



The Caribbean
Canadian Association
of Waterloo Region

Caribbean Canadian Association of Waterloo Region

2022 Annual Report

Prepared by: CCAWR Board of Directors; LiftOff Executive Director

Date: November 6, 2022

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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 2022, the Region (and Canada) began a slow return to normalcy, after 2 years of pandemic restrictions and guidelines. Schools returned to in-person instruction, travel and social activities rebounded, and the wearing of masks became optional, rather mandatory. The association was able to host several in-person events, which were well-received. Many employers chose to continue having their employees work remotely, or in a hybrid manner, rather than return to their offices full-time.

Local news was dominated by issues such as affordable housing and homelessness, the rising cost of living and Indigenous persons' rights. These issues were hotly debated in the provincial elections on June 2nd and the municipal elections on October 24th. The CCAWR is non-partisan but encouraged the community to exercise their right to vote for candidates that best represent and support their interests.

Internationally, the war in Ukraine, climate change, and recession concerns dominated the headlines. These issues have had worldwide impacts, and given our global connectedness, there have been knock-on effects for our Region, socially, economically, and culturally.

The results of the 2021 Census of Population were released in 2022. 14,780 persons identified the Caribbean (West Indies) as their place of cultural/ethnic origin, of a total 579,385 persons in the Region. The census shows that racialized persons now comprise 29% of the Region's population, with the three largest groups being South Asian, Chinese, and Black.

The CCAWR, its partners and associates operate within the rules, situations, and circumstances of our environment. As we continue to advance the interests of the Caribbean community, we need to be aware of, and respond to, opportunities and challenges that have the potential to significantly impact our members and adherents. We listen to members of our community, and partner with like-minded organizations to help create the conditions for success. In this report, you can read about some of the initiatives we undertook in 2022, and our plans for 2023.

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. As I have often said, "they are the hardest-working Board in the Region". I am also grateful to volunteers, who worked with the Board to deliver programs and events. Thank you, everyone!

Black History Month

On February 4th, 5th, and 6th, the CCAWR held its third annual Black History Month Launch. The event is meant to kickoff BHM activities around the Region, and is presented in partnership with other African, Caribbean, and Black (ACB) organizations.

For the second year in a row, the event was held online. BHM2022 Launch featured outstanding speakers, official greetings, artistic performances, and other notable contributions from the ACB community. Funded by Canadian Heritage, the Kitchener Waterloo Association of Realtors, the City of Kitchener, the Region of Waterloo, and The Accelerator Centre, the 3-day event was well-received by the community.

Further details on BHM2022 are below.

Wellness Event

The two-year pandemic had a significant negative impact on visible minority (i.e., “VisMin”) communities in the Region. Many racialized leaders worked long hours to increase vaccination rates, advocate for families struggling economically, address concerns about policing, and improve mental health. The convoy protest in Ottawa was a reminder of the challenges facing visible minorities, occurring as it did during Black History Month.

The Board decided to host a Wellness Event, where workers from various VisMin organizations could be celebrated and encouraged. Invitations were sent to Indigenous, African, Muslim, and various other organizations in the Region. Most of the 80 invitees were volunteers. They were treated to a brunch and addressed by a local counsellor who gave a talk on mental health, taking questions from the audience.

Further details on the Wellness Event follow below.

Anti- Racism Advocacy

In 2022 Waterloo Region continued its focus on initiatives to combat racism against visible minorities in schools, communities, and work settings. This was reflected in several new positions hired at school boards, universities, and local governments.

The WCDSB hired a new Director of Education in 2022. The individual is expected to advance the Board’s work to support visible minority and immigrant students. Numerous ACB organizations had advocated for change in leadership at the WCDSB, in response to expressed concerns from families of racialized

individuals. The hire is a welcome first step to improving outcomes for school-aged children of racialized and immigrant families.

The Waterloo Region District School Board (WRDSB) communicated the results of its first [Student Census](#) in June 2022. The WRDSB says that it intends to use the information to better support students.

The CCAWR continued to lend its support to these initiatives through various channels. We hope to work more closely with school boards, parents, and other stakeholders to improve outcomes for visible minority and immigrant students. If you have an interest in this area, and can volunteer to work on a committee, please let us know!

LiftOff Black Entrepreneurship Program

The CCAWR continued its LiftOff program in 2022. Four cohorts of entrepreneurs, over 40 persons, have participated in the program. The number of full-time employees in the program increased to seven, and new mentors (part-time) were added.

In April, the CCAWR helped to present a Black Business Showcase, where members of the community were invited to hear about the LiftOff program, witness a Pitch Competition between Founders, and hear from successful business entrepreneurs in the Black community.

LiftOff's funding from the Ontario Federal Development initiative ends in Dec 2024. The program hopes to continue providing training and mentorship to Black entrepreneurs beyond that period and is investigating all possible options to make that a reality.

Further details about the exciting LiftOff program are provided below.

Afric-Caribbean Book Club

The Afric-Caribbean Book Club focuses on the works of Caribbean and Black authors. Started in 2010, the club meets 4 to 6 times per year to discuss books selected by attendees. Authors are invited to join, and answer questions from participants.

In 2023, the Book Club met four times, virtually. Highlights of the year for the Book Club are provided below.

Scholarship Program

2022 marked the 20th year of the CCAWR awarding scholarships to university and college students.

The Family Brunch in June was the CCAWR's first in-person event for the year. Held in Wilmot township, the socially distanced event provided a chance to reconnect with friends over excellent food and musical entertainment.

The Awards of Excellence event was celebrated for the first time in three years in September, with all recipients from the current and previous two years being invited to receive their award in person. The keynote speaker for the event was Michaëlle Jean, former Governor General of Canada.

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

Looking Ahead

The CCAWR continues to work for the Caribbean community in the Region, as the environment, circumstances and situations evolve. Honouring our 47+ years as an organization, and listening to the advice of the Association's founders, even as we reimagine our purpose and reinvent our organization. The positive changes that the organization seeks to bring about for our members and adherents require coordinated effort and a strong focus, in all spheres: political, cultural, economic, and social, to name but a few.

We the community can accomplish more if we work together on priority goals. These goals might include cultural events, academic success, medical services, business initiatives, better policing, settling of immigrants, housing, and networking. By keeping informed of issues of importance to the community, communicating our perspectives to policymakers (including elected officials), and working to ensure that our interests are acknowledged and represented, we are less likely to be marginalized.

You can enhance the CCAWR's effectiveness by serving on the Board, volunteering to work on a committee, purchasing a membership, or partnering with us to deliver programs and events. We invite you to connect with us via email (info@ccawr.ca) or online (facebook.com/ccawr, <https://www.instagram.com/ccawr1975>, [ccawr.ca](https://www.ccawr.ca))

Working with the CCAWR also means building relationships with members of the Caribbean diaspora in the Region. Whether for social or business purposes, we can help direct you to organizations and individuals in building your network.

Respectfully submitted,
Lannois Carroll-Woolery

Board Members, Dec 2022

Lannois Carroll-Woolery, President
Nigel Henriques, Vice President
Amanda Edwin, Secretary
Olive Coke, Treasurer
Anandi Carroll-Woolery
Donnette Spence
Emily Yamoah
Paul Norris-Lue
Loretta Sherriff
Avonae Gentles
Savonnae Street
Carla Beharry

Black History Month 2022 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.

Black History Month Launch 2022 was held online, due to continuing pandemic restrictions. Held over the weekend of February 4th, 5th and 6th, the event began with a Friday evening radio show hosted by DJ Cool, followed by speeches and performances from 1:00 to 5:00 p.m. on Saturday and Sunday.

The theme of the event was “**Black History, Black Heritage, Black Achievement.**” “*Black History*” content highlighted how the diaspora overcame challenging circumstances; “*Black Heritage*” showcased the skills, talents and abilities that have been inherited and/or passed down to current generations; “*Black Achievement*” highlighted the talents and successes of persons in the Region of Waterloo who identify as Black. Participants were encouraged to align their content with one/more of the three themes, and to deliver original material that all audiences could enjoy.

Partners for the event included the Public and Separate School Boards of the Region of Waterloo, Guelph Black Heritage Society, LiftOff by CCAWR Black Entrepreneurship program, Run for Office Waterloo Region, Congress of Black Women Waterloo Region, and the Consulate General of Barbados. Our sponsors were Canadian Heritage, the Kitchener-Waterloo Association of Realtors, the Region of Waterloo, the City of Kitchener, and the Accelerator Centre. The operating budget was \$40,000 and the event was streamed live on Facebook and YouTube on January 5th and 6th, 2022. The content was also rebroadcast on Rogers Community TV various times during February and March.

The Saturday keynote address, “A Matter of Perspective”, was delivered by Dr. Michael Haughton. The Sunday keynote, by Dr. Laura Mae Lindo, MPP was titled “Racial Equity”. Other notable contributors included on Day Two + included Dr. Christopher Taylor, Elbita Batky, Hans Roach, Lynn Garrioch, and the Canadian Multicultural Inventors Museum. The speakers and presenters and performers gave practical advice on how to challenge inequality and prejudice in communities, schools, and workplaces. This included running for political office, engaging with System Navigators in the public and separate school boards, understanding Black History in the Region of Waterloo, and introducing the members of the community to leaders and activists who represent their concerns to elected officials and other persons in positions of authority.

Hosted by Daren James, Colleen James, and DJ Cool, the 2-day event was broadcast live on Facebook and YouTube, with over 3,500 views. Artistic contributions included live and recorded music performances, spoken word, and dance. There were children’s stories, presentations on running for political office, entrepreneurship, vaccine rollout, mental health, education challenges, college and university scholarships, and racial equity initiatives in the WRDSB and WCDSB. Also popular were “O Canada” played on steel pan, and greetings from elected officials. The event was designed to showcase “movers and shakers” within the local African, Caribbean, and Black communities.

A heartfelt “Thank You!” to our BHM2022 Planning Committee: Avonae, Sean, Anandi, Amanda, Nigel, Donnette, and Tamara. Good Company video productions, who provided guidance and coaching before, during and after the event, helping us provide quality content.

On February 23rd, 24th and 26th, the CCAWR sponsored a “Black Innovators in Science Technology Engineering and Math” Day for students at the Kitchener Public Library. Three workshops were targeted at children in Grades 1-3, Grades 4-6, and Grades 7+ to highlight Black innovators who have made positive impacts in STEM through their ideas, thoughts, and inventions. The workshop themes were “Vision and Images”, “Energy and Robotics”, “Data and Algorithms”. Science kits were provided to the participants. After learning about Black innovators, the students were led through hand-on activities that allowed them to review and practice the concepts taught.

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

Summary of Revenues vs Expenses: BHM 2022 and related projects

Sponsor	Amount		Projects	Amount
Kitchener Waterloo Association of Realtors	\$ 3,500.00		Black History Month 2023 Launch: Admin	\$ 9,585.00
City of Kitchener	\$ 2,500.00		Black History Month 2023 Launch: Performers	\$ 7,450.00
Accelerator Centre	\$ 1,000.00		BrainSTEM Alliance KPL	\$ 3,500.00
Region of Waterloo	\$ 2,500.00		LiftOff Business Showcase	\$ 8,780.00
Canadian Heritage	\$ 35,000.00		Wellness Day for ACB community leaders	\$ 15,000.00
Total Revenue:	\$ 44,500.00		Total Expenses:	\$ 44,315.00

Pictures from BHM2022 Launch



BHM 2022: DAY ONE: Black History, Black Heritage, Black Achievement



BHM 2022: DAY ONE: Black History, Black Heritage, Black Achievement



BHM 2022: DAY TWO: Black History, Black Heritage, Black Achievement



BHM 2022: DAY ONE: Black History, Black Heritage, Black Achievement



BHM 2022: DAY ONE: Black History, Black Heritage, Black Achievement



BHM 2022: DAY ONE: Black History, Black Heritage, Black Achievement



BHM 2022: DAY ONE: Black History, Black Heritage, Black Achievement



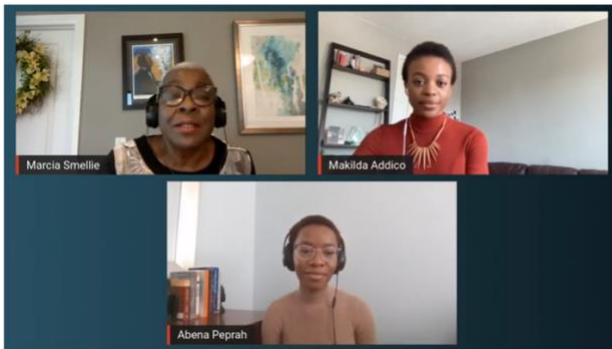
BHM 2022: DAY ONE: Black History, Black Heritage, Black Achievement



BHM 2022: DAY TWO: Black History, Black Heritage, Black Achievement



BHM 2022: DAY TWO: Black History, Black Heritage, Black Achievement. Interview with Elbita Batky, Owner of Premier Hair Studio & Aesthetics



BHM 2022: DAY TWO: Black History, Black Heritage, Black Achievement



BHM 2022: DAY TWO: Black History, Black Heritage, Black Achievement



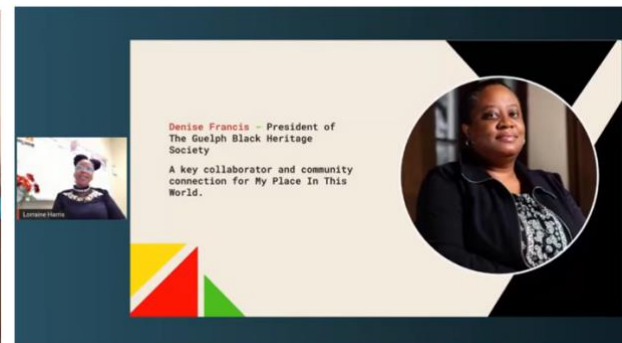
BHM 2022: DAY TWO: Black History, Black Heritage, Black Achievement



BHM 2022: DAY TWO: Black History, Black Heritage, Black Achievement



BHM 2022: DAY TWO: Black History, Black Heritage, Black Achievement



BHM 2022: DAY ONE: Black History, Black Heritage, Black Achievement



BHM 2022: DAY ONE: Black History, Black Heritage, Black Achievement



BHM 2022: DAY TWO: Black History, Black Heritage, Black Achievement



BHM 2022: DAY TWO: Black History, Black Heritage, Black Achievement



BHM 2022: DAY ONE: Black History, Black Heritage, Black Achievement

Wellness Brunch 2022

The First Wellness Brunch & Celebration for Community Leaders was held on May 1, 2022 at St. George Banquet Hall, Waterloo. This special event was by invitation-only for community volunteer leaders in the African, Caribbean, Black, Muslim, and Indigenous communities in the Region of Waterloo and Wellington County. This event was funded by Canadian Heritage through their *Community Support, Multiculturalism and Anti-Racism Initiatives Program (CSMAR)*.

The primary purpose in bringing representatives from the various organizations together was to reenergize, replenish and renew the energies of the community leaders, most of whom work for free in their communities, advancing social justice, equality and human rights.

Other hoped-for goals for the attendees were:

- to introduce them to other workers in the Equity Diversity, Inclusion sphere
- to allow them to network in person with individuals they might have only met in online meetings
- to help community leaders understand that they are not alone in the fight for equality and justice
- to create informal alliances and promote conversations among various community groups.

Fifty community organizations were invited to attend the event and forty-six organizations sent a total of 72 representatives. The attending organizations represented a broad mix of social justice advocates and associations in the Region, including religious, cultural, indigenous, ethnic, educational, and political individuals/groups working in the Equity, Diversity, and Inclusion space.

The occasion featured networking exercises led by the CCAWR Executive, a delicious meal catered by the St George kitchen staff, music, a physical activity by Selam Debs and Carla Beharry and keynote speaker, Gillian Wells.

In her keynote address, Gillian gave advice and tips for combatting the burnout and exhaustion faced by community leaders facing discrimination and/or prejudice because of race, religion, gender, disability and other Equity, Diversity, and Inclusion considerations. As a registered social worker and mental health counsellor, Gillian drew on her experiences working in the field to explain the many and varied challenges faced by equity-deserving communities, and ways to prevent burnout and exhaustion. She used humour, role-playing, medical research, her education, and her history of counselling youth and adults, to provide practical steps for the attendees to maintain the spiritual, physical and mental energies needed to continue their community work, without burnout and/or exhaustion.

We received feedback from attendees who stated that they felt that they were in a safe space where their fears and/or concerns could be expressed openly, without anxiety.

The success of the event can be credited to the hard work of the Wellness Event Committee. Thank you to: Carla Beharry, Tamara Cooper, Donnette Spence, Nigel Henriques, Daren James, Avonae Gentles, Amanda Edwin and Lannois Carroll-Woolery. We hope that a Second Annual Wellness Day will be held in 2023 to provide another opportunity for local BIPOC DEI community leaders to reenergize, replenish and renew.

Submitted by: Anandi Carroll-Woolery

Date presented: November 6, 2022









Afric & Caribbean Book Club's Report

“There is no greater agony than bearing an untold story inside you.”

– Maya Angelou, *I Know Why The Caged Bird Sings*

In 2022, we saw the third year of online Book Club Meetings. We opted for this current year to meet 6 times instead of the usual 4. It was a year of intellectual discussion and inspiration.

January - *The Reason You Walk* by Wab Kinew

March – *Learning to Breathe* by Janice Lynn Mather

May – Panel of Local Authors - Cheryl Charles, Claudette Smith, Yvonne Brown & Angela Charles

July – Discussion of Personal Selections

September - *How Europe Underdeveloped Africa* by Walter Rodney

November - *Beatrice and Croc Harry* by Lawrence Hill

We were joined by the authors in the March and November meetings. It was fascinating to hear their insights into writing and the creative process. A special thank you to Yvonne Brown for arranging Janice Lynn Mather's visit and Marcia Smellie's work to have Lawrence Hill join us.

New members are always welcome - the more, the merrier. See you in 2023!

Submitted by: Anandi Carroll-Woolery

Date Presented: November 6, 2022

LiftOff Black Entrepreneurship Program

Annual Report 2022

The LiftOff Black Entrepreneurship Program, supported by the Federal Black Entrepreneurship Ecosystem Fund, has completed its first full year. The Program was approved on June 21, 2021 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 programming was adapted from programming initially developed by Conestoga Entrepreneurship Collective and is managed through Trello boards. The program is run by a staff of six and an Executive Director, reporting to the CCAWR Board. LiftOff launched with a virtual Kickoff event, on January 14, 2022. The Black Business Showcase was the first in-person event, on April 1, 2022, featuring founders from the first cohort, as well as presenters and performers. Virtual information sessions are held during each application period.

The programming can accommodate entry of 12-15 founders each quarter. A total of 120 applications have been made to the program in the first year, with 50 accepted. The first founders entered the program as Cohort 1 in January 2022. The full program is one year. Cohorts 2, 3 and 4 entered in April, July and October, respectively, and there are currently four concurrent cohorts, with a broad range of businesses. Each founder is assigned a coach, who provides one-on-one guidance. There are currently four coaches, each of whom is a successful entrepreneur, with active businesses. A roster of mentors provides subject matter expertise as needed by the founders. All coaches and mentors are Black-identifying. A series of workshops and enrichment sessions are offered, including Customer Discovery, Leadership and People Management, Marketing, DEI, Black Business Strategies, Financials, Grant Funding, Pitch Coaching, Wellness, Black Entrepreneurship Perspectives, Supplying Professional Services, FourSight Workshop, Innovation Tools.

A LiftOff Community Advisory Board (LCAB), chaired by Dr. Lamine Diallo, includes representation from Conestoga College, University of Waterloo Velocity, Laurier Women Entrepreneurship Centre, Guelph Black History Society, University of Waterloo Black Faculty Collective, CCAWR Board, African Canadian Association of Waterloo Region. The LCAB meets quarterly to review and offer guidance to LiftOff. A consultant has been engaged to assist in the position of the LiftOff program for long term success. They have held sessions with the LiftOff staff, and with some members of the CCAWR Board. A report and further consultation are forthcoming.

Participation in the community is critical, and to assist with this LiftOff staff spend some time each week at Waterloo Region Small Business Centre at Kitchener City Hall. LiftOff also is present at the monthly SDG Talks, “Business as a Force for Good”, at Kitchener City Hall, with an information booth and occasional participation on the panel. New opportunities for engagement with the community are always sought.

An important outcome of the Federal Black Entrepreneurship Funding program is the development of a Canadian Black Entrepreneurship Ecosystem. This has been facilitated by regular virtual meetings, and an annual conference. LiftOff participates in the Conference Steering Committee, and LiftOff staff attended the first conference that took place in Mississauga from June 15-17, 2022. The next conference is scheduled for the week of June 26, 2023, and LiftOff is proposing a panel on Building a Business in Africa.

Submitted by:

Dr. Trevor Charles

Executive Director, LiftOff

Annual Scholarship Committee Report

Prepared by: Nigel Henriques
Chairman Scholarship Committee
Date: October 10, 2022

Scholarship Committee (2022)

Nigel Henriques (Chair)
Olive Coke
Amanda Edwin
Professor Karl Bennett
Lannois Carroll-Woolery
Ron Ball
Caroline Meyer
Clive Forrester
Emily Yamoah

Overview

2022 marked the 20th year of operation for the CCAWR Scholarship Program.

With the COVID-19 pandemic restrictions lifted we were able to hold in-person events once again with the resumption of our Annual Family Brunch and our Awards of Excellence events.

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 and have raised just over \$20,000.00 in 2022 (as of August 31), which is on par with last year's figures.

This year we set up one new “named” scholarship called the “Jeremiah Peats Memorial Scholarship”.

The success of our fundraising efforts allowed us to award 8 scholarships this year. We awarded scholarships to 2 university students and 6 high school students this year, all of whom demonstrated exemplary academic standings and excellent community engagement. This year was another competitive year with many students having excellent grades. We received 15 applications in total.

Despite the challenges of 2021 and early 2022, 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.

- **20th year**
- ***Raised over \$20,000.00***
- ***15 Applications for Scholarships***
- ***8 Scholarships Awarded***
- ***1 new “named” scholarship***
- ***Family Brunch 155 attendees***
- ***Awards of Excellence 190 attendees***

Scholarship Committee Goals and Activity (2022)

The overall mission for the scholarship program in 2022 was to continue building on the successes of the past 19 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.

Since 2019, we have aimed to support coverage of the scholarship program expenses by using the proceeds from the annual Family Brunch. Fortunately this year, we were able to host the event again in June 2022 to generate some revenue that would be put toward the program. In addition, we also used revenues earned from a few Black History Talks (Toyota, etc.) will be used towards program expenses as needed.

Our goal is to minimize the use of any funds raised through donations for operational expenses.

“Our goal - Every dollar raised through donations goes to a scholarship”

Meetings:

The scholarship committee met a couple of times virtually during the year:

Scholarship Committee Planning Strategy Meeting: Saturday, March 19th, 2022

The committee began the year with our virtual meeting on Saturday, March 19th, 2022, to discuss the upcoming year and the upcoming family brunch.

Scholarship Committee Planning Strategy Meeting: Saturday, April 18, 2022 - Not held

Annual Wrap-up Scholarship Committee Meeting (TBD): Saturday, November 2022

A final wrap-up meeting to discuss next year's activities

Committee Goals:

The committee continued its work towards its 2022 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
- 2022 Family Brunch – resumption in June 2022
- 2022 Awards of Excellence – resumption in late September 2022
- Student engagement with local high schools, universities, and colleges

Due to the pandemic restrictions, we were not able to participate in any student outreach activities to promote the scholarship programs. Hopefully, we can work with the school boards and university associations in early 2023.

Annual Family Brunch: Sunday, June 12, 2022

After a two-year hiatus, we were able to hold our Family Brunch even once again. It was held again at the Wilmot Recreational Centre in Baden and was a great success for the CCAWR and the scholarship committee. The event was sold out weeks in advance and we had a great turnout, excellent meals, and great entertainment.

This year, the planning committee themed the event “Then and Now” to bring a little nostalgia to the affair. The scholarship program is now in its 20th year and we felt that we needed to celebrate the history of the CCAWR and the program, as well as the historical events and lives of Black and Caribbean people in the Waterloo Region.

This year we had presentations about:

- Black Presence in Berlin Walking Tour (Peggy Plet)
- Legacy 2.0 (Salem Debs)
- A photo journal of the CCAWR and the Scholarship Program (Nigel Henriques)
- Scholarship program update (Nigel Henriques)
- Trivia (Avonae Gentles)





We hope that a little bit of history about our people and the CCAWR brought back some good memories of how the association has been involved with our community for the past 47 years!



The Family Brunch is a signature event for the Scholarship Committee and we set a record attendance of 155. We restricted the overall capacity of the hall to 160 to ensure our attendees could socially distance themselves and feel safe.

Revenues and Expenses Summary (2022 Family Brunch):

	2022	2019	2018
Tickets Sold (attendance)	163 (155)	146	
Total Costs	\$4,819.31	\$2,914.86	\$2,344.49
Ticket Sales (net)	\$5,305.00	\$4,250.00	\$3,325.00
Net Revenue	\$510.69	\$1,375.00	\$980.51

In summary, we sold 163 tickets this year with a net profit of \$510.69 after expenses^{1*}. We did not have a silent auction this year. Ticket prices were held at \$35.00 for adults and \$25.00 for youth.

Although the event was a huge success and was completely sold out, there were some significant increases in costs. In particular, the cost of catered meals increased by approximately \$1600 over the cost in 2019. This was a reflection of the increased food costs across the board in part due to the pandemic. We also had increased costs in ticket management with the use of Eventbrite. However, the use of Eventbrite was a huge time saver and eliminated all the

¹ There were a few items which normally would be included in the expenses that were donated this year (e.g., Fruit salad, supplies, deserts, drinks)

money handling at the door, headaches around ticket fee collection, and lost ticket sales we experienced in the past. Despite rising costs, particularly for the meals, the planning committee decided to modestly increase ticket prices this year from \$30 to \$35 to encourage the community to attend. A review of pricing and location will be items for discussion for the 2023 event.

Special thanks to members of the planning committee, each of whom played many essential roles and are to be applauded for making the event a success:

- Nigel Henriques - Event lead, marketing, presentations, organization
- Anandi Carroll-Woolery, - M/C
- Donnette Spence - Decorations
- Emily Yamoah - Desert, door prizes, drinks
- Amanda Edwin - Eventbrite, Marketing
- Avonae Gentles - Social Media, Marketing, Theme coordinator, Trivia
- Lannois Carroll-Woolery - Email marketing
- Tamara Cooper - Marketing banners, ticket handling, Liftoff

Preparation for the event started back in early March and the planning committee met every two weeks.

Thanks also to the board, members of the scholarship committee, and all the volunteers who helped on the day of the event. A special mention for Loretta Sheriff who donated the fruit punch but unfortunately could not attend. I would like to thank Nicky from The Caribbean Kitchen for a fantastic meal.

While we did not earn as much revenue as in 2019, the 2022 Family Brunch was a huge success again with the largest turnout ever and we must thank our community for making it a success!

YOU ARE INVITED TO THE CCAWR ANNUAL

Family Brunch

Scholarship Fundraiser

"Celebrating the Scholarships Program 20th Anniversary"

SUNDAY JUNE 12TH, 2022 | 1PM - 4PM

THEN & NOW - OUR LEGACY

A reflection of the history and achievements of our community in the Waterloo Region

Tickets

Adult \$35
Youth (<16)..... \$25
Children (<5)..... Free

Call: 519-997-2780 or 1-888-306-7772 Email: events@ccawr.ca

SCAN TO PURCHASE

TICKET HERE:



Great Food, Music, Entertainment, Door Prizes!

Doors open at 12:30 pm; Brunch served at 1:30 pm



Featuring: The **Freedom Marching project**, The **Berlin Walking Tour** and the history of our CCAWR programs

Location:

Wilmot Recreational Complex
1291 Nafziger Rd. Baden (Hwy 8 West)



The Caribbean
Canadian Association
of Waterloo Region

Awards of Excellence Brunch Ceremony: September 25, 2022

The 2022 Awards of Excellence ceremony was held on Sunday, September 25, 2022, 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), CBWC-WR. With a two-year agreement in place with DoubleTree, we will be holding the event there in 2023.

This year's event was held to honour the achievements of our 2020, 2021, and 2022 scholarship recipients. With the resumption of the event, we wanted to make this a very special affair and were able to invite The Honourable Michaëlle Jean, the former Governor-General of Canada.

Arrangements were made for 16 scholarship recipients to meet with Madame Jean before the event for at least 45 minutes. What an honour and opportunity. Michaëlle also delivered an inspirational talk at the event before heading off to participate in the Inaugural Black Legacy film awards in Toronto.



With three cohorts this year and the attendance of Madame Jean, the planning committee decided not to have a keynote speaker but instead felt it was more important to celebrate our scholarship recipients and their achievements. While we acknowledge that students from our community face many barriers, this event is meant to celebrate and showcase the young African, Black, and Caribbean talent in our community.

This year's event included:

- A celebratory meeting with Madame Michaëlle Jean and the 2020-2022 scholarship recipients
- A brief inspirational talk by Madame Jean
- Music by Island Steel (Carol Taylor)
- Award presentation and thank you (hosted by Marcia Smellie and Nigel Henriques)
- Lunch and desert (Jamaican cuisine)
- Networking
- Booths – LiftOff – Taste Jamaica, Ken Anderson (?)

Like the Family Brunch, the event was sold out two weeks before the date and 193 tickets were sold. As a result, this was one of the first years we generated a small profit that would be used to pay for scholarship program costs, including plaques, etc. helping us to limit us of donor funds for program expenses.

Unfortunately, we had to limit the capacity for the event to 190, as the larger hall at the DoubleTree was under repair. It could have facilitated a capacity of 250 and based on the demand we could have sold at least another 30 or 40 tickets. Next year!



Revenues and Expenses Summary (2022 Awards of Excellence)

	2022	2019
Tickets Sold	193	176
Total Costs	\$9,737.70	n/a
Ticket Sales (net)	\$10,260.00	n/a
Net Revenue	\$522.30	n/a

In summary, we sold 193 tickets with an overall profit from the event of about \$500 after expenses²*. Ticket prices were increased to cover meal costs and were set at \$60.00 for adults and \$35.00 for youth.

The event was a huge success with over 180 in attendance. 16 scholarship recipients attended and were able to meet Madame Jean for almost an hour before the event.

Special thanks to members of the planning committee, each of whom played many essential roles and are to be applauded for making the event a success:

- Nigel Henriques - Event co-lead, marketing, organization, award presentation, Eventbrite
- Marcia Smellie - Event co-lead, marketing, organization, award presentation
- Anandi Carroll-Woolery, - M/C
- Makilda Addico - Event support
- Cherisse Mike - Gift, theme
- Lannois Carroll-Woolery - Final remarks, email marketing
- Tamara Cooper - Marketing banners, ticket handling, Liftoff

Preparation for the event started in late July and the planning committee met every two weeks

I would like to thank Vivian Vargas and the DoubleTree Hotel for working with us and providing a fantastic meal.

² Expenses for the Awards of Excellence 2022 are final as of August 31st, 2022

Overall Cost to Scholarship Program (both events)

	SCHOLARSHIP PROGRAM OVERALL (Cost over 2 events)	
Revenues:	Awards of Excellence	\$ 261.15
	Family Brunch Net Revenue	\$ 510.69
	Total Revenue:	\$ 771.84
Expenses:	CM Awards - 11 single plaques	\$ 752.52
	CM Awards - 5 shared plaques	\$ 344.37
	Total Expenses:	\$ 1,096.89
	Net Revenue\Expense to Scholarship Program	-\$ 325.05

With all expenses to the scholarship program accounted for (i.e., plaques, etc.) we are left with a modest loss of just over \$325.00 which is likely the best we have done historically.

2022 Awards of Excellence Photos







2020 – 2022 CCAWR and CBWC-WR Scholarship Recipients



Scholarships

This year we had one new “named” scholarship 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 honor 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 at 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 pursuing 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
- Jeremiah Peats Memorial 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 fundraise just over \$20,000.00 which was on par with 2021. This is the 3rd year in a row we surpassed the \$20,000 level. This was primarily done through the;

- Outreach to major donors
- Corporate donation opportunities
- Annual June fundraising marathon
- Family Brunch
- BHM speaking engagements

Scholarship Fundraising Marathon:

This year we 'officially' launched the 2022 fundraising marathon in April through a mail-out, email, and social media broadcast.

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 Oct 10, 2022):

Corporate Donations	\$3,000.00	(* Donations from corporations)
Community Organizations	\$0.00	(* None)
Fundraising marathon:	\$16,261.00	(* Donations received from individuals)
Family Brunch proceeds:	\$510.00	(* Net proceeds from family brunch held in 2022)
Other:	\$750.00	(* BHM Speaking engagement, etc.)

Total:	\$20,521.00
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Note: The year-to-date figures reported as of August 31st are based on current contributions.

Scholarships and Recipient Awards

This year we received fifteen (15) valid scholarship applications in total. We received applications from 8 high school, 2 college and 5 university students.

Like last year, we have a very strong pool of candidates to choose 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 2022 and a healthy balance from 2021, we were able to award eight (8) scholarships of \$1,500.00 to two (2) university students and six (6) high school students entering university. In 2022, we have a significant number of high school applicants and we offered more entry scholarships. Unfortunately, there were no graduate applicants this year and we deferred offering the James STEM graduate scholarship.

The eight 2022 recipients were awarded scholarships totaling \$12,500.00.

Student Name	Applicant Type	Institution	Award
Aleena Persaud	University	Wilfred Laurier University	Delabarre Pierre-Louis Family Scholarship
Alyssa Tamera Morris	University	University of Guelph	Jeremiah Peats Memorial Scholarship
Imani van Gaalen	High School	Wilfred Laurier University	Vincent Smith Memorial Scholarship
Zahra van Gaalen	High School	Carleton University	Vincent Smith Memorial Scholarship
Jewels Lee	High School	Conestoga College	CCAWR Undergraduate Scholarship
Justice Phillips	High School	Western University	Lauris DaCosta Scholarship
Marcus Kanhai	High School	University of Guelph	Ingrid Pellew-Berkeley Scholarship
Naihla Dawkins	High School	University of Waterloo	Karl Bennett & Cobbie Wesseling Scholarship



Total number of scholarships awarded to date	= 82
Total dollar amount awarded to date	= \$94,100

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 between both organizations. 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.*
- **Major and Corporate donors** – *Both Raffi Jewellers (Vincent Smith Memorial) and others stepped up this year with significant donations and commitments for the future. We look forward to a long-lasting relationship with both corporations.*

Final Thoughts

With the covid-19 pandemic restrictions being lifted, we were all elated at the start of the year that we would be able to host our marque events again in 2022. While there was a lot of work involved to organize the Family Brunch and Awards of Excellence, they were both very successful and well-received by the community. Both events were completely sold out weeks in advance. Historically we would be selling tickets on the last day.

As chair of the scholarship committee and lead on both events, I was very pleased with the record-breaking attendance at both events and that collectively we were able to minimize the loss to the scholarship program. Historically, the Awards of Excellence event loses money and this year we had a small profit. Unfortunately, with the significant increase in meal costs, Family Brunch was not profitable as in 2019 or 2018. That said, between both events, we managed to almost break even for the year and this moves us much closer to our goal of ensuring that all donations count towards scholarships.

We had another very successful year in fundraising. With new major donors and corporate networking, we were able to raise just over \$20,000.00 for the year (as of August 31st). This was on par with the amount raised in 2021.

The highlight of this year's Awards of Excellence was the inclusion of a very distinguished guest, The Honourable Michaëlle Jean, the former Governor General of Canada. This was truly special and I hope this will leave wonderful memories for those scholarship recipients and community members that attended.

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 2022 a success.



.....
Presented by: Nigel Henriques
Chair, Scholarship Committee
Date: October 10, 2022

Financial Statements Year Ended December 31, 2021

THE CARIBBEAN CANADIAN ASSOCIATION OF WATERLOO
REGION

Prepared by	Reviewed by

THE CARIBBEAN CANADIAN ASSOCIATION OF WATERLOO
REGION

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INDEPENDENT AUDITOR'S REPORT

To the Board of Directors of The Caribbean Canadian Association of Waterloo Region

Qualified Opinion

We have audited the financial statements of The Caribbean Canadian Association of Waterloo Region (the organization), which comprise the statement of financial position as at December 31, 2021, and the statements of changes in net assets, revenues and expenditures and cash flows for the year then ended, and notes to the financial statements, including a summary of significant accounting policies.

In our opinion, except for the possible effects of the matter described in the *Basis for Qualified Opinion* section of our report, the accompanying financial statements present fairly, in all material respects, the financial position of the organization as at December 31, 2021, and the results of its operations and cash flows for the year then ended in accordance with Canadian accounting standards for not-for-profit organizations (ASNPO)

Basis for Qualified Opinion

In common with many charitable organizations, the organization derives revenue from donations and membership dues the completeness of which is not susceptible of satisfactory audit verification. Accordingly, our verification of these revenues was limited to the amounts recorded in the records of the organization and we were not able to determine whether any adjustments might be necessary to contributions, excess of revenues over expenses, current assets and net assets.

We conducted our audit in accordance with Canadian generally accepted auditing standards. Our responsibilities under those standards are further described in the *Auditor's Responsibilities for the Audit of the Financial Statements* section of our report. We are independent of the organization in accordance with ethical requirements that are relevant to our audit of the financial statements in Canada, and we have fulfilled our other ethical responsibilities in accordance with these requirements. We believe that the audit evidence we have obtained is sufficient and appropriate to provide a basis for our qualified audit opinion.

Other Matter

The financial statements for the year ended December 31, 2020 were prepared by another practitioner and are unaudited.

Emphasis of Matter - Comparative Information

We draw attention to Note 2 to the financial statements which describes that The Caribbean Canadian Association of Waterloo Region adopted ASNPO on January 1, 2021 with a transition date of January 1, 2020. These standards were applied retrospectively by management to the comparative information in these financial statements, including the statements of financial position as at December 31, 2020 and January 1, 2020, and the statements of changes in net assets, revenues and expenditures and cash flows for the year ended December 31, 2020 and related disclosures. Our opinion is not modified in respect of this matter.

We were not engaged to report on the comparative information, and as such, it is unaudited.

(continues)

Responsibilities of Management and Those Charged with Governance for the Financial Statements

Management is responsible for the preparation and fair presentation of the financial statements in accordance with ASNPO, and for such internal control as management determines is necessary to enable the preparation of financial statements that are free from material misstatement, whether due to fraud or error.

In preparing the financial statements, management is responsible for assessing the organization's ability to continue as a going concern, disclosing, as applicable, matters related to going concern and using the going concern basis of accounting unless management either intends to liquidate the organization or to cease operations, or has no realistic alternative but to do so.

Those charged with governance are responsible for overseeing the organization's financial reporting process.

Auditor's Responsibilities for the Audit of the Financial Statements

Our objectives are to obtain reasonable assurance about whether the financial statements as a whole are free from material misstatement, whether due to fraud or error, and to issue an auditor's report that includes our opinion. Reasonable assurance is a high level of assurance, but is not a guarantee that an audit conducted in accordance with Canadian generally accepted auditing standards will always detect a material misstatement when it exists. Misstatements can arise from fraud or error and are considered material if, individually or in the aggregate, they could reasonably be expected to influence the economic decisions of users taken on the basis of these financial statements.

As part of an audit in accordance with Canadian generally accepted auditing standards, we exercise professional judgment and maintain professional skepticism throughout the audit. We also:

- Identify and assess the risks of material misstatement of the financial statements, whether due to fraud or error, design and perform audit procedures responsive to those risks, and obtain audit evidence that is sufficient and appropriate to provide a basis for our opinion. The risk of not detecting a material misstatement resulting from fraud is higher than for one resulting from error, as fraud may involve collusion, forgery, intentional omissions, misrepresentations, or the override of internal control.
- Obtain an understanding of internal control relevant to the audit in order to design audit procedures that are appropriate in the circumstances, but not for the purpose of expressing an opinion on the effectiveness of the organization's internal control.
- Evaluate the appropriateness of accounting policies used and the reasonableness of accounting estimates and related disclosures made by management.
- Conclude on the appropriateness of management's use of the going concern basis of accounting and, based on the audit evidence obtained, whether a material uncertainty exists related to events or conditions that may cast significant doubt on the organization's ability to continue as a going concern. If we conclude that a material uncertainty exists, we are required to draw attention in our auditor's report to the related disclosures in the financial statements or, if such disclosures are inadequate, to modify our opinion. Our conclusions are based on the audit evidence obtained up to the date of our auditor's report. However, future events or conditions may cause the organization to cease to continue as a going concern.
- Evaluate the overall presentation, structure and content of the financial statements, including the disclosures, and whether the financial statements represent the underlying transactions and events in a manner that achieves fair presentation.

(continues)

Independent Auditor's Report to the To the Board of Directors of The Caribbean Canadian Association of Waterloo Region *(continued)*

We communicate with those charged with governance regarding, among other matters, the planned scope and timing of the audit and significant audit findings, including any significant deficiencies in internal control that we identify during our audit.

Waterloo, Ontario
July 6, 2022

Cameron Keller & Company Professional Corporation
Chartered Professional Accountants
Authorized to practice public accounting by
The Chartered Professional Accountants of Ontario

THE CARIBBEAN CANADIAN ASSOCIATION OF WATERLOO REGION

Statement of Financial Position

December 31, 2021

	<i>December 31</i> 2021	<i>December 31</i> 2020	<i>January 1</i> 2020
ASSETS			
CURRENT			
Cash	\$ 134,854	\$ 29,235	\$ 18,074
Marketable securities(<i>Cost \$154,074</i>)	199,530	177,118	173,176
Grant receivable	21,676	-	-
Donations receivable	293	-	-
Harmonized sales tax recoverable	2,641	-	-
Prepaid expenses	50	50	500
	359,044	206,403	191,750
TERM DEPOSITS	18,979	18,587	17,975
	\$ 378,023	\$ 224,990	\$ 209,725

LIABILITIES AND NET ASSETS

CURRENT			
Accounts payable and accrued liabilities	\$ 11,747	\$ -	\$ -
Deferred government grant revenue (<i>Note 4</i>)	137,144	-	-
	148,891	-	-
NET ASSETS	229,132	224,990	209,725
	\$ 378,023	\$ 224,990	\$ 209,725

ON BEHALF OF THE BOARD

_____ *Director*

Printed: July 05, 2022 9:30 AM

Prep _____ Added _____ Approved _____

THE CARIBBEAN CANADIAN ASSOCIATION OF WATERLOO REGION

Statement of Changes in Net Assets

	2021	2020
<i>NET ASSETS - BEGINNING OF YEAR</i>	<i>\$ 224,990</i>	<i>\$ 209,725</i>
<i>EXCESS OF REVENUES OVER EXPENSES</i>	<i><u>4,142</u></i>	<i><u>15,265</u></i>
NET ASSETS - END OF YEAR	<u>\$ 229,132</u>	<u>\$ 224,990</u>

THE CARIBBEAN CANADIAN ASSOCIATION OF WATERLOO REGION

Statement of Revenues and Expenditures

Year Ended December 31, 2021

	2021	2020
REVENUES		
Grants - Black History Month	\$ 34,661	\$ -
Donations - Scholarships	20,346	24,611
Donations - Black History Month	10,137	4,020
Membership dues	225	220
LiftOff program (<i>Schedule 1</i>)	98,843	-
	<u>164,212</u>	<u>28,851</u>
EXPENSES		
Bank charges	51	30
Black History Month	38,548	681
Consulting fees	925	-
Donations	722	-
Insurance	990	863
Office	283	1,666
Professional fees	4,000	-
Scholarships awarded	18,000	13,831
LiftOff program (<i>Schedule 1</i>)	119,387	-
	<u>182,906</u>	<u>17,071</u>
EXCESS (DEFICIENCY) OF REVENUES OVER EXPENSES FROM OPERATIONS	<u>(18,694)</u>	<u>11,780</u>
OTHER INCOME		
Dividend income	9,749	3,485
Interest income	412	-
Unrealized gain on marketable securities	12,675	-
	<u>22,836</u>	<u>3,485</u>
EXCESS OF REVENUES OVER EXPENSES	<u>\$ 4,142</u>	<u>\$ 15,265</u>

THE CARIBBEAN CANADIAN ASSOCIATION OF WATERLOO REGION

Statement of Cash Flows Year

Ended December 31, 2021

	2021	2020
OPERATING ACTIVITIES		
Excess of revenues over expenses	\$ 4,142	\$ 15,265
Item not affecting cash:		
Unrealized gain on marketable securities	(12,675)	-
	<u>(8,533)</u>	<u>15,265</u>
Changes in non-cash working capital:		
Grant receivable	(21,676)	-
Donations receivable	(293)	-
Accounts payable and accrued liabilities	11,747	-
Deferred government grant revenue	137,144	-
Prepaid expenses	-	450
Harmonized sales tax payable	(2,641)	-
	<u>124,281</u>	<u>450</u>
Cash flow from operating activities	<u>115,748</u>	<u>15,715</u>
INVESTING ACTIVITY		
Marketable securities	(10,129)	(4,554)
INCREASE IN CASH FLOW	105,619	11,161
Cash - beginning of year	<u>29,235</u>	<u>18,074</u>
CASH - END OF YEAR	<u>\$ 134,854</u>	<u>\$ 29,235</u>

THE CARIBBEAN CANADIAN ASSOCIATION OF WATERLOO REGION

Notes to Financial Statements

Year Ended December 31, 2021

1. NATURE OF OPERATIONS

The organization was incorporated without share capital on November 28, 2002. Its primary activity is to promote the social, cultural and economic interests of, and advocate for, the Caribbean community in the Region of Waterloo on a non-profit basis.

2. FIRST TIME ADOPTION OF ACCOUNTING STANDARDS FOR NOT-FOR-PROFIT ORGANIZATIONS

During the year the organization adopted Canadian accounting standards for not-for-profit organizations (ASNPO). These financial statements are the first prepared in accordance with these standards. The changes have been applied retrospectively. There were no changes to beginning equity or assets as a result of the adoption of these standards.

3. SUMMARY OF SIGNIFICANT ACCOUNTING POLICIES

Basis of presentation

The financial statements were prepared in accordance with Canadian accounting standards for not-for-profit organizations (ASNFO).

Measurement uncertainty

The preparation of financial statements in conformity with Canadian accounting standards for not-for-profit organizations requires management to make estimates and assumptions that affect the reported amount of assets and liabilities, disclosure of contingent assets and liabilities at the date of the financial statements and the reported amounts of revenues and expenses during the period. Such estimates are periodically reviewed and any adjustments necessary are reported in earnings in the period in which they become known. Actual results could differ from these estimates.

Cash and cash equivalents

The Organization's policy is to present bank balances, including bank overdrafts with balances that fluctuate frequently from being positive to overdrawn, under cash and cash equivalents.

Marketable securities

Investments for which there are quoted prices in an active market are carried at fair value. Unrealized gains or losses are reported as part of net income.

Tangible capital assets

Tangible capital assets are expensed at cost when purchased.

Deferred government grant revenue

Deferred government grant revenue represents funding received from the Federal Economic Development Agency for Southern Ontario and will be amortized to income at the same time as the related expenses for which the grant was intended.

(continues)

THE CARIBBEAN CANADIAN ASSOCIATION OF WATERLOO REGION

Notes to Financial Statements

Year Ended December 31, 2021

3. SUMMARY OF SIGNIFICANT ACCOUNTING POLICIES *(continued)*

Government grants

Government grants are recorded when there is a reasonable assurance that the organization had complied with and will continue to comply with, all the necessary conditions to obtain the grants.

Revenue recognition

The Caribbean Canadian Association of Waterloo Region follows the deferral method of accounting for contributions.

Restricted contributions are recognized as revenue in the year in which the related expenses are incurred. Unrestricted contributions are recognized as revenue when received or receivable if the amount to be received can be reasonably estimated and collection is reasonably assured.

Membership dues are recognized when received.

Comparative figures

Certain comparative amounts have been reclassified to conform to the current year's presentation.

4. DEFERRED GOVERNMENT GRANT REVENUE

	<u>2021</u>	<u>2020</u>
Contributions received	\$ 137,144	\$ -

5. TANGIBLE CAPITAL ASSETS

Office expense includes the purchase of three computers for a total cost of \$6,564.

LiftOff Program
1) Year Ended December 31, 2021

(Schedule

	2021	2020
<i>REVENUES</i>		
Government grant revenue	\$ 88,408	\$ -
Summer student grant	10,435	-
	98,843	-
<i>EXPENSES</i>		
Advertising and promotion	7,170	-
Bank charges	233	-
Business advisory	9,300	-
Office (<i>Note 5</i>)	10,225	-
Professional fees	4,050	-
Salaries and benefits	88,381	-
Telephone	28	-
	119,387	-
LOSS FROM OPERATIONS	\$ (20,544)	\$ -