

# Here For Her

Empowering Immigrant Women.  
Enriching Canada.

**2024-2025**  
**ANNUAL REPORT**  
Calgary Immigrant Women's Association

# LAND ACKNOWLEDGEMENT


As an immigrant-serving organization, we acknowledge that we work on the traditional lands of the Treaty 7 Nations: the Blackfoot Confederacy (Siksika, Piikani, Kainai), the Tsuut'ina Nation, and the Stoney Nakoda Nation (Chiniki, Bearspaw, Goodstoney). We also recognize the Métis Nation of Alberta, Districts 5 and 6 and all the people who make their homes the Treaty 7 region of Southern Alberta.

We honour the diverse histories, languages, and cultures of the Indigenous peoples who have lived on this land for generations. As settlers, we are committed to learning, fostering respectful relationships, and supporting reconciliation. We are grateful for the opportunity to live and work on this land, and we pledge to do so in a way that honours its original stewards.



# TABLE OF CONTENTS

<b>1. Land Acknowledgement</b>	<b>02</b>
<b>2. Leading with Vision</b>	<b>04</b>
Message from the Board Chair	
Message from the CEO	
<b>3. Who We Are and Why We Lead</b>	<b>06</b>
Vision, Mission, and Values	
Why We Lead	
<b>4. Raising the Bar</b>	<b>07</b>
<b>5. Opening Doors to Brighter Futures</b>	<b>08</b>
<b>6. Moments That Moved Us</b>	<b>09</b>
<b>7. Faces and Facts of Our Community</b>	<b>10</b>
<b>8. Impact That Transforms</b>	<b>12</b>
Powering Economic Independence	
Building Bridges to Belonging	
Strengthening Family Resiliency	
<b>9. Standing With Her: From Survival to Strength</b>	<b>17</b>
<b>10. The Power of Giving Time</b>	<b>18</b>
<b>11. Financial Highlights</b>	<b>19</b>
<b>12. Together We Make It Possible</b>	<b>20</b>
<b>13. Acknowledgements</b>	<b>22</b>



## LEADING WITH VISION

# WELCOME MESSAGE FROM OUR BOARD CHAIR

As Canada continues to experience record levels of immigration, particularly here in Calgary, CIWA's role as a trusted partner in the settlement and success of immigrant women has never been more essential. In 2024 alone, CIWA supported more than 25,000 beneficiaries, including clients and their families, providing not just programs and services but pathways to confidence, independence, and a strong sense of belonging.

This past year brought global instability, economic shifts, and evolving policy landscapes that intensified the need for responsive, community-based supports. Amid this reality, Canada has welcomed thousands of newcomers, many of them women, bringing courage, resilience, and a deep desire to rebuild their lives. CIWA remains at the forefront, delivering tailored support that empowers immigrant women to not just survive but truly thrive.

Now in the third year of our 2022–2027 Strategic Plan, CIWA continues to build momentum. We are deepening our impact, expanding our reach, and reinforcing the systems that support long-term sustainability. With a sharper focus on outcomes, CIWA is positioning itself as a national leader in advancing the social and economic integration of immigrant women.

Our Board has also evolved to meet the moment. Over the past year, we implemented updated bylaws, refined our governance framework, and strengthened oversight practices. We have made deliberate strides in Board succession planning to ensure our leadership reflects the diverse voices and lived experiences of the communities we serve.



This progress is only possible thanks to the exceptional individuals who make up the CIWA team. On behalf of the Board of Directors, I would like to thank our CEO, Paula Calderon, and the entire CIWA staff and leadership team for their tireless efforts this past year. Your professionalism and care are at the heart of CIWA's success. To our volunteers and community partners, thank you for standing with us. To fellow Board and Committee members, your time, insight, and commitment continue to shape this organisation in meaningful ways.

As we look ahead, we remain grounded in our mission and inspired by the strength of the women we serve. **CIWA continues to be a place of welcome, opportunity, and transformation, and we are grateful to have you with us on this journey.**

**JUNG LEE**  
Board Chair

# A WORD FROM OUR CEO



The year 2024–2025 was one of transformation and clarity for CIWA. A year in which we deepened our roots, elevated our voice, and sharpened our focus on what immigrant women need to thrive.

As CEO, I have had the privilege of working alongside an extraordinary leadership team, staff, and Board, each bringing unwavering dedication, insight, and purpose to our shared mission. Together, we have upheld CIWA's legacy while preparing the organisation to meet the future with strength and vision.

This year, we reached a major milestone in the evolution of CIWA's identity, preparing for the launch of our new brand. More than a visual update, this rebrand represents a bold reaffirmation of who we are. It reflects over four decades of lived experience and frontline service, shaped by the resilience of immigrant women and the expertise of those who walk beside them.

"Here for Her" one of our brand messages, is more than a slogan, it's a daily commitment.

It captures our belief that immigrant women belong at the centre of systems, not at the margins and that, when equipped with the right tools and trust, they transform not only their lives but their communities.

As we advanced the third year of our 2022–2027 Strategic Plan, we remained focused on deepening impact, scaling what works, and strengthening the systems that sustain us. Our efforts this year reflect a growing readiness to take CIWA's model to a national level, ensuring more immigrant women across Canada have access to tailored, community-driven support.

This work would not have been possible without the continued trust and partnership of our funders, donors, and supporters. Thank you for investing in a vision rooted in experience, powered by a passionate team, and grounded in meaningful outcomes. Your support strengthens our foundation and fuels our future.

To the staff of CIWA, thank you for your compassion, professionalism, and steadfast belief in the women we serve. To our Board and volunteers, your leadership and service continue to guide and inspire our path forward.

As we look ahead, I invite each of you, partners, allies, and community members to walk with us. Share our story. Fund our mission. Challenge the systems that hold women back. **Together, we are building a future where no immigrant woman is left behind, and where every path forward is stronger than the one behind her.**

With gratitude and determination,

**PAULA CALDERON**  
Chief Executive Officer



# WHO WE ARE AND WHY WE LEAD

## VISION

Empower immigrant women.  
Enrich Canadian society.

## MISSION

National leader  
in transitioning  
immigrant women to  
success in Canada.

## VALUES

Equity  
Excellence  
Collaboration  
Inclusiveness  
Empowerment

## WHY WE LEAD

Calgary Immigrant Women's Association (CIWA) is a nationally recognised, gender-focused organisation serving immigrant women in all their diversity.

**CIWA has been supporting the settlement and integration of immigrant and refugee women for over four decades.**

**Founded in 1982, CIWA is grounded in the belief that when immigrant women thrive, families and communities flourish.**

Our culturally diverse teams deliver over 50 holistic programs that break down barriers, foster belonging, and build pathways to economic security, social inclusion, and family wellbeing. Our approach is rooted in trust, cultural humility, and wraparound support, making CIWA more than a service provider; we are a system of care.

### **Our team is our greatest strength.**

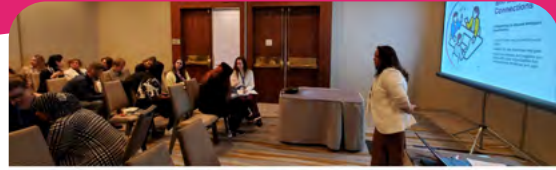
CIWA staff speak over 58 languages and reflect the rich diversity of the women and families we serve. Many are former clients who bring lived experience, while others contribute strong professional and academic expertise. All are united by a shared commitment to empowering immigrant women and building a stronger Canada.

We lead by listening. Our programs are co-designed with immigrant women, shaped by their experiences and guided by the insights of our frontline staff. With a deep understanding of the barriers women face, CIWA drives change amplifying voices, challenging assumptions, and creating solutions that put immigrant women at the centre of community transformation.

# RAISING THE BAR



**2024 Alberta Immigrant Impact Award  
Newcomer Champion Award**  
Paula Calderon



**2025 Metropolis National Conference, Toronto**  
Punam Dalal and Gurpreet Kaur



**2024 MD International Appreciation Award**  
Hanna Kyrychenko & Zaina Fatima Hazari



**2024 Centre for Social Justice Initiatives,  
International Conference, Toronto**  
Paula Calderon and Shamsa Mistry



**2024 Metropolis Summit, Vancouver**  
Veronica Aliu

# OPENING DOORS TO BRIGHTER FUTURES

## Scholarship Donors



Ron Ghitter CM Scholarship  
Fund through Ronald Ghitter



Yvonne Nhan Scholarship  
Fund for Young  
Immigrant Mothers through  
James Mitchell



Gerda R. Bloemraad  
Educational Scholarship  
through Gerda R.  
Bloemraad



Karnik Family Scholarship  
through Padmaja and  
Umesh Karnik



Jeam Dream International  
Women's Day Scholarship  
through Jeam Dream Fund

## EMPOWERING WOMEN THROUGH EDUCATION AND OPPORTUNITY

**\$53,500**

in scholarships  
were awarded to  
**26 recipients**

At CIWA, we believe education is a powerful force for transformation. Our scholarships support immigrant women pursuing post-secondary education, vocational training, or professional development to advance their careers and strengthen their employability.

These awards help remove financial barriers while recognising the resilience and ambition of women building new lives in Canada.

We are deeply grateful to our Scholarship Award Donors. Your purposeful generosity creates life changing opportunities for women who may never have had a door opened for them. By investing in their potential, you're empowering women to lead with confidence, and contribute to the workforce. In doing so, they enrich their communities across Calgary and beyond.



# MOMENTS THAT MOVED US



Immigrant Seniors Hub opening day ceremony



Birdies For Kids CIWA fundraiser  
SAIT Project Management Students



Networking Breakfast Event



Calgary Stampede interactive Presentation



Employment Training Graduation



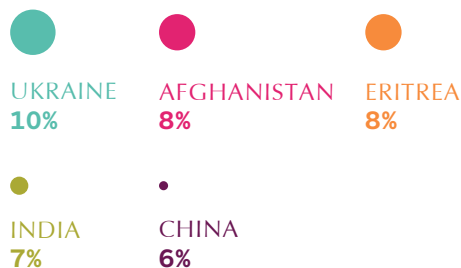
CIWA Youth Forum 2025

# FACES AND FACTS OF OUR COMMUNITY

## A Mosaic of Voices, Cultures, and Resilience

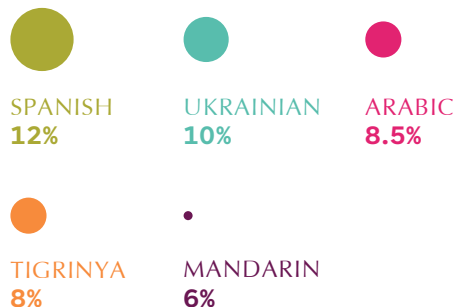
CIWA serves immigrant women and families from around the world, speaking many different languages. This global diversity is a powerful reminder that Calgary is home to women from every corner of the globe, each bringing a story of strength, hope, and renewal.

The most common countries of birth among our clients reflect the shifting realities of migration and the resilience of women rebuilding their lives in Canada. These numbers tell a story of global conflict, displacement, and opportunity, and how CIWA stands ready to support women navigating life changing transitions.



The most common languages spoken by CIWA clients reflect the vibrant diversity of our community and the importance of inclusive, multilingual support.

At CIWA, language is not a barrier; it's a bridge, connecting women to opportunities and empowering them to build a strong future in Calgary and beyond.



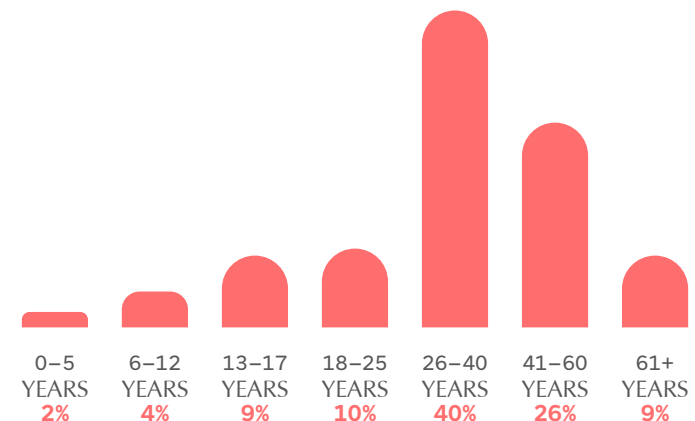
## Across Every Stage of Life

CIWA's impact spans generations, from early childhood to later adulthood.

In 2024–2025, most clients were women aged 26 to 60 building futures while balancing work, caregiving, and community life.

At every stage, CIWA is a steadfast partner championing connection, community, and support.

### CLIENT AGE DISTRIBUTION



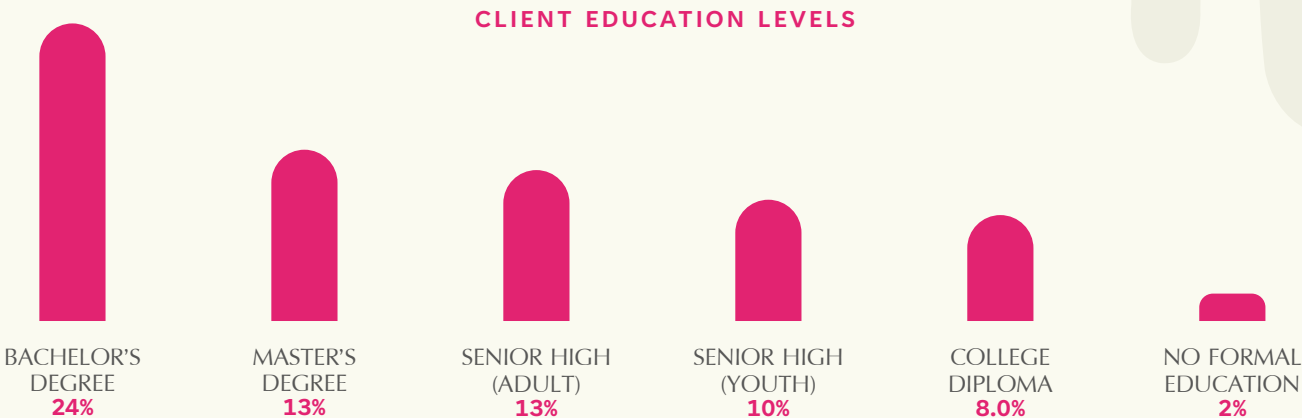
CIWA's reach spans generations, supporting early childhood development, youth leadership, career advancement, and healthy aging.

Through every chapter of life, CIWA is here as a steadfast partner on the journey toward empowerment, connection, and community.

# Unlocking Potential Through Education and Integration

Many of CIWA's clients arrive with strong **educational foundations** ready to contribute as professionals yet face barriers that prevent them from fully participating in Canada's workforce.

Over one-third (**37%**) of clients have university level education (Bachelor's or higher), reflecting a deep well of untapped potential that Canada cannot afford to overlook.



## A Holistic Service Model

CIWA delivered **163 distinct services** through six integrated program streams.

CIWA's integrated, comprehensive approach supports immigrant women in rebuilding their professional identities and thriving with dignity. In 2024–2025, we delivered 163 services across six coordinated program streams, guiding women from first contact to long-term integration. Our services spanned the full settlement journey, including assessment, language training, employment support, counselling, skill-building, family development, and civic engagement.

**130,686**  
Total Service Touchpoints

**70,107**  
Individual sessions

**60,579**  
Group sessions

## Supporting Mothers Supporting Futures

Access to childcare makes a big difference for immigrant mothers working to rebuild their lives. CIWA provided on-site care for **436 children**, giving women the chance to fully take part in language classes, counselling, and training, knowing their children were safe and well cared for in a culturally supportive environment.

This essential service is part of CIWA's holistic approach, helping mothers move forward with confidence, stability, and peace of mind.



Trick or Treat  
CIWA children's daycare

# IMPACT THAT TRANSFORMS

## POWERING ECONOMIC INDEPENDENCE

Immigrant women face many barriers to employment in Canada; language challenges, lack of recognition for foreign credentials, limited networks, and unfamiliar workplace norms. These obstacles often lead to underemployment and economic insecurity.

CIWA bridges these gaps with services that build skills, confidence, and connections. From job readiness training and industry certifications to career coaching and employer events, our programs prepare women not just for work, but for long-term success.

Financial literacy is also key. Many women arrive with little knowledge of Canada's financial systems. CIWA offers accessible education and one-on-one coaching in budgeting, taxes, and financial planning, enabling women to take control of their futures.

When immigrant women thrive economically, their families, communities, and the economy benefit. CIWA's work supports inclusive growth, reduces reliance on social systems, and helps close labour market gaps by connecting skilled women to meaningful careers.

### *Rejoice's Road to Confidence and Career*

Rejoice arrived in Canada from Nigeria in September 2024 with a degree in Environmental Studies, professional banking experience, and the determination to build a successful career. Like many newcomers, she faced unexpected financial barriers and uncertainty in a new labour market.

Through CIWA's Pre-employment Skills Program, she participated in resume writing, interview preparation, financial literacy workshops, and networking events, gaining the confidence and tools to navigate the Canadian workplace. With CIWA's support, she also received the Ron Ghitter CM Scholarship Fund to pursue Canadian Security certification.

Today, Rejoice is employed as an Administrative Assistant at Prospect Human Services and credits CIWA as a key part of her journey.

---

"I CANNOT EMPHASIZE HOW MUCH IMPACT ALL OF THESE WORKSHOPS AND PROGRAMS PUT TOGETHER BY CIWA HAVE SHAPED MY JOURNEY SO FAR. FROM MY VERY FIRST MEETING WITH YOU TO THE WORKSHOPS, NETWORKING SESSIONS, SCHOLARSHIPS, AND MANY MORE, IT'S BEEN INCREDIBLE.

FOR EVERY WORKSHOP I ATTEND, MY CONFIDENCE HITS THE ROOF BECAUSE I'M CONSTANTLY REMINDED THAT GREAT SUCCESS IN A FOREIGN LAND, WHICH I NOW CALL HOME, IS ENTIRELY WITHIN REACH. IT'S BEEN SUPER AMAZING FOR ME.

THANK YOU SO MUCH FOR STAYING CONNECTED WITH ME AND FOR ALL YOUR SUPPORT."

**Rejoice**





## HOW STRONG IS OUR IMPACT? CHECK THE NUMBERS



### ECONOMIC INTEGRATION

**80%**

Of Participants successfully integrated into the Canadian labour market after completing employment training, career services, and networking support



### EMPLOYMENT STATUS

**71%**

Of participants successfully transitioned into employment



### CONNECTIONS TO EMPLOYERS

**97%**

Of participants expanded their professional networks and connections with employers



### FINANCIAL EMPOWERMENT

**1,524**

Participants accessed financial coaching sessions and financial literacy education



## BUILDING BRIDGES TO BELONGING

Social integration is essential to the well-being, independence, and long-term success of immigrant women. Yet many newcomers face barriers such as limited language skills, social isolation, and a lack of culturally safe spaces where they feel seen, heard, and valued.

CIWA addresses these challenges through comprehensive language instruction, community-based programs, and peer-led networks that build confidence, foster relationships, and support full participation in society. By creating spaces where women connect with friends, neighbours, and mentors, CIWA reduces isolation and nurtures a strong sense of belonging.

From English classes and parenting groups to leadership training and community events, each connection strengthens a sense of belonging. When immigrant women are empowered and connected, they thrive, and so do their families and communities.

### BUILDING SOCIAL CAPITAL AT CIWA

**93%**

**SOCIAL  
INTEGRATION**

Percentage of participants accelerated social integration

**93%**

**LANGUAGE  
SKILLS**

Percentage of participants who enhanced their English language skills

**97%**

**SENSE OF  
BELONGING**

Percentage of participants who experienced an increased sense of belonging

**89%**

**PARTICIPATION IN  
THE COMMUNITY**

Percentage of participants actively committed to and participated in their community

**93%**

**NATURAL  
SUPPORTS**

Percentage of participants identified, developed, and maintained support networks



### *From Isolation to Independence*

When Shahnaz Bibi arrived in Canada from Pakistan in 2015, she carried hope for her family's future, but faced daunting challenges. With only a Grade 8 education and no English, even daily life was difficult. She took on cleaning jobs to get by but struggled to navigate her new environment.

Her turning point came when a HIPPY home visitor introduced her to CIWA.

Through CIWA's holistic support, Shahnaz accessed language classes (LINC), settlement services, financial literacy, Calgary Housing assistance, and seasonal supports. Free childcare allowed her to attend classes, and the Matched Savings Program helped cover citizenship fees for her and her children making a long-held dream come true.

With persistence and guidance, Shahnaz became a Canadian citizen, secured employment, and built a stable future. She now works as a Level 2 Lead Teacher at Endless ABC Childcare Centre and is on track to complete her Level 3 certification by June 2025. She also passed her driving test, a milestone she once thought impossible, and now takes her family on road trips across Alberta.

"I CAME HERE FOR MY KIDS' FUTURE AND FOUND MY VOICE ALONG THE WAY. CIWA CHANGED MY LIFE. I TELL EVERY WOMAN I MEET DON'T BE AFRAID TO ASK FOR HELP. CIWA WILL GUIDE YOU."

**Shahnaz**

## Rebuilding Confidence and Connection in Later Life

At 79, Liangwen began a new chapter in Canada after immigrating from China through parent sponsorship. She had left behind a lifetime of familiarity and friendships, and soon found herself isolated, struggling with depression, and heavily reliant on her children.

Everything began to change when she was referred to CIWA's One-on-One Counselling Programme. With caring support, Liangwen was able to build healthier coping strategies, make new friends, and slowly reconnect with herself.

Her journey continued through Grandma's Kitchen and CIWA's intergenerational programs, where she found joy, community, and the power of shared stories.

Today, Liangwen volunteers as a lead chef and mentor for other immigrant seniors. Her story is one of strength and renewal, proof that it's never too late to contribute, grow, and live with purpose.

---

"CIWA HELPED ME SEE THAT HEALING IS POSSIBLE, EVEN IN A NEW COUNTRY AND AT MY AGE. WITH THE RIGHT SUPPORT, I FOUND THE COURAGE TO REBUILD MY LIFE, AND JOY I NEVER THOUGHT I'D FEEL AGAIN."

### Liangwen 79



## A Season of Support and Gratitude

When Fatihat arrived in Canada at the end of 2023 as a single mother of two, she brought determination but also faced the harsh realities of starting over. With no job and limited resources, meeting her family's basic needs was a daily struggle.

Referred to CIWA, she accessed our settlement services and was a beneficiary of our Adopt A Family campaign. Through CIWA's seasonal partner, the Magic of Christmas, Fatihat received groceries and thoughtful gifts for her children, bringing warmth, joy and hope to their first holiday season in Canada.

---

"I WANT TO TAKE A MOMENT TO EXPRESS MY HEARTFELT GRATITUDE FOR ALL THE ASSISTANCE YOU PROVIDED IN 2024. YOUR SUPPORT MEANT SO MUCH TO ME, AND I TRULY APPRECIATE YOUR KINDNESS AND EFFORT. WISHING YOU A PROSPEROUS AND FULFILLING 2025 FILLED WITH SUCCESS AND HAPPINESS."

### Fatihah

## STRENGTHENING FAMILY RESILIENCY

**For many immigrant women, building a life in Canada means doing so while raising children, navigating unfamiliar systems, and managing stressors tied to cultural adjustment, isolation, and economic uncertainty.** CIWA's Wellbeing, Resiliency and Family Services are well equipped to meet these complex challenges with compassion, culturally responsive support, and practical tools.

Through programs focused on parenting, safety, and family wellness, CIWA helps women strengthen their roles as caregivers and decision makers, creating more stable homes and stronger communities.

Clients gain tools in positive parenting, emotional regulation, conflict resolution, and child development, enabling them to support their families confidently and clearly. Programs also address critical issues such as family cohesion, caregiver capacity, and school readiness, equipping parents to foster safe, nurturing environments where children can thrive.

When supported, children perform better in school, parents feel more empowered, and communities become more inclusive, connected, and resilient.

CIWA's holistic approach ensures that immigrant families are not just surviving, but laying down strong roots for long-term wellbeing, social inclusion, and shared prosperity in Canada.

### STRENGTHENING FAMILY RESILIENCY



**90%**  
IMPROVED  
FAMILY  
RESILIENCY



**95%**  
IMPROVED  
FAMILY  
COHESION



**88%**  
INCREASED  
CAREGIVER  
CAPACITY



**79%**  
DEVELOPED  
SCHOOL  
READINESS

## From Fear to Hope

When April arrived in Canada from Sierra Leone in 2024, she was hiding a painful truth, she was pregnant and too afraid to tell her parents. Living in their home and unfamiliar with Canada's healthcare system, she felt isolated and overwhelmed.

A referral from Alberta Health Services brought her to CIWA, where she joined the Family Resource Network and Home Visitation Program. There, she received counselling, parenting support, and baby essentials, all delivered with compassion.

With each visit, April's confidence grew. She learned to care for her baby, embraced her role as a mother, and no longer felt alone. Her relationship with her parents strengthened, and today she is planning to return to school with renewed hope for the future.

**"CIWA GAVE ME HOPE TO LIVE AGAIN. NOW I FEEL SAFE, VALUED, AND READY TO GIVE MY CHILD THE LIFE THEY DESERVE."**

**April**

## Rebuilding Confidence and Belonging

Krystel, a 19 year old newcomer from the Philippines, arrived in Canada in 2024 after 14 years apart from her mother. Their reunion brought joy, but adjusting to a new country, culture, and life without a support system was challenging.

Krystel found her turning point through CIWA's Youth Mentorship Program. With guidance from her mentor, she began to rebuild her confidence, connect with peers, and discover a renewed sense of belonging.

Since then, she has secured a summer job at the Calgary Stampede, been selected as a CIWA Youth Change Leader, and accepted into the University of Calgary.

**"CIWA GAVE ME CONFIDENCE, MOTIVATION, AND A LIFELONG FRIEND. WITH THE RIGHT SUPPORT, ANYTHING IS POSSIBLE."**

**Krystel**





# STANDING WITH HER FROM SURVIVAL TO STRENGTH

## DIGNITY IN ACTION

At CIWA, we have seen a sharp rise in the number of immigrant women seeking support for gender-based violence with a 71% increase between 2023 and 2025. Many face language, cultural, and systemic barriers that make it difficult to access help.

CIWA offers safe, compassionate care all in one place, including:

Individual  
counselling

Crisis support  
and safety  
planning

Legal  
guidance  
and referrals

## *They Tried To Silence Me But I Survived*

I didn't walk away. I ran. From bruises to courtrooms, from silence to survival, I fought not for justice, but simply to live and to stand on my own two feet in a world that tried to bring me to my knees.

I came to Canada with hope. I had built a life on my terms, educated, employed internationally, and full of dreams for love and respect. But what awaited me in my arranged marriage was not a partner. It was control, cruelty, and violence. That house was not a home, it was a battlefield.

The woman who once stood in courtrooms, worked in government think tanks, and graduated with the highest honours, now stood silent in a house that tried to erase her voice. I was emotionally starved, stripped of dignity. And when I still didn't break, he raised his hand against me.

I was isolated. Denied basic necessities. Broken down until even my voice felt like a threat. When I refused to give in, he hit me. He locked me in the bathroom so no one would hear my cries. He threatened to have my family killed back home.

But I couldn't live like that anymore. One day, I ran to the police. That moment changed everything.

What followed wasn't easy. I was left with nothing. No job, no income, no support. I did janitorial work to survive. I skipped meals. I walked instead of taking the bus just to save a few dollars. But I never let go of the one thing he couldn't take from me, my will to fight.

That's when I found CIWA.

They became my lifeline. When I couldn't speak my truth, their counsellors listened. They helped me process the pain, regain my confidence, and take the first steps toward healing. CIWA didn't just hear me; they saw me. They gave me space to grieve, to heal, and to begin again. They saw my potential. And then they did something extraordinary: they believed in my future.

With a scholarship from CIWA, I'm now working toward my NCA accreditation to practice law in Canada. That scholarship wasn't just financial help, it was a reminder that I still have purpose. That I still matter.

Today, I am rebuilding slowly and fiercely. I plan to become a solicitor or barrister, not just for myself, but for other women like me. Women who feel invisible, unheard, and afraid. I want to be for them what CIWA was for me: safety, hope, and strength

---

**"THEY TRIED TO SILENCE ME WITH VIOLENCE, BUT I SPOKE LOUDER WITH SURVIVAL. THEY TOOK MY COMFORT, MY JEWELRY, MY PEACE, BUT THEY COULDN'T TAKE MY COURAGE. THAT IS MINE, AND I'M USING IT TO BUILD A LIFE THEY CAN NEVER TOUCH."**

**Nikita**

# THE POWER OF GIVING TIME

Volunteers are a key part of CIWA's work, bringing energy, care, and skill to support immigrant women and their families.

They help in many ways; mentoring youth, interpreting for clients, leading workshops, assisting at events, and supporting outreach and logistics.

Whether offering career advice, co-leading groups, or helping create safe, welcoming spaces, our volunteers play a vital role in expanding CIWA's impact and building stronger communities every day.



Volunteer appreciation



2024 Adopt a Family From packing household items and basic needs to singing Karaoke to raise funds for families in need

## *The Ripple Effect of Service*

CIWA proudly celebrates Ursula Mayeugene Pontu, a powerful example of how giving time can change lives. Once a newcomer child, Ursula remembers feeling isolated in ESL classes and struggling to belong. Today, she volunteers with CIWA's New Friends and Neighbourhood Groups and Youth Mentorship Programme to support women and youth facing similar challenges.

Inspired by her mother's journey with CIWA and her own experience settling in Canada, Ursula mentors with kindness and purpose. She leads group conversations that help women feel heard and supports youth from diverse backgrounds to succeed. Her efforts show how one person's time and care can build stronger, more connected communities. Now studying dentistry, Ursula is passionate about improving communication in healthcare, especially across cultures and languages. Volunteering at CIWA has given her valuable skills; empathy, adaptability, and the ability to build trust, which she plans to carry into her future as a healthcare professional. build stronger communities.

---

"DO WHAT WE CAN TO BE PRESENT,"  
A VALUE SHE LIVES EVERY DAY THROUGH  
HER COMMITMENT TO SERVICE.

### Ursula



# CALGARY IMMIGRANT WOMEN'S ASSOCIATION

## STATEMENT OF OPERATIONS April 2024 – March 2025



### Revenues

**64%**  
Federal  
Government:  
\$10,333,416

**21%**  
Provincial  
Government:  
\$3,409,444

**5%**  
Other  
Income:  
\$840,929

**4%**  
Community  
and Foundation:  
\$640,403

**3%**  
Municipal  
Government:  
\$564,383

**2%**  
Donation and  
Fundraising:  
\$352,211



### Expenses

**74%**  
Salary &  
Benefits:  
\$11,962,902

**10%**  
Rent &  
Facilities:  
\$1,652,126

**7%**  
Programs:  
\$1,199,281

**4%**  
Other  
Costs:  
\$627,586

**3%**  
Technology  
& Support:  
\$520,695

**3%**  
Staff PD  
& Travel:  
\$255,052

# TOGETHER WE MAKE IT POSSIBLE

CIWA gratefully acknowledges the funders, donors, and partners who make our work possible.

Funded by the Government of Canada  
Financé par le gouvernement du Canada

Canada

Immigration, Refugees and Citizenship Canada  
Employment and Social Development Canada  
Prairies Economic Development Canada  
Women and Gender Equality Canada  
Canadian Heritage  
Service Canada

Alberta


Advanced Education  
Children and Family Services  
Immigration and Multiculturalism  
Jobs, Economy and Trade  
Seniors, Community and Social Services  
Service Alberta and Red Tape Reduction (AGLC)  
Health

CALGARY  
FOUNDATION  
FOR COMMUNITY. FOREVER

Blue Spruce Roots Fund  
Daryl K. Seaman Foundation  
DT Kayra Fund  
Graydon and Dorothy Morrison Fund  
Maria K. Eriksen and Harold Hanen Fund  
Turner Family Foundation







## D O N O R S      A N D      S U P P O R T E R S

Bank of Nova Scotia  
Cindy Rutherford  
Ovintiv  
Crisadhel Bernardo  
Alykhan Habib  
Burnet, Duckworth & Palmer LLP  
The Qualico Partnership  
Aneela Ali  
SAIT Project Management Students  
Jays Care Foundation  
ATB Financial  
Wolf Infrastructure Management, Inc.  
Andrea Behie  
Christine Spear  
Spectrum Hospitality Canada Co  
Ecclesiastical Insurance office  
Paula Munroe  
Alberta Ballet  
Calgary Canucks  
Alberta Theatre Projects

Sport Chek  
Mark's  
SAIT  
Calgary Telus Convention Centre  
Emerson  
Sandy Ewing  
Sarah Hart  
Balmoral School  
Alexandra Velosa  
Coven Body Arts  
Madison Hastie  
Juliana Rojas  
Gillian Cortez  
Sahdeem Elboyok  
Linda Haymour  
Hi Flyer Food Canada  
Charities Aid Foundation Canada  
Arya Bounyavet  
KayLynn Litton  
Martha Biles

Dana Hansen  
Shaida Jetha  
Jennifer Morin  
Jeni Piepgrass  
Jaylena Prefontaine  
Stampede Road Race Society  
Eva Szasz-Redmond  
ATB Financial Uplift  
Elmien Wingert

# ACKNOWLEDGEMENTS

## COMMITTEE:

Paula Calderon  
Leanna Kielau  
Rahanuma Mirza  
Punam Dalal  
Gurpreet Kaur  
Nurishah Dharamsi  
Mariia Odarenko  
Shaimaa Elfeky  
Eva Szasz-Redmond

## VOLUNTEERS:

Iana Sergienkova  
Marcela Zafra

## DESIGN:

Mariana Sanchez





**CIWA**  
*Calgary Immigrant Women's Association*

#200, 138-4<sup>th</sup> Avenue SE  
Calgary, Alberta T2G 4Z6  
PH: 403-263-4414  
[reception@ciwa-online.com](mailto:reception@ciwa-online.com)  
[www.ciwa-online.com](http://www.ciwa-online.com)

**Instagram:** @ciwa\_yc  
**Youtube:** @CIWAvideos  
**Facebook:** @ciwayyc  
**LinkedIn:** Calgary Immigrant  
Women's Association

