




# 2018



**Big Brothers Big Sisters**  
of Peel

# ANNUAL REPORT



Providing quality mentoring programs for  
children and youth in Peel Region since 1967!



**United Way**  
Greater Toronto

# BOARD CHAIR/CEO REPORT 2018/19

2018 can be captioned as the year of 'Keep Calm and Carry On'! Every aspect of our operation was under some kind of unique pressure, but through meticulous planning, effort and the commitment of amazing Staff, Volunteers and the Board of Directors, we continue to work harmoniously together, putting forth strong dedication and heart to ensure mentoring has the greatest impact possible.

Big Brothers Big Sisters of Peel very much prides ourselves in the diversity of our community and our ability to respond with programs, training and support. Despite resource uncertainty, last year we supported over 2,000 children and youth through 13 core mentoring programs with the help of a multitude of volunteers, mentoring partnerships and community initiatives.

Due to many unforeseen funding reductions, our budget realized a deficit for the first time in a long while. We are grateful for the funding that did sustain, United Way of Greater Toronto, IRCC and of course, to all our corporate and individual donors for their commitment to our life changing mentoring programs. We continue to look to diversify our revenue streams as the need for mentoring interventions and support continues to rise.

The next year will be an exciting one as we build up new partnerships and innovative thinking to keep mentoring at the heart of our community. A final thanks to you all for being advocates and ambassadors for Big Brothers Big Sisters of Peel. Mentoring Matters!

Sincerely,



Angel Massey-Singh  
Board Chair



Shari Lynn Ladanchuk  
President and CEO

# TREASURER'S REPORT

On behalf of the Finance Committee and Board of Directors, I am pleased to present the Financial Overview of Big Brothers Big Sisters of Peel (BBBSP) for the year ended December 31, 2018. The enclosed 2018 Financial Overview provides a summary of BBBSP's financial position. A full set of the audited financial statements is available upon request.

We faced a very challenging year in 2018 with funding tightening while the demands for our services continued to increase. The change in provincial government in mid-2018 led to some uncertainty in program funding that we had relied on for a number of years. In order to fulfil the commitments that we had made to our children and youth, we continued operating our programs through to their completion. In the end our 2018 expenses exceeded revenue by \$65,701.

In 2018 we continued our growth trajectory, increasing our net revenue base to \$2,245,000 with 58% received from grants, 15% from fundraising events and 27% from donations and other sources. We increased our program offerings from prior years which led to our budgeted increase in operating expenses increased, totaling \$2,311,000 for the year. During 2018 we continued our efforts to optimize operating expenses to ensure that our resources are invested in the programs that have the greatest benefit to our stakeholders.

In reaction to the recent decreases in government and other funding sources, in 2019 we have taken necessary steps to restructure our operations to maintain the strength of our programming and financial stability. After much analysis and deliberation we determined that these changes in team structure and program put us in the best position to fulfil our vision and mission now and into the future. Thank you to our amazing team for their understanding and support through this process.

I would like to extend a sincere thank you to all our funders, corporate sponsors, foundations and individuals who have so generously contributed to support BBBSP - a full listing is included in the Annual Report. The continuing support of the United Way Greater Toronto, Region of Peel, Johnston Equipment, TD Financial Group and Brampton Multicultural Centre along with funding from the Ontario Ministry of Education, Immigration, Refugees & Citizenship Canada, the Ministry of Citizenship & Immigration and the Ministry of Children, Community & Social Services are critical to our continued success. In addition, we appreciate the many other businesses and individuals who support our vision that children and youth will realize their full potential through the power of mentoring.

Finally, thank you to the dedicated management, staff, volunteers, Board and committee members who are committed to building a brighter future for the over 2,000 children and youth that we serve.

Sincerely,



Jared Bourne CPA, CA.  
Treasurer

# FINANCIAL OVERVIEW

## Big Brothers Big Sisters of Peel Inc. Financial Overview

### Statement of Financial Position

As at December 31, 2018, with comparative figures for December 31, 2017

	December 31, 2018	December 31, 2017
<b>Assets</b>		
Current assets:		
Cash	\$ 103,431	\$ 85,160
Assets held in trust	39,750	64,656
Accounts receivable	223,549	239,384
Prepaid expenses	9,601	11,150
	<u>376,331</u>	<u>400,350</u>
Capital assets	12,463	15,861
	<u>\$ 388,794</u>	<u>\$ 416,211</u>
<b>Liabilities and Net Assets</b>		
Current liabilities:		
Accounts payable and accrued liabilities	\$ 86,737	71,731
Other government remittances	20,920	18,374
Funds held in trust	39,750	64,656
Deferred revenue	64,311	21,307
	<u>211,718</u>	<u>176,068</u>
Deferred contributions related to capital assets	3,700	1,066
Total Liabilities	<u>\$ 215,418</u>	<u>\$ 177,134</u>
Net assets:		
Unrestricted	(149,087)	(86,784)
Restricted	310,000	310,000
Invested in capital assets	12,463	15,861
	<u>173,376</u>	<u>239,077</u>
	<u>\$ 388,794</u>	<u>\$ 416,211</u>

# FINANCIAL OVERVIEW

## Big Brothers Big Sisters of Peel Inc. Financial Overview

### Statement of Operations

Year ended December 31, 2018, with comparative figures for December 31, 2017

	December 31, 2018	December 31, 2017
<b>Revenue</b>		
Fundraising events	\$ 331,724	\$ 403,896
United Way	521,019	521,019
Region of Peel	73,411	71,400
Donations and other income	602,330	583,048
Grants	716,565	536,206
	<u>\$ 2,245,049</u>	<u>\$ 2,115,569</u>
<b>Expenses</b>		
Salaries and benefits	\$ 1,681,397	\$ 1,562,637
Allowance for doubtful accounts	30,000	-
Fundraising events	65,674	68,287
Building occupancy	163,038	156,197
Program	159,427	106,176
General and administrative	211,214	216,988
	<u>\$ 2,310,750</u>	<u>\$ 2,110,285</u>
(Deficiency) excess of revenue over operating expenditures	(65,701)	5,284
Net assets, beginning of year	<u>239,077</u>	<u>233,793</u>
<b>Net assets, end of year</b>	<u>\$ 173,376</u>	<u>\$ 239,077</u>

A complete set of financial statements audited by MacGillivray Chartered Accountants & Business Advisors is available upon request.

# OUR FUNDING PARTNERS

## President's Circle (\$50,000 +)



## Directors Circle (\$25,000 - \$49,999)



## Leader's Circle (\$10,000 - \$24,999)

Amgen Canada Inc.  
*Bonanza Gardens*  
 Brampton & Caledon Community Foundation  
 Car Hub North York & Caledon Chrysler  
 Community Foundation of Mississauga  
 Cummins  
 East Penn Canada  
 Government of Canada - HRDC

Graham Munro Charitable Foundation  
*Margaret Good*  
 Razor Creative Solutions Inc.  
 The Catherine & Maxwell Meighen Foundation  
 The Polar Foundation  
 The Sharpe-Way Group at Scotia McLeod  
 Tim Hortons Advertising & Promotion Fund (Canada)  
*Z103.5*

## Champion's Circle (\$5,000 - \$9,999)

A1 Material Handling Inc.  
*Brampton Guardian*  
*Caledon Enterprise*  
 CHUM Charitable Foundation  
 Crawford Chondon and Partners LLP  
 Enersys Canada Inc.  
 GNB Industrial Power  
 Jack Greedy Limited

Kiwanis Club of Brampton  
 Loblaw's Inc.  
*Mississauga News*  
*Samsung Electronics Canada Inc.*  
 TD Canada Trust  
 The Joan and Clifford Hatch Foundation  
 The Marion Ethel & Frederick John Kamm Foundation  
 Toronto Star Fresh Air Fund

# OUR FUNDING PARTNERS

## Mentor's Circle (\$2,500 - \$4,999)

Brannon Steel	National Homes
Brita Canada Inc.	Nulogx Inc.
Canada Colors and Chemicals Limited	Peel Regional Police
Cogan Wire & Metal Products Limited	Peel Regional Police Services Board
Dave Chondon	Price Waterhouse Coopers
Formcor	Samsung Electronics Canada Inc.
Glen Way	Semple Gooder Roofing Corp.
<i>Kaneff Group of Companies</i>	TACC Holborn Corporation
LC Aviation Inc.	TD Private Wealth Management
MacGillivray Partners CA	Telus Communications
McMillian LLP	Traffic Tech Inc.
Metro Supply Chain Group	Tremco Canada
Michael Marcotte	Water Street Investments Inc.
Mississauga Fire Fighter's Association Benevolent Fund	<i>West Jet</i>
MNP LLP	ZSD Electric Inc.

## Match's Circle (\$1,000 - \$2,499)

Argo Development Corp.	Jared Bourne
Arthur Murray Dance Studio	Jeffery Brown
Beacon Roofing Supply Canada Co.	Knights of Columbus - Heart Lake Council 9108
Bramalea City Centre	Lowe's Companies Canada
Carney Battery	Luigina Martino
Caledon Cruiser Club	Lynn & Dan Millington
City of Brampton	Mattamy Homes
Cowan Insurance Group	Medallion Corporation
<i>Denek Konecny</i>	Metric Contracting Services Corp.
<i>Douglas Hancock</i>	Nashville Wire Products
<i>Eric Lange</i>	Nortrax Canada Inc.
FP Mayfield West (Caledon) Inc.	Pallett Valo LLP
GlowZone 360	Paradise Homes Creditview
Harbour Printing & Distribution	<i>Scotia Entertainment Services</i>
Heathwood Homes	TIGER Drylac Canada Inc.
<i>Impact Fitness</i>	<i>Ted Simmonds</i>
Inox Industries Inc.	Tina O'Neill
Inscan Contractors Inc.	Town of Caledon
Jack Astor's Brampton	T.P. Electric
<i>Jan Greedy</i>	Zgemi Inc.

*\*Italicized font indicates an In-Kind donation*

The list above recognizes donors who have made a donation of over \$1,000 in the 2018 fiscal year. If there are any errors or omissions please accept our apologies and contact us at 905-457-7288 ext. 227 so that we can adjust our records.



# BOARD OF DIRECTORS 2018/2019

Angel Massey-Singh, Board Chair  
Michael Marcotte, Past Chair  
Jared Bourne, Vice Chair/Treasurer  
Thompson Famoriyo, Director  
Radcliffe Rose, Director  
Emmanuel Koudoumnakis, Director  
Angie Rehal, Director  
Parm Bhattal, Director  
Adam Schure, Director  
\*Karen Fields, Director

*\*denotes left agency during term*





# STAFF TEAM 2018/2019

Shari Lynn Ladanchuk, President & CEO  
Beverley Manikoth, In-School Mentoring Caseworker  
Bindu Dhillon, Finance Manager  
\*Charlene Waddell, Group/After-School Caseworker  
Christine Anthony, Enrolment Caseworker  
Courtney Edmond, School Based Mentoring Caseworker  
Danielle Matos, Conversation Club/Teen Mentoring Caseworker (on maternity leave)  
Dominica Hannaford, BCAC Mentoring Caseworker  
\*Ella Urquhart, Development & Events Coordinator  
Erin Dale, Community Engagement Specialist  
Estann Boodhoo, Big Bunch Caseworker  
Geraldine Cabral, Events Coordinator  
Gurpreet Viridi-Bains, Legends Mentoring Caseworker  
Ian Foster, Group Mentoring Caseworker  
Jaslynd Donnan, Enrolment Caseworker (on maternity leave)  
Jennifer Dalziel, One-to-One Caseworker  
Jess Kumordzie, BCAC School-Based Mentoring Caseworker  
Joanna Pereira, Conversation Club Caseworker  
Leslie Martins, In-School Mentoring Caseworker  
Lonni Meisner, Go Girls! Caseworker  
Lori Plati, Public Relations Manager  
Natalie Brammah, School Based Mentoring Caseworker  
\*Nicole Bhoop, Go Girls Caseworker - Newcomer Program  
Reta Majid, Conversation Club Caseworker  
\*Robyn Jeffrey, Enrolment Team Leader  
\*Roya Edalatmand, Game On! Caseworker  
Sarah Kelly, Communications & Events Coordinator  
Sue Kowalchuk, Program Manager  
Susan Nomi, Director of Programs  
Tara Paterson, One-to-One Caseworker  
Tenzin Thinlay, Accounts Payable/Office Coordinator  
\*Thanursa Vigneswaran, Enrolment Navigator  
\*Zuhal Khoja, Conversation Club Caseworker

*\*denotes left agency during term*

# WHO WE ARE

Big Brothers Big Sisters is proud to be providing quality mentoring programs to children and youth in Peel Region since 1967.

In 2018 our agency provided service to 2,050 children and youth (6 - 17 years of age) through 13 core mentoring programs (Big Brothers Big Sisters Mentoring (Couples for Kids, Big and Little Buddy), BCAC Mentoring, Group Mentoring, Big Bunch, In-School Mentoring, Go Girls! *Healthy Bodies, Healthy Minds*, Game On! *Eat Smart, Play Smart, Live Smart*, Teen Mentoring, Jump Math, After-School Program, Be the Change, Conversation Club and the Newcomer Art Program.

# OUR IMPACT

Our mentors provide guidance and friendship to help to inspire and empower our youth to reach their full potential. The benefits we see in children and youth within our mentoring programs include: increased confidence and self-esteem, improved relationships with family and peers, improved social skills, a more positive attitude towards school and they are less likely to use drugs or alcohol.

Research shows that every dollar of investment in our programming returns between \$18 and \$23 to society through taxes and increased spending from higher incomes, volunteerism, and charitable donations.



# OUR PRIORITIES

Our commitment is that no child is left behind  
and that we will continue to work on  
addressing the changing needs in our community  
to most effectively provide quality mentoring programs.





# OUR VISION, MISSION & VALUES

## OUR VISION

Children and youth will realize their full potential through the power of mentoring.

## OUR MISSION

Big Brothers Big Sisters of Peel inspires and empowers children and youth through mentoring and supportive relationships.

## OUR VALUES

Caring, Collaboration, Inclusiveness, Integrity and Trust



# WAYS WE WERE EXTRAORDINARY IN 2018!

- 2,050 children and youth served in 2018 - an increase of 170 since 2017
- 318 volunteer applications (adults 18+) in 2018
- Expansion of the **BCAC Mentoring Program** thanks to funding from the Ministry of Children, Community and Social Services
- Expansion of the mentoring component of the **Be the Change**, a civic engagement program for secondary school youth, offered in partnership with Brampton Multicultural Community Centre
- Expansion of the **Conversation Club Program** in partnership with the Brampton Multicultural Community Centre (BMC)
- Creation of an internal Equity, Diversity and Inclusion committee which planned staff and mentor trainings in Anti-Black Racism and Sensitivity Training etc.
- Big Brothers Big Sisters of Peel was proudly awarded Not-for-Profit of the Year at the 2018 Mississauga Board of Trade - MBOT Award of Excellence!
- Big Brothers Big Sisters of Peel had the honour of recognizing our top volunteers, donors and community partners at our 'Be Extraordinary' Gala which raised over \$100,000.



# BIG BROTHERS BIG SISTERS ACROSS CANADA

Big Brothers Big Sisters of Peel is proudly one of 102 agencies across Canada. Nationally Big Brothers Big Sisters has been providing young Canadians with life changing experiences for over 100 years since 1913.



**102**  
local agencies  
across Canada



**1100+**  
communities  
served



**20,700+**  
current volunteer  
mentors



**TOP 10**  
youth charity  
—MoneySense  
magazine



**41,400+**  
young people  
mentored annually



**2,100,000+**  
volunteer hours  
spent mentoring  
children annually



## CHANGING CANADA

### SERVING **CANADA'S** COMMUNITIES

This year alone, Big Brothers Big Sisters impacted over 41,000 youth in over 1,100 communities across Canada.

### **REPUTABLE AND ACCOUNTABLE**

Big Brothers Big Sisters has proudly been providing young Canadians with life changing mentoring experiences for over 100 years.

### **IMPROVING SOCIETY**

Research shows that every dollar of investment in our programming returns between \$18 and \$23 to society through taxes and increased spending from higher incomes, volunteerism, and charitable donations.

## CHANGING LIVES

Many young people find themselves in vulnerable situations and facing adversities such as mental health issues, family violence, identity issues, or poor living conditions, which put these youth at risk of not reaching their full potential.

With the guidance and support of a mentor, these risks can be avoided, and these young people can gain the confidence to achieve more.

MENTORING GIVES YOUNG PEOPLE  
THE **CONFIDENCE TO ACHIEVE** MORE



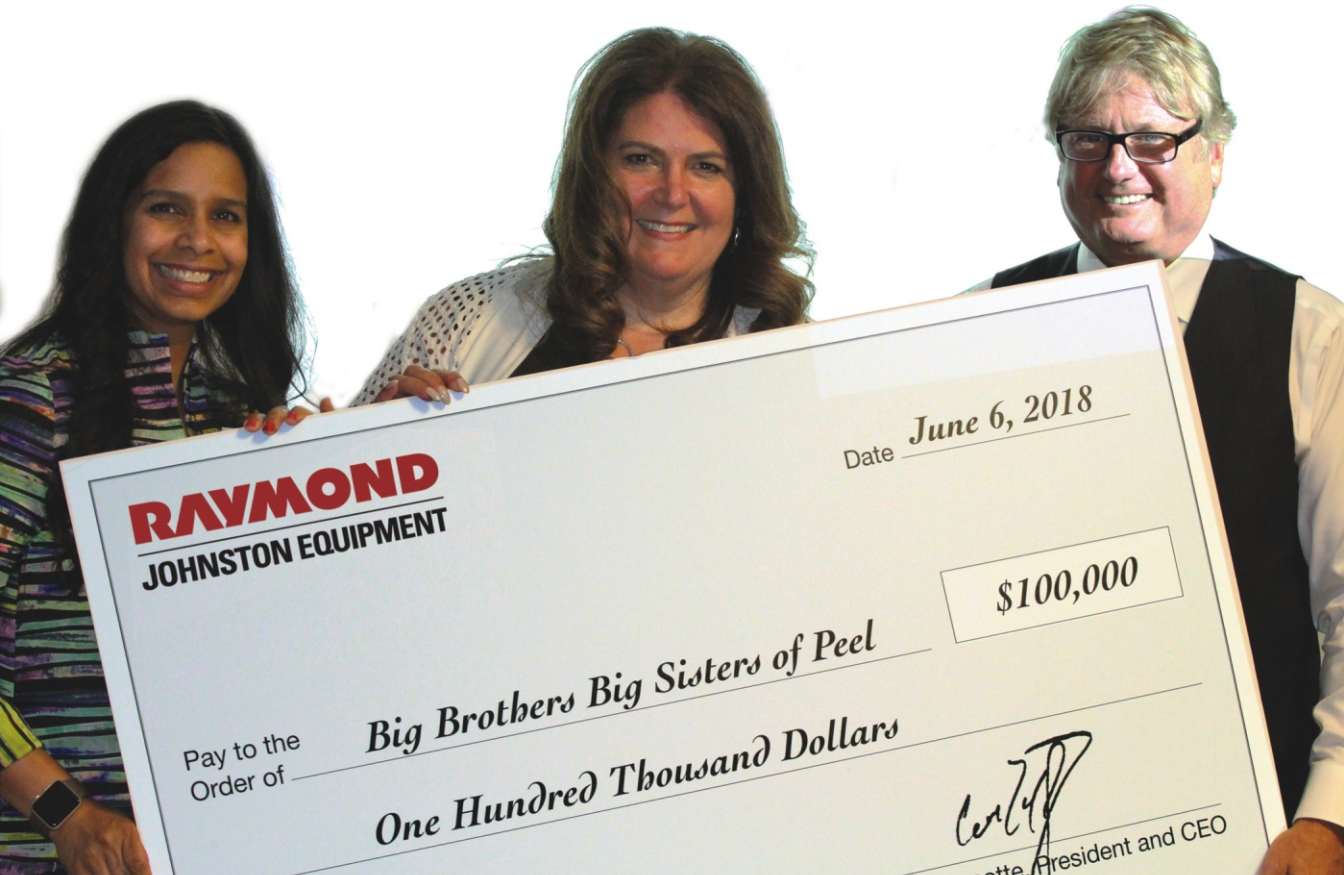
# THANK YOU

## THANK YOU TO OUR VOLUNTEERS

Our volunteers are the strength of our agency. Thank you to our 1,300 dedicated volunteers for your commitment to making a positive difference for the children and youth in Peel Region.

## THANK YOU TO OUR FUNDING PARTNERS

Thank you for believing so strongly in the power of mentoring and investing in the children and youth in Peel Region!





**Big Brothers Big Sisters**  
of Peel

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[info.peel@bigbrothersbigsisters.ca](mailto:info.peel@bigbrothersbigsisters.ca)

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