

i will
Big Sister 2006 Annual Report



Big Sister Association
of Greater Boston

Little Moments. Big Magic.™

i will

dream.



Big Sister 2006 Annual Report



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**Our vision is to
create a mentor-rich
community in which
every girl has access
to the individual
nurturing, guidance
and support she needs
to become a confident,
competent and
caring adult.**



Deborah



Dolores

THE THEME OF THIS YEAR'S ANNUAL REPORT, "I WILL," HIGHLIGHTS THE TENACITY, RESILIENCE AND PERSEVERANCE WE SEE IN EACH OF THE GIRLS WE SERVE.

In 2006, Big Sister served nearly 2,700 girls who are trying new things, exploring new options and pushing the boundaries on what they thought possible. Through friendship, our girls are better able to resist negative behaviors simply because they know there is someone else looking out for them—someone to keep them on the right path. Big Sister plans to serve at least 5,000 girls by 2010. We will not only impact the girls we serve, but also transform families and communities.

Throughout the Annual Report, you will see "I will" statements made by the girls in our programs. Each of these girls is committed to doing something new to broaden her horizons. At Big Sister, "we will" commit to the girls of Greater Boston—promising them that there will be an organization that is exclusively dedicated to their needs, opportunities and challenges. We will continue to provide our One-to-One and Group Mentoring programs to girls—giving them the tools they need to navigate life's challenges.

We will...

- ★ **continue to hire and retain a professional staff who bring backgrounds in women's and girls' issues;**
- ★ **lead group programs for adolescent girls which provide adult mentors at the stage of development when peers become powerfully influential;**
- ★ **train our mentors on issues that affect girls from elementary school through adolescence;**
- ★ **be a thought leader and a resource; provide training and technical assistance to other organizations who are trying to strengthen their programming for girls.**

This work would not be possible without the steadfast support of our dedicated mentors and the generosity of our donors. Together, we will ensure that every girl we serve will have a brighter future filled with promise and boundless opportunity.

Sincerely,

DEBORAH RE
Chief Executive Officer

DOLORES MITCHELL
Board President

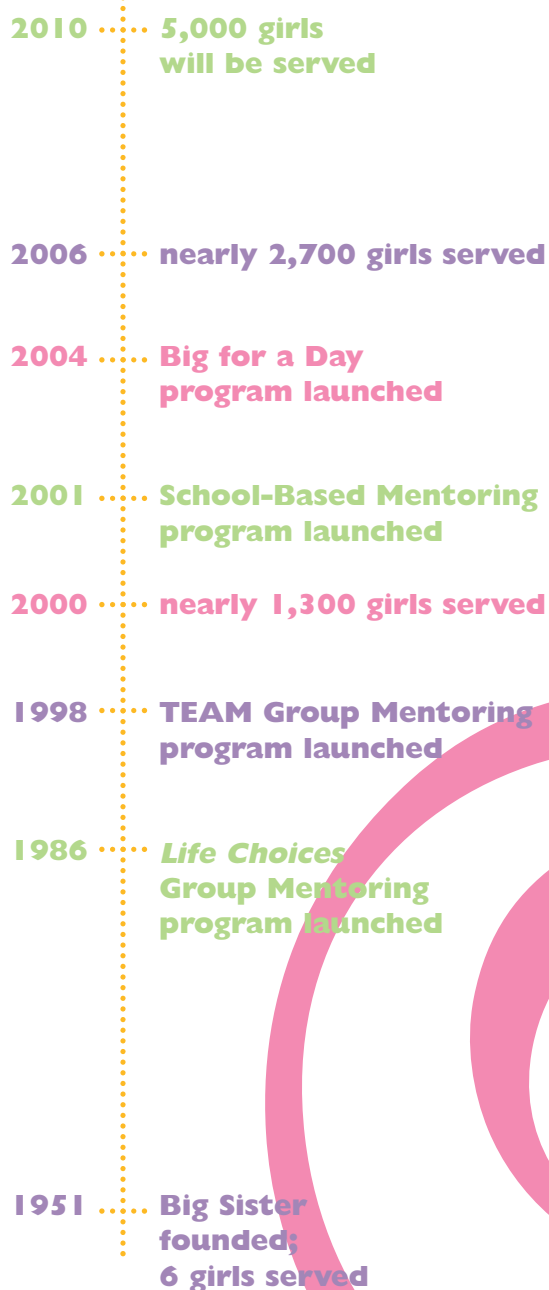
About Big Sister

BIG SISTER ASSOCIATION OF GREATER BOSTON IS THE LARGEST MENTORING ORGANIZATION IN GREATER BOSTON EXCLUSIVELY SERVING GIRLS.

For fifty-six years, Big Sister has been providing quality mentoring programs for girls, ages 7 to 15, based on our mission of helping girls realize their full potential by providing them with positive mentoring relationships with women.

In 1951, Big Sister served six girls. What began as the vision of three Cambridge residents who felt the City's girls could benefit from the guidance and support of an adult female mentor, has today blossomed into an organization which served nearly 2,700 girls in 2006 and will serve 5,000 girls by 2010. Although Big Sister has adapted our programs over the years to meet the changing needs of girls, our vision remains the same: to create a mentor-rich community in which every girl can have access to a caring and supportive adult female mentor.

By solely focusing on girls, Big Sister is able to offer dynamic One-to-One and Group Mentoring programs which help girls discover their innate strengths and abilities. Through the support of our community—donors, volunteers and partners—we will continue to put friendship in the path of risk for Greater Boston's girls.



We Will

In order to ensure that our Little Sisters see a brighter future as a result of their mentoring relationships with their Big Sisters, we at Big Sister Association of Greater Boston will...

- ★ **Serve more than 3,100 girls in 2007; 5,000 girls by 2010.**
- ★ **Raise \$3.1 million in 2007; \$5 million annually by 2010.**
- ★ **Commit to addressing the changing needs of Greater Boston's girls.**
- ★ **Continue to provide quality mentoring services to any girl who needs them.**



Match Story

Big Sister Susan Maltz
& Little Sister Twonnisha

BIG SISTER SUSAN MALTZ AND LITTLE SISTER TWONNISHA HAVE BEEN THROUGH A LOT SINCE THEY WERE FIRST MATCHED— FROM THE TUMULTUOUS TRANSITION BETWEEN MIDDLE SCHOOL AND HIGH SCHOOL, TO PROVIDING PHYSICAL THERAPY AND EMOTIONAL SUPPORT FOR TWONNISHA FOLLOWING KNEE SURGERY. NO MATTER WHAT, BIG SISTER SUSAN HAS BEEN A CONSTANT SOURCE OF ENCOURAGEMENT AND INSPIRATION. “SUSAN IS A ROLE MODEL AND I WILL BE LIKE HER SOMEDAY,” SAYS 15 YEAR-OLD TWONNISHA WITH CONVICTION. “I WILL BE CARING, GOOD-HEARTED AND HONEST.”

When Susan and Twonnisha were matched a year ago, Twonnisha was excited at the prospect of having someone in her life who would broaden her horizons and encourage her to try new things. Susan did not disappoint. Whether it's trips to national parks or historical landmarks to share her love of history and the outdoors or encouraging Twonnisha to take swimming lessons, Susan has shown her Little Sister a world beyond her own. However, no matter how many new experiences the two share, Susan appreciates and nurtures the unique girl Twonnisha already is.

“I think it's great for me to be able to allow Twonnisha to be an individual and make her feel like a special person when we're together,” says Susan.

As part of a large extended family, Twonnisha appreciates having someone just for her, someone who has become a confidant. “I like the fact that I can talk to Susan and she'll listen to me and won't judge me,” says Twonnisha. Susan is someone outside of Twonnisha's family who she can turn to for comfort and advice, and Twonnisha's family has embraced Susan. Likewise Susan has embraced them. “Her family is very welcoming and caring and I'm glad to be a part of it,” says Susan. When Twonnisha and her cousins expressed an interest in taking part in a Big Sister community service project, Susan took all of them so they could enjoy the day together.

Since having Susan in her life, Twonnisha's hopes for the future include becoming a lawyer or an accountant, and now, a Big Sister. “I want to help young girls follow their dreams, like Susan has helped me,” she says. Susan has no doubt that her Little Sister will accomplish this and anything else she puts her mind to. “I want to do whatever is needed for Twonnisha to reach her goals,” says Susan. “She is a very capable and savvy young lady.”



*Big Sister Susan Maltz
& Little Sister Twonnisha*

**“I want to help
young girls follow
their dreams, like
she has helped me.”**

— Little Sister Twonnisha

Why Girls Need Mentors

EVERY GIRL HAS POTENTIAL. AT BIG SISTER, WE HELP GIRLS REACH THEIR POTENTIAL BY MATCHING THEM WITH A MENTOR WHO WILL GIVE THEM THE ENCOURAGEMENT, ACCESS AND ADVOCACY THEY NEED TO EXCEL.

A strong female mentor can uncover a girl's strengths, guide her experiences and lead her on a path to success. When young girls have adult female mentors that they can trust, research shows that they are more likely to do better in school, make healthier decisions and improve their communication with adults.

Statistics reveal the daunting challenges girls face in navigating the critical pre-teen and teenage years. The following are just a few of the many reasons why girls need mentors:

- ★ **Thirty-five percent of girls surveyed by the Centers for Disease Control and Prevention reported drinking alcohol or smoking marijuana before the age of 13. However, 76% of Big Sister participants reported having shown improvement in avoiding substance abuse.**
- ★ **Centers for Disease Control and Prevention also reported that 11 percent of girls in Boston reported receiving mostly D's and F's on their most recent report card. Conversely, Big Sister participants reported that they showed an improvement in their attitude towards school (75%), school preparedness (74%), classroom participation (62%) and classroom behavior (76%).**

- ★ **Centers for Disease Control and Prevention reported that 17% of girls in Boston stated that they had gone for a 24 hour period without eating in order to lose weight and that 17% had seriously contemplated suicide in the past 12 months.**

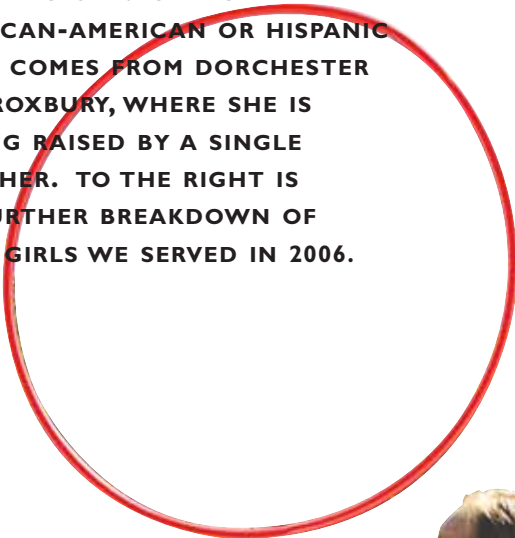
Eighty-seven percent of Big Sister participants stated that they saw an improvement in their self-confidence while eighty-six percent reported that they could better express their feelings.

- ★ **Centers for Disease Control and Prevention reported that 11% of Boston girls reported being in a physical fight at school at least once in the past 12 months and that 6 percent stated that they felt unsafe at school and did not attend at least once in the past 30 days. Seventy-eight percent of Big Sister participants showed improvement in avoiding delinquency and seventy-seven percent stated that they had improved relationship with their peers.**

These statistics tell us that girls need access to a mentor who can help them make positive choices; they need someone to help them build their confidence to become healthy adults. At Big Sister, we give girls a chance.

Our Little Sisters

WHILE WE SERVE A WIDE RANGE OF GIRLS FROM DIFFERENT BACKGROUNDS, THE AVERAGE AGE OF A LITTLE SISTER IS 12 YEARS-OLD. SHE IS AFRICAN-AMERICAN OR HISPANIC AND COMES FROM DORCHESTER OR ROXBURY, WHERE SHE IS BEING RAISED BY A SINGLE MOTHER. TO THE RIGHT IS A FURTHER BREAKDOWN OF THE GIRLS WE SERVED IN 2006.



Age of Little Sisters

Age 7	1%
Age 8	4%
Age 9	8%
Age 10	11%
Age 11	13%
Age 12	13%
Age 13	13%
Age 14	14%
Age 15	11%
Age 16+	13%

Living Situation of Little Sisters

One Parent (female)	46%
Two Parents	31%
Other	14%
Other Relative	5%
One Parent (male)	3%
Foster Home/Group/Other	2%

Ethnicity of Little Sisters

African-American/Black	28%
Hispanic	25%
Caucasian	17%
Multi-racial	11%
Unknown	8%
Asian	7%
Other	4%

Where Little Sisters Live

Boston Neighborhoods	65%
North Shore	11%
Western Suburbs	10%
South Shore	7%
Other Service Area	6%

One-to-One Mentoring

Big Sister offers two types of One-to-One Mentoring programs which allow us to serve more girls in Greater Boston through supportive, nurturing relationships with women.

COMMUNITY-BASED MENTORING: Our traditional program pairs a girl between the ages of 7 – 15 with a female adult mentor. Big and Little Sisters enjoy a range of activities from arts and crafts and museum visits to sporting events and nature walks, or just taking the time to talk about what is going on in the Little Sister's life.

SCHOOL-BASED MENTORING: This program also creates a one-to-one mentoring relationship between a Big and Little Sister, but it takes place in a school setting and is designed specifically for elementary school girls. Matches meet during the Little Sister's lunch time or after-school program throughout the academic year, and are encouraged to keep in touch via letters or e-mails over the summer months.

In 2006, nearly 2,000 girls were served through our one-to-one mentoring programs

Community-Based Mentoring

COMMUNITY-BASED MENTORING CREATES AND SUPPORTS FRIENDSHIPS BETWEEN GIRLS (LITTLE SISTERS) AND ADULT FEMALE VOLUNTEERS (BIG SISTERS).

It is through these friendships that girls feel listened to, understood and supported— encouraged to discover opportunities extending beyond their current lives. This program is unique because Big and Little Sisters choose when, where and what they do when they meet, helping them to build a bond based on shared interests and experiences. Many matches take advantage of Big Sister sponsored events, including sporting events, trips to the theater, or community service activities. While these activities expose girls to new experiences, for many, it is as simple as sharing a laugh, spending time together and trying something new.

As a way to monitor the progress of each match and provide support, Big Sister social workers check in monthly with girls, their families and volunteers to provide information, advice, encouragement and activity ideas. It is at this monthly check-in that many of our girls express concern over issues that directly affect them— from sexual pressure and eating disorders, to depression and family problems— all of which our staff is focused on and trained to handle. It is important to note that, while the agency asks a minimum commitment of 12 months in our Community-Based Mentoring program, the average length of a Big Sister match is 26 months— exceeding the national average of 22 months.

In 2006, Big Sister served more than 1,300 girls through our Community-Based Mentoring program.

Big for a Day

BIG FOR A DAY (BFAD)

Another special program within Community-Based Mentoring, Big for a Day provides services to girls who have already been assessed as Little Sisters while they wait to be matched with a Big Sister. This program involves ready to be matched Little Sisters in special events and activities once a month with female volunteers and Big Sister social workers.



“I just have to let you know what a great time I had with Georgiana— my Little Sister for the day— on Saturday. She is a great kid and we had a wonderful time. She wanted to come again next week. I can't wait to get a Little Sister of my own!”

— BIG FOR A DAY VOLUNTEER PAMELA BAKER

In 2006, more than 200 girls were served through Big for a Day activities such as bowling, Red Sox games, jewelry-making, nature walks and holiday parties.



The average age of a Community-Based Little Sister is 13 years-old.

The average length of a Community-Based Mentoring match is 26 months.

“Because of my Big Sister, I have been happier than I have ever been. It is very fun hanging out with her.”

— LITTLE SISTER VICTORIA

Age of Community-Based Little Sisters

Age 7	8	1%
Age 8	82	6%
Age 9	123	9%
Age 10	140	11%
Age 11	156	12%
Age 12	188	14%
Age 13	169	13%
Age 14	148	11%
Age 15	109	8%
Age 16+	206	15%

Living Situation of Community-Based Little Sisters

One Parent (Female)	692	52%
Two Parents	271	20%
Unknown	199	15%
Other Relative	81	6%
One Parent (Male)	47	4%
Foster Home	21	2%
Group	14	1%

Ethnicity of Community-Based Little Sisters

African-American/Black	427	32%
Caucasian	322	24%
Hispanic	304	23%
Multiracial	145	11%
Unknown	57	4%
Asian	47	4%
Other	27	2%

Where Community-Based Big Sisters Live

Boston	724	55%
North Shore	242	18%
West Shore	232	17%
South Shore	88	7%
Other Service Area	43	3%

Match Story

Big Sister Alicia Johnson
& Little Sister Michelle

LITTLE SISTER MICHELLE WAS ALL TOO FAMILIAR WITH THE HARDSHIPS OF THE SCHOOL CAFETERIA, WHERE KIDS CAN OFTEN BE UNKIND AND SOCIALIZING CAN BE PAINFUL.

While Michelle enjoyed other aspects of school— swimming, computer class and performing arts, lunchtime was not something she eagerly anticipated. However, Michelle's feelings about lunchtime changed nearly three years ago when she was matched with Big Sister Alicia Johnson through Big Sister's School-Based Mentoring program.

Little Sister Michelle, now a fourth-grader, and Big Sister Alicia, now a senior at Emerson College, hit it off immediately. Michelle found in Alicia a confidant and reliable companion, and someone who bolstered her confidence as well.

"Sometimes kids would pick on me and I would be upset," says Michelle. "But Alicia is always there to encourage me to believe in myself."

The two spend their time together eating lunch, playing cards and other games and enjoying time on the playground when the weather is nice. Sometimes they simply spend their time talking to each other and discussing their hopes for the future— which for Michelle, includes becoming a fashion designer. Alicia encourages Michelle to follow her dream and to do well in school so that she can accomplish her goal. She always reminds Michelle that part of reaching her goal means believing in herself. "I tell her all the time to always remain positive and ignore those who are not nice to her because they are not benefiting her success," says Alicia.

The two look forward to continuing their friendship, and Alicia hopes to continue building Michelle's confidence. "I really enjoy Michelle's company," says Alicia. "I feel like I'm helping her reach her full potential by talking with her about self-confidence and learning to interact with people."

**“Alicia is always
there to encourage
me to believe in
myself.”**

— Little Sister Michelle



School-Based Mentoring Big & Little Sisters

School-Based Mentoring

SCHOOL-BASED MENTORING IS DESIGNED SPECIFICALLY FOR GIRLS IN ELEMENTARY SCHOOL (GRADES 2-8).

School-Based Mentoring incorporates aspects of Big Sister's Community-Based and Group Mentoring programs—making one-to-one matches between girls and volunteers and bringing Big Sisters into girls' educational environments. In the School-Based program mentors meet weekly with their Little Sister at the girl's school, generally during the girl's lunch period (except for our after-school programs where matches meet in the late afternoon and early evening). Although each match independently determines how best to spend their time together, our School-Based social workers are always available to provide activity ideas and support.

Relationships that form between girls and women in a School-Based program can make a significant difference in girls' lives. Girls who participate in School-Based programs demonstrate increased confidence, fewer behavioral problems and improved relationships with their peers.*

THE FOLLOWING IS A LIST OF SITES OUR SCHOOL-BASED MENTORING PROGRAM PARTNERED WITH IN 2006. THIRTEEN OF THESE SITES ARE PART OF THE BOSTON PUBLIC SCHOOL SYSTEM:

Boston

**Boston Renaissance Charter School
Dever Elementary School
Ellis Memorial After-School Program
Farragut Elementary School
Garfield Elementary School
Harvard/Kent Elementary School
Hurley Elementary School
Jackson/Mann Elementary School
Josiah Quincy Elementary School
Josiah Quincy Upper School
St. Stephen's Episcopal Church After-School Program
Tobin Elementary School
Trotter Elementary School
Warren/Prescott School
William Blackstone Elementary School**

Quincy

**Montclair Elementary School
Parker Elementary School**

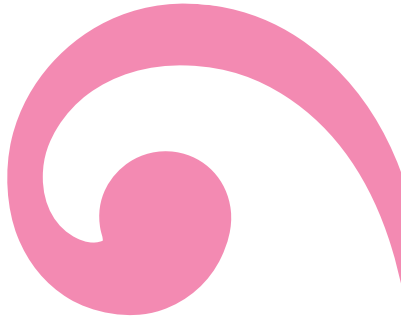
Cambridge

**Fletcher/Maynard Academy
King Open Elementary School
Peabody Elementary School**

Lynn

Drewicz Elementary School

* School-Based Mentoring research conducted by Carla Herrera for Public/Private Ventures Study.



In 2006, Big Sister served nearly 600 girls through our School-Based Mentoring program.

The average age of a School-Based Little Sister is 10 years-old.

The average length of a School-Based Mentoring match is nearly 11 months.

Age of school-Based Little Sisters

Age 7	11	2%
Age 8	43	7%
Age 9	122	21%
Age 10	152	26%
Age 11	164	28%
Age 12	71	12%
Age 13	14	2%
Age 14	5	1%
Age 15	3	1%

Living Situation of School-Based Little Sisters

Two Parents	266	44%
One Parent (Female)	239	41%
Unknown	44	8%
Other Relative	21	4%
One Parent (Male)	15	3%

Ethnicity of School-Based Little Sisters

African-American/Black	161	28%
Caucasian	136	23%
Hispanic	115	20%
Multiracial	93	16%
Unknown	41	7%
Asian	26	4%
Other	13	2%

Where School-Based Big Sisters Live

Boston	486	83%
North Shore	46	8%
West Shore	25	4%
South Shore	18	3%
Other Service Area	10	2%



i will

succeed.

“My Big Sister has inspired me to be braver and know that if you take a chance you might have a lot of fun.”

— Community-Based Mentoring Little Sister

Match Story

Big Sister Emily Pappas
& Little Sister Elizabeth

BIG SISTER SOCIAL WORKER, EMILY PAPPAS, DECORATES THE WALLS OF HER OFFICE WITH SMILING PHOTOS OF THE BIG AND LITTLE SISTER MATCHES SHE HAS HELPED MAKE, BUT THERE IS ONE MATCH PHOTO WHICH SHE IS PARTICULARLY PROUD OF...THAT OF HER AND HER LITTLE SISTER ELIZABETH.

When Emily started working at Big Sister two and a half years ago she loved the feeling of success she found in making special friendships between Big and Little Sisters. Watching matches meet for the first time was an exciting moment and she soon found herself wanting to become a Big Sister as well.

In the fall of 2005, Emily became a Big Sister in the School-Based Mentoring program at South Boston's Hurley Elementary School. She was matched with Elizabeth, an initially shy third-grader who soon proved to have a lot in common with her new Big Sister. Elizabeth's shyness began to wane when she discovered that both she and Emily had older brothers and were the youngest girls in their families. Emily and Elizabeth became fast friends, spending their weekly lunchtimes at the Hurley School making jewelry, doing arts and crafts and playing hide-and-go-seek or jump rope on the playground. As the school year came to a close, the two made stationary together so they could keep in touch over the summer.

Emily and Elizabeth kept tabs on each other through their letters, e-mail and phone calls over that summer. As the fall approached,

Elizabeth found out that she would not be returning to the Hurley School, but transferring to a charter school in Cambridge. She also found out that her new school did not have a School-Based Mentoring program, which meant her weekly visits with Emily would have to come to an end.

Having found an important place in each other's lives, Emily and Elizabeth decided to continue their friendship by transitioning into Big Sister's Community-Based Mentoring program. Since making the transition the two have enjoyed many new activities together like yoga class and snowboarding at Wachusett. "It was so much fun and it was a big mountain!" says Elizabeth. "We kept falling down and I got stuck once, but we liked it."

One of Emily and Elizabeth's favorite activities to do together is bake cookies at Emily's apartment. Elizabeth, who comes from a large family, once expressed concern that Emily lives alone and asked her Big Sister if she gets lonely. Emily, touched by her Little Sister's genuine thoughtfulness, assured her she doesn't, especially with Elizabeth in her life!

While Elizabeth's plans for the future include becoming a singer, she and Emily are focused on their plans for the summer. They plan on riding their bikes along the Charles, something Elizabeth has never done. As the days get warmer, they also plan on continuing their tennis games—a sport which Elizabeth picked up from her Big Sister and at which she soon hopes to surpass her mentor.

“It is great to work at Big Sister and it is also great to see the other side as a mentor. It gives me another perspective on how effective we are in the community.”

— Big Sister Emily Pappas



*Big Sister Emily Pappas
& Little Sister Elizabeth*

Group Mentoring

BIG SISTER'S GROUP MENTORING PROGRAMS ARE SPECIFICALLY DESIGNED TO MEET THE DEVELOPMENTAL NEEDS OF MIDDLE SCHOOL GIRLS (AGES 10 - 16).

Life Choices and TEAM (Team Enhanced Approach to Mentoring) create safe spaces where Little Sisters can openly explore the choices and challenges they face in life. Research confirms the benefits of our group programs by stating that

“youth in [the group mentoring study] report that meeting with their mentors and involvement in the mentoring programs have had positive impacts in terms of increasing youth development, reducing negative or high-risk behaviors, and improving school-related behavior.”*

Life Choices and TEAM groups meet weekly in schools and other community sites for 90-minute sessions facilitated by Big Sister social workers. The distinguishing characteristic between the two programs is that TEAM adds mentors to the mix; by bringing groups of volunteers together to mentor girls, TEAM ensures that Little Sisters have multiple role models to interact with and learn from. Also, while *Life Choices* groups meet for 21-22 weeks, TEAM groups meet throughout the school year (approximately nine months).

* Research conducted by the University of Massachusetts Donahue Institute, April 2006

THE FOLLOWING IS A LIST OF SITES OUR GROUP MENTORING PROGRAM PARTNERED WITH IN 2006. FOURTEEN OF THESE SITES ARE PART OF THE BOSTON PUBLIC SCHOOL SYSTEM:

Abigail Adams Intermediate School, Weymouth
Aggasiz Community Center, Jamaica Plain
Boston Juvenile Court Clinic, Boston
Boston Renaissance Charter School, Back Bay
Central Middle School, Quincy
City on a Hill Charter School, South End
Cleveland Middle School, Dorchester
Dearborn Middle School, Roxbury
Edwards Middle School, Charlestown
F.A. Day Middle School, Newton
Garfield Community Magnet School, Revere
Jackson Mann Community Center, Allston/Brighton
Jordan Boys & Girls Club, Chelsea
Josiah Quincy Upper School, Chinatown/Boston
King Middle School, Dorchester
Lewenberg Middle School, Mattapan
Lilla Frederick Pilot Middle School, Dorchester
Maria Weston Chapman Middle School, Weymouth
Mary E. Curley Middle School, Jamaica Plain
Maurice J. Tobin Elementary School, Roxbury
McCormack Middle School, Dorchester
Orchard Gardens K – 8 School, Roxbury
Patrick F. Gavin Middle School, South Boston
Peabody School, Cambridge
Tynan Community Center, South Boston
Umana Barnes Middle School, East Boston
Vine Street Community Center, Roxbury
W. H. Lincoln Elementary School, Brookline
West End House Boys & Girls Club, Allston
Wilson Middle School, Dorchester
Young Leaders Group: Roxbury Boys & Girls Club, Roxbury

In 2006, Big Sister served more than 760 girls through our Group Mentoring programs.

The average age of a Group Mentoring Little Sister is 14 years-old.

“I will be more open-minded.”

—LITTLE SISTER KAT

Age of Group Mentoring Little Sisters

Age 10	5	1%
Age 11	30	4%
Age 12	101	13%
Age 13	152	20%
Age 14	213	27%
Age 15	159	21%
Age 16+	105	14%

Living Situation of Group Mentoring Little Sisters

One Parent (Female)	320	42%
Two Parent	250	33%
Unknown	144	19%
Other Relative	24	3%
One Parent (Male)	23	3%
Foster Home	2	1%
Other	2	1%

Ethnicity of Group Mentoring Little Sisters

Hispanic	205	27%
African-American/Black	195	25%
Multiracial	129	17%
Caucasian	86	11%
Unknown	77	10%
Other	53	7%
Asian	20	3%

Where Group Mentoring Big Sisters Live

Boston	583	76%
Other Service Area	56	7%
North Shore	47	6%
South Shore	44	6%
West Shore	35	5%

Little Sisters from our
Group Mentoring programs
share what their brighter
futures will hold.

“I will be comfortable
with my body.”

AMARI, age 11

“I will care about others.”

LIYA, age 11

“I will try to be honest with
everyone I meet.”

KAYCHETTE, age 12

“I will not be bossy to others
or family and I will try to do
the best that I can.”

FUTURE, age 10

“I will be a police woman
and enjoy life.”

CATHY, age 12

“I will treat others the way
they want to be treated.”

ELIZABETH, age 13

“I will be responsible for
what I say and do.”

THAYS, age 12

“I will be athletic for
the rest of my life.”

SAM, age 12

“I will be respectful to
my mother.”

CYNTHIA, age 13

“I will be a doctor
or lawyer.”

EVELYN, age 13

“I will be less critical
towards myself.”

LAUREN, age 13

“I will respect others more.”

CARISSA, age 13

“I will be respectful of
myself and others.”

MARISSA, age 13

Big Sister consistently updates and adapts our Group Mentoring curriculum depending on the unique and changing needs of girls. Below is a sample of the topics covered:

ALCOHOL & DRUGS— informs and educates about alcohol and drug use and abuse, discusses decision-making about substance use and disease and addiction, as well as creates a safe space for girls to talk about personal experiences related to drugs and alcohol.

CAREER AWARENESS— exposes girls to a variety of careers both traditional and non-traditional, and emphasizes a career as a lifestyle, not just a means of support. Some groups include a career awareness field trip.

CHOICES & DECISION-MAKING— helps girls understand the difference between choices and decisions and explores decision-making styles and why their decisions matter.

CONFLICT RESOLUTION— encourages girls to understand the meaning of conflict and discusses ways to peacefully and productively respond to it.

DIVERSITY— helps girls understand the difference between prejudice, discrimination and stereotypes and explores how class, age, gender, religion, race, ethnicity and culture affect their daily lives.

EFFECTIVE COMMUNICATION— educates girls on what effective communication is, the difference between verbal and non-verbal communication and how to practice active listening skills.

GENDER ROLES— explores girls' own ideas of gender roles, stereotypes and the media's influence on gender roles.

GOAL-SETTING— helps girls identify and define personal goals and recognize the importance of setting goals as it relates to their futures.

HEALTHY RELATIONSHIPS— identifies different types of relationships, signs of healthy and unhealthy relationships and how to manage conflict within a relationship.

MEDIA LITERACY & BODY IMAGE— helps girls identify how images in the media may shape their self-perceptions, as well as learn to accept the unique qualities of themselves and others.

PUBERTY & SEXUAL HEALTH— promotes healthy attitudes about puberty and sex, as well as healthy decision-making about sexual activity.

SELF-ESTEEM— educates girls on the relationship between self-esteem and behavior/outlook/decisions and helps them acknowledge and appreciate the unique strengths and qualities of themselves and others.

SISTERHOOD— promotes relationship-building between girls and emphasizes the importance of treating others with kindness and respect.

STRESS, COPING & SELF-CARE— evaluates the origin of stress in a girl's life and ways that it can impact her positively and negatively and why self-care is important.

VALUES— increases awareness of who and what influences girls' values and how their choices and decisions are a reflection of their values.

i will

shine.



**“ Because of my
Big Sister, I will do
better in science and
raise my hand more
in class. My Big Sister
has helped me
understand science
and I hope to be a
vet when I grow up!”**

— Little Sister Melanie

2006 Program Partners

BIG SISTER COULD NOT OFFER THE DEPTH OF PROGRAMS AND ACTIVITIES THAT WE DO WITHOUT THE GENEROSITY OF OUR PROGRAM PARTNERS AND HOST SITES. BIG SISTER HAS PARTNERED WITH A NUMBER OF LOCAL CORPORATIONS THAT ALLOW EMPLOYEES TO VOLUNTEER DURING THE WORKDAY, AS WELL AS COLLEGES WHICH ENCOURAGE THEIR STUDENTS TO GIVE BACK. IT IS THESE VALUABLE PARTNERSHIPS THAT HELPED US SERVE NEARLY 2,700 GIRLS IN 2006.

Boston College
Berklee College of Music
Boston University
Emerson College
Emmanuel College
Harvard University
Lesley University
Massachusetts Institute of Technology
Northeastern University
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Suffolk Law School
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The Boston Globe
Thomson Financial
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Our Big Sisters

WHILE OUR BIG SISTERS RANGE FROM COLLEGE STUDENTS TO RETIRED WOMEN, THE AVERAGE AGE OF A BIG SISTER IS 31 YEARS-OLD. SHE IS CAUCASIAN AND LIVES IN DOWNTOWN BOSTON, BRIGHTON OR BROOKLINE. SHE IS SINGLE, HOLDS A COLLEGE DEGREE AND IS WORKING IN A MANAGERIAL OR ADMINISTRATIVE PROFESSION. ON THE RIGHT IS A FURTHER BREAKDOWN OF OUR BIG SISTERS IN 2006.



Age of Big Sisters

Age 18 - 19	5%
Age 20 - 25	31%
Age 26 - 30	27%
Age 31 - 35	12%
Age 36 - 40	8%
Age 41 - 50	9%
Age 51+	8%

Ethnicity of Big Sisters

Caucasian	74%
African-American	9%
Asian	7%
Hispanic	3%
Multi-Racial	3%
Unknown	3%
Other	2%

Where Big Sisters Live

Boston Neighborhoods	46%
North Shore	22%
South Shore	12%
Western Suburbs	11%
Other Service Area	9%

Big Sisters by Program

Community-Based Mentoring	1,113
School-Based Mentoring	585
Group Mentoring	73
Big for a Day	127

2006 Big Sisters of the Year

At our last Recognition Dinner and Annual Meeting, we honored several Big Sisters for going “above and beyond” in providing friendship, guidance and support to girls through our Community-Based, School-Based and Group Mentoring programs.

Although Big Sister recognizes only a handful of volunteers each year, the scores of nominations we receive from Little Sisters and their families indicate that friendship, fun and learning exists in every match we make.

SCHOOL-BASED MENTORING BIG SISTER OF THE YEAR

Suzanne McCormack & Little Sister Selena

*Blackstone Elementary School,
matched since March 2004*

Big Sister Suzanne McCormack was recognized for her dedication to her Little Sister Selena and for always encouraging her dreams. She has supported Selena’s wish to become a doctor by introducing her to people in the medical field and encouraging her to do well in school so she can accomplish her goals. Suzanne has been such an important part of Selena’s life that they have discussed transitioning into Community-Based Mentoring so as to continue their relationship well into the future.





TEAM BIG SISTERS OF THE YEAR

Robin McGrath, Patressa Rosser, Kate Campbell & Amy Call

Quincy's Central Middle School TEAM Big Sisters, Robin, Patressa, Kate and Amy, were recognized for showing exceptional dedication to the girls in their group. They encourage their Little Sisters to be themselves and they connect meaningfully with Little Sisters; bringing diverse perspectives to each situation. They are focused on girls' strengths, honest, accepting and remarkably genuine.



LIFE CHOICES VOLUNTEER SERVICE RECOGNITION AWARD

Peggy Nucci

*Student Support Coordinator,
Umana Barnes Middle School*

Peggy Nucci's support and enthusiasm for the *Life Choices* Group Mentoring program at Umana Barnes Middle School earned her this recognition. Peggy has been instrumental in engaging more than 150 girls in *Life Choices* at Umana Barnes. The girls recognize her as a strong advocate for their success, helping them down the path to a brighter future.

Community-Based Mentoring Big Sisters of the Year



“Salanna taught me how to be proud of what I do.”

BIG SISTER SALANNA SMITH & LITTLE SISTER DIAMOND
Matched since April 2004



“Irene has allowed me to see more of the city and my surroundings!”

BIG SISTER IRENE LEE & LITTLE SISTER MERRY
Matched since January 2005

“Julie is such an inspiration to me because I never really knew what’s on the outside of the world and Julie has showed me that.”

BIG SISTER JULIE ATWOOD & LITTLE SISTER NAQUANA

Matched since June 2000



“Barbara has given me that extra ‘nudge’ in life to excel.”

BIG SISTER BARBARA ALLEN & LITTLE SISTER JESSICA

Matched since February 1997



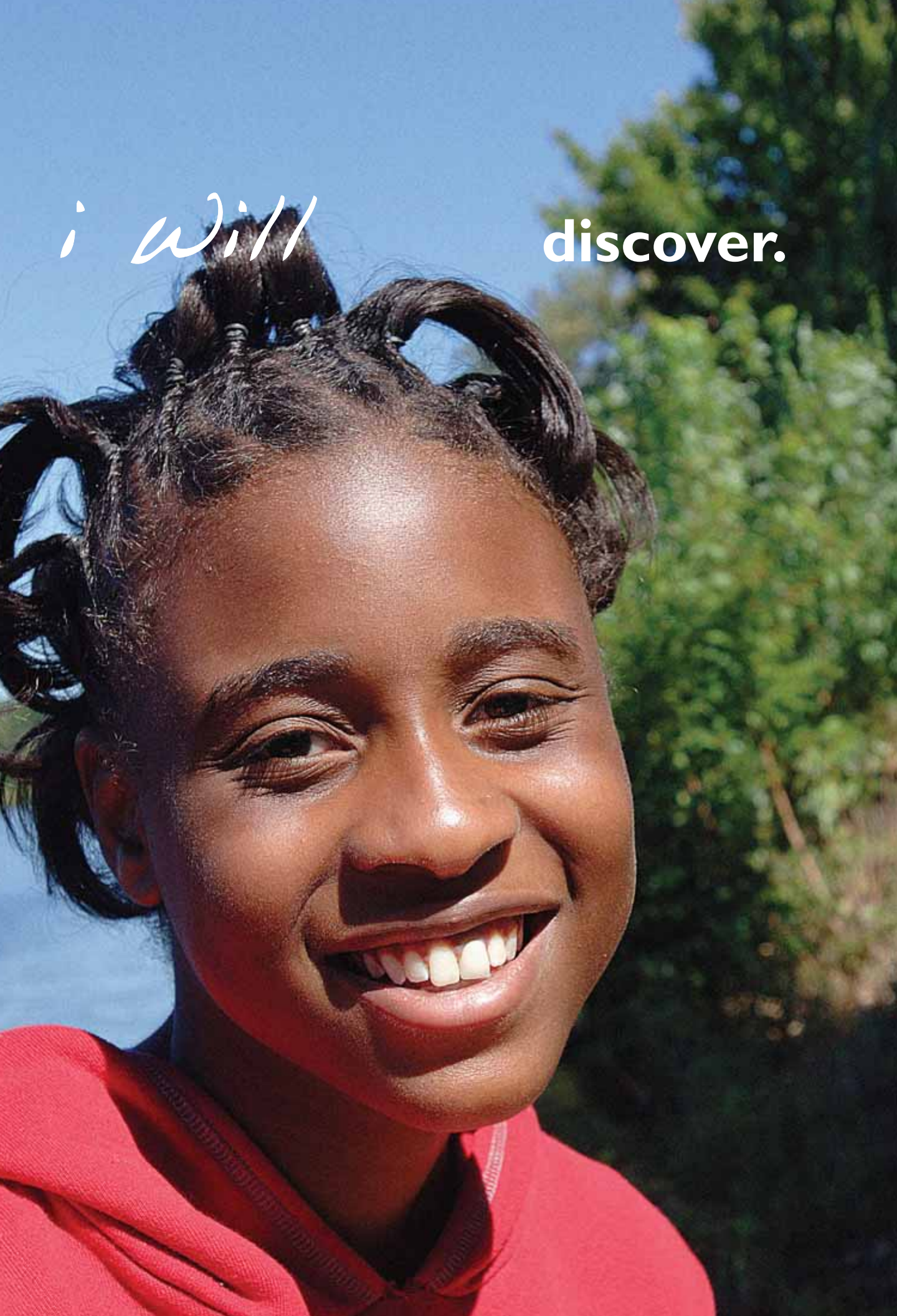
“We love Andrea very much. She is truly a part of our family.”

BIG SISTER ANDREA LIPORACE & LITTLE SISTER MYEISHA

Matched since January 2002

i will

discover.



**“Because of my
Big Sister, I will be
less shy and more
confident with
both my friends
and adults.”**

— Little Sister Lisa

Match Story

Big Sister Nicole Watkins
& Little Sister Shadajiah

WHAT A DIFFERENCE A YEAR CAN MAKE. WHEN BIG SISTER NICOLE AND LITTLE SISTER SHADAJIAH WERE FIRST MATCHED MORE THAN A YEAR AGO, SHADAJIAH WAS A SHY, QUIET GIRL LIVING WITH HER GREAT-GRANDMOTHER IN ROXBURY. “I NEEDED SOMEONE OUTSIDE THE FAMILY TO CONNECT WITH SHADAJIAH,” SAYS HER GREAT-GRANDMOTHER, “AND NICOLE WAS A WONDERFUL MATCH.”

Since they have been together, Nicole has seen the introverted girl she first met become a more confident and outgoing young lady. “Nicole has helped me become more confident and I look up to her,” says Shadajiah. Nicole says the key to bringing Shadajiah out of her shell was to simply listen. At the time they were matched, Shadajiah was making the transition from elementary school to middle school— a period often fraught with mixed emotions for adolescent girls. When Shadajiah wanted to open up about whatever was going on her life, Nicole was there to listen, which made Shadajiah communicate with her more and more over time.

Shadajiah’s growing confidence began to show in other areas of her life as well. She began to excel in her schoolwork, becoming an honor roll student, and

excelled at playing the flute. “I have reinforced with Shadajiah how important it is to get an education and to have good attendance in school,” says Nicole. “It shows through her work at school and her love of music.”

Having Nicole in her life has encouraged Shadajiah to try new things as well. “If I did not have a Big Sister I would be sitting at home doing nothing or just playing on my computer,” admits Shadajiah. “Now I get out and do things I never thought I would get to do because of Nicole!” Shadajiah’s great-grandmother is happy to see her exploring new places and opportunities. She had hoped that a Big Sister would give her great-granddaughter the chance to get out more and see more of her surroundings, and Nicole has done just that.

Shadajiah now sees boundless opportunities for her future. She wants to pursue a career as an actress, a choreographer, an author or a computer technician. “I believe I can do just about anything and I will,” says Shadajiah proudly. Nicole sees a bright future for her Little Sister as well. “Shadajiah is a very unique young lady who has this glow about her that I just love,” says Nicole. “I want her to stay focused on school, but also to embrace her childhood, enjoy life and not let anybody intimidate her.”

**“I believe I can do
just about anything
and I will.”**

— *Little Sister Shadajiah*

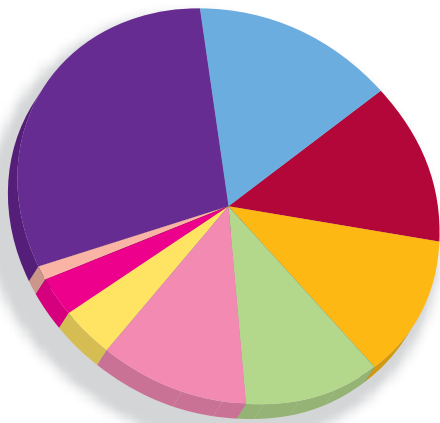


Little Sister Shadajiah

Financial Information

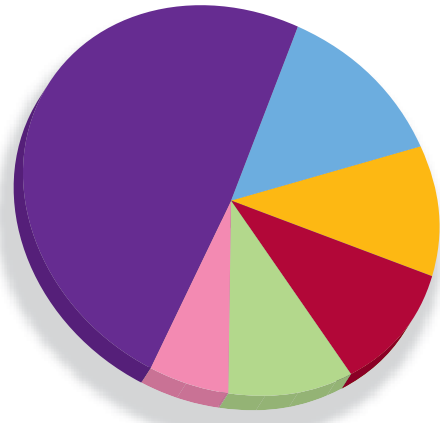
REVENUE & EXPENSES

2006 OPERATING REVENUE



FOUNDATIONS	30 %
SPECIAL EVENTS	15 %
UNITED WAY	13 %
CORPORATIONS	12 %
GOVERNMENT	11 %
INDIVIDUALS	11 %
MISC	4 %
INVESTMENTS RETURNS DESIGNATED FOR CURRENT OPERATIONS	3 %
IN-KIND SERVICES	1 %

2006 OPERATING EXPENSES



COMMUNITY-BASED MENTORING	49 %
SCHOOL-BASED MENTORING	13 %
VOLUNTEER MANAGEMENT AND RECRUITMENT	11 %
FUNDRAISING	11 %
LIFE CHOICES	10 %
TEAM MENTORING	6 %

Audit

OPERATING REVENUE:	2005	2006
Public Support —		
Foundation	\$942,332	\$882,856
United Way	307,013	381,494
Corporations	268,723	337,898
Other	506,778	693,350
Private charitable organizations And other contributions	2,024,846	2,295,598
In-kind Donations	51,550	25,000
Special events revenue	427,336	573,900
Less-direct expenses	115,542	133,536
Net special events revenue	311,794	440,364
Total public support	2,388,193	2,760,962
Investment returns designated for current operations	100,000	100,000
Other	74,82	156,233
Total Operating Revenue	2,563,011	2,917,195

OPERATING EXPENSES

Program expenses —		
Community-Based Mentoring	1,247,064	1,362,028
Life Choices	240,017	273,432
TEAM	161,869	172,165
Volunteer Management And Recruitment	239,190	295,043
School-Based Mentoring	327,074	362,666
Total Program Expenses	2,215,214	2,465,334
Fundraising	230,052	295,370
Total Operating Expenses	2,445,266	2,760,704
Change in net assets from operations	117,745	156,491
Investment and Interest Income	28,370	152,186
Bad Debts	(102,316)	(32,229)
Capital Campaign Expenses	115	0
Unrealized Gains on Investments	12,976	101,820
Change in net assets	56,890	378,268
Net assets, beginning of year	3,697,249	3,754,139
Net assets, end of year	3,754,139	4,132,407

Our Giving Community

BIG SISTER PROVIDES OUR MENTORING PROGRAMS AT NO COST TO LITTLE SISTERS AND THEIR FAMILIES, ENSURING THAT MORE GIRLS IN OUR COMMUNITY CAN BENEFIT FROM THE FRIENDSHIP, GUIDANCE AND SUPPORT OF A CARING ADULT.

Through strong relationships with individuals, foundations, corporations and the United Way, Big Sister is able to fund our operating budgets each year. Overall, Big Sister raised nearly \$2.7 million in 2006 to support our mentoring programs. As our annual budget grows in accordance with our strategic plan, the continued support of our many friends in the community plays a pivotal role. Because of you, we will be able to reach out to more Little Sisters than ever before and reach our goal of 5,000 girls served and \$5 million raised by 2010.



Special Thanks

TO BLUE CROSS BLUE SHIELD FOR GENEROUSLY UNDERWRITING THE PRINT PRODUCTION OF THIS YEAR'S ANNUAL REPORT, AS WELL AS OUR EVENT AND DIRECT MAIL COLLATERAL THROUGHOUT THE YEAR.



MASSACHUSETTS

Blue Cross Blue Shield of Massachusetts is an Independent Licensee of the Blue Cross and Blue Shield Association

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\$100,000 or more

Edna McConnell Clark Foundation

\$50,000 — \$99,000

Procter & Gamble Fund
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Boston Scientific Foundation
Charles Hayden Foundation
Citizens Bank
Dean Welfare Trust
Paul & Edith Babson Foundation
The Janey Fund Charitable Trust
The Little Family Foundation
Tufts Health Plan

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State Street Global Advisors
TAP Connected to the Community
Giving Campaign
The Gillette Company
The Kresge Foundation

“I will reach my goals and will be responsible for my actions.
I will also inspire young girls to be positive leaders.”

— COMMUNITY-BASED LITTLE SISTER

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Avila
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Special Events

IN 2006, BIG SISTER SAID GOODBYE TO ITS ANNUAL BLACK-TIE GALA AFTER 25 YEARS AND WELCOMED IN A NEW TRADITION— BIG IN BOSTON.

Held on November 15, at the Sheraton Boston Hotel, BIG in Boston was a big hit. The night was centered on all the things that make Boston...*Boston*, including honorees Mayor Thomas and Angela Menino and emcee Liz Walker of Boston's CBS4. From tabletop street signs representing many of our city's well-known streets to mini Fenway franks and a North End style Italian buffet, Big Sister celebrated Boston's pride— not least of which were some very brave Little Sisters who told the audience what they want to be when they are "BIG in Boston." BIG in Boston, co-chaired by husband and wife team Pam and Terry McDermott, raised more than \$250,000 adding to the nearly \$450,000 raised by all of Big Sister's events in 2006. With the rousing success of this inaugural evening, Big Sister is looking forward to 2007's BIG in Boston, which promises to be even bigger and better!



Little Sister Paola takes the stage at BIG in Boston

“When I’m BIG in Boston I want to be a teacher and a Big Sister.”

— LITTLE SISTER PAOLA



Liz Walker & Deborah Re — BIG in Boston

“When I’m BIG in Boston I want to be a singer, a great person and a Big Sister.”

— LITTLE SISTER ELIZABETH



Mayor Thomas & Angela Menino and the McDermott family

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“When I’m BIG in Boston
I want to be the first woman
President of the States.”

— LITTLE SISTER XIANA



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explore.

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