

FISCAL YEAR 2024 | ANNUAL REPORT

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> Ernie Hwang Icon Business Bank

> > Eugene Kim Stream Kim Hicks Wrage and Alfaro

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Shawn Sorensen **Exit Alliance Realty**

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Jorge Sandoval

Jayne Strand Gatorade/Pepsi

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LETTER FROM THE CHIEF EXECUTIVE OFFICER

As we reflect on this past year, one issue stands out: the ongoing lack of social connection, intensified by the pandemic. Dr. Vivek H. Murthy, U.S. Surgeon General, reports that "one in two adults in America reported experiencing loneliness." This epidemic of isolation significantly impacts social, emotional, and behavioral well-being and even harms physical health. Yet, there is hope. We can mend the social fabric of our nation by fostering connections that bring us closer together.

At Big Brothers Big Sisters of Orange County and the Inland Empire, mentorship provides a lifeline, especially for the most vulnerable youth. Many of those we serve come from low-income, single-parent homes and lack positive role models.. Through mentorship, we offer them crucial social connections, guiding them toward positive choices, academic success, and career opportunities. Mentors, in turn, find fulfillment and purpose in giving back.

We're proud to be California's largest mentorship organization, continuously evolving to meet the **needs of our community.** Our High School Bigs program, where high school students mentor younger peers, is one of our fastest-growing initiatives. We're also expanding our Workplace Mentoring program,

connecting young adults with corporate mentors to explore careers and build social capital. Recognizing that mentorship thrives when families are stable, we've introduced a family resource support system to connect families with essential services—from financial aid to mental health resources—alongside college and career support to help our youth achieve long-term success.

This year also marks our 10th anniversary in the Inland Empire, a milestone that reflects our enduring commitment to serving more youth, mentors, and families in the region.

None of this would be possible without you. The barriers to volunteerism are real, but with your support, we can overcome them. We are deeply grateful for your partnership in championing mentorship.

With gratitude,



SLOANE KEANE Chief Executive Officer





OUR IMPACT

3.904 **YOUTH IMPACTED**

2,709 **VOLUNTEERS**



2.867 **FAMILIES SERVED**

HIGHER EDUCATION **PARTNERS**

COPORATE PARTNERS

K-12 EDUCATION **PARTNERS**

PARTNERS

FAMILIES CONNECTED TO COMMUNITY PARTNERS

OUR PROGRAMS

COMMUNITY-BASED

Adult volunteers are matched with youth ages 6 to 16 and meet twice a month for enriching experiences to build their bond, develop trust, and provide mentees with the stability and support system they may need. We support matches up until the age of 24 with additional college and career resources as part of our Alumni Association.

BIG COUPLES

Couples who are interested in volunteering together can be matched with a Little Brother as a Big Couple. This option allows for ultimate flexibility for couples juggling work and other commitments as they are able to spend time with their Little together or on their own.

SPORTS BUDDIES

Adult volunteers are connected with youth ages 11-14 through shared participation in sports and activities promoting a healthy, active lifestyle. All logistics and planning is handled by BBBS staff allowing volunteers to focus on building meaningful connections, boosting confidence, access to new experiences, and creating lasting memories.

SCHOOL-BASED MENTORING

Also known as High School Bigs

High school student Bigs are matched with elementary school Littles and mentor them once a week during the afterschool program. Bigs build relationships with their Littles, assist with homework or reading, promote socio-emotional development, and engage in themed weekly activities, facilitated by BBBS staff.

WORKPLAGE MENTORING

Prepares high school, community college, and 4-year college students for the workforce. In this work-based learning experience students are paired with an industry mentor who supports their preparation for college and/or a career, building their leadership skills and enhancing their 21st century foundation skills to be prepared for the workforce.

EXPANDED SUPPORT

Wraparound services ensure our youth, families and volunteers have access to the essential resources they need in order to thrive in our program. The Family Resource and Engagement team, Mentor Engagement Specialist, and College and Career Specialist provide support beyond the mentoring relationship through quality community partnerships.

Now serving youth in **87% OF CITIES**

OI /O OI OIIILO

in Orange County & the Inland Empire $\,$



Big Brother Kevin and his Little, Ricky, have been matched for several years. When Ricky joined the Community Program, he was coping with the loss of his father during his freshman year and struggling with feelings of depression. Kevin, a Navy veteran who understands commitment and loss, became a consistent, positive male role model in Ricky's life. Through empathy and encouragement, Kevin helped Ricky cope with trauma and navigate the challenges of adolescence, providing the support he needed during a difficult time.

Their bond grew stronger through a shared love of physical activity, particularly football and working out.

Ricky's growth was evident when he served on a panel at the Youth Mental Health Summit in the spring, courageously sharing his experiences and offering wisdom to his peers.

Kevin's guidance not only helped Ricky find peace but also empowered him to give back to others facing similar challenges.

86%

of participants are less likely to engage in risky behaviors 78%

of participants reported improved or maintained mental health

93%

of mentees maintained or improved skills in navigating social interactions and making friends





























HIGH SCHOOL BIGS

High School Big Adriana and her Little, Penelope, have shared a special bond over the past three years that has transformed both of their lives. Penelope's mother enrolled her in the program seeking social connection for her only child, who struggled with negative self-talk and the challenges of dyslexia. Adriana became a consistent and supportive presence, helping Penelope understand that mistakes are part of learning. Through Adriana's unwavering support and encouragement, Penelope's confidence grew, allowing her to overcome challenges and embrace her potential. Adriana, in turn, found fulfillment and developed leadership skills through her role as a mentor.

Through mentorship, Big Brothers Big Sisters of Orange County plays a pivotal role in addressing student absenteeism by providing meaningful connections and support, giving students a reason to show up and engage in their education.

Orange County Superintendent of Schools

As she embarks on her college journey, the impact of their match remains strong. The two celebrated their bond at the High School Bigs Summer Celebration at the Santa Ana Zoo, exchanging heartfelt notes and friendship bracelets—a testament to the lasting influence of their time together, which even caught the attention of ABC 7 News.



of our youth graduate high school on time

of participants experienced improved or maintained academic performance

increase in number of mentors who see themselves as community leaders

POWERED BY

























WORKPLAGE **MENTORING**

Mateo, a Cal State Fullerton student originally from Colombia, always valued education but struggled to navigate a career in finance without personal connections in the field. Through Big Brothers Big Sisters' Workplace Mentoring program, he was paired with Brennan, a mentor from JP Morgan Chase. Both Brennan and Mateo understood the unique challenges of being underrepresented in the finance industry. "Seeing someone close in age who had already achieved what I once considered just a dream made success feel tangible and within reach. He showed me that what I aspire to achieve is possible," Mateo shared.

For Brennan, the experience was equally rewarding. Motivated by a desire to give back and help open doors for others, he found joy in guiding someone as driven as Mateo. "Mateo had a tremendous work ethic and just needed some assistance in creating a plan of action," Brennan said. Their partnership extended beyond the program, with Mateo later securing a position as an Investment Banking Analyst at UBS in New York. The two now consider each other friends, showing how mentorship can break barriers and build lasting connections.

EMPOWERED BY







































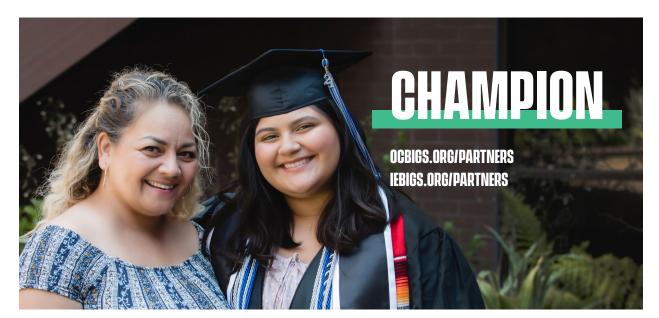




Mentoring is absolutely a critical component to effective internships and onthe-job training for young talent, especially from underserved communities. CLAOC is strategically expanding our collaboration with Big Brothers Big Sisters because our goals and values align well, in addition to their tremendous mentoring expertise.

CEO Leadership Alliance of Orange County







OUR SUPPORTERS

CORPORATIONS

\$250,000+

Big Brothers Big Sisters of America

\$100,000+

KDF Communities, LLC

\$75,000+

Disney Worldwide Services, Inc.

\$50,000+

Anderson Community Partners CapRock Partners Giving Foundation Enterprise Holdings Foundation Farmers & Merchants Bank

Macy's Nordstrom Rack

Succession Capital Alliance

United Pacific

\$25,000+

Amazon.com Services LLC

Bellwether Marine Acquisition Company

Blue Front Financial, LLC

Chalmers Corporation

Citrus Motors

Compass Diversified

Eagle Four Partners

Everi Cares Casino Cares Program

Forward Counsel LLP Kohl's / Kohl's Cares

Oltmans Construction Co.

Ontario Refrigeration

San Manuel Band of Mission Indians

Sterling BMW

Sunwest Bank

U.S. Bank / U.S. Bank Foundation

Wach Holdings LLC

\$10,000+

Altura Credit Union

Apriem Advisors

Baldwin & Sons, LLC Banc of California / Banc of California

Charitable Foundation

Bank of America / Bank of America

Charitable Foundation

Beacon Pointe Wealth Advisors

Brew Ha Ha Productions

California Baptist University

- College of Behavioral Social Sciences

Champion Electric

Citizens Business Bank

Cord Media

Cox, Castle & Nicholson, LLP

David August Inc.

Deloitte & Touche LLP

Dutch Bros Coffee

Fidelity National Title Company

Fieldstead & Company

Gem Pack Berries

Liang & Quinley Wealth Management

Luxury Group

Marathon Community

Investment Programs

Neora

OctoClean

Pacific Life Foundation

Panattoni Development Company

Rimrock Capital Management

Roger Dunn Golf Shops

RSM US Foundation

Target Corporation

The Nevell Group

Tim Smith Real Estate Group

VPM Management, Inc.

Word & Brown Companies

\$5,000+

Baseball Foundation

C.W. Driver LLC

Edwards Lifesciences Foundation

EMCOR Services Mesa Energy

Exit Alliance Realty

Hillman Consulting

Holiday Inn Express & Suites

LPL Financial

Marsh McLennan Agency

Merhab Robinson & Clarkson,

N.A.L. Financial

Sheriff's Foundation

Shea Homes

Stream Realty

Tilden-Coil Constructors

Alliant Insurance Services

Barton Integration

BOBBY Holdings LLC Cal Pacific Constructors

Caston Inc

David Evans & Associates, Inc.

Ernst & Young LLP

Fusion Sign and Design

Isabel Marant

McCarthy Building Companies, Inc.

McGee & Associates

Mi Place - relationship through Angelitos de Oro

National Trench Safety

Newmark Group Inc.

Partner Engineering and Science, Inc

Passion Planner

Plascor

Pro Traffic Services, Inc.

Reflex Networking

Sigma Phi Epsilon Southland CRE

STA Jets

Stater Bros. Charities Sweet Lawyers, LLP Operating Account

SystemGo IT

Toomey Law Firm

Top Golf Ontario

Tricord Advisors

Trinity Equipment Rentals

United Rentals

We Care Plumbing, Heating, Air, and Solar

Wilson Ivanova CPAs

Windermere Tower Properties

\$1,000+

99.1 KGGI (IHeart Radio)

Abbott Laboratories Beauty 21 Cosmetics, Inc.

BestBuy Purchasing LLC C Dobbs Boutique

Design West Engineering

Empire Cat Machinery

Haaker Underground Equipment

Hajoca Corporation

Harry's

Independence Realty Trust

Kapture Vision

KPMG LLP

Lamar Advertising Manatt, Phelps & Phillips, LLP

Milgard Manufacturing Inc.

Miter Charitable Foundation

National Charities League

First American Title Insurance Company Griswold Industries (CLA-VAL) Hal Hays Construction JP Morgan Chase Kaiser Permanente San Bernardino County Livel Real Estate / Meital Taub

Private Management Group, Inc.

Rutan & Tucker, LLP

Vivante

Angels Baseball / Angels

Comerica Bank

Eastdil Secured

Fulcrum Administrative Services, LLC

Majestic Realty Foundation

Law Corporation

PNC Bank San Bernadino County

Seven Points Inc

Stradling, Yocca, Carlson & Rauth

Teichert Foundation

Nichols Consulting Engineers, CHTD Orange County Trial Lawyers Charities Oscar de la Renta Pelican Hill PGIM Investments Project Boon Reyes Holdings / Harbor Distributing Riverside City Firefighters' Association Riverside East Rotary Riverside Sunrise Rotary Roorda, Piquet & Bessee, Inc. Safe Ex Stream Kim Hicks Wrage and

Alfaro, P.C. Stronghold Engineering Talonvest Capital, Inc. Tonnage Industrial Trench Shoring Vista Metals Corporation Walter's Automotive WAXIE Sanitary Supply Wells Fargo Bank

FOUNDATIONS

\$1,000,000+

White Cap

Woodard Group

Stars & Stripes Children's Foundation

\$400,000+

Angelitos de Oro

\$250,000+

Tarsadia Foundation

\$150,000+

Anaheim Community Foundation College Futures Foundation Parkview Legacy Foundation The DevTo Support Foundation The Orange County Community Foundation

\$100,000+

Inland Empire Community Foundation The Joe MacPherson Foundation The Larry and Helen Hoag Foundation - relationship through Angelitos De Oro

\$50,000+

Bellwether Charitable Foundation Bisou Bailey Foundation - through the Orange County

Community Foundation Raymond Pryke Foundation **Ueberroth Family Foundation** Wingate Foundation

\$25,000+

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Albert J. Crosson Family Foundation **ECMC** Foundation Hoag Memorial Hospital Presbyterian - relationship through

Angelitos de Oro

Konrad Reuland Foundation Loma Linda University Health Institute for Community Partnerships Pickell Charitable Foundation

The Crean Foundation Whittier Trust

- Confidence Foundation

\$10,000+ CEO Leadership Alliance (CLAOC) CLA Foundation H.S. Lopez Foundation Hexberg Family Foundation Iacocca Family Foundation Insurance Industry Charitable Foundation J. Stanley and Mary W. Johnson Family Foundation

Oneroot Foundation Picerne Foundation

Riverside Community Health Foundation

The Kling Family Foundation

- relationship through Angelitos de Oro

The Susan Scott Foundation

\$5,000+

Pacific Club Impact Foundation - relationship through Angelitos de Oro Brethren Community Foundation LeVecke Family Foundation Lon V. Smith Foundation Orange County United Way The Magnon Foundation Tsao Family Foundation

Harris-Taylor Family Foundation

\$1,000+

- through the Orange County Community Foundation relationship through Angelitos de Oro The Cashion Foundation - relationship through Angelitos de Oro Inland SoCal United Way Midkiff Family Foundation Riverside Police Foundation The Darin and Lori Anderson Foundation Waltmar Foundation, Inc.

INDIVIDUALS

\$200,000+

Guy K. Johnson / Guy Johnson Donor Advised Fund Rob Friedman / Rob Friedman Trust

\$100.000+

Jeff Frieden / ShoreCliff Foundation Mark Hyatt

Paul & Norma Fruchbom Tom & Angie Reyes

\$75,000+

Jason & Kim Krotts Julian & Aleen Movsesian Todd & Natalie Pickup

\$50,000+

Dave Moellenhoff

Frank T. Suryan , Jr. Hackett Family Trust - relationship through Angelitos de Oro James P. Previti Charitable Fund Jared Hardin Mark Osgood Navin & Becky Narang Nori Ebersole's Family Trust

\$20,000+

Bergman-Rallis Foundation - relationship through Angelitos de Oro Brandon Grossman Cary K. Hyden & Bree Cox Gary & Julie Crisp Greg Hirsch Joe & Danica Juliano / Juliano Family Foundation John Lenell / The Lenell Family

Charitable Fund Michael & Susan Nevell /

Michael J. & Susan D. Nevell Foundation

Mike & Mary Fox / Fox Family Foundation

Naomi & Gary Edwards / Gary and Naomi Edwards Family Foundation

- relationship through

Angelitos de Oro

Peter & Suzanne Desforges Richard and Elizabeth Steele

Endowment Fund

- through the Orange County Community Foundation

Steve & Linda Borowski / Borowski Family Trust

Steve Gabriel

Steven Eggert

Tom & Deanne Duddy

Trish O'Donnell - relationship through Angelitos de Oro

Terry Hackett Family Foundation

- relationship through Angelitos de Oro

Youssef and Kamel Mawardi Fund

\$10,000+

Al Beaudette Anne L. MacPherson Anne & Bruce Fettel - relationship through Angelitos de Oro Arne & Nancy Youngman - relationship through Angelitos de Oro

Bill & Barb Lindsey Bruce and Anne Fettel Fund - relationship through Angelitos de Oro Camille and Tim Strader Jr. Family Charitable Fund Angelitos de Oro Charles Robert Roy Christopher M West Trustee Daniel & Vivien Hyman Dennis Narlinger Elliot & Sheila Gordon Fosheim Family Charitable Fund James Grant John Gormly John Pentz Foundation Kathie Buchanan - relationship through Angelitos de Oro Ken Picerne Patrick Maciariello Jon Schisler Patti & Jeff Estabrooks - relationship through Angelitos de Oro Paul Westhead Peter and Susan Hitch Kelly & Jim Mazzo - relationship Phil & Diana Berry / The Berry Family Charitable Fund Rick Julian Stan Frome through Angelitos de Oro Steve & Phyllis Blanc / Blanc Family Foundation Thomas Rhodes Tim & Marie Crosson Todd Betlejewski & Jeanette Preston Tom Hays Fund Trenton Rhodes Zareh Sarrafian

\$5,000+ Alex Bhathal

Alicia & Jeremy Mape - relationship through Angelitos de Oro Allen Schreiber Anderee Berengian Andrew Gabriel Arne & Kat Arens Arthur F. Wardwell Arthur Rosenstein Arvin & Shamini Wijay Billy Skeffington Brett & Debbi Pack Brian & Megan Davis Britt & Robert Meyer - relationship through Angelitos de Oro

Chip and Helen Fedalen

Charitable Fund Chris Frace

Christopher & Fiona Ivey Cline Charitable Fund

Dale Camera

David Moore Revocable Trust Drew & Lorrie Mumford

Elgin Chalayan

Ernie & Kathryn Hwang George and Bob Fund - through the Orange County

Community Foundation relationship through

George Logan

Goodwin Family Memorial Trust Green Family Fund - through Orange County Community Foundation

Gregg Miller Harriet Harris - relationship through

Angelitos de Oro Hon Lo and Mei Ng Charitable

Jen & Matthew Olson Jeremiah & Laura Lee Jessica Rankin

John Morrison

Julia Carpenter - relationship through Angelitos de Oro

Kelly and David Emmes Charitable Fund

through Angelitos de Oro Kim & Wendy Thompson Linda & Mike Mussallem - relationship

Martin Kraty Martin Morgenstern

Max Jong

Merilyn McClelland

Merrilee F. Harris Charitable Fund - relationship through

Angelitos De Oro

Michael Danzi Fund - through Orange County Community Foundation

Michael Liang

Michael Samuel Wong Nick Gabriel

Pam & Jim Muzzy - through Orange County Community Foundation relationship through Angelitos De Oro

Patricia Urbina Paul Julian Paul W. Behnke Raj Bera Randall Nesbitt Richard Howell

Rick and Tracy Weiner Fund Roger and Laurie Williams Charitable Gift Fund

Ryan Moore

Sandra & Ray Wirta - relationship through Angelitos de Oro

Scott & Catherine Nelson Shane O'Brien Siara Mackinnev Stefan Pastor Steve Batcheller Steven Lancaster Taylor & Monica Arnett The S&T Tang Family Fund

The Sonenshine Family Fund Tom Money

\$2,500+

Ali Vaghefi

Beth & Dick Gochnauer - relationship through Angelitos de Oro

Bob Hogan

Bradley & Cara Todd Bradley Hontz

Brandon Sylvia

Caroline Sabo

Craig Leupold Family Charitable Fund Darin Anderson

David Werner Dean McMillan

Dick Fyke

Edward M. Lieskovan Erin Christmas

Frankston Family Fund - through the Orange County Community

Foundation

Gene and Rose Mergelmeyer

George Hedley Greg Geane

Henry & Erin Walker

Jim Watson Katie Melzer

Leslie Collier Marion & Peter Hartwich - relationship

through Angelitos de Oro Mark Moehlman

Marshall Solomon

Matthew Joseph Ueberroth Fund

- through the Orange County Community Foundation

Nanette & Al Mayo

Patti & Don Boortz - relationship through Angelitos de Oro

Pam & Mike Howard - relationship \ through Angelitos de Oro

Pat & Bill Podlich - relationship through Angelitos de Oro

Philip Wilson Raj Dalal

Ronald R Hinkley Russ Kruse

Scott Allen Shanbrom Family Fund - through the

Orange County Community Foundation

Taketa Family Charitable Fund

Tate Luesebrink

The Mccardle Charitable Fund - relationship through

Angelitos de Oro

Toni Berlinger - relationship through Angelitos de Oro

Wally Wong

William Victor Ueberroth Fund through Orange County Community Foundation

Wohl Family Fund - through the Orange County Community Foundation

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\$1,000+

Alan Mehaffey

Albert B. Cutter Memorial Fund

Ashley Kane

Beverly & James Peters

Brent & Ana Yeager Lee

Cameron Conzleman

Catherine Thyen

Cheree Psalms

Christopher Quinley

Chy Horng Liang Cornuke Family

Craig Gibson

Dan Cornwell

David Gluck

David Martinez

Dick and Mary Allen Fund

- through the Orange County Community Foundation-

relationship through

Angelitos De Oro

Eileen Lloyd

EJ Sweetland Ellen Bancroft

Seamus Burke Erin & Mark Phillips

Erren O'leary

Eugene Kim

Grant Chase

Grant Garbers

Greg Gabriel Grover Rice

James and Cecilla Cuevas Family Donor

Advised Endowment Fund

Jason Odell

Jason Prather

JD Dhanda Jeff Ostrum

Jeffrey Johnston

Jennifer Bolanis

Jeremy Jones

Jill Dufour

John Adams

John Neel

John Thorne

Joseph Donovan

Joseph J. Ueberroth Revocable Trust Justin Otsuka

Justin Williamson

Katherine Smith Kelli Tyson Stockton Ken & Angie Lineberger

Kip Parsons

Lawrence Verne Liam Moser

Lisa & JR Wetzel

Louis Ferracone

Martin Kanselbaum Donor Advised

Philanthropic Fund

Marilyn & Dave Wooten

Marty Nanne Mary Boden

Matt Phillips

Matthew Douglas

Matthew Phillips

Michael James Mike Johnson

Nicholas Koh

Richard A Bryant

Robert Hall Robert Houston

Samara Silverman

Scott Dore

Shannon Carlson

Sharfman Family Charitable Fund through the Jewish Federation of

Metropolitan Chicago

Shar Shoolman

Sherry Bilbeisi

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Sloane & Kevin Keane

Steve Zamolo

Sue Murphy

Susan Hinrichs Timothy Huff

Timothy Miller

Tom Rielly

Vasily Shorokhov

Vicky Medina

Victor & Jennifer Cisneros Vijay Pai

Zoe Koskinas

GOVERNMENT

Anaheim Elementary School District Anaheim Union High School District Cal Violence Intervention and

Prevention Program - through

California Board of State and Community Corrections

City of Anaheim

City of Corona

City of Riverside

Corona-Norco Unified School District Department of Education

- through ECMC Foundation

Department of Labor - through Big

Brothers Big Sisters of America Fontana Unified School District

Moreno Valley Unified School District

Murrieta Valley Unified School District Newport-Mesa Unified School District

North Orange County Public Safety Task Force - through the City of Brea

Office of Juvenile Justice and Delinquency Prevention

- through Big Brothers Big Sisters of America (BBBSA)

Office on Violence Against Women

Orange County Department of Education

Placentia Yorba Linda Unified

School District

Riverside County Office Of Education Riverside County

Probation Department

Riverside Unified School District Riverside University Health Systems San Bernardino Unified School District

Santa Ana Unified School District SAMHSA - through Young Visionaries Youth Leadership Academy /

Parkview Legacy Foundation / Anaheim Community Foundation





FINANCIAL OVERVIEW

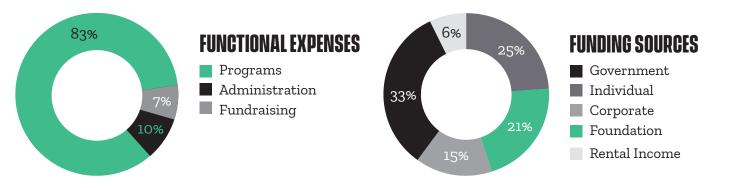
Fiscal Year End June 30, 2024

\$31,312,513

15

CONSOLIDATED STATEMENT OF ACTIVITIES

REVENUE \$10,332,957 **OTHER INCOME** \$1,961,899 **CHANGE IN NET ASSETS EXPENSES** \$10,697,273 \$1,597,583



CONSOLIDATED STATEMENT OF FINANCIAL POSITION

TOTAL LIABILITIES & NET ASSETS

CASH & CASH EQUIVALENTS	\$3,419,581
INVESTMENTS	\$18,736,220
GRANTS AND CONTRIBUTIONS RECEIVABLE	\$1,139,770
DEFERRED RENT RECEIVABLE	\$58,506
PREPAID EXPENSES AND OTHER ASSETS	\$591,257
PROPERTY AND EQUIPMENT (net)	\$7,367,179

TOTAL ASSETS	\$31,312,513
ACCOUNTS PAYABLE	\$112,940
ACCRUED EXPENSES	\$609,077
DEFERRED REVENUE	\$298,105
NOTE PAYABLE	\$3,138,806

TOTAL LIABILITIES	\$4,158,928
NET ASSETS WITHOUT DONOR RESTRICTIONS	\$27,153,585



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