

**Big Brothers
Big Sisters**
OF LANGLEY

2020 ANNUAL REPORT



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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 supports youth in the Langley community who 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.

MESSAGE FROM LEADERSHIP

As we reflect back on the year that has passed, it is hard not to see the challenges that we have had to navigate and overcome, and the impact that this pandemic has had on our community. But as much as this year has challenged us, it has also allowed us an opportunity to pause, to reflect, and to focus on what is truly important in our lives and in our work. It has reinforced how essential our connections are to those around us and how when we come together we can accomplish amazing things.

We are proud to say that we supported 322 children in the Langley community through our programs, in a time where mentorship and mental health supports have never been more important. As always, we are inspired by our mentors who demonstrated amazing commitment and dedication, and finding creative ways to stay connected even when not being able to visit in person. We cannot underestimate how valuable this generous gift of friendship is to the youth in our programs.

Even throughout the struggles of 2020, our agency experienced many highlights and successes. In the fall of 2020, we joined BBBS agencies across Canada and leaned into our Theory of Change, investing in training and resources that will help us understand how to best support the families that we serve and coach our mentors to consciously and intentionally build impactful, developmental relationships. Through this work, we are further validated that our focus on relationships will ignite the potential of youth within our community. We also launched our first ever youth committee. Our new Teen Leaders group consists of more than 10 dedicated youth volunteers and mentees who have participated in our mentorship programs. The participants help to provide the agency with insights from our valued youth voices. We also did not stop recruiting volunteer mentors, and in fact engaged more potential mentors who reached out, wanting to make a difference in their community. We look forward to welcoming these matches to our agency in 2021.

Together, we are incredibly honored to lead the team at Big Brothers Big Sisters of Langley. We thank our staff team who have worked incredibly hard this year, continuously pivoting and responding to the changing environment. They face every challenge with strength, determination, compassion and humour. We thank our Board of Directors for their guidance and leadership as we navigate these uncertain times. Their strong governance over the years helped create a strong, resilient agency that has been able to face the challenges of the past year, while staying committed to our cause. We look ahead to 2021 with a renewed sense of hope, and a clear vision for our future. We are excited about what lies ahead and know that we have the best team to lead us down the path of success.

Finally, we want to thank our families, volunteers, partners and community for your continued support and investment, and staying committed to our cause. Thank you for standing with us so that we can ensure that children and youth have the resiliency to overcome life's adversities.



Roslyn Henderson
Executive Director



Jeff Farrell
Board President

COVID-19 RESPONSE

2020 has presented our agency and the families we serve with more challenges and obstacles than we had ever thought possible. The World Health Organization's declaration of COVID-19 as a pandemic has changed, and will continue to change, our communities, our country, and our world. Public Health measures, critical to the health and safety of our community, led to the closure of many facilities where people form and grow relationships, including places and spaces that deliver critical programs to youth in need.

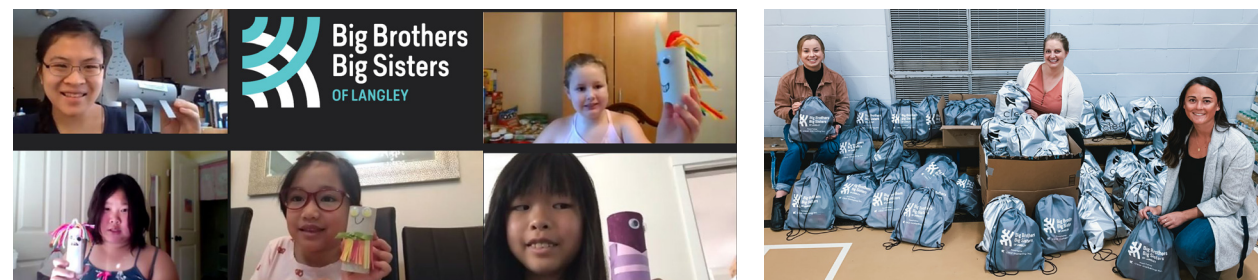
Our organization's commitment to young people and the essential service we provide is being challenged like never before. But what we have learned over the past year, is that through this pandemic, our mission has remained the same. We are not stopping what we do, but finding new ways to deliver what we do best: form life-changing, developmental relationships that foster resiliency in the face of adversity. While public health officials continue to urge Canadians to practice physical distancing, our agency is uniquely positioned to ensure mentors continue to connect with young people who need it the most. When children were cut off from many of the supports that they received through schools, our mentors were able to reach right into the homes of our families, providing critical support during a stressful time. Our agency and mentors continued:

BUILDING SOCIAL CONNECTIONS AT A TIME OF PHYSICAL DISTANCING

Mentors were empowered to connect virtually across a variety of available platforms to maintain the bond and connection with mentees. Mentors continued to build valuable developmental relationships that support mental health, wellness, and communicate with their mentees about mental health concerns.

PROTECTING YOUTH AND COMMUNITY WELLNESS

We worked closely with our schools and community partners to assist with wrap-around services for vulnerable families across our communities, mobilizing resources or making referrals for required assistance.




VIRTUAL SUMMER EVENTS AND ACTIVITY BINS

During the summer, our agency also made a commitment to help keep kids active, both mentally and physically, during a summer that looked anything but normal! We distributed almost 200 summer activity kits throughout the Douglas Park School and community, offered several theme based activity kits to our families, and hosted a series of virtual activities to keep kids connected to their peers. Many children thrive off of the daily social interactions experienced through school and playing with friends and were struggling with the concept of social isolation. The goal of our virtual activities was to give children an opportunity to interact with other participants and leaders in a safely distanced manner.

MENTORING IN 2020

STAYING CONNECTED WHEN YOUNG PEOPLE NEED IT MOST.

 **Be mindful.** The pandemic may cause trauma for young people impacted mentally or physically by the virus or by the news surrounding the pandemic. Let your mentee know that you see them and are there for them.


Be intentional. Engage in thoughtful dialogue with your mentee.

Be in it together. Let your mentee know that you are in this together and are here to help.

Be communicative. Healthy and supportive relationships are crucial during this time.



MEET JAKE AND THOMAS

 Big Brother Jake and Little Brother Thomas were matched based on their common interest in everything sports-related! Jake plays on a lacrosse team, and Thomas plays on a soccer team, and the two have shared their mutual love of all things active in their visits. In their two years together, they have attended a lacrosse game, a Vancouver Giants game, the Wild Play ropes course, and have gone on many, many bike rides. Even though COVID-19 hit in the middle of Jake and Thomas' first year of being matched, that did not stop them from connecting. They continued to FaceTime each other every week, playing virtual games together and just enjoying one another's company. Thomas' mom, Jana, said COVID-19 has been really hard on Thomas emotionally, and that having Jake to talk to consistently each week has provided a positive experience for him during this challenging time. Our team hopes they are able to spend more time together in person this summer to pick up where they left off and enjoy even more bike rides together!





PROJECT IGNITE

As a national BBBS movement over the past year, we have adopted a new framework called Project Ignite. This framework focuses our effort on becoming more intentional in the work that we do in supporting young people with their social/emotional competence, mental health & well-being, and educational engagement & employment readiness.

Project Ignite involves two essential tools to help us better understand and support young people through mentorship programs.

INTRODUCING THE NEED REGISTRY - UNDERSTANDING WHO WE SERVE?

Over the last year, Big Brothers Big Sisters of Canada has introduced our new National Need Registry, a tool to collect and house information about the experiences that families within our programs face. This tool, and the information we collect, allows us to better understand the families that we support through our mentoring programs, and as an agency, we will be better able to demonstrate that we are reaching the young people who are most in need of mentorship. Locally, the Need Registry will support BBBS of Langley to reveal and amplify our community needs. We will then be able to identify areas where we may need to provide additional support, resources, or training to our volunteer mentors, and how we can strategically build partnerships to meet the needs of our families.

The BBBS's Need Registry was inspired by the Adverse Childhood Experiences Study (ACE Study). The study has had a profound impact on social services, such as ours, as it scientifically proves the need for intervention and buffering between children and their adverse childhood experiences in order to increase the likelihood of positive youth development.

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

INTRODUCING THE DEVELOPMENTAL RELATIONSHIP FRAMEWORK - HOW DO WE IGNITE POTENTIAL?

As we live into our National Theory of Change, the BBBS Network will train and measure the strength of developmental relationships across our programs. We will do this work collectively and gather evaluation data that will prove BBBS mentees are receiving strong and impactful developmental relationships from our mentors.

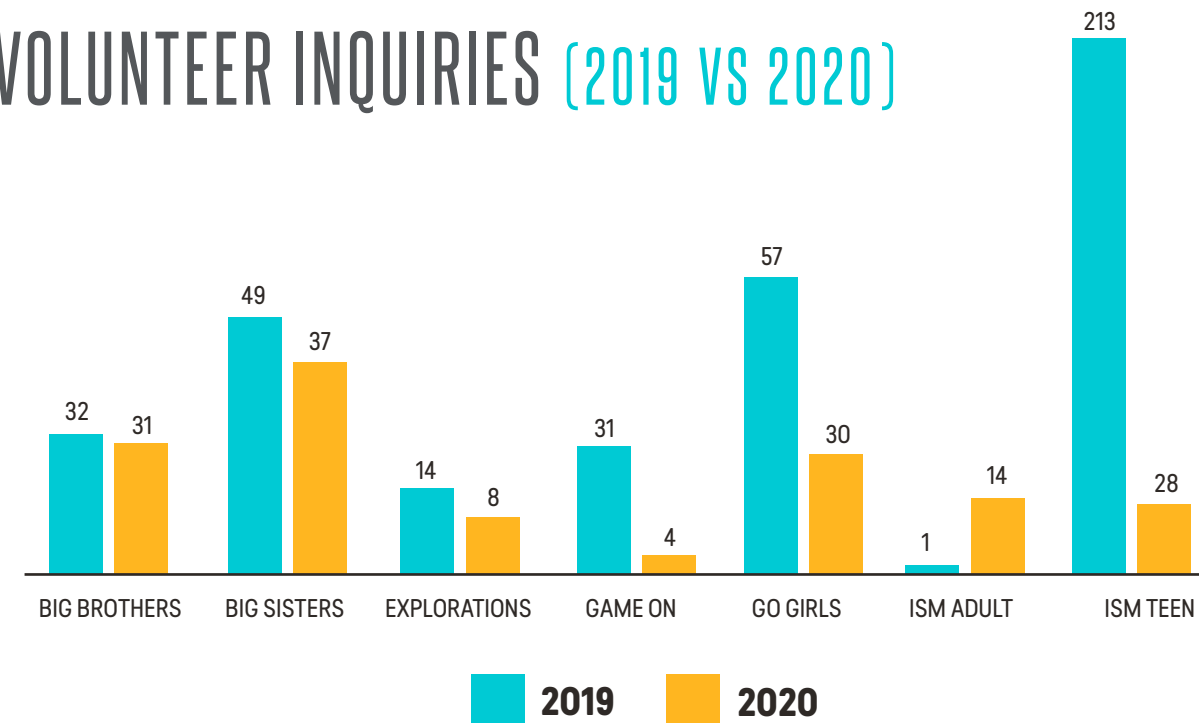
This begins with training our mentors to consciously and intentionally build impactful, developmental relationships. The work continues when we conduct match support touchpoints and match reviews, and BBBS staff continue to coach and frame the mentoring relationship using the developmental relationship framework. This framework provides a shared vocabulary, a shared measure, and a shared understanding of impactful relationships required for youth to succeed.

YOUNG PEOPLE GRADUATE OUR PROGRAMS WITH MEASURABLE OUTCOMES:

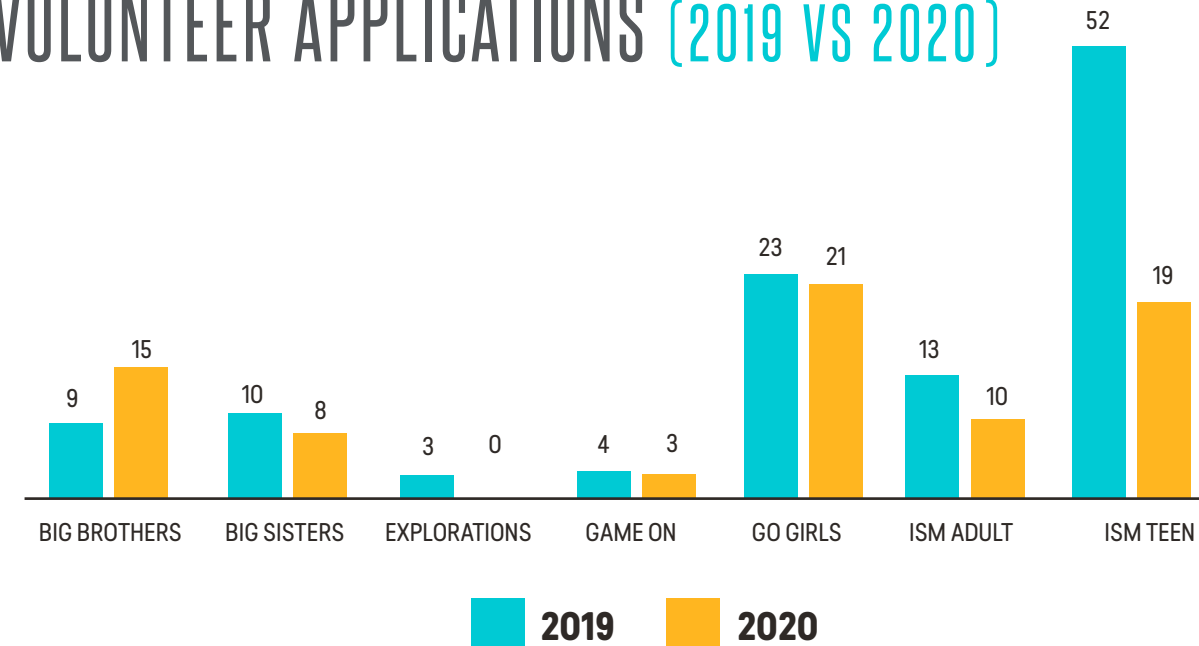
MENTORS STEPPING UP IN LANGLEY

We are proud to say that we supported 322 children in the Langley community through our programs, in a time where mentorship and mental health supports have never been more important. Our agency witnessed an influx of volunteer mentor inquiries and applications in 2020 through our community-based programs; which speaks to the support of our Langley community and the desire of individuals to donate their time and passion when young people need it most.

VOLUNTEER INQUIRIES (2019 VS 2020)



VOLUNTEER APPLICATIONS (2019 VS 2020)



BIG BROTHERS BIG SISTERS MENTORING PROGRAMS PROVIDE A

23:1

SOCIAL RETURN ON INVESTMENT

THAT MEANS:

EVERY \$1 INVESTED IN MENTORING RETURNS \$23 TO SOCIETY¹

MENTORED YOUTH SEE POSITIVE RESULTS:

IN COMMUNITY

87% HAVE STRONG SOCIAL NETWORKS

50% MORE LIKELY TO VOLUNTEER
(AND GIVE 30% MORE TIME!)

13% MORE LIKELY TO DONATE
(AND GIVE 20% MORE MONEY!)

IN LIFE

81% REPORT FINANCIAL LITERACY

98% BELIEVE THEY MAKE
GOOD LIFE CHOICES

80% PURSUE HEALTHY LIFESTYLES

AT WORK

47% HOLD SENIOR LEADERSHIP POSITIONS

17% MORE LIKELY TO BE EMPLOYED

13% HIGHER EARNINGS
(\$315,000 HIGHER LIFETIME INCOME)

¹Among economically disadvantaged groups, \$1 invested in mentoring by Big Brothers Big Sisters returns \$23 to society. The Boston Consulting Group undertook a multi-stage study that compares the outcomes of children who participated in community 1-on-1 programs with those that did not.

MESSAGE FROM THE BOARD TREASURER

We just concluded a fiscal year for Big Brothers Big Sisters of Langley that was both challenging and encouraging. The global pandemic shifted the way that many charities and non-profits were able to fundraise, which caused us to look for new and creative ways to increase our revenue. We are very fortunate to have strong support from our community, partners, sponsors and volunteers, who helped us come out of 2020 even stronger than before.

We received funding for the 2020 fiscal year totaling \$513,300, which is an increase from 2019, even while navigating through the impacts of the COVID-19 pandemic. We were fortunate to receive funds from various Covid-19 relief measures so that we could continue to serve and support our matches during this challenging time. These funds also helped to offset the cancellation of our annual Golf for Kids Sake tournament. We were happy to be able to host our Big Deal Gala, with over 100 guests joining us for this virtual event. We also introduced a new event, Sip, Support, Survive, which has quickly become a favorite with our staff and supporters. Our expenses for 2020 increased compared to the previous year, totaling \$441,659, primarily because of increased office expenses to meet COVID-19 safety standards, and increased funds invested into supporting our families and matches with additional activities and resources. Our largest expense continues to be staff salaries and benefits, which is essential for providing professional support for our mentoring programs.

Our agency is in a solid financial position, with current cash and cash equivalents totaling \$496,643. This includes a reserve of at least 6 months of expense, which is essential for ensuring the long term sustainability of our agency and will help us through the uncertainties ahead.

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, 2020. 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



2020 FINANCIAL REVIEW

EXPENSES

	2020 EXPENSE BUDGET	2020 EXPENSE ACTUAL
The Big Deal Venue Costs	\$16,000	\$ 6,684
The Big Deal Event Costs	\$ 11,000	\$ 7,965
The Big Deal Prizes	\$ 1,400	\$ 2,919
Misc. Fund Raising Expenses	\$ 200	\$ 2,893
School Program Expenses	\$ 4,000	\$ 3,830
Service charges	\$ 2,000	\$ 2,381
Accounting fees	\$ 3,150	\$ 3,869
Board and committee expenses	\$ 500	\$ 398
Conventions and workshops	\$ 2,000	\$ 936
Dues/Memberships/Contracts	\$ 10,500	\$ 10,443
Insurance	\$ 10,000	\$ 11,177
Equipment purchases	\$ 1,000	\$ 3,282
Equipment maintenance	\$ 2,500	\$ 2,403
Staff development	\$ 1,000	\$ 1,112
Recreational and activities	\$ 1,000	\$ 5,540
Christmas Hampers	-	\$ 3,254
Summer Programming	-	\$ 4,009
Software Purchases	\$ 1,200	\$ 2,113
Telephone	\$ 3,500	\$ 3,198
Automobile	\$ 6,500	\$ 2,266
Office supplies & stationery	\$ 4,000	\$ 7,255
Depreciation	\$ 2,500	\$ 2,968
Postage	\$ 500	\$ 1,348
Printing (external)	\$ 250	\$ 672
Publicity	\$ 750	\$ 2,391
Promotional	\$ 750	\$ 4,377
Volunteer recognition	\$ 3,500	\$ 4,228
Building gas, electricity	\$ 4,500	\$ 3,807
Parking	\$ 2,500	\$ 2,700
Rent	\$ 23,000	\$ 22,348
Total salaries, wages and benefits	\$ 305,000	\$ 308,893

TOTAL EXPENSE

\$ 446,950

\$ 441,659

NET INCOME

\$ 0

\$ 71,641

REVENUE SOURCE

	2020 REVENUE BUDGET	2020 REVENUE ACTUAL
Golf sponsorship	\$ 35,000	-
Golf entry fees	\$ 17,000	-
Golf sundry income	\$ 11,600	-
The Big Deal sponsorship	\$ 35,000	\$ 45,100
The Big Deal event registration	\$ 15,000	\$ 8,400
The Big Deal sundry income	\$ 22,000	\$ 14,925
United way allocation	\$ 5,350	\$ 5,361
United way donor option	\$ 5,000	\$ 5,182
Schools Out Grant	\$ 45,000	\$ 52,500
Gaming	\$ 100,000	\$ 100,000
Grants	\$ 60,000	\$ 47,783
COVID-19 Relief Grants	-	\$ 30,000
Summer Programming	-	\$ 3,440
Christmas Hampers	-	\$ 3,065
Miscellaneous fundraising	\$ 10,000	\$ 30,315
Renew Crew	\$ 10,000	\$ 3,883
Summer Student reimbursement	\$ 7,500	\$ 8,880
Christmas Raffle Revenue	\$ 8,000	-
General Donations	\$ 15,000	\$ 24,706
Service Clubs	\$ 10,000	\$ 14,962
Corporate & Sponsor a Match	\$ 30,000	\$ 35,950
Emergency Wage Subsidy	-	\$ 75,161
Interest income	\$ 5,500	\$ 3,688
TOTAL REVENUE	\$ 424,700	\$ 513,300
INTEREST INCOME	\$ 5,500	\$ 3,688
TOTAL REVENUE	\$ 396,100	\$ 495,732



PARTNERS AND SUPPORTERS

VISIONARY (\$20,000+)

BC Gaming Branch
United Way of Lower Mainland
Vancouver Foundation
Government of Canada

CHAMPION (\$10,000-\$20,000)

Willowbrook Mall (bcIMC Realty Corporation and Canadian Core)
First West Foundation

INFLUENCER (\$5,000-\$10,000)

Ames Family Foundation
Emco Waterworks
Jennifer Epp
John & Lotte Heckt Memorial Foundation
Matcon Civil Constructors
Rotary Club of Langley Central
Telus Foundation
Wolseley Canada Inc.
SurreyCares Foundation

MATCH MAKER (\$2,000-\$5,000)

Air Canada Foundation
Bayfield Mortgage Professionals
Chris Martin
Chris Spencer Foundation
City of Langley
Dan Reader
Enterprise Holdings
Envision Financial
FarWealth Management – Jeff Farrell
Finning Canada
Hanh Gerry

Homelife Benchmark Langley Realty
Kinsmen Club of Langley
Kinsmen Foundation of BC
KPMG

Isle of Mann Property Group
Langley Concrete & Tile Ltd
Murray Latta Progressive Machines
Nicomekl School
Perkex Management
President's Choice Circle
Recreation Foundation BC
Renew Crew Foundation
WestJet Cares for Kids

SUPPORTERS (\$1,000-\$2,000)

Aldergrove Credit Union
Blue Pine Enterprises
BM Group
Bryan and Linda Gour
Campbell Burton & McMullan LLP
Coast Capital Savings
Hamber Foundation
Harvey Loen
Hub International – Chris Forman
James Hardie Building Supplies
Kellie Dale
Knights of Columbus
Lindsay Kenney LLP
Magellan Real Estate Lawyers
Murrayville Financial Services Inc
Metal Supermarkets
Milestone Environmental Contracting
Murrayville Town Pub
One Hope Community Church

Ride Into History
Sunnyside Produce Company, Inc
Tammy Charbonneau
Thunder Kings Motor Group
United Parcel Service

IN KIND SUPPORTERS (\$1,000 PLUS)

Clear Marketing
Loft Country Church
Michael Gibney
Sonrise Church
That's My Ball
Valley Weddings
Christmas Hamper Sponsors
Big Deal Gala Prize Donors

MONTHLY DONORS

Jane Menhenick
Jolene Roberts
Keith Morgan
Melissa Giles
Nicole Sproston
Tammy Charbonneau
Metal Supermarkets
Tryston Adachi

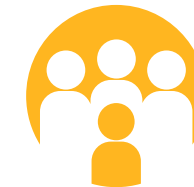
THREE WAYS TO GIVE THE GIFT OF POTENTIAL

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




**Big Brothers
Big Sisters**
OF LANGLEY

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