



WE INSPIRE



POTENTIAL

WE ARE  
A FORCE  
FOR  
CHANGE



Big Brothers  
Big Sisters.  
OF TAMPA BAY

IMPACT  
REPORT

2025

WE  
INSPIRE  
IGNITE  
EMPOWER  
POTENTIAL



OUR  
FUTURE



IS  
BIG



To our Big Brothers Big Sisters community,

In moments when the challenges facing our young people feel overwhelming, there is something deeply hopeful to remember. It does not take something big to change a life.

At Big Brothers Big Sisters of Tampa Bay, transformation often begins quietly. A consistent presence. A trusted voice. A mentor who shows up again and again. What may seem like a small investment of time or generosity becomes a powerful force that builds confidence, opens doors, and helps a child believe in their own future.

Yet today, too many children are still waiting. Boys, in particular, remain on the waitlist far longer due to a critical shortage of male mentors. Each day they wait is a day without the encouragement, stability, and opportunity that a caring relationship can provide.

Because of supporters like you, thousands of young people in our community have already experienced the life-changing power of mentorship. Research and lived experience show that mentored youth are more likely to succeed in school, develop healthy relationships, and envision brighter futures for themselves. Every match you help make strengthens families, schools, and entire neighborhoods.

As you read this year's impact report, it is our hope that you see your generosity reflected in every story and statistic. Your support makes it possible to recruit and train mentors, support meaningful matches, and ensure that no child is left to navigate life alone.

There is still so much more we can do together. Whether through continued philanthropy, advocacy, or encouraging someone to step forward as a Big Brother, Big Sister, or Big Couple, your commitment matters deeply. When you invest in a child, you are not just changing one life. You are shaping the future of our communities.

Thank you for believing in our mission and for helping prove every day that it truly takes little to be big.

With heartfelt gratitude,

Robyn Ostrem, CEO  
Big Brothers Big Sisters of Tampa Bay

Chris Butler, Board Chair  
Raymond James



## OUR PURPOSE

# SPARKING BRIGHTER FUTURES

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We believe that one of the most powerful ways to change the trajectory of a young person's life is a consistent relationship with a positive, caring adult mentor.

## OUR VISION

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**All youth** achieve their **full potential.**

## OUR MISSION

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

# BIG PROGRAMS

## COMMUNITY - BASED

Bigs spend an average of eight hours per month with their Littles. Matches spend time together doing everyday activities like playing sports, getting ice cream, or visiting the library. We ask volunteers to commit to at least 15 months in this program.

**Average Match Length:**  
49 Months

## SITE - BASED

Matches meet at the child's school or after-school site. The Big & Little do homework, play games, or talk. We ask volunteers to commit to at least 12 months in this program.

**Average Match Length:**  
21 Months

## WE SERVED

2,119

## YOUTH IN 2025

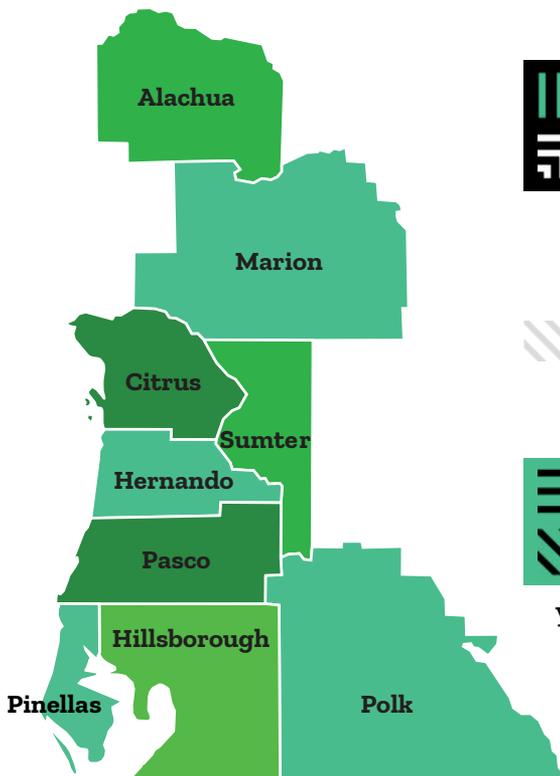
through 1-to-1 matches



## WE IMPACTED

847

youth through additional services including partner opportunities, waitlist youth activities, back to school and holiday support.



# 2025 PROGRAM OUTCOMES

88%

## OF OUR LITTLES MAINTAINED OR IMPROVED IN ACADEMIC PERFORMANCE

This measure uses children's grades and high school graduation rates.

84%

## OF LITTLES MAINTAINED OR IMPROVED THEIR EDUCATIONAL EXPECTATIONS

Mentoring has been linked to higher educational and vocational aspirations. Children and adolescents' academic expectations and plans, in turn, have been linked to academic performance and educational attainment.

82%

## OF OUR LITTLES REMAINED STABLE OR SHOWED IMPROVEMENT IN DEPRESSIVE SYMPTOMS

This measure assesses children's self-reported mood and feelings. It is important to recognize this measure examines indications of depressive symptoms and is not intended for clinical diagnosis.

82%

## OF OUR LITTLES MAINTAINED OR IMPROVED IN PARENTAL/FAMILY CONNECTEDNESS

These items measure the extent to which the child feels that they have an understanding and respectful relationship with a parent or guardian. A positive relationship with one's parents or guardian is linked to decreased risky behavior and improved school performance.

## PROUD PARTNERS



# SIGNATURE EVENTS

## BOWL FOR KIDS' SAKE

**VARIOUS DATES & LOCATIONS BETWEEN APRIL - JUNE**

Bowling party fundraiser

[give.bbbstampabay.org/ge/bowl2026](https://give.bbbstampabay.org/ge/bowl2026)

## HALL OF FAME, Armature Works, Tampa

**WEDNESDAY, MAY 13, 2026**

Special honoree awards luncheon

[give.bbbstampabay.org/ge/fame2026](https://give.bbbstampabay.org/ge/fame2026)

## GUYS NIGHT OUT, The Motor Enclave, Tampa

**FRIDAY, AUGUST 28, 2026**

Comedy and Cars for a Cause

[bbbstampabay.org/events/guys](https://bbbstampabay.org/events/guys)

## BIG GALA, The Motor Enclave, Tampa

**SATURDAY, OCTOBER 10, 2026**

Premiere seated dinner event with inspiring program  
auction & entertainment

[give.bbbstampabay.org/ge/gala2026](https://give.bbbstampabay.org/ge/gala2026)

## FRENCHY'S BIG CLAYS FOR KIDS, Tampa Bay Sporting Clays, Land O' Lakes

**SATURDAY, NOVEMBER 7, 2026**

Sporting clays tournament, awards dinner, and auction

[give.bbbstampabay.org/ge/clays2026](https://give.bbbstampabay.org/ge/clays2026)



## BIG COUPLE: PETER & CRYSTAL • LITTLE BROTHER JORGE

When Jorge was 12, his mom, Carmen, enrolled him in Big Brothers Big Sisters hoping he would gain confidence, encouragement, and new experiences. As a single parent raising Jorge and his sister, Carmen knew the power of one-on-one support, especially as Jorge navigated adolescence with limited contact from his father.

Jorge entered the program shy, struggling with school engagement, self-esteem, and mild ADHD. Just before his 13th birthday, he was matched with a Big Couple, Peter and Crystal, who would become dedicated mentors and trusted guides during some of his most formative years.

Their bond grew through shared experiences. They explored museums, attended orchestra performances, tried international foods, solved escape rooms, and even turned car rides into moments of conversation and fun. Jorge discovered a love for learning and exploration, while also developing responsibility and goal-setting skills through regular discussions with his Bigs. These skills recently helped him thrive in his first job at Publix.

Carmen has seen a remarkable change. Jorge listens, reflects, and embraces opportunities she may not have been able to provide on her own. For Peter and Crystal, mentoring as a couple has been equally rewarding. They have learned that strong connections are built on shared experiences and consistent care, and their relationship with Jorge has deepened their own belief in the power of mentorship.

Today, Jorge is a thoughtful, confident 10th grader with a clearer sense of direction, and his Bigs describe their match as one of the greatest joys of their lives. His story is a powerful reminder that when caring adults show up consistently, young people do not just **GROW**, they **THRIVE**.

# BIG & LITTLE SISTER OF THE YEAR



## A Quiet Start, A Powerful Bond

Some mentoring relationships grow through big, defining moments. Others unfold gently through patience, trust, and simply showing up. Sandra Tidd and her Little Sister, Allyson, remind us that growth does not have to be rushed to be extraordinary.

Allyson was just six years old when she joined Big Brothers Big Sisters. Shy and introverted, she had limited opportunities to explore new experiences, and her family hoped a Big Sister could offer encouragement, guidance, and a positive role model.

That someone was Sandra.

Their match began with simple moments—board games, conversation, and time spent building trust. Over 10 years, those small steps grew into meaningful milestones. Now 16-years-old, and in 10th grade, Allyson recently earned A–B Honor Roll for the first time since elementary school. She is more confident, independent, and willing to try new things—from navigating public transportation to learning how to cook.

Together, they have shared everyday experiences like thrifting, visiting museums, and attending agency events, while also supporting each other through life's hardest moments, including the loss of a loved one and Sandra's breast cancer diagnosis in 2024. Today, Sandra is in remission, and their bond is stronger than ever.

Their story reflects the true heart of mentorship: consistent presence, encouragement, and care that, over time, can change a life—for both a Little and a Big.



# BIG & LITTLE BROTHER OF THE YEAR



## Showing Up Changes Everything

Russell Nelson and his Little Brother, Yulon, exemplify the powerful impact of consistency, encouragement, and long-term mentorship.

Yulon was just 10 years old when he was matched with Russell. An energetic sports lover navigating ADHD, an Individualized Education Plan, and speech therapy, he was raised by a guardian caring for multiple children who hoped a Big Brother could offer guidance and support.

Over the past seven years, Russell has been a steady presence through academic struggles, behavioral challenges, and major life transitions. When setbacks during the pandemic, discipline issues, and even an expulsion threatened to derail Yulon's progress, Russell remained committed—offering homework help, accountability, and encouragement when it mattered most.

Today, Yulon is graduating high school and exploring future opportunities in college athletics or the boating industry. Along the way, Russell has celebrated birthdays, cheered at senior night, and even included Yulon in his own wedding day.

Yulon credits Russell's willingness to listen and lead by example as life-changing. For Russell, watching Yulon grow into a confident young adult has been one of the most meaningful experiences of his life. Their relationship reflects the heart of mentorship: showing up consistently can change the direction of a life.

*Inspired by Sandra, Russell, or Big Couple Peter and Crystal? You can make this kind of impact, too. Becoming a Big does not require special skills, just consistency, care, and a willingness to show up. Whether you want to learn more or are ready to take the next step, we are here to support you. Sign up here: [bbbstampabay.org/be-a-big](http://bbbstampabay.org/be-a-big)*





## BIGS IN BLUE

Bigs in Blue and Bigs with Badges strengthens trust and connection between the communities we serve and those sworn to protect them. Through mentorship, law enforcement officers, first responders, military members, and public servants step into the role of trusted guides, building meaningful, one-on-one relationships that extend far beyond a uniform or title.

In 2025, we were proud to partner with agencies whose commitment to service extends well beyond their daily duties. Participating agencies included the Tampa Police Department, Hillsborough County Sheriff's Office, Pasco County Sheriff's Office, Ocala Police Department, Sumter County Sheriff's Office, the State Attorney's Offices for the 13th and 5th Judicial Circuits, and the St. Petersburg Police Department. Together, these partners helped create pathways of understanding, opportunity, and hope for young people across our region.

### PARTNER OF THE YEAR: ST. PETERSBURG POLICE DEPARTMENT

Big Brothers Big Sisters of Tampa Bay is proud to recognize the St. Petersburg Police Department (SPPD) as our Partner of the Year. SPPD has been a long-time partner, continually working to grow and strengthen our mentorship programs.

The partnership began with Gibbs High School, where we currently have 24 active high school matches. Through this program, Littles have participated in SPPD's Explorers program and monthly workshops, exploring employment and educational opportunities. Nineteen officers have committed their time to build meaningful connections, bridge gaps in the community, and serve as role models for these young people.

In Fall 2025, SPPD took an unprecedented step by expanding mentoring to John Hopkins Middle School, one of only two such initiatives in the Tampa Bay Area. There are now 20 active matches with 8th grade Littles. This partnership helps students envision their future, develop positive relationships with law enforcement, and prepare for high school through the feeder program into Gibbs High School.

We are grateful for SPPD's dedication, their officers' commitment, and the positive impact they have made on young lives. We look forward to continuing our collaboration and creating more opportunities for mentorship in 2026.





# SITE-BASED PROGRAM OVERVIEW

In our Site-Based program, Bigs meet their Littles at the elementary school once a week for 30 to 60 minutes. During visits, matches bond through games, sports, reading, and other activities while working on academic, social, and behavioral goals.

We welcome Bigs of all ages, but we're especially excited to have high school and college students serving as Bigs in many of the elementary schools we support.

## SITE-BASED HIGHLIGHT: PHILIP O'BRIEN ELEMENTARY SCHOOL

Philip O'Brien Elementary in Lakeland has been one of our largest Site-Based partners, with over 20 students receiving mentorship this year. Thanks to the George Jenkins Foundation Youth Opportunity Grant, we were able to pilot a small-group mentoring program at Philip O'Brien. Southeastern University Federal Work Study Bigs facilitated these groups, working with 2–5 students from the same grade once a week.

Bigs help students achieve academic goals, build social-emotional skills, and have fun while forming meaningful connections. "Being a Big Sister has been such a rewarding experience. I have the privilege of spending time with 13 incredible Littles, each with their own personality and perspective. I truly love each of them and look forward to our time together every week. I am constantly amazed by how their different backgrounds and home lives shape who they are. Despite these differences, they all share a love for the time we spend together!" says Chelsea Chaloux, Southeastern University student and Big Sister at Philip O'Brien Elementary.



# SCHOOL-TO-WORK

Our School to Work program is a powerful driver of workforce readiness and economic mobility for young people across our region. Through intentional partnerships with local school districts, forward-thinking corporations, and government agencies, students are immersed in real workplace environments where exposure, experience, and mentorship open doors to future careers.

Corporate partners are more than mentors. They are builders of the next generation workforce. By investing their time, talent, and resources, they help shape young people into capable, confident professionals. With guidance from their Bigs, Littles gain practical skills, explore high demand career pathways, and access networks and opportunities that might otherwise feel out of reach.

These experiences help students graduate not only prepared for the workforce, but positioned to pursue long-term economic stability and upward mobility, creating a ripple effect that strengthens both communities and businesses.

**Big Brothers Big Sisters of Tampa Bay is proud to partner with many corporate & government agencies.**



RAYMOND JAMES



JPMorganChase



Johnson & Johnson



JABIL



# PARTNER HIGHLIGHT: PASCO COUNTY GOVERNMENT



Since 2021, Pasco County Government has partnered with Big Brothers Big Sisters through the School-to-Work program, creating meaningful workplace mentoring opportunities for local high school students. Each month, students from River Ridge High School visit county departments to engage with employees, gain hands-on experience, and spend mentoring time with their Bigs.

This partnership allows students to explore a variety of careers while building critical life and professional skills. Over the past year, students visited the 911 Call Center, Public Library, Senior Center, Emergency Operations Center (EOC), Animal Services, and the Fire Department—experiencing firsthand the diverse roles that keep the community running.

One student, Alex, was inspired to join the Fire Cadets program through his Big's guidance, gaining practical insight into a future career as a firefighter. Partnerships like this not only empower students to pursue their career goals but also help Pasco County nurture and retain local talent for the future.



# BIG FUTURES



Before the launch of this program in 2019, many mentorship matches ended when Littles graduated from high school, leaving young adults to navigate critical transitions on their own. Thanks to the generous support of Deloitte, our Big Futures program now extends mentorship for Littles up to age 26, providing guidance, encouragement, and resources during this pivotal stage of life.

Big Futures helps young adult Littles make and implement important educational and career decisions, ensuring they have the tools and confidence to pursue meaningful opportunities. The goal is that by age 26, every Little will be enrolled in school, gainfully employed, or enlisted, and earning a living wage, equipped to thrive as independent, capable adults.

Deloitte's partnership is helping turn mentorship into long-term transformation, ensuring that the support of a Big extends far beyond high school and creates lasting impact in the lives of the young people we serve.

## HIGHLIGHT:



144 Big Futures matches in 2025



# 2025 LITTLE DEMOGRAPHICS



83%

qualify for free or reduced lunch



79%

are youth of color



73%

of youth on our waiting list are boys waiting for a Big



57%

live in a single-parent household



40%

have an incarcerated immediate family member



# BY THE NUMBERS

**PRIVATE REVENUE\***

**\$2,685,415**

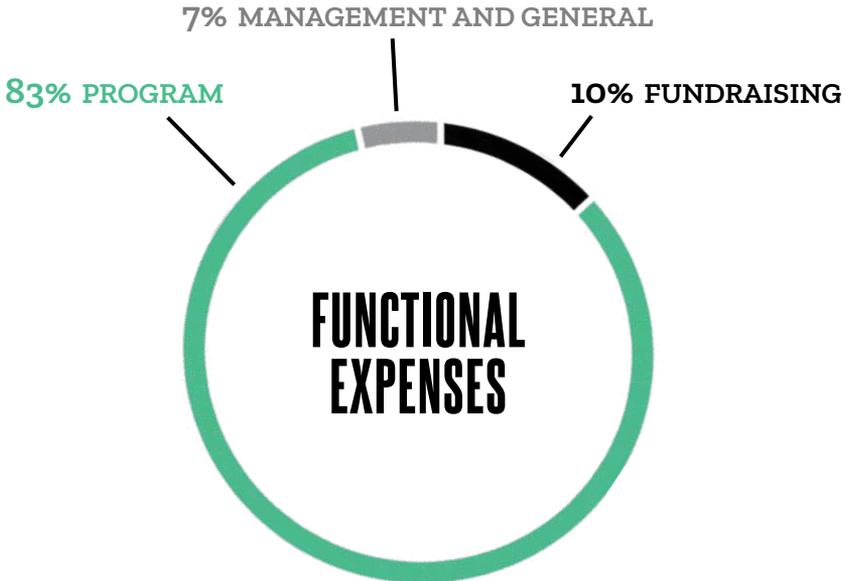
**GOVERNMENT REVENUE**

**\$3,494,182**

**TOTAL GROSS REVENUE**

**\$6,179,597**

\* Net of direct fundraising cost of \$509,410



Platinum  
Transparency  
2025

Candid.

Please visit our agency website  
for complete financials:  
[www.bbbstampabay.org](http://www.bbbstampabay.org)



# BIG BROTHERS BIG SISTERS LICENSE PLATE



Purchase a Big Brothers Big Sisters license plate today to  
Drive Change and Ignite Potential.



**Scan the QR code and learn how  
to get your plate today!**

Every plate purchased supports mentoring programs and  
demonstrates your commitment to building stronger communities.



# WHAT'S YOUR LEGACY?



The dedicated partners of our Legacy Society have made a profound choice: to support the potential of youth in our community through a planned estate gift of cash, property, or equity. Their vision ensures that the life-changing power of mentorship continues for generations of Littles across our nine-county service area.

We are deeply grateful to those who have already made this commitment. Your generosity not only provides critical resources for children today, but creates a lasting impact that will shape lives long into the future. Every planned gift strengthens families, builds communities, and empowers young people to achieve their full potential.

Joining the Legacy Society is simple and meaningful. Planned giving options include bequests, beneficiary designations in retirement plans or life insurance, living trusts, annuities, or real estate gifts. Many options also offer tax benefits and the potential to increase your income while making a lasting difference.

Becoming a member of the Legacy Society connects you to our Littles, keeps you informed on the impact of your gift, and ensures that your support will continue to create life-changing opportunities forever.

We invite you to join this visionary group of supporters and leave a legacy that transforms lives. To learn more or to make your commitment, visit [www.bbbstampabay.org/give/legacy-society](http://www.bbbstampabay.org/give/legacy-society).

**Thank you to all who have already made this extraordinary commitment. Your legacy of support is changing lives today—and for generations to come.**

## LEGACY SOCIETY

Mary Ann and Hunt Berryman  
Tammy and Darrell Davis  
Jane and Jamie Egasti  
Nancy and David Fox  
Mary Ann and Scott Fullerton  
Taniqueel Gray  
Mary and Lonnie Hawkins  
Amy and Jim Hollington  
Lisa Letizio and Paul Jackson  
Stephen Koch

Tim Langenback  
Dennis McLeod  
Deborah and Hugh Miller  
Cathy and Vincent Pavese  
Susan Rolston  
George Spowart  
Pamme and Joel Taylor  
Dina Vann  
Karen and Paul Vincent  
De Anna and Rodney Ward

## IN MEMORIAM

Estate Of BJ Altschul  
Estate Of Ruth J. Davis  
Estate Of Diane E.  
Geitzenauer  
Estate Of Gary C. Graef  
Louis Kavalunas

Thelma C. Kells Endowment  
Fund within GiveWell  
Community Foundation  
Bruce Mackey  
Charles Edward Manley II  
Jack Mullong  
David Pratt

Madonna and Wilber Ptak  
Dr. Mary Ann Ratliff  
Eugene Roberts  
Patrick Sexton  
Virginia M. Sharp  
Sweet Alice Young



# BIG IMPACT SOCIETY



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 support from recurring donations allows us to plan strategically and fulfill our mission.

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 "Sparkling Brighter Futures".

**IGNITE • \$25 MONTHLY**  
Provides activities for matches led by program staff

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**EMPOWER • \$50 MONTHLY**  
Allows trained program staff to complete 30 match support calls to Bigs, Littles and families

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**DEFEND • \$125 MONTHLY**  
Supports and maintains the cost of one match for one year

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**PRESIDENT'S CIRCLE • \$250 MONTHLY**  
Supports and maintains the cost of two matches for one year

## JOIN THESE INDIVIDUALS IN OUR GIVING PROGRAM

[www.bbbstampabay.org/give/big-impact-society](http://www.bbbstampabay.org/give/big-impact-society)

- |                            |                               |                             |
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# IN-KIND SUPPORT \$5K+

Ben Bredeson  
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OVER \$30,000

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Tampa Electric Company  
The Spurlino Foundation  
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United Way of Central Florida

OVER \$10,000

Altar'd State  
Asbury Automotive Group  
Brighthouse Financial  
Brown & Brown  
Gagnon Family Foundation  
Hobbs Foundation  
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MCK Co, Inc.  
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Suncoast Credit Union Foundation  
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Valley Bank

OVER \$5,000

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