



Big Brothers  
Big Sisters

OF VICTORIA CAPITAL REGION

# ANNUAL REPORT 2018-2019



# MESSAGE FROM THE BOARD PRESIDENT AND EXECUTIVE DIRECTOR

Since 1977, Big Brothers Big Sisters of Victoria and Area has ignited the potential of thousands of children and youth through mentoring. In those 42 years, we have grown expanding our services to meet the ever-changing needs of the communities we serve, to improve access for our volunteers and improve services to our families.

Although we have a new logo and brand, what we do hasn't changed. The one constant through these many years has been our unwavering belief in the potential of every child and our commitment to unlocking that potential through meaningful one-to-one relationships. This past year we have worked to share our impact through all of our communications. We have strengthened our knowledge in this area continuously learning and analyzing with the end goal of improving our understanding of not only our impact but who we serve. This critical view ultimately led to our Theory of Change, a new tool which is now embedded in our Strategic Plan, that will guide our work moving forward. Without a doubt, we are igniting and supporting developmental relationships that are empowering and impacting the social and emotional competencies of the children and youth in our programs.

We are proud of our staff, our committee members and our Board. They have been strong advocates for our mission challenging us to do more and to do better. Through the course of the year, there were times when we did not meet fundraising targets, when our challenges felt overwhelming and when obstacles seemed endless. However, we remained focused and motivated by the demand for our services and the number of children waiting for a mentor. Together we have reached a milestone of having served 614 children this year.

Thank you to our volunteers who motivate us every day, to the families we serve for supporting our learning, and to the children and youth with so much potential.

Steve Chubby  
Board President

Rhonda Brown  
Executive Director



# ABOUT US

## VISION

All young people realize their full potential.

## MISSION

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

## VALUES

**We Welcome:** We acknowledge and honour 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 towards common goals that benefit our community and the lives of young people in Canada.

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

(Adopted September 2019)

## BOARD OF DIRECTORS

Steve Chubby (President) \*  
Donna Hobbs (Treasurer)  
Delia McCrae (Secretary) \*  
Meghan Casault \*  
Sarah Elwood  
Chris Gilbert \*  
Karen Mark  
Sue Pratt  
Dana Stevulak  
Melanie Wilson \*  
Mike Wyeth \*\*

## COMMITTEE MEMBERS

Sheila Elworthy \*\*  
Darragh Grove-White\*  
Tammy Khanna \*\*  
Sarah Klinger\*  
Ted Yeates \*\*

## PROGRAM STAFF

Rhonda Brown (Executive Director) \*\*  
Yuhan Fan  
Mindy Francis \*\*  
Lilaine Galway  
Danielle Gumbley  
Alannah Harrison  
Sadie Hill  
Kelly Houlahan  
Evan Johnson-Robertson  
Brooke MacDonald  
Chandra Maragh  
Tanya Massa  
James McKillop  
Bethany Mercer  
Bailey Moorehouse  
Phil Naylor  
Olivia Robitaille  
Taylor Watson

## STUDENTS

Analise Cherry  
Eliza Gibb Lewis  
Alexia Gilbertson-Burnett  
Bailey Moorehouse  
Hannah Putnam  
Morgan Swift  
Raj Vaghasiya  
Bailey Williams

## DONATION CENTRE

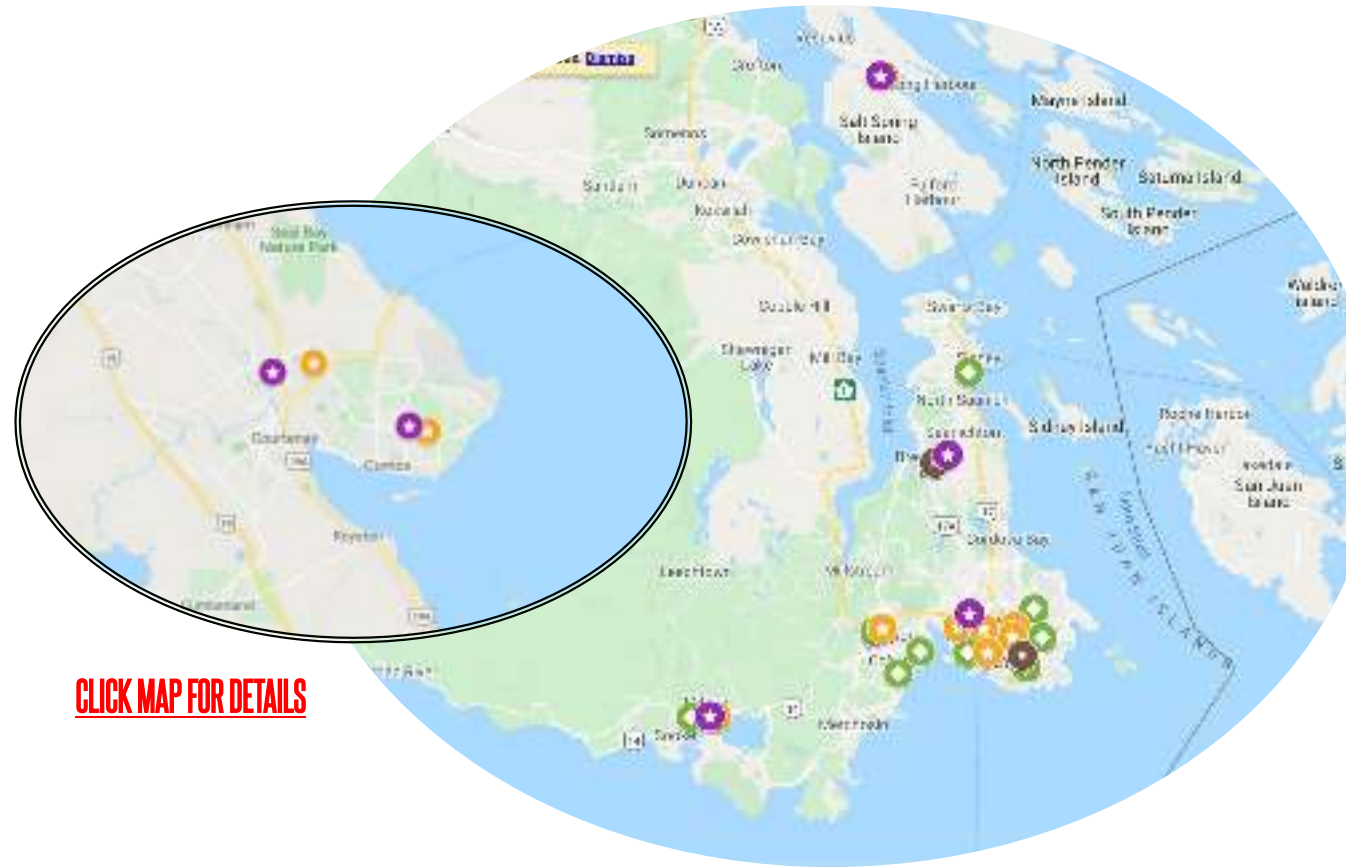
Cheryl Faerber (Manager) \*\*\*  
Russ Allert \*\*\*  
Carsen Baker \*\*  
Cody Edmondson  
Jorge Elizondo  
Kelly Larsen  
Darcy Lapushinsky \*  
Ron Montgomery \*\*  
Tom Powers  
Johnny Pranic  
Ron Solis  
Brandon Steen  
Trish St. Louis  
Eden Thom \*\*  
Lynda Weller

## Years of Service:

\* 5 or more years  
\*\* 10 or more years  
\*\*\* 20 or more years

# YEAR AT A GLANCE

July 1, 2018 to June 30, 2019



[CLICK MAP FOR DETAILS](#)

**614**

**CHILDREN/YOUTH  
MENTORED**

**358**

**VOLUNTEER  
MENTORS**

**42**

**YEARS  
OF OPERATION**

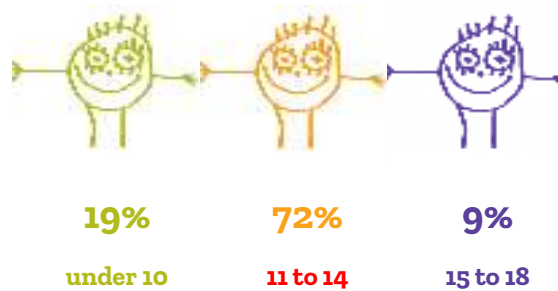
**20**

**PARTNER  
SCHOOLS/SITES**

"One thing that I've learned [from my mentor] is  
that things are not as bad as they often seem.  
And to not be so anxious about some things,  
most things turn out better than what you think,  
and to not be worried as much"

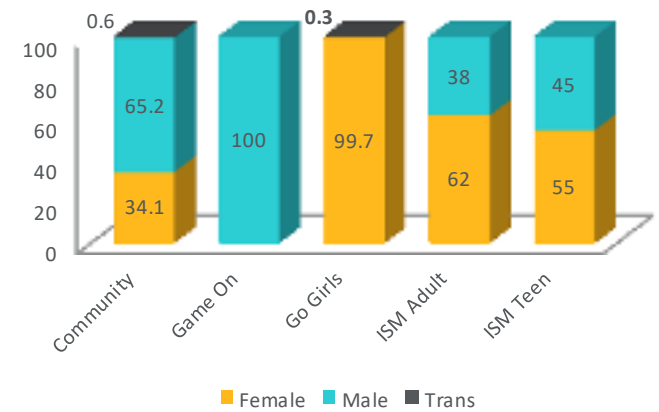
YOUTH IN COMMUNITY PROGRAM

## AGE OF CHILDREN/YOUTH



## WHO WE SERVED

### GENDER OF CHILDREN/YOUTH



**42%**  
LOW  
SELF-ESTEEM

**36%**  
MENTAL HEALTH  
CHALLENGES

**33%**  
DIFFICULTIES  
WITH PEERS

**30%**  
EMOTIONAL/COPING  
DIFFICULTIES

# OUR PROGRAMS

The young people in our programs\* face multiple adversities in their lives. We offset this by matching them with mentors who:

- **Express Care:** showing them that they matter
- **Challenge Growth:** encouraging them to keep getting better
- **Provide Support:** helping them complete tasks and achieve goals
- **Share Power:** treating them with respect and giving them a say
- **Expand Possibilities:** connecting them with ideas that broaden their world

The following adversities and program outcomes were compiled from data collected during the intake process with families and teachers, as well as year-end surveys with program participants, mentors, family members and school liaisons.



## Of the 167 children and youth in our COMMUNITY MENTORING PROGRAM:

**20%** had dealt with the death of a family member; **25%** had been neglected or emotionally abused; **38%** have ADHD, learning or literacy challenges; and **54%** were socially isolated and/or struggling with mental health challenges.

The youth shared that spending time with their mentors had helped them. Of those who completed the year-end survey, **77%** said that they wanted to try new activities; **71%** were more physically active; **59%** felt more independent; and **41%** said that they were making new friends.

Mentors felt their impact. **62%** saw an increase in the child or youth's self-esteem; **53%** saw an increase in their confidence; **44%** were talking more; and **21%** were eating more healthy.

Families also noticed changes. **70%** thought that their child had more self-esteem; **60%** saw their confidence grow; **22%** thought their child was getting better at dealing with problems; and **20%** had more empathy for others.

## Of the 133 K to Grade 5 students in our IN-SCHOOL MENTORING PROGRAMS:\*\*

**20%** had someone in their family struggling with substance use issues; **22%** had unstable housing or had lived in temporary housing; **28%** had experienced conflict or violence at home; and **41%** were not motivated in school.

The elementary students enjoyed spending time with their mentors during the school day. Of those who completed the end-of-program survey, **100%** said that they liked having a mentor and that it made them feel good; **90%** said that they talked with their mentors about their families; **76%** spent time with them doing arts and crafts and **64%** had been doing outdoor activities; **75%** of the children said that their mentor always lets them select the activity.

**79%** of the mentors rated their relationship with the student as being "great"; and **70%** had seen an increase in the child's confidence and trust.



## Of the 296 middle school girls in our GO GIRLS! HEALTHY BODIES, HEALTHY MINDS PROGRAM:

**29%** had emotional coping challenges; **38%** had difficulties with peers; **46%** had low self-esteem; and **47%** had mental health issues.

The girls shared that spending time in Go Girls! had helped them. Of those who completed the end-of-program survey, **84%** said that the Go Girls! Leaders were good listeners; **68%** could better recognize their own strengths, skills or unique qualities; **65%** thought they had learned something about healthy food choices and balanced eating; **61%** had made a new friend; and **53%** felt it would be easier for them to reach out to people they trust for support.

Go Girls! leaders also saw a difference: **82%** saw an improvement in the girls' relationships with peers; and **72%** saw an increase in their self-esteem and trust.

The staff at the middle schools also provided feedback. **100%** of school liaisons who completed the survey thought that Go Girls! was a valuable program for the girls who participated; and **60%** noted an increase in the girls' empathy towards others.

## Of the 37 middle school boys in our GAME ON! EAT SMART, PLAY SMART PROGRAM:

**11%** were bullying others; **32%** had difficulty paying attention in school; **46%** had low self-esteem; and **57%** had difficulties with peers.

The boys also felt that spending time in Game On! had helped them. Of those who completed the end-of-program survey, **72%** said that they felt better about themselves; **55%** thought they had learned something about healthy food choices; **50%** thought it would be easier to make new friends; **45%** felt better about trying new things; and **33%** said that they had shared their feelings with other boys in the group.

When asked what they liked about themselves: **63%** of the boys said their creativity; **56%** said their kindness; and **45%** said their personality.

Game On! leaders said that communication, emotions and physical activity most often came up as topics for conversation. They also shared what they thought were the biggest improvements in the boys: **82%** had seen increased confidence; **71%** had seen increased trust; and **65%** had seen the boys' self-esteem go up.

## Of the 53 high school students in our TEEN/YOUTH MENTORING PROGRAMS:

**69%** were in Grade 12; **28%** had previous volunteering experience; **17%** were working part-time when they applied to become a mentor; and **4** earned scholarships or bursaries through Big Brothers Big Sisters.

\*Some children and youth participate in more than one program.  
\*\*The in-school mentoring programs include information about children in a mentoring relationship with either an adult or teen in schools across the Greater Victoria region, the Comox Valley or Salt Spring Island. We did not include adversities for the youth mentors, aged 15 to 18, who volunteered during the 2018-2019 year.



# OUR MENTORS

July 1, 2018 to June 30, 2019

## 10 Years +

Carson Fennell  
Gary Belleville  
Irene Schell  
Laurie Sthamann  
Michelle Shields  
Pat Thorpe  
Paul Abra  
Robert Wicks  
Stephen Hammond

## 5 Years +

Adriel Karkanis  
Amanda Lichon  
Bianca DeSilva  
Caleb Bromba  
Carlos Miranda  
Chuck Hamilton  
Colin Smith  
Emily Hann  
Emma Cochrane  
James Wauthy  
Jessica Jardine  
Karen Hira  
Luna Meresa  
Marc Furnemont  
Maria Askew  
Michelle Mickelson  
Nadine Dutour  
Randy Barbaro  
Richard Dhillon  
Scott Treble

## 2 Years +

Aaron Gillatly  
Aaron Sevigny  
Abhinav Chakraborty  
Addy Gawne  
Akshay Bhasin  
Alan Mohr  
Alannah Harriman  
Aleah Ross  
Alexandra Barnes  
Alexandra Gupana  
Alexandra Jamieson  
Alexandra Volk  
Alice Jones  
Alicia Pink  
Amy Sharp  
Andrew Hill  
Andrew Tigchelaar  
Andrew Wade  
Andy Lee  
Angela Haddad  
Anisa Nasser  
Anna Burrowes  
Aqsa Warraich  
Artashina Singh  
Ashley Carlos  
Ashley Forseille  
Baljinda Kandola  
Bianca Harrison  
Bradley Campbell  
Brandon Morton  
Brea Moore  
Breanna Sparrow  
Brenda Hodson  
Brittany Budd  
Brynn Pydde  
Caileigh Franco  
Cale Grieve  
Cara Temmel  
Carline Humphrey  
Chelsea Vaughan  
Chloe Burrows  
Christie Spiteri  
Christina Carrick  
Christina Ferguson

Ciara Harte-Osberg  
Claire Lee-Radigan  
Cole Russell  
Cornelia Price  
Craig Phipps  
Dane Loucks  
Daniel Adaszynski  
Danielle Michel  
Danielle Moreau  
Danielle Porteous  
Daphne Andrews  
Darrelle Butler  
David Carr  
Deanne Young  
Debbie Chamberlin  
Deepak Jaswal  
Dennis Minaker  
Derek Noyce  
Derek Shaw  
Diana Willison  
Dilan Ilhan  
Dion Amyotte  
Dominique Micetich  
Elizabeth Dill  
Elly Crawford  
Ellie Gamble  
Emily Jackson  
Emma Brautigan  
Emma Wright  
Faith Connor  
Forrester Whitney  
Gabriel Hernandez  
Gabrielle Fau  
Georgia Hennessy Jackson  
Gillian Briggs  
Gillisha Wharf  
Grace Lezetc  
Grade Fraser  
Graeme Hill  
Grayson Willson  
Haley Leech  
Hannah Wagner  
Hansen Stern  
Hatem El-Lakany

Heidi Bermudez  
Ian Johnston  
Ingrid Ringdahl  
Isabelle Pylat  
Isaiah Jurkuch  
Jaela Rogers  
Jamie Jorstad  
Jamila Tomines  
Jared Nelson  
Jenna Peters  
Jennifer McGill  
Jesse Lidstone  
Jessica Dalton  
Jo-Ann Youmans  
John Titanic  
Jon-Mark Wiltshire  
Joshua Cabuco  
Judy Curran  
Judy Elliot  
Julia Greer  
Julia Knowles  
Julia Mitchell  
Julia Weiss  
Julie Chiem  
Justine McMillan  
Kaely Cronk  
Kaitlin Kauffman  
Karlee Zaruk  
Katherine Johns  
Kathryn Juricic  
Katie Campbell  
Kayle Birnie  
Keara Rodd  
Kelsey O'Neill  
Kendra Mackie  
Kevin Scromeda  
Kieran Atkinson  
Kieran Lowe  
Kim Samson  
Kimberlee Wenner  
Kortni Smith  
Kraig Burns  
Kristopher Gemzik  
Kyle Clancy

Laura Hale  
Lauren Radford  
Leah Johnson  
Leah Wesko  
Leanne Britton  
Lesley Hancyk  
Linda Schachter  
Lindsay Carnes  
Lisa Godfrey  
Louise Frolek  
Lucas James  
Lucy Zhang  
Maclaren Forrest  
Madison Warren  
Maria Verdad  
Maria Siminoff  
Marie-Eve Long  
Mark Geldart  
Mark Unruh  
Matthew Vaillant  
Matthew Yochim  
Max Weinstein  
Megan Otter  
Melanie Bennett  
Melanie Edwards  
Melanie Mann  
Micah James  
Michael Andrzejewski  
Michelle Purchase  
Misty Cozac  
Moe Fujikawa  
Monica Dittrich  
Morgan Reid  
Myles Maillet  
Nathan Hill  
Nathan Verhoog  
Nicholas Reimer  
Ncole Bonatto  
Nicole Cameron  
Nori Kinoshita  
Parcilla Lalari  
Patricia Smith  
Patricia Tibrea  
Peter Wootton

Philip Hancyk  
Rachel Klopp  
Rachel Van Zeumeren  
Rebecca Jurista  
Rhiannon Harding  
Richard Edwards  
Riley VanCaeseele  
Ruby Sharpe  
Samantha Mills  
Sarah Spencer  
Scott Leonard  
Sean Stewart  
Sharen Hundal  
Shaun Swarbrick  
Shawn Courtney  
Shelley Dyson  
Sherry Kellington  
Silken Mayer  
Sunny Manhas  
Suzanne Morin  
Taneil Furrie  
Tannis Harper  
Taylor Rouleau  
Timothy Ross  
Toan Nguyen-Huynh  
Tyler Smith  
Val Minaker  
Vanessa Chiu  
Vicky Strandlund  
Vincent Loyola  
Wyatt Matthews  
Zach Willson  
Zachary Miller  
Zoe Cristiano  
Zoe King  
Zoe Tremblay



# 1 Year

Abby Stetchman  
Adelia Glover  
Alayna Payne  
Alex Thain  
Alexander Hix  
Alison Perry  
Amelia McCluskey  
Amie Weatherald  
Amrit Gill  
Analise Cherry  
Anastasia Mikhalets  
Andrew Johnston  
Andrew Still  
Andrew Viljakainen  
Anna Rioux  
Anna Young  
Annachie Elkin  
Autumn Kirk  
Bailey Moorehouse  
Bailey Williams  
Barbara Messenger  
Benjamin Gawley  
Brendan McEneaney  
Brian Hague  
Caitlin Vail  
Cameron Gusman  
Cara Marshall  
Carly Strohschein  
Carolyn Hoefele  
Casey Cook  
Cassandra Brown Burrill  
Christina Seabrook  
Christine Hegedus  
Cody MacQueen  
Cynthia Bruckman  
Danielle Girard  
David Strubin  
Derek Lovell  
D'Jannah Brown  
Ella Dennett  
Ellen Henault  
Emma Staicu  
Francis Villeneuve  
Giuliana Crozier

Grace Bishop  
Hannah Houle  
Hannah Putnam  
Hannah Sharples  
Ikwindar Bhatti  
Isabella Lindsey  
Jackson Halan-Harris  
Jamie Andrews  
Jeffrey Doddridge  
Jesse Johnsen  
Jessica Chisholm  
Jessica Lackey  
Jessica Tegart  
Jiahua Liu  
Jocelyn Segal-Townsend  
Jocelyne Yan  
Julia Bower  
Katelyn Pagdin  
Kathryn Ebert  
Kayla Huggard  
Keiron Illing  
Kevin McGinn  
Kisha Roxas  
Kory Brogan-Pottery  
Kristina Thompson  
Laura Joyce  
Lauren Pichichero  
Lauren Rensvold  
Logan Thexton  
Makenzie Doherty  
Mackenzie LeSire  
Madeleine Wong  
Maggie Messer  
Makenna Franklin  
Manfred Lotz  
Marilyn Minshall  
Matt Cusano  
McEnroe Jean  
Measha Gallagher  
Meghan Casault  
Melanie Winter  
Michael Dobbs  
Mitch DeMone  
Morgan Swift

Nicholas Mawon  
Nicholas Nakatsu  
Nicole Wallace  
Paul Curtis  
Phil McKnight  
Quinn Nurmeste  
Rebecca Salpeter  
Robyn Lastiwka  
Roland Tupas-Singh  
Ross Bell  
Rudi Kraak  
Ryan Wong  
Sabrina Parmar  
Sandra Dryden  
Shantal Hetlinger  
Sierra Grigg  
Simon Kipling  
Spencer Washtock  
Stella Hagan-Braun  
Stephanie Brown  
Stephanie Gray  
Sylvia Barnett  
Taylor Watson  
Taylor Wyllie  
Tessa Cardy  
Tessa Hansen  
Tia Endrigo  
Todd MacPhee  
Wynnoah Cole

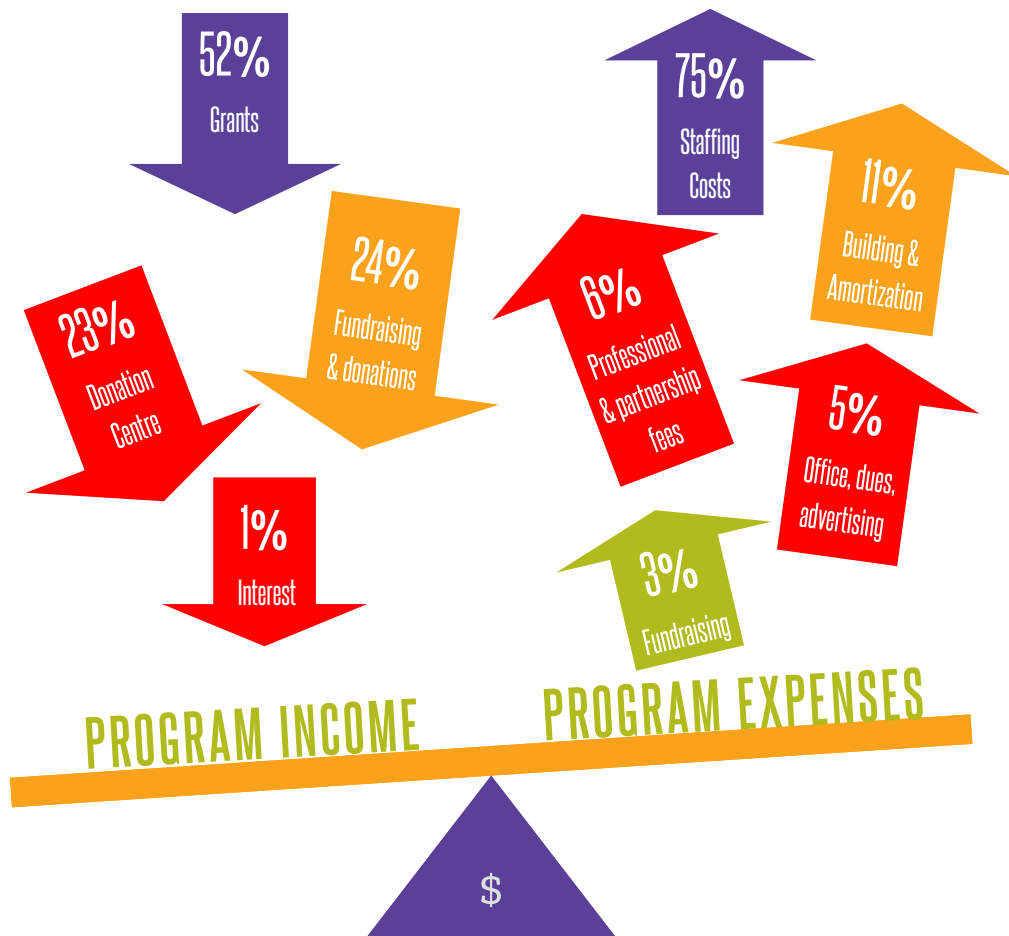
"Community and a sense of belonging  
shape our little humans  
in a remarkable way"  
Mentor

"It doesn't really matter whether a meeting  
with a [child] is great or fun every time.  
The important thing is to be there  
for whatever is going on at that moment  
for the young person. . ."  
Mentor



# FISCAL YEAR IN REVIEW

July 1, 2018 to June 30, 2019



This was another successful year for Big Brothers Big Sisters of Victoria Capital Region. Through the strength of fundraising, donations and the Donation Centre program, there was an excess of revenue over expenses of \$43,656 (2018; \$62,672).

Overall revenue decreased by 4% to \$1,748,420 (2018; \$1,814,007). The decrease is attributable to a 9% decrease in product sales in the Donation Centre due to a declining need for product. This was a successful year of fundraising and donations resulting in a 30% increase to that revenue stream. Grants and subsidies also increased 5% for a total of \$299,393.

Overall expenses also decreased by 3% to \$1,704,764 (2018; \$1,751,335). Programs and Partnership expenses decreased 13% to manage the decreased product sales for the Donation Centre. Wages and personnel costs increased 2% from the previous year.

The year closed with a cash balance of \$463,595 (2018; \$393,747) and total current assets of \$556,860 (2018; \$494,522). The current assets will be used to offset the liabilities totaling \$364,674 (2018; \$326,893). The Board has set aside \$140,000 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.

While raising funds for all charitable organizations is challenging in the current economic and social climate, Big Brothers Big Sisters Victoria is managing well and in a strong position to move forward.

It is an honour to work with the dedicated group of staff, volunteers, sponsors and donors that are committed to our organization and the children and communities we serve. We thank each and every one of you for your contributions and hard work!

Donna Hobbs  
Treasurer, Board of Directors

[CLICK HERE FOR THE 2018-2019 FINANCIAL STATEMENTS](#)



**3**

+

**1**

+

**1**

=

**Clothing Pick-up**

**Trucks**

(3 staff)

**Donation**

**Call Centre**

(9 staff)

**Attended**

**Donation Station**

(3 staff)

**2,241,799 lbs. of cloth**

**saved from landfill in 2018/2019**

[CLICK HERE TO LEARN MORE ABOUT WHAT WE DO](#)

We partially fund our programs by  
diverting goods from the land-fill.

In 2018-2019, we also collected:

bottles



cloth

vehicles

**WE CARE ABOUT KIDS,  
SO WE CARE ABOUT THEIR FUTURE**



# IN APPRECIATION

**Thank you to all our funders, corporate supporters and individual donors who create hope for brighter futures and allow children to reach their full potential.**



**BC Ferries Media Charity Golf Classic**  
June 14, 2019

**Family Picnic Extravaganza**  
June 1, 2019



# FUNDERS & PROGRAM PARTNERS

July 1, 2018 to June 30, 2019

BC Ferries  
Canada Summer Jobs  
Canadian Tire Jumpstart  
Children's Health Foundation of Vancouver Island  
CIBC Children's Foundation  
City of Colwood  
City of Langford  
Coast Capital Savings  
Island Savings  
Panorama Recreation Centre  
Peninsula Co-op  
Province of British Columbia Community Gaming  
Provincial Employees Community Services Fund  
Salt Spring Island Foundation  
Savers

School District 61  
School District 62  
School District 63  
School District 64  
School District 71  
Shoppers Drug Mart  
TELUS  
The Bottle Depot  
Thrifty's Smile Card Program  
Township of Esquimalt  
Unifor  
United Way Greater Victoria  
Uptown Shopping Centre  
VanCity  
Victoria Canoe and Kayak Club  
Victoria Foundation

## Annual Winter Extravaganza

January 19, 2019





# BOWL FOR KIDS' SAKE

Victoria and Comox Valley

Special appreciation goes to all of the bowlers and the people who pledged funds to support the teams.

## Silver Level:

Peninsula Co-op  
Value Village

## Media Sponsors:

100.3 the Q and 91.3 The Zone

## Bronze Level:

Coast Capital Savings  
Cumberland Sand and Gravel  
Discovery Coffee  
Harbord Insurance  
Little & Davies Insurance and Financial Planning  
Mackenzie Investments  
Olympic Physiotherapy  
Smart Dolphins IT Solutions  
Stantec Consulting Ltd.  
The Butchart Gardens  
Westhills Land Corporation

## Contributor Level:

Alley Kat Signs  
CRCM & Co  
Fidelity Investments Canada  
First Island Financial Services Ltd.  
IA Clarington Investments  
Khalsa Credit Union  
Serious Coffee (View Royal)  
TD Asset Management  
Victoria Fire Fighters Charitable Foundation



**Victoria Bowl for Kids' Sake**  
April 26 and 27, 2019

**1st Annual Comox Bowl for Kids' Sake**  
April 26, 2019



# THE BIG SQUEEZE

## 1st Annual Lemonade Stand Competition

Alpine Limousine

Bastion Books

BMO Sidney

BMO Westshore

Buddies Toys - Oak Bay

Campus Auto Group

David's Tea

Dockside Physiotherapy

Eye Etiquette

George Richards Big & Tall

Good Earth Coffeehouse - Royal Jubilee

Island Show Choir

Frontrunners Westshore

Goldstream Gazette

Lizzy Lee & Me

Mastermind Toys

Mayfair Mall

Millstream Village

Moksana Yoga

Saltchuck Pie Company

SE Health

Sol Foods

The Rootcellar

The Self Storage Place

Vegan Hippie-Chick Café

### 1st Annual Big Squeeze

August 24 and 15, 2018





**Big Brothers  
Big Sisters**

OF VICTORIA CAPITAL REGION

**230 Bay Street, Victoria, BC V9A 3K5**

Charitable Number: 106793540 RR0001

E: [main.victoria@bigbrothersbigsisters.ca](mailto:main.victoria@bigbrothersbigsisters.ca)

T: 250.475.1117 | F: 250-475-1197

**[Donate today at bbbbsvictoria.com](http://bbbbsvictoria.com)**

