Building together a better future for women and girls
Building a structure on solid ground

Since 1875, the YWCA Montreal has continually adapted in order to respond to the changing needs of the city’s women and girls, always attuned to its environment and the social movements of the time.

**Constructive Action**

In 2012 - 2013, in light of the themes emanating from our 2011 - 2015 strategic planning, we established new policies and management tools aimed at pay equity, governance and risk management. We carried out a thorough study of our finances and developed joint plans with our foundation to increase our visibility among our diverse funders. To optimize our programs, we have had to close our literacy department in its present form and delay some of our plans, such as the first phase of the Eco Design Workshop, a project addressed to the vulnerable girls and young women of Montreal. Nevertheless, our employability and leadership programs and those offered by the Residence continue to help women rebuild and strengthen their self-esteem so that they can realize their full potential.

**Success stories**

The successes of 2012 - 2013 include the creation of new spaces to meet the growth of our programs, the launch of Mobilicampus program to raise awareness and prevent violence on Cégep campuses, and the opening of Fringues Vintage Boutique which will broaden the skills that young women acquire during their training in sales and customer service. This year, we received two distinctions recognizing excellence in YWCA governance and programs; the Prix de gouvernance Korn Ferry/Les Affaires 2012 in the “Non-profit organization” sector and the Prix Égalité 2013 from Secrétariat à la condition féminine du Québec in the “Violence Prevention” category for the Leadership Department’s Tools for Effective Action program.

**Our thanks**

The commitment, ability and support of the members of the YWCA Board of Directors have been exceptional. They have been true partners in the organization’s evolution and we sincerely thank them. We would also like to acknowledge the close collaboration we enjoy with our Foundation and its team. Our thanks go as well to the Management Committee and the whole YWCA team who once again have demonstrated their dynamism, excellence and constant collaboration. Lastly, we cannot underestimate the support we receive from our donors, clients and the unwavering commitment of our 300 volunteers. With all of you behind us, the YWCA Montreal can envisage its Horizon 2020 with confidence and optimism.

We now invite you to discover the essence of our action in this new version of our annual report, constructed entirely around our mission: building a better future for women and girls.
Building to give

The Women’s Y Foundation was created in 1995 and since that time has tirelessly pursued its primary mission: to support the YWCA as it builds a better future for the women and girls of Montreal.

Constructive action
The year 2012 - 2013 was clearly distinguished by the close collaboration between the YWCA and its Foundation, filled with notable, moving and unique exchanges. With a common vision and a goal of concrete action we have delivered both a strategic plan and a communication plan.

Finances
In 2012 - 2013, the Foundation’s total financial support to the YWCA was $603,761, more than half a million dollars. It takes only a moment to imagine the multitude of programs and services that can be offered to women and girls with these funds, raised from our generous donors.

Hats off
A well-deserved thank you to the honorary co-presidents of the 2012 Women of Distinction Awards Benefit Evening: Carole Chapdelaine, Senior Vice President, Quebec and Eastern Ontario Region - Scotiabank and Geoff Molson, President and CEO of the Montreal Canadians Hockey Team. Their generosity and support allowed us to raise a net sum of $358,563.

Gratitude
Our sincere thanks go to each of our sponsors, collaborators, volunteers and the many donors whose precious support and deep commitment allow the Foundation to fulfill its mission. We also gratefully acknowledge the tremendous support of the members of the Board of Directors, pillars of our organization. We would like to take this occasion to thank the outgoing members and welcome the new members to the Board. Following the departure of Brigitte Germain, Executive Director of the Foundation, Hélène Lépine, Chief Executive Officer of the YWCA, assumed the interim with professionalism and rigor. We salute the remarkable work accomplished by these two women as well as the exceptional work of the Foundation team, Sophie Charbonneau-Giguère and Sonia Wong, during this transition period. Finally, our thoughts go out to Anne Mezei, President of the Board of Directors of the Foundation, who is on medical leave from her mandate. Josée Goulet has assumed the interim until Anne returns in September 2013.

The Future
The Board of Directors was very pleased to welcome Luce Moreau as the new executive director of the Foundation and quickly recognized her passion and extensive philanthropic experience. We have great confidence in this new collaboration and it is with great pleasure that we give her the final word: “After only a few weeks on the job, the spell is cast! The women I have met through the activities of our diverse programs have instilled a deep passion in me, essential for anyone joining a cause”.
Some facts about the women of Montreal

Building in a specific environment

**Demographics**
In 2012, women represented 50.6% of Montreal’s almost 2 million people. In 2006, women immigrants represented 30.5% of the female population of Montreal.

**Homelessness**
In 2005, as part of its study on housing and homelessness, the federal government estimated the number of homeless people in Montreal to be 30,000. Of this number, between 22.8% and 40% were women. The wide range of this estimation is a result of the difficulty in calculating women’s homelessness as they are often hidden from view, living with friends, family, and in temporary shelters rather than on the street;

**Single parent families**
In Montreal, more than 20.6% of families live in single parent homes and 81.7% of these families are headed by a single mother. When women live alone or are single mothers, more than one in two must dedicate more than 30% of their revenue to rent and almost one quarter, more than 50%.

**Employment, unemployment and employment income**
In 2012, the average rate of unemployment for women was 8%.
Women without a high school diploma have an unemployment rate of 17.5% while this rate falls to 4.9% for those who obtain a university diploma.
Whatever their level of education, as women enter the workforce they earn a lower gross weekly salary than that of men. In addition, in 2010, women working full time throughout the year earned 77.1% of men’s wages, compared to 79.4% in the year 2000. For immigrant women this rate was 66%.

**Participation in decision making bodies**
In 2010, women held 15.8% of positions on the boards of directors of the 100 largest Quebec companies.
In the greater Montreal region, women held 12.5% of mayoral positions and 31.3% of municipal council seats.
The future looks promising given that young women make up 72% of those serving on decision making boards of Montreal regional youth organizations.

**Violence**
In 2011, 1,243 sexual assaults took place in Montreal and more than 80% of the victims were women.
In 2007, 23.9% of crime victims were assaulted in the context of conjugal violence; women made up 81% of these victims of domestic violence.

**Body image**
92% of young women between the ages of 15 and 17 have a negative body image. Only 2% of women of all ages describe themselves as beautiful.
In the fashion industry, the age of models varies between 14 and 30 years of age although 60% of Quebec women are more than 35 years old.

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1Montreal administrative region
A complete list of references can be found in the electronic version of the Annual Report: http://www.ydesfemmesmtl.org/documents/Building-in-a-specific-environment.pdf
Building to meet today’s needs while planning for tomorrow

Eco Design Workshop

Last year, planning began for a project which will integrate YWCA Montreal programs, similar to the global approach we use to meet the needs of our participants. This year, the first activities were conducted to introduce and promote awareness of this project among youth and community workers and to gain the trust of the young women they serve. The results of these meetings have provided important information which should facilitate the integration of these young women within our program. We are, however, still waiting for confirmation of the funds necessary to assure the successful implementation of all aspects of the project.

This project is addressed to vulnerable young women between the ages of 16 and 25 (leaving youth protection services, living in the street, young immigrant women living in violent situations, and others). There are very few programs for these young women who are often highly susceptible to violent street gangs, homelessness and addiction, among others. The YWCA will offer them 6 months of training to discover and learn about the eco-design sector of the fashion industry and event organization. They will explore their creativity, acquire skills that will allow them to define a life project and integrate into the workforce or return to school.

Multigenerational Centre

Downtown Montreal is densely populated and home to a significant immigrant population; however, it offers very few community spaces and activities. To help remedy this situation and to encourage closer ties with its surrounding community, the YWCA has been planning a multigenerational centre for the women, girls and families living in the downtown area. The Centre Multi will offer popular education, leisure and social integration activities by taking advantage of the knowledge and expertise of YWCA volunteers and partner organizations.

A roof waiting for a garden

The YWCA’s green roof came through the winter just fine. It is still, however, waiting for its community garden. We have obtained some of the funds necessary to achieve the second phase of the greening of our roof, but not enough to allow us to create our vision of a community garden. We will continue our efforts so that very soon, the YWCA residents and participants will have access to this garden and cultivate their mental and physical health, as well as tasty fruits and vegetables free of pesticides.

The YWCA Montreal is constantly evolving; always attuned to the emerging needs of women.
Building within ones means

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

### Consolidated Financial Situation

<table>
<thead>
<tr>
<th></th>
<th>2013</th>
<th>2012</th>
</tr>
</thead>
<tbody>
<tr>
<td><strong>ASSETS</strong></td>
<td></td>
<td></td>
</tr>
<tr>
<td>Current Assets</td>
<td>889,222</td>
<td>1,154,529</td>
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<tr>
<td>Subsidies Receivable – Repayment of Long-Term Debt</td>
<td>155,378</td>
<td>432,615</td>
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<tr>
<td>Investment at Fair Value</td>
<td>1,217,718</td>
<td>1,163,610</td>
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<tr>
<td>Property and Equipment</td>
<td>11,952,123</td>
<td>11,939,519</td>
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<tr>
<td><strong>Total assets</strong></td>
<td><strong>14,214,441</strong></td>
<td><strong>14,690,273</strong></td>
</tr>
<tr>
<td><strong>LIABILITIES</strong></td>
<td></td>
<td></td>
</tr>
<tr>
<td>Current Liabilities</td>
<td>1,548,062</td>
<td>1,288,306</td>
</tr>
<tr>
<td>Deferred Contributions Related to Property and Equipment</td>
<td>9,083,952</td>
<td>9,190,963</td>
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<tr>
<td>Long-Term Debt</td>
<td>799,110</td>
<td>1,174,345</td>
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<tr>
<td><strong>Total liability and net assets</strong></td>
<td><strong>14,214,441</strong></td>
<td><strong>14,690,273</strong></td>
</tr>
</tbody>
</table>

### Consolidated Results

<table>
<thead>
<tr>
<th></th>
<th>2013</th>
<th>2012</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 (DEFICIENCY) OF REVENUES OVER EXPENSES BEFORE THE FOLLOWING ITEMS:</strong></td>
<td>(78,844)</td>
<td>354,510</td>
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<tr>
<td>Interest charges</td>
<td>36,275</td>
<td>44,058</td>
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<tr>
<td>Amortization of property and equipment</td>
<td>462,784</td>
<td>463,839</td>
</tr>
<tr>
<td>Amortization of deferred contributions related to property and equipment</td>
<td>(312,559)</td>
<td>(298,336)</td>
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<tr>
<td>Net changes in value of investments</td>
<td>12,002</td>
<td>(156,761)</td>
</tr>
<tr>
<td><strong>DEFICIENCY OF REVENUES OVER EXPENSES</strong></td>
<td>(253,342)</td>
<td>(11,812)</td>
</tr>
</tbody>
</table>

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\(^1\)The above financial information is extracted from the financial statements audited by Petrie Raymond.
Consolidated Revenues 2013

- Government of Québec Grants: 37%
- Government of Canada Grants: 6%
- Centraide: 8%
- City of Montreal Grants: 1%
- Housing, rentals, and other income: 32%
- Contributions and fundraising: 15%
- Net investment income excluding unrealized gain in value: 1%

2013: $5,147,012
2012: $5,442,888

Consolidated Expenses 2013

- Building occupancy: 16%
- General, marketing, and administration: 13%
- Fundraising fees: 5%
- Salaries and employee benefits: 66%

2013: $5,225,856
2012: $5,088,378

2013 Donations to the YWCA Montreal

- Dedicated to specific purposes: $156,143
- Women's Y programs: $331,000
- Major fundraising campaign: $112,628
- Materials: $3,990

2013: $603,761

2012 Donations to the YWCA Montreal

- Dedicated to specific purposes: $158,605
- Women's Y programs: $211,221
- Major fundraising campaign: $22,00
- Materials: $19,371

2012: $411,198
The effects of our action

The Volunteer Centre

Beyond work, a meaningful exchange

Through the 9,500 hours invested this year by our 313 volunteers, a deep and meaningful exchange took place between the YWCA, its residents and participants and its volunteers.

Volunteer work is essential to achieve the multitude of tasks that are necessary to the daily functioning of our organization such as tutoring, support, translation, event organizing, packaging, collective kitchen, etc. In return, the volunteers derive important benefits: they feel useful, rediscover their self-esteem, integrate more easily into a new culture or acquire their first work experience. The same holds true for 53 of our residents and tenants. For them, the volunteer centre has been an essential tool for social reintegration and participation.

Charlene’s story

Montreal Y Hotel and Auberge YWCA

Stay with us and help

The difference between staying at the YWCA or at another hotel is that the income we receive is directly invested in YWCA programs and services. In 2012-2013, more than 15,000 women and men stayed in our 62 rooms and generated almost $870,000 to help us build a better future for women and girls.

Zeinabsadat (volunteer)

“It was a brisk day in November 2012 and I had just arrived in Montreal. [...] Sometime later, I went to the YWCA Volunteer Centre. A young woman, whose kindness amazes me to this day, asked me a few questions about the reasons why I wanted to become a volunteer. [...] I told her: “To lessen my isolation, meet interesting people and practice a second language. There, that’s why I want to be a volunteer.” She invited me to join a group of women who were making greeting cards. [...] I express what I am feeling with the help of crayons, paper and the use of colour and I enrich my vocabulary by talking to the other members of the group. [...] I have accomplished much more than I expected. I have strengthened my skills, shared my knowledge and I feel useful.”

LEGAL INFORMATION CLINIC

Because of the commitment of 12 volunteer lawyers and one notary, the Legal Information Clinic allowed 542 clients to benefit from expert advice and obtain legal information at a modest price. The legal information provided concerned the following areas of law: civil, criminal, family, work, consumer protection and immigration.
Boutique Fringues – Thrift Store and Vintage Boutique

When shopping is twice as responsible

Last May, the YWCA work integration program Fringues & Cie opened a second boutique – Fringues Vintage – which offers further training possibilities to the young women registered in this program.

The clients of both boutiques saw a 15% increase in customers this year, bringing more than $80,000 to YWCA revenue. The 5,996 customers who shopped at Fringues Thrift Shop and Fringues Vintage in 2012 - 2013 have made a doubly responsible gesture: They have encouraged the reuse of second hand clothing while supporting work integration for young women.

The greater YWCA community

Over time, the family grows and remains close

New strategies of electronic communication have been implemented and the presence of the YWCA and the Foundation on social networks is growing rapidly with an increase of more 58% over last year. For its part, our website has welcomed more than 50,000 unique visitors.

The ties that bind the YWCA family are not just electronic, they reach far beyond. Many events are especially important for the women of the Y and the women of Montreal. These are ideal occasions to exchange, share, learn, remember and strengthen ties:

- Celebration of the first International Girls Day
- World YWCA Week Without Violence
- Centraide’s March of 1,000 Umbrellas
- Commemoration of the École polytechnique massacre
- Laureates Conference
- International Women’s Day
- Volunteer Recognition Party
- Mental Health Week
- The Women of Distinction Awards Benefit Evening
The YWCA exchanges knowledge, services and information with a vast, strong and respected network of partners and collaborators.

2012-2013 Participation in the following advisory bodies

Centre de documentation sur l’éducation des adultes et la condition féminine (CDÉACF) • Brin d’Elles Corporation • Comité des centres communautaires de la ville de Montréal • Comité d’orientation Village santé du CSSS de la Montagne • Concertation des luttes contre l’exploitation sexuelle (CLES) • Conférence régionale des élus de Montréal (CRE) • Fédération d’organismes d’habitation de Montréal (FOHM) • Literacy Foundation • Forum Jeunesse du Centre-Ville et Forum Jeunesse de l’Île de Montréal • Institut de coopération pour l’éducation des adultes (ICEA) • Montreal Urban Strategy Committee on Aboriginal Homelessness • Tools of Peace • Réseau d’aide aux personnes seules et itinérantes de Montréal (RAPSIM) • Réseau québécois d’action pour la santé des femmes (RQASF) • Peter McGill Community Council • Table des groupes de femmes de Montréal (TGFM) • YWCA Canada: International Cooperation Committee, Diversity Task Force, National Advocacy Advisory Committee.

Partnerships and collaborations

1 A complete list of YWCA funders, sponsors and donors can be found on page 24-26

**Community organizations and centres**

- Accès bénévolat - Est de Montréal
- Association coopérative d’économie familiale (ACEF) du Sud-Ouest
- Batshaw Youth and Family Centres
- Bénévoles d’affaires
- Canadian Women’s Foundation
- Centre communautaire Bon courage
- Centre d’action bénévole de Montréal
- Centre des femmes interculturel Claire
- Clowns sans frontières
- Concordia University Volunteer Centre
- Dawson Community Centre
- Distribution L’escalier
- Equitas
- Espace famille Villeray
- Femmes et villes
- Filles d’action
- Forum jeunesse de l’Île de Montréal et du Centre-du-Québec
- Garde Manger pour Tous
- Innovation Jeunes
- Maison d’Haiti
- Maison des jeunes d’Ahuntsic
- Maison du développement durable
- Maison les Étapes - Forward House
- McGill University Volunteer Centre
- Mise au jeu
- Moisson Montréal
- Office municipal d’habitation de Montréal (OEHM)
- Petites Mains
- Project Genesis
- Réseau solidarité itinérance du Québec (RSIQ)
- Salvation Army
- Segal Centre
- Service d’entraide Passerelle
- Société Alzheimer
- Sustainable Concordia and Concordia Greenhouse
- Table de concertation du mouvement des femmes du Centre du Québec
- Trapezium
- Westhaven Community Center
- YMCA Downtown

**Education**

- Cégep de Drummondville
- Cégep du Vieux-Montréal
- Cégep Marie Victorin
- Centre de ressources éducatives et pédagogiques (CSDM)
- Collège de Rosemont
- Collège Édouard-Monpetit
- Commission scolaire Pointe-de-l’Île
- Concordia University Community Art Education Program
- Dawson Alternative High School
- Dawson College
- École des métiers du Faubourg
- École primaire Riverview
- École primaire Saint-Simon-Âpre
- École secondaire Calixa Lavallée
- École secondaire Eulalie-Durocher
- École secondaire Jean-Grou
- École secondaire Louis-Joseph-Papineau
- École secondaire Lucien-Pagé
- Elizabeth House High School
- Focus Alternative school
- James Lyng High School
- McGill School of Social Work
- MIND High School
- Ministère de l’Éducation, du Loisir et du Sport
- Pearson Adult Centre (Lachine)
- Perspectives Alternative High School
- Université Laval – Groupe de recherche sur la sexualité des adolescents
- UQAM-École de travail social
- Westmount High School

**Environnement**

- Maison du développement durable

**Health**

- Canadian Mental Health Association
- Canadian Women’s Health Network
- Centre Dollard-Cormier
- McGill University Health Centre
- CLSC Métro
- CSSS de la Montagne
- CSSS Jeanne-Mance - Unité psychosociale justice
- Douglas Mental Health University Institute
- Médecins du monde

**Housing**

- Appartements 3555-5555
- Auberge Madeleine
- Auberge Shalom
- Bouclier d’Athéna
- Corporation Brin d’elles
- Elizabeth House
- La Rue des femmes
- Le Transit
- Logis Rose Virginie
- Maison Grise
- Maison Lucien-L’Allier
- Maison Marguerite
- Réseau Habitation Femmes
- Secours aux femmes
- Tracom

**Law and justice**

- Abus aînés
- Centre de médiation familiale de Montréal
- Legal Information Clinic at McGill
- Office de la protection du consommateur
- Option consommateurs
- Pro Bono Québec
- Services Québec

**Public safety**

- RCMP

**Violence prevention**

- The Coalition for Gun Control
- Les Affranchies
- Regroupement québécois des CALACS

**Work and Employment**

- Au bas de l’échelle
- Carrefour jeunesse-emploi Notre-Dame-de-Grâces
- Confédération des syndicats nationaux (CSN)
- Centrale des syndicats du Québec (CSQ)
- Groupe d’aide et d’information sur le harcèlement au travail de la province de Québec
- Société de développement social Ville-Marie

**Individuals (conferences and mentoring)**

- Fatima Loumaini
- Kaisorak Madriz
- Chantal Metellus
- Linda Monteiro
- Mania Neissiani
- Rose Sévigny
- Alec Tremblay

Building together a better future for women and girls
YWCA Montreal Board of Directors and Board Committees

EXECUTIVE COMMITTEE
President, Chantal Laberge, Governance, Strategic Development, and Financing Consultant
Vice President, Suzanne Deschamps, Vice President, Development & Legal Affairs, Groupe Pacific
Vice President, Louise Poirier, Principal, Knightsbridge Human Capital Solutions RH CV
Secretary, Marie-Josée Neveu, Partner, Fasken Martineau DuMoulin QO
Treasurer, Rachel Auger, Lecturer, Corporate Finance FAGR CV

MEMBERS
Judith Brosseau, Senior Vice President Programming, Communications & Digital Media, Canal D, Historia, Séries+, Astral Media RH CCC
Martine Coulombe, Vice President, Partnerships, National Bank FAGR
Sylviane Chaput, Vice President, Governance, Risk and Performance, Fondation Lucie et André Chagnon DS
Stéphanie Leblanc, Associate Partner, Transactions and Deals, Power Corporation of Canada FAGR
Anna Mainella, Architect, Atelier MZ Architectes DS
Kostia Pantazis, President, Pantazis & Associés, Insurance Brokers

Hélène Lépine, CEO, YWCA Montreal – Ex-officio member
Josée Goulet, (replacing Anne Mezei), Strategic Consultant, Deloitte Human Capital – Foundation Delegate
Anne Mezei, Vice President, Human Resources CAE Inc. (medical leave January-August 2013) – Foundation Delegate
Jocelyne Boivin, Consultant – Outgoing member FAGR
Sacha Haque, Senior Legal Counsel, Power Corporation of Canada – Outgoing Member
Sylvie Mercier, President-Founder, MASIA développement stratégique – Outgoing Member
Miriam Pozza, Partner, Transaction Services, PricewaterhouseCoopers – Outgoing member and external member FAGR
Martine Allard, Senior Manager, Transactions & Restructuring – External Member FAGR
Marianne Landry, Accounting Manager, Chaînes anglophones, Groupe TVA Inc. – External Member FAGR

MANAGEMENT COMMITTEE
Hélène Lépine, Chief Executive Officer
France-Line Carboneau, Director of Community Engagement
Linda D’Angelo, Director of Building and Hotel Services
Isabelle Gélinas, Director of Communications
Lilia Goldfarb, Director of Development and Programming, Director of the Leadership Department
Sophie Gravel, Director of Human Resources
Sandra Hébert, Director of Finance and Administration
Anne Humphreys, Executive Assistant
Luce Moreau, Executive Director of the Women’s Y Foundation
Diana Pizzuti, Director of Housing Services
Josiane Sauvé, Coordinator of Communications
Esther Youte, Director of Employment Services

Rachel Auger
“I have been volunteering at the YWCA Montreal for more than 15 years. I truly believe that each minute I give to the organization is transformed, thanks to the Y’s dedicated and imaginative team, into concrete action that makes a difference for the future of Montreal women and girls.”

1 CCC – Comité conjoint de communications; CV – Comité vision; DS – Développement stratégique; FAGR – Finances, audit et gestion de risques; RH – Ressources humaines
2 Ex-officio member of all committees
Women’s Y Foundation Board of Directors and Committees

EXECUTIVE COMMITTEE
President, Anne Mezei, Vice President, Human Resources, CAE (medical leave January-August 2013)
Acting President, Josée Goulet, Strategic Consultant, Deloitte Human Capital
Vice President, Me Daniel Bellemare, Q.C., Barrister and Solicitor, Donati Maisonneuve
Vice-présidente, Ida Teoli, Marketing and Communications Consultant
Treasurer, Jean-Sébastien Lagarde, Vice President, Corporate Strategy and Business Development, Optimum général Fin
Secretary, Valérie Dufour, Lawyer, Director of Student Recruitment and Training, Borden Ladner Gervais

MEMBRES
Chantal Belzile, Senior Vice President and Chief Information Officer, BDC Canada
Marie-Christine Dufour, Executive Director, Lemieux Pilon 4d ArtPS
Lyne Jacques, Executive Director, Sales, Bell Business Markets
Marcelle Langeller, Vice President, Business Development, E3 Services Conseils
Ginette Richard, Vice President, Proximity Banners Metro
Sandra Tittlit, Managing Director, Institutional Equities Trading, BMO Capital Markets
Josée Turgeon, Vice President, Total Rewards, Domtar

Hélène Lépine, CEO, YWCA Montreal – Ex-officio member
Luce Moreau, Executive Director of the Women’s Y Foundation – Ex-officio member
Chantal Laberge, Consultant, Governance, Strategic Development and Financing – YWCA Delegate
Kostia Pantazis, President, Pantazis & Associates, Insurance Brokers – YWCA Delegate
Andrea C. Martin, President and Chief Executive Officer, Biocean Canada – Outgoing member
Georgia Antonopoulos, Sales Director, Old Montreal Hotels – Outgoing member
Colette E. Bournival, Adm.A, Vice-President, Private Management, Landry Investment Management – Outgoing member
Sasha Haque, Senior Legal Counsel, Power Corporation of Canada – Outgoing member
Mary-An Bell, Senior Vice President, Quebec and Ontario, Bell Aliant – Outgoing member
Sophie Audousset, Concordia University – External member
Nicole Gruslin, Consultant – External member
Sandra Hébert, YWCA Montreal – External member
Kamila Karowski, National – External member
Ginette Richard, Metro – External member
Caroline Savic, Medavie Blue Cross – External member
Sylvie Tessier, National – External member

Important gatherings and public events
Women of Distinction Awards Benefit Evening
On September 24, 2012, 850 influential people from the world of business gathered at the Sheraton Centre Montreal for the 19th edition of the Women of Distinction Awards Benefit Evening. In addition to paying tribute to the commitment of 11 exceptional women, the evening hosted by France Castel and Anne Lagacé Dowson, raised the magnificent sum of $358,563. A new category, “Woman of the Y”, was created in 2012, and the first recipient of this award, Tara Lyman Abramovitch, touched the hearts of all those present with her inspiring testimony.

1 CCC : Comité conjoint de communications; CV – Comité vision; Fin – Finances; MC – Mise en candidature; PS – Planification stratégique
2 Ex-officio member of all committees

Marie-Christine Dufour
“I discovered the YWCA Montreal: a place of mutual support with feminine flair. Here, women are committed to help other women or girls live their lives in full measure. I rediscovered the values of mutual support, openness and generosity of spirit. I have seen women and girls of all backgrounds and situations take control of their lives and step by step achieve their goals. For me, it has been a lesson in humility as I witnessed their courage and strength. My commitment to the cause of women has taken a detour from professional to personal. I will always believe in the professional advancement of women but now I also fight for social justice, where every woman’s place is assured no matter her origins.”

Important gatherings and public events
Women of Distinction Awards Benefit Evening
On September 24, 2012, 850 influential people from the world of business gathered at the Sheraton Centre Montreal for the 19th edition of the Women of Distinction Awards Benefit Evening. In addition to paying tribute to the commitment of 11 exceptional women, the evening hosted by France Castel and Anne Lagacé Dowson, raised the magnificent sum of $358,563. A new category, “Woman of the Y”, was created in 2012, and the first recipient of this award, Tara Lyman Abramovitch, touched the hearts of all those present with her inspiring testimony.

1 CCC : Comité conjoint de communications; CV – Comité vision; Fin – Finances; MC – Mise en candidature; PS – Planification stratégique
2 Ex-officio member of all committees

Ms. Carole Chapdelaine and Mr. Geoff Molson, co-presidents of the 2012 Women of Distinction Awards Benefit Evening, with Monique F. Leroux, the 2012 Woman of Outstanding Achievement.
The Women’s Y Foundation is an essential partner in the funding and development of YWCA activities and programs. Once again this year, the Foundation organized noteworthy fundraising and visibility events that mobilized our community.

Committees - 19th Women of Distinction Awards Benefit Evening 2012

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1975
First tribute to exceptional women is organized

1994
First Women of Distinction Awards Benefit Evening

1995
YWCA Foundation is created

2010
First Scotiabank Charity Challenge

2012
First Telus Laureates Conference

Benefit-Sale from the artist Anne-Marie Chagnon
On November 1, 2012, artist Anne-Marie Chagnon opened her studio once again for a special sale benefitting the Foundation. This friendly get together raised $1,345 for Montreal women and girls.

2nd Telus Laureates Conference
The 2nd Telus Laureates Conference was another memorable event organized by the Foundation. This past February 6th, 120 guests took part in a special interactive encounter with Nathalie Bernier, Managing Partner at KPMG, Jocelyna Dubuc, President and Founder of Spa Eastman and Diane Lamarre, President of the Ordre de Pharmaciens du Québec. This networking breakfast, hosted by Caroline Codsi, was a great success.

Scotiabank Charity Challenge
Thanks to a dynamic and dedicated team of 33 runners and walkers, almost $27,000 was raised as part of the Scotiabank Charity Challenge which took place in April 2013. It’s the largest amount ever raised by our participants in 4 straight years of participation.
Women of Distinction Awards 2012
Laureates

1. WOMAN OF OUTSTANDING ACHIEVEMENT Monique F. Leroux Chair of the Board, President and Chief Executive Officer of Desjardins Group
2. BUSINESS AND PROFESSIONS Nathalie Bernier Managing Partner, KPMG
3. ARTS & CULTURE Charmaine Nelson Associate Professor of Art History, McGill University
4. COMMUNICATIONS Marie-Claude Lortie Columnist, La Presse
5. EDUCATION Ginette Berteau Directrice et professeure, École de travail social, UQAM
6. COMMUNITY SERVICE AND SOCIAL DEVELOPMENT Yasmina Chouakri Coordonnatrice Volet Femme, Table de concertation des organismes au service des personnes réfugiées et immigrants (TCRI)
7. ENTREPRENEURSHIP Jocelyna Dubuc President and Founder, Spa Eastman
8. HEALTH AND ENVIRONMENT Diane Lamarre President, Ordre de Pharmaciens du Québec
9. SCIENCES AND TECHNOLOGY Mariela Segura Professeure agrégée, Faculté de médecine vétérinaire, Université de Montréal
10. SPORTS AND/OR WELLNESS Claudine Labelle Founder and Executive Director, FitSpirit
11. YOUNG WOMAN OF DISTINCTION Simone Samuel Student, Faculty of Law, McGill University
12. Y’S WOMAN Tara Lyman-Abramovitch Former YWCA participant

Partners and Sponsors

Gifts for the laureates have been graciously provided by:
Anne-Marie Chagnon • Chocolats Geneviève Grandbois • Domaine Pinnacle • GLOSSYBOX • Lise Watier • Marie Vermette Fleuriste • PIAD Marketing • Reversa

The silent auction items were offered by:
Arion Orchestre Baroque • Bijouterie Sh • Birks Corporate Sales • Capitole de Québec • Cefaly • Clarins • Club de hockey Canadien • Club Sportif MAA • Croi-sières CTMA • Domodimonti • Groupe Banque TD • Groupe Germain • Groupe Trudeau • Hôtel le Place D’Armes • Hôtel du Lac Carling • Hôtel St-Martin • Holt Renfrew • L’ensemble de musique Constantinople • Lasik MD • La Vie en Rose • Les Effrontés • Les Grands Ballets canadiens • MEGA Blocks • Nestlé Canada • Olivier Ford • Opéra de Montréal • PIAD Marketing • Restaurant European • Restaurant L’Aromate • Reversa • Scandinave Les Bains • Scotiabank • Stokes • Subaru Rive-Nord • Tennis Canada.

Get to know the 2012 laureates
From its inception, the YWCA offered women basic courses in reading, writing and arithmetic.

Words to say, Words to do*

- Write a letter, an email;
- Read the name and price of groceries;
- Take the bus;
- Help a child with homework;
- Understand a bill, a recipe, a newspaper article;
- Fill out a check;
- Read a story to their children;
- Pass the citizenship test;
- Read prayers.

*Goals set by the participants themselves

Results

In 2012 - 2013, 71% of participants achieved or are the path to achieve the goals that they set for themselves this year.

Who are they?

All the participants come from ethnocultural communities and are between 30 and 80 years of age.

Transformation for growth

2012-2013 marked the last year of the YWCA Literacy programs as we know them. A complete restructuring is underway to better serve the women who can benefit from literacy learning.

1875
From its inception, the YWCA offered women basic courses in reading, writing and arithmetic

1992
Literacy Centre

2001
ABC en famille program

2011
Pre-Employability program “Literacy Towards Employment”

Literacy

Like Marie-Simone and Aline, 30 women benefited from the YWCA Literacy programs this year, with the help of 31 tutors and the support of Carole, Christiane, France-Line, Joanne and Milène. Together they shared 1,482 hours of literacy learning which will help them break the cycle of isolation, poverty and social exclusion.

A GROUND-BREAKING PROJECT

Last March marked the end of 3-year project, Literacy Towards Employment. This pre-employability project aims to prepare women with low literacy skills to integrate the workforce. These women learned through training internships with employers sensitized to the issue of illiteracy. Following these internships the participants became eligible for workforce integration or employment training.

Results that surpass expectations: 6 of 10 participants found employment, meeting the project goal to increase participants’ employability

Marie-Simone

“When I was two years old my father died. In the Congo, it was difficult for me to get an education. I arrived in Montreal 2 years ago (June 26, 2011) and I have been at the Y since September 2011. When I started I didn’t know how to read or write in French. I participated in Mme Milène’s conversation workshops, and then I began to study with Mme Aline once a week. The dictionary is something very complicated and difficult. Today, at 50 years of age, I have learned to find words in the dictionary and how to get around the city by myself.”

My thanks to the Y, and thank you Words for Women.

Aline

“In Marie-Simone’s eyes, I see the courage to overcome life’s difficulties, the will to follow a dream and the determination to achieve a goal. I was able to see the impact that access to learning has on women’s personnel development, a critical phase in the process of strengthening their capacities.”

Like Marie-Simone and Aline, 30 women benefited from the YWCA Literacy programs this year, with the help of 31 tutors and the support of Carole, Christiane, France-Line, Joanne and Milène. Together they shared 1,482 hours of literacy learning which will help them break the cycle of isolation, poverty and social exclusion.
Emma
“I came to the YWCA seeking help from the employment service department […] I must admit that I was not overly optimistic about the YWCA’S ability to help me before my first appointment, however within a few moments of meeting Stéphanie, my job counsellor, that changed. During my first appointment, she suggested that I completely overhaul my CV to a skills-based CV to place a greater emphasis on the skills I had to offer. This was something that none of the other job services had suggested and it completely changed my outlook making me realize that although I do not have an extensive employment history, I do have many of the qualities and skills employers look for. Finding a job is not easy, sometimes it is downright depressing, but during my appointments with her, Stéphanie has done her very best to support me and provide me with effective, concrete advice on how to proceed with my job search. I cannot thank her enough and am confident that with her help I will find a job.”

Dana
“This time last summer, I was lost. […] I found myself on Unemployment Insurance. […] There was an interim course she [the social worker] recommended, paid for by Emploi Quebec, designed to build my confidence and hone social and professional skills, in a class with women like me who found ourselves to be the heads of single parent families. […] In the class, I was tentative, feeling my way, where did I stand within this diverse group of wonderful women? I soon found myself surrounded with support and love. The atmosphere in the rooms of the Mothers Work Integration workshops is conducive to growth, and is the perfect forum to test ourselves, our strengths, share our weaknesses and witness our own growth as we take on challenges provided in the course. […] I pushed my boundaries beyond where I ever dared dreamed and I took a leap of faith. I had the goal of returning to university […]. Six months later, I have completed my first semester at Concordia, earning mostly A’s!! Wherever my path leads me, whomever I meet, however I grow, I will remember the motto “Femme-cheffe un jour, femme-cheffe toujours”
Employability and Integration

Like Emma, Dana, and Stéphanie, 293 women benefited from YWCA Montreal Employment Services in 2012-2013. With the help of Aïssatou, Alicia, Annie, Claudine, Dalilah, Diana, Diane, Donata, Esther, Gérardine, Janou, Jeanne, Luc, Marie-Anne, Mirlande, Oumou, Roxane, Souad and Stéphanie, they found the support, the guidance, the tools and the training necessary to find their path to social and economic integration.

Discover and take your place in society:

- Individual weekly meetings with employment counsellors to identify their strengths, work on their weaknesses, simulate job interviews and rebuild their curriculum vitae.
- Learning in real workplace environments thanks to internships, sales and special events, and training in Boutique Fringues, a work integration enterprise.
- Completing a program with a diploma or a certificate, and a feeling of accomplishment.
- Improving language and computer skills to discover the hidden job market or make effective telephone calls.
- Attending education and employment fairs to network and look for work.
- Volunteering at Moisson Montréal to acquire work experience and renew self-esteem.
- Participating in « pot lucks » to foster connections, discover the cultures of other participants and feel less isolated in a new country.
- Going on apple picking excursions or experiencing a sugar shack to get closer to nature and learn about the culture of the new host society.

Results

In 2012 - 2013, 65% of Fringues participants, 64% of OSE clients and 60% of Mothers Work Integration program participants achieved the objectives they set this year, whether by successfully returning to work or going back to school to improve their future possibilities.

Who are they?

In 2012 - 2013, 88% of participants of the Fringues and Cie program had no employment income or government support. This rate was 63% for OSE participants. 81% of Mothers Work Integration participants received social aid. The great majority come from ethnocultural communities (100% for Fringues, 67% for Mothers Work Integration and OSE).
Johanne*
“My arrival at the YWCA 16 months ago allowed me to start getting back on track.

The incredible support from the residence councillors along with the personal development workshops that the Y offered throughout my stay, helped me grow. They helped me break my isolation and begin to recover my confidence and self-esteem.

The day has finally come when I can take my leave with a lot of pride and with a better attitude towards life because the Y has equipped me with the tools I need to go forward.

I want to thank the Y and especially Manon for your immense generosity.”

Marie-Chantal*
“I want to express my heartfelt gratitude to the YWCA counsellors. You have helped me meet the great challenges of my life. Thank you for having guided, supported and advised me.

Before I met you, I felt lost. Despite the “normal” attitude I presented in public, I was incapable of overcoming my suffering.

But you gave me the “tools” to face my problems. Thanks to you, today I have restored meaning to my life. You have forever changed my life.”

2012 - 2013, a year filled with activities for the YWCA residents

1875
Since its creation, the YWCA Montreal has offered housing services

1954
Emergency housing services

1975
Transition house for women victims of conjugal violence and their children

1985
Partnership with Moisson Montréal begins
Residence

This year, just like Marie-Chantal*, Johanne* and Maude*, 59 women have benefitted from the YWCA Montreal’s Housing Services. With the help of Béatrice, Diana, Élisabeth, Geneviève, Laurence, Manon, Maryse, Natalia, Roselande and Vanessa, they have found the security they needed to undertake the emotional and psychological journey towards autonomous living and have avoided the growing problem of women’s homelessness and the violence that accompanies it.

*The names of the YWCA residents have been changed to preserve their anonymity.

Developing skills to regain an independent life means:

• Attending weekly meetings with psycho-social follow-up and, step by step, rediscovering the skills needed to take control of their lives.
• Setting realistic objectives and respecting their plan of action.
• Raising their awareness and learning through conferences, trainings and workshops like the Living Alone series to better manage solitude and prevent associated mental health problems.
• Running the food bank or writing for the Residence newsletter while developing skills related to cooperation, teamwork and confidence.
• Going on group outings or exchanging views at “lunch and learn” meetings to foster ties, lessen isolation and regain confidence.
• Participating in community housing management committees and in redecorating the Residence’s common rooms to get involved in their environment and relearn how to manage, share and live in a safe environment.
• Volunteering to increase self-esteem or to discover civic participation by taking part in Centraide’s March of 1,000 Umbrellas.
• Gardening, doing physical activity and participating in collective kitchens to learn healthy living habits.

Results

In 2012 - 2013, more than 85% of YWCA residents achieved the goals they set for themselves and have now been able return to stable and secure housing. Due to the total absence of tenant turnover for several years in our 21 community apartments at the Jardins du Y and the 11 apartments reserved for our residents at Brin d’Elles, we can conclude that our programs have had a positive short and long term effect on these women.

Who are they?

YWCA residents are at high risk for social exclusion and poverty and 95% of them were without stable housing when they arrived. In 2012 - 2013, 36% left a violent situation or had mental or physical health problems. 50% of them came from various ethnocultural communities.

The Residence: 34 rooms with a 96% occupancy rate
Les Jardins du Y: 21 apartments with community support and a 100% occupancy rate
Brin d’Elles: 11 apartments with community support reserved for our residents with a 100% occupancy rate
Leadership and Prevention

Emma*, age 12 – I’ll be there • “I learned that there are lots things we can do when we’re being bullied.”
Meghan*, age 12 – I’ll be there • “What I like the most is the connection with other girls, sharing my thoughts with my friends.”
Naomi*, age 9 – I am more, much more • “My secret is that I want to be strong and smart.”
Béline*, age 20 – Ma santé m’appartient • I learned that I can do anything if I set my mind to it.
Madison*, age 17 – Action Council • “The Action Council represents the youth of today and the changes we make for the future.”

Emma*, Meghan*, Naomi*, Béline*, Madison* and close to 800 other Montreal girls and young women have found the tools to empower themselves and take control of their lives thanks to YWCA Leadership Department programs, with the help of Aimee, Amélie, Andrea, Andréanne, Audrey, Ayana, Carlye, Delphine, Hannah, Isabelle, the two Jades, Lilia, Lucia, Lucy, Manon, Maria, Marie-Émilie, Marie-France, Marie-Louise, Maud, Milena, Naïké, Nivuseni, Pilar, Rebekah, Sarah B, Simone, Sira and Tanya.

Seeding empowerment means:

• Organizing workshops and discussion groups where participants can say what they think in an open and safe environment without fear of being judged.
• Demystifying, managing and facilitating life’s mandatory transitions: puberty, the passage from elementary to high school.
• Using theatre to express what we feel and expose the many aspects of violence and intimidation.
• Learning to safely navigate the internet and social networks.
• Using mentoring principles and techniques to help young women develop a sense of mutual support and solidarity and to overcome isolation.
• Teaching young mothers to cook healthy meals for themselves and their children.
• Looking through magazines to become aware of the many gender stereotypes and the overt sexualization conveyed by the media.
• Organizing an artistic event for the general public to raise awareness of human rights.
• Celebrating the first International Girls Day.

Who are they?

The participants of the Leadership Department’s various programs and workshops are between the ages of 8 and 29. We focus our efforts to reach the most vulnerable girls in Montreal; close to 90% of our participants go to school in neighbourhoods with high levels of poverty.
Élisabeth, age 18 - Mobilicampus • “There are a lot more sexist attitudes and behaviour than we think; we’re just used to them.”
Karine, age 19 - Mobilicampus • “It’s liberating to see your emotions expressed by others.”

Élizabeth* and Karine*, along with more than 1,100 other people, participated in our action-research projects which aim to develop new tools to improve the capacity of girls and young women to take control of their lives.

*Names have been changed to preserve participants’ anonymity

Making action more effective through development means:

• Being always attuned to emerging needs and in strategic planning mode.
• Answering an unmet need by creating a program to lessen risk factors and increase protection factors for girls, 8 to 12 years of age who are in state care (Take Your Lead).
• Using innovative approaches to strengthen bonds between girls such as the Circle of Courage, youth mentoring, the 5 pillars of leadership and dramatherapy.
• For the first time in Quebec, analyzing the phenomenon of gender violence on college campuses to better prevent it. (Mobilicampus)
• Implementing small groups and pilot projects to better understand the complexity of problems and developing specific and effective solutions before offering them to the public.
• Targeting sexualization as a harmful societal phenomenon affecting youth aged 9 to 12, and producing video clips addressed to parents to combat it.
• Organizing a celebration for the first International Girls Day.
• Never losing sight of the central theme of men and women’s equality, by producing facilitation tools for innovative projects such as theatre and cinema forums. (ModÉgalité)
The 7 stars of the film “Feisty at Fifty” • “We were more beautiful, profound and moving than we ever thought we could be!”

By agreeing to share their stories and lives, Brigitte, Lesley, Angèle, Monique, Huguette, Claire and Nora, the 7 captivating subjects of the film Feisty at Fifty, have allowed hundreds of women throughout Quebec to reconnect with their aspirations, their realities, their memories, their bodies and above all their capacity to empower themselves and achieve the dreams that they have ignored for many years.

Throughout the year, all across Quebec, hundreds of people attended and participated at some 15 workshops and trainings given by the Leadership Department, whether members of the general public or professionals working with girls and women such as trainers, community workers and teachers.

Sharing to promote empowerment means:

• Creating and distributing educational tools and facilitation guides;
• Giving trainings and workshops for community workers, teachers and other trainers;
• Participating in forums to share research results;
• Organizing a day of exchange about the way we work with young women;
• Using new technology to give webinars;
• Publishing academic articles
• Ensuring that as many girls and women possible benefit from the experience and expertise of the YWCA.

Results

While it’s sometimes difficult to evaluate the long term impact of prevention and leadership programs and projects, peer recognition can be deeply encouraging. In February 2013, le Secrétariat à la condition feminine du Québec presented the Prix Égalité to the Tools for Effective Action program in the “Violence Prevention” category.

Our tools are available to you

### 2007

Sexy Inc. Our Children under Influence documentary

### 2009

Action-research on the recruitment of girls by street gangs for the purpose of sexual exploitation

### 2011

Tools for Effective Action program

### 2013

Tools for Effective Action wins the Prix Égalité
Who are they?

Their names are Aastha Abida Abigail Absa Addia Afef Agnes Agnes Aicha Sarah Albena Alej Alena Alexandra Alexia Ali Alicia Alina Aline Alma Amanda Amara Amine Amira Ana Karen Angel An Angelina Angélique Anna Anne Annécia Anne-Marie Antoinette Anzhelika Apet Ariane Ariel Arlene Arm Arwa Ashraf Assia Audélia Audrey Aurélie Patricia Ava Aveleigh Azucena Bailey Beatha Beline Bienvenue.

They needed the YWCA to help them:

- Learn to read a bill or help their children with their homework;
- Write their CV or understand a job offer;
- Develop professional skills and get a job;
- Escape from violence and homelessness;
- Build or regain their self-esteem;
- Know and understand their rights;
- Defeat isolation and fight discrimination;
- Actively participate in society;
- Develop their leadership and critical thinking skills;

Here they found the tools they needed to build a better future, each in her own way.

Where do they come from?

The 2,000 women who benefit directly from YWCA programmes and services in 2012-2013 are between 8 and 80 years old and 61% come from enthrnocultural communities. They all live on the Island of Montreal, the majority in neighborhoods with high levels of poverty as shown on the following map.

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*Map taken from the City of Montreal website: http://ville.montreal.qc.ca/portal/page?_pageid=8258,90427994&_dad=portal&_schema=PORTAL*
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.

Thank you on their behalf

Governments

FEDERAL
Status of Women Canada
Employment and Social Development Canada
   Homelessness Partnering Strategy (HPS)
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

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$5,000 to $9,999: Fondation TD des amis de l’environnement

$1,000 to $4,999: The Catherine Donnelly Foundation • Confédération des syndicats nationaux • Corp. des Soeurs Franciscaïnes • The Hylcan Foundation • Meloche Monnex assurance et services financiers • Metro • Pantazis et Associés, Courtiers d’assurances • Richard and Edith Strauss Canada Foundation

$500 to $999: Anne-Marie Chagnon • Gestion Phila • The Hay Foundation

Anonymous: $1,245

Individuals

$5,000 and more: Catherine Ward

$1,000 to $4,999: Rachel Auger • Mary-Ann Bell • Rita-Reid Dugas • Josée Goulet • Chantal Laberge • Hélène Lépine • Urve Mondi • Helen Munson • Marie-Josée Neveu • Lucille Panet-Raymond • Sandra Tittlit

$500 to $999: Antoine Bourgeois • Judith Brosseau • Sylvianne Chaput • Jean-Sébastien Lagarde • Christine Marchildon

$100 to $499: list of individuals and anonymous donations

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Women of Distinction Awards Benefit Evening

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- YWCA Montreal’s Anniversary

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- International Women’s Day

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