



# COMMUNITY *impact report*

## 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.

### ORGANIZATIONAL VALUES

Excellence • Justice, Equity, Diversity, Inclusion  
 • Integrity • Authentic Connection •  
 Empowerment & Inspiration • Teamwork

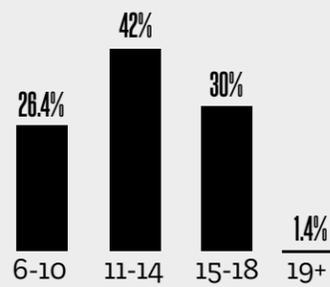
### VISION

All youth achieve their full potential.

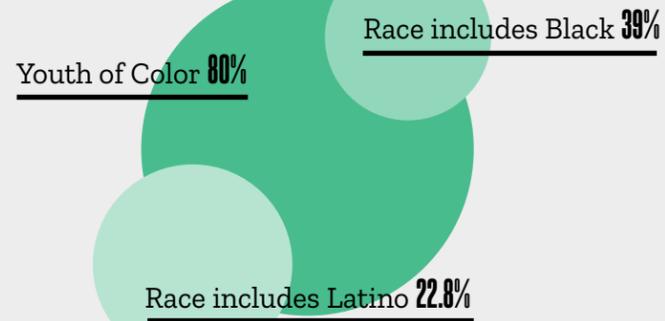


EMPOWERED YOUTH **HAVE THE POTENTIAL TO CHANGE OUR WORLD**

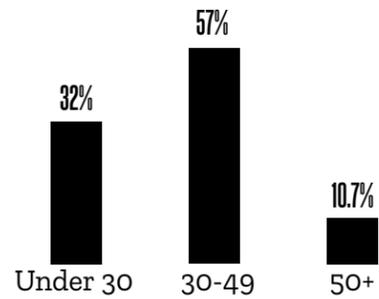
# YOUTH



Gender	Percentage
Female	49%
Nonbinary	0.5%
Male	50%
Transgender Male	0.23%
Prefer not to say	0.07%
Transgender Female	0.07%



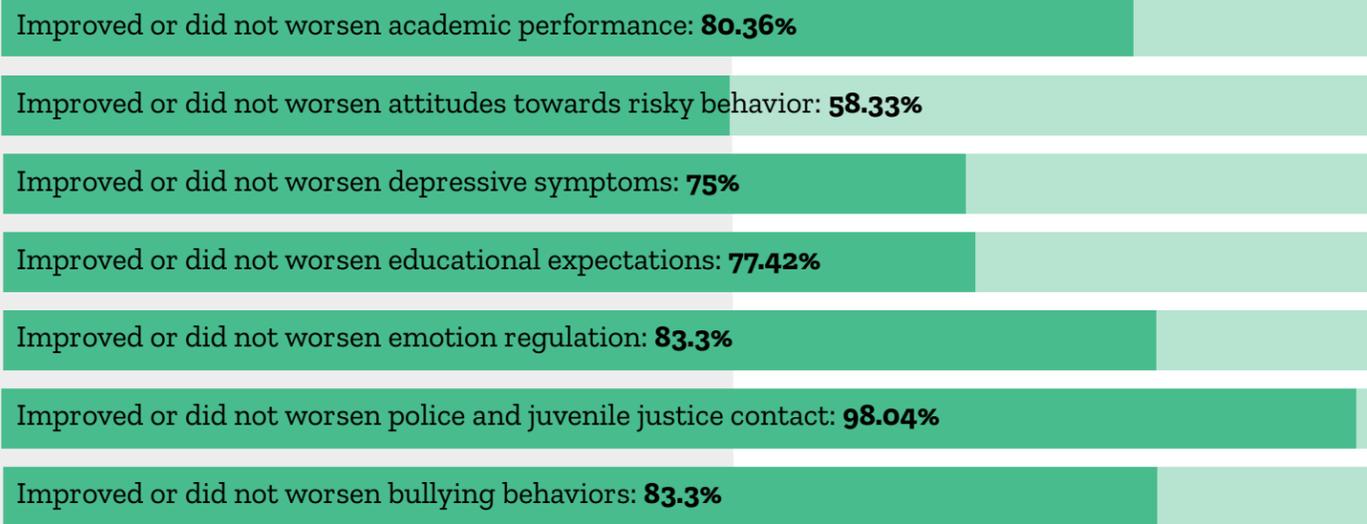
# MENTORS



Gender	Percentage
Female	53%
Male	46%
Genderqueer/Nonbinary	0.63%
Transgender Male	0.24%



**1276** Matches in 2020      **921** Community-based matches      **355** Site-based matches



# SHUTDOWN + GOING VIRTUAL

**2020** was a tough year for us all, and Big Brothers Big Sisters of Puget Sound was no exception. When the shutdown began, we faced a number of challenges: implementing remote work, re-inventing in-person programming to be 100% virtual, and finding new ways to support the youth, families, and mentors we serve. These changes and challenges have had a real impact on the organization and the work we do.

Like most organizations, we weren't prepared to navigate a world-wide crisis. But every single member of our team worked incredibly hard to bridge the gap between what we had planned for the year and the reality we faced. We moved to remote work within one week, transitioned every program to a 100% virtual model, and re-invented the way we manage and prepare our mentors and youth for successful mentoring relationships. Over the first two months our program staff pulled together a massive 12-page list of community resources, virtual activities, and vital information to support families impacted by the shutdown. We provided food to our families in need and began incredible partnerships throughout King and Pierce Counties to better serve BIPOC communities.



# CHANGING FOR THE BETTER

Until the pandemic, training mentors meant live facilitation and written reviews. As we transitioned to virtual, we had to create a new model. We implemented a combination of preparatory videos and online quiz-style reviews, ending with group video calls to dig into how to handle different scenarios and share learning. Here's where we found something unexpected: this new approach was actually better! Mentors reported higher levels of confidence going into their matches. They also showed improvement in understanding and making use of the information they learned! This is a change for the better that will be sticking around long after our days of constant hand-sanitizing and mask-wearing are gone.

# 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.

We believe that mentoring is something everyone can learn to do. Our team works with volunteers to



develop the skills for successful mentoring. Listening, cooperation, and respect are key to the Big Brothers Big Sisters model and to a better world.

Mentoring is proven to make a meaningful difference for youth. A mentor relationship lets a child know they have someone in their corner – an advocate, ally, and sounding board they can rely on.



# 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 – in person or online! Together, we provide mentoring opportunities that build up youth strengths and close opportunity gaps.

## IN SCHOOLS AND SITES

Our **school-based programs** partner with local elementary schools to focus on kids identified by teachers as needing a mentor. Whether connecting individually online or joining us for our monthly virtual match parties, kids and mentors kept in touch throughout the pandemic.

## IN THE WORKPLACE

Our **Beyond School Walls program** matches kids with employee-mentors at partner companies. 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.

## MENTORU

**MentorU** is a mix of guided classroom curriculum and technology-supported mentoring for high school students. This year, the program shifted to focus on supporting kids through the social-emotional challenges that came with the pandemic.

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# OUR MENTORING INITIATIVES

## NATURE

Thanks to partners like Woodland Park Zoo and Mount Baker-Snoqualmie National Forest, youth were still able to experience the fun and wonder of nature both in person and virtually. From zookeeper shadowing to ethnobotany workshops, kids of all ages got to explore the world around them.

## STEM ENGAGEMENT

Our Month of STEM with the Quest Institute gave kids online opportunities to explore robotics, entrepreneurship, and oceanography. As we transition back to in-person services, we're excited to expand the workshops and events available to our matches.

## 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, staff, or parent.

# ALPHA FORUM

Hosted by the distinguished members of the Alpha Phi Alpha fraternity in Tacoma, the Alpha Forum Speakers Series is a monthly virtual group mentoring program geared for young men who identify as Black or multiracial. Each month speakers may include community leaders and professionals in the, medical, legal, business, military, athletics, music, art, technology and media fields. Topic areas include public speaking, networking, current events and school success.



## OUR COMMITMENT TO JUSTICE, EQUITY, DIVERSITY AND INCLUSION

*How do we stand together in a world that seems so divided?*

*How do we empower kids along a path that is faced with so many challenges and uncertainties?*

These are questions we are grappling with, but these are not new questions or challenges. In fact, Big Brothers Big Sisters was founded on the premise of creating innovation and solutions to address the same challenges that impact our communities today.

For more than 116 years, this organization has been matching children with mentors who ignite

their potential. Throughout that history, we have remained committed to seeing children as whole people, no matter who they are or what they have been through. We have committed to bridging divides in our communities. And we recognize our commitment needs to become stronger and more inclusive of different races, genders, and identities.

We cannot promise we will never make mistakes, but we can promise we will remain open and dedicated to understanding and change.

**We will always strive to do better, be better, and show up for all young people.**

# VIRTUAL EVENTS

While the pandemic impacted our approach to in-person fundraising events, we made adjustments that enabled people to participate in new and meaningful ways. Our March 2020 BIG Breakfast quickly changed to an online campaign, the BIG Invitational golf tournament shifted from a spring to a late summer event, and the BIG Gala in the fall went live. (Live-streamed, that is!)



## GIVE CAMPAIGN

Microsoft employees gave their time, talent, and treasure during the annual Microsoft Give campaign in October. Big Brothers Big Sisters staff hosted virtual micro-volunteering events where volunteers created scavenger hunts and two kinds of activity kits for Bigs and Littles to work on together. One kit focused on art and writing, and the other kit focused on STEM. The STEM kits included materials for simple experiments such as making Oobleck slime, soda bottle tornadoes, and popsicle stick catapults. Through a combination of giving, matching and volunteer matching, Microsoft employees donated nearly \$45,000 to BBBS during the Give Campaign.

# MOTHER'S DAY

On Mother's Day, our Pierce County branch invited all of our families to let us help them celebrate their moms, aunts, grandmothers, and foster moms with a bag of dinner groceries and other goodies. In partnership with the Emergency Feeding Program and Tacoma Metro Parks, we were able to provide 200 Tacoma families boxes of nutritious food, chocolates, potted flowers and lots of love! Mayor Victoria Woodards and Speaker of the House Laurie Jinkins loaded boxes into the cars at the drive-up event, while an army of volunteers helped pack boxes.



## FATHER'S DAY / JUNETEENTH FOOD GIVEAWAY

We marked the Father's Day and Juneteenth holidays through a drive-through celebration with our South Sound partners. More than 100 families received Black history books, calendars, and a box of groceries so they could honor the occasion with a quality meal at home.

Amazing partners Bethlehem Baptist, Alpha Phi Alpha, Sound Community Bank, and Tacoma Mayor Victoria Woodards helped staff make this event possible.

# JOSEPH AND ELIJAH

## Match Story



Elijah did not know precisely what he was getting himself into when his mother asked if he wanted to sign up for the Big Brothers Big Sisters program. "I didn't even know this existed until my mom told me all about it," he truthfully remarked, "But when I met my Big, I was stoked!"

Eleven-year-old Elijah wanted a mentor who was outgoing, fun, and liked to play sports. Recently, Elijah lost his father. "That has been a hard thing for him to deal with," his mother said, "and having a male figure that can relate and talk to him has been huge."

Made possible by supporters like you, Elijah was matched with his Big Brother Joseph. Even though Elijah was wary and did not know what to expect, he and Joseph clicked immediately. They both enjoy staying active through sports, especially football, and talking about the latest video games. "He can relate to me personally," said Elijah.

Joseph wants to be a good role model for youth in his area and sees this experience as a way to give back to a community he loves. "My favorite thing is when Elijah and I can go to the library or a museum together, and I can teach him new things."

Elijah has opened up to Joseph about his emotions, and Joseph is supportive and listens to what Elijah has to say. "Everything about this is so positive, Elijah is an amazing kid, and hanging out with him has helped me in learning how to help a young person experiencing stress in their life."

Elijah sees his mentor relationship blossoming into a long-lasting friendship. He affirms he wants to keep growing a stronger bond with Joseph. "I just think Joseph is really cool. I can talk to him about anything, and I look forward to hanging out with him. I hope we can stick together for a long time and have a tight friendship in the future."

# 2020 SERVICE PARTNERS

- |                                |                                       |                               |
|--------------------------------|---------------------------------------|-------------------------------|
| 4-H Youth Development          | Maverick Casinos                      | Seattle Public Schools        |
| Alkai Beach                    | McCarver Elementary School            | Sound Community Bank          |
| Alpha Phi Alpha Tacoma Chapter | MENTOR Washington                     | Starbucks Coffee Company      |
| Amazon                         | Mt Baker-Snoqualmie National Forest   | Tacoma Public Schools         |
| BCRA                           | MultiCare Health System               | The Collective                |
| Beacon Hill Elementary School  | Museum of Flight                      | The Gap, Inc.                 |
| Bellevue Public Schools        | Netflix                               | The Narrows Law Group         |
| Bethlehem Baptist              | Pacific Science Center                | The Quest Institute           |
| Boeing                         | PFLAG                                 | The Shop                      |
| Cascade View Elementary School | Rainier Foothills Wellness Foundation | United Way of Thurston County |
| Columbia Bank                  | School's Out Washington               | University of Washington      |
| DeLong Elementary School       | Seattle Aquarium                      | West Seattle High School      |
| Dunlap Elementary School       | Seattle Bouldering Project            | Wizards of the Coast          |
| Emergency Feeding Program      | Seattle Dragons XFL                   | Woodland Park Zoo             |
| Free2Luv                       | Seattle Public Libraries              | YMCA Camp Seymour             |
| Graduate Tacoma                |                                       |                               |
| Interlake High School          |                                       |                               |



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- |  |   |   |  |
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\* term ended

# 2020 FINANCIALS

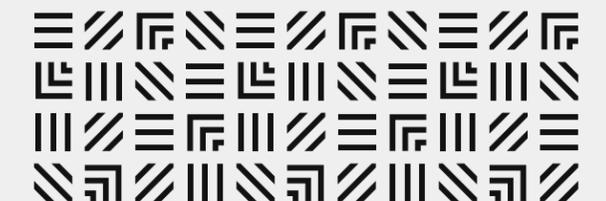
## SUMMARY OF 2020 REVENUES & EXPENSES

<b>TOTAL REVENUE</b>	<b>\$3,608,950*</b>
<b>TOTAL EXPENSES</b>	<b>\$3,280,666</b>
PROGRAMS	\$2,357,544
FUNDRAISING	\$480,332
MANAGEMENT/GENERAL	\$442,790

\* includes donor-restricted gifts

## NET ASSETS

**YEAR END NET ASSETS \$4,071,528**





**Big Brothers  
Big Sisters**  
PUGET SOUND

### SEATTLE & DISTRIBUTION CENTER

1600 S. Graham St.  
Seattle, WA 98108  
206.763.9060

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