

DEFENDING POTENTIAL

GRATITUDE REPORT

Big Brothers Big Sisters of the Bay Area



2017 - 2018

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San Francisco, CA 94111
415-503-4050
www.bbbsba.org





GIVING THANKS

CEO STATEMENT

A great big **THANK YOU** to all of our **supporters** who choose to invest in our programs and stay engaged with Big Brothers Big Sisters of the Bay Area.

We want to share with you all of our successes and invite you to become more involved in the coming year. As we launch our **new national brand**, we want to renew our relationship with you and the communities we serve.

We are grateful to have you partner with us to defend children's potential the best way we know how, through professionally supported mentorships.

Dawn Kruger

CEO OF Big Brothers Big Sisters of the Bay Area



Our mission is to provide children facing adversity with strong and enduring, professionally supported 1-to-1 relationships that change kids' lives for the better, forever.

We believe that every child has unlimited potential. We believe in the transformative power of a lasting relationship with a caring adult.

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WHO WE ARE

Big Brothers Big Sisters is one of the oldest, most respected youth-serving organizations in the country, changing kids' lives for over 110 years.

Pioneering mentoring for youth, we've been the gold standard in mentoring. This year marks our 60th year of service to Bay Area youth. Part of a national network of over 250 affiliates, Big Brothers Big Sisters of the Bay Area is a small independent local 501c3 organization governed by a Board of local community leaders.

We serve roughly 1,000 children each year across all nine counties. With offices in San Francisco, Oakland, Milpitas, San Rafael, and American Canyon, we provide one of the only year-round mentoring programs for youth in these regions.

WHAT WE DO

We create life-changing mentoring relationships that match children with adults in their local community.

Strong positive outcomes among our Littles have continued and increased this year. Nearly all of the children who've been in our program for at least a year (99.5%) reported improvement or positive stability in at least four of the major predictors of success that our Youth Outcomes Survey tracks, such as school attendance and engagement, and avoidance of risky behaviors like substance abuse.



COMMUNITY

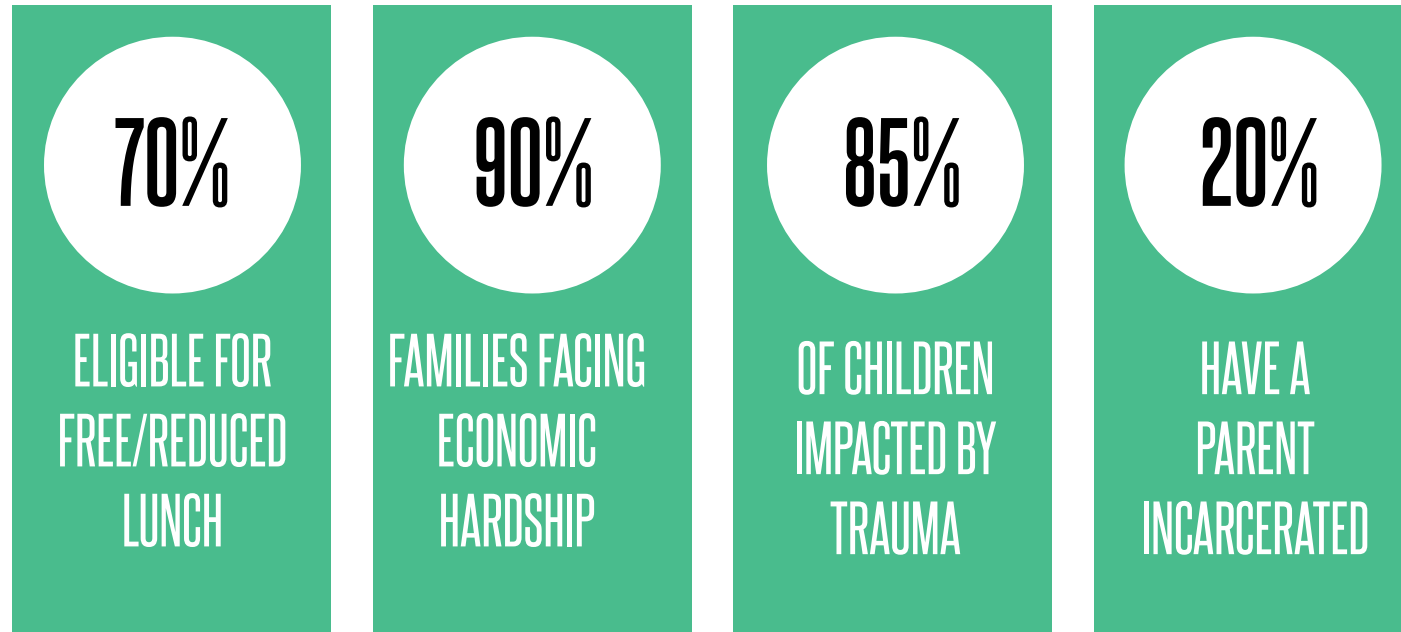
Big and Little, matches meet several times per month, for at least one-year. Last year we served 962 children with long-term mentoring relationships, changing the trajectory of their lives, for the better, forever.

With an exemplary retention rate, 75% of those children served are moving into a second year. Our average match length continues to grow strong, now lasting an average of 41 months.

WORKPLACE

Workplace mentoring increases positive outcomes and workforce readiness for youth. Introducing young people to essentials such as resumes, business etiquette, and internships, with a focus on STEM, partners such as Google, Zendesk and Comcast encourage vocational connections. Additionally, a new initiative, *Think Big Futures*, includes skill-building activities and college planning in partnership with local employers and colleges.

OUR KIDS



We serve kids between the ages of 6 – 18 in all nine Bay Area counties.

Many of our kids are from single-parent homes or live with a non-parent caregiver, living below the poverty level, with caregivers struggling to be an active presence while providing financial necessities for their family. Exposed to greater adversity such as elements of gang activity, substance abuse, and crime, they have the potential for greatness but need a special role model and friend they can trust. We are a lifeline for these kids, by providing a special match to help them realize their potential.



ORGANIZATIONAL SNAPSHOT

\$2.9 M
BUDGET

29
STAFF

\$1500
TO SUPPORT AN EXISTING
BIG/LITTLE PAIR
FOR A YEAR

OVER
1,000
VOLUNTEERS

962
CHILDREN
SERVED

\$2500
TO CREATE AND
SUPPORT A NEW
BIG / LITTLE PAIR
FOR A YEAR



GENERATIONS OF IMPACT

Briana recently applied to be a Big Sister and took a moment to share her deep connection to the organization and mission: "I thank God for blessing me with my Big Sister, Tamra Green, when I was 7 years old. It was actually my father who reached out to find my sisters and I the consistent influence of [a] strong woman.

She was a part of the Big Brothers Big Sisters of the Bay Area and always there as I grew up. I remember feeling happy, free and safe when I was with her. I just hope to be half of what she was (and still is) to me." Since being a Little Sister, Briana has applied to become a Big Sister as well as a youth advocate for other Bay Area children. Her early experience with Big Brothers Big Sisters of the Bay Area has given her the drive and ability to give back to her community.

OUR LITTLES AND THEIR PARENTS REPORTED:

94%

Improvement in educational expectations

93%

Improvement in social acceptance and relationships with peers

90%

Improvement in parental trust

87%

Improvement in scholastic competence

81%

Improved attitudes towards risky behavior

90%

Of 12th grade Littles graduated from high school



I've been a Big Brother for nearly eight years; it's been an amazing experience. The one-to-one match allows you to see impact that you can have on a young person's life firsthand - its compelling, poignant and inspirational. It's an experience not to be missed. The organization here in the Bay Area is terrific; professional, consistent and supportive. As with most tech. professionals in the Bay, my time is short and the time spent with my little has been worth every second.

– Anthony DeLuca



BIGGER AND BETTER TOGETHER

MERGING WITH THE NORTH BAY

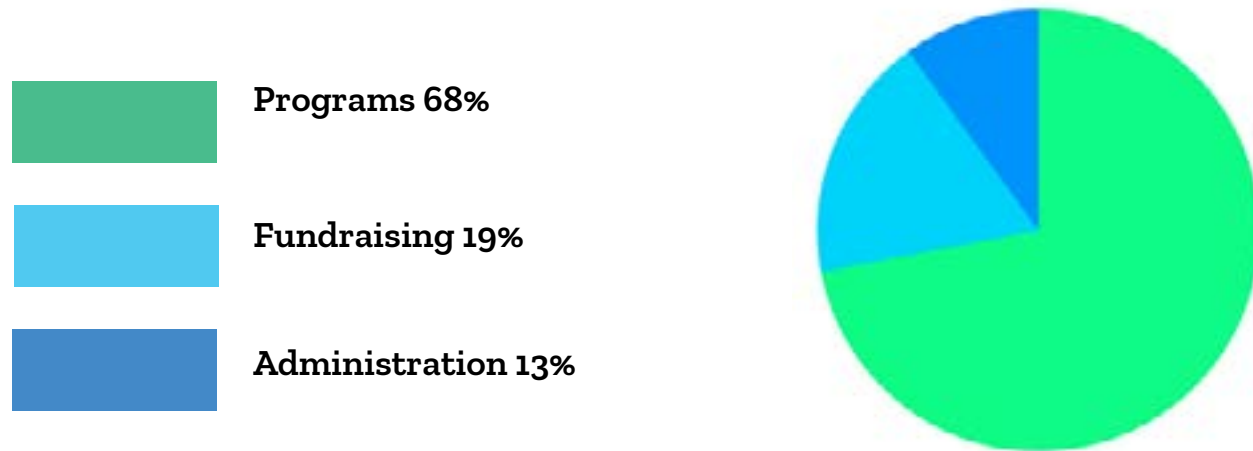
In 2017, we officially merged with Big Brothers Big Sisters of the North Bay. We are now a unified organization serving children in nine counties throughout the Greater Bay Area -- Alameda, Contra Costa, Marin, Napa, Santa Clara, San Francisco, San Mateo, Solano, and Sonoma -- our combined programs and staff will centralize key functions and operations with our headquarters remaining in San Francisco. We welcome the addition to our Board and Staff, which will provide the organization with additional resources, broader skills, stronger relationships, and an increased ability to serve children and families in the greater Bay Area.

FUNDING OUR MISSION

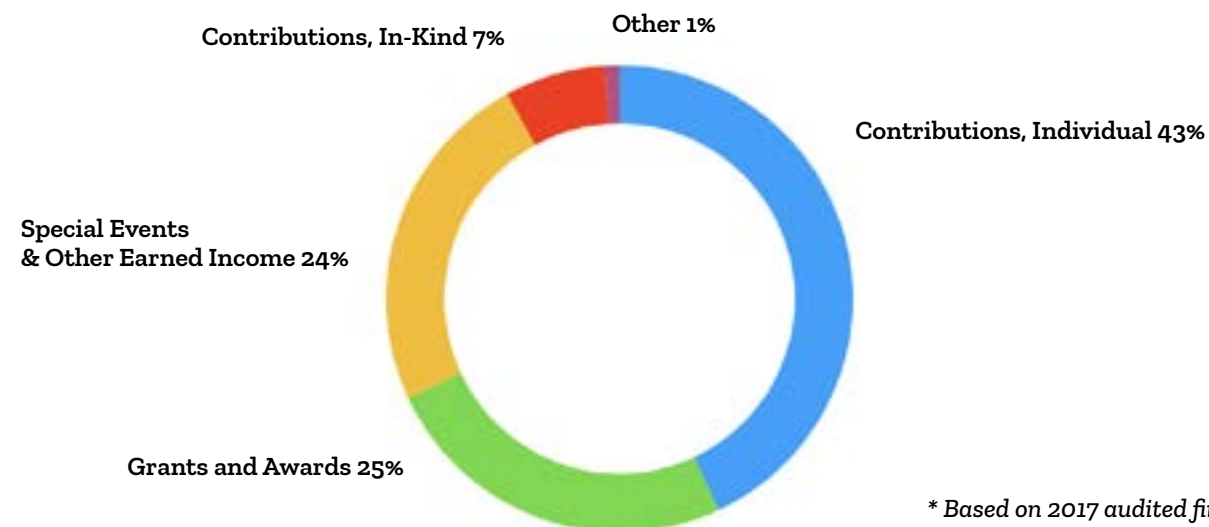
- Fiscal Year 2017-18 was our most successful year of fundraising events EVER
- Board contributions have been generous and consistent
- We continue work to diversify our funding portfolio

OPERATING BUDGET (FY 2019) **\$2,893,000**

ALLOCATED FUNDS*



SOURCES OF FUNDING*



* Based on 2017 audited financials

BOARD OF DIRECTORS

- Lawrence Bancroft, Bivium Capital Partners
- Darren Buck, Jasper Hill Enterprises
- Mike Campbell, BDO
- John Castelly, Personal Capital
- Alex Coassin, PwC
- Martha Ehmann Conte
- Anne Coyne, CPA
- Tom DeJonghe, Retired, Chevron Corporation
- Nelson Duckett, Comcast
- Rod Eshelman
- Curtis Gardner, ARA Newmark
- Malcolm Goodwin, World Wide Technology, Inc.
- Jeremiah Gordon, Google Capital
- Mike Halper, ATC Partners, LLC
- Tom Keiser, Zendesk
- Majd Khleif, Syserco, Inc.
- Jeff Kragel, Berstein Global Wealth Management
- Todd Lachman, Sovos Brands
- Barbara Miller, Artemis Management
- Paul Owens, Reed & Greenough
- Wade Pitts, Fort Point Capital Partners LLC
- Priya Rajan, Silicon Valley Bank
- Lisa Schrupf, SAP
- Shonda Scott, 360 Total Concept LLC
- Lynda Simpson, UPS
- Charles Taylor, Charles Schwab
- Kate To, Oracle
- Aaron Vermut
- Dan Wire, FireEye Inc

INDIVIDUAL DONORS

\$50,000 and up

Aaron & Adriana Lopez Vermut
Curtis & Christine Gardner
Martha Ehmann Conte
Mike & Kelly Halper
Tom Keiser & Paige DeLacey

\$25,000-\$49,999

John & Ali Walecka
Kendal Agins Friedman
Tom DeJonghe

\$15,000 - \$24,999

Arthur & Toni Rembe Rock
John & Nia Castelly
Katie Hall & Tom Knutsen
Majd & Nadeen Khleif
Todd & Christine Lachman

\$10,000 - \$14,999

Andrew & Carolyn Barnette
Barbara Meislin & Stuart Kaplan
Dave Hatfield
Jayson & Paige Pahlmeyer
Mitch Clarfield
Priscilla & James Halper
Rod & Luray Eshelman
Ron Zeff
Tom & Stephanie Smith
Tom Reilly & Staci Wilson-Reilly

\$5,000 - \$9,999

Andrew Walter
Andy Temple
Anne & Martin Coyne
Barbara Bates
Beverly Jagow
Carter & Maggie Mack
Dawn & Tim Kruger
Delvecchio & Kelly Finley
Diane Fiddymont
Donald Davis
Eammonn & Louise Keegan
Eryc Branham
Holly Farrell
Jan Larson
Jeff & Christie Kragel
Jeremiah & Josephine Gordon
John & Millie Barrett
Josh & Laurie Olshansky
Julie Tung
Justin Gibson & Evelyn Haddad
Lisa & Eric Schruppf
Lorrie & Sully Sullenberger
Mary & Jim Buie
Matt Price
Michelle Winner

Mike & Meaghan Campbell
Paul Greenall & Aaron Smith
Paul Owens
Roslyn & Lisle Payne
Skip Folds
Sudha Pennathur & Ed Messerly
Tyler & Polly Fields

\$2,500 - \$4,999

Amein Punjani
Ann & Paul Brenner
Barbara Miller & Gary Kelson
Braden & Carolyn Edwards
Brian & Kristin Heller
Byron Bardy & Melissa Evans
Cheryl Paterson & Annette Cook
Chris & Michelle Foss
Darren & Cameron Buck
Dennis & Susan Barnette
Eleanor Sade
Glen & Mary Hentges
Heather Hawkins
Jay Kim
Jono & Tina Tunney
Kate To
Kelley & John Kelly
Kelly & John Shuhda
Kevin & Karen Johnson
Kirk Miller & Sachi Itagaki
Lynda & Gary Simpson
Malcolm & Karen Goodwin
Mardi Dier & Jeff Rosichan
Mark Lehmann
Mary Ann Bianco-Pfeiffer & Gary Pfeiffer
Nina Schultz
Rob Lynch
Rufus & Danielle Coleman
Sam & Becky Seaman
Sarah Lyman
Sean Leffers
Su-Moon Paik & Bob Brown
Sue Lansing
Wade & Nicole Pitts
William & Lynn Rundstrom

\$1,000 - \$2,499

Alex & Katherine Henderson
Alex Brown
Amy Curtis-McIntyre & Jim McIntyre
Aron O'Connor
Ashley & Minott Wessinger
Audrey Jeong
Barbara & David Rice
Beth Walker & Tina Rau
Brandon Borrman

Carrie Goodman
Chad Bungcayao
Charles & Angela Taylor
Charles & Gail Greene
Charles & Judith Waggoner
Chris & Catherine Clifford
Chris Cummings
Chris Stewart
Christiane & David Pendarvis
Connie & Mark Greenlee
Craig & Leticia Casebeer
Cynthia Farner
Dan Andrade
Dan Wire
David & Kay Aaker
Dino Elyassnia
Doug Nichols & Julie Courtney Nichols
Dulo Batsuh
Dushka Zapata
Eamonn & Kathleen Dolan
Elizabeth Leep
Evie & Matt Davis
Frank & Christine Wheeler
Gordon & Carolyn Davidson
Hoon & Anissa Lee
Jason Chang
Jed Richardson
Jeff Fox
Jennifer & Patrick Kiss
Jennifer Fonstad
Jim Gearhart
Joe Foos
John O'Connor
John Stiggelbout
Joyce & Walter Champion
Joyce Hawkins & Jack Sweitzer
Kathryn Stivers
Ken & Vera Meislin
Kenneth Tarrant
Kevan Zadeh
Kevin Flynn
Kevin Shields
Kirk Shearer
Kirsten Wolberg
Kristin Wells & Julie Harper
Kristy & Matt Leffers
Laura & Joe Sweeney
Laura & Louis Causley
Laura Spivy
Lawrence & Neda Brown Michelle Griffin
Lawrence Bancroft
Liesl Schumacher
Linda Mornell
Liz & Mick Spilsbury
Lori & Raymond DePole, Jr.
Madeleine Boshart
Marc Ebbin

Mark & Ann Weinstock
Mark Gould
Mark Leary
Matthew Grace
Michael Hacker & Marisa Chancellor
Michael Henscey
Mike Pitman
Mr. & Mrs. James Farrell
Pat Newmann
Paul & Kelly McGeehan
Peter Danzig & Lava Thomas
Richard & Monica Schoenberger
Richard Chiu
Richard Donnellan
Richard Israel
Richard Michael Levine & Lucille Lang Day
Richard Sarwal

Rick Ohren & Bonnie Eldon
Riki & Phil Des Rosiers
Robert McCaskill
Robert Schroeck
Robin & Christopher Donohoe
Roger & Pam Abendroth
Rudy Reich
Ryan Gallagher
Shannon & Denise Palmer
Shannon Berendes
Sheila Dutton
Shonda Scott
Spencer Sun
Stacey Vaughn
Steffond Jones
Steph Tuttle & Ramsey Walker
Stephen Sperber & Roberta Silverstein

Steve & Cyndy Loyd
Steve & Roxy Klein
Steven & Jennifer Feinberg
Suzy & Phil Rice
Tammy & Piero DePaoli
Taylor & Bailey Flynn
Telly Hoimes
Terry & Linda Lee
Thao Nguyen & Xiao Lin Liu
Thomas Maguire
Tom & Myrna Frankel
Tony Stais & Marcie Holland
Udanda Clark
Victoria George
Warren Leiden
Wayne Perry
William & Jean Selbach
Zahra Afrookhteh & Craig Yappert

INSTITUTIONAL FUNDERS

\$50,000 and up

The David and Lucile Packard Foundation
Office of Juvenile Justice and Delinquency Prevention
Napa Valley Vintners / Auction Napa Valley
Craig Newmark Philanthropies

\$11,000 - \$49,999

Comcast
Sobrato Family Foundation
PwC
Quest Foundation
George H. Sandy Foundation
Dean & Margaret Leshar Foundation
Zendesk
Wells Fargo Bank
Korean American Community Foundation of San Francisco
World Wide Technology
Software Anywhere

\$5,000 - \$10,999

Silicon Valley Bank
Alerton Technologies
Shepard Milner Wardlaw Foundation
Bailard, Inc.
Sovos Brands
Rock The Casa
Maximum Electric
Syserco
William G. Gilmore Foundation
Speedway Children's Charities
Financial Communications Society
Reed & Greenough
BDO USA, LLP
Bivium Capital Partners, LLC
The Clorox Company

The Zalec Familian and Lilian Levinson Foundation
Atkinson Foundation
Emba Group LLC
United Mechanical, Inc.
First Republic Bank
Gallup
Latham & Watkins
California Wellness Foundation
ATC Partners
California Bank of Commerce
The M&T Charitable Foundation
Arrow Benefits Group
The Republic of Tea

\$2,000 - \$4,999

Cisco Systems
Human Race
Prime Mechanical
Gudorf Family Foundation
Enterprise Holdings
Fort Point Capital Partners
Zoom Video Communications
Edith and Herbert Lehman Foundation, Inc.
Wilson Sonsini Goodrich & Rosati
Sports Basement
Sylvania Lighting Solutions
Alliantgroup LP
The Palmedo Family Foundation
Windy City Wire
Setra Systems
Bayside HVAC Products
Control Air North
CliftonLarsonAllen
Marin Community Foundation
Belimo

California Service Tool
GI Partners
Senh Law Associates
KELE Inc.
HMC Architects
Wilson Sonsini Goodrich & Rosati Foundation

\$1,000 - \$1,999

Google
San Rafael Firefighters Association
Charity Golf International
Rock Bottom Restaurant & Brewery
Woodruff-Sawyer & Co
Midkiff Family Foundation
CNA Surety
Nerium
Anderson, Rowe & Buckley
Charles Schwab & Co.
The Winifred and Harry B. Allen Foundation
Smith, Currie & Hancock
National Electrical Contractors Association (NECA) - NorCal Chapter
RBC Wealth Management
Beere & Purves, Inc.
Advanced Pressure Technology
Alexandria Real Estate Equities
Cosco Fire
Michael Sullivan & Associates
Bank of Marin
Marin Economic Forum
Critchfield Mechanical
Arm
Mabel Horrigan Foundation
San Rafael Yacht Harbor
Mitchell & Mitchell Insurance Agency

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