

KATIMAVIK

Annual Report

2022-2023



Katimavik

Helping youth find their True North.

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In the transformative year of 2022-2023, Katimavik achieved unprecedented milestones, making it our most significant year since the organization's relaunch. The National Experience, FuturePerfect, and our inaugural participation in Montreal Pride showcased our commitment to empowering socially conscious individuals.

Our gratitude goes to the Government of Canada through our primary funder the Canada Service Corps, our community partners, our private sector supporters, and our individual donors for their invaluable support.

With the release of this annual report, we unveil a refreshed brand thereby aligning our mission to inspire a broader audience to engage in public discourse and activism.

As we celebrate our achievements, we look forward to continuing our journey of nurturing the next generation of leaders.

JF (John-Frederick) Cameron
Chief Executive Officer

Justin Dubreuil
Chair of the Board

Katimavik

Our name is an Inuktitut word that can be translated as "meeting point." It captures the essence of the organization. Founded in 1977, Katimavik is a Canadian non-profit organization dedicated to youth empowerment and development.

The young people who take part in Katimavik programs come from across the country. They speak English, French and other languages. Together, they tackle exciting projects while being exposed to deeply enriching human experiences.

Over several months, they're given the opportunity to share their culture, their language and much more, while helping to build communities across Canada, in particular through the volunteer work that forms part of the National Experience program. In addition to this, they can expect to acquire new personal and occupational skills.

The challenges these young people take on are transformative. When talking about the experience they have had, participants often speak of a "before" and "after" Katimavik. They have found tools in Katimavik that will serve them well through the next chapters of their lives, helping to make them more altruistic and engaged citizens.



Board of Directors 2022-2023



DION CHONG
Director
(Until September 2022)



HEIDI CHRISTENSEN
Director
(Since September 2022)



NORMAND COMEAU
Treasurer



EITAN DEHTYAR
Director
(Since September 2022)



CHRISTINA DONA
Director
(Since September 2022)



JUSTIN DUBREUIL
Chair of the Board



EMMA FINEBLIT
Director



WENDY GIBBS
Chair,
Governance Committee
(Until September 2022)
Vice-Chair
(Since September 2022)



EMILY KING
Vice-Chair
(Until September 2022)



ALLISON LOWENGER
Secretary
(Until September 2022)



DIANA PHILP
Director
(Since September 2022)



CONAL SLOBODIN
Director
(Since September 2022)



SELINA YOUNG
Director
(Until September 2022)
Secretary
(Since September 2022)



JOHN-FREDERICK CAMERON
Ex-Officio



DAVID NEWHOUSE
Ex-Officio

Indigenous Learning and Engagement Advisory Circle



ROSEMARIE KUPTANA
Member



RY MORAN
Co-chair



DAVID NEWHOUSE
Co-chair



NIIGAAN SINCLAIR
Member



CYNTHIA WESLEY-ESQUIMAUX
Member

Operational Team

YASMINE ARKAM
Human Resources Agent
(Until January 2023)

LINA BENREDOUANE
Training Clerk
(Until August 2022)

ELLIOTT BOULANGER
Assistant Program Manager, National Experience

MAMADOU CAMARA
Finance Officer

JOHN-FREDERICK CAMERON
Chief Executive Officer

ARIELLE CANNING
Project Development Officer

CARMELA CAPPELLANO
Transport Coordinator
(Until September 2022)

NOODINONG-BEMOSED CHRISTIANSON
Strategic Initiatives Officer

ÉTIENNE CHARRON-WILLARD
Fund Development Officer

FIJJA DERRO
Project Supervisor

ADIM HÉBERT
Senior Manager, Innovation & Programs

ZACHARY HEWITT
Participant Recruitment Assistant

MARISSA IRELAND
Participant Recruitment Officer

ANNETTE JOHNSON
Participant Recruitment Clerk
(Until August 2022)

NOUR KAFI
Innovation Clerk
(Until August 2022)

DANIELLE KRAUS
Program Manager, FuturePerfect

MATHIEU LAMONTAGNE-CUMIFORD
Innovation Officer

DAO LE
Finance Assistant
(Until September 2022)

MÉLINA LÉVESQUE
Project Supervisor

BEAU LLEWELLYN
Project Development Officer

YULIJA MORAVEJ
Senior Manager, Marketing and Communications

RACHEL ROBICHAUD
Program Manager, National Experience
(Until January 2023)

VIRGINIE THIBEAULT
Director, Finance & Administration

PHILIPPE TREMBLAY
Social Media, Communications and Marketing Assistant

National Experience

This five-month immersive program brings together 11 young adults who will share a Katimavik home in two different communities. The groups are accompanied by a project manager who lives in the house and offers support to the participants.

The Katimavik National Experience challenges young people to live a transformative experience that empowers them to become :

- Supporters of Truth and Reconciliation across Canada;
- Contributors to an eco-friendly and sustainable world;
- Advocates for inclusiveness and diversity; and
- Confident change-makers working towards a better Canada.

THE NATIONAL EXPERIENCE IN 2022-2023

The 2022-2023 year was the biggest one for the program in terms of the number of participants, service hours and volunteer hours in placements since its relaunch in 2018. While we did not open homes in any new communities during the fiscal year, a considerable amount of work was done to prepare the opening of Moncton, Montreal, Edmonton and Campbell River houses for the following year.

We established **106 new partnerships** for the National Experience in communities across the country.

Katimavik welcomed **155 participants** to the program during the year.

97 337 service hours

34 175 volunteer placement hours

9 KATIMAVIK HOUSES IN THE COUNTRY

- | | | |
|--------------------|-------------|---------------|
| 1. Halifax | 4. Sudbury | 7. Calgary |
| 2. Ville de Québec | 5. Winnipeg | 8. Wetaskiwin |
| 3. Saguenay | 6. Brandon | 9. Nanaimo |



A FEW TESTIMONIALS FROM OUR PARTNERS

“ Being a volunteer placement for a Katimavik participant has been a wonderful experience. We have grown to rely on this consistent volunteer and they become a true part of the team while they are with our organization.”

Grace Weigelt, Harvest Manitoba, Winnipeg

“ This experience has allowed for our organization to grow and learn in this ever changing technology and service delivery. Our participants have engaged thoroughly in our sector and provide insight and innovation for our rapidly expanding charity.”

Jenna Morin, Sudbury’s Center for Transitional Care, Sudbury

“ WINS would not be as successful as we are today without the support and involvement off organizations like Katimavik. The support and help Katimavik participants have given to our Family Thrift stores, helps WINS help Women and their families in need.”

Derrell Buk, Women In Need Society, Calgary



The National Experience Project Leaders

- JORDAN ARSENAULT
- SAMANTHA BEAM
- GRAEME BELYEA
- REBECCA BOWERMAN
- KATIE COLE
- LILY LAM
- MARINA MOGNON-LOYER
- JOHNATHON NICOLL
- RAPHAEL ROMAN
- BRANDON TESTAWICH
- EMMY TOMPKINS
- IDA ZHANG

Testimonials

ROXANNE D'ALMEIDA
Alumnus and Project Leader



Why did you choose to join the National Experience?

I joined Katimavik after seeing how it inspired my sister and because I wanted to see Canada not just read about it (I was a librarian before).

How would you describe your experience in the program?

I had so much fun, and I met people that I would have never met if I stayed home. Now I can't imagine my life without them. I had cool work experiences and did so many things.

There's a thing called "Katima-time" and EVERYONE who did Katimavik will agree with me on this; it's the surreal sensation where you feel that everything is going too fast. One week you start Katimavik with a bunch of strangers, two weeks later your roommate is now one of the people you love the most in the whole world (even though you've known each other for two weeks, it does feel like forever). Doing so many cool activities you kind of forget that time exists and one day you blink, it's been two months and it's time for the rotation. You get to your new rotation knowing you still have like three months left and in the blink of an eye, you're hugging goodbye ugly crying outside because you are waiting for your taxi to go home and won't see you now, Katima-Family every day.

Where were your rotations and placements?

Nanaimo

1. AFN (Association Francophone de Nanaimo)
2. CHLY (Community radio)

Sudbury

1. ILSM (Independent Living Sudbury Manitoulin)

How was your experience living in a new city?

I lived in a different city by myself before Katimavik and it's always fun because EVERYTHING is new, so you are always discovering new things, new places, new activities, etc. But as a French Canadian, leaving for a city where people don't speak your language was exciting. I had to work on my English and stop being shy about my accent, and be proud of myself for speaking a different language than French pretty much all the time.

What achievement(s) are you most proud of?

I'm really proud of myself for bringing a little bit of French in CHLY (Nanaimo's radio station). As no one speaks French there, I started a project and I know from the participant who followed in my footsteps after the rotation that they are still working on improving it.

I'm also super proud of all the money we raised with ILSM for their fundraiser "Rowing across Canada" to try and expand the place, get a new building, new materials, more food, and more members in Sudbury's community.

What advice would you give to current and future participants?

DO IT! You're unsure if you can do it or if you will like it? TRY! Get out of your comfort zone. You'll never know if you never try.

There's so much Katimavik can provide and help with, worst-case scenario you did an activity that you don't like... Well, don't do it again, at least now you know you don't like it.

Testimonials

JUNIPER PASKEMIN
Alumnus and Project Leader

In the moment I found out about the Katimavik program, I found myself on uneven footing. Quite literally as I was fresh out of a wheelchair and learning how to walk! Now, what started as a task for a fish out of water; quickly grew into a journey of self-determination and I had a thirst to prove: that even with my disabilities I was going to learn how to adult, and I was going to do it well.

There's a saying in Katimavik that my leader once said, she said that it's a concept called "Katima-time" and it's used to describe a month in a week. Your days become packed with learning and writing, you learn all kinds of skills like budgeting, cooking, and a thing called SMART goals! In an environment bursting with exciting possibilities, you forget that time exists. So by the end, all those long weeks will feel far too short on the last week when you're hugging goodbye.

I ask you this, if you feel like you're struggling, if you feel lost or like you need to make some kind of change, whatever it is, please, allow yourself to be brave despite being afraid because without a doubt growing up isn't made to be easy.

I'm sure if I hadn't taken those first few steps I wouldn't be here now as a project leader; prepared to polish my methods and support my group no matter what the pressure we face. Because I know that I am especially proud to watch from the perspective of a project leader, as was done for me, my own batch of Katima-kids leaping with growth and positivity.



Volunteer Placements

Brandon

Helping Hands Centre of Brandon Inc.
Samaritan House Ministries Inc.
Career Connections Inc. Westman
Sexuality Education Resource Centre MB
Manitoba Harm Reduction Network
Art Gallery of Southwestern Manitoba

Calgary

Women in Need Society
Calgary Drop-In & Rehab Kerby Center
Alberta Animal Rescue Crew Society
Making Changes Organization
The Venturer Society
Centre for Newcomers

Halifax

Adsum House
Habitat for Humanity Nova Scotia
Healthy Minds Cooperative
Laing House
Out of the Cold Emergency Shelter Dartmouth
Out of the Cold Emergency Shelter Halifax
St George's YouthNet
Independent Living Nova Scotia
Feed Nova Scotia

Nanaimo

Growing Opportunities Farm Community Coop
Nanaimo Foodshare
Tillicum Lelum Education Centre
Island Crisis Care Society
Nanaimo Family Life Association
CHLY 101.7 FM Community Radio Society
Crimson Coast Dance Society

Québec

Fripe.com
La Baratte
La Tomate Joyeuse
L'Arche Capitale Nationale
L'armée du Salut
Patro Roc-Amadour - Limoilou
Société de la Rivière St-Charles
YWCA Québec

Saguenay

Enterprises Jeunesse
Festival REGARD
La boîte rouge Vif
Moisson Saguenay-Lac-Saint-Jean
Plateforme bioalimentaire boréale solidar

Sudbury

Better Beginnings Better Futures
Habitat for Humanity ReStore
Sudbury's Centre for Transitional Care
Independent Living Sudbury-Manitoulin

Wetaskiwin

Boys and Girls Club Wetaskiwin
City of Wetaskiwin
Wetaskiwin Senior Citizens Society (TBC)
Wetaskiwin District Heritage Museum (TBC)
Family & Community Support Services

Winnipeg

Harvest Manitoba
Centre Flavie-Laurent Inc.
La Radio communautaire du Manitoba Inc. / Envol 91 FM
ArtsJunktion
Winnipeg Trails Association
Oyate Tipi Cumini Yape Inc.

Participants

JANUARY – JUNE 2022

Ayla Kindred-Bowland
Grace Bredin
Jace Wedel
Kynan Wood
Lexi Plante
Connor Macfarlane
Zeph McKone
Amelie Schwarz
Arlan Patterson
Fiona Giroux
Aidan Haak
Joyce Zukiwsky
Ace Omilgoetok
Hannah Lyon
Taina Laverdiere
Meaghan Annie Foster
Luc Bisson
Sebastian Soble
Laurence Cloutier
Julianne Bouvier
Thea Pascale Vetter
Sophie Konrad
Raffi Meyer-Wertman
Alex Kwasnicki
Judah Onstad-Bauld
Ishi Abbott
Aria Core
Milo Simard
Anais Clare Adams

JULY – DECEMBER 2022

Lila Coutal
Robyn Rachel Simpson
Theodore Javen Iron
Devin James Wood
Lili Maja Hazell
Ariane Bélanger
Samantha Metcalfe Kigutaq
Penelope Panciera
Maggie Claire Potrebka
Zoe Ann Huard-Bernuy
Nico Genya Schott

Sarah Audrey Burt
Kyleigh Marsha Bridger
Zachary Laporte Godin
Amythest Melody Rodgers
Kyle Malcolm Raymond Pellerin
Andréanne Audet-Massé
Paul Julian Alexis Schofield
Everett Reid Martin
Florence Bergeron
Jézabel Bidégaré
Joel Steinhauer
Emileen Tessa Bullock
Tiffany Kotroczo
Dakota Michael Crane
Shea Carina Melenka
Jessie Lewis
Kat Gail Malave
Brennock Peter Keiley
Katy Margaret Crawford
Zachary Hewitt
Fred Blais
Isabelle Sylvia Métivier
Noa Tantely Rajaona
Jazlyne Saromo
Lawrence Collin Arthur Yerex
Roxane Labarre
Cédric Brouillard
Grace Lindsay Arsenault
Logan Joseph John Bennett
Alex Leigh Josey
Kylelee Nevaha Joan Kehler
Jake Kyle Van Den Broek
Natalie Dawn Way
Rachel Amber Baker
Anthony Turgeon
Willow Alexander Rigby Tough
Jules Desrochers
Laurence Clément
Sage Anik Duguay

JANUARY – (MARCH) JULY 2023

Wilhem Norman
Zoey Roulette
Élisabeth Racine
Isabella Giosi
Coralie Lamoureux
Kaydn Stewart
Catherine Lu
Theo Wilman
Samantha Ponik
Elodie Talbot
Carmin Smith-Hanson
Diego Barrios-Stewart
Marilou Lafrance
Chloe Ella chiasson
Rachel Marie Qamukkaq Tutanuak
Melody Barnes
Evan Moore
Anna Kvist
Sophie Bramble
Petra Nejedly
Kaleb Harrison
Viridian Trant
Edwin Boc
Faith Reich
Gabriel Forbes
Thea Reinhart
Arista Marthyman
Ash Walmsley
Zachary Starr
Roxanne Rodrigue
Roxanne D'Almeida
Mélodie Beetz Alves
Naysa Jackson
Marie Huynh
Zac Elsinga
Étienne Grégoire
Jaxon Prouse
Austin Bilodeau
Annabelle Faubert
Andrew Cox
Eliza Novalinga

Marika Savard
Dustyn Makortoff
Aries Carter
Ella Corp
Mussie Roro
Félix-Antoine Savard
Jack Reid
tnika graham
Élisabeth Hogue
Maria Juliana Moreno Jerez
Ariane Bénard
Joey Guimond
Samantha Maney
Juniper Paskemin
Éloi Saint-Germain
Jessica Piper Hinde
Annie Courchene
Niels Clintberg
Zachary Gravel
Makayla Goldsmith
Nalani Roberts
Chance Opikokew
Ayisha Eyegetok
Thomas Myatt
Marion Boudreault
Dawson Agecoutay



Future Perfect

FuturePerfect offers young participants a stepping stone to their careers through full-time employment. Aged 18 to 30, participants develop their professional skills in a new job, share a Katimavik house and discover a new community.

FUTUREPERFECT IN 2022-2023

The year 2022-2023 was the first full year since the launch of FuturePerfect in January 2022. Two cohorts took place: May to August 2022 and January to March 2023.

14,148 hours of employment

108 participants

83% of participants completed their employment experience

6 communities in 2 provinces:

Quebec: Quebec City, Montreal, Sherbrooke
Saskatchewan: Regina, Saskatoon, Moose Jaw

- During both cohorts, a total of 20,8% of all Participants remained in full-time employment and took advantage of the 3 weeks additional housing support to permanently transition into the community.
- In Sherbrooke, Participants made a positive impact on the community by volunteering to clean the Saint Francois River on Saturday mornings with the partner organization Action Saint Francois.
- Collaboration with the organization 'Actions Interculturelles' provided participants with social outings and resources related to professional development (5@7 de l'emploi) and also a walk-in service to connect with councillors for any social and mental health needs.
- The different communities offer different types of experience during the program. Participants in Moose Jaw got to know their neighbours and went there for regular dinners. They were also given bikes to get around town by their employer. They were able to experience a sense of community within a small rural town. This is something that has not yet been seen in bigger cities like Montreal or Quebec City.



FuturePerfect Job Developers

NIK ALEKSIJEVIC

LISE BARBAZA

VANESSA CINQUINO

MICHAEL GIGLIOTTI

RAFIA SYED

Testimonials

NIK ALEKSIJEVIC

Job Developer

How is your experience working for FuturePerfect?

My experience with FuturePerfect, as a Job Developer, has been and will always be one of the most memorable for so many reasons. I have had the opportunity to assist in building an entirely new national program from the plan up when Katimavik first received funding in 2021. With guidance from strong leadership and alongside a supportive team, we were able to change the lives of youth across Canada during a global pandemic. Also, we were able to help local communities, businesses and organizations when times were especially uncertain. Through my FuturePerfect experience, I have gained so many new work and life skills, I was able to explore different parts of Canada, and I was able to form new perspectives from those experiences and those around me, Participants included.

Can you talk about your experience working with participants?

One of the things I enjoy most about this role is getting to connect with youth from all over Canada, who are at different stages in life. Working with youth can be challenging, and it is extremely rewarding. Being able to provide them with tools and support to succeed in their work placement and overcome challenges of everyday life is very fulfilling.

This program offers the first job for many of our Participants, and allows us to guide them through this major milestone in their life. FuturePerfect offers a comprehensive employment and life skills training, providing Participants with real-world hands-on experience, giving me the opportunity to see Participants use these tools in action.

One of my favourite memories during my time as a Job Developer has been working with a young person who made the move of a lifetime to live permanently in Montreal after the program. An alumnus of both programs, they came to FuturePerfect with no paid work experience and gained an incredible number of skills, knowledge and experience through the program. They remained working in their full-time job after the program, signed a year lease and now has the tools to be better equipped for life.

I also have many great memories of Participants achieving great things in their placements, overcoming difficult challenges and stepping out of their comfort zone. For example, I recall a Participant moving to a new community after the program and, within 2 months, they became a board member of that organization.



What impact of the program do you see on participants and communities?

Having been involved in this program since the beginning, I can see the impacts the Participants have in various communities, especially after the COVID-19 Pandemic. Many businesses in smaller communities were struggling to find staff and stay afloat. The program offered businesses staffing, in addition to a wage subsidy during an uncertain time.

Many businesses and organizations do not have the resources to build new projects and grow their business. FuturePerfect provides employers with skilled young professionals, who are capable of implementing change and offer a fresh new perspective in their organization which can contribute immensely to their organizational goals.

What advice would you give to current and future participants?

If I were to give advice for future Participants, I would narrow it down to three key points. Firstly, be open-minded to change, new and different experiences that encourage you to step outside of your comfort zone. Secondly, be prepared for an exciting and intensive challenge as you navigate an entirely new environment. Finally, be present! The more you put into this program, the more you will take out of it!

Employment Partners

Action Saint-François	L'Arch de la Capital
Alt Hotel Saskatoon	Local and Fresh food Marketing Inc.
Armée du Salut	Marche Floral
Camp Couchiching	Markham Public Library
Changing The Flow Inc.	On Solid Ground
Charles River Laboratories	Open Arms early childhood Centre
Cine Ground	Organisme des bassins versants de la Capitale
Comité des Citoyen.ne.s de Milton Parc	Phil Inc.
Cote St-Luc Hospital for Animals Inc.	Regina Food Bank
Culture Adamo	ReThink Green
Earthbound Kids	Rideau-Rockliffe Community Resource Centre
Eco-Corridors Laurentiens	Saint-Houblon
Effet Refusé ReThink Green	Salvation Army Quebec
Elephant Thoughts	Salvation Army Sherbrooke
Future Black Female	Station-W
Green Action Centre	Stewart Mckelvey Law
Guelph Neighbourhood Support Coalition	Strategic Advantage Inc.
Guelph Solar Mechanical Inc.	Studio Floral Monarc
Hamilton Bike Share	Sum Theatre Corp.
Heart City Farm	SWAN (Sustainable Water Action Network)
Heritage Saskatchewan	Syngli
Holland Bloorview	Talayah Southern Grill
Jardins Carya	Teesri Duniya Theatre
Jones Family Greens	The Frying Deutchmann Food Truck
Juliette & Chocolat	The Table
Kate's Garden	Ville de Gatineau
La Boite a Soleil	Wet Paint Pottery Inc.
La Haute des Pelerins	
La Scene Musicale	

Participants

MAY – AUGUST 2022

Mohamad Abdallah
Kiana Azadi
Sophie Riche Cervera
Colin Chong
River Davies
Jaynina Deku
Julie-Anne Delaquis
Cody Edmonton
Frank Goudie
Dayne Henry
Sasha Hirsch
Emma Hogeterp
Linda Huynh
Sulia'n Johnson
Heidy Jose
Lea Joseph
Tatiana Kelly
Nautia Kematch
Sidra Khan
Holly Kibbins
Kimberly Koenders
Seayenna Lee
Jose Luis Manlapaz
Cyrus Mena
Aaliyah Mulla
Nicolas Normand-Sylvestre
Carrigan O'Reilly
Angel Panag
Andrew Paquette
Aneesah Rahaman
Sophia Rukhlyadyev

Davrielle Salsberg
Hunter Skahan
Andree Stevens
Angela Victoria Sucre Medina
Nola Tremain
Laurence Vaillancourt
Jessica Vaillancourt
Gabrielle Wilson
Kevin Wong
Justina Wong
Angela Xie
Pei Yu Zhan

JANUARY – MARCH 2023

Fred Blais
Johannah Brockie
Rebecca Chan
Emmanuel Dagenais
Jack Di Giandomenico
Fiona Giroux
Mya Lambier
Veja Lianga
Vanja Lugonjic
Elaine Truong Ma
Michael Mathers
Annika Elke Mazzarella
Isabelle Sylvia Métivier
Ashtyn Nauffts
Jaden Dakota Sinclair
Milan Noah Solivo
Marianne St-Pierre
Natalie Way
Shemar Wright

Truth & Reconciliation

NATIONAL EXPERIENCE

- The Brandon group assisted in making regalia for a local Elder for an upcoming Pow Wow. The Elder had been wanting to be able to do this for many years but had been unable to due to personal circumstances. The Elder had repeatedly told Ayla that she felt she had gained another daughter, and that Ayla was able to assist in making her greatest dream come true.
- The Calgary group prepared care/hygiene packages and, with the guidance of Bear Clan, distributed the packages throughout downtown Calgary to Indigenous/Métis folks who are in need.
- In consultation with local Indigenous organizations, businesses and community members, the Nanaimo group prepared a resource that will be distributed in farmer's market food baskets across Nanaimo. The resource is intended to connect folks with Indigenous organization, businesses, and events. With the assistance of a local graphic designer and print shop, the group finalized their resource, and it was included in a farmer's market food basket that was distributed to over 500 community members.
- The Wetaskiwin group was finally able to establish a connection with the Maskwacis community and were able to provide volunteer support for a significant lacrosse game; the Alberta Indigenous Lacrosse Team vs. the Alberta Summer Games Team. The game was the signature event of the day, alongside a drum circle, dancing and other community activities. The group assisted with set-up and tear down, and assisted with the delivery of the day's events.
- The Winnipeg group created kits (essential consisting of 8 second-hand winter coats; 120 hand warmers; 64 pairs of socks; 2 flats of juice boxes; and 20 pairs of gloves) for the Bear Clan Patrol.
- The Sudbury group has given time and support to the 2022 Hide Camp for the Atikameksheng Hide Camp.
- The Halifax group went out into the public space on 2 occasions close to Christmas time to distribute pins from the "Moose Hide" campaign. They quickly learned how to approach people to give them the pins, but above all to explain their meaning.

FUTUREPERFECT

- Participants in Saskatchewan engaged in different Indigenous and First Nations languages learning.
- Quebec Participants organized to meet and attend a Pow Wow together.
- The Truth & Reconciliation Learning Platform is available to FuturePerfect Participants.



Innovation & Operations

During the last year, the Innovation and Operations team worked hard to perfect Katimavik's processes. Here are some of the results:

- Processes have been simplified by directly connecting Formstack to our Client Relationship Manager (CRM), where Katimavik's participants, partners and alumni database is found.
 - Security has been improved all around with a digital signature feature that sends secure forms to the right person according to where they are in the process. This feature is also used for employment documents. It lets every user apply a digital signature that is timestamped and coded to the person.
 - General processes on our CRM have been expedited thanks to further automation. This removes back and forth that would require human intervention and saves a lot of human time. For example, when participants complete a form, they receive automated emails and surveys in due course.
 - Staff members with reporting responsibilities will have immediate access to up-to-date information on a host of subjects ranging from demographics to learning indicators thanks to our focus on mapping all private and public sector output and outcome commitments to our externally validated surveys through automated reporting dashboards.
- A Community Impact Report was conducted, highlighting the positive impact of our programs on participants, communities, and stakeholders. It is currently undergoing revisions and edits and will be used for fund development purposes.
 - We have a better knowledge of gaps in tasks thanks to process mapping done by Isabelle Métivier. Knowing those gaps makes us more efficient and able to work on fixing them. The process mapping also allows the sophistication of operations to be self-guided with a rigorous framework to keep operations effective during periods requiring exceptional agility (ex: large growth)
 - We can save precious working hours by having the entire program staff team moved to our CRM platform. Consolidation of all the information in one place reduces the number of clicks needed when navigating the database and automates the sharing and organization of information.



Fierté Montréal 2022

In August 2022, the Katimavik team, alumni, friends and participants came together for a wonderful weekend at Festival Fierté Montréal to celebrate our values of inclusiveness, tolerance, openness and diversity.

We were present during the community days on Sainte-Catherine Street and on Sunday when the Pride Parade was scheduled. Although the parade was cancelled, we still got together in the morning and spent some time together.

Thank you to everyone who visited us on Sainte-Catherine Street, chatting with us, expressing themselves and having fun with Katimavik. Thank you for being yourself with us!

We look forward to many more opportunities to celebrate the achievements of the 2SLGBTQI+ community and to express our support for every Katimavik participant, alumni and friend who has the courage to speak out and be themselves. It takes strength and it should be applauded. We'll have many more opportunities to march together for tolerance and acceptance.

Independent auditor's report

To the members of

KATIMAVIK YOUTH SERVICES

Opinion

We have audited the financial statements of KATIMAVIK YOUTH SERVICES (the organization), which comprise the balance sheet as at March 31, 2023, and the statements of operations, changes in net assets and cash flows for the year then ended, and notes to the financial statements, including a summary of significant accounting policies.

In our opinion, the accompanying financial statements present fairly, in all material respects, the financial position of the organization as at March 31, 2023, and the results of its operations and its cash flows for the year then ended in accordance with Canadian accounting standards for not-for-profit organizations.

Basis for Opinion

We conducted our audit in accordance with Canadian generally accepted auditing standards. Our responsibilities under those standards are further described in the Auditor's Responsibilities for the Audit of the Financial Statements section of our report. We are independent of the organization in accordance with the ethical requirements that are relevant to our audit of the financial statements in Canada, and we have fulfilled our other ethical responsibilities in accordance with these requirements. We believe that the audit evidence we have obtained is sufficient and appropriate to provide a basis for our opinion.

Other Information

Management is responsible for the other information. The other information comprises the information included in the annual report, but does not include the financial statements and our auditor's report thereon.

Our opinion on the financial statements does not cover the other information and we do not express any form of assurance conclusion thereon.

In connection with our audit of the financial statements, our responsibility is to read the other information and, in doing so, consider whether the other information is materially inconsistent with the financial statements or our knowledge obtained in the audit or otherwise appears to be materially misstated. If, based on the work we have performed, we conclude that there is a material misstatement of this other information, we are required to report that fact. We have nothing to report in this regard.

Responsibilities of Management and Those Charged with Governance for the Financial Statements

Management is responsible for the preparation and fair presentation of the financial statements in accordance with Canadian accounting standards for not-for-profit organizations, and for such internal control as management determines is necessary to enable the preparation of financial statements that are free from material misstatement, whether due to fraud or error.

In preparing the financial statements, management is responsible for assessing the organization's ability to continue as a going concern, disclosing, as applicable, matters related to going concern and using the going concern basis of accounting unless management either intends to liquidate the organization or to cease operations, or has no realistic alternative but to do so.

Those charged with governance are responsible for overseeing the organization's financial reporting process.

Auditor's Responsibilities for the Audit of the Financial Statements

Our objectives are to obtain reasonable assurance about whether the financial statements as a whole are free from material misstatement, whether due to fraud or error, and to issue an auditor's report that includes our opinion. Reasonable assurance is a high level of assurance, but is not a guarantee that an audit conducted in accordance with Canadian generally accepted auditing standards will always detect a material misstatement when it exists. Misstatements can arise from fraud or error and are considered material if, individually or in the aggregate, they could reasonably be expected to influence the economic decisions of users taken on the basis of these financial statements.

As part of an audit in accordance with Canadian generally accepted auditing standards, we exercise professional judgment and maintain professional skepticism throughout the audit. We also:

- Identify and assess the risks of material misstatement of the financial statements, whether due to fraud or error, design and perform audit procedures responsive to those risks, and obtain audit evidence that is sufficient and appropriate to provide a basis for our opinion. The risk of not detecting a material misstatement resulting from fraud is higher than for one resulting from error, as fraud may involve collusion, forgery, intentional omissions, misrepresentations, or the override of internal control.
- Obtain an understanding of internal control relevant to the audit in order to design audit procedures that are appropriate in the circumstances, but not for the purpose of expressing an opinion on the effectiveness of the organization's internal control.
- Evaluate the appropriateness of accounting policies used and the reasonableness of accounting estimates and related disclosures made by management.
- Conclude on the appropriateness of management's use of the going concern basis of accounting and, based on the audit evidence obtained, whether a material uncertainty exists related to events or conditions that may cast significant doubt on the organization's ability to continue as a going concern. If we conclude that a material uncertainty exists, we are required to draw attention in our auditor's report to the related disclosures in the financial statements or, if such disclosures are inadequate, to modify our opinion. Our conclusions are based on the audit evidence obtained up to the date of our auditor's report. However, future events or conditions may cause the organization to cease to continue as a going concern.
- Evaluate the overall presentation, structure and content of the financial statements, including the disclosures, and whether the financial statements represent the underlying transactions and events in a manner that achieves fair presentation.

We communicate with those charged with governance regarding, among other matters, the planned scope and timing of the audit and significant audit findings, including any significant deficiencies in internal control that we identify during our audit.

APSV comptables professionnels agréés inc.

APSV Chartered Professional Accountants inc.¹

Montreal, October 2, 2023

1 By Caroline Pombert, CPA auditor

Financial Report

STATEMENT OF OPERATIONS

FOR THE YEAR ENDED MARCH 31, 2023	2023	2022
REVENUES		
National experience	\$ 2 645 447	\$ 2 530 679
Future Perfect project	\$ 1 853 709	\$ 804 344
Fundraising	\$ 74 218	\$ 99 704
Donations from individuals	\$ 30 624	\$ 3 304
Other grants	\$ 23 314	-
Contributions from other organizations	\$ 9 364	\$ 106 886
Other revenues	\$ 1 473	\$ 217
	\$ 4 638 149	\$ 3 545 134
EXPENSES		
Salaries and benefits	\$ 1 849 696	\$ 1 427 354
Rent	\$ 694 536	\$ 440 883
Travel expenses	\$ 601 895	\$ 438 873
Partners contributions	\$ 322 099	\$ 50 537
Training, recruitment and development	\$ 232 654	\$ 137 992
Office expenses	\$ 227 874	\$ 154 331
Professional fees	\$ 214 919	\$ 234 552
Advertising	\$ 190 118	\$ 86 598
Complementary activities	\$ 149 833	\$ 105 892
Food	\$ 140 865	\$ 128 122
Pocket money and persistence bonus	\$ 46 159	\$ 73 874
Insurances	\$ 44 041	\$ 34 022
Depreciation of fixed assets	\$ 9 125	\$ 11 295
Interest and bank fees	\$ 5 903	\$ 5 174
	\$ 4,729,717	\$ 3 329 498
EXCESS (DEFICIENCY) OF REVENUES OVER EXPENSES	\$ (91,568)	\$ 215 636

Financial Contributors

GOVERNMENT CONTRIBUTORS

Katimavik is funded by the Government of Canada through Canada Service Corps.

FUNDED IN PART BY



PRIVATE SECTOR CONTRIBUTORS

We would like to thank the following private-sector donors for their contributions during the 2022-2023 year.



An agency of the Government of Ontario
Un organisme du gouvernement de l'Ontario



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Katimavik

