



Big Brothers Big Sisters[®]

OF GREATER BIRMINGHAM



ANNUAL REPORT | 2019



Tony & Amber enjoy spending time checking in with Malik and talking about the future. "We get isolated in our own world sometimes and don't realize what kids may be going through," stated Tony. Tony and Amber are happy they can provide Malik with an outlet and someone to talk to. Amber and Tony always say, "The most important thing is to listen..."



Big Couple Tony and Amber with Little Brother Malik



**Big Brothers
Big Sisters®**

OF GREATER
BIRMINGHAM

OUR MISSION

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

OUR VISION

All children achieve success in life.

1353

children served

37

partner schools

13

workplace partners

THE DIFFERENCE MENTORING MAKES

Research has shown that children who have a mentor are:

55% more likely to enroll in college

52% less likely to skip a day of school

46% less likely to begin using drugs

81% more likely to participate in extracurricular activities

DEAR FRIENDS,

2019 was our best year yet! More children were served in one year than any year in the history of the agency. We served 1353 children in Blount, Chilton, Jefferson, Shelby, St. Clair, and Walker Counties in one-to-one mentoring relationships with volunteers from our community!

To provide a quality mentoring program for children it takes a strong team made of: highly trained Staff, a committed Board of Directors and Young Advisory Board, Parents willing to participate in training activities and commit to dedicated long-term communication with the program, Volunteers who don't give up and really care about the kids in their community, Donors who understand the impact mentoring can have on our community and the long term trajectory of children's lives, State and Federal partners who understand investing in non-profits positively benefits and impacts us all, and local school systems who partner with us. Last year, United Way was our largest supporter, and we are truly appreciative for their investment and support of mentoring and the gift of hope they provide the children in the Birmingham area.

Big Brothers Big Sisters is so very grateful to all those who invested of themselves in 2019 to make a difference in the life of our children and we couldn't express it any better than this:

"A HUNDRED YEARS FROM NOW, IT WILL NOT MATTER WHAT KIND OF CAR I DROVE, WHAT KIND OF HOUSE I LIVED IN, HOW MUCH MONEY I HAD IN THE BANK...BUT THE WORLD MAY BE DIFFERENT BECAUSE I WAS IMPORTANT IN THE LIFE OF A CHILD."



A handwritten signature in blue ink that reads "Sue Johnson".

SUE JOHNSON, CEO



A handwritten signature in blue ink that reads "Shane Spray".

SHANE SPRAY
BOARD PRESIDENT



2019 BOARD OF DIRECTORS

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OUR PROGRAMS

COMMUNITY-BASED

The Community-Based program provides adult mentors, or "Bigs", to children who are in need of a positive role model. These volunteers commit to spending one-on-one time with their little brother or little sister at least twice per month for 3-5 hours per outing. Bigs and Littles spend time at the park, museums, sporting events, and a variety of other community activities. The most important part is the friendship that is formed and the role model that is gained. Bigs and Littles are matched based on preferences, similar interests, locations, and personalities.

SCHOOL-BASED

The School-Based program matches volunteer mentors with children from local schools. The volunteers commit to visiting their little brother or sister at their school once per week during the school year.

Bigs and Littles might spend time doing homework or shooting basketball in the gym or just hanging out. The most important thing is that the Little has a reliable and positive role model in his or her life.

School-Based matches keep in touch by phone or written correspondence during the summer.

225

community-based matches served

936

school-based matches served



BEYOND SCHOOL WALLS

Big Brothers Big Sisters of Greater Birmingham is celebrating another successful year for the Beyond School Walls program. Beyond School Walls is a workplace mentoring program that started in 2013. Children enrolled in the program are bused from their school twice per month during the school year to their partnering workplace. There they are matched with an employee who spends time mentoring and sharing about their career. Studies show that youth participating in workplace mentoring programs perform better in school, want to go to college and begin thinking more about their future.

4

NEW 2019 BEYOND SCHOOL WALLS PARTNERS:
BBVA, Capstone Real Estate Investment, International Code Council, and VIVA Health

13

TOTAL WORKPLACE PARTNERS

192

YOUTH SERVED BEYOND SCHOOL WALLS

THANK YOU TO OUR WORKPLACE PARTNERS

Alabama Power
Capstone Real Estate Investment
City of Vestavia Hills
BBVA
BBVA Brock
International Code Council
Cadence Bank

City of Birmingham Mayor's Office Division of Youth Services
Jefferson State Community College
Protective Life
Vulcan Materials
VIVA Health
UAB



BIGS WITH BADGES

Bigs with Badges was started to help increase good will and connection between children in our community and the local police force, firefighters, sheriff's office, and other first-responders. These relationships can help build stronger bonds between law enforcement and the community they serve. Bigs will meet with their Little on a regular basis at the Little's school or in the community. The role of the mentor is to provide emotional support and encourage them to see their self-worth. The program is being launched in partnership with the Birmingham Police Department but will soon include other law enforcement agencies and public safety officers.

SISTER TO SISTER

Big Brothers Big Sisters Sister to Sister program matches girls from 7th-12th grade with a mentor based on personality, likes, dislikes, and location. The Sister to Sister program focuses on specific issues that girls today face including, body image, relational aggression, coping skills, college & career planning, decision making, and building self esteem.

39

MATCHES JOINED THE SISTER TO SISTER PROGRAM

13

BIGS WITH BADGES JOINED THE PROGRAM

SPECIAL EVENTS

Our events find fun ways to raise money and help create a buzz about what we do. We have three signature events that bring in almost one third of our annual budget and help us connect even more people in our community to our mission.



Littles take the stage for a one of a kind performance at A Night of Big Stars.

A NIGHT OF BIG STARS

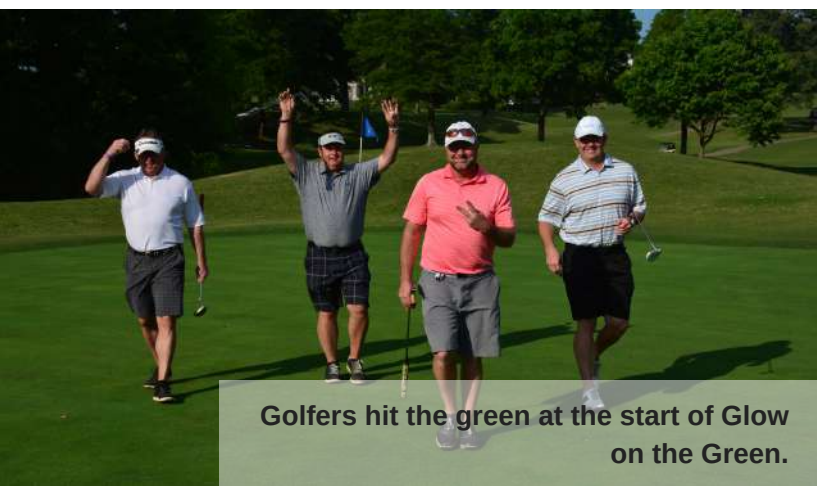
The biggest night of the year features a one-of-a-kind show presented by Littles in the Big Brothers Big Sisters program. We were honored to have Founders Advisors as our presenting sponsor of the event. This year's event was held at The Club. Guests enjoyed a silent and live auction and live music.



Bowlers got creative and had some fun with this year's super hero theme.

BOWL FOR KIDS' SAKE

Lovingly referred to as the most fun you can have in rented shoes, Bowl for Kids' Sake is our agency's longest running fundraiser. It brings together co-workers, friends, family members, and groups of all kinds for a unique bowling party. Bowlers raise money for BBBS and celebrate their success with bowling, pizza, games, and prizes!



Golfers hit the green at the start of Glow on the Green.

GLOW ON THE GREEN

The fifth annual night golf tournament was hosted by our Young Advisory Board at Highland Park Golf Course. Players enjoyed 9 holes of golf in the afternoon and 9 holes of golf as the sun set over Birmingham. This one-of-a-kind golf event, presented by Tito's Vodka, also included music, dinner, and amazing silent auction packages.

Big Brother Officer Bush with Little Brother Jayleon



When asked what the best part about having a Big was going to be, Jayleon answered, "...I actually have a Big Brother that I want to be like when I grow up." Jayleon wants to be a police officer just like his Big Brother, Ofc. Bush!



BIG & LITTLE SISTER OF THE YEAR

SHAUNDA WILLIAMS AND JERRIKA



in Jerrika's words

Over the last seven years I have had the pleasure of knowing my Big Sister, Shaunda. She allows me to be who I am and has never questioned my taste in music, style, or decisions. Shaunda has been a constant encouragement for me and has taken the time to do so many invaluable outings with me from college prep to campus visits. Shaunda has helped me make life changing decisions and has helped me find out where I would like to go with my life. She has been there to listen to me talk through everyday life and all of the struggles that may come with it. Each year we make a sort of "bucket list" of activities we would like to do, places to eat, new adventures and places to explore! We always finish it by summer and make a new one for the remainder of the year. Over the years, I have shared a lot of quality time with

Shaunda and am thankful to know she will be around for many more. She is my Big Sister and has helped me to know when to listen and when to talk, when to go for something and when to hold back, and that no matter what, it is always okay to be yourself.

in Shaunda's words

The idea of joining Big Brothers Big Sisters was introduced to me by my older brother; he was a big brother and so was my father. I have always felt a need to give back, and what better way than to give to our youth. I remember meeting my Little Sister, Jerrika and her mom Jamie, for the first time; the interaction was amazing! It went so smoothly, you would have thought we had already known each other. Jerrika is the kind of young lady that is always ready to try new things. She is compassionate and caring, adventurous and witty, always "down for whatever." From ice skating to going to the Indy Car races and everything in between, Jerrika has always been open and eager to hang out. Funny enough, I started mentoring because I felt a need to "help someone" but in the process, Jerrika has truly helped me. I am so thankful for the Big Brothers Big Sisters family for allowing me this opportunity, and I am especially thankful for her mom. Thank you for allowing me to be a part of Jerrika's life. I have thoroughly enjoyed watching her blossom into a beautiful young lady. I am looking forward to the years to come! I know she will rock it!



BIG & LITTLE BROTHER OF THE YEAR

MICHAEL CLARKE AND AARON



in Aaron's words

My Big Brother, Michael, came into my life when I needed him the most. I didn't know it at the time, but he would become one of my best friends and closest confidant. You see, Michael makes you feel like this is more than just some program; he makes you feel like family. I am his family & he has taught me what it means to be a better man. Michael has taught me that hard work is a stepping stone to achieving what you really want in life. I remember watching Michael take no after no when he was trying to start his law practice. To Michael, those negatives were just stepping stones to a yes. He would not be denied & eventually started his practice. I cannot describe just one outing that defines my friendship with Michael because they are all outings that he did not have to do, time he did not have to spend. He is taking me out

for my 18th birthday, & we will likely discuss the time we have been together & what that means to him. I am an early enlisted Marine, part time restaurant employee, soon to be high school graduate, & multi-sport athlete. I am kind, driven & will one day use my training & expertise to get my bachelor's degree in criminal justice & serve as a police officer. Before I can adequately describe who I am, I have to stop & remember I was first a Little Brother & without Michael, I would be nothing I mentioned above.

in Michael's words

Initially, I joined BBBS as a way to give back to the community, but I didn't know how much of an impact it would have on me, too. I was the youngest of three boys, so it has been great to have the experience of having a little brother. Hopefully I have taught him a few things along the way, but I know I have definitely learned a lot from him over the years including new meanings of responsibility, accountability, &, of course, patience at times. Aaron has been an inspiration to me. He has conquered adversity in all aspects of his life & watching him has reminded me of all the challenges children go through both at home & at school growing up, & it has made me much more understanding and forgiving. We are a great match. We have a lot of the same interests, from sports, music, video games, etc., so its always been easy for us to decide on things to do together & we enjoy the time spent with each other. It never seems like a chore for either one of us. Aaron recently made a comment that he sometimes forgets that our relationship started through BBBS because it feels more like a true family member than just a mentor/mentee relationship & I couldn't agree with him more. He has definitely become a part of my family. I have loved having the privilege to give him advice whenever he needs anything and just be there to listen & give him someone to talk to. It has been such a pleasure seeing Aaron grow over the years & become the man he has become despite the challenges he has had in life. I am extremely proud of him.



FINANCIAL REPORT

INCOME

EVENTS	316,687
UNITED WAY	406,914
GRANTS	361,356
CONTRIBUTIONS	232,665
INTEREST	318
TOTAL INCOME:	\$1,317,940

EXPENSES

PAYROLL	873,829
ADMINISTRATIVE	180,173
INSURANCE	38,817
OCCUPANCY	23,785
DUES	26,505
SUPPLIES	141,198
MISCELLANEOUS	2,641
TOTAL EXPENSES:	\$1,286,948



Match Makers is Big Brothers Big Sisters monthly giving program. Match Makers help us continue making new matches of Bigs and Littles. No matter the amount, Match Makers have committed to ongoing support which is vital to our organization. Learn more at www.bhambigsmatchmakers.org



What will your legacy be? The Legacy Society is made up of individuals who have made future gifts through their wills, life insurance policies, or retirement plans, through trusts, in their final estate plans or in some other way. We are grateful for their foresight and generosity.

Shannon Belmont
 Michael Bolton
 Nancy Miller Borg
 Michael Clarke
 Mike Clarke
 Blake Dimick
 CJ Hastings
 Kerry and Addie Hendricks
 Sue Johnson
 Katie Krack
 Emily and Woody Mathis
 Farris Mauldin
 Brooke McKinley
 Clayton and Shealy McKinnon
 William Meador

John Morris
 Jonathan and Brooke Ratliff
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 Scott vonCannon
 Vance and Kala Waldron
 Jessica Whatley
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 Sherry Wilson

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 Jimmy and Sue Johnson
 Jack Key
 Judy and Bill Lewis
 Mark and Jenna Lovoy
 Justin Russell
 William Schuler *Deceased
 John and Deborah Sellers
 Shane Spray
 John W. Williams

OUR SUPPORTERS

Includes Individuals, Foundations, and Corporations who have given over \$500

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Iwan Alexander

Lacey Alford

Farra and Nancy Alford

Mike and Julie Anderson

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Hoar Construction

Housing Authority of the Birmingham District

Hugh and Susan Thomas Giving Fund

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Kellis Vegetation Management

Kolbe Clinic

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Vance and Kala Waldron

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Wells Fargo

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