



Big Brothers
Big Sisters
OF TORONTO

2024 ANNUAL REPORT

EMBRACING CHANGE, EMPOWERING FUTURES.





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OF TORONTO



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MESSAGE FROM CEO & BOARD CHAIR

As we reflect on the past year, we are reminded that change, though it can be challenging, can be a chance for growth and revitalization.

2024 saw a significant transition for Big Brothers Big Sisters of Toronto, as the organization said goodbye to President and CEO, Leanne Nicolle in October. Since her arrival in 2017, Leanne had transformed the organization, allowing us to support more than 1,500 children and youth each year. We are deeply grateful for her contributions and the foundation she helped build for this community.

Concurrently, 2024 saw the loss of major investments that have impacted our operations. However, we continue to show resilience. As a team, our staff, Board of Directors, partners, and supporters, are working to reimagine our approach, strengthen our fundraising efforts, and deepen our commitment to stewarding our relationships and resources wisely. These new strategies will make sure that our organization strengthens and remains viable for long-term success.

Our focus remains on the young people we serve. By embracing change and working together, we are ensuring that our organization is sustainable and empowering the futures of the next generation.

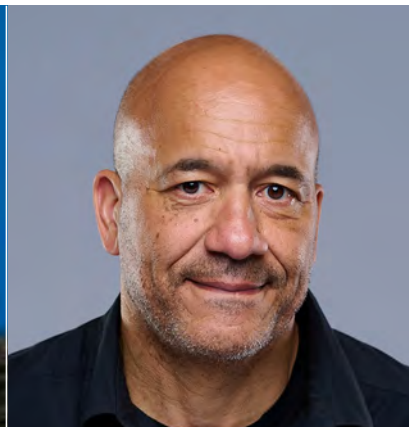
So, thank you for your continued support and dedication to Big Brothers Big Sisters of Toronto. As we move forward, we move with determination, and a stronger than ever commitment to the power of mentorship.



Stachen Frederick
President and CEO



Mark Harrison
Board Chair, Board of Directors



Thank you to our Board of Directors

At BBBST, we are grateful to be served by an outstanding and diverse Board of Directors, who are engaged and committed to helping young people across Toronto reach their full potential.

Board Chair

Mark Harrison

Treasurer

Dean McCann

Members at Large

Nick Eaves

Kathryn Lamothe

Joshua Liswood

Kelly MacDonald

Katy Pitch

Aly Rahemtulla

James Ricci

Annie Sheikh

Harj Shoan

Ricardo Stanford

Kelly Skinner

Exiting Members

Julie Adam

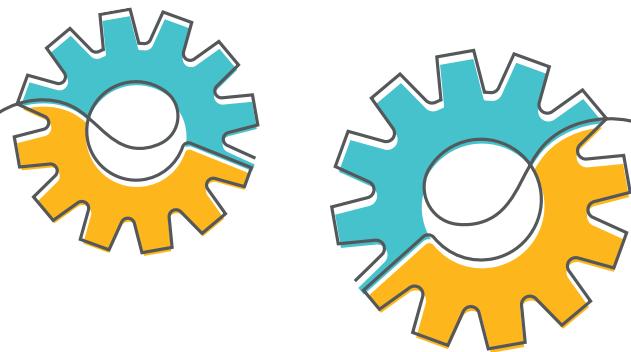
Lisa Boulanger

Nicole Frew

WHAT WE DO & IMPACT OF MENTORSHIP

Big Brothers Big Sisters of Toronto (BBBST) has created mentoring relationships that have changed the lives of children and youth in Toronto for over 100 years.

In 2024, BBBST mentors volunteered over **36,700 hours**, mentoring **1,488 youth**. With **89% efficacy**, BBBST proves that Littles achieve a positive outcome of improved social emotional skills because of our programs. As a result, young people succeed in school, overcome adversity and resist danger, maintain good mental and physical health, exhibit leadership and delay gratification, help others and value diversity.



“
I've discovered that it's crucial to pay attention not only to what young people say but also to what they don't say.

MENTOR, SITE-BASED 1:1 PROGRAM

The Impact of Mentorship



Youth Mentored

1,488

2023:
1,524
2022:
1,228



Hours Volunteered

36,724

2023:
44,107
2022:
36,585



Volunteer Mentors

723

2023:
701
2022:
649



New Matches Made

670

2023:
718
2022:
530



Economic Impact of Volunteering

\$991,548

2023:
\$1,190,889
2022:
\$987,795

Breakdown by Program



Community Based 1:1 Mentoring

449

2023:
550 | 2022:
406



In-School Mentoring

305

2023:
298 | 2022:
186



Group Based Mentoring

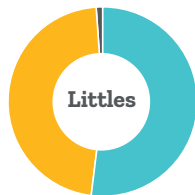
734

2023:
676 | 2022:
636

Decline in 2024 matches: For a more detailed overview of the decline in matches at BBBST from 2023 to 2024, please refer to page 12.

COMMUNITY DEMOGRAPHICS & MAP

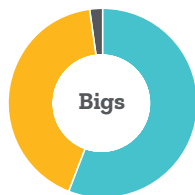
Gender Identity



Female 52%

Male 47%

Self-described gender identities 1%



Female 56%

Male 42%

Self-described gender identities 2%

Family Demographics

Families with household income under \$50,000 55%

Families with household income under \$30,000 36%

Single caregiver households 55%

Families living in subsidized housing 13%

Children living with three or more ACEs 61%

Top Referral Agencies

- | | |
|---|--|
| 1 | Toronto District School Board |
| 2 | Children's Aid Society of Toronto |
| 3 | Catholic Children's Aid Society of Toronto |

Number of Littles in the Greater Toronto Area



Rexdale & Jane-Finch
258



North York
190



North Scarborough
202



South Scarborough
178



Etobicoke
175



Downtown Toronto
382



Other areas
103



IMPACT & THRIVING INDICATORS

Developmental Relationships



Challenge Growth

92%

of Littles feel their mentor encourages them to be their best.



Expand Possibilities

76%

of Littles feel their mentor has connected them with new people, places, or ideas.



Express Care

93%

of Littles feel their mentor shows them that they matter to them.



Provide Support

74%

of Littles feel their mentor helps them get things done.



Share Power

94%

of Littles feel their mentor listens to their ideas and takes them seriously.

Developmental Assets (% of Littles)



Success in School

72% ↑ 28%

feel they enjoy learning.

77% ↑ 23%

feel they try to learn new things.

77% ↑ 10%

feel they try as hard as possible at school.



Exhibits Leadership/ Delays Gratification

88% ↑ 18%

feel they are responsible for their actions.

64% ↑ 15%

feel they organize their time so they can focus on things that matter.

83% ↑ 16%

feel they stand up for what they believe, even when it is not easy.



Overcomes Adversity and Resists Danger

84% ↑ 20%

feel they can say no to things/activities that are dangerous for them.

76% ↑ 25%

feel they can find ways to handle things that are hard in their life.

65% ↑ 14%

feel they can stay positive when they are facing challenges.



Helps Others and Values Diversity

94% ↑ 9%

think it is important to help other people.

93% ↑ 15%

help to make sure that all people are treated fairly.

96% ↑ 11%

respect the beliefs of people who are of a different race or culture than them.



Maintains Health (Mental/Physical)

82% ↑ 19%

feel good about their future.

88% ↑ 18%

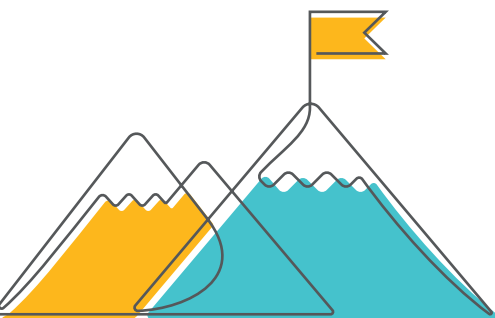
are aware of what foods and activities are healthy for them.

81% ↑ 20%

feel they can show feelings in ways that do not harm others or themselves.

Big Brothers Big Sisters of Toronto uses a 21-Question pre-post survey to measure impact. This survey is a reliable and valid assessment of the internal Developmental Assets, which include strengths, supports and noncognitive factors that are essential for young people's success in school and life. The survey measures the extent of exposure a young person has had to develop their assets and competencies. It is administered at the time of the baseline ie before a Little is matched with a Big and every 12 months after they're matched.

↑ indicates increase since the Baseline.



VERIFIED IMPACT REPORT

BY THE IMPACT GENOME REGISTRY*
FOR 1:1 COMMUNITY-BASED MENTORING



89% of Littles

achieved a positive outcome of
improved Social-Emotional skills.

(Benchmark: 84%-89%)



This program has changed my life.
Although my sons have only been
enrolled in their match for four months,
their Bigs have made so much of
an impact on us all.

PARENT/GUARDIAN OF LITTLE BROTHERS

Supporting Evidence

Extensive

Evidence for impact is methodologically sound and enables measurement of results from at least one point in time. Measures are closely aligned with relevant outcome criteria. Instruments were developed by external parties or may be developed internally with strong face validity.

Rigor, Relevance and Validity



Rigor

(Quality of data collection method)



Relevance

(Fit of measure(s) to the outcome)



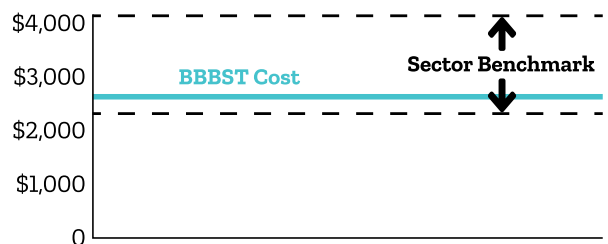
Validity

(Quality of instrument used)

Cost per Outcome**

\$2,649

The cost/Little served by the program that achieves a positive outcome.



(Benchmark: \$2,358 - \$3,944)



IMPACT GENOME
REGISTRY*

* Verified Impact: The Impact Genome Registry verifies the impact of social programs using impact standards that are built from evidence and continuously curated. It provides standardized metrics for the non-profit program based on self-reported data that is verified by the Registry, which serves as a repository for impact data on over 2.2 million global non-profits and social programs.

** The cost per beneficiary served by the program that achieves the primary outcome. This does not include the total cost of BBBST programming.



2024 BBBST DEVELOPMENTS

! Grow Group Based Programming

Under the ! AM Initiative, we have launched ! Grow. This program is tailored to the needs of 2SLGBTQIA+ youth, offering a brave space to explore identity, address barriers and envision a positive future. **We launched in Fall 2024 at Earl Haig Junior Public School and have engaged mentees in an interactive curriculum focusing on five themes:**

- Community Connectedness
- Skill Development
- Personal Agency and Visibility
- Queer Futurism
- Sense of Self



Programming in Community

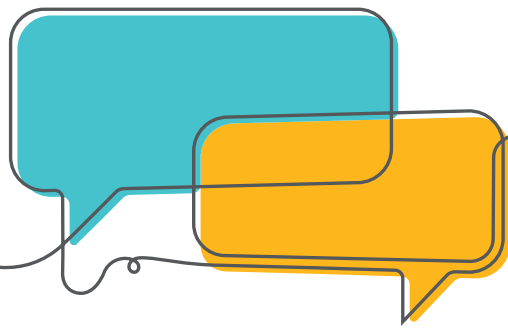
For the first time since 2019, we offered group-based programming outside of the TDSB. Through our partnership with the Waterfront Neighbourhood Centre (WNC), we adapted our current ! Belong and ! Impact Programming to be suitable for their youth. This resulted in an adapted 16 session co-ed curriculum that was integrated into their pre-existing camp structure for July and August. Additionally, we provided a Training for Impact workshop to their camp counsellors, teaching them about building Developmental Relationships.

Family Corner

We continue to strengthen our relationship with the incredible parent/guardians of our mentees. BBBST recently completed our Family Corner Engagement Survey to get a better understanding of the skill development requirements and informational resource needs of our parents and/or guardians at the agency. We had an overwhelming completion rate with almost 100 responses collected.

Some key findings showed that 83% of parents/guardians are interested in connecting with other caregivers at BBBST. Additionally, most would like information on mental health services, healthy eating habits and financial planning. Family Corner will mirror the format of our successful Mentors' Corner; providing a space for parents/guardians to connect with each other and share their experiences.





2024 COMMUNITY ENGAGEMENT

We participated in almost 60 community events, workshops, conferences, volunteer fairs, and networking opportunities.

With a strong focus on volunteer recruitment, partnership building, and increasing our community presence, these events allowed us to connect with families, potential mentors, and community partners, strengthening our vision of empowering young people through mentorship.

Recognizing the importance of culturally specific engagement, we prioritized events that reflect the diverse backgrounds of the children, youth and families we serve. **By tailoring our outreach to specific communities, we aimed to build trust, representation and meaningful connections.**



It helped me feel more confident going into the next grade because I was new at the school and it helped me make friends and build up my confidence. It also helped me because it gave me a safe comfortable space outside of my home and in my school.

MENTEE, GROUP-BASED PROGRAM



Community Events

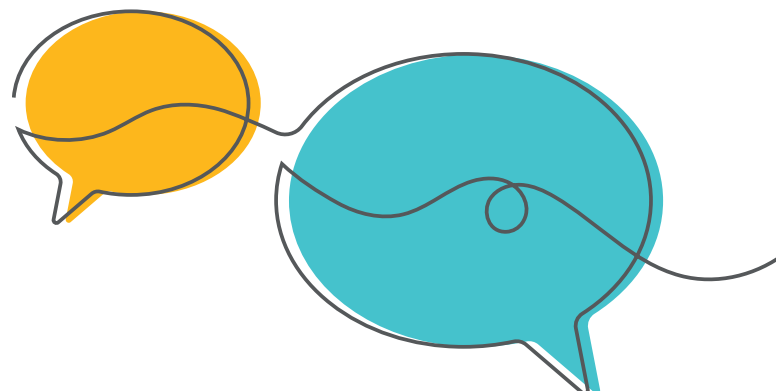
- BBBST Youth Voices Focus Group, Jane Finch Centre
- BBBST Youth Voices Focus Group, Rexdale Community Health Centre
- Love My Hub Day, The Scarborough Hub
- Raptors Black History Month Event, OVO Athletic Centre
- Youth Engagement & Empowerment Event, Wisdom Embassy Church
- International Day for the Elimination of Racial Discrimination, Urban Alliance on Race Relations
- Smile for Sache: Iftar Dinner, Smile for Sache
- Black Flourishing Conference, Toronto Metropolitan University
- Community Prayer Walk, City of Toronto/Toronto Police Services
- Inspired By Her, Beayoutiful Foundation
- Toronto Youth Cabinet Gala, Toronto Youth Cabinet
- Smile for Sache: Community Picnic, Smile for Sache
- Operation Black Vote Canada (OBVC), Networking Event
- Dalano Banton Summer Festival, Albion Neighbourhood Services
- Jane Finch Live 3v3 Tournament, Jane Finch Centre
- Therapeutic Conversation Series for Black Men, Black Daddies Club
- Sunday in The Park, Regent Park Social Development Plan
- Child Welfare Survivors Connects: Community Kickback, CWS
- Back To School BBQ, Taibu
- Afro-Carib Fest, Heritage Skills Development Centre
- Back to School Giveaway, Weston Frontlines
- Jane Finch Community Arts Festival, Flaunt It Movement
- Youth Anti-Racism Summit, Wisdom Embassy Church
- Black Minds Matter Conference 2024, Centennial College
- Umoja Robotics, York University
- Racial Justice Toronto Summit 2024, City Hall
- Community Conversation, Rexdale Community Hub

Recruitment Fairs

- DCC Live, Toronto Metropolitan University
- TMU Volunteer Fair, Toronto Metropolitan University
- Seeds of Change, The Storefront
- City of Toronto Event, City of Toronto
- Connection Fair, Skills for Change
- Community Service Fair, TDSB
- Immigrant Women in Business (IWB), Job Fair & Networking
- Networking Event for Artists & Organizations, Muse Arts Creative Lab
- Community BBQ/Safety Fair with TPS, Toronto Police
- Power Up, One Vision One Voice
- UTSC Get Experience Fair, University of Toronto
- Youth Day, Youth Day Global
- York University Volunteer Fair, York University
- Toronto Newcomer Day, City of Toronto
- Scarborough Hub Fest, Scarborough Hub
- Community Services Pop-up, CAMH
- Toronto Newcomer Day, Nathan Phillips Square

Corporate Bigs 101

- RBC Internal Audit Department
- CDW
- AudienceView
- Scotiabank: Benevity platform generated 41 interested employees with 90% in 1:1 Community based Mentoring Program



2024 BBBST STAFF TRAINING



Applying Knowledge, Building Connections

In 2023, our training emphasized the ability to unlearn and re-learn in areas such as Indigenous perspectives, Anti-Black Racism, and 2SLGBTQIA+ inclusion. In 2024, we moved beyond learning to action—deepening relationships and actively engaging with the communities we serve.

We continued our learning journey with another training session led by The 519, furthering our commitment to inclusivity. This year, we hosted an external consultant to deepen our understanding of Black and Indigenous experiences, reinforcing our dedication to equity. Additionally, we actively participated in community events, including Family Pride with Pride Toronto, the Eastview Pow Wow at Eastview Public School, and the 27th Annual Community Pow Wow with Native Child and Family Services of Toronto. We also hosted our own BBBST Black History Month event in partnership with A Different Booklist, celebrating Black culture and history.

These initiatives reflect our ongoing commitment to fostering meaningful, culturally responsive engagement to better serve the diverse youth in our programs.



During my time working at BBBST, I have found that some of the most challenging, most difficult moments have also been some of the most rewarding ...

If you want to make a real, positive difference in young people's lives through supportive mentorship, Big Brothers Big Sisters Toronto is an amazing place to work.

BBBST PLACEMENT STUDENT

Additional Staff Training in 2024:

- Webinar: Anxiety and OCD in Kids & Teens
- McLean Hospital ENCORE: Promoting Positive Mental Health in K-12 Students
- Fostering 2SLGBTQ+ Inclusive Environments at Work and Home
- Navigating trauma-informed embodiment practices with survivors and those supporting survivors of gender-based violence
- Colonialism and Survivance: Unique experiences of multigenerational violence and cultural strengths among Indigenous peoples in Canada
- Duty to Support: Supporting Families to Stay Together
- Enhancing Judicial Practice by Integrating Coercive Control
- Forced and Coerced Sterilization: The Ongoing Genocide of Indigenous People
- Summer Institute on Youth Mentoring
- Professional Development Training for Management
- Talking for Change: Documentary Screening and Dialogue on Child Sexual Assault Prevention



BBBST CHALLENGES



Economic Challenges Faced by Funders

Due to issues beyond BBBST's control, we lost two essential investments in our funding portfolio. Since this loss was experienced in the third quarter of 2024, the organization did not have time to mitigate the shortfall in 2024, and will work to recoup and diversify our investments in 2025.

Absence of Government Funding

BBBST has been a trusted leader in mentorship for over 100 years. Our evidence consistently shows that mentoring improves social-emotional outcomes for BBBST youth, reducing long-term costs related to homelessness, mental health, social assistance and other future interventions. **If the government increased investment, BBBST can expand its reach to more children and youth in Toronto, building stronger communities, and create social savings for Canadian taxpayers.**

Recruiting Individuals with Daytime Availability

Through our incredible partnership with TDSB, we can serve hundreds of children and youth each year through our One-to-One and Group-Based Programming. However, **we continue to struggle to find individuals with daytime availability** to meet the ever-present demand for our daytime programming.

Children's Mental Health Crisis

We continue to see first-hand the rise in mental health concerns present across Toronto. **70% of children and youth have reported a worsening of their mental health since the COVID-19 pandemic in 2020¹.** Children with no previous diagnoses are experiencing higher rates of depression, anxiety, irritability, and inattention post-pandemic². Mentees accessing our programming are facing more complex mental health needs than ever before. While we want every child to have access to a mentor, at times serious mental health concerns should be addressed prior to accessing mentorship. When this occurs, BBBST supports families through referrals and advocacy to ensure these needs are addressed prior to matching with a mentor.

Pre-Mature Closures

Throughout 2024, we saw a significant number of pre-mature match closures (33%) in our Community Based One-to-One Program. At the match closure interview, mentors and mentees or parent/guardians expressed a variety of reasons for the closure. **Most of the closures were initiated by the mentors on account of personal life changes on their end, while the remainder of the closures occurred as mentees lost interest in the match.**

¹ Cost, K.T., Crosbie, J., Anagnostou, E. et al. Mostly worse, occasionally better: impact of COVID-19 pandemic on the mental health of Canadian children and adolescents. *Eur Child Adolesc Psychiatry* (2021). <https://doi.org/10.1007/s00787-021-01744-3>

² Negative Impacts of Community-based Public Health Measures on Children, Adolescents and Families during the COVID-19 Pandemic: Update. *Public Health Ontario – Rapid Review* 2021. <https://www.publichealthontario.ca/-/media/documents/ncov/he/2021/01/rapid-review-neg-impacts-children-youth-families.pdf?la=en>

THANK YOU TO OUR SUPPORTERS

BBBST is proud to recognize our amazing partners who have committed multi-year investments that directly support our impactful programming. With their support, our organization has built resilience, expanded existing programs, and has developed new initiatives that meet emerging needs in our community. Thanks to their support, we can provide the youth of Toronto with quality and inclusive mentorship programming.

With this investment model, BBBST can research the impact of our early intervention over the course of several years, allowing us to identify key insights and improve our future program design. To all our partners, thank you for investing in the future of our youth!

Black Youth Mentoring Initiative

CIBC Foundation

2SLGTQIA+ Youth Mentoring Initiative

Langar Foundation

Resilient Communities Fund

Ontario Trillium Foundation

Indigenous Youth Mentoring Initiative

Calamor Fund at Toronto Foundation

Community-Based Mentoring & Rexdale Programming

Aubrey & Marla Dan Foundation

Serving Muslim Youth In Our Programs

Penny Appeal Canada

Northwest Toronto Cohort

Robert Kerr Foundation

Engaging Adults Aged 55+

Allan Slaight Foundation Children and Youth Involved in Child Welfare System. Partnership between Children's Aid Foundation of Canada and Big Brothers Big Sisters of Canada.

Little Sisters Cohort

Andra Takacs

Scarborough Cohort

Rossy Foundation

Community-Based & In-School Mentoring Program Support

United Way of Greater Toronto

Community Based Mentorship Cohort

Durland Learning Foundation

Dale Lastman Cohort

Multiple Individuals and Institutions





STRENGTHENED PROGRAMS, GREATER IMPACT

Pumped for Post-Secondary Programs Scotiabank

Our valuable partners at Scotiabank, through their ScotiaRISE Program, have committed \$535,000 over three years to maintain our programming in post-secondary schools in Toronto; also helping other BBBS agencies adopt post-secondary readiness mentoring programs in their communities across the country. The aim of this grant is to support BBBST's Pumped for Post-Secondary Program both here in Toronto and to help launch additional sites at locations throughout the country. This investment will aim to share this program methodology with all Big Brothers Big Sisters agencies across Canada by the end of Year Three.

School-Based Program Expansion Rossy Foundation

This incredible investment of \$1,200,000 over the next five years focuses on BBBST's One-to-One and Group-Based Programs operating in schools across Toronto. Investment in these programs not only helps to address current funding gaps, but will build long-term sustainability through hiring staff, expanding into new schools and developing new volunteer recruitment tools to ensure that these programs reach as many youth as possible. We are truly grateful for the ongoing support of the Rossy Foundation.

Youth ACEs Cohort Aubrey & Marla Dan Foundation

This \$300,000 investment will create a cohort of 30 youth from across Toronto who will be supported by the Aubrey & Marla Dan Foundation over the next three years. This cohort will be made up of youth who have faced three or more Adverse Childhood Experiences (ACEs - traumatic events that occur in childhood). These youth will participate in the community-based one-to-one mentoring program over the course of three years. BBBST, through our comprehensive evidence and impact framework, will be able to track the progress made by these youth over the course of their time spent in the program.



VOLUNTEER DEDICATIONS

Mentors' Corner

Mentors' Corner continues to be a space for our amazing volunteers to learn and connect from one another with the guidance of our dedicated staff. **We hosted three sessions in 2024 discussing a variety of topics such as how to create connection with mentees** as they reach adolescence, activities that spark exploration during the colder months and how to support parents/guardians.

Outings in Community

A **BIG** thank you to our amazing mentors. Thank you for your incredible dedication, commitment and support to our mentees to help them reach their full potential!

Thank you to our donors for expanding our mentees' exposure to exciting experiences across Toronto!



I can celebrate the meaningful connections I've built with my mentees and the progress they've made toward their goals. I've seen them grow in confidence and take on challenges with resilience.

MENTOR, GROUP-BASED PROGRAM

2024 EVENTS



📌 Big Night Out (BNO) 2024

On June 13, **close to \$1M was raised** at BBBST's signature gala, Big Night Out (BNO). Over **500 guests attended** a sold-out event for an exciting evening of storytelling, food and fun! A huge thank you to the Honourary Chair, Tara George, the BNO Committee, our corporate sponsors, and corporations and individuals who contributed to the overall success of Big Night Out 2024.



Thank you to **Tara George**

Tara George was instrumental in leading and fundraising with the BNO Committee. Tara, a leader who has spent over 20 years working in the toy industry at Mattel, at her core, knew it was essential to carry the Play it Forward spirit from the office into the community where she lives, works and plays. BBBST is a cause that deeply resonates with her, as she empowers the next generation to explore the wonder of childhood and reach their full potential.

Tara led the committee raising approximately \$1M.



⬆ The Big Chill 2024

On March 2, over **270 supporters** attended The Big Chill! The winter festival included family-friendly activities like skating, an all you can eat buffet, games and more! Together, we raised funds for BBBST's impactful mentorship programs, all while having some indoor wintertime fun.



⬆ Holiday Toy Drive

During the holiday season each year, BBBST collects and distributes brand new toys to families of Littles facing financial need. Our agency turns our office into a festive and dignified shopping experience for parents/guardians. This past December, we were able to serve **over 220 families** and **470 children** and provide them with a brighter holiday season!

⬆ JAM Winter Party

On December 7 the JAM Winter Party was held at Playtime Bowl and Entertainment. Over **200 participants** were present, and a great time was had by Bigs and Littles with food and fun! Attendees enjoyed bowling, laser tag, arcade games and arts and crafts, plus so much more. A huge thank you to JAM Direct for hosting our Bigs and Littles at this exciting holiday event!

2024 AWARD WINNERS



Big Brother of the Year: Michael Sgabellone

With Mike, actions speak louder than words. For 2 years, him and his Little, Ibrahim, have been exploring activities, including chess and cooking. He really appreciates participating in activities together, and they completely trust each other with a two-way dialogue.

Knowing his Little, Ibrahim, is thriving, is his motivation to keep up with their relationship.



Big Sister of the Year: Hannah Watson Jackson

A confidant and someone to rely on, Hannah has been matched with Brigid for eight years. Together, they've grown throughout the journey, with Hannah supporting Brigid through the loss of her mother. During that crucial time, Hannah was there.

Hannah reinforces choice and has provided a new perspective in Brigid's life. Hannah is an inspiration and encouragement to Brigid.



Builder of the Year: Paul Henry

Paul Henry has had an immense impact on BBBST. Paul was a board member for over a decade and finished his time at BBBST as Board Chair. As a father of five, he realizes that children have different experiences, and not all experiences are similar.

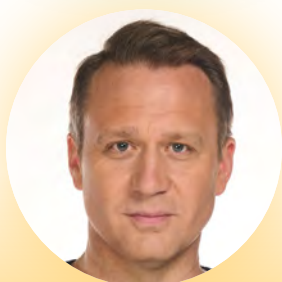
Seeking out change in the community and creating invaluable experiences for children takes courage and the feeling of support from him was instrumental in changing times for the organization.



Corporate Champion of the Year: Jam Direct

Experiences are so important for kids to see them thrive and JAM Direct has invested time, energy and funds to ensure the youth have experiences they wouldn't have otherwise. CEO, Sean Garvey has personal connections to mentorship as a previous Big Brother. Our special 11-year relationship's highlight is the annual JAM Winter Party for Bigs and Littles.

Creating life-changing opportunities for youth to participate is making the community a better place.



Alumni of the Year: David Common

David Common was a Little Brother, and grew up with a single mother, just like his Big Brother, Garfield. Garfield became a Big Brother to be a role model. David attributes his openness and some parts of his sense of humour to Garfield. This relationship has had a profound impact on both David and Garfield.

Relationships sometimes can be simple, yet the impact is always memorable.



IN SCHOOL PROGRAM (HIGHLIGHTS)

In School Mentoring

The In School Mentoring (ISM) Program is a one-to-one mentorship program that occurs during the school day at a partnering TDSB school. Children referred to this program may face a variety of barriers to educational and/or social emotional success. Mentees who participate in our ISM programming report a stronger connection to their school community, improved attendance, increased academic performance and higher educational attainment.

Amplified School Impact Program (ASIP)

Our ASIP program adopts the core tenets of our ISM program but focuses on providing support to higher needs schools. The program utilizes students of Social Work and Child and Youth Care to provide mentorship to students and become additional supports to the general school community. Placement students in this program support a maximum of 8 students in one-to-one mentorship relationships. Our ASIP program expanded in 2024! The number of schools we served increased from 14 to 17, and onboarded an additional four placement students.

! Impact BOYS MENTORING

! Impact Boys Mentoring is a group-based mentorship program designed to engage boys in Grades 6 through 8. The program works to tackle issues such as toxic masculinity, high violence in the city, and positive self-identity in young boys. Adult mentors facilitate discussions, activities, and sessions with the mentees to provide a safer space for participants to build life skills, confidence, and resilience.

! Belong GIRLS MENTORING

! Belong Girls Mentoring is a group-based mentorship program designed to engage girls through discussions and activities about healthy living, balanced eating, and feeling good about themselves. The program works to break down barriers and build positive identity in young girls.

! Thrive BLACK YOUTH MENTORING

We continued to offer both ! Thrive Black Youth Mentoring and ! Thrive Indigenous Youth Mentoring Programs at TDSB schools. After completing our first pilot years of the program, we gathered valuable feedback from key stakeholders including mentees, mentors, and school liaisons. This feedback allowed us to reflect on the strengths of the programs, identify areas of growth, and make improvements to the curriculum.

! Thrive INDIGENOUS YOUTH MENTORING



PFPS PUMPED FOR POST-SECONDARY

Pumped for Post Sec(ondary)! is a group-based post-secondary readiness program that aims to take the fear out of the unknown. Groups of high school mentees are mentored by trained and screened university/college students on a post-secondary campus. The program focuses on the developmental assets of School Engagement, Achievement Motivation, Participation in Youth Programs, Equality and Social Justice, Respect for Others, Responsibility, and Integrity.

All TDSB Partners:

- Don Valley Middle School
- J.B. Tyrrell Senior Public School
- Sir Ernest Macmillan Senior Public School
- Birchmount Park Collegiate Institute
- Harbord Collegiate Institute
- Jarvis Collegiate Institute
- Agincourt Collegiate Institute
- Victoria Village Public School
- Lawrence Park Collegiate Institute
- Northern Secondary School
- North Albion Collegiate Institute
- York Memorial Collegiate Institute
- McMurrich Junior Public School
- Chaminade College School
- Brebeuf College School
- Weston Collegiate Institute
- Eastview Public School
- Alvin Curling Public School
- Wexford Public School
- Wandering Spirit Public School
- Valley Park
- Alexander Muir/Gladstone Ave Junior and Senior Public School
- Elia Middle School
- Dr.Rita Cox – Kina Minagok Public School
- Nelson Mandela Park Public School
- Military Trail Public School
- Brookmill Blvd Junior Public School
- Highcastle Public School
- CD Farquharson Junior Public School
- Sir Alexander McKenzie Senior Public School
- George Webster Elementary School
- Sprucecourt Public School
- Faywood Arts-Based Curriculum School
- Hillcrest Community School
- King Edward Junior Senior Public School
- Rose Ave Junior Public School
- General Mercer Junior Public School
- Lambton Park Community School
- George Syme community school
- Chalkfarm Junior Public School
- Beverly Heights Senior Public School
- Stilecroft Public School
- Willow Park Junior Public School
- Regent Heights Public School
- Humber Summit Middle School
- Downsview Public School
- Forest Manor Public School
- Gosford Public School
- Woodbine Middle School
- Greenholme Junior Middle School
- Meadowvale Public School
- Africentric Alternative School

University Partners:

- University of Toronto Scarborough Campus
- Humber College
- George Brown College
- Toronto Metropolitan University
- York University

Scholarship Recipients:

Andra Takacs

- Kai Etwaroo
- Benjamin Yahyaabadi
- Luma-Lija Chihuichon (Alternative)
- Liam Buck (Alternative)

Edgepoint

- Emily Raniero
- Zahra Zareh (won a one-time gift of \$5k for 1st year)

Jam Direct - Leaders of Tomorrow

- Jasmine Sheikh-Deeb
- Fardean Heydary
- Henry Nguyen (\$2,500)
- Izabel Corpuz (\$2,500)

Solomon Scholarship

- Zahra Zarehv
- Emily Raniero



Students are not getting in trouble, going to the office less often, more focused on their studies, more organized, more open to discussions.

SCHOOL TEACHER

2024 FINANCIAL HIGHLIGHTS

Summarized Financial Information

SUMMARIZED STATEMENT OF OPERATIONS

Year Ended December 31, 2024

	2024	2023
Revenue	\$ 4,059,232	\$ 4,421,548
Expenditures	4,672,212	4,396,625
(Deficiency) excess of revenue over expenditures	\$ (612,980)*	\$ 24,923

SUMMARIZED STATEMENT OF FINANCIAL POSITION

As at December 31, 2024

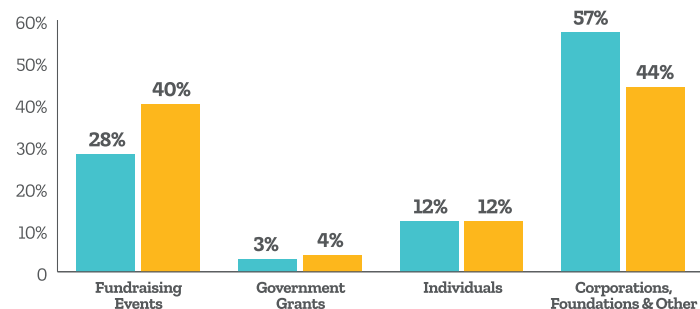
	2024	2023
Assets	\$ 1,965,888	\$ 2,501,765
Liabilities	1,053,920	976,817
Net Assets	\$ 911,968	\$ 1,524,948



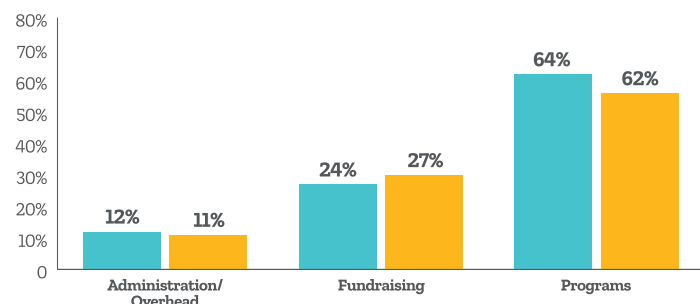
2024 Financial Highlights

In 2024 our revenue increased by 19% compared to 2023. Contributing to this increase was the success of our fundraising events and the continued success of our grant writing team in securing restricted funding for programs. Expenses increased by 18% primarily due to increase in payroll to support continued growth in program supports.

Revenue	2024	2023
Fundraising Events	28%	40%
Government Grants	3%	4%
Individuals	12%	12%
Corporations, Foundations & Other	57%	44%
	100%	100%



Expenses	2024	2023
Administration/Overhead	12%	11%
Fundraising	24%	27%
Programs	64%	62%
	100%	100%

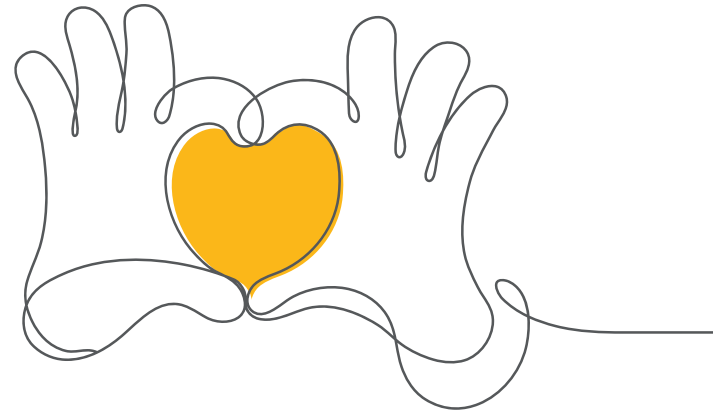


*For more details on the deficiency of revenue impacting our 2024 financial position, see page 12.

2024 DONORS

President's Circle (\$100,000+)

Aubrey & Marla Dan Foundation
 Big Brothers Big Sisters of Canada
 Calamor Fund at Toronto Foundation
 Children's Aid Foundation of Canada
 Penny Appeal Canada
 Rossy Foundation
 Scotiabank - Head Office
 Stephen & Jenifer McDonald
 United Way Greater Toronto



This experience holds
 a special place in my heart.

MENTOR, SITE-BASED 1:1 PROGRAM

\$50,000-\$99,999

Andra Takacs & Bryan Davies
 CIBC
 Durland Learning Foundation
 Langar Foundation
 Nick Eaves
 Nicole Frew
 Paul Henry &
 Jenny Ferguson Henry
 Robert Kerr Foundation
 The True Patriot Love Foundation
 Toronto Foundation

TD Securities Underwriting
 Hope Fund
 The Bickle-Wilder Foundation
 The Catherine and Maxwell
 Meighen Foundation
 The Krstajic Foundation
 The Slight Family Foundation
 The Southbeach Foundation

\$10,000-\$24,999

Agnico Eagle Mines Limited
 Alvarez & Marsal Canada
 Aon
 Ayles Electric Inc
 Benevity
 BFL CANADA Risk
 and Insurance Services Inc
 Birch Hill Equity Partners
 Boston Consulting Group
 Canada ULC
 Brattys LLP
 Brisbin Brook Beynon Architects
 CAA Sports Canada, ULC
 Carpedia International Ltd
 Central Graphics and
 Container Group
 Dare Foods Limited
 Davies Ward Phillips &
 Vineberg LLP
 Deloitte - Management Services
 Dev Srinivasan
 Dream Asset Management Corp.
 Elizabeth Breen

Fred Darvish
 Global Imaging
 Goodmans LLP
 Gore Mutual Insurance
 Company Foundation
 Gowling WLG (Canada) LLP
 Gregory Mason Family Foundation
 Grey Birch Foundation
 GTA House Buyers
 Harjit Shoon
 Haywood Securities
 Hines
 Home Equity Bank
 John and Cathy Boynton
 John-Aime Tsun Magan
 Katy M. Pitch
 Professional Corporation
 Lisa Boulanger & Phil Sager
 Maple Leafs Sports
 & Entertainment Ltd.
 McCarthy Tetrault LLP
 MH3 Collective
 Mike McGuin
 Mortgage Company of Canada
 Osler, Hoskin & Harcourt LLP
 Oxford Properties Group
 PCL Constructors Canada Inc.
 Peloton Capital Management
 Peter Enns
 Platform Insurance
 Management Inc.
 Rochon Building Corp

Sharon Kim & Jason Jarrett
 Starlight Group Property
 Holdings Inc.
 Sunwing
 Susan & Dean McCann Foundation
 TD Securities
 The T1 Agency
 Torsy LLP
 Tricon Residential
 Trisura Guarantee
 Insurance Company
 YM Inc.

\$25,000-\$49,999

Big Brothers Big Sisters of Ontario
 BMO Capital Markets
 Cadillac Fairview
 Corporation Limited
 CDW
 Eight Capital
 Ernst & Young LLP
 JAM Direct
 Sue & Jay Wright Family
 KingSett Capital Inc.
 Larry and Judy Tanenbaum
 Family Foundation
 Mattel Canada Inc.
 Moez & Marissa Kassam
 Foundation
 Ron Black
 Roy Foss Motors Ltd.
 Royal Bank of Canada

\$1,000-\$9,999

Allysa Pappas
 Andrew McFarlane
 Arthur Renaud
 Aviva Canada
 Axis Specialty Canada Services
 Beizhen Lei
 Bonnie Brooks
 Brittany McKenzie
 Brookfield Partners Foundation
 Brookvalley Project
 Management Inc.
 Bryan McWatt
 Business Systems Inc
 Cachet Homes
 Carlyle Coutinho
 Catherine Mass
 Celia Rhea
 Centrade Inc.

CONTINUED FROM PREVIOUS PAGE

CentreCourt Developments Inc.	Harlo Manager Inc.	Lax O'Sullivan Lisus Gottlieb LLP	Robert & Jeanette Wright
Claire Cornwall	Hazelview Investments	Leader Plumbing & Heating Inc.	Robert MacFarlane
Community Counts Foundation	HSO Enterprise Solutions Inc.	Leanne Nicolle & James Gardner	Rod & Lydia Phillips
Cynthia Devine	Improving Toronto Inc.	Leighton Anthony	Roger Vilan
Daniel Gibson	Index Exchange Inc.	Lisa Francks	Royale LePage Signature Realty
Daniels Financial Corporation	Intact Insurance	Mark & Lisa Ayles	Ryan Hughes
David Clark	Isaac Langleben	Mark Harrison	Samuel Petras
David Daniel Conklin Professional Corporation	Islay McGlynn	Marlene Ursabia	Scott Coates
David J Matlow Professional Corporation	Jack Glazier	Meghan Rolfe	Shannon MacGillivray
Della Shore Investments Ltd.	James Gardner & Leanne Nicolle	Metcalf Foundation	Shuttleworth Family Fund at the Toronto Foundation
Democrat Homes Ltd.	James Lindala Family Foundation	Michael Sgabellone	Sompo International
Doug McIntosh	Jane Shaw	Mintz LLP	Sphere Manufacturing
Dr. Michael Clarfield	Jeffrey Barber	Moses & Temara Tobe Foundation Inc	The Chesterfield Shop Ltd.
Emeka Ubani	Jeffrey Horbal	Mr. Harry A. Goldgut	The Harry E. Foster Foundation
Estate of Jirina Suboda	John Watson	NFP	The Mariano Elia Foundation
FIRST Insurance Funding of Canada	Jonathan A. Ridge	North American Property Group	The Norman & Margaret Jewison Charitable Foundation
Gary & Maxie Bluestein Charitable Foundation	Jordan & Faith Banks	Northbridge General Insurance Corp	The Peter Gilgan Charitable Foundation
GiftPact Foundation	Julianne Adam	Onbelay Automotive Inc.	Travelers Insurance Company of Canada
Glenn Farber	K&G Oakburn Apartments	Othership	Tru Star
Grant Thornton LLP	Kathryn Lamothe	Owens Wright Management Associates	Varun Kumar
Graywood Developments Limited Partnership	KD Infrastructure LP	Peter Block	XO2 Residences Inc.
Greg McDonald	Kelly MacDonald	PricewaterhouseCoopers LLP	
Greg Piasetzki	Kelly Skinner	RAISE Underwriting	
Grovieware Technologies Inc.	Kharthick Kathiresan	Ram Amarnath	
	Kingsdale Partners LP	Randy Josephs	
	Lanterra Management Ltd.	RioCan REIT	
	Lawrie & Debby Kaplan		

Gifts in Kind

Agnico Eagle Mines Limited	David Elliott	Mastermind Toys	Tangerine
Allied Global Marketing	Dean McCann	Michael Sgabellone	Tennis Canada
Art in Motion Auto Care	Deerhurst Resort	Mintz LLP	The National Ballet of Canada
Art of Time Ensemble	Eagles Nest	MLSE Foundation	The Ontario Council of Hospital Unions Area 3
Ayles Electric Inc	Fairmont Royal York	Park Street Education	The Shoebox Project for Women
Bartley Skills Development	Ford Motor Company of Canada	Peak Associates Limited	The Toronto Police Services
Best Buy Canada Ltd.	Friday Harbour	Rogers Communications Canada Inc	The Walt Disney Company Canada
Camp Engies	GFK Toronto	Rogers Sports & Media	Toronto Concert Orchestra
Canadian National Exhibition	Hot Docs Canadian International Documentary Festival	Ron and Wendy Dimock	Toronto Police Association
Canadian Stage	JAM Direct	Ronald Gauthier	Toronto Symphony Orchestra
Canadian Tire Corporation	Kids Up Front	Roots Canada Ltd.	Touchwood PR
Cineplex Entertainment	LEGO Canada Inc.	Roy Foss Motors Ltd.	WestJet
ComKids Foundation	Maple Leafs Sports & Entertainment Ltd.	Spin Master	
CV Starr Insurance		Sunwing	
Darin Speight			



**Big Brothers
Big Sisters**
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