

KATIMAVIK  
**Annual Report**  
2023-2024

IKO



**Katimavik**





# Generations of Impact





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Dear friends, partners, and supporters of Katimavik,

The 2023-2024 period has been marked by resilience and innovation at Katimavik.

We have achieved significant milestones, and we extend my heartfelt gratitude to the Government of Canada for their steadfast support, as well as to our private sector partners, whose contributions have been instrumental in advancing our mission.

We are pleased to announce that the Government of Canada has revised its approach to youth programs funded through the Canada Service Corps and the Youth Employment Skills Strategy, transitioning from annual funding to a multi-year agreement. This strategic shift enables us to significantly expand and enrich our programming, offering a more profound impact on our young participants, fostering their personal development, and enhancing their community engagement.

While this transition brings exciting opportunities, it also necessitated a temporary pause in our 2024 programs due to funding adjustments. This decision, though challenging, allowed us to take a step back, reevaluate, and refine our offerings. We now move forward with renewed vigor and a strengthened resolve.

In June 2024, we proudly unveiled an updated brand identity. This evolution represents Katimavik's commitment to remaining relevant in today's world with a refreshed and modernized image, while staying deeply connected to our rich heritage.

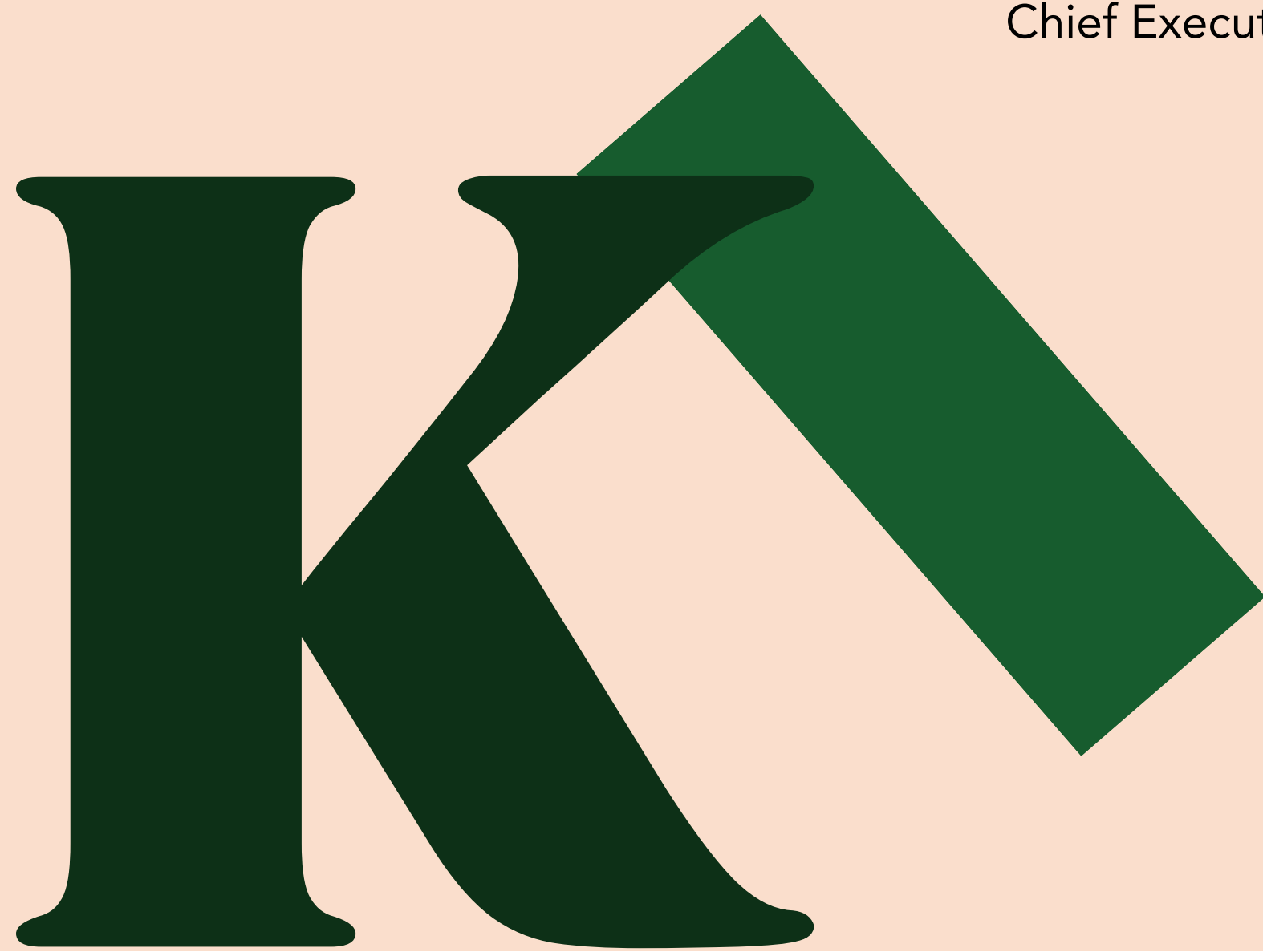
As we continue our mission to cultivate the next generation of engaged leaders, your continued support remains crucial to our success. We are profoundly grateful for your commitment and trust in Katimavik.

Thank you for your unwavering dedication.

With gratitude,

**JF (John-Frederick) Cameron**  
Chief Executive Officer

**Justin Dubreuil**  
Chair, Board of Director





# Katimavik

Katimavik is a Canadian non-profit organization dedicated to the development of young people and the construction of a more inclusive and engaged society. Since its creation in 1977, Katimavik has offered programs aimed at inspiring young people to become active leaders aware of their civic responsibilities.

For over four decades, Katimavik has touched the lives of thousands of young people and contributed to the development of numerous communities across Canada. Our former participants continue to demonstrate strong civic engagement and exemplary leadership in their personal and professional lives.

In summary, Katimavik is committed to shaping the next generation of Canadian leaders by providing them with the skills, experiences, and support necessary to become positive agents of change in our society.

## Our Mission

At Katimavik, our mission is to shape a generation of dynamic young people ready to change the world. We guide them to become passionate, altruistic citizens who are prepared to build a better future. With Katimavik, every young person is equipped to make a difference.

We join forces with other organizations to promote understanding, respect, and reconciliation with Indigenous peoples as well as citizens from all cultures and backgrounds. Together, we create a world where diversity is celebrated and everyone has their place.

## Our Vision

Imagine a generation of young people who are fully engaged, autonomous, and ready to tackle any challenge. At Katimavik, we work for a future where these young leaders collaborate to build equitable communities, protect our environment, and thrive individually to contribute to the development of a better Canada.



# Board of Directors 2023-2024



**HEIDI CHRISTENSEN**  
Member



**NORMAND COMEAU**  
Treasurer



**EITAN DEHTYAR**  
Member



**CHRISTINA DONA**  
Member



**JUSTIN DUBREUIL**  
Chair of the Board



**JF (JOHN-FREDERICK)  
CAMERON**  
Ex-Officio



**DAVID NEWHOUSE**  
Member  
*(Since september 2023)*



**WENDY GIBBS**  
Vice-Chair



**DIANA PHILIP**  
Member



**CONAL SLOBODIN**  
Member



**EMILY KING**  
Member  
*(Until september 2023)*



**EMMA FINEBLIT**  
Member  
*(Until september 2023)*



**SELINA YOUNG**  
Member  
*(Until september 2023)*



**NANCY GUYON**  
Member  
*(Since september 2023)*



**GENEVIEVE VIGNEAULT**  
Member  
*(Since september 2023)*

# 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

## **TOM AHERN**

Manager, External Relations &  
Business Development

## **NIKOLA ALEKSIJEVIC**

Job Developer, FuturePerfect  
*(Until march 2023)*

## **CAMERON BEATTIE**

Project Support Leader  
*(Until april 2024)*

## **ADEL BERREGOUBA**

Assistant, Finances

## **ELLIOTT BOULANGER**

Assistant, Program Manager  
National Experience

## **REBECCA BOWERMAN**

Project Supervisor  
Eastern Cluster

## **MAMADOU CAMARA**

Finance Officer

## **JOHN-FREDERICK CAMERON**

Chief Executive Officer

## **DELILAH EDOUARD WILLIAMS**

Administrative Assistant

## **ZACHARY HEWITT**

Assistant, Special Project

## **ADIM HÉBERT**

Director, Operations & Innovation

## **MARISSA IRELAND**

Participant Recruitment Officer

## **DANIELLE KRAUS**

Program Manager,  
FuturePerfect

## **KAYLA LEVEILLÉ-QUAN**

Participant Recruitment  
Assistant

## **VEJA LIANGA**

Travel Coordinator  
*(Until january 2023)*

## **ISABELLE MÉTIVIER**

Innovation Officer

## **MARIE-CECILE PERSONNE**

Assistant, Participant Recruitment  
*(Until december 2023)*

## **MYCHAËL RIDLEY FREITAS**

Program Manager, National Experience  
*(Until march 2023)*

## **FENJA ROZA**

Project Supervisor  
Western Cluster

## **ANJA RUNGANAICALOO**

Human Ressources Officer  
*(Until january 2024)*

## **VIRGINIE THIBEAULT**

Director, Program

## **PHILIPPE TREMBLAY**

Marketing and Communication Officer  
*(Until february 2023)*





# National Experience

Katimavik's National Experience is a 22-week program designed for young Canadians aged 17 to 25. Participants live and work in diverse groups in two different communities across Canada. During this program, young people engage in meaningful volunteer projects, develop leadership skills, and gain a deeper understanding of social, cultural, and environmental issues.

The program offers youth:

- **Personal and Professional Development:** The acquisition of essential skills in leadership, communication, problem-solving, and teamwork.
- **Community Engagement:** Opportunities to contribute positively to communities through volunteer projects and partnerships with local organizations.
- **Life Experience:** Living in different regions of Canada allows participants to discover various cultures and ways of life, fostering a greater understanding and appreciation of Canadian diversity.
- **Personal Growth:** Strengthening of self-confidence and autonomy through practical and immersive experiences.

## NATIONAL EXPERIENCE IN 2023-2024

In 2023, we welcomed 144 participants in 10 different communities across Canada. Together, these young people completed an impressive total of 127,817 volunteer hours, significantly contributing to local communities and acquiring valuable skills for their future.

The year 2023-2024 was a particular one for Katimavik's National Experience due to a significant change in funding. The Government of Canada revised its approach to youth programs funded by Canada Service Corps (CSC), moving from annual funding to a multi-year agreement. While this decision allows us to expand and improve our programming, this change required placing the National Experience in a transition phase.

Indeed, since CSC funding only began in early summer 2024, we had to make the difficult decision to postpone the January and June 2024 cohorts to ensure that every candidate can participate in the program under the best possible conditions

**144** participants in the program in 2023

**10** Katimavik house through the Country

**127 817** volunteer services hours



# Host Communities



## 12 Katimavik Houses in Canada

- 1. Nanaimo, BC
- 2. Calgary, AB
- 3. Wetaskiwin, AB
- 4. Sudbury, ON
- 5. Halifax, NS
- 6. Brandon, MB
- 7. Québec, QC
- 8. Saguenay (Chicoutimi), QC
- 9. Moncton, NB
- 10. Edmonton, AB
- 11. Campbell River, BC
- 12. Winnipeg, MB

# Volunteer Placements

## Halifax, NE

- Adsum House
- Habitat for Humanity Nova Scotia
- Healthy Minds Cooperative
- Independent Living Nova Scotia
- Laing House
- Out of the Cold Emergency Shelter halifax
- St Georges’s YouthNet
- Out of the Cold Emergency Shelter Dartmouth
- Soul’s Harbour
- Spencer House

## Calgary, AB

- Women in Needs
- Calgary Drop-in and Rehab
- Kerby Center
- Alberta Animal Rescue Crew Society (AARCS)
- Sagesse
- INN for the Cold
- Center for Newcomers
- Dress for Success
- Sonshine
- Spark Science Centre

## Saguenay, QC

- Boîte Rouge Vif
- Plateforme Bioalimentaire Solidar
- Centre Mamik
- Festival REGARD
- Fondation International des Cultures à partager
- LEUCAN
- Moisson Saguenay-Lac-Saint-Jean
- Séjour Marie Fitzbach
- EURÊKO !
- Rivière du Moulin
- Popote Mobile

## Québec, QC

- L’Arche Capitale Nationale
- L’Armée du Salut
- La Baratte
- Fripe.com
- Patro Roc-Amadour-Limoilou
- YWCA Québec
- Petre Charlesbourg
- Organisme des bassins versants de la Capitale Nationale
- Société Rivière Saint-Charles





## Moncton, NB

YWCA Moncton  
Habitat for Humanity  
Shelter Movers  
Magma  
Centre Culturel Aberdeen  
Moncton Boys and Girls Club  
Hospice NB  
Shelter Movers

## Edmonton, AB

L'Arche  
Arts of the Ave  
AARCS  
La Cité Francophone  
Institut Guy Lacombe de la Francophonie  
Edmonton's Food Bank  
Edmonton Valley Zoo  
Action For Healthy Communities

## Winnipeg, MB

Harvest Manitoba  
Centre Flavie-Laurent Inc.  
Oyate tipi Cumini  
Yape Inc  
La radio communautaire du Manitoba Inc  
Festival du Voyageur

## Brandon, MB

Helping Hands Centre of Brandon Inc.  
Samaritan House Ministres Inc  
Carrer Connection Inc  
Westam  
Adult Teen Challenge (Super Thrift)  
Brandon Friendship Center

## Nanaimo, CB

CHLY Radio  
Island Crisis Care Society  
Hub City Cycle  
Growing Opportunities farm Communities  
Loaves & Fishes  
Nanaimo Foodshare  
Risebridge  
Crimson Coast Dance Society

## Wetaskiwin, AB

Boys and Girls Club of Wetaskiwin  
Wetaskiwin Home Education School  
Wetaskiwin Composite High School

## Sudbury, ON

Better Beginnings Better Futures - Aboriginal Hub  
Habitat for Humanity ReStore  
Sudbury's Centre for Transitional Care  
Northern Lights Festival Boréal  
Independent Living Sudbury-Manitoulin  
N'Swakamok Native Frienship Centre  
Volunteer Sudbury  
Northern Initiative for Social Action

## Campbell River, CB

Habitat for Humanity Restore  
Campbell River Art Gallery  
Sasamans Society  
7 Generations Stewards  
Campbell River Beacon Club  
Ecole Mer et Montagne  
Discovery Passage Aquarium  
Maritime Heritage Center

# Participants

## JULY - DECEMBRE 2023

Theo Wilman  
Petra Nejedly  
Léo Lamoureux  
Faith Reich  
Viridian Trant  
Mélodie Beetz Alves  
Éloi Saint-Germain  
Marion Boudreault  
Niels Clintberg  
Samy Ponc  
Isabella Giosi  
Naysa Jackson  
Étienne Grégoire  
Ella Corp  
Juliana Moreno Perez  
Zack Starr  
Eliza Novalinga  
Wil Norman  
Evan Moore  
Kaleb Harrison  
Roxanne Rodrigue  
Jack Reid  
Thomas Myatt

Marie Huynh  
Aries Carter  
Moses Roro  
Élisabeth Hogue  
Chance Opikokew  
Ayisha Eyegetok  
Rachel Tutanuak  
Élisabeth Racine  
Rox D'Almeida  
Zac Elsinga  
Andy Cox  
Félix-Antoine Savard  
Ariane Bénard  
Annie Courchene  
Nalani Roberts  
Catherine Lu  
Zoey Roulette  
Edwin Boc  
Dusty Makortoff  
Juniper Paskemin  
Dawson Agecoutay  
Max Goldsmith  
Joiee Guimond

Sami (Samantha) Maney  
Kaydn Stewart  
Marilou Lafrance  
Diego Barrios-Stewart  
Carmin Smith-Hanson  
Melody (Jason) Barnes  
Sophie (Liam) Bramble  
Annabelle Faubert  
Jess (Jessica Piper) Hinde  
Élodie Talbot  
River (Chloe Ella) Chiasson  
Gabriel Forbes  
Ash (Rowan) Walmsley  
Marika Savard  
Tnika Graham  
Jaxon Prouse  
Zach (Zachary) Gravel  
Anna Kvist  
Arista Marthyman  
Thea Reinhart  
Austin Bilodeau



# Participants

JANUARY - JUNE 2024

Savannah Stevens  
Anna Laundry  
Jacob Harvie  
Cassiopée Lardin  
Emma Wheaton  
Yannick Maltais-Verrette  
Griffin Bjerke-Clarke  
Catriona Profit  
Marissa Russell  
Willow Black  
Keisha Toews  
Jake Impey  
Rebecca Jean  
Dakota Johnson  
Juliet Gill  
Renaud André Larochelle  
Tomara-Fawn Percival  
Jessy Durand  
Magali Gascon  
Bea Wolno  
Dieulando Naugler  
Ava Webster  
Esha Hawe  
Trista Uvilluk  
Rosco Kembel

Davolyn Troian  
Finlay Levin  
Frédéric Dumais  
Zachary Mazat Fontaine  
Vesper Fraleigh-Green  
Pénélope Berger  
Breanna McGlynn  
Dawn Delaney-Yeo  
Jason Skidmore  
Marie-Jeanne Nadeau  
Elias Carr  
Jade Major  
Caleb Shukys  
Grace Downie  
Jordynn Purves  
Jack Ducak  
Calliope Jago  
Rebecca MacKinnon  
Senna Bailey  
Laurie Martinez Freund  
Marcus Tung  
Grace Wootton  
Alyzée Roy  
Lydia Haynes  
Jasper Atrons

Talia Barnett  
Jesse Vanderheide  
Gabriel Blyde  
Aurora Young  
Madison-Rose Wiley-Cote  
Sienna Aitaok  
North Wright  
Julianna Mackie  
Sophia Zennet  
Grace Scott  
Julia Bellemare  
Robyn Brown  
Hannah Kraft  
Brandon Prakasit Laforest  
Joao Da Silva Pinto Neto  
Levi Behnke  
Tom Lundquist  
Jada Keddy  
Olivier Fandrey  
Essence Pigeon  
Olivia Kelly  
Ashlyn Kerr Sutcliffe  
Trevor Diboll  
Alyssa Killoh  
Clementine Ball

Catherine Fortin  
Ally Laycock  
Xavier Bélanger Ruel  
Carissa Putugup  
Kaylie Naullaq  
Sheyenne Hallett-MacEachern  
Sarina Kéké Reinhart  
Thomas Beaudoin  
Alexandra Amitnaag  
Asia Lachapelle  
Mathéo Tremblay-Turcot





# Alumni Testimonies



*"I chose to take part in the National Experience during a challenging period in my academic journey when I felt uncertain about which path to pursue. This program provided me with the time, tools, and opportunities for self-discovery that I needed. I forged lasting friendships with people from across the country and made meaningful contributions to various communities."*

*During my first rotation in Campbell River, BC, I had the privilege of volunteering at two incredible organizations: the Campbell River Art Gallery and the Museum at Campbell River. In my second rotation in Halifax, NS, I had the rewarding experience of cooking daily at the Out of the Cold Community Association.*

*This experience taught me how to turn my thoughts into action. The leadership component of the program helped me recognize my potential and build confidence. After returning from the program, I continued to develop professionally by participating in FuturePerfect in Quebec City, where I served as a Logistics Coordinator for a non-profit organization. Back in Montreal, I've been able to apply the tools and insights continuing to build and strengthen my community all while pursuing my personal goals."*

***Juliet Gill, National Experience Participant - January -June 2024 cohort, Nanaimo, Halifax.***





# Future Perfect

FuturePerfect offers participating young adults a springboard towards their careers through full-time employment. Aged 18 to 30, participants develop their professional skills in a new job, share Katimavik housing, and discover a new community.

## FUTUREPERFECT IN 2023-2024

This year, the FuturePerfect program took place in Quebec City and benefited from a partnership with Destination Québec Cité.

Implemented from April 2023 to March 2024, it included three cohorts: May to August 2023, September to December 2023, and January to March 2024. In addition to the 12-week work experience, the program offers professional skills training, placement facilitation in the tourism industry, and language courses.

Although the program encountered challenges such as language barriers and varied expectations from participants and employment partners, thanks to the supportive community, participants demonstrated strong commitment to achieve their personal and program-related goals.

## SOME KEY NUMBERS

58

participants  
arrived in the  
program

70%

of participants  
completed their work  
experience

30%

of participants  
settled in Quebec  
at the end of the  
program

100%

Indicated that they  
had a positive impact  
on their community

## DESTINATION QUÉBEC CITÉ : A NEW PARTNERSHIP FOR FUTUREPERFECT

Katimavik partnered with Destination Québec Cité, an organization that brings together many members of the tourism industry in the Quebec City region, to offer professional opportunities to young adults through the FuturePerfect program.

This partnership allowed three cohorts of participants, aged 18 to 30, to work full-time in the tourism industry in the Quebec City region while benefiting from a Francophone immersion that included French language courses.

*'We are very proud to partner with Katimavik and its FuturePerfect program, which we see as a remarkable tool to alleviate the recruitment burden of tourism businesses. The employees of our tourism companies are directly linked to the visitor experience; they are our business card! As a bonus, this partnership allows us to further position Quebec as the capital of the Francophonie by offering an extraordinary immersion experience to all these young Canadians!' - Robert Mercure, Director, Destination Québec Cité.*





## SUCCESS TO CELEBRATE

- **30% of participants settled in Quebec.**

Participants highlighted Quebec's welcoming atmosphere, the kindness of its residents, and the overall positive environment. These factors not only helped participants stay in the program and overcome challenges they also influenced their decision to settle in the city. Among the participants who completed the program, over 30% chose to settle in Quebec.

- **Improvement in Language Skills:**

Many participants excelled in customer-facing roles, overcoming language barriers and feeling supported by the community and involved partners. Practicing the language, especially in the tourism industry, led to an increase in language skills and opportunities for total immersion in Quebecois culture.

- **Successful Integration and Placements:**

Participants successfully integrated into the community and secured placements in the tourism industry despite language barriers.

- **Community Engagement:**

Participants actively participated in community life, with marked enthusiasm for excursions to the Huron-Wendat Nation, visits to museums and libraries, and exploring Quebec with bus passes provided by Quebec Cité.

- **Mental Health Support:**

Mental health supports were provided, with services available in both official languages, helping participants manage challenges related to language and adapting to a new community.

## CHALLENGES ENCOUNTERED AND OVERCOME

- **Language Barriers:**

Language barriers affected the expectations of both participants and employers regarding placements. To address this, FuturePerfect worked with participants and employers to provide language lessons earlier and better align language levels with employer expectations.

- **Housing:**

The location of housing was sometimes a challenge, with some participants having difficulty accessing their workplaces without a car. FuturePerfect plans to find housing closer to workplaces for future cohorts.

- **Recruitment and Employer Engagement:**

Late recruitment of employers and language barriers contributed to difficulties faced by some participants. Efforts have been made to involve employers earlier and improve communication for future cohorts.

- **Reduced Staffing Needs During Winter Months:**

Employers have less need for staff between October and March, which complicated the placement of participants during these periods. To address this, it is recommended to limit the number of participants for the September and January cohorts while increasing the number for the May cohort.





# Employment Partners

- Boutique du Lys G.C. Ltée
- Boutique Feejos (1998) Inc.
- Cathedrale Holy Trinity
- Centre international de séjour de Québec inc
- Cidrerie Bilodeau
- Creperie&cie5.0
- Délicatesse La Salsa inc
- Echo Sports
- Entraide Agapè
- Galeries de la Capitale
- Gestion Popcorn Inc.
- Groupe de Sécurité Garda SENC.
- Hotel Le Port Royal
- Kudos Immobilier Inc.
- LA MAISON SMITH INC.
- L'Arche Capitale Nationale
- L'armee du Salut
- L'Auberge Saint-Antoine inc.
- Locations Vieux Limoilou
- Manif d'art
- Musée Royal 22e Régiment - La Citadelle de Québec
- Restos Plaisirs
- Tuque & bicycle expériences inc
- Boutique du Lys G.C. Ltée

# Participants

## MAY - AUGUST 2023

- Alvin Kwok Ho To
- Amirali Norouzimahali
- Amythest Rodgers
- Brandon Testawich
- Eprex Balucay
- Fabiola Salebu
- Gabriel Nimiqtaqtuq
- Johanna Toulouse
- Jonathan Bradbury
- Laurence Hogue
- Laurence Roy
- Laurence Clément
- Lexi Plante
- Mitchell Schmidt
- Mohammed W M Thabet
- Nathaniel Sheppard
- Nikole Bergeron
- Ryan Handbury
- Sacha Delaquis
- Sophia Steinke
- Taïna Laverdière
- Terry Uklaagak
- William Noah
- Zachary Ross

## SEPTEMBER - DECEMBER 2023

- Alexandra Wittemeier
- Amanda Rosati
- Andrew Quattrocchi
- Anel Trotman
- Angelo Tisalona
- Caroline Gacia
- Cecilia MacPherson
- Chase Arsalan
- Chassen Bishop
- Diba Dashti
- Dillon Hiebert
- Dustyn Makortoff
- Erik Marquez Sanabria
- Hafsa Asaf
- Hodan Abdi
- Jessica Ryan
- Joy Chamoun
- Karanya Yoganathan
- Kumar Stoddart
- Quin Wu
- Rahima Omar
- Sebastien Manners
- Serena Sneddon
- Sheila Almetico
- Sheresa Lee
- Susan Khan

## JANUARY - APRIL 2024

- Edwin Boc
- Emma Wheaton
- Jasmine Chopra
- Juliet Gill
- Kai Harder
- Samuel Allison
- Savannah Stevens
- Yassin Bassyouni Sharaf



# Employment Partner Testimonials

*As a partner of Katimavik, I would like to express our appreciation for the contribution of FuturePerfect, particularly visible through the contributions and growth of previous participants such as Caroline and Lexi.*

*Tours Voir Québec and Immersion Québec are dedicated to providing an immersive and educational experience to our visitors.*

*FuturePerfect has played a role in enhancing our human resources, with Caroline becoming a valuable asset to our team. Her commitment to delivering customer satisfaction and administrative support not only reflects her dedication to excellence but also illustrates her commitment to continuous learning.*

*This commitment extends to her pursuit of learning French, contributing not only to her personal growth but also fostering enriched working relationships. As they navigate our dynamic industry, Katimavik participants have instilled a spirit of collaboration and enthusiasm that has integrated into our diverse team, reflecting our commitment to fostering a workplace where integrity thrives.*

*Looking ahead, we anticipate the possibility of renewing our partnership with Katimavik, thereby strengthening our shared commitment to excellence, community engagement, and expanding our reach. We aspire to continue developing young people by providing opportunities for growth. Thank you for the positive impact FuturePerfect has had on our employees. We look forward to the continued enrichment of both our organizations through our collaborative efforts."*

**- Sébastien Ivers, Director of Tours Voir Quebec, Katimavik Partner in Québec**





## Alumni Testimonies

*"I participated in FuturePerfect during the summer of 2023 in Quebec City and experienced significant personal growth over the three months. Being away from home for the first time presented a steep learning curve, as there were many new things for me to adjust to.*

*Some of the things I learned included managing my time effectively to stay punctual for classes and work, cooking and cleaning for myself and my house, and navigating life away from my parents in a completely new city. This was my first trip to Quebec, so everything here was new to me. Over the summer, I had the opportunity to meet tourists from around the world through my work at Boutique Feejos and improve my French in a working environment.*

*Within the program, I met many people from all over Canada. As the participants were all from different provinces or territories, it helped me to fully appreciate the diversity of backgrounds that we all hail from. We had many get-togethers during our three months and it helped forge many long lasting friendships within ourselves.*

*Overall I had an amazing time in Quebec City. I made many new friends and greatly improved my French skills while there. My family is really proud to see that I have become more independent during the program. I would definitely recommend FuturePerfect to others looking to go on an adventure and create new connections with people from all over Canada! Thank you to Katimavik!"*

**Alvin To, FuturePerfect Participant, may- august 2023 cohort, Québec.**



*"From the initial contact with the FuturePerfect recruiter to the program's conclusion, FuturePerfect consistently exceeded expectations in supporting its candidates, demonstrating a genuine concern for their future. This program is particularly beneficial for recent graduates seeking experiential opportunities either on the workforce or as independent young adults (with some assistance, of course). The program not only enhances character but also offers valuable workshops, including cooking , self-care, diversity, First Nations History, and many others."*

**Shemar Wright, FuturePerfect Participant, may- september 2023 cohort, Québec.**



# Truth and Reconciliation

## TRUTH AND RECONCILIATION AT KATIMAVIK

At Katimavik, Truth and Reconciliation are central to our mission of building a more inclusive and respectful society.

We recognize the crucial importance of understanding and supporting the Calls to Action of the Truth and Reconciliation Commission of Canada. As an organization working with youth from all backgrounds, we are committed to promoting understanding, respect, and mutual learning between participants and Indigenous communities.

Within our programs, we actively integrate activities that encourage reconciliation. This includes educational workshops on the history and cultures of First Nations, Métis, and Inuit peoples, as well as visits to Indigenous communities to establish authentic and respectful relationships. Participants are also invited to engage in community projects that support local Indigenous initiatives, thereby fostering enriching cultural exchanges and awareness of contemporary issues.

By celebrating Indigenous cultures and raising awareness among youth about historical and current realities, Katimavik plays an active role in the reconciliation process.

## EXAMPLES OF PROJECT WITH THE NATIONAL EXPERIENCE

- **Sudbury:** In partnership with Better Beginnings, Better Futures, participants created a mural in the community gardens of Sudbury. Unveiled during the Spirit Garden ceremony, this artwork incorporates traditional teachings to educate and empower youth. By cultivating sacred plants, these gardens share essential knowledge, contributing to the efforts of truth and reconciliation in Canada.
- **Nanaimo :** The group of participants in Nanaimo supported Crimson Coast Dance with a performance aimed at highlighting the cultures and traditions of the Indigenous communities in the region.





# Operations and Innovation



For the past three years, the Operations and Innovation division has been integrated into Katimavik with the goal of including an operational branch with a framework for monitoring and evaluation, ensuring competitiveness and efficiency.

The focus is on identifying resource gaps, aligning them with funding priorities, and using data to identify trends and assess needs.

Over the past year, the division has notably overseen the evolution and modernization of several existing processes:

- **Recruitment Improvement** achieved through a deep understanding of the specific needs of the different youth identities we serve. This targeted approach has allowed us to attract a greater number of under-served youth.
- **Fund Development** efforts have been enhanced by rigorous evaluations of return on investment (ROI) based on concrete data. By using these evaluations, we have been able to direct our fundraising efforts more effectively and achieve significant results.
- **The Innovation Department** played a crucial role as a mapper, developing effective and continuously evolving strategies to address the complex challenges of funding. By expanding our programs and strengthening support departments, we have aligned with funding requirements while ensuring sustainable growth.
- **Data Analytics** underpins our Monitoring and Evaluations Framework which was essential for guiding policy design through empirical data. This framework has allowed us to identify trends, assess the impact of our programs, and ensure that our policies remain relevant and effective. Through these innovations, Katimavik has not only addressed current challenges but has also laid a solid foundation for a prosperous future.



# Operations and Innovation

In addition to facilitating these modernizations, the division has also worked on major projects such as:

- **Salesforce Transformation and Development:**

The division initiated a rigorous process to select a new Salesforce CRM development provider, demonstrating a deep understanding of Katimavik through a reverse demonstration. This ambitious partnership aims to automate client relationship lifecycles, implement an HRIS, develop an employee onboarding and development portal, create department-specific "data marts," oversee a new financial system within Salesforce, and establish user permission structures to ensure compliance with Law 25, the CRA, and our internal data protection policies.

- **Optimized Asset and Resource Management:**

The division has established a platform and processes for tracking IT equipment, inventories, and assets, thereby optimizing resource management, reducing losses, and ensuring optimal use. This improved management enhances operational efficiency and allows for more judicious resource allocation, significantly supporting our overall mission.

- **Staff Empowerment through Data Mastery:**

The division has trained staff to create customized dashboards and reports, allowing for personalized data views and automated reporting tasks, saving time and fostering a proactive work environment. This data-driven transformation has improved Katimavik's ability to monitor and evaluate its programs, leading to more informed decision-making and improved program outcomes.





# External Relations and Business Development

## RESTRUCTURING OF THE DIVISION

In October 2023, Katimavik established the External Relations and Business Development division, bringing together marketing and communications, participant recruitment, and fund development, which was historically part of the Innovation Division, into a single structure. This restructuring aims to facilitate communication between these various sub-divisions and optimize Katimavik's development.

By consolidating these closely related functions, we have been able to improve our efficiency, strengthen our messaging, and support our mission in a more coherent and integrated manner. This strategic reorganization represents a significant step toward more streamlined and effective management of our external and development initiatives.

## MARKETING AND COMMUNICATION

- Brand Image Update

In 2023-2024, Katimavik undertook a significant update to its branding, the first since the organization's founding 47 years ago. This update reflects Katimavik's desire to anchor itself in the present with a modernized image while remaining true to its heritage. As our CEO expressed:

*"Our brand image defines us. It is what we do. It is our vision, our mission, our goals, our voice, our culture. Our brand image is how we express ourselves to the world! [...] Overall, this brand renewal allowed us to reflect on our achievements and prepare ourselves to better serve the next generations of young leaders. We are proud to have a brand image that motivates them to reach their greatest potential."*

**Katimavik**



Before / Avant



After / Après



- **Video Content Development**

The year 2023-2024 also saw a significant expansion of our video content, with several notable campaigns.

Among them, a video on the FuturePerfect program features interviews with participants, providing authentic feedback on the program's impact on youth.

Another video, produced by external providers, highlights the National Experience program. This video illustrates how the program allows participants to explore new horizons and embark on an unforgettable 22-week adventure across Canada. The young volunteers make new connections, discover their country, engage in community work, learn about Truth and Reconciliation, and grow alongside ten of their peers.

Finally, a presentation video of Katimavik, narrated by our CEO JF (John-Frederick) Cameron, with our new brand identity, traces the ambition and evolution of the organization from its inception to the present day.

These videos have effectively captured and communicated the essence of Katimavik in a lively and engaging manner, thereby strengthening our brand image and mission.







## Montreal Pride 2023

In August 2023, the Katimavik team, along with former participants, friends, and new members, gathered for an unforgettable weekend at the Fierté Montréal festival. It was an exceptional opportunity to celebrate our shared values of inclusivity, tolerance, openness, and diversity.

During the community days on Sainte-Catherine Street, our booth became a true gathering place for sharing and connection. Passersby were drawn to our engaging activities, such as our expression wall and photo booth, which allowed everyone to express themselves freely and capture memorable moments. The special t-shirts and colorful banners created for the occasion added a festive touch, making our presence even more noticeable.

The highlight of the weekend was our participation in the parade. Walking alongside our friends and colleagues in an atmosphere of celebration and mutual support was an unforgettable experience. The visibility we gained and the warm interactions with the public reinforced our commitment to the 2SLGBTQIA+ community. Seeing the smiles and joyful faces of those who joined us filled us with pride and gratitude.

The involvement of former participants was particularly touching. The enriching discussions about Katimavik's history and the lasting connections formed through the program were highlights of the weekend.

Reflecting on this experience, we look forward to strengthening our presence and enhancing our impact at future events. Fierté Montréal allowed us to unite, celebrate our values, and continue supporting every member of our community who dares to be themselves. It is this strength and recognition that we will carry with us into all our future initiatives.



# Independent Auditor's Report

To the members of

KATIMAVIK SERVICES JEUNESSE

## Opinion

We have audited the financial statements of KATIMAVIK YOUTH SERVICES (the organization), which comprise the balance sheet as at March 31, 2024, 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, 2024, and the results of its operations and its cash flows for the year then ended in accordance with Canadian accounting standards for notforprofit 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 notforprofit 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.

Montreal, September 28, 2024





# Financial Report

## STATEMENT OF OPERATIONS

FOR THE YEAR ENDED MARCH 31, 2023

2024

2023

### REVENUES

National Experience

\$2, 975,715

\$2,645,447

FuturePerfect project

\$913,747

\$1,853,709

Fundraising

-

\$74,218

Donations from Individuals

\$72,480

\$30,624

Other grants

\$11,686

\$23,314

Contributions from other organizations

\$66,686

\$9,364

Other revenues

\$59,881

\$1,473

### EXPENSES

Salaries and benefits

\$1,794,580

\$1,849,696

Rent

\$611,110

\$694,536

Travel expenses

\$619,187

\$601,895

Partners contributions

\$81,491

\$322,099

Training, recruitment and development

\$158,201

\$232,654

Office expenses

\$274,312

\$239,389

Professional fees

\$185,916

\$203,404

Advertising

\$97,139

\$190,118

Complementary activities

\$94,648

\$149,833

Food

\$142,889

\$140,865

Pocket money and persistence bonus

\$45,065

\$46,159

Insurances

\$32,326

\$46,159

Depreciation of fixed assets

\$7,946

\$9,125

Interest and bank fees

\$4,412

\$5,904

\$4,149,223

\$4,729.718

EXCESS (DEFICIENCY) OF REVENUES OVER EXPENSES

\$(49,000)

\$(91,569)



# Financial Contributors

## GOVERNMENT CONTRIBUTORS

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

FUNDED IN PART BY

**CANADA  
SERVICE  
CORPS**

Canada

Canada

## PRIVATE SECTOR CONTRIBUTORS

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



**Pathways  
Alliance**

**Walmart**



**Bell**  
Let's Talk



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