



Durham  
Family & Cultural  
Centre  
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**2022 - 2023**

# **AGM REPORT**

**Building Connections**

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**Durham Family & Cultural Centre**



# Annual General Meeting

**BUILDING  
CONNECTIONS**



**KEYNOTE SPEAKER:  
Jerisha Grant-Hall**

**REGISTER**

[bit.ly/DFCC2023AGM](https://bit.ly/DFCC2023AGM)

**THURSDAY  
NOV 30, 2023  
7:00-8:30PM ON  
ZOOM**

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# 2023 Durham Family & Cultural Centre (DFCC) AGM Agenda

**1. Welcome & Theme: “Building Connections”**

**2. Land Acknowledgement**

**3. Introduction of the Board Members**

**4. Presentation and Acceptance of the Agenda**

**5. Presentation and Acceptance of the of 2022 AGM Minutes**

**6. DFCC Business and Financial Reviews**

- Chair's Report
- Executive Director Report
- Auditor's Report
- Questions/Comments

**7. DFCC Department Reports**

- Youth Department
- R3 - Youth Justice
- Family Outreach and Together We Are
- Volunteer Coordinator/Client Care
- Student Family Advocate
- Questions/Comments

**8. Keynote Speaker: Jerisha Hall**

Chairperson, Newmarket African Caribbean Canadian Association (NACCA)

**9. Entertainment: Freigha Hosten, Performer**

**10. Closing Remark**

# Report from the Chair of the Board, Carol Wade

Annual General Meeting | November 30th, 2023



Dear Esteemed Board Members, Partners, and Supporters,

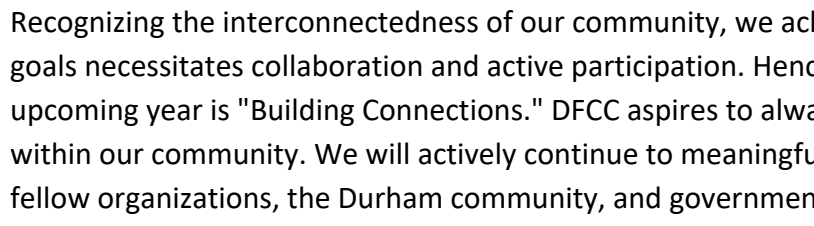
On behalf of the Board of Directors, I am delighted to welcome you to our AGM for the fiscal year ending December 31, 2023. As we begin our annual meeting, I am thrilled to reflect on the remarkable progress that Durham Family & Cultural Centre (DFCC) has achieved in fulfilling its mission to provide effective and meaningful services to Black and racialized communities' in Durham. We currently have a team of 13 dedicated, strong staff members, and a fearless Executive Director. Over the past year, we had the opportunity to hire an Operations Manager on a contractual basis for several months. This proved to be significantly helpful in the areas of human resources and completing funding applications.

In 2018, DFCC embarked on a transformative path. I am thrilled to report that, through the unwavering dedication of our Executive Director, committed staff, and Board members, we have proliferated into a recognized agency in the community. Our commitment to delivering culturally relevant programs has resonated, establishing us as a beacon of support and empowerment.

2022 marked a pivotal moment for DFCC, as we collaborated with a strategic planner from the Management Advisory Service to craft a comprehensive three-year strategic plan. In the past year, we commenced implementing strategies to achieve our three-year goals, focusing on sustainable funding and the continued provision of our culturally relevant programs. A comprehensive 360 review of our Executive Director also provided invaluable insights, fortifying our organizational management.

To bolster our strategic objectives, DFCC engaged legal expertise to guide our journey toward charitable status. With the successful attainment of this status, we are poised to secure funding through donations, ensuring the longevity and impact of our initiatives, which is one of our main strategic objectives.

This year, our organization achieved another strategic objective by welcoming two new board members. The addition of these members, who possess diverse skills, complements the existing strengths of our team and aligns with our mission. This strategic move enhances our capacity to navigate the complexities of our mission with agility and foresight.



Recognizing the interconnectedness of our community, we acknowledge that achieving our goals necessitates collaboration and active participation. Hence, our thematic focus for the upcoming year is "Building Connections." DFCC aspires to always be seen, heard, and valued within our community. We will actively continue to meaningfully engage with our service users, fellow organizations, the Durham community, and governmental bodies. We commit to fostering reflexive practices to cultivate enduring relationships that sustain our mission and vision.

We express our heartfelt appreciation to our esteemed funders, sponsors, and donors, encompassing various Ministries, city departments, foundations, companies, and our valued local partners such as dealerships, barbers, and restaurants. Their unwavering support is pivotal to our ongoing success.

DFCC's remarkable achievements are closely linked to the exceptional contributions made by our Executive Director, Debbie Miles-Senior, and the dedicated staff of DFCC. Their efforts have been recognized with the well-deserved Diversity and Community Engagement Award from the Town of Ajax.

In closing, let us take a moment to celebrate the collective achievements of the past year and look ahead with optimism and determination. Together, we are not just an organization but a force for positive change in our community.

Respectfully,

**Carol Wade, PhD**  
Board Chair

# Report from the Executive Director, Debbie Miles-Senior

Annual General Meeting | November 30th, 2023



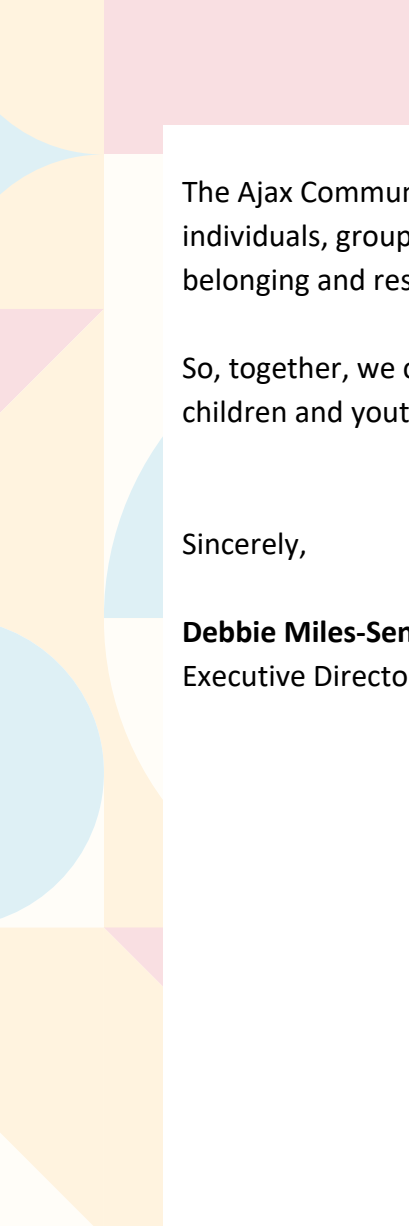
Durham Family and Cultural Centre (DFCC) mission statement is to build community and impact lives. Since our inception in 2019, we have built-in strategies and actions that helped us meet our mission and values. Hence, our 2022-23 action theme is building connections.

So, the highlights and the checkpoints of building connections for this period were focused on building up our youth. These involvements included hiring new staff and building our partnerships. In collaboration with the organization Ifarada Centre for Excellence, we successfully obtained a grant through Social Development Canada to deliver programs for our youth transitioning into adulthood programs, such as our Mzee elders to youth connections. Our partnerships with Durham Children's Aid Society allowed the development and delivery of our Together We Can program to make positive and necessary changes within the child welfare system for our Black youth in and out of foster care. Our youth project, funded through the Red Cross Social Development Canada, is designed to build protective factors for Black youth aged 10 to 30 years old who have experienced social, mental, physical, and financial impacts due to the COVID-19 pandemic. We have successfully delivered programs to meet these needs, such as the Chess club, paint night, and basketball conversations (the list goes on).

For the healthy growth of our community, we build connections and partnerships with the Town of Ajax and the City of Pickering and an extension to the town of Whitby and Bowmanville.

Community events have allowed us to celebrate and strengthen our community. Events such as the annual Back to School Movie Night, where we had over 400 registrants with funding support by the Durham District School Board, and our backpack giveaway supported by the Pickering trustee Steven Lindon, who set up a fundraising initiative.

Our Family Day and Kwanza were huge successes. Our Black Joy Market event was another success for 2022, which allowed us to increase our cultural food baskets for our families during the holiday. We continue to build. It was with great honor and excitement that DFCC was nominated and selected by a volunteer selection committee and received the Diversity & Community Engagement Award for the 2023 Ajax Community Awards.



The Ajax Community Awards is an opportunity to express our appreciation to the many individuals, groups, and businesses helping create a community where people feel a sense of belonging and responsibility to each other and are active participants in its development.

So, together, we continue to build and impact our community's and the lives of our families, children and youth.

Sincerely,

**Debbie Miles-Senior**  
Executive Director



# Jerisha Grant-Hall



Jerisha is an innovative and strategic thinker who is committed to moving our communities forward through partnerships and connections.

She holds a Masters degree from York University with a focus in postcolonial, anti-colonial, cultural and feminist theory, and has developed specialized knowledge in the principles of race relations, equity, diversity and inclusion. She is the founder and chair of the Newmarket African Caribbean Canadian Association (NACCA), which is a registered non-profit organization that is focused on building and connecting communities, supporting and strengthening Black families and businesses, and empowering Black youth.

Jerisha Chaired the Town of Newmarket's Anti-Black Racism Task Force and was a member of the Steering Committee as well as the Working Group to work closely to develop the Dismantling Anti-Black Racism Strategy for the York Region District School Board.

Jerisha is deeply committed to building community and building relationships. She is a dedicated leader who is driven by the desire to eradicate racial discrimination by cultivating and promoting an inclusive environment where social harmony, mutual respect & human dignity are realized for all. Jerisha is the recipient of the 2022 top 100 Canada International Black Women Excellence's Award, a 2023 Ted Rogers CEO Award winner for humanitarianism, and Pickering College's 2023 Agent of Change Award winner.

I will aim to speak on the significance of purpose, partnerships and nurturing donor relationships.

# Keynote Address, Jerisha Grant-Hall

Durham Family & Cultural Centre (DFCC)  
November 30th, 2023 | AGM | Virtual Via Zoom

**Time allotted:** 5-8mins

**Topic:** The Significance of Purpose and Partnerships

Thank you to the Durham Family and Cultural Centre (DFCC) and the Board of Directors for inviting me.

As I reviewed your website, a few themes came up for me:

- Building connections, bridges and roots
- Collaborative
- Youth focused but also intergenerational

Your Vision: Empowering Lives. Building Communities

Your Mission: to provide a space for members of the Black and racialized communities of Durham region to engage in programming that helps empower their lives.

There are many complex issues facing Black and racialized communities today. The problems that we are facing are deep and wide. partnerships have been the solution to some of the most pressing issues, bringing together diverse groups of stakeholders and minds to tackle these problems collectively.

There are several good reasons to work collaboratively which can be summed up by the African proverb: "If you want to go fast, go alone. If you want to go far, go together."

Strategic partnerships are a powerful tool that can help us achieve our goals and reach further. While it may take more time to see results, it's crucial to invest in building strong relationships, shared understanding, and collective focus to make lasting progress. This becomes even more important when our goal is to transform our community. To achieve this, we need partnerships that are

transformational, not just transactional. I've noticed that DFCC has adopted an African-centered approach to programming, which is where transformation is most likely to take root.

Collaborating with different organizations can bring a lot of value to the table, especially when all participants are actively engaged. Community partnerships increase awareness and education, allowing us to see things from different perspectives and imagine new possibilities. We take part in shared knowledge and connections which is the best way to uproot and dismantle old colonial structures, and reclaim our greatness.

But how do we go about creating partnerships?

Effective community partnerships don't just happen, they are an investment. They are the product of time and thoughtful deliberation. Two factors are critical:

- **Ethical Leadership.** Community partnerships require strong persistent leadership. There needs to be clarity and solidity, processes in place, shared interests and must be organized.
- **Aligned Vision.** It is important for each partner to work towards the same fundamental objective. This does not imply that they must agree on outcomes, approaches, value systems, and so on—conflict is natural. However, there should be a feeling that everyone is working towards a common goal.

Collaboration and strategic partnerships are fundamental to improving community outcomes.

## **Purpose**

The significance of purpose or why you do what you do as a community organization cannot be overstated.

As we have seen from the urgent threat of the COVID-19 pandemic, many companies stated to (re)define their purpose.

What differentiates Durham Family and Cultural Centre (DFCC) from every other organization in Durham serving Black and racialized families? Everyone in your organization should know what those differentiations are to help motivate and keep everyone on the same path.

I see that DFCC has complete its strategic plan. Strategic planning plays a vital role in the success of every nonprofit organization. It's a crucial tool that helps organizations to define their purpose. Strategic plans provide a roadmap to guide

nonprofits, ensuring that their actions align with their mission and goals. Moreover, they function as accountability tools, providing a framework for decision-making, developing timelines, and allocating resources.

Strategic planning offers a multitude of benefits, one of which is the opportunity for reflection. By taking a step back from daily operations to examine your organization's wider ecosystem, key audiences such as staff, board members, and other partners can evaluate the effectiveness of your current mission, goals, and strategies. This allows them to make any necessary adjustments and ensure that the organization continues to thrive.

Once we become clear about our why, it becomes clearer who our partners might be

I think that the expectation from government is that Black focused, Black serving organizations will work together but there are so many old colonial ideas and legacies that trouble this.

I would like to remind us of the two Kwanzaa principles that lead to partnership and purpose

Ujima (oo-JEE-mah)

collective work and responsibility – to uplift our community, “build and maintain [it] together and make our brother’s and sister’s problems our problems and to solve them together” - Karenga.

Nia (NEE-ah)

purpose – to restore Black people to their traditional capacity; to be responsible to Those Who Came Before (our ancestors) and to Those Who Will Follow (our descendants) and “to make our collective vocation the building and developing of our community in order to restore our people to their traditional greatness.” – Karenga

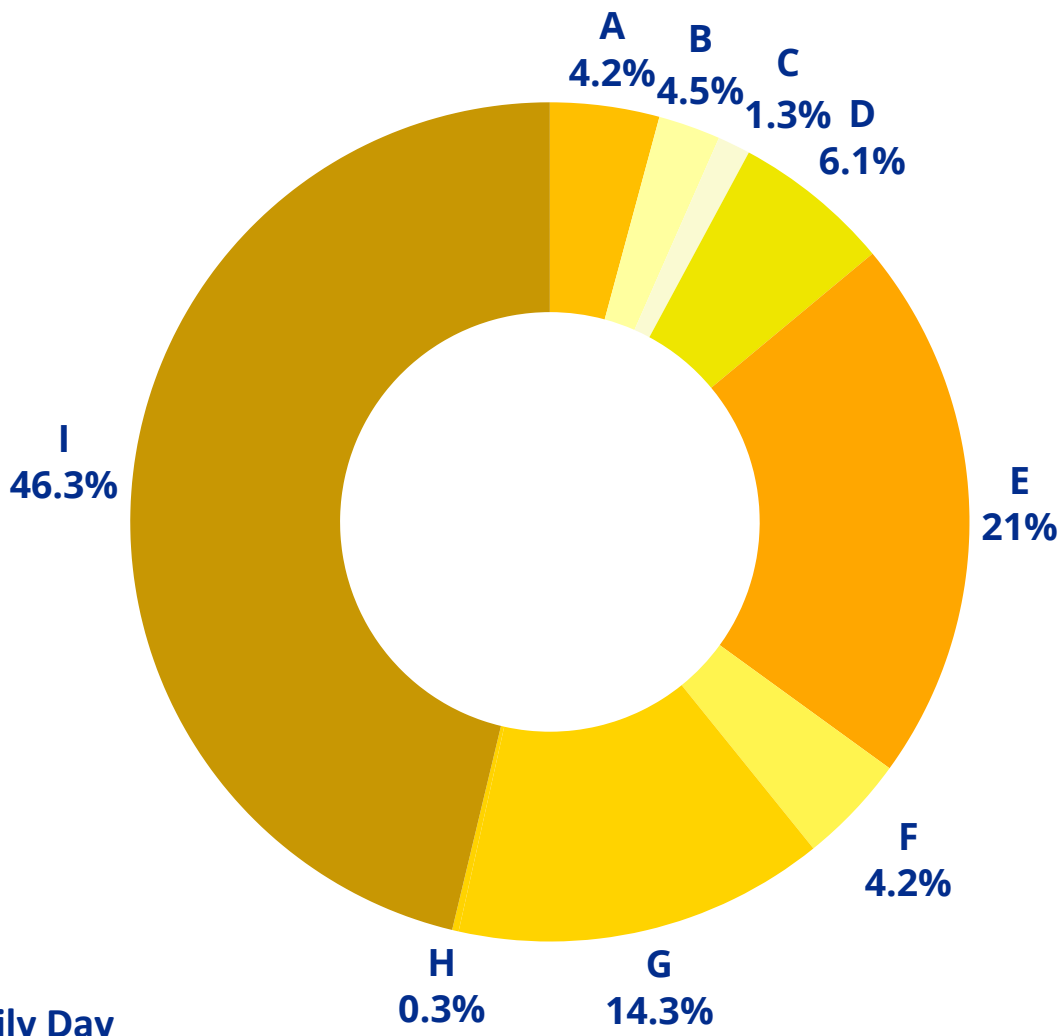
Thank you.

### **Resources**

“The Importance of Strategic Planning for Nonprofit Organizations,”  
<https://www.forbes.com/sites/forbesnonprofitcouncil/2023/09/20/the-importance-of-strategic-planning-for-nonprofit-organizations/?sh=412927bb1bb2>

“The Value of Partnerships in Community Development,”  
<https://communitybuilders.org/insights/the-value-of-partnerships-in-community-development/>

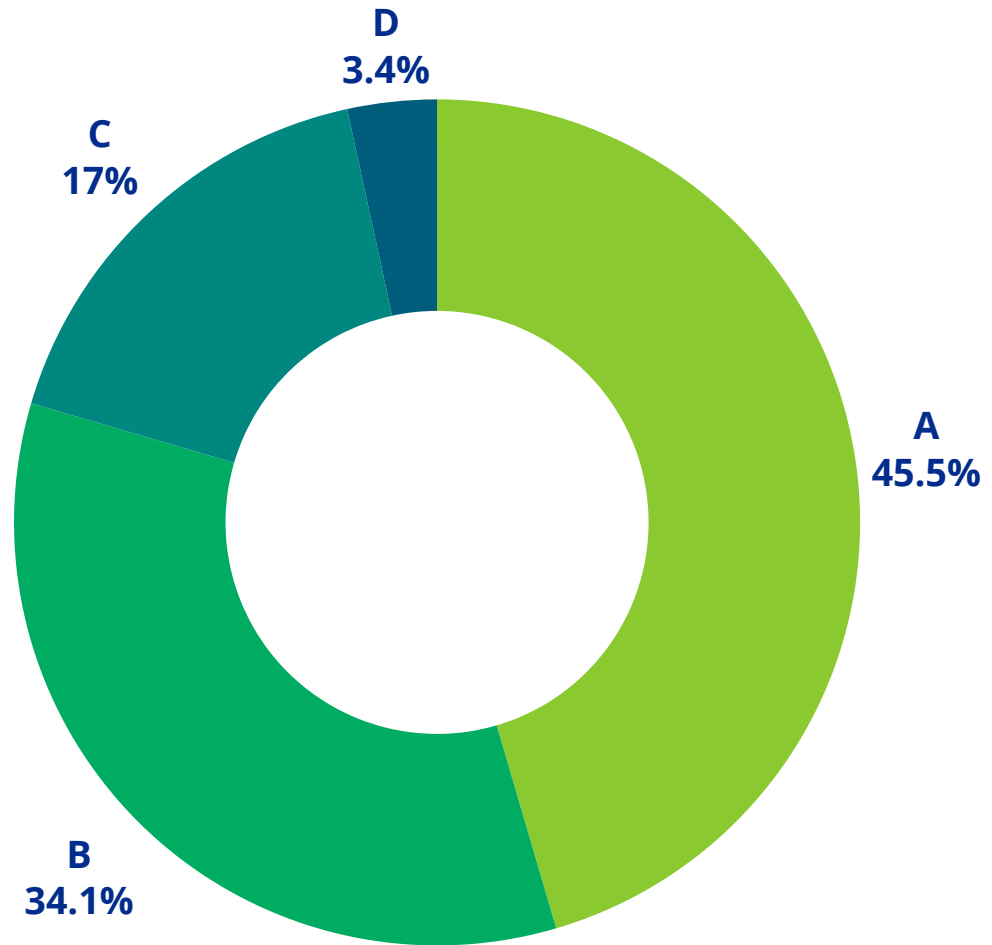
# Community Events 2022-2023



- A. Family Day
- B. Mothers Day
- C. Spring Cleaning
- D. Youth Showcase
- E. Back To School Movie Day
- F. Knapsack Giveaway
- H. Youth Movie Night
- I. Black Joy Market

**We reached a total of 1,278 participants, which has increased by 70%**

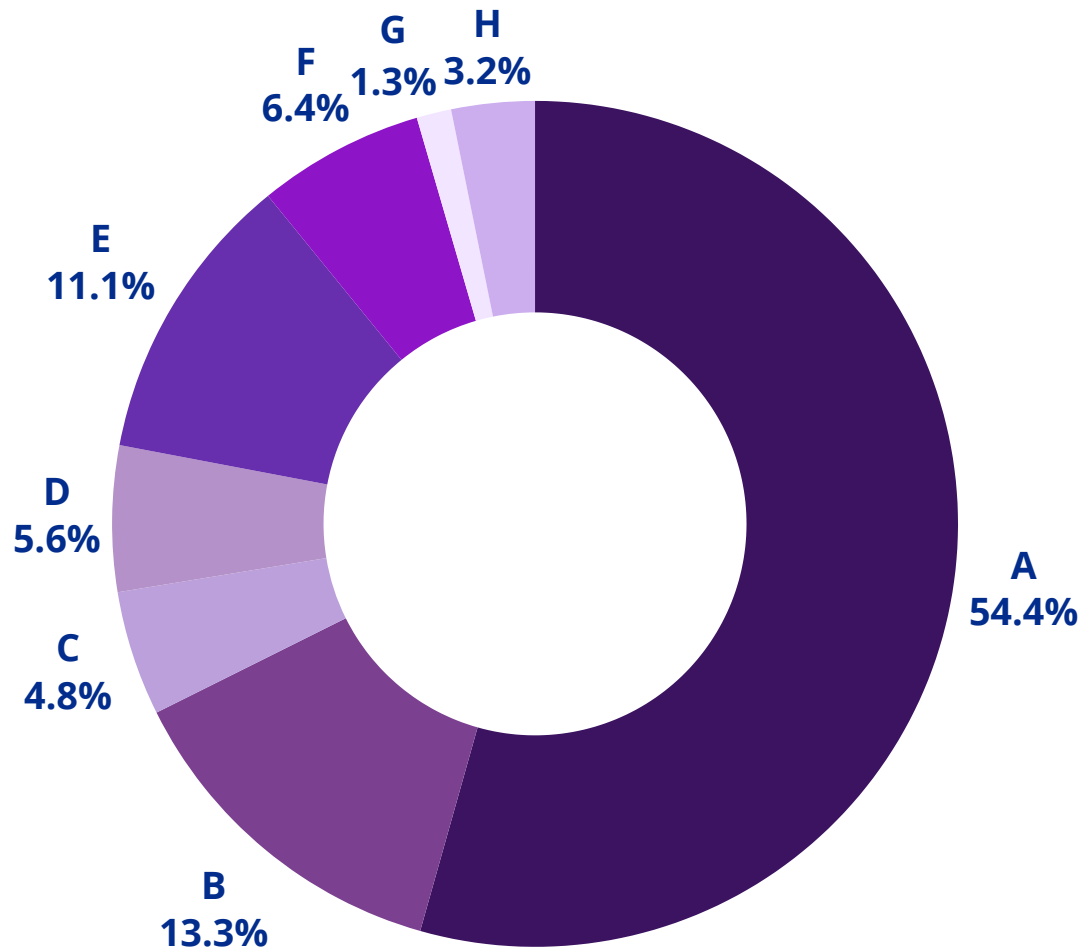
# Community Outreach 2022-2023



- A. Emancipation Day
- B. Youth Pride
- C. CAN Conference
- D. School Community Fairs

**We engaged with over 440 residents,  
which has increased by 90%**

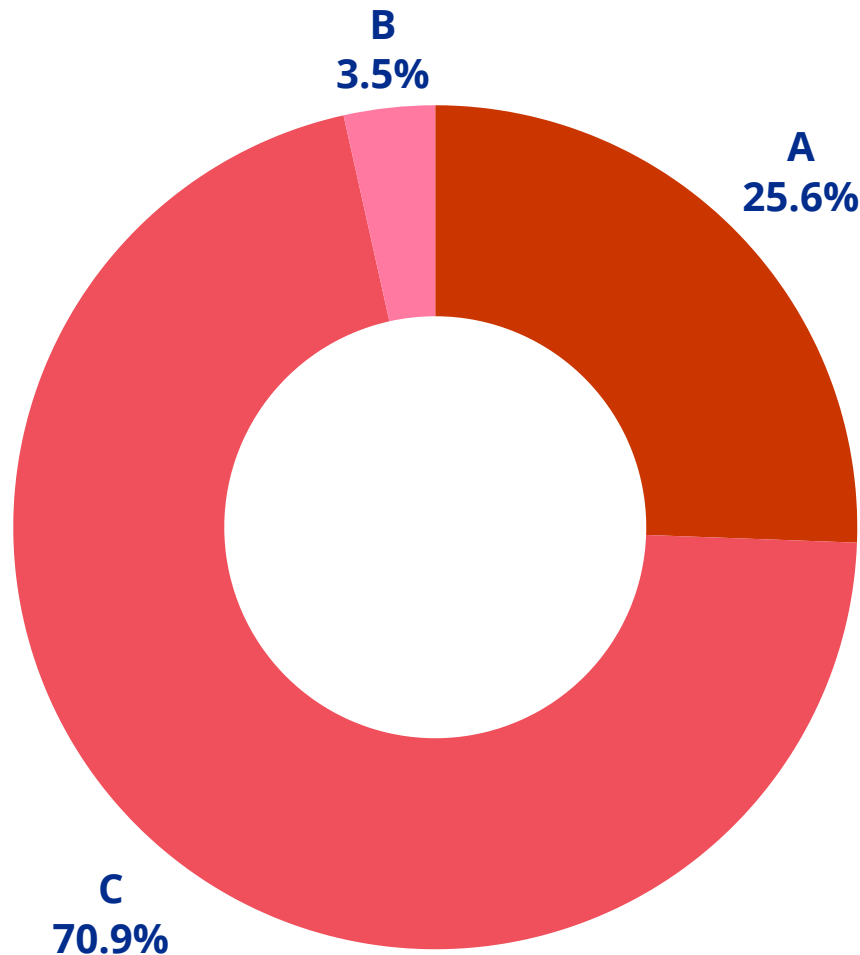
# Programs & Services 2022-2023



- A. Together We Are
- B. Student Family Advocate
- C. R3: Restore, Reclaim, Rebuild
- D. Pamoja Family Outreach
- E. YOU Project
- F. Pathways To Success
- G. Heart 2 Heart
- H. Adjust Your Crowns

**We served over of 400 families and youth, which has increased by 65%**

# Volunteering 2022-2023

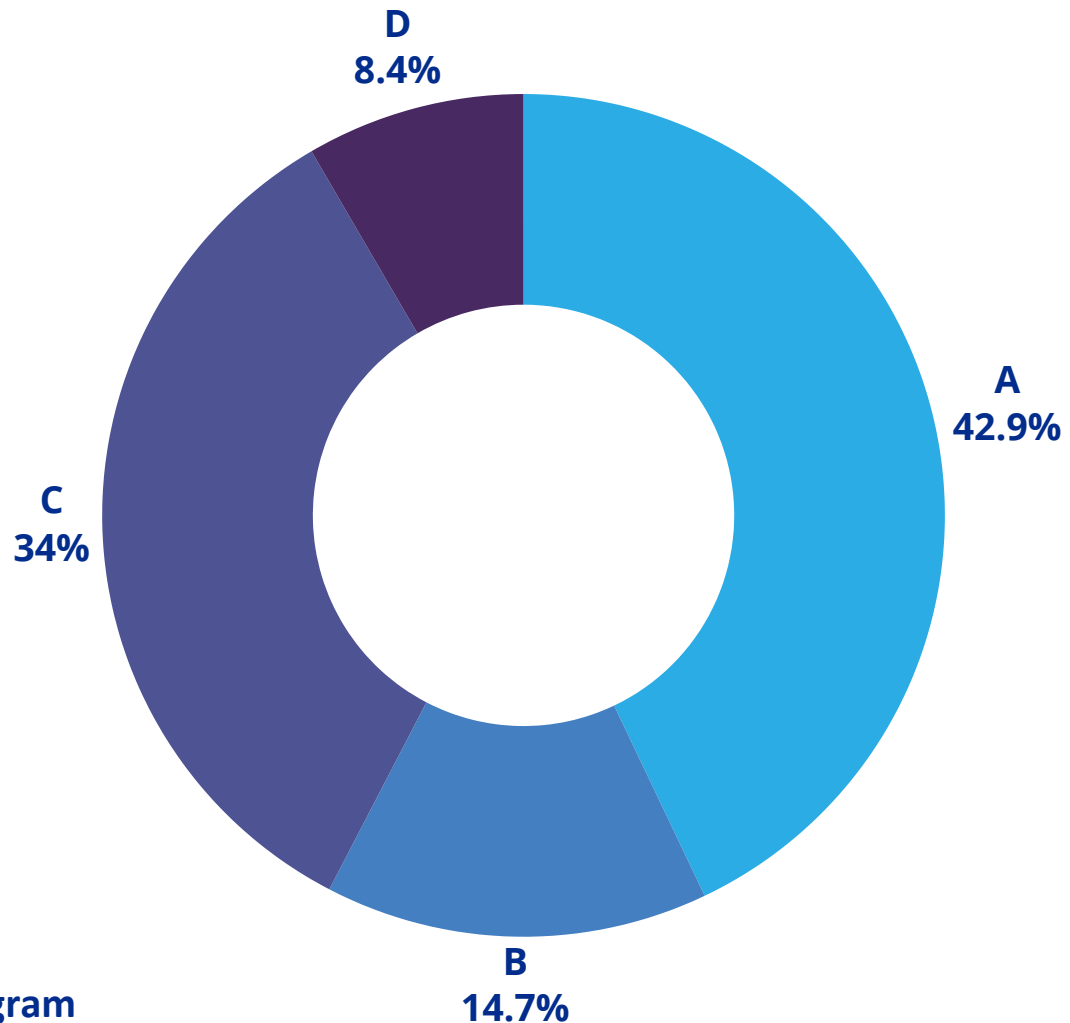


- A. Active Youth
- B. Active Adult
- C. Applications

**We have a total of 26 Active Volunteers,  
which has increased by 40%**



# Marketing 2022-2023



- A. Instagram
- B. Facebook
- C. Email Subscribers
- D. Eventbrite

**We gained a total following of 2,728 on our social media platforms, which has increased by 80%**

# 2022-2023 Financial Statement

## DURHAM FAMILY & CULTURAL CENTRE

### Statement of Operations and changes in net assets

For the year ended December 31, 2022

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<b>REVENUES</b>	<b>2022</b>	<b>2021</b>
Government Grant (Note 4)	\$ 487,628	253,125
Earned Income	50,000	-
Donations	11,089	19,010
	<hr/>	<hr/>
	<b>548,717</b>	<b>272,135</b>
<b>EXPENSES</b>		
Salaries	198,173	158,408
Program expenses	159,170	10,728
Amortization	16,616	872
Occupancy	16,328	9,952
Dues and subscription	7,887	5,107
Professional fees	6,331	20,735
Advertising	2,053	4,824
General and Administrative	48,643	27,929
	<hr/>	<hr/>
	<b>455,201</b>	<b>238,555</b>
<b>EXCESS OF REVENUES OVER EXPENSES</b>	<b>93,516</b>	<b>33,580</b>
<b>OPENING NET ASSETS</b>	<b>48,263</b>	<b>14,683</b>
<b>CLOSING NET ASSETS</b>	<b>\$ 141,779</b>	<b>48,263</b>

**DURHAM FAMILY & CULTURAL CENTRE****Balance Sheet as at December 31, 2022**

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	2022	2021
<b>ASSETS</b>		
Current:		
Cash & cash equivalents	\$ 159,397	126,733
Accounts Receivable	19,667	-
Prepaid Expenses	-	6,250
	<u>179,064</u>	<u>132,983</u>
Capital Assets, net (Note 6)	<u>49,848</u>	<u>3,487</u>
	<u>228,912</u>	<u>136,470</u>
<b>LIABILITIES</b>		
Current:		
Accounts payable and accrued liabilities	11,683	13,407
Deferred revenue (Note 4)	35,100	74,800
	<u>46,783</u>	<u>88,207</u>
Deferred revenue for capital assets purchases (Note 5)	<u>40,350</u>	<u>-</u>
	<u>87,133</u>	<u>88,207</u>
<b>NET ASSETS</b>	<u>141,779</u>	<u>48,263</u>
	<u>\$ 228,912</u>	<u>136,470</u>

**DURHAM FAMILY & CULTURAL CENTRE****Statement of Cash Flows for the year ended December 31, 2022**

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	2022	2021
<b>Cash generated (used in)</b>		
<b>Operating Activities</b>		
Net income	\$ 93,516	33,580
Adjustment for items not involving cash:		
Amortization of capital asset	16,616	872
Amortization of deferred capital contribution	(13,450)	-
Impact on cash of changes in working capital items:		
Accounts receivable	(19,667)	-
Prepaid Expenses	6,250	(6,250)
Accounts payable and accrued liabilities	(1,724)	13,407
Government remittances payable	-	(1,070)
Deferred revenue	(39,700)	74,800
	<u>41,841</u>	<u>115,339</u>
<b>Investing Activities</b>		
Purchase of capital Asset	(62,977)	(4,359)
Capital asset contribution received	53,800	-
	<u>(9,177)</u>	<u>(4,359)</u>
<b>Increase in cash</b>	<b>32,664</b>	<b>110,980</b>
<b>Cash, beginning of the year</b>	<b>126,733</b>	<b>15,753</b>
<b>Cash, end of year</b>	<b>\$ 159,397</b>	<b>126,733</b>

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**“If you want to go fast go alone, if you want to go far, Go Together.”**

-African Proverb



**We are proud to announce that DFCC is the recipient of the Diversity & Community Engagement Award 2023!**

**The Ajax Community Awards is an opportunity to express our appreciation to the many individuals, groups and businesses who are helping to create a community where people feel a sense of belonging and responsibility to each other and are active participants in its development!**