




**Big Brothers Big Sisters  
of Guelph**

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**Annual Report 2014**







**Big Brothers Big Sisters**  
of Guelph

# Mission Statement

At Big Brothers Big Sisters of Guelph, it is our collective mission to promote the healthy development of the children and youth of our community through a variety of quality mentoring programs.

We are committed to the recruitment of volunteers dedicated to upholding the values and principles of the organization and to those we serve.

In all endeavours, we will act with integrity and create an environment that encourages teamwork and respect.

*It is our vision that every child who needs a mentor, will have a mentor.*





2014 proved to be a BIG year for new developments at Big Brothers Big Sisters of Guelph and I am proud to present this year's Annual Report. It's amazing how much giving energy is involved in ensuring that every child who needs a mentor, gets a mentor. The donation of time, talent and treasure by so many wonderful people allowed our agency to remain in a very strong position as we served 463 local youth.



The Grant Writing Internship Program was an enormous success as our intern secured many new donations from Canadian foundations and granters throughout the year, many of which supported the School-Based Group Expansion Project. Two multi-year grants in particular were acquired: the Actuarial Foundation of Canada pledged \$30,000 over 3 years, and the Ontario Trillium Foundation committed to \$64,900 over 2 years. Such grants also allowed Big Brothers Big Sisters of Guelph to develop three new programs: Environ-Mentoring, launched in the spring; Co-Operative In-School Mentoring, launched in the fall; and Bank Buddies, launched in January, 2015.

Our traditional fundraising events (Have a Heart Gala, Bowl for Kids' Sake and Golf Fore Kids' Sake) were all very effective and because of the success of the new Big Little Run, a summer version was held in July, again at the Arboretum. The weather was wonderful and we had a fabulous turn out of runners of all ages and abilities. We will continue to grow this event in future years.

A good portion of time in the summer months was dedicated to preparing for our agency's five-year Accreditation audit through Big Brothers Big Sisters of Canada. Accreditation ensures that national standards are being met and that our services are delivered at the highest level of quality. Thank you to all the staff and board members who helped to ensure that deadlines were met and the process was well-organized for the assessors.

In the fall, the Board of Directors approved a new three-year strategic plan, which focused on increasing our impact, recruiting more male volunteers, strengthening our leadership and enhancing our sustainability.

Finally, 2014 brought a change in our agency's address. Cathy and Doug MacMillan from The Letter M Marketing warmly welcomed our agency to share their office space and the move was completed in late December. I would like to thank the families and Little Brothers/Little Sisters that we serve, the devoted volunteers, our dedicated staff and board members for all their support and dedication in making Big Brothers Big Sisters of Guelph such a great charity to be a part of.

All the best,

A handwritten signature in blue ink that reads "H Fowler".

Heather Fowler  
Executive Director, Big Brothers Big Sisters of Guelph



I would like to take this opportunity to welcome everyone to the 2014 Big Brothers Big Sisters of Guelph AGM. As an organization we are committed to promote the healthy development of children and youth within our community through a variety of mentoring programs. As I reflect on 2014 I am proud of the work the organization has done to provide these programs to the youth of our community. Whether it is through One to One Match, Big Bunch or one of our newer programs, the goal is to ensure that every child who needs a mentor has a mentor. It is these mentor relationships that produce positive benefits and ultimately make the community we live in a better place.

From all aspects of the organization, 2014 was a very busy, but successful year. Children served grew by 8% while fundraising in support of programs grew by 10%. This fall saw the completion of 2 significant agency events, National Accreditation and office re-location. Preparation for the National Accreditation audit began early in the year, with an intensive two-day audit conducted in September primarily focusing on policies, procedures and casework files. Thank you to the staff and members of the Accreditation Committee for their efforts in preparation of the audit. Finally, led by our Executive Director, Heather Fowler, the Office Re-location Committee began the search for a new home. Over the course of the year the committee was able to secure a new location and successfully move the entire office by year end.

As a Board we continue to attract leaders from within the local community. In 2014 we welcomed four new members: E.J. Stross from Smith Valeriotte, Julie Dunn from 3M Canada, Rodney Cox from Guelph Police Services, and Vicki Curtis from Curtis-Villar LLP. These leaders provide key contacts and skillsets, but more importantly new ideas. It is these ideas that will help shape the future of the organization.

Finally, the key to success for any not-for-profit organization lies with the agency staff, volunteers and donors. From the daily management of programs to the planning and participation in events, I am continually amazed at the level of dedication and commitment shown by everyone involved with the organization. Without everyone's continued support, the organization would not succeed.

Thank you for being the start of something big.

A handwritten signature in blue ink, appearing to read 'D Bridges'.

Dean Bridges  
President, Big Brothers Big Sisters of Guelph



On behalf of the members of the Finance Committee and the Board of Directors, it is my pleasure to present the financial statements of Big Brothers Big Sisters of Guelph (BBBSG) for the year ending December 31, 2014. Once again, the agency finished the year in a healthy financial position through the hard work of the dedicated volunteers, staff, Board and committee members. BBBSG continues its commitment to operating in a financially sensible and practical manner.

In 2014, the balance sheet was strong with total assets of \$148,029 and working capital of \$114,134. The agency's revenues grew from \$419,892 to \$466,218, up 10% vs. 2013, largely due to the increase in successful grant applications. Although our income statement points to a loss of \$4,182, this is mostly driven by the moving expenses to our new agency office location.

To follow are the audited financial statements, which provide a summarized view of the agency's financial health, and is typically used by organizations like Big Brothers Big Sisters of Guelph, audited by Tonin & Co. LLP.

I would like to extend a sincere thank you to all of our funders, corporate partners, sponsors, foundations and individuals who have so generously contributed to support the movement. The continuing support of the United Way of Guelph Wellington Dufferin is also critical to our continued success. Special thanks as well to dedicated presenting sponsors Skyline, BMO Nesbitt Burns Newton Eastwood Dietrich Wealth Advisory Group, Hoyes Michalos and HJM Insurance for their continued generosity and ongoing support. We look forward to 2015 to ensure that *Every Child in Guelph Who Needs Mentor, Has a Mentor.*

A handwritten signature in cursive script that reads "Karen Henrikso".

Karen Henrikso  
Treasurer, Big Brothers Big Sisters of Guelph





**SCHEDULE OF REVENUES  
FOR THE YEAR ENDED DECEMBER 31, 2014**

	<b>2014</b>	<b>2013</b>
<b>GRANTS</b>		
United Way Social Planning	\$ 120,434	\$ 120,434
Foundations	70,794	35,420
Ministry of Community and Social Services	6,837	6,837
City of Guelph	8,000	6,000
<b>FUNDRAISING</b>		
Bowl for Kids	56,399	61,537
Corporate partnership	42,000	28,500
Dinner dance and auction	59,616	69,906
Golf tournament	29,970	31,831
Nevada lottery	765	765
Third party fundraising	31,990	28,736
Big Little Run	5,814	6,531
<b>OTHER</b>		
Interest	749	803
Donations	<u>32,850</u>	<u>22,592</u>
	<u>\$ 466,218</u>	<u>\$ 419,892</u>
<b>EXPENDITURES</b>		
Agency promotion and recruitment	2,706	4,443
Bank charges	2,796	2,385
Fees and dues	9,957	9,753
Insurance	10,122	4,964
Office supplies and equipment	9,426	9,079
Professional fees	3,087	5,244
Programs	8,287	5,302
Rent and building maintenance (note 6)	35,757	32,838
Salaries, wages and benefits	314,459	273,585
Staff travel and development	3,833	2,426
Telephone	4,862	4,859
Utilities, taxes and maintenance	11,594	8,723
<b>Fundraising</b>		
Big little run	3,148	1,322
Bowl for kids	5,623	5,792
Corporate partnership	6,889	5,963
Dinner dance auction	20,660	21,618
Golf tournament	9,150	7,047
Software and credit card fees	<u>4,533</u>	<u>5,123</u>
	<u>466,889</u>	<u>410,466</u>
<b>EXCESS OF (EXPENDITURES OVER REVENUES) REVENUES OVER EXPENDITURES BEFORE THE FOLLOWING</b>	(671)	9,426
<b>MOVING</b>	<u>(3,511)</u>	<u>-</u>
<b>NET EXCESS OF (EXPENDITURES OVER REVENUES) REVENUES OVER EXPENDITURES FOR THE YEAR</b>	(4,182)	9,426
<b>NET ASSETS, beginning of the year</b>	<u>118,316</u>	<u>108,890</u>
<b>NET ASSETS, end of the year</b>	<u>\$ 114,134</u>	<u>\$ 118,316</u>



**BIG BROTHERS BIG SISTERS OF GUELPH**

**STATEMENT OF FINANCIAL POSITION**

**AS AT DECEMBER 31, 2014**

	<b>2014</b>	<b>2013</b>
<b>ASSETS</b>		
<b>CURRENT</b>		
Bank	\$ 56,395	\$ 89,634
Short-term investments (note 3)	60,425	59,719
HST and accounts receivable	25,560	21,171
Prepaid expenses	<u>5,649</u>	<u>3,347</u>
	<u>\$ 148,029</u>	<u>\$ 173,871</u>
<b>LIABILITIES</b>		
<b>CURRENT</b>		
Accounts payable and deferred revenues	\$ 26,867	\$ 49,946
Payroll withholding taxes payable	<u>7,028</u>	<u>5,609</u>
	<u>33,895</u>	<u>55,555</u>
<b>NET ASSETS</b>		
<b>GENERAL OPERATING SURPLUS</b>	<u>114,134</u>	<u>118,316</u>
	<u>\$ 148,029</u>	<u>\$ 173,871</u>

**APPROVED ON BEHALF OF THE BOARD:**

  
Karen Henrikso, Director

  
Dean Bridges, Director



## **Have a Heart for Kids' Sake**

The Have a Heart for Kids' Sake Dinner, Dance & Auction returned to the Delta Guelph Hotel & Conference Centre for 2014. This event continues to be a highlight on the BBBSG events calendar and it is a great way to kick off the annual fundraising season. The 2014 gala raised \$59,616, with sponsors and participants becoming increasingly familiar with its rebranded elegance and unique auction. For the first time, live entertainment was provided by Juno nominee Mac Graham, creating a unique experience. This event continues to have a strong and active committee, which dedicates its time and efforts for more than six months of the year leading up to the event. Special thanks goes out to Skyline for its ongoing commitment as Presenting Partner of this event and a big thank-you to outgoing chair Julia Tignanelli as she pursues an exciting career opportunity in North Bay. Her contributions to this event over the years are truly appreciated.

## **Bowl for Kids' Sake**

The agency's longest running fundraiser continues to be very successful, raising \$56,399 in 2014, with more than 100 teams registered. Woodlawn Bowl continues to be a great supporter and gracious host, contributing in a large way in 2014 by providing two staff members to the BFKS committee as well as putting in their own fundraising team. This event continues to share a special partnership with the University of Guelph Athletics Department, which submitted 29 teams that collectively raised more than \$10,000. Several student-athletes also volunteered their time, bowling with our "Littles" on Saturday. Special thanks goes out to Hoyes Michalos & Associates for their ongoing commitment as Presenting Partner of this event, and to Smith Valeriote Law Firm LLP for taking the initiative of becoming a strong participant and new supporter moving forward. A special thank-you goes out to outgoing chair Matt Stanley for his contributions and support for this event over the years.

## **Golf FORE Kids' Sake**

BBBSG wrapped up its busy first-half fundraising season with its annual golf tournament in June, raising \$29,970. Guelph Lakes Golf & Country Club continues to be a fabulous host and BMO Nesbitt Burns Newton Eastwood Dietrich Wealth Advisory Group returned as Presenting Sponsor, continuing to be a dedicated supporter of the agency. The event continues to have the most success of any fundraiser in generating new sponsorship revenue, due in large part to committee members bringing their personal networks into the fold. A special thank-you to outgoing chair Rory Pike for his hard work and dedication to this event over the years.

## **The Big Little Run (Summer/Winter)**

Building on its initial success in 2013, the Big Little Run was expanded in 2014 to include both a summer and a winter 5km event. With more than 100 combined registrants and sponsorship backing from HJM Insurance, the 2014 run events generated a cumulative total of \$5,814. 2015 will see the timing of the summer event shifted to the end of August with a possible partnership emerging for the winter run with Speed River Track & Field Club and the Guelph Santa Claus Parade.

## **Corporate Partnership Plan**

The Corporate Partnership Plan expanded in 2014 to include all fundraising sponsorship revenues, raising \$42,000. With added sponsorship revenue from the golf tournament and the two run events, this initiative continues to be a viable means of attracting corporate interest and involvement in multiple BBBSG annual fundraisers, with minimal added costs to the agency. This initiative will continue to be a focal point of fund development going forward.

## **Third Party Fundraising**

As Big Brothers Big Sisters of Guelph continues to expand its coverage in the local community, an increasing number of organizations have shown an interest in fundraising on its behalf, via third-party events. In 2014, \$31,990 was raised via third-party fundraisers. Specifically, successful events supporting the agency included the Skyline golf tournament, the HJM Insurance golf tournament and Groovin' for Charity, an event run by JDC Central Guelph, a student-based campus organization. Other outstanding third contributions were made through the Keg Spirit Foundation, the Boston Pizza Foundation and Skyline's investor initiatives.





In 2014, Big Brothers Big Sisters of Guelph continued to focus on its grant-writing efforts through a dedicated grant-writing contract position. With this development writer in place, BBBSG received \$70,794 in foundation grants from 19 separate organizations.

The most substantial acquisition was a successful three-year grant from the Actuarial Foundation of Canada totaling \$30,000, which will fund the new Bank Buddies Mentoring Initiative. Bank Buddies launched early in 2015 with existing and new matches placing a focus on numeracy and financial literacy in their mentoring activities. Bank Buddies is a program that is unique to the Guelph agency, and BBBSG is in the process of acquiring additional funders, supporters and mentors to sustain the initiative.

BBBSG also received support from the Ontario Trillium Foundation in the form of a two-year \$64,900 grant, which will fund the Cooperative In-School Mentoring program until the end of 2016. Melody Lippert has been hired as the Mentoring Coordinator of the Co-op ISM program, beginning in January 2015. More details about the initiative are detailed in the *New Programs* section of this report.

Environ-Mentoring, another new program launched by BBBSG in 2014 was supported by grants from Agrium and the Guelph Community Foundation. Support from matches for this program continues to be strong and more details about the initiative are detailed in the *New Programs* section of this report.

Not to be left out, BBBSG's school-based group (SBG) programs, Game On!, Go Girls!, and Play On! also received grant support during 2014, thanks to the likes of Canadian Tire Jumpstart Charities, RBC Learn to Play, Goodlife Children's Foundation, Zonta Club of Guelph, and the Rotary Club of Guelph-Trillium.

Revenue acquired from grants doubled in 2014, demonstrating not only a clear benefit from a renewed focus on this source of funding, but also the positive impact of having a dedicated development writer on staff. Acquiring multi-year funding from organizations such as the Actuarial Foundation of Canada will ensure sustainable programming, enabling future growth prospects.





In 2014, 97 new volunteers joined Big Brothers Big Sisters of Guelph's programs, for a total of 264 program volunteers. Additionally, ten program volunteers received a 5-year milestone award, and two received a 10-year milestone award.

Throughout the year, volunteer recruitment focused on attracting male volunteers and School-Based volunteers. In all programs, boys wait longer than girls for a mentor, so additional effort must be made to engage potential male volunteers. With the growth of the School-Based programs in 2014, more volunteers were needed for these programs.

Volunteer positions were advertised through the Volunteer Centre of Guelph/Wellington's volunteer database and GetInvolved.ca's database. We attended volunteer fairs at the University of Guelph, advertised program needs on our website, and explained our needs at our agency events and at community speaking opportunities.

Although we have been running our School-Based Programs for more than 10 years (In-School Mentoring began in 2002, Go Girls! in 2005), we continue to find that community members only think about our traditional match program. As a result, we always explain our Big Bunch program, In-School Mentoring, Go Girls!, Game On!, and Play On! groups in detail. With each potential volunteer, we discuss his/her situation, strengths, and reason for volunteering, and encourage them to participate in the program which is the best fit.

As always, the focus of our screening process is to ensure the safety of all children in our programs. Therefore, all volunteers must complete the following steps:

- Application
- Reference checks
- Police check, including a vulnerable sector check
- Family and Children's Services check
- Orientation
- Strong from the Start Training (healthy relationships, confidentiality, child abuse prevention)
- Interview

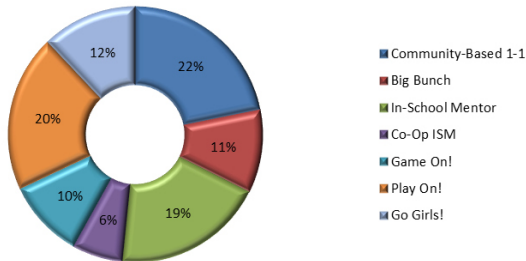
Some programs require additional steps such as a home assessment, additional reference(s), or program-specific training. Once these steps have been completed, the casework team is able to assess the skills, character, and values of the volunteer, and assess whether or not they will be a good fit for our programs.

<b>2014 New Volunteers by Program</b>	
Big Brother/Little Brother Matches	7
Big Sister/Little Sister Matches	10
Couples Matches	1
Big Bunch Mentors	6
Go Girls!/Play On! Mentors	24
Game On! Mentors	4
In-School Mentors	34
Co-op In-School Mentors	4



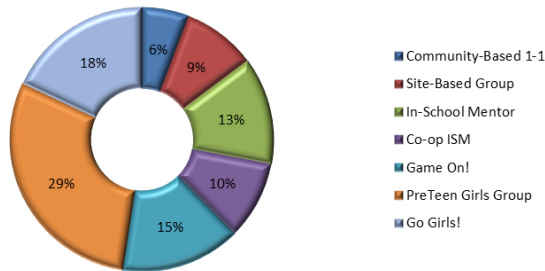
2014 was another exciting year for the casework team at BBBSG with a total of 463 children being served in 7 separate programs:

**Children Served in 2014 by Program**



2014 saw an 8% growth in the number of children served since 2013. A total of 308 children were served in new matches/groups in 2014 (a growth of 41% from 2013):

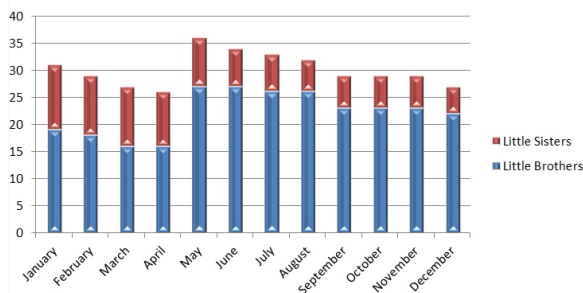
**New Children Served**



The staff team grew in 2014 with the addition of a new school-based caseworker. Job titles were also updated and caseworkers are now known as “mentoring co-ordinators.” There were 5 full-time mentoring co-ordinators employed in 2014: 2 in school-based programs and 3 in the community-based programs. We were supported in our work by 6 students on placement from the University of Guelph and Conestoga College. During the summer we had the assistance of one student hired through the Government of Canada HRSDC summer student program.

The Community-based waitlist consisted predominantly of Little Brothers throughout 2014:

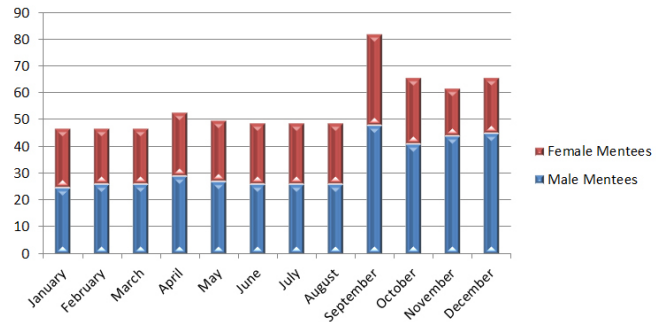
**2014 Community-based Waitlist Composition**



# Service Report

The ISM waitlist, however, was more balanced:

**2014 ISM Waitlist Composition**



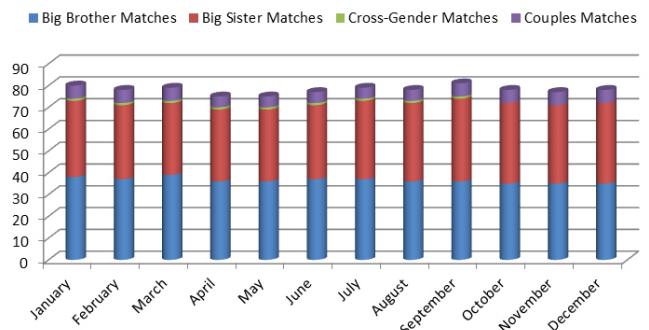
In all 1-1 programs, females spend less time on the waitlist than male children. Although more boys are on the waitlists, they represent 44% of new children matched in 1-1 programs in 2014.

BBBSG continued our traditional agency events including Bowl for Kids' Sake Bigs and Littles event, annual picnic, and holiday parties. These events would not be possible without the support of the community, including Gryphons football players bowling with the Bigs and Littles, University of Guelph Athletics donating ice time, Gryph's Sports Lounge donating dinner and space, the Delta Guelph Hotel donating dinner and space, Scholastic Canada donating new children's books, and both McNeil Consumer Healthcare and Mattel donating gifts.

## Community-Based 1-1

The Community-Based 1-1 program operated slightly below capacity for most of 2014 (with an average of 78 matches per month compared to a capacity of 91); however, this was due to matches aging out of the program and not due to a decrease in the number of children being matched. A total of 101 children were involved in this program in 2014 (exceeding the goal of 100 children), with a total of 54 boys and 47 girls being served. All couples matches and cross-gender matches mentored male littles.

**Community-Based 1-1 Matches**



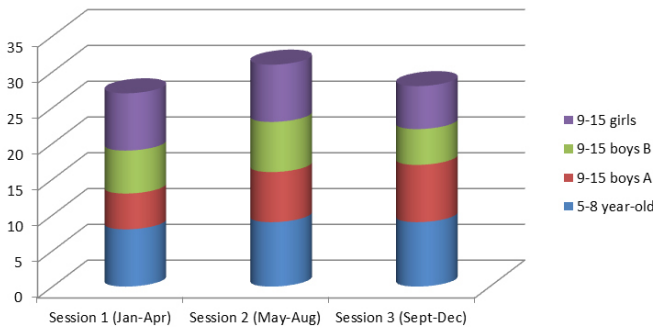




## Big Bunch

The Big Bunch program is designed to provide children on our wait-list with mentorship as well as fun bi-monthly activities to do while they wait to be matched with a Big in the Community-Based 1-1 program. In 2014, Big Bunch was offered in three sessions, with four groups running per session: the 5-8 year-old co-ed group, 9-15 year-old girls group, and two 9-15 year old boys groups.

**Site-Based Group Composition**

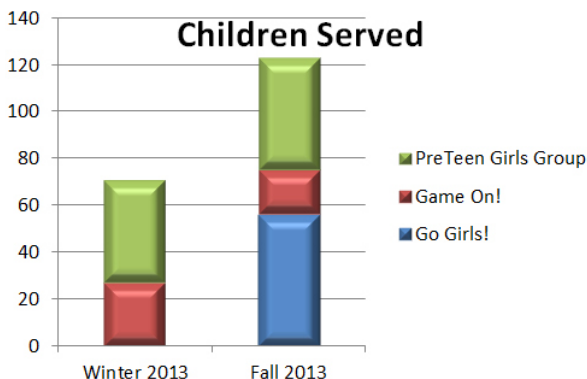


In 2014 there were several special opportunities for the kids on our waitlist. They attended Bowl For Kids' Sake, the Holiday Parties, a Police Services Fishing Derby, the Agency Picnic, Guelph Storm Hockey games, and Environ-Mentoring outings.

## School-Based Groups

The school-based groups (Go Girls!, Game On!, and Play On!) are designed to teach youth about the importance of healthy active living and to give them the tools required to choose a healthy active lifestyle. These groups ideally consist of 8 youth with 2 mentors. Go Girls! is designed for girls in grade 7 and 8, Game On! is for boys in grade 7 and 8, and Play On! was developed for girls in grades 5 and 6 (to serve the numerous schools in Guelph that only have children from kindergarten to grade 6). In 2014, all three school-based groups were coordinated in 16 local schools.

**Children Served**



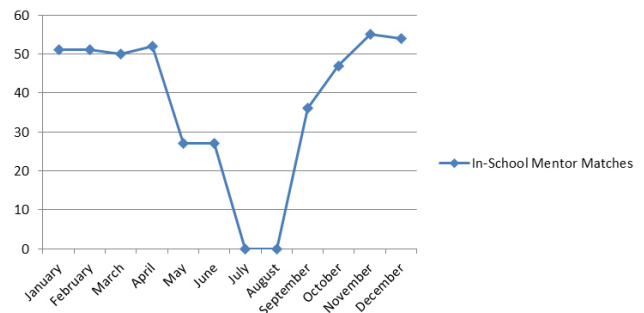
In the winter of 2014 there were 8 school-based groups, with an average of 9 youth per group. In the winter of 2014, schools predominantly preferred Play On! programs instead of Go Girls! groups (largely because more Go Girls! groups were offered the previous semester, fall 2013). The requests evened out for Fall 2014. A total of 12 groups were run in the fall, with an average of 10 students per group.

## In-School Mentor Program

The In-School Mentoring Program provides children and youth with a positive adult role model and friend at a local school. Mentors visit for one hour each week and participate in mutually enjoyable activities with their mentee. These matches last for a minimum of one school year, but can last much longer. The longest-standing match concluded in 2014 when the mentee graduated high school after 8 years together.

In 2014, BBBSG provided mentors for 89 children in the Guelph community at 31 different schools. The vast majority (94%) of mentorships occurred at elementary schools; however, a handful of long-term mentorships continued into high school in 2014.

**In-School Mentor Matches**



The 2014 Calendar year straddled the 2013-2014 and the 2014-2015 school years. 2014 saw many updates and additions to the ISM Mentoring website. Please visit [www.mentoriffic.ca](http://www.mentoriffic.ca) to see the site.

The 'Mentor of the Month' initiative continued in 2014, with 12 incredible mentors being acknowledged. Volunteers were selected for a variety of reasons, such as their incredible dedication or exceptionally creative activity ideas. Mentor of the Month selections were posted on the front page of the mentoriffic website and also archived elsewhere on the website.

In 2014, a Volunteer of the Year was also selected from nominations from all Programs. Congratulations to In-School Mentor, Dave Piitz, for being selected as the 2014 Volunteer of the Year!



## Co-operative In-School Mentoring

The Cooperative In-School Mentoring program was launched in September and gave local high-school students, who were completing a course credit co-operative placement, the opportunity to mentor children in local elementary schools. Each high school student was placed at a partnering elementary school and mentored eight students throughout their school semester. The high school student mentored two children per day and focused on building a healthy friendship with each of their mentees. The ongoing program objectives are:

- To build trust and friendship
- To motivate children physically, intellectually, and socially
- To help build children's self-esteem, self-awareness, and self-confidence
- To keep children interested in school

Because this is a school-based program, all of the meetings between mentee and mentor took place on school property and during school hours. School liaisons provided on-site supervision of the co-op students and BBBSG provided training and match monitoring. Newly funded by the Ontario Trillium Foundation, this program launch was a big success!

## Environ-Mentoring

From September to December 2014, the inaugural season of the Environ-Mentoring Program was run in conjunction with the Big Bunch Group Mentoring Program. The goal was to provide enjoyable environmental and conservation education to youth without access to similar membership fee-driven programming.

58 youth and volunteers participated in this first season, consisting of four sessions (Survival of the Fittest, Water Ecology/Creature Search, GPS Navigation, and The Best Dam Tour). The response from these activities was overwhelmingly positive, with evaluation surveys determining the children's enjoyment at 90% in favour of the material and 84% looking to return for further sessions.

The Environ-Mentoring Program continues in 2015 with its Winter season presented by Agrium Inc.

## School-Based Group Expansion Project

Through 2014, Big Brothers Big Sisters endeavoured to expand the scope of the School-Based Group Programs, with the goal that 256 children would be served in the programs (up from 154 in 2013). To accomplish this, a mentoring coordinator was hired specifically to manage the School-Based Groups, and additional funding for the expansion was sought and received from foundations such as Canadian Tire Jumpstart Charities. With this infrastructure in place, 194 children were served in the programs in 2014, and it is projected that BBBSG will reach its goal of 256 children in 2015.





**Big Brothers Big Sisters**  
of Guelph

# Local Schools that Host our Programs

## Public Elementary

- Aberfoyle Public School
- Brant Avenue Public School
- Central Public School
- Edward Johnson Public School
- Eramosa Public School
- Gateway Drive Public School
- Jean Little Public School
- John Galt Public School
- John McCrae Public School
- June Avenue Public School
- Ken Danby Public School
- King George Public School
- Kortright Hills Public School
- Mitchell Woods Public School
- Ottawa Crescent Public School
- Priory Park Public School
- Rickson Ridge Public School
- Taylor Evans Public School
- Waverley Drive Public School
- Westwood Public School
- Willow Road Public School

## Catholic Elementary

- Holy Rosary Catholic School
- Holy Trinity Catholic School
- Sacred Heart Catholic School
- St. Ignatius Catholic School
- St. John Catholic School
- St. Joseph Catholic School
- St. Michael Catholic School
- St. Patrick Catholic School
- St. Peter Catholic School

## Public High Schools

- Centennial Collegiate Vocational Institute
- College Heights Secondary School
- John F. Ross Collegiate Vocational Institute
- Guelph Collegiate Vocational Institute

## Catholic High Schools

- Bishop Macdonell Catholic High School
- Our Lady of Lourdes Catholic High School
- St. James Catholic High School







## **Dean Bridges**

My involvement with Big Brothers Big Sisters of Guelph began in 2008 when I became a member of the Board of Directors. I was born and raised in Guelph and have been working for McNeil Consumer Healthcare for over 20 Years. My wife Sara-Jane, also born and raised in Guelph, and our 3 children, Bayden, Teagan and Quinton, continue to live in Guelph. It is an honour to be part of the Big Brothers Big Sisters organization and I look forward to working with the Board, staff and volunteers who have made the organization what it is today.

## **Marissa Teeter**

As the current Vice-President of the board for Big Brothers Big Sisters of Guelph, I have served on this board for the last 6 years and have also been involved with the Toronto, London and Peel agencies in various volunteer capacities over the past 10 years. In my personal career, I have worked in various business development roles over the past 10 years and I have consulted for both large corporations and not-for-profits alike. I have also had the pleasure of being the chair of other charitable events and initiatives, as my true passion has always been for philanthropy. I currently hold the position of Director of Investor Relations for a local, Guelph-based company called Skyline, where I have also taken on the responsibility of fulfilling our company's charitable and community involvement mandates. Although I am not originally from Guelph, I moved here in June 2009 and now call this beautiful city home with my husband Jeff.

## **Karen Henrikso**

My journey with Big Brothers Big Sisters began in 2001 in the region of Peel as a Big Sister. More recently, I joined BBBSG in April 2013 as a board member, so I could help support the worthy cause in a new way. I have since assumed the role of Treasurer. Originally from Montreal, I moved to the Guelph area from the Beaches of Toronto eight years ago and instantly felt at home. I currently live in Aberfoyle with my not-so-well trained 7-year-old dog, Tevez. I have over 15 years of management experience in the Consumer Packaged Goods industry, primarily in the areas of Supply Chain and Marketing. More recently, I returned to school to earn an MBA from the Rotman School of Management at the University of Toronto.

## **Jane Hudson**

My involvement with Big Brothers Big Sisters of Guelph began as a Big Sister in 1991. My Little Sister, who is now a grown woman with her own family, and I still see each other regularly and continue to be good friends. This personal experience demonstrated the positive influence of a Big Sister, both to the Big and Little, and gave me a great appreciation and respect for the impact of the agency in our community. Shortly after becoming a Big Sister, I joined the Board of Big Sisters and contributed in many capacities, including President and various committees. I was involved with the merger of Big Sisters and Big Brothers into our current Big Brothers Big Sisters of Guelph. Although I stepped off the board in 2005, I remained involved with the agency through various committees and I rejoined the BBBS board in 2010. I love living in Guelph and strongly believe our agency contributes significantly to the wellbeing of our community by providing mentoring of the highest quality to children who need a positive role model in their lives.



## **Matt Nelson**

I am currently serving my third year on the Board of Directors and as the chair of the Golf Fore Kids' Sake Committee. I was born and raised in Guelph and I have served the community in many different volunteer capacities over the last 10 years. My wife also served as a volunteer for the Mississauga branch for many years before becoming a full time elementary school teacher. As a board member, I look forward to continuing to bring my knowledge and enthusiasm to the Big Brothers Big Sisters organization for many years to come.

## **Julie Dunn**

I have been a member of the BBBSG board since May 2014 and it's been a wonderful experience to be a part of this agency. My family and I relocated to Aberfoyle in 2013 and have enjoyed every minute of being part of this community and the surrounding areas. In my personal career and being a CMA, I have held various finance and operations positions and am currently a Business Manager for 3M Canada, my experience spans 15+ years. During the past year with Big Brothers Big Sisters, I have had the pleasure of working with a great group of people (staff, volunteers and board members) on various committees and fund raising projects. I look forward to continuing to contribute ideas, time and serve as a member of this board.

## **Vicki Curtis**

My experience with Big Brothers Big Sisters Guelph started last summer as a member of the summer Big Little Run Committee. Since then I have joined both the Board of Directors and the Finance Committee. I grew up in Guelph, returning to the city after graduating from Dalhousie University in Halifax, Nova Scotia. As a Chartered Professional Accountant at Curtis-Villar LLP, in addition to personal and corporate clients, a large aspect of my role involves working closely with not-for-profit and charitable organizations.

## **Rodney Cox**

I am currently in my 2nd year on the board of directors for Big Brothers Big Sisters of Guelph and sit on the Golf for Kids Sake sub-committee. I have been a police officer for 25 years and worked 16 years for the North Bay Police service and the last 9 years with the Guelph Police Service. In my 25 years of Policing I have spent 10 of those years working in some capacity or another directly with youth. I have 3 beautiful daughters who I hope follow in my footsteps and working with youth. I believe that the BBBSG has a lot to offer our youth and look forward to assisting them in making it a successful and positive experience.

## **E.J. Stross**

I am currently in my second year on the board of directors for Big Brothers Big Sisters of Guelph, where I am also the chair of the Bowl for Kids' Sake committee. I graduated from the University of Guelph in 2002 with a Bachelor of Arts degree and received a Bachelor of Laws degree in 2005 from the University of Western Ontario. I was called to the bar in 2006 and I am now a partner at Smith Valeriotte Law Firm LLP. I am a frequent speaker on various business matters at the Guelph Business Enterprise Centre. and I am a member of the Wellington Law Association. When not practising law, I enjoy playing golf, tennis, running, and supporting my beloved Toronto Blue Jays.



**Big Brothers Big Sisters**  
of Guelph

# Staff & Committees

## Board of Directors

Dean Bridges - President  
Marissa Teeter - Vice-President  
Karen Henrikso - Treasurer  
Jane Hudson  
Janice Bacon  
Matt Nelson  
E.J. Stross  
Vicki Curtis  
Julie Dunn  
Rodney Cox

## Staff

Heather Fowler - Executive Director  
Marg Allen - Office Administrator  
Charmayne Greig - Bookkeeper  
Vivian Patterson - Volunteer Coordinator  
Sande MacEachern - Mentoring Coordinator  
Lisa Steduto - Mentoring Coordinator  
Laura Bernhardt - Manager, School-Based Programs  
Jessica Sandiford - Mentoring Coordinator  
Darryl Blake - Development Writer  
Michael Treadgold - Development Coordinator

## Interns & Placement Students

Shailey Singh  
Jessica Gabla  
Diana Eby  
Anna Podolak  
Jessica Weaver  
Chloe Connelly  
Julie Snyder  
Lauren Velluso

## Finance Committee

Karen Henrikso  
Heather Fowler  
Charmayne Greig

[To learn more about BBBSG, contact us today!](#)

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[infoguelph@bigbrothersbigsisters.ca](mailto:infoguelph@bigbrothersbigsisters.ca)  
[www.bbbsg.ca](http://www.bbbsg.ca)

## Have a Heart for Kids' Sake

Julia Tignanelli (Chair)  
Marissa Teeter  
Jane Hudson  
Karen Henrikso  
David Wilson  
Karyn Sales  
Mary Blais  
Sarah Chapman  
Michael Treadgold

## Bowl for Kids' Sake

Matthew Stanley (Chair)  
Janice Bacon  
Lauren MacDonald  
Sharon MacDonald  
Shailey Singh  
Melissa Illsley  
Janice McMullen  
Michael Treadgold

## Golf Fore Kids' Sake

Rory Pike (Chair)  
Dean Bridges  
Matt Nelson  
Emma Rogers  
Jason Hackett  
Mike Hryn  
Heather Fowler  
Michael Treadgold

## The Big Little Run

Heather Fowler (Summer/Winter)  
Michael Treadgold (Summer/Winter)  
Shailey Singh (Summer/Winter)  
Jessica Gabla (Summer)  
Spencer Sandor (Summer)  
Vicki Curtis (Summer)  
Julie Dunn (Summer)  
Amie Burke (Winter)  
Lauren Velluso (Winter)  
Dan DiPaolo (Winter)  
Chelsey Rae Hooker (Winter)  
Shane Liquornik (Winter)





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Fresh Start Foods  
GAP Inc. Giving Campaign  
Garden2Table  
Grand River Conservation Authority  
Guelph Air Park  
Guelph Fire Department  
Guelph Lakes Golf & Country Club  
Guelph Police Services  
Guelph Regals Lacrosse  
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Old Navy  
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Rogers Kitchener Radio Group  
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The Athletic Club  
The Creative Bride  
The Children's Foundation of Guelph & Wellington  
The Co-operators  
The Humane Society  
The Keg Restaurant, Guelph  
The Oaktree Project  
Tim Horton Children's Foundation  
Two-Plus Pizza  
United Way of Guelph Wellington Dufferin  
University of Guelph Arboretum  
University of Guelph Dept. of Athletics  
University of Guelph Gryph's Lounge  
Upper Grand District School Board  
VIA Rail Canada  
Wellington Brewery  
WestJet Cares for Kids  
Woodlawn Bowl

**Thank you for helping us make a difference in the lives of more than 450 local children! Your continued support is greatly appreciated.**



**Big Brothers Big Sisters**  
of Guelph

# Honour Roll & Donor Recognition

Big Brothers Big Sisters of Guelph would like to recognize and thank the following individuals, businesses and organizations for their outstanding support and commitment to community leadership in 2013.

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## **\$100,000+**

United Way of Guelph Wellington Dufferin

## **\$10,000 - \$99,999**

Skyline

Guelph Food & Technology Centre  
Actuarial Foundation of Canada

## **\$1,000 - \$9,999**

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Lifetime Wealth Academy  
Rotary Club of Guelph-Trillium  
Joel Porter  
Coldwell Banker Neumann Real Estate  
Jamey Rosen  
Drew Doughty  
TD Friends of the Environment Foundation

## **\$500 - \$999**

We would like to thank the 26 Friends of BBBSG that contributed donations of \$500+

## **\$100 - \$499**

We would like to thank the 120+ Friends of BBBSG who contributed donations of \$100+