



**Big Brothers
Big Sisters**
OF OXFORD COUNTY



ANNUAL REPORT

For the 2019-2020 Fiscal Year

EXECUTIVE ADDRESS

The 2019-2020 year was an incredible year of celebration, transition, focus and collaboration. While the year can be described accurately as a transition year, a word that better describes the experiences is transformative.

After months of time spent planning, organizing and creating a space to be successful, the agency was prepared to put the plan into action and on April 1, 2019, Big Brothers Big Sisters of Ingersoll, Tillsonburg and Area and Big Brothers Big Sisters of Woodstock & District transformed into Big Brothers Big Sisters of Oxford County. Throughout the planning and implementation process, the number one priority of all staff and board members was to make the transition for mentors, young people and their families as seamless as possible. Leadership and staff worked together to incorporate best practices and evaluate programs, events and fund development strategies to continue to build a strong Oxford County agency.

It was decided in the beginning that we would commit to running all annual events previously run by the separate agencies. While we were aware that this was going to be a tremendous commitment, we felt it was important to be able to evaluate and strategize effectively for our direction in years to come. Our community partners, sponsors and funders were incredibly supportive of not only this endeavour but also our programs.

Through a very fitting coincidence Big Brothers Big Sisters of Canada introduced a new Theory of Change and branding update at the 2019 National Convention. What an incredible time to have transformed into Big Brothers Big Sisters of Oxford County! Not only did we have the opportunity to refresh our look, but the Theory of Change, with its new Mission and Vision provided us with a clear roadmap to focus our work.

Near the end of 2019, agency staff and board were planning and developing a strategic direction for 2020. We were excited for the work that lay ahead and looking forward supporting our community more intentionally. What we didn't expect was our fiscal year to end with staff working remotely and unsure what the remainder of 2020 would look like.

The staff quickly realized that we were one of the few youth-serving organizations that could continue to operate because our matches can connect in many ways. We worked to transform relationships that were traditionally in person to virtual connections. The agency is prepared to continue offering virtual alternatives for as long as necessary to respond to deepening needs and growing demand for mentorship in our community.

While what the future will bring is uncertain for everyone, Big Brothers Big Sisters of Oxford County remains committed to providing support to young people across our communities. We are ready to pivot our focus as necessary and we feel optimistic that we will continue to provide strong Developmental Relationships for our children and youth.

On behalf of the board and staff, we would like to offer our thanks. For those who have contributed time or donations; you have supported us through our transformation and have invested in seeing the young people in Oxford County realize their full potential.



Drew Fallowfield
Board President



Kristen Ralph
Executive Director

A NOTE FROM DEB LANDON

I have had the privilege of watching many of the young people in our programs grow into successful, confident and healthy individuals. Many have returned as mentors themselves to give back for the experiences and support they were given as young children and adults. I personally have been impacted by the selfless and endless hours that the volunteers have given over the years; the smiles on the children's faces when they see their mentor and the lifelong relationships that grow from their friendship; the continued support of our donors, partners and community; the amazing staff and board members that make these friendships happen. What a gift it has been to be witness to the growth, resiliency and development of our youth.

Big Brothers Big Sisters is not only a mentoring organization, it is a family. It is made up of passionate individuals who want to impact the life of a child; to empower them to realize their potential; to be all they can be. After 35 years with the agency, I was proud to retire in September 2019 knowing that the agency was healthy and strong with great leadership – a forward thinking organization that was going to continue to fight for the needs of the young people in our community for the next 50 years!

I wish all the best to the Board, staff, volunteers, donors, supporters, and especially the children and families, who are going to make a difference in this world and who are going to be our future mentors and leaders. Thank you all for proving that mentorship is an essential service for the healthy well-being of all our children and youth.

Deb Landon
Former Executive Director
Big Brothers Big Sisters of Ingersoll, Tillsonburg
& Area



OUR MISSION AND VISION

M: To enable life changing mentoring relationships that **ignite** the power and potential of young people.

V: All young people realize their full **potential**.

THEORY OF CHANGE

In 2019, Big Brothers Big Sisters across Canada adopted a new look and a launched a national Theory of Change that provided a clearer picture of our path to supporting young people and making change. We have been excited to move this work forward through our work in the community.

WHO DO WE SERVE?

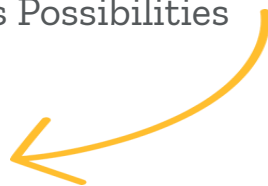
Young people who face adversity and are in need of an additional consistent and supportive Developmental Relationship.



HOW DO WE IGNITE POTENTIAL?

By intentionally recruiting based on the needs of a community's young people and matching them with a professionally screened and trained mentor. Through monitoring and support of the mentor, the mentee and the family by a professional caseworker, matches are able to build a Developmental Relationships that:

- Expresses Care
- Challenges Growth
- Provides Support
- Shares Power
- Expands Possibilities



WHAT IS THE IMPACT?

Young people graduate our programs with measurable outcomes:

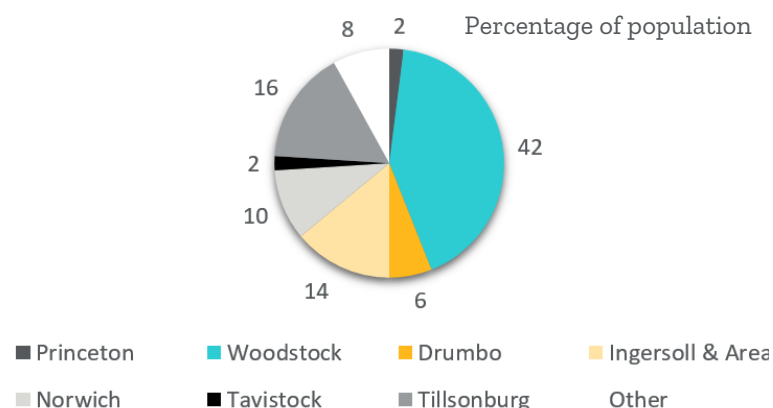
- Social Emotional Competence
- Mental Health & Wellbeing
- Educational Engagement & Employment Readiness

Young People Mentored in 2019

2019-2020 has been a year of transformation for Big Brothers Big Sisters in Oxford County. Officially bringing our two separate agencies together, the staff and board worked to make the transition as smooth as possible for all of our volunteers, families and especially our young people.

Throughout the year **726** young people were supported by the agency, throughout Oxford County.

Where our young people lived 2019



Big Brothers Big Sisters of Oxford County was also proud to introduce our PRISM (Pride, Respect, Identity, Safety and Mentoring) program in 2019, supporting LGBTQ2+ young people in Oxford County. This program, funded by the Ontario Trillium Foundation, was designed to connect the LGBTQ2+ community and create empowering relationships for mentees.

726 children supported by the agency

634 children matched in mentoring programs

47 Big Sister Matches

24 Big Brother Matches

6 Couples/Family Matches

2 Summer Matches

5 PRISM Matches

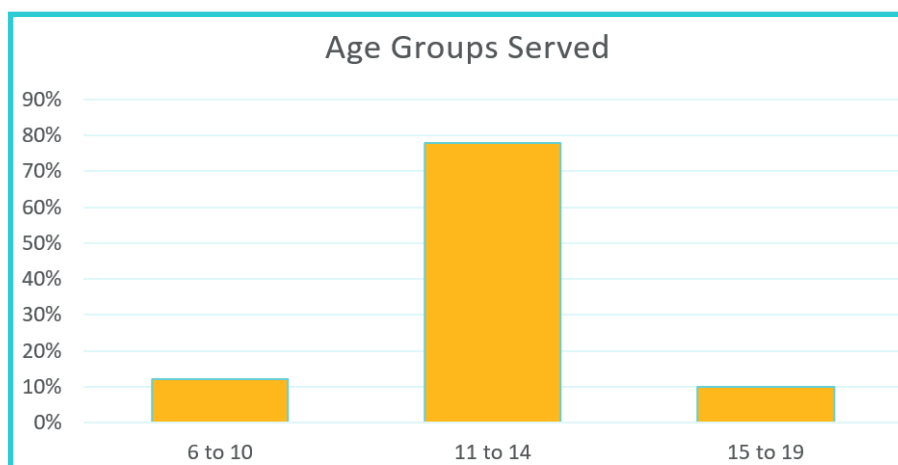
104 School Based Matches

94 Community Based Group Matches

208 Go Girls Matches

128 Game On Matches

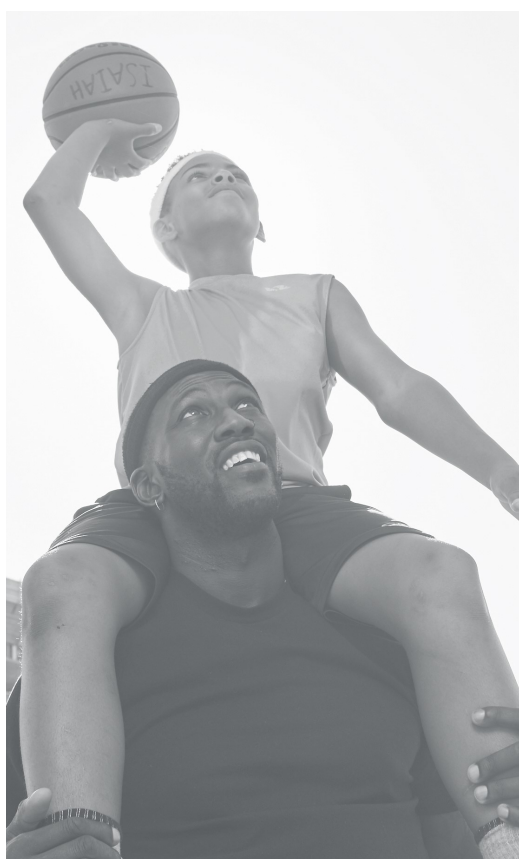
16 Homework Club





Treasurer's Report

In 2019 Big Brothers Big Sisters merged across Oxford County. This merger saw not only the increase in an annual budget but a change to the agency's fiscal year. Due to the merge and at the recommendation of our auditors, the agency used the "Pooling of Interest" method of accounting for ease of reading our audited financial statements. The comparative year of 2019 is a period of only 3 months, due to moving from a fiscal year that follows the calendar year to a April - March fiscal year. There is a one time qualification on the audited statement because Big Brothers Big Sisters of Ingersoll Tillsonburg & Area's audit was completed by a different firm.



Statement of Revenue & Expenditure and Members' Equity

For the year ending March 31 (prior period is 3 months)

Revenue	2020	2019
Camp	500	3,400
Canada Emergency Wage Subsidy	9,966	-
City of Woodstock Community Grant	5,000	-
County of Oxford	30,000	7,500
Donations	85,968	13,532
Endowments and grants	85,543	26,874
Fundraising	216,517	45,170
Investment Income	3,935	872
Miscellaneous	2,562	3,654
Trillium Foundation Grant	30,890	-
United Way Oxford	150,000	36,500
	620,881	137,502
Expenditures		
Bank charges	3,039	208
Conference and staff training	4,082	226
Insurance	11,634	3,045
Marketing and recruitment	14,120	1,189
Membership fees	17,637	4,034
New equipment	3,047	2,943
Office expenses	17,241	10,642
Postage	647	-
Professional Fees	13,749	10,368
Program Supplies	8,700	2,541
Rent	56,483	13,571
Repairs and maintenance	2,731	414
Salaries and benefits		
-Case Management and Programming	352,672	91,338
-Administration and Management	39,433	8,570
- Fundraising	3,901	1,620
- Marketing	18,915	-
Travel	13,076	2556
	581,107	153,265
Excess (deficiency of revenue over Expenditures	39,774	(15,763)
Members' equity beginning of year	419,227	435,040
Members' equity, end of year	459,051	419,277

TO OUR FUNDERS AND DONORS

Mentoring Matters to the people of Oxford County. Support of Big Brothers Big Sisters has allowed programs to continue to grow, evolve and expand to meet the needs of our communities. While we are not able to recognize all of donors, sponsors and supporters here, we are incredibly thankful for each and every one of you. You continue to provide a foundation that allows the agency to be able to focus our mission and vision.

Mentoring Champions (\$10,000+)

104.7 Heart FM
Cowan Insurance
Harvey & Mary Ellen Hunt
Hunt Homes
Jane Hammerton
Jumpstart Canada

Ministry of Education
Ontario Trillium Foundation
Oxford County
Trigon Construction Management
Toyota Motor Manufacturing Canada
United Way Oxford

Mentoring Partners (\$5,000+)

Canadian National Railway
Carmeuse Lime Canada
City of Woodstock
E&E McLaughlin Warehousing
Green Private Wealth
Gunter Transportation Inc.

Ingersoll Community Foundation
Jack & Jean Wettlaufer
Scotiabank
Shoppers Drug Mart - Love You Foundation
UNIFOR Local 88

Match Makers (\$1,000+)

Adam Funnell
All Celebrations
Allen Lumber
Armor Pro Audio Visual
Auto Warehousing Company Canada
Bonduelle
Boston Pizza - Woodstock
Butcher Engineering Enterprises Ltd.
Canadian Tire Woodstock
Century 21 - Nic Lalli
CIBC Wood Gundy
Courtland Vinyl Windows Ltd
Cowan Insurance Company
Deb Landon
Desjardin Insurance - Ann Lofthouse, Agent
East Side Mario's Woodstock
Fidelity Investments
First Ontario Credit Union
Girard Engineering
Henry & Rina DeRoo
Hydra Dyne Technology Inc.
IMT Precision
Investment Planning Counsel
Kev-Way Bowling Enterprises
Kimberley DeKlein
Langdon Retirement Villa
Lise and Kurt Morton

MW&Co
Maglin Site Furniture
Midas Woodstock
Onwards Thrift
Optimist Club of Norwich
Oxford Civil Group
Oxford Junior Farmers
Oxford Plumbing
Rotary Club of Ingersoll
Shamrock Metal Recycling
Sierra Construction
St. John's Masonic Lodge
Stubbe's Brandsource
Stubbe's Precast
Sweaburg & District Lions Club
Sysco South Western Ontario
Tillsonburg Lions Club
Tim Hortons
Town of Tillsonburg
Township of Norwich
Upper Thames Brewing Company
Vance Construction
Verspeeten Cartage Ltd
Woodstock Lion's Club
Woodstock Telecom
Zonta Club of Woodstock



BOARD AND STAFF

The dedicated staff from both Big Brothers Big Sisters of Ingersoll, Tillsonburg & Area and Big Brothers Big Sisters of Woodstock & District came together and were dedicated to ensuring a seamless transition to Big Brothers Big Sisters of Oxford County . They worked tirelessly behind the scenes and on the front line to ensure we could do our best for our communities and our young people.

BOARD OF DIRECTORS

April 2019 - March 2020

Executive:

President: Drew Fallowfield
Vice President: Jason Routley
Treasurer: Greg Bruce
Secretary: Barb Clendenning
Past President: Kim DeKlein

Directors:

Jennifer Schafrick
Jeff Workman
Mike Henoeffer
Joe Todd
Patty Wettlaufer
Karen Masson
Melanie Everets-Rodrigues

Outgoing Board Members - June 2019

Imran Meghani
Cheri Palmer
Mathew Williams
Mary Bell
Stephanie McGaffey
Bradley Winlaw

Thank you for being dedicated to the young people in Oxford and helping see the agency through a successful merge.

STAFF

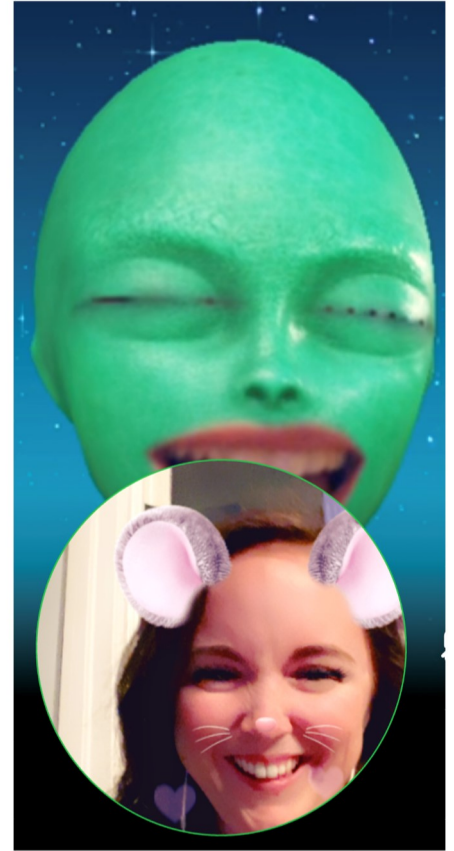
April 2019 - March 2020

Kristen Ralph, Executive Director
Deb Landon, Transition Advisor
Kaitlyn Bruyns, Service Delivery Manager
Miriah Gibson, Mentoring Coordinator
Chantal Desmarchais, Mentoring Coordinator
Amanda Smyth, Mentoring Coordinator
Duen Daley, Mentoring Coordinator
Amber McMurchy, Mentoring Coordinator
Liz Wismer-Van Meer, Resource Development
Nicole Killaire, Resource Development
Carla Garrett, Marketing & Communications
Sandra Leeuwestein, Bookkeeper
Katie Cunnington, Transition Bookkeeper
Office Volunteers, Agnes Savill
& Shirley Ferguson



MATCH HIGHLIGHT

Brittany and Miya celebrated their one year matchiversary in the midst of the pandemic in April. They have been creative in finding new ways to stay connected during social distancing and are continuing their match for the coming year. Brittany expressed that "meeting virtually has forced us to get more creative with planning our activities, which has turned out to be a lot of fun. We have done virtual paint nights, online games and scavenger hunts. We keep a running document of things to do during social distancing and then afterwards when we can meet in person. My Little has been able to share more of her world and teach me things too, like Tik Tok and Minecraft". Despite the challenges related to Covid, it has not impacted the strong connection between Brittany and Miya. Brittany shared that "Miya has become like my actual little sister who I care about and look out for. I genuinely enjoy spending time with her. Miya has become part of my life and family". Over the summer, Brittany and Miya were able to meet for socially distanced outdoor visits. They have walked Brittany's dog, gone to the park, got ice cream and had a socially distanced picnic. They had a goal this year to make tie dye shirts, which they were able to do outdoors this summer. "Miya was so happy to do that together". When reflecting on the match, Brittany shared that "I really enjoy having Miya's energy and spirit in my life. She asks great questions and we have awesome conversations together. I love how curious she is and that she's not afraid to ask me anything. I do my best to be open and honest with her. It means a lot to me that she trusts me and opens up to me". Brittany expressed that it was important to her to continue to support Miya during Covid. "I enjoy watching her grow and hearing how her life, interests and relationships change as she grows. I also love just talking to her and laughing with her ". Miya has expressed how much it means to her to have someone to talk to, trust and confide in. Having weekly virtual outings kept Miya engaged during isolation and gave her something positive to look forward to. Miya's mom expressed that she has noticed many positive changes in Miya since her match began. "Brittany is great and I trust her with Miya. She is a great role model and is really good at planning activities based on Miya's interests. Miya loves spending time with her". Brittany and Miya have shown a lot of creativity in how to stay connected and continue to build a relationship during challenging times.



Brittany and Miya making the most of their virtual connections.

Ingersoll Office

58 Thames Street South

Ingersoll, ON, N5C 2T1

519.485.1801

Tillsonburg Office

96 Tillson Avenue

Tillsonburg, ON, N4G 3A1

519.842.9008 ext. 229

Woodstock Office

787A Dundas Street

Woodstock ON, N4s 1G1

519.537.6404

www.bbbsoxford.ca