

ANNUAL REPORT 2022 - 2023

BIG Things Take Time



Big Brothers Big Sisters
OF WINNIPEG



ANNUAL REPORT

BIG Things Take Time

2022
2023



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BIG Things Take Time



Land Acknowledgement

Big Brothers Big Sisters of Winnipeg operates on Treaty No. 1 Territory, the traditional lands of the Anishinaabe, Cree, Oji-Cree, Dakota, and Dene peoples; as well as the National Homeland of the Red River Métis. We further acknowledge the water of which we drink comes from the Anishinaabe First Nation of Shoal Lake.

We respect the Treaties formed on these territories, and acknowledge that We Are All Treaty People. We recognize the long-term effects of colonization and the harmful legacy of the residential schools endured by Indigenous peoples. We commit to making space for Indigenous voices, to celebrate Indigenous culture, and to honour Indigenous heritage. We are Bigger together and we will work in partnership with Indigenous communities toward justice, equity, and reconciliation.

Diversity, Equity, and Inclusion

As an agency, we strive to promote non-discrimination and address stereotypical attitudes by providing education and awareness; and by extension, have an impact on eliminating systemic barriers to full participation in the community. We are committed to the ongoing development of initiatives that uphold our shared values of diversity, inclusion, and equity. Such initiatives may include but are not limited to: specialized programming, professional development and training, collaboration with agencies that serve marginalized community groups, and community outreach.

We have been fortunate to receive funding from the Telus Future Friendly Foundation and the Canadian Red Cross to continue our innovations in online asynchronous support and will be rolling out our new modules of current, topical, youth-advised content over the upcoming year.



THEORY OF CHANGE

BIG Things Take Time

The Power of Three



THE FAMILY



THE ORGANIZATION



THE MENTOR

HOW

- Intentionally **recruit** based on needs of community's young people
- **Match** young person and professionally **screened** volunteer mentor
- **Monitor and support** match through professional caseworker
- **Train and support** the mentor, mentee, and family
- **Graduate** match relationship towards "natural support"
- Build a **Developmental Relationship** between the mentee and mentor that
 - >> Expresses Care
 - >> Challenges Growth
 - >> Provides Support
 - >> Shares Power
 - >> Expands Possibilities

WHO

- For young people who **face adversity**
- Are in need of an additional consistent and supportive **Developmental Relationship**

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

Our Vision: For all young people to realize their full potential.





OUR BOARD & TEAM

BIG Things Take Time

2022
2023

Our Board of Directors

- **Mark Giesbrecht** | President
- **Colin Napper** | Vice-President
- **Kaleigh Wills Wowryk** | Treasurer
- **Elliot Olin** | Secretary
- **Adriel Agpalza**
- **John Daniels**
- **Stephanie Johnson**
- **Linzy Jones**
- **Shaun Jeffrey**
- **Laryssa Sawchuk**

The Board of Directors exists to direct, control and inspire the organization through careful establishment of the organizational values and written policies. This includes identifying the desired performance goals, making specific contributions that lead the organization toward the desired performance, and ensuring that the goals are attained. In addition, the Board of Directors identifies and nurtures the strategic relationships required to strengthen Big Brothers Big Sisters of Winnipeg and is accountable as a body to its stakeholders for the competent, conscientious and effective accomplishment of its obligations. We are grateful to each board member for the time they volunteer, the insights they offer, and the dedication to strategy, support and oversight they bring.

Our Team

SENIOR LEADERSHIP

- **Jane Marion** | Executive Director
- **Kirsten Dent** | Director of Service Delivery
- **Suzanne Neilson** | Manager of Finance & Administration

SERVICE DELIVERY STAFF

- **Kevin Allum** | Manager of Community Matches & Ototema Program
- **Rachel Gebhardt** | Match Support Worker- Site/School-Based Programs
- **Ty Meyer** | PRISM Program Coordinator
- **Kirsten Nicholson** | Mentoring Specialist
- **Kelley Shuster** | Manager of Site-Based Programs & UMN
- **Aneisha Edwards** | Mentoring and Mental Health Specialist

ADMINISTRATION & SUPPORT STAFF

- **Ian Buxton** | Manager of Big Smiles Collection Crew
- **Keagan Lilley** | Site Based Support Worker
- **Caroline Malzahn** | Big Smiles Collection Crew Administration
- **Matthew Rodriguez** | Marketing, Communications and Administration Coordinator





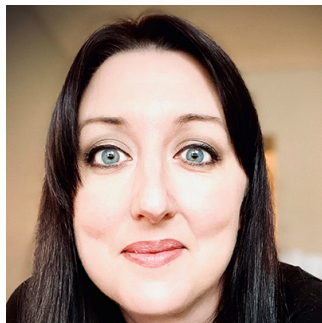
MESSAGE FROM THE EXECUTIVE

BIG Things Take Time

Executive Director's Report

“Have patience with everything that remains unsolved in your heart. Try to love the questions themselves, like locked rooms and like books written in a foreign language. Do not now look for the answers. They cannot now be given to you because you could not live them. It is a question of experiencing everything. At present you need to live the question. Perhaps you will gradually, without even noticing it, find yourself experiencing the answer, some distant day.”

– Rainer Maria Rilke, Letters to a Young Poet



2022-2023 was a meditation on time. We often root ourselves in our mission by asking our ‘why’ questions. Why do we do what we do? Why questions get to the heart of values through a fast, straight line. Our staff and board contemplated their individual core values as we prepared to form our collective ones. It was incredible to see how frequently the same words emerged inside our pod: *family, connection, compassion, kindness...* it is easy to see how this particular troupe of individuals have united in our relational mission. I loved the heartwork we did this year and I am deeply grateful for all the rich dialogue about the wonder and complexity of our work.

Where do different types of questions take us? I found myself thinking about ‘when’ questions. While “why” questions are bold, simple, and whole for a reason, “when” questions create fissures, layers, caveats and containers. They create rivers and estuaries in the bedrock of underlying beliefs. They are the ‘under what conditions?’ follow-up to the valorous and essential whys. They do the hard work of perplexing us and calling us to temper ourselves – to be patient enough to continue to puzzle. Strategy is setting out a series of when questions. When is it the right time to expand? When is it better to stabilize and regain our focus? When will we know it’s time to shift, gently, in the natural poles of consistency vs change, or breadth vs depth?

When is a relationship a friendship? When is friendship needed most? When do friendships move apart? These contextual questions help us to do our work better and help focus our finite resources. When we talk about connection, we don’t mean any and every connection. There is a particular texture to the connections we attempt. We mean certain connections, at a certain point in time, under certain conditions – reciprocal, mutual, patient, growth-enhancing, developmental, trustworthy connections. That is not to say that they are perfect, or that they are spared of the inherent messiness, but that part of the spark is informed by decades of experience and research. The connections we form are forged by mentoring specialists. Developing the professional expertise as a team takes time and patience, as do the budding relationships as they form. Our expectations can often hurry us in our enthusiasm.



**Safety is not the absence of threat...
it is the presence of connection.**

Dr. Gabor Maté



In our fast world, with instantly sought rewards and ever-growing expectations that things take as little time as possible, the truth is that our work only works when we cultivate deep patience in *every aspect of it*. It takes time to cultivate friendship. It takes time to understand intersections. It takes time to try something new, to learn from it, and to determine how to proceed. It takes time to dream.

Shoulders:

A man crosses the street in rain,
stepping gently, looking two times north and south,
because his son is asleep on his shoulder.
No car must splash him.

No car drive too near to his shadow.

This man carries the world's most sensitive cargo
but he's not marked.

Nowhere does his jacket say FRAGILE,
HANDLE WITH CARE.

His ear fills up with breathing.

He hears the hum of a boy's dream
deep inside him.

We're not going to be able

to live in this world

if we're not willing to do what he's doing
with one another.

The road will only be wide.

The rain will never stop falling.

(Naomi Shihab Nye - 1952)

This year, it was time to think about time as an organization. To think about the rain that will never stop. To think about how much time it takes to be careful; the wisdom of slowness. Remember, the force of water met out in tiny, continuous drops is also enough to create canyons out of rock. Resources may be scarce, but our capacity to effect change is boundless. I hope that in our strategic plan, slowness is seen as vigilance. Thoughtfulness. In times of slowness, in patience, we allow rest and recovery and remind ourselves to stay open to tenderness and bear witness to the incredible joy of friendship that sustains. In slowness, we stay fascinated with each other. *Steady as we Grow*, the theme of our plan, is our attempt to appreciate both stability and innovation. It is our promise to the community that slowness need not mean stagnation.

My greatest hope is that as we remind ourselves to continue to be patient during the night of long concern, dawn is also not too distant; that as we wait eagerly for our world to remember our basic human need for connection, that one day soon, *more of our young people will have mentors, and we will have enough financial investments to do this work long into the future*. Until then, we keep humming our children's dreams as steadily as possible, grateful for all we've accomplished. It is impossible to find bigger words to celebrate those who generously stepped up this year despite many complex personal and systemic givens. Thank you to each of you for enabling us to do this vital work, executing our mission daily, and *showing just how beautiful we can be to one another*. Sadness dissipates when we pause to witness strength, celebrate courage, and relentlessly offer our gifts in service of others. I hope you all have people "*who plant flowers in the darkest parts of you,*" and who wait patiently in the dark, for you to bloom. Over and over again.

Big things take time.





PROGRAMMING

BIG Things Take Time

2022
2023

670 Children Served



202 in Community one to one programs



268 in short term & group programs



200 in partnership & school-based programs



Programs

Big Brothers
Big Sisters
Cross Gender
Couples
P.R.I.S.M.
M.A.P.
Ototema

Big Possibilities
L.E.A.P.
Music Mentoring
Big Buddy
In School Mentoring
Storybook Program
Start Here

***"He listens to me, he plays with me!
He cheers me up"***

***"She has helped me through tough
spots in my life and this has made
me have a stronger bond with her"***





PROGRAMMING

BIG Things Take Time

2022 2023

Strategic Plan

Big Brothers Big Sisters of Winnipeg exists because positive relationships are an absolute prerequisite for the health and well-being of individuals and communities

Over the course of the strategic planning process, generously funded through The Winnipeg Foundation, we gathered information from youth, caregivers, mentors, board members, staff, and community stakeholders. Every group reinforced two foundational pieces of data: first, the context for youth mentoring has grown more complex during the Covid-19 pandemic as economic conditions place a further strain on individuals, families, and agency staff. Second, our core community-based 1:1 program model continues to be a unique, highly complex, and extremely valued service in our community. While our program menu is comprehensive, our commitment to this core model remains at the center.

Our plan aligns with the current pillars of the National BBBSC Strategic Framework: Engagement, Innovation, and Growth. Our mission remains both our anchor and our sail. Our philosophical and ethical commitments require us to think critically about the social, economic, and political systems our families and youth are situated within and continuously strive to see people in relationship to broader social conditions.

The words 'sustainable', 'intentional', and 'enhanced' are apparent in both our short-term and long-term goals. As we move out of one of the most challenging epochs of recent history, we understand there will be lingering consequences and continued challenges. In order to best position ourselves to meet these challenges, we commit to thoughtful reflection, constant analysis, and genuine investment in the people who live our work. While we work to steady ourselves, we also resist stasis, knowing we need the creativity, fluidity and openness to new ideas these last few years have required. We wish to knit innovation and stability in a way that allows us to leverage the upsides of both - steady as we grow.

Through the facilitated sessions, we were not only able to make continued commitments to our Federation core values of collaboration, integrity, community and respect, but also form local values that shape the unique vantage point of our work. At Big Brothers Big Sisters of Winnipeg, we value

Your story. In your own time. In your own way.

We embrace the rich uniqueness of everyone.

We know that important things take time, and we find awe in the transformative impact of shared joy.

(The 2023-2028 Strategic Plan is available upon request)





PROGRAMMING

BIG Things Take Time

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In Their Own Words...

Express Care

"He listens to everything I say"

"She has been there for me through thick and thin without ever complaining that I'm too much to handle; she has become the best sister I could ask for"

"She's my best friend"

"She wants to hang out with me and do fun stuff. She listens to me and she likes me"

Provide Support

"Getting my mind off things that are bothering me"

"He always has an answer to a question"

"Listening to me and trying to help the situation by giving me advice"

"She helped me with my confidence and my baking skills."

Expand Possibilities

"She has helped me to look on the bright side on things and see stuff I normally would never see without her"

"My Big has helped me accomplish my goals, make me feel encouraged, overcome fears in life"

"My Big has helped me not to feel shy"

"Getting out of the home and explore new things that I would not have done before"

Share Power

"She's fun and respects my boundaries"

"She listens to me and we talk to each other"

"She takes me out and checks in on me, she always listens and lets me decide what's best for me"

"Listening to me and acknowledging my opinion"

Challenge Growth

"Me and him always learn something from each other"

"Helping me across the balance beam when we went to Flying Squirrel"

"Be more confident being away from my mom"

"She helps me get out of the house and be more active"



THANK YOU TO OUR BIGS!

"You're fun and I love hanging with you"

"You are a great role model and calming presence in his life"

"They don't realize the little things can go a long way"

"Being there always for us. For becoming a part of our family"

"Thank you for being a constant in both our lives"

"Thank you for your never-ending patience"

Your smile and energy bring warmth and hope to us. Thank you for being you!

"Thank you for helping me not be lonely"



Service Delivery

The ripples of the pandemic have significantly impacted relationships and interpersonal connections. The World Health Organization (WHO) has recently commented that loneliness is a major factor impacting well being. Young people in Canada expressed experiencing loneliness more frequently than older people. Among youth aged 15 to 24 years, nearly 1 in 4 (23%) said they always or often felt lonely" (Statistics Canada, Canadian Social Survey: Loneliness in Canada 24/11/21 **The Daily. Canadian Social Survey: Loneliness in Canada (statcan.gc.ca)**)

This year, we have learned that after nearly 3 years of distancing, it's been hard to regain comfort in social settings and new relationships. Inflation and the general cost of living are hardships everyone in our programs is enduring, and this impacts many facets of individuals well-being. These challenging circumstances push our agency to continue advocating for the important need for Mentorship.

The 2022/23 year saw the return to all our in-person programming. We welcomed back partnerships in our building with Canu, Evermore, Ukulele (Music Conservatory), UMVC (University of Manitoba), and restarted our in-person LEAP program (homework club). This ensured we had folks in our building for programming five days a week. In addition, we welcomed back our drop-in programming to matches and families two evenings and Saturdays throughout the school season.

A significant accomplishment of this year was that we were honored to be the Grand Marshalls at Pride in 2022. Our PRISM Program Coordinator Mackenzie Kolton was able to present at the Canada Pride Human Rights Conference to share a sneak peek of our Queer Lens Mental Health training and feedback from our Caregiver and Youth Prism series events.

We continued to pilot our Big Possibilities program by offering two different workshops to build resumes and job readiness, and also had some of our 1:1 community-based matches work through the resource together during their match time together.

It was a relief to run a full school season without shut downs or pivoting to virtual. It also brought us back to our In School partnerships at Mulvey, Dalhousie, Victor Mager, and to our new partners at Windsor Park Collegiate and Frontenac. Our agency continues to be immensely motivated and committed to supporting our communities in healing and building new connections through mentorship in an effort to improve the social well being of our youth, their families and our mentors. We have always found that our best recruitment tool is you, our membership, and sharing about your experiences and relationships to help inspire others to make a commitment to support our next generation of youth.

Kirsten Dent, Director of Service Delivery





FUND DEVELOPMENT

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To Our Funders & Supporters, Thank You!

Committing to being the center of mentoring excellence in Winnipeg requires the constant support of volunteers and donors. The cost per match has risen greatly over the last 5 years. In addition to community-based one to one mentoring, we have also committed to providing youth on our waiting list with high-quality group programming and short-term relationships so that we can provide immediate services through our activity space. Whether that is through group Big Buddy programming, free counselling, or group sessions in P.R.I.S.M., our professional mentoring specialists are always a part of each match. We are incredibly grateful for the ongoing financial support provided to us this year. Thank you to every donor and funder who shared our vision this year and enabled a young person to have more support to face the adversities in their lives. We cannot thank you enough.



winnipeg**kinsmen**



United Way
Winnipeg

Manitoba



Golf for Kids Sake 2022!

Thank you to the Winnipeg Kinsmen, the title sponsor for our annual event. In 2021, Kinsmen and other sponsors helped launch our inaugural year. This year, we were pleased to welcome more teams and an increase in revenue from the event. We could not have done this without the incredible support of the donors, golfers, providers of prizes for our raffle, and the day-of helpers.



August 25th, 2022



Kin Canada
winnipeg**kinsmen**



Funders & Donors

Visionaries + \$20,000

Province of Manitoba
Smit, W.
The Winnipeg Foundation
United Way of Winnipeg

Leaders + \$10,000

City of Winnipeg
L'Oréal Canada
RBC Big Possibilities Funding

Champions + \$5,000

Jewish Foundation of Manitoba
Government of Canada
Scotiabank Thriving Communities
Wawanesa Insurance

Friends + \$500

A&P Plumbing & Heating Ltd
All Charities Campaign
Allum, K.
Anderson, L.
Anonymous Donor
B.A. Robinson Lighting Co. Ltd
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Brookside Renovations Inc
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Caisse Financial
Canada Life
Canadian Red Cross Society
Carpe Diem Enterprises
Carte International Inc
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Chipman, S.
Confidence Management Ltd
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Elaschuk, O.
Focus Hyundai
Funk-Unrau, G.
Haddock, M.
Hastings, R.
Hays Dream Big Funding
Ironclad Brokers Association of MB
Jones, L.
Jonk, V.
KPMG-MSLP
Levin, D.
Loewen, J.
Lousley, B.
Manitoba Egg Farmers
Nakonseshny, K-M.
Parmiter, D.
Payworks
Pereira, M.
Pitblado LLP
Ritchue, R.

Friends + \$500 (Con't)

Rushton, E.
Rysen, K.
Skinner, C.
Strategic Charitable Giving Fdn
Taves, P.
TDG Furniture Inc
(Ashley Home Store/Dufresne)
United Way Pledge Campaign
University of Manitoba
Veron Consultants Inc
Walmart Canada Corp
West End Biz

Supporters + \$20

Arnold Bros Transport
Balcaen, S.
Balogun, O.
Barish, E. & C.
Beattie, S.
Bhatia, A.
Boyko, R.
Braun, J.E.
Brett, P. & M.
Buhl, S.
Cargill
Chapman, G.
Chung-Mowat, M.
Clark, R.
Crawford, S.
Colek, I.
Daniels, J.
Dent, R.
de Rocquigny, R.
Desai, H. & M.
Ekeocha, S.
Evans, B. & M.
Falk, D.
Friesen, N.
Frontstream Inc
Gibbons, K.
Gibson, R. & J.
Hanson, G. & M.
Hill, L.
IBM Canada Employees Charitable Fund
Jankiewicz, S.
Jarvie, A.
Johnson, K.
Johnston, D. & D.
Krahn, G.
Krentz, B.
Loewen, C.
Lysak, D.
Marshall, J.
Martin, R.E.
Maydaniuk, E.
McCormick, N.
McCrea, C.

Supporters (Con't)

McMillan, S.
Mhlope, D.
Mill, E.
Munjoma, T.
Neilson, S.
Nursery, P.
Park, L.
Pierson, R. & C.
Pollard, F.
Potter, W.
Pyl, W.
Rados, L.
Red River Cooperative Ltd.
Ryland, J.
Schachter J. & Hood K.
Schmidt, A.
Schmidt, J.
Scott, R.
Shelmerdine Garden Centre
Shimonek, N.
Shuster, D.
Shuster, J.
Steele, B.
Steininger, A.
Surminski, B.
The Benevity Community Impact Fund
The Get Real Movement
Turner, B.
Ugrin, E.
United Way BC Lower Mainland
United Way of Greater Toronto/Peel
van der Broek, A.
Vernaas, A.
Ward, E.
Wenyika, P.
Woodford, D. & J.
Woods, R.G. & S.

In Memory/Honor

Ken Ward

From Taves, P.

Jean Ross

From Gauer, R.

Walter Lehmann

From Dales, D.

Jill Boonen

From Cretton, M.

In Kind Donations

Thank you to our In-Kind & ticket donors for providing support in 2022-2023!

Anonymous

From Mutua, P.

Jean Ross

From Fairhall, L.

Rita Bourgeois

From Chalus, P.

Brian Forbes

From Hopper, C.





ANNUAL REPORT

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2022 - 2023 FINANCIALS

Statement of Financial Position	March 31, 2023	March 31, 2022
Assets		
Cash	\$445,165	\$513,513
Accounts receivable	21,201	30,941
Prepaid expenses and inventory	29,696	36,286
Capital assets	1,841,574	1,895,852
	\$2,337,636	\$2,476,592
Liabilities and net assets		
Accounts payable	52,502	50,628
Deferred contributions - capital assets	679,283	707,983
Deferred contributions - programs	137,079	192,645
Lines of credit	152,215	166,442
Mortgage payable	797,200	836,807
Net assets: invested in capital assets	212,876	184,620
Net assets: future operations	306,481	337,467
	\$2,337,636	\$2,476,592

Statement of Operations	Year Ended March 31, 2023	Year Ended March 31, 2022
Revenue:		
Government program funding	\$264,300	\$287,053
United Way of Winnipeg	328,546	299,503
COVID-19 funding	-	52,436
Fundraising and other revenue	323,129	323,129
Big Smiles Collection Crew	263,648	271,116
Amortization of deferred contributions	28,700	45,581
	\$1,208,210	\$1,278,818
Expenses:		
Direct program costs	140,763	104,408
Central operating expenses	141,557	151,916
Fundraising expenses	15,470	17,469
Big Smiles Collection Crew	250,983	224,566
Amortization of capital assets	60,286	74,485
Staff salaries and benefits	601,881	629,087
	\$1,210,940	\$1,201,931
Difference between revenue and expenses	(2,730)	76,887

*a full copy of our audited financial statements for the year ending March 31, 2023 is available on our website: www.bigwinnipeg.com





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WWW.BIGWINNIPEG.COM



532 Ellice Avenue, Winnipeg, MB
Treaty No. 1 Territory