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.

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.

MISSION, VISION & VALUES

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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!
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.

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

“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
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.

**7,000th Match**

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.

Scholarship winners are honored at the Nebraska / Illinois game

Mentor Mike Varley with Mentee Zach
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.

A long-time 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. 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.
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.

2014 TEAMMATES PERFORMANCE METRICS

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

The Value of TeamMates Volunteer Hours:

\[
\begin{align*}
140,129 \text{ Mentoring Hours} \\
\times \$22.14 \text{ In Value} \\
\hline
\$3,102,456 \text{ in donated time}
\end{align*}
\]

TEAMMATES MENTORING PROGRAM

<table>
<thead>
<tr>
<th>Income</th>
<th>$5,348,300</th>
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<tbody>
<tr>
<td>Grant Income</td>
<td>23%</td>
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<tr>
<td>Donor Contributions</td>
<td>43%</td>
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<tr>
<td>In-Kind Income</td>
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<tr>
<td>Other Income</td>
<td>2%</td>
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<tr>
<td>Expenses</td>
<td>$4,229,870</td>
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<tr>
<td>Management Expense</td>
<td>8%</td>
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<tr>
<td>Fundraising</td>
<td>5%</td>
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*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

<table>
<thead>
<tr>
<th>Income</th>
<th>$1,903,977</th>
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<tbody>
<tr>
<td>Donor Contributions</td>
<td>81%</td>
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<tr>
<td>Grant Income</td>
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<tr>
<td>Investment Income</td>
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<td>Expenses</td>
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<tr>
<td>Scholarships</td>
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</tr>
<tr>
<td>Fees</td>
<td>27%</td>
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*Other Income 2%
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 +)
Mr. and Mrs. John Schuele

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 Beaumont
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 L. 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
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

Annual Report provided in marketing partnership by Zaiss & Company.