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Barbara Zaccaro
Anna Zaworny
Linda Zamler
Susan Zaniewski
Ingrid Zimmerman
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DONORS

Individual Donors (cont)

Jacob Ferreira
Manuel Ferreira
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P French
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Michael & Susan Hastings
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Andrew Helgerson
Mary Hildreth
J Lincoln Hirst
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Sue Honeycutt

Individual Donors (cont)

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Our Mission
Create and support one-to-one mentoring relationships that ignite the power and promise of youth

Our Vision
All youth achieve their full potential
Dear Valued Community,

2019 was a year of records for us at BBSFIC. For the 3rd consecutive year we increased the number of children who were connected with a mentor, hitting a record of 175 youth served in Franklin County and the North Quabbin.

Big Brothers Big Sisters of Franklin County truly values the work we are privileged to provide, and child safety is our number one priority. Using best practices, expert training and strict adherence to our industry leading standards of practice, we work every day to ensure the kids in our programs are safe. In fact, everything we do is through the lens of helping to foster healthy, safe, resilient youth who recognize their greatest potential in life.

2019 was also a year of change for Big Brothers Big Sisters of Franklin County. Our Board of Directors completed an incredibly successful first year under its new structure, adding 6 new members to end with a strong, energetic, 19 member team. We acknowledged the things that we have been doing well but we also looked at what wasn’t working, taking this opportunity to address staff retention. Over the last 3 years we have struggled to maintain consistent program staff, and we know this factor can have a significant impact on child safety.

We are not unique in today’s economy, as non-profits across Western Massachusetts are struggling with the same factors; budget limitations that only allow for part time, non-benefited positions and the requirement of a four year college degree. This year we made the strategic decision to raise wages, hire two full time staff, elevate a current case manager to full time, and offer generous health insurance packages. This commitment came at a steep price for us, but how can we say we value the families we serve and the mentors we support without first committing to the staff we train to serve them?

We are looking forward to 2020. Our Board of Directors has helped create a three year sustainable strategic plan for FY20-22 that shows a commitment to this community and investment in the folks we employ. We will be working hard to find the revenue to serve even more youth than ever, investing in the long term stability of Franklin County. Because when we invest in youth, we impact an entire community, and when we invest in youth with role models and human connections, we ignite forward momentum for generations to come. We have a vision for the future of Franklin County and that vision starts with a connection to you.

With gratitude,

Jennifer Webster
Executive Director
Big Brothers Big Sisters of Franklin County matches children facing adversity with adult volunteer mentors in three core programs.

**COMMUNITY MENTORING**

The traditional Big Brothers Big Sisters program in which a community child ages 6-18, is matched with an adult volunteer mentor. They meet a few hours a month and choose activities to do together in the community, based on shared interests and match goals.

**SITE-BASED MENTORING**

Long running programs that take place at both Deerfield Academy and Northfield Mount Hermon Schools. Children ages 6-11 are matched in mentoring relationships with preparatory high school juniors and seniors. These matches meet most Friday nights throughout the school year on the school campuses and are 18 months in length.

**SENIOR CITIZEN MENTORING**

Elementary aged children are matched in a mentoring relationship with a volunteer senior citizen mentor (aged 55 and over). These matches meet weekly at local senior centers and allow the matches to partake in a guided program or explore the community doing activities based on shared interests.

Terri & Jazzy were matched when Jazzy was just 6 years old. Jazzy was shy and took quite a while to warm up, but Terri was patient and consistent. The two met twice a month at first and would often go to the library, the park or the movies. By 2017 these two were finding a lot of joy together and meeting more often. Terri began taking Jazzy to the YMCA for weekly swim lessons as these didn’t fit into her family’s work schedule but was a big desire for Jazzy and they could often be found at the BBBS match activities. Jazzy’s guardian, Lisa, is thrilled with the match and couldn’t be happier with how Terri teaches Jazzy about inclusion and diversity and acceptance of difference in all people—which has helped Jazzy process her own challenges. “She is a true role model and mentor for Jazlyn,” said Lisa.

Early on Terri noted Jazzy was struggling with reading and immediately connected with BBBS and her school. For the past 3 years Terri has supported Jazzy in various ways with this challenge, and currently does weekly homework support after school in the BBBS office. Terri is also working with Jazzy’s teachers and her family to support her IEP and additional disability testing. Jazzy’s school was thrilled to recently report her reading up several grade levels! Terri and Jazzy are beginning to focus on popular grade level books so Jazzy can engage in more in classroom and peer discussions and increase her self esteem and confidence. Terri’s 3 year dedication to this child has already impacted her, and her entire family, for a lifetime. Mentoring changes lives!

---

Terri (mentor) & Jazzy (mentee)
Celebrating 4 years matched in 2020
**Meet a New Match**

Hiking, Chess, Carving Pumpkins. Talking sports. Matched in May of 2019, Ian (mentor) and Brennan (mentee) get together most Monday’s after school. In just their short time being matched Ian reports that Brennan is opening up to him. Their relationship began with long conversations revolving around sports but have recently expanded into what is going on in Brennan’s life and his feelings.

Heather, Brennan’s mother is thrilled with the match. She says “Brennan really enjoys his time with Ian. They do some really cool stuff.”
AGENCY DATA

Data derived from 2019 surveys administered to the mentee, mentor and mentee’s family.

100% of youth surveyed that say their mentor is important to them

100% of mentors surveyed that say they enjoy being a mentor

99% of youth surveyed that say their mentor listens to them

95% of youth surveyed that say they can talk to their mentor about their problems

91% of parents/care-givers surveyed report an increase in their child’s self-confidence

FINANCIALS

REVENUE

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<td>Events</td>
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<td>Site Based Programming ($27,950)</td>
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<td>Mass Mentoring Partnership</td>
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<td>(Community Programming, State Matching Grant)</td>
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EXPENSES

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<td>TOTAL OPERATING EXPENSES</td>
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GRANT DISTRIBUTION

OVERHEAD