

SAISIA

Saskatchewan Association of
Immigrant Settlement and
Integration Agencies

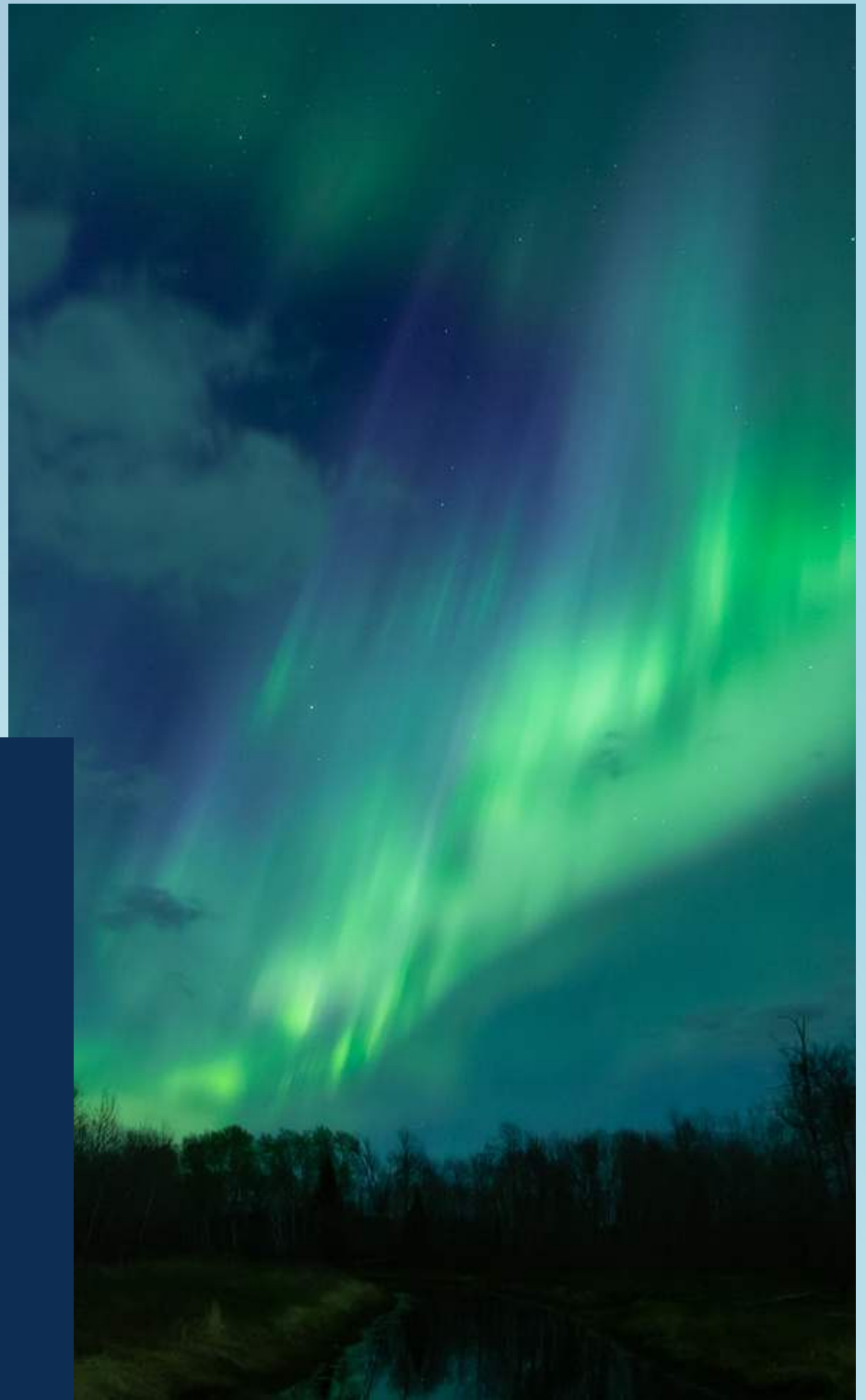


Association des agences
d'établissement et d'intégration
des immigrants de la Saskatchewan

Annual Report

2023-2024

Excellence in Settlement
and Integration Services
in Saskatchewan



saisia.ca
info@saisia.ca
+1 306 651 4390
104-407 Ludlow Street
Saskatoon, Saskatchewan

SAISIA

Saskatchewan Association of Immigrant Settlement and
Integration Agencies

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



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.

Land Acknowledgment

We acknowledge that we operate on Treaty 2, Treaty 4, Treaty 5, Treaty 6, Treaty 8 and Treaty 10 territory, the traditional gathering land of 74 Indigenous Peoples and homeland of the Métis nation.

SAISIA works to bring our members and Indigenous Peoples together in a spirit of respect for the Truth and Reconciliation Commission of Canada's Call to Action #93 and principles outlined in the United Nations Declaration on the Rights of Indigenous Peoples.

We are committed to supporting a deep connection between our members and the land as well as traditional teachings. We reaffirm our relationship with the Indigenous Peoples of this territory – this is an important part of our history and our future.

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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.

Core Values

- Service Excellence
- Collaboration
- Client Centric
- Proactive Leadership
- Inter-culturalism
- Accountability
- Respect and Dignity
- Engagement
- Diversity



SAISIA *Staff*

Jean Goerzen

Executive Director

Nisha Nunkumar

Office Administrator

Olga Bondarenko

Refugee Strategy Coordinator

Amber Parker

GBA Plus Research Coordinator

Kira Epp

Urban Bilingual Coordinator

Janvi Tuteja

Rural Coordinator

Maryam Karimi

PNT SWIS Coordinator

Gelrene Sanfuego

Language and Communications
Coordinator

2023-2024 BOARD OF DIRECTORS



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Board Member



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Board Member



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Board Member



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Gratitude over the past years

I would like to personally thank Bob Cram, SAISIA's former Acting Executive Director, for his commitment to SAISIA and the sector. Bob is the type of leader who continually inspires those around him. His ethics and leadership are deeply valued and admired. I echo these sentiments on behalf of the SAISIA staff and the Board of Directors. Bob, thank you for everything. Likewise, I extend my thanks to our new Executive Director, Jean Goerzen. Jean joined SAISIA during the CFP process and has embraced the accompanying challenges with diligence. She has actively connected with numerous individuals in the sector while adapting to her new role. The Board of Directors looks forward to continuing their collaboration with her.

President's Message

Allow me to begin this message with an important acknowledgment. SAISIA operates on Treaty 2, Treaty 4, Treaty 5, Treaty 6, Treaty 8, and Treaty 10 territory, which are the traditional gathering lands of 74 Indigenous Peoples and the homeland of the Métis Nation. SAISIA remains committed to fostering a deep connection between its members and Indigenous Peoples in a spirit of respect. Additionally, SAISIA is dedicated to upholding the Truth and Reconciliation Commission of Canada's Call to Action #93 and the principles outlined in the United Nations Declaration on the Rights of Indigenous Peoples.

If there is a theme for this year, it would be gratitude. Over the past year, SAISIA achieved unprecedented results despite challenging circumstances. SAISIA staff demonstrated outstanding adaptability during internal organizational changes and maintained exceptional levels of professionalism. Their remarkable work and dedication resulted in countless hours dedicated to planning and executing sector calls, conference presentations, GBA+ information dissemination, member engagement at various levels, and much more. On behalf of the board of directors, I would like to publicly express gratitude to all SAISIA staff for their outstanding work under these extraordinary circumstances.

SAISIA's board operated with a clear understanding of the vital role SAISIA plays in the sector. Throughout this unprecedented year, SAISIA Board members learned to find common ground, respectfully disagree, and, most importantly, agreed to disagree while upholding high ethical standards to navigate unprecedented circumstances. I extend my gratitude to all board members for their hard work this year. You are truly leaders in your fields. The Board of Directors is particularly grateful to two sector members. On behalf of the Board of Directors, I extend special thanks to Ali Abukar and Getachew Woldeysus for their dedication to SAISIA and the sector. Both have provided invaluable support to the SAISIA Board when needed.

J'aimerais vous rappeler que nous avons deux langues officielles. SAISIA continuera à servir en français et en anglais. Tellement de réalisations de SAISIA cette année ont été rendues possibles grâce à votre soutien. On behalf of the Board of Directors, merci à tous pour votre soutien cette année. We cannot wait for what is yet to come.

Ricardo Arisnabarreta
SAISIA's Board President

Executive Director's Message

I am privileged to be working among Saskatchewan settlement organizations and service providers that everyday demonstrate their commitment to supporting newcomers in their journey toward building new lives in our communities. As an Executive Director, it is a privilege to report to a Board of Directors comprised of representatives from these organizations. Although they faced some hardship over the last year, SAISIA's team has exhibited enthusiasm and creativity in engaging with the settlement community and developing and delivering interesting and innovative professional development programs to help build capacity and improve service delivery.

In recognition of the Indigenous land we occupy, we are committed to deepening our understanding and engagement with Indigenous knowledge and communities. Recently, we collaborated with Indigenous Knowledge Keepers to produce a video that highlights their perspectives on anti-racism and the importance of partnerships.

An estimated 7,400 Ukrainians have arrived in Saskatchewan under the Canada-Ukraine Authorization for Emergency Travel (CUAET) initiative. SAISIA played an active role in coordinating refugee settlement efforts, distributing gift cards and vouchers to service providers, and sharing best practices through meetings and webinars.

Through Parours Francophone Events, we have vigorously promoted francophone services and partnership throughout all of SAISIA's initiatives and worked diligently to connect francophone and anglophone partners.

SAISIA partnered with all the umbrella organizations across Canada to plan and deliver the very successful first national small centre gathering in Prince Edward Island which brought together all the rural settlement organizations across the country.

We have revamped our website to better support the needs of our members. We have an expanded library of professional development trainings and GBA Plus resources. We provide updates on policy changes, and we now offer a platform for anonymous question and feedback submissions to IRCC and the Government of Saskatchewan, providing members with a confidential channel to address inquiries or concerns.



SAISIA has been keenly addressing the "Plus" in Gender-Based Analysis Plus (GBA Plus), focusing on the intersecting factors that add complexity to the settlement process. We have developed tools to advance GBA Plus which include training on anti-racism policies and tip sheets for working with individuals with disabilities. We partnered with PATHS (Provincial Association of Transition Houses and Services of Saskatchewan) to present to the sector the findings of their evaluation "Experiences of Newcomer Women Survivors of Intimate Partner Violence in the Prairies".

Our active regional PNT (Prairie & Northern Territories) SWIS (Settlement Workers in Schools) program supports SWIS service delivery across Alberta, Manitoba, and Saskatchewan, and training offered has included mental health supports, trauma-informed service delivery, and human trafficking workshops. These initiatives ensure that our approach is inclusive and considers the diverse experiences of all individuals within our communities.

Looking ahead, we will continue to advocate for policies that support our community, develop resources that address emerging needs, participate enthusiastically in important community events like the Walk for Reconciliation, World Refugee Day, the PRIDE parade, and Welcoming Week, and work to continuously improve our services. We remain committed to our vision of an inclusive society where every newcomer feels at home and has the opportunity to thrive.

Jean Goerzen
Executive Director of SAISIA



COMMUNITY ENGAGEMENT

COMMUNITY ENGAGEMENT

RURAL SASKATCHEWAN ENGAGEMENTS

Virtual Teleconferences and Meetings

Throughout the year, SAISIA held a series of virtual teleconferences and meetings via Zoom. These sessions provided a valuable platform for all rural settlement service organizations (SSPOs) to come together and discuss key challenges, barriers, successes, current needs, and new initiatives. Representatives from the IRCC and the Government of Saskatchewan were invited to three of these meetings, addressing questions from the SSPOs and sharing important updates.

Virtual and In-Person Site Visits

To gain comprehensive insights into the unique challenges and realities faced by small centers, SAISIA conducted virtual site visits with all small centers. Additionally, we completed a series of in-person visits with specific SSPOs. These visits were crucial in understanding the diverse barriers faced by small centers. By directly engaging with staff and observing operational dynamics, we gathered valuable data to inform and shape the small center strategy for the upcoming fiscal year.

Collaboration with PNT Rural Coordinators

We strengthened our collaboration and communication channels with PNT Rural coordinators, which proved instrumental in enhancing our knowledge base and staying abreast of the diverse array of programs and projects across the province and beyond. Regular monthly Zoom meetings facilitated dynamic exchanges among all PNT Rural coordinators, fostering a supportive environment aimed at enhancing service delivery through mutual assistance and shared learning experiences. These interactions not only bolstered coordination efforts but also served as platforms for exchanging best practices and innovative strategies, ultimately enriching our collective approach to rural development initiatives.

Rural SaskJob Fair

On October 11, 2023, SAISIA contributed to the coordination of the Rural SaskJob Fair at the Double Tree Hotel in Regina, as part of the SK: Work, Live, and Thrive initiative. This event served as a pivotal hub for fostering collaboration among municipalities, employers, and newcomers to rural Saskatchewan. Representatives from municipalities delivered brief presentations about their towns, elucidating the benefits of relocation for newcomers. Attendees engaged directly with municipal representatives and employers, facilitating face-to-face interactions and enabling them to pose any queries they had.

Recruit, Retain, and Create a Space of Belonging Event

We supported the Humboldt Regional Newcomer Centre in hosting the "Recruit, Retain, and Create a Space of Belonging" event on March 26, 2024. Focusing on the theme of GBA+ (Gender-Based Analysis Plus), this event involved community members, colleges, and employers. It also covered valuable information on the Saskatchewan Immigrant Nominee Program (SINP) and Labour Market Impact Assessment (LMIA), which are essential pathways for economic immigrants to work in Saskatchewan, benefiting both employers and immigrant job seekers.

Temporary Foreign Workers Program Evaluation

We participated in and completed the program evaluation for the Temporary Foreign Workers (TFW) program with Habitus Collective. We organized meetings for the settlement serving organizations in Saskatchewan working on the TFW project, ensuring they had a space to discuss common challenges and trends within the province.

Immigration and Career Training Hiring Event

On June 13, 2023, SAISIA assisted the ICT (Information and Communication Technology) sector with their hiring event in Yorkton, SK. Our support helped facilitate successful interactions between job seekers and employers in the region.

Senior Engagement and Welcoming Week

During Welcoming Week, SAISIA supported the Senior Engagement event at Market Mall and contributed to the Welcoming Week Information Fair at Centre Mall in Saskatoon. These engagements were valuable opportunities to connect with and engage seniors within the community, fostering inclusivity and promoting cultural exchange. Our involvement also helped facilitate access to information and resources for newcomers, enhancing their integration and sense of belonging.

Walk for Reconciliation/Newcomer Action Group

As an active member of the Walk for Reconciliation/Newcomer Action Group, SAISIA dedicated efforts to cultivating meaningful connections between the indigenous community and newcomers, promoting understanding and collaboration.

Annual General Meetings

Throughout the year, SAISIA attended various Annual General Meetings (AGMs). These meetings provided invaluable opportunities to network with stakeholders, engage in discussions about strategic priorities, and contribute insights towards shaping future directions.

Janvi Tuteja

Saskatchewan Rural Coordinator, SAISIA



COMMUNITY ENGAGEMENT

URBAN ANGLOPHONE AND FRANCOPHONE ENGAGEMENTS

One-on-One Site Visits

SAISIA conducted comprehensive one-on-one site visits to urban settlement organizations, Local Immigration Partnerships (LIPs), and Réseau en Immigration Francophone Saskatchewan (RIF-SK). These visits fostered deeper relationships and provided valuable insights into the individual realities and challenges faced by each organization. Based on findings from these visits, SAISIA identified key areas for professional development, collaboration, and advocacy. This allowed us to tailor support and resources to meet the specific needs of urban settlement service providers.

Facilitated Meetings in Saskatoon and Regina

We facilitated meetings in Saskatoon and Regina, providing a platform for organizations to share best practices, address barriers, and discuss local initiatives. These meetings strengthened collaboration and mutual support among stakeholders within the urban community.

Coordination with RAP Service Providers

SAISIA coordinated and facilitated meetings with Resettlement Assistance Program (RAP) service providers to enhance support and services for refugees across Saskatchewan. Additionally, we provided Saskatchewan RAP centres with a space to support representatives on the National RAP Working Group, helping prepare and debrief the province's priorities.

Zone Meetings

We successfully scheduled, coordinated, and facilitated zone meetings over Zoom, ensuring comprehensive representation of various organizational levels. SAISIA led collaborative sessions between the Zone and Case Management to address miscommunication and harmonize processes. These discussions included strategies for responding to budget cuts.

Steering Committee on Refugee Employment

SAISIA contributed to the Steering Committee on Refugee Employment in Manitoba, Saskatchewan, and Alberta through the University of Manitoba. This involved addressing challenges and opportunities for refugee workforce integration and connecting researchers with Service Provider Organizations (SPOs) for further representation in Saskatchewan.

Francophone Engagement

- Parours Francophone Events - Promoted francophone services and partnership during every meeting (especially site visits.) Ensured RIF-SK had a dedicated agenda spot at meetings. Encouraged francophone participation in anglophone initiatives. Represented Saskatchewan in PNT coordinator calls for bilingual coordinators—helpful to have other province's perspectives on emerging issues, adoption of GBA plus initiatives.

Event Participation and Networking

We participated in events through partnerships and committee service, facilitating networking, addressing sector needs, and uncovering new initiatives. This engagement informed future strategies and supported professional development. We are active locally, provincially, regionally, and nationally.

Major Events and Contributions

- Forum sur l'intégration (May 3-5)
- National Small Centre Conference in Prince Edward Island: Connected with francophone colleagues across the country and facilitated a round table discussion.
- World Refugee Day (June 20): Participated in the planning committee.
- Newcomer Welcoming Week in Saskatoon: On the planning committee and hosted a booth at the information fair.
- Samosa Fest (SIA Event): Networked with frontline staff to gather experiences and trends.
- SWIS Event (August 10): Assisted with registration and the welcome table.
- 2023 PNT Summit: Served on the advisory committee and facilitated a one-day Saskatchewan summit.
- The Future is Now: Imagining the Nonprofit Sector's Relationship with Government in 2050: Participated in Imagine Canada's virtual town hall.
- Complaints Services Branch Meeting with the Advocacy Community (Nov 9)
- Building the Future: First Nations & Métis Health and Housing Forum (Nov 21 at Wanuskewin): Made excellent connections with University of Saskatchewan researchers and band members.
- Rural SaskJob Fair with CECS: Contributed to the second-year event, facilitating presentations and interactions between urban newcomers and rural employers.
- Corporate Culture Club – Value of Committees (SIA Event): Highlighted issues of partnership and event attendance among urban SPOs.
- Parours Francophone (Third Event): Engaged over 100 participants and facilitated presentations and discussions to promote francophone services.
- WeConnect – IWS Event: Explored newcomer experiences in the workplace and the role of SPOs.
- Rock Your Roots Planning Committee: Strengthened relationships with Indigenous communities.
- NAARS Evaluation Committee: Assisted in hiring a consultant and developing evaluation processes.
- PSIN Employment Working Group
- SaskLiteracy and SAISIA Conversations: Promoted digital literacy courses for SPOs.
- Mental and Emotional Wellness Group (RRLIP): Hosted a February event.
- Newcomer Action Group: Collaborated with Saskatoon SPOs and Indigenous organizations, including Reconciliation Saskatoon.



Kira Epp
Bilingual Urban Coordinator, SAISIA

COMMUNITY ENGAGEMENT

PNT SWIS ENGAGEMENTS

Virtual Site Visits

Over the reporting period, we conducted a total of 15 virtual site visits to SWIS programs. These visits were integral in identifying program-specific issues, assessing needs, and maintaining consistent engagement with SWIS providers. Our approach during these visits is solution-focused, with the aim of supporting programs by offering actionable solutions and providing ongoing support to address challenges effectively.

Meeting and Communication

SAISIA actively organized 2 to 3 meetings daily, encompassing various Working Groups and Advisory Committees. These groups included the Professional Development (PD) Advisory Group, Networking Events, and more. Additionally, we participated in school and SWIS providers' working group and advisory meetings, offering consultation and support to SWIS providers. Furthermore, we conducted meetings with non-settlement organizations to foster collaboration and offer necessary support to SWIS programs.

LANGUAGE SECTOR ENGAGEMENTS

Site Visitations

SAISIA, through the embodiment of the Language and Communications Coordinator, conducted site visits across Rural and Urban Language Service providers and colleges throughout Saskatchewan. These visits were instrumental in gaining insights into the unique needs and challenges of each provider, as well as advocating for the needs of the instructors. By engaging directly with service providers in their respective settings, we were able to better understand their operations, ask for their needs, and offer tailored support whenever possible. Additionally, these visits facilitated effective communication strategies within the community. Overall, conducting site visits was essential for enhancing collaboration, optimizing service delivery, and advocating for the instructors' needs within the language service sector of Saskatchewan.

Language Sector Calls

SAISIA conducted four Language Deck calls that were attended by IRCC representatives, all newcomers serving organizations offering language services, and regional colleges. These meetings were crucial for fostering collaboration and communication among stakeholders within the language service sector. By bringing together representatives from various organizations and regional colleges, these calls provided a platform for sharing updates, best practices, and challenges related to language services. Additionally, they facilitated coordination efforts and allowed for the alignment of strategies to better meet the linguistic needs of newcomers. Ultimately, conducting such meetings was important for promoting synergy, maximizing resources, and enhancing the quality and accessibility of language services for newcomers across the region.

PNT Language Coordinators Quarterly Meetings

SAISIA's Language and Communications Coordinator actively participates in quarterly meetings with other Language Coordinators from the PNT (Prairie and Northern Territories) regions, including MANSO (Manitoba Association of Newcomer Serving Organizations), AISAA (Alberta Association of Immigrant Serving Agencies), and AMSSA (Affiliation of Multicultural Societies and Service Agencies of BC). These meetings play a crucial role in fostering regional collaboration and enhancing language services for newcomers. Through these gatherings, the PNT Language Coordinators achieve the following objectives:

- **Sharing Notes and Updates:** Each organization stays informed and learns from the experiences of others.
- **Discussing Trends:** Information exchange enables organizations to anticipate and adapt to changes in the Language Sector.
- **Finding Solutions:** Coordinators collaborate to address common challenges arising in the language sector.
- **Sharing Best Practices:** Successful strategies are shared among regions, facilitating organizational improvement through the adoption of effective approaches.

Overall, the PNT Language Coordinator meetings provide valuable insights and resources to each organization while nurturing stronger and more collaborative relationships among the four umbrella organizations.

SOCIAL MEDIA OUTREACH ENGAGEMENTS

SAISIA's Social Media Outreach Coordinator actively engaged in various community initiatives aimed at addressing key challenges and fostering collaboration within our network. Here is a summary of SAISIA's contributions:

- **National Small Centres Conference in PEI**
 - SAISIA had the privilege of attending the National Small Centers Conference in Prince Edward Island. During the conference, We facilitated a workshop focusing on the challenges associated with virtual service delivery in rural areas. This workshop provided a platform for participants to share insights, exchange ideas, and collectively explore strategies to overcome barriers in delivering services to remote communities.
- **IRCC Advisory Council Project Meetings**
 - SAISIA actively participated in meetings related to the IRCC Advisory Council project. These meetings provided an opportunity to contribute to discussions on policy development, program evaluation, and strategic planning within the immigration and settlement sector. By actively engaging in these meetings, we ensured that our organization's perspectives were represented and that we remained informed about key developments in the field.
- **Focus Group for New ACCT Project**
 - SAISIA participated in a focus group for a new project led by the Anti-Racism and Hate Speech Online project (ACCT). The focus group aimed to address racist hate speech online and develop strategies to combat discrimination and promote inclusivity. By participating in this focus group, we contributed insights and perspectives from our organization's research initiatives, thereby helping to inform the development of effective interventions and policies in this critical area.

PNT SWIS COORDINATOR'S *Highlight of Deliverables Undertaken*

SNIPPETS FROM PNT SWIS ONLINE AND IN-PERSON EVENTS

TRAINING AND WORKSHOPS

A total of 20 training workshops were conducted, providing valuable insights, resources, and support to participants across various areas of focus. Here is a summary of the workshops held:

April 2023 - August 2023

- **Supporting Integration, Mental Health & Well-Being for Immigrant and Refugee Children and Youth:**
Ongoing sessions with an average of 45-65 participants per session
- **PNT Meeting/Update on SWIS Services for Afghan and Ukrainian Students:**
Attended by 87 participants.
- **Quarterly Enhanced SWIS Meeting:**
With an average of 74 participants per session.
- **RCMP Workshop Sessions - Unhealthy Relationships and Dating:**
Attended by 60-73 participants.

September 2023 - November 2023

- **Welcoming Week Event:**
A highlight of September was the Welcoming Week event, which opened with a 3-hour session. This gathering was a rich exchange of knowledge, bringing together PNT SWIS providers, school teachers, a university researcher, SWIS organizations, a Brock University alumni professor, and a knowledge keeper from the First Nation Indigenous who encourages students to be mindful of their Indigenous identity. Indigenous-led Talking Circles and Story as lifelong learning strategies to create understandings for truth, reconciliation, and allyship. Two newcomer students. They shared their experiences and insights on creating welcoming schools. Attended by 73 participants.
- **Mental Health Consultation Session:**
Attended by 35 participants.
- **Refugee Claimants Workshop:**
With 45 participants.
- **Enhanced SWIS Session:**
Providing in-depth training to SWIS providers.

November 2023 - March 2024

- **Trauma-Informed Training Series:**
Held from November to January.
- **Building Resilience in Trauma-Exposed Work**
- **Human Trafficking Workshop**
- **Training for new SWIS Member**
- **Cross-Cultural Training**
- **Rural and Small Centers SWIS Session**
- **Wraparound Training**
Held two sessions.
- **Quarterly IRCC PNT SWIS Meeting**
Held in the months of June, September, December, and March)

IN-PERSON EVENTS

June 2023

- **Workshop conducted in Alberta**
90 people participated. Out of 90 survey responses, 88 answered "very satisfied".

August 2023

- **Workshop conducted in Saskatchewan**
43 people participated. Out of 43 survey responses, 38 express "very satisfied."

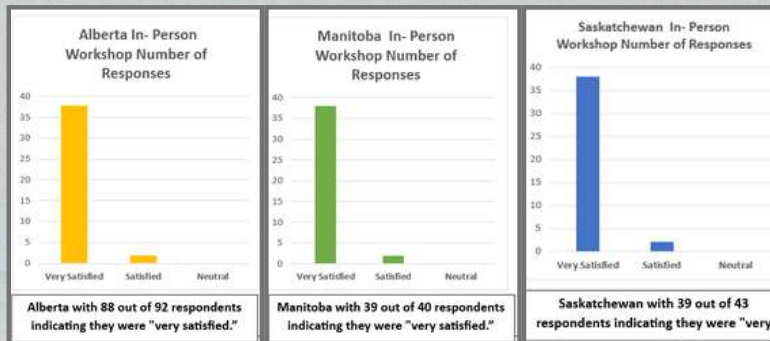
September 2023

- **Workshop conducted in Manitoba**
40 people participated. Out of 40 respondents, 39 indicated "very satisfied."



PNT SWIS COORDINATOR'S Highlight of Deliverables Undertaken

"Survey questions response: The in-person workshop evaluations were highly rated by participants".



PNT SWIS STRATEGIC WORK PLAN: THE PNT SWIS STRATEGIC WORK PLAN WAS DEVELOPED BASED ON THE CA FROM THE FUNDER.

CFP SUBMISSION: DEVELOPED AND CREATED TWO PROPOSALS FOR CFP 2025-2030.

METROPOLIS CONFERENCE: POSTER PRESENTATION PRESENTED AT THE CONFERENCE.

Success:

Engaging SWIS staff and partners- stakeholders is one of the most important factors for the PNT SWIS Coordination program's success. A typical example was the involvement of SPOs in decision-making regarding the SWIS training and workshops, networking events, etc. This was done through effective planning and by including one member from each SWIS program in the organizing events. This approach allowed each organization to express and discuss their areas of interest and to get involved in various activities.

Capacity development and planning activities for SWIS programs are taking place to achieve consistency in the delivery of SWIS programs across the PNT region. To be more specific we are focusing on and implementing best practice activities & pilots for service delivery innovation, implementing program activity models that are evidenced-based, informed by stakeholder input, and address the barriers & needs of both newcomers and communities. Clear and continued communication is another important factor in encouraging the involvement of the SWIS programs that have been implemented by the PNT SWIS Coordination.

In summary, the PNT SWIS tasks that are based on the strategic and action plan were implemented; the deliverables were completed; deadlines were met, and the required information was submitted to IRCC.

Feedback from SWIS Workers:

"Due to the effort of the PNT SWIS Coordinator..., the SWIS staff in the PNT area are some of the most well-trained and regionally engaged departments in the region and possibly across the country."

"The support and assistance we have received from the PNT SWIS have been priceless and have benefitted staff and the clients we serve. It has been extremely valuable for our organization to be a part of the SWIS PNT, as their assistance in facilitating networking and learning sessions for our team has added much value to our work. All of the delivered initiatives have significantly enhanced our knowledge and provided us with excellent tools and connections to support our youth better."

COLLABORATION & PARTNERSHIP

National Canadian Tire

the coordinator actively engaged with Canadian Tire to secure resources for newcomer families and students in Saskatchewan. This effort resulted in the provision of Welcome Boxes for Settlement Service Provider (SPO) organizations, benefiting both rural and urban SWIS providers. Additionally, advocating for winter jackets for students led to the allocation of \$3000 in gift cards, which were distributed among seven organizations in Saskatchewan, addressing the critical need for winter clothing support among students in the region.

Saskatchewan Health Region

Through the collaboration with the SHR, the PNT SWIS Coordinator provided licensed training for the SWIS through the start of mental health.

Adult Literacy Program

This support is for rural and small centers SWIS in SK. The service provider will work with the SWIS in small centers/rural to support the language of the students 18 – 21 years old.

Mental Health Support and Resource

Through this collaboration, SWIS providers can support clients in the PNT region and students who can be referred are entitled to 10 hours worth of 1-hour counseling sessions (10 x hours of therapy).

TAFFY

Collaborating with TAFFY, presenting their programs to SWIS regarding supporting children and youth Bootcamps and school subjects /homework help.

Maryam Karimi

PNT SWIS Coordinator, SAISIA





Ukraine Project and Refugee Strategy REPORT

In April 2023 SAISIA's Ukraine Project Coordinator Olga Bondarenko transitioned into a new role - Refugee Strategy Coordinator, this allowed SAISIA to build on results of Ukraine crisis response and apply those to other mass migration efforts while also continuing to work on the Ukrainian response activities. This year the focus remained on maintaining new communication channels established with government departments, SPO staff and stakeholders outside of the settlement sector.

This past year Saskatchewan started to see more refugee claimants including those migrating within Canada. Local SPOs coalitions directed more attention to researching what resources can assist these vulnerable populations in moving along their journey, including housing, social supports, legal assistance and community connections. SAISIA collaborated with Saskatoon Refugee Coalition on a new fact sheet "Refugee Claimant Supports / Services" developed for use of front-line staff and claimants.

While secondary migration remains strong within the RAP cohort (movement out of Saskatchewan), this year our province saw many new arrivals who originally settled in large urban centres in Ontario and British Columbia, and then decided to move here based on specific employment opportunities for their skillset, lower cost of living and diverse community supports. Children and youth continued to make up a significant portion of arrivals within the Ukrainian cohort (25-30%) so the engagement of SWIS and youth workers from various SPOs was essential for their integration into the schooling system.

As the federal government actively worked with provinces, territories, and settlement organizations to expand the services available to Ukrainians arriving under CUAET and their family members while in Canada, it required additional resources to support a variety of urgent initiatives in employment, housing, language learning and supports for seniors, children and youth. Additionally in the Fall of 2023 Canada announced a new permanent residency pathway for CUAET arrivals with family in Canada (open until October 2024), this would benefit many seniors who have extremely limited PR pathways otherwise.

At the time of report an estimated 7,400 Ukrainians have arrived in Saskatchewan under CUAET.

As a provincial umbrella SAISIA contributed to numerous coordinator table meetings with other settlement and integration sector umbrellas from across Canada: AAISA, AMSSA, ANC, CASI, IRSAPCI, MANSO, TNO/OCASI, NBMC, SIARI, YMCA.

In 2023-24 SAISIA distributed gift card and voucher donations among settlement service provider organizations that were received from national donors by Operation Ukraine Safe Haven. These donors included Canadian Tire, Mark's, Sportchek, Loblaws, Starbucks, Tim Hortons and Flair Airlines. Donations allowed front-line staff in SPOs to support individuals in need and make them feel welcome in their new communities. They were used to purchase food, clothing, footwear, household items and essentials for children as many evacuated with no preparation and no connections in Canada. Flair Airlines vouchers allowed several families and individuals to fly to Saskatchewan for free from Ontario. This was especially relevant in February and March 2024 during the largest surge in arrivals in ports of entry (Vancouver, Calgary and Toronto) due to the deadline for arrival to Canada under the CUAET program.

SAISIA contributed to sharing of best practices through webinars and small group sessions, researched and supplied materials for process improvements within agencies, for example with translating materials. Monthly Saskatchewan-Ukraine Response meetings that were hosted by SAISIA allowed agency staff bring up pressing issues straight to various government departments. A monthly engagement of Saskatchewan's four RAP provider agencies continues to help tackle unique challenges in this area, such as coordination of mass arrivals, delays in document processing for health coverage, finding housing for refugees, etc.

We brought in representatives from outside of the settlement sector into meetings and some became regular contributors to the settlement discussion, such as municipalities, Service Canada, the libraries. Our new partners helped us spread latest information directly from the source and dispel myths about newcomers and immigration.

SAISIA is grateful for two years of IRCC funding to support dedicated coordination for the mass migration activities that the newcomer-serving sector supported in 2022-24.

Olga Bondarenko
Refugee Strategy Coordinator, SAISIA

CONFERENCES & *Professional development*

In the fiscal year 2024-2025, SAISIA (Saskatchewan Association of Immigrant Settlement and Integration Agencies) demonstrated its unwavering commitment to fostering professional growth and enhancing the expertise of our members through an array of conferences and professional development opportunities. This year was marked by significant engagement, innovation, and collaboration within the sector, aimed at improving the quality and efficacy of services provided to newcomers in Saskatchewan.



NATIONAL SMALL CENTRE GATHERING: SMALL CENTRES, BIG IMPACT

The National Small Centre Gathering was held in Prince Edward Island from May 30 to June 1, 2023, through collaborative efforts with various umbrella organizations and settlement service providers from across Canada. This conference served as a crucial forum for rural settlement-serving organizations to convene, exchange insights, and glean knowledge from one another.

At this gathering, the Rural Coordinator assumed the role of emcee, orchestrating the event's proceedings while also advocating for the participation of provincially funded SPOs and Local Immigration Partnerships (LIPs). The coordinators active involvement extended beyond the emcee role as she contributed significantly to the conference's planning process. This included membership on the Advisory Committee and participation in working groups focused on critical areas:

- The National Small Centres Plenary Working Group
- The National Small Centres Presenters Working Group
- The Outreach and Promotion Working Group

By engaging in these capacities, the SK Rural Coordinator played a pivotal role in shaping the conference agenda, ensuring its relevance to the diverse needs of rural settlement organizations nationwide.

SASKATCHEWAN SMALL CENTRE GATHERING

Took place at the Dakota Dunes Resort in Whitecap SK, on December 11, 2024. The primary objective of this Gathering is to cultivate collaboration among organizations situated in small centres across the province. Beyond that, the event serves as a valuable platform for the SAISIA to spotlight the commendable contributions of the rural settlement sector toward the advancement of the newcomer sector in Saskatchewan.

A total of 60 participants were in attendance including the Rural settlement service providing organizations, Local Immigration Partnership, Regional colleges, IRCC and Province of Saskatchewan representatives. This gathering stands as a testament to the commitment and collective efforts aimed at fostering synergy and showcasing the pivotal role of small centres in shaping the newcomer experience in the province.

CONFERENCES & Professional development

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26TH METROPOLIS CANADA CONFERENCE

SAISIA's dedicated coordinators were present at this pivotal event, where discussions revolved around the challenges and opportunities inherent in Canada's evolving immigration landscape. Amidst these deliberations, Canada emerged as a beacon of hope and opportunity for migrants seeking refuge and a new beginning.

PATHWAYS TO PROSPERITY CONFERENCE

During the Peer-to-Peer (P2P) conference held in Montreal from November 19th to 23rd, 2023, SAISIA's Research Coordinator played a pivotal role by co-delivering a presentation focused on the inaugural phase of the Gender-Based Analysis Plus (GBA Plus) project. The session provided a platform for each umbrella organization to delve into the readiness levels of their respective institutions regarding the implementation of GBA Plus.

PROFESSIONAL DEVELOPMENT AND TRAINING DELIVERED:

- Grant Writing Workshop with Wendy Plandowski
- Microsoft TEAMS Training for SAISIA Staff with Olga Bondarenko
- Working with Trauma Affected ESL Learners with Norquest
- ESL Assessment Professional development with Norquest
- Vicarious Trauma: From Risk to Resilience with Aurora Family Centre
- Dyslexia in the EAL Classroom with Jessica Leslie
- Advocacy Training for SAISIA Staff with ISS of BC
- Session 1: How to teach digital literacy training with Palliser Regional Library
- Session 2: How to teach digital literacy training with Palliser Regional Library
- SEE PNT SWIS Section for more information
- 94 Calls to Action for SAISIA Staff
- Training for instructor on teaching digital literacy to Literacy clients with ISS of BC
- Learn About Grants: Grant Writing Workshop with City of Saskatoon Grant Consultant

This presentation was significant as it facilitated an in-depth examination of the preparedness of each organization within the SAISIA network to incorporate GBA plus principles into their policies, programs, and practices. Through collaborative dialogue and knowledge sharing, attendees gained insights into the unique challenges and opportunities associated with integrating a gender and diversity lens into their work.

By sharing experiences, best practices, and lessons learned, participants were empowered to enhance their organizational capacities and contribute to more equitable and inclusive outcomes for newcomers across Saskatchewan.

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PROFESSIONAL DEVELOPMENT ATTENDED:

- Non-profit Promotion Tips & Tools by Decoda Literacy
- Coaching with Tim Merry Session 2
- Coaching with Tim Merry Session 3
- Settlement information in a group chat: Turning the smartphone into a powerful tool for integration by IRMHP
- Corporate Club: Investing in Diverse employees by SIA
- Impact Summit 2023: LinkedIn for Non-profits
- Intersectionality between Newcomer and Indigenous Peoples
- Culture is Healing: Exploring Root Causes of Indigenous Health by Department of Family Medicine with a cross appointment to the School of Epidemiology and Public Health
- RNIP for Employers Webinar
- Safer Spacer Webinar with Elder Sid Fiddler
- Land acknowledgement webinar by SK Library Association
- GBA Plus Online Training by Government of Canada
- L'intégration et l'épanouissement des personnes réfugiées dans les communautés francophones et acadiennes
- Project Design & Implementation two-day workshop by SCIC
- Treaty Learning Journey: Why and How the Treaties Were Negotiated
- Strategies for Welcoming, Integrating, and Engaging Newcomers by SUMA
- Discovering the Richness of Métis Culture and Storytelling
- Human Rights Advocacy Training by John Humphrey Centre for Peace and Human Rights
- Metropolis Francophonie Mondiale
- Research Matters event: Small Cities, Big Impact on Immigrant Economic Integration in Canada
- Connecting newcomers online: How can AI help? by CERC in Migration and Integration
- Tobacco Teachings by Reconciliation Saskatoon
- Case for Equitable Access to Mental Health for Asian Canadians by ACCT
- Discovering the Richness of Métis Culture and Storytelling by SIA
- Mental Health System Navigation and Support Mechanisms for Newcomers by AAISA
- Online Teaching Essentials Short Course Type by Certificate in University Teaching and Learning (CUTL) Connections
- Took 15-hour, 4-module training course developed by ACCT on how to recognize and address anti-Asian racism in Canada.
- Took the 8-hour "train the trainer" course on how to deliver the above training in the SK settlement sector on behalf of ACCT Foundation. This means that SAISIA can now offer this course to our members on behalf of ACCT Foundation.

See PNT SWIS Section for more PD and training delivered by SAISIA

GBA PLUS

GENDER-BASED ANALYSIS PLUS

Highlights of Activities



Organized PD for SAISIA staff. The training was on how to conduct advocacy on behalf of the sector and was led by Chris Friesen with Immigrant Social Services of BC.

Attended the kickoff meeting for the GBA Plus National Capacity project, where participants met for the first time and received training on integrating the Collective Impact Model into anti-racism and equity work.

Developed and delivered a webinar and slideshow presentation on What is GBA Plus? To help our members as they headed into the CFP drafting period.

Developed and circulated a GBA Plus Checklist for members to use as a resource to assess both their internal level of GBA Plus readiness as well as future priorities as they drafted proposals for CFP.

Coordinated the application process for 2 Saskatchewan-based SPOs (Humboldt Regional Newcomer Center and Southeast Advocates for Employment) to receive 25k of funding to advance equity and GBA Plus in their organizations. SAISIA is now working with these SPOs to test out tools to help them advance GBA Plus in both internal policies and services for clients.

Facilitated a workshop at National Small Centre Gathering where participants discussed challenges and solutions for virtual service delivery in rural areas, highlighting the need for better device access in SPO gateway areas.

Conducted and compiled interviews with SAISIA board members and staff to assess their current knowledge of how GBA Plus is used at SAISIA and to gather recommendations on advancing GBA Plus within our policies, training, and projects.

Developed an ongoing tools for the newcomer-serving sector to advance GBA Plus, including training on anti-racism policies, team-building activities, tip sheets for working with individuals with disabilities, and a video featuring Indigenous Knowledge Keepers on anti-racism and partnerships.

Delivered a presentation on "What is GBA Plus?" at the annual SAISIA Small Centers Gathering and facilitated a feedback activity for rural SPOs to share best practices and challenges in advancing equity in small centers and rural areas.

Coordinated funding applications for 3 Saskatchewan-based LIPs (Swift Current, Yorkton, Humboldt) to host Diversity Events. Connecting Grids discussed anti-racism, equity, and the SINP/LMIA programs with local employers; East Central Saskatchewan Immigration Partnership focused on newcomer employment best practices with a major local employer and accessibility with SaskAbilities; Southwest Saskatchewan Immigration Partnership Current educated community leaders on anti-racism and diversity.

Attended the Diversity Event in Humboldt and delivered a presentation on GBA Plus and facilitated breakout discussions on best practices in implementing an anti-racist perspective in rural workplaces.

Amber Parker

Research Coordinator, SAISIA

NEWSLETTERS, WEBSITE AND TOOL DEVELOPMENT

communication

NEWSLETTERS, WEBSITE AND TOOL DEVELOPMENT.

communication

The Saskatchewan Association of Immigrant Settlement and Integration Agencies (SAISIA) is committed to enhancing its communication strategies to better serve its members and the broader community. This report provides an overview of SAISIA's current communications initiatives, including newsletters, website maintenance, toolkit and resources development, and social media campaigns.

SOCIAL MEDIA

SAISIA leverages social media platforms to connect with a wider audience, raise awareness, and promote its initiatives, by regularly posting on platforms such as Facebook, X, LinkedIn, Instagram, SAISIA ensures continuous engagement with its followers.

KEY ACTIVITIES

- Disseminating news and updates
- Advertising events and training opportunities
- Showcasing success stories and member accomplishments
- Interacting with audience through comments and messages

OBJECTIVES

- Enhance brand visibility and recognition
- Strengthen community engagement and support
- Increase traffic to the SAISIA website and associated resources

To measure the effectiveness of our social media efforts, SAISIA tracks:

- Follower Growth and Engagement Rates
- Post Reach and Impressions
- Social Media Referrals to the Website

NEWSLETTERS:

SAISIA produces a regular bi-weekly newsletter and monthly rural newsletter aimed at keeping its members and stakeholders informed about the latest developments, events, and opportunities in the immigrant settlement and integration sector. The newsletter includes:

- IRCC updates
- SAISIA Updates
- News from member agencies
- Upcoming training sessions and workshops
- Success stories and Best practices
- Surveys
- Funding opportunities and Grants
- Community events
- Ongoing research studies
- Noteworthy Rural News and Emerging Rural Trends

The objectives behind is to enhance engagement with members and stakeholders and to provide timely and relevant information, and most of all, to promote collaboration and foster community of knowledge sharing.

TOOLKIT AND RESOURCES DEVELOPMENT:

Over the past year, SAISIA's commitment to creating extensive toolkits and resources has grown even stronger. These resources are meticulously designed to offer practical guidance, enhance service delivery, and address the diverse needs of the sector.

KEY RESOURCES

- Language Resources
- Resources to Support Ukrainians
- Funding/Grant Resources
- GBA Plus Resources
- Refugee Claimant Guide Resources
- Social Media Management Resources
- Saskatchewan Government Directory
- 2SLGBTQIA+ Resources
- Gender-Based Violence Resources
- Best Practices Across Settlement Sector

Listed above are few of the many resources that SAISIA compiled throughout the year. SAISIA aims to equip agencies with valuable tools and knowledge, promote consistency practices and high-quality service delivery, and to address emerging needs and challenges in Saskatchewan settlement sector.

WEBSITE DEVELOPMENT AND MAINTENANCE:

SAISIA's website serves as a central hub for information and resources related to immigrant settlement and integration. Regular maintenance ensures the site remains up-to-date, user-friendly, and secure.

KEY ACTIVITIES

- Updating content regularly (news, events, resources)
- Ensuring website security and performance
- Improving user-experience and navigation
- Integrating new features and functionalities as needed

SAISIA's website aims to ensure information and resources are easily accessible to users, improve online visibility and user engagement, and effectively support the operational needs of member agencies. We measure success of our website by tracking website traffic and user engagement, bounce rates and session duration, and feedback from users.

Gelrene Sanfuego
Language and Communications
Coordinator, SAISIA





Excellence in Settlement and Integration Services in Saskatchewan

SAISIA is delighted to unveil our revamped website, designed to enhance user experience and offer exclusive benefits to our esteemed members. This comprehensive upgrade features a modern aesthetic, intuitive navigation, and a secure members-only login area, providing access to exclusive content tailored to our members' needs.

KEY FEATURES OF THE NEW WEBSITE

MODERN DESIGN:

The website boasts a contemporary design, ensuring a seamless browsing experience for visitors seeking information about immigrant settlement and integration services in Saskatchewan.

MEMBER EXCLUSIVE LOG-IN:

Our new website incorporates a secure members-only login area, granting authorized members access to exclusive resources, tools, and content tailored to their specific needs and interests. This feature ensures that members can access valuable information and updates not available to the general public.

EXCLUSIVE CONTENT:

Within the members-only area, users can access an array of exclusive content, including:

- Resource libraries containing documents, toolkits, and guides relevant to immigrant settlement and integration services.
- Professional development opportunities such as training materials, webinars, and workshops aimed at enhancing members' skills and knowledge.
- Updates on policy changes, funding opportunities, and industry news impacting immigrant settlement agencies in Saskatchewan.

ACCESS TO EXCLUSIVE RESOURCES:

SAISIA now offers a platform for anonymous question and feedback submission to IRCC and the Government of Saskatchewan, providing members with a confidential channel to address inquiries or concerns.

PROFESSIONAL DEVELOPMENT HUB:

Members are now able to register for professional development sessions, workshops, and training through the SAISIA website. Additionally, SAISIA has made previous professional development videos available for members to rewatch.

NEWSLETTER ARCHIVE

Members can now access past editions of SAISIA's newsletters to stay informed about previous updates and activities.

FOUNDATION *and* CAPACITY BUILDING

The Saskatchewan Association of Immigrant Settlement and Integration Agencies (SAISIA) has undertaken a comprehensive review and revision of its internal policies. This process aims to enhance organizational governance, ensure compliance with current legal standards, and foster a safe, respectful, and ethical workplace environment. The key policies under revision include the Employee Code of Conduct, the Board of Directors Code of Conduct, the Harassment Prevention Policy, and Human Resources Management: Policies and Procedures.



The Employee Code of Conduct outlines the ethical standards and expectations for all employees within SAISIA. The revisions focus on the following areas:

- Commitment to SAISIA's Mission
- Integrity and Honesty
- Non-Discrimination
- Respectful Behavior
- Confidentiality
- Responsible Use of Resources
- Compliance with Laws and Regulations
- Accountability
- Social Media and Communication
- Reporting Violations

The Board of Directors Code of Conduct establishes the ethical framework for board members. The revisions emphasize:

- Duty of Loyalty
- Duty of Care
- Respectful Behavior
- Non-Discrimination
- Confidentiality
- Organizational Operations
- Transparency
- Accountability
- Conflict of Interest



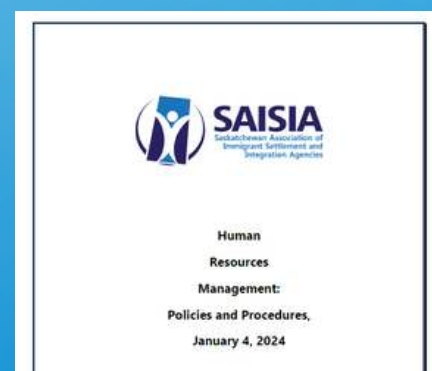
SAISIA is pleased to announce the implementation of a new Harassment Prevention Policy. This policy was developed under the leadership of the interim Executive Director, Bob Cram, that is designed to create a safe, respectful, and inclusive work environment for all employees. It underscores SAISIA's commitment to preventing harassment of any form, including but not limited to sexual harassment, bullying, and discrimination based on race, gender, or other protected characteristics. The key components included are:

- Definition of Harassment
- What is Not Harassment
- Employer's Commitment
- Taking Action to Stop and Prevent Harassment
- Third-Party Harassers
- Complaints Procedure

SAISIA has recently revised its Human Resources Management: Policies and Procedures to better support our staff and align with our organizational values. Key updates include:

- **Harassment Complaints**
 - The policy now clarifies that the Executive Director can also make harassment complaints.
- **Statutory Holiday**
 - Inclusion of the National Day for Truth & Reconciliation as a statutory holiday.
- **Eligibility Dates for Benefits**
 - Adjustments to sections 4.2.2 and 4.2.7 to correct an unintended consequence from a previous revision, restoring the original dates for RSP benefit and sick day eligibility.

These updates ensure clarity, inclusivity, and alignment with our commitment to a respectful and supportive workplace.

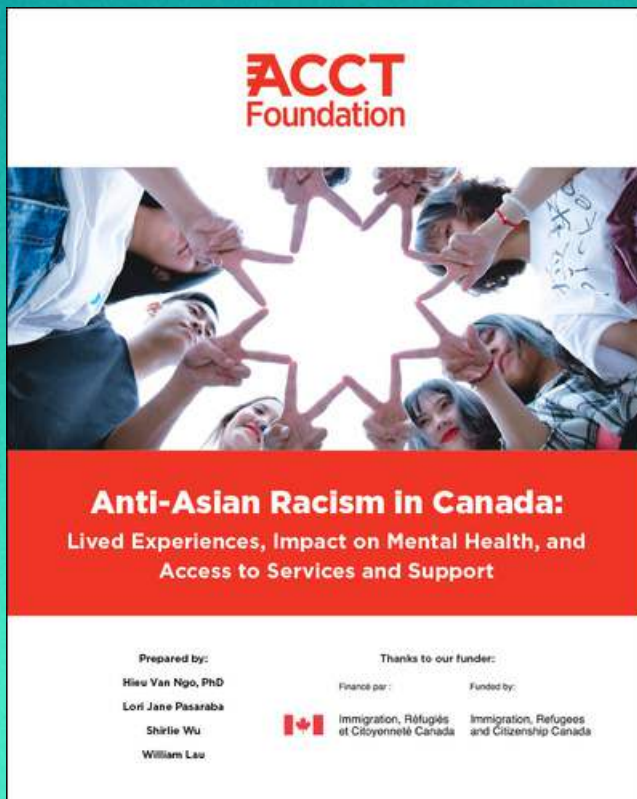


RESEARCH

SAISIA staff have provided invaluable assistance to multiple research projects, demonstrating their commitment to advancing knowledge and promoting equity.

ACTION! CHINESE CANADIANS TOGETHER FOUNDATION

SAISIA's Research Coordinator contributed her expertise as an Advisory Council member during the "Anti-Asian Racism in Canada" project led by the Action Chinese Canadians Together Foundation. Additionally, she actively participated in the focus group discussions addressing racism and hate speech online targeting Asian Canadians.



IMPROVING EMPLOYMENT OUTCOMES FOR FORMER REFUGEES IN MANITOBA, SASKATCHEWAN AND ALBERTA

SAISIA, through its Saskatchewan Rural Coordinator, is actively involved in the Prairie Northern Territories (PNT) Research study led by the University of Winnipeg. This study covers Manitoba, Saskatchewan, and Alberta, focusing on rural communities.

SAISIA's Rural Coordinator has recruited participants from rural areas in Saskatchewan for hour-long interviews to gather valuable insights. Each interviewee receives a \$25 honorarium as a token of appreciation for their participation. Through these efforts, SAISIA contributes to understanding and improving rural communities across the Prairie Northern Territories.

PNT UMBRELLA RESEARCH ADVISORY COMMITTEE

The Rural Coordinator from SAISIA played a significant role as an active member of the PNT Research Advisory Committee. This committee regularly convenes to discuss and deliberate on various aspects of ongoing research projects.

In these meetings, the Rural Coordinator contributes valuable insights and perspectives, particularly concerning rural communities in Saskatchewan. Their participation ensures that the specific needs and challenges of these communities are adequately represented and addressed in the research.

Additionally, the committee explores potential collaborative opportunities, identifying ways to enhance the scope and impact of the research. Through this collaborative approach, the Rural Coordinator helps to foster partnerships and initiatives that can further benefit rural populations across Manitoba, Saskatchewan, and Alberta.



The Global and Mail
Saskatchewan Literacy Network
Portage La Prairie Local
Immigration Partnership
The Conference Board of
Canada

MOSAIC: Settlement and
Employment Services for
Newcomers
Immigrant Services Society of
BC
Immigrant Services Association
of Nova Scotia
Norquest College

Reconciliation Saskatoon
Saskatchewan African Canadian
Heritage Museum
Black Women in Action
Employment & Economic
Inclusion Working Group with
Prairie Skies Integration

City of Saskatoon
National Canadian Tire
Saskatchewan Health Region
Truly Alive Youth and Family
Foundation

Adult Literacy Program
Mental Health Support and
Resource
Saskatoon Refugee Coalition
University of Saskatchewan
Canadian Network for Survivors
of Torture & Trauma

Aurora Family Centre
Saskatoon Police Services
Action! Chinese Canadians
Together Foundation
Palliser Regional Library

PARTNERSHIPS

through the year

SAISIA MEMBERS

2023-2024



SAISIA members, staff, and volunteers provide high-quality, client-focused services throughout the entire settlement process. Their efforts ensure that all newcomers are welcomed and supported, promoting timely settlement, adaptation, and integration into the social fabric of Saskatchewan communities.

FULL MEMBERS

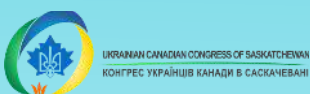
- Assemblée communautaire fransaskoise Inc (ACF)
- Service d'accueil et d'inclusion francophone - SK (SAIF-SK)
- Battleford Immigration Resource Centre
- Global Gathering Place
- Humboldt Regional Newcomer Centre
- International Women of Saskatoon
- Moose Jaw Multicultural Council
- North West College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

ASSOCIATE MEMBERS

- Carlton Trail College
- Saskatoon Industry Education Council
- TESL Saskatchewan

FRIENDS OF SAISIA

- Saskatchewan History & Folklore Society
- Southeast College
- Together We Can Professional Consulting
- University of Regina
- Rooted Connections Regina
- Northeast Newcomer Services
- Great Plains College



SAISIA MEMBERS

2023-2024



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

Financial Statements

For the Year Ended March 31, 2024

INDEPENDENT AUDITOR'S REPORT

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

Opinion

We have audited the financial statements of Saskatchewan Association of Immigrant Settlement and Integration Agencies (the "Association"), which comprise the statement of financial position as at March 31, 2024, 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, 2024, 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)

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 4, 2024**



SASKATCHEWAN ASSOCIATION OF IMMIGRANT SETTLEMENT AND INTEGRATION AGENCIES

Statement of Financial Position

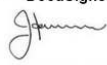
As at March 31, 2024

	2024	2023
ASSETS		
CURRENT		
Cash	\$ 281,823	\$ 334,338
Accounts receivable (Note 4)	13,010	29,318
Prepaid expenses	7,769	7,651
	302,602	371,307
TANGIBLE CAPITAL ASSETS (Note 5)	3,490	5,813
	\$ 306,092	\$ 377,120
LIABILITIES		
CURRENT		
Accounts payable and accrued liabilities (Note 6)	\$ 122,465	\$ 233,462
Deferred contributions and revenue (Note 7)	5,313	8,313
	127,778	241,775
NET ASSETS	178,314	135,345
	\$ 306,092	\$ 377,120

APPROVED ON BEHALF OF THE BOARD

DocuSigned by:

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 Director

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 Director

See notes to the financial statements

SASKATCHEWAN ASSOCIATION OF IMMIGRANT SETTLEMENT AND INTEGRATION AGENCIES

Statement of Operations

For the Year Ended March 31, 2024

	2024	2023
REVENUE		
Federal grants	\$ 885,898	\$ 1,289,762
Provincial grants	-	4,725
Memberships	10,238	10,650
Other grants	27,004	49,275
	923,140	1,354,412
EXPENSES		
Advertising and promotion	8,006	4,136
Amortization	3,529	2,205
Annual general meeting	1,151	7,229
Bank charges	504	503
Conferences and workshops	12,767	245,806
Insurance	2,586	2,435
Licenses and memberships	790	2,499
Meetings and travel	36,898	332,468
Office	21,414	20,082
Professional and consulting fees	141,458	82,718
Project expenses	59,201	26,452
Rent	76,268	69,683
Repairs and maintenance	1,301	228
Wages and benefits	514,298	482,034
	880,171	1,278,478
EXCESS OF REVENUE OVER EXPENSES FOR THE YEAR	\$ 42,969	\$ 75,934

See notes to the financial statements

SASKATCHEWAN ASSOCIATION OF IMMIGRANT SETTLEMENT AND INTEGRATION AGENCIES

Statement of Changes in Net Assets

For the Year Ended March 31, 2024

	2024	2023
NET ASSETS - BEGINNING OF YEAR	\$ 135,345	\$ 59,411
Excess of revenue over expenses	42,969	75,934
NET ASSETS - END OF YEAR	\$ 178,314	\$ 135,345

See notes to the financial statements

SASKATCHEWAN ASSOCIATION OF IMMIGRANT SETTLEMENT AND INTEGRATION AGENCIES

Statement of Cash Flows

For the Year Ended March 31, 2024

	2024	2023
OPERATING ACTIVITIES		
Excess of revenue over expenses for the year	\$ 42,969	\$ 75,934
Item not affecting cash:		
Amortization of tangible capital assets	3,529	2,205
	46,498	78,139
Changes in non-cash working capital:		
Accounts receivable	16,308	(21,255)
Prepaid expenses	(118)	(1,265)
Accounts payable and accrued liabilities	(110,997)	141,710
Deferred contributions and revenue	(3,000)	8,313
	(97,807)	127,503
Cash flow from (used by) operating activities	(51,309)	205,642
INVESTING ACTIVITY		
Purchase of tangible capital assets	(1,206)	(8,018)
INCREASE (DECREASE) IN CASH AND CASH EQUIVALENTS	(52,515)	197,624
CASH AND CASH EQUIVALENTS - BEGINNING OF YEAR	334,338	136,714
CASH AND CASH EQUIVALENTS - END OF YEAR	\$ 281,823	\$ 334,338
CASH AND CASH EQUIVALENTS CONSIST OF:		
Cash	\$ 281,823	\$ 334,338

See notes to the financial statements

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.
-

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 and 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.

Contributions for the purchase of tangible capital assets are recognized on the same basis as the amortization for the assets acquired.

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.

(continues)

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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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 95.97% (2023 - 95.58%) of its funding from government sources, of which 100% (2023 - 99.63%) 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:

	2024	2023
Trade receivables	\$ 5,432	\$ 12,319
GST receivable	7,578	16,999
	\$ 13,010	\$ 29,318

SASKATCHEWAN ASSOCIATION OF IMMIGRANT SETTLEMENT AND INTEGRATION AGENCIES

Notes to the Financial Statements

For the Year Ended March 31, 2024

5. TANGIBLE CAPITAL ASSETS

	Cost	Accumulated amortization	2024 Net book value	2023 Net book value
Computer equipment	\$ 9,224	\$ 5,734	\$ 3,490	\$ 5,813

6. ACCOUNTS PAYABLE AND ACCRUED LIABILITIES

	2024	2023
Trade payables	\$ 93,008	\$ 27,726
Accrued payables	3,500	3,500
Visa payable	8,175	9,231
Accrued vacation	15,186	17,014
RSP payable	2,596	2,432
IRCC funding repayable	-	173,559
	\$ 122,465	\$ 233,462

SASKATCHEWAN ASSOCIATION OF IMMIGRANT SETTLEMENT AND INTEGRATION AGENCIES

Notes to the Financial Statements

For the Year Ended March 31, 2024

7. 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.

In accordance with Section 4410 *Contributions – revenue recognition*, deferred contributions for the purchase of tangible capital assets are recognized on the same basis as the amortization of the assets acquired.

	2024	2023
Opening balance, April 1	\$ 8,313	\$ -
<i>Contributions and revenue received during the year:</i>		
Immigration, Refugees and Citizenship Canada	792,433	1,458,462
Enhancing National Sector Gender-based Analysis Plus (GBA+) Capacity	91,760	-
Ryerson University grant	19,071	43,193
Association of Cooperative Counselling Therapists of Canada	5,432	5,482
Enhancing National Sector Gender-based Analysis Plus (GBA+) Capacity capital contributions	1,206	-
Immigration, Refugees and Citizenship Canada capital contributions	-	8,018
Human Rights Internet's small grant	-	2,500
CanSask job grant	-	4,725
Canada Summer Jobs grant	-	2,653
Miscellaneous	-	600
<i>Less:</i>		
Amounts recognized as Federal grants	(882,369)	(1,287,557)
Amounts recognized as Other grants	(27,004)	(49,275)
Amounts recognized for capital contributions	(3,529)	(2,205)
Amounts recognized as Provincial grants	-	(4,725)
Funding repayable to Immigration, Refugees and Citizenship Canada	-	(173,558)
Ending balance, March 31	\$ 5,313	\$ 8,313

8. BUILDING LEASE

The Association is committed under a lease agreement for its premises at 407 Ludlow Street, Saskatoon, Saskatchewan and 638 9th Street, Humboldt, Saskatchewan. The lease agreement for 407 Ludlow expires on May 31, 2026, while the 638 9th Street lease expires March 31, 2025. The leases require minimum annual payments including estimated occupancy costs and are as follows:

Year ending March 31:		
2025	\$	79,643
2026		75,342
2027		12,557
	\$	167,542

9. 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.



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

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

104-407 Ludlow Street
Saskatoon, SK S7S 1P3

+1 (306) 651-4390
info@saisia.ca

Financé par :

Funded by:



Immigration, Réfugiés
et Citoyenneté Canada

Immigration, Refugees
and Citizenship Canada