



COUNCIL OF AGENCIES SERVING SOUTH ASIANS

CASSA Annual Report

2018



COUNCIL OF AGENCIES SERVING SOUTH ASIANS

Annual General Meeting

Friday, August 17, 2017

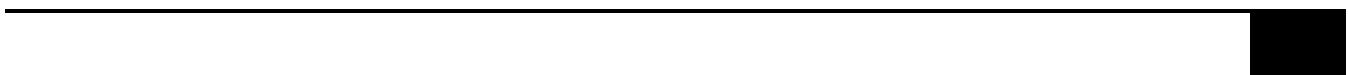
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CASSA Annual General Meeting 2018

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Agenda

Council of Agencies Serving South Asians (CASSA)
Annual General Meeting
August 17, 2018
Scarborough Civic Centre

5:30pm – 6:00pm

Registration
Networking and Refreshments

6:00pm – 6:45pm

Welcome
Remarks
AGM Business
Volunteer
Appreciation

6:45pm – 7:30pm

Panel Discussion

7:30pm – 8:00pm

Dinner and Networking

CASSA 2017 Annual General Meeting Minutes

July 21, 2017

Scarborough Civic Centre, 150 Borough Drive., Scarborough, M1P 4N7

Welcome and Call to Order

Annual General Meeting called to order by Sanga Achakzai, Chair of the Board. Attendees welcomed to CASSA's 2017 AGM.

Approval of Draft Agenda

Draft Agenda reviewed by membership. No changes made. Motion to approve Draft Agenda by Mohan Swaminathan. Seconded by Tanzina Islam.

Approval of 2016 AGM Minutes

Last year's AGM minutes reviewed by membership. Bashir Versi recommended changing "2015" in the President's Report section to "2016" in the minutes. Motion to accept change and approve the 2016 AGM Minutes by Tanzina Islam. Seconded by Neha Ahmed.

President's Report

Delivered by Sanga Achakzai, Chair of CASSA's Board of Directors. Sanga recapped CASSA's 2016 strategic direction for South Asian communities across the GTA and Ontario. CASSA spearheaded several initiatives in 2016:

1. Youth Matters and Seniors Matters Forums – addressed issues that different South Asian age groups face on a regular basis and methods for providing effective support.
2. Solidified partnership with Chinese Canadian National Council, Toronto Chapter (CCNC) – hosted a reception commemoration South Asian/Asian Heritage Month as a means of identifying specific community barriers to civic participation and celebrating our community civic engagement.
3. Launch of CASSA's first Scarborough South Asian Film Festival – with a broad theme of social justice several short films and documentaries highlighting South Asian experiences were presented to upwards of 200 guests.
4. First annual South Asian Heritage Month poster – showcased six outstanding South Asian individuals making significant contributions toward human rights and equity.

Sanga concluded with reaffirming CASSA's mission-driven goals for 2017 with particular attention to developing novel and engaging programming for CASSA's audience and membership in 2017.

Interim Executive Director's Report

Delivered by Samya Hasan, CASSA's Interim Executive Director (appointed in February 2017, following Outgoing Executive Director, Neethan Shan). For CASSA's five-year programming plan (2016 to 2020), Samya outlined the organization's commitment to carefully chosen strategic priorities:

1. Immigration and Settlement
2. Poverty Reduction
3. Health Equity
4. Anti-Racism
5. Anti-Oppression
6. Women's Rights

In 2016 CASSA renewed its partnership with the Trillium Gift of Life Network to conduct another year-long campaign on organ and tissue donation awareness in South Asian communities across the GTA. Staff capitalized on networking and partnerships to achieve this success – the Ontario Sikhs and Gurdwara Council partnerships brought this vital issue to the forefront of the 2016 Khalsa Day Parade – with an overall campaign reach of 6 million individuals in Ontario.

Due to years of hard work in partnership with several member agencies and the Colour of Poverty, Colour of Change Steering Committee, CASSA celebrated the major success of the provincial government's launch of the Anti-Racism Directorate at its annual Racism Free Ontario Forum. CASSA 2016 Forum sought ways to impact the Anti-Racism Directorate's priorities/strategies going forward at this widely-appreciated and heavily-attended annual event.

CASSA has continued its commitment to Health Equity with its 6th annual Health Equity Summit on women's health in 2016. This summit was highly successful and well attended, and was one of many events CASSA held this year to engage its membership. CASSA is also very proud of its Civic Literacy Campaign, its community forum on mental and sexual health, and its Gala Night.

Samya spoke of CASSA's current transition phase since Neethan Shan's resignation as ED and his election to Toronto City Council. Samya's history as CASSA's Project Manager foreshadowed her appointment as Interim-ED. She affirmed her commitment to the organization's direction and her efforts to apply for additional grants to fund new projects in 2017/2018 that complement CASSA's mandate.

CASSA Annual General Meeting 2018

Samya concluded with thanking CASSA's membership, past and present staff, its board, interns and students, volunteers, and all continued supporters of CASSA for their trust in the organization and their anticipation of CASSA's steady progress toward sustainable and stable operations in 2017.

Auditor's Report

Delivered by Neha Ahmed, Treasurer of the Board. Neha reviewed the audit and statement from CASSA's 2016 Auditor, David Burkes, CPA with attendees. Motion to approve Auditor's Report by Mohan Swaminathan. Seconded by Muneer Jam Ahmed.

Motion to appoint David Burkes as Auditor for the 2017 financial year by Muneer Jam Ahmed. Seconded by Tanzina Islam.

Nomination Report

Sanga Achakzai thanked all outgoing board members for their contributions to the Board and to CASSA over the years.

CASSA's returning board members – Sanga Achakzai, Neha Ahmed, Tanzina Islam, Anjum Sultana, and Mohan Swaminathan – acknowledged for their continued commitment to CASSA's mission and vision in 2017.

One new member inducted to the Board of Directors – Leanne Saldanha – for 2017. Motion to approve election made by Sreedevi Krishnan. Seconded by Thurka Sri Ragan.

Meeting Adjournment

Motion to adjourn by Kamlesh Oberoi. Seconded by Anjum Sultana.\

Message from the Interim Executive Director and Chair of the Board
Council of Agencies Serving South Asians (CASSA)

Dear Friends and Supporters of CASSA,

It is with great pleasure that we share with you a glimpse of what CASSA was up to in the year 2017 and some of our exciting plans moving forward in 2018 and onto 2019! In 2017 CASSA continued to move towards its five-year strategic priorities and directions for 2016 to 2020. These priorities include Immigration and smart settlement, Poverty reduction, Health equity, Anti-racism and anti-oppression, and Women's rights. Throughout 2017, CASSA looked for new and innovative ways to enhance social justice in these five priority areas.

The largest highlight for the 2017 fiscal year was the 7th Annual Health Equity Summit. CASSA once again partnered with the Department of Nursing at Ryerson United and many member agencies to organize a Summit focused on South Asian Men's health. With an impressive panel and even more impressive attendees, the Summit became grounds to questioning the status quo of the health care system and discussing solutions that favor health of South Asian men and men belonging to other racialized groups.

Another major highlight of the 2017 year was the restructuring of the way Membership works with CASSA. Following many consultations with member agencies, CASSA established a Membership structure with fees based on operational budgets of organizations. CASSA also formalized the benefits organizations would receive from becoming a member agency of CASSA and an ongoing position of Membership Coordinator was created and filled to ensure CASSA has a point of contact for all of its member agencies.

Some of the other events and projects CASSA worked on in 2017 include Civic Literacy Workshops for racialized women living in Mornelle Court, Social Justice Seminar for member agencies, Equity, Inclusion and Racial Justice Conversations in partnership with Color of Poverty – Color of Change Steering Committee, the 2017 South Asian Heritage Month Poster campaign, and an evaluation of the Capacity Building Grant Program. Although 2017 was a transition year for us with a new Executive Director in place, CASSA focused on securing more grants to further its strategic priorities and directions while maintaining its presence and support for existing projects and for member agencies.

2018 has proven to be a very fruitful year for CASSA for furthering its social justice agenda. With many grants from a range of funders, CASSA is once again a thriving advocacy agency.

CASSA Annual General Meeting 2018

We have projects this year to educate refugee youth on their rights and responsibilities, to provide anti-racism and anti-oppression training and networking opportunities to individuals interested in the arts, sports, and youth engagement sectors, to research on the employment trends and needs of South Asians living in Toronto, to work with Toronto youth on health promotion, to continue to promote organ and tissue donation, to promote civic engagement, and to provide member agencies with free training on anti-racism, anti-oppression and workplace fairness.

We would like to personally thank all member agencies, member individuals, past and present staff, past and present board of directors, interns, co-op students, summer students, volunteers, and all other friendly supporters of CASSA for continuing to put your trust in CASSA to advance the social, economic, political and cultural outcomes of South Asian communities living in Ontario. We look forward to working in collaboration with you to advance our shared objectives and request your continued support and involvement in CASSA's initiatives.

With warm regards,



Samya Hasan
Interim Executive Director
Council of Agencies Serving South Asians

and

Sanga Achakzai
Chair of the Board
Council of Agencies Serving South Asians

2017 Project Highlights

Capacity Building Grant Program

CASSA partnered with Social Planning Toronto and the City of Toronto on the Capacity Building Program evaluation. The Capacity Building Program supports the building of grassroots groups, resident-led groups and established non-profit organizations to deliver projects successfully in the City of Toronto. As an umbrella organization with years of experience working with South Asian organizations and members, CASSA represented South Asians and South Asian organizations in this project.

This Project assisted the City of Toronto in developing a Capacity Building Grant Program based on the research and responses of the needs of established organizations, grass-root groups, and resident-led groups. CASSA and multiple other agencies participated in conducting the research through focus groups with other organizations. The focus groups assisted in compiling research on existing capacity building practices undertaken by community organizations and their required needs to support the development of an implementation plan for the Capacity Grant Program. CASSA held a focus group with member agencies on Tuesday, April 25th, 2017 at the Mid-Scarborough Hub of Scarborough Centre for Healthy Communities. There were many suggestions given by the group for the City of Toronto and an official transcript of the discussions were submitted to the City of Toronto on behalf of organizations serving South Asian communities.

2017 South Asian Heritage Month Poster

In celebration of South Asian Heritage Month in May, CASSA introduced its second annual South Asian Heritage Month Trailblazers Poster for 2017. The objective of the posters was to be able to use them to raise awareness in diverse and mainstream communities about the accomplishments that South Asian Canadians have made in various aspects of society. The theme of the poster for 2017 was to Celebrate South Asian Leadership in Canada 150! The South Asians of Excellence featured were in the fields of Education, Sports, Youth Engagement, Health Care, Politics, Security, and Arts.

The features of the 2017 Poster included:

Dr. Amit Chakma for Education (President of Western University), Sudharshan Gautham for Sports (First double amputee to climb Mt. Everest), Samina Talat (Senior Director of Community Health at Canadian Red Cross and founder of Aurat Health Services to empower South Asian women), Zaib Shaikh for Arts (actor, producer, and Film Commissioner and Director of Entertainment Industries for City of Toronto), Chenthoori Malankov for Youth Engagement (President of York Federation of Students and youth activist), MP Bardish Chagger for Politics (1st female Leader of Government and Minister of Small Business and Tourism), and MP Harjit Sajjan for Security (Minister of National Defence).

Civic Literacy Workshops

CASSA held a series of workshops in the Mornelle Court area in 2017 especially designed to promote civic engagement among women belonging to racialized communities. CASSA's first 2017 Civic Literacy Workshop for Women was hosted on May 24th at the Mornelle Court Community Hub in partnership with Social Planning Toronto. The workshops were organized into discussion style presentations and separated into topics such as what is civic literacy, how community engagement can improve a neighborhood, political systems and services, engaging in the school system, effective lobbying, and deputations 101.

Health Equity Summit 2017

CASSA held its 7th Annual Health Equity Summit in collaboration with Dr. Sepali Guruge from the Department of Nursing at Ryerson University. The Summit was held on Friday, September 15, 2017 at the Ted Rogers School of Management, Ryerson University. The 2017 Summit focused on Men's Health in the South Asian community and its related topics in mental, sexual and chronic health. Along with this, the Summit further advanced the report on South Asian Health Strategy in Ontario. Almost 80 participants attended the Summit including health and social service providers, academics, policy makers, funders and community members. The summit explored different aspects of the South Asian Men's Health through panel discussions, breakout sessions, and policy discussions.

Speakers at the Summit included:

Chronic Health

Diabetes

Aafreen Hassan & Jharna Patel - Flemington Health Center: Overview of South Asian Diabetes Prevention Program

Sima Patel - Toronto Public Health: Diabetes Prevention

Heart Health and Kidney Health

Firdaus Ali - Heart and Stroke Foundation: Men and Cardiovascular Health

Dr. Istvan Mucsi - Toronto General Hospital: Kidney Health

Mental Health & Illnesses

Dr. Robert Whitley – McGill University: Research Study on the Mental Health of Sri Lankan Tamil Men Living in Toronto

Dr. Waheed Ahmed - The South Asian Community Health Services: Stress Management Sexual Health

John Kirya - Toronto Public Health: Do men care? A call for meaningful engagement

Praney Anand - Alliance for South Asian AIDS Prevention: Sexual Health in the South Asian Context

Rohith Suresh - Alliance for South Asian AIDS Prevention: Healthy Relationships

Policy Discussion

Joanne Plaxton - Ministry of Health and Long-term Care: Ministry's Strategies for Equity in the Health Care System

Equity, Inclusion and Racial Justice Conversations

CASSA partnered with the Colour of Poverty – Colour of Change Steering Committee and the Chinese and Southeast Asian Legal Clinic to organize an event to encourage conversations to bring Indigenous Peoples and peoples of colour together to work collaboratively and collectively to both support concrete action on the 94 Calls to Action of the Truth and Reconciliation Commission (TRC) – as well as to push our political leaderships to move forward in real and tangible ways to eliminate the growing racial inequities, disparities and racial injustice across Ontario and Canada.

The event was held on November 28, 2017 at the Toronto Central Grosvenor Street YMCA Centre. The speakers included: Kim Murray (Assistant Deputy Attorney General – Indigenous Justice Division, Ministry of Attorney General), Councillor Joe Mihevc (Ward 21 St. Paul’s, City of Toronto Poverty Reduction Advocate and Newcomer Advocate), and Notisha Massaquoi (Executive Director – Women’s Health in Women’s Hands Community Health Centre). The event was very successful with over 100 people in attendance and great conversations around priority actions for all three levels of government.

Social Justice Seminar and Membership Appreciation Dinner

CASSA had its first Membership Appreciation Dinner with a focus on social justice education on Wednesday, November 29th, 2017 at the Estate Banquet and Event Centre in Scarborough. The aim of the event was to thank all member agencies for continuing to support CASSA with its work and to provide them with an opportunity to learn more about social justice issues to increase their knowledge and incorporate what they learn in their own agencies. With over 60 people in attendance, the event featured speeches by various social justice advocates including Chenthoori Malankov (Diversity, Inclusion & Equity within the South Asian Community), Jeewan Chanicka (Equity, Anti-Racism & Anti-Oppression), and Anjum Sultana (Social Justice). The event also included a presentation by Ammara Shafique from the South Asian Diabetes Prevention Program to enlighten attendees on ways to improve their health. CASSA aims to make this event annual as a way to thank member agencies every year, provide them with education on social justice issues, and gain feedback from them on how CASSA can continue to support the work they do.

CASSA Projects 2018

Title: The Intercultural Collaborative Project

Lead Coordinator: Jassi Ranauta, Chareena Varatharajan

Description:

The Intercultural Collaborative Project is designed to foster anti-racism and anti-discrimination efforts in communities around the GTA while promoting diversity among organizations within arts, recreation, and civic engagement sectors. The project looks to achieve this by providing leadership opportunities to South Asian and other “newcomer” community members with identified sector partners in York, Peel, and Toronto regions.

The goal of the Intercultural Collaborative Project is an increase in diversified membership in community-based arts, recreation, and civic engagement programs. Participants from each target region received Anti-Oppression/Anti-Racism, Leadership, and Project Management. Each participant then connected with a partner agency to develop and deliver a summer project in their own community with funding provided by CASSA. The conclusion of the Project involves a dissemination of accrued project learnings to CASSA’s member agencies and sector partners with the intention of providing a template for the project’s reproduction across Canada. Fall community forums will also highlight project participants, achievements and corresponding partner agencies for the general public.

Title: Engaging Refugee Youth

Lead: Fareeha Aziz, Aashima Ahuja, Chareena Varatharajan

Description:

This project focuses on the essential publication of a youth-centred Legal Education Toolkit – a comprehensive guidebook for refugee youth to support their successful integration into Canadian life. The first phase of the project is the development of a completed toolkit in collaboration with CASSA’s partner agencies. The second and final phase is the dissemination of the Toolkit to project stakeholders, such as education institutions and legal aid clinics, and refugee youth in both print and digital media.

This work addresses two significant and specific needs of refugee youth: the social isolation faced by vulnerable newcomer youth and their lack of knowledge of Canadian laws and regulations. The toolkit will feature tailored and comprehensible materials for refugee youth to guide them through the challenges of settlement and integration in Canada, such as housing, employment, education, healthcare, refugee hearings and criminal law.

Title: Research on Employment Equity for South Asian Immigrant Communities in Toronto

Lead: Mathura Karunanithy, Aashima Ahuja, Chareena Varatharajan

Description:

This is a community-based research study on the employment needs of and barriers to employment faced by South Asian immigrants in Toronto with a phased three-year timeframe. In its first year, the study will develop and execute a needs assessment study to identify these needs and barriers through rigorously engaging the South Asian community. Following this, the study will develop recommendations out of the study information to influence changes in public policy changes and to put forward recommendations to companies and business to meet the South Asians community's employment needs. Finally, a year-long campaign to engage South Asian communities as well as advocacy groups, policy makers, regulatory bodies, and employers in study findings will take place. Successful advocacy efforts in this final phase will rely heavily on South Asian community involvement to pressure all levels of government, regulatory bodies, and corporate employers to make the necessary public policy changes to ultimately and systematically work toward the elimination of specific barriers to meaningful employment for South Asians.

Title: Investment in Youth Engagement

Lead: Ayman Almaghrabi, Mathura Karunanithy, Aashima Ahuja

Description:

The Investment in Youth Engagement (IYE) initiative was established by Toronto Public Health (TPH) to support youth engagement work in Toronto communities and provide funding to support community health promotion projects. It is intended to motivate and create opportunities for youth to develop their leadership skills and engage in and act on health issues within Toronto. This initiative is youth driven, which means that youth are involved in all aspects project planning and implementation. CASSA facilitated in creation of an enthusiastic youth group consist of 12 members. In addition to developing leadership skills for Youth group members, the project goals are to eliminate Environmental Tobacco Smoke (ETS) in multi-unit dwellings and to prevent accumulation of butt litter. The project span is for 18 months, January 2018 to June 2019 and its focus is in the Thorncliffe Park neighbourhood. The project involves many activities, training, designing behaviour change messages along with distribution of printed materials, information booths, and meeting with stakeholders.

Title: South Asian Heritage Month Poster

Lead: Augustine Jegasothy, Natalie Narine, Chareena Varatharajan, Aashima Ahuja

Description:

This annual poster series showcases South Asian community changemakers and champions in celebration of South Asian Heritage Month in May. The poster is both a recognition of South Asian excellence and a community education device.

This year Ritu Bhasin, Dr. Shafi Bhuiayn, Jeewan Chanicka, Farrah Khan, Shalini Konanur, Nelofer Pazira, Neethan Shan and Vivek Shraya were featured. CASSA proudly celebrated this year's nominees at its South Asian Heritage Month Reception on May 11, 2018 at Toronto City Hall.

Title: South Asian Gift of Life

Lead: Ayman Almaghrabi, Aashima Ahuja, Augustine Jegasothy, Chareena Varatharajan

Description:

CASSA partnered with the Trillium Gift of Life Network (TGLN) to promote organ and tissue donation within the South Asian Community. In previous years, CASSA and TGLN have partnered to draw attention to the necessity of organ/tissue donation in saving lives. These joint campaign efforts have resulted in more than 10,000 South Asians committing as organ donors.

Building on past efforts, CASSA worked hard this year to foster a clear understanding of organ donation and to expel myths associated with donating organs/tissue among South Asian communities. CASSA proudly hosted The South Asian Gift of Life Gala in 2018 on May 26 to elevate organ donation advocacy through the voices of South Asian advocacy champions and medical survivors whose recovery relied on organ/tissue donation.

Title: Health Equity Conference

Lead: Ayman Almaghrabi, Chareena Varatharajan, Augustine Jegasothy

Description:

On September 15, 2017, CASSA held its annual Health Equity Conference, with a focus on men's health. This event was a great success, with key speakers from ASAAP, the University of Toronto, and several other local South Asian groups with a special appearance from Helena Jaczek from Ontario's Ministry of Health and Long-Term Care.

CASSA is currently in the planning stages of its 2018 Health Equity Conference slated for

CASSA Annual General Meeting 2018

this coming September. With many health issues that are specific to South Asian communities, the Health Equity Conference is a crucial platform to air leading voices on issues of South Asian health outcomes. We look forward to showcasing a selection of expert speakers and panelists and to facilitating rich and fluid discussion at our 2018 event.

Title: Membership & Community Relationship

Lead: Augustine Jegasothy, Natalie Narine, Chareena Varatharajan, Aashima Ahuja

Description:

Over the years, CASSA has cultivated over 110 member agencies. We are proud to have the support of our members and we look forward to addressing their needs further as an umbrella organization of agencies.

As part of your membership with CASSA, we are happy to advertise your events, job openings, workshops, and more through CASSA's monthly newsletters (3000+ reach), website and social media. Since 2009, members have received regular updates on current events and topics in the social services/social justice field in Ontario's South Asian communities. Furthermore, our member agencies are given priority for any capacity building grants received by CASSA and are provided discounted fees for conferences, workshops, trainings, meetings and summits hosted by CASSA.

To support our mission and vision, we encourage you to become a CASSA individual or agency member. Our annual membership fee is only \$20 for individuals however for organizations the suggested fees vary according to overall operating budget. Please email augustine@cassa.on.ca for further information.

COUNCIL OF AGENCIES SERVING SOUTH ASIANS

FINANCIAL STATEMENTS

DECEMBER 31, 2017



David Burkes, B. Com, CPA, CA•IFA, CFF

COUNCIL OF AGENCIES SERVING SOUTH ASIANS

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DECEMBER 31, 2017

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David Burkes, B. Com, CPA, CA•IFA, CFF



David Burkes, B. Com, CPA, CA•IFA, CFF
Chartered Professional Accountant

INDEPENDENT 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, 2017, the statement of general operations and members' equity and statement of cash flows for the year then ended, and a summary of significant Canadian accounting standards 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 controls 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 controls 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 controls. 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, 2017, and the results of its operations and cash flows for the year then ended in accordance with Canadian accounting standards for not-for-profit organizations.

Richmond Hill, Ontario
April 13, 2018

Chartered Professional Accountant
Licensed Public Accountant

1.

CASSA Annual General Meeting 2018

COUNCIL OF AGENCIES SERVING SOUTH ASIANS

STATEMENT OF FINANCIAL POSITION

AS AT DECEMBER 31, 2017

ASSETS

	<u>2017</u>	<u>2016</u>
<u>CURRENT</u>		
Cash and Short-term Investments (Note 2)	\$ 86,792	\$ 93,167
Grants and Accounts Receivable	14,508	16,691
Prepaid Expenses and Deposits	7,724	8,224
	<u>109,024</u>	<u>118,082</u>
 <u>CAPITAL (Note 5)</u>	 <u>2,068</u>	 <u>2,725</u>
	<u>\$ 111,092</u>	<u>\$ 120,807</u>

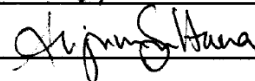
LIABILITIES AND NET ASSETS

<u>CURRENT</u>		
Accounts Payable and Accrued Charges	\$ 3,685	\$ 5,379
Deferred Contributions (Note 3)	4,982	5,510
	<u>8,667</u>	<u>10,889</u>
<u>NET ASSETS</u>	<u>102,425</u>	<u>109,918</u>
	<u>\$ 111,092</u>	<u>\$ 120,807</u>

APPROVED BY THE BOARD:



Director



Director

(See Accompanying Notes)



David Burkes, B. Com, CPA, CA•IFA, CFF

CASSA Annual General Meeting 2018

COUNCIL OF AGENCIES SERVING SOUTH ASIANS

STATEMENT OF OPERATIONS AND MEMBERS' EQUITY

FOR THE YEAR ENDED DECEMBER 31, 2017

	<u>2017</u>	<u>2016</u>
<u>REVENUE</u>		
Grants (Note 4)	\$ 110,312	\$ 184,759
Sponsorships, Fundraising and Workshops	10,104	19,275
Interest Income	401	537
Membership Fees	110	1,725
	<u>120,927</u>	<u>206,296</u>
<u>EXPENSES</u>		
Salaries and Benefits	89,383	142,077
Project Expenses	11,181	26,639
Office and General	7,428	16,930
Rent and Utilities	10,577	14,425
Travel and Transportation	1,407	2,147
Professional Services	3,728	3,517
Research and Workshops	300	6,469
Bad Debts	806	-
Insurance	2,953	2,910
Amortization	657	881
	<u>128,420</u>	<u>215,995</u>
<u>DEFICIENCY OF REVENUE OVER EXPENSES</u>	(7,493)	(9,699)
<u>MEMBERS' EQUITY, Beginning of Year</u>	<u>109,918</u>	<u>119,617</u>
<u>MEMBERS' EQUITY, End of Year</u>	<u>\$ 102,425</u>	<u>\$ 109,918</u>

(See Accompanying Notes)



David Burkes, B. Com, CPA, CA•IFA, CFF

3.

COUNCIL OF AGENCIES SERVING SOUTH ASIANS

STATEMENT OF CASH FLOWS

FOR THE YEAR ENDED DECEMBER 31, 2017

	<u>2017</u>	<u>2016</u>
<u>CASH PROVIDED BY OPERATING ACTIVITIES</u>		
Deficiency of Revenue over Expenses	\$ (7,493)	\$ (9,699)
Amortization Expense	657	881
(Increase) Decrease in Accounts Receivable	2,183	48
(Increase) Decrease in Prepaid Expenses	500	(1,036)
Increase (Decrease) in Accounts Payable	(1,694)	(2,220)
Increase (Decrease) in Deferred Contributions	<u>(528)</u>	<u>5,510</u>
<u>DECREASE IN CASH AND CASH EQUIVALENTS</u>	(6,375)	(6,516)
<u>CASH & CASH EQUIVALENTS, Beginning of the Year</u>	<u>93,167</u>	<u>99,683</u>
<u>CASH & CASH EQUIVALENTS, End of the Year</u>	<u>\$ 86,792</u>	<u>\$ 93,167</u>
<u>CASH & CASH EQUIVALENTS REPRESENTED BY</u>		
Cash	\$ 39,245	\$ 46,020
Investment Savings	<u>47,547</u>	<u>47,146</u>
	<u>\$ 86,792</u>	<u>\$ 93,167</u>

(See Accompanying Notes)

4.



David Burkes, B. Com, CPA, CA•IFA, CFF

COUNCIL OF AGENCIES SERVING SOUTH ASIANS

NOTES TO THE FINANCIAL STATEMENTS

FOR THE YEAR ENDED DECEMBER 31, 2017

PURPOSE OF ORGANIZATION:

The Council of Agencies Serving South Asians ("the Organization") is a not-for-profit organization registered as a corporation without share capital in the Province of Ontario.

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.

1. SIGNIFICANT ACCOUNTING POLICIES:

These financial statements have been prepared by management in accordance with the Canadian accounting standards for not-for-profit organizations. The organization's significant accounting policies are as follows:

a) Revenue Recognition

The Organization follows the deferral method of accounting for contributions, which include government grants.

Government grants are recorded as revenue in the fiscal period in which the operating and/or project expenses are incurred.

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

(b) Use of Estimates

The preparation of financial statements in accordance with Canadian accounting standards for not-for-profit organizations requires management to make estimates and assumptions that affect the reported amounts of assets and liabilities and disclosures of contingent assets and liabilities at the date of the financial statements and the reported amounts of revenue and expenditures during the reported period. Actual results could differ from management's best estimates as additional information becomes available in the future.

Significant items subject to such estimates and assumptions include the useful lives of capital assets and year-end accrued liabilities.

5.



David Burkes, B. Com, CPA, CA•IFA, CFF

COUNCIL OF AGENCIES SERVING SOUTH ASIANS

NOTES TO THE FINANCIAL STATEMENTS

FOR THE YEAR ENDED DECEMBER 31, 2017

1. SIGNIFICANT ACCOUNTING POLICIES: (Continued)

(c) Capital Assets

Property and equipment are recorded at cost and are being amortized over their estimated useful lives. The annual amortization rates and methods are as follows:

Furniture and Fixtures	20% Declining balance
Equipment	20% Declining balance
Computer Equipment	30% Declining balance

A capital asset is tested for impairment whenever events or changes in circumstances indicate that its carrying amount may not be recoverable. An impairment loss is recognized when the carrying amount of the asset exceeds the sum of the undiscounted cash flows resulting from its use and eventual disposition. The impairment loss is measured as the amount by which the carrying amount of the capital assets exceeds its fair value.

(d) Income Taxes

The organization is a not-for-profit organization under the Income Tax Act (Canada) and, as such, is exempt from income taxes.

(e) Financial Instruments

The organization initially records all financial instruments at fair market value, and subsequently records them at amortized cost.

The organization's financial instruments consist of cash, short-term investments, accounts receivable, grants receivable, net HST recoverable, accounts payable and accrued liabilities.

2. CASH AND SHORT-TERM INVESTMENTS:

The Cash balance for fiscal 2017 includes \$47,547 (2016 - \$47,146) in Guaranteed Investment Certificates maturing in December 2018 and earning interest of 0.45% per annum (2016 - 0.5%).



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NOTES TO THE FINANCIAL STATEMENTS

FOR THE YEAR ENDED DECEMBER 31, 2017

3. **DEFERRED CONTRIBUTIONS:**

Deferred contributions are comprised as follows:

	<u>2017</u>	<u>2016</u>
<u>OPERATING/PROGRAMMING</u>		
City of Toronto - Investment in Youth Engagement	\$ 4,982	\$ -
Trillium Gift of Life	-	5,510
	<u>\$ 4,982</u>	<u>\$ 5,510</u>

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

	<u>2017</u>	<u>2016</u>
<u>BEGINNING BALANCE,</u>		
related to operating funding	\$ 5,510	\$ -
<u>LESS:</u> Amounts recognized as revenue during year	(5,510)	-
<u>ADD:</u> Amounts received related to the following year	<u>4,982</u>	<u>5,510</u>
<u>BALANCE, End of the Year</u>	<u>\$ 4,982</u>	<u>\$ 5,510</u>

4. **GRANTS:**

	<u>2017</u>	<u>2016</u>
<u>OPERATING/PROGRAMMING</u>		
City of Toronto	\$ 95,248	\$ 89,865
Trillium Gift of Life	5,510	87,950
Social Planning Toronto	5,000	-
Human Resources & Skills Development Canada	<u>4,554</u>	<u>6,944</u>
<u>TOTAL GRANTS</u>	<u>\$ 110,312</u>	<u>\$ 184,759</u>

5. **CAPITAL ASSETS:**

Capital assets consist of the following:

	<u>2017</u>			<u>2016</u>
	<u>Cost</u>	<u>Accumulated Amortization</u>	<u>Net Book Value</u>	<u>Net Book Value</u>
Office Equipment	\$ 15,307	\$ 14,024	\$ 1,283	\$ 1,604
Computers	<u>9,305</u>	<u>8,520</u>	<u>785</u>	<u>1,121</u>
	<u>\$ 24,612</u>	<u>\$ 22,544</u>	<u>\$ 2,068</u>	<u>\$ 2,725</u>

7.



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NOTES TO THE FINANCIAL STATEMENTS

FOR THE YEAR ENDED DECEMBER 31, 2017

6. FINANCIAL INSTRUMENTS - RISK MANAGEMENT:

a) Interest Rate Risk

Interest rate risk is the risk of potential financial loss caused by fluctuations in fair value of future cash flow of financial instruments due to changes in market interest rates. The Organization is exposed to this risk through its interest bearing investments. The Organization manages this risk through investing in fixed-rate securities of short to medium term maturity and plans to hold the securities to maturity.

b) Credit Risk

Credit risk is the potential for financial loss should a counter-party in a transaction fail to meet its obligations. The Organization is exposed to credit risk with respect to its receivables.

c) Liquidity Risk

Liquidity risk is the risk that an entity will encounter difficulty in meeting obligations associated with financial liabilities. The Organization manages this risk by preparing and monitoring detailed forecasts of cash flows from operations, anticipating investing and financing activities and holding assets that can be readily converted into cash.

The organization's financial instruments consist of cash, short-term investments, accounts receivable, accounts payable and accrued liabilities. Unless otherwise noted, it is management's opinion that the organization is not exposed to significant interest, credit or liquidity risks.

7. 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.

8.



David Burkes, B. Com, CPA, CA•IFA, CFF

CASSA Board of Directors
Slate 2017 - 2018

Returning Directors:

Sanga Achakzai – Chair

Sanga Achakzai has graduated from York University, with a Specialized Honors in International Relations, as well as a bilingual certificate in French. She took the role of research assistant with the Afghan Women’s Organization (AWO) for a research proposal for CIDA.

Sanga also assumed the role of community work and volunteer coordination with AWO, where she took active roles in managing events, writing proposals and participating in the strategic planning of the Agency. Currently, Sanga is undertaking the role of Enhanced Language Training Facilitator for internationally trained medical professionals, at Catholic Cross Cultural Services.

With a passion for community development, civic engagement and a vision that includes a prosperous and an inclusive Toronto where minorities are able to access leadership roles, Sanga joined CASSA. She is whole hearted in terms of seeing CASSA reaching its Strategic goals in promoting health equity, reducing poverty, supporting immigration and settlement, strengthening gender equity and building a non-racist Ontario. She is confident that she can be a great advocate of CASSA’s strategic plan, and can cater to the needs of its Organizational development through her 7 years of experience in community development, civic engagement and leadership capabilities.

Anjum Sultana – Vice Chair

Anjum Sultana is a public policy professional based in Toronto. Through her work in gender equity organizations, health equity research and social policy development, she is passionate about achieving social and economic justice for marginalized and vulnerable communities, especially diverse women such as immigrant, refugee, newcomer, racialized and non-status women. Currently, she works as Manager of Policy & Strategic Communications at the YWCA Canada, the nation’s largest provider of housing, shelter, literacy and employment support services for women and girls across the country.

Previously, Anjum worked as a Junior Fellow at the Wellesley Institute, a think tank

focused on advancing health equity in the GTA through action on the social determinants of health. Her work there has focused on building equity in the health care system for diverse populations as well as addressing the economic determinants of health such as employment, working conditions and income security. In the past, she has worked on health research projects at St. Michael's Hospital, Women's College Hospital, the Hospital for Sick Children, the University of Toronto and the Alliance for South Asian AIDS Prevention.

She is a Masters of Public Health graduate from the Dalla Lana School of Public Health at the University of Toronto. During her graduate studies, she was Executive Co-Director of IMAGINE, the University of Toronto student-run interprofessional clinic and health promotion initiative that provides access to health care services for people without OHIP coverage.

Ultimately, as an inclusive city builder, Anjum is a principled supporter of progressive policies to make our city a healthier, happier and more equitable place to be.

Tanzina Islam – Secretary

Tanzina Islam is a public health planner specializing in health promotion strategies within the community health sector. She is currently the Manager of Health Promotion & Community Relations at the East Mississauga Community Health Centre. In her role, she oversees health interventions targeting priority populations, supports strategic planning, and monitors population needs and advocates for the good health of the Mississauga community. She was a former Project Coordinator at CASSA for the CapaCITY Creators Project and is a current member of CASSA's Health Equity Task Force.

Tanzina has worked in the areas of mental health, chronic health, gender-based violence, community engagement, social justice and health equity across institutions such as Humber College, Toronto Public Health, St Michael's Hospital and the Centre for Addiction & Mental Health (CAMH). Tanzina also leads two independent research projects focused on 'understanding honour killing as a form of gender-based violence' and 'identifying risk factors for global sex trafficking'. She is a University of Toronto Alumni and holds a Master of Public Health degree. Her expertise lies in applying evidence-based knowledge when developing, implementing and evaluating health interventions. Central to her focus is integrating equity-focused frameworks when planning health services for marginalized populations. She hopes to be a part of initiatives that empower communities, strengthening community action, and challenge sociopolitical structures that contribute to poor health and health disparities.

Leanne Saldanha – Treasurer

Leanne Saldanha brings a strong background in arts and cultural heritage to the board. Leanne has graduated from the University of Toronto with an HBA and an MA in Art History. Delighted by the beauty and proliferation of art production in Renaissance Italy and the Netherlands, Leanne was initially drawn to the study of religious and philosophical themes in early Renaissance visual art with a highly Eurocentric focus. It was only later, as a graduate student, that Leanne realized the necessity of exploring and celebrating the complicated and searching works of post-modern and contemporary South Asian diaspora artists and collectives.

She is currently pursuing graduate research in Immigration and Settlement Studies at Ryerson University, with a focus on supplementary art practices that can ease the strain of immigration and integration processes for recent immigrants and refugees. Her research focuses on issues of integration and belonging and the complexity of these social asks in Western societies, especially for diaspora individuals and communities who are subject to experiencing social inequities and injustices here in Canada.

Over the years, Leanne has worked with several equity-seeking groups and not-for-profit organizations with a focus on refugee integration, environmental issues, capacity building, racial equity, community engagement, and social justice. Leanne is highly attuned to the difficulties of social inclusion and equity-seeking in urban contexts and is committed to tackling social concerns for South Asian communities through CASSA. She is also an avid policy and political campaigns enthusiast with a passion for fostering thoughtful and informed civic participation especially in South Asian communities.

Strategic Framework for 2016-2020

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 2016-2020

1. Immigration and smart settlement:

CASSA, in the next five years, will:

- facilitate processes that aim to build more inclusive and welcoming communities in the municipalities outside of the City of Toronto
- address issues and concerns impacting refugees in Canada
- continue to focus on reducing employment barriers for newcomers and immigrants
- document histories of South Asians in Canada
- support engagement of immigrants and newcomers in civic processes and civic leadership

2. Poverty Reduction:

CASSA, in the next five years, will:

- create awareness about racialization of poverty and work towards meaningful ways to address it
- initiate campaign to increase the availability and affordability of childcare
- support movements for the promotion and protection of rights of all workers, with a focus on South Asians

3. Health Equity:

CASSA, in the next five years, will:

- develop a South Asian Health Strategy for Ontario to get it formally adopted
- initiate a mental health awareness campaign in the South Asian communities
- support research initiation and coordination related to topics involving South Asians and Health (including Social Determinants of Health)
- provide a mechanism for sharing and learning related to Seniors Health within South Asians
- create awareness to increase registrations for organ and tissue donations within South Asians

4. Anti-racism and Anti-oppression:

CASSA, in the next five years, will:

- facilitate development of access and equity policies and procedures for and by South Asian organizations and agencies
- continue anti-racism awareness work through Racism Free Ontario campaign
- initiate and support the campaign to establish an Anti-Racism Directorate in Ontario
- focus on developing youth leadership grounded in anti-racist and anti-oppressive frameworks

5. Women's Rights:

CASSA, in the next five years, will:

- build capacity for young South Asian women to develop leadership initiatives
- initiate and support prevention initiatives that aim to eliminate gender-based abuse, harassment, and violence
- train the violence against women (VAW) sector to ensure that their service delivery is responsive, reflective, and respectful of the needs and challenges faced by South Asian women.

CASSA 2017-2018 Staff

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

2017 Staff

Interim Executive Director	Samya Hasan
Finance Coordinator	Farhat Hasan
Outreach Coordinator	Tariq Naeem
Project Facilitator	Kiran Khan and Ayman Almaghrabi
Membership Coordinator	Natalie Narine

Co-op Students:

Social Planning Coordinator	Deewa Ranzooryar
Health Equity Coordinator	Monisha Ahmed

Internship:

Wilhelm Pieters and Rezwana Khalil

Current Staff

Interim Executive Director	Samya Hasan
General Manager	Augustine Jegasothy
Project Manager	Ayman Almaghrabi
Finance Coordinator	Farhat Hasan
Membership Coordinator	Natalie Narine
Project Coordinators	Jassi Ranauta and Fareeha Aziz
Senior Research Analyst	Mathura Kurananithy

Co-op Students:

Social Planning Coordinator	Aashima Ahuja
Health Equity Coordinator	Chareena Varatharajan

Internship:

Wilhelm Pieters and Rezwana Khalil

List of CASSA Volunteers 2017-2018

Arzo Anwari	Tanzil Islam
Azreen Ferdeus Sikder	Cat Chhina
Danesh Kisson	Monisha Ahmed
Habon Ali	Deewa Ranzooryar
Hiranya Nakandala	Sunjay Mathuria
Leha Panchalingam	Anujan Mahendrarajah
Rezwana Khalil	Dr. Devendra Mishra
Saher Shaikh	Chanda Pal
Wilhelm Pieters	

LIST OF MEMBER AGENCIES

- Afghan's Women's Organization
- ASAAP - Alliance for South Asian AIDS Prevention
- Bangladeshi Canadian Community Services (BCS)
- Birchmount Bluffs Neighbourhood Center
- Brampton Tamil Association
- Family Service Toronto
- Canadian Aids Treatment Information Exchange (CATIE)
- Canadian Breast Cancer Society
- Canadian Centre for Victims of Torture
- Canadian Tamil Congress
- Canadian Tamil Youth alliance
- CAW Canada
- Cedar wood Tamil Community Association Ratepayers
- Centennial College Employment Services
- Centre for Community Learning & Development
- CICS - Centre for Information and Community Services of Ontario
- Community Environment Alliance
- Community Legal Clinic of York Region
- Community Social Planning Council of Toronto
- COSTI Immigrant Services
- Durham Tamil Association
- EPILEPSY TORONTO
- Evergreen Hospice
- Family Inter-Generation Link (FIG Link)
- Family Services of York Region
- Goodwill Job Shop Program
- Human Endeavour
- Humber College Institute of Technology and Advanced Learning
- In Charge Canada
- Interim Place
- Jafferi Islamic Housing Corporation
- Job Skills
- Labour Education Center
- Markham Arts Council
- Markham Tamil Organization
- MCIS (Interpreting) Services Member
- Menaka Thakkar Dance Company

- METRAC-Metropolitan Action Committee on Violence Against Women and Children
- Muslim Kidney Project
- Napalese Canadian Community Services
- Newcomer Women's Services Toronto(NEW)
- Ontario Bengali Cultural Society
- Outdoor Venture Fishing & Hunting Club
- Pak Seniors Forum (PSF)
- People For Education
- Polycultural Immigrant & Community Services
- Punjabi Arts Association
- Punjabi Community Health Services - PCHS
- Rehma Community Services
- Riverdale Immigrant Women's Centre
- RWDSW/UFCW
- SAHHG - South Asian Heart Health Group
- Sandgate Women Shelter
- Scadding Court Community Centre
- Scarborough Women's Centre
- Schizophrenia Society of Ontario
- School of Continuing Studies, University of Toronto
- Service Employees International Union
- Sherbourne Health Centre
- Sindhi Association of North America -Canada
- Skills for Change
- South Asian Autism Awareness Centre (SAAAC)
- South Asian Family Support Services (SAFSS)
- South Asian Legal Clinic of Ontario
- South Asian Visual Arts Centre
- South Asian Women's Centre
- South Riverdale Community Health Centre
- SPNO - Social Planning Network of Ontario
- Springtide Resources Inc.
- Social Services Network of York Region
- TESOC-Tamil Eelam Society of Canada Multicultural Settlement Services
- Tetrault Arts Productions
- The Elizabeth Fry Society
- Thorncliffe Neighbourhood Office - TNO
- Times Change Women's Employment Service
- Toronto Support Services
- Toronto Reel Asian International Film Festival

- Tropicana Employment Center
- United Food and Commercial Workers
- Vasantham
- Villa Karuna Home for Seniors
- Women's Health in Women's Hands
- Wellfort Community Health Services
- Worker's Action Centre
- York Region Social Planning Council
- Armadale Older Adults Club
- Brampton Tamil Seniors
- Carefirst Foundation
- Canadian Tamil Chamber of Commerce
- CANTYD
- Community Resource Development Organization of York Region
- Durham Tamil Association
- Stouffville Golden Years Seniors
- Frontline Community Services
- Markham Christian Worship Centre
- Markham Cricket Academy
- Markham Tamil Seniors
- Markham South Asian Seniors
- Middlefield Seniors Wellness Club
- Millennium Motorist Foundation of Canada
- Neighbour link North York
- Tamil Poonka
- Greensborough Tamil Seniors Wellness Club
- J.R.S.College
- Rouge Park Tamil Seniors
- Markham Seniors Welfare Association
- Abhinayakshetra Fine Arts Canada
- Mannar Friendship Association
- Loxley Foundation

Acknowledgement of Our Funders for 2017

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

Human Resources and Skills Development Canada
City of Toronto: Investing in Neighborhood Initiative
City of Toronto: Community Services Partnership
Ryerson University: Department of Nursing
Trillium Gift of Life Network
Social Planning Toronto

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 year 2017.

**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.

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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COUNCIL OF AGENCIES SERVING SOUTH ASIANS



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