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Big Brothers
Big Sisters

OF LONDON AND AREA


ANNUAL REPORT 2018/2019

#BIGGERTOGETHER



TABLE OF CONTENTS

| | |
|---|---------------------------|
| <u>BBBS Theory of Change</u> | <u>1</u> |
| <u>Message from the Board Chair</u> | <u>2</u> |
| <u>Message from the Executive Director</u> | <u>3</u> |
| <u>Our Impact</u> | <u>9</u> |
| <u>2018/2019 Match Graduates</u> | <u>10</u> |
| <u>Match Events</u> | <u>11</u> |
| <u>Fundraising Events</u> | <u>12</u> |
| <u>Our Funders & Community Partners</u> | <u>13</u> |
| <u>Treasurer's Report</u> | <u>14</u> |
| <u>Our "Other" Bigs!</u> | <u>15</u> |
| <u>Our Why</u> | <u>16</u> |



BBBS THEORY OF CHANGE

MISSION

Enable life-changing mentoring relationships to ignite the power and potential of young people

VISION

All young people realize their full potential

HOW

- Intentionally **recruit** based on needs of community's young people
- **Match** young person and professionally **screened** volunteer mentor
- **Monitor and support** match through professional caseworker
- **Train and support** the mentor, mentee, and family
- **Graduate** match relationship towards "natural support"
- Build a **Developmental Relationship** between the mentee and mentor that
 - >> Expresses Care
 - >> Challenges Growth
 - >> Provides Support
 - >> Shares Power
 - >> Expands Possibilities

WHO

- For young people who **face adversity**
- Are in need of an additional consistent and supportive **Developmental Relationship**

WHAT

- **Social emotional competence**
 - >> Relationship skills
 - >> Social awareness
 - >> Responsible decision-making
 - >> Self management
 - >> Self awareness
- **Mental health & wellbeing**
 - >> Positive identity
 - >> Mental wellness
 - >> Social inclusion & empowerment
- **Educational engagement & employment readiness**
 - >> School connectedness
 - >> Commitment to learning
 - >> Enhanced constructive use of time

MESSAGE FROM OUR BOARD CHAIR



Alison Fantillo
Board Chair

Dear Friends,

As I reflect on the past year with Big Brothers Big Sisters I feel compelled to acknowledge the challenges we faced – of which there was no shortage – however, I’m overwhelmingly convinced that despite headwinds our agency demonstrated commitment to and creativity in finding ways to ensure continuity of service so that children in our community received the mentorship they deserve.

Demonstrating Commitment

Partway through the 2018/2019 year, we found ourselves without an Executive Director. Despite a long list of admirable candidates, the nominating committee was steadfast in their commitment to find the candidate that would bring the experience, energy and compassion that we were looking for. I am thrilled to welcome Janet Tufts to the Big Brothers Big Sisters family!

I’d like to acknowledge the resilience of the staff team. Many stepped out of their comfort zone in the past year to maintain the strength of the agency within the community – and that instinct to step up and out is what makes our work so successful. We simply can’t do the work we do so well without you.

Our Board Members came through in a BIG way. From spending hours at the agency supporting the staff, to volunteering on committees, to engaging in debates and discussions at every board meeting (as early as 7 AM!) This Board of Directors is the most highly engaged team with which I have had the pleasure of working.

Our donors, as usual, were shining stars. With external funding sources becoming increasingly competitive, individual contributions are integral to our long-term viability as an agency. Change starts in our backyard and the investments you make pay dividends for the community in a very personal way.

Getting Creative

Let’s take a moment to remember our trip to Gotham City! The excitement for our annual gala was palpable and the experience did not fall short. Our 2019 gala was a record-breaking event for us. We’ve set the bar high for 2020! Hope to see you there! Last year also saw the development of a fun new concept for our annual bowling event, taking the event outdoors with LAWN Bowl for Kids Sake.

Finally, 2018-2019 saw our national office invest significant energy and resources into preparing for the launch of a refreshed brand identity for Big Brothers Big Sisters. Our agency enthusiastically supported this work, recognizing the importance of staying relevant and connected to the next generation of volunteers and donors. The year ended in great anticipation of the bold new look and feel that we knew was coming!

So, while our year was not without its challenges, I’m very proud of all we accomplished. That being said, what continues to drive us is our shared passion for the purpose of the agency: to ensure all children in our community receive the mentoring they deserve, and to that end, there is more work to be done.

Thank you for supporting us and joining us on this mission. We are so proud to call you partners.

Sincerely,

A handwritten signature in black ink, appearing to read 'Alison'.

Alison Fantillo

MESSAGE FROM OUR EXECUTIVE DIRECTOR

I am in an interesting position as I write this because I arrived at Big Brothers Big Sisters six weeks after the year I am writing about ended. But it's not as tricky as I thought it would be. There are two main reasons for this.

The first is Paul. Paul David heroically stepped out of his comfort zone in finance to serve as interim Executive Director after Jessie Rodger left in October 2018. By the time I arrived, he was so knowledgeable about the role that the transition was smooth and enjoyable. Thank you, Paul, for your steadfast loyalty to our organization.

I learned about cuts to funding, delays in funding, and how major donors had generously risen to help offset these challenges. I learned about our three major fundraising events (plus Rock the Park) and who I would be able to count on to ensure their ongoing success. Most importantly, I was introduced to a workplace culture where everyone cares about what they are doing for young people in our community.

Mentoring is not a hard sell. Everyone gets the value of a mentor. It's a matter of putting it out there. That's why I was so excited to learn about the progress that our national office had been making over the past year on our new vision, strategy and brand (which you are getting a glimpse of in this Annual Report). The potential of our new brand is extraordinary!

The second reason that it is not hard for me to write about the year before my time is that I have a long history with United Way. I arrived at Big Brothers Big Sisters keenly aware of the programs that we offer and the significant impact that we have in our community. It was not hard to connect the dots between our programs and the outcomes they achieve.

An Annual Report typically looks back, but it is impossible for me not to look forward. With the energy and commitment of our board, donors, volunteers and staff, we are heading towards BIG things. Again, the potential is extraordinary!

To borrow from a Little Sister (see page 16), I think Big Brothers Big Sisters of London and Area is one of the best organizations I have ever been involved with and I am very happy to be working here.

Sincerely,



Janet Tufts



Janet Tufts
Executive Director

POTENTIAL IS EVERYWHERE.
IT'S IN EVERY CORNER
OF OUR COMMUNITY.





WE CONTINUE TO STEP UP TO SUPPORT
THIS POTENTIAL SO THAT WE CAN
HELP SHAPE THE LONDON OF TOMORROW.



OUR GOALS
MAY BE STEEP,
BUT OUR STRATEGIC
PRIORITIES ARE
FOCUSSED:
PEOPLE
FUNDING
IMPACT
COLLABORATION
VOICE

AND OUR PLAN IS CLEAR: THE ORGANIZATION, THE BIG, THE FAMILY.
THREE PLAYERS WHO COME TOGETHER TO FORGE A NEW PATH FORWARD.





WE STAND WITH YOUTH BECAUSE
WE KNOW THE SIMPLEST ACTS CREATE THE BIGGEST IMPACT.
AND THESE ACTS CAN EMPOWER POTENTIAL EVERYWHERE.

OUR IMPACT

Big Brothers Big Sisters of London and Area provides one-to-one mentoring and group mentoring, some of which happens in schools. And we do this to a level of excellence.

IN 2018/2019



1,394 youth experienced a quality mentoring relationship



293 youth benefitted from a 1:1 match (50 of which took place in schools)



1,101 youth participated in our group mentoring programs*

According to United Way Elgin Middlesex^[1], children and youth who have a mentor are more likely to:

- Have competency and confidence to participate in healthy physical activity
- Be aware of and understand how to make choices that support a healthy lifestyle
- Have a network of healthy relationships in their community
- Experience social inclusion in their community

*414 in Connect2Mentoring and Summer Camp; 39 in Conversation Club; 488 in Go Girls!; and 160 in Game On!

[1] United Way Elgin Middlesex Community Impact Strategy



2018/2019 MATCH GRADUATES

Dear Match Graduates,

Congratulations to you – both Bigs and Littles – for the commitment you have made to each other and the relationships you have built. Whether you have been together for one year or thirteen, we think you are pretty special for entering into a match and seeing what can happen.

To the Littles, research shows that because you've had a mentor, you are more likely to go on to full-time employment – even get leadership positions – and give back to your community. The possibilities are endless and you have so much potential!

To the Bigs, thank you for the extraordinary impact you have had on your mentees. Their future is brighter because of you.

Even though your formal relationship with Big Brothers Big Sisters has come to an end, we hope that you will stay in touch. And not just with us, but with each other.

Wishing you all the best!

Your friends at Big Brothers Big Sisters

Erin VanPatter & Alysa
Steve Manley & James
Chris Kylindris & Kyler
Dylan McRae & Zachary
Kristina Davis & Madison
Jessica Andrews & Layla
Joshua Isaacson & Dylan
Ryan de Jeu & Cameron
Cherene McGhee & Madison
Wayne Thomas & Zachary
Kate Merritt & Mariah
Jonathan Sousa & Jonathan
Vanessa Gilmore & Foni
Chris Costello & Matthew

MATCH EVENTS



(June 2, 2018) – Balloon toss is always a hit at our annual family picnic – even for the ones who get wet (**especially** for the ones who get wet!) Thank you to Canada Life for enabling us to hold this wonderful event on your beautiful grounds. Over 100 family members participated this year.



(June 28, 2018) – Several lucky matches had an incredible day at the Stratford festival, trying on costumes, then seeing The Music Man. Sincere thanks to sisters Cindy and Stacy Widdrington for making this opportunity possible through their mother's generous bequest to Big Brothers Big Sisters. Betty Ann Widdrington passed away on May 20, 2017. We lost a dear friend that day, but we are honoured that her legacy lives on!



(December 4, 2018) – Decorating gingerbread cookies was a big hit at this year's Holiday Party. It was a great way for the 50 (or so) attendees to get into the holiday spirit!

FUNDRAISING EVENTS



Bowl for Kids Sake
May 2018 at Palasod South
& Strathroy Lanes
Net Revenue: \$32,464



**The 30th Annual Barbara
Rankin Golf Classic**
September 14, 2018 at
Thames Valley Golf Club
Net Revenue: \$19,057



Big Bash
March 29, 2019 at London
Hunt and Country Club
Net Revenue: \$90,091

THANK YOU!

TO OUR FUNDERS



United Way
Elgin Middlesex



London
CANADA



Ontario

Ministry of Education



Jumpstart
Bon départ
Play Finds A Way



Libro
CREDIT UNION

RBC FUTURE LAUNCH



Westminster College Foundation

Sifton Family Foundation

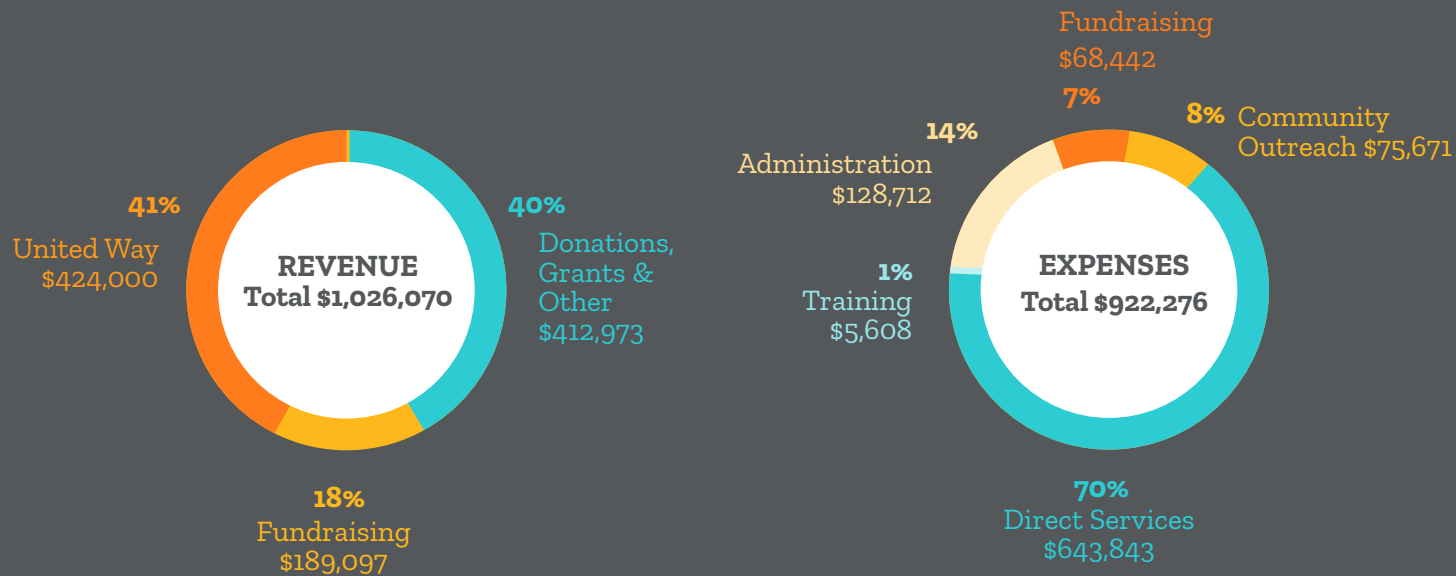
London Hunt & Country Club

TO OUR COMMUNITY PARTNERS

Thames Valley District School Board
London District Catholic School Board
Children's Aid Society
Carling-Thames Family Centre
Family Centre Westminster
The Factory
Rock the Park

Chippewas of the Thames (Antler River Elementary School)
Oneida Nation of the Thames (Standing Stone School)
N'Amerind Friendship Centre
At^lohsa
Cross Cultural Learner Centre
Muslim Resource Centre for Social Support and
Integration (MRCSSI)

TREASURER'S REPORT



The 2018-2019 year was a very busy and successful year for the organization. We saw significant success in fundraising efforts that included an increase in corporate donations and growth in our signature event, Big Bash. The year contained funding from United Way Elgin Middlesex and both the municipal and provincial governments; however, future funding from these entities remains a concern. 2018-2019 efforts resulted in a surplus of \$103,794, but this was needed to fund the deficit of the prior year of \$93,964. We are positioned well to head into 2019-2020 and believe that the investments we have made will only make the organization stronger and more sustainable.

OUR “OTHER” BIGS!

2018-2019 BOARD OF DIRECTORS

Trev McAninch, President
Alison Fantillo, President/Vice President
Matthew Horst*, Vice-President
Chris Maciejowski, Treasurer
Matthew Thuss, Secretary
Chris Costello*, Secretary
Zach Armstrong
Kate Butts*
Alfonso Dietrich
Hilary Leitch
Patty Malone
Tyler Reavell*
Ian Rigg
Jake Sherman
Katie Stewart*
Lynn Sutherland
Natalie Wakabayashi
Andrea Wilson

2018-19 FINANCE COMMITTEE

Paul David
Alison Fantillo
Laurie Koenig
Chris Maciejowski
Trev McAninch
Jessie Rodger

2018 BOWL FOR KIDS

SAKE COMMITTEE

Zach Armstrong, Co-Chair
Katie Stewart, Co-Chair
Alfonso Dietrich
Katerina Frattas
Allison Huston
Sara Koyounian
Vanessa Leiva
Anne Marie Rodger*
Jessie Rodger*
Shobhita Sharma

2018 BARBARA RANKIN GOLF CLASSIC COMMITTEE

Sora Conron
Al Green
Allison Huston
Karen McMillan*
Barbara Rankin
Sarah Reil
Anne-Marie Rodger
Jessie Rodger
Ken Whittaker

2019 BIG BASH COMMITTEE

Barbara Rankin, Honourary Chair
Chris Costello, Co-Chair
Melanie Wood, Co-Chair
Lindsay Aiello
Kaylee Grigg
Allison Huston
Hilary Leitch
Stephanie Marentette
Louise Poole
Tyler Reavell
Shobhita Sharma
Cale Sutherland
Jennifer Wall
Jordan Winterhalt

2018-2019 STAFF

Yamile Albarracin, CONNECT2Mentoring Coordinator
Jackie Anger, Mentoring Coordinator
Laura Asafo-Adjei*, Site-Based Program Supervisor
Dobijoki Bringi, ERYM Coordinator
Chad Callander, Public Relations Coordinator
Vanessa Clark, Mentoring Coordinator
Ashley Cottam, Mentoring Coordinator
Chanra Cragg*, Mentoring Coordinator
Paul David, Manager, Finance & Administration
Crystal Elliott*, Mentoring Coordinator
Evan George, Evaluation Specialist
Jennifer Graham, Conversation Club Facilitator
Melissa Grant, Mentoring Coordinator
Savanna Harmon, Family Enrolment/Mentoring Coordinator
Wes Heney, Mentoring Coordinator
Beth Ann Hill, Mentoring Coordinator
Allison Huston, Development Coordinator
Mandy McDonagh, Supervisor, Innovative Mentoring Programs
Asha Osman, Mentoring Coordinator
Anne-Marie Rodger, Development Supervisor
Jessie Rodger, Executive Director
Fergus Vaughan, Mentoring Coordinator
Kim Young*, Community Based Program Supervisor

*Big Brother or Big Sister



OUR WHY

From a Little Sister
(8 years old) to her Big...

"I think you are the nicest
person I have ever met and
I am very happy about
this match."



**Big Brothers
Big Sisters**
OF LONDON AND AREA

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