C A P. L V I.

An Act to incorporate the Montreal Young Women's Christian Association.

[Assented to 23rd February, 1875.]

WHEREAS the persons hereinafter mentioned have, by petition, represented that they and others for some time past have maintained, by voluntary contributions, a certain institution in the city of Montreal, known as "The Montreal Young Women's Christian Association," for the purpose of receiving young women, who come as strangers to the city, obtaining for them board and employment, attending generally to their temporal and moral welfare, providing a reading room and library for young women, and premises where meetings of ladies connected with different benevolent institutions may be held, and have prayed that for the better attainment of its objects the institution may be vested with corporate powers; Therefore, Her Majesty, by and with the advice and consent of the Legislature of Quebec, enacts as follows:

1. Mesdames Philo. D. Browne, J. Macdougall, C. Ault, J. Macintosh and J. Clarke Murray, Misses Isabella G. Macintosh and Charlotte E. Major, and such persons as are now or may hereafter be associated with them, in conformity with this act, and their successors are hereby constituted a body corporate and politic with all the rights incident to corporations by the name of "The Montreal Young Women's Christian Association."
MESSAGE
from the Chair and the Chief Executive Officer

The year 2014-2015 marks the final year of our 2011-2015 strategic plan, organized under three main themes: transformation, integration, and influence. These three fundamental pillars served as the basis for positioning the YWCA Montreal as a key reference with respect to the personal, occupational, and social development of women and girls.

INFLUENCE
In 2014-2015, the celebration of our 140th anniversary was an opportunity to organize many special events, including an official ceremony at Montreal City Hall, as well as a great chance to raise our visibility. It also provided us with opportunities to increase public awareness of the nature and relevance of our work, and demonstrate how the YWCA Montreal has succeeded in adapting itself to change over many decades. During all of these years, our vigilance, openness, and audacity have constantly aided us in accompanying 300,000 women through the process of building a better future.

DEFENDING WOMEN’S INTERESTS
We devoted particular attention to several awareness-raising and mobilizing actions this year. On the national level, we contributed to the drafting of YWCA Canada’s “Prostitution, Sex Work and Women’s Safety Policy.” We also attended the big march organized by the Truth and Reconciliation Commission. On the regional level, violence against women has continued to be a central focus of our awareness-raising activities, as evidenced by our participation in the commemoration of the 25th Anniversary of the Polytechnique Massacre, our support for the Coalition for Gun Control, and our association with YWCA Canada’s new #PasCorrect #NotOkay campaign to protest violence against women.

INTEGRATION
In 2013-2014, we identified several priority issues and determined our areas of action. This year, we paid particular attention to the analysis of results. This process involves measuring the impact, relevance, consistency, and decompartmentalization of our services and programs. The Femmes en action project, launched in the autumn of 2014, is an example of decompartmentalization, with its use of resources and expertise from different departments within one cross-cutting program.

TRANSFORMATION
Because we are always attentive to the needs of the community just outside our doors, we set up a drop-in daycare and family caregiver support service. A community worker is active in the neighbourhood immediately surrounding the YWCA to reduce the isolation of families, and we provide innovative approaches for relaxation and replenishment such as art and music therapy.

We conducted an in-depth review of our self-financing activities, which led to the repositioning of our hotel and hostel, resulting in increased bookings. Our workforce integration enterprise, the Fringues Boutique, was also the subject of an in-depth review and transformation to better meet our customers’ needs.

GOVERNANCE
We took advantage of the arrival of a new chair of the Board of Directors and five new board members to initiate reflection on our changing socio-economic environment. The relevance of the YWCA Montreal is a central concern of the Board of Directors. Its members, together with the Management Team, are contributing to this reflection by their presence on several committees. Each member sits on one of the Board’s four committees: governance; finances, auditing and risk management; strategic development; and influence. This reflection will serve as the basis for the new strategic plan, which will get underway in 2016.

ACKNOWLEDGEMENTS
The YWCA Montreal salutes the dedication and expertise of the members of the Board of Directors who provided valuable guidance and support for the achievement of its mission. The Management Team, YWCA Montreal staff, and the Foundation demonstrated unparalleled energy, excellence, and cooperation. Thanks go to our Foundation for their partnership and financial support. The confidence and contributions of our funders, including Centraide, Emploi-Québec, and the Agence de la santé et des services sociaux du Québec continue to be crucial, as is the immense generosity of over 480 donors, and the contribution of over 440 volunteers who share their time and expertise with us.

The YWCA Montreal has continued to act with courage and determination over the years thanks to the conviction and energy of all the women who, over the 140 years of our existence, believed, and continue to believe, that together we can keep the mission of the YWCA alive.

Louise Poirier
Chair of the Board of Directors
YWCA Montreal

Hélène Lépine
Chief Executive Officer
YWCA Montreal
We are proud to present the Women’s Y Foundation’s report for 2014-2015.

Our 20 years of existence testify to our close partnership with the YWCA Montreal to realize our shared goal of helping to build a better future for women and girls living in the Greater Montreal area. We provide financial support to maintain and develop programs designed by the YWCA Montreal in response to their needs.

To do so, the Foundation relies on the commitment of numerous donors, partners and volunteers who join forces to bring about positive, lasting change in the lives of all those who use the YWCA’s services. We thank each of them for their exceptional contributions. Your support makes a real difference to women’s lives.

Be positive and we will find the resources to achieve our goals. This is the leitmotif of every member of the Foundation’s board. Committed and enthusiastic, they all invest time and money for the cause they hold so dear. Our continued work, the collective efforts of our members, and the constant quest for improvement have helped the Foundation to grow.

Given the Foundation’s needs and its commitments to the YWCA, the financing of our fundraising activities is a constant concern. In the short term, the support of numerous companies, foundations, and individuals enabled us to surpass the financial objectives of the Women of Distinction Awards gala and the Scotiabank Charity Challenge, the net earnings of which were unequalled in our history.

Special thanks go to Barry F. Lorenzetti and his finance committee for their exceptional contribution to the 2014 Women of Distinction Awards gala.

We unveiled the 140th fundraising campaign team during the official celebration of the 140th Anniversary of the YWCA Montreal held on March 25th, at Montreal City Hall. Under the Honorary Chairmanship of Denis Coderre, Mayor of Montreal, Danièle Henkel, Founder and President of Danièle Henkel; Barry F. Lorenzetti, President and CEO of BFL Canada; Marianna Simeone, President of MS Media; and Sandra Tittlit, Managing Director, Institutional Equities Trading, BMO Capital Markets, expressed their commitment to support the mission of the YWCA Montreal and contribute to the social and economic integration of women and girls in the Greater Montreal region.

The Board of Directors adopted strong rules of governance to guide its organizational development. Examples of this are the revision of the Foundation bylaws, improvement of its evaluation process, and the composition and mandates of its subcommittees.

Four Board members have left us this year: Daniel Bellemare, Valérie Dufour, Annie Vallières and Ida Teoli. We sincerely thank them for their contribution to our organization’s development and healthy governance. Three new recruits have joined the Board: Karine Chênevert, Partner at Borden Ladner Gervais, Sophie Fortin, Human Resources Consultant, and Lisa Giannone, Vice-President at BFL Canada.

And we must not forget the Foundation team, for their unceasing availability, cooperation, and professionalism.

2015-2016 will be a year filled with new challenges. We will continue to do everything we can for the well-being of women and girls who remain at the forefront of our concerns and actions.
Since November 2011, the Management Team, supported by the Board of Directors, has focused its attention on reorganizing and transforming our culture, administration, and structures, and conducting an in-depth review of the services we offer. This essential and long-term effort has enabled this great organization—the YWCA Montreal—to implement its vision: to be a learning organization that is effective, mobilizing, and continuously interacting with emerging social needs.

The objectives and actions proposed for 2014-2015 have a very specific aim: to make the YWCA Montreal a key reference with regard to the personal, professional, and social development of women and girls in Montreal.

**2011-2015 Strategic Plan**

**TRANSFORMATION. INTEGRATION. INFLUENCE.**

**INFLUENCE IN THE COMMUNITY**

To improve our visibility and positioning with the public, media, and institutions

- Formulate a joint YWCA Montreal and Foundation communications plan
- Development, optimize, and utilize online communication tools: Web, social networks
- Establish a policy concerning the defense of women’s and girls’ rights and interests (now being formulated)
- Expand public awareness and mobilization activities
- Organize multiple events to mark our 140th anniversary
- Reinforce our presence and interaction with the local community

**INTEGRATION OF PROGRAMS AND EXPERTISE**

To increase the impact, relevance, and quality of our services

- Clarify desired social impacts: reduce exclusion, social and gender inequalities, and all forms of violence against women and girls
- Decompartmentalize services with a view to integration
- Create new cross-cutting projects: the Centre Multi, Family Caregiver Support Program, Femmes en action
- Institute a strategic monitoring process for the Board of Directors
- Deploy tools to measure the impact of our services
- Consolidate our ties and partnership with the Women’s Y Foundation

**TRANSFORMATION OF THE ORGANIZATIONAL CULTURE**

With a view to efficient management and financial stability

- New salary administration, purchasing, and risk management policies
- Improve management methods, processes, and tools
- Implement pay equity
- Create our key areas of action and a communications and human resources department
- Optimize revenue and expenses through strict financial management and control
- Increase revenue from our self-financing initiatives (hotel/hostel and workforce integration enterprise)
New paths for women since 1875

HOMELESSNESS
It is difficult to gauge the scale of women's homelessness because women are less visible: they stay with friends, family, in temporary housing facilities, etc. The hidden nature of female homelessness prevents us from grasping the scope of a steadily growing phenomenon. In Montréal, there was a 49% increase in the number of nights women spent in emergency shelters in the winter of 2011-2012, compared to the winter of 2008-2009. Women represent between 22.8 and 40% of homeless people in Montreal. Canada-wide statistics show that 73% to 81% of these women are or have been victims of psychological abuse, sexual abuse or domestic violence.

VIOLENCE
Over 80% of sexual and domestic violence victims are women. In one year, over 11,500 incidents of sexual and domestic violence against women were reported in Montreal. Women in Montreal suffer a higher rate of sexual violence than anywhere else in Quebec.

For our residents, (re)building a stable life in independent housing is a process comprising a multitude of actions, all of them essential steps along the path to social reintegration. Living in a safe environment and participating in a vast array of workshops, conferences, personal development and physical activities, as well as weekly counselling sessions with a team of multidisciplinary professionals, allows residents to regain control of their lives at their own pace, work toward a stable life in independent housing, and break free from the cycle of homelessness, exclusion and violence.

This year, 87 women took advantage of the YWCA Housing Services, and 53 of them stayed at the Residence.

THE RESIDENCE
As part of our social reintegration program, we offer housing in a 34-room residence, with weekly psychosocial counselling.
Occupancy: 94%.

LES JARDINS DU Y
21 apartments with community support.
Occupancy: 100%.

CORPORATION BRIN D’ELLES
12 apartments with community support reserved for our residents, at two locations (Saint-Michel and St-Laurent).
Occupancy: 100%.
I arrived at the YWCA Residence after spending several months with no real home because I had left home to escape family violence. I was exhausted from all the moves. It was wonderful to be in a clean, safe, and comfortable environment. The Residence was a turning point for me. The group activities and common spaces made me feel less alone. I learned to be useful by volunteering for lots of activities. Thanks to a team of wonderful professional counselors, I felt safe enough to become more independent, continue my education, and find my own place. Here, we are not pushed into following a pre-set path. We receive support, are listened to, and we have a say in the decisions concerning our living space. We are encouraged to choose our own lifestyle and use our own means to move forward.

Suzanne B.

HIGHLIGHTS OF 2014-2015

- To enrich the interaction, experiences, exchanges, and integration of residents, we invited the community at large to participate in activities including self-discovery and interpersonal communication workshops, a collective kitchen, basic computer skills classes, and community art workshops.
- For the first time, a resident took part in the Scotiabank Charity Challenge. She ran 21 kilometres. This achievement was a source of pride and motivation for the other runners and many other YWCA participants, residents, and staff.
- The Housing Services Department homelessness survey was involved in an initiative to include a gender-based approach for the homeless. We informed our residents about the initiative, and they were counted in the survey. This year, unfortunately, we were unable to obtain a plot in a community garden.
- The artwork created by participants in the community art workshop were exhibited at a vernissage, organized as part of national Mental Health Week.
- In addition to ongoing joint efforts by counsellors and residents to address mental health issues, last May the Department of Housing Services organized an entire week of activities designed to promote and cultivate mental health—a key ingredient in re-establishing well-being, rebuilding a stable, autonomous living environment and returning to an active life.
- The Jardins du Y obtained funding to refresh certain areas and furnishings and keep the premises in good overall condition.

WHO ARE THEY?

This year, the residents of the YWCA and tenants in our community housing units were women between 21 and 68 years old. The vast majority lacked stable housing before their arrival. Among them, 73.5% exhibited mental health problems, and 26% were escaping from domestic or family violence. Nearly 30% of our residents and tenants were from diverse ethnocultural communities and most were living below the poverty line. We are seeing a renewed increase in requests for services from women suffering from eating disorders. Lastly, we have noted that the government’s austerity measures have had a direct impact on the physical and mental health of residents and tenants.

RESULTS

LASTING STABILITY AND INDEPENDENCE
A drop in the number of departures indicates to us that the program is allowing residents to acquire greater stability. They are taking the time they need to find their own housing solutions. Among the 21 women who left, 17 found housing, two of them in our community housing projects. Only four women returned to the emergency housing option. Over 80% of the tenants of the Jardins du Y des femmes have lived there for over 4 years, and 71% of the tenants of Brin d’Elles (Saint-Laurent site) have lived there for more than 9 years.

INCREASED WELL-BEING
Among residents with addiction or mental health issues, there has been a significant drop in hospitalizations and relapses.
FINANCIAL INSECURITY
45% of women in Montreal who have an income, earn less than $20,000 a year. The five most common occupations for women, both in Montreal and the rest of Quebec, are administrative assistant, retail salesperson, cashier, child care educator, and nurse.

EMPLOYMENT INEQUALITY
The job situation in Montreal is worse than that of Quebec as a whole. In 2011, the employment rate for women stood at 53.2% compared to 61.3% for men, while for immigrant women, the rate is 46.2% (53.2%).

INCOME INEQUALITY
In 2011, the employment income of women working full time was equivalent to 75.3% of that of men, compared to 79.4% in 2000. For immigrant women, the figure is 66%.

AUSTERITY
Since 2008, austerity and renewal measures have translated into cutbacks totalling $23 billion, with women suffering $3.1 billion more in cutbacks than men. Even when it comes to the renewal measures instituted following the 2008 financial crisis, men receive twice the benefits than do women ($7.2 billion compared to $3.5 billion).

THE BIRTH OF THE WORKING OUR WAY (WOW) PROJECT
13 women aged 18 to 30 completed this new 10-week employability program that takes advantage of the resources and expertise of the YWCA’s four areas of action.

MOTHERS WORK INTEGRATION PROGRAM
48 mothers took part in this employment preparation program. The program is offered in English and French, includes 19 weeks of training and workshops, and culminates in a job internship.

FRINGUES & CIE
23 young women took part in this six-month accredited, paid training program in our boutique, which serves as a platform to help women integrate into the sales and customer service industry.

ORIENTATION AND SERVICES FOR EMPLOYMENT (OSE)
223 women had individual consultations with certified guidance counsellors—all members in good standing of their professional association.
The 10 weeks were very interesting and useful. I got to know myself better and learned a few lessons about life. I have finished the program and I’m now more realistic, surer of myself, and better prepared to integrate the job market and society in general. After 10 weeks, I’ve learned that if you’re asked to participate, say yes. It’s a good idea, because it can open the door to new possibilities.

Lavinia,
Femmes d’action participant

HIGHLIGHTS OF 2014-2015

- The WOW program was launched in the autumn of 2014. The job placement rate for the first group of participants was relatively low, so after reflection, adjustments were made with regard to the target clientele. The second group’s results confirmed that these adjustments were appropriate.
- We have noted a marked increase in mental health, consumption, and behavioral problems among participants that are often related to violence and complex immigration issues. A process of reflection is underway to identify the best ways to address these issues while maintaining the quality of the training.
- We created a resource and referral service in response to these types of needs and to guide participants to the appropriate resources.
- In addition, yoga sessions were offered to participants as a way to recharge their batteries.
- The team has undergone many changes, and a new structure was developed to optimize resources and reinforce the impact of our programs.
- The Vintage boutique was closed to the public in the autumn of 2014. It is now open for special sales and events.
- We took part in several workshops to increase our expertise in the area of job integration for immigrant women.

WHO ARE THEY?

65% of the Fringues & Cie Workforce Integration Program participants received no employment revenue or social assistance. For OSE, the rate was 63%; 79% of the participants in the Mothers Work Integration Program received social assistance and 65% of WOW participants received employment assistance.

The vast majority of clients and participants are from ethnocultural communities (87% for Fringues & Cie, 71% for Mothers Work Integration and OSE, and 74% for Femmes en action). Most participants of OSE and Mothers Work Integration are immigrants who have lived here for more than 5 years, while 86% of participants of Fringues have lived here for less than 5 years.

Among OSE participants, 45% had a bachelor’s or master’s degree and 77% of Mothers Work Integration participants were single mothers. In these two programs, most participants are seeking to reintegrate the job market after raising their children or losing a job. For many, it is an opportunity to improve the living conditions of the whole family. For the vast majority of Fringues participants, the program represents a chance to get their first job and first official training certificate.

SUCCESSFUL JOB INTEGRATION

In 2014-2015, 73% of participants in our three employability programs found work immediately following completion of the program—8% more than last year. Moreover, when we followed up on our Fringues & Cie participants, we found that 75% of the women were still employed 3 years after completing their training.
The YWCA’s Department of Youth Services develops innovative projects, training sessions and workshops that are constantly being fine-tuned and adapted to meet the needs and everyday reality of girls and young women aged 8 to 19. Our project leaders and coordinators reach out to youth in their own settings—in schools or community centres—and work with girls and boys to address the following issues:

- leadership and autonomy
- hypersexualization
- cyberbullying
- critical thinking
- prevention of gender-based violence
- analysis of social media and advertising
- transition to high school
- emotional dependency and healthy relationships
- cultural and social integration
- respect and appreciation of one’s body
- healthy lifestyle choices
- women’s equality
- civic involvement

The aim of these projects is to foster awareness, knowledge and skill development to prevent violence, exclusion, and social and gender inequalities.

This year, over **730 girls and boys** took part in a variety of programs, workshops, and training sessions offered by our Youth Services Department in both French and English.

**ENTREPRENEURS DE DEMAIN**
We reached 400 teenagers with this new project to introduce girls to women’s entrepreneurship in traditionally male occupations. Workshops were attended by 24 girls.

**MOBILICAMPUS**
In the final year of this 3-year project, participants created a page in the website of the CÉGEP du Vieux Montréal addressed to people who want to report harassment. An information page was also inserted in CÉGEP students’ planners.
HIGHLIGHTS OF 2014-2015

- Entrepreneures de demain exceeded the goal in terms of numbers reached. A new source of funding will enable us to continue the project for another year.
- Because of the research conducted for Women Entrepreneurs of Tomorrow we have developed a new area of expertise: non-traditional trades. We now enjoy a close partnership with the Concertation montréalaise femmes et emplois majoritairement masculins (CMFEMM).
- We obtained funding for a three-year project, to be carried out with different partners, to intervene directly with educational institutions to facilitate girls’ access to information about jobs in traditionally male sectors, and encourage the diversification of educational and occupational choices.
- We are now developing a new evaluation process for our projects that will allow us to accurately assess their impact.
- The omnipresence of social media in young people’s lives has transformed the issues that confront them. Cyberbullying has become one of our priorities in the area of women’s equality rights and the elimination of violence among youth.
- Egalitarian relationships are promoted in all of our projects. The Take Action project was an opportunity to discuss this theme specifically with boys.
- As part of the Nos cultures ça conte project, participants received a short guide to non-sexist books and stories. This reading list was shared more than 2,400 times through social media.
- The Take Your Lead mentorship system took off this year, enabling 9 mentors to be paired with 35 girls in youth centres.
- Summer Space camp obtained its certification from the Association des camps certifiés du Québec. A great way to celebrate the Camp’s 10th anniversary!

WHO ARE OUR PARTICIPANTS?

This year, participants in our various projects, workshops and training programs were aged 8 to 19. Nearly 35% of our participants were boys because we are firmly convinced that gender equality will be achieved only through the education of boys. Through our initiatives, we hope to reach the most vulnerable young girls in Montreal; more than 90% of participants attend schools in some of the most disadvantaged areas.

It was a great training session. She helped me learn more about non-traditional jobs and discover all kinds of interesting occupations. She also made me aware of the fact that there are hardly any women in some really great occupations.

Entrepreneures de demain participant

Over the past few years at our school we’ve noticed that girls in grade 6 are dealing with a lot of different issues: questions about sexuality, love, fear of what awaits in high school, taboo subjects with their parents. They have no one to talk to, no adult who is close to them. Your programs meet these needs.

Community youth worker in the schools
COMMUNITY Services

The YWCA’s Community Services are open to all women and girls. The goal of these services is to develop community action and foster personal and collective well-being, while addressing the needs of women in the community. We offer diverse activities where women can make friends, reduce their isolation, receive counselling, respite, and information on different topics, learn about their rights, and get help to settle in as a newcomer to Quebec.

This year, our community services reached over 2,500 women, or more than twice the number we reached last year.

ISOLATION
Demographic growth in downtown Montreal has exploded in the past few years; among the groups that are experiencing rapid growth are families with children aged 4 or younger and seniors aged 65 and over. The population is mostly composed of people living alone and 47% of the residents are members of ethnocultural communities. Isolation and the need to create ties were identified as major issues, as was the lack of community resources.1

SUPPORTING A FAMILY MEMBER
More than one in three women in Québec (36%) aged 45 to 65 is a family caregiver. Some 30% of caregivers devote 10 hours and more every week to support these activities, and 63% of caregivers aged 45 to 64 perform these tasks in addition to holding a job. Work-family balance is a real concern in such situations.2

VOLUNTEERING
Over 2.4 million people aged 15 and over volunteer their time every year in Québec. People are no longer motivated by religious or moral reasons only, but rather out of a personal need to form ties, put their skills and experience to use, and acquire a social identity. Immigrants emphasize that their volunteer engagement facilitates their social and occupational integration and improves their language skills.3

FAMILY CAREGIVERS SUPPORT PROGRAM
This new project was launched in the autumn of 2014 in response to the needs of family caregivers of seniors in the area served by the CSSS de la Montagne. 165 individuals took advantage of the services provided: talks, counselling, respite, art therapy, information.

CENTRE MULTI
The Centre Multi’s three sessions of activities reached some 470 participants. Nearly half of them were from the borough of Ville-Marie.

VOLUNTEER CENTRE
Over 440 women shared their expertise by offering more than 15,800 hours of their time. This represents a 20% increase compared to 2013-2014.

LEGAL INFORMATION CLINIC
14 lawyers and 1 notary provided 998 consultations, an increase of over 38%. In addition, 400 individuals took advantage of the information, resource, and referral service to obtain other services to meet their needs. 41% of the consultations concerned family law.

1 From its inception, the YWCA offered women basic courses in reading, writing and arithmetic.
2 The pool opens.
3 Soup kitchens and housing for the needy.
4 The Y.W.C.A. opens the first fitness center for women: here, exercise class, c. 1970.
HIGHLIGHTS OF 2014-2015

Family Caregivers Support Program
- The first year of operation saw the creation of procedures, tools, and services addressed to women who are caring for an older relative. We carried out a broad-based awareness program about the reality of family caregivers in the health and community sectors, and used the opportunity to circulate information about our services.
- Education (info sessions), counselling, support, sharing, and respite constitute the core of this program. Family caregivers are offered innovative therapies such as art and music therapy. All services are available in French and English.

Centre Multi
- The organization and structure of Centre Multi activities has been finalized and a communications plan developed.
- To better meet the needs of families with young children, we provided parent-child workshops and created a drop-in daycare service that served 41 children during 106 daycare periods. These services are provided free of charge to families in the Peter-McGill neighbourhood.

Volunteer Centre
- We formed a partnership with St-Luc high school to raise youth awareness of community action.
- Three enterprises chose the YWCA for their corporate volunteer program: Vidéotron, Foresters and KPMG.
- A special tribute to our founders and early volunteers was held during this 140th anniversary year.
- Our partnership with Forward House enables us to receive volunteers living with a mental illness and support their socio-economic integration.

Legal Information Clinic
- 82% of the consultations concerned the following areas of law: family, civil, labour, immigration and criminal, with a marked emphasis on family law.
- Two legal information newsletters and three workshops were given in conjunction with Pro Bono Students Canada, enabling us to work with 6 law students.

Literacy Training
- 22 tutors worked with 24 participants to help them meet their learning goals.
- Over 105 women attended conversation workshops to acquire basic French and English language skills.

WHO ARE THEY?
Aged 14 to 84, 61.4% of the women and girls who used our community services came from ethnocultural communities. Among them, 46% live in the borough of Ville-Marie and neighbouring areas. In addition, 79% of the women who used the services of the Legal Information Clinic had an annual income of under $30,000.

My husband is 83, and is 25 years older than me. He is totally dependent on me. It's so hard to lead a healthy and balanced life, and I felt alone and isolated. When I called the Family Caregiver Support Program I was very upset. The counsellor was immediately available to listen to me. She listened without judging me. I was given the addresses of organizations that can help me with some of my tasks. They also suggested music therapy. Now, I have someone to talk to and I'm trying out a different kind of approach. In June, they held a wine and cheese reception. It was a fantastic initiative to help family caregivers reduce their isolation and decompress, releasing all their built up emotions and frustration. The service, counselling, and availability of the workers is very helpful and supportive. I can count on the Family Caregiver Support Program and it gives me hope.

Carole
ADVOCATING FOR WOMEN AND GIRLS BEYOND OUR WALLS

Because the YWCA Montreal is dedicated to reducing exclusion and social and gender inequalities, as well as all forms of violence against women and girls, we organized, partnered in, and took part in many awareness and mobilization actions for women’s equality, in addition to our everyday front-line work with women and girls. Violence against women continues to be the primary focus of our work because it is still, and will continue to be, a fundamental social issue.

VIOLENCE

- Commemoration of the 25th anniversary of the Massacre at the École Polytechnique
  - Reception at the press conference organized by the Comité des 12 jours contre la violence faite aux femmes
  - Panel in memory of the 14 victims of the Polytechnique massacre of December 6, 1989
  - Special lighting of the Olympic tower and Montreal City Hall; participation in the rally and march to commemorate the massacre of December 6, 1989
- #PASCORRECT #NOTOKAY campaign organized by the YWCA of Canada
- Closing ceremony and march of the Trust and Reconciliation Commission of Canada with YWCA Canada’s National Women’s Rights Committee
- Vigil and march organized by Sister in Spirit for the disappeared Aboriginal women
- Meeting to discuss the issue of violence against women with Lise Thériault, Deputy Premier and Minister of Public Safety of Québec,
- Panel with the Honourable Chris Alexander, Canadian Minister of Citizenship and Immigration, concerning the Zero Tolerance for Barbaric Cultural Practices bill
- Participation in formulating YWCA Canada’s “Prostitution, Sex Work and Women’s Safety Policy”

COMMUNITY ACTION

- Participation in the campaign entitled Les OSBL ne sont pas des lobbys, organized by the Table des regroupements provinciaux d’organismes communautaires/volontaires
- Involvement in the inclusion of gender-based analysis principles for the enumeration of homeless people in Montreal
- Development of a project to convert the former site of the Montreal Children’s Hospital with the intention of encouraging community development, in partnership with the CSSS de la Montagne and the Peter-McGill Community Council.

SEXUAL EXPLOITATION AND TRAFFICKING

- Awareness campaign entitled Un trop grand prix pour les femmes, organized by the Concertation des luttes contre l’exploitation sexuelle (La CLES), to protest the downplaying of sexual exploitation during the Montreal Grand Prix
- Panels on human trafficking with the U.S. Embassy

EDUCATION

- Panel on the resumption of sex education in the schools

SOCIAL AND GENDER EQUALITY

- Speech by Marie Lavigne to mark the 75th anniversary of women’s right to vote
- Participation of our Foundation in the event entitled Les Inégalités au Québec: restons vigilants

SAFETY

- Support for the Coalition for Gun Control to prevent the destruction of the gun registry and to oppose Bill C-42

AFFORDABLE COMMUNITY HOUSING

- Support letters and marches for the right to affordable housing, and for the funding and development of universal and diversified housing (Homelessness Partnering Strategy)

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1920

- Both Protestants and Catholics are now welcome at the YWCA

1960

- All women are welcome, no matter their religion, age or background.

1968

- Collaboration in the Bird Report on the status of women

1970

- First Women’s Centre

1978

- Collaboration in the Pour les québécoises, égalité et indépendence report

2011

- Collaboration in the Pour l’égalité de fait pour toutes report
WHO ARE THEY?

The 3,800 women who directly benefited from YWCA programs and services in 2013-2014 were between 8 and 84 years old. 62% of them come from ethnocultural communities. They are from all the boroughs of the Island of Montreal. The majority live in highly disadvantaged neighbourhoods, as indicated on the following map.

Imprint on the local community. The proportion of women who live in the immediate vicinity of the YWCA (Ville-Marie borough) has increased again this year, close to 4%, which reflects the growth in our community services. This opening to the surrounding population has allowed us to increase our presence and our impact on the local community.

Very disadvantaged: material and social
Somewhat disadvantaged: material and social
Very disadvantaged: material
Very disadvantaged: social
Slightly disadvantaged: material and social
Not disadvantaged

The impact on the local community. The proportion of women who live in the immediate vicinity of the YWCA (Ville-Marie borough) has increased again this year, close to 4%, which reflects the growth in our community services. This opening to the surrounding population has allowed us to increase our presence and our impact on the local community.

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Women’s Y Foundation

This year, the Women’s Y Foundation celebrates 20 years of existence. Since its inception, it has had a single goal: to build a better future for women and girls living in the Greater Montreal area. The Foundation contributes financially to maintaining and developing the programs and services offered by the YWCA Montreal to meet the needs of women and girls. To do so, it relies on the commitment of numerous donors, partners and volunteers who join forces to bring about positive, lasting change in the lives of all those who use the YWCA’s services.

The Foundation’s management and activities are inspired by the Code of Ethical Principles and Standards of the Association of Fundraising Professionals, as well as its Donors Bill of Rights. Every donation is maximized, and every donor respected, for the benefit of the women and girls that the YWCA accompanies toward a better future.

21st Women of Distinction Awards

This gala evening generated a record $408,000 for the women and girls who use the YWCA’s services.

Scotiabank Charity Challenge

Fifty-two runners raised nearly $50,000.

Joint Fundraising Campaign

More than 92% of YWCA Montreal employees participated in the joint Women’s Y Foundation-Centraide fundraising campaign.

You shouldn’t go through life with a catcher’s mitt on both hands; you need to be able to throw something back.

Maya Angelou

INSPRING GENEROSITY

Generosity can change the world. It works its magic quietly, on one person at a time; then it gains ground, spreading effortlessly among families, friends, communities and cultures until it touches the entire world. Generosity is love and compassion at work.

Now more than ever, generosity is essential at the Women’s Y because our society is changing rapidly and the needs of women and girls are in constant flux. We must continuously adapt our programs and services to meet the changing needs of women and girls.

First tribute to women of distinction c. 1975

1975
First Women of Distinction Awards

1994
First Women of Distinction Awards fundraising gala

1995
Launch of the Women’s Y Foundation

2010
First Scotiabank Charity Challenge

2012
First Laureates Conference

First tribute to women of distinction c. 1975
HIGHLIGHTS OF 2014-2015

- The concept for the Women of Distinction Awards gala was totally revisited. **Musical segments** enlivened the proceedings and Honorary Chair Barry F. Lorenzetti even sang a song, backed by the group The Beatles Replay.
- **A draw for 200 prizes** and a called auction replaced the silent auction. Guests had a chance to win the grand prize, “Springtime in New York,” at a value of $10,000, generously donated by Mr. Lorenzetti. These initiatives garnered $40,000 as part of the evening’s fundraising activities.
- **Seventy volunteers**, including numerous YWCA program participants, helped to make the event, held at the Palais des Congrès, a success.
- This year, the slogan of our Scotiabank Charity Challenge team was *My dad is the best: he’s running for the YWCA Montreal!* Accompanied by Team Leader Jean-Sébastien Lagarde, Treasurer of the Board of Directors of the Women’s Y Foundation, Samuel Fournier, Spokesperson and Fullback for the Montreal Alouettes, and our other two dads, Luc Charlebois, and David Bonneville, 52 runners raised a record $49,400.
- We accomplished the herculean task of organizing the fundraising campaign for the 140th Anniversary of the YWCA Montreal. The **Campaign Team** was unveiled during the official 140th Anniversary Ceremony, held on March 25th at Montreal City Hall.
- We revised the bylaws to foster a healthy governance culture.

LAUREATES OF THE 2014 WOMEN OF DISTINCTION AWARDS

**WOMAN OF OUTSTANDING ACHIEVEMENT**
Louise Roy, O.C., O.Q.
Chancellor and Chair of the Board of the Université de Montréal and Chair of the Board of the Center for Interuniversity Research and Analysis of Organizations (CIRANO)

**YWCA WOMAN**
Mispa Nkuh Basa
Participant of the Employability programs at the YWCA Montreal and Social Worker, CLSC de Saint-Léonard.

**BUSINESS AND PROFESSIONS**
Christine Décarie
Senior Vice-President, Portfolio Manager and Head of Global Research, Investors Group Inc.

**ARTS AND CULTURE**
Francine Lelièvre
Executive Director of Pointe-à-Callière, the Montréal Museum of History and Archeology

**COMMUNICATIONS**
Marianna Simeone
Journalist and President of MS MEDIA

**EDUCATION**
Wendy Thomson
Professor and Director of the McGill University School of Social Work

**SOCIAL COMMITMENT**
Lucie Joyal
Executive Director of the Centre d’Expertise Marie-Vincent

**ENTREPRENEURSHIP**
Danièle Henkel
Founder and President of Les Entreprises Daniele Henkel

**ENVIRONMENT**
Sylvie Guilbault
Executive Director, Les amis de la montagne

**HEALTH**
Gyslaine Desrosiers
Executive Director, Les amis de la montagne

**SCIENCE AND TECHNOLOGY**
Nathalie Tufenkji
Associate Professor and Canada Research Chair in Biocolloids and Surfaces at the McGill University Chemical Engineering Department

**SPORTS AND WELLNESS**
Caroline Ouellette
Athlete and Four-Time Olympic Hockey Medallist

**YOUNG WOMAN OF DISTINCTION**
Cathy Wong
President of the Conseil des Montréalaises and Youth Sector Development Agent at the YMCA’s of Québec
The Montreal Y Hotel and Auberge YWCA offer one of the best deals on accommodations in downtown Montreal. The difference between sleeping at the YWCA or somewhere else is the fact that all the profits generated by the Montreal Y Hotel are reinvested in the mission of the YWCA Montreal to develop services for women and girls.

The year 2014–2015 set a record for bookings at our hostel and hotel. Over 23,000 people, both women and men, stayed in one of our 62 rooms. They contributed to net earnings of $457,000 — essential income for our mission to collectively build a better future for women and girls.

The hotel now has a Facebook page. In addition to basic information about the hotel, it features information for tourists about what’s going on in Montreal. www.facebook.com/HotelYMontreal

Fringues - Friperie Boutique
DOUBLY RESPONSIBLE CONSUMERISM
The 4,215 customers who bought clothes at Fringues Friperie in 2014-2015 were being doubly responsible—by re-using clothes, and helping young women with little formal education integrate into the workforce. The $75,000 in sales revenue is reinvested directly into the Fringues employability program.

Generous individual and corporate donors help us to maintain the quality and diversity of the clothing. This year we had 8 corporate clothing drives and received 9 large donations of new clothing from well-known brands such as Editorial, Judith & Charles, Canadelle, Aldo, Dragône, and Le Château among others.

THE VIRTUAL COMMUNITY CONTINUES TO GROW

The YWCA—A Unique Place to Learn
Each year, the YWCA welcomes and supervises many interns from various university and college programs in Quebec and abroad. This year, 27 interns chose to enhance their training with us and were instrumental in helping us reach our objectives. We are grateful for their invaluable contribution.

1879
Beginning of our hotel services

1900
Traveller’s Aid Society

2003
Renovation of the Hotel and Auberge

2008
Renovation and expansion of Fringues & Cie boutique

WWW 70 138 unique visitors
↑14.6 %

39 953 viewings
↑52 %

856 subscribers
↑45.3 %

Until the 1980s, the hotel was reserved for women; today, it welcomes all travelers.

SELF-FINANCING
The Montreal Y Hotel and Auberge YWCA
WHERE YOU SPEND THE NIGHT CAN MAKE A DIFFERENCE
PARTICIPATION IN THE FOLLOWING ADVISORY BODIES

Collectif des entreprises d’insertion du Québec • Comité consultatif communautaire • Projet « Perspective » (Centre de génèse et politiques – Université McGill) • Comité d’action contre la traite humaine interne et internationale (CATHII) – Coalition québécoise contre la traite des personnes • Comité d’orientation pour le projet Village santé des grands-jardins (CSSS de la Montagne) • Community Council on Volunteerism • Concertation des luttes contre l’exploitation sexuelle (CLES) • Conférence régionale des élus (CRÉ) de Montréal • Corporation Brin d’Elles • Fédération des OSBL d’habitation de Montréal (FOHM) • Forum jeunesse de l’île de Montréal • Interaction Peter McGill Table de planification 0-5 ans • Montreal Urban Strategy Committee on Aboriginal Homelessness • Outils de paix • Projet Square Cabot • Réseau d’aide aux personnes seules et itinérantes de Montréal (RAPSIM) • Réseau québécois d’action pour la santé des femmes (RGASF) • Réseau québécois en études féministes (ReGEF) • Table des groupes de femmes de Montréal • YWCA Canada

PARTNERSHIPS AND COLLABORATIONS

CAREGIVERS / SENIORS
Action centre-ville • Association québécoise pour les parents et amis de la personne atteinte de maladie mentale • Centre des ainés de Côte-des-Neiges • Centre des ainés de Pointe-Saint-Charles • Centre des ainés de Villeray • Centre Évasion • Centre juif Cummings pour ainés (CJCA) • Cercle et moi • Conseil des personnes âgées de la communauté noire de Montréal • Éléphant Chocolat • Groupe des aidants du Sud-Ouest • Groupe Harmonie • Hébergement Conseil • Institut universitaire en gérontologie de Montréal • Le temps d’une pause • Nova Montréal • Regroupement des aidantes et aidants naturels de Montréal • Remue-ménage • Réseau d’action pour les aidants de Jeanne-Mance • Projet service plus des trois pignons • Table de concertation des ainés d’Outremont • Tel écoute/Tel ainés • Société Alzheimer de Montréal

COMMUNITY ORGANIZATIONS AND CENTRES
Accès bénévolat • Est de Montréal • Agence Ometz • Association coopérative d’économie familiale (ACEF) du Sud-Ouest • Association récréative Milton Park • Atelier des lettres • Centre d’action bénévole de Montréal • Centre de formation populaire • Centre de référence du Grand Montréal • Centre Segal des arts de la scène • Collective Community Services (CCS) • Équipe RDP • Groupe d’aide et d’information sur le harcèlement sexuel au travail (GAIHST) • Maison les Étapes • Mise au jeu des projets Autochtones du Québec (P.A.O.) • Projet Genèse • Service d’entraide Passerelle • Tyndale St-Georges Community Centre • YMCA Centre-ville

EDUCATION
Cégep du Vieux Montréal • Centre de ressources éducatives et pédagogiques (CREP-CSDM) • Collège Ahunstic • Collège Louise-Trichet • Collège Lasalle • École des métiers des Faubourgs-de-Montréal • École FACE • École primaire Bienville • École primaire de la Visitation • École primaire Gilles-Vigneault • École primaire Louisbourg • École primaire Louis-Dupire • École primaire Riverview • École primaire Saint-Simon-Apôtre • École secondaire Calixa-Lavallée • École secondaire FOCUS • École secondaire James Lyng • École secondaire Jean Grou • École secondaire Louis-Joseph-Papineau • École secondaire Saint-Luc • JFK Business Centre • McGill University – School of Social Work • Social Equity and Diversity Education Office; Institute for Gender, Sexuality and Feminist Studies • Pearson Adult & Career Centre (LaSalle) • Université Concordia – LIVE Centre; Art Education Department; Creative Arts Therapies; University of the Streets Café • Rosemount Technology Centre • TE-LUQ • UQAM – École de travail social

FAMILIES
Association des haltes-garderies communautaires du Québec • Éléphant Chocolat • Espace Famille Villeray • Famille nouvelle

FOOD SECURITY
Bonne Boîte Bonne Bouffe • Dispensaire diététique de Montréal • Morris Montréal • Table des chefs • Garde-manger pour tous

HEALTH
Association canadienne pour la santé mentale • Centre de crise L’Autre Maison • Centre de crise Le Transit • Centre de crise Tracom • Centre Dollard-Cormier • CHSLD Vigi de Montréal • CIUSSS du Centre ouest de l’île de Montréal • CLSC Côte-des-neiges • CLSC Métro • CLSC Parc-Extension • CLSC Saint-Henri • CSSS de la Montagne • CSSS Jeanne-Mance • Direction de santé publique de Montréal • Groupe de médecine familiale Hertz • Hôpital général Jujif • Institut universitaire en santé mentale Douglas • Médecins du monde • Unité psychosociale justice

HOUSING
Abri de l’espoir • Appartements 3555-5555 Jeanne-Mance • Auberge Madeleine • Auberge Shalom • Bouclier d’Athéna • Comité de logement Ville-Marie • Housing Hotline • Logifem • Logis Rose Virginie • Maison Grise • Maison Lucien-L’Allier • Maison Marguerite • Maison Nazareth House/Maison d’Anne • Native Women’s Shelter of Montreal • Office municipal d’habitation de Montréal (OMMH) • Regroupement des maisons pour femmes victimes de violence conjugale • Réseau habitation femmes • Réseau solidarité itinérance du Québec • Rue des femmes • Secours aux femmes • Société d’habitation 55 – 65

LAW AND JUSTICE
Aide juridique de Montréal • Barreau de Montréal • CAVAC -Centre d’aide aux victimes d’actes criminels • Centre de justice de proximité du Grand Montréal • Clinique juridique du Mile End • Centre Greene - Clinique juridique familiale • McGill University - Clinique juridique • Chambre de l’assurance de dommages • Font d’action populaire en réaménagement urbain (FRAPRU) • Médiation familiale de Montréal • Option consommateurs • Pro Bono Québec • Réseau national d’étudiants pro bono (Université de Montréal et McGill University)

PUBLIC SAFETY
Gendarmerie royale du Canada • Service de police de la Ville de Montréal

RESOURCES FOR IMMIGRANTS
Centre appui aux communautés immigrantes (CACI) • Iris Immigration • La Maisonnée • Maison d’Haiti

STATUS OF WOMEN AND EQUALITY
Centre de formation sur l’éducation des adultes et la condition féminine (CDEAECF) • Conseil national des femmes du Canada • DAWN-RAFH Canada

VIOLENCE PREVENTION
Centre de recherche interdisciplinaire sur la violence familiale et la violence faite aux femmes (CRI-VIFF) • Coalition pour le contrôle des armes à feu • Les Affranchies

WORK AND EMPLOYMENT
Action Travail Femmes • ADECCO • Chappo • Distribution l’Esca- lier • Carrefour jeunesse Emploi Centre-Ville • Carrefour jeunesse Emploi Ste-Foy • Concertation montréalaise femmes et emplois majoritairement masculins (CMFEMM) • Centre de recherche d’emploi Côtes-des-Neiges • La puce communautaire • Mutuelle de formation • Regroupement québécois des organismes pour le développement de l’employabilité (RQuODE) • Société de développement social de Ville-Marie

WELL-BEING AND PERSONAL DEVELOPMENT
La Ruche d’art • L’atelier • Les bottes gauches • The Art of Living

YOUTH
Bibliothèque des jeunes de Montréal • Bibliothèque de la Ville de Montréal • Centre des jeunes Saint-Sulpice • Centres de la jeunesse et de la famille Batshaw • Innovation jeunes • KeKart • Opération Placement Jeunesse • Youth Employment Services
## Combined Financial Situation

<table>
<thead>
<tr>
<th></th>
<th>2015</th>
<th>2014</th>
</tr>
</thead>
<tbody>
<tr>
<td><strong>ASSETS</strong></td>
<td></td>
<td></td>
</tr>
<tr>
<td>Current Assets</td>
<td>633,061</td>
<td>887,935</td>
</tr>
<tr>
<td>Subsidies Receivable – Repayment of Long-Term Debt</td>
<td>-</td>
<td>27,483</td>
</tr>
<tr>
<td>Long-Term Investment</td>
<td>1,226,177</td>
<td>1,255,323</td>
</tr>
<tr>
<td>Property, Equipment and Software</td>
<td>11,074,376</td>
<td>11,543,671</td>
</tr>
<tr>
<td><strong>Total assets</strong></td>
<td>12,933,614</td>
<td>13,714,412</td>
</tr>
</tbody>
</table>

| **LIABILITIES**      |          |          |
| Current Liabilities  | 1,998,871| 2,118,330|
| Deferred Contributions Related to Property, Equipment and Software | 8,493,779 | 8,789,650 |
| Long-Term Debt       | -        | 273,911  |
| **Total liabilities**| 10,492,650 | 11,181,891 |

| **NET ASSETS**       |          |          |
| Restricted for Endowment Purposes | 215,431  | 215,431  |
| Internally Restricted  | 1,802,533| 1,808,772|
| Unrestricted          | 423,000  | 508,318  |
| **Total liability and net assets** | 12,933,614 | 13,714,412 |

## Combined Results

<table>
<thead>
<tr>
<th></th>
<th>2015</th>
<th>2014</th>
</tr>
</thead>
<tbody>
<tr>
<td><strong>REVENUES</strong></td>
<td>5,501,736</td>
<td>5,160,078</td>
</tr>
<tr>
<td><strong>EXPENSES</strong></td>
<td>5,376,509</td>
<td>5,212,342</td>
</tr>
<tr>
<td><strong>EXCESS (DEFICIENCY) OF REVENUES OVER EXPENSES</strong></td>
<td></td>
<td></td>
</tr>
<tr>
<td>Before the following items :</td>
<td></td>
<td></td>
</tr>
<tr>
<td>Interest charges</td>
<td>(39,046)</td>
<td>(39,695)</td>
</tr>
<tr>
<td>Amortization of property, equipment and software</td>
<td>(499,340)</td>
<td>(486,672)</td>
</tr>
<tr>
<td>Amortization of deferred contributions related to property, equipment and software</td>
<td>318,427</td>
<td>314,232</td>
</tr>
<tr>
<td>Net changes in value of investments</td>
<td>3,175</td>
<td>13,603</td>
</tr>
<tr>
<td><strong>DEFICIENCY OF REVENUES OVER EXPENSES</strong></td>
<td>(91,557)</td>
<td>(250,796)</td>
</tr>
</tbody>
</table>
COMBINED REVENUES 2015

- Government of Québec Grants 34%
- Other Grants 8%
- Centraide 7%
- Government of Canada Grants 2%
- Housing, rentals and other income 33%
- Contributions and fundraising 14%
- Net investment income excluding unrealized gain in value 2%

2015: $5,501,736
2014: $5,160,078

COMBINED EXPENSES 2015

- Programs professional fees and sub contractors 68%
- Building occupancy 16%
- General, marketing and administration 11%
- Fundraising fees 5%

2015: $5,376,509
2014: $5,212,342

2015 DONATIONS TO THE YWCA MONTREAL

- Women’s Y programs $299,920
- Materials $61,310
- Major Campaign $27,900

2015: $389,130

2014 DONATIONS TO THE YWCA MONTREAL

- Women’s Y programs $344,640
- Dedicated to specific purposes $60,360
- Materials $36,762
- Housing Services project $10,751

2014: $452,513
Thank you to all those who for 140 years, get their hands dirty! Cooking class, c. 1970.

New paths for women since 1875.

YWCA MONTREAL BOARD OF DIRECTORS AND BOARD COMMITTEES ¹

EXECUTIVE COMMITTEE
Chair, Louise Poirier, Consulting and Strategic Intervention ²
Vice Chair, Sylvianne Chaput, Fondation Lucie et André Chagnon DS
Secretary, Sylvie Bourdeau, Fasken Martineau DuMoulin GOUV
Treasurer, Rachel Auger, Lecturer, Corporate Finance FAGR

MEMBERS
Vanessa Bavière, CRÉ de Montréal DS
Ghislaine Clot, Ghislaine Clot Conseil GOUV, FAGR
Martine Collins, PwC FAGR
Martine Coulombe, National Bank DS
Marie-Hélène Houle, Former General Director of Le Chaînon DS
Camille N. Isaac-Morell, McKesson Canada RAY
Chantal Laberge, Governance, Strategic Development and Financing Consultant RAY
Kostia Pantazis, Pantazis & Associés, Insurance Brokers AC
Marine Thomas, Premières en affaires RAY

Hélène Lépine, YWCA Montreal – ex-officio member
Anne Mezei, CAE – Women’s Y Foundation delegate
Suzanne Deschamps, Groupe Pacific, outgoing member
Hélène Simonin, Consultant, Project Management - outgoing member
Caroline Charest, KPMG-SECOR, external member FAGR
Danielle L. Choquette, Shaman marketing, external member RAY
Anna Mainella, Architectes DZ - external member AC

WOMEN’S Y FOUNDATION BOARD OF DIRECTORS AND COMMITTEES ¹

EXECUTIVE COMMITTEE
Chair, Anne Mezei, CAE Inc ²
Vice Chair, Sandra Tittlit, BMO Capital Markets
Secretary, Karine Chênevert, Borden Ladner Gervais
Treasurer, Jean- Sébastien Lagarde, Optimum Général FIN

MEMBERS
Rachel Auger, Lecturer, Corporate Finance - YWCA delegate
Chantal Belzile, Business Development of Canada
Marie-Christine Dufour, Lemieux Pilon 4d Art
Sophie Fortin, Human Resources Consultant
Lisa Giannone, BFL Canada
Josée Goulet, J. Goulet Consultant
Lyne Jacques, Bell Business Markets
Marcelle Langelier, E3 Services Conseils
Louise Poirier, Consulting and Strategic Intervention – YWCA delegate
Ginette Richard, Metro FIN
Josée Turgeon, Domtar

Hélène Lépine, YWCA Montreal – ex-officio member
Luce Moreau, Women’s Y Foundation – ex-officio member
Daniel Bellemare, Donati Maisonneuve – outgoing member
Ida Teoli, Civilis – outgoing member
Annie Vallières, Hydro-Quebec TransEnergie – outgoing member

MANAGEMENT TEAM
Hélène Lépine, Chief Executive Officer, YWCA
Luce Moreau, Executive Director of the Women’s Y Foundation
Jocelyne Chaperon, Senior Advisor in Human Resources
Linda D’Angelo, Director of Building and Hotel Services
Annick Di Lalla, Executive Assistant
Isabelle Gélinas, Director of Communications
Lilia Goldfarb, Director of Youth, Community and Employment Services
Sandra Hébert, Director of Finance and Administration
Diana Pizzuti, Director of Housing and Community Services
Esther Youte, Director of Employment Services (on leave)

¹AC – Activités commerciales; DS – Développement stratégique; FAGR – Finances, audit et gestion de risques; FIN – Finances et investissement; GOUV – Gouvernance; MC – Mise en candidature; RAY – Rayonnement;
²Member of all committees
A special thanks to our public and private funders, to the sponsors and donors of the YWCA and its Foundation. Your support and generosity are essential to the realization of our mission and the achievement of our goals.

GOVERNMENTS

FEDERAL
Status of Women Canada
Service Canada
Canada Summer Jobs

PROVINCIAL
Agence de la santé et des services sociaux
Direction de la santé publique
Per diem pour services aux adultes en santé mentale
Programme de soutien aux organismes communautaires (PSOC)
Emploi-Québec
Secrétariat à la condition féminine du Québec

MUNICIPAL
City of Montreal

GRANTING AGENCIES

COMPANIES AND FOUNDATIONS

PATRON $20,000 AND MORE
Banque Nationale  •  Banque Scotia  •  Bell Canada  •  BFL Canada  •  BMO Nesbitt Burns  •  Cascades Canada  •  Cogeco Câble  •  George Hogg Family Foundation  •  Groupe Banque TD  •  Mouvement Desjardins  •  Pharmaprix  •  R3D Conseil  •  Standard Life

PATRON $5,000 TO $19,999
BFL CANADA  •  Caisse de dépôt et placement du Québec  •  L’Oréal Canada  •  McKesson Canada  •  Ordre des comptables professionnels agréés du Québec  •  Power Corporation of Canada  •  TELUS

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