IGNITE THE POWER AND POTENTIAL OF YOUNG PEOPLE

2019-2020
ANNUAL REPORT

Big Brothers
Big Sisters
OF REGINA AND AREA

OUR MISSION

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

WHO

Young people who **face adversity**

and

Are in need of an additional consistent and supportive **Developmental Relationship**

HOW

- Intentionally **recruit** based on needs of the community's young people.
- **Match** young person and professionally **screened** volunteer mentor
- **Monitor and support** match through a professional caseworker
- **Train and support** the mentor, young person, and family
- **Graduate** match relationship towards "natural support"

Build a **Developmental Relationship** between the mentor and young person that:

Expresses Care

Challenges Growth

Provides Support

Shares Power

Expands Possibilities

WHAT

Social emotional competence

- Relationship skills
- Social awareness
- Responsible decision-making
- Self management
- Self awareness

Mental health & wellbeing

- Positive identity
- Mental wellness
- Social inclusion & empowerment

Educational engagement & employment readiness

- School connectedness
- Commitment to learning
- Enhanced constructive use of time

OUR VISION

All young people realize their full potential.

TABLE OF CONTENTS

Page 2
Message from the Executive Director

Page 3
Message from the Board Chair

Page 4
Board of Directors

Page 5
About Us

Page 6
Results & Outcomes

Page 7 - 8
Testimonials

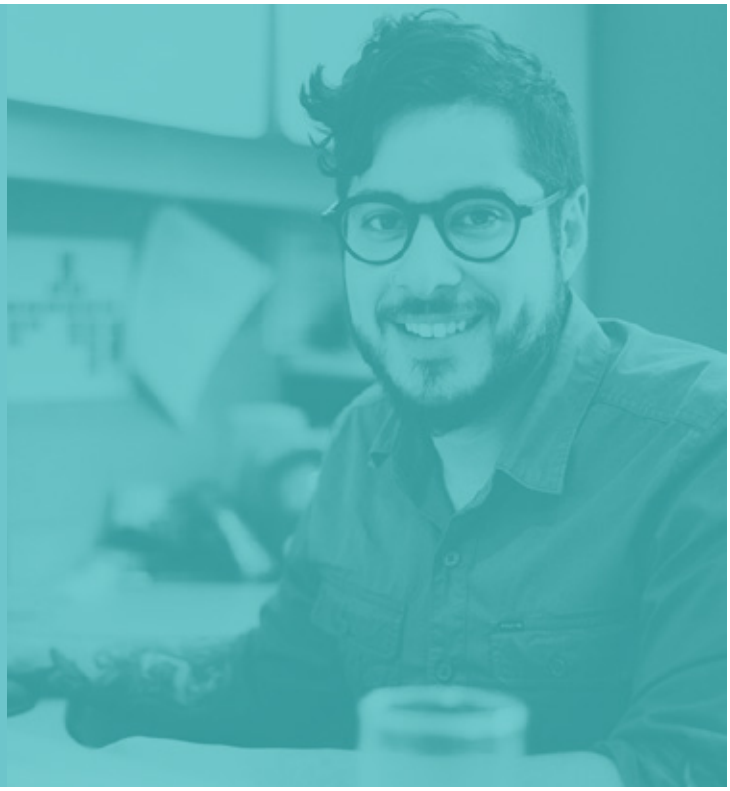
Page 9 - 11
Thanks to our Partners

Page 12
Financials at a Glance

Page 13 - 16
Auditor's Report & Financial Statements

MESSAGE FROM THE EXECUTIVE DIRECTOR

VICTOR ROMAN
- EXECUTIVE DIRECTOR



Thank you for believing in the power of mentoring. Our mission is essential. Mentoring givea children access to social, emotional, and educational supports.

The importance of mentoring became even more apparent when COVID-19 changed our lives in March, 2020. Suddenly children were facing more adversities than ever. Being abruptly removed from school, socially isolated from friends, and emotionally overwhelmed. A mentor was an important source of stability for many children. It gave them someone to talk to, ways to explore virtual socializing, and someone to help pivot to online schooling.

This also changes the landscape of fundraising, and caused us to shift our focus quickly. We adapted our office practices, lowered our expenses, and prepared financially to brace for the impacts of a post-COVID-19 economy. I'm proud to say that BBBS is in a strong spot and is ready to serve our youth for years to come.

I appreciate everyone in our community and province who believes in BBBS and has kept our youth strong even during these most trying times.

Victor Roman
Executive Director

MESSAGE FROM THE BOARD CHAIR

BETH WOZNIAK
- BOARD CHAIR

What a year – This year has been a year of perseverance and resilience. We continued strengthening our collaborative relationships in our communities and implemented our new Mission, Vision, and Theory of Change. This year also brought many changes, challenges, and opportunities. An unforeseen pandemic required our matches to go virtual and our new leadership team brought fresh perspectives as we recruited new Board of Directors. Victor and the team have done tremendous work to continue serving youth in these uncertain times.

Thanks to the generosity from our communities, we received an outpouring of support for technology donations of used tablets, laptops and cellphones. As a result, every child in our program who lacked technology was able to stay connected with their mentors, family, friends, and school resources. We were also able to distribute additional resources to other organizations with the same need for children, families and seniors. Thank you to everyone for donating and allowing us to provide this much-needed support to our community.

As we continue to develop our 5-year Strategic Plan we strive to maintain our momentum to better serve youth. Mentoring and providing support to the youth in our communities is more important now that ever. I have no doubt that our team will continue to think of creative ways to become stronger together and continue to offer services to help youth realize their full potential.

Heading into our 2020/2021 fiscal year, our board looks forward to welcoming our next leader who will continue to lead our organization and achieve strong outcomes. Thank you to Victor for being our trailblazer for the last year and a half. We look forward to seeing where the future takes us. Thank you to each of our supporters and mentors for the continuous support.

Beth Wozniak

Beth Wozniak,
Board Chair

2019-2020 BOARD OF DIRECTORS

Beth Wozniak
Board Chair
MNP

Marc Kelly
Vice Chair
Kanuka Thuringer LLP

Ellen Glaze
Secretary
Saskatchewan Ministry of Finance

Anders Ireland
Treasurer
Conexus Credit Union

Megan Welder
Director at Large
Saskatchewan Ministry of Corrections and Policing

Michael Dubois
Director at Large
File Hills Qu'appelle Tribal Council

Terry O'Malley
Director at Large
Retired

Julie Fisher
Director at Large
RCMP

Peter Fourlas
Director at Large
Royal LePage Regina

ABOUT US

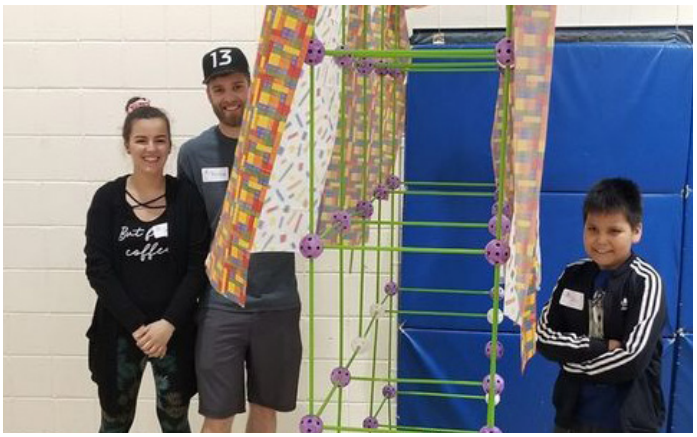
We're Big Brothers Big Sisters of Regina & Area

We exist to enable life-changing mentoring relationships that ignite the power and potential of young people. Young people who face adversity come through our doors every day and we're here to provide them with consistent and supportive development through volunteer mentors.

We are facilitating and building a relationship, with intent, between the mentor and young person that expresses care, challenges growth, provides support, shares power, and expands possibilities. Mentors teach by example and make an invaluable difference to young people. The goal is for young people to grow into amazing adults, ready to lead our future generations.

Witnessing the transformation of a young person into a confident, concerned and motivated person is a truly remarkable thing. Ushering them into adulthood, seeing them grow into a successful, responsible member of the community and society at large is even more satisfying. Proudly, it's something our staff, volunteers, and partners, help make happen every day.

We're Big Brothers Big Sisters and we're here to help all young people realize their full potential.



OUR RESULTS

Our 2019-2020 Results & Outcomes

BBBS across Saskatchewan is actively working to increase and unify our outcome measurements around Social Emotional Competence, Mental Health & Wellbeing, and Educational Engagement. Our strengthened outcome measurements have been developed, are being implemented into our programming, and will be ready to launch for 2020-2021 data. We currently track strong outcome data through In-School Mentoring. However, the abrupt end to the 2019-2020 school year due to COVID-19 has limited our ability to track meaningful data.

203
Total Young People Served

10,100
Total Approximate Hours Spent Doing Physical Activities

17,650
Total Approximate Mentoring Hours Contributed

COVID-19 hit the families and children we serve hard, and we made sure to respond in effective ways. We implemented Virtual Mentoring programming, we facilitated Virtual Group Activities and Virtual Go Girls! Groups. We also provided the following to vulnerable populations in our community:

100%
All 24 BBBS youth who needed technology received it to stay in contact with their mentors, friends, and school work.

5
We equipped 5 other community organizations who serve vulnerable populations with technology donations.

3
Virtual Mentoring programs and training developed to support youth through COVID-19.

Unified Outcomes

The following are outcomes that are being tracked for 2020-2021 and will be reported on in the next BBBS of Regina & Area annual report. This outcome measurement is being developed in collaboration with BBBS of Saskatoon, Yorkton, Lloydminster, and YWCA Regina Big Sisters:

SOCIAL EMOTIONAL COMPETENCE

- Relationship skills
- Social awareness
- Responsible decision-making
- Self management
- Self awareness

MENTAL HEALTH & WELLBEING

- Positive identity
- Mental wellness
- Social inclusion & empowerment

EDUCATIONAL ENGAGEMENT & EMPLOYMENT READINESS

- School connectedness
- Commitment to learning
- Enhanced constructive use of time

VIRTUAL MENTORING

Mentoring in a World of Social Isolation

2020 has undoubtedly been a challenging year for the best of us. More than ever, vulnerable children and families are facing increased anxiety, stress, fear, and worry. The children we serve are likely to bear the heaviest burdens of trauma and economic fallout. Because of this, it has been extremely important for Big Brothers Big Sisters (BBBS) to provide innovative means of support for families, children, and mentors due to COVID-19.

Imagine being a child during this pandemic. You find out, with little notice, that your school is closing during the middle of the year. All of the extra spare time sounds great until you realize that you have to isolate yourself and cannot see your friends. Your school year continues, but it's happening through an unusual virtual setting. If you have siblings, but only one family computer, then you're all competing to access schooling and socialize with friends online. When you do get access to your computer, you're thriving as much as possible. But when you don't have access, you think about going outside to play. Then you realize that all of the stores are closed, none of the parks are open, and no entertainment is happening.

On top of this, your parents may be laid off from their job, working reduced hours, or feeling uncertainty for their own futures. Now imagine being in a single parent household where money was already scarce. When supportive adults are struggling with their mental wellbeing, they're also finding it challenging to give children the support they need. There's no scheduled day for when you'll see your friends again, go to school, socialize in person, and properly develop throughout your crucial childhood years. Imagine the impact this has on a child's social, mental, and educational development.

This was the reality of our community's children due to COVID-19. This is also the reason why mentoring is even more crucial to a child's success due to the pandemic. We acknowledged these new adversities and responded swiftly to offer Virtual Mentoring to our youth. In-person interactions have always been the core of a developmental mentoring relationship, but we gladly accepted the challenge to support children in the absence of in-person mentoring.

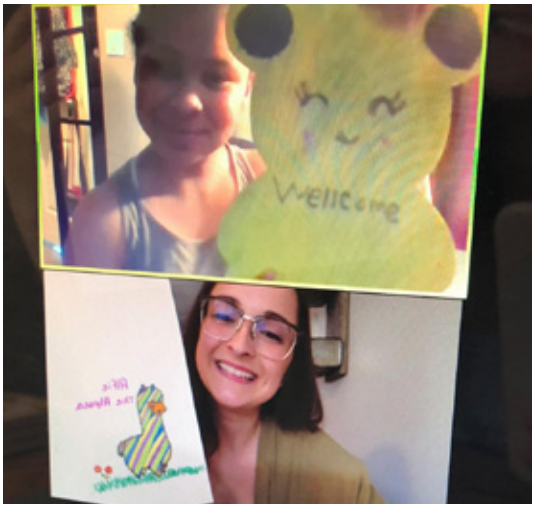
We worked closely with BBBS of Peel to develop new training, support materials, and virtual activities for mentors and children to participate in online. We further collaborated with all BBBS agencies in Saskatchewan to offer online support meetings for mentors. Here they would gather virtually with BBBS staff to ask questions, brainstorm mentoring ideas, and explore stronger ways to empower children who need additional support more than ever. We adapted our mentor recruitment practices to create Virtual Mentoring matches that would become in-person relationships later. We even secured donations from community members that equipped every child in BBBS with a piece of technology to keep them connected to social activities, friends, and education during times of social distancing. It is still too early to record the outcomes, but we are confident that children are socially stimulated, mentally resilient, and educationally engaged because of mentoring through BBBS.

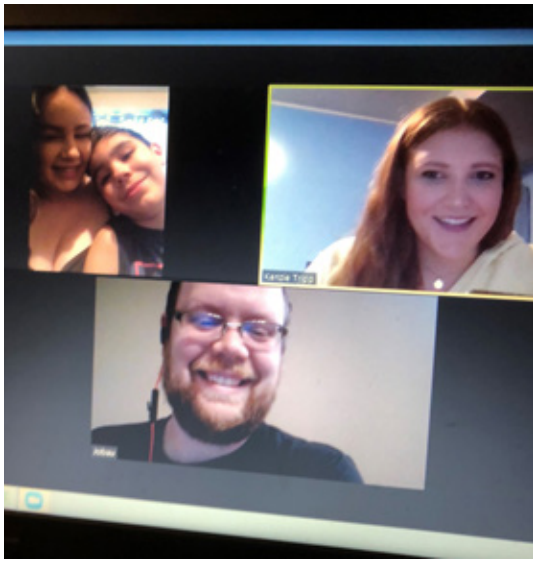
VIRTUAL MENTORING

EMILY AND SYRAIJA

Welcome to the new way to do 1-on-1 Mentoring. We'd like to introduce you to our first ever Virtual Mentoring match, Emily (mentor) and Syraija (mentee). They joined BBBS along with other new matches that were created virtually during the pandemic. As COVID-19 restrictions continue to be lifted, Emily and Syraija are excited to meet each other in-person and continue the amazing friendship they have already initiated from a distance.

Thank you Emily for being an amazing role model to Syraija, especially during these uncertain times.





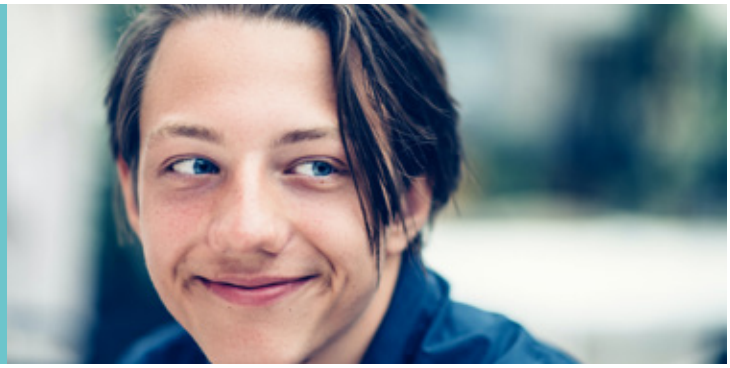
JON AND KEIRAN

Meet Jon (mentor) and Keiran (mentee), one of our enthusiastic Virtual Mentoring matches. They began their friendship in May by doing online activities together including board games and weekly Zoom calls. It was heartwarming to see the excitement on Keiran's face when he virtually met Jon. They began meeting in-person after Phase 4 of the Government of Saskatchewan's COVID-19 reopen plan. We're so appreciative that they are able to spend time together in creative ways, despite pandemic restrictions.

Thank you Jon and Keiran. We hope the best for both of you as your friendship grows!

Big Brothers Big Sisters understands that the future of COVID-19 is uncertain. We are prepared to transition all mentoring matches back to Virtual Mentoring quickly in the case of a community outbreak, or a second wave of COVID-19. We now have all of the training materials and resources needed to help mentors, families, and children weave through the scenarios of heightened COVID-19 restrictions. We are prepared to protect our community's children and support their families throughout new adversities that may arise.

THANKS TO OUR PARTNERS



City of Regina *- Community Investments Grant Program*

Their mission is to fund and partner with community non-profit organizations to deliver programs, projects and services that align with the City's priorities, have a clear community impact and respond to community needs. Since 2014, City of Regina funding has allowed us to continue to invest in our city's young people.

Community Initiatives Fund

Community Initiatives Fund supports the availability and delivery of community-based programs and services that promote awareness, prevention, intervention, volunteerism, and access to sport, culture and recreation opportunities. The fund has provided partial funding to our program salary positions for many years.

Government of Saskatchewan *- Ministry of Social Services*

Ministry of Social Services invests in positive outcomes for citizens in areas of income support, child and family services, and supports for persons with disabilities and affordable housing. For decades, the Ministry has been a key supporter of Big Brothers Big Sisters of Regina & Area by providing core funding to our programming.

United Way Regina

Improving lives and building community by engaging individuals and mobilizing collective action. For several years, United Way Regina has been pivotal in providing core funding to Big Brothers Big Sisters of Regina from the "All that Kids Can Be " revenue stream.

PTI Transformers

PTI Transformers strives to provide high quality products and services, treating every customer with courtesy and individualized care. In 2015 PTI became a partner as Presenting Sponsor for a fundraiser. They have now signed a multi-year funding agreement to be Presenting Sponsor of our annual Business Dinner fundrasier, and the Presenting Sponsor of the PTI Pats Bucks fundraiser.

THANKS TO OUR PARTNERS

George Weston Foundation *- Wonder+ Cares Campaign*

Each year, each Weston plant and office in Canada selects a children's charitable organization in its community that focuses on active lifestyles and well-being. Employees raised funds for their local cause, and George Weston Limited matched all donations, dollar for dollar. The bakeries in Regina selected Big Brothers Big Sisters of Regina & Area as their charity of choice!

Human Resources & Skills Development Canada

The Government of Canada annually funds our summer student program. We use these funds to hire university students who assists with administrative duties and program coordinating.

Sherwood Co-op

Sherwood Co-op is a long time supporter of Big Brothers Big Sisters of Regina & Area and give to many great causes that support children within our community. They are the Presenting Sponsor of our quaterly newsletter and provided us with $10,000 this year.

The Keg Spirit Foundation

The Keg Spirit Foundation has provided tens of thousands of dollars to our agency. The Keg Spirit Foundation is also a founding sponsor and ongoing supporter of Big Brothers Big Sisters Alumni, a program that has now connected with over 40,000 nationally registered alumni across the country.

Saskatchewan Lotteries

Since our Big Group Activities Program inception, Sask Lotteries has almost fully funded this program. It ensures that all of our matches, and youth on our wait list, have the opportunity to meet and engage in a Big Group Activity on a monthly basis, without having to incur any cost to participate.

Access Communications *- Children's Fund*

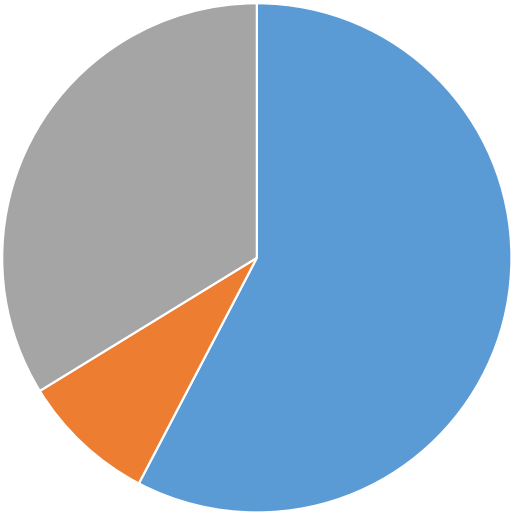
The Children's Fund contributes funds and support to youth-based not-for-profit organizations and charities. The Children's Fund supports projects for children and youth in need or at risk in the many communities served by Access.

THANKS TO OUR PARTNERS

PTI TRANSFORMERS
REGINA Infinite Horizons
CO-OP Sherwood
ASCENT
Access 100% SASK Communications Co-operative
Cabela's World's Foremost Outfitter
K+S Potash Canada
baller's REC ROOM
PATH COWORK
ROYAL LEPAGE REGINA REALTY
Carl's Jr. Charbroiled Burgers
HARVARD Developments Inc. — A HILL COMPANY —
ALUMNI
CANADIAN WESTERN AGRIBITION
THE KEG STEAKHOUSE + BAR
THE KEG SPIRIT FOUNDATION
United Way of Regina
ALAIR
conexus Credit Union
Saskatchewan GOVERNMENT OF SASKATCHEWAN
Saskatchewan LOTTERIES
SaskTel Today is the day
Pats
Carl's Jr. Charbroiled Burgers
WESTJET CARES FOR KIDS
TAYLOR TOYOTA
WESTON SEEDING Stronger communities
Community Initiatives Fund Connect • Engage • Thrive
Fourlas & Brown
Access Communications Children's Fund
FUTURE PROSPECTS
EVRAZplace
MNP
Casino Regina
Casino Moose Jaw
Always Entertaining
YQR REGINA INTERNATIONAL
Peter Gebert
Scotiabank
Kanuka Thuringer LLP LAWYERS
PCL CONSTRUCTION
Hill | levene SCHOOLS OF BUSINESS
REGINA Infinite Horizons | Economic Development Regina Inc.
UNO PRINTING CO.
RITCHIE BROS. Auctioneers
PETER SCOULAR PHOTOGRAPHY
TD Greystone Asset Management
HILLBERG & BERK
fcc Farm Credit Canada Advancing the business of agriculture

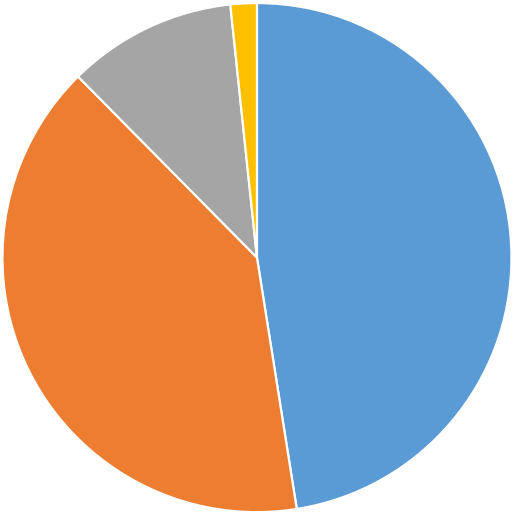
FINANCIALS AT A GLANCE

Where it came from:



- Grants & Government Funding: **57.7%**
- Fundraising: **33.7%**
- Corporate Sponsorship and Donations: **8.6%**

What it went towards:



- Youth Mentoring Programs: **47.6%**
- Administration & Operations: **40%**
- Fundraising: **10.7%**
- Marketing & Recruitment: **1.7%**

What it means:

Grants and Government funding saw a slight increase due to emergency funding related to COVID-19. Fundraising revenue for 2019-2020 had a minimum impact, but 2020-2021 is expected to have a higher percentage of grants and a lower percentage of fundraising. Marketing and recruitment was low as we used word of mouth advertising effectively. Recruitment efforts for Spring and Summer were limited due to COVID-19 restrictions.

AUDITOR'S REPORT

INDEPENDENT AUDITOR'S REPORT

To the Members of Big Brothers Big Sisters of Regina and Area Inc.

Opinion

We have audited the financial statements of Big Brothers Big Sisters of Regina and Area Inc. (the Organization), which comprise the statement of financial position as at June 30, 2020, and the statements of revenues and expenses, changes in net assets and cash flows for the year then ended, and notes to the financial statements, including a summary of significant accounting policies.

In our opinion, the accompanying financial statements present fairly, in all material respects, the financial position of the Organization as at June 30, 2020, and the results of its operations and its cash flows for the year then ended in accordance with Canadian accounting standards for not-for-profit organizations.

Basis for Opinion

We conducted our audit in accordance with Canadian generally accepted auditing standards. Our responsibilities under those standards are further described in the *Auditor's Responsibilities for the Audit of the Financial Statements* section of our report. We are independent of the Organization in accordance with the ethical requirements that are relevant to our audit of the financial statements in Canada, and we have fulfilled our other ethical responsibilities in accordance with those requirements. We believe that the audit evidence we have obtained is sufficient and appropriate to provide a basis for our opinion.

Responsibilities of Management and Those Charged with Governance for the Financial Statements

Management is responsible for the preparation and fair presentation of the financial statements in accordance with Canadian accounting standards for not-for-profit organizations, and for such internal control as management determines is necessary to enable the preparation of financial statements that are free from material misstatement, whether due to fraud or error.

In preparing the financial statements, management is responsible for assessing the Organization's ability to continue as a going concern, disclosing, as applicable, matters relating to going concern and using the going concern basis of accounting unless management either intends to liquidate the Organization or to cease operations, or has no realistic alternative but to do so.

Those charged with governance are responsible for overseeing the Organization's financial reporting process.

AUDITOR'S REPORT

Our objectives are to obtain reasonable assurance about whether the financial statements as a whole are free from material misstatement, whether due to fraud or error, and to issue an auditor's report that includes our opinion. Reasonable assurance is a high level of assurance, but is not a guarantee that an audit conducted in accordance with Canadian generally accepted auditing standards will always detect a material misstatement when it exists. Misstatements can arise from fraud or error and are considered material if, individually or in the aggregate, they could reasonably be expected to influence the economic decisions of users taken on the basis of these financial statements. As part of an audit in accordance with Canadian generally accepted auditing standards, we exercise professional judgment and maintain professional skepticism throughout the audit. We also:

- Identify and assess the risks of material misstatement of the financial statements, whether due to fraud or error, design and perform audit procedures responsive to those risks, and obtain audit evidence that is sufficient and appropriate to provide a basis for our opinion. The risk of not detecting a material misstatement resulting from fraud is higher than for one resulting from error, as fraud may involve collusion, forgery, intentional omissions, misrepresentations, or the override of internal control.
- Obtain an understanding of internal control relevant to the audit in order to design audit procedures that are appropriate in the circumstances, but not for the purpose of expressing an opinion on the effectiveness of the Organization's internal control.
- Evaluate the appropriateness of accounting policies used and the reasonableness of accounting estimates and related disclosures made by management.
- Conclude on the appropriateness of management's use of the going concern basis of accounting and, based on the audit evidence obtained, whether a material uncertainty exists related to events or conditions that may cast significant doubt on the Organization's ability to continue as a going concern. If we conclude that a material uncertainty exists, we are required to draw attention in our auditor's report to the related disclosures in the financial statements or, if such disclosures are inadequate, to modify our opinion. Our conclusions are based on the audit evidence obtained up to the date of our auditor's report. However, future events or conditions may cause the Organization to cease to continue as a going concern.
- Evaluate the overall presentation, structure and content of the financial statements, including the disclosures, and whether the financial statements represent the underlying transactions and events in a manner that achieves fair presentation.

We communicate with those charged with governance regarding, among other matters, the planned scope and timing of the audit and significant audit findings, including any significant deficiencies in internal control that we identify during our audit.

Dudley + Company

Regina, Saskatchewan
September 16, 2020

Dudley & Company LLP
Chartered Professional Accountants

AUDITOR'S REPORT

BIG BROTHERS BIG SISTERS OF REGINA AND AREA INC.
Statement of Revenues and Expenses
Year Ended June 30, 2020

	2020	2019
REVENUES		
Grants	**$ 203,088**	$ 144,690
Fundraisers	**155,083**	266,850
United Way of Regina	**45,993**	48,220
Province of Saskatchewan	**45,324**	45,324
Donations	**38,678**	30,912
Corporate sponsorship	**23,250**	-
Covid-19 support funding	**8,899**	-
Canada Summer Student grant	**6,544**	7,030
Rental revenue	**-**	2,500
Interest income	**-**	69
	526,859	545,595
EXPENSES		
Salaries and wages	**304,341**	303,863
Fundraising expenses	**50,184**	49,165
Mentorship activities	**32,249**	27,140
Rental	**29,944**	39,689
Professional fees	**14,605**	38,099
Memberships and fees	**14,175**	9,236
Telephone	**9,351**	12,601
Advertising and promotion	**7,804**	13,092
Insurance	**5,954**	6,822
Office and equipment rental	**5,401**	10,012
Mileage and parking	**3,929**	6,680
Amortization	**3,690**	3,770
Utilities	**3,536**	2,843
Bank charges and interest	**3,081**	2,075
Training and conventions	**869**	5,734
Repairs and maintenance	**526**	227
	489,639	531,048
EXCESS OF REVENUES OVER EXPENSES	**$ 37,220**	$ 14,547

AUDITOR'S REPORT

BIG BROTHERS BIG SISTERS OF REGINA AND AREA INC.

Statement of Financial Position

June 30, 2020

	2020	2019
ASSETS		
CURRENT		
Cash	**$ 191,783**	$ 125,644
Accounts receivable	**42,899**	17,162
Inventory	**23,100**	23,100
GST receivable	**7,223**	4,908
Prepaid expenses	**3,402**	3,880
	268,407	174,694
CAPITAL ASSETS *(Note 4)*	**12,141**	15,832
TOTAL ASSETS	**$ 280,548**	$ 190,526
LIABILITIES AND NET ASSETS		
CURRENT		
Accounts payable	**$ 16,104**	$ 12,543
Employee deductions payable	**15,399**	13,419
Deferred revenue *(Note 5)*	**89,694**	42,433
	121,197	68,395
NET ASSETS	**159,351**	122,131
TOTAL LIABILITIES AND NET ASSETS	**$ 280,548**	$ 190,526

ON BEHALF OF THE BOARD

Beth Wozniak _____ *Director*

_____ *Director*

Big Brothers Big Sisters of Regina & Area

351 Broad St.
Regina, SK
S4R 1X2

bbbsregina.ca
bbbsmj.ca
bbbsweyburn.ca