

ANNUAL GENERAL MEETING 2020



**Big Brothers
Big Sisters**
OF YORKTON AND AREA

(306) 782-3471

www.yorkton.bigbrothersbigsisters.ca



Mission

Big Brothers Big Sisters of Yorkton and Area enables life-changing mentoring relationships to ignite the power and potential of young people.

Vision

All young people realize their true potential.

Purpose

Provide mentoring for Young People who face adversity and who are in need of an additional consistent and supportive developmental relationship.

Values

Our Core Values

- We believe the healthy development of every child is enhanced by positive, nurturing, mentoring relationships.
- We believe in working with others to promote healthy and safe environments for children
- We believe that collaboration between staff and volunteers in service delivery is our strength
- We believe that all BBBS programs must maintain the highest standards to ensure positive outcomes for children and their families
- We believe that we must reflect the diversity of the communities we serve

IMPACT

Whether it's in the form of time, talent or money there is no more important investment we as individuals can make than in helping young people unlock their full potential.

Big Brothers Big Sisters of Yorkton and Area Inc.
Annual General Meeting
ZOOM Meeting
7:00 PM

AGENDA

1. Call the meeting to order
2. Welcome and Introductions
3. Adoption of the Agenda
4. Discussion and adoption of minutes from the last Annual General Meeting
5. President's Report
6. Treasurer's Report
 - a) Financial Report
 - b) 2021 Budget
7. Executive Director's Management Report
8. Mentoring Ignites Potential Report
9. Measuring Reach Program Report
10. Other Business
 - a) Appointment for Audit/Financial Review
 - b) Presentation of Slate of Directors
 - c) Nominations and Elections
11. Adjournment



We believe that by changing the course of young lives we can in turn be changing the course of a community's future. That it could lead to a reduction in poverty and unemployment. Or to safer schools and neighborhoods. Or to a renewed optimism for growth. That it could even lead to change on a broader, more far-reaching scale.

Whether it's in the form of time or money there is no more important investment we as individuals can make than in helping our nation's children realize – and share – their full potential.

Big Brothers Big Sisters of Yorkton and Area enables life-changing mentoring relationships to **ignite the power and potential** of young people. We endeavor to advance the social, economic and academic well-being of all children, assisting them to realize their true potential.

We believe in the value and values of mentoring.

Current Board of Directors

President: Gary Hutton

Vice President: Tancy Stewardson

Secretary: Doris Dressler

Treasurer: Laura Yagelensky

Lois Smandych

Suzette Smith

Jade Pawelko

Current Staff

Executive Director: Irma Van De Bon-Nicol

Mentoring Coordinator: Rayanne Buller

Mentoring Coordinator: Amanda Kuzenko

Youth Development Coordinator: Leah Flamont

Recreation Coordinator: Kavya Sudarasanam



BIG BROTHERS BIG SISTERS OF YORKTON AND AREA INC.
Annual General Meeting
Virtual ZOOM Meeting
Monday, March 30, 2020
7:00 p.m.

- I. **Call to Order:** Meeting called to order by Gary Hutton at 7:00 p.m.

Present: Irma Van De Bon-Nicol (staff), Doris Dressler, Gary Hutton, Christina Young, Laura Yagelnesky, Jade Pawelko, Suzette Smith, Tancy Stewardson, Brett Skaluba
Regrets: Lois Smandych

Welcome/Introductions: Gary said an opening Prayer. Attendees introduced themselves. Gary welcomed everyone to the meeting.

- II. **Adoption of the Agenda:** Laura Yagelnesky moved/Doris Dressler seconded, "The agenda for the Annual General Meeting Thursday March 30, 2020 be accepted as presented."

CARRIED

- III. **Adoption of Minutes:** Suzette Smith moved/ Laura Yagelnesky seconded, "The minutes from The Annual General Meeting, Thursday, March 26, 2019 be adopted."

CARRIED

- IV. **President's Report:** Gary Hutton/Tancy Stewardson moved, "To Accept the President's report as presented."

CARRIED

- V. **Treasurer's Report:** a) Jade Pawelko/Tancy Stewardson moved. "To accept the Treasurer's Report as presented by Laura Yagelnesky."

CARRIED

b) Tancy Stewardson/Laura Yagelnesky moved, "To accept the Financial Statement presented by Christina Young".

CARRIED

Christina gave a detailed report on the audit and financial statements. The monies for Chase the Ace were just the ones accumulated in 2019. It was asked if we should be replenishing the memorial fund. We could if someone designated money toward memorial fund but if we do it ourselves otherwise it restricts the funds so unless someone designates it so, the monies go into the operating fund. We have only restricted funds given through a memorial for this purpose.

C) Laura Yagelnesky/Tancy Stewardson moved, "To accept the budget for 2020 as presented by Laura Yagelnesky,"

CARRIED

- VI. **Executive Director's Report: Irma highlighted Programs.** Laura Yagelnesky/Tancy Stewardson moved, "The adoption of the Executive Director's report as presented."

CARRIED

- VII. **Measuring Reach Program Report:** Irma went over the Programs offered in 2019 and Activity reports with some wonderful pictures for us to see. And a busy year for all of the staff to

organize. We reviewed the Measuring Reach Stats representing how many we are serving through mentoring.

Tancy Stewardson/Jade Pawelko moved, "The adoption of the Measuring Reach Program report."
CARRIED

- VIII. Other Business: a) Appointment for Audit/Financial Review:** Tancy Stewardson moved/Jade Pawelko seconded "that we appoint the auditing firm of Baker Tilly SK LLP to do the audit for 2020."
CARRIED

c) Presentation of Slate of Directors:

Board of Directors 2020

President: Gary Hutton
Secretary: Doris Dressler
Jade Pawelko
Lois Smandych

Vice President: Tancy Stewardson
Treasurer: Laura Yagelnesky
Suzette Smith

d) Nominations and Elections: Tancy Stewardson/ Doris Dressler moved "That Laura Yagelnesky, Suzette Smith, Jade Pawelko be re-elected for a 2 year term."

CARRIED

Jade Pawelko/Laura Yagelnesky moved "That Tancy Stewardson be elected for a 1st year of 1st 2 year term."

CARRIED

Tancy has been serving an interim position.

Call for nominations from the floor 3 times: None

Irma commented Peg Beaton and Iris Acoose had expressed interest in being board members possibly after Covid-19 isolation is over.

- IX. Adjournment:** Tancy Stewardson moved to adjourn at 7:43 p.m.

Irma and Gary both thanked Christina for all her work as auditor and for presenting. They also thanked Brett Skaluba for her work as practicum student.

Gary Hutton, President

Doris Dressler, Secretary

**President's Report
Big Brothers Big Sisters of Yorkton and Area
2020 Annual General Meeting**

The Theory of Change has been the motto of Big Brothers Big Sisters Canada. In 2020 we experienced the reality of change. Due to closures and social separation the delivery of service and operations became challenging in a hurry. The idea of virtual mentoring went from a passing thought to a method of operation. I wish to commend the board and staff including summer student employees and practicum students for their ability to respond to the challenges. Some of our summer staff who piloted online mentoring, have carried on their matches even after their employment with us had ended. This is a new opportunity we hadn't explored. High School mentors no longer need to close their match when they graduate and leave for university. With new software like Zoom and Mentor City, which facilitates match monitoring, we have expanded our potential.

Again, we have had renewal of staff but thanks to a good recruitment process we have become stronger with three new hires late in the year. This includes a part-time position to facilitate Engaging Young leaders in partnership with Yorkton Tribal Council. When isolation and distancing are being recommended for physical health, continued engagement is a valuable influence upon mental health. We view BBBS as both pro-active and pre-emptive in its approach to service.

With the government imposed social restrictions our opportunities for fundraising were reduced and sometimes cancelled. The board found it necessary to revise our budget projections part way into the year as both revenue and expenditures became uncertain. Thanks to the generosity of some event supporters and government grants to encourage employment, we were able to remain financially healthy.

As a board we found it difficult to extend our Strategic Plan due to the variable conditions but as optimism increases in 2021, we will continue forward planning. We took an internal self-evaluation to identify our own effectiveness. We affirmed a good understanding of board purpose and responsibility. Being aware of a continued need for new board members, we identified diverse areas of representation that would broaden our influence. Unable to host an agency wide Christmas party, the board and staff held an online social evening including a Trivia team challenge. It was fun getting to know each other better. Thanks again to our ED for rolling with circumstances. We appreciate that Irma puts the personal interest of the families we serve as the first priority.

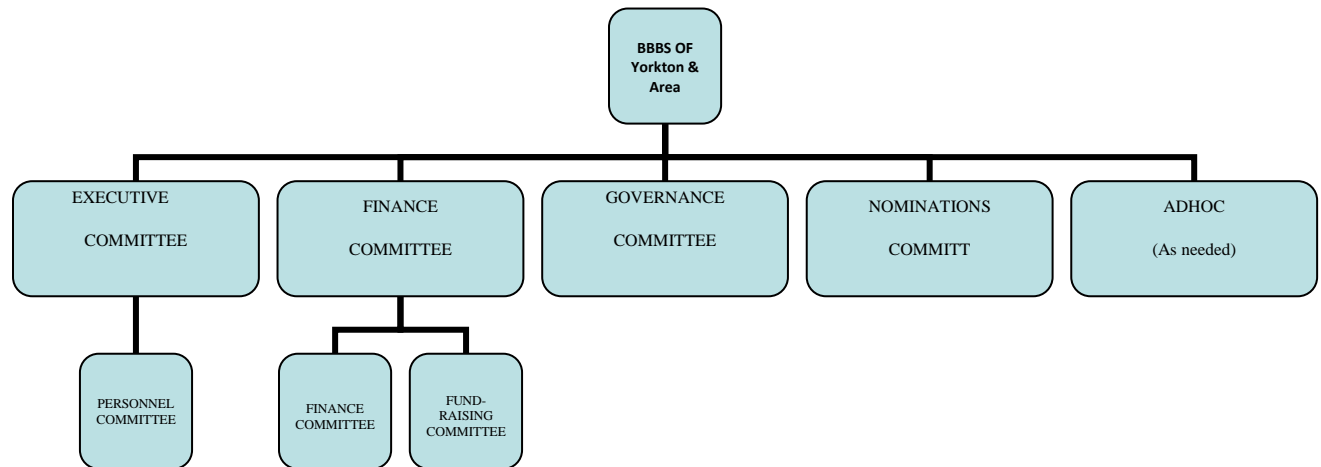
The pandemic has made it difficult to engage community volunteers with the families we serve. This has been compounded by the need for schools to be both cautious and focussed on safety protocol. Yet volunteers are critical to our mandate. We continue to seek out processes that allow for ongoing safety and build trusting friendships that can benefit both the Little and Big partners.

Respectfully submitted, Gary Hutton

Board President

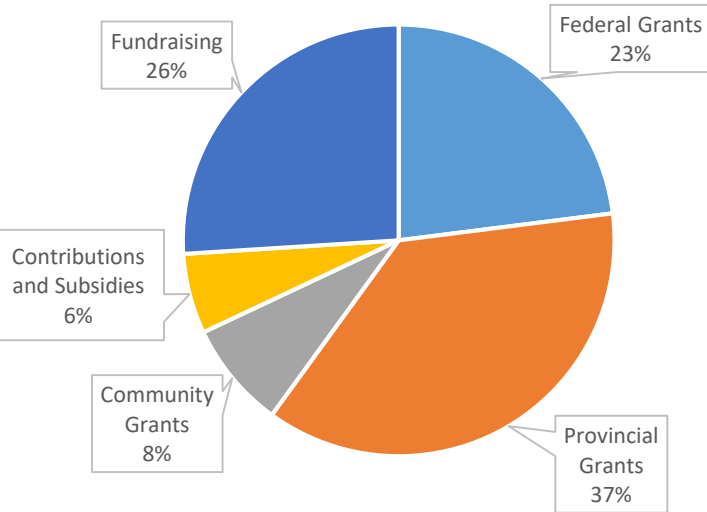
BIG BROTHERS BIG SISTERS OF YORKTON AND AREA INC

ORGANIZATIONAL CHART



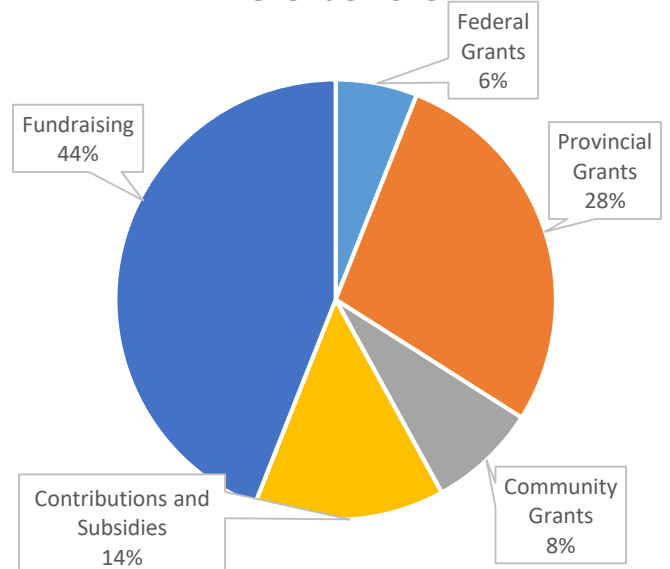
**Treasurer's Report
Big Brothers Big Sisters of Yorkton and Area
2020 Annual General Meeting**

Revenue 2020



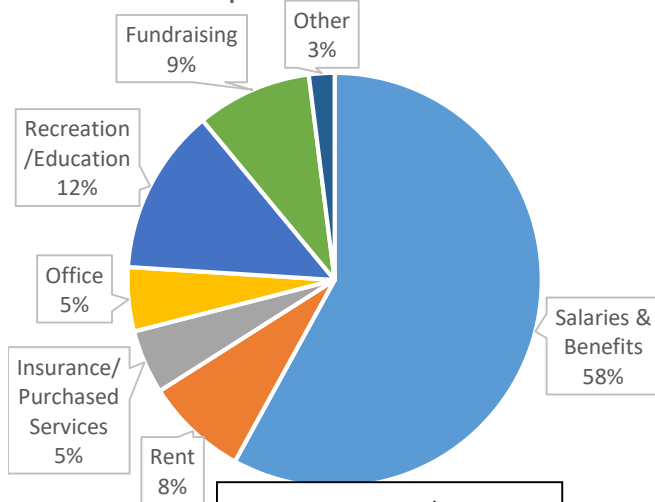
2020 Revenue \$253,190

Revenue 2019



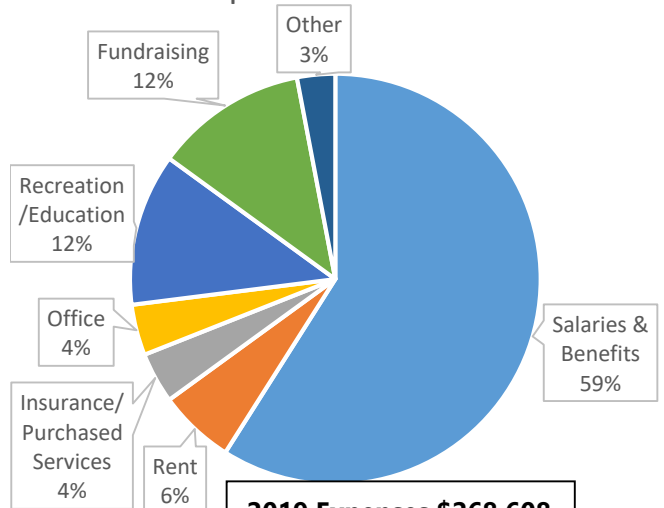
2019 Revenue \$301,045

Expenditures 2020



2020 Expenses \$218,759

Expenditures 2019



2019 Expenses \$268,608

As you can see revenues are decreased in 2020 compared to 2019 due primarily to the decrease in fundraising opportunities but thanks to emergency community grants and wage subsidies received and the reduction of expenditure due to limited programming we ended the year in a positive light. Community Grants: South Sask Community Foundation (Murray & Edna Forbes Foundation and Smart and Caring Fund), Sask Culture, Sask Lotteries. Thank you to all our sponsors and donors in 2020 that helped us continue to make a positive impact in a child's life through mentoring.

Budget 2021

Big Brothers Big Sisters of Yorkton and Area		Big Brothers Big Sisters of Yorkton and Area	
REVENUE	2021 Budget	EXPENDITURES	2021 Budget
Canadian Tire Foundation	\$ 13,500.00	Agency dues/fees	\$ 7,000.00
Donations	\$ 10,000.00	Bank charges	\$ 180.00
Memberships/Dues	\$ 200.00	Bldg Occupancy	\$ 17,528.00
Program Contributions	\$ 500.00	Computer Eqmt/Furniture	\$ 5,000.00
SK Lotteries	\$ 8,500.00	Employee Salary	\$ 195,424.00
Other Grants	\$ 84,525.00	Employee Salary Benefits	\$ 17,588.00
Canada Summer Jobs	\$ 18,700.00	Pension/Other	\$ 3,894.00
Wage Subsidy	\$ 18,000.00	Bingo	\$ 50.00
CIF:	\$ 45,000.00	Bowl for Kids' Sake	\$ 4,000.00
Government of SK	\$ 56,000.00	Golf Tournament	\$ 9,500.00
Ministry of SS	\$ 14,450.00	50/50 /Raffle	\$ 1,000.00
Bingo	\$ 6,000.00	ATV Raffle	\$ 11,000.00
Bowl for Kids Sake	\$ 15,000.00	Other Fundraising	\$ 6,000.00
Golf For Kids Sake	\$ 30,000.00	Insurance/Liability	\$ 7,500.00
50/50 or Raffle	\$ 5,000.00	Meetings	\$ 2,000.00
ATV Raffle	\$ 30,000.00	Office Supplies	\$ 12,700.00
Other Fundraising	\$ 10,000.00	Promotion	\$ 3,500.00
Investment Income	\$ 600.00	Purchased Services	\$ 6,000.00
Miscellaneous	\$ 2,000.00	Recreation/Education	\$ 30,000.00
		Recruitment/Training Staff	\$ 13,500.00
		Recruitment/Training Board	\$ 3,000.00
		Scholarships	\$ 500.00
		Transportation	\$ 10,500.00
		Miscellaneous	\$ 300.00
TOTAL REVENUE	\$ 367,975.00	TOTAL EXPENSES	\$ 367,664.00

EXECUTIVE DIRECTOR'S REPORT
Big Brothers Big Sisters of Yorkton and Area Inc
Annual General Meeting

Big Brothers Big Sisters of Yorkton and Area enables life-changing mentoring relationships to ignite the power and potential of young people. Annually we serve hundreds of children through mentoring, providing quality volunteer-based mentors that serve as role models. Our mentors teach by example the importance of giving and giving back, of staying in school and of having respect for family, peers and community. Mentoring is proven to **improve** children's odds for succeeding in school, **increases** self-esteem and self-worth, and the youth **experience** first-hand the importance of helping others in their community. Mentoring improves a youth's social emotional competence, mental health well-being and provides educational encouragement and employment readiness.

Big Brothers Big Sisters of Yorkton and Area currently offers a variety of **mentoring programs** that respond to community needs. We have **formalized the mentor process** offering the best possible services by providing mentors for children and youth who need a significant, caring adult in their lives. These specialized services include creating **public awareness** of the values of mentoring; **group mentoring relationships** such as Engaging Young Leaders, Kids 'N' Kops, Club Connect After School Programs, plus Community Connections, and our **site-based one-on-one mentoring relationships** such as In-School Mentoring and Teen Mentoring, and the **community based one-on-one mentoring relationships** such as Traditional Big Brothers Big Sisters, and Virtual Mentoring Program.

As of March, 2020 most of our matches and programming was placed on hold briefly while we developed our Virtual Mentoring Program and virtual mentoring tools. This was an unprecedented year and we know that the COVID-19 pandemic profoundly impacted the children and families we serve. Time and time again, Big Brothers Big Sisters mentors are there when kids needed them the most to fight the loneliness and social isolation of our most vulnerable youth.

Here at Big Brothers Big Sisters of Yorkton and Area we are still committed to Truth and Reconciliation and the 94 Calls to Action. We see the value of working with community partners and thus we helped to bring together a coalition of human service agencies and community partners for a Reconciliation Gatherings. We have created an Indigenous Mentoring Guide. Thanks to funding through First Nation and Metis Engagement Fund we are able to offer the Engaging Young Leaders Program that engages youth and helps assist them develop their leadership skills and abilities to better themselves and their communities.

We are grateful for all the funding received plus the many partnerships within the communities including grants, many sponsors, participants, supporters and volunteers of our major special events including Bowl For Kids' Sake and Golf For Kids' Sake, and our annual Show N Shine at Walmart. We are very grateful the media supports including radio, TV, and print helping us reach not only our financial goals but more importantly our recruitment goals.

To our parents, guardians, and Littles, I hope we continue to be of support to you. It has been a rewarding and enjoyable experience working with you providing opportunities for your children. I want to express a sincere thanks to all our volunteers for your support and time well spent. To the Board, the guiding force of the Agency! Also to the Bigs and Mentors who directly impact the lives of the children we serve. The roles you play make a difference in the life of a child and the community as a whole. The dedicated staff we have today and the teamwork that takes place helps make this a great place to work as we work to achieve our mission and vision. I thank you for the opportunity to make a difference in a child's life. It is a privilege working for you and I look forward to another year as we strive to meet the needs of the clientele we serve. Respectfully submitted by Irma Van De Bon-Nicol

Mentoring Ignites Potential

As a child grows and realizes the complexities of life, growing from the bubble they have been living in and experiencing the possibilities laid for them, it is crucial to have a positive role model and a trustworthy person that can guide the child through the nooks and crannies of life. Having a mentor, thus allows the child to have a healthy relationship and navigate life in a happy and successful manner.

As a mentor, I strive for creating a safe space that allows my mentee to feel free and express themselves with no judgement. I make them feel validated and accepted. At the beginning, my mentee was shy and quiet. They did not speak up and only answered when prompted. However, after consequent meetings, they started opening up as we discussed their interests. I discovered that they were intrigued by dinosaurs, so we started learning together about dinosaurs. We discuss different species and my mentee shows me the fossils they collect. This would not have been possible without the option of virtual mentoring because of the geographical constraints. Virtual mentoring has allowed my mentee and me to meet at a time that works for us within program boundaries while also giving the opportunity to relocate between school and home as needed. Through the phone, my mentee has shown me their farms, cattle and pets.

My mentee feels comfortable discussing his life, whether it is friends, school, family, or siblings, and when asked, I advise them on relationships and building healthy friendships. I have helped my mentee create healthy boundaries with their siblings, and to make friends at school. My mentee has also voiced his opinion on COVID-19 and the impact it has had on their life. Having consistent meetings has helped my mentee trust me with their feelings.

In retrospect, my mentee's behaviour has improved immensely. Now, he is kinder and more accommodating of others in his life, and has higher self-esteem. My mentee has also developed a passion for knowledge and research about dinosaurs and reptiles. We look up resources on the internet, including pictures, videos and facts. I find it amusing to find a young kid excited about something and willing to learn and am motivated to mentor them and watch them grow successful and happy.

Our match began in June of 2020 when I was employed as a summer student with Big Brothers Big Sisters of Yorkton and Area (BBBS) and mentored a few children. Ben and I continue to meet through the Virtual Mentoring Program thanks to the opportunity to continue as a volunteer Mentor and the match support given by BBBS. I must admit I wonder at times if I get just as much if not more out of mentoring as my mentee does and have truly enjoyed this journey together. Thank you for the opportunity to be a positive support in a child's life and to ignite their potential. It sure has helped ignite mine as I prepare to apply for university and scholarships in the fall.



Respectfully submitted by Kavya Sudarasanam.

Measuring Reach within a Mission- and Vision-Focused Framework

For the year of January 1, 2020 – December 31, 2020

MISSION-FOCUSED REACH

This measure counts the number of young people who receive mentoring services directly developed and delivered by the Big Brothers Big Sisters agency.

Program	Community Based or Site Based	# of Volunteers	# of Young People Mentored
Big Brothers	Community Based	9	4
Big Sisters	Community Based	9	9
Big Couple	Community Based	0	0
In-School Mentoring - Adult	Site Based	3	3
In-School Mentoring - Teen	Site Based	94	94
Club Connect	Site Based	2	20
Shared Journey	Site Based	12	12
Total Served		124	142

Vision Focused Reach includes the group programs that help fulfill our vision including: Club Connect Esterhazy After School Program, Kids N Kops, Engaging Young Leaders, Community Connections and Big Bunch.

Program Name	Diverse Population Targeted?	Community Based / Site Based?	Group (y/n)	# of Volunteers	# of Young People Mentored
Engaging Young Leaders	Indigenous Youth	Site Based	Yes	5	40
Community Connections		Site Based			
Kids N Kops		Community Based		3	12
Big Bunch		Community Based			48
Total Served				8	100

COMMUNITY ACTIVITY

This is a broad-based count of community activity such as involvement on community committees, meetings with political representatives, event tickets and holiday hampers distributed, etc.

List the impact	Relevant measure	Number
<i>BASED ON LAST YEAR'S SUBMISSIONS, THE FOLLOWING ACTIVITIES WERE IDENTIFIED AS MOST COMMON. FEEL FREE TO ADD OTHER COMMUNITY ACTIVITIES YOU FEEL ARE RELEVANT.</i>		
Subsidized recreation activities (including Jump Start)	# of youth supported	142
Camping experiences supported (including Tim Horton's virtual camping experience)	# of youth supported	16
Holiday Hampers	# of youth supported	242
	# of families supported	72
	# of hampers delivered	28
Pajama Drive & Holiday kit	# of pajama sets	84
Food Vouchers (96 individuals received food vouchers donated by Esterhazy Lions Club)	# of Lions food vouchers	216
Active school participation support	# of books distributed	96
	# of backpacks distributed	112
	# of computers/tablets	24
Scholarships awarded (including CIBC YouthVision, BBBSY Mentors Memorial Bursary and Littles Bursary)	# of youth supported	4
Practical support	# of youth receiving winter coats (Knights of Columbus & community)	36
	# Meals Donated	84
Meetings with political representatives	# of meetings	2
Community committees	# of committees	4

Plus many other donations of food and clothing passed on to our families in need thanks to caring people who want to make a difference. Thank you.