

brand new
thinking



big sister
association
of greater
boston
the official
mentor
of girls'
dreams
annual
report
2002

**Big Sister Association
of Greater Boston**



the Official Mentor of Girls' Dreams

161 Massachusetts Avenue
Boston, MA 02115
(617) 236-8060
www.bigsister.org
bigsister@bigsister.org

Branch Offices:
North Shore:
47-49 Central Street
Peabody, MA 01960
(978) 531-8040

South Shore
1458 Hancock Street
Quincy, MA 02169
(617) 328-1061

This annual report
was produced by
Molly Long
Manager of Public
Communications
and Hillary Smiley
Director of Annual Gifts
Big Sister Association
of Greater Boston

Big Sister is supported by:

United Way
of Massachusetts Bay

Non-Profit
U.S. Postage Paid
Boston, MA
Permit #53202

Today's girls encounter an almost ceaseless barrage of contradictory and constricting messages telling them how to look, what to think and how to feel. Research has shown that these negative messages have a detrimental effect on girls' self-confidence.

On average, **a girl's satisfaction with herself, including her abilities and appearance, begins to decline by age 11**, and only 20% of girls reach age 18 with a strong sense of self-esteem (American Association of University Women, 1991). Other pressing issues in girls' lives include:

- By age 14, girls are twice as likely as boys to suffer from depression, a gender difference that persists into adulthood
- More than 20% of high school girls have experienced some form of physical or sexual abuse
- 10.9% of ninth-grade girls have carried a concealed weapon;
- The United States has the highest teen pregnancy rate of all developed countries, nearly twice the rate of Great Britain and Canada and 15 times the rate in Japan
- Girls are at particular risk for eating disorders; of girls in grades 5 through 12, 1 in 6 had binged on food and purged, with 7% doing so more than once a week.

(data compiled by U.S. Department of Health and Human Services)



why girls need mentors

Yet, while research has shown that girls' needs differ substantially from those of boys, few youth development programs actively address these gender issues. A recent study of youth programs that serve girls *and* boys found "too many instances of girls being treated as second-class citizens in coeducational programs."

The study found that "**coed does not necessarily mean coequal**," further noting that "girls seem like afterthoughts" as plans are made for equipment and activities, especially former boy-serving organizations gone coed.

...values

Since 1951, Big Sister has been offering mentoring programs that help counteract risk factors in girls' lives. Our programs reach out to girls at various stages in their lives; whether these girls are in elementary, middle or high school, they are at critical points in their development where they are beginning to express their independence and determine who they are and what they will become.

By matching girls with caring mentors who themselves embody girls' possibilities for the future, Big Sister provides girls with the tools and support they need to recognize and take advantage of opportunities they encounter.

The special friendships we foster between girls and women encourage girls to become the best they can be, which in turn has a positive effect on their families and communities. A report from the Ms. Foundation for Women determined that **intergenerational relationships between women and girls are "key in nurturing girls' leadership and activism and for developing girls as community assets."**



With Kate, everything about our friendship is perfect. Thank you, Big Sister, for changing my life!
Little Sister Kayla, age 14

expanding girls' horizons

All of Big Sister's mentoring programs are specifically designed to address girls' distinct interests and needs. Our programs vary in structure, but share a fundamental purpose: **to help girls cultivate the confidence, competence and caring they need to make realities of their dreams.**

Big Sister's staff of professional social workers is always available to girls, their families and volunteers, providing activity ideas, advice, and encouragement whenever needed. This infrastructure of support is the fundamental reason why so many Big Sister matches develop into life-long – and life-changing – relationships.

Community-Based Mentoring

Our "signature program" individually matches girls (Little Sisters) with caring and supportive adults (Big Sisters). It's known as "community-based mentoring" because matches meet on days and times of their own choosing and at various locations throughout the Greater Boston community. Big and Little Sisters in this program commit to seeing each other regularly for a minimum of 12 months.

Our community-based matches tell us that some of the best times they've shared involve simple pursuits, such as taking a walk in the park, baking cookies, going to a museum or the movies, or just "hanging out" and talking with each other.



Life Choices

Life Choices, a group mentoring program for middle school girls, creates a safe space for girls where they can openly explore the choices and challenges they face in life with caring adults and with each other. A site-based program, *Life Choices* groups meet weekly in middle schools, high schools and community centers throughout Greater Boston.

Groups are led by Big Sister social workers, who engage girls in activities and discussions about issues relevant to girls' lives and futures. Topics addressed include self-esteem and body image; sexuality; friendships and peer pressure; diversity; and stress, conflict and violence. Each *Life Choices* group also includes a career awareness field trip, which gives girls a glimpse of the many possibilities that exist for women in today's working world.

horizons

Program Breakdown

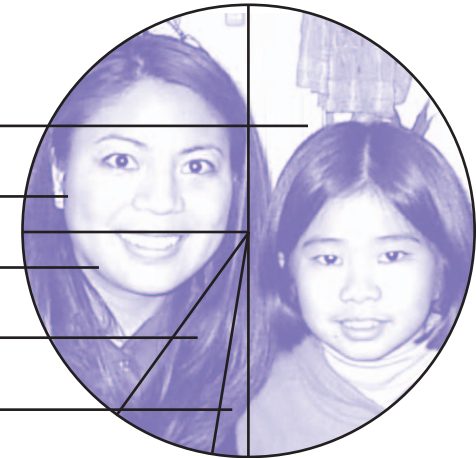
Community-Based Mentoring **947 girls**

Life Choices **471 girls**

School-Based Mentoring **255 girls**

TEAM **137 girls**

Wait List Activities **50 girls**



TEAM

Team Enhanced Approach to Mentoring (*TEAM*) is a group program for middle school girls. As with *Life Choices*, this program creates an atmosphere of intimacy and mutual respect where girls feel comfortable expressing their ideas and opinions about important issues in their lives. *TEAM*, however, adds mentors to the mix, bringing together girls and groups of women volunteers who offer them friendship, guidance and support.

TEAM is a site-based program, with groups meeting weekly in Greater Boston middle schools throughout the academic year. In addition to career awareness field trips, *TEAM* groups also participate in community service projects, which allow girls to take responsibility for their communities and give back in meaningful ways.

School-Based Mentoring

Designed exclusively for girls in elementary schools, this program creates one-to-one mentoring matches between girls and volunteers. School-based Big Sisters meet weekly with their Little Sisters at the girls' schools.

As with our community-based program, school-based matches decide how best to spend their time together. Since Bigs and Littles meet in schools, they can often be found reading books in the library, shooting hoops in the gym or simply relaxing and sharing stories over lunch.

... experiences

activities

Match Activities

Our Big and Little Sisters engage in a variety of fun, entertaining activities, learning from and about each other as they build the match relationship. To give Big Sisters low-cost ways to spend quality time with Littles, Big Sister sponsors an array of match activities throughout the year, including Halloween and Holiday parties, ice cream socials and summer picnics.



Thanks to the generosity of local businesses and individual donors, we are also able to provide matches with free or discounted tickets to cultural, sporting and educational events, such as tickets to see the Red Sox at Fenway Park and The Nutcracker at the Wang Center. In addition, Big Sister gives matches the opportunity to give back to the Greater Boston community through a wide range of service projects and volunteer activities we offer each month as part of our **Community Service Initiative**. These events are a way for matches to spend quality time together while bringing positive change to their communities.

In 2002, more than 100 Big and Little Sisters participated in community service projects with non-profit groups such as **Gaining Ground**, an organic farm in Concord, MA; **Rosie's Place**, a Boston food pantry and shelter for homeless women; the **Family Nurturing Center of Boston**, a community health center serving Dorchester families; and the **Brockton MSPCA**.



... places

program partners

In addition, Big Sister has developed relationships with a number of local corporations through our School-Based Mentoring program. These companies have release time or flex-time policies that enable employees to volunteer during the workday. In 2002, nearly half of our school-based Big Sister volunteered as a result of our partnerships with the following companies:

- Blue Cross Blue Shield of MA
- Boston Globe
- The Boston Herald
- Citizens Bank
- FleetBoston Financial
- Keane, Inc.
- MFS Investment Management
- New England Financial/Metlife
- PricewaterhouseCoopers
- State Street Corporation
- Teradyne

Big Sister is proud to partner with elementary, middle and high schools, as well as neighborhood youth centers, to bring our quality programs to more girls in Greater Boston.

School-Based Mentoring host sites

- Blackstone Elementary School, South End
- Dever Elementary School, South Boston
- Farragut Elementary School, Mission Hill
- Harvard-Kent Elementary School, Charlestown
- Hurley Elementary School, South End
- Quincy Elementary School, Chinatown
- Tobin School, Mission Hill
- Montclair Elementary School, Quincy
- Parker Elementary School, Quincy
- Warren-Prescott Elementary School, Charlestown

Life Choices host sites

- Adams Intermediate School, Weymouth
- Agassiz Community Center, Jamaica Plain
- Agassiz School, Cambridge
- Beachmont School (K-8), Revere
- Blackstone Community Center, South End
- Broad Meadows Middle School, Quincy
- Curley Middle School, Jamaica Plain
- Day Middle School, Newton
- Dearborn Middle School, Roxbury
- Dedham Middle School, Dedham
- Fairmount Housing Development, Hyde Park
- Gavin Middle School, Brighton
- Irving Middle School, Roslindale
- Jordan Boys & Girls Club, Chelsea
- King Middle School, Dorchester
- Lewenberg Middle School, Mattapan
- McCormack Middle School, Dorchester
- Roxbury Boys & Girls Club, Roxbury
- South Intermediate School, Weymouth
- Thompson Middle School, Dorchester
- Tobin Elementary School (K-8), Mission Hill
- Tynan Community Center, South Boston
- Umana/Barnes Middle School, East Boston
- West End House Boys & Girls Club, Allston-Brighton
- Williams Middle School, Chelsea

TEAM host sites

- Dearborn Middle School, Roxbury
- Edwards Middle School, Charlestown
- Quincy Upper School, Chinatown
- Neighborhood House Charter School, Dorchester
- O'Bryant Middle School, Roxbury
- Tobin Elementary School (K-8), Mission Hill
- Wheatley Middle School, Roxbury



Big Sister serves girls ages 7 to 15 (up to 19 if pregnant/parenting) in Boston and the 69 surrounding towns in our service area. While the girls we serve come from diverse backgrounds and life experiences, the majority of our Little Sisters are currently living at or below the poverty line in lower-income communities throughout Greater Boston. The girls we serve also reflect the growing multiculturalism of the surrounding community.

our Little Sisters

Generally speaking, Big Sister does not focus on "problem" girls that persistently exhibit disruptive classroom behavior, or target girls who already demonstrate high levels of academic or social achievement. Rather, our emphasis is on serving girls between these two extremes; Big Sister seeks out girls who are otherwise overlooked and are not benefiting from existing programs or services.



"I just love to see my Big Sister Paula and for us to spend time together and talk about things. She's so funny and always makes me laugh. Paula's the best Big Sister in the world!"

Little Sister Maria, age 14



Living Situation

Two parents	25.5%
One parent (female)	49.0%
One parent (male)	3.1%
Other relative	6.1%
Foster home	6.1%
Other	15.5%



Ethnicity

Caucasian	27.1%
Black	26.9%
Latina	21.5%
Asian	4.3%
Bi/multiracial	10.1%
Other	10.1%



Average Age

Community-Based Mentoring	12.8 years
School-Based Mentoring	10.1 years
Life Choices	13.1 years
TEAM	12.7 years

Hometowns

- | | |
|----------------|----------------|
| 1) Boston | 6) Chelsea |
| 2) Dorchester | 7) East Boston |
| 3) Roxbury | 8) Somerville |
| 4) Cambridge | 9) Mattapan |
| 5) Charlestown | 10) Brighton |

...dreams

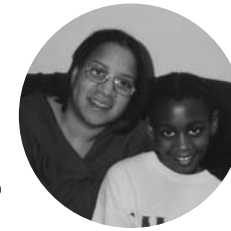


... ideals

The heart and soul of Big Sister's mentoring programs are our volunteers, the hundreds of caring women who commit each year to making a difference in a girl's life. In 2002, 1,251 women became Big Sister mentors through our various programs--a 30% increase over the previous year.

As with the girls we serve, our Big Sisters reflect a wide range of backgrounds, interests and life experiences. Our success in attracting new volunteers is due in part to the varying structures of our mentoring programs, which offer women volunteer options that fit into their already dynamic lives. For example, our site-based models – *Life Choices*, *TEAM* and School-Based Mentoring – offer less time-intensive commitments than our traditional, community-based program. With so many volunteer options, more women than ever before are supporting Big Sister's mission to make a positive and profound difference in girls' lives.

"I like my **TEAM** group because I can say whatever I feel. And I mostly like all of these wonderful women who truly care and understand what all young girls are going through. Seeing them makes my day!"
Marie, age **, **TEAM** participant



Ethnicity

Caucasian	78.8%
Black	6.5%
Latina	3.3%
Asian	5.3%
Bi/multiracial	3.4%
Other	2.7%

Average Age

Community-Based Mentoring	33.1 years
School-Based Mentoring	28.5 years
TEAM	30.1 years

our Big Sisters



Hometowns

- | | |
|---------------|------------------|
| 1) Boston | 6) Brighton |
| 2) Somerville | 7) Dorchester |
| 3) Cambridge | 8) Medford |
| 4) Brookline | 9) Jamaica Plain |
| 5) Quincy | 10) Arlington |

"My Little Sister Jai'sa and I always have a great time together, trying new things and exploring Boston. She's really opened up to me over the past two years and I feel like a part of her family. When her Mom got married last year, I was a bridesmaid at the wedding."

Big Sister Alice

making a difference in girls' lives

All of Big Sister's mentoring programs are designed to make an impact on girls' lives in three key areas, which have been defined by the Search Institute's *Forty Assets* (1997) as key characteristics that help young people avoid high-risk, negative behaviors and grow into healthy and responsible adults. Specifically, Big Sister endeavors to increase a girl's :

Confidence, including the ability to express feelings, make decisions, develop interests and hobbies, and plan for and anticipate the future (i.e., educational and career opportunities).

Competence, such as having a positive attitude towards school, participating in extracurricular activities, strengthening leadership abilities, increasing school performance, avoiding drugs, alcohol and other delinquent behavior, and avoiding teen pregnancy.

Caring, including deeper trust in others, respect for different cultures and communities, and better relationships with family and peers.

Through mentoring programs that acknowledge and address girls' distinct needs, and reach out to them at various stages of their lives, Big Sister helps girls cultivate the confidence, competence and caring they need to become responsible, compassionate adults.

Research has shown that mentoring programs like Big Sister's encourage girls to make healthy, positive decisions in their lives and for their futures. A landmark study by the independent research firm Public/Private Ventures (P/PV) determined that girls with a Big Sister are

- **46% less likely to start using drugs**
- **27% less likely to start using alcohol**
- **52% less likely to skip a day of school**
- **37% less likely to skip a class**



The study also found that girls with a Big Sister had **increased confidence, higher grades and better relationships** with peers and parents/guardians, particularly among girls from communities of color.



energy



"Her smile says she is very happy, her schoolwork has improved, and she is more outgoing and understanding of others."
Mother of a Little Sister



Through collaborations with other non-profit and community-based organizations devoted to helping girls reach their full potential, Big Sister will achieve our vision of a mentor-rich community in Greater Boston that actively addresses girls' needs. Our most significant community partnerships include:



Girls' Coalition of Greater Boston

community partners

United Way of Massachusetts Bay

As a member of the United Way's Today's Girls, Tomorrow's Leaders initiative, Big Sister works with other Boston area agencies to promote gender-specific programming for girls. Through the initiative, we have participated in a Gender Sensitivity Training Project led by Molly Mead, a Tufts University professor, sociologist and leading authority on gender issues in youth development programs. As a result of this training, Big Sister social workers are available as resources to outside agencies interested in strengthening their services to girls.



Girls' Coalition of Greater Boston

Big Sister is a founding member of the Girls' Coalition of Greater Boston, a consortium providing support for girls' programs, services and research through education and advocacy. Through regular networking breakfasts, a quarterly newsletter and a website, the Girls' Coalition brings together practitioners, researchers, funders, and policy-makers committed to girls' healthy development. Big Sister's Executive Director, Jerry Martinson, currently serves as Chair of the Coalition.

Big Brothers Big Sisters of America (BBBSA)

As an affiliate of BBBSA, Big Sister is one of only two agencies in the nation exclusively serving girls. In 2001, BBBSA created eight regional development centers (RDCs) in urban centers, where regional BBBS staff convene to share effective practices and develop comprehensive strategies to better meet the needs of youth in their shared service area, specifically through school-based mentoring programs. Big Sister chairs the Boston RDC with Big Brothers of Massachusetts Bay and Jewish Big Brother & Big Sister Association of Greater Boston.

At our 2002 Recognition Dinner and Annual Meeting, Big Sister recognized several volunteers for going "above and beyond" in providing friendship, guidance and support to girls through our various programs.

Executive Director Jerry Martinson explains, "The individuals we honored are not only role models for our Little Sisters, but also inspiring examples that prove to all of us that, yes, **one person can make a difference.**"

annual meeting

The event was sponsored by Blue Cross Blue Shield of Massachusetts at their corporate headquarters in the Landmark Center in Boston.



Volunteer Recognition Award for TEAM: Mentors from the Tobin Elementary School in Mission Hill (from left): Cassandra Arroyo, Maleeka Glover, Geetha Govindarajan, Elizabeth Rincon and Isa Williams.



Big Sister of the Year: Tamara Meyer, matched with Little Sister Benita for nearly two years.



Big Sister of the Year: Dolores Calaf, matched for two years with Little Sister Aurelys.



Big Sister of the Year: Lori Wasserman, matched with Little Sister Amber for one year.



Big Sister of the Year: Kai Long, matched for two years with Little Sister Octavia.



Volunteer Recognition Award for School-Based Mentoring: Diane Gregorio



Celebrity Chef Event:

top: Board Member Sally Beach, who served as chair of the 4th Annual Celebrity Chef Event. right: Little Sister Kayla, center, and Big Sister Shoma Hague, right, assisted chef Ruth-Anne Adams, of Cambridge's Casablanca restaurant.



With the support, direction and creativity of our Board Members and community volunteers, Big Sister organizes a host of fund-raising--and fun-raising--events each year to support our programs and mission. In 2002, nearly \$400,000 was raised through the following special events:

special events

BMW Car Raffle

A shiny new BMW convertible is the grand prize in this annual raffle. For the past 14 years, this event has helped Big Sister engage thousands of donors who may be unaware of Big Sister's role in changing girls' lives. Last year, we sold a record 1,577 tickets.



BMW Car Raffle:

left: Little Sister Amber helped pull winning tickets. above: The grand prize.



Rodman Ride for Kids

This one-day cycling tour raises money for a number of MA-based non-profit agencies that promote healthy, positive lives for at-risk children. Each year, Big Sister's team of riders choose a 25-, 50- or 100-mile bike tour through scenic Southeastern Massachusetts.



Big Sister Gala Co-Chairs:

Rev. Dr. Gloria White-Hammond, pediatrician, South End Community Health Center and co-pastor, Bethel AME Church, and Melissa MacDonnell, director of corporate public affairs for Liberty Mutual.

Celebrity Chef Event

One of Boston's finest restaurants, Radius, has graciously hosted this event for the past four years. More than a dozen chefs from local restaurants prepared signature dishes with extra special assistants--our Big and Little Sisters. Under the direction of Board Member Sally Beach and her dedicated Celebrity Chef committee, this event doubled the amount of dollars raised the previous year.

Marsh Golf Classic

More than 100 golfers got into the swing of things at the 5th Annual Marsh Classic Novice Golf Tournament, a fund-raiser sponsored by Marsh USA and coordinated by Board Member Jayne Rice. Former Red Sox pitcher Dave Tewksbury was on hand to sign autographs for the 2002 event, which was held at the Sheraton Ferncroft Country Club in Danvers, MA.

Big Sister Gala

At this black-tie event, Big Sister presents Achievement Awards to individuals and corporations who have made a positive and lasting mark on the Greater Boston community. Co-chairs Rev. Dr. Gloria White Hammond and Melissa MacDonnell and the Gala committee coordinated the 22nd Annual Big Sister Gala, held at the Fairmount Copley Plaza Hotel. More than 400 guests attended the event, which featured live and silent auctions.



Gala Achievement Award Recipients:

from left: Michael Tilley, Senior Vice President, TJX Companies; Karen Holmes Ward, director of public affairs and community services; Blenda J. Wilson, Ph.D., president and CEO of the Nellie Mae Education Foundation; Heather P. Campion, group executive vice president and director of corporate affairs for Citizens Financial Group; Lois E. Silverman, founder and chair of The Commonwealth Institute; and Margaret Blood, founder and president of Strategies for Children.

... occasions



Big Sister launched our first-ever capital campaign in 2001, as we celebrated our 50th Anniversary of serving Greater Boston's girls. Known as **The Growth Fund for Girls' Dreams**, this \$10 million campaign has a dual focus:

- a **\$3 million Strategic Growth Fund will underwrite the incremental costs of implementing our five-year strategic growth plan, while**
- **interest from a \$7 million Endowment Fund will provide a portion of our annual operating income for the foreseeable future.**

future growth

"Jessica and I are good friends and I always look forward to her coming. I hope we remain Sisters forever!"

Little Sister Rachel, age 8

Big Sister relies almost exclusively on private philanthropy for our annual operating budgets. Through the generosity of our many donors, Big Sister is able to provide quality mentoring programs at no cost to girls and also offer free activities and events for matches. As Big Sister incurs the costs of creating and sustaining friendships between girls and women, it is important to safeguard the vitality of our programs, independent of the economy, through an Endowment Fund.

To date, scores of individual and institutional donors have contributed, through gifts and pledges, more than \$4.2 million to The Growth Fund for Girls' Dreams.

The Growth Fund for Girls' Dreams 2002 Donors:

- | | | |
|--|---|--|
| 3 generous donors who wish to remain Anonymous
Jack Agnew
Jeb Barnes
Thomas L. Barrette, Jr. & Renée M. Landers
Sally Beach
Brooke Bedingfield
Joan & Steve Belkin
Joan & Ted Bernard-Cutler
Lisa & Robert Bertelson
Big Brothers Big Sisters of America
Stephanie & Michael Brown
The Honorable Nonnie S. Burnes & Richard Burnes, Jr.
Patricia R. Bush
Lori Campana
Denise Jefferson Casper & Marc Casper
CIBC World Markets & Children's Miracle Day
John F. Cogan Jr.
Susan Connolly
Christine A. Creelman
Claudette Crouse
Dolphin Trust
Pat Tietbohl & Douglas Romich | Edna McConnell Clark Foundation
Carol S. Fischman
Lawrence K. Fish
FleetBoston Financial Foundation
Carol Fulp
Suzanne Fay Glynn & Paul Glynn
Tammy A. Goldfisher
Betsy Goodell
Debbie & Arthur Hall
Elizabeth E. Hartel
Anne & Curtis Hartman
Hearst Foundation, Inc.
Roberta Hurtig
Robin & Thomas Jackson
Jackie Jenkins-Scott
Alan S. Johnson
Colette M. King
Nancy Korman
Nancy Leaming
Linda Lerner
Liberty Mutual Group Fund at the Boston Foundation
Ginny & Roy MacDowell
Jerry Martinson
Dolores Mitchell
Carol & John Moriarty
Janet Humdy Morrison | New England Financial
Sarah Nieves-Squires
Jayne & Christopher Rice
Wendy K. Roberts
Francene Rodgers
Martha & Edward Roney
Safe Neighborhoods Youth Fund
Susan & Bob Schechter
Linda Schwabe
Rose Setterberg
Bonnie Shershow
Hilary D. Smiley
Jacqueline Sonnabend
Cathleen & James Stone
Beth & Anthony Terrana
Dorothy Terrell
Carole J. Uhrich
William C. Van Faasen
Mamie & Rich Wakefield
Liz Walker
Wendy Watson
Barbara Erban Weinstein & Lew Weinstein
Yawkey Foundation II
Jeanne & John Yozell |
|--|---|--|

(Cumulative list of gifts and signed pledges received for The Growth Fund for Girls' Dreams as of December 31, 2002.)

What being a Big Sister means to me ...

Since moving to Boston from Chicago a year and a half ago, I had been struggling to find the right volunteer organization with whom I felt comfortable. I had run a tutoring program at the Boys & Girls Club in Chicago for eight years, and I loved the bond I formed with so many of the kids. I was looking for a similar, but something a bit more personal.

As a Vice President at Citizens Bank in charge of our MA Cash Management Sales Group, finding time for volunteering could have been a struggle. I chose the School-based program because Citizens was able to easily sign us up, and allowed us to fit this program into what is already a busy schedule. **I've found that through this program, I have always made room for my Little Sister Rana, and everyone on my**

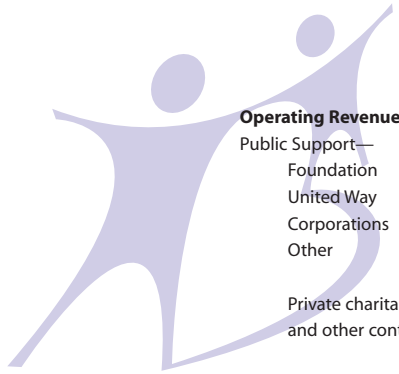
team at work knows that I am already booked during Wednesday's lunchtime.

Rana loves to talk, and I feel that is why I am there: to listen. We have done many things together, including math projects, writing speeches she has to do for school, practicing lines for her part in the school play, and so much more.

I feel that she has been able to confide in me things that she doesn't tell anyone else. **Seeing her excitement when she sees me walk into her classroom,** or how thrilled she is to tell me the latest "big thing" that has happened to her, **warms my heart.**



Kristen Ritchie, school-based Big Sister



Operating Revenue:

	2002	2001
Public Support—		
Foundation	\$1,674,141	\$550,935
United Way	310,345	302,526
Corporations	215,520	351,312
Other	<u>257,602</u>	<u>370,838</u>
Private charitable organizations and other contributions	<u>2,457,608</u>	<u>1,575,611</u>
In-kind Donations	<u>112,350</u>	<u>366,576</u>
Special events revenue	471,089	476,489
Less-direct expenses	<u>104,663</u>	<u>139,071</u>
Net special events revenue	366,426	337,418
Total public support	2,936,384	2,279,605
Interest income and other	<u>36,297</u>	<u>73,725</u>
Total Operating Revenue	2,972,681	2,353,330

Operating Expenses:

Program Expenses—		
Core One-to-One	979,743	915,931
Life Choices	203,075	224,474
TEAM Mentoring	135,100	112,996
Volunteer Management and Recruitment	222,283	316,549
School-based Mentoring	<u>273,281</u>	<u>221,387</u>
Total Program Expenses	1,813,482	1,791,337
Fundraising	247,294	199,131
Total Operating Expenses	<u>2,060,776</u>	<u>1,990,468</u>

Change in net assets from operations 911,905 362,862

Endowment Contributions	249,350	500,153
Investment Income	35,149	-
Bad Debts-Endowment	(22,010)	-
Capital Campaign Expenses	(56,854)	(93,907)
Unrealized Loss on Investment	<u>(15,035)</u>	<u>(4,808)</u>

Changes in net assets 1,102,505 764,300

Net assets, beginning of year 2,331,336 1,567,036

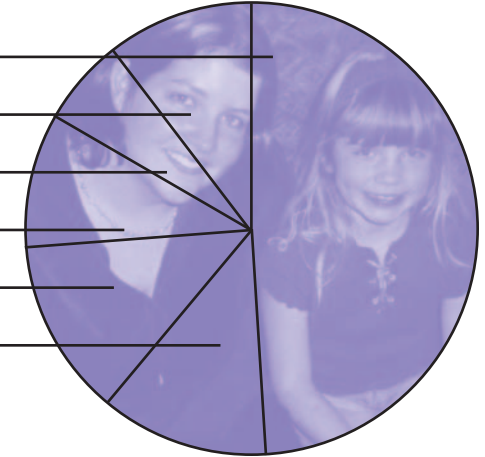
Net assets, end of year 3,433,841 2,331,336

audit



2002 Expenses

Volunteer Recruitment	\$222,283	48%
School Based Mentoring	\$273,281	10%
Fundraising	\$247,294	7%
Community Based Services	\$979,743	11%
Life Choices	\$203,075	13%
TEAM	\$135,100	12%



"Jill is the BEST Big Sister!

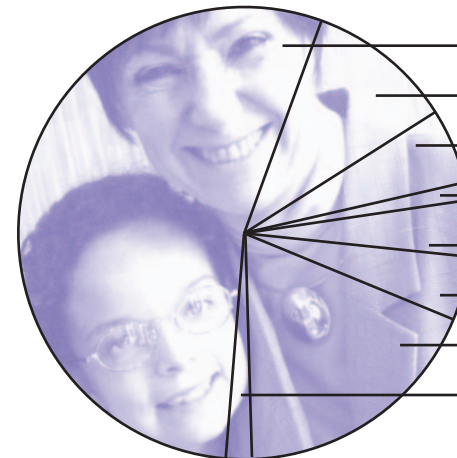
She is open to talking with me about anything and everything.

Every time we get together we grow closer."

Little Sister Lizz, age 17

2002 Revenue

Foundations	\$1,674,141	56%
United Way	\$310,345	10%
Corporations	\$215,520	7%
Government	\$40,731	1%
Individuals	\$180,137	6%
In-Kind Services	\$112,350	4%
Special Events	\$366,426	12%
Misc	\$73,031	2%



Corporation, Foundation, Organization & Event Support

\$100,000 or more

One Anonymous Donor
Edna McConnell Clark Foundation
United Way of Massachusetts Bay

\$50,000-\$99,999

Big Brother-Big Sister Foundation, Inc.
Big Brothers Big Sisters of America
CIBC World Markets
Liberty Mutual Group Fund at the Boston Foundation
Stratford Foundation

\$25,000-\$49,999

One Anonymous Donor
Blue Cross Blue Shield of Massachusetts
FleetBoston Financial Foundation
Fleet National Bank, Trustee of Charitable Trusts
John Hancock Financial Services, Inc.
Linde Family Foundation
Massachusetts Service Alliance
Schrafft Charitable Trust
Yawkey Foundation II

\$10,000-\$24,999

Bain Capital Children's Charity, Ltd.
The Boston Foundation
Charles Hayden Foundation
Citizens Bank
Dolphin Trust
Alice Willard Dorr Foundation
Grand Circle Foundation, Inc.
Marsh, USA
Mercer Human Resource Consulting
New England Financial
Polaroid Fund
Safe Neighborhoods Youth Fund
SR Program of the Janey Fund
State Street Foundation
Anna B. Stearns Foundation
TJX Companies

\$5,000-\$9,999

Adelaide Breed Bayrd Foundation
The Boston Club, Inc.
Dean Welfare Trust
Fuller Foundation, Inc.
Nellie Mae Education Foundation
Rodman Ride for Kids
Stride Rite Charitable Foundation

Tufts Health Plan
Weeden & Co.

\$2,500-\$4,999

AAA Southern New England
Bingham McCutchen LLP
Brigham and Women's Hospital
Cambridge Community Foundation
Fidelity Investments
Fiduciary Trust
Goodwin Procter LLP
Hill Holliday
IBM
Joseph H. & Florence A. Roblee Foundation
Mellon Financial Corporation
S.R. Weiner
Sovereign Bank New England
Anna Harvey Telusky Trust
The Boston Globe
Thermo Electron
Tufts Health Plan
WCVB-TV5

\$1,000-\$2,499

Advisor Central
Cambridge Savings Bank
Draper Laboratory
Eaton Vance Management
Ernst & Young LLP
First Church of Christ, Scientist
Fleet Matching Gifts Program
General Mills Foundation
Gillette Company
Hale and Dorr
Harvard University
Mansfield/Carpenter Gift Fund
New England Cable News
New York Life Foundation
NMS Communications
Orville W. Forte Charitable Foundation, Inc.
Pfizer Foundation Volunteer Program
Clinton & Wilma Shattuck Charitable Trust
Sidney R. Rabb Charitable Trust
Talbots
UnumProvident Corporation
W.P. Carey & Co. LLC
Weber Shandwick Worldwide

\$500-\$999

Aetna Services, Inc.
Audax Group
Bethel A.M.E. Church
Boston Private Bank & Trust Company
Core Computer Group
Da Capo Fund
Duffy Design Group
Frontier Capital Management
Industrial Risk Insurers
Ira S. and Anna Galkin Charitable Trust
Putnam Investments

RSKCo, Corporate Accounting
Sawyer Charitable Foundation
Sholley Foundation
Stoner & Company, Inc.
Strategies for Children, Inc.
The Telluride Group
Wellington Management Company
West Ridge Insurance Agency, Inc.

\$100-\$499

Arden Gallery
Boston Bank of Commerce
Copley Place Associates
DesignerShoes.com
Ecocentrix
FleetBoston Celebrity Series
Foreign Motors West
Fulfillment Express
GAP, Wellesley
Inquilinos Boricuas En Accion, Inc.
Joslin Diabetes Center
Lesley University
Metanoia Inc.
Metropolitan Cabinet Distributors
Mount Saint Joseph Academy
National Research Corporation
Northeastern University
Paradigm Properties
Partnership, Inc.; The
R.D. Gatti & Associates
Slade Gorton & Company
Thomson Corporation
United Parcel Service
Vanguard Parking Services, Inc.
Verizon Foundation
WHDH-TV, Inc.
Women's Educational and Industrial Union
Zizik, LaSalle & Powers, P.C.
Zoo New England

Companies Making Matching Gifts

Eaton Vance Management
FleetBoston Financial Foundation
Fleet Matching Gifts Program
FM Global Foundation
Gap Foundation Gift Match Program
GAP, Wellesley
The Gillette Company
Harvard University
John Hancock Financial Services, Inc.
Nellie Mae Education Foundation
Polaroid Corporation
Polaroid Fund
State Street Foundation
Stride Rite Charitable Foundation
Thomson Corporation
Verizon Foundation
Wellington Management Company

Individuals Supporting Big Sister through Annual Fund & Special Events

(Gifts received through January 8, 2002)

President's Circle (\$5,000 or more)

Larry Bailis
Andrew Chase
Christine A. Creelman
Betty Anne Haley
Sandra & Robert Krakoff
John & Carol Moriarty*
Barbara Sidell
Lois E. Silverman

Leadership Circle (\$2,500-\$4,999)

Thomas L. Barrette & Renée M. Landers
Stephanie & Michael Brown
Linda Carter
Denise Jefferson Casper & Marc Casper
Bonnie & Steven Croopnick
Lionel Fortin
Suzanne Fay Glynn
Lorna & Stephen Kogon
John P. McDonough
Marianne & Ken Novack
Paul C. O'Brien
Heidi Carter Pearlson & Lewis Pearlson
Martha & Edward Roney
Zoe Lewis Samaraweera, M.D. & Darin Samaraweera
Penny Shultz & Joel Wolff
Susan Stephan
Earl Tate
Wendy Watson

Platinum (\$1,500-\$2,499)

Phil Balboni
Mary Beth Borgwing
John Cody
Debra Doncov
Carol Fischman*
Deborah J. Hall
Kathryn & John Hamill
Marianne & Nicholas Iacuzio
Michele & Howard Kessler
Beth S. Klarman
Susan & William Korman
Danny Theodat Levy
Shawn MacLean
Susan & Robert Schechter

Linda Schwabe
Dorothy Terrell
Pat Tietbohl

Gold (\$1,000-\$1,499)

Brooke Bedingfield
Loren Ben
Joan & Ted Benard-Cutler
Lisa & Robert Bertelson
Vaughn Bryson
Patricia R. Bush
Susan Connolly
Maureen Curley
Janice Dane
Priscilla Douglas
Diane & Neil Exter
Grace Fey
Lawrence K. Fish
Henrietta Gates & Heaton Robertson
Caleb Noel Ho
Ann & John Jacobs
Darlene Jeter
Karin Kahn
Nancy Korman
Ronni S. Kotler
Nancy Leaming
Margaret M. Madden
William F. Markey, Jr.
Hilary McHugh
Karen Driscoll Montague*
Margaret Nelson & Carmen Patty
Ginny Nicholas
Jayne M. & Christopher Rice
Janet & Joseph Senna
Mary H. Smoyer
Donald J. Thompson
Gretchen Tucker-Underwood
Clare Villari
Deanna Wolk
Jeanne Yozell

Silver (\$500-\$999)

Sumner Beal, Jr.
Susan Bergmann
Christopher Bierly
Emily Boon
Cathy Bryson
Susan Bush
Melanie Cabot
Lori Campana
Kenneth Elgart
Bridgitt B. Evans
Karen Parker Feld
Nancy Feldman
Patricia M. Flynn
Sara Fox
Ellen & David Galkin
Charles G. Glueck, Jr.
Marion & Stephen Hall
Anne & Curtis Hartman

Emily C. Hood
Amy Hunter
Alice Jelin Isenberg & Phillip Isenberg
Alan S. Johnson
Ben Johnson
Stephen Kaufman
Charles Lanigan
Thomas Lee
Theresa Lopez
Daniel M. Loring
Susan Lynch
Melissa MacDonnell
Regina Maniscalco
Sheryl Marshall
Jerry & Bob Martinson
Arnold Z. Mason
Dolores Mitchell
Janet Humdy Morrison & George Morrison
Robert Palmer
Jason Pirnie
Beatrice L. Pitcher
Vikki L. Pryor-Harris
Juli Ann Reynolds
Wendy K. Roberts
Barbara J. Saint Andre, Esq.
Gilda Slifka
Jacqueline Sonnabend
Patricia Tagliatela
Patricia M. Thomas
Sally Thompson
Michael Tilley
Meg Wallace & Sandy Anderson
Tina Wang
Roslyn Watson
Barbara Erban Weinstein & Lew Weinstein
Gloria White-Hammond & Ray Hammond
Kate Whittington
Susan Williams
Miriam M. Wood & Charles O. Wood III
Claudia & Charles F. Wu
Dorothy Yu

Bronze (\$100-\$499)

Kiku Adatto & Michael Sandel
Jack Agnew
Janet A. Albrecht
Janet Alexander*
Mario Alfano
Candace Alsop
Libby & Dan Anderson
Julie Atwood & Al Drake
Jeb Barnes
Cynthia M. Barr, Esq.
Kelly & John Barrette
Marjorie Arons Barron
Ruth Moore Basmajian
Alice M. Batchelor
Gerald R. Becker
Jennifer W. Bell
Deborah Bendheim

**Names marked with an asterisk are donors who gave to Big Sister through the United Way Campaign.*

Bronze (continued)

Frances M. Bernat
Doreen Biebusch
Jackie Bisogno
Amy W. Bizar
Margaret Blood
Alice Boelter
John Bogle
Robin & Elliott Bradshaw
Karen Bravo
David Bromley
Lisa & Michael Bronner
Pamela Bronson
Bradley Buchbinder
Beryl H. Bunker
Carol Buonopane
Andrea Burke
Renée Burns
Karen Burns White*
Katie & Paul Buttenwieser
Margaret Byrne
Dolores Calaf
Lois Camberg
Nancy Erban Carpenter
Clemmie & James Cash, Jr.
Ambassador Paul Cellucci
Patrick Centanni
Yuchiao Chang
Morris Cheston
Kara Christian*
Alison A. Coady
Ann & Joe Connolly
Francis L. Conte
Juliene Conway
Beth & J. Linzee Coolidge
Elizabeth Corse
Pauline Coulter
Kevin Counihan
Bill Coyne
Elaine Coyne
Elizabeth Coyne
Michael Coyne
Mary Cronin
Rob Cronin
Claudette Crouse
Gerald & Jeanne Curtis
Mrs. Alexander T. Daignault
Andre Danesh
Barbara D'Angelo
Dru Davidson
William D. Delahunt
Christiane Delessert
Dawn DePalma
Nancy Devine
Patti Hunt Dirlam
E. Catlin Donnelly
Peggy Dray
Richard Duffy
Robert Duggan
Edward Dugger III
Cecilia Dunn
Mary Dunsay

Elizabeth Eccher
Pamela Enders
Patricia Engel-McCann
Nancy Englander
Elan Esakoff
Nora Estrella
Susan M. Fagerstrom
Maria Farrah
Janice & Richard Feffer
Sandra & Jerry Feinberg
Jeffrey Feingold
Karen Fenaroli
Michael Ferzoco
Karen B. Firestone
Lucy Flynn
Deborah Frank, M.D.
Beth Ann Friedman
Jennifer Friedman
Lawrence Friedman
Phoebe Gallagher
Frieda Garcia
Susan & Gordon Geary
Florence Gerstein
Sandra Ginsburg
Richard Glovsky
Paula Gold
Carol R. & Avram J. Goldberg
Tammy A. Goldfisher
Barry Goldman
Maynard Goldman
Ann & James Golub
Betsy Goodell
Lynne & Joseph Goodman
Mark Goodman
Elaclaire Gosselin
Charles Gottesman
John Gould
Gary & Karen Gregg
Andrea Griswold
John Griswold
Caroline Grossman
Lani Guinier
Natalie Z. Haar
Katherine Hacker
Roger C. Hamilton
Elizabeth E. Hartel
Deborah Hauser
Sue Hazard
Ellen S. Heller
Lynn Hendricks
Patricia Hennigan
Sally Herrholz
James Herscot
Clive Higgins
Robert Higgins
Carol & Howard Hillman
Joel Hirshfield
Deborah & Nicholas Holland
Susan Hudson-Wilson
Susan B. Hulme
Roberta Hurtig
Sue & Walter Huskins
Judith Ingalls
Jennifer James
Karen James-Sykes

Martha Jones
Shalini Kasida
Peter Kasper
Kathleen Keenan
Aileen Kelley
Katrina Kellogg
Felice Kincannon
Karen & Jon Kjellman
Anna Kleinfeldt
Susan & Anthony Koenig
Emily Kokernak
Diane & Robert Krane
Judi & Douglas Krupp
Joyce Kulhawik
Elaine Lacroix
Emilie Lagerholm
Sherry Lang
Michela Larson
Gordon LeBlanc
Rebecca Lee
Angelina Lentini
Linda Lerner
Susan & Mike Lesser
Karen Lieberman-Daly
Christa Lipkey
Margarita Lobaton
Katie Lobel
Gail Long
Catherine Lord*
Lawrence Lorenzo
Elizabeth Loring
Barbara Macdonald
Frank E. Maddalone
Maureen Mahoney
Claire Malaguti
Cheryl Maleve*
Representative Liz Malia
Elizabeth Mansfield
Jayne & David Manuel
Natalie Marden
Eva Marx
Mary McCabe
Frances McClennen
Kathleen McCullough
Karen McFarlan
Margaret McKenna
Rosemary McLaughlin
Carrie Suzawa Meikle
Tom Miller
Maura & Greg Moffatt
Betsy Montle
Jim Morris
Mary Morris
Samantha Morrison
Thomas Morrissey
Frances Moseley
Frances Sykes Moyer
Kristin & Stephen Mugford
Jeanne Murray
Susan Hall Mygatt
Coleman Nee
Jeannette Neill

**Names marked with an asterisk are donors who gave to Big Sister through the United Way Campaign.*

Sabrina & Robert Nicholson
John Nies
Sarah Nieves-Squires
Lindsey Noecker
Caleb Noel Ho
Diane Nordin
Greg Nourjian
Whitney Oblas
Evelyn Olschewski
Raquel Ortiz
Arlene Osoff
Maura Byrne O'Sullivan
Marilyn Pajk
Sheila Palandjian
Susan & Joseph Paresky
Ellen & Tom Payzant
Douglas Pedersen*
Sally & Richard Phelps
Elyse Pipitone
Lia Poorvu
Walter Pressey
Fran Prina
Dave Przesiek
Gina M. Pulitano
David Putnam
Benjamin Andre Quamina
Linda Quinlan
Patricia Ratner McWeeney
Joe Rich
Mary Richardson
June & David Rokoff
Janet Rome
Susan Rothenberg
Donald Round
Phyllis & Samuel Rubinovitz
John Rutledge
Jessie Saacke & Freeman Deutsch
Rosaria Salerno
Miriam Salome-Haven
Jane & William Saltonstall
Catherine & Mark Sarao
Francine & John Sasso
Rose Setterberg
Edward Shannon
Barbara Shapiro
Jack Share & Diane Alten
Klare Shaw
Ellie & Arnold Siegal
Lisa Simms
Ethel Slate
Diana Smith
Elizabeth & Robert Smith
Jean Smith
Kathryn Smith*
Ruth & Eliot Snider
Jody & Andrew Snider
Lorraine & Paul Soucy
Micho Spring
Marian Stanley
Susan Stebbins
Deborah Prothrow Stith
Kathleen Sullivan
Anne & Paul Suslovic
Phyllis & Jeffrey Swersky
Paul Swindlehurst

Allan E. Taylor
Jean C. Tempel
Benn Theodore
Barbara Thornton
Marie Turley
Nancy VanNiel
Nancy Veeder
Kathy Verni
Mamie Wakefield
Mary Walachy
Mia Walker Roberts
Lisa Walter
Lori Wasserman
J. Morris Weinberg
Jane Weingarten
Kathy Wheadon
Emily C. White*
Marlene Whitney
Benaree Wiley
Jane Willis
Patricia Willott
Toni G. Wolfman
Ledlie L. Woolsey
Ginette Wright*
Patricia Wrixon
Margaret D. Xifaras
Therese Miller Yarrison
Bonita J. Zahorik

In-Kind Donors

AAA Southern New England
Allen Edmonds
Allied Advertising Agency
American Airlines
American International Players Association
American Repetory Theatre
Amici
Aquitaine Bis
Arlington Regent Theatre
John Arrington
Bay Tower
Be Our Guest
Sally Beach
Rudy Bello
Loren Ben
Jan Bettencourt
Bikram Yoga & Massage
Blue Cross Blue Shield of Massachusetts
Blue Ginger
Boston Ballet
Boston Bowl
Boston Breakers
Boston Celtics
Boston Harbor Hotel
Boston Philharmonic
Boston Red Sox
Boston Sign Company
Boston University
Boston USA
Brattle Book Shop
Brattle Film Foundation
Bread & Circus

Brodeur Worldwide
Bulmers America
Cabot Creamery Cooperative
Campania
Chartwell's
Children's Museum
Donald Chiofaro
Chris Churchill
Citizens Bank
Coach Leatherware
Colburn Family Foundation
Combined Jewish Philanthropies
Commodity Components International
Mary Connaughton
Christine A. Creelman
Daddy's Junky Music
Danforth Museum of Art
David Dudley & Associates
David Josef Fashion
De Scenza Diamonds
DeCordova Musuem
Dining In
Dow Chemical Co.
Dreamworks
Duffy Design Group
Dunkin Donuts
E.B. Horn
Ecotarium
Kenneth Elgart
Nancy Englander
Edmond English
Errands and More
F.D.O Group, Inc.
Fairmont Copley Plaza
Federal Wine & Spirits
Fenaroli for Regalia
Fiandaca
Fidelity Investments
Filene's
Finale
Fleet Center
FleetBoston Celebrity Series
FleetBoston Financial
FleetBoston Financial Foundation
Four Seasons Hotel
Representative Barney Frank
Friends of Post Office Square
Fruitlands Museums
Furn & Co.
General Cinema Theatres
Geopartners
Suzanne Fay Glynn & Paul Glynn
Gold Cat
Ellen Goodman
Tristan Gouvion
Grettacole/Grettaluxe
Karen Guetersloh
Heritage Plantation of Sandwich
Holiday Inn Brookline
Horizon Beverage Company
Michael Hughes
Huntington Theatre Company
Andy Husband

**Names marked with an asterisk are donors who gave to Big Sister through the United Way Campaign.*

In-Kind Donors (continued)

Il Capriccio
Illy Coffee
Judith Ingalls
International Planning Group
Isabella Stewart Gardner Museum
IV Beacon
Jasper White's Summer Shack
Jillian's Boston
John F. Kennedy Library & Museum
John F. Kennedy School of Government
John Hancock Financial Services, Inc.
Johnny D's Uptown
Judi Rotenberg Gallery
Senator Edward & Victoria R. Kennedy
John Kerry
KISS 108-FM
Nancy Korman
Sandra & Robert Krakoff
Renée Landers & Tom Barrette
Jason Langley
Sharon Levy, Lic. Ac.
Liberty Mutual Group Fund at the
Boston Foundation
Lyn Hovey Fine Arts
M.S. Walker
MacDonald Moving Company
Maksou Hair and Day Spa
Mario Russo Salon
Kimberly Markuns
Mass AV
The Mass Mentoring Partnership
The Menino Committee
Michaels of Main Street
Mistral
Montage, Inc.
Mount Sunapee
Museum of Fine Arts Boston
Museum of Science
Nemo/Boston Music Awards
New Balance Athletic Shoe
New England Aquarium
New England Cable News
New England Financial
New England Revolution
Nextera
Nine Zero
Northstar Photography
Ocean Spray Cranberries, Inc.
Old Sturbridge Village
Ostrer House
Joan & Robert Parker
Peabody Essex Museum
Pentax Corporation
Cheryl & Todd Perlmutter
Pho Republique
Plymouth Plantation
Puppet Showplace Theatre
R & D Advertising
Radius

Radius Ensemble
Renedo Wrubel Designs
Yvette Rodriguez
Martha & Edward Roney
Ruth Rosenthal
Michael Ross
Rota Portrait Design
Roxbury Community College
Saucony
Salon at 10 Newbury
Susan & Bob Schechter
Bruce Shackelton
Shaw's Supermarkets, Inc.
Greg Smith
Snappy Dance Theatre
Sofitel Hotel
Sonesta International Hotels Corporation
Spire Restaurant
Spirit of Boston
Sports Club/LA
State Street Research Management
Steven King, Inc
Talbots
Tea-Tray in the Sky
The Ariel Group
The Baupost Group
The Discovery Museums
The Eliot Hotel
The New England Patriots
The Ritz-Carlton Boston
The Russell Center
Ticket City Boston
TJX Companies
Training By Design
Tufts Health Plan
United Way of Massachusetts Bay
Karen Waldren
Warner Bros.
Waterworks
Wendy Watson
Jon Weaver
Webster & Company
Barbara Erban & Lew Weinstein
West Ridge Insurance Agency, Inc.
Gloria White-Hammond
Winston Flowers
Youth Development Counsel
Zoo New England

Gifts were made in memory of:

Katie Flett
Jen Lamphier
Alice O'Hare
Robert Riskind
Celia Rorstacher
Shirley Messinger Round
Mr. Schwabe
Elsa Sonnabend

Gifts were made in honor of:

Marja T. Behar
Esther Brown
Lori Campana
Anne Carlson
Anne Chan Leslie
Adena Cohen-Bearak
Abigail Grace Dunford
Maureen Flynn
Fran Friedman
Esther Golding
Catherine Hinman
Sofitel Hotel
Melanie Kana
Carol Koppel
Sandra Krakoff
Barbara LeBell
Nettie Lemley
Priscilla Loconto
Mary Long
Maureen Maio
Anne McLaughlin
Mish Michaels
Mary O'Dell
Debbie O'Donnell
Katharine O'Neill
Mary Beth Osborn
Cheryl Parker
Carol Reitz
Maria Rush
Jean Hulme & Ruth Marr
Jessie Saacke
Mary Saacke
Rosemarie Saueremann
Sandie Scafidi
Susan Schechter
Lois E. Silverman
Neva Vance
Sally Westmoreland
Phyllis White
Marla Wolk
Robin Wolk
Grace Wu

board of directors

Renée M. Landers
Assistant Professor of Law
Suffolk University Law School
President

Susan B. Connolly
Principal
Mercer Human Resource
Consulting
Vice-President

Barbara Erban Weinstein
Community Volunteer
Treasurer

Lori D. Campana
Community Volunteer
Assistant Treasurer

Jayne M. Rice
Managing Director
Marsh USA, Inc.
Clerk

Lawrence Neil Bailis
Associate Professor,
Heller Graduate School
Brandeis University

Philip S. Balboni
President & Founder
New England Cable News

Jack Agnew
Senior Counsel
Agnew Carter MS&L

Stephanie Brown
Community Volunteer

Nancy Englander
Director, Human Resources
and Labor Relations
General Cinema Theatres

Shanti Fry
Community Volunteer

Carol Fulp
Second Vice President
Community Relations
John Hancock

Betty Anne Haley
Managing Principal
Carreker-Antinori

Thomas L. Barrette, Jr.
Partner
Hale and Dorr

Sally Anne Beach
President
S.B. Promotions

Brooke Bedingfield
Director of Client Services
Group
Fleet Investment Advisors

Patricia Bush
Consultant
Balanced Scorecard

Denise Jefferson Casper
Assistant U.S. Attorney
U.S. Attorney's Office

Christine A. Creelman
Vice President
State Street Research &
Management

Carol Fischman
Corporate Associate &
General Counsel
The Gillette Company

Lawrence K. Fish
Chairman, President & CEO
Citizens Financial Group, Inc.

Elizabeth E. Hartel
Recruitment Manager
Predictive Networks

Roberta Hurtig
Executive Director
Samaritans of Boston

Karen James-Sykes
Regional Director,
Public Affairs
Verizon

Jackie Jenkins-Scott
President
Dimock Community Health
Center

Nancy Leaming
President, & COO
Tufts Health Plan

Suzanne Fay Glynn
Attorney
Glynn Law Offices

Deborah J. Hall
Of Counsel
Hemenway & Barnes

Nancy Korman
President
760 Associates

Sandra Krakoff
Community Volunteer

Danny Theodat Levy
Community Volunteer

Dolores Mitchell
Executive Director
Group Insurance Comm.

Janet Humdy Morrison
Senior Trainer & Consultant
J. Howard & Assoc.

Sarah Nieves-Squires
Associate Professor
Lesley University

Heidi Carter Pearlson
Managing Partner
Adamas Partners, LLC

Linda Lerner
Principal
Lerner Consulting Services

Mishelle Michaels
Meteorologist
WHDH TV

Barbara Sidell
Community Vol
unteer

Susan Lewis Solomont
Community Volunteer

Jean C. Tempel
Managing Director
First Light Capital, LLC

Beth Terrana
SVP Fidelity Investments

Wendy K. Roberts
Senior Manager, Retail
Distribution Group
FleetBoston Financial

Susan Schechter
Investor Relations Consultant

Linda Schwabe
Community Volunteer

Rose Setterberg
Community Volunteer

Jacqueline Sonnabend
Vice President, Human
Resources
Sonesta International Hotels
Pat Tietbohl
Financial Consultant

William Van Faasen
President & CEO
Blue Cross Blue Shield of MA

Wendy Watson
Director, Alliance Partner &
New Product Development
Program Manager
Polaroid Corporation

Dorothy Yu
Vice President
State Street Wealth Manager
Services

Dorothy Terrell
Community Volunteer

Mamie Wakefield
Vice-President, Finance
Lifespan

Liz Walker
Newscaster
WBZ-TV 4



the people who make it happen



Management Team

(from left) Mia Roberts, Chief Operating Officer, Jerry Martinson, Executive Director; Jeb Barnes, Director of Development; Jessie Saacke, Director of Administration and Finance.



Development, Recruitment & Program Support

front row (from left): Patricia Knight, Office Assistant; Erica Soper, Manager of Annual Giving & Special Events; Miranda Grossman, Development Assistant; Elizabeth Canali, Financial Analyst/Accountant; Cheryl Luacaw, Program Support Coordinator.
back row: Molly Long, Manager of Public Communications; Bobbi Perkins, Enrollment Specialist & Activities Coordinator; Brenda Mejia, Program Assistant; Daphne Germain, Volunteer Recruitment Assistant; Kara Cohen, Manager of Recruitment & Marketing; Hilary Smiley, Director of Annual Giving; Jessica Greenwood, Office Support; Mahla Gold, Office Manager.



Site-based Program Staff

front row (from left): Rebecca Young, Manager, School-Based Mentoring; Holly Fischer-Engel, Director of Group Work Programs; Sandra Pyram, School-Based Mentoring Social Worker; Meg MacPherson, Senior Group Worker, Life Choices; Nicole Scalfani, Life Choices & TEAM intern.
back row: Adrienne Beloin, Life Choices & TEAM intern; Alicia Radl, Life Choices intern; Lauren Brown, School-Based Mentoring Social Worker; Diane Zipoli, TEAM Supervisor; Makeeda Brooks, Group Worker, Life Choices.
not pictured: Carrie Fragnoli, Social Work Assistant and Sarah Glanville, Life Choices intern.



Community-Based Mentoring Program Staff

Front row (from left): Robin Johnson, Social Worker, Dorchester; Lisa LeBlanc, Social Worker, Western Suburbs; Melanie Kana, Senior Social Worker, Boston; Sharon Daura, Social Worker, Boston; Chandra Mohammed, Social Worker, Dorchester.
Back row: Catherine Rosa, Social Worker, Boston; Dorrett Menon, Social Worker, North Shore; Helen Fullerton, Senior Social Worker & North Shore Coordinator; Brenda Lowe, Social Worker, Dorchester; Valerie Moriceau, Senior Social Worker & South Shore Coordinator.
Not pictured: Abbie Barnard, Case Aide; Ashley Mann, Case Aide & Office Assistant; Casey O'Sullivan, Case Aide; Catherine Romero, Case Aide