



Big Brothers  
Big Sisters®  
OF CENTRAL ARIZONA

# A BOLD PATH FORWARD

YOUR IMPACT OUR YEAR



JULY 2024 - JUNE 2025

ANNUAL REPORT

# 1955

Big Sisters of Arizona was started by Justice Lorna Lockwood & 2 concerned Phoenix women.

# 1966

Valley Big Brothers was started by Barry Starr, former Police Officer & City Councilman. He served as Executive Director for 17 years.

# 1974

As Big Sisters International's first full member agency, Big Sisters of Arizona was incorporated.

# 1982

Bowl For Kids Sake debuts as a National signature fundraiser for BBBS. Phoenix agency now does its spin-off event, Tee Up For Kids.

# 1986

Big Sisters of Arizona and Valley Big Brothers merge to form Valley Big Brothers Big Sisters. Linda Searfoss was named Executive Director. She served for 31 years in the role, growing the organization to one of the largest in the country.

# 1990

Valley Big Brothers Big Sisters partners with Savers Thrift Stores to build a clothing donation operation, which now generates close to \$1M in revenue for our mentoring program.

# 2002

Valley Big Brothers Big Sisters became Big Brothers Big Sisters of Central Arizona to cover parts of Pinal and Gila counties. Agency reaches 1,500 active matches.

# 2017

Paul's Car Wash, the annual Pay It Forward fundraiser hosted by Paul Horton from AZ Family, celebrates 10 years by raising a record \$330K for BBBSAZ.

# 2022

Big Brothers Big Sisters of Central Arizona purchases its first building. The Nute Family Mentoring Center houses BBBSAZ staff members and offers recreation space for matches.

# 2025

Big Brothers Big Sisters of Central Arizona marks 70 years as Phoenix's top donor-supported youth mentoring agency, serving 2,000+ youth annually through mentoring, family resources, & community partnerships.

# Our Agency BIG BROTHERS BIG SISTERS OF CENTRAL ARIZONA

## OUR MISSION

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

## OUR VISION

All youth achieve their full potential.

## 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

## NON-DISCRIMINATION

All BBBS participants, including youth, families, volunteers, board, and staff serving as volunteer Bigs are not excluded on the basis of race, ethnicity, religion, national origin, color, gender, marital status, sexual orientation, gender identity, gender expression, citizenship status, veteran status or disability.



Big Brothers  
Big Sisters.  
OF CENTRAL ARIZONA

# A Message from Our PRESIDENT & CHIEF EXECUTIVE OFFICER



Dear Friends,

This year marks a deeply meaningful chapter for me and for Big Brothers Big Sisters of Central Arizona (BBBSAZ). After more than 20 years with this organization and following a period of thoughtful transition, I am honored to serve as President & CEO of an agency that has shaped my career, my leadership, and my heart.

I began my journey at BBBSAZ in the Program Department, working directly alongside children, families, and volunteers. Those early experiences grounded me in what matters most: the power of consistent, caring relationships. That truth has guided every role I've held and continues to anchor our work today; mentorship changes lives.

This past year brought both challenge and growth. Through leadership transition and increasing demand for services, our mission never wavered. Because of the dedication of our staff and board, and the unwavering support of our donors, volunteers, and community partners, we continued to show up for young people across Central Arizona.

Your belief in our mission made a tangible difference. Your support provided stability during a year of transition, expanded access to mentorship in communities with the greatest need, and ensured our matches received the care, training, and resources required to thrive. Simply put, your generosity turned commitment into impact.

I am deeply grateful to those who came before me, particularly Laura Capello, whose leadership and mentorship helped guide this organization forward and shaped me as a leader. I am also thankful to our Board of Directors for their trust and partnership as we build toward the future together.

As we look ahead, our focus is clear: to deepen impact, strengthen our programs, and expand access so that every young person who wants a mentor can have one. We are investing in sustainable growth, innovative partnerships, and measurable outcomes - ensuring that every dollar entrusted to us delivers lasting change.

None of this work is possible without you. Whether you give your time, your resources, or your voice, you are helping ignite potential and create opportunity - one relationship at a time.

Thank you for believing in our youth, for standing with us through change, and for being part of a community committed to building a stronger future for the next generation.

With gratitude and purpose,

A handwritten signature in black ink that reads "Debbie Castillo-Smith". The signature is fluid and cursive.

**DEBBIE CASTILLO-SMITH**

President & CEO of Big Brothers Big Sisters of Central Arizona

# Meet Our BIG BROTHERS BIG SISTERS LEADERSHIP



## 2024 - 2025 EXECUTIVE COMMITTEE

Jenny Holsman Tetreault, **Board Chair**  
 Matt Manoogian, **Chair-Elect**  
 Kelly Ruud, **Treasurer**  
 Matt Manoogian, **Secretary**

## 2024 - 2025 BOARD OF DIRECTORS

|                      |                    |
|----------------------|--------------------|
| Nikki Amberg         | Jen Rogers         |
| Mike Atkins          | LeAnn Rudolph      |
| Kari Brill           | Todd Russell       |
| William "Bill" Brott | Michael Sabetta    |
| Anthony Carreon      | Nakita Saxon       |
| Christopher Dang     | Amy Walters        |
| David Jackson        | Bruce Weber        |
| Bryan Long           | Brian Wood         |
| Madeline Moran       | Vashi Worley-Moore |
| Geoffrey Nail        |                    |
| Desirae Outcalt      |                    |

## 2024 - 2025 ADVISORY COUNCIL

|                 |                         |
|-----------------|-------------------------|
| Jon Bohnert     | Caleb Jay               |
| Nick Boggs      | April Lane              |
| Latasha Causey  | David Lujan             |
| Pam Giannonatti | Lisa Schmidtke          |
| Paul Horton     | Dr. Christine Wilkinson |

## 2024 - 2025 YOUNG PROFESSIONALS COUNCIL

|                                      |                       |
|--------------------------------------|-----------------------|
| Hayley Bowen, <b>President</b>       | Jade Milnes           |
| Ariel Baber, <b>Membership Chair</b> | Kendall Cottrell      |
| Austin Schwartz, <b>Events Chair</b> | Kyle Stewart          |
| Bill Carlson, <b>Secretary</b>       | Nicholas Araujo       |
| Adam Dvorak                          | Paris Scobie          |
| Brandon Lee                          | Sasha Elaine Hamilton |
| Elizabeth Fuentes                    | Wade Sumner           |

# THE LONGER THE MATCH, THE **STRONGER** THE OUTCOME.

An Average Match Length in our Program

**COMMUNITY**

**35**

**MONTHS**

**SITE-BASED**

**12**

**MONTHS**

## IMPACT IN ACTION: OUR PROGRAMS, **THEIR SUCCESS**

**93.76%**

### REDUCTION IN RISKY BEHAVIORS

Our program helps reduce youth involvement in risky behaviors such as substance use, status offenses, and interactions with the juvenile justice system. With guidance and positive role models, youth are more likely to make safe, responsible choices.

**87.71%**

### ACADEMIC ENGAGEMENT

Youth in our program demonstrate increased motivation and success in school. Improvements in grades, fewer disciplinary actions, and higher educational expectations show that mentoring helps youth stay on track academically and aim higher for their futures.

**88.24%**

### SOCIAL ACCEPTANCE

Our program helps youth build confidence and develop positive peer relationships, reducing feelings of isolation and exclusion. Through consistent guidance and supportive role models, youth are more likely to feel accepted, experience a stronger sense of belonging, and form meaningful connections.

**86.40%**

### POSITIVE RELATIONSHIPS

Youth with strong, supportive relationships are more likely to thrive. Through mentoring, they strengthen connections with family, peers, and other caring adults, creating a network that fosters belonging, trust, and resilience.





# STRENGTH IN NUMBERS: GROWING PROGRAMS, BUILDING CONNECTIONS

|                    |                 |            |                 |                  |
|--------------------|-----------------|------------|-----------------|------------------|
| TOTAL YOUTH SERVED | COMMUNITY-BASED | SITE-BASED | GROUP MENTORING | NEW MATCHES MADE |
| <b>1,214</b>       | <b>900</b>      | <b>131</b> | <b>183</b>      | <b>292</b>       |

# TRANSFORMING FUTURES: SERVING YOUTH WITH THE GREATEST NEED & THE LEAST OPPORTUNITY

|                       |                          |                    |                       |
|-----------------------|--------------------------|--------------------|-----------------------|
| <b>AGE OF LITTLES</b> | <b>GENDER OF LITTLES</b> | <b>AGE OF BIGS</b> | <b>GENDER OF BIGS</b> |
| 5 to 10 ..... 18%     | Male ..... 51%           | 18 to 22 ..... 2%  | Male ..... 49%        |
| 11 to 14 ..... 39%    | Female ..... 47%         | 23 to 39 ..... 52% | Female ..... 50%      |
| 15 to 18 ..... 36%    | Genderqueer ..... 2%     | 40 to 59 ..... 36% | Genderqueer ..... 1%  |
| 19+ ..... 7%          |                          | 60+ ..... 10%      |                       |

|                                       |                                   |
|---------------------------------------|-----------------------------------|
| <b>LIVING SITUATION OF LITTLES</b>    | <b>LEVEL OF EDUCATION OF BIGS</b> |
| Live in Single-Parent Homes ..... 21% | Associate's Degree ..... 4%       |
| Live in Two-Parent Homes ..... 4%     | Bachelor's Degree ..... 39%       |
| Live with Neither Parent ..... 1%     | Juris Doctorate ..... 3%          |
|                                       | Master's Degree ..... 18%         |
|                                       | Not Reported ..... 14%            |
|                                       | Some College ..... 15%            |

|  |  |
|--|--|
| <b>RACE &amp; ETHNICITY OF LITTLES</b> | <b>RACE &amp; ETHNICITY OF BIGS</b>    |
| African American/Black ..... 21%       | African American/Black ..... 9%        |
| American Indian/Alaska Native ..... 4% | American Indian/Alaska Native ..... 1% |
| Asian ..... 1%                         | Asian ..... 4%                         |
| Caucasian/White ..... 25%              | Caucasian/White ..... 60%              |
| Hispanic ..... 24%                     | Hispanic ..... 12%                     |
| Multi-Race ..... 21%                   | Middle Eastern ..... 1%                |
| Native Hawaiian ..... 1%               | Multi-Race ..... 12%                   |
| Some Other Race/Unknown ..... 3%       | Some Other Race/Unknown ..... 1%       |

# EMPOWERING CHANGE: INVESTORS IGNITING LIFELONG IMPACT

## TOTAL REVENUE

**\$3,129,012**

|                            |           |
|----------------------------|-----------|
| Contributions .....        | \$391,410 |
| In-Kind Gifts .....        | \$253,645 |
| Foundations & Grants ..... | \$856,279 |
| BBBSAZ Association .....   | \$843,546 |
| Special Events .....       | \$556,701 |
| Other Income .....         | \$227,431 |

## TOTAL EXPENSES

**\$3,903,911**

|                        |             |
|------------------------|-------------|
| Program .....          | \$2,428,677 |
| Management/General ... | \$884,703   |
| Fundraising .....      | \$590,531   |

## *The Howard Nute* **LEGACY OF LEADERSHIP AWARD**

The Howard Nute Legacy of Leadership Award was created to honor Howard Nute, a true leader and trailblazer in our community, for his ongoing dedication to supporting and inspiring the next generation. Introduced in 2025, this inaugural award recognizes Howard first and foremost, and will continue each year to celebrate individuals who, like him, turn commitment into meaningful change and positively impact those around them.



# Thank You to Our CORPORATE DONORS

## \$500,000+



## \$499,999 - \$100,000

Big Brothers Big Sisters of America  
State of Arizona  
Valley of the Sun United Way

## \$99,999 - \$20,000

Arizona Community Foundation  
Banner Health  
Cardinals Charities  
City of Tempe  
CopperPoint Insurance Companies  
Desert Ridge Marketplace  
Fry's Food Stores of Arizona, Inc.  
Hey Dude

## \$19,999 - \$5,000

Arizona Interest Network  
Backyard  
BUSSE Education Foundation  
Charles Schwab Corporation Foundation  
City of Chandler - YEP  
City of Mesa  
Cox Charities  
Ernst & Young  
Executive Council Charities  
JDM Partners LLC  
Marriott International, Inc.  
Motorsports Charities, Inc.  
QuikTrip Corporation  
Robert Half International Inc  
Sandor Development Company  
Southwest Foodservice Excellence  
SRP  
Stotz Equipment  
Sunstate Equipment Company  
Super Star Car Wash  
Tarbell's Cha Cha Mouche Wine Bar  
Teledoc Health  
Tempe Diablos  
The Albertsons Companies Foundation  
The Arizona Republic/12 News  
Season for Sharing  
The Dick's Sporting Goods Foundation  
The Fairmont Scottsdale Princess  
The Keg Spirit Foundation  
The Moreno Family Foundation  
The Pharos Foundation  
The Phoenician Tavern  
Tulsa Community Foundation  
UMB Bank Arizona  
Vans  
Western Alliance Bank

## \$4,999 - \$1,000

Alliance Bank of Arizona  
Andaz Scottsdale Resort & Bungalows  
Arizona Science Center  
BODI

Breakthru Beverage  
Clear Sky Resorts  
Coldwell Banker Realty  
Dave and Busters  
Fairmont Scottsdale Princess  
Ferguson Bath, Kitchen & Lighting  
Gallery  
Fred Astaire Dance Studios  
Gammage & Burnham  
Global Credit Union  
LMNT  
Macy's  
Marc & Rose Hospitality  
Masters Touch Portraits  
Mesquite Fresh Street Mex  
One Main Financial  
Pearle Vision  
PGA Tour Superstore  
Prison Fellowship  
Raising Cane's Chicken Fingers  
Red Robin  
Renewal by Andersen  
Right Toyota  
Royal Palms Resort and Spa  
Tanque Verde Ranch  
Tarbell's Wine Store  
The Old Spaghetti Factory  
The Westin Kierland Resort & Spa  
Thunderbirds Charities  
Tianyu Arts & Culture Inc.  
whiteLAVA Creative  
Wushu National Martial Arts  
Tournament

## \$999 - \$100

48forty Solutions  
4Ever Young Anti-aging Solutions  
Accurate Signs & Engraving Inc.  
Adventurous Stills  
Aioli Burger  
Alta Climbing and Fitness  
American Furniture Warehouse  
APS  
Arena 23  
Arizona Cardinals  
Arizona Commemorative Air  
Force Museum  
Arizona Opera  
Arizona Theatre Company  
Arizona's Family  
Ballet Arizona  
Barro's Pizza  
Bazooka  
Bearizona Wildlife Park  
Bellari  
BJ's Restaurant & Brewhouse  
Black Rock Coffee Bar  
Bob's Discount Furniture Charitable  
Foundation, Inc.  
Bodega  
Body By Leverett  
Boutanics  
Brick Road Coffee  
Châm Pang Lanes  
Chandler MMA  
Charles Schwab  
Chicago Cubs

Chick-fil-a  
Choice Integrated Healthcare  
Clayton Floor Covering & Design  
Cooper's Hawk Winery & Restaurant  
Costco  
Crumbl  
Cupbop  
Denny's  
Desert Botanical Garden  
Desert Financial Credit Union  
Diamond Dave's Casino Events  
Dutch Bros  
Einstein Bros. Bagels  
Elizabeth Fuentes  
Epiphany Dermatology  
Fry's Food Stores  
Girl About Town  
Go With The Flow  
GOLFTEC Cares  
Goodness Candles  
Grand Canyon Deer Farm  
Grass Clippings  
Haircutters in the Park  
Harrah's Ak-Chin Casino  
Heritage Park Zoological Sanctuary  
Hit Squad  
Hub International  
Humble Pie  
In-N-Out Burger  
Islands  
JOJO's Chocolate  
Kicks by Kenna  
Laffs Comedy Caffé  
Le Creuset Outlet Store  
Lowell Observatory  
Macayo's Mexican Food  
Majerle's Sports Grill  
Memorial to Philip Perry  
Metta Yoga  
Mic Drop Mania  
Museum of Illusions  
Myranda Fine Jewelry  
NASCAR  
National Historical Fire Foundation  
Nolan Hyland  
OdySea Aquarium  
Old Tucson Entertainment  
OrthoArizona  
Perspire Sauna Studio  
Phoenix Art Museum  
Phoenix Arthur Murray Dance Center  
Phoenix Raceway  
Phoenix Suns  
Pinetop Brewery  
Portillo's  
PRP Wine International  
Puzzle Rides Prescott and Scottsdale  
Rainbow Ryders  
Red Devil  
Rick Bronson's House of Comedy  
Riot Hospitality Group  
Salad and Go  
Scheels  
Scottsdale Mechanical Society  
Sheraton Phoenix Downtown  
Slick City Action Park  
Someburros  
Southwest Institute of Healing Arts

We regret any errors or omissions that may occur in this list for the Fiscal Year 2024-25, July 1, 2024, to June 30, 2025.

Please call 602-393-1348 to notify us of any discrepancies.

# Thank You to Our CORPORATE DONORS

Spartan Race  
Starpower  
Stellar Adventures  
Tattoo Girl Wine  
Tempe Mission Palms  
The Phoenix Palate  
The Phoenix Theater Company  
The Shade Store  
The Strawberry Inn  
The Tia Foundation  
The White Stallion Ranch  
The WigWam  
Topgolf Scottsdale  
Total Wine & More  
Tranquility IV Wellness  
Uber Eats  
UofA Biosphere 2  
Urbana  
Valle Luna  
Verde Canyon Railroad  
Vestar  
Village Inn  
Western Spirit: Scottsdale's Museum  
of the West  
Wildlife World Zoo, Aquarium and  
Safari Park  
Wines for Humanity

## \$99 & Under

Abuelo's Mexican Restaurant  
Arboretum at Flagstaff  
Avalei Boutique  
Bahama Bucks  
Beginners Luck  
Beyond Bread  
Blue Fin Restaurant  
Chandler Center for the Arts  
Children's Museum Tucson  
Colossal Cave Mountain Park  
Dandi Lu Designs  
Duck and Decanter  
Egg N' Joe  
Fiamme Pizza  
FlagTagAZ  
Gaslight Theatre  
Gingerbread Cabin Fudge  
GourmetGiftBaskets.com  
Great Arizona Puppet Theatre  
Heard Museum  
Lake Pleasant Cruises  
Legacy Driving Academy  
Lou Malnati's  
Lucille's Kitchen  
Majestic Neighborhood Cinema Grill  
Museum of Northern Arizona  
National Bank of Arizona

OHSO Brewery + Distillery  
Organ Stop Pizza  
Out of Africa  
Pinetop Coffee  
Pinetop Olive Oil  
Riordan Mansion State Historic Park  
S'edav Va'aki Museum  
STUDIO 4Forty  
Target  
The Broad  
The Burley Bear  
The Cheesecake Factory  
The i.d.e.a. Museum  
The Loft Cinema  
The Mini Machine Museum of Miniatures  
Venezia's  
Wine Mountains  
Winery 1912  
Yoga Pod Tucson

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We know the value of a smart investment - one that yields measurable returns and drives long-term growth. Big Brothers Big Sisters mentoring programs are just that: an investment in the future of our economy.



**MENTORING  
MAKES  
A BIG IMPACT**

**900**

Little's are currently matched with Bigs in our program.

**175**

Little's are on our waitlist to be matched with a Big.

**94%**

of our Little's graduate from high school.

Groundbreaking research from a longitudinal economic study titled, **"The Long-Term Impacts of Mentors: Evidence from Experimental & Administrative Data"** confirms that being a "Little" through Big Brothers Big Sisters significantly improves lifetime economic outcomes.



### HIGHER COLLEGE ENROLLMENT

BBBS Little's are 20% more likely to attend college, fueling a skilled workforce.



### INCREASED EARNINGS

BBBS Little's earn 15% more over their lifetimes, strengthening financial independence and consumer spending.



### ENHANCED ECONOMIC MOBILITY

Being a BBBS Little reduces the socioeconomic gap by two-thirds.

Every dollar invested in BBBS mentoring pays for itself within 7 years, creating sustained economic benefits.

Source: *The Long-Term Impacts of Mentors: Evidence from Experimental & Administrative Data*, Alex Bell and Neviana Petkova (2024)

# Thank You to Our INDIVIDUAL DONORS

## MAGIC MAKERS



Adam Dvorak  
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Andrea Piering  
Anthony Carreon  
Ashley Stoltz  
Austin Schwartz  
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Tolina Serrano  
Tracy Elliott  
Victor Foggie

## MENTOR CIRCLE



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Amy Gates  
Andrea Bailey Rapson  
Andrea Petrof  
Angela Boyd  
Anthony Nolasco  
Antonia Esposito  
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Ashok Nair  
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Bhaskara Rao  
Bobbi Nez  
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Christopher Astraus  
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Christy Jerz  
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Deanna Paglierani  
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Dennis Del Grosso  
Diana Garcia  
Djuna Darnell  
Douglas Mongeau  
Dustin Taylor  
DuWayne Eilers  
Dylan Tevlin  
Edward Espinoza  
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Eva Siler  
Fernando Salazar  
Gabrielle Baker  
Galen Adamson  
Gary Kida  
Geoff Nail  
Guadalupe Magdaleno  
Halima Hussain  
Halley McCarty  
Hayley Franjkic  
Heather Locke  
Heather Pharris  
Homayoun Riazi  
Isaac Fitzsimmons  
Jacob Kosch  
Jade Milnes

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Jenna Bamford  
Jennifer Booth  
Jennifer Carson  
Jennifer Matoske  
Jennifer Tobin  
Jenny Holsman Tetreault  
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Jerry Stabley  
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Jessica Sisson  
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Joseph Searle  
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Kathleen Moreland  
Kathy Blanksma  
Kay Bayer  
Kaycee Villalobos  
Kelly Ruud  
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Kerri Kaczmarczyk  
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Michael Molacek  
Mikel Bauer  
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Nicholle Apuan  
Nick Araujo  
Nicole and Jason Mielke  
Nicole Aquilina  
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Patricia Adan  
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Rosalie Hurd

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# Thank You to Our INDIVIDUAL DONORS

Ruben A Lopez  
Russell Mueller  
Ryan Russett  
Ryen Borden  
Sam Leyvas  
Sarah Tracy  
Scott Brutsche  
Scott Hesla  
Scott Takinen  
Sean Marceau  
Sean McFarland  
Shannon Meredith  
Shaunda Kouassi  
Shawna Mitchell  
Shirley Shauver  
Stephanie Vincent  
Steve Tomaiko  
Steven Lopez  
Susan Wiltfong  
Tammy Tepper Cunningham  
Tara Taylor  
Tessia Carroll  
Thomas Shull  
Tiffany Gilson  
Timothy Barnett  
Trichelle Pettis  
Vashi Worley Moore  
Veronica Cavallero  
Victor Foggie  
Vipin Devineni  
William Sieler

Amanda Reynolds  
Amber Cordoba  
Amber Knapp  
Amber Skalsky  
Amy Elwood  
Amy Gates  
Amy Hunt  
Amy Wells  
Ana Lia Johnson  
Ana Ridenour  
Analise Zaremba  
Anastasia Northup  
Andrea Bailey Rapson  
Andrea Fuqua  
Andrea Mikina  
Andrea Petrof  
Andreas Borta  
Andrew DiRito  
Andrew Mangum  
Andrew Maus  
Andrew Sweeney  
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**Please call 602-393-1348 to notify us of any discrepancies.**

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The agency's fiscal policies meet the standards set forth by these organizations.



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