

ANNUAL REPORT



**Big Brothers
Big Sisters**

**Of the Battlefords
Humboldt
Prince Albert
Saskatoon**

2022



WELCOME

Human connection, is something we have been talking a lot about lately. At BBBS we have been in the human connection business for 50 years. We support human connection through mentorship relationships that express care, challenge growth, provide support, share power, and expand possibilities. We believe that every young person has the ability to reach their full potential. It is our responsibility to identify what adversities youth are facing and how mentorship can support youth to reach their potential. BBBS was intentional about creating partnerships that would bring together expertise so that we might co-design impactful mentoring programs. Our aim is to build capacity for marginalized youth, to ensure more youth in our community receive mentoring in the places they currently receive services.

Recent research has shown an increase in mental health issue amongst youth. Mentoring can provide a paraprofessional support to youth facing mental health challenges. As a result, we have formed a partnership with CFS to design a new mentoring intervention leaning on the skills and strengths of each organization. Additional partnerships and interventions are developed for youth transitioning out of care and Indigenous youth facing adversities.

Our volunteer mentors are at the heart of what we do. We are extremely grateful for the number of hours they invest in young people. This past year were intentional about focussing on the systems and processes to improve the volunteer experience. On behalf of the staff at BBBS, we thank you for your commitment to being that one caring adult that your mentee needs to do well.

Our staff team revisited and revised our values to align with our current commitment to youth and the culture we aim to achieve. This included candid conversations that resulted in commitment statements on how we live those values in the work we do for young people, our relationships with one another, and with community.

Thank you to our Board of Directors for their leadership and guidance in setting vision and strategy that will ensure youth and families in our community thrive. Thank you to our donors who step up for youth and their future. Thank you to our staff who are the spark to ignite the power and potential of young people through their selfless actions and time in what can sometimes be a difficult career field.

In 2022 we will be passionate about developing more partnerships that will allow us to build capacity for marginalized folks through mentorship



Kim Megyesi
Executive Director



Anu Kashyap,
Board Chair

2021-2022 BOARD MEMBERS

Anu Kashyap | Board Chair

Associate Director, Annual Giving, U of S

Gord Graham | Past Chair

Vice President Mining, Engcomp

Jared Udchic | Treasurer

CPA, Jensen Stromberg

Wilton Angus | Member

Senior Labour Advisor, Jardeg Construction Services

Thomas Dehod | Member

Self-employed/Marketer

Alex Fallon | Member

President & CEO, SREDA

Marinko Jelovic | Member

Lawyer – Partner, Robertson Stromberg LLP

Tara McKeown | Member

Chief Employee Experience Officer, Conexus Credit Union

Kim Osemlak | Member

Legal Counsel, BHP

Lillina Reiber | Member

Manager, Customer Sales Sasktel

Jaime Valentine | Member

Executive Director, SK Assoc. School Business Officials

"When I was considering ways to give back to the Saskatoon community, Big Brothers Big Sisters leapt to the front of the queue because of the invaluable work they do in mentoring today's youth.

The tireless efforts of BBBS staff and volunteers ensures that many youth have the confidence to succeed in school and in life and to be valuable contributing members in our community. BBBS makes a big difference in many youths lives."- Jaimie

"I feel immense gratitude for the guidance and mentorship that has been provided to me in my life.

BBBS truly understands the importance in positive mentorship, family, and community with a focus on our youth. Our youth are everything and with positive support and mentorship they can be inspired to truly be the best version of themselves."-Lillina



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





VALUES & BEHAVIOUR COMMITMENT

At Big Brothers Big Sisters of Saskatoon and Area we are committed as a staff to live our organizations values in our individual roles, as a team, through partnerships and in the community. Woven throughout and central to our values, we commit to taking intentional actions towards Justice, Equity, Diversity and Inclusion.

INTEGRITY

- Recognizing and valuing differences, embracing courage and letting honesty guide our actions
- Being trusting and transparent-owning our missteps and learning from experience

RESPECT

- Treating everyone as equals who value each other with kindness and appreciation
- Engaging with our colleagues and communities in a professional manner at all times
- Recognizing that diversity of thought and opinion strengthens our collective work

ADAPTABILITY

- React effectively when business and environmental factors change
- Ask questions and learn from our experiences
- Practice emotional intelligence
- Engage in educational and community workshops/programs to advance our job requirements

SUSTAINABILITY

- Enhancing our organization's competitive advantage to sustain over the long term and simultaneously benefiting program recipients and perpetuating our ability to fulfill our mission.

COLLABORATION

- Collaborating meaningfully and intentionally creating partnerships that strengthen our position to deliver on our mission, vision, and Theory of Change together.
- Sharing and working with stakeholders to leverage the expertise within our Federation and Organization to maximize impact.

COMMUNITY

- Bringing community members together safely for the common purpose of mentoring children and youth
- Identifying and responding to youth needs with innovative and inclusive mentoring programs and services that are aligned with our Theory of Change
- Fostering an inclusive and respectful culture within our Federation and Organization

PROJECT IGNITE

In 2021, Big Brothers Big Sisters of Canada launched 'Project Ignite' in which 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.

BBBS Mentors are trained to establish Developmental Relationships. By challenging growth, expanding possibilities, expressing care, providing support, and sharing power, Developmental Relationships have positive outcomes in the areas of social / emotional competence, mental health & wellbeing, and educational engagement & employment readiness.

Expressed Care:



90% of Mentees said that their Mentor almost constantly (50%) or often (40%) expressed care.

Challenged Growth:



76% of Mentees said that their Mentor almost constantly (40%) or often (36%) challenged growth.

Expand Possibilities:



71% said that the DR relationship almost constantly (34%) or often (37%) expanded possibilities for mentors and mentees.

Share Power:



Combined 88% of respondents said that mentees and mentors almost constantly (59%) or often (29%) shared power in their DR relationships.

Provide Support:



71% of respondents said that their mentor almost constantly (34%) or often (37%) provided support to them.

All five elements working together... makes a relationship developmental.

SHARING POWER & SUPPORT

Introducing BIG Steps!

BBBS Saskatoon is proud to announce our new ongoing program, BIG Steps to Success. Big Steps mentors undergo specialized training focused on the unique needs of children and youth in care. Children and their mentors will be supported by a mentor match team consisting of a child's social worker, school liaisons and program coordinators from local participating partners. Navigators embedded in child welfare agencies will also identify other education-related resources of benefit and will maintain contact with young people who move between different foster placements and school settings to ensure continuity of their participation in Big Steps to Success.

Why BIG Steps to success?

Children and youth living in government care often lack the support of a consistent positive role model. Less than 50% of youth in and from care graduate from high school and youth from care are 200 times more likely than their peers to experience homelessness. Additionally, 82% of kids in care are diagnosed with special needs and nearly all kids in and from care have experienced childhood trauma.

Research has shown that the involvement of a trusted and positive mentor can promote social and academic success in young people involved with the child welfare system. Creating access to nurturing adult mentors can help young people engage academically and allow them to stay on track so that they can graduate from high school, one of the most critical predictors of their future success.

Partnerships & Collaborations

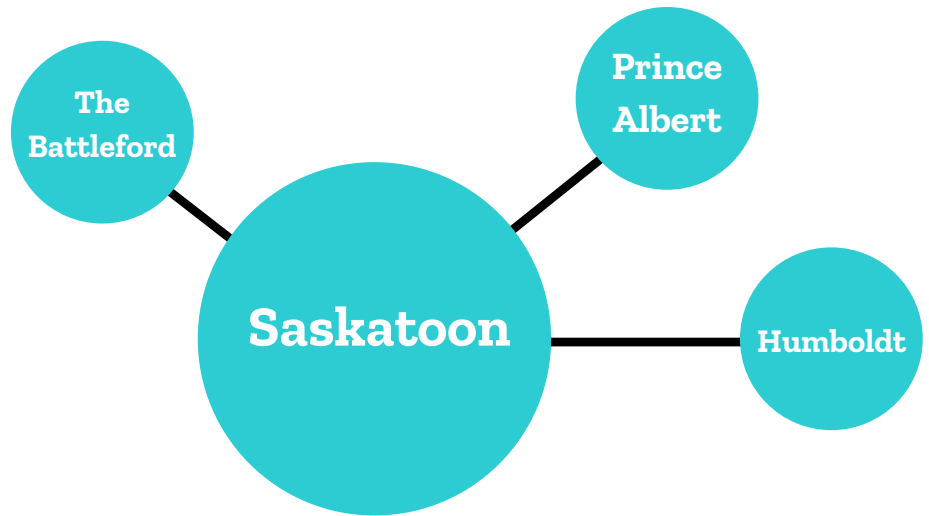
BBBS of Saskatoon and Ministry of Social services goals with Big Steps are to improve educational outcomes for young people involved with the child welfare system. Funding for Big Steps is provided by our partnership with Children's Aid Foundation of Canada.

The Impact

Our mentors advise and challenge these young people, act as their champions, provide greater consistency in their lives, connect them to broader experiences, opportunities and networks, and provide safe, nonjudgmental environments in which the child or youth can confide anything.



COMMUNITIES WE SERVE



Matched Volunteers in 2021/22 = 453

**Matched Youth in 2021/22 =
495**

64,531 VOLUNTEER HOURS!

from July 1, 2021 - June 30, 2022

PROGRAMS WE OFFER

Big Brothers Big Sisters of the Battlefords, Humboldt, Prince Albert and Saskatoon are proud to offer 15 programs to children and youth!

Community Based | School Based | Group





THE POWER OF CONNECTION

Our program evaluations repeatedly show how mentoring improves confidence and various skill sets for both mentee and mentor! Read below quotes from one of our community based matches.

Zadan & Ruben

"I could not have asked for a better match! Zadan's confidence and self-esteem has improved. He loves Ruben! Ruben has been such a great influence on him. Just by loving and accepting him for who he is! I never worried or questioned Zadan's safety. Zadan is becoming such an amazing young man and I love that. For all of Zadan's amazing qualities, Ruben has only helped to grow Zadan into the awesome human he is, and will be"- Zadan's mom

"Mentoring has positively changed me professionally and personally. Whether Zadan and I were playing video games or trick-or-treating, our activities built life lasting memories. I truly believe that the confidence I gain from being a mentor, and the life lesson I was able to teach; will mirror itself in Zadan's life."- Ruben

EVENTS

The Battlefords

BBBSB has continued to strengthen the circle of support and focus on youth mentoring in all of the opportunities we have through partner programming this year. 2021-2022 is the celebration of the 5th year coordinating the Innovation Indigenous Arts Partnership Project (IAPP), where we work with youth and our Indigenous partners, Elders, and Knowledge Keepers to provide space where they are learning cultural practices, gaining mindful tools, and accessing spaces with supportive adults to process their own experiences and those of their families. Not only did we host our annual International Youth Day Tipi Teaching and Rising experience, but we expanded our programming offerings to include opportunities to pair traditional knowledge with modern expression with our ribbon t-shirt and hoodie classes, hula hoop dream catchers placed in the community, and beaded poppies.

We are celebrating 5 years of being a lead agency and coordinating partner of the Battlefords Youth Engagement Initiative providing open, honest, and non-judgmental spaces for youth voice and experience to be heard, programming and social opportunities that are youth-initiated to be supported, and connection to supportive adults in the community. This year BBBSB was selected as a finalist for the 2022 Impact Awards with the BBEX Awards for their community work.

We were also thrilled to bring back our annual Bowl for Kids Sake signature fundraiser this year in partnership with our friends and programming partners at Concern for Youth!! It was the first time in at least a decade that youth serving agencies in our community partnered to run a fundraiser that benefits multiple agencies. We also continued to run our popular Wine Survivor this year with each of the five winners getting a special wine worth over \$100 thanks to the support of our local Discovery Co-op.



EVENTS

Humboldt

Since the addition of virtual bowling to our annual Bowl for Kids Sake event, we've had even more elementary classes join in the fundraising! 205 local students challenged each other to collect donations and compete to be named the "Top Youth Pledge Earner" which not only carries bragging rights, but a laptop donated by a sponsoring business. The top earning school also receives a trophy to display at their school. Virtual bowling is a great option to those who cannot make it to the local bowling alley during the event and it has also proved to be a great awareness vehicle for students to learn about the power of mentoring at an early age.

Diva for a Day ladies charity golf tournament was expanded this year from 72 to 144 golfers! The event was filled up in 2 weeks! The weather was great, the costumes were extremely creative, and the crowd was generous. This event raised over \$22,000 for our agency!

Big Brothers Big Sisters Month was celebrated with a proclamation from City Hall-complete with teal lights displayed on city hall for the whole month. A local coffee shop handed out cups with a BBBS awareness sticker on them for the whole month as well. We also attended the open house of our local University campus where new students were made aware of volunteer opportunities and the value of an adult mentor.

Brand new to our fundraising roster, is the Festival of Frights haunted house experience that takes place 5 days in October. Preliminary results are extremely positive and planning for next year has already begun! Community involvement has been strong for this event, which reassures our planners that this is an event worth repeating!



EVENTS

Prince Albert

Big Brothers Big Sisters of Prince Albert continued to grow success and community support in special events this past year. In November we held the Shop Local Survivor Elimination Draw which raised \$2500, and also gave away \$2500 in gift cards for locally owned businesses in Prince Albert. We were delighted to introduce a new special event this year -the first ever PA Poutine Week. For ten days in March, seven popular restaurants participated and sold 1000 poutines across the city. Two trophies were won by the Knotty Pine Bistro in Little Red River Park –for selling 300 of their “Dill Pickle Poutine” winning both the PA Gravy Bowl Championship and the PA Poutine Choice Award. In June our year wrapped up with another successful Diva For A Day Ladies Golf Tournament which raised \$20,000 for youth mentoring in our community.



Saskatoon

2022 marks BBBS Saskatoon milestone of fifty years as an organization. Throughout our campaigns we have been intentional to recognize our past, present and what it means to move forward. To celebrate this anniversary we have been collecting 50 stories for 50 years!

Over the past year, BBBS worked to reintegrate in person events to bring together our community in celebration of mentorship and elevate our fundraising experience.

Provided by the Saskatoon Rush, this past March we were able to host a BIG Match Event! Over 200 BBBS mentees, volunteers and employees enjoyed a pre-game pizza party followed by watching the lacrosse game.

After a two year hiatus we hosted our annual June BBQ at Kinsmen Park for families in our community to enjoy conversation, food, bouncy castles and passes to the Kinsmen Park!

YXE Poutine Week was once again, was a BIG hit in Saskatoon raising \$8,176!

BBBS Saskatoon hosted our inaugural MEGABike this September. This team building event was hosted at Hudsons for bike departure and a private Megabiker happy hour to end the day. Donors and friends of BBBS biked a scenic path through downtown Saskatoon! Next year put your team in to ride our legendary 30-person bike while raising funds for mentorship.



CHAIR AWARD

We are extremely blessed to call Dale Botting one of our supporters. If you know Dale, you know he has a wealth of knowledge and expertise across many areas. Every conversation with him is informative and engaging. He has a passion for leadership development and coaching and has given of his time to BBBS to support us in our pursuit of excellence.

Dale has supported our leadership team in the development of new HR approaches to onboarding and employee retention and as a coach and consultant when we needed an outside perspective. When asking our team about their interactions with Dale, they had this to say.

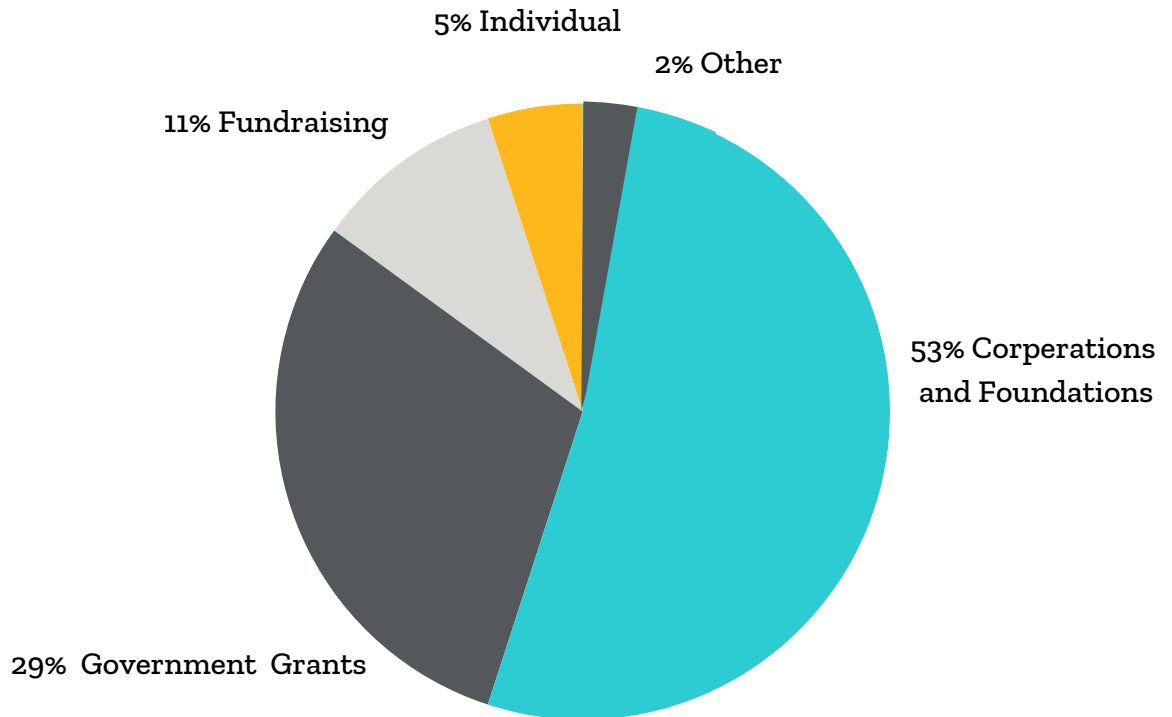
"Dale's friendly attitude and joking nature always makes a meeting much more pleasant. While Dale has a wealth of information to share, he shares it in a way that leaves all people feeling like a friend."

"From meetings with Dale I have learned so much. Being around someone that loves his profession and life in general is inspiring. He is a lifelong learner who has a passion for connecting with people! From Dale I have learned to stay curious, trust my instincts and to always lead with kindness!"

Thank you Dale for the countless hours
you have invested in BBBS!



FINANCIAL BREAKDOWN



	2021	2022
Statement of Operations		
Revenue	1,520,298	1,280,236
Expenditures	1,247,794	1,320,247
Excess (Deficiency)	272,504	-40,011
Revenue over Expenses	272,504	-40,011

	2021	2022
Statement of Financial Position		
Assets	1,186,114	1,051,641
Liabilities	545,007	468,415
Net Assests	641,107	583,226

"The past years have been filled with challenges that have tested many organizations. It is clearer than ever the importance of providing mentorship and guidance in the lives of children and youth in our communities. I have been fortunate to be part of an organization that has continued to provide these vital services through difficult times. BBBS Saskatoon has aligned with many strategic partners, received generous gifts and donations, pursued fundraising events, and utilized government grants to be able to provide these services.

The organization pivoted in fiscal 2022 year to respond to ending government subsidies with a renewed push for other funding sources. As a result, the organization finished with a deficiency of revenue over expenditures in the amount of \$57,881. BBBS Saskatoon is in a good cash position to start the 2023 fiscal year, as we carry forward several projects in progress and look to pursue new opportunities to serve the best interests of children and youth in our communities. "-Jared (Treasurer)

DONOR RECOGNITION

Affinity District Council
Cameco Step Up for Mental Health
City of Saskatoon
Community Initiatives Fund
Conexus (provincial)
Dakota Dunes Community Development Corporation
Government of Saskatchewan
Harold Latrace Foundation
Hometown Homes
K+S Potash
Kinsmen Club
Nancy Culenare
Penny Babbings
Progress Club
Quality of Life Grant
RBC
Saskatchewan Roughriders Foundation
SaskTel
Sasktel Pioneers
Scotia Bank
SK Lotteries
TruGreen Metal Recycling
United Way



23:1 Social Return on Investment Social Return on Investment

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

* Boston Consulting Group, 2013

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.



Big Brothers
Big Sisters

Of the Battlefords
Humboldt
Prince Albert
Saskatoon

THANK YOU
ANNUAL REPORT
2022