
ALBERTA ASSOCIATION OF IMMIGRANT SERVING
AGENCIES

2025 - 2026

ANNUAL REPORT



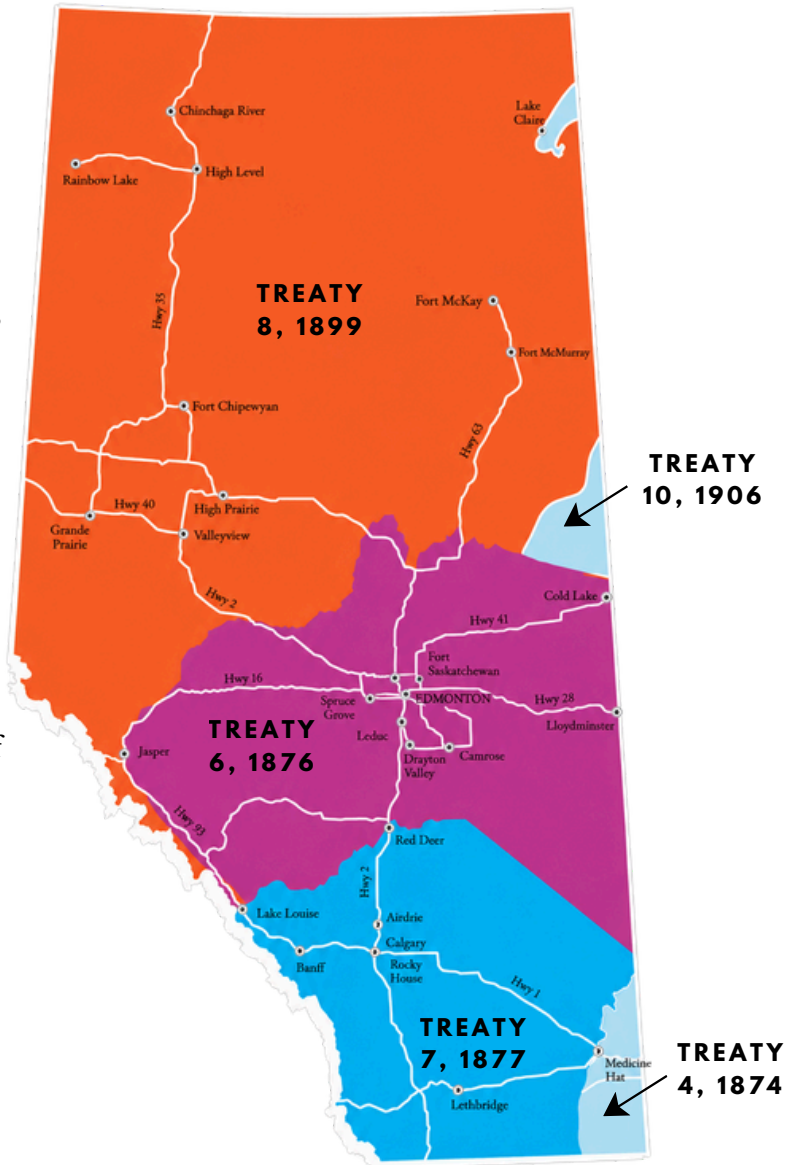
Supporting Alberta's Settlement & Integration sector since 1980.

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ACKNOWLEDGEMENT OF TERRITORIES

This report was authored in Calgary, the place at the meeting of the Bow and Elbow Rivers, also known as Moh'kinstsis in Siksikáí'powahsin (Blackfoot), Wíchispa Oyade in Stoney Nakoda, and Guts'ists'i in Tsúut'ínà. Calgary is located within Treaty 7 Territory and is also homeland to the Calgary Nose Hill and Elbow Métis Districts. We acknowledge and thank the diverse Indigenous Peoples whose ancestors have stewarded these lands since time immemorial, including the Siksika, Kainai, Piikani, Tsuut'ina, and Îyâxe Nakoda Nations, as well as the Otipemisiwak peoples.

AAISA serves diverse communities across Treaties 4, 6, 7, 8, and 10, as well as across the Métis homeland within Alberta. We recognize that these lands have been cared for by Indigenous peoples through ongoing relationships rooted in stewardship, responsibility, and reciprocity. As members of the settlement and integration sector, we recognize the profound and ongoing impacts that colonialism and settlement have had, and continue to have, on Indigenous peoples here and around the world. We hope this acknowledgment informs all facets of our work and responsibilities in the spirit of reconciliation, respectful relationship building, and shared stewardship, particularly in response to the Calls to Action of the Truth and Reconciliation Commission of Canada.



ACKNOWLEDGEMENTS

Alberta Association of Immigrant Serving Agencies would like to extend a sincere thank you to our funders, Board of Directors, members, staff, volunteers, and partners. Through your continued support, innovative leadership, and relentless commitment to Alberta's settlement and integration sector, we remain emboldened to tenaciously realize the vision and mission on which AAISA is founded, and for that, we are eternally grateful.

FUNDERS:



AAISA IS A MEMBER OF:



NATIONAL PARTNERS:



REGIONAL PARTNERS:



ABOUT AAISA

AAISA is a member-based non-profit organization active since 1980, and a regionally and nationally recognized leader in the settlement and integration sector. As an umbrella organization, AAISA represents over 55 immigrant-serving agencies and organizations working with newcomers across Alberta. AAISA was established to unite Alberta's settlement sector and elevate recognition of the professional support required to help newcomers successfully settle and integrate into their communities. Today, our strategic goals are to:

- Foster reciprocal and respectful relationships with members to support a unified and responsive settlement sector
- Lead the sustainability of the settlement sector through training and collaborative capacity building available in both official languages
- Influence policies at organizational, municipal, provincial, and federal levels that promote equitable access, opportunities, advancement, and outcomes for newcomers
- Serve as an active and trusted voice for newcomer integration by producing and sharing effective knowledge, practices, and policy recommendations with stakeholders both within and beyond the settlement and integration sector
- Invest in organizational health and sustainability to continue growing alongside the settlement and integration sector

OUR VISION

An inclusive, welcoming,
and engaged society.

OUR MISSION

Facilitate collaboration and
leadership within the settlement
and integration-serving sector.



BOARD OF DIRECTORS

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Chair

Making Changes
Association

Amanda Goodnough
Secretary

The SPEC Association for
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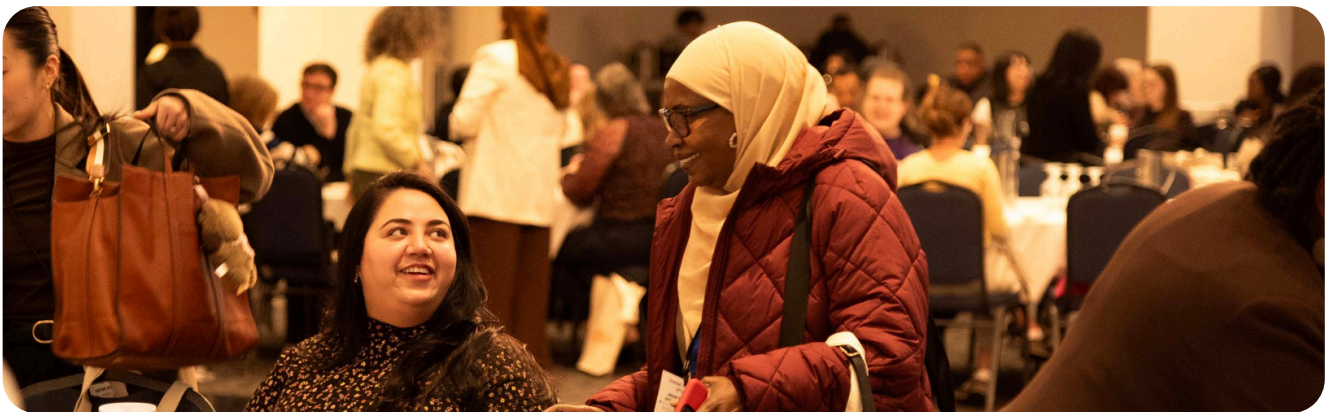
Centre D'accueil Pour
Nouveaux Arrivants
Francophones

Gordana Radan
Past Chair

Calgary Catholic
Immigration Society

COMMITTEES

- Strategic Stakeholder Engagement
- Governance, Human Resource, and Risk Management
- Finance and Audit



AAISA STAFF

EXECUTIVE DIRECTOR

Kathryn Friesen

STAFF

Abu Yandiev

Aizel Castejon

Amy Trang-Mai

Aroop Rayu

Andrew Lam

Belul Tesfu

Binita Jirel

Celine Truong

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Laura Fryer

Marokh Yousifshahi

Meghan Cunningham

Nada Brown

Nimra Lalani

Roopali Saxena

Rosanna Mascarenhas

Sarah Harrower

Sobia Mohiuddin

Tanisi Pooran

Tino Mungoni

Umashanie Reddy

Yujin Lee



2024-2025 STUDENTS

Narissa Chanchira

Tem Ubanatu

WORD FROM THE BOARD

This past year has been a difficult one for newcomers and the organizations that support them. As anti-immigrant sentiment continued to influence public discourse, policy decisions, funding priorities and community experiences, AAISA remained steadfast in its commitment to supporting the sector. The Board's focus has been ensuring that AAISA is well positioned to provide leadership, advocacy and coordination on behalf of our members, while equipping sector stakeholders—including service providers, funding partners and policymakers—with the information, resources and tools needed to respond to an increasingly complex environment.

A key priority this year was strengthening AAISA's organizational foundation. Our Governance, Human Resources and Risk Committee, together with the Board and staff team, successfully implemented AAISA's updated membership structure and created procedures to onboard members in the new categories. The Committee also led important bylaw revisions that enhance clarity, strengthen governance and support more efficient operations across the Association.

One of the Board's most significant accomplishments this year was the development and approval of AAISA's new Strategic Plan. Informed by engagement with AAISA members, staff and other stakeholders, the plan establishes a clear roadmap for the years ahead, positioning AAISA to deepen its impact, strengthen sector capacity and continue advancing the interests of newcomer-serving organizations across Alberta.

Our Strategic Stakeholder Engagement Committee continued its important advocacy efforts throughout the year, engaging with federal and provincial funders and policymakers to elevate sector priorities and communicate the realities facing newcomer-serving organizations. Board members also worked alongside Kathryn and the AAISA team to represent the interests of our members at key sector and government forums, including the National Sector Engagement Forum in Ottawa, Alberta Next panel discussions and other strategic engagement opportunities throughout the year.

WORD FROM THE BOARD

Looking ahead, the Board will focus on supporting the implementation of AAISA's Strategic Plan while continuing to champion data-informed advocacy and meaningful sector engagement. As our sector navigates ongoing financial and political uncertainty—including federal and provincial policy changes, reductions in settlement funding and emerging public policy discussions—AAISA remains committed to ensuring members have access to the tools, resources and strong sector representation needed to respond effectively and continue serving newcomers across Alberta.

We extend our sincere appreciation to the AAISA staff team, our funding and supporting partners, and our sector colleagues. Your collaboration, expertise and commitment have been invaluable during a challenging period for our sector. Together, we will continue to advance the important work of building welcoming, inclusive communities where newcomers can thrive.

Board of Directors

AAISA



WORD FROM THE ED

AAISA and the newcomer-serving sector have experienced another year of significant change in immigration policy, service delivery, and funding. These shifts have occurred across all levels of government. At the federal level, program renewal discussions and a comprehensive expenditure review process have introduced uncertainty and complexity. Provincially, developments such as the Alberta Next Panel and upcoming referendum questions have further shaped the policy landscape.

In this evolving context, AAISA has remained steadfast in its commitment to representing the sector. We continue to elevate the gaps, trends, needs, and challenges facing newcomer-serving organizations across Alberta, ensuring their voices are reflected in policy discussions and decision-making processes.

Strategic Priorities

A key milestone this year was the renewal of AAISA's strategic plan. This work reflects our current environment and reinforces our focus on strengthening member engagement and enhancing supports for newcomer-serving organizations. Central to this renewed direction is AAISA's commitment to solidifying its role as both an expert resource and a leading voice for the sector. We continue to advocate at all levels of government to ensure that Alberta's newcomer-serving sector is meaningfully included in ongoing policy and legislative developments.

New Initiatives and Projects

During the past year, AAISA launched several new initiatives to strengthen sector capacity and improve service coordination. At the provincial level, AAISA has expanded its supports for newcomer-serving organizations:

- Knowledge Hub Project: A province-wide mapping of services, complemented by an interactive data platform that enables organizations, newcomers, and stakeholders to access and filter relevant information.
- Family Violence Project: This initiative supports organizations working with newcomers experiencing family violence by enhancing sector capacity and resources.

WORD FROM THE ED

At the national level, AAISA expanded its leadership through two major projects:

- Resettlement Assistance Program (RAP) National Coordinating Body: Supporting RAP organizations across Canada through service coordination, practice standardization, and capacity-building initiatives, including professional development and resource development.
- Grassroots Accelerator Project: Funded through IRCC's equity stream, this initiative strengthens grassroots organizations by supporting capacity development and long-term sustainability.

Ongoing Programs and Engagement

While undertaking new initiatives, AAISA continued to deliver its core programming. This includes providing a wide range of professional development opportunities, with new courses introduced and many translated into French to ensure equitable access for francophone members. Engagement with member organizations remained a priority. Activities included site visits, language tables, RAP coordination, small-centre meetings, and province-wide engagement efforts, all aimed at strengthening connections and responsiveness across the sector. A highlight of this year was the conference AAISA held in October providing an opportunity for the sector to come together in-person, learn from each other, share insights, network, and build relationships.

Communication and Advocacy

Over the past year, AAISA has enhanced its commitment to transparent and timely communication. By strengthening engagement with member organizations and sector leadership, we have ensured that stakeholders are well-informed of emerging issues and advocacy efforts. The development of public policy briefs has further supported this work, equipping organizations and stakeholders with evidence-informed messaging and practical tools to effectively articulate sector challenges and priorities. These efforts contribute to more informed dialogue and meaningful engagement with decision-makers.

WORD FROM THE ED

Looking Ahead

We recognize that discussions surrounding immigration can be complex and, at times, sensitive within the current political climate. Nevertheless, AAISA remains confident in the importance of its work and the contributions of the newcomer-serving sector. We remain committed to advancing our vision of an inclusive, welcoming and engaged society, and to supporting the organizations that make this vision a reality across Alberta.

Kathryn Friesen

Executive Director



MEMBERSHIP LIST

EDMONTON MEMBERS



CALGARY MEMBERS



SMALL CENTRE MEMBERS



OUR WORK

MEMBERSHIP OVERVIEW

AAISA MEMBERSHIP TIERS AT A GLANCE



Regular Membership

Full service organizations with clear newcomer-focused mandates

- ✓ Unrestricted access to all AAISA services
- ✓ Voting rights and leadership opportunities
- ✓ Priority access to professional development
- ✓ Full participation in research & policy initiatives



Associate Membership

Organizations providing specialized or limited newcomer services

- ✓ Access to most AAISA resources (with some restrictions)
- ✓ Limited voting rights
- Additional fees for premium services, such as advanced workshops or exclusive research access



Friends of AAISA

Organizations or individuals who share AAISA's mission but do not meet other membership criteria

- ✓ Primary access to newsletters and key updates
- ✓ Participation in select engagement, policy & research initiatives
- ✓ Option to purchase additional services as needed

2025 AAISA SETTLEMENT & INTEGRATION CONFERENCE

NAVIGATING CHANGE TOGETHER



AAISA brought the Settlement & Integration Conference back to the sector, creating a space for settlement practitioners, policymakers, researchers, and community partners to connect, learn, and collaborate during a pivotal time of change. Under the theme Navigating Change: Immigration Policy, Perceptions, and the Road Ahead, participants explored emerging policy issues, service delivery challenges, and opportunities to strengthen newcomer-serving work across Alberta and Canada.

3 DAYS OF LEARNING AND CONNECTION

450+ ATTENDEES

20 VENDORS AND EXHIBITORS



CREATING SPACE FOR DIALOGUE

Through keynote presentations, workshops, panel discussions, and networking opportunities, the conference brought together diverse voices to discuss:

- Changing immigration policies and sector impacts
- Emerging challenges in newcomer service delivery
- Strengthening collaboration across the sector
- Supporting responsive and equitable services for newcomers

OUR WORK

ENGAGEMENT

CONNECTING ALBERTA'S SETTLEMENT SECTOR

AAISA's Engagement Team strengthened collaboration, information sharing, and coordinated action across Alberta's settlement and integration sector. Through regular engagement with service provider organizations (SPOs), funders, language providers, RAP organizations, municipalities, and community partners, we helped the sector navigate a year of significant change while building capacity and strengthening relationships.

HIGHLIGHTS

59+ MEETINGS & SECTOR ENGAGEMENT SESSIONS CONVENED

- Provincial Engagement Initiative Committee
- RAP Sector Calls
- Language Sector Calls
- Small Centre Sectors Meetings
- Knowledge Mobilization & Information Sessions
- One-on-One Service Provider Meetings

4 SECTOR BRIEFS DEVELOPED

- Calgary PEI Brief
- Edmonton PEI Brief
- Small Centres PEI Brief
- Language Sector Brief

26 SITE VISITS COMPLETED

Across Calgary, Edmonton, Central Alberta, and Southern Alberta

12 SUBJECT MATTER PRESENTERS

Featured through Knowledge Mobilization and Information Sessions

11 NEW TOOLKITS AND RESOURCE GUIDES

Including mental health, emergency preparedness, anti-racism, Truth and Reconciliation, fraud prevention, community engagement, and collaboration.



RESPONDED TO EMERGING SECTOR CHALLENGES

Opportunities were created to share concerns, identify emerging issues, exchange solutions, and develop coordinated responses with sector partners and funders. This includes:

- Changes to immigration levels
- Funding reductions and uncertainty
- Increasingly complex client needs
- Growing service delivery challenges

OUR WORK

POLICY & EVALUATION

ADVANCING KNOWLEDGE, EVIDENCE, AND SECTOR LEADERSHIP

Throughout 2025–2026, AAISA's Policy & Evaluation team strengthened its role as a trusted knowledge producer and policy voice for Alberta's newcomer-serving sector. Through research, evaluation, public education, and practitioner-focused resources, the team addressed some of the sector's most pressing issues. By combining research with practical tools and sector engagement, the team helped organizations make evidence-informed decisions, strengthened AAISA's advocacy efforts, and contributed to policy discussions at provincial and national levels.

HIGHLIGHTS



STRENGTHENING SECTOR DATA AND INSIGHTS

- Redesigned Alberta Sector Survey and RAP Dashboard
- Improved tracking of sector health, workforce trends, and service delivery challenges
- Introduced new tools to monitor emerging issues and policy priorities
- Enhanced evidence available for advocacy, planning, and sector decision-making



BUILDING MORE INCLUSIVE COMMUNITIES

- New provincial toolkit focused on Indigenous rights, land acknowledgements, and newcomer relations.
- Walking Together Learning Series
 - In person sessions in Edmonton, Red Deer, and Calgary
 - 60+ participants engaged
 - Focus on relationship-building, dialogue, and shared learning
- New Anti-Racism Blueprint Action Planning Toolkit for Organizations



PUBLIC EDUCATION & POLICY LEADERSHIP

10,000+ ALBERTANS REACHED

Through a new public education initiative focused on increasing understanding of newcomer experiences and addressing misinformation.

7 INSIGHT ARTICLES PUBLISHED

Providing timely analysis on immigration policy, refugee integration, housing, and emerging sector trends.

OUR WORK

POLICY & EVALUATION

HIGHLIGHTS CONTINUED



RESEARCH INFORMING PRACTICE

Family Violence Prevention Project

Produced the Safer Together research report, a sector toolkit, and facilitated three discussion sessions, generating strong sector interest and securing funding for a second year focused on family violence prevention in English-language-learning classrooms.

Justice Navigator Initiative

Developed a provincial competency framework, role design model, immigration law primer, and national knowledge-sharing opportunities to strengthen newcomer access to justice and support future service models.

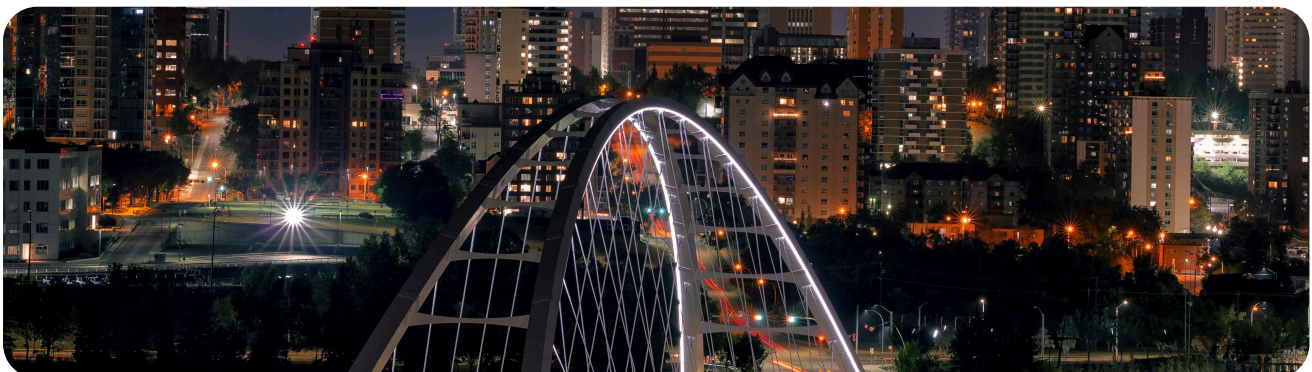


CREATING ALBERTA'S CENTRALIZED NEWCOMER KNOWLEDGE PLATFORM

Launched in 2026 as a critical support to Service Providers, newcomers, policymakers, and sector stakeholders through accessible, Alberta-focused information and data. Core features include:

- Province-wide service map featuring AAISA member organizations and service locations across Alberta.
- Interactive data hub featuring sector findings and service insights
- Centralized collection of newcomer-serving resources, guides, and informational materials from government and community partners.

Future development of the Knowledge Hub will focus on expanding resources, strengthening data insights, improving accessibility, and increasing sector-wide awareness and engagement.



OUR WORK

PROFESSIONAL DEVELOPMENT

STRENGTHENING ALBERTA'S SETTLEMENT WORKFORCE

AAISA's Professional Development program continued to build the knowledge, skills, and leadership capacity of settlement practitioners across Alberta. Through high-quality training, practical learning opportunities, and innovative course development, the program reached hundreds of professionals working to improve outcomes for newcomers and refugees. To strengthen access to learning opportunities and prepare for future growth, the team successfully transitioned to a new learning management system and translated six professional development courses into French, expanding accessibility for Francophone practitioners across the sector.

HIGHLIGHTS

656 PARTICIPANTS REACHED

44 COURSES OFFERED

2 WEBINARS HOSTED

2 RAP-FOCUSED COURSES

2 SETTLEMENT-FOCUSED COURSES DEVELOPED

11 SETTLEMENT PRACTITIONER CERTIFICATES ISSUED



BUILDING PROFESSIONAL EXCELLENCE

The Professional Development program delivered training on a wide range of topics including:

- Ethics
- Case Management
- Leadership
- Anti-Discrimination
- Immigration Processes
- Needs Assessment
- Refugee Resettlement

Participants consistently reported that training was relevant, practical, and immediately applicable to their work with newcomers and refugees.

OUR WORK

PROFESSIONAL DEVELOPMENT

HIGHLIGHTS CONTINUED



PARTICIPANT SATISFACTION

Across courses and webinars, participant evaluations consistently exceeded 90% satisfaction, demonstrating the quality and value of AAISA's professional development offerings.

92% REPORTED LEARNING NEW WAYS OF THINKING

92% OVERALL COURSE SATISFACTION

94% RATED FACILITATORS AS KNOWLEDGEABLE AND EFFECTIVE

92% WOULD RECOMMEND COURSES TO COLLEAGUES



EXPANDING LEARNING OPPORTUNITIES

The Professional Development program developed new learning opportunities and strengthened collaboration with partner organizations and social enterprise projects. These efforts enhanced sector capacity and supported a more skilled and connected settlement workforce across Alberta.

4 NEW COURSES DEVELOPED

This included specialized content for Refugee Assistance Program (RAP) practitioners.

6 NEW PARTNER ORGANIZATION COLLABORATIONS

6 SOCIAL ENTERPRISE PROJECTS SUPPORTED



“The information in this course stimulated me to think a different way when dealing with clients who suffer from trauma.”

–Participant in the Professional Roles and Ethics for Settlement Practitioners course

OUR WORK

GRASSROOTS ACCELERATOR PROGRAM

BUILDING CAPACITY, CONNECTIONS, AND COMMUNITY LEADERSHIP

Grassroots Accelerator Program (GAP) is a collaborative initiative designed to strengthen the capacity of grassroots organizations serving newcomer communities and equity-deserving groups. Delivered in partnership with the Centre for Race and Culture and Gateway Association, and funded by IRCC through the Equity Stream, GAP supports organizations across Alberta, Saskatchewan, Manitoba, Nunavut, and the Northwest Territories.

The program focuses on empowering grassroots organizations led by and serving migrant women, racialized newcomers, 2SLGBTQIA+ communities, youth, seniors, and persons with disabilities through funding, training, coaching, and peer connection.

HIGHLIGHTS



BUILDING THE FOUNDATION

A stronger foundation was laid for grassroots collaboration across the Prairie and Northern Territories region.

Through a regional environmental scan, the organization identified service gaps and emerging needs affecting equity-deserving newcomer communities, engaged grassroots organizations through a funding and capacity-building initiative, and established a new Community of Practice to foster collaboration, knowledge sharing and collective problem-solving.

100+ APPLICATIONS RECEIVED FROM GRASSROOT ORGANIZATIONS ACROSS THE REGION

5 PROVINCES AND TERRITORIES SERVED

This includes Alberta, Saskatchewan, Manitoba, Nunavut, and the Northwest Territories.

15 ORGANIZATIONS SELECTED TO PARTICIPATE IN THE FUNDING AND CAPACITY-BUILDING STREAM

1 NEW REGIONAL GRASSROOTS COLLECTIVE ESTABLISHED

3 FRANCOPHONE ORGANIZATIONS FUNDED

OUR WORK

GRASSROOTS ACCELERATOR PROGRAM (GAP) HIGHLIGHTS CONTINUED



CAPACITY BUILDING IN ACTION

Participating organizations received targeted support to strengthen their operations and long-term sustainability, including:

- Financial development and sustainability
- Board governance
- Organizational capacity building
- Peer learning and networking opportunities



STRENGTHENING SECTOR COLLABORATION

- Collaborated with the four other Equity Stream projects across Canada to share learning and coordinate evaluation activities.
- Established a shared evaluation framework to support national learning and impact measurement.
- Promoted the program through regional engagement activities and national conferences, expanding awareness and accessibility of the funding opportunity



OUR WORK

NATIONAL RAP COORDINATING BODY

BUILDING A MORE CONSISTENT AND CONNECTED RAP SECTOR ACROSS CANADA

2025–2026 marked the first year of the Resettlement Assistance Program National Coordinating Body (RAP NCB) at AAISA. Through national coordination and regional implementation, RAP NCB worked to advance consistency, equity, and service quality across Canada's RAP sector. Guided by four core pillars of service standardization, coordination, capacity building, and sector evaluation.

The RAP NCB supported RAP SPOs across the country through shared resources, national learning opportunities, collaborative working groups, and sector-wide engagement.

HIGHLIGHTS



44 RAP PROVIDER ORGANIZATIONS SUPPORTED

13 RAP AND PORT-OF-ENTRY (POE) SITE VISITS CONDUCTED

193 PARTICIPANTS ENGAGED AT THE BRITISH COLUMBIA/YUKON REGIONAL LEARNING EVENT OVER TWO DAYS

65 PARTICIPANTS TRAINED THROUGH RAP PROFESSIONAL DEVELOPMENT

16 LANGUAGES AVAILABLE ON THE NATIONAL RESETTLEMENT WEBSITE



STRENGTHENING NATIONAL COORDINATION

The RAP NCB brought together RAP organizations from across Canada to identify challenges, share promising practices, and advance coordinated solutions.

OUR WORK

NATIONAL RAP COORDINATING BODY (RAP NCB) HIGHLIGHTS CONTINUED

22 NATIONAL MEETINGS CONVENED AND SUPPORTED

The RAP NCB convened and supported the following national meetings:

- Monthly and Quarterly National GAR RAP Working Group
- Health Committee
- Housing Committee
- Emergency Preparedness Committee
- Other ad hoc meetings

These forums fostered collaboration, information sharing and coordinated action on priority issues, professional development, consultations and sector-wide learning.



BUILDING CAPACITY THROUGH LEARNING

In partnership with AAISA's Professional Development team, RAP NCB delivered nationally consistent training opportunities in English and French for RAP practitioners.

The courses delivered include:

- RAP 101 (Pilot)
- RAP 102 (Pilot)
- Sexual and Gender-Based Violence (SGBV) Training



SUPPORTING ORGANIZATIONS ACROSS CANADA

Through virtual and in-person engagement, RAP NCB strengthened relationships with organizations of all sizes and service models.

Visits were conducted across Atlantic Canada, Ontario, British Columbia, and the Prairies and Northern Territories, creating opportunities for dialogue, knowledge sharing, and continuous improvement.

OUR WORK

INFORMING, CONNECTING, AND ENGAGING

In 2025–2026, AAISA continued to strengthen its digital presence and expand its reach across Alberta's settlement sector and beyond. Through our website, newsletter, and social media channels, we connected service providers, policymakers, partners, and the public with timely research, resources, sector updates, and policy insights.

HIGHLIGHTS



12,000+ UNIQUE VISITORS



23,000+ TOTAL VIEWS



2,600+ FOLLOWERS
1,600+ SUBSCRIBERS



1,800+ REACTIONS
105,000+ IMPRESSIONS
1,800+ REACTIONS
65+ REPOSTS
50+ COMMENTS

AAISA's communications channels continued to connect audiences across Alberta and Canada, with strong engagement from Calgary and Edmonton and growing reach in Toronto, Vancouver, Ottawa, and Montreal.

Through consistent knowledge sharing and sector storytelling, AAISA amplified emerging issues, promoted sector resources, and strengthened connections within the newcomer-serving community.

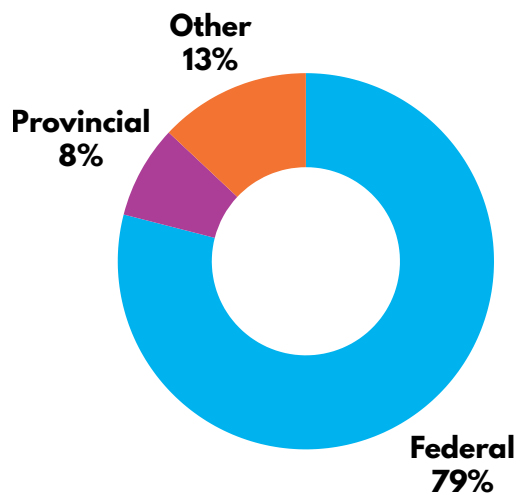
LOOKING AHEAD

As we look ahead, AAISA remains committed to strengthening the capacity of Alberta's settlement and integration sector. We will continue to build meaningful connections, address emerging needs, and support newcomer-serving organizations across the province.

We would like to thank our member organizations, staff, Board of Directors, partners, funders, and communities across Alberta for their continued support and dedication. Your commitment drives our shared vision forward.



FINANCIAL REPORT

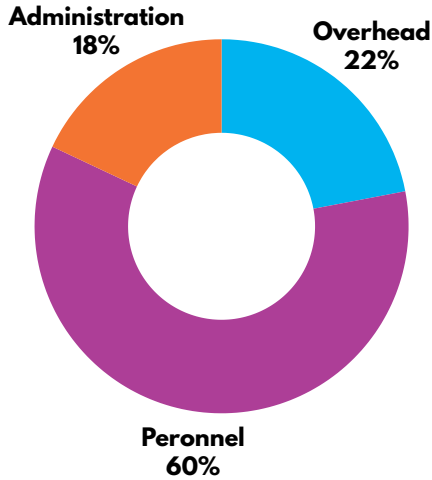


Revenues

● Federal	\$2,502,158
● Provincial	\$268,280
● Other	\$416,242
Total	\$3,186,680

	2026	2025
REVENUE		
Alberta government	\$ 268,280	\$ 302,688
Amortization of capital allocations	11,432	9,379
Federal government	2,502,158	2,098,952
Fees for service and sundry	60,189	93,594
Memberships	63,550	54,491
Other grants	160,178	27,526
Registrations - Conference	120,893	-
	3,186,680	2,586,630

FINANCIAL REPORT



Expenses

● Overhead	\$664,356
● Personnel	\$1,842,954
● Administration	\$570,788
Total	\$3,078,098

EXPENSES	<u>2026</u>	<u>2025</u>
Accounting and audit	112,565	78,990
Administration	117,334	100,715
Amortization	14,060	10,312
Conferences and meeting	326,829	5,473
Consultants and subcontracts	455,152	1,003,143
Interest and bank charges	3,129	1,074
Insurance	9,269	7,424
Office and sundry	188,119	52,796
Professional development	8,687	2,957
Program delivery	12,345	10,756
Salaries, benefits and allowances	1,746,063	1,273,259
Telephone and communications	5,391	5,018
Travel	<u>79,155</u>	<u>25,338</u>
	<u>3,078,098</u>	<u>2,577,255</u>



ALBERTA ASSOCIATION OF IMMIGRANT SERVING AGENCIES

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