSL Companies
United Way - Hastings
Valero Renewables

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America's Farmers Grow Communities
Mogens and Cindy Bay Foundation
Behlen Manufacturing Company
Bellino Fireworks, Inc.
Benjamin Black Charitable Trust
Broadmoor Development
Carson Wealth Management Group
CB Richard Ellis/MEGA
Centris Federal Credit Union
Mr. and Mrs. Steve Chambers
Church of the Plains

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Client Resources, Inc.
Cline Williams Wright Johnson & Oldfather LLP
Cornerstone Bank
Davis Companies
Ebbers Farm, Inc.
Mr. Rex Ekwall
Fiala Sports
First National Bank
Fiserv
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Mr. Doug Glaser
Great Plains Communications, Inc.
Gross & Welch, P.C., L.L.O.
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Heritage Financial Services
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Kosman Foundation
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Kutak Rock LLP
Lincoln Financial Group
Linehan Financial Group LLC
Lutz & Company, P.C.
Ms. Jill Mattingley
McGladrey LLP
Mr. and Mrs. Stephen R. McKenzie
McVean Trading and Investments
Metropolitan Utilities District of Omaha
Midlands Community Foundation
Monsanto
Mueller Robak LLC
Murphy Family Foundation
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Mutual of Omaha Insurance Company
Nelnet, Inc.
Noddle Companies
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NorthStar Financial Services Group, LLC
OBI Creative
Omaha Public Power District
Omaha Track Materials/The Tie Yard of Omaha, Inc.

Oriental Trading Company, Inc.
Patterson Harbor Marina
Mr. Brock Pillen
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Pinnacle Bank - Papillion
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US Bank
Mr. John R. Vincent
Washington County Bank
Mr. Steve Weiss
Ms. Cindy Welken-Place
Werner Enterprises, Inc.
Mr. and Mrs. Terry L. Zaback

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Mr. DeMoine Adams
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Alliant Energy Foundation
ALN Medical Management Inc
Paul J & Florence Moll Amen Memorial Fund
American Legion - Avoca
Ameritas Charitable Foundation
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Anonymous
AOI Corporation

Association of Retired Ministers & Spouses
Aurora Cooperative
Aurora High School Activity Fund
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Mr. and Mrs. Jim Baldonado
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Adams Bank & Trust - Ogallala
ADM Cares
Affiliated Foods Midwest
Agricultural Services
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Mr. and Mrs. Robert T. Akins
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Gordon Allee and Kara Pettit
Allied Tours Inc.
American Lutheran Church
Ameritas Life Insurance Corp. - Wayne
Mr. and Mrs. Rick Anderson
Mr. and Mrs. William Anderson
Anonymous
Anson Insurance Services, Inc.
Antelope Energy Company, LLC
Mr. and Mrs. Brad Anthony
Apfel Funeral Home
Applefest Committee
Mr. Daniel Applegarth
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Mr. Karl Bergmann
Mr. and Mrs. Rick Berkshire
Mr. and Mrs. Rick Bevins
Mr. Joel Beyenhof
Mr. Kevin Biggers
Mr. Henry Billingsley
Mr. and Mrs. Jay Bitner
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Bluffs Downtown
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Mane Street Studio
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NAPA Auto Parts Store
National Safety Council
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Nebraska Shopper
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Riverside Golf Club
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Shelby Auto Clinic
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Siemens
Sioux City Community Theatre
Skeeter Barns
Slim Gallery
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UPCOMING EVENTS

January 2015

National Mentoring Month

January 15, 2015

National "Thank Your Mentor Day"

March 17 and 19, 2015

TeamMates Leadership Summits

July 27 and 28, 2015

TeamMates Partnership Meeting

November 6, 2015

TeamMates Tailgate Gala



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TEAMMATES CHAPTERS

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| Ainsworth | Council Bluffs, IA | Howard County | Ogallala | Superior |
| Alliance | Cozad | Hyannis | Omaha Catholic Schools | Sutherland |
| Alma | Crete | Johnson-Brock | Omaha Public Schools | Sutton |
| Anselmo-Merna | Cross County | Kearney | Ord-Arcadia | Thayer County |
| Arapahoe | Denison, IA | Kimball | Osceola | Valentine |
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| Arnold | Doniphan-Trumbull | Lawrence - Nelson | Palmyra-Bennet-Douglas | Waterloo, IA |
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| Aurora | Elm Creek | Lexington | Pender | Wayne |
| Bayard | Elmwood - Murdock | Lincoln | Pierce | West Point-Beemer-Bancroft |
| Beatrice | Elwood | Loomis | Plainview | Westside |
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