

Annual Report 2019

ANNUAL GENERAL MEETING

Thursday May 21, 2019

2018 Annual General Meeting Minutes

May 17, 2018

Aboyne OPP office

Present: Neil Armstrong, Angie Murie, Erika MacCleod, Keith Whelan, Clare Male, Kristen Drexler, Brad Teskey, Pam Stumpf, Ash Gottmers, Leanne, Jaimi Ferrari

1. Welcome, Introductions and Approval of the Agenda

Neil welcomed everyone to the meeting and started a round table introduction where each member introduced themselves, their position and length of time with the organization.

1st Keith, 2nd Ash approval of today’s agenda-carried

2. Conflict of Interest- None noted

3. Minutes from AGM 2017 – 1st Ash, 2nd Pam-Approved, carried

4. President’s Report- Neil reviewed report outlining the year’s work done including the increases in programming, funding and children served, and the initiation of the Youth Hub capital campaign and Camp URU. We acknowledged the retirement of our bookkeeper Deb and the resignation a program staff, Alee Woodhouse. Retiring board members were acknowledged: Julie Young and Mark Youngblood, for their many years hard and good work.

5. Executive Director Report- Kristen reviewed the year in some depth, focusing on the successes of the agency such as Camp URU and the re-structuring of the agency with Deb’s retirement and the hiring of a grant writer and our overall increased community presence.

6. Program Report- Clare summarized her report highlighting 2017 including 23 matches made over the year, 14 families helped with our Adopt a Family at Christmas time, monthly group outings including geocaching, scavenger hunts, pizza making, with 33 children and youth attending. Jaimi discussed the 4 Go Girl groups and 1 Game on Group completed over the year with 35 girls attending and 8 boys and our in school mentoring program saw 56 children matched to coop students and 13 with adult mentors and 8 with Bigs in Blue. Camp URU had 38 youth attendees.

7. Treasurer Report- Review of statements from RLB. Keith smiled significantly and said we had a “good year” with an increase of 47% in revenue and that we are in a “very solid” position.

RLB approval – 1st Erika, 2nd Ash – Carried.

Keith motioned to have RLB do our financial statements next year. 1st Erika, 2nd Ash- Carried.

8. Fund Raising Highlights

i. Big Night Out: increase in attendees and $48,000 revenue

ii. Bowl for Kids’ Sake: decrease in revenue, moved to April from Feb, decrease in attendees

iii. Golf for Kids’ Sake: reached goal

iv. Big Split: first year, raised $6,000

v. Other Fund Raising events: third party events increased by 41% in revenue

Approval of 2017 Board Reports- 1st Keith, 2nd Erika – Carried.

9. Introduction of new Board members: Leanne Iravani

10. Call for nomination to the Board of Directors from the floor (2X) : None noted.

11. Election of Board of Directors: 1st Keith, 2nd Brad – Carried

- Neil Armstrong: President

- Pam Stumpt: Vice President

- Keith Whelan: Treasurer

- Katie Pope: Secretary

- Angie Murie: Case worker Liaison

- Ash Gottmers: Member at large

- Erika MacLeod: Member at large

- Brad Teskey: Member at large

- Leanne Iravani: Member at large

12. Business arising from the reports – None noted

13. Close of AGM 1st Angie, 2nd Erika – Carried.

AGM Agenda 2019

1. Welcome, Introductions and Approval of the Agenda
2. Conflict of Interest- None noted
3. Minutes from AGM 2018
4. President’s Report
5. Executive Director Report
6. One to One Program Report
7. Group Report
8. Go Girls/Game On Report
9. In School Mentoring Report
10. Camp URU Report
11. Treasurer’s Report
12. Big Night Out Gala Report
13. Bowl for Kids Sake Report
14. Golf for Kids Sake Report
15. Big Split 26 Report
16. Third Party Report
17. Grants Report
18. Strategic Development – Recruitment Committee
19. Strategic Development – Board Development Committee
20. Strategic Development – Sustainability Committee
21. Introduction of New Board Members
22. Business arising from Reports
23. Close

President’s Report

Welcome to our 14th annual general meeting of Big Brothers Big Sisters of Centre Wellington. Thank you for coming and supporting our organization.

**Staff**

Under the direction of our Executive Director Kristen Drexler, 2018 has seen many positive changes. There has been significant growth in fund development through grants and Kristen continued to be instrumental in the significant increase through fundraising. Kristen is working hard as the acting liaison for the development of the community hub for youth. Kristen is also working hard with community partners to reach our capital campaign goals.

We are saddened to see Jaimi Ferreira leave. Jaimi became a true friend of the BBBSCW family and all the volunteers and all enjoyed working with her. I’m sure we will see Jaimi again and different functions.

The agency welcomed Leah Valedis. Leah joined Clare Male as one of our part time service delivery caseworkers. The caseworkers bring extreme knowledge and the entire agency is proud of the high quality of programing that we offer.

We are excited to have Elizabeth Bender start early 2019 as a full time Development Coordinator. The position has been created to assist the ED with 3 party events, grant writing and other fundraising duties.

Camp URU employed a total of 5 students which a few have voiced their interest in returning in 2019. We also had a number of great and motivated college co-op students.

Talia Yeo Is no longer employed with the agency.

On behalf of the entire board of directors, JOB WELL DONE. Thank you!

**Board of Directors**

The board participated in the developing our new 5-year strategic plan. Focusing on recruitment, board development, and sustainable finance. 3 committees have been developed including board members, staff and outside stake holders. A board member from each committee will report back to the board on a monthly basis.

We are continuing updating and improving performance reviews, board handbook and the board calendar. Detailed review ensures compliance with national standards.

I would like to congratulate Erika McLeod her recent addition to her family. Young Madison welcomed us in the summer. It was sad to have Erika resign from her board position but I know that Erika will be a proud supporter of the agency in the future.

**Fundraising, 3rd Party, Grants**

2018 has seen a significant increase in all of these areas. I am excited to see what 2019 will bring.

**Programming**

It is important we remember that all of our hard work is to provide something extra in a child’s life. We should be very proud of the level of quality we deliver. Thank you to Clare Male and Leah Valedis for continuing to deliver quality programs, while meeting (and often exceeding) national standards. Job well done!

**Future**

With the increase of publicity and revenue growth regarding the ‘hub’, it’s important that all stakeholders deliver a consistent message explaining the difference between program funding and capital funding. Kristen has worked hard to keep the positive momentum moving within CW and we are hopeful that grants and 3rd party events will continue to grow in 2019.

**Closing**

Recently I have made an effort to meet and get to know some of our mentees that are in the 1-1 and group programs. When asked why I dedicate so much time with the organization, it’s simple, they are the reason. I quickly realized many of them want to have 1-1 time with an(y) adult and to feel they are `important enough`. For me, there is nothing better than experiencing the world through the eyes of a child.

I have great pleasure chairing BBBSCW BOD. Everyone brings different knowledge and passions, all with the same goal of serving youth in CW. Having the three strategic directions allows the entire board to excel in the area they are strongest. Long term stainability was only a dream a short time ago.

Everyone should be extremely proud of themselves with all the hard work that we have accomplished. Neil Armstrong.

Executive Director’s Report

2018 was a great year of growth and hope mixed in with some challenges.

We again saw a bit of staff turnover with Jaimi Ferreira leaving for an opportunity closer to home for her and Leah Valedis joining the team late in the year. The Fund Development Officer’s position, filled by Talia Yeo, concluded after 10 months.

We started the project to create a Hub for youth that focuses on mental health after an influx of suicides in the area. We have secured a space with Skyline at 900 Tower Street in Fergus and being invited to many conversations in the community as a result.

We are serving more children, engaging more volunteers, more known in our community not only for our personal and professional connections but more importantly for the work we do. Our momentum is getting strong and going in a positive direction which is very exciting. Kristen Drexler.

One to One Program Report

From January to December of 201, **10** new matches were made. **6** matches ended for various reasons. The total number of BS matches served in 2018 was 18, BB matches was **6** and Couples match was **1**. Throughout the year, **43** children were supported through 1-1 and Group.

**2018 Closed Matches**

|  |  |  |
| --- | --- | --- |
| **Little B/S** | **Big B/S** | **Date Closed** |
| C.P | Simone | 01/11/2018 |
| A.T | Colleen | 02/15/2018 |
| B.S | Danielle | 03/12/2018 |
| D.A | Shane | 03/22/2018 |
| K.P | Conly | 09/06/2018 |
| Z.O | Samantha | 11/23/2018 |

**2018 New Matches**

|  |  |  |
| --- | --- | --- |
| **Little B/S** | **Big B/S** | **Date matched** |
| L.P | Natalie | 01/29/2018 |
| S.A | Elysia | 02/05/2018 |
| G.O | Tracy | 06/05/2018 |
| B.S | Vanessa | 06/12/2018 |
| W.P | Denis | 07/17/2018 |
| S.M | Marianne | 08/02/2018 |
| J.A | Graeme | 08/23/2018 |
| N.B | Mason | 09/06/2018 |
| D.P | Tammy | 10/10/2018 |
| K.S | Patty | 12/17/2018 |

**Camp**

This year 1 spot was offered for Tim Hortons Camp but we had no children who were eligible, so I passed the opportunity on to Rhonda Spindley, CYC at JD Hogarth school.

**Adopt A Family**

Through the ‘Adopt a Family’ program offered by The Children’s Foundation of Guelph and Wellington, we coordinated for 13 children in 8 families in our Community Based Program to receive much needed help at Christmas. Clare Male.

**Smashing Girls**

We were offered an opportunity to have 4 young women in our program to participate in a Golf Mentoring Program. Far Samji, who runs Smashing Nines Tournaments, found 4 Mentors for this program. We screened, monitored and on a few occasions attended the sessions. Girls had Five 1 hour lessons and then got to golf 2 sessions of 9-hole golf. They ended the program by participating in a Smashing Nines Tournament in Guelph. All of this took place at Victoria Park Valley Golf. This was a great opportunity for these girls but a time consuming program for service delivery staff. Clare Male.

Group Report

We had really good attendance at most of our monthly events. Matches really seem to enjoy having an activity they don’t have to plan or pay for. Throughout the year 43 Mentees attended a group outing.

This year’s events included:

* **January** – Movie night at the office – we had a bigger turnout than we expected. Attendees wore their PJ’s and were treated to Pizza and Popcorn. We watched the Lego Ninjago Movie
* **February** Tobogganing – this event turned into slime making, planter painting and seed sewing event as the weather did not cooperate.
* **March** – Play with Clay – Really well attended. Everyone had a blast. The downside was that the event was very expensive. Parking was difficult downtown Guelph.
* **April** – Bowl for Kids Sake – Always a fun event.
* **May** – Lacrosse – We had very little interest in this event. We ended up with only 1 match wanting to go, so it was cancelled as a group activity and the match was offered tickets to attend on their own.
* **June** – Summer Picnic – Bad weather caused us to have to postpone at the last minute. We rebooked for a week night. Attendance was less than originally anticipated, but still we had a lot of fun. Really great activities planned including swimming, splash pad, cupcake decorating, sand art candle holders, rock painting. We also had a candy floss machine and popcorn maker. We served burgers, hot dogs, Caesar salad, chips, brownies and fruit. Many of the older kids and Bigs played an awesome game of volleyball. Every child in our program received a gift (mason jar cup and straw and a giant sucker). This event was sponsored for the 2nd year by a Joe Wright who donated money in memory of BS Kim Nicklasson.
* **July** –Royals Baseball- Not a huge attendance, but a fun outing just the same.
* **August** – Zumba – Low attendance as summer is difficult to get people out. Sara Schleen was a great leader!
* **September** – Guelph Grotto – Everyone loved this event. Rock climbing brought out most of our matches as well as kids on the wait list.
* **October** – Haunted Woods Walk – was going to be run by Jaimi and one of our BB’s, Chris as I was out of town. This was cancelled at the last minute due to bad weather.
* **November** – Sleigh Ride – Poor weather saw this event cancelled 2 weekends in a row. On the second cancellation, we decided to just go to the office and play board games and watch a movie. Many people decided to pass on the outing when we changed the activity
* **Decembe**r – Christmas Party – This event took place at the Centre Wellington Sportsplex. We had a Taco Bar potluck this year. Craft stations were set up as well as Wii Dance. Every child received gifts, a party bag and a book and took home Christmas cookies they made. Volunteers received a mug. We decorated cards and socks to donate to seniors.

I would like to give a huge thank you to Sheri Onifrichuk and Samantha Brazeau (mom and Big Sister) who worked tirelessly to put together a great fundraising event in support of our Group program. The goal was to raise enough funds to go on a big outing – Medieval Times. $3721.26 was raised at this event.

Sheri also came on board as a planner for our group events. She helped build my capacity as she took on contacting and booking many of the 2018 activities. Sheri is so full of energy and has so many fun and creative ideas!

Thank you also to our group volunteers Wade, Nathan, Jeremy, Peter, Sid, Alee and Chloe!

Go Girls/Game On Report

***Go Girls***

We offered five (5) Go Girls groups in 2018; two (2) at Elora Public School, one (1) at Portage, one (1) at John Black Public School and one (1) group at J.D. Hogarth Public School.

Groups ran in schools during the lunch hour. We had 7 volunteers facilitate these groups.

*A total of 43 girls participated in the Go Girls in 2018*

***Game On!***

One (1) Game On group took place at Elora Public School in 2018. We had two (2) volunteers facilitate this group.

*A total of six (6) boys took part in this group.*

Thank you so much to our amazing Game On Mentors – Curtis and Noah and our Go Girls

mentors –Kyla, Kayla, Danielle S, Natalie, Danielle J, Jasmine and Melanie.

And of course our School Liaisons are always wonderful and we appreciate their support – thanks Jen (Portage), Danielle, Tamara and Rhonda. Leah Valedis.

In School Mentoring Report

**Co-op In-School Mentoring**

From September 2017 until January 2018 we had three (3) co-op students placed at Salem PS, James McQueen PS and St. Joseph’s CS.

From February until June we had two (2) co-op students who were placed at Salem PS and James McQueen PS.

From September 2018 until January we had three (3) co-op students. One (1) was placed at St. Joseph’s CS, one (1) at Victoria Terrace PS and one (1) at James McQueen PS.

In total we served 64 children. Leah Valedis

**Adult In-School Mentoring**

From 2017 into 2018 we had 9 adult mentors continue into the 2018 year.

In 2018 we had an additional 13 adult mentors begin volunteering. 7 volunteers were re-matched in September 2018

Schools that had adult mentors placed;

* Victoria Terrace- 7 (John, Faye, Fitz, Pat, Faith, Dennis and Angel)
* JD Hogarth- 3 (Kyla, Anna, Kyle)
* James McQueen- 3 (Kayla, Danielle, Emily)
* St. Joseph’s- 1 (Aimee)
* Elora- 4 (Susan, Alicia, Pat and Neil)
* John Black- 5 (Pat, Marg, Mary, Terri, Dana)
* Salem- 1 (Pam)

*In total we served 23 children.*

Our incredible adult mentors are: Kyla, Marg, Faith, Dennis, Angel, Pam, Danielle, Kayla, John, Faye, Fitz, Pat, Anna, Kyle, Emily, Aimee, Susan, Alicia, Neil, Pat, Marg, Mary, Terri and Dana. Leah Valedis.

**Bigs in Blue**

From September 2017 until June 2018 we continued on with one (1) officer participating in the “Bigs in Blue” program, however, the beginning of the school year (September 2018) showed a significant increase in participation. From this time period we had four (4) new officers matched up.

Schools that had a “Big in Blue”;

Elora- 1 (Peter)

Salem-1 (Heidi)

JD Hogarth- 1 (Ben)

Victoria Terrace-1 (Timothy)

John Black- 1 (Scott)

*2018 Bigs in Blue program served 5 children.*

This year we were fortunate to have officers Tim, Scott, Peter, Heidi and a special thank you to Ben who continued on in the Fall of 2018. Leah Valedis.

Camp URU

Summer 2018 was the second year of our Big Brothers Big Sisters of Centre Wellington day camp for youth between the ages of 9-12 (or entering/exiting grade 5-6). The initial hope was to get 8-10 youth for each week however, the four Camp Counsellors reported that the number of youth we did have, worked out well in terms of supervision.

The following is a breakdown of the youth served per week of camp;

July 9-13th- 4

July 16th-20th – 7

July 23rd –July 27th – 13

July 30th – August 3rd – 5

August 13th – August 17th – 7

August 20th-August 24th- 9

A total of 45 youth were served. Leah Valedis.

Treasurer’s Report

The past year was yet another example of what the right leadership and hard work can accomplish. Once more we significantly improved our financial position and made significant strides towards meeting our capital campaign goals. Amazingly for the second year in a row we increased our revenue stream by more than 40% which is beyond outstanding and an achievement not ever before accomplished by this organization. As a result, we had a positive cash inflow for the third straight year, another operational milestone. The upcoming year will see continued progress on the revenue side as there are some incredibly positive initiatives underway that will undoubtedly allow our organization to grow and prosper in the future.

Our auditors have reviewed our records and noted no concerns and have issued our Financial Reports without any reservations. On a cash basis we turned a solid surplus, a trend I anticipate continuing into the foreseeable future.

I believe we will continue to build on our financial successes of this past year and rebuild our reserves and capital to levels that will permit us to better serve our community and children.

All in all a fantastic step towards a solid financial future. Keith Whelan, CPA.

Big Night Out Gala Report

Our 2018 gala was a great success with 180 guests again at Ariss Valley Golf and Country Club. We worked with many of the same local vendors like Jeremy Woods, Carly J Design, Cobblestone Creations, VideoWorx, Keltech Signs, Fergus Printing and the Grand 101.1. to make our Gala beautiful, professional and like no other in our community. Our Presenting Sponsor was Xanadu Fine Cabinetry and Interiors, who was so moved by the event and our impact that they committed to donating the kitchen in our new space.

The event raised over $55,000 net up from $48,000 the year before. Our Fund a Friendship raised over $12,000, Live Auction raised $16,000 and we secured beer, wine and cider to help raise $1550 at the bar.

We went into the event with $21,650 in sponsorship which was almost a $10,000 increase from the previous year, in large part due to the sponsorship package improvements that Katie Pope created. This helped us more than cover our costs of around $19,000 and put us in a great position to raise much needed funds.

The Jane Cooper Award for an Outstanding Little went to Amy Thompson and the Big Star Award went to past board member, Julie Young for her many years of outstanding volunteerism with our organization. Kristen Drexler.

Bowl for Kids Sake Report

Wii Bowl happened on April 20 at Victoria Park Seniors Centre and saw 9 teams participate. The 10 pin bowling event at Woodlawn bowl was on April 22 and 46 teams took to the lanes. In total we had 55 teams which is significantly lower than 2017.

We had a raffle table, 50/50 and prizes for top fundraising teams. We also had lane sponsors and pizza box sponsors which amounted to $1600, which helped to make up some lost pledge revenues.

Bowl for Kids Sake raised a net total of $17,258 which is down from $23,651 in 2017. Kristen Drexler.

Golf for Kids Sake Report

We decided not to host a Golf for Kids Sake event this year choosing instead to support The Cody Shepperd Gold Tournament being held in September with proceeds going to Big Brothers Big Sisters. It was a great success and raised close to $30,000 as a Third Party Event. They were very pleased with the support we gave them and decided to host another one in 2019 and direct those funds to us as well. Kristen Drexler.

Big Split 26

We continued to run the ongoing Big Split 26 50/50 draw. Final draw winner won $287. The draw netted $8679. This was down from $9890 in 2017.

Big Split 26 continues to be a great way to gain exposure in the community because we are on the radio making live draws and promoting our programs and events for 26 weeks. The Grand 101 continued to show great support with multiple PSA’s every day.

Relationship were also created for off site ticket sales with Big Split tickets being sold at Wreckless Eric’s Eclectic Café in Elora and Fraberts Fresh Foods in Fergus as well as events like The Big Game, The Lions Home Show and more. Elizabeth Bender.

Third Party/Partnered Events

We went from 14 Third Party/Partnered events in 2017 to over 20 in 2018. Many of the new events required more support however many are repeatable for the future so the templates are in place and will be less effort going forward. Third Party Events raised $136,610 in 2018 which is a 488% increase 2017.

• Blue Ocean Office Supplies= $110

• Pop Up Dinner, March 10, 2018 = $170

• Curl for a Cause March 24, 2018\*=$13,471

• Ostic Softball Tournament, June 1-2, 2018\* = $3000

• 2018 Fly Fishing Championship, June 3-8 = $10,212.26

• Payroll Solutions International Open House, June 8 = $2600

• Big Garagemahal Night, June 21 = $1500

• Canada Day Soap Box Derby, July 1(goal is $500) = $900

• Fergus Scottish Festival, August 10-12, 2018\* = $6439

• The McGinn Brothers Big, August 17, 2018 = TBD (around $60,000) (capital)

• The Cody Shepperd Project Golf Tournament, September 9 = $28,172 (capital)

• Our Village Home Tour, September 22\* = about $3853

• Car Rally, September 22\*= about $3700 (Group)

• Family Bingo Night, October 12 $500

• LCBO’s Fall Campaign confirmed for September 16 to October 13 2018 =TBD

• Motion Electrical Contracting Open House, October 27 = $1000

• Haunted Woods Walk, October 27= $0 (cancelled due to weather)

• Party Rockers Dance, October 26\* =$641

• Pop Up Dinner, November 17 = TBD

• Party Rockers Dance, November 21\*= $342

• Soup for the Soul, November 29= TBD

\*denote events that take much more support

Kristen Drexler.

Grants Report

The following grants were applied for and received in 2018:

|  |  |  |
| --- | --- | --- |
|  | Amount | Program Allocation |
| Jumpstart | $1650 | Go Girls/Game On |
| MOE funding | $6081 | ISM |
| County of Wellington | $2000 | One to One |
| Canada Summer Jobs | $20,160 | Summer students |
| Canada Summer Experience | $3658 | Summer student |
| Guelph Community Foundation | $1000 | Camp URU |
| Meridian | $500 | Go Girls |
| United Way | $9000 | One to One |
| RBC $10,00 capital + $50,000 programing one to one (funding is over 2 years) | $35,000 | Capital & One to one |
| Aviva Community Foundation | $10,000 | Youth nights in the hub |
| Jumpstart Community Development | $1237 |  |
| Rural Ontario Institute | $8000 | Summer intern |
| TOTAL | $98,286 |  |

Because of the Canada Summer Jobs funding, Camp URU was a revenue generating program. The Aviva Community Foundation funding will be used in 2019 and the Rural Ontario Institute funding will allow us to pay Go Girls and Game On program leaders which will help us offer the program more consistently. Elizabeth Bender.

Strategic Development – Recruitment Committee

Committee members - Neil Armstrong, Leah Valedis, Jon Ralston, Terry Godreau and Pam Stumpf

Met on August 14, Sept 25, Oct 18, Nov 15, Dec 6

Initial meeting was used to review Strategic Initiatives and assign recruitment priorities and targets:

- Board and Volunteer Recruitment

- Social Media Campaign

- 1:1 Program and In School Mentoring

- Third Party Engagement

- Connecting with Local Businesses - “Community Hero Program”

Over the year, we created a terms of reference and had discussions around:

* developing strategies to recruit new Board Members for May 2019 and plans to attract volunteers for various 3rd party events and event committee members.
* different ways to educate the community on our programs and how they can be involved. –
* timelines for communicating Camp URU registration (goal was to get out with the other camps).
* Board members “Why’s” either in videos or statements (why they are part of BBBSCW, Why BBBSCW is important to them…, etc.) to use for Recruitment social media campaign. Extended invitation to mentors, teachers, Bigs and parents.
* A tag line “Do you have an hour” for social media campaign.
* how to roll out the “community Hero” program to local businesses.
* how we can support Third Party events (i.e. attending to do a short presentation).
* Made note of National Mentors month (January) to ensure we have plans in place for 2020. Pam Stumpf.

Strategic Development – Development Committee

Committee members: Brad Teskey and Katie Pope.

There were several telephone meetings that took place in the initial stages of this committee working towards creating an ongoing board development action plan that will provide insightful information and engage board members to further their knowledge in various areas of interest. The board development topics were added to the board member’s Year of Focus Calendar and will be reviewed on an annual basis and updated annually with the topics that will be discussed and or presented. It is the goal of the committee to send out at minimum 3 surveys per year to board members. Katie Pope.

Strategic Development – Sustainability Committee

Committee members: Ash Gottmers, Leanne Iravani, Kristen Drexler

This committee had a very slow start as it was difficult to find time to meet and focus on what really needed to be accomplished by this team. Plans to be organized in 2019 were put in place. Kristen Drexler.

Nominations for the Board 2019-2020

President Neil Armstrong

Vice President Pam Stumpf

Past President Vacant

Treasurer Keith Whelan

Secretary Katie Pope

Caseworker Liason Angie Murie

Members at Large Ash Gottmers

Brad Teskey

Leanne Iravani

Emily Rawson

Brad McArthur