



**Big Brothers
Big Sisters®**

OF THE CENTRAL
UPPER PENINSULA



Community-Based Volunteer Orientation Guide



OUR MISSION

To create and support one-to-one mentoring relationships that ignite the power and promise of youth.

OUR VISION

All youth achieve their full potential.

OUR PROGRAMS

COMMUNITY-BASED PROGRAM

Community-Based Mentoring: This program creates one-to-one relationships between "Bigs" (an adult mentor) and "Littles" (a child at least 7 years old). Bigs & Littles (Matches) focus on low to no-cost activities and have outings that typically take place in the community, doing things they both enjoy together, like:

- Bowling
- Getting pizza or ice cream
- Hiking or going for a walk
- Spending time at the beach
- Cooking or baking together
- Playing a sport
- And so much more!

Some matches meet on the weekends. Others get together in the evenings after school/work. Each match is unique and develops a reliable schedule that works for them.

SCHOOL/SITE-BASED PROGRAM:

School/Site-Based Mentoring: This program is supervised by BBBS staff on-site at local schools or local community settings. High school, and college students, or members of the community are matched with elementary/middle school students.

Matches meet weekly for the entire academic school year. We focus on empowering youth to become leaders, have high self-esteem and confidence, set goals for their future, and teach them important social skills to help them succeed in life.

BIG FUTURES PROGRAM:

BIG Futures: Ages 18-24 is a unique time to explore options and take steps toward what you want to do, where you want to be, and who you want to become. Yet too often, young adults - especially those with fewer resources - face this transitional period with more uncertainty than excitement.

Big Futures is designed for young people after "graduation" from the traditional BBBS one-on-one match. BBBS of the Central Upper Peninsula Big Futures initiative assists alumni Littles as they pursue education in college/university or trade school, enlistment in the military, and/or living wage employment (The 3E's).



What is the purpose?

The purpose of our program is for each enrolled child to achieve higher aspirations, greater confidence, better relationships, educational success, and avoidance of risky behaviors.

National research has shown that being in a positive relationship with a volunteer mentor ("Bigs") has a direct and measurable benefit in a child's life ("Littles"). Littles in our program:

- Are more confident
- Are more likely to stay away from drugs and alcohol
- Do better in school
- Get along better with family and friends
- Feel better about themselves

What are the benefits?

National research has shown that positive relationships between Littles and their Bigs have a direct and measurable impact on children's lives. By participating in our programs Littles:

- Improve or maintain their scholastic competence.
- Improve or maintain their educational expectations.
- Improve parental trust.
- Improve peer relationships and social skills.
- Gain more self-confidence.
- Improve social acceptance.
- Improve their attitudes toward risky behaviors

At Big Brothers Big Sisters, we believe that all children and youth deserve to live in a world that makes them feel cared for and protected.

Helping to ensure the safety and well-being in the life of every child who engages with one of our local programs is our highest priority.

CHILD WELL-BEING AND SAFETY

Child safety is our #1 priority. We focus on the child's safety and well-being throughout the match, not just at the beginning.

CHILD PROTECTION IN BIG BROTHERS BIG SISTERS:

- Parents/Guardians should approve all activities; if they are not comfortable with an activity that you suggest, they are encouraged to not approve. Talk to your BBBS match support staff when you have questions.
- When you take your Little out always stay with them & do not leave them with someone else.
- Do not use alcohol or other drugs before or during activities with your Little; volunteers are not to smoke/vape when with their Little.
- Do not use physical discipline or yell at your Little.



- If an activity involves changing clothes to go swimming, there should be separate changing and showering places.
- Volunteers should never ask a child to keep a secret from their parents/guardians.
- You may want to buy an occasional gift for your Little. Please get parent approval.
- Be sensitive to whether a hug or other form of physical touch would be comfortable to your Little. Always respect your Little's personal boundaries.
- Display or discussion of any materials of a sexual nature is prohibited, including but not limited to viewing pornography or sexually suggestive materials.
- Volunteers should not come between a parent/guardian and their child; volunteers need to respect a parent's role and authority.
- Child abuse and neglect is a serious subject. BBBS staff members are required to report any suspected abuse or neglect of a child. It's important for you to report to us if at any time you suspect your Little is being harmed in any way. Please refer to the guidelines & MI Child Protection Law in this guide, on page 14. If you have any questions/concerns at all, please contact our office.
- If you ever feel that a child is in imminent danger, don't hesitate to call 911 or local law enforcement.
- Safety in the car is of the utmost importance! This means mandatory safety belt use, obeying all traffic laws, including appropriate youth related regulations. Do not put the child or yourself in danger by eating, talking/texting on your cell phone or multitasking, etc. while driving. You must let parent/guardian know and obtain approval if you are not going to be operating your vehicle when transporting your Little.
- Volunteers must let the Little's parent/guardian know if they will be leaving the local area for an outing.
- All guns and ammunition must be locked or inaccessible to the youth. Mentors must have written permission from parents to engage in an outing using a gun. A firearm and weapon policy form will be completed at the time of a match.
- Because your Little (or Little's parent) may view your personal website (Facebook, Twitter, etc.) please make sure it doesn't contain inappropriate material and is set to high privacy standards. A social media policy form will be completed at the time of a match.
- Overnight visits are strictly prohibited and may occur only when approval is given in advance by BBBS professional staff and are in accordance with the terms of the overnight policy.
- Use of snowmobiles, boats, four wheelers, etc. must have parent approval and all proper safety equipment (helmets, life jackets, etc.) must be used.
- All pertinent medical information regarding your Little will be shared with you at the time of the match meeting. (allergies, medications, etc.) You will also receive a copy of your Little's Medical/Emergency Information form.



ELIGIBILITY

Volunteer Eligibility

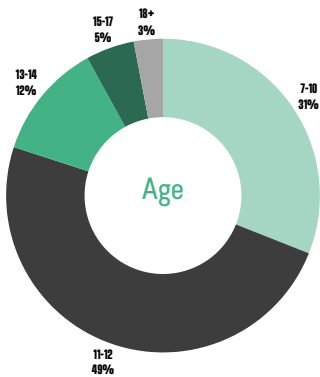
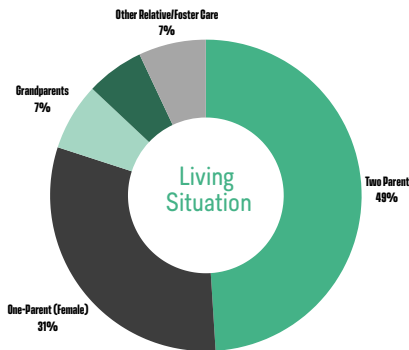
Volunteers for our Community-Based Mentoring Program:

- Be 21+ with a valid driver’s license and proof of car insurance
- Reside or attend school in our service area (Marquette, Alger, Delta, Dickinson, Menominee, Luce)
- Be able to commit to a minimum of 4-hours a month with your Little
- Pass all criminal background & driving checks
- Be mentally, physically, & emotionally able to participate
- Have the ability to form a relationship
- Be coachable and willing to work with BBBS staff

Big Brothers Big Sisters has the right to accept or deny participants, or close a match at any time

WHO ARE THE LITTLES?

BBBS of the Central Upper Peninsula is not a therapeutic program; we do not accept children who do not want to participate or who are unable to form a bonded relationship with an older volunteer. A child who inquires about or is referred to our program and does not meet the eligibility criteria will be referred to another agency that can better meet the child’s needs.



9% [Have an Incarcerated Parent](#)

16% [Receive Income Assistance](#)





ROLE OF THE BIG

Based on years of extensive research, BBBS requires our volunteers to be capable of the commitments listed below. Our professional staff works with volunteers to ensure these commitments can be met by providing coaching, training, and activities to help them develop in their role as a Big.

- Commit to a minimum of one year as a Big
- Commit to spending consistent, significant time with their Little each month
- Follow all agency policies, procedures, and ground rules. Because child safety is a top priority, we consider violations of policies, procedures, and ground rules to be grounds for match suspension or termination.
- Maintain regular communication with Match Support staff, including returning all calls and emails in a timely fashion. Failure to maintain contact may result in closure of the match.
- Participate in required surveys and assessments related to the match relationship and youth outcomes.
- Complete assigned training.

Research tells us that Littles achieve greater results when their Big:

- Emphasizes friendship over changing behavior.
- Is not authoritarian.
- Decides activities together with Little.
- Is consistent & dependable.
- Has realistic expectations about the Little.
- Is patient.
- Focuses on having fun.
- Sets boundaries and limits.
- Acknowledges that a positive impact on the child comes after the relationship is built.
- Puts a child's safety and well-being first.
- Helps form goals.

A BIG IS NOT:

- A parent
- ATM
- Childcare provider
- Provider of professional services
- Taxi
- Tutor, although sometimes school-related activities are part of their time together





ENROLLMENT & MATCHING PROCESS

Big Brothers Big Sisters has the right to accept or deny participants or close a match at any time

INQUIRY

Contact the BBBS office or check out the website for more information about the programs and becoming a Big.

ORIENTATION & APPLICATION

Complete an application online or a paper copy and return it to BBBS. Review the orientation packet using the link at the beginning of the application or on our website.

INTERVIEW

The in-person interview takes place at your home and is about 60 minutes. It is the most useful tool in finding an appropriate Little for you. BBBS staff gathers information about you, your family and friends, your interests and hobbies, and the type of Little you would like to be matched with. You will also be asked to provide a copy of your driver's license and proof of insurance if you did not send it in previously.

TRAINING

After your interview, you will be required to complete a Pre-Match Training either online or in person. This is required to be accepted into BBBS.

BACKGROUND CHECKS & REFERENCES

BBBS staff will perform the following background checks:

- State, Local, & National Background Check
- State & National Sex Offender Check
- Central Registry Check for Child Abuse & Neglect
- Live Scan Fingerprinting
- Driving record check
- Social media check
- Minimum of three Reference checks

ACCEPTANCE/DENIAL DECISION

After the interview, BBBS staff will discuss all the information collected and the final decision to accept or deny the volunteer is made. The potential volunteer is notified by letter of their acceptance.

MATCH SELECTION

Once you have been accepted as a Big, BBBS staff will contact you with a description of a potential Little. Then a description of you will be given to the parent/guardian.

PRE-MATCH MEETING

The volunteer and parent/guardian will meet briefly with BBBS staff in a local community setting. This is a time where you can learn more about the potential Little and the parent/guardian can learn more about you. If both agree to the match, a match meeting is set up.

FINAL MATCH MEETING

The final-match meeting brings you together with your Little for the first time. This meeting takes place at the Littles home. BBBS staff will be there to introduce you to the family and to review the final agreements of the match. BBBS staff will assist in guiding you to set-up your first outing.



MATCH SUPPORT

After contacting everyone after the two weeks, BBBS staff (Match Support Specialist) will call you once a month for one year, to check up on the match.

MATCH ACTIVITIES

You and your Little will decide, with parent/guardian approval, what to do when you get together. Your Little is encouraged to try new activities that are fun and inexpensive. Big/Little will also be invited to group activities sponsored by Big Brothers Big Sisters.

ANNUAL EVALUATION

Annual evaluations are preferably done in person with BBBS staff. The evaluation allows BBBS staff to talk about your match and what has happened within the past year. The match is given the opportunity to continue or to close the match. If the match chooses to continue, contact with the agency is reduced to once every three months.

MATCH CLOSURE

An evaluation is conducted at the time of match closure. Some reasons for the closure of a match are:

- *The child or volunteer moves out of the service area.*
- *The agency feels it is in the best interest of the volunteer or child.*
- *All parties agree that agency involvement is no longer necessary to continue the relationship.*
- *Staff determines that the match no longer meets the standard eligibility requirements.*

ABOUT MATCH CLOSURE

Closure is not something unique to a Big/Little relationship. Many examples from life show that growth and change usually imply or involve some sort of termination from the old to the new, from something past to something future.

It is clear that each relationship is different, the gains and successes are different, and the feelings are different.

The closure process is flexible for each match relationship developed. It is also clear that a good termination is significant to ensure that the gains of the relationship are maintained/remain undiminished.

Closure Process

- Each termination should be done with the consent and supervision of your Match Support Specialist. It is important to talk to your Match Support Specialist before telling your Little you need to close the match. There are not just two people involved; there are parents, siblings, schoolteachers, social workers, and staff involved in the lives of almost every Little. It is important that you do not attempt to terminate the relationship on your own.
- Give yourself a minimum of four weeks to terminate the match. That is, begin to involve your Little in discussions regarding termination four weeks prior to separation.
- The best way to terminate is to be honest. Tell why you are officially terminating the match and share your feelings about the relationship. Admit your feelings of affection, guilt, or disappointment. Then, give the Little the opportunity to talk about his/her feelings.



- Do not rush it. Do not attempt to initiate and conclude the termination process in one visit. It is advisable to merely mention it the first visit of the termination. Then discuss it in more detail during future visits.
- Inform your Match Support Specialist of any pertinent information regarding termination. If you need help in approaching your Little, ask your Match Support Specialist for advice. He/she is there to help.

Types of closure:

- Transfer of Big Brother/Big Sister (i.e., leaving town, moving).
- Mutual agreement of both Big and Little with Match Support Specialist consultation.
- Indications that such a relationship is no longer needed.
- Personal reasons, including marriage of Big, change of employment, financial pressures, lack of time, etc.
- Changing situation of Little, including leaving town/moving, institutionalization (hospital or alternative school), family problems, etc.
- Program ends due to participant completion.

FUNDING

All Big Brothers Big Sisters agencies are independent 501c3 nonprofit organizations and are a local corporation serving local children and families. Big Brothers Big Sisters of the Central Upper Peninsula receives funding from the various local fundraisers we do throughout the year, the United Way, current grants, and individual contributions. There are no fees for our services and all of the people who serve as officers and members of the board do so voluntarily. Our Bigs are all volunteers and the agency employs a small professional staff.

94% of every dollar you donate goes directly to making and supporting matches. The remainder covers overall program administration.

When you help fund a match, you empower potential. We believe that every individual who interacts with our organization has the responsibility and power to act as a defender. When we talk about defenders of potential, we are talking about Bigs, Littles, guardians, staff, donors, and volunteers. Stand with us today by gifting unimaginable support, understanding, and growth throughout our local communities. No matter how little or big the amount, donating can start making a difference in the lives of young people around you.

If you're considering making Big Brothers Big Sisters part of your trust, bequest, or endowment, please contact Jayne Letts, Executive Director. Email jayne@bbbsmgt.org or call (906) 475-7801.



VOLUNTEER CODE OF CONDUCT

Big Brothers Big Sister of the Central Upper Peninsula believes all children and youth deserve to live in a world that makes them feel cared for and protected. Helping to ensure safety and well-being in the lives of the children we serve is our highest priority.

- I will provide a healthy, safe, and supportive environment for children and youth at all times.
- I will not inflict any physical, sexual, emotional, or other abuse or exploitation on children and/or youth.
- I will use respectful and appropriate language in all interactions with my Little and avoid use of the following: profanity, derogatory terms, inappropriate jokes, name calling, or discussion of intimate personal details of my life.
- I will respect my Little's personal space and boundaries and avoid inappropriate physical contact, including tickling, wrestling, sitting on laps, back rubs, etc.
- I will provide fair treatment to youth and their family, no matter gender, gender identity, race, ethnicity, religion, national origin, disability, medical needs, and/or sexual orientation.
- The Big-Little relationship is based on mutual respect. I agree to treat my Little and their family in a respectful manner at all times.
- I agree to notify BBBS immediately of any safety issues in the life of my Little that I become aware of in the course of volunteering.
- I understand that failure to adhere to this code of conduct may result in disciplinary action, up to and including termination.

USE OF ALCOHOL, TOBACCO PRODUCTS, AND ILLICIT & LEGAL DRUGS OR SUBSTANCES

Volunteers must provide a safe environment for children at all times.

We prohibit volunteer Bigs from being under the influence of, or using, any substance (including alcohol, illicit drugs, and legal drugs, which includes medical cannabis and general cannabis use in jurisdictions that have legalized it, and prescription medications) that could potentially affect their judgment, driving, reaction time, or otherwise jeopardize a child's safety and well-being while the Little is in the volunteer Big's care or company.

All volunteers must abide by any site or facility-based organizational drug and alcohol-free workplace policies.

If you are unable to comply with this policy or have any questions or concerns, please contact your Match Specialist.



POLICIES

Digital Technology & Social Networking Policy

BBBS of the Central Upper Peninsula fosters meaningful connections between youth and adults. Sometimes, that may include volunteers communicating with or about Littles on social media. Safety is our number one priority in these interactions. BBBS of the Central Upper Peninsula protects confidentiality regarding personal and identifying information about Littles and their families. We protect child safety with processes for reporting social media misuse or content that may endanger the Little's health, safety, or well-being.

We ensure the use of approved communication methods (email, text, phone, mail, video conferencing, social media) between matches. If you have questions about this policy, contact your Match Support Specialist.

BBBS of the Central Upper Peninsula recognizes that online social networking (TikTok, Snapchat, Instagram, YouTube, Facebook, Twitter, LinkedIn, Blogs, etc.) has become very popular communications tools and that many of our Bigs and Littles use these platforms. In general, personal use of social networking sites is typically for communication between peers, including friends and family. BBBS of the Central Upper Peninsula wants to reiterate that your relationship with your Little is that of a mentor in addition to a friend. Not all social networking sites are designed to support mentoring relationships.

When discussing your involvement with BBBS of the Central Upper Peninsula on social media, you must adhere to the following guidelines regarding any postings related to your match or affiliation with BBBS of the Central Upper Peninsula:

- Never post any pictures of your Little online unless you have the written or verbal consent of the child's parent/guardian. File that consent form with BBBS of the Central Upper Peninsula.
- Never post the last name of your Little, their parent/guardian, or BBBS staff.
- Never post any contact information for your Little.
- Never post any identifying information about your Little (i.e.: child's home address, school the child attends, where the parent works)
- Never post anything that could be perceived as judgmental or offensive to your Little or their parent/guardian.
- Make sure your page settings are set to private, so only people you approve can view your online content.
- Be aware of other postings on your page that are not BBBS-related or are inappropriate for minors. Know that as a BBBS volunteer, you are a role model at all times. Please ensure that all content is appropriate and kid-friendly, in case your Little or their family were to read your social networking page. If the social networking site allows, create a separate group for your Little, their parent/guardian, and BBBS staff that limits your Little's access to your general or universal postings.

--> We strongly recommend that Volunteer Bigs not engage in any communication with their Little or their Little's parent/guardian through social networking sites such as Facebook, Twitter, Instagram, Snapchat, etc.

--> If the Big decides to connect with their Little via social media, they may do so only with permission of the parent/guardian and after communicating this plan to the Program Manager.

--> All parties should be aware of the Little's media release status and should not post pictures or identifying or location information about their Little on social media or any website. All social media posts must be appropriate for a minor to view, tasteful, and respectful.

--> Furthermore, although a Volunteer Big's social networking site has been reviewed as a part of the screening process, for their further protection:

- Volunteer Bigs will be asked to maintain the highest privacy settings on their social networking sites, if applicable.

Failure to adhere to these guidelines may result in the termination of your match.



Firearms & Weapons Policy

Big Brothers Big Sisters Board of Directors and Staff have established the following Board approved policy regarding gun safety:

- Weapons, firearms, and ammunition will be made inaccessible at all times to a child while in the volunteer Big's care unless participating in a specific, approved activity that the parent/guardian and volunteer Big have approved in advance, and such approval is documented in the match file (e.g., hunter safety course).
- Parents/guardians must give written permission for a child to be matched to a volunteer who owns a gun(s).
- A discussion will take place at the time of the match between the volunteer, parent, child, and BBBS staff regarding gun safety.
- The volunteer Big must attest to the fact that any weapons, firearms, or ammunition ownership are licensed, permitted, registered, and handled in accordance with all applicable state and federal laws.
- Volunteers with Conceal and Carry permits are not permitted to carry or possess a loaded weapon while with their Little. Volunteer Bigs who are required to carry as a part of their jobs, are permitted to carry but are required to control their weapon on their person at all times.
- In the case where law enforcement official is required to carry a weapon at all times as a condition of their employment, agency professionals must document the weapon-related job requirements as well as parent notification of the requirements and their approval of the condition prior to match.
- The agency will NOT sponsor any outings that necessitate the use of guns.
- We recommend that the child matched to a volunteer who owns a gun and/or who wishes to engage in an outing using a gun (hunting or target shooting) take the NRA or similar gun safety training.
- If the volunteer and child get permission from the parent to engage in an outing using a gun the transported gun must be unloaded with ammunition kept in a separate location.

Home Visit Policy

Visits to the volunteer's home are strictly prohibited in the first three months of the match. Documented pre-approval by parents/guardians and professional staff must be completed before a child can begin visiting a volunteer's home.

The following conditions must be met before a volunteer home visit will be considered for approval:

- The activity would enrich the child's healthy development.
- The Big has demonstrated good judgment and reliability in their commitment to the
- Little & has adhered to child safety guidelines, program policies & procedures.
- All volunteer home visits must adhere to the following during the visit:
 - The Big is responsible for the supervision of the Little and for providing a safe and secure environment. The child should never be left unsupervised or in the care of someone else.
 - Use of alcohol, drugs, or tobacco/nicotine vapes is prohibited when with the child.
 - Under no circumstances should a Little sleep together in the same bed or sleeping bag with the volunteer or other youth.
 - Provisions for privacy for separate sleeping, changing of clothes, and showering for both the volunteer and the Little need to be set out in advance.
 - Match parties are expected to follow BBBS child safety policies and procedures at all times.



Overnight Policy

Overnight visits between Bigs and Littles are strictly prohibited. Littles are never allowed to sleep or nap in the same bed for any reason with the Volunteer, another adult, or another child. Parents/Guardians are not permitted to allow overnight visits between the child and volunteer. Any violation of this policy will result in immediate closure of the match. **An overnight visit may occur ONLY when approval is given in advance by BBBS' professional staff.**

The **ONLY** exceptions to this policy are permitted in cases where one of the following specific criteria has been met AND the required authorizations have been documented:

- There is genuine concern for the safety of a child returning to their own home (emergency circumstances).
- OR
- An event is formally designated by the agency as one that (1) is of a nature to provide an exceptionally significant developmental or educational benefit to a child or youth, and (2) that the event would not be possible without the Big accompanying the Little (a college visit for example).

AGREEMENT

Volunteer Big Agreement

As a Big, I will:

- See my Little at least four hours a month (We recommend a 2-3 times per month) for the next 12 months.
- Be consistent and dependable in the commitment to my Little for the duration of my match.
- Arrange match activities in advance with the parent/guardian, not just the Little. I will secure parental approval before any match activity, and I will not involve my Little in any activities with which the parent/guardian or Little is not comfortable.
- Pick up and drop off my Little safely at their home. I will check-in with their parent/guardian and discuss how the outing went, as well as when I plan to be in contact again.
- Establish a working relationship with the parent/guardian. Respect my Little's Parent/Guardian.
- Keep our relationship primarily one-to-one. Secure permission from my Little and their parent/guardian before including others on outings.
- Not leave my Little unsupervised or with any other adult or child if I am not present.
- Ensure that any weapons/firearms are inaccessible, at all times, when my Little is with me.
- Consult my Match Support Specialist and receive approval from my Little's parent/guardian before engaging in high-risk activities (i.e. zip-lining, boating, ATV/snowmobile, canoeing, rock-climbing, paintball, etc.).
- Be the only approved person to transport my Little. I will follow all traffic laws and safety suggestions to ensure my Little's safety, such as not speeding, using seat belts, etc. I will not text while driving. I will not talk on my phone while driving unless it is an emergency.
- Not use alcohol, drugs, or tobacco/vape while I am with my Little or be under the influence of drugs or alcohol while I am with my Little. (This includes prescribed medications that may impair my ability to be alert, safe, and use clear judgment)
- Be responsible for the cost of match outings, focusing on free and low-cost activities. I will check with my Match Support Specialist before buying any expensive gifts or coordinating higher-cost activities.



- Keep any personal information that I learn about my Little and their family members confidential, aside from sharing it with my Match Support Specialist. I will not keep secrets from my Match Support Specialist.
- Give sufficient notice to my Little and their parents if I need to cancel any planned visits or if activity plans change. Canceling will not occur on a regular basis.
- Be understanding when an issue arises between myself and my Little, or their parent/guardian. I will contact my Match Support Specialist immediately and be willing to work together to reach a solution. If at any time I feel I cannot continue in my match, I will contact my Match Support Specialist to discuss the closure procedures. Actively participate in the closing procedure of the match at any time the match should close.
- Respond to and maintain monthly contact with my Match Support Specialist and understand that if I do not, my match may be closed. I will participate in all aspects of this match support process: initiating and returning calls, completing surveys/evaluations, attending trainings, and attending meetings related to my match.
- Give the parent/guardian and Match Support Specialist up-to-date change in phone numbers, addresses, new members of the home, place of employment, or other long term or permanent changes.
- Inform the parent/guardian and Match Support Specialist of vacations, business trips, or any other activity that may interfere with my match outing or match support calls.
- Speak openly to agency staff by providing them with feedback about my match relationship, activities, and Little's behavior.
- Actively participate in an annual evaluation should my Little and myself want to continue with our match for another year.
- Not take my Little to my home within the first 3 months. Thereafter, I must receive approval from my Match Support Specialist and the parent/guardian before having a home visit. Visits occurring prior to MSS and Parent/Guardian's approval will result in closure.
- Not arrange overnight visits with my Little. Overnight visits are strictly prohibited. I will consult my Match Support Specialist if I wish to go through the approval process. Unapproved overnights will result in closure.
- Report any safety issues surrounding my Little to my Match Support Specialist. Immediately call a professional staff member should my Little disclose any information to me that is serious and poses a threat to them.




ABOUT BIG BROTHERS BIG SISTERS OF THE CENTRAL UPPER PENINSULA


MAIN OFFICE


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Serving Marquette, Alger, Delta, Dickinson, Luce, & Menominee Counties

CONNECT WITH US

 www.bbbsmqt.org

 @bbbscentralup

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OUR STAFF

From our Executive Team to our Board of Directors, Big Brothers Big Sisters has a compassionate and dedicated group of individuals on our side who are willing to do whatever it takes to help change children's lives for the better.

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Big Brothers Big Sisters of the Central Upper Peninsula is a program that is sanctioned under Big Brothers Big Sisters of America. We must be audited regularly and be in compliance with standards set by Big Brothers Big Sisters, with child safety being our top priority. We must keep up to date with all of the standards and policies so they are subject to change.

