



SAISIA
Saskatchewan Association of
Immigrant Settlement and
Integration Agencies

2013-2014
ANNUAL REPORT





SASKATCHEWAN ASSOCIATION OF IMMIGRANT SETTLEMENT AND INTEGRATION AGENCIES (SAISIA)

Established in 1987, SAISIA serves newcomers by providing settlement and integration agencies in Saskatchewan with access to professional development and opportunities to network, as well as links to resources they can use to strengthen and enhance their internal procedures, client programs and services.

A founding member of the Canadian Immigrant Settlement Sector Alliance, SAISIA is the national voice of immigration and settlement agencies to the federal, provincial and municipal governments, the community, and the public.

Our Vision

Excellence in Settlement
and Integration Services
in Saskatchewan.

Our Mission

To support agencies in offering services for immigrants and refugees while engaging stakeholders and representing Saskatchewan Settlement Agencies nationally.

Our Objectives

The objective of SAISIA is to carry out activities on behalf of its members for the purpose of enhancing the settlement and integration of newcomers in Saskatchewan by various means, including, but not limited to:

- The coordination of service and program delivery in the province;
- The facilitation of information exchange between its member agencies and between SAISIA and other related associations;
- The identification of trends, common challenges, and promising practices in the field of immigrant settlement and integration; and
- The championing of common concerns and objectives to federal, provincial, and municipal governments, the community, and the public at large.





2013-2014 BOARD OF DIRECTORS

Getachew Woldeysus

SAISIA President
Regina Open Door Society

Ashley McLean

Vice President
Prince Albert YWCA

Belma Podrug

Board Member
Global Gathering Place

Mahasti Khakpour

Board Member
Saskatchewan Intercultural Association

Stefanie Palmer

Secretary
Moose Jaw Multicultural Council Inc

Patricia Davies

Treasurer
Moose Jaw Multicultural Council Inc.

Henri de LaGarde

Board Member
Saskatoon Open Door Society Inc.

Darcy Dietrich

Board Member
Regina Open Door Society Inc.

Ijeoma Udemgba

Board Member
International Women of Saskatoon

Shayne Lazarowich

Board Member
Prince Albert Multicultural Council

PRESIDENT'S MESSAGE



It takes the support of many committed and dedicated individuals and groups to create a vibrant organization. With this in mind, I would like to thank the following for their continuous support to SAISIA: Citizenship and Immigration Canada (CIC), the Province of Saskatchewan, SAISIA Board of Directors, SAISIA member agencies and Dr. Beulah Gana, our new SAISIA Director.

As you will read in this report, I am very pleased to report that SAISIA is making significant progress. With the support of CIC, in November, SAISIA opened its office in Saskatoon and hired Dr. Beulah Gana. With increased capacity, dedicated members and a knowledgeable and driven director, SAISIA was able to carry out several activities this year to advance its vision, mission and mandate on behalf of its member organizations and other stakeholders. SAISIA also took concrete steps to facilitate professional development and sector-specific learning events, and provided leadership, coordination and support on behalf of its member organizations and other stakeholders.

SAISIA believes expanding its membership and partnerships will help build new relationships and create opportunities for more settlement providers and other stakeholders to be engaged with SAISIA. A number of growth activities took place this year and continue in this regard.

In consultation with SAISIA members, an Action Plan that clearly outlines SAISIA's direction for 2014-2016 was created and approved by the Board of Directors and submitted to the provincial and federal governments for funding. The Plan will help ensure that member organizations have a clear understanding of SAISIA's role within the immigrant settlement sector in Saskatchewan, and that the needs of members are acknowledged and addressed.

Going forward, SAISIA will focus on implementing the Action Plan and building on the partnerships and initiatives that were started this year in order to continue to establish ourselves as the main support for settlement agencies and a leading voice for the settlement sector in Saskatchewan.

We accomplished much this year, and we are confident we will achieve much more in the coming year. SAISIA will continue to be actively involved in regional, national and international initiatives. For example, SAISIA is working with the Governments of Canada and Saskatchewan, and an advisory group representing diverse organizations to host a provincial summit that will enable us to come up with more creative solutions and new partnerships to improve settlement and integration outcomes for newcomers. We look forward to seeing you there!

Thank you all!

Getachew Woldeyesus
SAISIA President

2013-2014

Activities and Accomplishments

The Association carries out activities on behalf of its members according to the following Pillars of Activity:

- **Pillar 1**
Capacity Development and Membership Cultivation
Setting standards that foster leading practices in governance, day to day operations and financial resource management. Reviewing constitution and setting criteria for expanded membership that ensures inclusion.
- **Pillar 2**
Leadership, Research, Professional and Resource Development
Coordination of services and program delivery in the province and facilitation of information exchange between agencies and between SAISIA and other related associations. Identification of trends, common challenges and promising practices in the field of immigrant settlement and integration.
- **Pillar 3**
Communication and Visibility
Championing of common concerns and objectives to the federal, provincial and municipal governments, the community and the public at large.



SAISIA Director Beulah Gana

PILLAR 1 • Capacity Development and Membership Cultivation

Physical Location and Staffing

SAISIA opened its office at 100-307 Ontario Avenue in Saskatoon. A Director to lead the operation of SAISIA was hired in November 2013. The Director provides leadership to SAISIA member agencies and is responsible for executing SAISIA's mission, goals, and strategic direction, and for the financial management and administration of the Association.

Governance

For over 26 years, SAISIA operated with support from the member agencies and the board of directors with limited structure. This year, a clear reporting structure was developed to ensure effective governance and operations of the association. These include delegation of authority, purchasing and payment processes, and signing authority. A human resource manual was also drafted which clarifies the roles and responsibilities of the Director and the Board of Directors.

Membership Expansion

A thorough constitutional review was carried out to guide membership cultivation that fosters the inclusion of a wider membership base and enhanced leadership. At present, we are in the process of reviewing SAISIA's constitution to create more categories of memberships.



PILLAR 2 • Leadership, Research, Professional and Resource Development

Action Planning

In consultation with SAISIA members, an Action Plan that clearly outlines SAISIA's direction for 2014-2016 was created and approved by the Board of Directors and submitted to the provincial and federal governments for funding. The Plan will help ensure that member organizations have a clear understanding of SAISIA's role within the immigrant sector in Saskatchewan, and that the needs of members are acknowledged and addressed.

Professional Development

One of SAISIA's goals is to facilitate access to professional development opportunities and to organize learning events for member organizations in order to enhance service delivery across the province. In collaboration with the Alberta Association of Immigrant Serving Agencies (AAISA), in 2013, SAISIA facilitated access to AAISA training on cultural competency and needs assessment and provided two online training sessions to 60 Settlement Workers.

A Language Training Learning Event was also organized for members that attracted 81 participants from across the province. Learning events allow us to ensure the uniform application of policy among all member organizations, and to promote best practices with the sector in order to enhance service delivery. Such events also enable us to enhance collaboration between our member organizations and increase awareness of SAISIA and our mandate to non-member organizations in the province.

"I participated in the last three days of the SAISIA language training event, and I felt that it was a great success. The service providers of SK are impressive, engaged and brought many suggestions to my attention".

- Learning Event Participant



Partnerships

FOUR KEY PARTNERSHIPS WERE INITIATED AND ARE CURRENTLY AT VARIOUS STAGES:

1. Blueprints for BRIDGES (Building Relationships through Intercultural Dialogue and Growing Engagement): This is a partnership project of the Aboriginal Friendship Centers of Saskatchewan, SAISIA, and the Multicultural Council of Saskatchewan aimed at developing a road map to facilitate connections between Aboriginal and Newcomer Communities.

“We understand the need to develop intercultural relationships. These relationships build a foundation that allows us to see each other as allies, plan for a shared and inclusive future and solve problems. If we don’t build bridges, we will not have cohesive communities and we will increasingly have segments that are further marginalized and alienated.”
2. SAISIA is working with the Service and Hospitality Safety Association of Saskatchewan to deliver safety training to settlement practitioners and newcomers. Two levels of training will be delivered – training of trainers for front line staff and direct delivery to clients.
3. 211 Saskatchewan a United Way initiative is an information and referral service, connecting Saskatchewan people to non-emergency community, social, non-clinical health, and related government services. After Initial discussions SAISIA will be working with the United Way to create newcomer relevant and friendly website information.
4. To enhance leadership skills in the sector, discussions are at very early stages with the Distant Learning Department at the University of Saskatchewan to develop and deliver a competency-based leadership training module for the executive directors and managers of member agencies.



PILLAR 3 • Communication and Visibility

Communication Planning

A communication strategy that identifies communication tools and tactics which could be used to aid in the achievement of SAISIA's mandate was developed. The strategy provides a framework to help SAISIA support its members, increase its visibility, expand its membership and stakeholder base, and build and strengthen its relationships with its members. This will ensure its services continue to be relevant and useful to its members, and sustainable in the long-term.

To this end, a content review of the SAISIA website was completed and updates were made. Basic SAISIA communication tools, including business cards, letterhead, a display, brochure and folder, monthly newsletter, LinkedIn, Facebook, and Twitter pages will be produced in the near future.

International, National and Regional Involvement

Through active participation and leadership roles at Provincial, National and Regional tables, SAISIA continues to provide a strong voice for the Saskatchewan Settlement Sector. Along with three other settlement sector colleagues, the president of

SAISIA was invited to attend the Annual Tripartite Consultation on Resettlement (ATCR) meetings in Geneva, Switzerland. This is an annual event that provides an important vehicle for strengthened cooperation between governments, NGOs and UNHCR in the area of resettlement.

At present, the Saskatchewan settlement sector is represented at the following regional and national levels:

- Member of the National Settlement Council and part of five sub committees;
- Co-Chair of the Western Region Working Group. Group members are umbrella organizations in B.C., Alberta, Saskatchewan, Manitoba and the Territories;
- Board Member of Pathway to Prosperity, an Agency of the Future Project; and
- Board Member of the Western Canada Research Initiative (Settlement and Integration Research).

Increasing Visibility



The Deputy Minister of CIC presented Darcy Dietrich with the award at a National Settlement Conference Dinner, in Ottawa, on November 14, 2013.

SAISIA continues to gain increased visibility as a credible organization representing the immigrant sector in Saskatchewan. In 2013, SAISIA selected 29 Saskatchewan delegates representing community stakeholders involved both directly and indirectly in the support, management and delivery of CIC funded settlement programs to participate in the Vision 20/20 Settlement Conference. As part of the conference, SAISIA organized two expert gathering sessions to discuss possible pathways the Settlement Program might take in the future in light of recent policy and governance changes, and how to best meet the current and expected needs of newcomer clients. SAISIA then produced and submitted a policy recommendation document to CIC and the province of Saskatchewan.

SAISIA nominated Darcy Dietrich, Executive Director of the Regina Open Door Society and SAISIA board member, to receive a Recognition Award from CIC in acknowledgement of his long and dedicated service (25 years) in a leadership role to the Canadian Settlement and Integration Community.

SAISIA MEMBERS

Our Members

SAISIA members (staff and volunteers of Saskatchewan immigration and settlement agencies) provide quality client centered services along the settlement continuum to ensure that all newcomers are welcomed and supported in ways that encourages timely settlement, adaptation and integration into the fabric of Saskatchewan life.

Full Members

- Global Gathering Place – Saskatoon
- International Women of Saskatoon
- Moose Jaw Multicultural Council
- Prince Albert Multicultural Council
- YWCA Prince Albert
- Regina Immigrant Women Centre
- Regina Open Door Society
- Saskatchewan Intercultural Association
- Saskatoon Open Door Society

Associate Members

- Battlefords Immigration Resource Centre
- L'Assemblée communautaire fransaskoise Inc. (ACF)
- Ukrainian Canadian Congress – Saskatchewan Provincial Council Inc.

Our members accomplished much this past year. See the following pages for some member highlights from 2013-2014.



Participants at Global Gathering
Place community consultation on PATH.

SPOTLIGHT ON MEMBERS

Global Gathering Place (GGP) provided settlement services to over 1,800 individuals from nearly 90 different countries. In addition to regular programming, GGP hosted a Life Skills Information Sharing Session which brought together front line workers from Saskatchewan's immigrant service agencies and provided an opportunity to share best practices and network. A Forum for Community Engagement was also held to introduce and promote GGP's Providing Access to

Healthcare (PATH) initiative. The event brought together health professionals, educators, researchers, and representatives of immigrant serving agencies to focus on interdisciplinary collaboration as a vehicle for fulfilling the healthcare needs of newcomers. Both of these special events were funded by CIC.



LARC (Language Assessment and Referral Centre)

SPOTLIGHT ON MEMBERS

International Women of Saskatoon (IWS) Inc. is the Administrator of the CIC-funded Language Assessment and Referral Centre (LARC), the first of its kind in the Province, located in Saskatoon.

The Centre, located downtown Saskatoon, determines an individuals' eligibility for language assessment, conducts assessments, and refers eligible individuals to the most appropriate training venue in the community based on their linguistic ability, personal needs and preference. The overall goal of LARC is to ensure that individuals are placed in the most appropriate level of language training program to meet their needs and enable them to progress to achieve their required language skill. The LARC also liaises with language service providers to gather, analyze and submit statistical data on services needs so that local language programs can be planned effectively.

L'Assemblée communautaire francosaskoise Inc. (ACF) is the governing body of Saskatchewan's Francophone community and is responsible for overseeing its global development. Through cooperation and networking, the ACF promotes the vitality and development of the Fransaskois community and has been helping newcomers since 2004. The Job Market Integration Centre (JMIC), Settlement and Integration department and the Community Liaison services continue to support French speaking immigrants to settle, find jobs and integrate. More than 120 participants have gone through the employment program. In the Settlement and Integration department some 260 individual newcomers from over 30 countries received more than 1550 services.

Moose Jaw Multicultural Council (MJMC) was recognized at the 2014 Moose Jaw Business Excellence Awards with the Pioneer Award, for their excellence over an extended period of time and contributing to the economic well-being of Moose Jaw and district. The MJMC has been providing settlement services for 40 years.



Board President, **Mark Schnell** receiving the Pioneer Award from Moose Jaw Mayor Deb Higgins

This past February, MJMC Clients and Staff donned pink attire and shared anti-bullying messages as part of the annual Pink Shirt Day

campaign. Because of their ethnicity, newcomer families and children can be affected by bullying. By encouraging them to participate in the event, and engaging in conversation on the issue, we hope to help them understand just how physically, emotionally and psychologically damaging bullying can be to women and men of all ages, in many different environments.



SPOTLIGHT ON MEMBERS

Prince Albert Multicultural Council (PAMC) has been creating awareness, understanding, appreciation, respect, and acceptance of the various cultures that compose Canada, by means of public relations, personal interaction, festivals and workshops since 1974. To this end, PAMC provides services to assist newcomers as they settle and adapt to life in Prince Albert and surrounding area, while continuing to promote and develop multicultural and anti-racism activities. One of our core programs, English for the Workplace, is an ESL course with a curriculum that is intended to boost students' English level, as well as to prepare newcomers to Canada with a better understanding of Saskatchewan workplace culture. The PAMC also organizes important annual events, including Canada Day activities and celebrations (with a multicultural focus) for PA and surrounding area, and "Tapestrama", a multicultural festival, comparable to Folkfest in Saskatoon, or Mosaic in Regina.



ELT Participants at SODS

Saskatoon Open Door Society (SODS) Many newcomers call on the services of the Saskatoon Open Door Society to assist them with their settlement and integration. During fiscal year 2013 – 2014, we expanded the number of Language Instruction for Newcomers to Canada classes by five. In our Employment Services and Settlement Units, we continue to review our present programs and services to ensure that they meet with the ever changing needs of our Newcomers. There is much to celebrate at SODS!

EMPOWERED WOMEN



Over 60 Women gather on the Albert Street Bridge for International Women's Day on Saturday. The red scarves represent freedom and empowerment. The event was hosted by the Multicultural Council of Saskatchewan, Regina Immigrant Women Centre, the MacKenzie Art Gallery, and other groups.

MICHAEL BELL/Leader-Post

SPOTLIGHT ON MEMBERS

Saskatchewan Intercultural Association (SIA) is dedicated to the promotion of equal opportunities and fair treatment of all people within our culturally diverse society. This year SIA expanded its youth employment programs to offer a hybrid program for newcomer/First Nation clients in Saskatoon called LITE (Learning Interculturalism through Employment). The ConnectED summer program will now be offered to both boys and girls aged 12 – 18, and another youth and cross cultural training program called “Strengthening the Relationship of Newcomer Generation (STRONG)” will begin in the fall. SIA has been keen to forge new partnerships with community organizations, notably their partnership with the Kinsmen and the Shared Learning Commons. Our participation in developing and formulating this shared learning centre supports our organization’s goal of promoting growth and increased cultural understanding within the community. In 2014, SIA will celebrate 50 years of embracing interculturalism.

Ukrainian Canadian Congress - Saskatchewan Provincial Council (UCC-SPC) provides immigration and settlement services to newcomers from Ukraine.

In 2013, the Saskatchewan Ministry of Economy engaged the UCC-SPC to deliver a professional development workshop to translators and interpreters from a variety of provincial agencies, representing languages most commonly spoken by immigrants to Saskatchewan. Fifteen translators and interpreters from ten provincial agencies, representing eleven different languages, attended the workshop. As of January 2014, over 1,500 newcomers have received interpretation and translation services.

YWCA Prince Albert Settlement Services has expanded this year. The Settlement Workers in Schools program welcomed our Catholic School Division on board and hired an additional SWIS worker. There has been a lot of work done with the SWIS program and we have been looking for ways to enhance services. All Settlement Services staff took part in the National Settlement Conference, be it in person or via webcasting. And, our language program started plans to expand into evening classes for higher level students. It has been a great year for the YWCA Settlement Services program in Prince Albert.

SAISIA acknowledges the contributions and support of our members, the community, corporations and individuals for the immigrant settlement sector in Saskatchewan.

Regina Open Door Society (RODS) received a property donation worth over \$2.5 million from Niesner Property Inc. The Adam Niesner family arrived in Regina, Saskatchewan as immigrants on July 9th, 1929 with dreams for a better future. The family relates to the everyday challenges and opportunities of starting over in a new land and is a shining example of how hard work and determination can lead to great success and happiness, even for those who are newcomers to Canada. A World of Thanks for supporting the work of the Regina Open Door Society, newcomers to Saskatchewan and the Regina community! ROD's approximately 140 staff members delivered services to over 6,000 newcomers out of five major facilities in 2013-2014. RODS is committed to meeting the needs of newcomers by offering programs or services that enable them to to achieve their goals and fully participate in the larger community.

SASKATCHEWAN ASSOCIATION OF IMMIGRANT SETTLEMENT AND INTEGRATION AGENCIES

STATEMENT OF FINANCIAL POSITION

March 31, 2014

ASSETS	2014	2013
Current Assets		
Cash	\$ -	\$ 28,335
Accounts receivable	42,510	10,502
Prepaid expenses	1,313	-
	\$ 43,823	\$ 38,837
LIABILITIES		
Current Liabilities		
Bank indebtedness	\$ 983	\$ -
Accounts payable	10,151	1,331
	11,134	1,331
NET ASSETS		
Unrestricted Net Assets	32,689	37,506
	\$ 43,823	\$ 38,837

Approved by the Board



Director



Director

SASKATCHEWAN ASSOCIATION OF IMMIGRANT SETTLEMENT AND INTEGRATION AGENCIES

STATEMENT OF OPERATIONS AND NET ASSETS

March 31, 2014

REVENUE	2014	2013
Federal grants	\$ 71,660	\$ 10,502
Provincial grants	11,325	20,774
Memberships	3,500	3,650
Registration fees	6,640	-
	93,125	34,926
EXPENSES		
Advertising and promotion	5,130	-
Annual general meeting	1,360	-
Bank charges	324	66
Forum expenses	21,416	-
Insurance	385	-
Licenses and memberships	5,087	-
Meetings and travel	10,265	22,743
Office supplies	1,433	-
Purchase of equipment	5,682	-
Professional fees	8,325	2,690
Project expenses	5,100	-
Rent	4,641	-
Wages and benefits	28,529	-
Workers' compensation board	265	-
	97,942	25,499
EXCESS (DEFICIENCY) OF REVENUES OVER EXPENSES	(4,817)	9,427
UNRESTRICTED NET ASSETS, BEGINNING OF THE YEAR	37,506	28,079
UNRESTRICTED NET ASSETS, END OF THE YEAR	\$ 32,689	\$ 37,506



SAISIA is an affiliate of the Canadian Immigrant Settlement Sector Alliance.
SAISIA is funded by Citizenship and Immigration Canada,
Saskatchewan Ministry of the Economy, and membership dues.
For more information on SAISIA please visit www.saisia.ca or contact us at:

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Citizenship and
Immigration Canada

Citoyenneté et
Immigration Canada

