



POTENTIAL IGNITED

2018 ANNUAL REPORT
BIG BROTHERS BIG SISTERS OF
ORANGE COUNTY AND THE INLAND EMPIRE

EVERY CHILD IS BORN WITH **P O T E N T I A L**



**With a mentor,
that potential is ignited.**

Big Brothers Big Sisters provides youth facing adversity with strong and enduring, professionally supported, one-to-one mentoring relationships. We are changing the future for our community, one child at a time.

KYLE CORMIER AND
LITTLE BROTHER ZAHIR, AGE 11



WHAT IS POTENTIAL?



99%

**of the class of
2018 graduated
high school on-time**

74%

**were the first
generation in their
family to graduate**

It's what Andrew saw in his Little Brother Luis when he sat in an elementary school for the day to show the third-grader what it means to respect your teachers.

It's the pride Justin felt as his Little Brother Edgar accepted a diploma from the OC Sheriff's Explorer program and delivered the handshake they practiced for weeks.

It's the moment Big Couple Keith and Marcy watched their Little Brother Nicolas finally grasp how to ride a bicycle on his own, after hours of falling down but cheering him on as he got up.

This is what happens when potential is ignited.

These—and the thousands of other experiences our matches share on a daily basis—are the impactful moments you help bring to life that no statistic will ever truly capture. These moments make the difference between dropping out of high school and becoming first in the family to graduate.

Every child has the potential to succeed. In this year's annual report, we are excited to share just what happens when a mentor helps a child believe in their own abilities. A mentor's support can create the next generation of entrepreneurs, teachers, doctors and police officers.

Thank you for believing in what these youth can accomplish and the power that mentoring has on their success. Because with a mentor, they have the potential to change our community, for the better, forever.

SLOANE KEANE

Chief Executive Officer



3,968
MATCHES IN 2018



5,629
YOUTH SERVED

(INCLUDES TEEN VOLUNTEERS IN THE DOUBLE-IMPACT HIGH SCHOOL BIGS PROGRAM. SEE PAGE 10)



203,606
VOLUNTEER HOURS



#2 AGENCY
OF 300+ NATIONWIDE



\$18:1

SOCIAL RETURN ON INVESTMENT

(SEE PAGE 18)

EXECUTIVE BOARD

TODD **PICKUP**
NAVIN **NARANG**
CARY **HYDEN**
ERIN **BOYL**
PATTY **ARVIELO**
STEVE **BOROWSKI**
TIM **CROSSON**
PETER **DESFORGES**
TOM **DUDDY**
PAUL **FRUCHBOM**
CAROLINE **SIEFERT-SABO**
MATT **STOWE**
JEFF **SWINDELL**
GARY **WILSON**
W. HENRY **WALKER**

GOVERNING BOARD

TIM **ANDREWS**
MATT **BAILEY**
RUDY **BALDONI**
ELLEN **BANCROFT**
KURT **BELCHER**
PHIL **BERRY**
STEVE **BLANC**
DALE **CAMERA**
BOB **CLUCK**
BRAD **COLEMAN**
BRIAN **DAVIS**
NORI **EBERSOLE**
CHRIS **FLICK**
MIKE **FOX**
ROB **FRIEDMAN**
ELLIOT **GORDON**
STEVE **HOLLEY**
CHRIS **IVEY**
SCHARRELL **JACKSON**
BLAKE **JOHNSON**
GUY **JOHNSON**
JOHN **LENELL**
TRACY **MILLER-WEINER**
DAVE **MOELLENHOFF**
SCOTT **NELSON**
CHRIS **REEDY**
THOMAS **REYES**
MARK **RUTHERFORD**
TIM **RYAN**
MARILYN **STEMPER**
BRIAN **STEVENS**
GUS **THEISEN**
KIM **THOMPSON**

THE NEED FOR MENTORSHIP

Youth we serve have the potential to change the world. But faced with adversity like poverty, homelessness and absentee parents, the opportunity to change the trajectory of their lives is limited. A mentor empowers them to realize their biggest possible future. To strive for goals they once believed were out of their control. To achieve their full potential.

68%

of Littles live below the poverty line

Poverty puts youth at greater risk for poor academic achievement, behavioral and emotional problems, chronic health issues and developmental delays.

50%

are being raised by single parents, grandparents, a sibling or foster parents

Children not growing up in two-parent household face greater health and education challenges and are more likely to engage in risky behavior.

10%

have an incarcerated parent

Children whose parents are incarcerated face challenges such as psychological strain, antisocial behavior, suspension or expulsion from school, and economic hardship.



1 IN 3

**YOUTH NATIONWIDE
ARE GROWING UP
WITHOUT A MENTOR**

The Mentoring Effect, 2014 (MENTOR)

500

**youth are currently
on our wait list**



ONE-TO-ONE IMPACT

Youth are matched one-to-one with a mentor in four professionally supported programs to build strong and enduring relationships that ignite their potential to succeed.



TRADITIONAL MENTORING

POTENTIAL IS LEARNING TO SOLVE PROBLEMS WITH WORDS, NOT FISTS



A caring adult volunteer is matched one-to-one with a child facing adversity. Matches spend time together doing activities like hiking or playing catch. As a strong and enduring friendship develops, mentors are able to ignite a Little's potential to accomplish milestones like high school graduation, college and sustainable independence.

** Risky behaviors include usage of drugs or alcohol, smoking and skipping school*

ANDREW SUAREZ AND
LITTLE BROTHER LUIS, AGE 11



82% ARE LESS LIKELY TO ENGAGE
IN RISKY BEHAVIORS*

64% IMPROVED ACADEMIC
PERFORMANCE

Luis said he had to fight other kids because he didn't have a father to defend him. But he didn't need fists — he needed a mentor.

"When I first met Luis, he wasn't a very social person. He didn't like to talk to anybody, including myself. But with each outing, whether it was going to the beach for the first time or playing sports or just watching a movie, I could tell he was starting to trust that I wasn't going anywhere. Each visit to his school or get-together where I met his friends and family helped him become more confident and outgoing. His personality began


to shine through not just with me, but at school in his much-improved behavior with teachers and classmates, as well as at home. We've had many conversations about respect and I shared my own experience with what it means to be the man of the house—especially at times when his mom tells him to do his chores! I'm so proud of his progress at school and for beginning to understand that violence is not a solution."

—Big Brother Andrew Suarez, mentor to Luis since 2014

WORKPLACE MENTORING

POTENTIAL IS REALIZING THE DIFFERENCE
BETWEEN A JOB AND A CAREER.

Corporate volunteer mentors and high school students meet at company headquarters for monthly sessions. An impactful curriculum is designed to offer students exposure to a professional environment and prep them for college and the workplace.

A photograph of two young women, Allison Louie and Little Sister Maria, sitting at a wooden table. They are both smiling and looking at an open book. Allison is on the left, wearing a black t-shirt with an orange graphic, and is holding a pen. Little Sister Maria is on the right, wearing a red long-sleeved shirt. There is a blue folder or book under the open book. The background is a light-colored wall with a subtle pattern.

ALLISON LOUIE AND LITTLE
SISTER MARIA, AGE 18



Ivan has learned his part-time job working on cars can be the first step toward a career in the automotive industry.

Before signing up for Workplace Mentoring, Ivan thought he had to go to a traditional four-year university like all his friends. Meeting David Geith of EMCOR, whose professional success began with a trade school apprenticeship, opened Ivan's eyes to a new educational path. David encouraged Ivan to pursue his passion for cars and enroll in an ROP class. Because of his mentor's advice, he's now gaining valuable hands-on experience working on cars and is exploring junior colleges with strong trade programs to launch his career.

In 2018, Big Brothers Big Sisters launched its first-ever Women in the Workplace cohort with PIMCO and Women in Finance cohort with Citizens Business Bank, both under the Workplace Mentoring program.

2018 WORKPLACE MENTORING SITES:

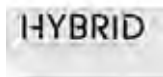
amazon.com



EDWARDS
LIFESCIENCES
FOUNDATION

Keenan

PIMCO



HIGH SCHOOL BIGS

POTENTIAL IS INSPIRING LEADERSHIP
IN THE NEXT GENERATION.



ALEXIS AND LITTLE
BROTHER EDUARDO, AGE 8

In this peer mentoring model, high school volunteers meet one-to-one with students at a local elementary school. Sessions take place once a week and are led by Big Brothers Big Sisters program specialists. Matches focus on relevant topics such as academic achievement, bullying, self-esteem and relationship-building.

High School Bigs is a double-impact program. Not only do elementary school students benefit from mentorship, but teen volunteers get early exposure to philanthropy. Throughout the year, they participate in additional community service projects and attend an annual leadership summit hosted by Big Brothers Big Sisters.

“Life’s most persistent
and urgent question is,
‘What are you doing
for others?’”



18 SCHOOL
DISTRICTS

48 ELEMENTARY
SCHOOL SITES

54 HIGH
SCHOOLS

**Tustin High School senior Alexis is not only a volunteer mentor, but
but is also president of the High School Bigs club on his campus.**

While working with his Little Brother Eduardo to help the second-grader learn how to interact with others and communicate what he wants to say, Alexis learned a valuable lesson about being a role model.

“A mentor goes the extra mile for someone else without expecting anything in return,” he explains. “I’ve become a better leader by practicing empathy toward others.”

Leading by example has become an important part of Alexis’ identity. Two years after meeting Eduardo, Alexis applied these skills to his new role as president

of the High School Bigs club on his campus. At age 17, he takes responsibility for leading and inspiring a group of his peers at Tustin High School. Whether he’s encouraging honest dialogue among volunteers on how to better connect with Littles or planning fundraisers to recruit new members, Alexis always reminds his team that being a mentor is more than just fulfilling community service hours.

“This has been a learning experience for both us and the kids we mentor,” he says. “I understand the importance of commitment and doing the best you possibly can in every aspect of life.”

BIGS WITH BADGES

POTENTIAL IS YOUTH BUILDING BRIDGES WITH LAW ENFORCEMENT.

Collaborating with **BUENA PARK** and **CYPRESS** police departments and the **NORTH ORANGE COUNTY TASK FORCE**, Big Brothers Big Sisters brought its nationally recognized Bigs with Badges mentoring initiative to Orange County in 2018. The new program matches students from Buena Park Junior

High and Cypress High School with sworn and non-sworn personnel at each department for monthly 90-minute mentoring sessions. These facilitated sessions focus on productive topics like academic achievement and career exploration, while also allowing each match to build a strong and enduring friendship.

ANDREW SANCHEZ AND LITTLE
BROTHER ALONSO, AGE 15





COREY S. SIANEZ, MPA
CHIEF OF POLICE
BUENA PARK POLICE DEPARTMENT

"I was excited to partner with Big Brothers Big Sisters on the Bigs with Badges program here in Buena Park.

The program has given our personnel the ability to build even stronger relationships with our youth and develop closer connections with those we serve in our community.

At a time when tensions between some communities and their police departments and strained, it has become even more important for us to develop these types of valuable partnerships.

It demonstrates our commitment to do all that we can do to not only give back to our community, but to have positive long-term positive impacts on our future leaders."

When Little Brother Alonso signed up for Bigs with Badges, he was looking for someone who could help keep him out of trouble.

With a 1.70 GPA, the Cypress High sophomore thought school was pointless. But when he realized his attitude put his spot on the varsity soccer team at risk, he joined Bigs with Badges in hopes a mentor could keep him accountable for improving his grades.

An officer with the Cypress Police Department, Andrew Sanchez has the discipline and determination that Alonso needs in order to bring his GPA up to a 3.0 so he can one day play soccer in college. His unwavering support and positivity has given Alonso a reason to work harder on his homework and pay attention in class—he doesn't want to let his Big Brother down.





POTENTIAL IS DESTINATION FUTURE

79
GRADUATES
IN THE CLASS
OF 2018

40%
ARE ATTENDING
A FOUR-YEAR
COLLEGE

39%
ARE ATTENDING
A TWO-YEAR
COLLEGE



Graduation is only the beginning. Big Brothers Big Sisters of Orange County and the Inland Empire expanded its program in 2017 with a promise to serve youth up to age 25. The Destination Future initiative aims to increase college persistence and completion rates by providing exploration tools and techniques pre- and post-high school graduation. Its long-term purpose is to create systemic socioeconomic change by providing our youth with the skills, resources and confidence necessary to earn a living wage.

80%
**OF THEM SET POSTSECONDARY
PLANS, INCLUDING COLLEGE,
CAREER OR MILITARY**

**THEY WILL EARN,
ON AVERAGE,**

\$315,000

**more over the course
of a lifetime than
low-income peers
without a mentor.**

Boston Consulting Group, 2013

THANK YOU FOR IGNITING MY POTENTIAL.

“Warren never gave up on me. It was important to me to succeed because I always knew that he was going to be there for me.

I really never liked school, The mentality I had at the time, was like, ‘Oh, well I don’t need school. I could be someone without it, without my diploma.’ I went from missing days to dropping out, to just not going, to forgetting about school.

Warren helped me graduate. He introduced me to Sunburst Youth Academy because at the time I wasn’t going to school. That’s when I started taking responsibility for myself.

One of my proudest moments was when they called up my name for the distinguished graduate. I didn’t think I was capable of being this honor roll student, having a 4.0 and being good at school. I was proud of myself and at the same time shocked. I actually graduated. I’m actually good.

I wasn’t the most, I guess you could say, perfect kid. But the most meaningful advice Warren has given me is that the path I want to go through is always going to be changing. I could accomplish anything

if I put my mind to it. If I just work, hard work pays off. I can see now that everybody’s plan doesn’t go how they want it and I just have to do something so I could benefit myself in the future.

I’m grateful that I met Warren. I’m glad that he’s in my life because without him I wouldn’t be who I am today. Now I have a purpose in life and I have goals I want to accomplish. Now that I’m done with high school I’m most excited for the adult world. Things like working, paying my own bills or just being responsible for myself. Helping out my mom with rent or bills, and not having to be the burden I was. I want her being proud of me.

Down the line I would like to come back and volunteer. This program gave me someone to ask questions to or go to when I needed advice. It’s important to me because everybody needs a second chance in life and just to forget about the setbacks and have someone to help them accomplish their dreams.”

—Little Brother Jose, Class of 2018 Graduate

BIG BROTHER OF THE YEAR
WARREN DELOS ANGELES AND
LITTLE BROTHER JOSE, AGE 19



FINANCIAL OVERVIEW

FISCAL YEAR END 6.30.18

Mentoring is a strong investment. For every \$1 invested in youth through Big Brothers Big Sisters, \$18 is returned to society through decreased social assistance, saved incarceration funding and increased earning and tax contributions of children whose lives were changed because of a mentor.

CONDENSED CONSOLIDATED STATEMENT OF FINANCIAL POSITION

Cash + Cash Equivalents (includes restricted cash of \$440,290)	\$895,670
Gifts + Grants Receivable	\$804,924
Investments	\$1,945,617
Property & Equip (net of accum depre & amort)	\$8,773,419
Note Receivable	\$6,983,300
Other Assets	\$351,461
Beneficial Interest in Remainder Trust	\$9,000,000
TOTAL ASSETS	\$28,754,391
Accounts Payable + Accrued Liabilities	\$463,953
Other Current Liabilities	\$47,480
Loans Payable (net of debt issuance costs)	\$13,872,258
TOTAL LIABILITIES	\$14,383,691
Unrestricted Net Assets	\$4,803,660
Temporarily Restricted Net Assets	\$9,567,040
TOTAL NET ASSETS	\$14,370,700
TOTAL LIABILITIES & NET ASSETS	\$28,754,391

WHILE BIG BROTHERS BIG SISTERS IS A NATIONAL ORGANIZATION, WE ARE PRIMARILY LOCALLY FUNDED AND OPERATED.

VIEW OUR AUDITED FINANCIAL STATEMENTS AT OCBIGS.ORG

CONSOLIDATED STATEMENT OF ACTIVITIES

TOTAL REVENUE: \$16,047,923

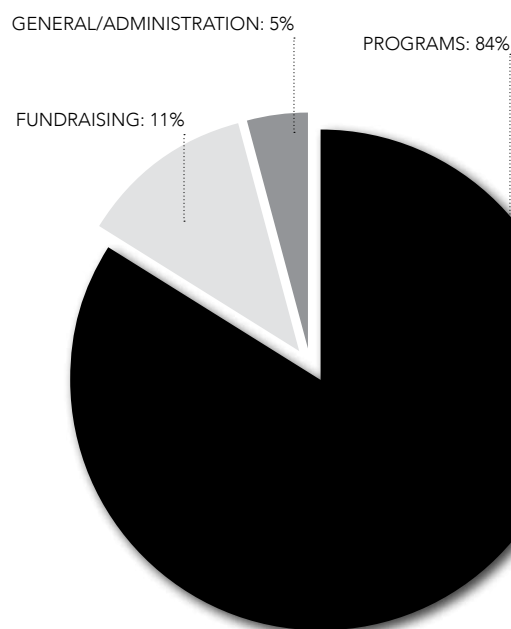
(including \$9 million contribution of beneficial interest in remainder trust)

TOTAL EXPENSES: \$6,655,485

CHANGE IN NET ASSETS: \$9,392,438

INVESTING IN OUR FUTURE

EXPENSES FROM CORE OPERATIONS*:
\$6,283,000



*PER NOTE 12 OF AUDITED FINANCIAL STATEMENTS



RECORD-BREAKING 2018 EVENTS

DESERT GETAWAY

\$137,700

Enjoy a world-class weekend of tennis, golf and spa experiences with a breathtaking desert backdrop.

2019 SAVE THE DATE

La Quinta Resort & Club

March 8-10, 2019

iebig.org/desertgetaway

BOWL FOR KIDS' SAKE

\$316,505

A tri-county event, teams of bowlers take to the lanes to throw strikes in support of youth mentoring.

SAVE THE DATE

Tustin: March 14-15

Murrieta: May 16

Riverside: Sept. 18-19

GOLF TOURNAMENT

\$335,000

Golfers enjoy a day on the links with unlimited food trucks, on-course contests and live music at a sunset reception.

SAVE THE DATE

Newport Beach Country Club

May 6, 2019

ocbig.org/golf

STARS & STRIPES

\$762,000

A world-class charity fundraiser in Cabo brings together supporters for spectacular deep-sea fishing and golf on Mexico's finest courses

2019 SAVE THE DATE

Cabo San Lucas

June 27-30, 2019

starsandstripetournament.com

GOURMET DINNER

\$2.9 MILLION

This invitation-only evening of Scotch, cars and cigars celebrates the tradition of brotherhood and mentorship in support of Big Brothers Big Sisters.

SAVE THE DATE

Balboa Bay Resort

Sept. 26, 2019

ocbig.org/gourmetdinner

ANGELITOS CARD WEEK

\$350,000*

The annual shopping fundraiser hosted by auxiliary Angelitos de Oro offers cardholders 20 percent savings from participating South Coast Plaza retailers.

SAVE THE DATE

South Coast Plaza

Oct. 3-9, 2019

angelitosdeoro.org

*Total raised from January - December 2018

ALL EVENT TOTALS REFLECT GROSS REVENUE



THANK YOU TO OUR 2018 DONORS

Over \$500,000

Anonymous

Jeffrey Frieden - a portion of this donation was made through Fidelity Charitable Gift Fund

Rob Friedman - a portion of this donation was made through Fidelity Charitable Gift Fund
Stars and Stripes Children's Foundation

Over \$300,000

Angelitos de Oro

The DevTo Support Foundation - advised by the First Foundation

Over \$100,000

Andeavor Foundation

Anonymous

Big Brothers Big Sisters of America as awarded by the Office of Juvenile Justice and Delinquency Prevention, Office of Justice Programs, U.S. Department of Justice (subgrantee) and the Altria Group (subgrantee)

Joseph & Polly Ueberroth - Bellwether Marine Acquisition Company

North Orange County Public Safety Task Force Grant

Paul & Norma Fruchbom - PF Realty, Inc.

STA Jets - Kurt & Tammi Belcher

Tarsadia Foundation

Todd & Natalie Pickup

Over \$50,000

ACT Anaheim - through Orange County Community Foundation

Annenberg Foundation

David Moellenhoff

Disneyland Resort - relationship through Jeff Swindell

Farmers & Merchants Bank - Henry & Erin Walker

First American Title Insurance Company - relationship through Mark Rutherford

Fontana Foundation of Hope

Hoag Memorial Hospital Presbyterian

Ingram Micro

Joe MacPherson Foundation

Kevin & Devon Martin

Lux Bus America Co.

Mazda North America Operations

Navin & Becky Narang

New American Funding - Patricia & Rick Arvielo

Peter & Suzanne Desforges

Rick & Tracy Weiner

Salesforce - through Dave Moellenhoff

School District Sponsorship

Scott & Karen Green - through Orange County Community Foundation

Stephanie Argyros - Argyros Family Foundation

Steve Ozonian

Ten-X

The James Previti Family Foundation - Jim Previti

Tom & Angie Reyes - Harbor Distributing

TVI, Inc.

Ueberroth Family Foundation

Over \$20,000

A. Gary Anderson Family Foundation

Allen Schreiber

Anonymous

Barry & Michele Sohnen

Blake & Courtney Johnson - Southern Coast Holdings

Brew Ha Ha Productions

Chalmers Corporation - Trace Chalmers

Citrus Motors - Dennis Shannon

City of Corona

City of Santa Ana

Columbia Steel, Inc. - Gus & Cherylene Theisen

Dennis Troesh

Draper Family Foundation - through Orange County Community Foundation

Elias & Caroline Sabo - Compass Group Management, LLC

Ernst & Young LLP - relationship through Scott Nelson

Gallup

Guy & Trish Johnson

Guy Yocom Construction

Jack & Lois Wareham

John & Rachel Lenell - a portion of this donation was given through Schwab Charitable

John Mastrocola

Keith & Mara Murray

Kiwanis Club of Riverside

KPMG LLP

Latham & Watkins LLP

Lori Matukas

Lugano Diamonds

Michael Nevell - The Nevell Group

MUFG Union Bank Foundation

Niagara Cares - through Fidelity Charitable Gift Fund

Penn Mutual - John McLean

RCS Family Foundation - Rodney Sacks

Richard Pickup

Riverside County

Rutan & Tucker, LLP - relationship through Kim Thompson

Sterling BMW
 Steve & Linda Borowski
 Succession Capital Alliance - Julian
 & Aileen Movsesian
 The John and Donna Crean Foundation
 The Josephine Herbert Gleis Foundation
 The Sparkjoy Foundation
 Tom & Deanne Duddy
 US Bank Foundation
 Youssef and Kamel Mawardi Fund

Over \$10,000

100 Companies Who Care
 Albert J. Crosson Family Foundation
 American Endowment Foundation
 Angels Baseball
 Anne MacPherson
 Arne & Nancy Youngman - a portion of this
 donation was given through Schwab Charitable
 Fund and influenced by Angelitos de Oro
 AT&T
 Bank of America Charitable Foundation
 Bert Selva
 Blanc Family Foundation/AYCO
 - Steve & Phyllis Blanc
 Bottega Veneta - relationship
 through Angelitos de Oro
 Brian & Megan Davis
 California Baptist University
 Carl Johnson
 Cary Hyden - a portion of this donation was
 through Orange County's United Way
 Chris & Brigitte Reedy - Reedy 2006 Family Trust
 Chris Radomski
 Christopher M. West Trustee
 Citizens Business Bank - relationship
 through Bob Gedeon
 City of Anaheim
 City of Stanton
 Commercial West Brokerage - Phil & Diana Berry
 Cox, Castle, and Nicholson
 Dale Camera
 Daniel Callahan
 Edison International
 Elliot & Sheila Gordon
 EMCOR Services/Mesa Energy Systems
 Enterprise Holdings Foundation
 Exit Alliance - Shawn Sorenson
 Fidelity Investments
 Fieldstead & Company
 Griswold Industries (CLA-VAL)
 Hope Reigns Charity Foundation - Ontario Reign
 Inland Empire United Way
 Insurance Industry Charitable Foundation
 Jeff & Cathy McIndoo - through the
 Cathy Markulis McIndoo Trust
 Jewish Community Federation
 Kathy Simon Family Foundation
 KDF Communities
 Ken Cruse
 Kevin Feterik
 Liang & Quinley Wealth Management -
 Michael Liang & Chris Quinley
 Lindsey Foundation - Bill & Barb Lindsey
 Majestic Realty Foundation
 Mark Hyatt
 Mark Pomerantz
 Martin Colomatto
 Matt & Susie Bailey - through Orange
 County Community Fund
 Monday Call - Marcus Romero
 Nicholas Wilhelm
 O.L. Halsell Foundation
 OC Breakers - Eric Davidson
 OctoClean Franchising Systems
 - Matt & Julie Stowe
 Orange County Young Executives
 Pacific Life Foundation
 Pacific Premier Bank
 Patrick Maciariello
 Paul & Carol Altieri
 Paul Westhead
 PricewaterhouseCoopers LLP -
 relationship through Gary Wilson
 Pro Unlimited, Inc.
 Rimrock Capital Management
 Rodger Grove
 Ryan Kesler
 San Manuel Band Of Mission Indians
 Sisters of St. Joseph Healthcare Foundation
 St. Joseph Health
 Ted Mehm
 The California Endowment
 The Capital Group Companies
 Charitable Foundation
 The Croul Family Foundation - advised
 by the First Foundation
 The Gavel Group
 The LeVecke Family Foundation -
 advised by the First Foundation
 The PIMCO Foundation
 The Susan Scott Foundation
 U.S. Bank, Rancho Cucamonga
 Vince & Naomi French
 VPM Management
 Walmart Foundation, Inc.
 Wells Fargo Foundation
 Wheeler Foundation
 Windermere Tower Properties - Brent Lee
 Wingate Foundation
 Zareh Sarrafian
 Zions Management Services Company

Over \$5,000

Aetna
 Alight Solutions
 Arrowhead United Way
 Bill & Veronica Olien
 Bob Summers
 Branding Business, LLC

Charles & Yvonne Stowe
 Charles Roy
 Christopher & Fiona Ivey
 City of Riverside
 Cox Communications, Inc.
 Cushman & Wakefield
 David Johndrow
 Deloitte & Touche LLP
 Documotion Research
 Donnelley Financial Solutions
 Edward & Siwen Lieskovan
 Edwards Lifesciences
 Ellen Bancroft
 Fidelity National Title Company
 Fred Smith
 Frome Family Foundation
 Goodwin Family Memorial Trust
 Gustavo W. Theisen Trust
 Howard Building Corporation
 Humanity of Justice Foundation
 Incipio
 J. Stanley and Mary W. Johnson Family Foundation
 James Slusher
 Jeff Swindell
 Jeffrey Roberts
 JGKallins Investments - George Kallins
 Joe Abbott
 Joe Juliano
 John & Isabell Lotz
 John H. Grace Foundation
 John P. Previti Memorial Foundation
 Jones Day
 Keenan & Associates
 Leonard Green and Partners LP
 Limeade
 Lockton Insurance Brokers
 Lon V. Smith Foundation
 Marilyn Stemper
 Marc Blythe
 McCarthy Construction
 Mercer
 Merhab Robinson, Jackson & Clarkson
 Michael & Mary Fox
 Microsemi
 Mike Danzi - through the Orange
 County Community Foundation
 Murray Company Mechanical Contractors
 Muzzy Family Foundation - through Orange
 County Community Foundation,
 influenced by Angelitos de Oro
 National Christian Foundation California
 Ontario Refrigeration
 Oracle
 Orange County Community Foundation's
 2018 Igniting Potential Giving Day
 Pacific Hospitality Group
 Pat Foley
 Paul Hastings
 Perry Viscounty
 Riverside Police Foundation

Riverside University Health Systems
 Robert Pickell
 Roger Williams - through Fidelity
 Charitable Gift Fund
 Sandy Chang & Wally Wong
 San Bernardino County Sheriff Department
 Santino Blumetti
 Scharrell Jackson
 Scott Dubchansky
 Sedgwick Claims Management Services, Inc.
 Shearman & Sterling
 Sims & Shen Families - through
 Fidelity Charitable Gift Fund
 Squar Milner
 Stance
 Steve Rodosky
 Stradling, Yocca, Carlson & Rauth
 Target Charitable Giving Foundation
 The Dorothy M. Booth Charitable Trust
 The Kling Family Foundation
 The Mark Company
 The Salted Pig / Fierro Foods
 Tim Andrews
 Tribe Functional Fitness - Warren Delos Angeles
 U.S. Trust
 United Way of the Inland Valleys
 Victor & Lia Assad - through Fidelity
 Charitable Gift Fund
 Victor Gruber
 Vince & Kimm Paglia
 Voorhees Investments
 Warne Family Charitable Foundation -
 advised by the First Foundation
 Waters Edge Property Group - Jason Krotts
 Waters Edge Winery
 Western Digital Foundation
 Wilson Creek Winery
 Wohl Family Foundation - through Orange
 County Community Foundation
 Workday, Inc.
 Ytel

Over \$1,000

20/20 Plumbing & Heating, Inc.
 Adam & Barbra Marangell
 Adam Horowitz - through Orange
 County Community Foundation
 Alan Stearns
 Albert B. Cutter Memorial Fund
 Albert Industries, LTD - Eric Albert
 Alex Bhathal
 Alexander Segovia
 Allstate
 Almich & Associates
 Altura Credit Union
 Andrew Dossett
 Andy Harris
 Anonymous
 Anthony Ansevin
 Apriem Advisors

Beacon Pointe Wealth Advisors
 Becky Young
 Best Best & Krieger LLP
 Beverly Bailey
 Bill O'Brien
 Bill Peters
 Billy Skeffington
 Boeing Company Gift Match Program
 Brad & Julia Coleman
 Brandon Howald
 Brian & Rebecca Stevens
 Brian & Vickie Hawley
 Brian Gunson
 Brian Schaeffgen - through Schwab
 Charitable Fund
 Bright Bear
 Brown-Strauss Steel - Yusnay Mirabal
 Bryon Ward
 Calvary Murrieta
 Canon Solutions America, Inc.
 Carl E. Wynn Foundation
 Charles Property Group - Louis Baker
 Chevron Matching Employee Funds
 Chipotle Mexican Grill
 Chris & Daphne Foster
 Chris Donelson
 Chris Flick
 CWS Capital Partners LLC
 Damien & Jennifer O'Farrell
 Dan Rees
 Daniel Friedman
 Daniel Lubeck
 Daniel Yomtobian
 Dave & Jacqueline Gustafson
 Dave Ewles
 David & Ginger Werner
 David Harvey
 David Seidner
 Demetrios Dounis
 Dennis & Evon Cutts
 Dennis Forsyth
 Do It American MFG Company
 Don Barnes
 Don Kennedy
 Donald Frail
 Doug Stephen
 Drew Coleman
 Edward Indvik
 Edward Synicky
 Elkins Kalt Weintraub Reuben Gartside
 LLP - William Weintraub
 Employee Community Fund of Boeing CA
 Emphyrean Plumbing, Inc.
 Erin & Jack Boyl
 Ernie Hwang
 Expensive Habits Barber Shop
 Francisco Morales
 Frank Mezler
 Frankston Family Fund - through Orange
 County Community Foundation

Gallant Risk & Insurance Services,
 Inc. - Skylor Harrison
 Garrett Macklin
 Gene & Rose Mergelmeyer - thorough
 Orange County's United Way
 Gentlemens Barber Club
 George & Terry Schreyer Foundation
 Gilbert Ibarra
 Good News Barbershop
 Gorjana
 Gresham Savage Nolan & Tilden, PC
 Grove Community Church
 Hangar 24 Craft Charities
 HMC Designing Futures Foundation
 Holstrom Block & Parke - Kristen Holstrom-Fiebiger
 Hybrid Foundation
 Ian Wade
 IBEW Local #47
 iHerb
 In-n-Out Burger Foundation
 Inland Empire Health Plan
 Inland Pacific Advisors (IPA)
 Commercial Real Estate
 Inland West - Mike West
 Irvine Company Cares Committee
 James Casey
 James & Judy Davenport
 Jeff & Sue Epstein - through Fidelity
 Charitable Gift Fund
 Jeffrey Johnston
 Jennifer & Matt Olson
 Jerry & Mary Lou Harrington - influenced
 by Angelitos de Oro
 Jersey Mike's Subs - Orange County locations
 Jim Waterhouse
 Joe Moody
 John Barrett
 John Gormly
 John Saunders
 John & Kathy Allavie
 Jon Shisler
 Joseph McCarthy
 Joshua & Molly Bonwell
 Joshua Meier
 JP Morgan Chase Foundation
 Julie Zylstra
 Justin Choi
 Justin Moran
 Kai MacDonald
 Katherine Buckley
 Kathryn Gutierrez
 Kathy Wright & Dwight Tate
 Ken & Angela Lineberger
 Ken Gerdau
 Ken Rivkin
 Kendall-Jackson Winery
 Kenneth Dawson
 Khary Espy
 Kim & Wendy Thompson - through
 Orange County's United Way

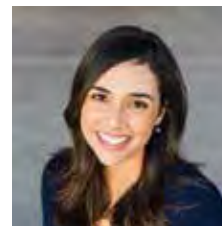
Kristin & Dare Stolte
 Law Offices of Catherine A. Schwartz
 Lead OC
 LeVecke Beer, Wine, and Spirits
 Lewis Adame
 Liferay Foundation
 Linda Horioka
 Linda & Scott Flanders
 Lisa De Ritis
 Lovco Construction
 LPL Financial Foundation
 Manufacturers Bank
 Marc Chasman
 Maria Kawulich
 Mark & Denise Rutherford
 Mark & Ivette Moses
 Mark McDonough
 Mary E. Moore Family Foundation
 Mary Thorne
 Mason Smith - through Fidelity
 Charitable Gift Fund
 Matt Hyde
 Matt West
 Maurice Murray
 Michael & Sherry Schulman
 Michael Gries
 Michael Wong
 Midkiff Family Foundation
 Mitch Chait
 Morgan, Lewis, and Bockius
 Mosaic Wine Alliance
 Nathalie Cascio
 Nicholas Johnston
 Nichols Consulting Engineers, CHTD
 Nick & Laura Fusca
 Nori Ebersole
 Pacific Mercantile Bank
 Pacific Western Bank
 Parker Hannifin Foundation - through DonateWell
 Parkview Community Hospital Medical Center
 Paul Marx
 Pechanga Resort & Casino
 Performance Team Freight Systems
 Peter & Susan Hitch - through Orange
 County's United Way
 Peter Bacci
 Plascor Inc. - Ronald Hinkley
 ProVisors
 Raincross Marketing
 Ricardo Rivas Oviedo
 Richard & Elizabeth Steele - through Orange
 County Community Foundation
 Riverside City Firefighters' Association
 Riverside International Auto Museum
 Riverside Medical Clinic
 Riverside Sunrise Rotary Foundation
 Robert Hamilton
 Robert S. Smith Trust-J
 Rockwell Collins
 Samantha Lang

Schneider Electric
 Scott Cohen
 Sempra Energy Employee Giving Network
 Shanbrom Family Fund - through Orange
 County Community Fund
 Shane Maloney
 Sharpe Interior Systems
 Shaves & Fades Barbershop
 Sherman Family Foundation
 Sigma Phi Epsilon California Beta Gamma
 Sir Speedy Printing - Dustin Speakman
 Southwest Airlines
 Steadfast Giving Tree Fund
 Stephanie - Philanthropic Solutions
 Steve & Heather Holley
 Steve Gabriel
 Steven Lancaster
 Strong's Truck & Van Upfitters
 Stronghold Engineering - Beverly Bailey -
 through Schwab Charitable Fund
 Stuart Weitzman Retail - relationship
 through Angelitos de Oro
 Tangram Interiors
 Tapestry, Inc. (Coach, Kate Spade,
 Stuart Weitzman) - relationship
 through Angelitos de Oro
 Ted Evans
 Terry Adams
 Thee Latest Barbershop
 The Community Foundation of
 Riverside and San Bernardino
 The Hair Doctors
 The Harcourts Foundation
 The Robinson Foundation
 Thomas & Tina Neiger
 Tim & Marie Crosson
 Tom Hays - through Fidelity Charitable Gift Fund
 Tricord Advisors
 Trip & Danice Hord
 Tustin Mazda
 Tyler & Bursch, LLP
 United Healthcare
 Vince Salvatore
 Vista Metals Corporation
 WGL Ocean Ave. LB Holdings
 VII - John Drachman
 Walt Disney Company Foundation
 Walter Friedman - through Fidelity
 Charitable Gift Fund
 WAXIE Sanitary Supply
 We Care Heating and Air - Rusty Cochran
 Webster Family Foundation - through
 Fidelity Charitable Gift Fund
 Wicks Brewing
 William & Carolyn Simpson
 William Bechtold
 William Durkee
 Williamson Rindge and Hole Family Foundation
 Willis Towers Watson
 Zach Sawtelle

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Sloane Keane
*Chief Executive
 Officer*



Jessica Romley
*Chief Operating
 Officer*



Jennifer O'Farrell
*Executive Director,
 Inland Empire*



Laurie Peterson
*Vice President
 of Finance*



Chelsea Cavigli
*Director of
 Human Capital*



Hazel Gonzales
Director of Programs



Allison Hata
*Director of Marketing
 and Communications*



Laura Marcum
*Director of
 Development*



Keith Mataya
Director of Grants

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**"BIG BROTHERS BIG SISTERS IS MORE
THAN JUST A SOLUTION FOR ONE CHILD.
IT IS A WAY FOR US, TOGETHER, TO BE
PART OF A LARGER MOVEMENT THAT
CHANGES THE FUTURE."**

—BIG BROTHER ANDREW SUAREZ

