



SAISIA

Saskatchewan Association of
Immigrant Settlement and
Integration Agencies

2015-2016
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.

SAISIA is the voice of immigration and settlement agencies to the federal, provincial and municipal governments, the community, and the public.

As Saskatchewan continues to be a destination of choice for immigrants, the number and diversity of newcomers and the types of services required continues to increase. Innovation, creativity, and care are the cornerstones of the services delivered by our members. Services include skills training, school transition, empowering women, integration, community connection and engagement.

Our Vision

Excellence in Settlement and Integration Services in Saskatchewan.

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.



Our Mission

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

Our Values

- **Service Excellence:** SAISIA works together with its member agencies to ensure excellent quality is provided within their services and activities.
- **Collaboration:** SAISIA works openly with its member agencies, as well as provincial and national stakeholders, leveraging its collective strength to ensure beneficial decisions are made for the Saskatchewan settlement sector and newcomers to Saskatchewan.
- **Client Centeredness:** SAISIA ensures its focus and mandate remain on newcomer clients to the province. This is achieved through the support and development of its member agencies.
- **Proactive Leadership:** SAISIA has the courage to shape a better future for newcomers to Saskatchewan by making decisions that are grounded in correct principles and in accordance with its Constitution and Bylaws with the primary purpose of serving its mandate.
- **Inter-culturalism:** SAISIA believes inter-culturalism is the integration of different cultures within a society that acknowledges the differences, yet its foundation is formed on the changeability of cultures that will create a diverse and unified society.
- **Accountability:** SAISIA holds itself transparent and responsible for the decisions it makes that affect the organization and its mandate.
- **Respect and Dignity:** SAISIA values respect and dignity, whereby all decisions and actions reflect ethical behavior, diligence, honesty and compassion as we support each other to achieve our goals and outcomes.
- **Engagement:** SAISIA believes in strategic, outcome-focused community conversations to facilitate learning and meaningful change.
- **Diversity:** SAISIA believes in embracing the rich dimensions of diversity within all individuals, as we work together in an atmosphere that promotes and celebrates the benefits of our differences and similarities.



2015-2016 BOARD OF DIRECTORS

Getachew Woldeyesus

SAISIA President
Regina Open Door Society

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Prince Albert YWCA

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Board Member
International Women of Saskatoon

Ijeoma Udemgba

Board Member
International Women of Saskatoon

Michelle Hassler

Board Member
Prince Albert Multicultural Council

PRESIDENT'S MESSAGE



2016 was another successful year for SAISIA and its member agencies. With the support of the Saskatchewan communities, SAISIA member agencies collectively resettled over 1,000 Syrian Refugees.

SAISIA contributed to the success of the Syrian Initiative by:

- Participating in the Provincial Resettlement Center Committee;
- Disseminating information through Saskatchewan Cares Website and settlement dashboard;
- Coordinating regularly scheduled sector meeting and facilitating the development and sharing of tools and resources.

SAISIA continues to make strong contributions and advance the interest of the Saskatchewan settlement sector.

I am pleased to report SAISIA participated in the following committees: National Settlement Council, Path Way to Prosperity RAP Working Group, Grant and Contribution committee, Vulnerable Population, Western Region Working Group and Immigration Research West.

I would like to thank the following individuals and organizations for their continuous support to SAISIA: Immigration Refugee Citizenship Canada, Province of Saskatchewan, SaskCulture, Multicultural Council of Saskatchewan, Aboriginal Friendship Centres of Saskatchewan, SAISIA board of directors, SAISIA member agencies and the staff of SAISIA - Beulah Gana and Anthony Olusola.

Getachew Woldeyesus
SAISIA President



2015-2016

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.



PILLAR 1 • Capacity Development and Membership Cultivation

Membership Expansion

New Membership are:

- Battleford Immigration Centre
- Carlton Trail College
- Family Services Saskatoon
- Great Plains College
- Immigrant Access Fund
- North East Newcomer Services
- North West Regional College
- South East Regional College

Governance and Policies

Delegation of Authority process was revised and approved by the Board of Directors. A draft of management and operations component of the bylaws and HR policies were completed. The HR policies included the following:

- o HR standards/policy framework
- o Employee Handbook
- o Code of Conduct and performance
- o Harassment policy

Office and staff Expansion

In 2013, SAISIA secured one office within a shared office space and hired a director to provide leadership to its member agencies and execute SAISIA's mission, goal and strategic direction. An additional office space was secured and a project coordinator hired to support the Director.

PILLAR 2 • Leadership, Research, Professional and Resource Development

Provincial coordination of Syrian refugee efforts

The Federal Government's Syrian refugee initiative brought 26, 140 Syrian refugees to Canada from November, 2015 to March 2016. Of this number, Saskatchewan received above 1,200 Syrian refugees. SAISIA's leadership and coordination include:

- Central coordination to facilitate timely and accurate information, strategic decision making and planning by hosting conference calls that brought funders, service providers and private sponsors together for the resettlement of Syrian refugees;
- Enhancing immediate capacity of service providers by developing tools and resources to support the settlement of Syrian refugees in a short period of time;
- Fostering prepared and welcoming communities across Saskatchewan through coordinated response and public awareness efforts through the website.

Saskatchewan Cares Campaign

The SAISIA website was updated to launch a campaign in response to the Syrian refugee initiative.

The partners in this projects are the Saskatoon Open Door Society, Regina Open Door Society, Prince Albert YWCA, and Moose Jaw Multicultural Council, United way Saskatoon, 211 Saskatchewan, and the City of Saskatoon.



The campaign titled **Saskatchewan Cares** was launched in the Fall www.saskcares.com.

The **Saskatchewan Cares** campaign aims to:

- Educate and mobilize the people of Saskatchewan;
- Provide a central coordinating point for the various efforts across Saskatchewan; and
- Direct Saskatchewan people to support local organizations through donations of cash, clothing, food and household items or by volunteering their time to support refugees.



Resources and tools for Syrian refugee resettlement

To facilitate efficient service delivery to the Syrian refugees, SAISIA facilitated the development of standardized settlement needs assessment tools, data collection tools and service maps. Immigrant and refugee settlement services the 4 centres (Saskatoon, Regina, Moose Jaw and Prince Albert) were mapped and shared with private sponsors and other stakeholder.

Saskatchewan Integration Forum

In partnerships Multicultural Council of Saskatchewan (MCoS) and SaskCulture SAISIA hosted a forum in the Fall that engaged with all the settlement services and cultural organizations within Saskatchewan to have a focussed dialogue on integration of immigrants with the objective of developing a common frame for definition.

Facilitated discussion centred on questions such as: What do we know about integration of immigrants in Saskatchewan? Are there gaps? If so, how do we fill them?

Key Concepts of Integration that emerged are:

- Integration encompasses social, economic and cultural dimensions
- Integration occurs when newcomers feel they are "Canadian" thinking, feeling, doing "
- Integration means inclusiveness, sense of belonging, feeling of acceptance, making roots and connections; a sense of giving and taking

Building Bridges between Aboriginal People and Immigrants – BRIDGES

BRIDGES, (**B**uilding **R**elationships Interculturally through **D**ialogue and **G**rowing **E**ngagement in **S**askatchewan) is a provincial partnership between the Multicultural Council of Saskatchewan, the Aboriginal Friendship Centres of Saskatchewan (AFCS) and the Saskatchewan Association for Immigrant Settlement and Integration Agencies (SAISIA).

After completing Phase 1: Blueprints for BRIDGES with research through literature, interviews and consultations, the partners recognized a need and desire to offer opportunities for communities to learn and engage in activities that can be demonstrated to have a positive impact on participants and their communities. This gave birth to the **BRIDGES Phase 2 - Finding Common Grounds in Prince Albert.**

In collaboration with local partners in Prince Albert a series of activities were executed aimed at creating space for new comer and indigenous people to come together. Dr. Joe Garcea of the University of Saskatchewan provided research support to evaluate the impact of each activity. The local partners are the Prince Albert Multicultural Council (PAMC), the Indian and Métis Friendship Centre of Prince Albert (IMFCPA) and the YWCA of Prince Albert. The activities were made possible with a grant from SaskCulture's Multicultural Initiatives Fund to AFCS.

It is expected that "Common Ground" will serve as a model for education, understanding and interaction between newcomers and Indigenous people. The provincial partners aim to create a framework to support intercultural connections across the province that would include a set of criteria for local projects funding and training support.

Indigenous Welcome for Syrian Refugees - The provincial BRIDGES partnership responded to the arrival of the Syrian refugees in Prince Albert, Saskatoon, Regina and Moose Jaw with an initiative to introduce them to Indigenous Canadians and their rich culture in an atmosphere of sharing. Local partners included friendship centres, settlement agencies and multicultural organizations in each location. Drum groups played honour songs for a grand entry. Elders shared blessings, cultural values and brief histories of the relations between Indigenous people and Europeans, including Treaties. Indigenous youth shared their perspectives on the importance of recognizing people in distress throughout the world and welcoming them to make a new home in Canada when they must leave. Participants took part in a round dance and learned that it is a dance of peace and friendship that bridges the physical and spiritual worlds. Syrian newcomers shared a lively dance that is also done in a circle demonstrating the commonalities between cultures as we explore specific traditions and beliefs. It is hoped that this sets the stage for respect and understanding of Canadian history and is the beginning of opportunities for intercultural gatherings for education and sharing.





Agency Specific Service Continuity Planning

Following the development of a risk management and service continuity template in the last fiscal year, members were supported to begin developing their agency specific plans. This included a one-day workshop at which the tool was used to start agency specific plan development. Upon completion of the plan, a work day workshop would be held to practically apply the plan to ensure that it works.

Service Continuity Plan is to assist in respond quickly and continue to provide services during crises such as a fire, flood, or technological failure. These plans are vital in protecting the well-being of our employees, clients, partners and the community.

Professional Development

40 participants from settlement service agencies and Gateways took part in a Safety training delivered via webinar by the Service & Hospitality Safety Association in collaboration with SAISIA. This an introduction to train the trainer series being developed by SHSA. In the 2016-17 fiscal year, feedback from this session will be used to develop materials that can be used by the service providing organizations for safety orientation sessions for clients.

PILLAR 3 • Communication and Visibility

Regional and National Involvement

SAISIA continues to actively engage regionally with the other umbrellas within the Western region through the WRWG. The Western Region Working Group (WRWG) is a collaborative working committee responsible for determining and delivering best practices in the areas of organizational development, research, professional development, and service delivery in Western Canada's settlement sector.



During the year, a resource sharing hub was created via OwnCloud, communication tools were created and launched – [Twitter](#), [Facebook](#), [LinkedIn](#) and [Website](#) a map of pre-arrival services within the western region was developed to facilitate seamless service delivery to newcomers and a Western Region Research Advisory Committee was also established.

SAISIA's participation in the WRWG increases regional awareness of the needs of newcomers in Saskatchewan, while highlighting our successes and challenges. An information sharing platform. In the coming year, the group aims to develop strategic plan, professional development plan for settlement and language training staff in the western region and provide support for the western Region Advisory Committee.

At the National level, SAISIA president continues to be active in the National Settlement Council. This year there a series of meeting (in-person and conference calls) in preparation for the Syrian refugee reception. All SAISIA participated in the Governor General's forum on Syrian refugee resettlement.

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 encourage timely settlement, adaptation and integration into the fabric of Saskatchewan life.

Full Members

- Global Gathering Place
- 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
- Battlefords Immigration Resource Centre

Associate Members

- Assemblée communautaire fransaskoise Inc. (ACF)
- Ukrainian Canadian Congress – Saskatchewan Provincial Council Inc.
- Immigrant Access Fund (IAF)

Friends and Honorary Members of SAISIA

- North West Regional College, Battleford
- South East Regional College, Estevan
- Carlton Trail College, Humboldt
- Great Plains College, Swift Current
- North East Newcomer Services, Tisdale
- Family Services Saskatoon



SASKATCHEWAN ASSOCIATION OF IMMIGRANT SETTLEMENT AND INTEGRATION
AGENCIES

STATEMENT OF FINANCIAL POSITION
as at March 31, 2016

ASSETS

	<u>2016</u>	<u>2015</u>
CURRENT:		
Cash	\$ 29,647	\$ 51,541
Accounts receivable	30,651	4,244
Prepaid expenses	<u>485</u>	<u>385</u>
	\$ <u>60,783</u>	\$ <u>56,170</u>

LIABILITIES

CURRENT:		
Accounts payable	\$ 12,884	\$ 11,133
Deferred revenue	<u>-</u>	<u>825</u>
	12,884	11,958

NET ASSETS

UNRESTRICTED NET ASSETS	<u>47,899</u>	<u>44,212</u>
	\$ <u>60,783</u>	\$ <u>56,170</u>

APPROVED BY THE BOARD:

Director



Director

SASKATCHEWAN ASSOCIATION OF IMMIGRANT SETTLEMENT AND INTEGRATION
AGENCIES

STATEMENT OF OPERATIONS AND CHANGES IN NET ASSETS
for the year ended March 31, 2016

	<u>2016</u>	<u>2015</u>
REVENUE:		
Federal grants	\$ 128,341	\$ 181,666
Provincial grants	20,000	26,325
Memberships	7,040	5,525
Miscellaneous	385	-
Registration fees	<u>1,900</u>	<u>9,305</u>
	<u>157,666</u>	<u>222,821</u>
EXPENSES:		
Advertising and promotion	7,676	8,437
Annual general meeting	2,147	1,323
Bank charges	61	88
Forum expenses	5,004	72,480
Insurance	770	770
Licenses and memberships	120	20
Meetings and travel	11,219	15,707
Office expense	5,409	4,883
Purchase of equipment	3,427	-
Professional fees	10,867	12,392
Project expenses	13,158	8,380
Rent	12,372	11,138
Wages and benefits	81,630	75,671
Workers' compensation board	<u>119</u>	<u>9</u>
	<u>153,979</u>	<u>211,298</u>
EXCESS OF REVENUES OVER EXPENSES	3,687	11,523
UNRESTRICTED NET ASSETS, BEGINNING OF THE YEAR	<u>44,212</u>	<u>32,689</u>
UNRESTRICTED NET ASSETS, END OF THE YEAR	\$ <u>47,899</u>	\$ <u>44,212</u>



SAISIA is an affiliate of the Canadian Immigrant Settlement Sector Alliance.
SAISIA is funded by Immigration Refugee, Citizenship Canada (IRCC)

For more information on SAISIA please visit www.saisia.ca or contact us at:

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