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Big Brothers
Big Sisters
OF HALTON AND HAMILTON

ANNUAL GENERAL MEETING

SEPTEMBER 24, 2019



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BOARD CHAIRPERSON MESSAGE 2019

At the close of our first fiscal year as a newly amalgamated organization, we reflect on the many accomplishments, challenges and opportunities that arose at every level of our charity. Most importantly, our Board of Directors, staff and volunteers have come together and continued to provide our services with the high level of quality and expertise we've come to expect and enjoy over the years. Now, with one organization serving all of Halton and Hamilton, our work has reached even more children and families in an even more efficient manner.

At Big Brothers Big Sisters of Halton and Hamilton, we believe that every child deserves the right of a caring mentor in their lives. We also believe that charitable dollars must be treated with the utmost of respect and we strive on a daily basis to ensure that the donations we receive from our generous donors go as far as possible to help the communities we serve. With this in mind, our new Board of Directors came together this year to make some tough but necessary employment decisions. Through these efficiencies, our organization has been streamlined even further while at the same time expanding our reach and having a greater impact.

It is our desire to be visionary leaders who ensure that mentorship is on the agenda for government, private sector and everyone in our community. While we are proud of the progress we have made to date, we remain somewhat stagnated by our two most pressing issues – enough money to provide our services and enough volunteers to meet the increase in demand. We ask for your continued support as we tackle these two priority issues; Mentors and Money.

To our funders and supporters, we remain humbled by your generous support, both through your donated time, and through your financial contributions. To our major financial supporter, United Way, we recognize that without you there would be “no way” - our most sincere thanks.

To our staff and volunteers, we understand that our agency only exists because of your time, energy and devotion to ensuring that the children in our communities get the guidance and mentorship they need and deserve. Thank you for taking on this honourable task.

And finally, to the children and families that we serve – we are proud to be a part of your development and we promise to continue our work at the highest standard possible to ensure that as many families as possible benefit from our services.

With the committed support of our entire team, a clear direction, recognition of the growing need in our community and the unwavering belief in the power that mentoring holds for our communities' children, we will continue to strive to see that all children in need of a mentor are eventually greeted with the news that they have a new special friend.

Please join us as we look to the next year with confidence.

Brian G. Puddington
Chair, Board of Directors

NOMINATION REPORT SEPTEMBER 2019

The Nominating Committee is requesting the approval of the following Motion consistent with this Report:

Motion: Members approve the slate of candidates recommended by the Nominating Committee and the terms of Office for all Directors.

This Nomination Report is submitted by the Big Brothers Big Sisters Governance Committee on behalf of your Board of Directors.

Board Member recruitment was undertaken in the spring of 2019 to fill five vacancies. A recruitment Committee was struck with the need for new Board Members advertised/posted in the BBBS Halton & Hamilton Newsletter, with The Directors College (Conference Board of Canada/McMaster University Program) and Charity Village. In addition, Board Members, the CEO and COO were asked to identify interested parties.

Based on the recruitment process the following slate of candidates are recommended for Board Membership to serve an initial Term commencing September 2019:

1. Blair Henderson – business owner for 20 years; former Condominium Board Member; Big Brother; and Youth Program Volunteer with excellent fundraising experience.
2. Daniele Ingleton – Professional Consultant; Lean Sigma Master Black Belt; and business Coach with global experience and a strong young professional network.
3. Robert Ridge – former CEO Medic Alert Foundation Canada; excellent Not-For-Profit experience; CPA; Board Chair Amity Goodwill Industries; Member Social Planning & Research Council Hamilton; and a former in-school Mentor with a passion for sustainability.
4. Cassandra Weatherston – Healthcare Accreditation Coordinator and past Board Member of the Suicide Prevention Community Council of Hamilton with stakeholder engagement and fundraising experience.
5. Patrica Wright – retired educator, former Member of the Diversity Council BBBS National; a Diversity & Inclusion Trainer; former Officer of OSSTF; and former Chair of the Race Relations Advisory Committee (London) with Board experience with Fanshawe College and the Children’s Aid Society.

Continued ...

NOMINATION REPORT SEPTEMBER 2019 CONTINUED

The Terms of Service recommended for each Director in accordance with the By-laws are outlined below with each eligible for an additional three-year term:

<u>BOARD MEMBER</u>	<u>TERM EXPIRATION</u>
Chuck Conlon	September 2020
Aiman Dally	September 2021
Blair Henderson	September 2022
Steve Horner	September 2021
Daniele Ingleton	September 2022
Catherine Lewis	September 2020
Shafiq Mohamed	September 2020
Lauri A. Reesor	September 2021
Robert Ridge	September 2022
Peter Rakoczy	September 2020
Cassandra Weatherston*	September 2021
Patricia Wright	September 2022

*Cassandra Weatherston fills a vacancy created by the completion of Term in Office by Andre Pilon.

The Nominating Committee thanks Members for their support.

PROGRAM OVERVIEW

1. ADVENTURE CLUB CANADA

Adventure Canada Club is a group mentoring program where youth in grades one through eight are mentored by volunteers between the ages of 16-24 who have an interest in helping a younger newcomer youth learn all about Canada.

With a goal of social integration, they meet weekly, for 10 weeks in a group setting, to build connections, share immigration experiences, practice English conversation, receive homework help and learn about Canada's culture and traditions.

2. BIG BROTHER / BIG SISTER MENTORING *(one-to-one program, community-based)*

The Traditional Match Program provides children with a role model and a friend to talk to and share the experiences of growing up with. Through regular outings, a relationship is developed between the mentor and the mentee (or Big and Little). Mentoring relationships are built on trust and common interests, and are supported by our experienced case-workers. The result is a life-changing experience for both the mentor and the mentee.

Bigs and Littles spend 2-3 hours once a week together participating in no or low cost activities, such as sharing favourite pastimes or creating new adventures.

3. CONNECTIONS PROJECT *(Group program, site-based)*

The Connections Project provides role models, mentors and friends to newcomer youth, helping with their adjustment to Canada. Mentors and mentees have weekly school-based visits that include fun, educational activities, games, homework help or open discussion. The Connections Project offers mentees the opportunity to practice English language skills, make new friends, learn more about Canada and most importantly — have fun.

4. CULTURAL MENTORSHIP PROGRAM

The Cultural Mentorship Program aims to create and develop mentoring relationships with a focus of embracing Caribbean and African cultures. Youth will have the opportunity to participate in activities that reflect on cultural history, carnival arts, cultural icons, micro ventures, business methods and diaspora experiences. The program encourages black youth to make healthy and safe choices, increase resiliency and build a strong cultural identity all within the scope of cultural mentorship initiatives.

The program is site-based, and runs in a group setting with mentors available to provide individual and/or group mentoring. Mentors and mentees will take part in weekly community-based activities for 10-20 weeks.

Continued ...

PROGRAM OVERVIEW CONTINUED

5. **GAME ON!** *(Group program, site-based)*

Game On! is a group mentoring program that provides boys and young men with information and support to make informed choices about a range of healthy lifestyle practices. This program is designed to engage participants in the pursuit of life-long healthy lifestyles. Each session is structured around four themes: physical activity, healthy eating, self-esteem, and communication skills.

Game On! participants meet for 75-minute mentoring sessions, which are held over a seven-week period, during school hours, on school property.

6. **GLOW** *(Group program, site-based)*

GLOW (Girls Linking Our World) is a group mentoring program for girls ages 11 to 14 who come from diverse backgrounds. The program focuses on empowerment, leadership development and helping girls feel confident in all aspects of their identity.

GLOW consists of 10, 2-hour mentoring sessions, held over a 10 week period. Through mentoring relationships, creative and physical activities, and discussions, female volunteers who are 18 years of age or older help girls explore different cultures and celebrate diversity, learn different techniques for physical, mental and emotional well-being, and develop empathic communication skills.

7. **GO GIRLS!** *(Group program, site-based)*

Go Girls! is a group mentoring program for girls ages 12-14 that focuses on physical activity, balanced eating and self-esteem. The single, most important goal of the program is to positively shape the lives of young women and girls by helping them build a positive self-image. Each session is structured around four themes: physical activity, healthy eating, self-esteem and communication skills.

Go Girls! participants meet for 75-minute mentoring sessions, which are held over a seven-week period, during school hours, on school property.

8. **HOMEWORK CLUB** *(one-to-one program, site-based)*

The Homework Club – An After School Mentoring Program for Kids is a group mentoring program where high school teen mentors support youth in grades three through eight who require academic, social and/or emotional support.

With the goal of increasing student success, youth are matched one-on-one with a teen mentor in a group setting and are supervised by an adult volunteer. Currently, The Homework Club is running at 16 locations in Halton. Programs run once a week for 70 minutes after school from October – May.

Continued ...

PROGRAM OVERVIEW CONTINUED

9. **IN-SCHOOL MENTORING** (*one-to-one program, site-based*)

The In-School Mentoring program provides girls and boys with a role model and a friend to talk to and share the experiences of growing up with, within school grounds. For one hour a week during the school year, mentors meet with their mentee and engage in activities such as board games, crafts or just hang out in the playground.

10. **PHYSICAL LITERACY/PLAY** (*Group program, community-based*)

Physical Literacy Programs provide 7-to-14-year-old boys and girls with mentoring and fun, using a physical literacy approach.

Program areas of focus include:

- Learning fundamental movement skills;
- Exploration and opportunity to play with different objects and sports equipment;
- Basic instruction and opportunities for active play; and,
- Opportunity to practice skill development.

Physical Literacy Programs are hosted for one hour each week, on school property, after school. Programs run in 10-14 week sessions. Its members do not meet over the summer break or during other school holidays.

11. **SOAR** (*Group program, community-based*)

SOAR stands for Social Opportunities Activities and Relationships. This group-based program was created specifically for children who are waiting to be matched with a mentor.

SOAR members participate in social, educational and recreational activities in a positive, group mentoring atmosphere for two hours once a week. Group activities include: recreation and sports, games and crafts, special events, personal development, nature and the environment, volunteer and community work and employment preparation.

MISSION-FOCUSED REACH

TOTAL YOUTH MENTORED IN 2018: 2,459

NUMBER OF YOUNG PEOPLE MENTORED PER PROGRAM:

Adventure Club Canada: 174

Big Brothers: 201

Big Sisters: 215

Big Couple: 16

Cross-Gender Match: 10

Connections Project: 179

Go Girls!: 487

Game On!: 340

GLOW: 168

Homework Club: 256

In-School Mentoring: 299

Psychical Literacy/Play: 67

SOAR: 27

Other: 20



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MentorsForKids.ca