



Big Brothers Big Sisters
of Toronto

**BUILDING THRIVING
COMMUNITIES
THROUGH MENTORSHIP**

2017 ANNUAL REPORT

A MESSAGE FROM OUR LEADERSHIP

I am honoured to lead Big Brothers Big Sisters of Toronto. We are leaders in child and youth mentorship, empowering young people to thrive. Founded in 1913, our mentoring programs have evolved over the years to address the changing needs of children and youth who are experiencing social, developmental and/or academic challenges. I fundamentally believe that a positive adult role model is an invaluable tool for intervention and can positively impact the trajectory of a child's life. Everyone can agree that all children deserve a safe passage through childhood. We all want this for our children. Through mentorship, we begin intentional relationships that provide guidance, new experiences and intergenerational wisdom that are essential for positive development.



The BBBST Staff Team is a diverse, professional group of passionate social change-makers! I am so inspired by each one of them every day. Early in 2017, we established our agency's Culture of Values, committing together to lead with unwavering integrity, trust, respect, transparency, communication, growth, collaboration and accountability; each and every day. We use these Values as our primary decision-making tool both internally and externally.

Thank you for allowing us to provide this essential service to the children and youth of Toronto. We are the leading voice in mentorship and with your support will reach all the children and youth in need.

A handwritten signature in black ink that reads "Leanne Nicolle". The signature is fluid and cursive.

Leanne Nicolle
President & CEO

2017 BOARD OF DIRECTORS

BOARD CO-CHAIR
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BOARD CO-CHAIR
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Ashvin Malkani
Kathy Murphy
Tim Piggott
Salma Salman
Dev Srinivasan
James Tucker



OUR GUIDING VALUES

Our values are inherent to our work, and as passionate advocates for all children in Toronto, we are committed to integrating these values in all we do.

AT OUR CORE, WE LEAD WITH UNWAVERING:



INTEGRITY

We let honesty guide our actions. We work with purpose and principle.



TRUST

We are honest. We believe in each other's abilities and put confidence in others.



RESPECT

We honour and value each other. We are kind. We listen without prejudice.

IN OUR ESSENCE, WE THRIVE WITH:



TRANSPARENCY

We are direct and forthcoming. We disclose when we can, and say when we can't.



COMMUNICATION

We listen with open minds and compassion. We engage respectfully with each other.



GROWTH

We actively develop and learn from our mistakes. We are curious and innovative.



COLLABORATION

We deliver on our passion. We share. We build partnership for impact.



ACCOUNTABILITY

We expect and accept responsibility. We take initiative and exceed expectations.

HIGHLIGHTS OF 2017

2,838

children and youth mentored



99%



of Pumped for Post-Secondary program participants plan to apply for post-secondary education



54,816

hours our Bigs spent with Littles offering intentional, personal support

5

number of priority communities served in Toronto

1,200+

Volunteer opportunities offered to Torontonians by BBBST





OUR PROMISE

WE BUILD THRIVING COMMUNITIES BY EMPOWERING LIVES THROUGH MENTORSHIP

WE BELIEVE

EACH CHILD HAS THE RIGHT

- to reach their full potential
- to a bright future
- to thrive

2017 BIG BROTHER OF THE YEAR

"For the past decade, I've been mentored by one of the most influential individuals in my life. My Big Brother Yusuf has been instrumental in the development of my individuality for as long as I can remember. The bond we've forged is something that is difficult for me to put into words. It's near impossible for me to categorize Yusuf as solely a mentor. As I grow older, I know that I will use what I have learned from Yusuf to better my life in extraordinary ways. Over the past ten years of being matched, we have enjoyed our lives to the fullest potential. I've been blessed to have been matched with him and I'll stand by that statement for the rest of my life."

Tejai, Little Brother





ABOUT BBBST

Big Brothers Big Sisters of Toronto's programs are guided by the Search Institute's® Developmental Asset framework.

Over the past 20 years, the Search Institute® has surveyed over three million youth about how they experience the 40 Developmental Assets - a research-based framework that identifies basic building blocks of human developmentⁱⁱ. Assets are crucial for the healthy development of all youth, regardless of their community size, geographic region, gender, economic status, race, or ethnicity.

There are eight categories of assets that focus on external structures and internal beliefs that build a solid foundation for future success.

SUPPORT



USE OF TIME



EMPOWERMENT



LEARNING



BOUNDARIES



POSITIVE VALUES



SOCIAL SKILLS



POSITIVE IDENTITY



BIG BROTHERS BIG SISTERS PROGRAMS

One-to-One Mentoring

717 children & youth served in 2017

The one-to-one mentoring program facilitates mindful and meaningful relationships between a Big and a Little who share common interests. This is the core program at BBBST that consists of the traditional community-based mentoring, where a mentor and mentee will spend eight hours a month together. In the in-school mentoring program, a mentor spends an hour of time one-to-one with their mentee during the school day.

assets empowered



children & youth served in 2017

1,212

Group Mentoring

Our group mentoring programs provide space outside of school for youth to build relationships and feel empowered. Programs include the *Go Girls!* program that encourages balanced eating and self-esteem; the *Game On!* program that challenges the “boys will be boys” mentality and empowers young men to play smart, live smart, and eat smart; the Newcomer Connections Club that helps newcomers to meet new friends and learn new skills, and the Pumped for Post-Secondary program that allows high school students to be mentored by Post-Secondary students to make the successful transition from high school to higher education.

assets empowered



Youth Mentoring

909 children & youth served in 2017

In our Youth Mentoring program, groups of high school mentors are screened, trained and matched to a group of Elementary aged mentees. Groups meet once per week after school and create positive relationships and benefits to both the mentor and mentee.

assets empowered



THANK YOU TO OUR SUPPORTERS

CIRCLE OF LEADERS (\$25,000+)

Ron Bresler
Michael J. Durland
Paul Henry
Christopher J. Hodgson
Martine M. Irman
John MacIntyre
Walt MacNee
Stephen D. McDonald
David Skurka
Calvin Younger
Anonymous

THE BIG DEAL CLUB

\$100,000+

Big Brothers Big Sisters of Canada (*Includes flow-through funding from The Ontario Ministry of Education*)
TD Securities Underwriting Hope Fund
United Way Toronto & York Region

\$50,000 - \$99,999

Cadillac Fairview Corporation Limited
Clifton Scholarship Foundation
Morneau Shepell
Nashville Developments Inc.
Scotiabank
The Slight Family Foundation
Tribal-Castlepoint-Kerbel Inc.

\$25,000 - \$49,999

Aon Reed Stenhouse Inc.
BML Group Inc.
BMO Capital Markets
Calamor Fund
Equity Financial Holdings Inc.
Ontario Sport and Recreation Communities Fund
Oxford Properties Group
Rogers Group of Companies
The Peter Gilgan Charitable Foundation

\$10,000 - \$24,999

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Colliers International
Deloitte Foundation Canada
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The Donald K. Jackson Foundation
The E.W. Bickle Foundation
The Lakeview/Montemarano Charitable Foundation
Tippett Foundation
Torys LLP

\$1,000 - \$9,999

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Badali Investments Ltd.

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Dream Unlimited
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Kingsdale Shareholder Services
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Liberty Development Corporation
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Uwe Stueckmann
Walmart Canada Corp
Wanda Ely Architect Inc.
West Whitby Holdings Inc.
Wzmm Architects
Youth and Philanthropy Initiative Canada (Etobicoke School of the Arts)

IN-KIND DONORS (\$1,000+)

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Coulson & Associates
Dave Turpin
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GDI Integrated Facility Services
John Melluso
Kids & Co.
Paladin Security
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The Toronto Police Services
Universal Studios Canada Inc.
WestJet

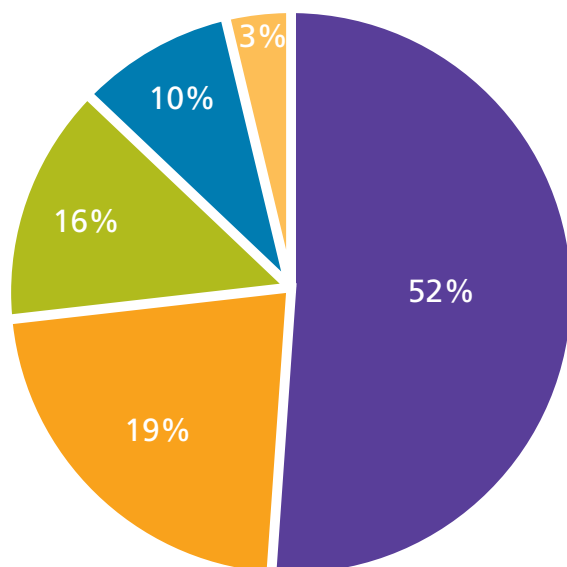
THIRD PARTY EVENTS (\$1,000+)

CIBC Charity Golf
Enterprise Holdings Annual Holiday Party
Josh Donaldson BaseBowl & the Jays Care Foundation
One Of A Kind Show Spring 2017

We greatly appreciate each gift given in support of Big Brothers Big Sisters of Toronto and we have made every effort to ensure the accuracy of this list. Please notify us of any inaccuracies or omissions by contacting 416-925-8981 ext.4102. We regret any errors.

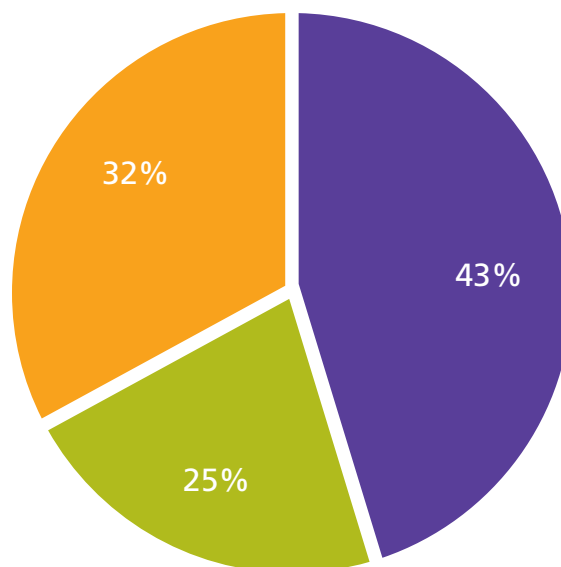
FINANCIAL HIGHLIGHTS

INCOME Fundraising Areas



Events & Activities 52%
 United Way & Grants 19%
 Individuals 16%
 Corporations & Foundations 10%
 Other 3%

IMPACT Programs & Services



Group-Based Mentoring 43%
 Youth-Based Mentoring 32%
 One-to-One Mentoring 25%

YEAR ENDED DECEMBER 31, 2017

STATEMENT OF OPERATIONS

	2017	2016
Revenue	\$3,156,751	\$3,366,662
Expenditures	\$3,179,009	\$3,468,940
(Deficiency) Excess of Revenue over Expenditures	\$(22,258)	\$(102,278)

STATEMENT OF FINANCIAL POSITION

Assets	\$1,205,397	\$1,142,955
Liabilities	\$195,321	\$110,621
Net Assets	\$1,010,076	\$1,032,334

Audited Financial Statements may be obtained online at toronto.bigbrothersbigsisters.ca
 Charitable registration number 10679 3771 RR0001

OUR STRATEGIC DIRECTION

Every child has the right to thrive

We build thriving communities by empowering lives through mentorship

We must position ourselves as an

Essential Service

We will be the

Leading Voice

in Mentorship for children in Toronto

We will

Mobilize Resources

to serve more kids

We will

Amplify Impact

by building an active participant in the youth services sector

OUR VALUES ARE OUR FOUNDATION

Integrity, Trust, Respect, Transparency, Communication, Growth, Collaboration & Accountability

PROGRAMS	BUSINESS PRACTICE	AGENCY DEVELOPMENT	MODERNIZATION
Evidence, Influence & Renovation	Optimize Technology, Board & Governance	Funding, Volunteers & Awareness	Innovation & Challenging the Status Quo
<ol style="list-style-type: none"> 1. Developmental Assets 2. Evidence for the power of mentoring 3. Influence in the community 	<ol style="list-style-type: none"> 1. Performance metrics and HR policies 2. Optimize technology 3. Financial accountability 	<ol style="list-style-type: none"> 1. Resource diversity 2. Volunteer recruitment 3. Product development 4. MarComms & events 	<ol style="list-style-type: none"> 1. Elevate profile 2. Incubation of innovation 3. Future blueprinting
KPI's	KPI's	KPI's	KPI's
<ul style="list-style-type: none"> • Children served • Progress against DA's 	<ul style="list-style-type: none"> • Bottom line • Employee engagement 	<ul style="list-style-type: none"> • Top line • Volunteer engagement 	<ul style="list-style-type: none"> • Strategic partnerships • New programming



“Mark isn’t just a great Big Brother, he’s one of my best friends. I know my life is more fulfilling because of him.”
Maverick, Little Brother

For more information please contact **Leanne Nicolle** at
(416) 925-8981 ext. 4105 or leanne.nicolle@bigbrothersbigsisters.ca

Big Brothers Big Sisters of Toronto
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Toronto, ON M4P 2E5

toronto.bigbrothersbigsisters.ca



Big Brothers Big Sisters
of Toronto

Charitable Registration: 10679-3771-RR0001

ⁱToronto’s Vital Signs Report. Toronto Foundation. 2018.

ⁱⁱThe Asset Approach. Search Institute. 2011.

ⁱⁱⁱGearing Up: A Strategy to Support Ontario Middle Years Children to Thrive. Ontario Ministry of Child & Youth Services. 2017.