



ENGAGE ENRICH EMPOWER

INSPIRING IMMIGRANT YOUTH
AND FAMILIES FOR 25 YEARS



THE CALGARY BRIDGE
FOUNDATION
FOR YOUTH

2014 ANNUAL REPORT

REPORT FROM THE CHAIR

THE THEORY OF CHANGE IN ACTION

The Calgary Bridge Foundation for Youth is all about change. The people we serve are undergoing extreme periods of change in their lives, leaving behind families and familiar lifestyles to arrive in a new country with climate, language, social and economic barriers. We deal with vulnerable but resilient people, who not only will gradually change their own lives, they will help build and enrich our community and indeed our country.

We have embraced change ourselves as an organization. I first had the privilege of working with CBFY in 2002, when the organization had about 5 staff and an annual budget of about \$250,000. Harry Yee, as Executive Director, embraced change as he began expanding the organization's ability to serve and positively impact the lives of immigrant youth. He saw opportunities and developed relationships that have grown CBFY to be one of the largest immigrant and youth serving agencies in Calgary, and the only one that specializes in serving immigrant youth specifically. Through those intervening years, we saw growth of programming, staff, funding and community partnerships. We salute Harry for his determination and vision in expanding the organization and we wish him every success in his future.

The financial records within this Annual Report speak for themselves in terms of the growth of CBFY over the past 25 years. The fact that we now receive over \$4M annually illustrates the faith placed in us for being a leader in the services we provide. CBFY is now an organization that has come of age and matured into its role as a leading provider of services. With this maturity came the ability to revision our future as a Centre of Excellence in immigrant youth services. CBFY has the great fortune to welcome a dynamic and visionary leader, Umashanie Reddy, to take us forward in this direction and to ensure that CBFY not only provides excellent programming, but measurable impact in our community. I have been excited to watch the renewed enthusiasm and energy within the staff and board and I know that this will translate to increased benefits to some of our most vulnerable youth.

I would like to thank our collaborators at the CBE, CSSD and the Calgary Public Library for providing us with a welcoming space that is accessible and safe for our youth. Also our funders CIC, The United Way of Calgary, City of Calgary FCSS and Rogers for supporting our programs and sharing our vision of success for newly arrived youth. These young people are extraordinarily driven, resilient and creative in achieving



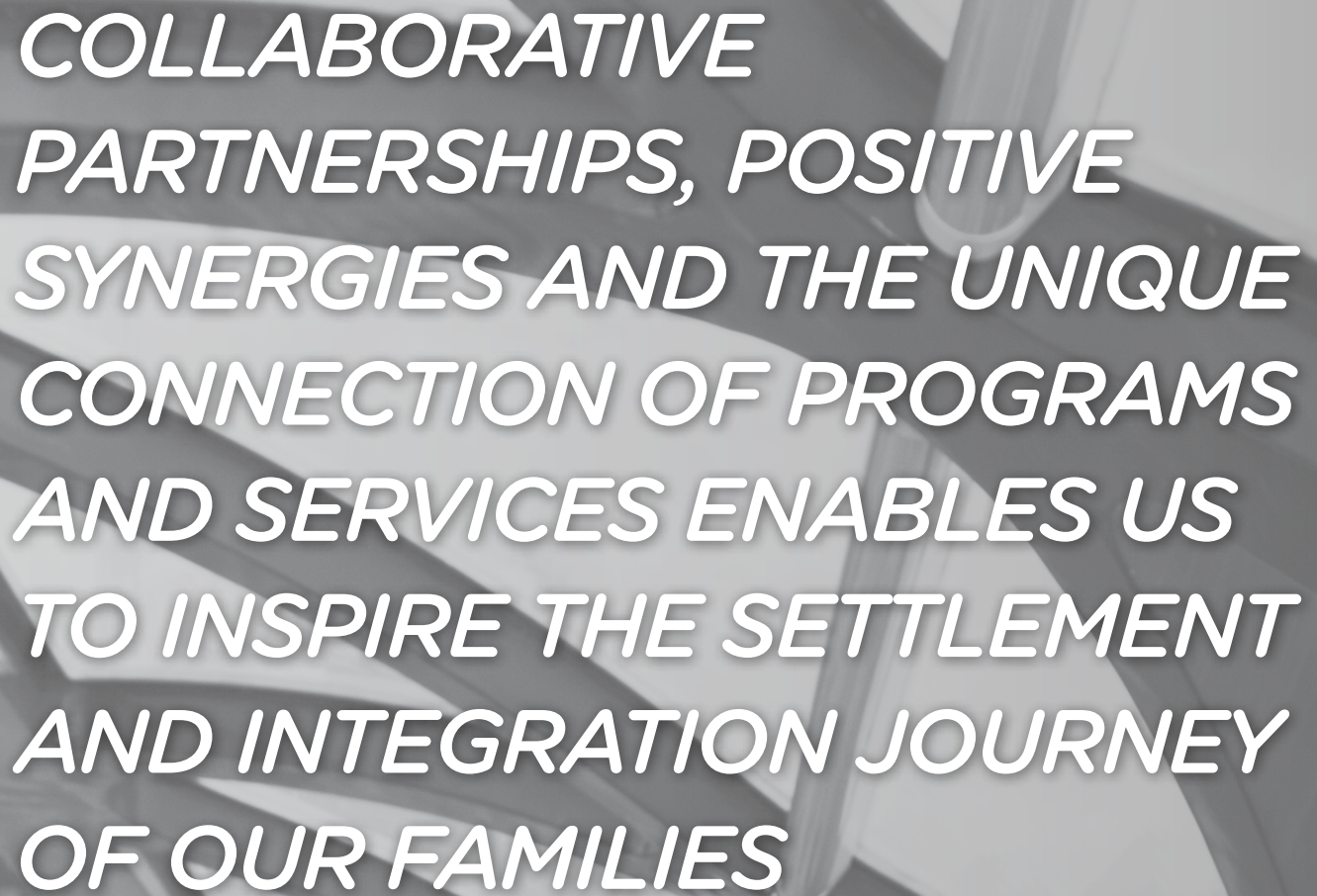
their success here and as fellow Canadians we can only be proud of them and hopeful for their potential to contribute to Canada's future. In every way, they ARE our future.

Finally, a huge thank you to the Board who have embraced the organization I have loved so long and all of whom I trust to carry forward, onward and upward. I wish the volunteers, staff and community partners every continued success in your work and I thank you for working alongside me to achieve so much this past year. As I leave my role as Chair, I am honoured to happily say thank you to CBFY, for changing my life as well.

Krystyna WILLIAMSON,

A handwritten signature in black ink, reading "K. Williamson".

*Chairman
Calgary Bridge Foundation
for Youth*



*COLLABORATIVE
PARTNERSHIPS, POSITIVE
SYNERGIES AND THE UNIQUE
CONNECTION OF PROGRAMS
AND SERVICES ENABLES US
TO INSPIRE THE SETTLEMENT
AND INTEGRATION JOURNEY
OF OUR FAMILIES*

*WE ARE UNIQUELY
POSITIONED TO MEET
AND SERVE IMMIGRANT
YOUTH AND FAMILIES AT
THE CALGARY BOARD OF
EDUCATION AND CALGARY
CATHOLIC SCHOOL DISTRICT
RECEPTION CENTRES,
SCHOOLS, THE CALGARY
PUBLIC LIBRARY AND THE
CALGARY HOUSING COMPANY*

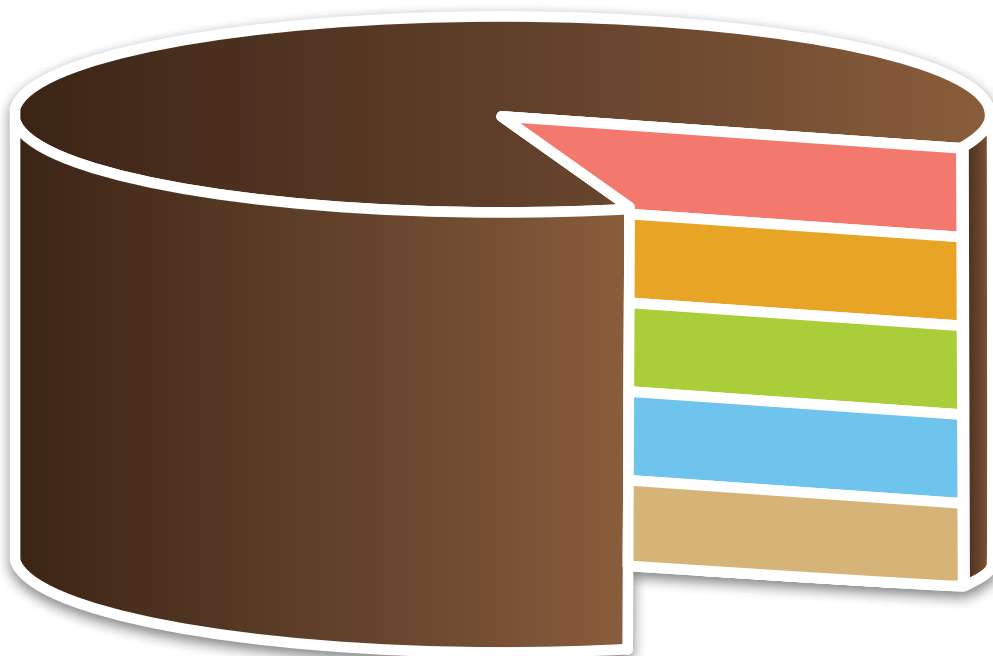


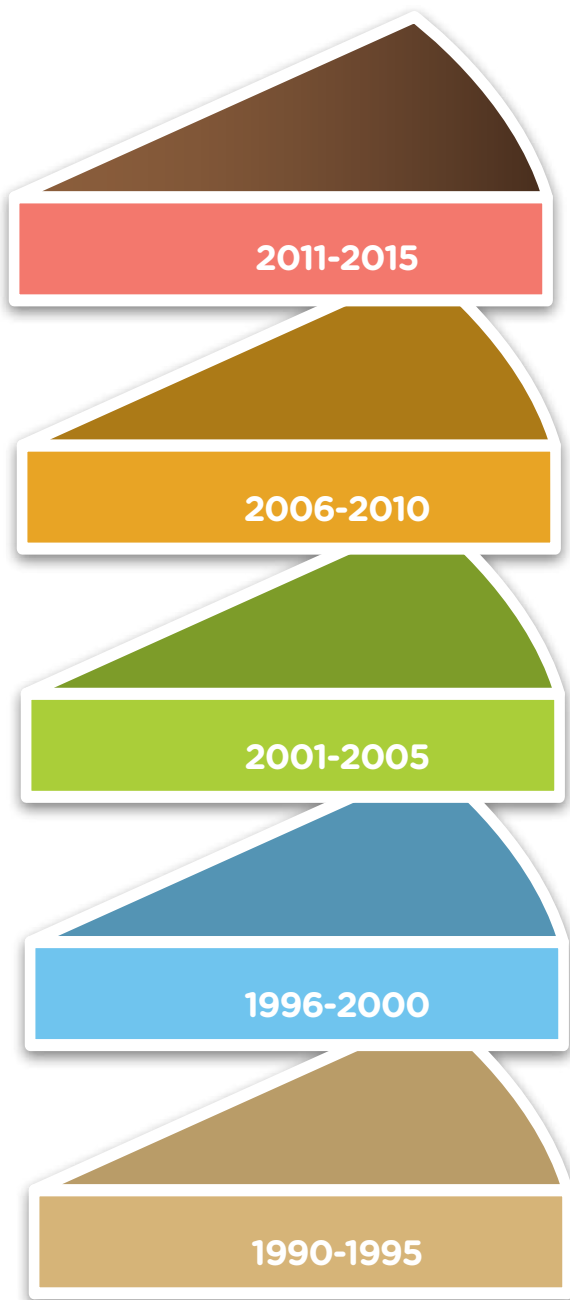
‘The company has hired me!’ This is the exciting news that our settlement worker received from Jesus Araujo, the father of a family from Venezuela who arrived to Calgary just over a year ago. Jesus was proactive and met with an In School Settlement Worker just two weeks after arriving in Calgary. He was assisted with information

on health, transportation, ESL assessment and was referred to other useful community resources. This enabled Jesus to find an immediate transitional job, while his wife Nailing pursued the necessary protocols to get back onto her career path, whilst their son settled in his new school at St. Monica. Equipped with this

information and with the support of an In School Settlement Worker, Jesus attended and successfully completed the Heavy Duty Technician Trades Training with Momentum and SAIT. The skills, knowledge and education that he acquired led to his new full time position with First Student Canada as a Heavy Duty Mechanic.

*CELEBRATING 25 YEARS
OF MAKING A DIFFERENCE
AND ADDING VALUE TO
THE SETTLEMENT AND
INTEGRATION JOURNEY
OF OUR CLIENTS*





- 2015** Awards 25 Scholarships to Youth from Grades 9-12
- 2013** CBFY hosts the Western In School Settlement Conference
- 2012** In School Settlement Program enhances the partnership with The Calgary Public Library and becomes the first Immigrant Serving Agency to set up a Settlement Desk at the Village Square Community Library
- 2011** The Rogers Youth Empowerment Program launches and is funded by Rogers Communications Fund
- 2011** The In School Settlement Program wins an Honorary Mention from The Learning Partnership "Welcome to Kindergarten Award for Partnership Excellence"
- 2009** The In School Settlement Program wins The Award of Excellence from The Calgary Catholic School District
- 2009** CBFY receives CAS funding from FCSS to provide Afterschool Program for children during critical hours (3-6pm)
- 2008** Mentorship Program launches and is funded by Citizenship and Immigration Canada
- 2006** In School Settlement Program launches with 4 staff and is funded by Citizenship and Immigration Canada
- 2003** Receives Certificate of Citizenship from the Minister of Citizenship and Immigration
- 2001** Social Venture Partners funds pilot project for the Elementary Afterschool Program and continues to fund CBFY until 2006
- 1995** United Way of Calgary starts to fund the Afterschool Program
- 1995** The Building Life Skills for Young Newcomers' Program launches with Innovative/Preventive funding from FCSS and the Mayor's Action to Create Healthy (MATCH) Solutions for the Prevention of Community and Family Violence, and Immigrant Youth Gang Violence
- 1991-92** CBFY receives first funding of \$4000 from Mead Johnson for prenatal and parental classes
- Afterschool program launches with funding from Citizenship and Immigration Canada and with match funding from the Mayor's Action to Create Healthy (MATCH) Solutions for the Prevention of Community and Family Violence and Immigrant Youth Gang Violence
- 1990** CBFY receives certification of incorporation on November 6th
- 1985** Dr. John Wu convenes Adolescent Support Group to assist immigrant youth and parents

MENTORSHIP PROGRAM

- More than 500 youth from over 50 countries participated in summer and school year programs
- Program and services delivered in 18 school locations, reception centres and community libraries
- Over 100 former newcomer youth completed comprehensive Peer Mentoring Training and volunteered over 5000 hours for one-on-one mentoring support
- Over 250 newcomer youth contributed to the Calgary community by participating in volunteer and community connection opportunities
- Awarded 7 Youth Scholarships

IN SCHOOL SETTLEMENT PROGRAM

- Served 2652 families including 9282 individuals; with children registered in 256 of the 351 CBE and CCSD public schools
- 88% of clients strongly agreed that their knowledge of available resources and services increased
- 82% of clients strongly agreed they could use what they learned in daily life
- 93% of clients expressed that they will continue to ask for additional information and referral support
- Delivered 120 “Welcome to Canada” workshops to 1205 participants

PROGRAM TEAMS WORK IN COLLABORATION TO PROVIDE A CONNECTION OF PROGRAMS AND SERVICES FOR IMMIGRANT YOUTH AND FAMILIES AND SERVED 11, 173 INDIVIDUALS IN 2014

AFTERSCHOOL PROGRAM

- 1188 youth participated in programs delivered in 34 locations including schools, community libraries, and low-income housing complexes
- 468 youth raised over \$7,000 to support local and global charities
- Over 200 youth received academic tutoring through the homework programs
- Launched the NxtGen High School Program to help youth improve their academic performance, increase their social supports, and build life skills
- Awarded 1 Youth Scholarship

ROGERS YOUTH EMPOWERMENT PROGRAM

- 203 youth participated in 4 schools and 2 library locations
- 95% of graduates are enrolled in post-secondary education or upgrading courses in preparation for university entrance
- Awarded 6 Rogers Youth Scholarships to the value of \$10,000
- 90% of students agree that tutors have been able to assist them in their learning

IN SCHOOL SETTLEMENT PROGRAM

MASSAYEL CUELLAR & NICOLAS RAMIREZ

The In School Settlement Program (ISSP) connects newcomer families to community and school resources to meet their personal settlement needs. Through information, referrals and support, the ISSP empowers newcomers to reach their potential and become active participants in Canadian society. The ISSP works to offer client-centered, accessible services to newcomers by operating out of offices in Calgary Public Schools, the two Reception Centres of the Calgary Board of Education (CBE) and the Calgary Catholic School District (CCSD) and two Calgary Public Library Settlement Desk locations.

MASSAYEL CUELLAR originally started her new life in Quebec, Canada with her husband and their son. Unfortunately her husband decided Canada was not the place for him and moved back to Colombia leaving Massayel at a crossroads. Massayel decided to stay in Canada with her son. Her transition to life in Calgary was met with multiple obstacles until she met an In School Settlement Worker at the Calgary Catholic School District Reception Centre. The obstacles that Massayel faced included finding a home, meaningful employment, ESL services, information on social benefits, and many other settlement service resources. She registered for the

Translation and Interpretation program at Calgary Immigrant Women's Association (CIWA) and the benefits of this program were tenfold. It enabled her to find a family doctor who spoke her first language and she was introduced to a vast array of opportunities. She is now working full time as an Office Administrator and has a casual position as an Interpreter and Translator with an International Spanish Translation Company. Her son, Nicolas is settled in Grade 1 at St. Andrew School, and is registered in a Before and Afterschool Care Program.

MENTORSHIP PROGRAM

GLORY ONWUKA CHEKWAS

The Mentorship Program focuses on the successful settlement and integration of newcomer youth throughout Calgary. The program provides information, resources, and support to facilitate positive transitions for youth into Canadian schools and communities. A unique aspect of the program involves the participation of Peer Mentors, youth who were once newcomers themselves, who provide one on one support for incoming newcomer youth during programming and community connections activities.

GLORY ONWUKA CHEKWAS' family's transition to Canada was met with many trials and tribulations. Within their first few weeks in Calgary, they were forced out of their home and had to move into a shelter. The added stress of finding employment, housing, and food weighed heavily on her mind. However, Glory did not allow this to distract her from her education and success in school. In 2014 Glory joined the Mentorship Program as a newcomer. She became a regular participant of the Mentorship Program, and connected with other youth in the program. Her friendly nature and dedication to help other newcomers allowed her to rapidly transition to the role of Peer Mentor. Her outstanding academic efforts, participation in the

program, and inspirational story also earned her a CBFY Scholarship. Glory has expressed interest in continuing her involvement with the Mentorship Program throughout her time in post-secondary. Her future career goals include studying pharmacology, finding cures for deadly diseases, and continuing to be an active community member and advocate. Glory says that "The Mentorship Program gave me the voice I lost when I first arrived in Canada, and also gave me new beautiful people to build strong, meaningful relationships with and call true family and friends. This alone gives me the reason every day to be thankful irrespective of all the struggles my family and I have gone through."

AFTERSCHOOL PROGRAM

ANJOLA ADEBOYE

The Afterschool Program is designed and delivered to immigrant youth during critical after - school hours and, aims to enhance their knowledge and understanding of Canadian culture, address cross-cultural issues, and increases their participation in the schools and the community. Immigrant youth are positively engaged, by providing homework help, English language development, and recreational and life skills activities. The program is delivered at various Calgary Board of Education and Calgary Catholic School District Schools, The Calgary Public Library and Calgary Housing Company.

Since relocating from Nigeria, ANJOLA had to move from one home to the next, and the constant instability has not been easy on her. With both Anjola's parents having to work, she often takes on the responsibility and care of her three younger sisters. In 2014, Anjola relocated to a new community once again and started attending the NxtGen Afterschool Program at Father Scollen Junior High. Anjola says, "NxtGen is helping me get to know people I normally wouldn't associate with. We're all becoming really good friends. That group of twenty people is like an extended family. They bring out the best in me: the qualities that no one sees."

Through NxtGen, Anjola helped organize fundraisers that generated over \$1,400 to support communities locally and overseas. She is eager to participate in more charitable work because she wants to continue taking care of those who are in need. Anjola says, "I've traveled a bumpy road to get to where I am today but those obstacles gave me strength and helped me appreciate the truly important things in life. After post-secondary education, I plan on taking care of the people who have no one else to take care of them."

ROGERS YOUTH EMPOWERMENT PROGRAM

LEVYNNE BALATBAT

The Rogers Youth Empowerment Program provides academic support in all core subjects for students in grades seven to twelve with varying ELL levels and academic abilities. The program seeks to help students improve grades, promote the importance of post-secondary education, develop critical thinkers and build community-minded individuals all within a safe and inclusive environment.

LEVYNNE BALATBAT was one of the first students to join the Rogers Youth Empowerment Program when it started in 2011. In the beginning, he was shy and did not have the confidence to speak to strangers. During the past four years, Levynne attended the program regularly and took advantage of every opportunity to learn and grow academically and personally. Levynne has developed into a confident and capable young adult who is a leader among his peers. His goal is to become a Culinary Arts teacher and even though he graduated in 2014 from Bishop Grandin High School with honors,

he returned to this high school in the fall to build hours towards a Journeyman Red Seal in Culinary Arts as he prepares to enter university in the fall of 2016. He also joined the staff of The Rogers Youth Empowerment Program as a tutor in the fall of 2014, and he has proven himself to be an excellent, well-prepared tutor for the program. Levynne said that he wishes other immigrant youth could see this program as an opportunity, "because it does change people's lives - like mine." "The program gave me hope - a beacon to show me where I am heading."



HADEEL'S FAMILY

Hadeel Qazzaz moved to Canada with her husband and her two children in the summer of 2012 from Palestine. Both Hadeel and her husband came from professional backgrounds, as Hadeel worked with an international development company and her husband was a University Professor. However they faced the struggle that many skilled immigrants

must endure. After arriving in Calgary, employment was difficult to obtain and the expenses of a daughter in University and a son attending John G. Diefenbaker were causing financial difficulties and pressure on the family. Hadeel's first encounter with The Calgary Bridge Foundation for Youth was at the In School Settlement Program where

she met a settlement worker, whom she fondly refers to as "the first friendly face," hence the beginning of a long lasting relationship. The settlement worker introduced Hadeel and her children to the Afterschool Program and made several referrals to other immigrant serving agencies that helped Hadeel and her family integrate into Calgary. This connection

with the Bridge Foundation opened doors for Hadeel, providing her with a vast array of opportunities and enabled Hadeel to connect, engage and create a larger supportive network, making a holistic impact in her family's life. Hadeel was encouraged to volunteer to gain local experience, and to access helpful free and subsidized

programs through The Calgary Public Library. She did this with many immigrant and community organizations for a year and a half. Three years after their settlement in Calgary, Hadeel is now employed as a Community Outreach Worker at the United Way of Calgary, her husband has become an Associate Professor of

Anatomy and Physiology at the University of Calgary, and their daughter has been hired as a Youth Coordinator at Calgary Immigrant Women's Association. Qazzaz' family is representative of the resilience of newcomers as they overcome the obstacles in their journey in settling and integrating in Canada.

2014 STATEMENT OF OPERATIONS

*Year ended December 31, 2014,
with comparative information for 2013*

	2014	2013
REVENUE		
Amortization of deferred capital contributions	\$ 85,978	\$ 105,410
Donations and fundraising	107,923	44,657
Registration	48,440	30,111
Programs:		
City of Calgary	384,533	384,532
Government of Alberta	10,294	-
Government of Canada	2,938,745	2,860,037
Other programs	-	35,151
Rogers Communications	229,449	238,651
Somali Homework Club	46,660	46,793
United Way	473,040	476,291
	<u>4,325,062</u>	<u>4,221,633</u>
EXPENSES		
Amortization of capital assets	98,544	115,295
Donations and fundraising	69,354	32,299
Registration and administration	149,464	123,212
Programs:		
City of Calgary	384,533	384,532
Government of Alberta	10,294	-
Government of Canada	2,938,664	2,762,725
Other programs	-	11,137
Rogers Communications	229,449	238,651
Somali Homework Club	46,660	54,403
United Way	472,947	476,291
	<u>4,399,909</u>	<u>4,198,545</u>
(Deficiency) excess of revenues over expenses	\$ (74,847)	\$ 23,088

2014 STATEMENT OF FINANCIAL POSITION

December 31, 2014 with comparative information for 2013

	2014	2013
ASSETS		
Current assets		
Cash	\$ 1,162,268	\$ 1,197,593
Accounts receivable	4,660	-
Government remittances recoverable	15,379	13,779
Prepaid expenses and deposits	36,742	51,827
Total current assets	1,219,049	1,263,199
Capital assets	101,790	146,522
	\$ 1,320,839	\$ 1,409,721
LIABILITIES and NET ASSETS		
Current liabilities		
Accounts payable and accrued liabilities	\$ 158,390	\$ 70,641
Deferred contributions	220,389	272,598
	378,779	343,239
Non-current liabilities		
Deferred capital contributions	81,418	130,993
Total liabilities	460,197	474,232
Net assets		
Invested in capital assets	20,372	15,529
Unrestricted	840,270	919,960
Total net assets	860,642	935,489
	\$ 1,320,839	\$ 1,409,721

OUR FUNDERS

IN SCHOOL SETTLEMENT PROGRAM

Funded by

CITIZENSHIP AND IMMIGRATION CANADA

Funding Allocation 2014
52% = \$2.260 million



Citizenship and
Immigration Canada

Citoyenneté et
Immigration Canada

MENTORSHIP PROGRAM

Funded by

CITIZENSHIP AND IMMIGRATION CANADA

Funding Allocation 2014
14% = \$0.62 million



Citizenship and
Immigration Canada

Citoyenneté et
Immigration Canada

AFTERSCHOOL PROGRAM

Joint funded by

UNITED WAY

Funding Allocation 2014
11% = \$0.459 million



United Way
Calgary and Area

and

FAMILY AND COMMUNITY
SUPPORT SERVICES (FCSS)
- CITY OF CALGARY

Funding Allocation 2014
9% = \$0.384 million



ROGERS YOUTH EMPOWERMENT PROGRAM

Funded by

ROGERS YOUTH FUND

Funding Allocation 2014
5% = \$0.229 million

ROGERS
Youth Fund

OUR PARTNERS



Calgary Board
of Education



CALGARY CATHOLIC
SCHOOL DISTRICT



CALGARY
PUBLIC
LIBRARY



Calgary
Housing
Company

MESSAGE FROM THE EXECUTIVE DIRECTOR



As Executive Director of the Calgary Bridge Foundation for Youth, it is my honour to lead an organization that prides itself on inspiring the settlement and integration journey of newcomer youth and their families.

Embracing a theory of organizational change is not always easy, but it gives one an opportunity to pause and reflect, remember the past, embrace the present and respond optimistically towards the future.

As the leader of this exemplary organization, my vision is to lead a team of dynamic leaders to take this organization into the next chapter of service excellence, where collaborative partnerships, positive synergies, innovative thinking and collective philanthropy add value to the incredible journey that newcomer youth and their families take into Canadian life.

The diaspora is changing, the ground is shifting and The Calgary Bridge Foundation for Youth is re-positioning itself to be ready, relevant and responsive. As we embark upon the 3rd decade of service excellence, we will continue to be an indispensable chapter in the lives of our newcomers, because when they choose Calgary as their new home they will be given the best possible opportunities to realize their dreams and aspirations.

We all have a social compass in our life that brings fulfillment to our hearts, so let us trust it to guide us down the path of humanity and humility and enable us to serve all those who have ventured to dare and dream for a better life for themselves and their children.

My sincerest gratitude and heartfelt thanks to the Board of Directors, the staff, volunteers, funders, partners and community stakeholders.

You are our every being.

Best Wishes

Umashanie REDDY,

A handwritten signature in black ink, appearing to read 'Umashanie'.

*Executive Director
Calgary Bridge Foundation
for Youth*



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