For the BETTER, FOREVER!
The mission of Big Brothers Big Sisters of Central Mass & MetroWest survives because of people committed to changing children’s lives for the better, forever. No matter what the challenges and obstacles, our Bigs make a difference in the lives of their Littles. Just as importantly, our Littles make a huge difference in the lives of their Bigs. Both lives are transformed for the BETTER, FOREVER.

We had our own transformational year in 2018 that included: an eight month deployment of our CEO to Afghanistan, the search for and retention of an interim CEO to lead the organization in his absence, integrating the Mazie foundation programs into our service portfolio, a launch of the “Bigs in Blue” program, a new marketing and branding initiative led by the National Big Brothers Big Sisters organization, and we have begun to build an endowment.

Our CEO Jeff Chin, a Naval Reserve Officer, was called into active duty and deployed to Afghanistan in April 2018. He answered the call to leave his family to work with others like him to protect our freedom. We welcomed Jeff home in December and look forward to him leading our agency once again in 2019.

We expanded our reach from grammar school to high school with acquisition of the Mazie Foundation that pioneered mentoring programs in the Framingham and Waltham High Schools. We warmly welcomed the Mazie staff and advisory board members to our family.

We launched a Bigs in Blue program with the Worcester Police Department “WPD” with the strong support of Chief Gary Gemme and the guidance of Captain Michael McKiernan. This partnership with the WPD has provided an influx of ten new police officers matched with youth in the city of Worcester. Thank you and congratulations to the WPD for their commitment to making our youth and community BETTER, FOREVER.

Big Brothers Big Sisters of America recently unveiled a new logo to show the partnership between Bigs and Littles. The message is that every match “ignites and defends the potential of every child”. We appreciate all the research and work that went into creating this new symbol of our mission.

Finally, we want to give a BIG shout out to Charlie Tillett and Basketball Hall of Famer Bob Cousy for helping us to initiate “The Bob Cousy Legacy Fund”. This endowment will help us ensure sustainability into the future. We hope you will consider a planned legacy gift to make a child’s life BETTER, FOREVER.

We understand that children facing adversity are so deserving of strong mentoring from adults. We are grateful for ALL of the people who give generously of their time, talent, and treasure, to help us fulfill our mission.

THANK YOU, we are truly BETTER, FOREVER because of YOU.

Warmest Regards,

Christopher M. Lucas
Chair, Board of Directors

Moe Boisvert
Interim Chief Executive Officer

Jeffrey K. Chin, MSW, LCSW
Chief Executive Officer

WHO WE SERVE

TOTAL YOUTH SERVED
Youth Served 1:1 Mentoring 1048
Site Based: 753
Site Plus: 100
Community: 195

YOUTH OUTCOMES
Social Acceptance Improved: 72%
Scholastic Competency improved: 57%
Educational Expectations improved: 45%
Grades improved: 57%
Risk Attitudes Improved: 32%

56% Female
44% Male
83% Free/reduced lunch
19% Have incarcerated family member
12 youth have a parent active in the military
8% youth come from an immigrant/refugee family

Our MISSION
To provide children facing adversity with strong and enduring, professionally supported one-to-one relationships that change the lives for the BETTER FOREVER.
The Bob Cousy MVP Award is given annually to a community partner who demonstrates consistent generosity and dedication to supporting the organization’s mission.

Sandy Rossetsky has served as a Big Sister 4 times and helps champion the organization’s largest corporate site-based mentoring program where she helps coordinate our programs at the TJX facilities in Marlboro, going above and beyond for the program.

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.

Bob Keller earned the Colleen O’Brien Award because of his strong dedication to the Mazie Mentoring Program. Bob was a 3-time Mazie mentor since 2004 and served on the Board for over six years, much of that time as the Board Chair. Bob helped connect the Mazie Mentoring Program to Big Brothers Big Sisters, helping to ensure the program’s sustainability for many years to come.

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 showing perseverance in the process of reaching success.

Austin Miller, a student at Holy Cross, and his Little Brother Kaleth received the Linda Urbec Award because of their perseverance working through Kaleth’s reading challenges. Because of a learning disability, Austin noticed that Kaleth was having a hard time with his reading skills. Austin wanted Kaleth to know that he could overcome his obstacles with hard work and practice, so each week, he sat with Kaleth to read together. Not only did Kaleth improve his reading and confidence, the brothers had fun in the process.
Community-Based Mentoring

The Community-Based Mentoring Program matches children with volunteer Bigs from the local community. After the Big and Little meet for the first time, it is up to the Big, Little, and the Little’s family to plan visits or activities approximately three to four times per month. Community-based matches enjoy a range of activities including trips to the library, going to a local park, attending a sporting event, or going out to eat.

Big Brothers Big Sisters of Central Mass & MetroWest has engaged ten Worcester Police Officers to form a lifelong friendship with a child in the community that the officer serves. Our matches enrolled in Bigs in Blue are off to a great start; parents, children, and volunteers are all reporting that they are happy with the program and that they are having a lot of fun. The matches have been doing crafts at the library, jumping on the trampolines at SkyZone, watching a Railers game, and apple picking, along with so many other things. One enrolled officer said, “I love hanging out with my Little Brother, he is so much fun and I get to do things I wouldn’t otherwise do. He is very bright and outgoing; his questions blow me away”. When asked what she would change about her police officer Big Sister, one Little said, “Nothing at all - I think she’s pretty great just the way she is”. Big Brother Big Sisters of Central Mass & MetroWest and the Worcester Police Department are excited about this partnership and are looking forward to watching these officers and children continue to learn and grow together.

Corporate Site-Based Mentoring Program

Our matches enrolled in Bigs in Blue are off to a great start; parents, children, and volunteers are all reporting that they are happy with the program and that they are having a lot of fun. The matches have been doing crafts at the library, jumping on the trampolines at SkyZone, watching a Railers game, and apple picking, along with so many other things. One enrolled officer said, “I love hanging out with my Little Brother, he is so much fun and I get to do things I wouldn’t otherwise do. He is very bright and outgoing; his questions blow me away”. When asked what she would change about her police officer Big Sister, one Little said, “Nothing at all - I think she’s pretty great just the way she is”. Big Brother Big Sisters of Central Mass & MetroWest and the Worcester Police Department are excited about this partnership and are looking forward to watching these officers and children continue to learn and grow together.

Bigs in Blue – Building Better Communities

In September 2018, Big Brothers Big Sisters of Central Mass & MetroWest launched our new Bigs in Blue program in collaboration with the Worcester Police Department. Bigs in Blue is a national initiative from Big Brothers Big Sisters of America that matches police officers as volunteer mentors with youth in their communities. In its pilot year, Big Brother Big Sisters of Central Mass & MetroWest has engaged ten Worcester Police Officers to form a lifelong friendship with a child in the community that the officer serves. Our matches enrolled in Bigs in Blue are off to a great start; parents, children, and volunteers are all reporting that they are happy with the program and that they are having a lot of fun. The matches have been doing crafts at the library, jumping on the trampolines at SkyZone, watching a Railers game, and apple picking, along with so many other things. One enrolled officer said, “I love hanging out with my Little Brother, he is so much fun and I get to do things I wouldn’t otherwise do. He is very bright and outgoing; his questions blow me away”. When asked what she would change about her police officer Big Sister, one Little said, “Nothing at all - I think she’s pretty great just the way she is”. Big Brother Big Sisters of Central Mass & MetroWest and the Worcester Police Department are excited about this partnership and are looking forward to watching these officers and children continue to learn and grow together.

BBBS C.A.R.E.S.

Often during evaluations and match-support meetings, BBBS staff become aware of situations in which a child or their family need more services in addition to mentoring, so we created BBBS C.A.R.E.S. (Creating Access to Resources and Emergency Support). Through this initiative, we can connect our families with other supportive agencies that provide critical items needed by families, such as food, clothing, emergency loans, holiday help and other support to help them through challenging times. By providing these types of services to the families engaged with Big Brothers Big Sisters, we aim to decrease the stresses that children may experience at home.

Nancy & Mariangelly – Consistency is Key

When Big Brothers Big Sisters approached Nancy 16 years ago, she jumped to the opportunity to be a Big Sister immediately. As an employee at Unum, she was eligible to participate on the corporate-site based mentoring program with Elm Park Community School. She has been engaged with the opportunity since then. Her journey with Mariangelly started in November of 2017. Throughout their year together, Nancy has noticed Mariangelly brighten up in more than just her smile. As they got to know each other, Mariangelly and Nancy spent their time playing games, taking part in STEM activities and focusing on reading and math school work. Throughout her time as a Big Sister, Nancy has continuously prioritized half of the time of her visits to school work, and the rest of the time in doing whatever her Little would enjoy most. The bond between Mariangelly and Nancy is noticeably genuine, as Mariangelly expresses her gratitude for Nancy’s support. Mariangelly, noticing that not every other match is always working on school work, mentioned that she is happy that Nancy encourages her to practice her reading and math, because “when I make mistakes, Nancy is proud that I catch myself, and I can fix it”. Nancy has found throughout her time with Mariangelly that while an hour may not increase aptitude in leaps and bounds, the confidence level that is instilled can be significant, and if confidence is what she can help improve, Nancy feels like she has made a difference. Over the years, Nancy has devoted her time to showcase that an hour a week may not seem like much to change a child’s life, but that there is significance in being consistent, caring and attentive.
Kaden & Andrew – Growing Together

Kaden is a 9 year old in the 3rd grade at Flagg Street Elementary School in Worcester, MA. When Kaden was introduced to the Big Brothers Big Sisters program he was a very rambunctious child, was a bit of a bully and struggled with his grades and homework; it was clearly evident that Kaden was in need of a mentor. Kaden was introduced to his Big Brother Andrew, a student at Assumption College, in the fall of 2016. Andrew suffers from anxiety which causes him to have a profound stutter. At their first match meeting Andrew sat Kaden down and explained to him the reasons behind his stutter and that it was not a laughing matter, but how they could have a normal mentor-mentee relationship despite his verbal setbacks.

Kaden and Andrew have been matched well over a year now and the changes in Kaden’s behavior have been drastic. Kaden has been getting along with his peers much better than he did before he was matched with Andrew, he works on partner projects in the classroom very well and he has a group of friends now who he likes to play with at recess. Kaden’s teachers told Big Brothers Big Sisters staff that he has done a complete 180 degree turn from where he was last year; he always completes his homework on time and is putting much more effort into his school work.

This match experience has also given Andrew a considerable amount of confidence. Andrew has always wanted to work in a youth serving organization but didn’t think the kids would respond well due to his speech impediment. Andrew has really made a point to focus on hard work and kindness while he is with Kaden and it has been really paying off.

Mazie Mentoring Program

The Mazie Mentoring Program matches high school students at Framingham and Waltham High Schools with community volunteers who meet with their mentees outside of school each week. In addition to mentoring, the Mazie Mentoring Program awards students for setting and achieving personal goals, preparing them for graduation and helping them understand the steps necessary to achieve their goals.

Lindsey & Wilsheica – Achieving Goals in a Foreign Land

Lindsey and her Mentee Wilsheica were matched in 2017 through the Framingham Mazie Mentoring Program. The pair meets for at least 8 hours each month doing fun activities, but they also focus on setting Wilsheica’s goals as part of the Mazie Goal Program.

Wilsheica was recommended to the Mazie Program by her guidance counselor who saw that she was a motivated student, but very shy because of her language barriers. Originally from Haiti, Wilsheica began her time at Framingham High School in the English as a Second Language program. She is very hard-working, but as a first-generation high school student here, did not have easy access to the many opportunities afforded to other students and families.

With the support of Lindsey, Wilsheica was able to expand her opportunities and become a much more confident student. As an immigrant from South Africa, Lindsey was able to connect with what it is like to move to a new country and feel out of place:

“...to share with her new experiences of American life and culture. From apple picking and college visits to helping her with SAT preparation, it has been my privilege to create American memories with her and make her feel at home.”

- Lindsey Richman, Mentor

Wilsheica is on-track to graduate from Framingham High School in June 2019, a full year before she originally planned to do so. This is quite an achievement, considering that 10.3% of English Language Learners at Framingham High School dropped out in 2017. She plans to study International Business at Mass Bay Community College and transfer to a 4-year school where she can study abroad. Her goal is to travel the world. With her Mentor, Lindsey, by her side, we know that Wilsheica will continue to work hard toward achieving her goals.
OUR PEOPLE

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- Robert Keller, Retired CFO
- Lauren Krasoff, Retired, Mazie Mentoring Program
- Bridget O’Brien, Vistaprint
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Andrei Ursache
Barbara Jorda
Irene Porro
Suzanne Sontgerath
Mitch Diamond
Tiffany Butler
Monyrahan Chau
Eram Zasheer

STAFF MEMBERS

Administration and Development Staff:
- Moe Boisvert, Interim Chief Executive Officer (March – December, 2018)
- Jeffrey Chin, Chief Executive Officer
- Allison James, Director of Agency Operations
- Jackie Lynn, Assistant Director of Marketing and Special Events
- Joy Monopol, Office Manager
- Harold Pinkham, Director of Advancement (May, 2018)

Program Staff:
- Community-Based Mentoring Program
  - Angela Stokes, Director of Community Mentoring Programs (October, 2018)
  - Samantha Mathews, Director of Community Mentoring Programs
  - Alicia Lewis, Interview / Match Support Specialist
  - Alex Nawarro, Interview / Match Support Specialist
  - Collleen Schrath, Interview / Match Support Specialist (April 2018)

 Worcester Area College Mentors Program
- Christina Fleury, Director of Worcester Area College Mentors Program
- Katie Roy, Assistant Director of Worcester College Programs
- Sean Cooney, Interview / Match Support Specialist
- Yarimar Figueroa, Interview / Match Support Specialist
- Stefanie Gough, Interview / Match Support Specialist (May, 2018)
- Calleigh Leach, Highland Street AmeriCorps Ambassador of Mentoring (June, 2018)
- Robyn Lilly, Interview / Match Support Specialist
- Kerry Metcalf, Canterbury Street School Program Assistant
- Elise Pond, Nichols College Program Assistant

Corporate Site-Based & MySTEM Mentoring Programs
- Jessica Haggett Silverman, Director of Corporate Mentoring Programs and MySTEM
- Katelyn Archambault, Corporate Site-Based Program Specialist (June, 2018)
- Ana de la Torre, Corporate Site-Based Program Specialist
- Tracey Gustafson, Encore Fellow & MySTEM Development Associate (June, 2018)

Mazie Mentoring Program Staff
- Rachel Constanzo, Framingham Mentoring Program Director
- Lauren Kraoff, Framingham Mentoring Program Director (July, 2018)
- Joyce Saret, Framingham Case Worker
- Bhal Williams, Waltham Mentoring Program Director
Soledad Valenciano, Waltham Case Worker

INTERNS

Framingham Office Facility Volunteer
- Peter Sisson

Special Projects
- Jimmy Palmerino, Clark University
- Elise Pond, Sutton High School
- Zachary Ray, South High School

Program Interns & Coordinators
- Hannah Bode, Clark University
- Gillian Brennan, Clark University
- Shannon Briden, Clark University
- Michael Calcaterra, College of the Holy Cross
- Rolando Cruz, Elm Park Community School
- Trisha Danforth, Framingham State University
- Caitlin Daniels, College of the Holy Cross
- Katy Deng, Clark University
- Nick DiPilla, Boys & Girls Club – Plumley Village East
- Martin Dorsey, College of the Holy Cross
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- Miranda Hotham, Clark University
- Lauren Ineson, College of the Holy Cross
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- Daniel Kurkowski, College of the Holy Cross
- Emily Lam, Clark University
- Leilana Le, Clark University
- Courtney McNally, College of the Holy Cross
- Olivia Merritt, College of the Holy Cross
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- Emma Needles, Clark University
- Carly Ngo, Clark University
- Minh Nguyen, College of the Holy Cross
- Stephanie Pereira, Framingham State University
- Julia Pham, College of the Holy Cross
- Nathaniel Pinkham, UMass Amherst
- Barbara Pinto, Mass Bay Community College
- Will Poplawski, College of the Holy Cross
- Daniel Kurkowski, College of the Holy Cross
- Melanie Jennings, Clark University
- Shana Needles, College of the Holy Cross
- Michael Calcaterra, College of the Holy Cross
- Amber Needles, Clark University
- Mia Nobile, College of the Holy Cross
- Peter Sisson, College of the Holy Cross
- Elenor Pinto, Mass Bay Community College
- Will Poplawski, College of the Holy Cross
- Keshava Rand, Clark University
- Carmen Sanchez, Kids’ Club – Great Brook Valley
- Halle Smith, Clark University
- Rose Smyth, Belmont Street School
- Emily Thrulark, Clark University
- Sarah Thurlow, College of the Holy Cross
- Mariah Tocci, Clark University
- Eve Wanger, College of the Holy Cross
- Jacob Wiescorek, College of the Holy Cross

Welcome home Jeff! Thank you for your service to our country in Afghanistan!
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 better, forever.

**CORPORATE PARTNERS**
- Avidia Bank
- BJ’s Wholesale Clubs
- Bose
- Boston Scientific
- Dell EMC
- GE Healthcare
- Hanover Insurance Group
- Intel
- MathWorks
- Middlesex Savings Bank
- Sanofi Genzyme
- Staples
- The TJX Companies
- Unum

**COLLEGE PARTNERS**
- Assumption College
- Clark University
- College of the Holy Cross
- Framingham State University
- Holy Cross College
- Nichols College
- Worcester Polytechnic Institute
- Worcester State University

**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
- Coalition for a Healthy Greater Worcester
- David Mindess Elementary School
- Dudley Elementary
- Dudley Middle School
- Elm Park Community School
- Flagg Street Elementary School
- Framingham High School
- Fuller Middle School
- Girls, Inc. of Worcester
- Jacob Hyatt Magnet School
- Lilja Elementary School
- Tri-Community YMCA – Southbridge
- Quinn Middle School
- Quinsigamond Elementary
- Vernon Hill Elementary School
- Walpole 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

**2018 FINANCIAL STATEMENT**

### FY 2018 TOTAL LIABILITIES AND ASSETS

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<th>Description</th>
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### FY 2018 TOTAL SUPPORT AND REVENUE

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<td>Government Grants</td>
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<td>Total Support and Revenue</td>
<td>$960,378</td>
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### FY 2018 INCOME VS. EXPENSE

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<th>Description</th>
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<td>FY 2018 Income</td>
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<td>FY 2018 Expense</td>
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<td>FY 2018 Net Income</td>
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Please note that these are unaudited numbers as of December 2018.

For the BETTER, FOREVER!
2018 SPECIAL EVENTS

The Big Celebration: Cirque du Soiree
March 10, 2018 | Holy Cross, Worcester
The Big Celebration: Cirque du Soiree featured circus performers and casino games and was attended by over 250 supporters, sponsors, staff, board members, corporators and guests. Through ticket sales, corporate sponsorships, and our live and silent auctions, we raised over $140,000 to support our mentoring programs.

Presenting Sponsor
Adage Capital Management

Four of a Kind Sponsors
Bob’s Discount Furniture
TXJ Companies

Cirque Sponsors
The Hanover Insurance Group

Full House Sponsors
Struck Catering
Waters Corporation

Flush Sponsors
Avidia Bank
Harvard Pilgrim Healthcare
Netscout
Nutter McClennen & Fish LLP

Three of a Kind Sponsors
Carr Financial
College of the Holy Cross
The Bridge Group

Two Pair Sponsor
Bollus Lynch LLP
Central One Credit Union
Cornerstone Bank
The Rossetsky Family
Judith Powell & Mitch Gitkind
Taylor Consulting
Webster Five

Bowl for Kids’ Sake
May 5, 2018 | AMF Auburn Lanes
Bowl for Kids’ Sake is a peer-to-peer fundraiser where supporters raise money leading up to the event, then come together to bowl while enjoying drawings, food and fun. This year’s event attracted 125 attendees who raised money, bowled, and brought in over $20,000 to support our mission.

Hosted by: Nerium International

The Rodman Ride for Kids
September 22, 2018 | Foxborough
The Rodman Ride for Kids is a 25, 50, or 100-mile bike ride to benefit nonprofit organizations serving at-risk youth in Massachusetts. Teams and individuals chose to fundraise to support Big Brothers Big Sisters or The Mazie Mentoring program and fundraise on our behalf leading up to the event. Thanks to our teams’ fundraising efforts supporting Big Brothers Big Sisters and Mazie, we raised over $160,000 in proceeds! The weather was ideal, the BBQ was delicious, and everyone had a great time. Most importantly, our friends helped raise much needed funds to support our programs to help at-risk kids.

Teams
Big Brothers Big Sisters of Central Mass & MetroWest
Big on Bikes
Bose
Hanover Insurance Group
John’s Brothers Holy Cross Men’s Lacrosse Team
Mazie Mentoring Program
Morgan Stanley
MySTEM
Silicon Labs
Team “Cycle-Paths”
Westborough Rotary Club

Sponsors
Arthur Cole Painting Corporation
Bose
Catic
Curry Printing
Reliant Medical Group
Silicon Labs

For the BETTER, FOREVER!

Golf Fore Kids
October 15, 2018 | Framingham Country Club
Our newest event, Golf Fore Kids, attracted 90 golfers and over 20 sponsors who made the event a tremendous success in only its second year. Through sponsorships, foursomes, and an impressive auction, the event raised $75,000, nearly doubling proceeds in its second year over the first.

Sponsors
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Rucci, Bardaro and Falzone, PC
Doug Ross and Family
We endeavored to list all contributors as accurately as possible. Please notify us if there was an inadvertent omission or misprint.

<table>
<thead>
<tr>
<th>CONTRIBUTORS</th>
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<tbody>
<tr>
<td>Mass Mentoring Partnership</td>
</tr>
<tr>
<td>United Way Of Central MA</td>
</tr>
<tr>
<td>Sudbury Foundation</td>
</tr>
<tr>
<td>Silicon Valley Community Foundation</td>
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</tbody>
</table>

**Activity Sponsor ($10,000 or more)**

- Unum
- AT&T
- College of the Holy Cross
- The Old Colony Savings Bank

**Recognition Sponsor ($5,000-$9,999)**

- Sturbridge Rotary Club
- John C. and Eunice B. Hanover Insurance Group Foundation for Giving
- Ellsworth Foundation
- Cutting Trust
- Charlene Bradley

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- Raytheon Massachusetts Inventors Council
- Margaret and John Sullivan

**Supporter ($500-$999)**

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- Central One Federal Credit Union
- America Management Inc.
- Bollus-Lynch
- Jim Bilodeau
- Steven Beaulieu
- Eram Zaheer
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- Sharon Vitale

**Participant ($1-$249)**

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- Nutter
- NetScout
- Mathworks
- Ladd Lavallee
- Anthony Lambert
- Donna Killmon
- Bob Keller
- Jim Black Group
- Intel
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- Judy Powell and Mitch Gitkind
- Janie and Russell Farrelli
- Facade Solutions
- John Dougherty
- Jill Cosgrove
- Central One Federal Credit Union
- America Management Inc.
- Bollus-Lynch
- Jim Bilodeau
- Steven Beaulieu
- Eram Zaheer
- John Woods
- Garry Weiner
- Sharon Vitale

**Participant ($1-$249)**

- William Riordan
- Lori and Lawrence Ramlochan
- QuotaFactory
- Nutter
- NetScot
OUR COMMUNITIES

BBBS Mentors Children in the Following 42 Massachusetts Communities:


484 Main Street | Suite 360
Worcester, MA 01608
508.752.7868

4 Franklin Commons
Framingham, MA 01702
508.879.7762

Nichols College
124 Center Road
Dudley, MA 01571

WWW.BBBSCM.ORG