



Big Brothers  
Big Sisters®  
COLUMBIA NORTHWEST

# ANNUAL REPORT 2021



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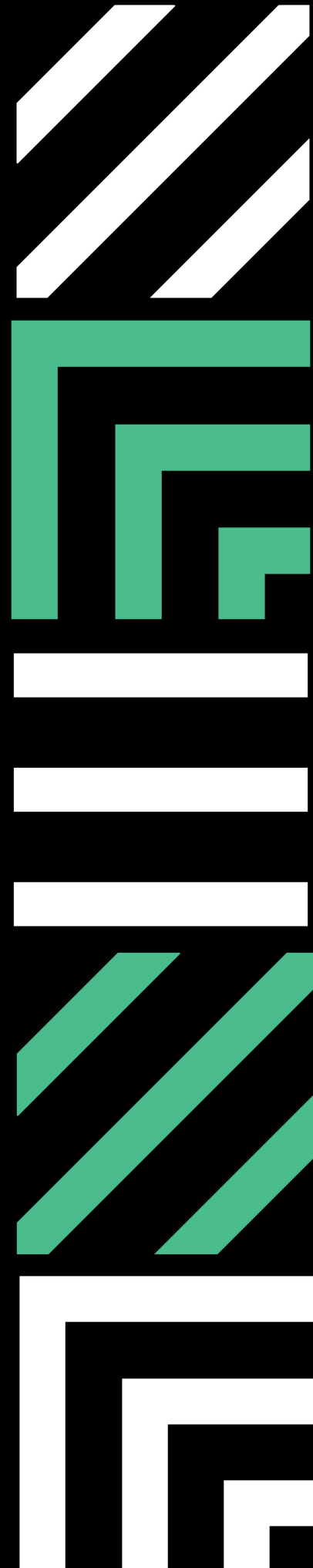
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## OUR MISSION

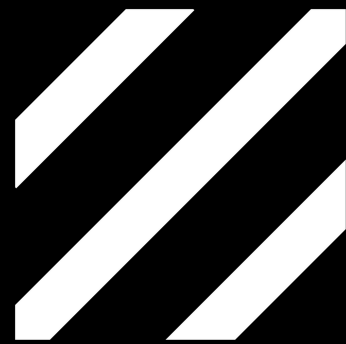
Create and support one-to-one mentoring relationships that ignite the power and promise of youth.

## OUR PURPOSE

All youth achieve their full potential.



# OUR YEAR IN REVIEW



## MESSAGE FROM OUR CEO

As Big Brothers Big Sisters Columbia Northwest goes into our 20th year of operation and nearing our 3rd year in this pandemic, pride is the word that most expresses how I'm feeling. I am incredibly proud of what we have accomplished as an organization over these past two years. The service and care we have extended to Littles and their families has been continuous and safe. We transitioned to online mentorship in 2020 and stayed online until the re-incorporation of in-person mentorship outings, based on vaccination status. The Time magazine article "The Kids are Not Alright" highlighted the mental anguish many kids and teens are feeling. "Living in a universe that is already out of world order, the rituals in their lives, the day-to-dayness of living, gets blown to bits." It is in this space of massive ambiguity that Big Brothers Big Sisters has been diligently working every day. The staff and Bigs have provided those rituals, support, and security that help kids build resilience to keep moving forward.



Our Program Team has made an impact by making sure that all matches are COVID safe and following protocols to keep our community healthy. They have allotted hours of preparation and individualized youth stewardship to assure that both youth and families were supported academically and emotionally. We are grateful to our Program Team for the heart they have put into this vital work.

Looking forward to 2022, the team is excited to match more kids with Bigs, expand our online mentoring program, forge new partnerships, and launch our Black Youth Ambassador program. Finally, thank YOU for your involvement! If you are reading this, you've most likely had a hand in the success of our youth. It is because of you and other generous partners, that we are able to continue this work into 2022 in our ever-changing landscape of service needs. We truly cannot thank you enough for your support of our mission.

*Beach Pace*

CEO



# OUR COMMITMENT TO J.E.D.I



With 75% of our Littles representing BIPOC communities and most of them matched to white Bigs, our responsibility is to provide an inclusive environment and a culturally competent program model. We are committed to fostering an inclusive and safe environment for our diverse youth, mentors, and parents. We are intentional about our impact on the community and promote growth, change, and diverse perspectives.

We are proud to share that now, in 2021, 80% of our program staff members, who work most closely with our youth and families, are currently represented by BIPOC and LGBTQ communities. We intentionally focused on hiring bicultural staff, assessed our internal agency culture, and adapted hiring practices to mirror the families we serve.

## Justice

We are working to help dismantle barriers to resources and opportunities in society so that all individuals and communities can live a whole and dignified life.

## Equity

We demonstrate equity by considering the individual needs of our Littles rather than catch-all solutions. This means identifying and eliminating any unconscious, conscious, or systemic biases, stereotypes, or barriers that limit full participation in our programs.

## Diversity

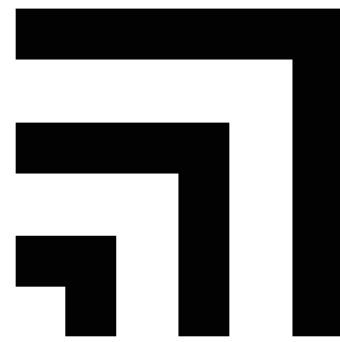
We recognize and respect the individual qualities and attributes of our employees, mentors, volunteers, and the Littles and families we serve. Our community is strengthened when we value every aspect of diversity, including race, culture, age, ability, gender, language, religion, sexual orientation, education, skills, socio-economic status, and other ideologies and backgrounds.

## Inclusion

We strive for all our employees and other individuals who interact with us to feel respected, accepted, valued, and a sense of belonging, and we commit to broad and equitable outreach to encourage participation across our communities.



# PROGRAM SNAPSHOT



## COMMUNITY-BASED MENTORING PROGRAMS

Community-Based Mentoring Programs are our one-on-one mentoring out in the community. It is often what comes to mind when you think of a traditional match between a Big and Little. What you may not know is that we also have several programs that help us engage with youth within this program, such as:

### LATINO YOUTH PROGRAM

The Latino Youth Program matches Latino high school students in the Hillsboro School District with adult mentors to provide friendship, support, and encouragement. In 2021, the Latino Youth Program grew to 28 active matches. Bigs have been helping their Littles fill out their FASFA and college applications. Thirteen seniors are on track to graduate in June of 2022. Ten of those seniors are planning to attend a university or college. BBBS provided FASFA information and processes on applying for college in our workshops throughout the year.

### OUTDOOR EXPLORERS MENTORING PROGRAM

Outdoor Explorers Mentoring Program connects Littles in our programs with the beauty of the Pacific Northwest through a partnership with the US Forest Service and Urban Nature Partners PDX. In 2021 matches enjoyed activities like canoeing through a partnership with the Lower Columbia Estuary, 4 months in a row, at no cost. They also braved the rapids thanks to PDX Rafting who offered free Sunday trips to matches throughout August and September.

### QUARTERLY BOOK CLUBS

Quarterly DEI Book Clubs were started by BBBS Program Staff to provide books for matches to choose from for both the Big and Little to learn about Black History Month, American Asian & Pacific Island Heritage Month, PRIDE Month & LGBTQ Community, and Hispanic Heritage Month.

### BIGS INSPIRING SCHOLASTIC SUCCESS (BISS)

Bigs Inspiring Scholastic Success (BISS), is a program that provides long-term, one-to-one mentoring to children who have had difficulties in school performance due to a lack of asset development in academics, behavior, or study skills. Collins Aerospace participated in this program and focused on virtual STEM activities.



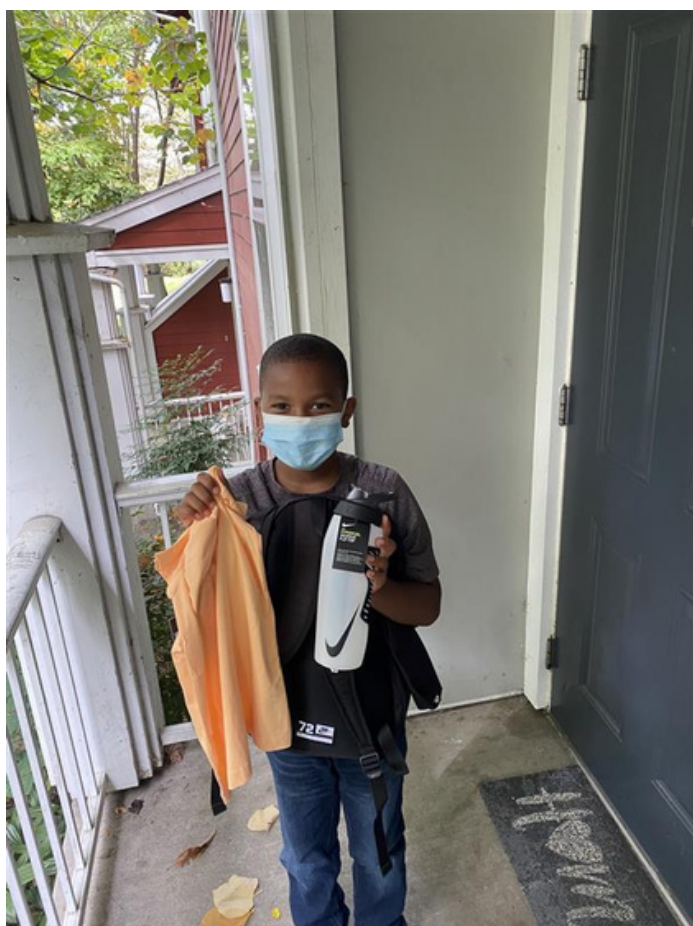
# PROGRAM SNAPSHOT



## WORKPLACE MENTORING PROGRAMS

### BEYOND SCHOOL WALLS

Beyond School Walls connects youth to opportunities to learn about the corporate world while cultivating a culture of employee engagement that has a lasting impact on the lives of both children and adult volunteers. In typical years, elementary school-aged students are transported twice per month to a corporate site. They meet with their mentor and engage in activity sessions facilitated by BBBS staff focused on promoting life skills development. Partners in 2021 include Comcast, Xenium HR & Express Employment Professionals, NWEA, Leupold & Stevens, The Standard, M Financial, and Nike. A BIG highlight this year was thanks to our partners at Comcast who gifted all Littles in their program a new Chromebook that came equipped with headphones and a \$50 Apple gift card. Our friends at Nike also donated backpacks and Nike swag to exciting youth right before going back to school.





# OUR PROGRAM STATISTICS



## LITTLES HOUSEHOLD

Single Parent	59%
Two Parent	33%
Grandparent or Other Relative:	6%
Foster Home and Other:	3%

## LITTLES GENDER

Male	54%
Female	45%
Nonbinary, Genderqueer, Questioning, or Other Identity	.7%

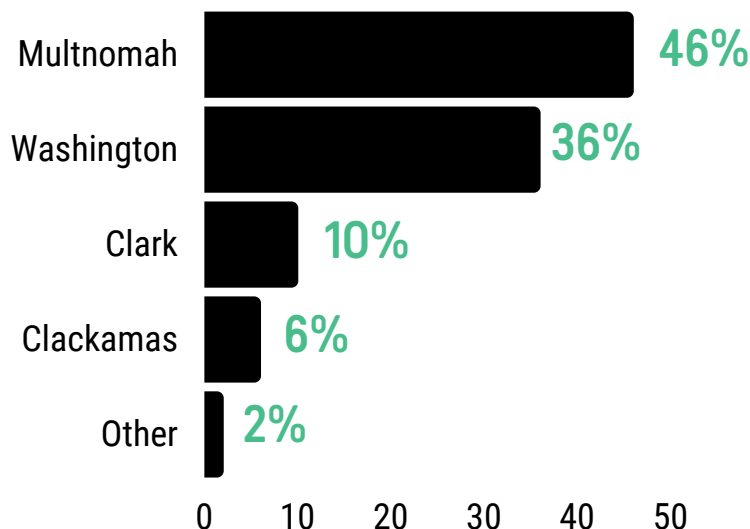
## BIGS GENDER

Male	48%
Female	52%
Nonbinary, Genderqueer, Questioning, or Other Identity	.5%

## LITTLES BY RACE & ETHNICITY

<b>BIPOC Littles*</b>	<b>77%</b>
Hispanic	56%
Black or African American	38%
American Indian or Alaska Native	7%
Asian	4%
Pacific Islander	1%
Middle Eastern or North African	<1%
Other	<1%
<b>White</b>	<b>23%</b>

## LITTLES BY COUNTY



## BIGS BY RACE & ETHNICITY

<b>BIPOC Bigs*</b>	<b>32%</b>
Hispanic	42%
Black or African American	26%
Asian	23%
Other	8%
American Indian or Alaska Native	4%
Pacific Islander	1.5%
Middle Eastern or North African	<1%
<b>White</b>	<b>68%</b>

\*Above is a breakdown of our BIPOC Bigs & Littles. Multiracial Big & Littles are represented in multiple categories.



413

Number of Littles  
Served in 2021

13.7

Average Age of  
Our Littles

39.4

Average Age of  
Our Bigs

2 yrs

Average Match Length  
(Site Based)

3.3 yrs

Average Match Length  
(Community Based)

4,227

Number of Match  
Support Calls Made in  
2021

# PROGRAM EVENTS IN REVIEW

## GRADUATION

On June 17th BBBS hosted a Virtual Graduation Celebration for 30 of our Class of 2021 seniors. This ceremony involved some testimonials from the Bigs of the graduating seniors, who reflected on their time with their match throughout the years. We also got a chance to hear what the graduating Littles plans are after BBBS also awarded \$5,000 worth of scholarships to 10 graduating Littles.



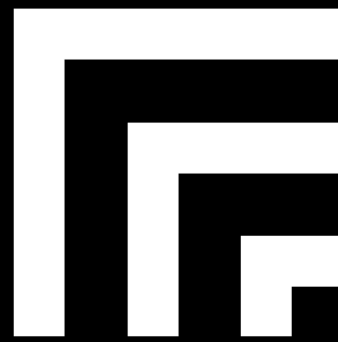
## SHARE THE SEASON

In December of 2021, we were able to convert our conference room into a pop-up shop for families to choose items for the holidays. Our incredible community rallied around the families we serve to fulfill wish lists for 240 kids, teens, and their families, making their holidays that much brighter. Wish lists contained: clothing, games, blankets, gift cards, toys, and household supplies. Because of the generosity of our BBBS community we were able to fulfill the wish lists of 100% of the families who registered.





# A MATCH SPANNING A DECADE AND BEYOND



## MEET LITTLE BROTHER ANGEL AND BIG BROTHER MIKE

Little Brother Angel and his Big Brother Mike were matched in the Big Brothers Big Sisters program for over 10 years. Today, their friendship continues to evolve and thrive after graduation. When Mike decided to become a Big, he thought, "I'll do something good for a year or two..." but the bond he and Little Brother Angel developed was unexpected. "It was such an amazing experience to be part of his formative years, seeing him grow into the wonderful young man he has become," said Mike.

Mike fondly recalled his first meeting with Angel and his mother. He could see Angel's mom motioning to Angel from the front door, encouraging him to go out to greet his new Big Brother. "I remember meeting Angel halfway in the driveway, this little 7-year-old. He extended his hand to shake my hand... it just made such an impression on me," said Big Brother Mike.

Little Brother Angel reflected on his time with Mike, "Right after that first meeting, I felt totally at ease in Mike's company. He took me to car shows, to the pumpkin patch, out to dinner, and for many hikes in and around Portland. I will remember our adventures for the rest of my life. He is always a great listener, he helped academically and taught me valuable time management skills. Mike has been there every step of the way, from elementary school to middle school, and even proudly attended my high school graduation alongside my family.

Following graduation last May, Little Brother Angel followed his lifelong dream of joining the U.S. Marines! He has an aviation mechanic contract and has plans to attend college to study engineering. Angel hopes to one day work for the Lockheed Martin Corporation, the same contractor that makes the jets he'll be working on.

Angel and his Big Brother Mike will be forever connected through their match experience. Angel said, "My Big Brother, Mike, has expanded my perspective to a range that I'd never expected, and for that, I am incredibly grateful. I've gained so much knowledge, confidence, and character that I'd never get without BBBS's programs."





# FUNDRAISING EVENTS IN REVIEW

## ANNUAL GALA

Our annual Ignite the Power of Youth Gala went virtual in 2021! Friends and supporters listened to heartwarming stories and testimonials about the bonds between Bigs and Littles. Our CEO Beach Pace hosted the Livestream with Auctioneer Johnna Wells and ignited the hearts of youth champions.

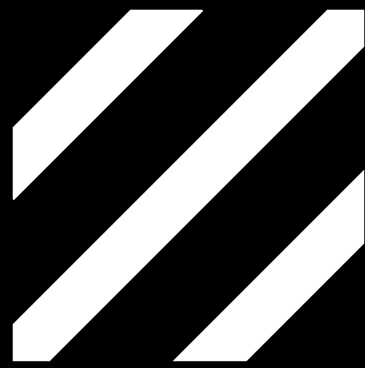


## RAPPEL FOR A REASON

We hosted our 3rd annual Rappel For A Reason in 2021, and it was our most successful yet! More than 60 supporters took us up on our challenge to go "over the edge" this year and rappel down a 20-story building in downtown Portland. Each rappeler had to raise a minimum of \$1,500 to participate. With each participating rappeler, we can fund one match for an entire year.



# BBBS Volunteer Leadership



## BOARD OF DIRECTORS

Tanya Porter, NWEA

**Chair**

Anne Donovan, Xenium

**Secretary**

Bill Christensen, Portland Trail Blazers

**Treasurer**

Hope Alabi, M Financial

Korede Alabi, General Sheet Metal

Suzy Alexander, ACME

John Attey, Cambia Health

Kenneth Beattie, Flowbird

Tyler Cox, Vacasa

John Donohue, Moss Adams

Kristina Ewing, Anderson Construction

Justin Fox, KPMG

Frank Ha, Nike Inc.

Margaret Hagan, Xenium

Monique Jones, The Nature Conservancy

Lee Lenker, KBCM Technology Group

Sandi Lennehan, Yakima

Elizabeth Lloyd, North Highland Consulting

Kate Lyons, M Science

Manish Mehta, Falcon 5 Capital

Brit Redline, C.H. Robinson

Matt Quantz, Comcast

Jon Shervey, The Standard

Sheldon Warmington, Intel

Nick Warren, Parker, Smith & Feek

## AMBASSADOR BOARD

Mizael Buron, Umpqua Bank

**Co-Chair**

Keenan Ordon-Bakalian, Jordan Ramis, PC

**Co-Chair**

Nick Atwell, Jacobs

David Buerge, Best Goose Bar

Eli Farrell, ADP Inc.

Liz Ficken, M Financial

Ebony Foreman, Portland Gear & OMSI

Karen Foster, KF Curates

Brandon Jones, Pacific Energy Group

Josh Henry, TM Rippey Consulting Engineers

Alexa Miles, Onpoint Community Credit Union

Toby Morus, BrandLive

Brendan Murphy, Kidder Matthews

Hector Rodriguez, Bimbo Bakery

Elise Spitzer, GoSite

Mollie Wackler, Portland Business Journal





# MEET OUR STAFF



Beach Pace, Chief Executive Officer  
Carolina Adrianzén, Chief Program Officer  
Cynthia Thompson, Chief Development Officer  
Darcie Bernier, Individual Giving Manager  
Elisabeth Chun, BISS Supervisor, Match Support Specialist  
Erin Coffin, Program Manager – Community-Based  
Ellie Simon Goldman, Program Manager – Training and Quality Assurance  
Amaya Gustave, Program Intern & Black Youth Ambassador Group Leader  
Jessica Hunt, Finance Director  
Mitchell Medrano, Events and Fundraising Manager  
Jaasyel Monroy, Latino Youth Program Match Support Specialist  
Gerardo Morales- Martinez, Customer Relations and Resource Specialist  
Elizabeth Osbourn, Finance Assistant  
Daniel Quiñones, Enrollment and Matching Specialist  
Ninfa Rodriguez, Program Coordinator – Futuros Grandes, Match Support Specialist  
Beatrice Serrano, Beyond School Walls Coordinator, Match Support Specialist  
Jamee Shermer, Match Support Specialist  
Erin Russell Smith, Administrative Assistant  
Amelia Spatz, Program Manager – Enrollment and Matching  
Monty Zach, Database Administrator







# GET INVOLVED

## **Become a Big**

We serve youth in Multnomah, Washington, and Clackamas Counties in Oregon and in SW Washington Counties. Bigs volunteer two to four times a month as mentors to Littles who need a caring adult to defend and ignite their potential.

## **Become a Corporate Partner**

We have numerous events and opportunities that showcase our supporters, engage employees and connect people with the power of mentoring.

## **Donate**

Every dollar donated is an investment in our matches, providing academic support, conducting culturally responsive training, and igniting the accomplishments of youth in our community

# JOIN US

## **Big Brothers Big Sisters Annual Gala**

Date: September 23, 2022

Cocktail Hour from 5:30 pm - 6:30 pm

Dinner & Program 6:30 pm - 8:30 pm

Location: The Redd on Salmon

## **Graduation Celebration**

Date: May 2022

Join us for our 2022 BBBS Graduation Celebration, where we celebrate all of our matches who are graduating from high school and from our program. Scholarships will be awarded

## **Top Golf for Kids' Sake**

Date: March through October

Location: TopGolf

Join BBBS and make a difference, one swing at a time, at a co-branded fundraising and employee engagement event at TopGolf.

## Contact Us

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Tel: 503-249-4859



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**WE THANK YOU**  
**FOR YOUR CONTINUED SUPPORT OF**  
**BIG BROTHERS BIG SISTERS**