Big Brothers Big Sisters of Erie, Niagara and the Southern Tier
Be-A-Friend Program, Inc.

Providing children facing adversity with strong and enduring, professionally supported 1-to-1 relationships that change their lives for the better, forever.
There have been a lot of exciting changes for your Big Brothers Big Sisters agency over the last year!

Early this year, we announced that we are now Big Brothers Big Sisters of Erie, Niagara and the Southern Tier! This new name and service area, approved by Big Brothers Big Sisters of America, is more reflective of our recent expansions into Niagara County and the Southern Tier (Cattaraugus & Chautauqua Counties). Around the same time, we moved our office across the street to 100 River Rock Drive, Suite 104 Buffalo, NY.

Wait, there’s more! To better represent the work we do, Big Brothers Big Sisters of America has embarked on a re-branding campaign and we are excited to share the details with you in this report!

Yes, it’s been a busy year of change. However, what has not changed is our commitment to high quality mentoring services! At the 2018 Big Brothers Big Sisters of America National Conference, we were one of 28 (out of nearly 300) Big Brothers Big Sisters affiliates to be recognized as a Quality Award Winner. This was only possible through the dedication of our staff, leadership of our Board of Directors, generosity of our donors, collaboration of our partners, commitment from our children and their families and the compassion and time of our Bigs.

One of those Bigs, is Big Brother Dan Wiles. Dan’s unwavering commitment to providing support and guidance to his Little Brother DaMarion is the reason he was named this year’s Thomas Hore and Josephine Santoro Hore Big of the Year. It is our pleasure to share the story of Dan and DaMarion’s seven year friendship in this report.

We are also happy to share with you the significant impact of our mentoring programs substantiated through our data, a celebratory roll of Big & Little Match Anniversaries and a listing of this community’s generous support for our programs.

As always, thank you for your support that allows us to embrace new changes and adhere to our long-standing commitment to quality mentoring!
Big Changes!

We are excited to announce that Big Brothers Big Sisters of America (BBBSA), in conjunction with the nationally acclaimed marketing agency, Barkley, and a group of 35 Affiliate leaders has updated and refreshed our brand! With a rollout expected for the beginning of October, we will have a new logo and new messaging that better reflects our purpose and the work we do!

This is not the first time over the years that we have re-branded and the task was not taken lightly. In order to be as relevant as possible in our ever-changing culture, it’s imperative that we grow and evolve. With volunteerism and brand recognition declining, especially among millennials and Generation Z, in-depth research, strategy and creative ideas were needed to determine how we could remain a powerful movement in shaping tomorrow. And, although the logo and messaging has changed, one thing has not... the incredible, essential work that our staff, volunteers and donors are committed to.

Rejuvenated and renewed, we have a strengthened focus and a new way for the community to view and talk about our purpose! We’ve always known that kids have incredible potential. And now, more than ever, we’re deliberately shining a light on this potential and the role we all play as defenders of it. Our new, modern representation of our purpose is designed to empower all of the inspiring members of our organization: Littles, Bigs, families, staff and donors. It’s just the beginning of our bigger impact and our biggest possible future. Together, we are Defenders of Potential.

We are happy to have you join us on the journey and excited to share all of this with all of you in the coming months!
It seems like fate that Dan Wiles, who was inspired to become a Big Brother when he heard David T. Hore, BBBS Board Chair Emeritus speak about the program at a meeting over seven years ago, should be named the 2018 Thomas Hore and Josephine Santoro Hore Big of the Year. This award was created by David and his family in honor of his parent’s love and support. For the last seven years, Dan has been a committed and caring Big Brother for Little Brother DaMarion who was just 11 years old when they met. Both admit that the beginning of the relationship had it’s challenges as they were first getting to know each other but it was just part of the process that helped to create their long standing friendship. Since first meeting, Big Brother Dan has seen plenty of changes in his Little Brother. “He’s grown up. He has a lot more self-assurance and confidence. He’s a quiet man. Doesn’t mean he’s shy, but he is quiet. There can be extended silences, but we’re okay with that.”
From middle to high school, Dan has been there supporting his Little Brother. Whether it was encouragement and help with schoolwork or attending all of his sporting events sitting next to DaMarion’s Mom, he wanted his Little Brother to know he was always in his corner. Dan shared “When he got involved with rugby, it helped him. It was his own sport that helped him create his own identity. Just watching him developing his own identity is cool.”

The two also made a regular habit of getting together on Wednesdays for dinner and basketball. More recently, those Wednesdays turned into what Dan calls the Four D’s: Dan, DaMarion, Driving and Dinner! Additionally, Dan, who is the Executive Director of Ken-Ton Meals on Wheels, introduced his Little Brother to volunteering for the program and eventually Damarion worked alongside his Big Brother as an employee!

In June, DaMarion graduated from high school and Big Brother Dan was right there to celebrate. Little Brother DaMarion entered St. Bonaventure this fall to study Health Science and play Rugby. Dan is excited for what the future holds for his Little Brother, “He’s very polite, very respectful. He’s compassionate and caring. He is sensitive to other people. I think he’ll do fine. Whatever he ends up studying and learning in school, he can be successful.”

Over the years, both Dan and DaMarion’s families have become close attending special events and Dan shared, “we’ve just become an extended family.” With DaMarion now in college, we asked both if they see the relationship ending and that thought did not seem to cross either of their minds. Big Brother Dan shared, “We don’t see this ending. It’s just a mile mark.” We have no doubt there will be many more mile markers over the years for these two friends and we can’t wait to see what the next 7 years brings!
A BIG THANK YOU FOR GIVING THE GIFT OF FRIENDSHIP!

The following list showcases some of the generous financial support Big Brothers Big Sisters of Erie, Niagara and the Southern Tier received in 2017*. We would also like to thank the generous donors who are not listed here for their incredible support.

TOGETHER, THESE INVESTMENTS GAVE THE GIFT OF FRIENDSHIP TO 470 CHILDREN FACING ADVERSITY!

$25,000 & UP
City of Buffalo - Community Development Block Grant
Cullen Foundation
Erie County – Department of Social Services
Mr. & Mrs. David T. Hore
Mrs. De Moss
PCB Piezotronics, Inc., An MTS Company
The Ralph C. Wilson, Jr. Foundation & First Niagara Foundation
United Way of Buffalo & Erie County

$10,000 TO $24,999
Bank of America Charitable Foundation
BlueCross BlueShield of WNY
Buffalo Sabres Foundation
Community Foundation for Greater Buffalo
East Side Machine Inc.
General Mills Foundation
John & Laura Lally
Michael & Robin J. Lally
Brian & Laura Murphy
Phillips Lytle LLP
The Russell J. Salvatore Foundation

$5,000 TO $9,999
Barclay Damon, LLP
Buffalo Bills Foundation
Chippewa Travis Besaw & Kershner LLP
Children’s Foundation of Erie County, Inc.
Grainger Foundation
Gronk Nation Youth Foundation
Ingram Micro
Josephine Goodyear Foundation
Mr. & Mrs. David Lally
Richard Lally
Lawley Benefits Group
Marks Family Foundation
Ms. Nicole Moss
National Grid
Scott Rafferty Memorial Tournament
Mr. & Mrs. Donald B. White

$2,500 TO $4,999
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Black Arch Partners
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Sensor Manufacturing Co
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$1,000 TO $2,499
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Cabrera Services
Mr. Jeff Case
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HM Life Insurance Co. of NY
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Liazon
Lipsitz Green Scime Cambria LLP
M&M U-Pull It, Inc.
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Ms. Priscilla E. Marsh
Mr. Joseph J. Marusak
Matthews Children’s Foundation
Jim & Susan McIntosh
William & Lisa Melms
Mentholatum Co.
National Fuel Gas Company
Niagara Frontier Automobile Dealers
Association Charitable Foundation
Northtown Automotive Companies
OEM Solutions, Inc.
Mr. & Mrs. Phil Petoniak
Mr. Gust Pullman
Rawle & Henderson, LLP

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Intrinsic Devices Inc.
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Key Private Bank
James & Deborah Kincaid
Alan S. Korman & Dr. Karmen Jensen
Latham & Watkins LLP
Mr. & Mrs. William Lawley
Liazon
Lipsitz Green Scime Cambria LLP
M&M U-Pull It, Inc.
Joseph & Maureen Marris
Ms. Priscilla E. Marsh
Mr. Joseph J. Marusak
Matthews Children’s Foundation
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Niagara Frontier Automobile Dealers
Association Charitable Foundation
Northtown Automotive Companies
OEM Solutions, Inc.
Mr. & Mrs. Phil Petoniak
Mr. Gust Pullman
Rawle & Henderson, LLP

$500 TO $999

1911
Alexandria Professional LLC
Avox Systems
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Dr. Christine Farrow
Fertility Bridge
Frey Electric
Ms. Nickole Garrison

Any donation was made in memory of Jeanette Moss
and John Sinatra, or in celebration of Nick Sinatra & Courtney Stott.

Tribute Gifts

A special thank you to some of the above donors who made thoughtful donations in memory of Jeanette Moss and John Sinatra, or in celebration of Nick Sinatra & Courtney Stott.

Every effort was made to ensure the accuracy of these listings and that the generosity of our donors were properly recognized. If your support was omitted or listed incorrectly, please accept our sincerest apology and notify us by contacting Kara Hite, Director of Development, at (716) 873-5833, ext. 245 or khite@beafriend.org.

*This list includes donations made between January 1, 2017 to December 31, 2017 to Big Brothers Big Sisters of Erie, Niagara and the Southern Tier. This list does not include any gifts in-Kind of items or services.
HAPPY ANNIVERSARY!

Congratulations to all of our Bigs & Littles who celebrated 5+ and 10+ match anniversaries in 2017. Your commitment to your friendship is truly amazing and deserves recognition!

5+ YEARS OF FRIENDSHIP

BS Amanda Aiken & LS Christine
BS Shirley Ando & LS Tiana
BS Mary Beth Andres & LS Jasmine
BS Lindsay Arcese & LS Olivia
BS Jennifer Benson & LS Gina
BB Christopher Bonn & LB Austan
BS Rebecca Castiglia & LB Marques
BS Patricia Cavalier & LS Dejahnae
BS Kristen Cronyn & LS Gabriela
BS Rachel Daws & LS Nasha
BS Carole DiRienzo & LS Ayonna
BS Nina Fedak & LS Shivani
BS Emily Felmet & LS Quinnshona
BS Sheila Figel & LS Alesia
BS Ashley Franklin & LB Daniel
BS Rebekah Freed & LS Zakira
BB Justin Haag & LB Jayvaughn
BB Michael Hall & LB Davon
BS Haley Hartmans & LB Anthony
BS Bernadette Hoppe & LS Andria
BS Allison Jackson & LS Dominique
BB Ronald Juliano & LB Bryan
BB Andrew Lashua & LB Daryl
BS Jessica Lask & LS Keyanna
BB Joseph Lipsitz & LB Alejandro
BS Kristen Luppino-Gholston & LB Amar
BS Audrey Manzella & LS Elizabeth
BB Spencer March & LB Jorge
BS McKenzie Mattison & LB Dominic
BS Jessica McGraw & LS Aleixa
BS Megan McNally & LS Riya
BS Nicole Meisenburg & LS Mo-ney
BS Norelle Merlo & LS Eva
BS Tracy Meyer and LS Alexis
BB Harry Milligan & LB Erwin
BS Particia Mongno & LS Madison
BB Victor Montes & LB Samari
BS Courtney Myers & LS Marisa
BS Sean Myers & LB Conyai
BS Taylor Paveljack & LS Samantha
BS Lisa Petronio & LS Nyumi
BS Jessica Rodriguez & LS Ziaire
BS Sheila Russo & LS Raven
BS Linda Santa Maria & LS Janyia
BS Michelle Sears & LS Paige
BS Carla Siclari & LS Kayla
BS Amanda Smith & LS Donisha
BS Sandra Smith & LS Kayla
BS Dominique Tatum & LS Kayla
BB Ryan Taughrin & LB Michael
BB Kayleigh Terranova & LB Crystal
BB Tyler Tucker & LB Joseph
BS Leah Vermont & LS Siedanna
BS Stephanie Vroman-Goodrich & LS Gabriella
BS Aungalique Wallace & LS Imani
BS Angela Whatley & LS Lechee
BS Chanda White & LS Kayla
BB Daniel Wiles & LB DaMarion
BS Christy Williams & LS Hannah
BS Sara Uerke & LS Aleiyah

10+ YEARS OF FRIENDSHIP

BS Susan Gastle & LB Josh
BS Rebecca Hoffman & LS Christal
BS Janet McMahon & LS Rahtia
BS Carrie Owens & LB Rain
BS Laura Roberts & LS A’aliiyah
BS Maureen Ronan & LS Rahbisha

Our apology for any errors or omissions in the above list.
The 2018 Women Who Move the City Honorees with Event Emcee and Honoree Janet Snyder from KISS 98.5, Event Chairs, Tammy Hill and Lindsay Rich.

Big Brothers Big Sisters is proud to celebrate the incredible women who make our work possible each and every day by volunteering their time as Big Sisters and helping us change the lives of local children facing adversity. The 5th Annual Women Who Move the City Event on May 2, 2018 brought together over 250 people to celebrate a handful of remarkable women who dedicate their time, energy and passion to make a BIG difference in our community.

Congratulations again to the 2018 Honorees – Zandra Cunningham, Big Sister Emily Felmet, Jody Galvin, Raziya Hill, Alexa Zappia and our special surprise honoree – Event Emcee Janet Snyder from Kiss 98.5! A BIG thank you to the event sponsors, vendors and attendees for helping raise close to $20,000 to provide mentoring to the next generation of women who will move our city!

The 12th Annual “FORE the Children” Golf Tournament on July 30, 2018 brought together nearly 120 golfers and raised close to $50,000 to support Big Brothers Big Sisters! This year’s Hedwig “De” Moss Leadership Award was presented to long time supporter of the agency, Donald B. White, for his passion for helping children in our community reach their full potential.

Thank you to all of the golfers, supporters and corporate sponsors, especially Presenting Sponsor, PCB Piezotronics – An MTS Company, for being part of the event.

Celebrating 10 Years of Magical Moments!

Longtime supporter, Donald B. White (r) received the 2018 Hedwig “De” Moss Leadership Award from the award’s namesake, De Moss, and BBBS Board Chair Emeritus, David T. Hore (l).

Big Brothers Big Sisters is proud to celebrate the incredible people and companies who help bring our mission to life.

FOR INFORMATION ABOUT UPCOMING EVENTS, OR TO MAKE A DONATION TO SUPPORT OUR WORK, VISIT US ONLINE AT WWW.BEAFRIEND.ORG
# Statement of Activities

**For the Year Ended December 31, 2017**

## Support & Revenue

<table>
<thead>
<tr>
<th>Source</th>
<th>Amount</th>
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<tbody>
<tr>
<td>Contributions</td>
<td>$418,633</td>
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<tr>
<td>Special Events Revenue</td>
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<tr>
<td>Grants &amp; Contracts</td>
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<tr>
<td>Service Contracts</td>
<td>$46,250</td>
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<td>Interest Income</td>
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**Total Support & Revenue $984,325**

## Expenses

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<th>Category</th>
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<td>Program Services</td>
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<tr>
<td>Management &amp; General</td>
<td>$155,304</td>
</tr>
<tr>
<td>Fundraising</td>
<td>$103,795</td>
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**Total Expenses $954,588**

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**Your Generosity At Work**

We are excited to announce that at the end of the 2017-2018 academic year, 97.7% of our Little Brothers and Sisters matched with a mentor, were promoted to the next grade level. We celebrated this achievement, along with honoring 27 Little Brothers and Sisters being promoted to 9th grade and 13 graduating from high school, at our Annual Welcome Summer Picnic in June. We are excited for the bright academic year and future for all of our kids!

Thank you for your support to make that possible!
The mission of Big Brothers Big Sisters of Erie, Niagara and the Southern Tier (BBBS) is to provide children facing adversity with strong and enduring, professionally supported 1-to-1 relationships that change their lives for the better, forever. BBBS has three mentoring programs through which it achieves this mission, the Community Based Mentoring program, the Site Based Mentoring program and the Group Mentoring Program.

These children work everyday towards achieving their personal goals and they make progress in many positive outcomes as a result of their relationship with their Big Brother or Big Sister. As a way to quantify the positive outcomes that children in our program achieve, BBBS administers surveys and compiles data.

The agency evaluates each program through three different evaluative tools. The Youth Outcomes Survey measures changes in the child’s attitude towards both positive and negative behaviors. The second measure, the Program-Based Outcome Evaluation, assesses the percentage of children in each program that have shown improvement in the 21 developmental assets directly impacted by mentoring, as set forth by the Search Institute. Finally, report card data was collected from Buffalo Public Schools District (BPS) to measure the impact mentoring has on the child’s academic success. The BPS data reported on was collected for children who have been matched with a mentor in our program for two years or more.

As you review this Executive Summary, we hope that you will come to appreciate the positive impact that having a Big Brother or Big Sister has for a child. The following data was collected from January 2017 through December 2017.

### Program Outcome Evaluation

**Area of Confidence**

**Self-Confidence:** Improvement in a sense of being able to do or accomplish something.

98.6%

**Make Decisions:** Improvement in the ability to make decisions based on intended outcomes and potential consequences.

99.3%

**Area of Competence**

**Attitude Toward School:** Improvement in positive attitude about going to school and what can be learned.

93.7%

**School Preparedness:** Improvement in completing homework and other assignments

94.9%

**Area of Caring**

**Relationship with Peers:** Improvement in social interactions with person of own age.

97.8%

**Relationship with Other Adults:** Improvement in interactions with adults who are not family members.

98.4%

### Youth Outcome Survey

98% of our children plan to finish high school.

79% of our children plan to go to college.

83.6% of our children maintained or showed improvement in their attitude towards avoiding risky behaviors.

### Report Card Data

**Attendance**

40.7% of the children who were severely absent during the 2015-2016 year improved their attendance record in the 2016-2017 school year so that they are no longer considered severely absent.

**Discipline Referrals**

55.5% of our children did not receive a discipline referral during the 2016-2017 school year.

**Grades** (2016-2017 GPA as compared to 2015-2016 GPA)

40.2% of our children increased their GPA in English and Language Arts

38.2% of our children increased their GPA in Math

41.4% of our children increased their GPA in Science

37.9% of our children increased their GPA in Social Studies
Big Brothers Big Sisters of Erie, Niagara and the Southern Tier

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