Jennifer and Molly
Friendship program Buddy Pair
Message From Our Chairman

Why We Matter

Changing Lives

Mission, Who We Serve & Mission Pillars

Our Impact

2019 Highlights

Milestones

One-To-One Friendship

Integrated Employment

Leadership Development

Inclusive Living

Best Buddies International Programs

2019 Expansion Programs

Signature Events

Board of Directors & Executive Team

Our Supporters

Participating Employers

Financials

State Year In Review
Message From Our Chairman

Dear Friends,

In 2019, Best Buddies celebrated its 30th Anniversary, a remarkable milestone for the organization. When I started Best Buddies 30 years ago at Georgetown University, I never imagined that this organization would impact the lives of more than 1.2 million people across the globe, spanning 57 countries and five continents. Furthermore, if someone had told me then that I would live to see individuals with intellectual and developmental disabilities (IDD) working in tech labs earning more than $50,000, participating in pension plans and receiving full healthcare benefits; reporting for a national television show, testifying in front of Congress, and delivering the keynote address at an annual corporate conference in Silicon Valley; I would not have believed any of it. Thirty years later, our world is much more inclusive and diverse, although there is still so much more to be done.

To celebrate our 30th Anniversary, we were excited to launch the organization’s newest program, Best Buddies Living. This program represents our organization’s fourth key mission pillar, Inclusive Living. Best Buddies Living provides individuals with and without IDD the opportunity to live together in a vibrant community that supports all residents in advancing their employment, financial literacy, continued education and life skills as they work to achieve their personal goals.

As we look ahead, I am excited to watch the next generation of leaders step up to the plate to guide our global movement to new levels. I was only in my early 20’s when all of this began, and I have never lost faith in the endless creativity, genius level of talent, leadership and power that young people have. We will need each of you to help lead our movement forward as I am confident that the spirit of Best Buddies will continue to live on through each of you.

As we celebrate the impact Best Buddies has had on over a million lives, please know that I am eternally grateful to each and every one of you who have supported this organization over the past 30 years. Without you, we would not have reached this momentous milestone. From the bottom of my heart, thank you for making this world a better place for people with special abilities.

In Friendship,

Anthony K. Shriver
Founder & CEO, Best Buddies International
Changing Lives

As a mom, my biggest concern for Randy in high school, and after, was that he would feel alone. I think that isolation is a large concern when you are the parent of someone with an IDD. Best Buddies helps to ensure that does not happen. As a mom, there is comfort knowing that Randy has friends and that, even in times of great isolation, the friendships Randy made in Best Buddies remain and those friends are there to help each other through good times and bad. It is difficult to find the proper words to explain the happiness I feel when I look at Randy’s accomplishments. So, I can simply say that I am grateful and blessed to watch Randy live his most independent life in the way he chooses to live it.”

“Why We Matter

Throughout nearly six decades, people with intellectual and developmental disabilities (IDD) have gained access to opportunities that have improved their lives. Despite this, our society is far from being inclusive in every aspect. The number of people within the IDD community who still face access barriers, social isolation and discrimination is staggering. Many people with IDD are unemployed and do not experience the simple joys of genuine friendships that people without disabilities often take for granted.

This is where Best Buddies International plays a vital role. Best Buddies is the world’s largest organization dedicated to ending the social, physical and economic isolation of the 200 million people with IDD. For individuals within this community, Best Buddies serves as a lifeline to creating life-long friendships, securing successful jobs, living independently and gaining self-confidence.

Best Buddies serves as a lifeline to creating life-long friendships, securing successful jobs, living independently and gaining self-confidence.”

individuals with IDD. Through the creation of meaningful one-to-one friendships with peers without disabilities, the pursuit of integrated employment opportunities, the development of leadership skills for individuals with IDD, Best Buddies is helping people with IDD grown one friendship, one job, one leader, and one inclusive living opportunity at a time. For more information, please visit BESTBUDDIES.ORG

“What has given me the most joy as a mother is seeing just how similar Randy’s life and problems are to any other 25-year-old’s life. This is because Randy is living his most independent life with the good and the not so good. The life he lives today—having attended college and now living and working independently—was not a life I allowed myself to dream about for him, but he did. He wanted these things, and he constantly pushed for them on his path to independence. Randy never gave up. To see him now living independently as a kind and caring man, with his sense of determination and happiness, makes me beam with pride and joy. My life is filled with love because I am Randy’s mom.

I think of how, before Best Buddies, Randy’s social life was essentially my social life and my friends were basically his only friends. Nobody should grow up feeling that way. Once he joined Best Buddies in high school, things changed for Randy.

He suddenly was sitting at lunch with his new friends that he met in Best Buddies. Then he started to go to football and baseball games at the high school with his friends in Best Buddies.”

He suddenly was sitting at lunch with his new friends that he met in Best Buddies.
Mission

Best Buddies International 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). Our programs empower the special abilities of people with IDD by helping them form meaningful friendships with their peers, secure successful jobs, live independently, improve public speaking, self-advocacy and communication skills, and feel valued by society.

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.

Programs

Best Buddies programs sit on the four key mission pillars below:

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.

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

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

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.
Our Impact

3,021 Chapters
129,103 Participants
1,291,030 Impacted
50 States
57 Countries

One-To-One Friendship

525 Middle School Chapters
1,356 High School Chapters
550 College Chapters

Program Participants

63,805 High Schools
12,713 Middle Schools
29,834 Colleges
7,554 Citizens
2,057 e-Buddies

Integrated Employment

1,612 Participants Employed

Average Total Participant Stats

33,836 Weekly Hrs. Worked
1,657,958 Yearly Hrs. Worked
$4,327,271 Yearly Wages Earned
$21,636,353 Yearly Taxes Paid

Leadership Development

352 Elementary Schools Promoters Chapters
70 Middle School Promoters Chapters
158 High School Promoters Chapters
10 College Promoters Chapters

Program Participants

804 Ambassadors
131 College Promoters
5,180 Elementary Promoters
4,623 High School Promoters
790 Middle School Promoters

Inclusive Living

Open Location in LA
Officially Launched September 2019

Development Location in Washington, DC

All program stats are as of 12/31/2019, and reflect the most recent Best Buddies program year (July 1 – June 30).

2019 Highlights

Launches

- Best Buddies opens offices in China and Ukraine to serve a new community of individuals with intellectual and developmental disabilities (IDD) on a global scale.

- The Best Buddies Jobs program, begins operating in 10 new markets: Cape Cod, Massachusetts; Des Moines, Iowa; Long Beach, Orange County and Sacramento, California; Tampa, Florida; Milwaukee, Wisconsin; Peoria, Illinois; Troy, Michigan; and the Dominican Republic.

Partnerships

- Best Buddies joins forces with Autism Speaks and Special Olympics, under the leadership of Entertainment Industry Foundation, to launch Delivering Jobs, an inclusion campaign designed to create pathways to one million employment and leadership opportunities for people with autism, Down syndrome, cerebral palsy and other intellectual and developmental disabilities by 2025.

- MOD Pizza commits to its first nationwide partnership with Best Buddies focused on raising awareness for inclusive hiring practices and raising a minimum of $50,000 to support Best Buddies programs. MOD has approximately 300 supported employees with IDD across its 455+ locations in the U.S. and U.K. Throughout the month of October, MOD donated a portion of all sales of a select menu item to Best Buddies.

Key Events

- Best Buddies officially launches its fourth mission pillar, Inclusive Living. BESTBUDDIES® Living provides an integrated experience in which people with and without IDD live independently in a dynamic environment where they can learn, grow, and thrive.

- In March, Best Buddies with Fundación MAPFRE launches a Pre-Employment Training Program in Massachusetts to prepare Friendship program participants ages 14-22 with IDD for the transition into the Jobs program.
Milestones

1987-1993

• Anthony K. Shriver charters the original Best Buddies Chapter while a junior at Georgetown University in 1987.

• Incorporated 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, a friendship program that pairs adults with IDD with their working peers who do not have disabilities.

1994-1998

• 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, pairing special education students in one-to-one friendships with high school volunteers without IDD.

• 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.

1999-2006

• Best Buddies celebrates 20 years of friendships and jobs in 2009.

• For its 20th Anniversary, Best Buddies updates its mission statement: “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.

2007-2010

• Best Buddies launches the 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.

2011-2015

• 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 an 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 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 can learn, grow, and thrive.

14 BESTBUDDIES.ORG

2016-Current

• 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 for the transition into the Jobs program.

• In October 2019, under the leadership of the 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.

• 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.

Santiago, Best Buddies Colombia Ambassador at the 2019 Best Buddies Leadership Conference: Inclusion Lives Here
Without love, support and friends, life may feel isolating – this is a reality people with intellectual and developmental disabilities (IDD) have often been faced throughout history. Best Buddies offers people with IDD the chance to have a friend, gain self-confidence and self-esteem and share interests, experiences and activities that many other individuals enjoy.

Middle Schools, High Schools & Colleges

In today’s schools, students with IDD enter the same building and walk the same hallways as their peers, but they often miss out on key elements of the school experience such as sitting with friends at lunch, attending homecoming or prom, or joining a club.

Best Buddies offers students with IDD the opportunity to have a friend and enjoy common interests, experiences, and social activities in the Middle School, High School and College programs. Each friendship pair commits to speaking and spending time together every week throughout the year. These programs create lasting friendships, and they also help facilitate an environment of inclusion throughout the school and in the community.

Citizens

For people with IDD, the absence of meaningful friendships extends into adulthood. After age 21, some individuals with IDD may never spend time with anyone besides a paid caregiver and family. Best Buddies Citizens pairs adults with IDD in one-to-one friendships with adults without IDD in corporate and civic communities. Citizen buddy pairs commit to a one-year friendship in which they will talk once a week and see each other twice a month. These relationships commonly grow into friendships that last a lifetime.

e-Buddies

In 2019, e-Buddies served 2,057 total participants. These participants exchanged more than 30,000 e-mails, and also posted more than 500 messages on the e-Buddies Community message boards. e-Buddies was also used as a teaching tool in the classroom by more than 100 special education teachers and other disabilities professionals across the country.
Tanner & Tyler
Friendship Program Buddy Pair,
Higley High School, Gilbert, AZ

“I think at the heart of inclusion is the belief that everyone has something to contribute and everyone is worthy of being loved.” - Tanner

Though they have only been matched for a year, Tanner and Tyler’s friendship is so strong it seems like they have known each other their entire lives.

Tanner said, “Tyler is actually a pretty big reason why I got involved with Best Buddies. Tyler is so compassionate and energetic with everyone that he meets. He quickly taught me how to carry on that kind of love for others.”

“Tanner and Tyler have become such an inspirational buddy pair,” explained Mrs. Wittenburg, their Best Buddies advisor. They spend birthdays together and see each other in unified sports daily. Tanner tries to keep up with Tyler’s outgoing and sarcastic personality, but sometimes gets caught off his feet by Tyler’s zingers. Tanner, being our school’s Student Council President, has really been able to show the campus what a true buddy pair looks like, as well as what Best Buddies has to offer!”

Tanner and Tyler have truly become best friends. Tyler said, “I love Best Buddies because I love hanging out with Tanner — he’s my best friend. He takes me out to lunch, we go on double dates, we hang out all the time and he came to my birthday party. I love Tanner.”

There is no doubt that Tanner and Tyler will stay friends for the long haul and will continue to show the world what Best Buddies is all about! Tanner stated, “Any love I show to Ty is returned tenfold, and I think kindness and inclusion are often like that, because they are truly the gifts that keep on giving!”

“He’s my best friend. He takes me out to lunch, we go on double dates, we hang out all the time and he came to my birthday party. I love Tanner.”

-Tyler
Since its inception, Best Buddies Jobs has assisted thousands of participants in earning an income, paying taxes, receiving benefits and working in an environment alongside others in the community. The Jobs program offers the opportunity for people with intellectual and developmental disabilities (IDD) to become financially independent through their own efforts, removing the need for government assistance or parental support. This program focuses on white-collar jobs, which sets it apart from so many others. Best Buddies assists individuals in finding jobs that are enjoyable, inclusive and competitive in terms of pay.

Jobs
Best Buddies Jobs furthers the integration of people with IDD into the community through supported employment. The focus is on developing competitive, integrated jobs that allow participants to earn an income, pay taxes and work in an environment alongside their peers in the community, leading to full inclusion and independence. Best Buddies Jobs conducts a person-centered approach with each participant, working with the individual to ultimately achieve his or her personal employment goals. Coaching is provided in essential job interviewing skills, and once a job is secured, there is assistance with on-the-job training. Job placement for participants depend on factors such as their skills and abilities, location and vocational preference. Once fully adjusted to their job, Best Buddies supports participants with job coaching for continued career development.

The Jobs program prides itself on developing employment opportunities in professional environments and focuses on white-collar jobs such as receptionist, mail room assistant, file clerk, office assistant, front desk assistant and retail associate. Employers range from some of the top law firms and talent agencies to well-known retail businesses and luxury hotels. The states with active Best Buddies Jobs programs as of December 31, 2019 include California, Florida, Illinois, Indiana, Iowa, Maryland, Massachusetts, Michigan, Nevada, New Mexico, New York, Tennessee, Texas, Virginia and Wisconsin.
Key Jobs Program Stats

- 15 States with active Jobs Programs
- 2,517 U.S. Participants
- 1,612 Total Employed
- 1,002 Total Participants
- 1,515 International Participants

- 33,836 Average Total Hours Worked
- 94.07% Retention Rate**
- 26.81% Paid Vacation/Sick Days
- 16.76% Medical & Dental
- 8.45% 401K Plan
- 16.76% Receiving Benefits**

- $21,636,353 Average Total Yearly Wages Earned
- $4,327,271 Average Total Yearly Taxes Paid

Top 5 Jobs Participants Highest Salaries With Benefits

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<thead>
<tr>
<th>Name/Company</th>
<th>Hourly Wage</th>
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<tr>
<td>Michael D. Genentech</td>
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<tr>
<td>Cristen M. Holland &amp; Knight (Boston)</td>
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<td>Eric H. Fried Frank Harris Shriver &amp; Jacobson</td>
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<td>John H. Civic Edge Consulting, San Francisco, CA</td>
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<tr>
<td>Jean Paul L. Jones Lang Lasalle (JLL) Google</td>
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</tr>
</tbody>
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Top 5 Jobs Participants Highest Hourly Rates

- Michael D. Genentech, San Francisco, CA
- Cristen M. Holland & Knight, Boston, MA
- Eric H. Fried Frank Harris Shriver & Jacobson, New York, NY
- Adraine A. Jones Lang LaSalle, New York, NY
- John H. Civic Edge Consulting, San Francisco, CA

Top 5 Jobs Participants

- 89 Cities*
- 11 Countries*

- $26.81% Medical & Dental
- 26.81% Paid Vacation/Sick Days
- 8.45% 401K Plan

- 1,515 International Participants
- 16.76% Medical & Dental
- 26.81% Paid Vacation/Sick Days
- 8.45% 401K Plan
- 16.76% Receiving Benefits**

- $21,636,353 Average Total Yearly Wages Earned
- $4,327,271 Average Total Yearly Taxes Paid

Best Buddies Jobs Around the World

- 89 Cities*
- 11 Countries*

- *Reflects countries and cities that have the Best Buddies Jobs program, as of 06/30/2020
- **Represents benefits received by US BB Job participants.
- ***All Jobs Program stats are as of 12/31/19.

Global jobs stats are calculated based on total jobs participants and U.S. average hours and wages.
Fred
Jobs Program Participant,
Central Park Conservancy, New York, NY

“I am so proud that I have been working at the Central Park Conservancy in New York City as part of the Best Buddies Jobs program since August 2016! Before that, I was part of the Citizens program and was working part-time at a movie theatre. I knew I wanted to get a better, full-time job, but was not sure how to do that. The Citizens program manager connected me with the Jobs team, and it was like magic! I had two interviews with Central Park, and I told them about my experiences, and I got their attention. They offered me the job and I have been working as a groundskeeper ever since.”

“I love my job. Some of the tasks I have learned are mowing, weeding, mulching, raking, sweeping, planting and irrigation. One thing I am most proud of is that I now manage the volunteers who come to work in the park every Thursday. I worked hard to learn plant identification and I can now teach the volunteers how to identify which are the weeds and which are the plants. I tell the volunteers that we can learn a lot from each other and that it is ok to make mistakes. I treat my volunteers like a team and I am proud of this.”

According to Fred’s supervisor, “Fred is a great guy and takes great pride in his job. During the last year and a half, he has been improving his skills in managing the group of volunteers assigned to him; on top of that, he has learned to recognize many trees, shrubs and weeds, and this knowledge helps him manage, in a more productive way, the area he takes care of.”

When asked what he loves most about his job, Fred says, “I am thankful for my job. I have great benefits, a great salary and am also able to earn overtime pay. When the weather is bad and I must work outside all day, I always tell my job coach, ‘somebody’s got to do it’ or ‘it comes with the job.’ I think my positive attitude makes me a great employee.”

“I am thankful for my job. I have great benefits, a great salary and am also able to earn overtime pay.” - Fred
Best Buddies educates and empowers people with and without intellectual and developmental disabilities (IDD) to become leaders, public speakers and change agents. Through the Ambassadors and Promoters programs, participants inspire their communities to build a more inclusive world for people with IDD.

Ambassadors
Best Buddies Ambassadors is a program that provides training for participants with and without IDD in areas of speech writing, public speaking and self-advocacy. Ambassadors develop the skills to share their life stories, promote Best Buddies programs, network, and most importantly, advocate. The program prepares people to not only become active agents of change, and informed, compelling advocates for the disability rights movement.

Ambassadors participate in trainings focused on the art of public speaking and advocacy. Once trained, they are expected to identify opportunities in their chapters, communities and states to share their stories and become more involved and empowered as citizens. They are encouraged to make high-profile connections, speak to state and national legislators about opportunities for people with IDD, present at recruitment fairs and Best Buddies events and develop partnerships in the community. Ambassadors also help fundraise, present to other interest groups and train their peers with IDD.

Participants are paired with a speech coach for the duration of their Ambassador training to assist with the writing and presentation of a speech. Speech coaches help Ambassadors in areas of brainstorming and organization, and serve as guides who provide one-on-one attention, as needed.

Promoters
Best Buddies Promoters empowers youth to become advocates for people with IDD by organizing and attending special events that promote inclusion and bringing awareness to the disability rights movement. Students attending a school without a special education program can join a Promoters chapter to develop connections with people with IDD, or can start one by contacting their local Best Buddies state office.

Each Promoters chapter is led by a chapter president from the student body and a faculty advisor, and is assigned a Best Buddies staff person who offers regular support and guidance. Once formed, Promoters chapters host events, activities, fundraisers and assemblies where they advocate for people with IDD, educate the public about inclusion and promote the ideals of Best Buddies’ mission. Throughout the school year, Best Buddies encourages all Promoters chapters to host as many activities as possible on and off campus that are inclusive of people with IDD.
From the time Jada Thompson was young, her mother told her that she would someday be speaking in front of important people and have an audience. “I knew what she was called to do as a verbal person on the autism spectrum; I knew she was meant to be the person to speak up,” her mother Deanna explains.

Fast forward to 2018 when Jada found Best Buddies. She first joined the Jobs program, and her job coach recommended the Ambassador program. Near the end of 2018, Jada came to her first Ambassador training and explains that “it was the start of something magical.” These trainings, hosted throughout the year, help individuals learn to tell their stories, speak publicly, and advocate for inclusion. In 2019, Illinois trained 18 State Ambassadors, including Jada, to speak in their communities and build bridges of acceptance and understanding.

In Jada’s words, “Best Buddies has changed my life tremendously. It helped me be true to who I am and embrace my differences, and now I get to be myself unapologetically. I learned that I am brave and have a powerful, impactful voice. The Ambassador program has given me a chance to use that voice.” Jada has spoken at the Annual Best Buddies Leadership Conference, the Meeting of the MODs (receiving a standing ovation from 900 people), the Best Buddies Challenge: Hearst Castle, the Best Buddies Friendship Walk in Illinois, and more. Her Citizens buddy, Kara, talks of the pride she feels watching Jada speak: “She’s shy and extremely humble, but when she gets on stage, she speaks with love, truth, passion and an understanding that everyone in the room can feel. I’m lucky to call Jada one of my best friends and to be part of her journey as she continues to become a global impact to individuals with and without intellectual and developmental disabilities.”

Jada is going to be a Global Ambassador for Best Buddies International starting in 2020, along with two others from Illinois! To her, being an Ambassador means being a role-model and inspiration for others. She explains, “I want to educate people about the need for inclusion and to teach those with disabilities to be themselves. Be brave and don’t change who you are for anyone just because they don’t see your potential yet.” We are so proud of Jada and are looking forward to seeing the continued impact of her powerful story and voice!

“Best Buddies has changed my life tremendously. It helped me be true to who I am and embrace my differences, and now I get to be myself unapologetically.”

- Jada
Inclusive Living Program

Supporting and empowering individuals with intellectual and developmental disabilities (IDD) to live as integrated, contributing members in the larger community. The program encourages people with and without IDD to live together in a dynamic and enriching environment rooted in a college or university setting.

Living

Best Buddies Living locations are near school campuses – offering an environment that encourages the development of independent living skills, life-changing relationships, and educational pursuits in connection with college life.

The Living program is open to individuals over the age of 18 who are ready to embrace independent living. Residents are asked to participate in weekly group meals and activities, maintain employment or attend a higher education program, and support fellow residents when needed.

Program participants are immersed in the campus experience, attending college sports games, cultural events, holiday parties, volunteer opportunities, and other social activities alongside their student peers.

Each Inclusive Living location will have a unique pricing structure that includes room and board, onsite support, transportation and access to campus facilities and amenities, and Best Buddies team members onsite to support residents and ensure an inclusive environment. As of December 31, 2019, Best Buddies operated two Living residences --- one in Westwood, CA, and one in Washington, D.C.
Ain
Best Buddies Living Resident, University of California, Los Angeles, CA

Born and raised in Pakistan, Ain joined the Best Buddies Living program at the start of his freshman year at the University of California, Los Angeles (UCLA). He was drawn to Best Buddies Living because it was an entirely new concept that the university dorms didn’t offer. The living is completely integrated, 100% inclusive and beyond that, the program’s description convinced Ain, “the residence didn’t just include sleeping accommodations, but it was fully immersive, offering weekly activities and THAT was what convinced me to apply.”

Ain and his brother Adeel reside in the Best Buddies Living’s flagship residence in Westwood, just minutes away from the UCLA campus, with Residential Manager Shammir Khan, and Best Buddies participants Aric and Austin. Since day one, Ain experienced the Best Buddies mission of inclusion and acceptance. “Everyone was incredibly hospitable, our roommates cooked dinner for us, took our luggage to our rooms and immediately helped us feel welcome in a new country.”

Ain shares that acclimating became easier with support from the Best Buddies Living program: “activities, like grocery shopping or public parking, add up and end up forming a big part of your day – they can create discomfort when you move to a new place, but we didn’t experience that because they were there with us since the very first day.”

Through this program Ain and his roommates participate in group outings, house dinners and Best Buddies meet-ups. Ain describes the Best Buddies Living experience as enlightening, providing a better understanding of the challenges and social barriers people with IDD face. “In Pakistan, we don’t talk about people with IDD and their rights. This experience has allowed me to recognize the intricacies of IDD – you can read about it, but you have to immerse yourself in inclusion to better understand, as we have through Best Buddies Living.”

Inspired by Best Buddies Living, Ain plans to get more involved with UCLA’s Best Buddies chapter and continue growing alongside his new Best Buddies family. “The biggest thing that Best Buddies Living achieves is facilitating personal and professional growth. We’ve all grown so much, socially – we all interact with each other’s friends and encourage them to get involved with Best Buddies programs. We learn from each other daily, especially Adeel and I from Austin, Aric and Shammir, about how to excel in school and in the workforce. We vent, laugh and enjoy each other’s input and advice.”

“We’re more than roommates, we’re friends, great friends with unique perspectives and diverse experiences! We’re all working to break the stigma and proving that this should be the norm on every college campus and in society, as a whole.”

This experience has allowed me to recognize the intricacies of IDD – you can read about it, but you have to immerse yourself in inclusion to better understand, as we have through Best Buddies Living.” - Ain
International Program participants representing more than 30 countries with Founder & CEO Anthony K. Shriver (center) at the 2019 Best Buddies Leadership Conference in Bloomington, Indiana.

Best Buddies International Programs
International Programs

Despite challenging headwinds in 2019, Best Buddies continued to expand internationally.

In 2019, Best Buddies International launched Friendship programs in both China and the Ukraine. Three Open Houses were held in Europe to share the importance of friendship and inclusion at schools and universities - including one in Dublin, Ireland; Kiev, Ukraine; and Paris, France. Response to Best Buddies Friendship programs has been overwhelmingly positive and has included excellent media coverage including a segment on the news in Ukraine.

An International Jobs Training Program was held in Boston last spring and the Dominican Republic joined Brazil, Chile, Colombia, the United Kingdom, Mexico, Peru and Russia in opening a Best Buddies Jobs program in 2019. More than 1,500 individuals with IDD are now part of our Best Buddies Jobs programs overseas, with over 800 participants employed to date. Our program participation grew by 13% with U.S. corporations in the Asian region reaching out to Best Buddies to learn more about the benefits of hiring people with disabilities and the possibility of establishing a Jobs program with their corporate partners. Diversity, Inclusion and “Decent Work” are all key components of the 17 United Nations’s Sustainable Development Goals. Companies today are eager to promote their corporate social responsibility as a record number of millennials join the workforce in search of employers who wish to make a difference in society.

Goals for 2020 include reaching 2,000 jobs worldwide by launching an integrated employment program in at least three new countries and recruiting corporate partners on a global scale.

Remote solutions are currently being put in place to continue our chapter activities and trainings around the globe, while events such as the Virtual Friendship Walk will be expanded to 14 Latin American countries in an effort to raise funds for the region and continue promoting our mission. Best Buddies will also continue to introduce Friendship programs to new countries including Portugal and Serbia. In 2020, in addition to hosting Open House events and providing staff trainings to launch the programs throughout Europe and Asia, the International Programs team will actively pursue additional funding opportunities from high net-worth individuals, foundation grants and supranational entities like the European Union.

“More than 1,500 individuals with IDD are now part of our Best Buddies Jobs programs overseas, with over 800 participants employed to date.”
Programs Around the World

- **50 States**
- **57 Countries & Territories**
- **5 Continents**

### Europe
- Belgium
- Bulgaria
- Denmark
- England
- Faroe Islands
- Finland
- France
- Germany
- Greece
- Ireland
- Netherlands
- Northern Ireland
- Norway
- Poland
- Russia
- Scotland
- Spain
- Turkey
- Ukraine

### Asia
- China
- Hong Kong, China
- Macao, China
- Indonesia
- South Korea
- Malaysia
- Mongolia
- Philippines
- Singapore
- Thailand
- Vietnam

### North America
- Canada
- USA

### Latin America & The Caribbean
- Argentina
- El Salvador
- Bolivia
- Guatemala
- Brazil
- Haiti
- Chile
- Mexico
- Colombia
- Panama
- Costa Rica
- Paraguay
- Cuba
- Peru
- Dominican Republic
- Venezuela

### Africa
- Egypt
- Ghana
- Kenya
- Nigeria
- Tanzania
- Uganda

### Middle East
- Lebanon
- Qatar
Devon and Molly, 2019 Best Buddies Champion of The Year award recipients, raising $48,808 for Best Buddies in Washington.

2019 Expansion Programs

Expansion in the U.S.

Best Buddies’ Expansion Team’s focuses on reaching areas of the country that do not have a physical office, but are aiming to bring one to the area by increasing awareness about the mission, piloting new programs and raising funds to support our efforts. The Expansion team saw a tremendous amount of growth in 2019 through programmatic initiatives, donor cultivation, and fundraising efforts. The team worked tirelessly to build relationships with companies like Divergent and SPMG that have become national partnerships. Newly hired staff in Michigan provided local support to our efforts, paving the way for the team to launch a partnership with Kelly Services and hire a Best Buddies Jobs staff member in the region. Through the support and dedication of volunteers, committees, and donors, we look forward to hiring staff in Minnesota, Oklahoma, Oregon, and Washington based on the successes of 2019!

Throughout 2019, the Expansion team and worked with “on-the-ground” volunteers to open 57 new school Friendship and Promoter chapters. Every state in the U.S. officially has a school-based program and Best Buddies’ mission was expanded by launching Citizens programs in Michigan, Minnesota, Oregon, South Carolina and Washington, laying the groundwork to open programs in Colorado and Kansas and expand programmatic efforts in Michigan and Minnesota.

In order to further the organization’s mission and continue to serve areas that do not have a physical Best Buddies office, the Expansion Team relies heavily on volunteers to help run programs and raise funds. In seven different areas across the country, staff and a team of committed volunteers executed Friendship Walks that collectively raised over $76,000. The greatest success in fundraising events was through signature Champion of the Year galas in six different markets (three of those were new markets) which raised close to $920,000 collectively.

On behalf of Advisory Boards and the Expansion team staff, we would like to thank you for your continued support of our efforts to reach more individuals across the country. We have big plans for 2020 and cannot wait to impact the lives of even more individuals!

Guests enjoying the live concert by Flo Rida at the 2019 Best Buddies Miami Gala

The purpose of special events is to garner support, funds and awareness for the Best Buddies mission. There are numerous ways to get involved with Best Buddies events including: volunteering, advocating and pursuing partnership and sponsorship opportunities. A few of the organization’s prominent events are featured on the following pages.
Signature Events

Cyclists along the route of the 2019 Best Buddies Challenge: Hyannis Port presented by Pepsi-Cola and Shaw’s and Star Market Foundation.

**BEST BUDDIES CHALLENGE, HYANNIS PORT**

May 31 – June 1, 2019 / Boston & Hyannis Port, Massachusetts

The Best Buddies Challenge: Hyannis Port, presented by Pepsi-Cola, and Shaw’s and Star Market Foundation chaired by Tom Brady, Guy Fieri, Congressman Joseph P. Kennedy, III, and event chair Ted English, is a 100, 50 or 20-mile cycling adventure from Boston to Hyannis Port, with an optional 5K run/walk. The event kicked off with the Best Buddies Tom Brady Football Challenge and the Guy Cooking with Best Buddies Celebrity Chef Food and Wine Festival, presented by Pepsi-Cola and Shaw’s and Star Market Foundation and concluded with a celebratory clambake and a private concert by multi-platinum artist Flo Rida.
Professional cyclists Christian Vande Velde, Bobby Julich and George Hincapie riding along the Pacific Coast Highway during the 2019 Best Buddies Challenge: Hearst Castle, presented by Pepsi-Cola

The 16th Best Buddies Challenge: Hearst Castle, presented by Pepsi-Cola, co-chaired by Governor of California Gavin Newsom, Steve Hearst and event chair Carl Guardino, is a 100, 60, 30 or 15-mile cycling adventure along the picturesque coastlines of California, arriving at the renowned Hearst Castle in San Simeon, with an optional 5K run/walk. The event kicked off with the Official Opening Ceremony of the Best Buddies Challenge: Hearst Castle, presented by Pepsi-Cola on Friday, September 6 at the Quail Lodge Resort & Golf Club in Carmel, and concluded with an exciting finish line village, a festive barbeque at Hearst Ranch and lively performance by KC and The Sunshine Band.
The Hublot Best Buddies Challenge: Miami, presented by Abaco Wines, Braman Miami, Mack Cycle & Fitness, Makarov Foundation and Pepsi-Cola, is a 100K six-star cycling event, limited to just 50 cyclists beginning and ending at Mr. C Hotel Miami in Coconut Grove. The Challenge was followed by the 23rd Annual Best Buddies Miami Gala at Mana Wynwood. During the event, Best Buddies awarded Ed Ansari, co-founder, president and CEO of Sunbeam Television Corporation with the Spirit of Leadership Award, the highest Best Buddies accolade presented to distinguished luminaries who have shown great leadership, generosity and spirit in supporting the organization’s mission. This star-studded event also included a gourmet dinner, a top-notch auction and a live performance by multi-platinum artist Flo Rida.
Best Buddies Founder & CEO Anthony K. Shriver with cyclists along the Pacific Coast Highway at the 2019 Best Buddies Breakaway Camp: Malibu

Best Buddies Global Ambassador Caley presenting a speech at the 2019 Best Buddies Breakaway Camp: Malibu

Cyclists climbing the scenic roads of Malibu, CA

Best Buddies Global Ambassador Caley presenting a speech at the 2019 Best Buddies Breakaway Camp: Malibu

Cyclists climbing the scenic roads of Malibu, CA

Breakaway Camp attendees riding together along the majestic Pacific Coast Highway

**BEST BUDDIES BREAKAWAY CAMP: MALIBU**  
May 1-5 and December 11-15, 2019 / Malibu, California

The Best Buddies Breakaway Camp: Malibu offers cyclists a world-class, four-day riding experience through the scenic canyon roads and rock-studded hillsides of the Santa Monica Mountains overlooking the Pacific Ocean. Cyclists pedaled from coast to valley through remote, twisting and winding canyon roads, cliff-side Malibu mansions and acres of forest.

During the Best Buddies Breakaway Camp: Malibu, each attendee benefitted from a custom-designed program. Experienced cyclists and weekend warriors alike learned from various industry professionals including sports nutritionists, exercise physiologists, bike mechanics and personal trainers. The experience provided cyclists with a holistic approach to training, with special attention given to efficiency on the bike, proper rider nutrition, and post-training recovery, leaving them with the foundation for a sustainable, healthy lifestyle.
The 2019 Hublot Best Buddies Mother’s Day Celebration was co-hosted by Best Buddies Founder & CEO Anthony K. Shriver and journalist and philanthropist, Maria Shriver. During the event, Title sponsor Hublot introduced a 2019 limited-edition Best Buddies Classic Fusion Titanium Pavé, the first women’s timepiece in collaboration with the organization, crafted specially to honor the “Remarkable” women who strive to leave a legacy throughout their local communities and beyond. The celebration featured cocktails, delicious food, live performances and a special award ceremony honoring Best Buddies’ Mother of the Year, Yanti Lugito.
Nearly 2,500 student leaders, chapter advisors, volunteers and community leaders gathered in Bloomington, Indiana for the 2019 Best Buddies Leadership Conference: Inclusion Lives Here. The conference brought together student leaders from Best Buddies Middle School, High School, College and Promoter chapters across the world from 16 countries, including Canada, China, Colombia, Costa Rica, Dominican Republic, Hong Kong, Ireland, Kenya, Lebanon, Macau, Mexico, Panama, Spain and the United States. The conference presented dynamic engagement opportunities, advocacy trainings, leadership development and expansion strategy sessions to teachers, community leaders, volunteers and supporters. Inclusion advocates and leaders in the disability rights movement provided engaging keynotes, educational workshops and interactive large group forums, preparing attendees to share the Best Buddies mission in their communities.
The Best Buddies Friendship Walk continues to grow and expand – aiming to be the number one walk in the country raising awareness and funds to support individuals with intellectual and developmental disabilities (IDD). The Best Buddies Friendship Walks are fundamental in supporting local Best Buddies programs dedicated to ending the social, physical and economic isolation of the 200 million people with IDD. In 2019, over 40,000 participants in more than 55 cities walked to move our mission forward. Collectively over $5,000,000 was raised as participants, sponsors, volunteers and public figures joined the movement that celebrates friendship, inclusion and unity. Over the years, the Friendship Walks have made a profound impact in communities nationwide, providing a platform for participants to showcase the Best Buddies mission. Each Walk offers an atmosphere for new friendships, promising opportunities and most of all, inclusion for all people.
Best Buddies social events contribute to the life-changing community engagement needed to fuel the mission. Philanthropic trailblazers, community leaders and corporate partners play substantial roles in uniting their communities in the urgency of inclusivity. Unique events such as Chef Tastings, Best Buddies Galas and Champion of the Year gave a platform for the organization and its supporters to educate communities on the significance of changing how individuals with intellectual and developmental disabilities (IDD) are perceived.

These core events collectively raised over $5.5 million dollars, an astonishing 85% increase over 2018. Of that, Champion of the Year - a signature series of local events - engaged 365 Champions in generating over $4.7 million dollars, a 39% increase over the previous year. These events, and those that lead them, continue to provide life-long support and opportunities for individuals with IDD.
Best Buddies Balls/Proms are a unique way for the organization’s state offices and chapters to showcase their achievements and celebrate friendship. Best Buddies Balls/Proms were offered to high school and college participants in nearly 40 locations nationwide in 2019. The celebrations offer activities for students and parents alike, including chef tastings and silent auctions. Best Buddies in Chicago hosted its 16th Annual Best Buddies Prom in 2019 at a local high school, relying on the energy and creativity of chapter leaders to organize the event, decorate, secure donated refreshments and DJs for dancing! Many Best Buddies Balls/Proms, such as the one hosted at the Bridgestone Arena in Nashville, Tennessee, offered participants tuxedo rentals, gown selections, hair and make-up for buddy pairs and a red carpet to round out the extravaganza.
Each year, the organization’s celebrity supporters host community events that engage and inspire our program participants and corporate sponsors to promote Best Buddies’ mission of inclusion and challenge communities to ignite change. These dynamic events, such as Bowling for Buddies and Best Buddies’ Night of Beauty at Blushington, not only raise funds and awareness but also provide opportunities for Best Buddies program participants and supporters to develop life-long relationships.
Eunice Kennedy Shriver (EKS) Day serves as a unique opportunity to celebrate her legacy, indomitable spirit and life-long commitment to people with intellectual and developmental disabilities (IDD). Even during a time when society did not, Eunice Kennedy Shriver believed in the abilities of people with IDD and led the effort to end the physical and social isolation they endured. EKS Day promotes a global call for individuals to commit to actions of change, inclusion and acceptance for people with IDD. Across the United States and in 100 countries, EKS Day is celebrated with love, justice, faith, hope and courage – her five key values. Activities include sports clinics, picnics, leadership trainings and disability rights awareness.

March is Best Buddies Month! What began as a one-day celebration of the Best Buddies mission evolved into a month-long festivity to reflect on the importance of inclusion and acceptance for people with intellectual and developmental disabilities. The month kicks off with the annual Spread the Word: Inclusion campaign, which invites all members to showcase how they promote inclusion in their communities. In March 2019, participants hosted school parties, awareness activities and engagement campaigns, to honor their unity in advancing opportunities for friendship, employment and leadership development.
Financials

Consolidated Statement of Activities* (as of 12.31.19)

Domestic Revenue

- Total Domestic Revenue: $32,492,420
- Total International Revenue: $30,300,000
- Total Gross Revenue: $62,792,420

Domestic Expenses

- Total Domestic Expenses: $30,158,159

Domestic Net Asset Summary

- Net Assets (beginning of year): $12,311,015
- Change in Net Assets: $2,334,261
- Net Unrealized Gains(Losses) on Investments: -$95,959
- Total Domestic Net Assets (end of year): $14,549,317

Balance Sheet (as of 12.31.19)

Assets

- Current Assets
  - Cash in Bank: $3,802,036
  - Marketable Securities: $6,735,027
  - Pre Paid Expenses: $569,759
  - Accounts Receivable: $158,917
  - Contributions Receivable: $2,733,350
  - Grant Receivable: $1,996,818
  - Investments - BB x Rosetta Bakery LLC: $332,604
  - Investments - Deferred Compensation Plan: $89,363
- Total Current Assets: $16,417,874
- Total Assets: $16,432,561

Fixed Assets

- Computers: $14,687

Liabilities and Fund Balance

- Liabilities
  - Accounts Payable: $1,023,353
  - Deferred Revenue: $606,530
  - Deferred Compensation Plan Liability: $89,363
  - LOC Payable: $150,000
  - Refundable Security Deposit: $14,000
- Total Liabilities: $1,883,246
- Total Liabilities and Fund Balance: $16,432,561

- Fund Balance
  - Fund Balance: $14,549,315

- Beginning Balance With Current Year Adjustments: $12,311,015
- Net Surplus/(Deficit): $2,238,302
- Ending Fund Balance: $14,549,317

* Statement of Activities for calendar year 2019 based on Best Buddies International’s Form 990
** “Other” represents revenue generated from a collection of sources including; Chapter Dues, Annual Best Buddies Leadership Conference, Investment Income and Cause-Related Marketing.
*** Gross consolidation of International Licensees that operate as their own NGOs.
Best Buddies in Connecticut had a very successful 2019 with growth in all areas with our best year yet! From a programmatic view, Best Buddies started the year with 56 school chapters. By the end of 2019, our Friendship programs grew by 20% to 70 chapters, including opening our first elementary school Promoter chapter. We were able to grow by embracing the expansion model to create leadership skills in our volunteers and our buddies. Best Buddies in Connecticut successfully trained 13 Ambassadors, through two Ambassador Training days and they spoke at 13 engagements.

Our Champion of the Year event grew by an impressive 36%. We recruited more leaders to participate in the fundraising campaign competition and serve as Champion advocates and campaign managers, which allowed us to reach more community members and execute a successful and wonderful experience. The success of our Champion of the Year event and our Friendship Walk helped us expand our staff and hiring a new team member to serve as the director of development.

By the end of 2019, our Friendship programs grew by 20% to 70 chapters, including opening our first elementary school Promoter chapter. Our goals for 2020 are centered on moving the Best Buddies mission forward. Our number one goal is to grow from 70 to 85 school chapters. This will be accomplished by creating a five-star team made up of students from our schools that will help train and educate new and existing chapters. This team will also lead our student leadership trainings, Back to Best Buddies and Local Leadership Training Day. We have also set out to enhance and grow our Citizens program. This will be done by establishing bi-monthly gatherings and creating two new corporate chapters so that our buddies and our community can come together and celebrate inclusion. These goals will be met by continuing to further enhance our mission through our special events and stronger community engagement.

“By the end of 2019, our Friendship programs grew by 20% to 70 chapters, including opening our first elementary school Promoter chapter.”

Chloe has introduced me to some of her friends as well, most importantly her very special plush friend Twinkle, she comes with us everywhere. In my experience with Best Buddies, I’ve learned that it is so important to have this organization in colleges. College is where a lot of students are being molded into the person they’re going to be, and Best Buddies has been a major influence and guided me to pursue a common goal of inclusion for all.

“My name is Alexis Hartman and I am a sophomore at the University of Hartford. I have been a part of our Best Buddies chapter for one year. Joining Best Buddies has made me change the way I view the world and has taught me to never judge a book by its cover and because of this, I’ve made a lifetime friend.

Chloe has brought a wonderful light into my life. We’ve bonded over belting out songs in the car, talking for hours or even playing games at Dave & Busters. Since we were matched in the Fall of 2019, we have talked almost every day checking in on each other and planning hangouts. Our time together is always super fun, even if we end up doing a movie night in my living room. We love to go to the mall, get Starbucks, Taco Bell and look at new clothes. While in the mall, we love to stop at Build-a-Bear Workshop to look at new outfits and accessories for our stuffed animals.

The best part about our friendship is that we are both adventurous. We went to a trampoline park and had the time of our lives! I’ve introduced Chloe to some of my friends when we’re together and they have always been welcoming and have a blast getting to know one another.

“Since we were matched in the Fall of 2019, we have talked almost every day checking in on each other and planning hangouts.”

From my experience, most people always judge a person by what they see on the outside, few have seen the light on the inside.”

-- Alexis, Friendship Program Participant

Lezlye Zupkus
State Director, Connecticut
Connecticut Office
1224 Mill Street, Building B
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One-To-One Friendship
Key Program Stats

| Middle Schools | 20 Total Chapters | 212 Total Participants |
| High Schools | 37 Total Chapters | 1,799 Total Participants |
| Colleges | 10 Total Chapters | 701 Total Participants |
| Citizens | 140 Total Participants |
| e-Buddies | 40 Total Participants |
“Hi, my name is Angelo. I am 27-years-old and have been a part of Best Buddies for seven years. I am a part of two Best Buddies programs here in Connecticut; I am a member of the Best Buddies chapter Eastern Connecticut State University and I’m an Ambassador for the state as well. My life prior to joining Best Buddies was one of constant boredom and unanswered questions. The one person who helped me answer those questions was my former Chapter President and friend, Katherine, who invited me to join Best Buddies.

Out of the blue, Katherine asked me if I wanted to speak at the 2014 Best Buddies Friendship Walk, and I was shocked to say the least. I had never spoken in front of anyone in my life, I’ve always mumbled under my breath, especially in large crowds, but I got the courage to speak in front of a thousand people that day! After speaking, the program manager asked me to come to the Ambassador Training day later in the year. After attending the Ambassador training, I was named Buddy Ambassador and for the first time in my life, I had found my voice! Since then, I have spoken at many events, including the Best Buddies Friendship Ball in 2015. I can’t believe that after all this time, I would be sharing this with you now with the confidence to say Best Buddies has changed my life and will continue to change my life all along the way.”

– Angelo, Best Buddies Ambassador

I have become more outgoing, which is helpful for my job. I have worked at Safeway for eight years and continue to learn leadership skills that help me every day. I am part of the Best Buddies Ambassadors program; an Ambassador is someone in Best Buddies who advocates for people like me.

Leadership Development

Key Program Stats

3
Total Ambassadors

3
Total Chapters

64
Total Participants

When you have members who are willing to adapt to these situations it makes it all worth it for a buddy to know that not only one person, but an entire chapter cares about their relationship” – Lizzy

Molly & Lizzy
Friendship Program Buddy Pair
The Marketing and Strategic Development Department would like to thank Best Buddies International Headquarters, state offices and international department for all of their help in creating this report. This collaborative effort was supported by the entire organization and across all departments.

While we wish to thank everyone for their contribution, please also note the following people that played a major role in its development:

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Christopher Durov, Deputy Director, Jobs
Yelba Gutierrez, Coordinator, International Programs

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**Financials**
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**Art Direction & Design**
Melissa Franco, Director, Creative Design & State Marketing

Thank you,
Mark Lewis, Vice President, Marketing & Strategic Development

*Thank You!*

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Thank you,
Mark Lewis, Vice President, Marketing & Strategic Development

*Thank You!*
Will and Chandler, Friendship Program Buddy Pair

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