

# IGNITE THE POWER AND POTENTIAL OF YOUNG PEOPLE

2019-2020  
ANNUAL REPORT



Big Brothers  
Big Sisters  
OF REGINA AND AREA





# OUR MISSION

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



## WHO

Young people who **face adversity**

and

Are in need of an additional consistent and supportive **Developmental Relationship**

## HOW

Intentionally **recruit** based on needs of the community's young people.

**Match** young person and professionally **screened** volunteer mentor

**Monitor and support** match through a professional caseworker

**Train and support** the mentor, young person, and family

**Graduate** match relationship towards "natural support"

Build a **Developmental Relationship** between the mentor and young person that:

**Expresses Care**

**Challenges Growth**

**Provides Support**

**Shares Power**

**Expands Possibilities**

## WHAT

### 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



# OUR VISION

All young people realize their full potential.



# TABLE OF CONTENTS

## Page 2

Message from  
the Executive Director

## Page 3

Message from  
the Board Chair

## Page 4

Board of Directors

## Page 5

About Us

## Page 6

Results & Outcomes

## Page 7 - 8

Testimonials

## Page 9 - 11

Thanks to our Partners

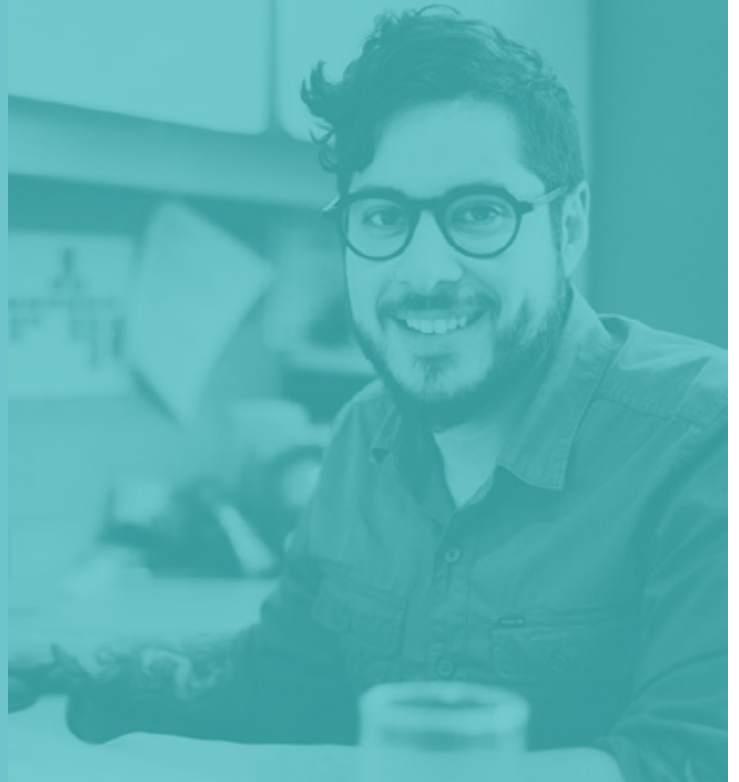
## Page 12

Financials at a Glance

# MESSAGE FROM THE EXECUTIVE DIRECTOR

**VICTOR ROMAN**

- EXECUTIVE DIRECTOR



Thank you for believing in the power of mentoring. Our mission is essential. Mentoring gives children access to social, emotional, and educational supports.

The importance of mentoring became even more apparent when COVID-19 changed our lives in March, 2020. Suddenly children were facing more adversities than ever. Being abruptly removed from school, socially isolated from friends, and emotionally overwhelmed. A mentor was an important source of stability for many children. It gave them someone to talk to, ways to explore virtual socializing, and someone to help pivot to online schooling.

This also changes the landscape of fundraising, and caused us to shift our focus quickly. We adapted our office practices, lowered our expenses, and prepared financially to brace for the impacts of a post-COVID-19 economy. I'm proud to say that BBBS is in a strong spot and is ready to serve our youth for years to come.

I appreciate everyone in our community and province who believes in BBBS and has kept our youth strong even during these most trying times.

Victor Roman  
Executive Director

# MESSAGE FROM THE BOARD CHAIR

**BETH WOZNIAK**

- BOARD CHAIR



What a year – This year has been a year of perseverance and resilience. We continued strengthening our collaborative relationships in our communities and implemented our new Mission, Vision, and Theory of Change. This year also brought many changes, challenges, and opportunities. An unforeseen pandemic required our matches to go virtual and our new leadership team brought fresh perspectives as we recruited new Board of Directors. Victor and the team have done tremendous work to continue serving youth in these uncertain times.

Thanks to the generosity from our communities, we received an outpouring of support for technology donations of used tablets, laptops and cellphones. As a result, every child in our program who lacked technology was able to stay connected with their mentors, family, friends, and school resources. We were also able to distribute additional resources to other organizations with the same need for children, families and seniors. Thank you to everyone for donating and allowing us to provide this much-needed support to our community.

As we continue to develop our 5-year Strategic Plan we strive to maintain our momentum to better serve youth. Mentoring and providing support to the youth in our communities is more important now than ever. I have no doubt that our team will continue to think of creative ways to become stronger together and continue to offer services to help youth realize their full potential.

Heading into our 2020/2021 fiscal year, our board looks forward to welcoming our next leader who will continue to lead our organization and achieve strong outcomes. Thank you to Victor for being our trailblazer for the last year and a half. We look forward to seeing where the future takes us. Thank you to each of our supporters and mentors for the continuous support.

A handwritten signature of Beth Wozniak in blue ink.

Beth Wozniak,  
Board Chair



# 2019-2020 BOARD OF DIRECTORS

Beth Wozniak  
Board Chair  
**MNP**

Michael Dubois  
Director at Large  
**File Hills Qu'appelle Tribal Council**

Marc Kelly  
Vice Chair  
**Kanuka Thuringer LLP**

Terry O'Malley  
Director at Large  
**Retired**

Ellen Glaze  
Secretary  
**Saskatchewan Ministry of Finance**

Julie Fisher  
Director at Large  
**RCMP**

Anders Ireland  
Treasurer  
**Conexus Credit Union**

Peter Fourlas  
Director at Large  
**Royal LePage Regina**

Megan Welder  
Director at Large  
**Saskatchewan Ministry of Corrections  
and Policing**



# ABOUT US



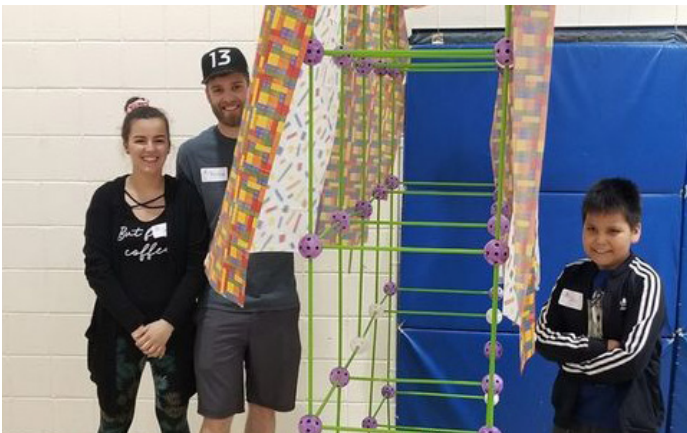
## We're Big Brothers Big Sisters of Regina & Area

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 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.



# OUR RESULTS



## Our 2019-2020 Results & Outcomes

BBBS across Saskatchewan is actively working to increase and unify our outcome measurements around Social Emotional Competence, Mental Health & Wellbeing, and Educational Engagement. Our strengthened outcome measurements have been developed, are being implemented into our programming, and will be ready to launch for 2020-2021 data. We currently track strong outcome data through In-School Mentoring. However, the abrupt end to the 2019-2020 school year due to COVID-19 has limited our ability to track meaningful data.



203

Total Young People Served



10,100

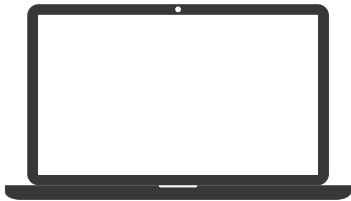
Total Approximate Hours Spent Doing Physical Activities



17,650

Total Approximate Mentoring Hours Contributed

*COVID-19 hit the families and children we serve hard, and we made sure to respond in effective ways. We implemented Virtual Mentoring programming, we facilitated Virtual Group Activities and Virtual Go Girls! Groups. We also provided the following to vulnerable populations in our community:*



100%

All 24 BBBS youth who needed technology received it to stay in contact with their mentors, friends, and school work.

5

We equipped 5 other community organizations who serve vulnerable populations with technology donations.

3

Virtual Mentoring programs and training developed to support youth through COVID-19.

## Unified Outcomes

The following are outcomes that are being tracked for 2020-2021 and will be reported on in the next BBBS of Regina & Area annual report. This outcome measurement is being developed in collaboration with BBBS of Saskatoon, Yorkton, Lloydminster, and YWCA Regina Big Sisters:



### 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



# VIRTUAL MENTORING



## Mentoring in a World of Social Isolation

2020 has undoubtedly been a challenging year for the best of us. More than ever, vulnerable children and families are facing increased anxiety, stress, fear, and worry. The children we serve are likely to bear the heaviest burdens of trauma and economic fallout. Because of this, it has been extremely important for Big Brothers Big Sisters (BBBS) to provide innovative means of support for families, children, and mentors due to COVID-19.

Imagine being a child during this pandemic. You find out, with little notice, that your school is closing during the middle of the year. All of the extra spare time sounds great until you realize that you have to isolate yourself and cannot see your friends. Your school year continues, but it's happening through an unusual virtual setting. If you have siblings, but only one family computer, then you're all competing to access schooling and socialize with friends online. When you do get access to your computer, you're thriving as much as possible. But when you don't have access, you think about going outside to play. Then you realize that all of the stores are closed, none of the parks are open, and no entertainment is happening.

On top of this, your parents may be laid off from their job, working reduced hours, or feeling uncertainty for their own futures. Now imagine being in a single parent household where money was already scarce. When supportive adults are struggling with their mental wellbeing, they're also finding it challenging to give children the support they need. There's no scheduled day for when you'll see your friends again, go to school, socialize in person, and properly develop throughout your crucial childhood years. Imagine the impact this has on a child's social, mental, and educational development.

This was the reality of our community's children due to COVID-19. This is also the reason why mentoring is even more crucial to a child's success due to the pandemic. We acknowledged these new adversities and responded swiftly to offer Virtual Mentoring to our youth. In-person interactions have always been the core of a developmental mentoring relationship, but we gladly accepted the challenge to support children in the absence of in-person mentoring.

We worked closely with BBBS of Peel to develop new training, support materials, and virtual activities for mentors and children to participate in online. We further collaborated with all BBBS agencies in Saskatchewan to offer online support meetings for mentors. Here they would gather virtually with BBBS staff to ask questions, brainstorm mentoring ideas, and explore stronger ways to empower children who need additional support more than ever. We adapted our mentor recruitment practices to create Virtual Mentoring matches that would become in-person relationships later. We even secured donations from community members that equipped every child in BBBS with a piece of technology to keep them connected to social activities, friends, and education during times of social distancing. It is still too early to record the outcomes, but we are confident that children are socially stimulated, mentally resilient, and educationally engaged because of mentoring through BBBS.

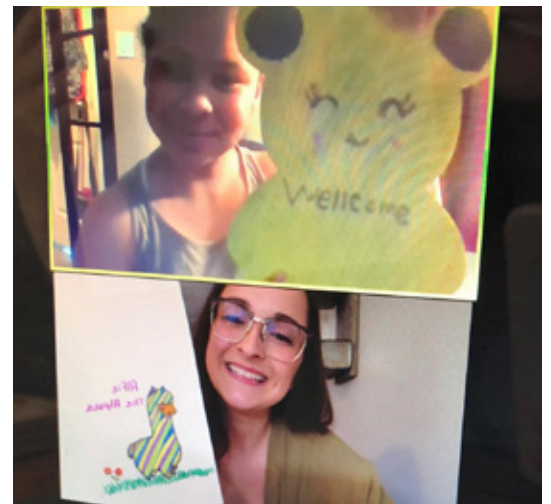
# VIRTUAL MENTORING



## EMILY AND SYRAIJA

Welcome to the new way to do 1-on-1 Mentoring. We'd like to introduce you to our first ever Virtual Mentoring match, Emily (mentor) and Syraiya (mentee). They joined BBBS along with other new matches that were created virtually during the pandemic. As COVID-19 restrictions continue to be lifted, Emily and Syraiya are excited to meet each other in-person and continue the amazing friendship they have already initiated from a distance.

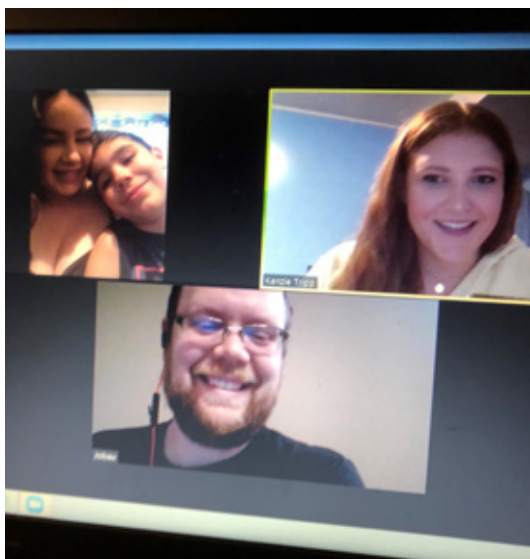
Thank you Emily for being an amazing role model to Syraiya, especially during these uncertain times.



## JON AND KEIRAN

Meet Jon (mentor) and Keiran (mentee), one of our enthusiastic Virtual Mentoring matches. They began their friendship in May by doing online activities together including board games and weekly Zoom calls. It was heartwarming to see the excitement on Keiran's face when he virtually met Jon. They began meeting in-person after Phase 4 of the Government of Saskatchewan's COVID-19 reopen plan. We're so appreciative that they are able to spend time together in creative ways, despite pandemic restrictions.

Thank you Jon and Keiran. We hope the best for both of you as your friendship grows!



Big Brothers Big Sisters understands that the future of COVID-19 is uncertain. We are prepared to transition all mentoring matches back to Virtual Mentoring quickly in the case of a community outbreak, or a second wave of COVID-19. We now have all of the training materials and resources needed to help mentors, families, and children weave through the scenarios of heightened COVID-19 restrictions. We are prepared to protect our community's children and support their families throughout new adversities that may arise.

# THANKS TO OUR PARTNERS



## **City of Regina - Community Investments Grant Program**

Their mission is to fund and partner with community non-profit organizations to deliver programs, projects and services that align with the City's priorities, have a clear community impact and respond to community needs. Since 2014, City of Regina funding has allowed us to continue to invest in our city's young people.



## **Community Initiatives Fund**

Community Initiatives Fund supports the availability and delivery of community-based programs and services that promote awareness, prevention, intervention, volunteerism, and access to sport, culture and recreation opportunities. The fund has provided partial funding to our program salary positions for many years.



## **Government of Saskatchewan - Ministry of Social Services**

Ministry of Social Services invests in positive outcomes for citizens in areas of income support, child and family services, and supports for persons with disabilities and affordable housing. For decades, the Ministry has been a key supporter of Big Brothers Big Sisters of Regina & Area by providing core funding to our programming.



## **United Way Regina**

Improving lives and building community by engaging individuals and mobilizing collective action. For several years, United Way Regina has been pivotal in providing core funding to Big Brothers Big Sisters of Regina from the "All that Kids Can Be" revenue stream.



## **PTI Transformers**

PTI Transformers strives to provide high quality products and services, treating every customer with courtesy and individualized care. In 2015 PTI became a partner as Presenting Sponsor for a fundraiser. They have now signed a multi-year funding agreement to be Presenting Sponsor of our annual Business Dinner fundraiser, and the Presenting Sponsor of the PTI Pats Bucks fundraiser.



# THANKS TO OUR PARTNERS



## **George Weston Foundation** - *Wonder+ Cares Campaign*

Each year, each Weston plant and office in Canada selects a children's charitable organization in its community that focuses on active lifestyles and well-being. Employees raised funds for their local cause, and George Weston Limited matched all donations, dollar for dollar. The bakeries in Regina selected Big Brothers Big Sisters of Regina & Area as their charity of choice!



## **Human Resources & Skills Development Canada**

The Government of Canada annually funds our summer student program. We use these funds to hire university students who assist with administrative duties and program coordinating.



**Sherwood**

## **Sherwood Co-op**

Sherwood Co-op is a long time supporter of Big Brothers Big Sisters of Regina & Area and give to many great causes that support children within our community. They are the Presenting Sponsor of our quarterly newsletter and provided us with \$10,000 this year.



## **The Keg Spirit Foundation**

The Keg Spirit Foundation has provided tens of thousands of dollars to our agency. The Keg Spirit Foundation is also a founding sponsor and ongoing supporter of Big Brothers Big Sisters Alumni, a program that has now connected with over 40,000 nationally registered alumni across the country.



## **Saskatchewan Lotteries**

Since our Big Group Activities Program inception, Sask Lotteries has almost fully funded this program. It ensures that all of our matches, and youth on our wait list, have the opportunity to meet and engage in a Big Group Activity on a monthly basis, without having to incur any cost to participate.



## **Access Communications** - *Children's Fund*

The Children's Fund contributes funds and support to youth-based not-for-profit organizations and charities. The Children's Fund supports projects for children and youth in need or at risk in the many communities served by Access.

# THANKS TO OUR PARTNERS



Always Entertaining



Peter Gebert



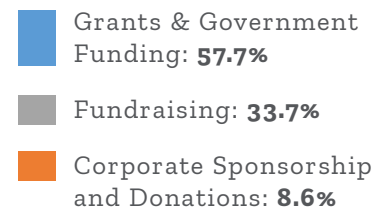
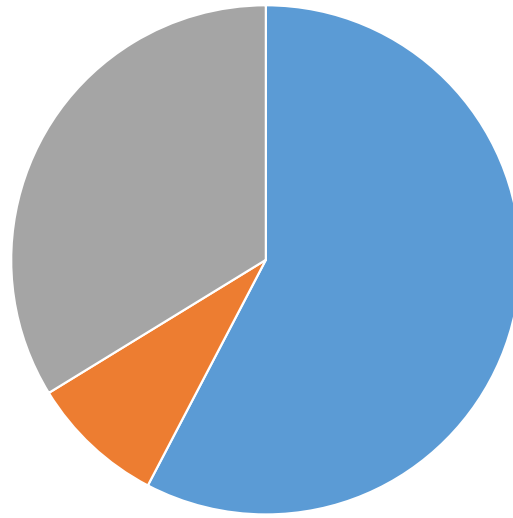
**TD Greystone  
Asset Management**

**HILLBERG & BERK**

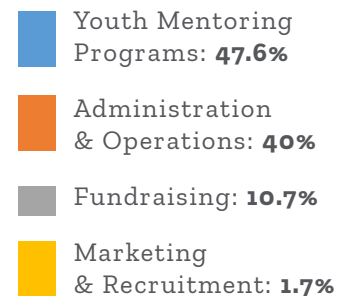
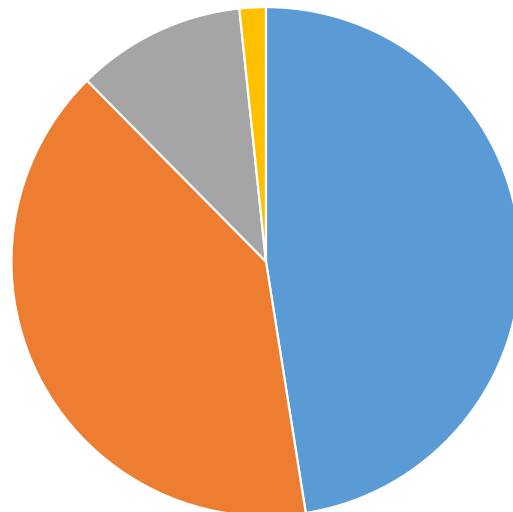


# FINANCIALS AT A GLANCE

## Where it came from:



## What it went towards:



## What it means:

Grants and Government funding saw a slight increase due to emergency funding related to COVID-19. Fundraising revenue for 2019-2020 had a minimum impact, but 2020-2021 is expected to have a higher percentage of grants and a lower percentage of fundraising. Marketing and recruitment was low as we used word of mouth advertising effectively. Recruitment efforts for Spring and Summer were limited due to COVID-19 restrictions.



## **Big Brothers Big Sisters of Regina & Area**

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[bbbsmj.ca](http://bbbsmj.ca)  
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