

YWCA MONTREAL

ANNUAL REPORT 2006 – 2007

The YWCA Montreal is

a non-profit organization tailored to help women blossom
with strength and independence.

much much more:

community services + income tax clinic + early childhood centre + boutique Frigues & cie + women's foundation +

legal information clinic +

collective kitchen +

literacy +

leadership +

social reintegration +

swimming pool +

health and fitness centre +

volunteer centre +

albergo +

hotel +

cafe +

entrepreneurship +

employment +

ability +



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Note: Throughout this report the use of the feminine is meant to denote both genders where appropriate.

History and Mission

Founded in 1875, the YWCA Montreal is a non-profit organization focused on its mission of helping women achieve their goals. The Women's Y offers programs and services that reflect the needs of women in our community and that support their personal and leadership development.

Thanks to the exceptional commitment of its many volunteers and a dynamic team of professional employees, the Women's Y serves a diverse community of women in an atmosphere of mutual support and solidarity. For more than 130 years, the Women's Y has been a stable presence in our community offering quality services in response to the emerging needs of women.

Community services, employment and entrepreneurship services, a centre for women's health and well-being, a residence and hotel, a volunteer centre – the Women's Y is all this and more.

1875	Residence for Women opens
1885	First job placement program
1893	First free nursery
1902	First health and fitness centre for women
1921	First training course for auxiliary nurses in Canada
1972	First women's centre
1975	Creation of Auberge Transition for victims of conjugal violence and their children
1985	Legal Information Clinic opens
1992	Creation of Literacy Centre
1993	OSE program begins (Orientation and Services for Employment)
1995	Creation of Jump Start program
1995	Creation of the Women's Y Foundation
1998	Creation of Frinques et Cie, a workplace integration program and first of its kind in Quebec
2000	Creation of Leadership in Action & Movement and Change
2001	Rejuvenation project begins
2002	Creation of Dishes from Near and Far & At the Top of Our Voices; Infrastructure renovation and standardization work begins
2003	Participatory Democracy and Women Decide
2005	Renovations completed
	Construction of Les Jardins du Y; first tenants welcomed
2005	The Women's Y is 130 years old!
2006	Opening of the YWCA Montreal Entrepreneurship Centre

Word from the President

The past year has seen a renewed collaboration among the many groups who work to make the YWCA Montreal a success.

This was encouraged by a new organizational structure which favours closer collaboration among YWCA employees and better utilizes their skills and talents. The Board of Directors' growing familiarity with the YWCA personnel and all the services and programs they provide also helped promote this environment. In addition, the development of a greater synergy between the YWCA Board and the Board of its foundation has made 2006 a year where collaboration was the order of the day throughout the YWCA, allowing participants to benefit even more from the energy and resources available.

Without doubt the catalyst behind this renewed collaborative energy is our new executive director, Claudette Demers Godley. I wish to personally thank her for her efforts to encourage this spirit of mutual cooperation and assistance which has spread throughout the Women's Y.


In the course of the past year, the YWCA has intensified its efforts to develop its identity and image, and to promote its services. The Board of Directors' human resources committee, headed by Madeleine Roy, has developed a branding system which will allow the YWCA to define not only its values but also the general positioning of the organization. It is a many layered project which will frame and position each and every one of the YWCA's endeavours. At the same time, we have launched a dynamic and original publicity campaign with the help of the advertising agency Sid Lee. The campaign presents the YWCA as an energetic, welcoming place with strong ties to the Montreal community and has won 3 prestigious prizes for the YWCA from the magazine Grafika 2007: the Visual Identity prize, the Humanitarian Cause prize and the Special Project prize using disposable cameras.

Following this exercise, the YWCA turned its attention to customer service in order to offer visitors the best welcome possible and an experience which will reflect our values in all the services that we offer. The employees and volunteers have undergone training and are ready to respond to your needs. We will be pursuing initiatives aimed at improving the experience of everyone who walks through our doors: clients, participants and volunteers.

I would like, in closing, to thank all those involved with the YWCA:

- The passionate and committed employees
- The talented volunteers, so generous with their time
- Our program participants, courageous and filled with hope
- The committee members with whom I have the pleasure to work
- And of course, our dynamic and inspiring executive director.

Thank you for representing the YWCA Montreal with such pride and enthusiasm.



Mary-Ann Bell
President of the Board of Directors



The YWCA is profoundly grateful for the visual and brand development work kindly donated by Sid Lee



Word from the Executive Director

The YWCA Montreal has been part of the Montreal landscape since 1875.

This year we invite you to learn more about what we do by following our employees into the community, meeting some of the women who participate in our programs and hearing about their experiences in their own words.

- ABC en famille gives us an opportunity to share reading, writing and counting skills with families from St. Henri, Little Burgundy, Point St. Charles, Ville Émard, Côte St. Paul and Verdun.
- Summer Space provides summer activities for girls from St. Columba house in Point St. Charles and welcomes girls from all over the city at the YWCA Montreal.
- Maison Brin d'Elles is a social housing project in Ahuntsic, developed and managed by the YWCA along with other partners. It offers affordable housing to women along with community support allowing them to lessen their feelings of isolation and providing opportunities to participate in democratic committees and social activities.

These programs along with other YWCA activities strengthen our ties with many organizations and groups, allowing us to work together to respond to the needs of young people and women from diverse communities. The Annual Report reflects this spirit and I invite you to read further and learn more about our organization.

The YWCA's presence in the community promotes mutual aid. The organization is involved in the development and direction of the International Committee of the YWCA Canada which in turn reaches out to YWCAs all over the world, helping their sisters at an international level. We envision a world where equality is a meaningful word for all women. We are very much aware, as the 2007 March 8th campaign reminded us, that this goal has not yet been achieved.

I would like to thank all the employees of the YWCA Montreal. Their dedication and professionalism are essential to accomplish our mission. I appreciate their steadfast support, their daily involvement and their willingness to push their limits to improve the services and programs that we offer. The YWCA can also count on an outstanding board of directors and the many committees staffed by volunteers who are involved, interested, thoughtful, open and receptive to new ideas. All these women and men work for the YWCA's success and together we make a united and strong community, supporting women at every stage of their unique journeys.

On a sad note, the YWCA lost a member of its family this past year. Ms. Line Robillard, who served as executive director of the YWCA from 1989 to 1994, died following a courageous battle with cancer. We wish to honour the strength and determination of this generous woman and pay tribute to the work she accomplished at the YWCA Montreal. We will move forward inspired by her significant legacy.

Bravo and thank you all!

Claudette Demers Godley

Claudette Demers Godley
Executive Director



Social Results

SERVICES

PARTICIPANTS

Community Services, Orientation and Employment Services

Volunteer Centre	469 volunteers, 13,509 volunteer hours
Referral Centre	1,000 requests for information
Legal Information Clinic	3,000 calls, 1,711 appointments, 1,178 clients received
Income Tax Clinic	64 appointments
ABC en famille	24 families visited multiple times for a total 254 visits, 35 children from 3 to 5 years old, 41 families participated in 27 group workshops
Words for Women	57 learners, 102 volunteers of which 74 are tutors
Residence and Social Reintegration Program for women in difficulty	66 participants, 2,260 telephone interventions, 2,560 direct interventions
Les Jardins du Y	21 units, 26 tenants
Hotel and Auberge	12,787 guests
Summer Space	31 participants
Leadership in Action	135 participants
Action Makes a Difference	15 participants
Girls Naming Violence	168 girls and 13 adults
Week Without Violence	207 participants
Girls Speak Out	90 participants
Dishes from Near and Far	50 participants
Artisane de sa réussite	22 participants
Movement and Change	35 participants
Health and Fitness Centre	1006 women using various types of memberships
Diversité partagée	13 participants
Refuge Juan Moreno project	107 participants
Early sexualization project	700 participants, 10 conferences organized, Broad media coverage
OSE	
• Information Sessions	398 participants
• Job Search Groups	126 participants
• Total number of participants	224 participants
Single Mothers Program	48 participants, 35 mentors, 22 peer helpers
Fringues & Cie	88 women attended information sessions, 24 participants
Entrepreneurship Centre	4 entrepreneurs, 4 counsellors, 81 women referred to other resources

Outreach and Partnerships

- Partnered with 3 community organizations for Maison Brin d'Elles which houses 22 tenants.
- Meeting space and technical support for Action femmes handicapées Montreal and the Metropolitan Montreal Independant Living Resource Centre.
- Participation with YWCA Canada regarding International Development.
- Technical support to various self-help and discussion groups (Quebec Association for assistance to persons suffering from Anorexia Nervosa and Bulimia, Ovarian Cancer support group, Breast Cancer Action Montreal, 60 Million Girls, Narcotics Anonymous, Centre d'Action SIDA, Kids Help Phone, etc.)
- Women referred to other organizations for specialized support.



Programs of the YWCA Montreal

VOLUNTEERS

The Volunteer Centre relies on more than 450 dedicated volunteers whose talents and commitment contribute to the success of the many YWCA programs and services. *(469 volunteers)*

The Referral Centre is run by volunteers and offers a wide array of brochures from community organizations in metropolitan Montreal. *(1,000 requests)*

The Legal Information Clinic allows both women and men of Greater Montreal to benefit from individual information sessions given by volunteer lawyers and a notary. An information service for tenants is also available. *(3,000 calls, 1,711 sessions, 1,178 clients)*

The Income Tax Clinic is a service offered by volunteers in March and April to help low-income Montreal women and men prepare their income tax returns. *(64 appointments)*

The Impact of Volunteering

Helen Munson was taking an exercise class at the YWCA Montreal in the early 1960s when she was asked if she could give a little



time volunteering. She agreed and found herself cutting out paper stars for Christmas decorations. From that humble beginning she has for more than forty years, given generously of her time and talents, and still volunteers 3 hours a week with the YWCA Montreal Handicapped Swim program. She has served in 2 different volunteer capacities at the YWCA: as a committee member and administrator, and as a hands-on one to one helper.

Helen Munson began her volunteer work in the early sixties, a time of rapid social change. Through the ensuing decades as the role of women in our society evolved, she herself maintained a traditional

lifestyle, and homemaker was and is the category that she checks off on official forms. Her volunteer work at the YWCA Montreal, however, has seen her play a part in influencing and implementing the building blocks of this social change.

During her tenure as member and president of the Board, the issues and projects in the forefront included Transition House, a shelter for abused women and their children, the availability of adequate daycare facilities and women's reproductive rights.

In the early 1970s it was clear that there was a need for daycare facilities for children with an increase in both single mothers and fathers. In collaboration with the Early Childhood Education department of Sir George Williams University (now Concordia University) plans for a childcare centre were developed and implemented at the YWCA. This project faced opposition from the beginning as there was sentiment within the organization and in general society that women should take care of their children at home. There were also complicated accreditation and logistical problems that made this project an on-going challenge.

Helen Munson guided this project through its planning and implementation phases, meeting the many daily challenges head-on. Today the childcare facility is a part of the Government of Quebec's \$7 a day childcare program and occupies an entire floor of the YWCA serving more than 130 children a day.

The Handicapped Swim program at the YWCA Montreal was just a few years old when Helen Munson joined the team. One of the first of its kind in Montreal, this program has served the disabled community and helped expand the horizons of the participants. For over forty years, Mrs. Munson has undressed, dressed, carried, taught, helped conquer fears and cared for the women and men who participate in the Handicapped Swim program. She has been an integral part of this program since the early sixties and her unflagging enthusiasm and unceasing devotion has assured its survival.

Frequently in a large organization the baton is passed but there is no outstretched hand to receive it. Many times it was Helen Munson who stepped in to fill the breach. She often had her doubts, thinking to herself, "I'm just a housewife how will I handle this problem?" She educated herself about the issue, listened to those around her, sought out expertise, used her common sense and then acted.

Helen Munson has been a constant and down-to-earth presence at the YWCA Montreal for many years. She has given of her time and special gifts and has received great personal satisfaction from being part of her community and giving back to it in return. She has persevered through the inevitable ups and downs of an organization's life, and has been an example to all those who come in contact with her.

Volunteer History of Helen Munson

YWCA Montreal	
1965	Chair of the World Services Committee
1966	Member of the Board of Directors
1968	Vice President of the Board of Directors
1969	Interim President
1970 to 1973	President
1974 to 1986	Member of the Board of Directors

Mrs. Munson's term as president of the YWCA Montreal oversaw many issues some contentious: action to end apartheid in South Africa, women's reproductive rights, presenting briefs to the government concerning the status of women, equal access to work, and the creation of a shelter for victims of conjugal violence among many others.

1966 to the present Volunteer with the Handicapped Swim Program

YWCA Canada

1977 to 1981

Vice President of the YWCA Canada

1981 to 1985

Member of the Board of Directors

The Centre de la petite enfance (CPE) de Mon Cœur has found a home at the YWCA Montreal since 1971. Run by child care educators with the well-being of children at heart, today they welcome 133 children aged 6 months to 5 years who have the use of an outdoor play area and an indoor gymnasium. This CPE is following a tradition begun in 1893, when the YWCA opened the first free nursery. (133 children)

LITERACY

One of the main difficulties that literacy programs encounter is reaching out to people with lower levels of literacy. Many strategies have been tried to recruit participants, but the most effective seems to be word of mouth from satisfied women who can testify that the program has made positive changes in their daily lives. Last May, a parent who benefited from more than 40 home visits, invited the Literacy team to present the YWCA's Literacy programs (ABC en famille and Words for Women) at a women's centre that she frequented. This woman gave us access to a network of women who were themselves struggling with literacy or knew someone living with the same problem. It was a wonderful demonstration of the confidence she has in the YWCA!

ABC en famille

This family literacy program supports parents with lower literacy skills who wish to improve their children's opportunities for academic success. In the family home, literacy workers offer stimulating tools and activities to strengthen children's literacy skills and parents' ability to support their children's learning. The team also organizes group activities in collaboration with local schools and community organizations. They suggest everyday activities that parents can easily do at home with their children. (24 families visited at home for a total of 254 visits, 41 families participated in 27 group workshops)

Words for Women is a program for women who wish to improve their literacy skills (reading, writing and arithmetic) with the help of trained volunteer tutors. Learners take up this challenge for three main reasons: to learn skills needed for a better job, to help their children with their schoolwork

(homework and lessons), and to be able to return to school themselves. Volunteers involved in the Literacy Centre have the opportunity to engage in different activities such as tutoring, training new tutors, preliminary evaluations and library work. (57 learners, 102 volunteers of which 74 are tutors)

ABC en famille works to prevent illiteracy in collaboration with many partners, including the Literacy Foundation of Quebec. Lily, a young participant of the YWCA ABC en famille Program,



has painted this picture to thank the Literacy Foundation for giving her a new book as part of their Gift of Reading® project.

RESIDENCE

The YWCA Residence is a social reintegration program offered by a team of committed and professional counsellors. The program's goal is to support residents as they embark on a personal journey which will allow them to exercise more power over their own lives. (66 participants, 2,260 telephone interventions, 2,560 direct interventions)

To accomplish its mandate the Residence Program and its staff:

- Provide secure and affordable accommodation
- Accompany participants as they work towards their personal goals
- Prioritize the well-being of the group and encourage a sense of belonging through community living
- Promote respect by accepting differences and encouraging open-mindedness
- Emphasize solidarity, mutual aide and participation in complementary services

The Jardins du Y des femmes offers a secure and welcoming home for low income single women. It consists of 21 affordable units for women who have had problems finding long term housing. Community support is also available to encourage good neighbours and tenant integration. In 2006-2007 the Jardins was home to 26 women. Each benefited from a furnished apartment with private balcony overlooking an interior courtyard. This small oasis also offers a community space which allows women to lessen their feelings of isolation as they share relaxing moments with fellow tenants. (21 units, 26 tenants)

The Y Hotel and Auberge YWCA offer safe and comfortable hospitality to both women and men, in the heart of downtown Montreal. Visitors can expect affordable and convenient accommodations including access to a shared kitchen and laundry facilities. (12,787 guests)

Maison Brin d'Elle is a 22-unit social housing project developed by the Fonds dédié à l'habitation communautaire de Montréal and managed in collaboration with Réseau habitation femmes, Centre Dollard-Cormier and the YWCA Montreal.

"Having a beautiful, affordable apartment in a secure, quiet and well-maintained building has greatly increased my quality of life.

Having also participated in the project's various committees, almost from the very start, has allowed me to contribute to the project's development and to gain new skills. I continue to participate actively in the community life of Maison Brin d'Elles."

Maria, Maison Brin d'Elles resident

LEADERSHIP

Summer Space turned two this year! Our program that brings girls here to the Y was offered over three two-week sessions in July and August. Once again young women under 25 developed and led program activities (our breakdance instructor an impressive 16 years old!) and kept participants moving, sharing and creating with energy and enthusiasm. We partnered with St. Columba House for one session, which meant offering the program off site and reaching more girls in the neighbourhood of Point St. Charles. This community

partnership proved to be extremely successful and will continue next year as interest in this unique summer opportunity continues to grow.

(31 participants)



"I was able to give my opinion and say my thoughts on the different conversations we had... It is very important to let people know how you feel."

Samantha, 14

Leadership in Action continues to promote leadership and well-being among girls and young women age 12 to 25 through the pairing of physical activity and self awareness workshops. In 2006-2007 we added Afro-Caribbean dance to our repertoire of offerings, and extended our partnership network to include local HLMs. The Leadership team also assembled over two years of evaluation results; this produced a list of recommendations for further improving Leadership in Action and other Leadership programs in order to maintain our reputation at the forefront of girls programming in Montreal and, above all, to continue to meet the needs of the community. (135 participants)

Options II High School was the partner for this year's **Action Makes a Difference** program, which included the development of a "young women's citizen's declaration" and a "by students - for students" community forum. Emmanuella Michel, our former coordinator, led fifteen young women through six months of workshops on civic engagement, community development and social action. She inspired them to identify and mobilize around issues in their school and community that were of particular concern to them and their peers. À Égalité pour décider, of the Secrétariat à la condition féminine, was the funding partner for this project. (15 participants)

Younger girls expressed their ideas and creative talents during the school terms through their participation in **Girls Speak Out**. Offered to girls aged 9-15 since last year, this program has resulted in partnerships with an increasing number of primary schools. Our success at this level is affirmed by teachers and counsellors who have expressed a particular need for programming that helps girls prepare for the challenges that come with entering high school. A particularly flexible approach was taken in the delivery of this program, which gave room for facilitators catering to the diverse needs of girls of this age. Facilitators also developed new materials on health and women's history, which will be further adapted in the coming year with revisions to Leadership in Action.

(90 participants)

The result of last year's **Making Our Communities Safer for Girls and Young Women** project, **Girls Naming Violence** is a newly-offered program in Leadership Services. Targeting girls and young women aged 12 to 18, the program explores both interpersonal and systemic violence through games, role playing, creative writing and art making. We celebrated the end of this year with news that our grant application to the Government of Canada's National Crime Prevention Centre, in collaboration with the ministère de la Sécurité publique du Québec and Status of Women Canada had been accepted. This marked the start of a three year project that will include the delivery of violence prevention

in schools and community centres, training of adults in various milieus on girls' security needs and girl-specific programming and the promotion of our programs within the YWCA network. (168 girls, 13 adults)

Youth programs at the Y are ever growing and expanding, and 2006-2007 was no exception. Special projects included a half-day conference organized by grade six girls for the **Week Without Violence** (thanks to funding from the Rotary Club of Westmount) and the production of a video by secondary students on gang recruitment that participants subsequently presented to girls in their local primary school (thanks to funding from POWER Camp National). Both these special projects were part of national initiatives; they were also completed in schools where, over the course of the 2006-2007 school year, we experimented with our approach by offering continual programming within the same school. A new team was created this past year, and we plan to continue the Y's work with girls in a spirit of collectivity, innovation and openness to change. 2007-2008 looks to be a year full of growth, experimentation and increased participation of girls in the development and realization of new projects. (207 participants)

The **Early Sexualization** research project is a comprehensive project undertaken in collaboration with several partners, principally the Services aux collectivités de l'UQAM and Professors Francine Duquet and Anne Quéniart, Filmmaker Sophie Bissonnette and the National Film Board. Through various educational tools the project will:

- Establish areas of dialogue and sensitize the public to the social phenomena of hypersexualization and the early sexualisation of young people by identifying the phenomena, their manifestations, their causes (such as the economic interests of various industries) and placing them in a historical and social context.
- Demonstrate the full extent of the consequences of this environment on children and young people in order to counter disinformation.
- Encourage and equip parents and other adults to assume their personal and collective responsibilities in the face of this trend.
- Give adults strategies for action and information based on the many dimensions of love, relationships, intimacy and pleasure while respecting the needs and desires of young people and others involved. Critical thinking is essential in the face of the media's power and our consumer society.

CHANGE

The Health and Fitness Centre

The YWCA Montreal focuses on helping women do what they want to do, and do it better. Physical fitness and regular exercise enhance mental, emotional and physical health. We need regular exercise in our lives. What the Y offers is a warm and friendly environment where ONLY women are welcome to get and stay fit.

With a long tradition in the Montreal community (the first YWCA health facility opened in 1902) we focus on helping women get into the fitness habit and keep with it, and are working to develop new programming in areas currently under-served. (1,006 women using various types of memberships)



Photo by Eisha Marjara

"I have met many fascinating women here at the YWCA. So many women from so many different walks of life... some inspire me because they are at a difficult moment in their lives... a crossroads, making a decision to choose a healthier path. Others inspire me with their perseverance... and daily renewed vow to exercise. They have been coming to the Y on a regular basis for years and years. We live with self-judgement, but here, somehow the judgement can get checked at the door. After all, it doesn't matter how in or out of shape we are... When we are walking on the treadmill we are no longer a person who is out of shape. We become a person who is getting in shape. We have embarked on the process. Just being in the exercise room makes you want to join in with all that positive energy."

**Cindy Cook, Weight Room Manager,
YWCA Health and Fitness Centre**

Dishes from Near and Far

Collective kitchen workshops are offered to Montreal's diverse population of women. This year we welcomed young women with intellectual deficiencies, pre-natal and post-natal women, women over 50 and immigrant women from all over. This program is designed for women who like to cook with others. During the workshops they discover and share cooking know-how while preparing healthy, balanced and affordable meals. The sharing, exchanges and cooperation between women helps lessen their feelings of isolation. (50 participants)

Artisane de sa réussite is a personal development program for women between the ages of 25 and 44. Structured and flexible workshops allow participants to discuss and share information about subjects that touch their daily lives such as reconciling various roles, self-confidence and finding balance. (22 participants)

Movement and change offers workshops for women from 45 to 60 years providing a place for reflection and sharing while addressing subjects such as health and well-being, security and life choices. (35 participants)

Diversité partagée. This pilot project is designed for newly arrived immigrant women and Quebec women, with the aim of sensitizing them to the existence and impact of cultural shock on their respective identities. The project was successful and served to encourage reflection on how we approach our work with immigrant women. (13 participants)

ENTREPRENEURSHIP

The Entrepreneurship Centre offers quality services supported by a solid network in the business world. Recognizing the growing role of women in business, the program was created to guide women entrepreneurs towards success by offering networking, information, referral and support services. (4 entrepreneurs, 4 counsellors, 81 women referred)



Inauguration of the YWCA Montreal Entrepreneurship Centre

The symbolic cutting of the ribbon was an event filled with gratification, good humour and collaborative spirit. This marks the start of a great undertaking which will benefit the women of Montreal.

From left to right : Sylvie Mercier, President of the Advisory Committee. Advisory Committee members : Danielle Desbiens, Vivian Hudson,

Gaston Trépanier and Esther Youte, Director of Entrepreneurship Services for Women.

EMPLOYABILITY

OSE offers women who are ready to return to the workforce an array of services adapted to their needs. The dynamic OSE team of guidance counsellors offers women effective support through individual orientation sessions or help with employment research. (398 participants in information sessions, 126 participants in job search groups, 224 total participants)

Single Mothers program is a 19-week group program which helps mothers integrate into the workforce by offering them workshops in self-knowledge, career orientation and employment research. The participants benefit from mentoring, peer helper and peer linguistics services along with a basic computer skills course. They also have the opportunity to participate in a workplace internship in an area that interests them. (48 participants, 35 mentors, 22 peer helpers)

Fringues & Cie is a workforce insertion program in the area of retail sales and customer service. This 6-month program gives participants real paid experience in the Fringues & Cie boutique. Located on the main floor of the YWCA, this new and used clothing boutique for women reinvests its profits to support the organization's mission. This workplace-school contributes to the socio-professional development of young women between 18 and 35 and the program is a member of the Collectif des entreprises d'insertion du Québec. (88 women attended information sessions and 24 participated in the program).

These employability programs are offered in collaboration with Emploi Québec.

I had been looking for work for more than 6 months and my confidence was sinking day by day. When I decided to offer my services to the YWCA Montreal as a volunteer, I only knew about the organization by reputation, I didn't know what services they offered. I met some great people there and learned a lot about myself and others. One of my assignments was Boutique Fringues and right away I felt I was part of the team. I worked on other interesting projects with women equally passionate about their work. Their common goal was clear: "improve the prospects of all women who walk through their door".



I also had the chance to participate in the OSE program. I discovered my strengths and professional skills and realized that I could be an important resource for any employer. Believe me, women who choose to use the services offered by the YWCA will not be sorry. You will be in good hands and like me, your time at the YWCA will change your life. There you will find the tools you need to help you achieve your goals.

Thanks to the whole YWCA team. You are really great!

Louise Bénard

Financial Statements

Montreal Young Women's Christian Association (Women'sY)

Revenues and Expenses year ended March 31, 2007

	2007	2006
	\$	\$
Revenues		
Health Centre and other	302,009	307,644
Lodging	954,744	918,193
Rental of facilities	538,323	509,998
Sale of supplies	60,559	46,722
Donations from YWCA Foundation of Montréal	190,000	190,000
Contributions from YWCA Foundation of Montréal allocated for specific purposes (Note 12)	82,272	31,836
Other revenues	94,961	163,973
	2,222,868	2,163,366
Subsidies		
Centraide	385,735	385,735
Government of Québec (Note 4)	1,503,801	1,443,219
Government of Canada (Note 4)	95,379	310,065
City of Montréal	27,875	28,676
	4,235,658	4,336,061
Expenses		
Services and programs	3,324,263	3,413,732
Buildings	181,315	208,691
Communications and awareness programs	152,040	162,197
Administrative expenses	343,358	370,951
	4,000,976	4,155,571
Excess of revenues over expenses before interest on bank loans, amortization and discontinued operations	234,682	180,490
Interest on bank loans (net of interest income from a Québec government subsidy of \$131,199; \$158,510 in 2006)	(87,762)	(96,320)
Amortization of capital assets	(521,183)	(490,354)
Amortization of deferred contributions for capital assets	402,294	367,370
	(206,651)	(219,304)
Excess (deficiency) of revenues over expenses before discontinued operations	28,031	(38,814)
Discontinued operations		
Unusual gain on disposal of capital assets from discontinued operations		747,330
Excess of revenues over expenses	28,031	708,516

The accompanying notes are an integral part of the financial statements, prepared by Raymond Chabot Grant Thornton

*Montreal Young Women's Christian Association (Women'sY)***Balance Sheet year ended March 31, 2007**

	2007	2006
	\$	\$
Assets		
Current assets		
Cash	165,920	389,522
Accounts receivable (Note 6)	186,197	236,939
Subsidies receivable	213,890	200,305
Prepaid Expenses	35,542	36,423
	<u>601,549</u>	<u>863,189</u>
Subsidies receivable (Note 7)	1,838,099	2,051,989
Capital assets (Note 8)	13,615,618	13,662,566
	<u>16,055,266</u>	<u>16,577,744</u>
Liabilities		
Current liabilities		
Bank loans (Note 9)	298,259	799,710
Demand loan (Note 10)	1,308,901	1,379,203
Accounts payable (Note 11)	500,933	516,315
Deferred revenue	154,402	122,952
Deferred contributions from the YWCA Foundation of Montréal related to specific projects (Note 12)	70,000	
Instalments on long-term debt	213,890	200,305
	<u>2,546,385</u>	<u>3,018,485</u>
Deferred contributions for capital assets (Note 13)	9,562,461	9,426,980
Long-term debt (Note 14)	1,838,099	2,051,989
	<u>13,946,945</u>	<u>14,497,454</u>
Net Assets		
Invested in capital assets	4,053,157	4,235,586
Externally restricted (Note 15)	27,009	28,146
Internally restricted	17,976	
Negative	(1,989,821)	(2,183,442)
	<u>2,108,321</u>	<u>2,080,290</u>
	<u>16,055,266</u>	<u>16,577,744</u>

The accompanying notes are an integral part of the financial statements, prepared by
Raymond Chabot Grant Thornton

Board of Directors YWCA Montreal

Mary-Ann Bell, President
Chief Operating Officer, Québec
Bell Aliant Regional Communications

Sylvie Mercier, Vice President
Managing Partner
SM Strategic Development and
Consulting

Jocelyne Boivin, Vice President
Business Development Consultant

Carol Desrochers, Treasurer
Senior Administrator
Habitations Viagère Inc.

Me Mathilde Carrière, Secretary
Partner, Business Law
Fraser Milner Casgrain LLP

Marie Desroches, Director
Vice President Operations
Desjardins Securities

Carole Graveline, Director
National Journalist, program:
L'Heure des comptes
Radio-Canada

Fabienne Grou M.D., Director
Assistant to the Dean
Faculté de médecine de l'Université
de Montréal

Me Sacha Haque, Director
Lawyer
Fraser Milner Casgrain LLP

Anna Mainella, Director
Architect
Lemay Michaud architectes

Miriam Pozza CA, CBV, Director
Partner, Transaction Services
PricewaterhouseCoopers LLP

Madeleine Roy, Director
Senior Executive Consultant
CGI Group Inc.

Brigitte Simard, Director
Director, Relationship Management
RBC Dexia Investor Services Trust

Claudine Desjardins, Director-Intern
Consultant in International
Development

Board Committees YWCA Montreal

Finance Committee: Carol Desrochers, Mary-Ann Bell, Rachel Auger, Chantal Laberge, Miriam Pozza, Marie-Josée Neveu, Bert Bergman, Claudette Demers Godley.

Governance and Nominations Committee: Mathilde Carrière, Mary-Ann Bell, Madeleine Roy.

Communications Committee: Carole Graveline, Mary-Ann Bell, Pascale Grignon, Dawn Williams, Nancy Gilbert, Claudette Demers Godley.

Government Relations Committee: Sylvie Mercier, Mary-Ann Bell, Claudette Demers Godley.

Entrepreneurship Committee: Sylvie Mercier, Mary-Ann Bell, Danielle Blanchard, Danielle Desbiens, Vivian Hudson, Gaston Trépanier, Raymonde Lévesque, Esther Youte, Claudette Demers Godley.

Human Resources and Customer Service Committee: Madeleine Roy, Mary-Ann Bell, geneviève bich, Jocelyne Boivin, Claude Gaudreault, Claudette Demers Godley.

Construction Committee: Anna Mainella, Mary-Ann Bell, Linda D'Angelo, Shawn Letourneau, Diana Pizzuti, Claudette Demers Godley.

Health and Fitness Centre Committee: Brigitte Simard, Mary-Ann Bell, Vincent Allard, Rachel Auger, Josée Boutin, Chantal Ducasse, Sylvain Dufour, Carolyne Hudson, Anna Mainella, Nancy Gilbert, Claudette Demers Godley.

Hotel Committee: Jocelyne Boivin, Mary-Ann Bell, Marie Côté, Catherine Gaik, Anne Joelle Chamberland, Marie-Josée Neveu, Linda D'Angelo, Claudette Demers Godley.

Development Committee: Arlene Steiger, Mary-Ann Bell, Nouria Gagné, Lisa Massé, Lilia Goldfarb, Claudette Demers Godley.

Management Committee

Claudette Demers Godley
Executive Director

Bert Bergman
Director, Finance and Administrative
Services

France-Line Carbonneau
Head of Community Services

Linda D'Angelo
Director of Hotel and Residential
Services

Niquette Delage
Director, Women's Y Foundation

Nancy Gilbert
Director of Development and the
Health and Fitness Centre

Lilia Goldfarb
Head of Leadership Services

Raymonde Lévesque
Director of Community and
Employability Services

Diana Pizzuti
Head of Residential Services

Esther Youte
Director of Entrepreneurship
Services for Women

Women's Y Foundation

Word from the President

The Women's Y Foundation is now 12 years old. Over the years and through many and varied activities, the Foundation has upheld its mission to support and sustain the YWCA Montreal, which was created one hundred and thirty-two years ago to empower women to achieve.

The Foundation's board of directors has various working committees. On September 26, 2006, the Naming Committee unveiled a recognition wall which pays tribute to the many and generous donors of the 2000 – 2005 Rejuvenation Campaign. The proceeds of this campaign were used to bring the YWCA's main premises up to current building codes and standards.

The Nominating Committee has been examining the makeup of the Board of Directors to assess the skills found around the table and to set the recruitment criteria for future directors. The committee has begun to discuss evaluating the Board's members, to tap the abilities of current directors whose contributions will be vital to the organization's future.

The Finance Committee meets regularly to ensure that the Foundation operates within the budgetary limits they set for themselves, and that measures are adopted which will permit the organization to meet objectives set by the directors. Documents prepared by the committee show clearly the financial situation, which assists them in making relevant recommendations to the Board of Directors.

In early autumn 2006, the Board decided to hold a special strategic planning meeting following an in-depth examination of the Strategic Planning Committee's report covering the years 2006 – 2010. From this special meeting, held on November 6, 2006, emerged a strategic objective to build an endowment fund which will assure the continuity of the YWCA Montreal and respond to its real and emerging needs.

From now until the year 2010, we will endeavour to double the existing endowment fund by growing our donor base, building relationships and increasing capacity for proactive fundraising. We will increase the number of Foundation patrons and maintain strong ties with them. We will also build upon the momentum of the Major Capital Campaign which rejuvenated the building that the YWCA Montreal has occupied since 1950, the same fundraising campaign which brought in 10.6 million dollars.

The Women of Distinction Gala which is usually held in spring will instead be held in early autumn 2007 in order to maximize the Foundation's fundraising capacity, as many of same people are solicited for both the Annual Campaign and the Women of Distinction Gala.

Four of our directors are leaving the Women's Y Foundation: The two vice presidents, Ms. Edmée Métivier and Ms. Louise Patry, as well as Ms. Anielle Lecoq, former president of the Board of Directors of the YWCA Montreal and Mr. Claude Michaud. I extend my sincere gratitude to these exemplary colleagues who offered their expertise and the benefits of their many years of experience in service to the Women's Y Foundation. Their devotion, their diligence, their intellectual rigour and their significant contributions have helped the Foundation explore new horizons in the realization of their mission.

In 2006 the Foundation welcomed two sought after recruits, Ms. Hélène Lévesque, a lawyer, and Ms. Martine Quintal, an accountant. The new executive director of the YWCA Montreal, Ms. Claudette Demers Godley has as well joined the ranks of the Board of Directors.

To the current directors of the Women's Y Foundation, I give my utmost thanks. These men and women continue to play an important role in the organization's growth and their considerable and essential support in time, energy and money is greatly appreciated.

In closing, I wish to thank the Foundation team: Ms. Abila Leguede, Ms. Élise Violletti and the Foundation Director, Ms. Niquette Delage.



A handwritten signature in cursive script, which reads "Christine Marchildon".

Christine Marchildon
President

A Word from the Director

In the year 2006-2007, the Women's Y Foundation collected many donations dedicated to various YWCA Montreal programs as well as general donations received in the weeks following the 2006 Women of Distinction Gala, which in itself raised \$257,513. The Foundation's 2006-2007 Annual Campaign had its start at the end of May 2006 when the Foundation solicited the Gala's participants whose generosity got us off to a great start. The general public who were contacted in a January 2007 mail solicitation, responded well to the Foundation's appeal and we have noted an increase in donations from men. The Leadership programs for girls and young women have touched a cord with the population, and the Foundation is grateful for the confidence they have bestowed on us.

The 2006 – 2007 Annual Campaign which took place between mid-January and the end of March, 2007 brought in \$76,283 excluding dedicated donations from private foundations. There has been a significant increase in the amount raised over the 2006 campaign. A mail solicitation supported by an informative brochure describing leadership programs for girls and young women has had an unprecedented success. The members of the boards of directors of the Foundation and the YWCA Montreal were asked to contribute directly to the campaign and each volunteer member furnished a list of potential donors to whom a personal letter was sent. For their part, the YWCA employees held their own very successful campaign in the period before Valentine's Day, giving the Foundation the proceeds of three simultaneously held activities.

The preparations for the Women of Distinction Gala began in September 2006 and are going smoothly. This annual fundraising event is in its 14th year and will surely improve on the last year's fundraising total. Raising the bar is the order of the day.

The Foundation operates with a small team. Ms. Abla Leguede, the Foundation's cheffe de services for four months, was a tremendous help to the Foundation and carried out her duties with much dedication and ability. Ms. Élise Violletti, Ms. Éliane Thibault, Ms. Alykanhthi Lyniavu and Ms. Sarah Nottebaert have also provided essential administrative help. Thanks go to the whole team who have strongly supported the Foundation's efforts to accomplish its mission.

The Volunteer Services of the YWCA Montreal deserve an honorary mention as well. These volunteers contribute greatly to the success of the Annual Campaign by verifying and updating our mailing lists and then following up with those we solicit who have not responded to our letter. Without their essential help, we could not hope to achieve our level of success.



Niquette Delage
Director



Activities Report

2006 – 2007 Annual Campaign

The Foundation raised \$76,283 during its annual campaign and also received some dedicated donations such as one from the Hogg Foundation, which has provided unwavering support to our Foundation throughout the years. This generous gift has been earmarked for the ABC en famille literacy program. Other literacy programs receive support from anonymous donors. Our sincere thanks go to all those who support this important cause.

The 2007 Women of Distinction Gala

The 2007 Women of Distinction Gala, which was held for the first time 14 years ago, will now take place at the start of the fall season on September 25, 2007 at the Hotel Bonaventure Hilton Montreal. Its honorary president, Ms. France Poulin, Director of Communications for the Port of Montreal, took up her duties in March 2007, and is guiding the organizing committee of this benefit event with a masterful hand. In a few months they will play host to more than 1000 people.

The Gala's organizing committee oversees the following committees:

The Selection Committee has the task of choosing 3 finalists, among many exceptional women candidates, in each of the 10 categories of the Women of Distinction Awards.

The Jury Committee is completely independent, and determines the laureates in each of the 10 category awards.

The Sponsor Committee solicits in-kind or money donations from partners other than Category Sponsors. Their names will appear in the Evening's program and in the Women of Distinction Souvenir Program.

The Ticket Committee sells corporate tables for 10 guests or individual tickets.

The Nominees' Evening will be held on August 23, 2007 and is sponsored by RBC Royal Bank.

2007 Women of Distinction Category Sponsors

Ernst & Young is associated with the YWCA Residence, a social reintegration program for women in difficulty, and is the sponsor for the Advancement of Women Grand Prize. Associated with Employability Services (OSE), le Mouvement Desjardins is the Business and Professions category sponsor. Loto Québec sponsors the Arts and Culture category and is paired with Words for Women Literacy program. Associated with the Leadership program Action makes a Difference, Bell Canada sponsors the Communications category. The Education category is sponsored by the National Bank of Canada which is paired with ABC en famille. The YWCA Montreal Entrepreneurship Centre is financed by TD Canada Trust, and is the Entrepreneurship category sponsor. The Young Women of Distinction category is sponsored by Jacob, and is associated with the Leadership in Action program. Sun Life Financial is paired with Dishes from Near and Far, and sponsors the Science and Health Category. Community Service is sponsored by Hydro-Québec and is associated with the Legal Information Clinic. Scotia Bank is paired with the Health and Fitness Centre and sponsors the Sports and Well-being category.

In 2006, the Women of Distinction Gala solicited many significant donations which allowed the Women's Y Foundation to reduce the gala's fixed expenses. The Foundation expressed its deep gratitude to all the individuals and businesses who contributed to the great success of this benefit event which is our most important fundraising event of the year.

The volunteers, who are an essential part of the Gala, deserve everyone's appreciation, as without them this prestigious event could not be held with such success, year after year.

Board of Directors Committees

The Naming Committee, headed by the Women's Y Foundation Secretary, Ms. Louise Dostie, completed

its work with the September 26, 2006 unveiling of a recognition wall which honoured the donors to the very successful Women's Y Foundation 2000 – 2005 Major Campaign.

The Nominating Committee, a key, permanent committee of the Women's Y Foundation Board of Directors, met 6 times in 2006-2007 to recruit talented directors with diverse skills. Louise Patry, former president of the Board of Directors of the Women's Y and current vice president of the Women's Y Foundation, heads this committee which has made significant progress.

The Strategic Planning committee headed by Ms. Edmée Métivier, current vice president of the Women's Y Foundation, was very active in 2005-2006 and saw its work culminate in a special meeting of the

Women's Y Foundation Board of Directors held on November 7, 2006. At this meeting, coming trends in philanthropy were front and centre to prepare the Board for future endeavours. The number of meetings and time invested by these volunteers exemplifies their commitment to women's causes.

Conclusion

The Women's Y Foundation accomplishes a great deal with few resources, motivated by an enthusiasm focused on the issues and needs of women which are many, varied and growing. We constantly strive to ensure the viability and sustainability of programs and services destined for girls and women. Our work contributes to their journey, allowing them to take their lives and futures in their own hands.

Board of Directors Women's Y Foundation

Christine Marchidon, President
Senior Vice President, Quebec Region
TD Canada Trust

Edmée Métivier, Vice President
Executive Vice President, Integrated
Risk and Technology Management

Louise Patry, Vice President
Partner, Davies Ward Phillips &
Vineberg s.r.l.

Louise Dostie, Secretary
Director of Communications,
Société des casinos du Québec

Carol-Ann Tetrault Sirsly, Treasurer
Chartered Accountant,
Ph. D. candidate in Administration
John Molson School of Business,
Concordia University

Mary-Ann Bell, Director
Chief Operating Officer, Québec
Bell Alliant Regional Communications

Pierre Brochu, Director
Senior Vice President
Finance and Administration/
Payroll and Human Resources
Services
CGI Group Inc.

Marie Desroches, Director
Vice President, Operations
Desjardins Securities

Anièle Lecoq, Director
Consultant, Development &
Marketing President & Executive
Director Ste-Justine Hospital
Foundation

Hélène Levesque, Director
President, Corporation Experlead

Claude Michaud, Director
Executive Vice President & CFO
Kangaroo TV

Kostia Pantazis, Director
President, Pantazis & Associates Inc.,
Insurance Brokers

Martine Quintal, Director
Partner Ernst & Young

Niquette Delage
Director Women's Y Foundation

Claudette Demers Godley
Executive Director YWCA Montreal

*Financial Statements YWCA Foundation of Montreal***Revenues and Expenses year ended March 31, 2007**

	2007	2006
Revenues	\$	\$
Deferred contributions - major fund-raising campaign (Note 9)	550,000	474,750
Women of Distinction - net amount (Note 4)	257,512	206,958
Contributions from corporations and individuals - annual fund-raising campaign	76,283	28,801
Restricted contributions (Note 5)	152,272	31,836
Other contributions	3,627	
Investment income	56,617	48,897
Gain on disposal of investments	54,942	48,565
	<u>1,151,253</u>	<u>839,807</u>
Expenses		
Expenses of the major fund-raising campaign		27,595
Operating expenses	161,164	152,235
Portfolio management fees	10,616	10,136
	<u>171,780</u>	<u>189,966</u>
Excess of revenues over expenses before donations to Women's Y	<u>979,473</u>	<u>649,841</u>
Donations to Women's Y (Note 5)		
Major fundraising campaign	(500,000)	(397,155)
Restricted	(152,272)	(31,836)
Programs of the Women's Y	(190,000)	(190,000)
	<u>(842,272)</u>	<u>(618,991)</u>
Excess of revenues over expenses	<u>137,201</u>	<u>30,850</u>

Balance Sheet year ended March 31, 2007

	2007	2006
Assets	\$	\$
Current assets		
Cash	92,167	
Cash broker account	70,169	23,424
Term deposits, 2.75%		400,000
Accrued interest receivable	6,624	8,525
Accounts receivable (Note 7)	21,707	5,405
Prepaid expenses - Women of Distinction	5,279	24,531
	<u>195,946</u>	<u>461,885</u>
Investments, at cost (Note 8)	1,049,391	1,001,058
	<u>1,245,337</u>	<u>1,462,943</u>
Liabilities		
Current liabilities		
Bank overdraft		30,616
Accounts payable and accrued liabilities	10,731	4,008
Accounts payable to the Women's Y	10,808	17,209
Deferred revenue - Women of Distinction	22,500	142,500
	<u>44,039</u>	<u>194,333</u>
Deferred contributions - major fund-raising campaign (Note 9)	138,699	343,212
	<u>182,738</u>	<u>537,545</u>
Net Assets		
Endowments received (Note 10)	215,431	215,431
Internally restricted (Note 11)	904,129	809,051
Negative	(56,961)	(99,084)
	<u>1,062,599</u>	<u>925,398</u>
	<u>1,245,337</u>	<u>1,462,943</u>