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Big Brothers Big Sisters
of Greater Halifax

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Leadership REPORT



While I have been involved in Big Brothers Big Sisters of Greater Halifax in various volunteer capacities for well over 20 years this is my first year reporting to you as Chairman of our Board. Over the years I have had the pleasure of working with a lot of very talented and dedicated volunteers and staff. The past year has been no different as our organization celebrates 52 years of bringing Bigs and Littles together in mentoring relationships that result in positive life-long effects.

I know it has been mentioned in previous AGM reports but I believe it bears repeating here that a study by The Boston Consulting Group told us definitively that positive mentoring relationships

are powerful forces for good and not only change lives, but help build a healthy community. Their finding that for every dollar invested in Big Brothers Big Sisters there is a social return on investment of \$18 is outstanding. We believe that foundations, individual donors, corporations and the Department of Community Services invest in Big Brothers Big Sisters because they recognize this return on investment.

While there will always be financial challenges for organizations such as ours we are pleased and grateful for the support we receive from individual and corporate donors, corporate sponsorship, foundations and government grants. The Nova Scotia Department of Community Services continues to recognize the value of our programs for healthy development of young people, with financial support for over 40 years. Special events such as Bowl For Kids Sake, Golf for Kids Sake and our INSPIRE Awards Gala not only generate revenue, but also build relationships and expand awareness of our programs. The agency's social enterprise, ReNew Crew, our clothing donation project in partnership with Value Village, generates funds to support matches and helps generate volunteer inquiries.

With the support and dedication of our volunteers and financial supporters, we are able to build sustainable programs for children and youth. This enables staff to facilitate the development of these one-to-one relationships, which over time provide the most positive, identifiable outcomes. This is where we know we are contributing to building healthy communities.

None of this would be possible without the hard work and commitment of our fabulous staff, legions of volunteers and our valued funding partners. Thank you to each and every one of you for the significant role you play in our agency's success. In 2019 we have the lofty goal of making over 100 new matches. With your help we'll make it happen.

Thanks,
Grant Black, Chairman of the Board

Guest SPEAKERS

A chance meeting with Big Brothers Big Sisters' Executive Director Carol Goddard this spring, initiated a reunion 50 years in the making. Big Brother Kevin McNamara (right) and Little Brother Steven Duggan (left) were matched on April 16, 1969 and recently reconnected, almost 50 years to the day.

For Kevin, a retired public servant, previously serving as Deputy Minister - Health and Wellness and Deputy Minister - Labour and Environment, volunteering has been a way of life. He has given his time and talents to a number of organizations in addition to Big Brothers Big Sisters, including Nature Conservancy of Canada and the Canadian Mental Health Association.

Steven looks fondly on their friendship and acknowledges that his Big Brother taught him a lot about positive relationships; lessons he puts into action in his work, his community volunteer efforts and the strong relationship he enjoys with his grandson. Steven recognizes and highly values the positive influence having a Big Brother had on his life.



Recognizing Outstanding Leadership Volunteer Service

Peter Crowther - 5 years

Safia Rahemtulla - 5 years

Grant Black - 20 years

thank you

Community IMPACT

We believe all children deserve to fulfill their potential, and when young people in our community don't have the supports they need to do just that, Big Brothers Big Sisters steps up to help.

Our programs deliver life-changing results for vulnerable youth. One-to-one mentoring is a proven intervention that re-maps brain architecture to build resilience and improve mental health. A consistent, positive relationship with a mentor, promotes healthy development, creating a foundation for school achievement, economic productivity, and responsible citizenship.

255

children engaged in one-to-one mentoring programs. This includes Big Brother, Big Sister, Big Couple and In-School Mentoring matches.

71

children served in group mentoring programs. This includes the BigBunch and Big Outdoors mentoring programs.

One-to-one mentoring programs provide life-long, positive impact for youth!



Group mentoring programs help develop important life skills & confidence.



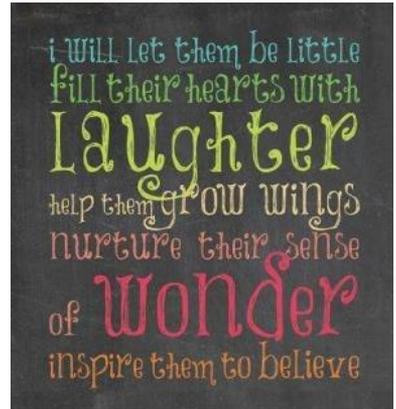
Youth Served in Mentoring Programs in 2018

In addition to our matched youth, at any given time, we typically have an average of **100 additional youth** who have completed the enrolment process and are waiting to be matched. We work to engage each of these youth in activities and meetings to ensure they are ready to be matched when a volunteer becomes available.

Enrichment **ACTIVITIES**

With the assistance of generous partners, our national organization and local event organizers, we are able to offer **great experiences for youth** in our programs. Often, these experiences are ones they would otherwise not be able to have. In 2018, youth attended these events or activities:

- Halifax Mooseheads games all season
- Halifax Hurricanes games
- Loose Parts Play
- Brilliant Labs tech activities
- Symphony Nova Scotia performances
- Ballet Jorgen performance
- Movie premieres
- KartStart go cart workshops
- Wave Pool Swimming Party
- RCMP Open House
- Pizza Party in the park
- Fire Station tours
- Harbour Hopper City Tours
- Saint John Ambulance Health, Safety and Leadership training
- Therapy Dog interactions
- Participated in promotional video shoot
- Cole Harbour Heritage Farm
- Bowl for Kids Sake
- Forest Kids
- Neptune Theatre performance
- Halifax Regional Police “backstage tour”
- Dartmouth Pizza Oven and games in the park



Mentoring results in.....



Improved School Achievement



Increased Resilience



Greater Confidence



Stronger, Healthier Community

Financial MANAGEMENT

Treasurer's Report - Safia Rahemtulla, CPA, CA, CIA

When compared to 2017, Big Brothers Big Sisters of Greater Halifax, was unable to improve its overall financial position in the 2018 year. As explained below, we had some difficulties in relation to revenue generation, largely due to the shifting nature of individual and corporate donors.

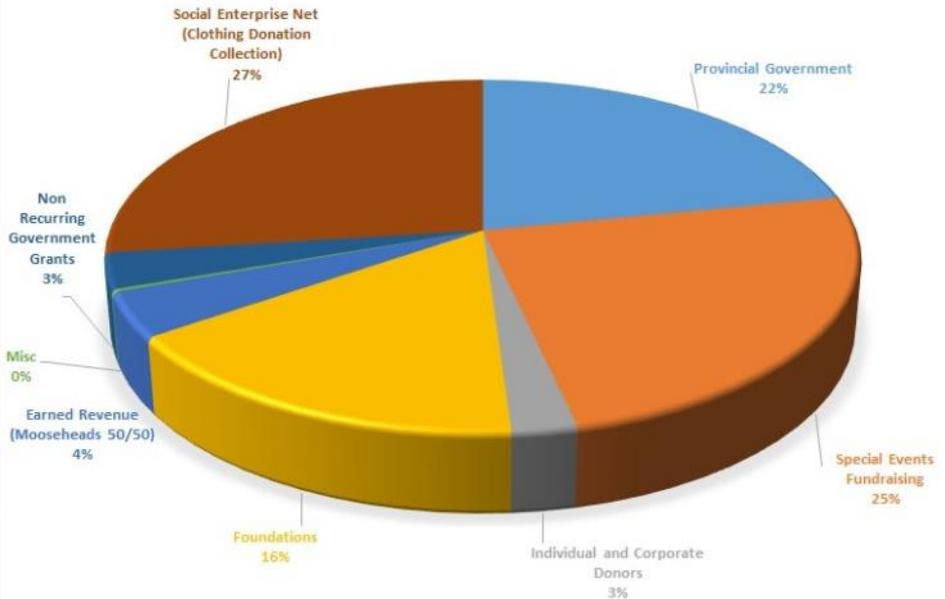
Revenue increased by 1.39% to \$1,577,847 (2017 - \$1,556,199) which was predominantly driven by an increase in earned revenue via ReNew Crew in the amount of \$29,105 (2018 - \$1,037,644; 2017 - \$1,008,539), other revenue in the amount of \$20,267 (2018 - \$81,333; 2017 - \$61,066) and non-recurring government grants in the amount of \$20,433 (2018 - \$24,150; 2017 - \$3,717). This was offset by decreases predominantly in special fundraising events in the amount of \$18,693 (2018 - \$182,320; 2017 - \$201,013 and donors from individuals and corporations in the amount of \$31,808 (2018 -\$18,150; 2017 - \$49,958).

Total expenditures for the Agency increased by \$51,707 in 2018 as compared to prior year (2018 - \$1,633,750; 2017 - \$1,582,043) representing a 3.26% increase from 2017 to 2018. The increase of total expenditures was due to increased partnership agreement costs and non-recurring government grant expenses. The Agency experienced a loss in 2018, which is greater than the loss experienced in 2017. This year yielded a loss margin of -3.54% and a loss of revenue over expenditures of -\$55,903 as compared to 2017 which reflected a loss margin of -1.67% and a loss of revenue over expenditures of -\$25,924.

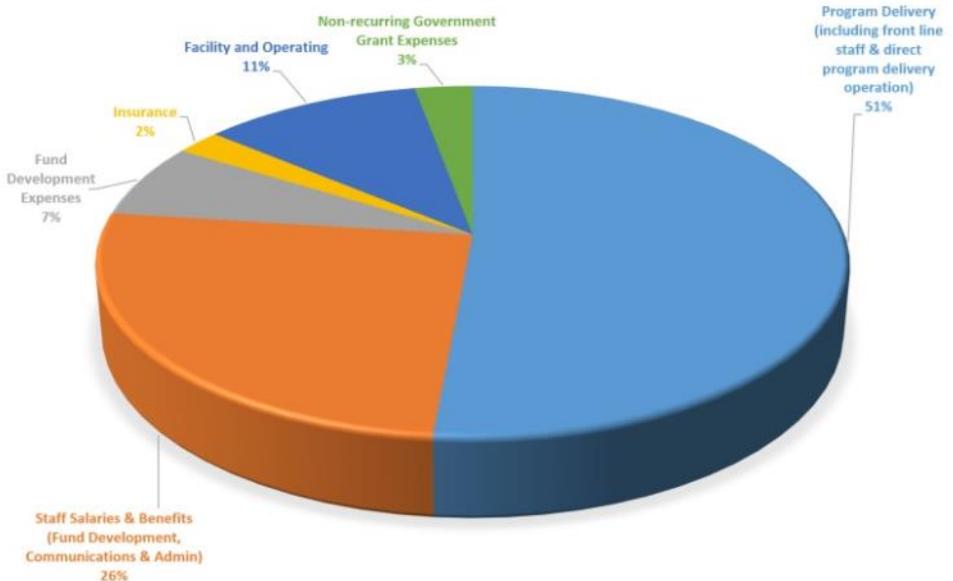
The statement of financial position is not as robust as in prior years due to the decreased profitability experienced by the Agency. The unrestricted fund balance in 2018 is \$63,303 (2017 - \$117,212). Cash and short term investments at year end are \$87,283 (2017 - \$57,548) demonstrating increased liquidity despite an overall weaker financial position as compared to prior year.

Management and the Board are committed towards enabling consistent profitability, year over year, with a renewed focus on targeted and intentional revenue generation efforts, as well as proactive financially driven decision making, and strategic cost reductions. While 2018, didn't reflect the financial success seen in prior years, Management is focused on returning to financial prosperity in 2019. Furthermore, the Agency's hard work, dedication and efforts to go above and beyond and operate creatively each and every day, regardless of the financial realities, should be celebrated; their energy and commitment continued to enable strong mentorships between Bigs and Littles in 2018.

**AGENCY REVENUE 2018 - \$740,203
(INCLUDING SOCIAL ENTERPRISE NET PROCEEDS)**



AGENCY EXPENSES 2018 - \$839,669





The work we do is supported by many individuals and businesses who offer the financial means for our programs to exist. They are truly investing in the future of our community.

**Thank you to our
2018 Champions.**

Donors/Funders/Sponsors \$10,000 or greater

Halifax Youth Foundation
 J & W Murphy Foundation
 RBC Foundation
 TELUS Atlantic Canada Community Board
 The Joyce Family Foundation
 Winners Merchants International

Donors/Funders/Sponsors \$500 or greater

Admiral Insurance Halifax
 Air Canada Foundation
 Alexander Keith's
 Andrew Dickson
 Ann MacKnight
 Anne Melanson
 Aviva
 Bay Treasure Chest Association
 Best Buy
 Big Brothers Big Sisters NS Foundation
 Blois Nickerson & Bryson LLP
 BMO Bank of Montreal
 Bowlarama
 BoyneClarke LLP
 C100-FM (Bell Media)
 Carol Goddard
 Certainly Cinnamon
 CISCO
 CTV Atlantic
 David Bailey
 Dexter Construction
 Dr Kiran Pure and Associates Ltd
 East Coast Credit Union
 Emera Energy Inc.
 Enterprise Holdings
 F.K. Morrow Foundation
 Genuine Progress Index Atlantic Society
 Genworth Canada
 Gerald Irwin
 Giant Tiger - Bedford
 Gordon Stirrett Wealth Management
 Grant Black
 Great West Life
 Greenshield
 Halifax Cornwallis Progress Club
 Charitable Foundation

Halifax Port Authority
 Halifax Regional Municipality
 Halifax Shopping Centre
 Halifax Stanfield International Airport
 Heather Gautreau
 Heather Richardson
 HGS (Hinduja Global Solutions)
 iA Financial Group
 Interlude Spa
 Jonathan Leard
 Killam Properties Inc.
 Leanne Children's Foundation
 Levy Casey Carter MacLean
 MacLellan & Moffatt Group Consultants
 Mainland Nova Scotia Building &
 Construction Trades Council
 Majorie Lindsay
 Manulife
 Maritime Fuels
 Maritime Travel
 MaxSys Staffing & Consulting
 Medavie Blue Cross
 Metro Self Storage
 Murphy's The Cable Wharf
 Nova Scotia Power Incorporated
 OMG Benefits Consulting Inc
 O'Regans
 Patterson Law
 Pizza Pizza Limited
 RBC Royal Bank
 River Oaks Golf Club
 S. M. Blair Family Foundation
 Scotiabank
 Scott LeBlanc
 Steele Subaru
 Stephen O'Neil
 Stewart McKelvey
 Subway - Fall River
 Sun Life Financial - Group Benefits
 The Tenaquip Foundation
 Value Village
 VIA Rail
 Wayne & Ann MacLean
 WestJet

HOW CLOTHING DONATIONS HELP KIDS



Social Enterprise Supports Youth Mentoring

1

**YOU DONATE CLOTHES
TO BIG BROTHERS BIG SISTERS**



Proceeds from our social enterprise make up over 25% of our annual budget, allowing us to deliver important programs to LOCAL youth.

2

**WE SELL
YOUR ITEMS TO
VALUE VILLAGE**

3

**AND USE THE MONEY
TO FUND PROGRAMS
FOR LOCAL YOUTH**

Funds are used to recruit and train volunteers and provide ongoing support to young people and their families.

4

**THE COMMUNITY
BENEFITS**



When you donate to us, 100% of the funds we generate stay here to support local youth and their families. When young people are set up to thrive, our whole community benefits.

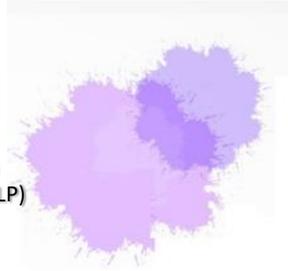


Big Brothers Big Sisters
of Greater Halifax





Big Brothers Big Sisters of Greater Halifax



BOARD OF DIRECTORS

- Grant Black** - Chair (Retired - Commercial Banking Area Manager, BMO)
- Safia Rahemtulla** - Treasurer (Senior Advisory Services, Ernst & Young LLP)
- Peter Crowther** - Past Chair (Lawyer, BOYNECLARKE LLP)
- Mary Brown** - Director (Associate, BOYNECLARKE LLP)
- Nicholas Chamberlain** - Director (Senior Consultant, Deloitte LLP)
- David Devine** - Director (Managing Director, Footprints Life Coaching)
- Kevin Ferguson** - Director (Advisor, Sun Life)
- Ryan Gillcash** - Director (Senior Relationship Manager, BMO)
- Mike Lawrence** - Director (Branch Manager, RBC)
- Chris Lydon** - Director (Vice President Nova Scotia, m5 Marketing & Public Affairs)
- Lynnette McCormack** - Director (Controller, Armco Capital)
- Phil O'Hara** - Director (Retired - eLearning Architect)
- Cdr. Chris Sherban** - Director (MCC Future Ops & Exercises)

STAFF (AGENCY)

Service Delivery

- Jonathan Leard** - Manager Service Delivery
- Jamie Burrell** - Mentoring Coordinator
- Betty Kelly** - Mentoring Coordinator
- Nicole MacFarlane** - Agency Navigator
- Nancy Webber** - Mentoring Coordinator
- Bernadette Fegan** - Mentoring Coordinator
- Denise Legere** - Administrative Assistant
- Megan Tobin** - Mentoring Coordinator
- Chris Wells** - Mentoring Coordinator (Volunteer)

Community Engagement / Fund Development

- Shelda Cochrane** - Manager Community Engagement
- Michelle Boylan** - Philanthropy & Partnerships
- Harrison Ellis** - Community Engagement Coordinator
- Vicky Jaggard** - Community Engagement - Foundations

Administration

- Carol Goddard** - Executive Director
- Myrna Blakeney** - Bookkeeper (Volunteer)

STAFF (RENEW CREW - Clothing Donation Program - Social Enterprise)

- Kim Goodson** - Operations Manager
- Penny Carter** - Customer Service Supervisor
- Jason Byzewski** - Customer Service
- Cyndi Levi** - Customer Service
- Andrew Gilroy** - Driver
- Patrick Rapati** - Driver (part-time)
- Amanda Smith** - Scheduling Supervisor
- Casey Spidle** - Donor Engagement
- Ona Archibald** - Customer Service
- Gerald Smith** - Driver
- Dillan Tate** - Driver (part-time)



BBBSHalifax



BBBSHfx



company/big-brothers-big-sisters-of-greater-halifax