



Big Brothers  
Big Sisters  
OF WATERLOO REGION

# 2021 ANNUAL REPORT



BBBSWR.ORG



@BBBSWR



Our **MISSION** is to foster and facilitate high quality, safe mentoring relationships for children in need.



Our **VISION** is that all children in the Waterloo Region will have a mentor when they need it most.



Big Brothers Big Sisters of Waterloo Region (BBBSWR) has over 55 years experience in creating and empowering life-changing relationships for children and youth who face adversity.

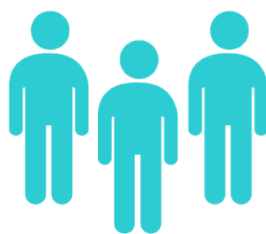
Through our mentoring programs, **'The Power of Three: The Family, the Organization and the Mentor'** ignite the power and potential of our Littles/Mentees. For over half a century, our free services have evolved to meet the changing needs of youth, families, volunteers and community.

The global COVID-19 pandemic has amplified the critical need for our mentoring programs, increasing the necessity to stay connected and to continue reaching children and families who are particularly vulnerable.

Mentoring will be a key component to post-pandemic recovery for youth. Our children will need mentors to support them as they navigate life, school, relationships and well-being.



THE FAMILY



THE ORGANIZATION



THE MENTOR

**THAT'S THE POWER OF THREE**

# LETTER FROM OUR CHAIR AND CEO

Covid. Pivot. Adapt. Those three words will forever be a part of our story.

Resilient. A powerful word that best describes our agency.

We are very proud of our staff and board as they navigated the complexities of Covid and the new normal. Thank you for ensuring that families, youth, children, and volunteers all continued to receive the support they needed. Thank you for creating solutions to address the problems we faced, and for adapting programs to provide the best services possible. We appreciate your creativity and optimism in spite of the hurdles placed in our way.

We are proud and thankful of our matches, new and old, that thrived despite of the challenges of Covid restrictions. We are inspired by the hundreds of volunteers that continued to show up for the children and youth in our programs. Thank you for shifting so seamlessly to virtual hangouts and socially distanced meet ups. Thank you for recognizing that mentoring never stops, and for providing the support our kids needed now, more than ever.

We are thankful for our donors, funders and partners who invest in building life-changing mentoring relationships. As we look toward next year, we are excited about our new strategic direction. With your continued support, we remain deeply committed to serving the families in our community as we do our part in addressing some of society's most complex issues through the power of mentoring.



Max Shiffman, Board Chair



Julie Phillips, Chief Executive Officer

# THE IMPACT

## IMPACT ON YOUTH



**90%**

Happy and  
Confident



**80%**

Pursue Healthy  
Active Lifestyles



**87%**

Have Strong  
Social Relationships



**20%**

Higher  
Graduation Rate



**50%**

More Likely to  
Volunteer



**88%**

Show Higher  
Literacy Skills

## IMPACT ON COMMUNITY



Reduction  
in Poverty



Reduction in  
unemployment



Safer Schools



Safer  
Neighbourhoods

# SUCCESS STORY

Little Brother Cam shares how the guidance of his Big Brother Rob will help him

“be a good father and friend one day.”



## ROB & CAM

“I am thankful that Rob has taken time to give back. Without Rob, I would not have had a positive male in my life. He has made me a better man and I will be a good father and friend one day because of the things he teaches me. I will give back to the community and my younger male friends so they are supported and accepted like Rob has made me feel. The values I have, and the goals are because Rob is in my corner and encourages me to grow.”

# FINANCIAL REPORT

For the year ended December 31

2021

2020

	Operating Fund	Scholarship & Restricted Funds (Schedule 2)	Total	Total
<b>Revenue</b>				
Government and community grants (Note 11)	\$ 332,661	\$ -	\$ 332,661	\$ 322,638
United Way	59,506	-	59,506	114,219
Event fundraising, net (Note 12)	43,877	-	43,877	115,526
Donations	114,839	-	114,839	88,401
Best Friends fundraising and donations	21,508	-	21,508	28,300
Investment income	3,081	14,303	17,384	19,536
Scholarship and program donations	-	17,500	17,500	15,900
	<b>575,472</b>	<b>31,803</b>	<b>607,275</b>	<b>704,520</b>
<b>Expenses</b>				
Amortization	3,664	-	3,664	4,017
Operating expenses (Schedule 1)	678,872	-	678,872	800,034
Scholarship and program expenses	-	7,000	7,000	17,000
	<b>682,536</b>	<b>7,000</b>	<b>689,536</b>	<b>821,051</b>
<b>Excess (deficiency) of revenue over expenditures before other items</b>	<b>(107,064)</b>	<b>24,803</b>	<b>(82,261)</b>	<b>(116,531)</b>
<b>Other income (expenses)</b>				
Investment management fees	(2,649)	(6,777)	(9,426)	(9,208)
Gain on change in fair market value of investments	2,297	41,801	44,098	2,882
Gain (loss) on disposal of investments	502	601	1,103	(1,572)
Government assistance (Note 13)	51,955	-	51,955	225,704
	<b>52,105</b>	<b>35,625</b>	<b>87,730</b>	<b>217,806</b>
<b>Excess (deficiency) of revenue over expenditures for the year</b>	<b>\$ (54,959)</b>	<b>\$ 60,428</b>	<b>\$ 5,469</b>	<b>\$ 101,275</b>

The above figures represent the audited revenues and expenditures of Big Brothers Big Sisters of Waterloo Region for the fiscal year ended December 31, 2021. The ongoing Covid-19 pandemic continued to have a significant impact on the agency's fundraising efforts and operations through Fiscal Year 2021. Faced with significant declines in government assistance, the resilience and agility of our employees, volunteers, donors and supporting community helped us sustain operations, while ending the year with a small surplus of revenue over expenses. Our strong financial stability and results would not be possible without the continued support of donors and funding partners enabling us to impact so many youth in our Region. We look forward to a post-Covid world where we can expand our mentorship footprint in the community, in accordance with our strategic plan.



# OUR SUPPORTERS



LYLE S. HALLMAN  
FOUNDATION

Ontario  
Trillium  
Foundation



Fondation  
Trillium  
de l'Ontario

An agency of the Government of Ontario  
Un organisme du gouvernement de l'Ontario



United Way  
Waterloo Region  
Communities



The Steffensen  
Family Fund



The Oakes  
Foundation

The Ross and Doris  
Dixon Foundation



# THANK YOU

## Thank You to our Partners

A big thank you to our Corporate Partners **Strassburger Windows and Doors, Heffner Lexus Toyota, Setman 30 Duke Street Limited** and **LoneWolf**. Thank you to our many Monthly and Annual Donors and Event Sponsors. Special mention to the **Browns, Adams, Shiffmans, Petersens, Oakes Foundation, Boyer family, Financial Awareness**, the estate of **John David Playford, TFS, Norfolk Knitters**, and **Paul Huntley**.

We would also like to thank our very hard working **Best Friends!** Covid-19 did not stop these amazing ladies when it came to fundraising for our agency. Thank you for thinking outside the box and using your time, talents and treasure in thinking of new ways to fundraise for the children we serve.

A special thank you to **The Rae Lipskie Partnership** for managing our reserved scholarship funds and for a generous annual contribution.

Our JDG Swing Big Golf Classic took place on Saturday September 18, 2021 at Conestoga Golf and Conference Centre – thank you **Peter Hughston**. It was a fantastic day with great weather, golf and food all while following Covid-19 protocols to the fullest. A special thank you goes to former Big Brother, **Barry McFadyen**, for assisting in organizing the event! We look forward to seeing everyone on the links **September 24th 2022**.

THANK YOU



# THANK YOU

## Thank You to our Funders

Thank you to the **Ontario Trillium Foundation** for their grant to expand children and youth group mentoring programs in Waterloo Region. The Big Bunch program expansion has been a great success so far!

A BIG thank you to **Lyle S Hallman Foundation** for their generous support of our organization. Thanks to their grant we have been able to plan to get back up and running at full capacity after the pandemic.

Thank you to the **United Way Waterloo Region Communities** for their support of our organization.

Continued thanks to the **Kitchener Waterloo Community Foundation** for grant support and management of Endowment Funds.

We would like to thank the **Ministry of Education** for their support of our School based programs. Thank you to Scotiabank for supporting our One to One Mentoring Programs.

The **Astley Family Foundation** continues to support our agency and we are so very thankful. Your ongoing support is valued during these difficult COVID times.

## Thank You to our Volunteers

Thank you to all of our Volunteers, we would not be where we are without you.

# SCHOLARSHIP AWARDS

For over 25 years, Big Brothers Big Sisters of Waterloo Region has presented Scholarship Awards to over 100 former Little Brothers and Little Sisters receiving over \$400,000 in funding. BBBSWR awarded \$7,000 to four recipients. Congratulations to **Jessica Gould, Gabriella Sidhu, Alexxandra Morgan and William Schmidt.**

**Thank you to the following for making these scholarships possible:**

**Ross and Doris Dixon Award** – This Scholarship was first presented in 1993 and continues the tradition of helping the young people of our agency. The Award is made possible by very generous donations from the late Mr. and Mrs. Ross Dixon.

**The Peter McGhee Award** is made possible by bequests designated to Big Brothers Big Sisters on behalf of the late Mr. Peter McGhee and was first presented in 1996. This scholarship is administered through the KW Community Foundation.

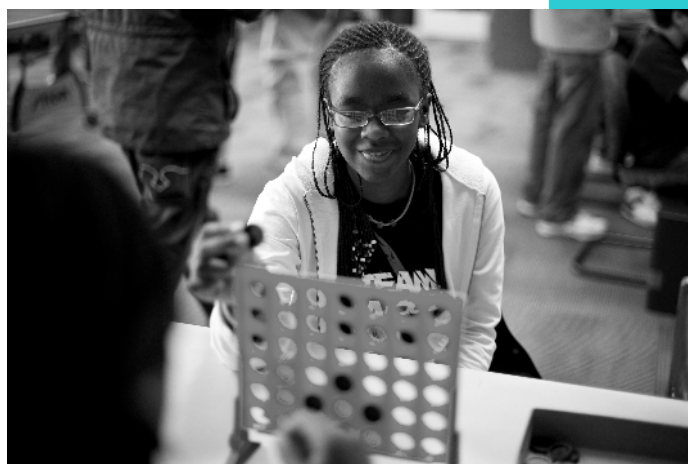
**Westmount Golf Club Charity Fund Oktoberfest Charity / Pro-Am Golf Tournament Award** – This Scholarship is administered through KW Community Foundation is made possible by the generosity of the Westmount Golf Club Charity Fund Oktoberfest Charity Pro-Am Golf Tournament Fund and was first presented in 1998.

**The Mary Good Scholarship Award** was first presented in 2006, this Scholarship is made possible by a very generous donation from the Estate of Mary Good.

The **Trapp Family Bursary** scholarship is awarded to a former Little who resides in Elmira.

The **Keith Taylor Scholarship** is made possible by bequests designated to Big Brothers Big Sisters on behalf of the late Mr. Keith Taylor and was first presented in 2005. This scholarship is administered through the Cambridge and North Dumfries Community Foundation and the Taylor Family.

A special thank you to **The Rae Lipskie Partnership** for managing our scholarship funds and making a generous annual contribution.



The last two years have been challenging for everyone and have deeply affected our local youth. The demand for our mentorship programs is higher than ever before and will continue to increase over time as the trauma of Covid-19 unfolds in the lives of our children and youth. The young people in our community need the support and friendship of a trusted caring adult mentor. A mentor who can guide a young person by listening, offering advice and helping them feel less worried or anxious. It costs \$1200 or \$100 per month to create and support a match for one year. You can help now with a monthly or one-time gift. Your donation will help ensure that every child who needs a mentor has one.



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