



Big Sisters
OF BC LOWER MAINLAND

ANNUAL REPORT 2024 / 2025

@bigsistersbclm
www.bigsisters.bc.ca

A MESSAGE FROM OUR

BOARD CHAIR



This past year marked both a milestone and a moment of momentum for Big Sisters. As we celebrated 65 years of mentorship, we were reminded of the extraordinary impact that connection and compassion can have in shaping young lives. Each story shared in this report reflects the strength of our community and the power of believing in potential.

The Board of Directors is deeply proud of the organization's growth and direction under Chantelle's leadership. From advancing the vision of BC's first Mentorship HUB to expanding programs that meet the evolving needs of girls and gender-diverse youth, Big Sisters continues to lead with purpose, integrity, and heart.

As we look to the future, we are excited to build on this foundation—ensuring that mentorship remains accessible, inclusive, and transformative for generations to come. On behalf of the Board, thank you to our dedicated staff, volunteers, donors, and partners for making this work possible. Together, we are igniting potential and creating lasting change.

With appreciation,

A handwritten signature in black ink, appearing to read "Tara Amiri-Khaledi". The signature is fluid and cursive, written on a white background.

Tara Amiri-Khaledi
Board of Directors Chair

A MESSAGE FROM OUR

CHIEF EXECUTIVE OFFICER



Thank you for taking the time to reflect with us on the impact we achieved together this past year.

Big Sisters has always believed that when a young person is surrounded by guidance, connection, and consistent support, they can realize their potential. This past year, we proudly celebrated our 65th year of delivering mentorship programs across the Lower Mainland. As we look ahead, we're entering an exciting period of growth, from the development of BC's first Mentorship HUB to the continued expansion of our programs, we are building a stronger, more accessible future for youth across the region.

Across our five programs, we served 574 girls and gender-diverse youth and were deeply inspired by the stories of resilience and empowerment shared by young people, their mentors, and families. Of course, we couldn't do this work without our dedicated supporters; the volunteers who give their time, the donors and partners who make our programs possible, and those who champion our mission.

On behalf of the Big Sisters team—thank you for believing in the power of mentorship.

With gratitude,

A handwritten signature in black ink, which appears to read "Chantelle Krish". The signature is fluid and cursive, with a long horizontal line extending to the right.

Chantelle Krish
Chief Executive Officer

Meet Haleluya, Study Buddy Mentee

My name is Haleluya. Music has always been a big part of my life—it helps me take care of myself and connect with others. Before joining the Study Buddy program, I struggled to keep up in school and started feeling quiet and unsure of myself academically.



Working with My Big Sister, Cara

“When I met Cara, I felt supported in a way I hadn’t before.”

Cara helped me work through my English assignments and encouraged me to think about my goals. She guided me step by step, helping me build study habits and confidence. With her support, I caught up in school and eventually earned a place in the Honors English program, which set me on a strong academic path.



Finding My Voice and Growing

Once I felt comfortable academically, I had the space to explore my creativity. I started playing instruments, writing songs, and discovering my voice as a singer. One of the songs I wrote, *Postal Code*, reflects figuring out who I am and where home feels like. The Study Buddy program gave me more than academic support—it helped me grow, feel confident, and start shaping my own story.

YOUTH OUTCOMES

OUR MISSION

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

OUR VISION

All young people to realize their full potential.

FIVE CORE PROGRAMS



Big Sisters



Study Buddy



Bright Futures Education Fund



Go Girls!



My Voice, My Power!

574

Girls and youth served

320

Youth reached through group programs

211

New volunteer applications (+33%)

35,254

Total volunteer hours

48

Bright Futures Education Fund recipients

MENTORSHIP CHANGES LIVES

At Big Sisters, we support self-identifying girls and gender-diverse youth by surrounding them with positive role models, consistent guidance, and opportunities to grow. When young people feel seen and supported, they develop the confidence and resilience needed to navigate challenges and pursue their goals.

Our one-to-one and group programs strengthen academic skills, build self-esteem, and create a sense of belonging. At its core, mentorship is about possibility—showing every young person they are capable, valued, and full of potential.



98.7%

Feel treated with dignity and kindness

94.7%

Feel their identity is honoured

95%

Improved online safety knowledge

85%

Report improved overall well-being

93%

Are happy to be connected to Big Sisters

88%

Have a better understanding of their rights

IMPACT PER REGION



Vancouver/North Shore



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Surrey/Delta



Tri-Cities



Richmond



Other



How Your Contribution Helps Unleash The Potential Of Youth

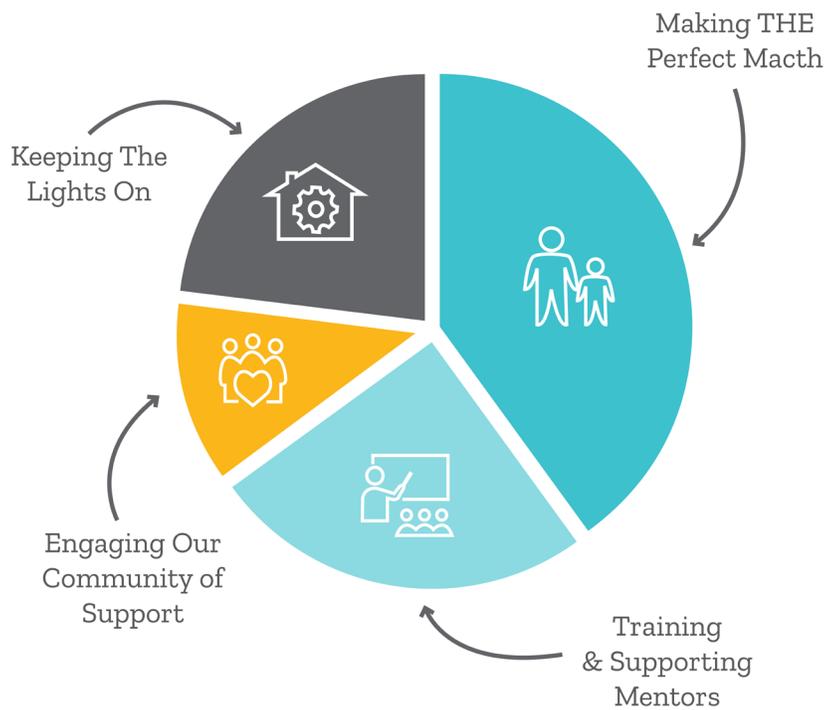
As a donor-supported organization, we believe it's important to show how your contributions support girls and gender-diverse youth.

Building Connections

Our first priority is building meaningful connections. Over two-thirds of all funding goes directly into our programs.

Empowering Mentors

Our work is only possible because of the mentors who volunteer their time. Program costs include recruiting, screening, training, and supporting mentors throughout their journey.



Engaging Our Community

We're deeply grateful for our supporters. Nearly 13% of our funding helps engage our community through storytelling, impact reporting, events, and meaningful ways to connect.

Keeping the Lights On

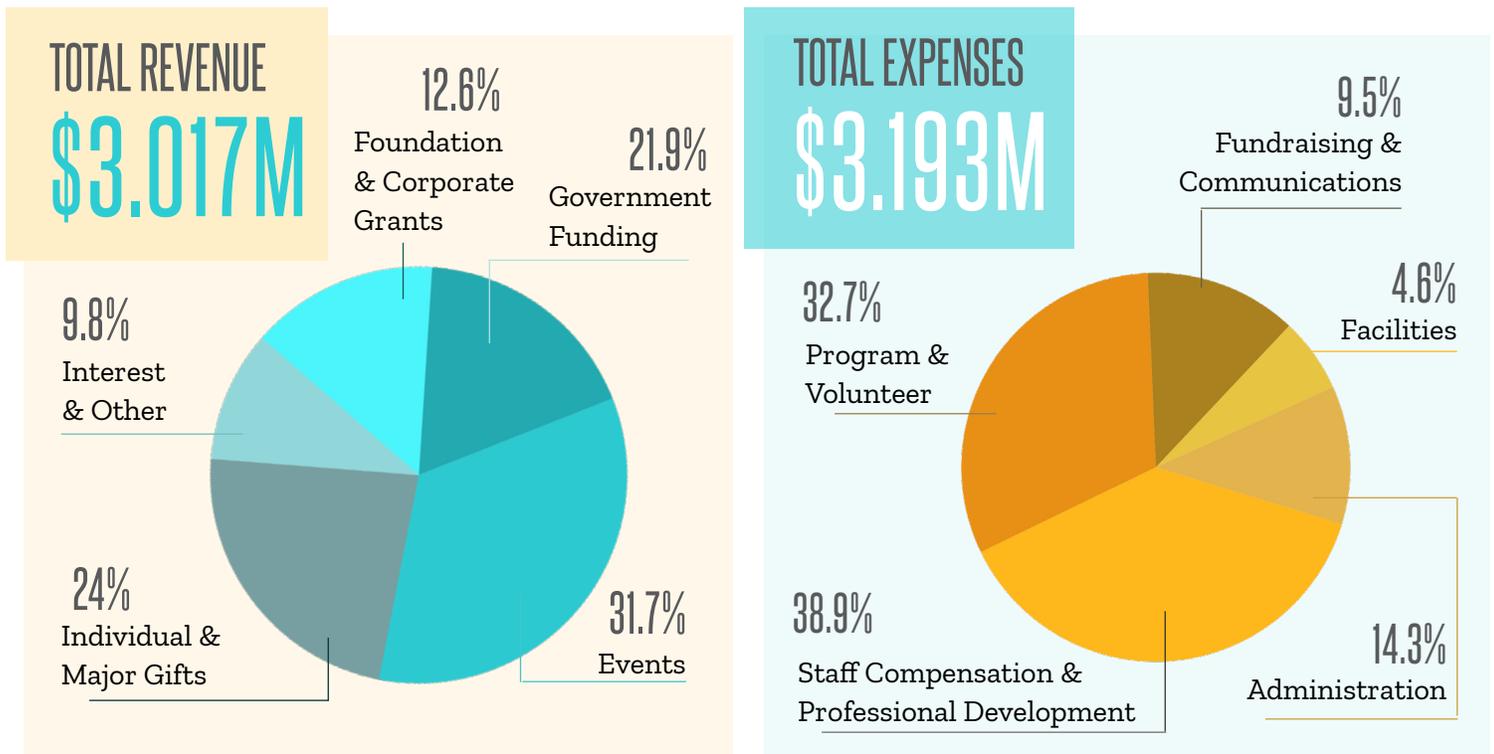
An essential priority for any charity is staying operational and sustainable. A portion of our funding ensures smooth, effective operations and supports our vision of creating a welcoming space for all.

FINANCIALS

We continued to focus our fundraising efforts on supporting direct services to the community, underscoring our commitment to maximizing impact for those we serve.

This year, investing in our people was also a priority. Retaining top talent is critical to our mission, and like all sectors, we've felt the pressures on our employees due to high costs of living and other economic challenges. Supporting staff development and resilience helps us attract and retain a strong workforce.

With a focus on program funding, diversification of revenue streams, and careful financial management, we are well-positioned for sustainable growth and lasting impact for the girls and youth we serve.



UNLEASHING POTENTIAL CAMPAIGN

Thanks to an anonymous transformational gift, Big Sisters has an unprecedented opportunity to design a new future for mentorship for the girls and gender-diverse youth, we serve through our programs.

In 2022, Big Sisters acquired a new, accessible, and significantly larger work space, centrally located on Joyce Street in Vancouver. This generous gift has allowed us to dream big. We have a unique opportunity to deepen our impact, grow and scale in ways we never imagined would be possible, while setting the foundation for future sustainability.

To maximize this transformative opportunity, Big Sisters is launching a bold campaign to raise \$5 million.

Hub for Mentorship \$1.88 million

Developing Greater Vancouver's first dedicated mentorship hub for girls and gender-diverse youth

Growth & Innovation \$1.92 million

Investing in program transformation and expansion to meet evolving needs

Sustainability Fund \$1.2 million

Securing funding to support sustainable growth and operations

THE OBJECTIVE:

By 2029, serve 1,000 girls and gender-diverse youth by providing access to meaningful, life-changing mentorship.



Partner Spotlight – HWC

Harbour West Consulting: Leading With Heart, Equity, and Community Impact

As a women-led firm grounded in equity, inclusion, and community well-being, Harbour West Consulting (HWC) exemplifies what it means to give back with purpose. Their long-standing partnership with Big Sisters reflects a shared belief in the power of mentorship, representation, and creating pathways for girls and gender-diverse youth to thrive. For nearly a decade, founder Carol Robinson has been a driving force within Big Sisters—serving nine years on the Board (including as Chair), leading the Soirée Gala, and helping guide our Unleashing Potential Campaign as a Cabinet member. Carol and her team model what true community leadership looks like: they show up as sponsors, donors, connectors, and advocates who bring their networks and expertise forward to strengthen our mission.



As leaders in HR, recruitment, and equitable workplace practices, HWC supports nonprofits and purpose-driven organizations across the region. Their work helps build strong, inclusive teams—making them role models for young people and business leaders alike. We are deeply grateful for HWC's partnership and for the generosity, leadership, and heart they bring to Big Sisters and the broader community.

"Strong communities are built when we show up for one another." — Carol Robinson



Donor Profile – Carmen Thériault

Carmen Thériault: Co-chair of Big Sisters Unleashing Potential Campaign



Carmen Thériault is a retired Partner of Norton Rose Fulbright Canada LLP and co-chair of Big Sisters of B.C. Lower Mainland’s Unleashing Potential campaign. She has been a supporter of Big Sisters for over a decade and sits on our Honourary Advisory Board—a team of passionate advisors who provide a unique form of mentorship and support to the Big Sisters Board of Directors.

We asked Carmen to share her experience of mentorship and why Big Sisters is so important to her;

“Mentorship is crucial in all areas of life and something I have experienced the benefit of first hand. In fact the advice and experience of people I trust is what led me to Big Sisters—interestingly, an organization that itself is founded on mentorship benefits afforded to girls in our community. Giving them a hands-up at a time in their lives when that could change everything, with programs aimed at fostering confidence, independence and educational attainment”.

Carmen continued, *“That is something I want to be a part of and I’m honoured to be acting as co-chair for Big Sisters’ recently launched Unleashing Potential campaign. Central to this campaign is the creation of BC’s first ever dedicated Hub for Mentorship. A new home for Bigs and Littles to nurture and strengthen their relationships. This vibrant Hub will give youth and their mentors a place where they can explore educational opportunities, create art, participate in group activities, share a meal, talk about their futures, and feel a true sense of belonging. It’s a game changer that will positively impact the lives of our littles for years to come!”.*

Learn more about [Big Sisters Unleashing Potential campaign](#) and how you can get involved.

Ways to Give

Every young person, no matter their background or life circumstances, deserves the opportunity to reach their full potential. At Big Sisters, we connect girls and gender-diverse youth with mentors who help turn dreams into reality.

There are many ways to support our mission. Whether you're an individual looking to become a mentor or monthly donor, or an organization seeking to make an impact in the community, you can play a vital role.

Volunteering:

Explore opportunities to volunteer in our core 1:1 and group mentorship programs.

Click [here](#) to find out more.

Individual Giving:

Donate: Your donation transforms lives! By becoming a monthly donor, you help sustain meaningful connections between Big and Little Sisters.

Donate [online](#) or call us at: 604-873-4525 ext. 111

Planned Giving: Leave a lasting legacy by joining the Big Sisters Legacy Circle. Consider including us in your Will to create a meaningful impact for years to come.

Third-Party Events: Host a fundraiser to support our mentoring programs and help spread awareness about Big Sisters.

Corporate Support:

Event Sponsorship: Sponsor one of our exciting events or help make them more accessible by subsidizing ticket costs.

Matched Donations: Many employers match donations to registered charities like Big Sisters—double your impact!

Partnerships: Collaborate with us to explore other meaningful ways to make a difference.

If you're interested in getting involved or learning more, contact:

Andrée Lalonde, Director of Philanthropy and Operations

Email: alalonde@bigsisters.bc.ca

Phone: 604-873-4525 ext. 102



A BIG THANK YOU

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CONNECT WITH US

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www.bigsisters.bc.ca

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Land Acknowledgement

At Big Sisters, we honour that the land on which we work and mentor is the traditional and unceded territory of the x^wməθk^wəyəm (Musqueam), S^kwxwú7mesh Úxwumixw (Squamish), səlilwətaʔt (Tsleil-Waututh), QayQayt First Nation, Kwantlen, qícéy (Katzie), Semiahmoo, Tsawwassen First Nations, k^wik^wəłəm (Kwikkwetlem), and Stó:lō Nation.

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