



The Power to Achieve



Women's Y
The Power to Achieve

ANNUAL REPORT 2002 - 2003

Women's Y of Montreal
Women's Y Foundation of Montreal

ABOUT THE WOMEN'S Y OF MONTREAL

Founded in 1875, the Women's Y of Montreal is a non-profit organization dedicated to strengthening the economic and social roles of women.

The Women's Y is a portal leading to tailor-made services for women on the path to social and economic autonomy, focussed on its mission; giving women ***the power to achieve.***

The exceptional dedication of its 492 volunteers allows the Women's Y to offer first-rate services and programs to women from Montreal's diverse cultural communities. These volunteers work in close collaboration with its professional staff in a spirit of mutual support and female solidarity. For over 128 years, the Women's Y has delivered services of excellence, always in tune with the emerging needs of women.

Social and Community Services, Employment and Entrepreneurial Services, a health and fitness centre, a hotel, a volunteer centre. The Women's Y is all this and much more. It is essential and effective social action. This year the Women's Y has reached over 31,000 people in our community.

INNOVATIVE ACHIEVEMENTS

- 1875 The Residence for women
- 1885 First job placement program
- 1893 First free nursery
- 1902 First health and fitness centre for women
- 1921 First training course for auxiliary nurses in Canada
- 1972 First women's centre
- 1975 Auberge Transition for victims of conjugal violence
- 1985 Legal Information Clinic
- 1992 Literacy Centre
- 1998 Fringues & Cie, a workforce integration venture
- 2000 Leadership in Action and Movement and Change programs
- 2001 Jump Start program
- 2002 Marmites d'ici et d'ailleurs and At the Top of Our Voices programs
- Rejuvenation project: Infrastructure and standardization work begins

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MESSAGE FROM THE PRESIDENT AND THE EXECUTIVE DIRECTOR



This past year has seen the Women's Y of Montreal once again meet the challenge of serving the diverse community of Montreal women with innovative tailor-made quality services. True to its social and economic mission, the Women's Y has taken effective action to give women of all ages and cultural origins the power to fulfil their potential and reach beyond their limits in a spirit of mutual support.

A high point of the preceding year was the fall 2002 official launch of our major capital campaign, *Effective Action*, under the leadership of the Women's Y Foundation. The Women's Y hopes to conclude its \$10.5 million campaign by fall 2003 for its ambitious rejuvenation project.

Significant financial support totalling \$5 million was received from the two levels of government in the framework of the Canada-Quebec Infrastructure Program, targeted to the renovation and refurbishing of our premises. In addition, we have obtained a \$415,000 federal subsidy through the Supporting Communities Partnership Initiative to renovate our residence located on the 5th floor which offers a comprehensive program of social reintegration for women in difficulty.

The year 2002 saw the start of this major undertaking which will update our premises to code and standard and maximize our space, enabling us to respond to the varied and growing needs of women in a secure and appropriate environment. An important objective in restructuring our space is to allow for the expansion of our current programs and give us the flexibility to provide new services such as our most recent offerings *Marmites d'ici et d'ailleurs* and *At the Top of Our Voices*.

We are especially proud of this major campaign, well on its way to fruition, which achieves its success from its many solicitation initiatives and an impressive collective effort. We are grateful for the dynamic and committed effort of the Foundation and the entire Women's Y family including the members of the boards of directors (the Women's Y and the Foundation), the campaign cabinet, our employees and more than 490 volunteers. We wish, as well, to thank our donors who by their contributions and many acts of support allow the Women's Y to pursue its mission; giving women ***the power to achieve***.


At this time, the Women's Y wishes to express our immense gratitude to Gretta Chambers who established the Foundation and has served as its president since its inception. Her singular contribution, deeply-held convictions and generosity have made it possible for all Montreal women to have access to a place and services dedicated to their needs. Thank you Gretta.

In closing, the Women's Y would not exist without those, who day after day, come through its doors. Our rejuvenation project will have a significant and beneficial impact on our programs and services. Unfortunately, a project of this magnitude cannot be accomplished without some inconvenience to those who participate in our ongoing activities and our personnel. We thank them for their patience, understanding and support in our continuing efforts to meet their needs. This great undertaking joined with the revamping of our programs, a new nominal and visual identity and the invaluable support of our partners will transform this effective action into tangible results on behalf of our community and fellow citizens.

Anièle Lecoq
President

Lili-Anna Peresa, eng.
Executive Director





« I came to the Women's Y because I wanted to begin a new life. Thanks to the unconditional support of the Residence counsellors, I was able to discover my path towards autonomy. I have always wanted to express my thoughts in writing in order to know myself better. The At the Top of Our Voices team allowed me to realize this dream. »

L O L I T A

SOCIAL AND COMMUNITY SERVICES

More than 6,000 people benefited from these tailor-made services which give women the power to determine their path to social autonomy.

LATEST OFFERINGS

Leadership in Action aims to strengthen the self-esteem of girls and young women, between the ages of 12 and 25, with a dynamic and interactive approach combining discussion groups and physical activity. *(113 participants)*

Marmites d'ici et d'ailleurs offers a collective kitchen experience to all women willing to share their expertise while developing their skills and knowledge of food and its preparation. *(58 participants)*

At the Top of Our Voices supports women in difficulty wishing to strengthen their self-esteem by way of pre-employment workshops, personal development and literacy training. *(43 participants)*

Movement and Change is a workshop series for women age 45 to 64, designed to support the decision-making process focussed on issues of health, financial security and life choices. *(24 participants)*

Making our communities safer for young girls is an exploratory research project that aims to better understand the difficulties faced by young girls between the ages of 6 to 17 with regards to personal and social violence.

The Residence and Social Reintegration Program for Women in Difficulty offers secure and affordable community living as well as a personalized program of social reintegration. 79 residents were accommodated at the Residence before it was closed for renovation during portions of 2002 and 2003. During this temporary closure, rehousing and follow-up activities, among others, were offered to 91 women.

Words for Women is a literacy program designed for women who want to improve their reading, writing and math skills with the help of trained volunteer tutors. *(100 learners)*

Joindre l'Est à l'Ouest introduces the world of reading and writing to parents and their children with the help of a tutor in collaboration with local schools and community organizations. *(97 families including 158 children)*

Les trois Tables de concertation provides sensitization, training and support sessions for people from diverse intercultural and community sectors who work with Montreal women victims of violence. This project of intersectorial consultation is a joint effort of the following tables: Table de concertation en violence conjugale de Montréal (TVC), Table de concertation en matière d'agressions à caractère sexuel - région de Montréal (TAS) et Comité d'action femmes et sécurité urbaine (CAFSU). *(476 participants and community workers)*

The Legal Information Clinic offers both women and men of Greater Montreal individual information sessions with volunteer lawyers and a notary. *(3,000 inquiries, 1,706 appointments, 1,131 people seen)*

The Referral Centre is managed by volunteers and provides a vast array of information brochures from community organizations throughout the Greater Montreal area. *(1,500 brochures distributed)*

The Volunteer Centre counts on almost 500 devoted volunteers whose involvement and dedication play a great part in the success of many activities at the Women's Y. *(492 volunteers – 19,895 volunteer hours)*

Community Development at the Women's Y encourages and develops initiatives concerning the needs of young children and families in collaboration with more than 8 community networks. This year's projects included the Table de concertation en matière de santé des tout-petits (0-5 years) and a feasibility study regarding the implementation of a downtown family centre.



« I have always wanted to work in sales and customer service, but because I lacked experience, my job interviews were not successful. The patience, enthusiasm and availability of the Fringues & Cie team, as well as the training I received, have boosted my self-confidence and uncovered skills I didn't know I had. Now when I go to interviews, I'm more confident because I have the necessary tools to answer any and all questions. »

MIREILLE

ORIENTATION AND SERVICES FOR EMPLOYMENT

More than 500 women benefited from these tailor-made services which give women the power to determine their path to economic autonomy.

LATEST OFFERING

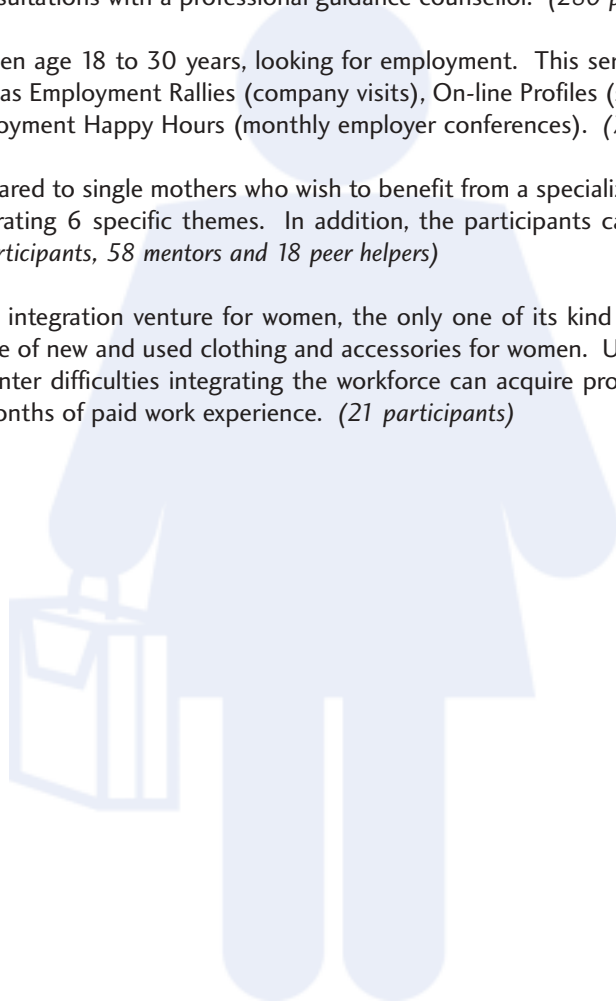
Internships offer soon-to-be or recently graduated women, age 16 to 30, the opportunity of participating in a paid 21-week company internship. *(21 participants)*

OSE has, for more than ten years, provided women of all ages with professional orientation and workforce integration services given in individual consultations with a professional guidance counsellor. *(280 participants)*

Jump Start is directed to women age 18 to 30 years, looking for employment. This service offers participants support through various activities such as Employment Rallies (company visits), On-line Profiles (support for Internet registration and resume posting) and Employment Happy Hours (monthly employer conferences). *(76 participants)*

Single Mothers Program is geared to single mothers who wish to benefit from a specialized group approach centring on workforce integration, incorporating 6 specific themes. In addition, the participants can profit from the services of a mentor or peer helper. *(43 participants, 58 mentors and 18 peer helpers)*

Fringues & Cie is a workforce integration venture for women, the only one of its kind in Quebec. It operates a retail boutique specializing in the sale of new and used clothing and accessories for women. Unemployed women between the ages of 18 and 30 who encounter difficulties integrating the workforce can acquire professional training in the various aspects of retail sales and 6 months of paid work experience. *(21 participants)*



REVENUE GENERATING ACTIVITIES

More than 14,000 people participate in these activities which contribute to the development of the Women's Y and its social and community action.

The Health and Fitness Centre, founded in 1902, is led by a dynamic, skilled and professional team who work for and with women in a respectful and friendly atmosphere. Its training room and aerobic and aquaform classes allow the Centre to respond to the latest trends in physical fitness geared specifically to female physiology. In the course of this past year there has been a complete overhaul of the Centre's semi-olympic heated pool. The Health and Fitness Centre services are offered free of charge to certain targeted groups such as women who are referred by shelters and hospitals, handicapped persons who are registered in our special handicap swim program and certain participants of our programs. *(1,120 people)*

The Hotel is situated in the heart of downtown Montreal, right in the middle of the action, and provides affordable accommodation to both women and men travelling alone or in groups. The Hotel has undergone a complete renovation, closing its doors for six months in order to reopen in June 2003. *(12,095 visitors)*

Camp Oolahwan was founded in 1917 and since 1990 has offered a program of English Immersion to young girls and boys age 6 to 13 years. The campers participate in a multitude of artistic and outdoor activities surrounded by the beauty of the Laurentian Mountains in Ste-Marguerite-Estérel. This enchanting site includes a private lake, beachfront and many hiking and walking trails. A program of financial aid is offered to families of modest income. *(592 campers)*

Le Centre de la petite enfance De Mon Cœur is located in the Women's Y and welcomes children between the ages of 6 months and 4 years. *(135 children)*



SOCIAL RESULTS

SERVICES

PARTICIPANTS

Social and Community Services

Leadership in Action	113
Marmite d'ici et d'ailleurs	58
At the Top of Our Voices	43
Movement and Change	24
Residence and Social Reintegration Program for Women in Difficulty	170
Words for Women	100
Joindre l'Est à l'Ouest	97 families including 158 children
Les trois Tables de concertation	476 participants and community workers
Legal Information Clinic	3,000 inquiries, 1,706 appointments
Volunteer Centre	492 volunteers

Orientation and Services for Employment (O.S.E.)

Internships	21
OSE	280
Jump Start	100
Single Mothers Program	43 participants 58 mentors 18 peer helpers
Fringues & Cie	21

Revenue Generating Activities

Camp Oolahwan	592 campers 70 children from outside groups
Health and Fitness Centre	1,120
Hotel	12,095
Sub-total	18,800

Miscellaneous

Aquatic Activities	
Red Cross swimming courses for children	
Centre de la petite enfance De Mon Coeur	
International Development	
Self-help and Discussion Groups	
Referral Centre	
Week Without Violence	
Women seen and referred to other organizations	

Total **31,000**



FINANCIAL STATEMENTS

MONTREAL YOUNG WOMEN'S CHRISTIAN ASSOCIATION (Women's Y of Montreal)

	\$	\$
	2003	2002
BALANCE SHEET AS AT MARCH 31, 2003*		
Assets		
Cash and short-term investments	549,683	432,555
Accounts receivable and accrued interest	144,967	94,263
Accounts receivable – YWCA Foundation of Montreal (Women's Y Foundation of Montreal)	47,019	107,099
Accounts receivable – Renovation project (GST/QST)	276,698	-
Prepaid expenses	20,890	45,647
Investments, at cost (market value \$1,048,489; 2002 - \$1,151,553)	926,442	919,793
	1,965,699	1,599,357
Capital assets, net	5,635,028	3,509,280
	7,600,727	5,108,637
Liabilities		
Accounts payable and accrued charges	1,014,440	416,431
Accounts payable – CPE De Mon Cœur	23,011	23,011
Deferred revenue	272,957	277,378
Deferred contributions related to capital assets	2,116,144	-
Held in trust for RRSSS (Montreal)	60,649	104,566
Funds held in trust for third parties	-	3,389
Bank loan	1,586,513	1,700,000
	5,073,714	2,524,775
Net assets		
Invested in capital assets	2,865,614	2,809,280
Internally restricted funds	45,367	69,793
Externally restricted funds	992,141	989,995
Deficit	(1,376,109)	(1,285,206)
	2,527,013	2,583,862
	7,600,727	5,108,637

STATEMENT OF REVENUE AND EXPENSES YEAR ENDED MARCH 31, 2003*

Revenue		
Health Centre, Camp registration and others	601,157	671,847
Lodging	462,429	687,849
Rental of facilities	148,251	168,668
Investment income	53,797	53,023
Saleable supplies	55,567	63,265
Donation from the YWCA Foundation (Women's Y Foundation of Montreal)	140,000	140,000
Restricted donations	38,303	35,622
Gain on disposal of investments	4,587	29,148
Other revenue	44,561	67,670
	1,548,652	1,917,092
Subsidies		
Centraide	457,735	459,735
Government of Quebec	1,350,032	1,486,076
Government of Canada	236,504	130,011
	2,044,271	2,075,922
Total revenue	3,592,923	3,993,014
Expenses		
Services and programs	2,831,202	2,942,048
Building expenses	211,775	227,450
Communication and awareness programs	115,541	161,795
Administration	295,178	352,240
Special Fund	31,323	3,793
Total expenses	3,485,019	3,687,326
Excess (deficiency) of revenue over expenses before interest, special donations and amortization	107,904	305,688
Interest on bank loan	54,307	95,283
Excess (deficiency) of revenue over expenses before special donations and amortization	53,597	210,405
Special donations	50,000	-
Amortization of deferred contributions related to capital assets	146,622	-
Amortization expense	(307,068)	(161,566)
(Deficiency) excess of revenue over expenses for the year	(56,849)	48,839

*The balance sheet and the statement of revenue and expenses are taken from the financial statements as audited by Samson Bélair/Deloitte & Touche.

BOARD OF DIRECTORS

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Development and
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Director,
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Senior Vice-President
Contact Centre -
Consumer Market
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Mercédès Durosel
Psychotherapy Nurse
CHUM

Cynthia Lam, C.M., M.S.W.
Intercultural Relations
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Architect
de Grandpré Mainella

Sylvie Mercier
Director
Economic Development Office
City of Montreal

Miriam Pozza
Partner, Transaction Services
PricewaterhouseCoopers LLP

Annie Thabet
President
AT Capital Inc.

Lili-Anna Peresa, eng.
(ex officio)
Executive Director
Women's Y of Montreal

BOARD COMMITTEES

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Governance • Mathilde Carrière • Anièle Lecoq • Joëlle Lescop*

Human Resources • Odette Ferland • Cynthia Lam* • Susan O'Reilly • Louise Patry • Lili-Anna Peresa

Communications • Michèle Beaubien* • Lisa Massé • Lili-Anna Peresa • Suzanne Sauvage

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Entrepreneurship Centre • Cécile Arbaud • Michèle Beaubien • Jocelyne Boivin* • Marie Desroches • Annie Thabet • Raymonde Lévesque • Élyse Villemaire

Hotel • Mirella Alfiero • Jocelyne Boivin • Mathilde Carrière* • Sonia Laroche • Lili-Anna Peresa • Sara Boisjoli • Lisa Massé

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*Committee President

MANAGEMENT

Lili-Anna Peresa, eng.
Executive Director

Claudette Demers Godley
Associate Executive Director
Responsible for Programs
and Services
Director of Social and
Community Services

Bert Bergman
Director, Administrative and
Financial Services

Sophie Laliberté
Development Director
Women's Y Foundation of
Montreal

Raymonde Lévesque
(Geneviève Gosselin interim Director)
Director, Employability and
Entrepreneurship Services

Debbie Loiseau
Director-Manager
Health and Fitness Centre

Lisa Massé
Director, Communications
and Customer Service

Michelle Robineau
Director, Hotel

Sara Boisjoli
Supervisor, Reception



MESSAGE FROM THE CHAIR



Dear Friends and Supporters of the Women's Y,

We are delighted to announce that the Women of Distinction Gala celebrated its 10th anniversary this year by raising a record \$200,000 to benefit the Women's Y Foundation of Montreal. For the second consecutive year, Edmée Métivier, Vice-President of the Business Development Bank of Canada assumed the presidency of this prestigious event. Under her auspices, Coordinator Micheline Villeneuve and some 50 volunteers saw to its organization, from the call to nominations to the holding of the Gala dinner for a record 850 guests. The Foundation is very grateful for the work and expertise so generously donated to making this Gala such a success. We can all take pride in the dedication and devotion of so many women to the cause of the Women's Y and its Foundation and to the securing of their financial stability.

In 2002, a capital campaign of \$10.5 million was launched to effect essential infrastructure renovations at the Women's Y. We are very proud to report that, to date, we have raised \$9.2 million towards this objective. We would like to thank all the donors who have been so generous with their support as we invoke the good will of those who are in a position to follow their example.

At this time, I would like to thank the members of our board of directors for their unfailingly constructive advice, assiduous attendance at meetings and the kind of individual and collective contributions that make the Chair a very comfortable place to sit. The Foundation is also well and truly served by Joanne Chabot, its executive assistant, and Sophie Laliberté, our campaign director who has just joined the Foundation's management team as director of development.

Our thanks must also go to the Executive Director of the Women's Y, Lili-Anna Peresa and her team for their unfailing support and help in effecting the reorganization of the Foundation's administration.

In closing, I want to add a word of my own. I am very grateful to have had the privilege of chairing the Foundation since its inception in 1995. My mandate is coming to a close. I, therefore, rise from the Chair leaving the Foundation in good hands and well on its way to reaching the objectives it aspires to achieve. I move on, yes, but never away from the Women's Y of Montreal.

A handwritten signature in cursive script, appearing to read 'Gretta Chambers'.

Gretta Chambers
Chair
Journalist
Chancellor Emerita
McGill University

OUR MISSION

The Women's Y Foundation of Montreal is a non-profit corporation whose mission is to support the Women's Y in the development and pursuit of its objectives.

The Foundation fulfills this mission by raising, administrating and allocating funds for the various projects and activities put forward by the Board of Directors of the Women's Y of Montreal.



ACTIVITIES REPORT

ANNUAL CAMPAIGN 2002-2003

This year has seen a great effort from the Foundation to cultivate and nurture ties with its community partners. More than 100 individuals participated in the Annual campaign, many contributors of longstanding, giving year after year for the betterment of their community. Thank you for your generosity.

MAJOR CAPITAL CAMPAIGN 2000-2005

In June 2002, the Women's Y of Montreal and its Foundation officially began a major capital campaign under the banner of *Effective Action*. This \$10.5 million campaign is supported by an exceptional team of men and women who have acted with unparalleled professionalism. The Foundation has attained 87% of its objective in less than a year thanks to the diligent and committed work of the members of the Campaign Cabinet.

The *Effective Action* campaign, the third major campaign in the history of the Women's Y, has determined three main priorities: the expansion of existing services, the creation of new services as well as the complete renovation and refurbishment of its premises.

2003 WOMEN OF DISTINCTION GALA – 10TH ANNIVERSARY

More than 20 years ago in Winnipeg, the National YWCA movement began the Women of Distinction Awards and since then, other YWCAs in Canada have taken up the cause. In 1994, the Women's Y of Montreal initiated its first Gala. Since its inauguration, this prestigious event has brought together more than 8,000 people from all social and economic milieus of Montreal.

The Women of Distinction Gala is an annual event which allows the Foundation to publicly recognize exceptional women who play an exemplary role in society. The Gala pays tribute to leaders in 11 areas of activity and presents a special award for meritorious service to a women distinguished by her overall contribution to the advancement of women.

Congratulations to the winners and pioneers of the 2003 Women of Distinction Gala



FROM LEFT TO RIGHT, BACKGROUND: Dr. Lorna Roth, Concordia University – Education; Raneë Lee, Jazz Singer – Arts and Culture; Honourable Lucie Pépin, Senator – Pioneer; Marie-José Turcotte, Radio-Canada – Communications; Dr. Rhoda Blostein, McGill University – Science and Technology; Geraldine Dubrulle, McGill University – Sports and Well-being; Louise Lévesque, Centre de recherche de l'Institut universitaire de gériatrie de Montréal, Université de Montréal – Health; **FOREGROUND:** Ruth Flicker, RRF Human Development Consultants Inc. – Entrepreneurship; Isabelle Narayana, City of Montreal – Public Service; Marion Lowe-Mclean, Retired – Community Service; Alanis Obomsawin, National Board Film of Canada – Advancement of Women; Janelle Bertrand, Writer and Presenter – Pioneer; Lili de Grandpré, Mercer Management Consulting – Business and Professions; Claudine M. Desjardins, Université de Montréal – Young Woman of Distinction.

THANKS TO OUR 2003 PARTNERS: Event Partner – Pfizer Canada Inc.; Highest Distinction - Advancement of Women – Société des alcools du Québec; Business and Professions – Fédération des caisses Desjardins du Québec; Arts and Culture – Imperial Tobacco Canada; Communications – GE Canada; Education – Borden Ladner Gervais; Entrepreneurship – RBC Royal Bank; Young Woman of Distinction – CIBC; Health – Medisys Health Group; Science and Technology – Bell Canada; Community Service – Hydro-Québec; Public Service – Canadian Heritage; Sports and Well-being – Scotia Bank.

FINANCIAL STATEMENTS

YWCA FOUNDATION OF MONTREAL (WOMEN'S Y FOUNDATION OF MONTREAL)

	\$	\$
	2003	2002
BALANCE SHEET AS AT MARCH 31, 2003*		
Assets		
Current assets		
Cash	448,068	213,650
Short-term investments	-	1,100,000
Accounts receivable	8,539	6,196
Prepaid expenses - Women of Distinction	15,614	22,132
	472,221	1,341,978
Liabilities		
Current liabilities		
Accrued payables and accrued liabilities	58,920	8,296
Account payable - Montreal YWCA (Women's Y of Montreal)	47,019	107,099
Unearned revenue - Women of Distinction	216,852	127,980
	322,791	243,375
Deferred major capital campaign revenue	101,668	1,064,640
	424,459	1,308,015
Surplus	47,762	33,963
	472,221	1,341,978
STATEMENT OF REVENUE AND EXPENSES AND SURPLUS YEAR ENDED MARCH 31, 2003*		
Revenue		
Major capital campaign revenue	2,098,306	-
Women of Distinction, net amount	154,921	188,431
Annual campaign	54,900	37,361
Restricted donations	38,303	35,622
Special events	-	4,808
Interest from investments	-	8,825
	2,346,430	275,047
Expenses		
Donations to the Montreal YWCA (Women's Y of Montreal)		
Major capital campaign	1,773,799	-
Expenses related to the Major capital campaign	324,507	-
Salaries and fringe benefits	12,650	48,479
Operating expenses	43,372	25,535
	2,154,328	74,014
Excess of revenue over expenses before undernoted items	192,102	201,033
Donations to the Montreal YWCA (Women's Y of Montreal)		
Restricted	38,303	35,622
Unrestricted	140,000	140,000
	178,303	175,622
Excess of revenue over expenses	13,799	25,411
Surplus, beginning of year	33,963	8,552
Surplus, end of year	47,762	33,963

*The balance sheet and the statement of revenue and expenses and surplus are taken from the financial statements as audited by Samson Bélair/Deloitte & Touche.

EXECUTIVE BOARD

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Gretta Chambers
Journalist
Chancellor Emerita
McGill University

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Lili-Anna Peresa, eng.
(ex officio)
Executive Director
Women's Y of Montreal

CABINET OF THE MAJOR CAPITAL CAMPAIGN

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Luc Desjardins
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Department Manager, Treasury
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Carol Fitzwilliam
President
Shore & Fitzwilliam

Stéphane Gonthier
Vice-President Operations, Eastern
Canada & Secretary
Alimentation Couche Tard inc.

Maryse Gosselin
Sales Director, Entreprises Services
Royal Bank

Anièle Lecoq
President Women's Y
Consultant
Development & Marketing
consulting

Elliot Lifson
Vice-President
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