



**COUNCIL OF AGENCIES SERVING SOUTH ASIANS
(CASSA)**

**Annual General Meeting
Thursday, June 14th, 2012**

**Friends House
60 Lowther Ave, Toronto, M5R 1C7**

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Agenda

Council of Agencies Serving South Asians (CASSA)
Annual General Meeting
June 14th, 2012
Friends House

5:30pm – 6:00 pm

Registration, Networking and Refreshments

6:00pm – 6:45pm

Welcome To Annual General Meeting

Approval of Draft Agenda

Approval of last AGM minutes

President's Report

Executive Director's Report

Approval of Auditor's Report – Appointment of Auditor

Appreciation of outgoing board members

Nomination Report and Election of new Board Members

Adjournment of Business

6:45 pm – 7:30pm

Panel Presentation:

"Our Stories.....Our Histories" - Brown Canada Team

7:30 – 8:30 pm

Dinner and Reception

AGM Minutes of CASSA - June 16st, 2011
at Friends House, Toronto

The meeting was called to order by Anusha Sarvanandan, the Chair of the Board.

The motion to approve the agenda was made by Mohan Swaminathan and seconded by Khaleda Yesmin. Maya Bhullar made the motion to approve the previous AGM minutes, seconded by Anusha Sarvanandan.

President's Report

Anusha Sarvanandan presented the President's report as Chair of CASSA Board. She emphasized on CASSA's role as an advocate for social justice and its commitment to ensure that equity and justice related needs are recognized in the society. She also spoke about CASSA's partnerships and collaborations with different communities in the GTA as well as in Vancouver and Washington. Anusha commended the staff on the success of the fundraiser CASSA Nite and declared to make this an annual signature event of the South Asian heritage Month. Anusha thanked the partner organizations, funders, staff, volunteers and the board members for their continued support and contribution is making CASSA's events and projects successful.

Executive Director's Report

Neethan Shan presented the Executive Director's report for 2010. He summarized major project activities undertaken by CASSA specifically mentioning the work done under; Welcoming Communities Initiative, Poverty Reduction Initiative, Youth Engagement Initiative, Health Equity and Seniors Advocacy Initiative. He also highlighted some of the other projects such as; Amplifying Voices, CASSA's involvement with research work done with different universities, Into Health Partnership, South Asian Heritage Month activities and also highlighted different coalitions with whom CASSA works as a member. He thanked the Board, staff and volunteers for their hard work and dedication.

Approval of Auditor's Report

The auditor's report was read by the treasurer, Maya Bhullar. The motion to approve it was made by Samy Ramachanran and seconded by Rabindra Sabat. The motion to approve Brian Metcalfe as the Auditor for 2011 was made by Abimanyu Singam and seconded by Kripa Sekhar.

Nomination report and Election of new Board members

Three new members, Shaila Kibria, Preethy Sivakumar and Sarwar Jillul Mostafa were elected to the Board. The motion to approve their election was made by Atulya Sharman and seconded by Khaleda Yesmin. Outgoing board members Amarjeet Kaur Chabbhra, Sahar Rizvi, Muralidhar Canjivaram and Atulya Sharman were thanked for their service. The rest of the board remained the same.

Adjournment of Business

The motion to adjourn the business was made by Maya Bhullar and seconded by Abimanyu Singam.

Board of Directors Chair Report Council of Agencies Serving South Asians (CASSA)

2011 was an exciting year for CASSA. Aside from completing projects that were in keeping with our strategic priorities, our organization played a prominent role advocating around issues important to our member organizations and launched two projects that we intend to continue year after year.

Our role is to be a collective voice that advocates for issues of social and economic justice and encourage progressive social change. CASSA has been committed to ensuring that equity and justice related needs of the South Asian communities and by extension all communities, is recognized in all circles of Canadian society. We continue to build this role with numerous projects that we develop every year.

There were many projects that CASSA staff and volunteers undertook in 2011 to build these goals. I am going to highlight three; however, I encourage you to learn more about our other projects as well.

- **Commitment 2 Communities:** This important coalition project launched by Social Planning Council of Toronto helped keep many of the services that the City of Toronto originally planned to cut from being cut. Anita Khanna was the project coordinator for this campaign and she is now back with CASSA coordinating the Brown Canada project.
- **Brown Canada:** This is one the two projects that we plan to continue year after year. In 2011, CASSA received funding from Citizenship and Immigration Canada to build an awareness raising project about the Komagata Maru incident. In conjunction with this project, CASSA has launched a broader documentation initiative which compiles narratives about milestones and collective experiences for South Asians in this country throughout our history in Canada. South Asians have been an important part in the history of Canada. This history that we are compiling will not only help us understand our past but serve as an example for future generations.
- **SAWAC:** The other project we plan to continue is to continue to build year after year is the South Asian Women's Action Collective (SAWAC), which brings together women in the Scarborough area to combat violence against women.

Information about these and other CASSA initiatives are available on our newly designed website: <http://www.cassaonline.com>.

Funding is always an issue for advocacy organizations, despite the importance of our work in doing research and advocacy to support a better Canada. Funding, that many of us depend upon, has seen even more severe cuts due recent government cutbacks at all levels. I would like to thank our funders, without whom it would not be possible for

our work to happen, and I hope that we will continue to build our relationship. In 2011, CASSA received support from all three levels of government and foundations.

Because of these funding challenges, and to increase our autonomy, CASSA has embarked on an ambitious fundraising program to increase our funding sources. We are creating partnerships with our member organizations, finding ways to share and pool resources to minimize costs and planning fundraising events. In 2011, we held our second CASSA Nite dinner/dance event to great success. In 2012, we are having three major fundraising events, the third CASSA Nite, the Toronto Mela on August 25th in Scarborough, and a music festival. In 2013, we will be celebrating our 25th anniversary. We hope to see you at these events and will work to make sure that each of our member organizations have a voice at these events.

CASSA would never be able to do its work without its members, funders, partners and its many volunteers. CASSA is proud to engage in this work, but we know we cannot do it without the active, dedicated and tireless involvement of our communities. I encourage every one of you to continue to support CASSA and keep us engaged, progressive and accountable.

I would like to take this opportunity to thank the many volunteers of CASSA. You are our strength, and we depend on you to make CASSA's projects and initiatives successful.

Furthermore, the remarkable accomplishments of CASSA are mainly due to its dedicated, innovative and creative staff. We simply cannot thank all of you enough.

Finally, I would like to thank my fellow Board members. It has been an honour to work with you in delivering CASSA's mandate. We have worked very hard together, supported many worthy causes, provoked interesting discussions, and learned from one another's expertise and passions.

The next years will bring new challenges and successes to CASSA. We will continue our work in the areas of poverty reduction, access to health care, anti-oppression, social and economic justice, and strengthening community capacity. We will continue to provide support and respond to emerging community concerns. I welcome everyone to join us in this work to create a Canada that is free from all forms of inequity and to create an inclusive society where every person feels fully empowered to participate in defining Canada's social, political, economic, and cultural future.

Thank you

Maya Bhullar
Chair - CASSA Board of Directors

Message from the Executive Director

Dear Friends of CASSA:

2011 was another amazing year for CASSA. Our highlights of 2011 include the launch of many amazing initiatives including the Brown Canada project and South Asian Women's Action Collective. The 2nd annual Racism Free Ontario campaign was an amazing success with engaging thousands of Ontarians through social media. Our first ever Health Equity Conference, with the partnership of CAMH received very positive feedback. All of our project highlights can be found in the later sections of this booklet.

We would like to thank the board of directors for their support and guidance in moving us closer to the goals and objectives of the organizations. The staff members of CASSA have worked tirelessly with very limited resources to make our projects and initiatives successful. We were also fortunate to have many hundreds of volunteers helping us with our projects in 2011. On behalf of our members, we would like to thank all the staff members and volunteers for their dedication, passion, hard work and commitment.

In 2012, our strategic priorities remained the same: Gender Equity, Youth Engagement, Health Equity, Seniors Well-Being, Poverty Reduction, Smart Settlement and Welcoming Communities and Systemic Access and Equity.

Our Brown Canada project has reached many milestones within the first six months of the project. The second phase from July 1st, 2012 to December 31st, 2013 will be volunteer lead and financially supported by the community. We will continue our activities through South Asian Youth Action Collective, South Asian Women's Action Collective, South Asian Seniors Alliance, South Asian Health Equity Team and Racism Free Ontario Initiative.

Our upcoming special events in the second half of 2012 include but not limited to our first outdoor festival, Toronto Mela, fifth annual Fires of Resistance Conference, third annual Racism Free Ontario campaign, first annual Women Activists Summit, the first annual express-a-thon and second annual Health Equity conference.

In addition, at this AGM, we launch two new initiatives: South Asian Professionals Network Ontario (SAPNO) and South Asian Community Hub (SACH)

We invite you to join our projects, campaigns and initiatives in 2012. Thank you for your continued support and involvement with CASSA. With all of your support, we hope to move closer to creating a more socially and economically just Ontario.

In Solidarity,

Neethan Shan

CASSA Project Updates:

Health Equity Portal:

<http://cassa.on.ca/health/>

The Health Equity website has been up-and-running as of February and is meant to serve as a portal of information that connects those of the community to resources that are culturally appropriate and accessible. It is our hope that through this website, access to quality health care is increased.

In addition, this site will also house other resources such as links to research publications and reports discussing health care issues surrounding South Asian groups and how to better facilitate scholarship in this pertinent field. Suggestions for new content are always welcome.

The site has recently undergone major design changes to facilitate easier navigation; we encourage everyone to see it for themselves and provide feedback as we continue to develop this vital information resource.

2nd Annual Health Equity Conference:

After last year's success, *A Diagnosis for Equity: A dialogue on mental health, addiction, chronic disease, and sexual health in South Asian communities*, CASSA will be holding another conference to further address health equity issues in racialized communities.

This year's theme will focus on marginalized youth and mental health. We will be collaborating with CAMH, Across Boundaries, and Punjabi Community Health Services in order to organize a day that best facilitates dialogue on how to better access to mental health services for all racialized youth. The Health Equity Conference will be held Monday, October 29th, 2012 at CAMH (33 Russell St.). For more information visit:

<http://cassa.on.ca/health/blog/2012/05/16/conferences-2/>

Health Equity Council:

The Health Equity Council (HEC) is, "a multi-agency collaborative whose mandate is to engage in advocacy, research, organizational change, capacity building and community partnerships to enhance access, equity and inclusion in all facets of health and wellness" of which CASSA is a part.

HEC is currently restructuring its initiatives to partner with more grassroots organizations in order to facilitate the betterment of community-based health services. Their Annual General Meeting will be held later this month on June 25th at 5pm in Northern District Library.

Brown Canada:

In September 2011, CASSA launched the Brown Canada Project funded by Citizenship Immigration Canada's Community Historical Recognition Program until the end of June 2012. Brown Canada aims to educate diverse communities about the Komagata Maru story of 1914, when 376 Indians arriving in Vancouver by boat were denied entry to Canada due to restrictive immigration controls designed to maintain a "white Canada." With the Komagata Maru as our entry point, this community-led project involves the comprehensive documentation, creation and sharing of diverse South Asian histories in Canada online at www.browncanada.ca. Through Brown Canada, we are facilitating community reflection and discussion on Komagata Maru's legacies of belonging, exclusion and resilience with communities of all ages and diverse backgrounds across Ontario. Brown Canada utilizes an arts-based approach and includes the following aspects:

- A South Asian History website based on community submissions- www.browncanada.ca
- The Legacies of the Komagata Maru website - www.browncanada.ca
- "Oh Canada, Oh Komagata Maru!" – a play about the Komagata Maru & its impacts
- Brown Canada DVD, featuring project documentation and digital storytelling
- A Resource Booklet on South Asian histories
- Facilitating intergenerational and cross-cultural dialogues as part of the Sharing our Stories tour across Ontario.

Brown Canada encourages community members to reflect on collective histories and bridge gaps between communities through the sharing of personal stories and experiences. Through community input and focus groups, our researcher will be compiling community snapshots of South Asian Women, Workers and LGBTQ folks and the Pakistani, Sikh, Tamil, Bangladeshi, Indian and Indo-Caribbean communities.

In 2011, Brown Canada held several community events, workshops and meetings. Through the Brown Canada project, CASSA proudly co-presented Dr. Ali Kazimi's book launch of "Undesirables: White Canada and the Komagata Maru" in Brampton. We also held a project launch at the Scarborough Civic Centre that was well attended and led to the formation of our actively engaged volunteer team that has developed the ethics and framework of the community documentation process. Community animators were also recruited from various South Asian communities to raise awareness about the Komagata Maru and collect personal stories and photo submissions for the website through community events, meetings and personal interviews. Our Facebook page and tumblr were also launched and have created a significant online community of people in engaged in discussions about South Asian histories and contemporary issues.

In 2012, project staff and volunteers have held community workshops for hundreds of community members across the GTA. Workshops have taken place with students in grades 2-12 in Peel Region, seniors & newcomers in Toronto and middle school

students in Markham, among other groups. Our workshops were enhanced by the production of a 4 minute video overview of the project that is posted on YouTube. Brown Canada is also partnering with local groups in Brampton, Mississauga, Windsor, Hamilton, Ottawa, Pickering and Markham to facilitate community dialogues about South Asian Histories through the “Sharing Our Stories” tour. The first stop of the tour, in Toronto, was the debut performance by a committed group of talented racialized youth who participated in the 6 week “Legacies of the Komagata Maru: Letters to Our Elders” creative workshop series. Participants engaged in discussions about identities and histories and created poetry, dance and theatre pieces. Brown Canada is also engaging youth in South Asian histories through digital storytelling workshops and the production of a short film that will be featured on our project DVD. Finally, Brown Canada materials on the Komagata Maru and various communities have been shared in a poster board exhibit at various events, including Toronto City Hall and various community events. We look forward to continuing this important project until 2014 through community and volunteer involvement.

South Asian Heritage Month (SAHM):

CASSA’s South Asian Heritage Month (SAHM) program included many events this year. The theme of SAHM 2012 was, “Our Stories, Our Histories.” Through this theme we wished to gain more insight about the South Asian communities’ stories and histories in Canada.

The main focus of the month was the South Asian Heritage Month Gala, which was a well-attended event on May 12. There were approximately 250 attendees at the gala and many people commented on the success of the event. Bhairavi Desai gave an inspiring and moving speech detailing her work with the New York Taxi Workers’ Alliance. The crowd cheered at many points throughout her keynote address.

The next program for SAHM was the Asian and South Asian Heritage Month Reception at city Hall on May 14. It was held in conjunction with the Chine Canadian National Council Toronto Chapter. There were 60 people at the event and it featured speeches on our theme of “Our Stories, Our Histories” by Fiona Crean (City of Toronto Ombudsman), Alok Mukherjee (TPSB Chair), Harvey Low (City of Toronto). Our Panel was a mixture of people from different backgrounds. Playwright Diana Tso, Social and Cultural Theorist Robinder Sehdev, Jeff Tanaka of Freedom School, Julia Lo of Civic Action, and Ziadh Rabbani of Access Alliance.

Another component of South Asian Heritage Month has been the South Asian Heritage Month website (www.southasiancanadians.ca). On the website we have highlighted the various SAHM events. Additionally, we have researched various stories that relate to the theme of “Our Stories, Our Histories” and have chronicled them on the website. Some stories include the Komagata Maru Incident, The Continuous Journey Regulation, Ocean Lady and Sun Sea ships, Muslims Lawyers’ case against Maclean’s magazine. We have also provided information on various community organizations with a South Asian focus.

CASSA will also hold its 5th Annual Fires of Resistance youth conference on July 4th.

SAWAC:

SAWAC was created in February 2012 to bring together South Asian women working across the GTA to address issues of gender violence within and towards the community. This year SAWAC hosted a story-telling event for International Women's Day, facilitated leadership and creative workshops for young women, trained front-line workers in the Scarborough area in anti-oppressive practices, launched a website that features South Asian women activists, organizers and artists from across the GTA and hosted an arts competition for young women. We are also in the midst of working on a Brown Girl's Guide to Action – An activist toolkit.

We are really excited to have piloted this initiative that brings young south Asian women at the forefront of the debates and actions on gender-violence from an anti-racist, anti-homophobic, anti-transphobic, feminist and anti-ableist perspective. We are planning a conference for October 2012 to further hammer out strategies in which our community can continue to mobilize against gender violence given the racist and islamophobic assaults towards it.

Racism Free Ontario:

The Racism Free Ontario Campaign is a 100-day initiative organized by the Council of Agencies Serving South Asians (CASSA) as a part of its ongoing anti-racism and anti-oppression work in Ontario. The campaign began its second year on December 10th, 2011, International Human Rights Day and ended on March 21st, 2012, on the International Day for the Elimination of Racial Discrimination. The project follows the following objectives:

- a) to create broader public awareness so that Ontarians accept and acknowledge that racism (structural, institutional and individualized) is still alive in our province
- b) to organize the communities to educate the systems so that the systems also accept that racism exists within their structures, policies and practices
- c) to support and promote people working on anti-racism related initiatives so that they feel encouraged and motivated
- d) to showcase and profile initiatives addressing racism and promoting access, equity and inclusion
- e) to build momentum, strength and capacity so that our collective anti-racism work in Ontario becomes sustainable, collaborative and impactful

This year, the initiative profiled 100 Canadian anti-racist activists and organizations. Through the "People of Colour Spotlight" the campaign highlighted the hardwork and achievements of different activist groups and individuals daily, sharing the spotlights through social media platforms such as Facebook and Tumblr. We also created our first official website, which consists of a blog, our events page and a number of tools and resources by which community members can address racism.

Finally, to mark the International Day for Elimination of Racial Discrimination, the Racism Free Ontario initiative held a forum at the Ontario Institute for Studies in Education. The theme of the forum was, “Addressing Racial Inequities Faced by Our Children and Youth.” At the forum, we held 8 workshops that discussed the impact of racism on our children and youth, and identified strategies to address racial inequities faced by them in educational institutions, neighborhoods and workplaces.

COUNCIL OF AGENCIES SERVING SOUTH ASIANS

FINANCIAL STATEMENTS

DECEMBER 31, 2011



David Burkes, B. Com, C.A. • IFA

COUNCIL OF AGENCIES SERVING SOUTH ASIANS

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DECEMBER 31, 2011

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David Burkes, B. Com, C.A. • IFA



David Burkes, B. Com, C.A. • IFA
Chartered Accountant

AUDITOR'S REPORT

To the Members of
Council of Agencies Serving South Asians

I have audited the accompanying financial statements of Council of Agencies Serving South Asians, which comprise the statement of financial position as at December 31, 2011, the statement of general operations and members' equity and statement of cash flows for the year then ended, and a summary of significant accounting policies and other explanatory information.

Management's Responsibility for the Financial Statements

Management is responsible for the preparation and fair presentation of these financial statements in accordance with Canadian accounting standards for not for profit organizations, and for such internal control as management determines is necessary to enable the preparation of financial statements that are free from material misstatement, whether due to fraud or error.

Auditor's Responsibility

My responsibility is to express an opinion on these financial statements based on my audit. I conducted my audit in accordance with Canadian auditing standards for not for profit organizations. Those standards require that I comply with ethical requirements and plan and perform the audit to obtain reasonable assurance about whether the financial statements are free from material misstatement.

An audit involves performing procedures to obtain audit evidence about the amounts and disclosures in the financial statements. The procedures selected depend on the auditor's judgment, including the assessment of the risks of material misstatement of the financial statements, whether due to fraud or error. In making those risk assessments, the auditor considers internal control relevant to the entity's preparation and fair presentation of the financial statements in order to design audit procedures that are appropriate in the circumstances, but not for the purpose of expressing an opinion on the effectiveness of the entity's internal control. An audit also includes evaluating the appropriateness of accounting policies used and the reasonableness of accounting estimates made by management, as well as evaluating the overall presentation of the financial statements.

I believe that the audit evidence I have obtained is sufficient and appropriate to provide a basis for my audit opinion.

Opinion

In my opinion, the financial statements present fairly, in all material respects, the financial position of Council of Agencies Serving South Asians, as at December 31, 2011, and the results of its operations for the year then ended in accordance with Canadian accounting standards for not for profit organizations.

Richmond Hill, Ontario
February 24, 2012

David Burkes
Chartered Accountant
Licensed Public Accountant

COUNCIL OF AGENCIES SERVING SOUTH ASIANS

STATEMENT OF FINANCIAL POSITION

AS AT DECEMBER 31, 2011


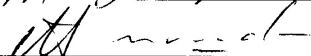
ASSETS

	<u>2011</u>	<u>2010</u>
<u>CURRENT</u>		
Cash and Short-term Investments (Note 3)	\$ 208,502	\$ 171,201
Grants and Accounts Receivable	11,803	7,148
Prepaid Expenses and Deposits	<u>7,552</u>	<u>6,174</u>
	227,857	184,523
 <u>CAPITAL</u>	 <u>7,085</u>	 <u>9,401</u>
	<u>\$ 234,942</u>	<u>\$ 193,924</u>

LIABILITIES AND NET ASSETS

<u>CURRENT</u>		
Accounts Payable and Accrued Charges	\$ 7,063	\$ 10,147
Deferred Contributions (Note 4)	<u>111,100</u>	<u>56,088</u>
	118,163	66,235
<u>NET ASSETS</u>	<u>116,779</u>	<u>127,689</u>
	<u>\$ 234,942</u>	<u>\$ 193,924</u>

APPROVED BY THE BOARD:


 _____ Director

 _____ Director

(See Accompanying Notes)



David Burkes, B. Com, C.A. • IFA

2.

COUNCIL OF AGENCIES SERVING SOUTH ASIANS
STATEMENT OF OPERATION AND MEMBERS' EQUITY
FOR THE YEAR ENDED DECEMBER 31, 2011

	<u>2011</u>	<u>2010</u>
<u>REVENUE</u>		
Grants	\$ 254,560	\$ 335,347
Sponsorships and Fundraising	35,465	15,983
Fees for Service and Rent	3,600	921
Interest Income	608	1,167
Membership Fees	140	-
	<u>294,373</u>	<u>353,418</u>
<u>EXPENSES</u>		
Salaries and Benefits	193,225	234,248
Project Expenses	33,334	35,677
Office and General	27,802	26,253
Rent and Utilities	22,012	21,727
Travel and Transportation	11,305	8,124
Professional Services	6,898	6,049
Research and Workshops	6,039	6,306
Insurance	2,352	3,201
Amortization	2,316	3,128
	<u>305,283</u>	<u>344,713</u>
<u>EXCESS OF EXPENSES OVER REVENUE</u>	10,910	-
<u>EXCESS OF REVENUE OVER EXPENSES</u>	-	8,705
<u>MEMBERS' EQUITY</u> , Beginning of Year	<u>127,689</u>	<u>118,984</u>
<u>MEMBERS' EQUITY</u> , End of Year	<u>\$ 116,779</u>	<u>\$ 127,689</u>

(See Accompanying Notes)



COUNCIL OF AGENCIES SERVING SOUTH ASIANS**STATEMENT OF CASH FLOWS****FOR THE YEAR ENDED DECEMBER 31, 2011**

	<u>2011</u>	<u>2010</u>
<u>CASH PROVIDED BY OPERATING ACTIVITIES</u>		
Excess (Deficiency) of Revenue over Expenses	\$ (10,910)	\$ 8,705
Amortization Expense	2,316	3,129
(Increase) Decrease in Accounts Receivable	(4,655)	41,431
(Increase) Decrease in Prepaid Expenses	(1,378)	91
Increase (Decrease) in Accounts Payable	(3,084)	2,710
Increase (Decrease) in Deferred Contributions	<u>55,012</u>	<u>(27,914)</u>
<u>INCREASE IN CASH AND CASH EQUIVALENTS</u>	37,301	28,152
<u>CASH & CASH EQUIVALENTS, Beginning of the Year</u>	<u>171,201</u>	<u>143,049</u>
<u>CASH & CASH EQUIVALENTS, End of the Year</u>	<u>\$ 208,502</u>	<u>\$ 171,201</u>
 <u>CASH & CASH EQUIVALENTS REPRESENTED BY</u>		
Cash	\$ 140,686	\$ 103,993
Investment Savings	<u>67,816</u>	<u>67,208</u>
	<u>\$ 208,502</u>	<u>\$ 171,201</u>

(See Accompanying Notes)

David Burkes, B. Com, C.A. • IFA

4.

COUNCIL OF AGENCIES SERVING SOUTH ASIANS**NOTES TO THE FINANCIAL STATEMENTS****FOR THE YEAR ENDED DECEMBER 31, 2011****1. PURPOSE OF ORGANIZATION:**

The Council of Agencies Serving South Asians is a not-for-profit organization registered as a corporation without share capital in the Province of Ontario. The Council is exempt from income taxes pursuant to Section 149(1)(l) of the Income Tax Act of Canada.

The Council was established to research, identify and analyze the needs of the South Asian communities, to act as a resource centre for government and policy making organizations and to promote understanding of the diverse nature of the said communities.

2. SIGNIFICANT ACCOUNTING POLICIES:**Revenue and Expenditures**

Revenues and expenses are recorded on the accrual basis, whereby they are reflected in the accounts in the period in which they have been earned and incurred, respectively, whether or not such transactions have been finally settled by the receipt or payment of money.

(a) Revenue Recognition

Government grants are recorded as revenue in the fiscal period in which the project expenses are incurred.

Workshop, fundraising, membership and interest revenue are recorded when the funds are received.

(b) Deferred Contributions

Grant monies received in advance of the period to which they are applicable have been recorded as deferred contributions.

Capital Assets

Purchased capital assets are recorded at cost. Donated capital assets are recorded at fair market value at the time of donation. Equipment and furnishings are amortized at 20% per annum, and computers at 30% per annum respectively using the declining balance method.



COUNCIL OF AGENCIES SERVING SOUTH ASIANS

NOTES TO THE FINANCIAL STATEMENTS

FOR THE YEAR ENDED DECEMBER 31, 2011

3. CASH AND SHORT-TERM INVESTMENTS:

The Cash balance for fiscal 2011 includes \$67,816 (2010 - \$67,208) in Guaranteed Investment Certificates maturing on December 18, 2012 and earning interest at 1.2% (2010 - 0.9%).

4. DEFERRED CONTRIBUTIONS:

Deferred contributions are comprised as follows:

	<u>2011</u>	<u>2010</u>
<u>OPERATING/PROGRAMMING</u>		
City of Toronto	\$ 53,000	\$ 27,590
Citizenship and Immigration Canada	36,400	-
Ministry of Citizenship and Immigration	18,500	-
Atkinson Foundation	3,200	-
HRSDC	-	22,000
Colour of Poverty	-	6,498
	<u>\$ 111,100</u>	<u>\$ 56,088</u>

In summary, changes in deferred contributions are analyzed as follows:

	<u>2011</u>	<u>2010</u>
<u>BEGINNING BALANCE,</u> related to operating funding	\$ 56,088	\$ 84,002
<u>LESS:</u> Amounts recognized as revenue during year	(56,088)	(84,002)
<u>ADD:</u> Amounts received related to the following year	<u>111,100</u>	<u>56,088</u>
<u>BALANCE,</u> End of the Year	<u>\$ 111,100</u>	<u>\$ 56,088</u>



COUNCIL OF AGENCIES SERVING SOUTH ASIANS

NOTES TO THE FINANCIAL STATEMENTS

FOR THE YEAR ENDED DECEMBER 31, 2011

5. GRANTS:

	<u>2011</u>	<u>2010</u>
<u>OPERATING/PROGRAMMING</u>		
City of Toronto	\$ 76,430	\$ 126,760
Citizenship and Immigration Canada	70,215	159,598
Toronto Public Health	38,392	11,533
HRSDC	24,825	5,469
Ministry of Citizenship and Immigration	21,400	10,876
Atkinson Foundation	16,800	-
Colour of Poverty	6,498	1,835
Metcalf Foundation	-	19,276
<u>TOTAL GRANTS</u>	<u>\$ 254,560</u>	<u>\$ 335,347</u>

6. CAPITAL ASSETS:

Capital assets consist of the following:

	<u>2011</u>			<u>2010</u>
	<u>Cost</u>	<u>Accumulated Amortization</u>	<u>Net Book Value</u>	<u>Net Book Value</u>
Office Equipment	\$ 14,619	\$ 10,584	\$ 4,035	\$ 5,044
Computers	7,323	4,273	3,050	4,357
	<u>\$ 21,942</u>	<u>\$ 14,857</u>	<u>\$ 7,085</u>	<u>\$ 9,401</u>

7. FINANCIAL INSTRUMENTS:

The fair values of cash and short-term investments, accounts receivable, accounts payable and accrued liabilities are assumed to approximate their carrying amounts because of their short term to maturity. Unless otherwise noted, it is management's opinion that the organization is not exposed to significant interest or credit risks arising from these financial instruments.

8. USE OF ESTIMATES:

The preparation of financial statements in accordance with Canadian generally accepted accounting principles requires management to make estimates and assumptions that affect the reported amounts of assets and liabilities at the date of the financial statements, and the reported amounts of revenues and expenses during the reporting period. Actual results could differ from management's best estimates as additional information becomes available in the future.



COUNCIL OF AGENCIES SERVING SOUTH ASIANS

NOTES TO THE FINANCIAL STATEMENTS

FOR THE YEAR ENDED DECEMBER 31, 2011

9. COMPARATIVE FIGURES:

Certain figures for the year 2010 have been reclassified to conform to that of the current year's presentation.

Figures for 2010 were audited by the former auditor.

10. COMMITMENTS:

The organization's current lease agreement for premises expires in 2012. The annual minimum lease expense for 2012 is \$19,192.

11. CAPITAL MANAGEMENT AND ECONOMIC DEPENDENCE:

The Organization includes cash and short-term investments, grants and accounts receivable, prepaid expenses and deposits, accounts payable and accrued charges, and deferred contributions in its capital management consideration. The Organization objectives when managing capital are to safeguard its ability to continue as a going concern and continue to execute its mandate.

The Organization monitors these items to assess its ability to fulfill its ongoing financial obligations. The Organization relies primarily on grants and donations to fund its operations and makes adjustments to its budgeted expenditures in light of changes. The Organization is not subject to externally imposed capital requirements.

The Organization is dependent on government grants for continuing operations.



CASSA Board of Directors Slate 2011-2012

Maya Bhullar

Maya Bhullar has over 15 years of professional experience in such diverse areas as migration, labour, urban planning and community mobilization. She has a particular interest in grassroots engagement, effective representation of constituent's interests and in helping organizations to better achieve their stated goals. Her experience comes from the public sector and from working with labour unions. She has held research and policy positions with Habitat International Coalition & UN Centre for Human Settlements, American Federation of Labour- Congress of Industrial Organizations and Service Employees International Union (SEIU). Since 2010, Maya has held the position of Research Coordinator with SEIU Local 2 Canada, helping to build campaigns for the rights of low wage workers. She also has decades of experience working with coalitions for social change, including working with the Good Jobs for All Coalition in Toronto, and Neighbors Consejo, Washington D.C., a community led project to address implications of gentrification and rapid development in a neighborhood. Maya has been a speaker at many events including the World Social Forum and at the Global Labour University. She has a Masters in International Development Economics and Urban Development from American University, Washington D.C, and a Bachelor of Arts Degree in Anthropology and International Relations from the State University of New York at Cortland, NY. Washington D.C.

Anusha Sarvanandan

Anusha Sarvanandan is a social worker, researcher and writer dedicated to social justice and improving the quality of life for all people. Born in Sri Lanka, Anusha came to Canada as a child with her parents. They lived and struggled through the new immigrant experience in Toronto. The family lived and thrived in the Scarborough area. She has graduated with degrees from McMaster University and York University. Anusha has stated, 'I believe we live in a great City and we are an example to the world of how people from many diverse backgrounds can live in harmony and prosperity.' Working in collaboration with all of CASSA's supporters, Anusha's goals are to improve access, equity, inclusion and opportunity for everyone. Anusha is very proud of CASSA's work in the past years in the following areas; anti-racism, welcoming new immigrants, gender issues, youth and seniors initiatives, and celebrating the contributions of South Asians to Canadian society. She looks forward to another year with CASSA as we take on the challenges of raising Mental Health awareness, addressing Health equity, improving economic participation, documenting our histories and increasing the profile of South Asian communities.

Mohan Swaminathan

Mohan Swaminathan is an accomplished advertising, marketing and communications professional with almost two decades of global experience in consumer goods, publishing and real estate. Mohan is a creative writer and originator of ideas and strategies to sell, persuade, communicate and market virtually anything. Currently Mohan is Creative Director at Montana Steele Advertising, a reputed ad agency in Toronto. Before moving to Canada just a few years ago, Mohan worked in Dubai with internationally renowned ad agency DDB, spinning award-winning campaigns for Volkswagen, Sony and HSBC. Prior to that, Mohan worked in the Mumbai ad world, pitching Unilever brands to the world's fastest growing consumer market. A true global citizen, Mohan is fluent in 7 languages and a passionate advocate of cultural diversity in all walks of life. At CASSA, Mohan looks forward to leveraging his diversity skills and experience, shining a spotlight on deep-rooted prejudices and working to raise the profile of newcomers to Canada.

Rabindra Nath Sabat

Rabindra Nath Sabat is currently working as the Program Director with Settlement Assistance and Family Support Services. He has more than 20 years of experience in community development and social service field in India, America and Canada. He has worked for more than 15 years with the marginalized tribal people in India for their survival rights on land, water and forest and for equal rights of the marginalized tribal community in India. He also led a campaign on pro-poor policy, which was documented as one of the Best Sustainable Development Success Stories by the Department of Policy Coordination & Sustainable Development, UN in the year 1997. He has also served as an International Consultant to co-facilitate a five weeks training course on "Participatory Planning" in the Food and Agriculture Department of the Federal Republic of Germany. Rabindra has organized two international workshops at the Fourth Global Conference on Women in Beijing in 1995 and lobbied against the economic colonialism of the multinational companies in the World Summit for Social Development at Copenhagen in 1995. He has presented a paper on in the Fourth Global Summit on the Aging in Montreal in 1999. Rabindra has a Masters in Social Work (MSW) to his credit. He has been an activist and change agent and has advocated for many issues such as social justice, environment, minimum wage and country liquor particularly for the poor and marginalized communities. The Bhayana Family Foundation has conferred 2011 Best Partnership Award to Rabindra Sabat in the United Impact Conference held on December 9th, 2011.

Mohammad Hayat

Mohammad is on CASS Board since 2009. He has 14 years experience in international development, project management, community development and human rights. Mr. Hayat has been working with World Bank in Pakistan, United Nations Mission in Kosovo, Office of the High Commissioner for Human Rights in Nepal and non-profit

organizations in Canada. He is a registered Consultant with United Nations Development Program (UNDP) and Canadian International Development Agency (CIDA). Mr. Hayat has Master Degree in Humanities from Pakistan and completed in professional development trainings in Project Management, Human Rights, Gender Equality, Conflict Management and Public Policy that were held in Macedonia, Greece, Kosovo, Italy and Canada. Mohammad particular interests are in social justice, gender equality, child protection, immigrants and refugees rights.

Reazul Haque

Reazul Haque completed his Masters in Social Welfare from the Bangladesh National University and received his Diploma in Business Administration in Accounting from the Centennial College, Ontario. He also completed a short course on "Internationally Educated in Social Work (IESW)" from Ryerson University. He was born in Bangladesh and immigrated to Canada with his family members more than 4 years ago. He is now a Canadian citizen. He is currently working part time at an Accounting Firm at Danforth Avenue. He is skilled in project management and community development. He has 24 years working experience in not-for-profit sector in Bangladesh. During that tenure, he worked with CARE-Bangladesh, a leading not-for-profit organization, USC Canada Bangladesh, and South Asia Partnership Bangladesh. He is also an experienced freelance consultant in the not for profit sector. He has experienced capacity building in partner organizations, facilitated training sessions to different stakeholder & clients. He is also experienced in arranging events on a national & local level. He received various types of training in managerial skills in rural development from the UK, effective NGO management from India, program for development managers from Asian Institute of Management (AIM), Philippines.

Sarwar Mustofa

Sawar Mustofa is an extremely hard working individual with a personal and professional commitment to social justice and meeting the needs of underprivileged communities both in Canada and abroad. In Bangladesh, he demonstrated this commitment to international and local community development through his work with youth and women's groups to empower themselves through education, support groups, and community economic development projects. Upon coming to Canada, he continued this commitment to international development by volunteering with Canadian Crossroads International where he supported the fundraising efforts of the participants while also sharing my expertise in partnership development.

Currently, he is working with North York Community House as a School settlement Worker and continuing his on-going commitment to helping those needing support and who are under-valued in our society. Through this work, he has provided important and well researched information to newcomer immigrants and refugees, in addition to referrals, advocacy support, and encouragement. He is particularly serving the South – Asian newcomers and trying to help them to settle in the Canadian Society.

He has completed Masters in Management and attended many training courses on the issues of community and social development here in Canada and abroad. He is committed and looking forward to contribute his knowledge and experience in achieving CASSA's strategic priorities.

Munib Sajjad

Munib Sajjad is a young organizer hailing from the University of Toronto and has worked with students, workers, and faculties across the country to lobby for more accessible and affordable post-secondary education.

Munib's passion for fighting racism and achieving social justice for those being oppressed across the world had guided him to become involved with his local university students' union in order to bring justice to those around his very campus.

Working alongside other students at the University of Toronto Mississauga, Munib has been an executive of the University of Toronto Mississauga Students' Union for the past two years and is currently the Vice-President University Affairs at the University of Toronto Students' Union.

Furthermore, Munib spent the past two years as a member of the executive committee of the Canadian Federation of Students Ontario. He is currently the elected Racialised Students Commissioner in the CFS Ontario.

Munib is delighted to be a part of the prominent organization of the Council of Agencies Serving South Asians. He plans to bring greater focus to mobilizing not only the South Asian youth, but all youth across the Greater Toronto Area in the fight for acquiring social justice and communal equity.

Seema Nadarajah

Seema Nadarajah is a social worker dedicated to the values of anti-oppressive practice with a commitment to social justice. Seema has worked in a variety of social service settings and is presently a Community Legal Worker at the South Asian Legal Clinic of Ontario (SALCO) where she is engaged in Law Reform initiatives and improving access to justice for Low Income South Asian's.

"Individually, we are one drop. Together, we are an ocean." Quote by Ryunosuke Satora, a Japanese Poet. Seema hopes to work in solidarity with other members at CASSA and the community at large to bring awareness to issues affecting the South Asian diaspora and to create change.

Abimanyu Singam

Abimanyu Singam Abimanyu Singam has more than 15 years of experience in advocating for immigrant and refugee rights and is currently employed at a law firm in Scarborough. He is involved in advocating in the areas of Immigration and Refugee law and Employment law. Previously he was employed at the Labour Education Centre, a project of the Toronto York Region Labour Council as an employment counselor/advocate and at CASSA as an outreach worker with Poverty Reduction Project. He also has 6 years of experience in the field of Health research working as a Research Coordinator at the University of Toronto, The Sick Children's Hospital and the Centre for Addiction and Mental Health (CAMH). He and has served on several boards including the Rouge Valley Health Systems (RVHS), Vasantham Senior Wellness Centre, and he is one of the co-founders of Canadian Tamil Congress (CTC), Canadian Tamil Youth Development Centre - CanTYD, and Canadian HART, a human rights organization advocating for IDP and refugee rights. Abimanyu Singam holds Bachelor's degrees in Law, Biology and in Environmental Health Management.

Ramraajh Sharvendiran

Ramraajh is the Tamil Outreach and MSM Prevention coordinator at the Alliance for South Asian AIDS Prevention (ASAAP), working with men who love men to educate and create a safe space for the discussion of sexuality and sexual health in South Asian communities. Born and raised in Toronto, Ram harbours a deep passion for advocacy around all human rights, especially those around race, gender, and sexual orientation. He holds Honours Degrees in Communications from York University and also volunteers his time as a radio host of a weekly queer segment at a local community radio station. Ramraajh hopes to bring his lived and learnt experience as a Queer Tamil cis-gendered male to the work at CASSA.



CASSA's Strategic Framework and Strategic Directions for 2011-2014

Our Mission Is:

To facilitate the economic, social, political and cultural empowerment of South Asians by serving as a resource for information, research, mobilization, coordination and leadership on social justice issues affecting our communities. Create social change by building alliances and working collaboratively with those who share a vision of empowering all communities to participate in defining Canada's future

CASSA's Vision:

We envision and strive for a Canada free of all forms of discrimination in which all communities are free from marginalization and are fully empowered to participate in defining Canada's political, economic, social and cultural future.

CASSA's Values:

The following values serve as guidelines for our conduct as we implement our mission and work towards our vision:

- **Social Justice:** We are committed to working within a social justice framework which promotes equity and empowerment for marginalized peoples and communities
- **Anti-oppression, anti-racism, anti-homophobia:** We strive to incorporate anti-oppressive, anti-racist and anti-homophobic principles and practices in our work.
- **Responsiveness:** We strive to work through a variety of consultative and participatory structures and practices to ensure that our work is grounded in the realities and priorities of our communities.
- **Diversity:** We recognize and respect the diversity among and within South Asian communities and within Canadian society.
- **Collaboration and solidarity:** We are committed to building alliances in order to work collectively towards common aims.
- **Accountability:** We are committed to maintaining effective governance, measurement and reporting practices.

Strategic Directions 2011-2014

1. Immigration and smart settlement:

CASSA, in the next three years, will facilitate process that aim to build more inclusive communities in the municipalities outside the City of Toronto, with a specific focus on York Region, Peel Region and Durham Region. CASSA will address issues faced by specific immigrant populations including but not restricted to Internationally Trained Trades people, Refugees, LGBTQ+ communities and people with disabilities. CASSA will explore issues related to Family Reunification and assist in knowledge production that will lead to better services and policies in that area.

2. Poverty Reduction:

CASSA will promote and contribute to an analysis that recognizes the links between poverty and racialization. CASSA, through community organizing, will bring together community stakeholders to collectively create and support various strategies to reduce poverty in the South Asian and other racialized communities. CASSA will work on improving policy and practice as it related to poverty reduction. CASSA's focus in 2011-2013 will be more specifically on childcare, housing and income security programs.

3. Health Equity:

CASSA will promote and contribute to an analysis that is based on the social determinants of health. CASSA will bring together community stakeholders to collectively create and support strategies that:

- Increase South Asian communities' access to linguistically and culturally appropriate health services;
- Create equitable access to mental and sexual health services by addressing barriers that exist both internally within South Asian communities and externally in the Health Services sector
- Promote health equity and reflective governance structures within Health care institutions.
- Support sharing of information about existing research, promising practices and outstanding leadership in the field of health equity as it relates to South Asians

4. Youth Engagement and Leadership:

CASSA will bring together community stakeholders to collectively create and support opportunities for research, collaborations, sharing of best practices, professional development/training and advocacy for resources in order to address leadership, health and empowerment needs of the South Asian youth in Ontario. CASSA will utilize social media, positive role models and documentation of promising practices to support the empowerment of South Asian youth, with a focus on particular groups of youth: such as young women, newcomer youth, LGBTQ youth, South Asian youth with disabilities and learning about their rights.

5. Anti-racism and Anti-oppression:

Working in solidarity with other communities and organizations, who are working with an anti – oppression, anti-racism framework, CASSA will implement strategies to eliminate racism and oppression. CASSA will work with and in various systems of the municipalities to promote anti-racism and anti-oppression. In the next three years, CASSA will also focus on addressing racism in the media and in education. CASSA will also take additional steps to address inequities faced by racialized people with disabilities and racialized LGBTQ+ communities.

6. Gender Equity:

CASSA will work with other organizations, activists and other stakeholders to address various gaps related to promoting gender equity. CASSA, during the next three years, will focus on three areas: Pay and employment equity for women, leadership development for young women and elimination of Violence against Women.

7. Seniors Income Security and Well-Being:

CASSA will work with other organizations and community stakeholders to address various income and well-being needs of South Asian seniors in Ontario. CASSA, during the next three years, will focus on four areas: income security for immigrant seniors, access to transportation, access to information and access to community space. CASSA will set up an advocacy network for South Asian Seniors and will assist with training, research and policy.

CASSA 2011-2012 STAFF

This list includes all staff, including part time, short-term contract, summer student positions and full time staff.

2011 STAFF

Executive Director - Neethan Shan
 Finance & Office Coordinator – Farhat Hasan
 Community Engagement Coordinator - Anita Khanna
 Coordinator- Welcoming Communities Ontario – Ayshia Musleh
 Community Organizer - Keerthy Narayanan
 Community Animator – Manivillie Kanagasabapathy
 Community Organizer – Dr. Mahbub Hasan
 Youth Engagement Coordinator – Hafsa Zarook
 Events Coordinator- Aranie Rasalingam
 Events Coordinator- Puja Bagri
 Yaso Gowrinathan- Research Assistant
 Intern- Sinduja Kumarasingam
 Intern- Gayathri Naganathan

Intern - Rabeah Malik
 Placement Student- Mousami Tamrakar
 Placement Student – Aisha Farooq
 Placement Student - Marcia Mazumder
 Placement Student- Jasintha Kanagatharan

2012 STAFF

Executive Director - Neethan Shan
 Finance & Office Coordinator – Farhat Hasan
 Project Manager - Anita Khanna
 Fundraising Coordinator - Mahbub Hasan
 Outreach Coordinator - Krittika Ghosh
 Youth Engagement Coordinator- Hadia Akhtar
 Arts Coordinator- Deena Hai
 Administrative Assistant – Shazia Saba
 SAHM Coordinator - Nadia Wasti
 Health Equity Coordinator - Manjot Bining
 Events Coordinator- Shameela Zaman

Tharmini Kuhathasan
 Zehra Goawala
 Mawlika
 Sivayoganathan
 Garthigga Yoganathan
 Parsaanth Karanagaran
 Hindurika
 Sachithananthamoorthy

List of CASSA Volunteers:

Rana Khan
 Farah Islam

Neha Trivedi
 Shayani Bhuvanesan

Sobika Sadacharam
 Aneesa Haniff
 Melissa Fernandes
 Antu Hossain
 Amna Siddiqui
 Anjum Sultana
 Swarna Anand
 Laxshana Navaratnarajah
 Akila Arambage
 Vidhi Patel
 Gerrad He
 Abira Raveendran
 Ivy Zhang
 Samer Safir
 Jenny Zeng
 Chenthila Nagamathu
 Mohamed Mustherez

Thasini Apuanthajothy
 Theeparaj Alagaretnam
 Mariam Zaidi
 Christopher Reyes
 Navdip Sign
 Tony Sianhua Yao
 Hibah Sidat
 Tetheh Hadjor
 Soma Chatterjee
 Robinder Sehdev
 Aliya Amarshi
 Nayani Thiyagarajah
 Nadia Alam
 Inthuja Karunanithy
 Zerine Nusrat
 Amardeep Kaur
 Blair Sandover
 Nish Israni
 John An
 Omar Samra
 Seerit Samran
 Natasha Daniel
 Segol Zand

Danesh Alagaratham
Jaffani Pagavathsing
Priyankan Arasapatgunarasa
PengJu Huang
Leah Guastavino
Muneeb Hussah
Koshia Pakiyathan
Sakina Khan

Jenida Ponnuthurai
Zohra Safi
Alex Terrana
Verni Selvan
Emelda Hodiwala
Blair Sandover
John An

Acknowledgement of Our Funders for 2011

We would like to appreciate and acknowledge the vital ongoing support for our activities by:

Citizenship and Immigration Canada
City of Toronto: Access Equity and Human Rights
City of Toronto: Community Safety Initiative
City of Toronto: Community Services Partnership
Atkinson Foundation
Human Resources and Skills Development Canada
Ministry of Citizenship and Immigration
Toronto Public Health
Colour of Poverty-Colour of Change

We would like to thank all of our community partners, volunteers and board members who have supported us with all of our projects. Without their help, we would not be able to achieve what we have done in the 2011.

Thank you all for your dedication and for believing in CASSA.

Thank You

for attending CASSA's AGM.

We look forward to your continued support, guidance and involvement.

You or your organization can also become a member of CASSA, if you wish to support our mission/mandate. Please visit our website www.cassa.on.ca for details on our mission, vision, values and strategic priorities. The members will receive a regular update on various happenings in the social services/social justice field in Ontario's South Asian communities.

Annual membership fee is only \$10 for individuals and \$20 for organizations. Joining as a member, will also keep you informed about job opportunities, volunteer opportunities and community events. Please visit our website for more information about becoming a member of CASSA and its benefits.

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