



Big Brothers Big Sisters.
OF TAMPA BAY



2023

ANNUAL REPORT

Dear Defenders of Potential,

Welcome to our Annual Report, a testament to the incredible strides we've made together in 2023 at Big Brothers Big Sisters of Tampa Bay. As we reflect on the past year, marked by resilience and dedication, we are filled with pride and gratitude for the profound impact we've had on the youth in our community.

Our commitment to expanding the reach and effectiveness of our programs remained steadfast. We're excited to share that we connected with over 1,990 children across our nine-county service area. These matches aren't just mentorships; they're lifelines. With an average match length of 43 and 23 months for our community and site-based programs, the depth of these connections underscores the transformative power of mentorship.

To the parents and guardians who play an integral role in every match, we extend our deepest gratitude. Your involvement is not only valued; it's indispensable. Together, we're shaping brighter futures and stronger communities, one mentoring relationship at a time.

We extend our heartfelt appreciation to our esteemed Board of Directors, Leadership Council Members, Volunteers, Donors, and Staff. Your unwavering dedication and passion are the driving forces behind our mission, propelling us closer to our vision of igniting the power and promise of youth, ensuring they graduate with a plan for their future and a mentor by their side.

To the children, youth, and young adults who inspire us daily, thank you. Your potential knows no bounds, and we are honored to be part of your journey.

As we look ahead to 2024 and beyond, let us recommit ourselves to the vital work of defending the potential of our youth. Together, we can create a world where every child has the opportunity to thrive and succeed.

This year we are excited to celebrate our 60th anniversary serving the bay-area community and continuing to champion the legacy of mentorship that began nationally 120 years ago.

"Alone, we can do so little; together, we can do so much." - Helen Keller

With gratitude and determination,

Chris Letsos, Chief Executive Officer
Big Brothers Big Sisters of Tampa Bay

Tony Leavine, Past Board Chair
Brown & Brown Insurance

Kenneth Beattie, Current Board Chair
Flowbird



OUR MISSION

Create and support one-to-one mentoring relationships that ignite the **power** and **promise** of youth.

OUR VISION

All youth achieve their **full potential**.

BIG PROGRAMS

COMMUNITY - BASED

Bigs spend an average of 8 hours per month with their Littles. Matches participate in low-cost or no-cost activities. We ask volunteers to commit to at least 15 months in this program.

Average Match Length = 43 Months

SITE - BASED

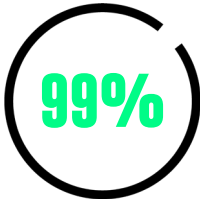
Bigs meet with their Littles at school for one hour a week, typically over the Little's lunch hour or at their aftercare location. We ask volunteers to commit to at least 12 months in this program.

Average Match Length = 23 Months

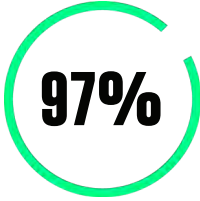


WE IMPACTED THE
LIVES OF
1,990
LITTLES IN 2023

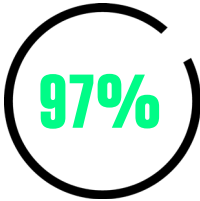
2023 PROGRAM OUTCOMES



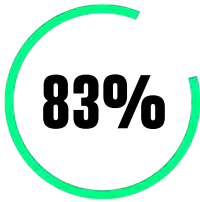
OF LITTLES AVOIDED THE JUVENILE JUSTICE SYSTEM



OF LITTLES WERE PROMOTED TO THE NEXT GRADE LEVEL



OF LITTLES MAINTAINED OR IMPROVED THEIR EDUCATION ASPIRATIONS



OF LITTLES MAINTAINED OR IMPROVED IN ACADEMICS

PROUD PARTNERS



SIGNATURE EVENTS

BOWL FOR KIDS' SAKE

VARIOUS DATES AND LOCATIONS IN SPRING AND SUMMER
GIVE.BBBSTAMPABAY.ORG/GE/BFKS2024

HALL OF FAME

WEDNESDAY, JUNE 19, 2024
TROPICANA FIELD, ST. PETERSBURG
GIVE.BBBSTAMPABAY.ORG/GE/FAME2024

BIG GALA

SATURDAY, SEPTEMBER 7, 2024
ARMATURE WORKS, TAMPA
GIVE.BBBSTAMPABAY.ORG/GE/GALA2024
ON-LINE AUCTION: BIDPAL.NET/BBBSTB

FRENCHY'S BIG CLAYS FOR KIDS

SATURDAY, NOVEMBER 9, 2024
TAMPA BAY SPORTING CLAYS, LAND O' LAKES
GIVE.BBBSTAMPABAY.ORG/GE/CLAYS2024

BIG GOLF TOURNAMENT

THURSDAY, DECEMBER 5, 2024
LOCATION: TBD
COMPANIES4KIDS.ORG

IN LOVING MEMORY

SWEET ALICE YOUNG

1940 - 2023



Sweet Alice Young, born May 9, 1940, in Evarts, Kentucky, passed away peacefully on December 30, 2023, in Clearwater, Florida, surrounded by loved ones. She was the beloved daughter of Roy and Pauline Vaughn, survived by her pet dog Sadie, Little Sister Melita Griffis, Cousin Brenda Aamon, and extended family and friends.

Sweet Alice, Founder and first Big Sister of Big Sisters of Pinellas County, empowered young women, and was a dedicated member of the Clearwater Rotary Club. Her career achievements included directing group sales for Laquinta Inn of Clearwater, earning recognition and a menu item at Lenny's. An adventurous spirit, she won a trip to Portugal on Let's Make a Deal. A sports enthusiast, she held Tampa Bay Bucs season tickets and worked at Superbowl events. Sweet Alice cherished simple pleasures like chip chicken, grilled cheese, and banana pudding, always shared with a smile. Her loss leaves a void, but her legacy of touching countless lives endures.





BIG & LITTLE **SISTER** OF THE YEAR

Big Sister Christa Conologue has shown herself to be reliable and caring for Little Sister Essence since they were matched in 2018, resulting in improved social and academic reports. Christa demonstrates consistency and intentionality when communicating with her Little Sister, making sure Essence always knows when their next outing will occur.

Christa shares that it is "important to seek opportunities to learn and experience new things. We share our different tastes in music, movies, and more. We are all different and I think it's so important to learn from each other."

Essence tells us, "I look up to my Big Sister because she helps me solve problems and find solutions. My goals for the future are to finish high school and be a writer, and I want to keep working on my goals for self-confidence and working on schoolwork with my Big Sister. She helps me out a lot and she is kind. What I like most about being with my Big Sister is going to places and also that we have fun!"





BIG & LITTLE BROTHER OF THE YEAR

Big Brother Marc Hall and Little Brother Rodeon have been matched since 2017 and prove patience can make all the difference. Initially, the two would meet up at Rodeon's school during lunch, and eventually they became so bonded that the pair transitioned to our Community-Based program to spend more time together outside of school.

Rodeon has made significant gains academically and now pushes himself to get his schoolwork completed, alongside balancing his tutoring and track schedules.

While Rodeon can still be a bit reserved, his confidence overall has increased. He is grateful for his Big and enjoys their time together.

Marc shares, "I learned to listen to him and learned about his interests, some of which I found of interest too. Our relationship has helped he and I both grow more confident. I tell him every chance I get to be responsible, that he is capable, and when he is rewarded, that he is deserving."





BIG COUPLES

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

HIGHLIGHT

82 Big Couples
matches in 2023.

BIG COUPLE, PAUL & BETTEANN, & LITTLE BROTHER CHRISTIAN

Big Couple, Paul and Betteann, have been matched with Little, Christian, since July of 2022. The match enjoys going to holiday church functions, swimming at the Lagoon, going out to eat, bike riding, and attending as many agency events as possible.

The relationship has blossomed over the past two years, and Christian has become happier, more focused, and engaged during outings.

Christian is always excited to find out when and where the next adventure is that Paul and Betteann have planned for the match to experience together.



SPORTS BUDDIES

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.

HIGHLIGHT

The Tampa Bay Rays and Rowdies Foundation are a proud sponsor.

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 2023 include the Tampa Police Department, Hillsborough County Sheriff's Office, Pasco County Sheriff's Office, Ocala Police Department, and Sumter County Sheriff's Office and the School-to-Work program partnerships with the St. Petersburg Police Department and the Lakeland Police Department.

HIGHLIGHT

100 active matches in 2023 and over 320 matches since 2017.

BIGS WITH BADGES



BIG BROTHER SHAWN & LITTLE BROTHER NEHEMIAH

Big Brother Shawn and Little Brother Nehemiah were matched in March of 2022 through the "Bigs in Blue" program. Nehemiah, a vibrant third-grader, was in need of a positive male role model. Shawn, serving as an Assistant Public Defender, was eager to contribute to his community and, being a big kid at heart, he wanted to be matched with a younger Little in the hopes of having a truly long-lasting relationship.

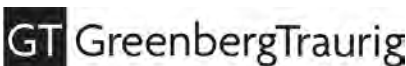
As their two-year anniversary approaches, the connection between Big Brother Shawn and Little Brother Nehemiah continues to grow stronger. Nehemiah cherishes their time together, expressing that simply being with Shawn brings him joy. Their activities celebrate a love they both have for sports, video games and enjoying meals together, underscoring the genuine friendship they've developed. Shawn recognizes that the mutual interest they have in each other's lives is fostering a bond that will endure.

SCHOOL-TO-WORK

In our School-to-Work program, we partner with local school districts, corporations, and government agencies to provide 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.

BBBSTB is proud to partner with many corporate & government agencies.



PARTNER HIGHLIGHT: RAYMOND JAMES



One little conversation can make a big impression. During a get-to-know-you group activity, with partner Raymond James Financial, Little Amariani met Big Ralph and the two chatted for a few minutes. In that small amount of time, Amariani learned two important facts — that Ralph has a young daughter — and that he was unfamiliar with the slow-moving, tree-climbing mammal known as the sloth. At their next meeting, Amariani brought a stuffed toy sloth for Ralph to give to his daughter.

From just one interaction, an impact was made on both this Big and Little. Blending one-to-one mentoring within a group mentoring setting allows for our Littles and Bigs to experience unique learning opportunities and provides an enriching pathway from scholastic to professional success.



BIG FUTURES

Before the launch of this program in 2019, matches ended when the Little graduated high school, and many Littles 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 young adult Littles make and implement educational and career choices. The goal is that Littles will be enrolled, employed, or enlisted after high school and earn a living wage by age 26.





HIGHLIGHT

Big Futures served 116 matches in 2023. 91% were enrolled in post-secondary education, in the military or were employed and making a livable wage.





ALPHA PHI ALPHA PARTNERSHIP

We are proud of our Alpha partnership as part of our organizational commitment to Justice, Equity, Diversity, and Inclusion (JEDI).



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. JEDI is an integral part of our mission. We celebrate the diverse backgrounds of all our stakeholders, including youth, families, donors, volunteers, and staff.



2023 LITTLE DEMOGRAPHICS

We serve youth who need us the most

85%

qualify for free or reduced lunch



73%

of our waiting list are boys waiting for a Big



72%

are BIPOC (Black, Indigenous, and People Of Color)



40%

have an incarcerated immediate family member



39%

are aged 13 and above

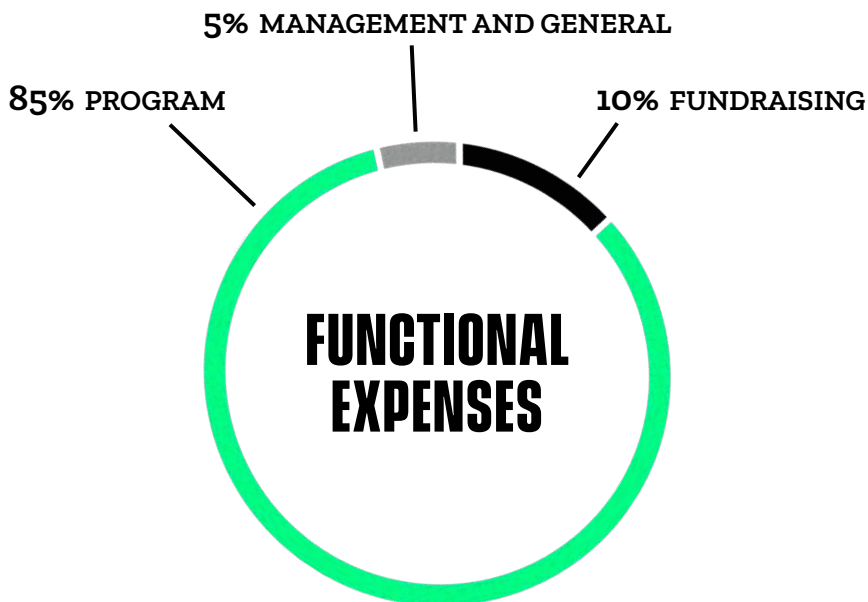


BY THE NUMBERS

PRIVATE REVENUE \$2,629,700

GOVERNMENT REVENUE \$3,280,621

TOTAL REVENUE GROSS
\$5,910,321



Please visit our agency website for complete financials: www.bbbstampabay.org

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](#).

HIGHLIGHT

We receive \$25 per plate, generating over \$280,000 in 2023 for our mentoring programs across Florida. Since the plate's debut in October 2017, it has generated over \$1.35 million for state agencies.



WHAT'S YOUR LEGACY

The dedicated partners of our Legacy Society have chosen to support the potential of youth in our community through a planned estate gift of cash, property, or equity. As one of many options for supporting Big Brothers Big Sisters of Tampa Bay, we are pleased to offer a way for donors to support our mission for generations. The benefits of making an estate gift extend beyond the recognition in our Annual Report, events throughout the year, and informative newsletters. Planned gifts can also reduce your income tax burden and offer substantial tax savings on appreciated properties and securities. Making a commitment to join the Legacy Society is a win for the children of our nine-county service area, your family, and you.

We thank the visionaries below who have made the decision to support our mission today — and tomorrow.

For more information, visit www.bbbstampabay.org/give/legacy-society

LEGACY SOCIETY

Mary Ann & Hunt Berryman
Tammy & Darrell Davis
Jane & Jamie Egasti
Nancy & David Fox
Mary Ann & Scott Fullerton
Henry & Gerry Goldhammer
Tani Homeskye Gray
Mary & Lonnie Hawkins
Amy & Jim Hollington
Lisa Letizio & Paul Jackson
Stephen Koch
Tim Langenback

Bruce Mackey
Dennis McLeod
Deborah & Hugh Miller
Cathy & Vincent Pavese
Susan Rolston
George Spowart
Pamme & Joel Taylor
Dina Vann
Karen & Paul Vincent
De Anna & Rodney Ward

IN MEMORIAM

BJ Altschul
Charles Manly
David Pratt
Dr. Mary Ann Ratliff

Eugene Roberts
Gary C. Graef
Jack Mullong

Sweet Alice Young
Thelma C. Kells
Virginia M. Sharp
Wilbur & Madonna Ptak

BIG IMPACT SOCIETY

The only way our agency can serve thousands of children every year is through continued, sustainable support. Regular monthly support from donors within our Big Impact Society allows us to plan and budget to meet the needs of the children in our community. Every gift is appreciated and the steady cash flow that comes in from recurring donations allows us to fulfill our mission to ignite the power and promise of youth through one-to-one mentoring.

As a thank you for joining the Big Impact Society, you will receive special invitations and exciting updates throughout the year, but most importantly, you will be a "Defender of Potential".

JOIN OUR MONTHLY GIVING PROGRAM

www.bbbstampabay.org/give/big-impact-society

CONNECT \$10 MONTHLY

Provides three training sessions preparing potential volunteers for their vital roles as Bigs

IGNITE \$25 MONTHLY

Provides activities for matches led by program staff

EMPOWER \$50 MONTHLY

Allows trained program staff to complete 30 match support calls to Bigs, Littles and families

DEFEND \$125 MONTHLY

Supports and maintains the cost of one match for one year

PRESIDENT'S CIRCLE \$250 MONTHLY

Supports and maintains the cost of two matches for one year

WE THANK THOSE COMMITTED INDIVIDUALS WHO HAVE ALREADY PARTNERED WITH US AND MADE THIS IMPORTANT COMMITMENT TO OUR AGENCY.

Paul Anderson
Evan Bancroft
Dirk Barrineau
Mary Broda
Meredith Brown
Cheryl & Gary Bushnell
Mandelyn Cloninger
Barbara Cooksey
Martha Cornatzer
Barbara De Simone
Julia Delmerico
Kenneth Dwan
Energy Insurance Mutual
Marti Galloway
Kathryn Haeger

Dennis Hartin
Frederick Heid
Genevieve Holley
Nadia Kotula
Dawn Kuhn
Honorable Christopher Latvala
Nathaniel & Leslie Lee
Jessica Leone
Chris & Julie Letsos
Chris & Jennifer Libby
Christopher Malone
Gene May
Beth & Brian Metz
Chad & Nereida Mitchell

H. William Mutz
Denis Nunez & Willy Tavarez
Kenya Padilla
Alice Sartory
Morgan Savage
Nancy & Jeff Seligsohn
Gary Supnick
Howie Taylor
Janae Thomas
Carla & David Tommie
Cheryle & Tim Tuttle
Rob Van Tassel
De Anna & Rodney Ward
Richard Wilson
Travis Wobbekind

IN-KIND SUPPORT \$5K+

Clear Sky Cafe
Delta Air Lines
Digital Lightbridge Marketing Agency
Energy Crisis Inc.
Farina Orthodontic Specialists
Fleming's Prime Steakhouse & Wine Bar
Frenchy's Restaurants
Hilton Tampa Downtown
International Diamond Centers
Tampa Bay Buccaneers Foundation
Tampa Bay Rays Baseball Foundation
The Marketing Posse



CORPORATE & FOUNDATION SUPPORT

OVER \$30,000

Bank of America
Brighthouse Financial Foundation
Flowbird Group
Charity Polo Classic
Courtesy Automotive Group
Frenchy's Restaurants
Hendrickson Family Foundation
Jabil
JPMorgan Chase Foundation
Macy's Corporate Services

National Philanthropic Trust
Publix Super Markets Charities
Raymond James Financial
Rays Baseball Foundation
SMBC
Tampa Electric Company
TD Synnex
The Spurlino Foundation
Triad Foundation
Truist Financial Corporation

OVER \$10,000

Bloomin' Brands, Inc.
Brighthouse Financial
Brown & Brown of Florida
Children's Trust of Alachua County
Edrington America
Folds Walker, LLC
For The Children of Tampa Bay
Gagnon Foundation, Inc.
Gasparilla Distance Classic Association
HCSO Charities, Inc.
Indian River Merchant Services, LLC
LCG Advisors
M/I Homes of Tampa, LLC
Mabel and Ellsworth Simmons Charitable Foundation

MCK Co, Inc.
PepsiCo Foundation
Pinellas Community Foundation
PricewaterhouseCoopers LLP
Randy and Barbara Ann Frankel Foundation
Ray & Kay Eckstein Charitable Trust
Regions Bank - Corporate
Seminole Hard Rock Hotel & Casino
Tampa Bay Buccaneers Foundation
The TJX Foundation, Inc.
The White Family Foundation
Valley Bank
Wells Fargo Foundation
Yob Family Foundation

OVER \$5,000

AT&T
Avalon Healthcare Solutions
BEAM
BnO Inc.
CallPass Tech LLC
CIGNA
Community Foundation of Tampa Bay, Inc.
Copperhead Charities, Inc.
Deloitte
Duke Energy
Fidelity Investments
First Onsite
Fleming's Prime Steakhouse & Wine Bar
FM Global
giveWELL Community Foundation
Gulf Coast Community Foundation
Huntington National Bank, The
Insula Apartment Management, LLC
International SOS

J.Crayton Pruitt Foundation Inc.
Levy Restaurants
Lightning Foundation
Pin Chasers, Inc.
Power Design, Inc.
Prudent RX
Rotary Club of Tampa Foundation Inc.
Schwab Charitable
SiriusXM Radio Inc.
Raymond Handling Consultants
Stephen W. Baylis Charitable Foundation, Inc.
Suncoast Credit Union
Suncoast Credit Union Foundation
The Mullen Family Foundation
The Papa John's Foundation, Inc.
The PNC Financial Services Group
Thomas A & Mary S James Foundation
Wehr Constructors, Inc.
Wells Fargo Bank, N.A.

EXECUTIVE COMMITTEE

Kenneth Beattie
Current Board Chair
Flowbird

Tony Leavine
Past Board Chair
Brown & Brown Insurance

John Allgeier
Board Audit Committee Chair
H.Lee Moffitt Cancer Center & Research Institute, Inc.

Christopher Bauders
Board Treasurer & Finance Committee Chair
Bank of America

Don Byers
Board Governance Committee Chair
Wells Fargo

Maureen Mitchell
Board Secretary
PricewaterhouseCoopers

Christopher Nix
Board HR Committee Chair
LCG Advisors

Danielle Vona
Board Resource Development Chair
Bloomin' Brands, Inc. & The Marketing Posse

BOARD MEMBERS

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Tampa Bay Rays

Christopher Butler
Raymond James

Tiffany Colucci
Valley Bank

Matthew Crane
Regions Bank

Tammy Davis
StevenDouglas

David DeWeese
Regions Bank

Isorys Dilone
Valet Living, LLC

Paul Edwards
Tampa Electric Company

Mary Ann Fullerton
Community Partner

Todd Fultz
SDI Company, LLC

Cristina Hale
BDO USA PA

Greg Hebard
Jabil

David Judd
Wehr Constructors

Kara Klinger
Deloitte

Lisa Langer
PNC Bank

Erik Marsh
Marsh Family Foundation

Christina Navatta
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Little Greek Fresh Grill

Kathleen Wade
Fee & Jeffries, P.A.

S. Scott Walker
Folds Walker, LLC

Scott Walker
TD Synnex

David Weinstein
Greenberg Traurig P.A.





**Big Brothers
Big Sisters**


OF TAMPA BAY




**GO BIG: VOLUNTEER OR
DONATE TODAY!**

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**PO Box 21744
Tampa, FL 33622
813-769-3600**

www.bbbstampabay.org