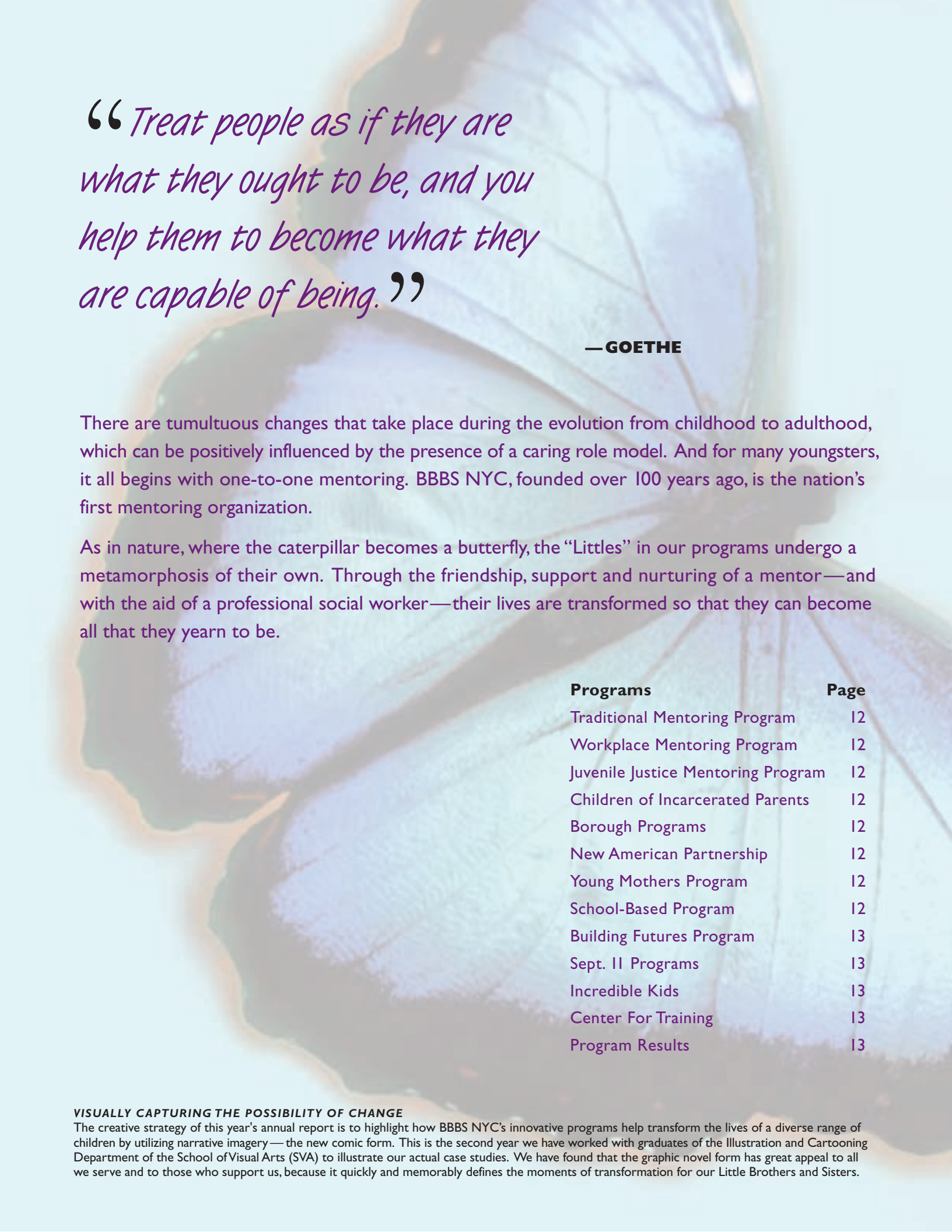




TRANSFORMATION



Big Brothers Big Sisters of New York City



“Treat people as if they are what they ought to be, and you help them to become what they are capable of being.”

—GOETHE

There are tumultuous changes that take place during the evolution from childhood to adulthood, which can be positively influenced by the presence of a caring role model. And for many youngsters, it all begins with one-to-one mentoring. BBBS NYC, founded over 100 years ago, is the nation’s first mentoring organization.

As in nature, where the caterpillar becomes a butterfly, the “Littles” in our programs undergo a metamorphosis of their own. Through the friendship, support and nurturing of a mentor—and with the aid of a professional social worker—their lives are transformed so that they can become all that they yearn to be.

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VISUALLY CAPTURING THE POSSIBILITY OF CHANGE

The creative strategy of this year’s annual report is to highlight how BBBS NYC’s innovative programs help transform the lives of a diverse range of children by utilizing narrative imagery—the new comic form. This is the second year we have worked with graduates of the Illustration and Cartooning Department of the School of Visual Arts (SVA) to illustrate our actual case studies. We have found that the graphic novel form has great appeal to all we serve and to those who support us, because it quickly and memorably defines the moments of transformation for our Little Brothers and Sisters.

TRANSFORMATION

We all need to believe we can transform ourselves to become something better. And every day, the lives of thousands of youngsters in our programs are experiencing these positive changes. An improvement in self-esteem. A stronger focus on school. Setting a personal goal. Overcoming a fear. Avoiding a gang. Aspiring to a career. A better attitude towards parents, teachers, or people within one's community.

For over one hundred years, BBBS NYC has seen children's lives transformed through a long-term commitment from a Big Sister or Big Brother in a one-to-one nurturing relationship.

Seeing the world through the eyes of someone from a different generation, a different neighborhood, a different socio-economic segment, and/or a different racial, religious or ethnic group, can open one's eyes and have a dramatic effect on one's outlook.

BBBS NYC, itself, has undergone a tremendous metamorphosis in its 101-year history. Our programs have continuously evolved to respond to the ever-changing challenges of our city's youth: children with disabilities, teen mothers, children of incarcerated parents, new immigrants adapting to their new country, families affected by 9/11, youngsters who believe they cannot obtain good jobs, and children with school problems.

Throughout this brochure you will read stories of true transformation. Lives forever changed by mentoring. We hope you will feel changed by reading them.

Laura Parsons
Chairman

Frank J. Petrilli
President

Allan Luks
Executive Director

TRADITIONAL PROGRAM—A Story of Challenge and Commitment

Mark DeRugeriis was matched with 10-year old Brandon in 1996. The two shared a passion for football, which Mark had played in college and semi-professionally. Mark attended Brandon's middle school and high school games, and encouraged him to succeed academically so he could go on to play at the college level.

High School proved to be a challenge for Brandon, who did not apply himself and often decided to hang out with friends. His grades suffered and he was not allowed to play football. Mid-way through his senior year, Brandon decided that he did want to go to college and play college football, but he was significantly behind in school and needed to make up classes in his last semester. Mark consistently impressed upon him that if he did not graduate on time, he would not be able to play football because summer school would preclude trying out for the team and summer pre-season practice. Brandon found the motivation to not only complete his regular class work, but also attend night school and Saturday sessions to graduate on time. A tremendous accomplishment considering that he had to take 9 classes over one semester.



Created by William Ibanez

Mark decided to take Brandon and his entire family to a graduation luncheon to celebrate his achievements. Mark stood up to toast Brandon and made a special announcement that with contributions from his friends, he had created a scholarship in the name of his late father, Carmen DeRugeriis, to pay Brandon's tuition. Brandon and his family were stunned and tremendously appreciative. Mark helped Brandon find a junior college that was part of the SUNY program and had a Division One level football team. Since he was not recruited, Brandon had to work exceptionally hard to make the team, never missing a practice or workout, while also maintaining a good grade point average. Through constant encouragement from Mark, he made the team (the only non-recruited player to do so). In his second year, he made it to first string and part of the travel team. Brandon and Mark are now researching four-year colleges within the SUNY system that have football programs to transfer to next year and earn his bachelor degree.

In addition to Brandon's success with college and sports, he took a job this past summer at LaGuardia Airport in customer service. Even with a long commute from Brooklyn, Brandon excelled and was named employee of the month, and received a citation for exemplary customer service. He gave half of his summer earnings to his mother. Now back at school, he continues at his job one day per week. It has been almost ten years since Brandon met his Big Brother. Despite some bumps in the road, Brandon is well on his way. Through the support, dedication and generosity of his Big Brother, as well as his loving mother, Brandon was able to find the focus and drive to succeed. With people who believe in him, he continues to believe in himself, set goals, and achieve them. Brandon is truly a special person.

WORKPLACE MENTORING PROGRAM—Where are they now?

A Full Circle Transformation—Daisy

In 1990, 14-year-old ninth-grader Daisy, at Jr. High School 56 on the Lower East Side, signed up to participate in BBBS NYC's first Workplace Mentoring Program at Goldman Sachs. She had never been inside a corporate environment and the opportunity opened up the world of business to her. She began to imagine being a part of this someday.

Although her "Big" worked in Human Resources, she also visited other departments. She was drawn to jobs that had to do with numbers, and decided that a career in accounting might satisfy her interest in math and numbers. While many of her peers were dropping out of school, Daisy focused on her schoolwork and her goal of a business career. After completing the 10-month Workplace Mentoring Program, Daisy was fortunate to receive a paid summer internship where she gained more insight and experience, working in data entry and processing.

She went on to graduate from the High School of Fashion Industries, and received a degree in Accounting from Pace University. In the summer of 2001 she joined the law firm of Shearman & Sterling LLP in their accounting department.

When Shearman & Sterling announced its decision, last year, to participate in BBBS NYC's Workplace Mentoring Program, Daisy was thrilled. She was matched with 17-year-old Francoise from Park East High School in the Bronx. She has been able to strongly identify with her "Little," and their shared backgrounds have enabled them to build a strong bond. Daisy will work with Francoise again this year, to help her focus on college applications and honing in on some career choices. Being a "Big" to a teenager very much like herself 14 years ago helped Daisy to be an exceptional role model. "This experience makes me appreciate even more my own good fortune as a teenager," comments Daisy.



Created by Nancy Cuervo

Reflecting back when she was in the program, Kristel remembered it was truly a transforming experience.



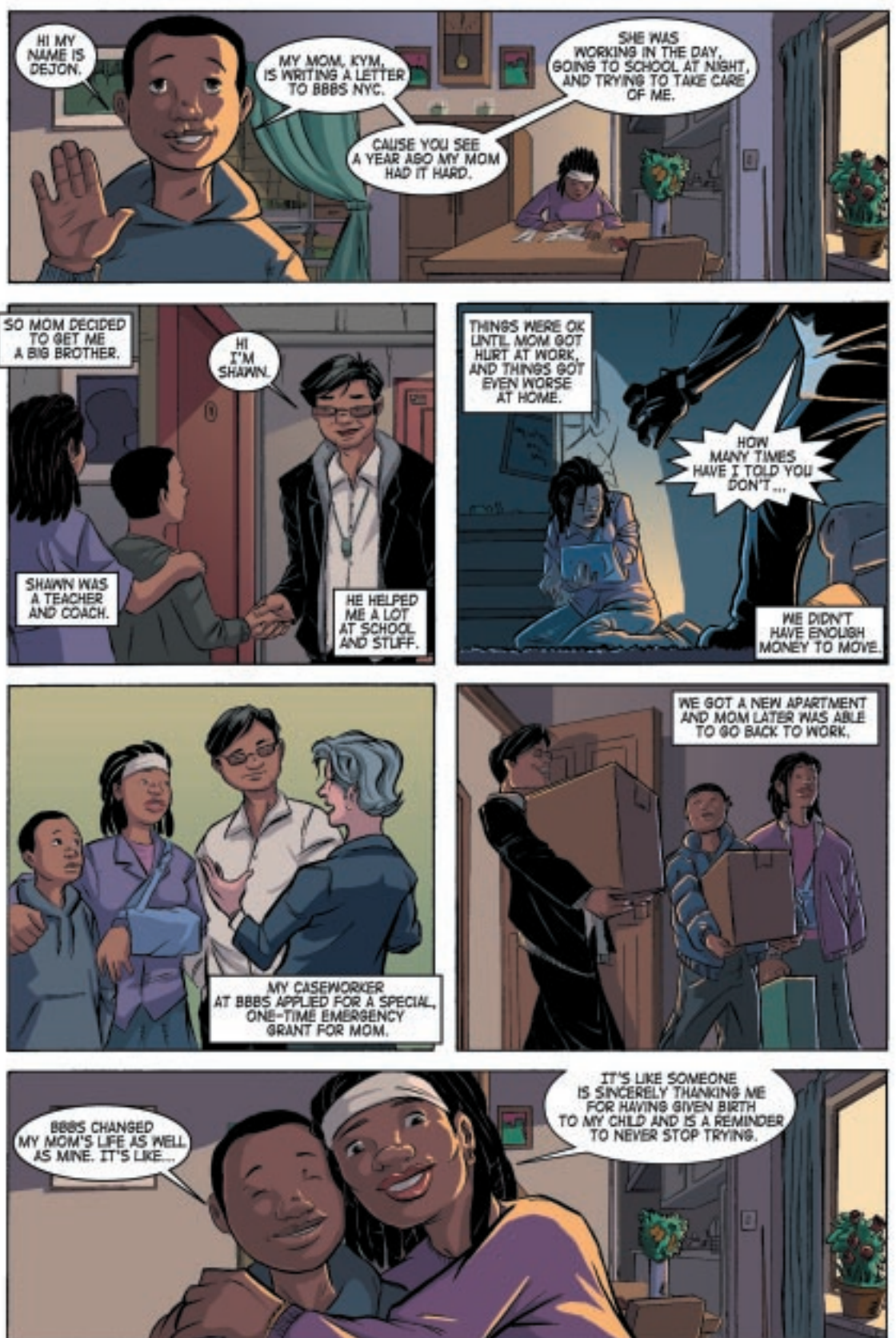
Workplace Environment Motivates a Workplace Career—Kristel

Having never stepped foot inside an office building, 13-year-old Kristel was overwhelmed by the enormity of the American Express offices when she attended her first day of her Workplace Mentoring Program in 1995. The Big Sister she was matched with was extremely warm and enthusiastic, and often encouraged her to pursue her dreams, and that is the message Kristel carried away with her a year later when she completed the program.

During her junior and senior years in high school, Kristel interned at BBBS NYC's headquarters office in the Workplace Mentoring department. Again, this exposed her to life in the workplace, and reinforced her desire to do well in school, attend college and have her own business career.

Today, as a graduate of the University of Michigan with a degree in Sports Management and Communications, Kristel works as a traffic coordinator at Sudler and Hennessey, a pharmaceutical advertising agency. "The program introduced me to a whole new world that I didn't know existed, both in the workplace and in the city, where I went on field trips to locations that I had never visited before." She added that the program motivated her to focus on her studies and succeed in life, and showed her the path to achieving her goals.

BRONX BOROUGH PROGRAM— A Mother's Life Transformed



Created by Emilo Lopez

Epilogue:

Today, Kym's life has been transformed in every possible way since walking into the BBBS office a year ago. She's felt a tremendous sense of relief that someone was able to spend time with her son Dejon when she could not, as well as provide academic motivation and social support. She and her son have financial and emotional stability, and both are positive about the future. Kym sees huge strides in her son's behavior, too. He is happier and more outgoing, which brings her great happiness. He shows greater trust in the adults in his life, and is exploring options for his future — which seemed bleak just a year ago.

JUVENILE JUSTICE SIBLING PROGRAM— Creation of a new program



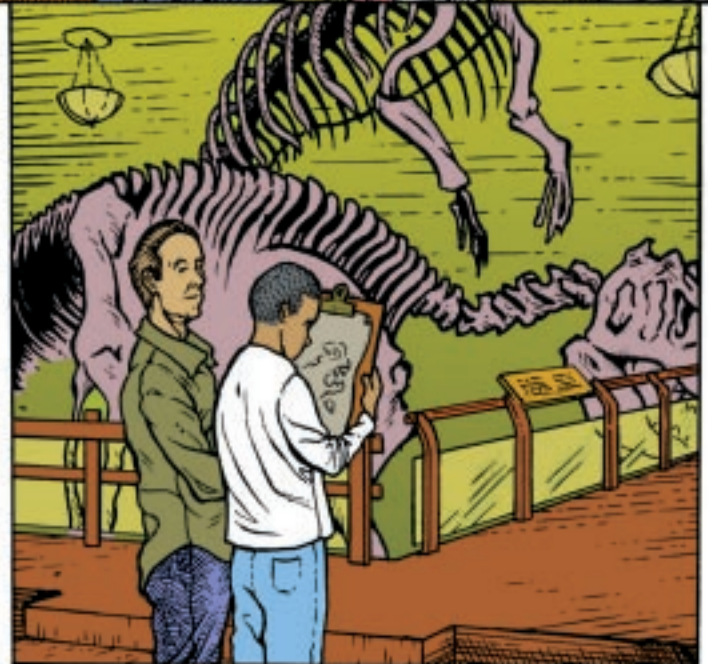
It was early in 2003, and the Honorable Michael A. Carriero of the Manhattan Supreme Court's Youth Division was sentencing a teenager to a prison term. The judge looked over at the young man as he stood up awaiting sentencing, and noticed seated behind him, his mother and a younger son. After the sentencing, the mother asked to speak with the judge.

At that meeting, the mother told the judge that the teen he had just sentenced was her third child going to jail. She was desperate to find a way to prevent her fourth and youngest child, Joshua, from following the same path as his elder siblings. "I'll do whatever I have to do to not have him locked up like his brothers," she pleaded.

Judge Carriero, who is also a member of the board at BBBS NYC, spoke to one of the BBBS social workers based at the courthouse. Because the BBBS Juvenile Justice Program has an overall recidivism rate for male participants of 23 percent versus a 46 percent re-arrest rate for non-participants, youth who have been in trouble with the law are often matched with specially screened and trained volunteers. The judge suggested that the younger sibling receive a Big Brother, who would help him avoid a future of criminal activity.



Joshua, who was 12 at the time, was subsequently matched with Adam, a 41-year-old marketing research business owner. The two have now been paired for two years, and Joshua has, to date, never had a run-in with the law. In fact, Joshua, who was extremely shy at the time of his match and was struggling academically, is today a freshman at the High School of Art and Design, and has not had to attend summer school. His self-esteem is greatly improved, and this past summer he decided to give something back to his own community by taking a job as a counselor-in-training at the Summer Youth Program at the Booker T Center in Manhattan, working with other children who have faced similar obstacles in their lives. The match heralded the creation of the new BBBS Juvenile Justice Sibling Program.



BUILDING FUTURES—Transforming Into An Independent Adult

Cato was born in West Africa, and moved with his family to a refugee camp in Guinea when he was a young child. Hoping for a better life, his family sent him to live with a relative in New York at age 14. Two months after his arrival, however, the relative left the country and Cato was on his own. He lived on the streets for two years until the authorities placed him into foster care. The young man was fortunate enough to live in a caring foster home in the Bronx where he enjoyed two years of stability. During that time, Cato commuted to work in a movie theatre in Queens in order to earn money for his family in Africa and for himself.

With his 18th birthday looming, and the requirement to transition into independent living, Cato sought the help of a supportive role model through the BBBS NYC Building Futures Program. He was matched with Ketul, a 27-year-old in his third year of residency at Beth Israel Medical Center. Since Cato dreamed of becoming a doctor, Ketul was the perfect mentor. In the first year of their match, he began living on his own and attending City University, studying pre-med. First year of college proved challenging, and having a mentor who had a background in medicine, as well as someone who could provide guidance on how to most effectively study and focus, helped tremendously. Through his “Big,” Cato became aware of what it takes to pursue a career in medicine, and is more determined than ever to achieve his dreams.

During a career trip for participants in the Building Futures Program, Cato visited Memorial Sloan Kettering Hospital. The hospital staff was so impressed with Cato, he received an offer to work in the hospital's administrative office. The Manhattan location, job flexibility and higher salary have enabled Cato to support himself and his family while simultaneously attending college. At the same time, getting valuable experience in the medical world.

Through the course of their first year as a match, Cato and his “Big” have enjoyed spending time together; enjoying leisure activities such as theatre, attending the U.S. Open, kayaking, and bowling — activities that Cato was never able to experience during his childhood in Africa, living on the streets, or in foster care—and he relishes each outing. The two are now training for a 26-mile marathon, which raises money to educate underprivileged children in India. For Cato to focus his energy on helping others shows just how much his life has transformed.



Created by Victor de Matha

SEPT. 11 PROGRAMS—

Transforming into happier, more positive people

FDNY Partnership

Daniel was ten when he lost his firefighter father on September 11th. An older brother was also deeply affected, so Daniel's mother felt a mentor would serve as an important male role model and friend during a difficult time. His mother worried that Daniel's shyness might also have a negative impact on his social life as he went through adolescence.

He was matched with Rob, a 36-year-old N.Y.C. fire fighter, who, like many others, wanted to do something positive to help the lives of affected firefighter families. When the two first met in the spring of 2004, Rob did all the talking and Daniel barely spoke, giving one-word answers at most. His mother warned Rob it would be hard to get Daniel to open up.

Over time, their communication has improved measurably, and today they speak by phone several times each week. Daniel is now able to hold long conversations, and he even initiates the conversations on occasion. Daniel's focus on academics and his talents on the basketball court lead to his recently receiving a four-year scholarship to a private school in Queens. He is more positive and outgoing with friends, which can be attributed to Daniel's strong relationship with Rob, who has become a trusted friend.



9-11 Together We Stand

Enrique, a nine-year-old from Brooklyn, lost his father and uncle, both chefs at Windows on the World. The entire family suffered from depression and stress afterwards, withdrawing from friends and family. When Enrique's mother brought him to BBBS, he was suffering symptoms of post traumatic stress disorder: nightmares and trouble sleeping, a preoccupation with death, and fear for his family's safety as well as his own. He could no longer focus on schoolwork and did not want to go to school. Most of all, he was extremely angry about the loss of his father and the injustice of the attacks.

Two and a half years after being matched, Enrique is a different person. His Big Brother, Chris, a stockbroker, sees a much happier young man. When they first spent time together, Enrique seemed to fear abandonment, and had a difficult time saying goodbye at the end of their visits. Today, Enrique is more relaxed, confident that he will see Chris again soon. Over time, Enrique has also been able to come to terms with his father's death, and can talk about his dad.

Enrique's mother believes that having a male role model has been crucial in helping to rebuild his optimism. "He can smile again now. The sweet child I remember is back," she comments.

911 Response Program

Dazay, a four-year-old boy from Harlem, learned on September 11th that his mother had been injured in the World Trade Center. Since then, he has suffered from severe anxiety over his mother's health and safety, as well as a fear of planes and smoke. It was difficult for Dazay to leave his mother's side, a single parent who remains on medical disability due to her lung injuries.

Three years ago, when Dazay was seven and still suffering, his mother brought him to BBBS when she learned about the program for youth who suffered trauma related to 9/11. She wanted a positive male role model to help him overcome some of his fears. Because of Dazay's interest in acting, singing, dance and theatre, he was matched with 46-year-old Alan, who manages a Broadway theatre. The two felt an instant bond. Initially, however, Dazay had trouble leaving his mother, but Alan gently encouraged his "Little," letting him call his mother frequently throughout their visits. They have enjoyed many of the city's arts offerings, and Alan has encouraged Dazay's interest in performing.

Today, they are extremely close and consider themselves family. Alan continues to be amazed by his Little Brother's talents and precociousness, and Dazay continues to thrive under the spotlight of Alan's pride in him.



Illustrations created by James Blagden

INCREDIBLE KIDS—Incredible Transformations

Born with sickle cell anemia and suffering a stroke at the age of three, 11-year-old Sade faced a difficult life.



Created by Tintin Pantoja

To add to her challenges, her younger sister, also diagnosed with sickle cell anemia, suffered an encephalitis attack in 2001, causing severe brain damage. As a result, Sade's mother must spend most of her time with her younger child in a rehabilitation hospital. Coping with a sick sister, an overwhelmed mother, and her own illness, which requires blood transfusions every few weeks, made Sade feel lost and alone. Staff at the hospital where she receives her blood transfusions convinced her mother that a Big Sister might prove to be significant in all of their lives, and the one-on-one attention that Sade would receive from her "Big" would be beneficial.

Flannery, a 29-year-old who works at CCG Metamedia, a medical advertising agency, was matched with Sade through BBBS NYC's Incredible Kids Program. Flannery was familiar with Big Brothers Big Sisters, and knew she always wanted to be a "Big" in order to give something back to her community. The two connected very quickly, although Sade was quite shy in the beginning. A quiet girl who did not have a lot of friends, it took Sade a while to relax around her outgoing Big Sister.

After a year of being matched, the two are extremely close and feel like sisters. They have gone to movies, ice-skating, museums, baseball games and a Broadway show (Sade's first), and communicate regularly by phone. Sade has brought Flannery to two family events at the hospital where she receives her transfusions and spends a great deal of time. She introduced Flannery to the nurses, staff and other children, bringing someone from her "outside world" into her "hospital world" for the first time.

Sade's mother is tremendously appreciative of Flannery's role in Sade's life, and now considers her a part of their family. She reports that Sade seems much happier and less lonely these days, and is less self-conscious about her illness. Their bond has also transformed Sade's entire family, making their circumstances a little less overwhelming. Having someone focus exclusively on her has allowed Sade to blossom into the Incredible Kid she truly is.

CENTER FOR TRAINING—Transforming other organizations

The Urban Assembly, a non-profit organization, involved with 14 academically rigorous public schools, came to the BBBS Training Center to help reach its goal of matching every student with a caring adult mentor. Sixty percent of the ninth graders entering Urban Assembly schools rank below grade level in reading and math. The organization's mission is to provide public school students in grades 6 through 12 with a college preparatory education, meaningful professional connections and the personal motivation to succeed in college and beyond.

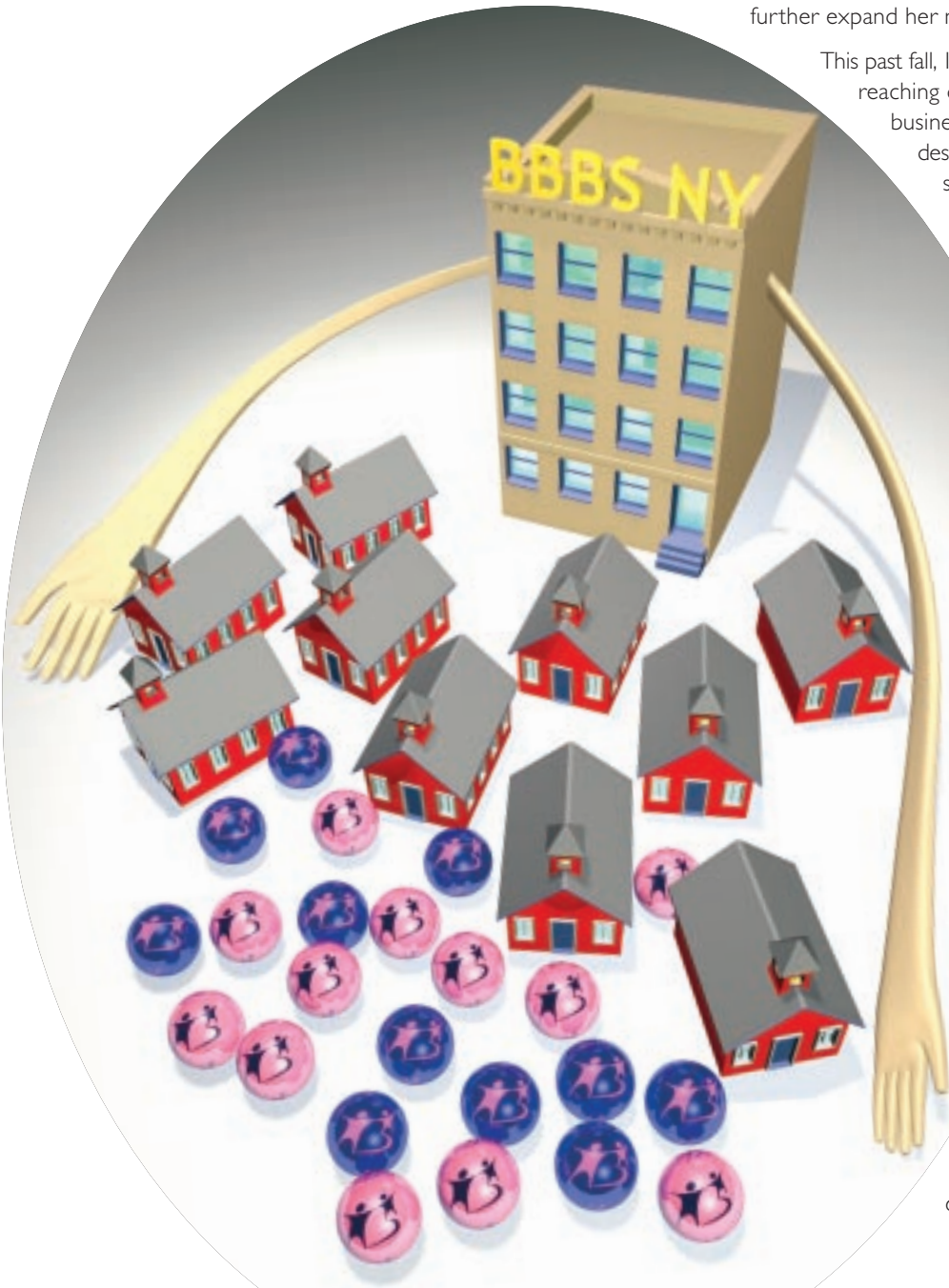
Working with BBBS' Center for Training, The Urban Assembly's Director of Programs organized and attended a three-day training for the staff from each of the 14 schools, to learn about the fundamentals of mentoring, including program implementation, the match process, match supervision, and much more. The Urban Assembly's Director of Programs subsequently attended the BBBS Mentoring Certificate Program in conjunction with Fordham University Graduate School of Social Service, to further expand her mentoring supervision skills.

This past fall, 10 of the 14 schools began pilot mentoring programs, reaching out to their corporate partners as well as local businesses, to recruit adult volunteers. Each school is designing a mentoring program that works best for their specific students, its location and corporate partner.

In the first year, each school aims to support between 10 and 25 matches, with plans to expand the program in subsequent years, to encompass the entire student body.

The Urban Assembly intends to provide students with meaningful professional connections and the personal motivation to succeed. They believe that students must have regular access to caring mentors who are adult professionals that will provide an essential safety net in the form of friendship, goal setting assistance and professional exposure. The mentoring programs will transform these schools from solely educational institutions into schools that will know and serve every student well, thereby enhancing and supporting their personal and educational goals.

According to the Director of Programs, "the training and technical support provided by the professionals at BBBS has transformed The Urban Assembly in many ways, as we seek to develop a sustainable mentoring model that will allow our schools to develop their own mentoring programs. The relationship between The Urban Assembly and BBBS will affect thousands of students and adult professionals in New York City who will have access to high quality mentoring relationships."



Created by Nicola Hoelzl

OUR PROGRAMS TRANSFORM

Starting with our **Traditional Mentoring Program** and its concept of one-to-one mentoring relationships, many programs have evolved.

TRANSFORMATION

TRADITIONAL MENTORING PROGRAM

The foundation of our program for a century, and its idea of “One Big – One Little,” this program matches low-income youth, often from single-parent homes, between the ages of 7 and 18, with a carefully screened adult role model 21 years or older. “Bigs” meet with youngsters at least every other week and maintain regular phone contact. Each one-to-one relationship is also supported by a social worker responsible for supervision.

WORKPLACE MENTORING PROGRAM

A collaborative effort between schools, corporations and BBBS NYC, the program introduces students to the world of business through a one-to-one relationship. Every other week, teenagers are brought to companies in N.Y.C. where they meet with a Big Brother or Sister. By bringing students on-site, not only do youngsters bond with an adult volunteer, but they also learn they can make it in the business world. The program has also transformed itself by adding tutoring to the match relationships.

JUVENILE JUSTICE MENTORING PROGRAM

This comprehensive citywide program matches “high risk” youth under the age of 18 (court involved/adjudicated youth, delinquent youth) with specially screened and trained volunteers. The police, family and criminal courts, probation, the department of juvenile justice, and social service personnel refer participating youth. BBBS NYC provides a full range of services to these youngsters and their families, and also works preventively with siblings of arrested youth. This citywide program grew out of an initiative for Brooklyn youth arrested for shoplifting.

CHILDREN OF INCARCERATED PARENTS

Youth between the ages of 7 and 17, who have a parent currently serving time in jail, are referred to the program from community agencies such as Legal Aid and courthouse social workers that work with families where a parent has been sentenced. Youngsters are matched in a one-to-one relationship with an adult mentor who meets with them regularly. Most of the participating youth have not had run-ins with the law, and look to their “Big” for support, guidance and direction. It adds another prevention component to our Juvenile Justice Mentoring Program.

BOROUGH PROGRAMS

In addition to our headquarters in Manhattan, the agency has added offices located in Jamaica, Queens, the South Bronx and East New York, Brooklyn. The Queens and Bronx offices carry out the traditional one-to-one mentoring program, enabling children to meet with matches in their own neighborhoods. The East New York office concentrates on foster care prevention, working with youth from unstable households who are at risk of being taken out of the home and placed in foster care. The program’s goal is to support the youth and their family so that the children, in their best interests, need not be taken out of the home.

NEW AMERICAN PARTNERSHIP

The program, initiated in Queens, the most ethnically diverse borough, helps immigrant youth overcome obstacles they may face adjusting to a new culture, language and customs. Youngsters are matched with an adult mentor, some from similar ethnic backgrounds. Participants represent over 50 different nations and 27 languages. After September 11, 2001, many immigrant youth of South Asian, Middle Eastern and Muslim backgrounds, experienced bias and felt a greater sense of isolation and fear. Further, the program’s success has led to the hiring of Chinese-speaking staff.

YOUNG MOTHERS PROGRAM

This program grew out of our Bronx office, the borough with the highest teen pregnancy rate. It provides special training for female mentors who give emotional support to pregnant teens or teenage mothers. In addition, social workers provide housing, healthcare, career education and childcare information. Through these matches, teenage mothers increase their feeling of self-worth and learn to become more self-sufficient. Research shows that connecting young mothers to society enables them to avoid further unwanted pregnancies and long-term dependence on welfare.

SCHOOL-BASED PROGRAM

Adult volunteers are matched with a young person and visit participating schools on their lunch hour. The time commitment is once per week for the academic year. During the time spent together the two can have personal discussions, do homework, play educational games, or use the time however needed. An on-site BBBS social worker oversees the program and provides ongoing counseling and support. This program evolved to meet the needs of volunteers who do not have free time on weekends.

(continued)

OUR PROGRAMS

TRANSFORM

Continued

BUILDING FUTURES

Designed for teens aging out of the foster care system without jobs, stable homes, savings, or people they can count on, the program involves a one-to-one relationship with an adult mentor in which the matches meet regularly. There is significant social work staff involvement to support these youngsters. This program represents another step in helping foster care youth, in addition to the East New York Prevention Program.

SEPT. 11 PROGRAMS

Created in response to the tragic events of 9/11, these programs provide long-term help for children who lost a parent or close relative in the attacks, and children whose functioning has been impaired because of these events. In addition to the one-to-one relationship, group outings and agency events have proven to be a valuable network of support for the families and volunteers. The FDNY Partnership program, developed in conjunction with the N.Y.C. Fire Department, matches youth who lost a firefighter parent on 9/11 with a mentor who currently works in the fire department.

INCREDIBLE KIDS

This program uses the proven one-to-one mentoring model to help low-income youth with disabilities, between the ages of 7 and 18, overcome the effects of social and educational exclusion. Mentors make a commitment to work with this particularly vulnerable young population, and they receive specialized training on disabilities and how to provide empowering support. The program includes special group activities that provide fun and positive challenges. It grew out of our Traditional Program, which noted that disabled youngsters couldn't easily find mentors.

CENTER FOR TRAINING

Out of the need to spread mentoring to every city neighborhood, BBBS NYC developed ongoing, on-site training and technical assistance to more than 900 other non-profit agencies interested in setting up their own mentoring programs. BBBS NYC has also developed a Mentoring Supervisor Certificate Program, in partnership with Fordham University's Graduate School of Social Services. This 16-week intensive course is the first graduate-level academic certificate program for mentor supervisor professionals in the country and serves as a national model.

PROGRAM RESULTS

Results of recent surveys of our programs show remarkable improvements by individual criteria. The following are some highlights of successful personal transformations:

Overall

- 91% increased self confidence
- 73% stay out of trouble with the law
- 69% improved grades
- 67% improved school attendance

Workplace Mentoring Program

- 93% were encouraged to finish high school
- 85% improved personal relationships

New American Partnership

- 92% improved cultural resilience

School-Based Program

- 82% reported a high degree of bonding with their school

Juvenile Justice Mentoring Program

- Arrest rate cut in half compared to national average, to 23% from 46%

“We know what we are, but know not what we may be.”

—WILLIAM SHAKESPEARE



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Printing made possible by: R.R. Donnelley & Sons Company. Design: Herman Associates, Inc.