



Big Brothers
Big Sisters
OF NORTH SIMCOE



ANNUAL REPORT 2024-2025

MAKING AN IMPACT

IMPACT

IMPACT

IMPACT

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LAND ACKNOWLEDGEMENT

BBBS acknowledges that we are here today in the traditional homelands of many nations and now home to many diverse First Nations, Inuit, and Metis people. This land is also home to many of our animal and plant relations as well as our sacred waters. The heart of Georgian Bay has been an important homeland to, and gathering place for, Indigenous people for thousands of years. This is the traditional and Treaty territory of the Anishinabek people, now known as the Chippewa Tri- Council comprising Beausoleil First Nation, Rama First Nation and Georgina Island First Nation. This territory is within the pre confederation Treaty 5 and Treaty 16 and included within the Williams Treaties of 1923. We are committed to building pathways towards Reconciliation by learning and honouring Indigenous history and culture.

We will strive to unify the relationship between Indigenous and non-Indigenous people. We will identify the gaps in the services we provide and pledge to work towards equality, while serving the children and youth with respect, compassion, understanding and empathy without prejudice or racism.



MISSION

Enable life-changing mentoring relationships that ignite the power and potential of young people.



VISION

Every child in North Simcoe who needs a mentor has a mentor.

MESSAGE FROM OUR EXECUTIVE DIRECTOR

A Year of Change and New Beginnings

2024 was a year of change and setting new paths forward for our agency. The resiliency of our organization was truly put to the test with the loss of our Board Chair, Susan Inrig, in July 2024. Her vision, mentorship, and passion for our agency—and for all those we serve—leave a legacy that will not be forgotten. Even through her illness, Susan remained steadfast in her commitment to ensuring the continuity of our programs and leadership, playing a pivotal role in the recruitment of Christine Vanderweg as our incoming Board Chair.

In that same month, we were deeply honoured to receive an endowment from The Weber Foundation, a cornerstone gift that strengthens our future. A long-time supporter and donor, Mr. Reinhart Weber once again demonstrated his generosity and belief in our mission as he concluded many years of philanthropy through the Foundation. With this gift, we are planning to establish a scholarship fund for youth graduating from secondary school, opening doors to new opportunities and helping to ignite their potential.

Our programs this year continued to be rooted in diversity, inclusion, and equity, reflecting the values that guide our work. We successfully delivered Go Girls programming on Christian Island and began developing Journey to You, a gender-neutral program inspired by our Go Girls and Game On models. Our In School Mentoring also continued to rebound following the challenges of the pandemic, with growth in both active matches and youth on our waitlist.

Thanks to a generous SEED grant from the Ontario Trillium Foundation (OTF), we were able to explore the true **IMPACT** of our work, capturing testimonials, photos, videos, and conversations that celebrate the meaningful connections we help create. This initiative aligned perfectly with our strategic plan and strengthened our ability to share our story with the community.

A heartfelt thank you to our BBBS team, Board of Directors, volunteers, community sponsors, and donors for your unwavering dedication. Together, we share one vision: **Every child who needs a mentor has a mentor.**

Your passion and tireless support continue to empower and uplift the youth of North Simcoe—we move forward with excitement and compassion to create meaningful and relevant work in our community.

JoAnn Stephan,
Executive Director



MESSAGE FROM OUR BOARD CHAIR

“Individual commitment to a group effort – that is what makes a team work, a company work, a society work, a civilisation work” – VINCE LOMBARDI

Big Brothers and Big Sisters of North Simcoe makes a Big Impact.

To everyone who has had a hand in supporting the organization – thank you. It is each individual contribution that combined creates the whole.

And look at what we have created. We have 1:1 mentoring programs, Group programs and In-School mentoring. Each of these interactions creates value and connection for all involved. Big Brothers and Sisters brings goodness into the world, creating hope and inspiration. Our connection with each other opens minds to new possibilities.

Each year a large part of our time and energy goes to fundraising to make everything in this organization possible. Please look at our community and corporate support page – their giving makes a Big Impact.

Why am I chair of this board? Because Susan Inrig, a beloved, inspiring, full of life woman, saw in me the potential and pushed me to do more. I read back old emails and posts of hers to give me guidance on how to lead into the future. And Bob Gow, I do my best to aspire to be as knowledgeable, honest and frank as he was. And to also be as joyful and positive. Susan and Bob were people whom I want to be like. They have made a Big Impact and we miss them profoundly.

Together we have created a solid, sustainable organization.

What do we wish for in the future? Every child that needs a mentor has a mentor.

Thank you again. Every small gift makes a difference. Every contribution has merit. Know that you are making a Big Impact.

“If you think you are too small to make a difference, you haven’t spent a night with a mosquito.” – AFRICAN PROVERB

Christine Vandereweg,
Board Chair



DEVELOPMENTAL RELATIONSHIPS FRAMEWORK

Young people are more likely to grow up successfully when they experience Developmental Relationships with important people in their lives. Developmental relationships are close connections through which young people discover who they are, cultivate abilities to shape their own lives, and learn how to engage with and contribute to the world around them.

There are 5 elements and 20 specific actions that make relationships powerful in young people's lives.

Through this framework, we ask youth (Littles), mentors (Bigs), and parents/guardians to reflect on five key elements of a strong developmental relationship:

EXPRESS CARE



Show me that I matter to you

CHALLENGE GROWTH



Push me to keep getting better

PROVIDE SUPPORT



Help me complete tasks & achieve goals

SHARE POWER



Treat me with respect give me a say

EXPAND POSSIBILITIES



Connect me with people & places that broaden my world

Data Collection

The following information was collected during match support conversations in alignment with Big Brothers Big Sisters of Canada's National Standards. These ongoing check-ins ensure consistency, quality, and impact across all mentoring relationships.

MENTEE

100% of youth felt that their mentors shared power

62% of youth felt that their mentors expanded their possibilities

93% of youth felt that their mentors provided support

93% of youth felt that their mentors challenged their growth

90% of youth felt that their mentors expressed care.

MENTOR

100% of mentors felt that they shared power with their mentee

62% of mentors felt that they expanded possibilities for their mentee

96% of mentors felt that they provided support for their mentees

93% of mentors felt that they challenged their mentees growth

90% of mentors felt that they expressed care for their mentees.

ADVERSE CHILDHOOD EXPERIENCES

77% of youth in our agency report parental separation or divorce

62% of youth in our agency have experienced bullying

56% of youth in our agency report experiencing social isolation

44% of youth in our agency reported they are coping with mental illness

66% of youth in our agency have involvement with Child Welfare

56% of youth in our agency reported a household member has experienced mental illness

59% of youth in our agency have reported exposure to financial stress

35% of youth in our agency have dealt with household member substance abuse

PROGRAMS AT A GLANCE

I-I COMMUNITY
MENTORING PROGRAM
29 MATCHES

IN-SCHOOL
MENTORING PROGRAM
28 MATCHES

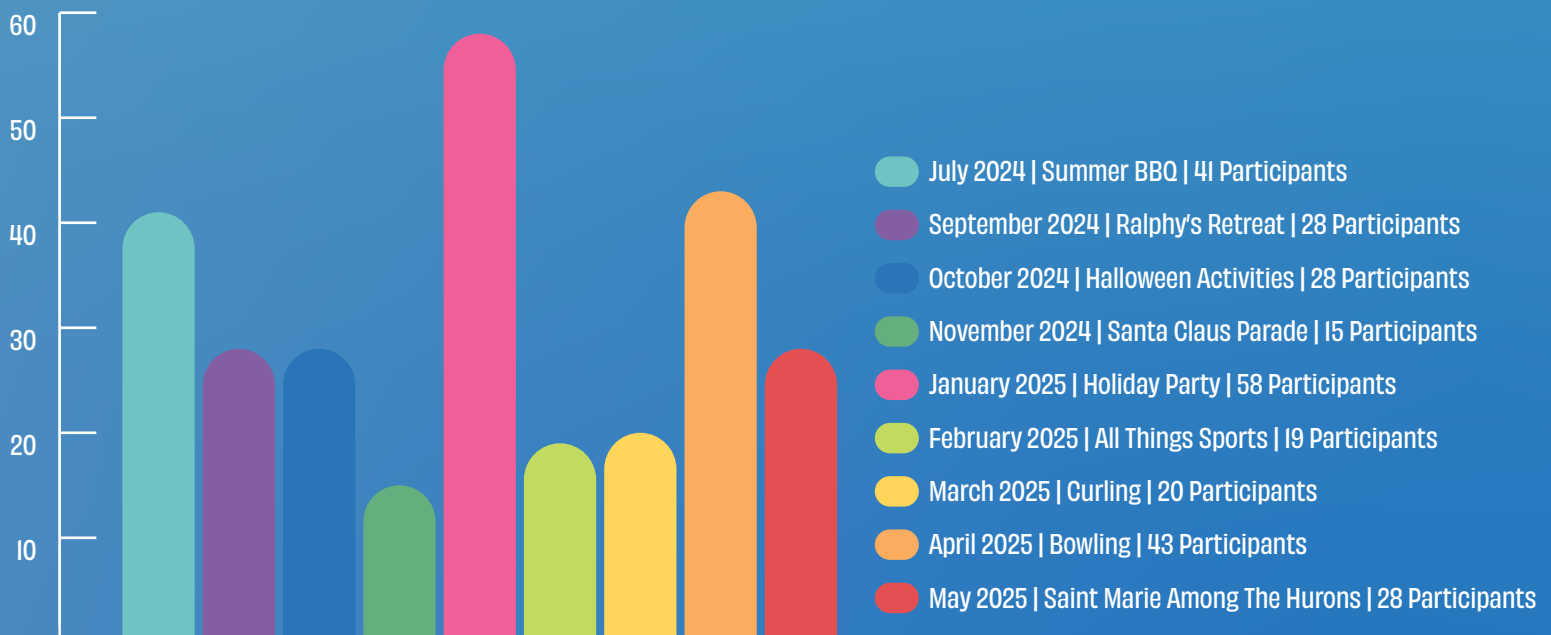
GO GIRLS
25
PARTICIPANTS

GAME ON!
14
PARTICIPANTS

TEEN MENTORING
PROGRAM
2 MATCHES



BIG BUNCH GROUP MENTORING OUTINGS **280 TOTAL PARTICIPANTS**





72
ACTIVE BIGS



76 BIG INQUIRIES
22 LITTLE INQUIRES



8 SCHOOLS SERVED
WITH IN-SCHOOL MENTORING

BAYVIEW | MUNDY'S BAY | HILLSDALE | WYVALE CENTRAL
TAY SHORES | JAMES KEATING | HURON PARK | HURONIA CENTENNIAL



CAMPS

YOUTH EMPOWERMENT
6 LITTLES

CAMP IGNITE
12 LITTLES

WOW
ACTIVITIES

6 PARTICIPANTS | CIRQUE DU SOLEIL
2 PARTICIPANTS | GO-KARTING
2 PARTICIPANTS | TRAIL HORSEBACK RIDING
8 PARTICIPANTS | TORONTO MAPLE LEAFS GAMES



TORONTO BLUE JAYS
SUITE DONATION
12 PARTICIPANTS



BARRIE COLT'S
SUITE DONATION
6 PARTICIPANTS

MATCH ANNIVERSARIES
(OVER 2 YEARS)

LISA & ELLA	JUDY & LEAH
CALEB & ADAM	JORDAN & WYATT
RACHEL & NADIA	PAUL & GRADY
LOIS & EMMA	DANIELLE & ISABELLE
CINDY & SKY	MICK & KADEN
JEFFREY & DALLIN	

VOLUNTEER RECOGNITION
(OVER 5 YEARS)

JASON H.	CALEB G.
CINDY ME.	LISA T.
JUSTIN J.	CANDON JS.
COLEEN DH.	SUSAN W.
JUDY B.	RICHARD M.



CELEBRATING 50 YEARS

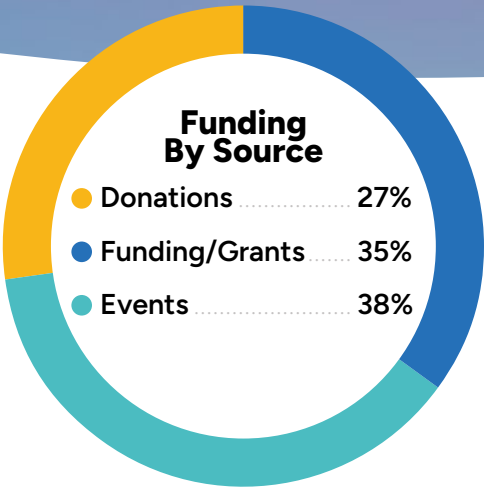
In honour of our 50th anniversary, Big Brothers Big Sisters of North Simcoe launched The BIG Impact campaign—a year-long initiative celebrating the power of mentorship and recognizing the many lives touched by our programs over the decades. This campaign invited former Littles, Bigs, parents, volunteers, and community members to share their stories, their gratitude, and their hopes for the future. Through heartfelt video profiles, written testimonials, and shared memories, a picture was painted on how our mentoring relationships have left lasting marks, not only on the youth we serve, but on mentors, families, and our entire community.

The campaign culminated in The BIG Impact Big Brunch on November 2, 2025, a joyful gathering at the Brébeuf Event Centre at Sainte-Marie among the Hurons. Guests were treated to a beautiful morning meal, the premiere of a commemorative video, and stories that embodied the spirit of connection and resilience. The campaign and event reminded us that the impact of mentorship can echo across generations and that with continued community support, the next 50 years can be even brighter.



FINANCIAL HIGHLIGHTS

	Current	2023/2024
Revenues	\$403,286	\$390,390
Expenses	\$414,981	\$352,251
(Deficit)/Excess	(\$11,695)	\$38,139
Increases	25% increase in expenses 3.5% increase in funding	



Funding Grants: \$139,910
Events: \$154,651
Donations: \$108,725
Assets: \$211,725
Liabilities: \$59,032

Leadership Team



JoAnn Stephan
Executive Director



Haylie Taylor
Fundraising & Community Development Coordinator



LeeAnne Addley
Program Manager



Shelby Moore
Mentoring Coordinator

Board of Directors



Christine Vanderweg
Board Chair



Susan Wiggins
Secretary



Cindy McQuirter-Fairley
Director



Bob Gow
Vice Chair



Wanda Hamelin
Director



Hunter Markle
Director



Jenna Marnoch
Treasurer



Judy Bales
Director



Amy Beauchamp
Director

COMMUNITY & CORPORATE SUPPORT

The strength of our work is rooted in the generosity of the community around us. Each grant, sponsorship, and donation, whether large or small, helps ensure that young people in our area have access to the mentors and programs that ignite their potential. We are deeply grateful to the community partners, corporate supporters, and donors whose commitment makes our impact possible year after year.

Major Grants & Community Partners

Air Canada
Delta Bingo & Gaming
Elcan
For Sale on Georgian Bay
Heart of Georgian Bay Community Forward Fund
Hunt Family Foundation
Huron Community Foundation
Ministry of Education
Ontario Trillium Foundation
Penetanguishene Lions
Rotary Club of Midland
Team Jordan
Telus Friendly Futures Foundation
Township of Tiny
Walmart Community Grant
Weber Community Foundation

2024/2025 Annual Sponsors

Canadian Tire
Charles Morden Construction
Georgian Bay Reinforcement Fabrics
HGR Graham Partners LLP
LabX Media
McDonalds
Midland Midas
Monica McCready
Service Master Midland/Orillia
Todd Lalonde Insurance

Third Party Donor

Cindy Ladoceur Memorial Golf Tournament

Sponsors

Adam Chambers
Compass Group Canada
Eagle Eye Bookkeeping
Elmvale Lions Club
Fred Hook Ltd.
FSOGB
Hardship Acres Landscaping
Huron Alarms
Lindsay Schultz Kitchens & Cabinetry
Lynn-Stone Funeral Homes Inc
Midland Toyota
Ouellet & Associates
Perkinsfield Rustic Furniture and Custom Kitchens
Scotia Bank
Sharelle McArthur - The Big Insurance
Simcoe Welding & Design
Simply Country
Team Hawke
Templeton Windows
Triple Tech Heating, Air Condition & Refrigeration Inc.
Walker's Electric

Monthly Donors

Crys Wiltshire
Hunter Markle
Jeffrey Braun
Lisa Boysen
Michelle McKerness

Donors

James Laplante
Arnold DeCarli
Barbra Evens
Bill Hardy
Bradstreet Family Foundation
Brian Millar
Britt McKerrow
Carol Hartwell
Catherine Siekierko
Cathy Tait
Charlie George
Christina Wood-Horton
Christine Baguley
Cindy McQuirter Fairley
James Anderson
Jeff Bumstead
Jennifer Annis
Jennifer MacMenemey

Jen Varty
Jerry Van Dyk
Kelly Earle
Kevin Ellis
Leo Parent
Lindsay Scott
Lisa Weyman
Lorie Linale
Mary Huny
Mary Skinner
Maureen Taylor
Michelle Anthony
Murry Van Halem
Nancy Yip
Robert Laurin
Scott Fairley
The Y's Men Club





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