



# Big Brothers Big Sisters

Of the Battlefords, Humboldt, Prince Albert, and Saskatoon

## Annual Report 2019-2020



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**Big Brothers Big Sisters**

Of the Battlefords, Humboldt, Prince Albert, and Saskatoon

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According to the Centre on the Developing Child at Harvard University,

**“children who do well despite serious hardship have had at least one stable and committed relationship with a supportive adult”.**

To ensure our mission, **to enable life-changing mentoring relationships that ignite the power and potential of young people**, we completed a strategic planning process that took into consideration the needs of young people in our communities. The process included feedback, consultation, and surveys with key stakeholders that included; Clients, Volunteers, Funders, Community Partners, Staff, and Board. The result was a comprehensive 5 Goal Strategic Plan inclusive of operational work plans with measurable targets.

- GOAL 1** - Sustainable Financing and Fund Development
- GOAL 2** - Increased Marketing and Strategic Communications
- GOAL 3** - Refinement of the BBBS Operating Business Model and Systems
- GOAL 4** - Accelerated Talent Development & Successional Planning for Board and Staff
- GOAL 5** - Increased Partnership and Coordination for Integrated Services for Our Youth

A component of sustainability is to plan for and alleviate the risks facing our organization and for that reason, we also completed a comprehensive risk registry that will be our guiding document through an annual risk assessment.

Now more than ever, young people need the support of caring adults that build **developmental relationships that challenge growth, express care, share power, and expand possibilities**. Research supports when these elements are present, it protects youth from the lasting impact of life adversities. Over that past year, we have focused our priority on serving youth facing the greatest number of life adversities in one-to-one mentoring relationships and forming impactful community partnerships to increase effectiveness specifically, with the most vulnerable.

Covid-19 brought a time of uncertainty and challenge, but BBBS was there when youth needed us the most. Thanks to our staff, mentors, donors, and supporters we were able to continue maintaining and virtually supporting vital mentoring relationships to fight social isolation and mental health concerns of our most vulnerable youth. Our team conducted regular check-ins with families and matches and supported families with resources they needed during this time. Through the outstanding support of our communities and donors, such as the Downtown Progress Club, we were able to equip those that needed tech supports to maintain virtual connections with their mentors.

We are a community of resilience and we are extremely grateful to our volunteers, donors, and Community Partners in ensuring we are able to ignite the potential of young people through mentoring relationships.

**Kim Megyesi**  
Executive Director

**Gord Graham**  
Board President

# 2019-2020 Board Members

We want to thank our committed board members, a diverse group of individuals committed to children and youth thriving in Saskatoon and Area.

## **Gord Graham - President**

Vice President, Mining | ENGCOMP

## **Thomas Dehod - Vice President**

Self-Employed/Marketer

## **Betty Harmon - Treasurer**

CPA/CA | Jensen Stromberg

## **Erin Little - Secretary**

Lawyer

## **Cara Bahr - Member at Large**

Community Engagement Manager | Affinty

## **Donna Banks - Member at Large**

Self-employed/Public School Board

## **Jeff Benjamin - Member at Large**

Associate General Counsel | Canpotex

## **Wilton Angus - Member at Large**

Senior Labour Advisor | Jardeg Construction Services

## **Jordan Boyes - Member at Large**

Broker/Owner | Boyes Group Realty

"This year has been a year like no other. Our Little's are so resilient, but we need strong mentors and donors to assist our Little's in this unprecedented times. We need everyone to do their part!"

- **Donna Banks** (2019 Board Member)



"2020 has forced all of us to think about the health of our society in new ways, illustrating the importance of connection and care during tough times. Throughout every challenge, Big Brothers Big Sisters of Saskatoon and Area has been a champion for young people, pouring endless creativity and energy into new ways of mentorship. Hats off!"

- **Thomas Dehod** (2019 Board Member)

# Strategic Plan

## **GOAL 1 - Sustainable Financing and Fund Development**

- Objective 1.1 – Diversify and Stabilize current Revenue Streams
- Objective 1.2 – Focus Operational Spending and Programs on Specific Targets
- Objective 1.3 – Enhance Delivery and Program Partnerships with Indigenous Communities
- Objective 1.4 – Pursue Major and Sustained Donor Partnerships
- Objective 1.5 – Develop Financial Reserves and Other Risk Management Strategies

## **GOAL 2 - Increased Marketing and Strategic Communications**

- Objective 2.1 – Develop a Modernized and Strategic Communications Plan
- Objective 2.2 – Create an Integrated, Comprehensive Donor Development and Marketing Plan
- Objective 2.3 – Enhance and Sustain the Current “Signature” Fund Raising Events Program
- Objective 2.4 – Build a Stronger Alumni Network and Ambassador Program

## **GOAL 3 - Refinement of the BBBS Operating Business Model and Systems**

- Objective 3.1 – Develop an Accelerated and Enhanced BBBS Graduation Program
- Objective 3.2 – Develop an Enhanced Triage Process for Mentee and Mentor Intakes
- Objective 3.3 – Increase Operational Cost Efficiencies

## **GOAL 4 - Accelerated Talent Development & Successional Planning for Board and Staff**

- Objective 4.1 – Enhance Board Recruitment and Succession
- Objective 4.2 – Enhance Staff Engagement and Talent Development
- Objective 4.3 – Improve Leadership Succession Planning

## **GOAL 5 - Increased Partnership and Coordination for Integrated Services for Our Youth**

- Objective 5.1 – Leverage the Work and Administration of BBBS with other key Partners
- Objective 5.2 – Develop a More Coordinated Network for Integrated Community Youth Services

# COVID-19 RESPONSE 2020

## A quick response from the Saskatoon and Area Community

More than ever, we are seeing children and families face increased anxiety, stress, fear, and worry. Big Brothers Big Sisters of Saskatoon and Area committed to maintaining and supporting the vital mentoring relationships we create to fight mental health challenges and the social isolation of our most vulnerable youth.

### Protecting Youth & Community Wellness

Matches are youth in the community paired with volunteer mentors. Mentoring has long-lasting effects on youth that benefit them and the community greatly in the future. **Social isolation is an Adverse Child Effect;** mentoring helps to combat this as 1 in 5 children report one or zero strong relationships in their lives.

Working together to help children and youth reach their full potential is at the heart of our organization and during the pandemic is no different. As an organization, we are to help youth in the community find stability, better their mental health, and develop confidence and resilience to navigate through life's toughest challenges.

### Building Social Connections at a Time of Physical Distancing

A critical response that happened very seamlessly was a transition to virtual mentoring to ensure mentors and mentees were able to connect. This response was to ensure we deliver a safe, secure, private, and supported environment for mentors and mentees to meet over the web.



**This is Molly (mentor) and Lailanie (mentee) before they transitioned to virtual mentoring**

During these uncertain times, where our whole lives have been turned upside-down, I was appreciative of the fact that I could maintain a sense of normalcy and connect with my mentee. I liked that we could chat virtually face to face and check in with each other over the summer.

Overall, I thought that it went well and that during our 30 minute conversation we could share stories and continue to get to know one another. - **Molly**

"My favorite thing about seeing Molly on Facetime was that we still got to catch up, but I like seeing her in person better! Every virtual visit with her was my favorite!

Virtual mentoring was different because we didn't get to hug, but I still liked talking to her. It was different, but not bad, and we made the best of it! It was important that I stayed connected to her because she helps me talk to other people more. And I would miss her if I didn't get to talk to her." - **Lailanie**



# Big Brothers Big Sisters

Of the Battlefords, Humboldt, Prince Albert, and Saskatoon

## Virtual Mentoring

# It's our Mission to...

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

## Who We Serve

Young people who face adversity AND are in need of an additional consistent and supportive **Developmental Relationship**

## Our Services

The highest quality of **MENTORSHIP PROGRAMS** in schools and in the community with a focus on **1-TO-1 MENTORING**.

## Igniting Potential

Building **intentional relationships** between Parent/Guarding + The Big + Big Brothers Big Sisters of Saskatoon and Area

## The Outcomes

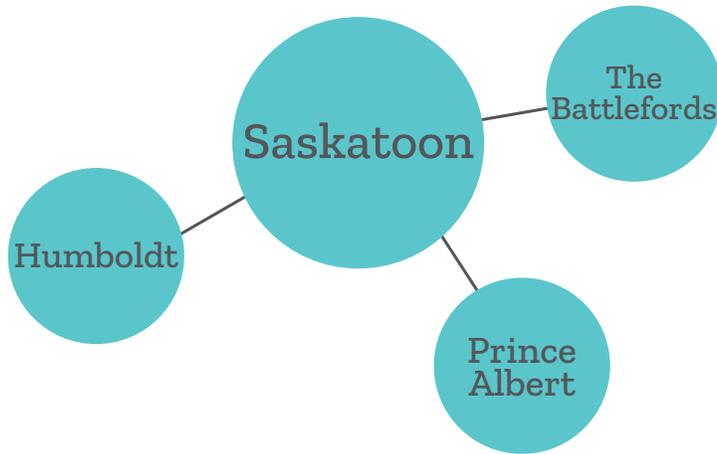
**Social Emotional Competence**

**Mental Health & Wellbeing**

**Educational Engagement & Employment Readiness**



# Communities We Serve

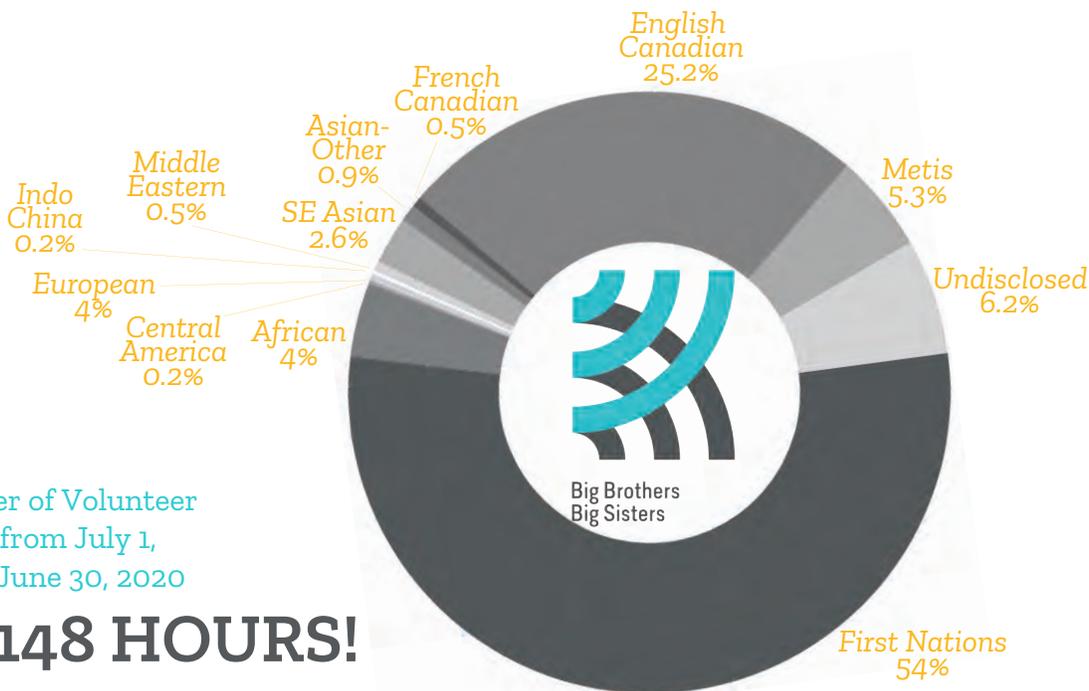


## Matched Volunteers in 2019/20 = 453\*

429	94.7%	Other
24	5.3%	First Nations Metis, or Inuit

## Matched Youth in 2019/20 = 557\*

217	38.98%	Male
328	58.88%	Female
5	0.89%	Transgender
7	1.25%	Non-Identified



Number of Volunteer Hours from July 1, 2019 - June 30, 2020

# 68,148 HOURS!

\*This information is derived from Big Brothers Big Sisters of the Battlefords, Humboldt, Melfort, Prince Albert and Saskatoon. BBBS of Melfort official transitioned in November of 2020.

This information belongs to 14 of 15 programs offered by BBBS excluding GAME ON!

# Our Programs

## Community Based

Big Brother | Big Sister | Big Siblings |  
Big Buddy | Couples Match | PRISM | The Circle



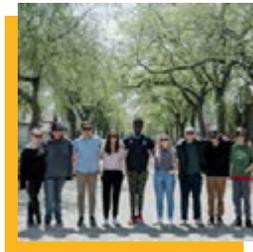
## School Based

In School Mentoring | Go Girls! | Shared Journey



## Group

Group Only Volunteer (GOV) | Go Girls! |  
Shared Journey | The Circle



# Event Highlights



## The Battlesfords

Big Brothers Big Sisters of the Battlesfords is proud to present the community with some remarkable events. Due to most of our events being cancelled because of the pandemic, we were still able to run our **Beer & Wine survivor raising a total of \$6,100!**



## Humboldt

Big Brothers Big Sisters of Humboldt were able to hold our annual **Bowl for Kids Sake** in February 2020 and **raised a whopping amount totalling \$17,700!** While most of our other events were also cancelled, we did do a **Drive-In Fundraiser that profitted \$900!**

# Event Highlights



## Prince Albert

Big Brothers Big Sisters of Prince Albert and our community illuminated together when it we hosted our **Diva Golf & Dine that raised \$12,000!** While some of our other events were cancelled, we still continued our **Wine Survivor that raised \$5,000!**



## Saskatoon

Big Brothers of Saskatoon & Area is honoured to bring Saskatoon and community a creative and tasty event. **YXE Poutine Week** is a staple event that **was able to raise \$12,752!** We were also able to run our **Bowl for Kids Sake that raised \$8,461!**

# Commitment to Reconciliation

As an agency, we are on an evolving path of finding the commonalities between reconciliation and youth mentorship. Our intention is to create authentic and meaningful mentoring relationships that understand the history of Canada and create opportunities for growth between Indigenous and non-Indigenous mentors and mentees based on mutual understanding and respect. Our agency must be leaders in creating cross-cultural understanding, opportunities, and events for our mentors and mentees to learn together. When we give opportunities for growth with our youth, we create a stronger community.

## Our responsibility to the Calls to Action is based on the following:

**Call to Action #7:** We call upon [Big Brothers Big Sisters of Saskatchewan] to develop alongside Aboriginal groups, a joint strategy to eliminate educational and employment gaps between Aboriginal and non-Aboriginal Canadians.

**Call to Action #92:** We call upon [Big Brothers Big Sisters of Saskatchewan] to adopt the United Nations Declaration on the Rights of Indigenous Peoples, as a reconciliation framework and to apply its principles, norms, and standards, to corporate policy and core operational activities involving Indigenous peoples and their lands and resources.



# Reconciliation in Action

Dakota Dunes is a partner in our Reconciliation journey. Below are three examples of how their funds were utilized to action Reconciliation. We were able to attend a pipe ceremony to begin our learnings with Elder Gilbert. Tala Tootoosis shared her teachings regarding Ribbon Skirts through a Zoom presentation for all BBBSS staff members and volunteers. We thank her for creating the Ribbon Skirts and Shirts in the photo below.



Funds were also used to create Indigenous Activity Kits for our families that enabled them access to cultural activities during a time of social isolation.

Thirty families (145 people) received kits that contained: 4 story books of Indigenous teachings; recipe & supplies for bannock; dreamcatchers, and staple groceries (such as flour, baking powder, oil, etc)

DAKOTA DUNES  
COMMUNITY DEVELOPMENT  
CORPORATION



# President's Award

It is with excitement and pleasure that we award the **2019-2020 Board Chair Award to.... Kathy Hauser!**

Kathy is the Director of Service Delivery for BBBS of Saskatoon and Area.

It is somewhat unprecedented that we would award this honour to a staff member but Kathy has served this organization for 22 years, most of which has been in a leadership role and that could not go unrecognized.

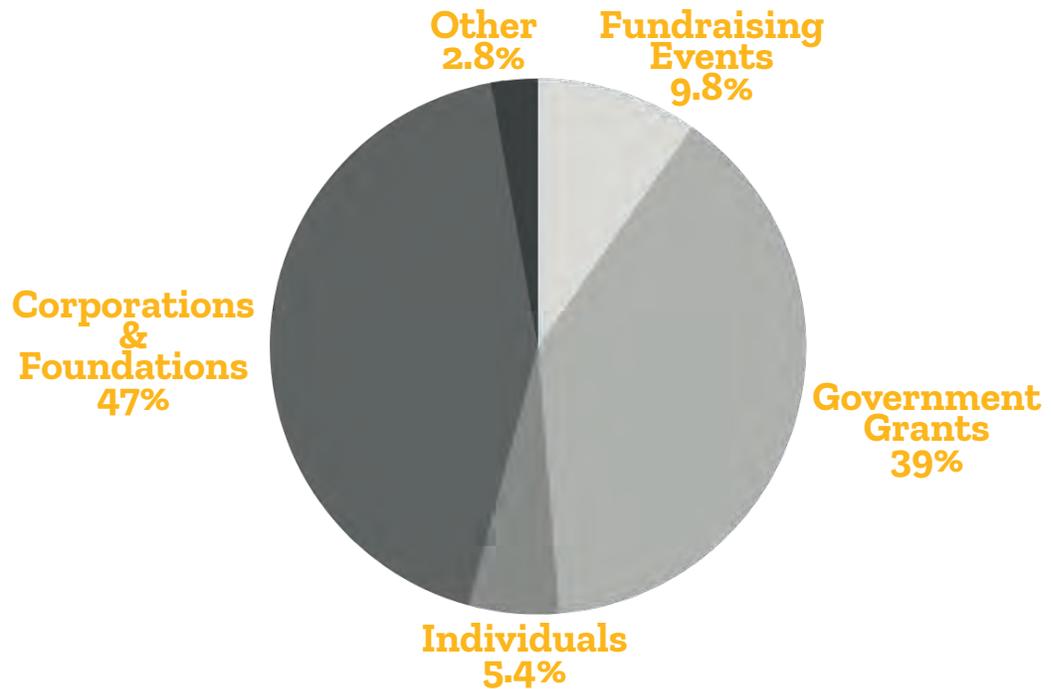
Her commitment to BBBS proves that Kathy has a passion for the youth of our community and the impact that mentorship can have in the life of a young person. Kathy has lead our Service Delivery team through many National Accreditations, ensuring high service delivery standards and always scoring in the high 90's. Serving on the National Accreditation team herself and three other national committees, she is able to bring practical applications and innovative solutions back to ensure the youth in our community win. She brings a skill set and perspective that helps round out our Executive team and she is appreciated for the value she brings.

Thank you Kathy for your years of service!



# Financial Breakdown

Generated \$1.1 Million in Revenue



I am pleased to present the financial statements for BBBS of Saskatoon and Area for the year ended June 30, 2020. The past eight months have presented significant challenges for all not for profit organizations, especially those that rely more heavily on fundraising activities. I would like to commend Kim and all the staff for their ability to adapt in such a difficult situation. Kim and Matt provided different scenarios to the finance committee and the board with a view to going into the next fiscal year in a good cash position.

The organization ended the fiscal year with a deficiency of revenue over expenses in the amount of \$19,398. Revenue declined primarily in fundraising as the organization was not able to hold scheduled events in the last quarter of the year. The organization was able to also reduce expenses during this period. The cash position at the end of the year was \$188,450, an increase from \$134,072 in 2019. The budgets for the current year have included a strategy to rebuild cash reserves. The operations and cash requirements of the satellite offices are reviewed on a regular basis with a goal of continuing to deliver services in those communities in a cost effective manner. - **Betty, Board Treasurer**

## Year End June 30, 2020

	2020	2019
<b>Statement of Operations</b>		
Revenue	1,138,497	1,404,392
Expenditures	1,131,691	1,340,809
Excess (deficiency)	(19,398)	37,129
Revenue over Expenses	(19,398)	37,129

	2020	2019
<b>Statement of Financial Position</b>		
Assets	863,948	837,379
Liabilities	476,887	430,920
Net Assets	387,061	406,459

# 23:1 Social Return on Investment

For every dollar committed, there is a social return of \$23 back into the Saskatoon and Area community.\*

*\* Boston Consulting Group, 2013*

# Thank-you



## Big Brothers Big Sisters

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