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.
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
2023 PROGRAM OUTCOMES

99% Of littles avoided the juvenile justice system

97% Of littles were promoted to the next grade level

97% Of littles maintained or improved their education aspirations

83% Of littles maintained or improved in academics

Proud Partners

OJJDP
Children’s Board of Hillsborough County
Florida Department of Education
AmeriCorps
City of Lakeland
Florida Commerce
JWB
Children’s Trust of Alachua County
United Way

5
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

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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 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 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 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.

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.

82 Big Couples matches in 2023.
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.
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.
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.
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.

Littles 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.
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.
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.
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.
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
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.
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
Lois Kavalunas
Eugene Roberts
Gary C. Graef
Jack Mullong
Sweet Alice Young
Thelma C. Kells
Virginia M. Sharp
Wilbur & Madonna Ptak
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

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<thead>
<tr>
<th>Level</th>
<th>Amount</th>
<th>Description</th>
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<tbody>
<tr>
<td>CONNECT</td>
<td>$10 Monthly</td>
<td>Provides three training sessions preparing potential volunteers for their vital roles as Bigs</td>
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<tr>
<td>IGNITE</td>
<td>$25 Monthly</td>
<td>Provides activities for matches led by program staff</td>
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<tr>
<td>EMPOWER</td>
<td>$50 Monthly</td>
<td>Allows trained program staff to complete 30 match support calls to Bigs, Littles and families</td>
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<tr>
<td>DEFEND</td>
<td>$125 Monthly</td>
<td>Supports and maintains the cost of one match for one year</td>
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<tr>
<td>PRESIDENT’S CIRCLE</td>
<td>$250 Monthly</td>
<td>Supports and maintains the cost of two matches for one year</td>
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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  
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Frederick Heid  
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Honorable Christopher Latvala  
Nathaniel & Leslie Lee  
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Chris & Julie Letsos  
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Christopher Malone  
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Carla & David Tommie  
Cheryle & Tim Tuttle  
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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

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- 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.
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- 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
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- Wells Fargo Bank, N.A.
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Board HR Committee Chair
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