



BBSVCC YOUTH ROOMS

SIMI & VENTURA EVENING REPORTING CENTERS

*All data provided pulled from Matchforce unless otherwise specified



"I enjoy this program because they help [take] care of us. I've been coming back here and I enjoy helping out with [the Littles] and sometimes joining them on the activities. Being here also gives me time to catch up on school credits and that's helpful. I like what Big Brothers does because they help out, we go on field trips, [and] build stuff. It's a good place for people like me who are doing hours or kids who need somewhere to be when their parents are working."



GABRIEL

17 y/o. Simi

WHO WE ARE & WHAT WE DO



OUR VISION

The VISION of Big Brothers Big Sisters of Ventura County (BBSVC) is that all youth achieve their full potential.



OUR MISSION

Our MISSION is to create and support one-to-one mentoring relationships that ignite the power and promise of youth.

OUR PROGRAMS

support a wide range of needs (*whether youth are seeking guidance, stability, connection, or simply a safe space to grow*) with the goal of introducing 1-to-1 mentorship for each individual participant at a pace that is comfortable to and receptive by them.

OUR VALUES & OUR CULTURE



WELCOMING & BELONGING
WITH JUSTICE, EQUITY,
DIVERSITY & INCLUSION



CONTINUOUS
LEARNING, GROWTH,
AND 360-DEGREE
LEADERSHIP



OPEN COMMUNICATION
AND TRANSPARENCY



YOUTH DIGNITY: YOUTH-LED
FOCUS, ACTIVE LISTENING, AND
ETHICAL STORYTELLING



MENTAL HEALTH, WELL-BEING, AND
HOLISTIC APPROACHES TO PROGRAM



BBSVC INITIATIVES

An agency **INITIATIVE** is a cohesive and definable educational effort, with trackable goals for success. Initiatives are not meant to be specific to any program categories (with some exceptions), but **should overlap all mentoring programs and agency understanding.**

- 1

WELCOMING & BELONGING with JUSTICE, EQUITY, DIVERSITY & INCLUSION
All participants/stakeholders are sought out and encouraged to/supported to join, and advocated for the table, especially if their voice is not currently or equitably represented as a community.
- 2

TEAM: CHANGING MINDS VC
Introduce healing and bolster resilience in the youth and families we serve. All staff trained in Youth Mental Health First Aid. Innovative case management to meet youth where they are, not require youth to reach out for connection.
- 3

PEP: PREVENTION & EARLY PROBATION
Creating spaces specific to serving youth in crisis/who have experienced trauma related to high risks that lead us to support youth-led ways to introduce more equitable practices in related, intersecting community systems.

BBSVC PROGRAMS

An agency **PROGRAM** is a stand-alone mentoring engagement type, that does not overlap (or has enough differentiation from) any other mentoring engagement opportunity.

- 1

COMMUNITY-BASED
 - BBSVC's traditional program model.
 - Mentor Academy >> **BIG FUTURES**
 - Big Stories
- 2

SITE-BASED >> SMALL GROUP MENTORING
 - High School Mentor Program
 - On-site Peer-to-Peer
- 3

NON 1-TO-1
 - Youth Leadership Council
 - Youth Rooms

How we get the word out about what we do

Parent/Guardian Engagement Pathway
Important: Parent/Guardian is still involved on a case-by-case basis throughout youth participation. **However, P/G is not always a safe association for the youth and this can change the trajectory of their involvement at any time.**

THE “FUNNEL MODEL” OF YOUTH ENGAGEMENT*

*The inverse of Maslow’s Hierarchy of Needs Theory (next page)

BROAD ENGAGEMENT & AWARENESS (Recruitment through Partnerships, General Marketing, PR Strategy)

- Lead Generation
- Brand Awareness
- Paid Advertising
- Content/Story-driven
- Partner Relationships
- Community Relations
- Social Media Engagement (external outreach/targeting)
- Formal and Informal Referrals
- Media Relations, Press
- Presence (street teams, tabling)

TARGETED ENGAGEMENT & STEWARDSHIP (Entry into the Program Engagement Cycle)

Example:

- Email and Text Marketing
- Social Media Engagement (internal platforms)
- Personalized invitations based on interests or opportunities

PROGRAM - YOUTH ENROLLMENT & NON-1-to-1 (Autonomy & Emotional Settling, etc.)

- Exploring Youth Room schedules and opportunities
- Building a rapport with agency Program & Case Managers
- Initial disclosures of needs, adversities, and concerns happen here

This is where the Youth take the lead in their engagement with BBSVC.

PROGRAM - SMALL GROUP & HS MENTOR (Exploring Interest & Opportunities)

- Identifying program interests and actively participating
- Building a stronger understanding of positive mentorship and role modeling

1-TO-1 MENTORING (Our Mission)

- Community-Based
- Site-Based Commitment



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MASLOW'S HIERARCHY OF NEEDS

For Youth who are facing adversity, in trauma, or in crisis, they may transition back and forth between these tiers as situations change.

Depending on circumstance, Youth may "skip" tiers down, but physiological stress responses will not allow Youth to "skip" tiers up; emotional settling must come first.

Active Program Engagement does not occur here, although disclosures may occur at Youth Rooms or during Enrollment

Self-Actualization

(This is where CBP Mentorship can successfully occur.)
Our core needs are met, we can seek becoming a complete and authentic version of ourselves. We can align with our values and pursue higher purpose.

Self-Esteem

(This is where SBP/HS Mentorship can successfully occur.)

Our social needs are met, now we want to feel not only "part of the group" - but be admired and respected (status, self-esteem)

Social

(This is where Youth Leadership Council can successfully occur.)

If we feel safe, then our social needs for love and belonging come into play. We feel secure when we're part of a village we can trust and unworried about rejection or alienation.

Safety

(Case Management, Prevention/Intervention, and Resources only)
If we feel OK in this exact moment, we then also want to feel safe: confident we can avoid pain, hunger, and other dangers for the immediate future.

Physiological

(Case Management, Prevention/Intervention, and Resources only)
At the very least, we don't want to be hungry, thirsty, exhausted, freezing, overheating, sick, or in pain.



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BBSVC'S ERC MODEL: PROGRAM OVERVIEW



The ERC model allows for a rapid response to youth in crisis, experiencing trauma, or those at risk of deeper system involvement. BBSVC plays a key role in this model by providing immediate, strengths-based intervention and prevention programs that prioritize relationship-building, community connection, personal development, and individualized pathways to success.

In 2024-2025, we served 1,200 youth with varying levels of system involvement or advanced risk, including those on probation, diverted youth, foster youth, and those affected by opioid use.

ALL YOUTH ARE OFFERED:

- Access to small peer group and 1-to-1 mentorship, and/or provided ongoing, informed opportunities to learn about the benefits of these.
- YODP / goal setting
- Teaching life skills / workshops
- Community service
- Engagement & Enrichment Activities (incl Field Trips)
- Referrals (incl Behavioral Health)

BBSVC-SPECIFIC PROGRAMS PROVIDE:

- Individualized Support for All Youth: receiving professional case management, metrics tracking to ensure youth stay on track with both court requirements and personal goals. access to program resources, targeted/warm referrals, and more.
- Timely Engagement: BBSVC staff respond quickly to ERC referrals, providing same week intakes and rapid match processes to ensure youth are supported without delay.
- Positive Mentorship Experiences: Our mentors offer consistent, one-on-one guidance to help youth navigate challenges, improve decision making, and build trust.
- Access Across All Program Types
- Youth Room Access: Referred youth have access to safe, supervised spaces with structured activities, peer connections, and staff support to prevent isolation and promote stability.

BBSVC'S ERC MODEL: TARGET POPULATION

AVERAGE DEMOGRAPHIC OF YOUTH SERVED THROUGH ERC

(Community Referrals align on average with these demographics):

- 15-25 youth per quarter on average are direct referrals from VCPA:
 - Youth who have experienced traumas of arrest, detention, incarceration directly or within the home
 - Youth who are at high risk of these adversities
- Majority of referrals are from Community Partners, School Counselors, or Parent/Guardian direct calls for youth who are experiencing trauma, crisis, or adversity
- Vast majority of youth served struggle with socioeconomic adversities:
 - Financial: job insecurity in the home, food insecurity, housing insecurity
 - Identity-based: BIPOC (80%), LGBTQ+
- Ages 11-18
 - We have seen an uptick in younger youth (6-10) served at the Ventura and Simi Youth Rooms following the formal launch of the High School Mentor Program in these spaces.



BBSVC'S ERC MODEL: YOUTH OUTCOME DEVELOPMENT PLANS (YODP's)



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INDIVIDUALIZED GOAL-SETTING IS KEY TO PROGRAM SUCCESS

- Every youth enrolled in BBSVC's programs self-identifies a goal that they want to accomplish or make progress towards within one year (goals may change, be small, or they may ask for support in identifying a goal).
 - Goal-setting and celebrating achievement is a commonality for all Youth Room participants, regardless of referral, reducing perceived stigma of participating in activities related to court-appointed hours.
- BBSVC & VCPA-Aligned Goals:
 - Focused on youth not returning to detention but needing alternatives due to substance use or trauma.
 - Increased access to sober social activities
 - Improved school engagement - reduced suspensions and absenteeism
 - Peer mentorship and connection with positive adult role models



BBSVC'S ERC MODEL: YOUTH OUTCOME DEVELOPMENT PLANS (YODP's)



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EXAMPLES OF "GOAL-GETTER"

YOUTH ACHIEVEMENTS (2024-2025)

- 4 additions made to our collaborative mural project in Ventura
- 6 youth organized a resource drive for the Samaritan Center in Simi Valley
- 7 youth created first resumes and used them to pursue jobs through Mentor Academy
- 4 out of 5 system involved youth who completed their community service hours with us complete an additional youth-led goal, such as improving grades or learning a new skill
- 15 high school youth signed up to be mentors to elementary youth in their communities
- 2 youth challenged each other to learn chess skills
- 1 youth who began her involvement with the Ventura Youth Room refusing to participate learned how to bake cookies from scratch, and makes them for other participants



BIG YOUTH ROOM SUCCESS STORIES



87% OF YOUTH REPORTED HAVING A “TRUSTED ADULT THEY CAN TURN TO” AND WHO THEY KNOW HOW TO CONTACT AFTER COMPLETING ASSIGNED HOURS AT THE ERG.

CASE MANAGER OBSERVATIONS

- “Students who regularly attend are likely to find new friends, especially those within the HS mentor program. They’re also likely to bring their friends to the program as well. Average attendance for any program hour throughout the week is 12-18 at a time. Over the past year I’ve observed a group of freshman girls make a choice to strengthen their friendships with each other and form a supportive friend group that is going strong to this day. One of these youth has reduced her marijuana consumption after becoming a part of this friend group.” - NR, Ventura
- “Many youths ask for advice about their romantic lives, especially when confronting some particularly difficult situations. One youth (F16) disclosed to her [small peer group] that she was struggling with her boyfriend, and learned from that roundtable that her relationship was unhealthy and potentially abusive; she followed up with me afterwards and I was able to connect her with safety resources.” - LM, Ventura
- “Some of our teens have been coming back since they were in middle school and now they’re in high school and still returning. It’s really great to have an activity that you know they’re interested in, or like when we get a big opportunity that you know they’ll be excited about - anything to do with film or media, Ivan is the first person I reach out to because they’ll immediately be on their way over.” - MB, Simi



BIG YOUTH ROOM SUCCESS STORIES



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DESPITE BEING POTENTIAL INDICATIONS OF ADVERSITY, BBSVC RECOGNIZES THE ACT OF MAKING A YOUTH SAFETY DISCLOSURE AS AN INDICATOR OF POSITIVE RELATIONSHIP-BUILDING AND THE POTENTIAL TO INTRODUCE RESILIENCE TOOLS.

CASE MANAGER INTERVENTIONS

In 2024-2025, BBSVC Youth Room Staff were able to intervene to interrupt negative behaviors in real time and/or introduce immediate resources to youth who had identified BBSVC spaces and staff as a trusted support network, such as:

- Running Away
- Homelessness
- Food Insecurity
- Teen Pregnancy
- Identity Disclosures (when youth did not feel safe disclosing personal identity at home)
- Abuse - in the home or by a partner
- Poor Mental Health
- Potential school violence



BBSVC'S ERC MODEL: YOUTH OPPORTUNITIES & SERVICES



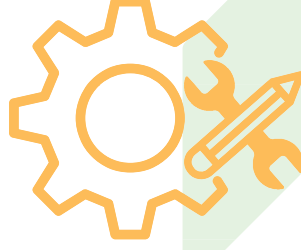
ENRICHMENT

- Podcast recording
- Arts and crafts
- S.T.E.M. activities
- Field Trips: Museums, Cultural Events, Recreation



EDUCATIONAL

- Homework Hours
- Homework Skills Development
 - *Identified formal tutoring needs referred to partners (School on Wheels, etc) or mentor*



LIFE SKILLS

- Access to Mentor Academy resources (even when not fully enrolled in the program)
- Basic skills (cooking, sewing, and laundry)
- Self-Advocacy & Communication training
- Conflict Resolution & Emotional Regulation sessions



COMMUNITY

- Small Peer Group discussions around shared experiences (culture, family dynamics, conflicts)
- Youth Leadership Council access (even when not fully enrolled in the program)



TRANSPORTATION

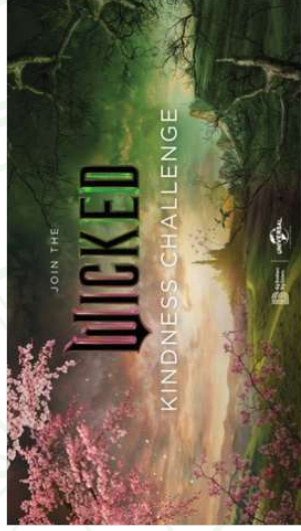
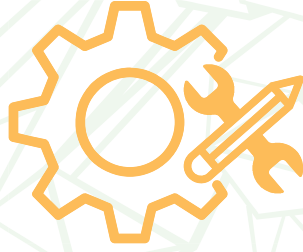
- Ongoing access to pick-up/drop-off scheduling.
- BBSVC staff also drive to youth homes/court appointments/locations as necessary to provide individualized support needs.

BBSVC'S ERC MODEL: YOUTH OPPORTUNITIES & SERVICES (HIGHLIGHT)



LIFE SKILLS

- Access to Mentor Academy resources (even when not fully enrolled in the program)
 - Financial Literacy (budgeting, needs vs. wants, saving)
 - Resume building
 - Support for Secondary Education and Career Exploration
 - Career Exploration and Employment Readiness
 - College tours
- Basic skills (cooking, sewing, and laundry)
- Self-Advocacy & Communication
- Conflict Resolution & Emotional Regulation sessions



Wicked Kindness Challenge - Big Brothers Big Sisters of America - Youth Mentoring
In partnership with NBCUniversal and inspired by the Wicked film, the Wicked Kindness Challenge explores...

Big Brothers Big Sisters of America / Nov 14, 2024

85-90% of participating youth reported improved confidence in how to manage their emotions and social interactions following life skills sessions (avg 8-10 participants per session).



You can take the WICKED Kindness Challenge here!
Check out the "Big Youth Room Success Stories" on the last slide for more info!



Big Brothers Big Sisters of Ventura County
November 14, 2024 ·

Did you know that everything for the ongoing #WickedKindnessChallenge was organized at the BBSVC@Ventura Youth Room at the Pacific View Mall? ... See more



BBSVC'S ERC MODEL: YOUTH OPPORTUNITIES & SERVICES (HIGHLIGHT)



COMMUNITY ENGAGEMENT

- Small Peer Group discussions around shared experiences (culture, family dynamics, conflicts)
 - Youth engaged in small group mentorship and peer building activities
 - Family Engagement Nights: Big Ambassadors Group
- Youth Leadership Council access (even when not fully enrolled in the program)
 - Service Projects: Youth-led initiatives tied to YODP's (food drives, community closet)
 - Volunteer Engagement opportunities
- Community service opportunities (tied to and in addition to assigned hours)

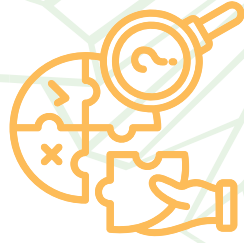
Youth reported feeling **"more connected, less isolated"** after completing projects at the ERC's. Group discussions helped youth process shared experiences, including arrest and/or detention - some experiences of which were highlighted in our new youth led podcast, "Chapters."



Through restorative practices and social emotional learning strategies:

- **87%** of participating youth reported **improved relationships with peers**
- **80%** of participating youth reported **reduced behavioral incidents at school**

CHALLENGES & SOLUTIONS



GAPS IN PROGRAM SERVICE NEEDS

- High Need, Limited Volunteers: Especially for teen boys, BIPOC youth, and monolingual families (parents/guardians).
- System Navigation: Families often face technology barriers in completing online applications (paper applications always available, but results in a slower process).
- Outgoing Referral Waitlists: delays in connecting youth with appropriate services that are experiencing backlogged needs (reducing participant trust in warm hand-offs)
- Transportation: consistent issue for families in outlying areas

SOLUTIONS: See *Ongoing Opportunities* on slide 23, “*Successes & Achievements*”



ROOM CLOSURE & RE-OPENING (June-July 2025)

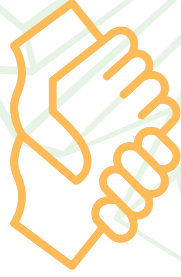
- In serving youth who are at an increased risk of adversity, BBSVC expects the potential for safety concerns, and prepares for these possibilities on an ongoing basis (*Critical Incident Response Training*, etc - ex: *Ventura PD A/S scenario engagements*).
- With a recent safety concern, BBSVC decided to temporarily close the Ventura Youth Room while an investigation was handled, providing due diligence ahead of reopening on July 7, 2025.
- During these closures, staff continued to provide daily individualized support and small peer group enrichment/engagement off-site, as best determined by program and case managers.
- An unexpected positive outcome has been increased parental involvement. With increased direct transportation from youth homes, we’ve had more interactions and improved awareness/engagement with parents/guardians.

SOLUTIONS: Accelerated updates around increased mobile programming, security cameras, new entry build-out, assigned volunteer for check in monitoring.

CHALLENGES & SOLUTIONS (cont'd)



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CONTRACT DEFINITIONS & REPORTING UPDATES

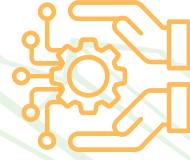
- **DEFINING HOURS & REFERRAL DETAILS (Ongoing)**
 - Need to eliminate outdated hardcopy paperwork that is still in circulation, and improve understanding of hour court-referred/community service requirements between referral sources.
- **BILLING (adjusted November 2024)**
 - Advised in Nov 2024 that billing had been incorrectly tracked and would track by average number of youth in attendance daily going forward (Jan 2025); this created conflict for established weekly program schedules as developed over the 6-year contract period. BBSVC is still adapting to this new approach to the work, but recognizes the criticality of County reporting needs.
- **DEFINITION OF RETENTION (adjusted February 2025)**
 - BBSVC's definition of retention/engagement over-satisfied reporting requirements:
 - Original BBSVC definition (Oct 2018-Feb 2025): *"After completion of hours, youth returns a minimum of 2 times with robust engagement, expressing intent to continue participating in program opportunities."*
 - New Collective definition: *"After completion of an ERC referral, youth who voluntarily return to the ERC and engage/participate in a service and/or programming is considered a retained youth for that Reporting Quarter. Definition of "engagement" is left to each ERC to define."*

SOLUTIONS: BBSVC is internally developing a reporting template to propose to VCPA that will align with County needs, collaborative ERC understandings, but also better demonstrate BBSVC's programmatic impact in alignment with the agency's mission-based strategies and national standards.

SUCCESES & ACHIEVEMENTS



Targeted Recruitment Efforts through #ShaveTheWaitlist campaign: matched 47 youth through site engagement activities and drove community awareness of ERC's



Integrated VoX & Dialpad Systems to streamline referral processing and ensure timely match support with improved quality data collection



Improved informed wraparound referrals with new county and civic partners like COAST, Simi Valley Police Department, VCOE, City Impact, etc



Increased Total Children Served at both ERC's from the year prior (2023-2024) by an increase of 450 youth, with rollout of new mentoring cohorts

Ongoing Opportunities:

- Integrate successful recruitment campaign models into the agency's standard calendar.

Ongoing Opportunities:

- Identify means for VCPA to provide referral forms directly through VoX to expedite processing.

Ongoing Opportunities:

- Use formalized partnerships as a model to broaden the agency's collaboration-minded network.

Ongoing Opportunities:

- Solicit youth-led direction for cohort interests by-site, outreach to ideal volunteer partners.



BIG YOUTH ROOM SUCCESS STORIES



YOUTH-LED NATIONAL ENGAGEMENT

With the support of BBBS of America, BBSVC's ERC Participants from Simi and Ventura took part in [3] **National Campaigns**. All campaigns were carefully vetted and coordinated by BBSVC to ensure alignment with agency values, ERC goals, and youth safety.

- **The Female Quotient (*TheFemaleQuotient.com*)**
 - Campaign 1: "Day of the Girl" (Oct 2024)
 - Campaign 2: Black History Month Emoji Advocacy (Feb 2025)
- **The Wicked Kindness Challenge (*BBBS of America & NBC Universal*)**
 - Participants recorded the videos featured in the challenge, and also crafted the language, questions, and prompts!

Youth-Led Advocacy: Big Impacts in Little Moments!

"At the Emoji filming, one of our youth seemed flustered after recording. BBSVC case managers checked in with him on-site, recognizing the importance of emotional/mental safety for Black youth specific to Black hair culture. The youth reported that "there was more [he] wanted to say" about the emojis, as he actually felt the options provided were not truly inclusive of more natural hairstyles embraced by the Black community.

BBSVC staff arranged for this conversation to happen in support of the participant's comfort level. Producers welcomed his feedback and agreed to develop more options for consideration!"

OPPORTUNITIES & FUTURE FOCUS



CALENDAR YEAR 2026 GOALS // IN PROGRESS

COHORT MODEL

- Add new match groups to the weekly schedule, e.g. VCPA-relative small group mentoring transitioning into 1-to-1 matches (Big Stories, HS Mentors, Mentor Academy).
- Integration of the Simi & Ventura Youth Leadership Councils into the BBSVC Executive YLC, with additional participation incentives tied to skill-building and individual/group goal achievement.

JUVENILE HALL TRANSITION PATHWAY

- BBSVC staff are beginning the process (application/ background) to engage with incarcerated youth as an observational year to develop a broader partnership that is fully informed, viable and sustainable.
- In the long term, BBSVC aims to supervise Criminal Justice college students as small group mentors within Juvenile Hall, better facilitating participation by youth post-release and supporting JH goals of healthier transitions into school and career opportunities.

OPERATIONAL IMPROVEMENTS

- Grow family advocate roles to support VCPA-involved caregivers within the ERC, in addition to ongoing case management.
- Collaborate on shared data dashboards to improve cross agency alignment through VCCIE.



THANK YOU

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