

2017-18 Annual Report



Council for the Advancement of African Canadians in Alberta (CAAC) operating as
Africa Centre



The Council for the Advancement of African Canadians in Alberta (CAAC), operating as Africa Centre, welcomes African immigrants and refugees whether newcomers or long-settled residents of Edmonton, to a Pan-African setting unlike any other.

There they will find:

- ✿ Programs and services that empower participants of all ages to integrate successfully into this country they now call home
- ✿ Growing capacity-building support for the city's African cultural communities.
- ✿ Cultural and intercultural events to celebrate the vitality of Edmonton's African communities
- ✿ Many committed volunteers who give generously of their precious time to support Edmonton's African community.

THIS YEAR

INTRODUCTION

CAAC

Message from the Board and Management

PROGRAMS & EVENTS

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COUNCIL FOR THE ADVANCEMENT OF AFRICAN CANADIANS IN ALBERTA

Vision

An African Centre that serves as the hub of the community, provides an atmosphere that is welcoming, shows respect for diversity, and supports members of all interests and abilities.

Mission

This organization strives to create opportunities for full access and participation of members of the African community in all aspects of society including economic, social, cultural and educational endeavours and contributes to the holistic development and wellness of the African individual, family and community.

Motto

A Community Engaged. A Community Unified.

Values

The Africa Centre is committed to diversity, accessibility and social justice. All policies, rules and regulations respect people of all races, religion, ethnicity, gender, age, socioeconomic status and ability. As an organization and individuals, we value:

- ✿ **Integrity & Honesty:** We practise honest, ethical behaviours in all transactions
- ✿ **Openness and Respectfulness:** We believe that all people should be treated with consideration and dignity
- ✿ **Responsiveness:** We strive to be accessible, flexible, and transparent and to demonstrate a sense of urgency in all our resolves and decision-making processes.
- ✿ **Accountability:** We are committed to donors, funders, members, partners and employees for commitments, results, quality and responsible use of funds.
- ✿ **Team work:** We are committed to effective partnerships between volunteers and staff members, and we also seek opportunities to form alliances with others. Together we make every effort to achieve continual improvement as an organization, and personal renewal, constructive self-criticism, self-improvement and personal excellence as individuals.
- ✿ **Responsibility:** We have an obligation to call upon each other if an individual chooses not to follow our values.

2017-2020 Strategic and Business Plans

At the end of 2014-15, the Board of Directors finalized the first phase of its strategic plan. Acknowledging the need to evolve, yet to define its fundamental goals more clearly, it established four pillars that will serve as focal points to orient programs, events and services in a manner that will distinguish them from what appear to be similar activities in other city organizations. Each pillar supports its own goals.

Advancement and Empowerment

Goal One: Develop and implement a comprehensive programs to support the advancement and empowerment of African Canadians of all ages (youth, adults, etc.).

Goal Two: Deliver youth leadership and mentorship programs aimed at fostering the core values of leadership, citizenship, community participation, political participation, self-reflection and empowerment.

Goal Three: Deliver a series of programs to support early learning and academic advancement for children and youth as a means to enhance their chances of success in school and in life.

Cultural Identity

Goal One: Deliver programs and services that promote African culture, cultural exploration, belonging and pride for children, youth and families of African heritage.

Goal Two: Celebrate the uniqueness and diversity African heritage through a series of festivals/events and cultural activities.

Goal Three: Advocate and promote the inclusion of African history in schools.

Integration

Goal One: Deliver programs and services that will facilitate the social and economic integration of African immigrants, refugees, newcomers, seniors, youth and families into Canadian society.

Goal Two: Influence and improve the “settlement system,” process, experience and outcomes for African Canadians through the development of partnerships to support a richer, deeper and broader integration, as well as the development of intercultural competence.

Goal Three: Promote political and civic engagement amongst African Canadians.

Goal Four: Support immigrants and refugees in the settlement process through the creation of a formalized referral system. This goal is about intentionally leveraging the assets in our community to the benefit of our community.

Engagement and Unification

Goal One: Support African community organizations and groups through capacity building and community engagement activities.

Goal Two: Strengthen the entire African community by working with community/cultural associations to develop and achieve their own goals.

Goal Two: Utilize relevant communication tools and regular two-way communication to support community engagement and celebrate successes.

Message from the Chair



John Gaye

The Africa Centre has come through a time of considerable change during the latter part of the fiscal year and the ripple effect of those changes continue to be impactful. As we move through this changing landscape, the Centre remains positioned as the largest African organization in the province providing culturally appropriate programs and services to the African community and people of African descent.

I am humbled and honored to work alongside a group of dedicated Board members, volunteers and staff to serve the interest of the African community in Edmonton through the programs and services we provide.

No year is without its challenges, and 2017/2018 certainly had its fair share. Having survived the turmoil that engulfed the Centre for months, I am proud to say that we are now able to position ourselves around a fresh start that is focused on youth empowerment, collaboration and community capacity building.

Despite challenges experienced during the year, the Africa Centre continues to thrive because of our staff, volunteers, board members and funding partners.

We are grateful to the Edmonton City Council and Administration for their ongoing support to the Centre. I would also like to acknowledge our funding partners including the provincial and federal governments for supporting our programs and services. As we continue to seek opportunities for the empowerment of the African community, we look forward to working more closely with our funders and partners to accomplish this goal.



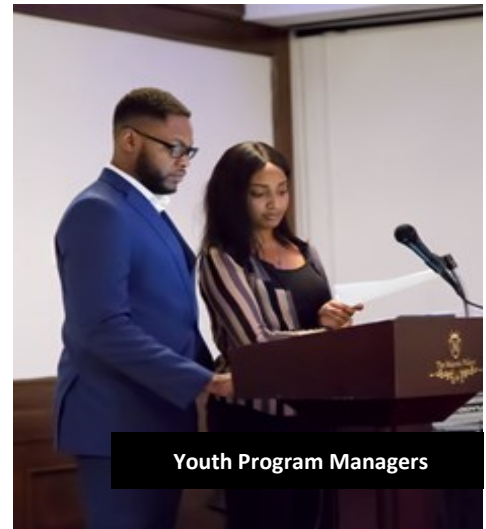
John T. Gaye
Board Chair

Message from Management

2017-18 has been another successful year despite the challenges we experienced. There has been increasing demand for programs and services, and addition of new programs. Our programs and services were accessed more than 20,000 times in the fiscal year! We want to thank our staff, volunteers, patrons, funders, partners, performers, caterers, exhibitors, stakeholders and everyone else who help make all of this possible.

In the coming year, we are looking forward to learning more about the unique issues facing each of the city's different African cultural communities, their organizations, leaders, and most important of all, the people they serve. Join us for an exciting year in 2018-19!

Thank you.
Africa Centre Management



Program Statistics

Program Participant Attendance	2017-18
Program name	Total
Early Learning Program	1,393
Early Learning Child Care	14
Early Learning Summer Camp	959
Out of School Time (OST)	2,043
OST Summer Camp	1,891
TheComeUp	216
Boost: Pathways to Success	299
Mentorship*	*
WrapED* Average Active Caseload = 16	*
Seniors Program at Africa Centre	389
Subtotal	8,015
Events	4,682
Grand Total	19,901

This table presents a summary of attendance figures, i.e., number of individuals multiplied by the number of days they attended the program since the beginning of the fiscal year. Statistics for attendance show the intensity of program activity over a given month. Statistics for program names marked with an asterisk are calculated a little differently than the others.

* Mentorship and WrapED program activities are different than most other programs where attendance figures can be captured, they are not included in attendance figures.

Two WrapED Facilitators each carry a caseload of eight youth over a period of 18 months. Approximately 65% of the 16 youth the Centre's Facilitators work with were of African origin.

Events included:

Community Engagement Sessions
 Africa Day Gala
 All-Africa Games
 International Women's Day

Programs 2017-18

Early Learning Child Care



The Africa Centre Early Learning Child Care program was licensed in April and started operation in November 2017 . Our program is part of a province-wide 3-year pilot program that will work in partnership with the province to implement its new Early Learning and child care Curriculum Framework.

We offer full-time Childcare for children from 19 months to 5 years old. Subsidy is available for those who qualify.

We are a \$25 a day program funded by the Government of Alberta.

We are open Monday to Friday from 7:15 am 6: 15 pm. Our goal is to provide affordable child care for everyone, especially low-income im-

migrant/refugee families who cannot afford the regular daycare cost.



ACOST Out of School Time & Summer Camp 2017

Africa Centre partners with BGCBigs to offer Afterschool program for children in the African community.

Program Hours & Locations:

Africa Centre 6770 129 Avenue

Monday, Tuesday and Friday 3:00-6:00 pm Wednesday 3:00-8:00 pm Thursday 12:00-5:00 pm

Bridging Minds (Lila Lee) 1142 Hermitage Road

Thursdays 5:00-8:00 pm Saturday

11:00 am – 4:00 pm

In addition to the After school program, the Africa Centre launched a new program in partnership with BGCBIGS and REACH Edmonton to support newcomer children and youth ages 6 and up with FREE TUTORING AND HOMEWORK SUPPORT.



Youth Mentorship

Africa Centre's mentorship program provides African youth and young adults with the opportunity to develop relationships with African young adults, community professionals and Wisdom Keepers (African community leaders and elders who provide cultural advice, guidance and support) who have faced barriers and challenges that are similar to their own, in their transition to adulthood. Depending on a youth's interest and inclinations, mentors can offer guidance, support, wisdom, information or just plain fun. Mentors are carefully screened and trained.

Mentorship streams that mentors and mentees are placed into are mostly dependent on two factors: age of mentee and mentorship goals. Our program currently consists of the following streams: 1-on-1 mentorship, school mentorship and cultural mentorship. Mentees in our program feel supported and experience growing trust in mentors while simultaneously increasing their network of social and community supports.

Cultural mentorship activities (arts and crafts, cultural storytelling and cultural games) were also launched this summer for our 300+ camp participants, with participants from our Seniors' Program and YEGTheComeup (Africa Centre Youth Group) acting as

group mentors. In-school mentorship partnerships have also been made at Centre High School to support over 40 African and ELL (English Language Learners) students starting in the Fall of 2018.



Youth Leadership

In September 2017, the start-up of the leadership component was prioritized, and sessions began in December 2017 with a workshop on Self-Branding. Over 35 youth and young adults of African descent were in attendance. The second workshop in January 2018 on Civic Engagement garnered a similar number of African youth and young adults. We have since then also hosted an Environmental Sustainability workshop and a Mental Health First Aid workshop with 30 youth and young adults currently working within our communities receiving certifications. Additional workshops on Public

Speaking and Facilitation are scheduled for early Fall as well as others scheduled for the Fall 2018 conference.



Seniors Program @ Africa Centre (SP@C)

Socialization in the seniors' drop-in program has been very important to participants. Some had reported feeling depressed, lost, or isolated prior to their starting with the program. As in so many families with live-in seniors, their son or daughter and grandchildren are often away in school, work or busy lives. English is also a barrier to communication with their grandchildren. Some seniors even expressed anxiety about leaving the house.

"I have more friends now."

"My friends meet me at Starbucks for coffee."

Through our funding partnership with SAGE (Seniors Association of Greater Edmonton) and the federal government's New Horizon grant, the Africa Centre hires a Social Worker who helps seniors to access resources and professionals they did not know were available and to communicate their needs more clearly to them. So far, assistance with health, housing and transportation issues are among the services provided. With the availability of both the drop-in and the outreach support, the seniors' words speak for themselves.

Since most seniors that come to the weekly drop-in do not speak English, Africa Centre introduced Conversational English classes to welcome seniors from other cultures and who speak other languages. Existing drop-in participants quickly became very committed, attending every single week.

Seniors also participate in group exercises



Boost – Pathways to Success Employment Program

Boost Pathways to Success is Africa Centre's Youth Employment Program that provides employability and life skills training to youth. After a successful Pilot Project that ran from February to July 2017, the Government of Canada approved \$1.3M for Africa Centre to continue operating the Employment Program until March 2020.



12 participants undergo 10 weeks of group-based training receiving skills enhancement such as resume building, interview preparation, career exploration and guidance, job search techniques and educational support. Workshops are also hosted by social service organizations and subject matter experts in Computer Literacy, Cultural Identity and Leadership, Mental Health Awareness,

Financial Literacy, and Employment Standards Human Rights Code in Alberta to name a few. Participants receive financial assistance for their daily living expenses including shelter, transportation and food. Participants also acquire industry standard training and receive certification.

Three Cohorts have concluded the Group Based Employability Skills Training, serving 36 participants (including the Pilot Project). The participant demographics are as follows:

18-29 years, 50% Female, 50% Male, 36% Refugee/Permanent Resident Status, 64% Canadian Citizen,



28% Incomplete Highschool, 55% High-school Diploma, and 17% Post-Secondary Diploma/Degree.

WrapED: Helping Young People Get Out and Stay Out of Gangs

Wraparound Edmonton, or WrapED, a partnership of six Edmonton organizations working together to help young people affected by violent crime move away from the threat of gangs and learn to thrive in our community. The six WrapED partners integrated services, using a collective impact approach to bring the most effective supports to some of Edmonton's most at-risk youth. The initiative was one of 14 selected by the federal government out of 168 proposals from across Canada. The federal government funded WrapED until September 2018.

Africa Centre

Edmonton Police Service EPS

REACH Edmonton

Edmonton John Howard Society

Native Counselling Services of Alberta

YOU CAN Youth Service



Throughout the last year, Africa Centre worked with approximately 20 youth while also supporting other partner organizations with their caseloads. Africa Centre staff worked with 35% of the total number of Y-50 youth in the WrapED project. Y-50 is a strategy developed by EPS to identify the 50 most vulnerable youth in Edmonton.



Last year also saw an addition of the Youth in Music and Poetry (YMP) that gave WrapED youth an avenue to explore their creativity and an opportunity to explore their previously unexplored/undiscovered skills and interests and a platform to express them.



Africa Centre's success working with high-risk youth stemmed from its staff's delivery of care grounded in its four pillars; **African Identity, Empowerment, Integration, and Community Engagement & Unification**. Staff also mobilized resources such as Wisdom Keepers Circle, YEGTheComeUp, Youth Mentorship Program to add to its successful participation in the project. Youth in the Africa Centre caseload expressed regaining and reestablishing a sense of identity and culture through the many culturally appropriate activities that they participated in through the centre. Many youths have gained and retained employment and are living stable lives and continue to check-in with staff. Africa Centre has also maintained continuity of care through its Community Safety program, ASE, conceived as a result of Africa Centre's participation in WrapED.

Despite the closure of the project, youth have remained in contact with Africa Centre staff; they constantly call when experiencing issues such as suspension, expulsion, arrests, fear for their safety or conflict with parents and caregivers. They have adopted the Africa Centre as a haven and have expressed their intentions to continue to reach out whenever they face challenges.

Events 2017-18

African Day Gala

Africa Day Gala is a black-tie event that brings the African communities in Edmonton and Alberta together to celebrate and showcase their culture. The event attracts more than 800 people from various walks of life including government officials, professionals and youth to engage and celebrate the diversity the Africa Day Gala brings to the city. The event will feature African musicians, dancers, drummers, poets and fine African cuisine, distinguished speakers, poets, and presentation of awards.



Africa Day Gala at the Shaw Conference Centre

African Soccer Tournament

The Tournament is a two-day event that brings together all African communities in Edmonton as well as friends and soccer enthusiasts from all walks of life to celebrate the game of soccer and participate in other sporting activities. The games

present an opportunity for African soccer players to exhibit their soccer skills and also for community members to network and have a good time with family and friends.

The Africa Centre incorporated the Soccer Tournament as part of its many programs 10 years ago with a few teams participating.



Events 2017-18

International Women's Day

Celebrating International Women's day built upon and contributed to Africa Center women's discussion groups and conversation coffee. Africa Centre hosts dialogues with African-Canadians women about their experiences integrating into Canadian Society, whether they are immigrants, refugees or Canadian- born. In these facilitated conversations, participants: identify the barriers or challenges they or others they know face; propose solutions; consider the people and re-



sources that exist in their respective cultural communities that could assist to turn one or more of those proposals into reality.



ACKNOWLEDGEMENTS 2017-18

City of Edmonton	Government of Alberta
ECALA	Government of Canada
Edmonton Community Foundation	REACH Edmonton
Telus	Sage Seniors Association
Stollery Foundation	
Makadiff Sports	
Oilers Foundation	
Boys and Girls Club Big Brothers Big Sisters of Edmonton and Area	

Mailing Address

P.O. Box 64072
11528 107 Avenue
Edmonton AB T5H 4K7

Street Addresses for Main and Satellite locations

Main Site*

106-6770 129 Avenue

St John's Institute Satellite

11024 82 Avenue

Edmonton Intercultural Centre Satellite

9538 107 Avenue

Boost (Youth Employment program) *

11305 95 Street

Duggan Community Centre (After School program)*

5-3724 105 Street

Voice and Electronic Communications

Reception: (780) 455 5423 ext. 200*

Fax: (587) 773-3531*

95 Street site: (780) 471-1027*

E-mail: info@afriacentre.ca

Webpage: www.afriacentre.ca

Facebook: <https://www.facebook.com/pages/Africa-Centre/418275331601442>

Twitter: @AfricaCentreYEG

* Additions & changes from last year's contact information are marked with an asterisk

COUNCIL FOR THE ADVANCEMENT OF AFRICAN CANADIANS IN ALBERTA

FINANCIAL STATEMENTS

FOR THE YEAR ENDED MARCH 31, 2018

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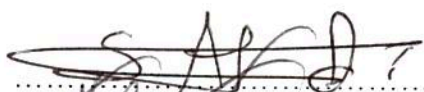
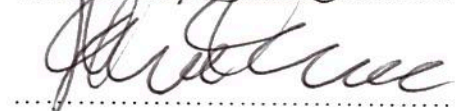
INDEPENDENT AUDITOR'S REPORT

**COUNCIL FOR THE ADVANCEMENT OF AFRICAN CANADIANS IN
ALBERTA**

STATEMENT OF FINANCIAL POSITION
AS AT MARCH 31, 2018

	<u>2018</u>	<u>2017</u>
<u>ASSETS</u>		
CURRENT ASSETS:		
Cash	\$672,223	\$232,495
Accounts receivable	109,386	33,459
Prepaid expenses	<u>11,825</u>	<u>19,750</u>
Total current assets	793,434	285,704
EQUIPMENT (Note 3)	<u>12,563</u>	<u>16,141</u>
TOTAL	<u>\$805,997</u>	<u>\$301,845</u>
<u>LIABILITIES AND NET ASSETS</u>		
CURRENT LIABILITIES:		
Accounts payable and accrued liabilities - including government remittances of \$24,717; 2017 - NIL	\$ 54,249	\$ 30,187
Deferred revenue (Note 4)	<u>709,089</u>	<u>248,440</u>
Total current liabilities	<u>763,338</u>	<u>278,627</u>
LEASE COMMITMENTS (Note 5)		
NET ASSETS:		
Invested in equipment	12,563	16,141
Unrestricted	<u>30,096</u>	<u>7,077</u>
Total net assets	<u>42,659</u>	<u>23,218</u>
TOTAL	<u>\$805,997</u>	<u>\$301,845</u>

Approved by the Board:

 Director
 Director

**COUNCIL FOR THE ADVANCEMENT OF AFRICAN CANADIANS IN
ALBERTA**

STATEMENT OF CHANGES IN NET ASSETS
FOR THE YEAR ENDED MARCH 31, 2018

	Invested in <u>Equipment</u>	<u>Unrestricted</u>	Total	
			<u>2018</u>	<u>2017</u>
Balance at beginning of the year	\$16,141	\$ 7,077	\$23,218	\$14,963
Excess of revenue (expenses) for the year	<u>(3,578)</u>	<u>23,019</u>	<u>19,441</u>	<u>8,255</u>
Balance at end of the year	<u>\$12,563</u>	<u>\$30,096</u>	<u>\$42,659</u>	<u>\$23,218</u>

COUNCIL FOR THE ADVANCEMENT OF AFRICAN CANADIANS IN ALBERTA

STATEMENT OF OPERATIONS FOR THE YEAR ENDED MARCH 31, 2018

	<u>2018</u>	<u>2017</u>
UNRESTRICTED REVENUE:		
Rental.....	\$ 6,300	\$ 50,205
Fundraising and other.....	<u>24,196</u>	<u>46,047</u>
Total unrestricted revenue	<u>30,496</u>	<u>96,252</u>
RESTRICTED REVENUE:		
Grants - Alberta Justice and Solicitor General.....	41,637	-
- Boys & Girls Clubs Big Brothers Big Sisters of Edmonton & Area Society	-	11,307
- City of Edmonton.....	252,000	262,994
- Community Initiatives Program.....	-	40,000
- East Kootenay.....	3,143	-
- Edmonton Arts Council	10,000	-
- Edmonton Community Foundation	66,000	48,884
- Edmonton Oilers Community Foundation	21,451	-
- Family and Community Support Services.....	181,685	173,603
- Ghana Friendship Association of Edmonton.....	18,338	-
- Government of Alberta	15,870	-
- Government of Canada.....	60,091	34,583
- Human Rights Education Fund	-	32,456
- Kalham	1,500	-
- Makadiff Sports	30,000	-
- Minister of Children's Services.....	235,184	-
- National Black Coalition	2,002	-
- Reach Edmonton Council	191,584	181,317
- Region 6.....	22,928	55,028
- Seniors Association of Greater Edmonton.....	16,281	23,865
- Service Canada.....	398,674	51,209
- Stollery Foundation	14,222	7,637
- Other	-	2,918
Casino.....	<u>33,706</u>	<u>69,633</u>
Total restricted revenue	<u>1,616,296</u>	<u>995,434</u>
Total revenue.....	<u>1,646,792</u>	<u>1,091,686</u>
EXPENSES:		
Advertising	7,555	3,690
Amortization.....	3,578	4,518
Bad debts.....	1,800	27,403
Bank charges and interest.....	1,778	1,419
Board	8,897	5,828
Fiscal agent fees.....	-	9,000
Insurance	5,526	3,742
Office.....	26,774	24,643
Moving	-	11,139
Professional fees	40,582	13,502
Program costs.....	448,336	126,363
Rent and security.....	149,625	142,463
Repairs and maintenance.....	23,434	31,097
Salaries and benefits	856,095	654,073
Scholarships	20,000	-
Telephone	14,011	8,627
Travel	<u>19,360</u>	<u>15,924</u>
Total expenses	<u>1,627,351</u>	<u>1,083,431</u>
EXCESS OF REVENUE FOR THE YEAR	<u>\$ 19,441</u>	<u>\$ 8,255</u>

COUNCIL FOR THE ADVANCEMENT OF AFRICAN CANADIANS IN ALBERTA

STATEMENT OF CASH FLOWS FOR THE YEAR ENDED MARCH 31, 2018

	<u>2018</u>	<u>2017</u>
OPERATING ACTIVITIES:		
Cash from operations:		
Excess of revenue for the year.....	\$ 19,441	\$ 8,255
Item not involving cash for operations - amortization	<u>3,578</u>	<u>4,518</u>
	23,019	12,773
Increase (decrease) in non-cash working capital balances related to operations:		
Accounts receivable	(75,927)	20,161
Prepaid expenses.....	7,925	(11,733)
Accounts payable and accrued liabilities.....	24,062	(24,320)
Deferred revenue	<u>460,649</u>	<u>(14,893)</u>
Net cash from (used in) operating activities	439,728	(18,012)
INVESTING ACTIVITY - purchase of equipment	<u>-</u>	<u>(604)</u>
INCREASE (DECREASE) IN CASH FOR THE YEAR.....	439,728	(18,616)
CASH AT BEGINNING OF THE YEAR.....	<u>232,495</u>	<u>251,111</u>
CASH AT END OF THE YEAR	<u>\$672,223</u>	<u>\$232,495</u>