



**Big Brothers Big Sisters  
of Guelph**

# **Annual Report 2016**

*Presented at the BBBSG Annual General Meeting  
May 17, 2017*





**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.





**Big Brothers Big Sisters**  
of Guelph

## A message from the Executive Director

I am honoured to present this year's Annual Report.

2016 was a year of great success, in all arenas of business. We had a great fiscal year, reaching our set targets. We welcomed Jennifer Tremaine to our fund development team, and Brigitta Wideman to our casework team.

Together, we surpassed our goal to serve 634 children, and in fact, served 731! We again experienced growth in school-based programs, which you can read in full detail in the enclosed Service Report. The casework team did a fantastic job in recruiting, screening, training and matching our amazing volunteers with children on our waiting list, following our mission to try to ensure that every child in Guelph who needs a mentor, has a mentor. It again has been a honour to be a part of an agency that changes the lives of at-risk youth through the power of mentorship – instilling the importance of staying in school and being involved in the community, while empowering our youth to reach their full potential and be all that they can be.

The fund development team did an amazing job securing our much needed funding. We received many new granting partnerships in 2016, and though they are all listed in the report, I'd like to extend a special thank you to our friends at the United Way Guelph Wellington Dufferin, our largest donor, for their continued support, and to Big Brothers Big Sisters of Canada for selecting BBBS Guelph to receive funding for our school-based programs via the Ministry of Education.

I would like to thank the families of the Little Brothers and Little Sisters that we serve for being so involved. You have supported us by registering and raising pledges for Bowl for Kids' Sake and the Big Little Run, speaking at community functions and responding to the many requests our agency sends out, such as volunteering at our Little Change for BIG Change tag day events. As stakeholders in this organization, I also thank the devoted "BIG" volunteers, the dependable event committee members, and the hard working board members, who all give their time to the agency so generously. Finally I want to thank our amazingly dedicated staff for all their support and commitment to making Big Brothers Big Sisters of Guelph the amazing charity it is.

I remain grateful to be part of something BIG.

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

Heather Fowler,  
Executive Director, Big Brothers Big Sisters of Guelph



**Big Brothers Big Sisters**  
of Guelph

## A message from the President

I would like to take this opportunity to commend and praise the Big Brothers Big Sisters of Guelph staff, as well as our volunteers, our kids, our Board, our donors, and our incredible community for an amazing year. Thank you.

As an organization, we are committed to promoting the healthy development of children and youth within our community through a variety of mentoring programs. To all those who made that mission a reality, thank you for helping us to start something BIG, and to provide much-needed programs to the youth of our community. Whether it is through the One-to-One Match, Big Bunch, In-School Mentoring, 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.

With many new fund development initiatives in 2016, it was a year full of innovative and creative undertakings to improve and support the goals and missions of the agency. The Board is proud of the team's commitment to staying relevant, connected, and involved – something that is key to keeping up with fundraising trends and the continuously evolving interests and needs of our littles, our volunteers and our donors alike.

Coming off a challenging year in 2015, where the agency experienced an unexpected deficit due to unique circumstances beyond its control, the team bounced back with force to have an exceptionally strong and impactful year in 2016. The Board, along with our Executive Director have developed a plan for 2017 that will ensure we continue to build on this momentum by focusing on further increasing our revenues and managing costs, with fund development being a key driver for the agency. The Board is confident that 2017 will be a strong year for our fundraising team.

Finally, the true key to success for any not-for-profit organization lies within its people. Again, from the agency staff, to our volunteers and donors, we thank you for your continued support and commitment. I would also like to thank our Board for their countless hours of service and devotion to this agency; you are truly remarkable individuals. From the daily management of programs, to the planning and participation in special events, I am continuously amazed by, and grateful for, the level of dedication and commitment shown by everyone involved with this organization. Without everyone's continued support, this agency would not succeed – thank YOU!

Thank you for being the start of something BIG.

A handwritten signature in black ink that reads "M Teeter".

Marissa Teeter  
President  
Big Brothers Big Sisters of Guelph



**Big Brothers Big Sisters**  
of Guelph

# Finance Report

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 for the year ending December 31, 2016. Due to a tremendously successful year, through the hard work of the dedicated volunteers, staff, board and committee members, our agency remains solid. BBBSG continues its commitment to operating in a financially sensible and practical manner.

In 2016, the balance sheet was strong with total assets of \$186,497 and net assets of \$119,223. The agency's revenues grew from \$493,587 in 2015 to \$570,831 in 2016, which is up \$77,244. This financial growth is due to the hiring of a new full time fundraiser, with an ongoing collective effort to increase event and grant revenue.

To follow are the 2016 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 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 critical to our success. A special thanks to our many dedicated corporate partners, most notably Skyline, Hoyes Michalos, Linamar, Smith Valeriotte Law Firm and BrokerLink for their generosity. We look forward to our continuing efforts in 2017 that will ensure that every child in Guelph who needs a mentor, has a mentor.

Sincerely,

A handwritten signature in black ink, appearing to read 'V. Curtis'.

Vicki Curtis  
Board Treasurer



**BIG BROTHERS BIG SISTERS OF GUELPH**  
**Statement of Revenues and Expenditures**  
**For the Year Ended December 31, 2016**

	2016	2015
<b>REVENUE</b>		
Fundraising revenue <i>(Note 7)</i>	\$ 281,895	\$ 240,024
Grant revenue <i>(Note 6)</i>	274,074	241,387
Donation revenue	14,075	11,530
Interest revenue	787	646
	<u>570,831</u>	<u>493,587</u>
<b>EXPENDITURES</b>		
Salaries, wages and benefits	378,408	364,685
Fundraising <i>(Note 7)</i>	54,533	44,301
Rent and building maintenance	43,316	43,062
Insurance <i>(Note 8)</i>	12,864	15,997
Membership fees and dues	12,518	11,856
Office	8,720	7,880
Programs	7,529	10,368
Interest and bank charges	5,248	7,026
Staff travel and development	5,213	3,944
Telephone	4,040	4,313
Professional fees	3,399	3,243
Advertising and promotion	1,211	5,657
	<u>536,999</u>	<u>522,332</u>
<b>EXCESS (DEFICIENCY) OF REVENUE OVER EXPENDITURES</b>	<b>\$ 33,832</b>	<b>\$ (28,745)</b>

**Statement of Changes in Net Assets**  
**Year Ended December 31, 2016**

	General Fund	Contingency Fund	2016	2015
	<i>Unrestricted</i>	<i>Internally Restricted</i>		
<b>NET ASSETS - BEGINNING OF YEAR</b>	\$ 29,360	\$ 56,031	\$ 85,391	\$ 114,136
Excess/(deficiency) of revenue over expenditures	33,045	787	33,832	(28,745)
Interfund transfer	(3,478)	3,478	-	-
<b>NET ASSETS - END OF YEAR</b>	<u>\$ 58,927</u>	<u>\$ 60,296</u>	<u>\$ 119,223</u>	<u>\$ 85,391</u>



**BIG BROTHERS BIG SISTERS OF GUELPH**  
**Statement of Financial Position**  
**As at December 31, 2016**

	2016	2015
<b>ASSETS</b>		
<b>CURRENT</b>		
Bank	\$ 64,745	\$ 43,502
Short term investments (Note 3)	65,296	61,031
Accounts receivable	51,528	12,610
Prepaid expenses	4,928	6,522
	<b>\$ 186,497</b>	<b>\$ 123,665</b>
<b>LIABILITIES AND NET ASSETS</b>		
<b>CURRENT</b>		
Accounts payable and accrued liabilities	\$ 20,362	\$ 17,654
Deferred revenue (Note 5)	46,912	20,620
	<b>67,274</b>	<b>38,274</b>
<b>NET ASSETS</b>		
General fund - unrestricted (Note 2)	58,927	29,360
Contingency fund - internally restricted (Note 2)	60,296	56,031
	<b>119,223</b>	<b>85,391</b>
	<b>\$ 186,497</b>	<b>\$ 123,665</b>

**ON BEHALF OF THE BOARD**

*M. Tuter*

Director

*W. [Signature]*

Director



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

The Have a Heart for Kids' Sake Gala, presented by Skyline, took place on Saturday, February 5th at the Italian Canadian Club. The newly-renovated ICC served as a new location for this event and brought about exemplary results. This event set a new fundraising high, raising \$76,151, an 18.6% increase over 2015. This is largely due to an expanded committee, which brought in new attendees, donors and sponsors. This event also served as an opportunity to recognize the 2015 Volunteer of the Year, Kirsten Johnston. Special thanks to Skyline for its ongoing commitment to this event, and BBBSG President Marissa Teeter for her leadership as the chair.

## **Bowl for Kids' Sake**

Bowl for Kids' Sake, presented by Smith Valeriotte LLP, took place on March 16th and April 15-17th at Woodlawn Bowl. This was the first 2016 BBBSG initiative that benefited from the expanded fund development staff team, and the payoff was noticeable, with the event raising \$52,821, an 8.5% increase over 2015. The Guelph Gryphons continue to be a valued partner, participating on both the Gryphon Day in March and alongside the Bigs & Littles in April. Special thanks to E.J. Stross for his ongoing leadership as the chair of this event.

## **The BIG Downtown Food Truck Picnic**

Brand new in 2016, The BIG Downtown Food Truck Picnic took place on Sunday, May 29th in Exhibition Park. Co-presented by BBBSG and Sweet Temptations Cupcakery, this event welcomed more than 6,000 attendees and eight food trucks for a very successful inaugural event, which raised more than \$7,000.

## **Golf Fore Kids' Sake**

Golf Fore Kids' Sake continued to provide a strong source of fundraising revenue in 2016, raising \$38,911, a 15.8% decrease relative to 2015 levels. The event took place on Tuesday, June 21st at Guelph Lakes Golf & Country Club. Sponsorship, particularly from Linamar stakeholders, continued to be exemplary; however, fewer total participants resulted in lesser revenues realized through registration fees and the live auction. The committee for this event continues to provide an outstanding network of connections and a special thanks goes out to Matt Nelson for his leadership as chair of this committee.

## **The Big Little Run**

The Big Little Run, presented by BrokerLink, took place on Sunday, June 25th in the Guelph Arboretum to wrap up a busy six months of fundraising events for BBBSG. Revenues nearly doubled in 2016, raising \$10,927, a 96.4% increase over 2015 levels. This event benefited from the leadership of new Fund Development Coordinator Jennifer Tremaine, an expanded committee and a strong focus on team recruitment. More than 140 participants took part in this event, which also provided live entertainment, massage therapy, and food and beverage to all participants.

## **A Little Change for Big Change**

Yet another brand new campaign for 2016, A Little Change for Big Change enjoyed an amazing inaugural year. When the campaign kicked off in the spring, 12 schools participated in a student incentive-based donation campaign. This success was followed by more than 20 local retailers who collected loose change and point-of-sale donations throughout the summer months. The greatest success of this campaign, however, were the Tag Day weekends in August, where more than 85 BBBSG volunteers stood outside of local storefronts to collect donations. These volunteers committed more than 300 hours of time to this initiative, bringing its total raised to \$20,440.

## **12 Days of Giving**

The final fundraising initiative of the 2016 calendar year was a brand new holiday-themed online silent auction, appropriately titled 12 Days of Giving. Donations of gifts in-kind were made by more than 60 local businesses, and participants placed their "bids" on the Big Brothers Big Sisters Facebook page, where the "auction" was hosted. Not only did this initiative raise \$2,860 in new funding, but it also improved engagement via social media between BBBSG and its stakeholders.

## **Corporate Partnership Plan**

The Corporate Partnership Plan provides businesses with the opportunity to support and be recognized at multiple BBBSG events throughout the year for a single financial contribution. This initiative, which has now been in place for nearly 15 years, raised \$40,000 in 2016, a 25% increase over 2015 levels. The main reason for this increase was the elevation of former golf tournament sponsors to become multi-event corporate partners. This unique fundraising initiative continues to be a very successful and stable part of the BBBSG annual fund development plan.

## **Grants Report**

In 2016, Big Brothers Big Sisters of Guelph acquired \$274,074 in grant revenue, an increase of 13.54% over 2015. This included \$10,000 in support from our third year as a community partner with Canadian Tire Jumpstart Charities. In 2016, BBBSG enacted a plan to increase communications with our foundations in stewardship by providing more frequent and thorough program updates, and successfully reached out to new connections made possible by board members at Intact Insurance, Wawanesa Mutual General, and Gore Mutual Insurance. We received notable new grants through the Ministry of Education (\$44,768 split between 2016 and 2017) and the Joyce Family Foundation (\$30,000 split over three years), as well as enduring support from the United Way of Guelph, Wellington, Dufferin (\$120,434), and the final payment from our request to the Actuarial Foundation of Canada in 2014 (\$30,000 over three years).



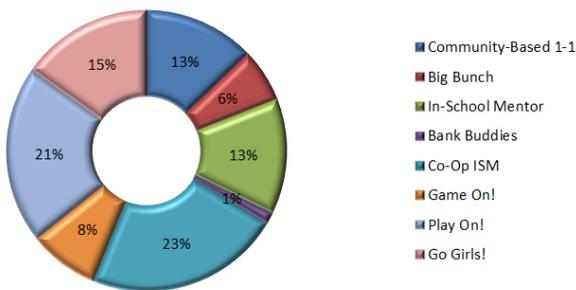
Over the past five years, a lot has changed with the agency. New standards have been developed, funding has changed the number of caseworkers, and several programs have been run only in certain semesters. Overall, there was a sharp decline in children served after 2012, when the agency lost Ministry of Education funding. Since then, we have been incrementally increasing the number of children served each year.

There are several trends of note over the past five years:

- The number of kids served in the Community-based 1-1 program has slowly decreased, annually. This is, in part, due to a reduction in caseworkers in this program in 2014.
- The Big Bunch program has remained relatively stable.
- The adult In-School Mentoring program decreased a year after losing MOE funding.
- The co-operative in-school mentoring program has been sporadic. This is due to changing funding for this program.
- The number of youth served in the Game On! program has generally increased over time.
- The number of youth served in the Play On! program has also increased.
- The number of youth in the Go Girls! program has mostly increased, with a dip in 2013 and 2014. Again, when MOE funding was lost and fewer caseworkers were available to coordinate groups.

2016 was another exciting year for the casework team at BBBSG with a total of 731 children being served in 8 separate programs:

### Children Served in 2016 by Program

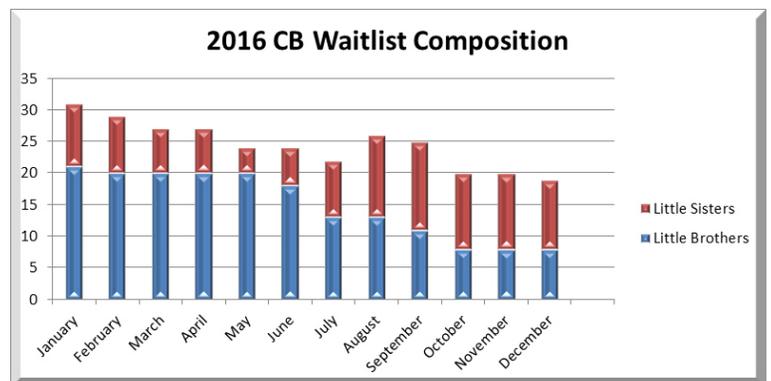


2016 saw a 9% growth in the total number of children served since 2015. The Community-based programs remained relatively stable, with a small decrease in both programs. Having slightly fewer matches over the course of a year might be representative of longer-lasting matches in these programs. There was slight growth in all of the school-based programs, with the exception of Go Girls. The most growth was seen in Co-op, Game On!, and Play On!.

The Community-based waitlist had an odd trend in 2016: It decreased significantly and there were more girls waiting for mentors than boys by the end of the year. This trend resulted from four factors: several boys aged out of the program; several boys were matched to big brothers; the “group only” option for littles was eliminated; and because after the waitlist dropped to only four girls in May, there was an intake of Little Sisters. Note: There is a goal in 2017 to focus on bringing more kids into the Community-based program.

In 2016, the school-based programs grew to serve more children at more schools. BBBSG served 44 schools in 2016, up from 42 schools in 2015 (3 new schools were served, with 1 school served in 2015 not served in 2016). Many schools requested and received several programs.

The staff team saw a lot of transition in 2016. Melody Lippert was the Co-operative In-school Mentoring Co-ordinator until January, 2016, followed by Mangla Shandal until April, 2016, and then Brigitta Wideman for the fall semester. Julie Snyder became a permanent caseworker when Jessica Bergeron did not return from her Maternity leave. Sande MacEachern left the agency in December, with Faythe van Esch becoming the new Community-Based Caseworker. Brigitta, Julie, and Faythe were all former placement students with BBBSG, so it was great to welcome them back! The casework team was supported in our work by four students on placement from the University of Guelph, Mohawk College, and Conestoga College. During the summer, we had the assistance of one student hired through the Government of Canada HRSDC summer student program.



We are pleased to recognize Cassandra Abate as the Volunteer of the Year for 2016! Cassandra has volunteered in the In-School Mentoring program with the same student since November 2015. Cassandra has been a crucial support system in her mentee’s life as this youth navigated a transition to middle school, while also living with a mental health challenge. Cassandra has encouraged her mentee to remain actively involved in her treatment program, and she has helped her mentee practice some of the skills she learns there. Cassandra has been available through thick and thin: when things are hard for her mentee, Cassandra is there to help. When things are going well, Cassandra helps her mentee focus on the positives and reminds her to relax and be a kid.



### Community-Based 1-1

The Community-Based 1-1 program saw a decrease in new matches as compared to last year. This was due to fewer matches closing, resulting in fewer new matches being made. In 2015, there were 16 Big Brother match closures, with only 9 in 2016. This made space for the 14 new Big Brother matches made in 2015, while only 10 were made in 2016. Caseworkers remained at capacity for the duration of the year. A total of 94 children were involved in this program in 2016 (exceeding the goal of 82).

### Big Bunch

The Big Bunch program is designed to provide children on our waitlist with mentorship as well as fun activities to do monthly while they wait to be matched to a Big in the Community-Based 1-1 program. In 2016, Big Bunch was offered in 2 sessions, with 3 groups running per session: the 5-8 year-old co-ed group, 9-15 year-old girls group, and the 9-15 year-old boys group. There were fewer children in Big Bunch during session 2, because many of the children from the first session were matched to Big Brothers or Big Sisters. In addition, there were very few match closures over 2016, meaning fewer children were put into a group later in the year.

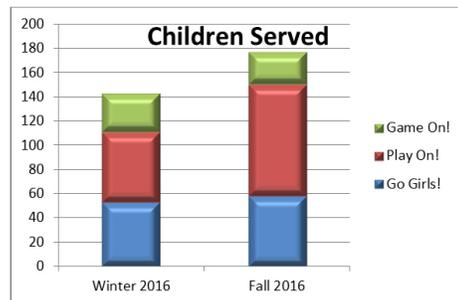
### In-School Mentor Program

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 in 2016 is in their 5th school year together.

In 2016, BBBSG provided mentors for 97 children in the Guelph community at 32 different schools. This is an increase in children served by 3% and surpassed the goal of 90 children served. The vast majority (95%) of mentorships occurred at elementary schools; however, a handful of long-term mentorships continued into high school in 2016.

The 'Mentor of the Month' initiative continued in 2016, with 10 incredible mentors being acknowledged. Volunteers were selected for a variety of reasons, such as their incredible dedication or exceptionally creative activity ideas.

January	Calleagh Terry
February	Nia King
March	Rita Field
April	Shannon Bottrell
May	Cassandra Abate
June	Jordan Piken
September	Brigitta Wideman
October	Kathryn Hofer
November	Alain Vaillancourt
December	Sophie Castel



### 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 2016, the three school-based groups were coordinated across 25 local schools. In the winter of 2016 there were 16 school-based groups, with an average of 9 youth per group. For fall 2016, 18 groups were run with an average of 9.8 students per group.

### Co-op ISM

In 2016, the High-school Co-operative In-school Mentoring Program grew to include 20 co-op student and 165 mentees. This program gave local high-school students, who were completing a course credit co-operative placement, the opportunity to work with 8 to 10 at-risk children through one-to-one in-school mentoring. BBBSG is currently the only co-op placement in Guelph that provides high school students that are aspiring for careers in social work the opportunity for one-to-one casework experience.

The number of students placed with BBBSG changes each semester, which drastically impacts the number of children served within each term. For instance, with only 5 co-op students in the February-June semester, significantly fewer children were mentored in that time. BBBSG cannot directly control the number of students placed with us: it depends largely on the number of students enrolled in co-op classes at the local high schools.

BBBSG was fortunate to receive the support of the Ministry of Education (MOE) through Big Brothers Big Sisters of Canada for the 2016-2017 school year. MOE funding is partially supporting all 484 children participating in our School-Based programs (256 in SBG, 128 in Co-op ISM, 100 in ISM). Backing from the MOE has also allowed BBBSG to continue offering our Co-op ISM program at full capacity for this school year, accompanying funding from the Joyce Family Foundation.

### CIBC Youthvision Scholarship

Each year 30 scholarships are awarded to Littles from across Canada, valued at up to \$38,000 over 4 years. Not only does the scholarship assist with post-secondary tuition, but it also includes a paid internship component through the YMCA where recipients work at the Y during the summer. This year we had 6 Little Brothers and Little Sisters apply for the CIBC Youthvision Scholarship and one successful recipient. Congratulations to Natasha E. on this amazing achievement!



## **Marissa Teeter**

As the current President of Big Brothers Big Sisters of Guelph, I have served on this board for 8 years. I have also been involved with the Toronto, London and Peel agencies in various volunteer capacities. Over the last 15 years of my personal career, I have worked in different business development roles 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 Vice President with Skyline Wealth Management, a local Guelph-based business, where I have also taken on the responsibility of fulfilling the 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 and my two amazing kids, Hunter and Beckett.

## **Matt Nelson**

I am currently serving my fifth year on the Board of Directors, second year as Vice-President and third year 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 12 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.

## **Vicki Curtis**

My experience with Big Brothers Big Sisters Guelph started in May 2013 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, a large aspect of my role involves working closely with not-for-profit and charitable organizations, in addition to personal and corporate clients.

## **E.J. Stross**

I am currently in my fourth 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 Valeriot 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.

## **Rodney Cox**

I am currently in my fourth year on the board of directors for Big Brothers Big Sisters of Guelph and sit on the Golf Fore Kids' Sake sub-committee. I have been a police officer for 27 years and worked 16 years for the North Bay Police service and the last 11 years with the Guelph Police Service. In my 27 years of policing, I have spent 12 of those years working in some capacity or another directly with youth. I have 3 beautiful daughters who I hope will follow in my footsteps and work 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.

## **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 & Operations Manager for 3M Canada, my experience spans 20+ years. During the past three years 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 fundraising projects. It's always a lot of fun and very rewarding when an event is finished and we can see the great results of the hardwork from all involved. I look forward to continuing to contribute ideas, time and serve as a member of this board.



## **Mike Russell**

I joined the board of directors for Big Brothers Big Sisters of Guelph in 2015. I hope to share my experiences and professional knowledge to help give further support. I graduated from University of Guelph in 1996 with a degree in commerce. My post university career has been spent at Linamar Corporation. My career started in operations and I currently hold the position of Vice President of Purchasing for Linamar Corporation. This role is one that has me responsible globally for the procurement function. At home, my partner (boss) Aita Herdman and I have three children: Amy, Ben and Aidan. Some of my interests outside of work and family are golf, fitness, travelling and reading.

## **Brent Lang**

Being a past big brother and in a recent long term “Couples for Kids” match, I have grown to care deeply for the volunteers, programs and the agency. I am most proud of what we achieve and all the good we do in our beautiful community. I have been a board member for over a year now and truly enjoy what we do as a board. I have more than 30 years’ experience in the financial services business focusing on life insurance and all the good that it does for Canadians. I bring enthusiastic support to all our fund raising initiatives and participate on the Golf Fore Kids’ Sake committee. I look forward to being a positive contributor to the Board of Big Brothers Big Sisters of Guelph.

## **Richard Moccia**

I joined the Board of Directors in 2016, and quickly came to admire and respect the leadership and hard work of all Board members and staff of the organization. It’s an honour to be part of this incredible team. Community volunteerism has been a rewarding and lifelong activity for me, and I currently am also a member of the Guelph-Wellington United Way Cabinet, the Board of Speed River Track and Field, and a volunteer with the Bruce Trail Conservancy. I was also a longtime baseball and hockey coach, and sports administrator in the region, and am a huge believer in the positive outcomes of ‘healthy bodies-healthy minds’ for today’s youth. So Big Brothers Big Sisters of Guelph is a perfect fit with my core philosophy. My ‘recent’ career has been with the University of Guelph, where I have held various, senior executive and faculty appointments for nearly 30 years, with a strong focus on research, education and program development. Prior to that, I was self-employed in 2 small, start-up companies. I live in Guelph with my wife Sandra, and have a son Scott, and daughter-in-law Terra. In my spare time I enjoy hockey, diving, motorcycling, hiking and boating, and love the outdoors.

## **Brittany Nasso**

I have been a board member of BBBSG since March 2016. Before then, my involvement with BBBSG included being a volunteer for the Go Girls! program and an In-School Mentor. I currently sit on the Finance Committee as well as the Bowl For Kids’ Sake event planning committee. I grew up in Guelph, and attended the University of Guelph in which I graduated with a Bachelor of Commerce degree in accounting. After university I pursued my dream of becoming a Chartered Accountant. I now work as a Controller for Gemini Homes Inc.; a local homebuilder in Guelph. I am looking forward to many more years of being involved with BBBSG

## **Michelle Steele**

I joined the board of Big Brothers Big Sisters of Guelph in November 2016, as well as the Bowl for Kids’ Sake fundraising committee and am looking forward to getting involved more with this great organization. After graduating from the Wilfrid Laurier University in 2006 with a Bachelor of Business Administration, I joined RLB LLP Chartered Professional Accountants. I am currently a senior manager on our Not-for-Profit service team, specializing in charities, not for profits and municipalities. I live in Georgetown with my husband Andrew and our 2 young children Rachel and Joshua.



**Big Brothers Big Sisters**  
of Guelph

# Staff & Committees

## Board of Directors

Marissa Teeter (President)  
Matt Nelson (Vice President)  
Vicki Curtis (Treasurer)  
E.J. Stross  
Julie Dunn  
Rodney Cox  
Mike Russell  
Brittany Nasso  
Brent Lang  
Michelle Steele  
Richard Moccia

## Staff

Heather Fowler - Executive Director  
Marg Allen - Office Administrator  
Cathy Simioni - Bookkeeper  
Michael Treadgold - Development Manager  
Jennifer Tremaine - Development Coordinator  
Darryl Blake - Development Writer  
Laura Bernhardt - Casework Manager  
Faythe Van Esch - Mentoring Coordinator  
Lisa Steduto - Mentoring Coordinator  
Julie Snyder - Mentoring Coordinator  
Brigitta Wideman - Mentoring Coordinator

## Finance Committee

Heather Fowler  
Vicki Curtis  
Brittany Nasso

## Have a Heart for Kids' Sake

Marissa Teeter (Chair)  
Michael Treadgold  
Julie Dunn  
Karen Henrikso  
David Wilson  
Meagan Speers  
Karyn Sales  
Mary Blais  
Alexia Ferraro  
Lisa Boudreau  
Katherine Waddington  
Zoey Taylor  
Sarah Rodrigues

## Bowl for Kids' Sake

E.J. Stross (Chair)  
Michael Treadgold  
Jennifer Tremaine  
Jane Hudson  
Sam Gordon  
Zabrina Steffler

## Golf Fore Kids' Sake

Matt Nelson (Chair)  
Mike Russell  
Jason Hackett  
Jaime Power  
Jon Hosker  
Rodney Cox  
Brent Lang  
Heather Fowler  
Michael Treadgold

## The Big Little Run

Heather Fowler  
Jennifer Tremaine  
Kersten Dupuis  
Julie Dunn  
Brooke Milsom  
Shailey Singh  
Alyssandra Kent  
Dan Kent  
James Seifried

## Interns & Placement Students

Kersten Dupuis  
Rebecca Walker  
Brigitta Martin  
Kelsey Peacock  
Lauren Bradt  
Malika Dhanani



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# Corporate Partners

## Presenting Partners



## Legacy Partners



## Platinum Partners



*Christine & Terry Campbell*



## Gold Partners



## Media Partners





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## Community Partners

Air Canada Foundation  
Air U Trampoline Park  
Big Brothers Big Sisters of Canada  
Blue Ocean Office Supplies  
Borealis Bar & Grill, Guelph  
Breakfast Blues & BBQ's  
Brent Johnson, Wellington Motors  
Buon Gusto Restaurant  
Cafe du Monde Creperie  
Chartellis Fine Wines & Cheeses  
Chef Scotty Cooks Bistro Tour  
CIBC Wood Gundy  
Cleo the Clown & Her Painting Pals  
Conestoga College  
Creative Encounters with Science  
Cupanion  
Cutten Fields  
David & Lillian Wilson  
Delta Guelph Hotel & Conference Centre  
Family & Children's Services  
Fo' Cheezy  
Focus on Nature  
Free the Children - Me to We  
Garden2Table  
Gino's Pizza - Silvercreek Pkwy.  
GoodLife - Eramosa Rd.  
Goodworking Guelph  
Grand River Conservation Authority  
Guelph Air Park (C.O.P.A.)  
Guelph Fire Department  
Guelph Gives  
Guelph Humane Society  
Guelph Lakes Golf & Country Club  
Guelph Mercury Tribune  
Guelph Police Service  
Guelph Storm  
Intrigue Media  
JDC Central Guelph  
JustSigns.ca  
Long & McQuade Guelph  
Luchador Gourmet Sreatery  
Mac Graham  
Magic 106.1FM/CJOY 1460AM  
Mango Chutney  
Mattel  
McCabe's Irish Pub & Grill

Mohawk College  
Montana's Bar & Grill, Stone Rd.  
Necessary Arts  
Old Navy  
Omega Tau Sigma (The Vet Frat)  
Oosterveld Heating & Air Conditioning  
Party Rockers Entertainment  
PJ's Restaurant  
Platters Catering  
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Shake True Hoops/Ball 4 All Sports Initiatives  
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SNAP'd Guelph  
Speed River Track & Field Club  
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Stationhouse Catering  
STEM Camp  
Student Volunteer Connections  
Sweet Temptations Cupcakery  
TD Bank  
The Acting Centre  
The Children's Foundation of Guelph & Wellington  
The Co-operators  
The Italian Canadian Club of Guelph  
The Keg Restaurant, Guelph  
The Oaktree Project  
The Secret Garden Tea House  
Tim Hortons Children's Foundation  
University of Guelph Arboretum  
University of Guelph Dept. of Athletics  
University of Guelph Electronic Gaming Organization  
University of Guelph Gryph's Lounge  
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 700 local children! Your continued support is  
greatly appreciated.**



# 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 2015.

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

United Way of Guelph Wellington Dufferin

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

Actuarial Foundation of Canada  
Canadian Tire Jumpstart Charities  
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Ontario Trillium Foundation  
Skyline  
The Joyce Foundation

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

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

We would like to thank the 34 Friends of BBBSG that contributed gifts of \$500-999

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

We would like to thank the 100+ Friends of BBBSG who contributed donations of \$100-499