



Annual General MEETING

REPORT | 2018

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We remain grateful for the support we receive from these partners towards our programs. We look forward to continued support and collaboration.



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

Annual General Meeting

CARREFOUR DES PLAINES AUDITORIUM

1440, 9th Avenue North, Regina, SK

Sunday, April 28th 2019

12:00 p.m. – 4:30 p.m.

ACRN is supported by:



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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



ACRN leaders and members at the 2018 AGM in Saskatoon



Community members attentive to General Romeo Dallaire's speech

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President's Message

This report is more of a reflection on where African-Canadian Resource Network (ACRN) started from, where we are at and where we are going. ACRN started with a realization that “**together we are stronger**”. People of African descent have lived in the Province of Saskatchewan for decades, started with the African-American who fled North from United States during slavery, and later more people of African descent from the Caribbean and continental Africa made Saskatchewan home.

Five years ago, few of us came to the realization that working as individual or individual country has not been effective. We strongly felt that it is important for us to start a network of people of African descent. Hence, the concept of African-Canadian Resource Network was born – with a simple but powerful concept of creating an “enduring organization of people of African descent in Saskatchewan” (a brainchild of Dr. Christine Lwanga from the Uganda-Canadian Association of SK).

As one of the founding members of ACRN who still sits on the Board, I have watched with some sense of satisfaction how African-Canadian Resource Network has grown over the years – from concept to actual establishment of ACRN as an organization and is going **strong**! Financially, our budget has grown from \$20,000 to over \$180,000 annually in four years. ACRN is also gaining recognition within the community and some import decision makers in Saskatchewan and Canada.

I recognize that we did not walk alone on this journey. We were accompanied by some of the finest people I met in Saskatchewan. The people who helped us along the way, just to mention but a few, are Paul Gingras, Outreach Consultant with SaskCulture, and Rhonda Rhonda Rosenberg, Executive Director, Multicultural Council of Saskatchewan. These two individuals assisted and continue to assist us financially, through their respective organizations as well as offering their time and generous advice anytime we needed. In addition, I would also like mention three consultants: Flo Frank of Meeting Ground Consulting, Wayne Hellquist of Future Quest Consulting and Elaine McNeil – who mentored us and helped us develop our first Strategic Plan. These individuals assisted us massively for a very small recompense, and they are just a phone call away every time we need their help.

Highlights of 2018 activities: Our activities in 2018 continue to be guided by ACRN's vision: “*Imagine a province where Canadian of African descent have equitable opportunity to be participating and contributing members of society, (and) the African-Canadian is recognized as a lead capacity development organization and united voice for member communities and individuals*” as well as ACRN five years Strategic Plan with the following five strategic goals: 1. Building a strong and effective organization, 2. Branding and establishing public awareness of ACRN, 3. Developing capacity for both organization and individual members, 4. Serving as voice for people of African descent in Saskatchewan and finally 5. Seeking ways and means to establish a physical (building) present – as a centre for African community.

The implementation of ACRN started in 2017, and we are continuing to build on past progress. I am happy to report that we have made significant progress toward achieving our strategic goals as envisioned in our five years strategic plan.

- On **building a strong and effective organization**: ACRN has hired and maintain one full time Executive Director and four casual contract employees, leased two rooms office space in 2018.

- ACRN budget is growing year over year. We also have written and submitted about six (6) grant applications targeting over \$1 million to support ACRN programs and operations. We are still waiting to hear from funders.
- On **branding and establishing public awareness of ACRN**: in addition to establishing our online presence (website and social media), ACRN participation in Mosaic 2018, African Pavilion, after over two decades of absence was a hit and has raised the profile of ACRN significantly. ACRN was exposed to over 6,700 visitors who visited the African Pavilion in three days. ACRN also conducted several radio interviews as part of Mosaic 2018 promotion. All these has contributed in raising the profile of the organization. Preparation and planning for Mosaic 2019 is well underway.
- On **developing capacity for both organization and individual members**: ACRN has partnered with at least four community organizations: (the Prairie Somali Canadian Community Centre, the Burundian Regina Community, the Congolese Network for Development and Daughters of Africa), to assist with community mobilization for Inter-Action project and have recruited some 152 volunteers during mosaic. This includes some high-profile individuals such as the Speaker of Saskatchewan Legislative Assembly, Hon. Mark Docherty, who volunteered at our mosaic 2018. In August 25th, 2018, ACRN celebrated and issued certificate of appreciations to some 85 volunteers as an encouragement and appreciation for their volunteer services. In December 2018, ACRN also appreciate three of ACRN's past chairs.
- On **serving as voice for people of African descent in Saskatchewan**: ACRN continue to engage with relevant individual and authorities on behalf of the people of African descent in Saskatchewan. On October 14th, ACRN, through a request from the office of Hon. Ralph Goodale, mobilized the community and hosted General Romeo Dallaire in Regina. The community had a very lively and fruitful discussions.
- On **seeking ways and means to establish a physical (building) present – as a centre for African community**: having a building that could be used as a centre is our aspiration. We are researching and gathering information how to achieve this goal. It is still a work in progress.

Inter-Action Project: the implementation of the Inter-Action Project was carried on in full swing in 2018. Detail of the project can be found in the project report section.

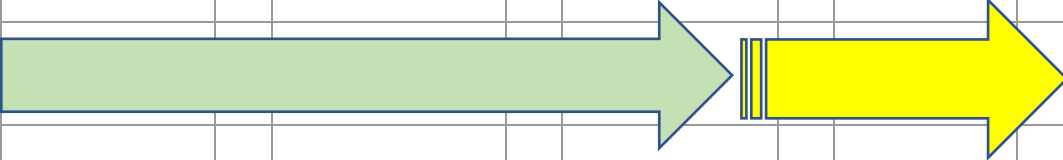
All these were made possible by the continued financial support from our funders and sponsors, hard work and dedication of staff, volunteers and the Board oversight roles – for which I am grateful. ACRN is growing and its future looks bright. I thank all volunteers, staff and Board members who dedicated their time and work very hard to get ACRN where it is at. Your sweat equity is paying off. Looking forward for more exciting report in 2019.



Ercoph Bongomin, Chair
African-Canadian Resource Network.

African-Canadian Resource Network Strategic Plan 2017-2022

Vision: We imagine a province where Canadian of African descent have equitable opportunity to be participating and contributing members of society, and the African Canadian Resource Network is recognized as a lead capacity development organization and a united voice for member community and individuals.

(1) Build a Strong and effective organization		(2) Branding & establishing a public awareness of ACRN		(3) Develop capacity of individual and organizations		(4) Serve as a voice for African Community		(5) Establish a physical building	
1.1. Develop policy framework & sustainability plan	☒	To increase, enhance & maintain positive profile of ACRN	☒	To increase organization capacity of members	☐	To develop materials that can be given to decision makers	☐	Take initiative to acquire building for community centre	☐
1.2. Implement committee structure	☒	2.1. Develop internal communication strategy	☒	3.1. Develop contact list for current and potential members	☒	4.1. Researching the need of ACRN	☐	5.1. Develop concept plan to for community needs	☐
1.3. Recruit Board based on knowledge, skills and abilities	☒	2.2. Establish and maintain with media sources	☒	3.2. Develop a process to identify needed skills	☒	4.2. Develop ACRN position of paper	☐	5.2. Develop a plan for space requirement for ACRN	☐
1.4. Provide Training for Board	☒	2.3. Develop a public communication strategy	☒	3.3. Provide training to member organizations	☐	4.3. Research history of African in SK to be use in schools	☐	5.3. Identify location and possible costs	☐
1.5. Hire support staff for ACRN	☒	2.4. Develop for increased awareness through social media	☒	3.4. Create an online calendar for special events	☒	4.4. Develop plan to meet with decision makers at all levels	☐	5.4. Take steps to establish community centre for members	☐
1.6. Develop plan for grant writing to support the ACRN	☒	2.5. Develop plan to celebrate and promote success	☒	3.5. Encourage regular participation in cultural events (i.e. mosaic)	☒				
1.7. Identify space and office space to support operations	☒								
1.8. Identify potential sponsors	☒								
1.9. Define performance measurements	☒								
1.10. Implement on going planning process	☒								

2019 Annual General Meeting Agenda

Date:	Sunday 28th April 2019
Time:	12.15 Noon –4.30 PM
Place:	CARREFOUR DES PLAINES AUDITORIUM: 1440, 9 th Avenue North, Regina, SK

Item	Description	Responsible
Noon	Arrival of Members and Registration	ALL
12:30	Lunch	Catering Firm - Lisa
1.30	Meeting Call to Order /Welcome and introductions	Chairperson
1.40	Sharing Information (Project Highlights)	Christine and Omotayo
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
	2019-04-14 (1) Motion to Approve the Agenda	Chairperson
	2019-04-14 (2) Motion to Approve minutes of previous AGM	Chairperson
	Chairperson and Directors' reports	Chairperson
	a) Chairperson:- Ercoph Bongomin b) Chair Projects committee:- Paul Adekogbe b.1:Building Projects:- Paul b.2:Mosaic:- Al c) Chair Governance Committee:- Yessine d) Treasurer's report and Auditor's report:-Khadim/Ercoph e) Chair Membership & Nomination Committee:- f) Communication Officer and Mosaic Committee Advisor:- (Al Kosteniuk) g) Saskatoon Representative:- h) Moose Jaw Representative:- i) Prince Albert Representative-	Chairperson
3.30	Coffee Break	ALL
3.45	Proposed resolutions	Chairperson
	1.Acceptance of financial statements	Chairperson
	2.Acceptance of annual report 2018	Chairperson
	2019-04-14 (3) Motion to accept the treasurer's report	Chairperson
	2019-04-14 (4) Motion to adopt all Board Reports	Chairperson
	2019-04-14 (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 MARCH 25, 2018

Date: March 25, 2018

Time: Called to order at 12:38 pm

Place: Shaw Center, Saskatoon, SK.

Attendance: Christine Lwanga, Abiolu Akinlele, Isaac Mpinda, Mike Abrala, Denis Tassiako, Sharlotte Mugerwa, Kiya Gabaury, Babatunde Raji, Samson Bwaya, Joel Wabugwe, Hussein Elmi, Saleman, Ali, Shafi Abdi, Abdinoor Ali, Sophie Adou, Muhudin Yusuf, Aissataou Niang, Al Kosteniuk, Yassine Elbahlouli, Paul Adekogbe, Isaac Egyir, Khadim Niang, Kiumbura Githinji, Kazia Katende, Ercoph Bongomin, Mustafa Bule Khassim, Allen Ssemmanda, Abdulahi Omar, Ade Otuyelle, Hussein Yesuf, Ewurabena Sackey Forsan, Olwammi Otuyelu, Isaac Wani, Katie Zdunich, Hasnau Routtow, Stephene, Julius Sendze Julius Obadina, Komu Kiumbura, Garvin, Wangigi Kiumbura, Sammy Mbugua, Eddie, Stephen Musa, , Paul Adekogbe, Lisa Odle, Tayo Emmanuel, Madeleine Mutudi, Adawe Aden Shamiso Musundire, Abdulahi Dualeh

Consultants:N/A.....**Guest:**.....N/A.....

Regrets: Meka Okochi

Part A	Lunch & Information Session
Part B.	Welcome and call to order -
1.	<p>1.1. Meeting called to order at : 12:38 pm in Saskatoon @ Shaw Centre</p> <p>1.2. Welcome remarks were made by Kiumbura and lunch was provided.</p> <p>1.3. Treaty 6 recognized (Garvin represented first nations people)</p> <p>1.4. Attendees introduced themselves</p> <p>1.5. Christine made a presentation on ACRN Inter-Action Project</p> <p>1.6. Introduction of ACRN board members done by Ercoph</p> <p>1.7. Elections Scrutineer Appointment:</p> <p>Isabelle asked for a motion for Yassine to do this (motion by Kazia, second by Eddie, voted and carried)</p> <p>1.8. ESTABLISH QUORUM: 34 hands of 44 , organizations represented included UCAS, Daughters of Africa, Somalia, Kenya, Yoruba and South Sudan Communities</p>
2.	<p>Motion to adapt 2017 AGM agenda</p> <p>Motion to approve agenda: mover; Stephen Musa, seconded: Adowe Aden; voted carried.</p>

3. Motion to adopt the minutes of last AGM

Point 6 - CORRECTION 4 position, five stood, 4 elected, one co-opted motion made by Paul Adekogbe- seconded by Allen- voted and carried

4. President and Board Committee's Reports

4.1 Report by the Chair- Isabelle

- Report Highlighted ACRN mandate and program successes and challenges for 2017
- Key highlights on her report included:-
- The ACRN Inter Action Project, what it seeks to achieve and progress.
- How to build a strong and effective organization
- Enhancing ACRN branding and recognition
- Developing capacity for ACRN and member organizations including resource mobilization.
- ACRN serving as a voice for the African Canadian Community
- Establishing a physical presence in Saskatchewan

4.2 Projects Committee Report by Abdi

- Mentioned : building committee; youth play; youth radicalization project; Mosaic; sporting activities by various African communities

4.3 Christine report for governance committee:

- Articulated ACRN mandate.
- Most of the work of ACRN is done through committees

4.4 Finance Committee Report

- Ercoph presented regarding audit report
- Khadim treasurer, presenting slide deck on 2017 results
- Ercoph presented outlook for 2018 budget

4.5 Membership and Nomination - Yassine (in absence of Akinsola)

- Presented statistics on membership

Acceptance of board reports: Yassine moved, kazia seconded.

Call for questions

- Were any projects done outside of Regina?
 - Abdi: Hiring is provincial, spending is provincial, and we aim to reach communities in at least six cities and towns in Saskatchewan.
 - Christine cited the many volunteer participant opportunities.

- Stephen Musa requested communications director to send ACRN values to member organizations (Lisa nominated Stephen Musa for membership committee)
- We need more French translation in the future

Motion to accept 2017 report as presented by the board

motion made by Kazia- seconded by Mustafa- voted and carried

5. Presentation and Discussion of Proposed Changes to the Constitution

Comments from the community on membership and gender balance

Resolution #1(page 31); As of next AGM in 2019, we need to do more

- regarding inclusiveness on board for ladies (4 of 11 for women)
- Include 2 members from Caribbean- Canadian or African American,
- Consider to have each board member come from a different country
- (Mustafa: these rules constrain competition, and reduce competence
- (CAFS ex-president does not believe that is so, a similar situation led to CAFS disruption)
- (Kazia: agreed) (Khadim: some danger in setting quotas)(Abdi: need to respect each other and the constitution, and there should be 21 days notice to any proposed amendments. Appointments should be based on competence)
- Christine: Highlighted UN principles of good governance. Values need to drive what we do. Nomination committee needs to operate year-round in identifying candidates to reflect gender and culture diversity.
- Ghanaian lady student: supporting need for diversity, and respect for women
- Ercoph: value diversity and inclusiveness.

Ercoph recommends tabling this decision till next AGM, and let Governance committee generate policy

(moved by Christine, seconded by Lisa Odle) on point of order this was not voted on because of 21 day rule.

Resolution #2 through 5

- Encouragement to the board to take the Res#1 issue for discussion

Motion to fix the constitution terminology in Article 13 reference to president/vice-president (Ercoph.)

6. Election of Directors in Vacant Board Positions

Board election

- Election was supervised by Yassine El Bahlouli (scrutineer).
- In the first round of voting, there was a three way tie for fourth place, so a second round was required, which resulted in Tayo Emmanuel Oreniyi being unsuccessful
- Newly elected board members: Madeleine Mutudi (regina, french), Adawe Aden (regina), Shamiso Musundire (Saskatoon, Abdi Gure (Regina), Abdulahi Dualeh (Saskatoon)

7. AOB

Meeting adjourned approximately 5:40 pm

8. Adjournment:

Motion to adjourn the meeting:

Moved: Lisa Seconded: Stephen Musa , Carried

Sign

Chair.....

E. Bongomin

Date.....

April 25, 2018

Secretary.....

Al. [Signature]

Date.....

Apr. 25, 2018

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		2018	2019 Status	Action
Chairperson	Ercoph Bongomin	3rd year	Yes	Elect 1 yr
Vice Chair	Abdi Gure	2nd year	No	Continue
Chair Finance Committee and Treasurer	Khadim Niang	2nd year	Yes	Elect 2 yrs
Board Sec. & Chair Communications	Al Kosteniuk	2nd year	Yes	Elect 2 yrs
Vice Chair Membership Committee	Madeleine Mutudi	2nd year	No	Discontinued
Vice Chair Finance Committee	Adawe Aden	2nd year	No	Continue
Chair Governance Committee	Yassine El Bahlouli	2nd year	Yes	Elect 2 yrs
Saskatoon Representative (Resigned)	Abdullahi Dualleh	2nd year	N/A	Resigned
Chair Projects Committee	Paul Adekogbe	2nd year	Yes	Continue
Chair Membership Committee (Resigned)	Shamiso Musundire	2nd year	N/A	Resigned
Past Chair	Isabelle Nkapnang	2nd year	Yes	Continue
Executive Director	Kiumbura Githinji	2nd year	N/A	Staff

THE IAP PROJECT TEAM

ACRN Staff & Volunteer Team

- ❑ **Executive Director:** Kiumbura Githinji, BA Econ., MBA
- ❑ **Project Manager:** Omotayo Shoyoye PMP, MBA
- ❑ **Co-PI/ Lead Researcher and Community Development Consultant:** Christine Lwanga PhD. RSW, MBA
- ❑ **Project Accounts Director:** Ercoph Bongomin, MPA, CPA, CMA.
- ❑ **Project Accounts & Admin.:** Stephen Musa
- ❑ **Project Monitoring & Evaluation:** Elaine McNeil
- ❑ **ACRN Board – Paul Adekogbe – Chair Projects**
 - **Advisor/ Comm.:** Al Kosteniuk

Community Development/Research Assistants Team:

- Mobilization & Coord. - Lisa Odle, BA
- Project Outreach Workers: Kazia Katende; Jean Claude Higirimana, Mustafa Kassim and Paulin Apapila
- Snr Comm. Dev. and Research Asst. & Lit. Review - Susan K. Gaitho, MSW
- MCoS Education Consultant - Christine van der Merwe BA, BA Psych.
- Data Analysis & Research Asst. - Oluwasegun Hassan PhD Candidate
- In-charge of Career Planning and Mentorship services - Rosemary Oju, B. Com, & M.Com.
- Member of the Conference Planning Committee - Judith Smith
- Research Asst. & In-charge of Prince Albert Participation - Samuel Kanyoro MA., BA.
- French Translations and Interpretations - Jean De Dieu Ndayahundwa

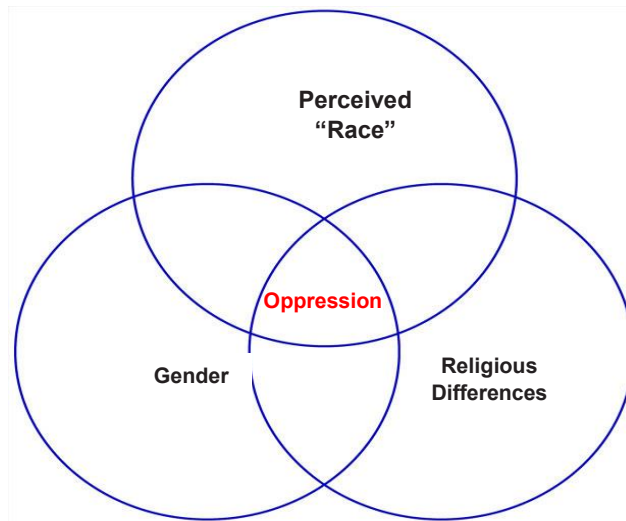
Project Advisory Committee (PAC)

Inter-Provincial University Research Team Members & Community Organizations

- Dr. Michael Baffoe, **Co-PI/** Associate Prof. Faculty of Social Work, University of Manitoba
- African Canadian Organizations of Manitoba Inc.
- Dr. Oleksandr (Sasha) Kondashov, **CoI/** Associate Prof. Faculty of Educ. &SW, Thomson Rivers University, Kamloops, BC.
- Society of African Descent - British Columbia

Inter-Action Project (IAP) Summary Report April 9, 2019

The IAP is a community participatory action research project funded by the Government of Canada – Canadian Heritage Department that is implemented in Manitoba, Saskatchewan and British Columbia (2017 to March 2020). It will highlight the human, social and economic cost of the intersectionality of oppression based on perceived ‘race and initiatives framed in post-modernist thinking, critical anti-oppressive theory and practice that seek to advance equal human worth and dignity, opportunities and, the full participation of African Descent Canadians and Immigrants



To highlight the human, social and economic cost of oppression, the project team adopted both Qualitative (through Focus Group Discussions -FGDs) and Quantitative data gathering (survey) methods among participants in the 3 provinces mentioned above. This project also includes a 6-month Intervention period after the data gathering process during which participants that require intervention would be attended to.

In addition, we will be hosting an interprovincial conference to build on the community participatory action research project. This would bring together leading academic social scientists, researchers and research scholars to exchange and share experiences and research results regarding the human, social and economic cost of oppression.

Project Achievements

- Preliminary research (literature review) on issues dealing with the root causes of racism, the barrier to integration and human, social and economic costs of racism and discrimination was completed.
- **Focus Groups and Workshops:** Qualitative data about the human, the social economic cost of the intersectionality of oppression have been gathered through FGDs held in the following provinces Saskatchewan (Regina, Saskatoon, Prince Albert, and Moose Jaw), Manitoba (Winnipeg) and British Columbia (Vancouver). These FDGs covers Canadians of African descent and Immigrants cutting across the demographics needed for the project. Quantitative Data have also been gathered from these locations.
- 6-month intervention activities are ongoing

Key Planned Activities

- Qualitative (FGDs) and Quantitative (Survey) Data Analysis - Ongoing
- Inter-Provincial Conference – **July 4-6, 2019**
- Post Intervention Data Collection and Evaluation – **August 2019**
- Project Report & Other Educational Materials - **November 2019**

The African Pavilion -Mosaic 2019 Report

AFRICAN PAVILION – MOSAIC COMMITTEE			
Volunteers	Role	Volunteers	Role
Mosaic Committee			
Romus Mwenge	Chair Pavilion Committee	Bertrand Ninteretse	Pavilion Entertainment Manager
Robert Mensah	Entertainment	Khadim Niang	Pavilion Financial Assistant
Georgette Kasongo	Pavilion Hospitality Manager	Kunle	Decorations
Al Kosteniuk	Co-chair	Lisa Isabelle Kazia	Members at Large
Ercoph Bongomin	Pavilion Financial Advisor	Asfaw D	Ambassador
Khadim Niang	Pavilion Financial Assistant	Nyasha Mwela Jennifer Wani Vibya Natana	Junior Ambassadors
Simon Asika	Beverage Manager		

African Pavilion Report Continued....

After a 10-year hiatus, the African pavilion came back at Regina's Cultural Mosaic and for the first-time people from different African countries came together at one pavilion to share their rich cultural heritage with other communities.

African Canadian Resource Network (ACRN) hosted the event inspired by the fact the African population in Saskatchewan has more than doubled recently.

The pavilion featured music, dances, food, skits and performers from all over the African continent, from Cape Town to Cairo and from Lagos to Kigali. Over 6,000 visitors passed through the African pavilion making it the second most visited after Caribbean. The vendors traded in all kinds of African fashion wear and curios. The African pavilion gave Regina residents a chance to experience the diversity of African culture besides connecting Africans across country lines. The pavilion was a great opportunity to showcase cultural diversity within African community and give people a chance to use their skills which they do not get to use much, in organizing, executing and performing.

The feedback we got claimed event was a great success.

We generated enough funds \$ 39,674.51 and spent 36, 132,62 to break even.

The small positive balance of \$3,541.89 was saved towards 2019 Mosaic.

About Nov 2018, ACRN once again invited the African community volunteers to participate in a review of the 2018 Mosaic performance. This call was made shortly after an appreciation party hosted at Laval School in Regina.

At the review meeting, it was resolved that African Pavilion was coming back to participate in Mosaic 2019. The ACRN chair announced at the review meeting that Romus Mwenge will lead the core committee for 2019.

Again, a group of dedicated people mostly those who participated last year came forward to start organizing the pavilion. The committee consists of members who are actively running different Mosaic units.

To date, the committee has achieved the following;

1. Secured the venue at Evraz Exhibition Hall A, contract has been signed and sealed.
2. A working draft budget was drawn mostly based on last year's numbers. The total budget drawn was \$35k with income expected from passport sales, food, non-food vendors and sponsors.
3. Formation of subcommittees like Kitchen + Food, Entertainment, Sales mgt/ Finance, Promo Team and Decorations + Designs teams have already started planning.
4. Ambassadors have been appointed led by Asfaw Debia, supported by junior ambassadors Jennifer Wani and Mwila Munganama.
5. Vendors invitations has been sent out and follow ups will continue until April 30.
6. Invitations to individual sponsors like Doctors and business houses have been sent out.

This year, the Pavilion will have one food vendor managed by Georgette Kasongo on behalf of the pavilion. This was necessitated by the contract signed with Evraz Place. Since African Pavilion could not afford to make a down payment or still afford the venue at Evraz place, an offer to pay 20% of total sales from food and beverages was accepted as a venue payment.

Al is directly supervising the entertainment team and they have made lots of progress. The African Pavilion will be the place to go to. Robert Mensah and Flany Ba will bring in cutting-edge entertainment to the Mosaic 2019.

Cash Sales management team will be led by Alfred Arman and supported by Eric Kimana as Finance Officer. They are inviting volunteers who have experience cashiering.

Our new bar manager Les Machazire is excited and looking to entertain our patrons with a variety of beverages. He is also looking for volunteers who can handle and deal with high traffic in the bar area.

We are still looking for volunteers in all areas, and request ACRN board, Community leaders and members to encourage their community to participate

Management and committee reports

Introduction

The mission of the African Canadian Resource Network is to serve as an umbrella organization and a collaboration that addresses the unique challenges and needs of Canadians of African descent, specifically those related to immigration, integration and full participation in Saskatchewan.

In 2018, ACRN remained active in community and leadership development staying at the forefront of articulating community unique challenges, framing and exposing them to local and federal policymakers.

This year, we have been busy implementing the Inter-Action Program-IAP (a summary report is provided under projects) and we successfully hosted the African Pavilion Mosaic 2018. Through civic support and community development programs, we have brought diverse communities with their cultures and ideas together to interact with local leaders and to mobilize resources for specific needs.

ACRN has continued to work with the Heritage Department, SaskCulture, MCoS and City of Regina among other stakeholders for programming support in way of resources and mentorship. Going forward, we are expanding our reach to IRCC and SaskLotteries for additional resources to support future programs.

Alignment with ACRN Strategic Goals

Our plan for the year was informed by these 5 strategic goals with focused attention to Goal numbers 1, 3 and 4

1. Build a strong and effective organization
2. Brand and establish public awareness of the African Canadian Resource Network
3. Mobilize and develop the capacity of individuals and member organizations
4. Serve as a voice for the African Canadian community
5. Establish a functional physical presence in Saskatchewan

ACRN staff complement has grown significantly, last year we had one staff, the ED but in 2018 we added 4 staff members (part-time) and we are continuing to bring both human and capital resources to build a strong and effective organization.

We have had numerous opportunities to promote our brand and activities through various programs.

Over 6000 people passed through the African Pavilion where ACRN emblems featured prominently.

The IAP has brought together over 150 community members to six workshops in four cities. Over 200 community members attended two community forums with two federal ministers, and we had a great opportunity to share ACRN mandate.

ACRN's social media platform had a facelift and has been a lot more active this year.

We continue to work closely with Prairies Somali Canadian Community Center - Saskatchewan, Daughters of Africa, Burundian Community in Regina, Congolese Community in the IAP.

Furthermore, we supported activities by Ugandan Canadian Association of Saskatchewan, Saskatchewan African Canadian Heritage Museum, Ghanaian Community and the South Sudanese Youth Association.

These communities are part of our membership and partnering with them in our programming aims to transfer both intellectual and capital resources to build their capacity.

In 2018 we had two community forums with senior government officials; Ministers Ahmed Hussein and Hon. Ralph Goodale. In the two events, we raised and discussed the needs of African Canadian immigrants.

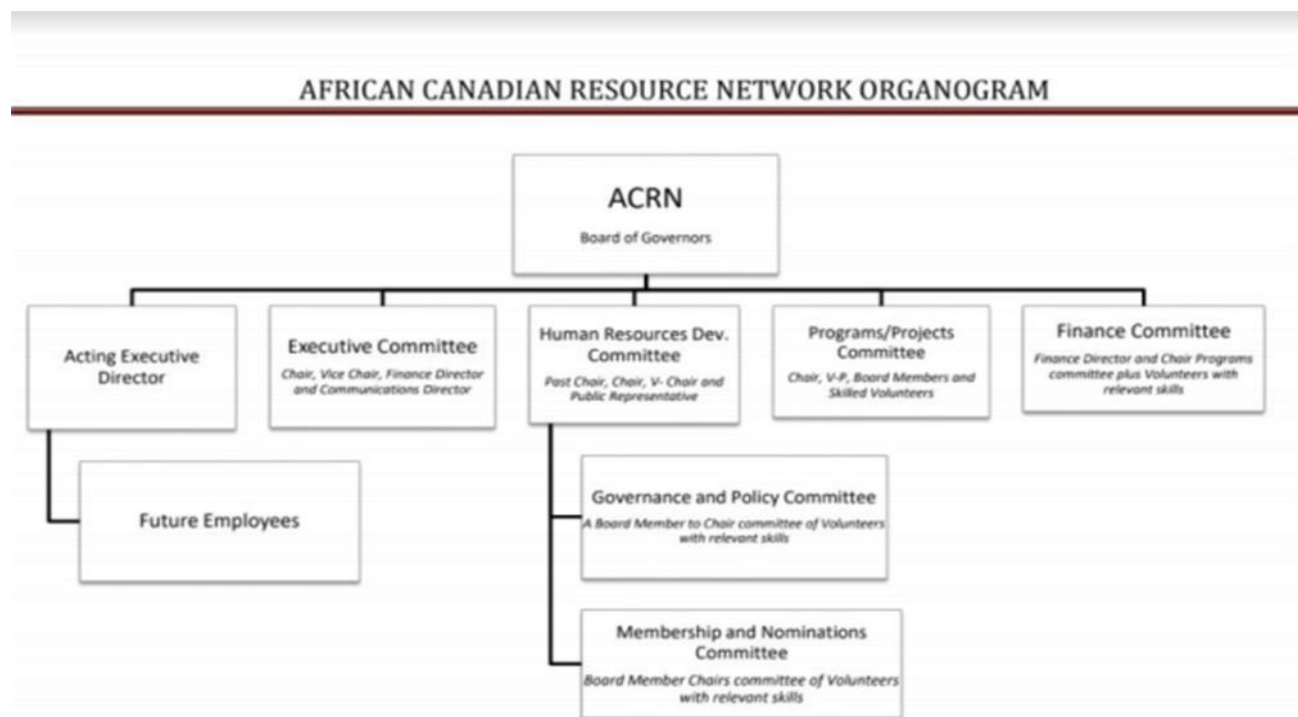
Board members and staff attended three external conferences, two external workshops, and four AGMs for (SaskCulture, Multicultural Council of Saskatchewan, SAISIA and Regina Multicultural Council) where ACRN voice was represented.

Towards establishing a physical presence, we have a committee looking into the viability and available opportunities.

The committee was mandated to come up with a proposal after consultations with sector experts and present to the board.

Governance

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.



The focus for 2018 was to: -

1. Redefine roles and responsibilities between the board and staff and transfer some roles to staff.
2. Work on gender balancing formula
3. Enhance our communication platform
4. Project Office Management Capacity building

To make progress towards these focus areas, gender policy at the board was discussed and passed.

With a skeleton staff, some roles such as finance and communication are still in the board domain and hopefully, they will transition to staff gradually.

There has been a significant effort to enhance our electronic platform and communication tools including user competency which will continue into 2019.

The project office is supported by all five staff plus six volunteers who work in collaboration with community leaders and key stakeholders.

Completed Community Enhancement Projects for 2018

1. Hosted Minister for Immigration
ACRN together with Prairies Somali Canadian Community Center (PSCCC) 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 100 community and non-community audience attended.
2. Hosted Minister Ralph Goodale and General Romeo
Over 120 community members attended a weekend community forum hosting two celebrated leaders Hon Minister Ralph Goodale and General Romeo. They encouraged African Immigrants to embrace democracy and the rule of law.
3. Supported South Sudan Youth Event and Karibu talent show.
Every year we deliberately target our youth through an appropriate project. Towards this goal on Dec. 26th, we supported the Saskatchewan African Canadian Heritage Museum (SACHM) and Uganda Canadian Association of Saskatchewan (UCAS) in planning and staging the 2018 Karibu youth talent show.

Membership and Volunteers

We planned to grow membership in all categories and achieved the following in 2018.

- a. # of Individual Members increased from 44 to 50
- b. # of Organizational members grew from 12 to 17
- c. # of Volunteers 85 excluding ACRN directors with 3550 volunteer hours

African-Canadian Resource Network Organizational Membership	
No.	Organization
1	Uganda Canadian Assoc. of Sask (UCAS) – Allan
2	Acholi Cultural Assoc. of Sask (ACAS) – Stephen
3	Prairie Somali Canadian Community Centre – Abdi
4	Sudanese Cultural Assoc. of Sask – Merghani
5	Sask. African Canadian Heritage Museum (SACHM)
6	Communaute des Africains Francophones de Saskatchewan (CAFS)
7	Sask. Congolese Network for Development
8	African Food & Cultural Festival – Georgette
9	Daughters of Africa – Kazia Kitende
10	Kenyan Community of Regina
11	Igbo Community
12	South Sudanese Youth of Canada (SSYC)
13	United Mandingo Association of Canada (UMAC)
14	Group Light
15	South Sudanese Youth
16	Yoruba Community
17	SaskCulture

African-Canadian Resource Network Individual Membership 2018 List

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

Communication and publicity

The goal for 2018 was to have effective and efficient communication between management and our audiences.

Medias used: Website/ Facebook/Emails/Brochures and Posters

There has been a great effort towards ACRN Website and Facebook optimization. We updated the website to include ACRN's service offering to the community.

2018 has been very busy for the staff and we missed out on Newsletters. Management will figure out how this will work out in this year.

Partnerships

We normally target to work closely with one or two partners in a year

In 2018, we targeted capacity building partnerships involving Daughters of Africa, Prairies Somali Canadian Community Center (PSCC) and Ugandan Canadian Association of Saskatchewan (UCAS)

The wisdom of partnership is to build relationships between diverse communities, Build leadership capacity in our community associations and pool scarce resources. We had great success working closely with these three organizations among others in a variety of programs.

Impact on the community

Our efforts must have a positive impact on the community we serve, reason we exist.

What we achieved

- Developed and continue to develop tools to help communities deal with oppression due to ethnic, gender and religious differences.
- Through IAP and Mosaic involvement we strengthened leadership and built capacity for members and member organizations.
- By organizing African descendant cultural organizations to participate in annual cultural festivities in different centers we improved intercultural and multicultural understanding.
- We improved understanding and access to public services by our members through information sharing.
- We brought many communities together and created a platform for networking.
- Involved and engaged youth in most activities bridging intergenerational gaps.
- We have increased membership and volunteer participation in community organizations
- We are steadily building a sustainable and healthy cash flow through diversified funding/sponsorship

Lessons Learnt

Dollar resources are important together with human volunteer resources for meaningful programming results.

Funded Large Projects are evidently more successful in mobilizing the community and building capacity.

With sober transparent and experienced leadership, Africans from different backgrounds can work successfully together.

When youth are positively challenged and trusted to organize themselves, they will deliver.

When we care for the people and their needs, they will step up support for our activities.

Partners will positively respond and support innovative, impactful projects that are professionally run.

ACRN - ANNUAL Budget and Forecast

BUDGET DETAILS	PREVIOUS YEAR	FOLLOW-UP YEAR	FOLLOW-UP YEAR	CURRENT YEAR
	Actuals (previous year's reviewed) Fiscal year 2017/2018__	Proposed (original budget) Fiscal year 2018/2019	Actuals (from most recent unaudited) Fiscal year 2018/2019	Proposed Fiscal year 2019/2020
EXPENSES				
A. Administration	\$ 20,980	\$ 52,200	\$ 66,530	\$ 59,000
personnel	4,034	23,200	12,202	5,000
office - rent	1,550	1,500	10,614	23,800
other				
sub-total	\$ 26,564	\$ 76,900	\$ 89,164	\$ 87,800
B. Travel/Meetings				
staff	131	7,000	8,114	14,000
volunteers	-	15,000	2,541	8,000
AGM	2,758	5,000	592	-
Other – meal/per D	1,221	1,200	-	-
sub-total	\$ 4,110	\$ 28,000	\$ 11,247	\$ 22,000
C. Corporate Business				
memberships	199	-	324	-
professional fees	4,230	19,000	14,030	18,500
Insurance	318	800	1,405	-
other	-	-	-	-
sub-total	\$ 4,747	\$ 19,800	\$ 15,759	\$ 18,500
D. PR/Communications				
Promotion/advert.	2,000	10,000	3,620	23,700
Other – website	584	5,600	1,074	-
sub-total	\$ 2,584			
E. Programs/Services (identify each)				
Cultural perform	400	1,500	8,108	6,000
Community	200	1,800	14,333	3,000
Event/Equip	-	-	8,210	12,500
rental/logistics	-	-	-	-
Sub total	\$ 600	\$ 3,300	\$ 30,651	\$ 21,500
F. Other				
African Pav sub total	-	-	25,893	30,000
TOTAL EXPENSES	\$ 38,605	\$ 145,000	177,590	203,500
REVENUES				
A. Self- generated				
membership fees	682	2,500	850	2,500
program/service	1,147	5,500	-	2,000
fees	-	7,000	3,475	5,000
fundraising - donor	-	-	3,833	4,000
sub-total	\$ 1,829	\$ 15,000	\$ 8,158	\$ 13,500
B. Grants				
SaskCulture Inc. (MIF)	16,000	20,000	14,500	20,000
City of Regina	2,500	5,000	-	-
MCoS	3,500	5,000	2,500	5,000
SACHM	10,500	-	-	-
Federal	29,200	95,000	98,800	125,000
sub-total	\$ 61,700	\$ 130,000	\$ 115,800	\$ 130,000
C. Other (identify)				
African Pav. Sub total	-	-	36,178	40,000
TOTAL REVENUE	\$ 61,000	\$ 145,000	\$ 160,136.34	\$ 203,500
SURPLUS / DEFICIT	\$ 24,000	-	\$ (17,454)	
Accumulated Surplus/Deficit	\$ 22,392	-	\$ 4,938	-

- Accumulate

African-Canadian Resource Network Inc.

Financial Statements

For the Year End of December 31, 2018

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Priority Accounting Services CPA Prof. Corp.

2144 Cornwall Street
Regina, SK, S4P2K7
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 accompany financial statements of African-Canadian Resource Network Inc. that comprise the statements of financial position as December 31, 2018, 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 for enable the preparation of financial statements that are free from material misstatement, where 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 engagement 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 the African-Canadian Resource Network Inc. as at December 31, 2018, 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
April 24, 2019

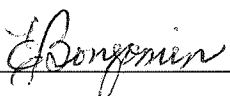
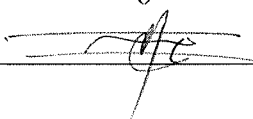
African-Canadian Resource Network Inc.

Statement of Financial Position

For the Year End of December 31, 2018

		2018	2017
Assets			
Current Assets			
Cash		\$ 18,265	\$ 875
Accounts receivable	Note 3	63,398	78,395
Prepaid expenses – African Pavilion Deposit		400	2,500
Total Current Assets		82,063	81,770
Property, plant and equipment net of accumulated amortization	Note 4	1,108	769
Total Assets		\$ 83,170	\$ 82,539
Liabilities and Net Assets			
Accounts payable	Note 5	\$ 27,493	\$ 14,437
Deferred income – Federal Grant		33,460	43,800
Total Liabilities		60,953	58,235
Net Assets			
Net Assets (deficit)		22,217	24,304
Total Liabilities and Net Assets		\$ 83,170	\$ 82,539

Approved on Behalf of the Board

The accompanying notes are integral par of these financial statements

African-Canadian Resource Network Inc.

Statement of Operations

For the Year Ended December 31, 2018

		2018	2017
Revenue:			
Grants	Note 7	\$ 135,800	\$ 61,700
Internally Generated	Note 7	45,235	1,829
Total revenue		181,035	63,529
Operating Expenses			
Mosaic – African Pavilion		37,480	-
Special events – bereavement		3,833	-
Project expenses		64,530	20,980
Consultants/Professional fees		19,209	4,230
Travel & Accommodation		7,327	-
Events / Venue		13,806	-
Promotion/communication/outreach		14,278	2,200
General Administration		22,659	11,195
		183,122	38,605
Excess (deficiency) of revenue over expenses		\$ (2,087)	\$ 24,924

The accompanying notes are integral par of these financial statements

African-Canadian Resource Network Inc.

Statement of Changes in Net Assets

For the Year Ended December 31, 2018

	2018	2017
Net assets (deficit) – beginning	\$ 24,304	\$ (620)
Excess (deficiency) of revenue over expenses	(2,087)	24,924
Net assets (deficit)	\$ 22,217	\$ 24,304

The accompanying notes are integral par of these financial statements

African-Canadian Resource Network Inc.

Statement of Cash Flow

For the Year Ended December 31, 2018

	2018	2017
CASH FLOWS FROM OPERATIONS:		
Excess (deficiency) of revenue over expenses	\$ (2,087)	\$ 24,924
Changes in working capital accounts:		
Accounts receivable	14,997	(73,270)
Accounts payable and accrued liabilities	13,058	(1,782)
Prepaid expense	2,100	(2,500)
Loan from board members	-	8,936
TOTAL CASH FLOWS FROM OPERATING ACTIVITIES	28,068	(43,692)
CASH FLOWS FROM INVESTING ACTIVITIES		
Payments to acquire property, plant and equipment	(1,111)	(1,264)
Amortization of tangible assets	773	495
NET CASH USED BY INVESTING ACTIVITIES	(338)	(769)
CASH FLOWS FROM FINANCING ACTIVITIES		
Deferred income	(10,340)	43,800
OTHER ACTIVITIES:		
Net cash increase (decreases) in cash and cash equivalents	17,390	(661)
Cash and cash equivalent at beginning of period	875	1,536
Cash and cash equivalents at the end of period	\$ 18,265	\$ 875

The accompanying notes are integral par of these financial statements

African-Canadian Resource Network Inc.

Notes to the Financial Statements

For the Year Ended December 31, 2018

1. Nature of Organization

African-Canadian Resource Network (ACRN) was incorporated in September 2014 as an umbrella not-for-profit organization for Canadian of African descent living in Saskatchewan. The ACRN is incorporated under the Not-for-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 Communities 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 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 estimate and collection 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 approximate 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 from 2 years and Office Furniture at 4 years. Depreciation expense for December 31, 2018 was 773(2017 - \$495)

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

g. Economic dependence

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

h. Non-monetary transactions

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

- The transactions lack 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

3. Receivables

Account receivable consist of the following:

	2018	2017
Grants: SaskCulture		
Grants: Federal Government	\$ 3,625	\$ 4,000
Grants: City of Regina	53,560	73,000
Grants: Multicultural Council of Saskatchewan	-	500
Regina Multicultural Council	1,500	895
Igbo Community	2,360	-
Paul Adekogbe	2,303	-
	50	-
Total	\$ 63,398	\$78,395

4. Property, plant and equipment

Property, plant and equipment consist of the following:

			2018	2017
	Cost	Accumulated Depreciation	Net Book Value	Net Book Value
Office Furniture	\$ 550	\$ 276	\$ 274	\$ 412
Computer – Laptop	714	714	-	357
Computer - Desktop	1,111	278	833	-
Total	2,375	1,268	1,107	769

6. Accounts payables and accrued expenses

Accounts payable consist of the following:

	2018	2017
Accounts payable	\$ 2,302	\$ 2,302
Accrued accounts payable	12,939	-
CPP payable	2,587	1,579
El payable	5,340	772
Employee remittances	4,325	846
Total	\$ 27,493	\$ 5,499

7. Revenue

Revenue consist of the following:

	2018	2017
Grants		
Grants: City of Regina	\$ -	\$ 2,500
Grants: SACHM	-	10,500
Grants: Multicultural Council of SK	2,500	3,500
Grants: SaskCulture	14,500	16,000
Grants: Federal Government (IAP)	118,800	29,200
Total Grants	\$ 135,800	\$ 61,700
Internally Generated		
Membership fees	\$ 1,525	\$682
Mosaic – African Pavilion	38,178	-
Donation – special purpose	3,833	-
Fundraising - miscellaneous	1,699	1,147
Total	\$ 45,235	\$ 1,829
Total Grants and Internally Generated	\$ 181,035	\$ 63,529

ACRN ACTIVITIES PLAN FOR 2019

Quarter 1

January	February	March
Apply for SaskCulture (MIF) FUNDS	Participate in African Canadian History Month	
African Pavilion meetings	Community mobilization through leaders and outreach officers for Inter Action Project	African Pavilion Meetings
IAP Confirmation of expenditure report	IAP Research Workshops in Regina and Saskatoon	Board Meeting
Community mobilization through leaders and outreach officers for Inter Action Project	IRCC Funding Application African Pavilion Meetings	African Pavilion Community Mobilization and fundraising
IAP Research Workshops in Regina and Saskatoon	MCoS-Strategic Initiative Funding Application	

Quarter 2

April	May	June
New Board Orientation & Meeting: Sunday 29th	Inter - Action Conference in Regina	ACRN Leadership in Action education session
ACRN Membership and Fundraising Drive	African Pavilion-Mosaic 2018	African Pavilion – Mosaic 2019
ACRN AGM – APRIL 28th	IAP Cash Flow report	Board Meeting

Quarter 3

July	August	September
Partner with SACHM for Canada day on 1 st July	ACRN Summer Youth Camp	Board Meeting
IAP Educational Materials	IAP Stakeholders Engagement	MCoS - Strategic Initiative Funding Application

Quarter 4

October	November	December
Civic Community Engagement	Cash Flow Report/ Interim Activity Report	End Year Social/Volunteer Recognition Event
	Board Meeting	

PROPOSED CONSTITUTIONAL AMENDMENTS

ACRN has a constitution. From time to time it is updated to better address emerging governance issues. ACRN Draft Resolution is 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 sponsored by the Chair governance committee.

- 4.3: Any non-profit, non-political and non-religious organization, representing an *African community or an African cultural heritage* which supports the aims and objectives of ACRN and abides by its Constitution and Bylaws, may be eligible for membership. Organizations may hold either regular or associate membership.

- 9.9: Voting at Members Meeting –
e. Voting by proxy is possible.

- 10.1 The Board
c. The Past Chair shall be an ex-officio member of the Board with full voting rights for up to *one term* immediately following the completion of his/her term as Chair, or until the term of the current Chair is completed.

- 10.2 Appointment and Term
c. *To delete*
d. Directors who are appointed to fill a vacancy must be confirmed at the next AGM held after their appointment.

- 10.3 Eligibility
a. A Director elected to the ACRN Board shall:
i. Be an individual *member or representing an organization member*, of at least 18 years of age;
iii. *To delete*
iv. Not have been an employee or contractor of ACRN for at least *one (1) year* prior to the date of election or appointment to the Board;

- 10.3 Election and Call for Nominations

.....
d. *Three positions in the executive board are exclusively guaranteed to gender representation and diversity.*

- 10.9 Board of Directors Meetings –

.....
b. *At least 6 meetings of the ACRN Board of Directors shall be held annually. These meetings may be held in-person, or by conference call, or by video-conference.*

INTER- ACTION PROGRAM & CIVIC EDUCATION PICTORIAL PAGE



IAP review meeting



IAP workshop at Saskatchewan Polytechnic



Community members discuss lived experiences in one of the IAP workshops



IAP workshop in session



Hon. Minister Ralph Goodale presenting General Romeo Dallaire to ACRN community members

MOSAIC 2018 PHOTOS



African Pavilion planning session



Saskatchewan residents take photo at the African village at the African pavilion



Ghanaian Divas pose after a dance at the pavilion



African sumptuous recipes at the pavilion



African youth do their thing at the pavilion



Volunteer recognition



ACRN directors visit to the speaker's office: Saskatchewan Legislative Assembly.



Ghanaian youth perform a traditional dance at ACRN end year event



Chair African Pavilion Romus Mwenge presents certificate of recognition to volunteers



Speaker of the Legislative Assembly of Saskatchewan Mark Docherty presents a certificate of recognition to ACRN past chair Christine Lwanga with Lisa Odle witnessing



A stretch out session during IAP workshop



Rwanda drumming cultural group in action during ACRN end year event

