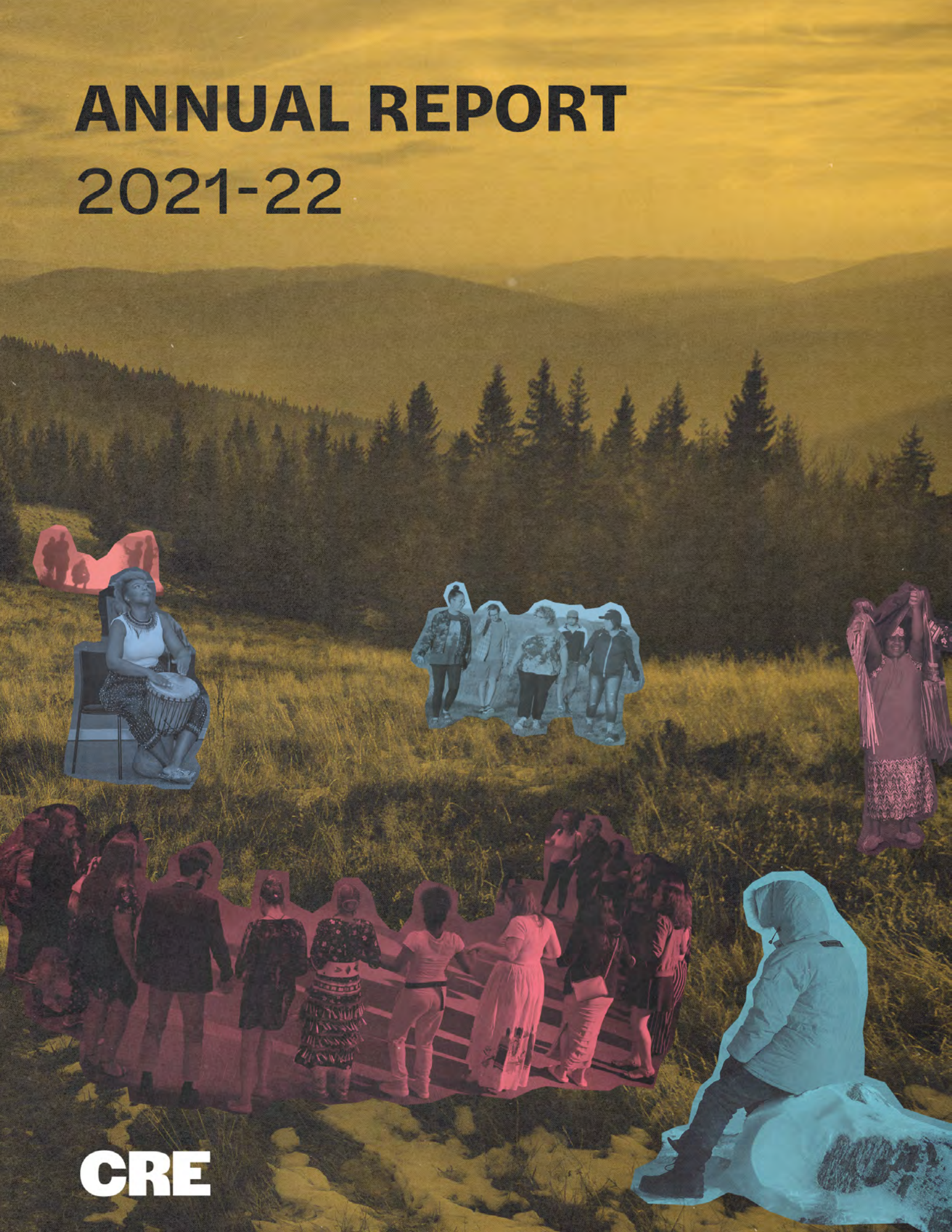


# ANNUAL REPORT

## 2021-22



**CRE**



# Table of Contents

- 02 Message from the Executive Director
- 03 Message from CRE's Board of Directors
- 04 Community Accountability
- 05 Year in Review: 2021-2022
- 08 Accomplishments from CREation
- 12 Accomplishments from the Centre for Indigenous Policy and Research
- 15 Accomplishments from Community Relations and Solidarity
- 18 Accomplishments from Strategic Initiatives
- 20 Financial Reports
- 22 Our Staff
- 23 Our Board of Directors
- 24 CRE's New Vision and Purpose



# A MESSAGE FROM THE **EXECUTIVE DIRECTOR**

Aaniin Boozhoo,

From my relations to yours, I want to thank each program participant, partnership, CRE team member and Advisory Circle member for your continued engagement with CRE's work. Nothing would be possible without the support of community and we're so grateful for it. The 2021-2022 fiscal period brought growth, challenges, exciting milestones, as well as planning and visioning for the future.

This year we developed and launched our Strategic Plan for 2022-2025. This plan is informed by the desires and needs of Indigenous youth and their communities, and is rooted in a vision of the future where Indigenous youth are empowered and connected as dynamic leaders in vibrant and thriving communities. CRE's new direction is a reflection of the Indigenous youth and communities we serve, and what we've learned from them.

As we navigated another year of the pandemic, we continued to offer a variety of dynamic virtual (and some in-person!) programming, reaching 1,115 direct participants, building a lot of new relationships along the way. This year, we also saw our CREation Community Grants program grow both in terms of the amount of funding released to community (from \$1,018,000 to \$2,083,000), and in the number of applications we received from across the country.

As CRE continues to grow, change, and embark on our new strategic direction, we'll always continue to put our relationships to Indigenous youth, community, to one another, and other likeminded organizations first. As an organization, we continue to embody our guiding beliefs of solidarity, innovation, reclamation, reciprocity, advocacy, resurgence, and accountability through our actions, and the relationships we make and maintain.

On behalf of CRE, I'm so thrilled to share these achievements with those in our circle that continue to make our work possible. As we begin a new strategic direction, we're humbled and grateful that you continue to walk down this path with us.

Miigwetch.



**Hillory Tenute,**  
Executive Director (“**Executive Auntie**”)



# A MESSAGE FROM CRE'S BOARD OF DIRECTORS

The 2021-2022 fiscal year was one of challenges, growth, and exciting milestones for CRE. Together, we developed a new Strategic Plan for 2022-2025 which charts a path forward for the organization, guided by and centered around the needs and desires of Indigenous youth and their communities. Throughout all of our work, we continued to prioritize strengthened relationships, staff well-being, and accountability to the communities we serve.

During the 2021-2022 fiscal year, CRE staff, program participants, and partners worked on many exciting programs, initiatives, and activities, including:

- \* Completion of CRE's 2022-2025 Strategic Plan, which included a new vision and purpose for the organization.
- \* Ongoing development of robust internal policies and procedures.
- \* Continued engagement with CRE's Community Advisory Circle to provide advice to CRE and the Board on CRE's programs and services.
- \* Mobilization of \$2,083,000 in grant funding to Indigenous youth-led initiatives through our CREation Granting Program.
- \* Hosting our first Annual Grantee Gathering in February 2022, bringing together 60 grantees virtually.
- \* Completion of the second cohort of the Indigenous Youth Policy School, which ran from January to September of 2021 and had 29 graduates.
- \* Co-development of distinctions-based health legislation through engagement with over 100 youth via Sharing Circle, a survey, and a Policy Hackathon, and
- \* Facilitation of 354 workshops, events, and programming initiatives across various departments.

This is just a portion of some of the milestones and successes that Indigenous youth, CRE's staff, program participants, and partners achieved during this fiscal year. For more highlights, we encourage you to review the full 2021-2022 Annual Report, which details CRE's programs, initiatives, and new mission.

On behalf of the Board of Directors, I would like to thank CRE staff, program participants, partners, and Advisory Council members for their ongoing support and engagement with CRE's work. We look forward to continuing the empowering work of collaborating to advance CRE's new vision and purpose.

**Joy Rogers**  
**Vice-Chair, Board of Directors**



# COMMUNITY ACCOUNTABILITY

As a national organization, we recognize the diversity and strength of the communities and the various Nations we work alongside.

In 2020, we recommitted ourselves to implementing community accountability practices that are community and stakeholder-informed to ensure our work is done in a good way, and in the 2021-2022 fiscal year we continued this work.

CRE's policies continue to be refined to ensure they are aligned with teachings received from staff trainings in the following areas:

Lateral Kindness

Harm Reduction

Anti-Black Racism & Anti-Oppression

Trauma-Informed Care Practices

Conflict Management

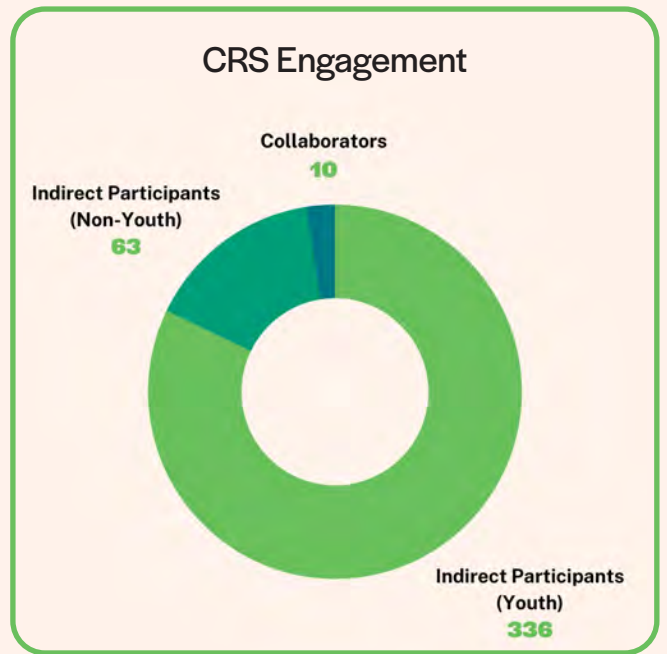
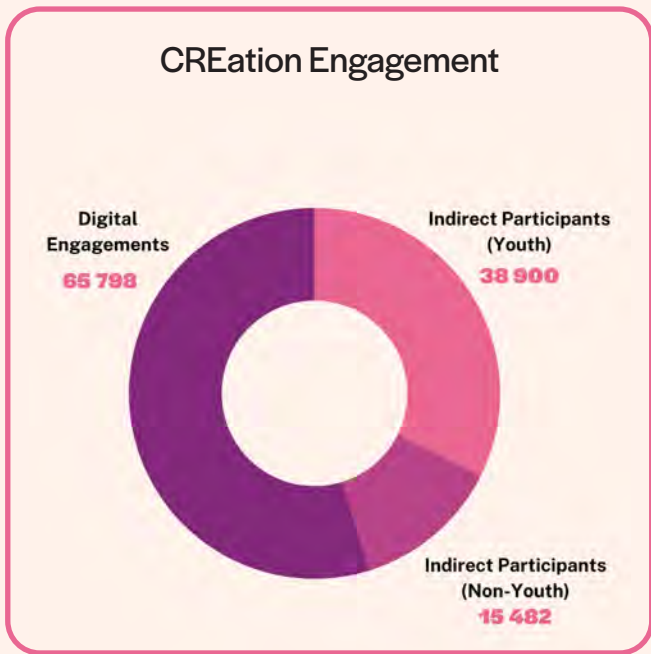
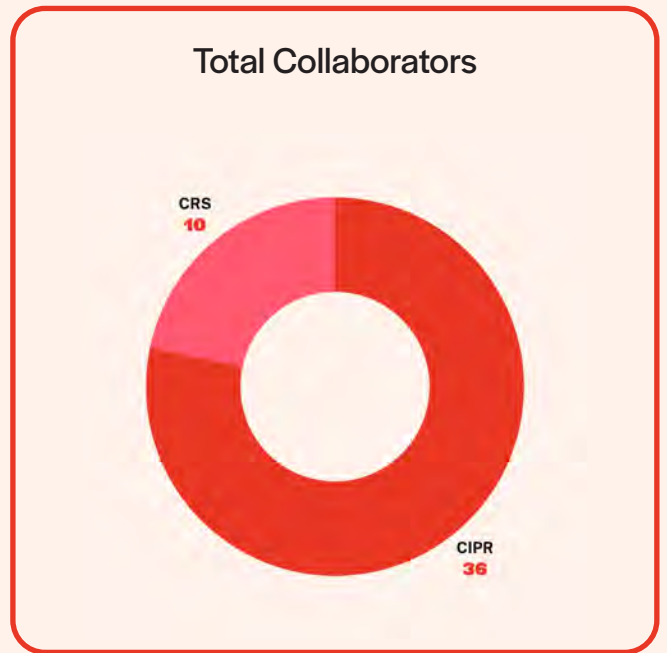
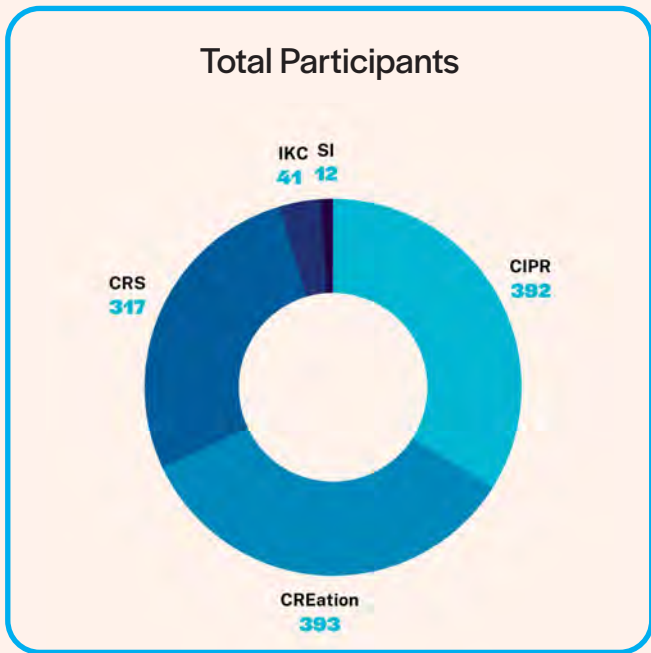
CRE has also developed a Community Advisory Circle (CAC) to advise on CRE's programs, policies and governance.

The CAC helps strengthen our programs and services through a governance system that is based on Indigenous governance teachings and is rooted in community accountability. The CAC makes recommendations on matters that impact the experiences of communities and youth. This advice is crucial for CRE's Board of Directors (BOD) as they set the goals and direction of the organization.





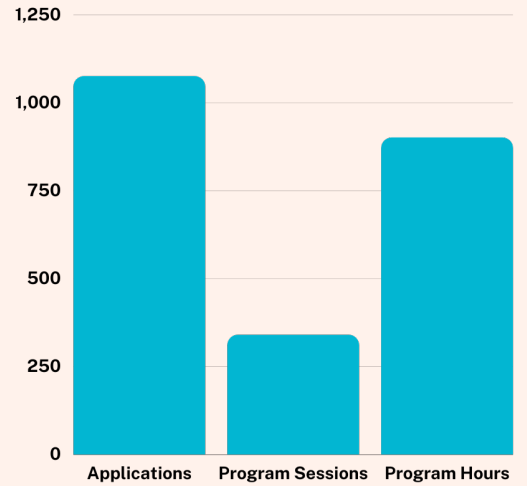
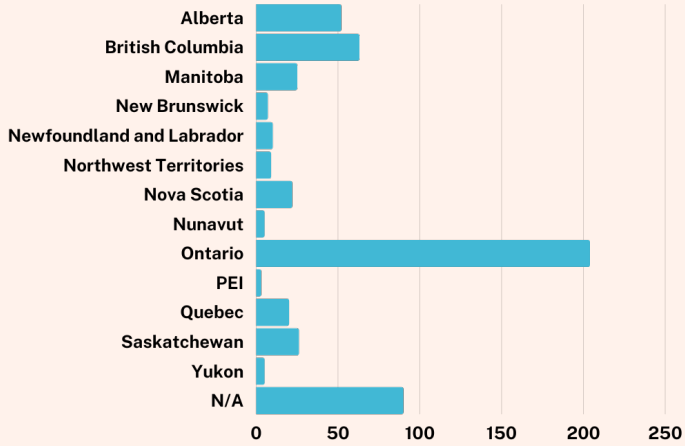
# YEAR IN REVIEW: 2021-2022



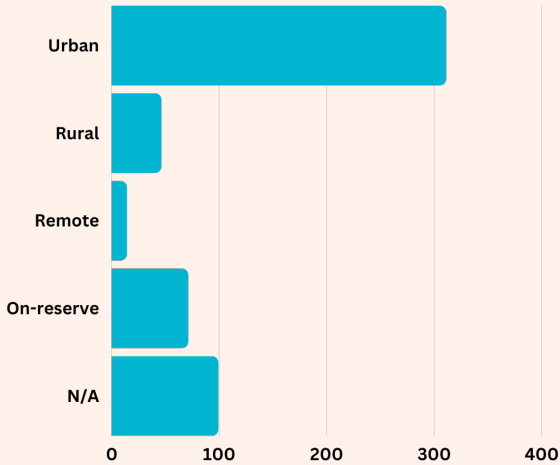
- 31** CREation Advisory Circle and Grant Review Members
- 90** Indirect Participants (Non-Youth) with Strategic Initiatives
- 149** Indirect Participants with the Youth Reconciliation Initiative

# YEAR IN REVIEW: 2021-2022

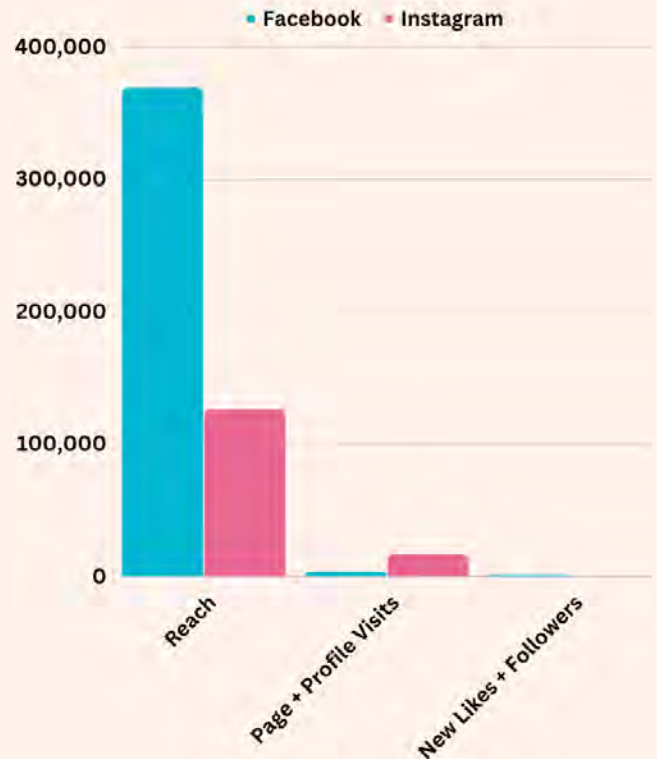
## Participants by Province/Territory



## Participants by Community Type




## Social Media Insights




# YEAR IN REVIEW: 2021-2022

## Top Performing Posts Facebook & Instagram April 1 2021–March 31 2022



**CREX**  
**Indigenous Youth Advocacy Week**  
Apply by April 3\*


👁️	43 100
👍	107
🔗	9 600
💬	26
📍	100



**Peer Program**  
The Peer Program is a 4 year program that advances the personal and professional capacity of Indigenous youth between the ages of 18-29.  
Apply by Nov 21, 2021

**CRE**

👁️	42 500
👍	293
🔗	714
💬	60
📍	262



**#Landback-Leaders Writing Contest**  
1500 words max  
Prize of \$500 for grabs  
Questions? Contact: [lj@canadianroots.ca](mailto:lj@canadianroots.ca)  
Deadline Extended - Apply by March 13, 2022


**CRE**

👁️	28 800
👍	95
🔗	338
💬	13
📍	83




**July 1st Day of Reflection**

👁️	9 100
❤️	1 200
💬	5
📍	1 600



4 @ jettlo

👁️	8 700
❤️	393
💬	0
📍	413



**What's Orange Shirt Day?**  
Is it different from The National Day of Truth and Reconciliation?  
What can I do?  
\*Trigger warning: Residential Schools, anti-Indigenous violence

👁️	7 700
❤️	1 300
💬	5
📍	214



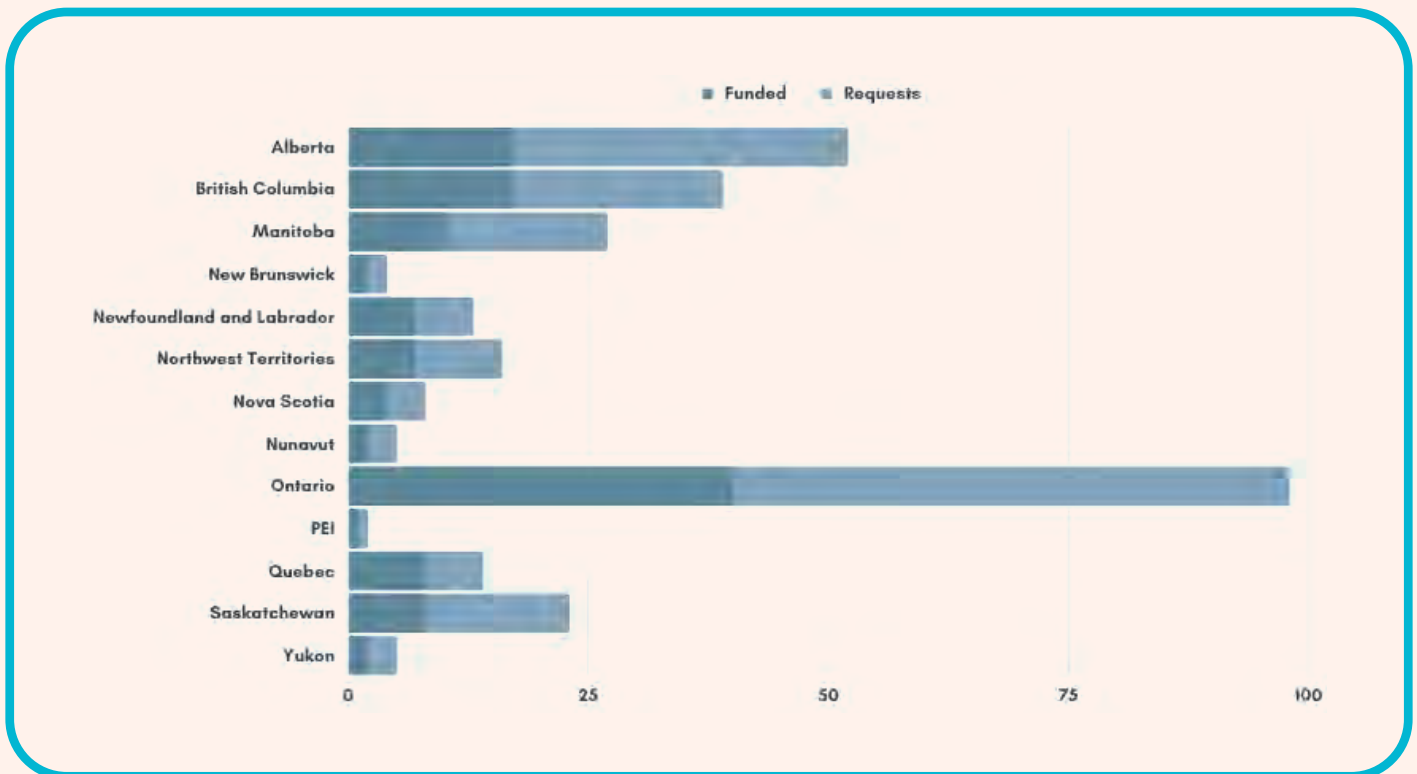
# ACCOMPLISHMENTS FROM CREATION

CREation is a multi-level funding program that supports strengths-based, community-focused, and youth-led projects taking place in communities across Canada. Grassroots youth groups/collectives (comprised of Indigenous youth ages 15-29) are eligible to apply for funding to support community programs and projects, while receiving innovative mentorship, training, and capacity-building opportunities.

CREation aims to empower and support Indigenous youth to take ownership over the wellness of their peers. This program helps increase available resources for both incorporated organizations and grassroots collectives that seek to create impactful community change and enhance the wellness, resiliency, and engagement of Indigenous youth.

The 2021/2022 fiscal year was one of growth for CREation. During this year, CREation increased the amount of funding released to community from \$1,018,000 to \$2,083,000. While CREation received the steepest increase in applications from Ontario, British Columbia and Alberta, the team worked with the Advisory Circle to balance out funding needs across regions, and to prioritize mobilizing funding into communities we hadn't previously funded projects in.

In February 2022, the CREation team also hosted its first Grantee Gathering. 60 Grantees participated virtually over the course of two days and engaged in workshops and programming including: Using Media to Amplify Indigenous Voices, Facilitation, Grantee Panels and Connection to the Land.



Over the course of this year, 125 grants were provided in 7 different funding streams:

**General Granting Streams:** These granting streams seek to provide funding to create impactful community change and increase the wellness, resiliency and engagement of Indigenous youth. Grantees within these streams determine their own project focus areas, based on what their community needs.

- \* **Youth Empowerment Stream** (grants of: Sprout **\$2,500** and Blossom **\$5,000**): The Youth Empowerment Stream provided funding to new and emerging micro-projects.
- \* **Community Support Fund** (grants up to **\$5,000**): The Community Support Fund provided support to groups offering community-level COVID responses.
- \* **Medium Project Funding** (grants up to **\$30,000**): The Medium Project Funding Stream provided funding to existing groups that were looking to run new projects or extend the scope of existing projects.
- \* **Large Project Funding** (grants up to **\$80,000**): The Large Project Stream provided substantial funding to groups that were looking to enhance their capacity to run programs/ services, adapt to emerging needs and/or to expand their work.

**Emerging Needs Streams:** Each year, the CREation Advisory Circle determines 2-3 Emerging Needs Streams. These streams are different from other streams in that they have a targeted focus and funding goal that is based on youth and community needs.

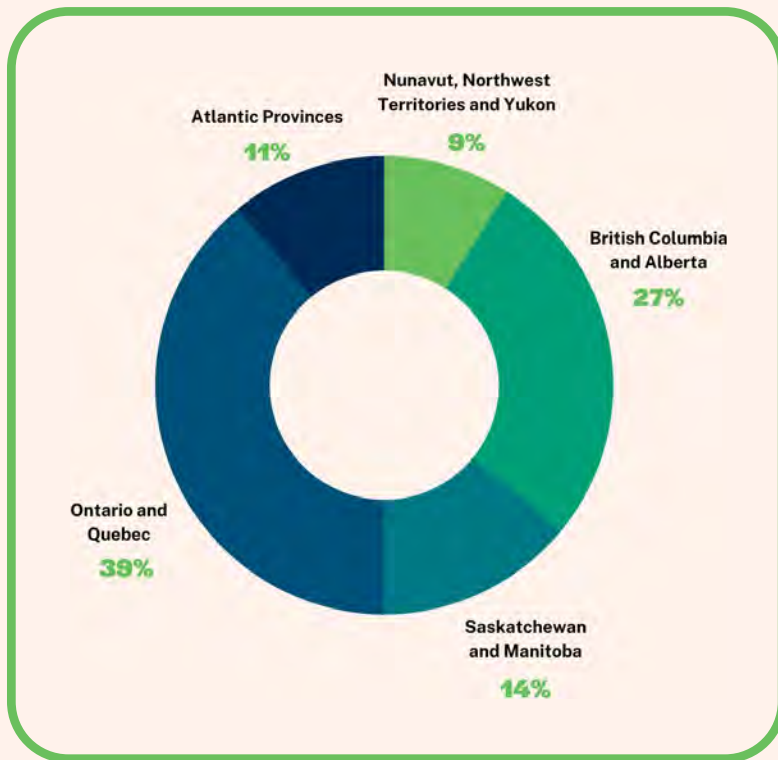
- \* **Arts Stream** (grants up to **\$15,000**): The Arts Stream provided funding to projects aiming to increase opportunities for artists to create and share art, for youth to participate in art-based programming and to support youth-run art-based businesses.
- \* **Land and Food Sovereignty** (grants up to **\$25,000**): The Land and Food Sovereignty Stream provided funding to Indigenous youth-led projects that increased opportunities for youth to participate in land-based programming, learn about food and medicines and engage with knowledge keepers.
- \* **Shared Struggle and Solidarity** (grants up to **\$25,000**): The Shared Struggle and Solidarity Stream provided funding to projects that aimed to strengthen solidarity between BIPOC youth and provide relationship-building opportunities to strengthen community connections.





# HIGH-LEVEL IMPACTS

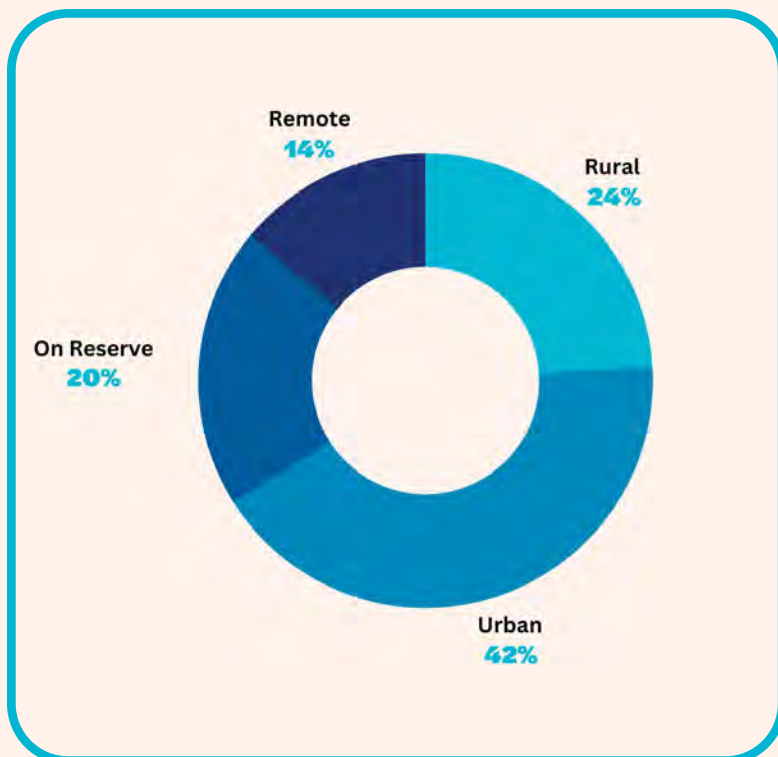
Projects were funded in 13 Provinces and Territories:



**284**  
youth engaged as project leaders

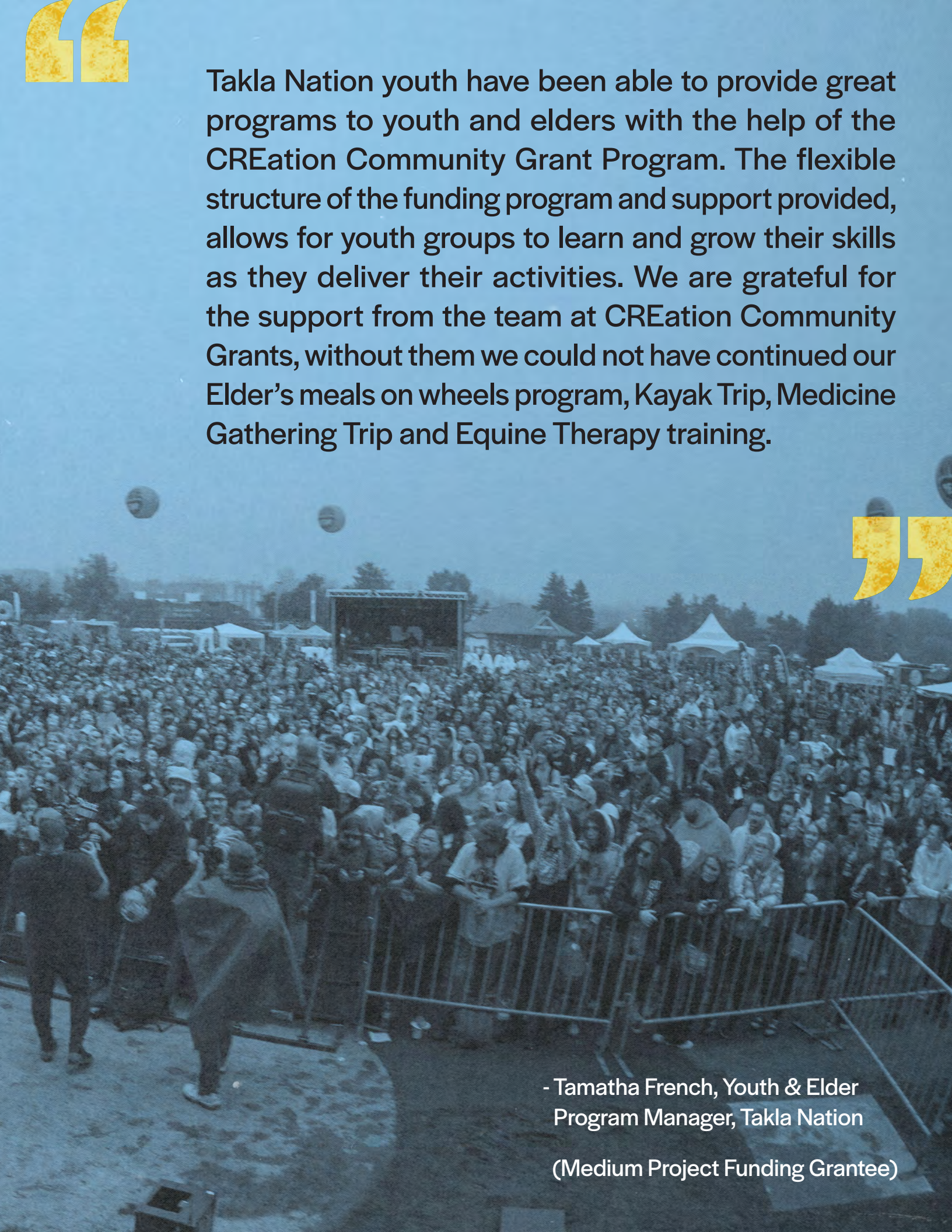
**41**  
Capacity Building Sessions with  
**495**  
youth participants

Projects funded by Community Type:



**68**  
youth attended CREation's first virtual gathering



A large crowd of people is gathered at an outdoor event. In the background, there is a stage with a canopy and several white tents. The scene is set outdoors with trees and buildings visible in the distance. The overall atmosphere is that of a community gathering or festival.

Takla Nation youth have been able to provide great programs to youth and elders with the help of the CREation Community Grant Program. The flexible structure of the funding program and support provided, allows for youth groups to learn and grow their skills as they deliver their activities. We are grateful for the support from the team at CREation Community Grants, without them we could not have continued our Elder's meals on wheels program, Kayak Trip, Medicine Gathering Trip and Equine Therapy training.

- Tamatha French, Youth & Elder  
Program Manager, Takla Nation  
(Medium Project Funding Grantee)



# ACCOMPLISHMENTS FROM THE CENTRE FOR INDIGENOUS POLICY AND RESEARCH

The Centre for Indigenous Policy and Research (CIPR) prioritizes youth policy development and research to support Indigenous youth in advancing their vision of meaningful reconciliation. Through a wide range of programs and initiatives, the Centre creates space for new leadership and provides tools and resources to empower Indigenous youth to create impactful change.

Throughout 2021 and 2022, CIPR has collaborated with a number of partners in these endeavors, including: the First Nations Mental Wellness Continuum Framework Secretariat, Justice Canada, Indigenous Services Canada, and Deloitte.

In its mission to capacitate Indigenous youth as they lead their communities today and into the future, CIPR runs an Indigenous Youth Policy School all year, hosts policy hackathons, and works to create more spaces for Indigenous youth to lead policy conversations on issues that impact them and their communities. In the research stream, CIPR publishes research tying Indigenous youth realities to today's policy conversations and offers small research grants and mentorship support to youth researchers through our Indigenous Youth Research Mentorship Program. CIPR also undertakes innovative youth-based research innovative youth-based research through our large-scale, cornerstone research project.

All of CIPR's engagements and publications are now centralized [here](#).



## Programs & Activities

**Indigenous Youth Policy School:** The Indigenous Youth Policy School (IYPS) provides space for Indigenous youth (aged 18-29) to engage with peers through interactive sessions on a local and national level. The program is designed to meet the needs of each individual student's strengths through a flexible curriculum and continuous support to ensure their version of success throughout the program is achieved. The School is a tuition-free program with no academic or professional requirements, and youth can be at any level of learning and understanding about policy. IYPS's second cohort ran from January to September of 2021 and had 29 graduates.

**Co-Developing Distinctions-Based Health Legislation:** Throughout October and November of 2021, CRE hosted a Policy Hackathon, Sharing Circles, and circulated a survey to gather Indigenous youth's stories, criticisms, and hopes about healthcare reform in Canada. We heard from 100 Indigenous youth about their experiences with the current healthcare system, how they've learned to navigate it, and to imagine radical, decolonized alternatives to the current system.

**Indigenous Youth Research Mentorship:** The Indigenous Youth Research Mentorship (IYRM) Program was designed to support Indigenous youth (ages 18-29) in developing research skills while completing their own community-based research projects over a period of eight months. The program launched in January 2022 with a cohort of three Indigenous youth studying Indigenous perspectives into autism, Indigenous youth leadership in climate justice, and L'nu ways of healing. The program follows up on CIPR's Small Research Grants, which wrapped up early in 2022, having supported 14 total youth research projects during its lifespan.



**Indigenous Youth Policy Hackathons:**

In 2021, CIPR began hosting virtual policy hackathons to give youth an opportunity to work in teams to dissect and present solutions on a given policy problem. Equipped with capacity building sessions, resources, and mentor support, youth have participated in CIPR hackathons on a range of subjects including: UNDRIP implementation, community responses to COVID-19, and health legislation reform.

**Innovation Hub:** The Innovation Hub was conceived as the main forum for facilitating direct policy co-development, large-scale engagements, and other opportunities for Indigenous youth. Through the Hub, CIPR hosted two virtual panels as part of our Blank as Advocacy series, designed to highlight the many different ways Indigenous leaders do advocacy work. These included: Beadwork as Advocacy panel (June 2021) and Policy as Advocacy panel (August 2021).

**Online Content:** Throughout 2021-2022, CIPR continued to publish quarterly Indigenous policy news round-ups in the form of a Policy Forecast, which summarizes any news, events, laws, and conversations impacting Indigenous youth and their communities. CIPR also continued producing accessible long-form research pieces through the CRE Explains series, providing in-depth and youth-focused analysis of issues such as the federal budget, the climate crisis, and the Two Spirit, Missing Murdered Indigenous Women and Girls (2SMMIWG) crisis.

**Key Statistics**



**29** Policy School Graduates



**69** Hackathon Participants



**17** Youth Research Grants



**\$80,295** in Honoraria paid to youth



**428** Indigenous Youth engaged in the 2021-2022 fiscal year



A pair of hands, one light-skinned and one dark-skinned, are shown cupping a mound of dark soil. A small, green, fern-like plant is growing out of the soil. The background is a blurred, dark green, suggesting a natural setting. The overall tone is earthy and hopeful.

“

The conversations that are started in my research project are little seeds that I can see growing into programming for the community. I'm hoping to see it have long lasting impacts. I was able to hear people's stories that I otherwise would not have. I feel honoured to carry their words. I've also felt a sense of belonging and fulfillment from the research work. It's helped me carry out responsibility to my community, my relations.

”

- (Indigenous Youth Research  
Mentorship Program Participant)



# ACCOMPLISHMENTS FROM COMMUNITY RELATIONS AND SOLIDARITY

The **Community Relations and Solidarity department (CRS)** focuses on building and maintaining healthy relationships with the CRE community. CRS's vision is to provide programs that harvest connections, create valuable opportunities for skills development, connection and growth and cultivate future leaders who are empowered and inspired.

CRS provides dynamic programming that generates collaborative discussions and supportive community initiatives. CRS amplifies and collaborates with community-led and grassroots initiatives and nurtures reciprocal relationships with Knowledge and Language Keepers.

CRS's programs and initiatives are guided by the consultation of a youth-led community advisory council. It's initiatives are dedicated to building supportive and safer spaces for Two-Spirit and other LGBTQAI+ youth and providing opportunities for dialogue with global Indigenous peoples.

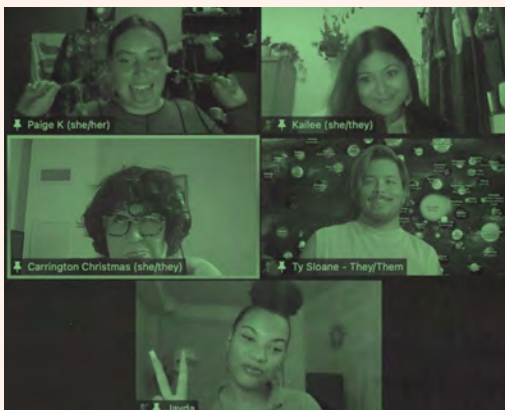
CRS houses two specific projects:

Solidarity Programming

Culture and Wellness

## Solidarity Programming

**Black and Indigenous Solidarity Program:** This program engages Black, Indigenous, and Afro-Indigenous young leaders and provides opportunities for youth to develop and deliver programming on themes related to combatting anti-Indigenous and anti-Black racism, building connections between Black and Indigenous youth, learning about Black History Month, current and historical contexts, and what true solidarity can look like.



**Concerning Community:** Concerning community is a project designed for non-Indigenous Settlers of Colour to engage in meaningful discussions around the vast experiences of diaspora. The project created open spaces for dialogue for Settlers of Colour to share their stories while also learning about the complexities of Indigenous, Black and Afro-Indigenous identities. Participants gained an understanding of their positionality in Canada and the importance of connecting with homelands as an integral part of individual and community healing. Participants engaged in four, two-hour themed workshops.



**CRE Collaborates:** To expand CRE's diverse community, this program was designed to uplift smaller grassroots organizations who were inspiring leaders within their communities, across Canada. This program provided an opportunity for grassroots efforts to connect with one another, expand capacity, develop stronger relationships with CRE, network, engage and ensure all programs, workshops and events are trauma-informed and inclusive.

Monthly workshops were hosted in collaboration with organizations, agencies and projects that hold similar values and missions to CRE and the CRSD. The program supported the development of open workshops and provided financial support that allowed youth to engage without the pressure of financial insecurity.

## **Culture and Wellness**

**Culture and Language Revitalization Programming:** The Culture and Wellness team ran a variety of programs focused on culture and language revitalization in the 2021-2022 fiscal year including: Seeds in Motion, Words in Motion, and Arts in Motion. Seeds in Motion encouraged youth ages 16-29 and their families to learn together about culture, grow community, and explore traditional crafting opportunities. This included teachings about plants/medicines, seed saving and harvesting, hunting practices, full moon teachings, and storytelling.

**Words in Motion** created a space for Indigenous language revitalization for youth by providing other young language speakers with the opportunity to facilitate an introductory class in their Indigenous language to fellow youth peers.

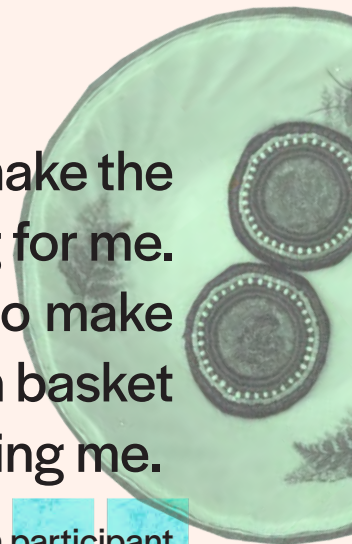
**The Arts in Motion** program provided a bi-weekly crafting space for Indigenous youth and their families to come and just be with other community members. This space was developed in response to the devastating news of the first children being rediscovered in mass graves at Residential "schools" across the country. This space was run like a drop in with opportunities for networking, outreach, and knowledge sharing between participants.

“

I enjoy working with my hands so being able to make the sweetgrass pin wheel bookmark was rewarding for me. I like that it was something smaller and easier to make online but that it gives us the basic skills to learn basket weaving. Very smart idea and thank you for having me.

-“In Motion” Series program participant

”



## 2 Spirit and Indigiqueer Cultural Revitalization Programming

The Culture and Wellness team also ran two programs focused on 2 Spirit and Indigiqueer cultural revitalization during the 2021-2022 fiscal year: The 2 Spirit Regalia workshop series, and a Pine Needle Basket weaving workshop.

**The 2 Spirit Regalia workshop** series included virtual workshops uniquely designed and catered to queer Indigenous and Two Spirit youth, with the aim of fostering cultural and social connection through the lens of regalia making. The workshops were comprised of activities introducing different regalia styles, gender fluid and queer supportive teachings, distinctions-based cultural knowledges and motif identification, introduction to sewing and beading and introduction to garment ideation.

**The Pine Needle Basket** weaving workshop was a two-part series catered to queer Indigenous and Two Spirit youth aged 18-19 with the aim to build cultural and social connections through zoom sessions that teach traditional skills, led by Two Spirit Métis artist and organizer, Sheri Osden Nault (they/them). Participants learned how to make a small beading or trinket dish over two 2-hour workshop sessions. These sessions also provided them with an opportunity to connect with other Two Spirit and Indigiqueer youth. Participants were mailed sustainably sourced supply materials to craft their own projects through directed tutorials.



After our first week's session going over the different regalia styles, I had a dream where I saw a ribbon skirt and the colours of the ribbons appeared to me, and my mom was wearing it. I think this is a dream message telling me that I can wear a skirt and affirm my Two Spirit identity, and that these colours will be significant whenever it's time for me to make my own regalia.

-2 Spirit Beginner Regalia workshop participant



## External Relationship Building and Workshop Programming

This year, Culture and Wellness also had a mini partnership with 2 Spirit People of the First Nations, which consisted of a 4-part workshop series discussing topics such as sexual health, boundaries and consent through a cultural lens.

### Key Statistics



317 participants



# ACCOMPLISHMENTS FROM STRATEGIC INITIATIVES

**Strategic Initiatives** exists to strengthen organizational priorities through projects and events and to assist other department's initiatives through support or enhancement of their initiatives.

Towards the end of 2021-2022 the new Department of Strategy was created, housing Communications, Strategic Initiatives and the new unit, Outreach and Engagement. Prior to that, SI was focused on finding significant ways to engage youth while CRE's annual Indigenous Youth Gathering and Celebration were on pause due to the pandemic.

During the 2021-2022 fiscal year, SI supported organization-wide operational tasks like laying the groundwork for CRE's new Strategic Plan and helping to onboard and solidify internal systems to support project management and outreach. The SI team also facilitated two pilot initiatives: The International Indigenous Solidarity Project (IISP) and the Indigenous Catering Development Initiative. Both projects began in the 2020-2021 fiscal year but were fully realized in 2021-2022.

## International Indigenous Solidarity Project (IISP)

During the 2021-2022 fiscal year, CRE launched phase 1 of the International Indigenous Solidarity Project. This project was sparked by a previous partnership with Likhang Puso, an organization created by 16-year-old Filipinix students in the Philippines and Singapore to fight for justice and access to meaningful education for Indigenous youth.

This work was done in partnership with the Community Relations and Solidarity Department and was supported by international partners like the Saami youth Council of Sweden and The International Indigenous Women's Forum (FIMI-IIWF). Engagement sessions were held via Zoom with Indigenous youth from Sweden, Norway, Denmark, South Africa, Columbia and the Philippines. These engagement sessions sought to determine what an in-personal global solidarity engagement could look like, what the goals of this engagement would be, and what potential is held by sharing stories, struggles and successes amongst Indigenous youth globally.

Phase 1 of IISP wrapped up at the end of the fiscal year. CRE aims to continue to strengthen our focus within Canada with the goal of continuing global solidarity work in a few years' time.



caterToronto offered the #FirstPeoplesFirstFoods community care packages program with funding from Penny Appeal Canada and support from CRE. The initiative distributed community care packages to Indigenous-led organizations and featured several items by Indigenous food entrepreneurs including the Wholesome Conscious + Catering, a graduate of the ICDI (see following page for more info), and many other Indigenous-owned and Toronto-based food businesses.

## Indigenous Catering Development Initiative (ICDI)

The Indigenous Catering Development Initiative (ICDI) was a 10-month pilot project that aimed to respond to the barriers Indigenous caterers face in the events space.

In collaboration with caterToronto and Quell, ICDI worked with The Wholesome Conscious and its founder Alexandria Bipatnath to support her in scaling up her small catering business.

Through mentorships and engagement opportunities, Alexandria participated in various ICDI initiatives with great success and has continued to grow her brand.

Due to a variety of challenges brought on by the pandemic and the reduction of in-person events, CRE decided not to continue this program after the pilot year. CRE continues to focus on food justice issues as it pertains to Indigenous youth and supports the work of incredibly talented Indigenous chefs, cooks, and caterers as we resume hosting in-person events.



caterToronto acted alongside CRE as the community-led network to develop and deliver a pilot program called The Indigenous Catering Development Initiative (ICDI), with the goals of supporting new and young food entrepreneurs to engage and prepare them for large scale catering events that are often out of reach due to systemic barriers at culinary education institutions and the foodservice and hospitality industry. Many laughs and lessons were shared among partners and participants, with ideas to further activate when strategic and possible.

caterToronto looks forward to keeping the momentum going, with a fondness for working with CRE alongside its other visionary work working towards a future where Indigenous youth are empowered as dynamic leaders in vibrant and thriving communities.

-Vanessa Ling Yu, caterToronto





# FINANCIAL REPORTS

Canadian Roots Exchange has a fiscal year end of March 31, and our finances are annually audited by Grant Thornton LLP. The below numbers represent the totals at the fiscal year end for 2021-22.

## Canadian Roots Exchange / Échanges Racines Canadiennes Statement of Financial Position

As at March 31

2022

2021

### Assets

#### Current

Cash	\$ 4,029,049	\$ 3,806,576
Marketable securities (Note 3)	120,000	20,000
Investments (Note 4)	1,666,061	70,553
Grants receivable	45,400	101,200
Accounts receivable	63,460	-
HST rebate recoverable	89,562	195,515
Prepaid expenses	200,670	195,883
	<u>4,548,141</u>	<u>4,319,174</u>
	<u>\$ 6,214,202</u>	<u>\$ 4,389,727</u>

### Liabilities

#### Current

Accounts payable and accrued liabilities	\$ 452,616	\$ 182,545
Deferred contributions (Note 5)	4,478,470	3,444,048
	<u>4,931,086</u>	<u>3,626,593</u>

### Net assets

Designated (Note 6)	700,000	700,000
Unrestricted	583,116	63,134
	<u>1,283,116</u>	<u>763,134</u>
	<u>\$ 6,214,202</u>	<u>\$ 4,389,727</u>

Commitments (Note 7)

On behalf of the Board of Directors

*Amit Shanbhoug*

Director

Date: September 28, 2022  
Amit Shanbhoug

*J. Gray*

Director

Date: September 28, 2022  
Jordan Gray



# FINANCIAL REPORTS

Canadian Roots Exchange has a fiscal year end of March 31, and our finances are annually audited by Grant Thornton LLP. The below numbers represent the totals at the fiscal year end for 2021-22.

## Canadian Roots Exchange / Échanges Racines Canadiennes Statement of Operations and Changes in Net Assets

Year ended March 31 2022 2021

### Revenue

Grants (Note 8)	\$ 7,237,880	\$ 5,948,351
Donations	586,293	69,945
Interest	30,511	35,388
Service and fee income	34,698	51,264
Unrealized gain on investments	<u>26,732</u>	<u>1,980</u>
	<u>7,916,114</u>	<u>6,106,928</u>

### Expenses

Personnel	3,581,651	3,439,859
Program	2,290,834	1,140,035
Professional fees	526,159	469,275
Office and general	305,492	131,283
Rent	296,202	483,976
Honoraria	177,204	94,543
Participant travel and accommodation	119,248	134,954
Staff travel and accommodation	49,780	40,886
Communications and outreach	34,617	132,365
Insurance	12,757	6,217
Relationship building	<u>2,188</u>	<u>888</u>
	<u>7,396,132</u>	<u>6,074,281</u>

**Excess of revenue over expenses** 519,982 32,647

**Net assets, beginning of year** 763,134 730,487

**Net assets, end of year** \$ 1,283,116 \$ 763,134



# OUR STAFF

Our thanks and gratitude to our team.



Alannah Mckay  
(She/Her)



Alyssa Luttenberger  
(She/Her)



Amanda Amour-Lynx  
(They/Them)



Amani Maatouk  
(She/Her)



Arizona Commanda-Boissoneau  
(She/Her)



Avery Velez (They/  
Them/Nekm)



Barbara Byers



Bella Lyne  
(They/Them)



Brijjal Chaudhari  
(He/Him)



Brooke Rice



Brooke Stratton  
(She/Her)



Chris Mitchell  
(He/Him)



Claudia Escobar  
(She/Her)



Dorian Jensen  
(He/Him)



Erica Kopyto  
(She/Her)



Fola Kortee  
(She/Her)



Forrest Budgell-  
Eaglespeaker (He/Him)



Galya Bravo  
(She/Her)



Gwen Hamilton  
(She/They)



Hillory Tenute  
(She/Her-They/Them)



Jacqueline Neshkawa  
(She/Her)



Jaelyn Jarrett  
(She/Her)



Jaime Fortin  
(She/Her)



James Arruda  
(He/Him)



James Brandon



Jojo Crowchild  
(They/She)



Jess Alegria  
(They/Them)



Jillian Collins  
(She/Her)



Julia Giraudi  
(She/Her)



Katsitanoron Courchesne-  
Beauchamps (She/Her)



Kim Wakeford  
(She/They)



Megan Lewis  
(She/Her)



Mel Compton  
(She/Her)



Melissa Lambert-  
Tenasco (She/Her/Elle)



Mhiingan Schrader  
(He/Him)



Nicole Maxwell  
(She/Her)



Patricia Martin  
(She/Her)



Pree Rehal  
(They/Them)



Raven Spiratos  
(She/Her)



Ryan Besito  
(He/Him)



Sabrina Muise  
(She/Her)



Sareema Husain  
(She/Her)



Shanese Steele



Sharon Witruk  
(She/Her)



Shawna Moore  
(She/Her)



Shayla "Gwikitch"ihkkeh"  
Snowshoe (She/Her)



Sheneice Brown  
(She/Her)



Summer Leigh Cardinal  
(She/Her)



Tija Hauta  
(She/Her)



Tony Johnson  
(He/Him)



Zaheen Karim  
(She/Her)



# OUR BOARD OF DIRECTORS



Tawny Allison  
(Co-Chair)



Jorge Garza



Sandra Gosling  
(Secretary)



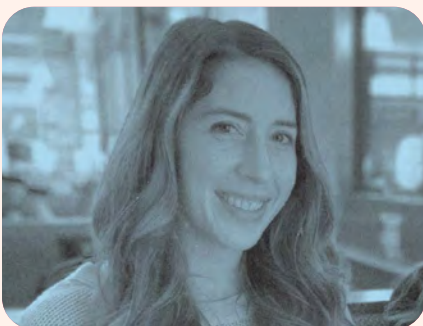
Jordan Gray  
(Treasurer)



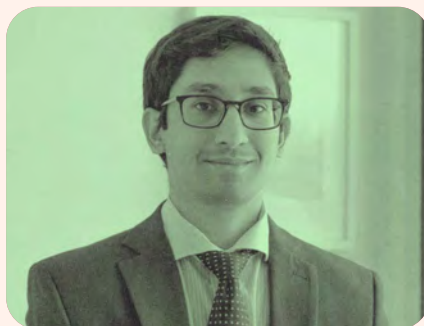
Tracy Hussey



Megan Logan



Joy Rogers



Amit Shanbhoug  
(Co-Chair)



Mitchell White

Our thanks and gratitude to CRE's Board of Directors.



## CRE'S NEW VISION AND PURPOSE

**Vision:** We envision a future where Indigenous youth are empowered as dynamic leaders in vibrant and thriving communities.



**Purpose:** As a national Indigenous youth led organization, we collaborate with communities to provide programs, grants and opportunities that are grounded in Indigenous ways of knowing and being and are designed to strengthen and amplify the voices of Indigenous youth.



# CRE

Follow our socials  
**@cdnroots**

Visit our website  
**canadianroots.ca**

Watch our videos on Youtube  
**CanadianRootsOnline**

Get in touch at  
**info@canadianroots.ca**  
**+1 (416) 921-0079**

Our office:  
**489 College Street, Suite 500**  
**Toronto, ON M6G 1A5**

A huge thank you to our donors:



NIB Trust Fund



Mizwe Blik Aboriginal  
Employment & Training

