



The Calgary Bridge Foundation for Youth 2016 Annual Report

Message from the Board Chair



This has been another incredible year of growth for our Foundation. Over 13,500 individuals have been supported in multiple schools, libraries and housing complexes! This of course would not have been possible without the faith and investment from our funders IRCC, United Way of Calgary, FCSS and RBC. Our incredible staff and volunteers under the passionate leadership of our CEO Umashanie have worked tirelessly to help, educate and inspire our newcomer youth and their families as they experience their Canadian journey.

For the past two years I have had the honor of chairing the Calgary Bridge Foundation Board. This is a group of incredibly dedicated and talented men and women. Our directors bring a variety of disciplines to the table. During the day they are lawyers, bankers, policemen, educators and business executives. When we come together, there is only one consideration, and that is “what’s best for the kids”. We are blessed to be in a supportive role for such a well-run organization.

It is fitting in this the year in which we piloted our T.I.P.S. program (Transition into Post-Secondary) that our Board lineup for 2017-2018 will feature two of our program graduates and Youth Achievement Award winners, Matteo Vitale and Abhishek Sewak. They will be directors with full voting privileges under the mentorship of other Board members.

We know not what challenges await us as an organization in the coming year. However given what many of our clients have been through just to get to this point, we are determined to not let them down.

Mark Olson, Board Chair

Message from the CEO

As CEO of the Calgary Bridge Foundation for Youth (CBFY), I am proud to report that 2016 has been yet another triumphant year and we have yet again made a profound impact in the lives of our tenacious youth. We embraced the uncertainty of 2016 in stellar Calgary Bridge style, built a reputation that has seen Calgary Bridge become synonymous with best practices for the settlement and integration of immigrant and refugee youth and their families and we supported over 13,500 individuals.

Humanitarianism, collaboration and collective impact are the core driving forces and defining characteristics of an inclusive and innovative organization and this has become the soul of our work. With the passing of each year we find a new found passion to design creative initiatives, aligned with new and emerging trends when engaging our youth and families in the settlement and integration process and beyond.

With more than 2 decades and now on the cusp of the 3rd decade of Canadian experience in the settlement sector we have found that positive success indicators resonate when community stakeholders are inextricably linked by weaving together for the betterment of creating strong and resilient communities who share common ideologies. This is how CBFY describes its core partnerships with the Calgary Board of Education, The Calgary Catholic School District and the Calgary Public Library.

The year brought great expectations and limitless opportunities including but not limited to, the new strategic plan, "The Indispensable Chapter", the arrival of the Syrian Refugee youth and their families; the Afterschool Program and the CBE Literacy, English and Academic Development (L.E.A.D) Program, the launch of the Volunteer Resources Program, the Transition into Post-Secondary pilot project, increased organizational revenue, Youth Achievement Awards, the Welcome to Kindergarten Award, participation in the Pride Parade for the first time, the 10th Anniversary Celebrations of the In School Settlement Program, youth engagement initiatives, highest numbers in Summer Program registrations and the re-location to a new office space. A truly remarkable year indeed.

Thank you to our funders, partners, donors and sponsors. The Calgary Bridge Foundation for Youth is all the better for showing faith in us. Last but not least the success of CBFY is largely attributed to the inspiration and the tenacity of a few good men and women including the vibrant staff, dedicated volunteers and the dynamic and phenomenal Board of Directors. What more can a CEO ask for. Thank You.



Umashanie Reddy, Chief Executive Officer

"It always seems impossible until it is done" - Nelson Mandela

Program

IN SCHOOL SETTLEMENT PROGRAM

9,969 clients.

2,654 families.

4,848 youth received services
in **297** out of **351** schools.

37 school locations.



MENTORSHIP PROGRAM

1,575 youth participants.

13 school locations.

65 Peer Mentors.

WIN & NOW



AFTERSCHOOL PROGRAM

2,070 youth participants.

26 program locations.



RBC YOUTH EMPOWERMENT PROGRAM

121 youth participants.

1 school location.



The unique selling position of The Calgary Bridge Foundation for Youth is its community-led and collective impact model, vast array of programs and services that serve as a continuum for holistic and cross-sectional youth development. Core programs include In School Settlement, Mentorship, Afterschool, RBC Youth Empowerment, Volunteer and Summer Programs.

Continuum

TRANSITION INTO POST-SECONDARY (T.I.P.S)

Pilot Project **13** youth
participants.

16 mentors.



AFTERSCHOOL AND MENTORSHIP SUMMER PROGRAM

935 youth participants.

169 were Syrian Refugees.



VOLUNTEER RESOURCES PROGRAM

90 community volunteers
recruited.

2112 hours contributed by
Program volunteers.



In School Settlement Program

Saeb personifies the realization of potential for the newcomers the In School Settlement Program supports. Saeb and his family arrived in Canada from Palestine five years ago, with his parents hoping for a better future for their children. Saeb has made his parents' dream a reality, as he has taken advantage of the opportunities in front of him. He is already giving back by helping others through volunteering as a Computer Buddy at the Calgary Public Library, on the election campaign for Jim Prentice, and in the office of MLA The Honourable Teresa Woo Paw. For Saeb and his family, this involvement in public service is just the beginning of his settlement journey. When asked about his future aspirations, Saeb says:



Saeb Qazzaz

"I would like to work on international development so I can address injustices around the world, especially in developing countries. I want to address injustices by defending the rights of the poor people in different areas around the world."

- Served 2654 families including 9969 individuals; 4848 of which were youth
- Provided support to children in 297 of the 351 CBE and CCSD schools
- 81% of clients strongly agreed that their knowledge of available resources and services increased
- 71% of clients strongly agreed they could use what they learned in daily life
- 99.5% of clients expressed that in the future they will contact the In School Settlement Program for additional information and referrals

Mentorship Program

Faiza is an exceptional young woman, and one of the most dedicated members of the Mentorship Program. Joining the program as a newcomer, Faiza and her family arrived from the Philippines with hopes of attaining better education and more opportunities in life. Adjusting to life in Canada was difficult, but Faiza's strong and resilient spirit allowed her to make friends and get involved in her school and community.

"When I came to Canada, I felt very homesick and caged, I left a lot of people back home that I really loved. I felt I couldn't do anything or go anywhere because I didn't have a clue about how things worked. But now, I can say that my life has changed completely because I can do whatever I want without feeling caged or missing home, I have friends here."

Faiza quickly transitioned into a leadership role within the Mentorship Program. As a Peer Mentor for the past two years, she has assisted dozens of newcomer youth during their settlement to Canada. Now Faiza serves on the CBFY Youth Advisory Council, planning and delivering program-wide events and serving her community. She will graduate high school this year and is on her way to culinary school, yet another step toward achieving her dreams.

"CBFY and the Mentorship Program have changed my life because there were youth like me there that guided me towards my dreams and taught me important things. This program also taught me how to be a role model to other newcomers that need help, and to show them that if I can change for the better, they can too."

The Mentorship Program has helped a lot of youth like me during their settlement, especially providing the opportunity to make friends who know what hardships newcomers go through, and are able to help them overcome them."



Faiza Ordona

- 1,575 newcomer youth participated in summer and school year programs across 13 locations including schools, libraries and reception centres
- 1 day Youth Conference with over 300 participants celebrating their Power of Voice!
- Over 700 newcomers participated in community connection activities and explored resources, historical/ cultural sites, local recreation centres and post-secondary institutions within Calgary
- Over 100 former newcomer youth completed comprehensive Peer Mentor Training and contributed over 5500 hours for one-on-one and group mentoring support
- As a result of summer program participation, 95.84% of surveyed newcomer youth stated they know where to get help if they have problems with their schedules, lockers and school work
- As a result of participating in year-round program, 87.5% of surveyed newcomer youth stated that they had a good group of friends in school; they experienced an increased sense of belonging

Afterschool Program



Nardos Abebe

“With tears running down my face, I asked my dad why we are doing all of this to go to Kenya. He told me he was doing this all for me, because if we went to Kenya, we would have a chance to go to Canada, and there I would have the chance of getting a better education. That was when I decided I would do whatever it takes to go to post-secondary and help many people around the world.”

Like many newcomers, Nardos’ journey to Canada was marked with many obstacles and hardships. Her family had to risk their lives on the road to Kenya, where they stayed until the process was complete for their move to Canada.

Shortly after beginning grade ten, Nardos joined The Afterschool Program’s NxtGen Homework Club at Father Lacombe High School. In the last two years, she has benefited from workshops taught from the NxtGen Life Skills Curriculum, and the support from academic tutors, volunteers, and her friends. Nardos is challenging herself to complete IB Calculus in grade 11, and is glad to move closer to her dreams of becoming a civil engineer in a welcoming and stimulating environment.

She is a recipient of a CBFY scholarship, and plans to fulfill her promise of attending university upon graduation.

“The reason why I want to become a civil engineer is to rebuild the road to Kenya that almost made me and my parents die. If I rebuild that road, I will save millions of people’s lives. At the Afterschool Program, I have learned lots of things that will be vital for my future. For example, I have learned how to study, how to read effectively, and how to help other students and help yourself at the same time. The tutors made me realize that I am someone who has the ability to use their education to make a difference in the world.”

- Served 2070 immigrant and refugee children and youth across 26 locations including schools, public libraries, and low-income housing complexes
- Served 209 Syrian refugee children and youth throughout the school-year and summer programming
- Registered 585 youth in the Summer Program, compared to 445 youth in 2015
- Waived registration and transportation fees for all newly arrived refugees who registered in Summer Program
- Hosted 4 community fairs engaging over 500 immigrant youth and their families
- 95% of youth reported new or stronger friendships
- 93% of youth demonstrated increased motivation and persistence
- 92% of youth reported increased confidence and self-esteem

RBC Youth Empowerment Program

“Helping people is what the RBC program is known for and they not only helped me academically, they became my friends and we grew bonds that I don’t want to lose forever.”

Peace arrived in Canada on her 13th birthday. At first, she was excited about moving to a new country, but soon realized that everything she knew was back in Nigeria and being in Canada meant facing changes and challenges. It all started the first day of school.

“I will never forget the isolation I felt that day. I looked different, talked different and acted different. From that day on, I did not try to make friends or smile at anyone I came across.”

Until one day she was trying to find her math class when Maureen stopped to help. After meeting Maureen, who is now one of her closest friends, Peace remembers life started getting a little easier. *“I began to smile more and had a brighter aura.”*

When Peace started high school at John G. Diefenbaker High School she was introduced to the RBC Youth Empowerment Program. Peace says that, *“Joining this program was one of the best choices I have made in my life. One of the reasons I couldn’t cope so well in junior high was because I did not have people to confide in like I do now. I lacked people who could help me academically with my school work or socially when I was away from my parents and siblings. I now have friends and the RBC Program to support me. The program makes me feel important and even a bit pampered by the tutors. They take our learning seriously and do their very best to help progress in our learning.”*

Peace plans to attend Ryerson University taking Medical Physics in the fall of 2017. Her lifelong goal is to become a pediatrician, which will combine her love of children with medicine.



Peace Emmanuel

- 121 students served at John G. Diefenbaker High School 5 days a week
- 95% of the participant maintained or improved their grades fall of 2016
- 83% of students reported that the program gave them more opportunities and confidence to take part in community or school programs
- 77% of students reported that they met or exceeded their pre-set academic goals with the help of the program
- 3 students won scholarships towards post-secondary education
- 5 community volunteers added capacity for the program deliverables December 2016

Volunteers Resources Program



Ankit Hindocha

"Today I am a nursing graduate from the University of Calgary, and a volunteer at a local clinic and several organizations. This status did not come easy as being an immigrant youth came with unique challenges. The lack of sense of belonging, nervous state, and alienation are the challenges I experienced. However, I was fortunate to meet amazing people from a non-profit organization, which helped me make this transition easier."

Ankit moved to Calgary in 2003 from India when he was 13 years old. In the beginning, attending junior high was very difficult and stressful because he did not have any friends, except for his twin brother. He remembers the day when his ELL teacher encouraged him to attend The Afterschool

Program at CBFY. From the moment he walked into the room, he was greeted with smiles from the CBFY staff who made him feel accepted for who he was. Later on, it was a great honor for him when he was featured in a photo that was taken for the Calgary Herald. The photo included his twin brother, a CBFY staff member, and a fellow immigrant youth. At CBFY, Ankit feels that he received unconditional support and encouragement throughout his junior high school years.

"The CBFY gave me opportunities to make new friends from around the world, familiarized me to the Canadian culture, and made me realize that Canada is filled with exciting opportunities, especially for youth. I was fortunate enough to attend ice hockey games, go on field trips such as movies and camping, and be a part of the Alberta Children's Festival through the Afterschool Program."

The impact that CBFY had on me was so impressive that I am currently volunteering for this great organization with the youth at the junior high school, and it gives me immense pleasure to give back to the immigrant youth through the Afterschool Program. I am able to help youth as most of them are experiencing the feelings and emotions I once experienced. It is my pleasure and honor to be able to serve the youth community and let them realize their potential and that the CBFY is a great resource. We, the CBFY family, are friendly, funny and supportive. I love being at the giving end as much as I loved being at the receiving end once." Today, Ankit is a successful university graduate, and is currently giving back to his community by volunteering his time with the Afterschool program, where he himself began his journey.

- Received funding from TELUS Community Grants in June 2016 and Emergency Resiliency Funding from the City of Calgary in October 2016 to create and develop a Volunteer Resources Department
- 90 community volunteers were recruited, trained and placed in The In School Settlement Program, The Mentorship Program, The Afterschool Program and The RBC Youth Empowerment Program
- Program volunteers contributed 2112 hours which is equivalent to \$38016
- 90% of volunteers reported that they are very satisfied with their volunteer experience and are likely to continue volunteering
- 80% of youth clients noticed a positive difference in the services provided by CBFY after receiving volunteer support

CEO Award of Excellence

Controller, Leon Shum was the successful recipient of the 2016 CEO Award of Excellence for his exceptional performance. This award was donated by Umashanie Reddy.

Woman of Courage

Mentorship Program Manager, Dixie Taylor received the Woman of Courage Award. An award of this nature has been awarded for the first time at The Calgary Bridge Foundation for Youth (CBFY) and it recognizes exemplary work performance, generosity of spirit, courage, perseverance and determination. This award was donated by Umashanie Reddy.

Youth Conference

CBFY celebrated their annual youth conference: The Power of Voice. 287 youth were in attendance and 10 community resource partners were invited to display and speak about their resources. This conference was organized by the CBFY Youth Council.

Umashanie School

The University of Calgary Bachelor of Education students were tasked to design a school that aligned with a personal pedagogical philosophy. With a focus on community involvement and fostering a lifetime commitment to community service and volunteerism, the students picked Umashanie as their inspiration. "As a humanitarian and an individual that has committed her life to helping others, and the ideologies practiced at CBFY," they decided to name their school after her.

Welcome to Kindergarten Award

CBFY received the Welcome to Kindergarten Award (WTK). This honour recognizes the contributions of individuals, agencies or school teams who have demonstrated excellence in collaborating with schools and communities, supporting parents and children in the transition to kindergarten and advocating for The Learning Partnership's Welcome to Kindergarten Program.

2016 Youth Achievement Awards

In recognition of outstanding achievements, 15 scholarships were awarded to for post-secondary study to 15 youth at the Annual Youth Achievement Awards. 274 guests were attendance.

Volunteer Resources Program

CBFY launched the first Volunteer Resources Program. CBFY received a Community grant from TELUS to support the Immigrant and Syrian Refugee Youth Volunteer Management Program for one year. CBFY also received Emergency Resiliency Funding from the City of Calgary to add value to the Volunteer Resources Program.

Pride Parade

CBFY joined the Calgary Pride Parade for the first time and our attendance will continue to be a permanent feature at Pride. Friends and Family of Calgary Bridge joined in the parade.

Bernard Laven Program Development Award

In School Settlement Practitioner Svitlana Dubovetska was acknowledged with the Bernard Laven Program Development Award by the Jewish Family Service in Calgary for community partnerships and outstanding commitment to community.

In School Settlement Program 10th Anniversary Celebration

The In School Settlement Program (ISSP) celebrated their 10th year anniversary. The ISSP grew from 4 staff in 2006 to 34 staff in 2016 and is amongst one of the larger SWIS programs in Western Canada.

RBC Make 150 Count Campaign

Peace Emmanuel, a RBC Youth Empowerment student brought recognition to CBFY. Peace received the RBC #Make150Count campaign where she was given \$150 and one directive: “to use the money to help communities prosper.” Peace was honored by RBC Bank and her picture was posted on the side of a RBC Bank in Vancouver.

NxtGen Junior High Youth Committee

The Afterschool Program introduced the NxtGen Junior High Youth Committee. The committee consists of 9 NxtGen Junior High program participants who were voted in by their NxtGen program peers. Through their involvement in the Youth Committee, youth were able to develop stronger community participation, increased self-confidence and new life skills that can be carried forward into their future endeavors.

Afterschool Refugee Project

The Afterschool Program (ASP) received a one-time capacity building grant from Family and Community Support Services (FCSS) for \$150,000 to increase the capacity of ASP in order to expand services to refugee children and youth including the newly arrived Syrian Refugee children and youth during school-year and Summer Programming.

Summer Program: Afterschool and Mentorship

The Afterschool Program registered 585 immigrant and refugee youth (Grades 1-9) in the 2016 Summer Program. The Mentorship Program registered 350 immigrant and refugee youth for their Summer Program. One of the largest numbers CBFY has ever seen for the Summer Program, with a total of 935 youth.

New Offices

The Administration and In School Settlement team of CBFY re-located to new offices in Macleod Place on Macleod Trail. The Afterschool and Mentorship program will relocate in 2017.

Statement of Financial Position

	2016	2015
Assets		
Current Assets		
Cash	\$ 1,430,665	\$ 1,210,661
Short-term investments	12,032	-
Accounts receivable	2,140	6,566
Government remittances recoverable	15,602	13,077
Prepaid expenses and deposits	45,717	49,265
Total current assets	1,506,156	1,279,569
Capital assets	92,666	57,066
	<hr/>	<hr/>
	\$ 1,598,822	\$ 1,336,635
Liabilities and Net Assets		
Current liabilities		
Accounts payable and accrued liabilities	\$ 93,872	\$ 84,037
Deferred contributions	514,198	310,790
	<hr/>	<hr/>
	608,070	394,827
Non-Current liabilities		
Deferred capital contributions	44,979	40,254
Total liabilities	<hr/>	<hr/>
	653,049	435,081
Net assets		
Invested in capital assets	47,687	16,812
Unrestricted	898,086	884,742
Total net assets	<hr/>	<hr/>
	945,773	901,554
	<hr/>	<hr/>
	\$ 1,598,822	\$ 1,336,635
	<hr/>	<hr/>

Statement of Operations

	2016	2015
Revenues		
Amortization of deferred capital contributions	\$ 29,255	\$ 56,389
Registration	58,616	45,239
Fundraising	51,580	41,098
Donations - restricted	32,082	21,673
Donations - unrestricted	17,524	5,991
Programs:		
Government of Canada	3,567,467	3,212,068
City of Calgary	619,451	389,066
United Way	503,178	535,715
RBC Foundation	38,696	16,518
Other Programs	16,939	-
Government of Alberta	-	14,706
Rogers Communications	-	144,073
Somali Homework Club	-	29,497
	4,934,788	4,512,033
Expenses		
Amortization of capital assets	44,524	68,753
Registration and administration	38,933	7,425
Fundraising	28,550	31,627
Donations - restricted	32,082	21,673
Loss on disposal of capital assets	749	-
Programs:		
Government of Canada	3,567,467	3,212,068
City of Calgary	619,451	389,066
United Way	503,178	535,715
RBC Foundation	38,696	16,518
Other Programs	16,939	-
Government of Alberta	-	14,706
Rogers Communications	-	144,073
Somali Homework Club	-	29,497
	4,890,569	4,471,121
Excess of revenues over expenses	\$ 44,219	\$ 40,912

Funders & Partners

Funders



Immigration, Refugees
and Citizenship Canada

Immigration, Réfugiés
et Citoyenneté Canada



United Way
Calgary and Area
Building a great city for all.



RBC Foundation

Propell:us



Calgary
community board

Partners



**Calgary Board
of Education**



**CALGARY
PUBLIC
LIBRARY**



**CALGARY CATHOLIC
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