



Big Brothers  
Big Sisters  
OF KINCARDINE AND DISTRICT

# ANNUAL GENERAL REPORT

FOR THE YEAR ENDED DECEMBER 31, 2019

# EXECUTIVE DIRECTOR ADDRESS

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Since 1984, our focus has been to enable life-changing mentoring relationships to ignite the power and potential in the young people we serve in Kincardine & District.

"Change" was the theme for 2019. We began a new and incredibly successful fundraiser, Dancing with the Stars; re-imagined our Ladies Golf for Kids Sake Golf Tournament, making the 2019 tournament our most successful Ladies Golf tournament to date; saw the end of our classic fundraiser, Bowl for Kids Sake; and celebrated the launch of a new image and brand Nationwide.

In September, Big Brothers Big Sister of Canada launched our new brand, which included new mission and vision statements, new logos and colours, the Theory of Change, and the 40 Developmental Assets, a new way to track outcomes through sound research and data collection.

We celebrated our new brand at our "Party in the Park" on Big Brothers Big Sisters Day, September 18th. We recognized our incredible army of dedicated and valuable volunteers, without whom this agency could not exist.

In the fall, we began preparations for another new, spectacular fundraiser, "The Bippity Boppity Boo Bash". This fun, family focused fundraiser was held in February 2020. The response was overwhelming and we exceeded our fundraising goals.

We received our accreditation through BBBS Canada. This seal of accreditation signifies that we are working hard to meet the National Standards to deliver safe, high quality services to the young people and their families that we serve.

In March of this year, I had the pleasure of attending Queen's park with the other 44 Ontario Agencies. We met with Premier Doug Ford and key Ministers to share that Big Brother Big Sisters is an essential service. Our ask was an additional \$4.5 million in funding for In School Mentoring Programs, in a multi-year funding program. This fall, we plan to launch In School Mentoring in Kincardine.

In spite of the challenges we are facing during this new normal, we have shown our resilience and determination to meet the needs of our young people and their families by connecting our Bigs and Littles online with Virtual Programming.

I am honoured and humbled to be a part of this incredible organization, to work alongside creative and innovative staff, board members, and volunteers as we continue to invest in the lives of our young people.

Sincerely,  
Yolanda Ritsema



# WE IGNITE POTENTIAL

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22

Number of youth waiting for a mentor in our community.



49

Number of youth served in our mentoring programs.



18:1

Every \$1 invested in our programs, \$18 goes back into the community.

## WHAT'S INSIDE

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# OUR VISION AND MISSION

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## Vision

All young people realize their full potential.

## Mission

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

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## OUR STRATEGIC PRIORITIES



Increase our  
impact



Enhance our  
sustainability



Amplify our  
voice



Strengthen our  
leadership

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## OUR CORE VALUES

- 1** **We believe** that every child should have the opportunity to reach their full potential in a healthy and safe environment.
- 2** **We believe** that collaboration between staff and volunteers in service delivery allows us to help young people, and their families in limitless ways.
- 3** **We believe** in a mindset of maintaining the highest standards; and a constant pursuit of impact allowing us to drive creativity in the design of new and meaningful mentoring programs.
- 4** **We put forth** our commitment to do better for young people by serving the local community and ensuring our programs reflect its diversity.



# THE POWER OF THREE

Potential is everywhere!

We're stepping up today to support this potential, so that together, we can shape the community of tomorrow.

Kincardine may be small but our vision is BIG: That all young people realize their full potential.

Our plan is clear: The Family, The Organization, The Big.

These are the three players that come together to forge a new path forward. We stand together now, because we know the simplest acts create the biggest impact. These acts can empower potential everywhere!

"I always look forward to spending time with my Big Sister, and I wouldn't be who I am today without her." ~ Little Sister Raelyn

## IGNITE POWER AND POTENTIAL

Big Brothers Big Sisters works with young people in our community who are in need of an additional consistent developmental relationship.

Many young people struggle with societal barriers and face adversities in their lives like poor living conditions, family violence, risk factors for mental health, school issues and identity challenges.

These circumstances have nothing to do with the value of who they are or who they can become, but because of these situations, they risk not having the opportunity to live up to their full potential.



# THEORY OF CHANGE



Big Brothers  
Big Sisters

## OUR MISSION

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

## WHO DO WE SERVE?



Young people who face adversity AND are in need of an additional consistent and supportive Developmental Relationship<sup>1</sup>

## 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](http://www.search-institute.org)

## OUR VISION

All young people realize their **full potential**



# MATCH HIGHLIGHT



## Meet Onna and Joanna

Matched since 2016

When I first decided to be a big sister I really didn't know what to expect. I knew I had some free time as my son was graduating high school and I was looking for a Little that liked to do outdoor activities and chat, as I am a talker. When I was matched with Onna, it was so easy from the start, we just clicked. She was always open to what I had planned for the outing, whether it was ice cream and a walk or a movie, skating, etc. As she has grown up our activities changed and our conversations are more about life and options. She is so smart, kind and has been a joy to see grow as my friend. One highlight for me was being invited to her grade 8 graduation, I had tears in my eyes as she was turning into a young adult and I was so proud of her. ~ Joanna, Big Sister



WE  
IGNITE  
POTENTIAL

I like to just hang out and do things I don't always get to do. It's nice to have someone to talk too with no judgement, just friendship. ~ Onna, Little Sister





# 2019 YEAR IN REVIEW

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**We Offer:** One to One Mentoring and Group Mentoring

**Be A:** Big Brother, Big Sister, Big Couple or Group Mentor

**Get Involved:** FUN Developers or Community Builder

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1 BIG COUPLE

12 BIG SISTERS

4 BIG BROTHERS

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49 LITTLES

13 BOYS WAITING

9 GIRLS WAITING

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2 PROGRAMS

40 GROUP NIGHTS A YEAR

10 SPECIAL ACTIVITIES

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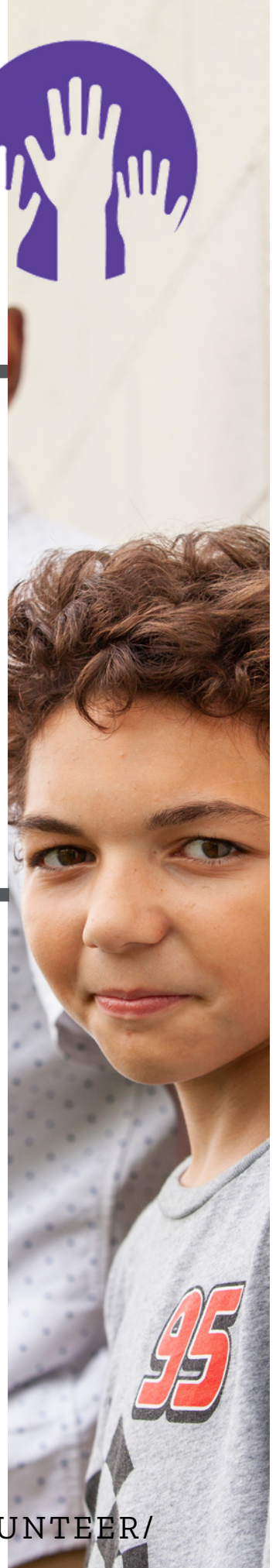
5 MAJOR FUNDRAISERS

55+ VOLUNTEERS

2,480+ VOLUNTEER HOURS

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[KINCARDINE.BIGBROTHERSBIGSISTERS.CA/VOLUNTEER/](http://KINCARDINE.BIGBROTHERSBIGSISTERS.CA/VOLUNTEER/)





# BOARD AND STAFF

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Big Brothers Big Sisters of Kincardine & District has a group of dedicated people who work both front line and behind the scenes to ensure we do our best for the young people and their families in Kincardine & District. Thank you to all those who believe in our mission and what we do in our communities.

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## BOARD

**PRESIDENT KELLY DAGELMAN**

**Treasurer** - Kendra Van Hardeveld

**Director** - Susan Earle

**Director** - Bev Spence

**Director** - Lesley Summer

**Director** - Catharine Darling

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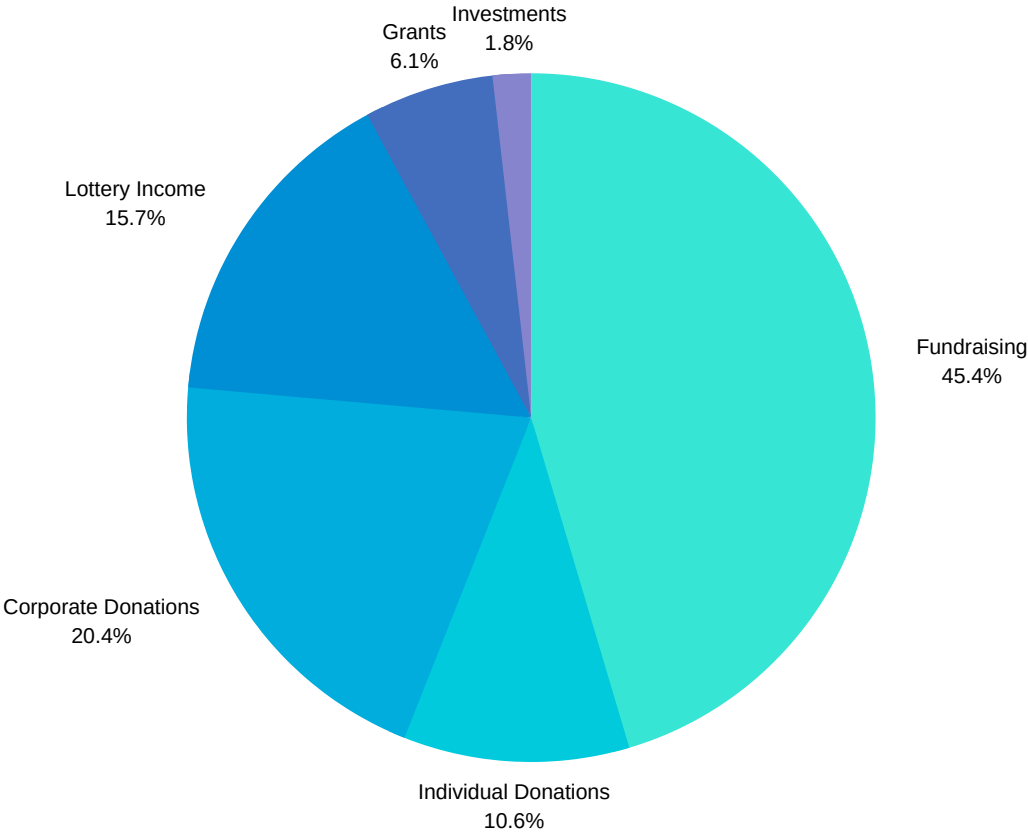
**EXECUTIVE DIRECTOR YOLANDA RITSEMA**

**Mentoring Coordinator** - Deirdre Carroll

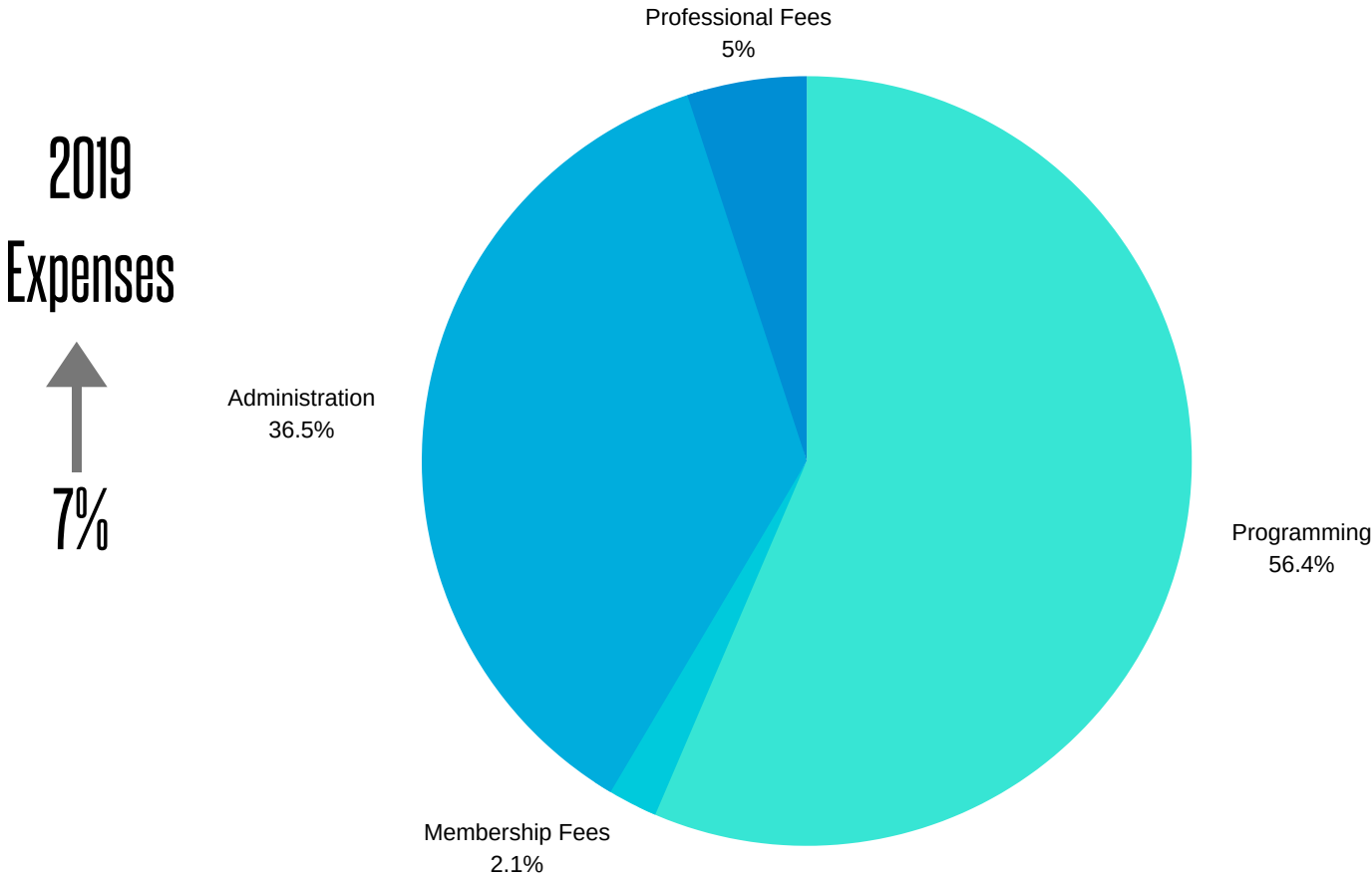
## STAFF



# FINANCIALS AT A GLANCE



2019  
Revenue  
↑  
35%



2019  
Expenses  
↑  
7%

# STATEMENT OF REVENUE & EXPENDITURE

## Big Brothers Big Sisters of Kincardine & District Statement of Operations

For the year ended December 31	2019			2018		
<b>Revenue</b>						
Unrestricted donations - individuals	\$	13,924	10.6%	\$	21,444	19.9%
Unrestricted donations - corporations		26,827	20.4%		17,683	16.4%
Fundraising activities, net		59,663	45.4%		55,161	51.1%
Investment income		794	0.6%		759	0.7%
Lottery income, net		20,631	15.7%		12,343	11.4%
Program grants		4,037	3.1%		0	0.0%
Government grants		4,000	3.0%		1,000	0.9%
Change in fair value of short-term investments		1,450	1.1%		-540	-0.5%
		131,326	100.0%		107,850	100.00%
<b>Expenses</b>						
Activities		3,284	2.5%		4,050	3.8%
Group mentoring		11,301	8.6%		6,369	5.9%
Insurance		3,482	2.7%		3,293	3.1%
Interest and bank charges		508	0.4%		261	0.2%
Membership dues and subscriptions		2,549	1.9%		2,359	2.2%
Office supplies		5,761	4.4%		7,261	6.7%
Professional fees		6,012	4.6%		6,308	5.8%
Rent		5,519	4.2%		5,519	5.1%
Salaries and benefits		79,606	60.6%		74,614	69.2%
Telephone		790	0.6%		864	0.8%
Vehicle		944	0.7%		876	0.8%
		119,756	91.2%		111,774	103.6%
<b>Excess (deficiency) of revenues over expenses for the year</b>	\$	11,570	8.8%	\$	-3,924	-3.6%

# COMMUNITY PARTNERS



Each day, the Kincardine & District community proves that mentoring matters to them. Opening their hearts and supporting the programs at Big Brothers Big Sisters has allowed programs to continue to grow, evolve and expand to meet the needs of our community.



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Now Playing

Blues Festival

Bar Down

Jean's

King's Pearl



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Serving the Kincardine, Ripley, Tiverton & Lucknow area

**KINCARDINE**



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# THANK YOU

My son has been part of the program for the last 3 years and he has had the opportunity to meet lots of great adults and kids, go to different fun and interesting places as well as get some experiences he wouldn't otherwise get to be part of. I am a single parent working a full time job as a computer tech at Bruce Power and sometimes I struggle to be able to get the time and energy to take him out and do these things. Sometimes the work day is so long that when I come home I don't have the energy to drive him to these programs but most of the time it's because I am working shift work and won't be home to drive him on time. Luckily he doesn't have to miss out, as there are adult volunteer drivers who take the time out of their busy day to come and pick up and/or drop off my son. My son is 10 years old and looks forward to both the boys group and special events and activities. Sometimes the activities are just all around fun for the kids, such as sailing, BBQ's and fun time at the local school gym. Other times they are giving back to the community by doing something like picking up trash, or helping the elderly in town with their yard work. It has encouraged us to go out as a family as well and do things to help our community/environment such as going to an area where we know trash and bottles get thrown out a lot and cleaning them all up ourselves.

One year ago my son was matched with a Big Brother, and it has been so amazing for him to have someone who takes the time every single week to spend time with him. His Big Brother takes him to his place and they jump on the trampoline and gather sticks in the woods for fires, they go swimming together and have fires and hot dogs in the back yard. When the weather is nice his Big Brother bikes to our house to get him, they bike down to the beach to swim and play in the sand before biking back. One time he even came up and grabbed my son's bike to fill the tires for us. Last summer my son invited his Big Brother to his birthday party. I told him that he is busy and not to hold it against him if he can't come as he works shift work. But he showed up to the birthday party to see my son and made him feel so special. My son's Big Brother has made it clear since the beginning that he plans to be consistent and wants to spend time with him every week if at all possible.

My son's Big Brother and the Big Brothers program has helped him through tough times and this program means so much to us because of that support we both get. Without the Big Brothers and Sisters program my son wouldn't have a supportive mentor in his life. We feel so blessed. This program is welcoming and supportive for all kinds of different kids with different personalities and experiences and home lives.  
~ Sarah S, Parent



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<https://kincardine.bigbrothersbigsisters.ca/>