



Big Brothers Big Sisters
of Toronto

Big Brothers Big Sisters Of Toronto 2018 Annual Report



— WE HAVE MENTORED —
OVER 2000
CHILDREN & YOUTH IN 2018

RESULTING IN AN ESTIMATED
70,000 HOURS
OF CONTACT BETWEEN BIGS AND LITTLES

I feel privileged to have had the opportunity to lead Big Brothers Big Sisters of Toronto over the past year into our new Theory of Change to Build Thriving Communities by Empowering Lives through Mentorship. While we have an enduring legacy of success as a critical intervention for kids facing adversity, we have spent the past year validating this through evidence gathering and validation as you will see in this report. We believe it honours our work over the past 106 years as well as positions ourselves as the Essential Service that we are.

Our team has invested a lot of time and energy to better understand the neurological impact on a child when they do not have a positive, caring adult in their life as we KNOW that is the key to a child's thriving success.

It is our new mandate to advocate for mentorship as an Essential Service for kids in vulnerable circumstances and Big Brothers Big Sisters of Toronto is the leader in this field. Through mentorship, we facilitate intentional relationships that provide guidance, new experiences and intergenerational wisdom that are essential for positive child development.

We believe that every child has the right to thrive and we know that our mentoring programs and our volunteers defend the kids whose potential is at risk.

Thank you for igniting the potential in our Littles. They need more adults to stand up and let them know that they are worth investing in.

Leanne Nicolle
President and CEO



2018 Positioning For Growth



2018 Growth



398
NEW
VOLUNTEERS



71
LITTLES
GRADUATED
HIGH SCHOOL



2072
CHILDREN
& YOUTH
SERVED



1263
ACTIVE
MENTORS



21
AGENCY
PLACEMENT
STUDENTS



141
NEW 1:1
MATCHES MADE
IN 2018



762
1:1 MATCHES



1310
GROUP
MENTEES

Theory Of Change

IN 2018, WE FORMULATED A THEORY OF CHANGE WITH SUPPORT FROM OUR FELLOW BBBS AGENCIES AND THE SEARCH INSTITUTE.



Asset Building Approach

Through the Search Institute's 40 Developmental Asset Framework, we inspire children to **build essential life skills**. *Support, Empowerment, Boundaries & Expectations, Constructive Use of Time, Commitment to Learning, Positive Values, Social Competencies, Positive Identity*



Thriving Indicators

Our success is measured by how **our Littles thrive**. *Succeed in School, Overcome Adversity & Resist Danger, Help Others & Value Diversity, Exhibit Leadership & Delay Gratification, Maintain Good Physical & Mental Health*



Our Ultimate Impact

We build thriving communities by empowering lives through mentorship



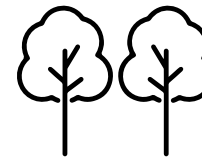
Who We Serve

Focusing on children who are experiencing childhood adversities that negatively affect development and are in need of additional adult supports.



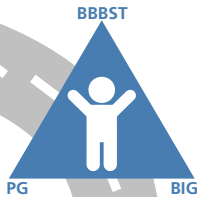
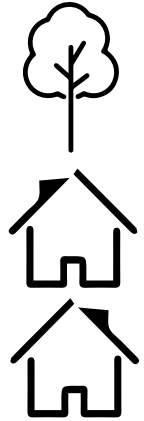
Our Services

The highest quality of mentorship programs with acute child safety, training and supports.



We Build Intentional Relationships

Developmental Relationships are the foundation for empowering growth and building resiliency. *Express Care, Challenge Growth, Provide Support, Share Power, Expand Possibilities*





An agency of the Government of Ontario.
Un organisme du gouvernement de l'Ontario.

Community Investor

WE COULD NEVER DO THIS WITHOUT OUR INVALUABLE COMMUNITY INVESTORS.

JULY 2018

BBBST was awarded an OTF Seed Grant of over 70K. This research grant, called 'It Takes a Village', is exploring barriers to volunteerism in Scarborough. Results will be published in October 2019.

NOVEMBER 2018

BBBST was awarded an OTF Grow Grant of 730K over 3 years. This grow grant enables BBBST to decentralize and increase services to children and families in Scarborough.



Event Highlights

OUR DYNAMIC EVENTS HELPED RAISE THE BAR – AND OUR REVENUE!

Our **48th Big Night Out** was a **BIG** deal thanks to our presenting sponsor **Scotiabank**. With over 600 guests, we raised over 750K to continue building thriving communities through mentorship!

Our **46th Annual Bowl for Kids' Sake** was a **ROCKING** success with over 100 teams bowling and fundraising like Rock Stars! With a special thanks to the biggest fundraising teams, Cadillac Fairview, TDC's Long & Winding Road Team, Mark Ayles, CIBC and Roger Ashby CHUMFM Bowlers, we raised over 215K for kids' sake!

BIG BROTHERS BIG SISTERS

Rock n Bowl for Kids Sake

Save The Date

Bowl for Kids Sake Tour Dates are coming to Newtonbrook Bowlerama

March 1
80's & 90's - The MTV Generation

March 2
70's - Rock n' Disco Night

March 3
60's - Classic Rock vs Flower Power

Book your tour date today at www.bbbs.com/Bowl

Vision & Aspiration



Mission

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

A Bold Vision

All young people realize their full potential.

Aspiration

We build thriving communities by empowering lives through mentorship.

Stats & Profiles Of Who We Serve



106 Years Strong

AND GROWING STRONGER

REACHING ACROSS THE GTA

59
SCHOOLS

20
FORMAL
COMMUNITY
PARTNERS

6
COLLEGES &
UNIVERSITIES

4
SATELITE
LOCATIONS



Map of our active matches spread across the GTA

TOP REFERRING ORGANIZATIONS OF 2018

Toronto Children's Aid Society

Toronto District School Board

St. Michaels Hospital

Sick Kids Hospital



Our Littles

76%
IN PRIORITY
NEIGHBORHOODS

81%
SINGLE MOM
HOMES

11%
LIVE WITH
NEITHER
BIOLOGICAL
PARENT

52% FEMALE

2% NON-BINARY

46% MALE



43%
MIDDLE SCHOOL
AGE (12-16)

39%
ELEMENTARY
AGE (6-11)

18%
HIGHSCHOOL
AGE (OVER 16)

**AVERAGE
AGE
11**

79

DIFFERENT CULTURES
IDENTIFIED BY OUR
FAMILIES

AND WE HAVE MORE
WORK TO DO

+400
WAITING LITTLES
2018

75%
ARE BOYS
WAITING

Outcomes & Success Stories



2018 Thriving Indicators

In 2018, BBBST began collecting impact data against an evidence-based formula for positive youth development; the Search Institute's 40 Developmental Asset Framework. Research proves that the more assets a child develops and maintains, the greater the likelihood they will thrive later in life.

Based on 2018 self-assessments from our Littles and impact reports from our Bigs, we are proving that mentorship builds skills linked to lifelong success:

Succeeds in School

96%
MOTIVATED

90%
ENGAGED

70%
COMPLETES HOMEWORK

- 96% of our Littles reported that they are motivated to do well in school.
- 90% of our Littles reported that they are actively engaged in learning.
- Upon intake, only 56% of Littles reported that they complete homework, after being mentored, 70% of Littles reported that they complete homework on time.



Maintains Good Mental & Physical Health

91%
CONFIDENT

20%
INCREASE OF ACCESS

- 91% of mentored children reported that they felt good about themselves
- Upon intake, only 44% of non-mentored children had access to sports or community programs. After being matched with a Big, access increased by 20%

Exhibits Leadership & Delays Gratification

18%
INCREASE

71%
PLANNING & DECISION MAKING

- After being matched, we saw an 18% increase in Littles who reported accepting responsibility for their actions
- Upon intake, only 52% of Littles reported that they were good at planning ahead and making decisions. After being mentored, 71% of Littles reported that they had planning and decision making skills

Overcomes Adversity & Resists Danger

87%
SELF-ESTEEM

85%
RESOLUTION SKILLS

- 87% of Littles reported that they are prepared to resist negative peer pressure, which is a 16% increase when compared to non-mentored children
- Upon intake, only 63% of Littles reported that they had conflict resolution skills, after being mentored, 85% of Littles reported that they can resolve conflicts with others peacefully

Helps Others & Values Diversity

87%
MODELLED CARING

94%
HELP OTHERS

- 87% of Bigs reported that they modeled acts of empathy, sensitivity and kindness while with their Littles
- 94% of matched Littles reported that they place a high value on helping others

Boys Empowerment

WITH AN INTENTIONAL FOCUS AND YOUR HELP, WE CAN IMPROVE THE OUTCOMES OF YOUNG MEN IN TORONTO.

In September 2018, SAXX underwear generously supported our goal to engage more men in mentoring. The next-level men's apparel company provided free recruitment marketing for BBBST and provided promotional codes to all inquiring male volunteers during September 2018. Thank-You SAXX!

In November 2018, BBBST began collaborating with Jamil Jivani, a Canadian lawyer, activist, professor and author of 'Why Young Men'. In partnership with the Pinball Clemons Foundation and Big Brothers Big Sisters, Jamil began *A Road Home*, where he travelled across Canada capturing the voices and the best practices for empowering marginalized youth. Jamil's incredible journey is available online www.roadhome.ca



SAXX UNDERWEAR CO

City Builders & Influencers

AS ONE OF TORONTO'S OLDEST CHILDREN'S CHARITY, WE ARE INVESTED IN THE WELLBEING OF THE NEXT GENERATION OF TORONTONIANS.

In 2018, BBBST became a formal member of the City's FOCUS Table which is an innovative, collaborative risk driven approach to 'Community Safety and Wellbeing' co-led by the City of Toronto, United Way Toronto and Toronto Police Service, working together to reduce risk, harm, crime, victimization and improve community wellbeing.

In September 2018, Mayor John Tory called the City to action, encouraging all citizens to support mentorship and proclaimed September 18th 'Big Brothers Big Sisters Day' in the City of Toronto. Also on this exceptional day, CFL superstar Pinball Clemons and Toronto Raptors player Norman Powell, became honorary 'Big Brothers' and shared publically how critical and essential mentoring was to their success.



Young Leaders

YOUNG LEADERS IS A GROUP OF FUN, COMMUNITY-MINDED AND MOTIVATED YOUNG PROFESSIONALS WHO ARE PASSIONATE ABOUT BBBST AND CREATING HOT TICKET FUNDRAISING EVENTS!

In May 2018, over 100 yogies gathered in the gifted, breathtaking Globe & Mail Building in downtown Toronto for YL's Fuel Your Soul yoga fundraiser. Ticket sales generated over 5K for BBBST and immeasurable karma points!

In August 2018, YL's rallied over 20 teams for their annual Paddle Royale ping-pong fundraiser! With the generous support of Steam Whistle Brewery, Paddle Royale flipped BBBST over 50K so that we can continue to 'serve & receive' children and youth from across Toronto. Thank-You YLs!



Match Enrichment

*GENEROUS DONORS PROVIDE UNFORGETTABLE
MEMORIES AND FUN FOR OUR BIGS & LITTLES!*

The Slaight Family continues to be a treasured donor of BBBST, providing our Bigs & Littles with memories that will last a life time. Tickets to the Nutcracker Ballet, Charlie & The Chocolate Factory and lunch at The Shaw Festival are just a few examples of the inspiring events our matches were able to experience together in 2018 thanks to the Slaight Family's generous support.

Since 2011, JAM Direct has organized and funded BBBST's annual Winter Party! In 2018, over 150 matches enjoyed a fantastic day of skating, games, arts and crafts and tons of holiday fun thanks to the JAM team! Thank-You JAMMERS!



This Year's Celebrated Volunteers





BIG BROTHER OF THE YEAR

Yusuf Williams

Little Brother: Tejai

"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, a friend and overall a great dude to be around.

As I grow older, I know that I will use what I have learned from Yusuf to better my life extraordinary ways. Ten years of being matched and enjoying our lives to the fullest potential."

Tejai, Little Brother



BIG SISTER OF THE YEAR

Michelle Mathias

Little Sister: Ria

“Without Michelle, my life would not have been complete. We have this bond that no other big sister or little sister has ever had. I always wanted a big sister and now that I have Michelle, it makes me feel like the happiest girl in the world.”

Ria, Little Sister



THRIVING FAMILY AWARD

Big: Mark Wigmore Little: Maverick

"My Big Brother gave me the help I didn't realize I needed. I had come to accept that I wouldn't have a father figure and convinced myself that I wasn't missing out on anything. Where was my role model, mentor and buddy that I saw my friends had in their Dads? It turns out, I just hadn't met him yet."

–Maverick, Little



Big: Monika Shurmann Little: Quentin

"I started out very cynical and scared of the world but having Monika teach me with love and compassion has made me warm up to the idea that the world isn't so bad. My Big has impacted my life greatly and I wouldn't be the same person without her!"

–Quentin, Little



"Because the success of both matches has had such a positive impact on Maverick and Levi, our family dynamic has benefitted as well. You cannot change a child without it changing the parent, their sibling relationship and the community at large. The effects are remarkable!"

–Melanie (mom)



Organizational Financial Overview

— GENERATED — \$2.8 MILLION IN REVENUE

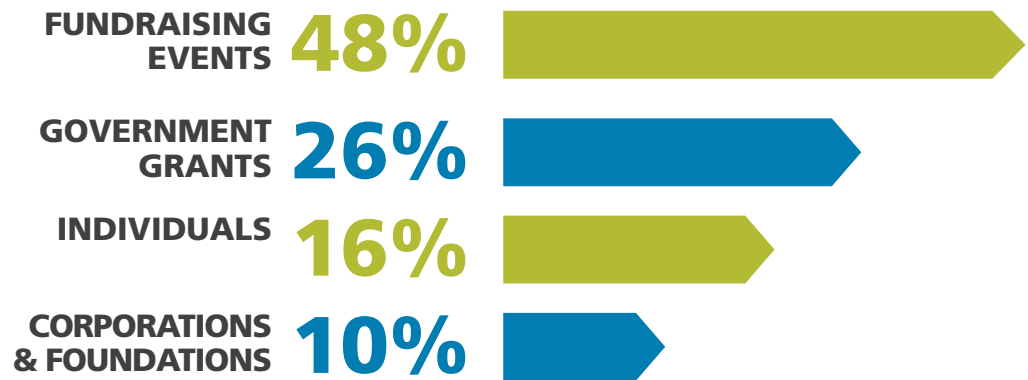
23:1

Social Return on Investment, BCG*

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



**Boston Consulting Group, 2013.*



Year Ended December 31, 2018
Statement of Operations

	<u>2018</u>	<u>2017</u>
Revenue	2,839,802	3,156,751
Expenditures	<u>2,953,143</u>	<u>3,179,009</u>
(Deficiency) Revenue over Expenditures	<u>(113,341)</u>	<u>(22,258)</u>

Statement of Financial Position

	<u>2018</u>	<u>2017</u>
Assets	1,261,092	1,205,397
Liabilities	<u>364,357</u>	<u>195,321</u>
Net Assets	<u>896,735</u>	<u>1,010,076</u>

Audited Financial Statements may be obtained online at toronto.bigbrothersbigsisisters.ca Charitable registration number 10679 3771 RR000

THANK YOU TO OUR SUPPORTERS

Circle of Leaders (\$25,000+)

BML Group Inc. / Ron Bresler
David J. Skurka
Glen Nevis Foundation, The /
Stephen D. McDonald
James M. Durland
Paul Henry
Sharon Kim
Walter MacNee
Wagh Family Foundation, The

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

Big Brothers Big Sisters of Canada
(Includes flow-through funding from
The Ontario Ministry of Education)
Ontario Trillium Foundation, The
United Way Toronto & York Region
Clifton Scholarship Foundation

\$50,000 - \$99,999

Cadillac Fairview Corporation
Limited
Masrani, Bharat
Scotiabank
Slaight Family Foundation, The
The Estate of Stephen C. Plumley
TD Securities Underwriting Hope
Campaign and Auction

\$25,000 - \$49,999

Aon Reed Stenhouse Inc.
Bank of Montreal
Brampton Brick Ltd
Glenway Country Club Ltd.
Humber College
Jays Care Foundation

Ministry of Citizenship and
Immigration Canada
Ontario Sport and Recreation
Communities Fund
Peter Gilgan Charitable Foundation,
The

\$10,000 - \$24,999

Anonymous Giving
Benevity Community Impact Fund,
The
Birch Hill Equity Partners
Boghosian & Allen LLP
Breen, Elizabeth
Catherine and Maxwell Meighen
Foundation, The
CIBC
Color Me Rad
Commercial Mortgage Lenders
Delano Capital Corporation
DF Lake Shore LP
Donald K. Jackson Foundation, The
Dream Asset Management Corp.
Equity Financial Holdings Inc.
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Ferguson, Ronald
Goodmans LLP
Greenfield Global Inc.
Haventree Bank
Irman, Martine
JAM Direct
KPMG MSLP
Lanterra 234 Simcoe Realty Limited -
Development
Lanterra 501 Yonge Developments
Limited
Lanterra Developments Bay

Wellesley Limited
Latimer, Michael
Macnee, Walter
Maple Leafs Sports & Entertainment
Ltd.
McCarthy Tetrault LLP
National Bank Financial
Optima Communications
International Inc.
Polar Asset Management Partners
PricewaterhouseCoopers Canada
Foundation
Rogers Communications Canada Inc
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TD Securities
The Minto Group
Tippet Foundation
Tomiczek, Rudi
Universal Studios Canada Inc.
Wong, Lilly
\$1,000 - \$9,999
979905 Ontario Limited
AGF Management Limited
Agius, Mark
Agnico Eagle Mines Limited
Agreement Express
Altus Group Ltd
Alvarez & Marsal Canada
Anthony, Andrew Leighton
Antoniuk, Sheridan
Aqueduct Foundation
Assurant Solutions Canada
AXIS Canada
Ayles, Mark
B+H Architects
Barrett Family Foundation
BeachHead Consulting

Bell Canada
BMO Business Banking
Boland Foundation, The
Boulanger, Lisa
Boynton, John
Boynton, Michael
Branded Cities
Brattys Barristers and Solicitors
Breakthru Beverage Canada
Brearton, Nicholas
Brettler/Mintz Foundation
Burgundy Asset Management
Byrne & Wright Inc.
CAA Insurance
Canada Clean Fuels Inc.
Canada Life Assurance Co., The
Canadian Association of Insolvency
and Restructuri
Canadian Olympic Committee
Canadian Tire Corporation
Canadian Tire Jumpstart Charities
Canderel
Canderel Management Inc
Casale, Joe
Cassels Brock & Blackwell LLP
CES Inc.
Choice Properties Limited
Partnership
Chubb Life Insurance
CI Investments
Claimsecure
Clark, Chris
Claxton, Hazel
Cormark Securities Inc.
Currie, John
Curtis, Tom
Dalglish Family Foundation, The

Davies Ward Phillips & Vineberg LLP
 Dawn Tattle Foundation, The
 Delbridge Contracting Limited
 Della Shore Investments Limited
 Deloitte Management Services
 Deltera Inc
 Dorman, Steven
 Eaves, Nick
 Edwards Charitable Foundation
 EllisDon
 Empire Communities (2183
 Lakeshore Blvd) Ltd.
 Enterprise Holdings Foundation
 Erica Shuttleworth Fund at the
 Toronto Foundation
 Falconer, Richard
 Freudman, Daniel
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 Gibbons, Tony
 Gibson, Daniel
 Glencross, Patrick
 Google
 Gowlings WLG (Canada) LLP
 Grant, Robert
 Great Gulf (Toronto 2000) Inc.
 Green Reason Inc.
 H.H. Angus & Associates Ltd.
 Consulting Engineers
 Harry E. Foster Foundation, The
 Hitachi Vantara
 Hunter, C.R.
 Informa Canada
 Jarrett, Jason
 Jawad, Sam
 Jesslin Group Limited, The
 Johnson Controls
 Johnson Insurance
 Josephs, Randy
 KD Infrastructure L.P.
 Kids & Co.
 Kingsett Capital Real Estate
 Mortgage No. 3
 Kligman, Robert

KPMG
 Kuwahara, Karen
 L & L Painting and Decorating Ltd.
 Leslie Elgin Developments Inc.
 Limen Group Const. Ltd.
 Loblaw Companies Limited
 Lynch, Brian
 MacDonald, Rebecca
 MacIntyre, John
 Mackenzie Investments
 Macklin, Frances
 Malloy-Hicks, Helen
 Manulife Financial & Active Care
 Management
 Manziana Builders Corporation
 MARANT Construction Limited
 Marianneville Developments
 Limited Partnership
 Mattamy Homes Ltd
 Mcintosh, Doug
 Medallion Corporation
 Metrus Properties Limited
 Miles, Lois
 Moro Group Builders Inc., The
 Mortgage Intelligence Inc.
 Munich RE
 Naumann, Bernard
 New Air Duct Service Ltd.
 Nicolle, Leanne
 Norman & Margaret Jewison
 Charitable Foundation, The
 North American Development
 Group
 O'Connor, Cathal
 Office Coffee Solutions
 Osborne, Shaun
 Osler, Hoskin & Harcourt LLP
 Oxford Properties Group
 Panikkar Family Foundation, The
 Patty King Bakery Scarborough
 Pay, Richard
 PBL Insurance Ltd.
 PCL Constructors Canada Inc.

Pereira, Vanessa
 Pereski, Ilco
 Piggott, Tim
 Plazacorp Investments Limited
 Primont Homes
 Prince, Jonas
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 Pucci, Joseph
 R.H. King Academy
 RBC Capital Markets
 RBC Foundation
 Richardson, David
 Rosscor General Contractors Ltd.
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 RSM Canada Operations ULC
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 Sato, Lorraine
 Sekyi-Otu, Kurankye
 Shoppers Drug Mart Life Foundation
 Slaight, Gary
 Squibb, Wayne
 Srinivasan, Dev
 St. John, Richard
 Starlish Home Corp.
 Starport Managed Services
 State Window Corporation
 Stevens, James
 Sturdee, David
 Sunrise
 Symtech Innovations Ltd.
 Takacs, Andra
 TD Bank Group
 Temelkovski, Tony
 The Projects
 Torys LLP
 Tridel Corporation
 UBS Securities Canada Inc.
 Uzielli, Stephen
 Valeyo (Canadian Premier Life
 Insurance)
 Vetralla Building Corporation
 Vifloor Canada Ltd.

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 Wintle, Michael
 Wolfond, Greg
 Wright, Robert
 York Marble Tile & Terrazzo Inc.
 Young, William
 Younger, Tricia

In-Kind Donors (\$1,000+)

Andrew, Michael
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 EllisDon
 Fern Resort
 Greenberg, Alan
 Gyles, Cedric J.
 Iconomopoulos, Fontini
 Kids & Co.
 Md Bespoke
 Morguard Investments Limited
 Ronald E. Dimock Professional
 Corporation
 Toronto Police Association
 Tradeopia Corporation
 Wanda Ely Architect Inc.

Third Party Events (\$1000+)

Christmas Palooza 2018
 CIBC Charity Golf
 Commercial Mortgage Lenders Golf
 Tournament
 Enterprise/Erik Vilas Annual Holiday
 Party
 Invesco Play Day 2017
 Josh Donaldson BaseBowl 2018

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 4109. We regret any errors.

Board Leadership





— BOARD OF — **DIRECTORS**

Paul Henry - Chair	Birch Hill Equity
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Big Brother Jason

"As an immigrant himself, Jason understands the challenges and barriers newcomers face when they transition to a new country. Jason became a Mentor because he believes everyone should have an equal opportunity to grow, to want and seek help, and most importantly, to not feel excluded.

To help his Littles' integration, Jason talks about the new places and things Canada has to offer them. He encourages them to share their experiences and similarities from back home while introducing them to new experiences, ideas and understanding of their new country. He is a positive role model and gives voice to those who may not have one. He provides them with good advice and guides them to solutions. He has helped many newcomer children thrive in their new community."

Jenny, BBBST Program Developer & Inclusion Lead

— WITH BIG GRATITUDE WE —
THANK YOU
VOLUNTEERS AND DONORS

— BECAUSE OF YOU, OUR —
ESSENTIAL SERVICE
CONTINUES TO IGNITE POTENTIAL

It has been an honour to serve as the Board Chair of Big Brothers Big Sisters of Toronto over the past year and to work with a Board of Directors and staff who are fully committed to ensuring that our BIGS and LITTLES are supported in their personal journey to success.

Founded in 1913, our mentorship programs have evolved over the years to address the changing needs of children and youth in our City, who experience social & development challenges given the ongoing adversities that they face. Our fundamental belief is that a positive adult role model is the primary ingredient to positively impact the trajectory of a child's life.

Our team at BBBST is comprised of a diverse and professional group of passionate and social change-makers. I am both humbled and inspired by their unwavering dedication to this work and by their commitment to ensure a bright and sustainable future for our organization.

To all of you whom have defended the potential of the kids that we serve, Thank You!

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





Big Brothers Big Sisters
of Toronto

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