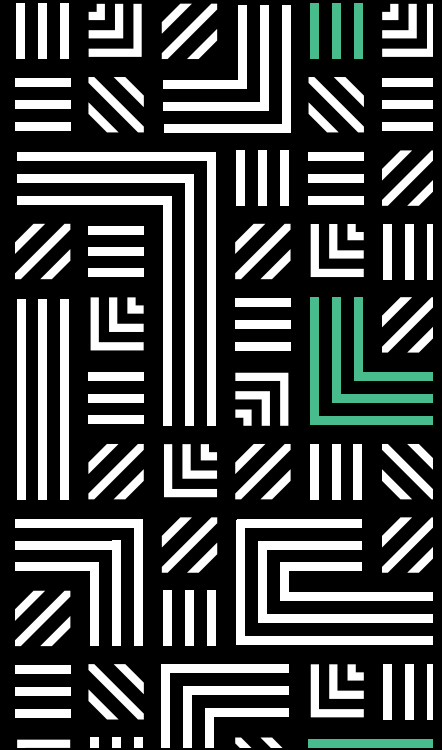


DEFENDERS OF POTENTIAL



Big Brothers
Big Sisters®
OF TAMPA BAY

2018 ANNUAL REPORT

NEW CHAPTER

Dear Defender of Potential:

'Defenders of Potential' is our new tag line for Big Brothers Big Sisters locally and nationally. We love it because it accurately describes why we do what we do here every day. 'Defending the Potential' of our children and youth is what feeds our passion to provide each of them a caring Big Brother or Big Sister mentor and a quality mentoring experience.

Increasingly, we are focusing on those children and youth who can benefit the most from our evidence-based, one-to-one mentoring services – those growing up in poverty; those living in a single parent or relative caregiver home; those experiencing homelessness; those having an incarcerated parent or close family member; those most at risk of dropping out of school or committing suicide including foster and LGBTQ youth; military youth whose parent(s) are repeatedly deployed; and high school youth who may need a little extra inspiration to graduate from high school and see their future potential.

85 of our Littles graduated high school in 2018 but getting a high school diploma is just the first step towards success these days. That is why we are excited to begin our 'Big Futures' program this year, which will bridge the support provided by us to our Littles from high school graduation to college, technical school, the military and so forth, to ultimately getting a job and earning a livable wage. This is yet another great example of what we mean by being a Defender of Potential. It is a natural extension of both our School-to-Work Mentoring Program that we currently have in 11 high schools across three counties, as well as our traditional mentoring programs.

We averaged over 75 new Big/Little matches per month in 2018 and saw an increase in the number of children and youth served in each of our seven counties! In total, an agency record 3,014 children and youth were served by BBBS of Tampa Bay in 2018, a 5.6% increase from 2017. Thanks to our overall average length of match and other quality indicators, and the fact that we again ended our fiscal year with an increase to our net assets, our agency has qualified to again receive the Gold Standard Award from our national organization for the second year in a row. This is no small achievement.

As Florida grows, the children and youth who need our services is growing as well, and we must continue to position ourselves to serve this expanding population. We are working to raise additional funds to expand our services to Alachua and Marion counties, which are not currently served, and to continue to grow our mentoring services across our existing seven counties. We must continue building on our success, and never become complacent with the status quo.

Without qualified, experienced staff, and a board of directors who share their passion for our mission with these great kids, and thousands of caring, committed volunteers and donors, our work would not be possible. We are so grateful to everyone who is helping us 'Defend the Potential' of these children and youth. You are making a difference that matters.

Very truly yours,



Richard Salazar
Board Chair



Stephen A. Koch
President, CEO and Big Brother

1

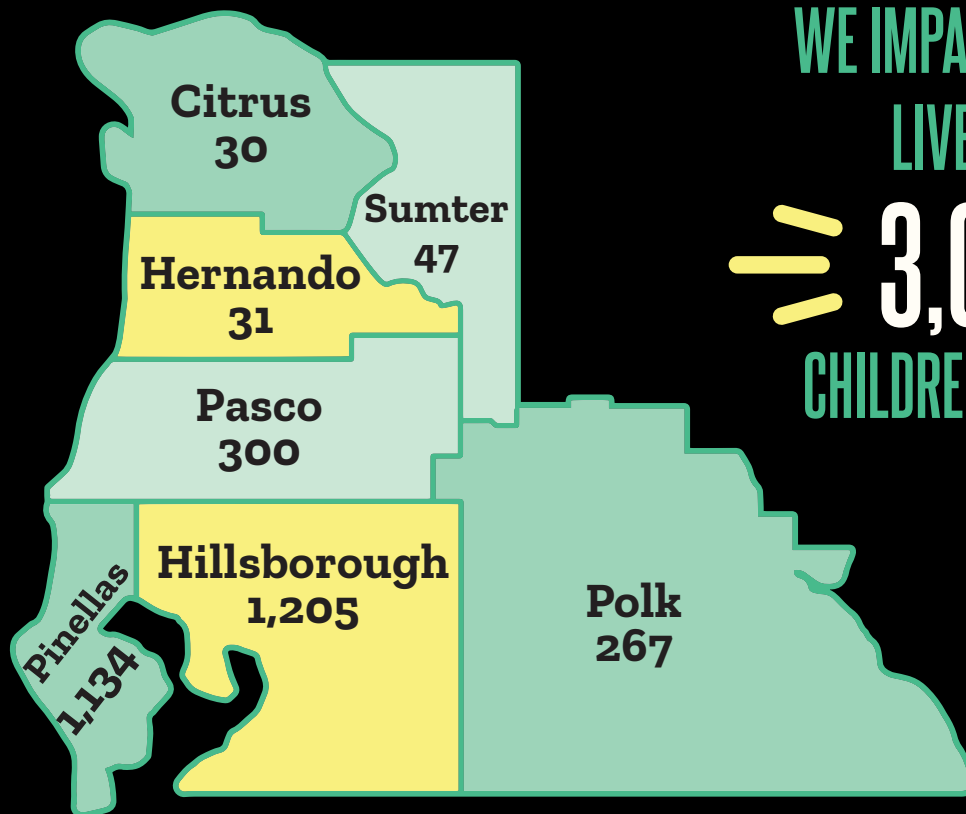
COMMUNITY - BASED PROGRAMS

Bigs typically spend an average of 8 hours each month enjoying no-cost or low-cost activities with their Littles, like helping with homework, going to the ball game, or just walking around a park. The program allows volunteers the opportunity to pick up their Little at the child's home and spend time in the community. We ask volunteers to commit at least 15 months to the program, and in 2018 our average length of these matches was 32.9 months.

2

SITE - BASED PROGRAMS

Bigs visit their Littles at their school or after-school site one hour a week, during the academic year. They may work on homework, read books, or even play board games. We ask volunteers to commit at least 12 months to this program. Littles are more motivated to attend class and improve their attendance because they know they will be visited by their Big. In 2018, our average length of these matches was 23.6 months.



WE IMPACTED THE

LIVES OF

3,014

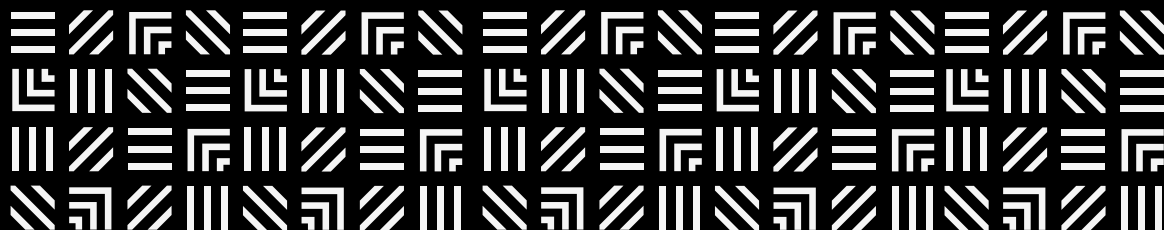
CHILDREN IN 2018

2018 PROGRAM HIGHLIGHTS

58% GIRLS



42% BOYS



AFRICAN AMERICAN 44%



WHITE 25%

HISPANIC 15%



MULTI-RACIAL 9%



OTHER 7%

OUTCOMES



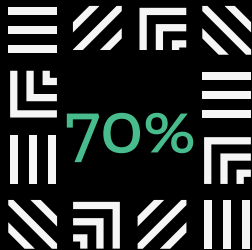
of Littles avoided involvement with the Department of Juvenile Justice



of Littles were promoted to the next grade level



of Littles maintained or improved their educational aspirations



of Littles maintained or improved their self-esteem

BIG SISTER AND LITTLE SISTER OF THE YEAR



Carolyn
&
Nikki

Big Sister Carolyn and Little Sister Nikki met 6 years ago, when Nikki was 11. Carolyn has remained a constant positive influence for her Little throughout the many difficulties and challenges that Nikki has endured. Even with the struggles, Nikki and Carolyn remain focused on education, and have found helpful outlets such as poetry and volunteering at Nikki's church. Nikki has said that her Big has modeled strength, wisdom and kindness. Now Nikki is helping the younger kids in her neighborhood by showing them how to stay on the right path. Nikki will be graduating high school this year and going to college.

BIG BROTHER AND LITTLE BROTHER OF THE YEAR



Big Brother Howie's main goal has always been to instill self-pride in his Little Brother Hunter so that he can do whatever he wants in life, regardless of the circumstances he has been dealt. Howie and Hunter have been matched for over two years. Hunter's mother enrolled him in the program to bring a positive male role model into his life and to build his confidence. Hunter has made great progress and is an intelligent young man who continues to learn and grow. With the help of his Big Brother, he is really starting to blossom and become more confident. Howie has taught Hunter so many things over the years and both continue to learn from each other. Their bond is stronger than just a Big and a Little, it's family.



BIG COUPLES

Many committed couples mentor a boy together. It's a wonderful opportunity for our Littles to see first-hand a healthy relationship and allows the 'Big Couple' to spend time one-on-one mentoring a child. The time spent with the Little is the same, on average 8 hours a month. Big Couples are asked for a 15 month commitment.



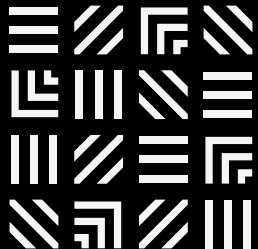
SPORTS BUDDIES

Sports Buddies is a great way to get involved in mentoring by doing what you love. These community-based matches get together 2 times a month and participate in a sport or attend a sporting event. Sports teach life skills and goal-setting. We wish to thank the Tampa Bay Rays for being our primary supporter for Sports Buddies.

LITTLE SISTER NEVEAH & BIG SISTER GAYLE



"I admire how persistent Neveah is. She never gives up, she'll keep trying and trying until she hurdles whatever is in her way."



BY THE NUMBERS

TOTAL REVENUE - \$5,311,647

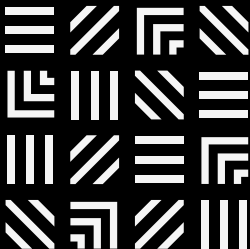
PRIVATE REVENUE

\$2,764,391

GOVERNMENT REVENUE

\$2,547,256

FUNCTIONAL EXPENSES



PROGRAMS 84%

FUNDRAISING 11%

MANAGEMENT & GENERAL 5%

*All financial data is based on our fiscal year which ends August 31. All program data is based on the calendar year ending on December 31.

NEW BRANDING

Potential lives within every kid. Yet, more than 8.5 million kids are still in need of someone who will stand in their corner. So, we've sharpened our focus. Reimagined how we do things. Modernized how we look and talk.

We are focused on an empowering message: Together, we are defenders of potential. Our new brand is urgent, inclusive, and powerful. We ask people of all ages and backgrounds to step up and ignite potential within every young person. Together, let's clear a path to a child's biggest possible future.

We are the new Big Brothers Big Sisters. We are here to defend every kid's potential. We are ready to build the biggest possible future, together.

Visit our website to see our new look and feel! [BBBSTAMPABAY.ORG](https://www.BBBSTAMPABAY.ORG)





BIGS IN BLUE

Captain Ashley Roberts,
Tampa Police Department
&
Little Sister Abigail

Our Bigs in Blue program, designed to improve the relationship between Tampa Bay law enforcement personnel and the communities they serve, expanded significantly in 2018. Launched with the Tampa Police Department in the fall of 2017, Bigs in Blue has nearly 75 officers, deputies and support staff matched as Big Brothers and Big Sisters. Among the agencies coming on board in 2018 were sheriff's departments in Pinellas, Hillsborough and Citrus counties, as well as police departments in Dade City, Zephyrhills, Port Richey, Wildwood, and the Tampa International Airport. BBBS also hosted it's first Bigs In Blue Summit in Tampa last July, and the second will take place in Pinellas County in the summer of 2019.

For more information, contact:
Jack Sheppard at 727-420-4338 or at JackS@bbbstampabay.org

SCHOOL-TO-WORK



In addition to our existing School-to-Work partnerships with Nielsen, Moffitt Cancer Center and the St. Pete-Clearwater International Airport, participation in this impactful program -- designed to provide guidance and support to high school juniors and seniors -- nearly tripled in 2018. The students are mentored in the workplace to gain valuable skills and exposure to career opportunities, and through the first three years of the program, 100 percent of the School-to-Work students have graduated. The new partnerships that launched in 2018 were with the Pinellas County Government, Johns Hopkins All-Children's Hospital, HSN, Tech Data, the Innisbrook Resort and CenterState Bank in Winter Haven. The St. Petersburg Police Department, Southern Glazer's Wine & Spirits and Jabil are scheduled to launch new programs in 2019.

SCHOOL-TO-WORK PARTNERS



JOHNS HOPKINS
M E D I C I N E

JOHNS HOPKINS
ALL CHILDREN'S HOSPITAL



CenterState



Innisbrook®

A SALAMANDER® GOLF & SPA RESORT



MOFFITT
CANCER CENTER

nielsen
.....



TechData®

JABIL

WHY WE INCLUDED BBBS IN OUR WILL

Big Brothers Big Sisters is an organization that is near and dear to our family on so many different levels. We've engaged in various impactful ways over the years and, for this reason, have decided to name them as a beneficiary in our estate.

Our history began when I moved to Tampa Bay a little over 20 years ago and took the role of Chief HR Officer for HSN where I worked to build a positive culture, including engaging the company with the local community. I chose to join the board of Big Brothers Big Sisters of Pinellas County and later applied, with my then fiancée, to be a Big Couple.

Paul and I were matched with DeAngelo when he was 9 and he soon became a part of our family, along with Paul's two children (2 and 3 years younger than "Dee"), and began a fun routine every other weekend, exploring the area and enjoying outdoor and sporting activities as well as cooking, home renovations and of course, homework. Paul and I cheered for DeAngelo at football games from Pee-Wee right through four years of high school and State All-Stars. We worked to expand DeAngelo's horizons and expose him to aspects of life that he wouldn't otherwise know, but in doing so, enriched our own lives and experienced great joy as a family.

Our relationships with DeAngelo, his family (now our family) and the Big Brothers Big Sisters organization are part of the fabric of our lives. Paul and I have always believed that we could change the world and make it a better place, if only in some small way. However, in reaching out to one child through this amazing organization, we actually shone a positive light on both his and our extended family, friends, work colleagues, teachers and friends. We are all better people for the experience.

Through our bequest, we wish to leave a continuing legacy of impact to ensure that others can keep that positive light shining and continue to change the world one child at a time.

Lisa Letizio

Former Board Member, Big Sister & Legacy Society Member

LEGACY SOCIETY



Lisa Letizio and Paul Jackson and their Little Brother DeAngelo

If you'd like more information about including Big Brothers Big Sisters of Tampa Bay, Inc. in your estate plans, please contact De Anna Ward, 813.769.3604 or DeannaW@BBBSTampaBay.org.

Mary Ann and Hunt Berryman
Tammy Curtis
Jame Egasti
David and Nancy Fox
Mary Ann and Scott Fullerton
Gerry and Henry Goldhammer
Lonnie Hawkins
Amy & Jim Hollington
Lisa Letizio and Paul Jackson
Lois Kavalunas

Tim Langenback
Bruce Mackey
Dennis McLeod
Deborah and Hugh Miller
Cathy and Vincent Pavese
Susan and James Rolston
George Spowart
Karen and Paul Vincent
De Anna & Rodney Ward
"Sweet" Alice Young

In Memorium

BJ Altschul
Gary C. Graef
Thelma C. Kells
Jack Mullong
David W. Pratt
Wilbur and Madonna Ptak
Eugene Roberts
Patrick Sexton

CORPORATE SUPPORT \$5,000 +

Agile Thought

Gasparilla Distance Classic Association, Inc.

Outback Steakhouse

Bailey Family Foundation

GMRI, Inc./Darden

Power Secure Mission Critical

Bank Of America Merrill Lynch

Greenberg Traurig Foundation

Publix Charities, Inc.

Broadrick Family Foundation

Hill Ward Henderson

PWC

Brown & Brown of Florida, Inc.

Hillsborough Community College
Southshore Campus

Raymond James Financial, Inc.

Carpenter Contractors Of America, Inc.

Hobbs Foundation

Socius Foundation

Cisco

HSN

StevenDouglas

City Of Clearwater

Indian River Merchant Services, LLC

Tampa Bay Rays Baseball LTD.

City Of St. Petersburg

J. Crayton Pruitt Foundation, Inc.,

Tampa New Auto Dealers Assoc. Inc.

Community Foundation Of Tampa Bay, Inc.

Jabil

TCM Bank, NA

Comprehensive Health Management, Inc.

JPmorgan Chase & Co.

Tech Data Corporation

Convergeone

Knight Facilities Management Inc

TECO Energy, Inc.

Cushman & Wakefield

Label IT

The Bank Of America Charitable Foundation

Depository Trust & Clearing Corp

Lawyer's Protector Plan/B&B
Protector Plans, Inc.

The Nielsen Company

Dex Imaging

Lightning Community Hero

The Spurlino Foundation

Duke Energy Florida

Luxury Bath Of Tampa Bay

Thrivent Mutual Funds

Eckerd Youth Alternatives, Inc.
Eckerd Connects

M/I Homes

Times Publishing Company

Ernst & Young LLP

MetLife

Triad Foundation

Fidelity Charitable Gift Fund

Morgan Stanley

U.S.A. Ambassador Pageant, LLC

Fidelity Information Services

Mullen Family Foundation

Ultimate Medical Academy

FIS Foundation, Inc.

National Christian Foundation Tampa Bay

Valley National Bank

Flowbird

National Philanthropic Trust

ValPak

Frenchy's Corporate Inc.

O'Brien Family Foundation Inc.

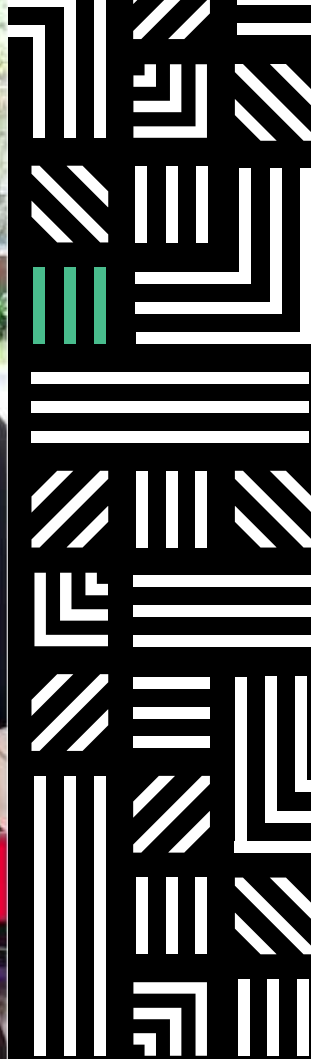
Wells Fargo Bank

Wells Fargo Foundation



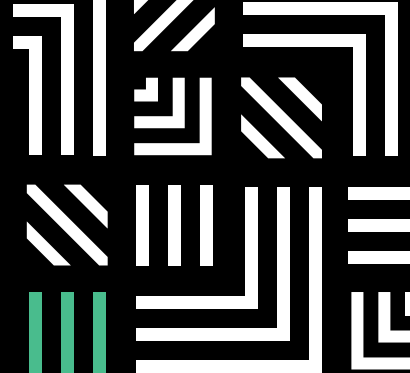
Purchase our Big Brothers Big Sisters license plate today at any county tax collector's office and help us defend the potential of thousands of great kids across the state. Those kids, and your car or truck, will be very grateful.

By the end of 2018, over 5,250 Floridians had one of our BBBS license plates on their vehicle. We receive \$25 per plate, which last year generated over \$130,000 for our mentoring programs across Florida.



"What a joy it is to have lunch with Manual each week. He is smart, personable and always smiling."
- Big Brother Jerry

SAVE THE DATE



Gasparilla Distance Classic

Feb. 22-24, 2019

Downtown Tampa

rungasparilla.com

Charity Polo Classic

Feb 23, 2019

DI Polo Field, Plant City

charitypoloclassic.com

Bowl For Kids' Sake

Various dates & locations

Spring 2019

give.bbbstampabay.org/ge/bfks2019

Over The Edge

April 27, 2019

Hilton Tampa Downtown

give.bbbstampabay.org/ge/ote2019

Battle of the Bass Fishing Tournament

May 11, 2019

Camp Mack, Lake Wales

give.bbbstampabay.org/ge/bass2019

Art of Helping Children Gala

Sept. 21, 2019

Hilton Tampa Downtown

give.bbbstampabay.org/ge/gala2019

Frenchy's BIG Clays For Kids

November 9, 2019

Tampa Bay Sporting Clays

give.bbbstampabay.org/ge/clays2019

Companies for Kids Golf Invitational

December 5, 2019

Innisbrook Resort & Golf Club

Companies4Kids.org

ADDITION OF ALACHUA & MARION COUNTIES



We are in the planning stage to add mentoring services for Alachua and Marion counties, the two largest counties in Florida that currently are not being served by a Big Brothers Big Sisters agency. After much study and at the request of our Board of Directors, Big Brothers Big Sisters of America officially added both counties to our agency service area in 2018. We are identifying potential funders in each county, which will allow us to hire the professional staff necessary to begin providing our mentoring services. Anyone interested in assisting us in either or both of these counties should contact Stephen Koch at StephenK@BBBSTampaBay.org.



ON THE HORIZON

BIG FUTURES

We are laying the groundwork for our new Big Futures program, an initiative in which the primary goal is to implement BBBS of Tampa Bay's promise to be there for Littles in their lives after high school graduation. The program will serve Alumni Littles up to age 26 with additional support and guidance in helping them make educational and career decisions. This goal is for Alumni Littles to be enrolled, employed or enlisted after high school graduation so they will have a livable wage by age 26. BBBS of Tampa Bay will also provide additional services to Littles in high school that will help them set a path for life after high school, including career planning, enrolling in post-secondary education, assistance with financial aid, developing workplace skills, applying for scholarships, writing resumes, and applying and interviewing for jobs.

LGBTQ+ INITIATIVE

LGBTQ+ youth face extremely high rates of bullying, depression and homelessness. Thanks to being named an LGBTQ+ pilot site by Big Brothers Big Sisters of America, we are able to provide additional training and support to Bigs, Littles and staff. Big Brothers Big Sisters of Tampa Bay will continue to provide a welcoming environment to the LGBTQ+ community.

AND THE NATIONAL AWARD GOES TO....



Congratulations to our own Vanessa Balazs, Match Support Supervisor, on winning the national Brick Award for Program Staff Person of the Year! Each year, Big Brothers Big Sisters of America chooses one program employee who demonstrates the ability to go above and beyond for their community. We know it went into the right hands!

Vanessa's passion for community outreach and commitment to making the lives of others better, forever was recognized when she was hired seven years ago to lead a new neighborhood centered program serving youth in Sulphur Springs focused on ending the school to prison pipeline.

Vanessa's stewardship of neighborhood partnerships has enabled more at-risk youth to be matched with caring adult mentors and with Vanessa's high-quality match support, those matches are lasting longer than average and thriving. We are grateful to have our outstanding staff member Vanessa Balazs on our program team at BBBS of Tampa Bay!

IN-KIND SUPPORT \$5,000 +

Digital Lightbridge

duPont Registry

Hilton Tampa Downtown

HSN

Nature Coast Wealth Management

Republic National Distributing

PepsiCo

Seats Of Dreams

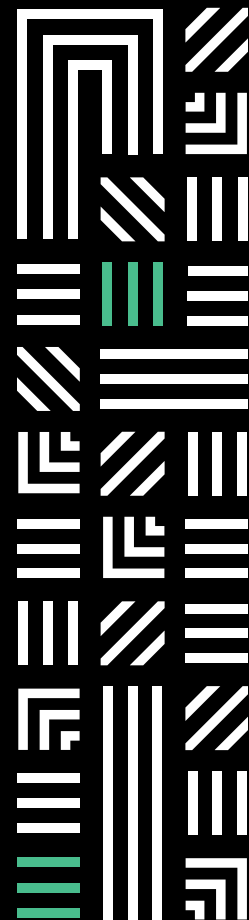
Spectrum LLC Tampa Bay Division

Stevie & Fern

Tampa Bay Buccaneers

Tampa Bay Rays Baseball LTD.

Zenith Education Group -
Altierus Career College



Big Sister Jill and Little Sister Brianna

"Big Brothers Big Sisters has taught me that I can be anything I want in life." - Little Sister Brianna

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Board Chair



Stephen Koch

President & CEO



Kathy Wade

Fee & Jeffries, P.A.
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Superior Group of Companies
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FINANCE COMMITTEE

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Kent Bailey

Bailey Family Foundation

Christopher Bauders, CFA

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Flowbird

Debbie Booth*

Community Volunteer

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Raymond James

Don Byers**

Wells Fargo

Dr. Jennifer China**

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Community Partner
MARKETING COMMITTEE

Stephanie Stanfield*

Regions Bank

Joe Trepani*

Tech Data
FORMER COMPANIES FOR
KIDS CO-CHAIR

Danielle Vona

The Marketing Posse
MARKETING COMMITTEE

Scott Walker

Tech Data
COMPANIES FOR KIDS
CO-CHAIR

David B. Weinstein

Greenberg Traurig, P.A.

* Left Board in 2018

** Joined Board in 2018

2018 Events



THE GOLD
STANDARD
AWARD

Big Brothers Big Sisters of America



BBBSTAMPABAY.ORG