

COMMUNITY *impact report*



Big Brothers
Big Sisters®
PUGET SOUND

IGNITE. INSPIRE. EMPOWER. POTENTIAL.

MISSION

Our mission is to create and support 1-to-1 mentoring relationships that ignite the power and promise of youth.

VISION

All youth achieve their full potential.

ACCOUNTABILITY

By partnering with parents/guardians, volunteers and the community, we are accountable for each child in our programs achieving higher aspirations, greater confidence, better relationships, positive behavior choices, and educational success.

EMPOWERED YOUTH HAVE THE POTENTIAL TO CHANGE OUR WORLD



A MESSAGE FROM ONE OF OUR LITTLES

My name is Kahmoni, and I want to tell you a little about my story so you can see how Big Brothers Big Sisters makes a difference for kids like me.

I was 9 when I met my mentor, Dionne. I joined Big Brothers Big Sisters because I needed help in school and wanted another woman to talk to when my mom couldn't be there.

Dionne really accepts me for who I am. She accepts everyone for who they are. She has amazing friends—even a drag queen, which is so cool. We joke about everything, and she sings along to her weird music. It's funny, but sometimes I think she belongs in a fairy tale.

When we were first matched, it was weird. But it's okay to be nervous at first, whether you're a kid or a mentor. It gets easier, then you can open up and share all the things you've been hanging on to. That's how it is with me and Dionne. I could tell her anything.

I have big plans for the future. As soon as I turn 18, I want to go to college in New York City. Of course, no matter where I go, I'll still talk to Dionne. I want to make sure she always knows how important she is to me.

When I was 11, I really didn't like my life. I felt fat, and my parents argued a lot. I was sad all the time. I tried to kill myself, but a friend found out and told the school counselor.

What helped was talking. I talked to Dionne and my friends and the counselor. And I found out that other people are going through hard times, too. We all have to lean on each other sometimes.

After college, I want to be a therapist. I think I'd be good at it because I'm not afraid to talk about my own struggles. That's like a gift I can share so other people don't feel alone.

I love Big Brothers Big Sisters for the same reason. Not only did they give me the best Big Sister I could ask for, but they also provide a bunch of support for matches and families.

Because of Big Brothers Big Sisters and Dionne—and because of you—I never have to feel alone.

Thank you!

THE NEED IS URGENT

Every child needs three essentials to thrive: love, food, and shelter. We provide love to help our families meet basic needs for youth to thrive.

Our mission is driven by 1-to-1 connections, and we're determined that isolation will not stop our kids.

Too many kids in the Puget Sound are waiting for a Big Brother or Big Sister—a sign that now, more than ever, caring families see that a mentor can be one of the most valuable friends in their child's life.

IGNITING POTENTIAL

Many of our kids face overwhelming challenges that often derail their futures. Despite systems that are stacked against them, youth in our programs are beating the odds in BIG ways. Youth in our programs who have been matched for a year or more are doing better in school, have higher self-esteem and have stronger relationships with their family and friends.



WITH MORE THAN
700 YOUTH
on our waiting
list, our need for
mentors, especially
men, is great.



At first I was nervous and not sure what to expect. But after a while I go to know him better and now we're just like brothers.

He is nice and caring. I know if I'm having trouble with anything like school or family issues, that I can go to him and he can give me good advice on how to deal with it."

- LITTLE BROTHER ZACH ON
BIG BROTHER KENNETH

Mentoring relationships buffer children from developmental disruption and help them build resilience and the skills they need to respond to adversity and thrive.

OBSTACLES OUR YOUTH FACE

37%

have a parent or guardian who did not graduate from high school or earn their GED.

32%

have an immediate family member who struggles with substance use or addiction.

25%

have experienced homelessness in the past 5 years.

17%

have a loved one involved with the criminal justice system.

74%

live in a home without one or both parents.

72%

are from low-income households.

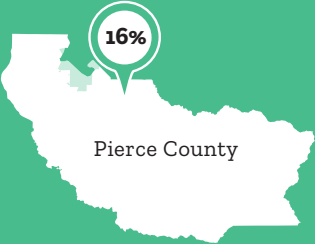
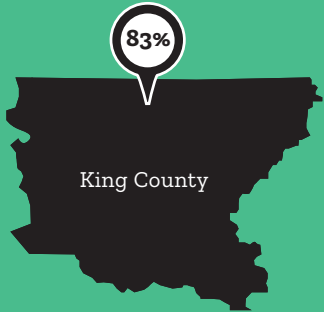
WITHIN EVERY CHILD LIES THE POTENTIAL FOR GREATNESS

Together, we clear the path for youth to thrive and achieve their biggest possible future.

As we continue to grow, together we will impact thousands of children who are eagerly waiting to be matched with a mentor to ignite their potential.

1,383 CHILDREN & FAMILIES IMPACTED IN 2019

WHERE WE SERVE:



*1% in other areas

THE POWER OF 1-TO-1 MENTORING COMMUNITY-BASED

Our traditional community-based 1-to-1 mentoring takes place in communities. Each match gets together for four hours per month to have fun and build a trusting relationship to navigate life's challenges together.

With your help, we provide mentoring opportunities to help close the opportunity gaps that exist for many children.

Mentoring is proven to make a meaningful difference for youth. A mentor relationship lets a child know they have someone in their corner and they can navigate life's challenges together.



Kahmoni has a gorgeous smile that lights up any room. Her laugh is contagious and sounds like music. Her confidence is enviable and I love how strong she is. And her heart, oh my, she has the biggest heart.

Kahmoni is a resilient and remarkable kid. She has shown me that there is always laughter and love there for you if you're open to accepting it."

- BIG SISTER DIONNE ON
LITTLE SISTER KAHMONI

943

COMMUNITY-BASED
MATCHES SERVED

94%

INCREASED/MAINTAINED
THEIR EDUCATIONAL
EXPECTATIONS

Increased grades/academic
performance.



Increased their connection
with/trust of their parents.



Felt accepted by and connected to
their peers.



Reported no juvenile justice
involvement.



OUR 1-TO-1 MENTORING PROGRAMS

SITE-BASED & CAREER-CONNECTED

We serve youth in King, Pierce, and Kitsap counties through unique mentoring programs in communities, schools, and workplaces. Our site-based programs are curriculum based and our team plans and leads all match activities at a set location. Together, we provide mentoring opportunities to help close the opportunity gaps that exist for many children.

IN SCHOOLS AND SITES

Our **school-based programs** partner with local elementary and middle schools to focus on kids identified by teachers as needing a mentor. Whether shooting hoops on the playground or practicing reading in the library, mentors build a lasting friendship with kids that can help inspire them to reach their academic potential.

MENTORU

MentorU is a mix of guided classroom curriculum and technology-supported mentoring for high school students facing academic and personal challenges. With a focus on career readiness and college preparation, matches connect weekly via a secure online platform and meet in-person once a month for an educational activity.

IN THE WORKPLACE

Our **Beyond School Walls program** brings students to a local partner company and connects them with employee volunteers. Kids are introduced to the corporate world while companies cultivate a culture of service that has a lasting impact on the lives of both kids and mentors.



I didn't succeed in high school. In fact, I dropped out and got my GED instead. Fast forward — as a PhD student in engineering, I felt like I had a lot to share about my unique experiences. Becoming a mentor seemed like a great way to hopefully make the path of another a little easier.

Hinari is one of the most genuine people I know. Her honesty and willingness to be vulnerable is inspiring to be around. Her authenticity also makes her very funny — she's not afraid to say what's on her mind.”

– BIG SISTER SIERRA ON
LITTLE SISTER HINARI, MENTORU

440

SITE-BASED AND
CAREER-CONNECTED
MATCHES SERVED

96%

INCREASED/MAINTAINED
THEIR EDUCATIONAL
EXPECTATIONS

Increased grades/academic
performance.



85%

Increased their connection
with/trust of their parents.



97%

Felt accepted by and connected to
their peers.



89%

Reported no juvenile justice
involvement.



98%

OUR 1-TO-1 MENTORING INITIATIVES

NATURE AND WELLNESS

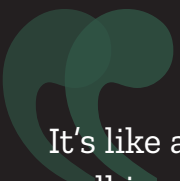
Thanks to partners like Mt. Baker-Snoqualmie National Forest and the “Every Child in a Park” Initiative, our youth are able to experience the fun and wonder of nature. Often, these activities are a child’s first opportunity to visit a national park, to kayak, and to consider how they fit into their environment.

LGBTQ MENTORING

From the classroom to the halls of government, bullies target LGBTQ groups for harassment and violence. Big Brothers Big Brothers stands against this senseless and systemic mistreatment with mentoring programs that are LGBTQ-friendly no matter if you are a child, mentor, youth, or parent.

STEM ENGAGEMENT

Our STEM path closes opportunity gaps, offering equipment, hands-on activities, and coursework for our youth. Whether it’s coding with Blacks at Microsoft, a microprocessor workshop led by TSTEM High School students, or everyday fun with slime, we work hard to connect kids with STEM experiences that can spark their interest in amazing careers.



It’s like a person having no friends, walking along, and then all of the sudden stumbling into somebody who gets what’s happening with them.”

It honestly makes kids like me show what’s really been going on with them, and be able to thrive.”

– Little Brother Sajen on Big Brother Chris

Big Brothers Big Sisters of Puget Sound 1-to-1 mentoring relationships help young people build perseverance and find their own path to success in life.

FUTURE SUCCESS INDICATORS

100%

In 2019, all youth showed positive outcomes after at least one year of mentoring.

100%

of our seniors graduated from high school in 2019.

95%

have increased expectations for their future beyond high school.

OUR IMPACT

1,383

children and youth impacted in 2019 through 1-to-1 mentoring and educational programming in King and

83,000

Volunteer hours in 2019

BIGS & LITTLES OF THE YEAR



ABDI & LUCAS

When I met Lucas for the first time, I could tell it was like a bond that hit right away. There was something different about him. I'm just glad we met that day. It's felt like a perfect match ever since.

Lucas has actually been there through it all. Like anytime I had a problem with school or just life. He's coming to my basketball games, and just recently he was at my most important game.

It was my senior night, and something tragic had happened within my family. For him to give me words of encouragement, to play through that game...I don't know how I did it, but it was

because of him. Honestly. I played that game because of Lucas.

I've changed in growth, mental-wise, like the way I see the world, he's changed a lot. And he's motivated me. At first, when I was a freshman, I was a hard-headed kid. I didn't want to listen. I didn't want to do good in school. But ever since that year, everything else in life has just gotten better.

Moving forward, I see myself in a long, lifetime friendship with Lucas. He'll be a brother of mine forever."

— LITTLE BROTHER ABDI ON BIG BROTHER LUCAS



TRE'NESIA & KATHERINE

My Big Sister Katherine is special because she's a great listener. I can be kind of quiet and reserved, so it's easy for me to stay on the edge of a group of friends. Just laughing at other people's jokes.

Being with Katherine is different. She asks me what I think and keeps at me until I open up. Her listening has helped me a lot throughout the years. She is really caring and makes sure I have the resources I need.

With my Big Sister, I have learned to be very open and to express myself how I want to, both person-to-person and in front of a crowd.

Through my community center, I got involved with a group that is trying to get an accessible playground built near Seattle Children's Hospital.

At first it just seemed like a cool thing to do with my friends, but then I had the chance to talk to the woman whose son inspired the project—and it got personal.

I've spoken in front of the city council a few times now to advocate for the playground. Without Katherine, I don't think I would have the confidence I have now in public speaking and speaking to others."

— LITTLE SISTER TRE'NESIA ON BIG SISTER KATHERINE



SIGNATURE EVENTS

Every year, we host a variety of events to raise critical funding, celebrate our special supporters, and socialize in style. We pause to acknowledge how our generous donors and volunteers make mentoring possible for kids in our community who need it the most. Together, we are developing more college grads, community leaders, and entrepreneurs.

BIG GALA

Our incredible sponsors, volunteers and donors generously contribute at our premier event in celebration of the work that we do together in the community. This annual gala generates crucial revenue that allows us to ignite the power and promise of youth.

BIG BREAKFAST

The BIG Breakfast honors thousands of kids we impact through our programs as well as our Matches of the Year and Community Partner of the Year. Our volunteer mentors and corporate supporters come together to celebrate the proven power of mentoring in our community.

BIG INVITATIONAL

The BIG Invitational Golf Tournament celebrated its 10th anniversary in 2017. Professionals from the commercial real estate industry come together to play a round for kids in our community. Networking for a good cause is par for the course!



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		<i>* term ended</i>

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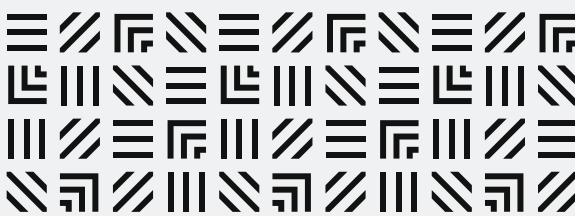
SUMMARY OF 2019 REVENUES & EXPENSES

TOTAL REVENUE	\$3,646,488*
TOTAL EXPENSES	\$2,686,520
PROGRAMS	\$1,949,578
FUNDRAISING	\$467,500
MANAGEMENT/GENERAL	\$269,442

* includes donor-restricted gifts

NET ASSETS

YEAR END NET ASSETS	\$3,743,244
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INDIVIDUAL SUPPORTERS

Big Brothers Big Sisters of Puget Sound gives our most heartfelt thanks to every person on this list, and to everyone who makes a donation of any size. Your support is changing lives, creating community, and building a better future. Please join us in recognizing the generosity of the donors listed below, who gave \$1,000 or more last year.

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WE DEEPLY APPRECIATE the generous support of the many organizations, corporations, foundations, and government entities who help us positively impact children and youth in our community. Below we recognize community partners as well as institutional supporters who contributed \$5,000 or more last year. All are key partners in our ability to deliver quality 1-to-1 mentoring in the Puget Sound.

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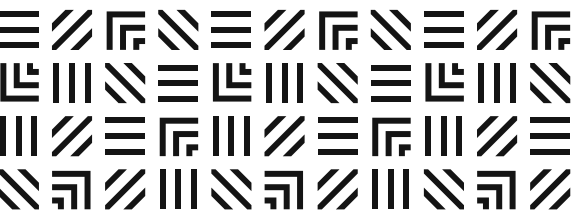
DID YOU KNOW?



Last year the Big Brothers Big Sisters Donation Center collected 2.5 million pounds of donated goods. Not only have our donation center bins served as a sustainable revenue stream for more than 25 years, they’re also good for the environment.

The secondhand industry’s environmental benefits range from fewer carbon emissions to saving water and reducing waste.

It’s a triple win for the kids, our community, and the environment!



HOW TO TAKE ACTION

1 BE A MENTOR OR HELP US FIND MENTORS

For just a few hours every month, you can give a child the invaluable gift of friendship. Learn more at InspireBIG.org.

Host a lunch & learn at your workplace. Big Brothers Big Sisters staff will give a presentation at your company so you and your coworkers can get involved together.

2 MAKE A FINANCIAL GIFT

Move kids off our waitlist and into a positive, professionally supported relationship with a mentor. To make a life-changing gift today, visit InspireBIG.org/donate.

3 DONATE CLOTHING

Change a life by simply cleaning out your closet. Find a drop-off location near you or host a donation bin at your workplace.

VISIT [INSPIREBIG.ORG/DONATE](https://InspireBIG.org/donate) TO FIND OUT MORE.



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