



2020 ANNUAL REPORT

Big Brothers
Big Sisters
OF GUELPH

A MESSAGE FROM THE EXECUTIVE DIRECTOR

I'm honoured to present the **Big Brothers Big Sisters of Guelph Annual Report for 2020**, recognizing a year unlike any other in the 50+ year history of this organization. To say that the COVID-19 pandemic had a dramatic impact on our organization would be an understatement; however, I could not be prouder of this team for the incredible resiliency and adaptability that our staff consistently demonstrated in the face of such challenges.

2020 taught us so much about ourselves, each other, the people we care about, the causes we believe in, and the impact that Big Brothers Big Sisters has in Guelph and the surrounding communities. Never before has it been more clear that mentoring is a vital service that affects the current state and future growth of children in the community. Without hesitation, our team and our elite group of volunteers pivoted the way in which they engaged with children in need, to ensure that above all else, these youth could always rely on a caring and consistent role model in their lives. Where other relationships were disrupted, Big Brothers Big Sisters remained constant, fostering resilience and remaining laser-focused on our mission and vision that all young people realize their full potential.

Not only did our staff and volunteers adapt to the changing landscape of mentoring and community service in 2020, but our donors did too. The local business community, key funders and both new and old individual supporters put their faith in our ability to connect with young people, providing critical resources when we needed them most, allowing BBBSG to remain a constant presence in the lives of children.

In 2020, we were fortunate to be supported by all three levels of government—federal, provincial and municipal—who once again confirmed their beliefs that mentoring plays a leading role in youth development. In particular, our friends at the United Way Guelph Wellington Dufferin, City of Guelph and Guelph Community Foundation opened their hearts to us by means of additional emergency funding this year, allowing BBBSG to quickly adapt our programs to be delivered safely and respectful of community guidelines. These offerings also allowed us to engage in a new and exciting project with our friends at Big Brothers Big Sisters of Centre Wellington, which I hope will open the door to future collaborative efforts as well. On the topic of collaboration, never before have Big Brothers Big Sisters agencies across the province worked more closely together. Alongside the 40+ agencies that operate in communities large and small across Ontario, we are moving forward as one, recognizing that when we truly co-operate, the impact achieved can be far greater.

As we tackle 2021 together, I know that this organization will continue to thrive. We remain committed to our core values of kindness, transparency and selflessness, with an eye towards continued growth and the ability to respond to the ever-changing demands of this community and the individuals who come into our circle, in need of support. From the bottom of my heart, thank you for making Big Brothers Big Sisters a continued part of your lives. With your ongoing support, we are truly Bigger Together.

With sincere thanks,



Michael Treadgold, Executive Director



THE **MISSION OF BIG BROTHERS BIG SISTERS OF GUELPH** IS TO ENABLE LIFE-CHANGING MENTORING RELATIONSHIPS TO IGNITE THE POWER AND POTENTIAL OF ALL YOUNG PEOPLE.

PRESIDENT & TREASURER REPORTS

I am proud to have served as the President of the Board of Directors of Big Brothers Big Sisters of Guelph for 2020. Big Brothers Big Sisters of Guelph is an organization that delivers essential mentoring services to hundreds of children each year in the City of Guelph, which assists children navigate or address difficult issues in their everyday lives and enables them to become the best versions of themselves. I can think of no nobler objective or purpose.

Unfortunately, 2020 was a year like no other. As a result of the COVID-19 pandemic, all aspects of our lives have changed. Life at Big Brothers Big Sisters of Guelph was not spared from such change. In-person mentoring programs were cancelled. Events were cancelled. Staff were compelled to work from home. There were many obstacles imposed upon the organization throughout the year. However, even during the darkest days of the pandemic, the remarkable resiliency of the organization and its members shone brightly. Staff, volunteers, mentors, and mentees quickly pivoted to virtual mentoring programs in order to ensure that the fundamental mentoring services continued to be delivered to our mentees, during a time when such mentoring services were needed more than ever. Our fundraising team worked tirelessly adapting to the ever-changing environment and created new events for the organization. I cannot convey in words how proud I am of the organization for its amazing efforts throughout the year. However, I will try my best.

I would like to thank the staff at Big Brothers Big Sisters of Guelph. You were all forced to work at home during the pandemic and perform your duties virtually. You did so without complaint and were all tremendous in providing continued support and guidance to our volunteers through this difficult year. I would like to thank the Board of Directors for their efforts during 2020. You all have very busy schedules, and the sacrifice of your time and energy to attend board meetings and participate in various committees for the organization is very much appreciated. I would like to thank our executive director, Mike Treadgold. Mike was a tremendous leader of the organization throughout the year. His calm demeanor and always positive attitude served the organization well during such a difficult year.

Thank you to the donors who made donations during the 2020 year. We are always very appreciative of the donations made by our donors, as our organization is dependent upon same in order to carry out its important work. However, we are even more appreciative of the donations made in 2020. It was a very difficult year financially for many individuals and businesses and for such individuals and businesses to continue their support for Big Brothers Big Sisters of Guelph during such difficult times is extra special and we are truly grateful. Finally, I would like to give a huge thank you to all of the volunteer mentors who sacrificed their time and energy during 2020 in order to provide mentorship to their mentees. Once again, 2020 was a year that caused much stress and adversity to many individuals, and for you all to volunteer your valuable time during such times is truly extraordinary. We cannot thank you enough.

While 2020 was a very difficult year, the entire organization's response to the pandemic has reminded me of what a special and tremendous organization we have. I am so very proud of the entire team. The year 2021 appears to be another difficult year. However, I have no doubt that that BBBSG will once again rise to the challenges presented by the pandemic, and that the time is coming when this will all be behind us.



E.J. Stross, President

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 ended December 31, 2020. Despite the onset of the current pandemic in 2020 the agency remains in a solid financial position both in terms of daily operations and the continued growth our reserve funds, which is a direct result of the hard work of our dedicated volunteers, staff, board and committee members. BBBSG continues its commitment to operating a financially stable agency with diverse sources of funding.

In 2020, the statement of financial position remained strong with total assets of \$919,296, an increase of \$267,528 over last year. The net assets, which include two reserve funds ended the year at \$801,209 showing an increase of \$213,137 over the last year. Due to the pandemic, the agency's revenue decreased 12% to \$667,326 in 2020. This financial decrease was primarily due to the agency not being able to hold in-person fundraising events for most of the year. The organization was fortunate to receive the strong community support of third-party revenues and continued success with grant opportunities.

To assist with the loss of fundraising revenue, the agency received Federal funding under the Canadian Emergency Wage Subsidy program.

I would like to extend a sincere thank you to all of the agency's funders, corporate sponsors, foundations and individuals who generously support the organization. The continuing support of the United Way of Guelph Wellington is critical to the agency's success and of particular recognition, I would like to recognize that individuals who graciously provided seed funding to launch our new BIG Future Scholarship program in 2020. Your investment in the current and future success of young people is greatly appreciated.

To follow are the 2020 financial statements as audited by Tonin & Co. LLP, which provide a review of the agency's financial health. We look forward to our continuing efforts in 2021, working towards our vision that all young people realize their full potential.



Michelle Steele, Treasurer

2020 REVENUES AND EXPENDITURES

BIG BROTHERS BIG SISTERS OF GUELPH
STATEMENT OF REVENUES AND EXPENDITURES
FOR THE YEAR ENDED DECEMBER 31, 2020

	2020	2019
REVENUES		
Fundraising (note 8)	\$ 278,419	\$ 401,663
Grants (note 9)	361,729	328,849
Donations	<u>27,178</u>	<u>24,302</u>
	<u>667,326</u>	<u>754,814</u>
EXPENDITURES		
PROGRAM		
Salaries, wages and benefits	425,661	377,563
Rent and building maintenance	47,423	45,196
Insurance	18,294	17,857
Mentoring program expenses	17,144	14,296
Membership fees and dues	14,625	12,981
Recognition and promotion	7,003	11,797
Travel and development	4,533	7,805
Office	<u>7,568</u>	<u>7,527</u>
	<u>542,251</u>	<u>495,022</u>
FUNDRAISING		
Salaries, wages and benefits	44,383	75,935
Events (note 8)	53,522	67,927
Credit card processing	<u>4,428</u>	<u>5,194</u>
	<u>102,333</u>	<u>149,056</u>
ADMINISTRATION		
Salaries, wages and benefits	68,317	63,598
Office	9,858	9,380
Amortization	3,183	1,966
Bank charges	<u>848</u>	<u>1,182</u>
	<u>82,206</u>	<u>76,126</u>
TOTAL EXPENDITURES	<u>726,790</u>	<u>720,204</u>
EXCESS OF (EXPENDITURES OVER REVENUES) REVENUES OVER EXPENDITURES FROM OPERATIONS	(59,464)	34,610
OTHER REVENUES		
Canada emergency wage subsidy	227,004	-
Unrealized appreciation in value of investments - contingency fund (notes 3 and 5)	19,540	9,167
Unrealized appreciation in value of investments - bequest fund (notes 3 and 5)	18,012	64,017
Interest earned on contingency fund and bequest fund (notes 3 and 5)	5,741	-
Interest earned on contingency fund GICs (note 3)	<u>2,304</u>	<u>1,909</u>
	<u>272,601</u>	<u>75,093</u>
EXCESS OF REVENUES OVER EXPENDITURES FOR THE YEAR	<u>\$ 213,137</u>	<u>\$ 109,703</u>

FINANCIAL POSITION & NET ASSETS

BIG BROTHERS BIG SISTERS OF GUELPH

STATEMENT OF FINANCIAL POSITION

AS AT DECEMBER 31, 2020

	2020	2019
ASSETS		
CURRENT		
Bank - unrestricted	\$ 323,266	\$ 145,794
Short-term investments - contingency fund (notes 3 and 5)	125,861	85,304
Short-term investment - bequest fund (notes 3 and 5)	338,068	320,056
HST, accounts receivable and subsidy receivable	56,576	8,385
Prepaid expenses	<u>5,532</u>	<u>5,190</u>
	849,303	564,729
LONG-TERM INVESTMENTS - CONTINGENCY FUND (note 3)	63,070	81,783
CAPITAL (note 4)	<u>6,923</u>	<u>5,256</u>
	<u>\$ 919,296</u>	<u>\$ 651,768</u>
LIABILITIES		
CURRENT		
Accounts payable and accrued liabilities	\$ 22,812	\$ 18,117
Government remittances payable	10,084	10,191
Deferred revenue (note 6)	<u>45,191</u>	<u>35,388</u>
	78,087	63,696
CANADA EMERGENCY BUSINESS ACCOUNT (note 7)	<u>40,000</u>	<u>-</u>
	<u>118,087</u>	<u>63,696</u>
NET ASSETS		
GENERAL FUND (unrestricted) (note 2)	274,210	100,929
CONTINGENCY FUND (internally restricted) (note 2)	188,931	167,087
BEQUEST FUND (internally restricted) (note 2)	<u>338,068</u>	<u>320,056</u>
	<u>801,209</u>	<u>588,072</u>
	<u>\$ 919,296</u>	<u>\$ 651,768</u>

APPROVED ON BEHALF OF THE BOARD:

DIRECTOR: _____

DIRECTOR: _____

FUND DEVELOPMENT REPORT

Have a Heart Gala

The 25th annual Have a Heart Gala, presented by Skyline, took place at the Italian Canadian Club on Saturday, February 8th. The evening affair was attended by 262 community minded supporters and raised a net profit of \$48,017, an increase compared to the previous year. While ticket sales were up compared to 2019, sponsorship was down. The silent and online auctions raised equivalent to their success the year prior, while the games and special prize tickets were up compared to last year. Special thanks to our guest speakers, Andrew Elgersma and Anthony Kefalas, Jeff Thomason and Christopher Poon-Tip.

Bowl For Kids

Bowl For Kids was presented by The Ellis Group and it pivoted to an online experience for 2020 as Covid-19 shut down any in-person gatherings and events. BFKS still managed to net \$26,182, but it was a significant decrease from the revenue raised in 2019. Bowl For Kids took place at the end of May, and participants were encouraged to Bowl-From-Home, making up their own bowling alley. Images and video were shared on social media platforms and those that participated and/or donated made an impact.

The BIG Gig

The BIG Gig was a brand-new online fundraiser that took place at the end of June. It was inspired by hosting a BBBSG musical event, free for everyone to attend and watch over Facebook. We partnered with aspiring musicians from Guelph and collected donations on the Canada Helps platform. The new initiative raised \$695 for BBBSG mentoring programs.

Golf For Kids Tournament

Presented by Linamar Corporation, Golf For Kids took place August 25-27 (due to Covid-19 Public Health regulations), at Guelph Lakes Golf and Country Club. The event raised a net figure of \$23,939, a decrease compared to 2019. Loss of revenue was largely due to not having a live auction, not selling Air Canada vouchers and not having a sold-out tournament. Regardless of not having a shot gun start time, golfers received an excellent experience with boxed lunches and a take home dinner provided by the ICC.

Little Change For Big Change

Even being presented with challenges for 2020, and not being able to run Tag Days at high traffic retail locations the LCBC campaign netted \$31,811 in August, an increase compared to 2019. Canada Summer Job students reached out to Guelph businesses relentlessly asking them to support our Point-of-Sale (POS) campaign. McDonald's employees and customers proved to give over and above, while Market Fresh switched from Tag Days to POS and surpassed their personal goals. Canadian Tire (North), Giant Tiger and Len's Mill all exceeded their store goals as well. The summer students got creative with new ways they could raise change for the campaign and hosted a bottle drive each week during August. This campaign continues to grow and is full of potential.

Big Little Run

Big Little Run (BLR) pivoted from an in-person race to a virtual race that took place in the month of September. 100 runners registered for the virtual experience and their medals and swag bags were picked after the event in October. BLR profited \$13,366, an increase compared to 2019. Though registration numbers were low in 2020, there were not as many event day expenses resulting in the higher net figure.

12 Days of Giving

The final fundraising initiative of the 2020 calendar year was 5th annual 12 Days of Giving online auction. More than 150 items were donated, by 85 different businesses in Guelph. This initiative continues to see a growth in the number of participants and the dollars raised. 2020 raised at net profit of \$7,477, an increase compared to 2019. Businesses want to support BBBSG when and where they can.

Corporate Partnership Plan

The Corporate Partnership Plan (CPP) raised a net figure of \$29,734, a decrease from 2019. This decrease was subsequently due to the pandemic and a couple past contributors were not able to support for 2020. The CPP provides opportunity for businesses to be recognized as sponsors at multiple agency events for a single financial contribution. CPP continues to be a unique fundraising initiative that is successful and a consistent part of BBBSG annual fund development.

Grant Report

In 2020, BBBSG acquired \$361,730 in grant revenues, an increase from 2019. This included donations from multi-year funders: The United Way of Guelph Wellington Dufferin; The Ontario Trillium Foundation; The Ontario Ministry of Education; The Joyce Family Foundation; and The Klein-Panneton Foundation. In addition, BBBSG successfully initiated new funding relationships (The Allstate Foundation, CN Stronger Communities Fund, The Grand River Agricultural Society, and The Harry E. Foster Charitable Foundation) and received donations of pandemic-related emergency funding from some of our existing funders: The United Way of Guelph Wellington Dufferin, The Guelph Community Foundation, The City of Guelph, and local partners involved through the Oaktree Project family of donors.

SERVICE DELIVERY REPORT

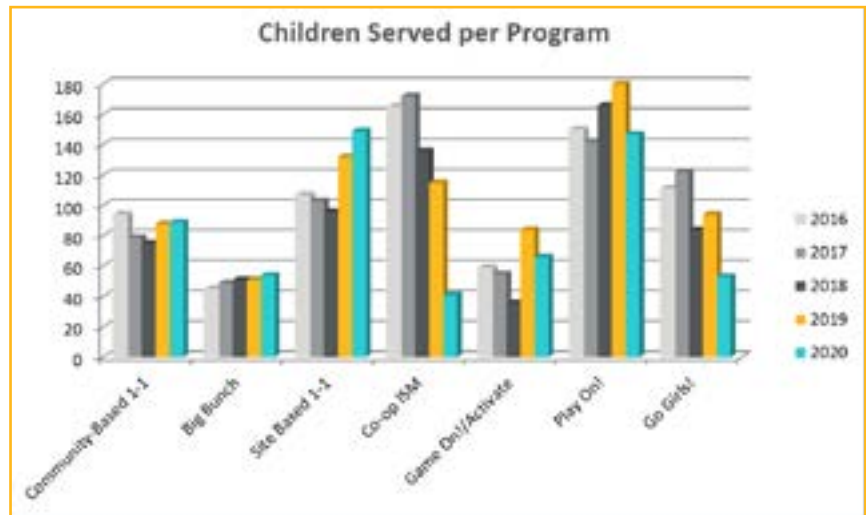
The start of 2020 held so much potential for the casework team. Through the first quarter of 2020, Big Brothers Big Sisters of Guelph was well on its way to achieving its projected service delivery goals. An initial challenge at the beginning of the year was the frequent strike days that lead to school closures. We didn't realize that frequent school closures and working with schools and liaisons around strike days would later be seen as a walk in the park; in March, schools indefinitely shut down and all agency programming quickly adapted to a virtual capacity in order to continue meeting the ever-changing needs of the children that we serve.

With the shut down in March 2020, as a result of Covid, the agency was quick to switch all of the in-person programming to virtual. This was not an easy process and was very taxing to the team but it went incredibly well thanks to their hard work and dedication to mentoring. School Based programming had to become non-existent. As a result, the casework team developed a new stream of programming called Site Based programming in which many clients were able to continue being served in a slightly different capacity, mainly through virtual means.

Program Summary

It is not possible to look at 2020 singularly from a quantitative perspective. Despite the majority of the year having significant hurdles and barriers that the team needed to work around, the total number of children served was 599; considering that our school-based programming (which serves 2-3 times the number of children in the community-based stream) only ran for two and a half months before being completely stopped for the remainder of the year, this is a resilient success.

In 2020, 76% of children served were in a Site Based program; this is a little bit less than 2019, but given that the Site Based program was completely re-developed in in the first half of the year, and many of our sites (schools) were not referring children for eight months of the year, this is impressive!



While all of this was happening, BBBSG was still participating in several pilot projects which involved working with the new Need Registry and the Developmental Relationship Training as part of the development of the resources for Project Ignite that were shared with the rest of the country in the fall of 2020. This work has been meaningful and contributed to BBBSG being a little bit ahead in the way that we train our volunteers and screen our families in order to best support them.

A challenge for the casework team in 2020 was the change from in-office work to remote work. Supporting staff in a pandemic is naturally not something that the agency had an immediate plan for but the casework team was resilient and found other ways to connect throughout the pandemic.

Project Ignite

Project Ignite is a pilot project happening across Canada which was launched in Fall 2020. There are three core aspects to this pilot project: the Need Registry, the Developmental Relationship Training and Match Framework, and new standards. Throughout 2020, the Guelph agency participated in the development of all three of these items and started piloting them before the announced pilot. This meant that while the casework team was weathering the challenges of a pandemic, they were also experimenting with new training and monitoring tools that contributed to the launch of Project Ignite.

The Need Registry is a series of data collection questions, and a data storage spot in CRM which enables agencies to track how many ACEs their clients have. Similar to the Need Registry, the Developmental Relationship Framework framework was implemented in the Guelph agency throughout 2020. This is a framework developed by Search Institute in partnership with Big Brothers Big Sisters of Canada which has resulted in a positive adjustment to the current match monitoring framework as well as a completely new training for volunteers prior to being matched. This new training has had several phases throughout the year. Once it was completed, the Casework Manager, Brigitta Wideman, participated in a "Train the Trainer" program with ~30 other agencies across Canada. Once trained as a trainer, Brigitta then trained a number of other local agencies, including the Guelph agency. Each Training in this process was about 6 hours in length, usually over two different days. After all caseworkers were trained in the new DR training, the agency was then given the materials to start formally training volunteers in 2021.

SERVICE DELIVERY REPORT

Program Updates

The average length of community-based matches in 2020 was just shy of two years in length; this reflects some premature match closures (many due to Covid) as well as newer matches from the end of 2019 and early 2020 that hadn't yet made it to a year. The team did an amazing job in surpassing their goal and serving 89 children throughout the year. There were 18 matches that closed in 2020 and 17 new matches made. The School Based program was able to run for about two and a half months with moderate interruption of school closures. When the stay-at-home order was issued in March 2020, the school boards were hesitant to allow for BBBSG to continue in a virtual capacity as it had not been allowed before. The team developed a Site Based Virtual 1-1 program that functions similarly to the in-school mentoring program but allows for virtual communication. After this new version of programming was created and distanced from In School mentoring, the school boards were then approached with this new means of programming.

Waitlist Composition

On average last year, it took just under three months (88 days) from the point of application to having the parent attend a training. This is fantastic in moving people through the intake process at a reasonable speed and bringing down the wait time. The biggest deterrent to a family moving through this stage of the intake process is a lack of response to training opportunities.

By the end of 2020, there were 6 little sisters and 21 little brothers who were waiting to do intake with a caseworker. There were also 14 Little Sisters ready to be matched, and 37 Little Brothers ready to be matched. The wait time for a Big Sister match continues to be around a year while little brothers are waiting about two years. There is an initiative in place by the Program Development Specialist that will come into effect early 2021 that will hopefully reduce this average wait time by six months by prioritizing matches for children who have been waiting the longest. A trend that has not changed is the number of male volunteers to female volunteers; it remains the case that because there are more female volunteers coming through the program, little sisters are matched faster as a result.

Volunteer Intake

In the summer of 2019, the staff team revamped the inquiry process which was a significant amount of extra time at this early part of the process, but saw amazing results as there was an 80% increase in applicants. In 2020, the inquiry process has become almost non-existent and is being manned by one staff person now rather than requiring the energy of the entire team. In 2020, there were 151 applications and only 11% did not follow through in the application process. This is in line with the trend from last year where 10% of applicants didn't follow through. New this year though, has been that a number of volunteers have been waiting longer than usual for a match. Much of this is because in our School based Programs, we were only able to function at our normal capacity for three months before needing to completely revamp each individual program and increase screening of families in order to transfer them to different programs.

The team recognized a challenge at the end of 2019 was that there were more applicants than there was an ability to get them screened and into programs; the year started off with an intention to improve this; the majority of programs saw a decrease in applications due to Covid and there was some creativity in filtering Big Sisters (largest growth in applicant pool) to other programs to prevent a significant wait time for them. A challenge at this point has been to keep volunteers engaged as their "wait time" increases, without sending a message to the community that volunteers are not needed. When able, the team has created some additional quick volunteer opportunities for those who are waiting for a longer-term match. One such opportunity has been the Postcard Project which was headed up by a casework assistant in the fall of 2020. Nearly 200 postcards were written by local volunteers who have either been matched or are waiting for a match; the postcards were then mailed out to youth in BBBSG programs as well as those on the waitlist.

Volunteer Recognition

In the summer of 2019, the staff team revamped the inquiry process which was a significant amount of extra time. The volunteer of 2020 was actually from a Couples Match so there were two amazing people we celebrated: Mike and Lisa. Mike and Lisa were acknowledged for the amount of energy that they put into transitioning their match to a virtual one when Covid first happened- recognizing the importance and impact of mentorship during this time. Despite being unfamiliar with technology, they put a lot of effort into learning this and trying new things so that they could maintain their relationship with their Little Brother, including trying to teach him cooking skills over a video call.

"I think that virtual is going very well. I actually feel as though my mentee feels more comfortable virtually than in school as when we talk, she can be in her room or kitchen, environments that she is familiar with and definitely really enjoys being in. This year, she is more open and excited to chat!"

- Sarah, Big Sister

"I rate my match out of a million, not 10 because my Big Brother makes me want to do better and he just makes me happy"

- Carl, Little Brother

STAFF & COMMITTEES

Board of Directors

- E.J. Stross, President
- Richard Moccia, Vice-President
- Michelle Steele, Treasurer
- Rodney Cox, Director
- Dana MacDonald, Director
- Chris Moulton, Director
- Nick FitzGibbon, Director
- Becky Meyer, Director
- Brent Lang, Director
- Jeff Stirling, Director

Staff

- Michael Treadgold, Executive Director
- Marg Allen, Program Administrator
- Lisa Steduto, One-to-One Program Caseworker
- Faythe van Esch, One-to-One & Big Bunch Program Caseworker
- Holly Alac, Casework Development Specialist
- Lois Allen, In-School Mentoring Caseworker
- Angela van Stee, School-Based Groups Caseworker
- Katie Morden, School-Based Groups Caseworker
- Brigitta Wideman, Casework Manager
- Cathy Simioni, Bookkeeper
- Jennifer Tremaine, Resource Development Specialist
- Darryl Blake, Program Development Writer
- Ashley Maginnis, Resource Development Specialist (Jan-Mar)
- Julia Vachon, Fund Development & Communications Coordinator (Sept-Dec)

Interns & Placement Students

- Jocelyn Dunsmoor
- Danielle Dinsmore
- Julia Vachon
- Anika Berringer
- Alexis Smith
- Chelsea Jones
- Lauren Chosen
- Ellie McPhee
- Miriam Kearney
- Emma Correal

Have a Heart for Kids' Sake

- Dana MacDonald, Chair
- Louise Frost
- Becky Meyer
- Emily Scott
- Judith Little
- Katie Waddington
- Madison Fach
- Nurmeen Ahmad
- Shannen Worden
- Urszula Karwowska
- Ali McDonald
- Jennifer McBlain
- Madison Benham
- Clarke Delpport
- Ashley Maginnis

Golf Fore Kids' Sake

- Jennifer Tremaine
- Nick FitzGibbon
- Rodney Cox
- Brent Lang
- James Prosser
- Matt McMahon
- Tammy Hummel
- Alyssa Timm

BIG Futures Scholarship

- Jennifer Tremaine
- Michael Treadgold
- Richard Moccia
- Heather Meldrum
- Sharon Helder
- Dave Piitz

The BIG Gig

- Trick Vilbar
- Bryndyn Boonstra
- Kat Steeves
- Andrew Vierich
- Tyler Dezormo
- Darryl Blake
- Lois Allen
- Lisa Steduto
- Jennifer Tremaine

DONOR RECOGNITION

Big Brothers Big Sisters of Guelph would like to recognize and thank the following businesses and organizations for their outstanding support and commitment to community leadership in 2020.

\$100,000+

United Way Guelph Wellington Dufferin

\$10,000 - \$99,999

Antolin Enterprises Inc.
City of Guelph
Employment & Social Development Canada
Ministry of Community, Children & Social Services
Ontario Ministry of Education
Ontario Trillium Foundation
Skyline Group of Companies
The Actuarial Foundation of Canada
The Joyce Family Foundation
The Klein-Panneton Foundation

\$1,000 - \$9,999

- Air Liquide
- Scotiabank
- Hoyes Michalos & Associates
- Linamar
- Andre Hueniken Family Law & Mediation
- Alliance Roofing
- Cintas Canada Ltd.
- The Ellis Group
- Brent Johnson
- Christine & Terry Campbell
- Ted Michalos
- Aecon Construction Group Inc.
- Aird & Berlis
- Aqueduct Foundation
- Brad Clemes Memorial Fund in Trust
- Brent Lang & Jill Clemes
- Canadian Tire Jumpstart Charities
- Catherine and Maxwell Meighen Foundation
- CN Stronger Communities Fund
- Coldwell Banker Neumann
- Crosby Automotive Group
- DECA U Guelph
- First Capital Realty
- Foreign Automotive Sales & Service
- Giant Tiger Stores Ltd.
- Grand River Agricultural Society
- Gryphon Gaming
- Guelph Box
- Hammond Power Solutions
- Harry E. Foster Charitable Foundation
- HCS Contracting
- Italian Canadian Club of Guelph
- John Clemes
- Len's Mill Store
- Market Fresh Meat & Produce Inc.
- Nestle Waters
- Penske
- RBC
- RLB Management Partnership
- Rotary Club of Guelph-South
- Rotary Club of Guelph-Trillium
- Sisters of St. Joseph Foundation
- Sleeman Breweries Ltd.
- Sobey's Inc.
- Sorbara Law
- Superb Group Inc
- Sutherland Insurance
- Switzer-Carty Transportation
- TD Friends of the Environment Foundation
- Teagan Clark
- The Allstate Foundation
- The Corporation of Wellington County

\$500 - \$999

We would like to thank the 40+ Friends of BBBSG that contributed donations of \$500-\$999

\$100 - \$499

We would like to thank the 175+ Friends of BBBSG who contributed donations of \$100-\$499

CORPORATE PARTNERS

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