

---

**Alberta Association of Immigrant Serving Agencies**



**Annual Report**

**2007-2008**

---

## Table of Contents

Introduction .....	2
Areas of Activity .....	2
Message from the Chair .....	3
AAISA Settlement Practitioners Training & Accreditation.....	4
HOMES Database Development Project.....	5
Canadian Council for Refugees (CCR) Conference.....	6
Immigrant Sector Council of Calgary.....	6
AAISA Settlement Conference.....	10
Strategic Planning & Communications .....	11
Partnerships .....	12
AAISA Member Agencies, Directors, & Staff.....	14
Organizational Structure.....	16
AAISA Partners .....	17

# **Alberta Association of Immigrant Serving Agencies**

## **Serving Immigrants and the Communities that Welcome Them**

In partnership with community services, settlement agencies in Alberta assist newcomers in a wide range of services. As a provincial forum, AAISA members collaborate to identify issues and understand the context in which immigrant-serving agencies are working.

Active since 1980 and incorporated in 1987, AAISA is an umbrella organization for 20 immigrant-serving agencies from eight communities across Alberta. AAISA works very closely with all levels of government, mainstream agencies, ethno-cultural communities, and business communities across Alberta.

### **2007-08 AAISA Areas of Activity**

This report will highlight how the activities undertaken by AAISA in the past year have advanced the organization's goal of addressing the needs and concerns of immigrants and refugees within Alberta, through a collaborative approach among those who work directly with the immigrant community.

- Settlement Practitioners Training & Accreditation
- HOMES Database Development Project
- Immigrant Sector Council of Calgary
- AAISA Settlement Conference
- Communications
- Partnerships

### **MISSION**

**Alberta Association of Immigrant Serving Agencies provides an association by and through which the members can work towards addressing the needs of immigrants, the agencies that serve them, and the larger community, which welcomes them.**

## MESSAGE FROM CHAIR

This is the time of the year that we need to look at our last year's activities and reflect on our successes and challenges. AAISA is always faced with the challenge of coordinating among all member agencies, maintaining healthy relationships with our funders and other stakeholders, and being an agent of change in the world of immigration and settlement. As you are aware immigration to Alberta is finally finding its way onto government, businesses and community agendas. Although we are glad with more involvement by other stakeholders, we also need to realize that this trend has added more demands on AAISA's expertise.

Resources remain a major challenge for AAISA. However, we can all be very proud of the last year's achievements. We successfully maintained the delivery of following services:

- Settlement Practitioner Training and Accreditation
- Continuation of development of settlement sector's database (HOMES)
- Partnership with ISCC, hosting the project within AAISA
- Hosting the Settlement conference with over 200 delegates in Red Deer on September 19&20, 2007.
- Host of CCR conference in Edmonton May 5-7, 2007.
- Fiscal agent for Canadian Immigrant Settlement Sector Alliance (CISSA-ACSEI)
- Involvement with the New Horizon Senior programs
- Partnership with the Metropolis Project

We have also participated in many local, regional and national conferences, raising Alberta's settlement and integration issues and also sharing our best practices. These achievements would not be possible without the dedication of staff and board members and close partnerships with many organizations and all levels of government. We at AAISA are determined to continue with our futuristic approach in our day-to-day activities and set examples for other institutions. Although challenging, we held our conference in Red Deer and we are having our spring consultation in Lethbridge to express a clear message that immigration to Alberta includes not only Calgary and Edmonton. I would like to take this opportunity to thank the staff, Leanne Hullick-Reyes, Gurpreet Sadana, Jessica Garland, the Executive, and staff of agencies who sat on various committees for their hard work. I would also like to express my appreciation to all of our funders (Citizenship and Immigration Canada, Alberta, Employment, Immigration and Industry, City of Calgary – FCSS, United Way of Calgary and Area and others). Last but not least I would like to thank Calgary Catholic Immigration Society for hosting AAISA in the past 7 years and giving logistical stability to AAISA's activities while space has become a huge challenge for all NGOs. Please take a few minutes to review the remainder of this report. Thank you for all your support,

**Fariborz Birjandian**  
AAISA Chair

## AREAS OF ACTIVITY

### Settlement Practitioners Training & Accreditation 2007-08 Highlights

AAISA Settlement Practitioners Training & Accreditation continues to expand in fulfillment of AAISA's long-term commitment to facilitating the recognition of settlement and integration work as a profession. Another four AAISA training modules were selected for delivery in 2007-08 from the AAISA calendar of courses, two of which had never before been offered. This curriculum expansion enables more and more participants to apply for accreditation. In 2007-08, there were 211 participants who completed AAISA training modules.

As this project has been operating for more than ten years, the settlement practitioners training and accreditation project has become well known across Canada and there is interest from outside agencies to participate in the program. To determine the project's future direction, a review of the project will take place in the next year.

#### 2007-08 Settlement Practitioners Training & Accreditation Committee

**Christina Nsaliwa, Chairperson**  
*Edmonton Immigrant Services Association*

**Rowena Zwicker**  
*Edmonton Mennonite Centre for Newcomers*

**Shokoofeh Moussavi**  
*Calgary Immigrant Women's Association*

**Elena Oursou**  
*Immigrant Services Calgary*

**Surinder Uppal**  
*Catholic Social Services*

**Bozana Sljuka**  
*Lethbridge Family Services-Immigrant Services*

**Diane Fisher**  
*Calgary Catholic Immigration Society*

Module	Facilitator	Dates of Delivery
2B: Building Understanding of Cultural Communities	Hieu Van Ngo	June 5 and 6: Edmonton June 7 and 8 Calgary
3C: Community Development Processes	Hieu Van Ngo	October 1 and 2: Edmonton October 10 and 11: Calgary
3B: Advocacy and Outreach	Hieu Van Ngo	January 29 and 30: Edmonton January 31 and February 1: Calgary
3D: Crisis Intervention	Steve Brewster	February 14 and 15: Edmonton February 19 and 20: Calgary

Accreditation

Candidates for accreditation received on-going support and consultation from the Training and Accreditation Committee as well as the Provincial Co-ordinator. The committee met throughout the year to continuously improve the standards, processes, and supporting documents. There were 22 applications submitted and 19, or 86% of applications were successful.

AAISA has renewed its partnership with the Saskatchewan Association of Immigrant Settlement & Integration Agencies (SAISIA). AAISA looks forward to accrediting settlement practitioners in the province of Saskatchewan.

### **Operations**

The AAISA Training & Accreditation Committee convened throughout the year to review program progress and advise on future directions. At this time accreditation applications were reviewed. The committee revisited the accreditation application and the application process to ensure efficiency and transparency.

The Canadian Council for Refugees in collaboration with settlement umbrella organizations across Canada continue to pursue the work of the National Settlement Sector Professionalization Project. In 2007/08 the Task Force submitted a modified proposal to enable the project to hire staff to further implement the work of the Task Force. CIC has declined to fund the project and suggested the Task Force look elsewhere. The Professionalization Task Force will be meeting in 2008 to consider next steps. There will be a 'Professionalization' workshop at the upcoming CCR Consultation in Winnipeg in May that will include a brief panel presentation on the AAISA Training and Accreditation Program. Diane Fisher continues to represent AAISA on that Task Force, and serves as Co-Chair. She reports back to the AAISA Training Committee as well as consulting with the Chair of AAISA regarding particulars.

## **HOMES Database Development Project**

The creation of a common database tool utilized by agencies in the immigration sector to produce standardized data and reports is the principal objective of this important AAISA initiative. Recognizing the value of such a resource for both agencies and their shared funders, AAISA has partnered with the Canadian Outcomes Research Institute (CORI) to work with member agencies to develop the Hull Outcomes Monitoring and Evaluation System (HOMES) for the settlement sector.

Initial activities focused on the determination of the critical data

### **AAISA Accredited Settlement Practitioners & Mentors**

#### *Level 2 – Practitioner*

Deng Kuany

Tulan Do

Maria Serrano

Remy Lastiwka

Trina Rahimi

Mario Ayudo

Dieu Mark Atem

Vivien Lok

Sherrisa Celis

#### *Level 3 – Practitioner*

Firozeh Penhani

Hayat Amer

Chinlong Hak

Mayda Canjura

Jie Shao

Khoshaba Ibrahim

Siham El Saghir

Zi Qing Cai

Theresa Saffa

Hazel Benson

Toyin Fatona

Nayanika Kumar

Daba Berenda

elements and recommendations for design requirements to the HOMES system. Specific recommendations were made to the developer in order to increase the ease of use and effectiveness of the HOMES system for the immigration sector. The project's pilot phase included six AAISA member agencies trained and supported by the contractor in implementing the system in selected program areas.

In 2007-08, AAISA determined that the diverse needs and capacities of individual agencies necessitated a one-on-one relationship with the system developer, which would be a more efficient and effective approach to achieving the project objectives than a "one-size fits all" strategy.

CORI conducted individual agency needs assessments, and participating agencies are now moving forward with individualized action plans for the implementation of the database. AAISA continues to provide project oversight to ensure program objectives are fulfilled.

## **Canadian Council for Refugees (CCR) Conference**

The Canadian Council for Refugees Spring 2007 Consultation/Conference was held in Edmonton from May 24-26, 2007. The conference theme was "The Successful Integration of Refugees and Immigrants" and 334 delegates attended the national conference.

The conference was co-sponsored by Alberta Association of Immigrant Serving Agencies (AAISA) and was organized by a Steering Committee comprised of Edmonton-based AAISA member agencies. The Steering Committee was chaired by Alice Colak (Catholic Social Services), and the other Committee members included:

- ASSIST Community Services Centre (Wilma Benjamin)
- Centre d'accueil et d'établissement d'Edmonton (Georges Bahaya)
- Changing Together: A Centre for Immigrant Women (Josephine Pallard)
- Edmonton Immigrant Services Association (Christina Nsaliwa)
- Edmonton Mennonite Centre for Newcomers (Jim Gurnett)
- Indo-Canadian Women's Association (Gita Das/Jagjeet Bhardwaj)

The 2007 Edmonton conference received funding from the City of Edmonton, Government of Alberta, AAISA and donations from local sources. Government of Canada also provided funding at the national level.

## **Immigrant Sector Council of Calgary**

After extensive work on the ISCC Communication and Strategic Plan, the ISCC began work on implementing the identified recommendations and strategies.

In the past year, the ISCC has been very active in engaging current members and forging new partnerships through work in various committees. ISCC formed the

following committees to address needs and concerns identified in its strategic and communication plan:

### **Emerging Issues**

Over the past year, the ISCC Emerging Issues committee identified several priority areas relating to gathering and aligning research with existing initiatives, and recognizing best practices among the sector. Key areas to address were identified as temporary foreign workers, poverty and affordable housing, and English as a second language. In June, 2007, members of the ISCC met with Tim Richter, project manager of the Calgary Committee to End Homelessness (CCEH) to discuss the potential for collaboration. Our effort resulted in the Immigrant Housing sector being added as the ninth sector of the Calgary Homeless Foundation's funding priorities. Our representatives attended CCEH meetings and brought forward the unique needs and issues of homelessness among immigrants in Calgary. In September 2007, the ISCC held a community forum with the CCEH to discuss the housing needs of immigrants and refugees in Calgary. The Immigrant Housing Sector has since developed a Strategic Plan and Priorities and has completed a Work Plan. The three priorities are: Research, Policy, and Practice. The Sector would like to work closely with the ISCC in 2008 to develop a one-year policy action plan.

The Emerging Issues Committee also looked at ESL in rural communities and gathered information on the issue through Calgary Learns and the Community Adult Literacy Program. It was decided that the ISCC be available to support the Provincial Government in addressing this issue when necessary.

The Emerging Issues committee also conducted preliminary, informal research with regard to issues associated with the temporary foreign worker program and the Provincial Nominee Program by connecting with various organizations such as the Calgary Worker's Resource Centre, Centre for Newcomers, Calgary Immigrant Women's Association, and Immigrant Services Calgary (formerly Calgary Immigrant Aid Society).

### **Foreign Credentials**

In the summer of 2007, the ISCC attended a dialogue, hosted by the Alberta Network of Immigrant Women (ANIW), entitled 'Building a Seamless Process for the Integration of Internationally Educated/Trained Professionals in Alberta'. Representatives from government, business, 20 community associations as well as internationally educated and trained professionals participated in the dialogue.

The following was identified:

- The timing for discussing foreign credential recognition is right
- The government is willing and ready to invest resources into addressing this issue
- There is a willingness among the larger community to collaborate and move forward on this issue.

Since then, members from immigrant serving agencies, government, and internationally trained professionals and the ISCC have formed the Calgary Coalition for

Meaningful Employment (CCME). The CCME has developed Terms of Reference and an Action Plan. The CCME's vision is to create a seamless process for the integration of skilled immigrants. While foreign credential recognition is a key focus area of the coalition, broader employment issues are also addressed by the coalition. Key activities of the CCME include supporting the activities of its member organizations, coordinating the identification of key policy issues through research, and engaging key stakeholders to collectively work towards foreign credential recognition and equitable access to employment for skilled immigrants.

### **Sector Capacity**

The ISCC Sector Capacity committee sought to determine if there is a salary gap between the immigrant serving sector organizations and the broader nonprofit sector, and the size of the potential gap. In mid-2007, the ISCC engaged consultants Peter Boland and Pat Rice to help research this issue and provide recommendations. AAISA members also participated in this survey. The data collected from the immigrant serving sector was then compared to the data collected for the not for profit sector in the 2007 Boland Salary Survey. It was identified that a gap of 13.6% to 19% exists between the immigrant serving sector and the nonprofit sector generally.

The report was completed in December 2007 and delivered to all participants with the following recommendations:

- That funders acknowledge the significant salary gap and develop short and longer term strategies to address the inequities
- That funders seek to increase the capacity of immigrant serving agencies to offer competitive compensation and that protocols are set in place to guide funding adjustments
- That the immigrant sector develop appropriate HR systems which take into consideration related initiatives

In March 2008, funders met to discuss the potential to act on the recommendations outlined in the report. The ISCC is currently completing a proposal to move forward by developing an implementation plan.

### **City of Calgary Employment Partnership Project**

In the Fall of 2007, the ISCC developed a partnership with The City of Calgary to facilitate the employment of immigrants by The City. A sub-committee was formed to work with Cheryl Goldsmith, City of Calgary HR-Advisor, to address the barriers affecting immigrant employment with the City and to plan events and activities that might facilitate their employment with the City. In the Fall of 2007, information on the City of Calgary recruitment practices was presented to immigrant clients of Directions for Immigrants and Centre for Newcomers. In January 2007, representatives from the project presented to the Human Resources Business Advisory Services of the City of Calgary, providing background on the ISCC, reviewing the issues related to employment and immigrants, and engaging the HR practitioners in the dialogue about how they could work with the Business Units to promote immigrant hiring and retention. In April, 2008, the partnership sub-committee organized a two-hour workshop for

employment practitioners. The workshop provided an overview of the City of Calgary structure, included presentations from relevant Business Units on their operations and job requirements, and provided information on recruitment, screening and interviewing practices. A City of Calgary Career Fair for newcomers is currently being planned for October 2008.

## **Communications**

In October 2007, the ISCC addressed fifty one candidates in the Calgary municipal election by sending out a short survey to candidates. The objectives of the survey were to:

- Increase awareness about settlement statistics and issues that affect municipal policy by identifying top emerging issues in the sector: affordable housing, agency capacity, institutional changes, immigrant children and youth issues, and creating a welcoming community
- To gain understanding of candidate's platforms and priorities as they pertain to immigrants in Calgary
- To heighten awareness of settlement and integration issues in relation to how they affect municipal policy.

The survey yielded a 24% response rate and survey responses were posted on the ISCC website and member agency websites as they came in.

In February 2008, the ISCC developed a presence during the provincial election. ISCC members participated in a workshop to strategize on how to bring awareness of immigrant issues to the forefront. ISCC members developed a key message: "We can secure Alberta's future and prosperity by investing in immigrants." The key message was conveyed in all materials sent out to the media and letters to candidates of all four major parties. Fariborz Birjandian, the designated spokesperson for the provincial election strategy represented ISCC in an interview with CBC Radio Canada.

## **Governance**

In the past year, the ISCC Governance Committee has been exploring various governance structures that would meet the present and future needs of the ISCC. In March 2008, the ISCC presented a recommendation to Council members to become an independent entity within a one-year timeframe. Overall consensus was reached by Council members to accept the recommendation and the governance committee was given the mandate to seek resources to develop an independent structure and to initiate drafting bylaws for review.

### **ISCC Conference Planning Committee**

In June, 2007 the ISCC agreed to plan a conference for the purpose of highlighting the work of the ISCC. A venue was booked for May 23, 2008 and in January, 2008, a Coordinator was hired to assist in the planning of this event. Cheryl Knight, CEO and

ED of the Petroleum HR Compensation project agreed to be the Keynote Speaker, and six panel members were chosen from various sectors to discuss the innovative practices used to approach immigrant issues within their organizations. Members of each ISCC committee and partner committee were asked to present on the work of their committee at the conference. A community café component was also built into the conference agenda to provide an opportunity for participants to provide feedback on the ISCC's work. The committee worked to attract 250 people to the event with representation from business, government, education, research, non-profits, immigrant agencies and newcomers.

## AAISA Settlement Conference

AAISA biennial conference took place at the Red Deer Lodge on September 19-20, 2007. The title of the conference was *'Immigration in our Neighbourhoods-Building Community Together.'* Immigrant serving agencies work in partnership with all aspects of the community to welcome newcomers to our cities and neighbourhoods. There were 4 areas of focus, including:

- self-care for the settlement practitioner and clients
- community players
- capacity in the sector
- community capacity building.

### Self-Care

The settlement and integration process brings with it anxiety and hardships to people who decide to leave a familiar environment and move into a new society. Studies indicate that the health of immigrants and refugees begins to deteriorate after they arrive in the host country as a result of the settlement and integration process. In addition, the practitioners who provide settlement and integration services require an element of self-care. With this in mind, self-care was addressed for the settlement practitioner and the clients they serve.

### Community Players

Settlement and integration is a long-term process. The settlement sector plays a vital role in the initial settlement and integration stages. However, the settlement sector is only one player of many in the long-term settlement and integration process. Therefore, successful settlement and integration of newcomers has to be everyone's business. Settlement and integration happens in the neighbourhood and the newcomer interacts with many different groups when settling in a community. A variety of community players came together to share their initiatives in creating a welcoming community. The community players included ethno cultural associations, public sector, municipalities, faith groups, media, banks, and others.

### Capacity in the Sector

With 250,000 immigrants entering Canada per year, the settlement sector needs to strengthen its capacity in the areas of policy development, overseas processing, and service provision, in order to promote successful settlement and integration of

newcomers. We need community engagement in the provision of accessible, relevant, high quality, and equitable services. Session topics included volunteerism and the role of immigrant serving agencies in the neighbourhood, a presentation by AAISA on the Settlement Practitioners' Training and Accreditation Process, and a participatory workshop entitled '*Managing Change Without Taking It Personally*' that addressed the on-going change in the settlement sector.

### Community Capacity Building

Settlement and integration is a reciprocal process. A host community needs to develop capacity to address their own issues as well as the needs of the newcomer to make settlement and integration a positive experience for all. There are certain levels of 'readiness' required for a community to be instrumental in successful integration. Affordable housing is an important issue in settlement at this time and there was a workshop on affordable / transitional housing initiatives. Educational institutions as well as employers shared their initiatives in separate workshops. In addition, small centres shared their innovative strategies for rural integration. The organizations shared their initiatives or levels of 'readiness' in the support of successful settlement and integration in the neighbourhood.

There were approximately 50 speakers, which included

- Tom Denton, a writer and speaker on immigration topics
- Deputy Minister Ulysses Currie – Alberta Ministry of Employment Immigration & Industry (AEII)
- Robert Vineberg – Director General of Citizenship & Immigration Canada Prairies & Northern Territories Region
- Shannon Marchand – Executive Director of the Immigration Policy and Programs Branch of Alberta Employment, Immigration and Industry
- Morris Flewwelling - Red Deer Mayor
- Mary Anne Jablonski - MLA –Red Deer North
- Anna Kirova – acting Co-Director of the Prairie Metropolis Centre for Research on Immigration, Integration and Diversity

The conference was well received as more than 55 of the 61 or 92% of people who completed the evaluation rated the conference workshops as useful and interesting- a 4 and 5 rating on a scale of one to five with five being excellent.

## Strategic Planning and Communications

AAISA recognizes the opportunity to be a leader in the sector with the impact immigration has on our neighbourhoods and on society. AAISA decided to update its long term strategic plan based on the changing landscape.

At the spring consultation, AAISA spent a day working on its strategic plan. With reference documents as a starting point, a facilitator guided the AAISA membership in identifying and clarifying the thoughts and visions of the group for the future direction of

AAISA. The result was a draft document that included the formation of a research committee, a communications committee, a policy committee, and a funding committee.

At the fall consultation, AAISA spent a full day with a communications specialist, Glue Communications, working on a communications strategy. It became evident that AAISA requires additional resources and staff to carry out the action items. Efforts to increase organizational resources and complete identified action items will be on-going throughout the next year.

### ***Directory of Services for Immigrants in Alberta***

The Directory of Services for Immigrants in Calgary continues to provide newcomers and service providers with a quick reference to a variety of services available to Immigrants in Calgary. The directory contains specific information on a full spectrum of services, including those related to employment, children and youth, health, family, community outreach, language training, legal assistance, and many others.

Copies of the Directory can be obtained from AAISA or an electronic version are accessible at [www.aaisa.ca](http://www.aaisa.ca)

### ***Welcome to Alberta***

AAISA's web site hosts the eight translations of the Government of Alberta's publication *Welcome to Alberta*: <http://www.aaisa.ca>. This valuable tool provides basic information to those who are considering emigrating to Alberta.

### ***AAISA Web Site: www.aaisa.ca***

The website continues to increase awareness of AAISA and its activities, and to generate requests for information from people in other provinces and countries. Potential immigrants and in-country migrants are able to direct inquiries to AAISA or to specific member agencies spread across the province, demonstrating the web site as a useful information portal to those abroad and within Canada.

## **Partnerships**

### ***CISSA-ACSEI***

Canadian Immigrant Settlement Sector Alliance-Alliance Canadienne du Secteur d'Établissement des Immigrants (CISSA-ACSEI) was created in 2005 in response to the growing need for a distinct national voice to articulate and promote the issues and challenges of Canada's settlement community. The national body's mission is to represent the issues and expertise of the immigrant settlement sector to advance public policies and programs that enhance the settlement and integration of immigrants and refugees in Canada.

AAISA contributes two representatives to the 19 member Board of Directors, whose membership consists of representatives of provincial, regional, and national umbrella associations. Jim Gurnett serves on CISSA-ACSEI's Executive Committee as Chair. Fariborz Birjandian, is the chair of CISSA-ACSEI's Research Committee and the Alberta representative.

AAISA provided fiscal agent services to CISSA-ACSEI in 2007-08. AAISA will continue in this role for the next fiscal year.

For more information, please visit the website at [www.cissa-acsei.ca](http://www.cissa-acsei.ca)

### ***New Horizons for Seniors Program***

An initiative of Social Development Canada, New Horizons for Seniors Program provides funding for community-based projects across Canada. Projects encourage seniors to continue to play an important role in their community by:

- helping those in need;
- providing leadership; and
- sharing their knowledge and skills with others.

To ensure that the specific contributions of immigrant seniors are recognized within the community development projects, Linda Gale has represented AAISA on the New Horizons for Seniors Regional Review Committee. Josephine Pallard has been the alternate.

Further information can be obtained from Social Development Canada:

<http://www.sdc.gc.ca/en/isp/horizons/process.shtml>

# AAISA MEMBER AGENCIES, DIRECTORS & STAFF

## AAISA Members & Directors

<b><i>Edmonton</i></b>	<b><i>Calgary</i></b>
ASSIST Community Services Centre Simon Wang	Calgary Bridge Foundation for Youth Harry Yee
Catholic Social Services Alice Colak	Calgary Catholic Immigration Society Fariborz Birjandian
Centre d'accueil et d'établissement d'Edmonton Georges Bahaya	Calgary Immigrant Aid Society Din Ladak
Changing Together: A Centre for Immigrant Women Josephine Pallard	Calgary Immigrant Educational Society Salim Sindhu
Edmonton Immigrant Services Association Christina Nsaliwa	Centre for Newcomers Dale Taylor
Edmonton Mennonite Centre for Newcomers Jim Gurnett	Jewish Family Service Calgary Bev Sheckter
Indo Canadian Women's Association Miriam Thomas	Calgary Immigrant Women's Association Beba Svirig
<b><i>Brooks</i></b>	<b><i>Lethbridge</i></b>
Global Friendship Immigration Center Doreen Medway	Lethbridge Family Services – Immigrant Services Sarah Amies
<b><i>Fort McMurray</i></b>	<b><i>Grande Prairie</i></b>
YMCA – Immigrant Settlement Office Myra MacKay	Immigrant Settlement Services Lena Bengtsson
<b><i>Medicine Hat</i></b>	<b><i>Red Deer</i></b>
SAAMIS Immigration Services Association Linda Gale	Central Alberta Refugee Effort (C.A.R.E.) Committee Veena Chandra

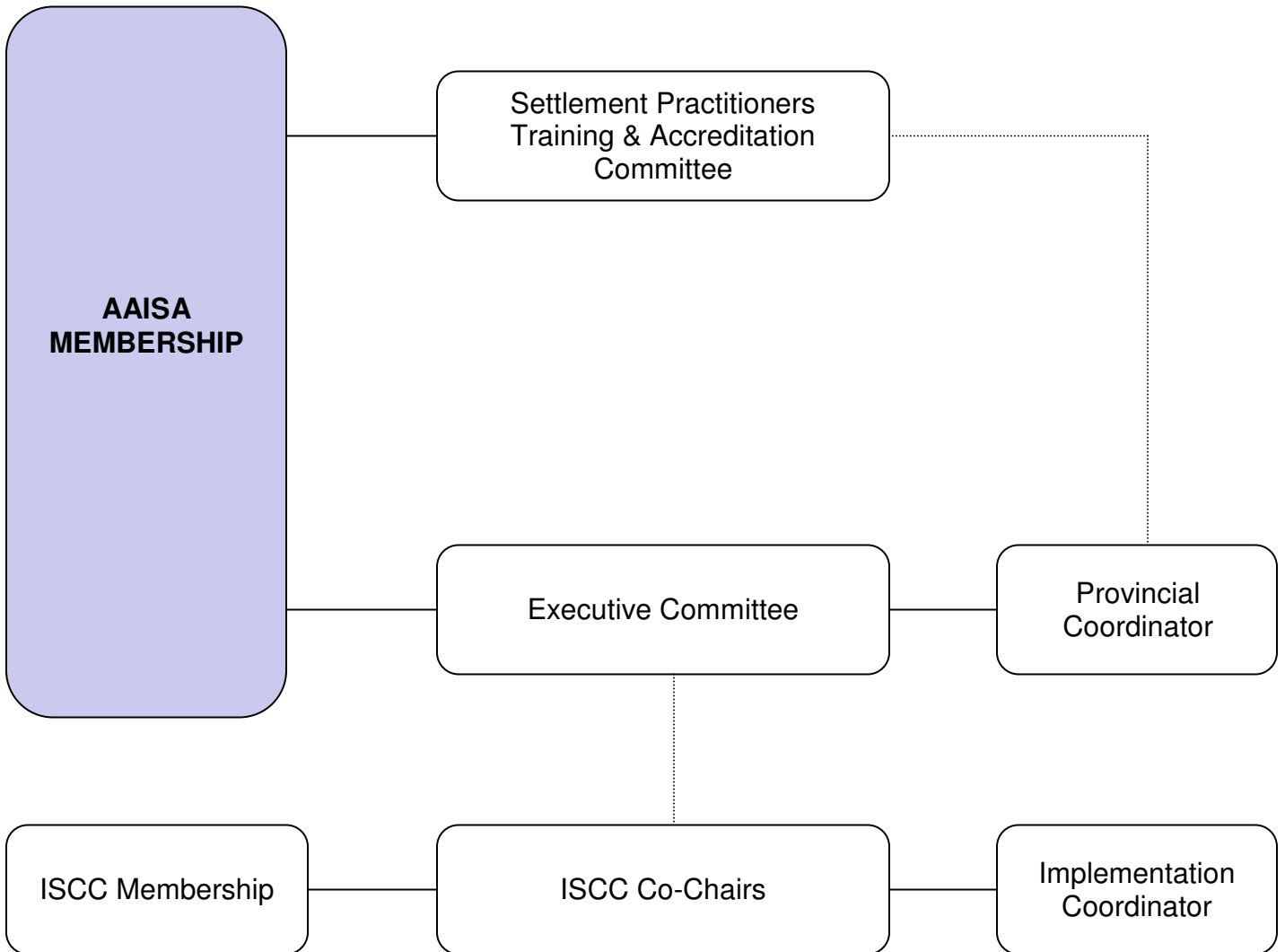
## Executive Committee

<p style="text-align: center;"><b>Chair</b> Fariborz Birjandian Calgary Catholic Immigration Society Calgary, Alberta Tel: 403.262.2006 E-mail: fbirjandian@ccis-calgary.ab.ca</p>	<p style="text-align: center;"><b>Vice-Chair</b> Georges Bahaya Centre d'accueil et d'établissement d'Edmonton Edmonton, Alberta Tel : 780.669.6004 E-mail: georgesbahaya@acfaedmonton.ab.ca</p>
<p style="text-align: center;"><b>Secretary</b> Alice Colak Catholic Social Services Edmonton, Alberta Tel: 780.424.3545 e-mail: alice.colak@catholicocialservices.ab.ca</p>	<p style="text-align: center;"><b>Treasurer</b> Harry Yee Calgary Bridge Foundation for Youth Calgary, Alberta Tel: 403.230.7745 e-mail: hyee@calgarybridgefoundation.com</p>
<p style="text-align: center;"><b>Director-at-Large</b> Sarah Amies Lethbridge Family Services Lethbridge, Alberta Tel: 403.320.1589 e-mail: samies@theboss.net</p>	

## Staff

<p style="text-align: center;"><b>AAISA</b> Leanne Hullick Tel: 403.290.5758 E-mail: contact@aaisa.ca</p>	<p style="text-align: center;"><b>Immigrant Sector Council of Calgary Implementation Coordinator</b> Charla Vall Tel: 403.263.1881 E-mail: iscc@aaisa.ca</p>
<p style="text-align: center;"><b>AAISA</b> Jessica Garland Tel: 403.290.5758 E-mail: contact@aaisa.ca</p>	<p style="text-align: center;"><b>Immigrant Sector Council of Calgary Implementation Coordinator</b> Rosalind Kang Tel: 403.680.1772 E-mail: rosalindkang@aaisa.ca</p>

# AAISA ORGANIZATIONAL STRUCTURE



The Immigrant Sector Council of Calgary (ISCC), through the Co-Chairs, contracts with AAISA to provide a staff person, office space, and information technology.

## AAISA PARTNERS

**AAISA programs are made possible through funding provided by:**

Alberta Employment Immigration\

, Government of Alberta

Citizenship and Immigration Canada, Government of Canada

Family and Community Support Services, City of Calgary

United Way of Calgary and Area