



**Big Brothers  
Big Sisters**

OF MEDICINE HAT  
AND DISTRICT



# 2019 Annual Report

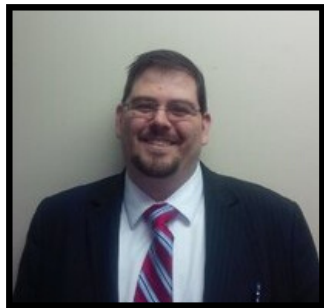
# In Memory Of



**Paul Shultz -March 3rd, 1963- December 20th, 2019**

Paul became a member of our Board of Directors for Big Brothers Big Sisters in January 2018 and brought a wealth of knowledge and experience with him. Paul may have only spent a short time volunteering with BBBS, but his memory will not be forgotten. He took his commitment to the Board seriously, showing up with his whole heart, willing to give whatever he could to help the young people in the BBBS programs.

He joined the annual Bowl for Kids' Sake planning committee, raising over \$2500 to support BBBS. Paul attended all BBBS events, he was the first person to offer a helping hand and always the last one to leave once all the heavy lifting was done. Paul's jovial, fun loving attitude radiated through everything that he did, he was a joy to work with and will be greatly missed.



**Rhys Jalbert -October 27th, 1980- September 6th, 2019**

Rhys became connected with Big Brothers Big Sisters when he applied to become a Mentor in April 2015. A male youth had been on our waiting list for quite some time, he was looking for the perfect mentor to get excited about computers and video games. Rhys was the right fit and was quickly matched with this young man; over the next four years the two of them shared an inspiring relationship that was perfectly accented by their enthusiasm for technology. He put others before himself and offered to help when needed; his mentee will always remember the positive and genuine impact that Rhys had on his life. The relationship that Rhys fostered and the important life lessons that he shared will live on through his mentee and his mentee's family forever.

"Big Brother for In School  
Mentoring since April 2015, and  
one of the best things I have ever  
been apart of!"- Rhys Jalbert via  
LinkedIn

Soon after joining the mentoring program, Rhys offered his dedication and expertise in many different areas of BBBS. Rhys helped organize Bowl for Kids' Sake, bringing new supporters and funders to BBBS who continue to support the organization today. Rhys provided in kind I.T. support for BBBS office through his business Something Techy Inc., and connected individuals in his network to BBBS to benefit programming and young people. Rhys was a true original, bringing his loyal, caring and trustworthy personality to every aspect of volunteerism with BBBS. The impact he made on the community will be memorialized by the important legacy he has left. He is greatly missed.



**Rhys & Hunter  
through the years  
March 19, 2015 to  
January 15, 2019**

Mentees who are mentored will  
experience less stress.

# MESSAGE FROM THE PRESIDENT

Our staff and volunteers are the heart beat of this organization; they give light to the opportunities that enable life changing mentoring relationships to ignite the power and potential of young people.

2019 was a remarkable year, creating a benchmark for many years to come. In 2019 we delivered more programs, to more young people, than we have in the past ten years. We have offered programs to over 300 young people, delivered 1600 individual connections through mentorship experiences and over 2600 volunteer hours. Each time we match a young person with a mentor, we start a life changing relationship built on friendship, trust and empowerment. Every child deserves a championan adult who will be there for them, who understands the power of human connection and insists that they become the best they can be.

We can operate with confidence because of the financial support we receive from sponsors, donors, grant giving organizations and fundraisers. We are humbled by the individuals and organizations that continue to give to the young people in our community; thank you!

In 2019 our BBBS National organization launced a new brand, along with that came a new logo, vision and mission. We are excited to let our new brand guide us into the future.

Our programs are made possible by the staff and volunteers that help us to serve our community. With profound sadness, we said goodbye to long time mentor and volunteer Rhys Jalbert and Board member Paul Shultz this past year. While we mourn the loss of Paul and RHys, we find comfort in remembering the gifts they shared as volunteers.

Our board is proud of the transformational work that is done here every day; we envision a community where all young people realize their potential.



Lee Krasilowez

80% of 18-24 year olds in Alberta wish they had a mentor when they were kids.

# MESSAGE FROM THE TREASURER



The organization is incredibly proud of the financial progress that we made in 2019. Our cash position has improved significantly from the prior year due to extensive planning, budgeting, and a tremendous amount of hard work within the Agency.

Our Statement of Operations shows a small decrease in revenue; this is largely due to grant revenue decreasing by \$29,749 in comparison to the prior year. This decrease in grant revenue showing on the Statement of Operations is offset by a \$125,000 Community Facility Enhancement Program (CFEP) grant that we received in November 2019. This grant has been deferred until we can effectively utilize the funds, so it is being shown on the Statement of Financial Position instead of the 2019 Statement of Operations.

The Statement of Operations also shows an increase in expenses, this is largely due to an increase in payroll as we hired an additional part time employee to keep up with growing program demands. Fundraising expenses also increased by \$9,846 or 22% while fundraising revenues only decreased by \$4,794 or 2%. The main contributor to this increase in fundraising expenses was Ribs for Kids. This event was moved to a new location and this year we offered more diversity and exhibits to attendees which increased the cost of the event.

The Organization is currently focusing on highlighting and enhancing the existing fundraisers which have performed well in the past and are expected to perform well into the future, such as Bowl for Kids' Sake, Birdies for Kids, and the MDA Golf Tournament. A focus on decreasing expenses has also proved successful in previous years for the Organization and continues to be a goal in future years.

All other lines on the Financial Statement remain relatively static with no notable increase or decrease. The Statement of Financial Position provides a clear snapshot of our cash on hand at year-end, this is one of the best cash positions the Organization has seen in several years. We continued to meet our strategic objectives in 2019 while also managing to grow our assets. The Organization continues to keep some of our cash in reserves; increasing these reserves is a goal that we hope to achieve in the coming years.

We continue to believe that if we focus our work on building a stronger presence in the community, paired with optimistic, yet realistic fundraising goals, we can continue to produce positive financial results in the future. We are confident that our programs will continue to make a difference to the children and youth of this community!

Kelsey Robinson, CPA



# Statement of Operations

## Big Brothers Big Sisters Association of Medicine Hat Statement of Operations

For the year ended December 31, 2019

	2019	2018
<b>Revenue</b>		
Fundraising revenue (Schedule 1)	211,897	216,691
Donations	37,055	39,640
Grant revenue	14,154	43,903
Investment income	270	258
<b>Total revenue</b>	<b>263,376</b>	<b>300,492</b>
<b>Expenses</b>		
Salaries and benefits	192,098	163,385
Fundraising expenses (Schedule 1)	55,463	45,617
Rent	12,915	12,915
Licences and fees	6,384	7,368
Insurance	6,192	5,877
Professional fees	5,489	5,381
Telephone	4,394	4,831
Office	4,343	3,998
Travel	3,203	3,315
Advertising	2,874	2,180
Program expenses	2,509	514
Repairs and maintenance	1,451	535
Conferences	1,039	1,456
Staff appreciation	667	874
Gift-in-kind expense	357	161
Training and education	160	111
Bank charges and interest	59	405
<b>Total expenditures</b>	<b>299,597</b>	<b>258,923</b>
<b>Excess (deficiency) of revenues over expenditures</b>	<b>(36,221)</b>	<b>41,569</b>

# Statement of Financial Position

## Big Brothers Big Sisters Association of Medicine Hat Statement of Financial Position

As at December 31, 2019

	2019	2018
<b>Assets</b>		
<b>Current</b>		
Cash (Note 3)	102,707	130,826
Restricted cash (Note 4)	127,222	833
Accounts receivable (Note 5)	1,209	31,379
Prepaid expenses and deposits	1,366	3,462
	<b>232,504</b>	<b>166,500</b>
<b>Liabilities</b>		
<b>Current</b>		
Accounts payable and accruals (Note 6)	10,657	10,606
Deferred contributions (Note 7)	127,222	25,048
	<b>137,879</b>	<b>35,654</b>
<b>Net Assets</b>	<b>94,625</b>	<b>130,846</b>
	<b>232,504</b>	<b>166,500</b>

Approved on behalf of the Board of Directors

# Our Board

President

**Lee Krasilowez**

Vice President

**Rob Ferguson**

Treasurer

**Kelsey Robinson**

Secretary

**Ryan Stewart**

Director

**Ross Buchholz**

Director

**Ted Clugston**

Director

**Paul Shultz**

Director

**Amy Gans**

## Big Brothers Big Sisters Logo Timeline

1975-2001



2001



2007



2020



# Our Story: The Power of Three

## The Reason Behind the Re-Brand



Big Brothers  
Big Sisters

OF MEDICINE HAT  
AND DISTRICT

Potential is everywhere

It's in our city and province. We're stepping up to support this potential, so that together, we can shape the community of tomorrow. Our Southeast Region may be vast but our vision is focused: That all young people realize their full potential. And our plan is clear: The family, The Organization, The Big. The three players that come together to forge a new path forward. We stand together now, because we know the simplest acts create the biggest impact. And these acts can empower potential everywhere.



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**<sup>1</sup>

### 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

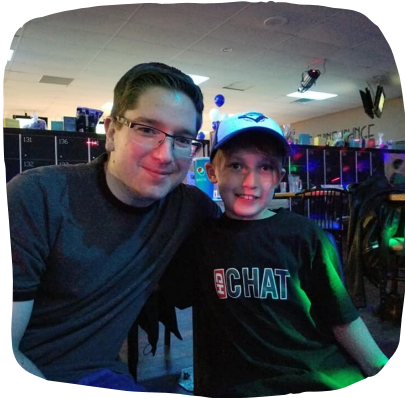
<sup>1</sup> "Developmental Relationships Framework" © 2018 Search Institute, Minneapolis, MN. [www.search-institute.org](http://www.search-institute.org)

THEORY  
OF CHANGE

### OUR VISION

All young people realize their **full potential**

# Big Brothers Big Sisters Programs



**Matched Since March 2019**



**Matched Since March 2018**

## Traditional Mentoring

This program is the one we are most known for. Through the Traditional Mentoring Program, a mentor is matched with a child with similar interests. The mentor will pick the child up and take them on an outing within the community, exposing the child to new experiences, and opportunities. Through regular outings, a relationship is developed between the mentor and the mentee, which is built on trust and common interests, and is supported by our experienced coordinators. Spending a few hours per week provides children and youth with a role model to talk to and share the experiences of growing up. The result is a life-changing experience for both the mentor and the mentee.

**In 2019 alone, our Littles received a total of 6396 hours of mentoring through our Traditional Program. Our Mentoring Coordinators must stay in contact with each match for a total of 1148 times and for every time they interact with our matches it created 2870 total processes of paper work and data entry.**

## In School Mentoring

The In School Mentoring program is like the Traditional Program however, all meetings are held at the Little's School. The adult mentor will visit the mentee for one hour every week, excluding school holidays, and build a friendship. They are welcome to go outside and play games, read together, do a craft, or play a board game. This program is extremely successful for school aged children who are withdrawn in class, lack self-esteem, are bullying or being bullied. The In School Mentoring Program provides youth with a positive role model and a friend to talk to and share the experience of growing up, within the confines of the school. We have many matches that begin in In School and move to the Traditional program.

**Our matches meet one hour per week throughout the school year for a total of 650 volunteer hours from the start of the school year to the end of May! Mentoring Coordinators provided Match Support in 2019 338 times. 936 processes of contact and recording were completed.**

## Rattlers In School Mentors





## Teen Mentoring

Our Teen Mentoring Program matches High School and Upper Middle School Teens with Elementary School Students one to one but in a group setting supervised by one of our Mentoring Coordinators. This program runs 8-15 weeks.



Game On is a group mentoring program for boys in grade 7, that focuses on physical activity, self-confidence, healthy eating and relationships. The single, most important goal of the program is to positively shape the lives of young men by helping them build a positive self-image-setting them on a path to reach their full potential. The Game On program consists of seven, 75 minute mentoring sessions. 2019 was the first time in years we were able to deliver this program to a group of boys. This was due to the partnership with the Medicine Hat College Nursing Students as part of their Clinical Practicum.



Go Girls! Is a group mentoring program for girls ages 11-13, that focuses on physical activity, self-esteem, healthy eating and relationships. The single, most important goal of the program is to positively shape the lives of young women and girls by helping them build a positive self-image-setting them on a path to reach their full potential. The Go Girls! program consists of seven, 75 minute mentoring sessions. The 7 week sessions are structured around several key themes: physical activity, healthy eating, eating disorders, bullying, self-esteem and communication skills. This program has grown over the past few years and is delivered to more girls and more schools in the past 3 years. This program is delivered in partnership with the Medicine Hat College Nursing Students as part of their Clinical Practicum.

**Our Group Mentoring Programs has shown the largest growth in 2019. Reaching 54 children and youth through the site based group programming.**



# Thank You to Our Event Sponsors

 **CF Industries**<sup>TM</sup>



Thank you, CF Industries for being the Title Sponsor for the 2019 Ribs for Kids event. This year we grew our event and held it at the Medicine Hat Stampede Grounds. With our new partners and sponsors we were able to have a large kid zone area and vendor market as well as all the yummy rib trucks, other food vendors and amazing entertainment!



## Charity Classic Golf Tournament 2019

We had amazing weather for the 2019 Motor Dealers Association Golf Tournament and a great turnout for the event. MDA has been providing community support in our community for over 20 years.





The Lucky Goat partnered with Big Brothers Big Sisters this year to hold a fun filled day of golf at the Connaught Golf Course. It was great to meet so many new people!



Thank you Pembina for your continued support of the \$60,000 commitment. In 2018 Pembina, committed to this grant with \$20,000 a year to help increase youth programming.



Cancarb continues to be one of our major sponsors year after year. This is the fourth year that they have sponsored our Annual General Meeting and our Annual Report. Along with being a Silver Sponsor for Bowl for Kids. We are grateful their continued support to our organization.



Thank you to ATB Financial for partnering with us again this year for Lids for Kids! This event is always so much fun.



Thank you New Rock Development for allowing us to partner with you for Chuck a Puck! It is always a blast!







## Bowl for Kids' Sake 2019 Ultimate Sports Fan



Thank you to Servus Credit Union for being the Title Sponsor for the 2019 Bowl for Kids Sake! This event is our largest fundraiser of the year. Together we raised \$60,613!! Congratulations to Rachel Sabourin for being the top fundraiser and winning an amazing trip to Los Angeles.



## enerPLUS

Thank you EnerPlus for being our platinum sponsor again this year! We have greatly appreciated your support over the last eight years.



**Bowl for Kids' Sake brings our community together and helps sustain our programming. Supporting children and youth where they are at!**

# Thank You to our National Partners



Big Brothers Big Sisters appreciates all of Boston Pizza's support through donations at fundraising events, providing lunch at the MDA Golf Tournament, and of course raising money during the month of February with heart shaped pizzas and the paper hearts.

Bowl Canada partners every year with local Bowling Alleys to provide free bowling to our matches. Each match is able to bowl a free game once a month!



The Keg hosted the 2nd annual Keg Patio Party again this year and it was another huge success! It was a great evening of complementary signature drinks and canapes. Proceeds from ticket sales went directly to Big Brothers Big Sisters.

We had another successful year with the Westjet Raffle. This raffle is a highly sought after event; this year we decided to start selling the tickets early than normal. We appreciate Westjet's continued support of this fundraiser!



# Thank You

to our Community Partners for their ongoing support



# Thank You

to our Bigs & Littles Discount Card Partners

These amazing community businesses offer discounts to our matches so that they are able to participate in more affordable activities. The discounts range from BOGO, Big Pays, Little is Free or 50% off.





# The Mentoring Impact

We exist to enable life-changing mentoring relationships that ignite the power and potential of young people. Young people who face adversity come through our doors every day and we're here to provide them with consistent and supportive development through volunteer mentors. We are facilitating and building a relationship, with intent, between the mentor and the young person that expresses care, challenges growth, provides support, shares power, and expands possibilities. Mentors teach by example and make an invaluable difference to young people. The goal is for young people to grow into amazing adults, ready to lead our future generations. Witnessing the transformation of a young person into a confident, concerned and motivated person is a truly remarkable thing. Ushering them into adulthood, seeing them grow into a successful, responsible member of the community and society at large is even more satisfying. Proudly, it's something our staff, volunteers, and partners, help make happen every day. We're Big Brothers Big Sisters and we're here to help all young people realize their full potential.

Mentoring is a powerful way of lending support to a young person by teaching skills, listening to their perspectives and creating a sense of belonging. Spending time with a young person may seem simple, but science tells us that healthy interactions with supportive adults can boost children's brain development, mental health, confidence and well-being.

## What are the Perks of Mentoring?

- Play an important role in helping tomorrow's leaders to be better citizens
- Make your community a better place. Everyone benefits from a stronger Alberta, and your commitment will be your legacy.
- Share life lessons and feel good about giving back and making a meaningful difference in the life of a young person.
- Add a meaningful experience to your life. Broaden your horizons outside of your work.
- Enhance your work and personal life with transferable skills like better communication, organization, leadership, and problem solving.

**Mentoring is powerful. A small investment of time can have positive, lifelong impact on a young person.**

**#BiggerTogether**

**#IgnitingPotential**



# 2019 at a Glance



**Dr. Roy Wilson Learning Centre invited Big Brothers Big Sisters to set up a booth at their student fair. Students in Grades 7-9 were able to come chat with us and learn all about BBBS.**

**BBBS Staff volunteered at Tim Horton's Camp Day. Tim Horton's sponsored 3 of our Mentees last year. They were able to attend camp in Ontario.**



**The 2nd Annual Keg Patio Party! Such a fun event!**

**We had perfect weather for the Medicine Hat Stampede Parade! It was so much fun creating this float to advertise Ribs for Kids!**





90% of mentees believe their mentors pushed them to keep getting better.



**Davis GMC BBQ hosted a Charity BBQ in support of Big Brothers Big Sisters.**

**Cycle Path held a Fundraiser in support of BBBS during the summer, where \$1 from every tire tube purchased was donated to support our agency.**



**Mr. Lube held a fundraiser in support of our agency for the month of September.**

**Skate with the Tigers 2019**

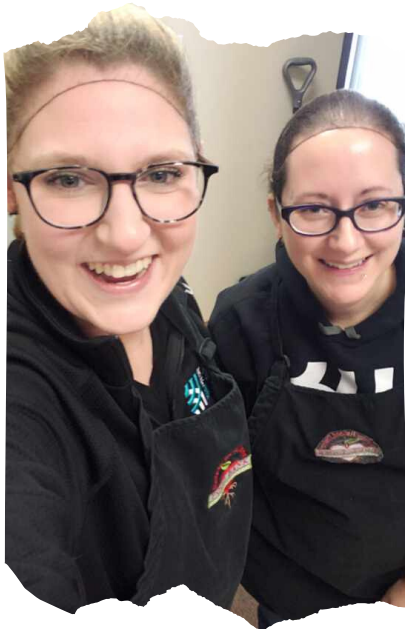






**Chuck A Puck  
Fundraiser  
2019. We had some  
awesome prizes this  
year!**

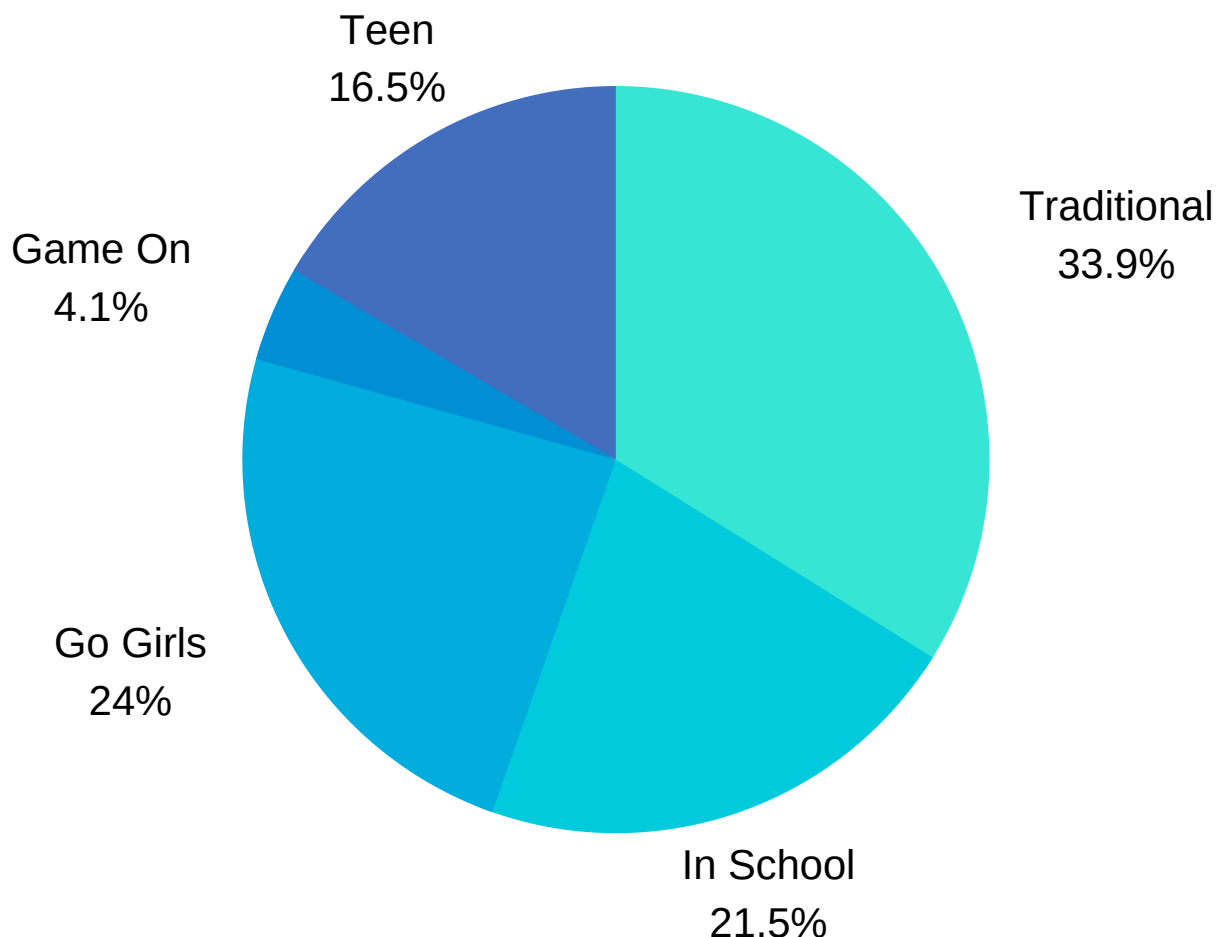
**Volunteering at the Brown Bag  
Lunch Program**



**Waste Connections  
Donated 5 Brand  
New Bicycles and Helmets  
to our Littles**



**THANK YOU** to our Mentors who have given 6396 hours, meeting with their Mentees 1148 times in 2019. You have made a **BIG IMPACT** on our Mentees. Your **SMALL ACTS** have **IGNITED BIG POTENTIAL** in the children and youth in our community.





**#BiggerTogether**  
**#IgnitingPotential**

# Big Brothers Big Sisters

of Medicine Hat & District



This report brought to you by

**cancarb**



**Big Brothers Big Sisters**  
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