



**Big Brothers  
Big Sisters®**  
OF TAMPA BAY

 **2021 ANNUAL REPORT**

Dear Defender of Potential:

We are excited to share with you our Annual Report, which tells the story of the significant events that occurred in 2021 at our agency to get us where we are today! At the end of 2021, we were the fifth-largest Big Brothers Big Sisters agency in the nation in terms of children served.

We continue to be so proud of all that our amazing Bigs achieved in 2021 by mentoring 2124 Littles across the nine counties we actively serve. This includes the 391 new Big/Little matches we put together in 2021, a 19% increase over the prior year. Most impressive, in 2021, the average length of our Community-Based Big/Little matches was over 38 months, and over 24 months for our Site-Based matches, both increases over 2020!

Sometimes it is not easy to ask for help. We thank all the caregivers of the children we serve for having the courage and vision to do so. Perhaps now more than ever before, it truly takes a village to raise a child.

We sincerely thank our board members, leadership council members, volunteers, donors, and staff who made our important work possible in 2021 and provided us great hope for 2022! You are all essential members of our village.

Finally, we thank all the children, youth, and young adults in our various mentoring programs, who inspire us every day by their growth and development! The value of defending the potential of these young people we serve is beyond measure. It motivates us to do even more in 2022! Please join us!

Very truly yours,

*Tony Leavine*

Tony Leavine  
Board Chair  
Brown & Brown Insurance



Stephen A. Koch  
President, CEO, BBBSTB  
Big Brother



“Even though we face the difficulties of today and tomorrow, I still have a dream”  
-Dr. Martin Luther King

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## COMMUNITY - BASED PROGRAMS

Bigs spend an average of 8 hours per month with their Little. Matches participate in low-cost or no-cost activities – going to a ball game, visiting a museum, heading to the beach, or just going on a walk. We ask for a minimum 15-month commitment to the Community-Based program.

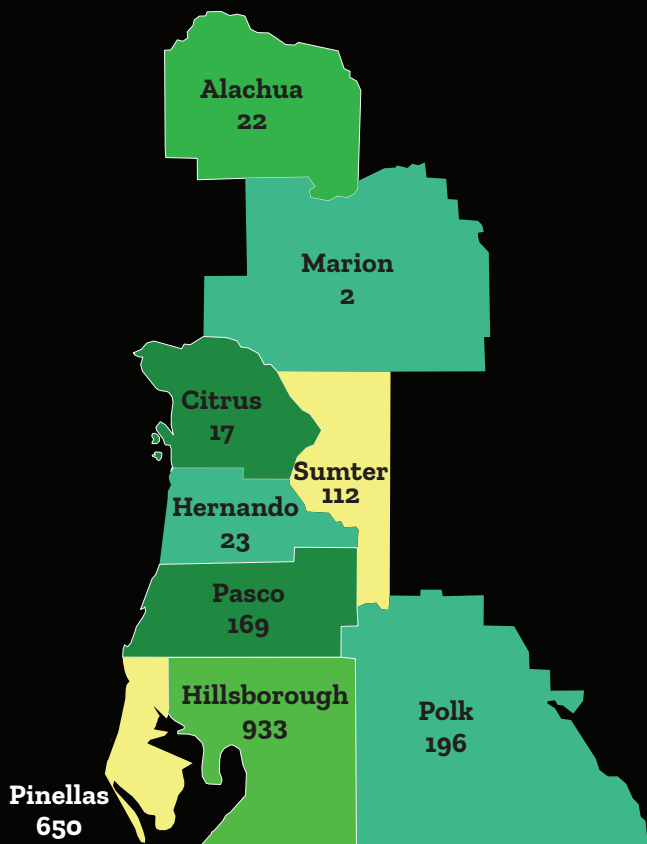
Average match length of 38 months in 2021

2

## SITE - BASED PROGRAMS

Bigs 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 part of the school year, so the matches met virtually through FaceTime, Zoom, and other programs. We ask for a 12-month minimum commitment in our Site-Based program.

Average match length of 24 months in 2021



WE IMPACTED THE  
LIVES OF

= 2,124 =

LITTLES IN 2021

Become a Big and make a difference  
in the life of a child.

Visit [bbbstampabay.org/be-a-big](http://bbbstampabay.org/be-a-big)





# BRYAN & DAMIAN

Big Brother Bryan and Little Brother Damian have been matched since January of 2019 in the Site-based program at Pizzo Elementary. Damian lost his father when he was younger, and his mother signed him up for the program with the hopes of Damian gaining a male role model in his life. His Big Brother Bryan has been that for Damian and much more.

While meeting at school, Bryan and Damian could talk, play games, and work on schoolwork together. When the pandemic hit, this did not stop the match from staying in touch. Damian and Bryan have kept in touch at least once a week, whether through texting or Facetime.

Damian is often described as the "life of the party!" Since meeting his Big, Damian has had significant improvements in his behavior at school. While he's still the life of the party, he saves all the fun for recess!

When asked how much Damian likes having his Big Brother Bryan on a scale of 1-10, Damian replied, "1,000!"

# 2021 PROGRAM HIGHLIGHTS

**58% FEMALE**

**41% MALE**

**1% OTHER\***



**AFRICAN AMERICAN 47%**

**WHITE 24%**

**HISPANIC 13%**

**MULTI-RACIAL 10%**

**OTHER 5%**

**ASIAN 1%**

\*1% of our Littes identify as Non-Binary. Non-Binary is one whose gender is not identified as male or female.

# OUTCOMES

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98%

of our Littles were promoted to the next grade level

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97%

of our Littles avoided the Juvenile Justice System

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95%

of our Littles maintained or improved their educational aspirations

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91%

of our Littles maintained or improved their social competence

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

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# BY THE NUMBERS

**REVENUE FROM ONGOING OPERATIONS - \$ 5,125,587**

**PRIVATE REVENUE** NET OF EVENT EXPENSES **\$2,321,764**

**GOVERNMENT REVENUE** **\$2,803,823**

## 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.

\*\*Figures above are reflective of ongoing operations and do not include PPP forgiveness, event expenses, or other below the line items. Please see our audited financials on our agency website for complete financials: [www.bbbstampaby.org](http://www.bbbstampaby.org).



# BIG COUPLES



As part of the Community-Based program, many committed couples mentor a Little Brother together, sharing the responsibilities and commitments while also providing an example of a happy, healthy relationship. Big Couples spend an average of 8 hours per month with their Little, and we ask for a minimum 15-month commitment.

124 Big Couple matches in 2021







Sports Buddies is a great way to get involved in mentoring by enjoying your love of sports with a child. Sports teach important lessons, such as life skills and goal-setting. These Community-Based matches get together twice a month and play sports or attend a sporting event.

# BIG SISTER & LITTLE SISTER OF THE YEAR

SHANDRA & ASHARIA



Big Sister Shandra and Little Sister Asharia have shared a friendship for over 4 years. Before they were matched, Asharia and her mother struggled to manage Asharia's diabetes, resulting in hospitalizations. After this experience, Asharia's mother knew she needed a friend and role model to help her through the difficulties she faced.

Due to issues with Asharia's health, she has switched from in-person school to virtual school multiple times. Shandra was able to help Asharia through these transitions and is a source of consistent support. Shandra and Asharia talk about new ways to study and manage the new school year in whatever learning platform was occurring, focusing on Asharia doing her best. Thanks to study sessions with her Big, Asharia has made the honor roll numerous times. Shandra has been a constant in Asharia's life through all the changes. Asharia feels safe talking to her Big about how she was feeling due to COVID and her health, process through life's changes, resolving any challenges together.

# BIG BROTHER & LITTLE BROTHER OF THE YEAR

## BILL & JAHEEM



Big Brother Bill and Little Brother Jaheem have been matched since March 2017. Jaheem is one of seven children in his family, so his mom thought he could use a positive role model and some one-to-one time with someone he could trust. Jaheem always lights up when talking about his relationship with his Big. "My Big Brother is an amazing person, and he's unique, and we get along well, and he's like family to us."

Jaheem knows that he can share anything with Bill. This trust made Jaheem feel safe in coming out to his Big. Jaheem felt it was important to be himself around his Big, saying, "You gotta be yourself and don't change for anybody." Bill told Jaheem that he appreciates him sharing his personal feelings and that it's healthy to be genuine and honest. To show his support, and with his mother's consent, Bill took Jaheem to a few pride events so that Jaheem could feel the camaraderie of being with other people in the LGBTQ+ community. Jaheem says he always has fun with his Big Brother, and Bill feels the same.

# BIGS IN BLUE



Our Bigs in Blue/Bigs with Badges program builds positive relationships between law enforcement, first responders, military and government agencies, and the communities they serve through mentorship. Agencies participating in 2021 include the Tampa Police Department, Ocala Police Department, and School-to-Work partnerships with the St. Petersburg Police Department and the Pinellas County Sheriff's Office.

For more information about participating, contact Jennifer Libby at 813-997-3510 or [JenniferL@bbbstampabay.org](mailto:JenniferL@bbbstampabay.org).

200 matches since 2017, 78 active matches in 2021





# SWEET ALICE AWARD

This award is given annually to an exceptional member of the Program Staff



Sarah has been a valued member of the Polk County team since 2007. A natural leader, Sarah is well respected by her peers. Sarah has a positive "can-do" attitude and she lifts others to create a welcoming and supportive environment.



*Sarah McCarty  
Match Support Specialist II*



Sarah has strengthened and grown the Site-Based program in Polk County during her more than 14 years at the agency. She has cultivated and fostered strong relationships with schools and volunteer partners and provides exceptional and individualized support to her Bigs and Littles. Sarah represents teamwork and has led volunteer trainings, match activities, and Bigs Connect groups. Sarah is a shining example of going above and beyond and is mission-driven and success-oriented.

# SCHOOL-TO-WORK

School-to-Work partners with local school districts and corporations and government agencies to provide one-to-one mentoring for high school students in the workplace. Little's gain valuable skills while being exposed to career opportunities and benefit from the support and guidance of their Big as they consider their post-graduation options.

For more information about our School-to-Work opportunities, please get in touch with Sandy Traynor at [SandyT@bbbstampabay.org](mailto:SandyT@bbbstampabay.org) or 813-389-2783.

[bbbstampabay.org/school-to-work](http://bbbstampabay.org/school-to-work)



100%  
graduation  
rate

# SCHOOL-TO-WORK PARTNERS



**JOHNS HOPKINS  
ALL CHILDREN'S HOSPITAL**





# JUANITA & HAILEY



Big Sister Juanita and Little Sister Hailey have been matched since November of 2020, but when around these two, you would've thought they'd known each other for years! The connection between them has been influential and positive for both from the beginning.

Hailey and Juanita enjoy doing various activities together, ranging from roller skating to swimming and much more! One of their most memorable outings together was when they went to Target and bought pink wigs to wear. After purchasing the wigs, the two walked around Target sporting their new matching hairdos. They made music videos while wearing their pink wigs and recorded them for fun. When they're not sporting pink wigs, Juanita and Hailey spend time focusing on Hailey's academics.



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

These stories inspire our supporters not only to 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.

You can become a member of our Legacy Society by notifying us of your intent to include Big Brothers Big Sisters of Tampa Bay in your estate plans. We host various 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 get in touch with Dawn Kuhn at [DawnK@bbbstampabay.org](mailto:DawnK@bbbstampabay.org) or 727-687-9190.



# CORPORATE SUPPORT \$5,000 +



123 International Consulting LLC  
Allana Buick & Bers (Abbae)  
American Online Giving Foundation, Inc.  
Asbury Automotive Group  
AT&T  
Bank Of America - Downtown Tampa  
Bank Of America Charitable Foundation  
Bank Of America Financial Center -  
Founders Hall  
Big Brothers Big Sisters Of America  
Brighthouse Financial  
Brown & Brown Of Florida, Inc.  
Buchanan Ingersoll & Rooney PC  
Cale America Inc DBA Flowbird Group  
CallPass Tech LLC  
Canteen Southeast Division  
Carpenter Contractors Of America, Inc.  
Charity Polo Classic, Inc.  
Cigna Health and Life Insurance Company  
Cherry Bekaert LLP  
City Of Clearwater  
Community Foundation Of North Central  
Florida (Womens Circle of Giving)  
Community Foundation Of Tampa Bay, Inc.  
Copperhead Charities, Inc.  
Duke Energy  
Ernst & Young LLP  
Facebook Payments, Inc.  
Fidelity Charitable Gift Fund  
Fidelity Investments  
Florida Health Sciences Center, Inc.  
Dba Tampa General Hospital  
FM Global  
Frenchy's Corporate Inc.

Frontstream  
Gionis Lilly & Romero, PLLC  
Greenberg Traurig Foundation  
Helios Education Foundation  
Hobbs Foundation  
Huntington National Bank  
Indian River Merchant Services, LLC  
Jabil  
Jpmorgan Chase  
KPMG LLP  
Lead Staffing  
Lightning Community Hero  
M/I Homes Foundation  
Macy's Corporate Services, Inc.  
Michael Baugh, Baugh Elite  
Tennis Training  
Mid State Insurance Center, Inc.  
Moffitt Cancer Center  
National Philanthropic Trust For  
The UBS Donor Advised Fund  
O'Brien Family Foundation Inc.  
Outback Bowl  
Outback Steakhouse - Corporate  
(Osi Restaurant Parnters, Llc)  
Pepsi Beverages Company  
Pin Chasers, Inc.  
Pinch A Penny, Inc.  
Pinellas Community Foundation  
Pinellas County Board Of  
County Commissioners  
PNC Foundation  
Power Design, Inc.  
Premier Packaging  
PricewaterhouseCoopers LLP  
Publix Super Markets Charities, Inc.

Raymond Handling Consultants, L.C.  
Raymond James Financial, Inc.  
Regions Bank - Corporate  
Santander Bank N.A.  
Schwab Charitable  
Seminole Hard Rock Hotel & Casino  
Skanska USA  
Suncoast Credit Union Foundation  
Sysco West Coast Florida  
Tampa Bay Rays Baseball  
TD Synnex  
TECO Energy, Inc.  
The Goldring Family Foundation, Inc.  
The Northern Trust Company  
(Hendrickson Family Foundation)  
The Papa John's Foundation, Inc.  
The Spurlino Foundation  
The White Family Foundation  
U.S.A. Ambassador Pageant, LLC  
Ultimate Medical Academy (UMA)  
United Way Suncoast  
Valley National Bank  
Wehr Constructors, Inc.  
Wells Fargo Bank, N.A.  
Wells Fargo Foundation  
Workspace Property Trust  
Asbury Automotive Group  
Frenchy's Corporate  
Ernst & Young LLP  
Huntington National Bank  
Buchanan Ingersoll & Rooney PC  
Cherry Bekaert LLP  
Santander Bank N.A.

# MARK & CRAIG & CALUB



Meet Big Couple Mark and Craig with their Little Brother Calub. Despite only being matched since November 2020, these three have made so many great memories! When they first met, Calub didn't know how to swim, so they decided to make this a goal they could work on together. Calub has already gained a lot of confidence in and around the water, jumping boldly into the pool.

When Mark and Craig pick up Calub for their outings, Calub climbs in their car and starts singing songs. Since they met in November, it started with Christmas songs, but Calub also likes to sing country music. The radio doesn't even have to be on for Calub to start singing, and the Big Couple will join in when they hear a familiar tune.

Mark and Craig feel it is essential to start talking about college so that Calub knows he can achieve his goals, but when asked what he wants to be when he grows up, Calub says he wants to be Santa Claus!

# BIG BROTHERS BIG SISTERS LICENSE PLATE



Purchase our Big Brothers Big Sisters license plate today at any county tax collector's office and defend the potential of thousands of Littles across the state. Show off your license plate with [#Driving4Potential](#).

By the end of 2021, more than 8,400 Floridians had one of our BBBS license plates on their vehicle. We receive \$25 per plate, which last year generated over \$200,000 for our mentoring programs across Florida. Since the plate's debut in September 2015, it has generated nearly \$1,000,000 for state agencies.

# SAVE THE DATE

## **Club Sport Field Day**

Feb. 12, 2022

Rec Dec, St. Petersburg  
[tampabayfieldday.com](http://tampabayfieldday.com)

## **Gasparilla Distance Classic**

Feb. 25-27, 2022

Downtown Tampa  
[rungasparilla.com](http://rungasparilla.com)

## **Charity Polo Classic**

Feb. 26, 2022

DI Polo Field, Plant City  
[charitypoloclassic.com](http://charitypoloclassic.com)

## **Bowl For Kid's Sake**

Annual Campaign

Various dates & locations

Spring 2022

[give.bbbstampabay.org/ge/bfks2022](http://give.bbbstampabay.org/ge/bfks2022)

## **Over The Edge**

April 9, 2022

Hilton Tampa Downtown  
[give.bbbstampabay.org/ge/ote2022](http://give.bbbstampabay.org/ge/ote2022)

## **Battle of the Bass**

May 21, 2022

Camp Mack, Lake Wales  
[give.bbbstampabay.org/ge/bass2022](http://give.bbbstampabay.org/ge/bass2022)

## **BBBSTB Luncheon**

June 8

TBD

## **UAA Ambassador Pageant & Auction**

July 29, 2022

Innisbrook Resort, Palm Harbor  
[www.bidpal.net/usaa2022](http://www.bidpal.net/usaa2022)

## **Art of Helping Children Gala**

Sept. 12, 2022

Hilton Tampa Downtown  
[give.bbbstampabay.org/ge/gala2022](http://give.bbbstampabay.org/ge/gala2022)  
[www.bidpal.net/bbbbstb](http://www.bidpal.net/bbbbstb)

## **Frenchy's BIG Clays For Kids**

Nov. 12, 2022

Tampa Bay Sporting Clays, Land O' Lakes  
[give.bbbstampabay.org/ge/clays2022](http://give.bbbstampabay.org/ge/clays2022)

## **Companies for Kids Golf Invitational**

Dec. 1, 2022

Innisbrook Resort, Palm Harbor  
[Companies4Kids.org](http://Companies4Kids.org)



Big Brothers Big Sisters is committed to the principle that every person deserves to reach their full potential. We aim to create and cultivate a safe environment where all individuals feel respected and valued equally, with a nondiscriminatory and anti-racist approach to our policies, programs, and services. Justice, Equity, Diversity, and Inclusion (JEDI) is an integral part of our mission. We celebrate the diverse backgrounds of all our stakeholders, including youth, families, donors, volunteers, and staff.

### **JEDI Initiatives include:**

LGBTQ+ Youth Mentoring Initiative

JEDI Committee

National Football League Inspire Change

Training for staff, volunteers, and stakeholders







# BIG FUTURES

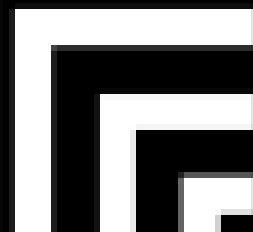


Before the launch of this program in 2019, matches ended when the Little graduated high school, and many young people struggled with life after graduation. This program supports Littles, up to age 26, as they navigate this pivotal time in their lives.

Big Futures offers additional guidance in helping Littles make and implement educational and career choices. The goal is that young adult Littles will be enrolled, employed, or enlisted after high school and earn a living wage by age 26.

For more information on how you and your organization can partner with this program, please get in touch with Sandy Traynor at [SandyT@bbbstampabay.org](mailto:SandyT@bbbstampabay.org) or 813-389-2783.

[bbbstampabay.org/big-futures](http://bbbstampabay.org/big-futures)





# PAUL & CAMERON

Big Brother Paul has been mentoring Little Cameron since May 2016. Recently, Paul took Cameron to the DMV for his driving test. Cameron was excited but nervous about the test, so he was glad to have his Big with him for support. Luckily, Cameron had been practicing and quickly passed the driving exam.

Over the years, Cameron and Paul have had so many exciting outings, from visiting the zoo and ice skating to horseback riding and yoga. Small moments and time spent together have made their connection as Big & Little a strong one.

"To say I am grateful to BBBS for pairing us is an understatement. This has been an amazing journey and one that I am so blessed to be a part of. The memories that me and Cameron make I will certainly cherish for the rest of my life. I am a huge believer in BBBS, and the impact it has not only on the lives of Little- it can and does have a profound impact on the Bigs like myself," said Paul.

# IN-KIND SUPPORT \$5,000+

Big Brothers Big Sisters Association Of Florida

Bristol Myers Squibb

Clear Sky Restaurant

Digital Lightbridge

Frenchy's Restaurants

Hilton Tampa Downtown

International Diamond Center

Macy's Corporate Services, Inc.



# BOARD EXECUTIVE COMMITTEE



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President & CEO



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**Chris Bauders**  
Bank of America  
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Chair of the Board Finance  
Committee

**Don Byers**  
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Steakhouse  
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Chair

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**Cristina Hale**  
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