

# THE BEST INVESTMENT IN YOUTH BEGINS WITH **ONE RELATIONSHIP**

A year of mentoring, momentum, and future readiness.



**ANNUAL REPORT 2024-2025**



# MENTORSHIP IS ONE OF THE MOST EFFECTIVE LONG-TERM INVESTMENTS A COMMUNITY CAN MAKE IN ITS YOUNG PEOPLE.



"The function of education is to teach one to think intensively and to think critically. Intelligence plus character—that is the goal of true education." —Martin Luther King Jr.  
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Become a mentor



Invest in mentorship

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# THE BEST INVESTMENT IN YOUTH BEGINS WITH ONE RELATIONSHIP

Young people today are coming of age in a world defined by uncertainty. The path from school to adulthood is less predictable. Confidence is harder to build, and trusted guidance is not equally accessible.

At Big Brothers Big Sisters of Puget Sound, we believe one of the most effective responses to this moment is also one of the most enduring: a consistent, caring relationship with a mentor who shows up, listens, and believes in a young person's potential.

During the 2024-25 fiscal year, our work remained grounded in what has always set us apart. We support mentoring relationships that last and make a measurable difference in the lives of young people across our region.

At the same time, we continued to strengthen how we deliver impact. We supported matches with consistent professional oversight, expanded opportunities that connect mentorship to future readiness, and deepened partnerships that help young people access real experiences, networks, and pathways.

Not every young person starts from the same place. But every young person deserves access to someone who sees them, supports them, and helps them navigate what comes next. That is how potential is protected and futures are built.

**The future is built  
through steady  
relationships and  
shared commitment.**





# LETTER FROM THE CEO

Dear Friends and Supporters,

This past year, Big Brothers Big Sisters of Puget Sound moved with purpose, precision, and real momentum.

Across King, Pierce, Kitsap counties, we didn't just sustain our work, we advanced it. We increased the number of matches made, connecting more young people with consistent, caring mentors who show up at pivotal moments in their lives. At the same time, we significantly improved our speed to match, reducing wait times so youth can begin building meaningful relationships sooner. Faster matches mean greater access and greater impact.

We also expanded what mentorship looks like.

This year, we launched Level Up, our new group mentoring model focused on serving sixth graders at a critical transition point in their development. Middle school is a defining season, and Level Up allows us to support young people earlier, strengthening confidence, connection, and academic momentum before patterns solidify.

Our commitment to innovation continued through Bigs in Tech, where we deepen mentoring relationships while expanding exposure to technology careers, real-world skills, and future-ready opportunities. By pairing mentorship with access, we are helping young people not only believe in their potential, but see tangible pathways forward.

Behind these accomplishments is disciplined operational improvement. We strengthened how we support matches, invested in automation, and refined the systems that make mentoring safe, stable, and effective over time. Growth without quality is not our model. We are building both.

The need remains urgent. Demand for mentorship continues to exceed mentor capacity across our region. Hundreds of young people are still waiting for a caring adult mentor. That reality does not slow us it sharpens our focus. We are committed to strategic, sustainable growth that protects the integrity of each relationship while expanding access to more youth.

Our progress is powered by mentors who invest their time, donors who invest resources, corporate and community partners who invest leadership, and a team that shows up every day with heart and discipline.

This year was not simply one of activity. It was one of acceleration.

Thank you for standing with us. Because of you, more young people are connected, supported, and positioned for a stronger future. And we are just getting started.

With gratitude,



Alonda Williams



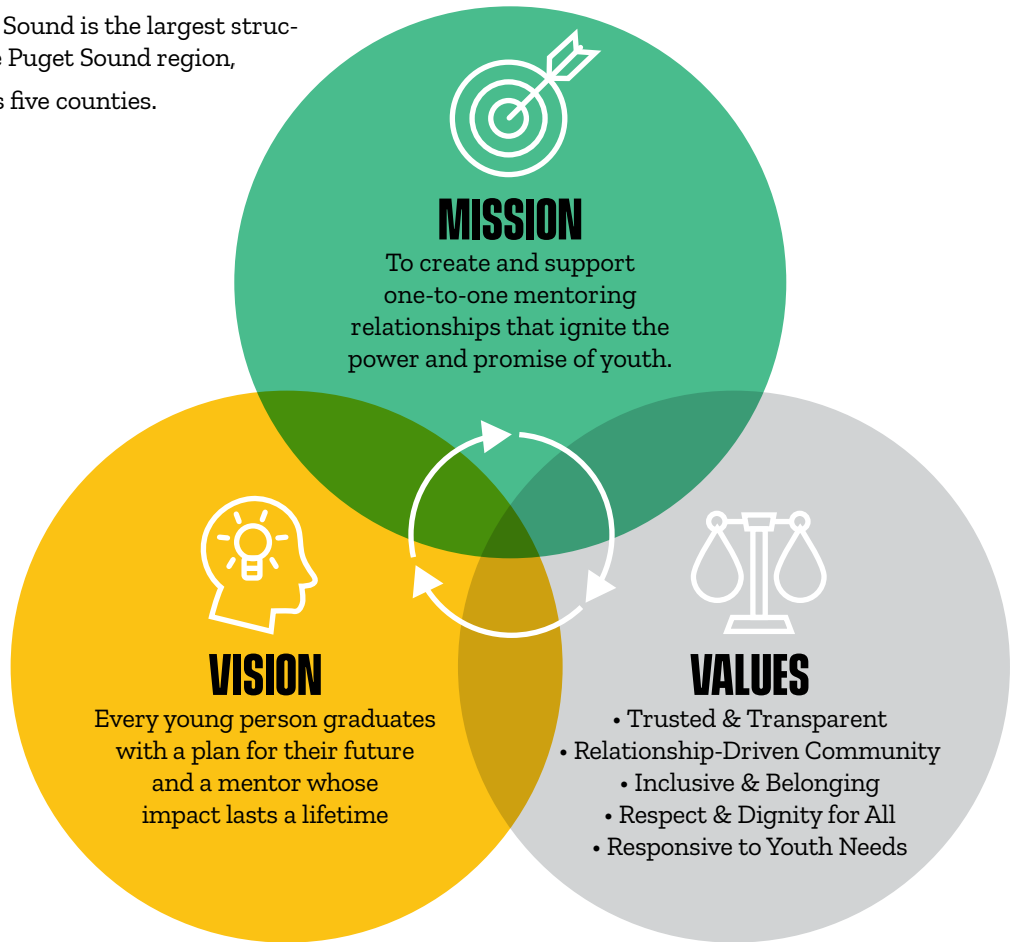
# WHO WE ARE

Big Brothers Big Sisters of Puget Sound exists to ensure young people have access to consistent, caring relationships that help them navigate life with confidence and purpose. For nearly 70 years, we have partnered with families, schools, and communities to support mentoring relationships that last.

Big Brothers Big Sisters of Puget Sound is the largest structured mentoring providers in the Puget Sound region, serving youth and families across five counties.

## OUR IMPACT

**866**  
YOUTH SERVED



## OUR COMMITMENT TO COMMUNITY ENGAGEMENT

Community engagement is central to how Big Brothers Big Sisters of Puget Sound designs and delivers mentoring. We work closely with families, schools, and community partners while fostering strong internal collaboration to ensure mentorship is accessible, relevant, and responsive across our region.

By listening to community voices and partnering with local organizations, we reduce barriers to participation and strengthen how mentoring supports young people in their everyday environments. This same commitment to listening and collaboration shapes how we learn, grow, and work together internally, reinforcing trust, accountability,

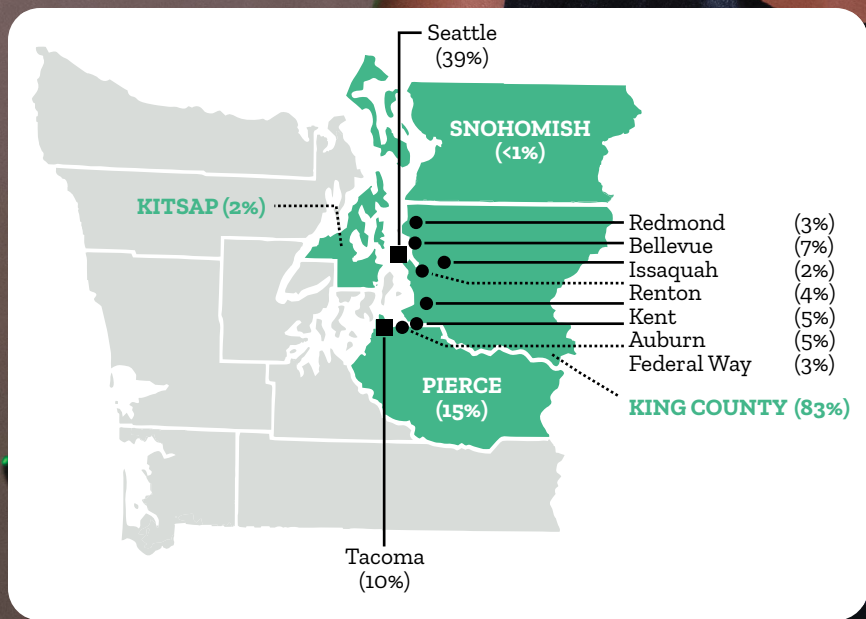
and shared responsibility. Staying connected to the communities we serve and to one another as an organization strengthens outcomes and deepens impact. Through ongoing engagement, we continue refining our work to meet evolving needs and support young people with consistency and care.

In FY 2024-2025, we served  
the following counties:

King County

Pierce County

Kitsap County



# OUR MODEL DELIVERS RESULTS

At Big Brothers Big Sisters of Puget Sound, outcomes are built through strong relationships supported by clear structure and accountability. Our approach centers on one-to-one mentoring, reinforced by trained staff, consistent oversight, and community collaboration.



**Big Brothers Big Sisters.**

PUGET SOUND

## THE HOPE ENGINE

HOW A YOUNG PERSON GOES FROM ISOLATION TO BELIEF

### IDENTIFY & ENROLL THE YOUNG PERSON



A child or youth is referred and enrolled into BBBSPS. We start with strengths, needs, and readiness.



### CENTER THE YOUTH'S VOICE



Match Support builds trust, listens deeply, and learns who the youth is, not just what they need.



### RECRUIT & PREPARE THE BIG

Caring adults are recruited, screened, trained, and coached to show up consistently and safely.



### INTENTIONAL MATCHING



Matches are made based on interests, identity, goals, and compatibility. Matching is thoughtful, not random.



### MATCH INTRODUCTION & RELATIONSHIP BUILDING

The first meeting creates safety, choice, and belonging. Trust begins to grow through shared time and experiences.



### ONGOING MATCH SUPPORT



BBBSPS provides continuous guidance, resources, and check-ins so matches can grow and last.

# BIGS AND LITTLES OF THE YEAR IMPACT THAT CHANGES TRAJECTORIES

Change is not created in moments alone. It is built over time through trust, consistency, and relationships that grow alongside young people. Each year, Big Brothers Big Sisters of Puget Sound recognizes Bigs and Littles of the Year whose mentoring relationships reflect the strength and impact of this work.

## BIG BENJAMIN & LITTLE JOEL



## SIX YEARS OF ENCOURAGEMENT, GROWTH, AND BIG DREAMS

What began as a shared love of basketball grew into a six-year mentoring relationship built on trust, consistency, and encouragement. From elementary school through high school, Benjamin showed up for Joel as a steady source of support, celebrating milestones, navigating challenges, and reinforcing the belief that Joel's goals were within reach.

With Benjamin's encouragement, Joel discovered a love of reading, strengthened his academic confidence, and pursued opportunities beyond high school. In 2025, Joel was accepted into multiple colleges, carrying forward not only his achievements, but the lessons learned through mentorship, including perseverance, optimism, and belief in his own potential.

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"Earning my Little's trust and friendship over the years have given me a sense of belief in myself that I never had before."

— Benjamin, Big Brother

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## BIG BIG RAGHAV & LITTLE GABRIEL



## FINDING BROTHERHOOD THROUGH KINDNESS AND JOY

Gabriel hoped to know what it felt like to have a brother. Raghav hoped to make a difference. Together, they built a relationship rooted in laughter, patience, and genuine care. Through shared experiences and everyday moments, their match reflects the power of simply showing up and being present.

Raghav's mentorship helped Gabriel grow in confidence and feel supported, while Gabriel's generosity and joy continue to inspire his Big. Their story is a reminder that mentorship does not require grand gestures. Often, the greatest impact comes from consistency, kindness, and belief.

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"He is funny, calm, kind, and generous. I used to not be patient at all, and he taught me how to be patient."

— Gabriel, Little Brother

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# BIGS AND LITTLES OF THE YEAR

## BIG MIKE & LITTLE MUSTAPHA



## FROM CAREER EXPLORATION TO LIFELONG CONFIDENCE

Matched through our Bigs in Tech program, Mike and Mustapha's relationship quickly grew beyond career exploration into a meaningful friendship grounded in trust and encouragement. Whether attending Seahawks games or tackling hands-on challenges together, their time spent side by side strengthened both confidence and connection.

For Mustapha, Mike became a mentor who modeled perseverance and selfbelief. For Mike, Mustapha's curiosity and kindness brought new perspective and inspiration. Their match highlights how mentorship opens doors, not only to opportunity, but to confidence, belonging, and lasting impact.

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"My journey with Mustapha has taught me more than I could have ever given. To future Bigs, I cannot stress enough the power of consistent presence. Each meeting strengthens our bond, building trust that deepens our connection."

- Mike, Big Brother

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## BIG ALEX & LITTLE OLIVIA



## CREATIVITY, CONFIDENCE, AND BEING YOURSELF

When Alex and Olivia first met, both were shy and uncertain. Through shared interests in music, creativity, and storytelling, they found common ground and built trust at their own pace. Over time, their relationship became a space where curiosity and self-expression were encouraged.

Through mentorship, Olivia gained confidence in being herself, while Alex witnessed the power of creating a safe, supportive space for growth. Their story reflects how mentorship can nurture authenticity and remind young people that they are valued exactly as they are.

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"Alex makes me feel comfortable being myself. We both like music. It's nice knowing someone is there who believes in you."

- Olivia, Little Sister

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# YOUTH OUTCOMES AND LASTING RESULTS



## MENTORSHIP WORKS, AND ITS OUTCOMES ARE MEASURABLE.

In 2025, Big Brothers Big Sisters of Puget Sound served 733 young people across community-based and site-based programs. Among youth who completed 12 months in a community-based match, measurable gains were reported across academic performance and school engagement indicators.

### AFTER ONE YEAR OF SUSTAINED MENTORSHIP:

#### MENTORSHIP WORKS — AND THE IMPACT IS MEASURABLE.

The results on the next page reflect structured, consistent mentoring relationships supported by professional match oversight. As young people grow, our model evolves with them, reinforcing stability, accountability, and long-term progress.

Mentorship strengthens educational engagement, supports positive decision-making, and builds the confidence necessary for future workforce readiness. For communities and those who invest in young people, structured mentorship delivers measurable results over time.

*Source: BBBSPS Youth Outcomes Survey (YOS), Calendar Year 2025; Internal program data.*

# MENTORSHIP DELIVERS MEASURABLE RETURNS

## LOCAL



### IMPACT SNAPSHOT

#### STRONGER EMOTIONAL WELLBEING

**86%** 

of youth improved or maintained healthy emotion regulation


**88%** 

of youth demonstrated strong educational expectations

**83%** 

of youth improved or maintained lower depressive symptoms

#### PROVEN SCHOOL ENGAGEMENT

**85%** of youth improved or maintained strong academic performance 

#### STRONGER RELATIONSHIPS & SOCIAL SKILLS


**78%** 

of youth improved or maintained family connectedness

**90%** 

of youth improved or maintained social competence

#### POSITIVE SCHOOL BEHAVIOR

**84%** of youth improved or maintained school disciplinary incidents 

# LAUNCHING LEVEL UP

## EXPANDING ACCESS AT A CRITICAL MOMENT

During 2024–2025, Big Brothers Big Sisters of Puget Sound launched **Level Up**, a school based mentoring model designed to reach young people during the transition to middle school. Piloted at Baker Middle School in partnership with Tacoma Public Schools, the program expanded access to consistent adult support for sixth grade students at a pivotal moment.

Level Up embeds trained, paid mentors into the school day, where they build trusting relationships outside the academic routine while staying closely connected to school staff and families. The model complements traditional one to one mentoring by increasing reach in settings where demand exceeds volunteer availability.

Early indicators from the pilot year show positive trends in student engagement, behavior, and overall school experience. Level Up reflects BBBSPS's commitment to expanding access in ways that are responsive, scalable, and grounded in strong relationships.

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"My mentor teaches me social skills, and we have so much in common.

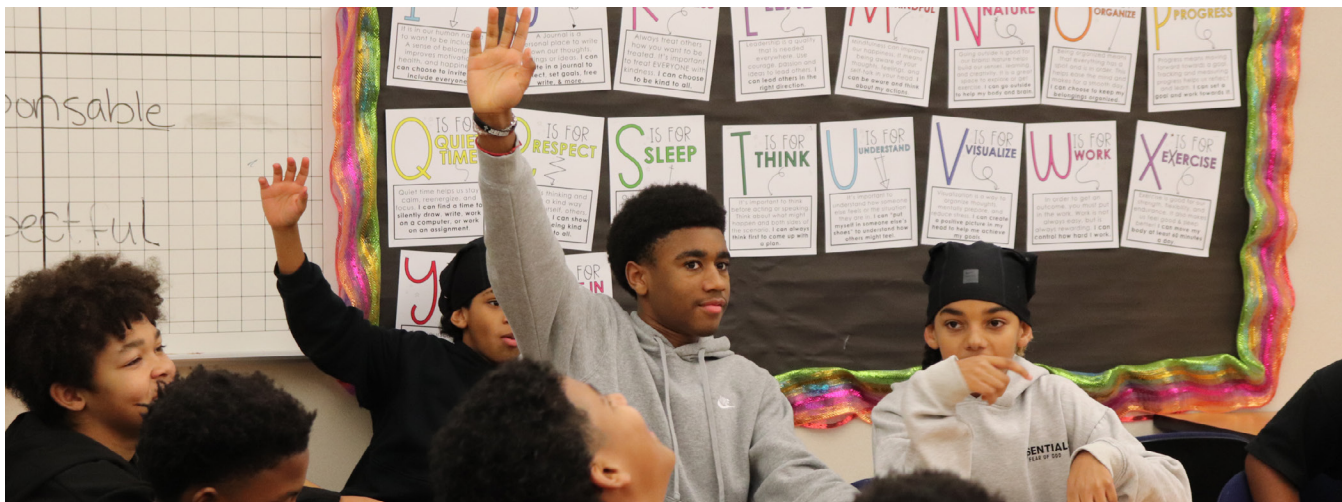
My smart goal was to go from a D- to a C-. With that happening, what actually happened was when I went from a C- to an A-. He helped me with my goal. That's why I love Level Up."

- a Level Up participant

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# GROWTH IN ACTION



## EXPANDING ACCESS. PROTECTING QUALITY. BUILDING WHAT'S NEXT.

During 2024–2025, Big Brothers Big Sisters of Puget Sound expanded access to mentoring while strengthening the systems that support safe, consistent relationships. Across King, Pierce, and Kitsap counties, we increased opportunities for young people to connect with caring adults, improved enrollment efficiency, and strengthened the infrastructure that allows mentoring relationships to last.

## EXPANDING MENTORSHIP ACCESS

This year, we expanded access through both community based and school based models, reaching more young people in the places they already learn and live. By improving readiness and matching processes, more youth were able to begin mentoring relationships sooner, with staff support in place from the start.

## STRENGTHENING FUTURE READINESS

We continued connecting mentorship to real world experiences that help young people build confidence and direction for what comes after high school. Programs that pair relationships with exposure to careers, skills, and new environments helped youth expand perspective and see pathways forward.

## INVESTING IN THE SYSTEMS BEHIND RELATIONSHIPS

Behind every strong match is consistent support. During 2024–2025, we strengthened operational systems that reduce administrative burden and improve service delivery. This included investments in automation and responsible AI tools to streamline enrollment tasks, support staff efficiency, and increase the time teams spend supporting youth and mentors directly.

## DEEPENING COMMUNITY PRESENCE

We deepened partnerships with schools and community organizations across our service area, strengthening local visibility and improving access for families and mentors. This work continued to build trust in King, Pierce, and Kitsap counties, while planning progressed to expand services into Snohomish County in the coming year.

## BUILDING LONGTERM SUSTAINABILITY

Sustained growth requires long term stability. This year, we strengthened cross sector partnerships and diversified support across individuals, community partners, and institutions. These efforts helped reinforce the foundation needed to continue expanding access to mentorship over time.

# FINANCIAL STEWARDSHIP AND ACCOUNTABILITY

## STATEMENT OF FINANCIAL POSITION - LIABILITIES AND NET ASSETS

For the year ended August 31, 2025

### CURRENT LIABILITIES

Accounts Payable	143,284
Deferred Revenue	248,333
Accrued Expenses and Other Liabilities	100,231
Current Lease Liability - Operating	240,706
Current Lease Liability - Finance	57,811

**Total Current Liabilities 790,365**

### LONG-TERM LIABILITIES

Long-Term Lease Liability - Operating	727,155
Long-Term Lease Liability - Finance	165,995

**Total Long-term Liabilities 892,750**

**Total Liabilities 1,683,115**

### NET ASSETS

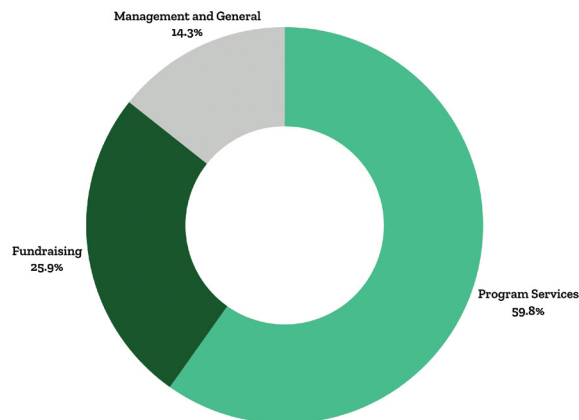
<b>Without Donor Restrictions:</b>	
Undesignated	1,302,484
Board-Designated	4,876,918
<b>With Donor Restrictions:</b>	
	277,916

**Total Net Assets 6,457,318**

**TOTAL LIABILITIES AND NET ASSETS 8,140,433**

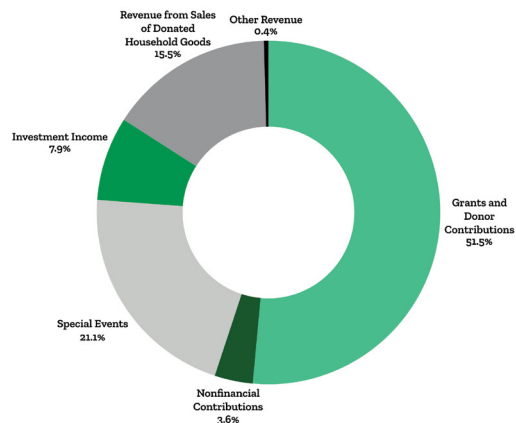
## EXPENSES

Program Services	2,872,561
Fundraising	1,241,420
Management and General	687,940
<b>TOTAL EXPENSES</b>	<b>4,801,921</b>



## SUPPORT AND REVENUE

Grants and Donor Contributions	2,581,006
Nonfinancial Contributions	180,323
Special Events	1,058,631
Investment Income	396,494
Revenue from Sales of Donated Household Goods	777,263
Other Revenue	21,421
Loss on Disposal of Property and Equipment	(\$2,065)
<b>TOTAL SUPPORT AND REVENUE</b>	<b>5,013,073</b>



## STATEMENT OF FINANCIAL POSITION - ASSETS

For the year ended August 31, 2025

### CURRENT ASSETS

Cash	459,034
Investment, Short-term	1,517,992
Pledges and Grants Receivable, Net of Allowance	657,642
Prepaid Expenses, Inventory, and Other Assets	347,578

**Total Current Assets 2,982,246**

### OTHER ASSETS

Investments, Long-Term	3,358,926
Pledges and Grants Receivable, Net of Allowance and Current Portion	80,000
Property and Equipment, Net	636,410
Right of use Asset - Operating	866,199
Right of use Asset - Finance	216,652

**Total Other Assets 5,158,187**

**TOTAL ASSETS 8,140,433**

# MENTORS AND VOLUNTEERS: THE IMPACT MULTIPLIER



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## WHAT IT TAKES TO SUPPORT ONE RELATIONSHIP

Strong mentoring relationships are supported by trained staff, clear processes, and ongoing accountability. Behind every match are systems that ensure safety, consistency, and support throughout the life of the relationship.

**TO LEARN MORE, VISIT [INPSIREBIG.ORG/ABOUT-US](https://inpsirebig.org/about-us)**

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# THANK YOU FOR INVESTING IN YOUTH

*Thank you to the mentors, families, partners, donors, and community leaders who invest in young people across our region. Your commitment makes mentorship possible, strengthens futures, and expands access for youth who are waiting for support.*

## LEADERSHIP TEAM

The leadership team of Big Brothers Big Sisters of Puget Sound provides strategic direction and operational oversight to ensure the organization delivers safe, effective, and high-quality mentoring experiences for young people and families.

Together, this team guides organizational strategy, program delivery, community engagement, fundraising, and financial stewardship in service of long-term impact and sustainability.



**Alonda Williams,**  
*President and Chief  
Executive Officer*



**Marsh Kellegrew,**  
*Chief Operations and  
Finance Officer*



**James Modie,**  
*Chief Development  
Officer*



**Keshona Lawrence,**  
*Director of Marketing  
and Communications*



**Jennifer Haberman,**  
*Director of Enrollment*



**Itzamara Jimenez,**  
*Director of Programs*



**Monique DuBose,**  
*Regional Director,  
Tacoma and Pierce  
County*



**Denise LeMar,**  
*Human Resources  
Director*

# THANK YOU FOR INVESTING IN YOUTH



## BOARD OF DIRECTORS

The Board of Directors of Big Brothers Big Sisters of Puget Sound provides governance, fiduciary oversight, and strategic leadership to advance the mission and ensure long-term organizational strength.

Board members bring expertise across business, nonprofit leadership, finance, education, and community engagement. In partnership with the executive team, they uphold accountability and guide the organization in service of young people and families.

### Officers

- Chair: Peter Fonfara
- Vice Chair: Stephen McKay
- Treasurer: Kevin Conklin
- Secretary: John Quirk

### Committee Chairs

- Chair: Kevin Conklin
- Finance Committee: Stephen McKay
- Fund Development Committee: Natalie Zier
- Governance Committee: Dan Rosales
- Programs Committee: Kristen Carden

### Board Members

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- Gavin Bartlett
- Phillip Bing
- Kristen Carden
- Brian Clevenger
- Sarah Cook
- Dana Ferestien
- Noah Fletcher
- Mark Ghazai
- Brian Hayden
- Tony Matta
- Bobby Moore
- Pat Ogawa
- Rich Olson
- Bryce Phillips
- Dan Rosales
- Corey Rosemond
- Shakisha Ross
- Brent Schlosstein
- Lisa Smith
- Kelly Souza
- Heather Tabler
- Natalie Zier
- Joe Zimmer

# OUR COMMUNITY OF SUPPORTERS

We are deeply grateful to the individuals, corporations, and foundations whose generosity supported Big Brothers Big Sisters of Puget Sound during the 2024–2025 year. Your partnership makes it possible to build and sustain mentoring relationships that support confidence, stability, and opportunity for young people.

Big Brothers Big Sisters of Puget Sound is grateful for the corporate partners who invested time, talent, and resources to expand access to mentorship and opportunity for young people across our region. Our FY24–25 corporate partners include organizations that supported mentoring through employee engagement, sponsorships, inkind contributions, and programmatic investment.

Vanetta Abdellatif  
LiseMarie and Brett Abegglen  
Tiana Abel  
Patrick Ackley  
Rebecca Adams  
Adesope Adebomi  
Adobe Systems Inc  
Siddhant Aggarwal  
Bailey Aggen  
David Aggerholm and Gwen Lundberg  
Betty and Peter Agnos  
London Agrawal  
Jose Aguimatang  
AHBL  
Zack AhYat  
Nakita Akil  
Antonio Akins and Nyjat Rose-Akins  
Alaska Airlines  
Alaska National Insurance Company  
Haley Albert  
John Aldaya  
Alexandria Alderman  
Michelle Aldred  
Amber Aldrich  
Jacob Alhadeff  
Bradley Allen  
Joshua Allen  
John and Shayna Alley  
Michelle and Edward Alverson  
Gina Alvino  
Amazon  
Raghav and Anusha Anantharaju  
Michael Anderson  
Julia Anderson  
Megan Anderson  
Adam Andreas  
Ashleigh Ange  
Stephanie Antonietti  
Apple  
Nick Araujo  
Pablo Araya Rojas  
Marisa Arbanas and Mike Benoit  
Miguel Arellano  
James Argento and Elvira Cruz  
Angelica Arias  
Arizona State University  
Shawn Armour  
Austin Arper  
Aleks Arteaga  
Arthur W Wittig Fund Designated Fund

Akuoko Asante  
Ascendent LLC  
David Ascherl  
Phoebe Ash  
AssuredPartners MCM  
AT&T Wireless  
Geetha Athreya  
Atlas Geosciences NW  
ATS Automation  
Stephen Attwood  
Audio Rescue LLC  
Matthew Austin  
Hannah Autrey  
Tia Avril  
John Axelson  
Behren Aydt  
Blessing Ayemere  
James (JD) Aylward  
Annie Ayres  
Joyce Bacic  
Dustin Backlund  
Amy Bacon  
Sydney Badger  
Aadria Bagchi  
Gia Baggs  
Chi Baik  
Nicole Baker  
Bridget Baker  
Julie Baker  
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John Bell  
Emilio Beltran  
Margaret Bendtsen  
Cyra Benedict  
Yvette Benjamin  
Rob Bennett and Jen Moses  
Lorena Benschling  
Piilani Benz  
Chanda Beppu  
Alicia Berend  
Katherine Berfield  
Karen Bergin  
Jonathon Bez  
Aditya Bhargava  
Dior and Ryan Biancofiore  
Ashley Biehl  
Jordan Bierlein  
Big Brothers Big Sisters of America  
Juliann Bildhauer  
Bill and Melinda Gates Foundation  
Phillip and Katie Bing  
Madison Bingham  
James Birchard  
Alaina Bird  
Rachael Bird  
Cameron Birge  
Bishop Fleet Foundation  
Jenifer and Chad Bitzer  
Alicia Black  
Jon Blackstone  
Leif and Jen Blades  
Julian Blake  
Jaeger Bledsoe  
Jordan Blevins  
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Bloomie's  
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Boeing Company  
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Aubree Bogdonovich  
David and Valerie Bone

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Andrew Braswell  
Iana Breazile  
Danielle Breining  
Mike Brewer  
Aria Brickner-Mcdonald  
Bridge Industrial  
Chris Briejer  
Bryan Brittain  
Broadridge Foundation  
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Cody Burkholz  
Oname Burlingame  
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Eleanor Maggie Cain  
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CBIZ Berntson Porter  
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Nino Chaboshvili  
Gurmeet Chadha  
Michele Chaffee  
Ryan Chamberlin  
Christa Chambers  
Khushboo Chandrachud  
Kelly Chapel  
Michael Chappell  
Charles Maxfield Parrish & Gloria F Parrish Foundation  
Charles Schwab  
Mike and Christy Cheever  
Chun and Joan Chen  
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Yvie Chere  
Faye Chess  
Celia Chessin-Yudin  
Linda Chew Burt  
Narindi Chhan  
Frank Chiachiere  
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Alark Choudhary  
Priyanka Choudhury  
Phillip Christie  
Sam Chu  
Tze Chang Chua  
Krishna Chukkambotla  
David Chuljian  
Samuel Ciapanna  
Rex Ciavola  
Cisco Systems, Inc  
Grace Cisneros  
Christian Clarence  
Clark Construction Group, LLC  
Rodney Clark  
Alex Clark  
Joseph Clarke  
Bodech Clayton  
Bryttany Clayton  
Lisa Cleary  
Natalie Cleek  
Brian and Kayley Clevenger  
Annalisa Clifford Gold

Mitchell Clifton  
Darren Clingan  
Kara Cole  
Rex Collins  
Abbi Collins  
Alonzo Collins  
Confidence Foundation  
Kevin and Kristin Conklin  
Terry and Sarah Cook  
Brandan Cook  
Yoni Cooper  
Colin and Grace Corbin  
Ellisandra Cordova  
Beverly Corey  
Thomas Corey  
Danielle Corff  
Noel Cortez  
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Christopher Cox  
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