

ANNUAL REPORT

2017/2018



Big Brothers Big Sisters
of London and Area



IT STARTS HERE...

OUR MISSION

We provide quality mentoring relationships to young people in need, helping them reach their potential.

OUR VISION

To provide quality mentoring programs to every young person in need.



Big Brothers Big Sisters
of London and Area

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EXECUTIVE ADDRESS



This past year has proven to be a productive and exciting one for both our staff team and our board of directors.

During this past year we have been working hard as a board to ensure that quality mentoring programs are not just available to the London-Middlesex community, but that they are truly accessible to all families, including the most

vulnerable children and youth in our community.

We saw a huge increase in our newcomer mentoring programs this past year, which reflects the changing and evolving community that we serve. At Big Brothers Big Sisters of London and Area we are proud that we have been able to step up and respond to the growing refugee population in London and offer them comprehensive and culturally competent programs for these families.

This past year we also saw great strides in answering the call to expand services and diversify programming and funding. Our team has taken the bold and forward-thinking step to proactively address a changing world of not-for-profit fund development. It takes a thoughtful and courageous board of directors to do so, and I'm proud of the innovative work we have done to ensure that the sustainability of our organization is strengthened in the coming years.

Another change coming to our board will be my departure from the Board President role. After three years sitting as the Board President of Big Brothers Big Sisters of London and Area, the role will be transitioned to the capable hands of Alison Webb. It has been an incredible and eventful few years leading our fantastic and dedicated board of directors. As I transition out of the role of board president I am thrilled to know that the organization will benefit from Alison's incredible vision and energy.



Trev McAninch, Board President



Big Brothers Big Sisters
of London and Area

It seems as though every year at our Annual General Meeting we speak of the great change and transition at Big Brothers Big Sisters of London and Area. This past year, and the year forward is no exception.

2017-2018 saw some exciting and wonderful developments in our programming that we deliver to our London-Middlesex community.

We saw steady enrichment of our traditional one to one mentoring program, a deepening of impact in our school based programming and our Ethno-Racial Youth Mentoring Program first meet, then surpass our greatest of expectations.

This year we also saw the end to the pilot of our Youth In Care: In-School Mentoring program, launched in 2014. As the end approached for this program we began to see incredible commitment from community volunteers, as well as amazing outcomes for our mentees involved, all of whom receive care and support from the Children's Aid Society of London & Middlesex.

We are pleased and excited to share that this program will be continuing past the pilot stage! This decision will allow our partnership with the Children's Aid Society of London & Middlesex to grow, and ensure that some of the most vulnerable children and youth in our communities will benefit from having a consistent, dependable, safe and fun mentor in their lives.

As this year ends another few changes are on our horizon. We will welcome Alison Webb as our new Board President and say thank you for Trev McAninch's years of dedicated service. Trev's steady voice, support and thoughtfulness has led our organization through many years and his work has ensured and emboldened our success.

Along with Trev's departure from the board president role I will also be transitioning out of the organization. After eight wonderful years at Big Brothers Big Sisters of London and Area I will be saying goodbye to this work. I leave the organization with a knowledge that our team here will continue to deliver stellar and comprehensive mentoring services. I am incredibly humbled by the dedicated staff, board, volunteers, families and mentees. It has been a great honour to lead and work with all of them.



Jessie Rodger, Executive Director

WHO ARE WE?

Our Core Values

Cultivate Quality Service

As an organization we provide excellence in service. We are committed to maintaining high standards of quality and professionalism in our service delivery by utilizing feedback to assess effectiveness. Big Brothers Big Sisters of London and Area strives to make a difference by being responsive and empathetic, creating a culture where young people are put first.



Nurture Every Relationship

As an organization we value each and every relationship. We continuously nurture our relationships within every interaction by consistently delivering excellence in service and meaningful engagement. Big Brothers Big Sisters of London and Area is committed to building and maintaining lasting relationships so that we can support, empower and highlight the potential in each person who is part of our organization.

Champion Potential

As an organization we believe that every person has limitless potential. We seek to champion individual strengths in all who engage with Big Brothers Big Sisters of London and Area; the young people who haven't yet been given the opportunity to see what they are capable of; the mentors who are realizing their capacity as role models; our donors and community partners whose collaboration, enthusiasm, and support is needed to help us build sustainable programming; and the families, volunteers, and staff whose skills and knowledge help guide and grow our service and organization.



Strengthen Community

As an organization we work to be advocates for a strong community. Our team commits to identifying barriers and strengths of our work as a means to build resiliency. Big Brothers Big Sisters of London and Area endeavors to create a community that is diverse, inclusive and accessible.

Our Strategic Priorities



PEOPLE



FUNDING



IMPACT



COLLABORATION



VOICE

OUR MATCHES

At Big Brothers Big Sisters, we strive to match a Big and Little based on factors including common interests, age, and location. For our One to One matches, we expect and support match commitments of at least one year, however, we have many Bigs and Littles who develop relationships that last for several years. Whether it is one year or seven years, we want to celebrate those commitments and the relationships that have been formed! Congrats!



Big Brothers Big Sisters
of London and Area

A **BIG** congratulations to our recent match graduates!

Sarah Baldwin & Naliejah

Kathy Barker & Jennifer

Larry Casler & Tyler

Mario Cepeda & John

Katelyn Cousteils & Emily

Kristina Davis & Madison

Carolyn Johnston & Stacey

Jayme Knowles & Mana

Rachel Levean & Breanne

Karen McMillian & Natasha

Kim Olajos & Tabatha-Ann

Geoffrey Rose & Dredon

Jordan Skinner & Justin

Meghan Steer & Katana

Erin VanPatter & Alysa

Katherine Viner & Brooklyn

WHAT ARE WE?

Program Spotlight: Youth In Care

In-School Mentoring

Children who receive care from the child welfare system experience some very real and challenging barriers. Their safety, security and emotional health and well-being are top of mind. Their lives, and the lives of their families, can be complicated and difficult.

It is not unusual for children who are in the care of the Children's Aid Society to access our programs at Big Brothers Big Sisters of London and Area. However, until 2014 there had never been a conversation about the unique needs and strengths of these children.



As our team learned more about trauma and how that impacts children's capacity to connect and create healthy relationships a question emerged:

What if we could create a special mentoring program designed to address the unique barriers and challenges experienced by children who are receiving support from the Children's Aid Society of London & Middlesex?

From this question we responded by creating the Youth In Care: In-School Mentoring Program. We took our nationally launched school based mentoring program and added new and dynamic elements to make the program more accessible and easy to manage for children who were getting supports from child welfare. This included recruiting 'super' volunteers who could invest a minimum of two years, ensuring volunteers could follow children if they had to move schools through London-Middlesex, delivering comprehensive trauma-informed training and support meetings and, most excitingly, formally connecting and working with the Children's Aid Society of London & Middlesex to reach the most vulnerable of children.

Last year our pilot project ended. Over the course of two years we created more than 20 matches for these children. At the end the results were in- this program was not only in demand, it was working. Feedback from schools and mentors was that students were coming back to class more settled and ready to learn. Stability had given mentees a sense of connection and the weekly visits were an incentive to attend class. Mentors shared about the growth they saw in their mentees and in the power of their connections.

We are thrilled to share that the Youth in Care: In-School Mentoring program is no longer a pilot, but a part of our menu of services. We look forward to our continued partnership with the Children's Aid Society of London & Middlesex.

"She doesn't care about what colour I am, she doesn't care about the bad things, she inspires me about the good things and when I am with her it is like all the bad things in life fade away." – Little Sister

In Memory of

BETTY ANN WIDDRINGTON



On May 20th, 2017, Big Brothers Big Sisters lost a tremendous champion, supporter, and friend, Betty Ann Widdrington.

Betty Ann was a tremendous advocate, not just for Big Brothers Big Sisters, but for others in the community.

Her generosity and

enthusiasm was unmatched; her claim to fame being a key leader in planning and executing the Big Sisters annual gala, at the Western Fair raceway. She loved to have a good time, be with family and friends, and give back to her community, and for that we are truly thankful to have known her.

She touched our organization tremendously and will continue to do so after her passing, as Big Brothers Big Sisters of London & Area was gifted with a bequest that will allow our matches to participate in arts-based activities that Betty Ann was so fond of, for the foreseeable future.

In June 2018 we had our first "Betty Ann Widdrington" fund activity for our matches! Our matches headed to Stratford, Ontario to see The Music Man. Our matches participated in a Costume and Props Warehouse Tour, a Dance Workshop where they learned some choreography from the show and then enjoyed The Music Man. Thank you to Betty Ann for making this amazing day possible.



In Memoriam of Little Sister **Madison Baylee Victoria Vasseur**

On December 19, 2017 it was with great sadness that Big Brothers Big Sisters and the entire London community lost an amazing Little Sister and friend, Madison.

Madison was involved with the agency for 7 years and left an incredible impact on our agency and staff. Our thoughts are with her family and friends who lost her in December and will miss her deeply.

Madison's Big Sister Mary explained that Madison showed her that everyone wants a friend and someone to talk to and someone to understand them. Mary identified that her match with Madison showed her that two people from different ways of life can be friends and that the only barrier is the barrier that you create for yourself.



NOTABLE HAPPENINGS!

Bowl for Kids Sake

May 2017 at Palasud South & Strathroy Lanes



Revenue:
\$29,877

29th Annual Barbara Rankin Golf Classic

September 15th, 2017 at Thames Valley Golf Club



Revenue:
\$22,858

The Big Bash

March 23, 2018 at London Hunt and Country Club



Revenue:
\$72,569

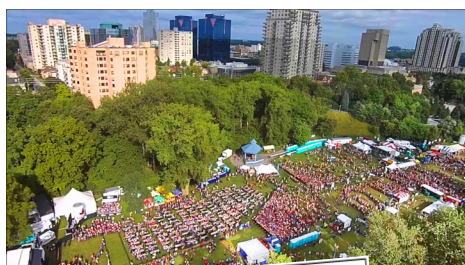
Family BBQ



On August 19th, 2017, we welcomed over 100 Littles, mentors, and their families to help us celebrate summer!

Rock the Park

From July 12-16th, 2017, BBBSOLA was fortunate enough to help execute the concert-goer experience at the annual Rock the Park music festival! Thanks to event organizers, Jones Entertainment and the hundreds of volunteers who stayed on their feet night after night, Big Brothers Big Sisters received \$47,129 toward community and school based mentoring programs.



Mad Bastard Scooter Rally 2017

In June 2017 the BBBSOLA team was happy to cheer on and support the riders of The Mad Bastard Scooter Rally. The Mad Bastard Scooter Rally was a unique event that takes riders on a once in a lifetime adventure on a 500+km journey that has to be completed within 24 hours on scooters. Along the route they had mandatory stops, roadside clues, and challenges. It was all about strategy, time management, and creativity. Thanks to all the riders, sponsors and supporters, BBBSOLA was awarded \$8,391

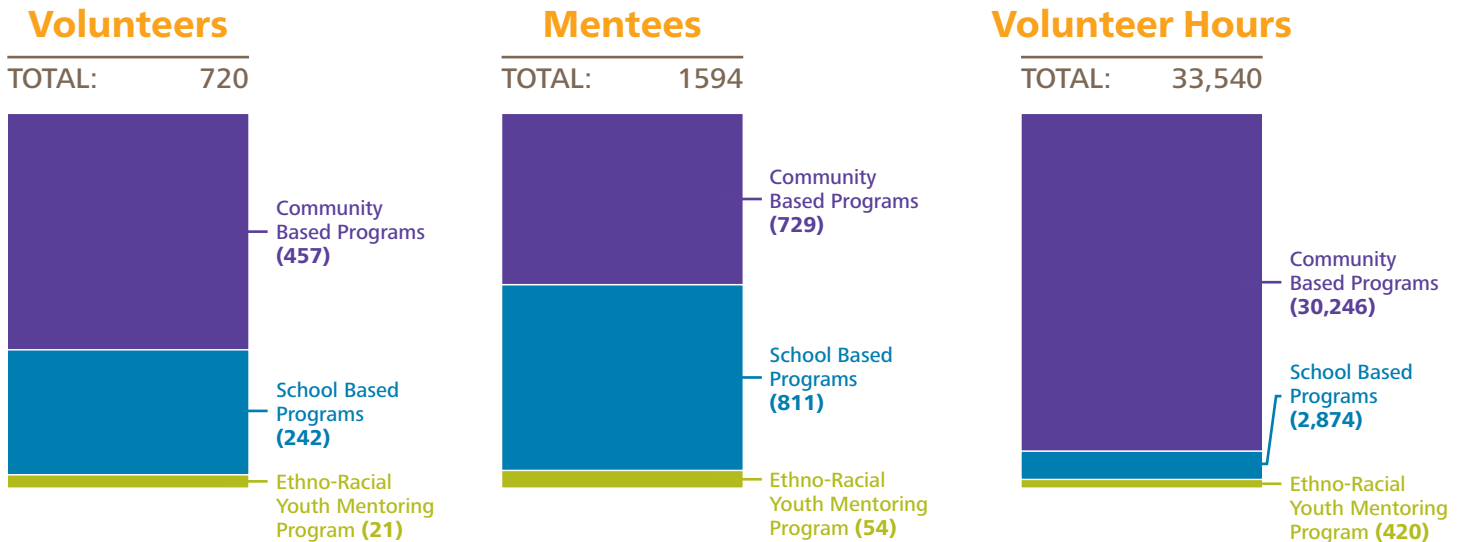


Power of Golf Fore Charity

On September 20, 2017 the EDA Western District and London Hydro organized Power of Golf Fore Charity at Sunningdale Golf and Country Club and BBBSOLA was lucky enough to be one of the recipients. BBBSOLA was awarded with a cheque of \$13,879. We are so fortunate to have been a part of this event and thank you to all the sponsors, golfers and event organizers for helping to make such a big impact.



WHAT'S HAPPENING!



Community Based Programs

Community Based Programs are our traditional 1:1 mentoring. Big Brothers/Big Sisters provide young men/women with a role model to talk to and share the experiences of growing up with. Through regular outings, a relationship is developed between the mentor and the mentee, which is built on trust and common interests, and is supported by our experienced case-workers. The result is a life-changing experience for both the mentor and the mentee.

School Based Programs

School Based Programs consist of In-School Mentoring, Go Girls! and Game On!, all which take place within schools in the Thames Valley District.

The In-School mentoring program provides youth with a role model and a friend to talk to and share the experiences of growing up within school grounds. For one hour a week, mentors meet with their mentee and engage in activities such as board games, crafts or just hang out on school grounds.

Go Girls! and Game On! are group mentoring programs for youth 12-14 that focus on physical activity, balanced eating and self-esteem. The goal of the program is to positively shape the lives of the youth by helping them build a positive self-image – setting them on a path to reach their full potential in life.



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Ethno-Racial Youth Mentoring Program (ERYM)

ERYM is a mentoring program for newcomer youth between the ages of 9 and 13 and is designed to engage and slowly develop relationships of trust, where resiliency of youth and families can be celebrated. ERYM honours, respects and works with the realities that youth and families face as they transition into the Canadian culture.



In addition to working with newcomer youth, ERYM also engages the mothers of the youth through mentoring relationships to assist them with their own adaptation process. Mother mentors provide one-on-one companionship and support for mothers of youth participants. The goal is that mother mentors can assist their mentees in understanding not only their own adaptation process but also their children's integration to the Canadian context.

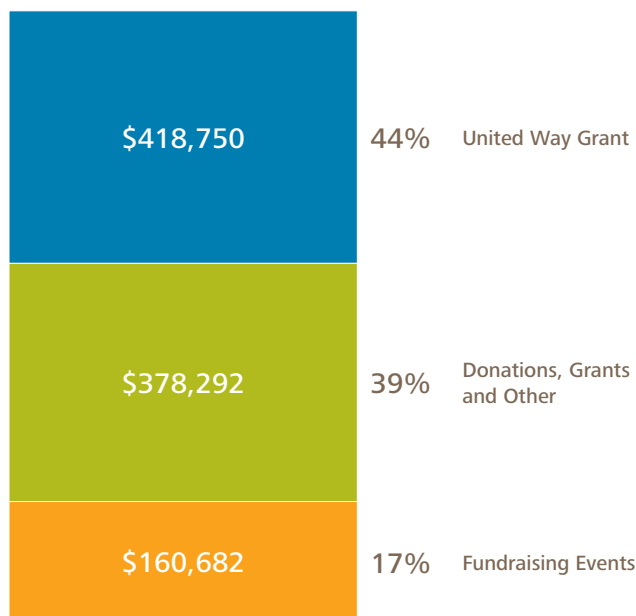
Both components consist of monthly group activities and one-on-one connections between mentors and mentees. Mentors and mentees are introduced during the monthly group activities to see if youth and mothers connect with a mentor. There is no paper matching involved.

TREASURER'S REPORT

April 1, 2017 - March 31, 2018

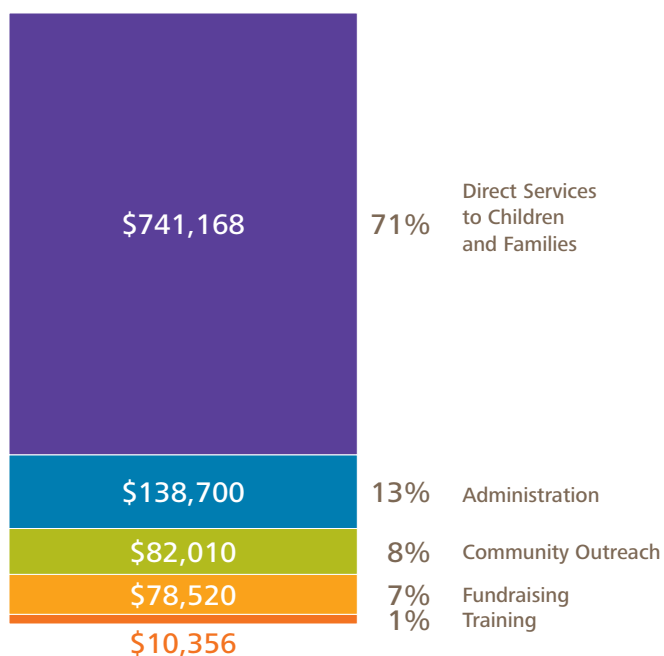
Revenue

TOTAL: \$957,724



Expenses

TOTAL: \$1,050,754



Big Brothers Big Sisters of London and Area is a community supported organization that raises funds from many different sources in order to meet the expanding needs of the children and families we support throughout London and its surrounding communities. As demand for our services increases, so does the need to increase our funding. Our primary funding sources include the generous support of United Way of London & Middlesex, the City of London, successful fundraising events, individual and corporate donations, as well as program development and enhancement grants from community and philanthropic foundations.

This past fiscal year we saw a large increase in the amount received from the Rock the Park music festival and we also saw increases in donations from our corporate donors. At the same time, we did face some financial challenges as some third-party fundraisers from previous years were discontinued or moved in a different direction. As expected, there was a decrease in our fundraising events revenue due to having two of our Big Bash galas within the same fiscal year last year. Overall, our agency incurred a deficit of \$93,030 which was somewhat mitigated by the surplus of \$35,111 recorded the previous year.

We were able to increase the amount invested in our endowment fund through legacy gifts from generous long-standing donors. Donations to our endowment fund provide a perpetual income to BBBSOLA and help to ensure the sustainability of our services for future generations.

At BBBSOLA, we look for ways to provide our programs more efficiently and try to find savings wherever possible that will not affect the quality of our service delivery. As the need for our services in the communities we serve continues to grow, we are continuously exploring our funding relationships with existing and new partners in order to raise the funds required to meet those needs.

PARTNER RECOGNITION

United Way of Elgin Middlesex

BIG thanks to United Way for their continued support of our organization and the impact they have on the community! We are so proud of the ongoing partnership and grateful for the support of the United Way of Elgin Middlesex, a true community mobilizer!



Ontario Trillium Foundation

Thank-you to the Ontario Trillium Foundation for their tremendous support in strengthening our school-based programs through our Outreach Mentoring Coordinator position. Thanks to this grant, we have been able to nurture our relationships with First Nations communities, and both London school boards for the past three years.



City of London

Big thanks to the City of London for believing in the value of mentoring and nurturing our newcomer youth. Thanks to a multi-year grant beginning last year, we have launched the Ethno-Racial Youth Mentoring program, designed to engage, and develop trust and resiliency in young newcomers.



Thames Valley District School Board and London District Catholic School Board

We are so thankful for TVDSB & LDCSB for believing in the work that we do and its value inside our community schools. Without their support and partnership, we would not be able to serve those young people who need it most.



LONDON DISTRICT
Catholic School
BOARD

RBC - Royal Bank of Canada

We would like to extend a BIG thank-you to our friends at RBC for believing in the work that we do with newcomer youth and for helping to support our Conversation Club program.



Big Bash Sponsors

We would like to extend a sincere thank you to all of your event sponsors and highlight Ellis Don, Harrison Pensa and Lerner's LLP for their generous donation of \$5,000 each to Big Bash 2018. Without their generous support and belief in the value of mentorship we would not be able to support our youth in their development into healthy young people better able to deal with and overcome life's adversities.



HARRISON PENSA

LERNERS

COMMITTEE THANK YOU

Board of Directors

Trev McAninch, President
Alison Webb, Vice President
Paul Kensit, Treasurer
Chris Maciejowski, Treasurer
Matthew Thuss, Secretary
Zach Armstrong
Emily Assini
Kate Butts
Chris Costello
Brian Degroote
Alfonso Dietrich
Matthew Horst
Samantha Kohn
Ali Rankin-Nash
Tyler Reavell
Ian Rigg
Katie Stewart
Lynn Sutherland

2017 Barbara Rankin Golf Classic Committee

Moir Bryne
Kate Butts
Holly Doty
Katerina Frattas
Al Green
Karen McMillan
Barbara Rankin
Anne-Marie Rodger
Karin Stapleford
Stephen Troyer

2017 Bowl for Kids Sake Committee

Brian Degroote, Co-Chair
Alfonso Dietrich, Co-Chair
Zach Armstrong
Moir Byrne
Holly Doty
Katerina Frattas
Mike Robertson
Anne Marie Rodger
Shobhita Sharma

2018 Big Bash Committee

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Melanie Smith, Co-Chair
Allison Huston
Hilary Leitch
Stephanie Marentette
Trev McAninch
Nic McIntosh
Louise Poole
Tyler Reavell
Anne-Marie Rodger
Jessie Rodger
Leia Smoudianis
Cale Sutherland
Jennifer Wall
Teresa Yeager

Finance Committee

Paul David
Paul Kensit
Laurie Koenig
Chris Maciejowski
Trev McAninch
Jessie Rodger

STAFF

Administrative Team

Jessie Rodger, Executive Director
Chad Callander, Public Relations Coordinator
Paul David, Manager, Finance & Administration
Natalie Graves, Administrative Coordinator
Allison Huston, Administrative Coordinator
Anne-Marie Rodger, Development Supervisor

Enrollment & Engagement

Yamile Albarracin, CONNECT2Mentoring Coordinator
Evan George, Evaluation Specialist
Jennifer Graham, Conversation Club Facilitator and Bigs On Campus Liaison
Melissa Grant, Enrollment Navigator
Mandy McDonough, Supervisor, Innovative Mentoring Programs
Emily Sereda, Family Enrollment Coordinator
Emileigh Vandermaarel, Enrollment Navigator

Community Based Programs

Kim Young, Community-Based Program Supervisor
Jackie Anger, Mentoring Coordinator
Crystal Elliott, Mentoring Coordinator
Fergus Vaughan, Mentoring Coordinator

School Based Programs

Laura Asafo-Adjei, School-Based Program Supervisor
Beth Ann Hill, School-Based Program Coordinator
Chanra Sem, School-Based Program Coordinator



Big Brothers Big Sisters
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