



Annual Report 2020-21



Our Funding Partners



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Chair Jenna Forbes

Congratulations to ACCESS for another successful year of operations!

As we reflect on the various challenges our community has faced this past year with the COVID-19 Pandemic, the ACCESS team rallied together to continue our goals of supporting our urban Indigenous community members to adapt to meet their employment goals with as little disruption as possible.

Our President and CEO, our professional staff, our partners, and our stakeholders are truly the foundation of our success. They bring inspiration, creativity, loyalty, resiliency, and support to the Board of Directors. This enables us to make informed decisions. We, as a board, are extremely proud of the ACCESS staff who work together as a team to deliver quality services to our diverse urban Indigenous community.

Congratulations to Employment Services, ACCESS Trades, BladeRunners, Essential Skills for Aboriginal Futures, ACCESS Programs and Finance! You make us proud!

I would also like to recognize and acknowledge the Board of Directors who give so willingly of their time to serve ACCESS. They are Executive Directors, CEOs of their own organizations, and community leaders, yet they make time to give back to their community by serving on the governing board for ACCESS. Thank you for your commitment, dedication, and leadership; it is an honour to serve you.

Congratulations again to all involved – a job well done in such challenging times.



President and CEO Lynn White

This has truly been a challenging year for all of us. Pandemic closures and re-openings, job losses and online everything from learning to Zoom meetings. Keeping physically connected has been difficult as we observed safety protocols, wore our masks, and maintained social distancing.

Despite these challenges, our staff managed to open a youth leadership centre that offers tutoring and employment readiness training and information to prepare our youth for the endless possibilities that are available to them; renovate and move to a new office in Surrey; provide assessments and essential skills to trades and programs participants; and provide all our clients with care packages and laptop computers. We have a new contract for BladeRunners, and managed to train and place our participants in construction jobs throughout Vancouver.

We produced videos for social media about ACCESS and our services in a positive way to lift the spirits of the community and ourselves. Through all of this work, our staff have shown their commitment and dedication to our urban community by showing up and being available throughout the pandemic. I am so proud of them all.

Our Board stood with us, supporting and guiding us through this difficult time. They have been pillars of strength and encouragement when we needed them most. We hold our hands up to you with thanks and honour as we strive to fulfill our mission and mandate to work toward a better future for all our people.





Aboriginal Community Career Employment Services Society (ACCESS) began as a venture between urban Indigenous organizations that recognized a need for career services and support customized to meet the needs of the Indigenous peoples of Greater Vancouver. In 1999 this group, the Native Education College, Vancouver Aboriginal Friendship Centre Society, and United Native Nations Society, entered into a 5-year Aboriginal Human Resources Development Agreement (AHRDA) with the Government of Canada.

This launched a new era, empowering urban Indigenous people to design and manage their own education, employment requirements, and objectives, while providing the framework for unique market development initiatives. In 2002, ACCESS became a duly incorporated BC not-for-profit society.

In 2019, ACCESS signed a 10-year Indigenous Skills Employment and Training Strategy (ISETS) agreement, securing funding until 2029. As one of the most comprehensive employment service providers in Canada, we offer status, non-status, Métis, and Inuit people with access to education and training that leads to meaningful, long-term employment across a variety of industries.

A leader in the training and employment field, ACCESS has been recognized for the high standard of service we provide and the integrity of our financial reporting system with an "Optimum" rating – the highest obtainable from Service Canada.

Core Values

At ACCESS, all activities are guided by a core set of values.

- HONOUR
- KINDNESS
- RESPECT
- SHARING

Our Mission

To increase Indigenous participation in the labour market.

Our Vision

ACCESS envisions an urban Indigenous community empowered through culture, wellness, achievement, and self-sufficiency.

Our Mandate

ACCESS serves to enhance human resource development and the sustainable capacity of the urban Indigenous population in Greater Vancouver through the provision of employment and training services. Under the terms of its agreement, ACCESS is responsible and accountable for the programming, delivery, and reporting to government and community.

ACCESS Board of Directors

JENNA FORBES
ACCESS Chair
Vancouver Aboriginal
Transformative Justice
Services Society



OLIVIA JIM
**ACCESS Secretary-
Treasurer**
Helping Spirit
Lodge Society



LOU DEMERAIS
ACCESS Director
Community Leader



SUSAN TATOOSH
ACCESS Vice-Chair
Vancouver Aboriginal
Friendship Centre
Society



TAMMY HARKEY
ACCESS Director
Native Education
College



MERV THOMAS
ACCESS Director
Circle of Eagles
Lodge Society



Governance

A volunteer Board of Directors, representative of the needs, interests and diversity of the urban Indigenous population of the Greater Vancouver region, guides the growth and direction of ACCESS. The Board of Directors establishes policies and strategic direction for ACCESS and entrusts daily operations to a capable staff and management team. All authority is delegated through the President and CEO. The Board meets ten times per year and as required to address issues and opportunities. Timely responsiveness is a key to professional and needs-directed human resource development.

Leadership

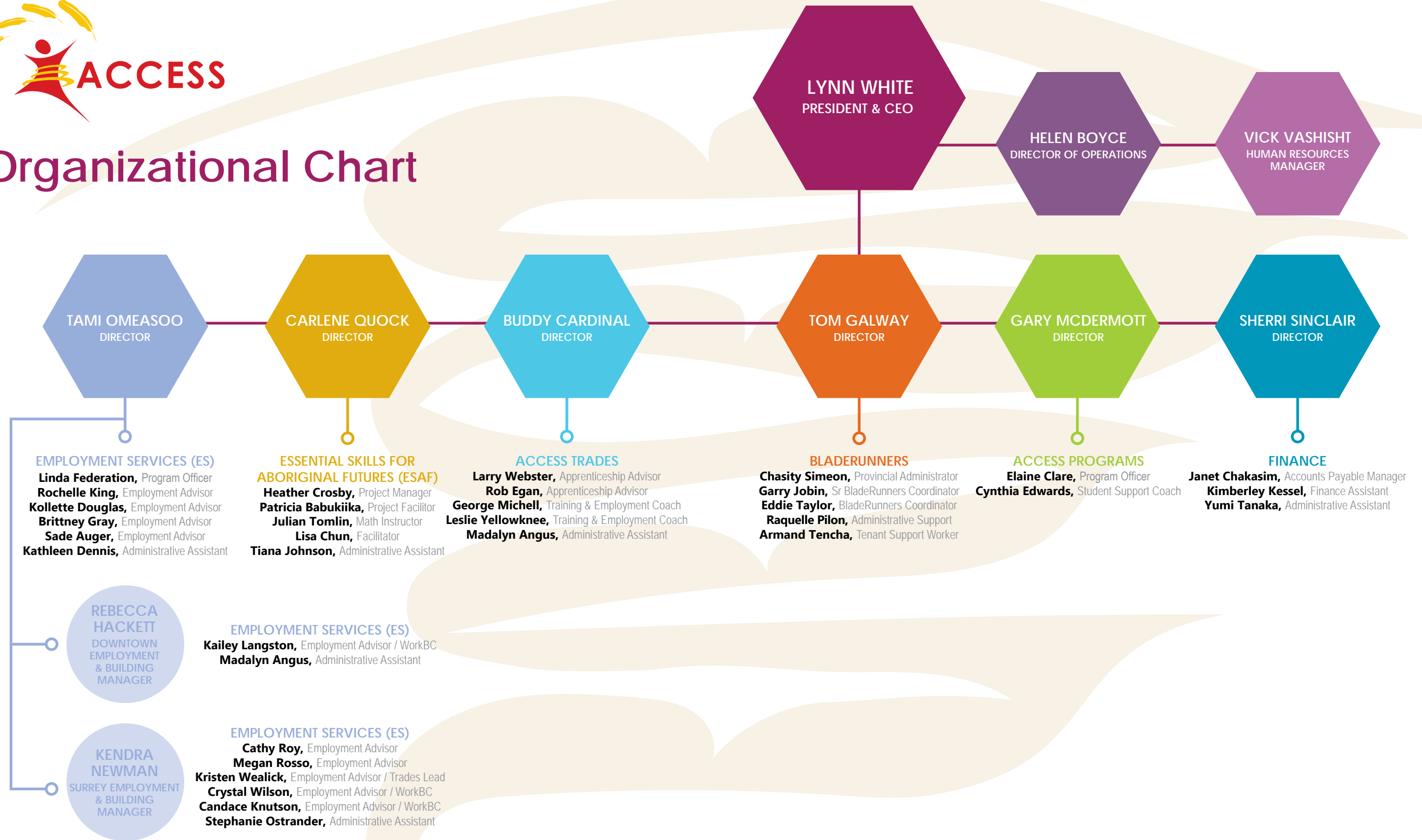
The President and CEO is the official ACCESS representative to the Board of Directors, the community and the media. The President and CEO provides leadership consistent with Board approved ACCESS policies, goals, and objectives. Specifically, this includes the development and implementation of the ACCESS strategic business plan and annual operating plans, as well as fiscal planning and accountability, asset protection, and maximization of human resources. Reports and recommendations that analyze progress, measure success and identify hurdles are provided to the Board on a regular basis.

Management Team

The President and CEO oversees a management team comprised of Directors and Managers who work together collaboratively to ensure the successful delivery of the strategic goals and priorities of ACCESS. These individuals are responsible for the operational success of their departments, which is achieved through outstanding management practices including team leadership, ensuring accountability with thorough reporting, developing capacity through funding proposals, and building and maintaining partnerships with industry partners, training institutions and all levels of government.



Organizational Chart

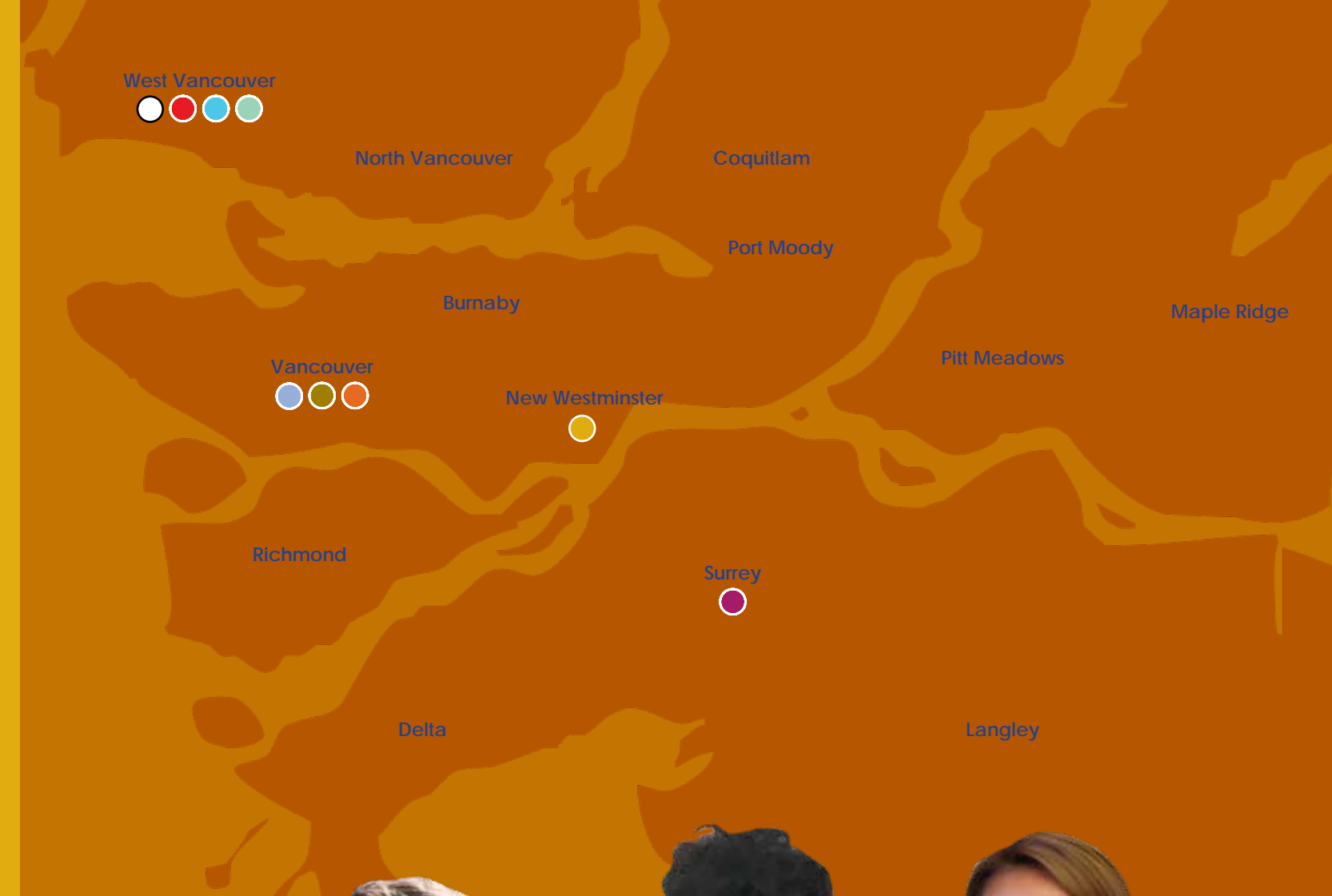


ACCESS Locations

- ACCESS Head Office**
 108 - 100 Park Royal South
 West Vancouver, BC V7T 1A2
 TEL: 604 913-7933
 FAX: 604 913-7938
- Essential Skills for Aboriginal Futures**
 201 - 681 Columbia Street
 New Westminster, BC V3M 1A8
 TEL: 604 521-5929
 FAX: 604 521-5931
- BladeRunners Provincial Management**
 109 - 100 Park Royal South
 West Vancouver, BC V7T 1A2
 TEL: 604 913-7933
 FAX: 604 913-7938
- ACCESS Trades**
 108 - 100 Park Royal South
 West Vancouver, BC V7T 1A2
 TEL: 604 922-4077
 FAX: 604 922-4088
- ACCESS Programs**
 108 - 100 Park Royal South
 West Vancouver, BC V7T 1A2
 TEL: 604 913-7933
 FAX: 604 913-7938
- ACCESS BladeRunners**
 390 Main Street
 Vancouver, BC V6A 2T1
 TEL: 604 688-9116
 FAX: 604 688-9146

3 EMPLOYMENT SERVICES LOCATIONS

- ACCESS Employment Services**
 110 - 1607 East Hastings Street
 Vancouver, BC V5L 1S7
 TEL: 604 251-7955
 FAX: 604 251-7954
- ACCESS Employment Services**
 390 Main Street
 Vancouver, BC V6A 2T1
 TEL: 604 687-7480
 FAX: 604 687-7481
- ACCESS Employment Services**
 10708 136A Street
 Surrey, BC V3T 5G9
 TEL: 778 395-0385
 FAX: 604 581-0944



Employment Services (ES)

While the Indigenous employment and training landscape is ever changing, one thing always remains the same – ACCESS is dedicated to providing wrap around services that enhance the employability of the members of our urban Indigenous community. From our three offices in Greater Vancouver, all easily accessible by public transit, we offer a one-stop model where clients can book one-on-one sessions with an Indigenous Employment Advisor or conduct their own self-directed job search using a computer in one of our well-equipped resource labs. ACCESS Employment Services also provides funding for skills training to job seekers and targeted wage subsidies for employers willing to hire our clients.

With the new Indigenous Skills Employment Training Strategy (ISETS) agreement, we are now able to cater to a younger clientele and offer career exploration programming to our Indigenous youth. We also continue to work with the Duke of Edinburgh program in partnership with Vancouver Aboriginal Friendship Centre Society (VAFCS), a program that prepares youth for better post-secondary opportunities.

We take pride in being part of the spectrum of social services available in Vancouver. The services offered through our East Vancouver office compliment the Vancouver Aboriginal Friendship Centre's community service program. Our Downtown Eastside location works with local organizations to best serve our Indigenous people at our co-operative in Surrey, ACCESS and Métis Nation BC (MNBC) collaborate to enhance the experience of all Indigenous people who walk through our doors.



Brad Crowfoot is a photographer who went to school for art and culture management. During the COVID-19 pandemic, most art institutions were shuttered and not taking applications. That's when he approached ACCESS Employment Services. Brad had a radio and communications background working with AMMSA and CFWE in Edmonton for 15 years, so Brittney at ACCESS Employment Services connected Brad to a Programming Internship at the Aboriginal Peoples Television Network (APTN). Brad is now a full-time employee of APTN. His new job allows him to work from home during the pandemic and be close to his partner as they expect their first child.

"I needed money in order to survive. Photo jobs were few and far between. I was working night shifts and did not enjoy it one bit before I got the job offer with APTN. It's quite rewarding to see how an idea for a show is developed and then put into production. It's a lot of work and can be overwhelming at times, but working with Indigenous producers and artists and seeing them excel is a passion for me. Now that I am full-time and not an intern, I enjoy full benefits and paid vacations. We are also expecting a daughter in August, so to be able to support them financially and not worry about when my next payday helps and makes me mentally stable and healthy."

Chanelle Muskego is 28 and lives in Vancouver. After struggling to find funding for her second semester at college, a friend referred Chanelle to ACCESS Employment Services. ACCESS let Chanelle know about a funding opportunity but the deadline was fast approaching. Chanelle did not let that deter her, got her application in, and was successful. Chanelle was happy with the short turn-around time which she was able to apply for and receive funding.

"The hardest part is just getting started, after that it all comes together. I am so grateful to have been granted funding and have a very supportive Employment Advisor to help me with all my questions along the way, and keep me motivated. I highly recommend this service to others who want to and are ready to make moves towards their goals."



After 17-year-old **Kaden I.** landed his first job at Nesters with ACCESS resume support. ACCESS Employment Services supported Kaden on his path to complete the Youth Train in Trades Service Technician program.

Kaden's advice after finishing his program? "Work Smarter, Not Harder". Kaden's intelligence and hard work have both paid off. He now has a summer job lined up at an automotive shop.

"This experience has helped my family as well with other opportunities for education and employment."

Malissa Vidal is a single mom who has dedicated many years to raising her son while going to school. Attaining a degree on a part-time basis was not allowing her to work in her field of nursing, so through ACCESS Malissa completed her level three Occupational First Aid before being referred to her current employer. Malissa is now a COVID-19 Compliance Officer in the film industry, and gets to apply her understanding of life saving techniques alongside nurses, and organizing COVID-19 tests on set during the pandemic.

"The staff are very welcoming and knowledgeable of resources. Correspondence was quick and they were able to help open doors to a new sector of work I was interested in. This experience helped build my confidence and overall knowledge in the healthcare field. It opened doorways to multiple career opportunities, and I was able to meet and connect with people in the film industry."



Naden Palosaari is of Cree descent, currently residing in Vancouver. In 2018, she found her place as a student at Capilano University's Indigenous Independent Digital Filmmaking (IIDF) Diploma program. After experiencing barriers to funding for her second term at University, Naden was referred to ACCESS by a former colleague. She was contacted directly by CEO Lynn White, who encouraged Naden to keep going and offered to explore ACCESS co-funding Naden's term at Capilano. In 2019, Naden was awarded a bursary from the Royal Bank of Canada, and from there Brittney Gray assisted Naden in securing additional funding so that she was able to return to the IIDF Diploma program at Capilano University.

"To be accepted into an entirely Indigenous program with like minded people, who encouraged me to be Indigenous and be myself, gave me hope for the future. I have found a peace within myself knowing that I have a skill, talent and gift that is encouraged to be shared."



A member of the Spuzzum First Nation, **Savanna Tsuruda** grew up on the traditional, ancestral and unceded territories of the Coast Salish peoples – Skwxwú7mesh (Squamish), Stó:lō and Səlílwətaʔ/Selilwulh (Tsleil-Waututh) and xʷməθkʷəy̓əm (Musqueam) Nations in Vancouver. She recently completed the Office Administration and Employment Training Program offered by ACCESS through the Native Education College. Now she's working for Reciprocal Consulting, an Indigenous-operated consulting firm specializing in program evaluation and research.

"My courses were taken online and helped me achieve skills using computer applications, with interpersonal relations, and with administrative duties. This program has given me the opportunity to achieve an amazing job as an administrative assistant."

For the last four years, **Russell Joseph** (aka Will Malloway) of the Capilano Indian Reserve in West Vancouver has been employed as a Level 3 Occupational First Aid Attendant at Canruss Medical. ACCESS funded Russell's OFA Level 3 course. He has since taken other courses funded by ACCESS Employment Services. For some time, Russell was interested in the CSO 1100 (Construction Safety Officer) course at BCIT. With ACCESS support, he completed the course when classes moved online during the pandemic.

"This trying time of Covid has also opened up a lot more opportunities for on-line learning. This makes it so much easier to get those certificates while at home or work. I have gotten to know Kollette and she understands what career path I have chosen and she reaches out to me with courses that I may be interested in."



Youth Leadership Centre

ACCESS recognizes that today's youth are the leaders of tomorrow. By fully supporting them while they are still in school, we can help guide them on their career paths. Through the partnership with the VAFCS Duke of Edinburgh program, these young Indigenous future leaders gain valuable experience, greater opportunities and meaningful mentorship. The 'Dukes' program focuses on service, skills, physical recreation, and adventure journeys.



Fabian H., Kwakwaka'wakw / Dakelh
Nathan H., Heiltsuk
Omer Y., Nisga'a
Taigan A., Kwakwaka'wakw/ Cree
Michael W., Heiltsuk
Ethan F.S., Cree



Madrid A., Kwakwaka'wakw / Cree
Baris Y., Nisga'a
Austin B., Cree
Mace C., Métis
Eric C. Jr., Cree
Quentin C., Heiltsuk



Samantha G. is from the Gitxsan Nation. We are proud of her achievements as Valedictorian of her secondary school's graduating 2021 class. Below is an excerpt of the speech that Samantha gave for her fellow graduates.

"I stand with the First Peoples, their lands, rights, freedoms, and dignity with honour. I hold my hands up in respect upon the unceded territories of the Musqueam, Squamish, and Tsleil-waututh nations where we are graduating.

As Valedictorian, I would like to ask you a simple question. Who are you? You're probably wondering who I am. I'm resilient, strong, open-minded, competitive, creative, empathetic, and a leader. I'm everything my ancestors were before me and can achieve anything that I put my mind to. Martin Luther King Jr said, "if you can't fly, then run..." Well, I wanted to learn how to fly. This led to winning several dance competitions, including World of Dance Canada, which led to World of Dance International in California while maintaining an A average. I soared to Top All-Around Student in grade 9, Honour student throughout high school, made the Principals List, and recently accepted the UBC Presidential Scholars award. Truthfully, this is a shortlist of success with many more failures behind each of these achievements. To all the future graduates, please take my advice; all our failures pave the runway for those brief moments of flight.

To my fellow peers celebrate who you are and aspire to be whom you want to become. Give thanks to those who have supported you. Hold onto the knowledge that you've acquired as you continue to discover yourself. We are the leaders of tomorrow; athletes, musicians, techies, mechanics, performers, and artists, we define who we are. You will reinvent yourself multiple times throughout your life, but it's our unique process that matters the most. Whomever you are now, don't be ashamed or scared to show it off. So, who are you? You're the Class of 2021."



Since becoming a Duke, Oneida teen **Jayla H.** has participated in workshops with INDIGENEYZ Public Speaking and Teambuilding. She completed her Wilderness First Aid Certificate and achieved her "L" Drivers Licence. Jayla also flew in a Cessna with the Give Them Wings Exploration program and learned how to snowboard. Jayla was able to complete the ACCESS Recreation Culture (ARC) program with Vancouver Police Department (VPD), and finished the 3C Program with the BC Association of Friendship Centres where she helped create a social entrepreneurial project. Jayla's project involved creating apparel for sale with proceeds supporting Missing and Murdered Indigenous Women (MMIW). She is excited about backpacking on the Sunshine Coast once the pandemic is over. Her volunteerism was with the VAFCS, where she assisted with the Recreation Spring Break Program, providing her with a great opportunity to work with younger children. Jayla currently works at a skateboard warehouse and looks forward to graduation 2021.

ACCESS Trades

Since 2005, ACCESS Trades has opened the door for many urban Indigenous people to enter into trades training and apprenticeship. Apprentices at Levels 1, 2, 3 and 4 are either on-the-job or in class, working hard to move to the next level of their apprenticeship and eventual Red Seal Certification.

Our staff of certified Journey people understand the process of apprenticeship and the industry at large. Apprentice advisors support our trainees throughout their apprenticeship by registering them for school, collecting work base hours from employers, monitoring progress at each level of in-school training, and providing connections to employer partners. We also have two Job Coaches who support the trainees during their first level of training. Coaches work with trainees to find solutions to challenges that may affect their success. The supports provided may include extra tutoring, referrals to housing, or job site tours. The coaches then work with the Apprentice Advisors to refer graduates to employer partners.

The Trades department would like to acknowledge the contribution of our hundreds of partners who support our graduates. Our support system is an important aspect of our model of guiding our clients on their journey, but we would not achieve this outcome without our partners. We are proud to team up with BCIT, SkillPlan, and EJTC to provide industry recognized training. Employer partners include companies like Seaspan, BC Ferries, Saam Smit Towage, Warrior Plumbing, Sasco, Mott Electric, Houle Electric, and IBEW 213, to name only a few.

To support Indigenous youth, ACCESS Trades funds various Trades Samplers throughout the Greater Vancouver School Districts each year. Trades has been fortunate to receive funding through the Federal Skills and Partnership Fund, BCIT, Transport Canada, Seaspan, and Industry Training Authority of BC (ITA) Indigenous Initiatives.

The Trades team is always impressed by the hard work of our trainees and apprentices. It is an honour to witness the positive life changes our services bring to so many.

Jenna Mitchell of the Tla'amin Nation was seeking a new career direction when she decided to pursue her Red Seal in Electrical. Jenna had previously studied lighting for Film and Television but found the employment opportunities in this field were not what she wanted. ACCESS Trades helped Jenna with tutoring, expenses, and provided emotional support when the journey to her Red Seal got tough. Her achievement has increased her quality of life, in her words, "beyond compare". A resident of North Vancouver, Jenna currently works for Mott Electric.

"My academic skills dramatically increased along with feeling more confident that I can achieve this goal. I felt prepared. ACCESS offers so many resources to aid you. The team wants to help you succeed and will work with you to get past any barriers or struggles."



Isaac Etzerza of the Tahltan Nation was looking for a career that offered stability and the option to work locally in his home town of Burnaby. Now a certified Journeyman Plumber at Engersolve, ACCESS Trades provided Isaac support throughout his apprenticeship and helped with tuition and textbooks. Not only has Isaac found the stability he was looking for, he now has the option to start his own business or work anywhere in Canada.

"I recommend ACCESS to anyone getting into trades."



Josh Patrick's father was a USW member and Josh wanted to be in the union too. ACCESS supported Josh in attending the Electrical Foundations program at the Electrical Joint Training Committee (EJTC). Josh chose this path because he knew that it would provide opportunities to join the International Brotherhood of Electrical Workers.

"I feel that this is my career path. I also believe that the course itself is phenomenal and the instructors are more than willing to help."



Brian Hitchinson, a Métis construction electrician in Surrey, always admired the ability of tradespeople to plan and realize a job from start to finish. In his journey to become a construction electrician, Brian learned that if you work hard good things happen. Leading by this example has been particularly rewarding in his home and family life. Through ACCESS, he was able to gain study skills for his more challenging subjects and also build his self-confidence. ACCESS also supported Brian with course funding, tutoring, and transportation costs.

"ACCESS is an excellent place to look if someone is serious about an exciting career in a trade."

Carrisa Menz worked 10 years in the restaurant industry prior to starting her new career path to becoming an electrician. When COVID-19 hit the restaurant industry hard, Carrisa started thinking about a future in a different trade altogether. As a cook she was already very hands on and big on attention to detail. Add in a love for math, and it became clear to Carrisa that the electrical trade was the right place for her. Starting school at the Electrical Joint Training Committee (EJTC), she was nervous as she didn't have much trades experience, but it turned out to be a smooth transition.

"The program has been amazing, from theory to shop time! The instructors have been supportive, and in shop I am building those trade muscles! One of my favourite skills I have learned already is splicing! This program has also helped me build my confidence in my work and in friendships with my 'ohmies'. I feel this course has been giving me the opportunity to a better future where I can see success and happiness."



When Nak'azdli carpenter **Noel Sinclair** decided it was time to get his Red Seal, he knew it was something that would provide learning opportunities beyond what he could learn on the job. After years of labour jobs on construction sites, with the support of ACCESS, he completed his certification and found a sense of accomplishment.

"Everyone I've dealt with at ACCESS has been nice, helpful, and supportive. Thank you to everyone at ACCESS for all your hard work and support to help me get my Red Seal! Mahsi Cho!"



Ryan Belong of Maple Ridge had been working in the gas and plumbing industry in the Lower Mainland for over 11 years. Achieving his Red Seal with the support of ACCESS Trades led to opportunities like working on hospital and large multi-family projects. Eventually, these opportunities led to Ryan owning his own business, Reds Mechanical Services. On the journey to earn his Red Seal, ACCESS Trades supported Ryan with school registration and checked in on him regularly to make sure he had the support he needed.

"Being in the trades you'll always be in demand and have job opportunities wherever you live. This training has let me make a good living and provide for my family."



Peter BigCharles is from the Sucker Creek First Nation (Treaty 8) and is a Red Seal Welder and AWS Certified Welding Inspector. He was looking for a structured career, and came to ACCESS after completing his welding foundations program on Vancouver Island. He thanks ACCESS for the support on a tough but rewarding road to earn his Red Seal. Once he obtained his Red Seal certification, Peter found his passion in the science behind welding, metallurgy, and steel making processes. He decided to take his career even further and go into welding inspection. He champions ACCESS as a valuable resource for Metro Vancouver's urban Indigenous community who want to be successful in the Trades, and in turn be successful in supporting themselves and the ones they love.

"I have been a part of supplying attractions to Universal Studios, such as Harry Potter, MarioKart, Disney, and Genting. I have traveled to Osaka, Japan, and Munich, Germany, to work on these projects and take additional training. ACCESS opened these doors for me to take the steps forward to becoming a technical mind in my trade. I am 'on call' when it is my turn to give back."

524 active apprentices in **46** trades



Essential Skills for Aboriginal Futures (ESAF)

The Essential Skills for Aboriginal Futures (ESAF) department began operating in 2007. The first ESAF program provided Safeway Canada with potential job applicants possessing enhanced essential skills. This was extremely successful and was soon followed by other programs with partners like CN Rail, City of Vancouver, City of Surrey, and many more. Through skills, job-readiness, and thought-processing assessments, we meet our cohorts where they are at. One of our ways of doing this is through the daily Brain Gym, where cohorts hone their information processing abilities through a combination of hands-on activities.

In 2010, ESAF began incorporating essential skills into the ACCESS Trades programs to prepare apprentices for the formal and fast-paced learning environment of BCIT. We determined that after receiving up to 8-weeks of essential skills training in advance of their technical training at BCIT, the pre-apprenticeship students were much better prepared for school. Since its inception, hundreds of participants have benefitted from this approach.

ACCESS Essential Skills' newest program is 'Passing It On'. Service Canada contracted with ACCESS in February 2019 through the Office of Literacy and Essential Skills (OLES). Through this partnership, ACCESS shares its essential skills knowledge with multiple Indigenous Skills Employment Training Strategy (ISETS) agreement holders from across Canada. The goal of this initiative is to build capacity within these organizations to provide their own Essential Skills training to their members.



Aaron Naziel (Wet'suwet'en) started at the Essential Skills program on his path to the Piping Foundations program. Aaron was skeptical at first, but as time went on he found he enjoys learning and being in a progressive environment. Aaron is grateful for the help and support that the ESAF staff provided to uplift his spirits and his outlook on the future.

"The Essential Skills program made me feel like I had purpose again. I can't wait to get into the workforce and learn hands-on all about the trades. My son sees me working to better our lives through schooling, and I hope it encourages him to pursue and do what he wants at a young age. I am forever grateful and will come back to visit when I have my Red Seal."



Burnaby's **Alysia Charters** of the Coldwater Indian Band never saw herself working in an office, but she was stuck on where to go from there. That's when Merritt-born Alysia took an Intro to Trades Course through ACCESS and found herself most interested in Welding. Through ACCESS Essential Skills Training, she gained communication, problem solving, interpersonal, and conflict resolution skills. Now a C-Level Welder with Sonic Enclosures, she takes pride in being the strong young individual she is today and knows that if she can overcome her struggles with school, anyone can.

"ACCESS was there for me to help me keep pushing through when I wanted to give up. I lost a very close person to me and I had to literally start from scratch. ACCESS was very supportive and made sure I didn't face my struggles alone. If it wasn't for ACCESS, my family, and my friends, I wouldn't be where I am now and working in my trade."



Eric Timothy YellowHorn (Haida/Blackfoot) who resides in Surrey, BC wanted to improve his standard of living by learning a trade. But when it came to getting his foot in the door, Eric faced barriers to employment due to being Indigenous. He came to ACCESS to find an advocate. Eric is now a plumber with the UAP Piping College.

"They will do anything in their power to help you succeed if you are willing to show up every day and put the work in. It's nice that people – great people – care and want our people to do good with their lives."



Brianna Lincoln of the Tsimshian Nation is a student at BCIT. Brianna entered the ACCESS Essential Skills program with her sights set on the welding program with ACCESS Trades. With two children ages 4 and 6, Brianna had childcare considerations that ACCESS ESAF staff were able to accommodate in order for Brianna to complete the program. Following her graduation from Essential Skills, Brianna feels confident and supported in her mission to complete her welding program.

"I am very grateful for the support and understanding of the ESAF Staff and our Job Coach with ACCESS. They have helped me a lot by showing me patience and care and holding me accountable for my actions and words. Today, I feel like I will accomplish my goals and dreams, and provide a good future for me and my children. I am forever grateful for this opportunity."



ACCESS Programs

The Programs Department oversees training projects delivered by urban Indigenous organizations in Metro Vancouver or through partnerships with public and private training providers. These project-based training initiatives are designed to assist Indigenous people to enter the workforce directly or to pursue post secondary education that will eventually lead to future career placements. The training projects respond to local labour market needs. Projects funded may include group skills training, pre-employment training and summer student employment programs.



Angela Mawbey was looking for a change. Angela had been working at a warehouse prior to being referred to ACCESS Programs. Having left school in Grade 11, she did not return to her studies until she approached ACCESS. Through ACCESS Programs, she successfully completed the Dental Receptionist program and graduated from VCC. In the shadow of the COVID-19 pandemic, Angela persevered through 8-weeks of essential skills training, 5-months of online and in-class learning at VCC, and a practicum. Angela credits her success to ACCESS resources, such a student coach and an Employment Advisor, support from the Director, and the support of her adult children. Angela is now working for Scotia Tower Dental Group in downtown Vancouver.

"It doesn't matter how old you are, you can always go back to school and do something. I was given so much opportunity from ACCESS, and realized if you work hard and show up everyday you will succeed. I am proud of what I accomplished; it was rough at times, but I can honestly say I did it! With so much support from ACCESS! I am so grateful."

Aramis Hanuse is from both the Kwakwaka'wakw and the ʔuwik'inuxw Nations. Aramis has strong cultural ties and considers himself to be a proud, devoted Land Defender. He is also a drummer and performs at ceremonies with his family. Aramis was a summer student in the ACCESS funded Native Youth Program at the UBC Museum of Anthropology, where the students explored their individual cultures and also took part in cultural activities. Aramis also got to give guided public tours of the museum.

"Ya ɲ ɲgva tx Dzasame, my name is Aramis Hanuse but my Bakwam name is Dzasame. The cool thing that stood out this year is having a personal conversation with the artist that we researched and presented. I am very thankful for what this program was able to offer me and will continue to use what I learned on a day-to-day basis."



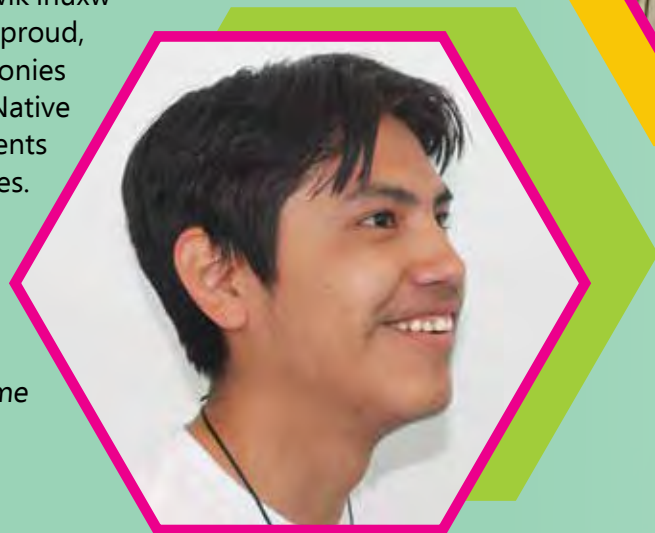
Steven Cain identifies as Métis and Hungarian. He grew up in the foster system in East Vancouver. Steven is enrolled in the criminology program at NVIT and was part of the ACCESS summer student program. Steven has to wear a back brace due to his Scoliosis and as a student with a disability, it was important for him to find a practicum that wasn't physically demanding with a quiet environment. After gaining experience as a Student Assistant at the NVIT Library through the ACCESS Summer Student program, Steven was hired by the Nicola Valley Institute of Technology as a Library Assistant.

"First and foremost, I want to thank Access for the opportunity to work and gain some experience in NVIT's library as a Student Assistant. I learned a lot of cool things, such as checking in and out items, and data base entry. Never say never, because if a goal is realistic, it is achievable."



Artist **Courtney Agecoutay** of the Cowessess First Nation approached ACCESS Programs looking for skilled job training so that she could supplement her artistic work with a secure and in-demand career. Before the Dental Reception Coordinator program, Courtney had spent some years working as a housing support worker in the downtown east side, but after experiencing on-the-job violence, she did not feel safe in that field anymore. She chose the program when she observed there were plenty of dental offices in Vancouver who might be in need of her skills.

"Having a career in dental reception enables me to be financially secure and have a more fulfilling life. I am grateful for ACCESS because they helped me to get into this program and it led me to obtaining employment with Mount Pleasant Dental Group where I did my practicum. I can see myself being happy working in dental reception long-term because I feel like the work that I do is fulfilling and appreciated."



ACCESS Programs joined Cree woman **Marlee Cultum** on a journey of self-discovery with her Indigenous heritage and identity as she completed the ACCESS Indigenous Education Assistant program. Marlee credits the program as one of the best decisions of her life. She is now employed by the Vancouver School Board as an Education Assistant.

"ACCESS provided me with stability and reassurance throughout this program. Myself and the entire cohort connected with Cynthia Edwards, a support staff at ACCESS who provided emotional support and much more throughout our journey. The EA program was very engaging, and the connections with both classmates and teachers were impactful and meaningful. I felt proud to be there, and to share a space with such a resilient group. Hai hai (thank you) for this opportunity."

Jayne McIvor rose to the call when local Indigenous families found themselves in need during the COVID-19 Pandemic. From the Cumberland Cree Nation, Jane was hired as a summer student with the Vancouver Aboriginal Friendship Centre through ACCESS Programs. The goal of the program was to hire four summer students to fill food hampers and deliver them to East Vancouver families in need. Summer placements provide an opportunity for youth to receive on-the-job training skills while they perform community service work. Jayne plans to study criminology to become a Probation Officer.

"I am learning time management skills as well as delegating tasks for the team. I am blessed to have this opportunity serving my community and meeting many beautiful souls in the process."

Cohen Isberg is a proud member of the Skidegate Nation. He was employed by Indigenous Tourism BC through the ACCESS funded Summer Student program. It was a perfect fit for Cohen, who had previously studied tourism at UBC and is currently attending Capilano University's Communications program.

"The value of these employment opportunities cannot be understated, both in the experiences I have had and the knowledge I have gained. Working with Indigenous Tourism BC has been such an awesome experience. I feel very blessed to be a part of the team which does such meaningful work. I thank Indigenous Tourism BC and ACCESS for making it possible. Haaw'a (thank you)!"



19-year-old **Helena May** had applied to over 80 summer jobs when she first heard about ACCESS's Education Assistant program. With ancestors hailing from the Xa'xtsa (Douglas) Nation, Helena's biggest barrier to participation in the program was her commute to school. Once registered, her ACCESS Employment Advisor helped her gain access to a living allowance, enabling Helena to live in Vancouver proper where she was closer to school and work. Now, Helena is employed as an Education Assistant with the Vancouver School Board.

"It was so easy from day one. It took a simple phone call, an intake, then an interview and I was in my program almost immediately! This experience affected my life in a huge way. I came out of the program with higher self-confidence. I know now that I naturally had an amazing set of skills, but I got to further build them in the program. Now I am a skilled Education Assistant. I encourage my Indigenous friends and family to apply all the time. It is an amazing opportunity."



provincial management and direct service delivery in vancouver **BladeRunners**

BladeRunners

We are proud to showcase the excellent work that BladeRunners Provincial Management and ACCESS BladeRunners staff have done this year to support the at-risk youth we serve.

The BladeRunners Program is an internationally recognized employment placement initiative for at-risk youth. Our primary funder is the Province of British Columbia via the Service Canada Workforce Development Agreement. The original delivery of the program took place 25 years ago in 1994 with the training and placement of 25 at-risk youth on the construction of GM Place (now Rogers Arena). ACCESS began managing BladeRunners on behalf of the Province in 2003, and since that time, BladeRunners has grown into one of Canada's most successful youth employment placement programs.

BladeRunners serves youth between 16 and 30 years old who face many barriers to employment. ACCESS BladeRunners provides a broad level of support that gives participating young people access to housing, education, food, clothing, counseling, and other forms of support.

Our innovative housing project, BladeRunners Place, stands out for its caring environment for youth, many of whom have never had their own place. Living in BladeRunners Place gives them a chance to learn how to adjust to real world commitments, such as maintaining a full-time job and paying the rent on time, without facing the constant fear of eviction should they lose their job or fall behind in rental arrears.

We would not be able to do this without the full support of our funder, the Province of British Columbia, and in particular, the Ministry of Advanced Education, Skills and Training - Workforce Innovation and Division Responsible for Skills Training. We are also most thankful for the many employers that hire our youth. Companies like Starline Windows, Lower Mainland Steel, Rampage Reinforcing and Power Drywall (to name a few) are integral to the success of this program. Significantly, these employers tell us that they depend upon our program to provide them with enthusiastic young men and women to join the workforce.

BladeRunners Provincial Management

ACCESS has a contract with the province to manage 16 Indigenous and non-Indigenous agencies in BC.

ACCESS BladeRunners

Direct service delivery of the 'original' BladeRunners program in Vancouver's Downtown Eastside.

BladeRunners Place

Supportive housing in Vancouver for 38 past and current BladeRunners.



Donovan Forsythe was raised by his grandparents in Smithers, BC before moving to Lytton, BC to be with them. With no work history or place of his own, Donovan decided he needed to take charge of his own life and be a positive role model for his younger brother. Donovan decided to enroll in BladeRunners in January 2021. After graduating with the support of BladeRunners, he was placed with Lower Mainland Steel as an iron worker. Donovan knew this was going to be challenging for him but he was ready to tackle it. Donovan demonstrated a great work ethic and was very punctual. Today, Donovan is no longer couch surfing and living with friends but is a resident of BladeRunners Place. He continues to be a positive role model for his younger brother.



Keisha Sankey was raised in Lax Kw'alaams, BC, near Prince Rupert. Keisha enrolled in Bladerunners in July 2019. After graduating, Keisha was placed to work with Starline Windows. After working with Starline for a time, she moved back to Prince Rupert. With not much going on for her in Prince Rupert, she decided to move back to Vancouver. In August 2020, Keisha was homeless. She stayed in shelters for two months and with the support of BladeRunners found employment once again with Starline Windows. Keisha was then able to leave the shelters for BladeRunners Place. Keisha continues to work with Starline Windows and reside at BladeRunners Place where she is a model tenant.

"BladeRunners gave me a positive outlook on myself and future, and I'm confident great things will happen in my life."



Clayton Lecerte of the Nak'azdli Band started with Harris Rebar, a unionized company, in September 2020. Clayton was one of three from BladeRunners that started through Harris's inaugural bootcamp. Arriving at the yard each day for 6:00 am, Clayton completed the 2-week bootcamp and hasn't looked back since. He has shown great leadership among his peers but has also shown reliability, commitment, and a great work ethic. Clayton recently expressed the desire to attend BCIT for his Level 1 Reinforcing certification. Harris states that Clayton has proven his worth and that they are very happy with his progress. Clayton himself on many occasions shares his gratitude for the opportunities given and the work, skills, and support he has gained through BladeRunners and Harris.

"I am happy to work and earn some good money for my son. Focus on the habits that will take you to the goals you want to reach."

ACCESS
BladeRunners
Vancouver

124
Screened

97
Completed

72
Employed

647
Completed

Provincial
BladeRunners



Nethaniel V. (Métis from Manitoba) came to us at BladeRunners at the age of 17. Nethaniel has made Vancouver his home with his girlfriend and their now 6-month-old child. Nethaniel started with Harris Rebar's bootcamp and did extremely well. Harris made an exception with Nethaniel as he was 17 and was considered underage, but through his efforts he has maintained his employment and excels at his job. Nethaniel has recently applied to BladeRunners housing and is looking to continue building his independence. Nethaniel has spoken great gratitude for his supports from BladeRunners and continuously reaches out when needed. Nethaniel continues to grow in being a young man and father.

"I truly wouldn't be where I am without BladeRunners."

Tatyana Quwezance of the Keeseekoose First Nation, originally from Kansack, Saskatchewan, is one of three who started with Harris Rebar through their inaugural Boot Camp. Tatyana and her family have expressed their appreciation for the opportunity for her to build a career for herself. Tatyana was hurt at one point of employment and was off for about two months. During that time she was very eager to return to work as she missed the job and especially her co-workers. She has been working regularly since her return and has shown she can handle the workload and that she is a reliable employee. Her supervisors speak highly of her commitment, work ethic, and attitude. In discussing her success with ACCESS BladeRunners, Tatyana expressed excitement to recognize her efforts but also to be a role model to other BladeRunners participants. We here at BladeRunners are very happy with the work that Tatyana has accomplished for herself.

"I am very thankful and my family is appreciative of the opportunity."



Tyrel Delorme is a member of the Cowessess Band. Tyrel enrolled in BladeRunners in March 2020 but due to the COVID-19 pandemic, the program was cancelled. Tyrel came back in the program in May 2020 with no work history and having low self-esteem at the time. Tyrel started to pick up a positive attitude and re-establish his self-esteem. After graduating, he was placed to work with Starline Windows. Despite having no prior experience, he demonstrated a strong knack for the trades. The only challenge was he struggled with housing and was couch surfing between family members.

Tyrel worked hard and met the criteria to move into BladeRunners Place in August of 2020. Today, Tyrel continues to work with Starline Windows and reside at BladeRunners Place where he has been great tenant. Tyrel is on his way to a promising career as a glazier.

BladeRunners Delivery Areas

- Campbell River
- Chilliwack
- Courtenay
- Duncan
- Kamloops
- Mount Currie
- Nanaimo
- Parksville
- Port Alberni
- Surrey
- Terrace
- Vancouver
- Victoria
- Westbank





Urban Spirit Foundation

The Urban Spirit Foundation (USF) was first established in 2007. In what seems like a short time since, we have worked to create our vision, build our leadership, support our local community, and engage with people who have been so moved by our purpose that they have made valued contributions of many kinds.

USF continues to work with and support urban Indigenous people with employment and training needs during Covid-19. Although the USF Charity Golf Tournament has been cancelled this year due to Covid-19, USF continues to provide scholarships and grants towards the relief of poverty in the urban Indigenous community in Metro Vancouver. We are thinking outside the box to find new and innovative means to fundraise as we continue to fund services to the Indigenous community.

Mission Statement

To provide opportunities for urban Indigenous people on their journey to success through education and training, secondary and post-secondary scholarships, and the relief of poverty.

Core Purposes

Education and Employment Training

Scholarship / Bursary Awards for secondary and post-secondary students

Short-term Assistance

LOCATION: 108-100 Park Royal South, West Vancouver, BC
<http://www.urbanspiritfoundation.com/>



Urban Spirit Foundation Board of Directors

SUSAN TATOOSH
USF Chair
Vancouver Aboriginal Friendship Centre Society



JENNA FORBES
USF Vice-Chair
Vancouver Aboriginal Transformative Justice Services Society



STEWART ANDERSON
USF Secretary-Treasurer
Community Member



JOE MAZZA
USF Director
Fortis BC



LOU DEMERAIS
USF Director
Community Member



OLIVIA JIM
USF Director
Helping Spirit Lodge Society



ROSS RAMSEY
USF Director
(USF Founding Member)



FRANCESCA DE BASTIANI
USF Director
Community Member



Chester Gould of the Okanagan Band attended McGee school in Vancouver. He plans to attend UBC in the fall to study computer science. Chester received the \$1,000 Continuation of Learning scholarship from Vancouver School District and Urban Spirit Foundation.

"Thank you to Urban Spirit Foundation for their generous support."



Darlynda Jack is from Ulkatcho First Nation. Darlynda received a \$500 USF Bursary and is in her third year of working toward her Bachelor of Social Work degree at Nicole Valley Institute of Technology.

"As a mother of four, these awards help my family substantially. I eventually plan on gaining my Master of Organizational Development. My goal is to help build healthier working relationships between Indigenous and non-Indigenous people within a social work setting. These bursary awards allow me to concentrate on my studies. Thank you so much for your generous support!"



Emma Pflanz is Red River Métis from Manitoba. Emma received \$1,000 scholarship from Urban Spirit Foundation. Emma attended Semiahmoo Secondary in Surrey and would like to study Sciences at UBC. She plans to become a psychiatrist, specializing in the areas of mental health and addiction. USF wishes her the very best in her continued study in the Health Care field!

"I will fight to help those who are most vulnerable to these struggles. Many times, medical professionals stigmatize mental health and I want to change that. I love to spend much of my time in Indigenous communities, helping Indigenous people. Thank you so much to USF for this amazing opportunity to continue my studies at UBC."

Juniper Pierre is from the Lil'wat Nation. Juniper received the \$500 single parent bursary award from Urban Spirit Foundation. She is attending the Early Education Childcare Diploma program at Native Education College.

"Thank you for awarding me this bursary. It will help me a lot. I enjoy attending NEC and continuing in September in the Aboriginal Early Childhood Educator Diploma program."



Merissa McNeil is from Nisga'a Village of Gingoix. She is in her fourth year of the Bachelor of Social Work program at Nicola Valley Institute of Technology. Merissa received a \$500 scholarship from Urban Spirit Foundation.

"I am so grateful to have been the recipient of the Urban Spirit Foundation Bursary award. It is not an easy task to be a full-time student while maintaining multiple roles at times. Awards like these make life a little easier for students like me. T'ooyaksiy'niin (I thank you)."

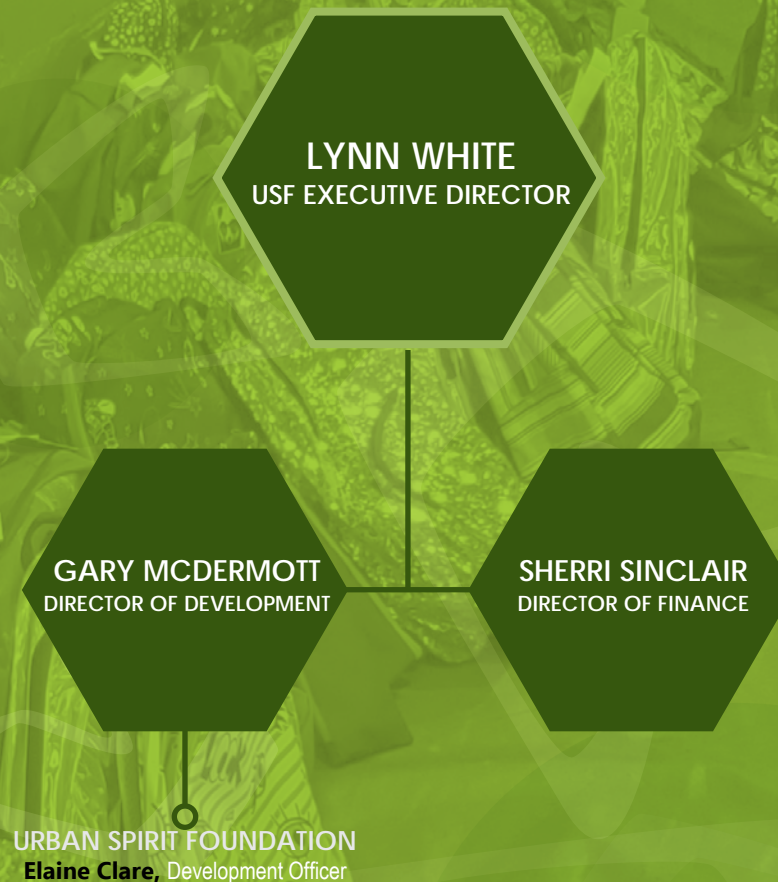


Thomas Joseph is a member of the Squamish Nation and lives in North Vancouver. He is a Red Seal Carpenter working in construction. In August 2020, Thomas received a \$1,000 scholarship on behalf of Neptune Terminals and Urban Spirit Foundation.

"I was nervous going into the program as I had my own carpentry business and I needed a job to support my family. ACCESS staff have been really helpful. I really enjoyed the program. Thanks to USF for the scholarship and for your support. It means a lot!"



Urban Spirit Foundation Organization Chart



2020-21 Audit Finance Department

Our Finance Department consists of four employees. We pride ourselves in being accurate, timely, and efficient, yet flexible in our relations with clients, employees, and vendors.

ACCESS and Urban Spirit Foundation are audited annually by an independent auditor in accordance with the Canadian Accounting Standards for not-for-profit organizations.

Details of the ACCESS audit are available on our website at www.accessfutures.com

ABORIGINAL COMMUNITY CAREER EMPLOYMENT SERVICES SOCIETY (ACCESS)
 Financial Statements
 Year Ended March 31, 2021



ABORIGINAL COMMUNITY CAREER EMPLOYMENT SERVICES SOCIETY (ACCESS)
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 Year Ended March 31, 2021

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Statement of Cash Flow	9
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INDEPENDENT AUDITOR'S REPORT

To the Members of Aboriginal Community Career Employment Services Society (ACCESS)

Report on the Financial Statements

Opinion

We have audited the financial statements of Aboriginal Community Career Employment Services Society (ACCESS) (the Society), which comprise the statement of financial position as at March 31, 2021, and the statements of revenues and expenditures, changes in net assets and cash flow for the year then ended, and notes to the financial statements, including a summary of significant accounting policies.

In our opinion, the accompanying financial statements present fairly, in all material respects, the financial position of the Society as at March 31, 2021, and the results of its operations and cash flow for the year then ended in accordance with Canadian accounting standards for not-for-profit organizations (ASNPO).

Basis for Opinion

We conducted our audit in accordance with Canadian generally accepted auditing standards. Our responsibilities under those standards are further described in the *Auditor's Responsibilities for the Audit of the Financial Statements* section of our report. We are independent of the Society in accordance with ethical requirements that are relevant to our audit of the financial statements in Canada, and we have fulfilled our other ethical responsibilities in accordance with these requirements. We believe that the audit evidence we have obtained is sufficient and appropriate to provide a basis for our opinion.

Responsibilities of Management and Those Charged with Governance for the Financial Statements

Management is responsible for the preparation and fair presentation of the financial statements in accordance with ASNPO, and for such internal control as management determines is necessary to enable the preparation of financial statements that are free from material misstatement, whether due to fraud or error.

In preparing the financial statements, management is responsible for assessing the Society's ability to continue as a going concern, disclosing, as applicable, matters related to going concern and using the going concern basis of accounting unless management either intends to liquidate the Society or to cease operations, or has no realistic alternative but to do so.

Those charged with governance are responsible for overseeing the Society's financial reporting process.

(continues)



Independent Auditor's Report to the Members of Aboriginal Community Career Employment Services Society (ACCESS) (continued)

Auditor's Responsibilities for the Audit of the Financial Statements

Our objectives are to obtain reasonable assurance about whether the financial statements as a whole are free from material misstatement, whether due to fraud or error, and to issue an auditor's report that includes our opinion. Reasonable assurance is a high level of assurance, but is not a guarantee that an audit conducted in accordance with Canadian generally accepted auditing standards will always detect a material misstatement when it exists. Misstatements can arise from fraud or error and are considered material if, individually or in the aggregate, they could reasonably be expected to influence the economic decisions of users taken on the basis of these financial statements.

As part of an audit in accordance with Canadian generally accepted auditing standards, we exercise professional judgment and maintain professional skepticism throughout the audit. We also:

- Identify and assess the risks of material misstatement of the financial statements, whether due to fraud or error, design and perform audit procedures responsive to those risks, and obtain audit evidence that is sufficient and appropriate to provide a basis for our opinion. The risk of not detecting a material misstatement resulting from fraud is higher than for one resulting from error, as fraud may involve collusion, forgery, intentional omissions, misrepresentations, or the override of internal control.
- Obtain an understanding of internal control relevant to the audit 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 Society's internal control.
- Evaluate the appropriateness of accounting policies used and the reasonableness of accounting estimates and related disclosures made by management.
- Conclude on the appropriateness of management's use of the going concern basis of accounting and, based on the audit evidence obtained, whether a material uncertainty exists related to events or conditions that may cast significant doubt on the Society's ability to continue as a going concern. If we conclude that a material uncertainty exists, we are required to draw attention in our auditor's report to the related disclosures in the financial statements or, if such disclosures are inadequate, to modify our opinion. Our conclusions are based on the audit evidence obtained up to the date of our auditor's report. However, future events or conditions may cause the Society to cease to continue as a going concern.
- Evaluate the overall presentation, structure and content of the financial statements, including the disclosures, and whether the financial statements represent the underlying transactions and events in a manner that achieves fair presentation.

We communicate with those charged with governance regarding, among other matters, the planned scope and timing of the audit and significant audit findings, including any significant deficiencies in internal control that we identify during our audit.

Report on Other Legal and Regulatory Requirements

As required by the Societies Act of British Columbia, we report that, in our opinion, the accounting policies applied in preparing and presenting the financial statements in accordance with Canadian accounting standards for not-for-profit organizations have been applied on a basis consistent with that of the preceding year.

Winstanley Business Advisors Ltd.

West Vancouver, British Columbia
June 24, 2021

Winstanley Business Advisors Ltd.
Chartered Professional Accountants

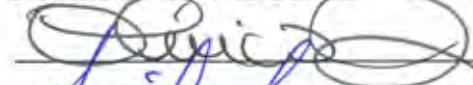

ABORIGINAL COMMUNITY CAREER EMPLOYMENT SERVICES SOCIETY (ACCESS)

Statement of Financial Position

March 31, 2021

	2021	2020
ASSETS		
CURRENT		
Cash	\$ 5,088,179	\$ 1,903,527
Accounts receivable	736,880	1,667,295
GST receivable	69,108	43,498
Prepaid expenses	90,728	84,619
	<u>5,984,895</u>	<u>3,698,939</u>
TANGIBLE CAPITAL ASSETS (Note 3)	3,965,716	3,356,183
LONG TERM INVESTMENTS	76,506	67,173
TOTAL ASSETS	\$ 10,027,117	\$ 7,122,295
LIABILITIES AND NET ASSETS		
CURRENT		
Accounts payable	\$ 218,197	\$ 1,314,511
Wages payable	25,121	61,809
Employee deductions payable	6,461	29,002
Deferred revenue (Note 4)	5,373,718	1,562,125
Current portion of mortgage payable (Note 5)	39,835	38,471
	<u>5,663,332</u>	<u>3,005,918</u>
MORTGAGE PAYABLE (Note 5)	1,408,428	1,448,752
TOTAL LIABILITIES	7,071,760	4,454,670
NET ASSETS		
Unrestricted	437,905	798,665
Invested in capital assets	2,517,452	1,868,960
	<u>2,955,357</u>	<u>2,667,625</u>
TOTAL LIABILITIES AND NET ASSETS	\$ 10,027,117	\$ 7,122,295
CONTINGENT LIABILITY		
IMPACT OF COVID-19 ON OPERATIONS (Note 13)		

ON BEHALF OF THE BOARD

 Director
 Director

See notes to financial statements

ABORIGINAL COMMUNITY CAREER EMPLOYMENT SERVICES SOCIETY (ACCESS)

Statement of Revenues and Expenditures

For the Year Ended March 31, 2021

	2021	2020
REVENUE		
Contributions		
Federal Contributions - ISET program (Note 1)	\$ 4,837,799	\$ 4,895,660
Federal Contributions - First Nations ISET programs (Note 1)	111,170	149,734
Provincial contributions - Bladerunners programs (Note 1)	4,640,500	4,550,260
	<u>9,589,469</u>	<u>9,595,654</u>
Other Program Contributions		
SPF Aboriginal Maritime Training and Employment program	1,134,654	1,863,715
Indigenous Marine Skills Training Program (Seaspan)	287,528	-
Industry Training Authority	460,388	373,168
Indigenous Services Canada	84,706	51,070
WorkBC	75,056	147,477
Office of Literacy and Essential Skills	441,178	1,225,307
Province of BC	235,141	-
Lu'ma Native Housing Society	-	23,200
	<u>2,718,651</u>	<u>3,683,937</u>
Other revenue		
Rental revenue - 681 Columbia Street	44,839	70,038
Rental revenue - 136A Street	78,596	16,112
Property Management Fees	12,669	34,865
Interest	9,465	51,219
Other revenue	11,484	-
Unrestricted contributions	254,112	-
	<u>411,165</u>	<u>172,234</u>
TOTAL REVENUE	<u>12,719,285</u>	<u>13,451,825</u>
EXPENSES		
Federal ISET (EI and CRF) program expenses	4,837,799	4,895,660
Federal First Nations ISET program expenses	111,170	149,734
Provincial Bladerunners program expenses	4,640,500	4,550,260
	<u>9,589,469</u>	<u>9,595,654</u>
Other Program Expenses		
SPF Aboriginal Maritime Training and Employment Program	1,134,654	1,863,715
Indigenous Marine Skills Training Program (Seaspan)	287,528	-
Industry Training Authority	460,388	373,168
ACCESS Essential Skills for Aboriginal Futures	48,357	96,000
Indigenous Services Canada	84,706	51,070
WorkBC	75,056	147,477
Office of Literacy and Essential Skills	441,178	1,225,307
Province of BC	235,141	-
Lu'ma Native Housing Society	-	23,200
	<u>2,767,008</u>	<u>3,779,937</u>
Other Expenses		
Operating expenses - 681 Columbia Street	44,837	70,038
Operating expenses - 136A Street	78,596	17,147
Administrative expenses	-	27,834
	<u>12,479,910</u>	<u>13,490,610</u>

(continues)

See notes to financial statements

ABORIGINAL COMMUNITY CAREER EMPLOYMENT SERVICES SOCIETY (ACCESS)

Statement of Revenues and Expenditures (continued)

For the Year Ended March 31, 2021

	2021	2020
Excess (deficiency) of revenue over expenses from operations	239,375	(38,785)
Expense recovery	48,357	96,000
EXCESS OF REVENUE OVER EXPENSES	<u>\$ 287,732</u>	<u>\$ 57,215</u>

See notes to financial statements

ABORIGINAL COMMUNITY CAREER EMPLOYMENT SERVICES SOCIETY (ACCESS)

Statement of Changes in Net Assets

Year Ended March 31, 2021

	Unrestricted	Invested in Capital Assets	2021	2020
NET ASSETS - BEGINNING OF YEAR	\$ 798,665	\$ 1,868,960	\$ 2,667,625	\$ 2,610,410
Purchase of capital assets	(662,802)	662,802	-	-
Repayment of mortgage principal	(38,959)	38,959	-	-
Amortization	53,269	(53,269)	-	-
Excess of revenue over expenses	287,732	-	287,732	57,215
NET ASSETS - END OF YEAR	\$ 437,905	\$ 2,517,452	\$ 2,955,357	\$ 2,667,625

See notes to financial statements

ABORIGINAL COMMUNITY CAREER EMPLOYMENT SERVICES SOCIETY (ACCESS)

Statement of Cash Flow

Year Ended March 31, 2021

	2021	2020
OPERATING ACTIVITIES		
Excess of revenue over expenses	\$ 287,732	\$ 57,215
Item not affecting cash:		
Amortization of tangible capital assets	53,269	7,749
	<u>341,001</u>	<u>64,964</u>
Changes in non-cash working capital:		
Accounts receivable	930,415	(758,410)
GST receivable	(25,610)	10,087
Accounts payable	(1,096,313)	(960,375)
Deferred revenue	3,811,591	455,670
Prepaid expenses	(6,109)	16,100
Wages payable	(36,688)	(14,018)
Employee deductions payable	(22,541)	15,226
	<u>3,554,745</u>	<u>(1,235,720)</u>
Cash flow from (used by) operating activities	<u>3,895,746</u>	<u>(1,170,756)</u>
INVESTING ACTIVITIES		
Purchase of tangible capital assets	(662,802)	(2,658,784)
Long term investments	(9,333)	3,585
Cash flow used by investing activities	<u>(672,135)</u>	<u>(2,655,199)</u>
FINANCING ACTIVITIES		
Proceeds from mortgage	-	1,500,000
Repayment of mortgage principal	(38,959)	(12,777)
Cash flow from (used by) financing activities	<u>(38,959)</u>	<u>1,487,223</u>
INCREASE (DECREASE) IN CASH FLOW	3,184,652	(2,338,732)
Cash - beginning of year	<u>1,903,527</u>	<u>4,242,259</u>
CASH - END OF YEAR	\$ 5,088,179	\$ 1,903,527

See notes to financial statements

ABORIGINAL COMMUNITY CAREER EMPLOYMENT SERVICES SOCIETY (ACCESS)

Notes to Financial Statements

Year Ended March 31, 2021

1. PURPOSE OF THE SOCIETY

Aboriginal Community Career Employment Services Society (ACCESS) (the "society") is a not-for-profit organization incorporated provincially under the Society Act of British Columbia on January 17, 2002. As a registered charity the society is exempt from the payment of income tax under Section 149(1) of the Income Tax Act.

The society is a cooperative venture of urban Indigenous groups in Metro Vancouver. Services offered are employment training, counselling, education and financial support designed to overcome employment barriers and provide education and skills to effectively compete in the labour market.

The society receives funding from government sources and community agencies. The two largest contributors are the BC Ministry of Jobs, Tourism and Skills Training through its BladeRunners program and the Federal Department of Employment, Workplace Development and Labour and the Canada Employment Insurance Commission, through their Indigenous Skills and Employment Training Program (ISET).

2. SUMMARY OF SIGNIFICANT ACCOUNTING POLICIES

Basis of presentation

The financial statements were prepared in accordance with Canadian accounting standards for not-for-profit organizations (ASNFPO).

Revenue recognition

Aboriginal Community Career Employment Services Society (ACCESS) follows the deferral method of accounting for contributions.

Restricted contributions are recognized as revenue in the year in which the related expenses are incurred. Unrestricted contributions are recognized as revenue when received or receivable if the amount to be received can be reasonably estimated and collection is reasonably assured.

Rental revenues, net of inducements, are recognized on a straight-line basis over the term of the lease. Property management fees and interest income are recognized in the period in which they are earned.

Tangible capital assets

Tangible capital assets purchased or contributed are stated at amortized cost. Amortization is taken annually on a straight-line basis over the estimated useful lives of non-building assets. Buildings are amortized at 6% on a declining balance basis. Building improvements are broken down into components and amortized over their useful life. Exterior and interior construction, HVAC, electrical and lighting systems and plumbing are amortized over their useful life of 25 years. Floor coverings and IT & Networking infrastructure are amortized over their useful life of 10 years. Computer equipment is amortized over a useful life of 3 years. Furniture and office equipment are amortized over their useful lives of 5 years.

Contributed services

The operations of the organization depend on both the contribution of time by volunteers and donated materials from various sources. The fair value of donated materials and services cannot be reasonably determined and are therefore not reflected in these financial statements.

(continues)

ABORIGINAL COMMUNITY CAREER EMPLOYMENT SERVICES SOCIETY (ACCESS)

Notes to Financial Statements

Year Ended March 31, 2021

2. SUMMARY OF SIGNIFICANT ACCOUNTING POLICIES (continued)

Financial instruments policy

Financial instruments are recorded at fair value when acquired or issued. In subsequent periods, financial assets with actively traded markets are reported at fair value, with any unrealized gains and losses reported in income. All other financial instruments are reported at amortized cost, and tested for impairment at each reporting date. Transaction costs on the acquisition, sale, or issue of financial instruments are expensed when incurred.

Measurement uncertainty

The preparation of financial statements in conformity with Canadian accounting standards for not-for-profit organizations requires management to make estimates and assumptions that affect the reported amount of assets and liabilities, disclosure of contingent assets and liabilities at the date of the financial statements and the reported amounts of revenues and expenses during the period. Such estimates are periodically reviewed and any adjustments necessary are reported in earnings in the period in which they become known. Actual results could differ from these estimates.

Allocation of expenses

General and administrative expenses including head office rent, administrative staff, operating leases, professional fees and training and development costs are allocated to the various programs based on the allowable administration recovery in contracts with funders. Consideration is also made for allowable expenses within the various funding agreements.

3. TANGIBLE CAPITAL ASSETS

	Cost	Accumulated amortization	2021 Net book value	2020 Net book value
Land	\$ 3,001,500	\$ -	\$ 3,001,500	\$ 3,001,500
Buildings	1,083,291	119,075	964,216	354,683
Computer equipment	79,775	79,775	-	-
Furniture and fixtures	1,006	1,006	-	-
Leasehold improvements (138th Street)	58,508	58,508	-	-
	<u>\$ 4,224,080</u>	<u>\$ 258,364</u>	<u>\$ 3,965,716</u>	<u>\$ 3,356,183</u>

ACCESS owns 50% of the building at 681 Columbia Street, New Westminster, BC. The building earns rental revenue for the organization. During the year ended March 31, 2020 ACCESS purchased a building on 136A Street, Surrey.

ABORIGINAL COMMUNITY CAREER EMPLOYMENT SERVICES SOCIETY (ACCESS)

Notes to Financial Statements

Year Ended March 31, 2021

4. DEFERRED REVENUE

Deferred revenue represents unspent externally restricted funds received in the current year but applicable to next fiscal year.

	Opening balance	Additions	Recognized	Ending balance
Indigenous Services Canada	\$ 38,400	\$ 167,629	\$ (38,400)	\$ 167,629
Consolidated Revenue Fund Service Canada **	470,093	626,423	(470,093)	626,423
Employment Insurance Service Canada	115,852	75,119	(115,852)	75,119
BladeRunners	173,037	1,753,925	-	1,926,962
WorkBC	-	3,071	-	3,071
Essential Skills for Aboriginal Futures	-	58,643	-	58,643
Employment Assistance Services 681 Columbia Street, New Westminster	4,794	11,527	(3,900)	12,421
Aboriginal Marine Training to Employment 390 Main Street, Vancouver	140,512	52,388	-	192,900
Office of Literacy and Essential Skills 136A Street, Surrey	123,286	511,766	(123,286)	511,766
Seaspan Vancouver Shipyards	52,045	68,303	-	120,348
Industry Training Authority	442,113	1,435,659	(442,113)	1,435,659
Province of BC	-	42,529	-	42,529
E-Sports sponsorship	-	62,472	-	62,472
	-	23,260	-	23,260
	-	112,523	-	112,523
	1,993	-	-	1,993
	<u>\$ 1,562,125</u>	<u>\$ 5,005,237</u>	<u>\$ (1,193,644)</u>	<u>\$ 5,373,718</u>

**Opening balance for Consolidated Revenue Fund Service Canada has been restated to reflect prior year adjustment for disallowed expenses of \$1,122.

ABORIGINAL COMMUNITY CAREER EMPLOYMENT SERVICES SOCIETY (ACCESS)

Notes to Financial Statements

Year Ended March 31, 2021

5. MORTGAGE PAYABLE

VanCity mortgage bearing interest at 3.49% per annum, repayable in monthly blended payments of \$7,481. The mortgage matures on November 15, 2024 and is secured by Property address: 10708 136A Street, Surrey, BC which has a carrying value of \$2,656,850.

Amounts payable within one year

Principal repayment terms are approximately:

	2021	2020
	\$ 1,448,263	\$ 1,487,223
	(39,835)	(38,471)
	<u>\$ 1,408,428</u>	<u>\$ 1,448,752</u>
	\$ 39,835	
	41,248	
	1,367,180	
	<u>\$ 1,448,263</u>	

6. PROPERTY MANAGEMENT

a) ACCESS is property manager of the building at 390 Main Street, Vancouver, owned by the City of Vancouver and leased by ACCESS for \$5 per year. Tenants are two ACCESS programs, Aboriginal Connections to Employment (ACE) and BladeRunners (Lower Mainland), and Rental Tenancy Branch. Rents are month-to-month. ACCESS charges property management fees but any surplus revenue over expenses is rebated to the tenants the next fiscal year.

	2021	2020
Revenue	\$ 97,129	\$ 102,631
Expenses	84,460	89,244
Property management fee	12,669	13,387
	-	-

b) ACCESS was also property manager and leasee of the building at 138th Street, Surrey. ACCESS, Sto:Lo Nation, Native Courtworkers of BC and Métis Nation of BC are tenants. Sto:Lo and Native Courtworkers have sub-leases. Other rents are month-to-month. ACCESS charges property management fees but any surplus revenue over expenses is rebated to the tenants the next fiscal year. During fiscal 2021 ACCESS moved to their own building on 136A Street, Surrey and no longer leases the 138th Street location.

	2021	2020
Revenue	56,278	220,006
Expenses	56,278	241,484
Property management fee	-	21,478
	-	-
Grand total	<u>\$ -</u>	<u>\$ -</u>

ABORIGINAL COMMUNITY CAREER EMPLOYMENT SERVICES SOCIETY (ACCESS)

Notes to Financial Statements

Year Ended March 31, 2021

7. RELATED PARTY

The Board of ACCESS and Urban Spirit Foundation (USF) have four directors in common. ACCESS delivers Trades and Poverty Relief programs for USF. These programs are delivered at no charge to USF.

8. LEASE COMMITMENTS

The society has long term leases for its office space at its head office in West Vancouver. The leases for the West Vancouver office space end in fiscal years 2022 and 2023 and the lease for the Surrey office space ended in fiscal 2021.

Future minimum lease payments for the next three years are:

2022	\$ 185,098
2023	6,620
	<u>\$ 191,718</u>

9. FINANCIAL INSTRUMENTS

The society's financial instruments consist of cash, accounts receivable, accounts payable and accrued liabilities, salaries and benefits payable. Unless otherwise noted, management's opinion is that the society is not exposed to significant interest rate risk or currency exchange risk arising from these financial statements.

(a) Credit risk

Credit risk is the risk that one party to a financial instrument will cause a financial loss for the other party by failing to discharge an obligation. The society's main credit risks relate to accounts receivable. The society provides credit to its contributors, whom are primarily made up of federal and provincial government departments and other not for profit organizations, in the normal course of its operations. Management believes the credit risk is low as the society signed a new ten year contract for their ISET programs and as part of this program all funds are received at the start of each fiscal year.

(b) Liquidity risk

Liquidity risk is the risk that an entity will encounter difficulty in meeting obligations associated with financial liabilities. The society is exposed to this risk mainly in respect of its accounts payable and accrued liabilities. During fiscal 2017 the society obtained a \$500,000 line of credit facility to manage future liquidity issues caused by delays in receipt of funding. The interest rate is prime plus 1.25% and there is a general security agreement in place against the assets of the society.

10. ECONOMIC DEPENDENCE

The society receives 77% (2020 - 71%) of its funding from the Governments of Canada and British Columbia. Should this funding not be available the continued viability of the organization would be doubtful.

ABORIGINAL COMMUNITY CAREER EMPLOYMENT SERVICES SOCIETY (ACCESS)

Notes to Financial Statements

Year Ended March 31, 2021

11. WAGES AND BENEFITS

The society had five employees who earned greater than \$75,000 in the current fiscal year. The total remuneration paid to those five (2020 - four) employees in fiscal 2021 was \$457,020 (2020 - \$380,089).

12. COMPARATIVE FIGURES

Certain comparative figures have been reclassified where appropriate to conform to the current year's statement presentation.

13. IMPACT OF COVID-19 ON OPERATIONS

On March 16, 2020 in response to the Covid-19 pandemic and measures imposed by the federal and provincial governments to combat the spread of the virus, the society closed its office to the public effective immediately until further notice. The society continues to receive funding and as a result has not had to apply for any government assistance. The society has not had any significant negative impact from the Covid-19 pandemic. They continue to receive government funding through their regular contracts. Programs have been transitioned to an online model and the society focused on helping clients adapt to the new learning environment post-secondary and trades schools.

The society is actively monitoring the situation and working to provide online services and other alternative solutions to ensure they continue to meet the requirements of their contracts. Full reopening of the society's offices and services will depend on when restrictions further eased by the federal and provincial government.

14. ADMINISTRATION EXPENSES

The following administration expenses have been allocated to the various program expenses:

	<u>2021</u>	<u>2020</u>
Accounting and auditing fees	\$ 51,991	\$ 57,282
Advertising and promotion	-	2,726
Consulting fees	-	7,087
Equipment lease	16,088	30,809
Insurance	6,546	5,808
Meetings and travel	10,404	31,572
Office	54,694	60,802
Professional fees	81,311	158,021
Rent	119,802	118,117
Salaries and benefits	498,519	570,453
Staff training and development	13,457	15,451
Telephone and information technology support	24,794	37,215
ISET Eligible Administration Expenses	877,606	1,095,343
Amortization	53,269	7,749
Parking	1,758	2,936
Training and development	4,626	18,196
Total administration expenses	<u>\$ 937,259</u>	<u>\$ 1,124,224</u>

ACCESS Partners





FOR MORE INFORMATION:

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