



**Big Brothers Big Sisters**  
of Victoria and Area

# Annual Report

## 2017-2018

GIVING CHILDREN AND YOUTH THE CONFIDENCE TO ACHIEVE MORE



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# Message from Board President and Executive Director



**Rhonda Brown**

Executive Director

As we complete another year it is time for us to reflect on our successes as we strive to achieve the goals of mission and strategic plan. This year was very positive with our agency reaching or exceeding our goals in several areas most notably in the number of children served.

It is with pleasure that we celebrate having matched 568 children and youth with mentors. This would not have been possible without a dedicated staff team, a strong Board of Directors, excellent working committees and dedicated volunteers. Together we committed to the mission and vision of the agency and accomplished the goals detailed in our Strategic Plan which included enhancing our impact, amplifying our voice, strengthening our leadership and enhancing our sustainability.



**Steve Chubby**

Board President

We were able to enhance our impact by ensuring all of programs are inclusive and diverse; open to volunteers and youth who identify as female, male, transgender or gender fluid. We expanded these programs into communities on Vancouver Island who identified a need including the Comox Valley, Salt Spring Island and Sooke.

We amplified our voice leveraging multiple marketing and media channels to target volunteer recruitment and secure new partnerships in support of programs and events. We gathered information about adversities experienced by the children and families we serve, tracked outcomes and used this information to advocate for mentoring as a cost-effective solution to strengthen our community.

We strengthened our leadership welcoming new Board and Committee members who increased our skill and knowledge base. In addition we continued to invest in the professional development of staff through webinars, in house speakers and workshops. Volunteer training was also evaluated with new standards and knowledge applied.

We were successful in enhancing our sustainability realizing an overall financial increase of 39%. This was the result of securing new collection streams for used clothing in the Donation Center. Moving to a new organizational structure for Fund Development, increasing grants and securing new business partners.

A handwritten signature in black ink, appearing to read 'Rhonda Brown'.

**Rhonda Brown**

Executive Director

A handwritten signature in black ink, appearing to read 'Steve Chubby'.

**Steve Chubby**

Board President



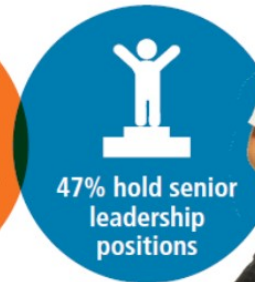
# Adversity and the Impact of Mentoring

In 2017-2018, Big Brothers Big Sisters supported life-changing relationships for **568** children and youth facing adversity, an 25% increase in children served from last year.



**55%** HAVE MENTAL HEALTH CONCERNS  
**78%** ARE LOW-INCOME FAMILIES  
**53%** EXPERIENCE LEARNING, BEHAVIOUR OR HEALTH CHALLENGES  
**44%** EXPERIENCE TOXIC STRESS

**MENTORING**  
GIVES YOUNG PEOPLE THE  
CONFIDENCE TO ACHIEVE  
**MORE**



## THE CHILDREN SAY...

"He treats me like an equal."

"She is so easy to talk to."

"They are so much fun!"

"She's my best friend."

"I'm not as shy anymore."

"She helped me to be more confident."



"My mentor taught me it's okay to just be me."

"I'm becoming more of a leader now."

"My mentor gives me great advice."

"I tell my mentor everything."

"They really do care."

"I got to try a lot of new things!"

"HE TAUGHT ME TO NEVER GIVE UP."

"I WILL NEVER EVER FORGET MY MENTOR."

"My mentor is kind, caring, and so much more."

"My life would not be the same without my mentor."

# Our Programs



## GO GIRLS! HEALTHY BODIES, HEALTHY MINDS

September 2017 saw the launch of Go Girls! into Middle Schools in School District #62. The success of a strategic shift from elementary schools to middle schools was the result of program evaluation, stakeholder feedback and an analysis of service gaps in identified communities. The program successfully served 250



## COMMUNITY MENTORING

Community Mentoring has a 41 year history of success supporting children and youth. 125 families asked us for support in 2017 and through the program 152 children and youth were matched with a mentor. The program has proven to be a value added service in a continuum of care meeting the needs of families. Whether a small remote community or a larger municipality the success of the program is rooted in its ability to encourage and support relationships between caring citizens



## IN SCHOOL MENTORING

Eighty-six adult mentors were matched at nine partner elementary schools across three school districts during the 2017-2018 school year. The demand for this program grows each year with existing schools identifying more children in need and additional schools requesting the service. School staff identified that the most significant improvements in children who were mentored were self-esteem, confidence, trust and empathy towards others. Having a mentor assists social and academic development and increases a child's ability to make healthy decisions.



## TEEN MENTORING (BIG BUDDIES)

In 2017/2018, 62 children from 6 elementary schools were matched with 61 teen mentors. The program has been successful in extending our services to the outlying communities of Sooke and Salt Spring Island. Children with teen mentors connect more at school, are more willing to participate in new things – including learning – and are more positive about their school environment. While all of our Teen Mentors are all-stars, we celebrated the accomplishments of Ella Constandinou and Aya Endrigo who were recognized nationally through the Ted Rogers Scholarship and Ashley Bauder Eldridge and Lucy Bridal for



## GAME ON! EAT SMART, PLAY SMART, LIVE SMART

The primary goal of Game On! is to improve the social and emotional development for boys 9-11 years. The program offers mentoring in conflict resolution and anti-violence improving self-esteem, confidence, problem solving and goal setting through a peer support program. Game On! completed a successful pilot in 2017 serving 12 boys and providing a leadership opportunity for 4 mentors. We look forward to extending this program to more school partners in the years to come.



# Meeting Our Strategic Goals

## Mentoring in the Comox Valley

In 2017, as a result of community consultation and collaboration with Big Brothers Big Sisters Canada, we successfully launched the Comox Valley Youth Mentoring Program. Area schools had requested our programs and identified children who were struggling as well as youth who were seeking experiences which increase skills and support school engagement. The community welcomed mentoring as a preventative support providing early intervention for children who have been significantly marginalized. Ten children and youth connected through mentoring at our newest partner schools Queneesh Elementary School and Georges P Vanier Secondary School.

## Celebrating 40 years of service to the Victoria Capital Region

2017 marked a significant year in our history. Families, mentors, donors and business partners joined us as we celebrated our accomplishments and reflected on our past. Families, mentors, funders and partners joined us

## Working Smarter

In 2017 with the help of a BC Gaming Capital Grant we secured the tools we need to work more effectively and efficiently. We were excited to upgrade our IT and phone systems to improve communications with families and mentors and increase shared learning opportunities with our outreach staff.

## Regional Conference



# Mentoring Memories



"My favourite moment is more of a feeling. When two strangers meet its hard to know what will unfold. As the Big, you're hoping you'll present a calm and comfortable environment. A place where there's room to be silly and vulnerable at once. I can imagine being a Little too comes with a whirlwind of thoughts and emotions. In the beginning, there's this 'get to know you' dance you both play. Both trying to tread carefully and have an understanding of the other before feeling comfortable enough to show your true self. But then, there's this beautiful moment where guards are down, conversations flow, and two people are able to genuinely enjoy each other's company. That is my favourite part of my match."

- Anon Mentor, January 2018

"I asked my Little what her favourite year of school has been so far and she said "this one" and I said "oh why?" and she said "because of you."

- Anon Mentor,

Cloverdale Elementary



"My little was quiet and very shy when we met. After 3 great years as a match, he went from withdrawn to very social and outgoing and his confidence and maturity grew rapidly".

- Anon Mentor, Tillicum Elementary



# BIG Events

## BOWL FOR KIDS' SAKE (BFKS)



Our signature fundraising event **Bowl for Kids' Sake** saw significant community engagement, generosity, and growth. 200 bowlers from 38 teams lined up at Langford Lanes in the Westshore **raising over \$72,000 in one weekend!**

Applying recommendations made from previous BFKS events, the addition of a BFKS Sub-Committee, greater media coverage, and tremendous support from the community **increased fundraising by 39%.**

**Thank you** again to all of our sponsors, silent auction donors, volunteers, and bowlers for another successful year.

## AUCTION DONORS

3rd Street Café, 9 Elements Spa, Adrenaline Zip Tours, All Fun Recreation, Art Gallery of Greater Victoria, Baggins Shoes, BeSpoke Design, Bolen Books, Brentwood Bay Resort, Browns Social House Langford, Chocolate Favoris, Club Phoenix, Darcy's Pub, Discover the Past, Eccotique & Zennkai Salons, Epicure, Fired Up! Ceramics, Float House Victoria, Floyds' Diner, Foxy Box Victoria, Foxy Box Westshore, Fresh Slice Pizza, Galaxy Motors, Goldstream Bikes, Grant Thornton LLP, Habit Coffee, Hemma, Hillberg & Berk, Hillside Coffee & Tea, Horror Escape, Hot Mama Fitness, Hudson Wren Portraits, IMAX, Innovative Fitness, Island Specialty Sweets, La Taquiza, Kettle and Hive, Lizzy Lee & Me, Mastermind Toys, Middle Earth Canine Academy, Milestones Langford, Miniature World, Mo:le Restaurant, Molly Maid, Mr.Mikes, Munro Books, My Chosen Café, Northern Lights Winery, Oak Bay Bikes Westshore, Orange Theory Fitness, Otterpoint Beach House, Penzoil Langford, Purdys Chocolate, Quality Foods, Reflex Supplements, Scentsy, Seaside Candleworks, Shaw Centre for the Salish Sea, Shine Café, Starbucks Goldstream, Starbucks Shelbourne, Starbucks Westshore, Steeped Tea, Studio Y, Shannon Munro, Surly Mermaid Sidney, Taylor and Colt, TecNet, The Bug Zoo, Thetis Massage, Three Gringos Mexican Grill, Truffles Group, Tulle & Tweed, Vegan Hippie Chick, Vicarious Spa & Salon, White Spot Langford, Whole Foods, YMCA-YWCA of Vancouver Island



# Bowling Sponsors



# BC Ferries Media Charity Golf Tournament

On June 22<sup>nd</sup>, media professionals, local business owners and government officials joined the BC Ferries Charity Golf Classic at Bear Mountain Resort in Victoria. This year's event welcomed 132 participants and **raised \$50,000** in support of Big Brothers Big Sisters mentoring programs.

Thank you to BC Ferries for an amazing event. We are pleased to be named the charity of choice again in 2019 and look forward to another successful tournament.





# Repurposing & Recycling for a Cause

Introducing a new fundraising opportunity for those living in residential properties!

## How it Works

IN PARTNERSHIP WITH



- 1 A bottle collection bin is set up at your location
- 2 Fill the bin with plastic bottles, cans, and glass containers
- 3 Bin is serviced according to your needs, and the Bottle Depot then pays Big Brothers Big Sisters

Please email

[reception.victoria@bigbrothersbigsisters.ca](mailto:reception.victoria@bigbrothersbigsisters.ca)

or call 250-475-1117 Ext. 101



Big Brothers Big Sisters

offers

**FREE**

Clothing Donation

Pick-up

ARRANGE A PICK UP

**ONLINE** AT

**bbbsvictoria.com**

**NEW**



Or call (250) 385-7226 to arrange a FREE pick up!



# Fiscal Year in Review

## 2017-18 Big Brothers Big Sisters of Victoria Capital Region

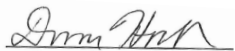
This was a successful year for Big Brothers Big Sisters of Victoria Capital Region. Through the strength of fundraising and donations and the Donation Centre program, there was an excess of revenue over expenses of \$62,672 (2017 – surplus of \$79,728).

Overall revenue increased by 3% to \$1,814,007 (2017 - \$1,756,288). The increase is attributable to a 5% increase in product sales in the Donation Centre and a successful year of fundraising and donations resulting in a 39% increase to that revenue stream. The increases to revenue were partially offset by a decrease in United Way contributions.

Expenses increased by 5% in 2018 to \$1,751,335 (2017 - \$1,676,560). Programs and Partnership expenses increased 11% due to an investment in increasing the volume of product collected for the Donation Centre. Wages and personnel costs increased 2% from the 2016-17 year.

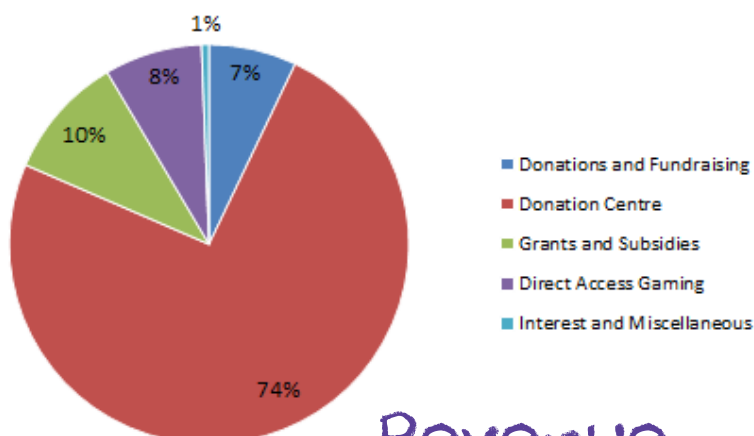
The year closed with a cash balance of \$393,747 (2017 - \$250,924) and total current assets of \$494,522 (2017 - \$364,065). The current assets will be used to offset the liabilities totalling \$326,893 (2017 - \$256,541). The success of the year has allowed the Board to set aside an additional \$90,000 of internally-restricted reserves which will serve as operating contingency and insurance reserves. The reserve fund will help build a strong foundation for the organization to grow and serve more families in the future.

It is an honour to work with the dedicated group of staff, volunteers, sponsors and donors that are committed to our vision that every child who needs a mentor, has a mentor. We thank each and every one of you for your contributions and hard work!

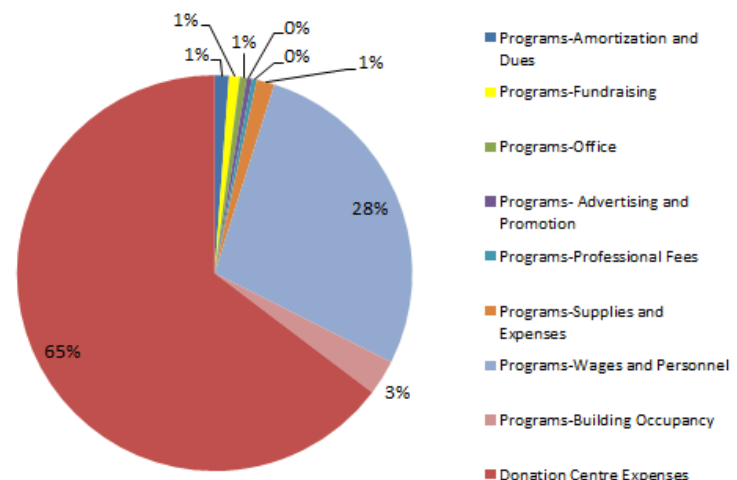


Donna Hobbs

Treasurer, Board of Directors



Revenue



Expenses

# Our Supporters

Thank you to all of the funders, supporters and individuals who create hope for brighter futures and allow children to reach their full potential.



# 2017-2018 Mentors

Big Brothers      Big Sisters      Cross-Gender Matches      Couple Match  
Go Girls! Mentors      Game On! Mentors      In-School Adult Mentors  
In-School Teen Mentors      CIBC Youthvision

Aaron Gillaty, Aaron Sevigny, Abhinav Chakraborty, Adam Horsford, Adriel Karkanis, Alan Mohr, Andrew Hill, Andrew Sousa, Andrew Wade, Andy Lee, Baljinder Kandola, Callaghan O'Connor, Carlos Miranda, Cole Russell, Colin Smith, Dane Loucks, David Carr, Deepak Jaswal, Derek Noyce, Duncan Whyte, Forrester Whitney, Gabriel Hernandez, Gary Belleville, Graeme Hill, Grayson Willson, Hatem El-Lakany, Ian Johnston, James Wauthy, Jamie Jorstad, Jared Nelson, Jesse Lidstone, Jon-Mark Wiltshire, Kevin Scromeda, Kieran Atkinson, Kieran Lowe, Kraig Burns, Kyle Clancy, Mackenzie Varley, Marc Furnemont, Mark Unruh, Matthew Vaillant, Matthew Yochim, Max Weinstein, Mike Shepard, Nathan Verhoog, Nicholas Reimer, Patrick Thorpe, Paul Abra, Peter Wootton, Philip Hancyk, Randy Barbaro, Richard Dhillon, Richard Edwards, Roshan Virk, Shaun Swarbrick, Shawn Courtney, Stephen Hammond, Sunny Manhas, Thomas Goenczi, Tyler Grundison, Tyler Smith, Zach Willson, Alexandra Jamieson, Amanda Burke, Ashley Kochan, Ashley McLaren, Cara Temmel, Carlie Johns, Caroline Roberts, Chelsea Vaughan, Christie Spiteri, Christina MacDonald, Claire Lee-Radigan, Connie Radke, Courtney Mengual, Danielle Michel, Danielle Porteous, Dominique Micetich, Emily Hann, Emily Heayn, Emma Brautigan, Emma Wright, Georgia Hennessy-Jackson, Grace Lezetc, Haley Leech, Hannah Rabinovitch, Heather Gartley, Janice Waring, Jenna Peters, Julia Weiss, Justine McMillan, Kathryn Juricic, Katie Campbell, Kelsey McMillan, Kelsey O'Neill, Kim Alcock, Kim Samson, Kristen Klepsch, Kristin Rutledge, Larissa Walkus, Laura Hale, Lauren Radford, Lauren Zolpys, Laurie Sthamann, Leanne Britton, Lindsay Carnes, Lisa Godfrey, Luna Meresa, Marie-Eve Long, Marina Aude, Melanie Bennett, Melanie Mann, Melina Barnes, Michelle Mickelson, Michelle Shields, Nadine Dutour, Rachel Klopp, Sandra Pichota, Sherry Kellington, Shireen Bawnlavery, Susan Pollard, Sydney Uhlmann, Tannis Harper, Toren Huntley, Alexandra Volk, Andrea De Bruyns, Brooke Craigie Ritchie, Carline Humphrey, Carrie Leonard, Gabrielle Fau, Gillisha Wharf, Jennifer McGill, Jessica Jardine, Julia Greer, Karolina Karas, Kayla Birnie, Kim Carnes, Kimberlee Wenner, Kira Marshall, Leah Johnson, Lesley Hancyk, Melanie Edwards, Nori Kinoshita, Rebecca Jurista, Riley VanCaeseele, Ruby Sharpe, Sarah Spencer, Shelley Dyson, Anna Burrowes, Graham Emslie, Kristopher Gemzik, Lyanna Renaud, Nagib Samji, Nicole Doiron, Zachary Daigle, Zorin Samji, Alannah Harriman, Aleah Ross, Alex Carmichael, Alice Jones, Amy Attas, Anna Ivanov, Artashina Singh, Ashley Forseille, Breanna Sparrow, Brittany Budd, Brynn Pydde, Caleigh Franco, Cheyenne Franklin, Ciara Harte-Osberg, Dawna Drapeau, Elizabeth Dill, Emily Jackson, Felisha Phillips, Gillian Briggs, Jaime Tobias, Jasmine Robertson, Jenna SteinbergJ, essica Rhodes, Julia Mitchell, Kathleen Brown, Keara Rodd, Kortni Smith, Kristina Kopplin, Lauren Babineau, Mackenzie Dickeson, Magdalena Davvid, Marcela Restrepo Arango, Maria Weaver, Mariana Restrepo Arango, Nicole Cameron, Nimmi Augustine, Olivia Leyser, Olivia Skillings, Parcilla Lalari, Rachel Van Zeumeren, Sarah Sylvester, Sarah Worrall, Shaela Ripley, Sharen Hundal, Silken Mayer, Siobhan Clancy, Stephanie Teeney, Suzanne Morin, Taylor Rouleau, Zoe Cameron-Johnson, Zoe Cristiano, Akshay Bhasin, Joshua Cabuco, Morgan Honer, Myles Maillet, Alex Lawson, Alicia Pink, Amanda Robinson, Amy Sharp, Andrew Tigchelaar, Ashley Carlos, Brea Moore, Brenda Hodson, Brynn Murray, Cale Grieve, Carol Williams, Chantelle Danielle, Christina Carrick, Ciel Arbour-Boehme, Cindy Sandsmark, Cornelia Price, Daniela Frohloff, Danielle Moreau, Danielle Olson, Daphne Andrews, Darrelle Butler, Deanne Young, Dennis Minaker, Diana Willison, Diane Hildebrand, Elspeth "Ellie" Gamble, Faith Conor, Gordon Banta, Heidi Bermudez, Irene Schell, Isabelle Pylat, Isaiah Jurkuch, Jan Eliseth Miranda, Janet Lynch, Jessica Dalton, Jill-Marie Moreau, Jo-Ann Youmans, Judy Curran, Judy Elliot, Julie Chiem, Kanyarat Lertvalaikul, Katherine Johns, Katy Hutchison, Laurie Clarke, Leah Wesko, Linda Schachter, Louise Frolek, Lucas James, Maria Askew, Maria Christela Santos, Michelle Guevremont, Monica Dittrich, Morgan Diening, Morgan Reid, Morgan Ruskowsky, Natalie Sutherland, Nicholas Crichton, Nicole Painchaud, Olivia Bing, Patricia Smith, Penny Pattison, Peter Wong, Priya Sangha, Rachael Harman-Denhoed, Randall Forster, Robert Campbell, Robert Wicks, Scott Treble, Shona Mockford, Steve McKellar, Taneil Gurrie, Tina Nesmith, Trevor Thame, Val Minaker, Vanessa Chiu, Vicky Strandlund, Wyatt Matthews, Zachary Miller, Benjamin Tozer, Elena Weidmann-Smith, Gabriel Cooper, Jamila Tomines, Jing Liu, Karlee Zaruk, Lucy Zhang, Maclaren Forres, Nicole Bonatto, Tess Wei, Zoe King, Aidan Eccleston, Aime Westle, Aliny Morte, Angela Haddad, Aqsa Warraich, Ashley Bauder Eldridge, Aya Endrigo, Brenn Wickheim, Chloe Burrows, Craig Phipps, Dylan Heisler-Shirlaw, Ella Constandinou, Elly Crawford, Hansen Stern, Ingrid Ringdahl, Iris Gao, Jora Pauls, Jordan Neustaedter, Kaitlin Kauffman, Katharine Yeo, Livia Tahan, Lucy Bridal, Madeleine Godfrey, Megan Otter, Micah James, Michael Andrzejewski, Michael Ross, Mikayla Tracy, Moe Fujikawa, Nathalia Santos, Nathan Hill, Noah Fruttarol, Owen Stuart, Rebekah Kersey, Rick Pontedura, Rori Wood, Samantha Norrie, Sean Stewart, Timothy Ross, Zoe Tremblay, Gabrielle Reece, Kaya MacKay, Lannette Boland, Lina Losier, Emma Russell, Jensen Keltie, Kendra Mackie, Kevin Franceschini, Sienna Sandri, Caleb Bromba, Carson Fennell, Emma Cochrane



With Gratitude

What does it take to support 568 children?

IT TAKES AN ARMY OF GOOD CITIZENS.

PEOPLE WHO TRULY UNDERSTAND  
THAT IN ORDER TO AFFECT  
CHANGE WE ALL HAVE TO



GIVE.

WHILE OUR MENTORS GIVE THEIR TIME, THERE ARE OTHERS WHO ARE

*quietly and consistently*

DONATING <sup>TO THE</sup> CAUSE.



*Our donors are champions*

THEY RANGE FROM CHILDREN WHO DONATE THEIR BIRTHDAY  
MONEY, TO EMPLOYEES WHO HOST BAKE SALES, AND COMMUNITY  
MEMBERS WHO GENEROUSLY MATCH THE CONTRIBUTIONS OF OTHERS.

THEY ARE 500 STRONG

AND TOGETHER THEY ARE CHANGING THE COURSE OF YOUNG

LIVES AND THE COURSE OF THIS COMMUNITY'S FUTURE.

THANK YOU

# About Us

5+ YEARS OF SERVICE 10+ YEARS OF SERVICE 15+ YEARS OF SERVICE 20+ YEARS OF SERVICE

## BOARD OF DIRECTORS

Steve Chubby (President) • Donna Hobbs (Treasurer) • Delia McCrae (Secretary) Directors— Susan Pratt • Melanie Wilson • Chris Gilbert • Monty Bryant • Karen Mark • Meghan Casault • Sarah Elwood • Mike Wyeth

## COMMITTEE MEMBERS

Thank you to our board members who sit on committees and to the following for sharing their expertise!

Darragh Grove-White (Fund Development) • Sarah Klinger (Human Resources) • Tammy Khanna (Human Resources) • Ted Yeates (Donation Centre) • Doug Harms (Bowl for Kids' Sake) • Diana Bell (Bowl for Kids' Sake) • Melina Barnes (Bowl for Kids' Sake) • Sheila Elworthy (Donation Centre)

## STAFF

Rhonda Brown (Executive Director) • Bonnie Milbury • Sadie Hill • Danielle Gumbley • James McKillop • Christina Penhale • Lilaine Galway • Jesse Peel • Mindy Francis • Phil Naylor • Jaime Traynor • Evan Johnson-Robertson • Taylor Watson • Alannah Harriman • Cindy Tomnuk • Hannah Zalmanowitz • Cheryl Faerber (Donation Centre Manager) • Brandon Steen • Cameron Wilson • Carsen Baker • Cody Edmondson • Darcy Lapushinsky • Deb Usak • Derek Dudley • Eden Thom • Jessica Boekelheide • Johnny Pranic • Jorge Elizondo • Kelly Larsen • Ron Montgomery • Ron Solis • Russ Allert • Trish St Louis • Tom Power

## STUDENTS

Gillian Briggs • Wyatt Matthews • Macayla Yan • David Verville • Stephanie Teeney • Dawna Drapeau • Suzanne Morin • Abi Armstrong • Jaime Tobias • McKenzie Meginbir • Haley Duke • Eliza Gibb

## OFFICE & EVENT VOLUNTEERS

Aaron Cummings • Inook Yeo • Zhao Li • Laura Horstman • Cayla Stiles • Glen Milbury • Christine Golder • Lisa Mort-Putland • Tim Putland • Tom Galway • Jan • Lea Milbury • Kathy • Susan Gumbley • Lindsey Easton

# Mission, Vision, & Values

## OUR MISSION:

To create and support positive mentoring relationships for young people that help them succeed in life.

**OUR VISION:** Every child who needs a mentor has a mentor.

## OUR VALUES:

**We Welcome** we acknowledge and honor the diversity of people, cultures, traditions and experiences and recognize the right of all individuals to respect, dignity, fairness, caring, equality, and self-esteem

**We Learn** - we strive for the highest standards of service and continuously improve our knowledge and best-practices to better support children, youth and volunteers

**We Share** - we believe in the power of collectively working toward common goals that benefit our community and the lives of young people in Canada

**We Respond** - we commit to developing programs which are relevant and leverage the power of volunteerism and mentoring in our communities.



**Big Brothers Big Sisters**  
of Victoria and Area

230 Bay Street, Victoria BC V9A 3K5

Telephone: 250-475-1117 Fax: 250-475-1197