

Belonging...

Indigenous peoples and individuals have the right to belong to an indigenous community or nation, in accordance with the traditions and customs of the community or nation concerned. No discrimination of any kind may arise from the exercise of such a right.

Article 9, UNDRIP



anfca

alberta native friendship
centres association

2022-2023 DRAFT ANNUAL REPORT

Prepared for ANFCA Board of Directors
AGM September 23-24, 2023

MESSAGE FROM THE ANFCA TEAM

Our provincial association office operates with a common vision defined by many; we work from a place of respect, with good intention, sound knowledge, and confidence in support of the people who surround us. We share a foundational belief that we each bring value to the circle, and in 2022/23 we came to better understand that we all share the responsibility for the successes and achievements of the whole – and that none are more or less important than any other who sits in the circle with us. We each have an important and valued contribution to make to our collective Friendship Centre Movement. We aspire to create cultural hubs where we all have a sense of belonging.

On behalf of the ANFCA team, we are pleased to present this overarching annual report and summary of significant achievements realized in 2022/23.

In friendship,

Joanne Mason, CEO ANFCA

MESSAGE FROM ANFCA EXECUTIVE COMMITTEE

It is always an honour to acknowledge the good work of yet another year of successful provincial operations. As our member Friendship Centres continued to respond to unprecedented challenges brought about in 2022/23, we have much to celebrate and honour. As we reflect on the year that was, we have faced and overcome some daunting challenges and found new and more meaningful ways to engage at the community level. We are grateful for the long-standing partnerships which have supported our efforts and for the new and emerging relationship we have been fostering that will help us advance important work in the years to come.

On behalf of the ANFCA Executive Committee we are honoured to work amongst such a talented team of people who make up our provincial staff and we are pleased to share this annual report with you.

In friendship,

Len Morrissette, President ANFCA



ORGANIZATIONAL OVERVIEW

Alberta Native Friendship Centres Association (ANFCA) has a current membership of 21 Friendship Centres. The ANFCA is mandated to serve its member Friendship Centres and to work with Friendship Centre representatives who form part of the ANFCA Board of Directors; who participate on the Elders' Wisdom Circle (EWC); and who send members to the Alberta Indigenous Youth Council (AIYC). By supporting Friendship Centres, ANFCA indirectly supports those individuals who access Friendship Centres' services. The ANFCA and member Friendship Centres, are in urban (rural, remote, and metropolitan) settings across the region, have a strong understanding of the needs of urban Indigenous community and have been implementing programs and services for over 60 years. While bound together with a common vision, member Friendship Centres are autonomous and are responsible to respond to needs as identified by their communities; the range of programs and services offered varies greatly and includes, but are not limited to: prenatal care and parenting support/programs, daycares, youth centres, education, employment and training programs, homeless shelters, cultural camps, and life skills programs, mental health services, health promotions, prevention and food security, anti-violence and wellness programs and services.

Respecting the autonomy of member Friendship Centres, ANFCA offers operational and administrative assistance and fulfils a significant advocacy role. With an operational foundation made possible with funding from the Government of Canada, Alberta Government, and other fund development efforts, ANFCA has created a strong base to meet the needs of its member Friendship Centres. ANFCA continues to be an active partner at the provincial and national levels and within Friendship Centre communities, addressing issues around health, housing and homelessness, education, employment and skills development, justice, violence prevention, overall child and family wellness, and upholding and advancing articles contained within Truth and Reconciliation Commission and United Nations Declaration on the Rights of Indigenous Peoples.

The ANFCA and its member Friendship Centres are part of a larger national structure led by the National Association of Friendship Centres (NAFC). The NAFC represents a national network of over 120 Friendship Centres and seven Provincial and Territorial Associations (PTAs) from coast-to-coast-to-coast, collectively this group is known as the Friendship Centre Movement.

VISION MISSION AND VALUE STATEMENTS

Working collectively with community-based Friendship Centres, Alberta Native Friendship Centres Association (ANFCA) upholds the values and beliefs of the National Friendship Centre Movement and aspires to achieve its vision and mission as established by the Provincial Board of Directors.

Vision: A healthy, thriving, culturally connected urban Indigenous community.

Mission: Alberta Native Friendship Centres Association supports active member Friendship Centres who, through program and service delivery, engage with and improve the quality of life for urban Indigenous people.



Value Statements: Alberta Native Friendship Centres Association is committed to supporting the principles and grassroots approach of the Friendship Centre Movement.

ANFCA priorities are guided by its member Friendship Centres and subsequent defined community needs.

Indigenous cultural teachings, values and identity are at the core of ANFCA. We provide opportunities for cultural sharing, focused on bridging the gap between Indigenous and non- Indigenous worldviews. All programs and services incorporate cultural values and teachings into their structures.

ANFCA is committed to creating effective, vibrant partnerships, focused on collaboration and common goals.

ANFCA respects the autonomy of its member Friendship Centres.

ANFCA supports its member Friendship Centres in creating safe, friendly, welcoming, status- blind urban hubs that provide culturally appropriate programs and services and create opportunities for Indigenous people and communities to become empowered, to enhance their leadership skills and to be fully engaged and involved in community development.

ANFCA is committed to preserving Indigenous cultures and developing awareness and understanding of the diversity between cultures. We work with member Friendship Centres to undertake research and consultation and affect policy development, coordinate information and act as a knowledge broker, advocate for Friendship Centres, build relationships and advance information on urban Indigenous people and the role Friendship Centres play in their lives, offer centralized communication and public awareness of the Alberta Friendship Centre Movement, highlight systemic barriers to urban Indigenous people's success and look for solutions to move beyond the barriers, build capacity of Friendship Centres, develop and share culturally informed resources and materials and when appropriate lead regional programs and services framework development and administration.

In response to the ANFCA 2022-2025 Rebooted Strategic Plan, ANFCA has continued to advance efforts related to Member Services, Administration and Provincial Undertakings. We are pleased to share a summary of achievements and accomplishment realised during 2022/23 in this annual report.



MEMBER SERVICES

Fund Administration

Contract Management

Data Collection

Data Analysis

Governance

Reporting

Pandemic & Natural Disaster Response

Pandemic & Natural Disaster Recovery

Rebooted Strategic Priorities: In the 2022-2025 Reboot Strategic Plan, ANFCA was tasked with a broad set of strategic directions, many of which have been acted on with measurable success, while other areas of priority were shifted due to changing government priorities, staff limitations and COVID-19. All work of ANFCA will continue to be based on upholding UNDRIP & TRC perspectives. Strategic priorities recognized as ongoing include:

Funding Administration, Contract Management and Reporting - Administration and oversight of funding for Friendship Centre operations and national programs; Administration of provincial funding agreement; Data collection, strategic planning, data analysis and reporting. Priority to provide Friendship Centres support through resource development, technical support, and training, orientations, and capacity building of the member Friendship Centres. Introduction of enhanced data collection, analysis and reporting, support to member Friendship Centres in operational areas.

Governance - Research and policy development – reviews government policies and procedures, legislation, budgets, and strategic focus to inform action priorities, technical governance support to Friendship Centres – bylaw reviews, assist with policy development, knowledge of Alberta Society's Act and tools, resources leadership training, supporting local elected officials. Supporting good governance and business practices in ANFCA and Friendship Centres.

Pandemic & Natural Disaster Response and Recovery - With attention to best understand the needs of member Friendship Centres and urban Indigenous people served at the community level, ANFCA focuses on advanced data collection, analysis and reporting on issues, outcomes and emerging needs to ensure effective advocacy at the provincial and federal levels. Building relationships with key stakeholders and partners to support the rapid response and sustainable recovery of Friendship Centres most effectively. ANFCA actively advocates for and interfaces on matters related to emergency response management and recovery.

Strategic Member Services Priorities:

To best position for sustainability, ANFCA will continue to prioritize the development and implementation of practical application processes and create opportunities for advanced skill development and resource sharing. Enhancement to data collection, analysis and reporting techniques and approaches will continue to be a priority. Focus on advancing cultural-ness of governance models and practices will remain a priority for ANFCA as will engagement of the membership on matters related to governance, strategic



planning, and reporting. Expanded leadership training through use of virtual means and resource development continues to be a need. Further exploration of importance of Membership Agreements, service standards and exploration of new allocation models will need to be prioritized as national and provincial funding negotiations continue. Lead Friendship Centre Movement in pandemic recovery.

Strategic Member Services Achievements 2022/23

Fund Administration

During the 2022/23 fiscal year ANFCA negotiated, and/or held authority of, administered and reported on over \$12.0 M of funding from 20 different funding streams or sources for the benefit of member Friendship Centres.

Contract Management

Over the fiscal year, ANFCA demonstrated exceptional fiscal stewardship of public funds and was able to successfully administer resources and data collect on deliverable and provide overarching funder reporting on a total of 130 community-based contribution agreements in a range of service areas including, though not limited to, operational administration, program and services, education, youth programming, infrastructure, youth mental health supports, COVID emergency response funding, and food security. ANFCA is a regional contract authority for multiple funding streams and sources. During 2022/23 ANFCA administered nine (9) streams of funding, which accounted for over \$12M of funding plus an additional \$7.9M of COVID specific funding which will be fully reported on during next fiscal cycle. In total, ANFCA administered 130 Contribution Agreements and/or addendums to agreements and oversaw 624 fiscal accountability reporting points during 2022/23.

Data Collection and Analysis

In partnership with NAFC and two Alberta community-based Friendship Centres, ANFCA is a lead Provincial Territorial Association (PTA) in the multi-year Bridging Across Canada database initiative, with a focus on defining data terminology and collection methods to more effectively capture current data, community-based impacts, and service points. The overarching goal of this undertaking is to better tell the Friendship Centre story to stakeholders and funders.

Governance

In an effort to best uphold, demonstrate and support the development of good governance practices, ANFCA oversees standardized orientation processes of elected and appointed officials, and supports the onboarding of community Executive Directors, while developing and delivering governance tools, resources and workshops. In 2022/23 ANFCA supported the review, revision and development of bylaws and policies and procedures, hosted quarterly Presidents' governance virtual training sessions and delivered an in-person Presidents' and Board Training event.

In 2022/23 ANFCA appointed a standing Governance Committee and Finance and Personnel Committee to support the healthy governance of the Board of Directors. The work of the standing committees is



routinely reported to the Board and has positively impacted governance practices and policies since being struck. A revised ANFCA HR Policy Guide, In Camera Session Guide, Virtual AGM and Voting Guide, have been adopted; A Code of Commitment, Disclosure of Conflict of Interest, Director Acknowledgement and Agreement, Oath of Confidentiality and New and Emerging Friendship Centre Guide have also been developed and approved for implementation. ANFCA is working with between four and six Alberta communities in the exploration of the possibility of establishing an emerging Friendship Centre. A detailed membership application process has been developed and is being used to guide inquiries of interested groups.

Business and Operational Continuity

Working in alignment with community based Executive Directors, ANFCA has continued to provide regular points of leadership engagement through standardized virtual meeting platforms during the 2022/23 year. Information sharing, resource development, and the introduction of a mentorship support network have been highlights of this fiscal year. Succession planning and transfer of administrative and organizational knowledge continue to be priority areas of focus for ANFCA and Friendship Centres alike. Working with an external subject matter expert, ANFCA has undertaken internal succession planning activities and has further worked to develop a succession planning guide for use at the community level.

Response and Recovery

Operationally, fiscal year 2022/23 was largely recognized as a year of ongoing COVID response and recovery. Given the increase in demand on local Friendship Centres for services and support in areas such as mental health, food security, housing, employment, education, access to cultural programming, youth and children programming and Elder supports, twenty-one Friendship Centres were able to effectively administer an additional \$7.9M of funding to hire 67 new staff to support local memberships by addressing needs arising from COVID. The increased human resource funds allowed Friendship Centres to hire health coordinators, additional finance/bookkeeping support, food bank and clothing bank staff, mental health workers, youth support, event planners and Elders coordinators.

37% of the \$7.9M of COVID specific funding was used to hire new staff. Additionally, 20% of these funds were used for the purchase of capital assets, including renovating buildings, updating community kitchens, creating food bank spaces, upgrading technology, creating healthier environments for staff and membership, and buying vans to secure safe transportation.

16% of the COVID specific funding was allocated to food security. In 2022/23 Friendship Centres addressed food insecurity by providing over 12,000 brown bag lunches and over 15,000 hot lunches were served with an additional 16,000 plus food boxes/hampers/food gift cards provided to community members. 20% of COVID specific funding was used for programming. This included both in person and virtual programming, purchasing materials and supplies, providing client supports, transportation, Elder care, PPE, and facility costs.



ADMINISTRATION

ANFCA Operations

An administrative oversight focus is placed on ANFCA's responsibility to provide overall strategic direction, leadership, guidance, controls, and succession planning for provincial operations. This aspect of ANFCA undertakes to interpret information, government policies and procedures, legislation, budgets and to inform strategic focus. Administratively, ANFCA works in collaboration with Friendship Centres, government officials, strategic partners, and funders to ensure member Friendship Centres are best positioned to provide input and respond with impact and influence the focus areas. Considered attention is given to understanding trends and current and emerging needs and maintaining strategic focus. Operational planning and annual reporting are key functions.

Contract Management

ANFCA Operations- Overarching operational leadership of provincial activities and compliance with contract authorities, standard business practices and generally accepted accounting practices are upheld. Fiscal accountability and effective financial stewardship of public funds is a key deliverable.

Asset Management

Fiscal Stewardship

Support to Committees

Contract Management – Negotiation and accountability master Agreements and relationships Agreements. Advocacy for enhanced funding to meet membership Friendship Centre funding requirements. Upholding and adhering to Membership Relationship Agreement and upholding Friendship Centre Code of Ethics.

Communication

Resource Management

Asset Management and Fiscal Stewardship-With a focus to ensure risk identification, management and mitigation are closely monitored, ANFCA adheres to and supports Member Friendship Centres to also increase capacity to proactively identify and address resource, human resource, operational, asset, and infrastructure concerns.

Advocacy

Partnership Development

Support ANFCA Board and Committees - Support to ANFCA committees which include the Executive Committee, the Elders' Wisdom Circle (EWC), the Alberta Indigenous Youth Council (AIYC), standing committees, and advisory committees for sector specific initiatives.

Communication – Work in collaboration to ensure positive, progressive information on member Friendship Centres is shared; oversee delivery of public messaging on ANFCA and the Alberta Friendship Centre Movement. Increase and refine internal and external communications through systems and technology channels.

Resources Management – Ensure adequate human, financial and technological capacity exists to effectively carry out the ANFCA Strategic Plan. Uphold practices that support the well-being of ANFCA staff

members and ensure team members are appropriately retained, trained (formally and informally) and appropriately compensated for scope of work.

Advocacy and Partnership Development – Development and maintenance of meaningful, reciprocally beneficial Relationship Agreements. Monitoring implementation of viable workplans and supporting positive outcomes. Review and renewal of Agreements. Advocacy within all levels of government (municipal, provincial, national) for the advancement of the Friendship Centre Movement. Participation in select councils, panels and working group.

Strategic Administrative Priorities Achievements 2022/23

Moving forward through 2022 -2023, ANFCA continued to administer pandemic response and recovery funding to support the long-term viability and sustainability of ANFCA and member Friendship Centres. Part of the strategic direction requiring attention in 2022/23 was ensuring that the ANFCA building would continue to meet current and evolving workplace needs; effectively consider and plan for eventual succession of ANFCA senior leadership; invest in technical literacy and technology resources to support the work of ANFCA and member Friendship Centres. ANFCA has continued to focus attention to the development and implementation of social enterprise opportunities to broaden available funding bases and reduction of reliance on government funding to ensure sustainable longevity of ANFCA and the Friendship Centre Movement in Alberta.

Contract Management

As part of ANFCA's responsibility to negotiate, oversee and provide accountability for core, operational and project specific funding, the Association has developed and is refining enhanced project management processes and tools. These new practices support effective delivery of deliverables, timely reporting, and increased data collection. In all, ANFCA had overarching contract management authority of 18 Contribution Agreements and 130 Agreements for the provision of service with member Friendship Centres and numerous external contractors, consultants, and service providers.

Asset Management

ANFCA's largest single asset is the provincial association office located in the Oliver area of Edmonton. Over the past decades, this building has served the work of the Association well, however, over COVID it was recognized that the building no longer met structural or operational requirements and as such, efforts are underway to demolish the existing structure and to erect a new building in its place. As of this reporting date, ANFCA has secured an architect firm and construction management firm to guide the development of the new ANFCA building, which is expected to be finalized in 2024.

Fiscal Stewardship

As a registered charitable organization, ANFCA is held to a high standard of practice and accountability related to fiscal stewardship. A newly struck Finance and Personnel Committee is overseeing the review of related policies, procedures and practices and updating the same to maintain exemplary accountability to our membership, funders, and the public at large.



Social Enterprise

Recognizing the need to explore alternative funding sources, ANFCA has secured resources to undertake a business model review of a social enterprise concept that meets an operational and fiscal viability and is within a risk management framework acceptable to the Association. A business plan for the development of this social enterprise has been finalized and ANFCA continues to work with subject matter experts in the establishment of this new enterprise.

Communication

ANFCA is a hub of communication and culturally appropriate and safe resource development. An essential role of the Association is to undertake the development and timely sharing of information tools and resources. In 2022/23, ANFCA developed Disability Awareness resources, fiscal literacy tools and games, mental health wellness resources, governance tools and policy pillars, health, wellness, and other culturally informed materials. During 2022/23, ANFCA developed **ANFCA Mental Health Moments Videos - 6 Mental Health Videos** for youth, by youth and Elders, that share tips and resources on how to ground oneself. **ANFCA Youth Leadership Trainer and Participant Manuals** - The development of Training Manuals and Participant Manuals to train youth on how to facilitate and lead workshops while effectively engaging youth.

Advocacy

ANFCA works in collaboration with member Friendship Centres to best understand local operational and community-based needs and common threads that impact the majority of Friendship Centres across the region. Over the year, ANFCA has data collected vital information to formulate perspectives and advocacy approaches to address shortcomings at the community level. In 2022/23, ANFCA participated in a national advocacy event at the House of Commons in Ottawa, Ontario. Through increased advocacy, it was successful in securing additional green infrastructure funding to address sustainability needs of community-based Friendship Centre buildings, enhanced investment readiness funding and ensured the administration of other national funding was managed regionally. ANFCA is well represented on the national technicians table and holds an important seat on the National Expert Advisory Committee which provides support and information to assist the National Negotiating Committee. Closer to home, ANFCA raised issue with and successfully advocated for an increased provincial allocation to the annual grant received through the Alberta Government.

Partnership Development

As with all partnerships, the value of outcomes is often based on the quality and volume of inputs. ANFCA has continued to strengthen and advance working relationships and agreements, both formal and informal, with Southern Alberta Institute of Technology (SAIT), Alberta Red Cross, Alberta Food Banks, Alberta Emergency Response Council, and The Alberta Council of Women's Shelters Association of Alberta Sexual Assault Services. In 2022/23 additional partnership efforts advanced new and renewed relationships with Alberta Education and Alberta Health Services.



ANFCA and Alberta Health Services (AHS) signed a renewed Relationship Agreement in 2022/23 with the purpose of the Agreement defining collaborative areas of focus and outlining the nature of the relationship between the ANFCA and AHS. From an Indigenous worldview, there is a responsibility associated with relationships. From this context, we are defined by our relationships to others and seek opportunities for learning, understanding and transformation. In this respect, ANFCA and AHS have agreed to:

- Encourage and create opportunities for cooperation.
- Build respectful relationships upon which to address the needs of Urban Indigenous people in the current provincial healthcare system.
- Collaborate on initiatives to improve the quality of health services and the health status of Urban Indigenous people; and
- Create effective and positive relationships between ANFCA and its member Alberta Friendship Centres and AHS (inclusive of provincial programs, AHS Zones, and staff).

Alberta Education - following on the heels of a preliminary research initiative and intensive relationship building, ANFCA and Alberta Education signed a Relationship Agreement designed to support ongoing efforts to address issues that affect the provision of education services for Urban Indigenous students, and to provide input and direction for the provision of educational supports and programs for Urban Indigenous students residing in Friendship Centre communities.



*ANFCA President, Len Morissette and
AHS CEO, Mauro Chies, ANFCA
Provincial Board Meeting January
2023*

PROVINCIAL UNDERTAKINGS

Health and Wellness

Provincial Programs

Special Initiatives

Children and Families

Youth

Women

Men

Elders

Green Initiatives & Infrastructure

Prevention & Awareness

ANFCA is committed to undertaking sector specific initiatives which will advance the capacity of member Friendship Centres to achieve greater reach and positive outcomes at the community level. From research and policy development, data collection, interpretation and reporting, to advocating for and working in collaboration with Friendship Centres on matters of common concern, ANFCA will act as a catalyst for advancement of culturally grounded program, service, and resource development within member Friendship Centres. Provincial undertakings are divided into three key areas of focus which includes, Health and Wellness, Provincial Programs, and Special Initiatives. For efficiency and impact, ANFCA has recalibrated the way population demographic groups are addressed from a provincial level. (Women, Men, Elders, Child/Family and Youth) continue to be strategic priorities for ANFCA. All undertakings and work conducted by ANFCA will be grounded in cultural understanding and awareness. UNDRIP Articles and TRC Calls will provide additional informed direction.

ANFCA works in collaboration with interested member Friendship Centres in the development and delivery of programs and services of common need. ANFCA is committed to further advancing priority work related to provincial/regional social enterprise opportunities; Health, Wellness, Education, Justice; Language; Physical Activity and Food Security with a demographic priority to focus efforts on Children, Youth, Families, Women, Men, and Elders.

Building on previously identified needs through focussed Special Initiatives, ANFCA continues to work on Sector Specific undertakings with a broad Friendship Centre impact and addressing short term projects undertaken with member Friendship Centres. ANFCA will continue to act as a catalyst to advance the work of Friendship Centres.

Strategic Provincial Undertakings and Achievements 2022/23

As part of ANFCA's dual role with community-based Friendship Centres, we work in collaboration with interested Friendship Centres in the delivery of sector specific programming and undertakings. In 2022/23, ANFCA worked in collaboration with Friendship Centres on 130 service agreements.

Green Infrastructure

ANFCA continues to advance priorities related to Environmental Climate Leadership and Land Stewardship – through Green Initiative/ Infrastructure, we have prioritized ongoing efforts related to Green



Initiatives and Infrastructure. Building on a strong relationship with the Southern Alberta Institute of Technology (SAIT), ANFCA was able to continue efforts to support sustainability to Friendship Centre buildings through education, awareness, linkages, and partnerships.

In addition to infrastructure advancements, ANFCA has been active in the following key undertakings:



Through energy audit assessments, the infrastructure needs for each of the demonstration hub Friendship Centres has been defined from moderate to significant and in some cases surpasses the energy efficiency retrofit aspect alone. Some structural and building envelope assessment issues were reported to partnering Friendship Centres with planning underway to assess and address long term solutions and ensure the viability of the building life cycle. In 2022/23, four Friendship Centres are undergoing building sustainability retrofits in addition to the other infrastructure updates being undertaken.

Women

Centering Relationships to End Violence is a tripartite relationship project designed to develop and implement a meaningful approach to anti-oppressive, anti-colonial relationship building and collaboration to advance inclusive, reconciliation-based approaches to improve services for Indigenous survivors of gender-based violence in Alberta.

ANFCA partners with Alberta Council of Women's Shelters the Association of Alberta Sexual Assault Services and are working to develop authentic and meaningful relationships across sectors at the provincial and community level; creating community of practice circles at provincial and local levels; and further developing the partnership framework through identifying and implementing cross-sectoral initiatives to strengthen GBV services at the local level. Bi-weekly meetings have taken place throughout

2022-2023 showing the commitment to this unique partnership. In the upcoming year, 85 individuals from within our memberships will be engaged in communities of practice at the local level.

The goal of this initiative is to develop and build authentic relationships that enhance coordination between Friendship Centres, sexual assault centres and services, and domestic violence shelters and to cultivate a deeper understanding of Indigenous experiences, thereby improving access to services in communities to better meet the needs of Indigenous survivors of violence.

MMIWG

ANFCA was able to support four (4) member Friendship Centres to enhance efforts to support both Indigenous women and girls at risk and families of MMIWs. Each participating Friendship Centre developed programming specific to their community needs including supporting individuals, families and their communities in healing, prevention and advocating for Missing and Murdered Indigenous Women and Girls (MMIWG).

The MMIWG initiatives taking place at member Friendship Centres are essential to continuing the healing process for families of MMIWs, and those Indigenous women and girls that are in vulnerable states. Prevention workshops, support groups, cultural healing events, and ceremony have been implemented in the member Friendship Centres' MMIWG programming and work to further restore wellness and balance in the lives of those impacted by MMIWG.

MMIWG programming within the four-member Friendship Centres alone has provided direct support to 428 individuals focused on prevention strategies, cultural reconnection, and community connection.

Education Supports and Data Collection

Building on the research success through Circle of Learning and the efforts of SSLIP funding administered through ANFCA during the height of COVID, ANFCA has been able to progressively move relationships forward with Alberta Education.

From a federal level, ANFCA administered funding for Friendship Centres to address Urban Indigenous students learning loss and educational gaps that were further widened due to the pandemic. The Student Support Learning Program (SSLP) provided Friendship Centres the ability to engage and enhance learning supports based on their individual community needs including:

- Support access to school supplies and increased technical connectivity.
- Delivery of afterschool tutoring and mentoring supports.
- Providing in-school advocacy, exam preparation and homework support.
- Addressing gaps in mental health and wellness supports for Indigenous youth through culturally relevant supports and culture based mental wellness and resiliency programming.
- Providing transportation to tutoring services at the Friendship Centres.
- Supporting Indigenous youth aspirations through academic and career planning.



- Providing cultural education and workshops in local schools.

The graphic below highlights the number of participants that took part or supported the SSLP program in member Friendship Centre communities:



Other notable statistics include:

- 2/3 (Two thirds) of participating Alberta Friendship Centres bought technologies to help students succeed (127 computers/tablets, calculators, drones).
- 94.4% of Friendship Centres used the SSLP funding to help support connection to culture through arts, activities, teachings, etc.
- 66.7% of Centres helped youth by advocating for their needs in schools.
- 72.2% Of Centres used funds to provide Mental Wellness supporting programs.
- 61.1% Of Centres used funds to support students by providing food and strengthening food security.

The impact of the supports Friendship Centres provided for Urban Indigenous students included increased access to culturally safe education supports, increased literacy and numeracy skills, positive self-identity, improved safety and security, and a stronger sense of community. Friendship Centres stated that SSLP has been one of the most beneficial programs delivered to Indigenous students on their education journey.

Supporting People with Disabilities



In the 2022/23 fiscal year, ANFCA undertook research to better understand the dynamics of Indigenous disability poverty in Friendship Centre communities and how best to introduce the Registered Disability Savings Plan (RDSP) to the Indigenous people that Friendship Centres support. From research conducted, ANFCA was able to define a plan to develop resources, tools, and training to respond to local and provincial needs.

Recognizing the unmet needs of many Indigenous peoples with disabilities, ANFCA was pleased to undertake advocacy and awareness work in this area. In order to build sustainable solutions and advance positive outcomes, over the year, ANFCA met with Voices for Albertans with Disabilities and expanded our relationship with Alberta Treasury Branch (ATB) to address fiscal shortcomings for those impacted by disability. Through the partnership developed with ATB - the Indigenous Relations Branch hosted three virtual workshops on the impacts of RDSP. Further to these sessions, ANFCA built a relationship with the CRA Community Outreach and Support Division (COSD) to help support Friendship Centres and Indigenous families and individuals with disabilities. The CRA COSD hosted free tax clinics in six Friendship Centres.

Elders

Ageism Consultation: ANFCA undertook a consultation with 20 members of the ANFCA Elders' Wisdom circle, comprised of Elders from across the Friendship Centre Movement in Alberta, to document the experiences of Urban Indigenous Elders regarding ageism. Through ANFCA's Consultation, health and health care, as well as safety and security concerning elder abuse, were recognized as the themes needing the most urgent attention. Other areas of concern included the feeling of isolation, lack of transportation, ingenuine aid from healthcare, lack of technological development opportunities, micro-aggressions in employment, and distress while accessing social support.

Ageism is one of the most socially accepted, normalized, and tolerated forms of discrimination. It is stereotyping and discrimination against individuals or groups based on their age. Ageism, like racism, assumes that all people of a group (i.e., older people) are the same. When ageism and racism are combined it creates aggravating forms of discrimination and can cause an increased risk of dehumanization of Indigenous Elders/Seniors as noted in the stories from the Urban Indigenous Elders our Friendship Centres serve.

The 21 Friendship Centres across Alberta have created safe, friendly, welcoming, status-blind urban hubs that provide culturally appropriate programs and services and create opportunities for Indigenous people and communities to become empowered, enhance their leadership skills and be fully engaged and involved in community development with a range of programs that provide safe, reliable, and culturally relevant services. Friendship Centres have always put Elders at the heart of their work and have provided relevant services to meet their needs. Ageism issues are difficult to navigate without support to provide the necessary programs and services.

From this effort, ANFCA has documented current and emerging support/programming needs identified by Elders. These findings will serve to inform a provincial action plan to address the needs of Elders through the ANFCA and Friendship Centre Movement.



Elder Supports

In addition to the research undertaken in 2022/23, ANFCA also provided enhanced support and engagement of Elders by hosting monthly intergenerational mentoring sessions. Over the year, 51 Elders were supported, and 66 youth were mentored resulting in over one hundred and ninety-one cumulative hours (191) hours of engagement which included intergenerational workshop activities, skills training, and cultural events.

Additionally, ANFCA facilitated discussion of the Truth and Reconciliation Commission and how to proceed, discussion of impacts of ageism, and building youth and Elder relationships through various gatherings. Over 550 hours of engagement and participation were recorded in this activity stream.

Elders guided committee engagement sessions regularly, providing mentorship to Alberta Native Friendship Centres Association and their staff. With up to twenty-one (21) hours of mentorship to the Association within the last year.

ANFCA was able to support Elders in addressing social isolation resulting from COVID-19. Elders were given an opportunity to support and mentor each other biweekly in online sessions. Mentorship included finding medicines, activities to promote health and wellness, reconnection to the Cree language and support in illness and loss. These conversations provided Elders sixty-two (62) hours of cumulative connection.

ANFCA was able to further support Elders from across the region by providing one hundred sixty-two (162) Wisdom Bundles containing Physical, Mental, Emotional and Spiritual health-promoting items.

Prevention

Protecting Our Sacred Fires (POSF) is a youth-led human trafficking and sexual exploitation prevention program. POSF has engaged youth from Friendship Centre communities and Alberta-based Indigenous conferences with over **250 Youth Leadership page views** promoting the opportunity to become agents of change in their Friendship Centre communities.

- Engaged over **6100 individuals** through social media campaigns on Human Trafficking and Violence Prevention.
- Conducted **10 workshops** for Friendship Centre youth.
- Educated **250 Urban Indigenous** youth across Alberta through the Rise Up Youth Conference and Spirit Seekers Conference.

Youth

As part of the core operations of ANFCA, Alberta Indigenous Youth Council (AIYC) continues to meet at regularly scheduled intervals and provides both guidance and perspective to matters related to youth at a provincial level. During the three scheduled sessions, youth representatives engaged in governance discussions and helped inform the work of and planning for the federally funded Rise Up Youth Initiative. At the AIYC's request, ANFCA accepted the recommendation to change the council's name



from Alberta Aboriginal Youth Council to Alberta Indigenous Youth Council. As part of the cultural transmission of knowledge that occurs between youth and Elders through provincial dialogues, the AIYC and Elders' Wisdom Circle (EWC) took part in a facilitated conversation on truth and reconciliation and what it means, from the Elders, as the immediate survivors of residential schools, and then from the youth perspective as it will be the youth, who will be charting the path forward.

During 2022/23, ANFCA hosted the annual Youth and Elders' Gathering (YEG) in a virtual format over a standard annual 3-day event program. Twenty-three (23) participants joined the event from across the province.

Over the last fiscal year, the Rise Up Youth Leadership initiative continued its scheduled program delivery and saw consistent youth engagement during weekly virtual sessions. Utilizing a traditional Medicine Wheel approach created a culturally safe environment for everyone. New guest speakers, Elders, and virtual activities/topics featured each week focused on youths' mental, emotional, physical, and spiritual well-being.

Throughout 2022/23, Rise Up supported the youth engagement of 21 youth participants from across the region. Rise Up youth consistently volunteered in their own communities, accumulating an impressive collective 3,605 hours of community services while encouraging others to become involved in volunteerism. Through this program we observed youth participants had consistent participation and engagement, increased youth civic awareness and engagement in social development as youth remained actively involved in workshops on UNDRIP, the TRC, Protecting our Sacred Fires, and other cultural and multigenerational learning opportunities. There also was increased active youth involvement in Friendship Centre governance and decision-making processes, thereby encouraging an increase in self-confidence and leadership abilities.

Seventy-five (75) youth attended the 4th Annual Rise Up Youth Forum hosted in 2022/23. During the forum, youth were able to participate in training and learning sessions hosted by Elders, Knowledge Keepers, local youth leaders and peer mentors. Keynote Speakers included Leroy Little Bear, Dallas Arcand, and Janice Makokis. Workshops included EmpoweredMe "The Power of Words", Financial Literacy, Bullying: A Cause and Effect Relationship, and much more. Youth expressed the positive impacts of Rise Up, how they have found their voice, built their confidence, developed new skills/knowledge in civic and community engagement, grown as individuals, learned about transitional skills and self-marketing, post-secondary education planning & available financial resources, financial literacy & basic budgeting, effective communication skills & the power of words, interpersonal relationship skills, bullying and mental health, and health & wellness advocacy and sustainability.

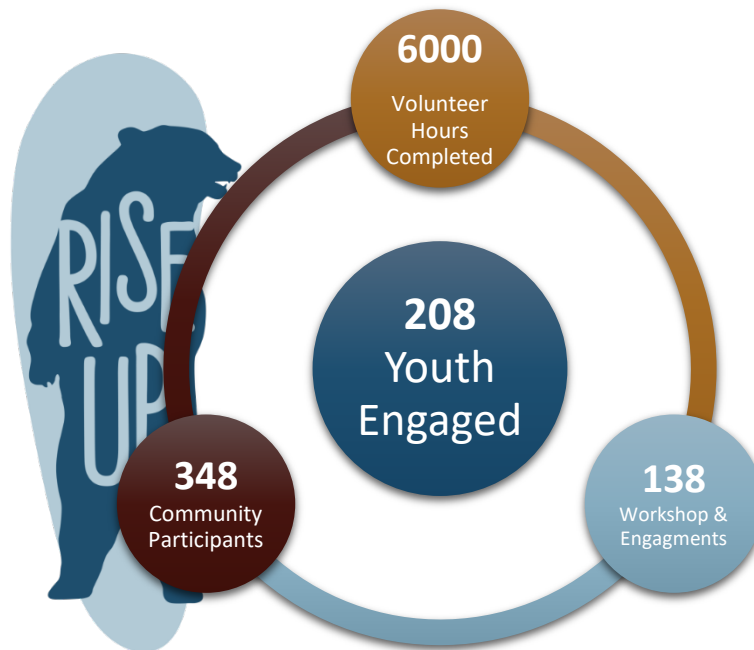
Youth Engagement

AIYC Facebook Page Engagement for the Fiscal year: **22,698** Reached Users, **384** Facebook Page Likes, **417** Facebook Followers



ANFCA Conducted an external evaluation of Rise Up 2020/21 which highlighted:

- **Rise Up: Empowering Urban Indigenous Youth Program Evaluation** - An evaluation of Rise Up from 2019 - 2022.



"Rise Up provides Indigenous youth with a unique context to forge crucial social connections, explore cultural teaching and identity, and build the confidence needed for active participation in local leadership opportunities. Its province-wide reach and multi-generational approach enrich the participants by granting them exposure to voices and experiences that change their perceptions."

"The Rise Up students and facilitators universally agree that the program is achieving its goals of increasing leadership development, cultural teaching, and youth participation. This remarkable result is the strongest possible endorsement for the program, and the most persuasive case for ensuring that it continues."

"Rise Up has helped me getting over the fear of talking and has taught me to be a leader. Showed me that I'm not alone in what I go through and that I can make a difference. Before Rise Up, I never thought I could make a difference and being a part of Rise Up showed me I can do it even if times get bad. I learn from my mistakes and can grow from it. It has taught me that my voice is powerful, and I can use it to educate others about my culture or the UNDRIP articles and TRC. Rise Up has made a difference in my life and giving me the strength to keep going." - Rise Up Youth Participant Quote



Financial Performance

Year Ended March 31, 2023 (with comparative figures for 2022)

	2022-2023	2021-2022
<u>REVENUES</u>		
Programs - Grants	\$11,957,982	\$17,053,118
Administrative	811,237	0
Interest	156,678	30,191
Rental	48,882	0
Donations	33,764	88,008
Other	1,310	0
	<u>13,009,853</u>	<u>17,171,317</u>
<u>EXPENSES</u>		
Friendship Centre Grants	10,203,737	14,139,255
Human Resources	1,498,011	1,939,929
Office Operations	99,349	69,558
General & Administrative	186,586	508,460
Other	150,991	196
	<u>12,138,674</u>	<u>16,657,398</u>
Excess of Revenues over Expenses	\$871,179	\$513,919

\$10.2M
distributed to
Friendship
Centres

25
Programs
Managed

130
Contribution
Agreements

