

Miziwe Biik

Annual Report

2006/07





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Miziwe Biik acknowledges financial support and contributions from the following:

Human Resources and Social Development Canada

City of Toronto

Trillium Foundation

ALFDC

Supporting Communities Partnership Initiative (SCPI)

Miziwe Biik  
Board of Directors

PRESIDENT

Jimmy Dick

VICE -PRESIDENT

Alison Deer

SECRETARY /TREASURER

Harry Willmot

DIRECTORS

Jenny Restoule-Mallozzi

Steve Teekens

Michael White

Tom Morrison

### Miziwe Biik Staff

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#### ADMINISTRATION

Executive Director  
Nancy Martin

Finance Manager  
Marina Elliott

Executive Assistant  
Jennifer Abbott

Catering and  
Conference Booking  
Carol Barker

#### EMPLOYMENT

##### COUNSELLING

Manager  
Ruby Dreger

Administrative Assistant  
Lillian Wesley

Reception  
Richard Braden

Counsellor  
Joseph McQuabbie

Counsellor  
Denise Davad

Counsellor  
Brenna Lafrance

Counsellor  
Ginny Boissoneau

#### PROJECT MANAGEMENT

Project Officer  
Eileen Meawasige

Project Officer  
Leslie McKay

Office Assistant  
Vickie Labranche

#### ABORIGINAL BUSINESS RESOURCE CENTRE

Manager  
Kenn Ross

Marketing Assistant

Administrative Assistant  
Denise Kimewon



## Our Mission and Vision

THE MISSION OF MIZIWE BIIK ABORIGINAL EMPLOYMENT and Training is manifold to counsel Toronto urban native people on careers and paths and opportunities, to work with employers to secure employment opportunities, to deliver federal and provincial training programs, working with both groups and individuals to achieve these endeavours.

Jim Windigo, a respected Ojibway Elder gave us our name. Miziwe Biik is like a body of water where a ripple effect has been created; it is the ability to reach out and make positive change in the lives of the urban native people across the Greater Toronto Area.

### Mission

*Miziwe Biik is committed to assisting all persons of native ancestry in the Greater Toronto Area to attain a better quality of life.*

*Miziwe Biik believes that community needs and aspirations are paramount. We are committed to strengthening the community through partnerships promoting equality and self reliance.*

*Miziwe Biik strives to provide training and employment opportunities in a supportive environment in which people can affirm their native identities and develop to their full potential.*

*Miziwe Biik is committed to the belief that it is through traditional cultural values, practices and resources that we will reclaim our destiny.*



# President's Report

## Jimmy Dick



I WOULD LIKE TO BEGIN BY THANKING MY COLLEAGUES ON THE BOARD OF DIRECTORS at Miziwe Biik for their commitment throughout this year. Also, I want to thank our Executive Director Nancy Martin, Barb Nahwegahbow and all of the staff at Miziwe Biik for their hard work and dedication. I would also like to extend my gratitude to the members of the community for your continued support and we wish you and your families much prosperity in the coming year.

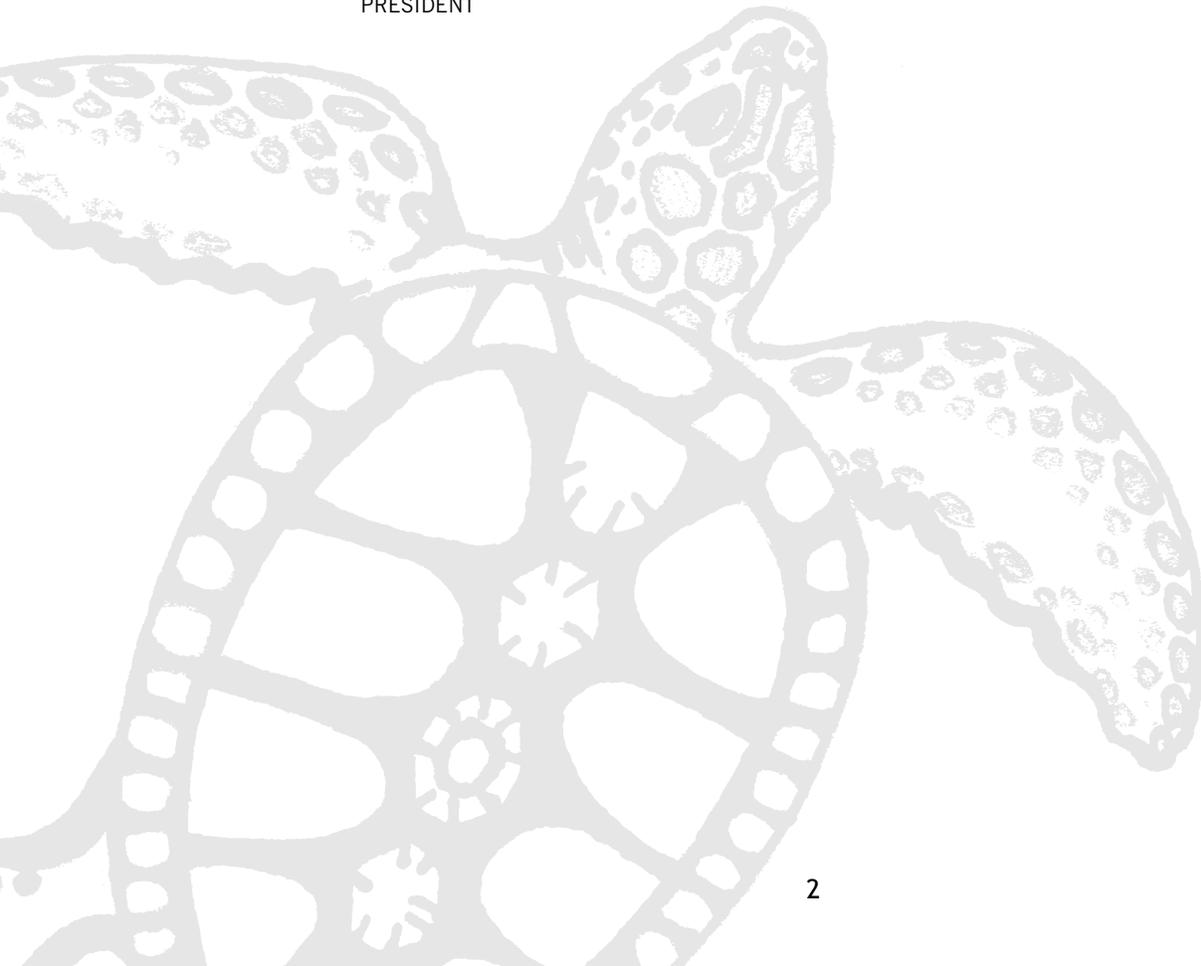
We look forward to having more opportunities available for you and your families in the area of employment or training.

Thank you all again and may the Great Spirit bless and watch over all of you and your loved ones.

*All Our Relations,*

**Jimmy Dick**

PRESIDENT





# Executive Director's Report

## Nancy Martin



I WANT TO START BY THANKING THE COMMUNITY FOR THEIR SUPPORT OF MIZIWE BIIK AND OUR efforts to improve the quality of life of our community. Thank you to our Board of Directors for their commitment to our vision of self-reliance for members of our community. Meegwetch to our Elders for their guidance and wisdom. And thank you to our staff for their dedication and hard work to fulfill Miziwe Biik's vision.

With our combined efforts and hard work, we have consistently met our targets in all departments. These targets for service are set jointly by Miziwe Biik and our funders.

Along with that, we made significant new partnerships for training and employment in the trades. The Ministry of Training, Colleges and Universities approved our request to offer a Pre-Apprenticeship Training Program in General Carpentry. Offered in partnership with George Brown College, the program prepares participants to register as Apprentices. We are hopeful the funding will be renewed again this year.

We also struck a new partnership with the Ontario Industrial and Finishing Skills Centre and the Painters/Decorators Union. We are offering a Painter/Decorator Pre-Apprenticeship Training Program.

You may be aware that we launched the Miziwe Biik On-Line Campus three years ago that offers a GED Program that was designed for us. There are 127 students who are studying for their high school equivalency test. Our commitment to e-learning has resulted in partnerships with Native Child and Family Services, Gabriel Dumont and Kenjgewin Teg Educational Institute in Manitoulin Island.

A partnership with Mothercraft resulted in an Early Childhood Education Program being designed and offered especially for our community. Chef training continues to be a popular career choice among our clients and one that is in much demand in Toronto. Our partnership with Liaison College for chef training has proven to be very successful.

We have continued to strengthen relationships with First Nations and the political leadership in our efforts to break down the government-imposed barriers between on-reserve and urban Aboriginal people. This has included meetings with the Chiefs of Ontario, Assembly of First Nations and the Union of Ontario Indians. They actively support our work to improve the socio-economic conditions of First Nations citizens living in Toronto.

Those are just a few of our accomplishments for the last year.

*Thank you to our funders – the Aboriginal Labour Force Development Circle, HRSDC, Service Canada, Ontario Trillium Foundation, City of Toronto Social Services, SCPI, and the Ontario Ministry of Training, Colleges and Universities.*

*In Friendship,*

**Nancy Martin**

EXECUTIVE DIRECTOR



# Auditor's Report



## AUDITORS' REPORT

### To: The Members of Miziwe Biik - Aboriginal Employment and Training

We have audited the balance sheet of Miziwe Biik - Aboriginal Employment and Training as at March 31, 2007 and the statements of revenue, expenses and surplus and cash flows for the year then ended. These financial statements are the responsibility of the organization's management. Our responsibility is to express an opinion on these financial statements based on our audit.

We conducted our audit in accordance with Canadian generally accepted auditing standards. Those standards require that we plan and perform an audit to obtain reasonable assurance whether the financial statements are free of material misstatement. An audit includes examining, on a test basis, evidence supporting the amounts and disclosures in the financial statements. An audit also includes assessing the accounting principles used and significant estimates made by management, as well as evaluating the overall financial statement presentation.

In our opinion, these financial statements present fairly, in all material respects, the financial position of the organization as at March 31, 2007, and the results of its operations and its cash flows for the year then ended in accordance with Canadian generally accepted accounting principles commonly used in not-for-profit organizations.

Toronto, Ontario  
June 22, 2007

Chartered Accountants  
Licensed Public Accountants



# Financial Statements

**MIZIWE BIIK - ABORIGINAL EMPLOYMENT AND TRAINING  
(Incorporated under the laws of the Province of Ontario)**

**BALANCE SHEET**

**AS AT MARCH 31, 2007**

	<u>2007</u>	<u>2006</u>
	\$	\$
<b>ASSETS</b>		
<b>CURRENT</b>		
Cash	394,676	876,074
Short term investment	-	60,942
Accounts receivable	1,340,203	1,814,834
Prepaid expenses	<u>15,458</u>	<u>11,709</u>
	<u>1,750,337</u>	<u>2,763,559</u>
<b>PROPERTY AND EQUIPMENT</b>		
Land and building	1,189,477	1,149,822
Computer equipment	129,151	103,729
Computer software	25,122	1,453
Furniture and fixtures	<u>66,209</u>	<u>51,371</u>
	<u>1,409,959</u>	<u>1,306,375</u>
Less: accumulated amortization	<u>211,014</u>	<u>157,287</u>
	<u>1,198,945</u>	<u>1,149,088</u>
	<u>2,949,282</u>	<u>3,912,647</u>
<b>LIABILITIES</b>		
<b>CURRENT</b>		
Accounts payable and accrued liabilities	440,473	1,567,150
Deferred revenue	935,120	841,414
Current portion of mortgage payable (Note 4)	<u>32,170</u>	<u>30,030</u>
	<u>1,407,763</u>	2,438,594
Deferred contributions (Note 5)	48,535	-
Mortgage payable (Note 4)	<u>409,747</u>	<u>441,799</u>
	<u>1,866,045</u>	2,880,393
<b>SURPLUS</b>		
Surplus	<u>1,083,237</u>	<u>1,032,254</u>
	<u>2,949,282</u>	<u>3,912,647</u>

**APPROVE ON BEHALF OF THE BOARD:**

\_\_\_\_\_ Director

\_\_\_\_\_ Director

See accompanying notes.





# Financial Statements

**MIZIWE BIIK - ABORIGINAL EMPLOYMENT AND TRAINING  
STATEMENT OF REVENUE, EXPENSES AND SURPLUS  
FOR THE YEAR ENDED MARCH 31, 2007**

	2007	2006
	\$	\$
<b>REVENUE</b>		
Grants	5,364,712	6,573,175
Interest	30,661	14,220
Rental income	130,556	157,278
Other income	-	22,783
	<u>5,525,929</u>	<u>6,767,456</u>
<b>EXPENSES</b>		
<b>Program Expenses</b>		
ABRC programming	6,134	-
Carpentry programming	31,178	-
Consolidated revenue funding program	179,361	66,519
Employment insurance program	3,456,432	4,220,855
Homeless initiative	386,087	788,385
Summer career placement	83,259	84,204
ONAS programs	3,719	-
	<u>4,146,170</u>	<u>5,159,963</u>
<b>Administrative Expenses</b>		
Advertising and promotion	1,729	34,320
Amortization	52,736	40,372
Bank charges	2,159	6,344
Capacity building	87,778	99,048
Employment costs	70,181	102,474
Insurance	28,507	23,751
Office and general	53,964	35,089
Office rent and occupancy cost	185,068	217,452
Office supplies	18,651	20,783
Professional fees	58,780	94,752
Repairs and maintenance	17,211	19,545
Salaries	697,816	717,213
Staff training	5,407	7,392
Telephone	20,864	18,808
Travel	27,925	22,114
	<u>1,328,776</u>	<u>1,459,457</u>
Total expenses	<u>5,474,946</u>	<u>6,619,420</u>
<b>EXCESS REVENUE OVER EXPENSES</b>	<u>50,983</u>	<u>148,036</u>
<b>SURPLUS, BEGINNING OF YEAR</b>	<u>1,032,254</u>	<u>884,218</u>
<b>SURPLUS, END OF YEAR</b>	<u>1,083,237</u>	<u>1,032,254</u>

See accompanying notes.



# Financial Statements

## MIZIWE BIIK - ABORIGINAL EMPLOYMENT AND TRAINING STATEMENT OF CASH FLOWS MARCH 31, 2007

	2007	2006
	\$	\$
<b>Operating activities:</b>		
Net revenue over expenses	50,983	148,036
Items not requiring an outlay of cash:		
Amortization	<u>52,736</u>	<u>40,372</u>
	103,719	188,408
<b>Changes in non-cash working capital accounts:</b>		
Short term investment	60,942	(958)
Accounts receivable	474,631	380,155
Prepaid expenses	(3,749)	16,008
Accounts payable and accrued liabilities	(1,126,677)	46,323
Deferred revenue	<u>93,706</u>	<u>(93,720)</u>
<b>Cash (used in) provided by operating activities</b>	<u>(397,428)</u>	<u>536,216</u>
<b>Investing activities:</b>		
Purchase of property and equipment	<u>(103,584)</u>	<u>(14,088)</u>
<b>Financing activities:</b>		
Deferred contribution	49,526	-
Mortgage payable	<u>(29,912)</u>	<u>(25,890)</u>
<b>Cash provided by (used in) financing activities</b>	<u>19,614</u>	<u>(25,890)</u>
<b>Net (decrease) increase in cash position for the year</b>	(481,398)	496,238
Cash, beginning of year	<u>876,074</u>	<u>379,836</u>
<b>Cash, end of year</b>	<u>394,676</u>	<u>876,074</u>

See accompanying notes.



# Financial Statements

**MIZIWE BIIK - ABORIGINAL EMPLOYMENT AND TRAINING  
NOTES TO FINANCIAL STATEMENTS  
MARCH 31, 2007**

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## 1. PURPOSE OF THE ORGANIZATION

Miziwe Biik - Aboriginal Employment and Training is a local organization operating programs providing training and employment opportunities in a supportive environment in which people can affirm their Aboriginal identity and develop to their full potential.

## 2. SUMMARY OF SIGNIFICANT ACCOUNTING POLICIES

The financial statements have been prepared in accordance with Canadian generally accepted accounting principles commonly used in not-for-profit organizations.

### (a) Revenue and expenses

Revenue and expenses are accounted for on an accrual basis.

### (b) Contributed services

Volunteers contribute their services to assist the organization in its service delivery activities. Because of the difficulty of determining the fair value of contributed services, they have not been recognized in the financial statements.

### (c) Property and equipment

Property and equipment acquired in prior years were charged to operations in the year of purchase. These assets have not been capitalized, as the necessary financial information is not readily determinable.

Property and equipment have been stated at cost. Amortization is calculated at the following rates:

Building	50 years straight line
Computer equipment	30% declining balance
Computer software	100% declining balance
Furniture and fixtures	20% declining balance

### (d) Goods and Services Tax

In accordance with the rules regarding the Goods and Services Tax, this organization has claimed a G.S.T. refund representing 50% of the G.S.T. paid for purchases. The remaining 50% has been recorded as an expense.





# Financial Statements



**MIZIWE BIIK - ABORIGINAL EMPLOYMENT AND TRAINING  
NOTES TO FINANCIAL STATEMENTS  
MARCH 31, 2007**

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**2. SUMMARY OF SIGNIFICANT ACCOUNTING POLICIES (CONTINUED)**

(e) Use of estimates

The preparation of financial statements in conformity with Canadian generally accepted accounting principles requires management to make estimates and assumptions that affect the reported amounts of assets and liabilities and disclosure of contingent assets and liabilities (if any) at the date of the financial statements, and the reported amounts of revenues and expenses during the reporting periods. Actual results may vary from the current estimates. These estimates are reviewed periodically and, as adjustments become necessary, they are reported in operations in the periods in which such adjustments become known.

**3. CONCENTRATION OF CREDIT RISK**

Cash and cash equivalents include all cash on hand, balances with banks and highly liquid short-term interest bearing deposits which are available upon demand or which mature within less than three months from the date of purchase. Cash and cash equivalents are held with highly rated financial institutions. Management does not believe that the organization is subject to any significant credit risk in this regard.

**4. MORTGAGE PAYABLE**

The organization entered into a long-term mortgage in 2003. The term is for 5 years at 7% per annum. The monthly payments of \$5,100 include both interest and principal repayments. The mortgage is secured by the land and building located at 167-169 Gerrard Street East, Toronto, Ontario.

**5. DEFERRED CONTRIBUTIONS**

During the year, funds were received and used for renovations to the building. These contributions will be recognized as income at the same rates used to amortize the related assets.

**6. INCOME TAX STATUS**

The organization is a registered charitable organization under the Income Tax Act (Canada) and, as such, is exempt from income taxes.





# Employment Resource Centre Services

## Ruby Dreger

THE EMPLOYMENT RESOURCE CENTRE HAD A BUSY and challenging year. With the many services offered in the department we have had a significant increase of new and active clients.

Once again, congratulations to all of the clients who have completed training programs, pre-employment workshops, the GED program, job searching workshops and to all of the clients who were successful in obtaining employment.

Many clients have had the opportunity to gain employment throughout the year and also many students gained summer employment with our assistance.

We continue to service several clients who are new to the city and the services required to assist clients continues to be significant. Most of our clients are usually able to have their needs met and are able to access training or employment.

Meegwetch to all of the Employment Staff, who continue to be passionate about assisting the clients who use our services. We continue to service 1,200 active clients and 10,000 clients use our resource centre services.

The Employment Staff encourages the community and all of our existing and new clients to continue to use the services of Miziwe Biik.



***From Left to Right:** Denise Davad, Richard Braden, Ruby Dreger, Brenna Lafrance, Lillian Wesley, Joseph McQuabbie, Ginny Boissoneau*

We all look forward to another challenging year, working together to accomplish and achieve the individual goals of our clients, our organizational goals and to share on-going success throughout the next fiscal year.

### **Ruby Dreger**

MANAGER



# Employment Success Stories

## Candace Neumann

ORIGINALLY FROM MANITOBA, CANDACE NEUMANN CAME TO Miziwe Biik in the Fall of 2006. At the time she had been seeking employment relating to Adult Learning and Literacy. Although she possessed some experience and knowledge through training and workshops, she found it difficult to find employment.

To assist in gaining work experience, Candace was referred to a volunteer teaching Assistant position at an independent Toronto High School where she worked with young adults ages 16-29 in a photography class of about 6-8 students. In addition to this, she was also volunteering at the Native Women's Resource Centre (NWRC).

While at the NWRC, and with the assistance of Employment Counsellor Brenna LaFrance, Candace applied for funding for a Literacy Assistant Trainee position through the Employment Incentive Program.

Since the funding was approved for Candace's position she has worked diligently in the Literacy program. This program shares clients and events with the 'Investing in Women's Futures' program. She has also taken additional training and workshops to enhance her knowledge and abilities in the literacy field. Finally, she is expanding the program to incorporate different teaching methods, including group work, as well as extending the hours to make it more accessible.

*"I'm thankful for the support from Miziwe Biik and Native Women's Resource Centre. It's been a great learning experience."*

## Michael Moore

WHEN MICHAEL MOORE CAME TO MIZIWE BIIK HE REALIZED that he had to do something that was going to give him a sense of direction and solid options that were in balance with his skills, abilities and more importantly his interests.

Michael had been working in the Construction Trades for several years and was able to create a realistic plan with his employment counsellor, Joseph McQuabbie and then follow it through to fruition. Earlier this year he was accepted in to the Pre-Apprenticeship

Carpentry program offered through a partnership between Miziwe Biik and George Brown College.

Michael has become a success story on his own personal merits and his newly found self-awareness and beliefs. These are the guiding factors that help him to continue on his quest to become a self-sufficient and resilient individual.

## Brenna LaFrance

BRENNA LAFRANCE LEFT HER HOME NEAR THE QUEBEC AND Ontario border on the Akwesasne Mohawk First Nation in May 2006 to seek employment in Toronto. After telling friends and family back home about her impending move, somebody suggested she contact Miziwe Biik after arriving in Toronto.

Brenna scheduled a meeting with Denise Davad, Employment Counsellor at Miziwe Biik. When they met, Denise reviewed Brenna's resume and suggested she attend a Resume Workshop where she was able to learn about current trends in resume writing. Brenna came away from the workshop confident she had a winning resume that was sure to get her an interview. With her new and improved resume that clearly highlighted her skills and abilities, Brenna went back to see her Employment Counsellor. It was clear to Denise this client was well suited to be an Employment Counsellor.

Brenna was reluctant at first to apply for the position as most of her previous experience came from one employer, but with the support and encouragement of her Employment Counsellor she decided to apply. Recently, Brenna celebrated her first anniversary as an Employment Counselor at Miziwe Biik.

*"Working at Miziwe Biik is a great experience."*

*My biggest accomplishment has been to take my previous knowledge and expertise of working with Aboriginal people, in a close-knit centralized native community and expanding it to service a larger, more diversified population in an urban setting like Toronto."*



# Miziwe Biik and the Aboriginal Labour Force Development Circle (ALFDC)

MIZIWE BIIK IS A MEMBER OF THE ABORIGINAL LABOUR FORCE DEVELOPMENT CIRCLE (ALFDC).

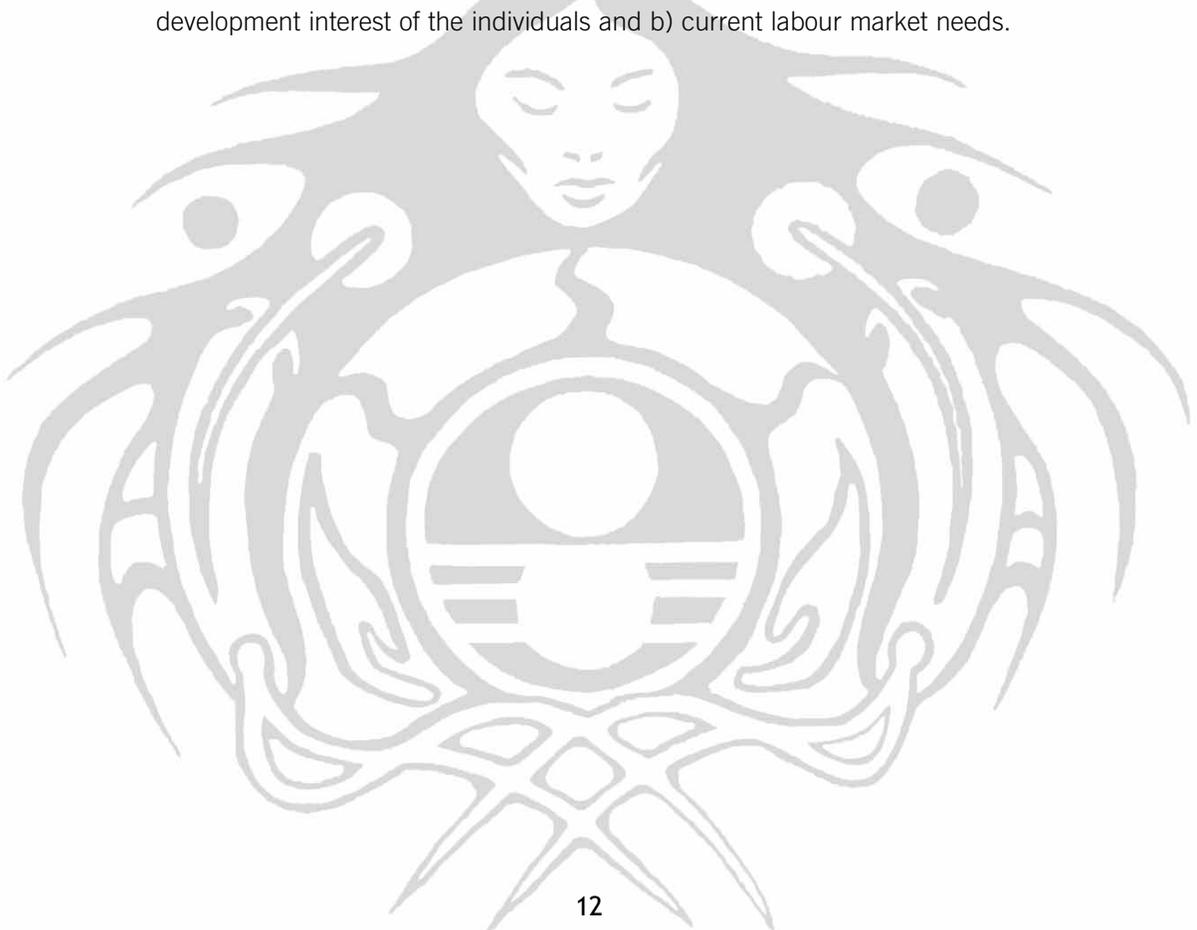
The ALFDC is an umbrella organization for member First Nations and urban boards.

The ALFDC is the Aboriginal Human Resources Development Agreement holder between the First nations and the Federal Government.

The ALFDC administers the funding, reports to Human Resources Development Canada, develops programs, policies and procedures for members, and lobbies for funding. The Board of Directors of the ALFDC is made up of representatives of the member First nations and urban boards. Membership of the ALFDC is comprised of twelve First Nations and two urban boards. The ALFDC is chaired by Steve Williams.

Individual training is eligible to be taken at any recognized training institution/organization or delivered by an employer with on-the-job experience.

The type of programs and services offered are able to be adjusted to local situations and requirements, yet they must relate to both, a) the skills development interest of the individuals and b) current labour market needs.





# Project Budgets

## **CONSOLIDATED REVENUE FUNDS** \$993,731.43

### **Breakdown of funds spent by Program:**

Job Creation Partnerships	\$9,413.00
Direct Course Purchase	\$152,026.40
Employment Assistance	
Support Measures	\$404,784.00
Targeted Wage Subsidy	\$192,522.92
Stay in School Initiative	\$234,985.11

### **SPONSORS:**

NATIVE CHILD AND FAMILY SERVICES  
 NATIVE WOMEN'S RESOURCE CENTRE  
 BIG SOUL PRODUCTIONS  
 NISHNAWBE HOMES  
 RED SKY PERFORMANCE  
 GAA DIBAATJIMAT NGAASHI  
 NATIVE CANADIAN CENTRE OF TORONTO  
 UNIVERSITY OF TORONTO  
 AMBERLIGHT PRODUCTIONS INC.  
 CANADIAN FILM AND TELEVISION PRODUCTION  
 SUSAN AGLUKARK ENTERTAINMENT  
 BCE ELIX  
 SPIRIT OF THE PEOPLE  
 ONTARIO FIRST NATIONS TECHNICAL SERVICES  
 ABORIGINAL BUSINESS RESOURCE CENTRE  
 ANISHNAWBE HEALTH TORONTO  
 FIRST NATIONS HOUSE  
 (UNIVERSITY OF TORONTO)  
 INDIVIDUAL CLIENT REQUESTS

## **YOUTH FUNDS** \$297,693.16

### **Breakdown of funds spent by training:**

Work Experience	\$244,139.16
Individual Skills	
Enhancement	\$53,554.00

### **SPONSORS:**

NATIVE CHILD AND FAMILY SERVICES  
 IMAGINE NATIVE  
 NATIVE WOMEN IN THE ARTS  
 EVERGREEN  
 NATIVE CANADIAN CENTRE OF TORONTO  
 NATIVE MEN'S RESIDENCE  
 AMBERLIGHT PRODUCTIONS  
 ABORIGINAL BUSINESS RESOURCE CENTRE  
 THE BROW HOUSE  
 RED CLOUD STUDIOS  
 ABORIGINAL VOICES RADIO  
 PURPLE HEARTS  
 Individual Client Requests

## **EMPLOYMENT INSURANCE FUND** \$2,309,107.37

### **Breakdown of funds spent by Program:**

Targeted Wage Subsidy	\$1,068,321.87
Self Employment Assistance	\$5,277.05
Job Creation Partnerships	\$278,248.00
Skills Development	\$217,462.99
Employment Assistance	
Support Measure	\$739,797.46

### **SPONSORS::**

CENTRE FOR INDIGENOUS THEATRE  
 ANISHNAWBE HEALTH TORONTO  
 EVERGREEN  
 ABORIGINAL LEGAL SERVICES OF TORONTO  
 ANDUHYAUN INC.  
 NATIVE MEN'S RESIDENCE  
 NORTHERN STYLES  
 TORONTO COUNCIL FIRE NATIVE  
 CULTURAL CENTRE  
 REEL WORLD FILM FESTIVAL INC.  
 NATIVE WOMEN'S RESOURCE CENTRE  
 FIRST RAIN  
 RED PEPPER SPECTACLE ARTS  
 ABORIGINAL BUSINESS RESOURCE CENTRE  
 ONTARIO INDUSTRIAL & FINISHING  
 SKILLS CENTRE  
 SPIRIT OF THE PEOPLE  
 ASSOCIATION FOR NATIVE DEVELOPMENT  
 IN THE ARTS  
 NATIVE CANADIAN CENTRE OF TORONTO  
 BIG SOUL PRODUCTIONS  
 CESO ABORIGINAL SERVICES  
 MORPH CLOTHING  
 JOHN HOWARD SOCIETY  
 HARBOURFRONT CENTRE  
 KROMER RADIO LTD.  
 ONTARIO FEDERATION OF INDIAN  
 FRIENDSHIP CENTRES  
 CENTRAL ONTARIO BUILDING TRADES  
 INDIVIDUAL CLIENT REQUESTS



*Projects Staff: Leslie McKay,  
 Alissa Marshall, Vickie Labranche  
 Missing: Eileen Meawasige*

## **SUMMER CAREER PLACEMENTS**

**Total Allocation:** \$90,691.00

### **SPONSORS:**

NATIVE CHILD AND FAMILY SERVICES  
 UNIVERSITY OF TORONTO  
 MARIE GAUDET  
 RED PEPPER SPECTACLE ARTS  
 GIZHAADAANGAMIK CHILD CARE  
 JAPANESE CANADIAN CULTURAL CENTRE  
 ARCTIC COOPERATIVE LTD.

## **URBAN ABORIGINAL HOMELESSNESS**

**Total Allocation:** \$774,030.00

### **SPONSORS:**

NATIVE CHILD AND FAMILY SERVICES  
 NATIVE MEN'S RESIDENCE  
 NATIVE WOMEN'S RESOURCE CENTRE  
 SPIRIT OF THE PEOPLE  
 NISHNAWBE HOMES



## Project Success Stories

### Janine Manning

Janine Manning began showing interest in a career as a hairstylist after befriending someone who worked in the field. She spent many long hours at her friend's shop learning the basics, which helped to motivate her towards her chosen career path.



Not long after, Janine began school at the Burnhamthorpe Adult Learning Centre in the Hairstyling Pre-Apprenticeship Program. A requirement of the program was a 9-week work placement where she had the opportunity to be placed at Purple Hearts and met Nico Liberio. When she began her placement her duties included washing hair, sweeping floors, and folding towels. Before her course was even completed, Nico had secured funding through Miziwe Biik to hire Janine as a Junior Stylist trainee. Now, she is a graduate of the Hairstyling Pre-Apprenticeship Program and is Certified to do human hair extensions.

Janine says that "Being in the trades is very rewarding and it is a career you can always take with you. In this profession, the outcome of a hairstyle and the client's reaction is very boosting to the self esteem." Nico goes on to say, "I have never had anyone who could comprehend the industry like she did. She is on her way to becoming a successful business woman. Clients absolutely love Janine."

For one Toronto raised Aboriginal woman, hard work and dedication have paid off. Today, Janine is working towards her Small Business Certificate and plans to open her own hair studio within five years time. We look forward to her continued success.

### Jessica Syrette

Working at The Brow House has been a growth experience unlike any other for this Toronto born Aboriginal woman. When Kira Thompson, Owner of The Brow House first met Jessica Syrette she saw an immense potential in the shy and reserved person before her.



Jessica always wanted to work in the fashion or beauty industry, but wasn't sure what the best fit would be for her. Surprisingly, Jessica always had an interest in eyebrow beauty, but was not aware of any long-term careers with that focus.

When Jessica began as a 'brow diva' through a Miziwe Biik training program she was coached by Kira on all aspects of running The Brow House. Jessica has done

everything from acting as a receptionist, providing customer service, Eyebrow shaping, or any other duty as it has presented itself. Jessica has grown tremendously in that she has gained confidence, has learned how to talk to people, relates well to their client base, and is over all a more open person both personally and professionally. Jessica's adaptability on the job has made her an invaluable part of the business.

When Kira describes Jessica she says that 'Jessica was a one in a million find.' This appreciation of Jessica's talents and abilities has led her in to being promoted to General Manager of The Brow House when she completed her training program in March of 2007.

Keep up the good work Jessica. We can't wait to see how you will continue to grow!

### Leah Visser

Opportunities that arise in television like the one Leah Visser got to participate in at Amberlight Productions are few and far between. Leah has always had an interest in working in some type of media. She was intrigued by television and documentary content and wanted to know exactly how it all got put together to create the end result that the general public gets to view.



Getting to work as a publicist trainee for shows such as 'The Link' and 'Road Scholars – Season 4,' which have been broadcast on APTN gave Leah a look in to the inner workings of a television documentary unlike any other. Leah felt very lucky to be involved in the publicity for both of these shows. The cross-cultural exchange for youth was amazing, as well as getting to know the dynamic personalities of the participating youth.

Many of the skills that Leah learned in the training position at Amberlight have been beneficial both in her professional and personal life. She feels an increased sense of confidence, better communication skills, has become better at making fast decisions, as well as prioritizing and meeting deadlines. In addition, having her eyes opened as to some of the issues Aboriginal youth are faced with has increased her empathy and understanding tremendously.

Amberlight Productions was happy to hire Leah full time at the completion of her training program. Today, Leah is continuing the exciting process of publicizing the amazing shows that are produced by Amberlight as well as the networks who broadcast them. We look forward to seeing what exciting news Leah will relay to us!



# Aboriginal Business Resource Centre

## Kenn Ross

DURING THE PAST FISCAL YEAR, THE ABRC ASSISTED 761 client contacts (includes repeat users). These clients accessed the ABRC computers, copier and phone facilities as well as attended on-site training and one-on-one entrepreneur coaching.

Of these, 36 individual clients were shared jointly with partners such as Enterprise Toronto, CESO Aboriginal Services and Aboriginal Business Canada on a coordinated referral basis that ensured the best use of service provider offerings. Typically, these contacts required more in-depth development and one-on-one coaching by the ABRC manager.

In terms of business skills development, 107 Aboriginal participants took part in seminars, workshops and information sessions on topics such as sales, marketing, Aboriginal home ownership, budgeting, and business communication.

Nineteen clients undertook the popular Small Business Certificate Course at the ABRC. This course is meant to impart the basics of small business and utilizes a variety of subject matter experts. This course also allows graduates to apply for community-based loans as such training typically being a requirement.

Over 100 contacts were made regarding the Social Purchasing Portal ([www.spptoronto.org](http://www.spptoronto.org)) of which Miziwe Biik is a founding member. These contacts took the form of trade shows and meetings with both potential sellers (non-profit social enterprises Aboriginal and non-Aboriginal) as well as purchasers (private enterprise, City of Toronto). Sales are estimated to be running at over \$500,000.

The ABRC has continued as a community partner with the Canadian Youth Business Foundation ([www.cybf.org](http://www.cybf.org)) to promote loans to youth 18-34. Two clients were assisted in accessing loans worth \$15,000 each this year, one being a fashion designer and the other a jeweler.



ABRC staff: Denise Kimewon, Kenn Ross,

The structure of the CYBF process has assisted greatly in the ABRC planning for its own loan fund, which launched in April 2007.

Forty people, both Aboriginal and non-Aboriginal, attended the fifth annual TABA Awards ceremony.

Winners included:

- Female, Brenda McIntyre, singer/songwriter, Healing Through the Arts
- Male, Brian Wright-McLeod, journalist, music producer, author
- Youth, Adam Garnet Jones, film-maker

Additionally, the ABRC has been active as a member of a federally sponsored committee to address improvements in Service Canada/HRSDC delivery to non-profits.

Kenn Ross  
MANAGER



# 2006 Season

## Miziwe Biik Aboriginal Community Garden

*A partnership with Evergreen*

FOR FIVE YEARS EVERGREEN AND MIZIWE BIIK HAVE collaborated to employ one to two individuals seasonally as Community Development Interns. The interns coordinate planning, planting, and maintenance of Miziwe Biik's garden as well as organizing and coordinating a wide array of cultural and ecological workshops and activities through out the city.

In 2006, the interns assisted with community garden and food programming at other Evergreen sites, including Eva's Phoenix, Eva's Satellite, The Christie Ossington Neighbourhood Centre, and gardens in public parks in St. Jamestown, Parkdale and the Annex. Weekly programs were also provided for two youth groups: Serve Canada, which provides experiential learning opportunities for youth in Regent Park, as well as New Outlook, a program of Central Toronto Youth Services, providing day-program support to youth who struggle with mental health issues. Both of these two youth groups participated in the maintenance of the garden at Miziwe Biik.

In the fall Evergreen was able to offer a seven week course on Ecological Restoration to the Earthkeeper participants, a program run through Tumivut. The partnership has proved to be a very successful one, and one of the Community Development Interns has produced a binder containing all of the resources and lesson plans so that other groups might reproduce the course for their own youth.

In addition to the Strawberry Moon and Sweetgrass workshops held at Miziwe Biik many other events happened over the season at other Evergreen sites. In conjunction with several Aboriginal youth living at Eva's Phoenix, the interns helped to organize a Spring Feast of venison stew, Bannock and corn and beans. Their fellow residents had an opportunity to participate in the ceremonial blessing of their community garden. The same group of youth also expressed interest in attending a Pow Wow over the summer, and so a trip to the Pow Wow in Cape Croker was organized.



*Aboriginal Community Garden at Miziwe Biik on Gerrard Street East.*





The annual Miziwe Biik Evergreen Harvest Festival was a success once again. Despite being rained out, over 70 people attended the ceremony and enjoyed performances by the Biim Sko Nodin Drummers, Singers and Dancers. Youth from the Earthkeepers restoration course cooked a pot of chili, and the Community Development Intern, Ruth Koleszar-Green, supplied the Bannock for everyone at the event.

The 2006 season definitely captured the element of Community that we have been striving for in the garden. Many members of the community now have a personal touch invested in the soil and the plants are starting to reach maturity. The garden was created to not only respect and enhance the environment around us, but to bring people together in a safe and inviting space.

*Thank you to Evergreen for your ongoing commitment to strengthening the garden and to the many community members who have volunteered their time and energy in to creating something beautiful for everyone to enjoy.*



*At the Harvest Festival.*



*Aboriginal Community Garden at Miziwe Biik on Gerrard Street East.*



# Programs and Services

## Career and Employment Counselling Services

- Resume / Cover Letter Writing
- Interviewing Skills
- Hidden Job Market
- True Colors Workshops
- Basic Computer Skills Training

## Employment Resource Centre Services

- Computers/Internet
- Photocopier / Facsimile
- Telephones
- Toronto Labour Market Information
- Local, National and Native Newspapers
- Local Community Information Resources
- Educational Information / Calendars

## Employment Placement Services

- Job Board
- Local Native Organization Postings
- Federal Government Temporary Employment Placements
- Referrals to Employment Opportunities
- Summer Career Placements

## Funding Services

- Employment Insurance Funding for Clients
- Client Driven Training Projects
- Community Project Training Available
- Advocacy for Employment, Education, Housing
- Ontario Works

## Aboriginal Business Resource Centre

- Business Advisory Service
- Small Business Certificate Course
- Entrepreneur Training
- Subject Matter Experts
- Toronto Aboriginal Business Association
- Computers
- Resource Library
- Referrals to Funding Sources



# Miziwe Biik Charitable Foundation

SINCE GAINING CHARITABLE STATUS FOR OUR ORGANIZATION WE HAVE BEEN GREATLY INCREASING THE assistance that we are able to provide to our unemployed clients. We want to make a difference in the community and with your help we have been doing just that.

To help ease the financial strain of back to school, we offer a back pack program to our unemployed clients with school aged children. Through the Miziwe Biik foundation we are able to purchase a large volume of back packs and all of the essentials for back to school. Our staff set to work making sure that each pack is filled with age appropriate items needed by students. The kids are always so excited to see what great finds we are able to get for them!

The December holidays around Miziwe Biik are always a very exciting time. The festivities are contagious and we do our best to share that with our clients. Our annual holiday celebration provides a large number of our unemployed clients with a turkey dinner with all of the trimmings and through the foundation we have been able to give each of the clients in attendance a gift certificate to a local grocery store to assist with filling their cupboards.

At Miziwe Biik we pride ourselves on finding new and innovative ways to assist our clients while they are searching for their perfect place of employment or are in the process of completing training. We understand and strive to address that for many of our clients being unemployed doesn't only affect them, it also affects the families that they are supporting.

*"Miziwe Biik is like a body of water where a ripple effect has been created; it is the ability to reach out and make positive change in the lives of the urban native people across the Greater Toronto Area."*

*Jim Windigo  
ELDER*

Visit our website at [www.miziwebiik.com](http://www.miziwebiik.com)

## Donate Now!



*Yes, I want to support Miziwe Biik Aboriginal Employment and Training's Charitable Foundation*

Total: \_\_\_\_\_ Payment Method:  Cheque (payable to Miziwe Biik)  Cash

Name \_\_\_\_\_

Address: \_\_\_\_\_

Phone Number: \_\_\_\_\_ Email: \_\_\_\_\_

**Mail to: MIZIWE BIIK** 167-169 GERRARD ST. EAST. TORONTO, ONTARIO M5A 2E4

**or Fax to:** 416.591.3602

Registered Charitable No. 139419667 RR0001

A tax receipt will be automatically provided for donations of \$20.00 or more. Thank you.



**Miziwe Biik**

**ABORIGINAL  
EMPLOYMENT  
AND TRAINING**

167-169  
GERRARD ST. E.  
TORONTO,  
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**Thank you.**

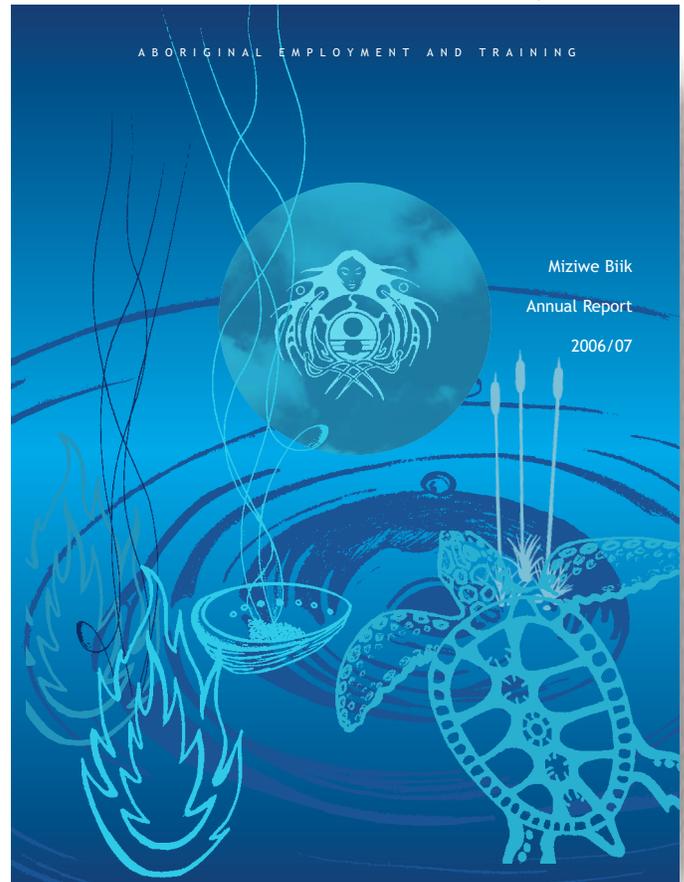


## Spotlight on Artist “Amanda Murray”

AMANDA LEE MURRAY IS AN OJIBWAY ARTIST from Toronto and is a member of Pine Creek First Nation in Manitoba.

Amanda has been an artist all her life, but started painting three years ago. As a self taught artist, painting is how she shares the knowledge of her Culture and Spirituality with the world. It is a way for her to pray and be in her own sacred space. When describing her Cultural connection to her artwork Amanda says, “When I am painting, I’ll smudge my tools and myself to clear my mind and ask for guidance. I only ever half know what I am going to create. The other half is unplanned and I believe is created with the guidance I ask for. It is spiritual; there is always a message and a purpose. This is why I sign all of my work with my spirit name Giishawaagin, which means Sky wind.”

Amanda’s work on canvas and in murals can be seen around the city of Toronto in different Aboriginal agencies. Recently, some of Amanda’s work was featured in an Aboriginal specific Environment Canada publication. Currently, Amanda is a student at the Ontario Industrial and Finishing Skills Centre Pre-apprenticeship Painting Program.



*‘Every one is gifted uniquely so I am always thankful and happy to be able to share my gifts with others.’*

AMANDA MURRAY



# Miziwe Biik

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