Mentoring matters to our children, families and neighborhoods. A mentor helps a child develop the social capital and confidence needed to succeed in school and in the workplace. Third party, independent research confirms when we invest time and energy into the health and well-being of children the return is significant as evidenced by improved graduation rates.

Big Brothers Big Sisters’ one-to-one mentoring model is a cost-effective way to help children avoid harmful behaviors and encourage the positive potential all children have when supported by a caring community. Our thanks to the thousands of people who have dedicated time, funding and other resources to help assure San Diego’s children have a better, brighter future.

Deborah Condon
CEO/President
Big Brothers Big Sisters of San Diego County

“We affectionately call our mentors ‘Bigs,’ and our mentees, ‘Littles.’”
Being a Big is fun! It's really all about showing up, being consistent, and building a trusting relationship with your Little.
Mentoring = Positive Impacts

Do you remember someone in your life who taught you to believe in yourself, who inspired you to work hard in school and in life? Someone who celebrated in your success and guided you through your failures? That someone was your mentor.

We Offer Three Types of Mentoring Programs:

1. **Community-Based Mentoring:** Youth are matched with carefully screened adult mentors for activities in their neighborhood, 2-5 hours twice a month.

2. **Site-Based Mentoring:** Mentors meet their mentees at their school one day a week during the school year.

3. **Workplace Mentoring:** Middle and High School students are matched with mentors who are employees at corporate host sites. Meetings take place twice a month.

Mentors help keep students in school. They make children more confident. They help our kids set and achieve goals. And our youth relate better to their friends and families.

More than 500 children, 60% of whom are boys and 11% who need a Spanish speaking Big are still waiting for mentors in San Diego County.

“*My Big made me a better me.*”

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**Our Littles Come from Many Backgrounds**

- 39% Hispanic/Latino
- 22% White
- 18% Multi Ethnic
- 13% Black
- 8% Other
THE MATCHING PROCESS
Community and Site-Based Programs

**INQUIRY**
From website, phone call, or recruitment event.

**VOLUNTEER INFO SESSION**
For Bigs Only: Learn what is involved in becoming a Big Brother or Sister and hear testimonials from active Bigs.

**APPLICATION**
Customer Relations Specialist (CRS) conducts all background, MVR, and reference checks.

**INTERVIEW**
Littles and Bigs are interviewed by Enrollment Matching Specialists (EMS) for their preferences and personal interests. Bigs are also screened to ensure child safety and the provision of high quality, dedicated mentors for our youth.
Our Bigs

The more than 1,700 Big Brothers and Big Sisters who volunteer their time, expertise and love are Everyday Heroes in the eyes of their Little.

What does a great mentor look like? Our mentors come from across the county, representing every professional area and personal background, including High School mentors. Take a look at the diverse and exceptional group of people we are proud to call “Bigs”.

Ethnicity:

White 64.8%
Hispanic 29.2%
Black 2%
Asian/Hawaiian Islander/Pacific Islander 2%
Other 2%

Professional Demographics:

18.8%: Other
13.4%: Sales/Marketing/Real Estate
10%: Science/Technology/Engineering
9.6%: Finance
8.8%: Military
6.4%: Student
6%: Admin/Business/Management
5.6%: Teaching/Education
4.8%: Healthcare
4.4%: Government/Civil Service
4.4%: Law/Justice
4.4%: Retired
3%: Nonprofit

MATCHING

An EMS matches* the Little and Big based upon:
- Compatibility
- Backgrounds
- Geographic proximity

*SUPPORT

A Match Support Specialist (MSS) supervises the match through:
- Monthly/quarterly contacts with Little, Big and Parent/Guardian
- Providing resources to Big, Little, and Parent/Guardian
- Inviting matches to agency or corporate-sponsored events and activities
Kids In Our Program:

- Show higher aspirations, greater confidence, and better relationships
- Avoid risky behaviors
- Succeed in school

“I was mentoring my Little, but the whole time she was also teaching me.”

Children with a mentor – a Big Brother or Big Sister – show improved academic performance. Research shows that they have a higher percentage of assignments turned in on time, lower rates of skipping school and fewer disciplinary problems. Most importantly, they have a more positive attitude toward the future. Kids without positive guidance from a role model are more likely to engage in self-destructive behavior. They miss out on chances to learn and grow – a chance to reach their potential. But when a child bonds with a mentor, the impact is often immediate and transformative.
Beyond School Walls was launched in partnership with pilot host site Bumble Bee Seafoods in the Fall of 2013. The program provides vulnerable middle and high school youth the opportunity to gain vocational exposure through twice monthly, one-to-one, workplace mentoring.

We will help address our youth’s greatest needs, while playing to San Diego’s greatest strengths, our corporate community, through two specially designed programs providing positive alternatives for children, who may be targets of dangerous gang activities, or may need stronger influences to direct them into productive adult careers.

**Beyond School Walls-Science, Technology, Engineering and Mathematics (STEM):** Sponsored by Millennium Health, four Beyond School Walls-STEM sites will launch in 2015 to help improve access to quality STEM education for traditionally underrepresented populations in these fields, notably minorities and girls.

**Beyond School Walls-Sister 2 Sister:** In recent years, San Diego County has received significant negative attention for human trafficking. Beyond School Walls-Sister 2 Sister connects middle school-aged girls from at-risk communities with a female mentor in a workplace setting. In addition, girls receive a self-esteem and female empowerment curriculum designed to equip them with the resources needed to resist the predation of gangs.

**Host Sites:**

- Millennium Health
- The Blanchard Companies
- Bumble Bee Seafoods
- LPL Financial Foundation
- San Diego State University
Millennium Health teamed up with UPS to deliver 50 brand new bikes to Little Brothers and Sisters, giving them an opportunity to be healthy, stay active and have fun.

Presenting Sponsor:

About Millennium Health:

Thanks to a generous investment from Millennium Health, a San Diego-based health solutions company, led by CEO and BBBS of SDC Board of Directors member Brock Hardaway, we will launch at least 4 new Beyond School Walls-STEM and Sister 2 Sister sites in 2015-2016. Each site will be hosted by a STEM corporation and provide young girls and underrepresented youth aged 11-13 twice monthly one-to-one mentoring and a experiential STEM activity to help prepare them for post-secondary and career success in these in-demand fields.
Thank You To Our Generous Investors

$100,000+

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Legler Benbough Foundation
LPL Financial
May and Stanley Smith Charitable Trust
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$50,000+

Ashford University
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Sycuan Resort & Casino
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Integrated Practice Solutions
James and Lauren Brennan
Jenny Craig
Jeromey and Breanna Clary
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The TJX Foundation
The Safeway Foundation
The Turk Family Foundation**
Tom Seidler
Torrey Pines Bank
Turk Family Foundation
VACO

*at the San Diego Foundation
** at the Jewish Community Foundation
Golf Marathon:
52 Attendees,
$166,306 net raised

Gourmet Dinner:
600 attendees,
$564,333 net raised

Phil's Big BBQ:
2000 attendees,
$67,337 net raised

Golfers' Jet-Away:
18 attendees,
$119,463 net raised

Young Professionals Committee
(YPCSD.org):
1500 attendees across all events,
$59,828 net raised