



THE CALGARY BRIDGE
FOUNDATION FOR **YOUTH**

Inspire Integrate Innovate

The Calgary Bridge Foundation For Youth
2015 Annual Report

Message From The Board Chair and CEO



“Youth is the season of hope, enterprise, and energy, to a nation as well as an individual.”

WILLIAM R. WILLIAMS, attributed, Day’s Collacon

When you have the privilege of working with an agency like The Calgary Bridge Foundation for Youth, you become grounded. For the immigrant youth and their families we serve, the challenges to be overcome are akin to climbing a mountain in poor weather. Our wonderful staff are like expert guides, accompanying them every step of the way. It is not just their job to help; it is the innate culture at the Bridge that drives them to do so, in any way they can. Our support team has grown to 56 men and women that bring their heads and hearts to front line service delivery every day, led by our incredible CEO, Umashanie Reddy. On behalf of our Board, I salute and thank you.

To our funders and community partners, Immigration Refugees and Citizenship Canada, The United Way of Calgary, City of Calgary FCSS, Royal Bank of Canada Foundation, Service Canada, Calgary Board of Education, Calgary Catholic School District, Rotary Club of Calgary North, and the Calgary Public Library we thank you for your support and steadfast belief in the impact our programs deliver.

And finally to the amazing youth and their families we serve, you truly do provide us with hope and energy for the future. You make Calgary and Canada a wonderful place to live. In the words of our founder, Dr. Wu, you are all beautiful, unique and special.

Mark Olson, Board Chairman



Transition to Transformation

Organizations and organizational teams embrace change with either profound optimism or undue cynicism. As CEO of The Calgary Bridge Foundation for Youth, I am proud to report that we aired on the side of extreme optimism. As I sat writing this message, I found myself reflecting and reveling in the happenings of 2015. We re-positioned CBFY for greatness. Whilst 2015 was a year of leadership transition and organizational transformation, it gave us the impetus to rethink our paradigm. The accomplishments that I am most proud of are, we learnt from each other, piloted new ideas together and most of all we practiced the “we” philosophy of interconnectedness and togetherness.

A resilient, passionate and dedicated group of aspirational thinkers can accomplish the insurmountable. We did not manage change as many change management thinkers would say it is an “oxymoron to manage change”, but instead we collaboratively led and inspired change and reshaped and transformed CBFY into a top notch organization where we remain even more deeply rooted within the immigrant and refugee children and youth domain.

I feel highly motivated to continue on this journey that we embarked upon yesteryear with enthusiasm into 2016. We will embrace the uncertainty of 2016 together. Whilst I look forward to great expectations and limitless possibilities I know that we will face moments that will be tough, but believe you me, our resilience and the support and wisdom of our funders, partners, donors, Board of Directors and friends of CBFY will get us through trying times.

As we implement our new strategic direction, the “Indispensable Chapter” in 2016, we will be creating a more valuable CBFY for our clients and our sophisticated service design thinking will gear us towards a culture of excellence. “CBFY is what it is because of who we all are”.

A very special thanks to the vibrant CBFY team and the dynamic Board of Directors.

Umashanie Reddy, Chief Executive Officer

The Indispensable Chapter

The Calgary Bridge Foundation for Youth (CBFY) engaged in a strategic planning process. We desired a strategic direction that was grounded in research, anticipated client and funder needs, made practical sense throughout the organization, and galvanized our teams and our partner organizations into accomplishing the insurmountable. With our efforts to review and renew our direction, we believed that we truly wrote our “indispensable chapter.”

The planning approach believed to best fit CBFY’s needs was the “MARS” group methodology. MARS is a planning concept that assigns preliminary decision-making to a small representative group on a mission to another planet, for example, these people would reflect all of humanity. The CBFY Planning Team was assembled from 10 individuals who effectively relayed the needs of their “constituencies,” collectively understood the best interests of the organization, and had the foundation’s trust to make decisions on its behalf.

CBFY STRATEGIC DIRECTION 2016 - 2019

The Indispensable Chapter

VISION

Resilient youth thrive in vibrant and inclusive communities

MISSION

We walk with immigrant and refugee youth and their families as they build a life in Canada

CORE VALUES - We serve humanity with humility



STRATEGIC PRIORITY ONE

Create a Centre for Service Excellence

STRATEGIC PRIORITY TWO

Increase Visibility in the Community

STRATEGIC PRIORITY THREE

Expand and Sustain our Capacity

In School Settlement Program

- Served 2880 families including 10,080 individuals; 6,391 of which were youth.
- Provided support to children in 266 of the 351 CBE and CCSD public schools
- 85% of clients strongly agreed that their knowledge of available resources and services increased
- 77% of clients strongly agreed they could use what they learned in daily life
- 99% of clients expressed that they will continue to ask for additional information and referral support

Ginea Evangelista and Family

The impact of our In School Settlement Program is reflected in the powerful stories of the newcomers they support. Ginea Evangelista's story is one of them. Ginea came to Canada from the Philippines in 2007 and worked as a nanny for seven years before she was able to sponsor her husband and two children to join her in Canada. Despite a background in Nursing, Education and Business Administration, she was only able to gain part time retail work and was struggling financially and emotionally to support her newly arrived family. Upon meeting with her In School Settlement Practitioner (ISSP), Ginea was able to find immediate financial support after receiving a food bank referral and help preparing her Child Tax Benefits. In addition, her family was supported through the Family Reunification Program; another referral from her ISSP. Thanks to a CBFY initiative, Ginea's children received a laptop



to further their educational abilities. Ginea was also motivated to reach her employment goals through connection opportunities with service providers and the city. With support and encouragement from the ISSP team, Ginea is now working full time with the City of Calgary and her family is feeling settled in their new home.

“Dear CBFY,

I would like to personally convey my heartfelt appreciation for your performance and contribution towards your foundation which not only inspires others, but also makes me very proud that your company has an employee like you. You go out of your way to help everyone and always come up with a positive thought. Your awesome help during our family financial crises is very outstanding. Finally, after 2 months of waiting, I was hired from the City of Calgary and will be starting this coming Monday, your tremendous help and support made us stronger. We as a family are very happy that your company has an employee like you. Keep up the good work.”

Afterschool Program

- 1758 immigrant children and youth participated in programs delivered in 33 locations including schools, community libraries, and low-income housing complexes
- Hosted 2 major community fairs engaging over 400 immigrant youth and their families
- 85% of youth reported improved English speaking skills
- 98% of youth reported they made new friends at program
- 95% of youth reported increased confidence and self-esteem

Ibtisam Milti

Ibtisam Milti had always dreamed of receiving a good education, but many years of civil unrest in Somalia made it impossible for her to attend school.

In her new life in Canada, Ibtisam enrolled in the Literacy, English, and Academic Development (LEAD) program at Forest Lawn High School. Without a strong command of the English language, she encountered challenges to communicate with her peers and felt isolated from her classmates. At home, Ibtisam suffered from the additional stress of supporting her single mother and five siblings. Eager to overcome her challenges, Ibtisam joined the NxtGen (Afterschool) Homework Club where she received support from tutors and made friends with other newcomers.

“The NxtGen Homework Club helps English Language Learning students like me not to be afraid to speak. With the tutors’ help, I have come to understand difficult assignments. They have also helped me solve real life problems, like where to go for post-secondary and how to apply for jobs.”

Ibtisam’s outstanding academic efforts, participation in program, and inspirational story earned her a CBFY Scholarship in 2015. Following her win, Ibtisam decided to give back to the organization. Feeling empowered, confident, and thankful, she applied to be a Leader-In-Training with the Afterschool Summer Program. She was hired and paired with an experienced ASP Leader where she worked with newcomer youth throughout the summer.

“I loved working with these kids,” Ibtisam says of her Leader-In-Training experience, “because it felt like meeting my best friends every single day. I would love to get this opportunity again with CBFY in order to show kids that the world is a better place to live in and to love one another.”

Today, Ibtisam has graduated from Forest Lawn High School and is actively working towards a diploma in Business Administration at SAIT Polytechnic.



Mentorship Program

- 1,034 newcomer youth participated in summer and school year programs across 15 locations including schools, libraries and reception centres
- Established a Youth Advisory Council representing youth from across all CBFY programs
- Over 350 newcomers participated in community connection activities and explored resources, historical/cultural sites, local recreation centres and post-secondary institutions within Calgary
- Awarded 12 scholarships
- Over 100 former newcomer youth completed comprehensive Peer Mentor Training and contributed over 5000 hours for one-on-one mentoring support



Jose Celis-Hecht Ortega

“When my plane landed I saw a lot of snow, we arrived in February of 2013; it was very cold and I was only wearing a thin jacket. My dad picked us up at the airport and I didn’t recognize him, I started crying because it was really hard to see him again after five years.”

Jose arrived in Canada knowing just a few words of English. Like other newcomers, his move to Canada was marked by an emotional ambivalence. There was the joyous anticipation of being reunited with his father, and a heavy heart saddened by the thought of family and friends left behind in Nicaragua.

Shortly after beginning grade 10, Jose joined the Mentorship Program at his new high school. He met other students, improved his English, and became a very dedicated member of the program. After his first semester, he became a Peer Mentor eager to help youth who were experiencing what he had been through as a newcomer. His commitment and leadership skills furnished him with excellent qualifications that made him a member of CBFY’s Youth Advisory Council a year later.

Now, Jose is set to graduate this June with the hope of attending Mount Royal University in the fall. He will apply to the Criminal Justice Program at MRU, another step closer to attaining his dream of becoming a Police Officer.

“I am really glad I joined the Mentorship Program because I gained a lot of skills, such as English, teamwork, leadership, communication skills, and last but not least, confidence that makes me wake up every day and go anywhere with no problem. Also thanks to this program, I was allowed into the Calgary Police Cadets which is one of the biggest steps for the career I want after high school.”

Rogers Youth Empowerment Program

(This program transitioned to the RBC Youth Empowerment Program in September)

- 286 youth participated in 4 schools and 2 library locations
- 87% of graduates are enrolled in post-secondary education or upgrading courses in preparation for University entrance
- Awarded 7 Youth Scholarships to the value of \$10,000
- 98% of students feel more confident in themselves and their ability since joining the program
- 95% of students agree that their tutors were beneficial to their learning

Zajira R. Dujali

Characterized as a strong, selfless, sensitive and determined individual, it was with mixed emotion that Zajira immigrated from the Philippines to Calgary on April 22, 2013. She knew that it meant leaving behind her friends and family, but it was also the start of a new challenge. Opting to welcome the opportunity, Zajira was happy because she would be able to improve her studies, attend a prominent University, get a job, and earn money to sustain herself and her mother.

“In early September 2013, my class went down to listen to a man explain about an after school program for academic help and support called the Youth Empowerment Program. The program offers after school tutorials for students who need help in courses they are struggling with. Field trips and scholarships were the top perks that caught my attention. I did not have to think twice about joining this outstanding program. “

By attending the Youth Empowerment Program, Zajira was able to improve her grades exponentially in English, Social Studies, and Math.

“My self-confidence was restored, since I have had trust issues with people in the Philippines . I felt that I belonged again. I did not feel alone. People are very supportive with each other and are willing to help one another. The field trips the program offered were a big help for me since I was new to Calgary and wanted to explore the wonders of the city. I enjoyed every part of each outing, and with my friends by my side, the fun just doubled up. Until now, I keep a steady connection with the Youth Empowerment Program because it helped me a lot academically, socially, and mentally.”



25 Year Anniversary Student Scholarships

On an annual basis scholarships are awarded through a combination of private and corporate donors affiliated with The Calgary Bridge Foundation for Youth (CBFY). In 2015, in celebration of 25 years of serving immigrant youth and their families, CBFY awarded 25 youth scholarships to talented and exemplary individuals who exceeded our expectations.

Lighthouse Award

The Calgary Bridge Foundation for Youth won the Lighthouse Award for long standing partnership and sustainable contribution to settlement and integration of immigrant and refugee youth and their families in the school systems. Having developed a long standing relationship with the Calgary Board of Education, the CBFY was recognized for its vast array of programs that support youth in acquiring holistic development in academic tutoring, language proficiency, leadership and confidence.

RBC Foundation Partnership

The RBC Foundation announced a \$40,000 contribution to our RBC Youth Empowerment Program for newcomer and immigrant youth 14-19 years of age. The RBC Youth Empowerment Program is a five-day a week afterschool program that provides youth with a safe, welcoming and inclusive environment and empowers immigrant and newcomer youth with free academic tutoring support in core subjects including language proficiency, leadership and lifelong learning skills.

Rotary Club of Calgary North Partnership

The Rotary Club of Calgary North announced a \$5000 contribution to supplement and add value to the RBC Youth Empowerment Program for newcomer and immigrant youth 14-19 years of age. A Rotary Scholarship, awarded in 2016 was included in this contribution.

Annual Executive Director's Award for Service Excellence

In December of 2015, Krittika Chaurasia from the Mentorship Program received the CBFY Annual Executive Director's Award. This award recognized and appreciated the contribution of a front line employee who went above and beyond the call of duty.

Welcome to CBFY Introductory Video

The Calgary Bridge Foundation for Youth (CBFY) designed and launched its 'Welcome to CBFY Video.' Our CBFY youth tell a compelling story of how CBFY empowered their settlement and integration journey by creating a safe, welcoming and inclusive environment for holistic development. The video can be accessed via the following link:

<http://www.cbfy.ca/resources/>

Outlying Areas

The In School Settlement Program (ISSP) launched the Outlying Areas initiative. ISSP Practitioners were deployed to serve newcomer youth in three Calgary Catholic School District (CCSD) schools in Airdrie, Chestermere and Cochrane. The success of this initiative is attributed to working collaboratively with CCSD and the public libraries in these 3 locations.

Youth Advisory Council

The Youth Advisory Council was piloted by the Mentorship Program in August 2015 with the aim of including youth in the decision making process with CBFY Programs. By creating the Youth Advisory Council, Mentorship Program Coordinators aspired to establish a framework of sustainable leadership for immigrant youth, and to help immigrant youth build confidence, self-esteem, public speaking and negotiation skills that will empower them both socially and academically. The Youth Council currently consists of 12 members who are current peer mentors from schools where we offer Mentorship, Nxt Gen and Rogers programs.

NxtGen Life Skills Curriculum

Family and Community Support Services (FCSS) approved a \$20,000 Building Capacity Grant to ensure that direct service delivery staff build their capacity through the development, training, and piloting of a new Afterschool Life Skills Curriculum targeted to working with immigrant youth at the junior high and high school level. The Life Skills Curriculum included core themes: Personal Identity, Mental Health, Healthy Relationships, Sexual Health, and Trauma Informed.

Junior ATB Program

The Afterschool Program at Penbrooke Meadows Elementary (a.k.a. Bridge Club) launched a partnership with ATB Financial introducing the Junior ATB program. Students who participated in this initiative had the opportunity to increase their financial literacy, practice leadership skills and gain real life employment experience through playing roles as the board of directors, chief executive director, treasurer, secretary, etc. As an additional eye-opening experience, Junior ATB student-leaders visited the ATB Financial head office and spent an afternoon learning the practices of customer service, operations and logistics of banking and had a great time connecting with adults.

Leaders in Training (LITs)

The Afterschool Program launched the Leaders-In-Training (LIT) initiative in the summer of 2015. This initiative provided an opportunity for high school youth who have been involved in CBFY programs to give back to their community and to build their own capacity by gaining experience working with younger immigrant children in the Afterschool Summer Program. Through an arduous application process, six talented high school youth were hired as LITs. They were each paired with a seasoned Afterschool Program Leader who mentored them in their LIT roles.

L.I.F.E. Conference

Sponsored by United Way of Calgary and Area, the Youth Empowerment Program in conjunction with other CBFY programs presented its first annual student-coordinated Leadership Conference in collaboration with the Calgary Public Library. The L.I.F.E. Conference (Leadership, Identity, Fearlessness, and Experience) was attended by 156 students.

Summer Charity Fair

The Afterschool Program hosted the "Summer Charity Fair", a unique fundraising initiative, created and led by immigrant youth for immigrant youth, families, and the broader community. Program participants designed and developed arts and crafts during program and sold them at the Charity Fair to fundraise and give back to CBFY and United Way. A total amount of \$2,092 was raised at the Charity Fair: \$1,092 was donated to the United Way and \$1,000 for CBFY to use towards the 2016 Youth Conference.

STATEMENT OF

Financial Position

	2015	2014
Assets		
Current assets		
Cash	\$ 1,210,661	\$ 1,162,268
Accounts receivable	6,566	4,660
Government remittances recoverable	13,077	15,379
Prepaid expenses and deposits	49,265	36,742
Total current assets	1,279,569	1,219,049
Capital assets (note 3)	57,066	101,790
	\$ 1,336,635	\$ 1,320,839
Liabilities and Net Assets		
Current liabilities		
Accounts payable and accrued liabilities	\$ 84,037	\$ 158,390
Deferred contributions (note 4)	310,790	220,389
	394,827	378,779
Non-current liabilities		
Deferred capital contributions (note 5)	40,254	81,418
Total liabilities	435,081	460,197
Net assets		
Invested in capital assets	16,812	20,372
Unrestricted	884,742	840,270
Total net assets	901,554	860,642
Commitments (note 7)		
	\$ 1,336,635	\$ 1,320,839

STATEMENT OF Operations

Revenues

Amortization of deferred capital contributions (note 5)	\$ 56,389	\$ 85,978
Fundraising (note 8)	41,098	43,964
Unrestricted donations (note 8)	5,991	48,850
Restricted donations (note 8)	21,673	15,109
Registration	45,239	48,440
Programs:		
City of Calgary	389,066	384,533
Government of Alberta	14,706	10,294
Government of Canada	3,212,068	2,938,745
RBC Foundation	16,518	-
Rogers Communications	144,073	229,449
Somali Homework Club	29,497	46,660
United Way	535,715	473,040
	4,512,033	4,325,062

Expenses

Amortization of capital assets	68,753	98,544
Unrestricted donations and fundraising (note 8)	31,627	54,245
Restricted donations	21,673	15,109
Registration and administration	7,425	149,464
Programs:		
City of Calgary	389,066	384,533
Government of Alberta	14,706	10,294
Government of Canada	3,212,068	2,938,664
RBC Foundation	16,518	-
Rogers Communications	144,073	229,449
Somali Homework Club	29,497	46,660
United Way	535,715	472,947
	4,471,121	4,399,909

Excess (deficiency) of revenues over expenses	\$ 40,912	\$ (74,847)
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