



THE CALGARY BRIDGE
FOUNDATION FOR **YOUTH**

CBFY Annual Report 2020

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Message from the Board Chair

Last year tested our community's resilience, tenacity and adaptability; but I am happy to see CBFY management, employees and volunteers respond to this challenge dynamically and serve the clients well. This wouldn't have been possible without the continued support from our funders, sector partners and the broader community. We are grateful for that support. Since its inception in 1990, CBFY has served thousands of individuals and families who continue to be successful immigrants and members of their respective communities. This success is the true legacy of CBFY and its founders, and I take this opportunity to thank everyone who contributed towards this organization over the last 30 years.



A new Chief Executive Officer (CEO) will soon be in place at CBFY and will guide the organization to even greater success. Under new leadership, CBFY's vision to effectively and efficiently deliver our services to our newcomer clients will continue.

I hope that this summer season brings our community closer in a strong but safe manner. I wish you all a happy summer.

Darshan Tadvalkar, Board Chair

Board of Directors in 2020

- Darshan Tadvalkar, Board Chair
- Anouska Spencer, Vice Chair
- Jatin Shory, Secretary
- Doug Alder, Treasurer
- James Shore, Past Chair
- Anne Michaud, Board Director
- Michael Morcom, Board Director
- Kate Thorgeirson, Board Director
- Greg Coulas, Board Director
- Shannon Stannard, Board Director
- Ellen Cook, Board Director
- Kristi Sebalj, Board Director

Message from the CEO



The 2020 Year in Review

2020 was a year of uncertainty around the world. As a society and community, March 2020 began one of the most challenging years in history. The pandemic has tested every one of us in different ways and has required innovative thinking and resiliency by everyone. Despite these unprecedented times, I am pleased to say CBFY administration and program operations were able to pivot and provide most of our services online to our clients.

We began the first year of our five-year strategic plan, “Youth Thrive and Not Merely Survive”, supporting thousands of newcomer clients with demonstrated success in a variety of initiatives. The creation and delivery of digital-based programs have allowed for increased flexibility and accessibility, enabling us to service a broader client base and expand our reach to include low-income and Indigenous students. The implementation of the standardized needs assessment tool, created in collaboration with our Prairies, Northwest Territory SWIS partners, has assisted in understanding and identifying the challenges our youth are facing and has allowed us to provide targeted assistance best suited for each student. The launch of the One-on-One Tutoring initiative for vulnerable and high-needs immigrant and refugee youth and the integration of more STEM learning opportunities has had high participation amongst our youth; positively impacting the communities we serve.

While our 30th-anniversary celebrations were somewhat different than planned this year, we were proud to honour our organization, highlight our partners and support our youth through the virtual offering of our Power of Voice conference and our Youth Achievement Awards. In addition, the launch of our new website has allowed for greater brand awareness within the community, enhanced the promotion of our services and allowed us to better showcase the services provided to our youth. Our presence and support within the community and our ability to adapt to the changing environment continue to be celebrated by our clients and partners.

2021 Outlook

For CBFY, 2021 is another year of change. We are in the second year of our 2020-2025 strategic plan. Thus far, we have successfully continued to deliver our services virtually to our clients and have partnered to support new and innovative initiatives. Leveraging the many talents of our employees, CBFY will seek creative ways in which we can continue to advocate on behalf of our clients and make an even greater impact within the community.

Acknowledgements

CBFY was well-positioned to maintain innovative practice and performance in 2020. The innovation of our teams was evident in our ability to pivot our offerings and provide continuing services to our newcomer clients. The youth services that CBFY is known for could not be delivered without the dedication and commitment of our employees and volunteers. To them, I want to say my sincerest thank you for continuing our legacy. On behalf of the Executive and Management Teams, I would also like to thank our funders, primary partners, sector and community partners, donors, youth and their families for supporting our mandate to have "Youth Thrive and Not Merely Survive". Thank you also to our Board of Directors, whose expertise and support guide our vision and values within the organization every day. Together we are all making a difference in the settlement and integration of new immigrant and refugee youth and their families.

Susan Borrows, Interim Chief Executive Officer

SWIS In-School Settlement Program

The In-School Settlement Program experienced fundamental changes in its delivery model for 2020. The program successfully strengthened its focus on children and youth while advancing its strength-based approach. With COVID-19 restrictions in place for the better part of the year, the program pivoted its capacity and developed a responsive virtual delivery model.

A new client management database (OCMS) was introduced, which yielded greater accuracy and detailed information about our clients and their utilization of our services.



2,828 clients served within 364 schools across the city



128 presentations delivered to 1,284 youth



over 5,000 referrals to immigrant-serving agencies and community services at large



95% of clients expressed that information presented in the workshops led to a better understanding of resources and services available for use

"There's nothing that I can add because there is a lot of things that I learn from this workshop. Also, you should tell those things to other students, that still don't know about self-esteem. Thank you for giving your time for us".

- From a youth attending an Online Safety and Anti-bullying Workshop



"I learned how to plan for post-secondary education."

- From a youth attending a workshop on post-secondary opportunities

SWIS Mentorship

With safety precautions in place, SWIS Mentorship was quick to adopt and use virtual tools to support our clients. The mentorship program served over 623 youth in 14 high schools and 2 junior high schools. Despite the restrictions, the program was successful in helping youth gain a greater sense of belonging, generosity, independence and mastery, through their participation in various activities and volunteering opportunities.

The Young Diverse Canadians (YDC), a program to support the settlement and integration of refugee youth through strength-based and trauma-informed curriculum, was successfully launched.



1,232 services delivered within schools



supported 43 clients in the Cross-Age Mentorship Program (CAMP)



154 Peer Mentor engagement opportunities were undertaken



100% of students were satisfied with the program and outcomes of the Winter Newcomer Orientation and Welcome program



"Being a peer mentor means supporting my fellow peer mentees, sharing my experiences with them and encouraging them."

-David Okodugha, Peer Mentor from Notre Dame.

Signature Event - Power of Voice Youth Conference

This year's conference was held virtually, with over 300 youth registered for the event.

The various guest speakers encouraged great conversation, insightful thought and learnings on topics such as a professional athlete's journey to success, indigenous culture and identity, resiliency and wellness, climate change and the world of film production. The event also showcased an array of inspiring cultural performances.



"I will be more confident of achieving everything I love and try to spread the inspirations that the speakers gave us today to other youth."

"I learned many things from this conference like Sara Elkady came from a different country and now is settled in Canada - that means never to give up."

"Pursuing what I want to and not hide in the face of adversity because if I do hide, I will never truly accept myself or be happy or satisfied with the things I accomplish in life."

Afterschool Program

Similar to the other programs, the most significant change to the Afterschool Program (ASP) was the delivery model. As a result of mandated closures, the ASP program experienced a rapid and successful shift from in-person learning to entirely online programming. Shifting from online to a hybrid model of in-person and online programming continued throughout the year.



Two new summer programs were implemented as was an online iteration of Homework Club. ASP also expanded its target demographic to include low-income and Indigenous students, integrated more STEM learning opportunities and focused on increasing participant engagement and feedback in program decisions. The existing Program Logic Model was extensively revised to include the development and integration of evidence-based principles and approaches.



1,050+ registrations from schools



30+ online workshops hosted by CBFY and in partnership with community organizations



over 600+ field trip and workshop participants

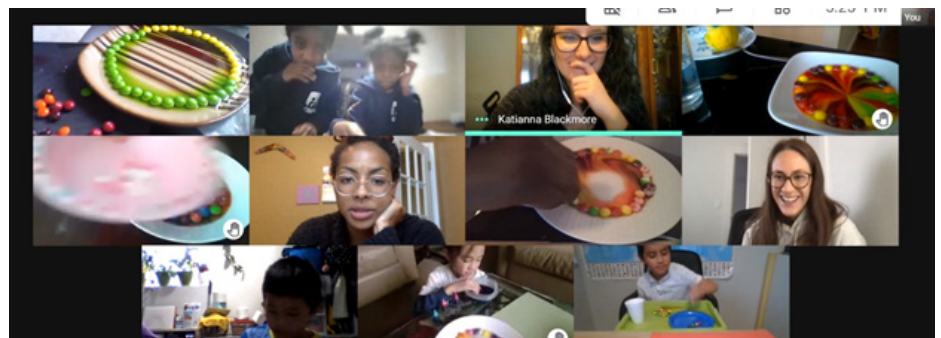


1,440+ contactless deliveries, including healthy grocery bags, STEM kits, workshop kits and more

"Dear bridge club

I want to mention how much fun I've been having. I really appreciate how much effort they put into their work for the bridge club students like me to have fun. I really like how they gave us prizes it's so much fun. It makes us feel welcome, and I felt very welcome when I joined. They also encourage us to set goals and work towards them. Bridge club facilitators also help us build the courage to develop friendships. I'm also glad that even during pandemic's they did deliveries with program supplies and prizes. Even though we didn't get to do field trips, they made time for us to have fun. I like the movie nights that we did as well as the guest speakers who talked about racism and how to accept other cultures. My favourite part of the bridge club was decorated cookies. They delivered cookies and cookie supplies like icing sprinkles and other decorations. We also made the cookies online with facilitators and other bridge club students. I also like the hoodies and the T-shirts that the afterschool program made."

Lina, Grade 5 - Beddington Heights Bridge Club



RBC Youth Empowerment Program

The RBC Youth Empowerment Program, a 4-day a week after school tutoring program, focuses on academic support, together with volunteerism, employment skills, and financial literacy. The program's success is greatly attributed to the consistency of tutors, frequency of available days, and delivery of a program that encompasses a holistic approach to learning and lifestyle outcomes. This year the program continued through various technologies, social media and virtual platforms to provide the youth with academic tutoring and social emotional connection.



154 students served in 2020



84% of participants saw improvement in their grades and indicated they had more confidence in their academic ability



successful delivery of workshops on financial literacy, post-secondary education, job search, mental wellness, Indigenous traditions, and STEM



88% of participants felt the program helped them set and achieve a goal



“The tutors were so willing to help me understand concepts and even teach me advanced concepts I would learn in the future. Through the help I received, I became less overwhelmed and stressed with school. My marks began to rise about 5%, if not more and I felt more confident in each concept I was learning in every subject”.

- Participant

2020 Highlight - Youth Advisory Council

RBC Youth Empowerment partnered with NxtGen Homework Club to create a Youth Advisory Council (YAC). The YAC allowed the participants to provide insight, and innovative ideas, following a youth-centered approach, that were then implemented into the program design.

The council provided an opportunity to hear first-hand how best to equip the students to thrive under the unusual circumstances the pandemic demanded. The YAC built leadership skills, gained volunteer hours, and planned events from initial idea to implementation. The members, who represented four high schools across the city, built friendships and connections that supported them through a challenging year of constant change.

“As a YAC member, I’ve developed great friendships with my fellow committee members and received valuable experience with planning and work in general. I’m super proud to be a YAC member and it feels amazing to see some of the work I’ve done come to fruition with the tutoring programs.”

- Ana DuCristea, Grade 11

Volunteer Resources Program

As the schools' transitioned to online learning, volunteers played a critical role in tutoring vulnerable immigrant and refugee youth through the One-on-One Tutoring Program. This year saw significant growth in volunteer enrollment with an increase of 20%. 323 volunteers provided their support to CBFY programs. The volunteer program hosted 5 practicum students and provided our talented volunteers with opportunities to learn new skills, advance their careers, increase confidence, make new friends, grow their network, give back to the community, as well as have fun.



volunteers contributed 4,435 volunteer hours



56% of volunteers are post-secondary graduates with specializations in Education, Natural Sciences, Social Sciences, Law and Management



volunteers speak 49 diverse languages

Armeen Rashidian is a student at the University of Calgary, finishing his dual BSc in Computer Science and Cell, Molecular & Microbial Biology. Volunteering as a tutor at CBFY has allowed him to work with many students of immigrant and refugee status who have recently arrived in Canada. As a volunteer, he mainly tutors students in Biology, Math, Chemistry and Physics. It is deeply satisfying to him to use the knowledge and expertise he has in these subjects and help those who need it. As he has built deep friendships and bonds with our youth, other volunteers and the wider CBFY family, he takes pleasure in contributing to a positive learning experience for our students, improving their grades and easing their adjustment to their new academic life in Canada. As a tutor, he strives to be a role model for our youth and hopes to inspire them to reach great lengths through their academic careers and future adulthood.

Our Community

2020 Annual Youth Achievement Awards

In honour of CBFY's 30th year of service, 31 scholarships for post-secondary education were awarded to outstanding youth within the community, our leaders of tomorrow. Due to Covid-19 health restrictions, the in-person awards ceremony was cancelled and a celebratory video recognizing the recipients was created and distributed. CBFY is grateful for our dedicated donors who make the scholarship program possible.

Employee Appreciation Awards

The Annual Employee Appreciation Event was held virtually this year. Employees were recognized for their dedicated service and hard work, especially for their efforts in providing exceptional support to our youth in a virtual environment. Excellence Awards and Long Service Awards were awarded to deserving CBFY employees.



Statement of Financial Position

	2020	2019
Assets		
Current Assets		
Cash	\$ 1,275,614	\$ 260,479
Government remittances recoverable	16,755	18,558
Prepaid expenses and deposits	107,081	60,322
Short-term investments	749,412	317,241
Total current assets	2,148,862	1,249,057
Long-term investments	375,955	529,457
Capital assets	106,914	63,000
	\$ 2,631,771	\$ 1,249,057
Liabilities and Net Assets		
Current liabilities:		
Accounts payable and accrued liabilities	\$ 144,327	\$ 113,783
Deferred contributions	1,457,885	140,633
Current portion deferred rent liabilities	4,159	-
	1,606,371	286,940
Non-Current liabilities:		
Deferred capital contributions	67,145	32,524
Deferred rent liability	2,322	-
Total liabilities	1,675,838	286,940
Net assets		
Invested in capital assets	54,424	30,476
Unrestricted	901,509	931,641
Total net assets	955,933	962,117
	\$ 2,631,771	\$ 1,249,057

Statement of Operations

	2020	2019
Revenues:		
Amortization of deferred capital contributions	\$ 28,279	\$ 20,114
Registration	940	53,965
Government Assistance	193,198	-
Investment income and other	27,381	17,351
Scholarship Program	14,764	35,775
Donations – restricted	38,455	13,814
Donations – unrestricted	14,371	9,504
Programs:		
Government of Canada	4,060,389	4,858,060
City of Calgary	661,231	695,850
United Way	416,695	470,934
Other Programs	27,629	36,445
RBC Foundation	42,285	42,404
	5,525,617	6,254,216
Expenses:		
Amortization of capital assets	47,653	36,258
Unfunded administration	227,684	129,239
Scholarship Program	8,130	26,153
Donations - restricted	40,105	13,814
		-
Programs:		
Government of Canada	4,060,389	4,858,060
City of Calgary	661,231	695,850
United Way	416,695	470,934
Other Programs	27,629	36,445
RBC Foundation	42,582	38,372
	5,531,801	6,309,157
Deficiency of revenues over expenses	\$ (6,184)	\$ 54,941

Funders



Immigration, Refugees
and Citizenship Canada

Immigration, Réfugiés
et Citoyenneté Canada



United Way

Calgary and Area

Building a great city for all.



family & community
support services



RBC Foundation

**Service
Canada**



**Ted Rogers
Scholarship Fund**



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