

Annual Report



2021 - 2022

ACCOUNTABLE | CULTURALLY AWARE | INCLUSIVE | RESPECT

AFCS is located on Traditional Treaty 6 Territory and Homelands of the Métis People. Our centres serve all of Saskatchewan which resides on Métis Homelands and Treaties: 2, 4, 5, 6, 8, and 10.

A MESSAGE FROM

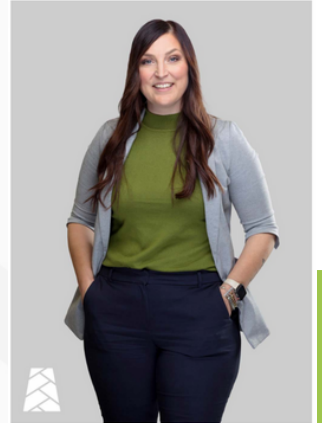
Executive Director

Laurie Bouvier

As we reflect on the past year, we acknowledge the hard work and dedication our Friendship Centre family has done to be the beacons of support across Saskatchewan. We are slowly starting to normalize the support we learned throughout a global pandemic and recalibrate ways to continue supporting our communities.

Our team has grown to adapt to the ever-evolving needs of Friendship Centres and has added key positions to help guide our efforts to build sustainable resources. We are excited to share the great work Friendship Centres have accomplished this year by advocating on their behalf to promote the \$11,728,148 of resources that support 63 programs and 251,864 points of services.

We continue to adapt to the ever-changing needs of our urban indigenous people and celebrate all the people that come together to support our Friendship Centres.



A MESSAGE FROM

President

Janet Carriere



It has been an honour and privilege to serve as the president of this great organization. I am blessed to have a committed team in my fellow Board Members. We all share the same vision and see the opportunity for AFCS to continue to grow and flourish.

The staff at AFCS are committed and dedicated to making the lives of Urban Indigenous People better. Far too often Urban Indigenous People are left out and forgotten about. They are voiceless. AFCS and their family of Friendship Centres are and must continue to be their voice. This is the guiding force for AFCS. The staff at AFCS do not see barriers instead they see endless possibility!

I would like to thank the amazing staff at AFCS and the tireless work they do to secure funding for the Friendship Centres so that they in turn can make the lives of the people that they serve better. They continually show the Centres new ways of being and doing, giving Centres opportunity for growth and economic development.

I would like to thank the many partners that have been cultivated over the past year. We could not do what we do without you.

And last but certainly not least I would like to thank our funders! You may not realize the thousands of people whose lives have been made better by your funding. Thank you!

About Us



Total Points of Service 251,864

Total AFCS Revenue \$9,341,533.79

Mission

AFCS is the collective voice for Urban Indigenous People. We serve Friendship Centres by sourcing opportunities for positive impact, promoting effective Friendship Centre governance and operations, and developing & upholding standards for collective success.

Vision

AFCS is respected and foundational to Friendship Centres in their support of Urban Indigenous People in Saskatchewan.

Our Team



Laurie Bouvier
Executive Director



Alicia Buckley
Program Director



Pamela Beaudin
Program Director



MaryJane A. Dabucol
Finance Manager



Linda Johnson
Program Manager



Jason Belhumeur
Communications and Marketing Manager



Paige Crozon
Basketball Manager



Amanda Kasmar
Youth Program Manager



Kelly Revering
Data Analyst



Taylor Desorcy
Program Coordinator



Ashlie Dubois
Admin Assistant

New Website

In November 2021, we proudly announced the launch of our new website. It was designed using our new branding and visual identity. This was done in collaboration with our staff, board members, and Friendship Centres.

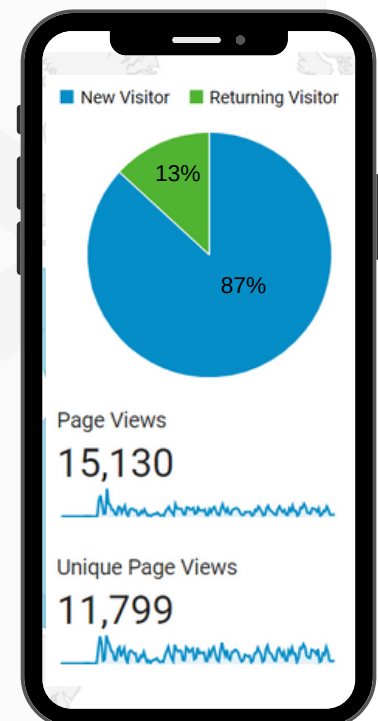


Engagement

Our website is home to features and information about AFCS. Read news, find events, learn more about our initiatives, and about all of our Friendship Centers. We hope you love the new website as much as we do.

Visitors

This year we've made great progress in how we engage with our Friendship Centres and Membership. We are continuously enhancing our online reputation. It is our duty to affirm that our Friendship Centres and members receive timely and relevant information.



AFCS Programs

Centre for Member Sustainability, Innovation and Core Social Economy

Cultural Humility

Learning and Understanding

AFCS, along with participating Friendship Centres, are collaboratively building Cultural Humility training courses to deliver across Saskatchewan. Using a training model developed by First Light Friendship Centre, the course will feature information about the culture, history, and experiences of the Indigenous community including the role of Friendship Centres.

38 Facilitators trained so far

The goal is to begin delivering training in the 2022-23 fiscal year to help create a sense of cultural humility by understanding both the differences and similarities of those around them.



Mental Health Pilot

Innovative Partnerships

This innovative partnership with the Saskatchewan Health Authority (SHA) will create an embedded mental health position within each participating Friendship Centre. This position will be available to support staff, clients, and community members in the Friendship Centre through an SHA mental health professional. This partnership is viewed as a necessary step towards providing accessible, culturally relevant mental health support to Indigenous communities. SHA staff will begin working in Friendship Centres in the 2022-23 fiscal year.

TRTI Mapping

Truth and Reconciliation

AFCS, in partnership with the Office of the Treaty Commissioner (OTC), successfully implemented a process to map organizations into the Truth and Reconciliation Through Treaty Implementation (TRTI) framework. Using the outcomes and indicators developed from the TRC Calls to Action and the MMIWG2S Calls for Justice, organizations were evaluated based on their current work and given recommendations for continuing and deepening their reconciliation journey.

83 Recommendations were given after working with our first two organizations



Community Plans

Engagement with the Centres

Sustainability plans are under development to highlight data at the individual Friendship Centre level. They will also build on the work of many years of engagement with the member centres, from Bill S-3, Honouring Her Spark, Infrastructure, Rapid Housing, collaborative questioning with the NAFC, Community Planning, and COVID-19 response and impact surveys. These plans will be living documents that guide Friendship Centre as they shift towards a more responsive, sustainable, and resilient delivery structure, program design, and organizational structure.



Orange Shirt Day



In June of 2021, reconciliation was brought to the forefront with the discovery of 215 unmarked graves in Kamloops. This discovery had a huge ripple effect resulting in Friendship Centres being sought out to provide guidance and leadership in their communities. On the inaugural National Day of Truth and Reconciliation, Friendship Centres hosted events to welcome the community to gather safely and begin walking together towards reconciliation.

Events ranged from pancake breakfasts and BBQ lunches to round dances and drumming. However, all events involved hearing words from Residential School survivors to honour truth. These events were very well attended within all the communities, and many marked the beginning of the journey towards reconciliation together as Indigenous and non-Indigenous neighbours.



AFCS Programs

Youth Leadership

In total: AFCS received **\$1,091,145.83**
Student Support Learning Program funding
Each Friendship Centre received **\$95,000**
Youth Coordinators hired **8 New Jobs**

About The Program

Our aim is to have youth contribute, build capacity, and opportunities through public engagement, training and workshops, peer to peer learning and mentorship. As well as providing access and knowledge to culture, employment, and self-care opportunities for youth within the Friendship Centre's community.

Goals

- Foster teamwork in youth
- Build capacity and opportunities
- Training and skill building
- Peer to peer learning and mentorship



AFCS Programs

Living Skies Indigenous Basketball League

About The Program

Living Skies Indigenous Basketball League (LSIBL) was created for Saskatchewan youth, from the ages of 11-17. Although the Indigenous community is our focus, in the spirit of reconciliation, we welcome all athletes and coaches that have a passion for basketball. There are two age groups, Junior (11-14) and Senior (15-17). The LSIBL allow athletes to develop and showcase their skills on the basketball court while offering workshops that address social and cultural topics.

Workshop Topics Projected Outcomes

- | | |
|--|--|
| <ul style="list-style-type: none"> • Resiliency • Mental Health and Suicide Prevention • Nutrition • Resume Writing and Interview Skills • Guest Speakers | <ul style="list-style-type: none"> • Increased knowledge and skills to help athletes handle life beyond the game • Increased interest in physical activity • Increased feelings of wellbeing • Increased feelings of connection • Deeper understanding of identity and culture • Celebration of Indigenous culture in Saskatchewan • More opportunity to build relationships for understanding (reconciliation) |
|--|--|



Achievements

STATS

- 450** Athletes registered
- 54** Coaches
- 24** News appearances
- 8** Camps across Saskatchewan



EVENTS

Ball for All Campaign
Provincial Championship
LSIBL at the Huskies Night



AFCS Programs

Urban Programming for Indigenous Peoples

Organizational Capacity

History

In 2017, the National Association of Friendship Centres signed a 5 year agreement with Indigenous Services of Canada to offer Organizational Capacity (OC) and Programs and services funding to member Friendship Centres across Turtle Island. The AFCS is the conduit to transfer the funds across Saskatchewan, utilizing a unique allocation matrix to deliver funding to our Friendship Centres. Organizational Capacity funds support key, core expenses to ensure a Friendship Centre can remain open, while Programs and Services are targeted to a few key themes noted.

Over **250,000** points of service
in the 2021-22 fiscal year

Friendship Centres were able to leverage
\$1 of UPIP funding with almost **\$4** of other funding,
creating a return on investment **ROI of 391%**

Friendship Centre Total OC Payment

Battleford Indian & Métis	\$ 202,033.51
Buffalo Narrows	\$ 100,000.00
Ile a la Crosse	\$ 203,187.93
Kikinahk Centre	\$ 233,187.93
La Loche	\$ 188,198.66
North West	\$ 175,851.67
Nēwo-Yōtina	\$ 176,768.70
Prince Albert Indian & Métis	\$ 224,357.77
Qu'Appelle Valley	\$ 170,349.47
Saskatoon Indian & Métis	\$ 185,022.00

AFCS

Programs & Services

Programs & Services funding provides Friendship Centres with funds to deliver effective, culturally appropriate programs & services to Urban Indigenous Peoples. In the 2021-22 fiscal year 63 programs were delivered by member Friendship Centre.

Friendship Centre Funding Received

Battleford Indian & Métis Friendship Centre	\$ 70,968.95
Ile a la Crosse Friendship Centre	\$ 70,968.95
Kikinahk Centre Friendship Centre	\$ 70,968.95
La Loche Friendship Centre	\$ 70,968.95
North West Friendship Centre	\$ 70,968.95
Nēwo-Yōtina Friendship Centre	\$ 70,968.95
Prince Albert Indian & Métis Friendship Centre	\$ 70,968.95
Qu'Appelle Valley Friendship Centre	\$ 70,968.95
Saskatoon Indian & Métis Friendship Centre	\$ 70,968.95

Funding Key Areas

Vulnerable
14 programs

Outreach
14 programs

Youth
13 programs

Transition
6 programs

Community
9 programs

Women
7 programs

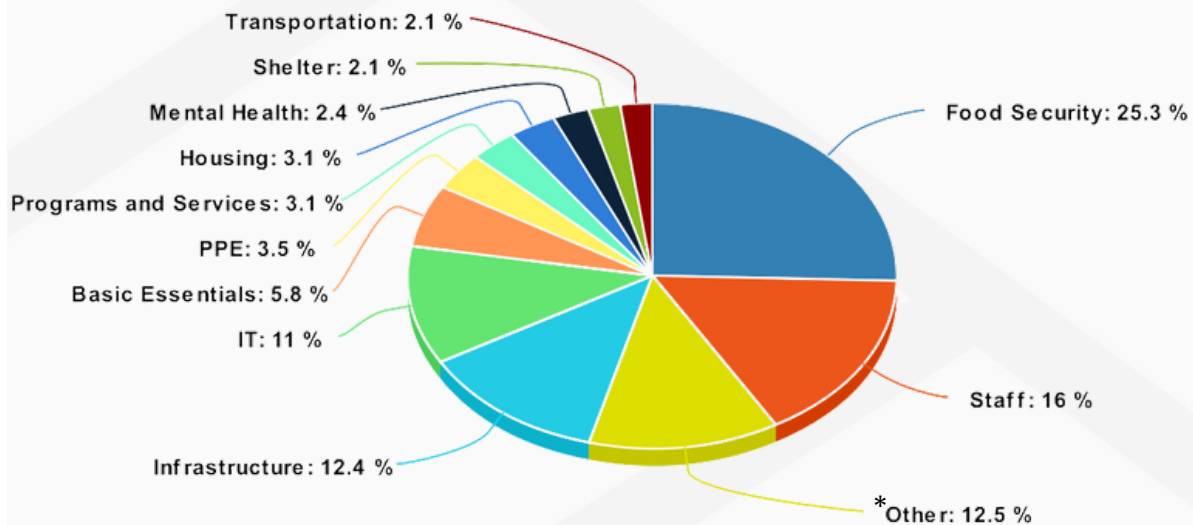


Indigenous Community Support Fund ICSF Allocation

Government funding in response to the COVID-19 pandemic

The addition of the Indigenous Community Support Fund (ICSF) in response to the COVID-19 pandemic allowed Friendship Centres to pivot their operations to help, prevent, and respond to the COVID-19 pandemic. Allowing Centres to meet the immediate needs of their communities, especially around food security.

Food Security	\$327,723.64	\$46,322.73	PPE
Staff	\$207,740.57	\$41,230.39	Programs & Services
*Other	\$162,760.14	\$40,250.00	Housing
Infrastructure	\$161,632.35	\$31,866.86	Mental Health
IT	\$143,155.03	\$27,440.77	Shelter
Basic Essentials	\$75,842.06	\$27,417.88	Transportation



The COVID-19 pandemic has highlighted the need for organizations to be connected online, Friendship Centres being no different. Information technology (IT) was identified as an ongoing need using 10% of the total funding over both years that funding has been received. In the 2022-23 fiscal year, an IT feasibility study will be completed for participating Friendship Centres.

*Multiple sanitization units

AFCS Infrastructure

Budget and Projects

In 2020, the federal government had built a \$21B infrastructure budget, AFCS wanted to position Saskatchewan Friendship Centres in the best way to access these funds. In 2019, AFCS embarked on a provincial wide Infrastructure Feasibility Study, which identified a **total infrastructure need of \$37,981,965**

To date, 8% of the total need has been funded. Since March 2021, Friendship Centres across the province have **secured a total of \$4,716,052**

Funded projects range from complete building retrofits, new heating systems, building code upgrades and some green initiatives including solar panel installation.



AFCS Programs

Centre for Indigenous Women, Two Spirit, and Gender Diversity

Honoring Her Spark



Total additional funding generated **\$688,600**

6 Workshops to date

Number of women engaged **1080 +**

150+ Recommendations made from workshops

Number of Initiatives created **19**

About The Program

Honouring Her Spark focuses on improving the holistic landscape for Indigenous women and 2SLGBTQ+ individuals across Saskatchewan, by empowering individuals and sharing knowledge to address barriers and needs of Indigenous women with stakeholders, service providers, businesses, organizations, and all orders of government.

What's Next

We continue to implement the first Indigenous Women's Economic Framework by hosting Policy Development Workshops with organizations interested in addressing barriers they may create for Indigenous women and gender diverse people.

We continue to work on empowering Indigenous women and gender diverse people through programming we support at Friendship Centres and events as a partner.

Sharing the knowledge that was gifted to AFCS through the project is key to bettering the landscape as we work with service providers, policy makers and organizations to continue to raise awareness on how to address barriers and needs.



Re-ignighting Sacred Fires

Families, survivors, and advocates engaged **60**

25 Artists in our Colouring Book Project

Events where we shared our knowledge as
a part of a committee/panel and events **10**

About The Program

Re-Igniting Sacred Fires works to ensure that we not only raise awareness to the ever-growing reality of safety and missing and murdered Indigenous women, girls and two spirit, we also work to honour and commemorate the lives and legacies of missing and murdered Indigenous women, girls and two spirit and honour families and survivors. (MMIWG2S+)

What's Next

We work to raise awareness by creating an all-ages colouring book highlighting the reality of MMIWG2S+ and hosting an online podcast series on safety.

We honour those affected by this reality by supporting commemorative feasts and round dances that have been in three communities across Saskatchewan in the last three years.

We ensure voices are heard and names are never forgotten by commemorating those affected by this reality through gifting of starblankets and the creation of a commemorative blanket. All 11 blankets are intended to be used to support MMIWG2S+ initiatives across Saskatchewan.



Honouring MMIWG2S+

Collaboration and Sharing

Partnering with The Princess Shop to have a day of selfcare for MMIWG2S+ families, friends, survivors and advocates and an opportunity to share their messages that are posted online on Red Dress Day (May 5) and Sisters in Spirit Day (October 4).



Investment Readiness Program (IRP)

NAFC Investment **\$80,000**

6 Business plans in development

AFCS Investment **\$300,000**

About The Program

As the Friendship Centre Movement in Saskatchewan continues to grow, so does our need for diversified funding. AFCS has been engaging with a local consultant to work on becoming investment ready by assessing feasibility of 6 business ideas of AFCS and select Friendship Centres.

Through the development of a business plan and supports to establish businesses, AFCS and Friendship Centres taking part are able to not only able to build capacity they are able to create an additional services needed for the community, create jobs for youth and Indigenous community members, they are also able to support other programs by creating self-generated revenue.



What We Have Learned

Recent Research

To better understand the landscape of Saskatchewan and needs of urban Indigenous people and that of the Friendship Centres, AFCS continues to engage with stakeholders and the public. The COVID-19 pandemic has provided an opportunity to gauge how we are doing and where gaps need to be filled. Two online surveys were conducted to gather information from Friendship Centres, from Indigenous women and 2SLGBTQ+ individuals.

COVID-19 Impacts on Saskatchewan Friendship Centres

The majority of Friendship Centres report **more stress to a lot more stress**. The **well-being and health of community** members is an immediate concern for Friendship Centres.

In general, the work of Friendship Centres has become more **relevant/important in serving the community**. Services at Friendship Centres continued throughout the pandemic.

Those accessing Friendship Centres encompass all genders and ages.

Many clients of Friendship Centres do not have access to appropriate IT technology. **IT support and infrastructure** i.e. online access, is an **immediate concerns** for the majority of Friendship Centres.

COVID-19 Impacts for Indigenous Women and 2SLGBTQ+ People

Women and 2SLGBTQ+ feel the safest with grandmothers closely followed by sisters and mothers before any other family member or friend.

44% said they felt safe with service providers, **52%** said they felt safe with colleagues

74% want to continue to pursue additional education for their employment

28% has access programs or services at their local Friendship Centres during the pandemic

61% had difficulties accessing cultural activities, **61%** had difficulties accessing recreational activities

What We Have Learned

Addressing Needs

AFCS uses the information we gather from the community-based research to focus on where to fill gaps and how to address the needs arising. From what we have learned from our recent research, here are some new initiatives we are working towards.

Mental Health Program Partnership with Saskatchewan Health Authority

As stresses continue to rise with urban Indigenous people in Saskatchewan, AFCS is beginning a pilot project with the Saskatchewan Health Authority to offer mental health practitioners at participating Friendship Centres. This opportunity allows for culturally relevant mental health supports for community members at local Friendship Centres.

Information Technology (IT) Infrastructure

Moving away from in-person programming to online and mobile services was an adaptation each Friendship Centre needed to ensure they could continue to support their clients. AFCS is actively working to developing IT Infrastructure Feasibility Studies to support the needs for each Friendship Centre. Once completed, ensuring that required needs are met will be a priority of AFCS.

Accessing Indigenous Women and 2SLGBTQ+ Resources

AFCS' Centre for Indigenous Women, Two Spirit and Gender Diversity is actively working towards accessing resources for Indigenous 2SLGBTQ+ individuals. AFCS continues to actively seek funding for programming though there are many successes to mention. One success was creating a Medicine Chest Initiative to provide traditional medicines and teachings to Indigenous women. Another success is providing educational resources such as financial literacy, digital literacy, or entrepreneurship workshops to Indigenous women and 2SLGBTQ+ community members. A third success was the Indigenous Women's Safety Initiative that provided 200 personal alert devices to Indigenous women and 2SLGBTQ+ individuals across Saskatchewan.

Accessing Resources for Friendship Centres

As the pandemic caused many organizations to shut their doors, Saskatchewan Friendship Centres were looked to for programming and supports not otherwise found. Accessing additional COVID-19 relief funds, Friendship Centres were able to increase programming and engage with more clients than ever before.



Reconciliation in Action

AFCS is committed to honouring all the work of Indigenous people that has come before us including the Truth and Reconciliation Commission's Calls to Action (CTA) and the National Inquiry into Missing and Murdered Indigenous Women, Girls and 2SLGBTQIA+ Calls for Justice (CFJ). AFCS acknowledges that our work honours many of the Calls to Action and Calls for Justice, though we continue to honour each Call moving forward.

Calls to Action

Saskatchewan Friendship Centres actively support.

47 of the **94** TRC Calls to Action

2, 7, 8, 9, 11, 14, 15, 17, 19, 21, 22, 23, 30, 31, 35, 39, 40, 43, 44, 45, 51, 53, 54, 55, 56, 56, 61, 64, 65, 66, 67, 69, 71, 72, 73, 74, 78, 79, 82, 83, 86, 87, 88, 89, 90, 92, 93

To reference the Calls to Action numbers in the government documentation. Please scan the QR code to the right.



Calls for Justice

Saskatchewan Friendship Centres actively support

76 of the **231** MMIWG2S+ Calls for Justice

1.1, 1.2, 1.7, 1.8, 1.9, 1.11, 2.1, 2.3, 2.4, 2.5, 2.6, 3.3, 3.4, 3.6, 4.2, 4.3, 4.4, 4.5, 4.7, 4.8, 5.1, 5.6, 5.12, 5.21, 5.23, 5.24, 5.25, 6.1, 7.1, 7.3, 7.4, 7.5, 7.7, 7.8, 9.1, 9.2, 9.3, 12.12, 13.1, 13.2, 13.4, 13.5, 14.1, 14.6, 15.3, 15.4, 15.7, 15.8, 16.1, 16.2, 16.4, 16.22, 16.41, 16.42, 16.43, 16.44, 16.45, 16.6, 16.8, 17.1, 17.2, 17.5, 17.11, 17.12, 17.18, 17.19, 17.25, 18.1, 18.2, 18.3, 18.4, 18.7, 18.11, 18.15, 18.24, 18.25

To reference the Calls for Justice numbers in the government documentation. Please scan the QR code to the right.

