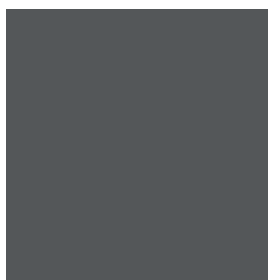
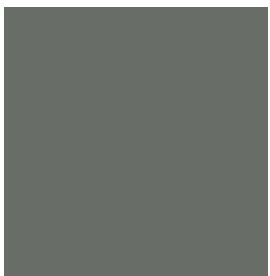
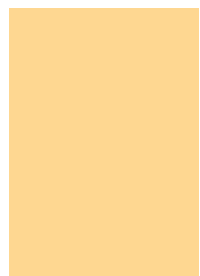
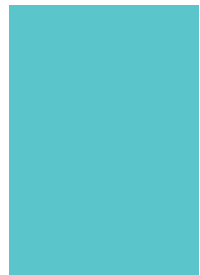
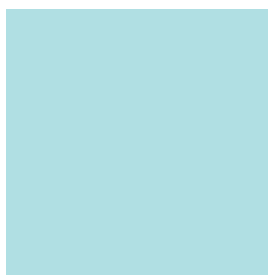
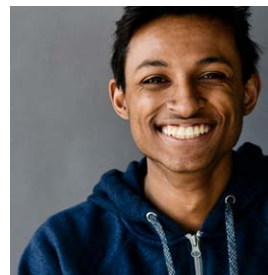
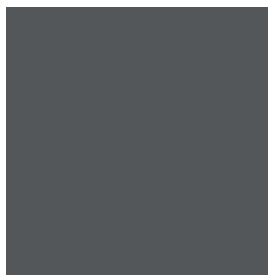
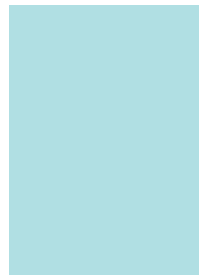
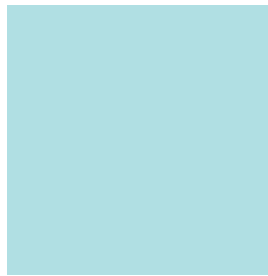
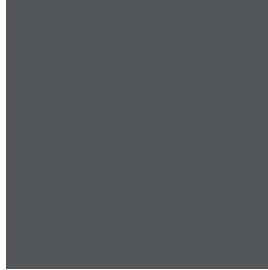


Big Brothers
Big Sisters
OF TORONTO

ANNUAL
REPORT

2020





Message from CEO



Support from Rogers put mobile devices into the hands of Littles who were unable to connect with their Big, in a time where they most needed support.



Mentoring Program Specialists provided Littles and their families with resources and referrals to food banks and additional programming.

Twenty-twenty brought on new challenges for the world, but it also allowed us a unique opportunity to innovate and come together as a community. Along with the rest of the world, Big Brothers Big Sisters of Toronto found ourselves navigating the restrictions that came along with the COVID-19 pandemic. On the forefront of our minds was ensuring that we had the necessary resources for our programming to continue. We allowed prudence to guide our actions with our internal finances and called on our community to ensure that our programs could continue to operate virtually – a vital initiative that allowed our Matches to stay connected.

As the pandemic progressed and we learned that virtual programming would have to become the new normal, our team focused on providing support for Matches who most needed it. Support from Rogers put mobile devices into the hands of Littles who were unable to connect with their Big, in a time where they most needed support. Our Mentoring Program Specialists provided Littles and their families with resources and referrals to food banks and additional programming, such as the Youth Bereavement Workshop in Scarborough, as they navigated these difficult times.

Our volunteers are a vital part of the success of our organization. We are proud to work with the team at FreshBooks to innovate and bring efficiencies into the volunteer process that will make us known as a first-in-class volunteer organization.

Looking forward, equity is on the forefront of our minds. Youth Mental Health is a growing concern across the country. Young people have been struggling to receive the help they need, and the problem has only been exacerbated throughout the pandemic. At Big Brothers Big Sisters of Toronto we know that children and youth with a mentor in their lives report better mental health than those without, and are ready to support ALL current and future Littles.

I am profoundly grateful to our volunteers, donors, and community for continuing to support BBBST's mission of building thriving communities by empowering lives through mentorship. In 2021, we will continue our work, deviating young people from risk taking behaviours and expanding possibilities so that they can have a brighter future.

We are #BiggerTogether.



Leanne Nicolle
President and CEO,
Big Brothers Big Sisters of Toronto

2020 Board of Directors

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

Paul Henry – Chair

Principal at Revival Capital Partners

Sharon Kim – Treasurer

Managing Director &
Global Head of Foreign Exchange
Sales at TD Securities

Lilly Wong – Vice Chair

Senior Partner at Gowling WLG

Randy Carter – Vice Chair

Staff Superintendent - Public Safety
Operations at Toronto Police Service

Dev Srinivasan

Head Enterprise Strategy & STS
at RBC

Lisa Boulanger

Chief Commercial Officer at Flexiti

Michael Prosserman

CEO at EPIC Leadership Support Inc.

Nick Eaves

Chief Venues and Operations
Officer at Maple Leaf Sports and
Entertainment

Peter Block

Market Vice President, Real Estate
Corporate Banking at CIBC

Sam Jawad

Strategic Advisor at Spot Pay Inc.

Tim Piggott

Partner, Transaction Advisory
Services, National Managing Partner,
Private Equity & Pensions at
Ernst & Young Global Limited

Dean McCann

Corporate Director, CFO (retired) at
Canadian Tire Corporation

Mark Harrison

President & CEO at The T1 Agency

Aly Rahemtulla

Co-Owner & CEO at
Sphere Manufacturing Group

Nicole Frew

Executive Vice President,
Chief Compliance Officer at
Scotiabank

Julie Adam

SVP, News & Entertainment
Rogers Sports & Media

Message from the Chair

It is with great pride that I serve alongside our deeply engaged board as the Board Chair of Big Brothers Big Sisters of Toronto. Accountability, transparency, and trust are paramount in our commitment to BBBST and the communities that we serve.

The dedicated team at BBBST is made up of diverse, passionate individuals committed to building a better tomorrow for Toronto's children and youth. It has been inspiring to see their steadfast dedication to supporting Bigs, Littles, and their families in order to build thriving communities.

I know that 2020 was filled with trials and tribulations and want our Littles and their families to know that we are here to support them as our community recovers from the effects of the pandemic.

A sincere THANK YOU to our volunteers, donors, and community for partnering with us to ignite the potential of Toronto's young people!



Paul R. Henry
Chair, Board of Directors,
Big Brothers Big Sisters of Toronto



"As a champion for equity, I serve as the Treasurer on Big Brothers Big Sisters of Toronto's Board of Directors with great pride. Having a mentor that looks like you is so important and we are committed to ensuring each Little feels reflected in their Big and the organization. BBBST continues to build a diverse board, team of staff, and volunteer pool to better reflect the fabric of our city."



Sharon Kim
Treasurer,
Big Brothers Big
Sisters of Toronto



2020 Impact

While the ongoing COVID-19 pandemic certainly caused setbacks, we are proud of the work that our community of care accomplished in 2020.

20+
Community partners
were engaged in 2020, including:
Pathways to Education, Rexdale,
Children's Aid Society, and
The Toronto District
School Board.



154

New matches were made in 2020.



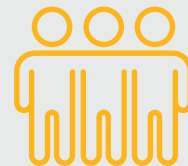
1,025

Young people mentored.



35,366

Hours volunteered.



555

Volunteer mentors.

New Programs:



3

New programs were launched specific to COVID-19 including:

Big Pen Pal: Bigs and Littles, Big Pen Pal: Corporate and, Virtual Mentoring Program.

Schools:



253

Different schools across Toronto have students supported by our mentoring programs.

Who We Serve

At Big Brothers Big Sisters of Toronto, we build thriving communities by empowering lives through mentorship. We work with youth aged 7-16 and match them with a mentor based on mutual experiences and shared interests.

Many young people in our city face adversities in their lives, resulting in toxic stress that can negatively impact their development. With the support of a mentor, they can overcome these adversities and develop the confidence needed to reach their full potential.



A Diverse Group of Children and Youth:

- 85** languages are spoken by the youth other than English.
- 17%** were born outside of Canada.
- 48%** Girls
- 51%** Boys
- 1%** Other
- 66%** have 3 or more ACEs.


What are ACEs?

(Adverse Childhood Experiences)

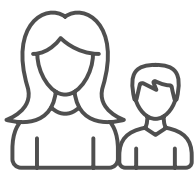
ACEs are potentially traumatic events that can occur between 0-17 (CDC, 2019). Without supportive adults, they can lead to toxic stress in a child's body. The more ACEs a child experiences, the more likely he or she is to suffer from things like heart disease and diabetes, poor academic achievement, and substance abuse later in life (Centre on Developing Disease, Harvard).

Some examples include:

- Physical and Emotional Abuse
- Neglect
- Caregiver Mental Illness
- Household Violence



Our Families:



- 51%** of Littles live with a single parent.
- 65%** have a household income under \$50,000.

Our Volunteers are also a diverse group of individuals:



- 46%** WOMEN
- 63** languages are spoken by our mentors
- 53%** MEN
- 1%** OTHER

Measuring Our Impact

BBBST mentorship leads to significant impacts on a young person's life.



**SUCCEEDS
IN SCHOOL**

87%

of Littles reported that they feel their teachers care about them



93%

of Littles reported that they are motivated to do well in school

**MAINTAINS
GOOD MENTAL
& PHYSICAL
HEALTH**



93%

of Littles reported having positive self-esteem

12%

increase in Littles who reported feeling they have a sense of purpose

92%

of Littles reported having a positive view of their personal future



**SHOWS
LEADERSHIP
& DELAYS
GRATIFICATION**

92%

of Littles reported having a sense of responsibility

23%

Littles reported a 23% increase in their ability to plan ahead and make decisions after a year of being mentored



**OVERCOMES
DANGER &
RESISTS DANGER**



89%

of Littles reported that they can resolve conflicts peacefully after a year of mentorship



90%

of Littles reported they have some control over the things that happen in their lives



**HELPS
OTHERS
& VALUES
DIVERSITY**

93%

of Littles reported that they believe it is important to help other people



93%

of Littles report an increase in cultural competence. Our Littles have a greater knowledge and comfort with people from different cultures, ethnicities, and racial backgrounds

COVID Response

Like many Canadian organizations, we experienced challenges due to the ongoing pandemic. However, that did not stop us from creating new matches and ensuring existing matches were well supported and had the resources they needed to be successful.

In the early days of the year, we stalled recruitment while we assessed how best to adhere to COVID-19 safety protocols while

continuing to support our matches, encouraging matches to meet virtually, and transitioning our programs to virtual to keep up with evolving pandemic restrictions.

In the weeks after, our community of care stepped in to ensure that the organization had the resources needed to continue our work. For this we are incredibly grateful.

Events

Norman Powell Basketbowl

Twenty-twenty started off on an incredibly strong note with our Norman Powell Basketbowl event raising \$112,500.00 - nearly double our goal. Little did we know that this would be our last event of the year, and that in the days to follow we would be adapting to a whole new world.

Big Night Out to Program Support

When our annual fundraising gala - Big Night Out – was cancelled, long time corporate sponsors, including Scotiabank and EY, transferred their event sponsorship to program support, enabling us to be there for families. Many individual Big Night Out supporters also honoured their commitments in lieu of attending the event.

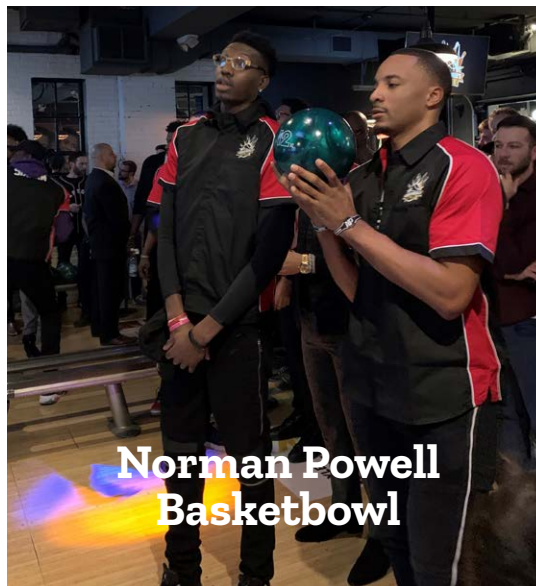
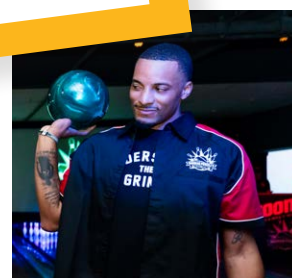
Winter Party in a Box

As we neared the end of the year, and learned that we would be unable to host any in-person Holiday events, partner JAM Direct, who typically hosts our Winter Party, created a "Winter Party in a Box" to send to our 1:1 matches. In a time where matches were adapting to staying connected virtually, these boxes allowed them to engage in shared activities with fun kits including incredible gifts, winter accessories, hot chocolate and gift cards.

Making the Holidays a Little Brighter

While the world felt the full effects of isolation, during a time when we traditionally gather for various family and friend focused celebrations, our partners helped make the holidays a little brighter for our families and Littles with donations from Amazon & Breakfast Club of Canada, Best Buy Canada, Citizen Relations, Cityline & Rogers, Mattel, and Tim Hortons & the Bowman Family.

"Thank you Norman Powell for not only being a star on the court with the Toronto Raptors, but an outstanding member of the Toronto community as well. Thank you for seeing how essential it is for young people to be matched with a caring, consistent adult and helping BBBST raise funds for children and youth across the city! We'll miss you!"



Norman Powell Basketbowl



*We heard from many parents that virtual connections with their Bigs were their child's **ONLY** form of social interaction.*



Corporate sponsors transferred their event sponsorships to program support, enabling us to be there for families.



Partners

While dealing with their own personal and professional challenges, our dedicated partners and donors went above and beyond their typical support to ensure our matches were not left behind.

- **Rogers Sports and Media's** donation during 2020 was critical in ensuring the success of our virtual programming. In addition, when we identified that over 130 Littles did not have a device or access to WiFi, Rogers stepped in and donated devices to fill this gap and ensure kids stayed connected to their Bigs and continue with school.
- BBBST partnered with **The English Tutor** to support children's literacy during school closures, resulting in children raising reading levels by two grades.
- **United Way Greater Toronto** provided us flexibility by granting us access to additional funding from the Emergency Community Support Fund administered through the United Way Greater Toronto and helped ensure we could continue our programming, while also making over 100 virtual 1:1 Big/Little matches in 2020 and the beginning of 2021.
- **TD Securities Underwriting Hope Fund** dedicated their donation to our 1:1 program which pairs a Big (mentor) with a Little (mentee).
- Many program partners including the **Ontario Trillium Foundation** and the **Department of Canadian Heritage** provided exceptional support that allowed us the flexibility to deliver virtual programming.



Thank you to our dedicated supporters, including the Board of Directors, Circle of Leaders, corporate partners, and individual donors. We are grateful for each and every one of you.

To counter the effects of social isolation, Bigs and Littles signed up to be Senior Pen Pals over the summer months to support senior citizens.

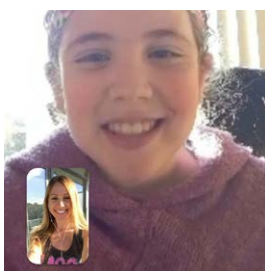
Matches

Bigs did their best to stay connected to their Littles, in a time where many Littles reported feelings of anxiety and other mental health concerns brought on by the pandemic.

We recognize that our Bigs have also had a challenging year. In order to be there for them while they were supporting their Littles, we provided Bigs with resources, tools, and guest speakers to help navigate their Littles throughout the pandemic and current political climate. In addition, a program called **Mentors' Corner** was launched to provide a space Bigs could come together in a virtual setting and discuss challenges they were facing and how to solve them.

Throughout all of this, incredible memories have been made and some of the highlights include:

- To continue supporting senior citizens, the **Triple G Program** was launched in the fall where Bigs and Littles who had been matched for a year could volunteer to be paired with a senior from **Circle of Care**. The trio engaged in bi-weekly phone calls to stay connected and learn from each other. The aim of our program is to foster intergenerational bonds in our communities and address barriers that can lead to social isolation in seniors;
- We hosted two virtual **Scientists in Schools** sessions on the topic of Candy Chemistry where participants had the opportunity to experiment with skittles! There were two sessions, one session for Littles on the wait list and one session for active matches.
- **All Pumped for Post-Secondary** sites (U of T New College, UTSC, Humber College, York U, and George Brown) remained open this year in large part due to returning Bigs and partners who value the program who signed on to support each site;
- **Bigs went international!** Despite several student Bigs returning home for the year due to the pandemic, they did not give up on the Littles. Bigs are volunteering across the globe in countries including: Columbia, Chile, Dubai, and China;
- BBBST Mentoring Program Specialists provided Littles & their families with resources and referrals to **Food Banks** and additional programming, such as the **Youth Bereavement Workshop** in Scarborough, as they navigated these difficult times.



Decentralization into Scarborough

Twenty-twenty brought on Year Two of our three-year decentralization project funded by the Ontario Trillium Foundation. Our intention is to better serve our mentees, families, and volunteers located in Scarborough by being present in the community.



Our overall goal is to serve 300 children and youth in Scarborough by the end of 2021. Year Two saw 184 children and youth served across the Scarborough area.

Our team has seen great success with recruitment by connecting with local communities and organizations who assist in spreading the word about the need for volunteers. Local communities and organizations include:

- Bigs in Blue (Toronto Police Services)
- Canadian Tamil Professional Association
- Skinz Barbershops
- Black Graduate Student Association
- Black Focused Fraternities



184

Children and Youth
In Year Two were served across the Scarborough area

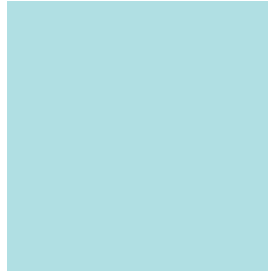
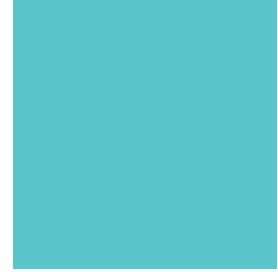
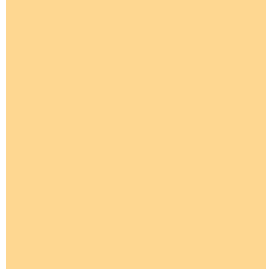
Effective media campaigns, including ads on TTC posters and a shift to online platforms such as paid social media posts and inclusion in a Toronto Life e-blast, resulted in an increase in volunteer recruitment in the area.



As community connections grow stronger, we hope to become even more integrated in the Scarborough community, allowing us to further reduce our waitlist of Littles and empower this underserved community to thrive.



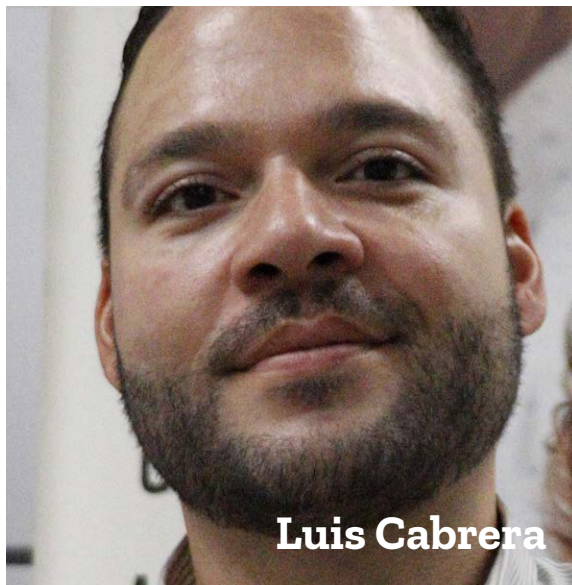
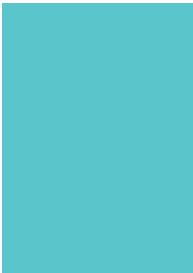
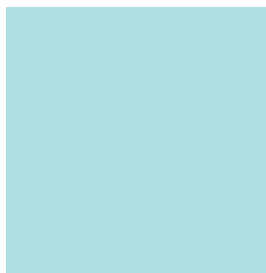
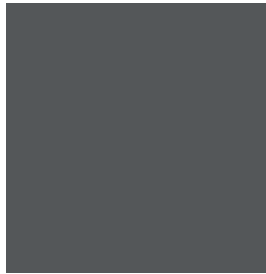
Chris Roach



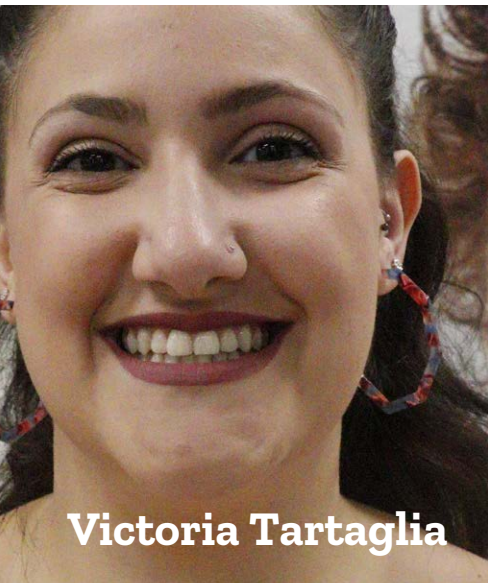
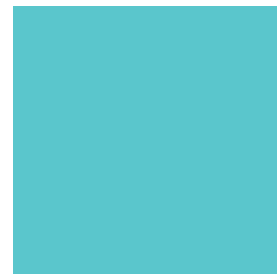
Sydney Hannah



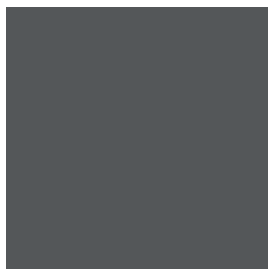
Enrick Fontaine



Luis Cabrera



Victoria Tartaglia



John Huffman

Big of the Year

Each year we honour extraordinary individuals who dedicate their time to supporting children and youth to reach their full potential with our Bigs of the Year awards. Although we were not able to recognize these individuals in person, their achievements and passion for their Littles did not go unrecognized. Congratulations to all of our Bigs of the Year!

The creativity of our Bigs came out in full force this year as they were determined to stay connected with their Littles. Some of the ways they stayed connected involved:

- Ensuring a Little had an incredible birthday by singing happy birthday from the sidewalk,
- Participating in virtual book clubs,
- Connecting online via video games and Netflix Party,
- Playing "distanced basketball" and
- Participating in virtual science experiments hosted by Scientists in Schools.



Bigs ensured that the connection to their Littles was not lost. Better yet, that connection was enhanced!

Luis Cabrera - Big of the Year

Luis has been with the organization for over eight years and has acted as both a Big and a spokesperson for the agency, helping with promoting our message in whatever capacity he can. He has talked to his Little a lot about his sadness regarding his non-existent relationship with his father, while also exposing him to many new activities.

John Huffman - Big Role Model

John was recommended by his Little's mother because he has been a safe, secure and important person to her son for the last five years. He has had weekly virtual visits with his Little during this time and has recently started to play distanced basketball together.

Sydney Hannah - Big Coach

Sydney has been a source of support for her Little who has talked a lot to her about her body insecurities. While providing that emotional support, Sydney has been a huge supporter of her Little's dance extra-curricular and will regularly attend her recitals, bring her flowers and share in her passion for dance.

Chris Roach - Big Motivator

Chris has helped Nathan rebuild a positive relationship with school and has introduced him to new activities that Nathan can both thrive at and participate with Chris. Chris has motivated Nathan into becoming a confident and expressive individual.

Victoria Tartaglia & Enrick Fontaine - Big Advocate

Victoria volunteers with our Girls Empowerment! Program and works to create an inclusive environment that is respectful, educational and open to discussions on sexual identity, culture, women's empowerment and self-esteem.

Enrick specifically volunteered for our Boys Empowerment! Program because he wanted to be a positive role model to young boys of the BIPOC community in Scarborough. He works hard to create an environment where boys can be vulnerable and develop both self-esteem and team building.

2020 Financial Highlights

In 2020, we generated \$2.7 million in revenue compared to \$3.1 million in 2019.

FUNDRAISING EVENTS		GOVERNMENT GRANTS		INDIVIDUALS		CORPORATIONS, FOUNDATIONS & OTHER		FEDERAL GOVERNMENT ASSISTANCE (COVID 19 RESPONSE)	
2019	2020	2019	2020	2019	2020	2019	2020	2019	2020
40%	6%	13%	13%	15%	21%	32%	45%	N/A	15%



23:1

Social Return on Investment

For every dollar committed to BBBST there is a social return of \$23 back into Toronto's future.*

*Boston Consulting Group, 2013

Summarized Financial Information

Year Ended December 31, 2020	2020	2019
SUMMARIZED STATEMENT OF OPERATIONS		
Revenue	\$2,737,927	\$3,128,665
Expenditures	2,513,441	2,915,171
Excess (deficiency) Revenue over Expenditures	224,486	213,494

As at December 31, 2020

SUMMARIZED STATEMENT OF FINANCIAL POSITION		
Assets	1,779,424	1,337,594
Liabilities	444,709	227,365
Net Assets	1,334,715	1,110,229

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

Supporters

Thank you to our **SUPPORTERS**.

Circle of Leaders

Bresler, Ron
Durland, Mike
Henry, Paul
Irman, Martine
Kim, Sharon
MacIntyre, John & Jen
Macnee, Walter
McDonald, Stephen
The Waugh Family Foundation

The Big Deal Club (\$100,000+)

Big Brothers Big Sisters of Canada
MacIntyre, John & Jen
The Ontario Trillium Foundation
United Way Greater Toronto

\$50,000-\$99,999

Anonymous
BML Group Inc.
Cadillac Fairview Corporation Limited
Department of Canadian Heritage
Glen Nevis Foundation
Henry, Paul
Kim, Sharon & Jason Jarrett
RBC
Rogers Sports & Media
Scotiabank

\$25,000-\$49,999

Aubrey & Marla Dan Foundation
Doncaster Foundation, The
Macnee, Walter
Melancthon Capital Corporation
NBC Universal Studios Canada Inc.
RBC Capital Markets

\$10,000-\$24,999

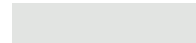
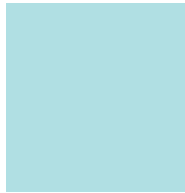
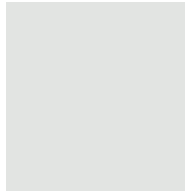
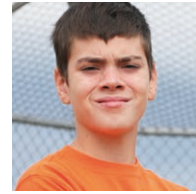
Assante Wealth Management
Boulanger, Lisa
Breen, Elizabeth
Canadian Tire Corporation
Durland, Mike
Eaves, Nick
Ernst & Young LLP
Frew, Nicole
Goodmans LLP
Irman, Martine
JAM Direct
Rahemtulla, Aly
Ronald E. Dimock Professional Corporation
Srinivasan, Dev
TD Securities Underwriting Hope Fund
Wong, Lilly

\$1,000-\$9,999

Adam, Julie
Agnico Eagle Mines Limited
Alvarez & Marsal Canada
Andrew, Michael
Anthony, Leighton
Aon Reed Stenhouse Inc.
Armour, Julie
Ayles Electric Inc
Baldwin, Sarah & Stuart Matheson
Barrett Family Foundation
Block, Peter
BMO Business Banking
Boghosian, David
Boynton, John
Burgundy Asset Management
CIBC
Clark, Hugh
Creaghan McConnell Group Ltd.
Echelon Foundation
Falconer, Richard
Garneau, Amelie
Gibson, Daniel
Glazier, Jack
Google
Gowling WLG (Canada) LLP
Greenberg, Alan
Guilford, Jonathan

\$1,000-\$9,999 continued

Harrison, Mark
Hebert, Frank
Hughes, Ryan
Hunt, Jaimy
Josephs, Randy
Kathiresan, Kharthick
Kuwahara, Karen
Larry and Marla Wasser Fund
Lecky, Edward
Ledcor Group & Employees
Lister, Stephen
Lyft Toronto
Macklin, Frances
Mawer Investment Management
McCall MacBain Foundation
McCann, Dean & Susan
McDonald, Greg
McNamara, Patrick
Merlin Underwriting Inc.
Mission Inc.
Mondou, Daniel
Nicolle, Leanne
Nicolle, Trevor
O'Reilly, Timothy
Palter, Philip and Linda Lee
Phair, Lorie
Polar Asset Management Partners
Prosserman, Michael
RBC Royal Bank
Sage, Judy
Schneider Family Foundation
Signal Hill Insights Inc.
T1 Agency
Takacs, Andra
The 2016 Field Family Trust
The Andy and Beth Burgess Family Foundation
The Dawn Tattle Foundation
The Norman & Margaret Jewison
Charitable Foundation
The Philip Smith Foundation
The Polar Foundation
The Shuttleworth Family Foundation
Turner & Townsend
Ubani, Emeka
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