



WCA MONTREAL

2009 - 2010 ANNUAL REPORT



Serving Women for 135 Years!



Our Mission: EMPOWER WOMEN TO ACHIEVE

Our Values:

- + TO PROMOTE THE NEEDS, RIGHTS AND THE ROLE OF WOMEN IN SOCIETY
- + RESPECT
- + INTEGRITY
- + EQUITY
- + COMMUNITY SPIRIT

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THE YWCA MONTREAL IS 135 YEARS OLD!

You may remember that in 2008-2009 the YWCA decided to retrace its history. Thanks to the extensive research of Carole Boulebsol, Sociologist and Leadership Department Coordinator of Research and Development, this enormous endeavour was accomplished. Some wonderful memories and evocative photographs were uncovered, but more importantly it highlighted the depth of the organization's impact on women's lives from 1875 to today...

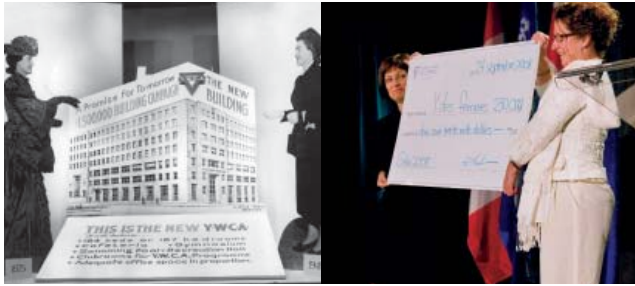
"For too long because of their gender, women have encountered difficulties exercising their rights guaranteed today by the Charter of Rights and Freedoms. Since its creation, the YWCA Montreal has fought for equal access for women to housing, employment, training and education; for their right to live in security and to engage in free and critical thought. Inequalities, however, are still with us today. Many women are paid less than their male counterparts or are caught in situations which limit their choices and their ability to make decisions. These are fundamental rights that are undermined by all forms and manifestations of violence and by the countless mechanisms that allow sexual segregation to persist. [...] The women who forged the YWCA's history were innovators, ambassadors and agents for change. They knew that women must give themselves the tools of their own emancipation, and they mobilized the forces that today epitomize the face and mission of the YWCA. Although the organization was inspired by various ideological currents, it has through the years been able to formulate its own methodology of thought and action which lie at the crossroads of tradition and innovation, stability and risk-taking, research and action. From 1875 until today, women have passed the torch of commitment and solidarity, proving that community work is a source of effective change and a strong motivation to act for the well-being of future generations" (extract inspired from the historical analysis of the YWCA entitled : *Le Y des femmes de Montréal - Toutes : une histoire !*, Carole Boulebsol, 2009).

We hope that this annual report will give you a glimpse into our past, allowing you to see how the action taken by the YWCA throughout its history has been closely connected to the circumstances of the day, and always at the forefront of the emerging needs of Montreal women, past and present.



HISTORICAL RECORD

- 1845** : First **YWCA** opens in England
- 1855** : First **YWCA** opens in England
- 1875** : YWCA Montreal (housing, library and basic training)
- 1880** : Diet Dispensary
- 1885** : Employment placement service
- 1893** : First free nursery in Montreal
- 1895** : Domestic science and culinary arts school
- 1900** : Travellers aid for women
- 1907** : First major capital campaign \$50,000
- 1909** : First gymnasium for women
- 1917** : Camp Oolahwan opens
- 1921** : Auxiliary nursing course
- 1930** : Support and assistance during the depression
- 1940** : Wartime auxiliary services
- 1949** : Major capital campaign \$1.5M
- 1952** : Current building opens
- 1954** : Emergency housing service
- 1962** : Broad-based research study on women and their social roles
- 1964** : Promotion of bilingualism; internally and in Quebec society
- 1968** : Collaboration in the Bird Report
- 1972** : First women's centre in Montreal
- 1975** : Transition House opens : welcoming women victims of conjugal violence and their children
- 1976** : Major capital campaign \$2M
- 1977** : Nouveau Départ program
- 1978** : Collaboration in the "Pour les québécoises, égalité et indépendance" report
- 1980** : Management Centre
- 1983** : The Bricoleuse workshop and TAMS program
- 1985** : Legal Information Clinic, collaboration with Moisson Montreal and major capital campaign \$3M
- 1992** : Literacy Centre
- 1993** : "OSE" program
- 1995** : Women's Y Foundation
- 1996** : The Single Mothers program
- 1998** : Workforce Integration Enterprise: Fringues & Cie
- 1999** : Major capital campaign \$10.5M
- 2000** : Leadership in Action program
- 2001** : ABC en famille and Community Kitchen programs
- 2002** : Words for Women program
- 2003** : Hotel and Auberge renovated and Action research project on violence
- 2004** : Early Sexualization research study
- 2005** : Summer Space day camp
- 2007** : Entrepreneurship Centre and Green Committee
- 2008** : Girls Action Council
- 2009** : Expertise and Training, Leadership Department
- 2010** : Scotiabank Charitable Challenge
- 2010** : **135th Anniversary!**



WORD FROM THE PRESIDENT

In this 135th anniversary year, the annual report highlights the continuity of empathetic and collective action that the YWCA Montreal has demonstrated throughout the years, past and present, old and new, in all its diversity...

Today, society as a whole and the economy in particular, are more and more open to women's aspirations. This reality is affirmed with increasing vigour each day. It is also true that there are growing and real concerns regarding the living conditions and disparities that affect women and girls. These concerns are a constant motivation for the YWCA Montreal to play a sustaining and revitalizing role in our community.

It is precisely this dynamic of continuity and renewal that characterize the year that is now ending.

Continuity in the professional and dedicated work of our employees, now under the leadership of executive director, Geneviève Grégoire. A woman of great heart committed to improving life in Montreal, she is also a professional woman with a head for business. She joins with us to build a better future in this time of great contradictions.

Continuity in our 135 years of history providing women with support and solidarity, allowing them to live in security, spread their wings and contribute to society, exemplifying our mission: "Empowering women to achieve".

Renewal in our ability to adapt to new challenges and to the present-day needs of women and girls in Greater Montreal¹.

Now, more than ever, the community is organizing action for and by women, directing its interventions towards the most urgent issues and to those who are most in need. The YWCA Montreal is proud to contribute to this long history of social solidarity in Quebec. It will focus

its innovative approach of action research to respond to the emerging needs of women and girls of all backgrounds in order to have a lasting impact on their social and economic prospects.

I would like to thank the entire YWCA team as well as the members of the Board of Directors. In this transitional year, the Board has acted with great energy as they embark on our broad strategic plans of renewal and continuity. We have begun this 135th year with confidence and determination, laying the foundations for a new decade during which we intend to pursue our efforts to change minds, maintain the gains we've made, and strengthen the place and role of women in our society.

In closing, I would like to acknowledge the inspired and inspiring support of our colleagues at the Women's Y Foundation and its president Christine Marchildon. For many years she has generously shared her time and her immense professionalism with us. Thanks go as well to all our donors and partners whose contributions have allowed the YWCA Montreal to make a real difference.

135 years - Women working together for a better future!

Sylvie Mercier
President of the Board of Directors



¹ Founded in 1875 by eight society women, members of Montreal's English Protestant elite, the YWCA Montreal has evolved along with the times. Its initial mandate was to assist the many women arriving from the countryside during the rural exodus at the end of the 19th Century. Today, as a result of the great population shift associated with globalization, the organization serves an increasing number of immigrant women from all over the world. The YWCA must take stock of this new reality and adapt its approach in order to respond to the specific needs of these women, a major force in Quebec society, both present and future.

WORD FROM THE EXECUTIVE DIRECTOR

Last August, with the year well under way, I began my mandate as executive director of the YWCA Montreal. It was apparent to me that the organization benefits from being located in a very dynamic environment. This vitality is also very present within our organization and is due in large part to the vast expertise of the personnel and management staff who make up the YWCA team.

2010 is a special year for our organization as it marks our 135th birthday. This occasion is also a wonderful opportunity to boost our visibility. The work has begun. A communications committee has been created and its members are already hard at work and will soon propose activities for the second half of 2010 and beyond.

On the financial front, we have completed a review of our main accounting system. The changes we have implemented will allow the YWCA a greater flexibility which will translate into increased productivity. In addition, the judicious use of human, material, financial and technological resources as well as a sustained effort on the part of the management team and employees will allow the organization to maintain a sound financial position as this economic crisis comes to an end.

In terms of our programs, it has been a significant year in many respects. To fulfill our mission to best advantage, we have concentrated our efforts in four spheres of activity: Employability, Housing, Literacy and Leadership. The work accomplished in each of these sectors has been extraordinary. We have been able to count on a truly exceptional team and the many accolades we have received throughout the year are a testament to their dedication.

Here are some of the commendations we have received during the past year: The Leadership Department received the 2009 Peace Medal in the Local Initiatives category for its Youth and Sexualization project. Fringues & Cie was also recognized for its employability program and received a \$3,000 bursary to support its work with women who wish to integrate into the workforce. In addition, the YWCA was the co-recipient of the Equality Award given by the Ministère de la Culture, des Communications et de la Condition féminine in the Economic Equality category.

These numerous awards are evidence of the positive social impact that the YWCA is having on our community. The organization's directors and management staff as well as the employees and volunteers will continue to devote their skill, professionalism and energy to make the organization a place that responds to the emerging needs of girls and women.

In the heart of downtown

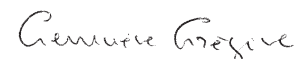
For 60 years now, the YWCA has occupied the corner of René-Lévesque and Crescent Street, an enviable location. At our address you will find a hotel, an auberge, an employment integration enterprise and a multitude of programs and services specially designed for women. This building is much more than bricks and mortar; it is an important asset that ensures our stability.

Our sincere thanks

Thank you to all of our employees. Each day, these women and men bring the organization's values to life and uphold its heritage. Because of their efforts, we can pursue our development, strengthening our ability to fulfill our mission.

I want to thank the members of our board of directors for their invaluable collaboration, our volunteers who give so generously of their time as well as the Foundation board members whose support has been so important to me.

Enriched by its 135 year history and the contributions of its many supporters, the YWCA will pursue its tradition of excellence so it may continue to better serve the community of women.



Geneviève Grégoire
Executive Director



A SNAPSHOT OF 2009-2010



The YWCA Montreal Leadership Department, recipient of a YMCA Peace Medal in the Local Initiatives Category for its “Youth and Sexualization” project.



The YWCA Montreal Entrepreneurship Centre, co-recipient of the “Prix Égalité” 2010 in the category Economic Equality, awarded by the Ministère de la Culture, des Communications et de la Condition féminine.



The workforce integration venture, Fringues & Cie, awarded a \$3,000 prize in the Social Economy category of the “Relève entreprise Centre-ville” contest, sponsored by the Société de développement économique Ville-Marie (SDEVM).



The YWCA is ready to take advantage of today's technology! Stay up to date with our events and activities by becoming a fan of our Facebook page and you can also sign up for our electronic newsletter by consulting our website. www.ydesfemmesmtl.org



On March 8th, the YWCA participated in the launch of the World March of Women 2010 at Complexe Desjardins and will be in Rimouski for the official march next October 12th to 19th!



On March 14th, the YWCA welcomed Michael Ignatieff, Leader of the Liberal Party of Canada and Leader of the Official Opposition, at a public meeting to discuss women's issues.



The YWCA International Committee is preparing to welcome four women from YWCA Cameroun to promote an exchange of best practices and expertise between our organizations.



The YWCA participated in the annual March of 1,000 Umbrellas in support of Centraide, an organization that provides us with essential support. Thank you!

Some of our PARTNERS...

Agence de la santé et des services sociaux, Centre Dollard-Cormier, Chantier de l'économie sociale, City of Montreal, Coalition pour l'alphabétisation, Collectif des entreprises d'insertion du Québec, Commission scolaire de la Pointe-de-l'Île, Douglas Hospital, Emploi-Québec, FOHM, Forward House, FQOCF, FRAPRU, Jacob, La Maison d'Haïti, La Puce Ressource informatique, Les Boucliers d'Athéna, Les Effrontés, Literacy Foundation, Literacy Volunteers of Quebec, McGill & Concordia Universities, Montreal Harvest, NFB, RAPSIM, RCLALQ, RQASF, RQuODE, SAWCC, SBEM, Secrétariat à la condition féminine du Québec, Table des groupes de femmes de Montréal, La Concertation des luttes contre l'exploitation sexuelle (CLES), Tracom Crisis Centre, Women's Centre of Montreal, YWCA Canada, etc.

YWCA MONTREAL PROGRAMS

LITERACY

WORDS FOR WOMEN & ABC EN FAMILLE

In 2009-2010, the Literacy Department has:

- + paired 53 participants with literacy tutors as part of the Words for Women program;
- + visited 20 families in their homes as part of the ABC en famille early literacy program;
- + given 25 presentations to more than 150 people in Montreal's Southwest Borough sensitizing community workers and professionals to the consequences of low literacy skills - the limits they impose on a daily basis and their effect on personal and social aspirations - and introducing them to the YWCA's literacy programs;
- + established partnerships with school boards and organizations specializing in social integration and literacy in relation to its new project "Alphabétisation et préparation à l'emploi", which will be developed during the next three years;
- + trained a group of parents in Verdun interested in facilitating group workshops on early literacy;
- + joined coalitions and worked on various committees promoting early literacy;
- + given presentations to the community which included a presentation at a family literacy conference and to university level social work students;
- + published an article in a magazine specializing in adult education.

In 2010-2011, the Literacy Department plans to:

- + increase its understanding of young learners needs and offer improved services to Montreal's Southwest Borough communities;
- + increase its visibility and recruit women and families who wish to follow a literacy or an early literacy program;
- + offer more educational and cultural activities to participants of our two literacy programs.



A Words for Women participant learns how to find her way around the city...



"The children and I love the activities. For me, it's a special time each week when I can sit down with my children. The program really gives me helpful advice. The literacy worker is like a member of the family who I can confide in."
Naïma, participant of the ABC en famille program





ORANGE DAY

"Thanks again for providing the GSK Montreal representatives with the opportunity to take time from our busy schedules and give back to the community by volunteering at the YWCA. We felt very welcomed and overall, the team there provided a very amicable environment. Till the next time."
 John Balouzakis, B.Sc., M.B.A.



VOLUNTEERS

VOLUNTEER CENTRE & LEGAL INFORMATION CLINIC

In the fall of 2009, the Volunteer Centre and Legal Information Clinic welcomed a new coordinator. Since her arrival, efforts have been made to raise staff awareness of how volunteers can assist them in their daily work. We hope that this will increase departmental requests for volunteers which will in turn help better support the YWCA's mission.

In 2009-2010, the Volunteer Centre and the Legal Information Clinic have:

- + received more than 1,500 calls and 900 clients for legal information;
- + welcomed close to 400 volunteers who completed more than 10,000 hours of volunteer work;
- + created an online "Volunteer request form" for the departments and updated the Centre's tools;
- + created a workshop to foster awareness and promote volunteers to employees;
- + organized a 5@7 where YWCA employees and volunteers enjoyed food, drink, music, and each other's company while celebrating their diversity.

In 2010-2011, the Volunteer Centre and the Legal Information Clinic plan to:

- + create a "Guide for Volunteers" in order to improve their experience at the YWCA;
- + produce evaluation tools for the Volunteer Centre and volunteers;
- + organize get-togethers to promote teambuilding among volunteers and allow them to share their volunteer experiences.

"I wish to thank the YWCA team for making me feel at home. The joy of being able to help out, interact with others, and learn from each person's experiences was of much value to me as a new immigrant with no family in Montreal. This joy lifted my spirit and made me feel like I belong. It made me feel that I am a human being of value to society. So thank you again."
 Carmen, volunteer at the YWCA



EMPLOYABILITY

SINGLE MOTHERS PROGRAM

In 2009-2010, the Single Mothers program has:

- + helped 51 mothers integrate into the workforce or return to school (placement rate: 60%);
- + offered a complete plan for employment including language and computer courses, a 4 to 6 week internship supervised by qualified counsellors, as well as the support of a mentor!

In 2010-2011, the Single Mothers program plans to:

- + offer its services to 51 mothers, while being more present in the community and available for mothers.

OSE

In 2009-2010, the OSE program has:

- + offered 233 women of all ages and backgrounds an array of free à la carte services and group workshops based on specific themes related to the job search process and the realities of the Quebec job market (placement rate: 73%);
- + offered women a personalized service provided by its employment and guidance counsellors who are trained to work in a multicultural environment.

In 2010-2011, the OSE program plans to:

- + reintroduce its Private OSE program (paid services);
- + produce an electronic version of the "BOTTIN ROSE" (resource book for employability services in Montreal);
- + continue its mission while working to improve its job search workshops.



"The program responds well to the needs of mothers who want to return to work or school after a long period managing a growing family. It allows us to put our experience into perspective, promotes self-esteem and gradually moves us forward as we integrate into the job market, through information meetings and an internship."
Tammy, participant of the Single Mothers program





“My experience at the YWCA allowed me to take on more responsibility, be more independent and helped me integrate into Quebec society.”
 Vania, participant of the Fringues & Cie program



FRINGUES & CIE

In 2009-2010, the workforce integration program Fringues & Cie has:

- + had 24 participants (placement rate : 68%, no withdrawals);
- + been accredited by Emploi-Québec for the quality of its program based on seven specific criteria: social and employment integration mission, ability to respond to participants needs, comprehensive training goals including social, personal and employment aspects, etc.;
- + initiated a partnership with the Commission scolaire de la Pointe-de-l'Île allowing participants to obtain an attestation in Social and Employment Integration, recognizing training and experience in sales and customer service;
- + increased its media visibility with features on Radio-Canada's "Ados-radio" and "C'est bien meilleur le matin" broadcasts and with articles in Lou Lou and Clin d'œil magazines and the Métro daily newspaper;
- + received a \$3,000 grant from the SDEVM.

In 2010-2011, the workforce integration program Fringues & Cie plans to:

- + increase its storage space;
- + restructure its facilities to improve the management of its merchandise stock;
- + increase corporate and individual donations to expand its inventory of new and gently used clothing.



Participants of the Fringues & Cie program at the fashion show organized during the "Semaine des entreprises d'insertion du Québec".

ENTREPRENEURSHIP

ENTREPRENEURSHIP CENTRE

Strengthened by three years of experience, the Entrepreneurship Centre has once again demonstrated its relevance and its determination to be a vital part of Montreal's entrepreneurial world. Many organizations focus their efforts to assist businesses in their pre-start-up or start-up phases. The Entrepreneurship Centre's goal is to concentrate its efforts helping businesses in their consolidation, growth and development phases.

In 2009-2010, the Entrepreneurship Centre has:

- + provided business counselling services to 18 women entrepreneurs who head Montreal businesses, thanks to a team of volunteer experts and professionals;
- + assisted 96 entrepreneurs through its support, information and referral services, guiding them to the resources that best correspond to their needs;
- + implemented two new services: Consulting Service and Financing;
- + gathered together more than 150 businesswomen for the 2nd edition of Rendez-Vous Femmes Entrepreneures (RVFE) which explored the theme: "*Les faces cachées de la crise économique : Leadership au féminin, croissance et opportunités*";
- + launched a guide for women entrepreneurs, taken in part from the conclusions reached at this informative conference;
- + initiated growth management workshops that ask entrepreneurs to reflect on themselves and their businesses while clarifying the issues and challenges associated with growth;
- + provided practical business advice to more than 400 entrepreneurs to help them manage the growth of their businesses. This was accomplished by means of infoletters, quarterly and monthly meetings of the Business Women's Circle facilitated by guest speakers and experts in the field.

DID YOU KNOW THAT...

- + 94% of the 56 entrepreneurs who have used the Entrepreneurship Centre's services to date are still in business today, a much greater number than the 70.5% national average for businesses in existence for 5 years;
- + the majority of entrepreneurs assisted by our services have created on average 2 to 3 additional jobs in their businesses during or following their use of the Centre's services (94 jobs created, maintained or contracts renewed);
- + 30 volunteer business people, both women and men, have made all this possible thanks to the time, expertise and energy they provide to support and equip women entrepreneurs for the challenges they face.



"I wanted to grow my business but didn't know how to go about it, where to start, the steps to take or where to get answers to my questions about financial management and human resources. The Business Counselling service allowed me to better structure the production of my jewellery, look for new clients and improve my financial management skills."
Geneviève, jewellery designer

*Ms. Lina De Cesare,
Co-founder and President of Tour
Operators – Transat A.T. Inc. –
was named president of the
Entrepreneurship Centre
Advisory Committee in 2009.*





“More than anything, I wanted to give the girls a good understanding of themselves and boost their self-confidence so they could feel happy and more carefree. I saw the importance of giving them space to express themselves, offer their opinions and be themselves without being judged. It was really touching to see them grow throughout the camp session, slowly coming out of their shells, becoming more sensitive to the feelings of others, daring to express themselves or discovering new talents. I also feel that I have grown and gained more self-confidence because of the time the girls and I spent together and the attachment I feel towards them.”
 Claudia, facilitator of the Summer Space program



“I cannot say what a difference this has done to my life. Recently widowed, Nola brought me to the YWCA and I came back to life. All my thoughts to people who need education, love and camaraderie.”
 Dorothy, Painting and Drawing group

YOUTH LEADERSHIP

In 2009-2010, Youth Leadership has:

- + welcomed 24 participants to its Summer Space day camp;
- + reached 94 participants through Leadership in Action workshops and 52 participants through Girls Naming Violence workshops;
- + reached 144 participants through activities associated with special projects: Food and Active Living, I am much, much more and Peer Ed, as well as facilitated workshops given to grade 11 students at Calixa-Lavallée High School;
- + developed a facilitation guide in collaboration with the National Film Board, for the film *Sexy Inc. Our children Under Influence* (youth version), which is offered to teachers and community workers;
- + continued its partnership with Sophie Bissonnette and the NFB for the production of the follow-up film to “*Sexy Inc. Our Children Under Influence*”. This documentary film entitled “*Staying Real: Teens Confront Sexual Stereotypes*” will be released next September.



In 2010-2011, Youth Leadership plans to:

- + develop workshops aimed to prepare girls for the transition from elementary to high school;
- + facilitate gender equality awareness projects in two schools in Montreal North;
- + reflect on ways to effect systemic change in young people’s environment.

ADULT LEADERSHIP

In 2009-2010, Adult Leadership has:

- + welcomed 17 participants to the new workshop series *My Time, A Gathering Place for Women* and 39 participants to the Painting and Drawing workshops;
- + reached 171 participants through six projects established in collaboration with three community partners;
- + met 477 parents and other adults during discussion groups and conferences on the themes of sexualization and sexism;
- + developed a program addressed to immigrant mothers to facilitate their integration into Quebec society.

In 2010-2011, Adult Leadership plans to:

- + begin offering the program designed for immigrant mothers;
- + identify the unanswered needs of adult women.



LEADERSHIP

EXPERTISE AND TRAINING

Stemming from the 2004 action research project “Youth and Sexualization: Innovative approaches to intervention”, the Leadership Department's “Expertise and Training” component has a two-fold aim: 1) to develop expertise and 2) to develop innovative and appropriate facilitation, sensitization and prevention tools for use in practice and for issues that particularly concern women and girls. In addition, it aims to transfer expertise and share knowledge with youth workers, teachers and parents, as well as with the university research community.

In 2009-2010, Expertise and Training has:

- + organized an international conference - Youth, Media and Sexualization, attended by 97 participants. The conference proceedings are available on the YWCA website;
- + reached 655 people across Quebec through training sessions and community mobilization workshops on the issue of sexualization;
- + produced and published an accompanying guide for the Sexualization training sessions and an accompanying guide for the community mobilization workshops, as well as an activity kit for teachers and community workers who would like to address this issue;
- + reached 57 people through workshops entitled Preventing violence against girls: A Training for frontline workers;
- + developed an important collaborative network and implemented 15 pilot workshops as part of the action research project “Tools for Effective Action” which aims to prevent street gangs from recruiting girls for the purpose of sexual exploitation;
- + supported the mobilization of youth coalitions through meetings with the Table de concertation jeunesse de Pointe-aux-Trembles/Montréal-Est, the Sous-comité hypersexualisation du GAJ de St-Michel and the Table de concertation sur les nouvelles réalités psychosexuelles de Montréal-Nord (23 meetings);
- + participated in developing projects with numerous community partners (about 140 meetings) such as Forum Jeunesse Centre-Ville, the Table des groupes de femmes de Montréal and the Concertation des luttes contre l'exploitation sexuelle (CLES).

In 2010-2011, Expertise and Training plans to:

- + develop new programs in collaboration with community partners and the research community;
- + prepare a supplementary day of training as part of the “Youth and Sexualization : Innovative approaches to intervention” project ;
- + undertake a three year action research project regarding best practices for prevention.



“The Activity Kit that accompanies the Youth and Sexualization project is a fantastic addition and creates a lot of interest among young people. These tools really stimulate debate. Thank you for your ingenuity and once again MY COMPLIMENTS TO THE TEAM!!!”
Marie-Hélène Luly, GAP-VIES



International Conference - Youth, Media and Sexualization, May 29, 2009 at the YWCA.



PARTNERSHIPS FOR COMMUNITY HOUSING

Brin d'Elles (22 units) and Maison St-Michel (12 studio apartments) are social housing projects with community support for women. An initiative of the Fonds dédié à l'habitation communautaire (FDHC), these housing projects are managed by the tenants, the YWCA, the Centre Dollard-Cormier, the Réseau Habitation Femmes and the Auberge Madeleine.

In 2009-2010, the partnerships for community housing have:

- + housed 34 tenants, including 10 former participants of the Residence Social Reintegration program;
- + held monthly meetings of the management committees;
- + provided prompt follow-up and support to former residents in distress or crisis;
- + managed conflicts (as needed);
- + held group activities (yearly meetings, Christmas parties...).

In 2010-2011, the partnerships for community housing plan to:

- + continue their management work with the committees and encourage good neighbour relations through community support.

THE RESIDENCE

In 2009-2010, the Residence has:

- + provided housing to 47 women, 38 of whom joined the Social Reintegration program this year;
- + counted 1,604 participants involved in 182 activities (hairdressing, coffee discussions, community kitchen, residents newsletter), outings (Montreal Museum of Fine Arts, Granby Zoo, apple-picking, sugaring off, etc.) and workshops (self-defense, mental health, budget management, music therapy, etc.) organized by residence counsellors;
- + carried out 1,558 individual interventions and responded to 1,977 telephone inquiries (active listening, information and referral, psychosocial follow-up, violence prevention, crisis management, etc.);
- + welcomed and supervised a social work intern and two interns in community art education;
- + supported a resident's participation in the YWCA Canada "Life Beyond Shelter" project;
- + renovated the bathrooms and laundry room.

In 2010-2011, the Residence plans to:

- + further develop community housing and strengthen its ties with its partner organizations;
- + set up a computer room to help residents in their search for employment, accommodation and other assistance programs;
- + renovate and restructure the reception and work spaces.

JARDINS DU Y DES FEMMES

The Jardins du Y des femmes is a community housing project created by the YWCA as part of the Homelessness Partnership Initiative Program (HPI) to prevent and reduce homelessness. This innovative program aims to provide stable, secure and accessible housing to participants of the Residence Social Reintegration program who are ready to move into an apartment and are having difficulty finding appropriate housing. Community support allows women to lessen their isolation and to integrate themselves more fully into community life.

In 2009-2010, the Jardins du Y des femmes has:

- + provided accommodation for 21 women (100% occupancy);
- + offered diverse activities in order to encourage community life and lessen women's isolation (community dinners, outings to the museum and the maison de la culture, relaxation workshops, etc.);
- + had the support of four volunteers (recycling, hairdressing, emergency on-call).

In 2010-2011, the Jardins du Y des femmes plans to:

- + search for financing in order to offer greater community support to tenants.

Many thanks to Diana Pizzuti, Head of Housing Services for her 25 years of dedicated work for and with women!



"I feel extremely fortunate to have been able to do my stage here. Great people, great learning experience, and I love the anti-oppressive approach being practiced at all levels of the organization!!"
 ◀ Crystal, Residence program intern



"I moved here because I needed a rock. The YWCA has a solid understanding of what women experience and need. Through their efforts, I have been able to take back my life and my dignity. I am now finishing my education and moving toward completing my dreams. I have



learned to have higher expectations of myself and others. Through their example, I have a greater inspiration to touch the lives of other women, who have gone through a similar situation as me. Supporting the YWCA is getting "power" behind your dollar because they know what they are doing and do it well. Thank you to the YWCA and staff."



◀ Deborah, participant of the Social Reintegration program

135 years of housing services!



“My name is Anne Charest, lactation consultant and president of Diffusion Allaitement... We rent conference rooms at the YWCA to give professional training in Human Lactation and Breastfeeding and also use the hotel services, as the trainers and students come from all over Quebec and Canada. We always receive a warm welcome at the YWCA, with services adapted to our needs such as catering, storage for our teaching materials and access to a kitchen. All these services are greatly appreciated by all our participants.”
Anne Charest



HOTEL *** & AUBERGE ****

In 2009-2010, the Hotel and Auberge have:

- + generated revenue of approximately **\$749,000** to finance the YWCA programs;
- + sold 6,500 night stays;
- + welcomed more than 13,000 guests;
- + set up a lounge and computer room at the Auberge;
- + improved the decor and added a fridge, hair dryer, iron and ironing board, as well as wireless Internet in each hotel room.

In 2010-2011, the Hotel and Auberge plan to:

- + recruit a marketing intern to help raise visibility and increase clientele during the low season;
- + continue supporting the YWCA programs and providing our guests with excellent customer service!



RENTAL FACILITIES

In 2009-2010, the YWCA Montreal has:

- + generated approximately **\$42,000** in revenue through short-term facility rentals, even though its space is most often used for meetings and activities associated with its programs and services.

In 2010-2011, the YWCA Montreal plans to:

- + increase rentals by promoting its facilities on the Web and in different media.

OUR TENANTS (LONG TERM)

CPE de Mon Cœur, Action des femmes handicapées Montréal, Metropolitan Montreal Independent Living Resource Centre (MM-ILRC), Café Imagination.

What's new and "Green" at the YWCA

A LOOK AT OUR GREEN ACCOMPLISHMENTS SINCE 2001



2001 to 2005

- Undertook significant renovations to the building's envelope and structure;
- Consolidated our recycling material systems.

2007

- Created the *Green Committee*;
- Acquired biodegradable cleaning products.

2008

- Established a pick-up point for the *Good Food Box* program (Montreal Harvest) at the YWCA to improve access to quality local fruits and vegetables for employees and community residents (a partnership with local producers);
- Used biodegradable/recyclable dishes for events;
- Sent monthly "Eco-tip" emails to employees.

2009

- Replaced lighting with more energy efficient models with the help of Hydro-Québec's *Energy Renovation* subsidy for non-profit organizations;
- Launched the "Charter of Eco-Responsibility" to encourage employees, volunteers, clients and participants to respect the environmental code of ethics that the organization has adopted;
- Held a day-long open house on the theme of "Women, Health and the Environment" as part of International Women's Day (conferences and kiosks on diverse issues: green and safe cosmetics and feminine hygiene products, local and organic food products, environmental practices in organizations, etc.).

2010

- Participated, for the second consecutive year, in the "Défi-Climat" (Climate Challenge) awareness campaign. This year, 50 participants made a commitment to reduce their greenhouse gas emissions which will decrease CO₂ emissions by 69 725 kg/year!;
- Obtained financing from the Government of Canada's Economic Action Plan to host two eco-interns for a period of nine months through the YMCA/YWCA Canada Youth Eco-Internships program.

YOUTH ECO-INTERNSHIPS

Preserving the environment is an increasingly important ambition for the YWCA Montreal employees and community. Thanks to two eco-interns, the YWCA is now able to undertake an environmental evaluation of its consumption of energy, water and products, as well as its production of waste. The study will help to identify and implement environmental practices that reduce the organization's overall impact, and even help to secure financing to make the necessary changes. You can follow the eco-intern's progress on the YWCA website!

After the completion of an energy evaluation, the eco-interns have calculated that the annual energy consumption of the YWCA in 2009 was equal to that of 113 average Canadian households. On the waste front, a waste characterization has shown us that 35 tons of garbage are thrown out each year, while another 14 tons are recycled. Now that we are aware of the situation, we are ready to take action to improve our environmental performance. To be continued...



2009-2010 YWCA GOVERNANCE

Board of Directors

President

Sylvie Mercier
President
MASIA développement stratégique

Vice President

Jocelyne Boivin
Consultant

Vice President

Brigitte Simard
Client Partner
Korn/Ferry International

Treasurer

Miriam Pozza, CA, CBV, MBA
Partner, Transaction Services
PricewaterhouseCoopers
LLP/s.r.l./s.e.n.c.r.l.

Secretary

Me Marie-Josée Neveu
Partner
Fasken Martineau

Members

Anna Mainella
Architect
Atelier MZ Architectes

Christine Marchildon

Senior Vice President, Quebec Region
TD Canada Trust
President of the Board of Directors of the
Women's Y Foundation

Françoise Boucher

Executive Director
Service bénévole de L'Est de Montréal

Sacha Haque

Legal Counsel
Power Corporation of Canada

Suzanne Deschamps

Vice President, Development & Legal Affairs
Groupe Pacific

Rachel Auger

Lecturer, Corporate Finance

Board Committees

President of the Board and Ex officio of all committees

Sylvie Mercier

Executive Committee

*Brigitte Simard, Jocelyne Boivin,
Marie-Josée Neveu, Miriam Pozza*

Governance and Human Resources Committee

Marie-Josée Neveu, President
Jocelyne Boivin, Sacha Haque

Finance Committee

Miriam Pozza, President
*Chantal Laberge, Geneviève Grégoire,
Jennifer Semerdjian, Jocelyne Boivin,
Rachel Auger, Sandra Hébert*

Strategic Development Committee

Brigitte Simard, President
*Geneviève Grégoire, Jocelyne Boivin,
Miriam Pozza*

Building Committee

Anna Mainella, President
*Chantal Laberge, Geneviève Grégoire,
Linda D'Angelo, Sandra Hébert,
Suzanne Deschamps*

Management Team

Geneviève Grégoire

Executive Director

Sandra Hébert, CA

Director, Finance and Administration

Linda D'Angelo

Director, Building and Hotel Services

Esther Youte

*Director, Employability and
Entrepreneurship Departments*

Lilia Goldfarb

*Director,
Leadership Department*

France-Line Carbonneau

Head of Community and Literacy Services

Diana Pizzuti

Head of Housing Services

Josiane Sauvé

Communications Coordinator



FINANCIAL STATEMENTS

AUDITORS' REPORT ON SUMMARIZED FINANCIAL STATEMENTS

To the members of MONTREAL YOUNG WOMEN'S CHRISTIAN ASSOCIATION (WOMEN'S Y)

The accompanying summarized balance sheet and statements of cash flows, operations and changes in net assets are derived from the complete financial statements of MONTREAL YOUNG WOMEN'S CHRISTIAN ASSOCIATION (WOMEN'S Y) as at March 31, 2010 and for the year then ended on which we expressed an opinion without reservation in our report dated April 30, 2010. The fair summarization of the complete financial statements is the responsibility of management. Our responsibility, in accordance with the applicable Assurance Guideline of The Canadian Institute of Chartered Accountants, is to report on the summarized financial statements.

In our opinion, the accompanying financial statements fairly summarize, in all material respects, the related complete financial statements in accordance with the criteria described in the Guideline referred to above.

These summarized financial statements do not contain all the disclosures required by Canadian generally accepted accounting principles. Readers are cautioned that these statements may not be appropriate for their purposes. For more information on the entity's financial position, results of operations and cash flows, reference should be made to the related complete financial statements.

Gosselin & Associés inc.

Gosselin & Associés inc.¹
Chartered accountants
Montreal, April 30, 2010

¹ By Denis Lauzon, chartered accountant auditor

MONTREAL YOUNG WOMEN'S CHRISTIAN ASSOCIATION (WOMEN'S Y) SUMMARIZED BALANCE SHEET AS AT MARCH 31, 2010

| | 2010 | 2009 |
|--|-------------------|-------------------|
| | \$ | \$ |
| ASSETS | | |
| CURRENT ASSETS | 536,318 | 578,874 |
| SUBSIDIES RECEIVABLE | 1,092,277 | 1,368,216 |
| CAPITAL ASSETS | 12,798,269 | 13,098,993 |
| | <u>14,426,864</u> | <u>15,046,083</u> |
| LIABILITIES | | |
| CURRENT LIABILITIES | 2,305,299 | 2,459,349 |
| DEFERRED CONTRIBUTIONS RELATED TO CAPITAL ASSETS | 8,956,831 | 9,160,583 |
| LONG TERM DEBT | 1,092,277 | 1,368,216 |
| | <u>12,354,407</u> | <u>12,988,148</u> |
| NET ASSETS | | |
| INTERNALLY RESTRICTED | 48,705 | 19,044 |
| UNRESTRICTED * | 2,023,752 | 2,038,891 |
| | <u>2,072,457</u> | <u>2,057,935</u> |
| | <u>14,426,864</u> | <u>15,046,083</u> |

*Including \$3,841,438 (\$3,938,410 in 2009) invested in capital assets.

SUMMARIZED CASH FLOWS FOR THE YEAR ENDED MARCH 31, 2010

| | 2010 | 2009 |
|---|-----------------|---------------|
| | \$ | \$ |
| NET CASH PROVIDED BY OPERATING ACTIVITIES | 59,943 | 167,413 |
| NET CASH USED IN INVESTING ACTIVITIES | (46,210) | (275,592) |
| NET CASH PROVIDED BY (USED IN) FINANCING ACTIVITIES | (77,774) | 24,548 |
| DECREASE IN CASH AND CASH EQUIVALENTS | (64,041) | (83,631) |
| CASH AND CASH EQUIVALENTS BEGINNING | 11,295 | 94,926 |
| CASH AND CASH EQUIVALENTS ENDING | <u>(52,746)</u> | <u>11,295</u> |

MONTREAL YOUNG WOMEN'S CHRISTIAN ASSOCIATION (WOMEN'S Y) SUMMARIZED OPERATIONS AND NET ASSETS FOR THE YEAR ENDED MARCH 31, 2010

| | 2010 | 2009 |
|--|------------------|------------------|
| | \$ | \$ |
| REVENUES | | |
| Self-financing | 1,677,292 | 1,699,994 |
| Contributions from YWCA Foundation of Montreal | 306,240 | 380,038 |
| | <u>1,973,532</u> | <u>2,080,032</u> |
| Subsidies | | |
| Centraide | 415,735 | 415,735 |
| Government of Quebec | 2,055,386 | 1,715,212 |
| Government of Canada | 49,190 | 206,964 |
| City of Montreal | 27,588 | 27,875 |
| | <u>4,521,431</u> | <u>4,445,818</u> |
| EXPENSES | | |
| Expenses related to services and programs | 3,581,203 | 3,526,577 |
| Expenses related to buildings | 182,323 | 193,479 |
| Administrative expenses | 538,454 | 526,130 |
| | <u>4,301,980</u> | <u>4,246,186</u> |
| EXCESS OF REVENUES OVER EXPENSES BEFORE THE FOLLOWING ITEMS : | <u>219,451</u> | <u>199,632</u> |
| Interest charges | (61,747) | (65,202) |
| Depreciation of capital assets | (477,901) | (472,874) |
| Amortization of deferred contributions related to capital assets | 334,719 | 337,271 |
| | <u>(204,929)</u> | <u>(200,805)</u> |
| EXCESS (DEFICIENCY) OF REVENUES OVER EXPENSES | <u>14,522</u> | <u>(1,173)</u> |
| NET ASSETS, BEGINNING | <u>2,057,935</u> | <u>2,059,108</u> |
| NET ASSETS, ENDING | <u>2,072,457</u> | <u>2,057,935</u> |

The Women's Y Foundation... a remarkable journey!

As the Women's Y Foundation begins its 15th year, we are more determined than ever to support the development and continued viability of the YWCA Montreal, through our fund raising activities.

The year 2009-2010 was once again distinguished by the success of the Women of Distinction Awards Ceremony, one of the Foundation's principal fundraising activities benefitting the YWCA. Ms. Lynn Jeannot, Senior Vice President - Human Resources and Corporate Affairs of the National Bank, served as 2009 honorary president of this prestigious event which achieved its most rewarding results to date. Thanks to the efforts of numerous volunteers combined with the exceptional work of the Foundation team, this benefit-evening was a resounding success. Their wholehearted support allowed the Foundation to raise a net sum of more than **\$300,000**. The Foundation can also count on the generosity of its donors who, like us, are motivated by the YWCA mission, "*Empowering women to achieve*". Their contributions allowed the Foundation to transfer the sum of **\$272,826** to the YWCA for the purpose of financing its programs and services. We offer our sincere thanks to all our donors; you make a profound difference in the lives of our participants!

In 2009, the Board of Directors welcomed seven new directors: Ms. Lily Adam, Ms. Colette E. Bournival, Ms. Marie-Christine Dufour, Ms. Louise Racine, Ms. Valerie Dufour, Ms. Line Roy, Ms. Louise Sansregret and Mr. Charles Cho. They have joined the Board for a first mandate of three years and bring with them the expertise necessary for the Foundation's development. I would like to sincerely thank Ms. Carol-Ann Tétrault Sirsly and Mr. Pierre Brochu who have cut short their mandates, for their invaluable assistance. I would also like to thank Ms. Isabelle Baril who left the Foundation last January, after having served almost two years as the Foundation's director. We wish her all the best in her new endeavours.

Our thanks go as well to Ms. Geneviève Grégoire, executive director of the YWCA, for the excellent work she accomplished as the Foundation's interim director. On May 2010 she passed the torch to the new foundation director, Ms. Brigitte Germain. We are very pleased to welcome her to the Foundation family as she brings an abundance of enthusiasm and skill which will allow the Foundation to reach new heights.

I wish to salute the current Foundation directors. These dedicated women and men continue to play an important role in the life and orientation of the organization. Their contributions in time, energy and financial support are essential, considerable and greatly appreciated. Also very deserving of our thanks and recognition is the devoted and dynamic Foundation team, Ms. Stéphanie Légaré and Ms. Sonia Wong Pow Fa. I would also like to take this opportunity to welcome Ms. Johane Fortier as she assumes the position of interim coordinator of Fundraising Events and Activities, replacing Ms. Légaré during her maternity leave.

The year 2010-2011 looks very promising in light of the many projects we wish to develop to ensure the continuing viability of the YWCA. One recently developed project is the Awareness Breakfast which was initiated in April, 2010. The goal of this event is to present the YWCA, its mission, its programs and its foundation to influential community members with the aim of expanding its circle of donors. Our appreciation goes to the Major Gifts committee members who coordinate this new activity.

Another highlight of the New Year was without doubt the Scotia Bank Charity Challenge which took place on April 18th. This event gathered together some 45 people under the Foundation's banner, who walked or ran the 5 or 21k race at Parc Jean Drapeau. Thanks to their efforts and their sponsors' generosity, we raised a total of **\$15,000** to fund YWCA programs!

In closing, it must be said that we could not realize our objectives without the continuing collaboration between the Foundation's board of directors, the YWCA board, the organization's management team and the Foundation personnel. Our combined efforts allow thousands of women and girls to fulfill their aspirations and realize their goals each year!

Long live the YWCA Montreal! Long live the Women's Y Foundation...



Christine Marchildon
President of the Board of Directors



WOMEN OF DISTINCTION AWARDS

2009 Laureates



BUSINESS AND PROFESSIONS
★ Christiane Bergevin
Executive Vice President, Strategic Partnerships Desjardins Group



ENTREPRENEURSHIP
★ Johanne Boivin
President Designer, Les Diffusions Joanel



PIONEER
★ Lise Payette



ARTS AND CULTURE
★ Marquise Lepage
Film Writer and Director, Les productions du Cerf-Volant



HEALTH AND SCIENCE
★ Rima Rozen
Associate Vice Principal, Research and International Relations and James McGill Professor, McGill University



ADVANCEMENT OF WOMEN
★ Louise Vandelac
Professor, Sociology Department and Institute of Environmental Sciences, Université du Québec à Montréal



COMMUNICATIONS
★ Michèle Boisvert
Assistant Managing, Editor Business Section, La Presse



COMMUNITY SERVICE
★ Iris Almeida-Côté
President and Chief Executive Officer, Canada World Youth



YOUNG WOMAN OF DISTINCTION
★ Mae Jane Nam
Founding member and current board member, Philippine Women Center of Quebec



EDUCATION
★ Arpi Hamalian
Associate Professor, Education Department, Concordia University



SPORTS AND WELLNESS
★ Thérèse Cadrin Petit
Founder, President and Teaching Program Director, Fitness Table Thérèse Cadrin Petit

Partners and Sponsors

2009 AWARDS CEREMONY PRESENTER



CATEGORY PARTNERS



PLATINUM PARTNERS



RBC Royal Bank®

Culture, Communications et Condition féminine



MEDIA PARTNERS

LE DEVOIR

The Gazette
 montrealgazette.com

LA PRESSE
 cyberpresse.ca

Vita

IN-KIND SPONSORS

Marie Vermette fleurs plantes et objets choisis, Techni-logique, Transcontinental Direct Montréal

GIFTS FOR THE WOMEN OF DISTINCTION, DOOR PRIZES AND SILENT AUCTION ITEMS PROVIDED BY

Aéroplan, Banque Nationale Groupe financier, Clarins, Domaine Pinnacle, Dove, Georges Laoun opticien, Groupe financier Banque TD, Groupe Germain, Hôtel Le Crystal Montréal, Hôtels Le Place D'Armes, Jacob, Joanel, Joie de Lavande, Le Club de Hockey Canadien, Les Alouettes de Montréal, Les Éffrontés, Les Touilleurs, Lysanne Pepin, Musée d'archéologie et d'histoire Pointe-à-Callière, Musée d'art contemporain de Montréal, Musée des beaux-arts de Montréal, Nestlé Canada, Orchestre Métropolitain du Grand Montréal, Pharmaprix (Daniel Mongrain propriétaire), Portos Symington, Restaurant La Sirène de la mer, Restaurant Le Caveau, Rythme FM, Scandinave Les Bains Vieux-Montréal, Sony Canada, TD Assurance Meloche Monnex, Via Rail, Yves Rocher

DONORS

The Foundation thanks its donors for their generosity in 2009-2010

INDIVIDUALS CONTRIBUTING \$250 TO \$999 IN 2009-2010

Alain Pilon
André De Montigny
Andrea Leber
Anièle Lecoq
Ann Tarlton
Anna Mainella
Anne Cormier
Anne Rochette
Anne-Marie Hart
Anne-Marie Trahan
Annick Germain
Bilkis Vissandjée
Brigitte Lépine
Carol A. Fitzwilliam
Carol-Ann Tetrault Sirsly
Carole Labelle Molson
Caroline Ménard
Caroline Savic
Charles Cho
Christiane Bergevin
Christine Cadrin Pelletier
Claire Lemieux
Claude Benoit
Claude Brien
Claude Gendron
Dahlia Zubaida
Dan Otchere
Daniel Bellemare
Daniel Lalonde
Daniel Picotte
Danielle Blanchard
Danielle Desbiens
Danielle Ouellet
David Lemieux
Deborah Trudeau
Denis Chaurette
Denise Lupien
Diana Pizzuti
Diane Fontaine
Diane Phaneuf
Diane Poirier
Dominique Fortier
Dorothy Reitman
Elizabeth Labbé

Eva Petras
Fiona Macfarlane
France Bonneau
France Caron
France-Line Carbonneau
Frances Eliot Tobin
Franck Baylis
Françoise Lyon
Geneviève Tanguay
Geneviève Tondreau
Gilles Carli
Ginette Fortin
Gisèle Desrochers
Gisèle Kobelansky
Givette Titcombe-Volet
Helen Munson
Hélène Bossé
Hélène Dion
Henriette Angers
Honor Robertson
Isabelle Brabant
Isabelle Le Bourhis
Jacqueline Desroches
Jacques Dostie
Jean Lafleur
Jeanne D'arc Proulx
Jean-Pierre Chartrand
Jocelyne Boivin
Joelle Currat
John LeBoutillier
Josée Beaudet
Judith Mappin
Judy Gallo
Julie Moisan
Kathryn Trim
Katia Fontana
Lili De Grandpré
Lili-Anna Peresa
Lina De Cesare
Linda Duchesne
Line Roy
Lise Payette
Louis Fabien
Louise Charbonneau
Louise De Martigny
Louise Dostie
Louise Macdonald

Louise Roy
Louis-François Hogue
Lucie Pépin
Lucy De Cesare
Lynn Jeannot
Lynn Verge
Lynne Raymond
Madeleine Féquière
Margaret R. McGregor
Maria Rosaria Pandolfi
Maria Valerio
Marie Chouinard
Marie-Christine Dufour
Marie-Felix Gascon
Marina Colton
Marquise Lepage
Merlaine Brutus
Michael Cooke
Michel De La Chenelière
Michèle St-Onge
Micheline Bouchard
Micheline Collins
Micheline Sayad
Mirella De Civita
Monette Malewski
Monique Parent
Myriam Levert
Nathalie Arès
Nathalie Gagnon
Nicole Brown
Nicole Gruslin
Nicole Kobrynsky
Nicole Leduc
Pascale Grignon
Pascale Navarro
Pierre Brochu
Réal Brunet
Ricardo Castro
Richard Blain
Rima Rozen
Riva Riva Hecht
Robert Girard
Robert Martin
Robert Nadeau
Roxane Duhamel
Sacha Haque

Sarah Tobias
Shirley Burgoyne
Suzanne Gouin
Suzanne Décarie
Suzanne Sauvage
Sylvie Bourdeau
Sylvie Mercier
Sylvie Poirier
Sylvie Roy
Thierry Martel
Vicky Robert
Xeno C. Martis
Yannick Archambault

INDIVIDUALS CONTRIBUTING \$1,000 AND MORE IN 2009-2010

Amélie Léger
Anne Mezei
Anne-Marie Hubert
Brigitte Simard
Christine Marchildon
Christine Mercier
Chrystiane Sayad
Claire Léger
Claude Michaud
geneviève bich
Isabelle Baril
John & Clare Hallward
Josée Goulet
Louise Racine
Lucille Panet-Raymond
Madeleine Roy
Marcel Côté
Margaret Gillett
Marie-Josée Neveu
Marisa D'Émilio Trottier
Mary-Ann Bell
Suzanne Deschamps
Suzanne Lavigne

FOUNDATIONS CONTRIBUTING \$1,000 AND MORE IN 2009-2010

Fondation Birks
Fondation de bienfaisance des employés de BMO
Fondation de la famille George Hogg
Fondation Hay

Fondation J. Armand Bombardier
Fondation Richard et Edith Strauss Canada

ORGANIZATIONS CONTRIBUTING \$1,000 TO \$9,999 IN 2009-2010

Amalgame Services Organisationnels Inc.
American Academy of Religion
AON Conseil
Association des femmes en finances du Québec
Axa Assurance Inc.
Banque CIBC
Banque de développement du Canada
Banque Nationale du Canada
Bell Aliant Communications
BMO-Banque de Montréal
Borden Ladner Gervais
BOS
Caisse de dépôt et placement du Québec
Caracol Inc.
Davies Ward Phillips & Vineberg
Desjardins Gestion immobilière
Ernst & Young
Fasken Martineau
Fédération des caisses Desjardins du Québec
Fonds de bienfaisance Molson
Groupe Aéroplan
Groupe Bovet
Groupe Dynamite Inc.
Groupe KWA
Groupe SNC-Lavalin
IMS
La Presse Ltée
Lavery
Les Habitats Sylvain Ménard Inc.
Les Rôtisseries St-Hubert Ltée
Liz Clairborne Canada Inc.
Morneau Sobeco
Ogilvy Renault
Optimum Général Inc.
Osler, Hoskin & Harcourt
Pantazis & Associés, courtiers d'assurances
Power Corporation du Canada
PricewaterhouseCoopers
Radialpoint Safecare General Partnership
Ray & Berndtson Inc.
Rio Tinto Alcan
Service Information Access Inc.
Société de la Place des Arts de Montréal
Société générale de financement du Québec

Standard Life
Talisman Energy Inc.
TD Assurance Meloche Monnex Inc.
TD Canada Trust
Transat AT inc
Université Concordia
Université du Québec à Montréal
Université McGill
Via Rail
Ville de Montréal

ORGANIZATIONS CONTRIBUTING \$10,000 AND MORE IN 2009-2010

Banque Nationale Groupe financier
BMO Groupe financier du Québec
Fédération des caisses Desjardins
Groupe financier Banque TD
TELUS

MONTHLY GIVING PROGRAM

Amélie Sauvé
Antonella Talarico
Carlye Watson
Carol-Ann Tetrault Sirsly
Claudine Lippé
Diana Pizzuti
France-Line Carbonneau
Geneviève Grégoire
Isabelle Baril
Josée Goulet
Julie Plaisance
Line Roy
Louise Patry
Madeleine Roy
Marie-Josée Neveu
Marielle Rioux
Martine Ménard
Mary-Ann Bell
Pierre Brochu
Rosa DelleDone
Sacha Haque
Sonia Wong Pow Fa
Stéphanie Légaré
Suzanne Deschamps
Sylvie Barré

2009-2010 FOUNDATION GOVERNANCE

Board of Directors

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Christine Marchildon
Senior Vice President
Quebec Region
TD Canada Trust

Vice President

Me Daniel Bellemare, Q.C.
Barrister and Solicitor
Donati Maisonneuve

Vice President

Kostia Pantazis
President
Pantazis & Associates Insurance Brokers

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Assistant Professor
Department of Accountancy
John Molson School of Business
Concordia University

Secretary

Me Valérie Dufour
Director of Student Recruitment and Training
Borden Ladner Gervais LLP

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Vice President, Human Resources
Cogeco Câble Inc.

Colette E. Bournival, Adm.A.

Vice President
Private Investment Management
Landry Morin Inc.

Lily Adam

Senior Manager
Assurance and Advisory Business Services
Ernst & Young LLP

Line Roy

Vice President, Business Development
Career Options and Cyberna Group

Louise Racine

Louise Sansregret
Affiliated Real Estate Agent
Profusion immobilier RF

Marie-Christine Dufour

Executive Director
Lemieux, Pilon 4d Art

Mary-Ann Bell

Senior Vice President
Ontario and Quebec
Bell Aliant

YWCA Delegates

Geneviève Grégoire (Ex Officio)
Executive Director

Marie-Josée Neveu

Secretary of the Board of Directors

Sylvie Mercier

President of the Board of Directors

STRATEGIC FUNDRAISING COMMITTEE

Anne Mezei, President
Kostia Pantazis
Nicole Gruslin

MAJOR GIFTS COMMITTEE

Josée Goulet, President
Brigitte Lépine
Colette E. Bournival, Adm.A
Louise Racine
Louise Sansregret
Lucille Panet-Raymond

JOINT COMMUNICATIONS COMMITTEE

Marie-Christine Dufour, President
Brigitte Germain
Geneviève Grégoire
Josiane Sauvé
Louise Sansregret
Martine Grégoire
Nicole Gruslin
Suzanne Deschamps

Women of Distinction Awards 2009 Organizing Committees

Lynn Jeannot, Honorary President
National Bank Financial Group

NOMINATING COMMITTEE

geneviève bich, President
Carmela Ciccio C.A.
Caroline Codsi
Dominique Décarie
Judy Gallo
Pascale Navarro
Ruxandra Mihaela Botez
Suzanne Vachon
Wanda Kaluzny

JURY

Louise Macdonald, President
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Madeleine Poulin
Melissa Sonberg
Monette Malewski
Robert C. Nadeau
Vicky Robert

PIONEER AWARD JURY

Christine Marchildon, President
Daniel Bellemare
Marie Lavigne

BUSINESS DEVELOPMENT COMMITTEE

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Catherine Sévigny
Diane Phaneuf
Frances Eliot Tobin
Lorraine Freeman
Jocelyne Saint-Laurent
Yasmine Alloul

COMMUNICATIONS COMMITTEE

Marie-Christine Dufour, President
Nathalie Benoit
Pascale Grignon

TECHNICAL SUPPORT

Alexandre Renzo
Linda Amyot
Judith Dubeau
Simon Ayotte
Sylvie Trépanier

COORDINATION AND LOGISTICS

Geneviève Grégoire
Isabelle Baril
Raffaella Paolone
Sonia Wong Pow Fa
Stéphanie Légaré
Susan Dwire

FINANCIAL STATEMENTS

AUDITORS' REPORT ON SUMMARIZED FINANCIAL STATEMENTS

To the members of YWCA FOUNDATION OF MONTREAL

The accompanying summarized balance sheet and statements of cash flows, operations and changes in net assets are derived from the complete financial statements of YWCA FOUNDATION OF MONTREAL as at March 31, 2010 and for the year then ended on which we expressed an opinion without reservation in our report dated April 30, 2010. The fair summarization of the complete financial statements is the responsibility of management. Our responsibility, in accordance with the applicable Assurance Guideline of The Canadian Institute of Chartered Accountants, is to report on the summarized financial statements.

In our opinion, the accompanying financial statements fairly summarize, in all material respects, the related complete financial statements in accordance with the criteria described in the Guideline referred to above.

These summarized financial statements do not contain all the disclosures required by Canadian generally accepted accounting principles. Readers are cautioned that these statements may not be appropriate for their purposes. For more information on the entity's financial position, results of operations and cash flows, reference should be made to the related complete financial statements.

Gosselin & Associés inc.

Gosselin & Associés inc.¹
Chartered accountants
Montreal, April 30, 2010

¹ By Denis Lauzon, chartered accountant auditor

YWCA FOUNDATION OF MONTREAL SUMMARIZED BALANCE SHEET AS AT MARCH 31, 2010

| | 2010 | 2009 |
|--|------------------|------------------|
| | \$ | \$ |
| ASSETS | | |
| INVESTMENTS AT FAIR VALUE | 1,372,051 | 1,142,750 |
| CASH | 221,126 | 50,147 |
| ACCOUNTS RECEIVABLE | 39,446 | 37,342 |
| PREPAID EXPENSES - WOMEN OF DISTINCTION AWARDS CEREMONY | 5,000 | 1,000 |
| | <u>1,637,623</u> | <u>1,231,239</u> |
| LIABILITIES | | |
| ACCOUNTS PAYABLE AND ACCRUED LIABILITIES | 8,025 | 14,125 |
| PAYABLE TO THE WOMEN'S Y | 14,706 | 55,041 |
| DEFERRED CONTRIBUTIONS - WOMEN OF DISTINCTION AWARDS CEREMONY | 42,500 | 15,000 |
| DEFERRED CONTRIBUTIONS - MAJOR FUNDRAISING CAMPAIGN | 132,928 | 17,650 |
| | <u>198,159</u> | <u>101,816</u> |
| NET ASSETS | | |
| RESTRICTED FOR ENDOWMENT PURPOSES | 215,431 | 215,431 |
| INTERNALLY RESTRICTED | 999,517 | 999,517 |
| UNRESTRICTED (DEFICIT) | 224,516 | (85,525) |
| | <u>1,439,464</u> | <u>1,129,423</u> |
| | <u>1,637,623</u> | <u>1,231,239</u> |
| SUMMARIZED CASH FLOWS FOR THE YEAR ENDED MARCH 31, 2010 | 2010 | 2009 |
| | \$ | \$ |
| NET CASH PROVIDED BY OPERATING ACTIVITIES | 207,641 | 79,467 |
| NET CASH USED IN INVESTING ACTIVITIES | (36,662) | (38,710) |
| INCREASE IN CASH | 170,979 | 40,757 |
| CASH BEGINNING | 50,147 | 9,390 |
| CASH ENDING | <u>221,126</u> | <u>50,147</u> |

YWCA FOUNDATION OF MONTREAL SUMMARIZED OPERATIONS AND CHANGES IN NET ASSETS FOR THE YEAR ENDED MARCH 31, 2010

| | 2010 | 2009 |
|--|-------------------------|-------------------------|
| | \$ | \$ |
| REVENUES | | |
| Women of distinction awards ceremony | 427,445 | 436,460 |
| Contributions from corporations and individuals - Annual fund raising campaign | 82,082 | 76,830 |
| Restricted to specific purposes contributions | 138,720 | 201,594 |
| Deferred contributions - Major fund raising campaign | — | 98,467 |
| Contributions of materials | 9,821 | 28,844 |
| Other contributions | 7,956 | 266 |
| Net investment income excluding unrealized loss in value | (5,546) | 62,970 |
| | <u>660,478</u> | <u>905,431</u> |
| EXPENSES | | |
| Women of distinction awards ceremony | 122,639 | 189,259 |
| Operating expenses | 205,315 | 173,188 |
| | <u>327,954</u> | <u>362,447</u> |
| EXCESS OF REVENUES OVER EXPENSES BEFORE THE FOLLOWING ITEMS : | 332,524 | 542,984 |
| Donations to Women's Y | | |
| Dedicated to specific purposes | (173,720) | (201,594) |
| Women's Y programs | (75,000) | (125,000) |
| Major fund raising campaign | — | (98,467) |
| Materials | (9,821) | (28,844) |
| | <u>(258,541)</u> | <u>(453,905)</u> |
| EXCESS OF REVENUES OVER EXPENSES BEFORE NET CHANGES IN VALUE OF INVESTMENTS | 73,983 | 89,079 |
| Net changes in value of investments | 236,058 | (362,615) |
| EXCESS (DEFICIENCY) OF REVENUES OVER EXPENSES | 310,041 | (273,536) |
| NET ASSETS BEGINNING | 1,129,423 | 1,402,959 |
| NET ASSETS ENDING | <u>1,439,464</u> | <u>1,129,423</u> |