



Big Brothers
Big Sisters
OF LANGLEY

2019 ANNUAL REPORT



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MESSAGE FROM LEADERSHIP

It was an exciting year at Big Brothers Big Sisters of Langley – one that saw incredible change and growth. In the fall of 2019, we joined BBBS agencies across Canada and launched a new Mission, Vision, brand, and Theory of Change. Our new mission, that we, “enable life changing mentoring relationships to ignite the power and potential of young people”, truly brings the essence of our work to life, and our new vision, that “all young people realize their potential”, perfectly articulates our dream and the future that we aspire to achieve. We know that strong, mentoring relationships are essential for the well-being of our youth – we see this impact every day. We are honored to be the catalyst that makes these connections possible.

Along with our vision and mission, we introduced a bold new brand and logo. Although we were sad to say goodbye to the history behind our previous brand, we stand by the hope that our modernized brand will bring together new volunteers and donors who want to make a true difference.

Even through all this change, our core service of creating life-changing relationships remained the same. In 2019, we were fortunate to have been able to connect 437 young people in the Langley community to mentors through our various mentoring programs. This is the most children that our agency has ever supported and is only possible because we have a community of supporters that believe in the power of mentoring.

Together, we are honored to lead the Big Brothers Big Sisters of Langley team. The shared commitment and dedication that they demonstrate continues to inspire us every day. It is their tireless work that helps us be the leading voice for mentoring in the Langley community. We thank our staff team who brings passion, innovation and professionalism to everything that they do. We thank our Board of Directors whose leadership, engagement, vision, and trust has led us through this time of change and continues to make us stronger as we build towards a new future.

We believe that potential lives within every young person and we thank all our supporters for standing with us and for providing the spark that ignites this potential. We are Bigger Together.



Roslyn Henderson
Executive Director



Jeff Farrell
Board President



WHO WE ARE

At Big Brothers Big Sisters of Langley, we create, support, and empower life-changing relationships for children and youth facing adversity. With the support of our professional staff, Big Brother and Big Sister mentors advise and challenge these young people, act as their champions, provide greater consistency in their lives, and connect them to broader experiences, opportunities, and networks. By providing a range of mentoring programs, offered both in schools and in the community, our agency helps close to 440 youth in the Langley community become resilient young people who are able to overcome life's adversities and achieve more.



VISION

All young people realize their full potential.



MISSION

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



STRUCTURE

Big Brothers Big Sisters of Canada is a Federation servicing more than 1,100 communities across the country.



ISSUE

Many children and youth in Canada struggle with societal barriers and face adversities in their lives.



IMPACT

Facing prolonged adversity creates toxic stress in the brain that can negatively impact development.




SOLUTION


With the support of a mentor, these risks can be reduced or even avoided, and youth can reach their full potential.

THEORY OF CHANGE

WHO DO WE SERVE?

 Young people who face adversity and are in need of an additional consistent and supportive Developmental Relationship.

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

HOW DO WE IGNITE POTENTIAL?

 YOUNG PEOPLE GRADUATE OUR PROGRAMS WITH MEASURABLE OUTCOMES:

SOCIAL EMOTIONAL COMPETENCE

Relationship skills
Social awareness
Responsible decision-making
Self-management
Self-awareness

MENTAL HEALTH AND WELLBEING

Positive Identity
Mental wellness
Social inclusion & empowerment

EDUCATIONAL ENGAGEMENT AND EMPLOYMENT READINESS

School connectedness
Commitment to learning
Enhanced constructive use of time

Search Institute® has identified five elements that make relationships powerful in young people's lives. We refer to this as the *developmental relationships framework*.

EXPRESS
CARE

CHALLENGE
GROWTH

SHARE
POWER

PROVIDE
SUPPORT

EXPAND
POSSIBILITIES

THE REBRAND

Potential lives within every young person. Yet many children and youth in our community are still in urgent need of someone who will stand in their corner and ignite their potential.

That's why Big Brothers Big Sisters – a 106-year-old organization – was reinvented and reintroduced to the world in 2019. The new look is a call to action for Canadians to be a part of something bigger, a movement to prove how critical relationships are to our success, mental health, and wellbeing.

The logo's three lines showcase the three players who help a young person forge a new path forward: the family, the agency, and the mentor.

The new mission of Big Brothers Big Sisters is to enable life-changing mentoring relationships to ignite the power and potential of young people. The call to action is for more people, more volunteers, and more donors to join the mentoring movement and create the spark that ignites potential.

“Mentoring is an essential service, impacting childhood brain development and creating positive cognitive, education, employment, and health outcomes,” said W. Matthew Chater, president and CEO of Big Brothers Big Sisters of Canada. “Our modernization is meant to engage a new wave of volunteers and donors and give them an opportunity to make a true difference in this world, to change two lives: their own and the life of a young person.”



BIG BROTHERS & BIG SISTERS

ABOUT THE PROGRAM

Our organization has been built on the strength of our community based mentoring programs and we continue to witness the remarkable transformation that occurs when a young person is engaged in a meaningful one to one mentoring relationship with a caring adult. This program has the greatest impact on a youth's self-esteem and creates a lasting impression on how they determine their own self-worth. We understand the value of mentoring, so it is absolutely vital that we continue to develop partnerships, so that we can provide the opportunity for positive experiences that play a role in the development and growth of our youth.



MEET MATT AND KEENAN

Five years strong, this Big Brother match continues to grow their friendship by expressing care, providing support, and expanding possibilities. Big Brother, Matt shared his experience in the program and included a really special moment in their friendship!

"I have been a Big Brother at Big Brothers Big Sisters of Langley for five years. I became a Big Brother while I was in university because I wanted to give back to my community in a meaningful way and positively impact someone's life. Five years later, I hang out with my Little Brother, Keenan regularly and we have a very special bond. I love my Little Brother and we have made a lot of amazing memories over the years.

The most rewarding moment I have had as a Big Brother was when Keenan had a school project on family. One of the assignments was to draw a picture of his family. When my Little Brother drew the picture of his family, he included me in it next to his mom and his other siblings. I was very touched by the picture and it will always remain one of my favourite moments of being a 'Big'!

Thank you Big Brothers Big Sisters for all that you do for youth in Langley. Without your support over the years, our brotherhood would not be possible!"



IN-SCHOOL MENTORING

ABOUT THE PROGRAM

The In-School Mentoring program provides elementary school children with either a teen or an adult role model to talk to. Participants in the program share their experiences of growing up, engage in activities, work on crafts, and play on the playground – all within school grounds! The program strives to promote the importance of staying in school and establishing healthy relationships with family and peers, instills youth with the trust and self-confidence required to make healthy decisions, and encourages leadership skills and independent thinking.



MEET TIM AND DAVIN

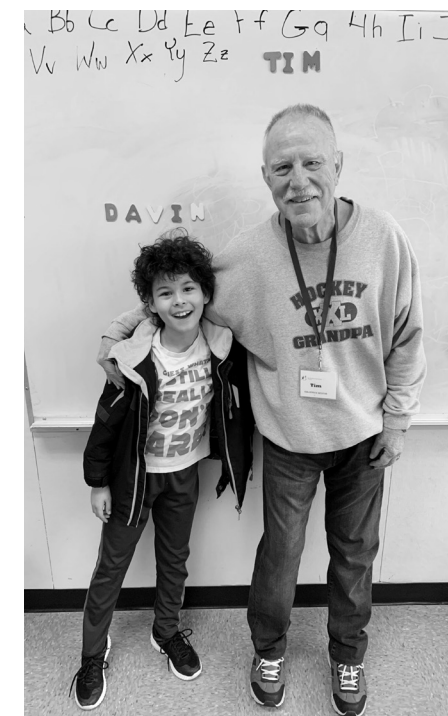
The In-School Mentoring program has provided Little Buddy, Davin with purpose and encouragement in a school setting. Davin's mother, Rechelle has shared the impact mentoring has had on her son.

A little over 4 years ago, Davin (then barely 6 years old) struggled with the day to day schedule and routine of school. With having a few diagnoses and hurdles that were new to Davin, the school and our family knew we needed something for him to look forward to at school. Something that was ultimately his, something that couldn't be taken away or earned... Something he could just simply look forward to week to week...

That's where the idea of an In-School Mentoring Big Buddy was brought up. So as his Grade 1 year approached and he settled into class, along came Tim. This was Davin's buddy and nobody else's. Someone who would show up week to week without judgement, earned or taken away. Giving Davin a reason to be present. Tim and Davin immediately hit it off with games, reading, and sports, giving Davin a purpose to be in school, to be the best Davin he could be... After all, he had one more person on his team. Tim has never missed a concert or play. He has become far more than a big buddy, he has become part of Davin's team.

As Davin has said, Grade 5 will be a tough year as he is moving to middle school and it will be his last year with Tim. I, as a mom, have a hard time explaining that to him, other than "Well kid... you wore him out so now he needs to rest!". Tim would often joke that he would need a nap after him and Davin met! After this match, I think that Tim will go on to help another kid just like Davin.

Whatever the future holds for both Tim and Davin, I know that my son's life has been changed for the best. I honestly don't think we would be where we are today without the key role that Tim played.



GROUP MENTORING



ABOUT THE PROGRAM

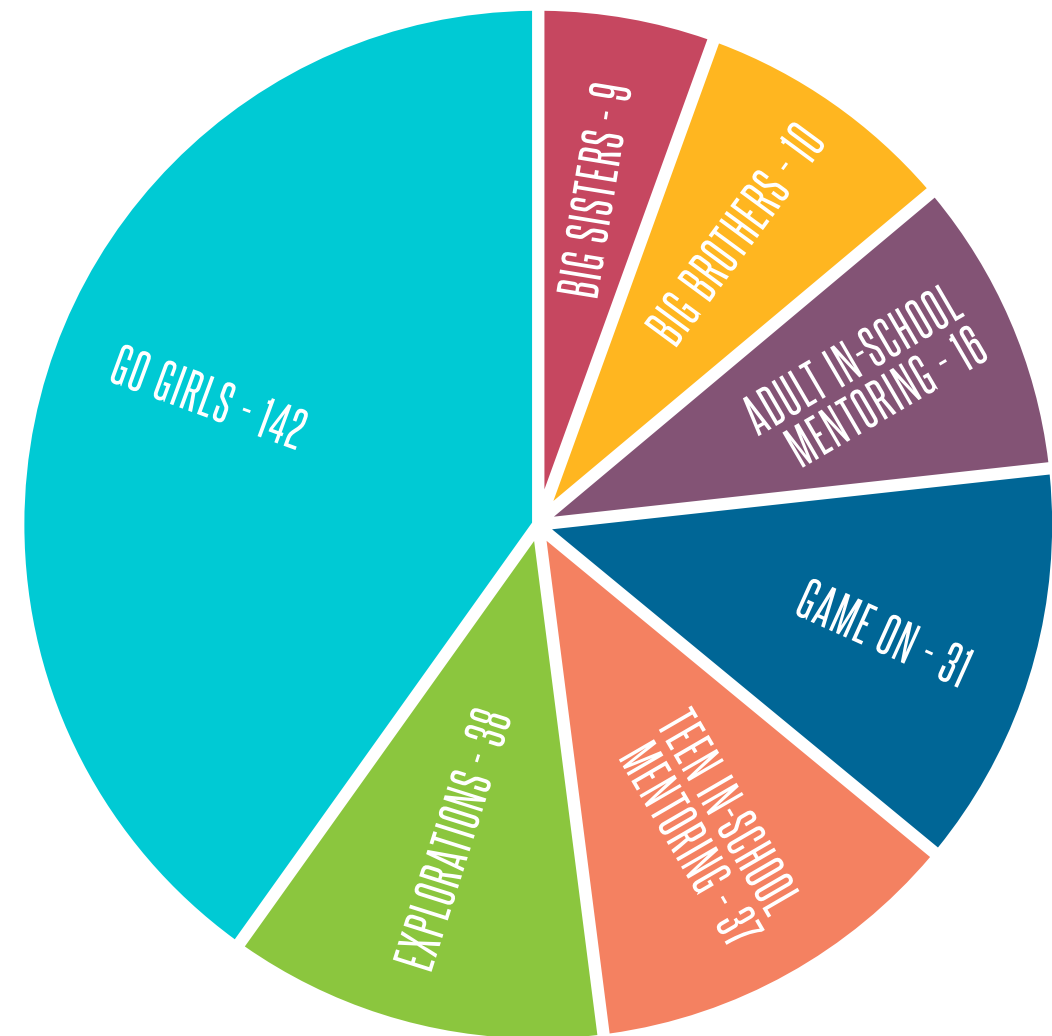
Game On!, Go Girls!, and Explorations are group mentoring programs that promote positive self-image, active living and balanced eating. Through the lens of healthy living, these programs create a learning environment where mentors and participants can openly discuss issues facing youth today, and where relationships, both with mentors and with peers, built on trust, can develop. The small group setting in a school environment, encourages a place of mutual respect and non-judgment. It is an environment where children can interact freely, regardless of the struggles that they may be experiencing outside of the program.

MEET DHYAN, GO GIRLS MENTOR

Being a mentor for the Go Girls program has been an exciting learning experience. It is wonderful to be a part of a program that supports young girls and emphasizes teamwork, leadership, communication and creativity. Volunteering with my first group of girls was very memorable because of the bonds that they formed with each other by the end of the program. When the program began, there were a few small friend circles within the larger group, but after seven weeks of doing group activities like playing museum, painting, trivia, and sharing snacks together, the girls became more open with one another. Near the end of the program we did a group activity where we asked the girls to form a circle and pass on a compliment to the person beside them. Without any guidance the girls began to share beautiful qualities that they loved about one another. It was encouraging to see that programs like Go Girls can have a powerful impact and be a place for growth and formation of new friendships.

CHILDREN IN NEW MATCHES

In 2019, our agency connected 437 children in the Langley community with mentors through our various one-to-one and group mentoring programs. Of those 437 children, 238 of them were new to our agency and experienced our mentoring programs for the very first time! We look forward to continuing to grow and expand our mentoring services to more young people in Langley.



Together, we reached new goals, raised charity awareness and most importantly, mentored more children than ever before!
Here is 2019 by the numbers...

19
NEW BIG BROTHER/BIG SISTER MATCHES MADE

64
NEW IN-SCHOOL MENTORING MATCHES MADE

437
CHILDREN SERVED THROUGH OUR PROGRAMS

107
TEEN VOLUNTEERS IN OUR IN-SCHOOL MENTORING PROGRAM

27
GROUP PROGRAMS RAN (GO GIRLS, GAME ON, EXPLORATIONS)

MESSAGE FROM THE BOARD TREASURER

This was a year of change for Big Brothers Big Sisters of Langley as we realized expected reductions in some of our long-standing revenue sources, including the first year without hosting our Bowl for Kids Sake event. It also saw the introduction of our new fundraiser, the Big Deal Charity Gala, which had a successful inaugural year. We hope that this event will continue to grow in the future and serve as a consistent revenue source for the agency.

We received funding for the 2019 fiscal year totaling \$420,822, which is a reduction from 2018. This reduction in revenue was a result from a decrease in corporate donations, third party fundraisers, and program grants. Our expenses for 2019 increased compared to the previous year, totaling \$436,243, primarily because of an increase in fundraising costs associated with hosting a larger fundraising event. Our largest expense continues to be staff salaries and benefits, which is essential for providing professional support for our mentoring programs. Rest assured that our team works diligently to find ways to manage the expenses and control costs, while investing in our community and our youth.

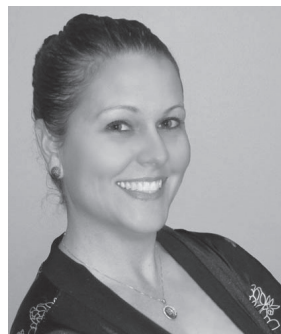
Our agency is in a solid financial position, with current cash and cash equivalents totally \$408,464. This includes a reserve of at least 6 months of expense, which is recommended across the Big Brothers Big Sisters network in Canada. We continue to manage our resources effectively, proceeding with caution and prudence.

On behalf of the board of directors of Big Brothers Big Sisters of Langley, I would like to thank our agency staff and my fellow board members for all their continued efforts and contributions. I would also like to thank the team at KPMG for their efforts to present the financial statements for the year ended December 31, 2019. And as always, a special thanks to our volunteers, donors, and sponsors who enable us to fulfill our mission to serve the children of our community.

Respectfully submitted,



Nicole Sproston
Board Treasurer



2019 FINANCIAL REVIEW

EXPENSES

	2019 EXPENSE BUDGET	2019 EXPENSE ACTUAL
Wages & Benefits	\$301,000	\$292,321
Telephone	\$3,500	\$3,338
Staff Development	\$1,000	\$352
Rent & Utilities	\$25,500	\$24,870
Recreation	\$1,500	\$1,047
Volunteer Recognition	\$3,500	\$3,342
Publicity & Recruitment	\$1,250	\$4,480
Office Expenses	\$5,750	\$4,786
Mileage & Transportation	\$8,500	\$8,397
Equipment Maintenance	\$5,950	\$3,109
Dues & Insurance	\$19,200	\$24,363
Conventions & Workshops	\$2,000	\$2,492
Board & Committee	\$500	\$257
Professional Services	\$11,000	\$7,622
Amortization	\$2,500	\$6,194
School Program Expenses	\$5,000	\$2,578
Golf for Kids Sake	\$21,250	\$21,454
Service Charges	\$2,500	\$2,140
Big Deal Gala	\$16,500	\$22,856
Miscellaneous Fundraising	\$500	\$245
	\$438,400	\$436,243

REVENUE SOURCE

	2019 REVENUE BUDGET	2019 REVENUE ACTUAL
Renew Crew	\$15,000	\$15,030
Interest	\$2,800	\$7,140
Christmas Hampers	\$0	\$1,400
Donations, Grants & Other	\$136,900	\$136,052
Service Clubs and Campaigns	\$32,000	\$15,747
Golf for Kids Sake	\$60,000	\$54,450
United Way	\$31,700	\$31,880
Gaming	\$100,000	\$100,000
Big Deal Gala	\$60,000	\$59,123
	\$438,400	\$420,822

PARTNERS AND SUPPORTERS

VISIONARY [\$20,000+]

BC Gaming Branch
United Way of Lower Mainland

CHAMPION [\$10,000-\$20,000]

Canada Post Foundation
First West Foundation
Renew Crew Foundation

INFLUENCER [\$5,000-\$10,000]

Ames Family Foundation
Clear Marketing
John & Lotte Heckt Memorial Foundation
Kinsmen Club of Langley
Lindsay Kenney LLP
Matcon Civil Constructors
Murrayville Town Pub & Liquor Store
Murray Latta Progressive Machines
Recreation Foundation of BC
Rotary Club of Langley Central
Saxx Underwear
SSQ Foundation

MATCH MAKER [\$2,000 - \$5,000]

Air Canada Foundation
Aldergrove Credit Union
Allwest Insurance Services
Bayfield Mortgage Professionals
Blue Pine Enterprises
Canadian Tire Jumpstart Charities
Canadian Western Bank
City of Langley
Clay and Tammy Charbonneau
Enterprise Holdings
Envision Financial
FarWealth Management – Jeff Farrell
Finning Canada
Gateway Casinos and Entertainment Ltd.
Hamber Foundation
KPMG
Lucas Siemens
Milestone Environmental Contracting
Preston Chevrolet Buick GMC Cadillac Ltd
Prospera Credit Union
Redwoods Golf Course
Smythe, LLP
Sonitrol Corporation
Township of Langley
Firefighters' Charitable Society
Isle of Mann Property Group
Valley Weddings
Waterstone Law Group
WestJet Cares for Kids

SUPPORTERS [\$1,000 - \$2,000]

Boston Pizza Foundation
Central 1 Credit Union
Christensen Construction
Edwin Palsma
EP Canada Film Services
James Hardie Building Supplies
Joe Varing Personal Real Estate Corp
John Pybus
Knights of Columbus
Langley Excavator Parts
Magnus Law
Metal Supermarkets
Otter Co-op
Prospera Credit Union
Royal Bank of Canada
Soroptimist International of the Langleys

IN KIND SUPPORTERS [\$1000+]

Ann Wong
Keepsake Photography
Langley Times Advance
Loft Country Church
Michael Gibney
Sonrise Church
Vancouver Giants
Zealous Art
Christmas Hamper Sponsors
Big Deal Gala Prize Donors
Golf for Kids Sake Prize Donors

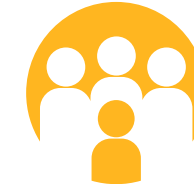
THREE WAYS TO GIVE THE GIFT OF POTENTIAL

1. SPARK POTENTIAL (MAKE A ONE-TIME DONATION)



\$25

WILL HELP US SUPPLY FUN AND EDUCATIONAL ACTIVITIES FOR IN-SCHOOL MENTORING MATCHES



\$50

WILL PROVIDE AN ACTIVITY BIN FOR A GAME ON OR GO GIRLS GROUP MENTORING PROGRAM



\$100

WILL HELP US HOST AN AGENCY ACTIVITY FOR OUR MATCHES AND WAITLIST FAMILIES TO ENJOY

2. IGNITE A DREAM (BECOME A MONTHLY DONOR)



\$25

WILL PROVIDE OPPORTUNITIES FOR CHILDREN TO LEARN ABOUT HEALTHY RELATIONSHIPS AND ACTIVE LIFESTYLES



\$50

WILL SUPPORT AN IN-SCHOOL MENTORING MATCH FOR THE FULL SCHOOL YEAR



\$100

WILL HELP US TAKE A CHILD OFF THE WAITLIST AND SUPPORT THEIR MENTORSHIP FOR A FULL YEAR

3. EMPOWER CHANGE



BECOME A VOLUNTEER MENTOR!
ADMIN.LANGLEY@BIGBROTHERSBIGSISTERS.CA
604-530-5055



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