


2021

ANNUAL REPORT



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MESSAGE FROM THE BOARD CHAIR

The past 12 months have marked a season of renewal and growth for The Calgary Bridge Foundation for Youth. Midway through the year we welcomed a new CEO, Frank Cattoni, to the organization, joining us from SORCe (Safe Communities Opportunity and Resource Centre) – a multi-agency collaborative organization in Calgary. Frank has brought a renewed energy and focus to CBFY and a proven ability to build and maintain partnerships within the sector, all of which are essential as we continue to evolve to meet the needs of our clients.

We continue to see turbulent economic and geopolitical trends that have downstream impacts on our programming, and an increased need for our services. Within this macro environment, our employees and volunteers continue to tirelessly dedicate themselves to our clients. We are the primary service provider for newcomer children and youth in Calgary. In 2021, we launched the Youth Employment Support Program, and mobilized to support the Resettlement Assistance Program for Afghani refugees led by Calgary Catholic Immigration Society. It is through these valuable sector partnerships, including Centre for Newcomers, Immigrant Services Calgary, Calgary Immigrant Women's Association, The Immigrant Education Society, Calgary Catholic Immigration Society, and so many others, that we can respond and collaborate to align on the path to achieving the best possible outcomes for newcomers to our city.

On behalf of the Board of Directors, I want to share my deepest appreciation and gratitude to the CBFY staff and volunteers, to our sector partners, and to our funders, including Immigrant Refugee and Citizenship Canada, Employment and Social Development Canada, the City of Calgary, and the United Way of Calgary and Area, who have continued to support our efforts in pursuit of our core value statement: youth thrive and not merely survive.

With our collective desire to deliver on that promise, stewarded by Frank and the leadership team, we are inspired and energized by the work ahead of us and committed to continuing to serve this community into 2022 and beyond.

With gratitude,



Kate Thorgeirson
Board Chair



MESSAGE FROM THE CEO

In the Chinese lunar new year; 2021 was the year of the “Ox”. **In the Calgary Bridge Foundation for Youth’s (CBFY) celebrated history, 2021 was the year of “Great Change”.** The year started with the world fully engulfed in the COVID-19 pandemic. Most organizations in the not-for-profit sector had pivoted to virtual supports where possible, and with the opening and closing of schools, the young people that we support were forever impacted. When production of COVID vaccines started to be mass produced, the scramble to become vaccinated became one of this country’s greatest challenges, especially when it came to newcomers. Governments at all three levels responded, and many not-for-profits took on the obligation of working with their clients to ensure that fewer Canadians would lose their lives to this horrific virus.

The CBFY Board made the decision to bring in a new Chief Executive Officer, and thanked Umashanie Reddy for her many years of dedication and service to the organization. Susan Borrows was brought into the role of “Interim CEO”. To immerse oneself into an organization’s culture for four months is truly taxing. She did so with great grace and poise, and we thank her for her leadership during a time of transition. As part of the Board’s search for a new CEO, they turned to “Culture Smith” to support them with their exploration. The Board established a set of values that would act as the foundation for the organization; and through Culture Smith’s unique values-based recruitment process the quest had begun.

On June 14, 2021, the CBFY Board bestowed upon me a great honour. I was chosen to be the organization’s next CEO. Why me, I asked myself? I had the opportunity when I was younger to travel around the world. It took me two and half years to visit thirty-two countries. That experience reinforced my love for this planet, including the people and cultures that inhabit it. For all our differences, we are very much the same. I also had lived experience, as my family immigrated to Canada in the late 1960’s. Unfortunately, that process was a turbulent one, and my desire for a better way commenced. **It turns out, CBFY is that better way!**

When I began my work, in the summer of that year, those values, established by the board, became my “North Star”. Something that would help determine the direction of the organization for the future. As I came into my role, those values would prove to be invaluable.

As is often the case, with a change of leadership, comes a new vision, a shining North star, and so came change at the Executive Level. People love the “idea” of change, but the “process” of change can be a very different matter. Change is a constant of life, and often difficult, because we are humans after all. My experience has taught me that while change impacts people differently; we should relish those differences, because that is a celebration of our humanity. In light of that, we thank those that came before us for their passion and dedication to the organization. They impacted CBFY, and left big shoes to fill. During the “great change” many in the organization have stood up to backfill positions, and take on interim roles. It can truly be one of the most challenging things one can do during the course of one’s career. All the expectations and burden of leadership is placed upon them, without the security that can sometimes come with a job title. Those that have done so have my admiration for their courage and dedication, your efforts will not be forgotten.

2021 saw some good, some bad, some ugly and some hope.



MESSAGE FROM THE CEO

Some Good...

CBFY became the twentieth agency to join the Gateway Program, a digital platform that would de-silo the Newcomer Sector, help reduce the overlap of programming, and ultimately stream line services for our clients. We thank Immigrant Services Calgary for the heavy lifting over the past three years to get the system off the ground, and we are privileged to be a part of this initiative as we develop a “Child and Youth portal” in the platform.

CBFY became a member of the Calgary East New Comer Collaborative, and also fully supported the advent of the Calgary West Collaborative. Many thanks to the CEO of the Centre for Newcomers Anila Lee Yuen, The Immigrant Education Society CEO Sally Zhou, and Hyder Hassan the CEO of the Immigrant Services Calgary. They approached me with word “collaboration” and when I heard that sweet resonance I told them that they had me at “Hello”.

Some Bad...

The Afghanistan Crisis, erupted in the fall of 2021. There was a great scramble to put the supports in place to serve an estimated 40,000 Afghanis coming to Canada, some coming through YYC as a port of entry. The Calgary Catholic Immigrant Society was the City’s Resettlement Assistance Program (RAP) provider and they would lead the way. We volunteered to help this effort and to date, our staff work weekly by delivering information and orientation sessions to youth. We have delivered over 150 presentations. These presentations are updated monthly, and we have staff on a rotating basis fully dedicated to presenting, preparing supplies, and delivering them to the two hotels here in Calgary, that are dedicated to this Resettlement plan. From December 2021 until now, workers have supported 115 referrals from schools with children from Afghanistan that need assistance with school orientation and resources. This commitment has required us to hire two full-time Dari/Farsi and Pashto-speaking Settlement Workers, and delivered 650 learning materials to aid the effort.

Some Ugly...

The past decade has seen the world in crisis. Wars have spilled out across the globe, and climate change, has driven the largest migration of people since World War II. Even a global pandemic couldn’t put a dent into this exodus. The rules based International system that came after the great conflict is being put to the test. There is still no co-ordinated global response to COVID-19 and we are facing a “Worldwide food shortage”. Many democracies have closed their doors to refugees and immigrants, out of fear.

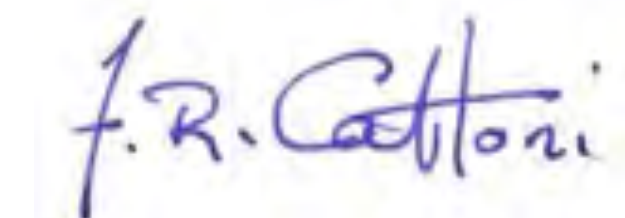
Some Hope...

Canada, while not perfect, has been a guiding light, promising to take in 1.2 million Newcomers over the next three years. This is truly aspirational and something that we should all be proud of. This will herald in a time of “Great Growth” for CBFY, as many of these newcomers will make Calgary their homes. We work closely with our key partners, the Calgary Board of Education, and the Calgary Catholic School District, as we wrap a cloak of supports around the young people we serve, and their families. We are here to make their transition to life in Calgary as safe and seamless as possible.

Finally, I would like to thank our clients (for their courage and resilience), our volunteers (for their generosity), our Board (for their wise counsel, support and vision). Additionally, I thank the CBFY staff and leadership (for their tenacity and passion to purpose), and of course our donors, both big and small. Without their support we could not do what we do.

And to conclude, I would repeat a phrase that my mother said to me every time I saw her...

“Thank you, Canada!”



Frank Cattoni
CEO

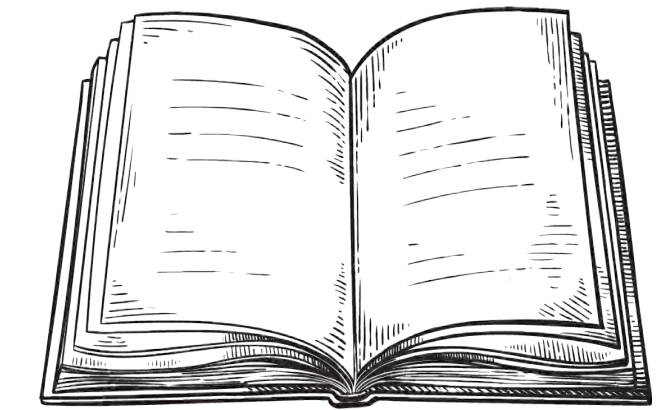
SWIS



Settlement Workers in School (SWIS) Program

SWIS provides open and accessible services to youth through ongoing workshops with trained and caring employees who deliver a comprehensive list of resources for youth to access help. In addition, staff receive extra training and certification in trauma-aware practice and Psychological Safety related to today's emerging need for wellness.

The COVID pandemic affected our delivery of programs, allowing us to adapt to ensure that service delivery and programming for newcomer clients did not stop. Staff moved services online or through safely distanced meetings indoors and outdoors.



- 2957 immigrant youth served within 302 schools.
- The Refugee Awareness (TRA) Pilot Program was developed and implemented to bring awareness and understanding of issues that refugee students face. The program served over 100 students in its pilot run.

The Family Reunification and Reconciliation Resiliency (F3R) Program served 81 students and their families in rebuilding and renewing their family relationships as they integrate into Canadian society.

SIGNATURE EVENT



Power of Voice Youth Conference

The Power of Voice Youth Conference brought together 132 youth, volunteers, and the community in a one of a kind online event that showcased youths' talent and skills, exemplifying a space of empowerment and celebration of diversity.

- 152 Peer Mentors engagement opportunities were undertaken.
- 54 students received one-to-one coaching under the Transitioning to Post-Secondary (TIPS) program.



"Thank you for teaching us about your homeland, your people and your culture... it reminded me about the indigenous people who live in my country. They deserve to be respected and honoured."

- From a youth attending a workshop about Indigenous Cultures in Canada.



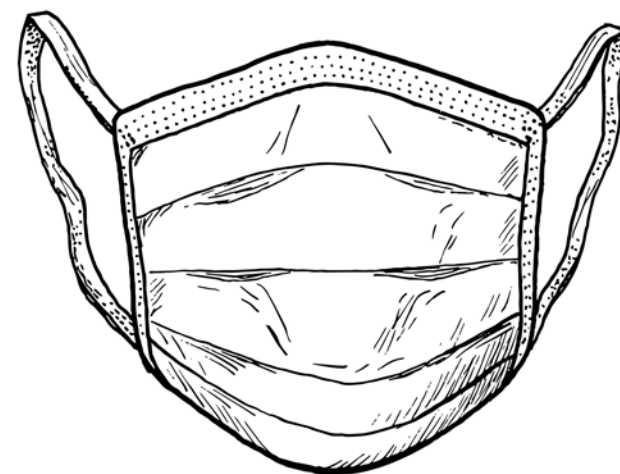
AFTERSCHOOL PROGRAM



The Afterschool Program (ASP) team prides itself on delivering engaging, relevant and meaningful programs through all avenues of service. We strive to excel in building a culture of support, understanding and care for all people involved. ASP offers 5 different programs for 1st generation immigrant, refugee, low-income and indigenous children and youth grades 1 to 12.

It offers both **school year and summer programming**, uses an evidence-informed system to create relevant, meaningful and impactful programs. ASP provides participants with opportunities to go on field trips, attend community events, participate in STEM activities, volunteer and more.

In 2021 the ASP also updated and improved its **Program Logic Model**, which had been broadened to include aspects that intentionally target youths' development such as Belonging, Leadership, Mastery, and Citizenship.



- 1970+ deliveries, including STEM kits, mental health kits, crafts and care packages and more.
- 261 students attended a community service project.
- 18 Workshop modules developed.
- 98% of participants reported having an increased sense of identity.
- 98% of participants saw improvements in learning new skills and knowledge.

In addition, the Logic Model also includes **Staff and Program Efficacy**, which highlights the need for staff competencies and knowledge to aid in the development and settlement of youth.

This allows the team to optimally create inclusive spaces for youth to gain the skills to lead successful lives in their academic career and adulthood.



COVID-19 restrictions created sudden changes in educational and community spaces and many students were left struggling to adapt and stay connected with social supports. The Afterschool Program adapted to an online platform and provided both a synchronous and asynchronous opportunities for students across the city to connect with their peers, engage in structured activities, learn new skills, process their experiences during the pandemic, and get support with schoolwork.

Additionally, we delivered program materials along with healthy snacks to participants' homes, hosted online workshops led by community partners, and made referrals for support services as required. When possible, we continue to provide in-person field trips and programs (e.g. Summer Park Program) with strict adherence to public health guidelines.

AFTERSCHOOL PROGRAM



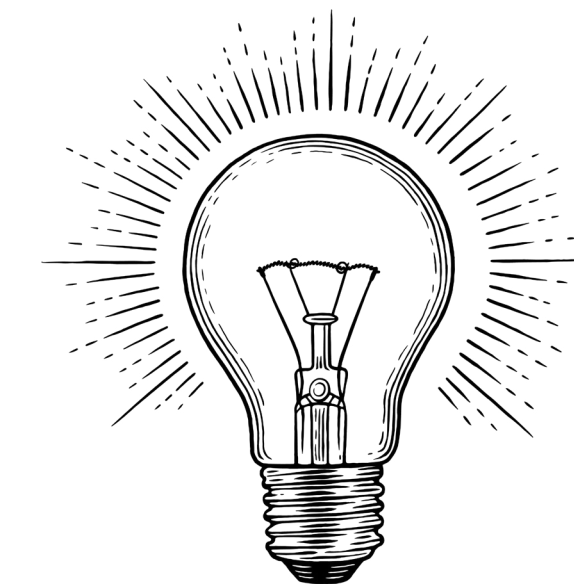
Success Story:

The Youth Advisory Council (YAC) was established this year for the NxtGen Homework Club, where ten participants were chosen to provide input and leadership into the program's activities and decisions. The youth provided a collective voice from various high schools across the city.

As part of the application process, **students were asked to reflect on how they would implement change** into the program's events and activities and what they would like to learn during their year as a YAC member. A tutor was selected to oversee the council as a mentor and provide peer to peer feedback. The YAC conducted meetings twice a month, and each week they would have tasks and responsibilities to complete to support the council.

During the year, **the council planned two events and took full ownership of every detail** from ideation, budgeting, promotion, writing the pre-approvals and making phone calls to find out information about event details. They often worked in sub-committees but also were assigned tasks to complete individually.

In December, the council planned a field trip to Banff; however, that was changed to a virtual cake decorating party when the provincial government reinstated stricter COVID restrictions. This illustrated the students' ability to be creative and work together in a solution-focused manner. They organized a wellness event in May and invited the NxtGen Junior High students to come for games and an information night.



The Council members created a Kahoot game on mental health myths and researched and developed lesson plans to deliver mini-workshops on Mental Illness Stigma, Fitness and Motivation, and High School Preparation.

Overall, the YAC provides a vital leadership opportunity, and participants demonstrated their ability to take the initiative and work collaboratively to contribute to their community.

RBC YOUTH EMPOWERMENT PROGRAM



The RBC Youth Empowerment Program continued its academic, employment skills, financial literacy, Youth Advisory Council, and volunteerism services through an online platform in 2021.

The program provides tutoring to high school youth four days a week, allowing the youth access to regular help in all core subjects, as well as giving them the opportunity to get to know the tutors and build impactful relationships with them and each other.

The RBC Program uses a holistic approach to ensure that every youth is prepared for life after high school, by offering regular academic support, as well as fun hands-on workshops, bringing in guest speakers, and hosting field trips; all of which focus on social emotional learning and connection.

- 123 youth served in 2021.
- 84% of program participants have improved their grades.
- 84% of program participants have increased confidence in their academic ability.

"Homework Club is the best tutor program for students. This program provided 4-hours intense tutor program, which it is very helpful for many students. I as a student who already enrolled in this program for almost two years, has saw a significant improvement on my school course after joining in this program. I like how this program give the participants the flexibility to come anytime, four days a week whenever you needed the help. You can arrange the schedule and get help with any school subject. However, I've look for several help program for students and so far, Homework Club is the top!!!" - Participant



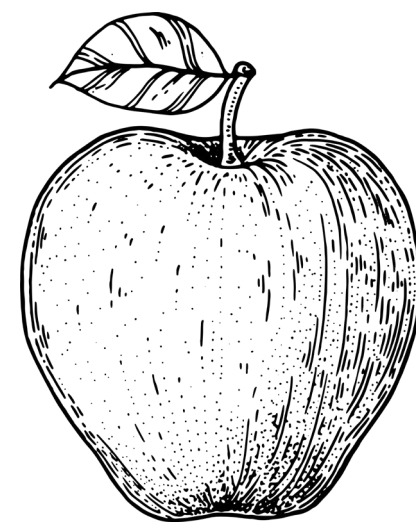
"The program is free and offer many events and scholarships for the participants. You can also come for help to ask the tutor to re-explain the unclear concept that you find in your course. The tutors are great and very friendly. They are always help with their best ability and at all time they have clear explanations. I personally like how this program runs online because it is convenient. It gives the benefit for students because they can relax after exhausted day at school while still getting the help from the tutor." - Participant

2021 HIGHLIGHT: EXTENDED TUTORING HOURS



RBC Youth Empowerment, together with NxtGen Homework Club, was able to extend and increase the total amount of tutoring hours available to the youth.

This was possible because of the online format of the program in 2021. The program was reorganized in order that tutoring could be offered from 4:00 to 8:00 pm, Mondays to Thursdays. This has significantly increased the amount of youth who could access the program, as well as increasing the total hours spent in program by each youth.



"Having the program from 4-8 benefitted me greatly. I join the program sometimes at 5:00. If I need a break, I could take a 1hr break and come back at 7:00 even if I wanted to. I feel like the timings are very flexible for me." – Participant

YOUTH EMPLOYMENT SUPPORT (YES) PROGRAM

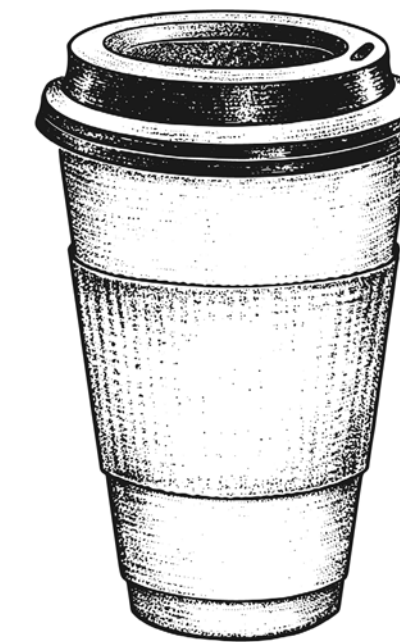


CBFY started the Youth Employment Support (YES) Program in conjunction with Service Canada.

The program provides youth, ages 18 – 30, who are experiencing barriers to employment, information, skills, and experience necessary to navigate through the labour market and successfully transition into sustained employment.

The YES program pairs local businesses with vetted and reliable employees who have received 35 hours of mentorship and intensive employment services and employment skills training.

Employers provide the participants with a 14-week quality work placement, which allows the youth the opportunity to develop and improve their skills and increases their access to the labour market.



- 25 youth completed the Employment Skills Training.
- 87.5% of trained youth are placed in work placements.
- 95% of the participants were satisfied or very satisfied with the course content and facilitation.
- 90% of the participants learned new things and felt more confident to start employment.

VOLUNTEER RESOURCES PROGRAM



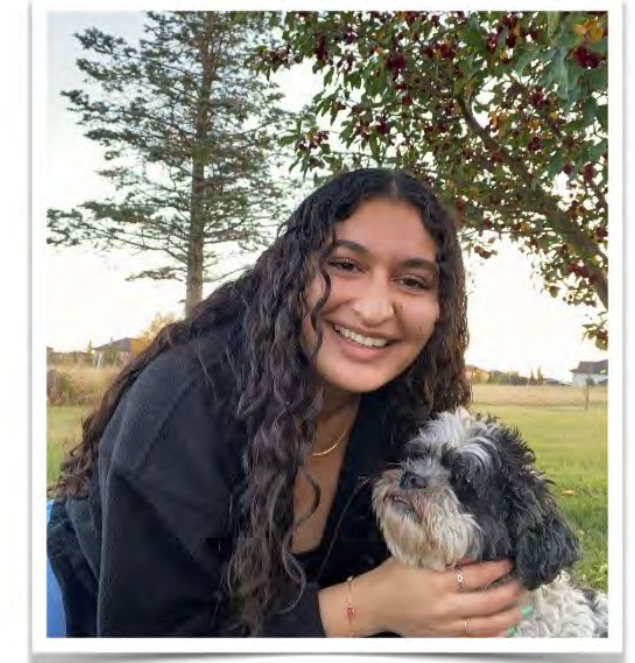
Volunteers have been an integral part of CBFY.

They have been playing an influential role in supporting the organization and the clients by providing administrative services, facilitating mentorship and afterschool programs, tutoring and mentoring youth, supporting the special events and signature events.

347 volunteers supported CBFY programs in 2021, an increase of 7% from last year. The Volunteer Resources Program not only supports the integration and settlement of newcomer youth and their families but also supports the integration of newcomer volunteers by providing them with the opportunities to learn new skills, gain professional experience, give back to the community, and have fun.

This year the program hosted 3 practicum students at CBFY.

- Volunteers contributed 4,441 volunteer hours.
- 58% of volunteers are post-secondary graduates with specializations in Education, Natural Sciences, Social Sciences, Law and Management.
- Volunteers speak 49 diverse languages.



"Hi everyone! My name is Tanvir and I'm currently a third-year student at the University of Saskatchewan. With the shift to online schooling last year, I was back home in Calgary and looking for ways to get involved with the community. Joining the Calgary Bridge Foundation for Youth seemed like a great way to do so! I've spent the last couple semesters as a mentor in the SWIS Mentorship and TIPS programs, and am so grateful for the chance to be involved!" – Tanvir Minhas, winner of CBFY Volunteer of the Year Award 2021.

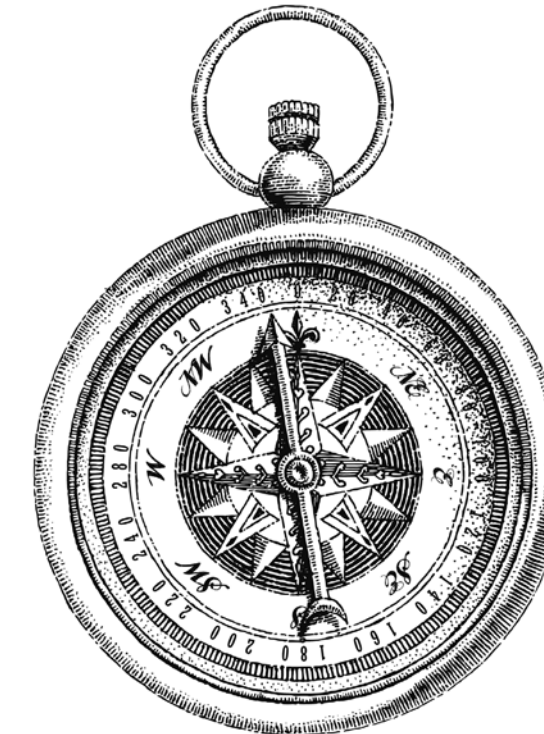
ONE-ON-ONE TUTORING PROGRAM



The One-on-One Tutoring Program, **aims to support immigrant and refugee junior high and high school students** with their educational development in which highly qualified volunteers play an integral role.

The program offers newcomer students **individualized and customized academic support** provided by highly qualified volunteer tutors that engage with the students at least once per week in a virtual setting.

The program has been very successful to support the educational settlement and integration of newcomer youth, improve their grades and homework completion rates, build their confidence finally supporting their overall settlement and integration into Calgary.



- 118 students received tutoring support.
- Over 100 tutor volunteers were engaged in the tutoring program.

OUR COMMUNITY



2021 Annual Youth Achievement Awards

CBFY has awarded 22 scholarships to outstanding youth for post-secondary education. Due to COVID-19 health restrictions, the awards ceremony was held virtually. A celebratory video recognizing the recipients was created and distributed. CBFY is incredibly grateful for our donors who make the scholarship program possible.

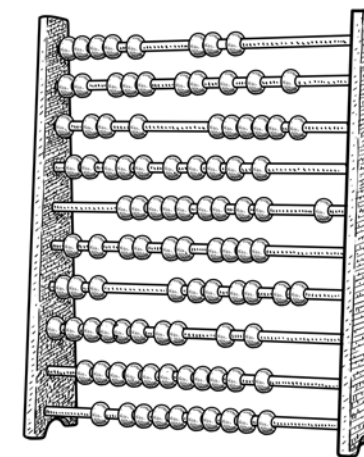


Employee Appreciation Event

The 2021 Employee Appreciation event was held virtually due to COVID-19 restrictions. Excellence Awards and Long Service Awards were given to deserving CBFY employees for their outstanding performance and dedicated service.

FINANCIAL STATEMENTS

Statement of Financial Position		
	2021	2020
Assets		
Current Assets:		
Cash	\$ 1,255,506	\$ 1,275,614
Government remittances recoverable	19,461	16,755
Prepaid expenses and deposits	70,381	107,081
Short-term investments	759,497	749,412
Total current assets	2,104,845	2,148,862
Long-term investments	150,853	375,995
Capital assets	107,626	106,914
	\$ 2,363,324	\$ 2,631,771
Liabilities and Net Assets		
Current Liabilities:		
Accounts payable and accrued liabilities	\$ 212,048	\$ 144,327
Deferred contributions	1,159,937	1,457,885
Current portion deferred rent liabilities	10,109	4,159
	1,382,094	1,606,371
Non-Current Liabilities		
Deferred capital contributions	83,287	67,145
Deferred rent liability	2,322	2,322
Total liabilities	1,467,703	1,675,838
Net Assets		
Invested in capital assets	24,339	54,424
Internally restricted funds	600,000	-
Unrestricted	271,282	901,509
Total net assets	895,621	955,933
	\$ 2,363,324	\$ 2,631,771



Statement of Operations		
	2021	2020
Revenues:		
Amortization of deferred capital contributions	\$ 34,293	\$ 28,279
Registration	306	940
Government Assistance	123,570	193,198
Investment income and other	18,119	27,381
Scholarship Program	-	14,764
Donations - restricted	22,250	38,455
Donations - unrestricted	42,814	14,371
Programs:		
Government of Canada	4,188,479	4,060,389
City of Calgary	694,147	661,231
United Way	363,910	416,695
Other Programs	37,564	27,629
RBC Foundation	49,086	42,285
	5,574,538	5,525,617
Expenses:		
Amortization of capital assets	55,566	47,653
Unfunded administration	222,848	227,684
Scholarship Program	-	8,130
Donations - restricted	23,250	40,105
Programs:		
Government of Canada	4,188,479	4,060,389
City of Calgary	694,147	661,231
United Way	363,910	416,695
Other Programs	37,564	27,629
RBC Foundation	49,086	42,285
	5,634,850	5,531,801
Deficiency of revenues over expenses	\$ (60,312)	\$ (6,184)

FUNDERS

Funded by:



Immigration, Refugees
and Citizenship Canada

Financé par :

Immigration, Réfugiés
et Citoyenneté Canada



PARTNERS





THE CALGARY BRIDGE FOUNDATION FOR YOUTH

2021 CBFY Annual Report. May 2022

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