



Big Brothers
Big Sisters
OF CLARINGTON



Annual Report 2019

#BIGGERTOGETHER

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MESSAGE FROM BOARD CHAIR

"It's not how much you give, but how much love we put into giving."

-Mother Teresa

2019 was another successful year for Big Brothers Big Sisters of Clarington. Close to 500 Clarington children benefited from the efforts of our generous community donors, volunteers, and staff. Giving a child a mentor when needed, is invaluable to a child, their families and ultimately to our community. There are many children in Clarington who have no one to turn to, if not for Big Brothers Big Sisters of Clarington.



As a lean Board we have accomplished much by becoming more engaged and efficient. In accordance with the 2019 strategic pillars, we launched new initiatives such as the Big Boost, gave community presentations including those to the Municipality of Clarington, Probus, 100 Women Who Care, and attended the National Conference. We had booths at the South Courtice Arena during the hockey tournament, Recreation and Leisure Expo and Dr. Ross Tilley Public School information forum and not to mention, successful execution of all our events.

The Board Task Forces tackled issues such as recruitment, stakeholder engagement, building and maintenance (and interagency facility), risk assessment, by-laws and constitution update and Board training. We recruited new Board members with skills identified through our gap analysis. The building safety issues were fixed, at a reasonable cost. A risk assessment analysis was performed for the first time and non-conformance improvements are now monitored on a quarterly basis. The Board benefited from multiple learning sessions and educational literature. Task Force progress reports were made available to the Board monthly in a consent agenda, making Board meetings more informative and efficient.

One of the most significant and lean accomplishments of 2019 was updating the policies and procedures and converting these to an electronically available platform, thanks to the efforts of our remarkable ED and hardworking staff. This allowed proper document control, easy access, privacy control and unknowingly prepared us for the "viral crisis" of 2020.

Thank you to the 2019 Board and welcome to the 2020 Board. Together we can
START SOMETHING BIG!

Elizabeth Colley, Board Chair

MESSAGE FROM THE EXECUTIVE DIRECTOR

"Alone we can do so little, together we can do so much."

It is with great pleasure that we present Big Brothers Big Sisters of Clarington's 2019 Annual Report.

2019 was a challenging year for Big Brothers Big Sisters of Clarington with many obstacles to overcome as well as exciting events, opportunities and successes. 2019 saw the temporary departure of a long time staff member who left on maternity leave followed by the arrival of a new staff member who will be with us for the Maternity Leave period. In 2019 we moved our Monthly Giving Program along and enrolled 18 members who are now contributing a chosen amount each month. We thank all of those people who have enrolled in this very important program.



Most notably in 2019 we saw the evolution of Big Brothers Big Sisters agencies across the country as after many months of work, our new Brand was unveiled, complete with all of the updated tools required to move our work forward. With this new Brand comes a renewed optimism across the country as we unite to bring about a) concrete, collective outcomes to drive our focus as a federation b) a refined Vision and Mission to ensure clarity on our outcomes and c) a Theory of Change that outlines the optimal way to achieve our outcomes. This truly has helped to unify Big Brothers Big Sisters agencies across the country as we work together, in a much more intentional way, to better serve the children of our communities. Armed with our new Mission, Vision and Theory of Change, our dedicated team is ready to ignite the power and potential of Clarington's young people.

While the year behind us presented challenges as we strove to meet our goals, we managed to overcome many obstacles placed before us. I can say with absolute certainty that the continued success in Clarington is due to the efforts of a cohesive team consisting of dedicated staff, our volunteer mentors who step up and help make mentoring a reality for the children of our community, our passionate board members and our donors who continue to contribute financially.

This collective team effort made it possible to provide safe and effective programs within our community. Each and every member of our team plays an invaluable role, and has helped to move us forward as we look toward the future; a future where possibilities are endless and a future where we are **#BIGGERTOGETHER**.

In closing, I would like to take this opportunity to thank all of our supporters who believe in our mission and continue to make our work possible. Please know that your involvement within our agency will help bring about positive outcomes for children of our community. I look forward to your continued involvement, as we move forward together throughout 2020 and beyond!

Darlene Brown, Executive Director

BBBSC 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 Relationship**¹

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

THEORY OF CHANGE

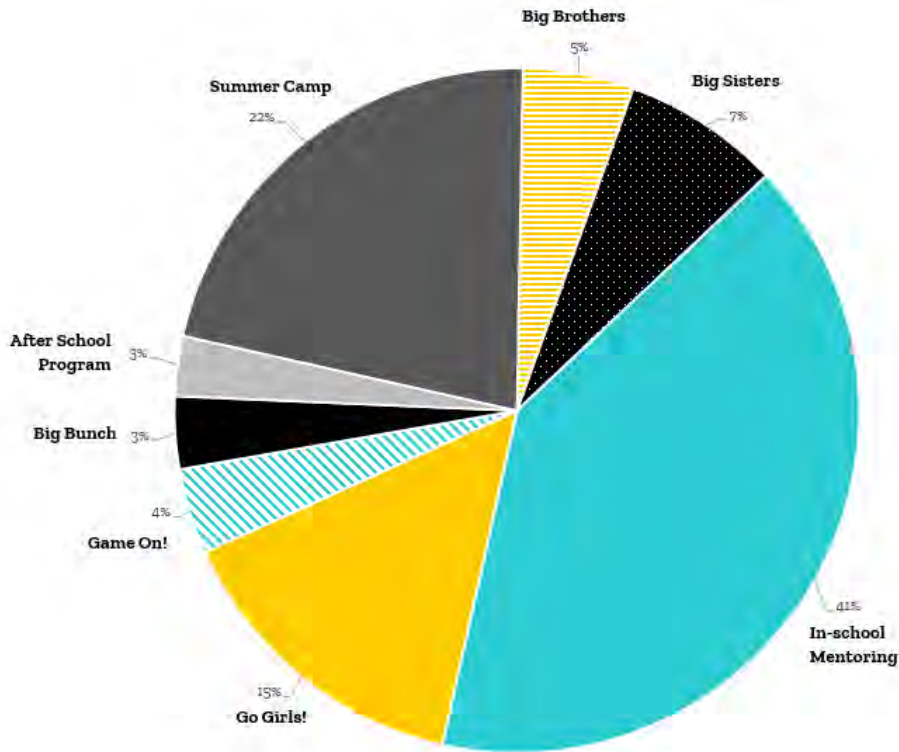
OUR VISION

All young people realize their **full potential**



PROGRAM HIGHLIGHTS

CHILDREN SERVED BY BBBSC PROGRAMS



TRADITIONAL PROGRAM & COUPLES MATCHES

Our Bigs are doing BIG things with their Littles when they get together every week. Children who spend time with a mentor gain confidence, acquire new skills and competencies and learn the importance of showing care for others. Mentors experience a sense of discovery and enjoyment as they experience the world through a child's eyes.

In 2019, we had 60 wonderful adult volunteers making a BIG difference to 63 children in the community.

Our new matches are generously supported by the Ontario Trillium Foundation.



IN-SCHOOL MENTORING PROGRAM

An hour a week is all it takes to make a huge difference in a child's life, and over the last year we have had **38 adult, high school and college student in-school mentors spending quality time with 201 school-aged children.** Our in-school mentors get the chance to feel like a kid again as they meet with their mentee to play games or sports, bake something, or use the computer. It is time well spent building a child's confidence, sharing a laugh and learning something new. **In-school Mentoring is kindly supported by the Ontario Government—Ministry of Education.**



PROGRAM HIGHLIGHTS

GO GIRLS! AND GAME ON!

Go Girls! Healthy Bodies, Healthy Minds and Game On! Eat Smart, Play Smart, Live Smart are group based mentoring programs run by volunteer mentors. Through non-traditional physical activity, Go Girls! Is designed to provide girls aged 12-14 with the information and support they need to make informed choices about healthy, active living. Through non-traditional physical activity and healthy eating support, boys aged 12-14 who participate in Game On! learn to make informed choices about a range of healthy lifestyle practices. **In 2019, Go Girls! was run by 12 mentors serving 73 girls. Game On! was run by 2 adult mentors serving 20 boys. Thank you to Canadian Tire Jumpstart Foundation and Ontario Government—Ministry of Education for making these programs possible!**



CHAMPIONS OF CHANGE SUMMER CAMP

Last summer 108 different children from across the community joined us for some fun in the sun at our Champions of Change summer program. This 7-week program provided our campers, aged 6-8 and 9-13, with a variety of exciting activities, games and outings all based around a weekly theme. From cooking up a storm, to spending the day at Cobourg Beach, our campers were challenged physically, socially and cognitively as good character development and leadership skills were encouraged daily.

Through weekly guest speakers, a variety of workshops and many fun activities, our campers learned the importance of giving back in their neighbourhoods and communities.

Thank you to the ESDC Summer Jobs Program and the Rotary Club of Bowmanville for supporting this very successful summer experience.



AFTER SCHOOL PROGRAM

In 2016 our agency was fortunate to receive funding to hire a coordinator to implement an after school program in our community. This program runs in both schools as well as community hubs so more children are able to directly access programming close to home.

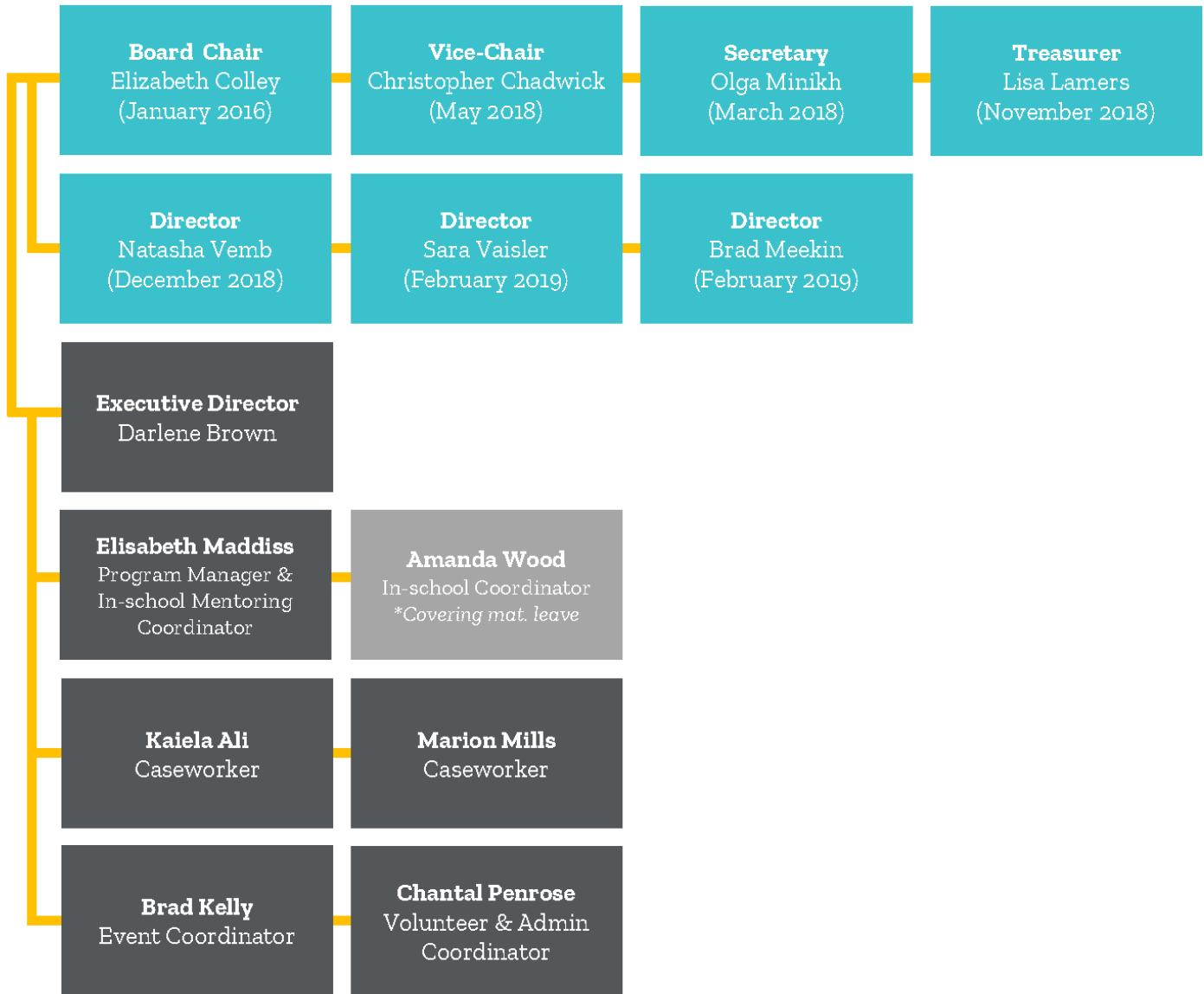
Thanks to ongoing funding from Canadian Tire Jumpstart we were able to continue to run this fun filled action packed program to the Clarington children in three different areas. **Throughout the 2019 calendar year, 3 volunteer mentors supported 17 Clarington children.**

BIG BUNCH PROGRAM

Big Bunch is a group mentoring program that we make available to children who are waiting to be matched, new volunteer mentors and children from existing matches and BBBSC programs. From September to June, Big Bunch activities are planned such as bubble soccer, archery tag and snowshoeing. **In 2019 we had 14 children on the Big Brother/Big Sister waitlist who participated in our Big Bunch activities alongside many of our children from Traditional and other mentorship programs.**



ORGANIZATIONAL STRUCTURE



EVENT REPORT

Big Brothers Big Sisters of Clarington hosted its signature events again in 2019, to help us reach our goal of raising funds for the many children's mentoring programs offered by our agency. Thank you to everyone who participated, attended, sponsored or volunteered during these fantastic events.

Bowl for Kids' Sake

Between February and May, community organizations and local schools joined us for Bowl for Kids' Sake, our largest annual fundraiser. We would like to thank OPG for once again being our event sponsor, as well as everyone else who collected pledges and came out to bowl with us. In 2019, BFKS raised nearly \$30,000 in support of our children's mentoring programs.

BIG 3-on-3 Road Hockey Tournament

In May, we closed down part of Clarington Boulevard for one of our favourite community events, which brought together local teams for a fun-filled day of ball hockey! The tournament raised over \$12,000 and we hope to continue to grow our expanding divisions.

Spring, Food Wine & Beer Festival

The Spring Food, Wine & Beer Festival was once again held at Newcastle Town Hall, where guests had the opportunity to sample local cuisine, beer and wine. The 19th annual festival raised almost \$10,000 for the children of Clarington.

Golf for Kids' Sake Tournament

This event was a great success as golfers gathered at Deer Creek Golf Club to enjoy a gorgeous day on the greens. The event helped raise just over \$35,000.

Under the Sea Gala

Guests of this year's gala dove into the sea to enjoy a wonderful evening with delicious food and drinks, great music and an exciting silent and live auction. The evening was a tremendous success, raising almost \$50,000 for our agency.



THANK YOU FOR YOUR SUPPORT

Big Brothers Big Sisters of Clarington makes a difference in our community by providing children in need with one-to-one and group mentorship programs that are proven to help kids stay in school, avoid risky behaviour such as bullying, and grow up to be more civic-minded adults. Thank you to the following individuals, businesses, foundations, and clubs for their generous contributions of **\$500 or more during the 2019 fiscal year to support our children's mentoring programs.**

Aecon	Desjardins - Greg Lewis
Algoma Orchards	Desjardins - Nathan Arnstocki
Asbestos Workers Local 95	Dom's Auto
Black & McDonald	Durham Medical
Boilermakers Local 128	Durham Pattern and Model
Borutskie, Mark	Elexicon Energy
Boston Pizza Bowmanville	Enbridge
Break-Away Technologies Inc.	EPSCA (Electrical Power Systems Construction Association)
Bowmanville Clarington Toyota	ESDC—Canada Summer Jobs
Calhoun, Brenda and Dr. Kevin	Fairbrother, Wilma
Canadian Tire Bowmanville	Farmers Grow Communities
Canadian Tire Jumpstart Charities	Fry, Rayna and Neil
Canatom	Gange, Jeff
Carpenters Local 27	Gay Company
Carpenters Union Local 39	Great Canadian Gaming Corp.
Chanterelle Bistro	Greeley
CIMA	Hooper's Jewellers Ltd.
Clark, Neil	IBEW Construction Council of Ontario
Commonwealth Mutual Insurance	Invado Volleyball
Continental Currency Exchange	Ironworkers Local 721
Cooperators - Lisa Lamers Agency	IUOE Local 793
Covanta	Jacobs, Shelly
Crosby Dewar Inc.	Justin Barry Optical
CUPE Local 5555	
Deer Creek Golf & Banquet Facility	

[Supporters list continued on next page >>](#)

THANK YOU FOR YOUR SUPPORT

K&K Recycling
Kaitlin Corporation
Lions Club of Bowmanville
Lions Club of Newcastle
LIUNA Local 183
Masood Vatandoust - Keller Williams
McClurg, Jill
Meridian Credit Union
Millwright Local 2309
Mississaugas of Scugog Island First Nation
Municipality of Clarington
North American Steel
Northcutt Elliot Funeral Home
Ontario Ministry of Education
Ontario Teamsters Construction Council
Ontarion Trillium Foundation
OPG Employees & Pensioners
OPG —Diversity Team
Penfound, Scott and Tracey
Provincial Building and Construction Trades Council Ontario
RBC Foundation
Regional Municipality of Durham
Rogers
Rotary Club of Bowmanville

Rotary Club of Courtice - Interact Club
Roughly Insurance Agency (Bowmanville)
Safran Landing Systems
Sheet Metal Workers and Roofers - Local 30
St. John, Susan
St. Mary's Cement Bowmanville
Stevens, Charles and Judith
Strike & Phillips LLP
Strike, Ron and Allison
Syvan Developments
TML Alumni
UA Journeymen & Apprentice - Local 46
Unifor Local 222
United Rentals
United Way of Durham Region
Valiant Rental Properties Ltd
VanderDuim Mortgage Team
Vanhaverbeke, Edmond and Sylvia
Via Rail
West Jet Cares for Kids Foundation
Willoughby, Mike and Gayle
Wilmot Orchards
Winmar Durham

Contributions of time and money mean so much to Big Brothers Big Sisters of Clarington, and we would also like to thank every volunteer, individual and business who helps to create life-changing mentorship opportunities for young people in Clarington.

TREASURER'S REPORT

While 2019 saw an impressive increase in revenue generated through government grants, our donations and fundraising have decreased and will continue to be an area of focus for strategic planning going forward. An increase in expenses was experienced as a result of repairs performed to the organization's property, as well as added wages and benefits paid related to the grants received.

We continue to pursue a more consistent cash flow model through our Monthly Giving Program, find new opportunities to generate revenues and reduce operating costs, and consider how to best leverage our capital assets.

2020 will most certainly prove to be a challenging year as the organization navigates the pandemic and has already seen the postponement of several popular fundraising events. We must successfully adapt to a new normal with respect to our operational activities and our finances in order to continue our important work in the Clarington community.

Sharon Grant-Young, CPA, CA, CIA, Treasurer



MONTHLY DONORS

We would like to acknowledge our wonderful **BIG Boost monthly donors** whose contributions help to provide a stable source of revenue at all times of the year. They play a large part in helping the children and youth of our community to develop into self-confident, emotionally strong and socially-responsible adults.

Darlene Brown
Brenda & Dr. Kevin Calhoun
Chris Chadwick
Elizabeth & Dr. Ron Colley
Sharon Grant-Young
Paul Halliday
Dr. Debra Jefferson
Donna Metcalf-Woo

Olga Minikh
Chantal Penrose
Laura Sciore
Susan Sheen
Sarah Vaisler
Natasha Vemb
Gayle & Mike Willoughby

We would also like to recognize those who donate monthly through the Benevity Fund:

Adam Hobb
Dawn Longmire
Anonymous donors

To become a monthly donor, visit:

<https://clarington.bigbrothersbigsisters.ca/monthly-giving-program/>

INDEPENDENT AUDITOR'S REPORT

To The Directors of
Big Brothers Big Sisters of Clarington:

Qualified Opinion

I have audited the accompanying financial statements of Big Brothers Big Sisters of Clarington, which comprise the statement of financial position as at December 31, 2019 and the statements of operations, changes in net assets, and of cash flows for the year then ended, and notes to the financial statements, including a summary of significant accounting policies.

In my opinion, except for the effects of the matter described in the Basis for Qualified Opinion section of my report, the accompanying financial statements present fairly, in all material respects, the financial position of Big Brothers Big Sisters of Clarington as at December 31, 2019, and the results of its operations and its cash flows for the year then ended in accordance with Canadian accounting standards for not-for-profit organizations.

Basis for Qualified Opinion

In common with many charitable organizations, the organization derives revenue from donations and fundraising, the completeness of which is not susceptible of satisfactory audit verification. Accordingly, verification of these revenues was limited to the amounts recorded in the records of Big Brothers Big Sisters of Clarington. Therefore, I was not able to determine whether any adjustments might be necessary to recorded donations and fundraising, excess of revenues over expenses, cash flows from operations for the years ended December 31, 2019 and 2018, current assets as at December 31, 2019 and 2018, and net assets as at January 1 and December 31 for both the 2019 and 2018 years. My audit opinion on the financial statements for the year ended December 31, 2018 was modified accordingly because of the possible effects of this scope limitation.

I conducted my audit in accordance with Canadian generally accepted auditing standards. My responsibilities under those standards are further described in the Auditor's Responsibilities for the Audit of the Financial Statements section of my report. I am independent of Big Brothers Big Sisters of Clarington in accordance with the ethical requirements that are relevant to my audit of the financial statements in Canada, and have fulfilled my other ethical responsibilities in accordance with these requirements. I believe that the audit evidence I have obtained is sufficient and appropriate to provide a basis for my qualified opinion.

Responsibilities of Management and Those Charged with Governance for the Financial Statements

Management is responsible for the preparation and fair presentation of these financial statements in accordance with Canadian accounting standards for not-for-profit organizations, and for such internal control as management determines is necessary to enable the preparation of financial statements that are free from material misstatement, whether due to fraud or error.

In preparing the financial statements, management is responsible for assessing the organization's ability to continue as a going concern, disclosing, as applicable, matters related to going concern and using the going concern basis of accounting unless management either intends to liquidate the organization or to cease operations, or has no realistic alternative but to do so.

Those charges with governance are responsible for overseeing the organization's financial reporting process.

Kevin W. Melnichuk, *Chartered Professional Accountant*

BIG BROTHERS BIG SISTERS OF CLARINGTON

STATEMENT OF OPERATIONS

FOR THE YEAR ENDED DECEMBER 31, 2019

	<u>2019</u>	<u>2018</u>
REVENUE		
Donations	\$ 18,904	\$ 42,454
Grants (Note 5)	116,181	67,231
Fundraising (Note 6)	193,953	205,056
United Way	26,000	26,000
Nevada and Raffle	3,757	6,822
Program registrations and other	29,104	26,600
Rental income	<u>10,354</u>	<u>10,433</u>
	<u>398,253</u>	<u>384,596</u>
EXPENSES		
Amortization	4,290	4,919
Building occupancy	16,779	9,924
Fundraising costs (Note 6)	42,385	44,885
Insurance	8,005	7,928
Interest and bank charges	6,953	4,540
National dues	4,900	4,900
Nevada and Raffle	87	87
Office and general	18,009	11,718
Professional fees	6,672	6,943
Program costs	14,899	11,608
Telephone	1,644	1,531
Travel	2,737	2,206
Wages and benefits	<u>302,326</u>	<u>280,131</u>
	<u>429,686</u>	<u>391,320</u>
SURPLUS OF REVENUES OVER EXPENSES (EXPENSES OVER REVENUES)	\$ <u>(31,433)</u>	\$ <u>(6,724)</u>

The accompanying notes are an integral
part of the financial statements

Kevin W. Melnichuk, Chartered Professional Accountant

BIG BROTHERS BIG SISTERS OF CLARINGTON

STATEMENT OF CHANGES IN NET ASSETS

FOR THE YEAR ENDED DECEMBER 31, 2019

	<u>2019</u>	<u>2018</u>
<u>UNRESTRICTED NET ASSETS</u>		
Balance, beginning of year	\$ 1,423	\$ 13,529
Surplus of Revenue over Expenses	(31,433)	(6,724)
Externally Restricted - Nevada and Raffle	1,225	(4,674)
Amortization of capital assets	4,290	4,919
Additions to capital assets	<u>-</u>	<u>(5,627)</u>
BALANCE, END OF YEAR	<u>\$ (24,495)</u>	<u>\$ 1,423</u>
<u>EXTERNALLY RESTRICTED - NEVADA AND RAFFLE</u>		
Balance, beginning of year	\$ 7,048	\$ 2,374
Revenue - Nevada	287	972
Revenue - Raffle	3,470	5,850
Direct expenses	(87)	(87)
Expenditures for programs	<u>(4,895)</u>	<u>(2,061)</u>
BALANCE, END OF YEAR	<u>\$ 5,823</u>	<u>\$ 7,048</u>
<u>NET ASSETS INVESTED IN CAPITAL ASSETS</u>		
Balance, beginning of year	\$ 184,624	\$ 183,916
Additions to capital assets	-	5,627
Amortization of capital assets	<u>(4,290)</u>	<u>(4,919)</u>
BALANCE, END OF YEAR	<u>\$ 180,334</u>	<u>\$ 184,624</u>

The accompanying notes are an integral
part of the financial statements

Kevin W. Melnichuk, *Chartered Professional Accountant*

BIG BROTHERS BIG SISTERS OF CLARINGTON

STATEMENT OF FINANCIAL POSITION

AS AT DECEMBER 31, 2019

	<u>2019</u>	<u>2018</u>
<u>ASSETS</u>		
Current		
Cash (Note 3)	\$ -	\$ 8,988
Accounts receivable	21,787	20,318
Prepaid expenses	<u>1,574</u>	<u>4,898</u>
	<u>23,361</u>	<u>34,204</u>
Capital Assets (Note 4)	<u>180,334</u>	<u>184,624</u>
	<u>\$ 203,695</u>	<u>\$ 218,828</u>
<u>LIABILITIES</u>		
Current		
Bank indebtedness (Note 3)	\$ 18,819	\$ -
Accounts payable and accrued liabilities	7,450	8,942
Deferred revenue (Note 7)	<u>15,764</u>	<u>16,791</u>
	<u>42,033</u>	<u>25,733</u>
<u>NET ASSETS</u>		
Net assets invested in capital assets	180,334	184,624
Externally restricted - Nevada and Raffle	5,823	7,048
Unrestricted net assets	<u>(24,495)</u>	<u>1,423</u>
	<u>161,662</u>	<u>193,095</u>
	<u>\$ 203,695</u>	<u>\$ 218,828</u>

Approved on behalf of the Board:

_____ (Director)

_____ (Director)

The accompanying notes are an integral
part of the financial statements

Kevin W. Melnichuk, Chartered Professional Accountant

BIG BROTHERS BIG SISTERS OF CLARINGTON

STATEMENT OF CASH FLOWS

AS AT DECEMBER 31, 2019

	<u>2019</u>	<u>2018</u>
SOURCE (APPLICATION) OF CASH		
From Operating Activities		
Surplus (Deficiency) of revenues over expenses	\$ (31,433)	\$ (6,724)
Plus expenses not involving an outlay of funds:		
Amortization	<u>4,290</u>	<u>4,919</u>
	<u>(27,143)</u>	<u>(1,805)</u>
Changes in non-cash items:		
Accounts receivable	(1,469)	(10,201)
Prepaid expenses	3,324	4,208
Accounts payable and accrued liabilities	(1,492)	2,496
Deferred revenue	<u>(1,027)</u>	<u>16,791</u>
	<u>(664)</u>	<u>13,294</u>
From Investing Activities		
Purchase of capital assets	<u>-</u>	<u>(5,627)</u>
Increase (Decrease) in cash	(27,807)	5,862
Cash, beginning of year	<u>8,988</u>	<u>3,126</u>
Cash, end of year	<u>\$ (18,819)</u>	<u>\$ 8,988</u>
CASH DETERMINATION		
Cash	<u>\$ (18,819)</u>	<u>\$ 8,988</u>

The accompanying notes are an integral
part of the financial statements

Kevin W. Melnichuk, *Chartered Professional Accountant*

TO OUR SUPPORTERS

The Board of Directors of Big Brothers Big Sisters of Clarington wishes to extend a very warm thank you to our volunteers, staff, sponsors, donors, and supporters.

Because of you, the young people we serve in this community enjoy and benefit from various programs of fun, friendship, adventure and challenge, and are given opportunities to acquire and develop new skills, raise their self-esteem, and build self-confidence. This in turn helps to prepare them to play a significant role in our local and global communities.

You have assisted in reaching out to touch lives as you lead our young people towards a bright and bold future where they can **believe** in a brighter future.

Thank you for helping to ignite the power and potential of each young person we serve. Your contributions truly mean the world to them!

THANK YOU!

Big Brothers Big Sisters of Clarington

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www.clarington.bigbrothersbigsisters.ca

Phone: (905) 623-6646

Email: kids.clarington@bigbrothersbigsisters.ca

BBBSC is a United Way
Member Agency 

