

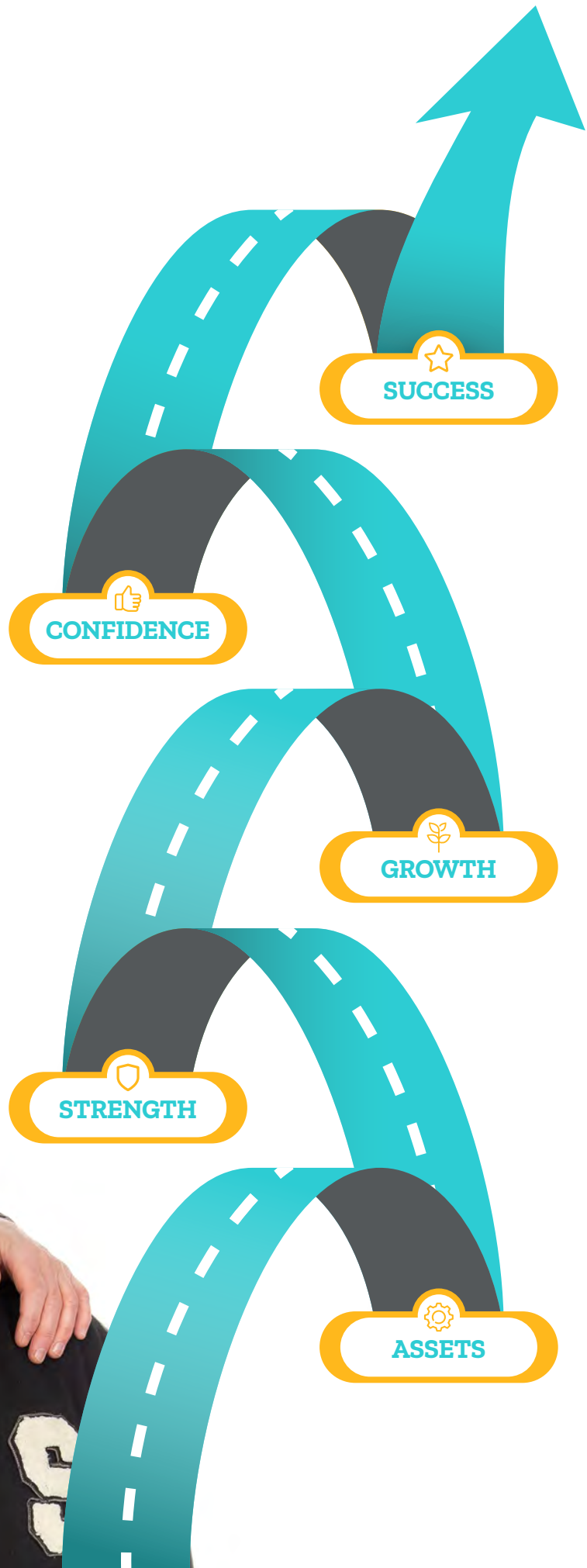


Big Brothers
Big Sisters
OF TORONTO

THE POWER OF PROGRESS:

MOVING MENTORSHIP FORWARD.

2025 ANNUAL REPORT





**Big Brothers
Big Sisters**
OF TORONTO

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I have loved getting to work with JB (Little). He has taught me more than I have learned in my entire University career.

IN-SCHOOL MENTORING PROGRAM MENTOR

MESSAGE FROM CEO & BOARD CHAIR

As we reflect on 2025 at Big Brothers Big Sisters of Toronto, one theme that continues to stand out is progress. Progress can be found in our young people as they thrived in areas of academic performance and better mental health through the powerful intervention of mentorship. It was found through adaptations in service delivery that allowed us to reach more youth in the City of Toronto and was found in new activations that brought our community closer together.



2025 BOARD OF DIRECTORS

- | | |
|-----------------|------------------|
| Nick Eaves | James Ricci |
| Mark Harrison | Annie Sheik |
| Kathryn Lamothe | Harj Shoan |
| Joshua Liswood | Katy Pitch |
| Kelly Macdonald | Ricardo Stanford |
| Dean McCann | Kelly Skinner |
| Aly Rahemtulla | |

2025 marks the final year of our current strategic plan. We continued building a stronger organization focused on creating life-changing mentoring relationships for young people in Toronto. As you will see throughout this annual report, we expanded programs and strengthened partnerships in our community and expanded training to our mentors particularly through our Big on Mental Health Initiative to deliver mentorship to youth who need it the most.

At the same time, we continue to face challenges. Like many organizations in the non-profit sector, we navigated financial pressures due to the sudden loss of two major funders; the organization had to make difficult decisions while remaining focused on long-term sustainability. We made meaningful progress in addressing our financial deficit, with the expectation that 2026 will see us break even and begin to contribute to our surplus, all thanks to strong leadership, planning and ongoing support from our community.

Across Canada, volunteerism is on the decline. The supply of volunteers continues to be a challenge for the organization. We increased our volunteer recruitment through target marketing and increased community engagement in Q3, and we saw the fruits of our labor in Q4 that resulted in several new match introductions that will set us up for improvements in our number of matches made in the years to come.

This community's belief in the efficacy of mentorship means that lives continue to be transformed and strengthen communities in Toronto. None of the progress made would be possible without the dedication of our staff members, mentors, donors, partners, and supporters. Together, we are moving mentorship forward and creating brighter futures for Toronto's youth.



Stachen Frederick

Stachen Frederick
President and CEO



Mark Harrison

Mark Harrison
Board Chair, Board of Directors

WHAT WE DO & IMPACT OF MENTORSHIP

At Big Brothers Big Sisters of Toronto (BBBST), we create relationships between youth in Toronto and caring, consistent mentors that have changed lives for over 100 years.

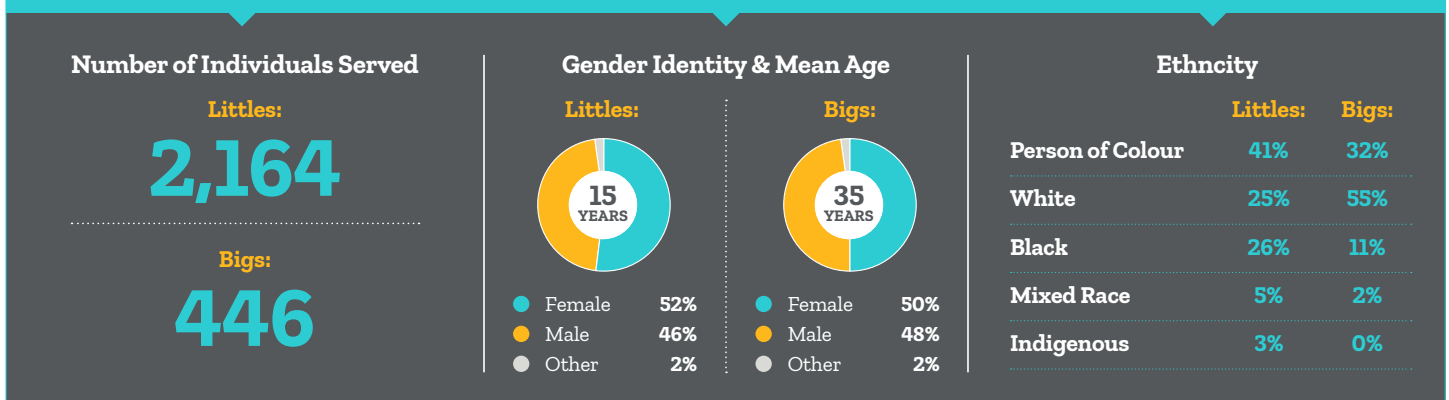
In 2025, mentors at BBBST gave over 38,400 hours to mentoring over 1,600 youth! Through research and evidence, BBBST's mentoring programs have proven that children and youth improve their social emotional skills. This means they achieve more success at school, develop skills to overcome adversity and resist danger, have a better ability to maintain good mental and physical health, and are more likely to exhibit leadership, delay gratification, help others and value diversity.

The Impact of Mentorship



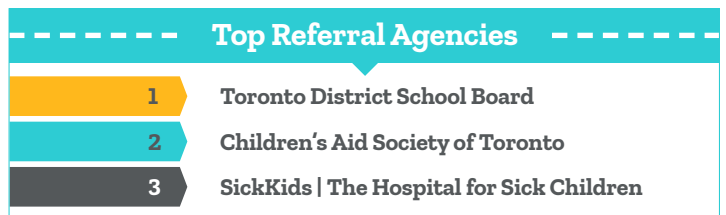
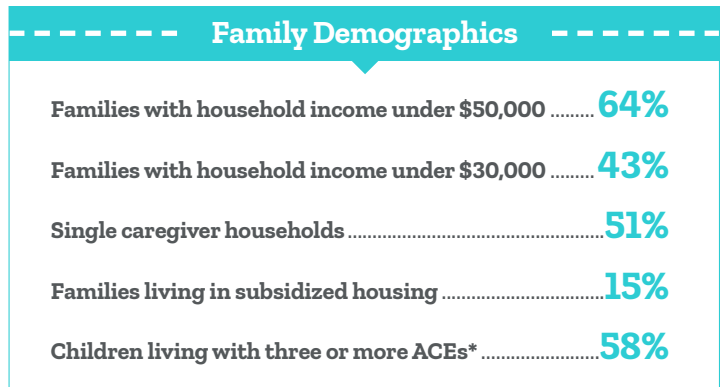
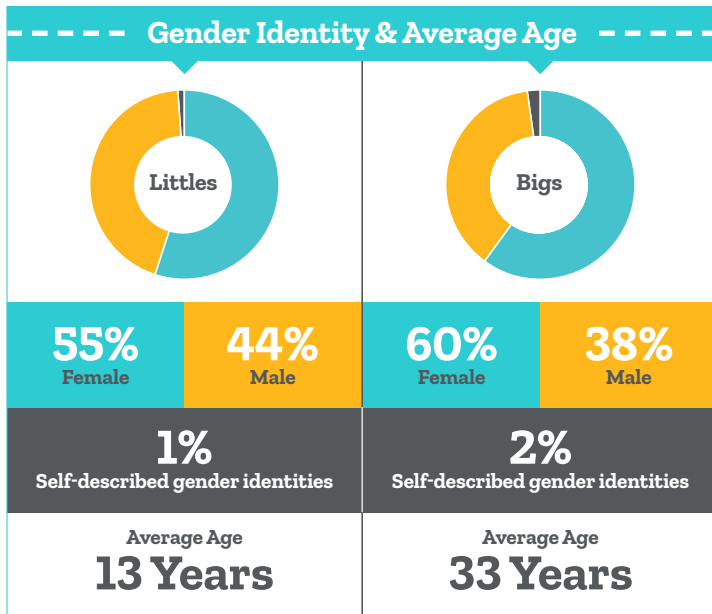
IN 2025, 882 YOUTH WERE MENTORED THROUGH OUR 1:1 PROGRAMS.

Alumni Served (2020 onwards)



All 2025 figures represent unique children and youth served across one or more programs.

COMMUNITY DEMOGRAPHICS & MAP

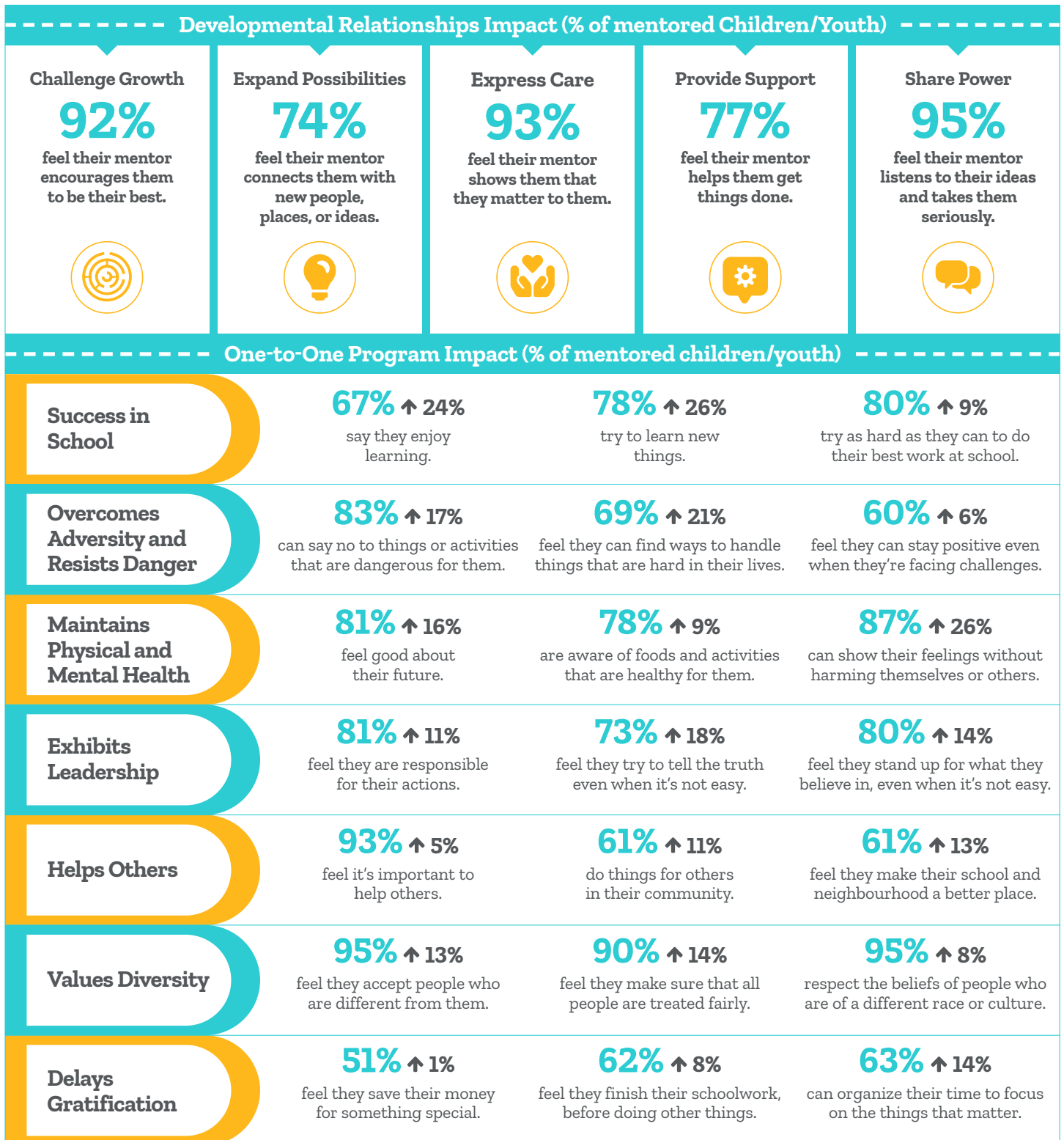


* Adverse Childhood Experiences

Number of Littles in Toronto



IMPACT OF DEVELOPMENTAL RELATIONSHIPS

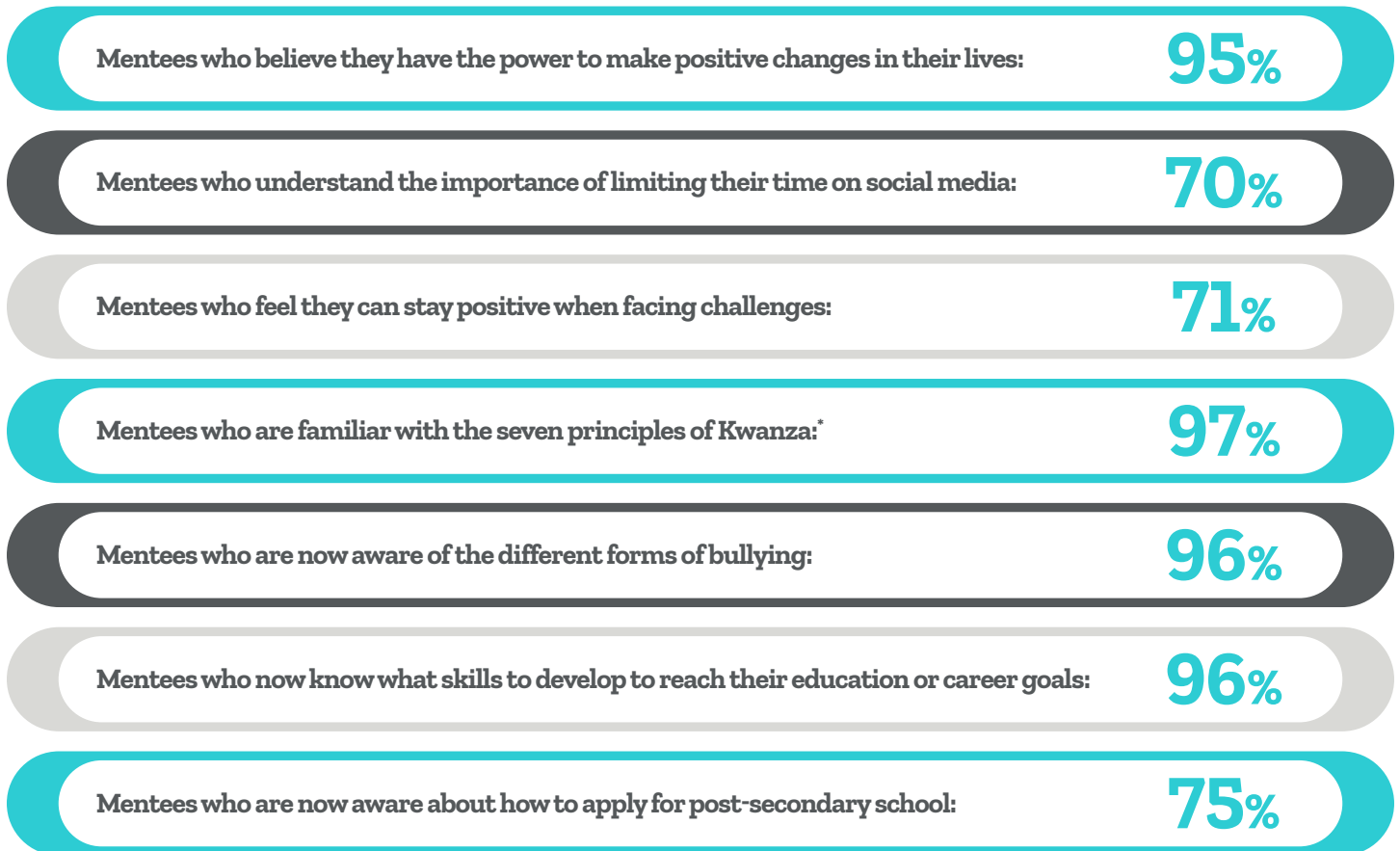


BBBST uses the Search Institute's® Developmental Assets Framework to measure impact through a validated tool. Assets are essential strengths, supports, and noncognitive factors essential for life success. They act as building blocks for healthy, responsible development. Mentoring relationships build these assets within youth, fueling growth so they can truly thrive.

↑ indicates increase since the Baseline.

CONTINUED FROM PREVIOUS PAGE

Group Based Program: Impact Statements



Placement Student Work-Readiness: Key Performance Indicators



* Mentees in our ! Thrive Black Youth Mentoring Program

IMPACT GENOME VERIFIED IMPACT REPORT

Program Verified:

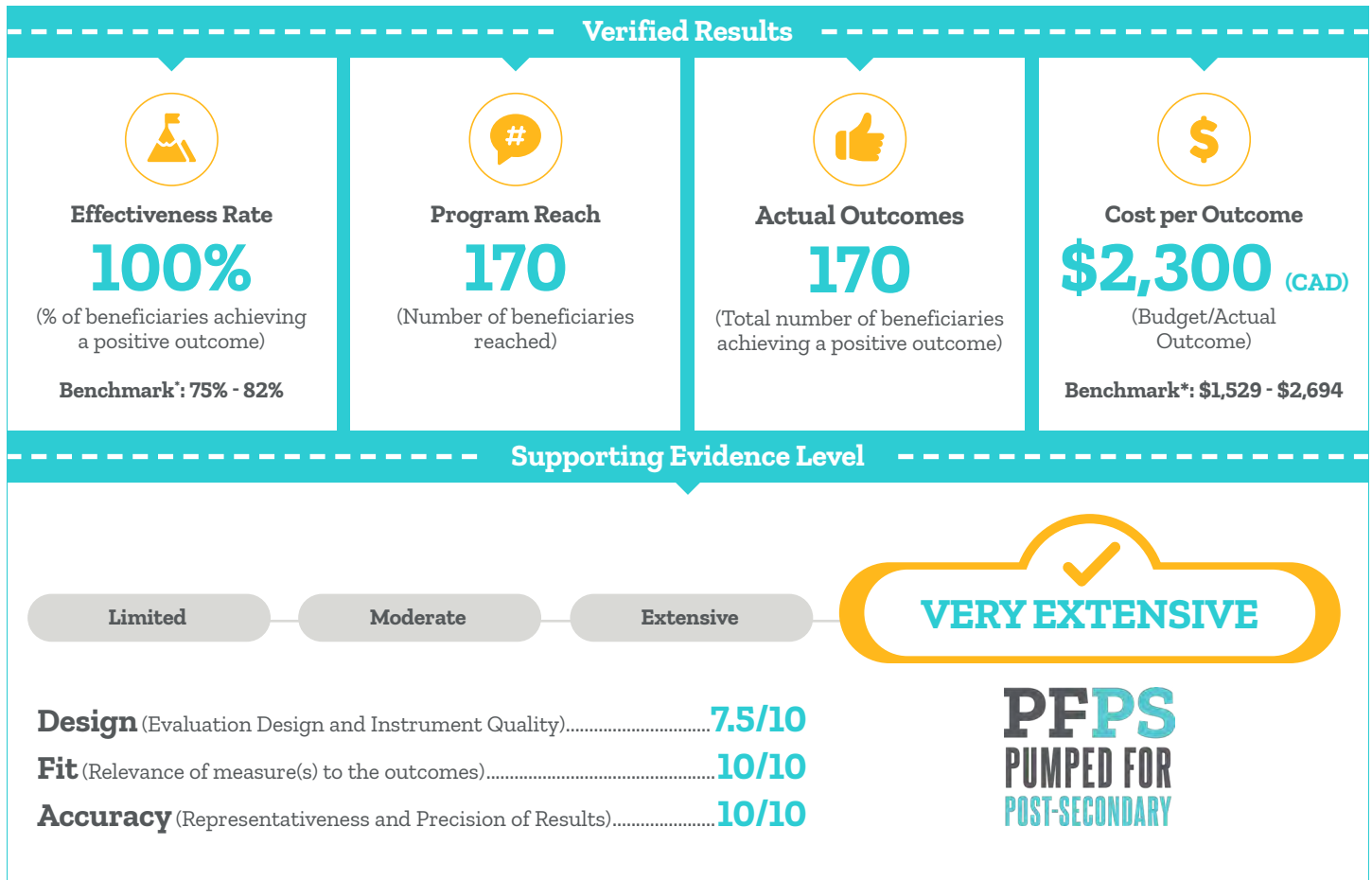
Pumped for Post Secondary 2025-2026
(Group Based Mentoring)



IMPACT GENOME
REGISTRY

Primary Outcome: Post Secondary Aspirations and Attitudes

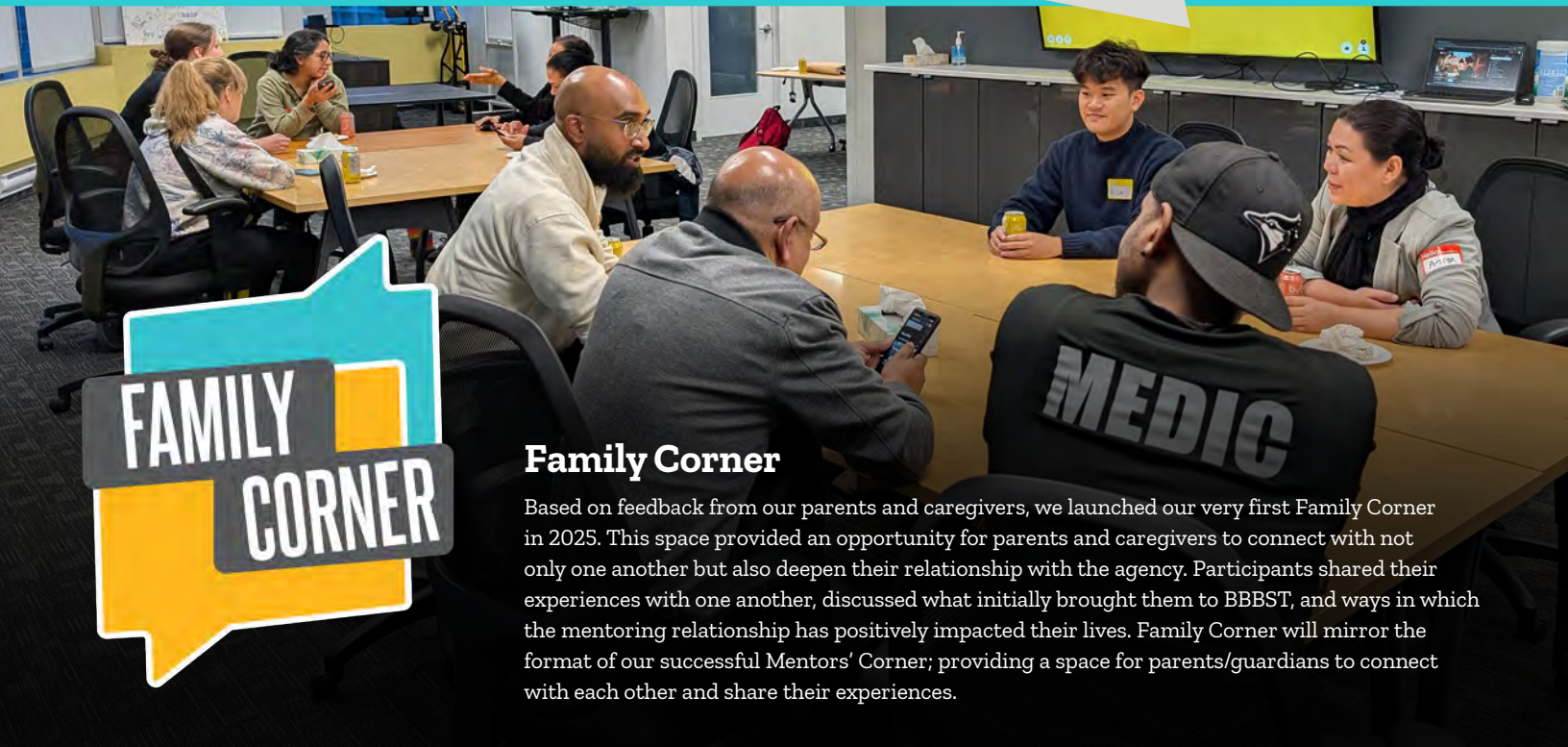
- Development of aspirations or goals related to pursuing post-secondary options (ex: Plans to attend university, future career goals)
- Improved confidence in one's ability to attend a post-secondary program or pursue a certain career (ex. Belief in one's ability to attend university, confidence in ability to obtain a job)



“ Participating in this program has given me the confidence, skills and motivation to achieve my goals. Before I joined BBBST, I lacked communication, cognitive and resilience to have good confidence in myself. This program provided me with opportunities to learn resumé and financial skills. I am very happy with my decision to sign up and attend this program. - **PFPS MENTEE** ”

* The Benchmark demonstrates how a program performs against the industry benchmark of other programs that have reported on this outcome.

2025 BBBST DEVELOPMENTS



Family Corner

Based on feedback from our parents and caregivers, we launched our very first Family Corner in 2025. This space provided an opportunity for parents and caregivers to connect with not only one another but also deepen their relationship with the agency. Participants shared their experiences with one another, discussed what initially brought them to BBBST, and ways in which the mentoring relationship has positively impacted their lives. Family Corner will mirror the format of our successful Mentors' Corner; providing a space for parents/guardians to connect with each other and share their experiences.



Little by Little In Community

Little by Little is a co-ed, group mentoring program delivered within Toronto Community Housing Corporation (TCHC) communities. Each cohort brings together approximately 10 youth with two trained adult mentors from the community, creating a supportive and engaging environment for growth.

Through interactive group sessions, participants explore topics such as recognizing risky behaviours, supporting mental health, building a positive sense of self, setting goals, establishing healthy boundaries, and more.

The program is currently running at four sites across Northwest Toronto, helping youth build confidence, connection, and skills for the future.

!Am Mentor Training

We have designed an !AM Training for mentors matched with a mentee who identifies within the 2SLGBTQIA+ community. This training provides foundational knowledge about the community, along with practical tools and strategies to support 2SLGBTQIA+ youth. Its goal is to proactively equip mentors with the confidence, understanding, and resources needed to support Queer youth, including guidance on where to seek additional support when needed. In 2026, we will launch this training after receiving feedback from community members.



! Grow
2SLGBTQIA+ MENTORING

COMMUNITY ENGAGEMENT



Big Brothers Big Sisters of Toronto's Community Engagement team focused this year on strengthening connections across the communities we serve while deepening our understanding of the needs of our Littles and families. Through participation in 90 community events, workshops, conferences, volunteer fairs, and networking opportunities, the team increased BBBST's visibility while creating new pathways for volunteer engagement.

Community Engagement also had several positive interactions with community members throughout the year. At our Game Changers event, our panel attracted a strong audience to discuss the need for Black male mentors and to raise awareness about the importance of giving back to our own community. We were inspired by the professionals who shared insights on mentorship and spoke about their personal journeys.

These touchpoints also created meaningful opportunities to hear directly from families, mentees, and mentors. Listening to community voices provided valuable insight into the supports participants are seeking from BBBST, along with the barriers some families face when accessing mentorship opportunities.

This feedback helped guide the team's approach to building relationships with community organizations. By expanding partnerships, the team worked to address service gaps, strengthen referral pathways, and ensure families are connected to the supports they need.

Throughout this work, a strong focus remained on inclusion, trust, and community voice. Our approach reflects the diversity of the communities we serve, helping ensure families, mentees, and mentors feel heard, respected, and welcomed. These efforts continue to support meaningful mentorship experiences while advancing BBBST's mission to empower young people through connection.



BBBST Calendar of Events 2025

Thursday, January 23
TMU Volunteer Fair

Saturday, February 15
BHM Event Bigs and little braiding and free mens cuts

Tuesday, February 18
Drum Circle w/ Spirit Wind

Wednesday, February 19
BHM Fair- Étienne-Brûlé High School

Wednesday, February 26
Love My Hub Potluck Event Mid-Scarborough HUB

Thursday, February 27
IGNITE - Black Talent Initiative

Thursday, February 27
Black Futures in SW Event - Massey College

Saturday, March 1
BlackNorth Initiative x BBBST Event

Thursday, March 6
5th annual Black Youth Power Up Symposium

Wednesday, March 12
My Hair is Art: Please Don't Judge

Friday, March 14
The Black Flourishing Conference

Tuesday, March 25
Black Families Town Hall-Eastview Neighbourhood Community

Thursday, March 27
Launch Event: Lejeune Institute of Canadian Black History Education, Blood Brothers Brewing

Tuesday, April 1
Drum Circle w/ Spirit Wind

Saturday, April 5
Squash Tournament Fundraiser

Tuesday, April 8
Mental Health For All

Saturday, April 12
Congress of Black Women

Thursday, April 24
York U Alumni Info Sesh

Friday, April 25
BBBST x Sigma Epsilon Lambda BIGS 101 Information Session

Thursday, April 29
Power & Presence: Leading Ladies Connect X Microsoft Reactor

Wednesday, April 30
Spark Event (Pride at Work)

Thursday, May 1
Pride 2025 Festival Reveal

Tuesday, May 6
TC Talks: Building Complete Communities

Wednesday, May 7
Celebrating Black & Indigenous Voices in Scarbs

Thursday, May 8
Oakridge & Samuel Hearne Community Celebration

Friday, May 9
2nd Annual Community Wellness Fair

Saturday, May 10
Love the City Sip N' Tea

CONTINUED FROM PREVIOUS PAGE

Wednesday, May 14

3rd Annual Youth Conference:
Pride Toronto

Saturday, May 17

Scarbs Food Bank

Thursday, May 22

Cooperate BIGS101
(Ontario Public services)

Monday, May 26

Volunteer Job Fair: Frum Library

Wednesday, May 28

NEWCOMER DAY Toronto

Thursday, May 29

Muse Arts: HAPPENING
Multicultural Festival

Friday, May 30

Black Futurities: We Listen
& We Don't Judge

Saturday, May 31

Inspired by HER conference

Thursday, June 5

Humber's Career Fair

Thursday, June 5

2nd Annual Willow Park
Juneior Public School Carnival

Friday, June 6

TRANScendTO Service
Provider Fair

Saturday, June 7

Indigenous Celebration 2025

Saturday, June 14

Senior Pride Event

Tuesday, June 17

Community Connect
with 2SLGBTQIA+

Thursday, June 19

MLSE Foundation x Canadian
Women & Sports Workshop

Thursday, June 19

BTI's Juneteenth
Commemoration & Celebration

Friday, June 20

Indigenous Arts Festival

Friday, June 20

Healthcare & Social Work
Career Fair 2025

Saturday, June 21

Ne-Ma-Res PowWow

Saturday, June 21

Volunteer Convention: York
Reagan Educational Services

Saturday, June 28

Family Pride

Sunday, June 29

Family Pride

Saturday, July 5

DCAG: Food Bank
Rosewood Church

Saturday, July 5

BIGS101: Emmanuel
Development Centre

Friday, July 11

Basketball Court Reopening

Saturday, July 12

Caribbean Vibrations Festival

Sunday, July 13

Caribbean Vibrations Festival

Thursday, July 17

Summer Movie Night:
Lily Cheng, City Councillor
of Willowdale

Thursday, July 17

Annual AFriday,can Descent
Summit 2025

Wednesday, July 23

BIGS101 : Albourne Partners

Friday, July 25

Summer Movie Night

Saturday, August 9

Toronto Diversity Festival

Sunday, August 10

Viva La Leaside Festival

Saturday, August 16

Warrior's Day Parade

Thursday, August 21

Canadian Job Expo

Saturday, August 23

Blush Event

Thursday, August 28

TCHC Mount Olive BBQ

Friday, August 29

TCHC York Square BBQ +
Tretthewey BBQ

Saturday, September 6

TORONTO Playgrounds
Baseball Tournament

Sunday, September 14

Escapade Summer 41
(Toronto Police)

Tuesday, September 16

TCHC Mount Olive Q&A

Wednesday, September 17

Southeast Scarborough
PowWow

Thursday, September 18

UTSC Get Experience Fair

Saturday, September 20

AfroCan Roots & Rhythm Fest

Tuesday, September 23

Pinterest Bloom Conference

Saturday, September 27

Hub Fest 2025

Wednesday, October 1

BBQ Night: St Bernard
Catholic School

Saturday, October 4

NCFST Annual PowWow

Monday, October 6

MLSE - Colour of the Game
film screening

Tuesday, October 7

Malvern Employment &
Social Services Agency Fair

Saturday, October 18

Toronto Waterfront
Marchathon

Thursday, October 23

Lets Talk: Legacy Building TMU

Thursday, October 23

Sister's Connect Event

Wednesday, October 29

BIGS101: JDCC Schulich

Thursday, October 30

November Young Men's
Mental Health in sports

Wednesday, November 12

Malvern Employment &
Social Service Agency Fair

Wednesday, November 19

BIGS101: Hugh Fraser

Thursday, November 20

TAIBU Community
Health Centre: Diabetes
Awareness Day

Friday, November 21

Doane Grand Thornton
Employee Holiday Event

Friday, November 21

Pride Toronto's Partner
Symposium

Saturday, November 22

MBC National Event w/ Peel

Saturday, November 22

Mercedes-Benz Micro
Mentoring Event

Tuesday, November 25

RBC Celebration of Impact
Charity Fair

Tuesday, November 25

I&T COI Charity Fair Event

Thursday, November 27

BOPSers 20th Annual
Town Hall Event

BBBST STAFF TRAINING

In 2025, BBBST prioritized staff training and professional development as part of our ongoing commitment to fostering meaningful, culturally responsive engagement. These learning opportunities strengthened our team's ability to better understand, support, and connect with the diverse youth, families, and communities we serve across Toronto. By prioritizing inclusive and responsive practices, we are helping ensure every young person in our programs feels seen, valued, and empowered to reach their full potential.

- Work Stress and Burnout Webinar
- Understanding Agoraphobia Webinar
- Understanding Cutting and Self-Harm Webinar
- Childhood Trauma: The Stages of Healing Webinar
- Conflict Management and Problem Solving in Relationships Webinar
- Understanding Suicide Webinar
- Understanding Schizoaffective Disorder Webinar
- Responding to Children in Crisis Webinar
- Summer Institute on Youth Mentoring: Indigenous Ways of Mentoring & Supporting Youth
- Child Protection Training
- Planning & Implementing 2SLGBTQI Events Amid Rising Hate
- Draw the Line Against Transphobic Violence



BBBST CHALLENGES

Increased Need for Variety of Volunteers

Thanks to our strong partnership with the Toronto District School Board, we support hundreds of children and youth annually through our ISM and group-based programming. However, as demand from schools continues to rise, we are facing challenges in meeting these needs due to the shortage of volunteers available during daytime hours.

Many families on our waitlist would prefer mentors of similar backgrounds to our Littles. To meet these needs, teams across the organization are strategizing to engage mentors especially those who identify as male, as well as Black and Indigenous mentors.

Children's Mental Health

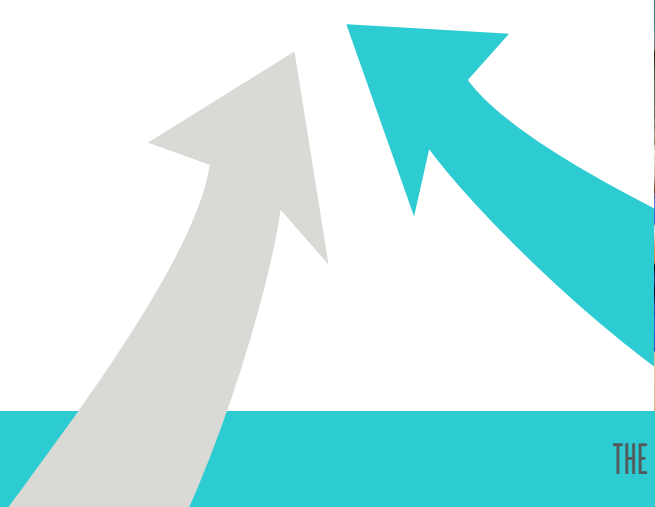
We continue to see the increased mental health concerns children and youth are facing today. Our dedicated team is providing more referrals to parents and caregivers to ensure they have the support required to help their children thrive.

Not Meeting Commitment

In 2025 we noticed an increase in closures across all service delivery departments. We found potential volunteers and families stopping communication and effectively withdrawing from the enrollment process. Further reasoning includes sudden life changes that prevented them from moving forward with a match.

Economic Stability

We all experienced the economic uncertainty present in the 2025 markets. We have all had to make smart financial choices that ensure the well-being of our families and businesses. So, BBBST is eternally grateful for the continued generosity we see from the community at large. Those who make it a priority to give their time and/or money to improve the lives of the children living in our neighborhoods.



SPONSOR A LITTLE

Launched in 2025, BBBST's Sponsor a Little program helps connect young people facing adversity with caring adult mentors who provide consistency, encouragement, and support during critical stages of life. With a contribution of \$250 monthly or \$3,000 annually, these kind sponsors invest directly in mentorship opportunities that help youth build confidence, improve academic outcomes, and develop positive life skills so they can thrive.

Donor support since this program's inception has had a direct impact in helping to remove barriers to mentorship and ensuring more young people in Toronto can be matched with a trusted mentor. Each sponsorship contributes to sustaining long-term mentoring relationships that foster resilience, strengthen a sense of belonging, and open doors to new opportunities that may otherwise be out of reach for youth across Toronto.



If you are an individual or corporation and would like to be a part of the Sponsor a Little Program, please reach out to us at infotoronto@bigbrothersbigisters.ca.

Thank you to our supporters

Black Youth Mentoring Initiative

CIBC Foundation

2SLGTQIA+ Youth Mentoring Initiative

Langar Foundation

Indigenous Youth Mentoring Initiative

Calamor Fund at Toronto Foundation

Pumped for Post Secondary

Scotiabank's ScotiaRise Initiative

School-Based Program Expansion

Rosy Foundation

Youth ACEs Community-Based Cohort

Aubrey & Marla Dan Foundation

Northwest Toronto Cohort

Robert Kerr Foundation

Engaging Adults Aged 55+

Allan Slight Foundation

Children and Youth Involved in Child Welfare System.

Partnership between Children's Aid Foundation of Canada

and Big Brothers Big Sisters of Canada.

Big Steps to Success

Children and Youth Involved in Child Welfare System.

Partnership between Children's Aid Foundation of Canada and

Big Brothers Big Sisters of Canada.

Community-Based & In-School Mentoring Program Support

United Way of Greater Toronto

Community Based Mentorship Cohort

Durland Learning Foundation

Community Housing Group Mentorship

Toronto Urban Health Fund

Big on Student Success

Agnico Eagle



NEW PROGRAMS & INITIATIVES

Scarborough and the Downtown Core Community Mentorship

Rossy Foundation

Our valued partners at the Rossy Foundation have committed \$540,000 over 3 years to fully support two cohorts of youth in the Downtown core and Scarborough. Our partnership with the Rossy Foundation has shown that investing deeply into the communities that we serve is a recipe for success. By forming intentional connections with other community agencies, listening to community needs, and participating in community building; we strengthen the connection between Big and Little and empower future generations who build our communities.



Big on Mental Health

The Minto Greenberg Legacy Foundation

This incredible investment of \$300,500 over 3 years, will help BBBST revolutionize our services for youth facing mental health challenges. Thanks to this funding from The Minto Greenberg Legacy Foundation, we have hired a dedicated Mental Health Specialist. They are supporting matches with mentees who demonstrate more complex mental health needs, training Bigs on mental health first aid, and providing a personalized referral service that removes barriers to accessing other mental health services.

Furthering Little Sisters Programming

Andra Takacs

Building on her original donation of \$225,000 in 2022, Andra Takacs has increased her support to an additional \$300,000 over 3 years to further expand the impact of our Little Sisters programming. Thanks to this funding and her insights, Little Sisters will have even more of an impact. The Little Sister cohort will provide Big Sisters access to networking events that will help them grow as mentors and grow their careers. This cohort will also provide additional supports to families using our programming. Most importantly, it will continue to invest in the future of our girls, providing them with the personalized support they need to thrive.



IN SCHOOL PROGRAM (HIGHLIGHTS)



My match is fun, my Big lets me express my feelings about things in a way that I can't do with my friends.

ASIP PROGRAM MENTEE

In School Mentoring

The In School Mentoring (ISM) Program is a one-to-one mentorship program that occurs during the school day at partnering Toronto District School Board (TDSB) schools.

Children referred to this program may face a variety of barriers to educational and/or social emotional success. Mentees who participate in our ISM programming report a stronger connection to their school community, improved attendance, increased academic performance and higher educational attainment.

Amplified School Impact Program (ASIP)

Our ASIP program adopts the core tenants of our ISM program but focuses on providing support to higher needs schools. The program utilizes students of Social Work and Child and Youth Care to not only provide mentorship to students but also for these individuals to become a part of the school fabric.

! Impact BOYS MENTORING

! Impact Boys Mentoring Impact is a group-based mentorship program designed to engage boys in Grades 6 through 8. Adult mentors work with mentees to create a safe space to explore issues such as toxic masculinity, high violence in the city, and positive self-identity in young boys.

! Belong GIRLS MENTORING

! Belong Girls Mentoring is a group-based mentorship program designed to engage girls in Grades 6 through 8. Adult Mentors facilitate discussions and activities with the mentees covering topics such as healthy relationships, bullying, social media, and positive self-esteem while providing a safer space for participants to build life skills and confidence.

! Grow 2SLGBTQIA+ MENTORING

! Grow is a group-based mentorship program for 2SLGBTQIA+ youth and allies in Grades 6 through 8. Led by adult mentors from the community, the program fosters an open, inclusive, and supportive environment where participants can connect, build confidence, and explore topics such as identity, self-expression, community, and acceptance through guided discussions and interactive activities.

! Thrive BLACK YOUTH MENTORING

We continued to offer both **! Thrive Black Youth Mentoring & ! Thrive Indigenous Youth Mentoring Programs** to various schools across the TDSB. Our **! Thrive Black Youth Mentoring** is a culturally specific program focusing on empowering black students to explore culture, heritage, black mental health and more. Our **! Thrive Indigenous Youth Mentoring Program** engages students in conversations around self-esteem, bullying, resilience and more through an Indigenous focused lense.

! Thrive INDIGENOUS YOUTH MENTORING

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Pumped for Post Sec(ondary)! is a group-based post-secondary readiness program that inspires mentees to envision themselves beyond high school while providing mentorship opportunities to post-secondary mentors. Sessions occur on campus and encourages mentors to empower mentees to successfully transition from high school to post-secondary school.

PFPS PUMPED FOR POST-SECONDARY

University Partners:

- University of Toronto
Scarborough Campus
- Humber College
- George Brown College
- Toronto Metropolitan University
- York University

Scholarship Recipients:

Andra Takacs

- Erin Patel
- Ameer Mulrooney
- Madison Cown (alternate)
- Gabriel Messier (alternate)

Edgepoint

- Sarah Yang
- Sarel Rozov (alternate)
- Kye Arienda-Jose (alternate)

Jam Direct - Leaders of Tomorrow

- Kye Areinda-Jose
- Nevaeh Peters
- Sarel Rozov
- Shania Huang

All TDSB Partners:

- Don Valley Middle School
- J.B. Tyrrell Senior Public School
- Sir Ernest Macmillan Sr. Public School
- Birchmount Park Collegiate Institute
- Harbord Collegiate Institute
- Jarvis Collegiate Institute
- Agincourt Collegiate Institute
- Victoria Village Public School
- Lawrence Park Collegiate Institute
- Northern Secondary School
- North Albion Collegiate Institute
- York Memorial Collegiate Institute
- McMurrich Junior Public School
- Chaminade College School
- Brebeuf College School
- Weston Collegiate Institute
- Eastview PS
- Alvin Curling PS
- Wexford PS
- Wandering Spirit PS
- Valley Park MS
- Alexander Muir/Gladstone Ave Junior and Senior PS
- Earl Haig Public School
- Elia Middle School
- Dr.Rita Cox - Kina Minagok Public School
- Nelson Mandela Park Public School
- Military trail Public School
- Brookmill Blvd Jr Public School
- Highcastle PS
- CD Farquharson Jr PS
- Sir Alexander McKenzie Sr PS
- George Webster Elementary School
- Sprucecourt PS
- Hillcrest Community School
- King Edward Jr Sr PS
- Rose Ave Jr PS
- General Mercer Jr PS
- Lambton Park Community School
- George Syme Community School
- Chalkfarm Jr PS
- Beverly Heights Sr PS
- Stilecroft Public School
- Willow Park Junior Public School
- Regent Heights Public School
- Humber Summit Middle School
- Faywood Arts-Based Curriculum School
- Downsview Public School
- Forest Manor Public School
- Gosford Public School
- Woodbine Middle School
- Greenholme Junior Middle School
- Meadowvale Public School
- Africentric Alternative School





VOLUNTEER DEDICATIONS



Mentors' Corner

Mentors Corner continues to be a space for our dedicated volunteers to connect and build rapport with one another with the support of our committed team. In 2025 we hosted three sessions covering topics such as goal setting, the power of three, and healthy communication strategies.



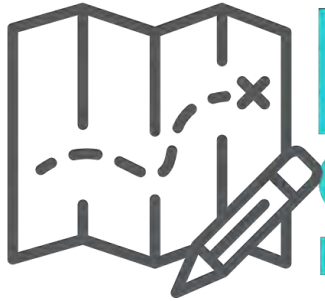
Outings in Community

A heartfelt thank you to our incredible volunteer mentors! BBBST is deeply grateful for the time, energy, and care you invest in supporting your mentees. Your dedication strengthens our programs and empowers the lives of children and youth across Toronto.

Thank you to our donors for supporting our matches through exciting opportunities. Your generous donations support meaningful opportunities for connection, inspiration, and shared experiences!



2025 EVENTS



BIG ON BAY SCAVENGER HUNT



▲ Inaugural Big on Bay

2025 marked the inaugural Big on Bay event, bringing together over 160 participants for an exciting scavenger hunt across downtown Toronto, followed by dinner, awards, and celebration at a local restaurant, all in support of BBBST. Thank you to our generous sponsors, including presenting sponsor, Agnico Eagle and our participants, whose support helped make this first year a great success and **raised over \$160,000** in support of our mentoring programs. We look forward to growing Big on Bay in the years ahead.



▲ Big Night Out

On June 12, close to \$1M was raised at BBBST's signature gala, Big Night Out (BNO), presented by Scotiabank. Over 500 guests attended an exciting evening of storytelling, food and fun! A huge thank you to the Honourary Chair, Gisela Carere, the BNO Committee, our corporate sponsors, and corporations and individuals who contributed to the overall success of Big Night Out 2025.

Thank you to Gisela Carere

Gisela Carere was instrumental as Honorary Chair, leading and fundraising with the BNO Committee. Gisela, President of Benchmark Benefits, knows firsthand the impact that mentorship and community support can have on a young person's life. After immigrating to Canada as a teenager, she experienced how guidance, encouragement, and strong role models can help shape a future. BBBST is a cause that deeply resonates with her, as she believes every young person deserves the opportunity to feel supported, confident, and empowered to reach their full potential. **Gisela led the committee, raising approximately \$1M.**



▲ Holiday Toy Drive

During the holiday season each year, BBBST collects and distributes brand new toys to families of Littles facing financial need. Our agency turns our office into a festive and dignified shopping experience for parents/guardians. This past December, we were able to serve over 250 families and 500 children and provide them with a brighter holiday season!

▼ JAM Winter Party

On December 6, JAM Direct generously returned to throw another Winter Party that was held at Playtime Bowl and Entertainment. Over 250 participants were present, and a great time was had by Bigs and Littles with food and fun! Attendees enjoyed bowling, laser tag, arcade games and arts and crafts, plus so much more. This event is a powerful and meaningful way for our Bigs and Littles to celebrate the holidays, no matter the circumstances that surround them! Thank you again to JAM Direct for bringing holiday joy to our community for over 15 years!



2025 AWARD WINNERS



Big Brother of the Year: Claude Kent

After the pandemic, Claude decided he wanted to get plugged back into the world and became a Big Brother to Cruz. Since then, Claude and Cruz have become fast friends and share a mutually respectful relationship. For Cruz, Claude is his go-to person for advice when anything is difficult or is bothering him. Cruz admires how nice Claude is to everyone, even those that are not nice to him and how he handles those situations.

Seeing Cruz being so kind and empathetic to his friends at school motivates Claude to be a better person.



Big Sister of the Year: Candice Bizimana

When Candice became a Big, she thought she would be the one doing all the mentoring and teaching, however she quickly learned that she had a lot to learn from her Little, Shaolyn. Together, they have supported each other in French Studies, learning to crochet, playing games and trying many new things.

Candice loves Shaolyn's curiosity and wants to support her growth. Shaolyn appreciates all the new memories she gets every time she is with Candice.



Builder of the Year: Stephen McDonald

Stephen McDonald first came to learn about our organization by coming to the Big Night Out Gala and was inspired by the impact a Big can have on the life of a vulnerable youth (Little). From that point on, Stephen worked on helping raise over \$5 million to support the organization. Stephen encouraged everyone to support the organization by donating or volunteering as a Big.

BBBST President and CEO, Stachen Frederick shared that Stephen is truly invested in the organization and building the lives of young people in Toronto so they can thrive.



Corporate Champion of the Year: Mattel

Mattel Canada has invested time, leadership, and resources to support youth across Toronto through their partnership with BBBST. As part of Mattel's 80th anniversary initiative, the company brought employees together around a shared commitment to giving back to the community. From fundraising throughout the year to sponsoring the Big Night Out Garden Party, Mattel Canada's support helped create opportunities for Bigs and Littles to connect and build strong mentoring relationships.

When companies invest in youth, the entire community becomes stronger.



Alumni of the Year: Ada Lovelace Rampersaud & Romina Niakanjam

Ada Lovelace Rampersaud and Romina Niakanjam both began their journeys as Littles and were inspired by their mentors to give back to the program that helped shape their lives. Romina became a Big Sister to support her Little the same way her own mentor supported her, while Ada stayed connected as co-chair of the BIG Leaders Committee, helping raise awareness and opportunities for BBBST. Their journeys show how one mentoring relationship can influence a life in ways that continue for years to come.

A match made in childhood can become a connection that lasts a lifetime.

2025 FINANCIAL HIGHLIGHTS

Summarized Financial Information

SUMMARIZED STATEMENT OF OPERATIONS

Year Ended December 31, 2025

	2025	2024
Revenue	\$ 4,029,125	\$ 4,059,232
Expenditures	4,356,992	4,672,212
(Deficiency) excess of revenue over expenditures	\$ (327,867)*	\$ (612,980)

SUMMARIZED STATEMENT OF FINANCIAL POSITION

As at December 31, 2024

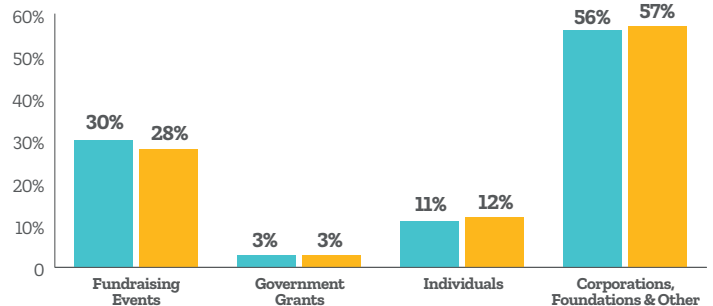
	2025	2024
Assets	\$ 1,525,516	\$ 1,965,888
Liabilities	941,415	1,053,920
Net Assets	\$ 584,101	\$ 911,968

2025 Financial Highlights

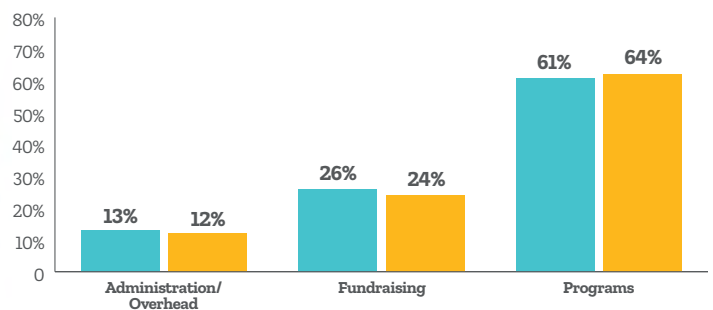
In 2025 our revenue increased by 19% compared to 2024.

Contributing to this increase was the success of our fundraising events and the continued success of our grant writing team in securing restricted funding for programs. Expenses increased by 18% primarily due to increase in payroll to support continued growth in program supports.

Revenue	2025	2024
Fundraising Events	30%	28%
Government Grants	3%	3%
Individuals	11%	12%
Corporations, Foundations & Other	56%	57%
	100%	100%



Expenses	2025	2024
Administration/Overhead	13%	12%
Fundraising	26%	24%
Programs	61%	64%
	100%	100%



2025 DONORS

President's Circle (\$100,000+)

Agnico Eagle Mines Limited
 Andra Takacs & Bryan Davies
 Aubrey & Marla Dan Foundation
 Big Brothers Big Sisters of Canada
 Calamor Fund at Toronto Foundation
 CIBC
 Rossy Foundation
 Scotiabank
 Stephen & Jenifer McDonald
 The Minto Greenberg Legacy Foundation
 United Way Greater Toronto

\$50,000-\$99,999

Langar Foundation
 Nick Eaves
 Nicole Frew
 Penny Appeal Canada
 Robert Kerr Foundation
 Toronto Urban Health Fund

\$25,000-\$49,999

BMO Capital Markets
 Canada Summer Job Fund
 Durland Learning Foundation
 Ernst & Young LLP
 Mattel Canada Inc.
 Michael Boynton
 NFP
 Power Corporation of Canada
 Royal Bank of Canada
 The Azrieli Foundation
 The Bickle-Wilder Foundation
 The Catherine and Maxwell Meighen Foundation
 The David and Stacey Cynamon Family Foundation
 The Lawson Foundation
 The Southbeach Foundation

\$10,000-\$24,999

Alvarez & Marsal Canada
 Benchmark Benefit Solutions Inc.
 BFL CANADA Risk and Insurance Services Inc
 Boston Consulting Group Canada ULC
 Brisbin Brook Beynon Architects
 CAA Sports Canada, ULC
 Cadillac Fairview Corporation Limited
 Canada Gives Foundation #CG 0688
 Canadian Tire Corporation
 Capital Asset Lending
 CDW
 Central Graphics and Container Group
 Davies Howe LLP
 Diane Blake
 Dream Asset Management
 Enwave Energy Corporation
 Gloria Baylis Foundation
 Gowling WLG (Canada) LLP
 Greg David
 Gregory Mason Family Foundation
 Harj Shoan
 Haywood Securities
 Hines
 Hotel X Toronto
 Hunters International Insurance
 Intact Insurance
 Sue & Jay Wright Family
 Joel Abramson
 Jordan & Faith Banks
 Joshua & Margaret Liswood
 Katy M. Pitch Professional Corporation
 Kilmer Van Nostrand Co. Limited
 KingSett Capital Inc.
 Maple Leafs Sports & Entertainment Ltd.
 McCarthy Tetrault LLP
 Mercedes Benz Canada Inc
 MH3 Collective
 Northbridge General Insurance Corp.
 OMERS Administration

Corporation
 Osler, Hoskin & Harcourt LLP
 Oxford Properties Group
 PCL Constructors Canada Inc.
 Peloton Capital Management
 Peter Enns
 Pollock Family Foundation
 Pride and Remembrance Foundation
 Roy Foss Motors Ltd.
 Shearer's
 Sofina Foundation
 Starlight Group Property Holdings Inc.
 State Street Foundation
 Susan & Dean McCann Foundation
 TD Securities
 The Canada Life Assurance Co.
 Toronto Foundation
 Tricon Residential
 Trisura Guarantee Insurance Company
 Wildeboer Dellelce LLP

\$1,000-\$9,999

907037 Ontario Inc.
 Adam Lopez
 Adam Rainey
 Ala Boyd
 Alexandra Achkarian
 Anique Asher
 Anne Boright
 Annemarie Pallister
 Anteras Capital
 Anthony Phillip
 Aqueduct Foundation
 Arthur & Angie Peters
 Borden Ladner Gervais LLP
 Brian Penthor
 Brian Moniz
 Brooke Hunter
 Bryan McWatt
 Canada Running Series Inc.
 Carlyle Coutinho
 Castlepoint Weston LP
 Cindi Alexander



This program has been such an amazing addition to all three of my children. The Agency has been so supportive of all our needs and exceeded any expectations I had!

PARENT/GUARDIAN OF IN-SCHOOL MENTORING PROGRAM MENTEEES

CONTINUED FROM PREVIOUS PAGE

Claire Cornwall	Greg Piasetzki	Marcel & Narisha's No Frills	Ricardo Stanford
Colliers International	Heather Budd	Marcel Parsons	Rita Parmar
Cybergrants Canada	Jack Glazier	Mariam Al-Shikarchy	Ryan Misiak
Daniel Gibson	Jackman Foundation	Marianne Eaves	Sarit Pandya
Daniels Financial Corporation	James Ricci	Marianneville Developments Limited Partnership	Scott and Suzanne Coates
David Mark	Jane Shaw	Marissa Soumalias	Shannon MacGillivray
Della Shore Investments Limited	Jeffrey Barber	Mark Harrison	Sobeys
Deltera Inc.	John Watson	Martyn Stollar	Stachen Frederick
Doane Grant Thornton Corporate Event	Jonathan Olson	Melissa Morison	Taccgate Developments Inc.
Don Dicks	K&G Oakburn Apartments	Mercedes Benz Canada Inc.	Tara Monks
Doug McIntosh	Karen Foss	MI Concept Design	The Dawn Tattle Foundation
EBC	Karen Kuwahara	Michael Sgabellone	The Norman & Margaret Jewison Charitable Foundation
Ecclesiastical Insurance	Kathryn Lamothe	Mintz LLP	The TARO Group
Ehrlich Real Estate Advisors Inc.	Kelly Skinner	Mortgage Company of Canada	The True Patriot Love Foundation
Elizabeth & John Breen	Kenric Leung	Moses & Temara Tobe Foundation Inc.	Toronto Police Service
Emeka Ubani	Kharthick Kathiresan	Mouhammed Merhi	Torys LLP
Filip Stoianov	Kingsdale Partners LP	Nate Holloway	Travelers Insurance Company of Canada
Frederik Brudy	Leader Mechanical Inc.	Nathan and Lily Silver Family Foundation	Tyler Parrent
Garfield Ingraham	Leighton Anthony	Paul Sinclair	Walmart - 900 DUFFERIN ST
Gary & Maxie Bluestein Charitable Foundation	Liberty Development Corporation	Peter Zwicker	Walmart Canada Corp.
Gay Lea Foods Co-operative Ltd.	Lilly Wong	Plazacorp Investments Limited	Weston Beauty
Global Imaging	Lisa Boulanger & Phil Sager	Plooto	Wright Family Donor Advised Fund
Gloria Lau	LiUNA Local 183	Rebecca Nghiem	Youth and Philanthropy Initiative Canada
Gloria Zamin	Lovelyn Toyo		
	Makins Designs Build		

Gifts in Kind

5 Element Sales & Marketing Inc.	Colin Druhan	Mark & Lisa Ayles	Roy Foss Motors Ltd.
Agnico Eagle Mines	Darin Penmore	Mastermind Toys	Royal York Hotel
Allied Global Marketing	Darin Speight	Mattel Canada Inc.	Sony Pictures
Amici Chamber Ensemble	Darryl Boynton	Mercedes Benz Canada Inc.	Spin Master
Apollo Go	David Elliott	Maple Leafs Sports & Entertainment Ltd.	Sunwing
Arterra Wines	Dean Davidson	Molson Canada	Starr Insurance
Ashley Canada	Deerhurst Resort	Mortgage Outlet Inc. #12628	Toronto Concert Orchestra
Best Buy Canada	Dome Productions	Overactive Media	Toronto Police Association
Bond Head Golf North	Eagles Nest	Paris Jewellers	UNOC Comedy Tour
Cadillac Fairview Corporation Limited	EllisDon	Pickle Barrel Yonge & Eglinton	Vasiliki Papadopoulos
Canadian Arts & Fashion Awards	Friday Harbour	Portraits on White	Waste Connections of Canada
Canadian Football League	Geoffrey Rotstein	Ridge Canada	Warner brothers
Canadian National Exhibition	Golf Canada	Rogers Communications Canada Inc.	WestJet
Canadian Tire Corporation	Home Depot	Ron and Wendy Dimock	
Christian Conway	Hot Docs Canadian International	Roots Canada Ltd.	
Cleveland Clinic Canada	Jam Direct		
	Maizon Inc.		



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Big Sisters**
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