



#StartSomething

**2015**

**ANNUAL REPORT**



**Big Sisters**  
of BC Lower Mainland



"We believe in the value and values of mentoring."

# BIG SISTERS OF BC LOWER MAINLAND

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Charitable Registration Number  
11880 9409 RR 0001

## 2015 Board of Directors

Morna Creedon Sileika, Co-Chair  
Susan Tomaine, Co-Chair  
Amir Moghadasi, Treasurer  
Shelley Parker, Secretary  
Martina Lee  
Deanna Louie  
Jennifer MacKenzie  
Wesley Marstaller  
Rebecca Rennison  
Danielle Veldhuis  
Katie White  
Sandra Wear  
Shauna Wilton

## 2015 Honourary Advisory Board

Susan Mendelson, Chair	Marguerite Ford	Carmen S. Thériault
Janet Austin	Kay Gray	Sheila Tucker
Joanne Brown	Margot Jagger	Denise Turner
Charmaine Crooks	Sarah McNeill	Linda Parsons
Gayla DeHart	Tracey McVicar	Michelle Rupp
Ed des Roches	Renate Mueller	Patricia Shields
Jill Diamond	Shannon Newman-Bennett	Ron Stern
Lisa Ethans	Katie O'Brien	

## HONOURARY ADVISORY BOARD ALUMNI

Catherine Boivie \* Barbara Constantine \* Shelley Ferris \* Gail Hulnick \* Leslie Lee \* Margaret J. Livingstone  
\* Darlene Marzari \* Marion McAdam \* Ann Mortifee \* Beverly Nann \* Marina Pratchett \*  
The Honourable Patricia Proudfoot \* Suki Takagi \* Anna Terrana \* Roz Wishinski

Big Sisters' programming is generously supported by:





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This report was prepared by a 3rd year graphic design student from Emily Carr University. Funding provided by Canada Summer Jobs program.



## Our Vision

Every child in the B.C. Lower Mainland who needs a mentor, has a mentor.

## Our Mission

Big Sisters is committed to enhancing the confidence, self-esteem and well-being of girls through supportive relationships with female mentors.



BSBCLM STAFF: (L-R) LISA ROSALES, MARLEY STEVENS, CHRISTIANN MUNRO, FLEUR COOPER, MARGARET AKULIA, ANDRÉE LALONDE, CATHY NIDOSKI, MEAGAN SMITH, CASSANDRA MULHERN, EMILY GORDON, IVY CHIANG, ANGIE DUBÉ, JENNY LIU, KRISTIN KOTZE, BRENDA GERSHKOVITCH, VANESSA GALE

## Message from our Executive Director and Board Co-Chairs

Preparing the 2015 annual report has allowed us to reflect on the stories and successes of our matches in 2015. We are moved by the incredible contribution made by our devoted volunteers. Our organization measures itself in large part by the number of at-risk children and youth we serve. Each positive impact is a win, and this year the winning was up — way up! In 2015 we served more girls than ever before – 819 girls accessed our mentorship programs. But the numbers don't tell the whole story. Quality of service is an important factor and even in a year with significant changes, surveys indicate that quality did not falter.

Hats off to our incredible program volunteers and their awesome support volunteers – like our activities committee – our unsung heroes in the work we do to support lower mainland girls to be their most inspired selves. We commend you and recognize your tireless devotion to creating opportunity for these young people who mean so much to our communities and our future. Another group of volunteers that deserves sincere thanks is our committed Board of Directors and our Honorary Advisory Board. In 2015 these people gave generously of their time, expertise and resources, guiding our agency toward building a future where we can serve more children and increase our impact in our communities. Well done all.

2015 saw us bring in a new Executive Director, Brenda Bailey Gershkovitch. Brenda joined us after 12 years in the tech sector, with 15 years in not for profit management and service delivery prior. "I was looking to join an organization that is consistent with my values, has a strong Board of Directors, and is devoted to evidence based life altering programming for children. Big Sisters feels like a perfect fit and my skills and experience position me to ensure success for the organization in the future."

With respect and appreciation,

Brenda Gershkovitch, Executive Director  
Morna Creedon Sileika, Board Co-Chair 2015  
Susan Tomaine, Board Co-Chair 2015

What if girls in the Lower Mainland took a step on the right path, right now? #WhatIf



# The Mentoring Effect

Changing the course of young lives changes the future of communities. By every measure, Big Sisters returns positive results in the mental health, employment and civic engagements of the recipients of our mentoring programs.



Parent/Guardian Support+Big & Little in Successful Match + Program Staff Support

## LIFE: MENTORING RECIPIENTS THRIVE



80% pursue healthy lifestyles



92% feel confident, 96% say they're happy



98% believe they make good life choices



81% report financial literacy

## WORK: MENTORING RECIPIENTS SUCCEED



17% more likely to be employed



13% higher earnings, \$315,000 higher lifetime income



63% have post-secondary education



47% hold senior leadership positions

## COMMUNITY: MENTORING RECIPIENTS GIVE BACK



50% more likely to volunteer



87% have strong social networks



13% more likely to donate to charity,  
20% more money donated



30% more time volunteering

## Social return on investment

Increased taxes & spending from higher income

+

Increased volunteering & donations

=

# 18:1

\$1 invested in mentoring by Big Brothers Big Sisters returns \$18 to society\*

\*Among economically disadvantaged groups, \$1 invested in mentoring by Big Brothers Big Sisters returns \$23 to society

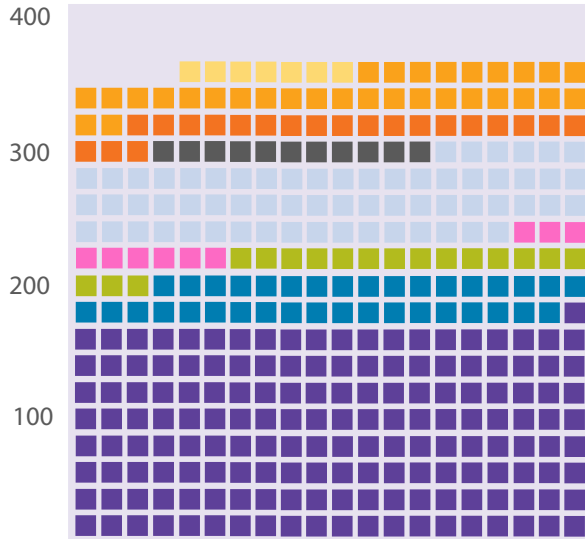
Social Return on Investment Study: To assess the economic benefits of our programs, Big Brothers and Big Sisters of Canada commissioned The Boston Consulting Group to undertake a multi-stage study that compares the outcomes of children who participated in the community 1-on-1 programs with those who did not.

# Our Matches

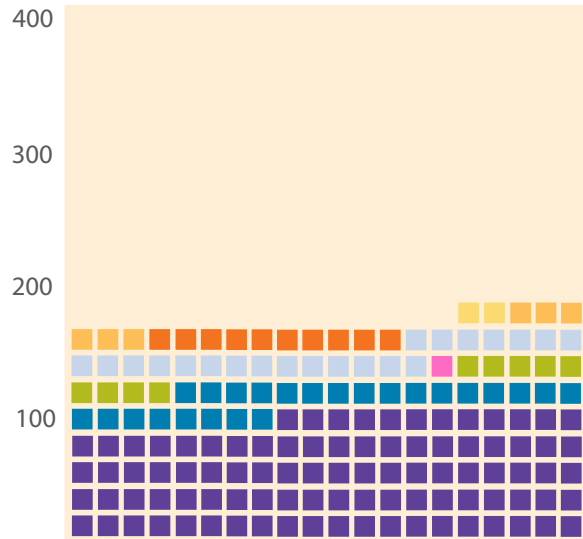
## Matches by Program

It takes all kinds of people and programming to help make BSBCLM successful. Our three mentoring programs support kids and youth, by design.

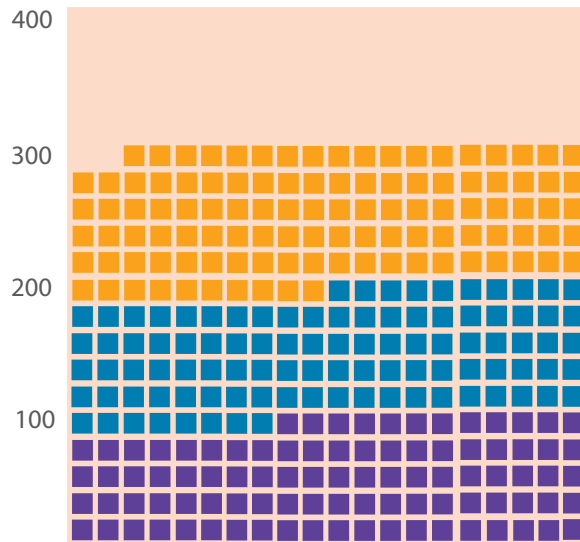
BIG SISTERS - 356



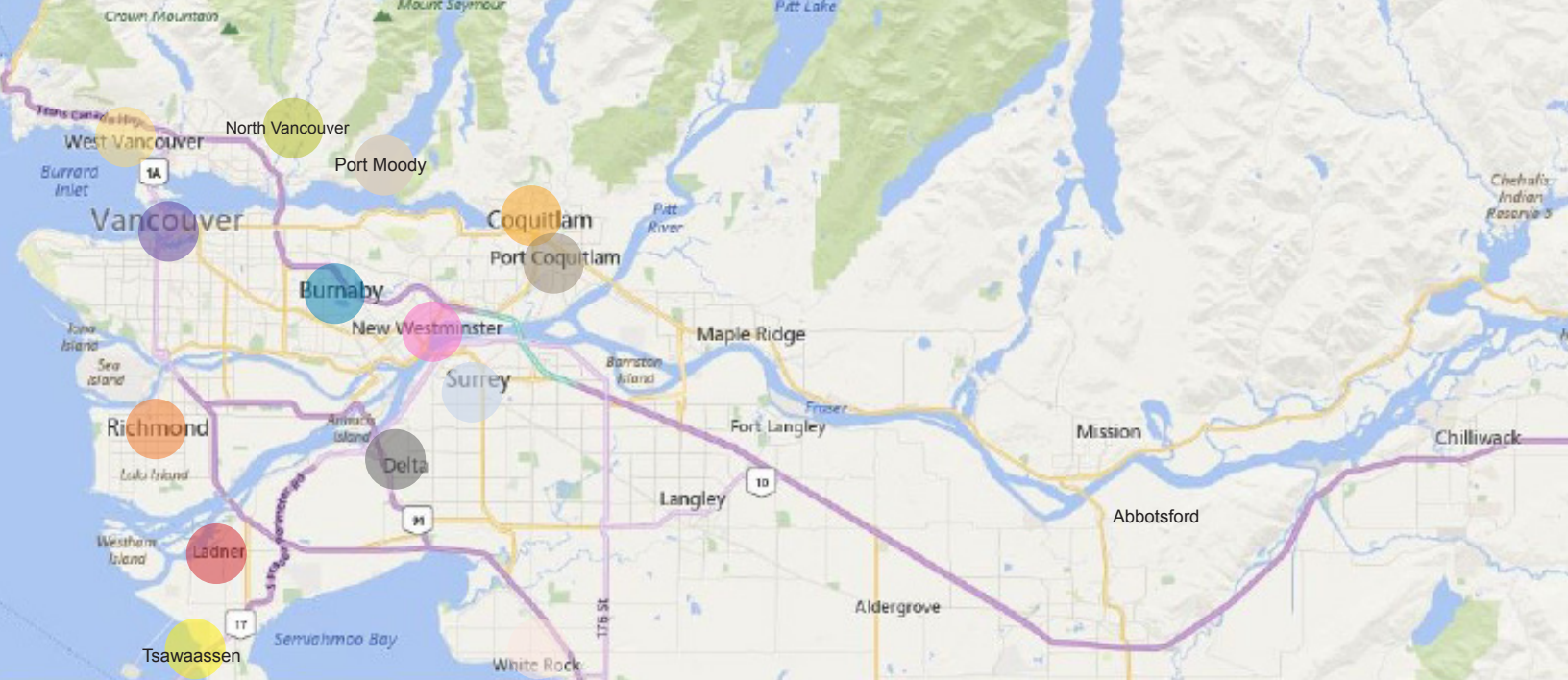
STUDY BUDDY - 165



GO GIRLS! - 298



- 1 matched child from Vancouver
- 1 matched child from Delta
- 1 matched child from Burnaby
- 1 matched child from Richmond
- 1 matched child from North Vancouver
- 1 matched child from Tri Cities
- 1 matched child from New Westminster
- 1 matched child from Other
- 1 matched child from Surrey



This graphic is for visual effect only. The regional boundaries are not implied by the coloured circles. Image credit: Google Maps

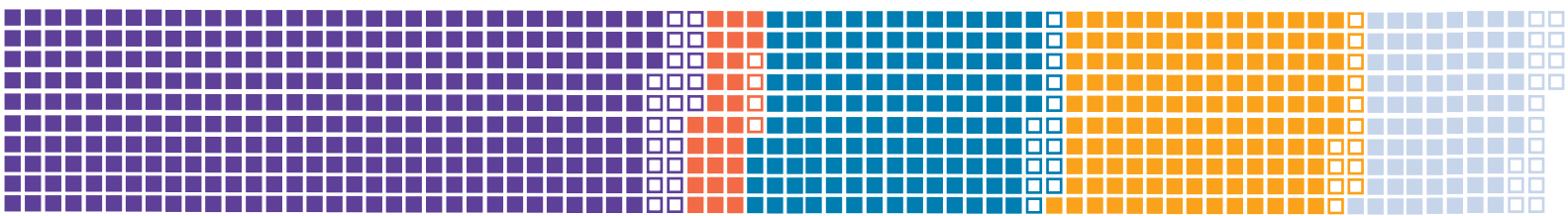
## Matches by Region

Big Sisters of BC Lower Mainland serves a far-reaching and diverse region that includes the cities and municipalities ranging from West Vancouver to Surrey. Today within that region, we serve 819 LITTLES, with 70 waiting for their BIG.

1 waitlisted child from Vancouver  
 1 waitlisted child from Richmond

1 waitlisted child from Burnaby  
 1 waitlisted child from Surrey/Delta

1 waitlisted child from Tri Cities



Someone she can count on. Life without Jane would be so boring! I look forward to seeing her every week. There are times when she is the only person I feel comfortable talking to. Having a Big Sister is like a place you go to get away and feel comfortable.

### Isla + Jane





# Our Programs

Big Sisters is the premier mentorship program serving girls in the Lower Mainland. We provide both 1:1 mentoring and group-based mentorship. Our highly skilled caseworkers train and provide support and oversight to caring volunteers, the “Bigs” who directly engage with the “Littles”. This time-tested method allows one caseworker to carry an average “caseload” of 55. This means she provides high quality support to 55 matches which consists of service to 55 girls, 55 families and 55 volunteers. Our Go Girls! Health Minds, Healthy Bodies program is facilitated by trained volunteers on a ratio of 1:5. Two volunteers run programs with 10 or fewer girls. Our caseworkers are a skilled crew with a variety of degrees including social work, child counselling, child and youth care, criminology, psychology and public health.

## Big Sisters Mentoring: BIGs + LITTLEs

GUIDANCE. CONNECTION. CARING.

The Big Sisters Mentoring program provides girls, ages 7-17, with a role model and a friend with whom to talk to and share the experiences of growing up. Through regular outings, a relationship is developed 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.

The Big Sisters Mentoring program requires one outing per week (2-4 hours) and a minimum one-year commitment. You must be 19 years or older to apply.

The program strives to do the following:

- provide a role model and friend for girls and young women (ages 7-17)
- promote the importance of staying in school and healthy relationships with family and peers
- instill trust and self-confidence in order to make healthy decisions
- encourage leadership skills and independent thinking

## Start something™

Learn more about [becoming a Big Sister mentor](#), [referring a Little Sister](#), or [donating to the Big Sisters Mentoring program](#). You can also contact us directly at 604-873-4525 ext.300 or [info@bigsisters.bc.ca](mailto:info@bigsisters.bc.ca).



When I have a  
mentor, my life is  
better because I can  
get out of all my  
troubles for an hour.  
#ThingsLittlesSay

# Study Buddy Program

INNOVATIVE. LIFE-CHANGING. PARTNERSHIPS.

The Study Buddy Mentoring program nurtures the self-esteem of girls by matching them with volunteers who offer them educational support. This program is for girls, ages 7-17, who need academic assistance and cannot access other tutoring services due to financial constraints.

The Study Buddy Mentoring program requires one tutoring session per week (1 hour) and a minimum 6-month commitment. Sessions take place at a mutually-agreeable location (i.e. library) after school or on weekends. You must be at least 19 years old to apply.

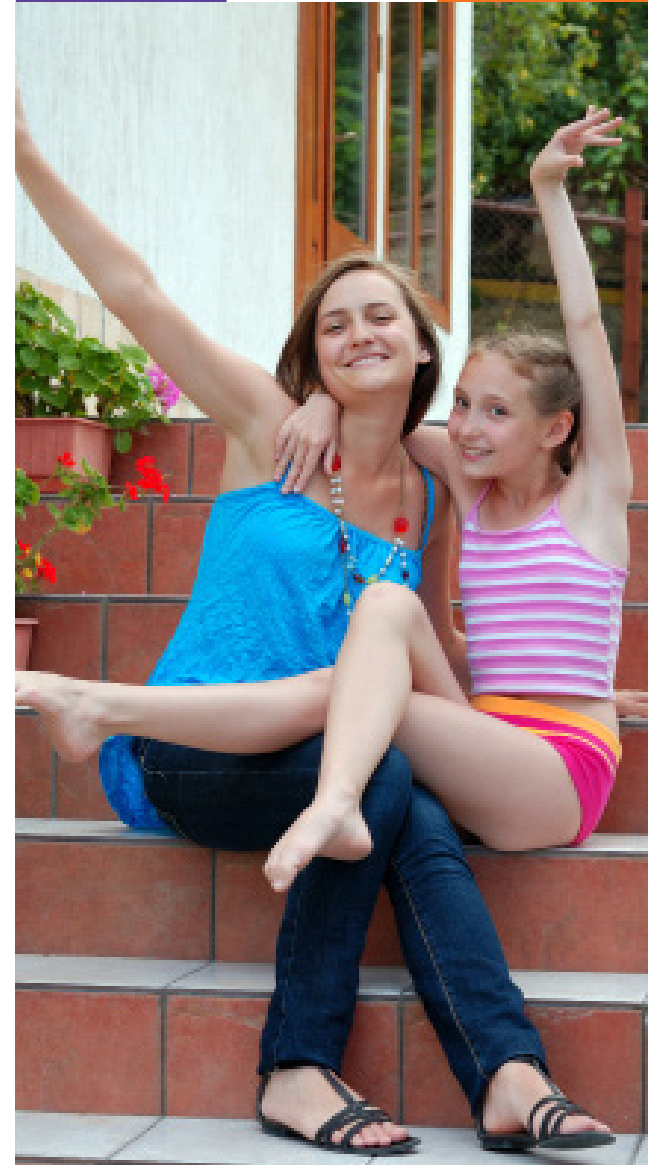
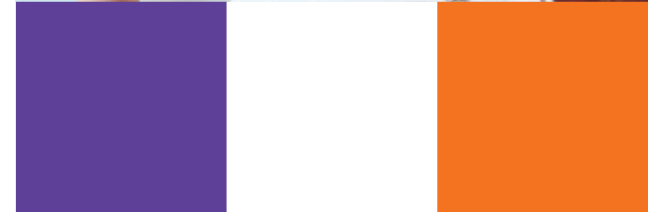
The program strives to do the following:

- provide an academic role model to girls and young women (ages 7-17)
- increase educational performance
- promote the importance of staying in school and increase school attendance
- enhance educational goal setting
- decrease disruptive behaviour in school

Study Buddies work together to set appropriate educational goals for the Little Sister. With the support of a Study Buddy tutor, Little Sisters are encouraged and equipped to improve their educational performance and meet their academic goals, which contributes to their overall self-esteem.

## Start something™

Learn more about becoming a Study Buddy mentor, referring a Little Sister, or donating to the Study Buddy Mentoring program. You can contact us directly at 604-873-4525 ext.300 or [info@bigsisters.bc.ca](mailto:info@bigsisters.bc.ca).



# Go Girls! Program

PHYSICAL ACTIVITY. BALANCED EATING. SELF-ESTEEM.

Go Girls! Healthy Bodies, Healthy Minds is a group mentoring program for girls ages 11-14 that focuses on physical activity, balanced eating and self-esteem. The most important goal of the program is to positively shape the lives of girls by helping them build a positive self-image – setting them on a path to reach their full potential.

Go Girls! consists of 8 weekly sessions that are facilitated by volunteer mentors (ages 19-30) and held after school at our partner schools (in Vancouver, Burnaby, Surrey and Coquitlam). Each two-hour session is structured around themes of: physical activity, healthy eating, self-esteem, and communication skills.

The program strives to do the following:

- create an appreciation for the benefits of an active, healthy lifestyle
- build understanding of what constitutes healthy eating habits and the risks associated with eating disorders; promote the importance of positive mental activity and regular physical exercise
- encourage awareness of core values, personal interests, strengths and attributes
- support the development of leadership and life skills
- offer guidance in establishing and maintaining friendships
- above all, make a difference



I don't have much to do after school but play video games and at Go Girls! I get to meet new friends so I really like it. #GoGirls

I learned as much from these girls as they learned from my partner and me. #GoGirls

## Learn more about becoming a Go Girls! mentor

You can contact us directly at  
604-873-4525 ext.300 or  
info@bigsisters.bc.ca.



# 2015 Highlights

- 819 girls were served and 447 new matches were created.
- 356 girls were served in Big Sisters Mentoring Program
- 165 girls were served in Study Buddy Program
- 298 girls were served in Go Girls! Healthy Body Healthy Mind Program
- Go Girls! Program continued with its moderate growth. The program was offered in a total of 35 schools in Burnaby, Coquitlam and Vancouver School Districts.
- 13 Little Sisters graduated from our one-on-one mentoring program: 4 from Big Sisters Mentoring Program and 9 from Study Buddy Program.
- Our Interpreter Project has transitioned into Diversity Inclusion and Engagement Committee. The committee has successfully translated the Parent Information Package into 6 different languages: Chinese, Hindi/Punjabi, Vietnamese, Spanish, Persian, and Russian.
- In 2015 4 Little Sisters in Grade 10 were awarded the CIBC Youthvision Scholarship which provides them with 4 years post-secondary tuition and internship opportunities through the YM/WCA. Recipients in 2015 were also invited to join the 26 other recipients from across Canada in Toronto for a recognition celebration and to experience the PanAm Games.
- 8 Little Sisters were offered spots through Big Sisters to attend the Tim Hortons Camp in Kannanaskis, Alberta during their Spring Break and Summer camps.
- Workshops were offered to matches on the following topics: "Aromatherapy Creations", "Jewellery Making", and "Vision Board Making".
- Workshops were offered to volunteers on the following topics: "Speak Your Truth – Assertiveness Training" and "Making Sense of Adolescence".

## Testimonial

"As an immigrant family with no extended family in Canada, the Big Sister Program has been a positive experience for our family. I would highly recommend this program to families who are immigrants or who have an only child. It will allow them to develop a nice relationship with a positive female role model!" - Little Sister Parent

Lauren + Hannah



- Through various community partnerships and the volunteer-run Activities Committee, Big Sisters provided opportunities for Little Sisters to participate in the following activities: snow tubing; swimming; yoga classes with Moksha Yoga; Fly Over Canada; volunteering with the Food Bank of Greater Vancouver; kayaking; sailing with UBC; a tea party at the Neverland café; horse-care training with the Burnaby Horseman Association; Vancouver Canadians baseball game; Light Your Fire conference for girls; painting; free haircuts from Suki's; Disney on Ice; Giants hockey games; and Canyon Lights at Capilano Suspension Bridge.
- We launched two Impact Videos featuring Big Sisters matches – Hailey Bodt and Erica Mah (matched for 4 years) and Sierra Little and Lorraine Adair (matched for 2.5 years).
- The Bliss Fund supported Little Sisters and matches to participate in extra-ordinary activities to celebrate milestones and support Little Sisters' goals such the following: knitting classes; Aquarium passes; Extreme Air Park; Adventure Camp; Arts Umbrella arts classes; Fly Over Canada experience; Gift Card to Wal-Mart to support a family in crisis; Go Karts; Science World; and the Christmas train at Stanley Park.



## Ayelet + Kelsey



### MAGICAL MENTORING MOMENT

“The program was much more than I would have expected and went way beyond providing someone to help my daughter study. Kelsey so believed in Ayelet and so supported her, even when some basic circumstances changed, that it showed Ayelet how very capable she actually was, that she could learn and that people do stay through thick and thin.” – Little Sister Parent, Jody



# Our Volunteers

Our volunteers are the best in the world. Impressive? You bet. In 2015 our volunteer mentors provided more than 70,000 hours of their valuable time to LITTLEs who needed them.

My Big Sister taught me that self-love is more important than the other kinds of love.  
#ThingsLittlesSay

## 2015 Big Sisters Big Heart Awards Recipients

Big Sisters' Big Heart Awards are awarded annually to recognize two volunteers and one business that make outstanding contributions of time and energy to the mentoring organization.

### Big Heart Award Winner 2015: Outstanding Volunteer Mentor

Jennifer (Jen) Birnie (Vancouver). Big Sister extraordinaire, team captain for Big Sisters Scotia Bank run 2015 which raised \$10,000 for Big Sisters BCLM! At a national level, Jen represented Big Sisters in the fall of 2014 by volunteering to build houses in an impoverished community in the Dominican Republic with Big Brothers Big Sisters of Canada in a program called Live Different Build.

### Big Heart Award Winner 2015: Outstanding Volunteer

Margaret Voth has been volunteering with Big Sisters of BC Lower Mainland for the past ten years. Whether as Secretary or Treasurer of the Board or in her committee work with Fund Development, Strategic Planning, GrapeJuice Wine Auction or Finance, Margaret truly embodies the Big Sisters Core Values – Showing Up Matters, Every Connection Counts and We Champion Potential – every day.

### Big Heart Award Winner 2015: Corporate Supporter

Since 2010, Marquis Wine Cellars has been a key player in building awareness of, and support for, Big Sisters through their Annual Champagne and Sparkling Wine Tasting which has raised over \$18,000 for the organization (to 2015). The business is also a long-time sponsor of the GrapeJuice Wine Action in benefit of Big Sisters, as well as the Big Sisters Annual Gala.

Behind every successful woman is a tribe of other women who have her back.

# 2015 Volunteer Awards

## 20 Years

Dessie Read

Lives in New Westminister and has been a Big Sister to three Little Sisters. Her third and current Little Sister has been matched with her for three years.

## 15 Years

Joanne Alderson

Lives in North Vancouver and has been a Big Sister to two Little Sisters. She is currently waiting to be matched with her third Little Sister.

Shelley Parker

Lives in Vancouver and was a Big Sister to one Little Sister for twelve years.

## 10 Years

Karyn Audet

Lives in Burnaby and was a Big Sister to one Little Sister.

Karen Lloyd

Lives in Vancouver and has been a Big Sister to one Little Sister.

Frances Kerstiens

Lives in North Vancouver and was a Big Sister to one Little Sister.

Alicia Rooney

Lives in Vancouver and was a Big Sister to one Little Sister.

Corrina Hellens

Lives in Vancouver and was a Big Sister to one Little Sister.

Gayle Pelman

Lives in Vancouver and has been a Study Buddy to four Little Sisters.

## 5 Years

Sabrina Modder - Burnaby

Hena Mahboob - Burnaby

Amy Coutts - Vancouver

Anna Razzell - Maple Ridge

Frances Corney - Vancouver

Jessica Bains - Surrey

Abigail Vint - Richmond

Naomi Rozenberg - Vancouver

Navjot Chahal - Vancouver

Shang Shang Liu - Burnaby

Amrit Hundal - Vancouver

Emma Hale - Vancouver

Jill Mwenifumbo - New Westminister

Sarah Conroy - Vancouver

Justine Jarvis - Vancouver

Shannon Russell - Vancouver

Meagan Cordeiro - Coquitlam

Michelle Lung - Burnaby

Demill Keevil - West Vancouver

Amanda Duke - Vancouver

Cara Harper - Port Moody

Kari Gair - Surrey

Megan Southerby - Surrey

Navjot Khatkar - Surrey

Jane Estaris - New Westminister

Jeanne Tse - Vancouver

Joelle Cummings - Vancouver

Maureen Edgar - Vancouver

Miranda Fleming - Vancouver

Ande Axelrod - North Vancouver

Ellen Chui - Vancouver

Mandeep Sidhu - North Vancouver

Ali Eberhardt - Vancouver

Rita Chauhan - Vancouver

Shelby Gilraine - Vancouver



## Volunteer Hours

■ Big Sisters - 55,536 hours

■ Go Girls! - 2,160 hours

■ Study Buddy - 12,870 hours

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**TOTAL: 70,566** volunteer hours

# Our Financials

Where else can you get such a value-packed human return on investment (HROI)? Your generosity helps us guide kids so they learn to make good choices - the sort of choices that afford them an opportunity for a brighter future.

## 2015 Revenue

- Events Revenue - \$611,989
- Donations - \$468,655
- Grants- \$193,603
- Gaming - \$150,000

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\$1,424,247

## 2015 Expenditures

- Amortization - \$15,925
- Audit - \$14,699
- Big Brothers Big Sisters of Canada - \$21,159
- Events expense - \$118,140
- Fundraising expenditures - \$58,230
- General and administrative - \$88,190
- Insurance - \$16,425
- Little Sisters activities - \$46,985
- Salaries and contract costs - \$1,207,193
- Travel - \$20,078
- Volunteer recognition - \$5,874

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\$1,612,898

- Deficiency of revenues over expiditures before other item - \$188,651
- Other item  
Interest income - \$10,998

Deficiency of revenues over expiditures - \$177,653



## Fundraising Highlights

### Luminary Award Soirée

2015 marked the inaugural Luminary Award Soirée honouring an outstanding individual who has distinguished himself or herself as a mentor in our community. The 2015 Luminary Award was presented to Fiona Macfarlane, Managing Partner, Ernst & Young. The Luminary Award Soirée exceeded all our expectations, with 400 people attending and over \$370,000 raised in support of Big Sisters' mentoring programs.

### Spring Lunch

The 19th Annual Spring Lunch raised \$50,000 in support of Big Sisters' mentoring programs. Victor Montagiani, President of Canada Soccer was the keynote speaker at the 2015 Spring Lunch.

### GrapeJuice and Golf for Good

Our two partnership events, GrapeJuice and Golf for Good raised a total of over \$125,000 in support of Big Sisters' mentoring programs.

### Donations and Sponsorships

In 2015, 358 individuals, companies and foundation donated over \$1,210,000 to Big Sisters, with 204 individuals and companies donating over \$440,000 worth of gift-in-kind support.

### 3rd Party events

Our supporters continued their generosity with creative and fun fundraising efforts in 2015, raising money for our programs with champagne tastings, jewelry trunk shows, marathons, yoga classes, storytelling nights, the CWB Greater Interest Campaign, and more. Thank you!

# Our Donors

We gratefully acknowledge the support of the following individuals, families, and organizations:

We acknowledge the financial support of the Province of British Columbia

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## **Visionary Match Makers (\$50,000+)**

Bell Media Vancouver (GIK) | **Peter & Joanne Brown** | The Province of British Columbia | CTV (GIK)  
The River Foundation | **United Way of the Lower Mainland** | Windsor Plywood Foundation

## **Diamond Match Makers (\$10,000- \$49,000)**

24 Hours Vancouver (GIK) | Audi Downtown Vancouver (GIK) | Bull, Housser & Tupper  
Canadian Western Bank | CIBC Children's Foundation | CKNW Orphan's Fund

**Diamond Foundation** | Face the World Foundation | Fairmont Hotel Vancouver (GIK)

**Family Services of Greater Vancouver** | The Georgia Straight (GIK) | **The Lutsky Families**

**John Montalbano** | News1130 (GIK) | PSAV (GIK) | Raymond James Ltd. | Seaspam | **Scotiabank**

Silver Wheaton | **The R & J Stern Family Foundation** | Sutherland Foundation

Carmen S. Thériault | **A.E (Ted) and Deanna M. Turton Charitable Foundation** | City of Vancouver

**Vancouver Aboriginal Child and Family Services Society** | Vancouver Magazine (GIK)

Mike Veldhuis | **Amir & Yasmin Virani Family Foundation**

## **Platinum Match Makers (\$7,500- \$9,999)**

Beedie Development Group | **Kay Gray** | Don Lindsay

Standard Life Assurance Company of Canada | TELUS Corporation





### **Golden Match Makers (\$5,000- \$7,499)**

ARC Document Solutions (GIK) | BCLiving Magazine (GIK)  
Blake, Cassels & Graydon LLP | Boston Pizza Foundation | Chill Winston  
**Connor, Clark & Lunn Foundation** | First West Foundation | **Grant Thornton LLP**  
Peter Gropper (GIK) | Grosvenor Canada Ltd | HNW Services Inc  
The ILLAHIE Foundation | Ironwood Dental Centre | Fiona MacFarlane  
Marlow Hesson Wealth Partnership Group | National PR (GIK) | New Gold Inc.  
ONNI Group | Plum Clothing Ltd. | PwC | RR Donnelley (GIK) | Scotiabank Vancouver  
Half Marathon & 5K | Cheryl Treliving | Denise Turner | Vancity Savings Credit Union  
The Vancouver Courier (GIK) | The Wolrige Foundation

### **Match Makers (\$2,000- \$4,999)**

Beth Allard | Andrew Mahon Foundation | Anthem Properties | Antonius Capital  
Alix Brown | City of Burnaby | Cadillac Fairview Corporation Ltd.  
Capital West Mortgage Inc. | **Cedarhurst Foundation** | Chris Spencer Foundation  
**Marlene Cohen** | Credential Asset Management | Darwin Construction  
Gayla and John DeHart | DeHart Education & Poverty Relief Foundation  
Deloitte Foundation Canada | Paul Del Rossi | Jill Diamond  
Dixon Mitchell Investment Counsel Inc. | Emerson Real Estate Group Inc.  
Lisa Ethans | EY | Flavelle McTavish Charitable Gift Fund | Ashley Garib  
Goldcorp | **Liz Gordon** | The Greygates Foundation | Janet Grove  
The Hamber Foundation | iQmetrix Software Development  
John Hardie Mitchell Family Foundation | **Jodi Kelleher** | Kinder Morgan Foundation  
KPMG Foundation | KPMG LLP | **Martina H. Lee** | Suck B. Lee | The Loden Hotel  
Lohn Foundation | Loyal Protestant Association | Mira and Soleil Lutsky  
MacDonald Dettwiler and Associates Ltd. | Jennifer Mackenzie  
Robin Mahood Marquis Wine Cellars Inc. | Wesley Marstaller | Todd Martin  
McCarthy Tetrault Foundation | Neil McGuinness  
McNeill Nakamoto Recruitment Group | **Shannon Newman-Bennett**  
**The Corporation of the District of North Vancouver** | Linda Nutter  
**Linda Parsons** | Pauline Rafferty and Robert Plecas | Nicole Porter | Sassan Pourfar  
Primex Investments Ltd | RBC Foundation | **City of Richmond**  
Sorooptimist International of Surrey/Delta | David Sung | City of Surrey  
**Deanna Turton** | Larry Van Hatten | Danielle Veldhuis  
West Vancouver Community Foundation | Wildstone Group | Hein Winckler  
Brian Worth

## #MentoringWorks

### Champions (\$1,000- \$1,999)

**Janet Austin and Ashley Chester** | Avanade Canada Inc.  
**Avon Canada Inc.** | **Bank of Montreal** | **Georgia Black** | Karin Bohne  
Mike Chiu | CLK Investments | Daymon Eng | DLA Piper | Jessica Farrell  
Fasken Martineau DuMoulin, LPP | Fengate Capital Management  
Marguerite Ford | Peter Giacomelli | Roslyn Goldner | **Cathy Grant**  
**Justine Greene** | Bruce Grist | JOEY Restaurant Group | Kerry Jochen  
**Tara Kemes** | **Helen Lo** | Joanne R. Lysyk | Scott MacPherson  
**Sherri Magson** | Elpie Marinakis-Jackson | **Tracey McVicar** | **Ann Mortifee**  
Mt. Pleasant War Memorial Co-operative Association  
Navigo Consulting & Coaching Inc. | **Deborah Nicols**  
The Corporation of the City of North Vancouver | **Caroline North**  
Marcelin O'Neil | **Shelley Parker** | Park Shore BMW | RBC | **Michelle Rupp**  
Scorpion Technologies Ltd | Drinda Scott | Elaine Shafran  
Donald M. Shumka | **Morna K. Sileika** | **Corinne Taylor**  
TELUS Community Affairs | **Susan Tomaine** | Tamara Trotman  
**Sheila Tucker** | **Shauna Wilton** | Richard Wittstock

### Believers (\$500- \$999)

Advent Real Estate Services | Meredith Aitken | George Alliston  
Anthony Alvaro | Catherine L. Backman | Leya Behra  
Tina Berthaudin | JP Bogden | **Zara Boldt** | Jane Bruner  
**Morgan Burris** | Crystal Campbell  
Canadian Federation of University Women – Coquitlam  
Sheila Carnahan | Chimp Foundation  
Coast Capital Savings Credit Union | **Roxana Colquhoun**  
Community Gaming Management Association | Graeme Currie  
Ryan Fan | Robert Fay | Bill Friesen | Jackson Friesen | Rian Gauvreau  
Gevity Consulting | Carolyn Goepel | **Frances Grunberg**  
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