



The Caribbean
Canadian Association
of Waterloo Region

ANNUAL REPORT for 2017 - 2018

Louis Allen
President

ANNUAL GENERAL MEETING
November 5, 2018
45 Columbia Street East,
Waterloo, Ontario

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Caribbean Canadian Association of Waterloo Region Annual General Meeting Report November 6, 2017 - November 4, 2018

Prepared by
President: Louis Allen

1. Introduction

Greetings!!

It is amazing how quickly the year has passed since our last AGM in November 2017. While we continue to face resource challenges(human and capital), we were able to engage in the events and community activities in keeping with our yearly rhythm of business cadence. This was largely due to the tireless efforts of our faithful and dedicated Board members who continuously give so generously of their time despite the busy and involved lives they live. I know this commitment and dedication is indicative of their love of and support for the organization.

Shortly after taking the mantle of leadership in February 2016, I articulated the need to engage in the process of renewing and revitalizing the organization. While some steps have been taken in that direction, there is still a lot more to do and we will continue to work to that end. However, idealism has to be tempered with realism and with limited resources, we have to be strategic in how we move forward, looking for the so-called "low hanging fruits" and the areas of opportunities offering the "best bang for our bucks".

During the year under review we continued our work on revising our by-laws, with a view to transforming the status of the organization from that of an registered not-for-profit to that of an incorporated not-for-profit. With that said, I am pleased to know that we are now at the point where we will be putting forward resolutions for the adoption of the revised by-laws and the move towards taking the association to an incorporated not-for-profit status at this upcoming AGM.

As has been highlighted before, this is a necessary step if the association is to make any move towards the realization of a long held dream of acquiring real property in any contractual format. This is an important and defining step as we continue down the path of renewal and revitalization.

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. Like any organization of this mature stature, the needs of the community we serve has changed over the year and as such it behooves us to constantly re-examine our "raison d'être" (reason for being) to ensure we maintain currency and relevance to and with the community. With that in mind, we continue our efforts to identify and respond to the current challenge (and opportunity) of our community. In that regard:

- We continue to seek dialogue and partnerships, where they align with and support our strategic priorities and objectives and we continue the drive towards new and varied initiatives.
- We continue to build our online and social media presence, but are somewhat hindered due to resource constraints.
- We have held discussion with a "working group" on the formation of an umbrella network of organization in the region servicing the needs of persons of the African and Caribbean Diaspora.
- In association with Caribbean Kitchen, we have initiated a social/networking event called Caribbean Connexion, with the objective of building person-to-person connections, as well as our connection with the Caribbean community.
- We actively seek opportunities to transform from being largely an events driven organization doing some programs work, to being a programs driven organization doing some event work.

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, we are committed to the fulfillment of our vision of "An empowered, collaborative Caribbean community that is fully engaged and equitably represented in the Region of Waterloo" and will continue working towards that stated goal.

The current board is comprised of:

President:	Louis Allen
Vice-President:	Lannois Carroll-Woolery
Treasurer:	Anandi Carroll-Woolery
Secretary:	Ingrid Berkeley-Brown
Members:	Emily Yamoah, Loretta Sheriff, Donnette Spence, Sara Allen, Theresa Freeman-Simon, Noel Richards, Amanda Edwin, Veronique Simon and Nigel Henriques

2. Highlights of the 2017 – 2018 Year:

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

- January 2018: Review of the Revised By-Laws
- February 2018: Black History Month Event
- May 2018: Caribbean Connexion
- June 2018 : Family Brunch
- September 2018 Awards of Excellence Scholarship Brunch
- October 2018: Caribbean Connexion
- Ongoing Book Club

a) Review of the Revised By-Laws

Arising out of a Strategic Planning Session held in May 2016, the decision was made to engage in the redrafting of the by-laws of the CCAWR, with a particular focus on moving the organization to an "incorporated non-profit" status. The organization is currently a registered non-profit.

The draft of the revised by-laws was completed in January 2017, however, given the need to focus on other pressing matters, a full review was not completed up to the time of the 2017 AGM in November 2017. At that meeting, a resolution was passed: "That the Board be given authority to effect the incorporation of the CCAWR, inclusive of the drafting of a revised constitution/by-law, subject to the finalized constitution being presented to the membership for ratification at a special members meeting of the Association to be held by May 2018."

With this mandate in mind, in January 2018, the Board began the process of reviewing the draft revised by-laws. This culminated in a vote by the Board, in September, to ratify the revised by-laws and approve it for presentation to the membership at the 2018 AGM. Although we clearly did not meet the timeline stipulated in the 2017 AGM resolution, I am excited that we have been able to move the process forward and will now be able to seek ratification from the membership at the upcoming AGM.

With a resolution to move the organization to the status of an incorporated non-profit organization also on the table, subject to the approval of that resolution, it is my hope that we will be able to realize this objective in the coming year.

b) Black History Month (BHM) Event

After not hosting a BHM event in 2017, the Board decide to focus on film screening and discussion. In this regard the decision was made to partner with Caribbean Tales to identify and secure a Caribbean film or a film dealing with the Canadian black experience, in keeping with the theme of Black History Month.

The film ***A Linc In Time***, was chosen and the date and venue were set as February 24 at the Kitchener Church of God. The film is a documentary of the life of Lincoln Alexander, the first black Member of Parliament in the House of Commons, the first black federal Cabinet Minister, the first black Chair of the Worker's Compensation Board, and the 24th Lieutenant Governor of Ontario from 1985 to 1991.

The event which was free to the public, featured a pre-film networking session, as well as a post film discussion hosted by Anandi Carroll-Woolery, was well attended and generated some lively discussions.

c) Caribbean Connexion

Several years after the birth of the idea, Caribbean Connexion finally became a reality on Friday May 25, 2018. In keeping with the broad policy of seeking to work in partnership with other entities, the CCAWR partnered with Caribbean Kitchen to execute the event.

Caribbean Connexion is a free event, with food provided by Caribbean Kitchen available for purchase. The event is meant to be an opportunity for persons from the Caribbean heritage community to hang out, play games, get to know each other and yes, eat some sumptuous Caribbean food. It is also an opportunity for the CCAWR to connect with its constituents

Given the success of this event, a second event was planned and executed on Friday October 26, 2018. This event was also deemed to be a success, with average attendance across the two events being around 40. The events received very favourable reviews on both occasions and there are plans to have more in the future. However, no regular cadence has been established and it has not yet been decided if one will be established or if they will just be held on an ad hoc basis.

d) Family Brunch

Over the past few years, the annual Family Brunch (formerly Father's Day Brunch) has been established as the CCAWR's major fundraising event for its scholarship fund. The event was held again this year on Sunday June 10 at the Wilmot Recreational Complex in the Township of Wilmot.

The brunch, which was addressed by our guest speaker Tarique Plummer, Student's Union President, Wilfred Laurier University, who shared with the audience interesting lessons learned from his relatively short, but amazing life journey. While the event was well supported, it was noted that the number of attendees was down from the previous year. It is hoped that this can be addressed in future years with a more robust marketing campaign.

The event also heard from Noel Richards, the Chair of the Scholarship Committee, who outlined what the scholarship has achieved over its 16-year history and shared the outcome of the year long Scholarship Fundraising Marathon, an effort to raise \$10,000 by challenging 100 persons to donate \$100 over the past year. An update is provided in the Scholarship committee Report at **Appendix A.**

Special thanks to the Scholarship Committee who for the second year running planned and executed the event. Thanks to all who planned, participated in or supported this event.

e) Award of Excellence Brunch

The 16th Annual Award of Excellence Brunch was held on September 16, 2018 at the Sunbridge Hotel and Conference Centre (formerly Holiday Inn) in Cambridge. Three (3) 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.**

The keynote speaker was Christopher Lamm is a recent Juris Doctor graduate of the University of Ottawa Faculty of Common Law, an Honours graduate in Political Studies at Queen's University and the 2010-2011 Congress of Black Women of Canada recipient of the Chloë Callender Award. He is now articling at Lawson LLP, an experienced litigation firm in downtown Toronto. His speech was well received, earning him a standing ovation.

It is our hope that we will be able to continue to grow this scholarship to the point where we are able to make an even more sizeable contribution (both in number and value) to the young people of our heritage community through this forum.

g) Book Club

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



Caribbean Connexion

The after party lime



Family Brunch



"Hmmm....I get excited when I see good food!!"



Left - Noel Richards, Chair of the Scholarship Committee, with Destina Mattrasingh, a multiple past scholarship recipient.



Top - Guest speaker, Tarique Plummer.



Left - Flex We Talent entertains with an Anancy drama piece



A section of the large audience in attendance



Guest Speaker Christopher Lamm

Awards of Excellence Brunch

"All hail the Chief" - Support from our men and women in uniform



CCAWR Scholarship Committee Chair with the CCAWR scholarship recipients



Kitchener Mayor, Berry Vrbanovic, with the scholarship awardees

3. Scholarship Report

The Scholarship Report, prepared and submitted by Noel Richards, Chairman of the Scholarship Committee, is attached as **Appendix A**.

4. Treasurer's Report

The Treasurer's Report, prepared and submitted by Anandi Carroll-Woolery is attached as **Appendix C**.

5. Conclusion and a Call To Action

As with past years, I am heartened and encouraged by the commitment and dedication of the members of the Board. The time and effort put in by various Board member to make the different activities that the Association engages in possible is simply amazing. I recognize that this is essentially a working Board and everyone is busy with other facets of their lives. However, over the course of the year we have attempted and achieved much.

So, am I satisfied with how things are and where we are at as an organization? Of course not - there are still numerous challenges to overcome and opportunities to act upon. However, I do believe we are headed in the right direction and if we continue to focus and think and plan strategically, we will be able to build an organization that is as relevant to the needs of its constituents today as it was at its inception over 43 years ago.

Some of the noteworthy challenges we face are:

1. How do we achieve financial sustainability?
2. How do we increase membership involvement and participation?
3. How do we achieve relevance with the needs and aspirations of our second and third generation Caribbean constituents?

As I did last year, I call upon the Board to focus with me on addressing the fundamentals. Over the coming year I invite them to once again focus with me on the theme "***The CCAWR Re-imagined***". The concept of the theme is a simple one; it is asking ourselves some basic question, like "If we were designing an organization today to serve the needs and interests of the Caribbean Diaspora Community in the Waterloo Region, what would it look like? How would it be structured and function? What would be its priorities?"

I also ask that we continue to keep focus on what I define as our Five Strategic Priorities/Platforms:

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

Again, we accomplished a lot over the past year, but I ask that we do not rest on our laurels, there is still much work to be done. I still believe in the mission, vision and values of the CCAWR and in its continued relevance to our 21st century landscape. Let us dream big, let us think outside the box and let us strive to make the organization all that it can be in service to our heritage community.

In closing, 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. We look forward to your continued support in the coming year.

Thank You!!

Louis Allen

President

APPENDIX A

Scholarship Report by Noel Richards

Scholarship Committee

Noel O. Richards (Chair)

Olive Coke

Amanda Edwin

Professor Karl Bennett

Lannois Carroll-Woolery

Nigel Henriques

Ron Ball

2018 marked the 16th year of partnering and collaboration of the CCAWR Scholarship Committee with the Congress of Black Women (Waterloo Chapter) in hosting the Awards of Excellence scholarship brunch. This year we awarded scholarships to three (3) outstanding individuals in the Kitchener, Waterloo and Cambridge communities for their academic prowess and their outstanding work in our community.

Scholarship Committee Planning Strategy Meeting: Saturday March 3, 2018

The committee began the year with our face to face meeting at the Waterloo Regional Police station (Columbia Street) on Saturday March 3, 2018. Our primary focus was aimed at planning and organizing the annual family fundraising brunch targeted for June 10, 2018. Our main goals were to create heightened awareness around the scholarship program and fund raising. Other ideas were formulated to look at hosting a career day in the region, possibly in the fall to coincide with the new arrival of university students. This did not materialize but is still a worthwhile goal for the future.

Annual Family Brunch: Sunday June 10, 2018

Our 6th annual family brunch was held this year at the Wilmot Recreational Centre in Baden. Our guest speaker was Mr. Tarique Plummer (Student Union President, Wilfrid Laurier University). Overall the event was a success in terms of raising community awareness and hosting the event. We had participation from three past recipients namely Veronique Simon, Brent Parke and Destina Mattrasingh.

Entertainment for the event was provided by a young artist in our community via the spoken word and the Flex drama group.

Catering was provided by The Caribbean Kitchen. Prices were increased from \$25 to \$30 for adults and Youths from \$15 to \$20 due to rising costs of hosting the event. Attendance for the event was as follows: adults - 86; youths - 8 and 2 children. We made a profit of just over \$1,000 (including \$260 from donations, Silent Auction \$225 and \$70 from take-out dinner sales).

Special thanks to Donnette Spence and Emily Yamoah who did an amazing job of spearheading the job of decorating the hall. Thanks also to Loretta Sheriff, Amanda Edwin, Brent Parke, Louis and Sarah Allen, Anandi and Lannois Carroll-Woolery and Theresa Freeman-Simon who all contributed in making this event an overall success.

Scholarship Fundraising Marathon:

This program was launched a year ago at the 2017 Annual Family Brunch. We extended the deadline for this venture to allow for the collection of outstanding pledges and to forge towards our goal of raising \$10,000 for the scholarship fund. We were successful in raising \$260 in donations towards this project at our annual Family Brunch event.

Special thanks to Jassy Narayan, Ingrid Berkeley, Lauris DaCosta and others for their significant contributions. To date we have collected \$6,875 and have \$1,000 in outstanding pledges to be collected.

Awards of Excellence Brunch Presentation Ceremony: September 16, 2018

The 2018 Awards of Excellence awards presentation ceremony was held on Sunday September 16, 2018 at the Sunbridge Hotel and Conference Centre (formerly Holiday Inn) in Cambridge.

Our keynote speaker was Mr. Christopher Lamm, is a 2010 recipient of the Congress of Black Women Chole Callender Award. He is a recent graduate of the University of Ottawa, Faculty of Common Law and is now articling at Lawson LLP, a litigation firm in downtown Toronto.

This year we received seven (7) scholarship applications, which is the second highest number of qualified applicants ever received since the program started in 2003. The scholarship committee faced the arduous task to selecting the top three recipients from the highly qualified field of applicants.

The final three (3) successful recipients received individual scholarships of \$1,500 each (totaling \$4,500).

The awardees were as follows:

Kyle-Patrick Dennis: 2018 CCAWR Keith Forde Scholarship Award;

Jordan Wheatle: 2018 CCAWR Leib & Fanny Pillersdorf Scholarship Award;
and

Jenna Carroll-Woolery: 2018 CCAWR Professor Karl Bennet & Jacoba Wessling Scholarship Award.

Special thanks to our donors for providing us with their continued support.

Thanks to the continued partnership and collaborative efforts of Chloe Callender, Lannois Carroll-Woolery, Marcia Smellie, and others for holding joint meetings and organizing another successful Awards of Excellence event.

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

PAST RECIPIENTS

2003

Athena Guy \$500

2005

Rori Brown \$500
Rufus John \$500
Chanel Martin \$500

2007

Aminka Belvitt \$1,000
Rena John \$750
Trisha Warren \$750

2009

Daniel Drummond \$1,000
Raechel Lovell \$1,000
Kimoy Marston \$1,000

2011

Matthea Eales \$1,000
Natasha Alli \$1,000
Tonya Malcolm \$1,000

2013

Destina Mattrasingh-Williams \$1,000
Ashley White \$1,000
Rickyonee Richards \$1,000

2015

Knajwa Cameron \$1,000
Destina Mattrasingh-Williams \$1,000
Jasia Carroll-Woolery \$1,000
Jason Allen \$1,000
Clarissa Charles \$ 600

2017

Avonae Gentles \$1,500
Dane Allen \$1,500
Brent Park \$1,500
Tarin Charles \$1,500

2004

Amanda Richards \$500
Lynta Yamoah \$500

2006

Alex Norris-Lue \$500
Jessica Nairn \$500
Rufus John \$500

2008

Lebene Numekevor \$1,000
Jason Simon \$750
Andre Claxton \$750

2010

Tonya Malcolm \$1,000
Ariel Berkeley \$1,000
Kamahe Lee \$ 750
Khadija lee \$750
Tracy Allan \$ 500

2012

Emese Sykes \$1,000
Jenneisa Claxton \$750
Jason Simon \$1,000
Royston Simon \$1,000

2014

Destina Mattrasingh-Williams \$1,000
Dominic Bell \$1,000
Dominic Bell \$700

2016

Jasia Carroll Woolery \$1,000
Amanda Facey \$1,000
Destina Mattrasingh-Williams \$1,000
Jayden Richards \$1,000

2018

Kyle-Patrick Dennis \$1,500
Jenna Carroll-Woolery \$1,500
Jordan Wheatle \$1,500

<p>Total number of scholarships awarded to date = 51 Total dollar amount awarded to date = \$45,100</p>

APPENDIX B

Book Club Report by Vincent Smith

This year was another successful one for our book club. We had three very stimulating meetings at our new venue, Kingdom Community International (formerly Kitchener Church of God), 533 Weber St. E. in Kitchener, Ontario.

1. June 24

Due to inclement weather on April 15 we discussed two books on June 24: ***Born A Crime: Stories From A South African Childhood*** by Trevor Noah and ***In the Black: My Life*** by B. Denham Jolly.

Some twenty persons participated in a lively exchange about a book to which they related from various perspectives. Trevor Noah's mom took the cake ... a brave, daring and progressive character. Because of the intense reaction to Noah's memoir, it became clear that our entire two hour period allowed could be spent on issues arising from it. Several folk seem to watch his television program.

We did, however, talk quite meaningfully about Denham Jolly's work. He is a Black Jamaican Canadian entrepreneur remembered for introducing Toronto's first radio station for Black people. "The autobiographical story of Jolly's life parallels the saga of Canadian racism," remarked Vincent Smith. Among Jolly's subjects covered were Slavery, Immigration, Jamaican pioneers in Toronto (Marcus Garvey, Harry Gairey & Bromley Armstrong), Burnley "Rocky" Jones, Harry Jerome and 17 police shootings of Black people. Concerning the shootings Jolly referred to the protests of such Black icons as Charlie Roach, Jean Augustine and Dudley Laws.

A more thought provoking and impacting afternoon one may not too soon forget.

2. September 23

DESTINED TO WITNESS Growing Up Black In Nazi Germany by Hans J. Massaquoi was the subject of today's discussion. Most of the eighteen persons present agreed that it was a good read. As background information to the book, Vincent Smith presented some key points from the book, ***GERMANY'S BLACK HOLOCAUST 1890 – 1945 THE UNTOLD TRUTH*** by Firpo W. Carr, Ph.D. (2003)

Hans Massaquoi stated, "My encounter in 1997 with about one hundred young German-born Black people ... has convinced me that much work still needs to be done ... to assure the absolute equality ... of Germans of African descent and other racial minorities." (P. 128)

We were graced with the presence of Dominic Bell, a young man who grew up in Kitchener-Waterloo and who inspired today's meeting by the article he wrote while a student at Law School, "***Examining the Persecution of Blacks During the Holocaust.***" Everyone was given a copy of his 2013 article. Suffice it to say, the group was wowed by Dominic's pointing to a case of GENOCIDE of African Germans that could be made against the Third Reich.

Among the noteworthy personal comments about our discussion were the following:

"... the early years of growing up are very important and I credit the author's parents for raising him with a good sense of self."

"... the book was insightful and educational. I was grateful for the author sharing so others need not feel alone in their life challenges."

"... I notice the difference between how the author's mother raised him : open and outward looking, and how Trevor Noah's mother did in ***Born A Crime***: isolated."

Can one make a case for a richer experience than what our reading and discussion provide at our book club?

3. October 21

We had two Caribbean writers at this meeting: Claudette Smith who wrote ***Stone Markers of Grace, A Lasting Legacy*** and Grace Ibrahima with her 2016 autobiography, ***MERCY, One Life Many Stories***.

Grace Ibrahima, who hails from Trinidad and Tobago, introduced herself to us, giving anecdotes of her background and citing her son's role in motivating her to write her memoir. Several copies of her book were purchased. Grace will be with us again in May 2019, when we shall discuss her book.

The rest of the meeting consisted of eighteen persons sharing a reading experience of their choice. It was stimulating to hear about books other than those relating to African and Caribbean themes. Some of these were the following:

Box of Butterflies, The Treasure Principle, Survivors Guide To The Soul, The Holy Bible, The Sun Does Shine Again, The Procrastinator's Guide To Retirement, Bury The Chains and Naked Rain.

It should be noted that the last title, ***Naked Rain***, was written by Lorraine Ramkeesoon , a former resident of Kitchener-Waterloo, who chronicled how her family coped with the loss of her son. She donated two of her books to our library.

Thanks are in order to Cynthia Simpson who handles our library loans, Joan Blackwood, Treasurer, Lisbeth Haddad, chair of our last discussion and donor of books to our library, as well as Lorraine Bernard who makes sure the last person leaves safely.

Please note that Grace Ibrahima's **MERCY, One Life Many Stories** is available at Wordsworth Bookstore in Waterloo (519-884-2665) and that Bishop Dr. Canute Riggan's recently published **My Life My Call My Ministry**, to be discussed in September, 2019, is available from Vincent Smith (519-746-3762). Both are \$20.00 each.

Presented by:

Vincent Smith
Coordinator
October 25, 2018

APPENDIX C

TREASURER'S REPORT

**CARIBBEAN CANADIAN ASSOCIATION OF WATERLOO REGION
FOR THE FISCAL YEAR ENDING DECEMBER 31, 2017**

**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 an external Accountant.

Date Presented: November 5, 2018