


**THE STRONG ONE. THE BRAVE ONE. THE COLLECTIVE ONE. THE INSPIRING
ONE. THE DETERMINED ONE. THE ONE WHO GIVES HER TIME. THE ONE WHO
GIVES HIS HEART. THE ONE WHO CREATES. THE ONE WHO LENDS
AN EAR. THE ONE WHO OFFERS A SHOULDER. THE ONE WHO
MAKES SURE THAT NO ONE GOES WITHOUT.**



We are Immigrant Services Calgary and we are committed to making sure that everyone in the community has access to the things they need. Every volunteer, immigrant and dedicated staff member has a unique and powerful voice. It's when we put them together that we can really be heard.

390

IMMIGRANT
SERVICES
CALGARY
VOLUNTEERS

160

COUNTRIES
OF ORIGIN
OF CLIENTS

126

LANGUAGES
SPOKEN BY
CLIENTS

18,242

IMMIGRANT
SERVICES
CALGARY
CLIENTS

72

LANGUAGES
SPOKEN BY
STAFF AND
VOLUNTEERS

16,340

VOLUNTEER
HOURS

547

IMMIGRANT
SERVICES
CALGARY
WORKSHOPS
FOR CLIENTS

ANNUAL REPORT



.....
**IMMIGRANT
SERVICES CALGARY**
.....

TWO THOUSAND AND EIGHT - NINE

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THANK YOU

We would like to thank each individual and organization that has united with us over the past year in our commitment to equality, inclusion, and diversity. Together we are recognizing and facilitating the significant positive contributions that immigrants and refugees make to Calgary.

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MISSION

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IMMIGRANT SERVICES CALGARY
IS DEDICATED TO ENSURING THAT IMMIGRANTS
AND THEIR FAMILIES HAVE THE OPPORTUNITY
TO BECOME FULL PARTICIPANTS, BOTH AS BENEFICIARIES
AND CONTRIBUTORS, IN CANADIAN SOCIETY.

Immigrant Services Calgary is one of
Alberta's longest serving and most comprehensive
settlement agencies. Under the name of the Calgary Immigrant
Aid Society, the agency was established in 1977 to work with
immigrants and refugees making their homes in Calgary.

As the agency has grown over the years, the spirit of Immigrant Services Calgary has continued to remain the same. Recognizing that immigrants and refugees bring unique strengths and benefits to the Calgary community, Immigrant Services Calgary believes that through guidance and encouragement, equality and inclusion, immigrants and refugees become important members and contributors to the Calgary community.

VISION

IMMIGRANTS AND THEIR FAMILIES
WILL HAVE EQUAL OPPORTUNITY TO PARTICIPATE FULLY
IN AN OPEN, INCLUSIVE CANADIAN SOCIETY.

The immigrants and refugees who
walk through our doors every day are incredible individuals
enriching Canada with their diverse backgrounds,
experiences and talents.

In every conversation that we have with a newcomer, we are reminded that we live in a prosperous and beautiful country where opportunities are unparalleled. We are also reminded that by providing services in more than 70 languages and a supportive environment to ask questions and find answers, we are helping newcomers access these opportunities.

VALUES

IMMIGRANT SERVICES CALGARY IS
COMMITTED TO THE VALUES OF
EQUALITY, INCLUSION,
DIVERSITY AND ACCOUNTABILITY.

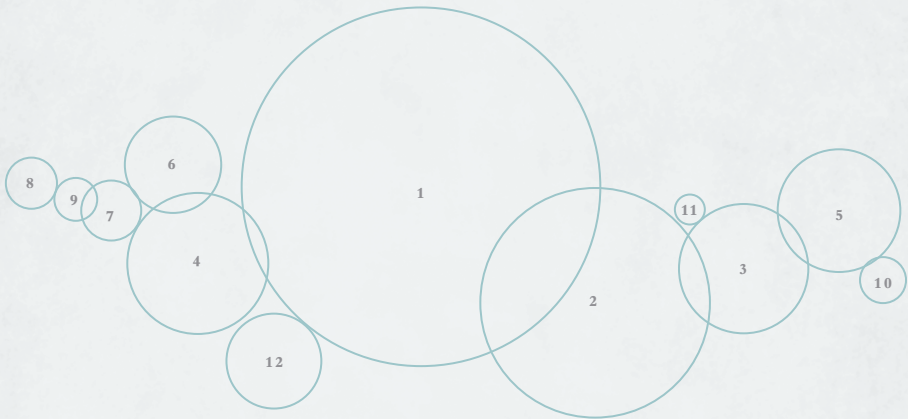
Settling in Canada, finding employment, accessing
language training, sending children to
Canadian schools, becoming a part of the Calgary community –
each of these tasks is riddled with complex questions for immigrants
and refugees arriving in Canada.

We share in the process of making connections because we recognize that both immigrants and the Calgary
community become richer through and because of the experience.

FUNDERS

2008 - 2009

Thank you for being an important contributor to our vision.
Working together as one by providing support to us in
2008-09 totalling over \$6,600,000, you are helping make the voice
of newcomers become one with the community.



1. CITIZENSHIP & IMMIGRATION CANADA	35.6%
2. ALBERTA EMPLOYMENT AND IMMIGRATION	16.7%
3. PUBLIC HEALTH AGENCY OF CANADA	8.2%
4. UNITED WAY OF CALGARY AND AREA	9.0%
5. SERVICE CANADA	8.0%
6. CALGARY AND AREA CHILD AND FAMILY SERVICES AUTHORITY	6.4%
7. CITY OF CALGARY (FCSS)	3.4%
8. ALBERTA LOTTERY FUND	2.2%
9. IMMIGRANTS OF DISTINCTION AWARDS AND CASINO	1.9%
10. CORPORATIONS/FOUNDATIONS <i>including Nexen Inc., Talisman Energy Inc., Trico Homes Inc.</i>	1.8%
11. ALBERTA ADVANCED EDUCATION AND TECHNOLOGY	0.6%
12. OTHERS <i>including Calgary Learns</i>	6.2%
TOTAL	100%

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INTEGRATED APPROACH

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Immigrant Services Calgary appreciates the valuable contributions immigrants make to Canada while also understanding the difficult challenges of settlement in a new country. We work together with immigrants to help them realize the full potential of their new lives in Calgary through:

INTERPRETATION AND TRANSLATION
 ASSESSMENT OF ENGLISH AND LITERACY SKILLS
 CITIZENSHIP CLASSES
 COMMUNITY SERVICES INFORMATION
 CAREER, EDUCATIONAL AND VOCATIONAL PLANNING
 TEMPORARY FOREIGN WORKERS ASSISTANCE
 CANADIAN WORK EXPERIENCE OPPORTUNITIES
 CANADIAN SCHOOL SYSTEM PREPARATION PROGRAMS
 PRE- AND POST-NATAL PROGRAMS
 VOLUNTEER OPPORTUNITIES
 FIRST LANGUAGE SUPPORT
 MENTORSHIP OPPORTUNITIES
 PARENT SUPPORT GROUPS
 FAMILY LITERACY PROGRAMS
 MEN'S PROGRAMS
 SENIORS' PROGRAMS

REPORT *from the* BOARD

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R. W. (BOB) ROBINSON

.....

PH.D., R. PSYCH.

CHAIR, BOARD OF DIRECTORS
IMMIGRANT SERVICES CALGARY

I am not only a Chair Leader, I am a Cheer Leader.
Let's keep the spirit soaring – it could be catching.

The 2008-09 year was a time of transition for Immigrant Services Calgary. Internally, the agency welcomed Din Ladak as the new Chief Executive Officer of the agency. Under his leadership, Immigrant Services Calgary experienced another year of growth and diversification of programming. Externally, the agency experienced another transition along with the rest of Calgary's corporate and non-profit community away from a booming Alberta economy to the current recession.

With the economic recession, the work done at Immigrant Services Calgary is as valuable to our community, city and country as it was during times of prosperity. The challenges of newcomers have started to shift with the economic downturn, and our services and programs are responding to ensure the successful settlement of newcomers as they search for employment and a new place to call home. These are the first stepping stones to achieving their personal and career goals in Canada, and we believe it is important to work together with newcomers to lay this foundation for a successful future. Through the diverse range of programs offered at Immigrant Services Calgary, the agency is well positioned to offer support in all the areas of settlement, translation, language assessment and referral as well as specialized programming for children, youth, adults and seniors.

As the targeted levels of immigrants coming to Canada, to Alberta and to Calgary continue to increase over at least the next three years, Immigrant Services Calgary will continue to evolve to help meet the needs of those settling in Calgary. The successful transitions that we have made over the last year show that we have the capacity to continue to meet new challenges. We envision a Canada that works together to rebuild our economy stronger than ever before. Our programs and services are helping make this a reality for newcomers and their families who are committed to becoming beneficiaries and contributors in Canadian society. Thank you to our funders who make the invaluable work done at the agency possible.

On a personal note, I want to let the community know the exceptional pride the Board of Directors holds in being the entrusted stewards for such a fine agency. With the storied history of its inception as Calgary Immigrant Aid Society, its bustling presence in the every day life of Canadian newcomers, and with a bright future as Immigrant Services Calgary, we hope to always light a promising path for a reciprocally rewarding and productive life for our clients and families. Those words would be platitudes, if it were not for the can-do attitude of our volunteers, the global village of an extraordinarily dedicated staff, and the vibrancy of the senior management team. It just would not happen were we not to be so fortunate in our people power, nor would it happen without the vision and the guiding and coaxing hand of our Chief Executive Officer, Din Ladak. Din is simply stretching our imagination far over the current horizon. A grand set of achievements on the anniversary of his first year at the helm.

REPORT *from the CEO*

.....
D I N L A D A K
.....

B.S.C., BSW, MSW
CHIEF EXECUTIVE OFFICER
IMMIGRANT SERVICES CALGARY

It has been a little over a year since I started with Immigrant Services Calgary, and it has been nothing short of a stellar year. The opportunity to lead the group of committed and dedicated people that work at Immigrant Services Calgary has been a real honour, and it has been exciting to see the growth and achievements of the agency.

Thank you to our funding partners. Through your help, our agency has evolved over time. We have a diverse range of programs and are able to respond to a variety of emerging needs. With our growth in programming, we officially reached the milestone of one hundred staff members: staff members who are all devoted to ensuring that immigrants and refugees have the opportunity to contribute and participate in the Calgary community.

The programs and services at Immigrant Services Calgary continue to attract more clients from increasingly diverse backgrounds, and we remain steadfastly anchored to creating a better quality of life for all newcomers to Canada. Through the work of our staff and volunteers, we strive to continue to build on our collective efforts to create one voice that fosters a strong enabling environment for all new Canadians. In July 2008, the agency received funding for the Temporary Foreign Worker Program. This program provides information, orientation, interpretation and supportive counselling to temporary foreign workers and their families. After just one year of providing these services, it is evident that this program heralds a turning point for many temporary foreign workers by creating a supportive environment for these workers and their families. Late last spring we launched the Integrated Women's Mentorship Program and more recently the Parents as Volunteers and Partners Program. These programs, as part of the Mosaic Family Resource Centre, have enabled the Centre to expand its holistic approach to providing services to immigrant and refugee families; an essential part of the mandate of the Centre.

As we review the accomplishments and successes of the past year, we are humbled and proud of what we have accomplished. The pulse of the agency is filled with monumental work, and it is reassuring to see that the doors we help new Canadians open lead to success, inclusion, equity and greater civic engagement. In reviewing this past year, we are reminded that the conviction of the agency is to continue building a Calgary that is accessible and inclusive for immigrants. We are well on our way to making all the voices we work with more harmonious, and salute the work done by all our stakeholders in making this reality happen. Thank you to our volunteers, staff, Board of Directors, funding partners and most of all to the people we serve at the agency. You bring hope and determination, and with that in place we will move onwards and upwards!

SETTLEMENT AND LANGUAGE BANK CENTRE

The Settlement and Language Bank Centre plays a critical role in facilitating a successful settlement process for new immigrants and refugees arriving in Calgary. Settlement counsellors work with clients in their first language to identify resources and services that guide them through the settlement process. The Language Bank provides new Canadians access to certified translation and interpretation services to assist them in successfully entering the professional job market in the shortest possible time.

- In 2008-09, the Settlement and Language Bank Centre expanded the number of counsellors providing settlement services. Adding settlement counsellors who speak languages including Somali or Amharic has enhanced the ability of the agency to serve an increasingly diverse clientele with new and emerging language and settlement needs.
- Over the past few years, the employment of temporary foreign workers as a solution to the growing labour shortages in Calgary and across Alberta has risen significantly. In 2008, as the numbers of temporary foreign workers coming to Alberta continued to increase, Immigrant Services Calgary began responding to the needs of this particular population through the Temporary Foreign Worker Program. Since July 2008, the program has assisted 513 temporary foreign workers as they make Alberta their temporary home.
- In 2008, the Language Bank received increased funding to build the capacity of the Centre in providing job-related translations for adult immigrants and their families. The increased support has helped bridge a gap between potential employers and immigrants with educational credentials from different countries of origin.

SETTLEMENT SERVICES

4,086
CLIENTS SERVED

126
COUNTRIES
OF ORIGIN

390
VOLUNTEERS

16,340
VOLUNTEER HOURS

52
LANGUAGES SPOKEN
BY CLIENTS

LANGUAGE BANK SERVICES

58

LANGUAGES SPOKEN BY CLIENTS

1,217

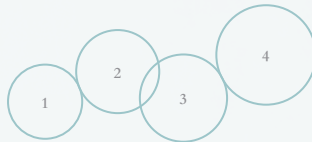
NUMBER OF TRANSLATIONS

795

NUMBER OF INTERPRETATIONS

CLIENTS SERVED BY SETTLEMENT SERVICES

2005 - 2009



	% GROWTH
1. 2005-2006	8% + 3,041
2. 2006-2007	12% + 3,417
3. 2007-2008	5% + 3,586
4. 2008-2009	14% + 4,086

LEADING COUNTRIES OF ORIGIN

1. CHINA
2. COLOMBIA
3. MEXICO
4. INDIA
5. PAKISTAN
6. RUSSIA
7. IRAN
8. SUDAN
9. ETHIOPIA
10. THE PHILIPPINES

IMMIGRANT LANGUAGE AND VOCATIONAL ASSESSMENT- REFERRAL CENTRE (ILVARC)

In 2008-09, ILVARC continued to facilitate the advancement of immigrants' and refugees' language, career, vocational, educational and employability goals through collaborative efforts with other services providers.

- Demand for ILVARC services continued to increase during the 2008-09 fiscal year as Calgary became the fourth destination of choice for immigrants and refugees arriving in Canada.
- In October 2008, assessors were trained in the administration of the Enhanced Language Training Placement Assessment (ELTPA 6-10). This assessment tool enables the Centre to better and more accurately assess adult immigrants and refugees, largely internationally trained professionals and trades people, for placement in Enhanced Language Training programs. Evaluating language skills representative of work-readiness settings, the assessment distinguishes communicative competence in four skill areas.
- The Assessment Team took part in the ELTPA (6-10) concurrent validity study representing the second stage of the national ELTPA (6-10) Project developed by the Centre for Education and Training. The study compared recent CLBA and/or CLBPT scores with those of ELTPA (6-10) on the Writing and Reading sub-assessments for Alberta, Saskatchewan, Yukon and Atlantic regions.
- ILVARC experienced a significant increase in demand for Level 2 English Proficiency Assessments that assist Alberta Employment and Immigration funded service providers to determine clients' suitability and linguistic eligibility for training programs and services.
- The Assessment Team piloted the project "Interview Tools for Employers" for the Alberta Food Processors Association for the overseas screening of potential temporary foreign workers. The piloting of this project included administering of the Reading and Writing tests, assisting in analyzing the audio speaking samples, and choosing samples that best represent a typical speaker at CLB 2, 3 and 4.
- The program has continued to assist employers to provide language training for Temporary Foreign Workers by conducting English proficiency assessments.

6,553

ASSESSMENTS
COMPLETED

109

LANGUAGES SPOKEN
BY CLIENTS

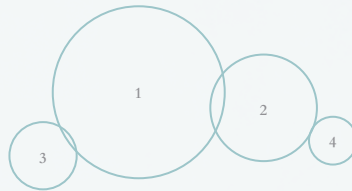
135

COUNTRIES
OF ORIGIN

ILVARC assesses clients' first language literacy and English proficiency, determines their eligibility for the federal Language Instruction for Newcomers to Canada (LINC) program and refers them to LINC/ESL programs and other training opportunities. ILVARC also provides education counselling, career planning, and information on accreditation procedures and job search.

ILVARC REFERRALS

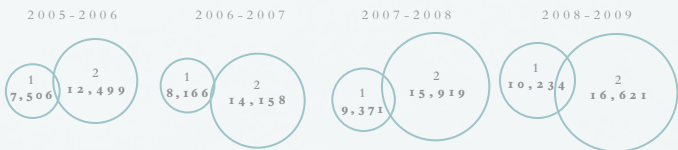
2008 - 2009



1. LANGUAGE TRAINING.....	56.3%
2. SUPPORT SERVICES.....	23.1%
3. VOCATIONAL/CAREER/EMPLOYABILITY	12.3%
4. EDUCATIONAL OPPORTUNITIES	8.3%

CLIENTS SERVED AND NUMBER OF SESSIONS HELD BY ILVARC

2005 - 2009



LEADING LANGUAGE GROUPS SERVED BY ILVARC

- 1. MANDARIN 15.7%
- 2. SPANISH 15%
- 3. ARABIC 8.4%
- 4. URDU 6.5%
- 5. PUNJABI 6%

1. CLIENTS SERVED
 2. NUMBER OF SESSIONS

THE MOSAIC FAMILY RESOURCE CENTRE

The Mosaic Family Resource Centre works together with immigrant and refugee families to support them in becoming active participants in the Calgary community. The Centre provides programming for pregnant women, new parents, families with young children, youth, men, women and seniors. Health and wellbeing, family counselling, employment, human rights, anti-racism and mentorship programs reach across the spectrum of immigrant and refugee family needs to ensure that newcomer families are able to thrive in Canada.

Partnerships, collaborations and working throughout the community are vital to the effective holistic approach of the Mosaic Family Resource Centre.

In 2008-09, a valuable new partnership between the Mosaic Family Resource Centre and the Mount Royal College School of Nursing began. Over the past year, a group of students and their instructor worked with the immigrant seniors programs to provide seniors with greater access to health resources. Through the partnership, student nurses are increasing their cultural sensitivity and learning to better understand the needs of immigrants.

A partnership between the Mosaic Children and Parents Programs and the Community Kitchen Program of Calgary began. Through this important partnership, immigrant and refugee parents of the children attending the Mosaic Preschool are learning about nutrition on a budget and about volunteering in the community.

84

COUNTRIES
OF ORIGIN

60

LANGUAGES SPOKEN
BY CLIENTS

232

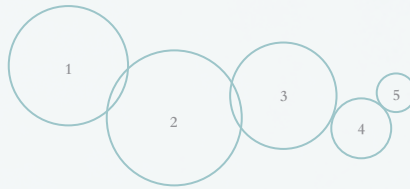
WORKSHOPS
FOR CLIENTS

2,424

CLIENTS SERVED

CLIENTS' COUNTRY OF ORIGIN

2008 - 2009



1. PAKISTAN	(361)	15.0%
2. CHINA	(420)	17.5%
3. INDIA	(290)	12.1%
4. THE PHILIPPINES	(153)	6.4%
5. KOREA	(92)	3.8%

The Mosaic Family Resource Centre supports the unique needs of clients ranging from infants and young children to seniors with over 90 years of life experience. The Centre's holistic approach to working with families ensures that the diverse needs of each member of the family are being met at an individual level and as a part of the family.

The family programs in the Mosaic Family Resource Centre support the unique needs of each member of an immigrant or refugee family. The programming stretches across generations: from providing support to pregnant women and newborn babies to assisting immigrant seniors in the community.

FAMILY PROGRAMMING ACROSS GENERATIONS

Healthy Start Calgary

In 2008-09, Healthy Start Calgary continued supporting pre and post-natal parents through information and resources. Designed specifically for low-income immigrant and refugee parents, the program makes health care accessible for pre- and post-natal parents and their babies. Over the past year, the programs gained an increased focus on health awareness for moms. Partnerships between the program and the Calgary community were also expanded; increasing the access that participants in the program have to Calgary service providers.

Preschool Program

The Mosaic Preschool Program provides early learning activities that encourage language development as well as pre-reading, pre-math and social skills development in a play-based environment to prepare children ages 3-5 years for entry into the school system. Throughout 2008, the Preschool Program, worked towards increasing the variety of programming activities for this group. Activities such as the Start Smart workshop explained to parents the benefits and opportunities of starting an education savings plan for their children. These activities are helping families better understand the culture, opportunities and particularly the school system here in Canada.

Multicultural Family and Child Training Program

The Multicultural Family and Child Training Program provides families with support through cross-cultural parenting skills and connecting families to community resources. In 2008-09, the program increased program reach, resulting in greater numbers of parents and children attending the program as well as greater cultural and ethnic diversity among those attending.

Parents as Volunteers and Partners Project

The Parents as Volunteers and Partners Project was an important new addition to programming in the Mosaic Family Resource Centre in 2008. The project works with new immigrant and refugee parents to understand how to become involved as volunteers and as partners in the educational systems in Calgary. Through the project, parents are becoming empowered to be involved with Canadian school systems and with the educational success of their children.

The employment programs in the Mosaic Family Resource Centre provide vital support to newcomers searching for employment. By providing culturally sensitive employment support, the programs help immigrants and refugees to understand the process of achieving and maintaining employment in the Canadian workplace.

**FROM UNEMPLOYMENT AND UNDEREMPLOYMENT TO
FULLY EMPLOYED AND SUCCEEDING**

The Youth Internship Program

The Youth Internship Program continued to work with immigrant and refugee youth ages 15-30 throughout the 2008-09 fiscal year. The group-based employability workshops focused on enhancing the skills and marketability of youth as they search for employment. The work experiences, ongoing career counselling, and follow-up offered through the program, provided youth with the support necessary to overcome barriers to employment that challenge young immigrants and refugees.

Career Focus Program

For the third year, the Career Focus Program continued to facilitate opportunities for post-secondary graduates with little or no work experience in their fields to gain significant Canadian experience through paid, twenty - week work placements. In 2008, participants gained work experience in fields including accounting, information technology, human resources, engineering and geophysics.

Integrated Women's Mentorship Program

In 2008, the Integrated Women's Mentorship Program began assisting immigrant and refugee female professionals to find employment in their fields of education and experience. Matching these women with women mentors employed in similar fields, the program provided immigrant and refugee women with mentoring support, networking opportunities and helped them achieve the goals they had when they first decided to move to Canada. Since its inception, 75% of all immigrant women who have participated in a mentoring partnership achieved career-related employment; a huge success in overcoming the underemployment that challenges many immigrants and refugees. A waiting list for participation continues to grow as the Mentorship Program serves a compelling need and addresses relevant issues for female immigrants and refugees.

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IMMIGRANTS OF DISTINCTION AWARDS

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THURSDAY, MARCH 12, 2009

The Immigrants of Distinction Awards celebrates the success of first generation Canadians and their contributions to Canada.

At this yearly gala, awards are presented to outstanding individuals and organizations that have impacted the Calgary community in the areas of Arts and Culture, Business, Community Service and Distinguished Professional. The Organizational Diversity Award recognizes organizations and businesses that strive to make diversity and inclusion a priority in their workplace, and the Youth Scholarship presentations highlight the achievements of immigrant and refugee youth.

The Hadassah Ksienski Distinguished Service Award was inaugurated this year to honour the outstanding contributions of Hadassah Ksienski, former CEO for Immigrant Services Calgary. The award recognizes an individual who has demonstrated leadership, innovation, dedication and compassion in the area of immigrant services. Peter Wong, as this year's inaugural recipient, represents the spirit of this award.

The theme of the 13th annual Immigrants of Distinction Awards was Voice. The spirit and meaning of the theme was embodied in the individual voices of the honorary speakers and the inspirational stories of the award finalists and youth scholarship recipients. Collectively, their voice spoke of the exceptional and invaluable contributions of first generation immigrants and refugees to the Calgary community. Immigrant Services Calgary congratulates the award and youth scholarship recipients. Most of all, we would like to thank all the nominees and finalists for their exceptional contributions to Calgary and their communities. A special thanks to our sponsors for making this event possible.



2009 AWARD RECIPIENTS

Arts and Culture:

Ms. Lyn Pflueger

Business:

Mr. Raymond T. Chan

Community Service:

Mr. Cesar P. Cala

Distinguished Professional: Dr. Tadeusz L. Dabrowski

Organizational Diversity:

Bow Valley College

Hadassah Ksienski

Distinguished Service Award:

Mr. Peter Wong, QC

Youth Scholarship:

Ms. Ana Angela Lopez Quiroz

Ms. Bani Turkmani

Mr. Di Mo

Ms. Fariha Ahmed

Ms. Valez Lumi



HISTORY

1977 – 2009

-
- 1977 Immigrant Services Calgary, under the name of the Calgary Immigrant Aid Society is established as the first settlement agency in Calgary.
- 1978 Two staff begin providing full-time services to immigrants arriving in Calgary.
- 1979 50,000 refugees arrive in Calgary. Immigrant Services Calgary leads an interagency meeting of more than 30 community groups working together to assist refugees. Immigrant Services Calgary grows to four full-time staff to meet service demands.
- 1981 The Settlement Program begins receiving funding from the provincial government.
- 1982 Public education and outreach by the agency continues to increase through the support of the Federal Government. Immigrant Services Calgary begins offering the Citizenship Program.
- 1984 Immigrant Services Calgary receives the Agency of the Year award from the United Way of Calgary and Area.
- 1985 The Immigrant Language Vocational Assessment Referral Centre (ILVARC) is established.
- 1986 Research into immigrant family resettlement leads the agency to begin providing family programming.
- 1993 The Carver model of governance is officially adopted by the agency's Board of Directors.
- 1994 The Mosaic Family Resource Centre is established to meet the individual and collective needs of the family as they make Calgary their home.
- 1997 The Immigrants of Distinction Awards is launched to recognize the important contributions that immigrants make to the Calgary community.
- 1998 The Calgary Multicultural Healthcare initiative is launched to develop a framework for accessible and equitable health care.
- 2002 Immigrant Services Calgary receives the United Way of Calgary and Area's Spirits of Gold Diversity Award.
- 2003 Career bridging services begin to be provided by the agency to assist newcomers in overcoming challenges to participating in the workforce.
- 2007 Immigrant Services Calgary celebrates 30 years of working in the Calgary community.
- 2008 Immigrant Services Calgary begins providing services to Temporary Foreign Workers to meet the unique needs of this population.

WE WOULD LIKE TO THANK YOU

Afrikadey!	Delta Lodge at Kananaskis	Mr. Peter Marreck	Oolong Tea House
Arts and Culture Society	Demong Professional Corporation	Mr. Puri Carlos	Party Lite -
Alberta Association for Multicultural Education	DIRTT Environmental Solutions	Mr. Rene Ouellette	Ms. Tracy Wright
Alberta Business Educational Services	Dr. Robert W. Robinson	Mr. Tyler Charkie	Peruvian Rythms
Alberta Health Services-Healthy Diverse Populations	Dr. Tadeusz Dabrowski	Mr. & Mrs. Quennell	Pierson's Funeral Services
Anonymous	Elveden House Flowers Ltd	Ms. Agatha Descartes	The Print Shoppe
The Art Box	Embrace Wellness	Ms. Alma Walden	SAIT Polytechnic
ATCO Gas	Encana Cares Foundation	Ms. Brenda Newhook	Sampilov Family
Balance Lounge and Eatery	EPCOR Centre for the Performing Arts	Ms. Deborah S. Dahbour	Scotiabank
Balogun Family	Epicure Tasting Party	Ms. Dorothy Jones	Shaw TV
Bow Valley College	Glenbow Museum	Ms. Elaine Eskow	Silver Dragon Restaurant
Calgary Board of Education- Learning Enhancement	Golden Princess Seafood Restaurant	Ms. Elizabeth McFetridge	Simply Connected
The Calgary Foundation	Harry & Martha Cohen Foundation	Ms. Hilde Houlding	Ski Cellar Snowboard
The Calgary Herald	Haworth Ltd.	Ms. Jacqueline A. Vincent	Southland Transportation
Canada Mortgage and Housing Corporation	Kensington Wine Market	Ms. Jandranc Hodanic	Steeps Tea House
Cargill Foods	Killean International Design	Ms. Josephine S.P. Pon, District Banking Manager, Multicultural Banking, Scotiabank	Studio Bollywood iDance
Caron & Partners LLP	Maison Obelisque	Mr. Karen Karpuk	Sunridge Village Condo Rentals
The Casbah Restaurant	Mañana Imports	Ms. Lillian Burke	Sushi Kai Restaurant and EPCOR
CBC Radio One	Maple Leaf Academy	Ms. Linna Morgan, CFRE	TD Canada Trust
Celtic Exploration Ltd	McElhanney Land Surveys LLP	Ms. Lu Ye	Telus Corporation
Ceridian Canada	Mount Royal College Foundation	Ms. Meera Nathwani-Crowe	Ten Thousand Villages
Chan Family	Mr. R. Brian De Boeck	Ms. Melanie Morstad	Toole Peet & Co. Limited
Cheung Family	Mr. Girish Agrawal (Investor's Group)	Ms. Monica Rovers	Trico Homes Inc.
Chithra Sekar	Mr. Gord Bell	Ms. Penelope Rokeby	United Distributors
Commerx	Mr. Hoang Tran	Ms. Rekha McNutt	United Way of Calgary and Area
Coyote Creek Golf and RV Resort	Mr. James P. Kelly	Ms. Rose Petrovic	Vive Rejuvenation
CTV	Mr. Kirk Hilton	Ms. Sabrina Macharanas	Ms. Wendy Chin
Dell		Ms. Shazya & Ms. Ameerah Ladak	West Country RV Rentals
		Ms. Valerie Dennis	Westin, Calgary
		Ms. Vania Dimitrova Nexen Inc.	Wild Ginger
			Youssef Family

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This book in its entirety was donated by one group of people,
dedicated to telling the story of Immigrant Services Calgary.
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IMMIGRANT SERVICES CALGARY
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1200 910 – SEVENTH AVENUE SW CALGARY, ALBERTA, T2P 3N8

PHONE 403 265 1120 FAX 403 266 2486

EMAIL INFO@IMMIGRANTSERVICESCALGARY.CA

WWW.IMMIGRANTSERVICESCALGARY.CA