Factsheet

Mission
To establish a global volunteer movement that creates opportunities for one-to-one friendships, integrated employment, leadership development and inclusive living for people with intellectual and developmental disabilities (IDD).

Vision
To put Best Buddies® out of business.

Who We Serve
The IDD community that Best Buddies serves includes, but is not limited to, people with Down syndrome, autism, fragile X syndrome, Williams syndrome, cerebral palsy, traumatic brain injury and other undiagnosed disabilities.

History of Service
Best Buddies was founded 31 years ago, when Founder, Chairman and CEO Anthony K. Shriver recognized that people with IDD lacked opportunities to socialize with their peers without disabilities. Shriver incorporated Best Buddies as a nonprofit 501(c)(3) organization in 1989. Today, Best Buddies offers nine programs: Middle Schools, High Schools, Colleges, Citizens, e-Buddies®, Jobs, Ambassadors, Promoters and Inclusive Living.

About
Best Buddies International is the world’s largest nonprofit organization solely devoted to providing opportunities for friendship, employment, leadership development and inclusive living for people with IDD. In the United States, the organization’s cash budget is $43 million. Best Buddies’ volunteers annually contribute, at no cost to their communities, support services that equate to more than $330 million USD.

Participants

3,000
Chapters around the world

1.3M
Positively impacted people with and without IDD

Best Buddies Around the World
Best Buddies operates accredited programs in 56 countries and territories spanning six continents: Africa - Egypt, Ghana, Kenya, Nigeria, Tanzania, and Uganda; Asia - China, Hong Kong, Indonesia, South Korea, Macao, Malaysia, Mongolia, Philippines, Singapore, Thailand, and Vietnam; Europe - Belgium, Bulgaria, Denmark, England, Finland, France, Germany, Greece, Ireland, Netherlands, Northern Ireland, Norway, Poland, Russia, Spain, Turkey, and Ukraine; Latin America & The Caribbean - Argentina, Bolivia, Brazil, Chile, Colombia, Costa Rica, Cuba, Dominican Republic, Ecuador, El Salvador, Guatemala, Haiti, Mexico, Panama, Paraguay, Peru, and Venezuela; MENA - Lebanon and Qatar; North America - Canada and the USA; and Oceania - New Zealand.

Global Headquarters
100 Southeast Second St, Suite 2200
Miami, FL 33131

P 305.374.2233 | F 305.377.1969
BESTBUDDIES.ORG
@BESTBUDDIES
About

Best Buddies® is a nonprofit 501(c)(3) organization dedicated to establishing a global volunteer movement that creates opportunities for one-to-one friendships, integrated employment, leadership development and inclusive living for people with intellectual and developmental disabilities (IDD).

Founded in 1989 by Anthony K. Shriver, Best Buddies is a vibrant, international organization that has grown from one original chapter to nearly 3,000 elementary school, middle school, high school, and college Friendship and Promoter chapters worldwide. Best Buddies programs engage participants in each of the 50 United States, and in 56 countries and territories around the world. Best Buddies’ nine formal programs — Middle Schools, High Schools, Colleges, Citizens, e-Buddies®, Jobs, Ambassadors, Promoters, and Inclusive Living — positively impacts more than 1.3 million individuals with and without disabilities worldwide. Best Buddies’ volunteers annually contribute, at no cost to their communities, support services that equate to more than $330 million USD.

In many cases, as a result of their involvement with Best Buddies, people with IDD secure rewarding jobs, live independently, become inspirational leaders and build lifelong friendships.
About Anthony K. Shriver

Anthony Kennedy Shriver is the Founder, Chairman and CEO of Best Buddies International, which he created in 1989 to foster one-to-one friendships between people with and without intellectual and developmental disabilities (IDD). Recognizing the tremendous volunteer potential of university students, Shriver first inspired his college peers to personally collaborate in expanding the realm of opportunities that people with IDD should experience.

Today, through Shriver’s stewardship and entrepreneurial spirit, Best Buddies® has grown into a leading nonprofit entity with increasing international reach across six continents, establishing a global volunteer movement that creates opportunities for one-to-one friendships, integrated employment, leadership development, and inclusive living for people with IDD.

Best Buddies is comprised of nine programs that positively impact more than 1.3 million individuals with and without disabilities worldwide. The organization is active in each of the 50 states and operates accredited international programs in 56 countries and territories.

A graduate of Georgetown University, Shriver has been recognized for his work on behalf of Best Buddies with diverse international accolades and honorary degrees. He is the father of five beautiful children and resides in Miami Beach, Florida.
BEST BUDDIES® Programs

One-To-One Friendships
Builds friendships between people with and without IDD, offering social mentoring while improving the quality of life and level of inclusion for a population that is often isolated and excluded.

BEST BUDDIES® Middle Schools, High Schools, Colleges and Citizens
Creates an inclusive community for students and adults with IDD, helping them become socially integrated with their peers at every age.

e-BUDDIES®
Offers an e-mail program, in which a participant with IDD communicates online with a friend without IDD.

Integrated Employment
Secures jobs for people with IDD, allowing them to earn an income, pay taxes, and continuously and independently support themselves.

BEST BUDDIES® Jobs
Matches skilled, qualified individuals with IDD with businesses seeking enthusiastic and dedicated employees. Through the Jobs program, Best Buddies develops partnerships with employers, assists with the hiring process and provides ongoing support to the employee and employer.

An estimated 81% of adults (18+) with developmental disabilities do not have a paid job in the community. The Best Buddies Jobs program strives to place participants with IDD in supported employment, with the potential to receive benefits and earn a total income upwards of $900K over 30 years. In turn, these individuals will contribute $153K in taxes back into the economy, rather than receive nearly $895K in Federal SSI and Medicaid benefits during that time period.

Leadership Development
Educates and empowers people with and without IDD to become leaders, public speakers and advocates.

BEST BUDDIES® Ambassadors
Offers people with IDD the opportunity to gain the public speaking skills, self-esteem and confidence needed to successfully advocate for themselves, their peers and Best Buddies in communities, workplaces and government.

BEST BUDDIES® Promoters
Empowers youth to become advocates for people with IDD and help open new Best Buddies chapters and programs by organizing special events that promote awareness to the disability rights movement.

Inclusive Living
Provides an integrated experience in which people with and without IDD are active, contributing citizens – living independently in a dynamic environment where they can learn, grow, and thrive.

BEST BUDDIES® Living
Provides individuals with and without IDD an opportunity to live together in a vibrant, educational community that supports all residents in advancing their employment, financial literacy, continued education, and life skills as they work to achieve their personal goals.
Anthony Kennedy Shriver charters the original Best Buddies Chapter while a junior at Georgetown University in 1987.
Incorporates as a 501(c)(3) nonprofit organization on January 19, 1989, BEST BUDDIES® becomes America's first national, unified, social, and recreational program for people with intellectual and developmental disabilities (IDD).
Best Buddies establishes the Best Buddies Fine Art Collection, featuring masterpieces by Keith Haring, Roy Lichtenstein and Robert Rauschenberg.
Best Buddies hosts the first unified Leadership Conference, training both college student leaders and people with IDD by providing intensive lessons in public speaking, management, team building, problem solving and leadership skills.
Best Buddies launches BEST BUDDIES® Citizens with the goal of pairing adults with IDD with their working peers who do not have disabilities.

Best Buddies launches BEST BUDDIES® Jobs, a supported employment program, targeting high-paying, white-collar jobs for people with IDD in Florida, California and Massachusetts.
Best Buddies establishes BEST BUDDIES® High Schools with the goal of pairing special education students in one-to-one friendships with high school volunteers.
The BEST BUDDIES® Middle Schools pilot program launches, reaching out to an even younger age group with the hope that inclusion of people with IDD will have a lasting effect on societal norms for the next generation.
e-BUDDIES® launches as a cutting-edge online friendship program.
Best Buddies launches the most successful fundraising event in its history, the nationally televised inaugural Volvo Hearst Castle Challenge, a 100-mile bike ride along the Pacific Coast Highway chaired by California First Lady Maria Shriver.
For the first time, Best Buddies has programs in all 50 of the United States and on six continents.

Best Buddies celebrates 20 years of friendships and jobs in 2009.
For its 20th anniversary, mission statement is updated to: “To establish a global volunteer movement that creates opportunities for one-to-one friendships, integrated employment and leadership development for people with IDD.”
For the first time, Best Buddies has programs in 50 countries around the world.
BEST BUDDIES® Ambassadors becomes Best Buddies’ seventh formal program.

BEST BUDDIES® Promoters officially launches as the organization’s eighth program for the 2012-2013 school year. It is the first Best Buddies program open to elementary schools.
Best Buddies celebrates its 25th anniversary.
Best Buddies launches the I’m In To Hire campaign to promote the business benefits of hiring people with IDD.
In October 2015, A&E Network partnered with Best Buddies International and premiered a new docu-series, “Born This Way,” which chronicled the lives of seven young adults with Down syndrome, several of whom were Best Buddies participants.

In May 2017, Best Buddies hosts the inaugural Mother’s Day Brunch in Malibu, CA, with Global Ambassador Cindy Crawford and her daughter, Kaia Gerber.
In April 2018, Best Buddies Global Ambassador Tom Brady travels to Qatar to launch integrated employment initiative in partnership with the country’s Supreme Committee for Delivery & Legacy, Qatar Museums and Best Buddies Qatar participants.
In October 2018, Best Buddies is featured on ESPN’s 50 Game Changers – a docu-series about the achievements of individuals with IDD and the game changers who promote inclusion for people with IDD in the sports world and beyond.
Best Buddies celebrates its 30th anniversary on January 19, 2019.
Best Buddies officially launches its fourth mission pillar, Inclusive Living. BEST BUDDIES® Living provides an integrated experience in which people with and without IDD are active, contributing citizens – living independently in a dynamic environment where they grow, learn, and thrive.
In March 2019, Best Buddies with Fundación MAPFRE launches a Pre-Employment Training Program in Massachusetts to prepare Friendship program participants ages 14-22 with IDD to transition into our Jobs program.
In October 2019, under the leadership of Entertainment Industry foundation, Best Buddies, Special Olympics and Autism Speaks, launch Delivering Jobs, a campaign to create pathways to one million employment and leadership opportunities for people with IDD by 2025.
2020, Best Buddies launches BEST BUDDIES® Ventures, creating a new source of revenue independent of traditional methods of fundraising. The first-ever venture opens in Miami, FL; BEST BUDDIES® X Rosetta Bakery is an equal partnership that creates employment opportunities for individuals with IDD, and serves as a profit-center for Best Buddies through a store-front bakery and coffee shop.

Milestones
Every person is unique, therefore each person’s disability may manifest in a different way. The descriptions provided include common characteristics of each disability and may or may not be part of the person’s behaviors or learning styles.

<table>
<thead>
<tr>
<th>Disabilities Defined</th>
</tr>
</thead>
<tbody>
<tr>
<td><strong>Intellectual Disability</strong></td>
</tr>
</tbody>
</table>
| An intellectual disability is characterized by significant limitations both in intellectual functioning (reasoning, learning, problem-solving) and in adaptive behavior, which covers a range of everyday social and practical skills. This disability originates before the age of 18. | • Problem solving independently  
• Understanding non-verbal cues  
• Reading/writing  
• Math/numbers  
• Telling time/concept of time  
• Communication (expressive and receptive)  
• Social Interactions |
| **Developmental Disability** | **Include but are not limited to** |
| Developmental disability is an umbrella term that includes intellectual disabilities but also includes other disabilities that are diagnosed during childhood. Developmental disabilities are chronic disabilities that can be cognitive, physical or both. The disabilities appear before the age of 22 and are typically lifelong. Some individuals may have a condition that includes both a physical and intellectual disability. | • Down Syndrome  
• Fragile X Syndrome  
• Autism  
• Williams Syndrome  
• Cerebral Palsy  
• Traumatic Brain Injury |
| **Down Syndrome** | **Common characteristics** |
| Down Syndrome occurs when an individual has a full or partial extra copy of chromosome 21. This additional genetic material alters the course of development and causes intellectual impairments and physical abnormalities. | • Decreased muscle tone  
• Short attention span  
• Impulsive behavior  
• Delayed speech and language development |
| **Fragile X Syndrome** | **Common characteristics** |
| Fragile X syndrome is a genetic condition that causes a range of developmental problems including learning disabilities and cognitive impairment. | • Delayed development of speech and language  
• Anxiety  
• Hyperactivity  
• Impulsive actions  
• Fidgeting  
• Difficulty with communication  
• Inappropriate social interactions |
**Autism Spectrum Disorder (ASD)**

Autism Spectrum Disorder is a condition related to brain development that impacts how a person perceives and socializes with others, as well as how they communicate. The term “spectrum” refers to the wide range of symptoms and severity. Autism spectrum disorder begins in early childhood and can cause problems functioning socially, in school, and at work. People with ASD can have severe limitations in one area with no limitations in others.

### Characteristics may include difficulty with
- Making eye contact
- Verbal and non-verbal communications
- Fine motor or gross motor skills
- Understanding the feelings of others
- Staying on topic
- Reading social cues

### Common behaviors
- Repetitive behaviors such as hand-flapping, fidgeting, rocking
- Sensitivity to touch, smell, taste
- Upset by change in routine
- Have obsessive interests
- Repeat words or phrases

---

**Williams Syndrome**

Williams Syndrome is a developmental disorder characterized by mild to moderate intellectual disability or learning problems, unique personality characteristics, distinctive facial features, and heart and blood vessel (cardiovascular) problems.

### Common behavioral and learning characteristics
- Phobias
- Trouble with visual spatial tasks
- Difficulty with attention and concentration

---

**Cerebral Palsy (CP)**

Cerebral Palsy (CP) is a group of disorders that affect a person’s ability to move and maintain balance and posture. CP is caused by abnormal development of the brain or damage to the developing brain that affects the ability to control muscles. The brain damage that leads to CP can happen before birth, during birth, within a month after birth, or during the first years of a child’s life, while the brain is still developing. The symptoms of CP vary and some people will experience only the physical problems, where others may also have intellectual disability.

### Common characteristics
- Difficulty with gross/fine motor movement
- Seizures
- Visual impairments
- Hearing impairments
- Speech and language impairments
- Changes in spine or joints

---

**Traumatic Brain Injury (TBI)**

Traumatic brain injury is a form of acquired brain injury, which occurs when a sudden trauma causes damage to the brain. Symptoms of a TBI can range from mild to severe, depending on the extent of the damage to the brain.

### Common characteristics
- Headaches (ranging from mild to severe)
- Confusion
- Memory loss
- Difficulty concentrating
- Mood changes
- Seizures
People First Language

Best Buddies promotes social inclusion and respect for all people. The basic tenant of people-first language is the power and importance of recognizing a fellow person as a human being above all else.

A person with an intellectual or developmental disability should not be described as a “disabled person;” rather “a person with an intellectual or developmental disability” instead. By doing this, we place the emphasis on the person, not the disability.

People-first language recognizes that individuals with disabilities are— first and foremost— people. It emphasizes each person’s value, individuality, dignity, and capabilities.

By using people-first language, we are helping to eliminate the negative stereotypes and limitations that others often ascribe to individuals with intellectual and developmental disabilities.

Examples of People First Language

Say this

• People with disabilities
• They have a disability
• They have autism (or an autism diagnosis)
• They have a diagnosis of Down syndrome
• They have a learning disability (diagnosis)
• They have a physical disability (diagnosis)
• They are of short stature/a little person
• They have a mental health diagnosis
• They use a wheelchair/mobility chair
• They receive special ed services
• Communicate with their eyes/devices/etc
• Congenital disability
• Brain injury
• Accessible parking, hotel room, etc...
• They need__or they use__

Not this

• The disabled
• They are mentally retarded
• They are autistic
• They are Downs
• They are learning disabled
• They are quadriplegic/crippled
• They are a dwarf/midget
• They are disturbed/mentally ill
• They are confined/wheelchair bound
• They are special ed
• Is non-verbal
• Birth defect
• Brain damaged
• Handicapped parking/hotel room, etc...
• They have problems/special needs
2020 Board of Directors

Board Secretary:
Brad Blank
President/Attorney
Brad Blank & Associates, Inc.

Ronald L. Book
President
Ronald L. Book, P.A.

Samantha Cook
Business Analyst
Deloitte

Olivia Culpo
Actress

Mark DeVincenzi
Managing Director
Crescent Capital Group LP

Robert Friedman
Partner
Holland & Knight

Aaron Gershengerg
Managing Partner
SVB Capital

Melissa Ganzi
Professional Polo Player & Entrepreneur

Michael Hardman Ph.D.
Distinguished Professor & Chief Global Officer
University of Utah

Stephen T. Hearst
VP & GM of Western Properties
The Hearst Corporation

Alexander Hernandez-Dessauer
Vice President, International Programs & Special Projects
Best Buddies International

Jamie Hintlian
Partner/Principal
Ernst & Young

Hon. Patrick J. Kennedy
Former U.S. Congressman
Founder,
The Kennedy Forum

Gerard A. Klingman, CFP
President
Klingman & Associates

Philip Levine
President & CEO
Baron Corporation

Carl Lewis
U.S. Olympic Gold Medalist

Chris Lindstrom
Professional Football Player
Atlanta Falcons

James Lintott
Chairman
Sterling Foundation Management

Lisa Lutoff-Perlo
President & CEO
Celebrity Cruises

Jack Mayor
Global Ambassador
Best Buddies International

Jim Murren
Chairman & CEO
MGM Resorts International

Mollie Noble
Global Ambassador
Best Buddies International

Thomas Quick
Philanthropist

Jeffrey A. Rich
Managing Director
Plumtree Partners, LLC

Anthony Kennedy Shriver
Founder, Chairman & CEO
Best Buddies International

Eunice K. Shriver II
Manager, Art & Experimental Brand Development
Best Buddies International

Tom Sullivan
Founder
Lumber Liquidators

Ralph Winter
Founder
Corestate Capital Group

Bernie Yuman
President
Bernie Yuman Mgmt.
2020 Executive Team

John M. Carlin  
Senior Director  
Major Gifts & Planned Giving

Lisa Derx  
Vice President  
Government Relations

Alexander Hernandez-Dessauer  
Vice President  
International Programs & Special Projects

Mark Lewis  
Vice President  
Marketing & Strategic Development

Jen Miller  
Senior Vice President  
Finance & Operations

Stephanie Moore  
Vice President  
State Operations & Mission Advancement

David Quilleon  
Senior Vice President  
Global Mission, State Development & Operations

Anthony Kennedy Shriver  
Founder, Chairman & CEO  
Best Buddies International

Julie Torres  
Vice President  
Human Resources & Operations

Scott Tracy  
Vice President  
Special Events, Development & Sponsor Relations

Mark J. Wylie  
Vice President  
Talent Relations

Honorary Board Members

Eunice Kennedy Shriver  
Founder, Special Olympics Int.

Keith Allen Haring  
Pop Artist, Creator of the Best Buddies Logo
1. **Best Buddies Month**  
The month of March / Worldwide  
Takes place each year in March, is a time for Best Buddies participants to reflect on the importance of friendship, jobs, leadership development and inclusive living for people with IDD.

2. **Spread The Word Inclusion**  
March 4 / Worldwide  
A global engagement campaign to increase inclusion amongst people with and without and developmental disabilities through grassroots action. In schools, workplaces, and communities around the world.

3. **Virtual BBFW:** June 20/Worldwide  
**BBFW:** Fall Walks / Nationwide  
Join 40,000 walkers across the country to support the Best Buddies programs. You’ll be making the world more welcoming to people with intellectual and developmental disabilities (IDD).

4. **Best Buddies Champion of The Year**  
Year-Round / Nationwide  
Champions challenge one another through 8 weeks of fundraising, campaigning, and raising awareness for Best Buddies for the ultimate title of Champion of the Year. 100% of the proceeds support Best Buddies.

5. **Virtual Best Buddies Mother’s Day Celebration**  
The month of May / Worldwide  
Honoring the incredible mothers of our participants, and mothers all around the world! Paying homage to the gifts of love and friendship that mothers give to their children, especially the amazing mothers of our Best Buddies participants.

---

Join us to learn more about Best Buddies programs and to experience our mission in action. For more information, please visit [BESTBUDDIES.ORG/TAKE-ACTION](http://BESTBUDDIES.ORG/TAKE-ACTION)
6. **Best Buddies Challenge: Hyannis Port**  
Sept 26 / Boston & Hyannis Port, MA  
A 100, 50, or 20-mile cycling adventure from Boston to Hyannis Port, with an optional 5K run/walk. The event concludes with a lobster/clambake and a private beach-side concert.

7. **Virtual Best Buddies Leadership Conference**  
Summer / Worldwide  
An annual conference that unites Best Buddies leaders, volunteers, and community advocates from around the world for a four-day conference that prepares students to lead successful Best Buddies chapters in the upcoming year.

8. **Best Buddies Challenge: Hearst Castle**  
September 12 / Cambria & San Simeon, CA  
A 100, 60, 30, or 15-mile cycling adventure along the coastlines of California, arriving at the renowned Hearst Castle in San Simeon, with an optional 5K run/walk. It includes a festive barbeque and private concert at Hearst Ranch.

9. **Best Buddies Dallas Gala**  
November / Dallas, TX  
An incredible event, featuring a gourmet dinner, live and silent auctions, and a private concert, with Jan and Jeff Rich serving as Honorary Chairs in support of Best Buddies endeavors in Texas.

10. **Best Buddies Challenge: Miami & Miami Gala**  
November 20 / Miami, FL  
A world-class cycling event limited to just 50 riders. This 62-mile ride features a Tour de France-style police escorted peloton with road and intersection closures, support vehicles, and three fully-stocked rest stops. After the ride, participants will celebrate at Miami Gala that evening. The Miami Gala is a spectacular event where 850 prominent local and international guests will join notable celebrities and athletic superstars to celebrate Best Buddies, enjoying a gourmet dinner, top-notch auction and dazzling entertainment.