



**Altered
Minds
Inc.**

learning, changing, growing

ANNUAL REPORT 2021-2022



Altered Minds Inc.

July 21, 2022

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Mission: AMI welcomes refugees and immigrants to Manitoba and promotes the well-being of their families and communities, locally and overseas, by harnessing resources and providing responsive programs and services that assist individuals in adapting to change and overcoming barriers to a good quality of life.



Executive Summary

In 2021-2022, Altered Minds Inc. received \$436,502 in funding from 5 sources. To reduce costs, the Executive Director, Financial Administrator and IT Support worked only 1-2 days/week, their wages paid out of surplus funds saved over 17 years.

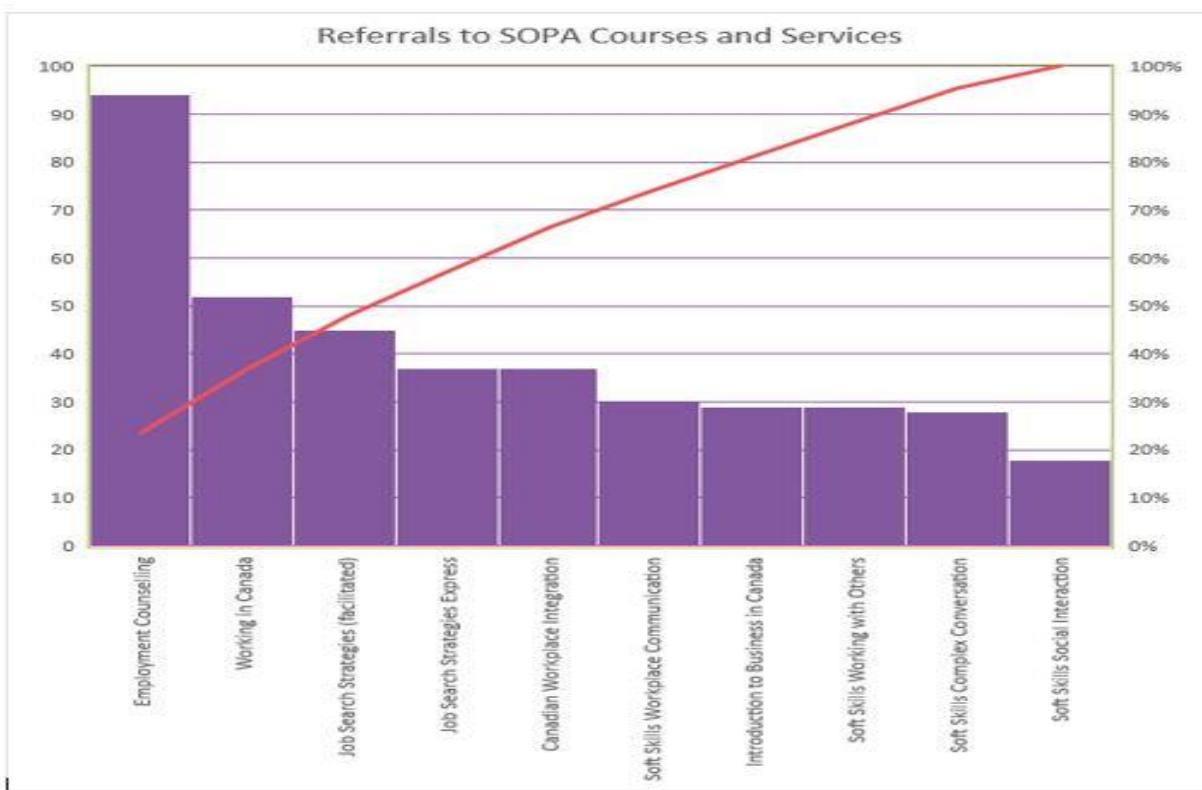
DONOR/GRANTOR	PROJECTS/PROGRAMS	AMOUNT	OUTCOMES
Innovation Science & Economic Development (ISED), Digital Literacy Exchange Program (DLEP)	"Computers for Life" (C4L)	\$111,000	<ul style="list-style-type: none"> • 307 Participants gained basic computer skills & a computer • 307+ computers refurbished • 2 new immigrant instructors trained/hired
Immigrant Services Association of Nova Scotia (ISANS)	Settlement Online Pre-Arrival (SOPA)	\$305,868	<ul style="list-style-type: none"> • 96 pre-arrival clients were better prepared for landing
Department of Municipal Relations	Green Team – Gardening, drought relief, and green building projects	\$19,208	<ul style="list-style-type: none"> • 7 youth were gainfully employed • Eco-village gardens were saved from drought
Other Revenue & Grants: <ul style="list-style-type: none"> • Winnipeg Wellness Program • Value Village 	Community Wellness Donations (.40 per lb)	 \$333 \$426	<ul style="list-style-type: none"> • 25 participants learned about Ramadan; donation given to Mosque for food • Software licenses purchased for C4L class
Overall Expenses excluding non cash transaction (Amortization expenses)		\$493,521	
Difference between revenues and expenses		(\$57,019)	<ul style="list-style-type: none"> • Minimized use of our surplus funds



Settlement Online Pre-Arrival (SOPA)

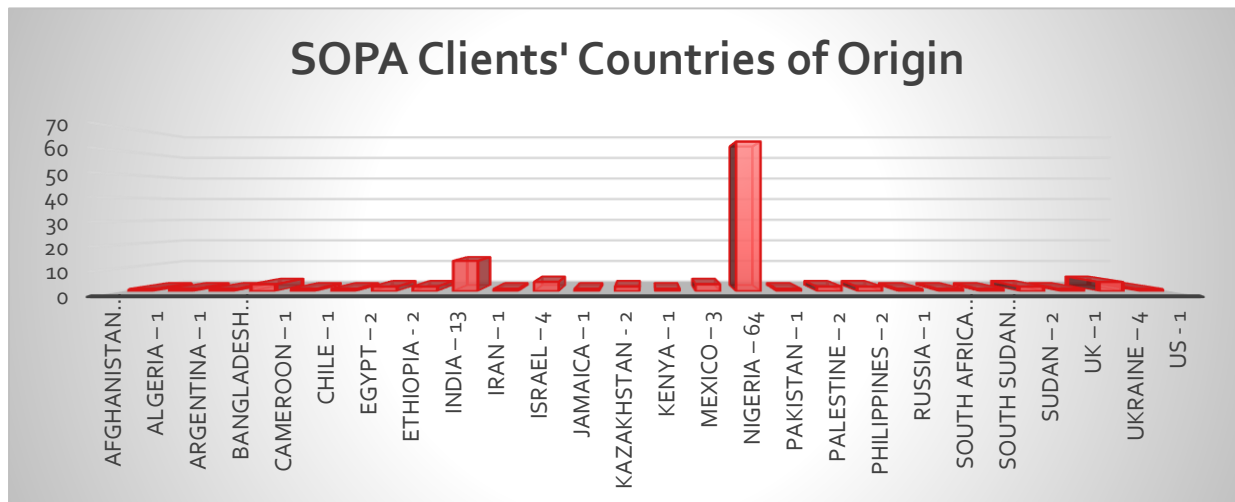
SOPA is a national program administered by the Immigrant Services Association of Nova Scotia (ISANS) with partners across Canada. Designated agencies in each region provide pre-arrival employment services for Permanent Residents destined to their province. Our SOPA Manitoba team consists of 1 Intake Counsellor, a Soft Skills Facilitator, a Job Search Strategies Facilitator, and an Employment Specialist. In September, Albina Bushueva joined the SOPA team as an Employment Specialist, replacing Samar Seoudi who moved on to the University of Manitoba.

Client enrolment was limited in 2021 because of COVID-related travel restrictions, but numbers increased in winter/spring 2022 as restrictions were lifted. Mila completed 96 client intakes, and most of these participants went on to enroll in one or more of the facilitated or self-guided courses in the table below.



This past year, ISANS implemented a new program for refugees, so the client demographics began to change. Although the majority of clients continued to be from Nigeria, our team also served refugees living in Uganda, who had fled from Cameroon, South Sudan, and Ethiopia.

Another change in SOPA services this fiscal year was that for the previous 2 years, we were allowed to work with clients for 1 month after their arrival in Manitoba. This year, eligibility was tightened and our team was only allowed to serve clients until their arrival.



Computers for Life (C4L)

In 2021-22, we provided basic computer training and free, refurbished computers to 307 immigrants. One hundred and fifty-nine (159) took the training in English, 71 in Chinese, 57 in Punjabi, and 20 in Arabic. Four instructors took part in delivering the program, 2 of whom were trained on-the-job. Of the individuals we served...

- 12 had disabilities
- 307 don't speak English at home
- 83 have not completed HS
- 50 were seniors 65 +
- 292 are newcomers
- 284 were not citizens
- 225 were low income
- 220 were female



The major challenge we face in delivering this program is that Computers for Schools, the non-profit agency that supplies us with computers, occasionally runs out of refurbished computers to give to our students. We were able to get additional computers from the Electronic Recycling Association, but we had to jump through many hoops. Computers for Schools also stopped loading MS Office software into the computers. This required the instructors to adjust the curriculum and teach learners to use free open source software. We managed to raise some funds through a used clothing drive to buy MS Office licenses, but the instructors have gotten adept at using alternative applications.

Although our Agreement with ISED ends in March 2022, we have secured funding from Winnipeg Foundation and New Horizons for Seniors that allows us to continue C4L classes in 2022-2023.



Green Team

In the spring and summer of 2021, we received a Green Team grant to hire youth between the ages of 15-29 to work on gardening and green building projects. We hired 7 youth to help tend gardens and work on projects at Myriad Village in the Interlake.

The summer was characterized by record-breaking temperatures and very little rainfall. Several municipalities in the Interlake declared a state of emergency due to drought, and without the help of the Green Team, the gardens at Myriad Village might have succumbed as well. The Cooperative was able to save the gardens by collecting water from the surrounding marshes using a small generator and water tanks. With the extra 'manpower' from the Green Team employees, they managed to keep 5 large gardens watered throughout the summer.



Internships and Work Placements

We continue to benefit greatly from the skills of individuals who are placed with us for internships or work experience, at no cost or minimal cost to us.

- Mirko Kardum (University of Manitoba, Applied Business Management Program) – spent 7 weeks doing research on different types of cooperatives and regulations governing them at the local, provincial and federal level. He also drafted a business plan for Myriad Village
- Shenyi Peng (University of Manitoba, Applied Business Management Program) – spent 7 weeks learning how to use and populate the Grant Advance database, then taught our staff to use it. He also provided tech support at the office.
- Russ Garcia (Manitoba Start; Success Skills, Tri-Partite Agreement) – Provided IT support for 5 months.
- Punam Roy (Manitoba Start) – Served as administrative assistant at the front desk.



Looking Ahead

We have secured the following resources for projects and programs in 2022-2023 and beyond, and will be hosting more interns from the U of M's Applied Business Management program to help reduce our costs.

Grantor/Donor	Program/Project	Amount & Duration
Wpg Foundation	Funds will be used to continue Computers for Life	\$20,000
Service Canada, New Horizons for Seniors	Funds will be used to continue Computers for Life for seniors	\$17,334
Department of Municipal Relations, Green Team	Provide summer employment for youth ages 15-29	\$25,083 From May-Sep 2022
Immigrant Services Association of Nova Scotia (ISANS)	Settlement Online Pre-Arrival (SOPA) – employment preparation for immigrants destined to MB	\$311,986 Till March 2023
Canadian Heritage	“Safe Spaces” – drop-in centre and workshops for Indigenous and newcomer youth	\$220,000 Till March 2024

We were thrilled to learn that we got \$220,000 from Canadian Heritage for a 2-year project that seeks to reduce racism and discrimination among inner city youth, and grateful to the Manitoba Islamic Association for providing the best space in the building for this initiative. The funds will be used to create a ‘Safe Space’ where teens can get help with homework, relax, play games, and build bridges of understanding and respect between cultures. Two facilitators – one of Indigenous and one of immigrant background – will deliver a series of workshops and develop curriculum adapted for youth, based on the 7 themes of the Indigenous Orientation Tool Kit (IOTK) currently being introduced in adult English as an Additional Language (EAL) programs in Manitoba. We will be working closely with the following partners on this project.



Government
of Canada

Gouvernement
du Canada



Immigration
Partnership
Winnipeg


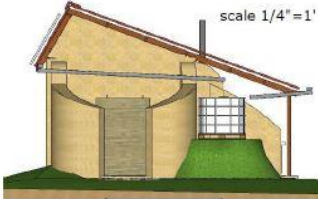



Manitoba Islamic Association

We also have funding in place to continue delivering Settlement Online Pre-Arrival (SOPA) till March 2023. These 2 funding agreements cover the wages of program staff, a portion of the rent, and essential bookkeeping functions. However they do not cover the salaries of administrative personnel, so we will continue to look for donors and funders to cover the salaries of the Executive Director, Financial Administrator, IT support and administrative assistants.



GREEN TEAM Summer Jobs for Youth (15-29)

Earn \$12.42/hour, working outdoors on green building & gardening projects

Green Building: Build energy-efficient structures from local and re-cycled materials.

Gardening: Cultivate gardens, use mulching and composting to rebuild soil, store and preserve foods for winter.

- Part-time, full-time or casual
- Must arrange own transportation to and from the work site, though overnight accommodations may be available.
- Where: Most of the work will be at Myriad Village, 15 minutes north of Teulon, 20 minutes west of Gimli.


Eligible Employees:

- Manitoba residents, legally entitled to work in Canada.
- Must have a valid Social Insurance Number.
- Youth aged 15 years must have a certificate of completion for the Young Worker Readiness Certificate course which they can take on-line at: www.gov.mb.ca/labour/standards/doc.young-workers.factsheet.html


Ineligible Employees:

- Self-employed individuals, independent contractors, sub-contractors or commissioned salespersons.
- Individuals who are partially or fully funded for wages by other provincial or federal employment programs at the same time.

To apply, contact Grace Eidse at Altered Minds
Cell: (204) 333-9922
Email: grace@alteredminds.ca



Administered by Altered Minds Inc,
with funding from the Government of Manitoba, Municipal Relations



We received another Green Team grant of \$25,000 (5,000 more than last year) to hire young people for the summer. Some teens have already begun working at Myriad Village.

We will use a portion of the funds to attract young people to the Drop-In Centre. By providing paid work, we hope to bring Indigenous and newcomer youth together to work on common projects.

We could also develop leadership skills among the older teens by having them supervise activities for younger participants.

We are developing a customized database of donors to whom we can apply for grants and donations, and hope that this tool may help fill the gaps. Our staff is skilled at using technology to deliver distance education, and the demand for basic computer training continues to be high among immigrants with limited English proficiency. Grace has started a newcomer garden in the Interlake and is eager to explore ways that AMI can help newcomers from agricultural backgrounds establish family farms.






We are looking forward to working with interns, board members and new partners to leverage our charitable status and secure the resources needed to address emerging needs in our local and global communities.







Board of Directors

The Altered Minds board of directors is comprised of individuals from diverse backgrounds who support the agency's mission and vision, and represent the immigrants and refugees we serve. We are particularly impressed with the strong ties that our current board has to local and global agricultural communities, and the wealth of academic training and project management experience they bring to the table. Their experience will be invaluable as the agency pursues charitable, fundraising activities and explores opportunities in the area of regenerative agriculture and food security.

We are sad to say good-bye to Gonzalo Agrimbau and Judianne Dhabba, who have been the cornerstones of our board for the past 7 years. Their cheerfulness and constancy has encouraged us through the roughest of times, and their skills have kept meetings orderly and functioning smoothly.

<p>Gonzalo Agrimbau Senior Policy Analyst, Conservation & Climate (204) 880-7237 gonzalo.agrimbau@gmail.com</p>		<p>Judianne Dhabba Educator/Mentor, Winnipeg School Division (204) 295-9661 jjayme@shaw.ca</p>	
<p>Yuan (Linda) Zhou Agricultural Economist (204) 960-7698 linda.yuan.zhou@gmail.com</p>		<p>Although Linda was only with us for 1 year, her knowledge and insights were invaluable for our grant writing efforts.</p>	

Thank you to the following board members who are staying with us in 2022-2023!

<p>Ayoola Ajibare Communications Coordinator (204) 891-4600 ayobare@gmail.com</p>		<p>Gordon Campbell English Language Teacher/Trainer (204) 294-0709 campb1188@gmail.com</p>	
<p>Kidist Kibret Breeding Software Professional, Agronomics Inc. (431) 278-2280 Kidist.kibret@gmail.com</p>		<p>Laurie Sawatzky Resource Consultant Altona, MB (204) 332-0797 Laurie.Sawatzky@gmail.com</p>	
<p>Monika Chakraborty Interpreter & Training Facilitator (204) 899-0540 (Cell) monika_cu@yahoo.com</p>		<p>Raymond Ngarbou Community Development Coord. 204-509-6259 raymond@cedawpg.org</p>	
<p>Wenchuan Wang Interpreter, Import/Export Mgr (204) 230-9095 kanewang378@gmail.com</p>	