



# COMMUNITY



# REPORT



A WORLD OF  
SERVICES FOR  
NEWCOMERS  
TO CANADA

The Edmonton Mennonite Centre for Newcomers (EMCN) is an immigrant services agency whose focus is the successful and integrative settlement of newcomers to Edmonton. The agency operates in an inclusive environment with a welcoming atmosphere and a holistic approach to settlement practices. EMCN offers comprehensive settlement, employment, and language

services including support for the most basic of needs as well as more intensive support for newcomers facing multiple barriers. EMCN revolves its practices around the values of social justice, diversity, compassion, and responsibility, and strives to achieve these values while improving the quality of life for newcomers and Canadians alike.



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## VISION

We see a future where many citizens walk with newcomers to bridge their transition into the community. To achieve this vision we will serve as a key catalyst and leading collaborator in positively shaping the attitudes, behaviours, and practices of organizations and individuals to value the diversity that newcomers bring to our communities.





## VALUES

Social Justice- creating a society that is based on the dignity of every human being

- *Integrity*
- *Democracy*
- *Equal opportunities*
- *Integration*
- *Participation*

Responsibility- acting to achieve our goals

- *Accountability*
- *Trust*
- *Change*
- *Mentoring*
- *Ownership*
- *Professionalism*
- *Solution-oriented*
- *Transparency*

Diversity- giving every individual the opportunity to achieve their potential and to participate fully in the community

- *Respect*
- *Inclusion*
- *Strengths-based approach*
- *Culture/ age/ gender/ values*
- *Spirituality*

Compassion- showing care and empathy for newcomers

- *Grace*
- *Love*
- *Hope*
- *Humility*
- *Fellowship*



## ERICK AMBTMAN

EXECUTIVE DIRECTOR

This year has been an incredible one for EMCN. Finally, our organization has realized the stability that we have worked so hard to achieve. Finance, management, and governance have excelled. We have run a healthy surplus, and were even able to begin a reserve fund. Administration was strengthened and our Board recruited strong directors to join the team. After three years of work, they were also able to submit new bylaws to the membership. While these are not the flashiest of accomplishments, this stability has allowed EMCN to thrive.

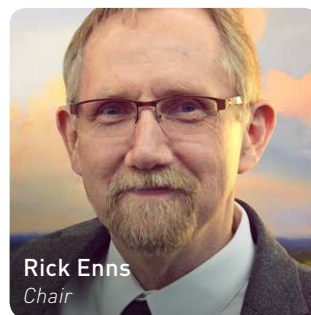
And thrive we have! Thanks to increased support, EMCN has doubled the number of federally-funded English classes. Over the winter, we added 18 new classes to our programming and will soon be opening a new daycare to support more students. EMCN piloted a new project, "Connecting All Newcomers", which helped us connect over 2,000 immigrants to settlement services in Edmonton. We also initiated a Skills Link Program to help unemployed youth secure work.

Throughout the year, EMCN also conducted reviews of existing services and modified our operations to better meet the needs of our clients. "Good to Great" is firmly embedded in our agency culture; we are always challenging ourselves to improve. We are extremely proud of our year full of innovation, ambition, and growth and look forward to many more!





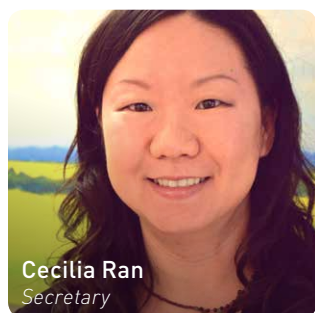
## MEMBERS OF THE BOARD



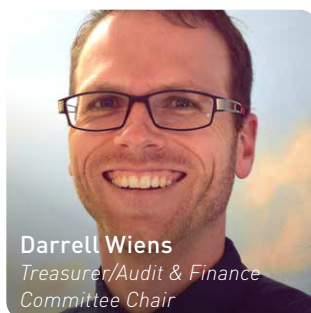
**Rick Enns**  
*Chair*



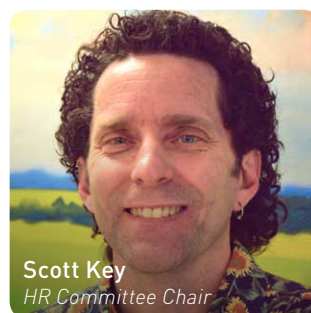
**Wray Steedsman**  
*Vice-Chair*



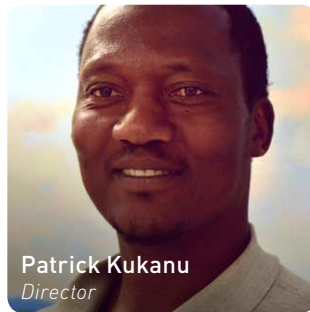
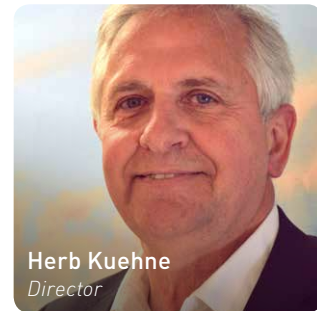
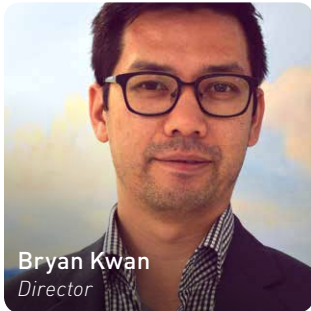
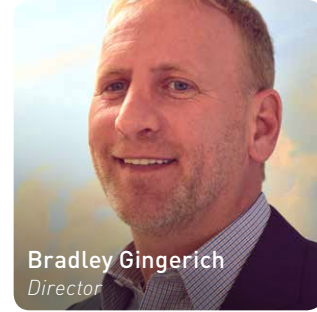
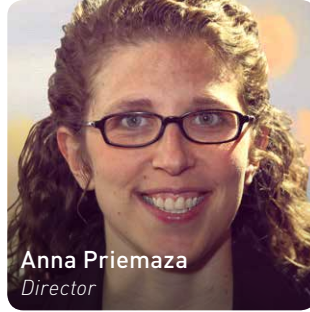
**Cecilia Ran**  
*Secretary*



**Darrell Wiens**  
*Treasurer/Audit & Finance  
Committee Chair*



**Scott Key**  
*HR Committee Chair*



# LANGUAGE SERVICES

EMCN provides English language programming for over 800 students each day in two agency locations as well as many community facilities and churches throughout Edmonton.



## FUNDERS & PARTNERS

- *Citizenship and Immigration Canada*
- *Edmonton Community Adult Learning Association*
- *First Baptist Church*
- *Edmonton Public School Board*
- *Welcome Centre for Immigrants*
- *Ormsby Community League*
- *Senior Association of Greater Edmonton*

*"I feel up, up when I come to school."*

PROGRAMS  
+ SERVICES





*"The best things about this class are I learned important information, I learned how to organize my life in Canada, and our teacher is amazing."*

# CENTRE FOR CARE OF NEWCOMER CHILDREN

A specialized early childhood development program offers newcomer children a multicultural environment that supports their early childhood learning and development to help prepare them for entry into the Canadian School System.

Children attend the CNC Program part time, allowing parents to attend English Language Programming at EMCN. The program offers care for children aged six months to five years in a diverse, family-like environment that encourages growth, learning, and connection. Families develop strong relationships with the childcare workers, which contributes to their confidence both as English speakers and as parents in Canada.



## PROGRAMS + SERVICES



# 119

Children were served this  
year at the Centre for Care  
of Newcomer Children.





77

Parents were able to attend LINC classes because their children had care



PAGE  
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*"I like to come to the day care so that I can play a lot. I like it one thousand time!"*

#### FUNDERS

- United Way
- Enbridge
- MacEwan University
- Citizenship and Immigration Canada

# SETTLEMENT SERVICES

EMCN offers settlement services that allow newcomers to access programs and services that support their successful integration into Canada. This includes assistance with needs like housing and income support, but also programs that support parents, school-aged children and their families, academics, and entire communities as they work to build capacity, confidence, and common understanding.

PROGRAMS  
+ SERVICES



51%  
of immigrants coming  
to EMCN for settlement  
services this year  
were refugees

An increase of  
24%  
from last year





## FUNDERS & PARTNERS

- *Citizenship and Immigration Canada*
- *Edmonton Public School Board*
- *Edmonton Catholic School Board*
- *United Way*
- *Alberta Innovation and Advanced Education*
- *Alberta Human Services*
- *Edmonton Community Foundation*
- *Child and Family Services*
- *Butler Family Foundation*
- *Rotary Club of Edmonton Northeast*

## PROGRAMS + SERVICES



## BRIDGING PROGRAMS

The Edmonton Mennonite Centre for Newcomers offers bridging and training programs for internationally-trained engineers and accountants that support newcomers in securing meaningful employment in Canada within their chosen professional industry.

Newcomers to Canada encounter significant challenges when making the successful transition into meaningful employment. The purpose of the EMCN's Bridging and Training Programs are to facilitate the professional accreditation and labour market access of internationally-educated accountants, engineers, and payroll practitioners through training that meets local business demands and requirements. EMCN's programs focus on developing participants' communication and cultural competencies, assisting them in adapting and improving previously learned technical skills to meet Canadian standards, and enhancing their understanding of

94%

Of the 2014 ETIP civil  
engineering students  
were employed within 6  
months of graduation.

Canada's labour market and local employer expectations.

**“Mohamad”, an Instrumentation and Automation Engineer, began his life in Canada as a security guard. Earning \$12.50 an hour, he strived to do better for his family but also knew he had to survive. Still, he hoped a better opportunity would come his way. In January, 2014, Mohamad joined the bridging programs, and within three weeks of completing the program, he was hired by a national company as an Instrument and Control System Specialist with a starting salary of over \$100,000. Because of Mohamad's participation in the EMCN**

**bridging programs, the circumstances of his family's life have been drastically altered. No longer will his family live paycheque to paycheque, but now, his children will thrive with opportunities otherwise unavailable to them.**

The 20-year success of the bridging programs is due to the continuing strategic partnership of NAIT, ASET, Alberta Human Services, and EMCN. To date, the bridging programs remain the only ones of their kind in Canada with this unique partnership, designation outcome, and industry employment success.

*“Without this privilege, I wouldn't have the chance to compete in the local job market. The existence of this program really makes a difference in the lives of Newcomers.”*

# EMPLOYMENT SERVICES

Employment Counsellors support newcomers in building resumes, preparing for the Canadian workforce, and finding, securing, and retaining employment. Specific programs are offered to support women, youth, and foreign-trained professionals who are ready to enter the Canadian workforce. EMCN also works with employers to support them in working with newcomers to build stronger and more successful workforces for everyone.

PROGRAMS  
+ SERVICES



94%

of the ETIP civil engineering program participants were newly employed in their field of education within 6 months of graduation.

34%

of immigrants coming to EMCN in the 2014-2015 fiscal year for employment services moved to Alberta from another Canadian province.

1000+

newcomers attended EMCN job fairs this past year. 25% increase from last year.



## FUNDERS & PARTNERS

- *Citizenship and Immigration Canada*
- *Jobs, Skills, Training, and Labour Program*
- *Edmonton Public School Board*
- *Edmonton Catholic School Board*
- *Alberta Human Services*
- *Employment and Social Development Canada*
- *Colleges and Institutes Canada*
- *EPCOR Community Essentials Council*
- *Welcome Centre for Immigrants*



*“Through you, I got a job  
with a good position and  
with good salary, too.  
Thanks once again.”*

# COMMUNITY DEVELOPMENT

The Community Development programs at EMCN engage communities in developing capacity and full participation. Providing outreach services and cultural brokers, these programs prepare newcomers for participation in the Canadian culture while supporting the retention of home culture and traditions.

PROGRAMS  
+ SERVICES



*“Over 60 women participated in an Immigrant Women Skills Program using EMCN’s Collective Kitchen as a safe and common gathering place.”*

OVER  
35

workshops offered to  
support immigrant women  
this past year

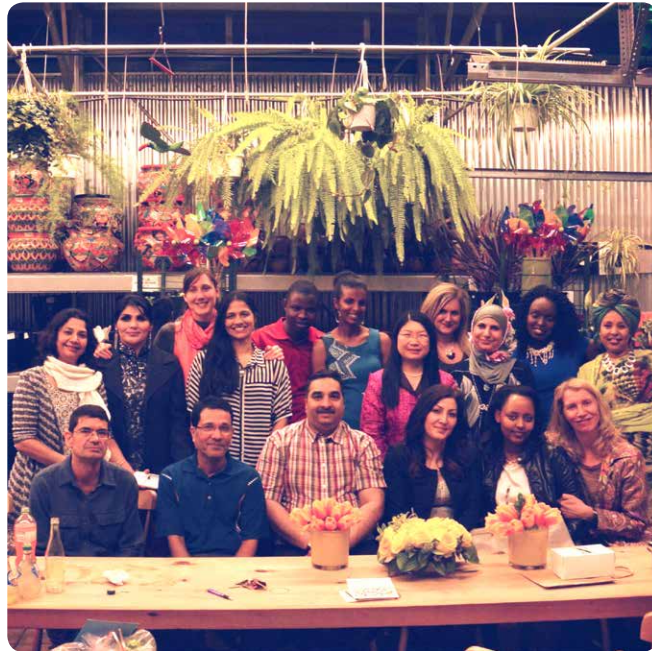


2202

Newcomers who didn't  
know about Settlement  
Services at EMCN in  
just 4 months.

#### FUNDERS & PARTNERS

- *City of Edmonton*
- *Alberta Health Services*
- *Edmonton Arts Council*
- *InMotion Network*



# VOLUNTEER SERVICES

Volunteer Services support the needs of all of EMCN's programs and services by recruiting reliable, generous volunteers that engage in all aspects of the agency's operations.

205  
Volunteers

12950  
Volunteer Hours

28  
Newcomer  
Information  
Sessions

PROGRAMS  
+ SERVICES







*“Voluntariar es un tiempo valioso en el que dejas un granito de arena en cada niño o niña que brindan sonrisas y agradecimientos sinceros y con el tiempo darán su fruto.”*

## FUNDERS & PARTNERS

- *Campbell College*
- *CDI*
- *First Baptist Church*
- *Fringe Festival*
- *McEwan University*
- *Mennonite Central Committee*
- *Mediation and Restorative Justice Centre*
- *Metro Education*
- *Norquest College*
- *Northlands*
- *Oxford Seminars*
- *University of Alberta*
- *University of Calgary*
- *Volunteer Edmonton*
- *Royal Alexandra Hospital Employees' Charitable Donations Fund*

# 2015 RISE AWARDS

For the 12th year, EMCN hosted the annual RISE Awards gala, which recognized the success of immigrants in Edmonton and their supporters. Community awards were handed out to both newcomers and born-Canadians who demonstrate commitments to leadership, education, arts, social improvement, and community-building initiatives to bridge newcomer and born-Canadian groups. An employer award was also given to a local Edmonton

company that demonstrates commitment to the successful integration and retention of newcomers in their workplace. The event hosted 510 individuals from both the community and business worlds who enjoyed cultural entertainment, food, and networking throughout the evening. Each year, guests leave the event energized and refreshed, with a reaffirmed commitment to continue to build an inclusive and welcoming community in Edmonton.

EDMONTON MENNONITE  
centre for  
newcomers





## AWARD RECIPIENTS

- *Tsion Demeke Abate, Community Leadership Award: Immigrant Category*
- *Omar Yaqub, Community Leadership Award: Non-Immigrant Category*
- *Chakanaka Zinyemba: Arts and Culture Award*
- *Amarjeet Sohi: Lifetime Achievement Award*
- *Hooyas Foods: Welcoming Workplace Award*

REVENUE	2015	2014	2013
Federal Government grant	\$5,013,715	\$4,044,052	\$3,048,870
Provincial Government grant	3,434,245	3,430,146	3,200,318
Other Organization's grants	528,083	553,542	793,476
Municipal grant	238,822	259,416	305,596
Fundraising	184,024	133,568	63,848
Donations	157,421	59,689	225,374
Registration fees	37,413	59,094	65,372
Investment Income	10,017	22,018	15,116
Rent	6,143	3,885	1,815
<b>Total</b>	<b>9,609,883</b>	<b>8,565,410</b>	<b>7,719,785</b>

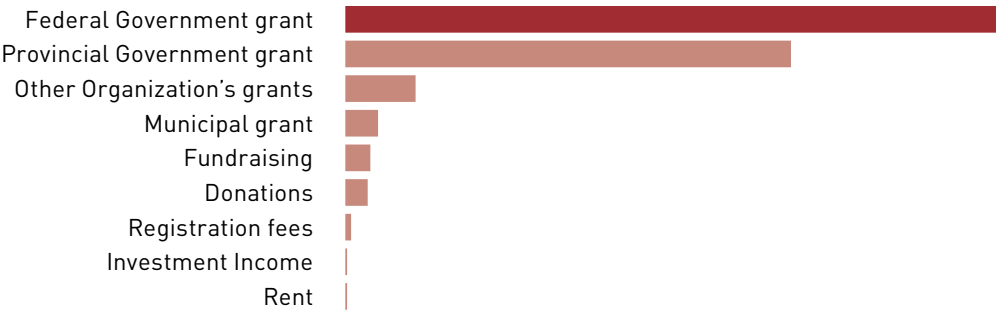
EXPENSES			
Salaries, Wages & Benefits	\$6,192,089	\$5,407,480	\$5,054,097
Rent, Utilities & Maintenance	1,347,844	1,273,466	1,207,732
Contract Services	698,096	759,776	592,392
Resources	363,474	340,847	299,303
Administrative	308,888	320,114	342,342
Amortization	176,794	116,881	101,728
Equipment, Repairs and Maintenance	13,256	130,264	84,558
<b>Total</b>	<b>9,100,441</b>	<b>8,348,828</b>	<b>7,682,152</b>

EXCESS REVENUE OVER EXPENSES			
	<b>\$509,442</b>	<b>\$216,582</b>	<b>\$37,633</b>

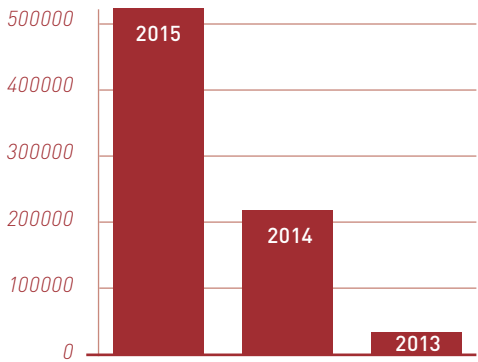
ASSET RATIO			
Current Assets	2,490,380	1,812,829	2,170,344
Current Liabilities	1,872,261	1,721,667	2,314,910
	<b>618,119</b>	<b>91,162</b>	<b>-144,566</b>
Total Assets	2,830,056	2,012,665	2,342,590
Total Liabilities	2,187,283	1,879,334	2,427,031
	<b>642,773</b>	<b>133,331</b>	<b>-84,441</b>



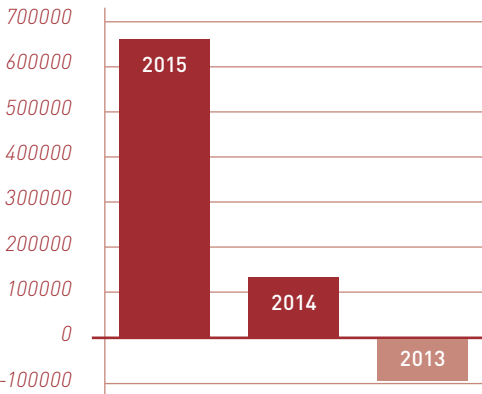
REVENUE 2015



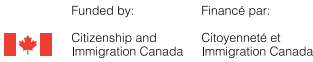
EXCESS REVENUE OVER EXPENSES



ASSET RATIO



FUNDERS



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