MIDAYNTA

Association of Somali Service Agencies

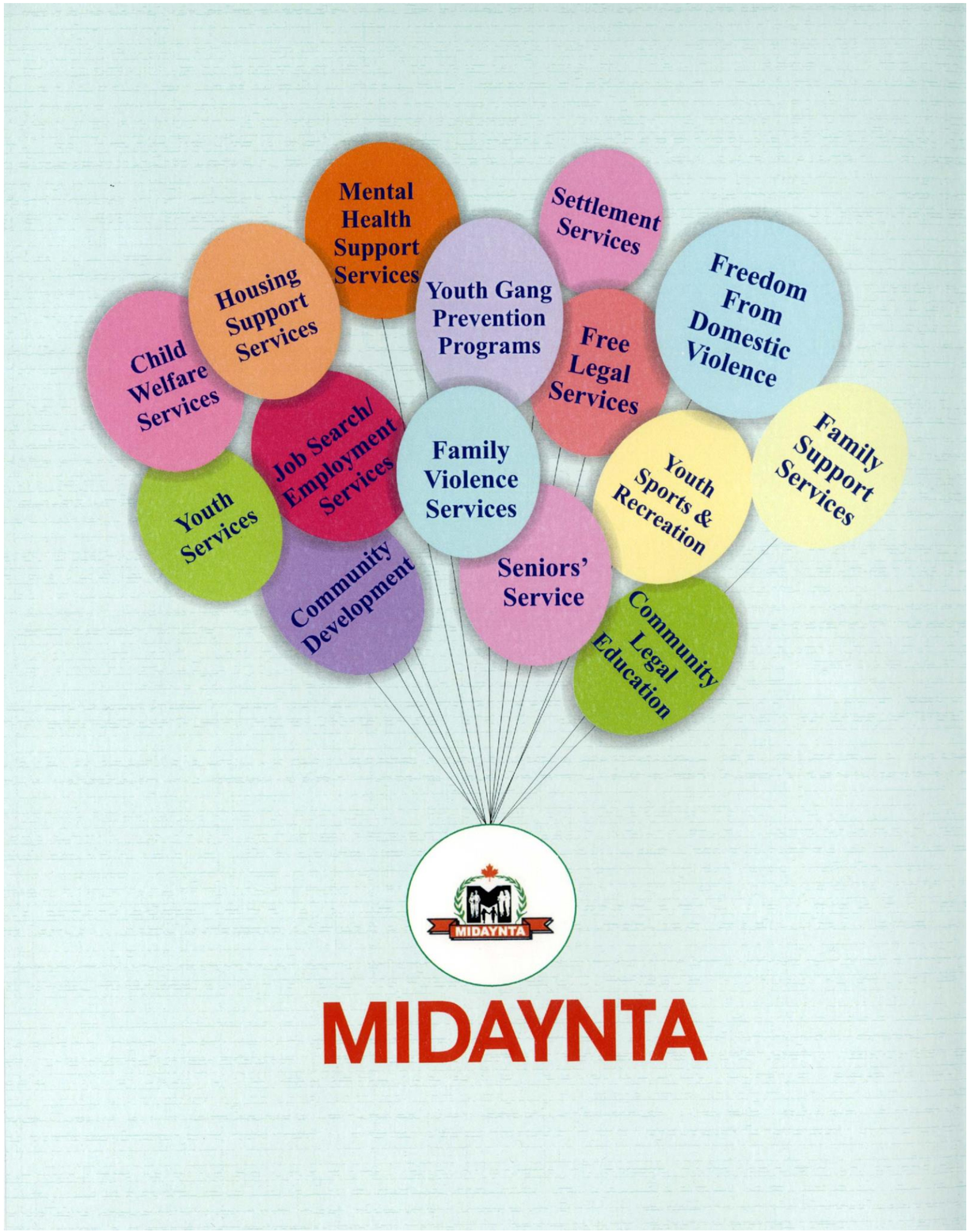
2004 Annual Report

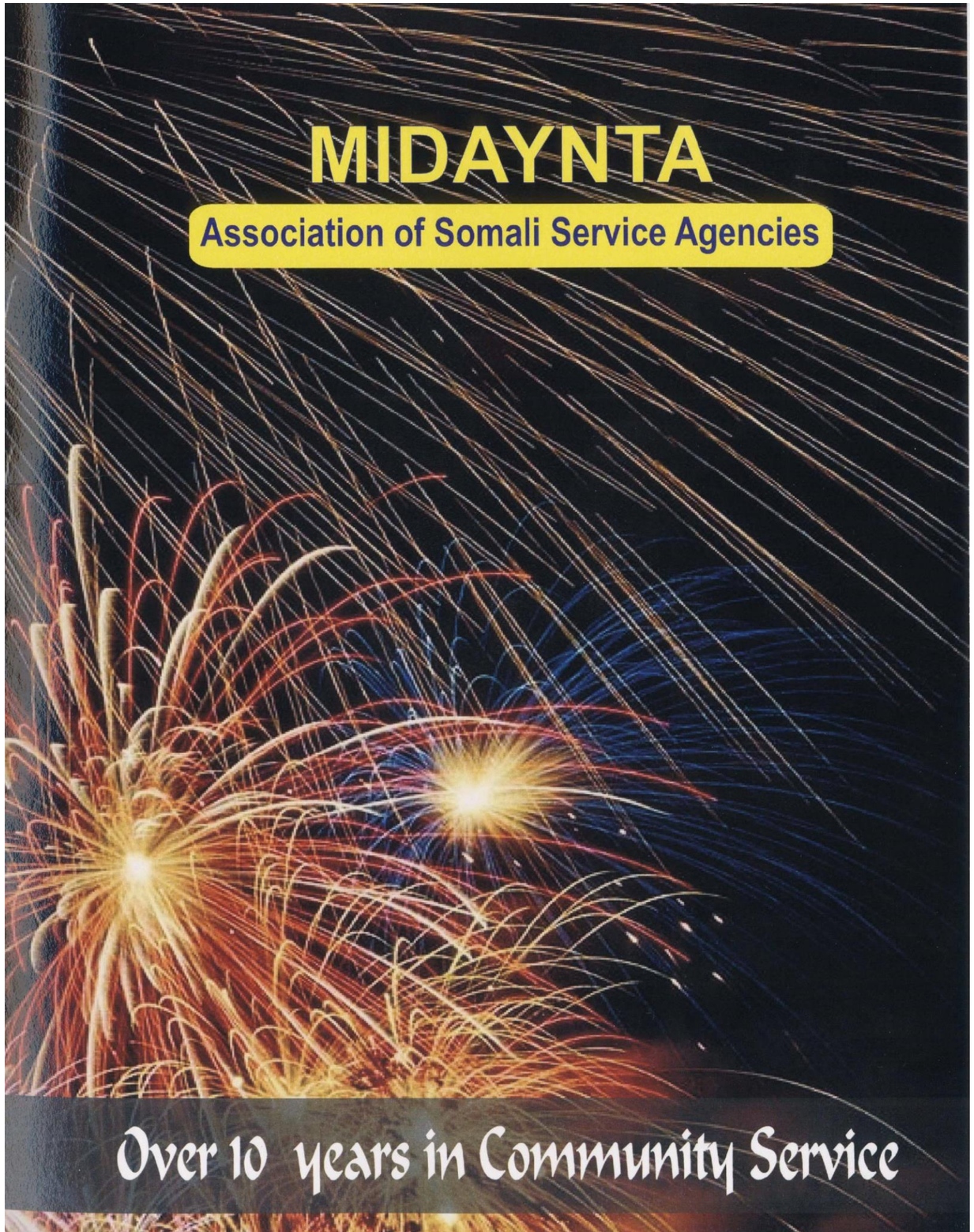
Building a Better & Prosperous Community

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Website : http://www.midaynta.com



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Mental Health Support Services
Settlement Services
Housing Support Services
Youth Gang Prevention Programs
Freedom From Domestic Violence
Child Welfare Services
Free Legal Services
Job Search/ Employment Services
Family Violence Services
Youth Sports & Recreation
Family Support Services
Youth Services
Community Development
Seniors' Service
Community Legal Education
MIDAYNTA
MIDAYNTA


MIDAYNTA
Association of Somali Service Agencies
Over 10 years in Community Service

A Message from the President and the Executive Director

This year has been an extraordinary one for Midaynta as it celebrates a decade of high quality service delivery, accomplishments in advancing human rights, social justice, advocacy, civic participation /education, research, and capacity building. We were pleased and honoured that many community leaders and high-level dignitaries, from all three levels of governments, came and enjoyed Midaynta's 10th anniversary celebration with us. His Worship Mr. David Miller, Mayor of this global City of Toronto, said, in his keynote speech "the Somali-Canadian community is the first community in Toronto that I am visiting after my inauguration a couple of days ago, and I am pleased to be with you to celebrate the 10th anniversary of this agency. Please keep up the good work".

Midaynta has been pro-active in responding to the issues that have adversely affected our community. It takes a network of partners to make a difference and we have been successful because of the united support of our community, other Somali service-providing agencies and both ethno-cultural and mainstream partners.

In the past decade, we have witnessed many challenges, as well as changes in the community and the demands on our services and programs. We have struggled with a shortage of project finances, lack of core funding and the need to overcome various structural changes.

For these reasons, Midaynta's Board of Directors decided that we needed to shape the future direction of our agency and organized a two-day strategic planning retreat during this past year. All stakeholders were invited to this retreat, where a road map for the restructuring process was initiated, studied and approved. We hired consultants to facilitate the strategic planning sessions and formed a dynamic restructuring committee to implement the recommendations that resulted from the retreat and from the consultants.

The strategic planning retreat was very productive and we were able to reach a consensus on the following points:

- Revised our Mandate, Mission/Vision Statements and Operating Objectives;
- Developed an Organizational Model of the agency
- Agreed to a new governance model of the Agency by the community at large.

We would like to sincerely thank our colleagues on the Board of Directors for their compromises and consensus building in the decision making process to shape the future direction of Midaynta. We expect to complete the restructuring process within the next couple of years

We would also like to thank the management, staff and volunteers for their dedication and commitment to the delivery of not only effective services but a wide variety of services to the community. During the year, we have added new programs that will serve the tenants of the Toronto Community Housing Corporation at their locations. This is a new partnership initiative with CultureLink and the Centre for Spanish-Speaking Peoples.

Finally, we would like to thank our funders from all three levels of government, the foundations and the private donors for all of their financial contributions and support. Without them, this agency would be but a small dream, and not the reality that we are today. With them, we can continue to move forward with our new vision, a better and more vibrant agency that will serve a broader and more diverse community in the future.



Abdulkadir Abow
President



Ibrahim Absiye
Executive Director



Mayor David Miller with
Kinsi Ismail (Past President), Mohamed Abdi (Past V.President) and Ibrahim Absiye (Exec. Director)

Who we are:

Midaynta is committed to building vibrant communities in which social and economic development is central to all aspects of individual and family life.

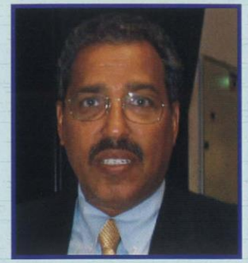
- ★ We believe in and value the provision of high quality community social services that promote and build a better and prosperous society;
- ★ We are accessible, equitable and accountable to the community;
- ★ We provide free and friendly settlement and community development services, and continue to advocate for a largely underserved and marginalized communities;
- ★ We believe in working in partnership and collaboratively with other service providers to make a difference in developing the community and the society;
- ★ We serve clients regardless of race, national origin, ethnicity, culture, gender, sex, sexual orientation, age, ability or religion; and
- ★ We endeavor to unite the communities by creating a socially cohesive environment under the roof of a "Community Centre".



Our Policy

Midaynta services and programs are available to all and everyone residing and/or working in the City of Toronto regardless of race, religion, colour, creed, sex, sexual orientation, age, gender, social status, or ethnic origin.

Programs and Services 2003/2004 Highlights



Dr. Mohamed Tabit
Program Manager

Midaynta management, staff and volunteers are honoured and pleased to celebrate their successes and accomplishments in completing a decade of challenges, high achievements and increased levels of quality service delivery to our community. We have intensified our outreach efforts, expanded our programs and services, established new collaborations, networking and partnerships with both mainstream and ethno-cultural organizations in the city and increased our funding base substantially. Our accomplishments over the past 10 years would not have been possible without the commitment, hard work, and dedication of our staff and volunteers as well as the support, direction and good governance of the Board of Directors of Midaynta. Some of the active services and programs during the year included the following:

- Immigrant Settlement & Integration Program (ISAP)
- Family Support and Services
- Family Support and Crisis Intervention
- Freedom from Violence
- Somali Women Mutual Aid Group
- Bridging Child Welfare
- Family Mental Health Support
- Housing and Homeless Prevention
- Job Search and Employment Services
- Problem Gambling Services
- Drug Abuse Prevention program
- Youth Programs
- Seniors' Services
- Free Legal Advice
- Community Legal Education
- Community and Agency Capacity Building
- Community/Development Toronto - Community Housing Corp.

Immigrant Settlement & Adaptation Program (ISAP)

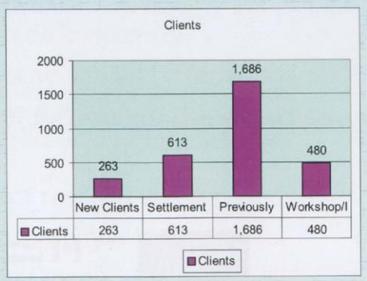
Multilingual settlement counsellors assist newly arrived refugees and immigrants in their settlement and integration. The staff provide settlement and integration related services to our community across the GTA. These services include but are not limited to the following:

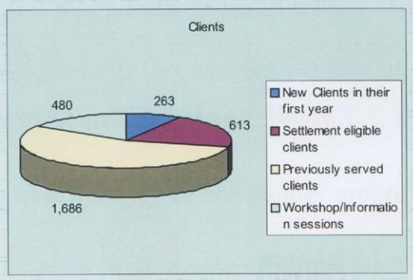
- Providing information and orientation about life in Canada including cultural norms, translations, housing, health, banking, legal rights and responsibilities, civic participation, etc. Periodically Midaynta conducts group information sessions on a variety of settlement related issues, to educate clients about changes in policies, procedures and requirements.
- Raising awareness around cultural diversity and racism.
- Assisting with various government applications.
- Offering linguistic and cultural interpretation and advocacy that facilitate access to services in the community;
- Free legal advice and document certification;
- Free statutory declarations to establish personal identity by a licensed legal practitioner;
- Youth and senior services;
- Employment and job search sessions;
- Mental health awareness;
- Referrals to other appropriate agencies;
- Translation of personal documents, certified by a commissioner of oaths;

The program was very active during the year. Settlement staff and volunteers provided over 35,000 ISAP-related services to more than 4,000 clients. Some of these services included the following:

	Clients
■ New Clients in their first year	263
■ Settlement eligible clients	613
■ Previously served clients	1,686
■ Workshop/Information sessions	480

We extend our thanks and appreciation to the Settlement/Port of Entry Directorate of Citizenship and Immigration Canada (CIC) for their continued support of Midaynta.





Citizenship and Immigration Canada | Citoyenneté et Immigration Canada

Family Support Services



We are extremely grateful to our funders

Toronto Community Housing | TORONTO | CAW TCA CANADA | Citizenship and Immigration Canada | Citoyenneté et Immigration Canada

*Toronto Community Housing	*Housing & Homeless Support *Family Violence Prevention *Community Legal Education *Gang Prevention *Youth Sport & Recreation	*Somali Women's Mutual Aid Support *Freedom from Violence * MAPP	*Somali Family Mental Health Support Program *Somali Youth Support Program *Capacity Building	* Mental Health Support	* Citizenship & Immigration Canada

Family Support & Crisis Intervention Program

The primary goal of this program is to promote preventive measures to combat family violence and breakdown. The program provides practical and emotional support to victims of family violence through crisis prevention and safety planning. The program serves the East African communities in Toronto who are victims of domestic violence such as wife abuse, child abuse and elder abuse. The program had the following four major components:

a.	Community outreach and education	-	601	Participants
b.	Educational/Information Workshops	-	227	Participants
c.	Direct service	-	636	Participants
d.	Parenting	-	76	Participants

The Community Service Grants Program (CSGP) of the City of Toronto provides financial support for this program.

Somali Women's Mutual Aid Group and Freedom From Domestic Violence:

The purpose of the mutual aid group is to outreach and connect socially isolated women to each other and to the services/programs in their community and/or neighbourhoods. The program is a self-help group where participants learn from each other. The goal is to reduce isolation faced by Somali women and increase peer support and access to community information and resources.

The services include family conflict resolution, cultural counselling, support for new mothers, parenting, support for women in crisis and enhancing their self-esteem in order to build and nourish positive and stable presence in their children's lives. The achievements of the program during the year are summarized here:

- Individual counselling and support services to women at risk, children and survivors of domestic violence;
- Educational and information workshops designed for at risk women and young girls,
- Peer support groups for survivors of domestic violence and women abuse

The project reached and served over 1,000 clients of different age and gender groups:

- Adult women - 650
- Adult men - 138
- Youth and children - 291

This project is funded mainly by the United Way of Greater Toronto.

Bridging Child Welfare

The goal of the program is to raise the awareness of the Somali community about child welfare legislation in Canada and to educate the staff of the Children's Aid Society of Toronto about the culture of the Somali community in the context of child welfare. The program also provides education to the community to prevent child abuse and neglect.

Bridging Child Welfare project is a joint partnership with Somaliland Women's Organization, Somali Immigrant Aid Organization and the Children's Aid Society of Toronto as the Trustee. Although the program ended on June 30, 2003 yet Midaynta continues to provide this service to the community along with members of some of the partner agencies.

Funding for this important service was provided by the Children's Aid Foundation of Toronto.

Family Mental Health Support

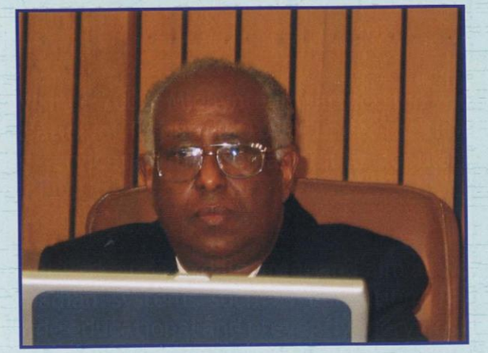
A sound mental health condition has huge benefits in every aspect of a person's life. In view of the importance of this service, Midaynta, in partnership with Somaliland Canadian Society and Family Outreach and Response Program (FOR), provides culturally sensitive services to the Somali families with mentally ill members.

The goal of the Somali Family Mental Health Support program is to increase awareness in the Somali community about mental health issues and to increase the community's access to mainstream mental health services. The program also increases Somali family's capacity to understand and cope with mentally ill family members. The services of this project include, but not limited to:

- increase awareness of the prevalence of mental health problems among members of the Somali community in Toronto with focus on depression, anxiety, schizophrenia, posttraumatic stress disorders and suicidal symptoms.
- provide information and referral to the appropriate services in the city;
- advocate for families in a variety of issues such as welfare, housing, employment, education and legal services.
- Empower the Somali community to deal with mental health issues.

On April 3, 2004 Midaynta organized the 1st Somali Mental Health Conference, which was attended by over 130 community members, mostly families. The keynote speaker,





Dr. Abdishakur Jowhar, a Somali-Canadian Psychiatrist currently practicing in the City of Toronto, spoke about different aspects of mental health issues and the best ways to address them. On September 20, 2004, Midaynta again organized a meeting between Dr. Jowhar and Somali frontline counsellors and case managers. The key objectives for this meeting were to begin discussions on:

- Initiate networking opportunity between Dr. Jowhar and the Somali frontline staff working with Somalis in the GTA;
- Creating strategies for long term sustainability of the mental health program and accessing further sources of resources; and
- Establishing a system of cross-referrals between Dr. Jowhar and Somali frontline staff working in mental health services.

The Ontario Trillium Foundation generously funded this 3-year program. The Canadian Auto Workers' (CAW) Union also contributed financially to this program.

THE ONTARIO TRILLIUM FOUNDATION
LA FONDATION TRILLIUM DE L'ONTARIO

CAW TCA CANADA

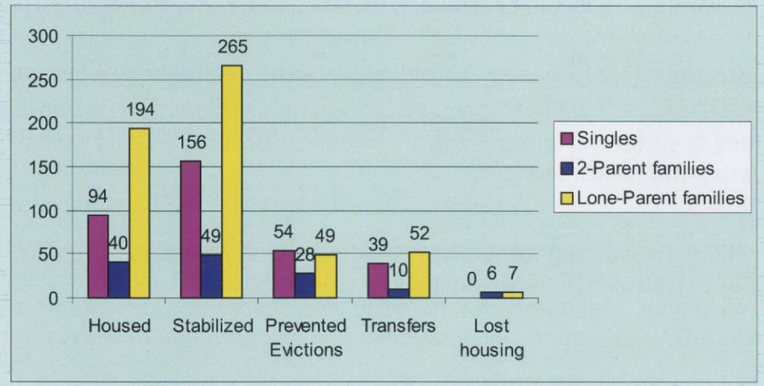




Housing and Homeless Prevention



Support services under this program include housing help and eviction prevention. The program provides culturally sensitive assistance to prevent homelessness in the Somali community. Services also include assistance to find and maintain affordable housing, information, referral, eviction prevention, housing stabilization, counselling, mentoring programs and peer support initiatives. The chart below depicts the services offered to the community during the year.



The City of Toronto's Homeless Initiatives Fund (CT-HIF) provides the financial support for this program.







Job Search & Employment Services

In partnership with Culturelink, Midaynta delivers Job Search and Employment workshops for the job-ready newcomers. Together we conduct over 12 workshops annually with more than 170 participants. This program always exceeds target expectations and outcomes in all of its component measurements.

Midaynta Job Search & Employment program provides employment assessment, referral, pre-employment training, employability skill enhancement, resume writing and appropriate job search sessions for unemployed/underemployed newcomers with limited English language skills, lack of Canadian experience, discrimination in the workplace, lack of knowledge about the Canadian work culture and labour market information.

Clients of the Job Search and Employment Services unit have access to our computer lab, which provides free usage of computers with high speed internet access for job search and resume development.

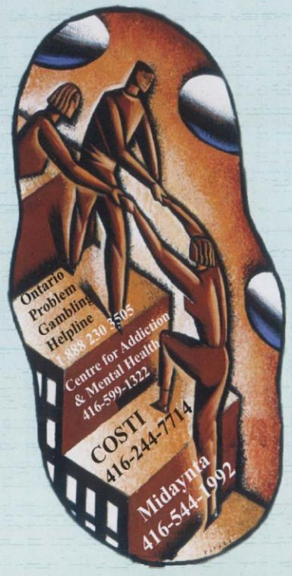


Job search Workshops

Problem Gambling Services

Midaynta has been invited to conduct a comprehensive research project on Gambling and Problem Gambling within the Toronto Somali community. This study was completed in February 2003 and its findings are now available at our office. Based on the findings of this study, we are currently working with COSTI and CAMH to provide culturally appropriate preventive, educational, intervention, and treatment programs for problem gamblers in the community, particularly in the areas of:

- Individual counselling
- Group/family counselling
- Referral to professional services
- Prevention, education, and treatment of problem gamblers



Somali Youth Coalition

Our youth support services have increased dramatically since 2002. Midaynta in partnership with the Children's Aid Society of Toronto and Somali Youth Association of Toronto (SOYAT), under the umbrella of the Somali Youth Coalition, have started providing services to the Somali youth population in Toronto.

Our youth programs target mainly the youth in the Regent Park and Rexdale area, and aim at working with the Somali community, Somali parents and Canadian systems such as Education, Parks & Recreation, Child Welfare and Criminal Justice. We provide educational and preventive services to the Somali youth and their parents in these neighbourhoods. During the year, new initiatives, such as community kitchen and homework club, were added to the youth programs in the Downtown Toronto area.

The Somali Youth Support programs work with the Somali community as well as mainstream institutions to reduce the risk factors causing number of Somali youth to drop out of school, join gangs and get into trouble with the law. It is the goal of these programs to adopt an early prevention approach by promoting staying in school, getting involved in community recreation and sporting events and developing youth leaders who can act as role models for other Somali youth. The Coalition introduced an annual event, "the Annual Somali Youth Recognition Awards". The first one was held on February 13, 2004 in which 14 youth were recognized and awarded for their excellence in different fields of achievements. Financial support for the youth programs is provided by the Ontario Trillium Foundation, the National Crime Prevention, and the City of Toronto (DAPP and Parks/Recreation).



Midaynta Sports & Youth Programs



Midaynta / SOYAT Family Summer Camps

Public Safety and Emergency Preparedness Canada | Sécurité publique et Protection civile Canada | The Ontario Trillium Foundation / La Fondation Trillium de l'Ontario | Toronto

Seniors' Services

Midaynta joined the Breaking Down the Barriers to Seniors Services project for seniors under the Multi Agency Partnership Project (MAPP), funded by the United Way of Grater Toronto, with the lead of the St. Clair West Seniors, in 2003. This 3-year service program is run at Weston and Lawrence area and has become quite popular among the Somali senior population. Its services include seniors' recreational and educational programs, congregate dining, various health-related services, meals on wheels, transportation and escort, home help/homemaking, respite care, adult day programs and seniors' case management (information and referral, crisis intervention and assistance).











Free Legal Service

One of the most important services to the community is the provision of free legal services. Legal Aid Ontario has generously assigned a lawyer to Midaynta in order to help the community in resolving some of their legal concerns. A lawyer is always available to prepare statutory declarations, affidavits, and to offer advice on other legal topics such as small court cases, schools, employment, housing, domestic violence, immigration, etc. An average of 64 clients per month is served under this program.

Community Legal Education/ Civic Participation

With an increasing number of the community becoming Canadian citizens, we have mobilized the community with the objective of full civic engagement and participation of the political electoral system. We started with voter education based on the issues that affect the community and the population in the City such as poverty, housing, education, health care, immigration, youth and seniors services, etc.

This program also aims at raising the awareness of the community about their rights and obligations under the Canadian Charter of Rights and Freedom. In the aftermath of September 11, 2001 attacks on the United States, the heat of Islamophobia is being addressed under this program, which is supported by the Access and Equity unit of the City of Toronto.

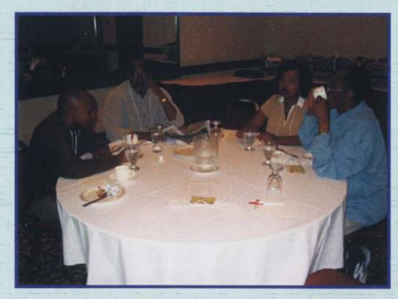
Community/Agency Capacity Building

It has always been our mission that we improve the quality of life of the newcomer families and individuals through the provision of settlement services. After a decade of service to the community, Midaynta decided to revisit its mission and mandate.

Therefore, in May and June 2003, Midaynta Board of Directors, with the support of the staff, agreed to make the organization more effective through a blend of sound management, strong governance, and a persistent rededication to achieving results. A plan is underway to enhance the community capacity and improve the efficiency and effectiveness of the agency.

Also on August 14 and 15, 2004, the Board, staff and a number of ex-board members/officers met for strategic planning retreat in which the stakeholders recommended some major structural changes of the agency. As a result, the Board of Directors have approved a "Road Map" in which several inter-dependent measures will be taken over a period of 2 years, after which Midaynta will have membership from the community at large, Board of Directors representing the community, instead of agencies, and a modified name that will reflect the mission and mandate of the agency.

This effort of redefining and reorganizing the agency is being supported and funded by the Ontario Trillium Foundation as part of a capacity building program.







Capacity Building / Strategic Planning Retreat



Board of Directors:

Executive Committee:



Abdulkadir Abow
President



Kinsi Ismail,
Past President



Hareda Mohamud
V. President



Mohamed Aden
Secretary



Mahad Yusuf
Treasurer

Members:









1. Elmi Ibrahim
2. Mohamed Abdi Bood
3. Rashid Osman
4. Osman Ali
5. Hassan Farah
6. Barlin Ali
7. Bashi Hosh
8. Halima Saad
9. Abdirahman Abdulle
10. Mukhtar Houssein
11. Jibril M. Jibril















Management:

1.	Ibrahim Absiye	Executive Director
2.	Mohamed Tabit	Program Manager
3.	Mohamed Ismail	Accountant

Staff:

4.	Said Ahmed	Settlement Counsellor
5.	Abdulkadir Ali	Settlement Counsellor
6.	Fowzia Ali	Settlement Counsellor
7.	Ubah Nur	Mental Health Counsellor
8.	Faisal Hassan	Housing Counsellor
9.	Muna Mohamud	Family Support Counsellor
10.	Mohamed Ali (Nugal)	Youth Worker
11.	Ahmed Yusuf	Problem Gambling Counsellor
12.	Nimao Omar	Intake Worker
13.	Farhia Abdi	Intake Worker
14.	M. Sharif Osman	Community Researcher
15.	Shakira Quraishi	Employment Counsellor
16.	Camille Lee *	Legal Advisor
17.	Ali-Bashi Farah **	Youth Worker
18.	Amina Yassin-Omar **	Youth Worker
19.	Idris Madar **	Seniors Support Counsellor
20.	Marian Dalal **	Mental Health Counsellor
21.	Shamsudin Mohamed	TCHC CD Counsellor
22.	Cindy Louie	TCHC CD Counsellor
23.	Asha Tifow	TCHC CD Counsellor

* Seconded by Legal Aid Ontario
** Placed at partner agencies

Volunteers:

Volunteers continue to be an integral part of the work and progress of Midaynta. More than 160 volunteers donated their time, skills and talent to the community by assisting the staff in the delivery of high quality services. Midaynta will continue to make its best efforts to encourage and invigorate voluntarism in the community.

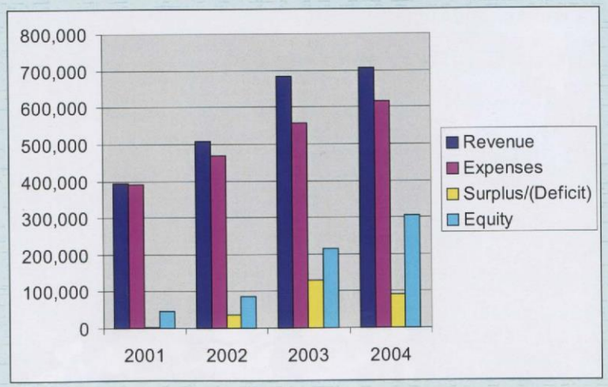
We would like to thank members of our volunteer Board of Directors, who have inspired many of the youth population to give back to the community. We would also like to thank our student placements from many and different academic institutions in Toronto. There are always ways to help and we are thankful for those who came forward and made a difference.

Summary of Finances:

REVENUE:		2004	2003
Citizenship and Immigration Canada (ISAP)	$	300,387	279,372
Citizenship and Immigration Canada/CultureLink		11,615	9,045
National Crime Prevention Centre		50,000	
City of Toronto (Various programs)		136,527	209,292
Children's Aid Foundation		23,300	
United Way of Greater Toronto		12,000	12,450
Ontario Trillium Foundation		136,400	103,404
Canadian Auto Workers Union		15,000	
CAMH/COSTI		7,800	
United Way (MAPP)/ St. Clair West for Seniors		7,420	
Other: General Revenue/Fundraising		30,290	47,750
Total Revenues	$	707,439	684,613
Total Expenses	$	616,270	555,984
Excess of Revenue over Expenses	$	91,169	128,629

Operating Performance: 2001 - 2004

	2001	2002	2003	2004
Revenue	392,797	506,519	684,613	707,439
Expenses	391,243	469,359	555,983	616,270
Surplus/(Deficit)	1,554	37,160	128,630	91,169
Equity	47,731	85,209	213,838	305,007



CELEBRATIONS OF MIDAYNTA 10TH ANNIVERSARY

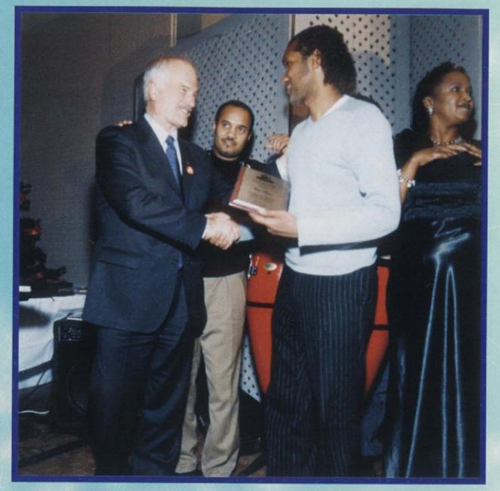






CELEBRATIONS OF MIDAYNTA 10TH ANNIVERSARY







MIDAYNTA AWARD PRESENTATIONS

