Though we’re headquartered in New York City, our impact has no bounds.
Our Vision & Mission

Our vision is that all children achieve success in life.

Our mission is to provide children facing adversity in New York City with strong and enduring, professionally supported 1-to-1 mentoring relationships with adults that change their lives for the better, forever. We partner with families, volunteers, organizations, and the community to inspire positive change in all.

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Our Values

+ Believe in the Power of Mentoring
+ Put the Kids First
+ Be Excellent
Letter from our CEO

In increasingly tumultuous times, the need to come together as a community has perhaps never been greater. Recent events have tested our resolve and for young people especially, it has been a time to lean on the trusted adults in their lives.

We have risen to the challenge of supporting our youth – and our commitment to making them feel valued, safe, and empowered has never been stronger. Because mentoring has the remarkable ability to help a child navigate difficult and trying circumstances, together with our Bigs, we have helped quiet fears and bridge divides.

While our vision is not easy, it is simple; that all children achieve success in life. Regardless of who a child may be or where they may come from, we have an adult standing at the ready to serve as a friend and an ally.

I thank you for your generous support this year and in years past, and I ask for your continued support as we rededicate ourselves to this noble and crucial mission. Just as our efforts would not be possible without our volunteer mentors, it would also not be possible without the support of our donors. As we all work together to serve the children of our City, it is my hope that you are fulfilled in knowing that their lives are enriched by our shared dedication to accept and embrace each of them.

Hector Batista
Chief Executive Officer

At any hour of the day, on any day of the week, Big Brothers Big Sisters of New York City is working hard to provide all the city’s children, who may be facing adversity, an opportunity to change their lives for the better. This year alone, we served 5,505 youth throughout the five boroughs. Our around-the-clock efforts to recruit, create, and nurture these mentoring relationships – as well as collaborate with families, volunteers, corporate partners, staff members, and the community – happen mainly behind the scenes.

In this report, we offer an inside look at how your generous support fuels our matches and adds up to a big impact every day.
A Morning at the Office

The clocks strike 9:00 a.m. and several BBBS of NYC staff are fielding calls and emails from a new batch of prospective volunteers.

Every volunteer attends an orientation and is vetted by a multi-layered background check to ensure the safety of each Little. To determine who and how they can best help, they then undergo an interview with a BBBS of NYC master-level social worker (each about 1.5 hours) where we assess the experiences and qualities of each candidate.

Littles also go through an enrollment process. Our case workers bring each child and parent in for separate interviews to get a sense of what they hope to gain from the program. We then write assessments for both the child and the volunteer, taking into account common interests, goals of the child, and skills of the mentor to determine the best fit. We take great care in the matching process to ensure the best match possible, maximizing the impact on each of our Littles.

We normally receive about 300 volunteer inquiries per month. At BBBS of NYC, our vetting process ensures we answer the call.

I love, love, love my job and I love the mission of Big Brothers Big Sisters of New York City.

Janet Adkins, Interviewer

Fast Facts:
While we ask matches to commit to 1 year in our program, our average match length is 20 months. This is a testament to the care we take in emphasizing compatibility during the matching process.
Alice Meets Blessin

Alice

It’s 10:00 a.m. and Alice is waiting to meet her Little for the first time. She sits in the waiting area at the BBBS of NYC headquarters and has an inkling that the young, energetic girl across the room is Blessin – her match. She feels full of excitement...and maybe a little nervous.

Alice went through a long vetting process leading up to this day, which she described as both “amazing and intense.” During an extensive interview, she was asked about her experiences growing up, her family, what she does during her free time, and her volunteer experiences – all to determine who might be a great match for her and vice versa.

It’s not long before Josh, her caseworker, calls Alice into his office. She feels an immediate comfort when that young, smiling girl from the waiting area walks in, and Josh introduces her as Blessin, her Little. Before leaving them alone in the room, he gives them an assignment: find three things in common. It takes Alice and Blessin only two minutes to find their commonalities. It’s at that very moment that Alice knows this is a perfect match.

My love for Blessin is so amazing – she’s such a wonderful girl. She’s taught me so much – she really is my little sister.

Blessin

Blessin is so excited to meet her Big that she can hardly sit still. She catches the eye of a young woman across the room but doesn’t think twice if that may be Alice.

Blessin sits beside her mother, who signed Blessin up for BBBS of NYC because she felt it was important for her daughter to expand the people with whom she interacted and the places she went beyond their Bronx neighborhood. Together they filled out the paperwork, underwent a series of interviews, and now here they are – ready to meet Blessin’s Big Sister.

Alice had reached out to Blessin’s mother several times before meeting Blessin, which helped to reassure her that the match would go smoothly. And once the girls met, the fun began. Alice and Blessin have had outings all over New York City, including a trip to the Bronx Zoo, an arts and crafts studio, the movie theater, and Tasti D-Lite.

Blessin’s mom feels good knowing her daughter has a mentor and friend in Alice. According to her, “The BBBS of NYC program is amazing. I’m a single mother, and in my neighborhood, people aren’t always looking out for my child’s best interest. But I know Alice always does.”

Fast Facts:

During each pre-match meeting, a Big and Little set SMART Goals in the areas of Behavior, Academics, Relationships, and Self-Confidence. These goals are designed to help Littles become college-ready and develop a growth mindset.
The Making of a Match

At 11:00 a.m., Juan is finishing up a 2-hour interview with a prospective Little and his parent. As a Program Manager at BBBS of NYC, he has become a skilled matchmaker. At any given time, Juan is supporting 55 pairs of Littles and Bigs, offering guidance from the beginning and throughout the lifecycle of the match. For each of his matches, Juan suggests outings and icebreakers to help facilitate relationship-building. He also helps mentors and parents better understand each Little’s academic needs and tracks their progress towards their goals.

Now Juan is back at his desk, writing a report about this morning’s interview. He assesses the needs and qualities that make this Little unique, as well as reviews the notes provided by the Little’s parent about what they’re hoping the child will gain from a mentor. The next step is finding that Little a perfect match.

Once he makes a match, Juan facilitates a “pre-match meeting,” where the soon-to-be Big and Little meet with him to determine whether the pairing works. If it does – and it usually does – then he begins the crucial step of nurturing this new relationship.

Juan will help a Little and Big set their SMART Goals and brainstorm outings to help expand their horizons. He works incredibly hard, motivated by one major goal: “to empower Littles to be the best they can be.”

Fast Facts:

To help our Littles achieve their goals, BBBS of NYC hosts monthly outings called SMART Outings tailored to SMART goals. These outings also serve as a cost-free match activity for our Bigs, saving them money and ensuring they have activities available that will help their Littles achieve their goals.

From the very beginning, the Program Managers are there. Through the lifecycle of the match, we’re there.

Juan Rodriguez, Program Manager
A Little Goes a Long Way

At 2:00 p.m., Sinahi is on her way to a high school fair at BBBS of NYC. She walks eagerly alongside her mother and a friend, another eighth grader who—like Sinahi—will soon start the very confusing process of applying to high schools in New York City. A counselor will be talking to them about their options, how to apply, and what to expect.

When Sinahi arrives, she’s surrounded by other middle school Littles from neighborhoods throughout NYC. The counselor tells them about a website that helps families like Sinahi’s evaluate high schools based on test scores, specialties in different subjects, teaching staff, and more.

Sinahi is most excited about science. In fact, she told her Big Sister, Cristina, that she’s interested in health and wants a job helping people. Sinahi also plans to be the first in her family to go to college. Cristina was really supportive, and planned a trip for her and Sinahi to visit her alma mater, NYU. They met in Washington Square Park and walked together around campus, through the library, and to a café for lunch. “It was really big,” Sinahi remembers, “but seeing it with Cristina made it seem a lot less scary.”

Fast-forward to September 2017 and Sinahi is preparing for her first day of high school. She’s been accepted to her first choice: a school she first learned about at the BBBS of NYC fair. Though she’s feeling those first-day jitters, Sinahi admits she has a lot more confidence than before she started the BBBS of NYC program. “Gaining confidence was one of Sinahi’s main goals, and I’m proud of her,” says Cristina. “I know she’s going to do well in high school.”

Fast Facts:
Academic Resource Packets were developed to help Parents and Bigs navigate the New York State Department of Education and become academic advocates for their Littles. These packets are offered in English, Spanish, and Chinese—and all Parents and Bigs in our programs now access these tools.

50% of our Littles enter our program falling at least 1 core subject in the past school year.*

70% of those Littles stabilized or improved their grades after 1 year of mentoring.*

89% of them also reported feeling confident in their ability to graduate from high school.

“We will always be in touch and care about each other. We will always be friends and be a part of each other’s lives.”

Cristina Valdes, Big Sister

*As validated by report cards.
It’s 3:00 p.m. and the training session is about to begin. BBBS of NYC staff member Alex Lorditch is teaching today’s training on helping adults help kids, which is mandatory for every Big before beginning to mentor a Little.

15 Bigs are gathered for the session today, and Alex asks them to take their seats. Today she’ll be teaching Bigs the basics of mentoring, including child safety, how to build positive relationships with Littles and their families, the do’s and don’ts of successful outings, the importance of boundaries, and strategies to help Littles set and achieve their SMART Goals.

Alex will also facilitate a role playing exercise, in which Bigs must respond to hypothetical, real-life scenarios they may encounter with a Little or family member throughout the lifecycle of their match.

We hold about seven trainings for mentors each month and provide optional seminars and workshops where Bigs can troubleshoot together.

“I was eager to begin my match, but wanted to make sure I had the right tools to support my Little. My volunteer training helped connect me to how my Little saw the world, and I left feeling confident that I had the skills and the mindset to be a great Big!”

Daniel Yang, Big Brother

Last Year We Offered:

226 Hours of training to 1,633 volunteers

$85 to train a new Big.

$2,898 running cost per match
Building a Bond Through Healthy Competition

It’s almost 5:00 p.m. and Tony has reserved a bowling lane at Chelsea Piers.

It isn’t long before Eric arrives at their meeting spot ready to beat his Big Brother Tony in a bowling game. They’ve been to a few different bowling alleys around the city, like Lucky Strike and Frames – but never Chelsea Piers.

Eric is 16 and has been part of the BBBS of NYC program for more than two years. “My mom signed me up because I’m the oldest child in the family and I don’t really have a male figure in my life to look up to,” Tony says he tries to be a positive role model and just a good friend to Eric, supporting him through whatever he may need.

While sports are Eric’s favorite activities, Tony has been expanding their horizons. Together, they’ve explored museums like the Museum of Natural History and Hayden Planetarium. One of their most memorable outings, according to Eric, was the New York Public Library, where together Tony and Eric researched Eric’s options for going to college.

With all they’ve seen and done, Tony and Eric are not slowing down. They’re already plotting future trips to the basketball courts, a Giants game, and the Statue of Liberty.

Fast Facts:
This year, we launched a mobile app for our Bigs. The app, called GoBig, provides fun ideas for guided activities that help Littles develop the skills to achieve their goals. Better yet, many of the activities are connected to BBBS of NYC’s community partners, who offer discounted pricing for Bigs. The GoBig App also allows Bigs to monitor their progress with their Littles.

Average Big responses using a rating scale of 1 (low) to 5 (high) on the GoBig App:

4.59 when asked if they enjoy being a Big
4.22 when asked if their Little is making progress
4.59 when asked if they’re a good match for their Little

“My relationship with Tony is excellent. I finally have someone I can open up to and express my feelings to when I’m feeling down.”

Eric, Little
Making Connections After Hours

On the 45th floor of One World Trade Center, BBBS of NYC volunteers hold trays of hors d’oeuvres to greet a diverse array of young professionals walking through the door. It’s 7:00 p.m. and tonight’s BBBS of NYC recruitment event, hosted by Condé Nast, is just getting started.

At so many private sector businesses throughout the city – including Société Générale, Consolidated Edison, BlackRock, Moody’s, and more – employees are expressing a tremendous interest in mentoring. Tonight, attendance numbers reflect the demand: crowds continue to pour into the event space until capacity is reached at nearly 80 attendees. By evening’s end, more than 45 young professionals will have signed up to mentor underserved youth in their communities.

BBBS of NYC will hold 4-6 Meet & Greets like this each month to recruit new mentors in all five boroughs. The venues for these events range from a corporate boardroom in midtown Manhattan to a local restaurant in Crown Heights – and from a local precinct in Staten Island to a salsa lounge in Washington Heights.

Fast Facts:
The goal of the Affinity Groups at BBBS of NYC is to expand volunteer recruitment and fundraising efforts in targeted communities throughout NYC. Consisting of alumni, friends, and current and potential mentors, these groups meet once a month to plan events focused on developing awareness, expanding networks, and supporting mentors within these same communities.

FOR EVERY 6 VOLUNTEERS, 1 BECOMES A BIG.

$512 per accepted volunteer

FOR EVERY 4 YOUTH APPLYING TO OUR PROGRAM, 1 BECOMES A LITTLE.

$110 per accepted child

We currently have six Affinity Groups: The Young Professionals Committee, Latino Bigs, Bigs United, Asian Mentoring Committee, Bigs Education Council, and Big Pride.
OUR IMPACT

By taking you through a day in the life of our organization, we’ve illustrated the array of activities that go into a meaningful match. Collectively, these efforts create city-wide impact that truly changes lives.

99% of Littles were promoted to the next grade. 99% of high school seniors graduated from high school. 93% of Littles who graduated from high school were accepted into college.

TOTAL COST: $3,520

To provide mentoring and support services to a child in need.
At Big Brothers Big Sisters of New York City, we believe in the importance of mentoring as a way to help young people recognize and seize the opportunities before them. As the Board of Trustees, our collective passion is simply to inspire young people to succeed. It is a passion woven deep into our fabric, galvanized by our rich history of changing the lives of children since 1904.

Big Brothers Big Sisters of New York City’s downtown Manhattan office is a few blocks away from the bronze statue of the fearless girl standing in front of Wall Street’s iconic charging bull – a symbol of resiliency and empowerment. Like so many of the young people we serve, she is strong, courageous, ambitious, and determined. Our Littles, of course, are not alone. Behind each of our Littles is a Big reassuring, supporting, and nudging them forward. To the children we serve, these mentors are role models, cheerleaders, and heroes.

It is a pleasure to serve on the Board of an organization that encourages so many young people to reach their full potential. Thank you for your generous past support of our organization. As we rededicate ourselves to the important work of serving the children of New York City, we hope we can count on your continued support.

Laura Parsons, Psy.D.
Chairman
Edward L. Gardner
Chairman Emeritus
Erin Scanlon
President

Kenneth J. Knuckles
Vice President
Katherine C. Linder
Vice President
Yvonne Liu
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Roy R. Chestnutt
Craig Clise
Michael Conaway
W. Don Cornelell
Nouib S. Daniel
Diana O’Rearo
Steven M. Duris
Jonathan (Judge) Durst
Bill Edwards
David W. Florence
Roger S. Goodell
Joe Quinn
ASH Gupta

Hector Batista
Chief Executive Officer
Charles Bostian
Chief Administrative Officer
Michael Coughlin
Chief Program Officer

Jeff Elgart
Chief Corporate Mentoring and Partnerships Officer
Geurt Thomas
Chief Communications Officer

Letter from Board Chair & President

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Board Chairman
Erin Scanlon
Board President

Hector Batista
Chief Executive Officer
Charles Bostian
Chief Administrative Officer
Michael Coughlin
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Laura Parsons, Psy. D.
Board Chairman
Erin Scanlon
Board President
## Statement of Activities

For the year ended June 30, 2017

### Revenue and other support

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<th>Unrestricted</th>
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### Expenses

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June 30, 2017

5,505

Served

Across All Five Boroughs of NYC.