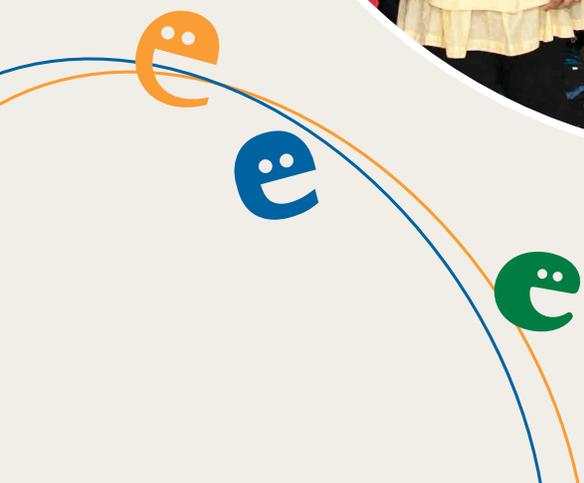


Annual Report  
**2013**





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## TOUJOURS ENSEMBLE,

- A **10-person** Board of Directors
- **More than 26** full-time **employees**
- **12** part-time or seasonal **employees**
- **Nearly 100** **volunteers**
- **13** **adults** in work integration programs
- **Around 600** **young people** ages 6 to 17

Text  
**Toujours ensemble**  
 Photography  
**Toujours ensemble  
 & Karina Massicotte**  
 Graphic design  
**Coutu communication**





## Message from the chairman of the board of directors

We had a year filled with emotion in 2012–13, and I am very pleased to share the highlights with you.

Once again, the marvellous **Toujours ensemble** team worked very hard and proudly wore the organization's colours. It is thanks to their passion, discipline, and devotion, in interventions with young people, school visits, background work, and other activities, that we are able improve the lives of hundreds of young people in Verdun on a daily basis.

This past year, the Passeport pour ma réussite program team moved into the new *Centre de persévérance scolaire Marcelle et Jean Coutu*. This beautiful brand-new building with the latest technology – Te2 to those in the know – was a gargantuan project that we completed thanks to your continuing support and valuable contributions.

Thus, anchored more solidly than ever in the reality of Verdun, Te is continuing to grow and, as we look ahead to its 35<sup>th</sup> anniversary in a few months, to show true maturity. This year, we not only celebrated the graduation of the second cohort of the Passeport pour ma réussite program, but also worked with our partners to ensure that we responded to the community's needs, consolidated our identity, and developed new partnerships.

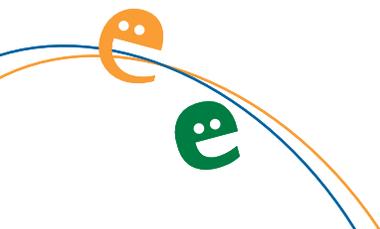
It is with great pride that I invite you to read our annual report so that you can see for yourself the accomplishments of the last year and celebrate what we have achieved. Without each and every person involved – employees, donors, volunteers, young people, and parents – none of this would have been possible. Thank you for your support and your trust.

One year prior to the arrival of the Pathways program, the dropout rate in Verdun was 41.8%. Today, the dropout rate for the first two cohorts of Pathways Verdun students is 8.8%. With about 70% of eligible students in Verdun participating in the program, we are optimistic that these stats suggest early signs of community transformation.

Sincerely,  
Marc Edwards 



**It is thanks to their passion, discipline, and devotion, in interventions with young people, school visits, background work, and other activities, that we are able improve the lives of hundreds of young people in Verdun on a daily basis.**





## Message from the president and int. executive director



When **Toujours ensemble** (Te) was in a transition a year ago I was asked to step in and help out. At that time, Te was facing critical deadlines as it had just come through a major growth spurt and had inherited a new building, Te2.

As for myself, I had been involved as a volunteer here for the past 15 years, and a board member for the last seven. However, I was not expecting the gift I found working on the inside - the gift of passion and the joy of everyone who comes through its doors - staff, parents, volunteers, donors, community partners and, of course, the faces of the children who come to learn and enjoy a hot lunch in the middle of their school day. Te has always prided itself on its values. It is the culture of collaboration and partnership which has allowed this organization to mature over the years and diversify its programs to support its most recent evolution while continuing to fulfill the needs of the 600 families that we assist in Verdun.

Having a dynamic team who can learn from its successes is a true testament of our strength. I have to share the pride I have in my staff for the passion that they bring here every day, the creativity they have to engage our youth to stay focused, and the openness and flexibility they demonstrate to ensure that Te remains true to itself even when challenged. Our team here is solid, is loyal and truly cares- which, in my mind, is a real recipe for success. Make no mistake: they are the heart of this organization.

Keeping children motivated is not always an easy task and our staff works hard to think outside of the box to keep our youth engaged. We provide different tools and resources so that they can learn thru play to expand their knowledge and build confidence. I have to say that watching these children grow and evolve over the course of the year has been magical. They excel in different ways, depending on their individual strengths and home environment. We pride ourselves on providing them with a safe haven so that they can expand their wings on their voyage of self discovery.

Te thrives on collaboration, which is a crucial element in dealing with parents and which is why, over this past year, we have asked parents to share with us their views, perceptions and specific needs so that we can better support them and their children with our initiatives. The feedback that we received is a testament to the love and dedication that surrounds Te. I want to thank the parents for their continued confidence in this organization.

The reality is: None of all that we do would get done without the precious help of our volunteers, donors and community partners who help us identify, shape, as well as implement initiatives that allow us to accomplish our goals. We have been able to translate ideas into specific tasks and action plans to improve our organization. This deserves a big round of applause from all.

In closing, thank you for the gift which I have received from this incredible organization which exudes dedication, loyalty and passion. I salute all of you who really care and, most important of all, want to make a difference. Let's celebrate!

Sincerely,  
**Rachel Renaud** 



## Mission - Goals - Values

### MISSION

To support young people as they encounter academic, family or social difficulties. To open our doors to children and teenagers in need, offering them the kind of educational and recreational activities that can help them reach their full potential. By building a secure, structured and supportive environment, Toujours ensemble provides young people with the opportunity to make important connections and develop a sense of belonging. Toujours ensemble is sensitive to the needs of these youth and offers services that are tailored to both their interests and needs.

### GOALS

Help young people to succeed in school. Contribute to improving the quality of life for young people and their families. Help improve the social and economic situation of young people and their families. Offer stimulating and accessible activities.

### VALUES

Respect

Perseverance

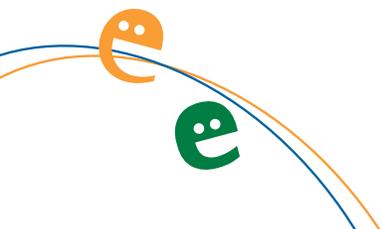
Self-esteem

Cooperation

Social involvement

Curiosity

Honesty





## Testimonials

“For me, Passeport has become more than a place to do my homework. It’s a place where I can meet lots of kids and we’re all different but we all have the same wish: to learn. But that’s not all we do! There are fun activities, the volunteers are always ready to help us, and our SPSWs (Student, Parent Support Workers) are our friends. In short, I’ve been in the program for five years and I really like it.”

**IULIA GREBENNIKOVA** 

A participant in the Passeport pour ma réussite program  
Age 17

“My involvement as a volunteer comes first from the idea that education for young people must not be neglected. The extraordinary idea behind Passeport is to create a link between adults and young people, so that the desire to learn will take root and develop. Through homework and materials to study, the most wonderful thing is to discover young people, their character, their strong points, their humour and passions, and when they recognize you: what fun it is to have conversations!”

**MARIE-MADELEINE LOCHET** 

Volunteer in the Passeport pour ma réussite program



“It’s my second home. I love doing sports, going to camp. I like the cooking workshop because we learn a lot and how to behave in group. The trip this year was awesome and a new experience!”

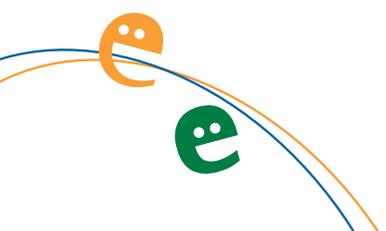
**KEROLLOS** 

Age 12

“Toujours ensemble is a place where it’s fun to play with friends and do activities. With the school lunches, I don’t need to bring lunch. I like visual arts, since I take my artwork home. We also get help with our homework. It’s the coolest place in the world! It’s peaceful at Toujours ensemble, everyone helps each other, we try to accomplish things with the counsellors.”

**CAMILLE** 

Age 11





# Board of Directors

## BOARD OF DIRECTORS

Marc Edwards  
Chairman of the Board

Jeff Speak

Nathalie Marcoux

Rachel H. Renaud

Pascale Bédard

Sigrid Ellefsen

François Guy

Marie-Claude Jalbert

Louis-Simon Ménard

Luc Sabourin

## HUMAN RESOURCES COMMITTEE

Jeff Speak

Marc Edwards

Martine Gendron

Pascale Bédard

Marie-Pierre Corriveau

Rachel H. Renaud

## RÉUSSITE JEUNESSE COMMITTEE

Pascale Bédard

François Guy

Denis Plante

Geneviève Proulx

Luc Mantha

Rachel H. Renaud

## FINANCE COMMITTEE

Nathalie Marcoux

Marie-Claude Jalbert

Luc Sabourin

Rachel H. Renaud

Elaine Saillant

## IDENTITY COMMITTEE

Sigrid Ellefsen

David Camiré

Pierre Côté

Marc Edwards

Denis Plante

Bruno Poirier

Rachel H. Renaud

**Outgoing president**  
Carolyn Hayes Renaud

**Honorary director**  
Reford MacDougall, O C

**Our auditors**  
Massie Turcotte & Associés, CA Inc.

## DEVELOPMENT COMMITTEE

Rachel H. Renaud

Marc Edwards

François Guy

Richard J. Renaud

Jeff Speak





## Financial Situation

### REVENUES

Donations from foundations .....	\$1,048,570
Government grants .....	\$311,404
Private donations .....	\$50,813
Corporate donations .....	\$18,633
Programs fees .....	\$48,293
Donations for building TE2 .....	\$924,110
Contributed professional fees .....	\$5,926
Amortization of deferred contributions related to capital asset .....	\$1,596
Amortissement des apports reportés afférents aux immobilisations .....	\$6,901
Other .....	\$5,046
<b>TOTAL .....</b>	<b>\$2,421,292</b>

### EXPENSES

Administration salaries and fringe benefits .....	\$187,742
Professional fees .....	\$119,086
Fund-raising campaign .....	\$13,555
Training .....	\$2,295
Christmas campaign .....	\$25,585
Ado Trip .....	\$22,266
Day camp .....	\$64,132
After school .....	\$268,075
School lunches .....	\$125,445
Youth animation .....	\$35,350
Pathways to education .....	\$706,304
Miscellaneous expenses .....	\$7,478
Interest on long-term debt .....	\$26,466
Bank charges .....	\$1,910
Amortization of capital assets .....	\$229,989
<b>TOTAL .....</b>	<b>\$1,832,678</b>
<b>SURPLUS OF REVENUES OVER EXPENSES .....</b>	<b>\$588,614</b>



## Strategic Plan

For six years now, all of the Toujours ensemble programs have seen strong expansion. Last year, realizing that this development would continue, we undertook a process of consultation with all of the stakeholders in Toujours ensemble. We established a strategic plan that would enable us to face the next five years from a position of strength. Members of Toujours ensemble – families, volunteers, and partners – we would like to thank you for your support and collaboration in this process. We would like to take this opportunity to share with you the four main conclusions that resulted from our consultations.

### GROWING WHILE REMAINING TRUE TO OURSELVES

You confirmed to us that Toujours ensemble plays an important role for families in the Verdun community. Despite our growth, we want to remain true to our fundamental values and goals. We want to preserve our flexibility, involvement, and adaptability. We remain a community centre, and we want to preserve our important position in Verdun. We will continue to contribute to success at school, fighting poverty, improving social and economic factors, and offering stimulating and accessible recreational activities. We want to provide a more extensive range of resources and services in order to provide assistance to more young people.

### DEVELOPING THE TOOLS TO MEET OUR AMBITIONS

This past year, we took a number of measures to properly manage the growth of Toujours ensemble. Given this increased expansion, we needed to structure our programs and activities to better respond to the basic needs of Verdun families. We wanted to define the organization's structure, which is driven by its values and needs, design new intervention tools, and configure the support offered to families for maximum efficiency. We have preserved a family culture. We have also created a flowchart and an employee guide to help the Te staff adapt to these changes. This process enabled us to identify our strengths and weaknesses. By identifying our challenges, we become more effective and creative in helping the young members registered with Te. We have carefully defined WHO we are, WHAT we are doing, HOW we are doing it, and WHERE we are going. We have better team spirit and a more effective way of communicating both inside and outside the walls of Toujours ensemble.





## HARMONIZING THE IDENTITY OF TOUJOURS ENSEMBLE

Under the umbrella of Toujours ensemble, there are a number of programs and we want you to keep in mind that we are at work behind each action, activity, and program offered to the community. We noted a lack of visibility of the Toujours ensemble name and identity. To assist us, we have hired a communications officer whose main tasks are to strengthen the image of Toujours Ensemble and improve our means of communication. We have set up an identity committee composed of employees, members of the board of directors, and an expert in marketing and communications strategy. The committee's mission is to consolidate the identity of Te, to harmonize the promotional tools (logo, business card, new image, e-mail, and website), to strengthen the entire team's sense of belonging, and to give each of the Toujours ensemble programs a title.

**Even though Toujours ensemble is growing, we are keeping our fundamental values: warmth, simplicity, and humanity**

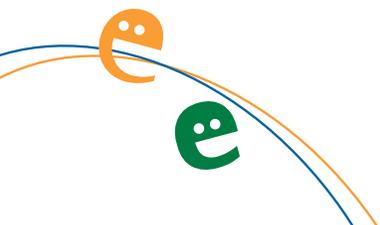
## DESIGNING INTERVENTION TOOLS ADAPTED TO ELEMENTARY-SCHOOL STUDENTS

We have identified a lack of support for elementary-school students in terms of their overall needs and a number of learning delays. We want to help them make the transition to high school and initiate

them to the values of Toujours ensemble. In collaboration with our donor, the Fondation Réussite Jeunesse, we created a new program, currently called Réussite Jeunesse. Its goal is to help young people to catch up on the identified delays and support them in their environment. We now have a Community Development Coordinator who analyzes the requests from the field and consults the main stakeholders concerned: youth workers, teachers, and parents. Our plan is to identify the needs and verify existing resources in order to anchor ourselves in the reality of the community and launch the program gradually. We will apply modifications as results require.

We are diversifying the offerings and activities of Toujours ensemble but preserving the integrity of all our current programs, our family-focused approach, and our passion for the wellbeing of young people in both their social and academic environments. We want to remind the community that Toujours ensemble is seeing to the social health of Verdun's young

people in their living environment. Every young person registered with Toujours ensemble will always be made to feel at home and find the tools to reach his or her full potential.





## Parcours Program

This program is designed to help young people realize their dreams and achieve their full potential so that they can become accomplished adults who actively participate in the social and economic life of their community.

Encouraging young people to stay in school is our first priority, which is why we offer a variety of educational tools designed to meet one or more of their needs.

### LIBRARY

Our library has over 1,700 books, novels and comic books, with additions added regularly.

### COMPUTERS

There is a computer room in each of the two buildings providing young people with internet access to do research on homework assignment. Not only do these students have access to any one of our 20 computers on a daily basis but we also provide an onsite facilitator to assist and supervise them.

### EXTRACURRICULAR ACTIVITIES PROGRAM

Young people may participate in their favourite activity: floor hockey, basketball, board games, visual arts or cooking workshops, movies, Wii, and more. A healthy snack is offered daily. A total of 378 young people registered for this program last year.

### SPECIAL OUTINGS

Every month, our team organizes special outings, such as tree-to-tree courses, horseback riding, museum visits, movies, theatre, guided tours, Canadiens hockey games at the Bell Centre, and more. Last year, 63 young people registered to take part in these outings.





## Parcours Program (cont'd)

### DAY CAMP

This year, our day camp hosted about 60 young people, who took part in dozens of activities, including water slides, tree-to-tree rafting, a visit to La Ronde, camping, arts, and a number of sports.

### SUMMER ACTIVITIES

When school ends in June, many young people find themselves alone, with little to do. The Animation jeunesse program aims to offer these young people structured free-of-charge summer activities in Verdun's parks. More than 88 young people participate thanks to, among other things, funding provided by the Ville de Montréal.

### ANNUAL TRIP

A group of eight young people and two staff spent five days in Nova Scotia. They had a chance to visit the Fortress of Louisbourg, the Halifax Citadel, Cape Breton, as well as enjoy a whale cruise.

### SPRING BREAK

During the spring break day camp, 25 young people had fun on our outings. They visited the Aquadôme, Éducazoo, the Centre des Sciences, and IMAX. They took part in outdoor activities at Camp Minogami, including snow tubing, snowshoeing, sports, and even climbing.

### SCHOOL LUNCHES

A total of 88 students enjoyed a healthy lunch daily at Toujours ensemble last year, at a cost of \$0.75 per meal – an expenditure of \$15 per month per child for parents. This service cost us \$44,749.74 for food, or a total of \$3.00 per meal.

### CHRISTMAS BASKETS

This year, 160 families received a Christmas basket at a total cost of \$15,041.66. In addition, 17 families were paired with donors and benefited from more personalized assistance. Twenty-five families received a cheque for \$125 from the Gazette's Christmas Fund. We helped a total of 290 families, or more than 1,000 individuals.





## Passeport pour ma réussite Program

In 2007, Toujours ensemble partnered with Pathways to Education Canada to implement the Passeport pour ma réussite program, thus becoming the first site in Québec to offer this program that aims to lower high school dropout rates. The program is offered to young people who live in our neighborhood and 255 young people spread over six cohorts benefited this year. Proudly for a 2nd consecutive year, 26 young people have completed their high school studies and who are currently pursuing their post-secondary studies. This is a source of pride for the entire community!

### **STUDENTS BENEFIT FROM 4 TYPES OF SUPPORT:**

#### **INDIVIDUAL SUPPORT**

Each youth is paired with a Student Parent Support Worker (SPSW). The SPSW works with individual students in order to identify each student's needs and to offer guidance and motivation. The SPSW visits the school on a weekly basis and receives a copy of the student's report card, which includes the number of student absences. The SPSW communicates regularly with both the student and the student's family as well as collaborates with the school. One full-time SPSW can take care of a maximum of 50 students per year.





## Passeport pour ma réussite Program (cont'd)

### SCHOOL SUPPORT

Through an afterschool tutoring program, volunteers help students with their homework under staff supervision. As part of the program requirements each student must participate in two one-hour sessions per week.

### SOCIAL SUPPORT

A mentoring supervisor and volunteers lead group activities. Among the activities are a bicycle workshop, Dungeons & Dragons, Sport Passeport, Cardio-filles, cooking, room decorating, jewellery making, Ciné-pro, relationships, adventure mentoring, as well as leadership camp. The goal of these activities are to work on social skills and bring young people out of isolation. Older students are now participating in career mentorship which gives them an opportunity to better understand their future professional aspirations.

### FINANCIAL SUPPORT

In order to cover various school expenses, different types of financial aid are provided to students in the program which can include school supplies, teaching materials, uniforms, snacks and food. As well, the student is given the opportunity to earn for post-secondary studies a \$500 annual bursary up to a maximum of \$2500 according to their participation and academic results.

### GO TEAM!

This year, 12 full-time employees and four part-time support employees form our team for the Passeport pour ma réussite program, seconded by 40 devoted and involved volunteers. Our goal is to provide young people with simulating and accessible activities and contribute to the development of values such as self-esteem, a sense of purpose, a sense of responsibility, team spirit, and perseverance. From year to year we evaluate the program with the assistance of young people and volunteers. As always, these two groups expressed satisfaction with the support being offered and the volunteers feel appreciated and supported in their work with the young people.





## Acknowledgements

Thank you our exceptional Board of Directors and committees for your great support and advice. Thank you to all our volunteers for your involvement and dedication to the young members of Te. Thank you to our great staff for the energy you bring to the organization and for the positive experiences we can provide. Thank you to our institutional, governmental and community partners for your continued collaboration. Finally, we can reach our goals and help hundreds of children and teenagers because of donors who believe in what we do. Thank you so much for your engagement and generosity. To protect their privacy, the names of individual donors have not been included, only those of our corporate donors, foundations, government and community partners.

### CORPORATE DONORS

Bell Canada  
Bonanza Lalumière  
Caisse populaire Desjardins de Verdun  
Canderel  
Carrefour Angrignon  
CBCI Telecom  
Centre de développement local de Verdun  
Centres d'achats Beauward Ltée  
CIBC  
Déneigement Sasquatch  
DJS Holdings Ltd.  
Donati Maisonneuve Avocats  
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Restaurant Nouveau Verdun  
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Super C Atwater  
Super C Lasalle  
Super C Lasalle Champlain  
Super C St-Jacques  
Telus Communication Inc

### FOUNDATIONS, INSTITUTIONS AND COMMUNITY ORGANIZATIONS

Centraide du Grand Montréal  
Club Lions de Verdun  
Club Optimiste Verdun  
École Secondaire Mgr-Richard  
Eric T. Webster Foundation  
Fondation BBB  
Fondation Céline & Jacques Lamarre  
Fondation Charles Cusson  
Fondation de la famille Ayemel  
Fondation de la famille Claudine et Stephen Bronfman  
Fondation de la famille George Hogg  
Fondation de la famille JW McConnell  
Fondation de la famille Maxwell Cummings  
Fondation du maire de Verdun  
Fondation Jacques Lessard  
Fondation Jeunesse-Vie  
Fondation Leonard Ellen Family  
Fondation Marcelle et Jean Coutu  
Fondation pour l'enfance de Marchés mondiaux CIBC  
Fondation RBC  
Fondation René Malo  
Fondation Réussite Jeunesse  
Fondation Roasters  
Fondation Samcon  
Fondation Stellabar  
La Fondation Desjardins  
Pathways to Education Canada  
R. Howard Webster Foundation  
The Brian and Anne Edwards TE Camp Fund  
The Jewish Community Foundation of Montréal  
The Mireille & Murray Steinberg Family Foundation  
The Silver Dollar Foundation  
Zeller Family Foundation

### GOVERNMENT GRANTS

#### LE GOUVERNEMENT DU CANADA

- Le programme Emplois d'été Canada

#### LE GOUVERNEMENT DU QUÉBEC

- Le PSOC (Programme de soutien aux organismes communautaires) de l'ASSSM
- PACTE (Programme d'action communautaire sur le terrain de l'éducation) du MÉLS
- Les autres programmes de l'Agence de la santé et de services sociaux de Montréal (ASSSM)
- Le programme PAAS-Action d'Emploi Québec
- Le programme de subventions salariales- Emploi Québec
- Le programme Support à l'action bénévole

#### LA VILLE DE MONTRÉAL, ARRONDISSEMENT VERDUN

- Le programme de lutte à la pauvreté
- Le programme d'assistance financière

#### CSSS DU SUD-OUEST-VERDUN

#### LA COMMISSION SCOLAIRE MARGUERITE BOURGEOYS

- Les mesures alimentaires en milieu défavorisé

### SOCIAL AND COMMUNITY INVOLVEMENT

- ROCQLD Regroupement des organismes communautaires québécois de lutte au décrochage scolaire
- TCJV Table de concertation jeunesse de Verdun et comité sur la persévérance scolaire
- CDSV Concertation en développement social de Verdun
- Conseil d'établissement de l'école Lévis-Sauvé
- CÉÉSMR Conseil d'établissement de l'école secondaire M<sup>re</sup> Richard
- CJS Coopérative jeunesse de services de Verdun



**Toujours ensemble**

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4926, rue de Verdun, Verdun, Québec H4G 1N3

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