



Annual General MEETING

REPORT | 2017



**AFRICAN-CANADIAN RESOURCE NETWORK
SASKATCHEWAN INC. (ACRN)**

Annual General Meeting

Shaw Center, 122 Bowlt Crescent, Saskatoon, SK. S7M 0L1
Sunday, March 25th 2018
12:00 p.m. – 4:15 p.m.

ACRN is grateful for the sponsorship of:



Government of Canada
Gouvernement du Canada



City of Regina



ACRN's Value Statements



Inclusivity we believe in one human race and value diversity; we recognize and reject racism and all forms of discrimination



Unity we promote unity through collaboration



Family-centered we acknowledge the importance of family in building individuals and communities



Professionalism we are transparent, accountable and committed to establishing a positive legacy

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President's Report

It has been a privilege to serve as ACRN's Chair in 2017. This is made possible by the support we receive from our partners starting with the **Federal Government - Heritage Department, SaskCulture, MCoS, City of Regina and individuals who have tirelessly given of their time and money.** We take this opportunity to thank each one of them for without their support, delivering our projects would not have been possible. I am proud to share what we have accomplished.

Our activities for the year were planned and directed by two key pillars. First, ACRN's four Core Values which are Inclusivity, Unity, Family-centered, and Professionalism,

Second, our activities have been directed by ACRN's (2017-2021) 5 year strategic goals.

Build a strong and effective organization. We've seen increasing and new grants from Saskculture and the Federal government. For a non profit organisation like ACRN money is not an end in itself. We used the funds to create a management office and started by recruiting an Executive Director in February 2017. Four additional part-time positions were identified and will soon be filled. We also started clarifying the roles for management, the board and committees. We've developed using google drive a SharePoint that have efficiently improve our communication. We hope to extend this knowledge to our individuals and community organisations.

Brand and establish public awareness of the African Canadian Resource Network. Towards this goal, ACRN's branding tools were designed and displayed at all workshops to promote ACRN mandate. communication. Our social Medias are also branded and regularly updated with activities/ events. we've recently developed promotion materials to foster the knowledge of our mandate and services.

Mobilize and develop capacity of individuals and member organizations: The diversity of members and their needs were both evidenced by the unprecedented collaboration we have established. We were able to capacity build partnerships with

Saskatchewan African Canadian Heritage Museum (SACHM); Prairies Somali Canadian Community Center (PSCC) and Ugandan Canadian Association of Saskatchewan (UCAS). We worked closely with these community organisations in a couple of projects. More than 200 community members attended our eight (8) 2017 programming events. We intend to work with two to three community organisation every two years and hope the resolution proposed will be voted to support this effort.

Serve as a voice for the African Canadian community. ACRN takes the lead as a strong voice for African descent Canadians throughout Saskatchewan in a way that enable organisations and individual members to contribute to the political, economics and social well being of the people of this province. For example, ACRN was involved in numerous learning discussions/forums, including 4 sittings with senior government officials where we raised and discussed issues facing African Canadian communities. Furthermore, we successfully applied for funds to research and tackled Racism, Sexism & Oppression based on Religious differences in our community.

Establish a functional physical presence in Saskatchewan: ACRN is keen to change historical and persisting barriers to integration for Canadians of African descent in Saskatchewan province. ACRN is committed in collaboration with community organisations to secure a physical presence in Regina and Saskatoon. A building committee was established to look into various available opportunities. The committee was mandated to come up with a proposal after consultations with sector experts and present to the board. That work is in progress.

As I mentioned in my opening remarks, it has been a great honour and privilege to serve as a chair of ACRN with a team of dedicated and resourceful directors/staff supported by our Sponsors as well as institutional and individual members. Thank you very much for your support and I look forward to a great season ahead as we work together united by our rich heritage and common challenges as well as opportunities.

2018 Annual General Meeting Agenda

Date:	Sunday 25th March 2018
Time:	12.30 Noon – 4.00 PM
Place:	SHAW CENTER, 122 BOWLT CRESCENT, SASKATOON, SK.

Item	Description	Responsible
Noon	Arrival of Members and Registration	ALL
12:30	Lunch	Isaac & Catering Firm
1.30	Meeting Call to Order / Welcome and introductions	Chairperson
1.40	Sharing Information (Project Highlights)	Christine
2.30	Coffee Break	ALL
2.45	AGM meeting /Note Any Apologies	Chairperson
	Appointment of Scrutineer and Chairman of the AGM	Chairperson
	Establish Quorum	Chairperson
	2018-30-25 (1) Motion to Approve the Agenda	Chairperson
	2018-30-25 (2) Motion to Approve minutes of previous AGM	Chairperson
	Chairperson and Directors' reports	Chairperson
	a) Chairperson:-Isabelle b) Chair Projects committee:- Abdi b.1:Building Projects:- Paul./Akinsola b.2: Mosaic:- Al./Yassine./Isabelle c) Chair Governance Committee:- Christine/Pauline/Isabelle d) Treasurer's report and Auditor's report:-Khadim/Ercoph e) Chair Membership & Nomination Committee:- Yassine f) Communication Officer and Mosaic Committee Advisor:- (Al Kosteniuk) g) Saskatoon Representative:-Isaac Egyir h) Moose Jaw Representative:-Pauline i) Prince Albert Representative- Marius	Chairperson
3.30	Coffee Break	ALL
3.45	Proposed resolutions	Chairperson
	1.Acceptance of financial statements	Chairperson
	2. Acceptance of annual report 2017	Chairperson
	2018-03-25 (3) Motion to accept the treasurer's report	Chairperson
	2018-03-25 (4) Motion to adopt all Board Reports	Chairperson
	2018-03-25 (5-10) Resolutions (document attached)	Chairperson
	Appointment of and questions to the auditor	Treasurer
	Questions to the Chair and directors	Chairperson
	Election of directors	Scrutineer
4.00	Meeting Adjournment	Chairperson
	Members leave at their own pleasure	ALL

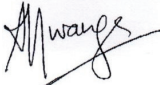
Minutes of ACRN Annual General Meeting (AGM) held on March 26, 2017

Date: March 26, 2017
Time: Called to order at 1:15 pm
Place: St. Andrew's Church, 60 Athabasca Street East, Moose Jaw
Attendance: Isabelle Nkapnang, Christine Lwanga, Brahimu Kavimba, Paulin Apipila, Hughes Kande, Winni Rogers, Barry Rogers, Segun Abolaji, Siriki Diagabate, Al Kosteniuk, Yassine Elbahlouli, Bob Lesperallu, Paul Adekogbe, Akinsola Omalola, Isaac Egyir, Khadin Niang, Aissaton Niang, Gratta Nimbeshaho, Kiumbura Githinji, Wiyunika Kasungi, Ijeoma Kalenya, Ghislaine Nyemba k, Mabonga Nyota, Kazia Katande, Ercoph Bongomin, Dr. Ring Deciman, Mohamed Ali, Mustafa Bule Khassim, Abdi Ali, Allen Ssemmanda, Samson Bwaya, Quincino Mendos, Lahamu Heive, Molihtur, Meles, Abdulahi, Stephene, Julius, Andre Haleli.
Consultants: Wayne Hellquist Guest: Bob Lesperallu Regrets: Meka Okochi

Part A.	
Lunch & Information Session – Social & Economic Integration of African Canadian Descent followed by a discussion	
Part B.	
1.	Welcome and call to order – Christine Lwanga, Chair, called the meeting to order at about 1:15 pm and officially welcomed all in attendance. -Establishment of Quorum -Appointment of Scrutineers – Wayne Hellquist and Bob Lesperallu were nominated to be scrutineers for the election.
2.	2017-03-26 (1): Motion to adopt 2016 AGM agenda - Motion to adopt the minutes of last AGM - President and Board Committee's Reports a)Chair b) Vice- Chair –Projects c) Chair Membership & Nomination Committee d) Secretary / Saskatoon Representative e) Chair Governance Committee f) Treasurer's Report g) Discussion and Questions from General Members -Presentation and Discussion of Proposed Changes to the Constitution -Election of Directors in Vacant Board Positions -AOB Moved: Ercoph Bongomin, Seconded:Akinsola Amolola, all in favor, and carried
3.	2017-03-26 (2) Motion to adopt the Minutes of the last AGM – Isaac Egyir provided an overview of the minutes of May 26, 2016. Moved: Kazia Katande, Seconded: Julius Sendze, all in favour, and CARRIED Matters arising- No other matters discussed.
4.	4.a) Chairperson's and Activity Report – Christine gave her report (see page 10 of 2017 AGM Manual). She explained that the Board working as both a policy and working body meant a lot of responsibility – but through team work was able to achieve a lot. She highlighted the major achievements of the Board as: a) hosting 2016 Africa Day events, b) hired an Acting Executive Director in the person of Mr. Kiumbura Githinji; c) developing ACRN 5 year (2017-2021 Strategic plan; and d) developing a three year project funding for the Federal Government to address Racism, Sexism and Religious Discrimination. 4.b) Vice Chair report: Isabella Nkapnang's report touched on branding of ACRN. She talked about ACRN the brochure / leaflets. She emphasized the point that we should include the youth. She asked that ACRN ensures that we know the calendar of our member organizations in advance so we can plan ACRN calendar, partake and support our member organizations. She also talked about the 5-year strategic plan, making ACRN bilingual and entreated members with special skills to join the various ACRN committees.

4.	<p>4.c) Chair Membership and Nomination Committee report: Akinsola Omolola, the Director of the above-named committee talked about what benefits members can benefit from the organization as individuals and as group.</p> <p>4.d) Secretary report: Isaac Egyir, the past secretary of ACRN went through with the minutes and explained that he will be representing ACRN in Saskatoon. He explained that he has not done much work on it yet but has consulted other people and still working on it.</p> <p>4.e) Chair Governance Committee report: Paul Apapila, Director of the above-named committee elaborated on the 5-year strategic plan (see page 18 of AGM manual). He emphasized that if we follow the strategic plan then we can look back after 2021 and see what we have done. He talked about labour laws / racism issues and how we can build a stronger organization to address these issues.</p>
	<p>4.f) Treasurer's report: Ercoph Bongomin A year to date financial statement was provided to members.</p> <p>Ercoph touched on the total grants (City of Regina, SaskCulture and MCOS) we have received and some of the expenses (African day and Hall/Office). He concluded that At the end of 2016 we had a deficit of \$2523.</p> <p>Discussing the 2017 budget, he mentioned ACRN have \$10000 approved from SACHM, and \$2000 from SaskCulture.</p> <p>2017-03-26 (3) Motion to accept the treasurer's report: Moved: Winni Rogers; Seconded: Al Kosteniuk; all in favour, and CARRIED</p>
	<p>4g) Discussion of Reports and Questions to the Board</p> <p>A) Questions</p> <ol style="list-style-type: none"> 1. How is ACRN involved in reaching out to other communities outside Regina; e.g. Saskatoon and smaller communities? 2. What are the solutions to the racism problems? 3. How can ACRN help African businesses and startups? 4. How does the organization get funding to run its operations? 5. How are we involving the youth? Study groups, etc. 6. How do we integrate the other associations? E.g. The Yoruba Community. 7. Member shared concerned about branding, especially the online presence. 8. How are we using the social media content to help brand and profile the organization. What are the efforts to include the country associations? <p>B) Suggestions</p> <ol style="list-style-type: none"> 1. ACRN needs to do more in the area of branding – through the website 2. We need to improve communication –most people do not know what is going. 3. ACRN should distribute information to community association to know the value of membership; e.g. being able to access office space for meetings. This information should be publicized. 4. We need the organization to be more inclusive and tackle issues that face immigrants. 5. ACRN needs to add value –tackle issues seriously to bring about some improvement in people's conditions. 6. We need to take an inclusive approach. 7. Do not tell people to change their self- identity to fit those who resist or oppress them- this only leads to oppression and lack of respect for human diversity, racism and different forms of discrimination. Also understand that the Muslim religion is much more than culture- Islamophobia is not acceptable and the Universal Declaration of Human Rights and Canadian government protects religious freedom. <p>After a brief discussion – in the interest of the time and in light of two major AGM agenda items pending - the Chair –proposed that the board will address all these questions and concern and provide feedback to members within 3 months.</p> <p>2017-03-25 (4) Motion to adopt all Board Reports Moved: Al Kosteniuk, Seconded: Yassine El Bahlouli all in favor, and CARRIED</p>
5.	<p>Presentation and Discussion of the three Proposed Changes to the Constitution This process was facilitated by Wayne Hellquist- consultant who assisted with the strategic planning.</p> <p>2017-03-25 (5) Motion to amend article 2.2 of the Constitution to add the following as item 2.2 f: "recognizing the negative impact of racism, reject racism and all forms of discrimination."</p> <p>And to add the following to item 2.2 c to now read: "advocating for equitable and inclusive policies and programs."</p>

5.	<p>Moved by: Ercoph Bongomin, Seconded by: Akinsola Omolola; all in favor and CARRIED 2017-03-25 (6) Motion to amend article 2.5 of the Constitution to include the following values:</p> <ul style="list-style-type: none"> • Inclusivity We believe in one human race and value diversity; we recognize and reject racism and all forms of discrimination. • Unity We promote unity through collaboration within the African Canadian communities and between the African descent communities and the broader society. • Family-centered We acknowledge the importance of family in building individuals and communities. • Professionalism We are transparent, accountable and committed to establishing a positive legacy. <p>Moved by: Isaac Kwasi Egyir, Seconded by: Paulin Apapila, all in favour, and CARRIED 2017-03-25 (7) Motion to add the following Article to the Constitution being Article 20: Borrowing Powers ARTICLE 20 BORROWING POWERS Without limiting the borrowing powers of the Corporation as set forth in the Saskatchewan Non-Profit Corporations Act, the Board may from time to time on behalf of the Corporation, without authorization from the members:</p> <ol style="list-style-type: none"> a) borrow money upon the credit of the Corporation; b) issue, reissue, sell or pledge bonds, debentures, notes or other evidences of indebtedness or guarantee of the Corporation, whether secured or unsecured. <p>Provided that its borrowings shall be limited to borrowing money for current operating expenses, provided that the borrowing power shall not be so limited if it borrows money on the full security of real or personal property.</p> <p>Moved by: Ercoph Bongomin, Seconded by: Isabelle Nkapnang, all in favour, CARRIED It was noted that – as part of the five year strategic planning process- there were other proposed constitution changes to be considered in the future through the governance committee. For example, discussion relating to clarifying the role of the Board and members- with the goal to improve efficiency of the ACRN as an organization (reference was made to understanding the functioning and the powers of the provincial government as an example).</p>
6	<p>Elections to fill the five vacancies on the board. The chair explained the vacant positions and how long those positions last. -She called on the membership and nomination Committee to present the nomination slate and Election Scrutineers to facilitate the election process: October 2015 to March 2017 ACRN Board consisted of the following: Christine Lwanga (Chair) completed year 2 years- (founding year and current) - to continue on Board as Past Chair (re: constitution) Isabelle Nkapnang (Vice-Chair) 2 year term- to continue completing term Ercoph Bongomin (Treasurer) completed 2 year (founding year and current) seeks 2nd term of 2 years Dumsira Menegbo (Secretary) 2 year term – resigned due work responsibilities Isaac Kwasi Egyir (Director Saskatoon) 2 year term continue completing term Asfaw Debia (Director) 1 year term - resigned Jean Nepo (Director) 2 year term – resigned Muna Deciman (Director) 1 year term – resigned due to other commitments Rosie Marie Kadidi (Director) 2 year term resigned Sylvester Oraku (Director) 2 year Term – resigned Paulin Apapila (Director Moose-Jaw) 2 year Term – continue completing term Akinsola Omolola (Director) 2 year term – continue as Director completing term Abdi Gure (Director) 2 year Term – continue as Director completing term</p> <p>There are 5 vacancies to make a full Board of 11 positions – and 6 nominees. All candidates were given the opportunity to say something about themselves, their commitment and their vision for ACRN; plus why we should vote them to serve on the board. The following five people were elected to join the Board- all two year term.</p> <ol style="list-style-type: none"> a. Al Kosteniuk b. Paul Adekogbe c. Khadim Niang d. Yassine Elbahlouli e. Segun Abolaji- not elected <p>The chair noted that the person not elected on the Board will be given the opportunity to serve in any capacity he deems fit- through ACRN volunteer registration process.</p> <p>2017-03-25 (8) Motion to officially accept the elected officials Moved: Stephen, Seconded: Barry Rogers, all in favour and CARRIED</p>

7.	<p>Other Business / components from members:</p> <ul style="list-style-type: none"> • Daughters of Africa – organizations will be having a meeting 23 April 2017. • Wayne Hellquist advised that ACRN review and update the borrowing power of the organization (Article 7). He said it should not be beyond basic operations. He asked to add it as Article 20. • The members agreed that they know the budget and what we will borrow in case we have deficit in our budget. <p>Other questions and concerns by members that require urgent answers.</p>
	<p>Adjournment: 2017-03-25 (9) Motion to adjourn the meeting: Moved: Julius Sendze , Seconded: Isaac Egyir, all in favour, and CARRIED Meeting adjourned at 5:15 pm</p>
	<p>Signed: Name: Isaac Egyir (Secretary)</p>  <p>Name: Christine Lwanga (Chair) Date: March 26, 2017</p>

ACRN Current Board of Directors & Partners

ACRN is governed by a board of 11 members largely drawn from diverse multicultural African Canadian Communities who are passionate about community development and are highly skilled in different professional areas.

Status	Name	Term of office		Nominees And Incumbent
Board of Directors and Roles		2017	2018 Completed	
Chairperson	Isabelle Nkapnang Dr.	2nd year	Yes	No
Vice Chair	Ercoph Bongomin	2nd year	Yes	Incumbent
Treasurer	Khadim Niang	1st year	No	Incumbent
Communications Officer	Al Kosteniuk	1st year	No	Incumbent
Moose jaw Representative	Paulin Apapila	2nd year	Yes	No
Membership and nomination Co-director	Akinsola Omolola	2nd year	Yes	No
Membership and nomination Co-director	Yassine El Bahlouli	1st year	No	Incumbent
Projects -Settlement & Integration- Chair	Abdi Gure	2nd year	yes	Yes
Projects- Building Co- Chair	Paul Adekogbe	1st year	Yes	No
Saskatoon Representative	Isaac Kwasi Egyir	2nd year	No	No
Past Chair / Governance & Leadership chair	Christine Lwanga Dr.	1st year	Yes	Incumbent
Acting Executive Director	Kiumbura Githinji	1st year	2nd year	Staff

Inter-action project Advisory committee/	
Consultants/Professional Mentor Support Team	Representative/Role
IAP Federal Program Consultant	Natasha Mohammed
Monitoring and Evaluation	Elaine McNeil
Project Research/Development Committee	Dr.Christine Lwanga -Principal Investigator (ACRN) Dr. Isabelle NKapnang - Researcher - Economic Impact Dr. Michael Baffoe - University of Manitoba
Advisory Committee includes Research Associates, Policy makers plus Community Organization partners	Daughter of Africa, Somali Community, MCoS, SHRC and CAFS (Burundian and Congolese), University of Manitoba Associates, (in the process of recruiting associates from University of Alberta plus respective community partners in both provinces)
Educational Materials	MCoS
Conferences	Research, Project Participants, Policy makers, Public Servant, community leaders

Volunteers	Role	Volunteers	Role
Mosaic Committee			
Romus Mwenge	Pavilion Manager	Bertrand Ninteretse	Pavilion Entertainment Manager
Kazia Katende	Assistant Pavilion Manager	Khadim Niang	Pavilion Financial Assistant
Georgette Kasongo	Pavilion Hospitality Manager	Kush Kuria	Pavilion Entertainment Mger
Al Kosteniuk	Pavilion Technical Advisor	Lisa Odle	Member at Large
Ercoph Bongomin	Pavilion Financial Advisor	Zainabu Mwangangi	Ambassador Manager
Khadim Niang	Pavilion Financial Assistant	Yassine El Bahlouli	Liaison, Francophone communities
Simon Asika	Beverage Manager		
Once of flame/ advisors	ACRN in partnership with SACHM as part of Canada 150 celebrations	Carol Lafayette	Representing SACHM / Coordinated costumes for performers and Recognition certificates
Julius Sendze Yensinje	Director	Nadia Pana	UoR Pre-Social Work Student
Dr. Sara Schroeter	Co-Director/Professional Trainer	Narayn Kshetri	UoR Pre-Social Work Student
Thomas Jin	Co-Director	Holly Karwandy	UoR Pre-Social Work Student
Delphine Sendze	Admin Assistant/cast	Mapendo Buhendwa	The cast
Chance Buhendwa	The cast	Emily Katende	The cast
.Jemimah	The cast	Caleb Masambombo	The cast
Ssemmambo	The cast	Christopher	The cast
Furaha Buhendwa	The cast	Charlotte Mirember	The cast
		.Delphine Sendze	Costumes
Nadia Pana & Holly	Production support	Carol Lafayette	Costumes
Karwandy	Production support	Julius Sendze	Costumes

African Canadian Resource Network - Membership Income Statement

Finance committee

The finance committee is made up of Ercoph, Khadim and Kiumbura and Isabelle. More than 12 meetings were held to discuss financial resources and cash flow.

The committee aimed to mobilize enough resources from within and outside of the community to finance committed programs. The second goal was to diversify our resource base for long term sustainability thus shifting focus to projects with a long range.

ACRN Revenue streams are as follows:-self-generated, membership fees, program/service fees, grants from provincial and federal government and fundraising from private and public Corporate Sponsors.

In the last quarter of 2017 we were awarded a three year \$ 300,000 project – Inter Action; by the Heritage department which is much appreciated. These resources will help us identify, expose the root causes and address the human, socio and economic cost of the intersection of racism, sexism and oppression based on religious differences experienced within and by Canadian communities of African descent. We will engage in public education to empower individuals, community organizations and institutions towards positive change (i.e. promote diversity and support equality of human dignity and opportunities, full integration and participation in identified sectors of society).

Membership Status

The 2017 revenue is summarized in the following table:

Note: Since inception, ACRN has applied for two federal funds; we have been approved for one- a 3 year project. This is the first time ACRN project proposal has been approved for federal funding.	A total revenue of 64,002 compared to 24,738 for 2016 this is 159% increase.
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NB: See reviewed financial statements for a detailed report

Membership and Nomination Committee

The committee was made of 5 people: Al, Yassine, Khadim, Akinsola and Isabelle. Various conference calls were done through the year to plan to grow our two categories of membership in 2017 membership numbers were as follows:-

- (a) # of Individual Members from 26 to 44
- (b) # of Organizational Members from 9 to 12
- (c) # of Volunteers over 30 excluding ACRN directors

Our plan for 2018 will focus to increase the number of members especially from four cities and towns besides Regina and Saskatoon. The membership committee is thinking of 4 membership caravans to be organized around the province in 2018 in order to present our services to potential African members. We hope that the resolution regarding the board composition will be voted to strengthen our value of inclusivity.

African-Canadian Resource Network Organizational Membership					
No.	Organization	Fee Paid 2015	Fee Paid 2016	Fee Paid 2017	Fee Paid 2018
1	Uganda Canadian Assoc. of Sask (UCAS) - Allan	-	X		
2	Acholi Cultural Assoc. of Sask (ACAS) - Stephen	-	X		
3	Prairie Somali Canadian Community Centre - Abdi	-	X		
4	Sudanese Cultural Assoc. of Sask - Merghani	-	X		
5	Sask. African Canadian Heritage Museum (SACHM)	-	X		
6	CAFS - Nepo	-	X		
7	Sask. Congolese Network for Development	-	X	X	
8	African Food & Cultural Festival - Georgette	-	X		
9	Daughters of Africa – Kazia Kitende	-	X		
10	Kenyan Community of Regina	-	-	X	
11	Igbo Community	-	-	X	
12	South Sudanese Community	-	-		

African-Canadian Resource Network Individual Membership List					
No.	Name	Fee Paid 2015	Fee Paid 2016	Fee Paid 2017	Fee Paid 2018
1	Kidudi, Marie Rose	X	-	-	
2	Djossi, Isabelle Nkapnang	X	X	X	
3	Julius, Sendze	X	X	X	
4	Rogers, Barrington (Barry)	X	X	X	
5	Rogers, Winnifred (Winni)	X	X	X	
6	Tesfamariam, Yordanos	X	-	-	
7	Debia, Asfaw	X	X	-	
8	Debia, Latta Lori	X	X	-	
9	Gebreselassie, Tewodras	X	-	-	
10	Egyir, Isaac Kwasi	X	X	X	
11	Deciman, Muna	X	-	-	
12	Menegbo-Ngoy, Dumsira	X	-	-	
13	Okochi, Funke	X	X	X	
14	Okochi, Meka	X	X	X	
15	Omolola, Akinsola	X	X	X	
16	Oriaku, Sylvester	X	-	-	
17	Oriaku, Ugochi Mrs.	X	-	-	
18	Nepo, Jean	-	X	-	
19	Bongomin, Ercoph	X	X	X	
20	Mursal, Onoria	X	X	-	
21	Natana, Vibya	X	X	-	
22	Musa, Stephen	-	X	-	
23	Lachan, James	-	X	-	
24	Atim, Merghani	X	-	-	
25	Atim, Wegdan Ibrahim	X	-	-	
26	Khairy, Fatma	X	-	-	
27	Luti, Mike	X	-	-	
28	Lwanga, Christine	X	X	X	
29	Lwanga, Steven	X	X	X	
30	Diabagate, Siriki	-	-	X	
31	Nimbeshaho, Gratta	-	-	X	
32	Adekogbe, Paul	-	-	X	
33	Hellquist, Wayne	-	-	-	
34	Wiyunika, Kasungi Joseph	-	-	X	
35	Tunde Abolaji	-	-	X	
36	Khadim Niang	-	-	X	
37	Al Kosteniuk	-	-	X	
38	Francois Ebrottie	-	X	-	
39	Mardel Rachid	-	X	-	
40	Paulin Apipila	-	-	-	
41	Yassine El Bahlouli	-	-	X	
42	Alpha Barry	-		X	
43	Abdullahi Omar	-		X	
44	Lisa Odle	-		X	

Governance and Leadership Committee:

The committee was made of 6 people: Christine, Paulin, Meka, Kiumbura, and Isabelle. The committee held at least 7 formal meetings and various informal meetings mainly focused on a) organizing ACRN Leadership series and b) and strengthening the organizations through functional Board committees.

The Committee organized a total of four **Leadership in Action** workshops on the following topics: - a) presentations on funding by various funding organizations; b) *Insights on effective communication at the individual and organization levels* by Al Kostenuik; c) *The Reinvention of the African Professional* by Dr. Teni Araba and d) *Self-Leadership, Governance and Communication: Three interrelated skills that are needed in personal and organizational development*, by Christine, Meka and Paulin (members of the Leadership and Governance Committee).

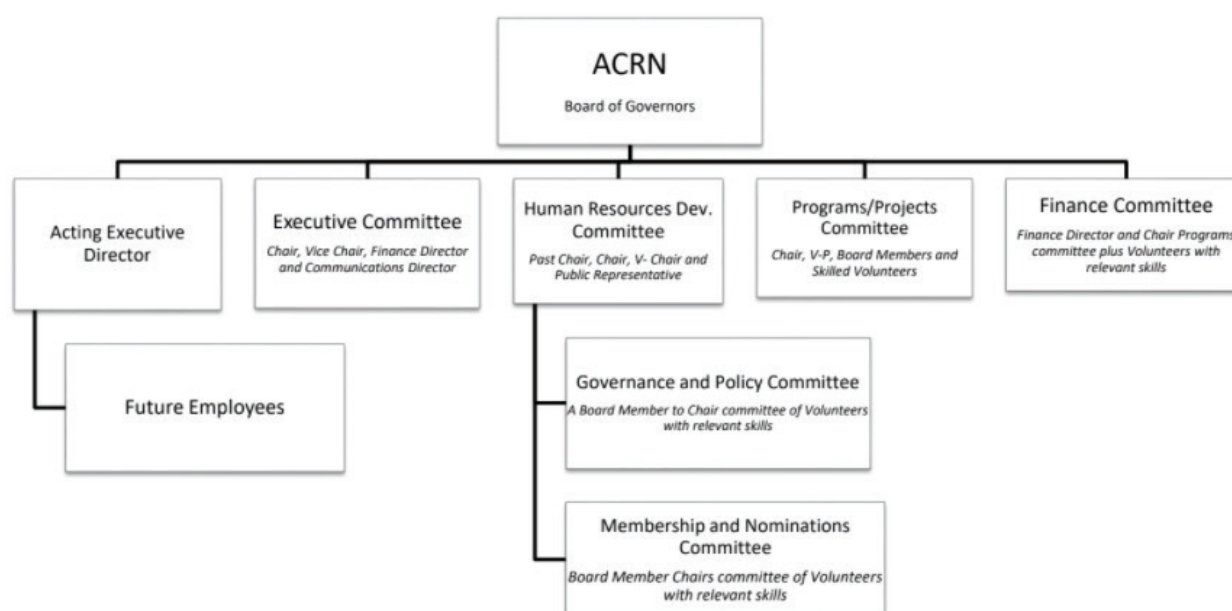
In respect to Board Governance Committee our focus in 2017 has been to:-

- *Redefine roles and responsibilities:* Building on Board discussions during 2016 and 2017, we structured ACRN Board governance under six committees - each with a Board member as the Committee chair. We started the elaboration of the Committee mandates - building on ACRN's constitutions and policy documents - this work is still work in progress. The Committee feels that this work needs to be finalized in the

course of 2018 with the help of a Consultant.

- *Establish an effective and efficient communication platform:* Communication team headed by Al worked tirelessly on communication which is now centralized and better structured through G-Drive and ACRN mail box.
- *Promote good governance:* The Board held a Board Orientation workshop as the first Board meeting. This was followed with continuous educational reminders and reference to ACRN values - referred to as Leadership in action series. The Leadership in Action Series were held quarterly designed to build capacity within and outside of ACRN Leadership. The four sessions discussed Governance, Communication, Public Funding and Career Positioning -as detailed above. Over 100 leaders and ACRN members attended these sessions.
- At the close of the year -the Governance Committee prepared resolutions building on Board discussions and recommendations aimed at strengthening ACRN as an organization and its operations.
- *Building governance and management capacity and Meet all ACRN objectives for 2017:* Most of the Directors were actively engaged in meeting the goals of ACRN - their contribution is greatly appreciated.

AFRICAN CANADIAN RESOURCE NETWORK ORGANOGRAM



Human Resource Committee

The committee was made of 4 people: Isabelle ,Christine, Meka, Carol Lafayette. At least 7 formal meeting and various informal meeting were held throughout the year.

This HR report will cover 2 areas: the AED position and the interaction project staff reports.

1. The AED was recruited on February, 01, 2017.

Initially this was a part-time position but effective November 2017 this position was changed to a full-time position. The last 3 months of full-time work have supported the HR Committee to evaluate the performance of the AED - Mr. Kiumbura Githinji as overall satisfactory – with excellence in serving as a primary contact for information and communications. He has demonstrated ability to work with a team in mobilizing resources for the organization and high level commitment in insuring the success of ARCN.

Effective March 23, the position of AED has been upgraded to ED.

As the original commitment on the part of ACRN for this position the ED will be sponsored to undertake training in the following areas in which he needs improvement: Project Management with emphasis on delegation, control and monitoring.

2. The Inter-Action Project Staff Report:

Phase I (November 2017-May 2018) of implementation of Federal Canadian Heritage -Inter-Action –ACRN Community Initiative Project- (Addressing the Intersection of Oppression (Discrimination) based on "Race", Gender and Religious Differences) includes the following deliverables:

- a) establishment of the project office;
- b) development of the project research, education and social development-design from start to the end of the project;
- c) identification of the project partners, negotiation and signing related contracts;
- d) development of the research tools and application for research ethics approval - ready to start the project implementation;
- e) monitoring, evaluation and reporting to the funders.

Implementing this work has necessitated the establishment of the following three staff positions.

- Inter-Action Project Manager (part-time) effective January 2, 2018.
- Principle Research & Social Development Officer (part time) effective March, 2018.
- Accounts (book-keeping) & Office Administrator – (part-time) effective March, 2018

The ED is mandated to manage Office Staff - which include: developing staff positions; recruitment, screening candidates and hiring, supervising, mentoring and conducting periodic evaluations, with the time and budget plan.

The ED is in the process of filling these positions with the help of a HR consultancy firm selected based on local experience, professionalism and price competitiveness. A professional and arms-length agency is able to provide this service in a transparent and timely manner.

Program/projects Committee

In summary, our projects for 2017 were as follows:-

- *In partnership with SACHM we participated in Canada 150 celebrations:* ACRN together with PSCCC and SACHM hosted a community forum on immigration, diversity and inclusion which was graced by The Hon. Minister of Immigration, Refugees and Citizenship, Hon Ahmed Hussen. More than 150 community and non-community audience attended.
- *Participated in marking Black History month and Youth Inter-Cultural Event with SACHM:* Every year we deliberately target our youth through an appropriate project and 2017 was no exception. Our final project for the year was a youth inter cultural event which featured a play, fashion show and dance co-sponsored by ACRN, SACHM and UCAS. This event was organized in partnership with SACHM, UoR and UCAS (Karibu). Our youth were mentored and empowered for effective communication and integration.



Selfie with Hon. Ahmed Hussen, Federal Minister for Immigration Refugees and Settlement at the Community Forum on Immigration, Diversity and Inclusion

- *Two Political Engagements:* Hon. Ahmed Hussen graced our Community Forum on Immigration, Diversity and Inclusion. We further held two political engagement forums featuring NDP and Sask Party leaderships. Our members had a great opportunity to engage their leaders on key issues pertinent to their wellbeing.

2. Mosaic committee

In May of 2017, ACRN invited the African community to participate in a planning workshop as a first step towards an African pavilion at Regina's Mosaic multicultural festival hosted between May 31st and June 2nd of 2018. Mosaic is organized by the Regina Multicultural Council (RMC), and is responsible for establishing the many rules and guidelines by which we must abide.



Starting in May 2017, a group of dedicated people from a number of different African communities formed a committee to organize the African Mosaic 2018 Pavilion. Romus Mwenge was selected by the committee to be the chair. The committee is comprised of members who have continued to attend the meetings and are making a big contribution to the planning process.

So far the committee has achieved the following:-

- Secured a venue and begun planning for how it will be used. We were one of the first pavilions to complete our application for the event, and pay the deposit fee.
- Develop a draft budget, with detailed planning around the main food service area
- Define sub-committees in a number of areas, and begin planning work for them: food, entertainment, bar service, decorations, finance.
- Nominate several ambassadors (senior and junior) as required. Zainabu Mwangangi is lead ambassador, joined by Asfaw Debia, and Nyasha Mwela.

- Georgette Kasongo is actively leading the effort towards an elaborate and sumptuous food menu. Because this is the first year, we cannot have a wide variety of food as we would like but we will try to have regional balance as far as possible.
- ACRN has provided the small deposit needed to allow the planning to go forward. In order to pay for the venue and supplies, we will need to do fundraising. We have established a GoFundMe website. If you would like to contribute to this worthy cause, click on the internet link >> <https://www.gofundme.com/african-pavilion-africain> and follow the steps.
- During the event we will display names of all donors above \$50 with special display section for donations over \$200. For donations of \$1000 or more the names will be included on the program handout as well as visuals among other recognitions being designed.

We are still looking for additional volunteers so feel free to ask for the Mosaic volunteer form available at the admin desk, if interested.

3. Building Committee

The committee members are Abdi Gure, Paul Adekogbe and Kiumbura Githinji. The committee met one time and had several teleconference meetings besides meetings with a real estate consultant

A community conference held in 2015 identified critical areas of needs by the African Canadians yet a follow-up conference in 2016 focused on historical and persisting barriers to integration for Canadians of African descent in Saskatchewan province. This conference noted that although there were recorded settlers in late 1890s, integration has been limited with people moving to other provinces, such as Alberta. Our strategies for establishing an enduring organization are directly related to establishing an integrated and enduring community that is equitably engaged and contributing to all aspects of society. We are committed to achieving this goal by advancing Canada's positive values, policies and initiatives and by addressing historical and persisting barriers and challenges to full participation and integration.

These objectives are partly anchored in our 5th strategic goal which is to establish a functional physical presence in Saskatchewan in form of a community center. This objective is not limited to Regina, we are hoping we can mobilize communities in Saskatoon to establish an ACRN office and eventually consider a community center.

Role of the community center

1. Host community activities such as celebrations
2. Recreational activities for our members-Gym plus
3. Host ACRN seminars, conferences and meetings
4. House ACRN administration offices as well member community association offices
5. Host youth and women programs
6. Host new immigrant support activities
7. Be a source of income through rental income, liquor and food

Geographical location

The center will be located in Regina SK.

The size of the center will be between 5000 – 7000 square feet.

The value of such a property will be CAD 500K-2M

Resource mobilization ideas for this project

Donations:

- Church properties no longer in use
- Local and federal government properties no longer in use

Buying

- Identify a suitable property
- Determine the price
- Fundraise within our membership, community and government sources
- Get funding from NGO's and or financial institutions

Signs of readiness for the project

- ACRN office operational with 3-4 employees
- An elaborate community activity every month for 12 months
- A healthy cash flow with a turnover above CAD 100,000 annually
- A motivated and engaged ACRN projects committee
- Availability of an ideal community center
- Favorable property market if we are buying one

What has been achieved.

- We have the concept and consulted Bob Friedrich– a real estate consultant.
- Projects committee is in place
- Our operation is growing in terms of activities, staff and turnover
- We have a model from the Sudan community in Edmonton (Ercoph to give insight)

4. Communications officer/Secretary

In ACRN, the “board secretary” and “director of communications” are one role, currently held by Al Kosteniuk. The focus is to fulfill article 11.3.4 of the constitution, and contribute to fulfilling article 14 (“Books and Records”). These items emphasize the importance of records-keeping, good order, and engaging the communities that comprise the membership and target audience for the African Canadian Resource Network.

With that perspective in mind, here are some of the activities in this area:

- Employ various media to raise awareness of and participation in the mission of ACRN including: Website/ Facebook/ Newsletter and TV. There was great effort towards ACRN Website and Facebook optimization.
- We did a newsletter that covered first half of 2017 and we plan to continue with Newsletters. We had a rare TV interview opportunity over the topic of youth radicalization.
- Established more regular communication with our member communities, and non-member communities and stakeholders.
- Expanded the contact list from approximately 40 to over 160 individuals, and have begun to include some translated content in French and Swahili.
- Increased the frequency and amount of content on the ACRN Facebook page, including beginning to document some events with Facebook Live.
- Supported ACRN hiring initiatives by handling job posting on the Facebook page and website.
- Introduced and standardized the organization of ACRN documents on a specific Gmail account, and using the Google Drive capabilities. This included creating the folder structure, and delivering multiple briefings and presentations, as well as some basic video training content.

Overall, it was a busy year, and progress was made in improving communication for ACRN.

Reviewed Financial Statement

African-Canadian Resource Network Inc.

For the Year End of December 31, 2017

CONTENTS

Financial Statements

- Review Engagement Report
- Statement of Financial Position
- Statement of Operations
- Statement of Changes in Net Assets
- Statement of Cash Flows
- Notes to the Financial Statements

Priority Accounting Services CPA Prof. Corp.

2144 Cornwall Street
Regina, SK, S4P 2K7
Tel: 306-565-2777
Fax: 306-565-2633

Review Engagement Report

To the Board of Directors
African-Canadian Resource Network Inc.

We have reviewed the accompanying financial statements of African-Canadian Resource Network Inc.. that comprise the statement of financial position as at December 31, 2017, and the statements of operations, statement of change in net assets and cash flows for the year then ended, and a summary of significant accounting policies and other explanatory information.

Management's Responsibility for the Financial Statements

Management is responsible for the preparation and fair presentation of these financial statements in accordance with Canadian accounting standards for Not-for-Profit organization, 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.

Accountant's Responsibility

Our responsibility is to express a conclusion on the accompanying financial statements based on our review. We conducted our review in accordance with Canadian generally accepted standards for review engagements, which require us to comply with relevant ethical requirements.

A review of financial statements in accordance with Canadian generally accepted standards for review engagements is a limited assurance engagement. The practitioner performs procedures, primarily consisting of making inquiries of management and others within the entity, as appropriate, and applying analytical procedures, and evaluates the evidence obtained.

The procedures performed in a review are substantially less in extent than, and vary in nature from, those performed in an audit conducted in accordance with Canadian generally accepted auditing standards. Accordingly, we do not express an audit opinion on these financial statements.

Conclusion

Based on our review, nothing has come to our attention that causes us to believe that the financial statements do not present fairly, in all material respects, the financial position of African-Canadian Resource Network Inc. as at December 31, 2017, and the results of its operations and its cash flows for the year then ended in accordance with Canadian accounting standards for private enterprises.

A review does not constitute an audit and consequently we do not express an audit opinion on these financial statements.

Priority Accountants CPA

Priority Accounting Services CPA Prof. Corp.
Chartered Professional Accountants

Regina, SK
March 20, 2018

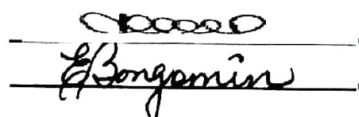
African-Canadian Resource Network Inc.

Statement of Financial Position

As At December 31, 2017

		2017	2016
Assets			
Current Assets			
Cash		\$ 875	\$ 1,536
Accounts receivable	Note 3.	78,395	5,125
Prepaid expense - African Festival		2,500	-
Total Current Assets		81,770	6,661
Property, plant and equipment, net of accumulated amortization	Note 4.	769	-
Total Assets		\$ 82,539	\$ 6,661
Liabilities and Net Assets			
Current Liabilities			
Accounts payable	Note 5.	\$ 5,499	\$ 7,281
Loans from board members		8,936	-
Deferred income - Federal Grant		43,800	-
Total Liabilities		58,235	7,281
Net Assets			
Net assets (deficit)		24,304	(620)
Total Liabilities and Net Assets		\$ 82,539	\$ 6,661

Approved on Behalf of the Board:



The accompanying notes are an integral part of these financial statements.

African-Canadian Resource Network Inc.

Statement of Operations

For the Year Ended December 31, 2017

	2017	2016
Revenue: Grants		
City of Regina	\$ 2,500	\$ -
Multi-Cultural Council of SK	3,500	3,500
SaskCulture	16,000	18,000
Grant: SACHM	10,500	-
Grant: Federal	29,200	-
Total grants revenue	61,700	21,500
Revenue: Internally Generated		
Membership Fees	682	740
Fundraising/ Ticket sales	1,147	2,498
Misc. Revenue	-	253
Total internally generated revenue	1,829	3,491
Total revenue	63,529	24,991
Operating expenses		
Salaries and wages	20,980	858
Accounting fees	2,480	2,000
Advertising	2,000	1,295
Board meeting and training	2,758	950
Interest and bank charges	347	322
Community mobilization	200	1,556
Amortization of tangible assets	495	-
Conference materials	-	1,795
Consulting fees	1,750	7,875
Cultural performance	400	925
Fundraising expenses	-	700
Meals and entertainment	1,221	3,357
Insurance	318	500
Office stationery and supplies	708	616
Misc. expenses	199	391
Rent	4,034	3,564
Travel and entertainment	131	176
Website development and maintenance	584	643
Total operating expenses	38,605	27,523

The accompanying notes are an integral part of these financial statements.

African-Canadian Resource Network Inc.

Statement of Operations

For the Year Ended December 31, 2017

	2017	2016
Excess (deficiency) of revenue over expenses	\$ 24,924	\$ (2,532)

The accompanying notes are an integral part of these financial statements.

African-Canadian Resource Network Inc.

Statement of Changes in Net Assets

For the Year Ended December 31, 2017

	2017	2016
Net assets (deficit) - beginning	\$ (620)	\$ 1,912
Excess (deficiency) of revenue over expenses	24,924	(2,532)
Net assets (deficit)	\$ 24,304	\$ (620)

The accompanying notes are an integral part of these financial statements.

African-Canadian Resource Network Inc.

Statement of Cash Flows

For the Year Ended December 31, 2017

	2017	2016
CASH FLOWS FROM OPERATING ACTIVITIES:		
Excess (deficiency) of revenue over expenses	\$ 24,924	\$ (2,532)
Changes in working capital accounts:		
Accounts receivable	(73,270)	(5,125)
Accounts payable and accrued liabilities	(1,782)	7,281
Prepaid expense	(2,500)	-
Loan from board members	8,936	-
TOTAL CASH FLOWS FROM OPERATING ACTIVITIES	(43,692)	(376)
CASH FLOWS FROM INVESTING ACTIVITIES:		
Payments to acquire property, plant, and equipment	(1,264)	-
Amortization of tangible assets	495	-
NET CASH USED BY INVESTING ACTIVITIES	(769)	-
CASH FLOWS FROM FINANCING ACTIVITIES:		
Deferred income	43,800	-
OTHER ACTIVITIES:		
Net cash increase (decreases) in cash and cash equivalents	(661)	(376)
Cash and cash equivalents at beginning of period	1,536	1,912
Cash and cash equivalents at end of period	\$ 875	\$ 1,536

The accompanying notes are an integral part of these financial statements.

African-Canadian Resource Network Inc.

Notes to the Financial Statements

For the Year Ended December 31, 2017

1. Nature of Organization

African-Canadian Resource Network (ACRN) was incorporated in September 2014 as an umbrella not-for-profit organization for people of African descent living in Saskatchewan. The ACRN is incorporated under the *Non-Profit Corporation Act, 1995 of Saskatchewan* and is exempt from income taxes under *Section 149 of the Income Tax Act, Canada*. The ACRN represents a united African-Canadian Community in Saskatchewan. It supports capacity building within the African-Canadian Community in Saskatchewan for public and business leadership and enhances social and cultural appreciation both within and outside the Community.

2. Significant Accounting Policies

The financial statements have been prepared in accordance with Canadian accounting standards for not-for-profit organizations using the following accounting policies:

a. Revenue recognition

The organization follows the deferral method of accounting for contribution. Restricted contributions are recognized as revenue in the year in which the related expenses are incurred. Unrestricted contributions are recognized as revenue when they are received or receivable if the amount to be received can be reasonably estimated and collection is reasonably assured. Endowment contributions are recognized as direct increases in net assets in the year.

Membership fees are recognized as revenue when collected.

b. Cash and cash equivalents

Cash and cash equivalent consist of petty cash and bank accounts. These are valued at cost which approximates market value.

c. Property, plant and equipment

Property, plant and equipment is carried at cost. Depreciation is calculated using the straight-line method over estimated useful lives ranging: Computer at 2 years and Office Furniture at 4 years. Depreciation expense for December 31, 2017 was \$ 495 (2016 - \$ NIL).

d. Financial instruments

Unless otherwise noted, it is management's opinion that the organization is not exposed to significant interest rate, currency or credit risks arising from these financial instruments. The fair values of these financial instruments approximate their carrying values.

e. Use of estimates

The preparation of financial statements in accordance with Canadian accounting standards for not-for-profit organizations requires management to make estimates and assumptions that affect the reported amounts of

African-Canadian Resource Network Inc.

Notes to the Financial Statements

For the Year Ended December 31, 2017

2. Significant Accounting Policies

e. Use of estimates

assets and liabilities and disclosure of contingent assets and liabilities at the date of the financial statements and the reported amounts of revenues and expenses during the reporting period. Actual results could differ from those estimates and may have impact on future periods.

f. Economic dependence

The organization receives significant revenue in grants from Provincial and Federal Government Funds. As a result, the council is dependent upon the continuance of these grants to maintain operations at their current level.

g. Non-monetary transactions

All non-monetary transactions are measured at fair value unless:

- the transaction lacks commercial substance;
- the transaction is an exchange of a product or property held for sale in the ordinary course of business for a product or property to be sold in the same line of business to facilitate sales to customers other than the parties to the exchange;
- neither the fair value of the assets or services received nor the fair value of the assets or services given up is reliably measurable; or
- the transaction is a non-monetary, non-reciprocal transfer to owners that represents a spin-off or other form of restructuring or liquidation.

A non-monetary transaction has commercial substance when an entity's future cash flows are expected to change significantly as a result of the transaction.

Volunteers contribute several hours of service to assist ACRN in carrying out its service delivery activities. However, because of the difficulty of determining their fair value, contributed services are not recognized in the financial statements .

African-Canadian Resource Network Inc.

Notes to the Financial Statements

For the Year Ended December 31, 2017

3. Receivables

Accounts receivable consist of the following:

	2017	2016
Grants: SaskCulture	\$ 4,000	\$ 5,125
Grants: Federal Government	73,000	-
Grants: City of Regina	500	-
Grants: Multicultural Council of Saskatchewan	895	-
Total	\$ 78,395	\$ 5,125

4. Property, plant and equipment

Property, plant and equipment consist of the following:

	Cost	Accumulated Depreciation	Net Book Value	2017	2016
Office Furniture	\$ 550	\$ (138)	\$ 412	\$ -	\$ -
Computer	714	(357)	357	-	-
Total	\$ 1,264	\$ (495)	\$ 769	\$ -	\$ -

5. Accounts payable and accrued expenses

Accounts payable consist of the following:

	2017	2016
Accounts payable	\$ 2,302	\$ 7,281
CPP payable	1,579	-
El payable	772	-
Employee remittances	846	-
Total	\$ 5,499	\$ 7,281

2018 Action Plan

Quarter 1

January	February	March
Board Meeting on 21st	Participate in African Canadian History Month	Host AGM in Saskatoon Sunday 25th March
African Pavilion meetings	Community mobilization through leaders and outreach officers for Inter Action Project	Community Forum with Hon. Ahmed Hussen, Minister for Immigration, Refugees and Citizenship, Marked Un Decade for People of African Descent, On March 7 th 2018
	Participation to Cultural Non-Profits Lifecycles workshop	ACRN leadership series
	ACRN Membership recruitment drive	African Pavilion Community Mobilization and fundraising
	African Pavilion Meetings	

Quarter 2

April	May	June
New Board Orientation & Meeting: Sunday 29th	Inter- Action Community Workshops	Inter- Action Community Workshops/Focus group
ACRN Membership and Fundraising Drive	African Pavilion-Mosaic 2018	African Pavilion – Mosaic 2018
	ACRN leadership series	Board Meeting on 24th
		ACRN Leadership in Action

Quarter 3

July	August	September
Inter- Action Community Workshop/Focus group	ACRN leadership series	Inter- Action Community Workshop
Board Meeting July 29th	ACRN Summer Youth Camp	Board Meeting on 23th
Partner with SACHM for Canada day on 1 st July		

Quarter 4

October	November	December
Board Meeting: Sunday 28th	Inter- Action Conference	End Year Party: Social/Volunteer recognition
	ACRN leadership series	

2018 Annual Budget and Forecast

ANNUAL BUDGET & FORECAST			
Revenue	Previous Year (Actual-Reviewed) Fiscal year 2017	Current Year (Budget) Fiscal 2017	Upcoming Year (Proposed Grant) Fiscal year 2018
Self-generated			
membership fees	\$ 682	\$ 1,200	\$ 2,500
program/service fees	1,147	3,500	5,500
fundraising/Corporate Sponsors	-	2,500	7,000
Sub-total	\$ 1,829	\$ 7,200	\$ 15,000
Grants			
SaskCulture Grant Request	\$ 16,000	20,000	\$ 20,000
City of Regina	2,500	5,000	5,000
Multicultural Council of SK	3,500	5,000	5,000
SACHM	10,500	10,500	-
Provincial Government	-	10,000	5,000
Federal Gov. (2017-20 Approved)	29,200	65,000	95,000
Sub-total	\$ 61,700	\$ 115,500	\$ 130,000
TOTAL	\$ 63,529	\$ 122,700	\$ 145,000
Expenses			
Administration			
personnel	\$ 20,980	\$ 68,750	\$ 52,200
office & rent	4,742	8,600	23,200
Bank charges, Amort & Misc	1,041	400	1,500
Sub-total	\$ 26,763	\$ 77,750	\$ 76,900
Travel/Meetings			
staff	\$ -	4,100	\$ 7,000
volunteers	131	-	15,000
AGM	-	2,000	5,000
Other – Board and training	2,758	1,150	1,200
Sub-total	\$ 2,889	\$ 7,250	\$ 28,200
Corporate Business			
professional fees	\$ 2,480	\$ 2,000	\$ 2,500
Insurance	318	800	800
other	-	-	-
Sub-total	\$ 2,798	\$ 2,800	\$ 3,300
PR and Communications			
Newsletter-Posters (advert)	2,000	\$ 2,000	\$ 10,000
other - Website	584	2,800	5,600
Sub-total	\$ 2,584	\$ 4,800	\$ 15,600
Programs /Services (list)			
Community Mobilization	\$ 200	1,500	\$ 1,800
Conference Materials	-	-	-
Children program	-	500	16,500
Consulting Fees	1,750	23,100	1,500
Cultural Performance	400	1,500	1,200
Meal & Entertainment	1,221	3,500	-
Sub-total	\$ 3,571	\$ 30,100	\$ 21,000
TOTAL	\$ 38,605	\$ 122,700	\$ 145,000
Surplus/Deficit	\$ *24,924	\$ -	\$ -
Accumulated Surplus/Deficit	\$ 24,304	\$ -	\$ -

*Note: Surplus in 2017 is part of the federal project fund that will be spent between Jan – Mar 2018.

Proposed Amendments of the Constitution

ACRN Draft Resolution initiated through the Governance and Leadership Committee

The Governance committee is mandated to facilitate updates to the Constitution and policies and to ensure that we operate accordingly– based on discussion during the past years

– here below are some draft resolutions for your consideration although we have not held a meeting lately - due to time constraints.

1. In consistency with ACRN's values and objectives, be it resolved that effective from 2018 AGM ACRN works towards an inclusive and equitable Board representative of the diversity of its membership by 2021.

Background: At the moment Board nominations and elections have not paid attention to this value. This resolution is framed within the current 5 year strategic plan. Towards this goal, 2018 AGM should aim at ensuring a minimum of 3/ out of 11 Board positions filled by women; and two positions filled by Canadians of African descent from and or associated with the Caribbean and / or African American descent. To ensure our value of unity in diversity, director positions should be represented by 11 different nationalities

2. Be resolved that **ACRN officially adopts a member capacity development practice model** – of working closely with two member organizations for two continuous years through identified areas of interest. This model has been tried with SACHM and PSCC during 2016 and 2017. For the year 2018/2019, we are looking to work closely with DOA and a Francophone member community org- to be identified as it depends on their willingness. Other member organizations are encouraged to identify projects related to areas of their interest and approach ACRN to explore possible partnership that would serve the interest of the larger community.
3. In consistency to ACRN's goal to establish a Policy Governance Board (refer to ACRN Board Candidates 2015 documents) during 2018 the Board will develop an action plan to start the process of transitioning from a working Board to a fully functioning Policy Governance Board supported by professional staff by 2021 (i.e. part of 5 year strategic plan).
4. The Board assigns Governance Committee to spell out the role and responsibilities of Past-Chair on the Board –as part of an effective succession plan. This can include the advisory role to the Executive and Board in respect to initiated projects.

5. In the interest of promoting good governance and expanding democratic practices within ACRN and member organizations, ACRN Board members and staff are encouraged to relinquish their Board position with other organization/s within 6 months of taking on position with ACRN. This would also help to avoid the possibility and/ or appearance of conflict of interest in conducting ACRN business.

Lessons Learnt

We need to work more with youth leaders for better mobilization of the youth.

Further, we have observed that working with experienced community leaders and consultants is key to ACRN success.

Deliberate and conscious effort is necessary to keep gender balance as it is unlikely to happen naturally.

It is important we remain engaged with the greater community.

We are not effectively reaching some demographics in our community in particular youth, women and seniors. We therefore need to re-design our communication to effectively speak to each demographic in our membership.

There's need for more volunteers to effectively deliver our mandate requiring an effective volunteer recruitment system.

Closing Remarks

ACRN management structure is slowly building up matched to the resources available, the need within our member communities and informed by the strategic plan.

We are steadily building capacity to deliver solutions towards better integration of our community through various supported programs.

We are winning the confidence of not only the community but our sponsors.

We are therefore forecasting a future of steady growth and positive impact to our community.

All these growth would not have been possible without the tireless dedication and great leadership from the ACRN chair, board members, volunteers and sponsors.

We take this opportunity to thank ALL for making 2017 a real success.

2017 Events Pictorial



ACRN 2017 NEW Board Elected at the AGM in Moosejaw

Back left: Akinsola Omolola; Paul Adekogbe; Paulin Apapila; Ercoph Bongomin(Vice Chair) Front left: Yassine Elbahlouli; Khadim Niang; Christine Lwanga(Past Chair) Al Kosteniuk; Isabelle Knapnang (Chair) Isaac Kwasi

Not in the photo: Abdi Gure



Moosejaw Group Photo at the AGM of 2017 in Moosejaw



Dr. Teni Araba
Guest Speaker

Director of HR, Training and Leadership Development for Driving Change Automotive Group



THE LEADERSHIP IN ACTION SERIES

Sponsored by



The Re-invention of the African Professional

Date: October 22, 2017

Time: 3.00 pm – 5.00 pm

Venue: ACRN Board Room 2505, 11th Avenue,
Conference Room #327

RSVP: acrnask.ca@gmail.com Tel. 306 580 1235

ACRN provided quarterly Leadership in Action Series as part of our capacity building programming. In 2017 four leadership workshops were held which discussed:- Governance; Communication; Public Funding; and Career Positioning.

More than 60 leaders and members attended these sessions and gained from the experience of the experts speaking at these events.



ACRN Members engaging with Saskatchewan Provincial Leaders in a Political Forum

We held two political engagement forums featuring NDP and Sask Party leaderships. ACRN members had a great opportunity to engage their leaders on key issues pertinent to their well-being.

In partnership with SACHM, UoR and UCAS (Karibu), we held a youth inter cultural event featuring a play, fashion show and dance which mentored and empowered them for effective communication.



ACRN Youth Intercultural Mobilization Play Rehearsal



ACRN Members at the AGM meeting in Moosejaw 2017

Events 2017

Emancipation Day

A Community forum on
Immigration, Diversity & Inclusion

Canada 150 & Emancipation Day

GUEST OF HONOUR:
Honourable Ahmed D. Hussein,
The Federal Minister of Immigration,
Refugees and Citizenship

VENUE: The Auditorium of the Carrefour
Horizons (Laval High School)
1440, 9th Avenue North
Regina, SK, S4R 8B1

TIME: 6:00 pm - Refreshments
6:30 pm - Program

**Monday
31st
July, 2017**

The Federal Minister will speak on:-
Immigration | Settlement and Integration | the importance of
Understanding History | Respect of Diversity | the Benefits of
Equitable Inclusion

Our Supporters

SPONSORS & HOSTS: The African Canadian Resource Network Inc. (ACRN) in
partnership with the Saskatchewan African Canadian Heritage Museum Inc. (SACHM)
and the Public Benefit Canadian Community Inc.



ACRN participants following the proceedings at the Community Forum



ACRN volunteers working with the youth

SACHM, ACRN, UCAS Year End Youth Talent Show

Saskatchewan African Canadian Heritage Museum (SACHM) African Canadian Resource Network (ACRN) Uganda Canadian Association of Saskatchewan Inc. (UCAS)

Present a play by BEAU DIXON

**December 16, 2017
at 6:30 pm**

**Carrefour Horizons
Auditorium
(Laval High School)
1440, 9th Avenue North,
Regina, S4R 8B1**

**Tickets \$15
Students \$10
Children under 10 - free**

To order tickets call 306-737-0074
Or email ugacan@sasktel.net

The proceeds will go to support a student from Uganda in pursuit of her future education

ONCE A FLAME

Please join our youth as they present a play about Marie Joseph Angélique — an African slave woman who was executed for arson in Montreal in 1734. The play will be acted in both English and French. This is a great opportunity to learn about African Canadian History.


Join us also on December 26, 2017
SACHM, UCAS & ACRN present Year End Youth Talent Show

This event is a great opportunity to find out more about SACHM, UCAS & ACRN; There will be a second showing of Once a Flame; Followed by a talent show featuring several cultural groups from Regina area.

When: December 26, 2017 at 2:30 pm
Where: Carrefour Horizon Auditorium (Laval High School)
1440, 9th Avenue North, Regina, S4R 8R1
Admission is free



AFRICAN CANADIAN RESOURCE NETWORK "MOSAIC WORKSHOP"




African Dance
Getting Ready for 2018 Mosaic

Date: 26th May 2017

VENUE: Carrefour Horizon,
1st Floor Auditorium
1440, 9th Avenue North

TIME: 1:00 – 5:00 PM

ACRN is grateful for the sponsorship of:



Ask about our new monthly leadership enrichment series on:
306 359 8227 or visit www.acrnsask.ca for more information



ACRN Leadership in Action Accessing Public/Corporate Funding Sunday, 25th June, 2017



VENUE: ACRN Boardroom, Suite# 310, 2505
11th Avenue, Regina, SK, S4P 0K6

FEE: MEMBERS \$10
NON-MEMBERS \$25

TIME: 12:30 – 4:30 PM


**Come meet and hear
from the Funders**

ACRN is grateful for the sponsorship of:



For registration and more information:
Kumbura Othini | 306 359 8227 or 306 580 1235
www.acrnsask.ca

ACRN Leadership in action series:



- Get around and about Google docs
- Effective methods for internal & external communication
- Promoting ACRN brand on limited resources

**Sunday August 27th
4.00 pm – 6.00 pm**

ACRN Board Room, Suite 310- 2505, 11th
Avenue, Regina, SK, S4P 0K6
Tel: 306 359 8227

www.acrnsask.ca

