



# ANNUAL REPORT 2020-2021

**50** YEARS  
1971-2021



Big Brothers  
Big Sisters  
OF REGINA AND AREA

**IGNITE** THE POWER AND  
POTENTIAL OF YOUNG PEOPLE





# 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.



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# MESSAGE FROM EXECUTIVE DIRECTOR



I am excited to have joined Big Brothers Big Sisters of Regina and Area towards the end of 2020. This marked the first year of a new strategic plan and the eve of the organization's 50th anniversary year. My excitement does not cloud the unique challenges that we, as many others, have found ourselves facing due to the pandemic. This past year saw us continuing to adapt, reevaluating how we approach our operations, and carefully planning our financial projections to brace for potential economic impacts.

The strength and perseverance of our staff, volunteers, families and stakeholders has kept us going. We cannot thank you all enough for ensuring that we continue to safely and effectively work towards igniting vital developmental relationships for our young people.

The ingenuity that allowed our programming to continue, will continue into future years – virtual Big Group Activities and Go Girls Programming that brought together young people from all three of our cities and surrounding areas in one space allowed for new connections to be fostered while erasing physical geographic distances.

In these continued times of uncertainty, it is more important than ever that the young people in our communities have access to mentorship to help realize their full power and potential. We again thank and appreciate all of our community supporters who help make this happen.

A handwritten signature in dark ink, appearing to read 'D. Krzeminska'.

Dominika Krzeminska,  
Executive Director

# MESSAGE FROM BOARD CHAIR



While Big Brothers Big Sisters of Regina and Area has experienced tremendous momentum over the last 50 years, the events of the last year and a half required us to press pause, reflect and pivot. With this came an opportunity for growth, evolution, and renewal. We started the year with the departure of our Executive Director, Victor, who led us through a significant period of uncertainty and challenges. Shortly following our 2020 AGM, we welcomed Dominika as our Executive Director. She quickly settled into the role with ease and determination, bringing a fresh perspective to continue moving the organization forward.

Like most agencies, we continued to navigate in a virtual environment for most of the year. Our staff, Executive Director and Board were flexible and innovative in handling the uncertainties that we continue to face during the pandemic. Despite the impact this had on our ability to facilitate our traditional in-person programming, it allowed us to serve more youth in rural communities and provide opportunities to those on our wait list. Our Board is proud of the commitment and ingenuity that the staff demonstrated over the past year to make this happen. We facilitated several virtual Big Group activities each month that served 48 young people, including a weekly games night and other events such as trivia, pizza parties, hoop dancing, and gardening. These activities allowed our families, mentors and youth to connect in new ways on a regular basis. The dedication and innovation of our staff also allowed us to more than double the number of kids served through our Go Girls! Program this year, serving a total of 38 young girls.

With the launch of our 5-year strategic plan, our agency continued to manage our programming and strategies to enable life-changing mentorship. From this, we developed stronger governance and operational processes to guide us through the next 5 years. Our community and stakeholders supported us through new fundraising initiatives to celebrate our 50th anniversary. With the recent launch of our Future 50 Campaign, we hope to build a lasting legacy that will provide more opportunities for us to serve young people for another 50 years. In the coming year, our Board is excited to welcome several new members, saying goodbye to members whose terms have come to an end. We are excited and confident with where we are headed under the leadership of Dominika and as we bring in new perspectives to our director group.

Thank you to the volunteers, sponsors, community partners, and families that have been a part of our journey for the first 50 years. Your support and dedication have allowed us to provide an even more positive impact for the young people we serve. We look forward to celebrating with you in the year ahead.

Beth Wozniak,  
Board Chair

# BOARD OF DIRECTORS

Beth Wozniak, Chair

MNP LLP

Marc Kelly, Vice Chair

Kanuka Thuringer LLP

Ellen Glaze, Secretary

Government of Saskatchewan Ministry of Finance

Anders Ireland, Treasurer

Conexus Credit Union

Megan Welder, Director at Large

Government of Saskatchewan Ministry of Corrections and Policing

Michael Dubois, Director at Large

File Hills Qu'Appelle Tribal Council

Peter Furlas, Director at Large

Realtor



# OUR STORY

We're Big Brothers Big Sisters of Regina & Area, Weyburn and Moose Jaw.

We exist to enable life-changing mentoring relationships. 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.



# 2020- 2021 OUTCOMES

Big Brothers Big Sisters agencies across Saskatchewan continue to work to increase and unify our outcome measurements around Social Emotional Competence, Mental Health & Wellbeing, Educational Engagement & Employment Readiness.

Although the pandemic has limited our ability to track this meaningful data, the data we were able to collect has shown that our programs are essential to the positive outcomes of our communities' young people.

TOTAL YOUNG PEOPLE SERVED	<ul style="list-style-type: none"> <li>• 141 in traditional, ISM and GoGirls;</li> <li>• 73 in Big Group Activities               <ul style="list-style-type: none"> <li>◦ 23 were kids from our waitlist</li> </ul> </li> </ul>
MENTOR TRAINING HOURS	<ul style="list-style-type: none"> <li>• 92 hours</li> </ul>
VIRTUAL BIG GROUP ACTIVITIES	<ul style="list-style-type: none"> <li>• 23 activities</li> </ul>
TOTAL APPROXIMATE MENTORING HOURS CONTRIBUTED	<ul style="list-style-type: none"> <li>• 10,250 hours*</li> </ul>
NUMBER OF KIDS ON THE WAIT LIST	<ul style="list-style-type: none"> <li>• 115 as of June 2021</li> </ul>

\*This is down from years previous as the In School Mentoring Program was significantly reduced due to the pandemic. Similarly, the time matches spent together virtually, was less than what they would have spent together in person

Although our In School Mentoring Program was significantly reduced due to the pandemic, we are so proud of our partner schools and our mentors for stepping up and embracing a new and different way to offer the program in 2020-2021. Mentors and mentees stayed connected virtually during the initial lock down in early 2020 and as classes resumed later in the year some matches were able to connect again in person.

A BIG thank you to our In School mentors and mentees for their flexibility, commitment and perseverance.  
We are #BiggerTogether





**Incorporated in 1971, Big Brothers Big Sisters of Regina & Area turned 50 this year!**

The first half of 2021 and our 50th Anniversary did not look exactly the way we pictured...however our agency certainly celebrated in numerous and exciting ways!

Regina Mayor Sandra Masters proclaimed March 31, 2021 as Big Brothers Big Sisters of Regina & Area's 50th Anniversary Day! The amazing folks at Tandem X Visuals launched the BIG Headshot Campaign, which offered professional headshots at a discount plus a donation to our agency. Our local Keg Steakhouse + Bar sponsored the Amazing Alumni campaign, which started in March and has featured past and present Bigs, Littles, staff, parents/guardians and board members. The first months of this celebration were successful in drawing awareness to the multifaceted and often overlapping reality of our participants (Littles grow to be Bigs, parents/guardians become board members, staff members go on to volunteer as board members to name only a few) and sharing the awesome stories of our agency over the last 50 years—we are excited for all of the alumni still to be shared!

Throughout the year, we focused on telling our story, celebrating 50 years of positive mentoring relationships and ensuring that the next 50 years are bigger and better. Hiring our first ever Social Media and Marketing Coordinator position, helped us reach a larger audience and even put a few social media takeovers by our Big/Little matches, under our belt! Our agency is excited for the future and cannot wait to share the remaining 50th Anniversary celebrations with our community.



Emilio Di Giuseppe



Stephanie McKenzie



For the second year in a row, we were unable to host our major fundraising initiatives including the Annual Business Dinner or the more laid back Ball for Kids Sake. We are grateful for the support of the Federal Government and the South Saskatchewan Community Foundation for their emergency funding, as well as the continued support from our sponsors and donors. This support meant our mentoring programs, while adapted, were not negatively affected due to lack of funding.

Towards the end of 2020, we, like many other charities tried our hand in the virtual raffle world. Hillberg & Berk and the Saskatchewan Roughriders joined us to raffle off the first piece in a limited collection of emerald jewelry and an exclusive home game experience. The BIG Green Raffle launched in November of 2020 and our agency had a great time promoting it in new ways. Brianne S. was the BIG winner, taking home the Hillberg & Berk custom designed 14K gold and emerald necklace and Roughriders home game experience. Thanks again to those that bought tickets and helped us spread the word, all funds raised directly helped us make more positive mentoring relationships.

To ensure the safety and comfort of all participants and staff, our agency continued to conduct our mentor/mentee and family interviews, trainings and match support in the virtual arena. Many matches began spending time together in person however as the landscape of the pandemic changed regularly, there were some matches who preferred to stay connected virtually. This really is the epitome of our mentoring programs – Bigs and Littles and their families are free to operate in a manner that works best for them. We only ask that they stay consistently committed to each other.

We continue to adapt and evolve our ways of working, while being committed to offering the highest quality mentoring programs possible.





# STORIES FROM THIS YEAR

Regardless of what the pandemic has thrown at our agency, there was one overwhelming constant - our Mentors kept showing up for their Mentees, day in and day out.

Connecting in creative and unique ways - virtually and in person when it was safe being there, making time, and supporting their mentees during this uncertain and stressful period. We could not be more proud of you, our mentors, for your commitment, your dedication and devotion to the Littles among us.

There are countless examples of our mentors stepping up to support their mentees, here are just a few:

Knowing that her Little Sister loved to write, draw and be creative, a Big Sister bought a journal, wrote a message and dropped it off on her Little Sister's front step. Over the next couple of months, the match wrote messages, drew pictures, shared recipes, and just generally had a great time communicating through this medium and dropping the journal off at each other's homes. They also began to leave treats, other crafts and small gifts with the journal.



Early on in the pandemic, our agency realized that many families did not have adequate technology for the Little to stay in touch with their Big Brother or Big Sister. We planned a tech drive with the community, but before we had a chance to organize and hand out the donated devices, we heard from a parent that her son's Big Brother had already set him up with a laptop, a headset and all the necessary programs for them to connect virtually! The Big Brother had an endless list of activities and things they could do together online and both the Big and the Little tried and learned so many new things!

Our Big Group Activities also pivoted to the virtual landscape over the last year. We were fortunate to try many new and unique opportunities, including a virtual Halloween Party complete with a costume contest, virtual ornament decorating at Christmas, a Hoop Dancing show by Dallas Arcand, pizza making parties with The Blue Van, and many more. Additionally, one of our staff members David, began hosting weekly gaming nights. Many youth attended regularly each week and formed friendships with each other. David was able to mentor youth that attended and helped them interact positively online. A special story to note was one Little who attended often but did not engage with David or any of the other Littles in attendance. He would sit with his hood up and not let anyone see his face. As the weeks and months went on, he slowly began coming out of his shell, talking, smiling and making friends - the hood had finally come off!





# THANK YOU TO OUR SUPPORTERS AND PARTNERS



Drummond Group of Companies



TANDEM X  
VISUALS

Canada

The Blue Van



Computers for Schools



HILLBERG & BERK

...and all of our donors over the past year!

# FINANCIALS AT A GLANCE

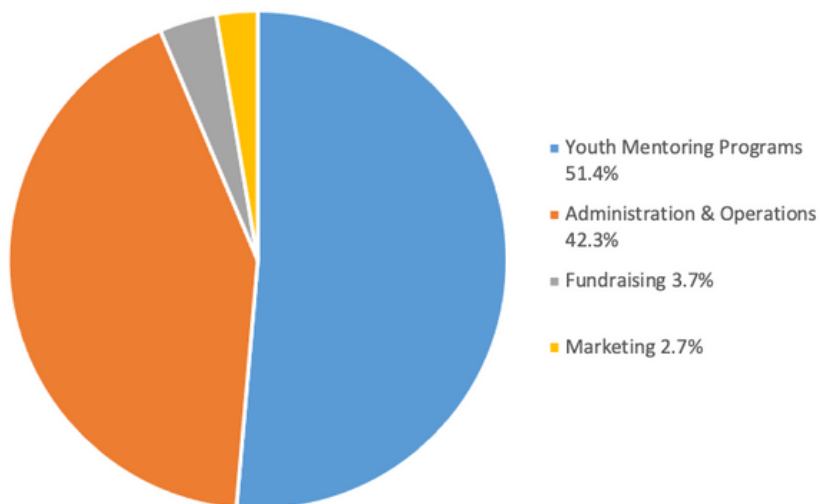
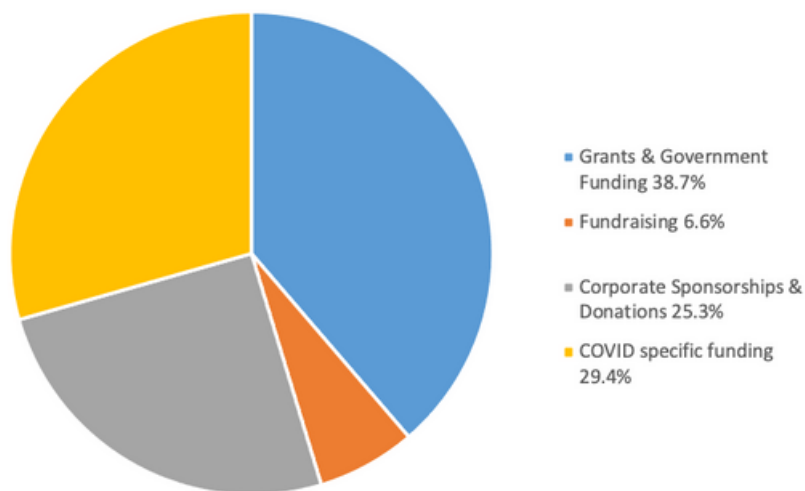
Where it  
came from:



What it  
went towards:

What it means:

Fundraising saw a large drop compared to previous years as a result of the pandemic and not being able to host fundraising events. However, sponsorships and donations were up as we were able to offer other non-event specific opportunities to raise funds. COVID specific funding (including Government Assistance, and COVID specific grants) was added as a category to differentiate between grants/funding for regular operations.





# 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, 2021, 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, 2021, and the results of its operations and cash flows for the year then ended in accordance with Canadian accounting standards for not-for-profit organizations (ASNPO).

### *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 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 these 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 ASNPO, 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 related 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.

### *Auditor's Responsibilities for the Audit of the Financial Statements*

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.

(continues)

Independent Auditor's Report to the Members of Big Brothers Big Sisters of Regina and Area Inc.  
(continued)

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 14, 2021

  
Dudley & Company LLP  
Chartered Professional Accountants

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

## Statement of Financial Position

June 30, 2021

	2021	2020
<b>ASSETS</b>		
<b>CURRENT</b>		
Cash	\$ 393,718	\$ 191,783
Accounts receivable	8,815	42,899
Inventory	21,350	23,100
GST receivable	1,963	7,223
Prepaid expenses	8,779	3,402
Government assistance receivable (Note 6)	20,000	-
	454,625	268,407
CAPITAL ASSETS (Note 4)	13,692	12,141
<b>TOTAL ASSETS</b>	<b>\$ 468,317</b>	<b>\$ 280,548</b>
<b>LIABILITIES AND NET ASSETS</b>		
<b>CURRENT</b>		
Accounts payable	\$ 10,312	\$ 16,104
Employee deductions payable	18,000	15,399
Deferred revenue (Note 5)	107,150	89,694
	135,462	121,197
LONG TERM DEBT (Note 6)	60,000	-
	195,462	121,197
NET ASSETS	272,855	159,351
<b>TOTAL LIABILITIES AND NET ASSETS</b>	<b>\$ 468,317</b>	<b>\$ 280,548</b>

ON BEHALF OF THE BOARD

B. M. Wignar Director

Chad [Signature] Director

See notes to financial statements



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

## Statement of Revenues and Expenses

Year Ended June 30, 2021

	2021	2020
<b>REVENUES</b>		
Grants	\$ 115,758	\$ 203,088
Corporate sponsorship	103,933	23,250
Province of Saskatchewan	46,195	45,324
United Way of Regina	45,000	45,993
Fundraisers	35,401	155,083
Donations	31,133	38,678
Canada Summer Student grant	-	6,544
	<u>377,420</u>	<u>517,960</u>
<b>EXPENSES</b>		
Salaries and wages	286,916	304,341
Rent	29,539	29,944
Professional fees	18,721	14,605
Fundraising expenses	15,624	50,184
Memberships and fees	11,950	14,175
Advertising and promotion	11,243	7,804
Mentorship activities	9,001	32,249
Insurance	8,904	5,954
Office and equipment rental	6,036	5,401
Telephone	5,558	9,351
Settlement compensation	5,000	-
Amortization	3,812	3,690
Utilities	3,078	3,536
Training and conventions	2,635	869
Bank charges and interest	1,549	3,081
Repairs and maintenance	1,140	526
Mileage and parking	461	3,929
	<u>421,167</u>	<u>489,639</u>
<b>EXCESS (DEFICIENCY) OF REVENUES OVER EXPENSES FROM OPERATIONS</b>	<u>(43,747)</u>	<u>28,321</u>
<b>OTHER INCOME</b>		
Government Assistance (Note 7)	81,140	-
COVID-19 support funding (Note 7)	56,101	8,899
CEBA loan forgivable portion (Note 6)	20,000	-
Interest income	10	-
	<u>157,251</u>	<u>8,899</u>
<b>EXCESS OF REVENUES OVER EXPENSES</b>	<u>\$ 113,504</u>	<u>\$ 37,220</u>

See notes to financial statements

# Big Brothers Big Sisters of Regina & Area

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