



Lcdr Brian Vaught

Lt Connor O'Donnell

Blue Angels



2024
IMPACT
REPORT



Big Brothers
Big Sisters®

OF NORTHWEST
FLORIDA

Statement from the CEO & Governing Board Chair

A Year of Growth, Impact, and Unlimited Potential

This past year has been a journey of awakening, momentum, and incredible transformation-propelled by fresh faces, new partnerships, and powerful new experiences. With every step forward, our commitment to the success of our Littles has only deepened. The staff are not just professionals, they are champions of change, personally invested in shaping a future where every child can thrive. We believe it is our moral responsibility to prepare them for a world where they can contribute, lead, and succeed as engaged, productive citizens.

At the heart of our mission is a bold goal: ensuring our Littles reach self-sufficiency and earn a living wage by the age of twenty-six. Achieving this requires more than just guidance; it demands strong role models, unwavering support, and relationships that instill confidence and character. And together, we are making it happen!

This year, we proudly impacted the lives of **638 children - a 7% increase from the previous year. WOW!** That is 638 young lives with brighter futures, 638 stories of hope, and 638 reasons to keep pushing forward. This achievement would not be possible without the dedication and passion of so many.

To our phenomenal staff-your relentless commitment keeps this movement alive. To our Bigs, collaboration partners, workplace and community donors, governing board, advisory boards, friends, and every supporter who stands with us - **thank you**. Your investment fuels our vision: to empower every young person to graduate high school with a plan for their future and a mentor whose impact lasts a lifetime.

As we advance toward our 2030 vision of serving 1,000 children, let us move forward with even greater dedication. We challenge everyone to embrace the spirit of giving, empathy, and hope. Be intentional with your time. Seek moments to serve, uplift, and inspire. Because together, we are not just changing lives, we are shaping communities and futures filled with limitless potential, one relationship at a time.



Paula Shell
President & CEO



Michael Hobbs
Governing Board Chair

The Children Impacted in 2024

YOUTH SERVED IN NORTHWEST FLORIDA

- 38%** Family received income assistance
- 29%** Youth had one or more parent incarcerated
- 79%** Youth had free or reduced lunch
- 1%** Youth lived in foster homes

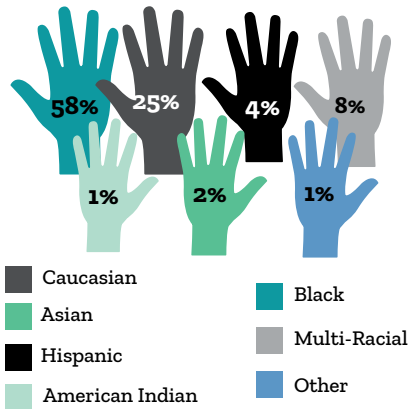
638

256 Male
377 Female
5 Other

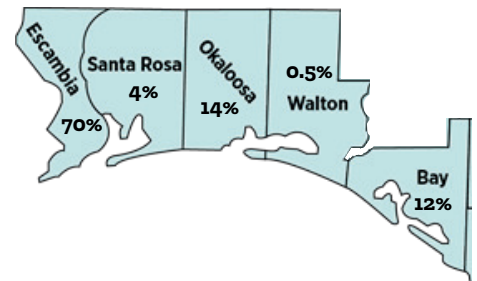
- 57%** Youth lived in single guardian households (female)
- 10%** Youth lived in single guardian households (male or other)
- 11%** Youth lived with grandparents
- 14%** Youth lived in two guardian households

AGES SERVED

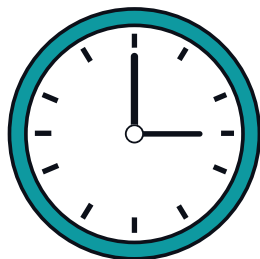
- 19%** 5-10
- 23%** 11-13
- 38%** 14-17
- 20%** 18-26



COUNTIES SERVED



15,710
MENTORING HOURS



ADULTS SERVED

- 37%** Male Adults matched with a Little
- 63%** Female Adults Matched with a Little
- 0.3%** Other

For more than 35 years, BBBSNWFL has operated under the belief that inherent in every child is the ability to succeed and thrive in life. Through collaboration with schools and community organizations, we identify youth who need and want a mentor. By placing a caring adult in the life of a child, BBBSNWFL creates safe, high-quality, long-lasting mentoring relationships that help vulnerable youth beat the odds and reach their full potential through personal and academic achievement. Professionally supported by our staff, road-maps for success are developed in concert with parents, children, and mentors. We provide mentoring programs in multiple settings:

BIG Programs

COMMUNITY BASED

Community-Based allows Bigs and Littles to spend time in the community doing fun and interactive activities, working toward personal achievement and positive character development. To participate in the Community-Based program, Bigs commit to a weekly contact, at minimum 2 times in person.

Supported By:



YOUTH SERVED

439

SITE BASED

Site-Based focuses on personal success and academic achievement through weekly mentoring sessions at a school or site. Bigs can enjoy activities such as helping Littles with homework, sharing conversation, setting goals, and/or bonding over lunch.

YOUTH SERVED

199

In Partnership With:



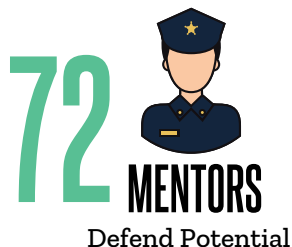
BIG FUTURES

This year, 157 Littles had the opportunity to engage in our Big Futures program. We are committed to supporting our Littles long after high school graduation, offering mentorship and guidance from 9th grade through age 26. Each month, we provide them with essential resources, training, and mentorship to help them make informed decisions about their education and career paths. Our ultimate goal is to ensure they are enrolled in higher education, employed, or enlisted after graduation, setting them up for success and a living wage by age 26 or sooner.

BIGS WITH BADGES

Bigs with Badges is a one-to-one mentoring program that connects youth and those with badges in communities throughout Northwest Florida, building strong, trusting, lasting relationships.

REPRESENTED ENTITIES



- Army
- Bay County Sheriff's Office
- City of Pensacola
- Department of Veterans Affairs
- Florida Department of Corrections
- Naval Support Activity Panama City
- Northwest Florida State College
- Ocean City Wright Fire Dept.
- Okaloosa County Sheriff's Office
- Panama City Beach Fire Rescue
- Panama City Beach Police
- Pensacola Police Department
- Santa Rosa County Emergency Mgmt.
- South Walton Fire Department
- United States Air Force

BEYOND SCHOOL WALLS

Beyond School Walls is aimed at helping students improve their chances of graduating and transitioning to the workplace and/or post-secondary education. Doors of hope and opportunity are opened for students by allowing them to shadow volunteer employee mentors in the workplace for just a few hours each month during the school year.

- 100%** Seniors graduated
- 93%** Seniors graduated with post-secondary plans (college, trade school, workforce, and/or military)

**Data based on 2023-2024 School Year

YOUTH SERVED

174

WHAT DOES THE CORPORATE COMMITMENT ADD UP TO?

174 CORPORATE MENTORS **1,973** HOURS OF MENTORING **\$66,076*** IN TIME

DONATED TO OUR LOCAL COMMUNITY

*Estimated Value of Volunteer Time for 2024 (<https://independentsector.org/news-post/value-of-volunteer-time-release/>): \$33.49 per hour

PARTNERING HIGH SCHOOLS & BUSINESSES

- Baker School
- Booker T. Washington High School
- Pensacola High School
- Pine Forest High School



OUR GOALS

OUR MISSION

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

OUR VISION

That all children achieve success in life.

2030 VISION

To be the premier mentorship program from K-12 and beyond and the preferred choice for individuals aiming to improve our communities by creating a lasting legacy and driving transformational growth to serve 1,000 children in Northwest Florida.

Focus our REACH

Enhance marketing strategies for volunteer recruitment to enable us to deliver programs that uniquely reach the kids who need us most.

Focus our RELEVANCE

Expand Board recruitment, training, and engagement from Pensacola to Panama City.

Build our RESOURCES

Establish and implement a Strategic Partnership Program, so the agency can thrive to maximize organizational effectiveness.

Grow our REVENUE

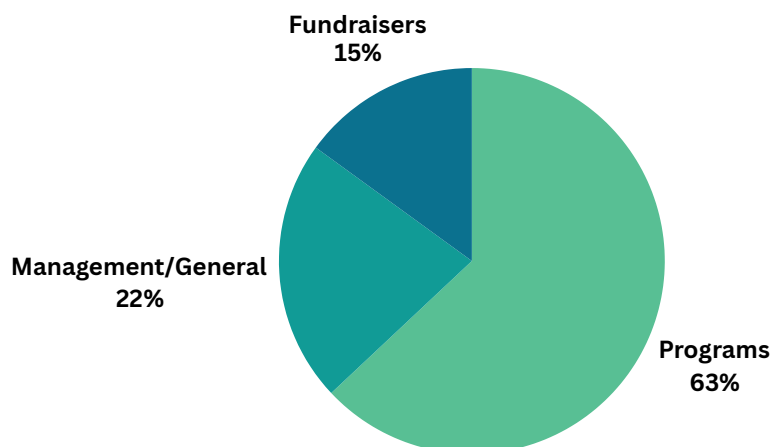
Establish Endowment Program to maintain financial stability well into the future.

OUR COMMITMENT TO JUSTICE, EQUITY, DIVERSITY AND INCLUSION

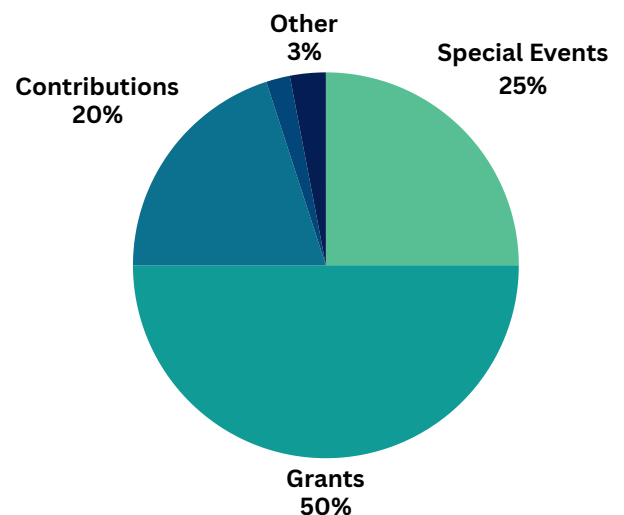
Together we affirm that every person has the opportunity to reach their full potential. We are committed to creating and cultivating a safe environment where all individuals feel respected and valued equally. We are committed to a nondiscriminatory and anti-racist approach and are committed to dismantling any inequities within our policies, systems, programs and services.

FINANCIAL SUMMARY

ANNUAL EXPENSES



ANNUAL REVENUE



Numbers based on 2023-2024 fiscal year.

BIG Results

AGENCY ACHIEVEMENTS

- Received Charity Navigator's highest 4-star rating for sound fiscal management
- 100% of Program Staff are certified by Big Brothers Big Sisters of America
- Received a perfect 4.0 audit score in both program & financial outcomes for Florida Dept. of Education funded matches
- Opened a new office in Crestview
- Received Growth Award from Big Brothers Big Sisters of America

CURRENT LITTLES

95% Youth avoided the Juvenile Justice System

91% Youth maintained or improved risk taking behavior

51 Seniors in our programs graduated

8 Littles were awarded 2-year Scholarships

4 Littles were awarded LEAP Start Scholarships

82% Youth promoted on time to next grade

81% Youth maintained or improved school attendance

78% Youth had no behavioral referrals or suspensions

88% Youth maintained or improved their education expectations



EVIDENCE-BASED IMPACT

First-of-its-kind 30-year data study conducted by Big Brothers Big Sisters of America in partnership with Harvard & the U.S. Treasury reveals mentorship as a cost-effective solution to drive socioeconomic mobility

- **Increased Earnings:** Participants experienced a 15% boost in earnings between the ages of 20 and 25, reflecting enhanced economic mobility
 - The income of mentored youth as adults was more closely aligned with the income of their mentor than their family, helping to reduce the socioeconomic gap by two-thirds
- **Higher College Attendance:** Mentored youth are 20% more likely to attend college compared to non-mentored peers
- **Improved Behavior:** Within 18 months, mentored youth reported lower absenteeism and fewer school suspensions
- **Healthier Social Outcomes:** Mentored youth exhibit improved behaviors and stronger social bonds, leading to a reduced dependency on social services and long-term societal improvements

Ways to Support

ANNUAL INVESTMENT PARTNERS

Annual Investment Partners provide a consistent commitment to invest and collaborate with Big Brothers Big Sisters of Northwest Florida throughout the year by providing financial resources, expertise, or other valuable contributions to support the growth, development, and overall success and sustainability of the agency.



1989 LEADERSHIP SOCIETY

The 1989 Leadership Society is a pivotal initiative aimed at providing continuous and dependable support for the mentorship programs that empower our youth. This society operates as a monthly giving program, ensuring that our services and programs are sustained throughout the year.

BIG FRIENDS

Our Big Friends group is comprised of individuals willing to offer their time and talent by participating in programs, fundraising events and whenever possible creating opportunities to promote Big Brothers Big Sisters in our communities. Some examples include helping at our offices, serving on an event committee, serving on a board committee, helping plan a match activity for Bigs & Littles, virtual opportunities and more.

ENDOWMENT GIVER

Support the future of Big Brothers Big Sisters of Northwest Florida by becoming an Endowment Giver. Your gift helps build a lasting foundation, ensuring we can continue to create and support life-changing mentoring relationships to come.

ROLL WITH US!

Get Your License Plate Today!



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We want to hear from you!

Escambia/Santa Rosa

North Okaloosa

South Okaloosa

Bay



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(850) 763-5437



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32536

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Fort Walton Beach, FL
32548

2121 Lisenby Ave.
Panama City, FL
32405



PensacolaBig.org

OKBig.org

OKBig.org

PCBig.org



United Way
of West Florida



United Way
Emerald Coast



United Way
of Northwest Florida

United Way has been instrumental in helping us achieve our goals from Pensacola to Panama City