



# 2021 ANNUAL REPORT



# Bigger Together



**Big Brothers  
Big Sisters.**  
OF CENTRAL  
MASS & METROWEST



# Dear Friends and Supporters,

Annual report letters are usually a reflection on successes of the prior year and plans to achieve future goals. This is one of those letters, but 2020 was nothing like any of us expected! It will always be referred to as the year of Covid, remembered as long months of children enduring virtual learning, and parents 'zooming' from home or worse, losing jobs. 2021 marks a turning point: hope for normalcy to our lives.

In this unprecedented period of anxiety and upheaval, the generosity of time and treasure by individuals and organizations who supported us was simply beautiful. Volunteers who believe in the Big Brothers Big Sisters mission showed up! The Bigs, who maintained a relationship with their Littles in a virtual world should be recognized for their time and their extraordinary efforts to stay connected. The corporations and sponsors who continued to support our cause despite the difficulty in maintaining mentoring matches should be applauded for the many ways they supported their communities.

We leaned into our mission, providing caring, high-quality mentoring relationships with incredible children who may have felt isolated, experienced discrimination, or heard hateful language. We innovated, creating new programs to support high school students who need guidance and are at risk of not reaching their full potential. Yes, it is a too-slow process to return to a level of normalcy, but we have no time to waste! Meaningful mentoring relationships profoundly impact children's lives for the better, forever – now more than ever.

The events and activities our staff designed to help our children at risk continue to thrive in 2021. We are so proud of our team. The staff are driven by their desire to make the world a better place and it all starts with showing up for our youth.

As we welcome a new year, we have very good reason to be optimistic for what's ahead. In-person Matches are resuming, and a volunteerism and the sense of giving back is palpable in our communities. We have a new CEO, Connie Askin, who, with our dedicated staff, is charting a course for growth. We are fortunate to have an engaged and generous Board. The loyal corporate sponsors, foundations and donors are recognized in this annual report, and we are so grateful for their sustaining support. Finally, we have truly wonderful Mentors, without whom, none of our work could happen. We truly are BIGGER TOGETHER!

Warmest Regards,



Jack Hoehlein  
Chair, Board of Directors



Connie Askin  
Chief Executive Office



Jack Hoehlein



Connie Askin



# Who We SERVE

## Youth Served FY20

Total Youth Served: **627**

**57%** Female . **42%** Male

Youth Served 1:1 Mentoring: **607**

**78%** Free/Reduced Lunch

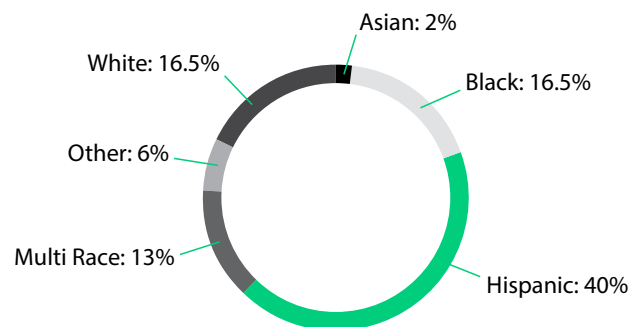
Site-Based: **349**

**13.7%** have incarcerated parent or significant family member

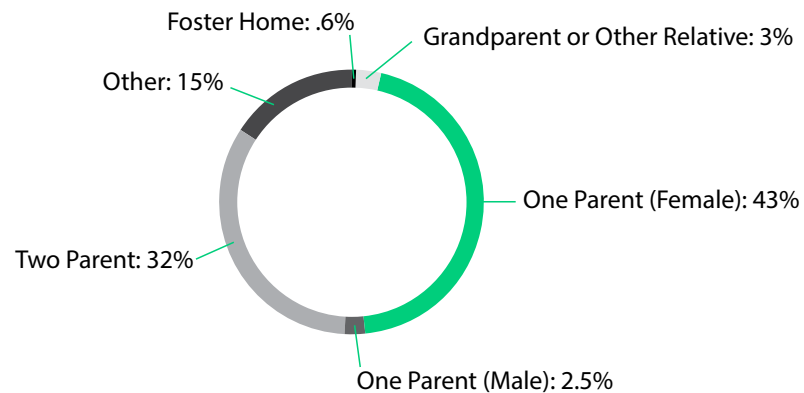
Community: **258**

**3** youth have a parent active in the military

## Ethnicity



## Living Situation



## Youth Outcomes

- We survey children in our programs when they are initially enrolled, then at each year anniversary.
- Social Acceptance and Social Competence Improved or stayed the same: **85%**
- Educational Expectations improved: **91%**
- Grades & Academic Performance improved or stayed the same: **100%**
- Very Important Adult in their life: **94%**
- Parental Trust & Family Connectedness: **100%**



## ⇒ Our MISSION

To create professionally supported mentoring relationships, empowering youth to realize their potential and build BRIGHTER FUTURES.

# Our People

## Board of Directors

### OFFICERS

Chair • Jack Hoehlein, Morgan Stanley  
Vice Chair • Lynette Paczkowski, Bowditch Attorneys  
Treasurer • Todd Tallman, Cornerstone Bank  
Secretary • Ahmad Lightfoot, The TJX Companies  
Immediate Past Chair • Margaret Sullivan, Avidia Bank

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Michael Burke • The Hanover Insurance Group  
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Helder Machado • Machado Consulting  
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Biju Muduli • Onapsis  
David Podell • MassBay Community College  
Suzanne Sontgerath • Wentworth Institute of Technology  
Yvonne Spicer • Mayor of the City of Framingham  
Steve Taviner • Development and DEI Consultant  
Paul Villena • First Pro, Inc.  
Arin Whitman • Western New England University College  
of Pharmacy and Health Sciences

## Board of Advocates

Garry Weiner • Co-Chair  
David Cole • Co-Chair

Roy Angel	Byron Deane	Bill Rigney
Lester Baker	Tim Fontaine	William Riordan
Janet Bessette	Sal Guerra	Doug Ross
Sam Bitar	Tracey Gustafson	Rich Schwarz
Jim Black	James Johnston	Jessica Silverman
Christopher Brunell	Cameron Mabie	Patrick Stephan
Tiffany Butler	Michael McKiernan	Jesse Urban
Jason Camuti	Shannon Moffat	Andrei Ursache
Larry Cardani	MaryAnne Reynolds	Harry Wareham

## Mazie Mentoring Program Advisory Board

Jay Goldfarb • Fortis Management Group  
David Joyner • Bank of America  
Robert Keller • Ret., CFO  
Barbara Mazie • Ret., Co-Founder of the Mazie Mentoring  
Program  
Kent Schreiner • Attorney

## Staff Members

### ADMINISTRATION AND DEVELOPMENT STAFF:

Connie Askin • Chief Executive Officer  
Lindsay McCarthy • Director of Development  
Devika Thayanban • Grant Writer/Foundations Manager  
Megan Tully • Director of Operations



# Our People, continued



Bob Cousy Statue Unveiling



## Program Staff

### WORCESTER REGION

- Tyler Connors • Match Support Specialist
- Yarimar Figueroa • Associate Director of Worcester
- Kerry Metcalf • Mentoring Program Assistant
- James Nightengale • Match Support Specialist
- Masielle Paulino • Match Support Specialist
- Katie Roy • Senior Worcester Regional Program Director
- Casey Thomas • Match Support Specialist

### METROWEST REGION

- Anastasia Gumatay • Waltham Program Manager of the Mazie Mentoring Program
- Steven McIntosh • Marlborough Program Manager of the Mazie Mentoring Program
- Brandon Portillo, Framingham Program Manager of the Mazie Mentoring Program
- Viena Murillo-Paredes • Corporate Match Support Specialist

### PROGRAM INTERNS

- Kelly McNamara • Belmont Street Community School
- Jennifer Keating • Belmont Street Community School
- Yailene Bonilla • Boys & Girls Club – Plumley Village East
- Beverly Simpson • Boys & Girls Club – Worcester
- Mayda Jimenez • Kid's Club – Great Brook Valley
- Nathalie Perez-Cino • Clark University
- Emma Pulizzi • Clark University
- Sophia Friedmann • Clark University
- Erin Lally • Clark University
- Olivia Blaney • Clark University
- Vinnie Sullivan • Assumption University
- John Mastergeorge • Assumption University
- Wandzia Prytko • Assumption University
- Christine R. Sharry • Worcester Polytechnic Institute
- Sara Belisea • Woodland Academy
- Sara Manley • Jacob Hiatt Magnet School
- Patricia Genese • Flagg St School
- Sam Menino • College of the Holy Cross
- Carrie Malatesta • College of the Holy Cross
- Reuben Reyes • College of the Holy Cross
- Robert Chesney • College of the Holy Cross
- Cullen HonohanvCollege of the Holy Cross
- Lu-Ann Hennessy • College of the Holy Cross
- Lindsay JacksonvCollege of the Holy Cross
- Martin Kelly • College of the Holy Cross
- William Andersonv College of the Holy Cross
- Abigail Wilcox • College of the Holy Cross
- Matthew BrushvCollege of the Holy Cross
- Grace FlinkvCollege of the Holy Cross
- Rolando Cruz • Elm Park Elementary School
- Rasheduh Tatum • Vernon Hill Elementary School
- Kaitlyn DeBlois • Girls Inc.



# Special Stories



## GEM (Girls E-STEAM Mentoring)

In April 2020, BBBS of CM & MW launched the GEM program. GEM or Girls E-STEAM Mentoring is a virtual mentoring program designed for Middle School girls with an interest in the STEAM fields. The Mission of the GEM program is to provide Little Sisters with a mentor who can provide an example of what a career in the STEAM field looks like to inspire them and guide them toward their interests in a STEAM subject. Matches meet virtually once a week and together as a group, twice a month.



## LGBTQ+ Champions Group

As of July 2020, BBBS CM & MW staff have newly formed an LGBTQ+ Champions Group. Our goal is to create an agency that is completely inclusive and safe for our youth and families in all areas of work. With this goal in mind, we will be reviewing our current policies, procedures, paperwork, and training through an LGBTQ+ inclusive lens. By doing so, we hope in the near future to be able to properly serve and work with the LGBTQ+ community and recognizing that the LGBTQ+ youth face unique challenges and offering one-to-one mentoring can help ignite, empower, and defend the potential of all youth.



# Corporate & Community Partners

Big Brothers Big Sisters of Central Mass & Metrowest is fortunate to have formed strong relationships with corporations and community organizations that help us to achieve our mission by supporting and participating in our mentoring programs. We would like to thank all of our partners for helping us make our communities stronger.

## Corporate Partners

AMD  
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Bose  
Boston Scientific  
Cornerstone Bank  
Cytiva  
FedEx  
Hanover Insurance Group  
Intel  
Jim Black Group  
MathWorks  
Middlesex Savings Bank  
Morgan Stanley  
Sanofi Genzyme  
Staples  
The TJX Companies  
Worcester Red Sox

## College Partners

Assumption College  
Clark University  
College of the Holy Cross  
Nichols College  
Worcester Polytechnic Institute

## School and Community Site Partners

Belmont Street Community School  
Boys and Girls Club of Assabet Valley  
Boys and Girls Club of Metrowest - Framingham and Marlborough  
Boys and Girls Club of Webster-Dudley  
Boys and Girls Club of Worcester - Great Brook Valley, Plumley  
Village and Harrington Clubhouse  
Cameron Middle School  
Canterbury Street School  
David Mindess Elementary School  
Dudley Elementary  
Dudley Middle School  
Elm Park Community School  
Flagg Street Elementary School  
Framingham High School  
Fuller Middle School  
Gates Lane Elementary School  
Girls, Inc. of Worcester  
Jacob Hiatt Magnet School  
Lilja Elementary School  
Marlborough High School  
Our Bright Future  
Tri-Community YMCA – Southbridge  
Quinn Middle School  
Quinsigamond Elementary  
Vernon Hill Elementary School  
Waltham High School  
Whitcomb School - Marlborough Middle School  
Woodland Elementary School  
Worcester Arts Magnet School  
Worcester Police Department  
YMCA of Central Mass - Main Street, Worcester  
YWCA of Central Massachusetts





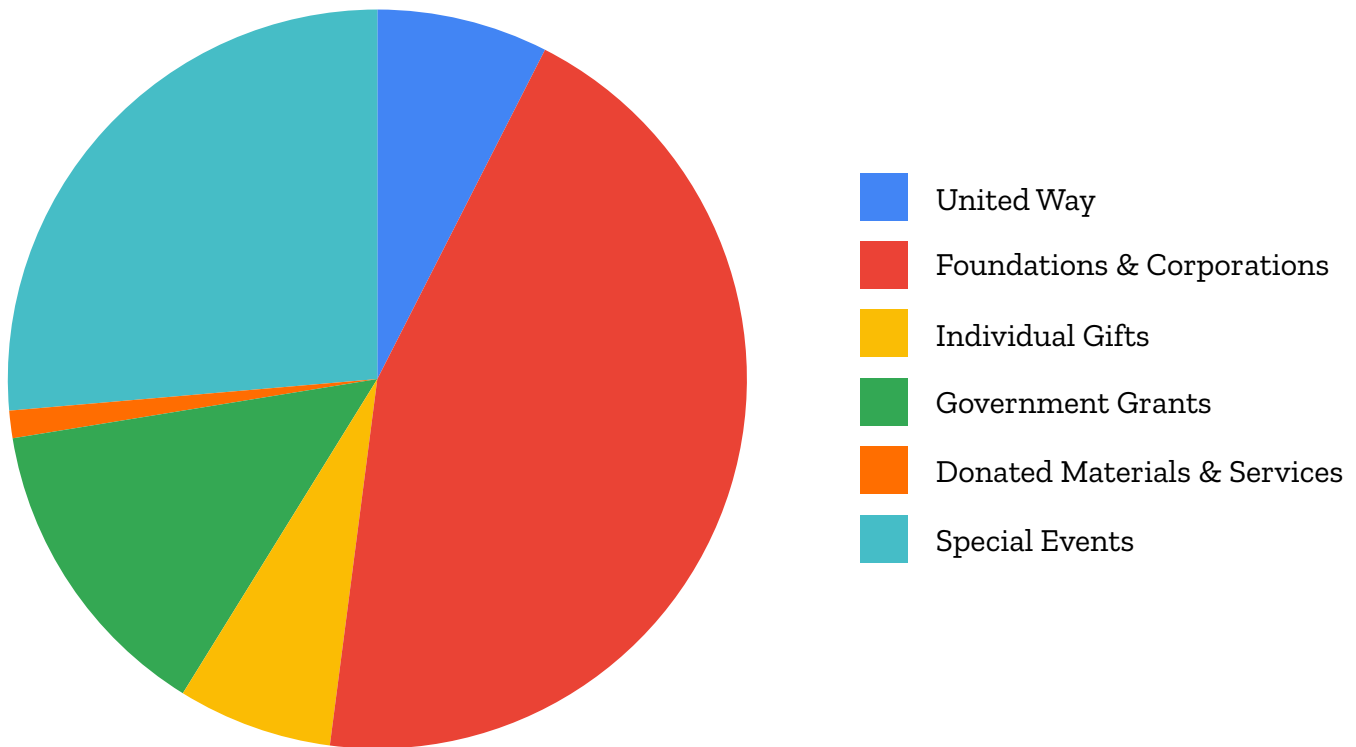
# Financials FY 2021

Numbers are reflected in thousands.

Total Current Assets .....	\$1,130
Total Current Liabilities.....	\$30
Total Long-Term Liabilities .....	\$158
Total Liabilities .....	\$188
Total Equity.....	\$941
Total Liabilities & Equity.....	\$1,130

Total Operating Income.....	\$1,104
Total Operating Expense.....	\$1,170
Net Operating Income.....	-\$66
United Way.....	\$83
Foundations & Corporations .....	\$492
Individual Gifts.....	\$75
Government Grants.....	\$150
Donated Materials, Events, and Services .....	\$13
Special Events .....	\$291

Please note that these are unaudited numbers for July 1, 2020 - June 30, 2021



# Defenders of Potential

## Bob Cousy MVP Award

The Bob Cousy MVP Award is given annually to a community partner who demonstrates consistent generosity and dedication to supporting the organization's mission.



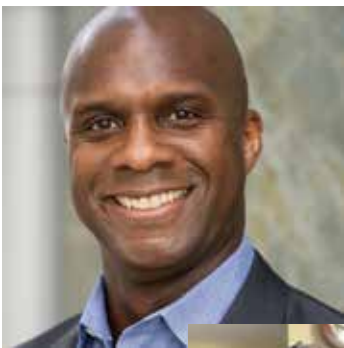
### THE HANOVER INSURANCE GROUP

The Hanover Insurance Group has been a long-standing partner of our organization. Hanover Insurance has been a site for our Corporate Site-Based Mentoring Program for many years allowing us to serve hundreds of at-risk children with their employees who volunteer as Bigs. Many of their employees have become even more involved as Board Members and Board of Advocates Members. Additionally, The Hanover Insurance Group Foundation has provided monetary contributions totaling over \$250,000.

## Dr. H. Martin Deranian Fellowship Award

The Dr. H. Martin Deranian Fellowship Award is presented to a Big Brother or Big Sister who has demonstrated dedication and service to the organization and to their "Little". This award is named in honor of Dr. H. Martin Deranian, who embodied the selfless and devoted spirit of an ideal mentor.

### ERIC JENKINS



Eric Jenkins has been a dedicated Big Brother to his Little, Jeremy, since 2015. Their relationship is a perfect example of the power of mentoring. Eric has been by Jeremy's side through his childhood years and continues to be a consistent role model, as he navigates high school. In addition to volunteering his time as a Big, he has been an active Board Member since 2019. He also participates in our yearly fundraiser, Rodman Ride for Kids, raising thousands of dollars.



# Colleen O'Brien Award

The Colleen O'Brien Memorial Award is presented to a member of the organization who demonstrates exemplary dedication and service to the agency in a variety of roles. This award is named in honor of Colleen O'Brien, a past member of the Board of Directors who passed away tragically, but whose example inspired others to go above and beyond in their call to service.



**JIM JOHNSTON**

Jim Johnston has dedicated many hours as a Board Member and Board Treasurer. Jim has effectively led the Finance Committee with great energy, most recently during the height of the COVID-19 pandemic. He has been a constant resource for staff, always available for questions and to provide support. Jim has since stepped off the Board, but remains involved on our Board of Advocates.

# Linda Urbec Award

The Linda Urbec Award is presented to a match who shows the same persistence and dedication that Linda showed during her time at BBBS. The match is nominated by BBBS Staff for working through an obstacle or challenge, and has shown perseverance and determination in the process of reaching success.

## CAITLIN KEAVENY



Caitlin Keaveny was a Big Sister through the Worcester Area College Mentoring Program at Holy Cross from 2017-2021. Caitlin showed her dedication to our mission through her relationship with her Little, Diasanti. Throughout the COVID-19 pandemic, Caitlin made sure to remain a part of Diasanti's life, despite not being able to meet in

person for several months. When Diasanti's mother tragically passed away, Caitlin continued to provide empathy and support during the difficult time. Caitlin graduated from the College of the Holy Cross in the Spring of 2021.



# Our Programs

## Community-Based Mentoring

The community-based program matches youth ages 6 to 12 years old with volunteer mentors from 89 cities and towns. Community matches are able to participate in any activities



they choose! Some may opt for cooking, dining out, and watching movies together while others may enjoy hiking, sports, and games. It all depends on what interests the Big and Little share - it's all up to them!

Debra and Jasmine were matched in February of 2020, right before the

pandemic. They had an opportunity to meet once before things were shut down due to the Covid-19 pandemic. Throughout the pandemic, they were very consistent and creative in how they stayed connected. They attended some of our virtual events and did their own socially distant activities.

Some of the activities that Debra and Jasmine enjoyed together were attending art shows, glow in the dark yoga, and visiting Tower Hill Botanical gardens. Deb works at Cytivia, previously GE Healthcare, and has been a huge advocate for BBBS. She has hosted various Big recruitment events and has used her experience as a Big to encourage others to become volunteers for the BBBS program.

*"Last summer Jasmine and I took a tour of a privately owned Alpaca farm in Holden, Mass. I came across an article in the Holden Landmark and arranged a private tour with the owner. This farm breeds alpacas and sells the animals' fur to businesses. While visiting, the owner let Jasmine pet the alpacas and take a picture. We also decided that day to pack a lunch to take with us and go to Rutland State Park and fish. At the end of the day Jasmine told me she had a great time as alpacas are one of her favorite animals and she enjoyed fishing as well."*

- Debra Vining

## Corporate Site-Based Mentoring Program

The corporate site-based program matches local corporate volunteers with children at school-based or after school-based sites. The professionals who volunteer as Bigs enjoy taking an hour or two each week to mentor a young child.

The matches are able to engage in activities of their choice at the site, such as going to the gym to play basketball, doing arts and crafts together, or working on the Little's homework. For most of this past year, many schools and businesses were closed, but many of our matches kept in touch virtually! We look forward to seeing many more of our corporate matches as things return to normal.



Below is a quote from Big, Kelsey Stuart, who is part of our Corporate Mentoring Program at Hanover Insurance.

*"I continue to be grateful for the opportunity to be Destiny's Big Sister. I think back to two years ago when I signed up to be a Big – I was reluctant at first, not knowing if I could really make an impact on a child's life. Now I know that not only am I making a difference in her life but that she's affecting mine as well. Throughout the pandemic I've been able to support Destiny through challenges with remote schoolwork, the changing environment, and staying connected with friends. In turn she constantly teaches me new things, pushes me to think differently, and always keeps me up to date on all things pop culture! I'm thankful to Big Brothers Big Sisters for all the work they've done to support our match, and I look forward to continuing to build an impactful relationship with Destiny."*

- Kelsey Stuart

# Worcester Area College Mentoring Program

Big Brothers Big Sisters of Central Mass & MetroWest (BBBS) has one of the biggest college mentoring programs among other affiliates. Through the Worcester Area College Mentoring Program (WACMP), BBBS partners with 5 local colleges & universities which are: The College of the Holy Cross, Worcester Polytechnic Institute (WPI), Assumption University, Clark University and Nichols College.

One match we'd like to highlight is Little, Jaethan (JJ), and Big, John. John is currently a student at Holy Cross. JJ attends the Boys & Girls Club after school and was matched with John in November of 2019. They were matched a few months before the pandemic and so they had a chance to meet in person and enjoy time together. During those first few months, John always helped JJ finish up his homework or read a book together and then they'd play a board game together. With

Covid-19, we had to pivot and transition our in-person programming to virtual. While that had a whole new set of challenges, it didn't stop John and JJ from meeting. BBBS connected through Zoom and they would



meet as consistently as they could. John continued to help JJ with homework, had great conversations, and played a lot of online games together. They are a match that had some unprecedented challenges, but they kept their mentoring relationship going and were creative in accomplishing that. Below is a quote from Katherine, JJ's mother.

*"The Big Brother Big Sister Program has impacted my son in many ways. His Big was a great match, Jaethan was able to engage in conversation with his Big and connect due to similar interests like gaming. His Big encourages Jaethan to do his best in school and helps with homework when needed. Jaethan also looks forward to his Big's visits and calls to update on new things he has done or would like to do."*

– Katherine S.

# The Mazie Mentoring Program



The Mazie Mentoring Program fulfills the legacy of John Andrew Mazie, a man who was a mentor to many young people before tragically dying in a car accident. In his honor, his parents, Barbara and Lowell Mazie created the Mazie Mentoring Program which became part of BBBS in 2017. The Mazie Mentoring Program currently serves students in Framingham, Waltham, and Marlborough High Schools. The program recruits and trains adult volunteers to mentor and act as role models for high school students at risk of not reaching their full potential. Its objective is to provide young people with the support to help them achieve their goals and succeed.

Below is an example of a great Mazie match!

Every year, we have matches who are diligent in their growth and we would like to highlight one of those matches. Rob Schadt was matched with his mentee, Maico, in 2018. When Maico was making plans for his future, he and Rob didn't always agree! Maico was interested in taking a gap year so he could save for college and get accustomed to living on his own. On the other hand, Rob was encouraging him to attend college right after graduating high school. Through numerous meetings, research, and conversations with their Mazie Program Manager, Maico decided to go straight to college in the Fall. He has since moved into an apartment, started a full-time job, and has started prioritizing self-care.

Rob is so proud of all that Maico has accomplished and describes his three years with Maico as the best investment he's made.

# 2021 Special Events

## Golf Fore Kids Sake

July 21, 2021 | Framingham Country Club, Framingham

In July, we hosted our 5th Annual Golf Fore Kids Tournament! The day was a huge success with our highest number of participants to date reaching over 120 golfers. Golfers enjoyed a BBQ lunch, 18 holes of golf, an outdoor cocktail hour at the 19th hole, and a silent auction. Thanks to our sponsors, foursomes, and donors, we raised nearly \$80,000!

### Birdie Sponsor

Cornerstone Bank

### Par Sponsors

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### Corporate Sponsors

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Carlyle Engineering  
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Helen G. Hauben Foundation  
Hudson Energy Services  
National General Benefits Solutions  
Norfolk and Dedham Group  
Quaker Special Risk  
Solect Energy  
Virtus Investments  
XS Brokers Insurance Agency, Inc.



## Rodman Ride for Kids

September 25, 2021 | Foxborough, MA

The Rodman Ride for Kids is a 25 or 50 mile bicycle ride to benefit nonprofit organizations serving at-risk youth in Massachusetts. This year, we had 10 teams comprised of 115 participants! Teams were able to participate in-person on September 25th or do their own bike ride or activity. For those in Foxborough on September 25th, it was great to be back in person to celebrate all of the fundraising efforts! Thanks to our teams' fundraising efforts supporting Big Brothers Big Sisters and the Mazie Mentoring Program, we raised over \$115,000 in proceeds!

### Teams

BBBS All-Stars  
BBBS Staff  
Doug's Dynamos  
Eric & Jeremy  
John's Brothers

John's Brothers Alumni  
Mazie Mentoring  
Morgan Stanley  
Silicon Labs  
Hanover Insurance



# The Big Night In

November 18, 2021 | Virtual

The Big Night In is our virtual version of our Big Celebration event in an effort to keep everyone healthy and safe. We hosted an online auction which culminated with a live-streamed show on the BBBS youtube page. The live-streamed show was inspired by actor John Krasinski's youtube series, "Some Good News." The show featured Bigs, Littles, staff members, and BBBS friends as we hosted a news broadcast including a Sports & Activities update and Big News of the Year segments. Thanks to our generous sponsors and donors, the event raised \$105,000!



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Bob's Discount Furniture  
The Hanover Insurance Group  
TJX Companies

### Silver Sponsors

Country Bank  
Kirby Family Foundation

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AbbVie, Inc.  
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### Match Maker Sponsors

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Sherwin Williams  
Webster Five

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St. Mary's Credit Union  
Sullivan Group  
Wings Over Worcester  
Worcester Red Sox



# Contributors

Names with two asteriks have generously donated for 10+ years in a row and names with one asterik have donated for 5+ years in a row.

## Vision Maker (\$100,000+)

Amelia Peabody Foundation\*\*  
Robert and Michelle Atchinson\*\*

## Dream Maker (\$50,000-\$99,000)

Mass Mentoring Partnership\*\*  
Sudbury Foundation\*  
TJX Companies\*\*  
United Way of Central MA\*\*

## Big Magic Maker (\$20,000-\$49,999)

Bose Corporation\*\*  
Cummings Foundation  
Ezra M. Cutting Trust\*  
DCU for Kids  
The Hanover Insurance Group\*\*  
Hartsprings Foundation\*  
Reliant Foundation  
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Stavros Niarchos Foundation  
City of Worcester

## Big Moments Maker (\$10,000-\$19,999)

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## Impact Maker (\$5,000-\$9,999)

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Commonwealth of MA  
Cornerstone Bank\*  
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Jay Goldfarb\*  
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Webster Five Foundation

Garry and Bette Ann Weiner\*\*  
Zeneca

## Match Maker (\$1,000-\$4,999)

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Edward Boyle  
Scott Brody\*  
Mark Broth  
Colin Burke  
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# Special Stories

## COVID-19 Emergency Relief & FedEx Laptop Donation



Right after COVID hit, we created an emergency relief fund that was able to give the youth and families we work with financial support to go towards rent/mortgage, food, utilities, etc. Through the emergency relief fund we were able to give out \$15,300 to the families we work with in our service area!

Our partners at FedEx have been supporting us for many years during our holiday party in December. Normally, they would give us bikes to make the holidays extra special for the kids we serve. This year, when we reached out to FedEx, we explained the need for chromebooks for our Littles and how useful this would be during the pandemic. FedEx came through with 15 chromebooks and Rene Van Beekom especially came through and was able to personally go and deliver some of the laptops to our Littles!

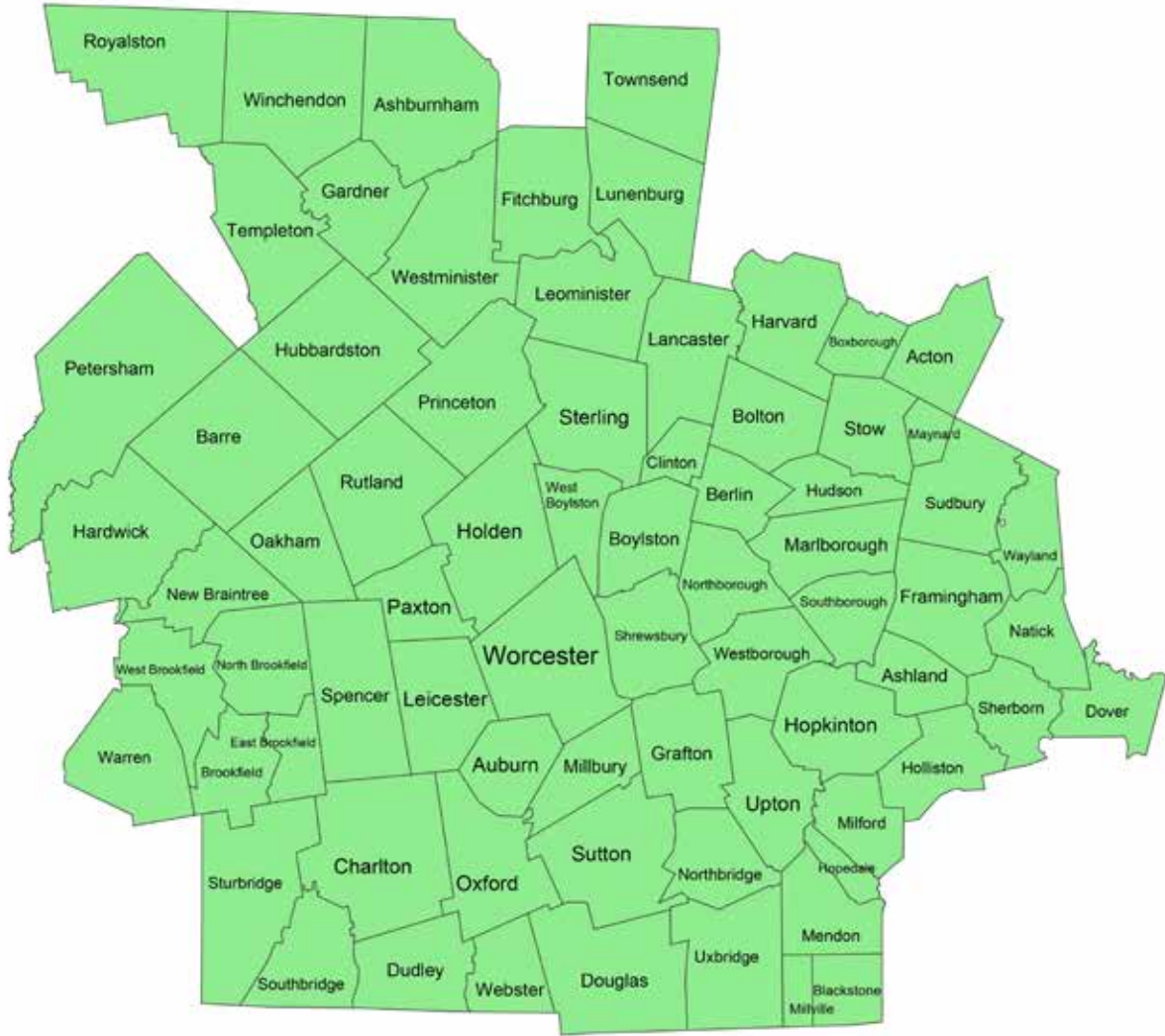
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Big Brothers Big Sisters has partnered with the Hartsprings Foundation beginning in October 2020. The Hartsprings Foundation collects used, unwanted clothing and small household items on behalf of several Big Brothers Big Sisters agencies. The foundation sells the collected donations to Savers and donates the revenue to 6 Big Brothers Big Sisters agencies. To make a donation of clothing and small household items to support our programs, contact [donatehartsprings.org](http://donatehartsprings.org) or call 413-732-7111.



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