



Big Brothers Big Sisters
of Lanark County

2018 Annual Report

Our Vision

To provide every child in Lanark County who needs a mentor with a mentor.

Our Mission

Big Brothers Big Sisters of Lanark County is a not for profit volunteer organization which helps children develop to their unique potential through consistent, dependable and non-conditional adult friendship.

Our Values

We believe all children should be given the opportunity to reach their full potential. In providing these opportunities, the children will enhance their personal development as well as become engaged citizens in their community.

We believe that by changing the course of young lives we can in turn be changing the course of our community's future. That it could lead to a reduction in poverty and unemployment; to safer schools and neighbourhoods; to a renewed optimism for growth. We believe that it has the potential to lead to change on a broader, more far-reaching scale.

We believe that opening a child's eyes to "what is" opens his/her mind to "what could be."

We are Big Brothers Big Sisters of Lanark County, and we believe in the value of mentoring.

Board of Directors – 2018

Chair – Sue Cavanagh
Vice Chair – Kim Sumara
Treasurer – Carole Fuller
Secretary – Lynn Miskelly
Past Chair – vacant

Directors

Tammy Edwards, Amanda Neadow, Jamie Campbell and Dawn Risebrough

Agency Staff – 2018

Jennifer Miller/Gail Logan – Executive Director
Cliff Woods – Manager of Program Impact and Effectiveness
Beth Sinclair – Resource Development Manager
Angie Beaupre – ASP Facilitator/Agency Promoter/Fund Development Coordinator
Sandra Walker – Jewel's Store Manager Smiths Falls
Maggie Swanson/Sue Norman – Jewel's Store Manager Perth
Jon Valentin – Supervisor of Program Delivery/Mentoring Coordinator
Natalie Downing – Mentoring Coordinator
Emily Gray – Mentoring Coordinator
Sandra Burelli – Mentoring Coordinator
Sarah Dingwall – After School Program Facilitator/Mentoring Coordinator
Matt Roberge – After School Program Facilitator
Ethan Wright – Program Facilitator
Bridget Manahan – Manager of Youth Services
Ashley Rankie – Youth ASP Facilitator
Heidi McNeely – Youth ASP Facilitator
April Taillefer – Agency Promoter
Shawnee Clement – Facilitator
Jennifer Hogan – Office Administrator

A fond farewell to:

Jennifer Miller, Sandra Burelli, Beth Sinclair, Ethan Wright,
Shawnee Clement and Sarah Dingwall – Staff
Jamie Campbell and Lynn Miskelly – Board



Highlights from 2018

Letter from the Board Chair

Submitted by Sue Cavanagh, Board Chair

I would like to express my deep appreciation for the staff of BBBS Lanark. The work you do in this County is a gift to everyone impacted by this organization and beyond. You are to be highly commended for these contributions. I wish to thank the board of directors for your belief in BBBS Lanark, and the integrity, expertise and leadership you bring to board meetings. Thanks to all 132 volunteers who gave freely of their time to the programs of BBBS. And, thanks to the funders from all stripes whose offerings sustain this organization.

I joined the board of Big Brothers Big Sisters, Lanark in 2012. As this report will be my last with the agency, I would like to look back over the last 7 years when I came...to now.

Children and Youth Served

In 2012 BBBS served 347 children and youth, with a volunteer component of 116, in 2018 we served 734 children and youth, with a volunteer component of 132. There were 10 staff in 2012 and 14 in 2018. So, in a 7-year period this organization saw more than a 100% increase in the children and youth served with a slight increase in staff and volunteers.

Jewels

Jewels total sales in 2012 were \$95,143; in 2018 they were \$158,698
Perth Jewels moved to the current location at Metro Plaza in 2013, and expanded its space there in 2015
Smiths Falls Jewels underwent a refresh in 2017

Awards

Jennifer Miller won the Queen's Diamond Jubilee Medal in 2012
BBBS Lanark won the BBBS Canada team spirit award in 2012
Rayna Critchely (a "little") was awarded the CIBC Scholarship in 2013 and has since graduated from Algonquin College and is working a YAK youth centre in Perth
Allan and Associates won the BBBS Canada Community Partnership Award in 2017

Programs

The After School Program (ASP) began in 2012 in Perth with 33 participants. In 2018 the ASP served 368 participants at schools throughout the County.
Since 2012 BBBS has offered school-based programs in every school (except one) in Lanark County.
WAK (We are Kids) Youth program began in 2017 at the Youth Arena in Smiths Falls.

The above is a teeny tiny picture of some of the "What" – what happened, what did we do...

Yet, and more importantly, is the "Why" – why do we do what we do... why is the motivation...

This is why Big Brothers Big Sisters is so important to our community

Recently Cohan (Little) and Ryan (Big) attended an Ottawa Senators game vs. Columbus. Cohan has terminal cancer and one of his goals was to go to an Ottawa Senators game, his favourite team, and meet his favourite player. Tickets were donated, Cohan and Ryan were

treated to a VIP meet & greet with Senators brass, after which they were able to watch warm-ups from the penalty box, watch the game from 100 level seats, and then after the game have full access to the press interviewing section. Then Cohan's favourite player came up to him and shook his hand, thanked him for being a fan, and gave him his autographed jersey. Cohan was stunned, jaw dropped. Said it was the best night of his life. The match between Cohan and Ryan had a great start. Cohan is really excited to see Ryan and going to school more each month.

Big Sister Lindsey contacted BBBS of Lanark County in Spring of 2018. She had recently moved to Perth and wanted to get more involved in her new community. Little sister Alison came to BBBS of Lanark County via a referral. Alison is an 8-year-old girl from Perth who had recently switched schools and her parents indicated that she has had some trouble making friends at her new school. Attending Lindsey and Alison's match introduction was a pleasure. The excitement on Alison's face as she got to meet her new mentor was truly heartwarming. I completed their introduction and friendship agreement then Alison and Lindsey quickly began making goals of what they would like to do together. As my part of the introduction ended and I was saying my goodbyes, it was Alison who walked me to the door, saying goodbye and all but shutting the door in my face! Safe to say that she was ready to have some more time with her mentor and no longer needed me there! It was a great feeling! This is a start to a new Traditional Big Sister's match that I hope will continue to thrive for many years to come.

Go Girls! is a mentoring program for any girl from grade 4 to grade 8, focusing on physical activity, balanced eating and positive self-esteem. The most important goal of the program is to positively shape the lives of these girls and young women by helping them build a positive self-image!

Another important message in Go Girls! has been the power of words. Participants were asked "If you could tell someone who has never participated in Go Girls! what the program is about, what would you say? "

" In Go Girls! you learn new things and learn more about yourself" - A grade 5 participant from Lombardy Public School

"Go Girls! is really fun. Your mentors talk to you and set goals to make you more comfortable about you. Go Girls! helped me to be more comfortable in myself" – A grade 6 participant from North Elmsley Public School

"Go Girls! taught me that you do not have to hide in the shadow. You can be yourself and not be scared of other people judging you" – A grade 5 participant from Maple Grove Public School

When staff were asked about their why:

I work at BBBS Lanark County because I believe in the work we do, and our vision for the future generation. I also love working with kids and the energy they have and generate onto others.

I work at BBBS Lanark because I love working with children and youth. I feel the work we do in this agency has a huge impact on our community. I love being a youth mentor- it's the greatest job in the world.

I work at BBBS Lanark because I enjoy my job as store manager, which help raise funds for the great mentoring programs that the agency provides.

I work at BBBS Lanark because the staff team is great and I love the flexibility with my hours.

I work at BBBS Lanark because the efforts and dedication of my volunteers and myself helps many children in Lanark County to have a mentor who helps to shape their future. Also I enjoy seeing customers in Jewel's being thrilled with their purchases and I like that we provide gently used quality clothing for those who can't afford brand new clothing.

I work at BBBS Lanark because I want to help young people develop skills to lead happy and healthy lives.

"I work for bbbs because it's amazing to see first hand (working in schools) the impact our programs have on children's lives. It's truly remarkable to see how their confidence grows, how they learn to make new friends and new strategies to cope with everything life throws at them. What we do is important and meaningful."

I work for BBBS Lanark because this organization provides children with the opportunity to reach their potential while enjoying meaningful relationships and new experiences.

I like working for BBBSLC because, it allows me to pull together all of my work experience in public relations, as well as advocate for children.

I work for BBBS Lanark County because of our fantastic Board of Directors! :) However, there are some other reasons as well. Working for a charity, an organization whose goal is to help the community instead of greedily helping themselves is something I really appreciate and value being a part of. I like how we can be ourselves at work, and how we can support each other through work issues or even personal stuff going on, and have the understanding that we're all part of something big together. It's a bit of a wacky family that I'm happy to be a part of! I believe we haven't reached our ceiling yet, and there's more possibilities and opportunities for our agency to positively impact our community, and I'm looking forward being a part of that.

I work for BBBS Lanark County because, I wanted to help have an impact in my local community and to be a positive role model for children and youth.

I work for Big Brothers Big Sisters of Lanark County because it is a great way to give back to the community, and most importantly I see children benefiting from our programs each day.

I work for Big Brothers Big Sisters of Lanark County because of the difference we make in the lives of children and youth and our commitment to a healthy and vibrant community.

I work for BBBSLC because I get to see first-hand the positive impact mentoring has in the lives of children and youth in our region. It's extremely inspiring and rewarding that we're making a positive difference every day!

Respectfully Submitted by:
Sue Cavanagh

A Letter from the Executive Director

Submitted by Gail Logan



It's hard to believe that almost one year has gone by like a flash! I joined the amazing team here at BBBSLC on July 16, 2018 and it's been an honour and a privilege to serve children and youth throughout Lanark County.

I knew this would be incredibly rewarding work, yet I didn't realize all the inspiring stories that our mentors shared with us. They knew when they volunteered to be matched with a little brother or little sister that they would be helping to make a difference in children's lives. But, they were truly awed by the impact the littles had on them.

I want to say thank you to the caring and professional staff team we have – you all are truly remarkable people and it's a pleasure to work with you. I also want to thank the dedicated group of volunteers who serve on our Board of Directors. You are great leaders who care deeply about our mission and values and we're very fortunate to have you guiding our work.

I also want to say a great big thank you to Jennifer Miller – the former ED that I replaced last summer. Jennifer, you handed me the reins of an incredible organization and I'm truly grateful for your guidance, support and friendship created through the management transition.

Finally, I want to thank all of our very generous donors. Individuals, companies, governments, other agencies and organizations that assist us every day by providing the revenue required to run our high quality programs. Without you, we couldn't achieve the amazing results we see every day.

Here at BBBSLC, we are always looking for volunteers who will share their time with children and youth who want a mentor. Whether you have an hour a week or more - whether you can host a 3rd party event, naming us as the beneficiary of the proceeds – whether you have expertise you can share as a member of our Board – or whether you can volunteer in one of our two Jewel's Gently Used Clothing Stores in Smiths Falls and Perth, we deeply value your passion and commitment to our cause.

It is a sincere pleasure for me to serve and together, we can and do make a difference in the lives of children and youth throughout our region!

Cheers

Gail Logan

Big Brothers Big Sisters of Lanark County Mentoring Team Annual Report

In 2018 Big Brothers Big Sisters of Lanark County served a total of 770 children and youth across our mentoring programs. In particular, our After School Program and Go Girls Program continued to expand across the county. Our relationships with community partners remained strong allowing us to provide our mentoring programs to more children and youth than ever before.

As 2018 ended the Mentoring team proved to be a very strong and cohesive group of individuals. The diversity of each of the team members work experiences proved to be valuable in dealing effectively with any issue or concern that may have presented itself over the course of the year. Change seems to be a constant in the makeup of the mentoring team and 2018 was no different. Sandra Burelli and Sarah Dingwall left us. Angie Beaupre left the Mentoring Team in October to become our Fund Development Coordinator. Matt Roberge was hired as an After School Program facilitator. Emily Gray, Natalie Downing and Jon Valentin continued in their roles as Mentoring Coordinators. Cliff Woods remained in the role as Manager of Program Impact and Effectiveness.

The Mentoring Team was very proud of the quality of work they accomplished by providing these life impacting mentoring relationships. The team was honoured and privileged to be part of the lives of the children, youth, parents and guardians and volunteers who chose to be part of this agency.

In addition to a great staff complement, Big Brothers Big Sisters of Lanark County offered practicum opportunities to college students to complete their required placements. In 2018 we provided placements for the last second year class from Perth Campus, Algonquin College Social Services Worker program students.

Community Based Program (Big Brother, Big Sisters, Big Couples)

The core program of Big Brothers Big Sisters of Lanark County continued to be our Community Based program of matching a child one to one with a caring adult mentor as a Big Brother or Big Sister. Growth within this program remains a priority but we understand the ongoing challenge in recruiting dedicated and committed volunteers, especially males to fill the need for mentors across the county. Our numbers for 2018 continued to show a decrease in our number of matches. A total of 23 children and youth were served in Community Based matches.

The decrease in number of matches can be attributed to some of our long-term matches feeling they had established a positive relationship and did not really need our continued support.

The Mentoring team is committed to expanding and growing the number of community-based matches we have. New volunteer recruiting strategies and a focus on skills-based mentoring will continue to be a major priority in 2019

In School Mentoring Program (Adult, Co-op, Youth in Care, College Placement)

Our In School Mentoring program continued to provide valuable one to one relationships for children and youth in our local schools. A total of 80 children and youth were mentored in our Adult, Co-op, Youth In Care and College Placement Students In School Mentoring programs.

The number of children and youth served in this program grew by 21 participants in 2018.

Go Girls! Healthy Bodies, Healthy Minds

In 2018 a total of 18 Go Girls mentors provided 104 girls the opportunity to participate in the program. The program was offered at 8 different schools and 1 Youth Centre across the county. Programs were offered in Perth at The Stewart School, in Smiths Falls at St Francis de Sales, Duncan J. Schoular and Lombardy Public School, in Carleton Place at St. Mary's and Arklan Public School and in Almonte at ADHS and Naismith Memorial Public School. We also offered a program at the Lanark Highlands Youth Centre.

Game On! Eat Smart Play Smart

20 boys from two local schools participated in our Game On program in 2018. All the participants really enjoyed all the activities, snacks and mentoring sessions of the program.

Canadian Tire After School Program

In 2018 our After-School program offered 9 schools 11 programs in the January to June sessions. In September we reduced the number of programs to 8 in 7 schools. A total of 368 children participated in the program in 2018.

Other Site Based Programs

The summer of 2018 saw Big Brothers Big Sisters of Lanark County once again offer a Summer Program. The eight-week program offered a number of sports, games and activities as well as mentoring activities to children age 6 to 12. A total of 30 children and youth participated in this summer program.

WAK (We Are Kids) Youth Program

In 2018 our youth centered WAK program served 145 youth. 2018 was the first full year of operation for the WAK Youth Program, so there were many new and exciting things that happened.

Our core age group served was grades 9 to 12. However, in October 2018 we opened the program up to youth aged 11 (grade 6) because we had so many inquiries from parents of youth aged 11. Opening the program to a younger audience was a success, these new participants were very interested in program and came as often as they could.

The chart below shows the details of our monthly attendance numbers. Number of attending youth is dependent on many factors such as location, weather and transportation. We do not offer the program on “snow days” and since there is no public transportation available means most youth walk for about 15-20 minutes to get to our location.

Month	Number of youth attending 2018
January	55
February	99
March	83
April	82
May	88
June	102
July	94
August	96
September	30
October	111
November	74
December	88

Our WAK program provides a diverse list of activities the youth can participate in. Here are some of those activities that our youth had the opportunity to be involved in in 2018:

- Swimming at Gallipeau Centre
- Bowling at Gratton Lanes
- Laser Quest field trip – March break 2018
- Indigenous Teachings – 7 Sacred Teachings and drum circle and now Medicine Wheel
- Pitch in Canada – cleaning up garbage all around the arenas, tennis courts, baseball diamond, skate park, outdoor rink
- Recyclable Art project – On display at Real Deal
- Kindness stones
- Hosted Listen Up Youth Theater Project
- Paint Ball field trip
- Youth Financial Planning – TD Bank
- Job Readiness and Resume help for youth thinking about work
- Community Garden – donated what we didn’t use to food bank
- Youth Canteen at Art Fair – Youth created committee, planned and worked canteen
- Engaged with Town Council Members by hosting a Sports and board game day with them and then hosted an all Candidates Meeting before fall election to engage youth in that and give them a voice
- Canoe Safety/Canal Tour/ learning of Native Species – Parks Canada Rideau Canal Mobile Paddle Team
- Presentation from DYDQ (Don’t you Dare Quit)
- Bike Safety with Smiths Falls Police Services
- Variety of specialty art projects
- Mont Cascades Water park trip – 25 youth attended

- Teamed up with Community Services Officer with Smiths Falls Police Services to repaint all equipment in the skate park
- 30 LGBTQ themed kindness stones for the 1st ever Pride event
- Teens in the Kitchen with the Table Community Food Centre
- Hosted a 1-year anniversary party for WAK
- Collaborated with Build a Mountain of Food – hosted a Halloween themed dance. Admission was either a non-perishable food item or a toonie. All money and food raised was donated to the Build a Mountain of food for the Smiths Falls Food Bank.
- Participated in the Smiths Falls Santa Claus Parade
- Road Hockey with Smiths Falls Settlers

Here is why we offer this program to our area youth:

“We have had a group of youth attend our program since it first began. They attend consistently, and have developed a rapport with the staff and other youth who also attend regularly.

One of these youth was very quiet and withdrawn, often isolating himself from the group and chose not to engage in most of the activities. We learned that he had some mental health struggles, as well as members of his immediate family. He was nearly impossible to have a conversation with, and almost came across as rude on many occasions. As we continued developing our program and making little changes in order to be inclusive to youth with different interests, we began including a larger variety of physical activity, including sports. He began to attend more regularly, but remained fairly quiet and withdrawn.

In November 2018, I started a Running Club that utilizes the indoor track in the Memorial Centre. This particular youth started coming every time there was a running club day, and put his all into running. At the same time, he began opening up to me and other staff a bit more. He approached me while I was making snack one day, and asked if he could help. Graciously, I accepted. He opened up to me about being in a family of lower socio-economic status and wishing he could afford to play sports. I immediately reached out to some contacts to see about funding.

Since then, he smiles more, talks more, and jokes around with staff and youth. He is able to articulate how beneficial running is to him, and he is often engaging with younger youth at the program in various physical activities. He shows empathy, patience, and genuine kindness towards staff and peers and just seems to be a generally happy young person. We are so elated to have witnessed this growth (and would like to think that we have played at least a small part in these positive changes).”

In 2018 a total of 770 children and youth were involved in some way in one of our life impacting mentoring programs. We expanded our programs to service more schools and more communities. Unfortunately, in 2018 we saw an increase in our waitlists as the need for mentors continued to grow. When volunteers were recruited and screened in a timely manner it ensured programs could be run efficiently and effectively.

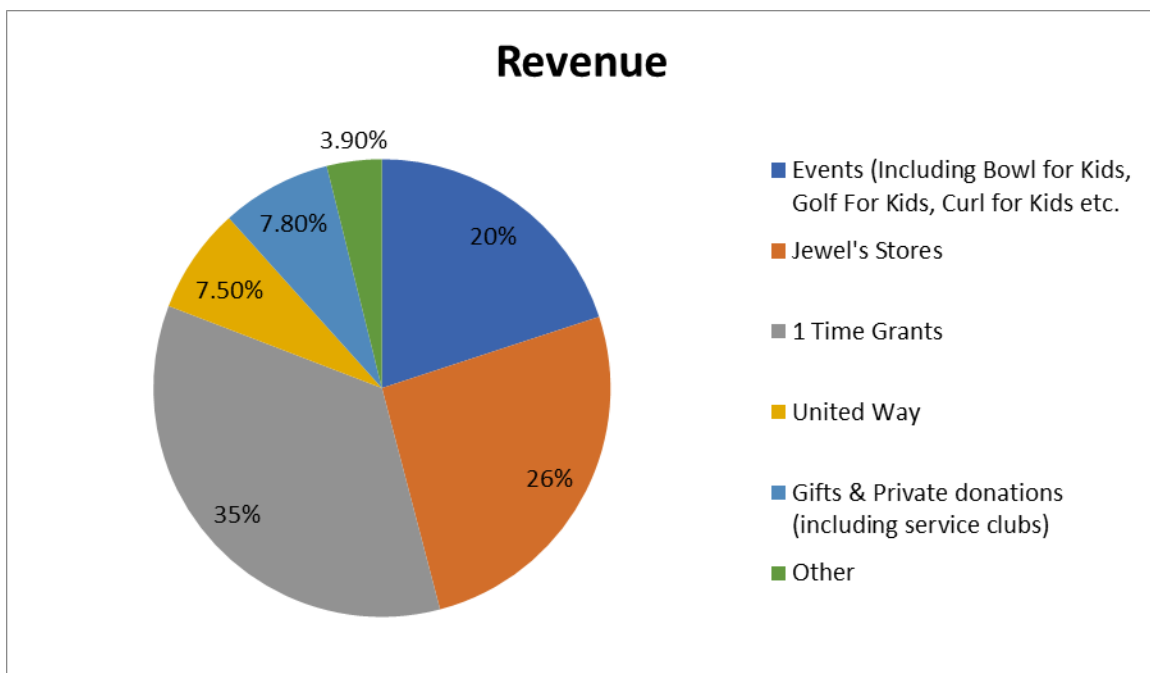
The dedication and commitment of our Mentoring Team and of all of our volunteers ensured that we continued to meet our mission of “To provide every child in Lanark County who needs a mentor with a mentor.”

Fund Development Report Submitted by Angie Beaupre

Fund Development Overview 2018

Big Brothers Big Sisters' agencies in Canada are not funded by the Federal or Provincial government. Our agency locally has been in existence for 46 years, and nationally BBBS has been in Canada for over 100 years. To ensure we provide safe and effective mentoring programs for local children, we employ trained and experienced Social Service Workers. We believe that mentoring changes the lives of children. In 2018 we saw another increase in the number of children we served through our mentoring programs.

This care and concern costs money. We have always felt that in order to sustain ourselves over the long haul we need to diversify our sources of funding, so if one year we could not get support from one funder, we didn't put our programming in jeopardy. In 2018 our revenue came from the following sources:



As illustrated above, key partners include United Way; two Jewel's Gently Used Clothing stores (BBBS run Social Enterprises), Municipal Support, Grants (including ones from Ministry of Education, Ministry of Tourism, Culture and Sport; Canadian Tire and Jumpstart, etc...); Individuals, Corporations, and Service Clubs.

Big Brothers Big Sisters of Lanark County is also proud to involve the community in its fundraising through classic events such as Tim Hortons Bowl for Kids Sake (which raised over \$94,000 in 2018), 3M Golf for Kids Sake, and Tim Hortons/Kinsmen Curl for Kids Sake. BBBSLC has found by diversifying revenue sources the agency is able to continually grow and serve more children and youth.

Committee Reports

Nominating Committee

Submitted by Kim Sumara, Committee Chair

The 2018 nominating committee was made up of Kim Sumara (chair), Dawn Risebrough (secretary), and Gail Logan (staff liaison).

The board underwent some changes in the year with the resignation of Lynn Miskelly, Tammy Edwards and Amanda Neadow. We welcomed new board member Bob Minge in February, but Bob resigned shortly after, due to health issues.

We will be saying good-bye and a well deserved thank you to Sue Cavanagh at this AGM for her many years of service with Big Brothers Big Sisters of Lanark County! We will truly miss you Sue, many thanks!

The nominating committee would like to thank all board members for their dedication to their roles on the board and to the overall mission of Big Brothers Big Sisters of Lanark County!

Respectfully submitted by Kim Sumara

Governance Committee

Submitted by Sue Cavanagh, Committee Chair

Governance Committee Report 2018

- Reviewed and recommended approval of updated Board Manual to the Board. Manual was approved and put in place.
- Completed and presented Board Self Evaluation report to the Board for their information.
- Reviewed and recommended approval by the Board of several new or amended policies including:
 1. Policy 3.17 University and College Practicum Students
 2. Policy 3.18, Volunteers in a non-mentoring Role
 3. Policy 3.08, Police Check
 4. Policy 3.08 (a), Annual Offence Declaration
 5. Policy 7.03, File maintenance
 6. Improper Use and Possession of Drugs and Alcohol
- Supported management and staff in our successful 2018 Accreditation process
- Investigated potential benefits and costs of an Employee Short Term Disability program
- Recommended an amendment to our By-Laws to be put forward at the 2019 AGM to change the age range of children and youth we serve from 6 to 16 to 6 to 18 to reflect the youth in our WAK Program

Finance Committee

Submitted by Carole Fuller, Committee Chair

As has been our practice over the last ten years, the Board commits surplus funds to be used in the subsequent year's budget. Our goal is to maintain our existing programs and look for new ways to serve our Community.

We saw the community get behind the agency and raise over \$95,000 in our first big event of the year Bowl for Kids.

Community partners along with local businesses continued to add to the success with fundraising events and donations.

We finished the year with a small surplus. This will allow us to carry on with the commitment to the same level of programs in our community for 2019.

The growth in our 2018 budget included a full year of We Are Kids. We could not have done that without the support of the Town of Smiths Falls and the County of Lanark.

And we would never want to forget what doesn't show up on the financial statement and that would be the value of the time all of our volunteers commit and our staff who go above and beyond.

Respectfully submitted,

Carole Fuller