ANNUAL REPORT
2015-2016
of YWCA Montreal and the Women’s Y Foundation

WORKING TOGETHER
TO BUILD A BETTER FUTURE FOR WOMEN AND GIRLS

commitment

generosity

make a difference

donations

#leadership

#stability

#resilience

#autonomy

#belonging
IN 2015-2016, THE YWCA MONTRÉAL FOCUSED ON CONVEYING A POWERFUL MESSAGE FOR THE CAUSE OF GIRLS AND WOMEN. WE WERE VERY BUSY ON A NUMBER OF FRONTS.

MESSAGE from the Chair and the Chief Executive Officer of the YWCA Montreal

A NECESSARY AND OPPORTUNE PUBLIC PRESENCE

In 2016, the Québec government held three public consultations on the topics of gender equality, social solidarity and inclusion, and the creation of a Québec gun registry. The YWCA Montréal submitted a brief to each consultation because the themes of equality, inclusion, and reducing social and gender-based violence are central to our work. We recommended measures including the application of gender-based analysis for all public decision-making, regulations, legislation and projects and the creation of a Québec gun registry.

Preventing the recruitment of girls for the purpose of sexual exploitation was a major focus of our interventions, as seen in our participation in the news conference La prevention de l’exploitation sexuelle, un projet plus ambitieux, mais réalisable [Preventing sexual exploitation: a more ambitious, but achievable goal], and our active involvement in the Buying Sex Is Not a Sport campaign.

Held from November 25 to December 6, the 12 jours d’action contre la violence faite aux femmes [12 days of action against violence against women] was a highpoint for raising public awareness of the reality of violence against women. Among the means employed to reach as many people as possible: luncheon presentations, the lighting of the Olympic Park Tower and Montreal City Hall, the commemoration ceremony at the Place-du-6-décembre, and a social media campaign.

The board of directors mandated a committee to formulate an advocacy policy to effectively promote the message of YWCA Montréal. Having this policy will help us to better organize and plan our activities to promote the cause of women and girls.

OUR YOUTH AND COMMUNITY SERVICES ARE FLOURISHING

The number of girls and women who have directly benefited from our services rose significantly this year, partly due to the expansion of youth services. Facilitators and project officers developed numerous workshops and developed links with schools to raise awareness and intervene effectively in areas such as cyberbullying, sexual exploitation, and non-traditional trades for women.

Our community services department completed their offer of services to downtown families. The product of a fruitful collaboration with diverse agencies, these projects testify to the strength of the YWCA Montréal’s network of partners and collaborators.

RECOGNITION

Our youth services department received recognition for their expertise and the quality of their projects this year. The Secrétariat à la condition féminine awarded the Prix Égalité Thérèse-Casgrain, in the egalitarian models and behaviour category for the hypersexualization awareness clips, and the National Bank honoured the Entrepreneures de demain project with the Coup de cœur prize.
SUSTAINABILITY

Our organization’s sustainability is assured by several revenue sources, including funds raised by the Women’s Y Foundation. It is a big challenge for the Foundation, and this year, in partnership with the YWCA Montréal, it created several new fundraising strategies.

ACKNOWLEDGEMENTS

Engagement, competency, innovation, excellence, and collaboration: these are the qualities of those who work to carry out our mission. Our most heartfelt thanks go to all of you—members of our boards of directors, management teams, employees, and volunteers, at both the YWCA Montréal and its Foundation. We also thank all of our funders, especially Centraide, Emploi-Québec, and the ministère de la Santé et des Services sociaux du Québec, for their trust and their financial contributions, that, more than ever, are essential to our work.

The YWCA Montréal has always been an example of audacity and dynamism, thanks to the synergy and determination of the women who have worked here for 141 years. We turn to the future with resolve, knowing that for many years to come we will be standing together to make a better future for women and girls.
MESSAGE

THE YEAR 2015-2016 WAS ONE OF MAJOR CHANGE FOR THE WOMEN’S Y FOUNDATION.

GOVERNANCE

The Foundation’s decision-making bodies underwent a transformation. Sophie Fortin is now chairing the board of directors. And, after the departure of executive director, Luce Moreau, Hélène Lépine assumed that role in addition to continuing as chief executive officer of YWCA Montréal. The board of directors also welcomed two new members and formed three new committees: the Visibility and Communications, Generation W, and Second Signature Event Committees.

STRATEGIC REFLECTION

This new team immediately started thinking about short-term action priorities to properly position the Foundation in a changing philanthropic context. To this end, we adopted a 2016-2019 strategic plan and revised the foundation’s mission, vision, and values. This reflection was necessary so ensure the Foundation’s ability to effectively fulfil its role of indispensable ally to support the YWCA Montréal financially and further its reach; and diversify and increase its own funding base, thereby increasing its support for the YWCA Montréal. Current and potential donors were the focus of our reflection in this area.

As part of this wave of renewal, we developed a new approach for soliciting donations and maintaining donor loyalty and established the groundwork for a second signature fundraising event. We also conducted a thorough strategic analysis on the positioning of the Women of Distinction Awards and benefit evening with a view to strengthening its visibility and financial results.

SIGNIFICANT EVENTS

Meanwhile, the Foundation’s two principal fundraising events, the 22nd Women of Distinction Awards Benefit Evening and the sixth edition of the Scotiabank Charity Challenge, garnered nearly $285,000. In addition, we welcomed a new initiative, aimed at raising the Foundation’s profile and promoting the YWCA Montréal to women aged 20 to 35: the Soirée InspirationnELLE. On June 22, 2016, the Generation W Committee held the first event to celebrate the accomplishments of 5 young women. It was a great success and we know there will be many more.
ACKNOWLEDGEMENTS

Our heartfelt thanks to the Foundation’s board members for their contributions and commitment. Particular thanks go to our departing Chair, Anne Mezei, for her warmth and the professionalism with which she carried out her duties from September 2012 to September 2015. We also acknowledge the commitment of three departing board members: Chantal Belzile, Lisa Giannone, and Marcelle Langelier. And, we take this opportunity to welcome Louise Dufour and Robert Beaudoin, whose respective expertise in human resources and marketing and communications will be of great benefit to the board.

We conclude by thanking the Foundation staff, who, despite their reduced numbers, demonstrated unparalleled resourcefulness, availability, cooperativeness, and professionalism in the face of every challenge. Special thanks also to Sonia Wong, Hélène Simonin, and Ève Cardinal, and the many volunteers and YWCA Montréal staff members who supported us throughout the year.

The year 2016-2017 will be filled with new challenges, and we intend to meet them because the well-being of women and girls is central to our concerns and action.
TAKING THE TIME IN A SAFE ENVIRONMENT TO RE-ESTABLISH A STABLE LIFE IN INDEPENDENT HOUSING.

By participating in a vast array of workshops, conferences, personal development and physical activities as well as weekly counselling sessions, residents can 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.

HIGHLIGHTS

- Most of the workshops provided to residents were open to the community, with a view to enhancing residents’ interactions, experiences, discussions, and social integration.
- Residents regained access to a plot in the community garden, after a one-year hiatus. In early spring, with their promise of growth and good health, the organic seedlings were cause for much enthusiasm.
- Under the theme 7 astuces pour être bien dans sa tête [7 tips for feeling good about yourself], the Housing Services organized a whole week of activities to debunk myths about mental illness, publicize helping resources, and promote wellness and mental health.
- Colette Lafrance, a former resident who is now a tenant of Les Jardins du Y, was named Woman of Distinction 2015 in the YWCA Woman category. Her resilience and philosophy of life deeply moved those attending the 22th Women of Distinction Awards Benefit Evening, and she was warmly applauded.
- Three new committees have been formed (gardening, recreation, and citizen participation), to promote women’s autonomy and further develop their capacity to make decisions about their lives.
- The housing team shared their expertise on several occasions over the year, including the biennial symposium organized by the RéseauQuébécois des OSBL d’habitation (RQOH) and the Canadian Alliance to End Homelessness (CAEH). One of our former residents took part in these events and shared her experience in our residential services.

WHO ARE THEY?

In 2015-2016, YWCA residents and tenants in our community housing units were women between 23 and 69 years of age and the majority lacked stable housing. Before their arrival, 42% were escaping situations of violence and around 80% were suffering from mental health problems of varying degrees of severity. For the second straight year we observed an increase in problems related to food disorders. Nearly 33% of our residents and tenants were from diverse ethnocultural communities and most were living below the poverty line.

RESULTS

#LASTING STABILITY AND INDEPENDENCE

Out of 37 women who completed their stay at La Résidence, 33 women regained a stable life in an independent dwelling, three of them in our community apartments at Les Jardins du Y.

Over 50% of the tenants of Les Jardins du Y have lived there since the opening in 2005, and 72% of the tenants of Brin d’Elles (Saint-Laurent site) have lived there for more than 10 years.
PARTICIPATION

In 2015-2016, **89 WOMEN** used the YWCA housing services and 55 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: 98%**

LES JARDINS DU Y

21 apartments with **community support**.

**OCCUPANCY: 100 %**

CORPORATION BRIN D’ELLES

11 apartments with **community support** reserved for our residents, at two locations (Saint-Michel and St-Laurent).

**OCCUPANCY: 100 %**

SOCIAL ISSUES

#HOMELESSNESS

It is difficult to gauge the scale of women’s homelessness because they 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 2008-2009.1 Women represent between 22.8 and 40% of homeless people in Montreal. 2 Canada-wide statistics show that 73% to 81% of these women are or have been victims of psychological abuse, sexual abuse or domestic violence.3 a,b

#VIOLENCE

Over 80% of sexual and domestic violence victims are women.4 In one year, over 11,500 incidents of sexual and domestic violence against women were reported in Montreal.5 Women in Montreal suffer a higher rate of sexual violence than anywhere else in Quebec.6

#MENTAL HEALTH

The percentage of women who suffer mood disorders and anxiety is markedly higher than that of men.7 These disorders are sometimes the long-term post-traumatic consequences of experiences of physical and sexual abuse in childhood, “victimization”, domestic violence, rape, and harassment. Other risk factors associated with mental health problems are a low level of schooling, low income, job insecurity, single parenthood, and immigrant or refugee status. There is a clear link between poverty and emotional distress. Poverty is one of the strongest indicators of an increase, worsening, and persistence of mental health problems in the population. Statistics show that women, especially single mothers and older women, are among the poorest members of society.8

“...When I moved into the YWCA in July 2014, for the first time in 2 years, I finally had a place of my own to call home, and have the support I would need to build a life for myself. Since then, I have gone through many challenges, many changes, many breakthrough moments, and many accomplishments. I struggled at the beginning with community life that was at the Y, but as time went on I fought through my social anxiety by challenging myself and by partaking in various activities and functions offered by the Y. I am now very grateful to have this sense of community where I call home. I am currently in the process of applying to the PAAS Action program offered through Emploi Qc, which assists people with mental illnesses find work and reintegrate back into society. I am a work in progress, and I continue to make better lifestyle choices on a daily basis. I am proud of the many accomplishments and memories that I have made and continue to make at the YWCA. Now, I am ready to have my own apartment again and to live independently.”9

- Stephanie
DEVELOP PARTICIPANTS’ KNOWLEDGE AND SKILLS TO SUPPORT THEIR SOCIAL AND OCCUPATIONAL INTEGRATION AND BREAK THE SPIRAL OF EXCLUSION, POVERTY, AND SOCIAL AND GENDER INEQUALITY.

A team of professionals specialized in career counselling, training, employability, and psychosocial counselling accompanies and guides them in their journey back to work or school.

HIGHLIGHTS

- Signing of a new funding agreement with Emploi-Québec, thereby ensuring program continuity
- Completion of Fringues & Cie program restructuring; restructuring of Mothers Work Integration Program now underway. As a result of the restructuring we have been able to improve our operations and our participants’ skills acquisition.
- A social worker has joined our team to better meet the needs of participants coping with multiple barriers with respect to finding a job; providing psychosocial counselling to women who request it.
- We provided art therapy sessions to Mothers Work Integration participants as a way for them to unwind and recharge their batteries.
- We implemented new recruiting strategies targeting participants to ensure a greater impact and meet Emploi-Québec’s recruitment criteria.

WHO ARE THEY?

56% of participants in the Fringues & Cie Workforce Integration program were receiving social assistance; 54% of OSE participants received either employment insurance or social assistance. 86% of Mothers Work Integration participants were receiving social assistance.

A large majority of participants are of immigrant origins (72% for OSE and Fringues & Cie; 67% for Mothers Work Integration). With regard to OSE and Mothers Work Integration, 80% of these women have lived in Montréal for over 4 years, while 61% of Fringues & Cie participants have lived here for less than 4 years.

Among OSE participants, 50% of the women held a university degree. 82% of Mothers Work Integration participants were single parents.

RESULTS

#SUCCESSFUL JOB INTEGRATION

In 2015-2016, 70% of participants in our three employability programs found work immediately following completion of the program.
“Before I came to the YWCA, I felt lost and desperate. I thought I had nothing to offer in the job market and that I would never earn a good salary. I was worried and sad. At the YWCA, I found what I was really looking for and reoriented my career—my life, in fact. I discovered I had hidden skills, both as a person and as a worker. Thanks to the women’s Y—with a ‘Y’ for Yadira, my Y!”

-Yadira
Mothers Work Integration participant

**SOCIAL ISSUES**

#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 in 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%.

#INCOME INEQUALITY

In 2011, the employment revenue for 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%.

**PARTICIPATION**

In 2015-2016, 292 WOMEN took advantage of our employability services.

**MOTHERS WORK INTEGRATION PROGRAM**

A total of 45 MOTHERS enrolled in our 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**

25 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)**

A total of 222 WOMEN had individual consultations with certified guidance counselors—all members in good standing of their professional association.

“Before I came to the YWCA, I felt lost and desperate. I thought I had nothing to offer in the job market and that I would never earn a good salary. I was worried and sad. At the YWCA, I found what I was really looking for and reoriented my career—my life, in fact. I discovered I had hidden skills, both as a person and as a worker. Thanks to the women’s Y—with a ‘Y’ for Yadira, my Y!”

-Yadira
Mothers Work Integration participant

1992
Legal secretary and industrial mechanic training programs

1993
OSE Program

1996
Mothers Work Integration program

1998
Fringues & Cie program and Workforce Integration Enterprise

2007
Entrepreneurship Centre

2015
Fringues & Cie received the Du cœur à l’ouvrage prize in the continuing improvement category.
THE AIM OF THESE PROJECTS IS TO FOSTER AWARENESS, KNOWLEDGE AND SKILL DEVELOPMENT TO PREVENT VIOLENCE, EXCLUSION, AND SOCIAL AND GENDER INEQUALITY.

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 realities of young people 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 and Sexual Exploitation
- Cyberbullying
- Critical thinking
- Prevention of gender-based violence
- Transition to high school
- Emotional dependency and healthy relationships
- Respect and appreciation of one’s body
- Healthy lifestyle choices
- Women’s equality
- Civic involvement

HIGHLIGHTS

- The Secrétariat à la condition feminine recognized the awareness-raising video clips on hypersexualization with the Prix Égalité Thérèse-Casgrain in the Equity Models and Behaviour category.
- Entrepreneurs de demain, our awareness-raising project on non-traditional careers was also honoured, receiving the National Bank’s Coup de Coeur prize.
- The Carrières de choix project, concluded its first year of operations with the production of a needs report to help girls find information about traditionally male jobs and stimulate the diversification of academic and occupational choices.
- Relations NETties, an awareness-raising and prevention guide on cyberbullying designed for youth workers, was hugely successful and was downloaded over 250 times.
- We also organized an event on the topic of cyberbullying called Créer un monde numérique plus sécuritaire pour les jeunes femmes [making the digital world safer for girls] with Sue Montgomery and Jessica Rose Marcotte.
- We received funding for a virtual reality project on sexual consent aimed at youth 16 and older.
- The Working Together project got off to a good start. The aim is to identify and remove, with schools and other institutions, the obstacles preventing the development of effective strategies to prevent sexual exploitation.
- Strong Girls, Strong World is a joint project of YWCA Canada and local YMCAs that got underway this year. The goal is to enable girls aged 16 to 19, to enhance their leadership skills and develop civic participation projects.
- After publishing a list of non-sexist stories last year, we came up with the idea this year of publishing a list of 10 books on women role models.
- The Camp Oolahwan Centenial Committee made a donation to help provide continuing support to YWCA Montreal camps in the development of girl’s leadership and self-esteem.

WHO ARE OUR PARTICIPANTS?

This year, participants in our various projects, workshops and training programs were between the ages of 8 and 19. Gender equality is also promoted by raising awareness among boys and more than 40% of our awareness workshops participants were boys.

Through our initiatives, we hope to reach the most vulnerable young girls in Montreal; 92% of participants attend schools in some of the most disadvantaged areas.

1917
Camp Oolahwan opens

1940
The Adventure of being a woman: first leadership activities in high schools

1956
First study on the needs of adolescents

1962
Extensive action-research on women and their diverse social roles

1982
Creation of an anti-pornography committee

1983
TAMS program for teenage mothers

2000
Leadership in Action Program

2004
Action-research on youth sexualization
SOCIAL ISSUES

#VIOLENCE AND INTIMATE RELATIONSHIPS
In Montréal 10 times more girls aged 12 to 17 are victims of domestic violence than boys of the same age.2

#SEXUAL EXPLOITATION
Nearly 39% of girls and women in the sex industry were recruited when they were minors, with an average age of 14.7.3 Girls are often recruited in school (high school, CEGEP, and university), youth centres, Metro stations, and parks.4

#CYBERBULLYING, THE INTERNET AND VIOLENCE
Roughly 80% of youth in Québec use social media; 2 out of 5 young people are victims of cyberbullying and over 60% witness this form of violence.5 Close to one-third of the 50 most popular internet sites among high school students contain violent (28%) or highly sexual content (32%).6

#BODY IMAGE AND MENTAL HEALTH
71% of adolescent girls want to be slimmer even though only a small proportion of them weigh more than their healthy body weight; 52% of girls begin to diet before they turn 14.7 Eating disorders are the third most prevalent chronic illness among teenage girls in Quebec.8

#SELF-ESTEEM
Only 15% of high school girls have high self-esteem.9

PARTICIPATION

In 2015-2016, over 2,190 GIRLS, BOYS AND TRANSGENDER YOUTH participated in our Youth Services programs, workshops, and training sessions, offered in both French and English.

RELATIONS NETTES
316 TEENS participated in workshops as part of this cyberbullying awareness and prevention project. Over 250 youth workers downloaded our online guide.

WOMEN ENTREPRENEURS OF TOMORROW
467 YOUTH learned about non-traditional jobs and sectors, and new career possibilities.

TAKE YOUR LEAD
The fourth and last year of this project came to a successful end.

71 GIRLS AGED 9 TO 12 attended throughout the year and developed their self-knowledge, interpersonal skills, and critical thinking regarding media stereotypes. The mentorship component, where girls are paired with adult women, enabled the girls to form trust-based relationships with positive role models.

IT’S MY DECISION
A total of 334 TEENS participated in workshops and training sessions as part of this sexual exploitation prevention project.

THE PROGRAM really changed how I look at my future and my life because I’ve been separated from my mother since I was 3. Before the group I thought my life would be like my mother’s life. Now, it’s different. I know that I want to be a veterinarian.”

“I learned that when you erase something from Facebook, you don’t really remove it.”
- Take Your Lead participants

“This is very relevant and adapted to the new information and communications technologies. It also gives a pretty accurate picture of what actually goes on. It’s really useful. It will help us explain what cyberbullying actually is and what young people can do about it.”
- Youth worker who downloaded the Relations NETtes guide
OUR COMMUNITY SERVICES ARE OPEN TO ALL WOMEN AND GIRLS. THE GOAL IS DEVELOP WOMEN’S PERSONAL AND COLLECTIVE WELL-BEING, FOSTER COMMUNITY ACTION, AND ADDRESS NEEDS OF WOMEN AND FAMILIES IN OUR COMMUNITY.

The YWCA’s community services comprise a wide range of activities designed to help women and girls forge bonds, reduce isolation, take care of themselves, obtain counselling, respite, and information on many topics, inform themselves about their rights, and promote inclusion and social integration.

HIGHLIGHTS

FAMILY CAREGIVERS SUPPORT PROGRAM
- This second year of operation was a period of consolidation and diversification of the services we provide to women who are caring for an elderly relative. Reiki, yoga and group therapy are now part of our support services.
- We set up a respite service to free up family caregivers so they could take part in the activities.
- Our network of partners is more familiar with our work and we have seen an increase in referrals from these groups.

CENTRE MULTI AND RELATED SERVICES
- One of the Centre Multi’s priorities this year was to develop activities in response to the needs of downtown families.
- We introduced the 2 X 2 program (homework help and sports and arts activities) and the Club de samedi (recreational activities) for children aged 6 to 12, the first day camp for spring break week, and a respite service for mothers of babies 18 months and younger. These were welcome additions to the services we were already offering to parents and children aged 2 to 5.
- We also set up a parents committee to support the centre’s operations and ensure that the needs of community families were being adequately met.
- In the area of literacy, 16 tutors worked with 16 participants on an individual basis to help them meet their learning goals. Over 40 women attended conversation workshops to acquire basic French and English language skills.

VOLUNTEER CENTRE
- Although less numerous than last year, volunteers nevertheless contributed 15% more hours because their mandates covered a longer time period.
- Some 51% of volunteers were students or job seekers, and the Volunteer Centre was a great way for them to acquire skills.
- Two companies chose the YWCA for their corporate volunteer program: Vidéotron and Keurig. Their participation was much appreciated as it made the winter holiday season a great success for our residents.
- Our partnership with Forward House to promote the social and economic integration of volunteers who live with a mental illness, allowed one volunteer to join the Fringues & Cie. program.

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.
- Because of our partnership with Pro Bono Students Canada, we were able to welcome 8 law students who provided personalized services in response to a variety of requests and led workshops on labour law and family mediation.
- Ms. Ewa Gerus, a lawyer who has volunteered at the legal information clinic since 2004, received the Saint-Yves medal in recognition of her exceptional contribution to pro bono legal services in Québec. The legal information clinic nominated Ms. Gerus to receive this honour.
WHO ARE THEY?

Ranging from a few months old to 86 years of age, 61.7% of the children, girls and women who benefited from our community services are of immigrant origins. 47.6% of them live in the borough of Ville-Marie and neighbouring areas. A total of 55% of the women who used the services of the Legal Information Clinic had an annual income of under $15,000.

PARTICIPATION

In 2015-2016, our community services reached over 2500 WOMEN.

FAMILY CAREGIVERS SUPPORT PROGRAM

Nearly 250 WOMEN received various services, including conferences, counselling, respite, art therapy, music therapy, and information, provided in French and English. This is a 50% increase when compared to 2014-2015.

CENTRE MULTI AND RELATED SERVICES

Reached over 480 PARTICIPANTS AND FAMILIES.

VOLUNTEER CENTRE

376 WOMEN shared their expertise by offering more than 18,200 hours of their time and filling 44 volunteer positions. This is a 15% increase when compared to total volunteer hours in 2014-2015.

LEGAL INFORMATION CLINIC

1,289 WOMEN signed up for legal information consultations provided by 14 lawyers and 1 notary, representing almost a 30% increase. Over 700 individuals were referred to other services appropriate to their needs.

RESULTS

#REDUCING ISOLATION

Over 75% of the parents who used our family services said the activities allowed them to meet new people and construct a social network.

“ I called the legal clinic a few times in the winter of 2016 concerning a custody issue. I had two hearings where I had to represent myself alone, and because the time limits were really short I met with a number of lawyers from the clinic. They gave me very good advice that was very helpful and got me through a very hard time, and it isn’t over yet. I believe that the clinic and the services it provides are really fantastic. Congratulations! You have all my admiration.”

- Cristina

SOCIAL ISSUES

#ISOLATION

Demographic growth in downtown Montreal is proceeding at a lightning pace; among the groups that are experiencing rapid growth are families with children aged 4 or younger and seniors aged 65 and older. The population mostly comprises people living alone, and 47% of the residents are members of ethnocultural communities. Isolation, the need to forge ties, and lack of community resources were identified as major issues.

#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 caregiving activities. And, 63% of women caregivers aged 45 to 64 perform this work in addition to holding down a job, raising the critical issue of work/family balance.

#VOLUNTEERING

Over 2.4 million people aged 15 and older volunteer their time every year in Québec. The reasons for volunteer commitment are connected with 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 social and employment integration and improves their language skills. For enterprises it is a means to give back to the community while serving as team bonding.

2007-2008

Closing of the pool and the Health and Fitness Centre

2011

Pre-Employability program “Literacy Towards Employment”

2013

Centre Multi begins offering activities

SKILLS #INFORMATION #ISOLATION #GIRLS #INEQUALITIES #SOCIAL INTEGRATION #MENTAL HEALTH #AUTONOMY
BECAUSE YWCA MONTREAL IS DEDICATED TO REDUCING EXCLUSION AND SOCIAL AND ECONOMIC INJUSTICE, WE ORGANIZED, COLLABORATED, AND PARTICIPATED IN MANY AWARENESS RAISING EVENTS, EVERYDAY FRONT-LINE WORK WITH WOMEN AND GIRLS.

**#HYPERSEXUALIZATION AND SEXUAL EXPLOITATION**
- Presentation at the symposium of the Association canadienne-française pour l’avancement de la science (ACFAS)
- Talk given for Cheryl Armistead’s course, *Issues in Women’s Health*, at McGill University
- Presentations given at meetings of the Fédération autonome de l’enseignement (FAE) and the regional conference of the Confédération des syndicats nationaux (CSN)
- Press conference, *La prévention de l’exploitation sexuelle, un projet plus ambitieux, mais réalisable*
- Press conference and participation in the *Buying Sex is Not a Sport* campaign.

**#VIOLENCE**
- Active member of the Comité des 12 jours d’action contre la violence faite aux femmes [12 Days of Action Against Violence Against Women Committee], including the organization of multiple activities:
  - Press conference to launch the 12 days of action against violence against women
  - Three luncheon presentations (screening of the film *Le commerce du sexe*, presentation of videos on the situation of Aboriginal communities with Wapikoni Mobile, and Jasmin Roy’s talk entitled *Bitch, les filles et la violence*)
  - Initiative to call for the lighting of the Olympic stadium tower and Montréal’s city hall
  - Co-organization of the commemoration of the massacre at Polytechnique, held at Place-du-6-décembre
- Participation in the #OnVousCroît [We believe you] campaign, organized by Québec rape crisis centres (CALACS)
- Submission and presentation of a brief entitled *Responsabiliser, sensibiliser, prévenir* [Making accountable, educating, and preventing] to hearings conducted by the National Assembly’s committee on institutions concerning Bill 64 - Firearms Registration Act

**#CAMPAIGN TO FIGHT HOMELESSNESS**
- Support for a campaign led by the Réseau d’aide pour les personnes seules et itinérantes de Montréal (RAPSIM) to lobby the federal government for funding to fight homelessness
- Participation in a consultation led by the Conseil des montréalaises on women and homelessness in Montréal
- Participation in drafting a declaration on women’s homelessness with the Table des groupes de femmes de Montréal (TGFM)

**#SOCIAL AND GENDER EQUALITY**
- Talk entitled *S sommes Nous Égalité* égalité given at the Institut du nouveau monde’s École d’été
- Participation in a panel Gender Stereotypes and their Impact on Women organized by the Institut du nouveau monde’s École d’été
- Submission of a brief entitled *S sommes Nous Égalité* to Status of Women Canada’s consultation on women’s equality
- Presence at the Sommet des femmes
- Submission of a brief entitled *La solidarité et l’inclusion passent par l’égalité* [equality is the mainstay of solidarity and inclusion] to a consultation led by the Ministère du Travail, de l’Emploi et de la solidarité sociale
- Presentation on the situation of women given at the offices of Revenu Québec for International Women’s Day
- Participation in the development and launch of an information kit entitled *Femmes immigrantes et métiers majoritairement masculins* [Immigrant women and male dominated trades] produced by the Concertation montréalaise Femmes et emplois majoritairement masculins

**#YWCA CANADA**
- Member of YWCA Canada’s Defending Women’s Interests Committee
- Participation in formulating YWCA Canada’s action plan concerning the situation of Aboriginal women

**#COMMUNITY ACTION**
- Participation in Québec Family Week
- Participation in the #PasBesoinDe campaign to promote volunteering

**#HUMAN TRAFFICKING**
- Participation in the National Forum on Human Trafficking organised by Public Safety Canada and the Canadian Women Foundation
A SOCIETY BUILT ON EQUALITY, SOLIDARITY, INCLUSIVENESS, AND SECURITY

Over the past 141 years the YWCA Montréal has supported over 350,000 women on their journey toward a better future. Through its contribution to women’s personal and professional development, provided in a safe and welcoming environment, the YWCA Montréal has become a significant motor for social transformation in the city, and an agent for change to put an end to exclusion, social and gender inequality, and all forms of violence against women.

To increase its impact, the YWCA Montréal believes that public education is a powerful tool to spark the awareness and understanding that can generate changes in behaviour and social policies and practices. To this end, we submitted briefs to three public hearings this year on the subjects of women’s equality, social solidarity and inclusion, and the creation of a Québec gun registry.

It’s true that much has been accomplished in terms of legal reforms to increase women’s equality. Yet, when risk and vulnerability factors are combined with gender, the situation of women is still more precarious than that of men. We have only to consider the situation of immigrant, racialized, Indigenous, disabled, single-parent, older, and homeless women to see the truth of this statement. For instance, 82% of single-parent families are headed by women; 45% of women who hold remunerated employment earn less than $20,000 per year; the earnings of women who work full time represent 75% of what men earn, and this, despite the fact that women have more formal schooling than men. In certain areas, for instance, domestic and sexual violence, the gender gap is such that we must describe it as a form of violence that specifically targets women. Even in 2016, being a woman still seems to be the biggest risk factor.

For this reason, the YWCA Montréal submitted briefs in 2015-2016 containing recommendations to implement measures that promote awareness of these persisting inequalities. We proposed measures ranging from the creation of an Office of Equality and Inclusion, massive awareness campaigns, and education in the schools, to the creation of affordable safe housing reserved for women, compulsory work/family/study balance measures for employers, actions to address sexual harassment, etc.

Similarly, with regard to the creation of a gun registry in Québec, we not only supported and argued to the parliamentary committee in favour of the creation of such a registry, but we also recommended that individuals who purchase guns provide proof they hold a valid gun permit. In addition, to ensure accountability and awareness, we recommended that gun registrations be accompanied by a formal statement to the fact that gun ownership entails certain responsibilities and that the gun owner agrees to comply with the law and the spirit of the law.

Complete versions of the three briefs

#SOMMES NOUS ÉGALITÉ? (in french only)

RESPONSABILISER, SENSIBILISER, PRÉVENIR (in french only)

LA SOLIDARITÉ ET L’INCLUSION PASSENT PAR L’ÉGALITÉ (in french only)
MISSION*
The Women’s Y Foundation supports the fulfillment of YWCA Montreal’s mission to build a better future for women and girls.

VISION*
By its actions and influence, the Women’s Y Foundation is an indispensable ally to ensure the financial support and visibility of YWCA Montreal. Through its dynamism and innovation, the Foundation helps make the YWCA Montreal a key reference point for women and girls when it comes to personal, social and professional development so that they can contribute to society to the best of their abilities.

VALUES*
In addition to adhering to YWCA Montreal’s values, the Women’s Y Foundation ensures that all its actions reflect:
- **Respect** for all participants and partners
- The central place of **donors and partners** in every activity and decisions
- **Innovation** to maximize the benefits of every fundraising activity
- Financial **rigour** and **transparency** to ensure its long-term viability

*Adopted by the Board of Directors on June 15, 2016; to be ratified at the Annual General Meeting in September 2016.

HIGHLIGHTS

**22ND WOMEN OF DISTINCTION AWARDS**
- Over 550 guests attended the **Benefit Evening** on September 29, 2015, at the Palais des Congrès, to support the Women’s Y Foundation and pay tribute to the 13 Women of Distinction Award laureates. Over 50 volunteers, participants, and employees of the YWCA Montréal aided the Foundation and contributed to the success of this event, held under the theme of the 140th anniversary of YWCA Montréal.
- The Foundation carefully analyzed the **positioning of the Women of Distinction Awards** and Benefit Evening with a view to renewing and continuing its capacity to attract the Greater Montréal community and the upcoming generation while reducing organizational costs.

**SOIRÉE INSPIRATIONNELLE**
- Composed of 9 young volunteers representing the upcoming generation, the Generation W Committee was formed in response to the wishes of the boards of the Foundation and the YWCA Montréal for greater involvement of young people in the organization and its governance.
- On June 22, 2016, the committee held the first edition of the **Soirée Inspirationnelle**, to pay tribute to five inspiring young people who had been chosen by an independent jury. Over 60 people attended the event, held at Maison Notman.

**SCOTIABANK CHARITY CHALLENGE**
- Among the **44 runners** were 15 employees, 2 YWCA participants, and 3 members of both boards who were determined to participate in this extremely active fundraising activity.

**NEW, GENEROUS, AND INSPIRING INITIATIVES**
- In collaboration with **Ewa Gerus**, a lawyer who volunteers with the Legal Information Clinic, the Foundation organized a presentation on domestic violence. The speaker, **Ingrid Falaise**, recounted her story in her autobiographical narrative entitled Le Monstre.
- PricewaterhouseCoopers organized a golf tournament in September 2015 and made a generous donation of $20,000 to the Women’s Y Foundation.
- Teg Gadais, a physical education professor at Université du Québec à Montréal, successfully took on a huge challenge: a cross-Canada solo bicycle trip to raise money for the YWCA Montréal’s Youth Services. His adventure generated over $2,000 for the Foundation.
- The Women’s Y Foundation thanks the staff of l’Aubainerie’s Jean-Talon branch for choosing the Foundation for its fundraising drive.

**WIND OF CHANGE**
- **Sophie Fortin** replaced Anne Mezei as chair of the Foundation’s board of directors.
- We developed the 2016-2019 strategic plan, which resulted in the revision of the **Women’s Y Foundation’s mission, vision, and values**. The new wording provides a framework for the Foundation to pursue its strategic directions.
- The Foundation identified its priorities for 2016-2017 to diversify its funding base. A new concept for a fundraising campaign has emerged and shortly we will be launching the **A meaningful gift campaign**.
PRINCIPAL FUNDRAISING ACTIVITIES

22ND WOMEN OF DISTINCTION AWARDS

The benefit evening generated $252,633 for the women and girls who use YWCA services.

INTERNAL FUNDRAISING CAMPAIGN

Nearly 65% of YWCA employees participated in the internal fundraising campaign organized by the Women’s Y Foundation.

SCOTIABANK CHARITY CHALLENGE

The Foundation organized 44 runners who raised over $31,000 for YWCA Montreal programs.

INSPIRING #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.

LAUREATES OF THE 2015 WOMEN OF DISTINCTION AWARDS

WOMAN OF OUTSTANDING ACHIEVEMENT

Louise Fréchette
Chair of the board of directors of CARE Canada and Deputy Secretary General of the United Nations from 1998 to 2006.

YWCA WOMAN

Colette Lafrance
Participant in the YWCA Montréal’s Housing Services.

BUSINESS AND PROFESSIONS

Mary-Ann Bell
Corporate director, Institut national de recherche scientifique, Valener, Gaz Metro, Cominar and NAV Canada.

EDUCATION

Susan J. Bartlett
Associate professor, faculty of medicine, McGill University.

SOCIAL COMMITMENT

Diane Chênevert
Founder and executive director, Centre Philou.

ARTS AND CULTURE

Martha De Francisco
Recording engineer and record producer, associate professor, McGill University.

ENTREPRENEURSHIP

Anne-Marie Chagnon
Jeweller, founder and president, Anne-Marie Chagnon inc.

COMUNICATIONS

Line Pagé
Journalist, former news director, ICI Radio-Canada Première.

ENVIRONMENT

Sheila Watt-Cloutier
Speaker, author, environmental, cultural, and human rights advocate.

YOUNG WOMAN OF DISTINCTION

Anne-Sophie Thommeret-Carrière
Resident doctor in family medicine, Université de Montréal.

HEALTH

Cara Tannenbaum
Scientific director, institute of gender and health, Canadian Institutes of Health Research, professor, Faculties of Medicine and Pharmacy, Université de Montréal.

SCIENCE AND TECHNOLOGY

Brigitte Vachon
Associate professor and Canada Research Chair in Particle Physics, McGill University.

SPORTS AND WELLNESS

Danielle Danault
CEO, Cardio Plein Air.

WOMAN OF OUTSTANDING ACHIEVEMENT

Louise Fréchette
Chair of the board of directors of CARE Canada and Deputy Secretary General of the United Nations from 1998 to 2006.

“We make a living by what we get, but we make a life by what we give.”
- Winston Churchill

“Giving and receiving, receiving and giving: it’s about making connections between people and building one big family.”
- Pam Brown
The difference between staying 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. This year the hotel had a makeover, including new bathrooms and renovated hallways.

We wanted to ensure that the Montreal Y Hotel and Auberge YWCA continue to offer one of the best deals on accommodations in downtown Montreal.

In 2015-2016, over 9,400 individuals, both women and men, stayed in one of the 62 rooms at the Montreal Y Hotel and Auberge YWCA. They contributed to net earnings of over $307,000—essential income to support our mission to collectively build a better future for women and girls.

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, 36 interns chose to enhance their training with us and were instrumental in helping us reach our objectives. We are grateful for their invaluable contribution.

Our VIRTUAL COMMUNITY continues to grow

The social media publicity strategy has borne fruit and the number of subscribers to the Facebook page of Fringues Friperie has nearly doubled. Join us and receive news about our sales and special events at www.facebook.com/FringuesetCie
PARTICIPATION IN THE FOLLOWING ADVISORY BODIES

Collectif des entreprises d’insertion du Québec • Comité d’action contre la traite humaine interne et internationale (CATHII) • Coalition québécoise contre la traite des personnes • Community Council on Volunteerism • Concertation des luttes contre l’exploitation sexuelle (CLES) • Conférence régionale des élus (CRÉ) de Montréal • Corporation Brin d’Elles • Familles centre-ville • 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 Aboriginal Homelessness Working Committee • Outils de paix • 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 (ReGEP) • Table des groupes de femmes de Montréal • YWCA Canada

PARTNERSHIPS AND COLLABORATIONS

CAREGIVERS / SENIORS
Action centre-ville • AmiQuébec • Appui Montréal • Association québécoise pour les parents et amis de la personne atteinte de maladie mentale • Centre de bénévolat SARPAD • Centre des aînés de Côte-des-Neiges • Centre des aînés de Pointe-Saint-Charles • Centre des aînés de Villeray • Centre Évasion • Centre juif Cummings pour aînés (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 gériatrie 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 pigeons • SLA Québec • Société Alzheimer de Montréal • Table de concertation des aînés d’Outremont • Table de développement social de Lasalle • Tel écoute/Tel aînés

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) • Éco Quartier de Peter McGill • Groupe d’aide et d’information sur le harcèlement sexuel au travail (GAIHST) • Les super recycleurs • Maisons des Étapes • Mise au jeu • Projets Autochtones du Québec (P.A.Q.) • Projet Genèse • YMCA Centre-ville

EDUCATION
Cégep du Vieux Montréal • Cégep Marie Victorin • Cégep régional de Lanaudière • Centre de formation professionnelle Léonard-De Vinci • Centre de ressources éducatives et pédagogiques (CREP-CSMD) • Collège Ahunstic • Collège Dawson • Collège Frontière • Collège Lasalle • Collège Vanier • Commission scolaire de Montréal • Services éducatifs, Bureau de l’expertise et du déploiement FGA-FEP • Commission scolaire Marguerite-Bourgeoys • Centre éducatif • Commission scolaire Marie-Victorin • Commission scolaire Pointe-de-l’Île • Centre de services aux entreprises • École des métiers des Faubourgs-de-Montréal • École FACE • ÉP. Alice-Parizeau • ÉP. Bienville • ÉP. Cœur-Immaculé-de-Marie • Service de garde La boîte magique • ÉP. de la Visitation • ÉP. Gilles-Vigneault • ÉP. Louisbourg • ÉP. Louis-Dupuy • ÉP. Rivervied • École primaire Saint-Simon-Apôtre • École Sainte-Odile • ÉS. Antoine-de-Saint-Exupéry • ÉS. Calixa-Lavallée • ÉS. FOCUS • ÉS. Honoré-Mercier • ÉS. James Lyng • ÉS. Jean Grou • ÉS. Jeanne-Mance • ÉS. La Dauphinière • ÉS. Lambert-Closse • ÉS. La Voie • ÉS. Louis-Joseph-Papineau • ÉS. Louise-Trichet • ÉS. Père-Marquette • ÉS. Perspectives I • ÉS. Saint-Laurent • ÉS. Saint-Luc • McGill University • School of Social Work • Social Equity and Diversity Education Office; Institute for Gender, Sexuality and Feminist Studies • Université Concordia - LIVE Centre; Art Education Department; Creative Arts Therapies; University of the Streets Café • Rosemont Technology Centre • TELUQ • UQAM - École de travail social

FAMILIES
Avenir d’enfants • Association des haltes-garderies communautaires du Québec • Famille nouvelle

FOOD SECURITY
Bonne Boîte Bonne Bouffe • Chez Doris • Dispensaire diététique de Montréal • Moisson 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 Montréal Royal • CIUSSS du Centre ouest de l’île de Montréal • CLSC Côte-des-neiges • CLSC Métro • CLSC Parc-Extension • CLSC René-Cassin • CLSC Saint-Henri • Collège des médecins • CSSS de la Montagne • CSSS Jeanne-Mance • Direction de santé publique de Montréal • Groupe de médecine familiale Hertz • Hôpital général juif • Institut universitaire en santé mentale Douglas • Médecins du monde • Urgence psychosociale-justice

HOUSING
Abri de l’espoir • 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 itinérante du Québec • Secours aux femmes • Société d’habitation 55 - 65

LAW AND JUSTICE
Aide juridique de Montréal • Barreau du Québec • 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 • Curateur public du Québec • McGill University • Clinique juridique • Educaloi • Font d’action populaire en réaménagement urbain (FRAPRU) • Juripédia • 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) • Immigration • La Ménagée • Maison d’Haiti • South Asian Women Community Centre

STATUS OF WOMEN AND EQUALITY
Centre de documentation sur l’éducation des adultes et la condition féminine (CDÉACF) • Conseil national des femmes du Canada • DAWN-RAFH Canada • Fédération des femmes du Québec • Reconciliation 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 • Comité des 12 jours d’action contre la violence faite aux femmes • Les Affranchies • Réseau d’échange et de soutien aux actions locales (RESAL) • Trève pour Elles

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

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

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 • Centre jeunesse de la Montérégie • Innovation jeunes • Keptart • Youth Employment Services
# Financial Statements

YWCA (Y des femmes de Montréal) and the YWCA Foundation of Montreal (Women’s Y Foundation of Montreal)\(^1\)

## Combined Financial Situation

<table>
<thead>
<tr>
<th></th>
<th>2016</th>
<th>2015</th>
</tr>
</thead>
<tbody>
<tr>
<td><strong>ASSETS</strong></td>
<td></td>
<td></td>
</tr>
<tr>
<td>Current Assets</td>
<td>544,457</td>
<td>633,061</td>
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<tr>
<td>Long-Term Investments</td>
<td>1,219,345</td>
<td>1,226,177</td>
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<tr>
<td>Capital Assets</td>
<td>10,804,988</td>
<td>11,074,376</td>
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<tr>
<td><strong>Total assets</strong></td>
<td>12,568,790</td>
<td>12,933,614</td>
</tr>
</tbody>
</table>

<table>
<thead>
<tr>
<th></th>
<th>2016</th>
<th>2015</th>
</tr>
</thead>
<tbody>
<tr>
<td><strong>LIABILITIES</strong></td>
<td></td>
<td></td>
</tr>
<tr>
<td>Current Liabilities</td>
<td>1,314,015</td>
<td>1,998,871</td>
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<tr>
<td>Deferred contributions related to capital assets</td>
<td>8,122,776</td>
<td>8,493,779</td>
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<tr>
<td>Long-Term Debt</td>
<td>759,590</td>
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<tr>
<td><strong>Total liabilities</strong></td>
<td>10,196,381</td>
<td>10,492,650</td>
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<table>
<thead>
<tr>
<th></th>
<th>2016</th>
<th>2015</th>
</tr>
</thead>
<tbody>
<tr>
<td><strong>NET ASSETS</strong></td>
<td></td>
<td></td>
</tr>
<tr>
<td>Restricted for Endowment Purposes</td>
<td>215,431</td>
<td>215,431</td>
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<tr>
<td>Internally Restricted</td>
<td>1,762,387</td>
<td>1,802,533</td>
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<tr>
<td>Unrestricted</td>
<td>394,591</td>
<td>423,000</td>
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<tr>
<td><strong>Total liability and net assets</strong></td>
<td>12,568,790</td>
<td>12,933,614</td>
</tr>
</tbody>
</table>

## Combined Results

<table>
<thead>
<tr>
<th></th>
<th>2016</th>
<th>2015</th>
</tr>
</thead>
<tbody>
<tr>
<td><strong>REVENUES</strong></td>
<td></td>
<td></td>
</tr>
<tr>
<td><strong>EXPENSES</strong></td>
<td></td>
<td></td>
</tr>
<tr>
<td><strong>EXCESS OF REVENUES OVER EXPENSES BEFORE THE FOLLOWING ITEMS:</strong></td>
<td>130,689</td>
<td>125,227</td>
</tr>
<tr>
<td>Interest charges</td>
<td>(34,432)</td>
<td>(39,046)</td>
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<tr>
<td>Amortization of capital assets</td>
<td>(472,841)</td>
<td>(499,340)</td>
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<tr>
<td>Amortization of deferred contributions related to capital assets</td>
<td>404,256</td>
<td>318,427</td>
</tr>
<tr>
<td>Net changes in value of investments</td>
<td>(2,333)</td>
<td>3,175</td>
</tr>
<tr>
<td>Write-off of capital assets</td>
<td>(93,894)</td>
<td>-</td>
</tr>
<tr>
<td><strong>DEFICIENCY OF REVENUES OVER EXPENSES</strong></td>
<td>(68,555)</td>
<td>(91,557)</td>
</tr>
</tbody>
</table>

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\(^1\) The above financial information is extracted from the financial statements audited by Petrie Raymond.
**COMBINED REVENUES 2016**

- Government of Québec Grants 36%
- Other Grants 7%
- Centraide 8%
- City of Montreal Grants 1%
- Government of Canada Grants 3%
- Housing, rentals and other income 34%
- Contributions and fundraising 10%
- Net investment income excluding unrealized gain in value 1%

2016: $5,260,616  
2015: $5,501,736

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**COMBINED EXPENSES 2016**

- Salaries and employee benefits, programs professional fees and subcontractors 65%
- Building occupancy 16%
- General, marketing and administration 14%
- Fundraising fees 5%

2016: $5,129,927  
2015: $5,376,509

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**2016 DONATIONS TO THE YWCA MONTREAL**

- Women’s Y programs $100,000  
- Materials $4,392  
- Major Campaign $17,180  
- Dedicated to specific purposes $67,327

2016: $188,899

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**2015 DONATIONS TO THE YWCA MONTREAL**

- Women’s Y programs $299,920  
- Dedicated to specific purposes $61,310  
- Major Campaign $27,900

2015: $389,130
BOARD OF DIRECTORS AND BOARD COMMITTEES
OF THE YWCA MONTREAL AND THE WOMEN’S Y FOUNDATION

YWCA MONTREAL

EXECUTIVE COMMITTEE
CHAIR, LOUISE POIRIER, Consulting and Strategic Intervention 2
VICE CHAIR, SYLVIA CHAPUT, Fondation Lucie et André Chagnon DS
VICE CHAIR, MARINE THOMAS, Revue Gestion – HEC Montréal RAY
SECRETARY, SYLVIE BOURDEAU, Fasken Martineau DuMoulin GOUV
TREASURER, RACHEL AUGER, Lecturer, Corporate Finance FAGR

MEMBERS
ANN GIRARD, BDC Canada FAGR
VANESSA BAVIÈRE, Immigrant Québec DS
GHISLAINE CLOT, Ghislaine Clot Conseil GOUV, FAGR
MARTINE COLLINS, PwC FAGR
MARTINE COULOMBE, National Bank DS
MARIE-HÉLÈNE HOULE, Director of the Chaînon DS
CAMILLE N. ISAACS-MORELL, McKesson Canada RAY
KOSTIA PANTAZIS, Pantazis & Associés, Insurance Brokers AC
HÉLÈNE LÉPINE, YWCA Montreal – ex-officio member
SOPHIE FORTIN, CollaborAction – Nominated Member by the Women’s Y Foundation
CAROLINE CHAREST, KPMG-SECOR, external member FAGR

WOMEN’S Y FOUNDATION

EXECUTIVE COMMITTEE
PRÉSIDENTE, SOPHIE FORTIN, CollaborAction, Services conseils2
VICE-PRÉSIDENTE, SANDRA TITTLIT, BMO Capital Markets
SECRÉTAIRE, KARINE CHÉNEVERT, Borden Ladner Gervais GOUV
TRÉSORIER, JEAN-SÉBASTIEN LAGARDE, Optimum Général FIN

MEMBERS
RACHEL AUGER, Lecturer, Corporate Finance – YWCA delegate
ROBERT BEAUDOIN, Beaudoin Marketing VC
LOUISE DUFOUR, BDC Canada
MARIE-CHRISTINE DUFOUR, Lemieux Pilon 4d Art VC
JOSÉE GOULET, J. Goulet Consultant VC
LYNE JACQUES, Bell Business Markets
LOUISE POIRIER, Consulting and Strategic Intervention – YWCA delegate
GINETTE RICHARD, Metro FIN, VC
JOSÉE TURGEON, Domtar GOUV
HÉLÈNE LÉPINE, Women’s Y Foundation – ex-officio member
CHANTAL BELZILE, BDC Canada, outgoing member
LISA GIANNONE, BFL Canada, outgoing member
MARCELLE LANGELIER, outgoing member
ANNE MEZEI, CAE Inc – outgoing member

MANAGEMENT TEAM of the YWCA Montreal and the Foundation
HÉLÈNE LÉPINE, Chief Executive Officer, YWCA Montreal and Interim Executive Director of the Women’s Y Foundation
JOCÉLYNE 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

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; VC- Visibilité et communications
2Membre d’office de tous les comités
THANK YOU

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
CIUSSS du Centre-Sud-de-l’Île-de-Montréal
Emploi-Québec
Secrétariat à la condition féminine du Québec

MUNICIPAL
City of Montreal

GRANTING AGENCIES

COMPANIES AND FOUNDATIONS

PIioneer $100 TO $249
Assurances • Fort Insurance • Banque nationale • Folk • Gestion Lamoca • Huis Clos • Les Industries Cobol • Oeuvres Josaphat-Vanier • Optimum Talent • Promutuel Assurance • Radio-Canada • TELUS

BENEFactor $250 TO $499
ACE INA Insurance • Atypic • BNP Stratégies • Financière Sun Life, Québec • Fondation du CHUM • Formiciel • Gestion Jeanine Bouthillier • Ghislaine Clot Conseil • Institut universitaire de gériatrie de Montréal • Investissement Québec • Markel Canada • Penguin Random House • SCM Health Solutions • Seacrest Communications

ENTREPRENEUR $500 TO $999
Allard & Lafleur • Arch Reinsurance Company • BCF • BFL Canada • Chubb du Canada Compagnie d’assurance • Cofomo • Corporation financière Northbridge • Desjardins Sécurité Financière • Fédération auto-name de l’enseignement • Fondation Émergence • Fondation Jeanriot • Fondation L’Aubainerie • Fondation Phila • Fondation Tel-jeunes • Fondation Théâtre du Nouveau Monde • Fonds placement immobilier Cominar • FPI COMINAR • Gestion Privée Desjardins • Gestion, Revue Internationale de GE • Groupe Antonoopolus • Honeywell • Le Groupe SM • Les YMCA du Québec • Optimum Assurance Agricole • Orchestre Symphonique de Montréal • Petrie Raymond • Services Énergétiques • Services-conseil GARCEAU • Ville de Montréal

LEADER $1,000 TO $2,499
A. Lassonde • Brian Bronfman Family Foundation • Concordia University • Conseillers en gestion et informatique CGI • Corporation des soeurs franciscaines • Corporation Fiera Capital • Gaz Métro • La Source Humaine • Le groupe Centco • McMillan LLP • Mercer (Canada) • NAV CANADA • Pantazis & Associés Courtiers d’Assurance • Royal & Sun Alliance Insurance Company of Canada

VISIONARY $2,500 TO $4,999
Anne-Marie Chagnon • Banque de développement du Canada • Borden Ladner Gervais • Capital Traiteur • Cardio Plein Air • Centre de Repit Philou • Cisco • Confédération des syndicats nationaux • Corus Média • Dermetk Pharma • Fasken Martineau DuMoulin • Fondation Lucie et André Chagnon • Intact Assurance • Le groupe KWA • L’Oréal Canada • Makivik Corporation • McGill University • Metro Richelieu • Osler, Hoskin & Harcourt • The Birks Family Foundation • Transat A.T. • Université de Montréal

PATRON $5,000 TO $19,999
CAE • Caisse de dépôt et placement du Québec • Domtar • Financière Manuvie • Secrétariat à la condition féminine • Services Alimentaires Riverview

PATRON $20,000 AND MORE
Banque Nationale du Canada • Banque Scotia • Bell Canada • BMO Nesbitt Burns • Cascades Canada • Cogeco Câble • Fédération des Caisses Desjardins du Québec • Groupe Banque TD • McKesson Canada • Power Corporation of Canada • PwC Management Services • The George Hogg Family Foundation

1907
First Major Fundraising Campaign $50,000

1949
$1.5M Major Fundraising Campaign

1976
$2M Major Fundraising Campaign

1985
$3M Major Fundraising Campaign

2000 - 2005
$10.5M Major Fundraising Campaign
PARTNERS OF THE 22ND WOMEN OF DISTINCTION AWARDS 2015

CATEGORY PARTNERS

Desjardins   Bell   BMO Financial Group   Power Corporation of Canada   TD   Cascades

PARTNERS OF THE 22ND WOMEN OF DISTINCTION AWARDS 2015

CATEGORY PARTNERS

National Bank   McKesson Canada   COGECO   Scotiabank

PARTNER | GASTRONOME

Services Alimentaires Riverview Food Service

PARTNER | GRIGNOTINES

metro

PARTNER | CONDITION FÉMININE

Secretariat à la condition féminine

PARTNER | PROGRAM

Québec   Domtar

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WHO ARE THEY?

The roughly 5,000 women, girls, and children who benefited directly from YWCA Montréal’s programs and services in 2015-2016 were between just a few months old and 86 years of age. 60% of them immigrated to Montréal. More than 93% live on the island of Montréal as shown on the map here; mainly in highly disadvantaged neighbourhoods.

1 Map taken from the City of Montreal website http://atlas.collectifquartier.org/idville/carto.php
10,39 %
Ahuntsic/Cartierville

6,69 %
Villeray/St-Michel/Parc-Extension

8,78 %
Rosemont/La-Petite-Patrie

15,77 %
Ville-Marie

10,41 %
Montréal-Nord

2,35 %
Mercier/Hochelaga-Maisonneuve

8,53 %
Plateau-Mont-Royal

2,45 %
Verdun

2,84 %
Sud-Ouest
This annual report can also be viewed online at www.ydesfemmesmtl.org.

This annual report covers the period of July 1, 2015 to June 30, 2016 and was submitted at the Annual General Meeting of members on September 29, 2016.

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