

ANNUAL REPORT 2022

Providing life-changing mentoring
relationships to children and youth
in Peel and York Regions for over
50 years!



Big Brothers Big Sisters
OF PEEL | YORK



BOARD CHAIR/CEO REPORT

We are on a journey to readiness - it's rather a full circle experience. As we learn, grow, deliver, connect, evaluate and change it's always to ensure we are ready for the next cycle and iteration of impact.

The highlight of 2022 was indeed the operationalization of the unification of BBBS of Peel and BBBS of York in a world slowly returning to in-person interactions and connection. As with all new relationships, we started slowly and logically and our passion for building strength-based models and processes really showcased our desire to action all of opportunities to be stronger together. As we joined the rest of the sector trying to anticipate the new normal of an emergent post-pandemic era, we began the readiness exercise of ensuring mentoring impact was making meaningful and life-changing deposits in every way possible.

Our teams all mobilized and accepted this challenge with an innovative spirit despite a level of pandemic induced exhaustion. Our Board of Directors, volunteers, families and children and youth as well as our staff team all dug deep to find the required ingredients to amplify and refresh mentoring supports in a time where the need was soaring with an alarming urgency. Volunteer resources had decreased so volunteer recruitment strategies were needed and continue to command investment to ensure the essential mentoring interventions reached a growing demand chain.

As we are a service who builds relationships it should not be surprising that investing in the importance of relationship navigation throughout the entire agency only strengthens the relational impact we are able to deliver to others. Preparation to invest in a strategic planning process began in 2022 and we built our concept of a hybrid work structure co-creating it with employee needs and mentoring outcomes - a process that fluidly continues and is embedded strongly in trust and positive mentoring moments of impact.

The incredible support of our community cannot be highlighted enough - from our generous funders to our program partners and everyone in between we are creating mentoring impact in Peel and York Regions that reflects and responds to the growing needs of the children and youth. Special accolades to our inspiring Board of Directors who continue to navigate us with tenacious and comprehensive governance and to our staff team who champion our mentoring journey with insight and compassion - the appreciation is infinite...

We are continuously inspired to BE BIG by our volunteers who are the fuel of our mentoring engine and by our children, youth and their families who remain firmly as the core of our reason for everything! Here's to 2023 - we're ready again!

Michael Marcotte, Board Chair

Shari Lynn Ladanchuk, President & 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 York (BBBSPY) for the year ended December 31, 2022. The enclosed 2022 Financial Overview provides a summary of BBBSPY's financial position. A full set of the audited financial statements is available upon request.

2022 brought with it yet another busy, but productive and successful year for BBBSPY. Much of my report can be summed up with one statement-the unification of Peel and York. This was a challenging exercise, but the team has done a fantastic job working through this huge task, all while still focusing on what matters most, which is providing support and programs to the children of the communities that we serve. Through the hard work of our team and the generous support of our funders, we finished the year with expenses exceeding our revenues by \$134,453. While we never want to be in a position where expenses exceed revenues in a given year, we did anticipate that the unification and inflation challenges we were faced with in 2022 would lead to a deficit, however we expected an even larger deficit than what we actually incurred. This is a testament to our focus to grow and support our communities, but at the same time being fiscally responsible in the short and long term.

In 2022, we saw an increase in our overall revenue base by about 31%, or \$671,000, to \$2,851,000. This was largely due to the asset transfer from the York Organization, in addition to general increases in many of our revenue streams. The unification and inflationary cost increases led to a corresponding increase in our expenses in 2022 to \$2,985,000. As mentioned previously, we did anticipate an even larger deficit than what was realized, and the surpluses that we generated during the start of the COVID pandemic allowed us to be financially prepared for the added costs that came with the unification efforts that took place in 2022. This allowed us to not sacrifice programming while we went through the effort and costs associated with the unification. We also continue to have sufficient operating reserves and therefore we remain to be financially sound going into what will hopefully be another successful year in 2023.

As always, our strong BBBSPY team is what allows these things to happen, and I cannot express my appreciation and gratitude enough to our management, staff, volunteers, Board and committee members. You continue to go above and beyond to keep our organization strong and serve the children in our communities. Thank you for everything that you do.

I also want to thank all our funders, corporate sponsors, foundations and individuals who continue provide their generous support. Just as with our BBBSPY team, it is this support that allows us to serve the children in our communities with the power of mentoring.

Sincerely,

Adam Schure

Adam Schure CPA, CA
Treasurer

FINANCIAL OVERVIEW

Big Brothers Big Sisters of Peel York Inc.

Financial Overview

Combined Statement of Financial Position

As at December 31, 2022, with comparative figures as at December 31, 2021

	December 31 2022	December 31 2021
Assets		
Current assets:		
Cash	\$ 862,857	\$ 665,272
Cash held on behalf of other organizations	18,135	10,000
Marketable securities	153,522	-
Accounts receivable	168,095	235,693
Prepaid expenses	14,429	1,803
HST rebate recoverable	54,780	28,594
Restricted cash	28,174	-
	<u>1,299,992</u>	<u>941,362</u>
Restricted marketable securities	2,540	-
Capital assets	33,076	16,990
	<u>\$ 1,335,608</u>	<u>\$ 958,352</u>
LIABILITIES		
Current		
Accounts payable and accrued liabilities	\$ 151,409	\$ 93,460
Government remittances	25,649	23,987
Funds held in trust	18,135	10,000
Deferred revenue	283,448	182,723
	<u>478,641</u>	<u>310,170</u>
Deferred contributions related to capital assets	23,650	4,943
	<u>\$ 502,291</u>	<u>\$ 315,113</u>
NET ASSETS		
Internally restricted	180,000	180,000
Unrestricted	650,819	463,239
Restricted fund	2,498	-
	<u>833,317</u>	<u>643,239</u>
	<u>\$ 1,335,608</u>	<u>\$ 958,352</u>

FINANCIAL OVERVIEW

Big Brothers Big Sisters of Peel York Inc.

Financial Overview

Combined Statement of Operations

Year ended December 31, 2022, with comparative figures for the year ended December 31, 2021

	December 31 2022	December 31 2021
Revenue		
Fundraising events	\$ 233,963	\$ 130,130
United Way	540,461	481,939
Region of Peel	100,000	92,750
York Region	82,834	-
Donations and other income	1,022,847	732,987
Grants and Interest Income	870,823	677,263
Endowed funding recognized	-	65,000
	<u>\$ 2,850,928</u>	<u>\$ 2,180,069</u>
Expenses		
Salaries and benefits	\$ 2,307,976	\$ 1,671,351
Fundraising events	70,593	40,709
Building occupancy	172,193	153,856
Program	126,381	104,580
General and administrative	308,238	214,916
	<u>\$ 2,985,381</u>	<u>\$ 2,185,412</u>
(Deficiency) of revenue over operating expenditures	(134,453)	(5,343)
Other Items		
Government assistance	-	144,117
Endowment funding	-	(65,000)
(Deficiency) excess of revenue over expenditures	(134,453)	73,774
Net assets, beginning of year	<u>967,770</u>	<u>569,465</u>
Net assets, end of year	<u>\$ 833,317</u>	<u>\$ 643,239</u>

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

OUR FUNDING PARTNERS

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



Immigration, Refugees
and Citizenship Canada

Immigration, Réfugiés
et Citoyenneté Canada



Ministry of Children, Community & Social Services
Ontario Ministry of Education



Ontario
Trillium Foundation



Fondation Trillium
de l'Ontario
An Agency of the Government of Ontario
Agence du gouvernement de l'Ontario



United Way
Greater Toronto



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



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

Amgen Canada Inc.
BBBSC - Boston Pizza
BBBSC - Scotiabank Thriving Communities Fund
Brampton & Caledon Community Foundation
City of Mississauga
East Penn Canada
Finastra
Magna International
Margaret Good
Monat
Patrick Priestner
Razor Creative
Scotia McLeod - The Sharpe-Way Group at Scotia Wealth Management
Tim Hortons Advertising & Promotion Fund (Canada)
Wilson Niblett Motors

OUR FUNDING PARTNERS

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

Advance Brampton Fund	Formcor Inc.
Alectra CARES	Inscan Contractors Limited
Ann Matthews	Joan & Clifford Hatch Foundation
BBBSC - Coke Canada Bottling	Katand Enterprises Inc.
Brita Canada Inc.	Kathco Foods Inc.
<i>Byrdi Golf</i>	Kiwanis Club of Brampton
Capital Power	Mississauga Fire Fighters' Benevolent Fund
Car Hub North York	Odette Foundation
CHUM Charitable Foundation	Rogers Communications Canada Inc.
Enbridge	

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

Bell Canada	Michael Marcotte
Canada Gives	Rob Scullion
Community Foundation of Mississauga - Pendle Fund	<i>Top Rock Climbing</i>
Crawford Chondon & Partners LLP	TD Wealth
J. E. Panneton Foundation	The Regional Municipality of Peel Police Services Board
MNP LLP	

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

ADP Collision	Jim Veres
<i>Aqua Medical Spa</i>	Kanellopoulos Investments Ltd.
AWL Construction	<i>L'Oreal</i>
Bernadette Farag	Lynda Rose
Bird Construction	MacGillivray Partners CA
Caledon Cruisers Car Club	Mattel Canada Inc.
Coates O'Neill LLP	Natalie Bond
CROWLE Fittings & Supply Ltd.	Nova Steel
Dan Millington	Nutak Holdings Ltd.
Dan & Margaret Sharp	Pierce McNeely Associates
DWS Logistics	Patrick Johnston
Earle M. Jorgensen	Quality Sterling Group
Highway 11 Cruisers	Schomberg United Church
Huttonville Lions Club	Sheridan College
Ian Gough	Simon Bottone
IG Wealth Management	The KEG Spirit Foundation
IA Financial Group	The Insurance Market
Jack Greedy Limited	Tina O'Neill

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

The list above recognizes donors who have made a donation of over \$1,000 in the 2022 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 2022/2023

Michael Marcotte, Board Chair
Adam Schure, Treasurer
Angel Massey-Singh, Director
Thompson Famoriyo, Director
Emmanuel Koudoumnakis, Director
Angie Rehal, Director
Clarissa DaCosta, Director
Jay Mian, Director
Sarah Banks, Director
Gary Kryshka, Director
Cecile Hammond, Director
Karen Lemoine, Director
Sean Henry, Director
Cherie Finnerty, Director

STAFF TEAM 2022/2023

Shari Lynn Ladanchuk, President & CEO
*Alasis Mohamed, Conversation Club Caseworker
Andrew Hunter, Game On & Go Girls Caseworker
*Beverley Manikoth, In-School Mentoring Caseworker (maternity leave)
Bindu Dhillon, Director of Finance & Operations
Christine Anthony, Mentoring Caseworker
Cieanna Walcott, Conversation Club Caseworker
Dana Alnahhar, Conversation Club Caseworker
*Danielle Matos, Teen Mentoring Caseworker
*Devinder Hallan, Caseworker (maternity leave)
Dominica Hannaford, BCAC Mentoring Caseworker
Erin Dale, Community Engagement Specialist
Geraldine Cabral, Fundraising Event Lead
Harkiran Bhogal, Teen Mentoring Caseworker

STAFF TEAM 2022/2023

*Jaslynd Donnan, Enrolment Caseworker (maternity leave)
Jeffrey Saah, BCAC School-Based Caseworker
Jennalee Bryan, Fund Development Specialist
Jennifer Dalziel, One-to-One Caseworker
Jennifer Tello, Youth Engagement Caseworker
Joanna Pereira, Program Manager
Katie Lowes, Director of Service Delivery & Partnerships
Kyrel Thompson, BCAC School-Based Mentoring Caseworker
Laura Elkind, Volunteer & Family Enrolment
Leslie Martins, In-School Mentoring Caseworker
Lonni Meisner, Go Girls! Caseworker
Lori Plati, Public Relations Manager
Melissa Brown, Family Enrolment Caseworker
Michael Donia, Game On Caseworker
Natai Kirnon, Office Administration & Enrolment Coordinator
*Natalie Brammah, School-Based Mentoring Caseworker (maternity leave)
Panveer Lachhar, Director of Development
*Rachel Pavan, Caseworker
Raheem Hurry, Group Mentoring Caseworker
Sara Congiusti, Program Integration Specialist
*Sarah Dame, Unification Director
Saran Archer, One-to-One Caseworker
Sophie Mercer, In-School Mentoring Caseworker
Sousun Mabbashar, Go Girls Caseworker
Sue Kowalchuk, Program Manager
*Susan Dedora, Finance Assistant
*Susan Nomi, Director of Programs
*Suzanne Boucher, Fund Development Specialist
Tara Paterson, One-to-One Caseworker
Tenzin Thinlay, Accounts Payable/Office Coordinator
Tyler Dunlop, Group Mentoring Caseworker

**denotes left agency during 2022/23*

UNIFICATION

With the Big Brothers Big Sisters movement seeing transformation and unifications across the country, in January 2022 Big Brothers Big Sisters of Peel and Big Brothers Big Sisters of York unified.

This decision was made in order to enable a heightened responsiveness to the needs of vulnerable children and youth, promote the sharing of best practices, increase innovation, and ensure sustainable growth and impact for the long term.

We are committed to continue to change and adapt to best meet the needs of the young people in our growing communities in Peel and York Regions.



WHO WE ARE

Big Brothers Big Sisters is proud to be providing quality mentoring programs to children and youth in Peel Region and York Regions for over 50 years. In 2022 our agency provided service to over 1,575 young people (6 - 17 years of age) through 15 core mentoring programs:

PROGRAMS IN THE COMMUNITY

- Big Brothers Big Sisters Mentoring
- (Big Brothers, Big Sisters, Big Buddy, Couples for Kids, BIG Connections)
- Group Mentoring
- BIGS on Campus in partnership with University of Toronto Mississauga and Sheridan College
- BIG Possibilities

PROGRAMS IN SCHOOLS

- In-School Mentoring
- In-School Mentoring Plus
- Teen Mentoring
- Go Girls! Healthy Bodies, Healthy Minds
- Game On! Eat Smart, Play Smart

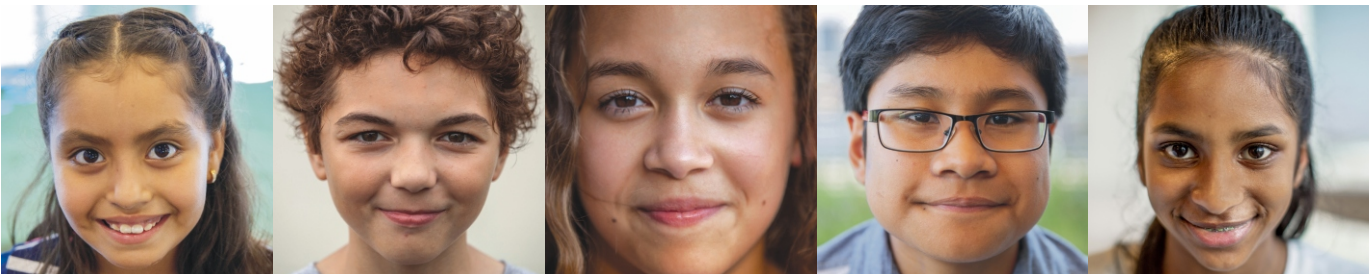
PROGRAMS FOR NEWCOMER CHILDREN & YOUTH

- Conversation Club
- Newcomer Art

PROGRAMS FOR BLACK YOUTH

In partnership with Black Community Advisory Council (BCAC)

- BCAC Big Brothers Big Sisters Mentoring
- BCAC Teen Mentoring
- BCAC In-School Mentoring
- Black Youth Mentoring in partnership with University of Toronto Mississauga and Sheridan College.



OUR IMPACT

Our mentors provide guidance and friendship to help to ignite the power and potential of young people in our community. 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.

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 MISSION

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

OUR VISION

All young people realize their full potential



PROGRAM HIGHLIGHTS 2022

In 2022, mentoring programs were provided to 1,575 children and youth with the support of 900 dedicated volunteers. In-Person Program Delivery was returned to all our or mentoring programs. Schools began to allow in-person programs beginning in the spring of 2022 and the most significant return to in-person programs began in October 2022.

Partnerships - BBBSKY and Black Youth Success began a program partnership in August 2022 to support the development of the Black Youth Success Mentoring Program in their agency. This project has been funded by the federal Department of Canadian Heritage.

Need Registry - The Need Registry gives a picture of the adverse childhood experiences that the children and youth are facing in our organization. Children and youth applying to our Agency are experiencing an average of 4.7 adverse childhood experiences. Children and youth are impacted in the following ways:

- 43% are living with a household member who has mental health issues
- 24% are coping with a mental illness
- 34% have experienced or witnessed violence
- 63% of children and youth are experiencing social isolation
- 50% have experienced bullying
- 64% have been impacted by separation or divorce in their families
- 26% have been removed from their homes by the Children's Aid Society
- 51% are impacted by financial stress in the family
- 42% have experienced the death of someone close to them

These statistics indicate the range of adverse child experiences that young people in our programs are facing and the significant need that exists for support in our community. It also indicates the range of issues and needs that young people are bringing to their mentoring relationships with our volunteers and supports the need for ongoing training for our volunteers to support them in building their relationships.

Waiting List

In 2022, BBBSKY had 310 children and youth waiting for a mentoring relationship, 249 in Peel Region and 61 in York Region.



FUNDRAISING AND COMMUNITY INITIATIVE HIGHLIGHTS

Tim Hortons Move For Kids' Sake - \$47,000 raised! We were fortunate to have a successful virtual fundraiser in February - March 2022 that got participants moving and active in support of our youth. Highlights include Peel Regional Police raising \$14,000 and Chief Nishan Duraiappah being Honorary Chairperson of our event.

Golf For Kids' Sake - \$63,500 gross raised! On August 25th Big Brothers Big Sisters of Peel York had total of 150 golfers participate to help make our 2022 Golf For Kids' Sake event a huge success.

'Escape' Gala Celebration - \$92,000 gross raised! For the first time in three years we held our annual Gala in-person on September 23rd where guests enjoyed an 'escape' to enjoy a wonderful meal at the Mississauga Convention Centre, entertainment and an awards presentations of our most outstanding volunteers, donors and community partners.

Meghan Crook Memorial Scholarship Fund - The 2nd annual Meghan Crook Memorial Hike took place in October of 2022 with a total of 95 hikers raising over \$32,000 towards our Meghan Crook Memorial Scholarship Fund for our BBBSKY youth. Highlights included a \$5,000 donation from York Regional Police Services Board and \$5,000 from York Regional Police Association. The event was primarily planned by York Regional Police and will continue to be an annual event in memory of Meghan.

ONE on ONE Charity Support Program - Created in October 2020, Darren Sketchley's program has now supported 28 youth and their families with over \$44,000 in donations. In 2022, there were 7 youth and their families supported with over \$4,000 in donations to assist with a variety of things such as new glasses, sewing lessons, new bed, mattress, food, cellphone etc. This partnership has created new donors to our agency through Darren's network.

Holiday Giving - BBBSKY supported 327 children and youth from 110 families through direct Holiday Giving sponsorships provided generously by Holiday Giving donors and Amazon. Countless other children benefited from the 730 toys donated by Mattel as well as other community and corporate donors that were distributed at Holiday Parties across our programs in December. An additional 33 of our families were provided a turkey dinner courtesy of The Kitchen at Mono Mills.



THANK YOU

THANK YOU TO OUR VOLUNTEERS

Our volunteers are the strength of our agency. Thank you to our 900 dedicated volunteers for your commitment to making a positive difference for the young people in Peel and York Regions. Thank you for helping to inspire, provide support and expand the possibilities for the children in youth in your community to help them reach their full potential.

THANK YOU TO OUR COMMUNITY PARTNERS & FUNDING PARTNERS

Thank you for believing so strongly in the power of mentoring and investing our young people. Together we are changing lives.



2022 SPECIAL AWARD RECIPIENTS

IGNITING THE POWER AND POTENTIAL OF YOUNG PEOPLE



COLETTE KING & DONEÉ

MATCH OF THE YEAR
PEEL REGION



ART McDONALD & KIEFER

MATCH OF THE YEAR
YORK REGION



AGATHA ASHTON-MONAGHAN

GROUP-BASED CHILDREN'S CHAMPION



ABDULLAH AHMED

SCHOOL-BASED CHILDREN'S CHAMPION



JANA ELSHAFEI

MENTEE MERIT AWARD



CARTER OSBORNE

BIG HEART AWARD



DARREN SKETCHLEY

JOHNSTON EQUIPMENT
AGENCY AMBASSADOR



CUMMINS

CORPORATE PARTNER OF THE YEAR
PEEL REGION



MAGNA INTERNATIONAL

CORPORATE PARTNER OF THE YEAR
YORK REGION