



Big Brothers Big Sisters  
OF PEEL



# 2020 ANNUAL REPORT

Providing quality mentoring programs for children  
and youth in Peel Region since 1967!



# BOARD CHAIR/CEO REPORT

What exactly do you say about a year like 2020? A time where the unfathomable became the norm and the norm was unfathomable. What exactly do you do about a year like 2020? A time when your core business is the essential intervention of mentoring connection - even more necessary than ever before but impossible to deliver using our traditional methods. Well, you pivot, recast, re-imagine - digging deep into an accelerated path of innovative interventions and accommodations ensuring mentoring is available in a time like no other.

And, that is exactly what happened for 2020 and continues to happen today. Our mission to stay connected was passionately adopted by all the stakeholder heroes at Big Brothers Big Sisters of Peel. Our generous and responsive funders showed up in full force with flexibility and foresight understanding changes were necessary and mentoring was a critical support required during the pandemic. Special thanks to all our major funders listed in this report who have all ensured we could weather the realities while supporting our community with mentorship resources. We joined in the system of response within our Region assisting our current partners with sharing and delivering resources and forging new opportunities for collaborative work.

Our volunteer champions not only balanced the pandemic in their own lives but ensured they were generous in impact, time and spirit to swell the outcomes the agency was able to support. Our Board of Directors were leaders in responsible, reasonable and responsive initiatives that were the core of our pandemic navigation. Our incredible program volunteers responded to our virtual program realities like the community heroes that they are. Over 1200 children and youth were able to experience the impact of mentoring throughout 2020, a feat truly unimaginable without the perseverance and commitment of these amazing Mentors!

Our staff team became master jugglers and were truly the great inventors of the pandemic. They marched forward with a tenacity and resilience that ensured our new virtual and remote worlds could continue to deliver mentoring to our children and youth. A special shout out to our Leadership Team who had to lay many new tracks and uncover many new possibilities. In a time like no other our staff team responded like no other!

To our families, children and youth who are a whole level of champions to yourselves - thanks for telling us what you needed, for showing up with passion and for partnering with us in ensuring mentoring achieves so many levels of impact. You are our reason and it is our privilege to partner with you all for success.

Although we are not clear on what's next, 2020 prepared us for responding to ambiguity. We have built a new sense of purpose, strategy, impact and adaptability that can only position us strongly in our quest to ensure children and youth realize their full potential through the power of mentoring.

Jared Bourne, 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 (BBBSP) for the year ended December 31, 2020. The enclosed 2020 Financial Overview provides a summary of BBBSP's financial position. A full set of the audited financial statements is available upon request.

2020 was, quite bluntly, a very challenging year for everyone, and BBBSP was no different. While it is difficult to try and discuss COVID-19 and the impact on BBBSP in only a financial lens, that is the purpose of this report. Early in the pandemic, we were already prepared for financial uncertainty given the expectations we had for a decrease in our revenues. When the lockdowns began in March, it was a very scary time as we had no idea what this would mean to our funding - would there be less funding, or even no funding from key sources? What would this mean to our employees and the children that we serve? Luckily, we did not see the funding shortfalls that many organizations sadly faced. In addition, the Government's COVID relief programs provided BBBSP with additional financial support. Thanks to the fantastic efforts of our BBBSP team, the financial support of our donors, and the COVID relief programs in place, we were able to secure a solid financial position this year. This not only protected us through a year of unimaginable uncertainty, but also allowed us to support BBBSP into the future by creating a surplus that funded an operating reserve that the Board wanted to establish for future sustainability of our Organization. All of these actions resulted in 2020 revenues exceeding expenses by \$384,906, with over \$313,000 of Government support driving much of this surplus.

In 2020, we saw a reduction in our overall revenue base by about 8%, or \$174,000 to \$1,956,000. This was largely due to a large reduction in fundraising revenues this year as a result of COVID-19. Ongoing changes to our team structure, which were already underway pre-pandemic, and the challenges of COVID-19, led us to reduce our overall expenses in 2020 to \$1,884,000. We continue to place a heavy focus on efforts to optimize operating expenses to make sure that we continue to provide high value programs to our stakeholders, and remain sustainable into the future.

As we move into the second half of 2021, we all hope to see a return to a more normal way of life sooner than later. The entire BBBSP team of management, staff, volunteers, Board and committee members have been phenomenal throughout this crisis, and I thank them all from the bottom of my heart for continuing to do the work that they do to help build a brighter future to the children that we serve.

I would also like to extend a warm thank you to all our funders, corporate sponsors, foundations and individuals who have continued to be so generous and supportive during 2020. Without your support, there would not be BBBSP to serve our communities children through the power of mentoring.

Sincerely,

Adam Schure CPA, CA - Treasurer

# FINANCIAL OVERVIEW

## Big Brothers Big Sisters of Peel Inc. Financial Overview

### Statement of Financial Position

As at December 31, 2020, with comparative figures as at December 31, 2019

	December 31, 2020	December 31, 2019
<b>Assets</b>		
Current assets:		
Cash	\$ 610,334	\$ 97,900
Assets held in trust	54,000	4,600
Accounts receivable	264,667	224,034
Prepaid expenses	4,416	10,638
	<u>933,417</u>	<u>337,172</u>
Capital assets	<u>24,217</u>	<u>4,777</u>
	<u>\$ 957,634</u>	<u>\$ 341,949</u>
<b>Liabilities and Net Assets</b>		
Current liabilities:		
Accounts payable and accrued liabilities	\$ 137,871	\$ 92,583
Government remittances	15,603	12,043
Funds held in trust	54,000	4,600
Deferred revenue	172,347	46,314
	<u>379,821</u>	<u>155,540</u>
Deferred contributions related to capital assets	<u>8,348</u>	<u>1,850</u>
Total Liabilities	<u>\$ 388,169</u>	<u>\$ 157,390</u>
Net assets:		
Unrestricted	389,465	4,559
Restricted	180,000	180,000
	<u>569,465</u>	<u>184,559</u>
	<u>\$ 957,634</u>	<u>\$ 341,949</u>

# FINANCIAL OVERVIEW

## Big Brothers Big Sisters of Peel Inc. Financial Overview

### Statement of Operations

Year ended December 31, 2020, with comparative figures for the year ended December 31, 2019

	December 31, 2020	December 31, 2019
<b>Revenue</b>		
Fundraising events	\$ 178,339	\$ 431,477
United Way	521,019	521,019
Region of Peel	93,000	74,711
Donations and other income	624,371	514,113
Grants	<u>539,393</u>	<u>589,670</u>
	<b>\$ 1,956,122</b>	<b>\$ 2,130,790</b>
<b>Expenses</b>		
Salaries and benefits	\$ 1,404,091	\$ 1,571,195
Allowance for doubtful accounts	10,500	-
Fundraising events	52,966	74,435
Building occupancy	151,840	153,929
Program	82,394	130,506
General and administrative	<u>182,871</u>	<u>189,542</u>
	<b>\$ 1,884,662</b>	<b>\$ 2,119,607</b>
Excess of revenue over operating expenditures	71,460	11,183
<b>Other Income</b>		
Government assistance	<u>313,446</u>	<u>                    </u>
Excess of revenue over expenditures	<b>\$ 384,906</b>	<b>\$ 11,183</b>
Net assets, beginning of year	<u>184,559</u>	<u>173,376</u>
<b>Net assets, end of year</b>	<b>\$ <u>569,465</u></b>	<b>\$ <u>184,559</u></b>

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

# OUR FUNDING PARTNERS

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



Ontario Trillium Foundation



Fondation Trillium de l'Ontario  
An agency of the Government of Ontario  
Région de gouvernement de l'Ontario



Immigration, Refugees and Citizenship Canada

Immigration, Réfugiés et Citoyenneté Canada



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

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



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

Advance Brampton Fund  
Amgen Canada Inc.  
Brampton & Caledon Community Foundation -  
Emergency Community Support Fund  
Car Hub North York & Caledon Chrysler  
City of Brampton  
City of Mississauga  
Community Foundation of Mississauga - Pendle Fund

Community Foundation of Mississauga -  
Emergency Community Support Fund  
Scotiabank Thriving Communities Project  
The Catherine & Maxwell Meighen Foundation  
The Sharpe-Way Group at Scotia Wealth Management  
Tim Hortons Advertising & Promotion Fund (Canada)  
Voxx Sports  
Z103.5

# OUR FUNDING PARTNERS

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

*Crawford Chondon & Partners LLP*  
CHUM Charitable Foundation  
Inscan Contractors Inc.

Mississauga Fire Fighters Benevolent Fund  
The Joan and Cliff Hatch Foundation  
*Razor Creative Solutions Inc.*

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

Brad Hains  
Brita Canada Inc.  
Making Waves Swim School  
Mary Kay Cosmetics  
Michael Marcotte

MNP  
National Homes  
Peel Regional Police Services Board  
TD

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

Argo Development Corp.  
Baldev Kapil  
Caledon Cruisers Car Club  
Econo Petroleum  
Fidelity Investments Canada ULC  
Formcor  
Gold Park Management Inc.  
Gurpreet Brar  
Heathwood Homes  
Inzola Construction Inc.  
James Veres  
Jan and Jack Greedy  
Kanellopoulos Investments Limited  
Karin & Patrick Johnston  
Loblaws Inc.

Lynn & Dan Millington  
Martinway Developments Ltd.  
Mattamy Homes  
Mayfield Arcadeium Centre Limited  
Medallion Realty Holdings Limited  
MONAT Global Canada  
Ontario Khalsa Darbar  
Ouray Land Holdings Inc.  
Paradise Homes North West Inc.  
Stephanie Paas  
TACC Holborn Corporation  
TFP Clockwork Developments Inc.  
The Joan and Barbara Tolson Foundation  
Virtu ITG Canada Corp.

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

The list above recognizes donors who have made a donation of over \$1,000 in the 2020 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 2020/2021

Jared Bourne, Board Chair  
Angel Massey-Singh, Past Chair  
Adam Schure, Vice Chair  
Michael Marcotte, Director  
Thompson Famoriyo, Director  
Radcliffe Rose, Director  
Emmanuel Koudoumnakis, Director  
Angie Rehal, Director  
Clarissa DaCosta, Director  
Donna Coulson, Director  
Jay Mian, Director



Photo taken in 2020 Pre-COVID-19

# STAFF TEAM 2020/2021

Shari Lynn Ladanchuk, President & CEO  
Beverley Manikoth, In-School Mentoring Caseworker  
Bindu Dhillon, Finance Manager  
Christine Anthony, Mentoring Caseworker  
\*Dalecia Davis, BCAC School-Based Mentoring Caseworker  
Dana Alnahhar, Conversation Club Caseworker  
Danielle Matos, Teen Mentoring Caseworker  
Dominica Hannaford, BCAC Mentoring Caseworker (on maternity leave)  
Elainne Asuncion, Conversation Club Caseworker  
Eric Silva, Game On/Group Caseworker  
Erin Dale, Community Engagement Specialist  
Geraldine Cabral, Events Coordinator  
Ian Foster, Group Mentoring Caseworker  
Janelle Hanson, BCAC Mentoring Caseworker  
Jaslynd Donnan, Enrolment Caseworker  
Jennifer Dalziel, One-to-One Caseworker  
Joanna Pereira, Conversation Club Caseworker  
Kyrel Thompson, School Based Caseworker  
Leslie Martins, In-School Mentoring Caseworker  
Lonni Meisner, Go Girls! Caseworker  
Lori Plati, Public Relations Manager  
Margo Thompson, BCAC Mentoring Caseworker  
Melissa Brown, Family Enrolment Caseworker  
Natai Kirnon, Office Administration & Enrolment Coordinator  
Natalie Brammah, School Based Mentoring Caseworker (on maternity leave)  
Nidhi Joshi, Mentoring Caseworker  
Panveer Lachhar, Director of Development  
Raheem Hurry, Mentoring Caseworker  
\*Reta Majid, Conversation Club Caseworker  
Sue Kowalchuk, Program Manager  
Susan Nomi, Director of Programs  
Tara Paterson, One-to-One Caseworker  
Tenzin Thinlay, Accounts Payable/Office Coordinator

*\*denotes left agency during term*

## WHO WE ARE

Big Brothers Big Sisters is proud to be providing quality mentoring programs to children and youth in Peel Region since 1967.

In 2020 our agency provided service to over 1,200 young people (6 - 17 years of age) through 14 core mentoring programs:

**Programs in the Community** - Big Brothers Big Sisters Mentoring (Couples for Kids, Big and Little Buddy), Group Mentoring, Bigs on Campus at UTM and Sheridan Brampton Campus

**Programs in Schools** - In-School Mentoring, Teen Mentoring, Go Girls! *Healthy Bodies, Healthy Minds, Game On! Eat smart, Play smart, Live smart*

**Programs for Newcomer Children & Youth** - Conversation Club, Newcomer Art Program, Newcomer Go Girls

**Programs for Black Youth** - BCAC Mentoring, BCAC Teen Mentoring, BCAC In-School Mentoring, Black Youth Mentoring at UTM.

## 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.

This year more than ever the young people in our community have struggled with anxiety, loneliness and isolation due to COVID-19.

It has been our priority to support the mental health and well-being of our young people by ensuring they have the support of a caring mentor to help them navigate their way through this challenging time.



# OUR VISION & MISSION

## OUR VISION

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

## OUR MISSION

**All young people realize their full potential**



# PROGRAM HIGHLIGHTS 2020

- With the onset of the COVID-19 pandemic in March 2020, BBBSP successfully transitioned its mentoring programs to virtual formats in 2020, serving 1,200 young people.
- Program innovation was highlighted in 2020. An on-line application for families was developed for the website; website enhancements were made for virtual program promotion to families and partners; all programs were adapted for virtual program delivery; new resources and activities were researched and shared with mentors, youth and families.
- Partnerships - Sheridan College became a new program partner, hosting the Sheridan Bigs on Campus Program virtually with staff, student mentors and faculty. Collaboration began with Black Youth Success (BYSSI) to support their capacity to develop their own BYSSI Mentoring Program. Community partners such as Scientists in School, KidsBridge Initiative and Visual Arts Mississauga were engaged to bring our youth interactive and educational virtual learning experiences.
- BBBS Project Ignite - BBBSP participated in the pilot of the Need Registry and the Developmental Relationships Training with Search Institute.
- New Funding Grants to support our programs - BBBSP was successful in receiving Canada Community Support Fund grants for pandemic programming through the United Way of Greater Toronto and the Community Foundations of Mississauga and Brampton and Caledon. The new 3-year Ontario Trillium Foundation grant to support the expansion of Group Mentoring began on October 1, 2020. Grants were also received from Cummins to support One-to-One, ISM, Go Girls and Game On; Advance Brampton Fund to support Brampton Groups and Sheridan BIGS on Campus and from Roche to support Community Based programs.



# FUNDRAISING AND COMMUNITY INITIATIVE HIGHLIGHTS

- **Tim Hortons Bowl for Kids' Sake - \$115,000 gross raised** - Our agency was fortunate enough to be able to have 4 out of our 5 Tim Hortons Bowl for Kids' Sake events happen successfully before Peel Region was in lockdown due to COVID-19. Highlights included over \$50,000 raised by Peel Regional Police and \$30,000 raised by Brampton City Councillor Pat Fortini.
- **Move For Mentoring Virtual Fundraiser \$26,000 gross raised** - This virtual fundraiser planned together with BBBS York May 19 – June 30 aimed to raise \$15,000 and to get members of our community engaged, active and raising funds to support mentoring. End total was \$26,000 raised which was split between York and Peel
- **Dine & Celebrate Gala Virtual Fundraiser - \$57,000 gross raised** - Our virtual Gala was held on Friday September 25<sup>th</sup>. A total of 179 guests joined us and we were thrilled to be able to virtually recognize all of our top volunteers and donors. Welcoming videos were sent in from Mayor Crombie, Mayor Brown and Mayor Thompson as well as Peel Regional Police Chief Nishan Duraiappah.
- **One on One Charity Sponsorship Program** - Spearheaded by long-time volunteer and supporter Darren Sketchley, a new sponsorship program was initiated to support youth who have an interest/activity but are in need of financial assistance. In 2020, **\$19,355 was raised** to sponsor **10 of our youth** to grow and learn through a variety of sponsorships including art, coding, gaming, Kumon, tuition for post-secondary education and to cover laptop and internet expenses for schooling and BBBS programming.
- **Holiday Sponsorships** - A total of 99 families and 343 youth received holiday support. Many received sponsorships of gift cards from generous individuals companies and organizations while others were supported through donations of games from Mattel and turkey dinners provided by the Kitchen at Mono Mills.

# THANK YOU

## THANK YOU TO OUR VOLUNTEERS

Our volunteers are the strength of our agency. Thank you to our 1,200 dedicated volunteers for your commitment to making a positive difference for the young people in Peel Region.

Thank you for going above and beyond to keep connected and support our young people virtually during a challenging year.

## THANK YOU TO OUR FUNDING PARTNERS

Thank you for believing so strongly in the power of mentoring and investing in the mental health and well-being of our young people.



Photo taken in 2020 Pre-COVID-19

Big Brothers Big Sisters  
OF PEEL

2020

SPECIAL AWARD  
RECIPIENTS



SHEILA SMITH & LILY

MICHELE DARLING BIG &  
LITTLE SISTER OF THE YEAR



JIM VERES & HYDDEN

BIG & LITTLE BROTHER  
OF THE YEAR



WILLIAM WALKER

GROUP MENTOR  
OF THE YEAR



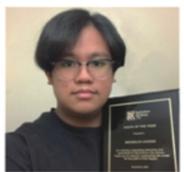
ANGELA WILDMAN & QUEEN

IN-SCHOOL MENTOR &  
MENTEE OF THE YEAR



AHMED ALAFRANJI

CONVERSATION CLUB  
VOLUNTEER OF THE YEAR



DENZELLE LAUZON

YOUTH  
OF THE YEAR



ELAINE ODETOYINBO

JOHNSTON EQUIPMENT  
VOLUNTEER OF THE YEAR



FINASTRA

CORPORATE  
PARTNER OF THE YEAR



CRAWFORD CHONDON & PARTNERS LLP

SOCIAL  
BUSINESS  
PARTNER OF THE YEAR



SCIENTISTS IN SCHOOL

COMMUNITY  
PARTNER OF THE YEAR

IGNITING THE  
POWER AND  
POTENTIAL OF  
YOUNG PEOPLE