Big Brother Derek and Little Brother Marshall
JOSH & ANTOINE MATCHED 2 YEARS

When Josh started middle school, it was a huge step for him. He had just moved to Tacoma from Kenya, and he wasn’t sure what to expect.

Fortunately, the staff at Josh’s school knew that Big Brothers Big Sisters mentoring can make a huge difference for kids in transition. With Big Brother Antoine in his corner, Josh has dealt with teasing, worked to manage his emotions and connect with peers, and improved his performance at school.

KIDS’ POTENTIAL
A BIGGER FUTURE

YOU are a part of an incredible movement that is inspiring more youth to achieve their full potential—and we can’t thank YOU enough!

Together, we are connecting with thousands of kids, mentors, and families so our incredible kids can build their own paths to future success.

In late 2015, we embarked on a five-year strategic growth plan in response to the community’s demand for more Big Brothers Big Sisters mentors to support local kids and families. And we’re pleased to report we’re right on track.

This was our third year in a row of managed, sustainable growth. Thanks to you, in 2018, nearly 1,300 local kids had a volunteer mentor standing strong beside them.

New enrichments are also creating a deeper mentoring experience. We’ve expanded services for teenagers exploring career options, immigrant and refugee families, and LGBTQ youth and mentors. Together, we are connecting mentors from all backgrounds, cultures, races, identities, and geographies with kids who are excited to ignite their own power and promise for a bright future.

Because of you—our donors, champions, and partners—we are reaching more kids and families, and we are providing the high-quality mentoring that each family deserves.

Although we’ve experienced essential growth the past three years, demand continues to rise in the Puget Sound region.

Our waitlist of 1,000+ young people is a sign that now more than ever, caring families understand that a Big Brother or Big Sister can offer one of the most valuable relationships in their kids’ lives.

Looking ahead, we are investing in key areas to further meet community demand—from both families and businesses—for youth mentoring. Our career-connected programs are growing and will engage more students with mentors from companies eager to offer their employees a way to give back. And we are applying technology in new ways to enhance the volunteer experience, realize efficiencies in our operations, and ultimately serve even more kids with excellence.

On behalf of our entire agency—staff, board of directors, youth, families, and mentors—THANK YOU for partnering with us and investing in our kids.

TOGETHER, we stand as defenders of all kids’ potential, as they build their own futures and fulfill their dreams.

Gratefully,
Louis Garcia
President & CEO (and Big Brother, too)
Big Brothers Big Sisters of Puget Sound

MISSION
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
We partner with parents/guardians, volunteers, and the community so that each child in our programs achieves higher aspirations and more educational success, engages in less risky behavior, and has greater confidence and better relationships.

IN 2018
In 2018, all youth showed positive outcomes after at least one year of mentoring.

86,000
Volunteer hours in 2018

1,261
Families impacted in 2018
Many of our kids face overwhelming challenges that can derail their futures.

According to research from the National Institutes of Health, negative experiences—like poverty, family instability, having a loved one in jail, or being exposed to trauma—can affect a child’s ability to handle their emotions, trust others, and focus at school.

Almost one in nine teens and young adults doesn’t have access to people or opportunities that encourage them to develop the education, skills, social and emotional resources, and self-confidence they need to reach their full potential.

Kids react to an uncertain future by abandoning hope and engaging in risky behavior. Nearly 50% of males and 25% of females surveyed felt moderate or severe hopelessness, which predicts violent and aggressive interactions, substance use, sexual behavior, and accidental injury.

THE NEED IS URGENT

1,000+ kids in the Puget Sound are waiting for a Big Brother or Big Sister—a sign that now, more than ever, caring families see a Big Brother or Big Sister can be one of the most valuable friends in their kids’ lives.

THE OBSTACLES OUR KIDS FACE

46% have a parent or guardian who did not graduate from high school or earn a GED.

28% have an immediate family member who struggles with substance use or addiction.

27% have been homeless within the past 5 years.

12% have a loved one in the criminal justice system.

71% live in a home without one or both parents.

77% are eligible for free or reduced-price lunch, a key indicator of poverty.

1,000+ kids in the Puget Sound are waiting for a Big Brother or Big Sister—a sign that now, more than ever, caring families see a Big Brother or Big Sister can be one of the most valuable friends in their kids’ lives.

WHY 1-TO-1 MENTORING WORKS

Research from the Center on the Developing Child at Harvard University indicates children who do well despite serious hardship have had at least one stable and committed relationship with a supportive adult.

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

Big Brothers Big Sisters is an evidence-based mentoring organization that thoughtfully matches stable, caring adult mentors with children living with adversity.

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.

Introducing youth to new experiences, opportunities, and career exploration activities helps close the opportunity and achievement gaps that exist for many kids in underserved communities. Over time, a caring volunteer can provide support that counteracts the effects of hardship, giving a child the ability to grow past struggles they face in life.

MENTORS HELP YOUTH SUCCEED AND OVERCOME ACADEMIC CHALLENGES*

52% less likely than their peers to skip a day of school when meeting regularly with their mentor.

55% of vulnerable youth are more likely to enroll in college than those who did not have a mentor.

71% of mentored youth do better in school.

* Public/Private Ventures Study of Big Brothers Big Sisters / The Mentoring Effect, 2014

Brothers Xavier and Andy are currently waiting for Big Brothers. Alayiah is one of more than 1,000 youth waiting for a Big Brother or Big Sister.
Our cause is BIG. Our successes are BIG. And our future is undeniably BIG.

Because of YOU, we impacted the lives of 1,261 children and families in 2018. That number will continue to increase as we strive to provide mentors for the growing number of youth who are waiting for a Big Brother or Big Sister.

TOGETHER, WE HELP CLEAR THE PATH FOR YOUTH TO THRIVE

OUTCOMES FOR YOUTH IN OUR MENTORING PROGRAMS

<table>
<thead>
<tr>
<th>Percentage</th>
<th>Description</th>
</tr>
</thead>
<tbody>
<tr>
<td>94%</td>
<td>said they felt accepted by their peers.</td>
</tr>
<tr>
<td>96%</td>
<td>wanted to avoid risky behavior.</td>
</tr>
<tr>
<td>93%</td>
<td>had an adult they could talk to about an important topic.</td>
</tr>
<tr>
<td>91%</td>
<td>of youth said, “My relationship with my mentor is very important.”</td>
</tr>
<tr>
<td>77%</td>
<td>improved or maintained their grades.</td>
</tr>
<tr>
<td>95%</td>
<td>said they trusted their parents or guardians.</td>
</tr>
</tbody>
</table>

STEM-FOCUSED MENTORING

Our STEM-focused mentoring strives to close the gaps that exist for underserved youth who have less access to equipment, hands-on activities, and coursework. Whether in our career-centric or community-based programs, exposing youth to STEM fields and experiences increases interest and builds the pipeline for a stronger workforce.

TRAUMA-INFORMED MENTORING

Our trauma-informed mentoring connects families and youth who have experienced trauma to the resources and support they need. We also provide training and support so mentors can be more equipped to work with youth who have had adverse childhood circumstances.

REFUGEE MENTORING

In partnership with Refugee Women’s Alliance, we pair unaccompanied immigrant minors with Spanish-speaking mentors who help guide these children and teens through the many challenges they face, including adapting to a new culture, learning a new language, and dealing with the effects of trauma from living in areas of violence.

OUR 1-TO-1 MENTORING PROGRAMS

We serve youth in King, Pierce, and Kitsap counties through innovative mentoring programs in communities, schools, and workplaces.

IN THE COMMUNITY

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

IN SCHOOLS AND SITES

Our school-based programs partner with elementary and middle schools to focus on kids identified by teachers as needing a mentor. Whether shooting hoops or helping with homework, mentors build a lasting friendship to empower youth to build confidence and reach their full academic potential.

IN THE WORKPLACE

Beyond School Walls brings local students into the workplace to connect with their mentors, learn about STEM careers, and have fun. The program creates a richer work experience and better connects employees with the challenges youth face.

OUR 1-TO-1 MENTORING INITIATIVES

STEM-FOCUSED MENTORING

Our STEM-focused mentoring strives to close the gaps that exist for underserved youth who have less access to equipment, hands-on activities, and coursework. Whether in our career-centric or community-based programs, exposing youth to STEM fields and experiences increases interest and builds the pipeline for a stronger workforce.

OUTCOMES FOR YOUTH IN OUR MENTORING PROGRAMS

<table>
<thead>
<tr>
<th>Percentage</th>
<th>Description</th>
</tr>
</thead>
<tbody>
<tr>
<td>94%</td>
<td>said they felt accepted by their peers.</td>
</tr>
<tr>
<td>96%</td>
<td>wanted to avoid risky behavior.</td>
</tr>
<tr>
<td>93%</td>
<td>had an adult they could talk to about an important topic.</td>
</tr>
<tr>
<td>91%</td>
<td>of youth said, “My relationship with my mentor is very important.”</td>
</tr>
<tr>
<td>77%</td>
<td>improved or maintained their grades.</td>
</tr>
<tr>
<td>95%</td>
<td>said they trusted their parents or guardians.</td>
</tr>
</tbody>
</table>

REFUGEE MENTORING

In partnership with Refugee Women’s Alliance, we pair unaccompanied immigrant minors with Spanish-speaking mentors who help guide these children and teens through the many challenges they face, including adapting to a new culture, learning a new language, and dealing with the effects of trauma from living in areas of violence.

TRAUMA-INFORMED MENTORING

Our trauma-informed mentoring connects families and youth who have experienced trauma to the resources and support they need. We also provide training and support so mentors can be more equipped to work with youth who have had adverse childhood circumstances.

REQUIREMENT

In partnership with Refugee Women’s Alliance, we pair unaccompanied immigrant minors with Spanish-speaking mentors who help guide these children and teens through the many challenges they face, including adapting to a new culture, learning a new language, and dealing with the effects of trauma from living in areas of violence.

STEM-FOCUSED MENTORING

Our STEM-focused mentoring strives to close the gaps that exist for underserved youth who have less access to equipment, hands-on activities, and coursework. Whether in our career-centric or community-based programs, exposing youth to STEM fields and experiences increases interest and builds the pipeline for a stronger workforce.

REQUIREMENT

In partnership with Refugee Women’s Alliance, we pair unaccompanied immigrant minors with Spanish-speaking mentors who help guide these children and teens through the many challenges they face, including adapting to a new culture, learning a new language, and dealing with the effects of trauma from living in areas of violence.

OUTCOMES FOR YOUTH IN OUR MENTORING PROGRAMS

<table>
<thead>
<tr>
<th>Percentage</th>
<th>Description</th>
</tr>
</thead>
<tbody>
<tr>
<td>94%</td>
<td>said they felt accepted by their peers.</td>
</tr>
<tr>
<td>96%</td>
<td>wanted to avoid risky behavior.</td>
</tr>
<tr>
<td>93%</td>
<td>had an adult they could talk to about an important topic.</td>
</tr>
<tr>
<td>91%</td>
<td>of youth said, “My relationship with my mentor is very important.”</td>
</tr>
<tr>
<td>77%</td>
<td>improved or maintained their grades.</td>
</tr>
<tr>
<td>95%</td>
<td>said they trusted their parents or guardians.</td>
</tr>
</tbody>
</table>
I was nervous when I first went to meet Alexa. She was 9 years old and absolutely full of energy. I was 24 years old and had no idea who One Direction was.

Alexa’s an old soul, wise beyond her years. She speaks up for those who can’t speak for themselves, she’s kind, and she’s brave. She also has the best taste in music. It’s been incredible to see her go from so unsure of herself to so confident. She thinks very deeply and cares about matters that a lot of people her age don’t even recognize. I wish I had been more like her when I was her age, and I couldn’t be more proud of the growth she’s made throughout the last 7 years.

Together we’ve survived the tween years, a few different moves, new schools, and new careers. Even when I had to move for a new job, we stayed matched and commuted over 100 miles to see each other because we couldn’t imagine not being matched anymore. He’s also taught me that younger generations have a lot to say and that within their ranks are movers and shakers, like Alexa, who can and will change our world.

– Big Sister Amanda

When Russell and Dan were matched, Russell was a quiet 13-year-old who struggled with anger and motivation. His mother, Mira, was raising him alone after Russell’s father died.

As a teenager, Big Brother Dan didn’t have a close relationship with his father. By becoming a mentor, he thought he could reach out to someone who might be in similar circumstances.

The first time Dan and Russell met, they were both a little nervous. They walked to the park and skipped rocks into the water. Simple. Despite their shyness, it felt like a good match.

In the two years since, their outings have changed. They have great conversations about engines and how things work. They talk about Russell’s future and all the places he could go.

“Russell has a big heart,” Dan says. “He cares about others and is not willing to see anyone hurt or bullied. He’s also a very funny guy, with an amazing range of imitations. He keeps me laughing.”

“If I were to tell Dan one thing,” Russell says, “it would be that you’ve been the best support. You are always there for me.”
KARLA’S KIDS AND THEIR BIGS

My kids are the most important people in my life. I can truly say that their Bigs are the second most important people in my life. Thank you for investing in my children. Please know the return on the investments you’re making is very high. You’re clearing the way for my kids—for all kids—to have a bigger future.

– Karla, adoptive mom of 7 kids

1-TO-1 MENTORING SUCCESS INDICATOR

100% of our seniors graduated from high school in 2018.

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—deeply affecting our schools, workplaces, neighborhoods, and the entire Puget Sound region. Without you, fulfilling our dream would be impossible.

BIG GALA

In celebration of the work we do together in the community, our incredible sponsors, volunteers, and donors give generously at our premier event. The annual gala generates crucial revenue that allows us to impact more underserved youth and ignite their potential to achieve their biggest possible future.

BIG BREAKFAST

The Big Breakfast honors the thousands of kids we impact through our programs each year. We celebrate our graduating seniors and highlight the stories of two very special matches, as well as recognize our Community Partner of the Year. Together with our volunteer mentors and corporate supporters, we reflect on the impact that mentoring has in our community.

BIG INVITATIONAL

Big Brothers Big Sisters of Puget Sound partners with NAIOP South Sound Committee for the Big Invitational golf tournament. Professionals from the commercial real estate and construction industries come together to play a round in support of kids in our community. Networking for a good cause is par for the course!
INSTITUTIONAL SUPPORTERS

WE DEEPLY APPRECIATE the generous support of the many individuals, corporations, foundations, and government entities who help us positively impact children and youth in our community.

Below we recognize institutional supporters who contributed $5,000 or more last year:

- Alaska Airlines
- Altia
- Amazon
- Arby’s Foundation
- ATS Automation
- Aven Foundation
- Big Brothers Big Sisters of America
- Boeing
- Boeing Employees Community Fund
- CenturyLink
- Charles Maxfield and Gloria F. Parrish Foundation
- Charter Construction
- City of Seattle
- City of Tacoma
- Costco Wholesale
- Deloitte
- Discuren Foundation
- evo
- Expeditors International
- Forest Foundation
- Goodman Foundation
- The Gottfried and Mary Fuchs Foundation
- Greater Tacoma Community Foundation
- Griffiths Foundation
- Hasbro Children’s Fund
- Hasbro, Inc. | Wizards of the Coast
- HITT Contracting Inc.
- Karr Tuttle Campbell
- KPMG LLP
- MENTOR Washington
- M.J. Murdock Charitable Trust
- MultiCare Health System
- The Norcliffe Foundation
- Office of Juvenile Justice/USDOJ
- Paul G. Allen Family Foundation
- Premera Blue Cross
- Rotary Club of Tacoma #8
- Savers/Value Village
- Seattle Seahawks
- The Seattle Times
- Tacoma Public Schools
- United Way of King County
- U.S. Bank Foundation
- USI Kibble & Prentice
- Washington Federal Foundation
- Washington Federal Savings
- Wells Fargo
- Windermere Foundation

Chief is creative, loves technology, and has a vivid imagination. He is always trying to invent something. My favorite memory was putting together a PC from scratch. I brought various parts, we looked up instructions, and piece by piece we put a desktop computer together. It didn’t work the first few times, but we had fun troubleshooting. Chief persevered and in the end, we were able to boot it up!

– Big Brother Xerxes
HOW TO GET INVOLVED

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.

If you host a lunch and learn at your workplace, Big Brothers Big Sisters staff will give a presentation at your company so that 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 AND HOUSE ITEMS

Change a life by simply clearing out your closet. Find a drop-off location near you or host a donation bin at your workplace. Visit InspireBIG.org/donate to find out more.

WITH OVERWHELMING GRATITUDE TO OUR DONORS

This work would not be possible without your generosity. THANK YOU for believing in our kids and investing in their incredible potential. You are helping ignite a child’s bright future.

DONATE CLOTHING AND HOUSE ITEMS

Change a life by simply clearing out your closet. Find a drop-off location near you or host a donation bin at your workplace. Visit InspireBIG.org/donate to find out more.

THESE WORKS WOULD NOT BE POSSIBLE WITHOUT

YOUR INSPIRATION & GENEROSITY. THANK YOU

FOR BELIEVING IN OUR KIDS AND INVESTING IN THEIR

INCREDIBLE POTENTIAL. YOU ARE HELPING IGNITE A

CHILD’S BRIGHT FUTURE.

HOW TO GET INVOLVED

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.

If you host a lunch and learn at your workplace, Big Brothers Big Sisters staff will give a presentation at your company so that 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 AND HOUSE ITEMS

Change a life by simply clearing out your closet. Find a drop-off location near you or host a donation bin at your workplace. Visit InspireBIG.org/donate to find out more.

WITH OVERWHELMING GRATITUDE TO OUR DONORS

This work would not be possible without your generosity. THANK YOU for believing in our kids and investing in their incredible potential. You are helping ignite a child’s bright future.

DONATE CLOTHING AND HOUSE ITEMS

Change a life by simply clearing out your closet. Find a drop-off location near you or host a donation bin at your workplace. Visit InspireBIG.org/donate to find out more.

THESE WORKS WOULD NOT BE POSSIBLE WITHOUT

YOUR INSPIRATION & GENEROSITY. THANK YOU

FOR BELIEVING IN OUR KIDS AND INVESTING IN THEIR

INCREDIBLE POTENTIAL. YOU ARE HELPING IGNITE A

CHILD’S BRIGHT FUTURE.
From the start, Kailee and I have been an incredible match. We’re both easygoing, love cats, enjoy playing board games, creative endeavors, singing at the top of our lungs in the car, and making each other laugh. We have a comfortable relationship and feel assured sharing all the joyful and tragic moments in life with each other.

– Big Sister Justine