



Big Brothers Big Sisters
of Palm Beach and Martin Counties, Inc.



Annual Report 2017

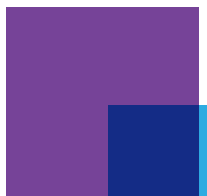
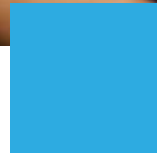
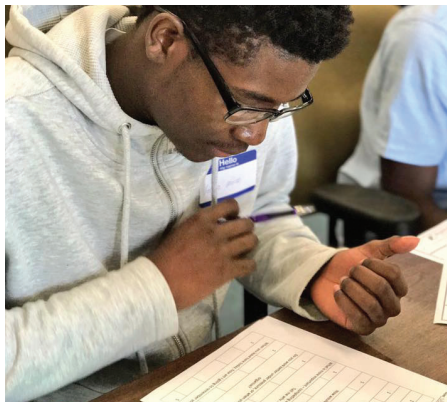


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Letter from our CEO Emeritus, Bill Bee

After a couple of years of a difficult time, 2016-2017 became the turnaround year. Stability and opportunity, once again permitted the agency to advance, as previous issues were resolved and placed on the bookcase for historical reading. Seasoned and focused team members generated myriads of “matches” and achieved the outcomes typically anticipated of them. The financial constitution of the agency returned to the “Black”.

The importance of these two issues remain significant, because transition or change was going to be quickly upon the organization. For the past thirteen years, the agency, under the leadership of William Bee emerged from the ashes of financial destitution, failed compliance and in the case of Palm Beach, bankruptcy.

Little BBBS of Martin County emerged from operating at the bottom two percent of all BBBS agencies in the country in 2003 to a recognized force by 2007. It is now a top ten agency in all areas of performance. In 2009, the Palm Beach BBBS agency closed its doors, had succumbed to Chapter 11, and Big Brothers Big Sisters of America disassociated them.

The Palm Beach service area now awarded to Big Brothers Big Sisters of Martin County; the agency changed its name to Big Brothers Big Sisters of Palm Beach and Martin Counties. In spite of the Great Recession, the formerly little Martin agency developed massively and the expanded operation quickly attained large agency metrics. However, the realities of success remain tempered by the unforgiving force majeure of life and so; the agency fell back to earth.

The unexpected fully addressed allows the organization to return to the positive path of serving more children and reasserting its financial wherewithal thus allowing for further development. The re-established growth helps set the new momentum for the change in leadership.

June 30, 2017 marks the transition in leadership and a new era of opportunity. The business practices that helped create a platform of stability will now be the foundation of new energy, ideas and growth. The operation properly positioned to launch new opportunities, maximize match potential, and solidify a culture of high performance while maintaining a family uniqueness in the workplace is ready for change and embraces that concept.

The reins of leadership passed to Ms. Yvette Flores Acevedo and her team of talented, gifted and passionate people will set new benchmarks for the organization. Congratulations and the best as you move forward.



About Big Brothers Big Sisters

Vision

All children achieve success in life.

Mission

Provide children facing adversity with strong and enduring, professionally supported one-to-one relationships that change their lives for the better, forever.

Accountability

By partnering with parents/ guardians, volunteers and others in the community we are accountable for each child in our program achieving:

Higher aspirations, greater confidence, and better relationships

Avoidance of risky behaviors

Educational success



Program Highlights



24

School to Work

School to Work is our newest program which offers a unique integration of mentoring, skill training, and pathways to career and college success. Local businesses have a youth work onsite in an internship to provide them with hands on experience in the field.



317

School Based

Adult or high school student mentors meet youth at a scheduled time one hour once per week during the school year to assist the child with academic and social skills.



207

Community Based

Adult mentors and youth meet in the community engaging in activities they mutually agree on such as going to the park or the library twice a month.

79% Receiving Free/
Reduced Lunch

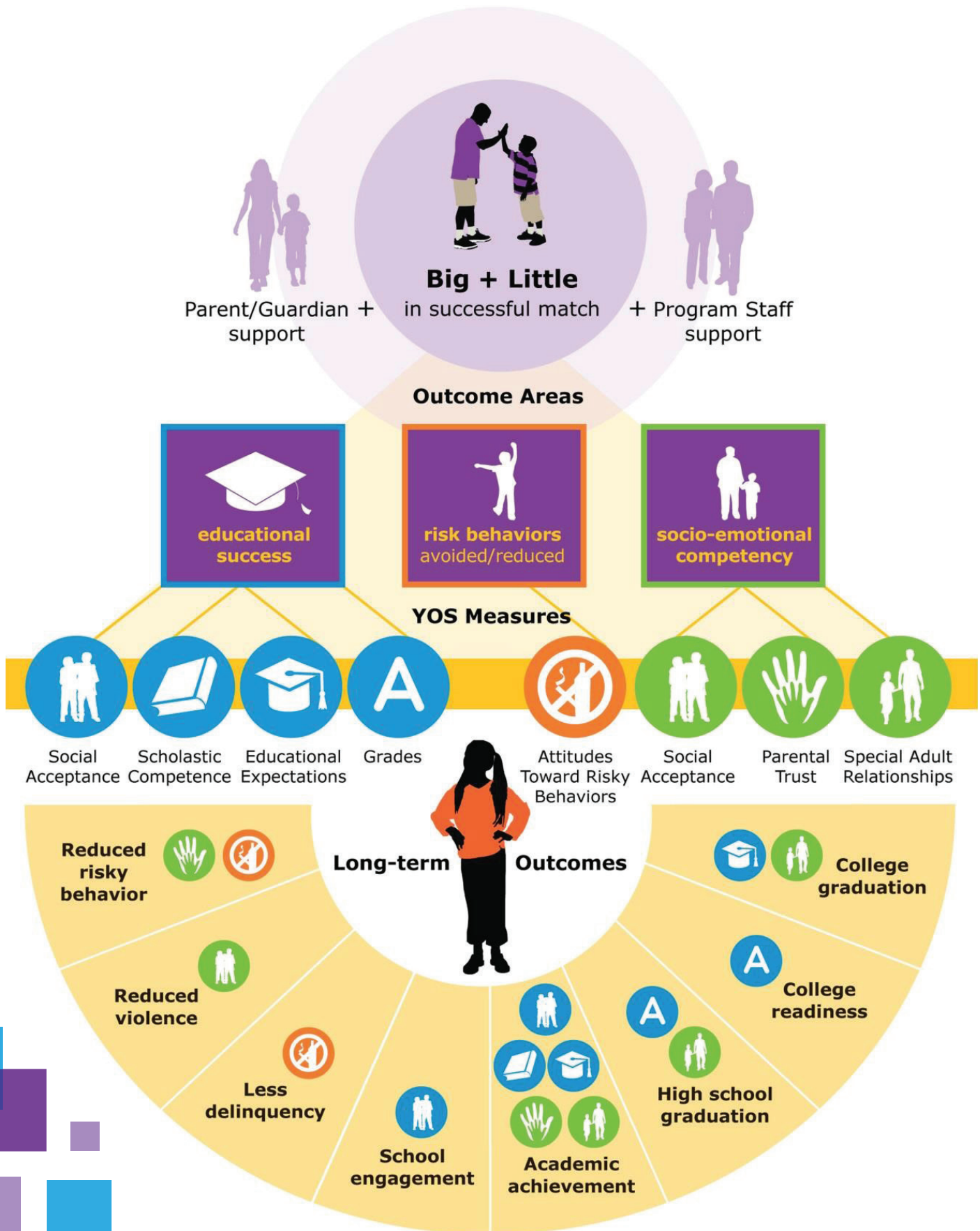
70% Children being raised by single parent, grandparent,
foster parent, or other relative

25% Children on the waiting list whose parents
have a history of being incarcerated

294 Children on the waiting list

How Do Our Outcomes Relate to Long-Term Success?

The areas measured in the Youth Outcomes Survey are linked to long-term outcomes important to families, our communities, and our nation.



A Typical Day in the Office for the

Big Brothers Big Sisters Team



8:30am Mentoring 101 Breakfast

Big Brothers Big Sisters begin their day eagerly awaiting the arrival of potential volunteers for the Community and Site-Based mentoring programs. Recruitment is important, and the BBBS staff know that offering informational sessions at different times throughout the day is key!

*BBBS offered over 20 informational mentoring sessions throughout the year.

10am Busy Morning in the Office

Big Brothers Big Sisters staff are busy checking inquiry queues and following up with our interested volunteers and families. Making contact and assessing needs are crucial. Background checks, references, driving record checks, and assessments are completed to prepare our next Little mentees, Parents, and Volunteer mentors.

*Receiving at least 1,150 inquiries for mentoring services a year, the agency processes over 440 references and background checks.

11am Interview with Volunteer Larry

Our Enrollment and Match Specialist is thrilled that Larry has chosen to mentor another young boy. Larry's previous little brother is now a young man who has turned 18 and soon will be joining the Air Force. We want to interview Larry again since it has been 8 years since he initially applied. The interview gives us the best picture of who Larry should mentor based on interests, hobbies, personality, location, and more.

*There are over 150 boys waiting to be matched with a caring adult male.



2pm Think Big Clubs

BBBS staff load up their cars with academic games, academic materials and journals and head out to local schools. Staff strategically place Littles in grades K-5 with Bigs. The Bigs are High School students, community members, and college students. The Bigs and Littles enjoy their hour each week spending time together completing homework, playing games, and more.

3pm School to Work

It is time for several excited interns to head to work. These lucky high school students were selected to attend employment and college preparation workshops as well as get to work at various businesses. They earn a stipend while getting hands on experience for their resumes. This valuable time guides them in their future career selection and introduces them to caring workplace mentors.

5:30pm Volunteer, Parent, and Child Training

Our conference room is filled with smiling and excited volunteers, families and children thrilled to learn about topics such as diversity, communication, applying for college, relationship development in a fun, engaging environment.

*We provided over 3,600 hours of training for children, families and volunteers. BBBS staff completed over 200 hours of ongoing training.

6pm Providing ongoing support

From Day 1 of their new friendship, a Match Support Specialist is assigned to support the child, the child's family and their volunteer mentor. They can reach out to their specialist for support, referrals, activity suggestions, and advice on making sure the child gets the most out of the mentoring relationship.

*We completed over 3,800 support contacts last year to all parties in mentoring relationships with BBBS.



Dominick is the living embodiment of a boy who lives and breathes baseball. Some of my favorite times spent with Dominick are watching him express his passion and joy on the field or playing catch, pitching to him or going to the batting cages and seeing him improve.

One of our favorite trips we took together was the Big Brother sponsored fishing contest which was a half day boat departing from Jupiter. Dominick caught more fish than he could possibly keep and had a great time. Seeing a shark (dogfish) was the absolute highlight as he is deathly afraid of sharks and swimming in the ocean.

2016 Big Brother of the Year:

David LeClair



My favorite time with Dom is not when we are playing or fishing or watching a movie. My favorite time is when we are driving somewhere and we are talking and catching up from the last time we spoke. He is a cool, sensitive little guy who seems to be growing more every time I see him. He is an incredible listener which has made me better at that skill. He seems to remember all our conversations and has taught me the power of words and suggestions. I hope that I am making a positive lasting impression on Dominick as I very much enjoy the experience.

2016 Big Sister of the Year:

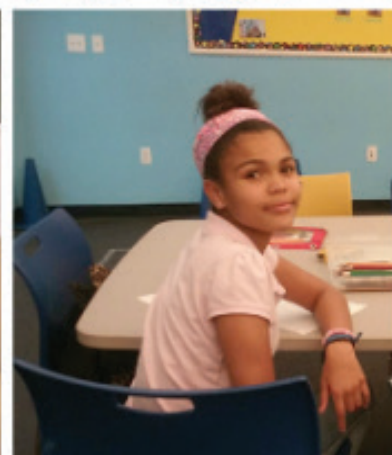
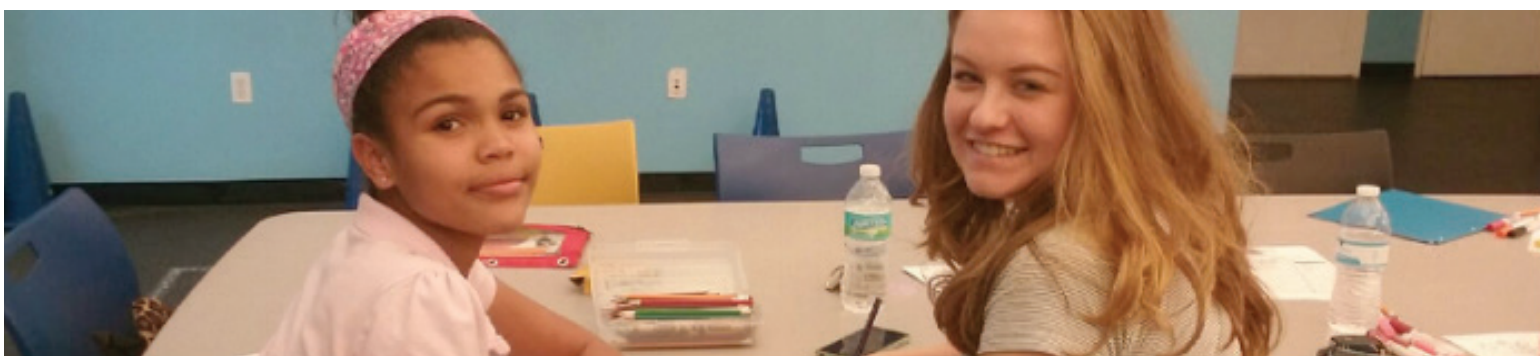
Kelly Schott

Heather Phelps and I were paired on February 24, 2010. She was 9 years old and in the third grade. Not having children of my own, I was a bit worried about what to do and how to interact with my Little. Heather made it easy for me. She has a great sense of humor and loves music. She is the most caring and generous person you'd ever meet.

Some of our most memorable moments are the simplest. When Heather was still pretty young, we spent the better part of an afternoon watching manatees at a marina. We talked, named them and made up stories. That day, I understood what mentoring is about. It is about being there, consistently, in a child's life for the big things as well as the everyday experiences.

Heather is no longer the little girl I met almost 6 years ago. She is a bright, funny young lady. Both of us have grown a lot and our relationship is rewarding and special. She is a terrific friend who brings many wonderful things to my life and even when we age-out of Big Brothers Big Sisters we still plan to keep our relationship. Heather says that she is going to be a Big and that will make me a "Big Grandma". Nothing would make me prouder, but we are going to have to come up with a different title!





2016 Teen Mentor of the Year:

Stephanie Robinson

Many mentors in our school-based program are high school students working with elementary school students. Stephanie Robinson began mentoring Keira during her sophomore year. Now a senior, she has seen big changes in Keira's attitude, behavior and academics. "The experience has been life changing", said Robinson. Keira agrees; she feels like they are real sisters. They talk about things Keira would never tell anybody. Robinson also headed up a book drive to benefit BBBS and created a newsletter to help other teen mentors with preparing for the ACT, applying for college, and scholarships.



2017 Big Brother of the Year:

Justin Brown

Having a similar personality to Joey, I understand what it's like to be shy and feel like you have difficulty trying to fit in wherever you go. Seeing the progress Joey has continued to make month by month, week by week, and even day by day has brought such joy to my life, not to mention a sense of pride in myself. As it turns out, that's nothing compared to the friendship Joey has provided me. When Joey and I go fishing, bowling, and play racquetball, I don't just feel like I'm spending time with my Little Brother. I feel like I'm spending time with my best friend.

As Big Brothers and Big Sisters, we become involved in this program to feel a sense of pride and purpose in ourselves as we give our time and energy toward a young child in need. However, we should never underestimate the impact the program has on the Bigs. Oftentimes, unbeknownst to the Little and his family, he is the one providing the Bigs with the opportunities and friendships of a lifetime.



When I first met Kadaja, she was very quiet and reserved. She was like a lot of other 11 year olds and just trying to figure out who she was and where she belonged. After three years, we've figured out we have some similarities and differences. But one thing is for sure - when we're in public and someone asks if we're related or friends, she looks up to them with a big smile on her face and says, "that's my Big Sister."

2017 Big Sister of the Year:

Kelsea Kulp

I've watched this girl go from dreading school to being excited and telling me how much she enjoys her new high school. She even volunteered to be water girl for the football team. Along with seeing the growth in my Little Sister Kadaja, I've also seen her mother become confident in the person she's becoming. Kadaja, her mother and her two younger sisters have become much more to me than just my Little Sister's family. They are family, and I thank God for placing them in my life everyday.



2017 Teen Mentor of the Year:

Hannah Viscount

Hannah Viscount has been a school-based mentor in the Big Brothers Big Sisters program for the past two school years. During the time that Hannah has been involved with the agency she has been an excellent Big Sister to two students. Hannah assists her Littles with homework, reading comprehension, and serves as a positive role model. She is very attentive and has built an amazing bond with each of them and they are both excited to see her each week.

Hannah has gone beyond her duties of being a Big Sister by organizing “Fun-Raiser” where board games were collected for the agency in collaboration with the Spanish Honor Society. She has also been instrumental in recruiting other teens to volunteer within the program. Hannah also played an active role in the First Tee program and worked hard to motivate the children. Hannah is an intelligent, dedicated, and personable young woman. Hannah exemplifies great leadership and has been a wonderful asset to the Big Brothers Big Sisters program.



Board of Governors

| | | |
|-------------------------------|----------------------|---|
| Bill Bee | President/ CEO | BBBS of PBMC |
| John Yudin | Counsel to the Board | Guy, Yudin & Foster, LLP |
| Brian Smith | Chairman | First Republic Bank |
| Bill Herr | Vice Chair | Dex Imaging |
| Delsa Bush, Ph.D | Vice Chair | Retired |
| Kimberly Lea | Secretary | Keiser University |
| Doug Olesen | Treasurer | SunTrust Bank |
| Mike Albritton | | Bus One |
| Richard Bova | | Net One Technologies |
| John Hall | | Advantage Ford |
| Todd LaVogue | | Palm Beach District Schools (Watson B. Duncan Middle School) |
| Richard Levine | | Macy's |
| Ken Ringe | | Bayview Construction |
| Shana Peterson Sheptak | | PNC Bank |
| Jeff Webster | Trustee | Semi-retired |
| Portia Culley | | JP Morgan |
| Joshua Hoffman | | Hewlett-Packard Co |



Taste of Martin County, Stuart Fl



An Evening to Remember, Palm Beach Gardens, FL



Big Golf Tournament, Stuart, FL



Macy's Shopping Spree Events, Palm Beach and Martin Counties



Bonefish Grill Luncheon, Stuart, FL

Events



The Santa Claus Open Golf Tournament

Cocktail Party, Stuart Yacht and Country Club

Supporters



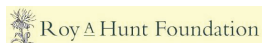
ICL CALIBRATION LABORATORIES, INC.



J.P.Morgan



Guy Yudin
& Foster



Laird Smith



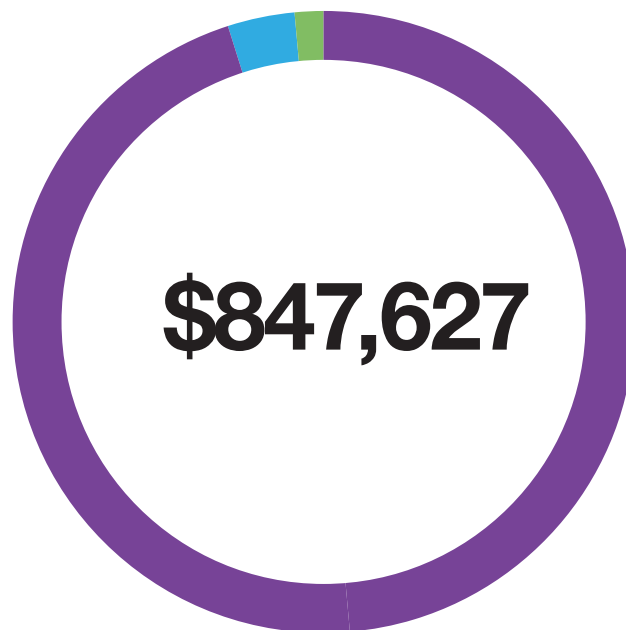
Ted & Lorraine
Glasrud Family
Foundation



Ziegler Family
Foundation



Financial Statement



Program Services

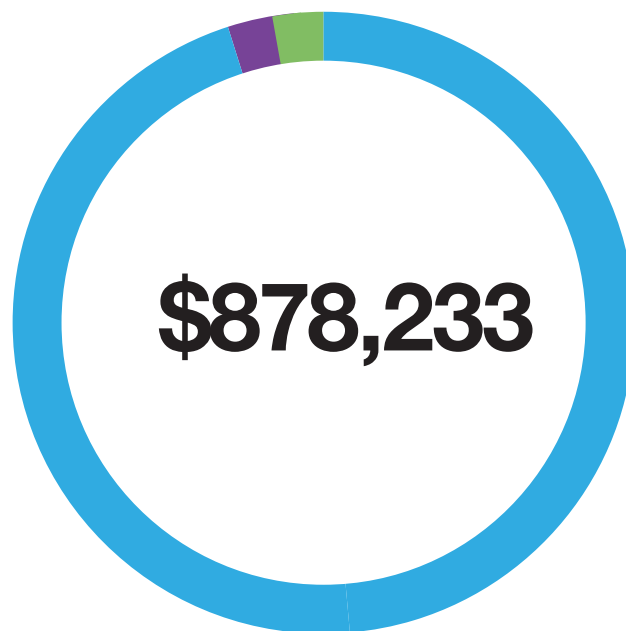
\$766,883

Management & General

\$67,316

Fundraising

\$13,428



Grants

\$723,754

Events

\$51,325

Contributions

\$103,154

Children Served

548

Yearly Cost Per Match

\$1,547

Statement of Activities

for the Year Ended June 30, 2017 (with Comparative Totals for the Year Ended June 30,2016)

| | UNRESTRICTED | | TOTAL | | | |
|-------------------------------|--------------|-----------|-----------|---------|-----------|----------|
| | 2017 | | 2016 | | | |
| Support and Revenues: | | | | | | |
| Grant income | \$ | 723,754 | \$ | 723,754 | \$ | 627,729 |
| Special events (net) | | 51,325 | | 51,325 | | 97,977 |
| Contributions | | 103,154 | | 103,154 | | 106,794 |
| Interest Income | | 338 | | 338 | | 56 |
| Miscellaneous Income | | - | | - | | 677 |
| TOTAL SUPPORT AND REVENUES | | 878,571 | 878,571 | | 878,188 | |
| Functional Expenses: | | | | | | |
| Program Services | | 766,883 | | 766,883 | | 837,077 |
| General and administrative | | 67,316 | | 67,316 | | 73,468 |
| Development and fundraising | | 13,428 | | 13,428 | | 20,149 |
| TOTAL FUNCTIONAL EXPENSES | | 847,627 | 847,627 | | 930,694 | |
| Change in net assets | | 30,944 | | 30,944 | | (52,506) |
| Net assets, beginning of year | | 47,581 | | 47,581 | | 100,087 |
| NET ASSETS, END OF YEAR | | \$ 78,525 | \$ 78,525 | | \$ 47,581 | |

Ways to help:

- Host an activity for the kids on our waiting list: Movie Night, Game Night, Trick or Treating, holiday party.
- Host a “fun”raiser. Ask for donations of board games/science activities for our school based programs.
- Host a “friend”raiser. Ask for mentors at your business, group, ministry, school, etc.
- Donate an item from our Wish List.
- Name us as the beneficiary in your fundraiser on social media in honor your birthday, anniversary, or other special event.
- Volunteer to prepare for an upcoming event
- Donate tickets to a sporting event, cultural activity, etc. so the children can experience something new.
- Mentor a child in the community, School Based, or School to Work Program. It only takes 4 hours a month to change a life!



Big Brothers Big Sisters

of Palm Beach and Martin Counties, Inc.

MARTIN OFFICE:

101 SE Central Parkway, Stuart, FL 34994

PALM BEACH OFFICE:

1700 Kirk Road, West Palm Beach, FL 33406 (561) 727-3450

MENTORBIG.ORG