

# IGNITE THE POWER AND POTENTIAL OF YOUNG PEOPLE

2018-2019  
ANNUAL REPORT



Big Brothers  
Big Sisters  
OF REGINA AND AREA



# OUR MISSION

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



## WHO

Young people who **face adversity**

and

Are in need of an additional consistent and supportive **Developmental Relationship**

## HOW

Intentionally **recruit** based on needs of the community's young people.

**Match** young person and professionally **screened** volunteer mentor

**Monitor and support** match through a professional caseworker

**Train and support** the mentor, young person, and family

**Graduate** match relationship towards "natural support"

Build a **Developmental Relationship** between the mentor and young person that:

**Expresses Care**

**Challenges Growth**

**Provides Support**

**Shares Power**

**Expands Possibilities**

## WHAT

### **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



# OUR VISION

All young people realize their full potential.



# TABLE OF CONTENTS

## Page 2

Message from  
the Executive Director

## Page 2

Message from  
the Board Chair

## Page 3

Board of Directors

## Page 4

About Us

## Page 5

Results & Outcomes

## Page 6 - 7

Testimonials

## Page 8 - 10

Thanks to our Partners

## Page 11

Financials at a Glance

## Page 12 - 15

Auditor's Report  
& Financial Statements

# MESSAGE FROM THE EXECUTIVE DIRECTOR

**VICTOR ROMAN**

- EXECUTIVE DIRECTOR



I want to thank you all, and especially our Board of Directors, for welcoming me with open arms as the Executive Director since December, 2018.

I transitioned shortly after our organization revamped the Manager of Service Delivery position. This means we have new leaders, and with our fresh eyes comes new perspectives. Coming off of years of rapid growth, we spent this year tightening up internal processes, and creating organizational efficiencies. Ultimately, we are making sure to fill the gaps, achieve strong outcomes, and serve our young people in the best ways possible.

Strengthening our infrastructure aligns with the revamped Mission, Vision, and Theory of Change that is now driving our agencies across the nation to tell a unified story. A story where we strive for the highest outcome; That all young people realize their full potential.

I thank you endlessly for welcoming me on board during this exciting time of change.

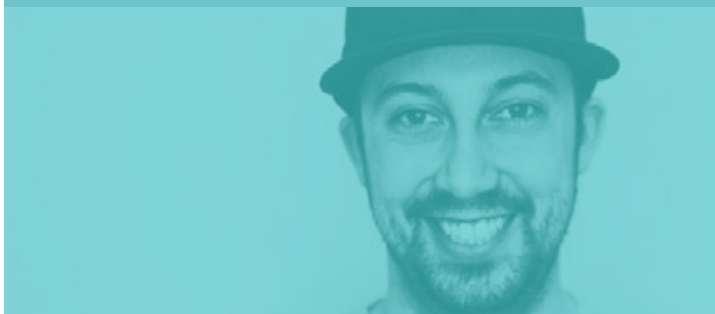
A handwritten signature of Victor Roman in black ink.

Victor Roman  
Executive Director

# MESSAGE FROM THE BOARD CHAIR

**KIRK MORRISON**

- BOARD CHAIR



Dear friends,

After a half-decade of consecutive growth, followed by a year to "pause and reflect", this past year has been one of transition, change, and stability.

This year brought new challenges and exciting opportunities. Our previous Executive Director stepped down, and our Board of Directors recruited new leadership to maintain forward momentum for the young people we serve.

This new leadership comes at an opportune time, as we are currently working to define a new Strategic Direction that will guide us for years to come and align with our new national guided Mission, Vision, and Theory of Change.

We are in a place to become more collaborative in our communities, to become stronger together, and to offer services that will help young people reach their potential. We look forward to seeing our youth turn into the leaders of tomorrow.

A handwritten signature of Kirk Morrison in black ink.

Kirk Morrison  
Board Chair



# 2018-2019 BOARD OF DIRECTORS

Kirk Morrison  
Board Chair  
*Krugo*

Michael Dubois  
Director at Large  
*Johnson Shoyama Graduate School*

Beth Wozniak  
Vice Chair  
*MNP LLP*

Terry O'Malley  
Director at Large  
*Retired*

Dan Morris  
Secretary  
*Government of Saskatchewan*

Marc Kelly  
Director at Large  
*Kanuka Thuringer LLP*

Orion Lovequist  
Treasurer  
*FCC*

Jill Morgan  
Director at Large  
*FCC*

Dr. Brad Waddell  
Director at Large  
*Ministry of Health*



# ABOUT US



## We're Big Brothers Big Sisters of Regina & Area

We exist to enable life-changing mentoring relationships that ignite the power and potential of young people. Young people who face adversity come through our doors every day and we're here to provide them with consistent and supportive development through volunteer mentors.

We are facilitating and building a relationship, with intent, between the mentor and young person that expresses care, challenges growth, provides support, shares power, and expands possibilities. Mentors teach by example and make an invaluable difference to young people. The goal is for young people to grow into amazing adults, ready to lead our future generations.

Witnessing the transformation of a young person into a confident, concerned and motivated person is a truly remarkable thing. Ushering them into adulthood, seeing them grow into a successful, responsible member of the community and society at large is even more satisfying. Proudly, it's something our staff, volunteers, and partners, help make happen every day.

We're Big Brothers Big Sisters and we're here to help all young people realize their full potential.



# RESULTS & OUTCOMES



## Our 2018-2019 Results & Outcomes

As our agency continues to grow, we are dedicated to strengthening the results and outcomes achieved by the young people we serve. The following numbers are outputs and outcomes that reflect how we have previously tracked data. Going forward, there will be a shift to strengthen our outcome measurements.



207

Total Young People Served



10,500

Total Approximate Hours Spent Doing Physical Activities



18,000

Total Approximate Mentoring Hours Contributed

*The following outcomes percentages are based on reporting from our In-School Mentoring Program:*



38%

Improved School Grades



42%

Improved Life Skills



54%

Increased Responsibility & Leadership

## Strengthening Outcomes

Tracking and achieving outcomes are essential to the growth, sustainability, and increased quality of service that we deliver to our young people. Because of this, our Service Delivery staff, with aid from our National office, are currently strengthening our outcome tracking processes, logic models, and survey questions for all of our programs. This new approach will track how young people are impacted in the following ways:



### 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



# TESTIMONIALS



You could have not have found a better match than Darius and Ryan. The two of them have got a bond that has become family, even though, sadly, Ryan has recently moved to another city, which has ended their match but not their friendship. They will forever have a bond that they can always share. They have kept in contact through social media and texting, as well having travelled to see each other.

Over the past six years, they both learned from each other and taught one another some of their sports and adventure skills. For example, Ryan learned to skateboard, as that was one of Darius's favorite things, and Ryan taught Darius to slack line. They did all sorts of things together, from baseball to football, wakeboarding and hitting the beach and so on and so on.

Darius and Ryan have not only taught one another new life tactics and skills, but Darius was able to reach out to Ryan and ask him questions, that he could not ask his mother or was embarrassed to say in front of me.

**RYAN CONTINUED TO GUIDE HIM, WHILE DARIUS WAS STRUGGLING FOR A WHILE AND TAUGHT DARIUS TO PICK HIMSELF BACK UP.**

The distance between them, has broken both of their hearts for they are used to seeing each other on a weekly basis. That being said, their bond will keep them together forever, and Ryan has shown that he will continue be a big support for Darius, for years to come. Ryan truly filled the role of Big Brother for Darius

Thank you, Big Brothers Big Sisters, for filling that void.

- Christina Cronin

## DARIUS & RYAN





# TESTIMONIALS



Hi, my name is Laurie Ogden, and I have a son who is 13 years old. We joined the Big Brothers Big Sisters program back in 2017. I was fortunate enough to get in touch with them as soon as they reopened the agency here in Moose Jaw. My son Oliver was introduced to James about a month after our application was accepted.

Oliver and James had a really great relationship! James was an awesome mentor who showed up religiously every weekend, to take Oliver out and do something with him. Whether it was playing video games, taking him to the movies, going out for lunch, playing basketball with him, taking trips to Regina, going axe throwing or just taking him fishing. If James was unable to come on the weekend, he always made up for it during the week! James introduced Oliver to new foods (that he never would have tried with me), new video games...AKA, Fortnite, he showed him the proper rules for 1 on 1 basketball, how to bake banana bread and many, many more things. They put together a beautiful Mother's Day potted plant for me one year, that I'll never forget.

Having James in Oliver's life meant a great deal to us.

**HE GAVE OLIVER A DIFFERENT KIND OF  
CONFIDENCE THAN I EVER COULD HAVE ON MY OWN,**

and having that one on one guy time was very valuable! We couldn't have asked for a better mentor. The two of them also loved doing the big group activities that Big Brothers Big sisters put on. Unfortunately for us, James was recently relocated to a different province, BUT that has not stopped them from talking or hanging out on the Xbox and playing Fortnite together. I believe Oliver has made a friend for life.

I just want to take a minute and say thank you to everybody who works so hard with this association, to the volunteers and all of the sponsors. It is very special and much needed program, in today's society. I appreciate everything it brought to my son's life, I will be forever grateful, thank you!

**- Laurie Ogden**

## OLIVER & JAMES



# THANKS TO OUR PARTNERS



## **City of Regina - Community Investments Grant Program**

Their mission is to fund and partner with community non-profit organizations to deliver programs, projects and services that align with the City's priorities, have a clear community impact and respond to community needs. Since 2014, City of Regina funding has allowed us to continue to invest in our city's young people.



## **Community Initiatives Fund**

Community Initiatives Fund supports the availability and delivery of community-based programs and services that promote awareness, prevention, intervention, volunteerism, and access to sport, culture and recreation opportunities. The fund has provided partial funding to our program salary positions for many years.



## **Government of Saskatchewan - Ministry of Social Services**

Ministry of Social Services invests in positive outcomes for citizens in areas of income support, child and family services, and supports for persons with disabilities and affordable housing. For decades, the Ministry has been a key supporter of Big Brothers Big Sisters of Regina & Area by providing core funding to our programming.



## **United Way Regina**

Improving lives and building community by engaging individuals and mobilizing collective action. For several years, United Way Regina has been pivotal in providing core funding to Big Brothers Big Sisters of Regina from the "All that Kids Can Be" revenue stream.



## **PTI Transformers**

PTI Transformers strives to provide high quality products and services, treating every customer with courtesy and individualized care. In 2015 PTI became a partner as Presenting Sponsor for a fundraiser. They have now signed a multi-year funding agreement to be Presenting Sponsor of our annual Business Dinner fundraiser, and the Presenting Sponsor of the PTI Pats Bucks fundraiser.

# THANKS TO OUR PARTNERS



## **George Weston Foundation** - *Wonder+ Cares Campaign*

Each year, each Weston plant and office in Canada selects a children's charitable organization in its community that focuses on active lifestyles and well-being. Employees raised funds for their local cause, and George Weston Limited matched all donations, dollar for dollar. The bakeries in Regina selected Big Brothers Big Sisters of Regina & Area as their charity of choice!



## **Human Resources & Skills Development Canada**

The Government of Canada annually funds our summer student program. We use these funds to hire university students who assist with administrative duties and program coordinating.



**Sherwood**

## **Sherwood Co-op**

Sherwood Co-op is a long time supporter of Big Brothers Big Sisters of Regina & Area and give to many great causes that support children within our community. They are the Presenting Sponsor of our "For Kids Sake" fundraiser.



## **The Keg Spirit Foundation**

The Keg Spirit Foundation has provided tens of thousands of dollars to our agency. The Keg Spirit Foundation is also a founding sponsor and ongoing supporter of Big Brothers Big Sisters Alumni, a program that has now connected with over 40,000 nationally registered alumni across the country.



## **Saskatchewan Lotteries**

Since our Big Group Activities Program inception, Sask Lotteries has almost fully funded this program. It ensures that all of our matches, and youth on our wait list, have the opportunity to meet and engage in a Big Group Activity on a monthly basis, without having to incur any cost to participate.



## **Access Communications** - *Children's Fund*

The Children's Fund contributes funds and support to youth-based not-for-profit organizations and charities. The Children's Fund supports projects for children and youth in need or at risk in the many communities served by Access.



# THANKS TO OUR PARTNERS



**TD Greystone Asset Management**

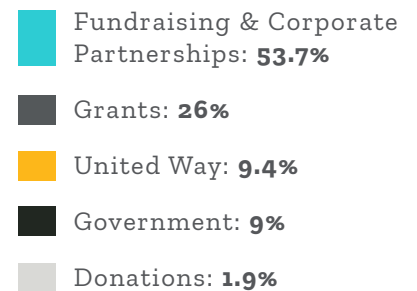
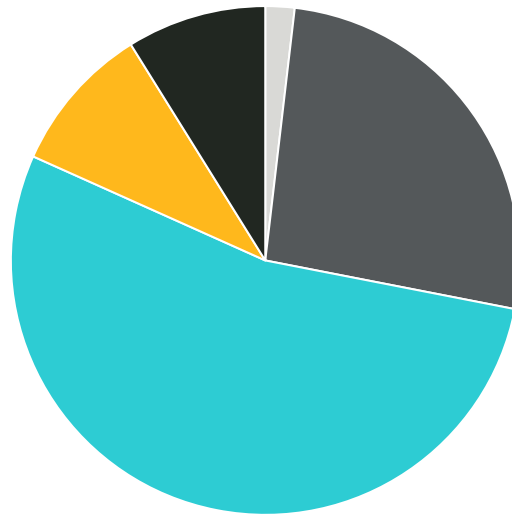


Peter Gebert

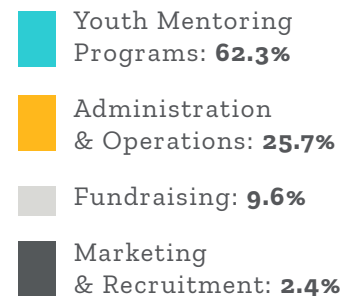
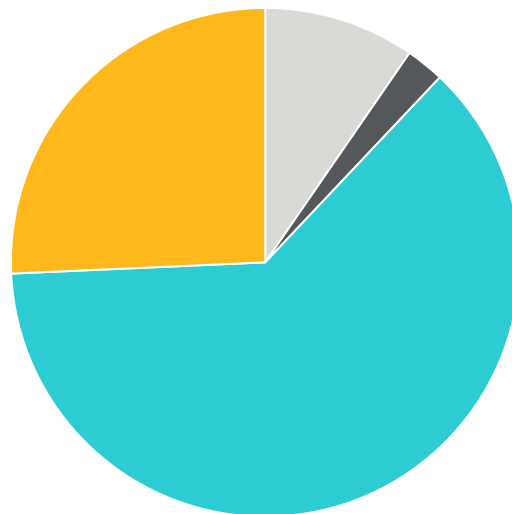


# FINANCIALS AT A GLANCE

## Where it came from:



## What it went towards:



## What it means:

This year saw a slight increase in Administration & Operations costs as the result of the Executive Director leadership transition at the end of 2018. New leadership and a new Manager of Service Delivery created an environment of stabilization instead of growth. This is why Marketing & Recruitment costs are 2.4%. Efforts were made to smoothly transition into a new era of Big Brothers Big Sisters of Regina & Area, instead of a focus on growth and mentor recruitment.

# AUDITOR'S REPORT

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## INDEPENDENT AUDITOR'S REPORT

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To the Members of Big Brothers Big Sisters of Regina and Area Inc.

### *Opinion*

We have audited the financial statements of Big Brothers Big Sisters of Regina and Area Inc. (the Organization), which comprise the statement of financial position as at June 30, 2019, and the statements of revenues and expenses, changes in net assets and cash flows for the year then ended, and notes to the financial statements, including a summary of significant accounting policies.

In our opinion, the accompanying financial statements present fairly, in all material respects, the financial position of the Organization as at June 30, 2019, and the results of its operations and its cash flows for the year then ended in accordance with Canadian accounting standards for not-for-profit organizations.

### *Basis for Opinion*

We conducted our audit in accordance with Canadian generally accepted auditing standards. Our responsibilities under those standards are further described in the *Auditor's Responsibilities for the Audit of the Financial Statements* section of our report. We are independent of the Organization in accordance with the ethical requirements that are relevant to our audit of the financial statements in Canada, and we have fulfilled our other ethical responsibilities in accordance with those requirements. We believe that the audit evidence we have obtained is sufficient and appropriate to provide a basis for our opinion.

### *Responsibilities of Management and Those Charged with Governance for the Financial Statements*

Management is responsible for the preparation and fair presentation of the financial statements in accordance with Canadian accounting standards for not-for-profit organizations, and for such internal control as management determines is necessary to enable the preparation of financial statements that are free from material misstatement, whether due to fraud or error.

In preparing the financial statements, management is responsible for assessing the Organization's ability to continue as a going concern, disclosing, as applicable, matters relating to going concern and using the going concern basis of accounting unless management either intends to liquidate the Organization or to cease operations, or has no realistic alternative but to do so.

Those charged with governance are responsible for overseeing the Organization's financial reporting process.

(continues)



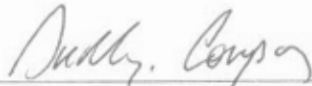
# AUDITOR'S REPORT

Our objectives are to obtain reasonable assurance about whether the financial statements as a whole are free from material misstatement, whether due to fraud or error, and to issue an auditor's report that includes our opinion. Reasonable assurance is a high level of assurance, but is not a guarantee that an audit conducted in accordance with Canadian generally accepted auditing standards will always detect a material misstatement when it exists. Misstatements can arise from fraud or error and are considered material if, individually or in the aggregate, they could reasonably be expected to influence the economic decisions of users taken on the basis of these financial statements. As part of an audit in accordance with Canadian generally accepted auditing standards, we exercise professional judgment and maintain professional skepticism throughout the audit. We also:

- Identify and assess the risks of material misstatement of the financial statements, whether due to fraud or error, design and perform audit procedures responsive to those risks, and obtain audit evidence that is sufficient and appropriate to provide a basis for our opinion. The risk of not detecting a material misstatement resulting from fraud is higher than for one resulting from error, as fraud may involve collusion, forgery, intentional omissions, misrepresentations, or the override of internal control.
- Obtain an understanding of internal control relevant to the audit in order to design audit procedures that are appropriate in the circumstances, but not for the purpose of expressing an opinion on the effectiveness of the Organization's internal control.
- Evaluate the appropriateness of accounting policies used and the reasonableness of accounting estimates and related disclosures made by management.
- Conclude on the appropriateness of management's use of the going concern basis of accounting and, based on the audit evidence obtained, whether a material uncertainty exists related to events or conditions that may cast significant doubt on the Organization's ability to continue as a going concern. If we conclude that a material uncertainty exists, we are required to draw attention in our auditor's report to the related disclosures in the financial statements or, if such disclosures are inadequate, to modify our opinion. Our conclusions are based on the audit evidence obtained up to the date of our auditor's report. However, future events or conditions may cause the Organization to cease to continue as a going concern.
- Evaluate the overall presentation, structure and content of the financial statements, including the disclosures, and whether the financial statements represent the underlying transactions and events in a manner that achieves fair presentation.

We communicate with those charged with governance regarding, among other matters, the planned scope and timing of the audit and significant audit findings, including any significant deficiencies in internal control that we identify during our audit.

Regina, Saskatchewan  
September 24, 2019

  
Dudley & Company LLP  
Chartered Professional Accountants

# AUDITOR'S REPORT

**BIG BROTHERS BIG SISTERS OF REGINA AND AREA INC.**  
Statement of Revenues and Expenses  
Year Ended June 30, 2019

	2019	2018
<b>REVENUES</b>		
Grants	\$ 114,371	\$ 64,428
Interest income	69	474
Canada Summer Student grant	9,669	15,853
City of Weyburn	-	2,500
Province of Saskatchewan	45,324	45,324
Public	58,592	72,272
Special projects	266,850	273,953
United Way of Regina	48,220	48,737
Rental revenue	2,500	-
	<u>545,595</u>	<u>523,541</u>
<b>EXPENSES</b>		
Activity	27,140	42,049
Advertising and promotion	13,092	29,274
Amortization	3,770	3,228
Bank charges and interest	2,075	2,822
Repairs and maintenance	227	50
Insurance	6,822	6,617
Memberships and fees	9,236	6,222
Office and equipment rental	10,012	7,880
Professional fees	38,099	16,707
Rental	39,689	40,125
Salaries and wages	303,863	317,060
Special projects	49,165	56,775
Telephone	12,601	10,088
Training and conventions	5,734	1,493
Transportation	6,680	4,211
Utilities	2,843	-
	<u>531,048</u>	<u>544,601</u>
<b>EXCESS (DEFICIENCY) OF REVENUES OVER EXPENSES</b>	<u>\$ 14,547</u>	<u>\$ (21,060)</u>

# AUDITOR'S REPORT

## BIG BROTHERS BIG SISTERS OF REGINA AND AREA INC.

### Statement of Financial Position by Branch

(Schedule 1)

Year Ended June 30, 2019

	Regina 2019	Weyburn 2019	Moose Jaw 2019	Total 2019
<b>ASSETS</b>				
Cash	\$ 67,208	\$ 37,930	\$ 20,506	\$ 125,644
Accounts receivable	8,705	3,500	4,957	17,162
Inventory	23,100	-	-	23,100
Prepaid expenses	3,380	-	500	3,880
GST receivable	4,269	352	287	4,908
Capital assets	14,512	787	533	15,832
<b>ASSETS total</b>	<b>\$ 121,174</b>	<b>\$ 42,569</b>	<b>\$ 26,783</b>	<b>\$ 190,526</b>
<b>LIABILITIES AND NET ASSETS</b>				
Accounts payable	\$ 11,548	\$ 920	\$ 75	\$ 12,543
Inter-branch payable	(15,174)	1,885	13,289	-
Employee deductions payable	13,419	-	-	13,419
Deferred revenue	30,500	11,933	-	42,433
Net assets	80,881	27,831	13,419	122,131
<b>TOTAL LIABILITIES AND NET ASSETS</b>	<b>\$ 121,174</b>	<b>\$ 42,569</b>	<b>\$ 26,783</b>	<b>\$ 190,526</b>



## **Big Brothers Big Sisters of Regina & Area**

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306.757.3900

[bbbsregina.ca](http://bbbsregina.ca)  
[bbbsmj.ca](http://bbbsmj.ca)  
[bbbsweyburn.ca](http://bbbsweyburn.ca)