



**Big Brothers  
Big Sisters**  
OF OXFORD COUNTY

# 2022-2023

## Annual Report



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

[www.bbbsoxford.ca](http://www.bbbsoxford.ca)



# TABLE OF CONTENTS

**Board Executive Address**

**Message from Executive Director**

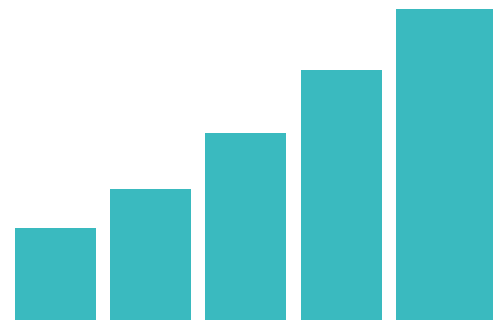
**Treasurers Report**

**Igniting Potential**

**Our Impact**

**Our Supporters**

**Board & Staff**



# BOARD EXECUTIVE ADDRESS



## JASON ROUTLEY BOARD PRESIDENT

As my tenure as President of the Board of Directors comes to an end, I wanted to take a moment to reflect on the past two years and express my gratitude for the trust you have placed in me. It has been an incredible journey, and I am both honored and humbled to have had the opportunity to serve in this role.

Over the past two years, we have faced numerous challenges and celebrated many successes together. It has been a privilege to work alongside each of you, and I want to express my heartfelt appreciation for your dedication, support, and collaboration during my time as President.

During my tenure, we have made progress in advancing our organization's mission and building new strategic goals. From navigating the complexities of pandemic recovery to adapting to the ever-evolving community we live and work in, we have demonstrated resilience, innovation, and a commitment to excellence. As I transition into the role of Past President, I am excited to continue supporting our organization's mission and vision. While I may no longer hold the title of President, my commitment to our board and the broader community remains unwavering. I look forward to providing guidance and support to our new leadership and assisting in a seamless transition.

I am confident that our incoming President, Emily, and the entire board will continue to steer our organization toward new heights of success. Together, we will face future challenges with the same determination and spirit that have defined our collective efforts thus far.

I have every confidence that our organization's future is bright, and I am excited to be a part of it.



## EMILY VAN STRATEN BOARD VICE PRESIDENT

Over this past year of being Vice President, I saw the dedication and morale of our staff blossom with the lessening of restrictions, the ability to host more events, diversify our resources, support more young people, and find ourselves in a strong position post-COVID (can we say that now?). Highlight of the year for me was having our Big Night Out event in October, in person! The Halloween theme brought out so many amazing community members to the event who had the spookiest night of the year.

Stepping into the role of President for the 2023-2024 year (along with a new strategic plan) has me excited for maximizing the potential of our programs, getting involved in the community, reaching more volunteers to aid our organization, and really condense our efforts to ensure we are streamlined, focused, and efficient. Here's to a new year – see you all at Big Night Out on October 21st!

# MESSAGE FROM THE EXECUTIVE DIRECTOR



As we celebrate the successful conclusion of another remarkable year, I am filled with gratitude and hope. It is both an honour and a privilege to be a part of Big Brothers Big Sisters of Oxford County, reflecting on the incredible achievements and the unwavering commitment of our staff, board, volunteers and supporters that have defined our journey throughout this past year.

We have reached the end of a year that has been filled with challenges and triumphs. We have been able to move back to regular operation, but are seeing the impacts of the pandemic with the incredible increase in requests for our programming and support. The impact we've made together is a testament to the power of collective compassion and action. Our dedicated team, generous supporters, and passionate volunteers have enabled us to fulfill our mission, and for that, I extend my heartfelt thanks. We hope next year will bring in even more mentors who are ready to make a difference.

As we turn the page to the next chapter, I am filled with optimism for what lies ahead. The coming year holds the promise of even greater achievements, deeper connections, and an expanded reach. We are committed to building on our successes, expanding our programs, and making an even more significant difference in the lives of those we serve. We will continue to prioritize transparency, accountability, and innovation as we strive to address the pressing needs of our young people.

In the spirit of collaboration and unity, let us embrace the challenges and opportunities that await us in the upcoming year. Together, we can overcome any obstacle and create lasting positive change. Our vision for the future is one of realized potential, and a steadfast commitment to our mission.

As we bid farewell to this year and welcome the next, let us do so with renewed determination and a shared belief that together, we can make a profound impact on the lives of young people. Thank you for your unwavering support, and I look forward to the incredible journey ahead.

With gratitude and optimism,

**KRISTEN RALPH**  
EXECUTIVE DIRECTOR



# TREASURER'S REPORT



**GREG BRUCE BBA, CAFA**  
BOARD TREASURER

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, 2023.

Our total revenue increased by nearly 10% compared to the previous year. This growth can be attributed to several key factors:

- **Removal of restrictions:** This fiscal year marked the first since the beginning of the pandemic that the agency wasn't impacted by in person restrictions.
- **Diversified Funding Sources:** We continue to work toward diversifying our funding sources, including grants, donations and events, reducing our reliance on any single revenue stream
- **Cost Management:** Prudent cost management practices ensured that our expenses remained in check, allowing a higher proportion of revenue be allocated to mission-driven activities

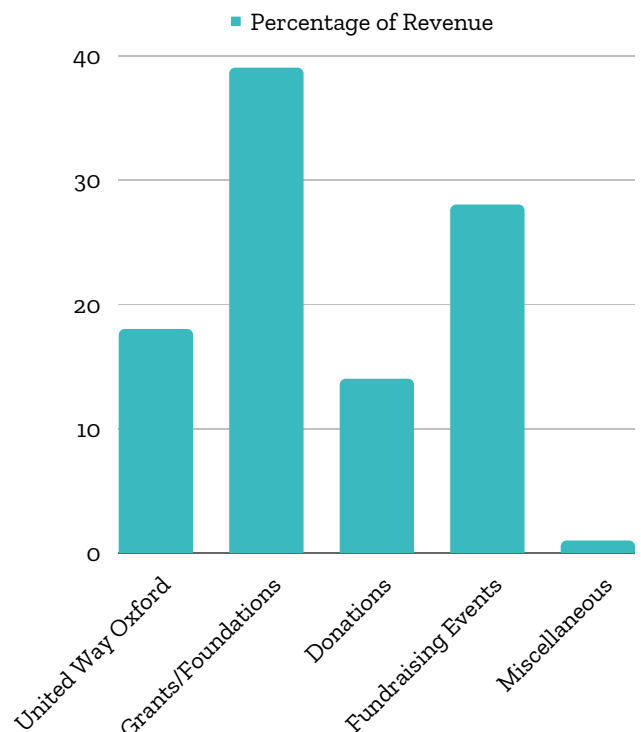
Our expenses increased strategically last year when the agency expanded it's service delivery team to assist in supporting the over 200% increase Big Brothers Big Sisters of Oxford County in applications for support.

In the upcoming fiscal year, Big Brothers Big Sisters of Oxford County is poised for a period of innovation, strategy and increased impact. Building on the foundation laid in previous years, we are committed to expanding our reach and effectiveness in serving our mission. With a focus on sustainability, we plan to diversify our funding sources, strengthen our donor relationships, and optimize our operational efficiency. As we embark on this new fiscal year, we remain dedicated to our core values and look forward to the support of our donors, partners and volunteers in making a positive difference in our community.

I would like to extend my gratitude to each one of our supporters both through gifts of time and dollars to invest in the children and youth of Oxford County.

SUMMARIZED STATEMENT OF OPERATIONS		
	2023	2022
REVENUE	\$649,676	\$591,175
EXPENDITURES	\$634,335	\$490,353
OTHER INCOME (INVESTMENT)	\$23,934	\$1,600
EXCESS REVENUE OVER EXPENDITURE	\$39,275	\$102,422
STATEMENT OF FINANCIAL POSITION		
ASSETS	\$898,983	\$819,711
LIABILITIES	\$201,284	\$156,134

For our full Audited Financial Statements please visit [www.bbbsoxford.ca](http://www.bbbsoxford.ca)



# IGNITING POTENTIAL

Damien and Adelino celebrated their match graduation in January 2023. They were matched in the Big Brother Program for 9 years. They are two positive people who are often laughing and joking but can also turn to each other for support and meaningful conversation. As Damien got older, they focused more on skill building and discussing the future. Adelino has helped Damien with resume writing and job searching. They have also discussed investing.

Adelino (Mentor) – “It was a great experience and Damien and I both ended up gaining a new friend that will be in each other’s lives for a long time. We have a great connection and are like actual brothers”. Adelino has noticed positive change and growth in Damien. “He is much more social than he used to be. He has come a long way and really come out of his shell.” Adelino admired that Damien was open and willing to learn and try new things. He is proud of Damien for graduating high school this year.

Damien (Mentee) – Favourite thing about his match with Adelino was their “overall connection. He is like an actual brother who has been there for me and will always be there for me. Adelino is “supportive and always by my side.” Adelino made a difference in his life by encouraging him to try new things. “I’ve changed a lot as a person. Adelino showed me a lot in life and helped me come out of my shell. He showed me the ropes on things I didn’t know how to do, like cover letters and resumes. He took the time to show me how and to give me tips.” Damien appreciated that Adelino “took the time and explained things to me. He has experienced things in life that he can share with me like different workplaces. He breaks it down and explains it to me and it makes me feel less stressed about those things.” He described Adelino as “a positive person. He always has a good attitude and is easy to talk to. I can go to him with anything.” Damien shared that one of his favourite memories was when his mom gave Damien and Adelino tickets to WWE for Damien’s birthday when he was younger. “I was very into wrestling at the time and watched it every week. it was so cool to do that with Adelino and to be so close to the ring.”

Jennifer (Damien’s Mom) – Shared that Damien’s match had exceeded her expectations. “It was above and beyond anything that I could have asked for.” Jennifer shared that she had initially enrolled Damien in the program “because he needed a male figure in his life. I was a single parent and his older brother moved to Halifax. I wanted Damien to have someone trustworthy to help him grow and teach him about life with that male perspective. Adelino was that person for him”. Adelino encouraged Damien to try new things and “talked to him about things and encouraged different perspectives. He set a good example and role modelled those morals”. Damien is more outgoing since being matched with Adelino. Jennifer shared that she couldn’t have asked for a better organization to be involved with and that she is appreciative of all of the opportunities and experiences that Damien had over the years.

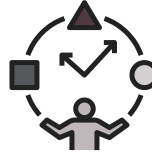


# OUR IMPACT



528 young people mentored

36,500+ hours volunteered



“The match started when he was in grade 3 and he was so shy. Over the years, I watched his confidence develop and grow. He’s doing really well.”



## DEVELOPMENTAL RELATIONSHIPS

A developmental relationship is a close connection between a young person and an adult or between a young person and a peer that powerfully and positively shapes the young person's identity and helps the young person develop a thriving mindset.



CHALLENGES GROWTH

98% of young people feel their mentor pushes them to be better



EXPANDS POSSIBILITY

84% of young people feel their mentor helps them make new connections and expands perspectives



EXPRESSES CARE

99% of young people feel their mentor shows them that they matter



PROVIDE SUPPORT

95% of young people feel their mentor helps them set and complete tasks and goals



SHARE POWER

98% of young people feel their mentor treats them with respect and listens to their ideas.

“I liked that they are kind and make me feel good about myself. It’s so fun.”

## OTHER OUTCOMES

Relationship Skills

Enhanced Constructive Use of Time

Social Awareness

Commitment to Learning

Self-Management

Responsible Decision Making

Mental Wellness

Social Inclusion & Empowerment

Self-Awareness

School Connectedness

Positive Identity

# OUR SUPPORTERS

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  
Carneuse Lime  
CIBC  
J. Hammerton

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



## MENTORING PARTNERS (\$5,000+)

Canadian Tire Jumpstart  
Canadian Women & Sport  
Ian Murray CIBC Private Investment Planning  
E&E McLaughlin Warehousing  
Exclusive Rentals  
Hunt Family  
Hunt Homes

MW&Co  
Scotiabank Thriving Communities  
TD Bank Group  
Tim Hortons Dundas | Devonshire  
Town of Ingersoll  
Trigon Construction Management  
Unifor Local 88  
Wettlaufer Family

## MATCH MAKERS (\$1,000+)

Allen Building Centre  
ArcelorMittal Tubular Products  
Armor Pro Audio Visual  
Auto Warehousing Corporation  
Boston Pizza - Woodstock  
Cargill  
C. Palmer  
City of Woodstock  
D. Dobbie  
David Hilderley, Realtor  
Dominos  
Earl Hardy Trucking Inc.  
First Ontario Credit Union  
Gateway Casinos & Entertainment  
Girard Engineering  
Green Private Wealth  
Hydmec Canada Corp  
Hydra Dyne Technology Inc.  
IMT Precision  
Innocore  
Investment Planning Counsel  
Journey Well Health & Wellness  
Landon Family  
Little Caesar's Woodstock  
Maglin Site Furniture  
Mango Salad Thai Restaurant  
Mark Williams - BMO Nesbitt Burns

Martin Carriers  
Marwood International  
Mazur Safety  
MNP LLP  
Notera Foods Inc.  
OC Realty Team  
Optimist Club of Norwich  
Oxford Civil Group  
POW Engineering  
Rob Jonker, Realtor  
SOLTRA  
St. John's Masonic Lodge  
Starbucks Foundation  
Sysco South Western Ontario  
The Crew Bicycle Club  
Tim Hortons  
Tirecraft  
Town of Tillsonburg  
Township of Norwich  
Township of Southwest Oxford  
Toyota Boshoku Canada  
UNIFOR Local 88  
Upper Thames Brewing Company  
Vance Construction  
Verspeeten Cartage Ltd  
Zelus Material Handling Inc.  
Zonta Club of Woodstock





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: Heather Haldane

### DIRECTORS

Patty Wettlaufer

Julie McKirdy

Michael Szala

Sara McGuire

Heather Scott

Lori Cook

Success is not defined by individual achievements, but by collective determination and vision.



## STAFF

Kristen Ralph: Executive Director

Miriah Gibson: Service Delivery Manager

Chantal Desmarchais: Mentoring Coordinator

Amanda Smyth: Mentoring Coordinator

Erin Wierenga: Mentoring Coordinator

Jenna Salverda: Mentoring Coordinator

Erica Hughes: Volunteer Recruitment & Engagement

Liz Wismer-VanMeer: Marketing & Communications

Nicole Killaire: Fund Development

Sandra Leeuwestein: Bookkeeper



**Big Brothers  
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OF OXFORD COUNTY

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