



The Caribbean
Canadian Association
of Waterloo Region

ANNUAL REPORT for 2018 - 2019

Louis Allen
President

ANNUAL GENERAL MEETING
November 4, 2019
45 Columbia Street East,
Waterloo, Ontario

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Caribbean Canadian Association of Waterloo Region Annual General Meeting Report November 5, 2018 - November 3, 2019

Prepared by
President: Louis Allen

1. Introduction

Greetings!!

Firstly, allow me to acknowledge the passing of Vincent Smith, a stalwart of the organization and to pay tribute to his memory. Vincent was a longstanding member of and contributor to the association. He was passionate about bringing young people into the organization and providing support for them. As such, he was an ardent supporter of the scholarship program and have had sponsored scholarships awarded in his name in the past. He was also the enthusiastic convener of the Afric & Caribbean Book Club, an arm of the CCAWR.

And so, another year has flown by since our last AGM in November 2018. Over the year, we continue to engage in events and community activities in keeping with our yearly rhythm of business cadence, even taking on some new ones, in the face of resource challenges (human and capital). This, for the most part, was made possible due to the tireless efforts of our faithful and dedicated Board members who continues to 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.

Over the period of my tenure as president, I have articulated the need to engage in the process of renewing and revitalizing the organization. While some steps have been taken in that direction, and there is great need and urgency in intensifying the focus in this area to ensure the continued relevancy and survival of the organization. While we continue to execute tactically, we must ensure that we simultaneously plan and execute strategically. We need to get back to focusing on what the organization ought to be, not what it is or

has been. Going back to sentiments I expressed some time ago, we must focus on “The CCAWR Reimagined!!”

With the adoption of our revised by-laws at our 2018 AGM, during the year under review we focused on the matter of transforming the status of the organization to that of an incorporated not-for-profit, in accordance with Resolution 8.2 passed at the AGM. During the conduct of this exercise, it was discovered that the organization is already incorporated. However, there is still work to be done to locate or re-create appropriate documentation and to update information related to the status of an incorporated not-for-profit organization.

This occurrence highlights the need for the creation and maintenance of a central repository for all documents related to the conduct of the business of the organization. Not only will this eliminate duplication of efforts and the proverbial “recreation of the wheel”, but it is central to good governance of the organization and compliance with governing laws and regulations, as well as the documentation of the history of the organization and the transfer of knowledge from directorship to directorship.

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’etre” (reason for being) to ensure we maintain currency and relevance to and with the community we purport to serve. With that in mind, we must intensify our efforts to identify what it is the serviced community requires of us, and work to deliver accordingly. In that regard we need to initiate or 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.

- Build our online and social media presence and utilize technology to drive efficiency and effectiveness.
- Engage in “focus group” discussions with segments of our serviced community to identify what it is they require of the organization.
- Build systems and processes to drive operational efficiency and effectiveness, as well as good governance
- 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.
- Identify alternate sources of revenue, outside of fund-raising activities

As we continue our work in the community, we are grateful for and proud of the support we have received from the community. 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 elected board for the 2017 -18 term comprised of:

President: Louis Allen
Treasurer: Anandi Carroll-Woolery
Secretary: Amanda Edwin
Members: Emily Yamoah, Loretta Sheriff, Donnette Spence, Sara Allen, Theresa Freeman-Simon (*resigned December 2018*), Lannois Carroll-Woolery, Noel Richards (*resigned September 2019*), Veronique Simon, Ingrid Berkeley-Brown and Nigel Henriques.

2. Highlights of the 2017 – 2018 Year:

During the year under review the Board members undertook, partnered with other organizations or engaged in a variety of activities and events. These included:

- November 2018: Black Brilliance
- January 2019: Incorporation
- February 2019: Black History Month Events
- March 2019: Hymn to Freedom Project
- March 2019: Caribbean Connexion
- April 2019: Yard Sale
- June 2019: Family Brunch
- June 2019 : Caribbean Connexion
- September 2019 Waterloo Region Police Chorus Fundraiser
- September 2019: Awards of Excellence Scholarship Brunch
- October 2019: Caribbean Connexion
- Ongoing ACB Network (Community Conversations)
- Ongoing Book Club

a) Black Brilliance: Redefining the Colour of Success

The CCAWR partnered with the Waterloo Region District School Board (WRDSB) and provided financial support for the Black Brilliance Conference. This was the first conference of its kind held by the WRDSB and was hosted for African, Caribbean and Black identifying students. Black Brilliance brought students together for a full day of workshops and mentorship opportunities.

During the planning phase of the conference which started in the spring of 2018, student-led focus groups took place to give students an opportunity to share their feelings at school in a safe environment. The focus groups led to the creation of a digital stories project that highlights the experiences of Black identifying students and staff within the district. The Black Brilliance conference was viewed as the perfect space to launch the digital story. After a welcome message from Kitchener Centre MPP Laura Mae Lindo and Deputy Minister Pat Case, the conference opened with a keynote address by Dr. Eugenia Duodu. This powerful keynote was

a great way to start the conference, energizing and inspiring students as they moved to workshops and mentor sessions.

As a follow up, the CCAWR held a debriefing session with Rohan Thompson, Community Engagement & Communications Manager with the Waterloo Region Crime Prevention Council and Deepa Ahluwalia, Equity and Inclusion Officer with the Waterloo Region District School Board – two of the key architects behind the conference. They shared about the conference, how it went, what was learned and what the plans are for the conference in the future.

b) Incorporation

Arising out of the passage of Resolution 8.2 - "That the Board be given authority to effect the incorporation of the CCAWR as an incorporated not-for-profit under the Ontario's Corporation Act (OCA)", passed at the 2018 AGM, the Board moved ahead with plans for the incorporation of the organization. Estimates of cost were obtained from several lawyers, as strategies for executing the incorporation process were debated and developed.

With a final decision to utilize inhouse resources, with assistance from a lawyer where and when required, the process was initiated. However, during the name search, it was discovered that the organization was already incorporated. As stated earlier, the task at hand has therefore now switched to that of locating or re-creating appropriate documentation and updating information related to the status of an incorporated not-for-profit organization.

c) Black History Month (BHM) Event

For the CCAWR, this was a very active period of the year. It was one in which we planned and executed, participated in or sponsored many and varied events. Principal among them were:

- **“My Place is Right Here – Hugh Burnett and the Fight for a Better Canada:**
The CCAWR joined with the Registry Theatre in co-presenting *Flex We*

Talent's BHM production, a play about the life of Hugh Burnett, an African-Canadian man born in Dresden, Ontario in the first half of the 20th century, who changed Ontario human rights law for the benefit of all who live in Ontario today. The event was held on Saturday February 16 at the Registry Theatre.

- **Toyota's BHM Event:** Both Lannois and Nigel participated in Toyota Canada's Black History Month event in the role of presenters, with the focus of their presentation being on the story of Hugh Burnett. Their presentation was well received by those in attendance.
- **St. Mary's High School BHM Event:** Members of the board supported and participated in a Black History Month event put on by the St. Mary's High School Black Matters club, in association with their fellow students from Cameron Heights Collegiate.
- **Waterloo Region Museum BHM Event:** The CCAWR, along with Flex We Talent, participated in the Museum's Black History Month event, with the CCAWR engaging in presenting different aspects of Caribbean culture and Flex We Talent performing their Hugh Burnett play.
- **Film Screening:** As for BHM 2018, the Board decide to once again focus on a film screening and discussion as the sponsored event for BHM 2019. In this regard the partnership with Caribbean Tales, to identify and secure a Caribbean film or a film dealing with the Canadian black experience, was renewed and the Dawn Wilkerson's film "**Devotion**" was selected.

The film tells the story of a bi-racial 11-year-old girl who loses her mother in a car accident because of her father's drunk driving. As father and daughter begin a new life, she is haunted by memories of her mother's death and displeased with the new woman in her father's life. This coming-of-age story seeks resolution between her identity as the child of a white mother and her reluctant forgiveness of her black father.

However, even though the event was free to the public, attendance was very poor and could possibly be attributed to lack of publicity, as well as the passing of Vincent Smith the day prior. Regardless, it would appear that there is a need to re-evaluate the type of event we sponsor for Black History Month.

d) Hymn to Freedom Project

Former CCAWR President, Lauris DaCosta conceived and spearheaded the project – Hymn to Freedom. As in the United States, Canadians have used the American Black anthem, *Lift Every Voice and Sing* to celebrate Black History Month. It is usually not known that the late Oscar Peterson's *Hymn to Freedom* was written for the same purpose. The objective of the project is to popularize the use of this hymn for the celebration of Canadian Black History Month.

The CCAWR was invited to partner with the project team in its effort to produce a video featuring the singing of the hymn to a new arrangement written by Corey Butler. The video would feature a multi-community choir directed by Darren Hamilton and Dr. Lee Willingham singing the hymn against a back drop of pictorial images and visuals, drawn from highlights of Canadian Black History.

This performance, dubbed *The Many Roads to Freedom* was held on March 22, 2019 with a packed audience and featured special guest the Hon. Jean Augustine, a former member of the Federal Government and Corey Butler, a friend and compatriot of Oscar Peterson.

e) Caribbean Connexion

Based on the success of the Caribbean Connexion events in 2018, the Board in consultation with Caribbean Kitchen, our partner for the event, agreed to establish a regular cadence for the event. The agreed cadence was the last Friday of March, June and October.

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.

For the most part, all three events were successful, with largest attendance occurring at the March event with over 40 people. The June event had the lowest attendance which could in part be attributed to low publicity and the event being on the Friday of the Canada Day Holiday Weekend.

The event has tremendous potential to meet and exceed its stated objectives but does require some creative out-of-box thinking. There is opportunity to invite targeted groups, example other cultural organizations. Also, there is the need to reach out to the next generation, utilizing a format that will stimulate their interests. One such idea is the introduction of e-games at the events.

f) Yard Sale

In April the CCAWR had its first yard sale, aimed at generating operating funds for the organization. Despite the unfriendly weather the event was generally successful and provided the equivalence of a team-building exercise for the members of the board who participated. Thanks to Emily who offered the use of her house and to Noel and Emily who spearhead the event.

g) Family Brunch

The annual Family Brunch (formerly Father's Day Brunch), which has been established as the CCAWR's major fundraising event for its scholarship fund was held again this year on Sunday June 9 at the Wilmot Recreational Complex in the Township of Wilmot.

The guest speaker was Deepa Ahluwalia, the Equity and Inclusion Officer at the Waterloo Region District School Board. She spoke about her role with the School Board, as well as presented highlights about the existing work she is involved with in planning for the next Black Brilliance conference that aims to showcase the educational aspirations of many black youths in our regional school system.

The event which also had Flex We Talent providing entertainment, was well supported, with the highest number of attendees since its inception. It is hoped that this trend will continue in future years. Nigel Henriques, the Chair of the Scholarship Committee, outlined what the scholarship program has achieved over its 17-year history and shared his vision for the future of the program.

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

h) Waterloo Region Police Chorus Fundraiser

In 2017 the CCAWR was approached by the Waterloo Region Police Chorus with the idea of partnering in the production of a fundraising event in support of the CCAWR scholarship program. They also indicated the interest of Jamaican, classical singer, Rory Frankson in participating in the event. Two years in the planning and the event was finally realized on September 14, 2019. The event, which was held at the Grandview Baptist Church was thoroughly enjoyed by those in attendance, with individuals expressing an interest in a repeat production in the future. Thanks to Sara and Emily for spearheading the event.

i) Awards of Excellence Scholarship Brunch

In partnership with the Congress of Black Women of Canada – Waterloo Region Chapter, the 18th Annual Award of Excellence Scholarship Brunch was held on September 22, 2019 at the Sunbridge Hotel and Conference Centre (formerly Holiday Inn) in Kitchener. Five (5) 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 Nigel Henriques is attached as **Appendix A**.

The keynote speaker, Rohan Thompson, Workplace Equity Manager for the Peel District School Board, addressed a sold-out audience, with introspection on what advice his older self would give his younger self.

j) ACB Network (Community Conversations)

The African, Caribbean and Black Network of Waterloo Region bills itself as a collective, focused on reducing social, political and economic barriers for people of African, Caribbean, and Black descent in the Waterloo Region. Their aim is to do this through strategic action, and through the development of sustainable initiatives that prioritize inclusion, belonging, health, and wellbeing.

During the past year the CCAWR has engaged with this organization through participation in their community conversation sessions - "Can We Talk for A Minute" and have received reports from members of their team. The intention is to continue this engagement in working towards the realization of our vision of an empowered, collaborative Caribbean community that is fully engaged and equitably represented in the Region of Waterloo.

k) Book Club

A copy of the full report prepared and submitted by Lannois Carroll-Woolery is attached as **Appendix B**.



Hymn to Freedom – *The Many Roads to Freedom Event*



Yard Sale



Hmmm....I wonder if this will sell?



*Left to right -
Louis, Emily and
Nigel*

Family Brunch



*Left – Nigel Henriques, Chair of the Scholarship
Committee*

*Below – Rufus John, past scholarship recipient,
providing entertainment in song*



*“Can’t wait to get my hand on
some of that sumptuous looking
food!!”*



Family Brunch Continued



*Top – Flex We Talent entertains
Bottom - Guest Speaker Deepa Ahluwalia*



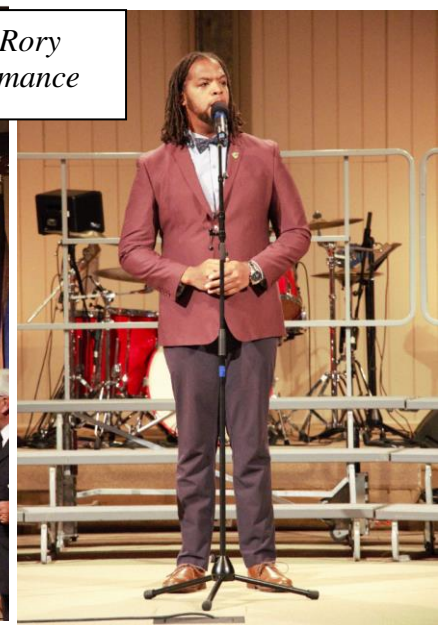
*A section of the large audience
in attendance*



Waterloo Region Police Chorus Fundraiser



Police Chorus (left) and Rory Frankson (right) in performance



Awards of Excellence Brunch



Guest speaker, Rohan Thompson

The Scholarship Awardees

3. Scholarship Report

The Scholarship Report, prepared and submitted by Nigel Henriques, 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

The number and variety of activities, and events the organization has been involved with over the past year, is testament to the commitment and dedication of the members of the Board. The time and effort put in by various Board members

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. Despite this, over the course of the year we have attempted and achieved much.

Of note is the level of requests we have received this past year for support, sponsorship, speaking engagements and partnerships from members of our community, as well as individuals and organizations from the wider community. This speaks to the importance and relevance of the organization in the cultural fabric of the region.

However, the question must be asked – are we doing and working at the right things to fulfill our objectives and achieve our vision? Are we headed in the right direction? In order to answer those questions, we must take time to identify the challenges ahead and build response strategies accordingly. I believe the major challenges I identified last year still stand and must be addressed as a matter of urgency. These 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?

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 (2019)

Nigel Henriques (Chair)

Noel O. Richards (Past Chair)

Olive Coke

Amanda Edwin

Professor Karl Bennett

Lannois Carroll-Woolery

Ron Ball

Anandi Carroll-Woolery (Finance Support)

Overview

2019 marked the 17th year of operation for the CCAWR Scholarship Committee. We had another successful year of fundraising, events and awarding of scholarships. This year was a transition year for the committee with the retirement of Noel Richards who had successfully spearheaded the committee for the past 16 years. Through his leadership, the scholarship fund was left on a solid foundation for the future. We are indebted to his tireless efforts over the years to grow the scholarship program and cannot thank him enough for his contributions to the Committee and the CCAWR Board.

There were many highlights for the Scholarship Program, including the successful hosting of 2019 Family Brunch in June with a record turnout of 146 in attendance and revenues generated. We also had a record turnout (172+) at the 2019 annual Awards of Excellence Scholarship Brunch in September that we collaborate with the Congress of Black Women (Waterloo Chapter). This year we awarded scholarships to five (5) outstanding individuals in the Kitchener, Waterloo and Cambridge communities for their academic prowess and

their outstanding work in our community. In addition, we named a scholarship in honour of Vincent Smith whom we lost earlier in the year.

Scholarship Committee Goals and Activity (2019)

The overall mission for the scholarship program in 2019 was to continue building on the successes of the past 16 years and strive to deliver a sustainable program to support the educational dreams and goals of our youth of Caribbean heritage in our community. With the retirement of Noel Richards, the committee aimed to make the transition as smooth as possible and refrain from deviating from the current course. That being said, there was an appetite to look at new ways to cover the expenses of the program overall as well as look generate additional revenue to potentially support larger scholarship levels. The committee also felt we needed to look at ways to increase awareness about the scholarship funding available, encourage past recipients to contribute and improve the stewarding of our donors overall.

The scholarship committee met twice this year:

Scholarship Committee Planning Strategy Meeting: Saturday, March 9, 2019

The committee began the year with our face-to-face meeting at the Waterloo Regional Police station (Columbia Street) on Saturday March 9, 2019. Our primary focus was goal planning for the year and organizing the annual family raising brunch targeted for June 09, 2019.

Scholarship Committee Planning Strategy Meeting: Saturday, May 10, 2019

The committee primarily focused to ramp up planning activity for the upcoming Family Brunch as well as discussion on items such as; The Vincent Smith Memorial Award, fundraising, scholarship program, award naming and preliminary planning for the Awards of Excellence.

The committee has set out a number of goals to work towards over the next 2 years and this included:

- An overall fundraising goal of \$10,000.00 per year with the objective of awarding 3 or more scholarships
- Increase scholarship levels to \$2000.00
- Generate revenue from event tickets to cover yearly “program” expenses
- Investigate options for donations by credit card
- Increase Scholarship awareness and marketing
- Outreach to past scholarship recipients
- Donor stewarding and reporting
- 2019 Family Brunch – increase ticket sales and venue options
- 2019 Awards of Excellence – an Increased collaboration with CBW
- Student engagement with local high schools, universities, and colleges
- Mentoring

A third meeting is planned as a wrap up for the year and preliminary planning for 2020. I am pleased to report that the committee was able to make good progress on a number of the goals set out for the year.

Annual Family Brunch: Sunday, June 9, 2019

Our 7th annual family brunch was held again at the Wilmot Recreational Centre in Baden and was a great success for the CCAWR, with a great turnout, excellent meal, and entertainment. Our guest speaker this year was Deepa Ahluwalia, who is the Equity and inclusion officer at the Waterloo Region School Board since 2008 and previously at Family and Children Services. Deepa provided a great overview of her work



with the school board as well as the impetus for the upcoming Black Brilliance conference.

We had musical entertainment from three past scholarship recipients: Rufus John, Avonae Gentles, and Savonnae Street. The afternoon was capped off with “Flex We Talent” providing a new drama piece based on a Miss Louise Bennett “Anansi” story.

The Family Brunch is a signature event for the Scholarship Committee and we are pleased to have successfully met and exceeded our goal of raising over \$1000 and attendance of 130. This is significant as it allowed us to raise sufficient funds to cover the expenses of the scholarship program for the year in an effort to eliminate or minimize the drawdown on direct donations from fundraising.

Revenues and Expenses Summary (2019 Family Brunch):

	2019	2018
Total Costs	\$2,914.86	\$2,344.49
Ticket Sales	\$4,250.00	\$3,325.00
Net Revenue	\$1,375.00	\$980.51

In summary, we had 146 tickets sold this year with an overall profit of about \$1375.00 after expenses. We did not have a silent auction this year. Ticket prices were held at \$30.00 for adults and \$20.00 for youth.

Special thanks to Anandi Carroll-Woolery, Donnette Spence and Emily Yamoah who were members of the team that assisted me in organizing and planning the event. Donnette did an amazing job once again in decorating the hall, which raised the bar for future events. Thanks to Olive Cooke for handling the public marketing and to Amanda Edwin, Anandi and Lannois Carroll Woolley for their efforts in broadcasting the event through social media and email. Thanks also to the board and the following individuals who helped on the day of the event; Loretta Sheriff, Amanda Edwin, Emily Yamoah, Louis and Sarah Allen, Anandi and Lannois Carroll-Woolery, Jaqueline Beckford-Henriques and others, who all contributed in making this event an overall success.

Finally, I would like to thank Nicky from The Caribbean Kitchen for a fantastic meal and helping us tremendously to keep costs in line with ticket prices.

Awards of Excellence Brunch Ceremony: September 22, 2019

The 2019 Awards of Excellence awards ceremony was held on Sunday, September 22, 2019 at the Sunbridge Hotel and Conference Centre (formerly Holiday Inn) in Kitchener. It is a joint event planned and hosted by the CCAWR and the Canadian Congress of Black Women (Waterloo Chapter).



This year's event saw a record turnout at the event with 178 tickets sold and 172 in attendance. The entertainment and meals were excellent. Ticket prices were kept at \$45.00 for adults and \$20.00 for youth.

Our keynote speaker was Mr. Rohan Thompson who is the Workplace Equity Manager for the Peel District School Board and previously had worked for the Waterloo Region Crime Prevention Council where he was the manager of Communications and Community Engagement. Rohan gave an inspiring talk relating his early upbringing and university life to provide some key lessons learned through his experiences.

Several local MP, MPPs, Mayors, and local dignitaries were in attendance as well as the WRPS Police Chief and police officers from the local divisions.



The event culminated with the award presentation to 7 (of the 9) recipients that were selected this year between the CBW and the CCAWR (details below).

Revenues & Expenses (2019 Awards of Excellence):

The final revenues and expenses are being tabulated by the CBW and were not available as of the writing of this report. However, some of the projected expenses that will be incurred by the Scholarship Program will be approximately \$1,100.00 dollars. These costs will be covered as expenses to the Scholarship program via the revenues earned from the 2019 Family Brunch.

A final note of thanks and appreciation:

The planning for the event was a joint effort with several meetings held between Nigel Henriques, Marcia Smellie and Chloe Calendar, which helped to ensure successful execution and collaboration on the planning. Thanks must also go to both Lannois and Anandi Carroll-Woolery who also had assisted in the program booklet editing as well as the promotion of the event through CCAWR channels. Thanks also to everyone from both the CCAWR and CBW teams that helped pitch in on the day of the event to make the event a success.

Fund Raising

The Committee recognizes that fundraising activities are key to the success of the program overall and this year the main sources of revenue were from the following sources;

- Vincent Smith's memorial
- Outreach to major donors
- Fundraising marathon
- Family Brunch

Vincent Smith's Memorial:

Proceeds from Vincent Smith's memorial were directed to the scholarship program as per the request of the Smith family. The incoming revenue (through Edward Good Funeral Home) is approximately \$2000.00. With the approval of the Smith Family and the use of the incoming funds, a new award was set up in Vincent's honour and will be known as the Vincent Smith Memorial Award.

Scholarship Fundraising Marathon:

We 'officially' launched this year's marathon at the 2019 Family Brunch event held in June. In addition, a mail and email campaign were also started in June to encourage past donors to contribute. A final solicitation is planned for late November or early December to encourage members of our community to donate before the end of the year.

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.

Major donations:

Major donations are the lifeline of every fundraising campaign and this year we were successful in raising funds from our major contributors. In total, we were able to raise \$6000.00 with 5 individuals making donations of \$1500.00 each for a complete scholarship.

Total fundraising YTD (up to Oct 19, 2019):

Major donations:	\$6000.00	
Family Brunch proceeds:	\$250.00	(* Est. after AOE and program expenses)
Fundraising marathon:	\$500.00	(* chqs received at 2019 Family Brunch)
Vincent Smith memorial:	\$2000.00	(* final figures not yet available)
Other:	\$200.00	
Total:	\$8,950.00	

Note: The year to date figures reported are based on current contributions and estimates. The final figures were not available as of the writing of the report.

Scholarships and Recipient Awards

This year we received eight (8) scholarship applications in total, but still below the numbers, the committee would like to see going forward. This is still an area that the Scholarship Committee will need to look at for 2020 in an effort to stimulate more awareness about the program in order to increase the number of candidates applying.

Given our successful fundraising, we were able to award five (5) scholarships of \$1,500 each (totaling \$6,000).

The 2019 recipients of the awards were as follows:

Antoney Bell	2019 CCAWR Vincent Smith Memorial Scholarship Award
Megan McBean	2019 CCAWR Keith Forde Scholarship Award
Jessica Choong	2019 CCAWR Karl Bennett Scholarship Award
Shanna Alliman	2019 CCAWR Professor Karl Bennett & Jacoba Wessling Scholarship Award
Niara van Gaalen	2019 CCAWR Ingrid Berkeley Scholarship Award

We also had payouts for the three (3) finalists from 2018:

Kyle-Patrick Dennis	2018 CCAWR Keith Forde Scholarship Award
Jordan Wheatle	2018 CCAWR Leib & Fanny Pillersdorf Scholarship Award
Jenna Carroll-Woolery	2018 CCAWR Professor Karl Bennet & Jacoba Wessling Scholarship Award

They received \$500.00 each for their 2018 individual scholarships (totaling \$1500.00). In total, for 2019 we distributed \$7,500.00 in scholarship funds.

Other Activities

The committee initiated in a number of other initiatives and activities, and this included;

- Outreach to past scholarship recipients as an engagement strategy
- Participation by some past scholarship recipients in a York Study
- Engagement with the University of Waterloo and WLU student groups
- Updating of the CCAWR website and use of the online reservation pages
- Presentation to the planning team for the upcoming Black Brilliance Conference
- Table at the Black Student Group event at St. Marys High School

Final Thoughts

We lost an icon in our community this year in Vincent Smith and I was thankful that we were able to work with the Smith family to set up a new memorial award in his name from

donations directed to the scholarship program. I am also grateful for all the advice and counsel that Noel Richards was able to provide me during the transition year and I wish him well in his future endeavors.

This year has been a success on several levels and the transition has been relatively seamless. The success of both the 2019 Family Brunch and 2019 Awards of Excellence events were great highs for the Committee and the CCAWR. I am particularly pleased that we were able to raise sufficient revenue from the Family Brunch to offset a number of the scholarship program expenses for the year, particularly those incurred at the Awards of Excellence.

We had a solid fundraising year and we must sincerely thank all of our donors that pitched in and stepped up to make this happen, particularly those that funded individual scholarships. We still have a ways to go to meet our ultimate goal of \$10,000.00 per year, but we have made very good strides this year and have a plan to move forward. Overall, 2019 has been successful, but we still have much work to do to bring new ideas to the forefront and look at creative ways to engage our youth, our alumni and our donors.

Finally, none of the success we have experienced is due to a solo effort. I cannot express enough gratitude to those folks that were involved in the planning, execution, and assisting with the various events; without them none of this is possible.

My sincere thanks to the Scholarship Committee, the CCAWR board, and those were involved to make 2019 a success.



.....
Presented by: Nigel Henriques
Chair, Scholarship Committee
Date: October 27, 2019

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

<u>2003</u>		<u>2004</u>	
Athena Guy	\$500	Amanda Richards	\$500
		Lynta Yamoah	\$500
<u>2005</u>		<u>2006</u>	
Rori Brown	\$500	Alex Norris-Lue	\$500
Rufus John	\$500	Jessica Nairn	\$500
Chanel Martin	\$500	Rufus John	\$500
<u>2007</u>		<u>2008</u>	
Aminka Belvitt	\$1,000	Lebene Numekevor	\$1,000
Rena John	\$750	Jason Simon	\$750
Trisha Warren	\$750	Andre Claxton	\$750
<u>2009</u>		<u>2010</u>	
Daniel Drummond	\$1,000	Tonya Malcolm	\$1,000
Raechel Lovell	\$1,000	Ariel Berkeley	\$1,000
Kimoy Marston	\$1,000	Kamahe Lee	\$ 750
		Khadija lee	\$750
		Tracy Allan	\$ 500
<u>2011</u>		<u>2012</u>	
Matthea Eales	\$1,000	Emese Sykes	\$1,000
Natasha Alli	\$1,000	Jenneisa Claxton	\$750
Tonya Malcolm	\$1,000	Jason Simon	\$1,000
		Royston Simon	\$1,000
<u>2013</u>		<u>2014</u>	
Destina Matrasingh-Williams	\$1,000	Destina Matrasingh-Williams	\$1,000
Ashley White	\$1,000	Dominic Bell	\$1,000
Rickyonee Richards	\$1,000	Dominic Bell	\$700
<u>2015</u>		<u>2016</u>	
Knajwa Cameron	\$1,000	Jasia Carroll Woolery	\$1,000
Destina Matrasingh-Williams	\$1,000	Amanda Facey	\$1,000
Jasia Carroll-Woolery	\$1,000	Destina Matrasingh-Williams	\$1,000
Jason Allen	\$1,000	Jayden Richards	\$1,000
Clarissa Charles	\$ 600		
<u>2017</u>		<u>2018</u>	
Avonae Gentles	\$1,500	Kyle-Patrick Dennis	\$1,500
Dane Allen	\$1,500	Jenna Carroll-Woolery	\$1,500
Brent Park	\$1,500	Jordan Wheatle	\$1,500
Tarin Charles	\$1,500		
<u>2019</u>			
Antoney Bell	\$1,500		
Megan McBean	\$1,500		
Jessica Choong	\$1,500		
Shanna Alliman	\$1,500		
Niara van Gaalen	\$1,500		

Total number of scholarships awarded to date	= 56
Total dollar amount awarded to date	= \$51,100

APPENDIX B

Book Club Report by Lannois Carroll-Woolery

Books reviewed:

- **Mercy: One Life Many Stories** by Grace H. Ibrahima (May 26th)
- Personal Selection (June 23rd)
- **My Life, My Call, My Ministry** by Pastor Canute Riggan (September 29th)
- **I've Been Meaning to Tell You** by David Chariandy (October 27th)

The Afric & Caribbean Book Club celebrated its ninth year of existence in 2019. Meetings were held at the Kingdom Community International (KCI) church at 533 Weber St East, Kitchener. Attendance for each of the four meetings was between 12 and 20 persons. The reading list was circulated in January by the club's leader, Vincent Smith.

To our profound regret and sorrow, Vincent passed away unexpectedly on February 22nd. His widow, Claudette Smith, worked diligently to ensure that the scheduled meetings were held as expected, in part to honour his memory. In this she was helped by Angela Charles, Tracy Peters, Joan Blackwood and Anandi Carroll-Woolery, who collectively helped with the administrative tasks.

On May 26th, the members of the club gathered to review "**Mercy: One Life, Many Stories**" with Anandi facilitating the discussion. The author Grace Ibrahima was present, along with her two sons and some close friends. The autobiographical book chronicles Grace's journey from poverty in Trinidad to England and then Canada (Kitchener). The unexpected traumas she endured, her struggles with alcoholism, and finally her coming to terms with her illness are all documented honestly and in detail.

The members of the club complimented her on her courage and willingness to be vulnerable. In turn, Grace expressed gratitude for the members' encouragement and support. The places and situations Grace described were familiar to many of the readers

because of similar upbringings and life experiences. The book's themes of unconditional love, forgiveness and hope were encouraging to many.

On June 23rd, book club members had the opportunity to share on their own personally selected book. Tracy led the members on a lively and passionate discussion on a very diverse selection of books.

On September 29th, Bishop Canute Riggan and his wife Lady Eunice graced the book club during the review of his book. **"My Life, My Call, My Ministry"** documents his formative years in rural Jamaica, his call to ministry and the years he led congregations in Calgary and Kitchener, including the Kitchener Church of God. Surprisingly, the book reveals that he was feared as a fighter in his youth, and that many were sceptical of his conversion to Christianity.

Under Angela's facilitation, the club members asked him about the highs and lows of his ministry, any racism he experienced in Canada, the challenges in being a pastor and a father of four children, and his thoughts on the Black and African community. He and his wife gave humorous answers to the ups and downs they had experienced; some of their most entertaining comments related to their children: navigating challenges in the school system and during the "dating years".

On October 27th, we were unable to review the book that Vincent had planned for us **"The Beautiful Ones Are Not Yet Born"** by Ayi Kwei Armah because of difficulties in purchasing this selection. Instead, the book club reviewed, **"I've Been Meaning to Tell You: A Letter to My Daughter"** by David Chariandy. David Chariandy is Canadian-born of immigrant Trinidadian parents – his mother is of African descent and his father of Indian (South-Asian heritage). His book is an "open letter" to his teenage daughter, in response to an incidence of racism they experienced when she was only three, and unable to understand. He attempts to explain the complexities of race relations in Canada and the changes that have taken place (for better and for worse) during his lifetime.

Chariandy is a well-respected Canadian author and winner of numerous awards, so many members of the club were already familiar with his prior works. Members discussed how the current book compared with his previous works; also whether the book's title was "accurate" given that the tone and content appeared to be targeted at adult readers. Others were interested in how his daughter, whose mother is a Caucasian Canadian with English roots, might define her identity, given the many, varied cultures she has been exposed to.

The meeting on October 27th also discussed the books to be reviewed in 2020. We will be reading:

"Becoming" by Michelle Obama (USA), **"The Reason You Walk: A Memoir"** by Wab Kinew (Canada) and **"Hopeful"** by Dr. Asa Ahimbisibwe (Uganda) and a personal selection.

A special thank you to Lorraine of KCI for providing the book club meeting space and Mrs. Esselyne Bell for the delicious refreshments.

Respectfully submitted,
Lannois Carroll-Woolery

APPENDIX C

TREASURER'S REPORT

**CARIBBEAN CANADIAN ASSOCIATION OF WATERLOO REGION
FOR THE FISCAL YEAR ENDING DECEMBER 31, 2018**

**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 4, 2019