



Dear friends, partners
& supporters of Katimavik,

The 2024–2025 year has been a period of reflection, refocusing, and adaptability. It gave us the space to pause, listen, and plan the future of our work with young people across Canada. Even during this transition, one thing has remained clear: youth still want opportunities to learn, contribute to their country, and connect with their communities. This remains at the heart of Katimavik's mission and continues to guide every decision we make.

We are grateful to the Government of Canada for its continued partnership, and to the many private and community partners who support our vision. Your trust makes it possible for us to continue creating meaningful experiences for young people. This year also involved difficult choices.

Due to the removal of federal funding, the pause of the National Experience program affected many people. It is a program that holds deep value for participants, families, and host communities. Our commitment to reengineer our flagship program is firm, and this work is already underway. We will expand FuturePerfect, deepen our community partnerships, and reinforce Katimavik's place as a leader in youth development across the country.

These goals are ambitious, but achievable with the support of the people who believe in our mission. Thank you for standing with us during this period of change. Your commitment helps us continue shaping a generation of engaged, capable, and compassionate young leaders who will make Canada stronger.



With gratitude,

A stylized, handwritten signature in white ink, likely belonging to John Frederick Cameron.

John Frederick Cameron
Chief Executive Officer

A stylized, handwritten signature in white ink, likely belonging to Cristina Dona.

Cristina Dona
Chair of the Board

Here's what to expect

CEO's Statement	02
Katimavik	
Mission & Vision	05
Board of Directors	06
Indigenous Learning & Engagement Advisory Circle	06
Operational Team	06
FuturePerfect	
Annual Overview	09
Key Metrics	10
Employer Partners	11
Participants	11
Testimonies	11
Truth & Reconciliation	12
Operations & Innovation	13
Marketing, Communications & External Relations	15
Signature Events	20
Independent Auditor's Report	25
Financial Report	28
Financial Contributors	29
Contact	30



Katimavik

Mission & Vision

Katimavik is a national non-profit charitable organization that supports the growth, confidence, and civic engagement of young people across Canada. Since 1977, we have created learning experiences that bring youth together from different regions, cultures, and backgrounds. Through hands-on work, shared living, and community collaboration, participants develop practical skills while contributing to local organizations in meaningful ways.

Our programs invite young people to explore new environments, challenge themselves, and build a stronger understanding of the diverse realities that shape our country. Katimavik’s work is grounded in learning, relationship-building, and the belief that youth are essential to the future of healthy and connected communities.



OUR MISSION

Katimavik’s mission is to connect young Canadians with their country, from coast to coast to coast, fostering understanding, leadership, and civic engagement.

Through volunteerism and skill-building, we unite youth from diverse backgrounds to grow, learn, and drive positive change — diminishing hate and building a more inclusive and equitable society.

OUR VISION

A Canada where youth are united, empowered, and equipped to drive transformative change, fostering a just, inclusive, and sustainable future.

Team

BOARD OF DIRECTORS

Christina Dona	Chair
Colin Robertson	Member
David Newhouse	Member
Diana Philipheidi	Secretary
Heidi Christensen	Member
Jenny Xenos	Member
Kevin West	Member
Wendy Gibbs	Vice-Chair
Conal Slobodin	Member
Normand Comeau	Treasurer

INDIGENOUS LEARNING & ENGAGEMENT ADVISORY CIRCLE

Rosemarie Kuptana	Member
Ry Moran	Co-Chair
David Newhouse	Co-Chair
Niigaan Sinclair	Member
Cynthia W.-Esquimaux	Member

OPERATIONAL TEAM

Tom Ahern	Manager, Marketing & External Relations
Adel Berregouba	Officer, Finance
John-Frederick Cameron	President & Chief Executive Officer
Patrice Enguelle	Senior Officer, Finance
Adim Hébert	Director, Operations & Innovation
Zachary Hewitt	Assistant, Special Projects
Kécha Lange	Officer, Programs
Delilah Edouard-Williams	Administrative Assistant
Mamadou Camara	Officer, Finance
Virginie Thibeault	Director, Finance & Programs
Angeline Tharakan	Coordinator, Human Resource
Cameron Beatle	Project supervisor
Danielle Kraus	Program Manager, FuturePerfect
Delphine Morisset	Coordinator , Marketing & Communications
Elliott Boulanger	Assistant Program Manager
Fenja Roza	Project supervisor
Andreanne Gagnon	Coordinator, Youth Employability
Isabelle Metivier	Officer, Innovation
Kasaba Estela	Coordinator, Youth Employability
Rebecca Bowerman	Project Supervisor

Team





FuturePerfect

Workshops & Training



AUGUST 2024 COHORT

CareerJoy	Career Identity workshop and access to employment skills portal
Educaloi	Rights and responsibilities of tenants, landlords and employees
CareerHero	Career development workshops (Getting Unstuck, Taking Charge of Your Career, Working on Purpose)
MindYourMind	Mental health resource workshop and introduction to the BeSafe app
VenusEnvy	Identity sensitivity training
Momentum	Money management and budgeting workshop

JANUARY 2025 COHORT

National Bank	Financial literacy workshops
CareerJoy	Professional identity workshops and access to the career skills portal
Educaloi	Tenant-landlord rights and employee rights workshop
MindYourMind	Mental health resources and BeSafe app workshop

FuturePerfect

KEY METRICS

100%

of participants reported improved work ethic and professional behaviours, including time management, punctuality, adaptability and communication

85%

of participants improved budgeting and financial management skills

100%

of participants gained a better understanding of the skills needed for their employment goals and how to pursue them

Participants showed strong engagement in their workplaces and communities, with notable growth in independent living, financial management and adaptation to new environments

FUTUREPERFECT IN 2024-2025

Several participants lived independently for the first time, gaining experience in shared living, grocery budgeting and managing personal responsibilities

Mental health supports were available in both official languages, helping participants navigate adjustment challenges

CHALLENGES

Staffing needs were lower from October to March, making placements harder to secure

Higher intake is planned for the spring when employer hiring increases

Fall & winter cohorts required reduced participants



FuturePerfect

FUTUREPERFECT IN 2024-2025

L'Arche Halifax
Strategic Advantage
Gushue's Landscaping
Immersion Quebec
Boutique Feejos
Echo Sports Tours
Complexe de la Cathédrale Holy Trinity
Cidrerie Verger Bilodeau
Service d'entraide Basse-Ville
Moonlight and Eli
Crescent Heights Village BIA
Moonstone Creation
AARCS Calgary
Echo Sports Tours
Joujouthèque Basse-Ville

TESTIMONIES

"A rewarding experience that helped our candidate improve her French while strengthening our team's English. Our partnership with FuturePerfect also helped us address a staffing shortage."

Cidrerie Verger Bilodeau

"FuturePerfect program participants are motivated and eager to learn. With strong support from the Katimavik organization, they became a valuable asset to our organization."

Cathedral of the Holy Trinity - Gift shop - 2024

80% Overall completion rate



Truth & Reconciliation

INSTITUTIONAL COMMITMENT

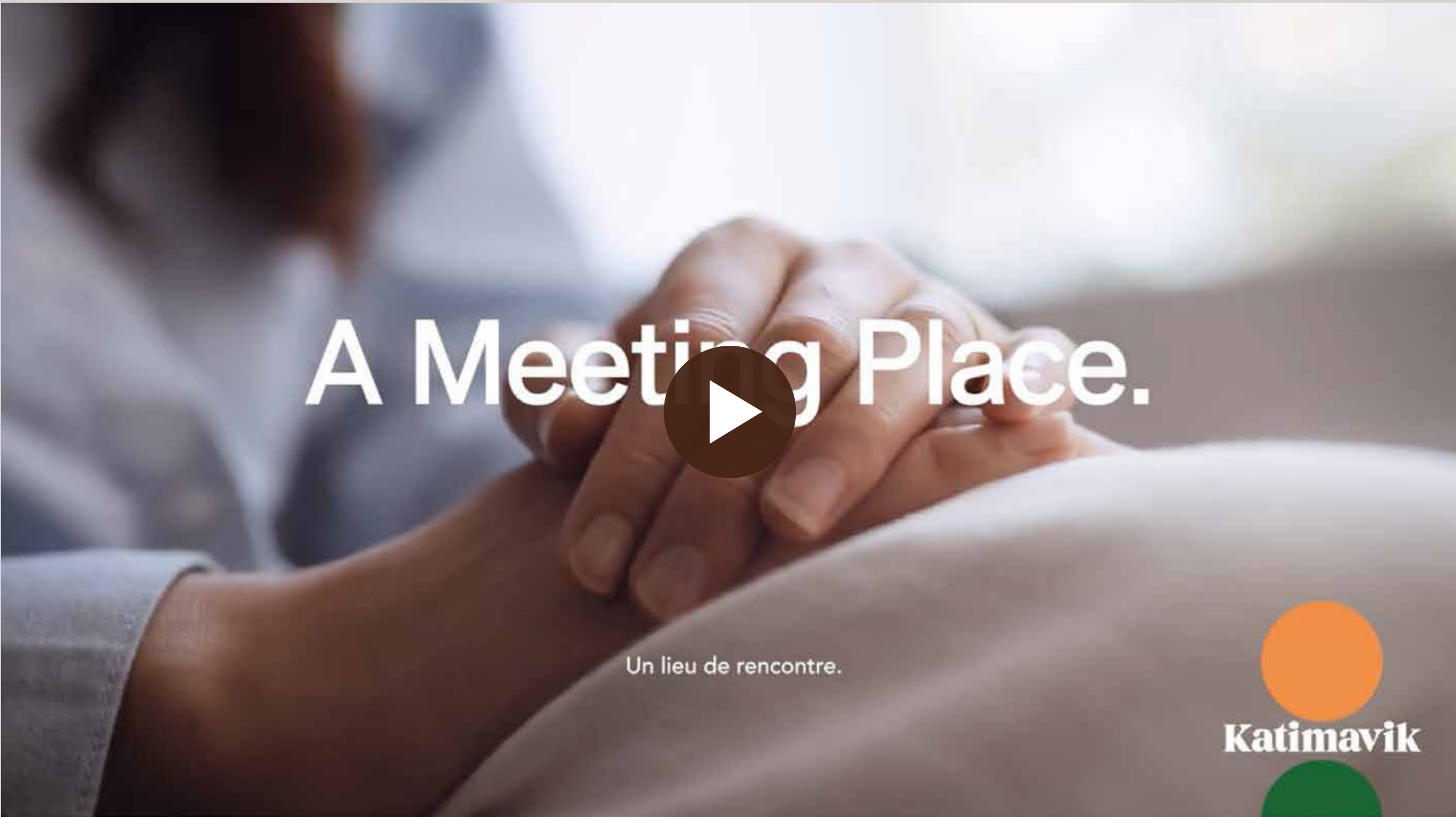
Truth and Reconciliation remain a central part of Katimavik’s work and long-term direction. Guided by our 50-year pledge, we continue to strengthen how young people learn about Indigenous history, rights, cultures and values.

The Indigenous Learning and Engagement Advisory Circle continued to offer guidance as we refined our approach. Their insight helped us adjust our educational framework, clarify learning outcomes and develop resources that support respectful dialogue, cultural understanding and responsible action.

EXAMPLE OF INITIATIVE

Interview with Willow Allen & David Newhouse

[LINK TO THE YOUTUBE INTERVIEW](#)



Katimavik launched a campaign to highlight our commitment to Truth and Reconciliation, exploring Canadian identity, our community’s youth leadership and the importance of creating spaces where young people can learn from one another and live well together.

Operation & Innovation

OPERATIONAL ACHIEVEMENTS

STRENGTHENING INTERNAL PROCESSES

The division continued advancing Katimavik’s modernization efforts guided by the Monitoring and Evaluation framework. Process mapping and clear data benchmarks now support stronger internal consistency. Supervisors can identify performance needs more effectively, and staff have access to clear expectations and structured workflows.

DATA-INFORMED DECISION MAKING

Recurring reports and automated data views are now part of standard practice. Staff can customize their dashboards, streamline reporting tasks and access relevant information with greater ease. These improvements have supported onboarding, improved program outcomes and increased organizational efficiency.

IMPROVED RESOURCE & ASSET MANAGEMENT

A new platform for tracking IT equipment, inventory and assets has improved oversight and reduced waste. This system ensures that resources remain organized and accessible, while allowing operations to stay resilient during periods of organizational change or adjustment.

COMPLIANCE & ACCESSIBILITY

Organizational policies were reorganized into a searchable format that is easier to navigate. This work supports compliance and strengthens internal accessibility, helping staff quickly find and apply the information they need.

INNOVATION ACHIEVEMENTS

ADVANCEMENT OF SALESFORCE SYSTEMS

Katimavik made significant progress in its Salesforce transformation with the support of Salytics. The organization now uses a complete stakeholder lifecycle model supported by daily analytics. These tools highlight trends, successes and emerging challenges, and allow staff to focus more on donor relations, recruitment and program delivery.

DEVELOPMENT OF HRIS AND ATS TOOLS

Human Resources introduced custom HRIS and applicant tracking systems without new licensing costs. These tools streamline hiring, redirect applications to suitable roles when appropriate and generate staff files that update automatically throughout an employee’s tenure.

AUTOMATION AND WORKFLOW IMPROVEMENTS

Administrative processes have been automated to reduce manual workload. Participants now move through a seamless process from applicant to alumni. Staff access only the information required for their role, improving efficiency and safeguarding privacy.

DATA PROTECTION & REGULATORY ALIGNMENT

New user permission structures were implemented to align with Law 25, CRA requirements and internal data protection policies. These measures protect sensitive information while maintaining the flexibility needed to support future organizational changes.



Marketing, Communication & External Relations

Brand & Communications



GENERATIONS OF IMPACT CAMPAIGN

Generations of Impact is a national storytelling campaign that celebrates almost five decades of Katimavik’s influence on youth, communities, and cultural understanding across Canada. Designed as an immersive journey into our heritage and our future, the campaign brings this history to life through a suite of compelling content and public touchpoints. These include a flagship campaign video produced with Folio Agency, an eight-week billboard installation in the Montreal Berri UQAM metro station, an interview series featuring Willow Allen and David Newhouse, and a launch event at the PHI Center. A dedicated microsite presented as a virtual museum serves as the digital home of the campaign and curates’ stories, images, and archival elements that highlight Katimavik’s evolution since 1977.

[LINK TO THE CAMPAIGN VIDEO](#)



Together, these elements honour our past, illuminate our present, and invite a new generation of young people and supporters to carry the mission forward.



Propulser
le changement

Rejoignez-nous sur
Katimavik.org

mact

Financé par le
gouvernement
du Canada

Canada

BERRI-UQAM

Brand & Communications



PRIDE AWARENESS VIDEO

[LINK TO THE PRIDE MOVEMENT VIDEO](#)

Katimavik produced a Pride awareness video that honours the origins of the movement and underscores its continued relevance today. The piece elevated our commitment to creating safe and inclusive spaces for youth and highlighted the vital role that community movements play in shaping a more just Canada. Shared across our platforms during Montréal Pride, the video served as a powerful reminder that progress requires both solidarity and responsibility.

<https://katimavik-generations.org>

Major Gift

FUND DEVELOPMENT

Power Corporation of Canada generously committed \$200,000 to support the expansion and enhancement of Katimavik programs in new communities. This multi-year contribution, provided through a conditional promise to donate, directly strengthens our capacity to deliver meaningful youth development experiences across Canada.

As outlined in the agreement, these funds are allocated exclusively to advancing the Initiative and enable Katimavik to deepen its reach, improve program delivery, and build new partnerships in underserved regions.

We are grateful for Power Corporation’s continued confidence in our mission and for their leadership in advancing impactful, community-driven youth programming.





Signature Events

Montreal Pride



Katimavik proudly participated in Montreal Pride, strengthening its visibility and connection with 2SLGBTQIA+ plus communities. Our presence created valuable opportunities for outreach, conversations, and engagement with youth, allies, and community partners. Through both formal activities and informal interactions, the team highlighted our commitment to inclusion and invited new audiences to explore Katimavik’s programs. The event delivered strong engagement and reinforced the importance of sustained community presence in our national outreach strategy.

Generations of Impact Launch Event

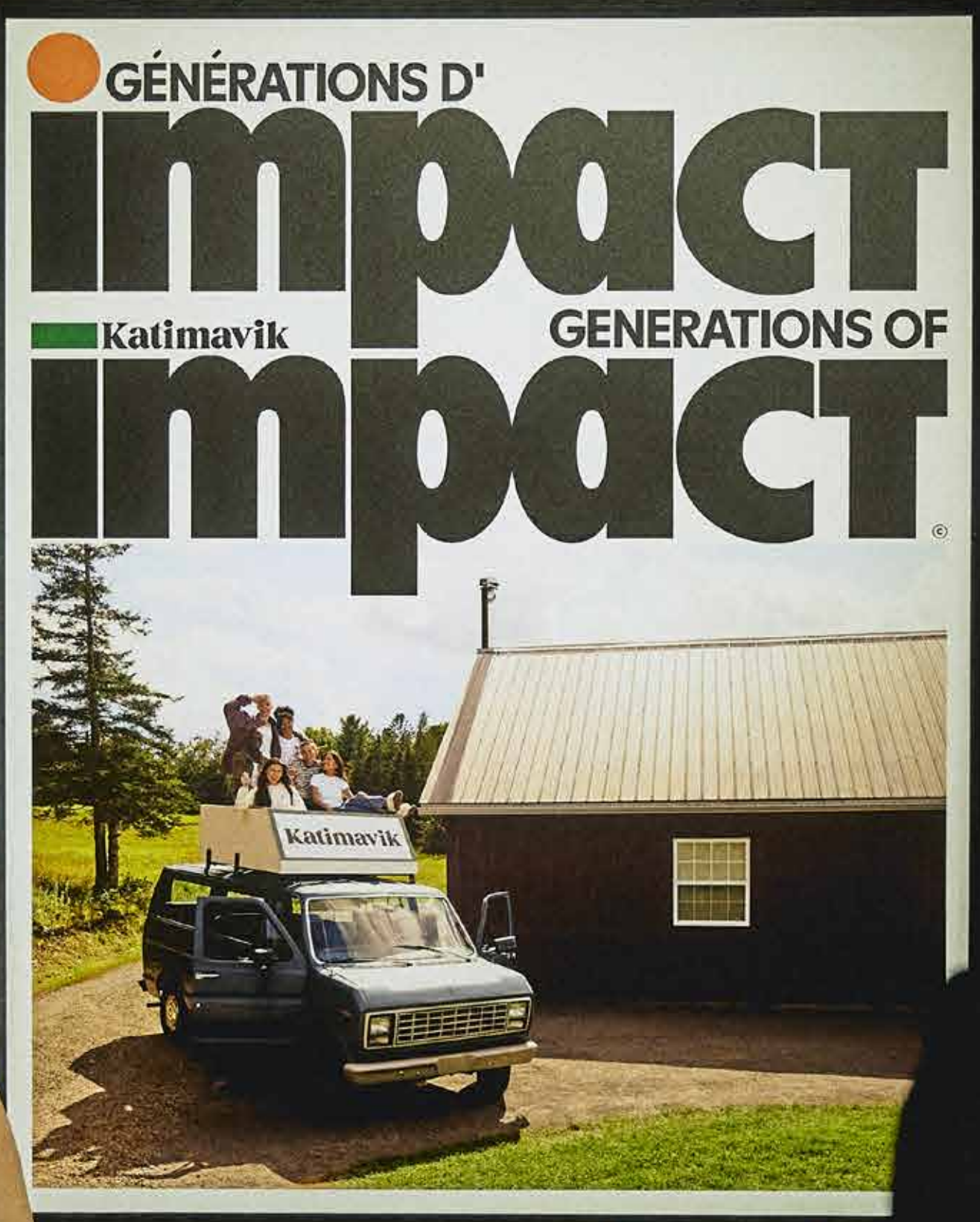


GENERATIONS OF IMPACT LAUNCH EVENT

The Generations of Impact launch event at the PHI Center in Montreal was a true celebration of Katimavik’s heritage and a vibrant coming out party for the brand. As the first event of its kind in years, it brought together alumni, donors, partners, staff, and supporters for an evening that honoured our past and showcased a renewed creative energy. Featuring the flagship campaign video produced with Folio Agency and powerful storytelling moments with Willow Allen and David Newhouse, the event reignited enthusiasm for Katimavik’s mission and marked an important milestone in our national visibility and community engagement.

<https://youtu.be/2LLULWtnXXU>









TO THE DIRECTORS OF KATIMAVIK SERVICES JEUNESSE

Independent Auditor's Report

Independent Auditor's Report

OPINION

We have audited the financial statements of *Katimavik Services Jeunesse* (the Organization), which comprise the balance sheet as at March 31, 2025, and the statements of operations, changes in net assets and cash flow 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, 2025, and the results of its operations and its cash flows for the year then ended in accordance with Canadian accounting standards for not-for-profit organizations.

BASIS FOR OPINION

We conducted our audit in accordance with Canadian generally accepted auditing standards. Our responsibilities under those standards are further described in the Auditors' 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 MATTER

The financial statements for the year ended March 31, 2024 were audited by another auditor who expressed an unmodified opinion on those financial statements on September 24, 2025.

RESPONSIBILITIES OF MANAGEMENT & THOSE CHARGED WITH GOVERNANCE

Management is responsible for the preparation and fair presentation of the financial statements in accordance with Canadian accounting standards for not-for-profit organizations, and for such internal control as management determines is necessary to enable the preparation of financial statements that are free from material misstatement, whether due to fraud or error. In preparing the financial statements, management is responsible for assessing the Organization's ability to continue as a going concern, disclosing, as applicable, matters related to going concern and using the going concern basis of accounting unless management either intends to liquidate the Organization or to cease operations, or has no realistic alternative but to do so.

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

Independent Auditor's Report

AUDITORS' 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 auditors' 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 auditors' 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 auditors' 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.

MPA Inc, Chartered Professional Accountants
Montreal, September 24, 2025



Finance

Financial Report

REVENUES	2025	2024
Government grants	\$ 2,785,697	\$ 3,955,430
Corporate donations	\$ 200,000	\$ 50,000
Donations from individuals	\$ 80,681	\$ 22,480
Interest income	\$ 16,526	\$ 59,881
Contributions from other organizations	-	\$ 10,494
Other grants	-	\$ 1,938
	\$ 3,082,904	\$ 4,100,223
EXPENSES		
Salaries & benefits	\$ 1,181,000	\$ 1,794,580
Rent	\$ 391,465	\$ 611,110
Advertising	\$ 334,830	\$ 97,139
Office expenses	\$ 84,940	\$ 245,515
Professional fees	\$ 191,666	\$ 137,487
Training, recruitment, & development	\$ 168,536	\$ 158,201
Travel expenses	\$ 156,966	\$ 619,187
IT and software expenses	\$ 305,073	\$ 77,226
Insurance	\$ 40,845	\$ 32,326
Partners contributions	\$ 29,721	\$ 81,491
Complementary activities	\$ 8,247	\$ 94,648
Telephone and Internet	\$ 4,506	-
Food	-	\$ 142,889
Pocket money & persistence bonus	-	\$ 45,065
Interest and bank fees	\$ 5,874	\$ 4,412
Amortization of property, plant and equipment	\$ 7,123	-
	\$ 2,910,792	\$ 4,149,223
Excess (deficiency) of revenues over expenses	\$ 172,112	\$ (49,000)

Financial Report

KATIMAVIK SERVICES JEUNESSE	Restricted Reserve Fund	Unrestricted	2025	2024
Balance, beginning of year	\$ 110,234	\$ 649,679	\$ 759,913	\$ 808,913
Excess (deficiency) of revenues over expenses	-	\$ 172.112	\$ 172.112	\$ 49,000
Balance, end of year	\$ 110,234	\$ 821.791	\$ 932,025	\$ 759,913

Financial Contributors

GOVERNMENT CONTRIBUTORS

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

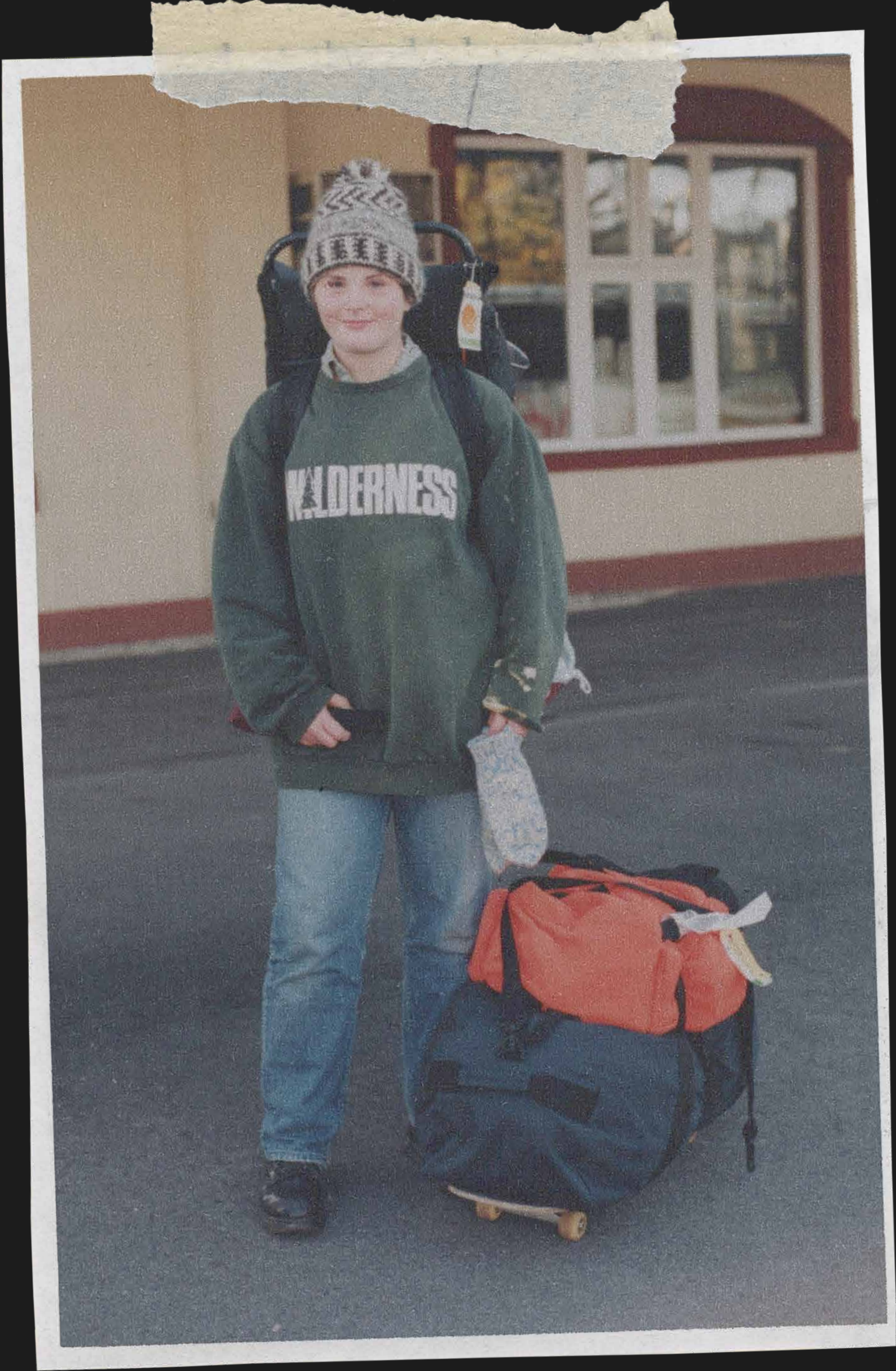
PRIVATE SECTOR CONTRIBUTORS

We would like to thank the following private-sector donors for their contribution during the 2024-2025 year:

- Pathways Alliance
- Power Corporation of Canada
- Walmart



Contact



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