


# ANNUAL REPORT 2022-2023



**Big Brothers  
Big Sisters**

OF REGINA AND AREA  
MOOSE JAW  
WEYBURN



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& Board Chair
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## 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**

## OUR VISION

All young people realize their full potential.

## 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



# A MESSAGE FROM OUR **EXECUTIVE & BOARD DIRECTOR & CHAIR**

2022-2023 was an exciting year for BBBS Regina and Area, Weyburn, and Moose Jaw. We continued to expand our programming, explore new fundraisers, and serve more kids on our waitlist.

The number of our supporters continues to grow, and we are thankful for those who come back each year to help us build programming in our communities. Programming such as our In School Mentoring program, which saw new partnerships in 2022-2023 with Regina Public School Indigenous Advocates and a piloted High School mentoring program in Weyburn - setting the stage for bringing a similar program to Regina in 2023-2024.

We continued to collaborate with the other Saskatchewan BBBS agencies through BBBS SK, developing a 5 year Action Plan to better serve the needs of our province's youth – together bringing in new multi-year, shared funding directed to local needs.

As always, the work cannot be done without our staff, dedicated volunteers, families, board members and supporters. Empowering young people takes the entire community and our community continues to show up –  
**THANK YOU!**

Dominika Krzeminska  
Executive Director

Cameron Symon  
Board Chair



Cameron Symon, Chair

Meaghan Comrie, Member at Large

Ellen Glaze, Vice Chair

Rachel Giatras, Member at Large

Beth Barnes, Past Chair

Peter Fourlas, Member at Large

Sanny Uppal, Secretary

Kyle Gibson, Member at Large

Lillian Schweitzer, Treasurer

Jordan Richards, Member at Large

# BOARD OF DIRECTORS

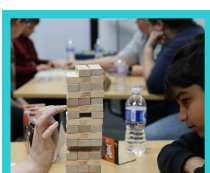
# OUR STORY



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

We exist to enable life-changing mentoring relationships. Young people facing adversity come through our doors every day and we provide them with consistent and supportive Developmental Relationships with volunteer mentors. We facilitate and build 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 their transformation into confident, concerned and motivated persons, is a truly remarkable thing. Ushering them into adulthood, seeing them grow into successful, responsible members 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.

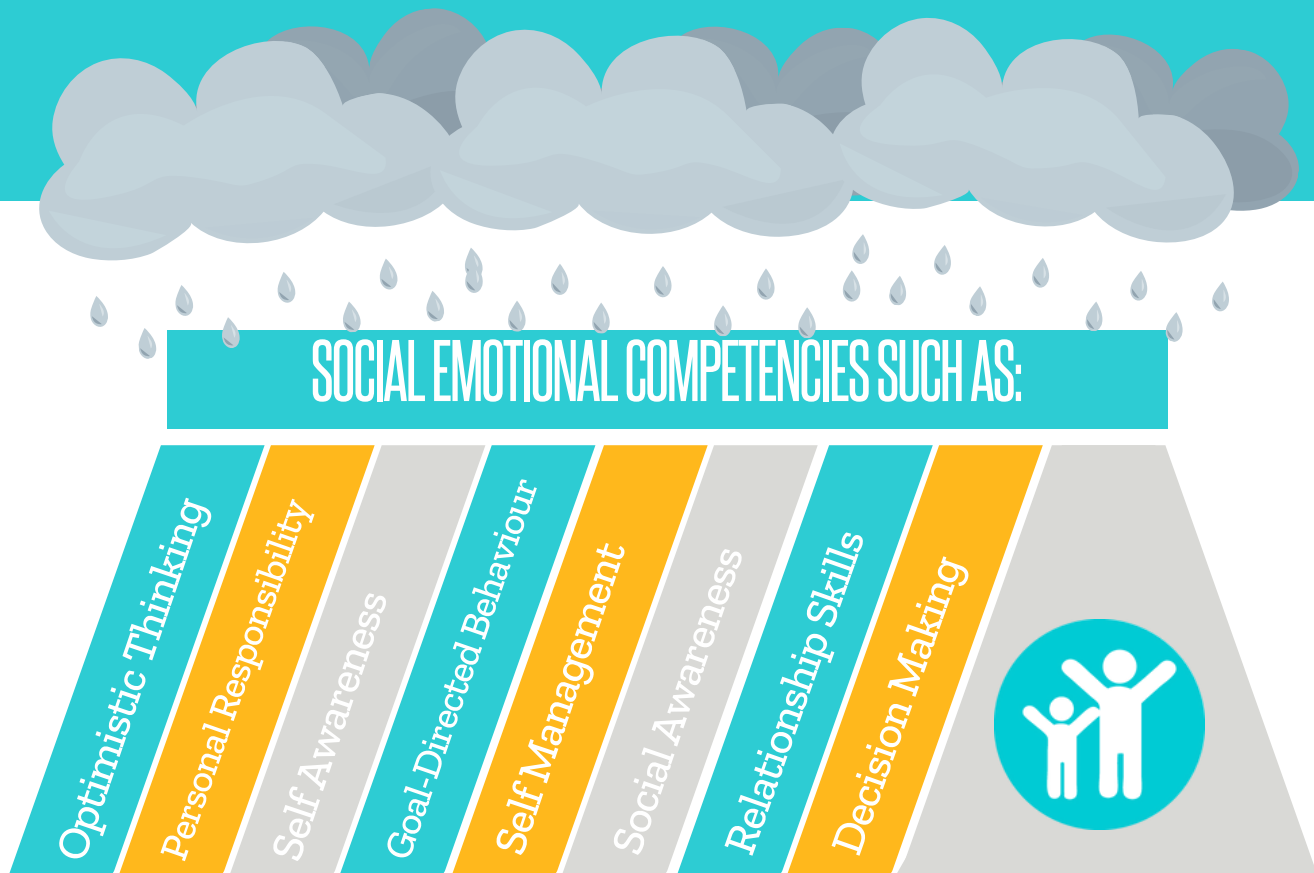


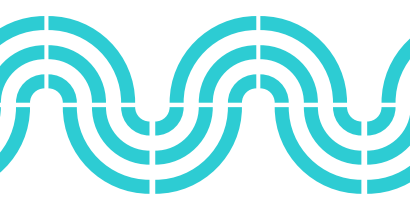
# THE MENTORING EFFECT

Our mentoring relationships help young people develop resilience. According to the Harvard Centre on the Developing Child (2022):

*The single most common factor for children who develop resilience is at least one stable and committed relationship with a supportive parent, caregiver, or other adult.*

Together, the family, Big Brothers Big Sisters of Regina and Area, and the mentor help young people develop social emotional competencies.





# DEVELOPMENTAL RELATIONSHIPS



## EXPRESS CARE

**"Show me that I matter to you"**



- Be Dependable - Be someone I can trust
- Listen - Really pay attention when we are together
- Believe in Me - Make me feel known and valued
- Be Warm - Show me you enjoy being with me
- Encourage - Praise me for my efforts and achievement

## CHALLENGE GROWTH

**"Encourage me to continue to grow"**



- Expect My Best - Expect me to live up to my potential
- Stretch - Push me to go further
- Reflect on Failures - Help me learn from mistakes and setbacks
- Hold Me Accountable - Insist I take responsibility for my actions

## SHARE POWER

• **"Include me - Involve me in decisions that affect me"**



- Respect Me - Take me seriously and treat me fairly
- Include Me - Involve me in decisions that affect me
- Collaborate - Work with me to solve problems and reach goals
- Let Me Lead - Create opportunities for me to take action and lead

## EXPAND POSSIBILITIES

**"Connect me with people, places, and things that spark my passion and ignite my potential"**



- Broaden Horizons - Expose me to new ideas, experiences and places
- Inspire - Inspire me to see possibilities for my future
- Connect - Introduce me to more people who can help me thrive

## PROVIDE SUPPORT "Listen to how I'm feeling"



- Navigate - Guide me through hard situations and systems
- Empower - Build my confidence to take charge of my life
- Advocate - Defend me when I need it
- Set Boundaries - Put in place limits that keep me on track



# FUN STATS

7

TOTAL YOUNG PEOPLE SERVED	121 in Community, In School Mentoring, High School Mentoring, and Go Girls 278 in Big Group Activities	= 399
GRADUATIONS	5 matches	
BIG GROUP ACTIVITIES	30 super fun activities	
TOTAL APPROXIMATE MENTORING HOURS CONTRIBUTED	12,096 hours	
NUMBER OF KIDS ON THE WAITLIST	62 as of July '23	

- 50+ Grey Cup tickets were donated to our Littles
- 1 Ice sculpture made to encourage donations to our agency
- 10 Loaves of rainbow bread baked with Jodi Robson
- 18 Mackenzie Art Gallery Passes donated to our matches
- 12 Ribbon skirts and shirts made with The Comeback Society
- 65 Board games played during Board Game nights!
- 2 Baking soda and vinegar volcanoes made



# 2022-2023 OUTCOMES

We are proud to report that the In School Mentoring (ISM) Program grew during the 2022-2023 school year. Our Weyburn ISM program saw 10 high school mentors matched with 10 elementary school students. A great partnership between Weyburn Comprehensive High School and Legacy Elementary School. In Regina our ISM program had 26 school based matches serving five local elementary schools. This was one of our most successful years in the ISM program and the demand for our life changing mentoring programs continues to rise.

**Graduated Matches:** When a mentor and a mentee have been matched for approximately 2 years in our Community 1:1 Mentoring Program, and their friendship is healthy and strong enough to exist without the regular support of our Mentoring Coordinators, we graduate them. This is a great way to celebrate the **Developmental Relationship** they've built and create shorter wait times for kids on our waitlist.



# OUTCOMES CONTINUED

BBBS agencies across Saskatchewan have been fostering and evaluating **Developmental Relationships** between mentors and youth through 5 main areas of outcomes from our Theory of Change: Expressing Care, Challenging Growth, Providing Support, Sharing Power, and Expanding Possibilities. The stats below are from the CIF '23 report.

## Since being matched to a Big:

84% of Littles believes they matter to the people around them

83% of Littles have more self-confidence

79% of Littles have more knowledge of what a healthy relationship is

65% of Littles have better non-verbal social skills

85% of Littles have been connected with new people, places, or ideas

80% of Littles are more likely to try new tasks

91% of Littles are encouraged to be their best selves

87% of Littles have a more positive self-identity

71% of Littles are better at making good decisions

59% of Littles can better deal with emotional or physical harm in their lives





In 2022, we launched "The C.A.M.P," a pilot project collaboration between BBBS Regina and RaiseHER Community. Eight mentees, supported by two mentors, engaged in enriching activities focused on the C.A.M.P. principles: strengthen self-image, leadership and Confidence, build Acceptance of themselves and others, increase Motivation for positive lifestyle habits and harness their inner Power to mindfully establish healthy boundaries and relationships. We also had the privilege of hosting exceptional facilitators who shared their wisdom on these outcomes.

Our commitment to In School Mentoring made a significant impact this year, particularly in Regina and Weyburn. This program reaches students on school grounds, connecting them with positive role models. In Weyburn, the High School Mentoring Program brought together Grade 11 and 12 student mentors from Weyburn Comprehensive School with elementary student mentees from Legacy Park Elementary School, fostering transformative friendships. In Regina we worked with the Regina Public Schools' Indigenous Advocates to serve more kids. Moving into September, we celebrated a substantial funding boost from Conexus Credit Union for Big Brothers Big Sisters of Saskatchewan, serving 17 communities. Conexus Cares invested \$195,000 over three years in support of our life-changing mentoring relationships. Collaborating with the Regina Keg Steakhouse + Bar - each month, we feature stories and photos from Regina, Weyburn, or Moose Jaw matches. Quarterly gatherings at the South Regina Keg Restaurant provide an opportunity for mentees, mentors, and BBBS staff to enjoy delightful meals, great company, and unforgettable anecdotes – like a mentee's unexpected experience with horseradish, believing it would be a hit because of the combined appeal of horses and radishes (spoiler alert: they did not like it).

In October, the BIG Breakfast Show made its triumphant return – breakfast television like you've never seen it before! Our lineup featured esteemed guests: Alicia Morrow, Derrick Moncrief, and Jodi Robson. Hosted by Des Ates and our very own Little, River, the live studio audience enjoyed a heartwarming breakfast, shared laughter, and perhaps a few tears. Inspired by the stories, they donated to our agency in honour of mentors who've touched their lives. Each guest received a cinnamon bun making kit from Jodi, a sweet reminder of the morning spent celebrating the transformative power of mentoring. The Ignite a Little Sparkle holiday campaign began on #GivingTuesday and continued throughout December. Thanks to our matching sponsors in Regina, Moose Jaw, and Weyburn, public donations were multiplied, spreading joy to our Littles during the festive season. We celebrated the end of the year with our annual holiday party, hosted at Glencairn Bolodrome. Littles, their families, mentors, stakeholders, and our staff came together for pizza, gifts, and strikes.

Our BIG Group Activities Program (BGAs) connected Littles and their families, on our waitlist and active matches, with supportive staff and volunteers. BGAs encompassed a variety of social, educational, cultural, and creative activities, including Ribbon Skirt and Shirt Making Classes with The Comeback Society, gym nights, board game evenings, Pride Parade wand crafting, and paintball with Roughrider Ambassador Josiah St. John, not to mention several cooking classes including how to make Ghanaian Red Red.

We closed the year with a resounding success – MEGABike, an unforgettable fundraising event. On June 28th, the legendary 30-seater big bike rolled into Downtown Regina, with 261 riders peddling for the potential of our community's young people. An impressive \$25,998 was raised, with every dollar directly supporting new and existing mentoring matches. We extend our heartfelt thanks to our sponsors, donors, raffle ticket buyers, riders, and volunteers for making this event such a blast and a triumph.



## IN- SCHOOL MENTORING

Lateanna, a social work student, was looking to gain some practical experience working with a youth. Daylee, was referred by the school liaison at one of our partner elementary schools, who explained Daylee would often struggle to make friends. At their match introduction, Lateanna and Daylee clicked instantly! Both shared the same silly, goofy personality, and often matched each other's high energy. During conversations with BBBS staff, evidence of a Developmental Relationship was present.

Lateanna expressed care towards Daylee, expanded her possibilities, as well as challenged her growth. Lateanna truly went above and beyond – her studies finished before the end of the elementary school year but she wanted to continue meeting with Daylee, even after moving home to Manitoba. Luckily, with the help of the school liaison, we were able to connect them online, where they played games, chatted, crafted and coloured together, on a weekly basis. Towards the end of the school year Lateanna let staff know that she might make the drive back to Regina for the Wrap-Up Pizza Party.

We wish we could have captured Daylee's smile when Lateanna walked through that door. The 2 spent one final hour together, laughing, playing with slime and chatting about summer. When Daylee was asked what she learned from Lateanna: "To speak with other people. I have been talking to more people because my mentor has helped me with that". The connection Lateanna and Daylee shared demonstrates the success of our In School Mentoring Program, the friendships that are created and the life changing positive outcomes that are achieved.

# IN SCHOOL MENTORING HIGHLIGHT

# THANK YOU TO OUR SUPPORTERS



# THANK YOU

## TO OUR DONORS

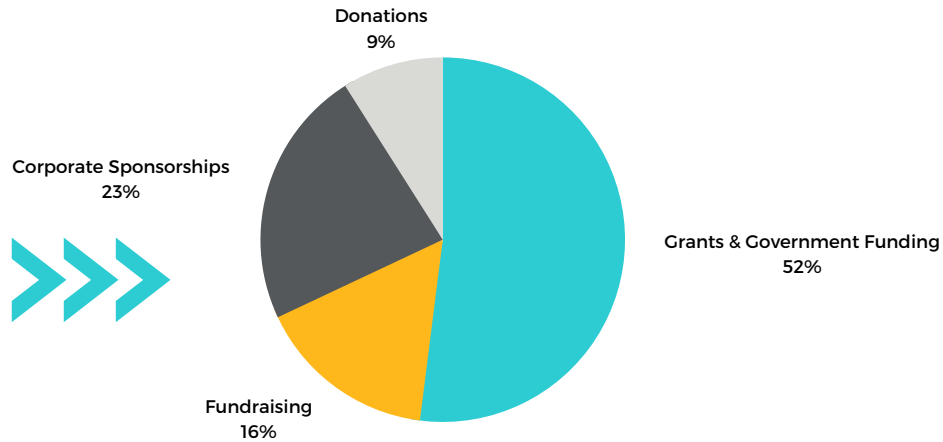
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Amy Mohr  
Amy Poole  
Ann Mohr  
Art Burkart  
Beth Barnes  
Bhanu Singh  
Bron and Karen Nurkowski  
Cameron Symon  
Camille Goski  
Canada Life  
Chantelle Breedt  
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Mehul Dobaria  
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Miral Kashyap

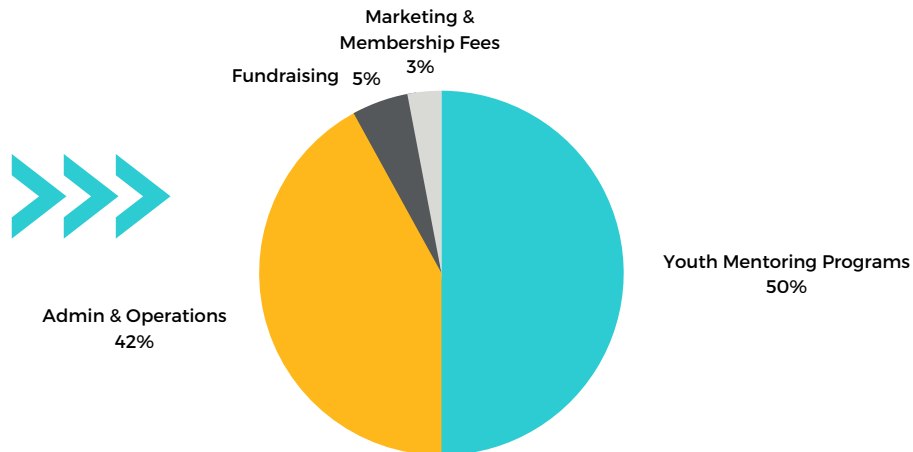
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Team Rozon  
Terry Clark  
Terry O'Malley  
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Tiawna LaMontagne  
Vanessa Keilback  
Westridge Construction Ltd  
Weyburn Credit Union  
William Stodalka  
XL Enterprises  
Zuhal Muradi

# FINANCIALS AT A GLANCE

## Where it came from:



## What it went to:



## What it means:

The focus this year was increasing revenue to continue to expand programming and match with appropriate resources such as staff. Several fundraisers throughout the year helped to almost double fundraising revenue compared to 2021-2022.



## DUDLEY & COMPANY LLP

*Chartered Professional Accountants*

### INDEPENDENT AUDITOR'S REPORT

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, 2023, 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, 2023, 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.

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

#### *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.

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 12, 2023

*Dudley & Company LLP*  
Dudley & Company LLP  
Chartered Professional Accountants



(continues)

# FINANCIALS AT A GLANCE | AUDITOR'S REPORT

## BIG BROTHERS BIG SISTERS OF REGINA AND AREA INC. Statement of Financial Position June 30, 2023

	2023	2022
<b>ASSETS</b>		
<b>CURRENT</b>		
Cash	\$ 432,205	\$ 353,204
Term deposits (Note 4)	77,422	75,682
Accounts receivable	25,976	14,465
Inventory	21,350	21,350
Government assistance receivable (Note 7)	20,000	20,000
Prepaid expenses	9,714	9,907
GST receivable	5,990	3,874
	<u>592,657</u>	<u>498,482</u>
<b>CAPITAL ASSETS (Note 5)</b>	<u>7,575</u>	<u>9,824</u>
<b>TOTAL ASSETS</b>	<b>\$ 600,232</b>	<b>\$ 508,306</b>
<b>LIABILITIES AND NET ASSETS</b>		
<b>CURRENT</b>		
Deferred revenue (Note 6)	\$ 211,112	\$ 142,161
Employee deductions payable	15,273	12,441
Wages payable	9,381	8,737
Accounts payable	2,123	2,051
	<u>237,889</u>	<u>165,390</u>
<b>LONG TERM DEBT (Note 7)</b>	<u>32,000</u>	<u>56,000</u>
	<u>269,889</u>	<u>221,390</u>
<b>NET ASSETS</b>	<u>330,343</u>	<u>286,916</u>
<b>TOTAL LIABILITIES AND NET ASSETS</b>	<b>\$ 600,232</b>	<b>\$ 508,306</b>

### ON BEHALF OF THE BOARD

 Director  
 Director

The accompanying notes form an integral part of these financial statements

## BIG BROTHERS BIG SISTERS OF REGINA AND AREA INC. Statement of Revenues and Expenses Year Ended June 30, 2023

	2023	2022
<b>REVENUES</b>		
Grants	\$ 207,448	\$ 166,441
Corporate sponsorship	139,988	157,567
Fundraisers	99,872	55,127
Donations	56,800	44,955
United Way of Regina	54,935	59,470
Province of Saskatchewan	46,463	45,835
Canada Summer Student grant	6,513	15,446
	<u>612,019</u>	<u>544,841</u>
<b>EXPENSES</b>		
Salaries and wages	381,944	363,215
Mentorship activities	49,776	21,172
Fundraising expenses	28,173	32,332
Rent	32,758	31,272
Professional fees	17,483	17,541
Memberships and fees	11,683	11,459
Insurance	10,542	10,627
Office and equipment rental	6,605	5,591
Telephone	6,361	6,252
Advertising and promotion	5,285	15,737
Training and conventions	4,664	3,787
Repairs and maintenance	4,536	1,606
Utilities	4,220	3,914
Amortization	3,225	3,868
Mileage and parking	2,682	1,178
Bank charges and interest	1,366	1,353
	<u>571,303</u>	<u>530,904</u>
<b>EXCESS OF REVENUES OVER EXPENSES FROM OPERATIONS</b>	<b>40,716</b>	<b>13,937</b>
<b>OTHER INCOME</b>		
Interest income	2,711	124
	<u>43,427</u>	<u>14,061</u>
<b>EXCESS OF REVENUES OVER EXPENSES</b>	<b>\$ 43,427</b>	<b>\$ 14,061</b>

The accompanying notes form an integral part of these financial statements



351 Broad St.

Regina, SK

S4R 1X2

Proudly located on Treaty 4 land & the Homeland of the Métis Nation

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