

EMPOWER RESILIENCY



2020 ANNUAL REPORT



EMPOWERING RESILIENCY



Dear Defenders of Potential:

We are pleased to provide you with this Annual Report, which summarizes what occurred at our agency during 2020, and shares some of the great stories about our Big/Little matches.

While we all had to deal with the realities of the pandemic in 2020 it certainly didn't stop us nor slow down our enthusiasm and passion for our one-to-one mentoring programs for the young people we have the privilege of serving. In fact, we made 328 new Big/Little matches in 2020 and served on a cumulative basis 2,425 children and youth. Most impressive, the average length of our Community-Based Big/Little matches was 38 months (i.e., over 3 years!) and 24 months for our Site/School-Based matches.

Thanks to receiving a Paycheck Protection Plan (PPP) Loan in April last year, as well as our own modified fundraising efforts, we continue to be well-staffed and positioned for success in 2021!

We sincerely thank our great board members, leadership council members, volunteer Bigs, donors and staff who made our good work possible in 2020, and who provide us great hope for 2021! We think you will agree that the value of defending the potential of the young people we serve is beyond measure.

Very truly yours,

Handwritten signature of Kathy Wade in black ink.

Kathy Wade
Board Chair

Handwritten signature of Stephen A. Koch in black ink.

Stephen A. Koch
President, CEO and Big Brother

1

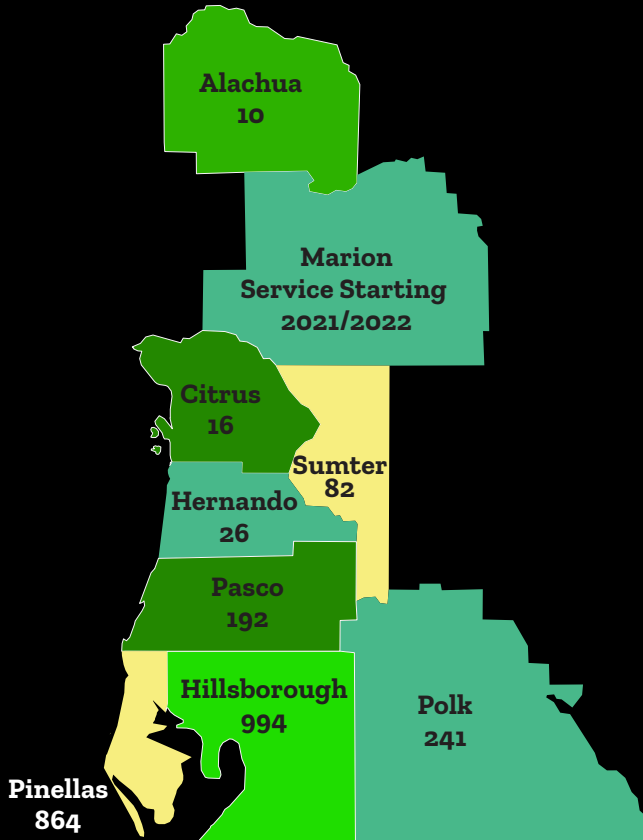
COMMUNITY - BASED PROGRAMS

Bigs typically spend an average of 8 hours per month (usually 2 outings) participating in low-cost or no-cost activities with their Littles that they both enjoy – going to a ball game, visiting a museum, heading to the beach or just going on a walk. All of our matches met virtually for part of 2020, but many resumed face-to-face meetings when the Big, Little and parent/guardian were all in agreement and following CDC safety protocols. We ask for a minimum 15-month commitment in the Community-Based program, but our average match length was 38 months in 2020.

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SITE - BASED PROGRAMS

Bigs traditionally meet with their Littles at school for one hour a week, typically over the Little's lunch hour or at their aftercare location. However, COVID suspended in-school visits for most of 2020, so the matches met virtually. Through Facetime, Zoom and other programs the matches stayed in touch, played games, worked on school assignments and provided support for each other during these challenging times. We ask for a 12-month minimum commitment in our Site-Based program, but our average length of these matches was 24 months in 2020.

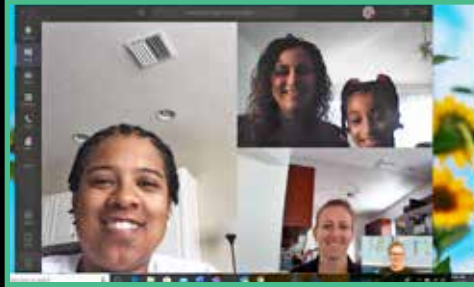


WE IMPACTED THE
LIVES OF

2,425

CHILDREN IN 2020

VIRTUAL MENTORING



We knew when the coronavirus pandemic hit our world, our agency would need to adapt its programs in order for our current Bigs and Littles to continue to communicate with each other safely and to continue to make new Big with Little matches. We had to go virtual, and we had to do it quickly. We established guidelines for our new virtual matches, experimented with new technology, and communicated with our Bigs, Littles and their caregivers about our online program and safety protocols. Our enrollment process converted to online almost overnight, and we began conducting virtual Big Orientation & Training sessions in mid-March. We began conducting volunteer and parent/child interviews online at the same time, and by April, we were making our first new virtual matches, including online match introductory meetings. We partnered with organizations throughout the community to support our families' basic needs: food, housing resources, laptops for virtual education, and more. All matches were encouraged to stay in touch weekly, virtually, via video chat, text, phone, and email. We also provided a variety of recreational and educational virtual activities each month for Bigs, Little, and their families to attend. The results were encouraging, with matches staying together despite the challenges, and a total of 328 new matches made in 2020.

2020 PROGRAM HIGHLIGHTS



59% FEMALES
41% MALES



AFRICAN-AMERICAN/BLACK 45% **CAUCASIAN/WHITE 24%**

LATINE/HISPANIC 15% **MULTI-RACIAL 10%**

OTHER/NOT REPORTED 5% **ASIAN/PACIFIC ISLANDER 1%**

OUTCOMES

99%

of our Littles were promoted to the next grade level

98%

of our Littles avoided involvement with the Department of Juvenile Justice

97%

of our Littles maintained or improved their educational aspirations

(The presence of a special adult is associated with improved school attendance and competency, parental trust, mental health, and overall promotion of pro-social behaviors and decreased delinquency.)

96%

of our Littles maintained or improved their social competence & social acceptance

(This scale taps a child's sense of belonging among peers.)

94%

of our Littles maintained or improved in academic performance

(This scale assesses a child's confidence in doing his/her school work.)

Proudly partnered with:



2020 FINANCIALS

TOTAL REVENUE - \$4,714,332

PRIVATE REVENUE

\$2,095,407

GOVERNMENT REVENUE

\$2,618,925

FUNCTIONAL EXPENSES

PROGRAMS 85%

FUNDRAISING 11%

MANAGEMENT & GENERAL 4%



*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.



BIG COUPLES

Many committed couples mentor a child together. It's a wonderful opportunity for our Littles to see a healthy relationship firsthand 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 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.

BIG AND LITTLE BROTHER OF THE YEAR

If you want to start a spirited conversation between Big Brother Chris Bauders and Little Brother James, just bring up football. Chris is a Browns fan. James pulls for the Packers. Mention either, and the friendly barbs start flying. In fact, sports have been a common bond between this year's Big Brother and Little Brother of the Year. For more than five years, Chris has provided support, guidance and stability in helping James through some challenging times, including his father's passing. They thoroughly enjoy their time together, going to sporting events, movies, and various match activities. Chris encourages James academically, supports his participation in football and helps James' mom, Heidi, anytime issues arise at home or in school. Chris enjoyed his relationship with James so much that he joined the Big Brothers Big Sisters of Tampa Bay Board of Directors. And James, now 16, paid Chris perhaps the highest compliment, sharing recently that he hopes to be a Big Brother himself one day.



CHRIS & JAMES



BIG AND LITTLE SISTER OF THE YEAR

Little Sister Madison was only seven years old when she first met Big Sister Julia Delmerico and was not quite sure what to think of this new person in her life. Now, after five years of fun and friendship, both agree that their relationship is destined to last a lifetime. Whether working together on art projects, going to the Mike Alstott football camp, ice skating or enjoying an array of other agency-sponsored match events, the two simply love spending time together. Madison, raised primarily by her grandmother, needed some help with her self-confidence. And Julia, after leaving a job in child welfare and with no kids of her own, was looking for another way to impact a child's life. The perfect match was born. Twice Madison has won the agency's "Bucket List Essay" contest, earning free gymnastics lessons and free tickets to an Orlando Magic game. Julia has enjoyed the experience so much that she joined the agency's Pinellas Leadership Council and has actively helped promote the agency to potential new corporate partners and volunteer mentors.



JULIA & MADISON





Sweet Alice, Founder of
Big Brothers Big Sisters of Pinellas County

SWEET ALICE AWARD WINNER



Alexandra Collins
2021 Award Winner



Alexandra Collins, an Enrollment & Matching Specialist and valued member of the Big Brothers Big Sisters of Tampa Bay staff since 2006, has been awarded the 2021 Sweet Alice Award, given annually to an exceptional member of the Program staff. Alex joined BBBSTB as an intern and has excelled in many roles over the past 14 years. As the first contact with many of the agency's prospective Bigs and Littles, Alex's compassion, patience and attention to detail have resulted in hundreds of quality matches. As the Child Enrollment Specialist, she does an exceptional job making parents feel comfortable about enrolling their children in our mentoring programs. Alex is also a great team player, volunteering to help at many functions, including hosting monthly match events with the Straz Performing Arts Center. On top of all that, Alex, a former Big Sister, is a kind and caring person who is quick with a smile and a kind word. "When I think of dedication, loyalty and compassion, I think of Alex," said one staff member. "She is truly a special part of Big Brothers Big Sisters of Tampa Bay."

BIGS IN BLUE



Our Bigs in Blue mentoring program, designed to build better relationships between law enforcement agencies and the communities they serve, continued to grow in 2020. Since the program first launched in the fall of 2017, we've created more than 170 matches between law enforcement personnel and Tampa Bay children. Employees from more than 20 law enforcement agencies have participated in one of our programs, including numerous Site-Based matches from the Tampa Police Department and School-to-Work partnerships with the St. Petersburg Police Department and the Pinellas County Sheriff's Office. We also had several new matches this year working with representatives of the prison system and the school resource officers in Sumter County.

For more information about participating in our Bigs in Blue program, contact Jennifer Libby at 813-997-3510 or JenniferL@bbbstampabay.org

SCHOOL-TO-WORK



School-to-Work partnerships with 17 Tampa Bay area corporations and government agencies enabled more than 300 high school juniors and seniors to participate in the impactful workplace mentoring program in 2020. Matched with employees from the partner companies, the Littles gain valuable skills, are exposed to career opportunities and benefit from support and guidance as they consider their post-graduation options. Although the pandemic forced most of the Bigs and Littles to communicate virtually, more than 140 School-to-Work participants graduated in the spring. Through the first four years of the program, 100 percent of the Littles who completed the 2-year program have graduated.

For more information about our School-to-Work opportunities, please contact Sandy Traynor, School-to-Work Supervisor, at SandyT@bbbstampabay.org or 813-389-2783

SCHOOL-TO-WORK PARTNERS



JOHNS HOPKINS
M E D I C I N E

JOHNS HOPKINS
ALL CHILDREN'S HOSPITAL



CenterState



INNISBROOK®
A SALAMANDER® RESORT



MOFFITT
CANCER CENTER

City of
Tampa
Florida

JABIL

nielsen



PINELLAS COUNTY
SHERIFF'S OFFICE



ple
St. Pete-Clearwater
International
TAMPA BAY THE EASY WAY

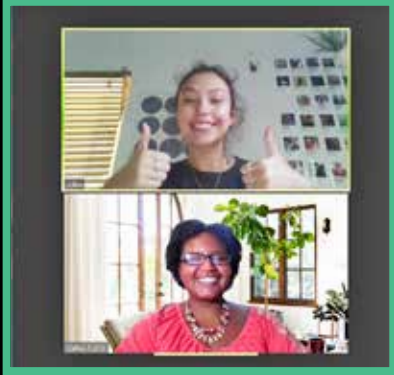


TechData®

GT GreenbergTraurig

DATIS

BIG FUTURES



In May 2019, we launched our Big Futures Mentoring program, which provides Littles who have graduated high school up to age 26 with advanced mentoring support and guidance in making and implementing educational and career decisions. Our goal is for these young adults to be enrolled, enlisted, or employed after high school graduation and earning a livable wage by age 26. Big Futures is available to all graduating Littles from our various programs.

Previously our matches ended when the Little graduated high school. However, we witnessed many of these Littles struggling with life after high school, including dropping out of college. The Big Futures program provides support for Littles as they navigate this pivotal time in their lives.

Despite the challenges that came with a virtual spring semester, Big Futures had a record number of enrollees, tripling the number of matches served in 2020.

For more information about this dynamic program, or how you and your organization can partner with us, please contact Dallas Ruffin, Big Futures Supervisor, at (813) 415-7039 or dallasr@bbbstampabay.org.

COMMITMENT TO DIVERSITY, EQUITY AND INCLUSION



Big Brothers Big Sisters is committed to the principle that every person deserves the opportunity to reach their full potential. To that end, we are committed to creating and cultivating a safe environment where all individuals feel respected and are valued equally. We are committed to a nondiscriminatory and anti-racist approach to all our policies, programs and services. Diversity, equity and inclusion is an integral part of our values and mission. We recognize and celebrate the diverse backgrounds of all our stakeholders, including youth, families, donors, volunteers and staff. We strive to realize the full potential that is within all of us by ensuring that all voices and perspectives are heard and honored.

Big Brothers Big Sisters of Tampa Bay is actively involved in two national initiatives relating to DEI – the LGBTQ+ Youth Mentoring Initiative, and the National Football League Inspire Change program.



CORPORATE SUPPORT \$5,000 +

Agilethought

American Online Giving Foundation, Inc.

Asbury Automotive Group

Audemars Piguet (North America) Inc.

Bailey Family Foundation

Bank of America

Big Brothers Big Sisters of America

Big Brothers Big Sisters Association of Florida, Inc. (The Florida Department of Education, The Florida Department of Juvenile Justice and the Florida Department of Economic Opportunity)

Bloomin' Brands, Inc.

Brighthouse Financial

Broadrick Family Foundation

Brown & Brown of Florida, Inc.

Carpenter Contractors of America, Inc.

Centene Charitable Foundation

Charity Polo Classic, Inc.

Children's Board of Hillsborough County*

Children's Trust of Alachua County*

CHUBB

Cigna Health and Life Insurance Company

Cisco Systems, Inc.

Cohen Family Foundation

Community Foundation of Tampa Bay, Inc.

Connor Family Limited Partnership

Copperhead Charities, Inc.

Enterprise Holdings Foundation

Ernst & Young LLP

Fidelity & Guaranty Business Services, Inc.

Fidelity Charitable Gift Fund

Fidelity Investments

Flowbird Group

Frenchy's Restaurants

Gasparilla Distance Classic Association, Inc.

GiveWell Community Foundation

Greenberg Traurig Foundation

Hobbs Foundation

HSNI LLC

Hyundai of New Port Richey

Indian River Merchant Services, LLC

Jabil

JPMorgan Chase

Juvenile Welfare Board of Pinellas County*

LEMA Construction

Lightning Foundation

Luxury Bath of Tampa Bay

M/I Homes

Mid State Insurance Center, Inc.

National Philanthropic Trust for the UBS Donor Advised Fund

Outback Steakhouse - Corporate

PepsiCo

Pin Chasers, Inc.

Pinch A Penny, Inc.

Pinellas Community Foundation

Pinellas County*

Power Design

PricewaterhouseCoopers LLP

Publix Super Markets Charities, Inc.

Raymond James Financial

Rays & Rowdies Foundation

Regions Bank

RSVP Sumter County

Seminole Hard Rock Hotel & Casino

Suncoast Credit Union Foundation

Sykes Enterprises, Incorporated

Takeda Pharmaceutical Company Limited

Tampa New Auto Dealers Assoc. Inc.

Tech Data Corporation

TECO

The Northern Trust Company

The Spurlino Foundation

Times Publishing Company

Triad Foundation

U.S.A. Ambassador Pageant, LLC

UBS Financial Services, Inc.

Ultimate Medical Academy

United Way of Central Florida

United Way of Pasco County

United Way Suncoast

Valley National Bank

Wehr Constructors, Inc.

Wells Fargo Advisors, LLC

Wells Fargo Bank, N.A.

Wells Fargo Foundation

*Government

ANGIE & MIRI



Even after the COVID-19 pandemic began just 3 months into their match, Big Sister Angie and Little Sister Miri's match not only survived but thrived, thanks to their creativity and persistence in finding new ways to connect. When they couldn't meet in person, Angie and Miri helped each other stay healthy and connected by doing workouts together on Zoom, and by being pen pals to Linda, a senior citizen who lives alone and whose senior center closed due to COVID-19. Angie and Miri celebrated their birthdays – which are just two days apart -- together virtually and supported each other through health and distance-learning challenges.

Since they have resumed face-to-face contact, they have cooked spicy pasta together, painted Christmas Llamas, and Angie cheered on Miri when Miri resumed her karate tournaments in November. As Miri prepares to enter high school next year, Angie will continue to share the wisdom she has gained as a parent and an Air Force veteran to help Miri envision, explore, and chart a path to her future.

IN-KIND SUPPORT \$5,000 +

Audemars Piguet (North America) Inc.
Clear Sky Cafe

Digital Lightbridge
Frenchy's Restaurants
Hilton Tampa Downtown
Rays Baseball Foundation, Inc.
Times Publishing Company

BIG BROTHERS BIG SISTERS LICENSE PLATE



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 2020, more than 7,300 Floridians had one of our BBBS license plates on their vehicle. We receive \$25 per plate, which last year generated nearly \$200,000 for our mentoring programs across Florida. Since the plate's debut in October 2017, more than \$720,000 has been generated for state agencies.

SAVE THE DATE



BBBS First Friday BINGO
First Friday of every month
Online
give.bbbstampabay.org/ge/bingo

Club Sport Field Day
Feb. 20, 2021
Rec Dec, St. Petersburg
tampabayfieldday.com

Over The Edge
March 6, 2021
Hilton Tampa Downtown
give.bbbstampabay.org/ge/ote2021

Bowl For Kid's Sake
Annual Campaign
Various dates & locations
Spring 2021
give.bbbstampabay.org/ge/bfks

Gasparilla Distance Classic
May 7-9, 2021
Downtown Tampa
rungasparilla.com

Companies for Kids Golf Invitational
May 13, 2021
Innisbrook Resort, Palm Harbor
Companies4Kids.org

Battle of the Bass
June 5, 2021
Camp Mack, Lake Wales
give.bbbstampabay.org/ge/bass2021

Golf Fore Kids with U.S.A. Ambassador Pageant
July 31, 2021
Innisbrook Resort, Palm Harbor
give.bbbstampabay.org/ge/golf2021

Art of Helping Children Gala
Sept. 11, 2021
Hilton Tampa Downtown
give.bbbstampabay.org/ge/gala2021

Frenchy's BIG Clays For Kids
Nov. 13, 2021
Tampa Bay Sporting Clays, Land O' Lakes
give.bbbstampabay.org/ge/clays2021

Companies for Kids Golf Invitational
Dec. 2, 2021
Innisbrook Resort, Palm Harbor
Companies4Kids.org

BILL & JACKIE JEREMIAH



Big Couple Bill and Jackie and Little Brother Jeremiah celebrated their one-year match anniversary in November 2020. While Jeremiah was a little shy when he first met his Bigs, he became more comfortable over time as Bill and Jackie incorporated various fun activities into their time together. Even though the COVID-19 pandemic began just a few months after the match first met, Bill and Jackie didn't let that stop them from continuing to make an impact on Jeremiah. Throughout their match, Bill and Jackie have always been consistent in staying in touch with Jeremiah and making sure that their friendship flourishes. As a result, Jeremiah has expressed that his friendship with Bill and Jackie is very important to him, and that he feels like they always listen to him.

LEGACY SOCIETY

David and Nancy Fox
New Legacy Society Members



One of the most rewarding stories we encounter is when a former Little, often in their 30s or 40s, comes forward and says, "I wouldn't be where I am today had it not been for my Big who helped keep me on the right track."

Those stories inspire our supporters to not only donate to make an impact on a child today, but many are committed to making a difference for generations to come.

A planned gift is a way to ensure your legacy of support. There are many planned giving options to choose from: perhaps a bequest or beneficiary designation in your retirement plan or life insurance, a living trust, annuities, or real estate gifts. Some may offer tax breaks or the potential to increase your income.

You can become a member of our Legacy Society by simply notifying us if you plan to include Big Brothers Big Brothers of Tampa Bay in your estate plans.

Join the Legacy Society and Defend the Future.

We host a variety of Legacy Society events throughout the year to keep you connected to our Littles, and informed on how your investment will change lives, for the better, forever.

If you'd like more information about including Big Brothers Big Sisters of Tampa Bay in your estate plans, please contact Casey Taylor, 813.504.8581 or CaseyT@bbbstampabay.org



ERIK & KINGSTON

Big Brother Erik and Little Brother Kingston were matched in September of 2019 and have enjoyed a great relationship from the start. Before meeting Eric (a big baseball fan), Kingston said that he wasn't really into athletics and didn't like being outdoors a lot. But on one of their first outings together, Eric introduced Kingston to baseball, and now he LOVES to play catch and practice his hitting. Eric is good about participating in a variety of non-athletic events as well – going to movies, playing video games – and always gives Kingston a voice in choosing each of their match activities. Not everything works out (ice skating, for example), but they are willing to try new things together and always have a great time. Eric has had such a positive impact that when Kingston was asked to write an essay for school, he wrote about how excited he is to have a Big Brother.



AMERICA'S BIG SISTER



Pam Iorio became the CEO of Big Brothers Big Sisters of America on March 31, 2014 at a time when our national organization was struggling both financially and in redefining its role in an ever-changing world. As she did as the Mayor of Tampa and numerous other leadership roles, Pam focused on creating a firm financial foundation for our national organization – including the relocation of our national headquarters to Tampa – that provided much-needed stability as well as the opportunity for growth. She was successful in building consensus across our national network of almost 250 affiliate agencies regarding our strategic goals for the coming years.

Pam has grown into the role of being a mentor to agency CEOs and their senior team members across the nation, providing advice, encouragement, opportunities and, in many cases, financial support through key alliances that were developed under her leadership. Through her work, Pam has indeed become America's Big Sister.

Big Brothers Big Sisters of Tampa Bay wants to thank Pam once again for providing us her leadership and unflinching sense of duty and service when we needed it most, and wish her well as she transitions into the next stage of her life. Well done, Pam!

BOARD EXECUTIVE COMMITTEE



Stephen Koch
President & CEO



Kathy Wade
Fee & Jeffries, P.A.
Board Chair



Tony Leavine
Brown & Brown Insurance
Board Chair Elect
Companies for Kids
Executive Advisory Council

Rich Salazar
Buchanan Ingersoll & Rooney, PC
Immediate Past Board-Chair

Christopher Bauders
Bank of America
Chair of Board Audit Committee

Sergio Cadavid
Jabil
*Board Treasurer & Chair of Board Finance
Committee*

Kathryn Supernaw
MetLife
Chair of Board Governance Committee

Ken Beattie
Flowbird
Board Secretary

Danielle Vona
The Marketing Posse; Outback Steakhouse
*Chair of Board Resource Development
Committee*

OTHER BOARD MEMBERS



John Allgeier
Moffitt Cancer Center

Brian Auld
Tampa Bay Rays Inc.
Tampa Bay Rowdies
Former Board Chair
Honorary Gala Chair
Companies for Kids Executive
Advisory Council

Kent Bailey
Bailey Family Foundation

Chris Butler
Raymond James

Don Byers
Wells Fargo

Irv Cohen*
Innovations Capital Group

Tiffany Colucci
Valley Bank

Tammy Davis
Steven Douglas
Former Board Resource
Development
Committee Co-Chair
Former Board Governance
Committee Chair
Chair of the Big Bass Fishing
Tournament

Ryan Deneen*
Cherry Bekaert, LLP
Former Audit Committee Chair

David DeWeese
Regions Banks

Isorys Dilone**
Valet Living, LLC

Paul Edwards
Tampa Electric Company

David Fox*
Executive Engagements
International, LLDC
Former Board Chair

Mary Ann Fullerton
Community Partner
Former Gala Auction Chair

Todd Fultz
Plaza Construction
Former Bowl for Kid's Sake Chair

Cristina Hale**
BDO USA, LLC

Laura Hungiville
Centene Corporation

David Judd
Wehr Constructors
Companies for Kids Executive
Advisory Council

Kara Klinger
Deloitte, LLP

Lisa Langer
PNC

Kara R. LeComte
Community Partner

Bethlee McLaughlin
Community Partner
Companies for Kids Co-Chair

Vincent Pavese
FIS Global
Former Board Chair

Shelley Powers
Transamerica

George Spowart*
Community Partner

Nick Vojnovic
Little Greek

Scott Walker
Tech Data
Companies for Kids Co-Chair

David B. Weinstein
Greenberg Traurig, P.A.

* Left Board in 2020

** Joined Board in 2020



Big Brothers
Big Sisters®
OF TAMPA BAY

BBBSTAMPABAY.ORG



LITTLE SISTER ASHARIA &
BIG SISTER SHANDRA

