



**Big Brothers
Big Sisters**
OF OXFORD COUNTY

ANNUAL REPORT

2021-2022

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

www.bbbsoxford.ca

EXECUTIVE ADDRESS

Review, reset, and move forward. Over the last year the focus on the agency, staff and Board of Directors was finding our way back to a sense of normalcy. The priority was supporting our young people to build strong mentor-mentee relationships by working to move programs back in person when possible and supporting relationships when they had to move online. Staff were often challenged by ever changing restrictions and the growing adversities impacting young people supported by BBBSOC. Their dedication was evident not only while going above and beyond to connect to young people, but to offer support to their volunteers, who were facing struggles of their own in this new world.

Over the last year and a half, BBBSOC has done the work to ignite potential through strong evidence-based programming including Developmental Assets, Developmental Relationship Frameworks and Needs Registry (adopted from the Search Institute). This evolution has moved us from knowing that the agency makes positive, meaningful impacts, to proving that we do. Through this work, we have learned that the adversities that our young people are facing are far more complex and wide reaching than just two years ago. Presently, and moving forward, we are supporting each child/youth with an individualized approach to their specific needs, and training volunteers to be able to support growth.

The next priority was navigating fund development, ensuring that the agency could provide meaningful, developmental programming to young people across Oxford County. The agency faced challenges with events due to the ever-changing landscape of restrictions and lockdowns forcing date changes and in some cases impacting participation. Despite the challenges, we continued to see strong support from the community, businesses and other organizations.

Today we emerge from these challenges with new efficiencies, focused work and in a solid fiscal position. We are looking forward to what next year brings us as we have much to be grateful for and excited about. We are expecting another incredible year of service to our community and supporting Oxford County's children and youth through matches that are truly life changing. We hope that you will join us in continuing to ignite the power and potential of the young people in Oxford County, building a stronger community and future for all of us.



Jason Routley, President



Emily van Straten, Vice President



Kristen Ralph, Executive Director

MISSION

To enable life-changing mentoring relationships to **ignite** the power and potential of young people.

VISION

All young people realize their full potential

WHO DO WE SERVE?



Young people who face adversity AND are in need of an additional consistent and supportive **Developmental Relationship**¹

HOW DO WE IGNITE POTENTIAL?



- » By intentionally **recruiting** based on the needs of a community's young people
- » By **matching** young people with a **professionally screened** volunteer mentor
- » By **monitoring and supporting** that match with a professional caseworker
- » By **training and supporting** the mentor, the mentee and the family
- » By **building a Developmental Relationship** between the mentor and the mentee that: Expresses Care; Challenges Growth; Provides Support; Shares Power; and Expands Possibilities
- » By **graduating** the match relationship towards natural support

WHAT IS THE IMPACT?



Young people graduate our programs with **measurable outcomes**:

SOCIAL EMOTIONAL COMPETENCE

- » Relationship skills
- » Social awareness
- » Responsible decision-making
- » Self-management
- » Self-awareness

MENTAL HEALTH & WELLBEING

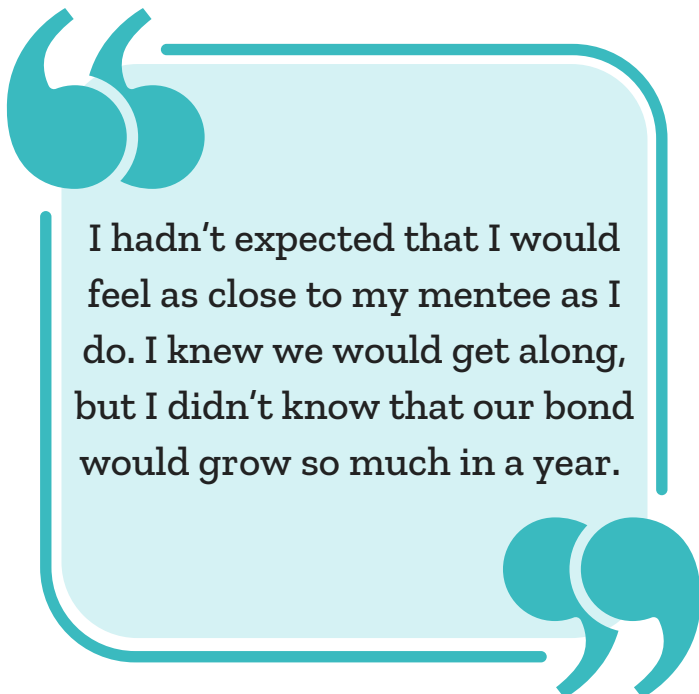
- » Positive identity
- » Mental wellness
- » Social inclusion & empowerment

EDUCATIONAL ENGAGEMENT & EMPLOYMENT READINESS

- » School connectedness
- » Commitment to learning
- » Enhanced constructive use of time

¹ "Developmental Relationships Framework" © 2018 Search Institute, Minneapolis, MN. www.search-institute.org

THEORY OF CHANGE

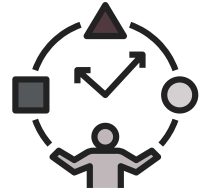


OUR IMPACT



483 young people mentored

24,000+ hours volunteered



CHALLENGES GROWTH

93% of young people feel their mentor pushes them to be better



EXPANDS POSSIBILITY

85% of young people feel their mentor helps them make new connections and expands perspectives



EXPRESSES CARE

94% of young people feel their mentor shows them that they matter



PROVIDE SUPPORT

94% of young people feel their mentor helps them set and complete tasks and goals



SHARE POWER

92% of young people feel their mentor treats them with respect and listens to their ideas.

243 youth received holiday gifts



85 families received food assistance

“She tells me that she is listening when I talk and she asks me how I am doing. She is very kind and she has my back. She encourages me when something is hard.”



Dedicated. Motivated. Passionate. Hardworking. These words just begin to describe the incredible staff and board at Big Brothers Big Sisters. Thank you for being committed to the young people throughout Oxford County

BOARD OF DIRECTORS

EXECUTIVE

- President: Jason Routley
- Vice President: Emily van Straten
- Treasurer: Greg Bruce
- Secretary: Karen Masson

DIRECTORS

- Patty Wettlaufer
- Barb Clendenning
- Patrick Wright
- Julie McKirdy
- Connie Smith
- Michael Szala
- Sara McGuire
- Dalton Beseau
- Heather Haldane
- OUTGOING BOARD MEMBERS FALL 2021**
- Mike Henoegger
- Joe Todd
- Jennifer Schafrick
- Drew Fallowfield
- Melanie Everets-Rodrigues

STAFF

APRIL 2021- MARCH 2022

- Kristen Ralph: Executive Director
- Miriah Gibson: Service Delivery Manager
- Chantal Desmarchais: Mentoring Coordinator
- Amanda Smyth-Currie: Mentoring Coordinator
- Erin Wierenga: Mentoring Coordinator
- Addison Butler: Mentoring Coordinator
- Liz Wismer-VanMeer: Resource Development
- Nicole Killaire: Resource Development
- Sandra Leeuwestein: Bookkeeper

“The staff and board at Big Brothers Big Sisters can be described as nothing short of inspiring and dedicated. At the heart of each decision and motivation is the young people we work with every day”

“We would like to thank our Executive Director Kristen for all of her hard work, rock solid dedication and ability to take anything on and knock it out of the park. On behalf of the Board, the staff and all the individuals you have impacted through your work with BBBS of Oxford County, thank you Kristen!”

BOARD OF DIRECTORS & STAFF

2021-2022



TREASURER'S REPORT

REVENUE	2022	2021
Canada Emergency Wage Subsidy		44,672
City of Woodstock Community Grant	2,000	4,500
County of Oxford	55,000	37,667
Donations	77,799	104,451
Endowments & Grants	87,279	86,716
Fundraising	142,492	126,253
Investment Income	1,600	1,899
Miscellaneous	404	218
Trillium Foundation Grant	116,201	84,487
United Way Oxford	110,000	150,000
	<u>592,775</u>	<u>640,863</u>
EXPENDITURES	2022	2021
Bank charges	2,279	2,474
Conference and Staff Training	1,348	-
Insurance	12,575	11,648
Marketing & Recruitment	11,328	4,506
Membership Fees	13,514	17,242
New Equipment	1,454	873
Office Expense	18,412	15,178
Postage	659	1,538
Professional Fees	14,252	14,507
Program Supplies	12,638	9,807
Rent	61,285	56,040
Repairs & Maintenance	2,211	2,113
Salaries and Benefits		
• Case Management & Programming	310,527	371,347
• Administration & Management	21,630	21,704
• Fundraising	3,992	3,955
• Marketing	-	10,800
Travel	2,249	1,027
	<u>490,353</u>	<u>544,759</u>
Excess Revenues over Expenditures	102,422	96,104
Members' Equity, beginning of year	555,155	459,051
Members' Equity, end of year	657,577	555,155

On behalf of the Board of Directors, I am pleased to present the Treasurer's Report for Big Brothers Big Sisters of Oxford County, for the year ending March 31, 2022.

Our financial decisions, this year, were made with the understanding that we were still facing the unknowns of a pandemic, with ever changing restrictions and policies. The agency was prepared for financial uncertainty, but despite these challenges, the agency was able to remain in a solid financial position and continued to see the support of the community. This year allowed for a more hybrid approach, moving slowly back to in person programs, and presented the agency an opportunity to host its first fully in person event, Trivia Nite, in two years. The dedication, resilience and agility of our staff, volunteers, donors and board saw us end the year with a surplus of just over \$100,000 to support our reserve fund.

Our 2021-2022 fiscal year saw an approximate 7% decrease in revenue, due in most part to the removal of the wage subsidy provided by the government in the previous fiscal year. Our fundraising revenue increased by almost 13%, due to our ability to run some events in person. We also saw a 16% decrease in wages due to changes to team structure and leave of absence.

We continue to focus our efforts in finding financial efficiencies to ensure we are able to continue to offer life-changing mentoring relationships to ignite the power and potential of young people, at absolutely no cost to them or their family.

I would like to extend my gratitude to our donors, corporate funders, foundations and volunteers who continue to be so supportive and generous while investing in the future of youth in our community.

Greg Bruce, BBA, CAFA
Treasurer



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 our donors, sponsors and supporters here, we are incredibly thankful for each of you. You continue to provide a foundation that allows the agency to be able to focus on our mission.

MENTORING CHAMPIONS (\$10,000+)

104.7 Heart FM
Carmeuse Lime
D. Dobbie
J. Hammerton

Ministry of Education
Ontario Trillium Foundation
Toyota Motor Manufacturing Canada
United Way Oxford

MENTORING PARTNERS (\$5,000+)

E&E McLaughlin Warehousing
Hunt Family
Hunt Homes
MW&Co
Scotiabank Thriving Communities

TD Bank Group
Tim Hortons
Town of Ingersoll
Trigon Construction Management
Wettlaufer Family

MATCH MAKERS (\$1,000+)

Allen Building Centre
ArcelorMittal Tubular Products
Armor Pro Audio Visual
Bonduelle Canada
Boston Pizza - Woodstock
Cargill
Exclusive Rentals
Green Private Wealth
Harbour Front Gives
Heather Haldane Real Estate
Hydra Dyne Technology Inc.
IMT Precision
Innocore
K. DeKlein
Landon Family
Maglin Site Furniture
Mango Salad Thai Restaurant
MNP
Oxford Builders Inc.
Oxford Civil Group
Oxford Community Foundation
Oxford Pool & Spa
POW Engineering
Rob Jonker
SOLTRA
St. John's Masonic Lodge
Starbucks Foundation

Sysco South Western Ontario
The Crew Bicycle Club
Town of Tillsonburg
Township of Norwich
Township of Southwest Oxford
Toyota Boshoku Canada
UNIFOR Local 88
Upper Thames Brewery
Vance Construction
Verspeeten Cartage Ltd
White Coad LLP
Zonta Club of Woodstock

OUR SUPPORTERS





**Big Brothers
Big Sisters**
OF OXFORD COUNTY

787A Dundas Street | Woodstock
58 Thames St. S | Ingersoll
96 Tillson Ave | Tillsonburg
519.537.6404
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