

KATIMAVIK
Annual Report
2023-2024

IKO



Katimavik



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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.

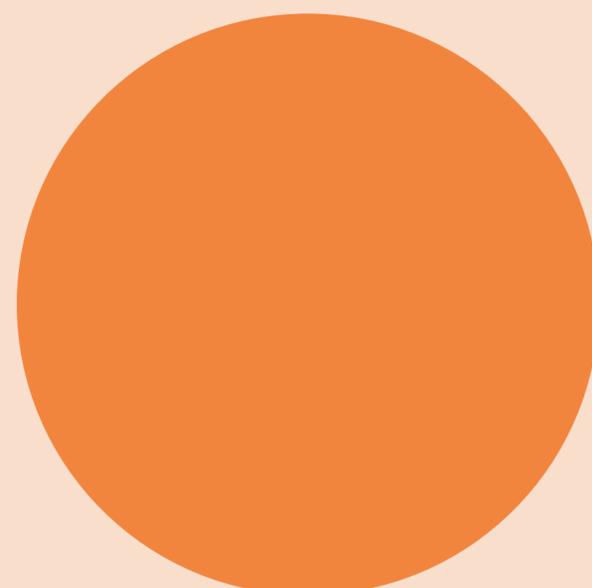
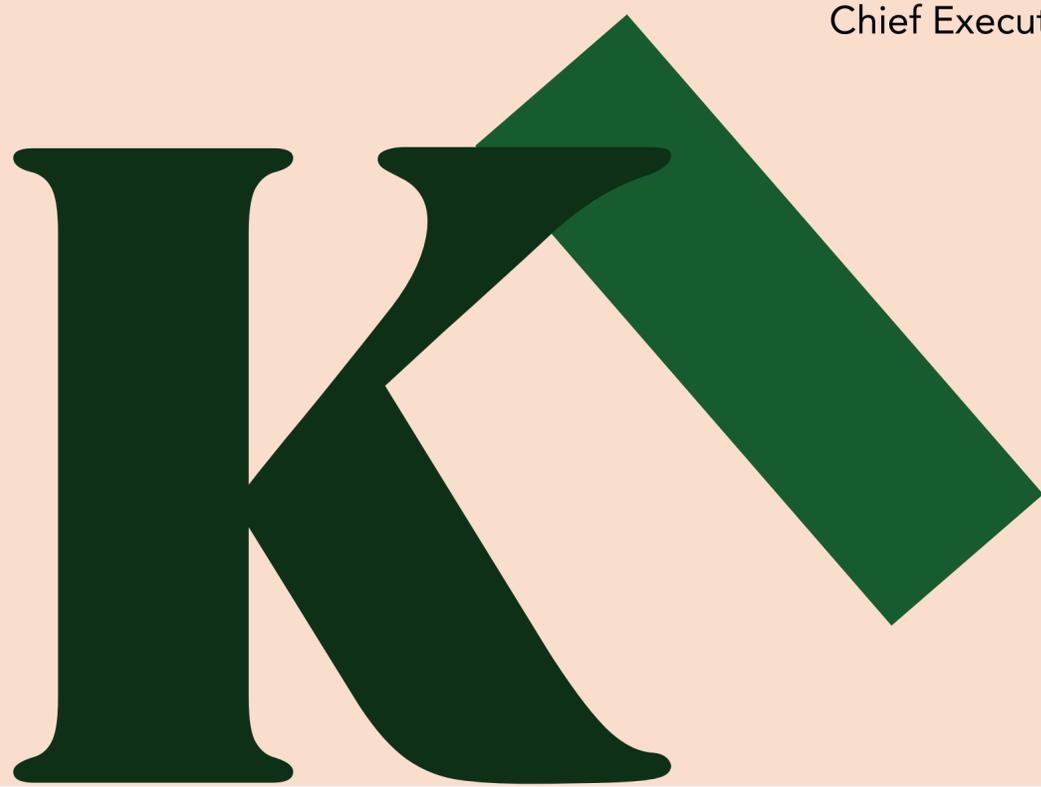
As we continue our mission to cultivate the next generation of engaged leaders, your continued support remains crucial to our success. We are profoundly grateful for your commitment and trust in Katimavik.

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
Friendship 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 Atrens

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.

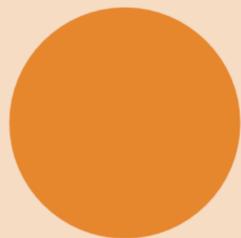
MARKETING AND COMMUNICATION

- 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, 2024

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.



PRIVATE SECTOR CONTRIBUTORS

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



**Pathways
Alliance**



Bell
Let's Talk

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Katimavik

