



THE CALGARY BRIDGE
FOUNDATION *for* YOUTH

2023

ANNUAL
REPORT

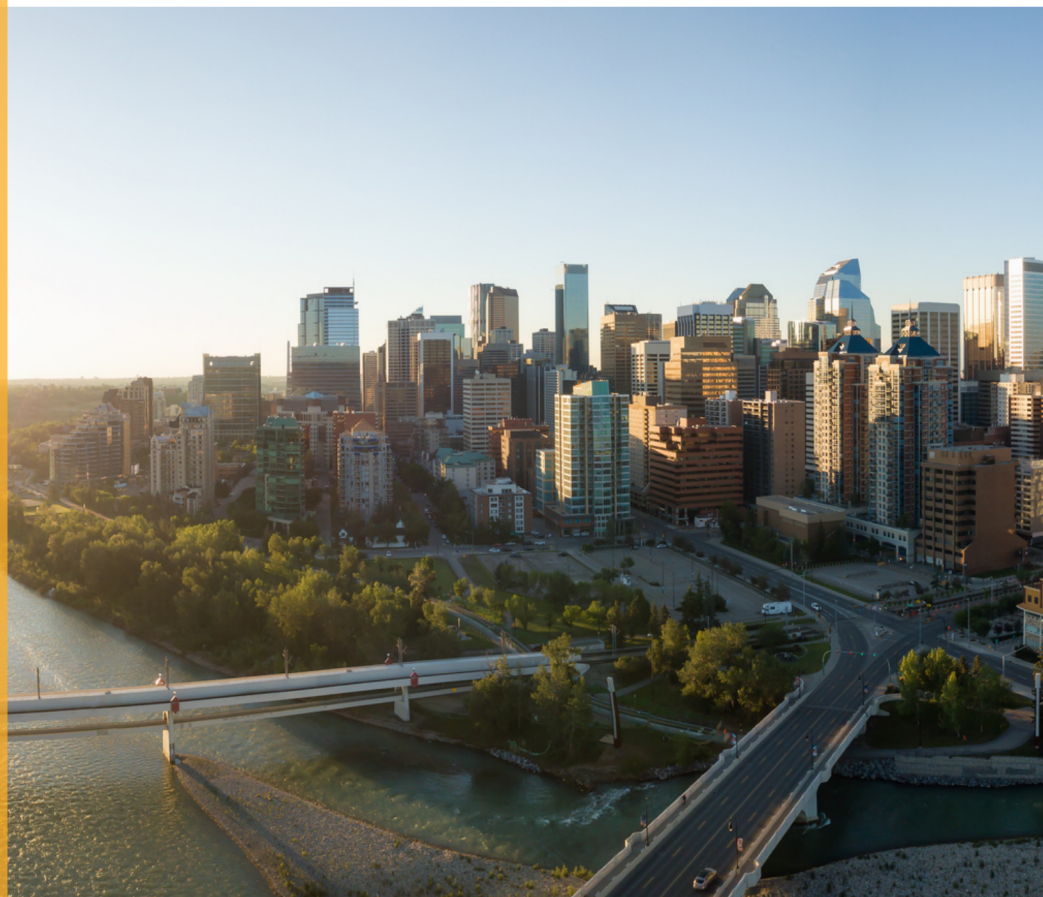


TERRITORIAL ACKNOWLEDGMENT

We, the Calgary Bridge Foundation for Youth (CBFY), acknowledge Mother Earth, known to the traditional peoples as Turtle Island.

We recognize and share in the stewardship of this land with the Blackfoot Confederacy. We acknowledge the First Nations to the east - the Siksika; to the south - the Kainai and Piikani; to the west - the Tsuut'ina and the Îyâxe Nakoda Nations including Bearspaw, Chiniki, and Wesley.

We also recognize the Métis Nations of Alberta (Regions 5 and 6) and all others that call this land home.



Contents

2

SUMMARY

An overview of CBFY and some of last year's accomplishments

3

MESSAGE FROM THE BOARD

A reflection on our recent growth by Board Chair, Shannon Stannard

4

MESSAGE FROM THE CEO

A message from CBFY's Chief Executive Officer, Frank Cattoni

5

HIGHLIGHTS

2023 highlights including our office move, the new Bridge Link Family Resource Centre & our 2023 Gala

6

SETTLEMENT WORKERS IN SCHOOLS (SWIS)

A collection of highlights from our SWIS program, as well as the YESS Project & F3R Project

8

MENTORSHIP PROGRAM

Highlights from the Mentorship Program, the TIPS Program & the Power of Voice Youth Conference

10

AFTERSCHOOL PROGRAM

Includes Bridge Club, NxtGen Junior High & NxtGen Homework Club for youth in grades 1 through 12

12

OUTREACH PROGRAM

Our newest program was developed to address the mental health challenges that newcomers face

13

UKRAINIAN YOUTH SETTLEMENT & BELONGING PROJECT

A program tailored specifically to support the influx of newcomer Ukrainian youth

14

VOLUNTEER RESOURCES PROGRAM

Recognition of our volunteers who generously dedicate their time and talents to assist us

15

PEOPLE & CULTURE

Celebrating the incredible staff behind the work that CBFY does

16

FINANCIAL STATEMENTS

2023 Statement of Financial Position & Statement of Operations

17

PARTNERS & FUNDERS

Recognition of the funders and donors who make our work possible

Summary

OUR MISSION

Newcomer children, youth & their families thriving in a harmonized, multicultural society

OUR VISION

Champion the journey of newcomer children and youth

OUR VALUES

Connection, Collaboration & Community

We are building Bridges to Belonging for the next generation of Canadians.

Since 1990, we've empowered tens of thousands of immigrant, refugee and newcomer youth and families to fulfill their potential in Canadian society. We help them to overcome emotional, cultural and socio-economic barriers that prevent them from becoming contributing members of Calgary and Canada. Through in-school and after-school programs, workshops, field trips and hands-on learning activities, we support kids who have a tough time integrating into their school and community. We provide one-on-one guidance and resources about settlement; most importantly, we familiarize them with Canadian culture so they can find a sense of belonging.

In 2023, the Calgary Bridge Foundation for Youth served 9,654 child & youth clients.



7,004 clients met with a Settlement Worker (SWIS Program)



1,138 clients in the Afterschool Program



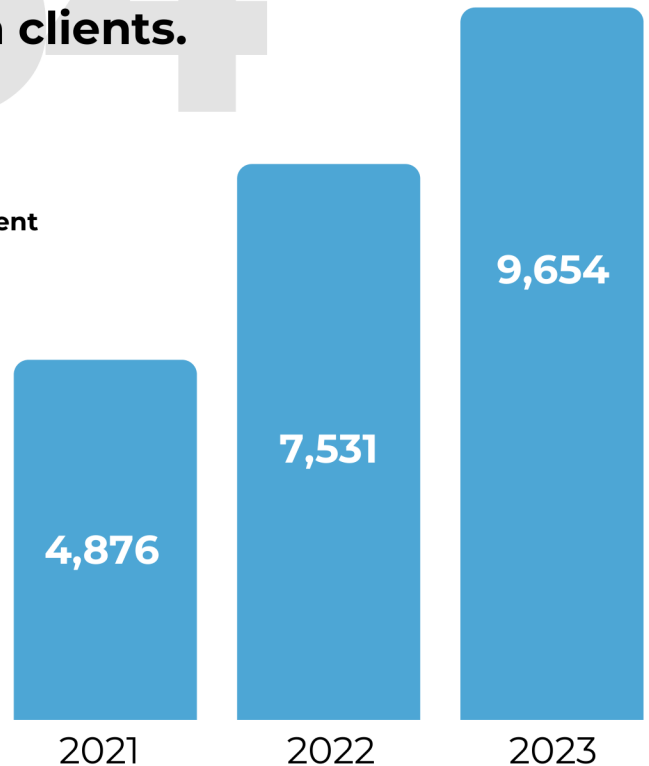
912 Mentorship Program clients served



600 Ukrainian Youth Settlement & Belonging Project clients



133 Outreach Clients
(From Jan-May 2024; not included in 2023 total)



In 2023, we served 28.2% more clients than in 2022, and 98% more than in 2021.

Message from the Board

The Calgary Bridge Foundation for Youth continues to be committed to empowering newcomer youth by assisting them in their journey towards belonging and success in our local community, our city of Calgary, and beyond. In support of this goal, the team at CBFY spent the last year working on a new Strategic Plan. Not surprising, the core values that continued to resonate through every discussion, were *Collaboration, Community, Connection, and Creating Bridges to Belonging*. This new Strategic Plan will formally be implemented in 2024, but these values and our purpose, drive the work we do always. Another big step for us at CBFY in 2023 was moving into our new unified location at the Gateway Building in the heart of the city. Easily accessible by C-train, and in a shared building with other partners, our welcoming reception area is always a bustling centre for new families, staff conversations and big smiles. It has been a joy to witness our team building out the space together, to create a centre of connection and belonging.

2023 saw another difficult year, with continued global uncertainty, an increase in immigration numbers, and those entering Canada under refugee status. The demand for our services and youth programming has never been greater. The need for collaboration in our sector has never been more prominent, and we continue to work on improving efficiencies with our partners, and internally, to provide these vital services and programs to as many Calgary youth as we can.

The call for continued financial support will be great in the coming year, and we will look to our larger community to continue to champion these amazing youth in our city. We will not waver in our dedication to our newcomers, providing support, experiences, and empathy along the way.

We could not do any of this without our amazing staff, to whom I would like to say a big Thank You. Once again it has been a year full of challenge, growth, and change. I am humbled, witnessing the internal conversations, teamwork, and commitment that takes place every day. Thank you also to my fellow Board members, our sector partners, our funders, and our volunteers. Without you, this organization could not flourish.

I have no doubt that the future is bright and full of opportunity for our remarkable youth. Calgary will be better for it!

With Appreciation,



Shannon Stannard
Board Chair



BOARD OF DIRECTORS

Shannon Stannard, Board Chair
Kristi Sebalj, Board Vice-Chair
Kate Thorgeirson, Chair Emeritus
Doug Alder, Board Treasurer
Jatin Shory, Board Secretary
Duncan MacRae, Director
Matthew Klukas, Director
Kathleen Hurtubise, Director
Michael Morcom, Director

EXECUTIVE LEADERSHIP TEAM

Frank Cattoni, Chief Executive Officer
Lorraine Kinsman, Director of Programs
Cristina Balamban, Director of People & Culture
Nichole Herman, Director of Finance

Message from the CEO

For two years CBFY has been undergoing significant change to meet increased demand for our services and to intentionally strengthen our organization to ensure its longevity and success in Calgary's non-profit sector. What we have learned along the way has led to a deeper, comprehensive understanding of the innerworkings of our organization. We realize that in addition to pursuing continued, sustainable funding from the government or philanthropic donors, we also need to find efficiencies in every aspect of the organization in order to reach the ever-increasing needs of more children and youth. As we rise to meet this demand, it is imperative to ensure the well-being of our staff, as we cannot always be asking them to do more with less. The key is to find the balance between keeping the needs of the organization within a healthy financial framework in the face of tremendous change and increasing demands while making sure to continue to listen, learn, and strive to understand the complexities of the extensive work we do and what improvements can be achieved. While our change process continues, and we seek to find new ways to stay focused on supporting as many newcomer children and youth as possible while sustaining our vibrant and committed staff, I would like to take a few minutes to reflect on the impact that this change journey has had on me.

CBFY staff embodies a diverse, inclusive, and multi-cultural collective that encompasses all generations from Baby Boomers to Generation Alpha, represents over 40 different cultures, and speaks more than 45 languages. I have an open-door policy and welcome everyone to stop by and have a conversation with me. I learn so much from each individual, and when staff tell me about their countries of origin, their experiences, and their life journeys, I am always so astonished at their resiliency, hope, and determination. Their willingness to share their lived experiences has had a profound influence upon me, and I gain so much from their views and perspectives. I am so thankful they feel comfortable enough to come and visit, and I appreciate the time they take to talk to me and help me better understand their life and work. Through this time of change, I realize that I have been given a privilege to work and live in an environment where positive, open, and thriving dialogue is fostered so we can learn from each other. This understanding has made me a better CEO, coworker, husband, father, and friend. I know that I am very fortunate to have this precious gift of stories and insight given to me.

I believe that we have all been given a gift. That gift is the place we call home – Calgary, Canada. While no place is perfect, in Canada we cherish our freedom to express ourselves openly and enjoy an unrestricted freedom to work worship, and ask direct questions of our governments' policies freely, a privilege not shared in many parts of the world, where speaking out could lead to dire consequences. This awareness, especially among those involved with CBFY originally from other regions of the world, emphasizes the value of our Canadian and Calgarian liberties. It is up to us to safeguard this precious gift for future generations. Even if we don't always agree with every perspective, we must remain open to learning and understanding new viewpoints. Protecting democracy involves welcoming diverse experiences and perspectives into our country, enriching our collective understanding, and building resilience against threats to our freedoms. Learning is the key to growth of this organization, the key to the growth of this city and country, and the key to the growth and protection of democracy around the world.

Because we live in a country that lets us learn. I am happy to shout
Thank you, Canada!

To our staff and their families, our volunteers, and the CBFY Board of Directors, thank you for your passion and dedication which impacts the lives of newcomer young people everyday. The staff and volunteers are able to have such a significant impact because of the partners and funders we work with like the CBE, CCSD, Calgary Public Library, and Calgary's Immigrant serving sector, especially the members of the Calgary Newcomer Collaborative. And we are immensely grateful for the support of our government funders, IRCC and FCSS, as well as our significant donors like the United Way of Calgary and Area, the Calgary Foundation, and the plethora of other donors including the Royal Bank of Canada.

Thank you all for an incredible year of learning, of change, and of opportunity!

Frank Cattoni
Chief Executive Officer



2023 Highlights



A NEW OFFICE LOCATION

In August 2023, CBFY embarked on an exciting new journey as we consolidated all our employees into a new office in the Gateway Building at 910 7th Avenue SW. This move signifies more than just a change of address: this is the first time in our organization's history that all staff are working under one roof, fostering real-time collaboration and relationship-building across departments. Driven by CEO Frank Cattoni's vision for a centralized office, this move allows us to conduct events, workshops, trainings, town halls, meetings, and community outreach initiatives in house. Additionally, the new office facilitates direct engagement with our clients through the opening of the Bridge Link Family Resource Centre. This marks a significant milestone for CBFY, providing a designated space for clients to access settlement services—an opportunity we didn't have previously. It's an exciting chapter for CBFY as we embrace this centralized space to enhance collaboration, service delivery, and community engagement.

BRIDGE LINK FAMILY RESOURCE CENTRE

With our recent move, we have introduced an innovative way to serve our clients through the Bridge Link Family Resource Centre. This new initiative allows newcomer families to book appointments with a settlement worker at either the Welcome Centre (CBE) or the Reception Centre (CCSD) when they register their child(ren) for school. Following this initial registration, families come to our office for their appointments, where they receive comprehensive settlement support and access to vital resources. The Bridge Link Family Resource Centre represents a significant enhancement in our service delivery, providing a dedicated space for families to receive the assistance they need. By offering personalized support in a centralized location, we are better equipped to help newcomer families navigate their settlement journey, ensuring they have the necessary tools and guidance to thrive in Calgary. This new chapter is an exciting step forward in our commitment to community engagement and effective service delivery.



OUR SIGNATURE GALA

On October 20, 2023, CBFY hosted the Youth Achievement Awards, a signature fundraising event, to honor 15 remarkable young individuals who won scholarships towards their post-secondary education. A magical evening unfolded at the Empire Banquet Hall with a captivating performance by Jungha Choo, a sand artist, whose deft hands created fleeting portrayals of the youths' journey displaying their resilience and determination. Community members, alumni, CBFY staff, the Board of Directors, friends, family, and supporters also enjoyed the Suzirya Ukrainian Dance Theatre as their vibrant movements amazed the audience with their artistry and athleticism. A highlight of the evening was after the youth received their scholarship awards, presented by their generous donors, a few youth were selected to tell their inspiring story of their settlement journey in Canada and how CBFY played a part in them finding a place to belong. They shared how CBFY was

an integral part of giving them the tools, opportunities, and experiences to fulfill their goals. The evening was a time for them to shine and, in turn, a time to show CBFY's impact within the sector and the city. The evening came to a beautiful close as Hasan Fawaz, a Mentorship participant, sang two songs to entertain the crowd. Thank you to all that attended for your generous support and contributions, which enables our organization to continue its impactful work.

Settlement Workers In Schools (SWIS)

The SWIS Program consists of:

1

In-school settlement support workers

2

the Bridge Link Family Resource Centre
see page 5 for more information

3

Youth Employability Skills & Strategies (YESS) Project

4

Family Reconnect, Rebuild & Resiliency (F3R) Project

in 2023...

7004

children & youth received settlement services through the SWIS Program

Our Settlement Workers in Schools (SWIS) Program supports the settlement and integration of newcomer children, youth and families. Recognizing the challenges of adapting to a new school system in Canada, we provide a free in-school settlement program for children born outside of Canada. We collaborate with families to develop personalized plans that address both immediate and long-term goals.

Our practitioners help students integrate into their school's social and cultural environment by connecting them to various services and activities, while also supporting their academic development. They provide additional educational resources and can assist in multiple languages, with interpreters available upon request.

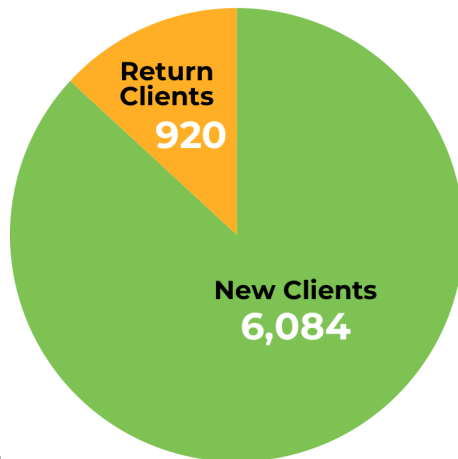
Moreover, our staff work closely with parents to help them understand the Canadian education system and the expectations schools have for their children.

4843

SWIS Needs Assessments were completed

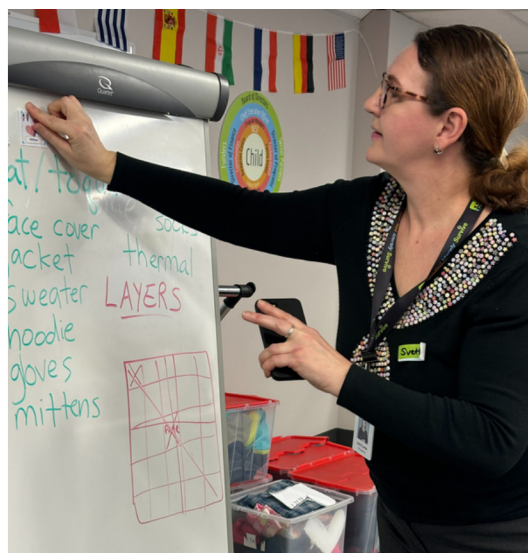
108

SWIS workshops were completed with 1319 unique clients in attendance



SWIS WORKSHOP TOPICS

- Get ready for school
- Stampede Job Fair
- Online and Social Media Safety
- Community Resources and Social Benefits
- Health Services
- Health and Wellbeing
- The School System
- Life in Canada: Gender Equality
- Home Alone Safety
- Emergency Evacuation Preparedness
- Summer Activities
- Parenting and School Expectations
- Winter Safety Tips





Youth **E**memployability **S**kills & **S**trategies (YESS) Project

Adapting to life in a new country can be challenging, especially for young people who need to balance education with work to support their families. The YESS Project assists newcomer youth and young adults aged 15 to 30 by providing the support and training they need to secure and maintain employment.

Through group sessions in high schools as well as personalized one-on-one support, the YESS Project equips vulnerable newcomers with essential job-seeking skills, including resume and cover letter writing, employment site visits, and interview techniques.

- **12 workshops** took place in **9 high schools**
- **114 clients** received one-on-one support
- **98 clients** attended **11 networking field trips**

132
unique YESS
clients served
in 2023



The **F**amily **R**econnect, **R**ebuild & **R**esiliency Project

In 2023, we supported **21** families after they endured prolonged periods of separation

Families who have experienced a long period of separation face unique challenges upon reunification, impacting their emotional well-being, relationships, and adjustment to life in Canada. The Family Reconnect, Rebuild, and Resiliency Program (F3R) supports healthy family dynamics post-reunification, offering practical skills and insights to enhance family life.

Through tailored sessions, participants explore the impacts of separation, validate their experiences, and empower themselves towards healing and connection. The program's informal delivery model accommodates diverse learning styles and focuses on expression to foster healing and family bonding.



Mentorship Program



The Mentorship Program focuses on supporting the settlement and integration of newcomer immigrant and refugee youth in grades 7-12. The program provides information, resources, and support to facilitate positive transitions for youth into Canadian schools and communities.

A unique aspect of the program involves the participation of volunteer Peer Mentors, youth who were once newcomers themselves, who provide support for incoming newcomer youth.

Youth have the opportunity to:

- Participate in fun group activities & field trips
- Make new friends
- Develop teamwork & life skills
- Practice speaking English in a safe & respectful environment
- Enhance leadership abilities & confidence
- Learn about Canada & Calgary
- Meet inspiring community speakers & leaders



in 2023, Mentorship had...

53
peer
mentors

586
newcomer
mentees

36
cross age mentees
in grades 7-9, who are
matched with Peer
Mentors in high school

28
youth advisory
council members
who delivered services to
328 session participants



180
NOW & WIN* participants

- Welcome Information for Newcomers grades 7-9
- Newcomer Orientation & Welcome grades 10-12

* NOW & WIN are short-term programs offered twice a year, in the summer and winter, for youth who are new to Canada. These programs, held before the start of each school semester, help participants understand the basics of attending school in Canada.

Transitioning Into Post-Secondary (TIPS)

29

participants joined the TIPS Program

Post-secondary students volunteer as mentors for newcomer youth, offering them support, resources, and information as they transition into post-secondary education or training. This program spans 10 weeks per semester and is conducted twice a school year.

In addition to weekly meetings, the mentor-mentee pairs participate in campus tours, consult with school advisors, and engage in a large group activity once per semester.

TIPS PROGRAM TOPICS

- Career planning & interests
- Application process
- Financing your education
- Student support services
- Academic support
- Clubs & extracurricular activities
- Alternative learning options
- Online resources & school websites
- Life in post-secondary



2023 Power of Voice Youth Conference

For the first time since 2019, youth gathered in-person once again for this annual event at the Central Library's Patricia A. Whelan Performance Hall in February 2023. The conference, themed "Master of Your Own World," provided youth with opportunities to learn how to take charge of their futures. The program featured engaging guest speakers, a panel discussion, and entertainment provided by CBFY youth, including dancing and singing.

The event aimed to empower participants by building their self-confidence and helping them recognize that they are in the driver's seat and in control of their own lives. This gathering aimed to inform and entertain participants, celebrate diversity, foster connections, and provide tools to support belonging and thriving in our diverse world with energy, empathy, and enthusiasm.

216

youth attended the Power of Voice 2023





Afterschool Program

The time after school is crucial, and it's essential for students to participate in productive activities. The Afterschool Program offers fun and engaging activities for students from grades 1 through 12 throughout Calgary.

Bridge Club *Grades 1-6*

Supports immigrant children in forming new friendships, overcoming cultural barriers, and boosting school participation by strengthening their English language abilities.

NxtGen Junior High *Grades 7-9*

Equips immigrant youth with confidence, leadership, and resilience, helping them adapt to teenage life and empowering them to succeed.

NxtGen Homework Club *Grades 10-12*

Newcomer high school students receive one-on-one and group homework help in all school subjects, improving study skills and personal confidence.

Summer Program *Grades 1-9*

Summer day camps for immigrant youth focus on physical activities, social integration, community engagement, and English language skills.

in 2023,

1,138

clients served in the Afterschool Program

12

elementary schools hosted Bridge Club

4

schools hosted NxtGen Junior High

2

community centres hosted the Afterschool Program



“
 The facilitators are amazing and so nice! I love the snacks, and the games are so fun too. My favourite game is superhero tag.
 – grade 5 student
 ”

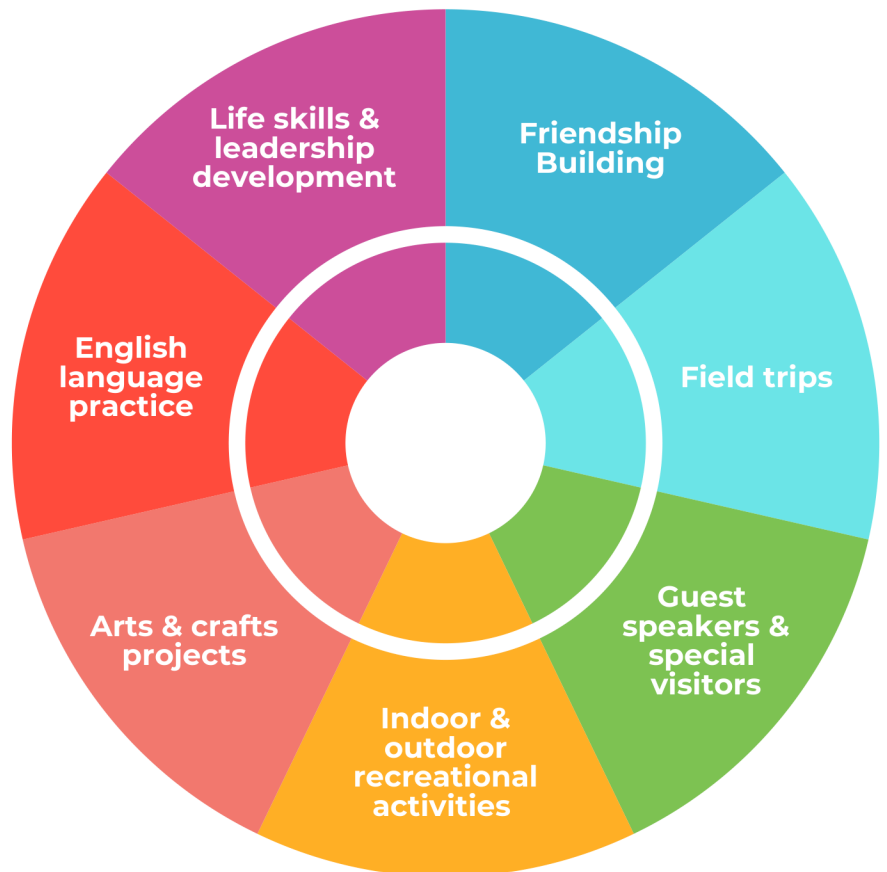
Afterschool Program clients went on 5 incredible field trips:

- Heritage Park
- White water rafting
- Canyon Meadows Theatre movie night
- Mobile escape community event
- Activate Calgary

And had 8 guest speakers & special visitors:

- Little Red Reading Van
- Fruit Fly Science
- NSTEP
- Scientists in School
- United Literacy Group
- Calgary Public Library's Book Truck
- Fire Escape
- Mad Science

NxtGen Homework Club provided online assistance, benefitting over 240 high school students



The Outreach Program



The Outreach Program team provides integrated services to newcomer and refugee youth aged 5 - 18 who face barriers and complex needs, such as:

- mental health challenges
- social-emotional issues
- behavioral problems
- trauma



The Outreach team consists of three professionals with extensive training in social sciences and a robust practical background. They use a case management approach to understand each youth's unique needs and create personalized plans tailored to their specific circumstances.

Their main objectives are to identify and address the barriers that newcomer and refugee youth face in settling and integrating. This involves assessing their needs through a trauma-informed lens, planning solutions, connecting them to important resources, and evaluating their progress through a structured case management process. The team works to teach life and emotional skills and work together on their individual healing journey.



Established in late 2023, the Outreach Program has already served

**133 youth
in 67 schools**

Ukrainian Youth Settlement & Belonging Project

In response to the significant influx of Ukrainian newcomers, the Ukrainian Youth Settlement & Belonging Project was launched in 2022.

This initiative aimed to provide English language support, social and emotional assistance, and a summer camp for newcomer Ukrainian youth.

The program featured a total of 20 mini “boot camps” held daily after school over a two to three-week period. These sessions fostered English language development through engaging activities and facilitated opportunities for students to connect and build their social networks. They were conducted in Calgary Public Libraries and various schools across the city, welcoming students of all grade levels.

Social and emotional support was offered through art, play, music, and connections with other newcomer Ukrainian students. Recognizing the trauma associated with war, a team of Ukrainian-speaking social and mental health workers was available to provide support to the youth.



in 2023,
600+
youth
from
34
schools

participated in the program

Participants went on field trips to:

- Chinook Bowling
- SoCal Bouldering
- Heritage Park
- Fish Creek Park
- The Calgary Zoo
- The Ukrainian Museum of Canada

Volunteer Resources

CBFY's volunteers come from all walks of life, experiences, and talents. From seasoned professionals to enthusiastic students, each volunteer brings unique skills and perspectives to our organization.

Our volunteers share a common commitment to nurturing the potential of every child and fostering a supportive and inclusive environment where young people can thrive. We have volunteers that work in programs, support homework help, work in the office in admin, IT, reception, and during special events, as well as youth who serve on the Youth Advisory Council and as Peer Mentors.

One of the most remarkable aspects of volunteering with CBFY is the opportunity to forge meaningful connections with children and youth. Our volunteers serve as mentors, role models, and friends, offering guidance, encouragement, and a listening ear to those who need it most. Through their genuine kindness and unwavering support, they help instill confidence, resilience, and a sense of belonging in the young people we serve, laying the foundation for brighter futures and stronger communities.

As we express our deepest gratitude to our volunteers, we are reminded of the profound impact that each and every one of them has had on our organization and the lives of the children and youth we serve.

in 2023,
114
volunteers
collectively contributed
3,654
hours
of their time and talent to
support CBFY's mission.



During my volunteering period, I gained valuable experience and insights into administration tasks. I truly enjoyed being part of the CBFY team and believe that the skills and knowledge I acquired will be beneficial in my future endeavors.”

- Faiqa Kaleem



People & Culture

In 2023, CBFY staff celebrated several events that fostered camaraderie among colleagues and highlighted staff's numerous achievements.



FAMILY POTLUCK PICNIC

In June, all staff and their families were invited to a potluck picnic at Bowness Park in northwest Calgary. The beautiful day offered an opportunity to connect outside the work environment, enjoy cultural dishes, play games, and have a lot of fun!



SOUP FRIDAYS

Amidst the many changes our organization has faced, numerous Fridays have been dedicated to professional development and training. To make the lunch break more enjoyable, "Soup Fridays" was introduced, where all the members of a team each bring a homemade soup to share with everyone.



STAFF APPRECIATION AWARDS

At our annual Employee Appreciation event, we recognized staff for their dedicated service and hard work in supporting our youth. Congratulations to Bibhu Ojha, Khadigah Samhat, Tijana Kukoleca, and Fahri Duman for receiving Excellence Awards. We also extend special recognition to Cristina Balamban, Abiyu Hailemariam, and Fahri Duman for five years of service, Catherine Clark for an impressive decade of commitment to CBFY, and a heartfelt congratulations to Monica Moosbauer, who received the Long Service Award for 15 years of employment with CBFY!



PUBLIC SERVICE AWARD

On Sunday, January 29 2023, CEO Frank Cattoni received the Queen Elizabeth II Platinum Jubilee Medal, recognizing his achievements and dedication to public service. Frank was nominated by the Centre for Newcomers, and he received his award at a ceremony there from Alberta's Minister of Trade, Immigration and Multiculturalism, Rajan Sawhney.

Financial Statements

Statement of Financial Position

	2023	2022
Assets		
Current Assets:		
Cash	\$ 1,315,470	\$ 1,035,512
Government remittances recoverable	24,652	21,397
Accounts receivable	454,153	152,719
Prepaid expenses and deposits	62,778	61,666
Short-term investments	602,931	923,504
Total current assets	2,459,984	2,194,798
Capital assets	146,692	129,110
	\$ 2,606,676	\$ 2,323,908
Liabilities & Net Assets		
Current Liabilities:		
Accounts payable and accrued liabilities	\$ 211,236	\$ 258,257
Deferred contributions	1,470,090	1,229,527
Current portion deferred rent liabilities	—	9,533
	1,681,326	1,497,317
Non-Current Liabilities:		
Deferred capital contributions	133,152	119,462
Deferred rent liability	—	2,322
Total liabilities	1,814,478	1,619,101
Net Assets:		
Invested in capital assets	13,540	9,648
Internally restricted funds	600,000	600,000
Unrestricted	178,658	95,159
Total net assets	792,198	704,807
	\$ 2,606,676	\$ 2,323,908

Statement of Operations

	2023	2022
Revenues		
Amortization of deferred capital contributions	\$ 56,293	\$ 39,724
Registration	24,477	—
Investment income and other	35,139	32,200
Donations (restricted)	16,600	12,000
Donations (unrestricted)	92,794	27,040
Donations (in-kind contributions)	24,174	3,231
Programs:		
Government of Canada	4,895,050	5,110,369
City of Calgary	766,756	768,548
United Way	498,395	398,687
Other	107,169	48,142
RBC Foundation	49,417	41,233
	6,566,264	6,481,174
Expenses		
Amortization of capital assets	\$ 71,102	\$ 62,233
Unfunded administration	44,310	224,545
Donations (restricted)	22,500	15,000
Donations (in-kind contributions)	24,174	3,231
Programs:		
Government of Canada	4,895,050	5,110,369
City of Calgary	766,756	768,548
United Way	498,395	398,687
Other	107,169	48,142
RBC Foundation	49,417	41,233
	6,478,873	6,671,988
Excess (deficiency) of revenues over expenses	\$ 87,391	\$ (190,814)

Funders



Partners





let's get in touch

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