2020 ANNUAL REPORT

THE VALUE OF CONNECTION
MORE IMPORTANT THAN EVER
OUR MISSION
To create and support one-to-one mentoring relationships that ignite the power and promise of youth

OUR VISION
To provide a pathway for underserved youth, ages 6-24, to achieve their educational dreams and succeed in living wage careers
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THE VALUE OF CONNECTION

LETTER FROM THE CEO + EXECUTIVE DIRECTOR

Mentorship has never been more important or more relevant. Through this period of isolation, our mentors have continued to show up for our youth and remind them that being apart does not mean they are alone.

That is the value of connection.

For decades, we have shared about mentorship as a proven solution for delivering first-generation diplomas and keeping children out of the juvenile justice system. That remains true. We are committed to igniting the power and promise of youth so they can graduate high school, discover new pathways and achieve a living-wage career that will break cycles of poverty in our community.

But this year, we also addressed an evolving set of critical needs for our youth, ranging from mental health struggles to distance learning obstacles and concerns about their future. The pandemic has underscored their need for human connection — for mentorship, a role model who can guide them through this uncertain world and not allow circumstances to prevent these future leaders from thriving.

Connection has united our entire Big Brothers Big Sisters community to keep our organization strong in 2020. Our staff, board of directors, volunteers, donors and partners, together, have helped defend our youth from the devastating effects of this crisis. We’ve leveraged technology to connect our families to critical resources and enhanced our professional support. Despite personal hardships, our mentors rose to every challenge, tutoring their mentees over Zoom, dropping off groceries and reminding them daily that they matter and someone is thinking of them.

And without the investment from our donors and partners, none of this would be possible. You enabled us to respond, recover and thrive, launching youth on a path to long-term success.

Because of you, we have an opportunity to look forward, bringing resiliency and healing to our neighborhoods. Thank you for being part of our community this year and believing in the value of connection as a solution. Together, we can ensure mentorship has a legacy and a future here in Orange, Riverside and San Bernardino counties.

Sloane Keane  
Chief Executive Officer

Jennifer O’Farrell  
Executive Director, Inland Empire
4,398 YOUTH
IMPACTED BY MENTORING IN 2020*

3,268
Matches served

1,278
High school mentors

194,004
Volunteer hours

49
Elementary schools site-based partners

57
High school site-based partners

17
Workplace Mentoring partners

*Total number of youth impacted is calculated by the number of youth matched and number of high school mentors, excluding those who were matched twice or participated in more than one program.
IMPACT OF COVID-19

A DISPROPORTIONAL EFFECT ON OUR YOUTH AND FAMILIES

The youth served by Big Brothers Big Sisters already face significant hardships. Lack of access to basic survival needs like food, medical care and stable housing were exacerbated throughout 2020, as our families live in the areas hardest hit by the pandemic.

With the onset of COVID-19, our youth are in dire social and emotional trauma, facing poverty, homelessness and educational crisis. These vulnerable youth are cut off from the people, institutions, and experiences who can ignite their potential.

- 65% live below the poverty line
- 52% don’t live in a dual-parent household
- 10% have a parent who is incarcerated
A GENERATION DISCONNECTED

Throughout 2020, existing challenges for youth were compounded by struggles with mental health, without adequate resources to address those needs. Lack of access to WiFi and technology made even the simple act of logging on for school a challenge. In October, the Santa Ana Task Force hosted a youth summit listening forum that echoed on a community-wide scale the struggles we had been addressing for months with our youth. Low-income, first generation adolescents and young adults were suffering disproportionately. Forced to grow up even faster than before, they shouldered new responsibilities like translating for parents, interpreting culture, working extra hours and supervising younger siblings at the expense of their own education.

6 MILLION

During and in the years following the Great Recession, the number of disconnected youth was close to 6 million, or one in every seven who were neither working nor in school.¹

Comparatively, Measure of America estimates that given the current crisis, that number of disconnected youth could swell to nearly 9 million of our nation’s teens and young adults.²

COVID-19 has likely erased 10 years of progress made in reducing the national youth disconnection rate in a matter of months.³ But mentoring is a pathway to restoration and healing, providing our region’s young people with a role model to help open up about their frustrations and navigate an uncertain world.
In March 2020, we shifted our programs to the virtual space, which included the launch of a digital resource hub and training our volunteers to engage safely and creatively online. As weeks turned into months, there was increasing demand for what we offer: human connection. In response to a growing wait list of children, we launched virtual friendships and began making our first matches in all-digital world.

For 11-year-old Matt, a turning point in the pandemic came in May when he met Big Couple Jon and Holland. A cancer survivor living with his grandmother due to parental substance abuse, Matt had waited nearly seven months for the right mentor for his unique needs. On their first virtual outing, Matt played the piano for his Big Couple and they drew animals together. With patience and excitement, Jon and Holland made it a bonding experience Matt wouldn’t soon forget. “We were looking for ways to connect and give back to the community,” they shared. “... And it is nice that we get to make a new friend during a time of isolation!”
FORWARD MOMENTUM IN 3 AREAS OF NEED

Respond, recover, thrive. This mindset fueled our team to not only continue connecting children through the pandemic, but also adapt our professional support to address three critical areas of need for youth. From virtual match events and training sessions to a drive-through graduation and career road trip series, our family of volunteers, staff and community partners met the moment to defend the future of mentorship and strengthen resilience factors for youth.

MENTAL HEALTH
Fighting back against the effects of isolation

EDUCATION
Preparing for college and career readiness

LEADERSHIP
Building the next generation of advocates
MENTORING IN A PANDEMIC

PRIORITIZING MENTAL HEALTH

"I was at a point a couple months ago — I didn’t want to do anything. I had zero appetite for eating or taking care of myself. I started letting things affect me and stopped doing my schoolwork. When I don’t feel like talking to someone, I’ll text Audra and we’ll talk about it and she’s understanding and she tells me the right thing I need to hear. She makes me feel good about myself when I don’t want to feel good about myself. She’s not just my Big Sister, not just my mentor. I see her as family."

CRYSTAL, AGE 17
MENTORED BY AUDRA SINCE 2014
Mentors protect the most vulnerable through this crisis — our children. This year, they battled the devastating effects of isolation, including increased rates of depression, anxiety and suicide. But our volunteers have prioritized the health and well-being of their mentees. Even the smallest acts of sending a motivational morning text, checking in via FaceTime or cooking a meal together over Zoom reminded youth they are not alone. “It’s not about when you’re there for your Little; it just matters that you ARE there for your Little,” shared Adam, a mentor to Dominic since 2016. “When people ask me about the program, I usually say that no one has time; Bigs just choose to make time.”

In addition to our existing support, mentors received access to enhanced services to better connect with their mentees through the pandemic:

**EXPANDED VOLUNTEER TRAININGS**

Specialized trainings and facilitated group panels on topics like mental health, socioemotional learning, racial equity and implicit bias empowered volunteers to have meaningful conversations with mentees virtually.

**VIRTUAL ENGAGEMENT EVENTS**

From guided STEM slime tutorials to pumpkin painting, we continued to host fun activities for matches to engage in a virtual format.

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Mental health-related ER visits for children were approximately 44% higher nationwide in 2020.

Young people ages 18-24 suffered from COVID-19-related anxiety (49%) and depression (52%).

After one year of mentorship, DOJ research found depression scores for BBBS mentored youth declined 19%.
MENTORING IN A PANDEMIC

NAVIGATING THE EDUCATIONAL LANDSCAPE

“The first week of online school was difficult, but Daphne helped me overcome my anxiety and supported me along the way, even going as far as staying on FaceTime with me while I sat through my classes. Having a Big Sister like Daphne really helped keep me motivated to get my work done and to be in a good mood during the pandemic. After I graduate, I would like to pursue a career in psychology and travel the world. I told Daphne that one of the things on my bucket list was to travel to Japan, and she was so excited about my plans! I hope to have her support for many years to come, even after I graduate.”

AMEERA, AGE 15
MENTORED BY DAPHNE SINCE 2020
Distance learning introduced a new set of challenges for our youth. Some were unfamiliar or too young to independently navigate the various technologies needed to attend school remotely. Others, already struggling academically, lacked the motivation to log on for class at all or were pulled away to support siblings and contribute financially to the family.

This year, our mentors embraced their roles as educational coaches, counselors and cheerleaders. They taught their mentees about email etiquette. They sat in on classes. They made sure every child understood the value of education.

For Jorge, a 17-year-old finishing his junior year, the pandemic seemed like a series of dead ends on his path to college. Like many others, his family felt the financial strain of COVID, so Jorge found a summer job working long hours to pay for his applications. When he started his senior year in the fall, distance learning led to challenges in getting signed up for the right classes. But Adrian, his mentor since 2016, showed up for Jorge to ensure his dreams weren’t derailed. Adrian verified CSU admission requirements to correct his schedule and even organized a Zoom call for Jorge and his mom to meet with a CSU San Bernardino counselor.

Adrian’s mentorship of Jorge provided not only human connection, but connection to educational opportunities that would have been out of reach.
MENTORING IN A PANDEMIC

SHAPING OUR FUTURE LEADERS

"Being part of the High School Bigs program has really impacted who I am as a person over the past three years. Being a mentor has unlocked my leadership potential. Being a Big has also taught me to be confident, to be resilient, to better my self-esteem and be there for others. Helping children is my way of helping my community. Being able to encourage them to succeed, helping them to further their education, just being there for them is a step into changing their lives little by little."

ISABEL, AGE 18
HIGH SCHOOL BIG OF THE YEAR 2020
“COVID took away our senior year, but it didn’t take away our passion to succeed,” said Isabel, a first-generation student and high school mentor for three years. “It is up to us to be the change.” Taking a proactive approach with our high school youth across all programs, we explored new ways in 2020 to deliver mentorship to support long-term college and career success. We have an opportunity to be the change and fight back against the catastrophic effects of the pandemic that put a generation at risk of disconnection.

**ENHANCED COLLEGE AND CAREER SUPPORT**
With a goal of exposing high school students to different post-grad pathways, we introduced a virtual series for matches with practical workshops, expert panels and career days with partners like NAIOP SoCal and Reyes Coca-Cola Bottling.

**NEW WORKPLACE MENTORING SITES**
The expansion of site-based mentoring offers more career exposure in diverse fields, with new partners like CHOC, KPMG, Bournes and Anaheim Police Dept.

**COLLEGE BIGS LAUNCH**
For many first-generation students, educational and economic barriers can create a tumultuous post-grad journey. This new program model aims to help high school students increase social capital, strengthen college and career readiness, and find their voices as community advocates with the help of a college mentor.
## 2020 Supporters

**Building Resiliency for Youth**

### OVER $500,000
- Todd & Natalie Pickup
- Angelitos de Oro

### OVER $250,000
- CARES Act
- Joseph & Polly Ueberroth / Bellwether Charitable Foundation - Bellwether Marine Acquisition Company
- OJJDJP - through Big Brothers Big Sisters of America
- Paul & Norma Fruchbom
- Rob Friedman
- Tarsadia Foundation
- Tom & Angie Reyes

### OVER $100,000
- Anderson Community Partners
- California Office of Emergency Services - through Inland Empire Community Foundation
- County of Riverside Probation - Juvenile Justice Crime Prevention Act
- Dave Moellenhoff
- Dot Dot Smile - Jeff & Nicole Thompson
- ECMC Foundation
- Farmers & Merchants Bank - Henry Walker
- Hoag Memorial Hospital Presbyterian - relationship through Angelitos de Oro
- Inland SoCal United Way
- Jeff Gehl
- Latham & Watkins LLP - Cary Hyden
- Lyon Capital Management - Frank Suryan
- North Orange County Public Safety Task Force
- Riverside Unified School District
- The James Previti Family Foundation
- The Larry and Helen Hoag Foundation - relationship through Angelitos de Oro
- The Nevell Group - Michael & Susie Nevell
- The William, Jeff, and Jennifer Gross Family Foundation
- Uebertroth Family Foundation

### OVER $25,000
- Albert J. Croson Family Foundation - Tim & Marie Croson
- Altamont Capital & Hybrid Apparel
- Anonymous
- Anonymous
- Bill Foley
- California Department of Education - through Corona-Norco Unified School District
- California Office of Emergency Services - through El Sol Neighborhood Educational Center
- CEO Leadership Alliance and Chapman University with Anaheim Union High School District
- Chalmers Corporation - Trace Chalmers
- Citrus Motors - Dennis Shannon
- City of Corona, CDBG
- Columbia Steel - Gus Theisen
- Compass Group Management, LLC - relationship through Elias Sabo
- Disney Worldwide Services, Inc.
- Draper Family Foundation - through Orange County Community Foundation
- First American Title Insurance Company - relationship through Mark Rutherford
- Fontana Foundation of Hope - Jack Long
- Gary Edwards
- Henry W. & Ellen R. Warne Family Endowment Fund - through Orange County Community Foundation
- Jack & Lois Wareham
- Jason Krotts
- Jeffrey Moorad
- John & Rachell Lenell
- John McMahon
- Josephine Herbert Gleis Foundation
- Juliano Family Foundation - Joe Juliano
- Kurt Belcher
- Lyon Capital Management - Peter Zak
- Marathon Petroleum Companies
- Marathon Petroleum Foundation, Inc.
- Marisla Foundation - through Orange County Community Foundation
- Navin & Becky Narang
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- North Orange County ROP - through Anaheim Union High School District
- Peter & Suzanne Desforges
- R.D. Olson Development
- Riverside University Health Systems
- Robert Pickell
- Rutan & Tucker, LLP
- Safe Neighborhoods & School Act - through Corona-Norco Unified School District
- San Bernardino Unified School District
- Scott & Karen Green - through Orange County Community Foundation
- Steve & Linda Borowski
- Succession Capital Alliance - Julian Movsesian
- The DevTo Support Foundation - Kevin Martin
- The Donna and John Crean Foundation
- The Leonard I. Green Foundation
- The Westhead Family Trust - Paul Westhead
- U.S. Bank Foundation
- Wingate Foundation - Todd Wingate
- Youssef and Kamel Mawardi Fund
OVER $10,000
Altria Group - through Big Brothers
Big Sisters of America
Altura Credit Union
Arne & Nancy Youngman - through
Schwab Charitable Fund, gift,
relationship through Angelitos
do Oro
Arvin Wijay
Banc of California Charitable
Foundation
Bank of America
Benn McCaillister
Bisou Bailey Foundation / Matt &
Susie Bailey - through Orange
County Community Foundation
Blake & Courtney Johnson
Blanc Family Foundation / AYCO -
Steve & Phyllis Blanc
Brew Ha Ha Productions
California Baptist University -
College of Behavioral Social
Sciences
Cary Hyden
CEJ Investments - Carl Johnson
Center Street Lending - Steve Couig
Charles Roy
Charles Ruck
Chris Welsh
Citizens Business Bank
City of Anaheim CDBG
City of Rialto, CDBG
City of Riverside, CDBG
Cox, Castle & Nicholson
Croul Family Foundation
D. Robinson & Tammi Cluck
Daniel Hyman
Edwards Lifesciences Foundation
Elliot & Sheila Gordon
Exit Alliance Realty - Shawn
Sorensen
Fidelity Investments
Fidelity National Title Group
Holdings
FPH Capital Partners - Navin
Narang
Griswold Industries (CLA-VAL)
Guy Johnson
Inland Empire Community
Foundation
Insurance Industry Charitable
Foundation
J&B Schaefgen Family Charitable
Foundation - through Schwab
Charitable Fund
J. Stanley and Mary W. Johnson
Family Foundation
James Lawson
Jeff Walsh
Jeffrey Read
Jim & Eleonora Pickell
Jonathan Mitchell
Joseph Andrea
Louis Welch
Mathis Brothers Furniture - Rit
Mathis
Mega Western Sales - Tom Duddy
Merrilee P. Harris - through
the American Endowment
Foundation, relationship through
Angelitos de Oro
Mike Danzi - through Orange
County Community Foundation
Mike Fox
MUFG Union Bank Foundation
Neora - through Big Brothers Big
Sisters of America
Niagara Cares
Odessas Vision - Doug & Sheryl
Martinez
Oltmans Construction Co. - Charles
Roy
Pacific Life Foundation
Patrick Macariello
Paul Daftarian
PIMCO
PRO Unlimited, Inc.
R. Julian Enterprises - Rick Julian
Rick & Tracy Weiner
Ruben Mendoza - through the
National Christian Foundation
California
San Manuel Band Of Mission
Indians
Shea Homes - Bert Selva & Peter
Shea
Sterling BMW
Steve Gabriel
Synergy Corporate Housing - Henry
Luebert
The Ahmanson Foundation, Trustee,
Howard F. Ahmanson
The Breana Pennington Living
Trust - Jason Smallwood
The DevTo Support Foundation -
Joe Moody
The DevTo Support Foundation -
Rick Weiner
The LeVecke Family Foundation
The Susan Scott Foundation - Tim
McFarlin
Thomas Podmajersky
Tom & Deanne Duddy
TVI, Inc. - Savers
UroVant Sciences Inc. - relationship
through Nori Ebersole
VPM - Scott Barker
Wells Fargo Foundation
Word & Brown Companies
Zareh Sarrafian

OVER $5,000
Aetna
Alight Solutions
Allium Partners
Anaheim Community Foundation
Apriem Advisors - through the
National Christian Foundation
California, relationship through
Jen & Matt Olson
AT&T
Beacon Pointe Wealth Advisors
- relationship through Jim
Davenport
Bill & Barb Lindsey - through the
National Outreach Foundation
Bill & Veronica Olen
Bottega Veneta - relationship
through Angelitos de Oro
BrandingBusiness
Capital Group Companies Charitable
Foundation
Charles & Yvonne Stowe
Christopher & Brigitte Reedy
Christopher & Fiona Ivey
Cory Alder
David & Ginger Werner
David August - David Heil
David Harvey
Document Research
Ellen Bancroft
Employee Community Fund of
Boeing CA
Enterprise Holdings Foundation
Epson
Fidelity Melon - Darrin Wadman
Fidelity National Title Company
Frome Family Foundation - Stan
Frome
Harry and Diane Rinker Foundation
- Ken Rinker
Hexberg Family Foundation
HireRight
J O Larson Revocable Trust
James Wynne
Jason Finney
Jeff & Susan Hamar - through
Schwab Charitable Fund
Jeff McIndoo
Jeff Roos - through Orange
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Jeremy Mape
John H. Grace Foundation
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KPMG LLP - a portion of this gift
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LeVecke Corporation
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Los Angeles Chargers
Marc Chasman
Marilyn Stemer
Marty Colombatto
Max Jong - through the National
Outreach Foundation
McCarthy Building Company Inc.
Mercer
Mike & Linda Musullem - through
the Orange County Community
Foundation, relationship through
Angelitos de Oro
NAL Financial - Nicholas Louis
Nori Ebersole
Norm Christensen
OC Professional Soccer
OctoClean - Matt Stowe
Ontario Refrigeration
Pacific Premier Bank
Pam & Jim Muzzy - through Orange
County Community Foundation,
relationship through Angelitos
do Oro
Paul Julian
Phl & Diana Berry
PricewaterhouseCoopers LLP -
relationship through Gary Wilson
Real Estate Development Associates
RGP
Richard & Elizabeth Steele
Endowment Fund - through
Orange County Community
Foundation
Robert and Helen Reedy Family
Fund of the Sacramento Region
Community Foundation
Robin Richards
Roger & Laurie Williams - through
Fidelity Charitable Gift Fund
Steve Arnold
Stradling, Yocca, Carlson & Rauth -
relationship through Chris Ivey
The Grove Community Church
The Roberts Law Firm
Thomas Rhodes
Tim Ballard
Timothy Strader Jr. - through
the American Endowment
Foundation
Trenton Rhodes
TSG Wealth Management -
Allen Schreiber
U.S. Bank
Unify Financial Credit Union
UPS Foundation
Vince & Naomi French
Waltmar Foundation, Inc.
Wilson Creek Winery
Wohl Family Fund - through Orange County Community Foundation, relationship through Angelitos de Oro
Zach Sawtelle

OVER $1,000
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Abbott Laboratories
Action Clutch
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Albert B. Cutter Memorial Fund
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Allstate - Omar Zaki
Almich & Associates
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Andy & Elyse Bryant
Ann Mezzadri
Anonymous
Anonymous
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Best Best & Krieger LLP
Bill O’Brien
Boscia, LLC
Braden Cluck
Bradley Coleman
Bradley Hontz
Brent & Ana Lee
Brian Stevens
Bruce & Carolyn Rouleau - relationship through Angelitos de Oro
Bruce Pasqua
buzzbox premium cocktails, Inc.
Calvary Murrieta - Brian & Kelly Bell
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Intermix, LLC - relationship through Angelitos de Oro
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JWB Tax and Financial Services - Jason Burke
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Loreen Loftus - relationship through Angelitos de Oro
Lorimar Winery
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Mark Clemens - through Orange County United Way
Mark Moehlman
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Mary E. Moore Family Foundation
Mary Ruth Arnold
Mason Smith - through Fidelity Charitable Gift Fund
Matt Jiggins
Merhab Robinson & Clarkson, Law Corporation
Michael Carpenter
Michael Liang
Midkiff Family Foundation
Mike Kincaid - Kincaid Construction Company
Morgan, Lewis, and Bockius - relationship through Ellen Bancroft
National Charity League, Inc - Riverside Chapter
National University System
Netflix - through Big Brothers Big Sisters of America
Nichols Consulting Engineers, CHTD
Nordstrom Rack - through Big Brothers Big Sisters of America
Oak Creek Golf Club
Panattoni Development Company
Parker-Hannifin Foundation
Pat Foley
Peter & Susan Hitch - through Orange County United Way
Raj Dalal
Rajesh Bera
Reiko Kerr
Reyes Coca Cola Bottling
Rich Howell
Richardson Family Trust
Riverside East Rotary
Riverside Sunrise Rotary
Ryan Day
Salas O’Brien Holdings
Santa Ana Elks Lodge
Scharrell Jackson
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Shanbrom Family Fund - through Orange County Community Foundation
Sharpe Interior Systems
SingerLewak LLP - Shannon Carlson
Sloane & Kevin Keane
SoCal Elite Accounting
Sonya Sanders
Southern California Edison
Stater Bros. Charities
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Target Corporation - through the Target Circle Program
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Terry Adams
The Darin and Lori Anderson Foundation
The Koll Company
The Resort at Pelican Hill
Thomas Gobin - through the PIMCO Foundation
Tim Andrews
Tim Conlon - through the Benevity Community Impact Fund
Tim Rogers
Timothy Busch
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Walter’s Automotive - Steve & Cathy Kienle
Waters Edge Wineries - Ken & Angela Lineberger
WAXIE Sanitary Supply
We Care Plumbing, Heating, Air, and Solar - Rusty Cochran
West Coast Firestopping
Will Tipton
Williams Sonoma - relationship through Angelitos de Oro
Windermere Tower Properties - Brent Lee
Wood Gutmann & Bogart Insurance Brokers
YOUR COMMUNITY YOUR LEGACY

Introducing the William D. Ray Legacy Foundation

In 2020, Big Brothers Big Sisters of Orange County and the Inland Empire launched a new initiative honoring the legacy of a supporter who provided a transformative gift to the organization three years ago. Named in his honor, the William D. Ray Legacy Foundation allows compassionate donors to meet personal philanthropic goals while also changing lives for our community’s most vulnerable children.

William was only 2 years old when he lost his mother in a gun accident. He was raised for a time in an orphanage before being taken in by relatives to live in an old railway car. By age 12, he was working in the orange groves just to pay his way. William’s early life experiences are not so different from the challenges faced by Big Brothers Big Sisters youth. Following high school, William joined the U.S. Army and became a paratrooper in the 82nd Airborne Division. Because of a mentor he met during his service, William began to see how much he was truly capable of achieving. It was a realization he carried with him as he entered college, established a career in Orange County and became chairman of International Bay Clubs Inc., the parent company of the Balboa Bay Club in Newport Beach.

“What a wonderful thing it would have been for him to have had a Big Brother at some time in his lonely life,” wrote William’s widow, Beverly. “Luckily, his sergeant saw something in the young recruit and urged him to go to college. What a blessing that Army man was to Bill Ray’s life, the first who ever saw him as something more than another mouth to feed.”

William passed away in 1991, making an indelible mark on Orange County with his business success and philanthropic spirit. To celebrate the role that mentorship played in his life, his estate chose Big Brothers Big Sisters of Orange County and the Inland Empire in 2017 to be the recipient of an incredible gift: the couple’s former home in Laguna Beach.

With a mentor to offer a support system in the face of adversity, provide access to educational resources and a vision for career pathways, the thousands of youth served annually by Big Brothers Big Sisters have an opportunity to change the trajectory of their own lives. These children will graduate from high school, build fulfilling careers and become independent, self-sustaining adults — breaking cycles of poverty that go back generations. This is the lasting legacy William has created not only for Big Brothers Big Sisters, but for the entire Orange County community that he called home.

For more information, contact
Cherylee Shaar, Chief Relationship Officer
cshaar@ocbigs.org | 714.426.5642
WITH GRATITUDE

CELEBRATING LONGTIME CONNECTIONS THAT BECAME MORE IMPORTANT THAN EVER IN 2020

ORANGE COUNTY COMMUNITY FOUNDATION (OCCF)

Committed to improving the lives of youth and families in Orange County, OCCF has been a key connector for Big Brothers Big Sisters through so many of its efforts:

The Green Family Foundation has generously provided ongoing funding for our youth to experience a variety of new cultural, athletic, and life activities while simultaneously creating opportunities for our mentors and youth to strengthen connections through shared experiences.

Orange County needs new and innovative ways to provide workforce development to all of its residents. In 2020, OCCF invested in a unique partnership between Hope Builders, Santa Ana College, Big Brothers Big Sisters and Cerner to provide underserved young adults with the full range of training, services, education and mentorship they need to attain living wage jobs.

The Draper Family Foundation’s support has helped our agency become a national leader in promoting college and career success through mentoring.

The Marista Foundation continues to help us match and support underserved young girls across Orange County with mentors that can help mitigate the impact of social isolation, economic dislocation and distance learning.

Lastly, OCCF itself has long supported ACT Anaheim, a collaboration of youth-serving nonprofits working together to change the lives of Anaheim youth. As ACT Anaheim enters a new phase as part of the Anaheim Community Foundation, Big Brothers Big Sisters looks forward to carrying on the efforts OCCF has stewarded for so many years.
HONORING TODD PICKUP

2020 Joel K. Rubenstein Award

Previously known as the Man of the Year, this award was renamed after Joel K. Rubenstein in 1988 in tribute to a beloved board member who dedicated his life to improving the futures of children in Orange County. This award has become the highest honor that the organization can bestow: These are “the hands that helped build Big Brothers Big Sisters of Orange County.” All the names of the past honorees have been engraved on a Big Brother/Little Brother statue that stands in the office to represent the hands that build the agency.

In 2020, Big Brothers Big Sisters welcomed Todd Pickup as the newest member of this esteemed group. A board member since 2010 and past board chair, Todd has helped double the number of youth impacted by mentorship in the region during his tenure. His unwavering commitment has played a role in transforming the organization, from his seed gift to the capital campaign to becoming a mainstay at the annual Stars and Stripes Tournament. Todd’s generosity, compassion and dedication to youth mentoring are why we are proud to honor him as the 2020 Joel K. Rubenstein Man of the Year.

STARS & STRIPES CHILDREN’S FOUNDATION

As a beneficiary of the annual Stars & Stripes Tournament since its inception 20+ years ago, we were proud to take part in the foundation’s creative virtual programming in summer 2020 with stories of mentorship, impact and COVID-19 challenges. With musical guests and mission moments, the virtual experience enabled us to keep connected with our Stars & Stripes family, even while apart.

We’re saving the date for a return to Cabo, set to take place June 23-27, 2021!

CORONA NORCO UNIFIED SCHOOL DISTRICT

The investment CNUSD made through funding and collaborations to create innovative mentoring programs enabled us to serve the new and unique needs of their students, our Littles. They are advancing our mentoring programs to better connect foster, LGBTQ and system-involved youth, and partnering with us to empower high school students through the new College Bigs model. Together, we are creating emotional support services, soft skill tools and a job training mentoring program to reduce recidivism rates.

CORPORATE BOARD

It takes a passionate group of individuals and companies to innovate during times of need. Our corporate board came together to conceptualize, promote and fundraise for their first virtual event benefiting our agency — Magic Hour, an evening of craft cocktails and magical entertainment.

Thank you to the 2020 Corporate Board:
Taylor Arnett, CapRock Partners
Jason Balaban, First American
Alicia LeBlond, Banc of California
Dominique Secrest, UPS
Michael Denzinger, US Bank
FINANCIAL OVERVIEW

Fiscal Year End June 30, 2020

**Condensed Consolidated Statement of Activities**

<table>
<thead>
<tr>
<th>Description</th>
<th>Amount</th>
</tr>
</thead>
<tbody>
<tr>
<td>TOTAL REVENUE</td>
<td>$6,008,264</td>
</tr>
<tr>
<td>TOTAL EXPENSES</td>
<td>$6,970,624</td>
</tr>
<tr>
<td>CHANGE IN NET ASSETS</td>
<td>&lt;$962,360&gt;</td>
</tr>
</tbody>
</table>

**Breakdown of Expenses**

- **Programs**: 81%
- **Fundraising**: 10%
- **General Administration**: 7%

**Consolidated Statement of Financial Position**

<table>
<thead>
<tr>
<th>Description</th>
<th>Amount</th>
</tr>
</thead>
<tbody>
<tr>
<td>CASH &amp; CASH EQUIVALENTS (includes restricted cash of $93,630)</td>
<td>$2,013,625</td>
</tr>
<tr>
<td>GIFTS &amp; GRANTS RECEIVABLES</td>
<td>$252,678</td>
</tr>
<tr>
<td>INVESTMENTS</td>
<td>$12,260,326</td>
</tr>
<tr>
<td>PROPERTY &amp; EQUIPMENT (net of accum depre &amp; amort)</td>
<td>$8,093,075</td>
</tr>
<tr>
<td>NOTE RECEIVABLE</td>
<td>$6,983,300</td>
</tr>
<tr>
<td>OTHER ASSETS</td>
<td>$295,237</td>
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<tr>
<td><strong>TOTAL ASSETS</strong></td>
<td>$29,898,241</td>
</tr>
<tr>
<td>ACCOUNTS PAYABLE &amp; ACCRUED LIABILITIES</td>
<td>$502,569</td>
</tr>
<tr>
<td>DEFERRED CONTRIBUTION REVENUE</td>
<td>$240,800</td>
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<tr>
<td>LOANS PAYABLE (net of debt issuance cost)</td>
<td>$14,735,295</td>
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<tr>
<td><strong>TOTAL LIABILITIES</strong></td>
<td>$15,478,664</td>
</tr>
<tr>
<td>NET ASSETS WITHOUT DONOR RESTRICTIONS</td>
<td>$14,018,486</td>
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<tr>
<td>NET ASSETS WITH DONOR RESTRICTIONS</td>
<td>$401,091</td>
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<tr>
<td><strong>TOTAL NET ASSETS</strong></td>
<td>$14,419,577</td>
</tr>
<tr>
<td><strong>TOTAL LIABILITIES &amp; NET ASSETS</strong></td>
<td>$29,898,241</td>
</tr>
</tbody>
</table>

*Please refer to complete audited financial statements at ocbigs.org or iebigs.org*
THE FUTURE OF MENTORSHIP

Continue Igniting Potential in 2021

“There is a wonderful African proverb that says, ‘It takes a village to raise a child,’” said Will Burroughs, mentor to Andrew since 2018. “Being Andrew’s Big Brother has forced me to look at that proverb a little differently. It does take a village to raise a child, but it also takes a child to raise up a village.”

Each of us has the power to raise up the children served by Big Brothers Big Sisters. And with mentorship, they will in turn change our community. They are our future leaders, innovators and advocates. Join us in 2021 to ensure the future of mentorship — support connection, create new pathways and stand with us to ignite potential.

RECRUIT VOLUNTEERS

Refer friends, family and coworkers to learn more about the volunteer experience at ocbigs.org/volunteer or iebigs.org/volunteer

SAVE THE DATE

- **Golf Tournament** May 3, 2021
- **Stars & Stripes** June 23-27, 2021
- **Angelitos Card Week** Fall 2021
- **Gourmet Dinner** Sept. 30, 2021

FUND A MATCH

Make a one-time contribution, monthly gift or learn more about legacy giving by visiting ocbigs.org/donate or iebigs.org/donate