

SAISIA

Saskatchewan Association of
Immigrant Settlement and
Integration Agencies

Association des agences
d'établissement et d'intégration
des immigrants de la Saskatchewan



Regional Perspective
Engagement
Data Collection
Community of Practice
Networking
Professional

Saskatchewan
Building
Relationships
Data Collection
Networking

Social Connections
Settlement
Collaboration
Regional Perspective
Evaluation

Language Training
United Voice
Building Relationships
Discussion
National Representation
Collaboration

Collaboration
Resettlement
Collective Reporting
Labour Market

Saskatchewan
Promising Practices
Performance Measurement
Collective

Networking
Data Integration
Social Practices
Connections
Social Connections

2021.2022
ANNUAL REPORT

Excellence in Settlement
and Integration Services in
Saskatchewan.



saisia.ca



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.

Our Vision

Excellence in Settlement and Integration Services in Saskatchewan.

Our Mission

To support organizations offering services for immigrants and refugees while engaging stakeholders and representing the Saskatchewan settlement and integration community.

Our Guiding Principles:

- **Service Excellence:** SAISIA works together with its members to support excellent quality 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 Canada.
- **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.
- **Interculturalism:** SAISIA supports the integration of different cultures to create a diverse and unified society.
- **Accountability:** SAISIA holds itself to be responsible for and transparent in the decisions it makes that affect the organization and its mandate.
- **Respect and Dignity:** SAISIA values respect and dignity, which means all decisions and actions reflect ethical behavior, diligence, honesty and compassion.
- **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 promoting and celebrating the benefits.



2021-2022 BOARD OF DIRECTORS

Abdur Rehman Ahmad

President
Saskatchewan Intercultural Association

Kirandeep Bhullar

Vice President
Regina Immigrant Women Centre

Azelea Barrieses

Board Secretary
The Global Gathering Place

Stefanie Palmer

Board Treasurer
Moose Jaw Multicultural Council

Getachew Woldeyesus

Past President
Regina Open Door Society

Jess Hamm

Board Member
Saskatchewan Intercultural Association

Ijeoma Nwamuo

Board Member
International Women of Saskatoon

Pat Faulconbridge

Board Member
Regina Immigrant Women Centre

Sunbo Toby-Lade

Board Member
Catholic Family Services Regina

Janine Hart

Board Member
Humboldt Regional Newcomer Centre

Danielle Allard

Board Member
Francophone Welcome and Inclusion Service - SK

Lori Steward

Board Member
Global Gathering Place

Jaylord Tanora

Board Member
Humboldt Regional Newcomer Centre

PRESIDENT'S MESSAGE



Greetings from Treaty Six Territory, the homeland of the Metis and the First Nation people.

Wow! What journey it has been for the last two years. Yes, we faced never-ending challenges, refugee crises and fears about our collective future. Still, SAISIA survived and thrived in the pandemic and stayed true to its mission.

SAISIA continues to and will continue to make substantial contributions and advance the interest of the Saskatchewan Settlement sector. In addition, SAISIA supports member agencies by representing their interests at the National Settlement Council, National Resettlement Assistance Program, Newcomer Language Advisory body and Canadian Council for Refugees.

Our work can not be possible without the amazing and continuous support of the following organizations: Immigration Refugee Citizenship Canada, Province of Saskatchewan, SAISIA board of Directors, and SAISIA Member Agencies.

I would like to recognize SAISIA Executive Director Ahmad Majid and the entire team for their dedication and commitment to settlement work. It's been a pleasure to experience SAISIA's growth, innovation and work culture under your leadership.

My term as the president comes to an end, and I am proud to leave SAISIA a better place. I had the privilege to work with magnificent and passionate people, and it has been an honour to serve on the board. Thank you for giving me the opportunity and the trust to lead the board. It has been an incredible four years with SAISIA, and it couldn't have been possible without the member's support, leadership and wisdom.

I wish you all the best in making Saskatchewan an inclusive province for immigrants, refugees and Indigenous people.

Salams and Shukria!

Abdur Rehman Ahmad

Board President

VICE PRESIDENT'S MESSAGE



Greetings from Treaty 4 Territory!

It is just hard to believe that another year has gone by. So much has happened at SAISIA over this past year and I would like to express my admiration for the staff at SAISIA for their hard work and dedication in providing ongoing support to Saskatchewan settlement agencies. Despite the prevailing challenges with the pandemic and adaptation to the 'new' virtual way of doing business, SAISIA continued to work hard in bringing the Saskatchewan settlement sector together and in taking its voice to the national tables. The work SAISIA did by facilitating the Saskatchewan Afghan Response and the Saskatchewan Settlement Sector's Response

to Ukraine not only helped Saskatchewan settlement agencies to work closely with Immigration, Refugees, and Citizenship Canada (IRCC) and the Government of Saskatchewan (GOS) in preparing to receive and settle newcomers coming into Saskatchewan, but also assisted with building solidarity among our member agencies. Effective member engagement in such initiatives is pertinent to the success of the sector as a whole, and SAISIA worked tirelessly on every front. I am very proud of what SAISIA has accomplished over the past year.

Kirandeep Bhullar

Board Vice-President

EXECUTIVE DIRECTOR'S MESSAGE



Warm greetings from Treaty 6 Territory! At SAISIA, we acknowledge that we operate on Treaty 2, Treaty 4, Treaty 5, and Treaty 6 territory, the traditional gathering land of 31 Indigenous peoples and the homeland of the Metis. We reaffirm our relationship with the Indigenous Peoples of this Territory as this is an important part of our history and an important part of our future.

This past for us at SAISIA has been a time of revitalization, growth and strengthened collaborations. Early last year, we received our vaccines and booster shots in an effort to transition out of the pandemic and return to some semblance of 'normal'. Even with all of our best efforts, we were quickly faced with the uncertainty of the Delta and Omicron COVID waves throughout the Fall and Winter seasons. Despite the unpredictable nature of these COVID waves and the pandemic as a whole, our sector has continually shown resilience and adaptability. I'm very proud of how we have come together to support each other, learn from each other, and propel each other forward as we do the collective work of helping to settle and integrate our Province's newcomers.

While this past year has been difficult in many ways, we have been very fortunate to have expanded as an organization through enhanced partnerships and overall organizational growth. This was done through a number of projects including our Temporary Foreign Worker Support Project done in collaboration with Calgary Catholic Immigration Services, Battlefords Immigration Resource Centre, Moose Jaw Multicultural Council, and a number of other provincial and national partners. We have grown as a SAISIA team

through new and enhanced positions for our organization including our Language and Communications Coordinator, our Social Media Outreach Coordinator, and our PNT SWIS Coordinator. These added and enhanced positions provided us the much needed staffing capacity to provide encompassing support to our Saskatchewan Settlement sector through avenues of advocacy, networking, professional development training, virtual conferences and resource development. This includes our national work with CISSA-ACSEI, regular sector, sub-sector and issue specific calls, development of the Settlement Organization Pandemic Reopening Handbook, trauma informed counselling training, Francophone Pathways, PNT Small Centre, and PNT Summit events among many others items and projects. At SAISIA, we get a lot of fulfillment in supporting our Settlement sector and ensuring the Saskatchewan perspective is heard loud and clear during national and regional meetings.

I would like to extend a gigantic and heartfelt thank you to the SAISIA team for their enthusiasm, commitment, flexibility, resilience and their unrelenting pursuit to support our Saskatchewan settlement sector. I would like to thank our funders for supporting us financially and allowing us to maximize our potential for achieving our goals. I would like to thank our SAISIA Board of Directors for their strategic guidance, valuable perspective, and their dedication to the organization. Last but definitely not least, I would like to thank all of you, our member organizations, for the incredible work you do on the front-lines as direct service providers. Your commitment to provide high quality settlement services and ensuring that all our province's newcomers feel settled, fulfilled and comfortable in their new home is amazing, inspiring and incredibly meaningful. From the bottom of my heart and on behalf of the whole SAISIA team, thank you so much for all that you have done and continue to do.

Ahmad Majid
Executive Director

2021-2022

Activities and Accomplishments

SAISIA carries out the following activities on behalf of its members and funders:

- Community Engagement
- Conferences
- Research
- Tool Development
- Advertising, Publication and Website Development
- Professional Development
- Foundation / Capacity Building

COMMUNITY ENGAGEMENT

Strengthened engagement and communication, with Urban and Francophone sector

- Consulted with francophone SAISIA members, Réseaux en immigration francophone (RIF), Le Service d'Accueil et d>Inclusion Francophone (SAIF-SK) and l'Assemblée communautaire fransaskoise (ACF) on best practices, as related to the resettlement and integration of newcomers and immigrants in francophone communities.
- Enhanced communication with francophone and non-French speaking communities by connecting service provider organizations with francophone programs, and services, while increasing the awareness of francophone language training opportunities.
- Based on existing francophone priorities, developed, facilitated, and hosted the second Francophone Pathways in Saskatchewan event which was an innovative approach to promoting direct and indirect francophone settlement and community services.
- Engaged with the National Settlement and Integration Council (NSIC) and identified provincial-wide francophone priorities (i.e., contextualization of francophone immigration objectives, priorities, integration pathways, and inter-sectoral collaboration).
- Urban sector meetings with members of SAISIA to exchange information on best practices, as well as networking and building collaboration. Local organizations (i.e., francophone, local immigration partnership, government, and non-profits), have actively participated in our urban meetings, to share information on additional support programs available to service provider organizations.
- Ongoing francophone networking with RIF, SAIF-SK, and ACF to strengthen engagement and approaches to the resettlement and integration of newcomers and immigrants in francophone communities.

- Settlement service mapping with urban centers to enhance accessibility to programs and services for newcomers and immigrants.
- SAISIA Employment Subcommittee meetings with service provider organizations in Saskatchewan to exchange information on best practices and gaps as it relates to employment.

Facilitated resettlement and settlement sector teleconferences -

- Planned, scheduled, and facilitated quarterly SK sector teleconferences, disseminated minutes, and followed up on resulting action items.
- Lead various committees including SK Afghan Response Group, SK Ukraine Response Group, Language, Employment and Social Connections working groups
- Revamped the RAP Data Collection process and template, and collected monthly RAP program/service data, which was then collated and rolled up into dashboards.

Represented sector interest on local, regional and national committees relating to high priority issues

- Represented sector interests at several community meetings and committees such as (i) The Canadian Immigrant Settlement Sector Alliance (ii) Canadian Council for Refugees Immigration & Settlement Working Groups, (iii) National Settlement and Integration Council, (iv) Saskatchewan Professional Development Advisory Committee (v) PNT Professional Development Advisory Committee.



COMMUNITY ENGAGEMENT

Supported small centre service providers

RURAL SASKATCHEWAN

Mission: To provide advocacy, support, collaboration, and partnership opportunities to the rural SSPOs.

Vision: To effectively use a holistic, people-centric, and responsive approach to helping the rural SSPOs staff and newcomers they serve. (This is very dependent on the type of SPO and the staff I work with, as I have to be flexible and adaptable in my approach to serve them to my best ability)

Goals: To support and be able to address all challenges and barriers faced by small centres of Saskatchewan. (It can be via advocacy to funders, training, research, PD opportunities, collaboration sector meetings, etc.)

- Frequent virtual teleconferences provide a platform and opportunity for all rural settlement service organizations to come together and discuss key challenges, barriers, successes, their current needs, and any new initiatives. The funders (IRCC and Provincial Government) are invited to a few of these teleconferences to address questions brought forward by the rural SSPOs and share updates.
- Increased collaboration and communication with the PNT coordinators helped SAISIA to gain knowledge and stay up to date with the different types of programs/projects being implemented across the province and beyond. Monthly Zoom meetings help all the PNT Rural coordinators to strengthen service delivery by supporting and learning from each other.
- Virtual site visits with all small centres are conducted to gain insight into the realities and barriers that small centres are facing. The site visits help to steer the small centre strategy for the year.
- Scheduled, coordinated, and facilitated language calls for the sector and helped form the SK Language Assessment Working Group, along with International Women of Saskatoon, through the LARC program which aims toward collaboratively developing a hybrid model of language assessment.
- Lead of the Advisory Committee from Saskatchewan for the research project lead by the Conference Board of Canada on Making Rural Immigration work- Settlement Services in Small and Rural Communities. The research generated strong recommendations and the impact paper was published on March 31, 2022.
- Actively working on various research projects-
 1. **PNT in scope** – Refugee Employment project, Temporary Foreign Worker project, and Impact of COVID-19 in Rural PNT on settlement service projects and newcomers
 2. **National in scope** – Virtual bridge project
 3. **Saskatchewan in scope** – SARI: Saskatchewan Attraction and Retention of Immigrants
- **Partnerships :**

1. Toronto Metropolitan University	5. The Conference Board of Canada
2. Volunteerconnector.Org	6. Immigrant Muse Media
3. Royal Society of Canada	7. University of Winnipeg
4. SIEL Human Solutions	8. Wellness Together Canada



Saskatchewan SWIS Engagement

- Regular SAISIA SWIS Working Group meetings were held
- Strategized and supported a plan for SWIS providers regarding school reopening.
- A partnership was developed with the Faculty of Education at the University of Saskatchewan. Based on this partnership, SWIS staff provide information sessions for future teachers on topics such as settlement challenges and newcomer student barriers.
- Collaboration with the Ministry of Education; provided information sessions for SWIS staff. As a result of this collaboration, a Ministry of Education representative is currently attending and participating in many local SWIS Working Groups and Advisory Committees in Saskatchewan.
- The Ministry of Social Services provided an information session for SWIS staff which then resulted in information sheets being translated into different languages.
- Partnership with Royal Canadian Mounted Police Community Program Unit; peer leaders and newcomer students to join the RCMP Youth Advisory Committee. Also based on this partnership, the Multicultural Youth Program was developed and implemented by the RCMP's Crime Prevention/Crime Reduction Unit.
- Partnership with the Mental Health Region by supporting SWIS Staff with monthly information and consultation sessions regarding their own well-being.
- SWIS coordinator participated and contributed to the PNT SWIS coalition research project.
- Regular communication and meetings with PNT SWIS providers. SK SWIS materials and tools were shared with the PNT SWIS providers. The SK SWIS tools and materials also were shared with the SWIS programs nationally through IRCC.

- **Partnerships:**

1. Mental Health Region
2. College of Education at University of Saskatchewan
3. RCMP National
4. SK Child and Youth Advocate
5. WRAPCAP Program, Calgary Local / Regional Partnership
6. Canadian Mental Health Association
7. University of Regina Research and Social Work

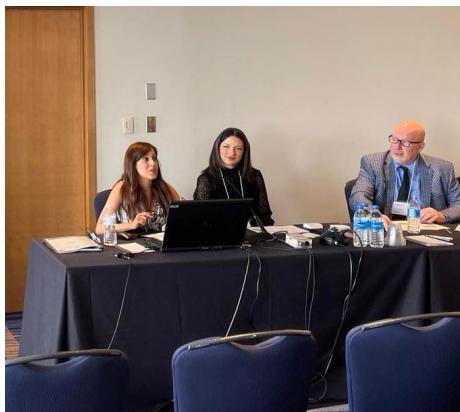
Language Sector Engagement

- Coordinated one-on-one meetings with Language-Providing members to establish and maintain strategic relationships.
- Planned and executed different meetings and calls with the sector to conduct information gathering, resources development, best practices, and networking opportunities.
- Engaged in different quarterly calls from other umbrella organizations to get up-to-date knowledge about the sector.
- Establish a partnership with TESL Saskatchewan for future collaborations in organizing virtual and in-person conferences, and professional development opportunities for language instructors.
- Acted as a reliable liaison between Language-Providing members and IRCC to address emerging issues and concerns within the language sector.



CONFERENCES

- Facilitated and developed the second annual *Francophone Pathways in Saskatchewan* event in which francophone organizations (which provide direct and/or indirect services to immigrants, including refugees, economic and non-economic immigrants) exchange information on francophone settlement and community programs.
- Chairing opening session for the Pathways to Prosperity Conference on *Acknowledging and Defeating Racism and Islamophobia in Canada : The Path Ahead*
- PNT Small Centre Conference was hosted virtually over a span of 3 days, in collaboration with AAISA, MANSO, and the Northern Territories. The agenda of the event reflected the input from settlement service providers across the PNT. Over 200 attendees were present at the virtual event.
- PNT Fall Summit 2021 was hosted virtually over the span of 3 weeks in collaboration with AAISA, MANSO and IRCC. The agenda reflected the current priority of the settlement sector which were identified through the creation of a PNT Summit Advisory Committee that included multiple sector, umbrella and government representatives. Over 500 attendees from the full PNT Settlement sector were present at the virtual event
- N4- National Newcomer Navigation Network engagement as Co-Chair for Afghan Refugee Toolkit Working Group
- SWIS specific sessions were embedded in both the PNT Summit and the PNT Small Centre Conference 2021
- P2P Conference 2021 SAISIA Presentation - SWIS Research Project Report Presentations
- 23rd Metropolis Conference - Reopening Canada : Looking to the Future of Immigration, Settlement and Integration -
 - SWIS Session on Reimagining Settlement Services : The Promises and Challenges of SWIS Programming
 - SWIS Poster Presentation on Implementing Recommendations for Settlement Workers in Schools : Challenges and Successes
 - Challenges Experienced by Language-Sector Workers: A Discussion of 2021 Health of the Newcomer Serving Sector in the PNT Region Report
 - Rural Newcomer Settlement Work - Effects of COVID-19 on Rural Settlement Services Provider Organizations and Newcomers in Rural Areas



RESEARCH

- Refugee Employment Project, Temporary Foreign Worker Project and Impact of COVID-19 on Rural Settlement Service Providing organizations
- Virtual Bridge study and project through Toronto Metropolitan University
- SARI: Saskatchewan Attraction and Retention of Immigrants
- **COVID-19 Impacted Settlement Work in SK schools (U of R)**
- **Chair and organized the PNT SWIS and COVID research (Toronto Metropolitan University)**

TOOL DEVELOPMENT

- Small centre Toolkit for Saskatchewan
 - Developed in collaboration and input with Saskatchewan Small Centre SPOs
 - There was a survey done to identify the target categories to be included in the toolkit.
 - It was meant to be used by staff at the organizations who might not have a detailed knowledge about the settlement sector
 - Various categories like employment, settlement terms and definition, credential assessment, mental health etc. were added.
 - Most categories have also been translated into French.
- Developed PNT Standardized documents- worked with SWIS Cluster through the weekly meetings in collaboration with PNT SWIS (June – October 2021)
 - Defining and Standardizing SWIS/TÉÉ, Enhanced SWIS Job Description
 - SWIS and ESWIS Duties and Responsibilities
 - Developing Standard SWIS NAARs for PNT Region
 - Standardized Intake form
 - Need Assessment
- Questionnaires
- SWIS Data Mining and Analyses (Ratio of SWIS to Clients per Region)
- Defining SWIS Core and Non- Core Activities
- RAP Data Collection Tool and Template
- Benefits to Living in Saskatchewan document that was translated into multiple high priority languages
- Welcome to Canada and your New School Handbook that was translated into multiple high priority languages
- Member Services Document that highlights the various program areas and specific programs that SK SPOs offer
- Reopening Settlement Organization Handbook and FAQ

ADVERTISING, PUBLICATION & WEBSITE DEVELOPMENT

- Small Centre Toolkit was added to SAISIA's website that includes many categories like employment resources, cultural understanding, best practices across the settlement sector, foreign credential assessment, etc.
- Saskatchewan Youth Resources
- Saskatchewan Directory for Children and Youth
- SWIS Connection Factsheet
- Student's School Attendance (brochure)
- Welcome to Canada and Your New School
- Translation Swahili, Tigrinya, Farsi, Arabic
- Survey - Identifying the Needs of SWIS anglophones
- Survey – Ranking of Ten Top Languages in PNT
- Survey- Special Data collection for IRCC webinars
- SAISIA/SWIS research project report was developed and shared with agencies nationally.

Publications:



PROFESSIONAL DEVELOPMENT

- Participation in the Regional PD Advisory Committee
- Facilitation of the Saskatchewan PD Advisory Committee
- Trauma Informed Counselling Training
- Virtual Residential School Tour
- Bringing Mindfulness to ESL Classroom
- CELPIP Information Session - Learn About Canadian English Language Test
- Remote Delivery and Digital Literacy training series and developing resources (videos) for SWIS frontline and their clienteles (April-June 2021)
- Conversation Cafe, Welcome Afghan Refugee UNICEF and student (Aug 2021)
- Conversation Cafe, School Integration for Afghan Newcomers (Sept 2021)
- COVID fatigue, responding to it and some tips for self-care and Stress and Anxiety During COVID & Self- care of CMHA. (October 2021)
- Educating Refugee Students (Through and Beyond Anti-Racist Education) (Oct 2021)
- Building Resilient Schools and Communities (Nov 2021)
- Nurture Resilience (Dec 2021)
- Ministry of Education presentation powerpoint was presented to SWIS in SK.
- Updated SWIS in SK on schools and Ministries programs such as Working Collaboratively Together to Support EAL Learners (Dec 2021)
- Supporting Newcomer Student's Well-Being and Mental Health, Ukrainian Culture, Language and Education System,
- How to Support Refugee Students from Afghanistan (March 2022)
- Series of Sessions on Multicultural Clinical/Counselling Competence (Jan- March 2022)
- Mental Health and Emotional Wellbeing of Refugees Training (March 2022 - June 2022)
- Human Trafficking Awareness Workshop with RCMP
- Conversation Cafe with Judy White and Nayyar Javed

Language Sector:

BRINGING MINDFULNESS TO ESL CLASSROOM

Have you ever been physically present in class, but mentally somewhere else? How does that impact your teaching abilities? Have you ever had students doing the same?

In this webinar, we will:

- Learn key benefits of mindfulness
- Try some activities related to mindfulness
- Identify skills that can be covered with each technique
- Reflect on how the activities helped you connect to yourself and your students

Speaker:
Andreia Arai-Rissman

MONDAY
07 MARCH 2022
3:30 PM - 4:30 PM (CST)

REGISTER NOW

Live Webinar

LEARN ABOUT CANADIAN ENGLISH LANGUAGE TEST

Information session about CELPIP and CAEL Tests

09 MAR 2022 1:00 PM (SK Time)

Register Now

Advice & Strategies **About Our test** **Free Preparation Materials**

Learn about the CELPIP Test, a general language proficiency test accepted by Immigration, Refugees and Citizenship Canada (IRCC) for Canadian Permanent Residency and Citizenship. It is also accepted for professional destinations, including Real Estate Council AB and the Immigrant Consultants of Canada Regulatory Council

Alison Chan
Webinar Host
Paragon Testing

Information on CAEL Test, an academic English Language Proficiency test accepted by 185+ universities and colleges will also be provided.

Weekly Newsletter

Keep the sector stay informed with the weekly newsletter



What is new in the sector?

Online Marketplace for Newcomer Entrepreneur

Are you an immigrant looking to start or expand your business?

We'll help you connect with customers both locally and nation-wide!



FOUNDATION/CAPACITY BUILDING

- **Conference Board of Canada – part of the Advisory Committee and co-lead from Saskatchewan**
 - Focused study area: Research on the accessibility of settlement services in small and rural communities
- **Afghan Refugee Initiative**
 - Collaborated with the regional Walmart manager to secure donations and welcome packages that included basic necessities for Afghan Refugees. We received large donations from Saskatoon and Regina Walmart
 - Rural Coordinator picked up and dropped off all donations at the hotels in Saskatoon where the Afghan refugees were in quarantine
- **Re-opening guidelines document**
 - Developed in collaboration with SIEL Human Solutions
 - Hosted meetings on explaining the guidelines document
 - Arranged bi-weekly drop-in sessions with SIEL Human Solutions. SPOs were free to attend the sessions and see how to best incorporate these guidelines into their current HR policy
 - Phase 3 was the creation of a shorter version of the document for rural SPOs/small centres
- **SK Vaccine Advisory Committee**
 - When vaccines were rolled out, many SPOs got in touch with SAISIA to raise a concern on how to mandate the vaccines with their staff and/or clients
 - The whole sector was invited and they could ask any questions directly to the panelists or anonymously to SAISIA
- Arranged a panel which consisted of
 - Jared McRorie and T-Asia Presber, Lawyers from Seiferling Law
 - Jennifer Cushon, Vaccine Section Chief & Director, Primary Health Care (Saskatoon) from Saskatchewan Health Authority
 - Daniel Hirschkorn, Canadian Immigration Consultant from Saskatoon Immigration & Employment Consulting Services Inc
 - Colleen Christopherson, Incident Command-Vulnerable Sector Strategy, from Saskatoon Inter-Agency Response
 - Jim Bence, President, and CEO from Hospitality Saskatchewan
- SWIS PNT quarterly IRCC meetings
- PNT Working Group meetings (weekly meetings with PNT SWIS Working Groups). Organized and facilitated 65 meetings as well as a number of smaller group meetings
- PNT SWIS quarterly meeting
- Afghan refugee SWIS meeting
- Canadian Orientation Abroad Audiobook Script Feedback
- 1 on 1 Virtual site visits and meetings
- Attending local SWIS working/advisory group meetings
- Coordinator presentation was provided to Communicator Training program at Ukrainian Canadian Congress
- Monthly Consultation sessions were provided to SWIS staff to discuss mental health and related issues
- Advisory group member at National Accessibility Advisory Committee (NAAC)

2021 – 2022 SAISIA MEMBERSHIP

SAISIA members, staff and volunteers 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 social fabrics of Saskatchewan communities.

Full Members

- Assemblée communautaire fransaskoise Inc (ACF) - Service d'accueil et d'inclusion francophone - SK (SAIF-SK)
- Battleford Immigration Resource Centre
- Catholic Family Services Regina
- Global Gathering Place
- Humboldt Regional Newcomer Centre
- International Women of Saskatoon
- Moose Jaw Multicultural Council
- North West College
- Prince Albert Multicultural Council
- Regina Immigrant Women Centre
- Regina Open Door Society
- Saskatchewan Intercultural Association
- Saskatchewan Polytechnic
- Saskatoon Open Door Society
- Ukrainian Canadian Congress of Saskatchewan
- YWCA Prince Albert

Associate Members

- Carlton Trail College
- Cumberland College
- Great Plains College
- Parkland College
- Saskatoon Industry Education Council
- Southeast Advocates for Employment / Southeast Newcomer Services

Friends of SAISIA

- Northeast Newcomer Services
- Saskatchewan History & Folklore Society
- Southeast College
- TESL Saskatchewan
- Together We Can Consulting



**SASKATCHEWAN ASSOCIATION OF IMMIGRANT
SETTLEMENT & INTEGRATION AGENCIES**

Financial Statements

For the Year Ended March 31, 2022

INDEPENDENT AUDITOR'S REPORT

To the Directors of Saskatchewan Association of Immigrant Settlement & Integration Agencies

Opinion

We have audited the financial statements of Saskatchewan Association of Immigrant Settlement & Integration Agencies (the Association), which comprise the statement of financial position as at March 31, 2022, and the statements of operations, changes in net assets and cash flows for the year then ended, and notes to the financial statements, including a summary of significant accounting policies.

In our opinion, the accompanying financial statements present fairly, in all material respects, the financial position of the Association as at March 31, 2022, and the results of its operations and cash flows for the year then ended in accordance with Canadian accounting standards for not-for-profit organizations.

Basis for Opinion

We conducted our audit in accordance with Canadian generally accepted auditing standards. Our responsibilities under those standards are further described in the *Auditor's Responsibilities for the Audit of the Financial Statements* section of our report. We are independent of the Association in accordance with ethical requirements that are relevant to our audit of the financial statements in Canada, and we have fulfilled our other ethical responsibilities in accordance with these requirements. We believe that the audit evidence we have obtained is sufficient and appropriate to provide a basis for our opinion.

Responsibilities of Management and Those Charged with Governance for the Financial Statements

Management is responsible for the preparation and fair presentation of the financial statements in accordance with Canadian accounting standards for not-for-profit organizations, and for such internal control as management determines is necessary to enable the preparation of financial statements that are free from material misstatement, whether due to fraud or error.

In preparing the financial statements, management is responsible for assessing the Association's ability to continue as a going concern, disclosing, as applicable, matters related to going concern and using the going concern basis of accounting unless management either intends to liquidate the Association or to cease operations, or has no realistic alternative but to do so.

Those charged with governance are responsible for overseeing the Association's financial reporting process.

Auditor's Responsibilities for the Audit of the Financial Statements

Our objectives are to obtain reasonable assurance about whether the financial statements as a whole are free from material misstatement, whether due to fraud or error, and to issue an auditor's report that includes our opinion. Reasonable assurance is a high level of assurance, but is not a guarantee that an audit conducted in accordance with Canadian generally accepted auditing standards will always detect a material misstatement when it exists. Misstatements can arise from fraud or error and are considered material if, individually or in the aggregate, they could reasonably be expected to influence the economic decisions of users taken on the basis of these financial statements.

(continues)

Independent Auditor's Report To the Directors of Saskatchewan Association of Immigrant Settlement & Integration Agencies (*continued*)

As part of an audit in accordance with Canadian generally accepted auditing standards, we exercise professional judgment and maintain professional skepticism throughout the audit. We also:

- Identify and assess the risks of material misstatement of the financial statements, whether due to fraud or error, design and perform audit procedures responsive to those risks, and obtain audit evidence that is sufficient and appropriate to provide a basis for our opinion. The risk of not detecting a material misstatement resulting from fraud is higher than for one resulting from error, as fraud may involve collusion, forgery, intentional omissions, misrepresentations, or the override of internal control.
- Obtain an understanding of internal control relevant to the audit in order to design audit procedures that are appropriate in the circumstances, but not for the purpose of expressing an opinion on the effectiveness of the Association's internal control.
- Evaluate the appropriateness of accounting policies used and the reasonableness of accounting estimates and related disclosures made by management.
- Conclude on the appropriateness of management's use of the going concern basis of accounting and, based on the audit evidence obtained, whether a material uncertainty exists related to events or conditions that may cast significant doubt on the Association's ability to continue as a going concern. If we conclude that a material uncertainty exists, we are required to draw attention in our auditor's report to the related disclosures in the financial statements or, if such disclosures are inadequate, to modify our opinion. Our conclusions are based on the audit evidence obtained up to the date of our auditor's report. However, future events or conditions may cause the Association to cease to continue as a going concern.
- Evaluate the overall presentation, structure and content of the financial statements, including the disclosures, and whether the financial statements represent the underlying transactions and events in a manner that achieves fair presentation.

We communicate with those charged with governance regarding, among other matters, the planned scope and timing of the audit and significant audit findings, including any significant deficiencies in internal control that we identify during our audit.

Lingard + Dreger

Chartered Professional Accountants

Saskatoon, Saskatchewan
June 6, 2022



SASKATCHEWAN ASSOCIATION OF IMMIGRANT SETTLEMENT & INTEGRATION AGENCIES
Statement of Financial Position
As at March 31, 2022

	L/S	2022		2021					
ASSETS									
CURRENT									
Cash	A	\$	136,714	\$	66,624				
Accounts receivable (<i>Note 4</i>)			8,063		5,256				
Prepaid expenses	L		6,386		15,901				
		\$	151,163	\$	87,781				
LIABILITIES									
CURRENT									
Accounts payable and accrued liabilities (<i>Note 5</i>)	BB	\$	91,752	\$	15,713				
Deferred contributions and revenue (<i>Note 6</i>)	HH		-		13,927				
			91,752		29,640				
UNRESTRICTED NET ASSETS			59,411		58,141				
		\$	151,163	\$	87,781				

APPROVED ON BEHALF OF THE BOARD

DocuSigned by:

Stefanie Palmer
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Director

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Director

SASKATCHEWAN ASSOCIATION OF IMMIGRANT SETTLEMENT & INTEGRATION AGENCIES
Statement of Operations
For the Year Ended March 31, 2022

	L/S	2022	2021
REVENUE			
Federal grants	20	\$ 708,724	\$ 575,627
Provincial grants	20	4,195	4,101
Memberships	20	10,350	9,938
Other grants	20	5,005	2,684
		728,274	592,350
EXPENSES			
Advertising and promotion	40	1,995	3,471
Amortization	40	-	2,328
Annual general meeting	40	2,459	2,396
Bank charges	40	296	307
Conferences and workshops	40	55,029	26,713
Insurance	40	2,163	2,222
Licenses and memberships	40	15	2,304
Meetings and travel	40	6,866	-
Office	40	19,589	19,977
Professional fees	40	40,904	32,669
Project expenses	40	48,570	45,547
Rent	40	71,957	66,327
Repairs and maintenance	40	2,275	474
Wages and benefits	40	474,886	375,147
		727,004	579,882
EXCESS OF REVENUE OVER EXPENSES FOR THE YEAR		\$ 1,270	\$ 12,468

SASKATCHEWAN ASSOCIATION OF IMMIGRANT SETTLEMENT & INTEGRATION AGENCIES
Statement of Changes in Net Assets
For the Year Ended March 31, 2022

	2022	2021
NET ASSETS - BEGINNING OF YEAR	\$ 58,141	\$ 45,673
Excess of revenue over expenses	1,270	12,468
NET ASSETS - END OF YEAR	\$ 59,411	\$ 58,141

See notes to the financial statements

SASKATCHEWAN ASSOCIATION OF IMMIGRANT SETTLEMENT & INTEGRATION AGENCIES
Statement of Cash Flows
For the Year Ended March 31, 2022

	2022	2021
OPERATING ACTIVITIES		
Excess of revenue over expenses for the year	\$ 1,270	\$ 12,468
Item not affecting cash:		
Amortization of tangible capital assets	- 2,328	
	1,270	14,796
Changes in non-cash working capital:		
Accounts receivable	(2,807)	10,772
Accounts payable and accrued liabilities	76,039	(6,273)
Deferred contributions and revenue	(13,927)	11,599
Prepaid expenses	9,515	(9,547)
	68,820	6,551
INCREASE IN CASH FLOWS	70,090	21,347
CASH AND CASH EQUIVALENTS - BEGINNING OF YEAR	66,624	45,277
CASH AND CASH EQUIVALENTS - END OF YEAR	\$ 136,714	\$ 66,624
CASH AND CASH EQUIVALENTS CONSIST OF:		
Cash	\$ 136,714	\$ 66,624

See notes to the financial statements

SASKATCHEWAN ASSOCIATION OF IMMIGRANT SETTLEMENT & INTEGRATION AGENCIES

Notes to the Financial Statements

Year Ended March 31, 2022

1. THE ASSOCIATION

Saskatchewan Association of Immigrant Settlement & Integration Agencies (the "Association") is a not-for-profit organization incorporated provincially April 3, 1987 under the *Non-profit Corporations Act, 1995* of Saskatchewan. The Association is exempt from Canadian federal and provincial taxes under Section 149(1) of the *Income Tax Act*. The Association was established in 1987 as an umbrella organization for settlement and integration service agencies in Saskatchewan.

The Association operates as a forum for:

- Networking and information exchange at the provincial, interprovincial and national level
 - Facilitating the identification of shared needs concerning immigrants and refugees
 - Defining collective goals
 - Representing and advocating for common concerns and objectives to the federal, provincial, and municipal governments, the community and the public.
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2. SIGNIFICANT ACCOUNTING POLICIES

The financial statements were prepared in accordance with Canadian accounting standards for not-for-profit organizations in Part III of the *CPA Handbook* and include the following significant accounting policies:

Revenue recognition

Saskatchewan Association of Immigrant Settlement & Integration Agencies follows the deferral method of accounting for contributions.

Restricted contributions are recognized as revenue in the year in which the related expenses are incurred. Unrestricted contributions are recognized as revenue when received or receivable if the amount to be received can be reasonably estimated and collection is reasonably assured. Endowment contributions are recognized as direct increases in net assets.

Financial instruments

The Association initially measures its financial assets and financial liabilities at fair value. It subsequently measures all its financial assets and financial liabilities at amortized cost, except for investments in equity instruments that are quoted in an active market, which are measured at fair value. Changes in fair value are recognized in the statements of operations in the period incurred.

Financial assets subsequently measured at amortized cost include cash and accounts receivable. Financial liabilities subsequently measured at amortized cost include accounts payable and accrued liabilities and deferred contributions and revenue. The fair value of the cash, accounts receivable, and accounts payable and accrued liabilities approximates their carrying value due to their short-term nature

Cash and cash equivalents

Cash and cash equivalents consist of balances with banks and short-term investments with maturities of three months or less.

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SASKATCHEWAN ASSOCIATION OF IMMIGRANT SETTLEMENT & INTEGRATION AGENCIES

Notes to the Financial Statements

Year Ended March 31, 2022

2. SIGNIFICANT ACCOUNTING POLICIES (*continued*)

Tangible capital assets

Tangible capital assets are stated at cost or deemed cost less accumulated amortization and are amortized over their estimated useful lives on a declining balance basis at the following rates and methods:

Computer equipment	55% declining balance method
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The Association regularly reviews its tangible capital assets to eliminate obsolete items. Government grants are treated as a reduction of tangible capital assets cost.

Use of estimates

The preparation of financial statements in accordance with Canadian accounting standards for not-for-profit organizations requires management to make estimates and assumptions that affect the reported amount of assets and liabilities, any disclosure of contingent assets and liabilities at the date of the financial statements, and the reported amount of revenue and expenses during the reporting period. These estimates are reviewed periodically and as adjustments become necessary, they are reported in earnings in the period in which they become known.

Significant estimates include, but are not limited to, the valuation of deferred contributions and revenue, and accruals for certain revenues and expenses.

Donated goods

Donated materials and services that would normally be purchased by the Association have been recorded as revenue in the financial statements at fair market value.

3. ECONOMIC DEPENDENCE

The Association receives 97.89% (2021 - 97.89%) of its funding from government sources, of which 99.41% (2020 - 99.30%) is from the federal government. The Association is therefore dependent on continued funding from governments to fund its ongoing operations.

4. ACCOUNTS RECEIVABLE

The accounts receivable consist of the following:

	2022	2021
Trade receivables	\$ 1,346	\$ -
GST receivable	\$ 6,717	\$ 5,256
	<hr/> \$ 8,063	<hr/> \$ 5,256

SASKATCHEWAN ASSOCIATION OF IMMIGRANT SETTLEMENT & INTEGRATION AGENCIES
Notes to the Financial Statements
Year Ended March 31, 2022

5. ACCOUNTS PAYABLE AND ACCRUED LIABILITIES

	2022	2021
Trade payables	\$ 58,036	\$ 6,138
Accrued payables	3,500	3,500
Visa payable	4,754	-
Accrued vacation	10,762	6,075
RSP payable	1,652	-
IRCC funding repayable	13,048	-
	<hr/> \$ 91,752	<hr/> \$ 15,713

SASKATCHEWAN ASSOCIATION OF IMMIGRANT SETTLEMENT & INTEGRATION AGENCIES
Notes to the Financial Statements
Year Ended March 31, 2022

6. DEFERRED CONTRIBUTIONS AND REVENUE

Membership revenue received by the Association in advance is recorded as deferred revenue.

The Association receives funding from Immigration, Refugees and Citizenship Canada to be held, administered and distributed in accordance with the related funding agreement. Deferred contributions related to expenses of future periods represent unspent externally restricted funding for the purposes of paying operating expenditures in future periods.

	2022	2021
Opening balance, April 1	\$ 13,927	\$ 2,328
<i>Contributions and revenue received during the year:</i>		
Immigration, Refugees and Citizenship Canada	625,934	569,243
Catholic Immigration Resource Centre	83,227	-
Ryerson University grant	43,309	-
CanSask job grant	4,195	4,101
Association of Cooperative Counselling Therapists of Canada	1,346	-
Employment and Social Development Canada Temporary Foreign Worker Grant	-	16,667
University of Regina Grant	-	4,000
Miscellaneous	375	-
<i>Less:</i>		
Amounts recognized as Federal grants	(708,724)	(575,627)
Amounts recognized as Other grants	(5,005)	(2,684)
Amounts recognized as Provincial grants	(4,195)	(4,101)
Funding repaid to Ryerson University	(41,341)	-
Funding repayable to Immigration, Refugees and Citizenship Canada	(13,048)	-
Ending balance, March 31	\$ -	\$ 13,927

SASKATCHEWAN ASSOCIATION OF IMMIGRANT SETTLEMENT & INTEGRATION AGENCIES

Notes to the Financial Statements

Year Ended March 31, 2022

7. BUILDING LEASE

The Association is committed under a lease agreement for its premises at 407 Ludlow Street, Saskatoon, Saskatchewan. The agreement expires on May 31, 2023 and requires minimum annual payments as follows including estimated occupancy costs:

Year ending March 31:	
2023	\$ 65,573
2024	10,929
	\$ 76,502

8. FINANCIAL INSTRUMENTS

Credit risk

The Association is exposed to credit risk from potential non-payment of accounts receivable.

Interest rate risk

Interest rate risk is the risk that the value of a financial instrument might be adversely affected by a change in the interest rates. In seeking to minimize the risks from interest rate fluctuations, the Association manages exposure through its normal operating and financing activities. The Association is not exposed to any significant interest rate risk.

Liquidity risk

Liquidity risk is the risk that an entity will encounter difficulty in meeting obligations associated with financial liabilities. The Association enters into transactions to purchase goods and services on credit and lease office equipment and office space from creditors, for which repayment is required at various maturity dates. Liquidity risk is measured by reviewing the Association's future net cash flows for the possibility of a negative net cash flow. The Association manages liquidity risk resulting from accounts payable and accrued liabilities by investing in liquid assets such as cash and short-term investments which can be readily available to repay accounts payable and accrued liabilities.

9. COVID-19

On March 11, 2020 COVID-19 was declared a pandemic by the World Health Organization. This has resulted in significant economic uncertainty and financial markets have experienced considerable volatility in response to the development of COVID-19 pandemic. The operations of the Association have been markedly impacted by the pandemic due to the constraints of social distancing and limitations placed on social gatherings. The situation is dynamic, and the ultimate duration and magnitude of the potential impact future results is currently undeterminable.

Acronyms

ACF	Assemblée Communautaire Fransaskois
AAISA	Alberta Association of Immigrant Serving Agencies
BIRC	Battleford Immigration Resource Centre
CCR	Canadian Council for Refugees
GGP	Global Gathering Place (The)
HRNC	Humboldt Regional Newcomer Centre (The)
IRCC	Immigration, Refugees and Citizenship Canada
IWS	Immigrant Women of Saskatoon
LIP	Local Immigration Partnership
MANSO	Manitoba Association of Newcomer Serving Organizations
MCoS	Multicultural Council of Saskatchewan
MJMC	Moose Jaw Multicultural Council
NENC	NorthEast Newcomer Centre
P2P	Pathways to Prosperity
PAMC	Prince Albert Multicultural Council
PMF	Performance Measurement Framework
PNT	Prairies and Northern Territories
RAP	Resettlement Assistance Program
RIF	Réseau en Immigration Francophone
RIWC	Regina Immigrant Women Centre
RODS	Regina Open Door Society
SIA	Saskatchewan Intercultural Association
SODS	Saskatchewan Open Door Society
SPDAC	Saskatchewan Professional Development Advisory Committee
SPOs	Service Provider Organizations
SWIS	Settlement Workers in School

SAISIA

Saskatchewan Association of
Immigrant Settlement and
Integration Agencies



Association des agences
d'établissement et d'intégration
des immigrants de la Saskatchewan

SAISIA is an affiliate of the Canadian Immigrant Settlement Sector Alliance.

SAISIA is funded by Immigration Refugees and Citizenship Canada as well as membership dues.

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

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