



Big Brothers Big Sisters.

SAN LUIS OBISPO COUNTY



COMMUNITY  
IMPACT

2025

## BOARD OF DIRECTORS

**Felix Hernandez Jr., Chair**  
*California Community Colleges,  
Retired*

**Amity Faes, Past Chair/  
Secretary**  
*UMB*

**Nicole Hoffman, Treasurer**  
*Haven Properties*

**C.M. Florence**  
*Oasis Associates, Inc.*

**Thom Dorich**  
*Retired Director of Credit*

**Teresa Vega**  
*Retired Educational Leader,  
Ventura County Schools*

**Araceli Flores**  
*Columbia Bank*

**Mary Harris**  
*Mary Harris Law*

**Moyses Muguira**  
*Edward Jones*

**Kaila Anderson**  
*San Luis Obispo Chamber*

**Stacy Salame**  
**Executive Director**  
*Big Brothers Big Sisters  
San Luis Obispo County*

**SLObigs.org**  
**142 Cross Street, Suite 140**  
**San Luis Obispo, CA 93401**



Felix and Stacy on KZOX

# Felix's Corner

It is my pleasure to welcome you to our 2025 Annual Report and to share highlights of the impact we made together over the past year. This report reflects more than numbers and milestones—it tells the story of our collective commitment to the young people and families we serve, the strength of our community partnerships, and the dedication of those who support our mission. I am proud of the progress we've achieved and grateful for everyone who played a role in making it possible.

This past year also marked an important chapter in our organization's growth as we focused on developing and advancing our strategic plan. Through thoughtful reflection and collaboration, we clarified our priorities and set a clear course for the future—one that strengthens our programs, supports sustainability, and positions us to respond to evolving community needs. This work has provided both direction and momentum as we continue to build a strong foundation for lasting impact.

As Board Chair, I am deeply enthusiastic about the road ahead and honored to help guide the organization as we work toward our goals. I believe wholeheartedly in our mission and in the people who bring it to life every day. Thank you for your continued trust, partnership, and investment in our work. Together, we are creating meaningful change and expanding opportunity for those who need it most.

Warm regards,

*Felix*

Felix Hernandez  
Board Chair





# Match Success Story



**When Cinde first became Alexia’s Big Sister, their time together was filled with fun outings and shared activities. Over the years, that connection has grown into something deeper—a trusted, steady relationship rooted in encouragement, guidance, and care.**

Now 18 and preparing to graduate high school, Alexia continues to lean on Cinde as she navigates the transition into adulthood. Their relationship has evolved alongside her growth, with conversations shifting from everyday moments to discussions about careers, relationships, and future goals. Alexia has developed a strong interest in working with children and hopes to pursue a career in social work. With Cinde’s support, she connected with a local social worker to learn more about the field and explore what that path could look like.

Even simple traditions reflect the strength of their bond. For the past three years, Cinde and Alexia have celebrated Valentine’s Day by making chocolate-covered strawberries together—a tradition that has become a meaningful reminder of consistency and connection.

As Alexia looks ahead to attending Cuesta College and building independence, Cinde continues to be a steady presence, offering guidance, encouragement, and support. What began as a match has become a lasting relationship—one that shows how mentorship provides young people with the confidence and stability they need to step into their futures.



# A FUTURE BUILT *in* MENTORSHIP

Why Mentoring Is the Essential Infrastructure  
Our Future Needs Now



**10 MILLION**  
YOUTH  
need access to  
a mentor

Mentorship represents one of the most powerful forms of social infrastructure we can build — human connections that create ripple effects extending far beyond individual relationships.

## REDEFINING WHAT WE MEAN BY INFRASTRUCTURE

The compounding impact of human connection.



### MENTAL & EMOTIONAL WELL-BEING

**THE CHALLENGE**

Loneliness intersects with educational and economic challenges



Mentored youth experience **16% growth** in emotional regulation



### EDUCATION ACHIEVEMENT

**THE CHALLENGE**

Absenteeism and behavioral challenges are at an all-time high



Mentored youth are **43% more likely** to graduate



### ECONOMIC MOBILITY

**THE CHALLENGE**

The economic landscape and workforce have fundamentally changed



Mentored youth are **20% more likely** to enroll in college



### POSITIVE BEHAVIORS & DEVELOPMENT

**THE CHALLENGE**

Youth in the justice system face barriers to education, jobs, and economic mobility



Mentored youth are **54% less likely** to be arrested

## SLO COUNTY IMPACT

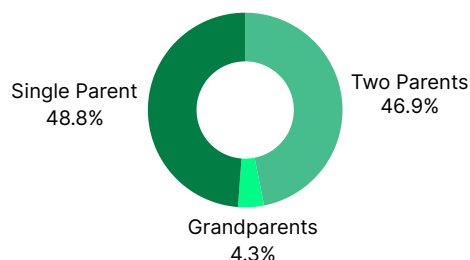
**300+**

Youth Served Annually

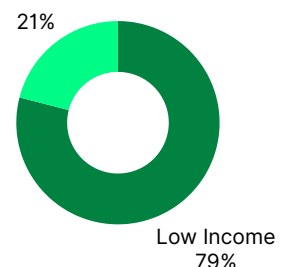
**\$3,500**

Cost Per Match

**49% live in single parent households**



**79% live in poverty**





## THE INVESTMENT FRAMEWORK

Achieving mentorship at scale requires investment in a blend of public and private resources and technological advancements.

Here's what each additional \$1 million invested in mentorship delivers, based on BBBSA program costs of \$2,500-3,500 per youth annually:

**300-400**

young people served for one year

**\$40M-57.2M**

in potential additional lifetime earnings for the cohort of mentored youth in the study, *The Long-Term Impacts of Mentors*

**\$60K-85K**

saved by employers in reduced turnover costs

**\$3 MILLION**

in total public benefit

### THE VISION:

# MENTORSHIP AT SCALE

1

EMBED  
mentors in  
1,000 schools

2

SCALE  
evidence-based  
outcomes and  
expertise

3

ADVOCATE  
for policies that  
expand access  
to mentorship

4

EXPAND  
workplace  
mentoring to  
every company

## THIS IS THE MOMENT FOR MENTORSHIP

When we change the odds for millions of young people, we change society itself. A society where every young person has a mentor is a society invested in its own future. Let's build it together.



## THERE IS A ROLE FOR EVERYONE.

Scan the code or visit [bbbs.org/impact](https://bbbs.org/impact) to view the full report.



Supporter Spotlight

# Driving Mentorship Forward



**Strong communities are built on connection—and mentorship is one of the most powerful forms of social infrastructure we have. This year, we are proud to spotlight the Porsche dealership and the local Porsche Club for their leadership, generosity, and belief that when young people are supported by caring adults, entire communities thrive.**

The Porsche dealership supported our BIG League giving program as both a sponsor and host of our inaugural BIG League event. By opening their doors and investing in relationships, they demonstrated how local businesses can play a vital role in building a stronger, more connected community.

Under the leadership and vision of Porsche San Luis Obispo General Manager, Ryan Fitzsimons, that commitment took shape throughout the holiday season, beginning with a toy drive launched in November. The toy drive allowed us to create a “holiday store” at our office for families and Bigs to be able to shop for their Littles—creating a joyful, dignified holiday experience and ensuring that all of our youth felt thought of and cared for this holiday season..

We are also grateful to the Porsche Club, a group of local Porsche owners, who also rallied behind our mission. Club members collected over \$1,000 in toys to support the holiday drive and raised an additional \$1,000 in donations during their annual fundraiser to directly support mentorship programs.

Together, the Porsche dealership and Porsche Club are helping strengthen the social infrastructure that ensures young people are not navigating life alone. Because of partners like these, more youth have a caring adult in their corner—and our community is stronger for it.



Porsche Club Donating to Toy Drive





Advocacy Spotlight

# Mentorship Through Leadership



**At a time when youth and families face increasing challenges, advocacy for sustained investment in mentorship has never been more important. This year, we are proud to spotlight Amity Faes, our past Board Chair, for her leadership and unwavering commitment to ensuring mentorship remains a priority at both the state and national levels.**

Last year, Amity traveled with Executive Director Stacy Salame to Sacramento to advocate for funding that supports youth mentorship programs. Together, they elevated the voices of our local agency and the young people we serve, underscoring the urgent need for resources that allow mentorship programs to remain accessible, stable, and impactful. Their advocacy reflected a shared belief that prevention, connection, and long-term relationships are essential investments in the well-being of our communities.

Amity's leadership extended beyond our state advocacy, as she joined the Nationwide Leadership Council for Big Brothers Big Sisters of America to represent western agencies in the network. The council plays a vital role in strengthening the partnership between the national office and local affiliates—ensuring that local perspectives, challenges, and innovations inform national strategy and decision-making.

Through her advocacy at the state level and her leadership on the national stage, Amity exemplifies what it means to stand up for mentorship as a public good. Her efforts help ensure that our local agency has a strong voice, sustainable support, and the tools needed to meet the growing needs of youth.



# Meet Our Team



We have new faces at SLO Bigs! Take a minute to learn a little about each person through their responses below, and don't hesitate to say hi next time you see us at an event!

## We asked our team, "What Disney Character Would You Be?"



**Stacy Salame**

CEO/Executive Director

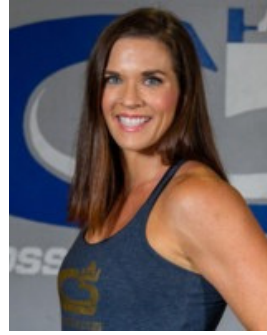
My Disney character would be Belle from Beauty and the Beast because she is a bookworm and she is kind, compassionate, and strong with an independent streak.



**Lynsey Hansen**

Donor Engagement & Events Manager

If I were a Disney character I would be the genie from Aladdin because he's loud and silly, but he's always getting things done.



**Michelle Teimouri**

Program Director

My Disney character is Mulan. She's fun, silly, fit and driven with lots of ambition!



**Jamie Androzzi**

Office & Development Administrator

If I were a Disney character, I'd be Rapunzel because she is brave, resilient, and refuses to let fear hold her back. She keeps moving forward, growing through every setback.



**Aleah Watkins**

Match Support Specialist

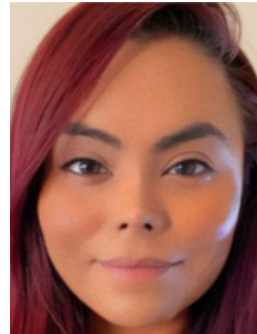
Copilot (AI) said I was Simba, lol. I agree because I am resilient, loyal, and an emerging leader.



**Luis Enriquez-Soto**

Match Support Specialist

If I were a Disney character, I'd be Goofy because his warm, fun-loving, and genuine personality really resonates with me.



**Diana Ramirez-Capiz**

Enrollment Specialist

The Disney character I most resemble is Meg from Hercules. Like Meg, I have a resilient spirit and a deep sense of empathy.



**Yesenia Cordova**

Enrollment Specialist

Goofy is just very silly and I feel that at times I can be like him. Also when I was in junior high I would always watch Mickey Mouse clubhouse and I loved when he would come out and sing and dance.



Interns Madi & Alexis



Annual Staff Holiday Party



Staff at the Big Picnic