

2024 BBBS C-Y Annual Report

Impact & Accountability Report



Message from Board President

Over the past year, Big Brothers Big Sisters of Carleton-York has been navigating an important period of review, reflection, and groundwork to strengthen the organization for the future.

As President, it has been a privilege to support the Board and staff during this time. My involvement with Big Brothers Big Sisters of Carleton-York began several years ago through strategic planning work, and I remain deeply committed to the organization's mission and the children and youth we serve across our region.

A significant focus this year has been ensuring alignment with the national standards of Big Brothers Big Sisters of Canada. The Board closely monitored the comprehensive review and updating of match files—an essential and time-intensive process that supports youth safety, accountability, and long-term program sustainability. This work, led by Executive Director Esther Vaswani and staff, is positioning the organization on strong footing moving forward.

Like many community-based organizations, securing stable and sustainable funding remains an ongoing priority. In 2024, Big Brothers Big Sisters of Carleton-York raised \$94,978 to support local mentoring programs. Looking ahead, the Board is focused on broadening funding approaches, including engagement with charitable foundations, corporate partners, and government sources, alongside continued community-based fundraising and awareness efforts. The Board has also begun exploring a Generosity Giving framework to inform future fundraising and donor engagement.



Throughout the year, the organization remained actively engaged with community partners, including ongoing conversations with the Town of Woodstock regarding Thrive!, exploratory discussions with Woodstock First Nation, and continued participation in local community events and initiatives. As we look ahead, Big Brothers Big Sisters of Carleton-York remains focused on resuming and strengthening mentoring connections between Bigs and Littles, while continuing to build a stable, accountable, and sustainable organization.

On behalf of the Board, I extend sincere thanks to our staff, volunteers, donors, and community partners for their continued commitment to our mission and to helping children and youth from Upper Kent to Nackawic reach their full potential.

Karen O. Taylor, O.N.B.

President, Big Brothers Big Sisters of Carleton-York



We ignite power and
potential



About Us

Big Brothers Big Sisters of Carleton-York (BBBS C-Y) is a community-based mentoring organization dedicated to supporting children and youth through safe, meaningful, and developmentally appropriate mentoring relationships. We serve children and youth across Carleton County, from Upper Kent to Nackawic, with a focus on building confidence, connection, and resilience.

Through both one-to-one and group mentoring programs, we help young people feel supported, valued, and better equipped to navigate life's challenges. Our work is grounded in the belief that consistent, caring relationships can make a lasting difference. By matching children and youth with trained and supported mentors, we create opportunities for positive growth, improved well-being, and stronger connections to community.

Our Commitment

Big Brothers Big Sisters of Carleton-York is committed to operating with transparency, accountability, and care. We work closely with families, volunteers, schools, and community partners to ensure our programs reflect local needs while meeting national best practices.

As we continue to strengthen our organization, we remain focused on building a sustainable mentoring program that supports youth today and into the future.

Supporting young people
through safe, meaningful
mentoring



What We Do

Big Brothers Big Sisters of Carleton-York delivers safe, supportive mentoring programs that respond to the needs of children and families in our community. All programs are guided by the national standards of Big Brothers Big Sisters of Canada and prioritize child safety, quality match support, and accountability. Mentoring relationships are carefully screened, supported, and monitored by trained staff.

Programs include community-based mentoring, school-based and group mentoring, and specialty or seasonal programs. Across all programs, our focus remains the same: helping children and youth thrive through consistent, caring relationships.



Together, we are strengthening the future for young people.



Programs at a glance

Community-Based Mentoring

One-to-one mentoring relationships

In-School & Group Mentoring

Structured school and community programs

Thrive!

A summer program delivered with the Town of Woodstock

Go Girls!

A group mentoring program

Big Bunch & Group Activities

Group-based mentoring experiences

Mini Mentors

A leadership program for youth ages 6–16

Community Engagement & Special Events

Community events and initiatives that raise awareness and support

All programs are delivered in alignment with Big Brothers Big Sisters of Canada national standards and supported by trained staff.



2024 Impact Snapshot

In 2024, Big Brothers Big Sisters of Carleton-York focused on rebuilding capacity, strengthening program quality, and deepening community connection during a period of organizational transition. This work laid a strong foundation for safe, sustainable mentoring moving forward.

Program & Community Impact

Delivered mentoring programs across Carleton County, launched Thrive! and Go Girls! summer programming, and offered group mentoring through Big Bunch and community initiatives.

Youth & Mentor Support

Maintained support for existing matches, strengthened oversight to meet national standards, and invested in staff capacity with the hiring of a Mentoring Coordinator.

Community Engagement

Built strong community partnerships, participated in local events, and engaged funders including 100+ Women Who Care River Valley.

Youth safety and program quality guide every decision we make.



Looking Ahead

The work completed in 2024 positioned Big Brothers Big Sisters of Carleton-York to: Safely grow mentoring programs Reduce barriers to participation for youth and families Strengthen long-term funding sustainability Continue building trusted relationships across the community



Transparency and accountability
guide our work.



Financial Highlights

2024 FINANCIAL SNAPSHOT

\$156,637

Our Total Revenue of \$156,637 reflects the generous contributions from donors and community partners, allowing us to continue our mission of mentoring and supporting local youth.

“Empowering youth through mentorship”

This financial performance enables Big Brothers Big Sisters of Carleton-York to maintain vital programs that foster positive relationships and personal growth. With a commitment to transparency, we ensure every dollar is invested in our community.

\$80,280

Total Expenses this year

\$99,084

Cash on Hand for future projects

\$76,358

Net Surplus driving growth initiatives

5%

Low Liabilities indicate financial stability



Our financial health highlights the efficiency and effectiveness of our programs. With Low Liabilities and Positive Equity, we are well-positioned to expand our reach and impact in the community. This results in a sustainable future for our organization.

Governance and Accountability

Big Brothers Big Sisters of Carleton-York is governed by a volunteer Board of Directors committed to transparency, accountability, and responsible stewardship of community resources.

The Board meets regularly to oversee strategic direction, financial management, and compliance with the national standards of Big Brothers Big Sisters of Canada. Formal governance practices—including quorum, conflict of interest declarations, and documented decision-making—are followed in accordance with best practices.

At the 2024 Annual General Meeting, the Board approved the President's Annual Report and financial statements and confirmed Board membership and officer roles for the 2024–2025 year.

Financial records are maintained using accrual accounting and reviewed in collaboration with the Treasurer and Executive Director. Ongoing improvements to financial and operational systems strengthened oversight and supported long-term sustainability.

Through strong governance and clear accountability, the organization remains focused on delivering safe, high-quality mentoring programs for children and youth across the region.

Community investment makes mentoring possible.



Our Board & Team

At the heart of our mission is a team of people who care-those who show up with dedication, listen with intention, and ask the questions that move us forward.

We are deeply grateful to our staff and board members for their time, their patience, and their unwavering belief in the power of mentorship.

Our Board of Directors

Karen O.
Taylor
President

Jennifer
Tompkins
Director

Nancy
Hall
Treasurer

Sarah
Cummings-
MacPherson
Secretary

Georgia
Harris
Director

Our Staff

Esther Vaswani
**Executive
Director**

Heidi Harper
**Mentoring
Coordinator**



Thank you to Our Volunteers

Our volunteers are at the heart of everything we do.

We extend our sincere thanks to the mentors, event volunteers, and community supporters who generously gave their time, energy, and care throughout 2024. Your commitment to showing up for young people—whether through mentoring relationships, fundraising events, or behind-the-scenes support—has a lasting impact.

During a year of change, our volunteers demonstrated flexibility, patience, and unwavering dedication to our mission. Your belief in the importance of connection and community helps create safe, supportive spaces where children and youth can grow and thrive.

We are truly grateful for your compassion, your consistency, and your willingness to make a difference in the lives of young people across Carleton-York.

Together, with the support of our community, we are building stronger connections and brighter futures for young people across Carleton-York.



Thank you to Our Funders & Community Partners



Big Brothers Big Sisters of Carleton-York is deeply grateful to the funders, donors, and community partners who made our work possible in 2024. Your financial support, partnership, and trust allowed us to continue mentoring programs, invest in organizational rebuilding, and strengthen our ability to support children and youth across Carleton County during a period of transition and growth.

From government and foundation funders, to corporate supporters, community groups, and individual donors, your commitment to young people in our region makes a meaningful difference. Because of your generosity, we are able to provide safe, consistent, and supportive mentoring relationships that help children and youth feel connected, confident, and supported. We thank you for believing in the power of mentorship and for standing with us as we continue to build a stronger, more sustainable future for the children and families we serve.

Building today for the mentoring needs of tomorrow.



Our Supporters in 2024

Big Brothers Big Sisters of Carleton-York is grateful to the funders, partners, and community supporters whose generosity made mentoring programs possible in 2024. Donor levels reflect cumulative support received during the year.

Community Builders

\$25,000+

Leadership supporters whose contributions strengthened mentoring programs and organizational stability.

- Bowl for Kids' Sake (community fundraising initiative)
- 100 Women Who Care River Valley

Impact Partners

\$10,000 – \$24,999

Funders and partners whose support expanded access to mentoring and youth programming.

- (No individual donors listed in this category for 2024)

Program Supporters

\$5,000 – \$9,999

Donors whose contributions supported program delivery, staffing, and youth-focused initiatives.

- Children's Aid Foundation of Canada
- Rosemary McCain Charitable Foundation
- Greg MacPherson & Manulife Wealth



Community Friends

\$1,000 – \$4,999

Individuals, businesses, and community partners whose generosity supported events, outreach, and operational needs.

- Woodstock NB Toyota
- Battle of the Bands
- Planet Youth Woodstock
- July 1st Floats

Friends of Mentorship

Up to \$999

Community members whose donations helped sustain mentoring relationships and youth support activities.



We thank all donors, sponsors, and supporters who contributed to Big Brothers Big Sisters of Carleton-York in 2024. Every contribution, large or small, helps create safe, supportive mentoring opportunities for young people across our community.



Bowl for Kids - Top Community Sponsors

We extend special thanks to the businesses and individuals who supported Bowl for Kids' Sake in 2024 through leadership-level sponsorships. Their generosity played a significant role in the success of this community fundraising event.

\$2,500 Sponsors

- Brennan Farms Ltd.
- Greg MacPherson & Manulife Wealth
- Woodstock NB Toyota

\$1,500 Sponsor

- Rotary Club of Woodstock

\$1,000 Sponsors

- Canadian Tire Woodstock
- Clark Oil Ltd.
- Dr. Katie Goodine
- McCain Foods Inc.
- Paint Décor & More
- Brennan Home Hardware
- Richwil Truck Centre
- Top Quality Builders



Thank you

With Gratitude

Big Brothers Big Sisters of Carleton-York



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