




**Big Brothers
Big Sisters.®**

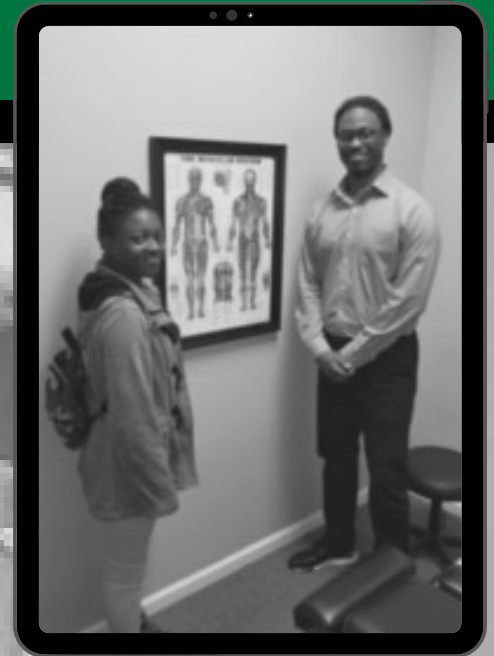
OF GREATER
BIRMINGHAM



2020 ANNUAL REPORT



Franai loves exposing Alyssa to new experiences and ideas. Franai and Alyssa regularly go to the Museum of Art, the Civil Rights Museum, and other fun cultural events in the city. Alyssa wants to be a doctor when she grows up. She was so excited when Franai took her to meet a chiropractor! Additionally, during the height of COVID, Franai and Alyssa texted every day. They are a true example of how mentors matter and help keep kids connected, learning, and growing every day.



Big Sister Franai and Little Sister Alyssa have been matched since March of 2018.



**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.

942

children served

48

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,

2020 was a year filled with opportunities to learn, grow, and evolve. Despite the tumultuous circumstances, BBBS staff members remained focused on keeping existing Big/Little matches connected with innovative and creative support through phone calls, text messages, digital learning platforms and other technology-enabled engagement tools. We persisted in these efforts, no matter how long our traditional way of life was halted.

Many of our Littles face many of the challenges faced in 2020, from societal barriers and opportunity gaps to poverty and identity-based discrimination. Consequently, it was and is incumbent upon Big Brothers Big Sisters to fulfill our mission by being there for our youth. Mentoring assures that children will not have to face life's challenges alone.

In 2020, we served 942 children in Blount, Chilton, Jefferson, Shelby, St. Clair, and Walker Counties in one-to-one mentoring relationships with volunteers from our community! Additionally, we implemented our new e-mentoring program that allowed for volunteers to continue to be matched with Littles in a safe, virtual setting.

We held our first virtual event and found 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.

Big Brothers Big Sisters is so very grateful to all those who invested of themselves in 2020 to make a difference in the life of our children, and we look forward to seeing and being reconnected with the BBBS family in 2021!



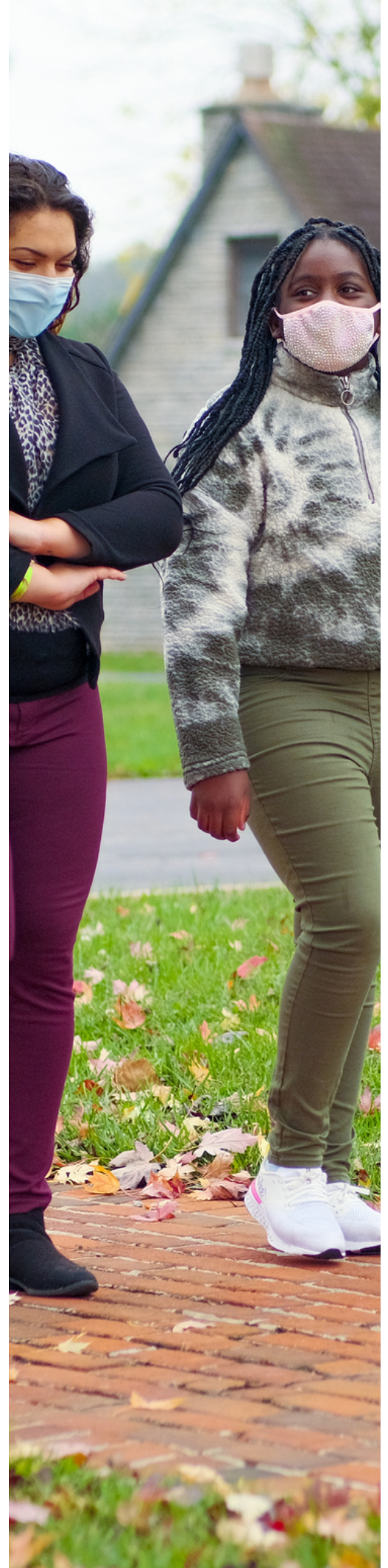
Sue Johnson

SUE JOHNSON, CEO



Shane Spray

SHANE SPRAY
BOARD PRESIDENT



2020 *impact*

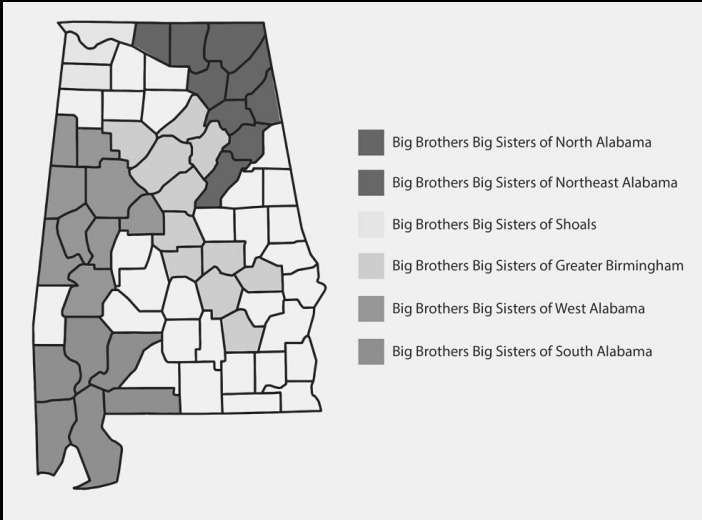
942
total youth served



53% female

47% male

WE SERVE AGES 7-18



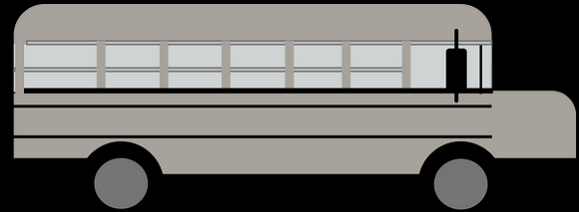
18.54 months | average match length

GRADE LEVELS OF LITTLES

49% ELEMENTARY

25% MIDDLE

26% HIGH



ETHNICITY OF LITTLES

- 56% Black
- 31% White
- 8% Hispanic
- 5% Other



**Big Brothers
Big Sisters®**

OF GREATER
BIRMINGHAM

WHO WE SERVE

74%

single family household

73%

free or reduced lunch

7%

have parent who has been
incarcerated

2020 BOARD OF DIRECTORS

Shane Spray, President
Trustmark National Bank

Bill Clements, Vice-President
The Retail Companies, LLC

Kimberly Jackson, Secretary
Alabama Power

Chris Gargala, Treasurer
Wells Fargo

Marvell "Chip" Bivins, Jr.
Governance Committee Co-Chair
Community Volunteer

Michael Anderson, Co-Chair
Governance Committee
Collateral Holdings, LTD

Dr. Iwan Alexander, Immediate
Past President
UAB School of Engineering

Robert Buchalter
Capital Growth Buchalter

Michael T. Clarke
Second Row Law

James Cromwell
CBS 42

Jeff Davis
SMW Engineering Inc.

Montiqua Mathers-Pettway
Grand Bohemian Hotel

Mary Lauren McBride
Mary McBride Interiors, LLC

Clayton McKinnon
Hoar Construction

Lewis Mouron
Capstone Real Estate Investments

Chris Parton
Blue Cross Blue Shield of Alabama

Josh Randolph
Colliers International

Nicki Roberson
BBVA

Jason Ross
Regions Bank

Bill Steed
Brasfield & Gorrie

Vance Waldron
Cadence Bank

Benjamin Walker
Bancorp South

Bennett White
Starnes Davis Florie LLP



2020 YOUNG ADVISORY BOARD

Jessica Zeller, President
UAB Hospital

Kruti Malkan
BBVA Compass

Anisa Xhaja, Vice-President
UAB Hospital

Jackson Hill
Bradley Arant

Michael Bolton
Champion, Partners in Rehab

Ryan Jones
Regions Bank

David Chesnutt
Bryant Bank

Monica Law
Birmingham Police Department

Jessica Crane
Gray Construction

Joey Page
Law Student

Cody Cummings
Keller Williams Realty

Brenchard Sackey
Children's Hospital

Kory Dees
UAB Hospital

Blake Simmons
Cadence Bank

Sherles Durham
Surgical Care Affiliates

William Wainscott
Kolbe Clinic



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.

211

community-based matches served

580

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.

13

TOTAL WORKPLACE PARTNERS

151

YOUTH SERVED BEYOND SCHOOL WALLS

THANK YOU TO OUR WORKPLACE PARTNERS

Alabama Power
BBBS Staff
BBVA - Brock
BBVA - Daniel
Cadence Bank
Capstone
City of Vestavia Hills

Division of Youth Services
International Code Council
Protective Life
UAB
VIVA Health
Vulcan Materials



E-MENTORING

In 2020 Big Brothers Big Sisters of Greater Birmingham launched our E-Mentoring Program. This allowed volunteers to mentor Youth within a virtual setting.

E-mentoring involves creating one-to-one relationships virtually through phone calls, video chat, and more. Youth in our communities are paired with volunteers seeking to mentor within a more modern, current platform. Volunteers serve as mentors from their phones and computers at a minimum of 30 minutes each week. This partnership allows volunteers with limited schedules the ability to give back while working with a busy schedule. Additionally, allowing matches to meet in a safe, virtual setting. Although it takes place virtually, the E-mentoring program isn't limited to just chats on the phone. Match Support Specialist will help provide virtual activities for each match.



Virtual Paint Classes

**In 2020 we hosted over
100 virtual activities.**

including story times, dance lessons, concerts, music lessons, sound bath, singing contest, skateboard lessons, and more!

SPECIAL EVENTS

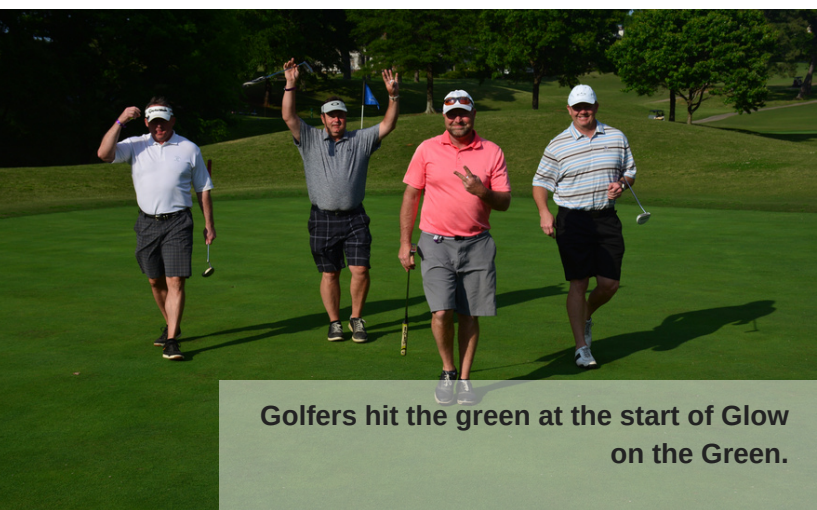
Our events find fun ways to raise money and help create a buzz about what we do. Our signature events bring in almost one third of our annual budget and help us connect even more people in our community to our mission.



BBBS Staff behind the scenes of our virtual fundraiser!

THE BIG NIGHT IN

This year's annual gala, A Night of Big Stars, went VIRTUAL with the Big Night In! Sponsored by Love Tito's, Littles went to virtual dance camp to put on a truly one-of-a-kind show! Sponsors picked up to-go packages full of great food and drinks before heading home to watch the event stream LIVE! Every dollar raised helped BBBS continue their mission of matching youth with supportive mentors.



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

GLOW ON THE GREEN

The sixth annual night golf tournament was hosted by our Young Advisory Board at Highland Park Golf Course. Players enjoyed 9 holes of socially distant 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 auction packages.



Daniel O'Donnell playing popular hits on Facebook live!

VIRTUAL CONCERTS & MORE!

During 2020 BBBS hosted numerous virtual concerts, including two concerts by musician Daniel O'Donnell and one by Vann Burchfield. Both played covers of popular pop songs on the saxophone. Vann Burchfield even played some of his original music! We were so grateful to see the outpouring of support from donors and volunteers during this unprecedented year.

BIG & LITTLE SISTER OF THE YEAR

BRITTANY DECKER & ASIA



in Asia's words

"I would like to express my gratitude for being a part of Big Brother and Big Sister. It all started four years ago when my mother signed my oldest brother up to participate in the program. When my mother told me I was matched with someone that shared the same similarities I was happy and sad at the same time. My mother worked a lot and I was shy but I needed someone to help mentor and guide me through the missing gap I had. Brittany and I have been more than just Big and Little, she has helped me overcome and deal with a lot. When I started this journey, I just wanted a smart big sister who could listen to me and who I could jive with. Brittany is so smart and encourages me to give every assignment or challenge all I have. She also has taught me to look out for people who need friends and be a friend to them.

One day, I want to be an engineer and Brittany will be a meteorologist. Even though we don't have everything in common, she loves chicken and I don't, we are both smart, and talented and are doing our part to change things in this world. I love Brittney and couldn't imagine things being any different. "

in Brittany's words

"Just over 4 years ago I moved to Birmingham, Alabama, and just over four years ago I decided I wanted to become a Big. I moved to the city without knowing anyone, wanted to get involved, and believed in the power of mentoring. What I didn't realize is how mutually enriching the relationship could be and the extent of growth over time with investing in the sisterhood. Asia was one of the first friends I met here in Birmingham and she has been my constant ever since. In every sense of the word "sister" she has become more like family.

Asia has grown from a quiet, shy, 12 year old girl into a beautiful young lady who works hard at school and through her new job. With every interaction, I see her confidence building. We have seen each other grow through different seasons of life over a four year time period. It had been a privilege and honor to serve as her "Big" and we both look forward to so many new memories we'll make in the future."



BIG & LITTLE BROTHER OF THE YEAR

WALTER MADDOX & KEDRIC



in Kedric's words

"My name is Kedric and I would like to share with you what the program has meant to me in my life. For one, it's just great, I get to meet new people all the time and I am always doing things with my big brother Walter. We have been matched for five years, but I feel like he has always been there. He comes to my soccer games, even though I know he doesn't enjoy sports, he takes me cool places like museums and even has his own dance group that he manages. They are called Alvin Ailey and put on a cool show. Walter travels to New York a lot and once he even Facetimed me and gave me a tour of his favorite parts of the city. I hope to go to New York one day and try some of the food. I like learning in general and feel I have learned a lot from Walter. He tells me stories sometimes about how hard it was growing up in the south when he was my

age. He has shown me what it was like growing up in the south at my age. He has shown me many things he did not get a chance to experience during and before the Civil Rights Movement. Talking to him makes me feel like I can do anything. This past Thanksgiving, Walter took me to work with homeless people in Birmingham, we shared a meal with them and it felt great to meet new people. He shared with me how it feels to do for others especially in my community. Me and Walter are always doing something fun and I just want to say thank you for letting me participate in this program."

in Walter's words

"...I met my little Brother Kedric and I swear, I think I had more fun at first. I shared my interests in ballet, food, travel, and live theater with Kedric and he always showed interest. I love that Kedric is up to try new things and has gotten comfortable sharing his opinion with me as well. He would go to a museum, and I would attend a baseball game. He would attend a musical theater performance; I would watch his soccer team play. I've gotten to share with him some of my favorite things including New York City. We once facetimed for hours as I took him on tours of my favorite museums, restaurants, and place to visit in New York.

I am amazed at how he retains information and how much he shows interest in my life and how I got to be where I am. He listens to my stories and we often spend more time together on outings than we plan for. Working with his mother, Natalie, has been a great experience and she always has him ready to go for each outing and is great about talking with me about how Kedric is doing. I would say that overall, the most surprising thing about my experience has been how much I have learned from Kedric and how much I've gotten back out of this experience. The more I think about it, the more I realize this friendship is going to last the rest of my life."



FINANCIAL REPORT

INCOME

| | |
|----------------------|--------------------|
| EVENTS | 126,191 |
| UNITED WAY | 408,728 |
| GRANTS | 345,717 |
| CONTRIBUTIONS | 324,580 |
| INTEREST | 241 |
| TOTAL INCOME: | \$1,205,457 |

EXPENSES

| | |
|------------------------|--------------------|
| PAYROLL | 868,646 |
| ADMINISTRATIVE | 131,913 |
| INSURANCE | 45,945 |
| OCCUPANCY | 16,853 |
| DUES | 30,405 |
| SUPPLIES | 40,369 |
| MISCELLANEOUS | 3,997 |
| TOTAL EXPENSES: | \$1,138,128 |



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
 Kiranda Robbins-Watts
 Brenchard Sackey
 Scott vonCannon
 Vance and Kala Waldron
 Jessica Whatley
 Bryan Whisenant
 Sherry Wilson

Mike and Julie Anderson
 The Clements Family
 Keith and Laura Covington
 Tina DiMonte
 Susan N. and Wyatt R. Haskell
 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

Abbey Residential Services

Alabama Power Company

Iwan Alexander

Lacey Alford

Farra and Nancy Alford

Mike and Julie Anderson

Arby's Foundation

BancorpSouth

Craig Beatty

Josh Beck

Birmingham Association of Realtors, Inc.

Birmingham City Board of Education

Birmingham City Schools GEAR UP

Blue Cross Blue Shield

Michael Bolton

Borgosz Enterprises LLC

Bradley

Brasfield & Gorrie LLC

J. David Brown

Jennifer Caldwell

Capstone Real Estate Investments

Steven and Amy Causey

Charles and Estelle Campbell Charitable Foundation

City of Birmingham

Coast to Coast Events

Michael Clarke

Bill and Renee Clements

Collateral Holdings LLC

Colliers International

James Cowin

C.S. Beaty Construction

Lori Davis

Whit DeBardeleben

Dixon Hughes Goodman

Dog Days of Birmingham

Donahue & Associates, LCC

Duane Donner

Segal Drummond

EBSCO Industries Inc.

Wynn Echols Jr

Five Points Alliance

Founders Advisors, LLC

Randy Goggans

Gray Construction

Rob & Lori Haley

Mike Hallman

Mark Harry

Susan N. and Wyatt R. Haskell

John Heilala

Kerry and Addie Hendricks

David Herring

Hill Crest Foundation, Inc.

Hoar Construction

Housing Authority of the Birmingham District

Hugh and Susan Thomas Giving Fund

Eric Jack

Kimberly Jackson

Joseph S. Bruno Charitable Foundation

Kellis Vegetation Management

Kolbe Clinic

Katie Krack

Lakeshore Environmental Contractors

Patrick Lavette

Pete Letcher

Bill and Judy Lewis

Walter Maddox

Marathon Electrical Contractors

John Mason

Emily and Woody Mathis

Jody Mattson

Mary Lauren and Bart McBride

Scott McCormick

Clayton and Shealy McKinnon

Murray Meadow

Medical Properties Trust

Medjet Assistance, LLC

Ron Morrison

Motion Industries, Inc.

Lewis Mouron

Wally Nall III

Wally Nall Jr.

Nall-Whatley Foundation

Mark Nelson

Kate and Claude Nelson

Nordstrom Rack

Oakworth Capital Bank

Christopher Osborne

Chris Parton

PCI Gaming Authority

Portfolio Recovery Associates

Protective Life Corporation

Publix Super Markets Charities

The Retail Companies

Real Estate Heroes

Regions Bank

Bob Reich

Rives Construction

Robert and Lois Luckie Charitable Foundation

Robert R. Meyer Foundation

Second Row Law

ServisFirst Bank

Shelby County Commission

Shelby County Juvenile Court

Shelby County Sheriff's Fund

SIGMA CHI Fraternity CHI CHI CHI

Hatton C.V. Smith

Cheif Smith

Society of Former Special Agents of the FBI

Shane Spray

Bill Steed

Stephens Foundation

William Stone

Summer Classics, Inc.

Surgical Care Affiliates

Susan Mott Webb Charitable Trust

Bruce Taylor

The Daniel Foundation of Alabama

The Frank and Fred Friedman Family Foundation

Tito's Vodka

T-Mobile

Trustmark National Bank

Tyson Foods

UAB

University of Montevallo Foundation

Valley National Bank

Viva Health, Inc.

Vulcan Materials

Vance and Kala Waldron

Letitia Watkins

Wells Fargo

Matt Whatley

William and Laurie White

Bennett White

John W. Williams

Mike Windsor



Donate Using Venmo
BigBrothersBigSisters



Big Brothers Big Sisters®
OF GREATER BIRMINGHAM

1901 14th Ave S

Birmingham, AL 35205

205-939-5590

WWW.BBBSBHM.ORG | @BBBSBHM