

Community Report

2009 - 2010

EDMONTON MENNONITE centre for newcomers

Edmonton Mennonite Centre for Newcomers (EMCN)

11713 - 82 Street, Edmonton AB T5B 2V9
Phone: 780-424-7709 Fax: 780-424-7736

EMCN Career and Employment Services
8914 - 118 Avenue, Edmonton AB T5B 0T6
Phone: 780-421-7400 Fax: 780-428-4252

EMCN Community Development
Wentworth Building, 10209 - 97 Street, Edmonton AB T5J 1L6
Phone: 780-428-5062 Fax: 780-428-5064

EMCN at the Welcome Centre for Immigrants
#335, Tower II, Milbourne Market Mall (38 Avenue and Millwoods Road),
Edmonton AB T5K 3L6
Phone: 780-462-6924 Fax: 780-466-6594

Trinity Manor and the Haven
Immigrant and Refugee Supportive Housing
Phone: 780-497-8786 Fax: 780-497-8782

www.emcn.ab.ca

Organization Values

Values and Organizational Principles:

1. Respect
2. Democratic Practices
3. Appreciating Diversity
4. Excellence
5. Effective Communication

Mission:

Using a model of holistic integrated practice, Edmonton Mennonite Centre for New-comers:

- Provides programs and services that enable immigrants to participate with equality, dignity and respect in all aspects of life; and
- Contributes to the development of public policy; and
- Works to increase understanding by the dominant culture of the importance and involvement of immigrants to Canadian life.

Vision:

EMCN works for the development of a just civil society that is democratic and intercultural.

Goals:

1. Organizational Strength and Health is Sustained
2. Just Civil Society
3. Immigrant Economic Success, Healthy Families, and Healthy Communities
4. Effective Board Governance

Funders

Government of Canada

Citizenship and Immigration Canada
Human Resources and Skills Development Canada -
Foreign Credentials Recognition

Government of Alberta

Alberta Employment and Immigration
Alberta Advanced Education and Technology
Alberta Education
Alberta Health and Wellness
Children Services Region 6

City of Edmonton

Family and Community Support Services
City of Edmonton Operating Grant
Donate-a-Ride

Donnelly Foundation
ECALA (Edmonton Community Adult Learning Association)
Edmonton Arts Council
Edmonton Community Foundation
Homeward Trust
Civic Servic Union 52
United Way of the Alberta Capital Region
United Nations
Edmonton Public School Board
Safe Communities Initiative Fund
Status of Women Canada

Donors

Ernest Wiens	C. Roderick Wilson	Mary or Ulrich Trumppener
Sandra Epp	Mary Kutschke	D.H or Mary Quapp
Andrea Moss Cooper	Telus- Team Telus Cares	Mildred Glick
Deborah Kirkpatrick	Dan MacLellan	Sara Zalik
Suzanne Gross	Jacob Harder	Harvey or Ruth Krahn
Paul Bergen	Carole Lambe	Marian Williams
Diane & Michael Ediger	Lillian Zacharias	Rita Jager
Eleanore & John Wooldard	TD Canada Trust	Michael J. Tilleard
Donita Wiebe-Neufeld	Lendrum Church	Barristers and Solicitors
Henry & Jadwiga Kalke	Alan Hodgson	Edmonton Monthly Meeting
George Fiji	Emily Vanderwekken	of Religious Friends
Lyndor & Sandra Epp	Walter Mereb	Society
Eleanor Prokuda	J & S Choles	Holly Turner
Dr. J Wooldard	Santa Maria Goretti	Alan Hodgson
Oleksandra Young	Community Centre	Edmond & Elizabeth Hamre
Herb Weibe	Dr. Mark Heule	Mary Jo Macleay
Tine Steen-Dekker	Henry Vroege	Harry & Marlene Henshaw
First Mennonite Church	Barbra Penner	Kevin Corbin
Holyrood Mennonite Church	Hazel Benson	Lois Anderson
Edmonton City Centre	Union 52 Benevolent Society	Karen & Greg Elzen
Church	Sisters of charity of the	Justine Light
Tim Jeffares	Immaculate Conception	Anna Kirova
Carolyn J. Perri	Greg Hendricks	Sofia Yaqub
Marjorie McIntyre	Valerie Dennis	Mary Kutschke
Kevin Corbin	Marlene Mulder	Waldemar & Irma Friesen
Dr. Shirley Stinton	Jasper Place Lions Club	Donita Wiebe-Neufeld
Daniel Eggert	Ronald and Lavon Holgate	Shirley Gurnett
Barbara Penner	Ron & Pauline Klok	Sheila Holzer
Greg Hendricks	Mark or Marybelle	Gretchin Brundin
	Thompson	

Message from Board Chair

I am inclined to think that every year at EMCN seems as though it is momentous, but it is the simple truth that this last year is easily so categorized. The single most important factor leading to placing this label on the year is the appointment of our new Executive Director, Kelly Sloan. Many will remember that at last year's AGM we were commenting on the resignation of our past ED and on being actively engaged in searching for a new one. And yes, we went through an extensive search process only to decide that none of the candidates we had found were truly up to the job, and so we did it all again! But in the end we were successful and I am pleased to report that, six months into her term, our relationship with Kelly is proving to be very productive.

From a Board point of view, one of Kelly's strengths is her keen sense of current 'best practices' regarding management and administration. She and the Board agreed from the start that we should be moving, cautiously, from a fairly strict adherence to the Carver model of governance to one in which the Board has more access to the expertise of senior management. With Kelly's active participation, the Board is also currently engaged in an extensive review of all Board policies. While the idea of developing non-grant sources of funding is not new to our Board, it is an idea that this year has received new impetus. And Board renewal is very much an ongoing process; at this AGM we are recognizing five Board members who have retired during the year, but I believe we have also recruited five new members this year.

As an end note, let me comment that this is my last AGM as Board Chair, coming to the end of my term in a few months. It has been a privilege and honour to be associated with EMCN. It is one of the most worth-while and exciting organizations that I know of and I am immensely pleased to be part of it. May God continue to bless our work.

Rod Wilson
Chair, Board of Directors, EMCN



Board of Directors 2009-2010

Duncan Campbell, Treasurer

Daniel Eggert, Secretary

Maria Jagiello-Cathcart, Director

Rashmi Joshee, Director

Karen Link, Vice Chair

Pauline Mukashema, Director

Adrienne Wiebe, Director

Matt Wiens, Director

Rod Wilson, Chair

Sofia Yaqub, Executive Member-at-Large

Jaye Fredrickson, Director

Anna Kirova, Director

Heather Loepky, Director

as of March 31, 2010

	2010	2009
Revenue		
Provincial government grants	\$3,745,874	\$2,993,782
Federal government grants	2,667,807	2,029,542
Other program grants	883,132	1,136,969
Rent	194,978	170,008
Donations and fundraising	150,509	207,909
Registration fees	99,645	158,326
Investment income	<u>38,115</u>	<u>(30,970)</u>
	7,780,060	6,665,566
Expenses		
Salaries and benefits	5,096,936	4,593,527
Rent, utilities and maintenance	1,331,425	935,882
Contract services	839,322	686,247
Resources	84,917	82,786
Telephone	65,794	62,762
Travel	51,847	52,889
Professional development	43,380	31,793
Amortization	38,030	40,782
Printing and photocopy	35,863	35,715
Professional fees	28,030	24,272
Office supplies	23,446	22,809
Bank charges	23,197	33,579
Advertising	21,328	15,696
Equipment, repairs and maintenance	11,444	38,811
Bad debts	7,954	-
Dues and memberships	5,316	2,912
Staff and volunteers	4,940	4,254
Postage	4,153	5,071
Insurance	4,009	7,627
Board	<u>3,467</u>	<u>1,402</u>
	7,724,798	6,699,813
Excess (Deficiency) of Revenue over Expenses	55,262	(34,247)

Financial Statements

as of March 31, 2010

Assets	2010	2009	\$1,889,887
Current Assets			
Cash and cash equivalents	\$206,114	\$270,818	
Receivables	1,646,353	1,403,063	
Investments	84,353	48,803	
Prepaid expenses	146,425	79,053	
	2,083,245	1,801,737	
Restricted Investments	22,761	23,761	
Property and Equipment	205,787	64,389	
	\$2,311,793		
Liabilities and Net Assets			
Current Liabilities			
Accounts payable and accrued liabilities	\$698,126	\$733,942	
Deposits	16,081	12,025	
Deferred contributions	1,288,652	1,074,592	
	2,202,859	1,820,559	
Long-Term Liabilities			
Deferred contributions - Property & equipment	<u>16,038</u>	<u>30,694</u>	
	2,218,897	1,851,253	
Net Assets			
Invested in property and equipment	189,749	33,695	
Restricted for endowment purposes	22,761	23,761	
Unrestricted (deficit)	(119,614)	(18,822)	
	92,896	38,634	
	\$2,311,793		
			\$1,889,887

Message from Executive Director

In 2009-2010, Edmonton Mennonite Centre for Newcomers (EMCN) staff and volunteers continued to provide services to immigrants, to contribute towards development of effective public policy affecting immigrants, and to raise awareness about the importance of immigrants' involvement in the community. Staff provided information to civil servants, elected politicians, media and many others about issues that affect immigrants and build an inter-cultural community.

In addition to raising awareness and educating others about immigrants' participation in community, EMCN provided a host of different services to immigrants. EMCN operated at five primary sites in Edmonton (82 Street, Nova Plaza on 118 Avenue, Trinity Manor on 97 Street, Wentworth Building as well as many other community locations such as churches, schools, and community league buildings.

Language Services continued to support immigrants in learning English including new programs for seniors and temporary foreign workers as well as Childminding services for immigrants in language classes. In Child and Family Services, services included family literacy and parenting, support to strengthen relationships within the family, access to the Food Bank and medical support, and assistance with immigration issues. EMCN's Settlement Services in Schools programming in ten different schools supported families with language interpretation between the school and parents, advocating for families when cultural misunderstandings occur with the school, supporting youth in being successful in all school subject areas, and helping youth and their family build positive relationships in school. Counselling and Mental Health Services at EMCN, with social workers and psychologists also supported families when mental health becomes a concern. In the area of Employment Services, EMCN provided workshops as well as week-long employment readiness classes on topics such as job search, resume writing, interview skills, and cultural orientation to Canadian workplace; we also built relationships with Alberta employers to promote hiring immigrants and to promote immigrant access to meaningful employment placements. Bridging and Training Programs. In Research, staff gathered data and did curriculum development work for a number of EMCN professional training programs; research also continued into Prior Learning Assessment and Recognition (PLAR) and how that might be integrated with a mentorship program for immigrant professionals provided by another organization.

Message from Executive Director

continued

In Community Development, EMCN worked with a number of different ethno-cultural groups, coordinated a collective kitchen and support services, delivered youth crime prevention services, and helped women create career portfolios outlining their skills and abilities. Temporary Foreign Worker (TFW) Settlement Services continued to support TFWs by advocating for their rights and connecting them to government and community services that can assist them. EMCN's Supportive Housing program at Trinity Manor and Haven House continued to provide language instruction, counselling, family support, and assistance with immigration and integration issues. Welcome Centre for Immigrants, located in Millwoods, where EMCN provides services in partnership with other organizations, saw a significant increase in demand for EMCN's employment orientation, connection to jobs and job training. EMCN also held two public special events, EMCN RISE Awards and EMCN World of Story, and the partnership continued with the Immigrant Access Fund, an organization that provides internationally trained/educated people with loans to help with tuition fees, books, exam fees, qualification assessment, professional association fees, etc. to enable them to work in their field.

Thank you to the many individuals who work or volunteer for the Edmonton Mennonite Centre for Newcomers so that immigrants can access the services they need. With over 120 employees from twenty-five different countries of origin and with fifty distinct languages, EMCN provides services to more than 10,000 people each year. Your dedication and commitment is exemplary and truly makes a difference in people's lives and the quality of life in Edmonton. I look forward to continuing to work with you in the coming year. I want to extend a huge thank you to all EMCN funders and donors because your continued support makes it possible for community members to receive needed services from the Edmonton Mennonite Centre for Newcomers.

Kelly Sloan
Executive Director

EMCN Volunteers

Rocky Howse	Sue Butler	Yin Dai
Rod Wilson	Sugandha Saksena	Yogita Soni
Roxanne Felix	Suleman Fateh	Yolande Lawson-Body
Roxanne Nesbitt	Susan Tombe	Youraj Dhakal
Ruby Minhas	Susanne Fahmy	Yousuf Tuturn
Ruth Goudreau	Susanne Picardal	Yusief Ubabidet
Ruth Toews	Sushma Acharya	Yvonne Wallace
Ryan Herbert	Sylvia Wood	Zoey Chanin
Ryan Zahacy	Tana Clark	Mosaic House
Sa Pui Ae	Tania Sultanah	Virginia Park
Saba Al-Jazrawi	Tatjana Mustea	Neighbourhood Group
Sabah Barzani	Tebasum Durrani	University of Alberta
Sabina Akii	Temilote Salami	United Way
Sadhana Kashid	Teresa McVea	Ellerslie Road Baptist Church
Saima Naz Hayat	Thane Smith	First Mennonite Church
Salimah Kassamali	Thao Bui	Alice
Sam Sakaluk	Thomas Messer	Aubri
Samatha Sakaluk	Thuy Ha	Deng
Santosh Kaushal	Tigist Flora	Flora
Sara Schermerhorn	Wolde-Yohannas Lorraine	Lorraine
Sarah Lloyd	Timothy Houghton Madeng	Madeng
Sarah Oke	Toby Neuendorff Meldrum	Meldrum
Sena Wayessa	Toshiaki Koike Nathanael	Nathanael
Senait Mehari	Toyn Fatona Nelsenet	Nelsenet
Shabbou Bashiri	Tracey Macksymetz Peter	Peter
Shi Kree Paw	Tracey Macksymetz	
Sia Saffa	Trudy Aberdeen	
Silvia Melendez	Vicki Crowell	
Sintayehu Kidane	Victoria Busah	
Sirkout Groume	Viktar Shyntar	
Sofia Yaqub	Vivian Nguyen	
Somayya Kasani	Wana Saksaranrome	
Somayya Kasani	Wendy Yung	
Spencer Peacock	Western B	
Stan Skirrow	William Mile	
Stephen Koch	Yawnni Deng	

Thank you to all of our volunteers.
We apologize if we forgot any names.

EMCN Volunteers

Jeremiah Gallingher	Kibrom Gebremedhin	Maria Justo	Nirali Bhavasar
Jessica Cecerical	Kimberley Dyke	Maria Letecia Macabenta	Nora Hurlburt
Jessica Wagenvoort	Kimberly Ho	Marija Gavric	Noniko Taira
Jhovenie Cabalian	Kisen Claire Seo	Marina Garcia	Norma Vriend
Jim Fish	K'Paw Mue	Marina Levonian	Nshimirimana Justin
Jimmy Orobio	Kristin MacKlin	Marijlyn Audette	Oanh Phan
Joana Bukczynska	Kunxia Dong	Marshall Magnus	Olatomi Idowu
Jok Andrea Mac	Kurt Yakimovich	Marty Oliver-MacBride	Omana Nambari
Jong Pastor De	Laurie Raulin	Mary Hyndman	P.Hannah Kim
Jorge Montoy	Laurie Scheffer	Mat Weins	Pahandari Seyed Emadi
Jose Garcia	Leslie Henderson	May Ng	Pat Banks
Jose Gutierrez	Leslie Liebel	Meena Sharma	Pat Zimmer
Josephine Jereza	Leslie Ross	Menardo Macabenta	Patricia Wood
Joy Ruhignha	Li Da Chen	Meredith Adams	Patula Enow
Joyce Baergen	Lidna Menjivar	Mia Isabela Deleanu	Paul Chugg
Judith Acevedo	Lihong Bai	Michael Hoyt	Pauline Mukashema
Julie Canoy	Linda Mabbott	Michelle Darke	Pedro Ellener
Jun Deng	Linh Truong	Mike Rymer	Mendoza
June Slywaka	Lisa Li	Mike VanderHoek	Pedro Mendoza
Justin Nshimirimana	Louise Klinck	Mildred Thill	Philip Deng
Kajal Sharma	Louise Visser	Miller Perez	Poonam Kochhar
Kakozi Pondamali	Luminila Pungea	Mohamed Sakriye	Pungea Luminita
Kaltum Muse	Luz Maria Miranda	Mohammad Haque	Rachel Keyes
Kamara Bandalay	Lyla Gray-Luque	Monica Jeremy	Rachel Kim
Deen	Mabbott Les	Monica Johnson	Raghe Warda
Karen Bradley	Mamta Dhingra	Musafa Seghyar	Raheela Khan
Karen Garbet	Manisha Patel	Nabiha Ismail	Raiha Idrees
Karen Link	Mansoor Lila	Nadine Gashikanyi	Rajan Vanitha Sivaji
Karie Hanson	Marc Macabenta	Nahid Alfaf	Ramneek Trehan
Karla Fairbrother	Margaret Zeldosoff	Nathan Stasiewich	Rashmi Joshee
Karol Hincapie	Margie Fabiala	Nathan Tremblay	Reginald Petines
Karuna Bhavasar	Maria Castro	Nay Bley	Regula Winzeler
Kate Duffield	Maria Elena Alfarado	Nazlin Lila	Reid Bockmaster
Katherine Laurie	Maria Elena	Nenita Po	Robert Way
Kazem Abrishamian	Macabenta	Nettie Wong	Nickolas Palamarchuk
Kelly Arbeau	Maria Francia Vanorio	Nicole Hughes	Roberta Cumming
Kelsey Duebel	Maria Jagielo-Cathcart		

Child & Family Services

We have had another gratifying year working with families with pre-school age children. We have had full enrolment for all sessions, with the need to put families on wait-lists for subsequent sessions. Parents report looking forward to getting out of the house and meeting with friends to practice English, learn songs from each other, listen to stories, borrow books and celebrate with their children when they request stories and songs at home. This year, the advanced ESL group even learned how to play the ukulele!



Some mums come with difficult stories of husbands who have been laid off or who have suffered work injuries, while others come with stories of feeling alone at home, and afraid to venture out on their own. All mums come with a desire to give their children a safe and caring place to explore socializing skills with other children. And all come eager to find community and a sense of belonging, as well as a place to explore English and issues having to do with their lives and the lives of their children. We learn a lot more about families who attend this program through our home visitation program. These visits allow us to support families in their home as well as at the Centre. This past year, we have been able to give intense support in the areas of strengthening mother-child relationships, relationship stress between partners, access to resources including the food bank and medical support, and assistance with immigration issues to 16 families over the course of the last fiscal year.

The premise of this program is to relieve isolation, offer a forum for learning English and more specifically Family Literacy through discussions related to parenting and school readiness, and to connect newcomers to the larger community through library visits and recreational facilities during the summer months. We are grateful to our funding through Alberta Education , Region 6 Early Intervention, United Way and City Of Edmonton FCSS for funding the various components and emphases of this program. What is so gratifying, is the energy and participation and good parenting the mums bring with them to share with us and with each other. As we eat lunch together and play with the children, and catch up on each others' lives, we all learn together what it means to create community and to feel confident in how we are as parents and caregivers with our children.

Language Services

Through the Language Services program area, EMCN offers a variety of English Language programs and services which support immigrants in their quest for full and meaningful lives by building the capacity of newcomers and the dominant culture to live and learn together in a spirit of equity, dignity, and respect.

The options for English classes include the national *Language Instruction for Newcomers to Canada* (LINC) program, a wide variety of locally designed courses funded by *Edmonton Community Adult Learning Association* (ECALA), as well as some fee-for-service programming. ECALA funded programs include conversations classes, and blended programs such as *Parenting and Literacy* and *Language Learning through the Arts*. We wish to acknowledge the generous support we receive from our two major funders, both of whom share our vision of success for newcomers and who work with us to maximize the dollars spent and the value received as a result.

In 2009/2010 our programs continued to grow and change in response to the ever increasing needs of the community. We expanded services in south Edmonton, developed a specialized LINC program for senior learners, and opened two very low cost language classes for Temporary Foreign Workers - a section of the population currently excluded from any government funded language programs. The LINC program offers childminding services to increase accessibility of the adult learners and this year we increased our capacity to 30 children in the morning a 30 in the afternoon, as well as offering the highest number of infant spots in the city. This has reduced our waitlists substantially.



A special highlight of the year involved the Global Voices Choir. A group of 40 participants traveled to Banff for the national TESL Canada conference in October. A panel made up of EMCN teachers delivered a three-hour symposium describing the research and theory around *Language Learning through the Arts* and punctuated each section of the talk with a set of songs performed by the choir to demonstrate how we weave the learning into our choir rehearsals. A Rocky Mountain tour and posh hotel added to the charm of this "first Banff experience" for most of the newcomers.

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EMCN Volunteers

Abdulakeen Deen	Beth Hall	Diana Hau	Digna Arcaina	Geovana Avincula
Abdulfatah AbdulKadir	Beth Ryan	Dinorah Garcia	Giovana Jackson	Gialdo Bonilla
Abdulkadir Yusuf	Bobby-Jo Halton	Don Baergen	Gim Lee	Gladys Marshall
Abduloram Deen	Bonnie Ellertbeck	Donavin Wheathers	Glen Vinas	Gloria Wu
Abimbola Sanni	Brian Ladd	Doreen Deen	Graham Vanderkraats	Guntert Toews
Adeline Wong	Brima Mohammed	Doreen Fairbrother	Hannah Kowalenko	Hasna Abdalla
Adenike Adeninto	Bryan Fuhr	Dorothy Heine	Hawa Bandu	Hawa Omar
Adina Spiecker	Cameron Squirell	Dorothy Roulson	Heather Loepky	Heather Loepky
Adrienne Wiebe	Camille Loken	Dot Heine	Helen Fraser	Helen Fraser
Agnes Midi	Carol Dyck	Doug Fraser	Duncan Campbell	Edith Inder
Ahmed Abdullahi	Carolyn Duley	Catherine Archibald	Elaine Sage	Eli Kenyi
Aissatou Diallo	Charity Slobod	Charlene Fowler	Elena G	Ella Wilie Slomp
Alethia Lin	Charlynn Odegaard	Charlynn Odegaard	Ella VanderKraats	Ella VanderKraats
Alfonso Benavides	Chris Cox	Christine McKinney	Elma Gimpes	Elma Gimpes
Ali Zaman	Allison Byire	Christy Hartt	Elsie Johnson	Elsie Johnson
Alma Strandberg	Alyssa Hudson	Cindy Connell	Emilia Larocque	Emilia Larocque
	Amnia Chama	Clara Suggit	Emma Gerard	Emma Gerard
	Ana Lega	Clarisse Truscott	Erin Welke	Erin Welke
	Anabel Salazar	Cohen Park	Eun Jin Kim	Eun Jin Kim
	Andrea Deng	Collette Levinsky	Eunny Kim	Eunny Kim
	Andrea Figueiroa	Collette Slevinsky	Evelyn Blanchette	Evelyn Blanchette
	Andrea Layton	Constance Wieliczko	Fardossa Mohammed	Fardossa Mohammed
	Andrea Trischuk	Corra Shaw	Fikremariam	Fikremariam
	Angela Wielobob	Dally Tall	Georegioris	Georegioris
	Angelica Klass	Daniel Eggert	Flora Abdahi	Flora Abdahi
	Ann Koshy	David Erickson	Florence Dulley	Florence Dulley
	Anna Keaschuk	David Saliba	Francine Nduwayo	Francine Nduwayo
	Anna Kirova	Debbie Lemoine	Frishta Mouraud	Frishta Mouraud
	Arnie Liddell	Denise Stamp	Gaf Rwiru	Gaf Rwiru
	Arlene Fuhr	Dennis Ashley	Jenni Ference	Jenni Ference
	Ashley Sandhu	Dereje Berenda	Jasmine Braich	Jasmine Braich
	Ashwini Acharya	Derrel Barkman	Jaye Frederickson	Jaye Frederickson
	August Guillaume	Devin Ostash	Jennifer Jumadiao	Jennifer Jumadiao
	Azizeh Baregza	Barbara Ashton	Dhiren Jalal	Dhiren Jalal
		Berenda Dereje	Diannah Washuta	Diannah Washuta

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Thank You to EMCN Volunteers

From April 2009 to March 2010, more than 580 volunteers contributed almost 22,000 hours of their time and expertise to the work of the agency.

As usual, the contribution of EMCN volunteers has been tremendous, invaluable and selfless. In many ways therefore the agency's volunteers have been important lifeline for the various activities, services, events and programs that take place at EMCN.

The past year in particular has been unique as far as volunteer recruitment is concerned, in that volunteers have been involved in the entire spectrum of programs implemented within the agency, including services that in the past traditionally avoided the participation of volunteers in their day-to-day activities, for example, Employment Readiness/Job Search training, professional bridging program and business start-up program.

It's common now to see many activities and events taking place at so many locations, in the evenings and on weekends, thanks to the willingness, flexibility and dedication of the volunteers. It's hard to imagine that these activities could have ever possibly been implemented and sustained and newcomer clients and their families served with sufficient breadth and depth without volunteer involvement.



A big, big thank you to all our volunteers for everything you do every day and every week in the life of our organization and its clients. I feel so much blessed and honoured working with you.

Thank you for you!

Philip Deng, Volunteer Services Coordinator

Trinity Manor

This year Mennonite Centre just celebrated five years since the opening of the Housing Project. The Trinity Manor is actual housing, with modest, well-built apartments in which support services are offered by caring professionals. As workers we have been given a wonderful opportunity to hear, to see, and to live in the context in which our tenants live, struggle, adapt and learn to walk in their new life in Canada. Trinity Manor is a place where each and everyone is embraced. The background of the residents varied not only from their country of origin, but also within their faith.

In all programs at Trinity Manor and the Haven we try to take into account what came before in the life of every tenant, whether it is the life and death of a loved one or tenants' memories of persecution in far away lands. And so every part of every program becomes an opportunity to breathe hope. We want tenants to be able to express their faith, their gratitude, their care, their hopes, and their love. We witness the tenants in new environments and contexts evolving with new thoughts and discovering and believing in the possibility of renewal. This questioning leads to learning from each other and being able to establish good lives in Canada. People also begin to create new opportunities to learn together. They value and respect each other. And we celebrate their hopes, and we acknowledge their sadness and their past. We support our tenants by providing a range of services that includes women's and men's groups, homework clubs, social outings, summer camps, seasonal celebrations, and more.

Over the past year we helped 89 people through our supported housing work, and from these 32 transitioned to homes in the larger community.

Did You Know?

People come to Canada in three main categories of immigration.
At EMCN last year in the Integrated Service Program the proportions were that
38% were independent immigrants, 28% were refugees and
25% were sponsored family members.

In terms of period of residence in Canada, 73% of the people that we served were less than 3 years in Canada.

Settlement Services in Schools

EMCN's Settlement in Schools Programming includes two dimensions:

- Through CIC funding for the Federal Settlement in Schools Program and in full partnership with Edmonton Immigrant Services Association (EISA) - one staff member who offers general settlement support to parents of children attending Dickensfield School and the surrounding community.
- Through funding from the Edmonton Public School Board - an EMCN team of cultural brokers for the Somali, Afghani, Sudanese, Iraqi and Kurdish communities who provide children and families with school-related settlement support in the following schools: Queen Elizabeth High, Balwin Elementary and Junior High School, Dickinsfield Junior High School, Evansdale Elementary School and Grace Martin Elementary and Junior High School, Londonderry Junior High School, Glengary, Kilarney, JD Braco.

The brokers help school staff understand the cultures of the families attending their school and support school events by interpreting for parents. If families need support from other language groups, we find interpreters to support us in our work. As well, the brokers help families navigate and understand the school system, support parents at parent teacher evenings and other school parent interactions. The brokers also support children and youth facing challenges, including suspensions and expulsions, and generally advocate on behalf of families who are feeling frustrated with how their children are experiencing school, whether it be bullying, unfair assessments, or cultural misunderstandings. The schools with whom we have developed relationships have expressed their gratitude for the support of the brokers and have learned to call on EMCN to bridge and support relationships before issues become serious. We hope that each year more and more schools will think of using our services to support children and youth and families to ensure successful settlement in the school system.



2009-2010 EMCN Staff

Abigail Morales	Eun Jin Kim	Lucia Lako	Sandy Taddeo
Ahmed Abdullahi	Gail Doane	Luz Maria Miranda	Santosh Kaushal
Ali Mahdi	Glynis Manginsay	Madhu Sood	Sasha Simcisin
Aloy Das	Greg Lopez	Maria Ali	Sepideh Tadalyon
Aluk Garang	Hazel Benson	Marcela Campos	Sergio Manrique
Amy Wilson	Helen Rusich	Marina Lavion	Sheila Court
Ana Nunez	Hilary Hellum	Marty Oliver-	Sia Saifa
Anne Budnick	Hina Shahid	MacBride	Siham El Saghir
Ariela Cerna	Jacqueline Scott	Mary Cowburn	Sophie Fosso
Ava Becker	Jalal Barzanji	Mei - Chi Chan	Sophie Parkins
Beth Hall	Jammin Chang	Miranda Bestman	Stephanos Habashi
Betty Wong	Jimmy Orobio	Muhammad Shahid	Su Croll
Bev Walker	Joanna Bulkczynska	Nadra Atia	Susan Hofforth
Bill Hallam	Jorge Maigler	Nathan Draginda	Suzanne Gross
Bobby-Jo Halton	Joseph Luri	Nayar Lopez	Terry Andruik
Brenda Beales	Juan Sicilia	Nicole Stogrin	Thanh Nguyen
Carole Lambe	Judy Sillito	Nilou Delahante	Toyn Fatona
Cecilia Nunez	Karen Bradley	Monejon	Tutun Yousuf
Chau Hoang	Karen Gabert	Oanh Phan	Tzgereda
Chissa Schmuhi	Karin Linschoten	Orlando Vasquez	Testasiasie
Christine Duong	Karol Adamowicz	Paul Kaisi	Valerie Cudmore
Consuelo Ortiz	Karuna Bhavasar	Philip Deng	Veronica Au
Deanna Mendoza	Kathy Yamniuk	Priscilla Chau	Vince Kelly
Debbie Lemoine	Katrina Paufier	Ralph Paufier	Wanda Cell
Derrick Schmuhi	Katyra	Randa Baba	Vanna
Digna Lopez	Chudnovskaya	Reuben VanBeek	Saksarantome
Dolores Huizinga	Kelly Sloan	Risphah Tremblay	Wendy Chin
Don Baergen	Kerry Harvey	Robyn Thomas	William Shebansky
Doreen Dean	Klara Smolova	Sabah Barzanji	Ying Shan
Elaine Mann	Laurel Raulin	Said Osman	Yohannes Yirsaw
Elena Chernaeva	Laurie Hauer	Salma Ahmed	Yolande Lawson-
Elsie Johnson	Leila Mansour	Sam Pratoomporn	Body
Emily Kuhl	Lillian Zacharias	Sanaa Sabra	Yusief Ukabalidet
	Lubna Sami		Zakhriyya Murji

Immigrant Access Fund

Started in 2005 in Calgary and expanded to Edmonton in 2007 in partnership with the Edmonton Mennonite Centre for Newcomers, the IAF is an Alberta not-for profit organization with charitable status that provides internationally trained/educated professional and trades people with loans of up to \$5,000 (exceptions to \$10,000 are considered) to help with tuition fees, books and courses materials, exam fees, travel expenses to sit exams, qualification assessment and professional association fees, living allowance during study time, or other costs relating to becoming able to work in their field.

IAF Loan Delivery		April 1, 2009 – March 31, 2010	
# of applications received		63	55
Loan Recipients' Main Occupations	Nurse, Engineer, Physician, Accountant		
# of people known to have completed program / received accreditation	13		
# of people known to have found employment in their field	10		

As of March 31, 2010 a total of 163 loans had been approved, 55 loans were approved from April 1, 2009 – March 31, 2010

The average IAF loan is \$4,729 (December 31/09). Since 2007 \$1 million approximately in loans has been committed and \$900,000 disbursed. The repayment rate is 98% (only 3 loans have been written off), which is extremely high for a micro loan program. The high repayment rate is more remarkable given that 65% of IAF borrowers were unemployed when they applied to the IAF. Of the 35% that were employed, 50% were working in 'survival' jobs and 50% were working in their field, but not in positions commensurate with their skills and experience. Twenty percent of applicants had monthly expenses that exceeded their income.

EMCN/IAF aim is to enhance the loan recipient's employability in their field and their economic self-reliance EMCN and IAF operate a microloans fund for the accreditation training and upgrading of internationally trained immigrants.

Settlement Services in Schools

Edmonton Public School's Transition Centre

This year, our staff have been very involved in the inception and planning of the Edmonton Public School's *Transition Centre* designed to offer immigrant youth who join the school system with no formal schooling prior to their arrival to Canada. Through focus groups and much careful planning, the Transition Centre will offer programming starting in September at Balwin and McCauley Schools. We look forward to offering our full support for a successful first year of programming through the EPSB Transition Centre

Integrated Services Program

With federal and provincial funding, we have provided the following:

- Well-attended support and programming for children, youth and parents at Balwin Elementary and Junior High School and Queen Elizabeth High School.
- Homework clubs at both schools to support basic literacy and numeracy skills, math, science, social studies and language arts success.
- A Culture Club and a Club for Immigrant Girls
- Leadership training in collaboration with partner agencies
- Computer classes for parents wanting to improve their computer skills including learning how to access School Zone.

Family Support

Through Provincial Child and Family Services - Region 6 funding this year, our cultural brokers have again been able to go beyond working with children and families in the school environment. They also worked with the whole family on issues of teen pregnancy, youth involvement with crime, issues of health, and other stressors on the family. Also, when youth or families face complex issues involving mental health, EMCN social workers and psychologists support the families through their journeys.

Employment Outreach

Employment workshops on specific topics, such as job search, cultural orientation, resume writing, career planning and interview skills are offered to several organizations that serve immigrants throughout the city.

Up to now workshops have been provided in libraries, ethnic community centres, mainstream not for profit organizations which are unaware of the EMCN's services, and for several LINC providers, such as Edmonton Catholic Schools, Metro Continuing Education, Grant McEwan University College, NAIT and EMCN. Workshops have been offered during regular working hours as well as in evenings and weekends.

The workshops provide an effective marketing tool for EMCN's services, especially for the employment department. The target audience is immigrants, especially newcomers, who are not familiar with the settlement and employment services available to them.

Participants of these workshops are encouraged to seek further assistance with their employment needs at our centre.

A total of 671 newcomers participated in the various Employment Readiness Outreach Workshops that were held throughout Edmonton in 2009-2010.



Research Team Update

This year the EMCN research team has been working on a number of innovative projects. Even if immigrants to Canada can speak English well, one of the major difficulties they face is communicating effectively in the Canadian workplace. They need to master both profession-specific language and culturally appropriate communication styles. In an ongoing revision to EMCN's successful Accountants' Bridging Program, researcher Nayar Lopez has been collecting and analyzing samples of language from the accounting workplace which will make our curriculum even more focused on immigrants' needs. EMCN's popular Engineers' and Technologists' Integration Program (ETIP) is also being updated. Engineer Nathan Paradon is using his industry experience to create a dynamic new curriculum based on engineering workplace situations.

Besides making language learning more relevant to workplace needs, another way to improve motivation is to give learners greater control over and responsibility for their own learning. Using a portfolio, internationally trained engineers in ETIP have been identifying their preferred learning styles and setting their own learning goals. Researcher Katya Chudnovskaya has been leading this project and evaluating how the portfolio can be used to enhance the learning process and make it more responsive to students' needs.

EMCN is widely known for its research into Prior Learning Assessment and Recognition (PLAR) and we were pleased to be able to share our expertise in this field in a collaboration with the Edmonton Regional Immigrant Employment Council (ERIEC). This study investigated how PLAR might be integrated with ERIEC's successful mentorship program for immigrant professionals.

Completing a busy year's work for the EMCN research team, Leila Mansour carried out a background investigation into the need for a bridging program for Teachers Educated Outside of Canada and how such a program might best be structured. Efforts are now focused on securing funding for this much-needed program.



Bridging/Training Programs

During the 2009/2010 fiscal year the Edmonton Mennonite Centre for Newcomers delivered six (6) bridging/training programs for immigrants striving to integrate into the Alberta Labour Market.

Three of the programs supported the transition of immigrant professionals directly into career-track employment - effectively helping them to re-establish their careers in Alberta:

- Engineers' and Technologists' Integration Program (ETIP)
 - Bridging Program for Engineering Professionals (BPEG)
 - Accountants' Bridging Program (ABP)
- The other three were accessed by many professionals who had chosen to transition into new careers – and perhaps even into their original careers in a less direct way.
- Childcare Assistant Program
 - Payroll Clerk Program (PCP)
 - Police Service Preparation Program (PSPP))

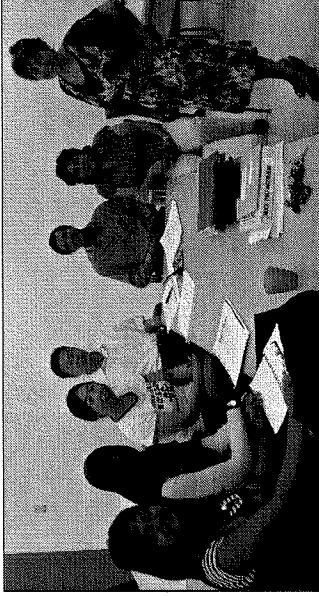
The “soft” labour market and depressed economy have caused many to adopt new strategies that make transitional employment a priority.

Overall, our approach in delivering our bridging/training programs has been to provide instruction and learning opportunities that help immigrants (including immigrant professionals) to build the skills that they most urgently need to acquire and retain meaningful employment in their professions. We continue to provide supports, but with a greater emphasis on peer networking and enhancement of both the social and the human capital required to integrate successfully into the labour market and society. EMCN staff closely monitor labour market trends, keep abreast of employment and other research, especially around language acquisition, knowledge of workplace culture and diversity issues, and recognition of prior learning (RPL/PLAR), and make modifications to our programs and supporting services to ensure that our clients are well prepared not only to obtain, but to maintain, employment.

A total of 164 clients successfully completed the six programs. Of those (to date) 94 have found employment and 52 have found employment in their field.

Employment Readiness Program

The employment readiness class is a five day class that runs every other week and focuses on preparing immigrants and especially newcomers to Canada for employment in Alberta. The topics vary from day to day giving participants extra flexibility. The ERC centers on understanding Canadian employers, targeting resumes and cover letters to postings, practising effective interview skills, explaining employment standards and providing basic financial literacy.



During the sessions, participants have the opportunity not only to practise interview skills with the counsellor but also with employers who occasionally recruit them on the spot. Upon completion of the ERC class, participants start their own job search or join our job club for extra support.

Employer Liaisons

The Employer Liaison team works to connect employers with motivated immigrants. Strong relationships are built with Alberta employers to promote the hiring of immigrants and facilitate client access to meaningful employment. Activities include circulating job orders from employers to staff, making referrals to industry, coordinating employer visits and career fairs, and preparing clients through mock interviews. This past year, we have had a number of job fairs on-site at EMCN with SAFEWAY, UPS, Instore Focus and Edmonton Waste Management. Employers (SAFEWAY, Home Depot, KPMG) are also involved with facilitating mock interviews for job ready clients on a monthly basis. Staying aware of current labour market trends and adapting our services accordingly has been a challenge in the past year but we anticipate positive changes in the future. Teamwork will be our success!

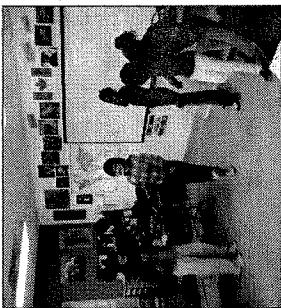
Community Development

The Community Development Program has really taken off over the past year, as we strengthened our capacity to help all of the different communities we work with. We have welcomed two new full-time and several part-time staff members to our team, and increased the number of programs offered to our communities. Supporting communities is our highest priority. The Community Development approach believes that the path to greater self-reliance must involve a process that empowers people and one that builds organizational capacity. We work primarily with local immigrant communities and community leaders to help them understand and engage with the communities that they serve.

New Programs

Women Integration Network (WIN) *Building Capacity through Sustainable Livelihood Model*

WIN is a new initiative that uses a strength-based approach to help women work towards their career and personal goals. In a supportive group environment, women name and value their skills, build their leadership skills and abilities and create career portfolios.



RISE 2009

On May 7th, 2009, over 250 of us gathered at the MacLab Theatre and Pavilion in the Citadel Theatre for the RISE Celebration 2009. This, the 6th annual RISE Awards event, recognized immigrants for their contributions to our community and recognized individuals and organizations who have made a difference to immigrants. The RISE Awards presentations were interwoven with music, dance and stories of challenges overcome. And the evening was concluded with a reception and photo opportunities for all. It was a very successful event thanks to our staff, jury members, volunteers and all of the community members who took the time to nominate such deserving people and groups. A special thanks to sponsors NorQuest College, NAIT, Worley Parsons, CoSyn Technologies and CMA Alberta for supporting RISE and EMCN.

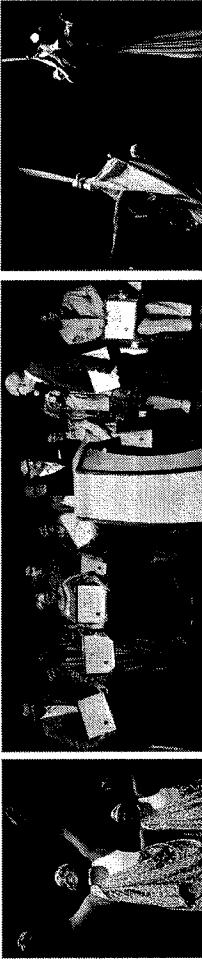
Congratulations to the 2009 RISE Award Nominees and Recipients!

RISE 2009 Recipients

Dr. Zohra Husami, Lifetime Achievement Award
Justin Ashliman, Youth Award
Gordon K. T. Wong, Seniors Award
Mauricio Rodas, Community Services Award
Jehan Vasset, Health, Human Services and Education Award
Mykola Kanavets, Arts & Culture Award
Brian Y. H. Wong, Supportive Arts & Culture Award
EPSB Community Collaboration Project, Supportive Health, Human Services & Education Award
Canada Safeway, Supportive Business Award
Youth Emergency Shelter Society, Supportive Community Services Award

RISE 2009 Nominees

Chacko Thomas
Athene Fraser
Mary Frakoui
Rico-Garcia Family
Julie V. Kallal
Arshad Mahmood
Muhammad Aurangzeb Siddiqui
Luis Alberto D'Elia
Kjaw Myint
Abdu Wardak
Rita Delongchamp-Osborne
Jane Cheng
Bhupinder Dhaliwal
Cianzze Truscott



World of Story 2010

In September 2009, we began planning for our 6th annual celebration of Family Literacy Day in late January 2010. This year, our call for stories brought forward an Afghani family where the father was a believer in passing on stories to his three children. The story he told was of a father with 7 lazy sons who farmed a pomegranate orchard. He was aging, and wanted to teach his sons to work hard before his death. He told his sons that there was treasure buried in the orchard. After the father's death, the sons eagerly worked turning over the soil, only to find no treasure. When the orchard produced a bumper crop the following summer, they understood the lesson their father had taught them.

On the day of the celebration, the story-teller father told this story in front of a packed City Hall, with his 13 year old daughter translating in perfect English. It was a moving visual message of the power of family ties through stories, as well as the pride that comes with transmitting culture and first language. The children of Parkdale School grade 3-4s gave a polished theatrical performance of the story. Some of the LINC language students told the story consecutively in 20 different languages. And the global voices choir performed a song of blessings on children in Afghani Farsi (Dari). As well, the story was recorded in 30 different languages by story-tellers from the community, and distributed to families speaking those languages. The celebration and message were very well received by attendees from various LINC programs throughout the city.



TFW Settlement Services

Did You Know?

For the past two years EMCN has provided settlement services to temporary workers and employers. The challenge has been to provide realistic strategies to TFWs in crisis with limited social and economic supports, especially during an economic recession. Our work is done in collaboration with other agencies like the Temporary Foreign Worker Advisory Office, Edmonton Community Legal Centre, Catholic Social Services, churches, community groups and volunteers. These services include information sessions and workshops, interpretation, and supportive counselling to assist individuals and families to address challenges with respect to basic needs such as housing, transportation, language and food.

Many Temporary Foreign Workers have been exploited by unscrupulous agents and employers and they find themselves in extremely difficult situations with fewer rights than immigrants. Through our program we have been able to advocate on their behalf, connect them to resources and even obtain open work permits. EMCN offers a safe place for TFWs and their families. The social events and activities that we host give people an opportunity to socialize and network.

- 1172 Total Clients
(741 TFW Clients/431 Supplementary Clients)
- 59 Employers Served
- 62 Meetings
- 1002 Individual Sessions
- 33 Group Sessions with 343 TFW Participants
- 20 Workshops with 109 TFW Participants
- 116 Needs Assessments
- 256 Referrals
- 8 Social Functions

The EMCN Temporary Foreign Worker Settlement Services Pilot of 2008-2010 will end June 30, 2010. A proposal has been submitted to AE & I in partnership with Catholic Social Services to fund support services for foreign workers until March 31, 2011.



Mental Health Services

EMCN's Mental Health Services team consists of psychologists, mental health therapists, social workers and a community counselor. The psychological services offered include:

- One-one-one counseling with psychologists and social workers
- Community Counselor who works together with other programs within EMCN to connect clients to the services they need.
- Essential mental health services for immigrants and refugees who have suffered torture and trauma - EMCN is accredited with the International Council of Torture Victims (one of 3 in sites in Canada), and is the only free service of its kind in Edmonton.

Clients are connected to EMCN's psychological services through:

- Self-referral
- Internal referrals from EMCN staff in other program areas
- External referrals from mainstream and/or other immigrant serving officers, probation officers, staff from organizations, post-secondary education institutions, immigration lawyers, doctors, children's services, social workers, staff from health centres and schools, women's shelters and youth shelters

Through EMCN's holistic integrated practice model of service delivery, we are able to identify at risk youth, individuals and families at any point of intake, such as:

- an appointment with an employment counselor or settlement counselor
- a conversation with the LINC language teacher or an instructor in EMCN professional employment Bridging Programs
- participating in EMCN community development programs, pre-school parenting and literacy program classes.
- an informal chat about life with a Daycare supervisor

As our services become better known within ethno-cultural communities & other service providers, we are continuing to see an increased demand for services. In the past year, EMCN Mental Health Services helped clients from over 60 different countries.

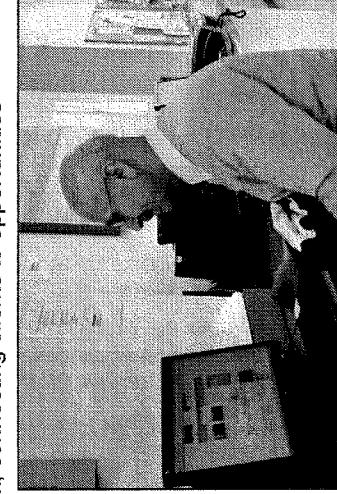
EMCN collaborates with the New Canadian Health Network (Alberta Health Services, Multicultural Health Brokers and Catholic Social Services), and has partnerships with the Edmonton Public School Board and Children's Services Region 6. Funding is provided from Safe Communities Initiative Fund.

Welcome Centre for Immigrants

EMCN Employment Team at Welcome Centre for Immigrants 2009-2010

The fiscal year 2009-2010 has been an exciting and fast changing environment for the EMCN employment team based at the Welcome Centre for Immigrants in South Edmonton. During this year, we have participated in some new and exciting directions while dealing with an exponential growth in client numbers. The growth has been due to a combination of factors including the downturn in the economy and an aggressive outreach program to meeting the needs of an increasing number of Newcomers settling in South Edmonton.

Our work has progressed from one to one counseling to providing Employment orientation workshops; group support work; connecting clients to opportunities including jobs, training and most recently to our new collaboration program with the Support Network- Immigrant Volunteerism Program.



The work at the Welcome Centre starts and finishes with the client, in January the Employment team led the way in establishing an integrated service delivery model which was followed by our partner agencies in April 2010. The integrated service delivery model identifies and follows the client through their progression within the Centre and adds to the tools that are provided for the early settlement of the newcomer client. Our major aim is not to send the client here and there but rather to bring services to the client and this has included developing innovative relationships such as the one with The Support Network.

The EMCN Employment team is one of 7 different resources being provided to clients under the umbrella of the Welcome Centre for Immigrants. As the Welcome Centre continues to grow the concept of one stop services, the additional benefit is that the EMCN Employment clients profit from the growth in expertise and direction that is becoming available to clients in the South side.

External Activities

Edmonton Mennonite Centre for Newcomers participated in a variety of external events during 2009-2010, including:

- Wrap Up Event for Unemployment & Underemployment with Ethno-Cultural Communities in Edmonton, Multicultural Health Brokers
- June 13, 2009, EMCN Information Booth
- University of Alberta Careers Day 2009
- September 23, 2009, Exhibitor
- Canada Career Week 2009
- November 20 to 21, 2009, Exhibitor and Workshop Facilitator
- Labour Market Information Centres
- 2009, 2010, EMCN Information Booth
- Community University Engagement Showcase, University of Alberta
- March 11, 2010, Language Services Information Display
- Advisory Group for Alberta Teachers' Association re. publication "Here Comes Everyone - Teaching in the Intercultural Classroom")
- September 2009, Advisory Group meetings

Edmonton Mennonite Centre for Newcomers also participated in a variety of external, inter-agency committees, such as:

- United Way Executive Directors Meeting
- City of Edmonton Multi-Cultural Facility Advisory Committee Meeting
- Eastwood Community Partnership
- New Canadian Health Centre –Mental Health Sub Committee
- Intercultural Early Learning Program Steering Committee, Balwin School
- Alberta Association of Immigrant Serving Agencies
- Building Strength in Our Community
- Edmonton Community Adult Learning Association (ECALA)
- Private Career Developer Contractors' Association (PCDC)
- Training Provider Advisory Committee
- Engineers Canada Language Assessment Steering Committee
- Edmonton Coalition on Housing and Homelessness

Media Requests

During 2009-2010, EMCN received a variety of requests for information and interviews from the media, including:

- OMNI News, Cantonese Edition, March 2009
 - Parenting and Literacy Program
 - CBC Radio, April 9, 2009
 - TFW layoffs and changes in attitudes of employers
 - OMNI TV, April 20, 2009
 - Impact of economy on TFWs, including Food Bank requests
 - CBC Radio, April 29, 2009
 - Mexican TFWs and Swine Flu/Concerns of Employers
 - Sin Fronteras Program Radial (Spanish Radio), Without Borders Radio, University of Alberta, January 25, 2010
 - TFW rights
 - United Church Observer, February 22, 2010
 - Comments about TFWs
 - Sin Fronteras Program Radial (Spanish Radio), Without Borders Radio, University of Alberta, February 26, 2010
 - TFW responsibilities
 - ACCESS TV, March 15, 2010
 - Somali youth deaths and the issue of immigrant youth getting involved in the drug trade
- OMNI News, Mandarin Edition, January 2010
 - World of Story – Family Literacy Day
- CBC Radio, April 30, 2009
 - Swine flu and discrimination
- OMNI TV, May 9, 2009
 - Filming of TFW Spring Fiesta
 - City TV, May 15, 2009
 - Sharing the story of IAF Loan Recipient Walters Munde
 - OMNI TV, October 20, 2009
 - Information about how immigrants access financial literacy information, and about the Financial Literacy Conference
 - OMNI News, South Asian Edition, December 17, 2009
 - Interview about the IAF program and the impact the IAF loans have on the lives of our clients

Edmonton Mennonite Centre for Newcomers



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