



The Caribbean
Canadian Association
of Waterloo Region

ANNUAL REPORT for 2015-2016

Louis Allen
President

ANNUAL GENERAL MEETING
October 3, 2016
46 Columbia Avenue East,
Waterloo, Ontario

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Caribbean Canadian Association of Waterloo Region Annual General Meeting Report November 23, 2015 - October 3, 2016

Prepared by
President: Louis Allen

1. Introduction

Welcome to all and thanks for your continued commitment to and support of the organization. I submit this report from the vantage point of being new to the organization, having taken over the presidency in February 2016.

The Caribbean Canadian Association of Waterloo Region (CCAWR), (formerly, Caribbean Canadian Cultural Association, CCCA), is among Canada's earliest established social/cultural organizations. It was founded in 1975, and registered in April 1977. Our "Raison d'être" (Reason for Being) has changed over the years; however, the need to continue is even greater today. It is that greater need and vision of values that continues to drive the Board of this association today.

During this past year under review, the CCAWR participated in, and/or promoted several new and varied initiatives. As we continue our work in the community we are grateful for and proud of the inroads that we have made and continue to make. As a not for profit association with an established volunteer board and with support from the community we will continue working towards our stated goals.

The current board is comprised of:

President:	Louis Allen
Interim Vice Pres:	Sara Allen
Treasurer:	Anandi Carroll-Woolery
Secretary:	Ingrid Berkeley-Brown
Past Pres:	Vacant
Members:	Emily Yamoah, Loretta Sheriff, Donnette Spence, Lola Matrasingh, Theresa Freeman-Simon, Lannois Carroll-Woolery, Junior, Ramsoram

2. Highlights of the 2015 – 2016 year:

During the year under review the Board members undertook or were engaged in a variety of events, some of which were fund raising in nature. Events included:

- January 2016: Association of Black Students (ABS) at Wilfrid Laurier University First Annual Networking Event
- February 2016: Black History Month Event
- May 2016: Strategic Planning Sessions
- June 2016 : Kitchener Multicultural Festival Family Brunch
- July/Aug 2016: Hosted the Trinidad and Tobago Waterloo Institute of Soccer Players (WSIP) U-16 Girls Team
- September 2016 Awards of Excellence Scholarship Brunch
- October 2016: Welcome BBQ for Caribbean Students at U of W and WLU
- Ongoing Coalition for the Success of African-Caribbean Youth
- Ongoing Book Club

a) ABS First Annual Networking Event

Our own Ingrid Berkeley-Brown participated as a Guest Panelist at the First Annual Networking event put on by the Association of Black Students at the Wilfrid Laurier University and Laurier's Career and Co-op Centre.

The main objective of the event was to have black professional share with the students their experience navigating within their professional sector and more specifically their field of work. It was also geared towards having student take away transferrable skills that they could apply from University to the workforce, along with advice on how to network and information on what skill sets managers and organizations look for.

Several Board members also attended and participated in the networking session which followed the panel presentation. This was a very good session which presented opportunities to build bridges to the next generation.

b) Black History Month

In recognition and celebration of Black History Month (BHM) the CCAWR hosted an informative, entertaining and inspirational presentation titled: "History of Black Immigration". This presentation featured "The History of Black Immigration", a multi-media play intertwining significant moments in Canada's black population's history with song, dance and poetry. This play was written by Maedith Radelin and performed by community volunteers.

The event also featured a special appearance by the improvisation troupe "Flex We Talent", as well as a screening of the National Film Board's documentary "Speakers for the Dead". This documentary chronicled the struggle of a small Ontario town to restore a desecrated African-Canadian cemetery.

The event, which was free to the public, with appreciation donation collected, was well received by those in attendance, including members of our past and present political representative at various levels of government.

- Members of the Board also participated in the Laurier Free Film Series "Looking South - World Cinema from Latin America and the Caribbean" for the viewing of the Sudz Sutherland's docudrama "Home Again". Home Again tells the story of three people deported to Jamaica from Canada, USA and the UK, even though they left Jamaica as children and had little or no connection to the island.



Flex We Talent in rehearsal prior to their performance at the CCAWR Black History Month Event

c) Strategic Planning Session

Members of the Board engaged in a strategic planning session held at the Country Hills Church on Ottawa Street on Saturday May 14, 2016. The session was facilitated by Louis Allen and sought to answer four (4) big questions:

1. Where are we?
2. Where do we want to be in the future?
3. What part of the status quo do we need to change to get us where we want to be in the future?
4. How do we make it happen?

During the session the Board also examined what was deemed to be the biggest question we need to be asking ourselves: "What is our raison d'être.....our reason for being? Why do we exist?". A vision statement was crafted, values were examined and goals and objectives were developed from the findings of a SWOT analysis. However, there is still a lot more work to be done and work in this area will be continued over the coming months, driven by mini planning sessions at our Board meeting.

d) Kitchener Multicultural Festival

The CCAWR participated in the Kitchener Multicultural Festival through a partnership with Cafe du Monde. The major objective of this partnership was to drive visibility for the organization. However, the general opinion is that this objective was not achieved as the location was very poor and did not attract a lot of traffic, coupled with a lack of marketing materials available to the Board to support visibility and attract attention.

The nature of our participation in future events will need careful review and analysis.

e) Family Brunch

Over the past few years, the CCAWR has established a Family Brunch (formerly Father's Day Brunch) as its major fundraising event for the scholarship fund. While originally designed to be an annual event, this has not always been the case. After a brief hiatus, the event was revived this year and was held on Sunday June 12, 2016 at the Wilmot Recreational Complex in the Township of Wilmot.

The brunch, which was well attended, was addressed by our guest speaker Dr. Laura Mae Lindo (Diversity Director at Wilfrid Laurier University) who spoke on the issue of diversity and building community. The event also heard from Noel Richards, the Chair of the Scholarship Committee, who outlined what the scholarship has achieved over its 14-year history and made a special appeal for involvement through donations to the fund. We were also happy to have the involvement of several past scholarship recipients, namely Khadija Lee and Destina Matrasingh-Williams.

By all accounts the event was a successful one and turned a sizeable profit, relative to former years. Thanks to all who planned, participated in or supported this event. Special thanks to the planning team, led by Sara Allen and comprising Emily Yamoah, Theresa Freeman-Simon and Junior Ramsoran.



Part of the large audience in attendance Guest Speaker - Dr. Laura Mae Lindo



Rhythm in Steel in Performance



Yum....Yum!!

f) Host to Visiting International Youth Soccer Team

The Waterloo Minor Soccer Club and the Waterloo Institute of Soccer Players once again invited the CCAWR to assist them in hosting a visiting Girls U-16 soccer team from Trinidad and Tobago. Board members pulled together and provided memorable experiences by way of a shopping trip, BBQ and trips to Niagara Falls and Canada Wonderland. Friendships were renewed and all in attendance made it a memorable experience. Thanks to Emily for taking the lead on this initiative.

g) Award of Excellence Brunch

The 15th Annual Award of Excellence Brunch was held on September 18, 2016 at the Cambridge Holiday Inn. Four (4) scholarships were awarded by the CCAWR to deserving candidates from our community. Details on our scholarships and recipients are included in the Scholarship Report from Noel Richards attached as **Appendix A**.

These scholarships are more than a monetary contribution to the recipients. Based on testimonials received, it is a vote of confidence in them from their heritage community, telling them that their community values them, support them and is rooting for them. It is hoped that in time we will not only be able to increase the number and value of the scholarships, but we will also be able to foster an ongoing connection with the recipients.

h) Welcome BBQ for Caribbean Students at U of W and WLU

For the second year running, the CCAWR hosted a Welcome Barbeque for Caribbean Students of the University of Waterloo and the Wilfrid Laurier University. The event was held on October 1, 2016 and was originally scheduled to be held outdoors at the Waterloo Park. However, due to persistent inclement weather, the event was moved indoors, to the Wilfrid Laurier's Harris Hope House.

Despite the necessary last minute change in venue, the event was well supported by Board members and a few members at large and generated good support from the university students, with a good mix of students and a much larger representation from Laurier than last year. It is believed that this was the result of a date change to ensure the event did not conflict with Laurier's Home Coming.

Thanks to all the Board Members who donate to and/or participated in the event. Special thanks to Dr. Laura Mae Lindo and Junior Ramsoran who were instrumental in securing Harris Hope House, the alternate rain venue and to Lannois Carroll-Woolery who spearheaded the event.

i) *Coalition for the Success of African Caribbean Canadian Youth*

In July 2015, The CCAWR received a letter, addressed to Royston, then Acting President, from The Coalition for the Success of African and Caribbean Canadian Youth (CSACCY), authored by Maedith Radlein, a founding member and current President of the CSACCY. The thrust of the letter requests that the CCAWR partner with the CSACCY to purchase a property.

The letter was circulated and discussed at the September 2015 Board Meeting. The discussion was limited as there were many questions; however, there were no CSACCY representative to respond to the many serious questions posed. As a follow up, Maedith was invited to address the March 7, 2016 Board meeting of the CCAWR, where she outlined the needs in the community and the fact that CSACCY could and would be much more effective if they had a home base from which to operate.

However, it was unclear as to what CSACCY would bring to the table in terms of financial support in any such venture. It was also pointed out that until the CCAWR achieved incorporation status, the chance of us purchasing real property was next to none as the CCAWR cannot hold real property acting as a non-incorporated organization.

The Board has tacitly agreed to look at the issue of incorporation seriously during the coming year. See report submitted by Maedith Radlein attached as **Appendix B**.

j) **Book Club**

A copy of the full report prepared and submitted by Vincent Smith is attached as **Appendix C**.

3. **Treasurer's Report**

Treasurer's report prepared and submitted by Anandi Carroll-Woolery is attached as **Appendix D**.

4. *Conclusion and Vision for the Future*

It is hard to believe that so many months have slipped by since I agreed to take on and assumed the role of president of the association in February 2016. While a lot has transpired since then, the pace has been slow and it is sometimes frustrating as I see what the organization can and should be and just want to move as quickly as possible along that path.

However, I recognize that we work with limited resources and acknowledge the need to prioritize and to look for those "low hanging fruits" opportunities to drive growth, efficiency and effectiveness. In that vein, I would like to extend my thanks and appreciation to the very committed members of the Board, the friends of CCAWR and the broader community for their unwavering support to the organization over the years.

For the future, I have asked the Board to consider focusing with me on what I define as Five Strategic Priorities/Platforms:

- Awareness and Visibility
- Governance and Processes
- Events Execution
- Education and Advocacy
- Resources

These will form the areas of focus over the coming year, with specific aligned objectives associated with each area, with SMART goals driving each objective.

We must also be willing to challenge the norms and status quo, grow and adapt to the changing face and needs of our community, utilize technology and technological advancements to increase our efficiency and effectiveness and to grow our network of partners.

Paraphrasing the words of Robert F. Kennedy, "we must not see things the way they are and ask why, we must see things the way they should be and ask why not!!".

Thank You.

Louis Allen
President

APPENDIX A

Caribbean Canadian Association of Waterloo Region 2016 Annual Scholarship Report

Committee

Noel O. Richards (Chair)
Professor Karl Bennett
Lannois Carroll-Woolery
Nigel Henriques
Ron Ball
Olive Coke

During the past year (2015-2016), we celebrated a significant milestone with the Congress of Black Women (Waterloo, Chapter). This marks 15 years of sponsorship of the Scholarship Awards program in the Kitchener, Waterloo and Cambridge areas. The Caribbean Canadian Association of Waterloo Region celebrated its 14th year of participation in this program.

Sponsorship/Donations

In 2016 we raised \$3,280 through sponsorship and donations from the following sources:

- S.E.P Holdings Ltd : \$1,000
- Keith Forde : \$1,000
- Professor Karl Bennett : \$ 600
- Professor Michael Haughton : \$ 500
- Herbert Braley : \$ 100
- Brenda Lewis : \$ 80

Family Bruch

The annual fund raising dinner of the CCAWR geared toward raising funds specifically for the scholars fund was held on June 12, 2016 at the Wilmot Recreational Centre in Baden. Our Guest Speaker was Laura Mae Lindo (Diversity Director at Wilfrid Laurier University). As the chair of the Scholarship Committee, I was asked to provide a brief update on the scholarship program. I spoke to the need for collaboration, cooperation, accommodation and participation in our community to mobilize our effort support our youth. It is estimated that a profit of \$1,500 was made at this event.

The Awards of Excellence Presentation Ceremony:

The 2016 Awards of Excellence brunch was held on Sunday September 18th at the Cambridge Holiday Inn. This was our largest turnout ever with over 165 participants and was an overall success. For the first time, we invited ten (10) past award recipients to share their life story via video testimonials and how the scholarship helped them in pursuing their education. We received four (4) responses which received overwhelming appreciation from the audience. Thanks to Louis Allen who coordinated this effort. We plan to include this again in our program in the future.

The Scholarship Committee approved four scholarship awards of \$1,000 each for 2016 which were presented to the following individuals:

- **2016 Keith Forde Scholarship Award** : Amanda Facey;
- **2016 Leib & Fanny Pillersdorf Scholarship Award:** Jayden Richards;
- **2016 Lauris DaCosta Scholarship Award:** Jasia Carroll-Woolery;
- **2016 Lauris DaCosta Scholarship Award:** Destina Mattrasing-Williams;

Congratulations to this year' Scholarship Award winners. We wish them continued success in their future endeavours.

Thanks to the continued partnership and collaborative efforts of Chloe Callender, Marcia Smellie, Lauris DaCosta, Annandi Carroll-Woolery, Louis Allen and others for holding joint meetings and, organizing another successful Awards of Excellence function.

Recognition of Community Service

Over the past several years, we have presented Certificates of Recognition to citizens for their outstanding contribution to our community building and continuing education. This year we recognize one of our sponsors Mr. Herbert Braley.

Looking to the future

We have been successful in building up a cushion of over \$14,000 in the Scholarship Account. Our goal is to continue to build this amount to at least \$20,000 where we can realize a return on our principal without assuming any risk to the funds.

Although the cost of Education is skyrocketing, we have not still been able to move with the change in this direction. Our Scholarship remains at \$1,000, and our goal of increasing the scholarships to \$1,500 is still to be realized. We are hoping that with increased sponsorships and donations, our budget will allow us to meet this challenge within the next two years.

Advertising

We are currently in the process of finalizing a Scholarship Brochure to be available to the public shortly. The plan is to also place the Brochure on the Link and CCAWR websites.

Website upgrade

We received an offer from Clarissa Charles (a past scholarship recipient) to assist in updating the Scholarship information on our website.

Special Thanks

We express special appreciation to our ongoing sponsors who year after year continue to provide financial support to make our program a success. Thanks to the dedicated core of committee members who provide feedback and assist with choosing the recipients.

We are looking for the names of individuals and organizations who could be potential donors and sponsors to build a solid base of financial support and ask that such contact information be sent to the committee.

Our youth are the future of tomorrow

The past recipients of the CCAWR Scholarship program are as follows:

PAST RECIPIENTS

2003

Athena Guy \$ 500

2004

Amanda Richards \$ 500

Lynta Yamoah \$ 500

2005

Rori Brown \$ 500

Rufus John \$ 500

Chanel Martin \$ 500

2006

Alex Norris-Lue \$ 500

Jessica Nairn \$ 500

Rufus John \$ 500

2007

Aminka Belvitt \$1,000

Rena John \$ 750

Trisha Warren \$ 750

2008

Lebene Numekevor \$1,000

Jason Simon \$ 750

Andre Claxton \$ 750

2009

Daniel Drummon \$1,000

Raechel Lovell \$1,000

Kimoy Marston \$1,000

2010

Tonya Malcolm \$1,000

Ariel Berkeley \$1,000

Kamahe Lee \$ 750

Khadija Lee \$ 750

Tracy Allan \$ 500

2011

Matthea Eales \$1,000

Natasha Alli \$1,000

Tonya Malcolm \$1,000

2012

Emese Sykes \$1,000

Jenneisa Claxton \$ 750

Jason Simon \$1,000

Royston Simon \$1,000

2013

Ashley White \$1,000

Rickyonee Richards \$1,000

Destina Mattrasingh \$1,000

2014

Destina Mattrasingh \$1,000

Dominic Bell \$1,000

Dominic Bell \$ 700

2015

Knajwa Cameron \$1,000

Jason Allen \$1,000

Jasia Carroll- Woolery \$1,000

Destina Mattrasingh \$1,000

Clarissa Charles \$ 700

2016

Amanda Facey \$1,000

Jayden Richards \$1,000

Jasia Carroll-Woolery \$1,000

Destina Mattrasingh \$1,000

Total number of scholarships awarded to date is 45
Total dollar amount awarded to date is \$37,650

Presented by: Noel O. Richards
Chairman, Scholarship Committee
Date: September 24, 2016

APPENDIX B

THE COALITION FOR THE SUCCESS OF AFRICAN-CARIBBEAN-CANADIAN YOUTH REPORT

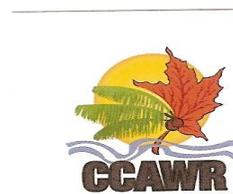
The Coalition was formed in the spring of 2009, in response to the fact that the number of at-risk Black youth in the Region was increasing. I invited identified members of the four cultural groups representative of this demographic; The Congress of Black Women, The African Women's Alliance, The African Canadian Association and The Caribbean Canadian Association of Waterloo Region, to brainstorm the idea of having a social worker of African Heritage work with students and families in a role similar to that of settlement workers. Community members who had shown consistent support for African-Caribbean-Canadian youth were also invited to participate in the Coalition to ensure a range of perspectives and experiences.

In September 2010 we received a two year grant from the Ontario Trillium Foundation to do a pilot project. The project was very successful. Sixty-three families were supported on a range of issues such as conflict with the law, school success, mental health and sexual abuse. Several young people were able to return to school or to jobs in the community. Since then, the program has continued on a greatly reduced basis as fund raising challenges have made it a volunteer position for our social worker.

In 2015 we received a small grant from the Kitchener-Waterloo Community Foundation. The money, supplemented by donations to the program through the Multicultural Centre, was used for two workshops. In May 2015 & 2016, we partnered with the Kitchener-Waterloo Multicultural Centre to provide training in our model to 13 graduate and undergraduate students in the Social Work program at Wilfrid Laurier University. Presenters were LaFerne Clarke, Jassy Narayan & Maedith Radlein.

To date, recruitment has been disappointing but we continue to seek creative funding models and supports that will hopefully enable us to again hire staff and restore the program to the level it was previously.

Maedith Radlein
Chair, Steering Committee
October 3, 2016



The Caribbean Canadian Association
of Waterloo Region



Congress of Black Women

APPENDIX C

AFRIC & CARIBBEAN BOOK CLUB - 2016

By Vincent Smith

September 2016

“ Father Ho Lung is a great humanitarian ... He shows love for the poorest of the poor.”

“ Native peoples of Canada are prisoners in their own country.”

These quotations are the highlights of our two book club discussions to date.

The first on April 10 was about the book, ***Candles in the Dark: The Authorized Biography of Fr. Ho Lung and the Missionaries of the Poor*** by David Pearce. Fr. Ho Lung is a poet, teacher and musician. His 550 brothers and many volunteers minister to thousands in eight countries around the world. As a Jamaican, I was disturbed by the grinding poverty depicted in the island. Many benefitted greatly, however, from the love, humility and selflessness of Fr. Ho Lung's ministry. Nine persons attended this discussion.

On August 28, twenty one persons sat in close proximity to one another at the Maranatha Lutheran Church hall, our usual location, to experience the impact of two guests. The first was Rose McLeod, a Jamaican who introduced her autobiography, ***The Power Of RESILIENCE The inspiring memoir of Rose M. McLeod***, MSC and the second was Native Canadian, Christine Lesebvre , who unearthed the gut wrenching issues in the book, ***UP GHOST RIVER: A Chief's Journey Through the Turbulent Waters of Native History*** by Edmund Mutatawabin and Alexandra Shimo .

McLeod's 2016 publication chronicles her resilience in overcoming many challenges in Jamaica to the University of Buffalo, U.S.A. where she earned the MSC degree. Of her work at the University of Guelph, Ontario one reads: “ Over the last 5 years, Rose has helped to make the University a more welcoming and comfortable place of study for students of culturally diverse backgrounds.”

I recommend this book to anyone who faces challenges. Listen to her encouraging words: “ I would not allow anyone to take away my joy and happiness, because only I can create my destiny.”

Native Canadian Lesebvre provided informative comments as each participant, holding a feather in hand, expressed his/her perceptions of the disturbing issues in Mutatawabin's ***UP GHOST RIVER*** ... Chief Ed's residential school experiences were raw and dehumanizing. In seeking healing, he travelled to southern Alberta where “ he learned from elders, participated in native cultural

training that emphasize the holistic approach to personhood at the heart of the Cree culture.” His mission is to help the next generation of residential school survivors.

This writer applauds the attempts of Prime Minister Justin Trudeau’s government to redress the wrongs of the past as evident in the work of the Truth and Reconciliation Committee. To be a prisoner in one’s own land is a very bitter pill to swallow.

Finally, would you like to join us on **October 16** for our final discussion for this year? Kindly select **any book** that you have enjoyed reading and be privileged to share your experience. See you at Maranatha 1:00 to 3:00 P.M.

APPENDIX D

TREASURER'S REPORT

**CARIBBEAN CANADIAN ASSOCIATION OF WATERLOO REGION
FOR THE FISCAL YEAR ENDING DECEMBER 31, 2015**

**Prepared by:
Anandi Carroll-Woolery, Treasurer**

These statements were prepared based on the books and records of the Association.

These statements have not been reviewed by the external Accountant.

CARIBBEAN CANADIAN ASSOCIATION OF WATERLOO REGION
 INCOME STATEMENT
 FOR THE YEAR ENDING DECEMBER 2015

Grants		0.00
General Donations		752.00
Scholarship Donations		3,398.00
Fundraising Events		16,033.36
Interest and Dividends		<u>5,483.36</u>
Total Contributions		<u>25,666.72</u>

Scholarship Expenses	4,932	
	<u>4,932</u>	<u>4,931.59</u>

Subtotal 20,735.13

Variable Expenses

Computer & Communications	185.84	
Fundraising & Brunches	11,917.34	
Government Fees	0.00	
Accounting Fees	800.00	
Advertising	0.00	
Insurance	567.00	
Bank Service Charges	31.30	
Facilities & Occupancy Rentals	0.00	
Printing	0.00	
General & Administrative Expenses	63.79	
Postage	0.00	
Donations	0.00	
Professionals & Consultants	0.00	
Social Community Event	123.75	
Transfer to Scholarship Fund	7,046.00	
Total Variable Expenses	<u>20,735.02</u>	<u>20,735.02</u>

Other Variable Expenses

Strategic Planning		0.00
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TOTAL OPERATING EXPENSES \$20,735

NET CONTRIBUTIONS \$0.00
 =====

BALANCE SHEET
 CARIBBEAN CANADIAN ASSOCIATION OF WATERLOO REGION
 As of DECEMBER 31, 2015

ASSETS

Current Account	4,700.83	4,700.83
BUILDING FUND ACCOUNT		
BMO Term Investments	17,370.81	
IG - Dividend Fund C	62,849.59	
IG- Canadian Large Cap Value Fund A	7,858.46	
IG - European Mid-Cap Equity Fund	8,406.65	
IG - Income Plus Portfolio C	43,581.26	
IG - Canadian High Yield Income Fund Series A	6,732.56	
IG - Putnam US High Yield Income Fund Series A	9,837.78	
IGroup - North American Equity Fund A	<u>2,494.18</u>	
TOTAL BUILDING FUND ACCOUNT	159,131.29	159,131.29
 SCHOLARSHIP ACCOUNT		
Scholarship Fund:		
BMO	7,441.86	
IG - Quebec Enterprise Fund A	<u>5,209.55</u>	
TOTAL SCHOLARSHIP ACCOUNT	12,651.41	12,651.41
 Other Assets		 -
 TOTAL ASSETS		 <u>176,483.53</u> =====

LIABILITIES

Current Liabilities		
Accounts Payable	-	
P.S.T. Payable	-	
CPP Payable	-	
UIC Payable	-	
Income Taxes Payable	-	
G.S.T. Payable	-	
Visa	-	
Credit Card	-	
Total current liabilities		-
Long Term Liabilities		-

EQUITY

BUILDING FUND ACCOUNT	159,131.29	
Scholarship Account	12,651.41	
Surplus	4,700.83	
Profit 2015	-	
	<u>176,483.53</u>	<u>176,483.53</u>
TOTAL LIABILITIES AND SHAREHOLDERS' EQUITY		<u>176,483.53</u> =====