



The Caribbean
Canadian Association
of Waterloo Region

ANNUAL REPORT for 2020 – 2021

ANNUAL GENERAL MEETING
December 6, 2021
Via Zoom Videoconference
Waterloo, Ontario

President's Report

Hello community!

Another year, another whirlwind of activity as we worked to deliver on the organization's Mission: **“To promote the social, cultural and economic interests of, and advocate for, the Caribbean community in the Region of Waterloo.”**

In 2021, the Region continued to operate under pandemic rules and guidelines: travel restrictions remained, in-person activities were curtailed, and online school, work and social activities became normalized. The CCAWR successfully adjusted to the new provincial mandates and recommendations, continuing to have online meetings and collaborative experiences. Several board members bring a wealth of information technology (IT) experience to the Board, enabling us to make efficient and effective use of IT tools.

The strength of any organization is its people. I am grateful for our excellent Board of Directors who have given of their time and energies to create and execute programs and projects for the Caribbean community, and the Region of Waterloo's, benefit. They do this on a volunteer basis, while juggling the demands of their families and careers.

Black History Month

In 2021 the CCAWR continued its efforts to partner with other African, Caribbean, and Black associations/organizations to plan and execute Black History Month events. Encouraged by the success of BHM2021, we believed that collaboration and cooperation, including with corporate partners, could lead to a more impactful, higher quality event.

The pandemic necessitated a switch to an online event. Members of the committee worked diligently to plan the event, including collecting and organizing videos, creating marketing materials, scheduling live content, reaching out to elected officials, managing the program budget, and fundraising. Their efforts were recognized around the Region, as the quality and impact of the programming was celebrated.

Further details on BHM2021 are outlined below.

Anti- Racism Advocacy

In 2021 Waterloo Region continued its focus on initiatives to combat racism against visible minorities in communities and work settings. This was reflected in several new positions hired at the school boards, universities, and local governments.

The CCAWR continued to lend its support to these initiatives through participation on various committees and working groups. We also opened new channels of communication with organizations advocating for meaningful change. Representatives of various organizations were invited to attend our board meetings, and we shared on social media news and events of relevance to the community.

Unfortunately, our human resources did not allow us to work on all the initiatives and projects that we were invited to participate in. We hope to increase our membership and volunteer complement to perhaps permit us to engage in additional projects and programs.

In July we published a letter to the community: "[In Support of Indigenous Persons' Search for Truth](#)"

In June 2021, the board voted to begin all meetings with a land acknowledgment. This was begun in the fall, after the summer break.

LiftOff Black Entrepreneurship Program

In late December 2020, the CCAWR submitted a proposal to the federal government for the creation of a Black entrepreneurship program. In August 2021, after multiple rounds and interviews, we were granted just under \$3M in funding to execute the program. Congratulations to the team that worked tirelessly to procure local support, design the program and create the organizational structure and procedures that will enable its success.

As part of this initiative, the CCAWR hired the first employees in its history. This was a significant change for the organization as it requires new responsibilities as an employer, including the provision of benefits, and adherence to workplace standards.

Further details about the exciting LiftOff program are provided below.

Scholarship Program

The scholarship program had the most successful fundraising year in its history, thanks to the stellar work of the scholarship committee. The committee also awarded a record number of scholarships.

Investing in our best and brightest university and college students pays dividends for generations. Not only do our students receive funds to offset the high costs of tuition and room & board, but the recognition of their talents and achievements motivates them to strive towards higher goals. Many persons on the scholarship committee serve because of their appreciation for the encouragement they received as students.

Further details about the scholarship program's successes are provided below.

Looking Ahead

Having completed my first term as president, I can say that I have a greater appreciation of the organization's opportunities and challenges. Our diversity of backgrounds, in language, arts and culture, religion, and ethnicities contribute to a rich tapestry of life recognized everywhere. At the same time, they can make it tricky to agree on the association's priorities and areas of focus.

The Region in which we live, and work is also growing and changing; we are now the 10th-largest metropolitan area in Canada and expected to experience continued growth in this century. We must consider what this means for our community, for our children and grandchildren- and how we will best deliver on our Vision: “An empowered, collaborative Caribbean community that is fully engaged and equitably represented in the Region of Waterloo.”

The strength of any organization is its people. Growing the association’s membership is critical for continued success as it will reduce the workload on individual volunteers, allow us to leverage the talents and abilities of the diaspora for the greater good, and create greater social cohesion. The individuals in our Caribbean community in Waterloo Region are hardworking and talented, but much more can be accomplished if we align our efforts for the greater good, making us more than the sum of our parts. I invite the diaspora to become official members and to volunteer with us, so that we can widen our impact and influence.

“The best way to predict the future is to create it”- Abraham Lincoln.

Kind Regards,
Lannois Carroll-Woolery,
President.

Board Members, Dec 2021

Lannois Carroll-Woolery, President
Nigel Henriques, Vice President
Amanda Edwin, Secretary
Olive Coke, Treasurer
Anandi Carroll-Woolery
Donnette Spence
Emily Yamoah
Loretta Sherriff
Avonae Gentles
Savonnae Street
Trevor Charles
Sean Collington
Carla Beharry
Angela Charles

Black History Month 2021 Launch

Black History Month is cause for celebration and reflection, not just for members of the Caribbean community, but for African immigrants, Afro-Canadians and all of Canada. With this in mind we have pursued partnerships and collaborations with other ACB organizations, sponsors and civic partners. By bringing together our diverse communities and stakeholders, we help to create a spirit of unity, broaden our appeal and reach, and create more engaging content.

Building on the success of the in-person Black History Month Launch event in February 2020, we planned for the first online event in the organization's history: **Black History Month 2021 Launch (BHM2021)**. Thanks to the stellar work of the planning committee, the event was a tremendous success.

Our partners for BHM2021 were the Canadian Multicultural Inventors Museum (CMIM), BrainSTEM Alliance, Guelph Black Heritage Society, Waterloo Region District School Board, and Bring On The Sunshine African Festival. Our sponsors were Canadian Heritage, the Kitchener-Waterloo Association of Realtors, the Accelerator Centre, and the City of Kitchener. The operating budget was \$40,000 and the event was streamed live on Facebook and YouTube from 11 am to 5 pm on January 28th and 29th, 2021.

The event's theme was **"Celebrate! Educate! Advocate!"**, reflecting the need for both celebration and advocacy. Dr. Laura Mae Lindo, MPP Kitchener Centre, delivered the keynote address on both days. Our hosts were Ayo Owodunni and Colleen Sargeant James, who kept the audience engaged and provided insight and learned perspectives on issues of relevance to the Region's Black community. Greetings from our elected officials, including Bardish Chagger, Minister of Diversity, Culture and Youth, added to the festive atmosphere.

A part of the event's funds were set aside for creating digital content for the Canadian Multicultural Inventors Museum (CMIM). CMIM was our primary partner for BHM2020, with their exhibit of Black inventors and innovators, in the Ken Seiling Waterloo Region Museum. With funding from Canadian Heritage, CMIM was able to pivot from hands-on artifacts to online displays, including a membership in Treasured, an online/digital museum space.



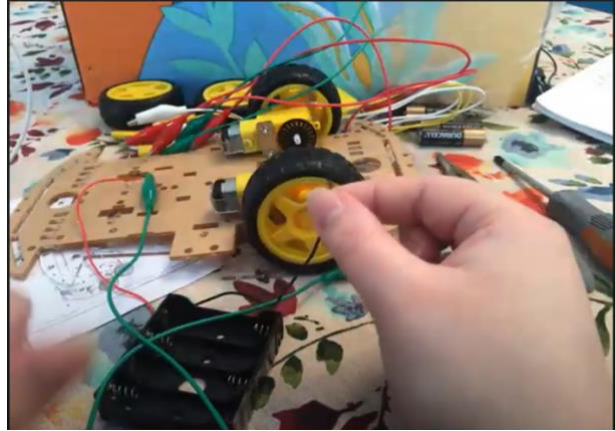
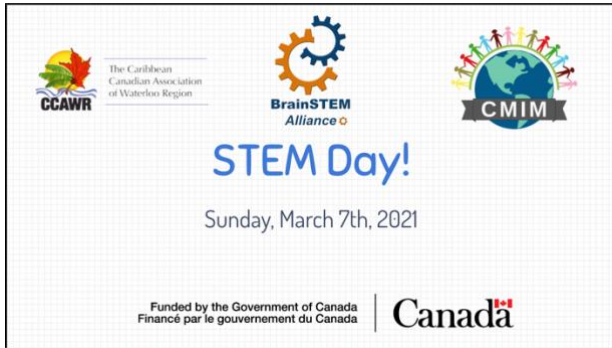


The 2-day event was broadcast live on Facebook and YouTube, reaching over 4,000 persons. Artistic contributions included live and recorded music performances, spoken word, and dance. There were seminars on financial literacy, entrepreneurship, vaccine efficacy, mental health, education challenges and a children’s book reading. Also popular were “O Canada” played on steel pan instruments, a cooking segment, and a welcome address by Indigenous artistes Amy and Skye Smoke. The event was designed to showcase African, Caribbean, and Black communities.

A heartfelt “Thank You!” to Good Company video productions, who provided guidance and coaching before, during and after the event, helping us provide quality content.

On March 7th, the CCAWR hosted a STEM Day for primary, middle and high school students. Led by ambassadors of BrainSTEM Alliance, each school group was taught about specific science and technology concepts. They were then guided through practical application of those concepts, by the assembling of kits that had been shipped beforehand. The primary school children created a rocket to demonstrate the principles of pneumatics and hydraulics; the middle school students assembled a vehicle powered by batteries, and high school students received a lesson in computer programming.





We look forward to working with BrainSTEM Alliance and the Canadian Multicultural Inventors Museum on future projects.

LiftOff Black Entrepreneurship Program



The CCAWR has embarked on the LiftOff Black Entrepreneurship Program, supported by the Federal Black Entrepreneurship Ecosystem Fund. This effort was initiated in November 2020, in response to the Call for Concepts. Discussions were initiated with several potential partners, and a proposal was developed and submitted on December 21, with initial support from The Accelerator Centre, Innovation Guelph, UW Velocity Incubator, University of Waterloo (Black Faculty Collective), Wilfrid Laurier University (Women Entrepreneurship Centre), and Wilfrid Laurier University Centre for Community Research, Learning and Action. Letters of support were provided by the African, Caribbean and Black Network of Waterloo Region, African Canadian Association of Waterloo Region, Guelph Black Heritage Society, and Bring on the Sunshine. CCAWR was then contacted by Federal Economic Development Agency for Southern Ontario (FedDev Ontario) on March 3, 2021, to provide supplementary information, which was prepared and submitted. Following the evaluation of this information, CCAWR was invited to work closely with FedDev staff to put together a proposal for funding, which was ultimately approved on June 21, and the Contribution Agreement for \$2,999,687 was signed August 9, 2021, effective until December 31, 2024. The funding is to be used to provide guidance and services to Black Entrepreneurs, but not for direct investment in their businesses. Initial partners are Conestoga College, Waterloo Region Small Business Centre, UW Velocity Incubator, and Laurier Women Entrepreneurship Centre. The Federal Government hosted an official announcement on August 12, 2021.



Leading up to the signing of the contribution agreement, two summer students worked to do some of the foundational work that was required, supported by \$15,458 of funding from the Canada Summer Jobs program. Extensive due diligence was undertaken, through a CCAWR LiftOff subcommittee (LCW, OC, NH, CB, TCC). This subcommittee examined the several questions that had been formulated in response to feedback from the CCAWR Board. A presentation to the CCAWR Board was made on August 9, following which Board approval was obtained. A LiftOff transition working group was then formed (LCW, OC, NH, CB, TCC, ACW, SC) to provide guidance for the initiation of the program.

The initial branding has been developed and can be seen at the website (<https://liftoffbyccawr.ca>). The first two LiftOff employees started in September, including one of the former Canada Summer Jobs students. Following job postings and interviews, three additional employees were hired effective November 1. Programming has been developed through a collaboration with Conestoga Entrepreneurship Collective. Applications opened November 22, closing December 10, for program start date of Jan 10, 2022. It is anticipated that ~10 entrepreneurs will be accepted into the first cohort, with rolling intakes every three months. If you have a business idea, please consider applying. LiftOff is also building a roster of mentors to provide advice and guidance to entrepreneurs within the program, and interest can be registered at the mentors' section of the website.

LiftOff has attracted media coverage and continues to work to solidify and extend partnerships. CCAWR will have the chance to take part in various Black Entrepreneurship networking activities at the national level, and to participate as a member of the regional entrepreneurship ecosystem. Many thanks to the CCAWR Board for providing robust guidance during the process.

Annual Scholarship Committee Report

Prepared by: Nigel Henriques
Chairman Scholarship Committee
Date: November 20, 2021

Scholarship Committee (2021)

Nigel Henriques (Chair)
Noel O. Richards (Past Chair)
Olive Coke
Amanda Edwin
Professor Karl Bennett
Lannois Carroll-Woolery
Ron Ball
Caroline Meyer
Clive Forrester

Overview

2021 marked the 19th year of operation for the CCAWR Scholarship Committee.

2021 seems like a repeat of 2020 as our community and the CCAWR continued to face many challenges with the global COVID-19 pandemic. All in-person events were canceled again including the Family Brunch and the Awards of Excellence.

Despite the ongoing pandemic, we continue to receive a good response to our fundraising efforts from the community with support from several new major donors from various networking connections. This year, like last, we managed to successfully raise funds for the program despite not being able to hold our marquee fundraising event, the annual Family Brunch. Overall, we raised over \$24,000.00 in 2021, which exceeds last year's mark of \$22,500.

We set up several new “named” scholarships to recognize the accomplishments of individuals in our community and we had one donor that will fully fund the Vincent Smith Memorial Scholarship for the next 5 years.

The success of our fundraising efforts allowed us to award 10 scholarships this year, which is also a record-breaking count. We were able to fund 5 university students and 5 high school students this year, all of whom demonstrated exemplary academic standings and excellent community engagement. This year was one of the most competitive years we can recall, with 23 applications received in total.

Despite the challenges of 2021, the CCAWR Scholarship Program had another very successful year overall and we are both blessed and fortunate to have the support of our local community. We look forward to the return to normalcy in 2022 and look to challenge ourselves to achieve greater heights.

- *19th year*
- *Raised over \$24,000.00*
- *23 Applications for Scholarships*
- *10 Scholarships Awarded*
- *2 new “named” scholarships*

Scholarship Committee Goals and Activity (2021)

The overall mission for the scholarship program in 2021 was to continue building on the successes of the past 18 years and strive to deliver a sustainable program to support the educational dreams and goals of our youth of Caribbean heritage in our Waterloo Region community.

As a means to earn revenue for the scholarship program, we use the proceeds from the annual Family Brunch to cover most of the yearly operating expenses for the Scholarship Program overall. The goal is to minimize the use of any funds raised through donations for operational expenses.

With the ongoing pandemic, we were not able to host the annual Family Brunch in 2021, as a result, we were not able to raise any revenues to offset program expenses. We were able to keep expenses to a bare minimum this year, as we did not run either the Family Brunch or Awards of Excellence events, both of which are significant costs to the Scholarship Program.

Meetings:

The scholarship committee met once in person and once virtually during the year:

Scholarship Committee Planning Strategy Meeting: Saturday, March 7th, 2021

The committee began the year with our virtual meeting on Saturday, March 7, 2021, to discuss the upcoming year.

Scholarship Committee Planning Strategy Meeting: Saturday, April 18, 2021

The typical 2nd meeting was not held this year.

Committee Goals:

The committee continued its work towards its 2021 goals which included:

- An overall fundraising goal of \$10,000.00 per year to award 3 or more scholarships
- Increase scholarship levels to \$2,000.00 if possible
- Generate revenue from event tickets to cover yearly “program” expenses
- Increase Scholarship awareness and marketing
- Donor stewarding and reporting
- 2021 Family Brunch – cancelled due to the pandemic
- 2021 Awards of Excellence – cancelled due to the pandemic
- Student engagement with local high schools, universities, and colleges

This year we were impacted by the pandemic as we were not able to host any events. In addition, we could not participate in any outreach activities as they were hampered by schools being locked down. We did make progress in several other areas.

Annual Family Brunch: Sunday, June 13, 2021 (Cancelled)

Our 8th annual family brunch was to be held again at the Wilmot Recreational Centre in Baden. However, it was canceled due to the pandemic, and we will look to host the event in Baden in the future. Our deposit of \$50 will carry over to 2021.

Awards of Excellence Brunch Ceremony: September 26, 2021 (Cancelled)

The 2021 Awards of Excellence awards ceremony would have been held on Sunday, September 26, 2021, at the DoubleTree Hotel and Conference Centre. It is a joint event hosted by the CCAWR and the Canadian Congress of Black Women (Waterloo Chapter). We had secured a two-year deal to reduce rental costs, which will be carried over to 2022/2023.

Scholarships

This year we had one new “named” scholarships established. They were fully or partly funded by an individual or corporate donor. These were awarded to students that the committee felt closely matched the attributes of the honouree or intent for the scholarship.

- **The Vincent Smith Memorial Scholarship (*)**

The Vincent Smith Memorial Scholarship was launched in 2019 and is the CCAWRs premier scholarship that is an award valued up to \$3,000.00. It pays tribute to the late Vincent Smith, who had a tremendous impact on our community. He was a community organizer, teacher, and a man of faith that touched many lives in our community, particularly youth. This CCAWR scholarship may be awarded to an individual who demonstrates strong community service, leadership, and involvement in education.

- **The Lauris DaCosta Scholarship**

The Lauris DaCosta Scholarship pays tribute to Lauris DaCosta who shaped the CCAWR and has had a tremendous impact on our community over the last 30 years. Lauris has many accomplishments, was a past CCAWR president, and was one of the co-founders of the scholarship program. Her latest successful project, “Many Roads to Freedom”, a concert that celebrates black history in Canada, received tremendous accolades. This CCAWR scholarship may be awarded to an individual who demonstrates strong community service, exhibits excellent leadership skills, and maybe pursue an academic career in health sciences. This scholarship award is valued at up to \$1,500.00.

- **The Delabarre Pierre-Louis Family Scholarship**

The Delabarre Pierre-Louis Family Scholarship is named in honor of Delabarre Pierre-Louis, who was a Haitian lawyer called to the bar in 1909. Delabarre became a Bankruptcy Court Judge, Secretary of State (Justice), and Counsellor of State of the Republic of Haiti. As Secretary of State, he was involved in drafting amendments to Haiti’s Constitution. Delabarre’s great-granddaughter is a lawyer in the Waterloo Region. This CCAWR scholarship may be awarded to an individual who demonstrates strong community service and has an interest in civil rights or social justice issues. The scholarship award is valued at up to \$2,000.00.

- **The Black Faculty Collective Scholarship (* New for 2021)**

The Black Faculty Collective is a group of faculty members of African descent at the University of Waterloo. They are pleased to support our local community by offering a scholarship for young Black students perusing an academic career at the University of Waterloo. The scholarship is valued at up to \$2500.00.

- **The CCAWR General Scholarships (1 or more)**

These are awarded to students who meet our scholarship criteria and have demonstrated excellence in their academic pursuits as well as involvement in community-based activities. These scholarship awards are valued at up to \$1,500.00. Of note, these three of these were named in honour of our major donors:

- Karl Bennett & Cobbie Wesseling Scholarship
- Famous Five Management Scholarship
- Ingrid Berkeley Scholarship
- Neischa Bazzey Scholarship

- **The James STEM graduate scholarship (*)**

The James Science, Technology, Engineering, and Mathematics (STEM) Scholarship will be awarded to a full-time student of Caribbean descent who is enrolled in post-secondary studies, and who has demonstrated academic achievement, community involvement, and interest in the STEM fields. This scholarship award is valued from \$1,000.00 to \$1,500.00.

Fundraising

We managed to exceed the fundraising level of 2020 by raising over \$24,000.00. This is the 2nd year in a row we surpassed the \$20,000 level. This was primarily done through:

- Outreach to major donors
- Corporate donation opportunities
- Annual June fundraising marathon

Scholarship Fundraising Marathon:

This year we 'officially' launched the 2021 fundraising marathon in May through a mail-out, email, and social media broadcast. With no Family Brunch this year, we used traditional mail and email to reach existing donors and the community at large.

Major and Corporate donations:

Major donations are the lifeline of every fundraising campaign and this year we were successful in raising funds from our major contributors.

Fundraising Summary YTD (up to Nov 20, 2021):

Individual Major donations:	\$12,400.00	(* 9 Individuals giving \$500 or more)
Corporate Donations	\$8,000.00	(* 5 Donations from corporations)
Community Organizations	\$0.00	(* 0)
Fundraising marathon:	\$3,600.00	(* 22 Donations received from individuals)
Family Brunch proceeds:	\$0.00	(* 0 No family brunch held in 2021 due to pandemic)
Other:	\$250.00	(* 1 Speaking engagement, etc.)

Total:	\$24,250.00
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Note: The year-to-date figures reported are based on current contributions.

Scholarships and Recipient Awards:

This year we received twenty-three (23) valid scholarship applications in total, which is a record number of applications. We received only 6 applications from high school students which may be a reflection of the inability to have direct engagement. We received 14 applications from current university students and 3 for the graduate award.

Like last year, we have a very strong pool of candidates to choose from and it was very challenging for the committee with so many great candidates. This year we divided the applications into high school, lower year university, final year graduating class, and graduates. This proved to be the best method to group and rank students.

With the strong fundraising numbers in 2021 and a healthy balance from 2020, we were able to award ten (10) scholarships of \$1,500.00 to five (5) university students and five (5) high school students entering university. This is the highest number of scholarships we have ever awarded in a single year. It was clear to the committee that many students were potentially struggling financially and needed a scholarship.

The ten 2021 recipients were awarded scholarships totaling \$18,000.00.

Student Name	Year	Applicant Type	Award
Carlton Jason Darby	2021	University	Karl Bennett & Cobbie Wesseling Scholarship
Sarion Street	2021	University	General Scholarship
Lily Joy Brown	2021	High School	Laura DaCosta Scholarship
Aajha Buckley	2021	High School	UW Black Faculty Collective Scholarship
Aaliyah Dawkins	2021	High School	Famous Five Management Scholarship
Anuja Kaur Maraj Binning	2021	High School	Vincent Smith Memorial Scholarship
Elaxis Thompson	2021	Graduate	James STEM Graduate Scholarship
Niara van Gaalen	2021	University	Ingrid Berkeley Scholarship
Aleena Persaud	2021	University	Neischa Bazzey Scholarship
Justice McKenzie	2021	University	Delabarre Pierre-Louis Family Scholarship

Total number of scholarships awarded to date	= 74
Total dollar amount awarded to date	= \$81,600

Special Acknowledgements

The Scholarship Committee could not do all this work on its own and we are grateful for the support from many organizations and individuals, including:

- **The Congress of Black Women (Waterloo Chapter)** – *We continue to work well with our partners to build the scholarship programs. In total, 13 scholarships were awarded this year. My thanks to Marcia Smellie for her guidance and tireless effort to make things happen.*
- **Kitchener-Waterloo Multi-Cultural Centre** – *As a partner, the KWMC has helped us to process all our donations over the years and despite the lockdown of their office, they have continued to handle all our donations and receipting processes.*
- **Corporate donors** – *Both Raffi Jewellers (Vincent Smith Memorial), The Black Faculty Collective, and Five Guys Management stepped up this year with significant donations and commitments for the future. We look forward to a long-lasting relationship with both corporations.*
- **Community Organizations** – *Fanis Juma (local BLM movement leader) through The African Community Wellness Initiative provided significant financial support to our scholarship program, which will allow for 3 scholarships to be awarded over the upcoming years.*

Final Thoughts

With the pandemic still going on, 2021 seems like a repeat of 2020 in terms of the activity of the CCAWR scholarship program.

Given that our Scholarship Program had seen so many setbacks and challenges due to the COVID-19 pandemic, we would have been forgiven if we did not make our normal targets. We were disappointed again with not being able to host the annual Family Brunch or the Awards of Excellence events, which are our marquee events for the Scholarship Program. Hopefully, we will be able to do so in 2022.

Despite the setbacks again in 2021 we still had a very successful year, both in fundraising and the number of scholarships awarded. With new major donors and corporate networking, we were able to raise just over \$24,000.00 for the year. This was on par with the amount raised in 2020, which was a pleasant surprise.

Despite the reduced ability for "in-person" engagement with students, we still managed to successfully have 23 applicants overall and were able to award a record ten (10) scholarships this year. Many of the applicants were current university students and we will need to work a bit more to increase the number of applicants at the high school level.

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 activities; without them none of this is possible. My sincere thanks to the Scholarship Committee, the CCAWR board, and those who were involved to make 2021 a success.



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Presented by: Nigel Henriques
Chair, Scholarship Committee
Date: November 20, 2021

Afric & Caribbean Book Club's Report

“It is in collectivities that we find reservoirs of hope and optimism.”

— **Angela Y. Davis**

2021 marked the second year of our Book Club meeting under pandemic conditions. Our collective love of storytelling birthed another year of reading compelling books and sparking deep discussion. We also were mindful of our book choices to accommodate different abilities; those with vision issues appreciated that we chose books that were also available as e-books (large print) or audiobooks. We have also incorporated a territorial acknowledgement at the beginning of every meeting to recognize and pay respect to First Nations, Inuit, and Métis people and their traditional and/or current geographical territories on which we live and work upon.

For Black History Month 2021, Lannois led us in a discussion of the book **The Skin We're In** by **Desmond Cole**. In his 2015 cover story for *Toronto Life* magazine, Desmond Cole exposed the racist actions of the Toronto police force, detailing the dozens of times he had been stopped and interrogated under the controversial practice of carding. In this book, Cole chronicled just one year—2017—in the struggle against racism in this country. This book was hard to read and discuss and was worth the emotional energy. Members were rallied by Cole's urgent call to be honest about the racism in law enforcement and to do something about it.

In our May meeting, members shared what books they were reading and why they recommended them. **Great personal recommendations** included:

- *Keep Sharp: Build a Better Brain at Any Age* by Sanjay Gupta, MD
- *Neglected No More: The Urgent Need to Improve the Lives of Canada's Elders in the Wake of a Pandemic* by André Picard
- *Augustown* by Kei Miller
- *Limitless: Upgrade Your Brain, Learn Anything Faster, and Unlock Your Exceptional Life* by Jim Kwik
- *Black Berry, Sweet Juice: On Being Black and White in Canada* by Lawrence Hill
- *The Dead Are Arising: The Life of Malcolm X* by Les Payne and Tamara Payne
- *Steal Away Home: One Woman's Epic Flight to Freedom - And Her Long Road Back to the South* by Karolyn Smardz Frost
- *Uphill Climb: Autobiography of Jean Pierre, Canadian Icon and Creator of Obsidian Skincare* by Jean Pierre
- *Sisi's Journey* by Angela Charles
- *Shadows and Rainbows* by Esther Lambo
- *Hear Yourself: How to Find Peace in a Noisy World* by Prem Rawat

Yvonne Brown was our gracious moderator for the June meeting. Joan Blackwood led a fun Ice Breaker activity. The book selection was **Can You Hear Me Now? How I Found My Voice and Learned to Live with Passion and Purpose** by **Celina Caesar-Chavannes** and in this memoir, the author digs deep into her childhood and her life as a young Black woman entrepreneur and politician and shows us that effective and humane leaders grow as much from their mistakes and vulnerabilities as from their strengths. Celina joined us via Zoom and so kindly listened to our comments and answered participant questions. A special thank you to Marcia Smellie for using her networks to arrange this visit.

The discussion for the September selection, **The Three Mothers: How the mothers of Martin Luther King, Jr., Malcolm X, and James Baldwin shaped a nation** by **Anna Malaika Tubbs** was led by Anandi Carroll-Woolery. The Ice Breaker activity was led by Lannois Carroll-Woolery, who asked one simple question “share about a mother figure in your life”. We heard many beautiful stories of the women who shaped us. The book was more scholarly than our usual selections and revealed new details about the extraordinary women who raised these icons, all contending with the very specific prejudices faced by Black women during Jim Crow.

Our October meeting began with an Ice Breaker led by Anandi where members shared their recommendations for children's books by black writers. There were many great suggestions which we hope served as a motivator to start Christmas shopping. Sandra Kagoma led an insightful discussion of the book **Saga Boy by Antonio Michael Downing**. A memoir set in Trinidad and Tobago and Canada, this book is a poignant journey of overcoming, belonging, and becoming one's own self. Antonio joined us via Zoom and treated us to more insights on the writing of the book and his journey so far. It was an amazing meeting.

Thank you to all members who faithfully attended our meetings. New members are always welcome - the more, the merrier. See you in 2022!



Photo credit: Anandi Carroll-Woolery
Submitted by: Anandi Carroll-Woolery
Date Presented: November 22, 2021

Financial Statements
Caribbean Canadian Association of Waterloo Region
For the Fiscal Year Ending December 31, 2020

I have prepared the Draft Financial Statements of Caribbean Canadian Association of Waterloo Region (Association), which comprised of the Income Statement and Balance Sheet as at December 31, 2020. These are not Audited Statements and have not been verified by an external accountant.

Olive J Coke
Treasurer, 2021
Caribbean Canadian Association of Waterloo Region

CARIBBEAN CANADIAN ASSOCIATION OF WATERLOO REGION
INCOME STATEMENT
FOR THE YEAR ENDING DECEMBER 2020

	2020	2019
Grants		-
General Donations	4,020	693
Scholarship Donations	24,611	12,943
Fundraising Events	-	9,896
Membership Dues	220	259
Interest and Dividends	3,485	6,000
Total Contributions	32,336	29,791
Scholarship Expenses	13,831	8,201
	13,831	8,201
Net Contributions - Scholarship Fund	\$18,505	\$ 21,589
Variable Expenses - General Fund		
Computer & Communications	###	182
Fundraising & Brunches (Scholarship A/C)	-	3,267
Insurance	863	663
Bank Service Charges	30	30
Printing	94	34
General & Administrative Expenses	40	-
Postage	-	-
Donations	-	200
Professionals & Consultants	-	-
Social Community Event	681	409
Transfer to Scholarship Fund	320	16,308
Total Variable Expenses	3,239	21,093
	3,239	21,093
Other Variable Expenses		
Strategic Planning	-	496
	-	496
TOTAL OPERATING EXPENSES - General Account	\$ 3,239	\$21,589
Notes:		
	¹ Actual figures for 2020. Amount reinvested.	
Prepared by: Olive J Coke, Treasurer 2021		