



Big Brothers
Big Sisters

OF HALTON AND HAMILTON

REFLECTIONS OF RESILIENCE & VITALITY

2021 ANNUAL REPORT

RE·SIL·IENCE

[rə'zilyəns]
~ Noun

The quality of being able to return quickly to a previous good condition after problems.

VI·TAL·I·TY

[vī'talədē]
~ Noun

The state of being strong and active.





2021 ANNUAL REPORT

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ORGANIZATIONAL GOALS

We have been working internally to ready ourselves for innovative and fresh approaches to working with and in support of our community.

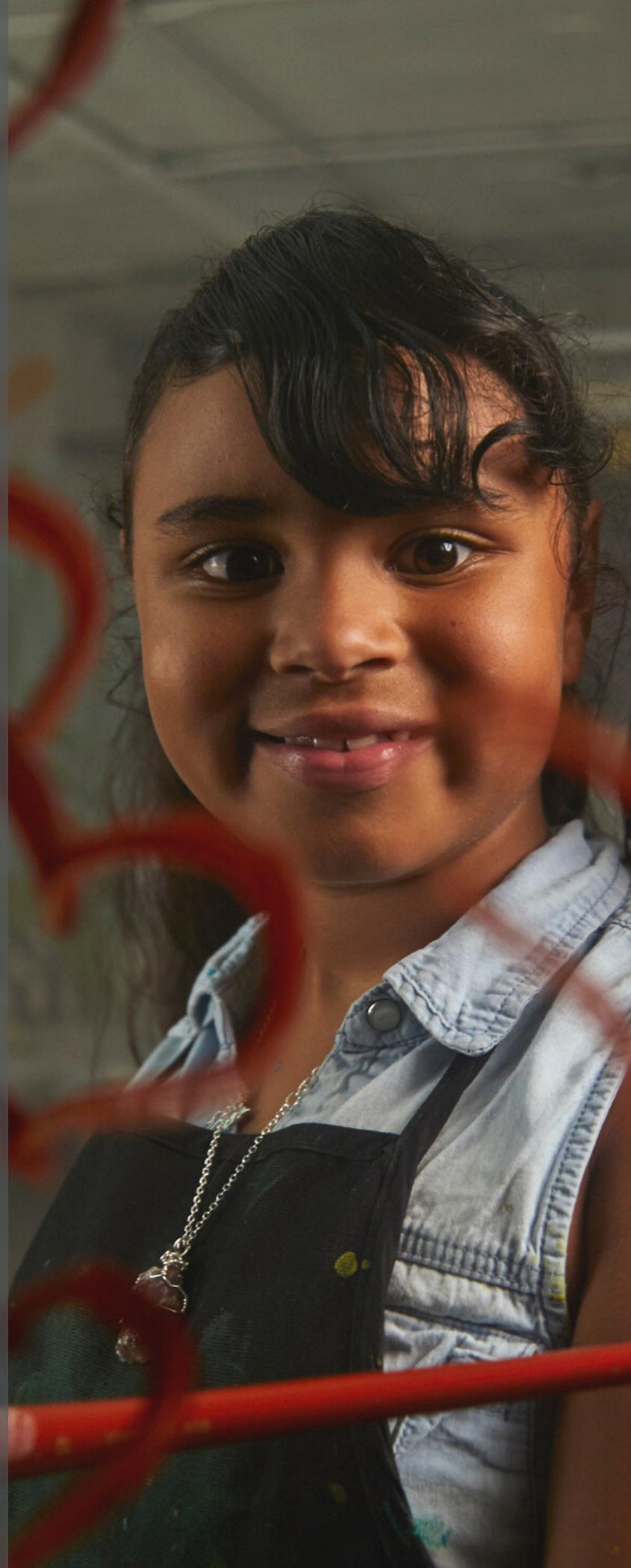
We have laid the foundation and are excited for the work we will continue aligned to our strategic goals.

We will invest in our people.

We will collaborate and engage with our community.

We will provide enriching, innovative mentoring programs that honour the principles of equity, diversity, inclusion and belonging.

We will be a nimble, resilient organization.





Our VISION is that young people realize their full potential.

Our MISSION is to enable life-changing mentoring relationships to ignite the power and potential of young people.

2021 BOARD OF DIRECTORS

We are so grateful to be served by an outstanding and diverse Board of Directors, who are engaged and committed to helping our young people reach their full potential.

Chuck Conlon

Chair
Chuck Conlon & Associates

Blair Henderson

Director

Daniele Ingleton

Director
Lean, The Ingleton Group

Shahbaz Khan

Director
Wolters Kluwer, CPA, CA

Robert Ridge

Officer, Finance & Risk Management
Executive Director, Distress Centres of Greater Toronto

Emily Rowe

Director
Home Depot Canada Foundation

Cassandra Weatherston

Director
St. Joseph's Healthcare Hamilton

Pat Wright

Officer
Educator

MESSAGE FROM THE CHAIR



This past year has been challenging and successful, with our successes driven by the leadership of our CEO, the commitment of our staff, and the dedication of many volunteers.

Our one-to-one and group mentoring programs went on without interruption during the pandemic, allowing consistent and positive support for our young people through life-changing interventions.

Staff transitioned programs and support to deal with the impacts of COVID, developed new models to serve our clients and leveraged the lessons learned through the pandemic to enhance service delivery.

Volunteers adapted, providing critical support to our young people. The impact stories and stories regarding children and youth participating in our programs are inspiring.

Board members supported major strategic initiatives, including: Continuing their education related to diversity, equity, inclusion and social justice; they dedicated resources to improve the financial sustainability of our agency, endorsing a "Building Big" Cabinet Committee; and, major risks were identified, ensuring risk mitigation strategies were implemented.

The implementation of our strategy and enhancements to operations was only possible because of the leadership of our CEO and the commitment of staff. They worked together to increase efficiency and effectiveness to ensure our donors receive value for their donations.

Technology and partnerships were leveraged to improve operations and dedicate more resources to the development and delivery of programs. Services and programs were expanded to our neighbours in Grand Erie. This initiative will serve as a model for future expansions.

Our CEO has continued the transformational journey of the organization, creating higher levels of staff engagement, which is vital to our success and the quality of programs and services we offer.

A personal thank you to our volunteers, staff, partners, stakeholders and Board members, who ensure it is possible to provide the young people in our communities the support they need to thrive in the future. The fulfillment of our mission to is only possible because of your commitment.

Let's continue to work together to ensure every child has the opportunity to create their own impact story.

Chuck Conlon
Chair
Big Brothers Big Sisters of Halton and Hamilton



We are the third-largest provider of Big Brothers Big Sisters mentorship services in Canada, having served nearly 1,400 Littles last year.

IMPACT OF THE PANDEMIC

The mental health challenges experienced during the COVID-19 pandemic – especially by children and youth – pose serious public health risks that we can't afford to ignore. Many young people are left behind in education, economic opportunities, health and well-being during a crucial stage of their development.



70%

of children and adolescents experienced deterioration of their mental health during the pandemic.



75%

of Littles who had regular contact with their mentor reported feeling less isolated during the pandemic



70%

of Littles who had regular contact with their mentor reported that they helped them when they felt worried or anxious during the pandemic.

IMPACT OF MENTORING

SYMPTOMS OF DEPRESSION

51% NON-MENTORED YOUTH reported suffering from symptoms of Depression while only **44%** BBBS YOUTH reported feeling the same

SYMPTOMS OF ANXIETY

40% NON-MENTORED YOUTH reported suffering from symptoms of Anxiety while only **28%** BBBS YOUTH reported feeling the same



IMPACT OF DEVELOPMENTAL RELATIONSHIPS



EXPRESS CARE

"Show me that I matter to you."



CHALLENGE GROWTH

"Push me to keep getting better."



PROVIDES SUPPORT

"Complete tasks and achieve goals."



SHARE POWER

"Treat me with respect and give me a say."



EXPAND POSSIBILITIES

"Connect me with people and places that broaden my world."

PROJECT IGNITE

In 2021, Big Brothers Big Sisters of Canada launched 'Project Ignite' in which BBBSHH and over 80 national agencies participated. This was a national initiative – *made possible by funding from Scotiabank and collaboration with the Search Institute®* – that enabled us to revise our Big Fundamentals training for mentors to incorporate a Developmental Relationships (DR) framework while also integrating evaluation tools to measure the strength of Developmental Relationships across our matches.

The DR framework is a valuable tool with a singular focus: strengthening relationships in young people's lives. Our improved Big Fundamentals training - that now incorporates DRs and evaluation tools - will enable Bigs to be intentional in their mentoring relationships. BBBSHH continues to support Bigs and Littles in creating and fostering the kinds of relationships that propel young people to learn, grow, and thrive.

EXPRESS CARE



91% Youth feel their mentor shows them that they matter to them.

CHALLENGE GROWTH



82% Youth feel that their mentor encourages them to be their best.

PROVIDE SUPPORT



63% Youth feel their mentor helps them get things done.

SHARE POWER



93% Youth feel their mentor listens to their ideas and takes them seriously.

EXPAND POSSIBILITIES



66% Youth feel their mentor has connected them with new people, places, or ideas.

All five elements work together to form a developmental relationship.

MEASURING OUR REACH



1,369

Youth Mentored



931

Youth Enrolled
in Group Programs



438

Youth Enrolled
in 1:1 Programs



463

Volunteer Mentors



55,000

Hours Volunteered



99

School Partners



“

Liam is a beacon in Tony's life and he's proud to tell people about him. He tells his classmates he has a "Big Brother" all the time.

Tony has a hard time vocalizing things but during the week, no matter what happens, he always says he wants to tell Liam. Even if it's something disappointing he'll want to tell Liam.

”

- Laurine, Parent of Little



GROUP PROGRAMMING HIGHLIGHTS

In 2021, 931 of our young people served were mentored in groups settings. Following their participation in programming, they said:



81%

Feeling positive about the future



79%

Improved friendships



83%

Feel supported in the program/match



86%

Feel mentors encourage learning & growth



80%

Feel hopeful about career options



70%

Feel they can meet educational goals



“

The program was important for Hailey as it was a chance for her to connect with other girls her age as she struggled maintaining friendships and always got upset when her friends would unfollow her from social media.

The topics covered in GLOW such as positive personal identity, mental health, social media and labels were important to Hailey.

”

- Parent of GLOW Program Participant



GLOW (Girls Linking Our Worlds) focuses on empowerment, leadership development and helping its participants feel confident in all aspects of their identity.

FINANCIAL HIGHLIGHTS

In 2021, we generated \$1,460,122 in revenue compared to \$1,554,514 in 2022.

Year Ended March 31, 2022

	2022	2021
SUMMARIZED STATEMENT OF OPERATIONS		
Revenue	1,554,514	1,460,122
Expenditures	1,481,104	1,392,044
Excess		
Revenue over Expenditures	154,145	368,146

As at March 31, 2022

SUMMARIZED STATEMENT OF FINANCIAL POSITION		
Assets	1,380,795	1,160,445
Liabilities	287,084	220,879
Net Assets	1,093,711	939,566



DONOR HIGHLIGHT

Thank you to our Program Funders and Corporate Donors.

CIRCLE OF LEADERS

Hamilton Community Foundation
Big Brothers Big Sisters of Canada
Ministry of Children, Community
and Social Services
Ontario Trillium Foundation
United Way of Halton & Hamilton

\$50,000-\$99,000

City of Hamilton
Halton District School Board

\$25,000-\$49,000

United Way of Brant
Joyce Family Foundation
Oakville Community Foundation

\$10,000-\$24,999

AWB Foundation
Brant Community Foundation
Burlington Community Foundation
Canadian's Women's Foundation
Chum CP 24
Community Foundation of North Halton
Community Fund Hamilton
Emergency Community Support Fund
Gear Foundation
Halton Region Community Investment
Fund
Hamilton Community Foundation
IKEA
Jumpstart
Mischa Weisz Foundation
Sifton Family Foundation
Simcoe Lions Club
TD Bank Financial Group
Telus
TRAFFIX
United Way of Halimand and Norfolk

\$5,000-\$9,999

A.W.B Charitable Foundation
Hagarty Smith and Smith
Hamilton Community Foundaton
Mischa Weisz Foundation
P&G Canada
Peter Rakoczy & Deborah Scime
Charitable Foundation
TD Bank Financial Group
Wayne and Isabel Fox Family Foundation

\$1,000-\$4,999

1461112 Ontario Limited
Altruists of Oakville
ArcelorMittal Dofasco
B Hohol & Associates
Bartimaeus Inc
CALLSACHA INC.
CHUM Charitable Foundation
Clarks Canada
Community Support Fund
CP 24 Chum
Dundas Lions Club
Fidelity Investments Canada ULC
HCR Personnel Solutions
Janicare Inc.
Labourers International LIUNA
Nova Steel
Optimists Oakville
RE/MAX Escarpment
Team Logue Realty Inc.
Rheem Canada Ltd.
Rotary Club of Oakville Trafalgar
S. M. Blair Foundation
The Ingleton Group Inc.
Tish Wilson Insurance Group Inc.
Unity Spiritual Centre

\$500-\$999

Honest Home Buyers Inc.
Hossack & Associates Architects Inc.
JDCC DeGroote
Last Minute Employment Services Inc
National Steel Car
St. Paul's United Church
The Royal Trust Company



**ANNUAL
GENERAL
MEETING**



AGENDA

ANNUAL GENERAL MEETING

Tuesday September 27, 2022, 6:00 p.m.

Held by way of ZOOM VIRTUAL MEETING SPACE

1. Call to Order – *Chuck Conlon, Chair*
2. Declaration of Quorum – *Chuck*
3. Review and Approval of Previous Minutes of the Annual General Meeting held on September 28, 2021 – *Chuck*
Motion to approve the minutes as presented
4. Report of the Chair – *Chuck*
Motion to approve the report as circulated
5. Governance Committee Report – *Chuck*
Motion to approve the Message from Chair as circulated in Annual Report
6. By-Laws Amendment – *Chuck*
Motion to amend by-laws
7. Auditors Report and Financial Statements and Appointment of Auditor
Motion to approve the approve the Financials and appoint GGW
8. Retiring Directors – *Chuck*
9. Nomination Report September 2022 – *Chuck*
Motion to approve of nominations
10. Other Business as Might Come Before the Annual Meeting – *Chuck*
11. Adjournment – *Chuck*
Motion to adjourn the Annual General Meeting of September 27, 2022



MINUTES OF AGM (09/28/21)

ANNUAL GENERAL MEETING

Tuesday September 28, 2021, 6:00 p.m.

FISCAL YEAR END - MARCH 31, 2021

MINUTES

Welcome and Call to Order

Lauri Reesor called the meeting to order at 6:07 p.m.

Declaration of Quorum

Lauri declared that a quorum had been achieved.

Review and approval of Agenda

Lauri requested adding approval of auditors report and the appointment of Auditor to the agenda.

It was moved by Blair Henderson and seconded by Robert Ridge "to approve the agenda with the new additions." Carried

Review and Approval of Previous Minutes Annual General

It was moved by Patricia Wright and seconded by Daniele Ingleton "that the minutes of the AGM for September 22, 2020 be accepted as circulated." Carried

Report of the Chair

It was moved by Robert Ridge and seconded by Patricia Wright "that the report of the Chair for the period ending March 31, 2020 be accepted as circulated." Carried

Motion to approve Auditors Report – for period ending March 31, 2021

It was moved by Robert Ridge and seconded by Patricia Wright "that the audited financial statements for the period ending March 31, 2021 be accepted as circulated." Carried

Confirmation of Auditor

Motion to re-appoint GGW as the Auditor for BBBSHH for the period ending March 31, 2022, or until such time as their successor is appointed by a motion duly passed by the Board of Directors, BBBSHH.

Continued ...



MINUTES OF AGM (09/28/21)

It was moved by Cassandra Weatherston and seconded by Robert Ridge "that the firm of GGW be named as auditor for BBBSHH for the year ending March 31, 2022, or until their successor is appointed by a motion duly passed by the Board of Directors of BBBSHH."
Carried

Governance Committee Report

It was moved by Zeshan Khan and seconded by Daniele Ingleton "to approve the report as circulated" Carried

By-Laws Amendment

It was moved by Robert Ridge and seconded by Patricia Wright "to amend the bylaws" Carried

Report of the Finance Committee

It was moved by Zeshan Khan and seconded by Emily Rowe "to approve the report as circulated" Carried

Report of the Strategy and Vision/Diversity, Equity, and Inclusion Committee

It was moved by Patricia Wright and seconded by Zeshan Khan "to approve the report as circulated" Carried

Retiring Directors

Lauri Reesor announced the retirement of Kate Shehbaz, Ken Patterson, and Steve Medcalf

Nomination Report September 2021

It was moved by Emily Rowe and seconded by Robert Ridge "to approve the board nominations" Carried

New/Other Business

Lauri Reesor called for any new or additional business to come before the Annual Meeting. There being none she called for a motion to adjourn.

Motion to Adjourn

It was moved by Daniele Ingleton, seconded by Shahbaz Khan, "that the meeting now adjourn at 6:21 P.M." Carried



GOVERNANCE COMMITTEE REPORT

The Governance Committee completed a Board Matrix Survey including personal demographics, experience and skills and a Board Performance Evaluation Survey. The results of these surveys informed our Board recruitment campaign promoting diversity and addressing critical skills needed to meet our fiduciary and governance responsibilities.

The Board invested more in the Committee structure and designed a calendar that will emphasize the importance and contribution of these committees.

The Governance Committee is recommending two By-Law amendments, which have been endorsed by the Board. They are designed to enhance the agency's ability to attract Board Members from diverse communities, enable the Board to fill skill gaps in an expedient manner.

Our assessment is that this will be important, we identify and attract individuals from diverse communities and those with unique skill sets. We will be able to offer them a role immediately.

Chuck Conlon
Governance Committee Chair

MOTION TO AMEND BYLAW 3.05

The following By-Law changes are submitted for your approval:

3.05 Election and Term

- (a) Subject to this By-Law, Directors will normally be elected by Members at an annual general meeting.
- (b) The Director's term of office shall be three (3) years calculated from the date of the meeting at which they are elected until the third annual meeting next following of until their successors are elected.
- (c) The maximum number of terms for each Director is two (2) terms of three (3) years. A Director will be eligible for reelection at the end of their term up to the maximum number of terms provided that such Director continues to meet the qualifications requirements to be a Director. Upon completion of the maximum term on the Board, a minimum of a one (1) year absence is required before eligibility for re-election to membership on the Board is restored.
- (d) Any vacancy occurring on the Board may be filled by vote of the membership in a Board meeting throughout the year. For the purposes of this section, "vacancy" includes any Board position that was not filled at the immediately previous annual general meeting and falls within the range of membership outlined in Section 3.03.



NOMINATION REPORT FOR SEPTEMBER 2022

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

Motion: Members approve the candidate 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 and summer of 2022.

The following candidates are recommended for Board Membership to serve an initial Term commencing September 2022:

1. Aaron Johnson – VP UTS Operations at Aecon. Business leader with a commitment to children, youth and his community.
2. Fahad Meer – CPA, CA and Director at PWC. Recognized as an emerging leader by CPA Ontario with a passion for mentoring.
3. Brad Staley – Business Development Specialist at RBC. Past Board member BBBS Grand Erie, who has demonstrated a commitment to children and youth through community involvement.

The Terms of Service recommended for each Director in accordance with the By-Laws are outlined below:

BOARD MEMBER	TERM EXPIRATION
Chuck Conlon	September 2023
Aaron Johnson	September 2025
Shahbaz Khan	September 2024
Fahad Meer	September 2025
Robert Ridge	September 2023
Brad Staley	September 2025
Cassandra Weatherson	September 2025
Patricia Wright	September 2025

The Nominating Committee thanks Members for their support.



**PROGRAM
OVERVIEW**



PROGRAM OVERVIEW - 1:1

1: "BIGS" COMMUNITY MATCHING

The Community Matching Program provides adult mentors (Bigs) to young people (Littles). The program connects its participants with a role model and friend to talk to and share the experiences of growing up with. Through weekly outings, a relationship is developed between the mentor and the mentee, which is built on trust and common interests, and is supported by our experienced case-workers. The result is a life-changing experience for both the mentor and the mentee.

2: IN-SCHOOL MENTORING PROGRAM

The In-School mentoring program provides elementary-aged youth people with a role model and a friend to talk to and share the experiences of growing up within school grounds. Each week, mentors meet with their mentee and engage in activities such as board games, crafts or just hang out on school grounds. In-School Mentoring takes place once a week for the duration of the school year. Matches do not meet over the summer break or during other school holidays.

4: PAL PROGRAM

When the COVID-19 pandemic further isolated vulnerable young people, Big Brothers Big Sisters continued to be an essential service in our local communities. We immediately introduced virtual mentoring through the PAL Program. Virtual mentoring has enabled us to provide young people with a caring mentor and friend, especially when needed most.

The PAL Program offers 1:1 mentoring remotely, helping to ensure that the immediate social and mental health needs of vulnerable young people in our communities continue to be addressed during the pandemic and beyond. The PAL Program requires a minimum weekly voluntary commitment of 1-hour.

While the Pal Program was active in the year we are reporting on, it has since been removed from our program offerings.



PROGRAM OVERVIEW - GROUP

4: ADVENTURE CANADA CONNECTIONS

Adventure Canada Connections (ACC) is a group mentoring program for newcomer youth that are elementary-aged. The program offers a role model, mentor and a friend to newcomer youth, helping with their adjustment to Canada. ACC is led by volunteers who have an interest in helping mentees build confidence so they can reach their full potential.

With a goal of social integration, ACC participants meet in a group setting to build connections. Mentoring sessions include educational activities, games and potential for homework help or open discussion. Mentees will practice English language skills, make new friends, learn more about Canada's cultures and traditions, and most importantly — have fun.

5: BIGS ON CAMPUS

The Sheridan College BIGS on Campus Program offers the benefits of mentoring to youth ages 9-13 within a group setting. Approximately 4-5 caring student mentors, selected from the Sheridan student body and screened and supervised by BBBSHH, meet with 8-10 young people weekly to share fun and educational activities and build their mentoring relationships. The program focus is on building the skills of the young people, exposing them to post-secondary opportunities and fostering quality relationships with the mentors.

6: BIG CHEFS

Big Chefs supports children and families by offering an opportunity to build on skills and relationships. The virtual program not only provides children with the tools needed to have independence and confidence in the kitchen, but a means of socialization during the pandemic. Participants will learn cooking safety, techniques and will prepare meals together. In advance of each class, tools and ingredients needed to prepare the weekly recipe will be delivered to participants homes.



PROGRAM OVERVIEW - GROUP

7: BIG POSSIBILITIES

Big Possibilities offers mentorship and support for youth enrolled in high-school, helping them explore and prepare for life after high-school. Each program session connects youth with a guest speaker from a different field. Various workshops are also offered through this program including career exploration, resume and interview skills, social media awareness. This program takes place during the regular school year.

8: CULTURAL MENTORSHIP PROGRAM

The Cultural Mentorship Program aims to create and develop mentoring relationships with a focus of embracing Caribbean and African cultures. This Program is offered to young people ages 12-18, who identify as being part of the Black community.

Participants will have the opportunity to engage 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.

9: GAME ON!

Game On! is a group mentoring program for elementary-aged young people who identify as male. The program aims to provide its participants with information and support to make informed choices about a range of healthy lifestyle practices. Through non-traditional physical activities, complemented with healthy eating support, participants are engaged in life skills, communication, and emotional health discussions designed to engage participants in the pursuit of life-long healthy lifestyles.



PROGRAM OVERVIEW - GROUP

10: GLOW

Girls Linking Our Worlds (GLOW) is a group mentoring program for young people ages 11-14 who identify as female. The program focuses on empowerment, leadership development and helping its participants feel confident in all aspects of their identity. Through mentoring relationships, discussions, along with creative and physical activities, volunteers help participants explore different cultures and celebrate diversity, learn different techniques for physical, mental and emotional well being, as well as develop empathic communication skills.

11: HEART *(formerly Go Girls)*

Healthy Education and Relationship Teaching (HEART) is a group mentoring program for young people ages 12-14 who identify as female. The program 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 people by helping them build a positive self-image, setting them on a path to reach their full potential in life. HEART is structured around four themes: physical activity, healthy eating, self-esteem, and communication skills.

12: HOMEWORK CLUB

Homework Club is an after school mentoring program for elementary-aged young people. In this program, high-school students are a mentor for participants who require academic, social and/or emotional support.

With the goal of increasing student success, young people are matched one-on-one with a teen mentor in a group setting and are supervised by an adult volunteer.

13: THAW/SUMMER BUDDIES

THAW/Summer Buddies is a recreational program for elementary-aged youth. The program runs in a similar format to a summer day camp, taking place in the summer months. Led by staff and volunteers, the program offers participants indoor and outdoor games, sports, activities, crafts and much more.



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