

# ANNUAL REPORT



2015  
2016



 Parcours Program

 Passeport pour ma réussite Program

 Sac à dos Program



# SUMMARY

- 3 Mission – goals – values – community dialogue and participation
- 4 Message from the Chairman of the Board of Directors
- 5 Message from the Executive Director
- 6 Socioeconomic profile of Verdun and Te members
- 7 A Portrait of Toujours ensemble
- 8 Parcours Program
- 10 Passeport pour ma réussite Program
- 12 Sac à dos Program
- 14 Volunteer involvement
- 15 Toujours ensemble's visibility, activities and campaigns
- 18 Additional Testimonials
- 19 Governance and community and democratic life
- 20 Board of Directors
- 21 Committees
- 22 The Toujours ensemble team
- 24 Financial Overview
- 25 Donors and partners

---

## Content

Toujours ensemble

## Editing

Toujours ensemble  
Amy Butcher

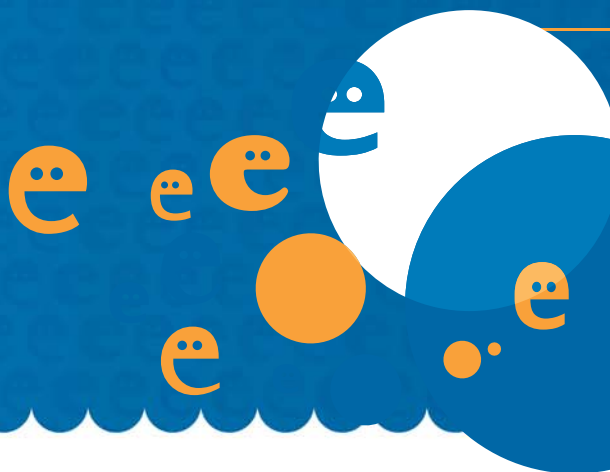
## Photography

Toujours ensemble  
Justin Desforges

## Graphic Artist

Tabasko Communications

---







## 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 Develop long-term engagement and independence among youth and their families
- 2 Support young people's personal, social and educational development
- 3 Encourage academic perseverance

## COMMUNITY DIALOGUE AND PARTICIPATION

- Table de concertation jeunesse de Verdun (TCJV)
- Coopérative jeunesse de services, Conseil verdunois d'initiatives et d'intervention communautaire (CVIIC)
- Concertation en développement social de Verdun (CDSV)
- Table multi ESMR (école secondaire Monseigneur-Richard)
- ESMR (École secondaire Monseigneur-Richard) governing board
- Board of directors of the Regroupement des organismes communautaires québécois de lutte au décrochage (ROCLD)

## VALUES

COOPERATION

CURIOSITY

HONESTY

PERSEVERANCE

RESPECT

SELF-ESTEEM

SOCIAL INVOLVEMENT



## MESSAGE FROM THE CHAIRMAN OF THE BOARD OF DIRECTORS

Dear Partners and Friends,

Throughout the year, Toujours ensemble (Te) provides support to hundreds of Verdun youth, and to their families, with pride and dedication. We work with hundreds of children and teens who benefit from our various programs and services. These young people are what motivate us and keep us committed to the community.

At a time when many organizations are experiencing upheavals from budget cuts and when funding for community groups remains a constant concern, Toujours ensemble must do even more to stay focused on young people and their success.

More than ever, we are convinced of how important it is to intervene early in the academic journey of our youth. Prevention remains an essential way to help kids succeed and keep them in school. We must also stress the key role of education in improving individuals' personal and economic living conditions. The youth that Te is supporting this year will graduate in 2030. It is imperative that they have the right tools for the future.

For all of these reasons, we have developed many tools and programs since the mid-1980s. From extracurricular activities to financial and social support, everything we do has one unique goal: help young people succeed at and stay in school.

This past year, we successfully integrated the Sac à dos Program into our regular programming. Recently, we also launched a program evaluation process to better measure the impact of our service continuum for our beneficiaries. The intended goal of this assessment process is to improve our services for neighbourhood youth and families.

Another highlight of 2015-2016 was the arrival of Ms. Bineta Ba, our new Executive Director, who has continued the demanding and complex work of philanthropic development while reviewing Te's organizational structure to make it more efficient and tailor it more profoundly to the needs of youth. As someone who has been highly involved in young people's academic perseverance and success for many years, she brings great experience to Te, which represents an invaluable asset.

Our partners' support and trust are what make the difference for us in helping young people thrive, meet major needs in the community, and be there for youth and their families.

Thank you and please enjoy our annual report.

**Marc Edwards**

Chairman of the Board

## MESSAGE FROM THE EXECUTIVE DIRECTOR



Friends of Toujours ensemble,

It was with great pride that I joined the Toujours ensemble family in July as its Executive Director. What struck me the most when I started was the incredible passion and dedication of the team and Board members to Te's mission. This tremendous commitment is, without a doubt, one of the keys to our organization's success.

There is also no doubt that 2015 was a year of transition, what with the reorganization of human resources and the implementation of tools to manage Te's growth, such as our new website and online donation platform. Thanks to support from our partners and team—and because of our solid roots in the Verdun community—, Te was able to make these changes while never losing sight of the needs of youth and families.

This year we were very proud to officially include the Sac à dos Program as a permanent fixture of our services. Our Parcours Program, a pillar of Te, continues to evolve and broaden the horizons of our youth. Finally, Passeport pour ma réussite will welcome its fifth cohort of high school students this year. These programs illustrate the importance of using prevention to fight school dropouts and break the cycle of poverty. In all three of our programs, we have seen young people show both perseverance and courage. We congratulate each of them for the incredible things they have accomplished!

I thank our team and the Board of Directors for all of your work this past year. We are very enthusiastic about the years to come, and our priorities are now to find sustainable funding sources and continue our program evaluation process.

We could not achieve what we do without the help and dedication of many people, whom I would like to acknowledge and thank on behalf of all Te youth. I also tip my hat to our volunteers and partners in the Verdun community who spare no effort to make our projects a success. A special thanks also goes to my predecessor, Rachel H. Renaud, who continues to support and stay involved with Te on its Board of Directors. Rachel has been an invaluable ally and guide during this transition period.

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

**Bineta Ba**

# SOCIOECONOMIC PROFILE OF VERDUN AND TE MEMBERS

Located in the Wellington-De L'Église sector of Verdun, Toujours ensemble meets the varied needs of a particularly underprivileged clientele in Greater Montreal that experiences a high degree of social, academic, family and cultural problems.

## SNAPSHOT OF THE TERRITORY \*

**Stable population: 66,160 people live in the borough**

**A borough made up of three sectors with high sociodemographic contrasts:**

- The Wellington-De L'Église sector is known particularly for the vulnerability of its residents

**Low incomes are more common in Wellington-De L'Église than Verdun as a whole, especially among youth:**

- 25% of people in Verdun and Montreal have a low income, whereas this rate reaches 32% in Wellington-De L'Église
- Among people under 18, the percentage rises to 41% in Wellington-De L'Église and 31% in Verdun, compared to 28% in Montreal

**Single parents are very common across Verdun, particularly in the Wellington-De L'Église sector:**

- 39% of families with children in Verdun and 46% in the Wellington sector are single parent families (33% for the Island of Montreal). Wellington-De L'Église has one of the highest rates of single parents on the Island of Montreal

## SOME FACTS:

- **Youth (0 to 14 years): 13.5%** (15.2% on the Island of Montreal)
- **Families with children: 55.1%** (62.8% on the Island of Montreal)
- **Immigrants: 22.5%** (33.2% on the Island of Montreal)
- **New immigrants: 8 %** (8,3 % on the Island of Montreal)
- **People 15 and older without a diploma or degree (low education level): 17.9%** (18.9% on the Island of Montreal)

\* Source: 2014 Verdun Territorial Analysis, Centraide of Greater Montreal. Sociodemographic and economic data: 2011 Census, National Household Survey, and the Québec Survey of Child Development in Kindergarten (QSCDK), 2012

## SNAPSHOT OF Te

### OUR PARTICIPANTS:

- **53% girls, 47% boys**
- **46% elementary students**
- **54% high school students**
- **92% of high school students are enrolled in the Passeport pour ma réussite Program**
- **31% of our youth don't speak French at home**
- **75% of our youth live in the Wellington-de-l'Église neighborhood**
- **17% of our youth live in the Desmarchais-Crawford neighborhood**
- **7% of our youth live outside of Verdun**

### CULTURAL BACKGROUND:

- **62% of residents report being of sole Canadian or Quebec descent**
- **38% report being of mixed descent (Canadian or other) or of foreign descent**
- **76% of youth are born in Canada**
- **24% of youth are born outside of Canada**

**OUR MEMBERS BORN OUTSIDE OF  
CANADA COME FROM  
39 DIFFERENT COUNTRIES**





# 

Toujours ensemble is a community organization that has been in Verdun since 1986. In addition to supporting its regular members,\* each year Te provides direct assistance to Verdun youth and their families, which represents near 1,000 people.

*Regular member: youths aged 9 to 17 enrolled in Te during the current school year.*



Registration costs \$25 per child per school year



Outings are organized once a month



The organization is open to young people from Monday to Friday, from 3:00 p.m. to 5:30 p.m. and 7:00 p.m. to 8:30 p.m.

## 528 YOUTHS BENEFITED FROM TE'S SERVICES THIS YEAR.



### Parcours Program\*

274 elementary and high school students



### Passeport pour ma réussite Program:

210 high school students



### Programme Sac à dos :

44 elementary students

- CHRISTMAS CAMPAIGN: 200 BASKETS GIVEN TO UNDERPRIVILEGED FAMILIES
- SCHOOL LUNCHES: 7,889 MEALS SERVED TO 56 YOUNG PEOPLE
- 31 FULL-TIME EMPLOYEES
- 9 PART-TIME OR SEASONAL EMPLOYEES
- 154 VOLUNTEERS
- 1 ADULT RECEIVING SOCIAL INTEGRATION ASSISTANCE

\* Youths from the Passeport pour ma réussite and Sac à dos programs have access to the Parcours Program.





## Parcours Program

### GENERAL OBJECTIVES

- 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 social and economic factors for both them and their families

The **Parcours Program** offers a variety of activities that focus on discovery, cooperation, and personal excellence to contribute to young people's personal, social and educational development.

### EXTRACURRICULAR ACTIVITIES

The Parcours Program has a rich and diverse monthly program that helps young people develop their social skills and aptitudes. The team helps each student in the program reach their full potential and encourages them to be active in their communities.

- **7,058: Number of times young people attended our regular afternoon activities during the year**, this represents an average of 57 youths per day
- Sports, cooking, science, art, outings in the city, outdoor games and theme days are just a sample of the many workshops that Te runs. On average, **17 young people** participate in these activities every day
- In addition to its regular activities, Te organized **8 low-cost outings** during the school year that **62 youths** took full advantage of these opportunities.

To meet its set goals, the team organized more short-term projects (travel, drama, game club; the gala; a running club, etc.) to help young people develop a sense of commitment and experience success. For our annual trip, 10 youths went on an expedition to St. John's (Newfoundland and Labrador). The trip included an outdoor excursion of a few days on the famous East Coast Trail. This rewarding experience indeed broadened the group's horizons.







## SCHOOL LUNCHES

The school lunch service provides balanced and nutritious meals to primary students at the École Lévis-Sauvé and the École Notre-Dame-de-Lourdes in the Commission scolaire Marguerite-Bourgeoys. For about one dollar per meal, young people from low-income families can eat right in a welcoming, structured and safe environment. This service fills an essential need and helps students stay focused when they go back to class. After lunch, the kids join organized activities (such as reading, art or supervised games) to develop different skills and socialize with children their own age.

**During the school year, 7,889 meals were served to 56 youths.**

*"I had never been to Québec City or Valcartier, with its big snow rafting runs! It was so much **fun**! What an **epic** trip!"*

*— Alex, 11 years old*

## HOMEWORK ASSISTANCE

A homework assistance service is provided every day to contribute to the academic perseverance of our youth.

- On average, **15 students** get help in the homework assistance room every day
- They have access to **10 computers**
- They can access a library with over **2,100 references**.

Toujours ensemble provides a calm and inviting homework space along with the required materials, books and technology. For the team, the homework assistance program lets them help and guide parents and their children through the academic journey, which can be very demanding.



## SUMMER PROGRAM

Te definitely gets buzzing with activity over the summer, when the team spends some fun time with the students they worked with during the year in a different context. Summer is also a time for them to meet new faces.

The summer program is a strong combination of three projects: the day camp (for children aged 8 to 12) and Trip Ados (for teens aged 13 to 17), which offer affordable camps, as well as Animation jeunesse (for children 8 to 12 years), which runs free activities.

- **142 youths** took part in our summer programming
- **68 children** registered in the day camp
- **17 teens** participated in the Trip Ados camp
- **57 youths** had fun in public parks and spaces with the Animation jeunesse team.

During the summer, Te and its staff use humour and know-how to provide these services to youths and their parents. These young people get to enjoy original and fun activities while becoming involved as volunteers in their neighbourhoods. For parents, this is a chance to get some rest while knowing their children are in good hands.





# Passeport pour ma réussite Program

## GENERAL OBJECTIVES

- 1 Maintain a range of diverse activities by emphasizing discovery, cooperation and the overcoming of personal limitations
- 2 Develop more short-term projects to encourage academic perseverance and cultivate success

Toujours ensemble has run the Passeport pour ma réussite Program in partnership with Pathways to Education Canada, Passeport Québec, and the Verdun community since 2007. Based on a global approach, this program combines the family, school and community to help young people develop and to support them in their academic and personal journeys. This program has made a difference and stood out through its four areas of mentoring, academic, social and financial support.

**In 2015-2016, 210 youths benefited from this program.**

## MENTORING SUPPORT

Each of our Student Parent Support Workers (SPSW) meet with about 40 youths at least once a month to provide mentoring support.

- Evaluate needs and implement an action plan
- Focus on motivation, independence and accountability
- Act as a liaison to ensure cooperation between the family, school and community.

## ACADEMIC SUPPORT (TUTORING)

According to the needs identified by the SPSW, students receive academic support during two mandatory periods per week. This support is available thanks to over 80 dedicated volunteers as well as former members of the program.

- Assistance with assignments, homework and exam preparation
- 32 weeks of activity, 12 sessions per week.







“For me, Passeport is a place where we get a lot of **support to succeed**. We all have value in their eyes. They help us face our problems, both academic and personal. They believe that anyone can succeed. **Thank you, Passeport!**” – Amy, a student in the *Passeport pour ma réussite* Program

## SOCIAL SUPPORT (MENTORING)

Three forms of social support as part of a continuum of services provided for 21 hours per week:

- The goal of group mentoring (for students in Secondary 1 to 3) is to help young people develop social skills and self-esteem through cooking, sports, bike repair, art and other workshops
- Specialized mentoring (for students in Secondary 4 and 5) helps students develop skills and interests through projects that get them involved in the community and help them fulfil their potential
- Career mentoring and guidance counselling (for students in Secondary 4 and 5) to prepare students for the job market and help them explore their career and academic options.

## FINANCIAL SUPPORT

This support aims to improve academic perseverance and access to postsecondary education by reducing financial obstacles.

- Financial contribution to cover the cost of uniforms, school supplies and educational materials
- Food assistance (tokens or meal cards for the school cafeteria)
- Opportunity to accumulate \$400, and up to a maximum of \$2,000, in bursaries per year of participation in the program.

## PROGRAM IMPACTS

Thus far, **131 students in four cohorts** have completed the program. Furthermore, 28 of our students will receive their high school diploma this year. Out of this number, 23 students received help to enroll in CEGEP and 2 are getting ready to start vocational training.

**All program goals were reached this year.** To keep in contact with our young people during the summer, we organized about 35 activities, such as yoga, collective gardens, bike workshops and outings, which students attended 118 times. Other activities such as an information night, a collective cooking workshop, and a spaghetti dinner also helped families develop a sense of belonging and feel involved in their child's journey. We have continued our partnership with the École secondaire Monseigneur-Richard, and our teams attend multidisciplinary meetings at the school and stay in constant communication with the school team.







## Sac à dos Program

### GENERAL OBJECTIVE

Contribute to the academic success of youth



Sac à dos is an academic perseverance program for primary students. Its educational activities are structured so as to provide personalized intervention for each child. This year, Sac à dos officially became a permanent part of Toujours ensemble's programming.



### FACTS ABOUT SAC À DOS

#### 44 STUDENTS:

13 FROM THE ÉCOLE CHANOINE-JOSEPH-THÉORÊT AND  
31 FROM THE ÉCOLE LÉVIS-SAUVÉ

#### 2 VOLUNTEERS

#### 33 WEEKS OF ACTIVITIES

Most of these students are in Grade 3 to Grade 6 and are 8-14 years of age. They have various educational needs (learning problems, behaviour problems), personal needs (social skills, organization, work methods) and social needs (family problems, need for integration, and other obstacles). The students were identified by their teachers and the school administration.

Students at the École primaire Chanoine-Joseph-Théorêt participated in the program activities once a week, whereas students at the École Lévis-Sauvé participated twice a week.

### ACADEMIC SUPPORT

During the homework assistance period, students learn about effective work methods, such as independent study, planning, organization, time management and study strategies. The groups have a small ratio of a maximum of five students for each youth worker.

### READING

The goal of this activity is to help students develop an interest in reading. This time is divided between periods of staff-led reading activities group reading activities and individual reading time. This year, the team worked with the Verdun library to develop special activities for the Piqûre lecture series. We also developed a relationship with the daycare service at the École Lévis-Sauvé, as students in the Sac à dos Program showed and read books to preschool children registered at the daycare. Finally, an event with a Verdun-based comic book artist and author was organized during the Hooked on School Days.

## FUN AND EDUCATIONAL WORKSHOPS

These workshops develop social skills such as communication, conflict resolution, collaboration, self-esteem, and more. The varied programming alternates between simple workshops and multi-week projects.

## FAMILY ACTIVITIES

This year, we developed a component for parents and presented two workshops on homework time at home and reading. At the family picnic in May 2016, students gave a percussion performance that they rehearsed with the father of one of the students in the program.

## INTERVENTION

Our team has two youth workers and one coordinator. Our intervention approach is tailored to the needs of each youth and is based on collaboration between the school, family and community. Our workers therefore act as a channel for constant communication between parents and teachers. Action plans are developed based on an analysis of each student's difficulties in order to focus their energy and motivate them to work on specific goals.

## EVALUATION

Our team has developed custom tools to analyze the impact of our work on students' reading ability, social skills and motivation. The results of the 2015-2016 cohort will be available in our final report produced in June.

## IMPACT

**For the cohort of 27 students** who finished in June 2015, 16 were in Grade 6. **Out of this number:**

- **12** went on to take normal Secondary 1 classes and **3** were placed in high school adaptation classes
- Amongst these **15** youths, 14 have registered for the Passeport pour ma réussite Program
- **1** student had to repeat Grade 6.

**"Sac à dos is a wonderful program that helps students to better manage their lessons and homework. The children also develop social skills that also help them in class. The relationship with the youth workers is easy and pleasant. We are partners for student success within this program."** – teacher at l'École Lévis-Sauvé



## VOLUNTEER INVOLVEMENT

"They were proud of me when I got good grades and encouraged me when I was stressed about my exams. I didn't realize it at the time, but that was the best gift they could give me, as they helped build my **self-esteem**." – Ines, student who completed the *Passeport pour ma réussite* Program

In addition to providing invaluable help and support for the team, volunteers are above all people who choose to make a difference in their communities. This commitment can take many forms, but no matter how they get involved, volunteers do so out of a passion and desire to make a positive impact. Volunteers are agents of social change whose involvement has an impact on all of society. At Toujours ensemble, over 150 people are actively involved with young people, and their contribution is essential!

### STATISTIQUES

TYPE	NO. OF VOLUNTEERS	NO. OF HOURS
<b>PASSEPORT POUR MA RÉUSSITE PROGRAM</b>		
Group activities	23	236.50
School support	87	2,113.50
Recognition and training		110.50
Involvement of Te youth	7	34.00
Bike workshop	1	22.00
<b>Passeport sub-total</b>	<b>118</b>	<b>2,516.50</b>
<b>PARCOURS PROGRAM</b>		
Hairdresser	1	6.00
Trainees	3	407.00
Other	1	16.00
School lunches	3	120.00
Involvement of Te youth	9	720.00
Culinary trainees	4	353.00
<b>Parcours sub-total</b>	<b>21</b>	<b>1,622.00</b>
<b>SAC À DOS PROGRAM</b>		
Homework assistance	4	58.00
<b>Sac à dos sub-total</b>	<b>4</b>	<b>58.00</b>
<b>BOARD AND SUB-COMMITTEES</b>		
Board and working committees	11	161.00
<b>Board and sub-committee sub-total</b>	<b>11</b>	<b>161.00</b>
<b>TOUJOURS ENSEMBLE</b>	<b>154</b>	<b>4,357.50</b>

Our organization is proud of our volunteers' commitment and their involvement with youth in the Verdun community. Their daily dedication has contributed not only to the success of our programs but to the success of the youth who benefit from them. Thanks to their passion and energy, the entire community can take action to help students stay in school and help youth and their families become more independent.



On behalf of the Te team, our youth, their families, our donors, and our partners, we sincerely thank all volunteers for their incredible generosity.



# TOUJOURS ENSEMBLE'S VISIBILITY, ACTIVITIES AND CAMPAIGNS

Through its media visibility, work with partners, and activities and campaigns, Toujours ensemble has definitely laid down solid roots in the Verdun community.

## Te IN THE MEDIA

- 33 media hits (articles, interviews, mentions or advertising)
- An advertising brochure in Le Messenger Verdun

This year, our organization revamped its digital image with a new website. With a fully updated look, the website provides better visibility for our services, needs and volunteer opportunities. A new online donation platform was also created to facilitate the donation process and subsequent engagement with donors.

## INFORMATION TOOLS

- Quarterly newsletter for partners
- Weekly newsletter for the Te team
- Promotional materials
- Annual report
- Social media (Facebook and Twitter)
- Website







## TOUJOURS ENSEMBLE'S ACTIVITIES AND CAMPAIGNS

### NATIONAL VOLUNTEER WEEK

For National Volunteer Week from April 13 to 17, 2015, Toujours ensemble recognized the commitment of its volunteers and encouraged people from the community to get involved with youth. A recognition event was held at Te's offices so that employees could personally thank the nearly one hundred volunteers who are actively involved with the organization.

### Te GALA

Our organization's year-end gala was held in the auditorium of the École secondaire Monseigneur-Richard on May 29, 2015. This variety show featured the talents of about 15 students, who performed for an excited room of family and friends. This event was also a chance to acknowledge the students who stood out the most during the school year through their work and effort. Overall, **27** youths received a certificate attesting to their involvement, perseverance, positive attitude and team spirit. Families, volunteers and partners were also invited to the pre-gala reception. Ms. Mélanie Boucher, Executive Director of Fondation Québec Jeunes, took this opportunity to present a donation of **\$10,000** for the activities of the Parcours Program.

### TRIATHLON DE VERDUN

Three employees from Te—Maxime, Chloé and Christine—took part in the Triathlon de Verdun on August 9, 2015. Through this event, they honoured the youth in our programs while raising funds for our organization and raised nearly **\$600**. Many thanks to everyone for your support and contribution!

### "GRADUATION" CELEBRATION

Toujours ensemble's "Brunch des finissants" was held on Saturday, June 6, 2015, in the council room at the Verdun borough hall. The Parcours and Passeport pour ma réussite programs celebrated the academic success of **45** students. Three youths in the Parcours Program received a bursary in honour of their academic achievement. Parents, volunteers, the mayor, elected city officials, commissioners, our Passeport Québec partner, and Te staff came together to celebrate the academic perseverance of the students who completed our program.

### BACK-TO-SCHOOL PARTY AND OPEN HOUSE

On September 18, Te threw a back-to-school party with different activities, such as a scavenger hunt at both of Te's centres to let people discover our services along with a corn roast and activities in Willibrord Park. About **100** people took part in this great celebration to kick off our organization's regular activities and our new Sac à dos Program.

### WINE AND CHEESE

On October 29, 2015, about 100 partners, donors and volunteers from the past year attended this big celebration at Te's offices. During the event, Toujours ensemble handed out its award for an exceptional contribution of an individual or partner. This year's award went to the École Lévis-Sauvé for all of the incredible work it has done for many years through the school lunch service and, more recently, the new Sac à dos Program. We also took this opportunity to introduce Te's new website and online donation platform. Warmest thanks to Coutu communications for their exceptional work and generous donation of time worth **\$21,900**.





### CHRISTMAS CAMPAIGN

Thanks to our generous donors and partners, Te raised **\$39,500** (excluding the value of donated goods), which means that **900** people enjoyed the holidays as they are meant to be enjoyed!

- **200** families received a Christmas basket with vegetables and meat.
- Through the generosity of Ms. Carolyn Hayes Renaud, grocery gift cards were also given out to these families.
- Thanks to The Gazette Christmas Fund, **24** families received a cheque of **\$125**, and **40** children received a gift from The Gazette employees.
- **36** families sponsored by Te received a basket of food and personalized gifts. A special thanks to Raymond Chabot Grant Thornton and Citoyenneté et Immigration Canada employees for their generous contribution.
- **100** youths who attend our school lunch service and the Parcours Program received gifts from clients of the Mémé Tartine artisanal bakery.



### MEMBERS' HOLIDAY DINNER

With the theme of "Mr. Jack's Bizarre Christmas," Te's traditional Christmas supper was held in our offices on December 11, 2015, for **101** people. This enchanted evening was filled with dancing and surprises. Thank you to all of our event sponsors.



### HOOKED ON SCHOOL DAYS

Te participated in the Hooked on School Days held from February 15 to 19, 2016, and whose theme was "school perseverance superheroes." The many activities organized included a meeting with author and artist Jacques Goldstyn, who is known for his illustrations in *Les Débrouillards* magazine. Employees of Te, young people and parents were also asked to give a testimonial about their personal school perseverance superhero, which was then posted on our Facebook page. Thanks to all of our superheroes for your encouragement, perseverance and determination. Te used the hashtag #JPS2016 on social media to invite the community to participate in the campaign and to visit Te's Facebook page to discover their superheroes.

## INVOLVED CITIZENS

### SCHOOL SUPPLY DRIVE

A big thank you to Sonya Daoust and Josée Denis, who organized a school supply drive for Te youth on August 16, 2015. They raised a few hundred dollars and collected various items.

### DISTRIBUTION OF SCHOOL BAGS WITH THE OPTIMIST CLUB

Thanks to help from the Verdun Optimist Club and Proment, **250** students from different primary schools in the neighbourhood started the year with a bag filled with new school supplies.

### BRUNCH WITH STUDENTS IN THE RECREATION STUDIES PROGRAM AT THE CÉGEP DU VIEUX MONTRÉAL

As part of their nonprofit fundraising course, five students at the Cégep du Vieux Montréal organized a brunch on November 23, 2015. The **\$1,231.82** that they raised will fund the annual New York trip that **10** Te youths will go on in June 2016.

### FUNDRAISING ACTIVITY DURING THE FESTIVAL VERDUN ART

Many thanks to the organizer and co-owner of the specialty food shop Maltéhops, Nadia Gagnon, for her fundraising on behalf of Toujours ensemble during the August 15 2015 event.

### DÉFI SANTÉ NOCTURNAL WALK

Many thanks to coach Scott who organized a nocturnal walk during the night of April 11 to April 12 2015 on behalf of Toujours ensemble.





## ADDITIONAL TESTIMONIALS

“The people at Te **care a lot**, and my time here made me appreciate the quality of your work in the community.” – *Andrée, volunteer*

---

“I decided to volunteer for Toujours ensemble because I know that we become much of who we are in high school. At this age, **just one meeting or a bit of help can do a lot.**” – *Denis, volunteer*

---

“Toujours ensemble is **really a great organization** that listens to us, that helps us with our homework, and gets us involved in activities. This gives us a chance to do many things our parents couldn’t otherwise afford!” – *Megan, participant in the Parcours Program*

---

“**Thank you for the love** you have shown our children. My daughter adores eating lunch at Toujours ensemble. She talks about it all the time!” – *Mother of a child in the school lunch service*

---

“I like coming to the homework assistance service because my mother is often tired after work and isn’t always patient. Here, **people are there for me**, and they’re calm and take the time to help me!” – *New student in the Parcours Program*

“My time in the Sac à dos Program was **great and a lot of fun**. I don’t regret joining because the program has great people. I would like to stay in Sac à dos, but next year I’ll be in the Passeport pour ma réussite Program. I’ll really miss everyone.” – *Charlène, Grade 6, student in the Sac à dos Program at the École Lévis-Sauvé*

---

“For us, the Passeport program is an **effective** place for our academic success. The volunteers are there to answer our questions and help us with our homework. It’s such a great place with excellent activities for teens.” – *Jocelyne and Alixa, students in the Passeport pour ma réussite Program*

---

“We would like to thank the entire Toujours ensemble team for all their work to help our son make changes, make **progress**, and **succeed** in his schoolwork.” – *Parents of a student in the Passeport pour ma réussite Program*

## GOVERNANCE AND COMMUNITY AND DEMOCRATIC LIFE

Founded in Westmount in 1979 through a citizen-based initiative, Toujours ensemble is an independent community organization that is registered as a charity with the Canada Revenue Agency. Its existence is intimately linked to the well-being of the community and particularly that of youth.

For over 35 years, Te has helped Verdun youth become accomplished adults who are active in their communities and has equipped them to deal with whatever they may face in life. We create our activities based on the interests and needs of these youth. Te also provides volunteer opportunities for community residents, and our Board of Directors is made up of 10 to 12 independent volunteer members from the public network and government bodies.

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. Many of them live in the borough of Verdun. Together, they uphold the organization's interests and financial stability and oversee its strategic development. They generally meet six times a year.

In addition to sitting on the Board, the members are also invited to join at least one working committee: governance, finance, development, human resources and programs. The mandate of these five committees is to support Te's senior administrators with the management of day-to-day operations.

In addition to our community involvement through local roundtables and associations, we work with other neighbourhood organizations to constantly

provide better services. As we are aware of the needs of the community, we have broadened our mission to provide food assistance to families in need during the holidays.

The Te team provides guidance not only to young people but also to their families. We invite parents to join different family activities and to share their comments and suggestions. Last year, Te created a Parents Committee to encourage parents to get involved and to develop a sense of belonging with the organization (see Committees, p. 21).

Every year, Te organizes an open house so that people in the community can come meet our team.



## BOARD OF DIRECTORS



### CHAIRMAN OF THE BOARD

#### **Marc Edwards**

Vetrx Inc, Founder  
Member of the Board since 2005



### TREASURER

#### **Luc Sabourin**

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



### VICE-CHAIRMAN

#### **Jeff Speak**

Eteleslov.com Inc., CEO  
Member of the Board since 2008



### SECRETARY

#### **Rachel H. Renaud**

Roaster Foundation, Executive Director  
Member of the Board since 2007

## ADMINISTRATORS



### **Me Pascale Bédard**

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



### **François Guy**

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



### **Marie-Pierre Corriveau**

CRHA  
Member of the Board 2013



### **Marie-Claude Jalbert**

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



### **Sigrid Ellefsen**

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



### **Sévrine Labelle**

Board of Trade of Metropolitan Montreal  
Vice President, Strategy and Public Affairs  
Member of the Board since 2013



**The Board of Directors created working committees responsible for specific areas. Each Board member must sit on at least one committee per year.**

### FINANCE COMMITTEE

The goal of the Finance Committee is to advise the Board on financial matters, financial planning, investments, funding and the audit process. It also ensures that the necessary mechanisms are in place to protect the organization's assets.

In 2015-2016, the committee reviewed all financial tools to facilitate budget and cash flow tracking.

### DEVELOPMENT COMMITTEE

The Development Committee's goal is to help the organization innovate in its approach and achieve its fundraising goals. These fundraising campaigns focus on companies, foundations and individuals who support the organization's mission.

In 2015-2016, the "Identity" and "Development" committees were merged into the Development Committee so that everyone could work together to ensure the organization's future and present a stronger image. Last year, we created a new website and a new online donation platform. We also prepared a development plan to provide an efficient framework to search for funding opportunities. A number of fundraising tools, such as the "adopt a student" campaign, were implemented through this plan.

### HUMAN RESOURCES COMMITTEE

The aim of the Human Resources Committee is to ensure that the workplace and working conditions are conducive to employee well-being. The committee also works to improve human resources management and clarify our administrative policies and procedures.

In 2015-2016, the committee mainly focused on creating a new salary structure and reviewing the employee handbook. Other projects will continue in 2016-2017, such as the implementation of a training plan and the review of the performance evaluation process.

### GOVERNANCE COMMITTEE

The mandate of the Governance Committee is to ensure that the organization fulfils its requirements in terms of healthy governance and sees to the application of revisions to the general by-laws, if required.

In 2015-2016, the committee conducted a preliminary review of the organization's general by-laws; however, due to tight deadlines, these could not be tabled at the annual general meeting. However, this review will be finalized in 2016-2017.

### PROGRAMS COMMITTEE

The mandate of this new committee is to ensure consistency between our different programs and enhance our evaluation processes. About a dozen meetings were held this year with staff members, members of the Board of Directors, and senior management. This team has addressed different topics, such as volunteering, evaluation, intra-program transitions, and parent involvement. Since April, a series of initiatives was started in these areas. The year has definitely gotten off to a great—and busy—start!

**In addition to these Board committees,  
we created two others:**

### GREEN COMMITTEE

The mandate of this committee is to improve our practices based on sustainability principles while analyzing new opportunities for action. We are at the preliminary stage of conducting an environmental diagnostic so that we can clearly define our initial green actions.

### PARENTS COMMITTEE

For its first phase, this committee's mandate was to increase the involvement of parents in the Passeport pour ma réussite Program and enhance their sense of belonging. Since its creation, the Parents Committee has held nine meetings and three discussion workshops on different topics: the transition from primary to secondary school, the keys to success, and support for teens. The committee members are currently conducting a reflection process. Next year, the team is looking to open the door to the parents of students in other programs and to organize new activities for them.

Toujours ensemble  
is proud to have  
a team of dedicated  
and passionate  
professionals.



## THE TOUJOURS ENSEMBLE TEAM

### ADMINISTRATION



**Bineta Ba**  
Executive Director



**Isabelle Velleman**  
Coordinator, Development  
and Administrative  
Management



**Robert Belleville**  
Housekeeping and General  
Maintenance



**Sylvie Racine**  
Manager, Administration  
and Finance



**Christine Vallières**  
Communications Officer



**Daniel Lapalme**

### PARCOURS PROGRAM



**Maxime Leroy**  
Coordinator of Youth Worker



**Lucie Bilodeau**  
School Lunch Coordinator and  
homework assistance



**Steve Doucet**  
Chef



**Daniel Champagne**  
Youth Worker



**Chloé Giard-Montpetit**  
Youth Worker



**Marie-Josée Legault**  
Youth Worker



**Andrew Marchand**  
Youth Worker



**Audrey Sarrazin**  
Youth Worker



**Sylvie Hamel**  
Support for school lunches  
and homework assistance



**Isaac Vital**  
Support for school lunches  
and homework assistance



**Nathalie Marcil**  
School Lunch  
Monitor



**Éric Houle**  
School Lunch  
Monitor



**Aurélie Roberge**  
School Lunch  
Monitor



## PASSEPORT POUR MA RÉUSSITE PROGRAM



**Elizabeth Robillard**  
Program Coordinator



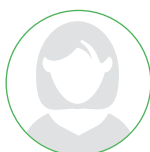
**Nicolas Greenfield**  
Group Mentoring  
Facilitator



**Johanne Kingsbury**  
Youth Work Coordinator



**Elhadji Bathily**  
Student-Parent Support Worker



**Diane Antoun**  
Administrative Assistant and  
Bursary Coordinator



**Brigitte Chiasson**  
Student-Parent Support Worker



**Jérôme Hermitte**  
Community Outreach Officer



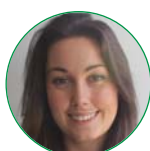
**Nesrine Daouzli**  
Student-Parent Support Worker



**Monica-Andrea Correa**  
Tutoring Facilitator



**Mélissa Langevin**  
Student-Parent Support Worker



**Audrey Salotti-Banville**  
Specialty and Career Mentoring  
Facilitator



**Cynthia Morin**  
Student-Parent Support Worker

## PART-TIME TEAM

Tutoring support team for the Passeport pour ma réussite Program

- Manuella Ortiz
- Maxime Dupuis
- Diego Gutierrez
- Rezan Alam
- Maryam El Shebshiry
- Nathalie Rodriguez

## SAC À DOS PROGRAM



**Alexandre Savoie**  
Coordinator



**Jonathan Bernard**  
Youth Worker



**Mariana Caloca**  
Youth Worker

WE WOULD ALSO LIKE TO ACKNOWLEDGE THE FOLLOWING PEOPLE WHO REPLACED THE TEAM MEMBERS DURING THE YEAR:

**Véronique Beaulac**  
Coordinator, Development and  
Administrative Management

**Arielle Baron**  
Youth Worker  
for Parcours Program

**Ken's Mukendi**  
School Lunch Monitor  
for Parcours Program

**Keith O'Brien**  
Tutoring Facilitator  
for Passeport pour ma réussite Program

# FINANCIAL OVERVIEW

## REVENUES

Donations from foundations	1,302,563
Private donations	149,107
Corporate donations	67,569
Government grants	267,214
Registration fees	48,151
Donations from the fundraising campaign Centre de persévérance scolaire Marcelle et Jean Coutu	180,000
Donation supplies	9,909
Amortization of deferred contributions related to capital assets	6,870
Other revenues	8,748

**TOTAL** **2,040,131**

## EXPENSES

Administrative salaries and benefits	341,856
Professional fees	53,991
Fundraising expenses	498
Training	8,374
Christmas campaign	21,166
<b>PARCOURS PROGRAM</b>	
• Animation jeunesse	27,793
• Summer day Camp	66,279
• School lunches	175,924
• Afterschool program and prevention	281,070
• Trip Ados	14,660
Sac à dos Program	118,291
Passeport pour ma réussite Program	707,587
Special projects	7,464
Other expenses	1,611
Interest on long-term debt repayable on demand	26,295
Interest and bank charges	2,305
Amortization of capital assets	215,762

**TOTAL** **2,070,926**

**EXCESS OF REVENUE OVER EXPENSES** **(30,795)**



## DONORS AND PARTNERS

THANK  
YOU!

**THANK YOU TO OUR PARTNERS (institutions, government, and community) for your exceptional contributions. THANK YOU TO OUR DONORS for your commitment and your generosity. This allows us to continually play an important role in the lives of hundreds of Verdun youth. THANK YOU TO THE MEMBERS OF THE BOARD OF DIRECTORS, who share their time and resources. THANK YOU TO THE STAFF for your contribution throughout the year.**

*To maintain the confidentiality of individual donors, only community, corporate, government and foundation partners appear here.*

### FOUNDATIONS

- Adair Family Foundation
- Centraide of Greater Montreal
- Claudine and Stephen Bronfman Family Foundation
- Côté Sharp Family Foundation
- Eric T. Webster Foundation
- Fondation club hockey canadien pour l'enfance
- Fonds de bienfaisance des pompiers de Montréal
- George Hogg Family Foundation
- Hylcan Foundation
- Intact Foundation
- J.W. McConnell Family Foundation
- Jacques Lessard Foundation
- Jeunesse-Vie Foundation
- La Capitale financial group Foundation
- Marcelle et Jean Coutu Foundation
- Maxwell Cummings Family Foundation
- Mireille & Murray Steinberg Family Foundation
- Québec Jeunes Foundation
- R. Howard Webster Foundation
- RBC Foundation
- René Malo Foundation
- Réussite Jeunesse Foundation
- Roasters Foundation
- Rossy Family Foundation
- Stellabar Foundation
- St-Hubert Foundation
- Stratus Foundation
- Zeller Family Foundation

### CORPORATE DONORS AND NPO

- Aldo Group
- Canderel
- Capinabel
- Charcuterie Viandal Inc.
- CIBC Bank
- Cible retour à l'emploi
- Club Optimiste Verdun
- Davies Ward Phillips & Vineberg
- De Granpré Joli-Coeur
- Dentons Canada
- DJS Holdings Ltd.
- Dollarama
- DPA assurances
- Gagné RH Inc.
- Gildan
- Gunite Investments Inc.
- H2O Adventures Inc.
- Hexavest
- ICON du Canada Inc.
- Individual Investment Corporation
- Lallemand Inc.
- Les Centres d'Achats Beauward Ltee
- Les Chocolats d'Émilie
- Marché Tondreau
- Mémé Tartine
- Modico Parking Inc.
- Nunsubco Deux Inc.
- Pathways to Education Canada
- Pharmascience Inc.
- Reitmans Canada Ltd.
- Sélections le Maître de Chai

- Softvoyage
- Sun Life Financial - Matching Gifts Program, 107D20
- TNG Corporation
- TV5 Québec Canada
- 123359 Canada Inc.
- 152245 Canada Inc.
- 7287551 Canada Inc.
- 89737 Canada Ltée
- 9268243 Canada Inc.

### GRANTS

#### GOVERNMENT OF CANADA

- Canada Summer Employment Program

#### GOVERNMENT OF QUEBEC

- PACTE  
(Programme d'action communautaire sur le terrain de l'éducation) du MEES
- Programme PAAS-Action d'Emploi Québec
- Wage subsidy program, Emploi-Quebec

#### COMMISSION SCOLAIRE MARGUERITE BOURGEOYS

- Mesures alimentaires en milieu défavorisé

#### CCSS DU SUD-OUEST-VERDUN

- Milieux de vie favorables
- Commission scolaire Marguerite Bourgeoys

#### VILLE DE MONTRÉAL - ARRONDISSEMENT DE VERDUN

- Alliance solidarité
- Programme d'Aide financière

**"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, rue de Verdun, Verdun, Québec H4G 1N3

### **Centre de persévérance scolaire Marcelle et Jean Coutu**

601, 2<sup>e</sup> Avenue, Verdun, Québec H4G 2W7

T 514 761-7867 • [www.toujoursensemble.org](http://www.toujoursensemble.org)

