



2018 - 2019

# ANNUAL report



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# Message from the CHAIR OF THE BOARD OF DIRECTORS

It is my privilege to take over as Chair of the *Toujours ensemble* (Te) Board of Directors, and I am honoured at the trust that the members have placed in me.

I want to warmly thank our outgoing chair, Marc Edwards. On behalf of the Board of Directors and the team members, I also want to highlight his exceptional 25-year commitment to Te that includes 15 years on the Board. Marc has been an outstanding advocate for Te among his immediate and extended family, his colleagues, and our partners and volunteers.

As a Board member since 2011, I care deeply about Te's mission to help Verdun youths in their academic, personal and social lives so that they all have the chance to develop their full potential. In recent years, Te has carried out in-depth work to improve and develop programs and services to better meet the needs of youth. This work will continue and expand in the months to come, particularly as we broaden the territory for the *Passeport pour ma réussite* Program and consolidate the *Sac à dos* Program.

On the eve of its 40th anniversary, Te has a great opportunity to both look back on its major achievements while looking ahead to future goals. Despite Verdun's current gentrification, Te is as relevant today as ever and provides an important anchor for young people and their families. Together, we will continue to support these youths and families with the help of the community that surrounds us. I therefore want to thank everyone who has directly or indirectly made our mission possible, such as our partners, donors, volunteers, and especially Te's incredible team.

**Sigrid Ellefsen**  
Chair of the Board

# and EXECUTIVE DIRECTOR

The year 2018-2019 was filled with challenges. On January 21, 2019, the Carolyn Hayes Renaud building sustained tremendous water damage. After months of waiting, the renovations finally started in May and should finish by the end of June. This incident nevertheless highlighted one of our best and most precious assets: an incredible sense of team spirit. I would also like to give a sincere thanks to everyone who came to our aid during this difficult time.

With this unfortunate experience almost behind us, we are now ready to launch the festivities for Te's 40th anniversary. To celebrate, we are organizing activities from September 2019 to June 2020 to recognize the contribution of everyone: young people, employees, volunteers, members of the Board of Directors, donors, and everyone else who is committed to our mission. We hope that you will all come join us for these festivities.

On behalf of all Te youth, I also want to thank our entire team and the Board of Directors for all of their work this past year. Finally, I tip my hat to our volunteers and partners in the Verdun community who spare no effort to make our projects a success.

On behalf of the Te team, thank you for your commitment and for your trust in us. Together, we will continue to make a difference in the lives of Verdun youth and families

**Bineta Ba**  
Executive Director



# A portrait of TOUJOURS ENSEMBLE

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**Toujours ensemble (Te)** is a community organization founded in Westmount in 1979 and that has been established in Verdun since 1986. In addition to providing services to our participants (youths aged 9 to 17 who are registered during the school year), Te offers annual assistance to other Verdun youths and their families, which represents over 1,000 people.

## Mission

Help young people who are facing academic, family, economic or social challenges. Open our doors so that they can participate in educational and recreational activities that help them maximize their full potential.

## Objectives

- 1 Support young people's personal, social and educational development
- 2 Encourage academic perseverance

## Values

- Cooperation
- Curiosity
- Honesty
- Perseverance
- Respect
- Self-esteem
- Social involvement



# Sociodemographic portrait of Verdun and Te youths



Although Verdun is going through an economic and demographic boom, it is also experiencing many changes that are significantly transforming the community.

Gentrification and income polarization greatly affect the population who lives in Wellington-de-l'Église, one of Verdun's three sectors and its most disadvantaged and populous area. Established in this sector since 1986, Te carries out essential work for the Verdun community. Te meets the varied needs of a population considered vulnerable in their social, academic, family or cultural lives.

## SNAPSHOT of the territory\*

### POPULATION

69,229 people live in the borough.

Population growth of 4.6% between 2011 and 2016.

### ABOUT OUR FAMILIES

- Families with children represent **55%** of the population. There are 9,765 families with children in the territory, including 6,375 (65%) with two parents and 3,390 with **one parent** (35%) vs. **41% in the Wellington-de-l'Église sector** (Montreal: 32.5%).

### OTHER DEMOGRAPHICS

- Young people (ages 0 to 14) represent 14% of the population (Montreal: 15.8%).
- 23% of immigrants are between 0 and 14 years old (Montreal: 24%).

### EDUCATION LEVEL, INCOME, AND UNEMPLOYMENT RATE

- 13.8% of people aged 15 and over do not have a certificate, diploma or degree (Montreal: 16.9%).
- 18% of the population **in private households lives on a low income** (Montreal: 18%). This rate reaches **26% in Wellington-de-l'Église**. Out of the 11,830 people in this situation, 2,120 young people live in a **low-income household, which represents 19.1% of people aged 0 to 17** (Montreal: 17%).

- The majority of households have only one source of financial support:** Out of the 33,995 households in the borough, 22,825 (67%) have only one person who financially supports the family.
- 40%** of children in the Wellington-de-l'Église sector **do not have the tools they need to start school** (Montreal: 29%).
- School dropout rate of 25%**, compared to 21% in Montreal (2012-2013).

## SNAPSHOT of Te

### OUR PARTICIPANTS

- 53% girls, 47% boys
- 49% elementary students
- 51% high school students
  - 85% of them are enrolled in the Passeport pour ma réussite Program
- 6% of our youths live outside Verdun

### FAMILIES

- 47% are single-parent families
- 57% live on a low income
- 70% of the children were born in Quebec

\* Source: Profil sociodémographique 2016, Arrondissement de Verdun, Montréal en statistiques, Ville de Montréal; Québec Survey of Child Development in Kindergarten (2012), Ministère de l'Éducation et de l'Enseignement supérieur.

# PROGRAM

## Coordination Committee

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This committee of four Te coordinators was launched in 2017 following a reflection process on our program management. The committee's chosen management approach is based on shared leadership.

### This approach helps us:

Create a more agile organizational structure.

Reinforce the leadership and skills of existing managers.

Foster a cross-cutting vision of Te by preventing work in silos.

Generate greater collaboration between teams.

### MANDATE

- Strategically develop programs based on a specific plan and vision.
- Increase harmonization between programs and improve service continuity.

### EACH COORDINATOR IS RESPONSIBLE FOR A SPECIFIC AREA

#### 1 Creating a new shared database for Te's programs and services so that we can:

- Facilitate the sharing of information about youths in our different programs.
- Help with accountability reporting.
- Better measure the impact of programs and services on families through a more dynamic use of data.
- Compare year-to-year statistics and retain historical data.
- Better evaluate family needs.
- Evaluate the contribution of volunteers.

**Phase 1, ongoing:** youth and families.

**Phase 2, September 2020:** integration of statistics; measurement of the impact of programs, service continuity, and the contribution of volunteers.

#### 2 Developing a management guide for volunteers and interns to harmonize internal practices.

#### 3 Developing an intervention framework to further define specific intervention strategies for each program and to harmonize them.

Consultations were held with the coordinators, program committee members, and Te's senior managers to clarify the organization's mission and goals. The intervention framework should be implemented in January 2020.

#### 4 Developing evaluation tools to measure the impact of service continuity within programs (ongoing).

Creating these tools should help us better analyze the needs of our youths and their families. An evaluation methodology with evaluation tools should be available in fall 2019.

Already, the four coordinators on the Program Coordination Committee have been able to work together on common concerns, for example, to better understand the issues, needs, and realities of other programs. This gateway between programs has helped improve continuity between services.



460 youths

# Programs and SERVICES

## Dedicated team

- 30 permanent employees
- 3 temporary employees
- 200 volunteers
- 3 adults receiving social integration assistance



### Parcours Program

Extracurricular and leisure activity program for youths aged 9 to 17.

- Homework assistance
- Fun and educational workshops
- Sports



181 youths

- Summer program
- Camps

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### Passeport pour ma réussite Program

High school academic perseverance program

- Academic support
- Social support



200 youths

- Mentoring support
- Financial support



### Sac à dos Program

Primary Cycle 2 and 3 academic perseverance program

- Academic support
- Reading workshops



79 youths

- Fun and educational workshops



### Support measures for Families

School lunches

- 8,878 balanced and nutritious meals served during the school year to 74 primary students from low-income families

Christmas campaign

- 166 food baskets given to families
- 48 sponsored Te families
- 310 gifts for children

Back-to-school support

- Distribution of 305 school bags in Verdun primary schools



## Impacts

- Social skills development
- Education on healthy lifestyles
- Greater independence
- Increased motivation for school
- More students getting high school diplomas and certificates



## ULTIMATE BENEFIT

Verdun youths who come to Te become educated and engaged adults.

# General GOALS

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1

Contribute to the academic perseverance and success of youth

2

Help improve the living environment of these young people and their families

3

Work to improve the socio-economic situation of young people and their families



**Parcours** is a recreation-based intervention program that is open to all Verdun youths aged 9 to 17. Our youth workers go at each student's pace to give them the chance to develop their full potential. By offering diverse activities, the team creates a balance between structured activities (workshops) and more flexible activities (homework assistance, free play, reading, etc.).

Giving children the chance to choose between both two types of activities is important for their development. A number of research studies show that "children who participate in 'less structured' activities better develop their capacity for self-regulation"<sup>1</sup> and that "[...] young people who participate in extracurricular activities develop a greater range of skills, competencies, and experiences, thanks in particular to their exposure to different peer groups workers and activity sub-cultures."<sup>2</sup> The practices in the Parcours Program are therefore aligned with evidence-based research.



## Program components:

Regular **fun and educational workshops and varied activities** (sports, computers, arts, cooking, trips, a gala, and more) to awaken young people's curiosity.

**More long-term projects** to give them more chances to experience success and **learn to persevere**.

A space, a coordinator and volunteers to help them **with their homework**.

A **library** of 2,000 books to help them develop a love of reading.

Affordable **monthly outings** (water slides, tobogganing, La Ronde, sugar shack, etc.) to **help them socialize** and develop a social network.

Annual **affordable camps** (in the fall and during March Break) to help them **develop their independence**.

**Summer activities** including a day camp, activities in parks for children aged 8 to 12 and a camp for teens aged 13 to 17 to **create unforgettable experiences**.

<sup>1</sup> Réseau d'information pour la réussite éducative, "Opter pour des activités 'moins structurées,'" an article on a study by a team of psychologists from the University of Colorado and the University of Denver (translated excerpt).

<sup>2</sup> François Poulin, Professor of Psychology at the Université du Québec à Montréal. Study published in the 10th issue of the MELS Objectif Persévérance et Réussite newsletter (translated excerpt).



“I signed up for the workshops to learn how to work with others and improve my teamwork. I loved all the circus activities. My big challenge is trusting others.”  
 – Participant of the Social Circus Project

Students in the **Passeport pour ma réussite Program** and the **Sac à dos Program** can access activities in the **Parcours Program**.

| ACTIVITIES/SERVICES        | NUMBER OF YOUTHS | AVERAGE PER DAY |
|----------------------------|------------------|-----------------|
| Extracurricular activities | 118              | 38              |
| Workshops                  | 81               | 10              |
| Homework assistance        | 86               | 13              |
| Monthly outings            | 40               | 15              |
| Annual camps               | 45               |                 |
| Summer program             | 145              |                 |

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## Social Circus Project: a unique experience!

- Pilot project over 10 weeks (March to May)
- 10 participants
- Weekly workshop

The Social Circus Project came about thanks to a partnership with the Verdun Circus School and the support of Cirque du Soleil. With lively and fun activities, this workshop series lets young people discover the different disciplines of the circus arts: juggling, floor acrobatics, hand to hand, balancing on an object or at a height, trampoline, and the theatre.

The project finished in May with a circus show performed at the annual Te gala, an event attended each year by nearly 300 people, or an audience similar to that for the Verdun Circus School’s year-end show. This was a great platform for our young people to show off their skills and demonstrate how they have learned to persevere!

### THE IMPACTS OF THIS NEW ACTIVITY ON THESE YOUTHS:

- Personal and social development
- Improved self-esteem
- Trust in others
- Expression of creativity and potential

### VALUES AND PRINCIPLES:

- Respect
- Confidence
- Team work
- Communication



## Change to the 2019 summer program

**Goals**  
**125 students enrolled** with an average of **40 students attending per day** (voluntary participation).

In summer 2019, Te will offer a cohesive and, above all, affordable program for children and teens in the community aged 9 to 17. These young people will get to be active and have positive experiences with other kids their own age. This program change will help these young people foster their sense of independence and responsibility, which are the two main goals of the Parcours Program

### POSITIVE IMPACTS:

- More affordable summer activities for children and teens aged 9 to 17
- Fun and safe space
- Access to a wide variety of activities and outings, regardless of the family’s financial situation



# Sac à dos Program

## GENERAL goal

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Contribute to the educational success of primary school students (through 3 sub-goals):

**Create**  
work  
methods

**Develop**  
a love of  
reading

**Improve**  
social skills



The program is conducted in partnership with two primary schools in Verdun: École Lévis-Sauvé and École Chanoine-Joseph-Théorêt. It is also being tested at two other schools: École Notre-Dame-de-Lourdes and École Notre-Dame-des-Sept-Douleurs.

The program combines a school-family-community approach with one-on-one and group activities. Each student gets an action plan with goals that they must meet throughout the school year. This plan is based on a needs analysis.

The program participants can get support for up to four years, depending on which school year they start in.

Youth workers meet with the students for two and a half hours twice a week. These sessions include five periods: transition (welcome), homework, reading, fun and educational activity, and daily recap.



**During** the  
2018-2019  
school year:

**79**  
young people  
were enrolled in  
the program

**46**  
girls  

---

**33**  
boys

**STUDENTS**  
in primary  
Grades 3 to 6

## A typical day at Sac à dos

### 3:00 P.M.: TRANSITION (WELCOME)

To spend some time connecting with the students when they arrive, our youth workers ask them about their day and how they are feeling. This period is also a time for the students to relax, have a snack, and get ready to do their homework.

### 3:30 P.M.: ACADEMIC SUPPORT

Our youth workers help the students with their schoolwork and any specific problems, whether school-related (understanding concepts) or skill-related (task organization, independence), that they need to improve.

### 4:15 P.M.: READING ACTIVITIES

The goal of this workshop is to help the students develop and maintain an interest in reading. Part of the period is led by the youth workers, while the other part is spent on individual reading.

### 4:30 P.M.: FUN AND EDUCATIONAL WORKSHOP

This workshop lets our young people develop their social skills such as communication, organization, emotion management, stress management, etc. The activities are varied and relate to science, cooking, sports, or other types of activities (self-esteem, emotion management, gender equality).

### 5:15 P.M.: RECAP

During the end-of-day recap, the youth workers get feedback from the students while encouraging them to evaluate their own progress.

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## Impacts

For the cohort of 66 students for 2017-2018:

- All students completed their school year.
- The 31 students in Grade 6 started high school, with 27 in regular classes.
- 22 of these youths are enrolled in the Passeport pour ma réussite Program.

### Action plan results:

- The 66 action plans (for as many students) included 38 methodology goals, 17 reading goals, and 37 social skills goals.
- 45% of the goals were met, 49% of the goals are being met, and 6% of the goals were not met.

## Top chef Sac à dos, A winner with Te youth

Several times a year, our youth workers plan a more long-term project (3 to 5 weeks) for the fun and educational workshops. The idea is to help young people reach a goal that makes them feel good about themselves. The top project for the year was definitely Top chef Sac à dos. **The goal of this project was to help our students develop their team spirit, organizational skills, and ability to speak in front of a group.** The teams had to prepare a three-course meal over three periods. Each team was responsible for a course assigned to them at random, and they had to choose a recipe to prepare and present to the other teams. Each team had to put together an ingredient list under a certain budget, and they all had to decide how to run the activity itself.

The students liked being able to choose the recipes and organize the activity. Some said that they learned **to respect others' points of view and work together to achieve their goal.** All of the students said that they were proud in how well they did with their group presentations.

## Continuation of our pilot projects

After Te's collaboration with the École Notre-Dame-de-Lourdes in winter 2018, a decision was made to continue the Sac à dos Program as designed: 33 weeks of after-class activities in a space lent by the school. This approach deepens relationships with school staff and helps the young people and their parents feel even more connected to the program. Eleven students (out of a possible fifteen) in Cycles 2 and 3 participated.

Since fall 2018, the program has been running as a pilot project at the École Notre-Dame-des-Sept-Douleurs. Although this school is located in the centre of Verdun, it is far from community organizations like Te. Offering Sac à dos at this school will therefore help these students and their parents get to know Te. Twelve students (out of a possible 15) from Cycle 3 are now enrolled in the program.

"Our daughter was greatly stimulated by the activities and discussions. She was really helped to set clear goals and better evaluate her own strengths and weaknesses. The program has helped her grow beyond what she learns in class and allowed her to become more independent. Te's youth workers have really helped her thrive as a person while helping her succeed at school. Thank you so much!"

Parents of an 11-year-old student



# e Passeur pour ma réussite Program

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## Goals

1

Increase the high school graduation rate

2

Increase access to post-secondary studies



In a 2007 partnership with Pathways to Education Canada and the Verdun community, Te became the first site to offer the Passeur pour ma réussite Program in Quebec. Since then, 790 young people have completed or are still participating in the program, and 257 students have received their high school diploma with the help of our team.



Young people aged 12 to 17 receive **4 forms of support:**

### MENTORING SUPPORT

A team of six Student Parent Support Workers (SPSW) help these students throughout their school careers, assess their needs, and support their academic perseverance with the help of parents, school staff, and representatives from community partners.

This connection between staff and students leads to a relationship of trust and lets us provide personalized support for students in their social, personal, academic or family lives. The youth worker sparks the students' motivation and commitment for school and the community while helping them experience success. This positive relationship is built over many years both with the young person and their family.

### SOCIAL SUPPORT (MENTORING)

Our support workers also provide social support by leading workshops (bicycle repair, cooking, arts and crafts, the "Toujours en forme" running club, board games, etc.) and with external activities such as employability workshops by the Boston Consulting Group, school tours, and one-on-one career exploration sessions.

The activities help these young people gain self-knowledge while developing their interests, aspirations, cross-curricular competencies, and social skills while creating significant relationships. The volunteers and mentors who support staff in their activities also serve as positive role models.

## ACADEMIC SUPPORT (TUTORING)

The tutoring component provides a stimulating and safe space where students can learn and reinforce their knowledge. The goal is to give them a desire to learn through tools that will help them along the road to independence. Tutoring is provided by a team of committed volunteers who share their time and knowledge to provide rich extensive educational support (developing work methods, preparing for tests and exams, helping with homework either one-on-one or in subgroups).

The volunteers become significant adults in the lives of our students and may even guide them throughout their high school education. They encourage these youths to persevere and are an invaluable resource for them.

## FINANCIAL SUPPORT

Immediate financial support reduces the financial barriers to education in areas such as food needs, transportation, or access to sports activities. Each student has the chance to get a post-secondary scholarship of up to \$2,000 depending on how many years they attended Passeport pour ma réussite Program.

### Remedial academic support

This year, thanks to a partnership with the Institut des troubles d'apprentissage, 10 young people benefited from their "Station app" program that provides evaluation and rehabilitation services in remedial education.

Participants:



15 partner secondary schools

- 75% of young people in the program go to École secondaire Monseigneur-Richard



200 students:

111 girls and 89 boys

|  |    |
|--|----|
| Sec. 1                                 | 53 |
| Sec. 2                                 | 45 |
| Sec. 3                                 | 35 |
| Sec. 4                                 | 24 |
| Sec. 5                                 | 35 |
| Welcoming class                        | 4  |
| TST: Training for a Semiskilled Trade. | 2  |
| PWT: Pre-Work Training                 | 2  |

## Impacts

Nearly \$56,000 in immediate financial support (excluding scholarships) was given to families between April 2018 and March 2019.

Out of our 33 graduates from last year, 29 continued on to post-secondary education (3 to get a DVS and 26 at a CEGEP).

## Our projects

In summer 2018, we launched a youth co-op called **Éco-Smoothies**. A group of 15 young people were introduced to the job market and entrepreneurship by producing "eco-friendly" smoothies and selling them at different public markets in Verdun.

A pilot project for an **Anglophone service point** for Te at the Dawson Boys & Girls Club continued for a second year with 20 young people (9 girls and 11 boys).

A research officer **reassessed the territory map** for eligibility to Te's Passeport pour ma réussite Program. The study showed the relevance of expanding the territory to serve more young people and facilitate their transition from the Sac à dos Program (primary level) to the Passeport pour ma réussite Program.



"I like everything at Passeport because they help you with homework and someone is always there for you. They also have very good mentoring workshops. The volunteers are nice to us and help us succeed. Thank you!" - Te youth

# SPECIAL activities

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Every year, Te organizes different activities outside of its regular program as well as fundraising campaigns. These initiatives help raise our profile while highlighting our work with young people throughout the school year.

## Recognition activities for young people

### PIERRE CÔTÉ BURSARY

Named in honour of our former executive director, the Pierre Côté Bursary is given once a year to an alumnus who spent at least four years with Te, who has shown perseverance throughout their journey, and who has been accepted into a post-secondary program or who has made an exemplary entry into the job market.

This year, the \$1,000 bursary was awarded to Diana Gonzalez-Rodriguez, a Te alum who finished her bachelor's degree in education and special education at Université de Montréal.

This bursary will allow her to take a specialization in working with children with autism spectrum disorder or an intellectual impairment. We congratulate Diana on her amazing ability to persevere!

### TE GALA

On May 31, 2019, Te held its annual gala, one of its main activities that brings together youths from all of the organization's programs and services. After months of preparation, 41 young people performed 12 artistic numbers showing off their talents to their parents and friends. The evening was also an opportunity to hand out awards to 22 young people who stood out through their involvement, perseverance and positive attitude.

### "GRADUATION" CELEBRATION

Our graduation ceremony was held on June 14 to acknowledge and celebrate, with parents and friends, the effort and perseverance of the 33 students finishing the Passeport pour ma Réussite Program. Congratulations to all of our "graduates" for your hard work and amazing success!

### HOOKED ON SCHOOL DAYS

With the theme "Our Actions, A + in Their Success," this year's Hooked on School Days were celebrated from February 11 to 15, 2019. Different programs and services ran a variety of themed activities.

## Special activities for families

### CHRISTMAS DINNER

Every year, Te organizes a traditional Christmas dinner for our youths and their families. On December 7, 100 people came to have fun and tell Santa what they wanted for Christmas. What a wonderful way to celebrate the most wonderful time of the year!

### SUGAR SHACK

The yearly sugar shack outing is always highly anticipated. On April 6, 120 young people, parents, friends, employees and volunteers spent memorable moments at the Érablière au Toit Rouge.



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## Fundraising activities

### ENJOYING LAUGHS TOGETHER WITH BOUCAR

On October 15, 2018, 300 people came to Quai 5160 (Maison de la culture de Verdun) for the Boucar Diouf show, whose net proceeds went to Te. For the event, the well-known comedian and author gave a unique and inspiring performance. Thanks to his generosity and that of our audience, donors and main sponsor (Caisse populaire Desjardins L'Île-des-Soeurs-Verdun), Te raised **\$10,000**.

### THIRD ANNUAL PICNIC FUNDRAISER

Once again, Te held its third annual picnic fundraiser under a radiant sun on September 9, 2018 on the outdoor dance floor of the Verdun Greenhouses. Nearly 200 people came together to celebrate youth success. The picnic fundraiser was a resounding success and raised **\$27,400**.

### A 5-À-7 RECEPTION TO THANK MARC!

On December 4, Te recognized Marc Edwards' departure as Chair of the Board of Directors after nine years in this position and **25 years of involvement** with our organization. Family, friends, colleagues and partners paid him a heartfelt tribute in a video that looked back on his exceptional contribution to Te's mission, from programs and services to governance and fundraising. Thank you, Marc!

### SCOTIABANK CHARITY CHALLENGE

On April 27 and 28, 2019, Te participated in the Scotiabank Charity Challenge for a 3rd year in a row. Nearly 70 runners and walkers trekked various distances (5K, 10K, 21K) and raised **\$846** for Te's activities while also heightening our organization's profile. Thank you to the walkers and runners, donors, volunteers, friends and employees for participating. Congratulations to the dozen Te youths who stepped up to take on this challenge!

## Partner activities

The Association Moto-Tourisme de Verdun (AMTV) launched an initiative to organize different fundraising activities to support programs and services for young people. **More than \$1,000** was raised in 2018-2019 for the school lunch service. Thank you to all members and the AMTV team for your generosity!



## Support measures for Families

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### SCHOOL LUNCH SERVICE

Since 1991, in collaboration with the Commission scolaire Marguerite-Bourgeoys, Te has served balanced and nutritious meals to students at the École Lévis-Sauvé and École Notre-Dame-de-Lourdes primary schools.

#### During the 2018-2019 school year:

- More than 8,500 meals were served or delivered to a group of about 60 young people from low-income families
- Educational and recreational activities were also organized after the meals

### Impacts

- Increased concentration and attention in class
- Education about healthy diets
- Discovery of new foods and recipes

Due to major water damage at the Centre Carolyn Hayes Renaud at the end of January, the school lunch service was moved to the Centre de persévérance scolaire Marcelle et Jean Coutu until the end of the school year. The meals were prepared by the caterer at the École secondaire Monseigneur-Richard. The service will move back to the Centre Carolyn Hayes Renaud in September 2019.

### “PAAS-ACTION” SOCIAL SUPPORT AND ASSISTANCE PROGRAM

Te helps adults who are having trouble accessing the job market to socially reintegrate, and we welcomed three people registered with Emploi-Québec’s PAAS-Action program as kitchen helpers who support the school lunch service.

### CHRISTMAS CAMPAIGN

The Christmas campaign broke records in 2018. Thanks to the generosity of many donors and volunteers, 1,130 people spent the holidays the way they were meant to be enjoyed!

#### Overview:

- **166 families** (520 people) received a Christmas basket with vegetables and meat.
- **48 families sponsored** by donors (195 people) received a basket of food and personalized gifts.
- **310 children** (Te youths and their siblings) received gifts from customers at the Mémé-Tartine artisanal bakery, police officers from Poste du quartier 16, and employees from BNP PARIBAS, CareBook, Le Groupe Master, Aliments Medina and Les cuisines d’aliments et sa conscience inc.
- **20 families** (57 people) received a \$125 cheque from The Gazette Christmas Fund.
- **78 volunteers** gave a total of 260 hours in the form of various contributions.

### DISTRIBUTION OF SCHOOL BAGS

#### School store

Pascale Cotnoir, a former volunteer and active Te donor, organized a second major fundraising campaign and drive of school supplies with the help of her network. The goal was to provide Te youths and their siblings with backpacks, full lunch boxes, and all the school supplies they needed to start the school year off right. About thirty students could choose their supplies from a “school store” set up at Te’s offices. Thank you to our volunteers and donors, including Bell, for providing

these backpacks of school supplies. About 30 students now have the right tools to go back to school.

#### Donation from the Optimist Club

Thanks to the generosity of the Gewurz Family Foundation and the initiative of the Optimist Club of Verdun, over 250 Verdun students also received a school bag filled with school supplies.

# Trainees and VOLUNTEERS

What better way to express the impact of our volunteers than with the words of a Te youth:

## “Work

What do young people think of this word? Some think of it as something negative or even a burden. Many adults think the same thing, but is this always true? For Te’s activities, volunteers don’t work to earn a living but rather to help students make progress and to encourage them. This takes a lot of commitment and effort. Simply by showing up, they show that ‘work’ can also mean ‘passion!’”

National Volunteer Week from April 7 to 13, 2019, was an opportunity for us to thank Te’s many volunteers and to honour two who stood out during the year with the Carolyn Hayes Renaud Award. This year, the award went to Alex L’Écuyer, a young student who is ready to help at any opportunity, along with Denis Roy, a committed volunteer for over five years in the Passeport pour ma réussite Program.

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Total volunteers 200

In our programs:

New adults 14

Te youths 7

Te alumni 2

Former volunteers 28

Outside the program:

Volunteers 149

“My internship at the Sac à dos Program was very educational. It helped me develop a professional identity with the help of the youth workers, who were always willing to answer my questions. I recommend this internship to all students in special education. I really hope that the Sac à dos Program and Toujours ensemble stay around for as long as possible!”

Kevin Rancourt

| Types   | NO. OF VOLUNTEERS | NO. OF HOURS |
|---|-------------------|--------------|
| <b>PASSEPORT</b>  |                   |              |
| Mentoring activities  | 5                 | 134          |
| Tutoring  | 33                | 710          |
| Recognition and training  | -                 | 10           |
| <b>Sub-total</b>  | <b>38</b>         | <b>854</b>   |
| <b>PARCOURS</b>   |                   |              |
| Homework assistance   | 3                 | 162          |
| <b>Sub-total</b>  | <b>3</b>          | <b>162</b>   |
| <b>SAC À DOS</b>  |                   |              |
| Homework assistance   | 1                 | 52,5         |
| <b>Sub-total</b>  | <b>1</b>          | <b>52,5</b>  |
| <b>BOARD AND SUBCOMMITTEES</b>  |                   |              |
| Meetings of the Board of Directors and Committees   | 11                | 80           |
| <b>Sub-total</b>  | <b>11</b>         | <b>80</b>    |
| <b>SCHOOL LUNCH SERVICE</b>   |                   |              |
| School lunch monitors   | 1                 | 390          |
| Kitchen helpers   | 1                 | 306          |
| <b>Sub-total</b>  | <b>2</b>          | <b>696</b>   |
| <b>TE EVENTS – ACTIVITIES</b> Halloween, Christmas Dinner, Christmas campaign, picnic fundraiser, summer program, Centraide caring activities, 40 <sup>th</sup> anniversary committee |                   |              |
| Te youths   | 7                 | 76           |
| Adults  | 138               | 625,5        |
| <b>Sub-total</b>  | <b>145</b>        | <b>701,5</b> |
| <b>TOUJOURS ENSEMBLE</b>  | <b>200</b>        | <b>2 546</b> |

## TRAINEES

Te is proud to offer diverse internship opportunities and to help train the next generation of education professionals. Our trainees also help everyone develop innovative ideas and share knowledge and skills. Since September 2018, 13 trainees from 6 programs have come to hone their knowledge at Te.

# Governance, community and DEMOCRATIC LIFE

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Toujours ensemble (Te) has deep roots in its community

Founded in Westmount in 1979, Te is a recognized charitable organization that has worked in the Verdun community for over 30 years. With strong roots in Verdun, Te works closely with community stakeholders to meet the needs of children and teens aged 6 to 17. By understanding the different needs of these youths, our team can offer tailored services that spark their interests and address their concerns. Since its inception, Te has helped thousands of young people persevere in their academic careers and personal lives while developing their full potential. Te also gives local residents opportunities to volunteer (for volunteering at Te, see “Volunteers and Trainees,” p.17).

## COMMUNITY INVOLVEMENT

Te is engaged in the community in different ways so that we can better respond to the needs of young people and families in the neighbourhood.

## ROUNDTABLES

- Regroupement des organismes communautaires québécois de lutte au décrochage (ROCLD)
- Table de l'action communautaire (TAC)
- Concertation en développement social de Verdun
- Comité sécurité alimentaire de Verdun
- Table de concertation jeunesse (youth roundtable, 6 to 17)
- Table de concertation jeunesse (youth roundtable, 16 to 30)
- FamillePointQuébec

## COLLABORATION WITH OTHER ORGANIZATIONS

- Dawson Boys & Girls Club
- Réseau d'entraide de Verdun
- L'Ancre des Jeunes
- Grandir Sans Frontière
- L'Institut des troubles d'apprentissage – Station d'apprentissage
- Verdun Circus School

## SCHOOL GOVERNING BOARD

- École secondaire Monseigneur-Richard
- École primaire Chanoine-Joseph-Théorêt
- École primaire Lévis-Sauvé
- École primaire Notre-Dame-des-Sept-Douleurs

## ANNUAL GENERAL MEETING

Te's annual general meeting was held on June 21, 2018. In addition to electing the Board of Directors and meeting our administrative responsibilities, we also provided a yearly report to our members, partners and volunteers. Thirteen members out of twenty-one attended.

## BOARD OF DIRECTORS

Our Board members, who are elected at the annual general meeting for a period of two years, come from different professional areas and care about the success of young people. Board members promote the general interests of the corporation and see to its financial stability. In 2018-2019, the Board of Directors met six times.

### Three new members were appointed to the Board of Directors:

- One individual from a liberal profession
- One individual from the education sector
- One individual who represents our beneficiaries

## WORKING COMMITTEES

The Working Committees below were active in 2018-2019:

- Development Committee
- Governance Committee
- Programs Committee
- Finance Committee

The mandate of these committees is to support Te's general management in the execution of day-to-day operations.

# BOARD OF DIRECTORS



Chair Of The Board  
**Sigrid Ellefsen**

Telus, Sales Director –  
Business Solutions  
Member of the Board since 2011  
Development Committee



Vice-Chairman  
**François Guy**

CIBC Wood Gundy  
First Vice-President, Investment Advisor  
Member of the Board since 2007  
Programs and Governance Committees



Treasurer  
**Luc Sabourin**

Coca-Cola Refreshments,  
Finance-Recycling Manager  
Canadian Business Unit  
Member of the Board since 2012  
Finance Committee



Secretary  
**Me Pascale Bédard**

Counsel specializing in civil liability,  
commercial and insurance law  
Member of the Board since 2009  
Programs and Governance Committees



## Administrators

**Kim De Baene**

GSoft, Product Manager  
Member of the Board since 2018  
Governance Committee



**Paule Desgroseilliers**

Retired teacher, researcher and  
educational management consultant  
Member of the Board since 2018  
Programs Committee



**Marc Edwards**

Kane Biotech Inc., CEO  
Member of the Board since 2005  
Development, Programs and Finance Committees



**Marie-Claude Jalbert**

Jarislowsky, Fraser Limited, Senior Partner  
Member of the Board since 2012  
Finance Committee



**Sonia Tairi**

Intern from the Barreau du Québec at the  
legal affairs department of the Ville de Laval  
Board member since 2019



**Julianne Baird**

Human resources consultant who  
specializes in talent management and  
organizational development  
Board member from 2017 to 2019  
Human Resources Executive  
Advisory Support

# TOUJOURS ENSEMBLE Team

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Toujours ensemble would like to thank our 8 summer camp employees for helping make this year's camp experience a memorable one for our youths.

## Administration

- **Bineta Ba** - Executive Director
- **Sylvie Racine** - Manager, Administration and Finance
- **Véronique Beaulac** - Development Coordinator
- **Christine Vallières** - Communications Officer
- **Ian-Pierre Scott** - Executive Assistant (until November 2018)

## Parcours Program

- **Maxime Leroy** - Coordinator of the Parcours Program and the school lunches service
- **Daniel Champagne** - Youth Worker
- **Chloé Giard-Montpetit** - Youth Worker
- **Joey Gutierrez-Gosselin** - Youth Worker
- **Andrew Marchand** - Youth Worker
- **Lucie Oddoze** - Intervenante jeunesse (maternity leave replacement)
- **Yannick Caron** - Youth Worker
- **Marie-Josée Legault** - Youth Worker (maternity leave)

## School Lunches

- **Steve Doucet** - Cook, supervisor of the PAAS-Action program and the school lunch service
- **Sylvie Hamel** - Support for school lunches and homework assistance
- **Diane Michelin\*** - School Lunch Monitor
- **Johanne Théroix\*** - School Lunch Monitor

## Passeport Pour Ma Réussite Program

- **Elizabeth Robillard** - Program Coordinator
- **Johanne Kingsbury** - Youth Work Coordinator
- **Diane Antoun** - Administrative Assistant and Bursary Coordinator
- **Élaine Lapointe** - Tutoring Facilitator
- **François Nguyen\*** - Tutoring Assistance
- **Elhadji Bathily** - Student-Parent Support Worker
- **Mélissa Cardinal** - Student-Parent Support Worker
- **Laurence Côté** - Student-Parent Support Worker
- **Monica-Andrea Correa** - Student-Parent Student-Parent
- **Mélissa Langevin** - Student-Parent Student-Parent

## Sac à Dos Program

- **Mariana Caloca** - Coordinator
- **Soraya Calixte** - Youth Worker
- **Laurent Chicoine-McKenzie** - Youth Worker
- **Myriam Courtemanche** - Youth Worker
- **Gacèle Jean-Louis** - Youth Worker
- **Christine Loiselle** - Youth Worker
- **Wisely Marie Louis** - Youth Worker



Toujours ensemble

DES BONS CO

LE MUR  
DES BONS COURS

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# FINANCIAL Situation

For the year ended March 31, 2019

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## REVENUES

|  | \$               |
|--|------------------|
| Donation from Pathways to Education Canada   | 473,898          |
| Donation from Centraide  | 274,803          |
| Private donations  | 591,596          |
| Government grants  | 460,000          |
| Registration fees from youth   | 44,802           |
| Donation from fundraising campaign Centre de persévérance scolaire Marcelle et Jean Coutu (CPSMJC) | 50,000           |
| Donated supplies and services  | 31,101           |
| Fundraising  | 48,724           |
| Amortization of deferred contributions related to capital assets                                   | 3,471            |
| Rental of premises   | 21,996           |
| Other revenues   | 6,372            |
| <b>TOTAL</b>   | <b>2,006,763</b> |

## EXPENSES

|  |                  |
|--|------------------|
| Administrative salaries and benefits               | 250,387          |
| Pathways to Education Program                      | 649,665          |
| Parcours Program                                   |                  |
| • After school program and prevention .....        | 256,538          |
| • Summer programming .....                         | 103,164          |
| Sac à dos Program                                  | 184,319          |
| School lunches service                             | 114,125          |
| Foundation of Greater Montreal donation            | 50,000           |
| Christmas campaign                                 | 30,135           |
| Fundraising expenses                               | 31,147           |
| Contractuals                                       | 50,471           |
| Professional fees                                  | 13,229           |
| Special projects                                   | 15,374           |
| Training   | 2,333            |
| Operating expenses of rental premises              | 7,456            |
| Other expenses                                     | 5,129            |
| Interest on the long-term debt repayable on demand | 15,626           |
| Interest and bank charges                          | 1,178            |
| Amortization of capital assets                     | 213,211          |
| <b>TOTAL</b>                                       | <b>1,993,487</b> |

|  |               |
|--|---------------|
| <b>EXCESS OF REVENUES OVER EXPENSES BEFORE REVENUE RECEIVED FROM INSURERS AFTER DISASTER</b> | <b>13,276</b> |
| <b>REVENUE RECEIVED FROM INSURERS AFTER DISASTER</b>   | <b>23,697</b> |
| <b>EXCESS OF REVENUES OVER EXPENSES FOR THE YEAR</b>   | <b>36,973</b> |

# Donors and PARTNERS

We can support Verdun youth because of the generosity and loyalty of our **partners, donors, team members** and **individual supporters**.

We are extremely grateful for their invaluable contribution to our mission.

**Passeport**  
pour ma réussite



**Centraide**  
du Grand Montréal



Gouvernement  
du Canada

Government  
of Canada

**Québec**

**Montréal**

## PROGRAMS, SERVICES AND PROJECTS

- AFP Montréal
- APL Énergies
- Arrondissement de Verdun, Ville de Montréal
- Association moto tourisme de Verdun
- Ayemel Family Foundation
- Banque de Montréal - BMO Groupe Financier
- Bell
- Blema & Arnold Steinberg Family Foundation
- Caisse Desjardins de L'Île-des-Soeurs-Verdun
- Capinabel
- Claudine and Stephen Bronfman Family Foundation
- Comité interuniversitaire urbain
- Commission de la construction du Québec
- Cordonnerie Argentino
- Côté Sharp Family Foundation
- DJS Holdings Ltd.
- École de Travail social de l'Université du Québec à Montréal
- Emplois d'été Canada
- Fidelity Investments Canada
- George Hogg Family Foundation
- Gewurz Family Foundation
- Grand Montréal Foundation
- Grondin Savarese Legal Inc.
- Gustav Levinschi Foundation
- Hexavest
- Hylcan Foundation
- Intact Foundation
- Invesco
- Irving Ludmer Family Foundation
- John Baker Fellows Family Foundation
- Jacques Lessard Foundation
- Jeunesse-Vie Foundation
- La Fondation des Canadiens pour l'enfance
- Les frères de l'Instruction Chrétienne
- Luxury Retreats
- Macdonald Stewart Foundation
- Marcelle et Jean Coutu Foundation
- Marché Tondreau
- Marie-François Found
- MNP sencrl
- Nunsubco Deux Inc.
- Oeuvres Régis-Vernet - Soeurs de la Présentation de Marie
- Reitmans Canada Ltd.

- René Malo Foundation
- Réseau réussite Montréal
- Restaurant Nouveau Verdun
- Richelieu Verdun Foundation
- Rogers Communications Canada inc.
- Stellabar Foundation
- Stratus Foundation
- Sybilla Hesse Foundation
- Tenaquip Foundation
- Ville de Montréal - Fond de lutte à la pauvreté
- 7287551 Canada Inc
- 9364-2239 Québec Inc.

## CHRISTMAS CAMPAIGN

- Aliments Medina Inc.
- Anne-Marie & Mitch Garber Family
- Bertrand Family Foundation
- BNP PARIBAS
- Bonanza Lalumière
- Canderel
- Carebook
- Casgrain & Compagnie Limitée
- Colby Monet
- Construction Broccolini Inc.
- Courchesne Larose
- Cultur'dough Cookies
- Distributel Communications Ltd.
- Dre Martine Lavergne Inc.
- David Family Foundation
- Eric T. Webster Foundation
- GE Lighting Solutions
- Groupe Aldo
- Groupe GSOFT Inc.
- Hy Bloom Inc.
- IGA Champagne
- Individual Investment Corporation
- Ivanhoé Cambridge
- Lallemand inc.
- Le Groupe Master
- Les cuisines d'aliment et sa conscience Inc.
- Marché Tondreau
- Maxwell Cummings Family Foundation
- Mireille & Murray Steinberg Family Foundation

- MNP SENCRL
- Paysafe Services Canada Inc.
- Placements ExpressA Inc.
- R. Howard Webster Foundation
- Rafrichissements Coca-Cola
- RingCentral
- Stratus Foundation
- Symcor Inc
- Zeller Family Foundation

## PICNIC FUNDRAISER 2018

- Aliment original
- Allouettes de Montréal
- Anna Goodson Illustration Agency
- Caisse Desjardins de L'Île-des-Soeurs-Verdun
- Capinabel
- COGECO communications
- Courchesne Larose
- Design M3béton Inc.
- Fondation des associés de Jarilowsky Fraser
- Gouvernement du Québec - Député de Verdun
- Impact de Montréal
- IS Event Solutions
- Jarilowsky Fraser Limited
- Keurig Canada
- La Tablée des chefs
- Les Aliments Krispy Kernels
- L'Incrédule Bistro
- L'Oréal
- Nomad Logic Inc.
- Première Moisson
- Rafrichissement Coca-Cola limité
- Repaire Jeunesse Dawson
- RingCentral
- Roasters Foundation
- Simple Gourmet
- Spa Balnéa
- TELUS
- The Aldo Group
- Via Rail Canada

“THANK YOU for believing in the success  
of young people and contributing to our mission.  
Together, we are making a difference.”



Toujours ensemble

**Centre Carolyn Hayes Renaud**

4926, Verdun Street, Verdun, Quebec, H4G 1N3

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