



**BIG SISTER  
ANNUAL REPORT 2008**  
Mentoring A Girl Matters



**Big Sister Association  
of Greater Boston**

*Little Moments. Big Magic.™*







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## Big Sister Association of Greater Boston

*Little Moments. Big Magic.™*

Dear Friends,

As you will see in this annual report, 2008 was a year of deepening our impact and expanding the Big Sister community. We served more than 3,000 girls in the 69 cities and towns that make up Greater Boston. Although we are proud to serve more girls than ever before, our focus continues to be on building and sustaining quality, long-term mentoring relationships between our Big and Little Sisters. The national average for a Big and Little Sister match is 20 months, but our matches stay together for an average of more than 30 months. This is a result of the attention we give to making the right match, through careful assessment of both Big and Little Sisters, and supporting them through the guidance of a professional social worker.

At Big Sister, our ability to make and support quality, long-term mentoring relationships is only one piece of the puzzle. Our success depends on the collaborative efforts of individuals, community organizations, corporations, foundations, and government agencies. Community partners such as universities and colleges encourage their students to become Big Sisters and provide us with talented interns to support our programs; foundations contribute financially, which allows us to innovatively evolve our programs to meet the changing needs of girls; corporations give their employees time to volunteer as Big Sisters in addition to sponsoring our events and programs; we have professionals serving on our Board of Directors, Advisory Board, and Young Professional Board who raise money and offer their time and talents to support the staff of Big Sister. We have generous individual donors who, regardless of the economic environment, continue to invest in our mentoring programs because they know the health of girls is directly tied to the health of our community. And, of course, the central piece of this puzzle is the generosity of our Big Sisters, who volunteer their time to give their Little Sisters the attention, guidance, and support they need to reach their potential. It does take a village to raise a child and to ensure that child grows up to be a confident, competent, and caring adult. Without the collective effort of this village, Big Sister would not be able to place friendship in the path of risk for Greater Boston's girls, giving them the confidence to believe that there is no limit to what they can do, become, or achieve.

As a part of the Big Sister community, you are not only making a positive impact on a girl's world, you are making a positive impact on her family and her community. Thank you for your continued support. Big Sister is thriving because you know that mentoring a girl matters.

Warm Regards,

**DEBORAH RE**  
Chief Executive Officer

**TIMOTHY J. O'BRIEN**  
Board President



United Way  
of Massachusetts Bay

AFFILIATE OF BIG BROTHERS BIG SISTERS OF AMERICA



## ABOUT BIG SISTER

**Big Sister is a locally and nationally recognized leader in providing gender-specific mentoring services to girls.**

Our mission is to help girls realize their full potential by providing them with positive mentoring relationships with women. Ultimately, our vision is to create a mentor-rich community in which every girl has access to the individual guidance and support she needs to become a confident, competent, and caring adult.

Big Sister Association of Greater Boston was founded in 1951 by three insightful Cambridge residents who recognized that a mentoring program existed for boys, yet there was no such program available to the city's girls. Believing that Boston's girls could also benefit from the guidance and support of an older friend, our founders created a one-to-one mentoring program where girls (Little Sisters) were individually matched with caring and committed women volunteer mentors (Big Sisters). In our first year, Big Sister matched six girls with mentors; 58 years later, we are serving more than 3,000 girls annually through our various mentoring programs.

Big Sister is proud to hire and retain a professional staff, including social workers who bring backgrounds in women's and girls' issues. Our Board of Directors come from diverse industries and professions, lending their skills and talents to help grow our organization. Our Big Sisters are the heart and soul of our programs, dedicating themselves to young girls and inspiring them to believe that anything is possible.





## WHY GIRLS NEED MENTORS

Every girl has potential. At Big Sister, we help girls realize that potential by matching them with a mentor who will give them the attention, care, and support necessary to make healthy choices in their lives.

The data below highlighted in purple was compiled in 2007 by the Centers for Disease Control and Prevention's *Youth Risk Behavior Surveillance System Survey* of girls in Boston, grades 9-12. It highlights the distinct challenges currently facing our city's girls. The data from our Program Outcome Evaluation (POE), developed by the Search Institute in collaboration with Big Brothers Big Sisters of America, demonstrates the positive impact mentoring has on these challenges. Values of more than 70% are considered significant results.

**27.3% of high school aged girls in Boston reported being in a physical fight.**

According to the results of our 2008 POE:

- \* Parents and guardians reported 74% of Community-Based Mentoring Little Sisters demonstrated improved relationships with their peers
- \* Teachers reported 79% of School-Based Mentoring Little Sisters demonstrated improved trust toward others
- \* Group leaders reported 80% of Group Mentoring Little Sisters demonstrated improved ability to avoid delinquency

**31.4% of high school aged girls in Boston felt so sad or hopeless almost every day for two or more weeks in a row that they stopped doing some usual activities.**

According to the results of our 2008 POE:

- \* Parents and guardians reported 83% of Community-Based Mentoring Little Sisters demonstrated improved self-confidence, 80% demonstrated an improved ability to express their feelings, and 77% demonstrated an improved sense of the future
- \* Teachers reported 79% of School-Based Mentoring Little Sisters demonstrated improved class participation
- \* Group leaders reported 82% of Group Mentoring Little Sisters demonstrated an improved sense of the future

**16.9% of girls in Boston reported drinking five or more alcoholic drinks in a sitting at least once in the past 30 days, and 20.4% of girls in Boston reported having been offered, sold, or given drugs at their school at least once in the past 12 months.**

According to the results of our 2008 POE:

- \* Parents and guardians reported 76% of Community-Based Mentoring Little Sisters were better able to avoid substance abuse, and 75% demonstrated an improved decision-making ability
- \* Teachers reported 75% of School-Based Mentoring Little Sisters demonstrated an improved ability to use school resources
- \* Group leaders reported 79% of Group Mentoring Little Sisters demonstrated an improved ability to avoid substance abuse





*"I love having a Big Sister because I do not have one at home and Hyacinth shows me how loving and caring a Big Sister can be. She is always telling me how proud she is of me."*

— Little Sister Taniushka, age 10, Dorchester, February 2009



## INNOVATIONS & ACHIEVEMENTS

In 2008, Big Sister focused on expanding our community, deepening our impact, and creating longer, stronger match relationships.

Not only did we serve more girls than ever before, we developed innovative ways in which to serve them. From increasing our average length of match, to sharing our expertise on girls and mentoring, to implementing new components in our existing programs, our innovations and achievements over the past year have made a difference in the lives of more than 3,000 girls throughout Greater Boston. Below are some of the highlights we are proud to share.

- \* Achieved an average length of match of 31.5 months between our Community-Based Big and Little Sisters, the second longest among all national Big Brothers Big Sisters agencies
- \* Led a workshop for parents on how to address issues facing “tween” (ages 8-13) girls
- \* Served every girl at Camp Harbor View, a summer camp for children from Boston’s neighborhoods
- \* Led a Spanish-speaking *Life Choices* group at the Orchard Gardens K-8 School in Roxbury
- \* Led *Life Choices* Group Mentoring workshops at Mother Caroline Academy and the Yawkey Boys & Girls Club
- \* Added a leadership component for Big Sisters in our Big Sister Mentoring Academy, where high school girls from Boston Latin Academy in Dorchester mentor Little Sisters from the William M. Trotter Elementary School
- \* Led United Way’s Intentional Mentoring Initiative, providing training on delivery of gender-sensitive services to girls for staff members from 13 youth-serving agencies funded by Today’s Girls...Tomorrow’s Leaders
- \* Launched Get Girls Moving Initiative with funding from GoGirlGo! This health-focused initiative included the addition of healthy food options and increased physical activity at the summer picnic, Halloween party, and Winter Wonderland party for Big and Little Sisters
- \* Increased the number of Girl Power workshops, a one-day safety workshop for Community-Based matches facilitated by our professional social workers and specifically designed for girls ages 7 - 11
- \* Held Gather & Gabs for Community-Based Big Sisters for the first time. These groups provide the opportunity for Big Sisters to socialize with each other and participate in discussions facilitated by our professional social work staff that cover common topics and challenges that may arise in the Big and Little Sister relationship





Victoria and Jessica  
Thank you for your commitment  
to  
"The Magic of Sisterhood"  
since  
July

*"You could never find another  
Big Sister like mine. I know we'll be  
friends forever!"*

— Little Sister Michaela, age 16, Cambridge, August 2008



"I think the Big Sister program is great for the girls in my room. Since there are 15 boys and only 7 girls in the room, it is really important for them to have time away from the boys, and in the presence of female role models. I know all the girls really look forward to the days their Big Sisters visit and always come back feeling really great. It is also important that these girls, who are often shy in class, have a time where they don't have to hold back or feel nervous, but can be the center of attention."

— Joanna Pfister, 4th grade teacher, Hurley Elementary School, South End, 2008/2009 academic year









March 2009



The United Way of Massachusetts Bay and Merrimack Valley has a commitment to providing youth with the guidance and opportunities they need to succeed. This means taking into account the specific needs of the children and youth in Greater Boston so that specific supports can be put in place to help them develop into productive adults. United Way's Intentional Mentoring initiative, in partnership with Big Sister Association of Greater Boston, equips staff at youth-serving agencies with the skills and knowledge they need to see themselves as mentors to the girls they serve in addition to their traditional roles. When this is done with a gender-sensitive focus, it builds safe spaces for girls in which they can feel valued and thrive.

United Way selected Big Sister Association of Greater Boston to provide gender-sensitive training and technical assistance to agencies funded by United Way's Today's Girls... Tomorrow's Leaders (TGTL) initiative. We selected Big Sister because of its nearly 60 years of experience serving girls, the quality of the mentoring programs they offer to meet the needs of girls at different stages of development, and the diversity of the girls served throughout the 69 towns and cities in which the organization operates. However, the most important factor in selecting Big Sister was the quality outcomes these mentoring programs have had on the social-emotional development of the girls served.

Big Sister has demonstrated an established track record of supporting other girl-serving agencies. Since 2005, Big Sister has trained 87 staff in 31 girl-serving agencies throughout Greater Boston through the Intentional Mentoring initiative. Training the staff at all of our TGTL agencies to become intentional mentors has the potential to touch the lives of more than 20,000 girls in and around Boston; 20,000 girls who can now feel that their needs matter and are being met.

I'd like to thank everyone at Big Sister Association of Greater Boston for your expertise in providing gender-sensitive services to girls. We look forward to expanding the program in the future with your leadership. Through your hard work, Boston will become the model for cities throughout the country.

Michael Durkin  
President and CEO  
United Way of Massachusetts Bay and Merrimack Valley



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of Massachusetts Bay  
and Merrimack Valley

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*"It feels good to be a Big Sister to a girl from my own community because I feel like I can connect with her. I'm able to be a positive role model."*

— Big Sister Jessica, age 17, high school mentoring program, Dorchester, March 2009





# OUR LITTLE SISTERS

Our Little Sisters come from a broad range of ethnic, socio-economic, and family backgrounds, but our average Little Sister is 12 years old; living with a single mother in Dorchester, Roxbury, or Mattapan; and is African-American/Black or Hispanic.

We match girls between the ages of 7–15 with a caring, supportive woman mentor. Little Sisters are referred by parents or guardians, teachers, therapists, clergy, and often themselves! Each potential Little Sister is assessed by a member of our professional social work staff to determine her unique interests and needs to make the best possible match.

In 2008, we served a total of 3,106 girls across all mentoring programs. Below is a further breakdown of our Little Sister demographics.

### All Little Sisters by Age

7	42	1%
8	127	4%
9	241	8%
10	309	10%
11	504	16%
12	484	16%
13	465	15%
14	366	12%
15	253	8%
16	141	5%
17	68	2%
18	41	1%
19	28	1%
20+	37	1%

### All Little Sisters by Region

Boston	2085	67%
Western Suburbs	364	12%
North Shore	359	12%
South Shore	226	7%
Other Service Area	72	2%

### All Little Sisters by Ethnicity

African-American/Black	917	29%
Hispanic	643	21%
Other Race	519	17%
Caucasian	477	15%
Multi-Race	371	12%
Asian	179	6%

### All Little Sisters by Living Situation

One Parent (Female)	1199	39%
Other Relative or Guardian	874	28%
Two Parents	836	27%
One Parent (Male)	96	3%
Grandparent(s)	55	2%
Foster Home	41	1%
Group Home	5	<1%

**Note:** Demographics include girls served through Big for a Day and *Life Choices* workshops

*"The best part about being a Big Sister is seeing the many expressions on my Little Sister's face: the curious expression when we go some place she has never been before, like the Boston Common; the proud expression when she knows she is teaching me something new ("fly" means "good"); the intrigued expression when she listens intently to my stories about how I dealt with similar situations as a pre-teen; and the look of accomplishment when she runs her first race and has a medal to prove it!"*

— Big Sister Lucy Campbell, South Boston, March 2009





## OUR BIG SISTERS

Our Big Sisters come from a range of ethnic, socio-economic, and family backgrounds, but our typical Big Sister is single, Caucasian, in her mid-20s to early 30s, living in Brighton or Brookline, and holds a college degree.

Our vision is to have our volunteers reflect the diversity of our Little Sisters. This includes enlisting more women of color from the communities where the majority of our Little Sisters live.

Big Sisters must be at least 20 years old to participate in our Community-Based Mentoring program and at least 18 years old to participate in our School-Based and Group Mentoring programs. Each potential Big Sister is interviewed and assessed by a member of our professional social work staff to get a strong sense of her personality and interests in order to make the best possible match. She then undergoes program-specific training before she meets her Little Sister or group of Little Sisters.



In 2008, 2,117 women volunteered as Big Sisters across all programs. Below is a further breakdown of our Big Sister demographics.

#### All Big Sisters by Age

16 - 17*	14	<1%
18 - 25	723	34%
26 - 35	850	40%
36 - 45	266	13%
46 - 55	172	8%
56 - 65	60	3%
66+	32	2%

#### All Big Sisters by Region

Boston	948	45%
Western Suburbs	592	28%
North Shore	264	12%
South Shore	186	9%
Other Service Area	127	6%

#### Big Sisters by Ethnicity

Caucasian	1545	73%
African-American/Black	193	9%
Asian	137	7%
Other Race	100	5%
Hispanic	71	3%
Multi-Race	71	3%

#### All Big Sisters by Program

Community-Based Mentoring	1192	56%
School-Based Mentoring	638	30%
Big for a Day	212	10%
Group Mentoring (TEAM only)	75	4%

#### All Big Sisters by Marital Status

Single	1546	73%
Married	265	13%
Living w/ Significant Other	132	6%
Divorced	88	4%
Not Given	66	3%
Separated	14	1%
Widowed	6	<1%

#### All Big Sisters by Education

Bachelors Degree	772	36%
Not Given	575	27%
Some College	283	13%
Master's Degree	281	13%
High School Graduate	69	3%
PhD	67	3%
Associate Degree	53	3%
Some High School	14	2%
Juris Doctorate (JD)	3	<1%

#### \*High School Mentoring Big Sisters

*"I love having a Big Sister because I learn a lot of things from her. I feel comfortable talking with my Big Sister about things that bother me sometimes."*

— Little Sister Chaimae, age 13, Everett, March 2009



## COMMUNITY-BASED MENTORING

### **Community-Based Mentoring (CBM) creates and supports friendships between girls (Little Sisters) and adult women volunteers (Big Sisters).**

It is through these friendships that girls feel listened to, understood, and supported, encouraging them to discover new opportunities and broaden their social and cultural horizons. 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 our agency-sponsored activities, including sporting events, trips to the theater, or community service projects. While these activities may expose girls to new experiences, many Little Sisters simply enjoy having someone to share a laugh with, a shoulder to lean on, or the simple fact that her Big Sister is there just for her.

As a way to monitor the progress of each match and provide support, our social workers check in monthly with Little Sisters, their families, and Big Sisters to provide information, advice, encouragement, and activity ideas. It is during this monthly check-in that many of our Big Sisters share their concerns over issues that directly affect their Little Sisters—from sexual pressure and bullying, to depression and family problems. Our match support staff is focused and trained on handling these issues.

It is important to note that while the agency asks for a minimum commitment of 12 months in our CBM program, the average length of a Big Sister match is nearly 32 months—exceeding the national Big Brothers Big Sisters average of 20 months. Research has shown that the most impactful mentoring relationships, particularly for girls, are sustained for at least 12 months. Therefore, our social workers take the utmost care in creating quality matches that will stand the test of time and result in lasting friendships.

**In 2008, Big Sister served 1,192 girls through Community-Based Mentoring.**

#### **Big for a Day**

### **Big for a Day (BFAD) is a unique program offered within Community-Based Mentoring.**

With approximately 200 Little Sisters waiting to be matched with a Big Sister at any given time, we created an opportunity to keep these Little Sisters engaged. Once a month, BFAD volunteers are matched with a Little Sister on our waiting list to participate in an activity sponsored by our agency and supervised by a Big Sister social worker. Activities range from bowling and dance classes to special museum tours and sporting events. In 2008, Big Sister served an additional 212 girls through BFAD.



*"The best part about being a Big Sister is knowing that I'm making a difference in someone's life, and all I have to do is have fun and do things that a 28 year old probably wouldn't get to do without a 13 year old friend, like having an impromptu dance party at The Children's Museum or a cupcake decorating competition."*

– Big Sister Dana Kowalchuk, Jamaica Plain, March 2009

#### Age of Community-Based Little Sisters

7	13	1%
8	40	3%
9	93	8%
10	129	11%
11	145	12%
12	154	13%
13	126	11%
14	142	12%
15	117	10%
16	95	8%
17	54	4%
18	37	3%
19	25	2%
20+	22	2%

#### Where Community-Based Little Sisters Live

Boston	591	50%
North Shore	257	21%
Western Suburbs	222	19%
South Shore	94	8%
Other Service Area	28	2%

#### Ethnicity of Community-Based Little Sisters

African-American/Black	365	31%
Caucasian	277	23%
Hispanic	245	21%
Multi-Race	137	11%
Other Race	131	11%
Asian	37	3%

#### Living Situation of Community-Based Little Sisters

One Parent (Female)	588	49%
Other Relative or Guardian	262	22%
Two Parents	230	19%
One Parent (Male)	64	5%
Foster Home	22	2%
Grandparent(s)	21	2%
Group Home	5	1%

**Note: Demographics do not include data for girls served through BFAD**





“At first their friends thought it was cool that the girls’ Big Sisters took them places and did things, but now they realize it’s not just about doing, it’s about being.”

—Wayne Ashley, father of Little Sisters  
Caitlin, Catherine, and Helen

# GET BY WITH A LITTLE HELP FROM MY FRIENDS

Mentoring becomes a family affair for a single father and his three daughters

**A**s a single father in Dorchester raising four daughters, Wayne Ashley knew he was going to need some help. The girls' mother was not a consistent presence in their lives and Wayne was admittedly "clueless about the pre-teen girl stuff." With three of his daughters—Caitlin, Catherine, and Helen—already in their pre-teen years, Wayne knew the girls needed a woman they could turn to for advice and support. "Any time a woman showed them attention, they would get attached," said Wayne. "I knew they needed the right female presence." When Wayne heard about Big Sister Association he thought it might just be the answer.

By December 2007, Big Sister's social work team had identified three women who would best suit the unique strengths and challenges of each Ashley girl. Social worker Megan Swails was eager to introduce the girls to their Big Sisters: Julie Mumford, Colleen McMahon, and Abbey Eisenhower. Caitlin, Catherine, and Helen were elated upon meeting their Big Sisters, but a loss soon overshadowed their excitement. Just one month after the girls were matched, their mother passed away. The girls were devastated and Wayne worried how these women, who had just entered his daughters' lives, would handle his daughters' grief. However, his worries soon subsided. "It was amazing how they all really stepped up after the loss," said Wayne. Each Big Sister gave her Little Sister flowers or a card, but more importantly each gave attention and support. "After my mom died I was able to talk to Colleen about feelings I couldn't talk to my dad or my sisters about," said Little Sister Catherine. Added Little Sister Helen, "Even though it was really sad when my mom passed away, it strengthened my bond with Abbey."

Dealing with the loss of their mother was not just what brought each match closer together. Youngest daughter Caitlin and her Big Sister Julie share a love of cooking. "We've never cooked the same thing twice," said Caitlin proudly. Julie has also introduced Caitlin to new activities like sailing and skiing. "She has confidence in me to try new things, so that gives me confidence to try new things," said Caitlin. Middle daughter Catherine immediately bonded with her Big Sister Colleen, also a middle child. The two love playing tennis together and talking about everything from what it's like to grow up as the middle child, to Catherine's feelings of anger, to boys and schoolwork. "It's like Colleen's an older version of me!" said Catherine. Eldest daughter Helen appreciates the fact that she can relax with Big Sister Abbey. "I can be myself around Abbey. I don't have to be something I'm not," said Helen. "She's different from friends my age because I don't have to worry about saying something wrong and ruining the friendship." Helen's ability to relax with Abbey has had a positive impact on other areas of her life too. Helen said that before meeting Abbey she was self-conscious and didn't care much about friends, school, or taking care of herself. "I just didn't feel worth it. Now I'm more outgoing, I've made stronger friendships and even my grades have improved."

Over the past year, Wayne has seen a positive change in all three of the girls and attributes it to the special bond each shares with her Big Sister. "If any of my girls were matched with any of each other's Big Sisters, it just would not have worked. What were the chances of matching all three of my girls at once and each with the perfect Big Sister too?" Wayne mused. He added that not only have his daughters' relationships with their Big Sisters enriched his family's life, they have had a ripple effect on everyone around them. "Before the Big Sisters came along, about the only person my girls trusted was me. The trust they have created with their Big Sisters has enriched their relationships with other adults as well. It's not only me that has seen the change; their friends have noticed too. At first their friends thought it was cool that the girls' Big Sisters took them places and did things, but now they realize it's not just about doing, it's about being."



## SCHOOL-BASED MENTORING

**School-Based Mentoring (SBM) is a one-to-one mentoring program designed specifically for girls in elementary school.**

In this program, the Big Sister meets with her Little Sister at the girl's school during her lunch period or after-school program.

Matches find a quiet place to enjoy arts and crafts, reading, board games, and many other activities. As with our Community-Based Mentoring program, social workers in our School-Based Mentoring program are always available to provide support and activity ideas.

In addition to our regular SBM program, which requires Big Sisters to be at least 18 years old, we also offer a high school mentoring program called Big Sister Mentoring Academy. This is a collaboration between Boston Latin Academy and the William M. Trotter Elementary school, both located in the Grove Hall neighborhood of Dorchester. The program meets once a week after school at the Trotter. The Big Sisters are sophomores and juniors who participate in a leadership workshop led by a Big Sister social worker for the first hour. They are then paired up with their Little Sisters, second and third grade girls, for structured activities during the second hour.

**In 2008, Big Sister served 638 girls through School-Based Mentoring.**



*"The Big Sister program is an essential program in our school. The students are provided with a positive role model in a caring environment where they can share, work with, and learn from their Big Sisters."*

– Heather Gorman, 4th grade teacher, William Blackstone Elementary School, South End,  
2008/2009 academic year

The following is a list of sites our School-Based Mentoring program partnered with in 2008.

**Boston**

Boston Renaissance Charter School, *Boston*  
Charlestown Boys & Girls Club, *Charlestown*  
Dever Elementary School, *Dorchester*  
Ellis Memorial After-School Program, *South End*  
Farragut Elementary School, *Mission Hill*  
Garfield Elementary School, *Brighton*  
Harvard/Kent School, *Charlestown*  
Hurley Elementary School, *South End*  
Jackson/Mann Elementary School, *Allston*  
John Eliot K-8 School, *North End*  
Josiah Quincy Elementary School, *Chinatown*  
Josiah Quincy Upper School, *Chinatown*  
Maurice Tobin Elementary School, *Mission Hill*  
Red Oak After-School Program, *Chinatown*  
St. Stephen's Episcopal Church  
After-School Program, *South End*  
Warren/Prescott School, *Charlestown*  
West End House Boys & Girls Club, *Allston*  
William Blackstone Elementary School, *South End*  
William Monroe Trotter Elementary School, *Dorchester*

**Cambridge**

Fletcher-Maynard Academy  
King Open Elementary School  
Peabody Elementary School

**North Shore**

Drewicz Elementary School, *Lynn*  
Horace Mann Laboratory School, *Salem*

**South Shore**

Atlantic Middle School, *Quincy*  
Montclair Elementary School, *Quincy*  
Parker Elementary School, *Quincy*

**Age of School-Based Little Sisters**

6	2	<1%
7	10	2%
8	69	11%
9	120	19%
10	134	21%
11	182	28%
12	81	13%
13+	40	6%

**Ethnicity of School-Based Little Sisters**

Other Race	197	31%
African-American/Black	153	24%
Hispanic	115	18%
Asian	114	18%
Caucasian	37	6%
Multi-Race	22	3%

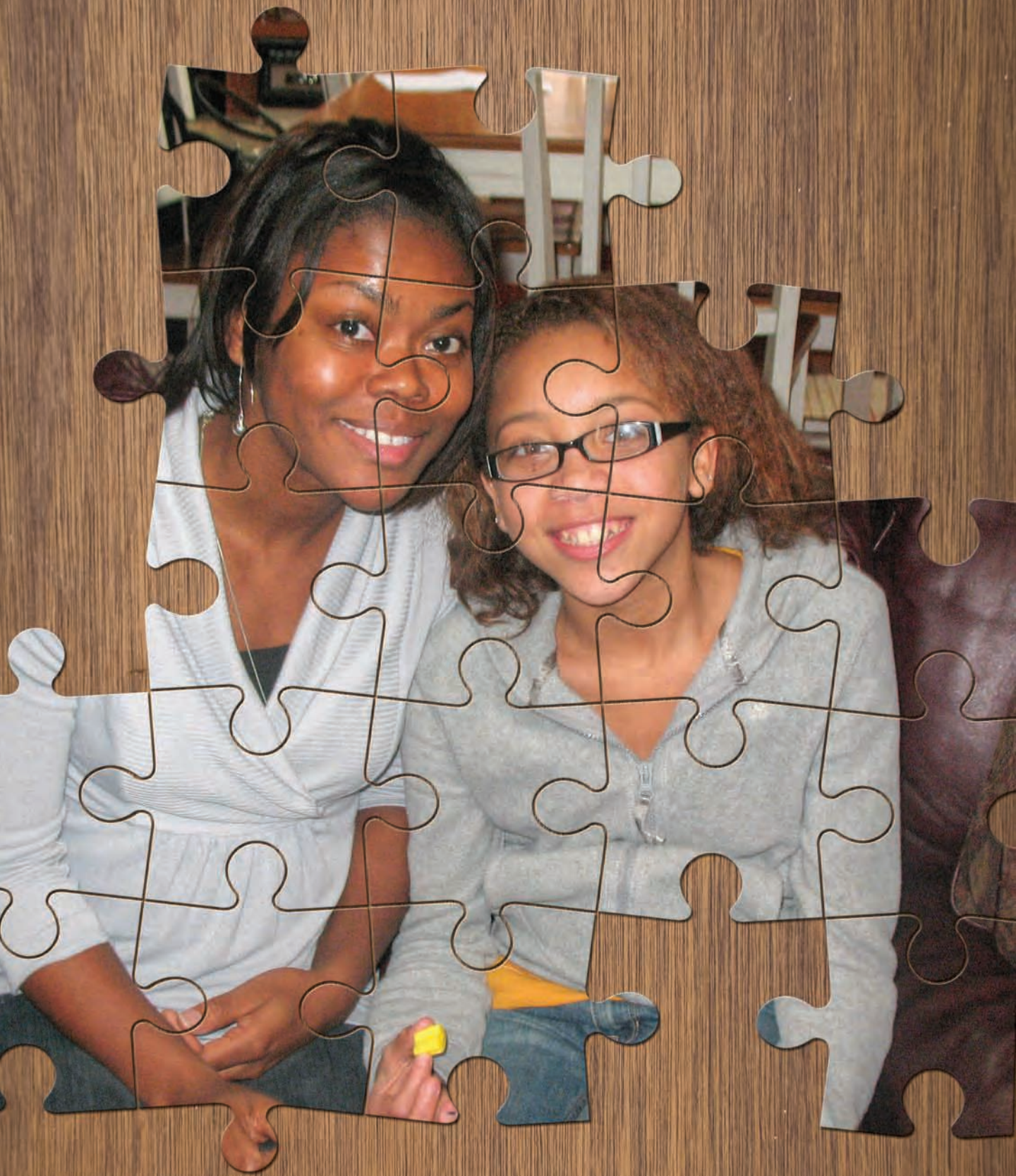
**Where School-Based Little Sisters Live**

Boston	512	80%
Western Suburbs	83	13%
South Shore	37	6%
North Shore	6	1%

**Living Situation of School-Based Little Sisters**

Other Relative or Guardian	247	39%
Two Parent	226	35%
One Parent (Female)	153	24%
One Parent (Male)	7	1%
Grandparent(s)	5	1%





“Milan just needed the right person to pull her out. Keneisha has been the right person to do that. She is a very good match for my daughter.”

— Kym, mother of Little Sister Milan

# COMING FULL CIRCLE

Former Little Sister Keneisha Murphy is now a Big Sister

**Big Sister Keneisha Murphy knows exactly the kind of positive impact a Big Sister can have on a girl's life. She's a former Little Sister herself!**

**K**eneisha grew up in downtown Boston with her mom and older sister. She longed to have someone who was there just for her and who could broaden her experiences beyond her neighborhood. Keneisha was matched with her Big Sister Michelle through Big Sister Association of Greater Boston in the mid-1980s. Keneisha fondly recalled, "It was great. Being with her allowed me to get out and experience things that other kids were experiencing." When Keneisha decided she wanted to give back to the South Shore community she now lives in, she knew that becoming a Big Sister was the best way to honor the friendship she shared with Michelle. "I wanted to keep it going," said Keneisha.

In September 2007, Big Sister Keneisha was matched with 10 year old Milan. Milan lives in Randolph, has two sisters and is being raised by a single mom. Like Keneisha when she was that age, Milan deeply desired someone in her life who could expand her world and be there just for her. "Some weekends I just sat in the house," said Little Sister Milan. Milan would get frustrated, but didn't have an outlet for those feelings or anywhere she could go to escape. While her mom recognized that her middle daughter could use some extra care and attention, she often felt pulled in different directions by her two other daughters, her job, and the daily duties of running a household. "Milan needed someone she could connect with, share her thoughts with, and go out and do things with," said her mom, Kym. Milan's grandmother saw Kym's struggle to spend quality time with all three of her daughters. She suggested that a Big Sister might be just the right person to give Milan that added attention she needed.

Though Milan was shy and quiet at first, she soon opened up to her Big Sister Keneisha. "Milan has someone she can share things with now. It's like they have their own world and their own language," said Kym. Milan concurred, "I can talk to Keneisha more than other people. Even though I have friends I can talk to, sometimes they tell other people what I say." Despite building that trust with Keneisha, Milan was still shy when it came to meeting new people. However, Keneisha saw an opportunity.

Milan and Keneisha are both avid fans of Big Sister-sponsored match activities. They have attended the Volunteer Appreciation Breakfast, the summer picnic, the sleep over at the Museum of Science, the Girl Power safety workshop, and the State Street Corporation Day at the Museum of Fine Arts. Keneisha encouraged Milan to interact with other Little Sisters her age when they attended these activities. As Milan went more places and met more people she became more outgoing. Eventually she felt confident enough to be social even without Keneisha giving her that extra nudge. "At my dance classes, I talk to everyone now," said Milan.

Milan's mother Kym has noticed the positive change as well. "Milan just needed the right person to pull her out of her shell. Keneisha has been the right person to do that. She is a very good match for my daughter." Kym also hopes that this experience will encourage Milan to follow Keneisha's example and continue the cycle of opening up a girl's world by becoming a Big Sister herself one day.



## GROUP MENTORING

**Big Sister's Group Mentoring programs are specifically designed to meet the developmental needs of middle school girls, ages 11 - 15.**

*Life Choices* and TEAM, which stands for Team Enhanced Approach to Mentoring, create safe spaces where Little Sisters can openly explore the choices and challenges they face. Girls in our *Life Choices* and TEAM programs often tell us that their group mentoring experience has allowed them to feel more comfortable with themselves, treat others with respect, speak up rather than act out, and improve their attitude in general. Research confirms the positive impact 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 or community sites for 90-minute sessions led by Big Sister social workers and Master of Social Work (MSW) level interns. The distinguishing characteristic between the two programs is that TEAM adds Big Sisters to the mix. By bringing groups of volunteers together to mentor girls, TEAM gives Little Sisters the opportunity to interact with and learn from multiple mentors.

Through *Life Choices*, we are also able to provide support to girls who face particularly challenging situations both in the Dorchester Court Clinic and through enrichment services with the Boston Centers for Youth & Families' Boston R.O.C.K.S! initiative, a summer program to prevent youth violence.

**In 2008, Big Sister served 894 girls through *Life Choices* and TEAM.**

### ***Life Choices Workshops***

In 2008, Big Sister began leading *Life Choices* workshops in order to deepen our impact by offering the Group Mentoring experience to more girls at more sites, particularly locations that cannot accommodate a full *Life Choices* program. These workshops can run from one session to four sessions, and tend to focus on curriculum targeted toward the specific needs of each group of girls. These workshops have been held at Community Academy in Roxbury, S.W.I.R.L.S. in Dorchester, and William H. Lincoln Elementary School in Brookline. In 2008, Big Sister served an additional 169 girls through *Life Choices* workshops.

**\*Exploring Youth Mentoring Programs in Massachusetts, University of Massachusetts Donahue Institute Research and Evaluation Group, April 2006**

The following is a list of sites our Group Mentoring program partnered with in 2008:

**Boston**

Agassiz Community Center, *Jamaica Plain*  
Boston Renaissance Charter School, *Back Bay*  
Camp Harbor View, *Long Island*  
Community Academy, *Roxbury*  
Dearborn Middle School, *Dorchester*  
Dorchester Court Clinic, *Dorchester*  
George A. Lewis Middle School, *Roxbury*  
Grover Cleveland Middle School, *Dorchester*  
Jackson Mann Community Center, *Brighton*  
John Eliot K-8 School, *North End*  
Lilla G. Frederick Pilot Middle School, *Dorchester*  
Mario Umana Middle School Academy, *East Boston*  
Martin Luther King Middle School, *Dorchester*  
Mattahunt Community Center, *Mattapan*  
Mother Caroline Academy, *Dorchester*  
Neighborhood House Charter School, *Dorchester*  
Oliver H. Perry Middle School, *South Boston*  
Orchard Gardens Community Center, *Roxbury*  
Orchard Gardens K-8 School, *Roxbury*  
Paris Street Community Center, *East Boston*  
Patrick F. Gavin Middle School, *South Boston*  
Solomon Lewenberg Middle School, *Mattapan*  
S.W.I.R.L.S. *Dorchester*  
Tech Boston Academy, *Dorchester*  
Tynan Community Center, *South Boston*  
West End House Boys & Girls Club, *Allston*  
Yawkey Boys & Girls Club, *Roxbury*

**Cambridge**

Community Charter School of Cambridge  
Peabody Elementary School

**North Shore**

Garfield Community Magnet School, *Revere*  
Gerald and Darlene Jordan Boys & Girls Club, *Chelsea*

**South Shore**

Abigail Adams Intermediate School, *Weymouth*  
Central Middle School, *Quincy*  
Maria Weston Chapman Middle School, *Weymouth*

**Western Suburbs**

F.A. Day Middle School, *Newton*  
W. H. Lincoln Elementary School, *Brookline*  
Edward Devotion School, *Brookline*

**Age of Group Mentoring Little Sisters**

8	2	1%
9	6	1%
10	21	2%
11	102	11%
12	161	18%
13	245	27%
14	193	22%
15	111	12%
16+	53	6%

**Ethnicity of Group Mentoring Little Sisters**

African-American/Black	238	26%
Hispanic	222	25%
Multi-Race	152	17%
Other Race	142	16%
Caucasian	113	13%
Asian	27	3%

**Where Group Mentoring Little Sisters Live**

Boston	691	77%
North Shore	61	7%
South Shore	60	6%
Other Service Area	41	5%
Western Suburbs	41	5%

**Living Situation of Group Mentoring Little Sisters**

One Parent (Female)	375	42%
Two Parents	349	39%
Other Relative or Guardian	110	12%
One Parent (Male)	24	3%
Grandparent(s)	22	2%
Foster Home	14	2%

Note: Demographics do not include data for girls served through *Life Choices* workshops



## GROUP MENTORING CURRICULUM

In order to effectively address the changing needs of today's girls, Big Sister consistently updates and adapts our Group Mentoring curriculum. Below is a sample of the topics covered through activities, role play, and structured discussions.

**Alcohol & Drugs**— informs and educates about alcohol and drug use and abuse, disease, and addiction

**Anger**— allows girls to identify the various sources of anger; evaluate the consequences of unresolved anger; and gives them the resources to react to situations without resorting to aggression

**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 differences among prejudice, discrimination, and stereotypes, and explore how to apply their understanding of class, age, gender, religion, race, ethnicity, and culture to form positive and healthy relationships

**Effective Communication**— educates girls on what effective communication is, the difference between verbal and non-verbal communication, and how to practice active listening skills

**Empathy**— helps girls understand the benefits of being able to put themselves in “someone else's shoes,” as well as the benefit of having others empathize with them

**Gender Roles**— explores girls' own ideas of gender roles, stereotypes, and the media's influence on gender roles

**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 and explores how the media might influence a girl's body image and self-esteem

**Puberty & Sexual Health**— promotes healthy attitudes about girls' bodies, puberty, and sex, as well as healthy decision-making about sexual activity

**Self-Esteem**— educates girls on the relationship between self-esteem, behavior, outlook, and decisions, and helps them acknowledge and appreciate the unique strengths and qualities within themselves and others

**Stress, Coping & Self-Care**— helps girls evaluate where stress comes from in their lives, how stress can impact them positively and negatively, and why self-care is important

*"There's not many programs like Life Choices geared toward girls. Girls and boys learn differently, so they need to have programs that recognize the different topics that are important to them and their different learning styles."*

— Melinda Carr, Director of After-School Programs at Mother Caroline Academy, Roxbury, May 2008





## What TEAM Little Sisters had to say about their experience:

### What was one thing the group leaders did that you liked?

"One thing that the group leaders did that I liked was showing up every week to be here with us." – 8th grade Little Sister, Boston Renaissance Charter School, Back Bay, 2007/2008 academic year

"That they supported me and helped me when I had a pretty bad school day and that really meant a lot to me." – 8th grade Little Sister, Peabody Elementary School, Cambridge, 2007/2008 academic year

### What was it like having Big Sisters in the group?

"It was like meeting a different kind of family that would listen to you when nobody else would." – 8th grade Little Sister, Peabody Elementary School, Cambridge, 2007/2008 academic year

### What was the main reason you decided to stay in this group?

"We get to say what we want and talk about stuff we don't talk about with our parents or teachers." – 8th grade Little Sister, Tech Boston Academy, Dorchester, 2007/2008 academic year

"I decided to stay in the group because there aren't really any other groups out there dedicated to girls." – 8th grade Little Sister, Peabody Elementary School, Cambridge, 2007/2008 academic year

## What Life Choices Little Sisters had to say about their experience:

### What is one thing you learned about working in a group?

"I learned how to work together and be confident."  
– 8th grade Little Sister, Community Charter School of Cambridge, Fall 2008

"I am not the only one with problems and I can learn from other people."  
– 8th grade Little Sister, Community Charter School of Cambridge, Fall 2008

"That other people have feelings and not everyone looks at things the same."  
– Little Sister at Dorchester Court Clinic, Fall 2008

"How to make friends with people who I never thought I would."  
– 7th grade Little Sister, Abigail Adams Intermediate School, Weymouth, Fall 2008

### What did you like about group?

"I liked the laughter." – Little Sister at Dorchester Court Clinic, Fall 2008

"I liked how all the girls were together and we expressed our feelings whether they were good or bad. It's like we have our own world." – 6th grade Little Sister, Oliver Hazard Perry K-8 School, South Boston, Fall 2008

"I liked being able to communicate with our classmates and find out more about each other." – 6th grade Little Sister, Mother Caroline Academy, Roxbury, Fall 2008

"That we did activities to make us feel better about ourselves and we communicated about things, like if we were bottling anything up the activities helped get all the feelings out." – Little Sister at Camp Harbor View, Summer 2008

**What was the main reason you stayed in group?**

"Because I knew that I could trust people."

– 8th grade Little Sister, Community Charter School of Cambridge, Fall 2008

"Because it was something fun and kept me off the streets."

– Little Sister at Dorchester Court Clinic, Fall 2008

"I decided to stay because this group made me feel strong and happy about other people and myself." – 6th grade Little Sister, Oliver Hazard Perry K-8 School, South Boston, Fall 2008

"I smile every time I come here."

– 6th grade Little Sister, Mother Caroline Academy, Roxbury, Fall 2008

"So that when I grow up I won't have low self-esteem."

– 7th grade Little Sister, Solomon Lewenberg Middle School, Mattapan, Fall 2008

"They helped me through all of my hard times."

– 8th grade Little Sister, Lilla G. Frederick Pilot Middle School, Dorchester, Fall 2008

**What is one thing that the group leader(s) did that you liked?**

"Always asking how was my day and what I did that day."

– Little Sister at Dorchester Court Clinic, Fall 2008

"That we can tell them anything and that we can trust them."

– 8th grade Little Sister, William H. Lincoln Elementary School, Brookline, Fall 2008

"I felt like I could trust them and they were good listeners. The leaders made the group fun by coming up with activities that helped me feel better about myself."

– 8th grade Little Sister, William H. Lincoln Elementary School, Brookline, Fall 2008

"She was very real and didn't treat us like children."

– 8th grade Little Sister, Community Charter School of Cambridge, Fall 2008

"That they kept us in check, but still allowed us to have fun."

– 7th grade Little Sister, Solomon Lewenberg Middle School, Mattapan, Fall 2008

"I liked that they respected us and showed that they cared."

– 8th grade Little Sister, Henry Dearborn Middle School, Roxbury, Spring 2008





## 2008 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.

We have partnered with a number of local corporations that allow employees to volunteer during the workday, community organizations that have helped champion our work, and colleges that encourage their students to give back. It is these valuable partnerships that helped us serve more than 3,000 girls in 2008.

### Corporations

Ameriprise Financial  
Amgen  
Bain & Company  
Bank of America  
Beth Israel Deaconess Medical Center  
Blue Cross Blue Shield of Massachusetts  
Bank of New York Mellon  
Boston Medical Center  
Boston Scientific  
Brigham and Women's Hospital  
Brown Brothers Harriman  
Building Impact  
Cambridge Associates  
Children's Hospital  
Citibank  
City of Boston  
Commonwealth of Massachusetts  
Dana-Farber Cancer Institute  
Delta Dental of Massachusetts  
Deloitte  
Digitas  
Ernst & Young  
Eastern Bank  
EF Education  
Electric Insurance  
Emerson Investment Management  
Fidelity Investments  
General Electric  
Harvard Pilgrim Health Care  
Healthworks Fitness Centers for Women  
Lexington Insurance  
Liberty Mutual  
MFS Investment Management  
Massachusetts General Hospital  
New Balance  
Partners Healthcare  
Pearson Education  
Pricewaterhouse Coopers  
Putnam Investments

Shawmut Design & Construction  
Sovereign Bank  
State Street Corporation  
UBS Financial Services, Inc.  
United States Coast Guard  
Vitale, Caturano & Company  
Wellington Management Company  
WGBH

### Colleges

Boston College  
Berklee School of Music  
Boston University  
Boston University School of Public Health  
Bunker Hill Community College  
Emerson College  
Emmanuel College  
Harvard University  
Harvard Business School  
Lesley University  
Massachusetts Institute of Technology  
New England School of Law  
Northeastern University  
Pine Manor College  
Quincy College  
Regis College  
Salem State College  
Simmons College  
Suffolk University  
Tufts University  
University of Massachusetts, Boston  
Wentworth Institute of Technology  
Wheelock College

### Community-Based Organizations

Angel Tree Prison Fellowship  
Boston Women's Network  
Greater Boston Chamber of Commerce  
Women's Network  
Project R.I.G.H.T.

*"We are proud to make this kind of investment in Greater Boston's girls and ultimately in our community as a whole. Promoting volunteerism and supporting organizations such as Big Sister that create a positive impact on the community is at the core of our values. Everyone benefits as a result."*

— George Russell, Executive Vice President of Community Affairs at State Street Corporation  
& President of State Street Foundation







“If more kids had mentors, they  
would follow a good path.”

— Big Sister Tierre, student at  
Boston Latin Academy

# MAKING MENTORING ELEMENTARY

A Dorchester teen takes time to mentor a girl from her neighborhood

**As a junior at Boston Latin Academy in Dorchester, Big Sister Tierre is in the midst of studying for the SAT, choosing a college, working after-school at a grocery store to save money for college, and balancing a full class-load at one of the area's most competitive exam schools.**

**"My family is supportive, but they have set the bar really high for me,"** said Tierre. Despite a definite lack of free time, there was no doubt in Tierre's mind that she return to the Big Sister Mentoring Academy and her Little Sister Myesha this year.

Big Sister Mentoring Academy began in the fall of 2007. The program creates mentoring relationships between sophomore and junior girls from Boston Latin Academy with second and third grade girls from the nearby William Monroe Trotter Elementary School. Now in its second year, many of the original Big Sisters have returned, including Tierre. "I came back for Myesha," asserted Tierre. "My mission wasn't done. I wanted to further my connection with her."

Nine year old Myesha was thrilled to have Tierre return as her friend and mentor. She describes her Big Sister as "stand-up" and "lovedful" and respects her because "she talks to me when things go wrong." Ask Myesha what a Big Sister is and she will tell you: "Someone you can trust." Her trust in Tierre has helped Myesha through some bad days at school. Whether it's a rainy day with no recess, a difficult math lesson, or an argument with her best friend, Myesha takes comfort in knowing she can talk to her Big Sister about what's bothering her. She also knows that Tierre will not only lend an ear, but offer guidance as well. "She told me to focus on my schoolwork and I have been," said Myesha. "I do a lot better in school now!"

Tierre hopes this experience helps her Little Sister both in and out of school. "If more kids had mentors, they would follow a good path," said Tierre. While Tierre believes she is her own mentor, she has a clear vision of the course she wants her life to follow. She has seen people close to her make decisions that have led them down a different path, one she knows is not right for her. "I can't let myself do that," said Tierre.

Both Big Sister Tierre and Little Sister Myesha have big plans to give back to their shared Dorchester community in the future. Myesha plans to become a police officer when she is an adult and Tierre wants a career that involves helping troubled children. Because the two are growing up in the same neighborhood, Tierre is well aware of the challenges Myesha may face in attaining her goals. Her hope is that Myesha remains focused, never gives up, and doesn't allow others to dissuade her from being successful.

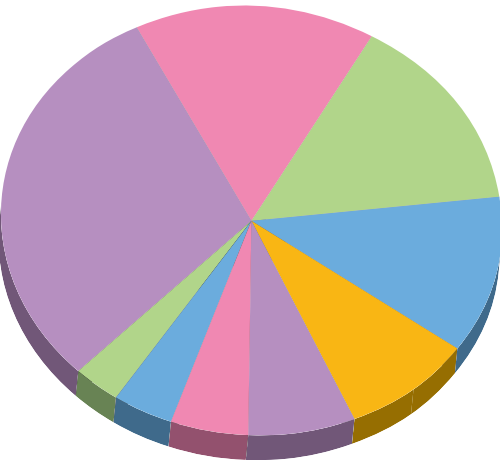
Even when she is done with high school, Tierre wants to continue being a part of her Little Sister's life. She hopes that her friendship and guidance will help Myesha stay focused on making positive choices. "After I graduate, my mission is still not done," said Tierre. "I still want to be Myesha's mentor, to be here if she needs me."



# FINANCIAL INFORMATION

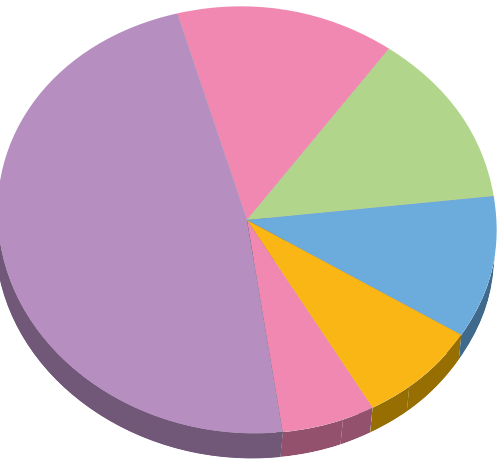
## REVENUE & EXPENSES

## 2008 OPERATING REVENUE



Special Events	31%
United Way	16%
Foundations	15%
Corporations	12%
Individuals	9%
Government	7%
Investments Returns Designated for Current Operations	5%
In-Kind Services	4%
Misc	1%

## 2008 OPERATING EXPENSES



Community-Based Mentoring	48%
Fundraising	14%
School-Based Mentoring	13%
Volunteer Management and Recruitment	11%
Life Choices	8%
TEAM	6%

## AUDIT

OPERATING REVENUE	2008	2007
Public Support —		
Foundations	\$369,226	\$348,894
United Way	388,337	291,667
Corporations	291,143	241,201
Other	418,456	714,629
Private charitable organizations And other contributions	1,467,162	1,596,391
In-kind Donations	88,136	67,291
Special Events Revenue	905,402	816,323
Less-direct Expenses	134,969	150,408
Net special events revenue	770,433	665,915
Total Public Support	2,325,731	2,329,597
Investment Returns Designated for Current Operations	135,000	125,000
Other	27,626	40,220
Total Operating Revenue	2,488,357	2,494,817

## OPERATING EXPENSES

Program expenses —		
Community-Based Mentoring	1,302,097	1,416,119
<i>Life Choices</i>	202,452	264,455
TEAM	148,020	160,516
Volunteer Management And Recruitment	295,690	320,040
School-Based Mentoring	358,097	448,145
Total Program Expenses	2,306,356	2,609,275
Fundraising	379,556	457,034
Total Operating Expenses	2,685,912	3,066,309
Change in net assets from operations	(197,555)	(571,492)
Investment and Interest Income	24,000	52,477
Bad Debt	(3,799)	(8,750)
Unrealized Gains on Investments	(795,645)	(8,382)
Change in net assets	(972,999)	(536,147)
Net assets, beginning of year	3,596,260	4,132,407
Net assets, end of year	2,623,261	3,596,260



## OUR SPECIAL EVENTS

Each year Big Sister hosts a variety of fundraising events which support our mentoring programs for girls and bring our community together to celebrate the work we do. In 2008 these events included:

**The Resolution Party—** Young professionals kicked off the new year by resolving to support Greater Boston's girls in 2008!

**The Celebrity Chef Dinner at Radius—** Guests at this intimate dinner enjoyed a six-course meal prepared by Boston's hottest chefs and were inspired by the words of Little Sister Tichina and her mother Tira.

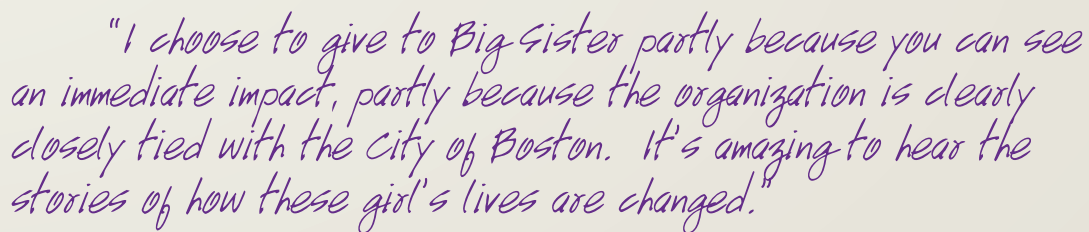
**The 20th Annual BMW Raffle—** One lucky winner got to choose between a hot, new BMW convertible or cold, hard cash.

**Urban Beach Party—** Our young professional supporters enjoyed a festive, beach-themed evening and danced the night away on the waterfront.

**Rodman Ride for Kids—** The cyclists of Team Big Sister rode 25, 50, or 100 miles to raise money for Big Sister's mentoring programs.

**Big in Boston—** Our largest signature fundraiser was chaired by Jack Connors, Jr. and Karen Kaplan. The theater-themed evening featured Mayor Menino, our Big Sisters of the Year, former Little Sister Donna Thach, and a high-energy dance performance by the Dorchester-based hip hop troupe StajeZ, in collaboration with some of our own Big and Little Sisters! Big in Boston also raised more money than any event in Big Sister's history.

Thanks to the generous support of sponsors and guests, we raised a total of \$770,433 through these special events in 2008.



*"I choose to give to Big Sister partly because you can see an immediate impact, partly because the organization is clearly closely tied with the city of Boston. It's amazing to hear the stories of how these girl's lives are changed."*

— Joel Wolff, donor since 2001









“Kate is a great example of a School-Based Big Sister because she is so consistent, brings fun activities for the two of them to do together, and also takes Nicole’s academic success very seriously.”

—Big Sister social worker, Meaghan Quinlan

## BALANCING ACT

**A Little Sister learns to love reading; a Big Sister learns to appreciate the simple things in life**

**“She always comes on time to see me. She has never been late,” said Little Sister Nicole of her Big Sister Kate Gunnery. Nicole is a third grade student at the William Blackstone Elementary School in Boston’s South End. She has been matched with Big Sister Kate, an Assistant Actuary at Liberty Mutual, for more than a year.**

**T**he two are part of Big Sister’s School-Based Mentoring program. Kate’s presence every Tuesday has made a big impact on Nicole emotionally and academically. “Kate is a great example of a School-Based Big Sister because she is so consistent, brings fun activities for the two of them to do together, and also takes Nicole’s academic success very seriously,” said Big Sister social worker Meaghan Quinlan, who matched them and also supports their mentoring relationship. “A Big Sister isn’t a tutor, but if she can support her Little Sister socially and emotionally and help promote her academic success, then she is helping that girl thrive in multiple areas,” added Meaghan.

The special friendship shared by Nicole and her Big Sister Kate creates a balance in both their lives. It is a balance between play and learning, between life in and out of school. When Nicole and Kate were first matched, Nicole struggled with reading. Not sure which books might be best for her Little Sister’s reading level, Kate approached Nicole’s teacher for advice. Kate then began introducing reading into her lunchtime get-togethers with Nicole. Though they still enjoyed coloring, playing games like Connect Four (Nicole says she almost always wins), doing craft projects or just talking, reading soon became Nicole’s favorite activity. Over the summer months Nicole continued avidly reading on her own. When she and Kate began meeting again at the beginning of the school year, Kate could not believe how much her Little Sister’s reading ability had improved.

When Nicole and her Big Sister are not busy reading books, they enjoy making cards and pictures that Nicole likes to bring home for her younger sister. “Nicole is a great older sister, but sometimes it’s nice to be the little sister,” said Kate, to which Nicole vigorously nodded in agreement. Nicole is close with her younger sibling and enjoys the role of older sister, but admitted that one of the reasons she wanted a Big Sister was because she does not have one at home. “I know Kate’s not my real sister, but it feels like she is,” said Nicole. “I can tell her anything.” Having someone who is there just for her has benefited Nicole’s self-esteem as well. Building her Little Sister’s confidence goes back to that balance that Kate has established in their relationship. “We do activities together that Nicole is good at, and we do activities that she needs to work on,” said Nicole. “It’s about balancing learning and fun.”

For her part, Kate has learned a lot about balance herself from her experience as a Big Sister. “Coming to see Nicole slows me down during a busy day,” said Kate. “It really makes me stop and reflect on the important things in life.”



## OUR GIVING COMMUNITY

Big Sister provides our mentoring programs at no cost to our Little Sisters and their families, ensuring that any girl in our community can benefit from the friendship, guidance, and support of a caring woman mentor.

Through strong relationships with individuals, foundations, corporations, and The United Way of Massachusetts Bay and Merrimack Valley, Big Sister raised \$2.4 million in 2008 to support our gender-specific mentoring programs.

We pride ourselves on being a cost-efficient organization, with an average cost of \$1,000 to make and support a Big and Little Sister match. Because of you, we will be able to deepen our impact in the communities that need us most and serve more girls with quality. The following lists represent our generous giving community who donated through our annual fund and special events in 2008.



## INDIVIDUAL DONORS

### \$10,000 - \$24,999

Anita Baglaneas  
Beth & Max Bardeen  
Jacqueline & Wayne Budd  
Denise Jefferson Casper\* &  
Marc Casper  
Toby & Mary Ann Pesce Choate  
Sandy & Paul Edgerley  
Sharon & Brian McNally  
Don Rodman  
Jean Tempel & Peter Wilson  
A. Raymond Tye

### \$5,000 - \$9,999

Aaron & Essence McGill Arzu  
Laura\* & James Cafferty  
Christine Creelman  
Jane & Brian Crowley  
Paul & Suzanne Fay Glynn  
Walter Graver  
Maryanne Hertel & Kevin Counihan  
Eileen & Hal Kraus  
Janet Kraus & Jim Giebutowski  
Theresa Lopez\* & Fran Corbett  
Maryanne & Gerry McCarthy  
Dolores & Marvin Mitchell  
Carol & John Moriarty  
Judy & Steve Pagliuca  
Regina Pisa  
Deborah Re & Peter Reinhart  
Joseph Realmuto  
Fran & Charles Rodgers  
Dan Romanow &  
B. Andrew Zelermyer  
Lisa Scannell & David Carlon  
Kathy & Patrick Sherbrooke  
Jennifer Waldner\*  
Abby & John Yozell  
Jeanne & Peter Yozell

### \$2,500 - \$4,999

Gordon Burnes & Suzie Tapson  
Susan Okie Bush  
Terri Campbell\*  
Linda & Paul Carter  
Janet & Stephen Clay  
Susan & Gregg Connolly  
Michael & Marian Miller Cronin  
Patricia & Gary Darman  
Susan Devlin\*  
Susan & Digger Donahue  
Kathleen Elliott  
Bonnie & Jay Emmons  
Susan & Jeff Esper  
Colleen Fitzpatrick  
Judith & Lionel Fortin  
Marianne & Nicholas Iacuzio  
Karin Kahn\* & Jay Lebed  
Aileen & Terry Keaney  
Colette King\*  
Stephen Kraus  
Susan & David Lawrence

Sheila & Paul LeFevre  
Leiha Macauley & James Palumbo  
Andreina Morales\* & Carlos Herrera  
Sabrina & Bob Nicholson  
Linda & Tim O'Brien  
Lynne & Jon O'Connor  
Julianne Pemberton & Kent Plunkett  
Jacqueline Smith & John Wyman  
Beth & Anthony Terrana

### \$1,000 - \$2,499

Jack Agnew  
Stever Aubrey  
Patricia Bartram  
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## OUR STAFF

Making and supporting quality relationships takes skill and experience. That is why 66% of our staff is trained social workers, the majority of whom hold professional licenses and have career or educational backgrounds in issues affecting women and girls.

Whether they answer the calls coming in from potential Little Sisters, raise funds needed to support our mentoring programs, recruit women to become Big Sisters, lead Group Mentoring programs, train other youth-serving agencies in gender-sensitive programming, make matches, or support them, our entire staff is dedicated to our mission of helping girls realize their full potential by providing them with positive mentoring relationships with women.

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Our Board of Directors is composed of members from diverse industries and professions, who lend their skills and talents to help grow the organization. Through their work on subcommittees, chairing events, and introducing Big Sister to their networks, they play a major role in expanding the Big Sister community.

Our Young Professional Board was formed to further our reach and connect with the next generation of philanthropists. This diverse group of under-40 leaders is charged with engaging the young professional community of Boston in Big Sister's volunteer and fundraising activities.

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