



**Big Brothers
Big Sisters**
OF LANARK COUNTY

ANNUAL REPORT 2022
#**BIGGER**TOGETHER

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OUR VISION

All young people in Lanark County realize their full **potential**.

OUR MISSION

To enable life-changing mentoring relationships that **ignite** the power and potential of young people in Lanark County.

OUR VALUES

Safety
Quality
Respect

OUR BELIEFS

That 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.

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 neighborhoods; to a renewed optimism for growth. We believe that it has the potential to lead to change on a broader, more far-reaching scale.

That opening a child's eyes to "what is" opens their mind to "what could be."



BBBS THEORY OF CHANGE

The Big Brothers Big Sisters' Theory of Change continues to serve as our federation's North Star, creating a unified path on how we make change in the world. The Theory of Change drives our decision-making, helps to promote our work, and strengthens our culture.

The Theory of Change explains WHO we serve, HOW we ignite their potential, and WHAT impact we make on their lives.

WHO DO WE SERVE?

We serve young people from the ages of 6 to 16 who face adversity and are in need of an additional caring and consistent developmental relationship.

HOW DO WE **IGNITE** POTENTIAL?

We provide 1:1 mentoring services that:

- Intentionally recruit volunteers based on the needs of young people in our community.
- Match young people with a professionally-screened volunteer mentor.
- Monitor and support the match with a professional caseworker.

We offer the following group programs:

- Go Girls! (for girls in grades 7 & 8)
- Game On! (for boys in grades 7 & 8)
- After School Programs
- Summer Camps

WHAT IS THE IMPACT?

We know that if we serve young people who face adversity by matching them with a mentor, and if they are committed to our mentoring programs over a period of time, they will have:

- ✓ Greater social emotional competence.
- ✓ Improved mental health & well-being.
- ✓ Increased educational engagement & employment readiness.

A LETTER FROM OUR BOARD CHAIR

TEAMWORK: Coming together is the beginning. Keeping together is progress. Working together is success.

-Henry Ford

This past year has proven that working together can continue to bring success! I am very pleased to say that with very hard work and extreme dedication of the staff, board of directors, volunteers and our stake holders that we were able to come together again this year to support our youth of Lanark County.



CHAIR'S LETTER CON'T



Keeping together is progress and sometimes change occurs during that process. During the year we experienced several mixed emotions, as we said sad farewells to our past Executive Director, Sandra Burelli, followed by lots of excitement to announce the return of Jennifer Miller to her former position of Executive Director. Welcome back, Jennifer! We are very fortunate to have you leading the way! We also experienced feelings of gratitude and thankfulness towards Angie Beaupre for keeping us together during this time of transition!

These feelings were extended to some of our board members also. We said sad farewells to Mark Quattrocchi and Nancy Button and excitedly welcomed Jordan Thompson, As we come together again, I look forward to the new beginnings this year!

As this will be my last report as board chair, I would like to thank each and every person that has given their time, talents, financial means and support to Big Brothers Big Sisters of Lanark County. We couldn't do it without you!! Let's continue to help all our young people realize their full potential!

Brenda Gray, Board Chair

A LETTER FROM OUR EXECUTIVE DIRECTOR



What's old is new again... I am so pleased to be back in my role as Executive Director of Big Brothers Big Sisters of Lanark County. A very special thank you to Sandra Burelli, who left the agency in September of 2022, for leaving things in such good order at the office.

While the agency has been through incredibly challenging times in recent years, it is clear that the agency is now well positioned for a full recovery. Covid hit the not for profit sector hard, and 2022 was the year that the agency started to get back to the business of mentoring kids. Over 400 children were mentored in 2022, with thanks to our committed volunteers and dedicated staff team. Agency reserves are strong, and existing staff are keen to move forward.

ED'S LETTER CON'T

We said goodbye to Natalie Downing, a strong mentoring coordinator who left a positive impression on the agency, the children and the mentors. Her commitment to our agency ran deep, and she continues to volunteer with us. Jewel Canough ran WAK and went back to school at year end. Her impact was felt by many youth.

We welcomed some great summer students in Leah Churchill and Bailey Labelle. Many other students worked with us through College and University placements.

While change is the only thing that stays the same, this agency has been gifted with so much incredible talent over the years, and every one of our staff and volunteer team has left their mark in some way.



Thank you for welcoming me back.
Jennifer



WHO WE SERVED IN 2022 - MENTORING REPORT

In 2022, Big Brothers Big Sisters of Lanark County served children and youth across Lanark County through a number of mentoring programs, Summer Camp, and our WAK Youth Program. The mentors volunteering with our agency really stepped up to provide unconditional adult friendship as we came out of one of the most unprecedented times and a unique set of challenges that came with it. The agency was fortunate enough to be graced with 8 college or university students to assist with the facilitation as well. It has been heartwarming to see the collaboration of staff and volunteers as they made programming possible in 2022.

WHO WE SERVED IN 2022 CON'T

Community Based Program (Traditional 1:1)

The most impactful mentoring relationship offered by Big Brothers Big Sisters of Lanark County comes from the Community Based "Traditional" program of matching a child or youth with a caring, stable adult mentor. Growth within this program remains a priority. We started 9 new matches in 2022, bringing the total number of Traditional Matches to 27.



WHO WE SERVED IN 2022 CON'T

In-School Mentoring Program (Adult, Co-Op, College/University Placement)

Our In-School Mentoring program continued to provide 1:1 mentoring opportunities throughout the County in 2022. The volunteers and participants were quite happy to get back to in-person meetings again as the schools reopened their doors to our in-school programs once again. Adult ISM served 12, College/University ISM served 10, and Teen ISM served 6, for a total of 28 children served through this program, which was almost double the number served in 2021.

Go Girls! Healthy Bodies, Healthy Minds/Game On! Eat Smart Play Smart

Big Brothers Big Sisters of Lanark County was very happy to get back into the schools and run these impactful group programs that address topics such as healthy relationships, healthy eating, the importance of physical activity, and other unique challenges that middle-school aged children face. In 2022, we served 31 youth through Game On! and 146 youth through Go Girls! These programs were run by students and contract staff and were made possible largely due to a generous sum of funding from Jumpstart.

WHO WE SERVED IN 2022 CON'T

After School Program

With the help of Jumpstart funding, we were able to run 3 After School Programs in spring of 2022 and 1 in the fall, facilitated by university students. In total, we were able to serve 53 youth through our After School Program.

Summer Program

In the summer of 2022, Big Brothers Big Sisters of Lanark County was able to offer a Summer Program due to funding from Canada Summer Jobs and being provided with the space at the Youth Arena, in kind, from The Town of Smiths Falls. The program ran for a total of 8 weeks, with weekly sign ups. The program served a total of 80 youth, with 3 staff and 3 young volunteers. The volunteers were transitioning from grade 8 into grade 9 and attended every day of Summer Camp, to assist the staff. It was a wonderful model of "mentoring the mentors" as the young volunteers not only provided assistance, but learned and grew as individuals. The feedback from the program was exceptional, with one parent donating money to the agency, getting her employer involved, and donating her time as a volunteer.

WHO WE SERVED IN 2022 CON'T

We are Kids (WAK) Youth Program

Our WAK Youth Program was very fortunate to be donated a space above the Youth Arena by the Town of Smiths Falls since it's opening in 2017, but was provided the opportunity in November of 2022 to relocate to 25 Main Street West, Unit D, which made logical sense for the needs of the program and the participants that it serves. It is a large, welcoming, functional space that staff and participants alike were excited to be in. Throughout 2022, WAK Youth Program served a total of 68 unique children, many of whom attend regularly.

Submitted by Heidi McNeely,
Program Supervisor



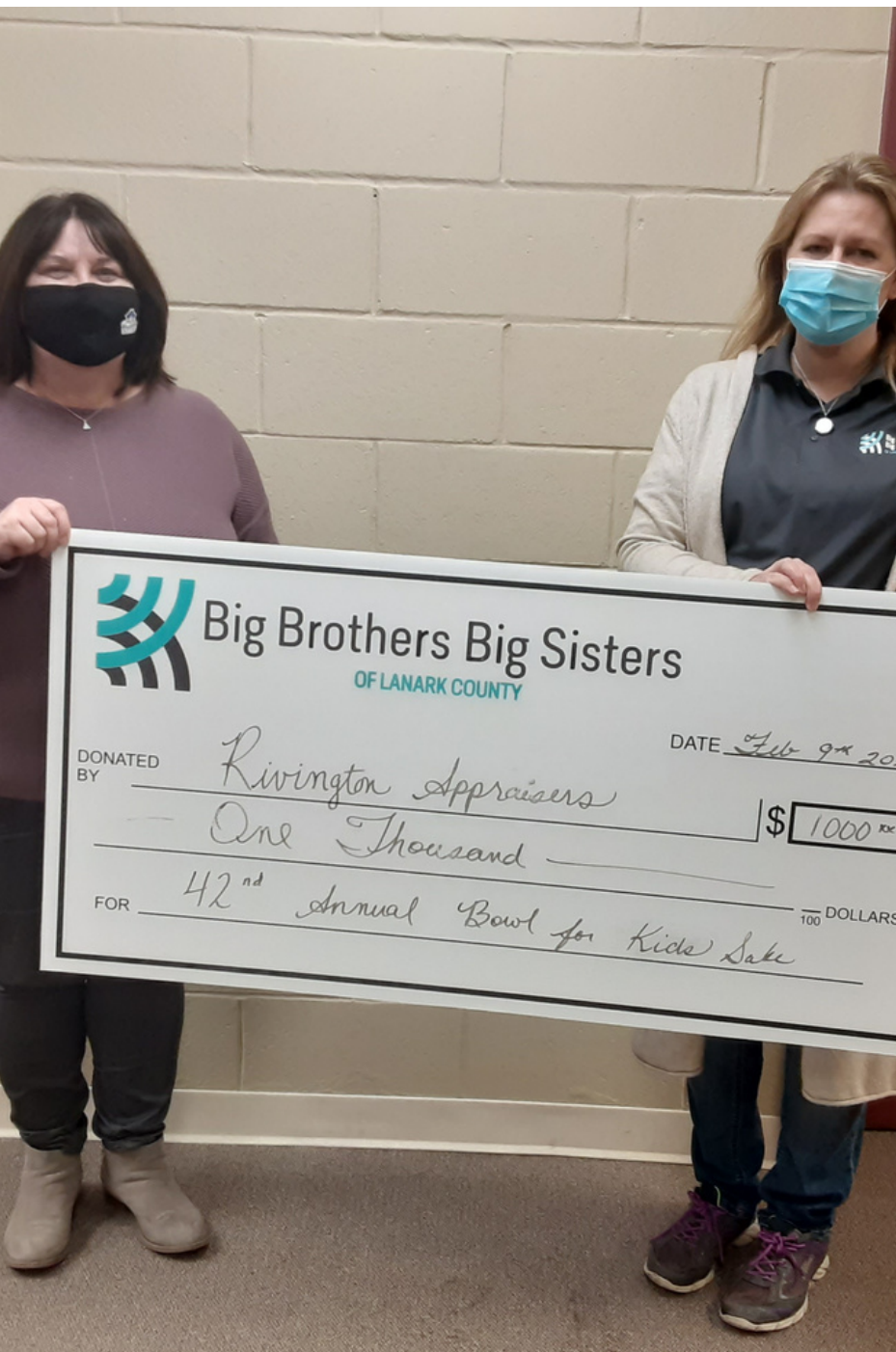
FUND DEVELOPMENT REPORT

FUND DEVELOPMENT OVERVIEW 2022

Our local agency has been in existence for 49 years, and nationally BBBS has been in Canada for over 100 years. To ensure that we provide safe and effective mentoring programs for local children, we employ trained and experienced Social Service Workers.

We know that mentoring changes the lives of children. In fact, for every \$1 spent on mentoring, \$23 are returned to society. We have always felt that, to sustain ourselves over the long haul, we need to diversify our sources of funding.

In 2022 we returned to a more stable social environment for our events and fundraising initiatives, leading us to some new supporters. Big Brothers Big Sisters' agencies in Canada are independent agencies that do not typically receive sustained government funding, so our donors help make our work possible.



FUND DEVELOPMENT REPORT CON'T

As illustrated at the end of this report, key partners included: United Way, the Ministry of Education, the Ministry of Heritage Tourism Culture and Sport, the Ontario Realtors Care Foundation, our local Kinsmen Club, Branch 95 Royal Canadian Legion, Campbell's Trucking, Jumpstart, Perth and District Community Foundation, Intact insurance, OMYA and the Ontario Trillium Foundation. We benefitted from municipal, corporate, individual and service club supports.

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 (\$72,000), 3M Golf for Kids' Sake (\$18,600), BBBS Day was celebrated by Lanark County by changing their landmarks to purple in our honour, and Curl for Kids raised over (\$5,000).

We are pleased to report overall Fund Development success in 2022 turning our year end numbers into another successful, sustainable year.

Submitted by Angie Beaupre, Fund Development Coordinator



Big Brothers Big Sisters
OF LANARK COUNTY

DATE Sept 20, 2022

DONATED BY Anytime Fitness \$ 1375.00

One thousand three hundred and seventy Five DOLLARS

FOR Big Brothers and Big Sisters of Lanark County

Gifts & Private donations (including service clubs)
23%

other
0%

2022 Revenue

Events (BFK, GFK, CFK, etc.)
30%

United Way
5%

1 time grants
19%

social enterprise
23%

- Events (BFK, GFK, CFK, etc.)
- social enterprise
- 1 time grants
- United Way
- Gifts & Private donations (including service clubs)

Municipality Partners



Foundation Partners



Major Donor Support



COMMITTEE REPORTS

NOMINATING COMMITTEE REPORT

The 2022 Nominating Committee members were Kim Sumara (Chair), Laverne Brennan (Secretary) and Heidi McNeely (Staff Liaison).

The BBBSLC Board of Directors underwent several changes in the past year. We welcomed new member Jordan Thompson who has an Insurance and Marketing background. We also received resignations from Kim Sumara in June of 2022, Mark Quattrocchi in July of 2022 and Nancy Button in November of 2022.

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 BBBSLC!

Submitted by Laverne Brennan, Secretary

GOVERNANCE COMMITTEE REPORT

The 2022 Governance Committee members were Nancy Button (Chair), Laverne Brennan (Committee Member), Sandra Burelli (ED Staff Liason), Elizabeth Snyder (Community Representative)

We reviewed and recommended approval from the Board of the following:

- BBBSLC Policy Manual
- BBBSLC Service Manual
- Constitution and By-Laws

The committee also recommended the rescinding of the Covid 19 Vaccination Policy of BBBSLC which was approved by the Board of Directors in October 2022.

Plans to complete the Financial Policy for the Policy Manual were initiated with the Finance Committee but were put on hold pending the hiring of the new ED.

FINANCE COMMITTEE REPORT

2022 Committee Members – Carole Fuller (Chair), Nancy Button, Kristine Fair and Sandra Burelli (Staff Liason).

The 2022 year had us back to business doing what we do best – mentoring!. From a finance perspective, we saw the successful return of some of our significant fundraising events including bowling and golf, the increased sales at our Jewel's Gently Used Clothing stores and the continued and great support from our community for fundraising and donations.

We are extremely appreciative of the support from our Community Partners and all of our donors. This support lets us maintain and grow our programs. We could not do this without you!

FINANCE COMMITTEE REPORT CON'T

And the numbers on the financial report cannot capture the value of the commitment of our staff. The team's commitment is the building block for our successful programs and our reputation in the community. I offer a very humble, thank you.

We have been responsible with our funds over the years and that will let us grow our programming in 2023 and not only reach our pre-Covid service levels but grow our programming. Our community needs us and we need our community and this is how we accomplish that goal.

And we would never want to forget what doesn't show up on our financial statement and that would be the value of our volunteers! Priceless!

Submitted by Carole Fuller, Committee Chair

FUND DEVELOPMENT COMMITTEE REPORT

Fund Development 2022 Committee Members: Mark Quattrocchi, Kristine Fair, Brenda Gray, Jana Ranger (community volunteer), Angie Beaupre (Staff Liason), Sandra Burelli (ED Staff Liason).

There was a rise in one-time year end gifts, such as Giving Tuesday, a global movement unleashing the power of people and organizations to transform their communities and the world. That level of support will hopefully continue into the future and throughout the year.

Throughout 2022, the agency was able to run a number of events such as Tim Horton's Bowl for Kids Sake, The Purse Event, 3M Golf for Kids' Sake and the Kinsmen and Tim Hortons Smiths Falls Curl for Kids Sake. In general, we were able to reach and or exceed the projected fundraising goals for the year with the help of additional online auction totals. The Fund Development Committee helped with each event through supporting the Fund Development Manager with preparations and community outreach.

THANK YOU

TO OUR PARTNERS

- Upper Canada District School Board
- Catholic District School Board of Eastern Ontario
- Rideau Community Health Services
- Queer Connection Lanark
- Francine Desjardins
Kateró:roks, She is watching
Kanien'kehá:ka or "Flint Stone Place" or
"People of the Flint Nation" (Mohawk)

2022 BOARD OF DIRECTORS

Brenda Gray - Chair

Nancy Button & Mark Quattrocchi - Co-Vice-Chairs

Carole Fuller - Treasurer

Kim Sumara - Past Chair

Laverne Brennan - Director

Kristine Fair - Director

Jordan Thompson - Director



2022 BOARD OF DIRECTORS



2022 STAFF

Sandra Burelli - Executive Director

Jennifer Miller - Executive Director

Angie Beaupre - Fund Development Coordinator/Interim Executive Director

Sandra Walker - Jewel's Store Manager, Smiths Falls

Sue Norman - Jewel's Store Manager, Perth

Natalie Downing - Program Supervisor

Heidi McNeely - Volunteer Coordinator/Agency Promoter; Program Supervisor

Melissa Spratt - Mentoring Coordinator

Bryanna Normandeau - Volunteer Recruitment Coordinator



2022 STAFF CON'T

Kaylea Gray - WAK Program Coordinator
Jewel Canough - WAK Program Coordinator
Jade Parks - WAK Program Facilitator
Meghan Brennan - WAK Program Facilitator
Leah Churchill - Program Facilitator (Summer)
Bailey Labelle - Program Facilitator (Summer)
Agatha Mackey - Program Facilitator (Summer)
Eiryn Harmison - Program Facilitator (Summer)
Jennifer Hogan - Office Coordinator



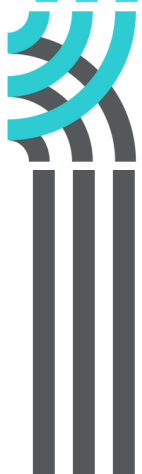
A fond farewell to:

Sandra Burelli, Natalie Downing, Kaylea Gray, Jade Parks,
Jewel Canough – Staff

Our four summer students – (Leah Churchill remained
as a placement student)

Kim Sumara, Mark Quattrocchi, Nancy Button – Board





Big Brothers Big Sisters of Lanark County

18 William St. E.

Smiths Falls, ON K7A 1C2

613-283-0570

lanark.bigbrothersbigsisters.ca