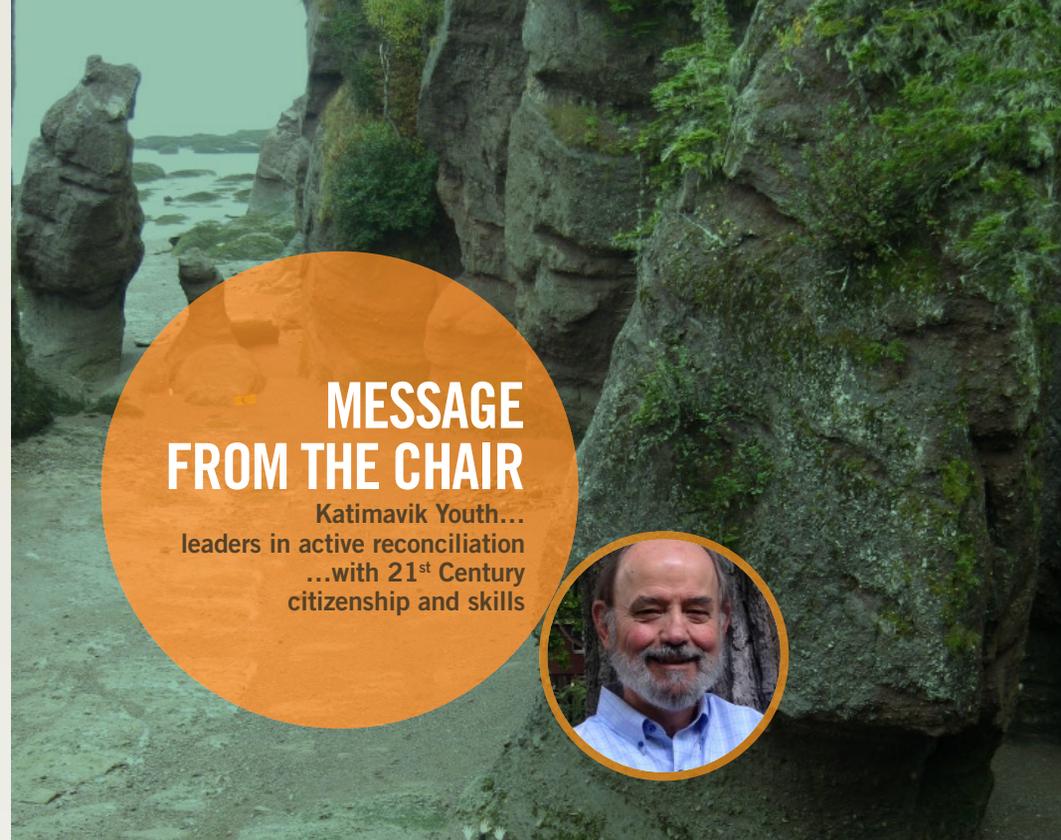


Katimavik



ANNUAL REPORT 2015-2016





MESSAGE FROM THE CHAIR

Katimavik Youth...
leaders in active reconciliation
...with 21st Century
citizenship and skills



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Katimavik and its many partners are optimistic about the re-launch of a modernized national core program, fully integrated with active reconciliation between Indigenous and non-Indigenous Youth in Canada.

The innovative national core program provides Canadian youth with 21st century citizenship and personal skills, to align with the changing needs of Canadian youth, the communities and the new economy. It builds on the proven track record of Katimavik in developing youth and communities through community volunteer service. Development focuses on leadership and critical employment skills; teamwork and group decision-making; an appreciation of the richness of Canada's cultural, linguistic and geographic diversity; and eco-stewardship. The latter includes the very successful Ecostage internship program in Quebec.

A feature of all future programming is informed action leading towards a mutually respectful and just relationship between Indigenous and non-Indigenous youth in Canada; it will make Katimavik youth the

new leaders in active reconciliation for future generations. Within this focus, Katimavik volunteers will be developing mutually beneficial relationships with the Indigenous people on whose traditional territory they are actually volunteering. This is clearly the most effective way to come to know, understand and appreciate the rich legacy of Canada's Indigenous peoples, and the deep injustices that resulted from parts of their history with the settlers.

Another feature of all new programming will be the effective and responsible use of social media and communications technology as a source of continuous learning and networking for the youth and our partners.

Assessing these new needs, strengthening some core components of proven programming, and developing critical new pieces has been the focus of the organization, especially since the election of a new government whose commitments to youth, communities, the new economy and the environment align so well with the traditional values and proven capabilities of Katimavik.

We have also continued to develop the Indigenous Youth in Transition (IYIT) approach, especially with the James Bay Cree (Quebec), the Tlicho (N.W.T.) and the Inuit in Iqaluit. We continue to work in partnership with Trent University's First Peoples' House of Learning and the Indigenous Studies Department. Other post-secondary partnerships are being developed in other parts of Canada to support IYIT.

On behalf of the Board of Directors, I would like to express our appreciation to our very dedicated staff. As well, we continue to foster a mutually supportive relationship with our many alumni, which is much valued and evokes great promise for the future.

On a personal note, I would like to thank the Directors, each of whom has willingly committed time, energy and diverse knowledge towards the goal of providing all diverse Canadian youth with the opportunity to develop citizenship and skills for the 21st century, and to become active leaders in reconciliation.

Willy L. P. Fournier
PRÉSIDENT



**A YEAR OF STRONG
COMMITMENTS,
SUPPORT, AND GOOD
DEVELOPMENTS**

It was a year of many developments, with growing enthusiasm and determination to bring about a re-launch of Katimavik's National Core Program for 2017. And it was a year of sustained commitment to eco-stewardship programs and to supporting the aspirations of Indigenous youth. →

Katimavik maintained its strong commitment to the development of Indigenous youth, following a strategic update in May – June 2015. Katimavik also retained its commitment to Ecostage, the highly successful youth internship program focused on environmental development projects in Quebec communities. Katimavik has always taken a leading role in engaging youth in environmental stewardship.

There is also a clear accordance of values between the IYIT and those of the Ecostage, for both youth and the environment.

To better guide Katimavik, the Board was strengthened with the appointment of two (2) Indigenous directors: Saga Williams (Anishinabe), lawyer, and S. Brenda Small (Eeyou), Vice President – Aboriginal Learning Policy at Confederation College, and also a lawyer. It was followed shortly by a third appointment, Professor David Newhouse (Onondaga), Chair of Indigenous Studies at Trent University.

The priority at the beginning of the year was to expand IYIT and develop an alliance of partners to better support Katimavik. Part of this was a new, major commitment of the Board:



Katimavik would make ‘active reconciliation’ a major integral component of all future Katimavik programming.

“We want to make Katimavik youth the *leaders in active reconciliation*, for future generations.”

The Chair and Vice Chair met very briefly with Justice Murray Sinclair to advise him of Katimavik’s commitment. He was pleased and asked to be kept updated of developments.



Katimavik’s Board and Team were energized by the policy commitments in the electoral platform of the new government. These aligned very well with Katimavik’s proven track record, and with its new commitment to active reconciliation and its growing success with Indigenous youth.

The Board had opened a recruitment process for a new Executive Director; this was suspended once it was evident that a new government with strong commitments towards youth volunteer service had been elected. At that point the Board opted to focus on developing a plan for a major re-launch of an enriched national core program, in addition to the continuation of Ecostage and the IYIT.

Katimavik alumni go into action...

The alumni of Katimavik responded spontaneously and enthusiastically to the new government. Within a matter of a few weeks, Sami Lester, an alumna, launched and coordinated an online petition for the re-launch of the national core program. Over 10,000 alumni responded, including many comments recognizing the unique contribution of their Katimavik experience to their lives. They asked that this exceptional experience be made available to the current and future generations of Canadian youth.

Katimavik included in federal government consultations on youth

Following the appointment of the new Ministers, in which the Prime Minister named himself Canada's new Minister responsible for Youth, Katimavik wrote to advise him of its readiness and eagerness to re-launch a national program.

In early February 2016, Katimavik was invited to participate in a national consultation process coordinated by the Parliamentary Secretary for Youth, the Honourable Peter Schiefke. In those discussions...

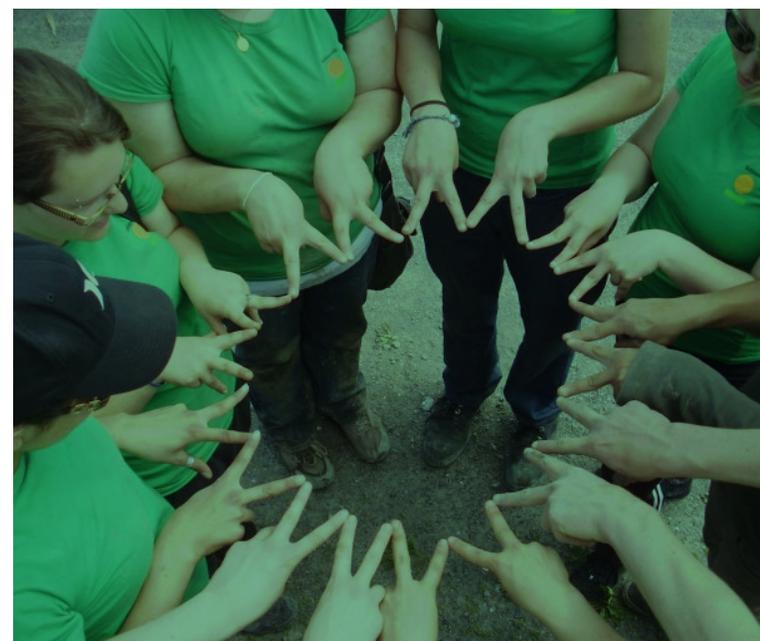


Katimavik outlined its plans to re-launch a national core program to develop 21st century citizenship and skills, including an integral component anchored on active reconciliation between Indigenous and non-Indigenous youth in Canada.

Katimavik reminded the government of its proven ability and track record in delivering programs that address a number of the government's priorities, including: 21st century citizenship built on youth volunteer community service; leadership; the recognition and appreciation of cultural, linguistic and geographic diversity including active reconciliation, and eco-stewardship; and developing 21st century employability skills, group skills and entrepreneurship.

Katimavik will retain its commitment to Ecostage and other eco-stewardship programming, and to IYIT. It also plans to develop other specialty programming to enhance the success and quality of life for youth emerging from government care, and to address other special needs of youth.

As of March 31st, 2016, Katimavik had still not received any confirmation or notice of funding. However, there was a strong commitment in the proposed budget to the types of programming best delivered by Katimavik.





ECO-STAGE



Eco-stewardship is a continuing priority of Katimavik and Éco-Stage is a leading program, funded by the Government of Quebec. It encourages young adults between the ages of 18 to 30 years to engage in community-based and rewarding life and work experiences. More than a simple 3-month internship, Éco-Stage is an apprenticeship program centered on eco-citizenship contributions and practices.

From September 15, 2015 to March 31, 2016, Éco-stage partnered with 41 community organizations and accepted 44 volunteer interns in three regions of Québec: Montreal (22), Quebec City (18), Saguenay-Lac-Saint-Jean (3). Despite an unavoidable delay of several months, 2015-2016 was a very productive year as we improved the efficiency of the program and increased internships by 25%.

Volunteer Service: At the Heart of Éco-stage

Like all Katimavik programs, Éco-stage adheres to the philosophy of learning through volunteer service. By getting involved in a project with an environmental goal, youth develop competencies in eco-citizenship. In Éco-stage, volunteering is a full-time undertaking which helps youth

understand the social and economic role of partner organizations and experience the impact of citizen involvement on the communities or society as whole.

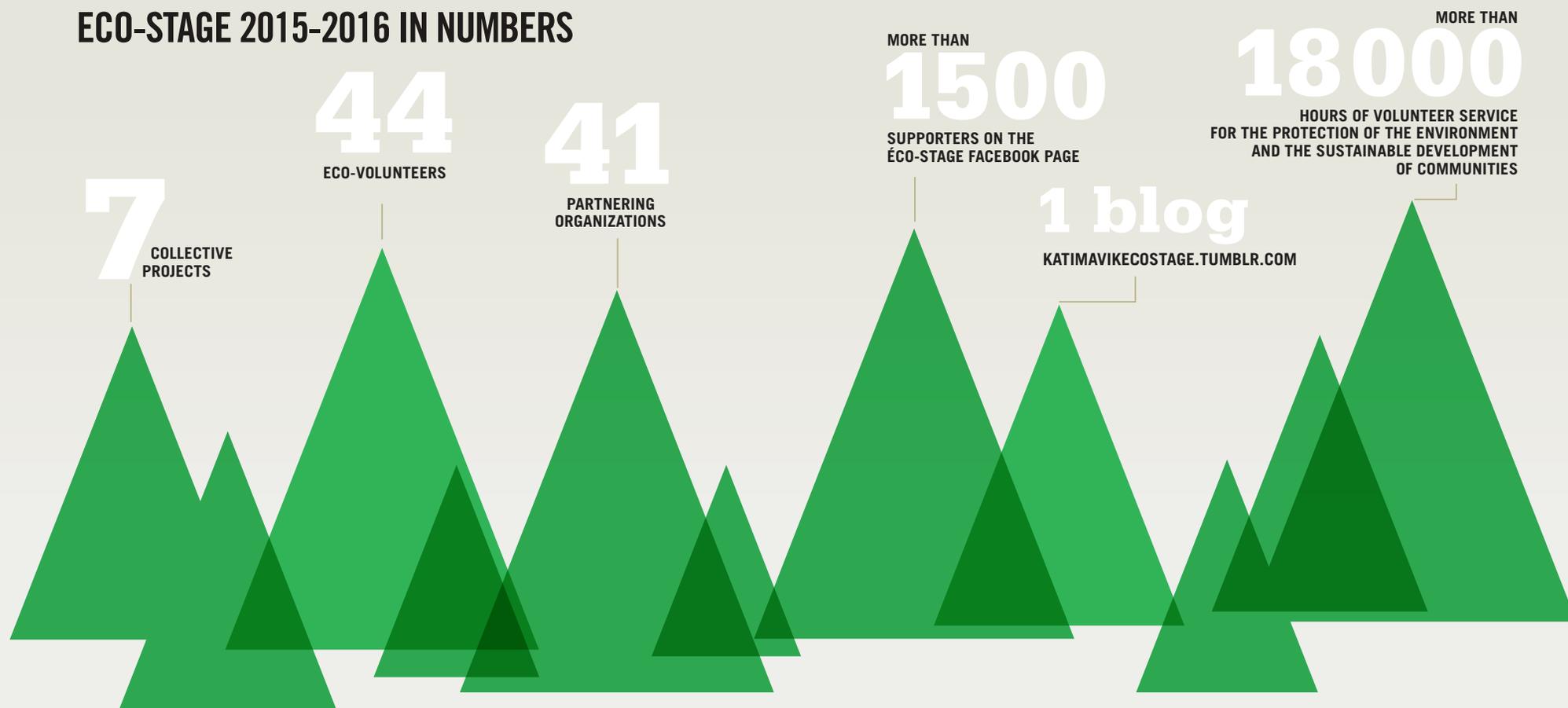
Collective Projects

Collective projects are a key part of the eco-volunteer experience. One day a week, eco-volunteers meet as a team to develop a collective project which corresponds to their interests and which deals with a previously identified community need. These initiatives allow the host community to benefit from a forward-looking project with positive outcomes, and which is run by motivated young people.

Examples:

- ➔ Awareness workshop on waste management in five classes of an elementary school in Montreal
- ➔ Creation of an edible indoor garden at the CÉGEP de Chicoutimi
- ➔ Development of a green wall in the design pavilion at the University of Quebec in Montreal (UQAM)
- ➔ Bicycle repair workshop in partnership with Éco-quartiers du Sud-Ouest and the YMCA
- ➔ Setting up an eco-responsible workshop for Jardin sans frontières a community gardening project
- ➔ Continuation of the project "Libérez la bouffe"; Installation of a refrigerator in front of Saint-Roch Church to raise awareness about food waste and food security, and promote the sense of community

ECO-STAGE 2015-2016 IN NUMBERS



“ My experience as an Éco-stage intern was beneficial for my personal and professional development. I had the chance to join a dynamic and creative team who surpass themselves daily.”

LUCE THÉRIAULT, VOLUNTEER, WINTER 2016

“ I had the chance to be in an excellent working milieu with colleagues who were also excellent. This internship was a turning point in my personal and professional life.”

JOELLE DESROCHERS, VOLUNTEER, FALL 2015

“ My Katimavik experience was extremely positive on many levels. It helped us in our daily work as well as in the development of new projects.”

SUPERVISOR AT ÉDITIONS ÉCOSOCIÉTÉ, A COMMUNITY PARTNER

“ Katimavik internships help us develop and carry out projects for which we would probably be short of time and resources. The projects are very appropriate for our organization and we hope these projects are interesting, meaningful and pertinent for the interns as well. Thank you very much for all you have done!”

SUPERVISOR AT ACCÈS TRANSPORT VIABLE, A COMMUNITY PARTNER



INDIGENOUS YOUTH IN TRANSITION (IYIT)

The IYIT is not a program; it is an approach offered to Indigenous communities and nations to support the accelerated development of their youth, aged 18 – 30 years. To become a “program”, it must be created and governed in partnership with an Indigenous community or nation. It is built around Katimavik’s successful core program, including the Katimavik House experience which develops a number of personal and group skills. It includes the volunteer service with not-for-profit community partners in a different community, which develops valuable employment experience and skills, and personal confidence, all while making a much valued contribution to the host community.

IYIT is largely directed at Indigenous communities being directly affected by significant resource development. The objective is to support Indigenous youth in their desire to develop their capabilities and leadership skills, and to fulfil their life plans. Various ways are being examined to include urban Indigenous youth.

A special focus on personal learning skills and academic achievement...

A key feature of IYIT is its focus on personal learning skills and academic achievement. This is accomplished through a strong, student-centered curriculum and learning practices in a supportive learning environment, in partnership with post-secondary institutions. The main partner for the first IYIT cohorts has been Trent University, specifically the First Peoples' House of Learning and the Indigenous Studies Department.

In June 2015, Katimavik presented the IYIT to the Executive Committee of the Cree Nation Youth Council of the James Bay Cree (Quebec). The Committee believed a Cree IYIT could create singular opportunities for Cree youth. Interim Grand Youth Chief Alex Moses arranged for us to meet with the Cree School Board (CSB). At the request of Kathleen Wootton, the Chair of the CSB, we presented the IYIT to the Board of Commissioners, representing the nine (9) Cree communities of the James Bay Quebec Cree. The Board agreed to work with Katimavik, in partnership with the Youth Council and the Cree Human Resource Development Corporation, to explore the development of a Cree IYIT Program. Since then, discussions have been underway to address the governance and design of a program for the Cree youth.

Initially, funding for this initiative was to come primarily from the resource companies operating on the traditional territories of the Indigenous peoples. However, as these projects move forward, it is Katimavik's intention to seek the full financial support of the federal government to ensure that Indigenous youth can benefit from Katimavik's ability to contribute to their specific needs and aspirations. Since the IYIT also helps address the effects of the long standing discrepancy in funding for Indigenous youth, the request for full and equal funding for IYIT participants is totally consistent with the findings and declaration of discrimination by the Canadian Human Rights Tribunal (January 2016) in the case brought by the First Nations Child and Family Caring Society of Canada and the Assembly of First Nations.



BUILDING ON THE INITIATIVES AND ENERGY OF KATIMAVIK ALUMNI

A large majority of Katimavik's 35,000 alumni have retained both a strong and positive opinion of their Katimavik experience and the way it transformed their lives, as well as a close bond with their fellow volunteers in their respective cohorts. However, nurturing an active and mutually supportive relationship between the alumni and the Katimavik organization has been more difficult, in part because it was perhaps not seen as that important in the past. →

In the fall of 2015, a group of alumni in the Toronto area, comprising recent alumni from various parts of Canada, got together to design and sell “Katimacards”. Their intent was primarily to show that Katimavik was indeed still alive and actively at work. They arranged to market the cards in a number of local Christmas arts and crafts shows, and through on-line communications with the alumni and former Board members. They also sent signed cards to each of the newly elected members of Parliament. When requested, Virginie Thibeault, the Director of Operations, provided various support from Katimavik.

The spontaneous and resounding on-line petition of the alumni requesting the resumption of the national core program, and the subsequent individual requests made by many alumni to their respective MP’s, created an opportunity to explore a new relationship.

When the Board directed staff to develop a full re-launch plan and budget for a national program, the Chair contacted this group of alumni in Toronto and asked them to submit their thinking regarding a more effective and mutually supportive relationship between Katimavik and its alumni. The group, headed by alumnus Ehsan Monfared, a former alumni Board director, responded with five (5) key recommendations, including a more active role for the alumni in:

- ➔ Supporting new cohorts at the community level;
- ➔ Helping to initiate and coordinate community volunteer projects, including national projects;
- ➔ Mentoring recent volunteers when they return home; and
- ➔ Serving as a consultative group for the organization.

They also proposed more structured and better resourced support for alumni activities from the organization. All of these recommendations aligned with the Board’s plans, and were integrated into the plans submitted to the government as part of its public consultations.

The Board also invited Erin Ellefsen, a Métis alumna from the 2014 Rupertsland cohort, to contribute directly to the deliberations of the Board in the review and strengthening of the new national core program.

In the spring, the Board reached out to a number of alumni who had taken very strong personal initiatives to urge the new government to re-launch their cherished Katimavik national program. Some were aware of, and concerned about, the Board’s commitment to “active reconciliation” and thought this implied a total revision and focus of the program. During informal exchanges, the Chair confirmed that active reconciliation was indeed a new integral part of all Katimavik programming, and that this would build on Katimavik’s proven track record in addressing the former reconciliation between Canada’s official French and English cultures and languages. It was also made clear that the renewed national program would build on Katimavik’s track record and be directed at developing 21st century citizenship and skills, including making Katimavik youth the leaders in active reconciliation for future generations.

The group accepted a request that they become an informal Alumni Liaison Group to serve in a consultative capacity with the Board, and to undertake their own initiatives in developing a strengthened relationship among the alumni. We fully expect to further cultivate this relationship in the near future, with the planned resumption of a national program.





A WORD OF HEART-FELT APPRECIATION

Many people have willingly and generously contributed their time, expertise and energy to the activities and development of Katimavik during the past year.

Starting with the staff, we particularly want to recognize the work and dedication of Virginie Thibeault, who almost single-handedly assured that all active programs were effectively managed and supported. She was capably supported by Claire Paquette, our financial technician.

Other individuals, like Marc Meilleur and Andréanne Sylvestre contributed on a part-time or volunteer basis, as did our communications consultant, Isabelle Demers. Our new IYIT Lead, Andy Garrow, initiated some special funding and assured all the developmental initiatives and follow-up for IYIT.

We also wish to recognize the contribution of Thérèse Piette who served as Interim Executive Director for the period ending in May 2015.

Normand Comeau, a former Director of Finance, generously volunteered his time and counsel on all matters relating to effective and responsible financial management, and on many other planning issues relating to the major re-launch of the national program.

At the annual general meeting last May, long serving Board member, Catharine Johnson, resigned. Catharine had been a rigorous and dedicated director for many years and the Board wishes to especially recognize her very informed perspectives, her diligence and her many personal actions in support of Katimavik over several years

Likewise, the Board wishes to thank former directors Ehsan Monfared, David Israelson and Joe Dragon for their time and counsel on a number of developments during the past year.

As outlined above, Trent University's First Peoples' House of Learning and the Indigenous Studies Department have continued to contribute directly to all efforts to expand and strengthen the success of IYIT. We want to thank, Adam Hopkins, the Director of the First Peoples' House of Learning for his personal attention to the success and development of each Indigenous youth that enters Trent.

Finally, the Board wants to thank the alumni for the various contributions described above, each of which serves to encourage and energize the Board in its determination to resume full national programming for the benefit of today's youth and Canada's reconciled future.

FINANCIAL STATEMENTS

INDEPENDENT AUDITOR'S REPORT

To the members of KATIMAVIK YOUTH SERVICES

We have audited the accompanying financial statements of KATIMAVIK YOUTH SERVICES which comprise the statement of financial position as at March 31, 2016, and the statements of operations, changes in net asset and cash flows for the year then ended, and a summary of significant accounting policies and other explanatory information.

Management's Responsibility for the Financial Statements

Management is responsible for the preparation and fair presentation of these 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 the financial statements that are free from material misstatement, whether due to fraud or error.

Auditor's Responsibility

Our responsibility is to express an opinion on these financial statements based on our audit. We conducted our audit in accordance with Canadian generally accepted auditing standards. Those standards require that we comply with ethical requirements and plan and perform the audit to obtain reasonable

assurance about whether the financial statements are free from material misstatement.

An audit involves performing procedures to obtain evidence about the amounts and disclosures in the financial statements. These procedures selected depend on the auditor's judgement, including the assessment of risks of material misstatement of the financial statements, whether due to fraud or error. In making those risk assessments, the auditor considers internal control relevant to the entity's preparation and fair presentation of the financial statements 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 entity's internal control. An audit also includes evaluating the appropriateness of accounting policies used and the reasonableness of accounting estimates made by management, as well as evaluating the overall presentation of the financial statements.

We believe that the audit evidence we have obtained is sufficient and appropriate to provide a basis for our qualified audit opinion.

Basis for qualified opinion

In common with many charitable organizations, we were not able to obtain

sufficient appropriate audit evidence regarding completeness of the revenues from donations. Consequently, we were not able to determine whether any adjustments might be necessary to those revenues, excess of revenues over expenses and net asset.

Qualified opinion

In our opinion, except for the effect of the matter described in the Basis for qualified opinion paragraph, the

financial statements present fairly, in all material respects, the financial position of KATIMAVIK YOUTH SERVICES as at March 31, 2016, and the results of its activities and cash flows for the year then ended in accordance with Canadian accounting standards for not-for-profit organizations.

APSV Chartered Professional Accountants inc.
Montreal, June 15, 2016

	2016 \$	2015 \$
REVENUES		
Revenues -Eco-stage Project (appendix A)	297 358	321 485
Contributions from other organizations	25 760	84 729
Contribution from Indigenous youth in transition	18 780	18 780
Contributions in services from a firm	6 032	-
Donations from individuals - Other revenues	3 398	5 480
Donations from firms	1898	12
	-	4118
	353 226	421856
EXPENSES		
Expenses - Eco-stage Project (appendix A)	272 261	301 588
Salaries and benefits	36 481	128 493
Rent	22 331	20 629
Expenses - Indigenous youth in transition	18 780	-
Training, recruitment and development	15 918	20 751
Travel expenses	13 394	9 999
Professional fees	12 218	24 203
Unused grant reimbursement	10 000	-
Others	4 346	2 735
Office expenses	3 241	9 448
Amortization of fixed assets	863	82
Interests and bank fees	712	1146
Food	501	4 560
Bad debts	-	3 274
Learning program	-	1894
	411046	528 802
Deficit Of Revenues Over Expenses	(57 820)	(106 946)

Katimavik

