



Big Brothers Big Sisters
OF LONDON AND AREA

ANNUAL REPORT 2019/2020
#BIGGERTOGETHER

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OUR MISSION

To enable life-changing mentoring relationships that **ignite** the power and potential of young people.

OUR VISION

All young people realize their full **potential**.

EXECUTIVE ADDRESS

2019-2020 was a year in which BBBSOLA was committed to building strength and resiliency. Its focus was on ensuring our organization's fundamentals were soundly in place. In hindsight, this was fortuitous as it provided us with the foundation we needed to weather COVID-19, which hit just as our fiscal year wrapped up.

When the year began, we were in the midst of our search for a new executive director. It was important to find someone who could carry the long and strong history of our organization forward and the board was pleased to welcome Janet Tufts into the role in May 2019.

When Janet arrived she had her work cut out for her. On a national level, our organization was making big changes, including our new brand and Theory of Change. These changes became the guiding light, or North Star, of our movement. It was up to Janet and our board to make sure our agency was well-positioned to take full advantage of this national transformation.



Alison Fantillo,
Board Chair



Janet Tufts,
Executive Director

EXECUTIVE ADDRESS



As the year unfolded, we found ourselves constantly circling back to the essence of our work – our raison d'être. From meeting all our accreditation requirements to getting our strategic planning process underway, we were reminded of our commitment to continue delivering best-in-class programs that meet the increasingly complex needs of our Littles.

As always, a lot of our work was in collaboration with our partners and peers.

We continued to use our special events as a platform to promote the impact of our programs and services. Our first-ever LAWN Bowl for Kids' Sake and 31st Barbara Rankin Golf Classic drew enthusiastic crowds and met revenue targets. Big Bash was set to surpass all expectations when, sadly, it had to be postponed due to the pandemic.

We continued to draw strength from our sister agencies across the region, province and country, actively participating in pilot projects and other initiatives. On March 4, 2020, we joined our provincial colleagues in the BBBS Advocacy Day in the Park where we were warmly welcomed by government officials.

EXECUTIVE ADDRESS

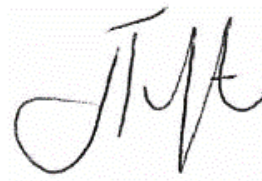
Our partnerships with academic institutions also added to our strength this year. We worked with students from the Ivey School of Business, Huron University College, Fanshawe College, Western Continuing Studies and the University of Victoria on projects ranging from governance to fund development.

As the year was coming to an end, we were feeling optimistic, empowered and focused. Then the pandemic hit. Interestingly, we continue to feel optimistic, empowered and focused. All our hard work has positioned us well to be strong into the future – as uncertain as it is. And thank goodness because the children in our community need us now more than ever before.

On behalf of the board and staff, we would like to sincerely thank all those who contribute to the important work of providing mentoring relationships to the most vulnerable children and youth in our community. Our strength comes from you; we truly could not do it alone.



Alison Fantillo, Board Chair



Janet Tufts, Executive Director

BBBS THEORY OF CHANGE

On June 25, 2019, at the National Convention, Big Brothers Big Sisters of Canada launched our new national Theory of Change. This gave our movement a compelling North Star – a unified path on how we make change in the world. Since then, our agency has been using the Theory of Change to drive decision-making, promote our work and strengthen our culture.

The Theory of Change spells out who we serve, how we serve them and what impact we make.

WHO DO WE SERVE?

Young people who face adversity AND are in need of an additional consistent and supportive developmental relationships.

HOW DO WE **IGNITE** POTENTIAL?

By creating the space for a mentor and mentee to build a developmental relationship that expresses care, encourages growth, provides support, shares power, and expands possibilities.

By providing 1:1 mentoring services that:

- Intentionally recruit volunteers based on the needs of young people in our community
- Match young people with a professionally screened volunteer mentor
- Monitor and support the match with a professional caseworker
- Graduate the match relationship to natural supports

By offering the following school group mentoring programs:

- Go Girls! (for girls in grades 7 & 8)
- Game On! (for boys in grades 7 & 8)
- Conversation Club (for newcomers in high school)

WHAT IS THE IMPACT?

- ✓ Greater social emotional competence
- ✓ Improved mental health & well-being
- ✓ Increased educational engagement & employment readiness



WHO WE SERVED IN 2019-2020

We served 1,023 children and youth from London and the surrounding area this year – 62% girls and 38% boys (ages 7-18).

Typically, the Littles served by Big Brothers Big Sisters agencies across the country face four or more adversities in their lives such as household drug abuse, poverty, violence, unemployment, social isolation, and mental illness.

We also supported 19 newcomer mothers as they transitioned their families to their new home country.

HOW WE **IGNITED** POTENTIAL IN 2019-2020

This year, we ignited the potential of our Littles by working with 519 Bigs to deliver our 1:1 and group mentoring programs in schools and the broader community.

36% of the Littles we served benefited from a 1:1 mentor while 64% had access to a group mentor. 60% of those served received their mentoring at school during school hours.

320 girls in grades 7 & 8 participated in our Go Girls! program where their mentors helped them build a positive self-image and set them on a path for a bright future.

177 boys in grades 7 & 8 benefited from our Game On! program by learning from their mentors how to make informed healthy choices and explore what it means to lead to a positive, productive lifestyle.



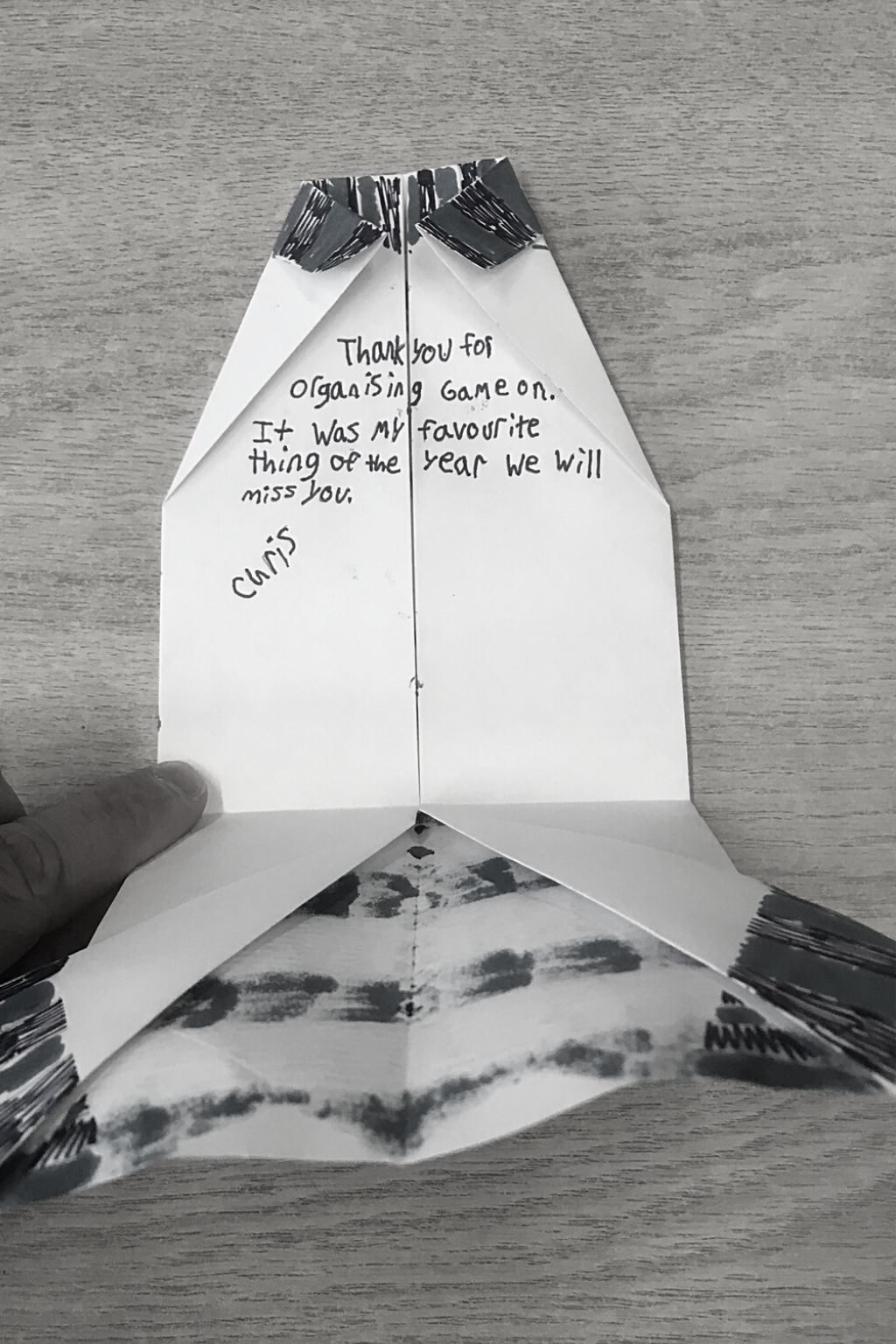
WHAT IMPACT WE MADE IN 2019-2020



A highlight in 2019-2020 was the launch of our two-year RAP program (RBC's Advancing Potential program). 17 high school students, along with their mentors, participated in six workshops to help them prepare for their post-secondary journey.

Results from our RAP program showed that:

- 75% of participants agreed or strongly agreed that they will be able to reach their educational or job goals after participating in the program.
- 75% of participants felt comfortable talking to their mentor about their educational and job options.
- 88% of participants felt their mentor supported them in finding resources that would help them reach their educational or job goals.



WHAT IMPACT WE MADE IN 2019-2020

This is a card made by a Game On! mentee given to his teacher and passed along to us as an opportunity to thank the mentors for the impact they had on the boys in the program.

The teacher added, "Thank you again for volunteering your time, energy and knowledge to be role models for youth in our community. I sincerely hope you're able to continue being Game On Bigs as you're obviously very good at it!"

WHAT IMPACT WE MADE IN 2019-2020

"When I am with my Big
Sister, I feel like I am on
top of the world!"

- Little Sister, age 17

"I would rate my match a
10/10 because even though
he doesn't have to do this,
he still makes time for me."

- Little Brother, age 11



TREASURER'S REPORT

When it comes to managing our organization's finances, responsible stewardship is at the forefront of all our decisions. We value the trust that our funding partners, donors and sponsors place in us and understand that it comes with great responsibility.

Our commitment to responsible stewardship is demonstrated through: 1) the transparent communication of our financial position to stakeholders; 2) our continued efforts to keep operating costs low; and 3) the ongoing engagement of our community, including volunteers, sponsors and other in-kind supporters.

We are extremely proud to be part of an international organization that provides stakeholders with such a high social return on their investment. We like to call it The Mentoring Effect. A gift to Big Brothers Big Sisters is a gift to our community. That's because our Littles grow up to do BIG things, including becoming adults who give back.

TREASURER'S REPORT

Balance Sheet

<i>for the year ended March 31,</i>	2020	2019
Assets		
Current assets	\$ 659,620	\$ 631,104
Capital assets	\$ 1,886	\$ 4,142
	<u>\$ 661,506</u>	<u>\$ 635,246</u>
Liabilities		
Current Liabilities	\$ 205,688	\$ 115,264
Accumulated Net Assets	<u>\$ 455,818</u>	<u>\$ 519,982</u>
	<u>\$ 661,506</u>	<u>\$ 635,246</u>

- Our cash-on-hand increased from \$178k in F2019 to \$271k in F2020. This increase is from funding received at the end of F2020, but not spent in that year.
- There was a 78% increase in our current liabilities in F2020 from the previous year with a total of \$170k in deferred revenue and contributions (compared to \$43k in F2019). These liabilities represent funding received for services we have yet to deliver. They are directly related to the increases in cash.

TREASURER'S REPORT

Statement of Revenues and Expenditures

for the year ended March 31,

Revenues

	2020	2019
United Way	\$ 381,600	\$ 424,000
Fundraising events	\$ 47,367	\$ 189,097
Donations and grants	\$ 281,883	\$ 313,489
Other	\$ 61,825	\$ 99,484
	<u>\$ 772,675</u>	<u>\$ 1,026,070</u>

Expenditures

General and administration	\$ 299,406	\$ 304,029
Fundraising events and stewardship	\$ 18,187	\$ 68,442
Children's programs and services	\$ 474,823	\$ 506,693
Other	\$ 44,423	\$ 43,112
	<u>\$ 836,839</u>	<u>\$ 922,276</u>

(Deficiency) Excess of revenues over expenditures -\$ 64,164 \$ 103,794

- In F2020, our funding from United Way decreased by 10%. United Way implemented this decrease to all their funded agencies.
- Fundraising events had a significant decrease of \$142k in F2020. This decrease was related to moving our Big Bash Gala from March to April, which put it into the next fiscal year. It is noted that COVID-19 delayed this event and it will not take place until September 18, 2020.
- Donations and grants also lowered in F2020 by 10%. This decrease was due to our Fund Development Manager role being vacant for the entirety of the fiscal year.
- Expenses decreased by \$85k. This decrease was from salary savings due to vacant positions and decreased fundraising event costs related to the postponement of Big Bash.

THANK YOU

TO OUR FUNDERS



United Way
Elgin Middlesex



Ontario

MINISTRY OF EDUCATION



Future Launch



Jumpstart

Giving kids a sporting chance.



London
CANADA

- Scotiabank
- London Police Association
- London Insurance Brokers
- Nicolaas & Regina Veenboer Foundation

TO OUR PARTNERS

- Thames Valley District School Board
- London District Catholic School Board
- Children's Aid Society
- Carling-Thames Family Centre
- N'Amerind Friendship Centre
- Standing Stone
- Chippewas of the Thames
- Ivey Business School
- Huron University College
- Fanshawe College
- Western Continuing Studies
- University of Victoria
- Pathways Skill Development and Placement Centre
- Rock the Park

OUR "OTHER" BIGS

2019/2020 BOARD OF DIRECTORS

Alison Webb-Fantillo, Chair
Matthew Horst, Vice-Chair
Chris Maciejowski, Treasurer
Chris Costello, Secretary
Zach Armstrong
Kate Butts
Alfonso Dietrich
Tanner Fryfogel
Christina Hall
Hilary Leitch
Patty Malone
Tyler Reavell
Jake Sherman
Katie Stewart
Natalie Wakabayashi
Andrea Wilson

2019/2020 FINANCE COMMITTEE

Chris Maciejowski, Chair
Kate Butts
Paul David
Laurie Koenig
Janet Tufts
Alison Webb-Fantillo

2019 LAWN BOWL FOR KIDS' SAKE COMMITTEE

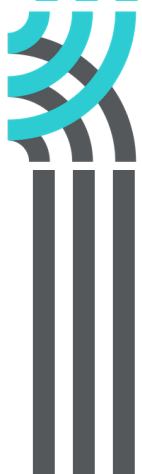
Matt Horst, Chair
Kate Butts
Paul David
Allison Huston
Patty Malone
Andrea Riddell
Janet Tufts
Sydney Van Kerrebroeck
Andrea Wilson

2019 BARBARA RANKIN GOLF CLASSIC COMMITTEE

Ali Rankin-Nash, Chair
Ashley Dickson
Al Green
Allison Huston
Samantha Kohn
Hilary Leitch
Barbara Rankin
Sarah Riel
Janet Tufts

2019/2020 STAFF

Eman Arnout, Mentoring Coordinator
Laura Asafo-Adjei, School-Based Program Supervisor
Dobijoki Bringi, Mentoring 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
Savanna Harmon, Family Enrolment/Mentoring Coordinator
Wes Heney, Mentoring Coordinator
Beth Ann Hill, Mentoring Coordinator
Allison Huston, Development Coordinator
Antoinette Okai-Koi, Marketing and Communications Coordinator
Beth Tonken, Marketing and Communications Coordinator
Janet Tufts, Executive Director
Kim Young, Community-Based Program Supervisor



Big Brothers Big Sisters

OF LONDON AND AREA

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