

25<sup>th</sup>  
ANNIVERSARY



Further Education Society  
Strengthening Communities

25th Anniversary Report 1996-2021

FESA acknowledges that we live, work, and play on the traditional territories of the Blackfoot Confederacy (Siksika, Kainai, Piikani), the Tsuut'ina, the Stoney Nakoda First Nation, the Métis Nation (Region 3), and all people who make their homes in the Treaty 7 region of Southern Alberta.



# 25

Celebrating 25 years  
of building communities  
through literacy and learning

FESA delivers free educational programs and builds community capacity to address gaps in literacy and essential skills development in Canada.

Over 40% of Canadians have low-literacy skills.  
The skills that are needed for work, learning and life.

**We're breaking down barriers so that all Canadians  
can thrive in a vibrant, connected society.**



# Contents

**4**

President's letter

**6**

Our impact

**8**

Calgary Programs

**21**

Going the Distance

**28**

Online learning

**29**

Celebration of Learning Awards

**34**

Cover your FESA

**36**

Our finances

**37**

Our people

**38**

Thank you

25<sup>th</sup>  
ANNIVERSARY



# Going the distance together

Learning and literacy challenges are tough enough for the families, individuals and communities served by the Further Education Society of Alberta. Now compound that with a global pandemic isolating people and uprooting their daily lives. Compound that with lacking the technology or critical face-to-face supports essential for FESA learners.

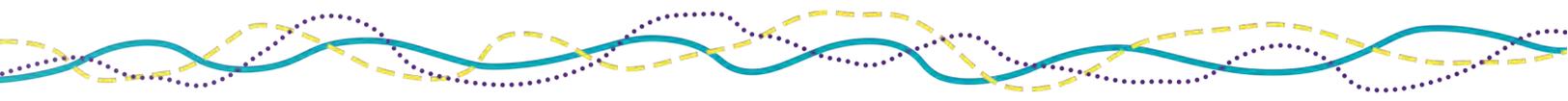
Not even the most hardened cynics could have foreseen another year battling COVID-19. I could be an optimistic and predict that by this time next year the pandemic will be a memory, but I won't. Instead, I will predict that no matter what challenges are put in front of learners, FESA will successfully adapt and handle them with expertise, compassion, resilience and innovation—trademark traits of this vital organization.

After all, this is what 25 years of building communities looks like. This is what this past year looked like. Where many non-profit organizations struggled just to keep their doors opened, FESA actually added new programs including the Pen Pal program and additional ones targeting financial literacy. Under Elaine Cairns' steady leadership, FESA quickly tackled the question of how best to effectively, but safely, support learners, staff, volunteers and facilitators. New online programs, an E-learning portal, an online facilitator training and resource developments were launched while never compromising quality.

Existing foundational programs such as Literacy and Parenting Skills and Parent-Child Mother Goose were successfully adapted into a new mould. 365 Family Learning and Christmas Learning Kits were delivered. The Going the Distance project, not only continued, but thrived to include mentorship development, and leadership training. Plus, thanks to the hard work of FESA staff, we were successful with many key grant proposals and projects including a grant from the Calgary Foundation to support digital literacy development in Indigenous learners and the renewal of three of our Calgary Learns funded programs: First Steps in Financial Literacy; New Beginnings: Parenting After Violence; and Reading & Writing Circles.

As Board president, I watched FESA rise to every occasion, continue to be fiscally responsible, and to operate with the highest standards. Never once did FESA lose sight of its mission nor did it ever stray from its values.





**We once again celebrate an impressive range of learners and their compelling stories of accomplishment in the face of huge barriers. Learners like Nupur who remained committed to her children’s early literacy development during the pandemic and Chanel whose leadership in the Indigenous Workplace Learning Circles program made sure none of her peers were left behind.**

We are grateful for our donors, funders, supporters and volunteers in Alberta, across Canada, and even internationally, who believe in our work and applaud our outcomes. Their support and generosity were palpable this past year in particular during our Cover Your FESA/Shaw Birdies for Kids presented by AltaLink campaign.

We saw a significant increase in support from individual donors and our online silent auction saw local businesses donate products/services despite their own pandemic struggles. Birdies for Kids continues to grow each year reaching more people and helping more children and youth in Alberta. As always, we are thankful for their support.

A big shout out to the FESA staff team and my fellow Board members. We all worked tirelessly together even if it was mostly over the flicker of a computer screen. It hasn’t been easy, or without professional or personal challenges. Yet we learned that going the distance together forges stronger bonds and illuminates FESA’s purpose even more. We will continue doing what is necessary to achieve our vision of Canada as a literate and learning society allowing all to reach their potential.

**“She stood in the storm, and when the wind did not blow her way, she adjusted her sails.” – Elizabeth Edwards**

Thank you,

Donna Rapp  
President, FESA Board of Directors



# OUR IMPACT

2020-2021

**739**

adult learners and families engaged in literacy and essential skills programs

**728**

children reached through family literacy programs



**267**

adult and family literacy programs delivered



NYC

Further  
Education  
Society  
Strengthening Communities

48

facilitators trained to deliver FESA programs in their communities

92%

of learners applied their new foundational skills outside of class

97%

of learners showed increased confidence

95%

of learners progressed towards their learning goals

# Calgary Programs

This year, we expanded our existing services while looking for new ways to extend our reach to the most-at-risk and isolated learners and families during the pandemic.

We delivered over **260 programs in our first year of online programming**, while continuing to connect our learners to COVID-19 and learning resources.

Take a closer look at how we **reached out, engaged, and supported** our learners, families and their communities.



## Pen Pals

Reading and Writing Circles is a program that encourages learners to write freely and receive non-judgmental and personalized help. As a part of Reading and Writing Circles, we started the Pen Pal program this year.

Interested learners were matched and provided with a letter writing kit which included paper, pens, envelopes, and stamps so they could exchange letters with their pen pal.

The program helped learners connect during the pandemic in a supportive learning atmosphere. It offered a safe way for learners to improve their reading and writing skills and to feel comfortable opening up and discussing literacy difficulties. It was also a great way to take a break from the online teleconferencing fatigue!

"I have improved my reading and writing abilities. I can now read a story to my kids."

"I'm happy that Penpal program reminded me of old days of letter writing. I'm really enjoying."



### Did you know?

In 1995, Calgary Programs was started to deliver family literacy programs—Literacy and Parenting Skills, Books for Babies and Parent Child Mother Goose—to vulnerable low-literate families.

Today, we deliver all kinds of literacy programs including Financial Literacy, Workplace Learning Circles, Parenting After Violence, Reading and Writing Circles across Calgary.

# Reaching out

**Whatever the circumstances—low confidence, anxiety, isolation—we meet our learners where they're at.**

We connected with a family who recently immigrated to Calgary and were struggling with stress, anxiety, and many fears from the COVID-19 pandemic. The family was a young couple with a toddler. Both parents were recently laid off, staying at home, and receiving the Canada Emergency Response Benefit (CERB).

Speaking to the family, we gathered that they did not know much about their new environment, job opportunities, and they did not have many social connections. On top of that, the pandemic and its restrictions jailed them in their basement.

When we contacted them about FESA's programs—Healthy Relationships, Coping with Stress, and Anger Management—we realized that they were not that enthusiastic; however, the husband agreed to enroll in the sessions.

Starting with Healthy Relationships, our facilitator was able to build trust with the husband as they shared their personal experiences and feelings about the pandemic. The husband slowly became more comfortable and his interest in the other sessions grew—he even insisted his wife enroll. Together, the couple completed all the sessions. A family learning kit was given to the family which had a list of additional COVID-19 resources and supports, books for their toddler, and supplies for activities to do as a family. The mother shared with our facilitator how thankful they are.

**"I had no idea how small things make life different. We were deep down in our stress, anxiety, fear, and anger and we were not able to get out of it. These sessions helped us to release our emotions. Thank you and FESA for such a program. I would like to give special thanks for the learning kit with that storybook for my toddler, he enjoyed it, we read it together so many times."**



# Engaging learners

We listen to what our learners need and create programs relevant to them.

## Meet Del

Del has been facilitating with FESA since 2016. She's adapted literacy programs for in-person and online learning, including the "Life Skills for Successful Release" program at Calgary Remand Centre that's starting again in January 2022.

I was asked to help a new facilitator, at the Remand Centre, which was something I wasn't sure if I would enjoy but I did. It was the delight on the guys' faces of the programming we were giving them. I don't think I'll ever give that program up now. They were so appreciative of the fact that we were non-judgmental, that we were prepared to give them a chance after the things that they had been through. They were so thrilled with the fact we would go in and work with them.

We revamped the program and made it more relevant to what they would need on release. We said "What do you need to be covering, what things do you need, what things don't you need and what would you like the program to be called?" This really pulled them in, along with the remand officer that organizes the program and we all sat down and had a brainstorm. We said we'd go away and do something and we did.

The program is 'Life Skills for Successful Release'; it covers parenting and things like emotional control, how to carry on developing yourself on a personal basis, understanding what your values are, working with those values and how to make good decisions. They found it far more beneficial than a pre-scripted program.

**"The one thing that really wowed me was they love reading these kids' books that we've got. They just love using them and a lot of them have been writing down the titles, the names and where you can buy them because that's what they want to be doing to start bonding with their kids."**

One thing you'd like to tell learners:

**"Learning is lifelong and it takes many forms. It doesn't have to be in a classroom format. Experience will give you learning, life's experience will give you learning and ultimately learning should be fun."**



# Supporting families

We provide parents and children with programs and resources to build their literacy skills together.

## Virtual Mother's Day

With the Calgary Pregnancy Care Centre, we organized a virtual Mother's Day event for children and their parents focussing on the importance of their mother. With arts and crafts supplies, children worked together with their parents to create a Mother's Day card. It was a great event where families enjoyed working together and sharing their experiences.

## Family and Christmas learning kits

We delivered 365 learning kits to vulnerable families during the pandemic when libraries closed, and other outings and gatherings stopped. Learning kits include books, stationary supplies and toys depending on the children's age group. For Christmas, we delivered special Christmas themed kits and included gift cards to purchase turkeys.

## Meet Wenyuan and Grace

Wenyuan and Grace attend our facilitator Beibei's online Parent-Child Mother Goose/Literacy and Parenting Skills Program.

"My child, Grace, is almost 18 months. The last two month she has learnt a lot of nursery rhymes and mimic teacher Beibei's dancing gesture. By the last lesson, she has picked a few words, such as head, knees, toes, eyes and nose.

**I learned a lot as well. Teacher Beibei always tells parents the background and strength of the author of today's story telling book. From her guide and recommendation, I even borrowed a few books from public library.**

Thank you and Beibei again for offering the amazing program. Meanwhile, thank you for not only providing toddlers' program, and giving parents more life and career development training information."





SAFETY PLAN

We delivered

**365**

learning kits to families  
during the pandemic  
this year

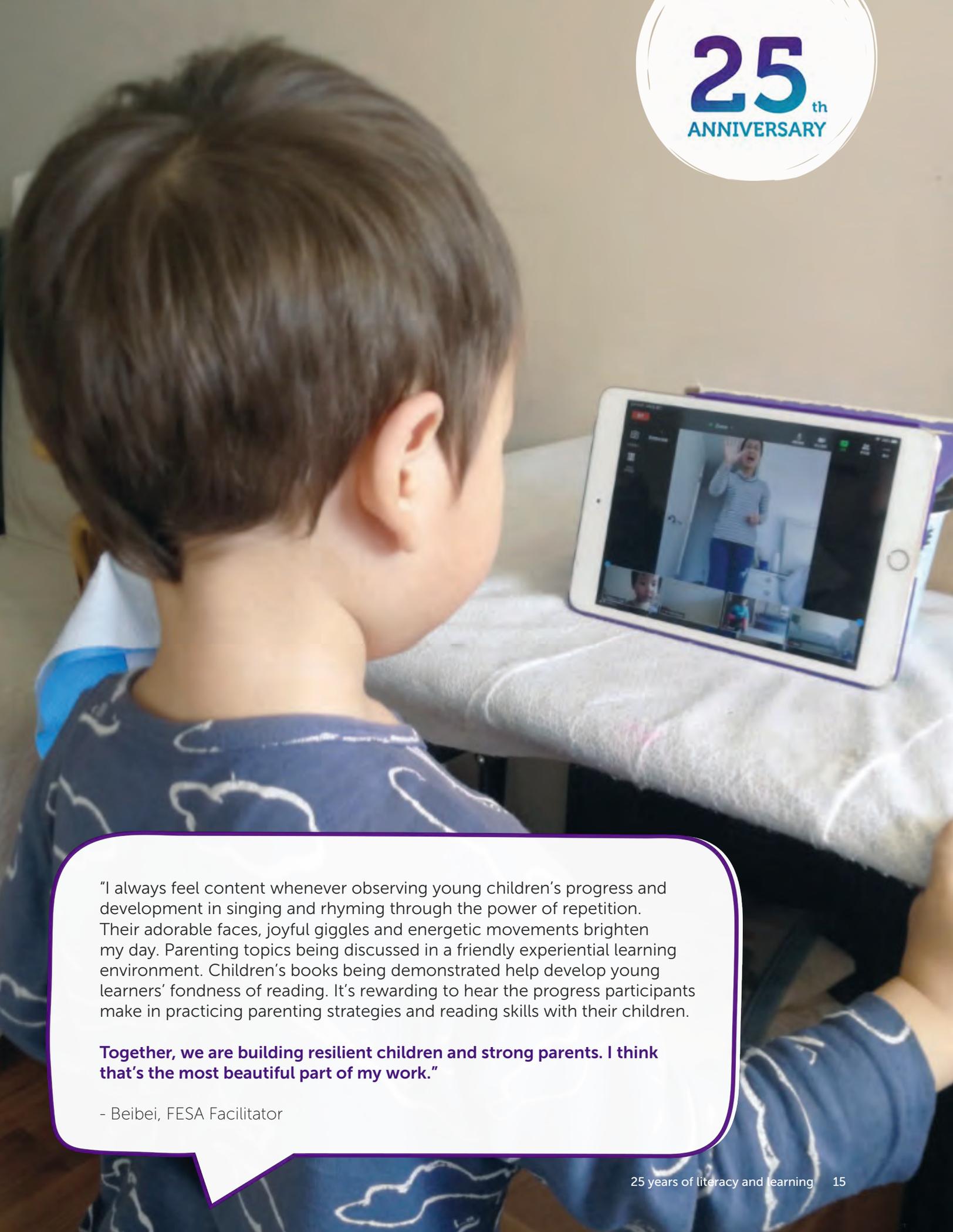
  
**Further  
Education  
Society**  
Strengthening Communities



### Did you know?

We began developing our award winning Literacy and Parenting Skills (LAPS) program in 1995. It's still one of our most popular programs today and provides a foundation for many of our other programs including Indigenous Literacy and Parenting Skills (ILAPS). ILAPS is an adapted version built in partnership with Indigenous communities. We also have versions of LAPS in French and for English as a second language (ESL) learners.

**All of our programs are flexible, adaptable and constantly evolving for our learners and communities.**



"I always feel content whenever observing young children's progress and development in singing and rhyming through the power of repetition. Their adorable faces, joyful giggles and energetic movements brighten my day. Parenting topics being discussed in a friendly experiential learning environment. Children's books being demonstrated help develop young learners' fondness of reading. It's rewarding to hear the progress participants make in practicing parenting strategies and reading skills with their children.

**Together, we are building resilient children and strong parents. I think that's the most beautiful part of my work."**

- Beibei, FESA Facilitator



# We're forever learners

One thing that has defined FESA's 25 years of work is supporting and encouraging learners to reach their full potential. We're privileged to take the journey with them.

## Meet Judy

Judy is an Indigenous Ojibway Cree woman from Brokenhead Ojibway Nation in Manitoba who currently lives in Calgary with her family. She first connected with FESA as a learner, became a FESA Celebration of Learning Award winner, and then a facilitator.

She's also an author of multiple books, including 'Chippy's Adventures: The Curious Little Squirrel' and 'Little One Discovers His Calling One Feather at a Time.'

## **Learning with FESA**

"I learnt about a program for Indigenous people to learn and do unique bead work at the Aspen Resource Centre with facilitators from FESA. I enjoyed the program and had my sister and aunts join me. And then I loved when my daughters joined.

**When my daughters came on board and came to the sessions with us, there was four generations right there. With my aunt and my great aunt, myself and then my daughters. That was my moment as a learner. I thought I want to continue to do this, it's so important.**

The family dynamic, the Indigenous ties which brings it back to the residential schools. We lost a lot of stuff, and we lost traditions. I was at a point where I wanted to discover my heritage again."

### Becoming an author

"I first published my book 'Chippy's Adventures' in 2004 but I gave it up and never did anything past the first book. I kept writing here and there but I wasn't passionate about it. Back then I didn't want to learn anything, and I didn't know where I could take my journey after that.

I was having troubles because I wanted to please everybody and unfortunately you can't. My dad told me that I can't please everybody. I wanted to please my Elders, my family and so forth. My dad said, 'You need to be ok, that's the person you need to have the approval of.' He gave me the last little push.

I said I'm going to take my dream and move forward. From there I went to, like I said, FESA's program and I loved it and thought I'm going to continue this. I kept writing.

In 2019, I republished 'Chippy's Adventures' in colour."

### Becoming a facilitator

"I received the Learner Award in 2017, from there I was approached by one of the facilitators and she asked, 'Would you like to be one of our facilitators?' For some reason that day I said, 'Yes, let's work together, I'm ready!' I shocked myself to be honest. I wanted to give back and help people.

Growing up and even now I have ADHD, so it was always hard for me to read and put my thoughts to paper. To bring it back a step further, my dad was in a residential school, and he never had more than Grade 2 and my mum got to Grade 5 or 6. Their literacy was really low and that's what gave me the push with my children. I say what is your ability, what is the way that you can learn. It's not about you having a disability it's about the people around you, how can they learn and teach you to learn the way you need to. I think that's very important.

I facilitate the Reading and Writing Circles with Women in Need Society online and I love it. I feel proud because I've learnt, so now I'm giving back to my fellow ladies. So, they can say 'Hey you know what? I know this, and English is my second language, I need to find out how to get it out.' Whether it's through pictures, verbal, however you communicate.

**I want to make them strong because they are smart. I always say this to each of my groups. 'We learn from each other. We're forever learners.' That's what a dear Elder told me. We're learning and we're forever learners and that's what's keeping our traditions, our values and everything going for our journeys that we've been on so far."**



Cook CARDS  
 WALKING TOSE  
 Storing at Dinner table  
 Eating together  
 Celebrating  
 Singing  
 Family Dance-off  
 play Piano  
 Swimming  
 traveling

Horseback riding.  
 Jannang / scrapbooking  
 time capel.

**25**<sup>th</sup>  
ANNIVERSARY

- Bo*
- touching
  - singing
  - talking
  - eye contact
  - smiling
- playing*
- hugging / holding*

*Did you know?*

Since we began in 1996, we've reached over

**14,500**

adult learners and families

and we've trained over

**3,500**

facilitators to deliver our programs and **reach many more**

25<sup>th</sup>  
ANNIVERSARY



### Did you know?

Our 'Going the Distance' project started in 2017. Since then, we've been invited to work with Indigenous communities across three provinces, who've provided unique, innovative and invaluable contributions to the Indigenous Workplace Learning Framework we're building.

The Framework will be given away for communities to use at the end of the project in 2022.

# Going the Distance

Relationships have guided the 'Going the Distance' Project's development, programs, and trainings during the pandemic. From Stoney Nakoda to Saugeen, our Indigenous partners, community leaders, Elders and students gave direction as we found new ways forward to support learners and build the Indigenous Workplace Learning Framework.

Here is some of the inspiring work that has emerged this year:

## Mentors and leaders

Elders, community members, employer partners and program partners from all regions of the project have been helping to guide and develop a mentorship program. We're learning what mentorship looks like in each community and what Indigenous learners want and need in this type of program.

We worked in Saugeen with Ningwakwe George, Saugeen First Nation Elder and the Coady International Institute to begin developing an Indigenous youth leadership program. The program reflects Indigenous teachings and takes a holistic approach to learning, addressing leadership from several aspects, including the physical, mental, emotional, and spiritual. The program will support youth in reclaiming Indigenous leadership roles and responsibilities while providing opportunities to learn and explore their strengths and gifts.

The combined Indigenous Workplace Learning Circles (IWLC) and SkillsLink program continues at Bullhead Adult Education Centre, Tsuut'ina First Nation. IWLC focuses on helping learners build the skills and confidence they need to finish workplace certifications, meet with employers, and complete job placements in SkillsLink. This year, we also conducted a focus group with the learners to explore mentorship support and gain feedback.



# Cooks With Stones

Emerging from the Stoney Nakoda community this year, was an inspirational program supporting learners to build literacy and essential skills, culinary skills, confidence and work experience in the tourism and hospitality industry.

## Created for, and by, the community

The creation of Cooks was Stones was a journey itself, driven by the Stoney community with Going the Distance, Regional Community Facilitator and Stoney Nakoda and Chiniki First Nation member, Wyanne Smallboy-Wesley. They invited organizations and employers, from inside and outside the community, to work in partnership and build customized solutions for the workplace and community.

FESA supported partnership development and program development and delivery, including Indigenous Workplace Learning Circles and Stoney Nakoda Storytelling workshops.

**Stoney Nation Consultation**, a department of Stoney Tribal Administration and knowledge keepers and researchers of Stoney Nakoda First Nation traditional land and stories, helped by guiding and delivering the program, assisting with Elder and ceremony protocols, and supporting participants.

**Chef Rich Francis**, Executive Chef at Seventh Fire Indigenous Cuisine, Canada Top Chef Finalist, and creator of the Red Chef Revival series mentored the participants and shared his expertise in Indigenous Cuisine, Indigenous Entrepreneurship, and food sovereignty.

**Stoney Nakoda Job Resource Center** and **Stoney Nakoda Resort and Casino** hosted the participants for culinary and workplace essential skills training and provided food safety courses and workplace safety tickets for job placements.



## Engaging an employer and building workplace support

**Pursuit Banff/Jasper** is a collection of attraction and hospitality experiences in iconic places, in Alberta and British Columbia that joined Cooks with Stones as an enthusiastic and supportive employer partner. They wanted to increase their employee's knowledge of Stoney Nakoda culture, land and history and recruit, support and retain more Indigenous staff. Pursuit also offered a 3-week internship to the participants in the Cooks with Stones program.

Before the internships, we ran a series of 'Stoney Nakoda Storytelling' cultural awareness and literacy exchange workshops for Pursuit. The workshops focused on storytelling, literacy and the culture and traditions of the Stoney people and the relationship of these to workplace success. The workshops were open to all Pursuit employees and there were over 60 registrants, including directors, managers, staff from all areas of the organization, coach drivers, tour operators and chefs.

**"I just think it was wonderfully put together. Really enjoyed learning and going about things in a traditional Stoney way, would love to see even more of that incorporated in! Thank you so much for taking the time and having the patience to educate in an accepting and almost loving way. The pride of your culture shines through!"**  
- Participant, Stoney Nakoda Storytelling

## Cooks with Stones

The result of the Stoney community's work, partnerships and support was a holistic 9-week program. Cooks with Stones provided participants with traditional knowledge, learning from the land, workplace essential skill training, food safety tickets, culinary training, mentorship, internships, accommodation, and transportation.

## Traditional Knowledge and Skills Camp

Cooks with Stones started with a Traditional Knowledge and Skills Camp at Kootenay Plains, in the heart of the Rocky Mountains. This was a one-week traditional Eyithka camp with Stoney Consultation Elders learning about traditional skills that are transferable to the workplace. Activities, topics and ceremony included: a daily smudge, traditional land use, land mapping, horse dance ceremony, tent building and story telling and teachings by Elders.

**Chef Rich Francis cooked with participants using wild meat and ingredients and a fire oven pit they built.**





## Culinary training

The second week was a culinary training camp with Chef Rich Francis. Participants learned about Stoney Nakoda Nation history and tourism, decolonizing foods, Indigenous cuisines and food sovereignty while touring and training in the Stoney Nakoda Resort Restaurant kitchen.

## Indigenous Workplace Learning Circles

FESA facilitators Wyanne Smallboy-Wesley and Shawna Linklater, and assistant facilitators Holly Kaquitts and Tarashay Black, supported participants to develop workplace essential skills. Participants built confidence in transferable traditional skills, practiced and talked through workplace scenarios, practiced job interviews, and wrote resumes.

## Internships

Participants spent their final weeks interning with Pursuit. Week one was at the Banff Gondola in the Northern Lights Alpine kitchen and the Sky Bistro. Week two was at Farm and Fire, and week three was at Tony Roma's and Black Anchor in Banff. Pursuit, also provided a bus each day to pick up and drop off the participants.

## Graduation

At the end of the nine weeks, a graduation ceremony was held to celebrate the participants and honour the Elders who took part.

**The participants all received job offers from Pursuit. Some are currently working with Pursuit and others returned to school to further their education.**

**"I like FESA's approach of 'Starting where you are' and we did that with the community and Cooks with Stones.**

With most of the grandparents, parents, family, and the participants there's a big literacy gap in terms of reading and writing in English. We were able to put our resources together with the community and our partners. We were able to let our partners know this is what the community wants, and we were able to accommodate them and help them where they are.

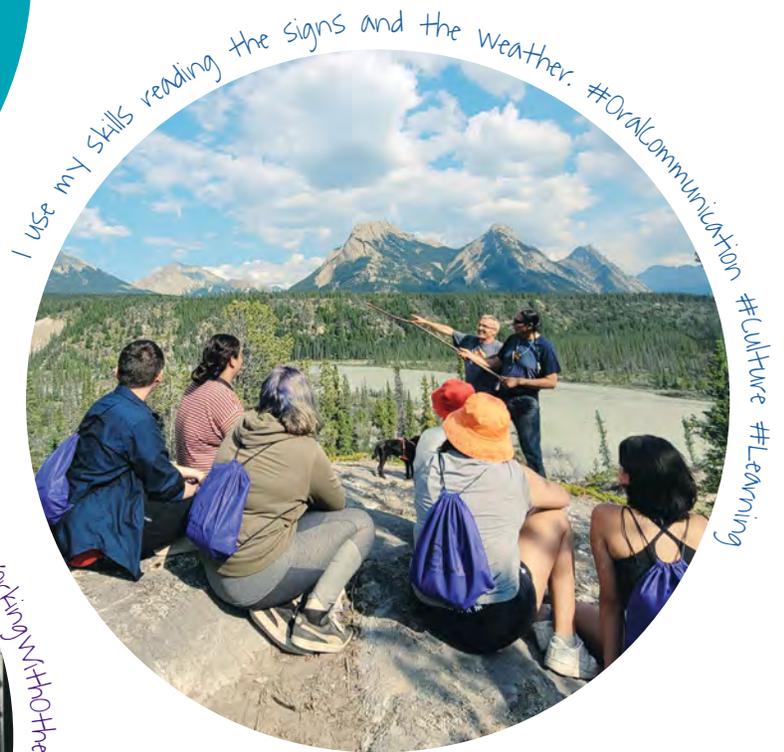
Not where we think they are or should be or not where the industry wants them to be but where the Stoneys are now and want to be. FESA listened and supported the community and supported me as an Eithyka (Stoney) member. It's not following a book. FESA's biggest contribution is helping us write that book and that narrative, that we are a community that want to better ourselves from where we are."

- Wyanne Smallboy-Wesley, Regional Community Facilitator, Going the Distance

# PhotoVoice

The PhotoVoice app was developed for Going the Distance to capture data from all the creative programs being delivered.

Participants can upload photos or videos to show the impact the program is having in real time. They can provide a caption and hashtag to show how they are applying their learning from inside the classroom to outside situations.



I use my skills reading the signs and the weather. #OralCommunication #Culture #Learning



I use my skills to work with others in the commercial kitchen. #WorkingWithOthers #ContinuousLearning

I use my skills to build an outdoor stove. #Numeracy #Culture #Learning #Cooking



# Online learning

This year, we spent a lot of time researching and understanding how to translate experiential learning into online learning so that our programs and training remain engaging, informal, and interactive.

## We launched FESA's e-Learning Portal.

The e-Learning portal hosts programs and facilitator-led workshops for learners and community facilitators to access from anywhere.

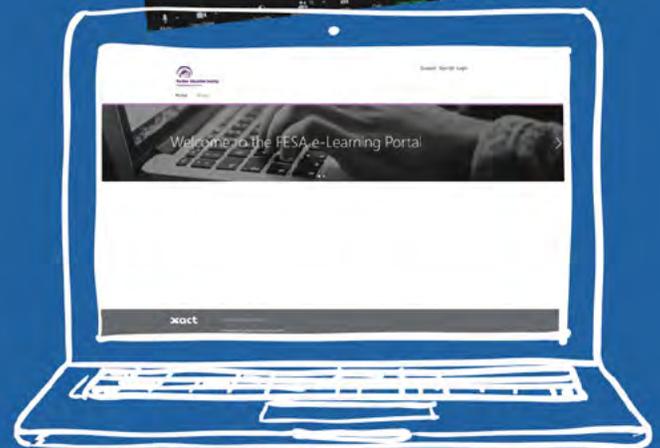
We piloted 'Train the Trainer' workshops for:

- Literacy and Parenting Skills
- Parenting After Violence
- Indigenous Literacy and Parenting Skills and
- Indigenous Workplace Learning Circles

We also created 'Online Meeting Basics'. The program helps learners get familiar with web meeting platforms and Zoom. Anyone can register and use the program to build their digital literacy skills and confidence to join FESA's facilitator led workshops.

Next year, we'll be adapting and piloting programming on the e-learning portal for learners. And while we're looking forward to returning to in-person programs, the e-Learning portal will remain invaluable for staying connected and furthering our reach.

Take a look at  
[furthered-app.ca](https://furthered-app.ca)



# Celebration of Learning Awards

## **Nupur** **Outstanding Learner**

"Nupur immigrated from India to Canada with her husband and son Nivram in 2019. She became a client at Calgary Pregnancy Care Centre (CPCC) when she was pregnant with her second child and has been attending my Parent Child Mother Goose since May 2019 when Nivram was 2 years and 3 months old.

At the beginning, Nivram was a little nervous in meeting with other children and their moms virtually. He couldn't concentrate and sit still. But Nupur didn't give up and gradually noticed his tremendous progress. Everyday he would ask "When is Beibei Madam going to come?", a unique name created for me. He learned the names of the days through song and building on that Nupur encouraged Nivram to count the number of days till he would see Beibei Madam again. Nupur is now trying to teach Nivram to read the clock and find out what time he is going to start the session.

Proudly, I witnessed Nivram's progress in singing and rhyming over time. He's able to memorize the lyrics and actions of many songs and rhymes I've delivered. If I accidentally skip a song he likes he immediately asks Nupur to unmute Zoom and remind me. Now Nivram is 3 and a half and has grown a great interest in books. He is curious about which book we will read before each session and Nupur has been borrowing more and more books from the library. She's been reading to Nivram daily and ignited his love for books.

Nupur told me something she learned from the program is how to engage your child and the big role we play in educating them. She always responds to the weekly parenting readings that I email all my program participants. Recently, Nupur's second child, Sprisha, who is going to be 11 months old joined my Infant Parent Child Mother Goose program."

**"Nupur has been continuously learning to foster her children's early literacy development during the COVID-19 pandemic. Her love, patience, devotion, and compassion are playing a key role in her children's learning progress."**

- Beibei, FESA Facilitator



## **Chanel** **Outstanding Learner**

Chanel participated in the Cooks with Stones program. At the end of the nine week program which included a traditional skills camp, culinary training, Indigenous Workplace Learning Circles and an internship with Pursuit, Chanel was offered a permanent job with Pursuit in Banff.

Each year this award is presented to honour the efforts and contributions of a person who has encouraged or supported others in the areas of education, employment, and training. This year we would like to present the award to Chanel for doing just that.

In the Cooks with Stones program, you could often find Chanel helping her fellow peers with tasks in reading and writing and technology when she felt they needed help.

**“You have shown that leadership is kind, gentle, and helps others, always leading by example making sure no one is left behind. From your colleagues at Pursuit we have heard that you followed traditional teachings and combined them with new skills while working in your job placement, proving that being true to culture and being in the workplace go hand and hand.**

**We congratulate and celebrate you on being a role model for your peers and us all. Wathtetch!”**

- Wyanne Smallboy-Wesley, Regional Community Facilitator, Going the Distance



## Excellence in Literacy Foundation Outstanding Organization

This year, we want to acknowledge the Excellence in Literacy Foundation's (ELF) enduring support of early literacy programs, passion and commitment to family literacy and celebrate ELF's community work.

ELF delivers intensive literacy and life-skills programming to children and youth in the Ottawa area. ELF also supports organizations across Canada with their grant program and by sharing the resources they develop.

We were lucky enough to meet with Usha Dhar over Zoom to present her with this award. She's ELF's President, CEO and co-founder with her sister, Bobbie Dhar.

Congratulations to ELF!



## **Donna** **Outstanding Individual**

Donna is our current Board President. She has been on FESA's Board of Directors for seven years and has been an even longer dedicated supporter of FESA and passionate advocate of literacy. We spoke with Donna, and true to character, she focused on the importance of FESA's work and why she loves being a part of it.

### **On FESA's work**

"I got to know what FESA's work was about, and I loved who they reach out to, I love the communities they support, the more vulnerable, the higher needs, directly making a difference to people. FESA gives their programs away, it speaks volumes about who they are. A smaller charity with really big reach."

### **Highlights from my time with FESA**

"Getting a pie in the face! We had a competition, Pie in the FESA, to raise money for Birdies for Kids. I lost so I got a pie in my face, it was too much fun and everyone had a great time."

On a serious note, you hear about the programs, you read about the program, you even get to meet a facilitator occasionally or a recipient like someone with the learner awards. The most impactful moments are the couple of times I've sat through a program. That's not always an opportunity because it's a private experience for learners. I got to sit in on the last day of an Indigenous Workplace Learning Circles program. It was so powerful. It was about helping adults get the confidence to go back into the workplace.

Also, the Literacy and Parenting Skills program, you could see it was more than just literacy and that's the power of the program. The programs go beyond literacy."

### **How FESA has changed me**

"I'm inspired by people who are genuinely good people and genuinely have the right motivation and stick to their values. I've seen it in the staff, the Board, the volunteers, the facilitators, and the people who receive the programs. There is an understanding that this is a good group of people, doing really good work and that care. FESA has a personal feel. The work is about the programs and the communities they deliver them to. I think that's been their success all these years. They're humble and the people and communities receiving the programs are grateful and really feel the difference. That's why I stick around."

**Thank you, Donna, for your guidance, wisdom, dedication, and enthusiasm. Thank you for sticking around and taking a pie in the face for us! Thank you for being an inspirational voice and advocate for literacy and the wellbeing of our communities.**



25<sup>th</sup>  
ANNIVERSARY



Sounds of Gull

TIN HORN CREEB  
This certificate entitles the bearer to  
TWO nights for two  
At the Tinhorn Creeb Guesthouse  
(\$700 Value)  
Call 780-456-6877 for details  
Sights between November through March  
CASH FOR

CASH FOR

# Cover your FESA

In celebration of FESA's 25th anniversary, we launched our Cover Your FESA fundraising campaign to provide vulnerable Calgarians with access to resources and supports to help them stay safe during the COVID-19 pandemic.

FESA has been a participating charity in the Birdies for Kids program every year since its inception in 2015. All money raised during the campaign period was matched by Shaw Birdies for Kids presented by AltaLink. Birdies for Kids is a matching program for charities across Alberta that matches donations up to 50%. In addition, Chip in for Kids, a text-to-donate program, was brought back this year which allowed people to text to donate \$10 and have it matched up to \$30 by Shaw and Birdies for Kids.

In June, FESA held its first online silent auction organized by the Board of Directors. The Board procured a wonderful assortment of items donated by local businesses. A total of \$4,445 was raised from the auction.

**At the end of our campaign, we surpassed our goal of \$25,000 and raised a total of \$29,644.**

Thank you to everyone who supported our fundraiser and to Birdies for Kids! Your generosity equips vulnerable families struggling during this pandemic with the skills, resources, and supports they need.





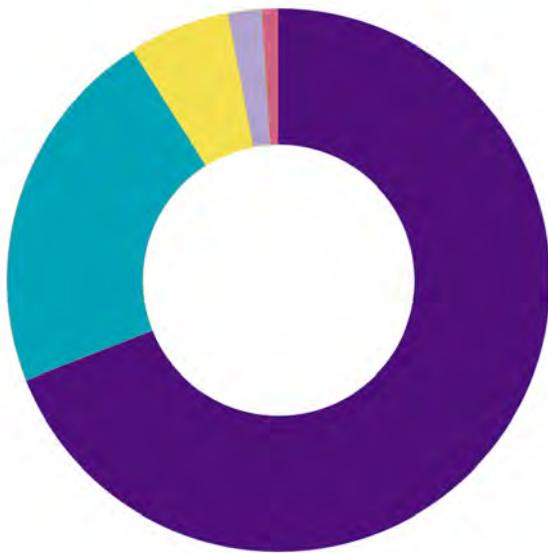
**25**<sup>th</sup>  
ANNIVERSARY

During a fundraiser at Walmart, we were selling cotton candy and giving away family learning kits with every donation. A woman came up to me and said our Literacy and Parenting Skills (LAPS) program had changed her life! She told me she had taken our LAPS program when her daughter was in elementary school. She wanted to be able to help her with her schoolwork. **The program gave her the confidence and skills to complete her GED and go to Bow Valley College to become a Licensed Practical Nurse. Then her daughter went on to complete her degree and become Registered Nurse. She was so proud!**

- Teal Dratowany, FESA Senior Manager

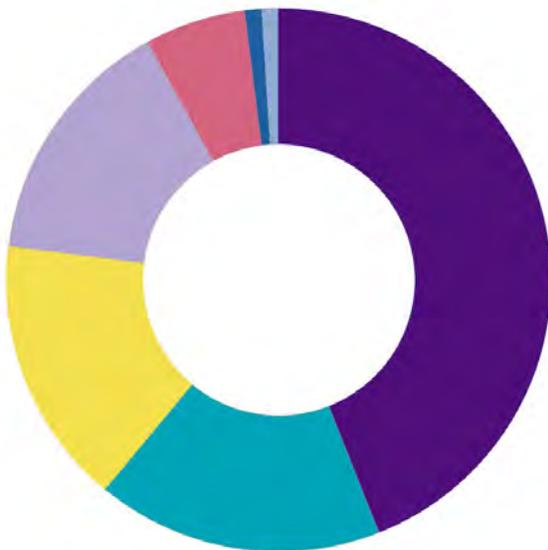
# Our finances 2020-2021

Income - \$1,069,149



- Grants Special Project **69%**
- Grants Calgary Programs **22%**
- Fundraising **6%**
- Training Revenue **2%**
- Casino **1%**

Expenses - \$1,065,972



- Special Projects Delivery **44%**
- Facilitator Training **17%**
- Calgary Programs Delivery **16%**
- Program Development **15%**
- Administrative **6%**
- Marketing and Promotion **1%**
- Fundraising **1%**

# Our people



**Donna Rapp**  
President



**Ian Kennedy**  
Past President



**Jenna Truong**  
Vice President



**Paul Rowe**  
Treasurer

Thank you  
to our volunteer Board  
whose commitment to the  
organization is important  
to our success!



**Jessica Spicer**  
Secretary



**Alesia Fieldberg**  
Director



**Deveeda Kumar**  
Director



**Sade Auger**  
Director

# Thank you

The Further Education Society would like to express our heartfelt thanks to our supporters, community groups, philanthropic partners, government departments, individuals and those who attend trainings and purchase resources.

As a charity we are reliant on the generosity of this vibrant community.

## Funders

Alberta Lottery Fund (AGLC)  
Bears paw Benevolent Foundation  
Calgary Foundation  
Calgary Learns  
City of Calgary - Family and  
Community Support Services  
Excellence in Literacy Foundation  
Government of Alberta -  
Community Initiatives Program  
Government of Canada -  
National Essential Skills Initiative  
International Fellowship of the Least Coin  
Shaw Birdies for Kids presented  
by AltaLink  
TC Energy

## Donors

Ahmad Salih  
Aimee Lo  
Alesia Fieldberg  
Alexandra Mete  
Amanda Blais  
Anita Gerwing  
Ann Lemorande  
Annabelles Kitchen  
Anonymous  
Apple Blossom Acupuncture  
and Chinese Medicine  
Apt 22  
Arts Aqui  
Becky Scott  
Beibei Lu  
Calgary International Film Festival  
Callia Flowers  
Christine Sparrow  
Coach Culture Connection  
Copy Repro  
Crabapple Clothing  
Curated Food Co.  
Dawn Tinting  
Dick Cairns  
Donna Rapp  
Doug Frenette  
Dream Design Decor



Elaine Cairns  
Elbow Springs  
F45 Training Downtown  
Hawk Lace  
InnerCity Brewing  
Jan Arnison  
Jeffery Struth  
Jenna Truong  
Jerilynn Daniels  
Jessica Spicer  
Joan S Rowe  
Judy Jolliffe  
Karen Kornelsen  
Kathleen Shaw  
Kensington Wine Market  
Kimberly Kavanagh  
Krickets Cards & Gifts  
Laureen Mackenzie  
Linda Johnson  
Linda Schneiderei  
Lisa Lindquist  
Louise Breadner  
Luigi Fantin  
Many Chief Tours

Mari Bakeshop  
Mariah Lee Photography  
Mary Rapp  
Merilee Atos  
Michelle Hartsburg  
Richard Cornies  
Robert Swift-Hill  
Scott Anderson  
Sean Erskine  
Serenity Golf Club  
Shelf Life Books  
Shradha Rupakheti  
Sol Optix  
Stoney Nakoda Resort  
Swish Salon  
Tara Spicer  
Tas Kotadia  
Teal Dratowany  
Teresa Gallagher  
Terry Lindon  
Terry Selinger  
Tianna Melnyk  
Two Rivers Distillery  
Virgil Smith



## Partner Organizations

### Calgary Programs

Alcove Recovery Centre  
Aspen Village Square  
Calgary John Howard Society  
Calgary Pregnancy Care Centre  
Calgary Remand Centre  
Canadian Mental Health Association  
Calgary Catholic Immigrant Society  
Green Calgary  
Immigrant Services Calgary, Genesis  
Immigrant Services Calgary,  
Mosaic Family Resource Centre  
Nepalese Calgary Community Association  
Nisha Homes  
Salvation Army  
South East Community Resource Centre  
South West Community Resource Centre  
Stoney Health Services  
The Immigrant Education Society  
Women in Need Society, Dover  
Women in Need Society, Bridgeland  
YWCA Parent Link Centre

### Going the Distance

Bearspaw HRD/ASETS  
Bullhead Adult Education Centre  
Coady International Institute,  
St. Francis Xavier University  
Dig Insights Inc.  
Grey Eagle Resort and Casino  
Hospitality Workers Training Centre  
Pursuit Banff/Jasper Collection  
Saugeen First Nation Employment and  
Training Centre  
Stoney Nakoda Consultation  
Stoney Nakoda Job Resource Center  
Stoney Nakoda Resort and Casino  
Tourism HR Canada  
Wesley HRD/ASETS  
Wise Resources Inc.  
Workforce Educational Consulting  
Xpan International Inc.

We would like to highlight

### Calgary Pregnancy Care Centre

as the outstanding Calgary Programs partner for 2020-2021. We have partnered for several years to deliver the Parent Child Mother Goose Program. This year we worked together to continue running the program during the COVID-19 pandemic.

**Thank you, Calgary Pregnancy Care Centre, for your dedication and devotion to reaching isolated and vulnerable families.**



Calgary Pregnancy  
Care Centre

**Thank you to the Elders who shared knowledge and helped plan and deliver programs this year including Ningwakwe George, Lori Kewaquom, Vinnia Van Overdyk, John Wesley, Darol Shortneck, David Abraham, Ina Poucette, Gartner Poucette, Olivia Wesley and Barry Wesley.**

**As we celebrate 25 years special thanks to former executive directors, Lauren Mackenzie and Sue Phillips for all they contributed to FESA.**





Thank you

for 25 years of supporting communities  
through literacy and learning



Connect with us

[www.furthered.ca](http://www.furthered.ca)

[✉ info@furthered.ca](mailto:info@furthered.ca)

[f @FESACalgary](https://www.facebook.com/FESACalgary)

[t @FESACalgary](https://twitter.com/FESACalgary)

[i @FESA\\_Calgary](https://www.instagram.com/FESA_Calgary)