

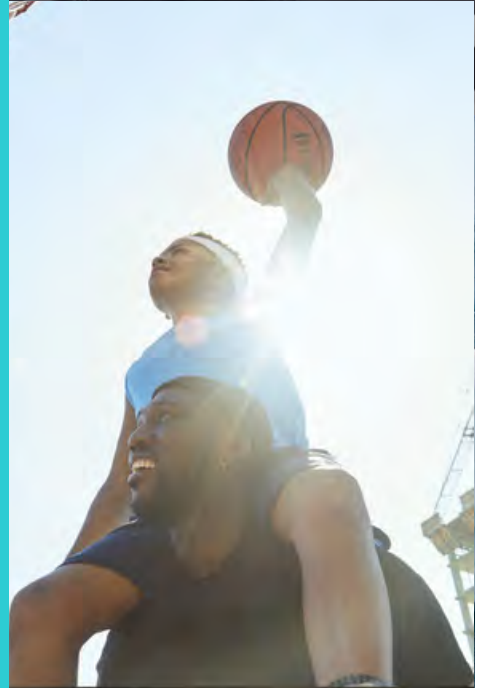


ANNUAL REPORT

2023



OF THE BATTLEFORDS
HUMBOLDT
PRINCE ALBERT
SASKATOON



WELCOME

As we reflect on the past fiscal year, we are delighted to acknowledge the accomplishments and impact we have achieved in the communities we serve. It is with pleasure that we share our annual report, highlighting our progress towards strategic goals.

We are thrilled to announce that not only did we meet but also surpassed our objectives in all five of our strategic priority areas. Throughout 2022-23, we established valuable partnerships to create circles of support for young people, ensuring they have empowering mentoring relationships in environments where they feel comfortable.

Furthermore, this year marked a significant milestone as a record number of multi-year funding agreements were signed, securing a more sustainable future for our programs. We understand the importance of cultivating a strong organizational culture. To this end, we collaborated closely with consultants who helped us develop an updated pay philosophy and compensation strategy.

The evaluation of our programs continues to demonstrate the profound impact of building developmental relationships with young people. Notably, 88% reported that their relationship challenges growth by encouraging them to live up to their potential. Equally impressive is the fact that 93% felt empowered through shared decision-making when solving problems and pursuing goals.

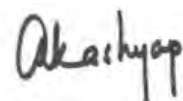
These results stand as a testament to the strength and unity within our community. We extend heartfelt gratitude to our dedicated volunteers, generous donors, supportive partners, committed board members, and exceptional staff members who have made these achievements possible. Together, we have created an environment where young people can thrive.

As we embark on another promising year filled with opportunities for positive change and growth within both our organization and broader communities; let us eagerly work together towards making an even greater impact.

Sincerely,



Kim Megyesi
CEO



Anu Kashyap,
Board Chair

2022-2023 BOARD MEMBERS

Anu Kashyap | Board Chair

Director, College Development, U of S

Tara McKeown | Vice Chair

Chief Employee Experience Officer,
Conexus Credit Union

Jared Udchic | Secretary/Treasurer

CPA, Jensen Stromberg

Wilton Angus | Member

Senior Labour Advisor, Jardeg Construction
Services

Rhonda Spencer | Member

Senior Loan Specialist, Farm Credit Canada

Alex Fallon | Member

President & CEO, SREDA

Marinko Jelovic | Member

Lawyer – Partner, Robertson Stromberg LLP

Merlene Malone | Member

Office Administrator & Student, JA Tech Inc & U of R

Shane Buchanan | Member

Lawyer MLT Aikins LLP

Lillina Reiber | Member

Manager, Customer Sales Sasktel

Jaime Valentine | Member

Executive Director, SK Assoc. School Business Officials

"Becoming an in-school mentor has given me such a different perspective on what it means to be a contributing member of society. The small amount of time spent with my mentee has shown me the importance and true meaning of friendship, kindness, and the importance of empowering people to see a positive future. BBBS truly understands this and is the catalyst we need, more than ever, for a brighter future."

- Rhonda Spencer



"The opportunity to become a big brother mentor has been far more rewarding than I could have ever expected. After more than 10 years in a mentorship role, I am excited to be a Board member of Big Brother Big Sisters Saskatoon and encourage others in our community to become a mentor and change the life of a young person in our community."

-Shane Buchanan



OUR MISSION

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

Who We Serve



Young people who face adversity AND are in need of an additional consistent and supportive **Developmental Relationship**

Our Services



The highest quality of **MENTORSHIP PROGRAMS** in schools and in the community with a focus on **1-TO-1 MENTORING**.

Igniting Potential



Building **intentional relationships** between Parent/Guardian + The Big + Big Brothers Big Sisters of Saskatoon and Area

The Outcomes



Social Emotional Competence
Mental Health & Wellbeing
Educational Engagement & Employment Readiness





VALUES & BEHAVIOUR COMMITMENT

At Big Brothers Big Sisters of Saskatoon and Area we are committed as a staff to live our organizations values in our individual roles, as a team, through partnerships and in the community. Woven throughout and central to our values, we commit to taking intentional actions towards Justice, Equity, Diversity and Inclusion.

INTEGRITY

- Recognizing and valuing differences, embracing courage and letting honesty guide our actions
- Being trusting and transparent-owning our missteps and learning from experience

RESPECT

- Treating everyone as equals who value each other with kindness and appreciation
- Engaging with our colleagues and communities in a professional manner at all times
- Recognizing that diversity of thought and opinion strengthens our collective work

ADAPTABILITY

- React effectively when business and environmental factors change
- Ask questions and learn from our experiences
- Practice emotional intelligence
- Engage in educational and community workshops/programs to advance our job requirements

SUSTAINABILITY

- Enhancing our organization's competitive advantage to sustain over the long term and simultaneously benefiting program recipients and perpetuating our ability to fulfill our mission.

COLLABORATION

- Collaborating meaningfully and intentionally creating partnerships that strengthen our position to deliver on our mission, vision, and Theory of Change together.
- Sharing and working with stakeholders to leverage the expertise within our Federation and Organization to maximize impact.

COMMUNITY

- Bringing community members together safely for the common purpose of mentoring children and youth
- Identifying and responding to youth needs with innovative and inclusive mentoring programs and services that are aligned with our Theory of Change
- Fostering an inclusive and respectful culture within our Federation and Organization

WHY MENTORSHIP



Mentees Reported...

96% Trust their mentor

83% Has more confidence

80% Is more likely to try new tasks

65% Has better non-verbal skills



THE DEVELOPMENT OF TRUST AND COMFORT

BBBS Saskatoon and Area is committed to understanding our youth's current needs and program experiences. To achieve this we have engaged an external evaluator supported by funds from Community Initiatives Fund (CIF) to conduct the evaluation. The evaluation process utilizes the Developmental Relationships (DR) model as a framework for identifying and categorizing key outcomes across five areas: expressing care, challenging growth, providing support, sharing power, and expanding possibilities. Collecting surveys and the most significant change stories from Parents/Guardians, Mentors, and Mentees allows for a comprehensive understanding of the impact of our programs. By gathering feedback from all stakeholders involved, we can assess the effectiveness of our initiatives and make informed decisions to further enhance the support we provide.

BIG THREE OUTCOMES

Social Emotional Competence

"I find it easier to talk to new people and to go to different places ... I never could do what I can now." Mentee

Educational Engagement

"I think it's just made me feel better about school. It helps to refresh my mind. I think it's important because when I don't like school, I know I have to come so I can see my mentor." Mentee

Mental Health & Wellbeing

"Growth matters to me because it taught me to recognize my needs, that it's okay to communicate and be curious, and how to express it. that is important because, in society, it's a good thing to have to ability to be open and expressive." Mentee

SHARING POWER & SUPPORT

Introducing Igniting the Warrior Within!

We are thrilled to highlight Igniting the Warrior Within (ITWW), an in-school mentoring program dedicated to teaching coping mechanisms to children facing mental health challenges. In partnership with Navera Community Connections, our specially trained mentors provide valuable support during the transition from group settings to real life. Through engaging activities, mentors spend quality time with elementary-aged mentees, while our BBBS Coordinator offers additional support throughout the program. This opportunity is ideal for individuals passionate about making a positive impact on youth's mental health and well-being.

Understanding and Responsibility

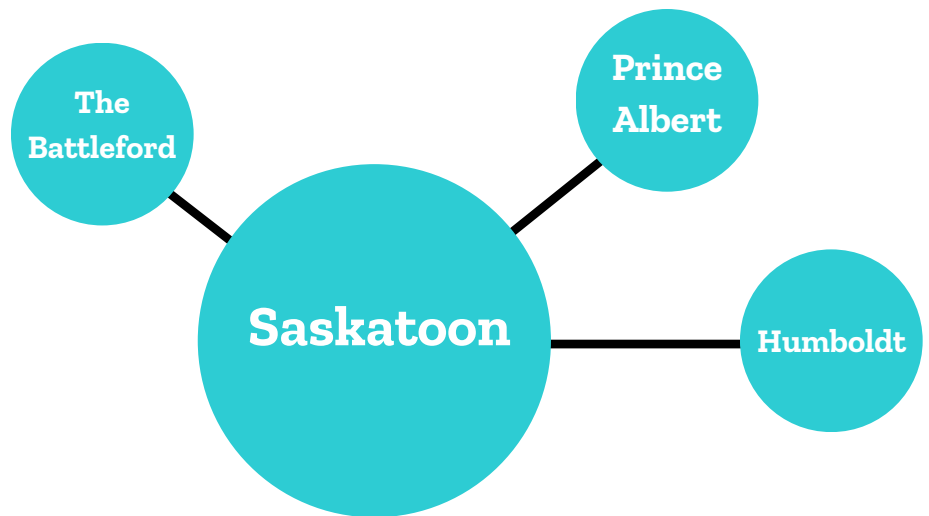
Understanding our youth, their families and the challenges they face puts us in the best position to meet their needs. On average, the young people that we serve have experienced 5 out of 13 ACES (Adverse Childhood Experiences) as a part of their lives with the most common experiences being family separation, financial stress within the family, exposure to community violence, and navigating family members who are living with substance abuse concerns and the loss of important people in their lives. Investing in mentoring relationships allows for access to a wider circle of support for youth, helping them develop a strong foundation that can provide a buffer in challenging times, build resilience and coping mechanisms, and potentially reverse the long-term negative effects that come with exposure to ACES.

By providing children and adults with responsive relationships and strengthening the core life skills we all need to adapt and thrive, we can prevent and counteract the lasting harm of ACEs.

As an organization, we recognize our responsibility to equip our mentors to address issues of systemic oppression, racism and trauma that affect some youth, while offering culturally appropriate, empowering mentorship programs.



COMMUNITIES WE SERVE



Matched Volunteers in 2022/23 = 387

Matched Youth in 2022/23 = 470

48,836 VOLUNTEER HOURS!

from July 1, 2022 - June 30, 2023

PROGRAMS WE OFFER

Big Brothers Big Sisters of the Battlefords, Humboldt, Prince Albert and Saskatoon are proud to offer 15 programs to children and youth!

Community Based | School Based | Group



“He gets to drop everything and have fun for awhile. It may be just an hour, but that hour brings a huge benefit for Cody, and for myself as his mentor.”

— VINCE, MENTOR



THE POWER OF CONNECTION

Our program evaluations repeatedly show how mentoring improves confidence and various skill sets for both mentee and mentor! Read below quotes from one of our community based matches.

Vince and Cody

Every week, Vince goes to Cody's school for about an hour, coordinating with the faculty to find the best time for his schedule. “We get to use all the school resources, like the gym, or BBBS has a bunch of games there that we can use,” he explains. They often play sports while chatting, never letting things like “the usual rules” get in the way of hilarious games of ping pong or two-person dodgeball. “My favourite memories are the most goofy ones. A crazy save on a ping-pong shot, and a miss on the next easiest one. Those moments are really good.”

The laughs come easy because of the strong foundation the two have built over time, and the respect that evolved along with it. “We started when Cody was in Grade 4, and he’s in Grade 8 now,” Vince says. “He really likes being able to step away from all the school stuff and not think about the stress.” Vince feels the same way. “I get to go hang out for an hour, playing basketball or ping pong or whatever it might be. You don’t often get that in your office life. It’s a stress release.”

The benefits are apparent to others, too, because many of the other kids at the school have mentors – or want one – as well. “Big Brothers Big Sisters works closely with the school, and when I first started, and even up to today, the kids say, ‘I wish I had a mentor,’ and BBBS is always working on it. The kids definitely want it, they definitely enjoy it.”

Vince and Cody’s story highlight is in partnership with K+S Potash 2023 Storytelling Series!

Visit the website to view the whole Impact Story, ks-potashcanada.com.

EVENTS

The Battlefords

BBBSB saw an exceptionally exciting year of growth in 2022-2023 as we responded to calls for programming and support from youth in the Battlefords with the launch the Shared Spaces Project. With the opening of Phase 1 we officially moved the office to co-locate with one of our programming partners to transform a centrally located house-turned-office into a grassroots mini integrated youth services and programming space to focus on youth-led and informed initiatives in our community. Our intentional and purposeful movement to this practice of building partnerships and expanding the circle of support for youth across all programs in the community lead to the expansion of Evolve NB (the Youth Engagement Initiative) and Innovation Indigenous Arts Partnership Project (IAPP) – all entering their 6th year of being coordinated and supported by BBBSB. By providing safer spaces with caring adults, support environments that are able to navigate their unique experiences, hearing and acting on youth voices, empowering youth and bringing to life their curiosities, and reducing the barriers of cost meant an unique integration of mentoring practices that went beyond the 1-to-1 matches we have to a community level of programming. We are honoured and privileged to have the programming partners with us on our journey, along with the guidance of Elders, Knowledge Keepers, and Indigenous teachings to ensure we honour the land that we support youth on. We continue to serve the Battlefords and area as a foundational partner in the Battlefords Youth Network and are in the midst of preparing for the 6th Annual Youth Forum in November. BBBSB was once again nominated for consideration for the 2023 Impact Award with the BBEX Awards for our community and youth engagement work.

We were thrilled to continue our annual Spring Signature Fundraiser - Bowl for Kids Sake - in partnership with our co-location partners at Concern For Youth, with our highest amount raised in a decade!! We also partnered with Concern For Youth to operate the Beer Gardens for their inaugural Food Truck Festival. We have been selected as the recipient charity of choice for a number of community groups this past year including an annual hockey draft and the Downtown NB BID 3-on-3 Hockey this winter, helping to fund this important work along with our incredible team of community funders.



EVENTS

Humboldt

Our annual Bowl for Kids Sake event in February is always our first big event of the year and 2023 did not disappoint. We had a record number of students and businesses join in on the fundraising bringing in \$22,000! We like to throw in a challenge aspect during this event with different incentives for our top pledge earners. The "Top Student Pledge Earner" is always the most popular award and watching our local youth canvas for pledges is always heartwarming and impressive. The winner of this award not only wins bragging rights, but a laptop donated by a sponsoring business. The top earning school also receives a trophy to display at their school. Having the students come down to our local bowling alley during the event has also proven to be a great way to spread awareness and for students to learn about the power of mentoring at an early age. Along with the school participation we always have multiple local businesses join in on the fun, not only do they bring in a huge amount of pledges it's a great way businesses to do some extracurricular staff bonding!

Diva for a Day ladies' charity golf tournament was a sell-out event once again with 144 golfers! The weather was great, which fit perfectly with this year's Hawaiian Luau theme. The creative and often hilarious costumes and cart decorations never disappoint and once again the crowd was generous. This event raised over \$20,000 for our agency!

Big Brothers Big Sisters Month was celebrated with a BIG social media presence and the giving out of our annual awards. Recognizing our mentors, volunteers, and top sponsors every year is our way of saying thank you for the continuous support that is given to our agency. We also attended the open house of our local University campus where new students were made aware of volunteer opportunities and the value of becoming an adult mentor.

Fall of last year saw the start of a new event called the Festival of Frights, a haunted house experience that took place over 5 days in October. This event was very well received and brought in \$10,000! Because this event was so well received we decided to join forces with our local Lions Club this year in hopes of making it even bigger and better! The Lions club has taken the lead this year with the guidance of last years event planners and we are excited to be the recipient charity of choice.



EVENTS

Prince Albert

Big Brothers Big Sisters of Prince Albert had a successful year of special events which helped raise both funds and awareness for our organization. In 2022 we were excited to see the return of the PA Summer Exhibition where we made almost 4000 Spudnuts much to the delight of the community! With the help of our event partner, the Prince Albert Dief's Chiefs Old Timer's Hockey Club, and several businesses and groups who sent teams of volunteers, we raised \$10,000 for our local mentoring programs. During the holiday season our Ignite A Little Sparkle campaign expanded to include a point-of-sale paper lightbulb donation drive. Our community partner Lake Country Co-op offered lightbulbs at all of their Prince Albert retail locations for a suggested \$2 donation each. Between Giving Tuesday and New Year's Eve they collected \$1650 in customer donations for the campaign! In March 2023 we held the 2nd Annual PA Poutine Week in which seven restaurants offered a special poutine with \$4 from each one sold going towards our mentoring programs. They raised \$3800 while also competing for the Gravy Bowl Championship and the Poutine Choice award -both of which were won by the Knotty Pine Bistro in Little Red River Park. In June we also held the 14th Annual Diva For A Day Ladies Golf Tournament at beautiful Kachur's Golf Club which saw great community support and raised another \$15,000 to help ignite the potential of youth in Prince Albert.

Saskatoon

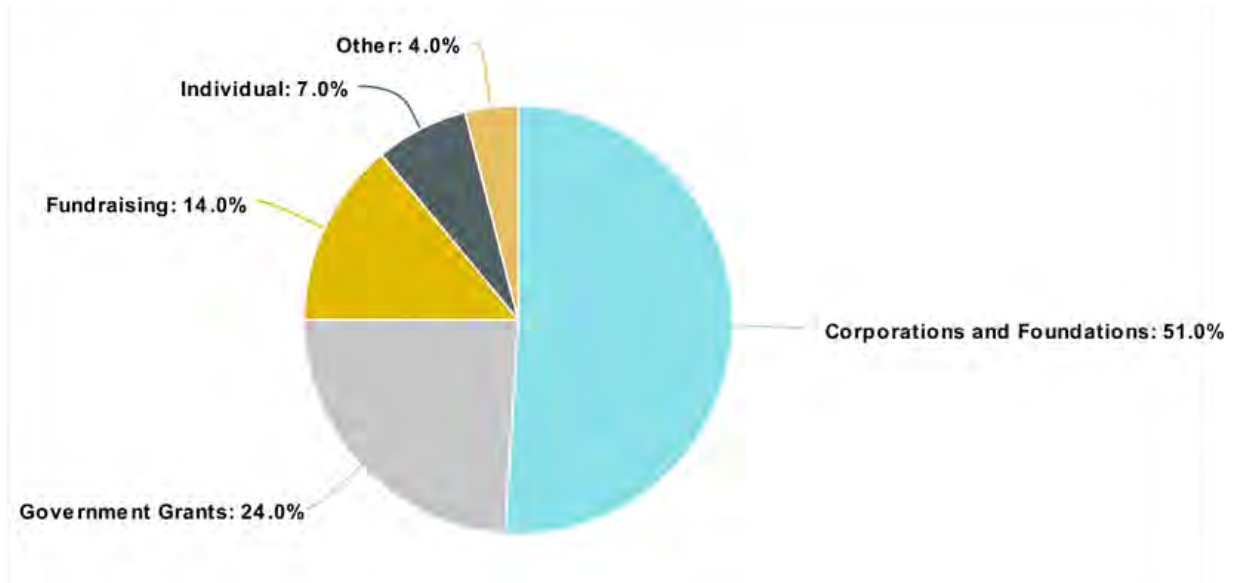
Big Brothers of Saskatoon had an exciting year filled with the return of anticipated signature events and increased community engagement.

April 2023 saw the return of the Bartender Challenge at Congress Beer House, in collaboration with Lucky Bastard Distillers and the Kinsmen Club of Saskatoon. Eight individuals committed to serving signature beverages while competing to generate the most funds for BBBS, successfully raising over \$80,000! In June, we hosted the second year of MEGABike, where both new and returning riders enjoyed cruising through the Riverside area on the 30-seater Big Bike. We were also excited to hold our annual June BBQ at Kinsmen Park, providing volunteers, families, and donors with a free BBQ experience alongside park rides and inflatable bouncy castles. YXE Poutine Week celebrated its 8th year with a delectable lineup of poutines and title competitions among 15 local restaurants, raising a total of \$6,295!

This year also marked our agency's efforts in reintegrating post-secondary and workplace presentations about volunteer opportunities while launching 'Big Stars,' a recognition program that acknowledges businesses for supporting employee release time to volunteer with BBBS programs. September launched a new program pilot, 'Big Fan,' in collaboration with Huskies Athletics. Big Fan is a six-week mentorship program on campus, led by student-athletes.



FINANCIAL BREAKDOWN



	2022	2023
Statement of Operations		
Revenue	1,280,236	1,495,244
Expenditures	1,320,247	1,450,766
Excess (Deficiency)		
Revenue over Expenses	-40,011	44,487

	2022	2022
Statement of Financial Position		
Assets	1,051,641	1,168,677
Liabilities	468,415	565,803
Net Assets	583,226	602,874

I am pleased to present the financial results for the year ended June 30, 2023. There have been headwinds to face over the past few years, as was evident in many organizations. I am confident that our staff and volunteers have been continuing to do excellent work to address these challenges and to seek out new opportunities.

BBBS Saskatoon has an excess of revenue over expenses in the amount of \$19,648 for the last fiscal year. This is great to see as there have been many challenges facing the not-for-profit industry. The organization continued to diversify funding opportunities to ensure fiscal responsibility that has been adaptable to current funding trends. As a result, we are starting the 2024 fiscal year with a strong cash position, with a notable balance of cash and deferred revenue relating to various initiatives and projects in progress at year-end. I am excited to see what will be accomplished in the 2024 fiscal year as our dedicated and hardworking team and volunteers continue to serve our mandate, focused on building strong mentoring relationships in a sustainable way. -Jared Udchic, Secretary/Treasurer

DONOR RECOGNITION

Access Communications Children's Fund
Affinity Credit Union
BATC CDC
BHP Potash
CIBC
Circle Drive Alliance
City of North Battleford Community Grant, Sask Lotteries
City of Saskatoon
CN Rail Strong Communities Fund
Community Initiatives Fund
Conexus Credit Union
Dakota Dunes CDC
Diamond North Credit Union
Federated Co-operatives Limited
Government of Canada's Community Services Recovery Fund
Home Depot Community Development Grant
Innovation Federal Credit Union
K+S Potash Canada
Korchinski Family Foundation
Kinsmen Club of Saskatoon
Lake Country Co-op
Macro Properties Prairie Partnership
Ministry of Social Services
Nancy Cuelenaere
National Children's Aid Foundation
Northern Lights Community Development Corporation
Paper Excellence
Penny Babbings
Prince Albert & Area Community Foundation
Red River Mutual Spruce Up Your Story
Safeway
SaskTel
Saskatoon Community Foundation (YES | Quality of Life | McGillivray)
Scotiabank
SIGA
Sobeys
Telus Friendly Future Foundation
United Way



23:1 Social Return on Investment Social Return on Investment

For every dollar committed, there is a social return of \$23 back into the community.*

* Boston Consulting Group, 2013

COMMITMENT TO RECONCILIATION

Our agency values the self-identification of cultural and identity backgrounds during our intake and enrolment process. This allows us to provide individualized support that incorporates Recognized Distinction and a Trauma-Informed Approach. We prioritize addressing barriers and supporting youth in pursuing meaningful goals, rather than conforming to mainstream ideals. Our commitment to decolonization is an ongoing focus as we strive to create an inclusive experience for our youth, families, volunteers, and community partners.

BBBS Saskatoon and Area is dedicated to fostering mutually respectful relationships between Indigenous and non-Indigenous peoples. Our programming, outcomes, and operations are guided by core commitments such as TRC Calls to Action #7 (addressing educational and employment gaps), #66 (advocating for multi-year funding for Reconciliation programs), and #92 (utilizing the UNDRIP as a framework). We believe that taking action is essential in fulfilling these commitments.

TO ACTIVELY ENGAGE WITH THE COMMUNITY:

- We participate in various committees, events, and conversations aimed at improving outcomes for Indigenous youth.
- Guidance from Elders and Knowledge Keepers helps us develop culturally relevant programming reflective of traditional practices.
- Partnering with Indigenous-led agencies allows us to host events while providing a supportive network for youth.
- The Shared Journey Reconciliation Program offers opportunities for youth to engage in meaningful actions toward Reconciliation.
- Mentors and staff undergo their own learning journeys regarding Indigenous teachings.
- Staff members have appropriate attire for ceremonies while encouraging participation from youth, staff, and volunteers in cultural activities such as pipe ceremonies, feasts, round dances, and intertribal dances during Pow Wows.



Big Brothers
Big Sisters

Of the Battlefords
Humboldt
Prince Albert
Saskatoon

THANK YOU
ANNUAL REPORT
2023