

2015-2016 Annual Report

President's Message

This year has been exceptionally challenging as we pursued our Mission. MJMC staff and volunteers have worked diligently to welcome and integrate refugees. The sharp increase in newcomers has moved us into high gear as we find more things to do at a quicker pace. With this comes the need to ensure we don't let ourselves get burned-out or heading down the wrong path.

Without question we are driven to be empathetic to the plight of refugees. This can be motivating and if taken too far, exhausting. In this sense it is vital that we understand and appreciate the effects of empathy. Empathy alone will not send us on the critical path to find good solutions. We need to ask ourselves, if we only get to empathy, will it help? So empathy cannot be the sole reason for our actions. Simply mirroring the angst of refugees is counter-productive.

It is understood empathy dissolves indifference. However, we need to put these thoughts into action. It is our compassion that is the essence of humanity. It is also recognized these actions bring hardship to people today for perceived future benefit. So being empathic alone would favor the comfort and well-being of individuals today and not necessarily what needs to be done to ensure success for tomorrow. So welcoming and integrating refugees entails choosing a counter-empathetic analysis and into a more reasoned approach based on justice.

The application of knowledge and skills are critical to our success. They are the foundation of good judgment and decision making. Settlement services is not about preserving the status quo, walking in someone else's shoes or feeling sorry for others. It's about avoiding excessive sympathetic deliberations in the readiness to sacrifice today's good for tomorrow's greater good. Being empathetic is a good start as it motivates us to provide meaningful opportunity for newcomers to integrate into our community. Moving past empathy we must take action towards the future benefit of Canada. This entails embracing how newcomers will reshape this country into a more dynamic culture. History has shown that each set of immigrants lays a progressive foundation. The trick is to be open-minded so that we can learn from each other as we work together for the ongoing social and economic well-being of Canada.

The virtue of justice has little to do with empathy, it is not about setting a precedent of "anything goes". It rests on the application of competence, honesty, professionalism, and respect. Justice is about setting boundaries focused on sound reasoning, fairness and the well-being of all concerned. Justice is not only a Canadian virtue, it is universal in mankind. We acknowledge that the life of a citizen in our neighborhood is worth as much as the life of someone in a foreign country, even if our emotions pull us in a different direction. In short, compassionate action is what is important in life. We're all in it together and we must ensure that an attitude of indifference does not set in. We sometimes need to suppress our feelings of empathy and focus on the practical work of assisting those in need. People who practice professions that are based on assisting others experience burnout if they do not learn how to keep empathy in check.



Justice must instill the desire to add to the opportunity and happiness of newcomers, though not by the imperative of feeling empathetic in order to uphold self-esteem or other emotional evaluations. Justice starts with unconditional acceptance and the potential all people have for contributing to the good of the community and Canada as a whole while ignoring everything else. This doesn't mean we should convince ourselves that all people are inherently good. We just need to provide the opportunity for newcomers to become or provide good without bringing into play the evil acts or not so good situations that they came from. This requires much more than empathy.

This leads to the significance of professional development of our staff and volunteers. Without competency (i.e. knowledge, skills and the ability to apply sound judgment / decision making) we could find ourselves ill prepared. They need to gain the wisdom by attending educational events and experiencing the examples of best practice by like minded organizations. This will ensure that we truly assist newcomers in finding opportunity in Canada, not through sympathy but rather compassion and goodwill routed in justice. Refugees and other newcomers do not need us to be their keepers, moms or their friends. They need us to be objective, calm, professional and competent so that they can feel secure and find opportunity. Doing things right, is different than doing the right things. In this vein I fully support our staff and volunteers in getting out there and learning by all means available.

We need not concern ourselves too much with why and how newcomers got to our backyard but rather what are we going to do to welcome and integrate them as well as ourselves into a changing environment. Integration means change for all people in the community, it's not one sided. It is the practical solutions and actions to our current reality that will ensure the virtue of justice is realized through understanding and kindness.

I don't believe providing opportunity and a route to integration is possible to attain in isolation. How can anyone truly settle-in while others around them suffer? So it really is about the whole community. If we can truly provide newcomers with a safe and secure environment and opportunities to make this place like home, they will be grateful. Newcomers will respond with love and respect for this country and return the good-will to others in the community. Simply put, our future depends on how we accommodate the newcomers. After all this is what our mission at MJMC is all about.

Finally and without question, our success this year would not have been possible without the leadership and assistance from the community. This annual report highlights our partners and community involvement alongside the programs and services provided in achieving our mission. An extended thank you to all who have assisted MJMC in achieving its mission. Without their competent and continued support our services would be diminished.



Our Objectives

- (1) To provide direct settlement, adaptation and integration services to newcomers in Moose Jaw and area
- (2) To discourage racial and cultural discrimination by encouraging an understanding of and an appreciation of our cultural diversity
- (3) To act as a forum from which newcomers' issues and concerns can be collectively raised
- (4) To promote awareness and understanding between the newcomer to Canada and the community
- (5) To promote and to encourage the retention of language and culture as essential components of Multiculturalism
- (6) To act as a consultant for cultural and ethnic groups or any other groups with an interest in ethnic and cultural matters
- (7) To promote co-operation and mutual understanding amongst Canadians

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Executive Director's Message

This past year can definitely be written in the history books; both literally and figuratively. We have grown tremendously not only in size but in ability and skill and most importantly grown together as a team of professionals that truly possess a level of commitment, passion, and dedication that I am so very proud of.

2015/2016 brought MJMC's work in the community to the forefront and tested our abilities as a settlement agency when the Federal Government announced that 25,000 Syrian Refugees would be coming to Canada in a very short period of time. While the work we knew we would be doing would be nothing new to us we would still ask the question; What did this mean for MJMC and our community? We were uncertain of many details right up until our newest neighbors started to arrive but that did not stop the planning, that did not stop the entire community coming together to support us in what we all knew was going to be a very busy and challenging time. Through this initiative we were able to settle 106 Syrian refugees over the period of 52 days. We also welcomed, settled, and served 33 refugees from other countries across the world throughout the year and served well over 900 unique clients in different capacities through our various programs which are highlighted here in this annual report.

As I sit back and reflect on the last year I can not express enough how amazing the community of Moose Jaw is, our partners, and most importantly how amazing our team here at MJMC is and to realize just what it took to get us through the busiest, most hectic, and most rewarding 5 months that I've seen in the last 9 years with this organization. As I had mentioned before the level of commitment and passion that our staff and community partners have are the #1 contributors to our success. Its because of them that we can celebrate achievements such as being the first Resettlement Community in Canada to have all of the Syrian Refugees moved into Permanent Accommodations, successes that you will see throughout this report, and success in training new staff in the midst of the largest resettlement operation MJMC has ever been a part of. While there were many successes there were also challenges and bumps along the way but we were always able to figure them out together in a timely and professional manner while keeping the best interests of our clients in mind.

Our endeavors this year would also not be possible without our strong partnerships with our funders. Many thanks to Immigration Refugees and Citizenship Canada, The Ministry of Economy, Ministry of Education, Ministry of Social Services, and donors such as Scotiabank, and the Home is where the help is Fundraiser among many others. We thank you very much for your partnership and ongoing support.

We are excited for the year ahead as we build on and start new programming to meet the needs of our diverse population of clients; while also focusing on more work in the community to raise awareness on the needs of newcomers and build strong partnerships that will be the catalyst in working towards becoming a truly welcoming and inclusive community.

Until Next Year, Stefanie Palmer Executive Director



	Community Partners
<div>Mission Statement</div> <p>The Moose Jaw Multicultural Council welcomes and integrates newcomers to Canada, and develops harmonious relations among Canadians, through programs and activities that recognize, respect and promote the positive aspects of cultural diversity, and that seek to discover, encourage and develop commonalities among people.</p> <div>Core Services</div> <p>Language Instruction for Newcomers Language Assessments Information & Orientation Resettlement Assistance Program Settlement Workers in Schools MJ Newcomer Welcome Centre Community Connections Program Settlement Advisor Evening English Classes Licensed Daycare & Childminding Career & Employment Program Children’s Summer Program Community Training and Awareness Maintenance of Happy Valley Park</p>	<div>Prairie South School Division Holy Trinity Catholic School Division Kliniek on Main Five Hills Health Region Moose Jaw City Police Moose Jaw Housing Moose Jaw Public Library Moose Jaw Museum and Art Gallery Hunger in Moose Jaw Scotia Bank Hillcrest Apostolic Church St. Andrews United Church Salvation Army I Will Help Moose Jaw Canadian Red Cross Syrian Resettlement Committee</div> <div>Community Involvement</div> <div>Newcomer Services Steering Committee Chair & Members City of Moose Jaw Cultural Diversity Committee Member South Sask. Poverty Reduction Partnership Member Community Threat Assessment Committee Member Partners Against Violence Committee Member Moose Jaw Literacy Committee Member Hosted Public Anti-Racism Events Hosted World Refugee Day Events Provided Cultural Adaptation Training Sessions Provided Anti-Racism Training for Youth Hosted Sask. Multiculturalism Week Events</div>

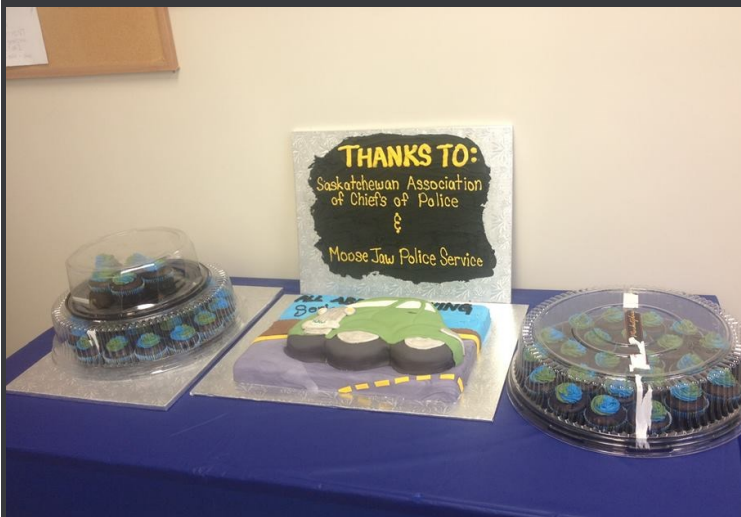
Pick It Up Week 2015

For the third consecutive year, the Moose Jaw Multicultural Council and the Newcomer Welcome Center partnered with Moose Jaw Police Services to participate in the Community Pick It Up Month event. The project, which started in 2011 as Beautiful Moose Jaw, has aimed to encourage business owners, community organizations, and citizens to spend some time each May cleaning garbage from city streets, parks, and property. On May 7th, 2015, staff, students, and clients of MJMC were joined by Sergeant Cliff Froehlich of Moose Jaw Police Services to pick up garbage around our offices located in St. Andrew's Church (60 Athabasca Street East); as well as around Crescent Park and nearby businesses and residential areas.



All About Driving Program

Moose Jaw Multicultural Council partnered with the Saskatchewan Association of Chiefs of Police and Moose Jaw Police Services to host an “All About Driving” lecture series at the Newcomer Welcome Center for newcomer students and clients. Topics covered included general information on the graduated license program, how to apply for a license, how to transfer a license from another country to Saskatchewan, and what some of the criminal driving offenses are that all should avoid. Other information provided explained how insurance coverage works, what to do if you are in a collision, how to document the scene of an accident, how to prepare an roadside emergency kit, and basic winter driving safety. Resources and the presentations themselves were provided by SGI Moose Jaw.

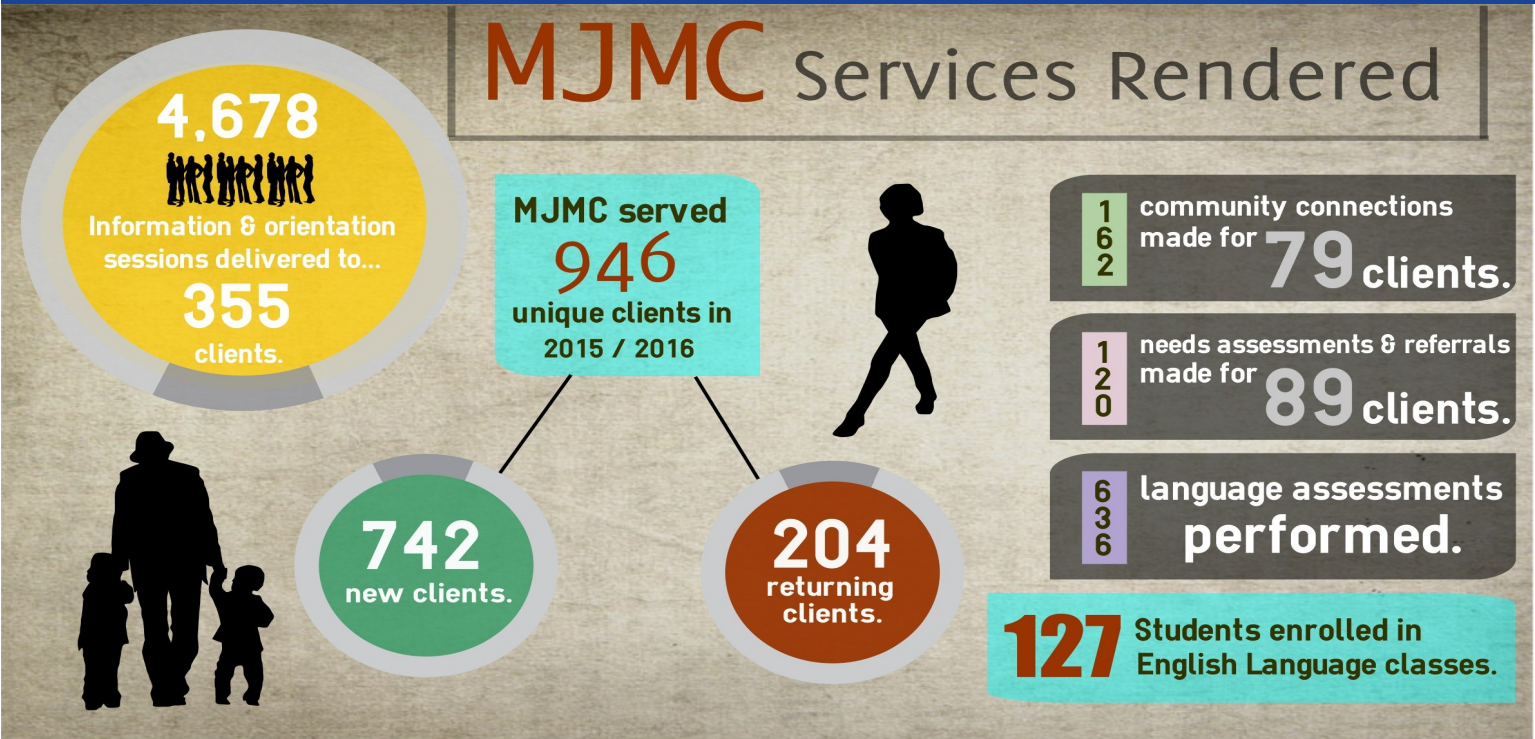


NEWCOMERS TO MOOSE JAW

APPROXIMATELY 76% OF ALL
GOVERNMENT ASSISTED
REFUGEES ORIGINATED FROM
SYRIA.



Settlement and Language Program Stats



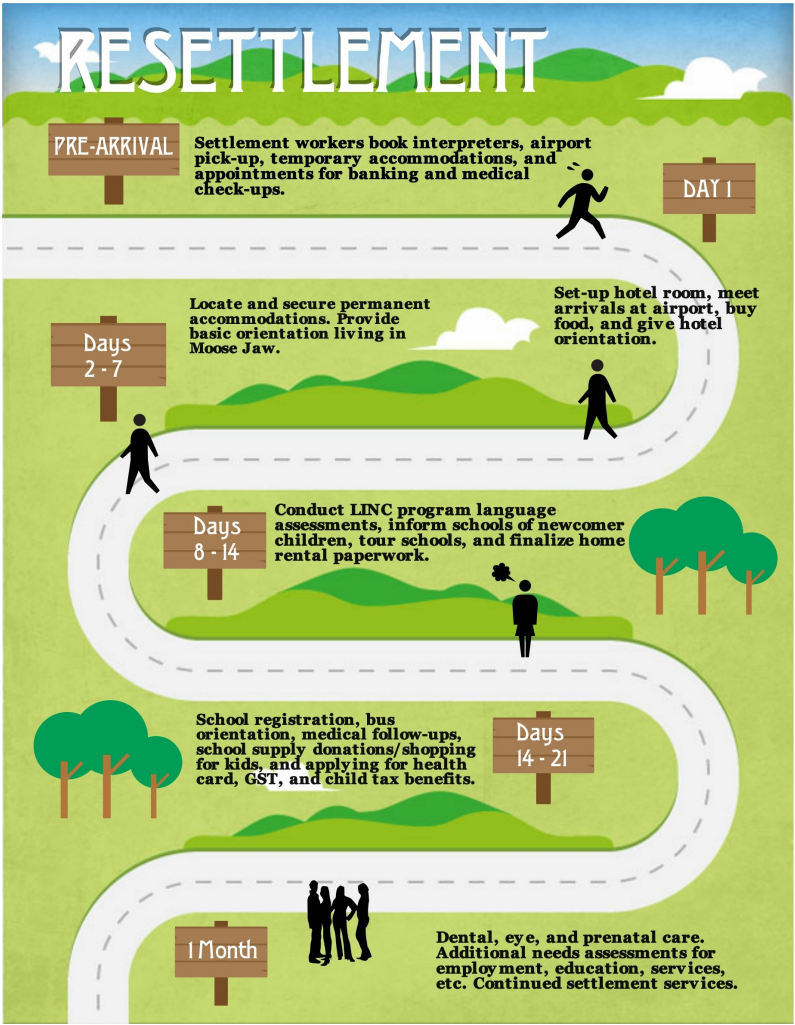
Information and Orientation

The settlement program was able to help many newcomers understand their settlement options and gain a better understanding of Canada's systems and culture. Assisting newcomers in understanding how certain community services/programs work has given our clientele the proper tools to become independent and gain the skills and knowledge to do things on their own. By guiding clients through these different processes, they become successful in making their own decisions with confidence, and they begin to contribute their skills and abilities to their community, province, and country. Topics often include (but are not limited to): healthcare system, banking, legal system, taxes, educational programs, mandatory and voluntary government programs, basic life-skills, healthy life choices, cooking in Canada, and parenting in Canada, among much more.

Re-Settlement Assistance Program

The Resettlement Assistance Program is designed for Government Assisted Refugees and is a program that offers direct and immediate services that assist in the resettlement process. Services in the RAP program include: airport reception, basic & financial orientation, providing temporary accommodations, locating permanent accommodations, conducting needs assessments and settlement planning, life skills sessions, re-orientation, interpretation services, and home visits.

Specific group orientation topic for new arrivals included winter health and safety, winter driving, health and nutrition, visiting Salvation Army, orientating on social services IRCC, rental supplement, Nobody’s Perfect parenting instruction, substance abuse, among many others.



Settlement Services were kept extremely busy throughout 2015/2106 as new Government Assisted Refugee arrival numbers increased 71% from 81 to the 139 due the Government of Canada’s pledge to accept 25,000 Syrian refugees from camps throughout Europe. In anticipation of the waves of GARs, settlement workers spent additional time with current clients to equip them with the skills necessary to do things more independently.

MJMC hired two new settlement workers, on a temporary contract for additional aid providing RAP services to Syrian GARs throughout late 2015 and early 2016. Though they were initially hired in a temporary capacity, we are thrilled to have since received the funding necessary to keep them on as full-time, permanent settlement staff.

Syrian Resettlement Committee

Moose Jaw Syrian Resettlement Committee

Ways to Help Syrian Newcomers



Food

Hunger in Moose Jaw
Grocery store gift cards can be dropped off to at 269 Stadscona St. W or call 306-692-1916 for more information.

Salvation Army
Non-perishable food items can be donated at 670 High Street W or call 306-692-5899 for more information.

The Moose Jaw and District Food Bank
Has limited storage space this time of year for additional food donations (consider donating in April or May when the need is greater). They will continue to serve clients as usual, including newcomers to Moose Jaw as they have needs.

Goods

Salvation Army
The Salvation Army is currently not accepting any furniture.

Currently being accepted:

- Small appliances up to and including microwaves
- Men's clothing
- Adult and child undergarments (both genders)
- Diapers
- Bed sheet sets and nice towel sets
- Sets of utensils, plates, cups, etc.
- Pots and pans
- Curtains and blinds (blinds should be new in box)
- Toiletries, including men's and women's shaving supplies

The above listed goods can be donated at 670 High Street W or call 306-692-5899 for more information.

Hillcrest Church
Items for donation packages:

- Bleach
- Laundry detergent
- Dish Soap
- Multi-purpose cleaners
- Cutting boards
- Cutlery and knives
- Can openers
- Dish cloths and towels

Place all items in one reusable shopping bag. Bags can be dropped off at Hillcrest Church after January 2, 2016 during regular business hours.

Also

I Will Help - Moose Jaw
A Facebook group created for residents looking for opportunities to assist with the settlement of newcomers from Syria.



At the request of the province of Saskatchewan, the Moose Jaw Emergency Measures Organization (EMO) was enlisted to coordinate the efforts of local service providers, agencies, community organizations, and more, throughout late 2015 and early 2016 as large amounts of Syrian GARs were expected to reach the region.

The overall goal of the committee was to focus on settling refugees safely, efficiently, and compassionately; all while striving to minimize the amounts of duplicate services being provided.

With leadership from Kate Goudie, Assistant EMO Coordinator for the City of Moose Jaw, and guidance from Wilbur McClean, Public Information Consultant for the City of Moose Jaw, the Syrian Resettlement Committee was tremendously successful in these efforts.

Service providers and local agencies involved in the committee included Moose Jaw Multicultural Council, the City of Moose Jaw, Moose Jaw Police Services, Moose Jaw Housing, Salvation Army, Hunger in Moose Jaw, Hillcrest Church, Moose Jaw Red Cross, the Five Hills Health Region, Prairie South and Holy Trinity School Divisions, Islamic Associations, and Moose Jaw Pride, among others. Also among those involved were various public leaders, independent professionals, and community representatives consisting of passionate locals looking to help in whatever ways they could.



I Will Help Moose Jaw

Under the leadership of sisters Sommer Amare and Jodie Hendry, thousands of locals came together through a Facebook group called “I Will Help Moose Jaw” to gather donations of clothing, toiletries, food, small appliances, furniture, cutlery, cooking supplies, school supplies, toys, and much more. The group was widely acknowledged as an immensely positive show of Canadian values and was featured on major news media from CBC to USA Daily News.

Community Spotlight: Jodie Hendry

When Jodie Hendry and her sister Sommer Amare started the *I Will Help Moose Jaw* Facebook group to aid in supporting and welcoming the large influx of Syrian refugees, they weren't exactly sure of how it was going to go. Originally, the purpose of the group was to serve as a relatively small, positive online forum where people could learn more about their new potential neighbors away from all of the negative and fearful public discourse, and to talk about how they could best help.

"It was just trying to find like-minded people that wanted to help refugees feel safe and welcome," said Jodie. "We thought it was just going to be family and a bunch of friends coming together."

But once word got out about the group, it exploded in activity. "Within the first 24-hours there was 800 people that jumped onboard and then within a couple of days there was 1500."

But with the two sisters working together, each bringing their own unique strengths and leadership abilities, they were able to keep everyone motivated and organized. Through these efforts, Jodie was pleased to see that people involved in the group seemed to learn a lot about newcomers as well.

"It made people kind of wake up and see what was happening. See that even before the wave of Syrian refugees that the Multicultural Centre, and the community, has been doing this, settling people, for a very long time."

Jodie describes the personal rewards for being involved in the group as huge. "It's wonderful to see people happy, feeling welcome, and feeling grateful."



Mosaic Community Food Farms

During the spring season of 2015, Moose Jaw Multicultural Council's Language Instruction for Newcomers classes helped plant thousands of vegetable seeds and several fruit trees around an acre of land in Wakamow Valley's Churchill Park. This was all done as part of a new initiative designed to support local food charities and bring together organizations such as Moose Jaw Multicultural Council, Wakamow Valley, and the Mosaic Company.

On Friday, September 25, 2015, MJMC's language classes then returned to the park where they joined numerous community representatives in harvesting all of the produce that they had planted. The Moose Jaw & District Food Bank, Hunger In Moose Jaw, and Riverside Mission were the primary recipients of this fresh produce; all of which went a long way toward feeding individuals and families in need. Clients from MJMC contributed 240+ hours to this community initiative.

For newcomers at MJMC, the overall experience was truly invaluable in helping them learn how to plant their own gardens in Canadian climate, meet new friends, interact with other volunteers, and to feel like they were able to contribute to something big for the community of Moose Jaw. We are extremely thankful to have had this opportunity, and we look forward to maintaining involvement with the project over future years.



\$10,000 Donation from Scotiabank

On Tuesday, March 8, 2016, MJMC was presented with a \$10,000 donation from Scotiabank for the continued resettlement efforts of Syrian refugees. Because of this outstanding donation, we have been able to revitalize the Community Connections program; which was discontinued a number of years ago. We are extremely grateful to Scotiabank for this funding. It will undoubtedly go a long way in our continued service to newcomers to Moose Jaw.



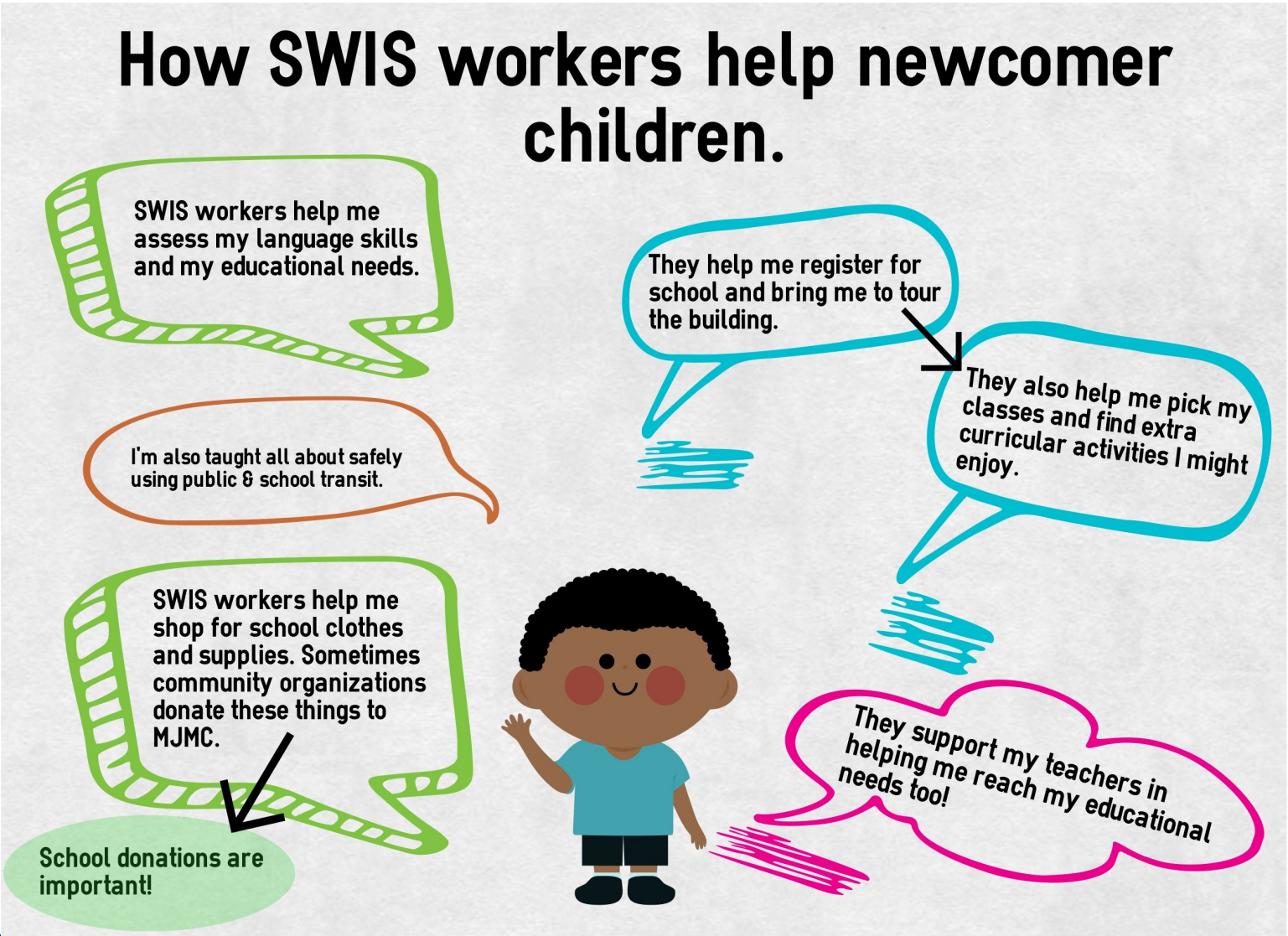
Home is Where the Help Is Fundraiser



During the month of January, 2016, a group of locals came together to organize the Home is Where the Help is Fundraiser in support of arriving Syrian refugees. The event was held on January 15 at the Silo Bar located in the Heritage Inn Hotel and featured live music from River Street, Ray Rawlyk, and the Oddfellas. All proceeds raised from the ticket sales were donated to MJMC to aid newcomer families and individuals in need as they arrived in town. The event was a tremendous success, raising almost \$6500 in total. We are extremely thankful to all of those who were involved in the organization of this event, and to everybody who bought tickets, came out to show support, and who made personal donations as well.

Settlement Workers in Schools

Throughout 2015/2016, MJMC’s SWIS team aided families around Moose Jaw and the surrounding area with a number of needs including assessing English language levels, learning about the school system, registering for school, learning about public and rural bus transit, understanding school dress codes and behavioral rules, knowing when classes start and end, purchasing school supplies, how to take care of class textbooks, signing up for extracurricular activities, and what to do if you are sick and cannot attend school.



Anti-Racism Workshops



Throughout April of 2015, MJMC's Settlement Workers in Schools (SWIS) provided seventeen anti-racism youth workshops for classrooms throughout the Prairie South School Division and the Holy Trinity Catholic School Division. These workshops consisted of special guest speakers, student leader's sharing personal experiences, and open discussions of the profound harm caused by racism, discrimination, and harassment amongst peers and school faculty.

Participants were equipped with resources to combat racial inequality and racist behaviors within learning environments. They were also encouraged to engage with peers

throughout the province in activities that explored identity, intercultural relationships, power dynamics, privilege, and discrimination. Students were also taught how to organize and lead these activities themselves both at their school and within their community.





Second Annual International Dinner Fundraiser

Building upon the tremendous success of last year's first inaugural International Dinner Fundraiser, MJMC once again partnered with St. Andrew's Church and the SaskTel Pioneers to host the event on October 22, 2015.

Whereas 2014's event sought funds for new language-instruction software, this past year's dinner was geared toward raising money for the Language Instruction for Newcomers (LINC) program in general; to cover the costs of classroom supplies, resources, and extra field trip expenses.

Many of the students in our LINC classes, as well as clients and members of Moose Jaw's various cultural groups, spent days preparing delicious traditional meals and desserts for attendees to enjoy.

Live entertainment was provided by MJMC's Night Class, who performed a salsa dance followed by several students speaking about their experiences settling in Moose Jaw through a slideshow presentation.

In all, we were able to raise a total of \$1522.75.

MJMC's daycare was also able to raise some money. They brought in approximately \$270 from a small raffle of art projects that were created by the kids themselves.

Language Instruction for Newcomers (LINC)

118 Students Enrolled 2015/2016



Across all levels, LINC classes worked on learning about Canadian history, Canadian idioms, the community of Moose Jaw, buying or renting a home, using public or private transportation, preparing to go to school, how to read maps, the kinds of housework & maintenance you may have to do, driver's education, civic rights and responsibilities, and how to vote in local, provincial, and federal elections. Other topics included learning about months & dates, the importance of attendance, major holidays, the seasons, how to eat healthily, how to go shopping, taking care of bed bugs, how to prep for going back to school, gardening, setting personal goals, sports & recreation, basic car care, and much more.

Additionally, students spent a substantial amount of time developing their reading, writing, listening and speaking skills, as well as improving their ability to utilize computers. Students were able to practice these skills through participating in a number of classroom activities, as well as through learning about a variety of topics pertaining to life in Canada.

Each of the teachers also worked closely with MJMC's Employment Coordinator, Robyn Watson-Flegel, to help students improve their English language skills required for seeking out and maintaining employment. Class time was focused spent on presentations which showed students how to search for work using the internet, resume creation, interview preparedness, and communicating with colleagues. Students also learned about a few specific job roles, such as working within the hotel industry, gas attendants, and general customer services.



Farewell to Carol Moran

After just over 11 years of English Language instruction at Moose Jaw Multicultural Council, Carol Moran retired from teaching this past December 17, 2015. Since she began working with MJMC on October 1 of 2004, Carol has contributed immensely to both the organization and the settlement of countless newcomers. More than just a teacher, Carol went above and beyond to help individuals with preparing for their Canadian Citizenship tests, with reaching their personal development goals, and with additional aid toward their language retention. Staff, clients, and students at MJMC will miss her knowledge, humor, dedication, empathy, passion, and so much more. We all wish her the best in her future endeavors!

Practicum Opportunities

In addition to our many generous community volunteers who frequently give their time to helping students on a weekly basis, MJMC also maintains great cooperation with a few educational organizations. Throughout the year, various individuals receiving ESL training at Briercrest College, Sask Polytechnic, and the University of Saskatchewan have travelled to Moose Jaw to complete their practicum with our LINC instructors.



LINC Field Trips

- Saskatchewan Parliament Building
- Saskatchewan Science Centre
- Elections Canada
- Yara Centre
- Buffalo Pound Provincial Park
- Wakamow Valley
- Mosaic Community Food Farm

Night Class

Night Class runs Monday through Thursday, from 7:00 PM to 9:00 PM. On December 17, 2015, our Night Class teacher, Joie McDonald, replaced Carol Moran as LINC 1 instructor. Jary Bingham, a long time volunteer, substitute teacher, and language assessor at MJMC was hired to take over teaching the evening classes.

Throughout the year, students in Night Class learned about the history of Canada, Canadian geography, Prime Ministers, the levels of government, the history of Chinese people in Canada, first nations people, and immigration trends. They also spent substantial time learning about body parts, internal organs, what to expect at annual check ups, how to make doctor's appointments, picking up prescriptions, how to read medicine labels, how to explain symptoms to a doctor, and much more.

Activities and field trips for the year included frequent visits to the Moose Jaw Public Library for events and reading, as well as trips to the Newcomer Welcome Centre for presentations and Community Café gatherings. The class also toured the new W.G. Wigmore Memorial Hospital, saw a live musical called "A Day with a Frog and Toad" at the Mae Wilson Theatre, had a Treasure Hunt at Rexall Pharmacy and was visited by a variety of guest speakers.



We All Belong—Diversity Training



One of our biggest focuses within the community of Moose Jaw this year has been pushing our diversity training and raising awareness of the experiences of newcomers to both Canada, and our local community.

With huge interest from locals following the announcement of Syrian refugees coming to Canada, we utilized this as an opportunity to present some free introductory sessions on December 9th and 15th, 2015.

The sessions were split into two focal areas: working with newcomers, which focused on how to work with newcomers and serve newcomer customers with patience and empathy; as well as welcoming newcomers, which focused on how locals could best greet newcomers as their neighbors and members of our community.

Diversity Training Opportunities

MJMC has a number of highly trained, informed, and driven staff members able to provide diversity training to any organizations, businesses, or agencies who would like it. Our sessions can be catered to a wide variety of audience sizes, and to different lengths. For more information, please feel free to contact us at (306) 693-4677, or reception@mjmcinc.ca.



We All Belong—Day 1 Stories



Early in 2015 we were contacted by the Canadian Museum of Immigration at Pier 21 (CMIP-21) in Halifax about a possible community engagement project. The Western Development Museum in Moose Jaw had agreed to host CMIP-21’s newly created “Canada: Day 1” display as a temporary exhibit from December 19, 2015, through to May 1, 2016.

The overall idea behind the exhibit was to present the first impressions, first experiences of newcomers to Canada at various entry points through oral histories, archival images, original artwork, as well as personal objects/heirlooms.



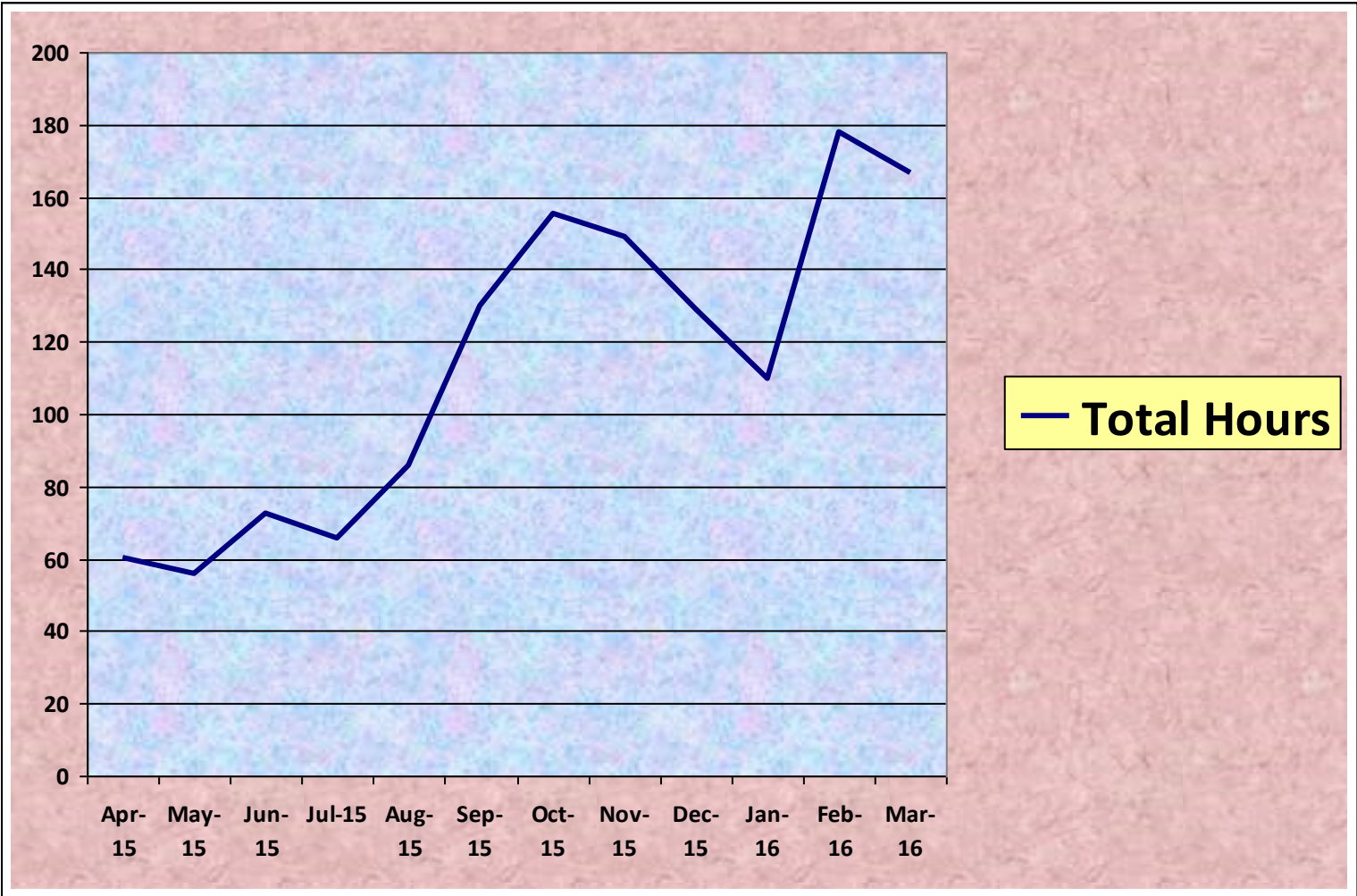
On February 25, 2016, several students and clients of MJMC, including Shakir Ullah and Ahmad Alkhaldi, were able to share their unique experiences of arriving and then settling in the community of Moose Jaw, specifically. Those in attendance listened, participated in round table discussions, and were able to ask the speakers some questions about how the community could improve welcoming and supporting newcomers going forward.

Newcomer Speaking Opportunities

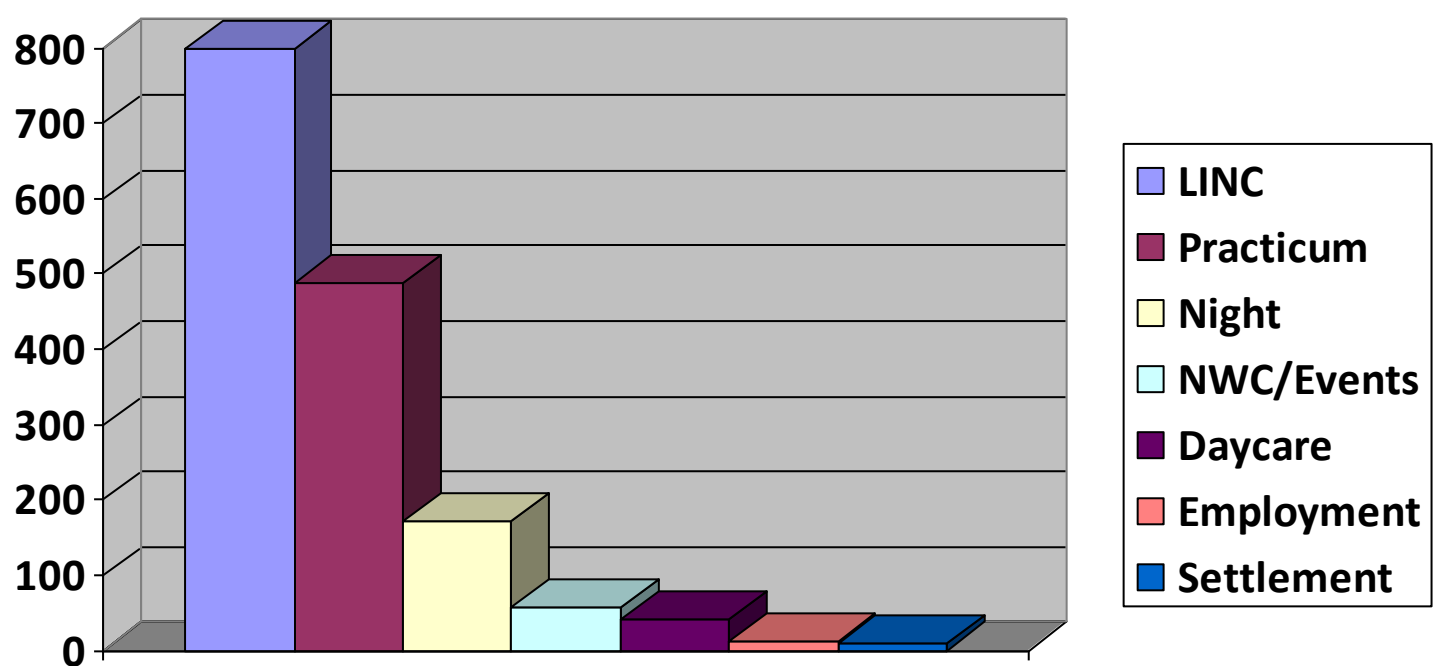
Newcomers to Moose Jaw have also shared Day 1 Stories at events hosted at the Newcomer Welcome Centre and MJ Public Library.

Volunteer Program Improvements

Following the large influx of Government Assisted Refugees from Syria, Moose Jaw Multicultural Council formed a committee to re-develop our Volunteer Program. The committee worked tirelessly to create more effective policies and procedures; which would allow us to better process and train new volunteers. With input and guidance from other local agencies, such as the Moose Jaw Red Cross, we were able to make tremendous improvements for the benefits of both our clients and volunteers. Prospective volunteers are now able to register online, and the orientation has now been streamlined under the leadership of our new Community Connections Coordinator, Melissa Mitchell.



Month to Month Volunteer Hours



Program	LINC	Prac.	Night	Events	Day.	Emp.	Sett.
Volunteer Hours	799	488.25	172.5	58.25	40.75	12.5	9.75

Volunteers continue to be a tremendous source of support for newcomers and their families through all of the programs, events, and services that we offer at the MJMC. This year 26 program volunteers, and 4 practicum students from SIAST Palliser Campus, generously gave 1,581 combined hours of their time to mentoring, tutoring, encouraging, and supporting newcomers and staff at the Moose Jaw Multicultural Council and Newcomer Welcome Centre.

In addition to our regular volunteers MJMC also maintains a list of volunteer interpreters and translators. This list consists of 27 different languages and is distributed to various community service providers and emergency personnel.



Volunteer Spotlight: Ginny Jackson

Ginny has been volunteering at the Moose Jaw Multicultural Council for nearly 2-years now. Before getting involved, she was no longer working but wanted to stay involved within the community. Though there were many opportunities to volunteer elsewhere, Ginny was drawn to MJMC through some of her own experiences of struggling to find a sense of community when moving to a new place.

“Not being from here, I had a sense of how difficult it is to fit in and feel welcome, so, I felt like it was a good fit for me to help and be helped as well,” Ginny explained.

Though much of her time has been spent in one-on-one tutoring with those learning English, Ginny also really enjoys socializing with newcomers at the Community Café program. She finds that she has developed a number of strong bonds in particular with many of the newcomer women.

“I just try to be somebody for them to share with. Somebody for them to smile with, relate to, give hugs to. Somebody who asks how they are, and generally shows an interest in them.”

While she finds teaching English to be a challenge, Ginny would encourage all volunteers to appreciate every moment of progress.

“Don’t think that you’re not making a difference. It’s extremely slow, and even the smallest movement forward is really huge for them.”

Volunteer Appreciation Tea

Each year, Moose Jaw Multicultural Council hosts some form of a volunteer appreciation event; which allows our staff and clients to thank all of the individuals who dedicate so much of their time to aiding newcomers in a wide variety of ways. This year a volunteer tea was hosted for approximately 15 of our volunteers. They were able to enjoy some delicious snacks, refreshments, and choose one of many items from a gift table to take home and enjoy. Additionally, LINC students prepared and read a thank you poem.



NWC's Community Cafe



One of our most popular regular events for both volunteers and clients is Moose Jaw Newcomer Welcome Centre's Community Café. The program helps connect newcomers with the community and their neighbors more through allowing them the opportunity to practice their English language skills by socializing with volunteers. The meetings also provide newcomers with resources and teach them about the wide variety of other local groups, events, and organizations that they can become involved with in town.

Employment Services

Throughout the year, MJMC’s Employment Coordinator have worked hard to ensure that clients have access to the resources, guidance, referrals and training that they require to find work in Moose Jaw. Those who seek out MJMC’s employment services are able to participate in our Employment Preparation Program, as well as to receive career counselling, job search assistance, employer referrals, labour market information, volunteer opportunities, advice on resume and cover letter creation, campus tours, and help with pursuing any relevant post secondary education they desire. In addition to serving clients, the employment Coordinator at MJMC also works closely with other service providers, such as Moose Jaw Public Health and St. John’s Ambulance, to provide newcomer clients with access to certification in Safe Food Handling, First Aid/CPR, WHMIS, when the training is necessary for their career goals. Strong partnerships are also developed with numerous local businesses and organizations seeking employees and volunteers.



Learning By Doing

Since joining MJMC as our Employment Coordinator in 2014, Robyn Watson-Flegel has been hard at work developing employment based presentations, workshops, and programs for newcomers and community members. Through these, participants developed practical skills and acquired additional knowledge that will aid them in attaining work and navigating various work environments.

Community Connections Program

Limited social networks continue to be a barrier to integration by both newcomers and the general public. Newcomers need support to understand their adopted community, form social connections and contribute to their new community. Through regular federal funding as well as a \$10,000 donation from Scotiabank we were able to re-establish the Community Connections program at MJMC. The program will seek to provide the community with information that will allow them to understand the importance of integration and their role in the process in hope that they gain a better understanding of our clients, background and culture, it will connect clients to the broader community and seek to provide positive community interactions and form social networks. Activities that the program coordinator has begun to work on late this year include: establishing and implementing a mentorship program between newcomers and host community volunteers, recruiting and orientating community volunteers, provide training opportunities/workshops for volunteers, planning and executing community based events and activities, organizing and implementing opportunities for newcomers to practice language skills, promoting MJMC’s settlement programs through public speaking engagements, awareness campaigns and promotional resource development, and providing intercultural communication and integration training for the community.

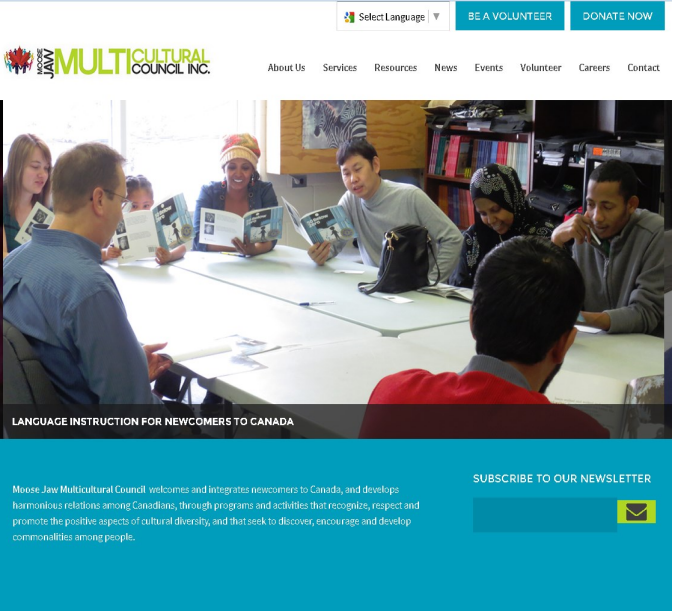


MJMC’s New Website

Designed by Oh Media, our new website officially went live on March 30, 2016. Guests to www.mjmcinc.ca will now find a greatly improved, and easier to navigate, browsing experience.

Once on the site, visitors can browse our services and programs, see a list of upcoming events, read our most recent news postings, see a listing of job postings, and sign up for our newsletter (distributed through MailChimp).

We also now offer people the ability to download our volunteer forms right off of the site to fill out at home. This has greatly improved the overall application process for both us and potential volunteers.



Newcomer Driver Education Funding Program (NDEF)

Newcomer Driver Education Funding

- New to the region?
- Originally from outside Canada?
- Have a valid Learner's licence?
- Ready to get your Driver's licence?
- Need a little help with finances?
- Apply today. Program starts in June.



**MOOSE JAW
NEWCOMER
WELCOME CENTRE**

432 Main Street N
P: 306.692.6892
F: 306.692.6894
mjmcgateway@mjmcinc.ca

Please contact us for an application form.
Eligibility requirements apply.
This is a cost-shared program.

We gratefully acknowledge support from






Reliable transportation, a sense of personal freedom, developing self-sustainability, and the ability to traverse Moose Jaw with ease are just a few of the noteworthy benefits that come with having a valid drivers license and owning a vehicle. Pursuant in our work with welcoming and integrating newcomers to Canada, MJMC was very pleased to offer clients the opportunity to attain these benefits through their participation in our first ever Newcomer Driver Education Funding Program (NDEF). The ultimate goal of the NDEF program is to improve settlement and employment outcomes for the newcomer individuals or family units by aiding them in attaining their class 5 license. A total of 24 newcomers received assistance through the NDEF program in 2015. 13 of these individuals received full funding to complete the required 6 hours-in-class and 6 hours-in-car training requirements for a license. 2 of those fully funded were also provided with an additional 3-hours of practice driving time due to a higher level of need. The remaining 11 individuals received partial funding, which covered all 6 hours-in-class. Of the 24 total participants, we are happy to report that 12 have now successfully obtained their driver's license.

Pink Shirt Day 2015

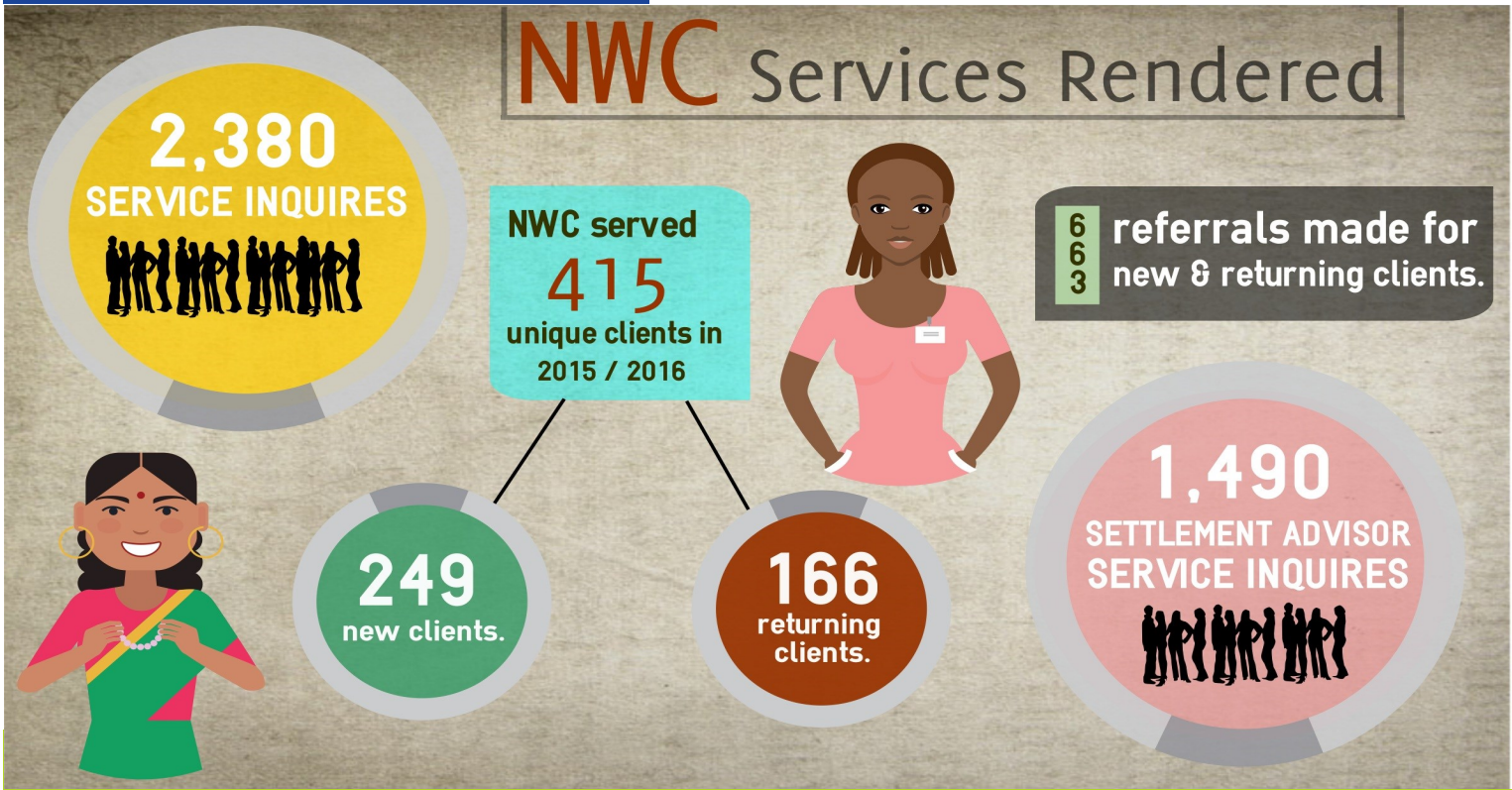
On April 1, 2015, staff, clients, and daycare children wore pink to promote awareness and discussion of bullying for Saskatchewan's Day of Pink. Violence, bullying and abuse affect all people. At MJMC we acknowledge that these behaviors are especially prevalent toward members of minority groups; as individuals and groups are often targeted on the basis of colour, race, religion, gender identity/expression, sexual orientation, disability, and more. MJMC hopes to aid in improving the quality of life for all Moose Javians by raising awareness of how major issues such as racism, homophobia, and transphobia, shape bullying behaviors and acts of violence or abuse. During the day of pink, students attending language classes have the opportunity to talk about experiences they have had with bullying and discrimination as newcomers to Canada, and receive resources on where to go for help and support.



Moose Jaw Newcomer Welcome Centre



Pursuant with last years name change and rebranding, the Moose Jaw Newcomer Welcome Centre (MJNWC) continued to strengthen its presence on main street and develop various other features for newcomers in the community. Among the biggest updates were a brand new sign for the building, as well as the creation of their own uniquely desgined website separate from MJMC's. MJNWC also continued to build upon their programming with the implementation of the Community Café program and the continuation of the Newcomer Driver Education Funding program.



NWC Programming & Events

- All About Driving
- Newcomer Driver Education Funding In-Class Sessions
- Learn to Camp Info Sessions
- Gambling Awareness
- Community Café Series
- Newcomer Mom’s Group Planning Meetings
- World Refugee Day Open House
- MJMC Orientation Sessions
- MJMC Board Meetings
- MJMC Annual General Meeting
- FHHR Food Mentoring Program
- CLBPT Assessor Training
- Sask Human Rights Commission Presentation
- First Nation & Treaty Four Information Session
- Employment Standards Presentation for Newcomers
- SINP Info Session for Applicants
- Labor Market Service Job Grant Sessions
- *Among many others...*





Motif 2015



Childcare Services

Fees (Effective as of January 1, 2016)		
AGE	FULL TIME	PART TIME
Toddlers	\$500	\$375
Pre-School	\$465	\$350
Kindergarten	\$430	N/A
School Age (Sep-Jun)	\$325	N/A
School Age (Jul-Aug)	\$465	\$350
Daily Rate (7.5 hours)	\$36	N/A



Outdoor Play Area

Over the summer months of 2015, St. Andrew’s Church approved our proposal for the development of an outdoor play space that MJMC’s Daycare kids could utilize throughout the year. Strictly Fences was contracted to fence off the space and Cornell Design and Landscaping built a large, enclosed, wooden sandbox and landscaped the area. The area was also filled with various toys and outdoor play equipment. The children absolutely love the time they spend in outdoors in this space each day.

MJMC Daycare Hours of Operation

Monday to Friday

7:00AM - 5:30PM





The preschool children continue to go on many outings and excursions. They frequent Burger King's play space, Crescent Park, Roswell Park, Peacock High School Music Festival (which we were formally invited to by the organizers), Sidewalk Days, and the library.

This year was our first year participating in the International Dinner with an art auction of the children's art work. We raised a little bit of money, however, the experience for the children and staff was priceless. The staff and children also held a Mother's Day Tea again, which was a huge success.

The preschool children venture outside at least twice a day for neighbourhood walks and to play in our play area. They also continue to participate in cooking classes, art classes, as well as growing plants because they want their daycare play space to be as green as possible! Additionally, the children love their daily dance parties as it really helps their restlessness and anxiety by allowing them to release some of that energy.

Throughout the summer, the toddlers would visit the Peacock Infant outdoor play space, go on walks, and use our own play space. They continue to grow and develop their social and emotional skills, dramatic play and circle time, as well as their fine motor skills; all through a variety of activities such as riding toys in the gym, playing with Lego, working on art, doing scissor cutting, and using play dough. Cognitive development is also expanding through story time, singing, problem solving, and doing puzzles.

We are looking forward to another year, meeting new children and sharing in amazing experience over 2016-2017.

Staff Development & Thanks

2015/ 2016 Staff Professional Development

- Anaphylaxis Training Workshop
- Early Years Conference
- PPP Director Workshop
- Nothing I Do Works
- Seeds for Success
- Food Safety Certification
- CPR/First Aid Certification
- Conflict Resolution Skills Webinar
- Challenging Behaviour in Youth Webinar
- How to Be a Great Leader (TedTalks Videos)
- Anti-Racism Workshop and Facilitator Training
- SafeTalk Suicide Awareness and Prevention
- ASSIST Training
- Violence Threat Risk Assessment Training
- Portfolio-Based Language Assessment Training
- Fundamentals of Management Course
- Child Abuse Webinar
- SWIS Saskatchewan Peer Leader Recruitment and Training
- Assertive Communication Workshop
- P2P Conference
- AAISA Conference
- Self-Injury Behaviours in Youth Training
- National Planning for Operation Syrian Refugee

Many Thanks to our Funding Partners & Donors

- Citizenship & Immigration Canada
- The Saskatchewan Ministry of Economy
- Ministry of Education
- Ministry of Social Services
- Canadian Red Cross
- Scotiabank
- Community Initiatives Fund
- Canada Summer Jobs
- Moffatt Family Fund
- Brad Raes - Community Fundraiser
- Alliance Church
- Wow Factor Media
- Dale Holmburg
- Sue Utley
- St. Aiden Anglican Church
- Dustin Halvorsen
- Daryl Bunell
- Henderson Insurance
- All n All Construction
- Mid-West Concrete
- United Way Regina
- Carol Campbell
- D. Halvorsen
- Les Sydiaha
- University of Saskatchewan
- Kelly Froehlich
- Marian Campbell
- Linda Bender
- Numerous Anonymous Donors



Member Groups

- | | |
|---------------------------------------|---|
| Caribbean Association of Moose Jaw | Chinese Benevolent Society |
| Filipino Ethnic Community | International Women’s Society of Moose Jaw |
| Irish Club of Moose Jaw | Hispanic Cultures of Moose Jaw |
| Latin American Community of Moose Jaw | Liberian Community of Moose Jaw |
| Moose Jaw Jamaican Association | Moose Jaw Scandinavian Club |
| Moose Jaw Scottish Society Inc. | Mother of Africa Organization Inc. |
| Russian Association | Wakamow Aboriginal Community Association Inc. |

S.N.ROY & ASSOCIATES

AUDITORS' REPORT

To the Members of Moose Jaw Multicultural Council Inc.

We have audited the statement of financial position of Moose Jaw Multicultural Council Inc. as at March 31, 2016 and the statements of revenues and expenditures, changes in net assets and cash flows for the year then ended. These financial statements are the responsibility of the company's management. Our responsibility is to express an opinion on these financial statements based on our audit.

Except as explained in the following paragraph, we conducted our audit in accordance with Canadian generally accepted auditing standards. Those standards require that we plan and perform an audit to obtain reasonable assurance whether the financial statements are free of material misstatement. An audit includes examining, on a test basis, evidence supporting the amounts and disclosures in the financial statements. An audit also includes assessing the accounting principles used and significant estimates made by management, as well as evaluating the overall financial statement presentation.

In common with many charitable organizations, the company derives revenue from government funding, fees, fundraising and donations the completeness of which is not susceptible to satisfactory audit verification. Accordingly, our verification of these revenues was limited to the amounts recorded in the records of the company and we were not able to determine whether any adjustments might be necessary to contributions, excess of revenues over expenses, current assets and net assets.

In our opinion, except for the effect of adjustments, if any, which we might have determined to be necessary had we been able to satisfy ourselves concerning the completeness of the contributions referred to in the preceding paragraph, these financial statements present fairly, in all material respects, the financial position of the company as at March 31, 2016 and the results of its operations and its cash flows for the year then ended in accordance with Canadian generally accepted accounting principles.

Moose Jaw, Saskatchewan
June 16, 2016


S.N.Roy & Associates

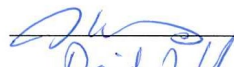
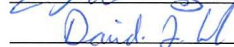
MOOSE JAW MULTICULTURAL COUNCIL INC.

Statement of Financial Position

March 31, 2016

	2016	2015
ASSETS		
CURRENT		
Cash	\$ 122,525	\$ 226,459
Term deposits <i>(Note 4)</i>	89,018	87,789
Accounts receivable	332,326	254,531
Accounts receivable from employees	-	300
Interest receivable	21	20
Goods and services tax recoverable	5,701	5,063
Prepaid expenses	6,437	6,145
	<u>\$ 556,028</u>	<u>\$ 580,307</u>
LIABILITIES AND NET ASSETS		
CURRENT		
Accounts payable	\$ 29,296	\$ 15,197
Employee deductions payable	26,437	22,778
Deferred income <i>(Note 5)</i>	95,433	154,833
	<u>151,166</u>	<u>192,808</u>
NET ASSETS		
MJMC	391,172	371,784
Happy Valley	13,690	15,715
	<u>404,862</u>	<u>387,499</u>
	<u>\$ 556,028</u>	<u>\$ 580,307</u>

ON BEHALF OF THE BOARD

 Director
 Director

See notes to financial statements

MOOSE JAW MULTICULTURAL COUNCIL INC.
Statement of Changes in Net Assets
Year Ended March 31, 2016

	MJMC	Happy Valley	2016	2015
NET ASSETS - BEGINNING OF YEAR	\$ 371,784	\$ 15,715	\$ 387,499	\$ 364,471
Excess of revenue over expenses	19,388	(2,025)	17,363	23,028
NET ASSETS - END OF YEAR	\$ 391,172	\$ 13,690	\$ 404,862	\$ 387,499

See notes to financial statements

MOOSE JAW MULTICULTURAL COUNCIL INC.			
Statement of Revenues and Expenditures			
Year Ended March 31, 2016			
	2016	2015	
REVENUE			
Schedule of Revenues and Expenditures	\$ 1,598,791	\$ 1,473,040	
Schedule of Revenues and Expenditures - Happy Valley Park	12,545	8,493	
	<u>1,611,336</u>	<u>1,481,533</u>	
EXPENSES			
Schedule of Revenues and Expenditures	1,579,403	1,448,750	
Schedule of Revenues and Expenditures - Happy Valley Park	14,570	9,755	
	<u>1,593,973</u>	<u>1,458,505</u>	
EXCESS OF REVENUE OVER EXPENSES	<u>\$ 17,363</u>	<u>\$ 23,028</u>	

MOOSE JAW MULTICULTURAL COUNCIL INC.
Schedule of Revenues and Expenditures
Year Ended March 31, 2016

	2016	2015
REVENUE		
Program revenues	\$ 1,414,575	\$ 1,266,469
Daycare revenues	168,120	187,112
Miscellaneous	-	833
Expense recovery	11,156	13,477
Donations	3,023	2,941
Interest income	1,657	2,028
Memberships	260	180
	<u>1,598,791</u>	<u>1,473,040</u>
EXPENSES		
Advertising and promotion	1,738	4,895
General and administrative expenses	130,122	115,832
Rental	103,152	133,742
Salaries and wages	1,288,982	1,147,955
Supplies	15,581	12,964
Telephone	23,283	19,609
Travel	16,545	13,753
	<u>1,579,403</u>	<u>1,448,750</u>
INCOME FROM OPERATIONS	<u>\$ 19,388</u>	<u>\$ 24,290</u>

See notes to financial statements

MOOSE JAW MULTICULTURAL COUNCIL INC.
Schedule of Revenues and Expenditures - Happy Valley Park
Year Ended March 31, 2016

	2016	2015
REVENUE		
Grants	\$ 11,839	\$ 8,087
Park Rental	595	295
Interest income	111	111
	<u>12,545</u>	<u>8,493</u>
EXPENSES		
Capital expenditures	1,254	-
Honoraria	3,559	2,474
Office	314	1,382
Salaries and wages	5,220	3,765
Utilities	4,223	2,134
	<u>14,570</u>	<u>9,755</u>
LOSS FROM OPERATIONS	<u>\$ (2,025)</u>	<u>\$ (1,262)</u>

See notes to financial statements

MOOSE JAW MULTICULTURAL COUNCIL INC.

Statement of Cash Flows

Year Ended March 31, 2016

	2016	2015
OPERATING ACTIVITIES		
Excess of revenue over expenses	\$ 17,363	\$ 23,028
Changes in non-cash working capital:		
Accounts receivable	(77,796)	(55,233)
Accounts receivable from employees	300	(300)
Interest receivable	(1)	(1)
Accounts payable	14,100	36
Deferred income	(59,400)	6,553
Prepaid expenses	(292)	471
Goods and services tax recoverable	(638)	(670)
Employee deductions payable	3,659	2,536
	<u>(120,068)</u>	<u>(46,608)</u>
DECREASE IN CASH FLOW	(102,705)	(23,580)
Cash - beginning of year	<u>314,248</u>	<u>337,828</u>
CASH - END OF YEAR	\$ 211,543	\$ 314,248

See notes to financial statements

MOOSE JAW MULTICULTURAL COUNCIL INC.

Notes to Financial Statements

Year Ended March 31, 2016

1. COMPARATIVE FIGURES

Some of the comparative figures have been reclassified to conform to the current year's presentation.

2. PURPOSE OF ORGANIZATION

The Moose Jaw Multicultural Council Inc. is a local organization that welcomes and integrates newcomers to Canada and develops harmonious relations among Canadians through various programs and activities. Moose Jaw Multicultural Council Inc. is incorporated as a non-profit organization.

3. SUMMARY OF SIGNIFICANT ACCOUNTING POLICIES

Capital assets

Capital asset acquisitions and disposals are not recorded on the statement of financial position but, are recorded on the statement of revenues and expenditures in the year of acquisition or disposal.

4. TERM DEPOSITS

	2016	2015
3-5 Year Redeemable Term Deposit maturing June 8, 2017. The interest rate is 1.40%.	\$ 9,132	\$ 9,006
2 Year Non-redeemable Term Deposit maturing October 21, 2016. The interest rate is 1.40%	73,229	72,218
3-5 Year Term Deposit maturing January 10, 2018. The interest rate is 1.40%. ***	6,657	6,565
	<u>\$ 89,018</u>	<u>\$ 87,789</u>

*** Happy Valley Park maintains a term deposit in the amount of \$6,657.

5. DEFERRED INCOME

Contributions are recognized as revenues in the year in which the related expense occurred. Deferred contributions are as follows:

	2016	2015
Employment and Career Preparation Program	\$ -	\$ 26,984
Organizational Development Fund	2,809	2,809
SISAG	17,587	31,581
Stage 1 English	4,807	4,458
Donations	23,525	4,026
Newcomer Welcome	34,418	71,150
Daycare	5,000	12,000
Notary	648	445
Miscellaneous	6,639	1,380
	<u>\$ 95,433</u>	<u>\$ 154,833</u>

Moose Jaw Multicultural Council Inc. calculates the deferred income amount of funding from projects based on the estimated cost of completion.



Moose Jaw Multicultural Council

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