

2011 ANNUAL REPORT

Celebrating

20 YEARS OF MAKING A DIFFERENCE,
ONE HOUR AT A TIME.



CELEBRATING TEAMMATES. . .

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 & mentor is first priority.

Integrity & Trust — We are committed to integrity & trust in all relationships.

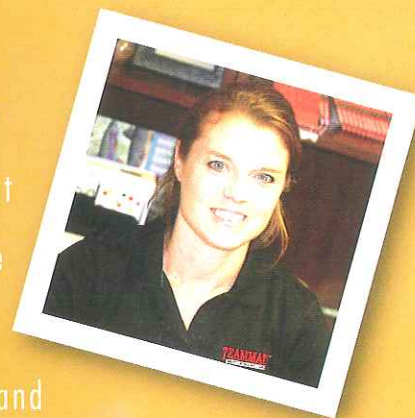
Inclusion — We are committed to the inclusion of mentees and mentors from diverse backgrounds.

Vision

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

CELEBRATING MILESTONES. . .

TeamMates is celebrating three significant milestones — 20 years, 100 chapters and 5,000 matches. We could not have reached these milestones without the support of the volunteers and school districts who have responded to the mission of TeamMates. We are grateful to the youth and families who understand the value of a mentoring relationship and have said “yes” to TeamMates. While we know it is important to take time to celebrate our past accomplishments, we look forward to our next important milestone: 10,000 matches by 2015. With your help, we know it is possible!



Suzanne Horne

Cesia & Jeannie

TeamMates has impacted my life in many ways. The most important is the push that they have given me to keep pursuing higher education. TeamMates has helped me financially with my education but they have also given me my mentor, Jeannie Kiser, who has helped me so much along the way. With TeamMates I have felt a sense of support over the years that no other organization has given me before. Without TeamMates I really don't know or want to imagine where I would be. My parents always wanted me and my sisters to pursue something better than what they had. They are very happy that TeamMates has given me that opportunity.

Jeannie has always been there to support me in whatever endeavor I chose. When I was still in high school, Jeannie pushed me to take the ACT's and to go on campus visits, which I would have never thought of doing. She also accompanied me on my campus visits, since my parents worked and could not come. Just her being there for me showed me that I have a support system to actually come to college. She has also been there to guide me and answer any questions that I have had about college, since she has graduated from college and went to law school.

I am the first in my family to attend college. No matter what happens I know that I can look to Jeannie for help. She is like my second mother.

If someone was thinking of becoming a mentor I would say GO FOR IT! After being in this program for many years, I can say that this program definitely works. If you want to impact a child's life then this is the way to do it. I believe that there are many children out there looking for a mentor, or like me at a young age, not looking for one, but needing one. It is important that we impact children's lives while they are young because then we know that there is still time to mold and shape them into great individuals! It only takes a couple minutes a week, but the impact that you cause in that child's life will be with them forever.

Cesia is currently a senior at the University of Nebraska - Kearney campus.



CELEBRATING RELATIONSHIPS

CELEBRATING GOVERNANCE



Dr. Kim Baxter



Tom Casady



Dr. Dick C.E. Davis



Bruce Grewcock



Shane Lopez



Steve Martin



Tony Messineo



Ben Muraskin



John Northrop



Lisa Olson



Jim Pillen



Kim Robak



John Schuele



Denny Walker

A special thanks
to Terry Kroeger
for his service.



TeamMates Staff

Suzanne Hince, Executive Director
Susie Nelson, Development Director
Gayle Norris, Administrative Assistant
Julie Wente, Chief Financial Officer
Allyson Horne, Retention Specialist
Tom Miller, Screening Specialist
Jaci McKeever, Screening Specialist

Megan Boice, Mktg & Recruitment Specialist
Molly Courtney, Screening Specialist
Julie Swain, Regional Coordinator
Annette Woodhead, Regional Coordinator
Gigi Inness, Regional Coordinator
Sue Kennedy, Regional Coordinator

Celebrating 20 YEARS

A MESSAGE FROM THE OSBORNES

Looking back over the past twenty years, Nancy and I never imagined TeamMates would be where it is today. We want to thank all those who have supported the program not only with their dollars but also with their time. As we continue to reach more youth, your support becomes even more critical. Over the years we have become more convinced that one-to-one personal interaction with youth is the most effective way to help them realize their potential. We know that when our mentors identify what youth do well and encourage their strengths, great things will happen.

Tom Osborne
Nancy Osborne

1991

TeamMates is established when 22 UNL athletes are paired with 22 middle school students in the Lincoln Public Schools.

1994

TeamMates scholarship fund is established

1998

TeamMates is launched statewide across Nebraska.

2000

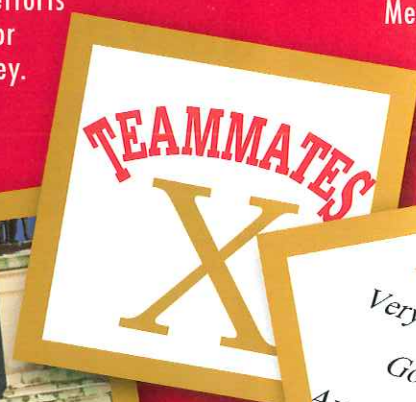
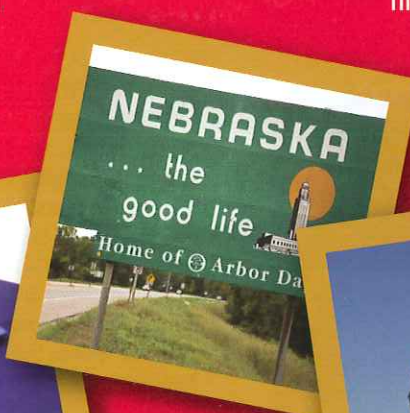
TeamMates is awarded a federal grant by the US Dept. of Justice through the efforts of Senator Bob Kerrey.

2001

10 years of mentoring, 41 programs & 1500 matches.

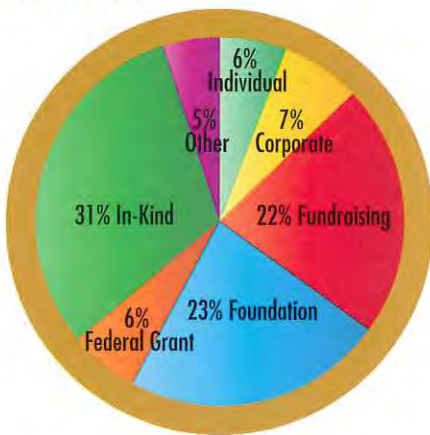
20

W.K. Kellogg Foundation recognizes as a "Best Mentoring Program"

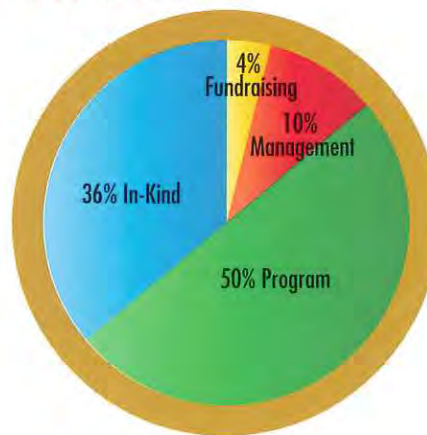


CELEBRATING IMPACT: FINANCES & DATA

INCOME



EXPENSES

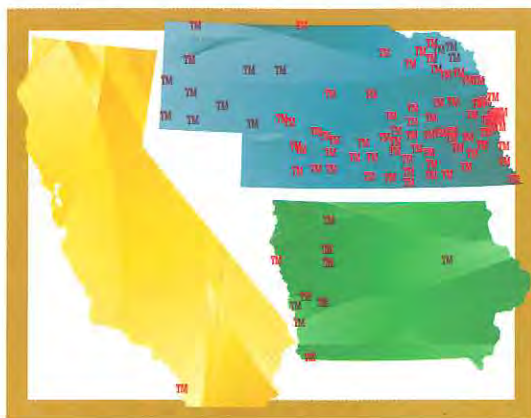


TeamMates overall cost per match averages \$454 compared to over \$1,000 per match nationally. Generous in-kind donations support 36% of TeamMates program costs.

The natural outcomes of caring adult relationships are good grades, attendance and behavior. Students in the TeamMates Mentoring Program have consistently shown an improvement in these areas. TeamMates mentors average over 27 hours with their mentees during the course of the school year. Research shows that 24 or more hours has a significant impact on the quality of the mentoring relationship. TeamMates mentors and mentees are in the program over three years compared to nine months nationally.

The TeamMates Mentoring Program and the TeamMates Foundation are audited on an annual basis by HBE Becker Meyer Love LLP. Copies of the audit report can be obtained upon request from the central office.

CELEBRATING CHAPTERS



NEBRASKA - Ak-Sar-Ben, Anelma-Merna, Arapahoe, Arlington, Aurora, Beatrice, Bellevue, Blair, Boone Central, Box Butte County, Bridgeport, Bruning-Davenport, Cambridge, Centennial, Central City, Chadron, Columbus, Cozad, Crete, District #29, Doniphan-Trumbull, Elkhorn Valley, Elmwood/Murdock, Elwood, Fairbury, Falls City, Fillmore County, Franklin, Fremont, Fullerton, Garden County, Gothenburg, Grand Island, Gretna, Hastings, Hershey, Holdrege, Holt County, Howard County, Hyannis, Kearney, Kimball, Laurel-Concord, Lawrence-Nelson, Lexington, Lincoln, Louisville, Maywood, McCook, Medicine Valley, Metro Catholic, Milford, Millard, Minden, Mullen, Nebraska City, Neligh-Oakdale, Norfolk, Norris, North Platte, Oakland-Craig, Ogallala, Omaha Public, Ord, Osceola, Palmyra- Bennet - Douglas, Papillion - LaVista, Pierce, Plainview, Plattsmouth, Ralston, Randolph, Red Cloud, Sandy Creek, Saunders County, Schuyler, Scotts Bluff County, Seward, Sidney, South Sioux, Stanton, Superior, Sutherland, Sutton, Thayer County, Valentine, Wausa, Wayne, West Point-Beemer - Bandcroft, Westside, Wisner-Pilger, Wood River, York

IOWA - Boyer Valley, Council Bluffs, Harlan, Missouri Valley, Nishnabotna, Sidney, Storm Lake, Spencer, Waterloo, Woodbine

CALIFORNIA - San Diego - North Coast

CELEBRATING PARTNERSHIPS. . .



More than 90 Kiewit employees have made a difference in a child's life by volunteering as a mentor for the TeamMates Mentoring program. "A TeamMates mentor is someone who provides a young person with support, friendship and a positive example," said Kim Van Brunt, Kiewit TeamMates Coordinator. In addition, mentors and mentees participate in annual activities such as attending a Creighton basketball game and the annual end of the school year celebration held at Omaha's Henry Doorly Zoo.

Kiewit hosted its annual "Bring Your Mentee to Work Day" in February. More than 120 people attended this event at Kiewit Plaza including a record number of 50 mentor and mentee matches. The Kiewit Corporation provides the largest number of mentors from any single corporation affiliated with the TeamMates program.

CELEBRATING INNOVATION. . .



TeamMates was chosen as a partner of The Jeffrey S. Raikes School Design Studio. In Design Studio, student teams partner with businesses or organizations to develop real-world, software-based solutions meeting their client's needs. The students created an online tool which allows building coordinators to enter information about a student's interests and personality traits. Mentors also complete a preference form indicating their own interests. The computer then runs an algorithm which displays the top student matches for each mentor. The Lincoln Chapter is piloting this process to enhance the matching process. This tool will help TeamMates continue on the path to becoming the leading, nationally recognized school-based mentoring program.

CELEBRATING EXPANSION. . .

TeamMates celebrated the launch of its 100th chapter in the Anselmo-Merna schools. Superintendent, Mike Davis, has been instrumental in starting three TeamMates programs during his career in education and he shares his thoughts on mentoring.

Why are you a proponent of school-based mentoring?

I have been in the education profession for 35 years and making a difference in a student's life has been and is my passion. Finding another caring adult to make a difference in the lives of our students helps in the successes of that student.

From a school perspective, how have you seen TeamMates impact the mentors, mentees, school or community?

TeamMates Mentoring is a mutual benefit to both the mentor and the mentee. TeamMates provides another way for the school to reach out to the community and for the community to reach out to the school. This program offers a win-win for everyone!

What would you say to other school administration about starting a TeamMates program?

Most school districts have a vision of their students being successful in an ever changing world. TeamMates is another instrument to help students be successful. It has been said that it takes a community to raise a child. TeamMates gives the community another opportunity to help with that challenging task of raising a child.





Over the past year, the TeamMates Mentoring Program and Gallup's Clifton Strengths Institute partnered to develop strengths-based mentoring.

The goal of the project is to produce matches that are focused on the natural strengths and talents of youth to produce high quality and long-lasting matches. Gallup research on the first year of the project showed strengths-based mentoring positively influences student engagement with school. The research also showed a higher percentage of youth who looked forward to seeing their mentor each week. A positive correlation was discovered between a student's looking forward to seeing their mentor and students' overall levels of hope, engagement and wellbeing.

Matches each learned about their strengths and received training about strengths in the mentoring relationships. Mentors were asked to incorporate strengths into their weekly activities and discussion. The long term goal is to provide strength based mentoring for all matches in the TeamMates Mentoring Program.

2003

TeamMates Foundation
"One Hour Walk"
at Practice"
g Program

2004

First annual TeamMates
"One Hour Walk" is held
across the state.
TeamMates expands
beyond Nebraska
into Iowa.

2006

TeamMates sets
strategic plan to
serve 10,000
youth by 2015.

2008

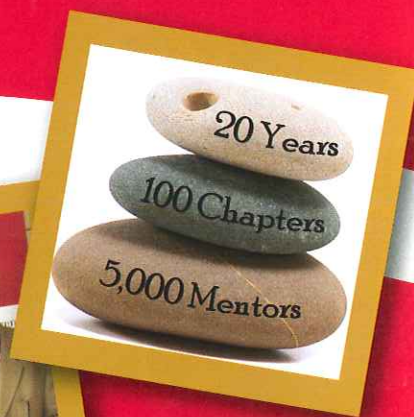
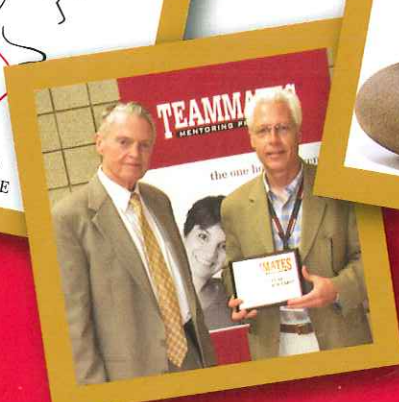
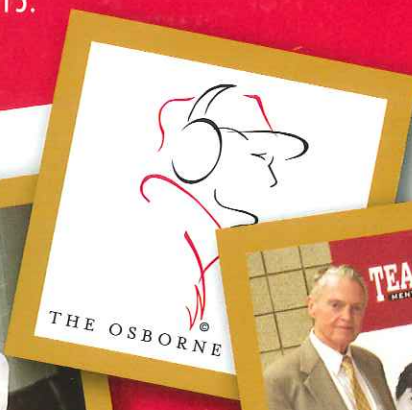
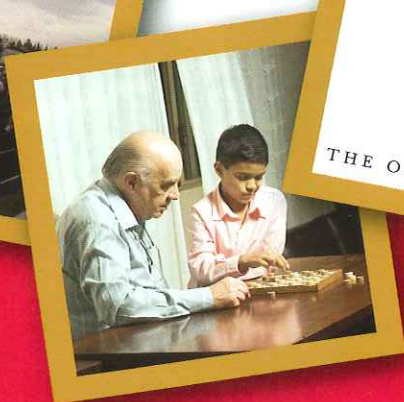
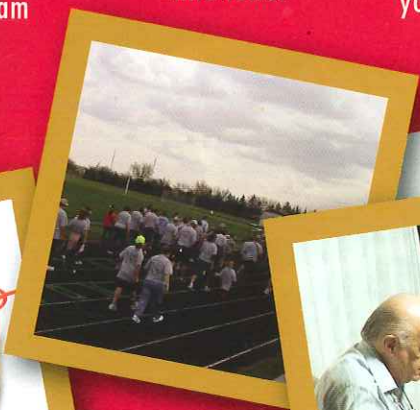
TeamMates
Foundation
established.

2010

TeamMates establishes
a chapter in San Diego,
California.

2011

TeamMates has
100 Chapters,
5000 Matches,
20 years
of mentoring.



CELEBRATING GENEROSITY...

PLAYERS CLUB CONT.

Grand Island Community Fdn.
Great Plains Regional Medical Center
Great Western Bank
H&H Auto Parts
Harrison County Community
Hastings Community Fdn., Inc.
Mr. and Mrs. Jeffrey A. Himmelberg
Mr. and Mrs. Jason Hince
Horizons
Infogroup
Mr. and Mrs. Calvin R. Johnson
Mr. and Mrs. Justin D. Johnson
Hazel Keene Fund
Mr. Steve Kiene
Nebraska-Iowa District Kiwanis International
The Kubly Family Fdn.
Mr. and Mrs. Kevin Kugler
Mr. and Mrs. Matthias Kurth
The Lunden Fdn.
Love Brothers Truck and Trailer Service
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The Mather Fdn.
McGrath North Mullin & Kratz, PC LLO
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Papillion Area Lions Fdn.
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Region IV
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Norfolk Noon Rotary Club
Rotary Club of Del Mar
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Mr. and Mrs. John Scharf, Sr.
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Snell Services, Inc.
Southwood Lutheran Church
St. Mark's United Methodist Church
C. A. Story Fdn.
Sunnyside
Ted Turner Fdn., Inc.
Two Rivers State Bank
UBS
United Way of Cazad
US Bank - Kearney
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Mr. and Mrs. Neal Wacholtz
Wal-Mart #5141
Wal-Mart SuperCenter - North Platte
Washington County Recycle Association
Dr. and Mrs. John Welch
Wells Fargo Bank - San Diego
Werner Enterprises, Inc.
Mrs. Katherine A. Wilson
Woodhouse Auto Family
Mr. and Mrs. Michael Yanney

FANS OF TEAMMATES

\$250 to \$999

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Absolute Health Chiropractic
ACT of Saunders County
Adams Bank & Trust
Mr. and Mrs. Steven T. Aerts
Affiliated Foods Midwest
Agri Affiliates
Mr. and Mrs. Jay E. Akins
Mr. and Mrs. Robert T. Akins
Allen's of Hastings
Mr. and Mrs. Forrest P. Anderson, Jr.
Anderson Pharmacy
Mr. and Mrs. Steve Anderson
Apple Fest
Arbor Bank
Auburn Optimist Club
Mr. Rocky D. Baalmann
Mr. Brett R. Baker
Bank First
Bank of Prague
Dr. Geoffrey C. Basler
Mr. and Mrs. Jerome C. Baum
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Behlen Manufacturing Matching Gift
Bellevue Public Schools Fdn. Fund
Belvidere United Church of Christ
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Bowman Funnel Cakes
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Bush & Roe Financial, Inc.
C & M Construction - South Sioux City
C & M Construction - Jefferson, SD
Mr. and Mrs. Joe Callan
The Cattle National Bank & Trust Co.
Central Nebraska Council on Alcoholism and Addictions Inc.
Central States Health & Life Company of Omaha
Central States Indemnity Company of Omaha
CFP Investment & Insurance Business
Christ United Methodist Church
Church of the Plains
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Dr. and Mrs. Jeff Clarke
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Columbus Middle School History Day Live Donation
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Lincoln Public Schools
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Wisner Lions Club
Norfolk Lions Club
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Marathon
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J.E. Meuret Grain Company
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Nestle Fdn.
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Norfolk Subs
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NorthWestern Energy
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O'Neill Community Fdn.
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Pavelka Trucking
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Pediatric Partners LLC
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Pinnacle Bank - Osceola
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Plainview Public Schools
Plainview Telephone Company
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Professional Financial
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Ralston Schools Fdn.
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Real Estate Group
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George Risk Industries, Inc.
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UNMC College of Denistry Alumni Association
Urban Clinic Pharmacy
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Virgil Implement
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Wahoo Livestock Express
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Bailey Lauerman
Bella Boutique
Beta Sigma Phi
BlueCrossBlueShield of Nebraska
Mr. Kent Blum
Barsheims Fine Jewelry and Gifts
Bott Radio Network
Bright Horizons
Bruce Furniture
Mr. and Mrs. Scott Bunz
Capturing Candids - Jada Scott
Cargill, Inc.
Centris Federal Credit Union

We sincerely thank our many individual, corporate and foundation donors who have given so generously to support the TeamMates Mentoring Program in 2010-2011. Over \$1.3 million was raised in support of the program and we are pleased to recognize those gifts.

LEGENDS CLUB \$50,000 & HIGHER

Dillon Fdn.
Peter Kiewit Fdn.
Dr. and Mrs. James Pillen
Sherwood Fdn.
United Way of Lincoln & Lancaster County
Wal-Mart Fdn.

**ALL-AMERICAN CLUB
\$25,000 to \$49,000**
The Ethel S. Abbott Charitable Fdn.
Midlands Mentoring Partnership/Building Bright Futures
Ms. Kathryn Burney
Osborne Family Enterprises
Suzanne and Walter Scott Fdn.
Simmonds Family Fdn.
South Sioux City Municipal Fdn.
Norfolk Area United Way Inc.

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Memorial gifts and Honorariums are a thoughtful way to support the charitable mission of TeamMates Mentoring Program, while also paying tribute to a family member or friend. We sincerely appreciate those who have chosen TeamMates as the beneficiary of their thoughtfulness.

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Over the last twenty years, Tom and Nancy Osborne have worked tirelessly toward the dream of increasing opportunities for youth in our region. What began twenty years ago as the mission of two caring people has grown into a movement to secure the future dreams of youth. What began as their gift is now our opportunity. Our goal is to not only grow to meet the increasing needs of the community, but to build a firm foundation for the future of the program.

The TeamMates Foundation was established to provide support for the mission of TeamMates Mentoring Program. Endowment funds and other long-term investments will help sustain the program into the future.



THE OSBORNE LEGACY

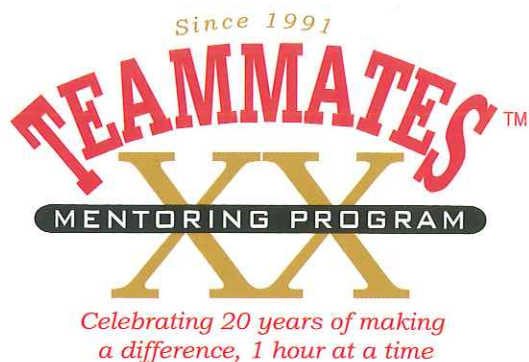
We sincerely appreciate those individuals who have stepped forward to pledge their support to the Osborne Legacy Endowment Initiative. Our goal is to raise \$12 million to provide for future sustainability, growth, scholarship and research in support of the Program. Gifts and pledges totaling nearly \$500,000 have been committed by the following individuals and Fdts:

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TeamMates Fdn. presents a no-cost and efficient investment tool for individual chapters within the Program. To date, four chapters within the TeamMates Mentoring Program have established permanent funds in the Teammates Fdn.. These funds will be invested and the interest used to support the TeamMates Programs in the following communities:

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TeamMates is focusing on expansion into the state of Iowa. TeamMates programs are located in Boyer Valley Schools, Harlan, Missouri Valley, Hamburg, Farragut, Sidney, Spencer, Storm Lake, Waterloo, and Woodbine. A generous donation by the Peter Kiewit Foundation provides start up dollars for Iowa communities interested in launching a TeamMates program.

The future is bright for the TeamMates Mentoring Program. We are in a unique position to increase the odds of making high quality, long lasting matches. With the impact of the Matching Tool and the Strengths Project, we know we can improve our ability to make great matches as well as support those matches over many years.

We are dedicated to looking for new ways to use technology and develop partnerships to further the field of mentoring. The last 20 years have been remarkable but the best is yet to come. We invite you to join us on the journey!

