



Big Brothers Big Sisters
OF PEEL | YORK

ANNUAL REPORT 2023

Providing life-changing mentoring
relationships for children and youth
since 1967!

BOARD CHAIR/CEO REPORT

Dear Members and Supporters,

2023 has been a period of significant impact and growth, marked by our collective efforts in setting a strong foundation for continued success and positive change in the Peel and York communities!

Strategic Plan Development

One of our major achievements this year has been the development of a comprehensive strategic plan. The plan focuses on sustainable growth, enhanced program quality, and increased community engagement. It provides a clear roadmap by emphasizing the importance of innovation and adaptability, ensuring that we remain responsive to the evolving needs of our communities.

Strengthening Our Team

Recognizing that our people are our greatest asset, we have invested in professional development opportunities to enhance the skills and knowledge of our staff. This year, we introduced several training programs focused on leadership, mentorship best practices, and diversity and inclusion as well as opportunities to learn from and with each other. These initiatives have empowered our team to better support our mentors and mentees, fostering a more inclusive and supportive environment.

Increasing Diversity of Programming

We are committed to offering programs that reflect the diverse needs and interests of the children and youth in our community. This year, we have launched several new initiatives aimed at broadening the scope of our services, particularly to racialized and underserved groups. By diversifying our programming, we ensure that more young people have access to opportunities that inspire them and help them realize their full potential.

Serving More Children and Youth

Our efforts to expand our reach have been remarkably successful. This year, we have served a post-Covid high watermark record number of children and youth, thanks to our dedicated team and the generous support of our donors and partners. We have implemented targeted outreach campaigns and have streamlined our enrollment processes to make our services more accessible. As a result, more young people have benefited from the guidance and support of a mentor, helping them build confidence, develop essential life skills, and achieve their goals.

We would like to extend our heartfelt gratitude to everyone who has contributed to our success this year. Your support and dedication have made a profound impact on the lives of many children and youth in Peel York. Together, we are building a brighter future for our community.

Angel Massey-Singh, 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) including revenue, expenses and the overall financial health of our organization for the year ended December 31, 2023. The enclosed 2023 Financial Overview provides a summary of BBBSPY's financial position. A full set of the audited financial statements is available upon request.

Revenue for BBBSPY consists of donations, grants, fundraising activities and other income. This year revenue totaled \$2,749,000 which is a decrease of \$102,000 from 2022. BBBSPY received generous donations from individuals, corporations and foundations totaling \$789,000 in 2023. These contributions are vital in supporting programs and initiatives aimed at empowering youth through mentorship. BBBSPY secured several grants from government agencies and private institutions totaling \$1,570,000 for 2023. These grants allow the Organization to expand reach and implement innovative programs to serve the youth in Peel and York. Fundraising Events, including gala, golf, bowl/move for kids sake and Bingo were successful in 2023 totaling \$370,000. These events help to raise awareness about the BBBSPY mission while engaging the community to support the cause.

Expenses for BBBSPY totaled \$2,940,000 for the year which is a slight decrease of \$45,000 from 2022. Most expenses were allocated to program activities aimed to achieve the mission of the organization.

BBBSPY finished the year with expenses exceeding revenues by \$191,000. Despite having expenses exceed revenues in the year, the overall financial position remains strong with assets in excess of liabilities of \$610,000. The cash reserves are sufficient to support ongoing operations and strategic initiatives.

I'd like to express my gratitude and appreciation to management, staff, volunteers, board and committee members. You continue to go above and beyond to keep the organization strong and serve the children in our communities.

A special thank you to funders, corporate sponsors, foundations and individuals who continue to provide their generous support to help the organization continue to serve the children in our communities with the power of mentoring.

Sincerely,

Cherie Finnerty CPA, CA
Treasurer

FINANCIAL OVERVIEW

Big Brothers Big Sisters of Peel York Inc. Financial Overview

Combined Statement of Financial Position

As at December 31, 2023, with comparative figures as at December 31, 2022

	December 31 2023	December 31 2022
Assets		
Current assets:		
Cash	\$ 679,132	\$ 862,857
Cash held on behalf of other organizations	27,859	18,135
Marketable securities	-	153,522
Accounts receivable	210,761	168,095
Prepaid expenses	2,408	14,429
HST rebate recoverable	37,156	54,780
Restricted cash	1,465	28,174
	<u>958,781</u>	<u>1,299,992</u>
Restricted marketable securities	-	2,540
Capital assets	50,169	33,076
Security deposit	2,805	-
	<u>\$ 1,011,755</u>	<u>\$ 1,335,608</u>
LIABILITIES		
Current		
Accounts payable and accrued liabilities	\$ 129,305	\$ 151,409
Government remittances	27,957	25,649
Funds held in trust	27,859	18,135
Deferred revenue	163,509	283,448
	<u>348,630</u>	<u>478,641</u>
Deferred contributions related to capital assets	20,894	23,650
	<u>\$ 369,524</u>	<u>\$ 502,291</u>
NET ASSETS		
Internally restricted	190,000	180,000
Unrestricted	452,231	650,819
Restricted fund	-	2,498
	<u>642,231</u>	<u>833,317</u>
	<u>\$ 1,011,755</u>	<u>\$ 1,335,608</u>

FINANCIAL OVERVIEW

Big Brothers Big Sisters of Peel York Inc.

Financial Overview

Combined Statement of Operations

Year ended December 31, 2023, with comparative figures for the year ended December 31, 2022

	December 31 2023	December 31 2022
Revenue		
Fundraising events	\$ 370,458	\$ 233,963
United Way	530,723	540,461
Region of Peel	100,000	100,000
York Region	64,234	82,834
Donations and other income	789,373	1,022,847
Grants and Interest Income	894,251	870,823
Endowed funding recognized	-	-
	<u>\$ 2,749,039</u>	<u>\$ 2,850,928</u>
Expenses		
Salaries and benefits	\$ 2,188,055	\$ 2,307,976
Fundraising events	93,852	70,593
Building occupancy	173,465	172,193
Program	159,174	126,381
General and administrative	325,579	308,238
	<u>\$ 2,940,125</u>	<u>\$ 2,985,381</u>
(Deficiency) excess of revenue over expenditures	(191,086)	(134,453)
Net assets, beginning of year	<u>833,317</u>	<u>967,770</u>
Net assets, end of year	<u>\$ 642,231</u>	<u>\$ 833,317</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
Référéntiel gouvernement de l'Ontario



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



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

- Canadian Western Bank
- City of Brampton - Advance Brampton Fund
- City of Mississauga
- Enersys
- Grant Thornton Foundation
- Margaret Good
- McCall MacBain Foundation*
- Pendle Fund at the Community Foundation of Mississauga
- Razor Creative
- RBC Future Launch*
- Scotiabank Thriving Communities Fund*
- Scotia McLeod - The Sharpe-Way Group at Scotia Wealth Management
- Tim Hortons Advertising & Promotion Fund (Canada)
- Tim Hortons Bradford

OUR FUNDING PARTNERS

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

Alectra CARES
Capital Power
Coke Canada Bottling*
Brita Canada Inc.
Car Hub North York
CHUM Charitable Foundation
Enbridge
Estate of Carman Ernest Batchelor
Formcor Inc.

Frequency Entertainment Inc.
Inscan Contractors Limited
Joan & Clifford Hatch Foundation
Kiwanis Club of Brampton
Mercedes-Benz Canada
Township of King
Town of Aurora
Town of Whitchurch-Stouffville
Water Street Investments

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

Bell Canada
Brampton & Caledon Community Foundation
Canada Gives
Crawford Chondon & Partners LLP
Highway 11 Cruisers
J. E. Panneton Foundation
Jack Greedy Limited
MacGillivray
McMillan LLP
Mississauga Fire Fighters Benevolent Fund

MNP LLP
Michael Marcotte
New Era Cap Company Canada
Smart and Caring Children and Youth at The Community
Foundation of Mississauga
Taz Ratamshi
Theresa Scullion
TD Wealth
The Regional Municipality of Peel Police Services Board

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

ADP Collision
Anna-Marie Dewar
AWL Construction
Bird Construction
Black Fly Beverages
CROWLE Fittings & Supply Ltd.
Cyril Eldridge
Dan Millington
Darren Sketchley
Dan & Margaret Sharp
Don Thompson
EMJ Metals
Ennio Liorti
Gagnon Walkers
GlowZone 360
Jan Greedy
Jay Stevens
Karen Richards
Katie Lowes

Kanellopoulous Investments Ltd.
Lanterra Developments
LC Aviation
Magna International
Massimo Noce
Mattel Canada Inc.
Maysum Hudda
Nova Steel
Patrick Johnston
Pure Aperture Photography by Lesley Bogan
Roberto Carreiro
Rogers Communications Canada Inc.
Sam Calla Chartered Financial Consultant Maia & Assoc.
SRN Architects
TACC Group
Tiernan Murphy
Tina O'Neill
Top Rock Climbing
York Regional Police Association

Italicized font indicates an In-Kind donation.

Donations which have flowed through BBBS Canada are followed by*

The list above recognizes donors who have made a donation over \$1,000 in the 2023 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 2023/2024

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

**denotes left during 2023/2024*

STAFF TEAM 2023/2024

Shari Lynn Ladanchuk, President & CEO
Andrew Hunter, Game On & Go Girls Caseworker
Beverley Manikoth, In-School Mentoring Caseworker
Bindu Dhillon, Director of Finance & Operations
Cheyon Gnaneswaran, Conversation Club Caseworker
*Christine Anthony, Mentoring Caseworker
*Cienna Walcott, Conversation Club Caseworker
*Dana Alnahhar, Conversation Club Caseworker
Devinder Budhram, Caseworker
Dominica Hannaford, BCAC Mentoring Caseworker
Erin Dale, Community Engagement Specialist
Geraldine Cabral, Fundraising Event Lead

STAFF TEAM 2023/2024

Harkiran Bhogal, Teen Mentoring Caseworker
*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
Panveer Lachhar, Director of Development
Raheem Hurry, Group Mentoring Caseworker
*Sara Congiusti, Program Integration Specialist (maternity leave)
*Saran Archer, One-to-One Caseworker
Sophie Mercer, In-School Mentoring Caseworker
Sousun Mabbashar, Go Girls Caseworker
Sue Kowalchuk, Program Manager
Tara Paterson, One-to-One Caseworker
Tenzin Thinlay, Accounts Payable/Office Coordinator
Tyler Dunlop, Group Mentoring Caseworker

**denotes left agency during 2023/24*

2023 - 2027 STRATEGIC ROADMAP

- VISION:** All young people realize their full potential
- MISSION:** Enable life-changing mentoring relationships to ignite the power and potential of young people
- VALUES:** Caring, Collaboration, Inclusiveness, Integrity and Trust



2023 – 2027 STRATEGIC ROADMAP

**ORGANIZATIONAL
HEALTH AND
RESILIENCE**

**STRONG
RELATIONSHIPS**

**RESPONSIVE
PROGRAMMING**

All strategic pillars to be assessed through an equity, diversity and inclusion lens while embedding a measurement and evaluation process into each operationalized objective

PILLAR	GOAL
<p>ORGANIZATIONAL HEALTH AND RESILIENCE</p>	<p>Maximize BBBSPY resources to strengthen and support organizational assets including people, programs and finances</p>
<p>STRONG RELATIONSHIPS</p>	<p>Maximize the reputation of BBBSPY with a view to building profile, strengthening partnerships, increasing organizational affinity and supporting revenue diversification</p>
<p>RESPONSIVE PROGRAMMING</p>	<p>Design and deliver enhanced programming to expand impact and ensure diverse populations and critical needs are being met in responsive and innovative ways</p>

WHO WE ARE

Big Brothers Big Sisters is proud to be providing quality mentoring programs to children and youth in Peel and York Regions for over 50 years. In 2023 our agency provided service to 1,773 young people (6 - 17 years of age) through 16 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
- Wellness Warriors

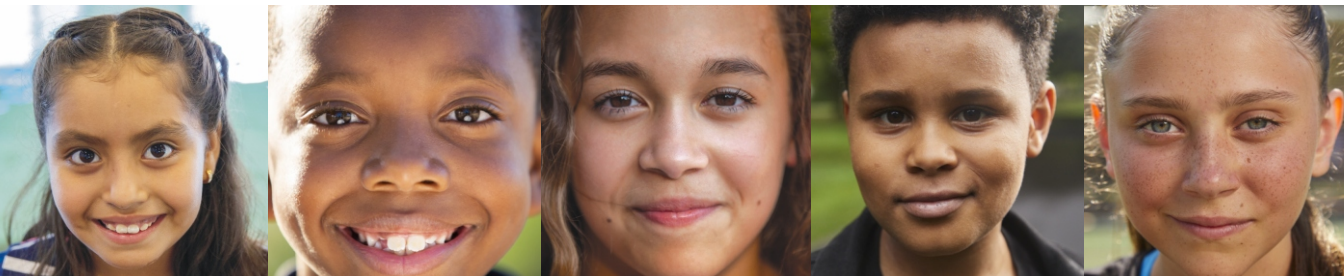
PROGRAMS FOR NEWCOMER CHILDREN & YOUTH

- 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 & COMMITMENT

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 social-emotional competence, improved mental health and wellbeing, and enhanced educational engagement and employment readiness.

COMMITMENT

BBBSPY is committed to creating an inclusive environment where all members of the community feel safe and respected.

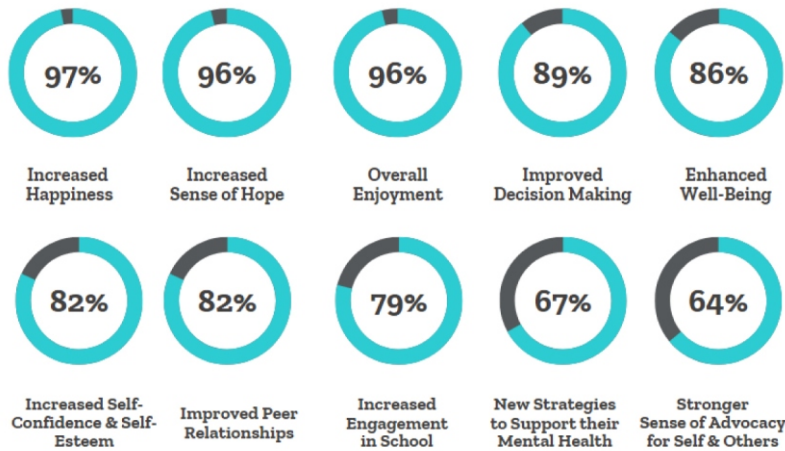
The diversity of Peel and York Regions are reflected and represented by the children, youth, and families we serve, our volunteers, staff and Board of Directors. This includes ethno-cultural backgrounds, socio-economic status, religious beliefs, sexual orientation, gender, ability, and family dynamic.

Big Brothers and Big Sisters of Peel York is committed to providing programs and services that are accessible and responsive to diverse groups and unique individual needs.



PROGRAM HIGHLIGHTS 2023

In 2023 there were 1,773 youth served with 246 in Community-Based 1:1 Programs, 368 in School-Based 1:1 Programs and 1,159 in Group Programs. This was made possible through 819 dedicated mentors. Of the youth served in our programs 83% were from racialized groups.



We are thrilled to announce the introduction of **Wellness Warriors** that was designed in response to emerging community needs and ongoing requests from our school board partners. This inclusive group mentoring program welcomes youth with any gender identity and expression. *Wellness Warriors* has a unique emphasis on mental, social, and physical well-being. Activities and discussions are centered around core concepts such as dealing with stress, social media, interpersonal relationships, and physical activity. The content was designed to reach young people aged 11-14. However, activities can be adapted to better suit older and younger demographics, and those with exceptionalities.

The goal of *Wellness Warriors* is to create a warm, welcoming environment where children of all gender identities can collaborate to gain a better understanding of their own social, mental, and physical well-being. While building social-emotional competencies that support interpersonal connection, advocacy, problem solving, positive self-esteem, and a sense of belonging.

FUNDRAISING AND COMMUNITY INITIATIVE HIGHLIGHTS

Tim Hortons Move For Kids' Sake - \$107,500 raised! We were fortunate to have a successful MFKS fundraiser in February May 2023 that got participants moving and active in support of our youth. Highlights include Peel Regional Police raising \$46,000 and Chief Nishan Duraiappah being Honorary Chairperson of our event.

The BIG Tee Off Golf Tournament - \$73,800 gross raised! On June 20th Big Brothers Big Sisters of Peel York had total of 150 golfers participate to help make our 2023 BIG Tee Off Event a huge success.

'BE BIG SHINE BRIGHT' Gala Celebration - \$90,000 gross raised! On September 22nd guests enjoyed a wonderful meal at the Pearson Convention Centre, entertainment and an awards presentations of our most outstanding volunteers, donors and community partners.

"BIG" Partnerships of the Year

- **Ontario Trillium Foundation** - \$92,500 to support recruitment efforts and upgrade our family and volunteer enrollment videos.
- **Amazon** - \$35,000 to support Holiday Giving, which supports over 300 families over the holiday season.
- **Hoffman-La Roche Limited** - Over \$35,000 to support program and services to support children and youth.
- **Advance Brampton Fund** - \$23,000 to support recruitment in and mentorship in the Brampton Community.
- **Bradford Tim Horton's** - over \$20,000 raised through Smile Cookie to support mentorship in the Bradford community.
- **Canadian Western Bank** - \$20,000 in support of Big Possibilities, Move for Kide Sake and Be 'BIG' Shine Bright Gala.
- **Mercedes-Benz Canada** - \$16,000. New national partnership supporting mentorship and programs across our Regions.

Holiday Giving - Through a variety of generous donors we were able to support over 300 families and 1,200 youth to make the holidays a memorable time for them. Countless other children benefited from the 655 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 47 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 over 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 and 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.



2023 SPECIAL AWARD RECIPIENTS

IGNITING THE POWER AND POTENTIAL OF YOUNG PEOPLE

