

A. GETTING STARTED

1. Are you? ☐ New Applicant ☒ Returning Applicant
2. Select the kind of Community Grant you are applying for: ☐ General Grant (Operating) ☒ General Grant (Programming)
☐ Recreational Sport Grant ☐ Fee Waiver
3. Amount you are requesting: \$5,000.00 ☐ In-Kind (check if applicable)
4. Total cost of the project/event/program etc.: \$1,020,510.00
5. If you are a returning applicant and are requesting an increase over your last year grant amount awarded, please provide a rationale for the increase.

We are requesting the same funding as last year.

6. If you are applying for a General Operating Grant, please describe how this grant will be used to offset costs incurred to operate the organization.

N/A

B. GETTING TO KNOW YOU

1. Applicant Type:

☐ Local Registered Non-Profit Society

Society No: _____

Date of Incorporation: _____

☒ Registered Charity Charitable No: 11880 9409 RR 0001

☐ National/International Non-profit operating locally

Society No: _____

Date of Incorporation: _____

☐ Sport or Recreation Organization

☐ Other Specify: _____

2. Organization Name: Big Sisters of BC Lower Mainland

3. Organization Street Address: 34 East 12th St., Vancouver, BC V5T 2GS

4. Website (if applicable): bigsisisters.bc.ca

5. Grant Application Main Contact Person:

Name: Molly Loudon

Phone: [REDACTED]

Email: mloudon@bigsisisters.bc.ca

6. Alternative Contact person:

Name: Mila Ghorayeb

Phone: [REDACTED]

Email: mghorayeb@bigsisisters.bc.ca

C. THE PROJECT/EVENT/PROGRAM*

1. Name of the Project/Event/Program: Big Sisters Mentoring

2. Project/Event/Program Location (physical street address or event location):

Throughout the Lower Mainland. Burnaby is the second largest city we serve.

3. Project/Event/Program Start Date: January 1, 2020 (Ongoing)

4. Project/Event/Program End Date: December 31, 2020 (Ongoing)

D. PURPOSE OR BENEFIT*

1. Describe the purpose or goal of the project/event/program.

Big Sisters of B.C. Lower Mainland provides supportive adult mentors to kids who need someone the most in order to help at risk youth ignite their full potential.

2. Describe the project/event/program, and the activities.

The Big Sisters program is a one-to-one mentorship that has a profound impact on Little Sisters (ages 7-17). Through regular outings (once a week for 2 to 4 hours for a minimum of one year), a relationship develops between the mentor and the Little Sister that is built on trust and common interests, and is supported by our experienced caseworkers. The result is a life-changing experience for both the volunteer mentor and Little Sister.

Right now, we are trying to ensure that our mentoring services run during a time of economic precarity. During this uncertain time of COVID-19, Big Sisters Mentoring is an essential mental health oriented program that alleviates the burdens of isolation and mental illness in at-risk youth. The youth we serve need this program more than ever, and our caseworkers are working hard to support and monitor each match.

The program is still operating as usual; we are assisting Big and Little Sister matches by helping them communicate through technology, and are leveraging our partnerships to provide handsets and low-cost internet to youth from low-income families to do so. Additionally, we are coordinating activities that Little Sisters can partake in from home, such as coordinating a virtual book club and pen pal project for them. We have provided Child Safety Training to mentoring matches so that their use of technology and online messaging services are safe and well-informed.

3. Describe how this project/event/program will benefit residents of Burnaby (who will benefit). How many Burnaby residents will be involved with or benefit from the project?

Big Sisters Mentoring is an essential mental health oriented program that alleviates the burdens of isolation and mental illness in at-risk youth. The program provides a caring mentor to at-risk youth aged 7-17, and helps the pair develop a stable and trustworthy relationship. It is continuing during this time as youth need it more than ever, and our caseworkers are working hard to support and monitor each match.

This is an evidence-based solution. According to the Middle Years Developmental Instrument research performed through UBC, severe depression in youth is on the rise, and many do not – or cannot, due to financial constraints – receive adequate mental health treatment.

Further, a study by Harvard University notes that the key factor in overcoming adversity is having a stable, committed relationship with a supportive adult.

Put these together, and we see how mentoring is a proven, preventative strategy: it is no wonder that we observe so many improvements in the mental health of our Little Sisters during their time in our programs. As New York University recently found, participation in mentoring programs are correlated with “robust” improvements in mental health. Further, the Trevor Project found that “LGBTQ youth who report having at least one accepting adult were 40% less likely to report a suicide attempt in the past year.”

Kids right now are anxious, with essential community resources being over-flowed. When they lack parental support as well, their Big Sister is often the only stable adult in a Little Sister's life. That's why we continue to dedicate our resources to training volunteers, monitoring existing matches, and maintain stability amidst uncertainty.

Approximately 30 Little Sisters and 30 Big Sisters will benefit from operating our program in Burnaby.

4. Describe how the project/event/program aligns with one or more of the following ([Official Community Plan](#), [Social Sustainability Strategy](#), [Economic Development Strategy](#), [Environmental Sustainability Strategy](#)):

Research shows that mentoring has a powerful impact on the lives of at-risk youth. It is proven that girls who have a positive mentor are less likely to engage in destructive behaviour such as bullying, fighting, binge drinking, drug use or dropping out of school. We know that 96 percent of adults who had a mentor as a child say they are happy and 92 percent feel confident. They also have a higher likelihood to:

- make good life choices,
- pursue a healthy lifestyle,
- be a senior leader at work, and
- have a strong network of family and friends.

Mentoring is also an economic investment in the community. Surveys conducted by program staff and external studies conducted by the Boston Consulting Group, Big Brothers Big Sisters, the University of British Columbia, and the Centre for Addiction and Mental Health reveal that for every dollar spent on mentoring programs, \$18 is returned to society and up to \$23 in the most vulnerable communities. This is the power of mentorship: it raises a society of caring and upstanding citizens, where no one is isolated, neglected, or left behind.

5. Identify your community partners or stakeholders – you may also include letters of support for your project/event/program from these groups as part of the application.

We partner with Family Services of Greater Vancouver, Vancouver Aboriginal Child & Family Services Society, and the Burnaby School District. We receive referrals from these organizations.

6. If the amount requested from the City of Burnaby is not fully granted, what would you do to make up the difference and/or how would you proceed differently?

Throughout 2020, Big Sisters BCLM will continue to embed its long-term fundraising strategy to enhance financial sustainability. We anticipate being able to guarantee a significant percentage of mentoring program expenses thanks to revenue generated from our five annual fundraising events; family, private, and corporate giving foundations; Gaming; the United Way; individual donations; and municipalities.

E. EVENT OUTCOMES*

1. How will you know if your project/event/program reached its goals? (for example, a goal of engaging youth in environmental activities might include reaching a set target of youth participants)

1. Number of youth served: we use statistical analysis and measure monthly, quarterly, and annually the number of volunteers and girls served in the program.
2. Match length: the minimum length of a match is 1 year, but most last far beyond that. Average match lengths help us analyze the efficacy of the program.
3. Impact: we survey and receive feedback from Little Sisters, their parents, and volunteers to assess the strengths and weaknesses of program delivery. We measure how the program has impacted Little Sisters' mental health, self-confidence, and motivation and take any other relevant factors into consideration.

2. What data and feedback do you collect from your audience/participants? How do you evaluate your programs and services?

We collect both qualitative and quantitative data as described above.

Applicants for **Recreational Sport Grants** are not required to complete sections **F**, and **H** (marked by two asterisks **).

F. LONG TERM VIABILITY**

ATTENTION: The grant program is intended to support new organizations and encourage organizational self-sufficiency, while creating a framework of financial sustainability rather than using City resources as an indefinite funding source. It is requested that your organization develop a diverse funding income base and seek alternative methods for self-sufficiency to ensure your organization's long-term operational sustainability.

1. What are your sources of revenue? What percentage of total revenue do they each represent?

<u>Source of Revenue</u>	<u>% of Total Revenue Previous Year</u>	<u>% of Total Revenue Current Year</u>
Earned Revenue (All ticket sales, registration fees, memberships, etc...)	2.2	2
Grants (All federal, provincial, municipal, foundation and gaming grants)	39.2	49.8
Donations and Sponsorships (Cash)	46.3	38.9
Donations and Sponsorships (In-kind)		
All donations (cash/in-kind) provided by the City of Burnaby	0.5	0.5

2. What other sources of funding are you currently pursuing? Does the organization have a plan for diversification and increase of revenue over the longer term? If yes, please provide a copy of the plan or describe the primary objectives and strategies.

We are attempting to diversify our revenue stream, and continue to seek funding from corporate and municipal donors, as well as BC Gaming.

3. Please identify the cash value (\$) of all City of Burnaby contributions your organization/program/event has received from the City of Burnaby over the past three (3) years. Additionally, please indicate any other City of Burnaby grant opportunities you will be pursuing in the current year. Failure to identify City of Burnaby contributions may affect your eligibility for grants in the present year and in the future.

	3 years ago	2 years ago	1 year ago	Current Year	
				Awarded	Requested
Grant - Cash	\$5000.00	\$5000.00	\$5000.00		\$5000.00
Grant - In-kind					
Permissive Tax Exemption					
Lease Grant					
Other					

4. Describe the top 3 goals for the organization in the current year.

Goal 1:

Reduce our waitlist

Description:

In a time where kids are more vulnerable than ever, we want to make sure matches are made as soon as possible and that vulnerable youth do not have to wait too long for a Big Sister.

Goal 2:

Make sure we have infrastructure and capacity to support matches virtually

Description:

Due to COVID-19 social distancing protocols, matches have moved to virtual platforms. We are providing low-income Little Sisters with technology they need to stay connected and working on other partnerships that may help us build up our capacity to support Big and Little Sisters during this time.

Goal 3:

Diversify and strengthen funding

Description:

Almost half of our revenue comes from events; two of which were cancelled due to COVID-19. As such, we have the goal of strengthening our donor base and seeking alternate fundraising methods.

5. Please complete the following:

	Previous Year	Current Year
Number of volunteers (including Board)	709	751
Volunteer hours per year	52,400	47,362
Number of voting members	560	490

6. How does your organization work to ensure that programs and services are accessible and inclusive for anyone who has an interest regardless of age, ability, orientation, ethnic/cultural background, socio-economic status? Please share examples and success stories of inclusivity and diversity within your organization and programming. (750 Characters Max)

We are committed to providing safe, inclusive environments for all LGBTQA2S individuals. We are aware of the challenges marginalized youth face that are specific to their identity, and have undergone staff training about gender and sexuality, as well as Indigenous issues in Canada, to better understand the hardships faced by our socially marginalized Littles. We hope to continue this training in the future by doing additional workshops with groups like the Raven Institute, who have provided us with crucial education on the issues Indigenous youth face in Canada. We have also transitioned to using more gender-inclusive language, as some of our Littles are undergoing gender transitions and do not identify as female.

G. INSURANCE AND ACKNOWLEDGEMENT

1. Does your organization have general liability insurance? ☒ Yes ☐ No

2. If yes, what coverage?

5 million general liability coverage.

3. If awarded a grant, how will your organization acknowledge the contribution from the City of Burnaby?
(maximum 500 characters)

A \$5,000 gift to the Big Sisters Mentoring Program offers the following recognition:

- Press release sent to Business in Vancouver "Hats Off" column
- Social media posts announcing donation
- Organization logo with link on the Big Sisters program webpage
- Organization listed in annual report

H. OPERATING BUDGET FOR ORGANIZATION or PROJECT/EVENT/PROGRAM**

Please identify if you are providing information for the entire organization or a specific project/event/program	<input type="radio"/> Organization <input checked="" type="radio"/> Project/Event/Program
For the Fiscal Year:	2020
Month Fiscal Year Begins:	January

REVENUES	Prior Year Actual	Current Year Budget	Current Year Confirmed? Y/N	Brief Descriptions/ Comments (type of grant and funding period)
Federal Government (Specify)				
1.				
2.				
3.				
Provincial Government (Specify)				
1. BC Community Gaming Grant	150000	150000	Y	January - December 2020
2.				
3				
Local Government (Specify)				
1. Municipal Grants	65822	70750	N	January - December 2020
2.				
3.				
Sponsorships (Specify)				
1. Included in fundraising below				
2.				
3.				
Earned Revenue				
1. Service Contracts	20524	20524	Y	January - December 2020
2.				
3.				
Fundraising (Net Revenue)	370440	304053	N	January - December 2020
Individual Donations	130037	159750	N	January - December 2020
In Kind Sources				
Investment Income	11682	11000	Y	January - December 2020
Other Sources (Specify)				
1. United Way Grant	22162	4433	Y	January December 2020
2. Foundation Grants	129212	282850	N	January - December 2020
3.				
Total Revenue	899879	1003360		

Expenditures	Prior Year Actual	Current Year Budget	Brief Descriptions/ Comments (type of grant and funding period)
Total Compensation Expense	97106	110147	
Office Supplies & Expenses	21742	21250	
Program & Event Supplies			
Advertising & Promotion	3949	2300	
Travel & Vehicles Expenses	56381	65893	Includes caseworkers' travel time
Interest and Bank Charges			
Licences, Memberships, & Dues			
Occupancy Costs	1771	2000	
Professional & Consulting Fees			
Capital Purchases & Improvements			
Amortization of Capitalized Assets			
Donation, Grants, & Scholarship Expense as part of Charitable Activities			
Education and Training for Staff & Volunteers	23832	28455	Includes caseworker's time for volunteer and child safety training
City Services Expenses (Specify)			
1.			
2.			
3.			
Other Expenses (Specify)			
1. Program Expenses	670174	773315	Direct Match Support, Program Admin, Volunteer Recruitment
2.			
3.			
4.			
5.			
Total Expenditures	874955	1003360	
CURRENT SURPLUS (DEFICIT)	-874955	-1003360	Should be \$24,924 for prior year actual & \$0 for current year budget