



THE CALGARY BRIDGE
FOUNDATION **FOR** **YOUTH**

ANNUAL REPORT

2022

A Progress Report on the Goals we Committed for 2022

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MESSAGE FROM THE BOARD CHAIR



The Calgary Bridge Foundation for Youth has always been committed to empowering newcomer youth by assisting them in their journey towards integration and success in Canadian society. Our dedicated team, along with the unwavering support of our community, has continued to deliver vital programs and services that make a real difference in the lives of children, youth and their families in Calgary.

In the past year, by leveraging our resources and establishing strategic partnerships, we have been able to amplify the reach of our programs and deliver comprehensive support to our clients. Our team has gone above and beyond, providing personalized guidance and support to help students overcome challenges and reach their full potential. We have witnessed countless success stories of our clients excelling and building a strong foundation for their future.

None of this would have been possible without the generosity and commitment of our funders, sector partners, and volunteers. The partnerships we have with each of you has enabled us to create an inclusive and engaging environment where our youth can thrive. Whether through financial contributions, in-kind donations, or volunteering your time and expertise, you have truly made a difference in the lives of our clients, their families, and our community as a whole.

Looking ahead, we remain steadfast in our mission to ensure that every newcomer youth has the support they need to succeed and become active, engaged citizens of Calgary. As we continue to navigate the evolving landscape and ever-increasing demand for our services, we are committed to adapting our programs to meet the changing needs of the sector and to explore innovative ways to enhance our impact, all with the goal of empowering our clients to reach their full potential.

In closing, I extend my heartfelt thanks to our dedicated CBFY staff, board members, and the incredible youth we serve. Together, we are building a brighter future for our community. I invite you to explore this Annual Report, which includes comprehensive financial information, and celebrate the achievements we have accomplished together.

In gratitude,

A handwritten signature in black ink that reads 'Kate'.

Kate Thorgeirson,
Board Chair



MESSAGE FROM THE CEO



At CBFY we are incredibly passionate about the work we do to support immigrant and refugee children, youth and their families as they integrate into their new lives in Calgary. My team works hard to help bridge social, educational and language barriers. We are often the first friendly faces newcomer families see and we build relationships that last and can make a critical difference for a scared child or youth facing unprecedented change. It is important work to be sure – and the youth we serve surprise us everyday with their resilience – their ability to move forward, to adapt and to heal supported by the welcoming kindness and professional services we are privileged to provide.

The rewards are many, but the past year has not been without its challenges. It is an incredibly tumultuous time around the world. The international rules-based order that emerged out of World War II has been challenged and, for the first time since that great conflict, Europe has witnessed a formal struggle erupt between Ukraine and Russia. This action has driven many Ukrainians from their homes as entire towns and cities have been reduced to rubble. Conscription in Russia has seen a mass exodus of young men from the country that are seeking asylum abroad.

Many countries have responded by providing Ukraine with a plethora of supports, both military and humanitarian in nature. Canada has opened its door to Ukrainians fleeing the devastation that comes with war. Many Ukrainians choosing to come to Canada have elected to make Calgary their home. This has generated an unprecedented demand for resources in schools as well as from CBFY. We have seen triple the number of children and youth registering for school in the two systems – there have been some months where four times the normal registration rates have occurred. The extraordinary demands being placed on schools within both the Calgary Board of Education and the Calgary Catholic School District is reflected in the number of families that are seeking support from CBFY as well.

CBFY, like other agencies in the non-profit immigrant supporting sector, has tried to respond appropriately and as immediately as possible. In our case the “Ukrainian Youth Support and Belonging Project” was launched with the support of emergency funding from the United Way of Calgary and Area. We put that money to good use, providing direct supports to children, youth and, in many cases, their families. With no end to this European conflict in sight, we don’t anticipate an end to the need to support these young newcomers. Over one million newcomers made Canada their home in 2022, also a new all time high for our country, and according to IRCC projections, this is an approximate new target each year for the foreseeable future. Demand on our CBFY resources will continue to increase over time as well.



MESSAGE FROM THE CEO



This continually increasing demand makes it imperative that our organization seek to do our work differently since we cannot meet the current demands using our historical approach to newcomer education resettlement supports and services. CBFY is, therefore, compelled to look at new funding streams to support escalating service demands, and it is also essential that we seek greater internal efficiencies.

The search for internal efficiencies has brought us to a new home. It has been well over a decade since the CBFY family has been housed collectively under one roof. COVID may have driven us apart temporarily as well, yet we have not lost sight of the value in interacting with each other often, nor how important it is for people to see each other. Connecting people with each other has never been more important than it is now, following the enforced separation of the pandemic and the precarious worldwide conflicts currently sweeping the globe. Bringing the whole workforce together at one location will have a significantly positive impact on organizational culture and will foster organic efficiencies as we see each other on a regular basis. I am therefore pleased to announce that we hope to be in our new offices in the Northland building in late summer of 2023. Certainly, we will continue to support newcomer youth in schools through our programming opportunities and many staff will spend their days in school locations. Yet, having the space to collectively gather, plan, brainstorm, share ideas and strategies as well as build strong relationships with each other will elevate our connections, clarify our strategies, and promote spontaneous internal support to strengthen our collegiality. Locating to the new building also offers opportunities for us to meet with clients onsite and increases possibilities for offering centralized supports and services for families of newcomer youth.

This year we also saw the addition to the CBFY family with a new Director of Programs. Lorraine Kinsman has come to us from the Calgary Board of Education with 34 years of education and leadership experience. She has had an immediate impact within the organization, offering fresh perspectives and opportunities. So, we welcome her with open arms.

Change to the organization will not occur without challenges. Over the past year, we have carefully explored all aspects related to how we deliver programming within the organization. Communication, consultation, and collaboration have been the driving forces behind our work to sustain programming opportunities throughout this past year in the face of unparalleled demand, and we expect this will continue well into the future as we seek new and innovative ways to offer supports to newcomer children and youth. Moving CBFY towards a more agile approach will also successfully move us forward into the future.

MESSAGE FROM THE CEO



I would be remiss if I didn't take this opportunity to thank our staff for all their hard work, our volunteers for the countless hours that they put in supporting our clients, our Board of Directors for their wise counsel and patience, and of course, our key partners, the Calgary Board of Education, and the Calgary Catholic School District. I would also like to take this opportunity to thank all our funders: Immigrant Refugee and Citizenship Canada, Employment and Social Development Canada, The Government of Alberta, the City of Calgary, The United Way of Calgary and Area, and the Royal Bank of Canada, as well as all our independent donors and supporters. I can assure you that every penny counts as we navigate these uncharted times. With this tremendous support, CBFY will continue to thrive and shape new paths to supporting newcomer youth, and their families, to successfully integrate academically and socially as Canadians of choice.

Sincerely,

A handwritten signature in blue ink that reads "F. R. Cattoni".

Frank Cattoni,
Chief Executive Officer

SETTLEMENT WORKERS IN SCHOOLS



From April 1, 2022 to March 31, 2023

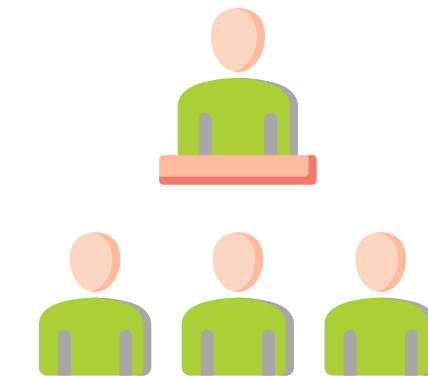
The Settlement Workers In School (SWIS) supported the settlement and integration journey of newcomer youth through its different service delivery streams as follows.

- 4,349 client youth received needs and assets assessment and referral services in more than 300 schools compared to 2,937 last year. In this service, client needs/gaps are identified, and settlement plans are developed including tasks and referrals.
- 3009 follow up sessions (one-on-one meetings) were delivered to clients where information and resources were provided to address identified needs, status on tasks and referral arrangements was discussed, and supports provided as needed.
- 139 group information and orientation sessions (workshops) were delivered to 1929 clients. These sessions were delivered on various topics related to educational settlement. The number of sessions was 15.8% over target, and number of participants went 33.9% over fiscal year target.
- 494 youth and parents attended our community connection events in different communities, a number that went 52% over target. We had 170 participants in our Youth Multicultural Fair alone. These sessions aimed at providing opportunities for newcomer youth and their families to connect among each other and with various service provider programs/institutions operating in the communities.
- 54 F3R sessions were delivered to 119 participants, with 96 of them being unique clients.



4,349

Needs and Assets Assessment and Referral Services (NAARS) Clients



1,929

Information and Orientation - Group Meetings (Workshop Clients)



96

Family Reconnect, Rebuild & Resiliency Program (F3R) Clients

SETTLEMENT WORKERS IN SCHOOLS



Another great accomplishment in the past fiscal year was the successful piloting of the Youth Employability Skills and Strategy (YESS) Project, which aimed at and accomplished the organization and delivery of:

1. Employment Skills Training Sessions, which focused on helping participants build foundational employment skills and knowledge. We had 86 participants there.
2. Networking opportunities with hiring companies and educational/training institutions in the city with 62 students in participation.
3. Certified training opportunities in some important areas that included WHMIS, First Aid/CPR, HCS 3000 (Workplace Safety Systems), and Youth Mental Health in the Workplace. These sessions were attended by 69 students.
4. One-on-one employment counselling/coaching, which were mainly conducted as follow up sessions to students who participated in the employment workshops. We had 87 students in participation.

In all the four activity areas, we performed over target.

As was the case with all our programs, ISSP reached and assisted an unanticipated large number of newcomers in all categories of immigration, which forced the program to operate over capacity. The resilience, energy, passion, and amazing level of staff commitment are worth recognition and commendation.



178

Collective numbers
Student Participated on Youth Employability Skills and
Strategy (YESS) Project



Bishop McNally Newcomer Basketball Group

SETTLEMENT WORKERS IN SCHOOLS



Bishop McNally Newcomer Basketball Group



Bishop Kidd Life Skills Weekly Workshop

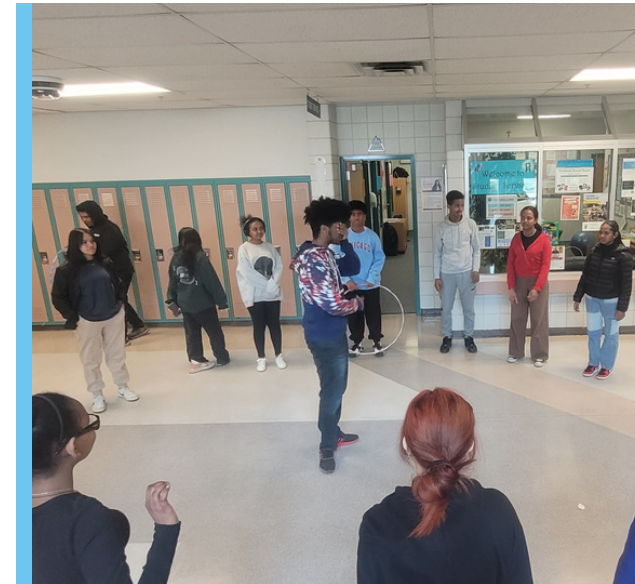


Bridge to Nature Walk

SWIS MENTORSHIP PROGRAM



- Mentorship Program School Year Programming – newcomer high school students received support during lunch and after school time throughout the school year strengthening newcomer youth’s bicultural identity and community and social integration. Building on the Welcome to Canada guide and ‘Circle of Courage’ of belonging, mastery, independence, and generosity.
- Cross-Age Mentorship Program (CAMP) – Junior High School students received support from mentors for mentoring, tutoring, and building social connections. The program has included themes such as Canadian culture and arts, community and social connections, identity, healthy living, etc.
- Peer Mentors – Mentorship Program Peer Mentors received training on leadership and roles and responsibilities to equip them to support newcomer students in their respective schools. This helps newcomer youths increase confidence, leadership and life skills and sense of belonging.
- Transitioning Into-Post Secondary (TIPS) program – the program matched 45 immigrant and refugee students with mentors from various post-secondary institutions in Calgary for the purpose of mentorship, tutoring, building social connections and encourages them to pursue higher education and training.
- Young Diverse Canadians – newcomer refugee youths in selected Calgary high schools received support to develop their soft skills such as effective communications, social and emotional behaviors, conflict resolutions, leadership, and Canadian school adaption.



947

Clients Served
(collective number)



123

Peer Mentors

The Mentorship program at McNally was great! I loved the fact that Jenica, Eamon, Connie, and LaDonna based their teachings on what we wanted to learn about. It was a great way to relax after school and eat as well. Overall, it was a fun time and I love how there were a bunch of volunteer opportunities or free training like the First Aid training!
– MiMon Ramanya, Bishop McNally Program

SWIS MENTORSHIP PROGRAM



- Newcomer Orientation and Welcome (NOW) and Welcome Information for Newcomer (WIN) – A total of 144 newcomer students received support during the summer and the winter to ensure they have the knowledge to acquire a solid foundation for a successful school year. Peer Mentors helped support newcomer students during the NOW and WIN sessions.



- Power of Voice – A total of 216 immigrant and refugee youths, plus family members, guests, cultural groups and representatives from various agencies supporting youths in Calgary converged last February 25, 2023, at the Calgary Central Library auditorium for the annual event. Youths across Calgary engaged in productive sessions and discussions, strengthening their ability to build social connections among youths, develop their leadership capacity, and raise awareness on certain issues affecting the youths.

MENTORSHIP PROGRAM HIGHLIGHTS



- All Mentorship Program activities returned to in-person programming for the school year 2022-2023, except for TIPS or Transitioning Into Post-Secondary.
- Mentorship Program conducted field trips for newcomer students:
 - The Calgary Zoo and the Prairie Winds Park and Youth Link on August 2022
 - U of C Olympic Oval on November 2022
 - The Saddledome to witness hockey games on March 2023.
- Established new collaboration and partnerships with Contemporary Calgary. CBFY newcomer youths attended sessions at the Contemporary Calgary about about artist's talks, exhibition tours, and provided opportunities to make works of art in response to current exhibitions. CBFY newcomer students also received complementary day passes to Contemporary Calgary, so that they may return to the gallery with a friend or family member.
- Renewed partnerships with Telus Sparks, providing free passes to newcomer students and their families.
- Through the various activities and programs of SWIS Mentorship, newcomer students got an opportunity to build strong connections and established friendships with each other and other youth in the program from different schools. They also learned about the school system, social and cultural values through the program, practice and improve their English language skills in a safe space.
- The WIN and NOW Summer program was enriched through cultural exchanges and learnings youth had through communication and building connections.



MENTORSHIP PROGRAM



School Year Program



Olympic Oval Field Trip



WIN & NOW Winter Program January 2023, Calgary Central Library



Power of Voice, Youth Conference 2023



MENTORSHIP PROGRAM YOUTH ADVISORY COUNCIL



Mentorship Program Youth Advisory Council – The student leaders represent their peers/schools and they are involved in planning related to activities of the Mentorship Program such as field trips, youth conferences, and contribute to the enhancements of curriculum and lesson plans. The youth leaders received leadership workshop with Peer Mentor engagement.

The Youth Advisory Council (YAC) is has been invloved on planning Peer Mentor Field Trip, Summer Wrap-Up event 2022, Summer Program 2022, and Power of Voice 2023. In fact YAC members helped on designing the Power of Voice 2023 print materials, and slides.



"Through my two years at YAC as a member and the chairperson, not only did I get to meet new people and build great lifelong friendships, but I also got to become a much greater person with so many new skills that I can use in many areas of my life. Also through the mentorship and guidance that I received from my youth worker and facilitator like Arnell and Eamon, I got to improve my weaknesses and become a much better leader and collaborator. However, personal development is not the only thing that I have been able to accomplish with YAC, in the past two years at YAC I have been able to improve the lives of my community members and meet the needs of my community through my actions and advocacy. I absolutely loved my time at YAC and hope to be a part of it in the future as well. Despite the occasional disagreements, I still love every single member and they all feel like family to me, and lastly, I hope that YAC and its members will keep growing and helping the voice of youth be heard."

– Ghazal Panahi, St. Mary's High School graduate, YAC Chair.



AFTERSCHOOL PROGRAM



The Afterschool program offers a continuum of programs and services to engage newcomer children and youth during critical after school hours of 3pm to 6pm. Our suite of programs focuses on providing a continuum of care: from the time newcomer families arrive to Canada and throughout the grade school years. We offer accessible programs to meet participants where they are at, such as school, housing complexes, and online. These programs include:

- Academic support,
- English Language practice
- Recreation and physical activity,
- Life skills development and
- Relationship building.

Our programs are designed, evaluated, and adapted to be equitable, flexible, accessible, responsive, client-centered, and impactful. Programs are offered year-round serving participants in grades 1 to 12 from October to May during the school year. Summer programming is also offered in July and August.

At the beginning of 2022, all programs remained online as some school locations were still not available for in-person programming; however, during the Summer Program and into the Fall, in-person, and a combination of online and in-person programming were adopted to meet the specific needs of the youth. Fall of 2022, the younger children returned to meet in various school locations across the city as this age group benefited most from engaging in social, emotional, and physical activities only available in-person. For the older youth, a virtual format continued to meet the youth where they were at, which was largely within online spaces. This increased the program's impact by supporting more youth at more school locations than meeting in physical spaces would allow.



Bridge club Staff, we would like to thank all the facilitators and Coordinators for making our child's summer so fun filled by offering such a wonderful program. Your hard work and efforts are appreciated! Thanks a lot!"
From a Participant and his family

AFTERSCHOOL PROGRAM



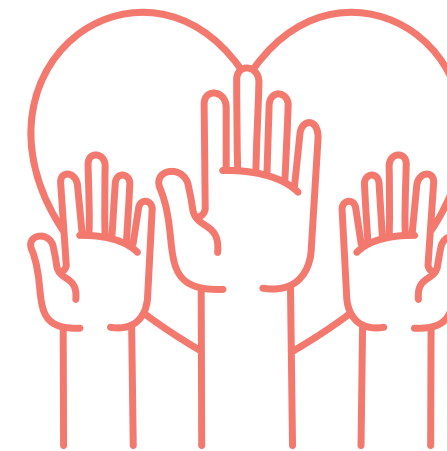
1,240
Clients Served



767
Children (14 and under)



473
Youth (15 to 24)



21
Volunteers
778
Volunteer Hours

- Funded Initiative Outputs:
 - 97% of participants reported new competencies and skills
 - 96% of participants reported feeling optimistic, confident, and have a positive self esteem.
 - 97% participants reported safe and caring relationships.

NxtGen is fun I can interact with other people. It helps relieve pressure from school.

I can participate in program because I feel more open when I'm usually shy around others." – NxtGen Student

UKRAINIAN YOUTH SUPPORT & BELONGING PROJECT (UYSBP)



September 2022 – June 2023

Clients Served - 320

As Ukrainians leave their war-ravaged homeland to begin new lives in Calgary, Ukrainian youth encounter layers of challenges as they try to navigate unfamiliar educational and employment systems. Challenges include arriving in Canada with little to no support, limited resources and limited access to many programs and services that might be typically afforded other newcomers. Ukrainian youth sometimes arrive alone as their families are unable to leave the country, and these youth independently struggle to adjust to life in Canada. Service providers (SPOs) are not able to access typically available funding to support the educational and employment needs of this population due to their special CUAT immigration status, and they compete with increasing demands for services from many vulnerable groups, including Afghan and other refugees.

Recognizing these immense needs of Ukrainian youth arriving in schools, CBFY received an emergency funding grant from United Way to develop supports targeted towards this demographic. Our goal was to provide basic settlement needs, educational resources, mentorship opportunities, and support for social and emotional wellbeing. Overall, our aim was to equip Ukrainian students with the skills, knowledge, and confidence needed to thrive in their new community, do well academically and be prepared to positively contribute to Canadian society.



UKRAINIAN YOUTH SUPPORT & BELONGING PROJECT (UYSBP)



CBFY worked closely with schools to support the belonging and integration of newcomer Ukrainian students, developing the following supports over the course of a few short months:

- **Language Support:** Language classes are designed to help Ukrainian students develop proficiency in English. Classes are taught by Ukrainian teachers to address any language barriers and to ensure culturally responsive curricula. These classes facilitate language acquisition, boost confidence, and create a supportive learning environment for students for the Ukrainian students.
- **Mental Health and Well-being:** Recognizing the importance of mental health, CBFY offers social and emotional support through non-therapeutic counselling, social work letters, Fair-entry assistance and supportive case management to Ukrainian students and their families, as well as workshops for parents on various topics related to school, resilience and mental health well-being.
- **Basic Needs:** Supporting Ukrainian youth and their families with basic needs including clothing, furniture and referrals to other community agencies to receive food hampers and furniture.
- **Cultural Orientation:** Providing orientation sessions to familiarize students with the local culture, customs, and norms.
- **Academic Support:** Offering tutoring or study support to help students excel in their academic coursework while improving their language skills.
- **Community Engagement:** Facilitating opportunities for students to engage with the local community, participate in cultural events, and build connections with peers.
- **Individualized Support:** Providing individualized attention and support to students who require additional assistance in specific language areas.

Through these programming options, the UYSBP program has been able to offer after school language programs in 26 schools, elementary through to Senior High School, for almost 600 Ukrainian youth. Additionally, we have supported over 100 students and families independently within the scope of the above-mentioned supports.

CBFY has greatly valued our partnership with United Way to support Ukrainian youth, as well as our school board partners and other sector agencies. By leveraging resources and expertise of all partners, we can maximize the impact of our programs and ensure their sustainability into the future. We strongly believe that investing in the education and well-being of Ukrainian students is a strategic investment in the future of our community.

VOLUNTEER RESOURCES PROGRAM



Volunteers have been an integral part of CBFY. CBFY volunteers 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.

- 62% of volunteers are post-secondary graduates with specializations in Education, Natural Sciences, Social Sciences, Law and Management.
- Volunteers speak 49 diverse languages.

The One-on-One Tutoring Program, run under the Volunteer Resources 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 at least once per week in a virtual setting.

- Supported 97 students in the fall and winter semester.
- Engaged 95 tutor volunteers.



VOLUNTEER OF THE YEAR

"My name is Nicole Sarden and I am originally from Colombia. I moved to Calgary in 2019 to start my Masters at the University of Calgary and I was looking to continue my involvement in the community as I had done in Vancouver and Colombia for so many years. I am very grateful to be a part of CBFY and the youth, fellow volunteers and staff I have met along the way. I hope to continue to be involved with the foundation for as long as possible as by mentoring and tutoring immigrant youth and helping them settle, I strive to make a difference in their lives by providing access to resources, information and mentorship relationships and help them integrate into Canadian society, just like I did!"

— Nicole Sarden



2022 EMPLOYEE APPRECIATION EVENT



The Annual Employee Appreciation event was held on December 2, 2022. Employees were recognized for their dedicated service and hard work for providing exceptional support to our youth. Excellence Awards and Long Service Awards were awarded to deserving CBFY employees.

FINANCIAL STATEMENTS



Statement of Financial Position

	2022	2021
Assets		
Current Assets:		
Cash	\$ 1,035,512	\$ 1,255,506
Government remittances recoverable	21,397	19,461
Accounts receivable	152,719	-
Prepaid expenses and deposits	61,666	70,381
Short-term investments	923,504	759,497
Total current assets	2,194,798	2,104,845
Long-term investments	-	150,853
Capital assets	129,110	107,626
	\$ 2,323,908	\$ 2,363,324
Liabilities and Net Assets		
Current Liabilities:		
Accounts payable and accrued liabilities	\$ 258,257	\$ 212,048
Deferred contributions	1,229,527	1,159,937
Current portion deferred rent liabilities	9,533	10,109
	1,497,317	1,382,094
Non-Current Liabilities:		
Deferred capital contributions	119,462	83,287
Deferred rent liability	2,322	2,322
Total liabilities	1,619,101	1,467,703
Net Assets:		
Invested in capital assets	9,648	24,339
Internally restricted funds	600,000	600,000
Unrestricted	95,159	271,282
Total net assets	704,807	895,621
	\$ 2,323,908	\$ 2,363,324

Statement of Operations

	2022	2021
Revenues:		
Amortization of deferred capital contributions	\$ 39,724	\$ 34,293
Registration	--	306
Government Assistance	--	123,570
Investment income and other	32,201	18,119
Donations - restricted	12,000	22,250
Donations - unrestricted	27,039	42,814
Donations – in-kind contributions	3,231	--
Programs:		
Government of Canada	5,110,369	4,188,479
City of Calgary	768,548	694,147
United Way	398,687	363,910
Other	48,142	37,564
RBC Foundation	41,233	49,086
	6,481,174	5,574,538
Expenses:		
Amortization of capital assets	62,233	55,566
Unfunded administration	224,545	222,848
Donations - restricted	15,000	23,250
Donations – in-kind contributions	3,231	--
Programs:		
Government of Canada	5,110,369	4,188,479
City of Calgary	768,548	694,147
United Way	398,687	363,910
Other	48,142	37,564
RBC Foundation	41,233	49,086
	6,671,988	5,634,850
Deficiency of revenues over expenses	\$ (190,814)	\$ (60,312)

PARTNERS



FUNDERS



Funded by:



Immigration, Refugees
and Citizenship Canada

Financé par :

Immigration, Réfugiés
et Citoyenneté Canada





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