



ANNUAL GENERAL REPORT

FOR THE YEAR ENDED DECEMBER 31, 2020



Big Brothers
Big Sisters
OF SOUTH HURON

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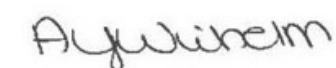
EXECUTIVE DIRECTOR ADDRESS

I started my report out last year saying that 2019 was a year of great change for our Agency. And I am going to start out this year's report in the same manner. 2020 was a year of great change for our Agency. This year, we were thrown the unexpected curveball of a pandemic, requiring us to pivot our programming to virtual mentoring, putting a pause on In-School mentoring, cancelling several of our biggest fundraisers, adapting fundraisers to work within frequently changing restrictions and adapting to an office closure requiring us to move to an at home work environment. We also closed the doors to The Little Shop temporarily, and quickly pivoted to curbside pick up. Through all of this, we kept the mission of our organization at the forefront, to enable life-changing mentoring relationships to ignite the power and potential in the young people we serve.

COVID-19 drove our agency to evaluate our operations. We looked at all we were doing and how we were doing it. We discovered ways to work smarter not harder. With the support of government grants, we were able to upgrade our technology to adapt to a new virtual working environment. We had to look at new ways to continue to keep our brand out in the community and new ways to raise funding dollars. We looked at our staffing compliment. We knew that we have always been understaffed, but now we did something about it. We increased staff hours to meet the growing demands for our service. Big Brothers Big Sisters of North Huron (located in Goderich) formally announced that they would be closing their doors in June of 2020. We looked at how could we continue to help keep part of their service area receiving the valuable mentoring opportunities provided by Big Brothers Big Sisters. With the support of United Way Perth Huron, we will be expanding our service area starting in 2021 to include Clinton, Egmondville, Seaforth and Vanastra. In addition to all of this, we were watching our waiting list continue to grow across our service area, and the need for support in our community was dire. We knew that many young people face adverse barriers, which could escalate during the pandemic when we were at home, isolated and distancing ourselves from others. We needed to be there for our families and our volunteers.

I am honoured and humbled to be a part of this incredible organization, to work alongside creative and innovative board members, staff and volunteers as we continue to invest in the lives of young people. We have been faced with several hurdles, yet we overcame them. I need to thank our board for their guidance and perseverance through this unprecedented time. We have an amazing, hands on and dedicated board of directors who continued to pull together. I need to thank our staff for persevering, for adapting and showing the true value in teamwork. We have hard working, committed and flexible staff who worked through what seemed to be an ever-changing work environment. And I need to thank our incredible army of dedicated and valuable volunteers, without whom this agency would not exist. We have patient, caring and noble volunteers, who realize the impact of their time spent with their mentees makes. This year, everyone worked together. This proves that we are #BiggerTogether.

Sincerely,



Amy Wilhelm
Executive Director



BOARD PRESIDENT ADDRESS

As I reflect on the past year, I have come to realize how incredibly fortunate our agency was in 2020, and how the challenges and barriers we faced have helped to make our organization stronger. Big Brothers Big Sisters of South Huron was not unique in our experience this past year. Community organizations, schools, healthcare providers and businesses alike, were all faced with the seemingly impossible challenge of adapting to a global pandemic overnight. Unable to provide service, generate revenue or interact with our community through any of our traditional channels, we were faced with one overarching fear – would we survive the months ahead?

We not only survived, we thrived! Make no mistake, 2020 was hard. BBBSSH tackled many of the same challenges other local organizations faced; our revenues from fundraising and The Little Shop were lower than they had ever been, our programs were required to pivot to an entirely virtual format for the first time and in an instant, and our staff were faced with the task of continuing to engage with our community and our families without the benefit of in-person interaction. Any one of these challenges on its own would have made 2020 a difficult year, so facing each of these, and many others simultaneously, was a battle we were not entirely prepared for.

Our team rolled up their sleeves. We found creative ways of moving matches and group programs to a virtual platform, ensuring that our Littles and Bigs were supported while navigating this new format. While some fundraisers were postponed or cancelled, we were able to modify others to incorporate public health measures, giving us the opportunity to grow our annual Harvesting Hope fundraiser to reach more people than ever before. We have learned that it is okay to let go of the things that don't serve our families and communities well, that change and agitation can have a positive impact on our creativity and adaptability, and that with the support of our community, we can endure just about anything.

2020 has reaffirmed our commitment to serving our community, and expanding our service to support more young people in igniting their potential. Together, we are overcoming one of the most difficult and isolating periods in our agency's history, and stepping forward into the next season of our journey with renewed purpose and excitement.

On behalf of the Board of Directors, I want to thank our amazing staff, volunteers, Bigs, Littles, families, and community partners for sticking with us. We are proud to contribute to the South Huron community, and honoured to be part of so many stories of success and change. As we move into 2021, we are excited to use the lessons learned this past year to continue creating positive impact in our community. We can't wait to see what comes next!

With thanks,



Lauren Beer
Board President



OUR MISSION AND VISION

Mission

We enable life-changing mentoring relationships to ignite the power and potential of young people.

Vision

All young people realize their full potential.

OUR CORE VALUES



WE IGNITE POTENTIAL



73

Number of youth served in our mentoring programs



70

Number of volunteers supporting our mentoring programs.



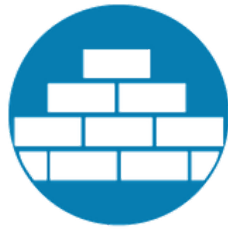
23:1

Every \$1 invested in our programs, \$23 goes back into the community.

OUR STRATEGIC PRIORITIES



Increase our Impact



Increase Revenue



Increase Programming



Increase Staffing



Increase Brand Awareness

- 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 it's diversity.

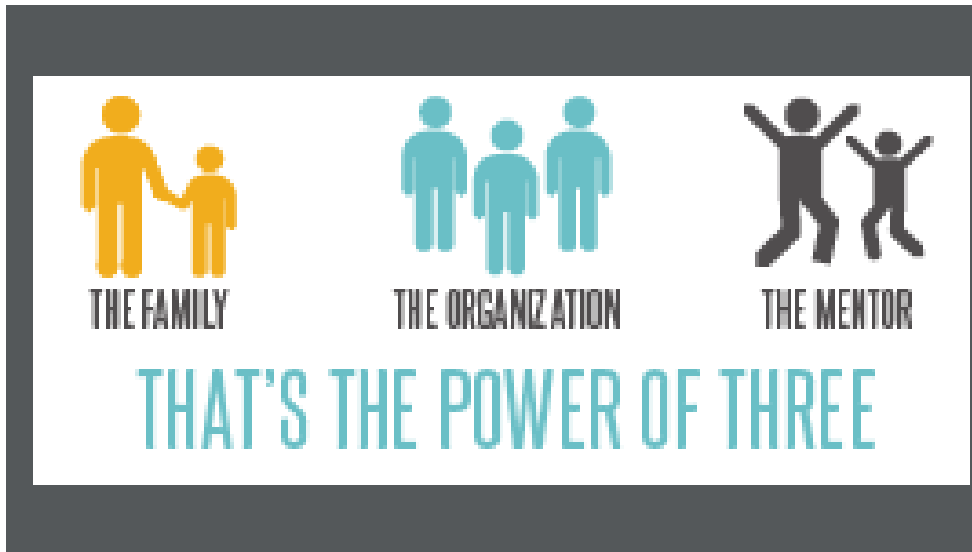
THE POWER OF THREE

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

South Huron 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!



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 Relationship¹

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

OUR VISION

All young people realize their **full potential**



MATCH HIGHLIGHT



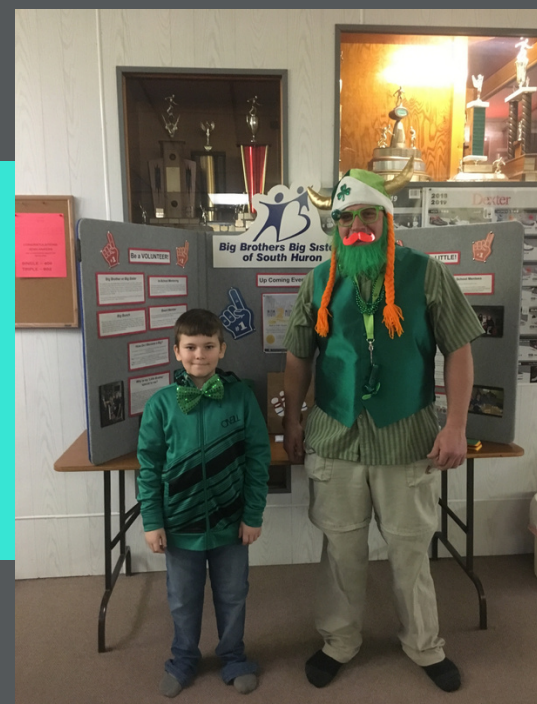
Meet Roman and Cohen

Helping others is something I have always been very big on and a big part of who I am. I couldn't be happier with the choice of joining Big Brothers Big Sisters and to be matched with Cohen. Cohen and I have a lot in common, making my role as a Big easy. While we do activities together, our main focus is to have fun and learn.

Together we do wood working, work in the shop, bake and cook, milk cows/goat, carve pumpkins, cut the grass, go snowmobiling and attend Agency events, among many other activities. Anything he asks or shows interest in, I will always do my best to turn it into an activity we can try.

Often I wonder if I'm getting more out of the program than he is. I learn so much from Cohen and there is no better feeling than having someone look up to you. Even if I don't know how or have the answers, then we take the time to learn together. A quiet moment never lasts long before someone starts laughing again. I have made a friend for life that I can always be there for if he needs someone.

~ Roman, Big Brother



WE
IGNITE
POTENTIAL

Matched since
January 2018

2020 YEAR IN REVIEW

We Offer: Traditional Mentoring, In School Mentoring and Big Bunch

Be A: Big Brother, Big Sister, Couples for Kids, Big Family, In-School Mentor, In-School Mentor Co-op or Big Bunch Volunteer

Get Involved: Board Member, Fundraising Committee or Little Shop Volunteer



6 BIG BROTHER/LITTLE BROTHER MATCHES

15 BIG SISTER/LITTLE SISTER MATCHES

3 CROSS GENDER MATCH

4 IN-SCHOOL MENTORING MATCHES

24 IN-SCHOOL MENTORING CO-OP MATCHES

73 LITTLES SERVED

23 BOYS WAITING

14 GIRLS WAITING

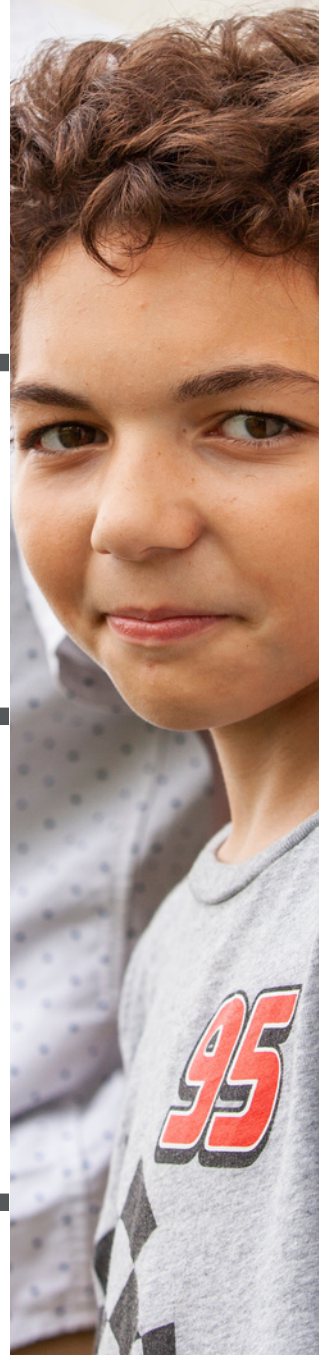
38 BIG VOLUNTEERS

10 BOARD MEMBERS

6 FUNDRAISING VOLUNTEERS

16 LITTLE SHOP VOLUNTEERS

[SOUTHURON.BIGBROTHERSBIGSISTERS.CA/VOLUNTEER/](https://southhuron.bigbrothersbigsisters.ca/volunteer/)



SERVICE



25 BIG BUNCH SESSIONS OFFERED

28 BACKPACKS PROVIDED TO YOUTH

35 MASK PACKS PROVIDED TO YOUTH

45 FAMILIES SUPPORTED THROUGH OUR CHRISTMAS PARTY

120 YOUTH RECEIVED CHRISTMAS GIFTS

FUNDRAISERS

BAKE SALE WITH THE EXETER HAWKS

INDOOR YARD SALE

WINTERFEST SOUTH HURON

BOWL FOR KIDS SAKE

HARVESTING HOPE

BIGGER TOGETHER 50/50 RAFFLE

3RD PARTY FUNDRAISERS: ALOETTE, PORCH PHOTO'S WITH DARLENE O'ROURKE, SHE'S GOT LEGGZ, BAREFOOT BOOKS, SPARTA COUNTRY CANDLES, MIDORI SUSHI

[SOUTHURON.BIGBROTHERSBIGSISTERS.CA/EVENT/](https://southhuron.bigbrothersbigsisters.ca/event/)

THE LITTLE SHOP



In 2018 our agency was in a period of transition. We needed to come up with a creative and sustainable solution in order to continue to offer our programs. After some evaluation, we decided to open our children's consignment store 'The Little Shop', based off the premise of our popular Mom2Mom Sales

On June 1, 2019, we officially opened the doors to The Little Shop.

Selling gently used children and teen clothing, toys, equipment, books, games and more! Newborn up to size 16, including maternity.

All proceeds raised through The Little Shop support the programs and services offered by Big Brothers Big Sisters of South Huron



202 Consigners
in 2020



FACEBOOK - THE LITTLE SHOP

BOARD AND STAFF



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

BOARD

PRESIDENT Lauren Beer
VICE PRESIDENT Laura Connolly
TREASURER Melanie Miller
SECRETARY Brenda Winhold
Director - Tracey McPherson
Director - Marg Collez
Director - Gar Penhale
Director - Katelyn McClure
Director - Stephen Troyer
Director - Dianne Biggam

EXECUTIVE DIRECTOR Amy Wilhelm
Mentoring Coordinator Laura Balsdon
Nicole Millar
The Little Shop co-manager Carolyn Gower
The Little Shop co-manager Laura Hull

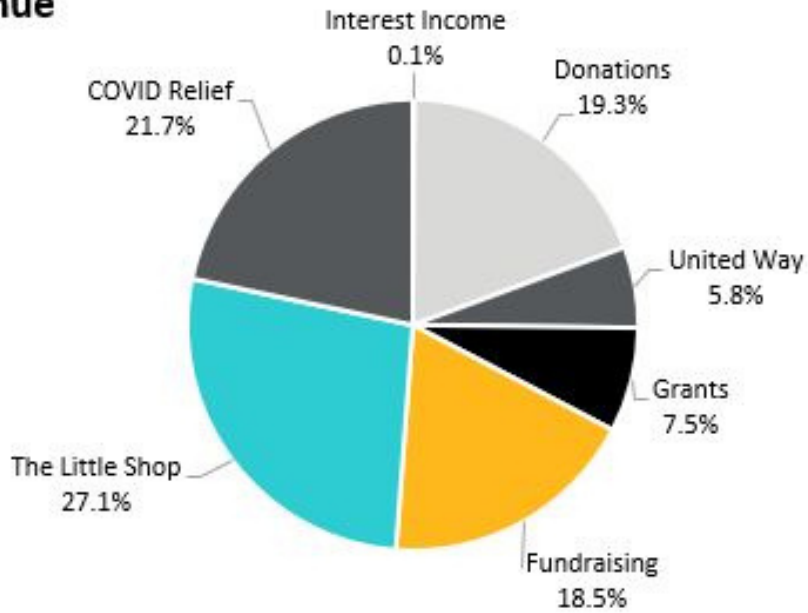
STAFF



FINANCIALS AT A GLANCE



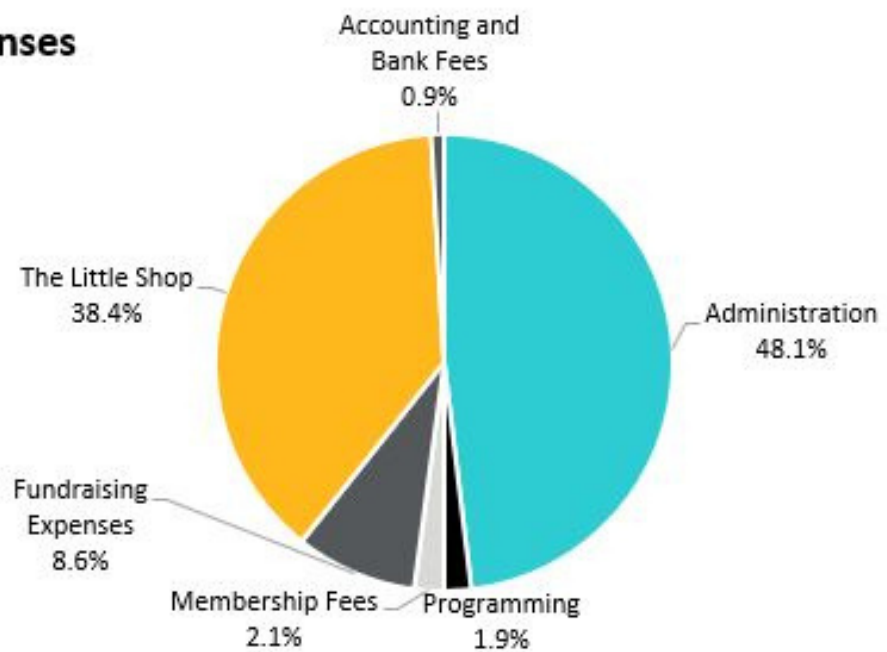
Revenue



2020
Revenue
↑
17%

Expenses

2020
Expenses
↑
4%



STATEMENT OF REVENUE & EXPENSES

BIG BROTHERS BIG SISTERS OF SOUTH HURON STATEMENT OF REVENUE AND EXPENSES

See Accompanying Notes to Financial Statements

For the year ended December 31	2020	2019
Revenue		
Donations - community	33,532	26,149
Donations - corporate	1,025	3,306
Donations - in memory	1,178	900
Donations - COVID relief	16,200	-
United Way	10,767	7,500
Libro Prosperity grant	-	10,000
South Huron Prosperity grant	10,000	-
Other grants	3,920	13,300
Fundraising - Bowl for Kids	14,712	22,262
Fundraising - other	19,414	32,088
The Little Shop consignment store	50,121	42,954
Wage subsidies	23,915	-
Interest income	123	11
Total revenue	<u>184,907</u>	<u>158,488</u>
Expenses		
Program Support		
Wages	61,153	57,404
Travel	850	1,304
Professional development	70	766
Volunteer resource	509	1,620
Family support	983	-
Public relations	1,695	2,976
In school mentoring	8	186
Big Bunch	1,295	3,501
Camp	-	1,620
Jump Start	-	430
Parent/Child/Volunteer	88	-
Office supplies & postage	5,529	3,512
Membership & fees	3,175	2,147
Telephone/fax/internet	569	630
Rent	2,700	12,700
Utilities	726	584
Insurance	886	3,162
	<u>80,236</u>	<u>92,542</u>
Fundraising		
Bowl for Kids	2,407	3,192
Other	10,927	8,284
	<u>13,334</u>	<u>11,476</u>
The Little Shop expenses		
Consignor payouts	21,283	12,696
Store expenses	6,940	11,765
Wages	16,746	5,107
Advertising	133	235
Interest and bank charges	242	1,110
Utilities	2,180	2,001
Telephone/fax/internet	903	610
Rent	8,100	8,100
Insurance	2,687	227
Building maintenance	114	68
	<u>59,328</u>	<u>41,919</u>
Other expenses		
Accounting	1,143	1,524
Interest and bank charges	292	317
	<u>1,435</u>	<u>1,841</u>
	<u>154,333</u>	<u>147,778</u>
Surplus for year	<u><u>\$ 30,574</u></u>	<u><u>\$ 10,710</u></u>

COMMUNITY PARTNERS



Each year, the South Huron and surrounding community proves that mentoring matters to them. Opening their hearts and supporting the programs at Big Brothers Big Sisters of South Huron has allowed our programs to continue to grow, evolve and expand to meet the needs of our community.

A Big Thank You goes out to our supported partners

**South Huron
Community Fund**

All about Community



SUNSET
COMMUNITY
FOUNDATION



a Supported Partner of
United Way
Perth-Huron

A Big Thank You goes out to the many businesses for your financial support

A1 Chiropractic Health & Wellness	Agway Metals Inc.
Aloette (Dianne Biggam)	Barefoot Books (Kim LaLonde)
Canadian Tire	Catholic Women's League
Centralia Huron Park Lions Club	Custom Covers
Darlene O'Rourke Photography	Down to the Bean
Exacon Inc.	Exeter Toyota
Forever Furniture	Gaiser Elliott Insurance Brokers
GC Financial Solutions Group Inc.	Guardian
Hay Communications	Hay Mutual Insurance Company
Hayter's Turkey Products	Huron Tractor
Hyde Brothers Farm Equipment	Jayden's Mechanical
Jerry Rader's Homestyle Catering	Masse Market
McCann Redi Mix	Midori Sushi
P. Bisback Consulting Services. Inc.	Parrish & Heimbecker, Limited
Premium Transportation	She's got Leggz (Kim LaLonde)
Smith Peat Roofing and Sheet Metal Ltd.	South Easthope Mutual Insurance
South Huron Community Foundation	South Huron Optimist Club
South Huron Vitality Fund	Sparta Country Candles (Tammie Schwartzentruber)
Sunset Community Foundation	Sutton Group
Sylvite	The Andersons, Inc.
Tirecraft	Trillium Foundation - Resilient Communities Fund
Unifor Local 2458	United Plastic Components Inc.
United Way Perth-Huron	Usborne & Hibbert Mutual Fire Insurance Company

A Big Thank You goes out to the many community partners for supporting our agency

Ausable Bayfield Conservation Authority	DollarTree
Exeter Hawks	Exeter Lakeshore Times Advance
Exeter United Church	Huron County Foodbank Distribution Centre
Lucan Bowling Alley	Macarory Gourmet Mac and Cheese
Maple Leaf Fresh Foods	MJs Roadhouse
Motion Madness	MyFM
The Barn Restaurant and Pub	The Docks Restaurant
The White Squirrel Golf Club and Restaurant	Toys for Tots
Track 21 Graphix	Westcoast Bakes and Cakes
Zurich Bowling Alley	

A Big Thank You goes out to the many service clubs for your financial support

Abate of Ontario - Chapter 7
Blessings Community Store
Creditor Optimist
Dashwood Seniors
Exeter Lions Club
Grand Bend Royal Canadian Legion Branch 498
In memory of Glenn O'Rourke
Independent Order of the Oddfellows #67
Optimist Club of Lucan
Royal Canadian Legion - R E Pooley Branch 167 (Exeter)
South Huron Sabres
Thames Road-Elmville United Church Women
Zion Lutheran Church

Beta Theta Chapter
Centralia Faith Tabernacle Church
Dashwood Men's Club
Exeter Lioness
Grand Bend Rotary Club
Hensall Legion Branch 468
In Memory of Mildred Kaminska
Lebanon Forest Lodge
Pride of Huron Rebekah Lodge #338
South Huron Optimist
St. John by the Lake Anglican Church
The Kinette Club of Hensall
Zurich Lions Club

A Big Thank You to everyone who donated prizes, their time or participated in our numerous fundraisers through-out the year

Bigger Together 50/50 Raffle
Harvesting Hope
Winterfest South Huron

Bowl for Kids Sake
Indoor Yard Sale





Big Brothers Big Sisters of South Huron



bbbs_southhuron



@BBBSSouthHuron

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