

Annual Report

2020



Big Brothers Big Sisters
OF GREATER HALIFAX

Connections

Leadership Report

When I gave my report last year we were just a couple of months into a challenging COVID environment. Little did we know that a year later we would still be dealing with the effects of this virus and it's significant impact on all organizations including Big Brothers Big Sisters of Greater Halifax.

Despite all the challenges that COVID presented, our organization carried on throughout the pandemic as our staff and volunteers continued to focus on providing extraordinary service to children, youth and their families. The Service Delivery team managed to create 85 new matches in 2020 even when faced with the tremendous challenges of lockdowns and social distancing. These mentoring relationships often result in positive, life-changing effects including social emotional competence, mental health and well-being, and educational engagement. Life-long friendships are not unusual. This was an outstanding accomplishment given the trying circumstances of the past year.

At the same time our Fund Development team and our many volunteers worked tirelessly during 2020 to ensure our financial stability. However as we all know, COVID had a major impact here as well. Our longest and most successful fundraiser Bowl For Kids Sake had to be cancelled for the first time in 45 years and our INSPIRE Awards Gala also fell victim to COVID restrictions. Fortunately, our Golf for Kids Sake event was a great success. Likewise our ReNew team did a great job of successfully managing through significant disruptions in operations throughout the past year and are now back up and running and providing much needed revenue to our organization. We believe foundations, individual donors, corporations and the Department of Community Services invest in Big Brothers Big Sisters because they know this is an outstanding return on investment, and in a year of pandemic uncertainty your support was greatly needed and appreciated. Your financial support along with the Federal Government wage subsidies allowed us to continue operations uninterrupted over the past year. Thank you!

As if COVID wasn't a big enough challenge, we also had the unenviable task of replacing our Executive Director Carol Goddard after 50 years of dedicated service to our organization. I can't thank Carol enough for her tireless work and commitment to the youth in our community. Although it was not a typical send off we were able to hold a virtual retirement party for Carol earlier this year that was attended by nearly 100 people. While it would have been preferable to have such an event in person, the virtual platform allowed many colleagues and friends from across the country to participate, who might not have been able to do so otherwise. I know you all join me in wishing Carol a happy and healthy retirement.

Obviously Carol's retirement left very big shoes to fill and we were very fortunate to have just the right people to fill them right here on staff. Shelda Cochrane and Jonathan Leard have taken on co Executive Director roles. Shelda has taken on the role of Executive Director Community Engagement and Jonathan is now our Executive Director Service Delivery. I'm excited to have Shelda and Jonathan in these new roles and I know that with their years of dedicated experience with BBBS they will be very successful.

Things are slowly getting back to normal although it will be a "new" normal for some time. This will mean significant financial challenges going forward as we have had to cancel and/or postpone many of our major fund raising activities in order to keep people safe and abide by Department of Health guidelines. That's why it is more important than ever that individuals, corporations, foundations and government continue supporting us financially so we can continue to do this important work with youth in our community. I know a number of you have stepped up already and we are extremely thankful.

As I reflect on my last year as Chair I am very proud of the way we were able to manage the agency through the significant and unprecedented challenges of the COVID pandemic. I'd like to thank all my fellow Board members, our tremendous staff and all our volunteers for all your hard work and dedication to the youth in our community. I know we make a difference.

Thanks,

Grant Black
Chair, Board of Directors



Service to Youth

In 2020, a global pandemic emerged which changed the way we were able to deliver service to youth and their families. What didn't change was our steadfast commitment to ensuring young people were supported through social isolation, loss of connectivity due to school closures and activity cancellation, challenges at home as parents struggled with job loss or a shift to remote work, managing home-schooling while trying to work, navigating child-care challenges, food insecurity and the fear of family members becoming ill.

School closures in the spring and then heightened restrictions in the fall, meant our site-based programs in schools could not continue in the typical way. Despite this, the number of children served, remained relatively steady compared to the year previous. We maintained a high level of service delivery by introducing an e-mentoring platform, and encouraging and supporting our matches to connect virtually during in-person restrictions. Through the generosity of Rogers, 50 cell phones (including service) were provided to youth to ensure they could remain connected to their mentors. We held an online holiday party and other events, and provided ideas and supplies for activities. Our matches created holiday cards which were delivered to over 600 people living in senior's residences and long-term care homes. It was a great way for matches to make a difference to older adults facing social isolation.

We adapted to virtual enrollment of volunteers and youth, and created "Strong from the Start", a digital update of a training module for youth to set the foundation for creating and maintaining healthy relationships. We sought special COVID funding to provide significant support to families in the form of grocery and other gift cards, and a donation of gift cards from Amazon allowed us to help families with Christmas gifts.

While 2020 was a challenging year, we persevered to ensure the long term impact of a strong developmental relationship would help mitigate the impact of the global pandemic on our youth.

289 Youth Served

61 Group mentoring program - BigBunch
BigBunch helps develop important life skills & confidence.



One-to-one mentoring programs - Big Brother, Big Sister, Big Couple and In-School Mentoring, eMentoring, Big Rainbow

228

One-to-one mentoring provides lifelong, positive impact!



Champions & Supporters

Our donors and funders are the fuel that allows us to ignite the power and potential of youth in our community. The support of individuals, businesses and foundations ensure youth facing adversity have the supports they need to navigate their developmental years.

Together, we're strengthening individual families which results in a stronger community as a whole.

\$50,000 +

Community Foundation of Nova Scotia
Enterprise
Government of Canada New Horizons For Seniors Program
J & W Murphy Foundation
Province of Nova Scotia
The Windsor Foundation

\$30,000 +

Halifax Youth Foundation
The Joyce Family Foundation

\$25,000 +

RBC Royal Bank

\$10,000 +

CN Community Foundation
Home Depot Canada Foundation
Mainland Nova Scotia Building & Construction Trades Council
Rogers
The Tenaquip Foundation

\$5,000 +

Breakfast Club of Canada
John Carl MacIsaac Foundation
Leanne Children's Foundation
Mental Health Foundation of Nova Scotia
Scotiabank
The Christina and Hedley G. Ivany Charitable Foundation

\$2,500 +

Air Canada Foundation
Carol Goddard
C100 FM
David Bailey
Digital nGenuity
Dr Kiran Pure and Associates Ltd
Hartman Matthews Family Foundation
Maxsys Staffing and Consulting
Medavie Blue Cross
Metro Self Storage

\$1,000 +

Admiral Insurance Halifax
Advanced Screen Printing Limited
Ann MacKnight
Anthony Vandersteen
Clearwater Seafoods LP
Denyse Marie Irwin Trust
Franklin Templeton Investments Canada
Grant Black
iA Financial Group
Interlude Spa
Levenhurst Foundation
Levy Casey Carter MacLean
MacLellan & Moffatt Group Consultants
Manulife Group Benefits
River Oaks Golf Club
Robert (Robbie) McCormack
Shelley Farguson
Sisters of Charity Halifax
Subway
Sun Life Global Investments
T. Paris
Unifor
United Way of Halifax Region
Vicky Jaggard
Wilson's

\$500 +

Atlantic Policy Congress of First Nations Chiefs Secretariat
Bird Construction
BoyneClarke LLP
Canada Life
Charlotte and Lloyd Smith
Colin Melia
Desjardins Insurance
Dinka Enterprises Inc.
East Side Mario's Bayers Lake
Equitable Life of Canada
Georgina Morrison
Green Shield Canada
HGS (Hinduja Global Solutions)
IBM Canada Employees' Charitable Fund
International Association of Heat & Frost .
JOLCAR Security Services Inc.
Jonathan Leard
Killam Properties Inc
Lindsey Bowman
Maritime Fuels
Mezza Lebanese Kitchen
Nova Scotia Association of Realtors
Owens MacFadyen Group Benefits Consulting Inc.
Pizza Pizza
Ryan Gillcash
Scotia Fuels
Ted Farquhar
Yolande Sampson

“We can change the world and make it a better place. It is in our hands to make a difference.”

Nelson Mandela

Treasurer's Report

What a year (Phew). I am sure you've read and heard that several times in the past few weeks and months, however, we cannot ignore the COVID-19 elephant in the room. The theme of our report this year is 'Connections' and we cannot deny the incredible shift in connections that we have experienced in 2020. We had to work harder to keep connected to one another, a challenge that was magnified on our youth. I am inspired by the work that Big Brothers Big Sisters of Greater Halifax accomplished in 2020 to mitigate the negative impacts of social isolation on youth. I am also in awe at the work that our amazing team put into staying connected with supporters, event participants and donors.

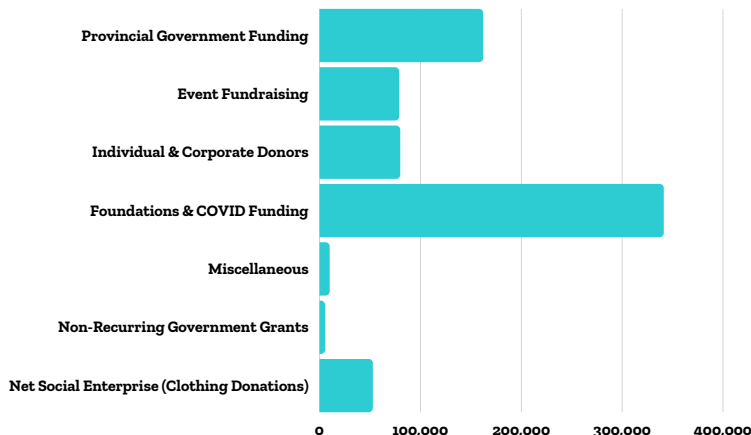
Overall in terms of financial performance, and due to the strong efforts to secure additional 'COVID' funding, 2020 was a successful fiscal year at BBBS of Greater Halifax. Obviously our signature Bowl for Kids Sake, along with other fundraising events were cancelled, however with the help of specific COVID funding, as well as the Canada Emergency Wage Subsidy, we were able to continue operations with little interruptions and no layoffs. Our financial performance, as outlined in our 2020 Audited Financial Statements tell the story of a resilient organization, with a healthy cash balance, low debt and payables, and a net positive income – with the help of Government grants and subsidies of course.

An overview of significant financial line items for 2020:

Total revenue decreased by 19% (\$314,670) to \$1,338,377 (2019 - \$1,653,047) which was predominantly driven by decreases in Special Event Fundraising \$120,544 (2020 - \$78,661; 2019 - \$199,205) and Earned Revenue (Re-new) of \$368,658 (2020 - \$662,298; 2019 - \$1,030,956). These decreases were partially offset by an increase in (non-recurring/one-time) Foundation Revenue of \$187,069 (2020 - \$340,998; 2019 - \$153,929).

Total expenses decreased by 5.6% (\$91,375) to \$1,530,874 (2018 - \$1,622,250).

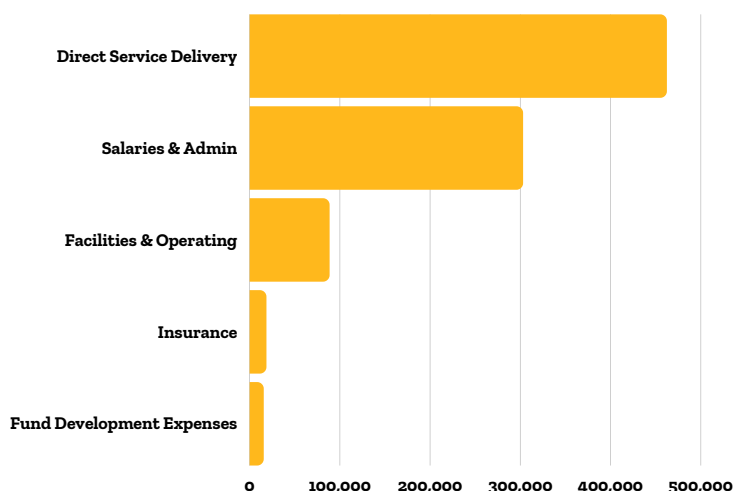
2020 Revenue Sources



Prior to Government grants and subsidies, we ended the year in a negative financial position with a deficiency of expenses over revenue in the amount of -\$192,497. However, thanks to the CEWS and other Government subsidies, all in, we are reporting a net income of \$139,526, an increase of 353% over 2019 (\$30,798).

While 2020 was a year for the record books, we know the increase in profitability is a temporary COVID-19 bump and is the result of grants and one-time donations, however, with the solid footing 2020 has provided us, Management and the Board remain committed to diversifying our revenue continuing our journey towards consistent profitability and year-over-year growth.

2020 Expense Categories



Thank you to my co-board members, the staff of BBBS Halifax, our donors, supporters, cheerleaders. Pat yourselves on the back because undoubtedly this year could not have been possible without you.

Nicholas Chamberlain, CPA, CIA
Treasurer, Board of Directors

ReNew Crew - Chair Report

Big Brothers Big Sisters
Halifax Regional Municipality Foundation (ReNew Crew)

Board of Directors: Ryan Gillcash (Chair), Safia.Rahemtulla (Treasurer), Grant Black, Gary Ferguson.
Staff: Shelda Cochrane (Co-Executive Director), Jonathan Leard (Co-Executive Director), Kim Goodson (Operations Manager),

ReNew Crew is a 100% charity owned and operated social enterprise, providing a service to residents through collection of donated clothing, other textiles, and small household goods. These donations are resold to our corporate partner, Value Village and the net earned revenue is used to support critical mentoring programs for children and youth facing adversity right here in the HRM.

The COVID-19 global pandemic created significant impacts on our operations but we are extremely proud of our ReNew Crew team and the way in which we responded to the headwinds and challenges during this unprecedented time. While it's not possible at this time to fully understand the duration and impact the pandemic has had on our business we do know that our team has emerged stronger and with our spirit intact. This spirit continues to be what sets ReNew Crew apart. We are locally operated. All of our team members from our call centre staff to our truck drivers are locally based employees who are passionate about our initiative and proud of our community impact.

In 2020 our team managed top line revenue of \$662,298 (2019 - \$1,030,956) which after expenses contributed a net profit of \$22,047 (2019 - \$214,746) and a transfer to Big Brothers Big Sisters of Halifax of \$52,500. (2019 - \$210,000). Even facing the challenges presented by the global pandemic with many weeks with our doors closed our business still delivered positive net funding to Big Brothers Big Sisters of Halifax; we still contributed to keeping millions of pounds of goods out of our landfills; and we still kept people in our community employed. Our valued staff members continue to take on special projects that are designed to improve our efficiencies in our business for years to come.

We wanted to take a moment to thank all of the generous supporters of ReNew Crew, past, present and future, as your donations have helped to improve the lives of local families, contributed to the economy and have helped strengthened our community.

Respectfully,



RENEW CREW STAFF TEAM

Amanda Smith - Scheduling Coordinator
Penny Carter - Customer Service Coordinator
Casey Spidle - Donor Engagement Coordinator
Cyndie Levy - Customer Service Representative
Jason Byzewski - Customer Service Representative
Jenelle Heddington - Customer Service Representative (Part-time)
Gerald Smith - Driver
Dmytro Petrovskyi - Driver
Andrew Gilroy - Driver
Patrick Rapati - Driver (Part-time)
Jeremiah Rahming - Driver (Part-time)



Our Team

(Current as of June 1, 2021)

Chair, Board of Directors **Grant Black**
Executive Director | Community Engagement **Shelda Cochrane**
Executive Director | Service Delivery **Jonathan Leard**

BOARD OF DIRECTORS

Safia Rahemtulla - VP Operations
Kevin Ferguson - VP Community Engagement
Nicholas Chamberlain - Treasurer
Mary Brown - Secretary
Ryan Gillcash - Director / Chair ReNew Crew Board
Mike Lawrence - Director
Caitlin Lees - Director
Maddi MacDonald - Director
Lynnette McCormack - Director
Phil O'Hara - Director
Amit Parasram - Director
Brenda Saunders/Todd - Director

STAFF

Jamie Burrell - Mentoring Coordinator
Bernadette Fegan - Mentoring Coordinator
Betty Kelly - Mentoring Coordinator
Denise Legere - Service Delivery Admin Coordinator
Tara Paris - Mentoring Coordinator
Bethany Porter - Mentoring Coordinator
Nancy Webber - Supervisor Service Delivery
Michelle Boylan - Philanthropy & Partnerships
Victoria Da Silva - Community Engagement Coordinator
Vicky Jaggard - Grant Writer
Zixuan (Andrea) Wang - Community Engagement Admin Coordinator
Kim Goodson - Operations Manager (Social Enterprise)

ADDRESS

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Charitable Registration Number: 10679 3235 RR0001



BBBSHalifax



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BBBSHfx



Big Brothers Big Sisters of Greater Halifax

