



**Big Brothers
Big Sisters®**
OF ORANGE COUNTY
& THE INLAND EMPIRE

201

THE VALUE OF CONNECTION

201

2020 ANNUAL REPORT



**MORE IMPORTANT
THAN EVER**





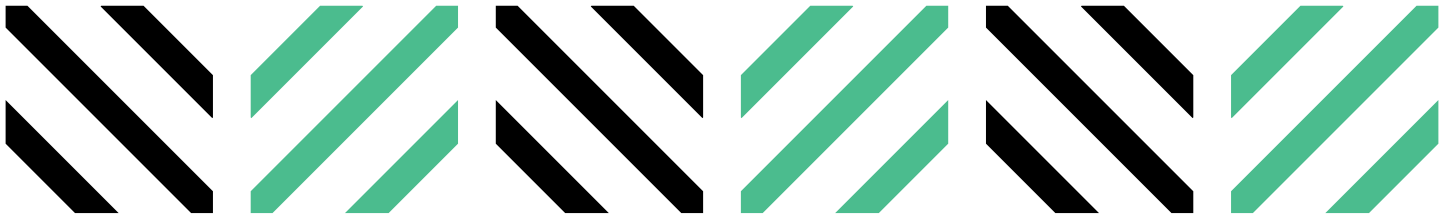
OUR MISSION

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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Kurt Belcher

Peter Desforges

Elliot Gordon

Jim Pickell

Kim Thompson

Phil Berry

Tom Duddy

Chris Ivey

Todd Pickup

Thomas Reyes

Steve Blanc

Nori Ebersole

Blake Johnson

Chris Reedy

Tim Ryan

Guy Johnson

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.



A handwritten signature in black ink, reading "Sloane Keane".

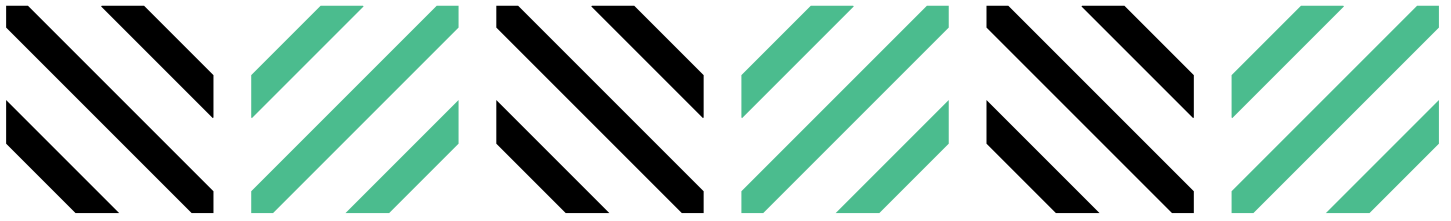
Sloane Keane
Chief Executive Officer



A handwritten signature in black ink, reading "Jennifer O'Farrell".

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



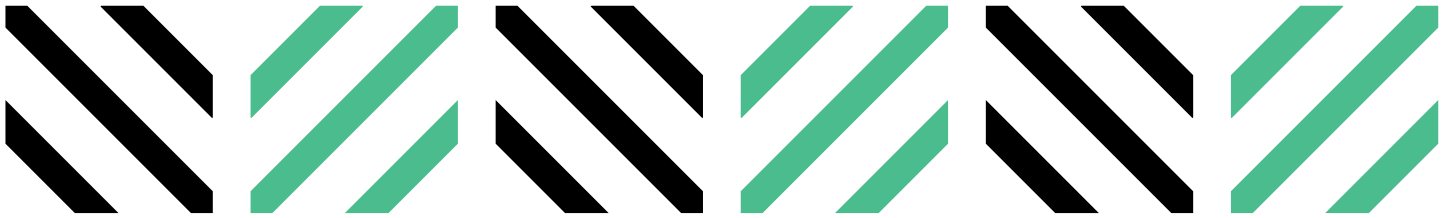
52%

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.

A YEAR OF RESILIENCE

MENTORING IN A PANDEMIC



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!"



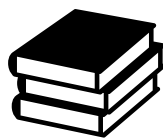
FORWARD MOMENTUM IN 3 AREAS OF NEED

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



Mental health-related ER visits for children were approximately 44% higher nationwide in 2020 ¹



Young people ages 18-24 suffered from COVID-19-related anxiety (49%) and depression (52%) ²



After one year of mentorship, DOJ research found depression scores for BBBS mentored youth declined 19% ³

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.



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



The CDC highlights the mentoring work of Big Brothers Big Sisters as an effective intervention for mitigating the impact of ACEs, including improved academic performance and better school attendance.¹



Youth who are mentored are 55% more likely to attend college.²

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



Young people are falling behind in their transition to adulthood. Measure of America estimates that in the wake of the current crisis, almost one-quarter of all young people will not be working nor in school.¹

"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

OVER \$250,000

Angelitos de Oro

OVER \$100,000

CARES Act

Jeffrey Frieden

Joseph & Polly Ueberroth / Bellwether
Charitable Foundation - Bellwether

Marine Acquisition Company

OJJDP - through Big Brothers Big
Sisters of America

Paul & Norma Fruchbom

Rob Friedman

Tarsadia Foundation

Tom & Angie Reyes

OVER \$50,000

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

Ueberroth Family Foundation

OVER \$25,000

Albert J. Crosson Family Foundation -
Tim & Marie Crosson

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

New American Funding - Patricia &
Rick Arvielo

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 Gift Fund,
relationship through Angelitos
de Oro
Arvin Wijay
Banc of California Charitable
Foundation
Bank of America
Benn McCallister
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 Schaeffen Family Charitable
Foundation - through Schwab
Charitable Fund
J. Stanley and Mary W. Johnson
Family Foundation
James Lawson
Jeff Walsh
Jeffrey Read

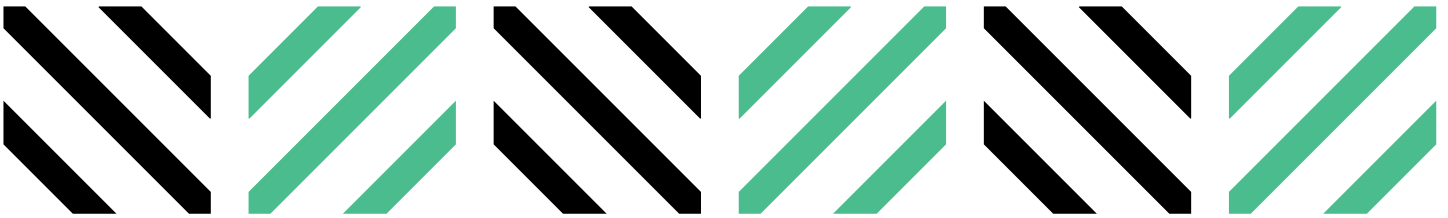
Jim & Eleonora Pickell
Jonathan Mitchell
Joseph Andrea
Louis Welch
Mathis Brothers Furniture - Rit
Mathis
Mega Western Sales - Tom Duddy
Merrilee F. Harris - through
the American Endowment
Foundation, relationship through
Angelitos de Oro
Mike Danzi - through Orange
County Community Foundation
Mike Fox
MUFG Union Bank Foundation
Neora - through Big Brothers Big
Sisters of America
Niagara Cares
Odessa's Vision - Doug & Sheryl
Martinez
Oltmans Construction Co. - Charles
Roy
Pacific Life Foundation
Patrick Maciariello
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
Luebbert
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 Olien
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
Documotion 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 County
Community Foundation
Jennifer Arnoldt
Jeremy Mape
John H. Grace Foundation
Keenan & Associates
Ken & Cheri Ketner
Kip Parsons
Kory Kramer
KPMG LLP - a portion of this gift
influenced by Mark Clemens
LeVecke Corporation

Limeade
Lon V. Smith Foundation
Los Angeles Chargers
Marc Chasman
Marilyn Stemper
Marty Colombatto
Max Jong - through the National
Outreach Foundation
McCarthy Building Company Inc.
Mercer
Mike & Linda Mussallem - 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
de Oro
Paul Julian
Phil & 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	Disney - on behalf of Christopher Won's volunteer service	Ken & Angela Lineberger	Shanbrom Family Fund - through Orange County Community Foundation
Zach Sawtelle	Disney - on behalf of Lauren Tirado's volunteer service	Kerry Mangano	Sharpe Interior Systems
OVER \$1,000	Do It American MFG Company, LLC	Kristin & Dave Stolte	SingerLewak LLP - Shannon Carlson
20/20 Plumbing & Heating, Inc.	Dominique & Jeremiah Secrest	KV Marketing - Chris Bull	Sloane & Kevin Keane
Abbott Laboratories	Don Kennedy	Laine Ainsworth	SoCal Elite Accounting
Action Clutch	Dorothy M. Booth Charitable Trust, Bank of America, N.A., Co-Trustee	Lake Elsinore Storm Baseball	Sonya Sanders
Admerge	Doug Holte	Loreen Loftus - relationship through Angelitos de Oro	Southern California Edison
Albert B. Cutter Memorial Fund	Edward Synicky	Lorimar Winery	Stater Bros. Charities
Alex Dorin	Erin & Jack Boyl	Majestic Realty Foundation	Stephen Geane
Allstate - Omar Zaki	Ernie Hwang	Mark & Denise Rutherford	Steve Holley
Almich & Associates	Ernst & Young LLP - relationship through Scott Nelson	Mark & Erin Phillips	Steven Chasman
Andrew Dossett	Evan Knapp	Mark Clemens - through Orange County United Way	Taketa Capital Corporation - Rick Taketa
Andy & Elyse Bryant	Experian - through the Benevity Community Impact Fund	Mark Moehlman	Target Corporation - through the Target Circle Program
Ann Mezzadri	Fisher & Phillips LLP	Marsha Lancaster	Taylor & Monica Arnett
Anonymous	Foresters Financial	Mary E. Moore Family Foundation	Terry Adams
Anonymous	Francisco Morales	Mary Ruth Arnoldt	The Darin and Lori Anderson Foundation
Aquazzura - relationship through Angelitos de Oro	Gary & Bonnie Wilson	Mason Smith - through Fidelity Charitable Gift Fund	The Koll Company
Baubac Hayatdavoudi	Geoff Coar	Matt Jiggins	The Resort at Pelican Hill
Beauty 21 Cosmetics, Inc.	Grace Helen Spearman Charitable Foundation	Merhab Robinson & Clarkson, Law Corporation	Thomas Gobin - through the PIMCO Foundation
Best Best & Krieger LLP	Grant Garbers	Michael Carpenter	Tim Andrews
Bill O'Brien	Gregg Hemphill	Michael Liang	Tim Conlon - through the Benevity Community Impact Fund
Boscia, LLC	Harbor Distributing, LLC - Tom Reyes	Midkiff Family Foundation	Tim Rogers
Braden Cluck	Hillmann Consulting, LLC	Mike Kincaid - Kincaid Construction Company	Timothy Busch
Bradley Coleman	Howard Building Corporation	Morgan, Lewis, and Bockius - relationship through Ellen Bancroft	Tom Doherty
Bradley Hontz	Ingram Micro Community Relations Fund - through OneOC	National Charity League, Inc - Riverside Chapter	Tom Hays
Brent & Ana Lee	Intermix, LLC - relationship through Angelitos de Oro	National University System	Tom Rielly
Brian Stevens	Jack and Shanaz Langson Family Foundation - relationship through Angelitos de Oro	Netflix - through Big Brothers Big Sisters of America	Tom Rogers
Bruce & Carolyn Rouleau - relationship through Angelitos de Oro	James & Marilyn Johnston	Nichols Consulting Engineers, CHTD	Timothy Busch
Bruce Pasqua	Jason Makevich	Nordstrom Rack - through Big Brothers Big Sisters of America	Tom Doherty
buzzbox premium cocktails, Inc.	Jeff Swindell	Oak Creek Golf Club	Tom Hays
Calvary Murrieta - Brian & Kelly Bell	Jeffrey Resnick	Panattoni Development Company	Tom Rielly
CareerArc Group, LLC	Jen Rake	Parker-Hannifin Foundation	Tony Radovich - Highland Commercial Roofing
Carothers DiSante & Freudenberger LLP	Jennifer & Matt Olson	Pat Foley	Tricord Advisors - Jeremiah Lee
Chartwell Financial Advisory	Jennifer Bolanis	Peter & Susan Hitch - through Orange County United Way	TriElements Fitness
Chris & Daphne Foster	Jeremiah & Laura Lee	Raj Dalal	Tustin Community Foundation
Chris Flick	Jim & Judy Davenport	Rajesh Bera	Two Mortgage Guys - Jonathan Ferrell
Commercial Metals Company	Jim Conner	Reiko Kerr	Victor & Jenny Cisneros
Commercial West Brokerage - relationship through Phil Berry	John & Karla Barry	Reyes Coca Cola Bottling	Walmart
Control Air Enterprise	John Cornuke	Rich Howell	Walter's Automotive - Steve & Cathy Kienle
Craig Leupold	John Gormly	Richardson Family Trust	Waters Edge Wineries - Ken & Angela Lineberger
Cuevas Family - through the Inland Empire Community Foundation	Joshua Crabbe - through the Benevity Community Impact Fund	Riverside East Rotary	WAXIE Sanitary Supply
Cyndi Light	JWB Tax and Financial Services - Jason Burke	Riverside Sunrise Rotary	We Care Plumbing, Heating, Air, and Solar - Rusty Cochran
Damien & Jennifer O'Farrell	JYeh MD Foundation	Ryan Day	West Coast Firestopping
Damon Burrows	Kathryn Gutierrez	Salas O'Brien Holdings	Will Tipton
Darioush Winery	Kathy Wright & Dwight Tate	Santa Ana Elks Lodge	Williams Sonoma - relationship through Angelitos de Oro
Dave & Jacqueline Gustafson		Scharrell Jackson	Windermere Tower Properties - Brent Lee
David Smith		Service Now - through the Benevity Community Impact Fund	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
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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 **Ceridian** 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 **Marisla 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



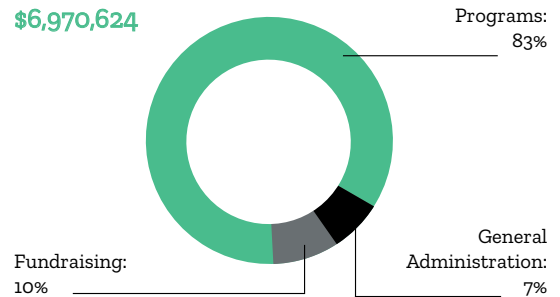
FINANCIAL OVERVIEW

Fiscal Year End June 30, 2020

Condensed Consolidated Statement of Activities

TOTAL REVENUE	\$6,008,264
TOTAL EXPENSES	\$6,970,624
CHANGE IN NET ASSETS	<\$962,360>

Breakdown of Expenses



Consolidated Statement of Financial Position

CASH & CASH EQUIVALENTS (includes restricted cash of \$93,630)	\$2,013,625
GIFTS & GRANTS RECEIVABLES	\$252,678
INVESTMENTS	\$12,260,326
PROPERTY & EQUIPMENT (net of accum depre & amort)	\$8,093,075
NOTE RECEIVABLE	\$6,983,300
OTHER ASSETS	\$295,237

TOTAL ASSETS **\$29,898,241**

ACCOUNTS PAYABLE & ACCRUED LIABILITIES	\$502,569
DEFERRED CONTRIBUTION REVENUE	\$240,800
LOANS PAYABLE (net of debt issuance cost)	\$14,735,295

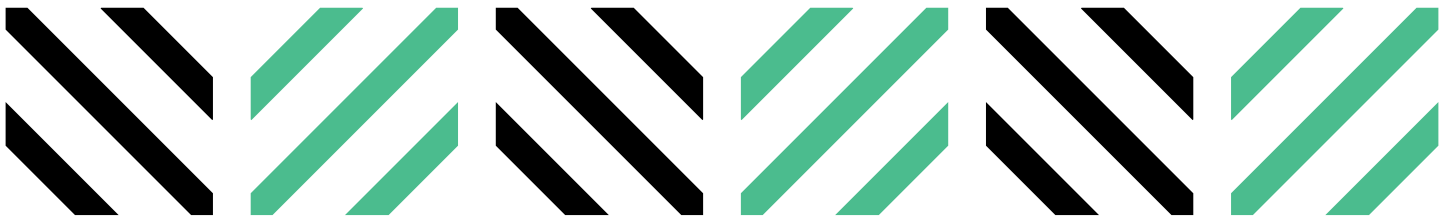
TOTAL LIABILITIES **\$15,478,664**

NET ASSETS WITHOUT DONOR RESTRICTIONS	\$14,018,486
NET ASSETS WITH DONOR RESTRICTIONS	\$401,091

TOTAL NET ASSETS **\$14,419,577**

TOTAL LIABILITIES & NET ASSETS **\$29,898,241**

*Please refer to complete audited financial statements at ocbigs.org or iebigs.org



THE FUTURE OF MENTORSHIP

Continue Igniting Potential in 2021

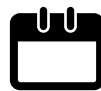
"There is a wonderful African proverb that says, 'It takes a village to raise a child,'" said Will Burroughs, mentor to Andrew since 2018. "Being Andrew's Big Brother has forced me to look at that proverb a little differently. It does take a village to raise a child, but it also takes a child to raise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



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