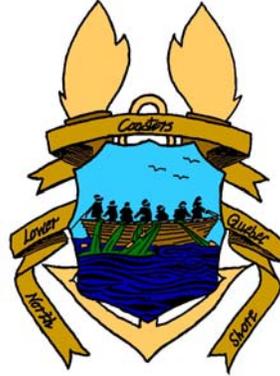


Coasters Association Inc.



The Development of an Action Plan to Expand Volunteerism & Leadership on the Lower North Shore of Quebec

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Funded by:

Secrétariat à l'action
communautaire
autonome
Québec 

FOREWORD

Throughout phase one of this project, a needs assessment study was successfully carried out to identify the needs of the one hundred and thirteen (113) community organizations and twenty-one (21) regional organizations on the coast; along with a volunteer awareness campaign and the building of a strong volunteer base for the fifteen (15) communities of the Lower North Shore of Quebec. This study was then distributed to all the organizations, the working group, the Board of Directors of the Coasters Association and the volunteers who participated in this project. It has been shared with various Quebec Community Group Networks and HRD Community Table groups across the province, along with various federal and provincial government departments. It has been used as a working tool by many organizations on and off the coast.

In September 2004, the Coasters Association received funding from Secrétariat à l'action communautaire autonome du Québec (SACA) to continue with the second phase of the project for a period of thirty-one (31) weeks, to create an action plan. An action plan was developed to gather the solutions / recommendations of the needs identified, along with a comprehensive strategic plan to implement the results.

The initial stage of the project was to contact the community volunteers from phase one and receive their continuing support and involvement towards phase two. The results were successful; however, due to heavy work loads and relocations, a few members were unable to remain community volunteers for their area (*see annex 14*). With the community volunteers in place yet again, the continuation of on-going training was needed to increase the skills of the volunteers. A Volunteer Retreat was held in the Municipality of Bonne Esperance on April 19th, 2005. The retreat was a success, the volunteers left with the knowledge of creating and carrying out community initiatives, and to recruit new members for future or current programs.

The following report is a condensed compilation of information regarding the activities undertaken and gathered throughout the Expanding Volunteerism and Leadership project.

ACKNOWLEDGEMENTS

A sincere appreciation and thanks to the Community Economic Development & Employability Committee, HRD Community Table, Centre de Santé de la Basse Côte-Nord, and the Council of Mayors for their continuing partnership and assistance throughout the project. Without their knowledge and skills, achieving the objectives of this project would have been an impossible undertaking.

A special word of thanks is extended to the community and regional organizations on the coast who participated in the solutions / recommendations questionnaire. Their ongoing cooperation has successfully achieved a positive action plan towards the needs assessment study.

An expression of gratitude goes out to the Community Volunteers. Their dedication and constant teamwork towards the project and their community has effectively maintained the volunteer base on the coast.

A Sincere thanks to Ms. Debra Foltin, the Principal of St. Lawrence and Mecatina School. Through her continuing kind efforts, the Coasters Association was able to carry on the National Child Day Competition of 2004 – A Canada Fit for Children. We were pleased and appreciative to have an ongoing partnership with the Commission Scolaire du Littoral in this worthwhile initiative.

Words of recognition are due to the Coasters Association's Board of Directors, Staff, and Executive Director for their unsurpassed support and commitment towards the project, perseverance of the community and regional organizations, and the volunteer base on the Lower North Shore.

An extreme expression of merit must be presented to Secrétariat à l'action communautaire autonome du Quebec (SACA), whose continued financial assistance made it possible to move forward to phase two and effectively established an action plan of the needs assessment study produced in phase one.

Heidi Buckle
Project Coordinator

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OVERVIEW OF PROJECT

Through funding from Secrétariat à l'action communautaire autonome du Québec (SACA), the Coasters Association project: "Build & Strengthen the Volunteer Base" was able to move forward to a second phase entitled: "Expanding Volunteerism & Leadership" for a total of thirty-one weeks (September 20th, 2004 – April 22nd, 2005), to carry out and develop an action plan from the data gathered for the needs assessment study and to achieve various goals and objectives to continue with the expansion of volunteerism and leadership.

The overall purpose of this project was to develop solutions pertaining to the needs of the organizations on the coast, maintain the volunteer base, provide on-going training to the volunteers in order to build leadership skills, gain a better understanding of the information around Community Capacity Building, and revive interest in community development.

During the course of phase II, various activities and studies were achieved which have enabled us to have the continuation of strong partnerships and the development of new partners, identified solutions regarding the needs of the organizations on the coast, developed a communication / publicity plan for the promotion of community initiatives, and achieved youth involvement in a contest geared towards volunteerism.

The Coasters Association, along with Community Economic Development & Employability Committee (CEDEC), held a one-day Volunteer Retreat in St. Paul's River with the fifteen continuing Community Volunteers. The retreat entitled: "Building a Better Community" was a great success. It provided ongoing training in leadership skills and community development to the Community Volunteers, and a strategic plan was produced to achieve an outcome for long term development. This plan will shape and sustain the next steps towards the implementation of the action plan and the perseverance of the volunteer base on the Lower North Shore.

Chapter I

Solutions / Recommendations to the Needs Identified

RESULTS

1.1. Regional Organizations

The needs assessment study of the twenty-two (22) regional organizations (*see annex 5 for the complete updated list of the regional organizations*) was compiled and distributed in April of 2003, an action plan was required to carry out the solutions / recommendations of the needs identified. A questionnaire was sent out to all of the regional organizations on the coast to come up with possible solutions / recommendations to the needs identified by their organization. The results were remarkable with a 100 % responded success rate. The following are the compiled results:

Needs Identified in Communications	Solutions / Recommendations
<ul style="list-style-type: none"> • Phone line service with each employee having their own extension number and voice mail box (<i>Youth Coalition Inc. & Coasters Association Inc.</i>) • Installation of high speed internet services (<i>CEDEC, Commission Scolaire du Littoral, Youth Coalition Inc, Centre Jeunesse Emploi de Duplessis, Council of Mayors, CLD, Coasters Association Inc. & Coastal Publications Inc.</i>) • Cellular phone service (<i>Coasters Association Inc.</i>) • Set up a network: all main internet servers and all computers connected to a main printer (<i>Coasters Association Inc.</i>) • Funding for a monthly newsletter for all members (<i>Coasters Association Inc. & Coastal Publications Inc.</i>) • Translation of documents (letters, questionnaires, reports, cookbook, etc...) (<i>Coasters Association Inc. & Coastal Publications Inc.</i>) 	<ul style="list-style-type: none"> • Contact telephone / communication companies for better rates and to localize the calling along the Lower North Shore • Contact government departments to install high speed internet on the coast • Contact telephone companies to install cellular phone service on the Lower North Shore • Consult with technicians to discuss options and prices • Obtain funding from government departments to produce a newsletter and distribute it across the coast. It is important for all organizations to join forces and develop one newsletter at least four times per year • Contact government departments to obtain funding for a person skilled in English / French translations

<ul style="list-style-type: none"> • Advertisement of our organizations via radio stations, posters and pamphlets to spread awareness on what we do and how we can help the Lower North Shore (<i>User's Committee</i>) • Campaign of awareness to promote who we are and what we do (<i>L'Office des Baies Sauvages de la Basse Côte-Nord</i>) • Video (computer) for different organizations (group employees) can communicate easier and cheaper (<i>Carrefour Jeunesse Emploi de Duplessis</i>) • A mechanism in place to reach the population to inform them of the services provided, of the work conducted on the LNS, and its results, etc... (<i>Centre de Recherche les Buissons</i>) • Website (<i>Quebec Labrador Foundation & Centre de Recherche les Buissons</i>) • Publication of a news journal to promote educational activities and to inform the population on school affairs (<i>Commission Scolaire du Littoral</i>) • Improve upon general communication to the public (<i>Lower North Shore Fishermen's Association</i>) • All committee members with internet access (<i>CEDEC</i>) • Regional meetings with the government (<i>Pêcheries Poly Valents</i>) • Involvement and support by the people in times of community crisis (<i>Pêcheries Poly Valents</i>) 	<ul style="list-style-type: none"> • Approach government departments and organizations off the coast to obtain the funding needed to promote the organization • Join with coastal partners to carry out an awareness campaign • Discuss with other local organizations to work out an arrangement to share their means of communication • Contact government departments for their assistance • Develop a monthly newsletter to promote and inform the population of the initiatives of the organization • Contact government departments to assist in the development and maintenance of web sites • Develop one website for all the groups of the Lower North Shore • Contact government departments for support and funding on this initiative • Inform the population on the coast of coastal issues through various types of media (radio, newspaper, bulletins, etc...) • Contact government departments to obtain equipment, etc... • Contact telephone / communication companies for better internet rates • Inform government departments of the issues at hand and join forces with the regional organizations to set up annually meetings (2 per year) • Inform the public through an awareness program (media, bulletin, public announcements, etc..) of the roles and support needed by the population in times of community crisis
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<ul style="list-style-type: none"> • Construction and exploration of road 138 (<i>Council of Mayors & Transport Coalition</i>) 	<ul style="list-style-type: none"> • Contact government departments for their assistance, and contact all regional and community organizations on the Lower North Shore to receive their support and partnerships to find solutions
Needs Identified in Equipment	Solutions / Recommendations
<ul style="list-style-type: none"> • Projector for presentations (<i>Coasters Association Inc. & Quebec Labrador Foundation</i>) • New modern work stations (computers) (<i>Coastal Publications Inc., Coasters Association Inc., & Quebec Labrador Foundation</i>) • Digital camera (<i>Coasters Association Inc.</i>) • Scanner (<i>Coastal Publications Inc., Carrefour Jeunesse Emploi de Duplessis, & Coasters Association Inc.</i>) • CD writer (<i>Coasters Association Inc.</i>) • Updated technology (faxes, computers, office supplies, etc...) (<i>Coastal Publications Inc., Carrefour Jeunesse Emploi de Duplessis, Council of Mayors, & Youth Coalition Inc.</i>) • Computers and fax machines (upgraded) need to be available at a local level to assure a good exchange in communication (<i>Council of Mayors, Lower North Shore Fishermen's Association, & Transport Coalition</i>) • Apartments available in communities on the Lower North Shore in order to conduct extensive studies, projects, etc... (<i>Centre de Recherche les Bussions</i>) • ATV's and trucks (<i>Centre de Recherche les Bussions</i>) • Video conferencing and distance education equipment (<i>Commission Scolaire du Littoral</i>) • Permanent office (<i>L'Office des Baies Sauvages de la Basse Côte-Nord</i>) • New pamphlet display case – more publicity products (<i>Carrefour Jeunesse Emploi de Duplessis</i>) 	<ul style="list-style-type: none"> • Contact government departments to receive funding and equipment • Contact off coast organizations to obtain new / used equipment • Discuss with other regional organizations, municipalities, and institutions to work out an arrangement to share each other's equipment • Contact local businesses, committees, regional organizations, municipalities, and institutions to request access to their resources • Solicit government departments and off coast organizations for donations of new / used equipment • Contact local bed & breakfast and motels to reserve and arrange accommodations months in advance • Consult with the public to find accommodations with local residents • Contact local car rental to reserve a vehicle (s) months in advance • Approach the population to rent local ATVs / vehicles • Contact governments departments and off coast organizations to receive donations of new / used equipment • Partner with CSBCN for video conferencing • Solicit organizations off the coast to receive funding to rent office space • Contact local organizations, and municipality to request permanent office space • Required local donation, and contact organizations and government departments for publicity products

Needs Identified in Funding	Solutions / Recommendations
<ul style="list-style-type: none"> • More funding to operate the organization (i.e.: cost of travel, telecommunications, office supplies, etc...are exorbitant) (<i>Coasters Association Inc.</i>) • Fees for Board Members (Honorary) (<i>Coasters Association Inc.</i>) • Funding to support traveling expenses (<i>Pêcheries Poly Valents, Carrefour Jeunesse Emploi de Duplessis, & User's Committee</i>) • Help increase the study of the wild berries and the development of the initiative. (<i>L'Office des Baies Sauvages de la Basse Côte-Nord</i>) • Increase in budget in order to employ human resources (<i>Council of Mayors, Transport Coalition, & CLD</i>) • Considering the isolation of most communities, funding for local resources at a community level is needed. (<i>Council of Mayors</i>) • Stabilize funding, would be a mandatory fee based on landings; (<i>Lower North Shore Fishermen's Association</i>) • Conduct the various studies requested or studies needed to develop the North Shore (<i>Centre de Recherche les Bussions</i>) • Increase funding for youth projects (<i>Carrefour Jeunesse Emploi de Duplessis & Youth Coalition Inc.</i>) • Funding required to hire employees in the office (<i>Coastal Publications Inc.</i>) • Hire field workers in community/municipality (<i>Coastal Publications Inc.</i>) • Require partners to proceed with project for installation of high speed internet and distance educational equipment (<i>Commission Scolaire du</i> 	<ul style="list-style-type: none"> • Contact government departments to obtain funding • Contact government departments to obtain funding • Solicit funds from off coast organizations • Contact government to obtain funding • Government assistance is required to receive funding, and to provide the proper research training • Local Resource people (volunteers, municipality, organizations, etc...) to join and complete the study together • Receive government funding from various departments • Research and develop a program for application to various associations, organizations, etc..., to obtain funding to employ a staff • Create a long-term development plan geared towards funding areas of concern • Solicit funds / donations from the public to complete or finish community initiatives • Develop a payment plan to fit each person per landing • Contact government departments to obtain funding • Develop and research a program for application to various association, organizations, etc... to obtain funding to conduct the various studies, and to hire employees • Partner with a telephone / communication company for their financial assistance and support to devise a project and hire a professional for the installation

<p><i>Littoral)</i></p> <ul style="list-style-type: none"> • Maintain a salary for the Director to TSN, demonstrator's salaries, general administration (<i>Quebec Labrador Foundation</i>) • Acquire office material, material for workers, and general operations (<i>Quebec Labrador Foundation</i>) 	<ul style="list-style-type: none"> • Contact government departments to obtain funding • Contact off coast organizations to acquire the office material
Needs Identified in Fundraising Activities	Solutions / Recommendations
<ul style="list-style-type: none"> • A fundraising campaign across the coast to assist the terminally ill patients and their families, set-up a foundation (<i>Coasters Association Inc.</i>) • Give discount rates to members (<i>Coasters Association Inc.</i>) • Arrange periodically entertainment evenings for the Seniors on the coast and supply a lunch (<i>User's Committee</i>) • Raise funds to cover cost for a part-time secretary/bookkeeper (<i>Lower North Shore Fishermen's Association</i>) • Plan, organize and schedule fundraisers to support the organization (<i>Coastal Publications Inc.</i>) • New funding partners and information regarding potential funders (<i>Quebec Labrador Foundation</i>) • Increased support from all different communities, because the organization covers the Côte-Nord area and it is vast; therefore, it must rely on other organizations (<i>Carrefour Jeunesse Emploi de Duplessis</i>) 	<ul style="list-style-type: none"> • Develop a planning committee and partner with the regional organizations, and businesses to create the foundation and maintain it through volunteers and events • Inform the population on the coast of the various discounts given to members (merchandise store) • Partner with various regional and community organizations locally during an event • Contact government departments and off coast organizations to obtain funding • Partner with Commission Scolaire du Littoral to involve local students for their assistance, they receive experience and training and in turn the organization receives a volunteered staff • Develop a coastal calendar advertising the monthly and / or annual events and fundraisers • Research and develop a list of potential funders and share it with all the organizations • Promote the organization's resources and services throughout the Lower North Shore • Produce a monthly newsletter to inform the public of present initiatives and up coming activities
Needs Identified in Meeting Space	Solutions / Recommendations
<ul style="list-style-type: none"> • A conference room at Coasters office (<i>Coasters Association Inc. &</i> 	<ul style="list-style-type: none"> • Contact government departments and off coast organizations to obtain the funding

<p><i>Coastal Publications Inc.</i>)</p> <ul style="list-style-type: none"> • A staff meeting room (<i>Coasters Association Inc. & Coastal Publications Inc.</i>) • Office space to accommodate the organizations on the coast (<i>Council of Mayors</i>) • Space to meet with the community (<i>Pêcheries Poly Valents & Centre de Recherche les Buissons</i>) • An official office to permanently sustain the organization (<i>L'Office des Baies Sauvages de la Basse Côte-Nord</i>) • Meeting spaced required to hold conferences (offices based in homes) (<i>Quebec Labrador Foundation</i>) 	<p>to build a new addition to the office</p> <ul style="list-style-type: none"> • Negotiate with the landlord to design and construct the needed space • Contact the Municipalities, Organizations, Institutions and Agencies to share and arrange meeting space for large gatherings • Contact the school in your area to share meeting space for community gatherings • Contact government departments and off coast organizations to build a permanent office building • Contact government departments to obtain the funding needed to rent office space • Contact local institutions and / or churches to schedule dates and times to share meeting space, at no cost
Needs Identified in Membership	Solutions / Recommendations
<ul style="list-style-type: none"> • Better inform the members of the activities (<i>Coasters Association Inc.</i>) • Give “prizes” as an incentive to become a member (<i>Coasters Association Inc.</i>) • Advertise the memberships (<i>Coasters Association Inc. & Carrefour Jeunesse Emploi de Duplessis</i>) • Assure a stable funding, it would be a mandatory fee based on landings (<i>Lower North Shore Fishermen’s Association</i>) • Increase participation by lowering membership cost (<i>Centre de Recherche les Buissons</i>) • Assistance in developing a solid subscription database of the Lower North Shore and people living off the coast (<i>Coastal Publications Inc. & Pêcheries Poly Valents</i>) 	<ul style="list-style-type: none"> • Research alternate ways to promote the activities with members of the organization, and implement the results • Hold a membership drive annually and award prizes • Develop an annual newsletter / calendar advertising the current members and a subscription form attached to lure new members • Set a stable rate and /or payment plan to stabilize and maintain the funding • Set a regular rate for new members; however, give a ‘special’ rate for current members when renewing their membership • Contact government departments to obtain funding to hire a person and create a solid database
Needs Identified in Personnel	Solutions / Recommendations
<ul style="list-style-type: none"> • Assistant to the Executive Director (<i>Lower North Fishermen’s</i>) 	<ul style="list-style-type: none"> • Contact government departments to obtain funding

<p><i>Association & Coasters Association Inc.)</i></p> <ul style="list-style-type: none"> • Office clerk/Receptionist (<i>Coasters Association, Council of Mayors</i>) • Finance Officer / bookkeeping (<i>Youth Coalition Inc.</i>) • Communications agent (<i>Coasters Association Inc.</i>) • Full time employees (<i>Coastal Publications Inc.</i>) • Part time field workers (<i>Centre de Recherche les Buissons & Coastal Publications Inc.</i>) <p>• Lack of qualified personnel available in need of staff with educational and bilingual qualifications (<i>CLD</i>)</p> <p>• More human resources (<i>Council of Mayors</i>)</p> <p>• Coordinate events and office activities (<i>Carrefour Jeunesse Emploi de duplessis, User's Committee & L'Office des Baies Sauvages de la Basse Côte-Nord</i>)</p> <p>• People with the qualifications presented in the document: <<Job creation and research project for the development of a small fruit industry. 7th May, 2003>> (<i>Centre de Recherche les Buissons & L'Office des Baies Sauvages de la Basse Côte-Nord</i>)</p> <p>• Qualified personnel in the following: special education technicians and teachers (<i>Commission Scolaire du Littoral</i>)</p> <p>• Potential volunteers/employees involved in the craft industry are encouraged to come forward once job opportunities are posted (<i>Quebec Labrador Foundation</i>)</p> <p>• A permanent volunteer base on the coast (<i>Pêcheries Ploy Valents</i>)</p>	<ul style="list-style-type: none"> • Contact off coast organizations to receive funding <p>• Promote the need on and off the coast, entailing the roles and responsibilities to recruit professional resource people to train the personnel</p> <p>• Identify the resources and skills of the local organizations to recruit compatible volunteers</p> <p>• Shift responsibility to the youth to plan and organize local events to increase interest, develop leaders and gain experience</p> <p>• Disburse job postings along the Lower North Shore entailing the goals and objectives needed, and inform other organizations in search of the personnel</p> <p>• Research and contact colleges and universities in Quebec to find coast students studying in the field and discuss options to come back and work on the coast once graduated</p> <p>• Travel to coastal communities to promote the job opportunities and hold personnel interviews</p> <p>• Create a committee to appoint members in local organizations to participate, plan or organize events</p>
Needs Identified in Training	Solutions / Recommendations
<ul style="list-style-type: none"> • Project applications (<i>Coasters Association Inc. & Coastal Publications</i>) 	<ul style="list-style-type: none"> • Contact government departments to receive funding for professionals to hold

<p><i>Inc.)</i></p> <ul style="list-style-type: none"> • Video and CD-ROM presentations (<i>Coasters Association Inc.</i>) • Communication tools (<i>Coasters Association Inc.</i>) • Conducting meetings and consultations (<i>Coasters Association Inc.</i>) • Public speaking – people skills (<i>Coasters Association Inc.</i>) • Computer / Internet / Web page (<i>Coasters Association Inc. & Coastal Publications Inc.</i>) • Seminar for janitors (<i>Commission Scolaire du Littoral</i>) • Sessions for secretaries (<i>Pêcheries Poly Valents & Commission Scolaire du Littoral</i>) <p>• Establish qualified and experienced people to join the organization (<i>CLD</i>)</p> <p>• Various courses in management for administrators on boards of directors (<i>Lower North Shore Fishermen's Association</i>)</p> <p>• Train people to conduct important aspect of the research (<i>L'Office des Baies Sauvages de la Basse Côte-Nord</i>)</p> <p>• Have the facilities and organize training programs for people in the field of expertise (<i>Centre de Recherche les Buissons</i>)</p> <p>• More English documentation (<i>Centre de Recherche les Buissons</i>)</p> <p>• Meet with present or future volunteers to explain the services, give information on substance abuse and the approach (<i>CANAL</i>)</p> <p>• Continuous training sessions for teachers regarding the 'reform' (<i>Commission Scolaire du Littoral</i>)</p> <p>• More training for the members regarding the constant change in government programs, and also regarding the daily administrative</p>	<p>training sessions in areas of concern</p> <ul style="list-style-type: none"> • Partner with the regional organizations, municipalities and institutions on the coast to invite qualified resource people to assist with training sessions • Partner with the QCGN network across the province and the HRD community table to assist with the necessary training <p>• Give training to the youth to gain the qualifications, experience, and incentive to join the organization</p> <p>• Search for local resource people skilled in the area to join the organization and receive training</p> <p>• Partner with off coast organizations skilled in the area to find resource people to instruct and certify training</p> <p>• Research resource people skilled in the area and request his / her assistance to hold workshops / training session</p> <p>• Government assistance required to receive professional training</p> <p>• Contact government departments to obtain the funding needed to translate and print documents from English to French and Vice Versa</p> <p>• Hold workshops in every community to discuss the issues, recruit and train volunteers</p> <p>• Hold monthly workshops with the teachers on the coast and a professional in the 'reform' education</p> <p>• Consult with professional and organizations off the coast familiar in the area</p>
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operation of the organization (<i>CEDEC</i>)	
Needs identified in Travel	Solutions / Recommendations
<ul style="list-style-type: none"> • More funding to travel the coast (<i>Coastal Publications Inc., L'Office des Baies Sauvages de la Basse Côte-Nord, Coasters Association Inc., & Youth Coalition Inc.</i>) • More funding to travel to events off the coast (<i>Coasters Association Inc. & Pêcheries Poly Valents</i>) • High cost of airfare limits the organization to travel, need more funding or lower ticket cost (<i>CLD</i>) • All organizations on the coast get together to negotiate preferential travel rates (<i>Lower North Shore Fishermen's Association</i>) • Negotiation with air travel carriers, to reduce the cost of air travel for all board employees (<i>Commission Scolaire du Littoral</i>) • More funding to attend craft shows/fairs, etc... (<i>Quebec Labrador Foundation</i>) • Traveling is required within the communities (<i>Coastal Publication Inc. & L'Office des Baies Sauvages de la Basse Côte-Nord</i>) 	<ul style="list-style-type: none"> • Contact government departments to obtain funding • Contact airlines to receive cheaper rates during different times of the year, or to obtain a package deal • Research airlines and negotiate a special discount rate for organizations traveling off / or on the coast, a number of times throughout the year • All organizations join forces and lobby a complaint to the airlines and government departments of the high cost of coastal travel and alert the media on and off the Lower North Shore • Contact airlines to request special low rates when traveling along the coast • Create a long-term development plan for all the organizations, regarding travel • Contact government departments to obtain funding
Needs identified in Volunteers	Solutions / Recommendations
<ul style="list-style-type: none"> • Show appreciation to <i>volunteers</i> (<i>Coasters Association Inc.</i>) • Consider volunteers when hiring for job opportunities (<i>Coasters Association Inc.</i>) • Keep volunteers abreast of all events and extend them an invitation (<i>Coasters Association Inc.</i>) • Organize fundraising activities (<i>Council of Mayors, L'Office des Baies Sauvages de la Basse Côte-Nord, Coastal Publications Inc., User's Committee, & Youth Coalition Inc.</i>) 	<ul style="list-style-type: none"> • Hold a 'Volunteer Day' to give recognition to current volunteers (through the radio, newspaper, present an award, etc...) • Provide professional training to volunteers, in preparation for job opportunities • Develop a newsletter entailing all upcoming activities and events within the organizations and communicate with the volunteers for their input and ideas • Develop a weekly schedule of different members responsible for a duty • Develop a volunteer recruitment strategy with all local organizations involved. It will be used as a working tool to recruit and give training to new members

<ul style="list-style-type: none"> • Assist schools in supervising extra curricular activities (<i>Commission Scolaire du Littoral</i>) • Form Governing Boards in local schools (<i>Commission Scolaire du Littoral</i>) • Be available as a delegate for Parent's Committee (<i>Commission Scolaire du Littoral</i>) • Assist schools in the organization of inter-village sports activities (<i>Commission Scolaire du Littoral</i>) • A list of fishermen and environmental implicated people to help with community driven projects; for example: the beach clean-up (<i>Council of Mayors</i>) 	<ul style="list-style-type: none"> • Contact the youth who has an interest in business, administration, treasury, etc..., to provide a service and in turn receive experience • Encourage youth and parent participation in events to spark their interest and gain experience by turning the responsibility to them • Set up a weekly / monthly schedule and appoint 1-2 different volunteers per meeting or event to lessen the stress of repetitive members volunteering • Meet with students in the schools to promote volunteerism and to spark interest to join local organizations • Develop a data base of interested people
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1.2. Community Organizations

A 100% success rate was achieved from the one hundred and seventeen (117) community organizations (*see annex 5 for the updated list of the organizations*) on the Lower North Shore. A questionnaire was sent to a contact person from each organization. The following are the compiled results charted by the communities on the Lower North Shore.

KEGASKA

Issues	Needs Identified	Solutions / Recommendations
<ul style="list-style-type: none"> • Communications 	<ul style="list-style-type: none"> • Video conferencing • Conference calls • Internet access / high speed internet • Advertisement of activities / ways in which to promote awareness of events and members to join the groups 	<ul style="list-style-type: none"> • Discuss with other groups, municipality, and institution to work out an arrangement to share the means of communication • Contact government departments to install high speed internet on the coast • Develop a monthly or bi-monthly newsletter to inform the public of local groups, new groups, and their initiatives
<ul style="list-style-type: none"> • Equipment 	<ul style="list-style-type: none"> • Upgraded sports equipment • Sewing machines • Phones • Copiers / fax machine / etc... • Computers • Gym equipment • Equipment to have video and voice conferences • Supplies for craft projects • School supplies 	<ul style="list-style-type: none"> • Solicit organizations on and off the coast to receive donations of new / used equipment • Contact businesses and organizations for donations • Contact local stores to set up a temporary account to purchase the supplies before the fundraiser
<ul style="list-style-type: none"> • Funding 	<ul style="list-style-type: none"> • Buy new equipment • Craft supplies • Funding to maintain building services (hydro, phone lines, etc...) • Buy sports equipment • Fence the cemeteries around the village 	<ul style="list-style-type: none"> • Solicit funds / donations from the regional organizations, businesses and the municipality • Donations from local stores and organizations

	<ul style="list-style-type: none"> • Funding to develop local projects 	<ul style="list-style-type: none"> • Solicit funds / donations from the public to complete community projects • Contact governments departments to obtain funding
<ul style="list-style-type: none"> • Fundraising Activities 	<ul style="list-style-type: none"> • Bingo's • Raffle tickets • Book fairs • Bottle / bar drives • Bake sales • Bazaars • Sport's tournaments • Bartending / Catering • Suppers • New innovative ways to attract the people to come and support fundraising events 	<ul style="list-style-type: none"> • Promote the activities beyond the community • Approach businesses and community groups for donations • Promote the committee's resources and skills as available services • Develop a planning committee of all groups involved to create new ideas and events
<ul style="list-style-type: none"> • Meeting Space 	<ul style="list-style-type: none"> • Larger meeting space which can accommodate more members 	<ul style="list-style-type: none"> • Discuss with local organizations, municipality and institution to share their meeting apace
<ul style="list-style-type: none"> • Membership 	<ul style="list-style-type: none"> • Not Applicable 	
<ul style="list-style-type: none"> • Personnel 	<ul style="list-style-type: none"> • Present members are all volunteers; however, more personnel are needed • Need more youth to join in order to maintain the organization 	<ul style="list-style-type: none"> • Contact government departments for funding to assist community groups • Appoint local youth to organize and plan various events (to develop leaders) to spark interest, to join, and gain experience
<ul style="list-style-type: none"> • Training 	<ul style="list-style-type: none"> • A training course to maintain and upgrade training skills • Qualified people to instruct new members • Funds should be available for administrative assistants, other personnel, and training is needed 	<ul style="list-style-type: none"> • Research resource people locally with the skills needed to hold the workshops / training sessions • Partner with the municipality or institution to invite qualified resource people to assist with the sessions • Contact government departments to obtain funding
<ul style="list-style-type: none"> • Travel 	<ul style="list-style-type: none"> • Funds needed to go on field trips / exchange trips/ etc... 	<ul style="list-style-type: none"> • Negotiate with the airlines and ships to lower tickets for students traveling in large groups • Set a specific rate for the parents / guardian to contribute to the travel cost
<ul style="list-style-type: none"> • Volunteers 	<ul style="list-style-type: none"> • Join the organization • Organize fundraising activities 	<ul style="list-style-type: none"> • Local groups' band together to develop a volunteer recruitment strategy. It will be used by each organization as a tool to maintain and sign up volunteers

	<ul style="list-style-type: none"> • Help develop the community • Make things (crafts, food dishes, desserts, etc...) 	
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LA ROMAINE

Issues	Needs Identified	Solutions / Recommendations
<ul style="list-style-type: none"> • Communications 	<ul style="list-style-type: none"> • Translation of English documents to French • English courses to be given • Technology upgrade • Web site 	<ul style="list-style-type: none"> • Contact a person skilled in English / French translation to hold weekly courses of basic English lessons • Discuss with other organizations, municipality, and institution to share their means of communication
<ul style="list-style-type: none"> • Equipment 	<ul style="list-style-type: none"> • Television • Video (VCR and conferencing) • Professional weaving machine • Sports equipment • Craft supplies 	<ul style="list-style-type: none"> • Solicit organizations on or off the coast to receive donations of new / used equipment • Discuss with local stores to set up an account to purchase supplies before the fundraiser
<ul style="list-style-type: none"> • Funding 	<ul style="list-style-type: none"> • Buy new equipment • Maintain building services • Sustain the organization • For community activities, recreational activities, etc... 	<ul style="list-style-type: none"> • Develop a youth volunteer committee to maintain the local organization by their participation and to focus on youth initiatives • Hold a radio-a-thon to receive donation towards the objective
<ul style="list-style-type: none"> • Fundraising Activities 	<ul style="list-style-type: none"> • Inventive activities to attract the people to join into the fundraising activities • Inform the public of the upcoming activities (calendar) throughout the year • Solicit businesses and organizations for donations or funds 	<ul style="list-style-type: none"> • Appoint a contact person from every village to receive and relay monthly events in their area and create a coastal calendar • Produce a monthly or bi-monthly community calendar or newsletter to inform the public of upcoming activities
<ul style="list-style-type: none"> • Meeting Space 	<ul style="list-style-type: none"> • Not applicable 	
<ul style="list-style-type: none"> • Membership 	<ul style="list-style-type: none"> • Not Applicable 	
<ul style="list-style-type: none"> • Personnel 	<ul style="list-style-type: none"> • The youth to become actively involved 	<ul style="list-style-type: none"> • Appoint local youth to organize and plan various events to spark interest, develop leaders, and to gain experience within the organization and volunteering
<ul style="list-style-type: none"> • Training 	<ul style="list-style-type: none"> • Resource persons to instruct courses (crafts, English studies, knitting, etc...) 	<ul style="list-style-type: none"> • Contact local people skilled in the areas of concern to give instruction

<ul style="list-style-type: none"> • Travel 	<ul style="list-style-type: none"> • Funds needed to travel out of town (airfare) • If the funds were there, participation in activities/annual games out of town could happen 	<ul style="list-style-type: none"> • Lobby a complaint to the airlines and government departments of the high cost of coastal travel and alert the media on and off the Lower North Shore • Travel together in large groups to alleviate the cost of gas, accommodations, etc...
<ul style="list-style-type: none"> • Volunteers 	<ul style="list-style-type: none"> • Become a part of the organization • Help with the fundraising activities 	<ul style="list-style-type: none"> • Set up a weekly schedule and appoint 1-2 various volunteers per event to lessen the stress of repetitive members volunteering

CHEVERY

Issues	Needs Identified	Solutions / Recommendations
<ul style="list-style-type: none"> • Communications 	<ul style="list-style-type: none"> • Conference calling • Video conferencing • Computer access • Internet access / high speed internet • Phone lines • A system in which to alert the volunteered firemen promptly • Awareness of the organizations in the community • Promote the club / activities • Help us become involved with other senior groups in nearby communities 	<ul style="list-style-type: none"> • Contact committees, organizations, businesses, etc..., to share its means of communications • Solicit organizations to request new / used equipment • Contact government departments to install high speed internet on the coast • A consultation with other partners involved in specific needs identified • Develop a monthly and / or annual community calendar to promote and inform community events • Contact government departments for funding
<ul style="list-style-type: none"> • Equipment / Supplies 	<ul style="list-style-type: none"> • Navigational systems (GPS) • Computers / access the internet • Updated firemen equipment (fire clothes, beepers, etc...) • Sewage facilities • Updated municipal equipment • Updated equipment (board games, bingo machines, etc...) • Sports equipment 	<ul style="list-style-type: none"> • Request organizations and companies on or off the coast to receive funding for new equipment • Contact government departments for funding • Contact and inform the municipality of the problems and come up with a resolution • Inform the public to request donations (whether it be money or new / used equipment) • Contact governments departments to obtain funding

	<ul style="list-style-type: none"> • Fundraising supplies 	<ul style="list-style-type: none"> • Contact local stores to set up a temporary account to purchase the supplies before the fundraiser
<ul style="list-style-type: none"> • Funding 	<ul style="list-style-type: none"> • Funding needed to keep the organizations active • Maintenance of the hall / rink • Purchase equipment • Promoting “meals on wheels” in our community (by the Seniors Club) • People needed to pay municipal taxes regularly 	<ul style="list-style-type: none"> • Solicit funds from businesses, municipalities, and organizations • Contact governments departments to obtain funding • Community calendar needed to promote events • Contact governments departments to obtain funding • Develop several payment plans to fit each household situation
<ul style="list-style-type: none"> • Fundraising Activities 	<ul style="list-style-type: none"> • Searching for new ways of raising funds • Bingo’s • Pot luck suppers • Support for social activities / expenses for the club • Raffle tickets • Hockey tournaments • Fall & Spring festivals • Carnivals 	<ul style="list-style-type: none"> • Develop a planning committee of all groups involved to create new ideas and events • Promote the fundraiser or events beyond the community • Involve the youth to organize a special event entirely youth oriented to spark interest and shift the responsibility to them • Approach businesses, and community groups for donations
<ul style="list-style-type: none"> • Meeting Space 	<ul style="list-style-type: none"> • A building to leave the equipment (tables, chairs, fund raising equipment, etc...) 	<ul style="list-style-type: none"> • Communicate with the local municipality, schools, and / or other committees to find and request the space needed. • Inform the public of the problem and inquire the assistance (to build) and the donation to start building.
<ul style="list-style-type: none"> • Membership 	<ul style="list-style-type: none"> • Looking for new inventive ways to attract the youth • Ways to promote/recognize the organization and its members and to solicit “younger” senior members to join 	<ul style="list-style-type: none"> • Create a membership drive with donated prizes as an attraction for new members • Present and promote monthly or annually recognition to the volunteers (recognize a devoted senior, person, and youth volunteer)
<ul style="list-style-type: none"> • Personnel 	<ul style="list-style-type: none"> • The need for volunteer recruitment within the organizations is extremely vital for their progress and maintenance 	<ul style="list-style-type: none"> • Plan and hold a ‘Volunteer Day’ devoted entirely for volunteers and their organization to give recognition to volunteers and invite the population to recruit new volunteer members
<ul style="list-style-type: none"> • Training 	<ul style="list-style-type: none"> • Update the first aid/firemen training • Receive certified training from a professional fireman 	<ul style="list-style-type: none"> • Contact the municipality to negotiate a plan to contact professionals on or off coast to give certify training

<ul style="list-style-type: none"> • Travel 	<ul style="list-style-type: none"> • Hockey teams to travel to each village to participate in hockey tournaments (airfare, accommodations, gas if traveling by snowmobile, etc...) • Seniors to travel to other communities or favorable destinations (NFLD – where most were originated) • Additional funds when traveling to communities to hold or attend meetings • Supplementary funds in order to travel and hold wilderness training • During winters, freeze up and break up periods are very difficult for the members with vision/health problems to travel at events. Need alternative ways to travel other than snowmobile 	<ul style="list-style-type: none"> • Contact airlines to request special low rate airfare for students, sport teams, or large groups when traveling along the coast at the same time • Research vacation packages from land, water, and air to find the best price and hold a fundraiser especially for the trip (develop a 1-2 year strategy plan to accomplish the goal) • Contact organizations and government departments to obtain funding • A travel service put in place from season to season (snowmobile, vehicle, boat, etc...)
<ul style="list-style-type: none"> • Volunteers 	<ul style="list-style-type: none"> • In order to maintain the progress of the community • Join the organization • Looking for younger volunteers to take over administrative tasks (book keeping, fundraisers; organize transport of members, etc...) • Organize fundraising, training, and traveling arrangements • Help support and maintain the community groups • Plan events when needed 	<ul style="list-style-type: none"> • Develop a volunteer recruitment strategy to attract the youth, maintain the present volunteers and organizations and to receive training (traditional skills, leadership, finance, etc...) • Contact the youth which has an interest or skilled in business, administration, secretary, coordinator, etc... to provide a service and in turn receive experience

HARRINGTON HARBOUR

Issues	Needs Identified	Solutions / Recommendations
<ul style="list-style-type: none"> • Communications 	<ul style="list-style-type: none"> • Fax lines • Phone lines 	<ul style="list-style-type: none"> • Share and exchange communication services with other organizations

	<ul style="list-style-type: none"> • Video conferencing • High speed internet • Internet access • Web site <ul style="list-style-type: none"> • Advertising of the committee and what we do via radio stations, posters and pamphlets • The general population need to know more about how we can help and advise them • Spread awareness throughout each community in hopes of finding solutions • Ways to promote social events <ul style="list-style-type: none"> • Join all committees on the coast to meet and discuss the decline of the fishery <ul style="list-style-type: none"> • One phone line, just for emergencies, for each member on the committee • Beepers 	<ul style="list-style-type: none"> • Produce a monthly or bi-monthly newsletter to inform the population of the initiatives of local community organizations <ul style="list-style-type: none"> • Develop a planning committee to come up with new ideas and events towards fundraising <ul style="list-style-type: none"> • Solicit organizations on and off the coast for donations of new / used equipment
<ul style="list-style-type: none"> • Equipment 	<ul style="list-style-type: none"> • Computers • Gym equipment • Fire clothes, extinguishers, beepers, etc... <ul style="list-style-type: none"> • Machinery to conduct conference calls • Scanners / digital camera / DVD and VHS, etc... • Copiers • Sewing machines <ul style="list-style-type: none"> • Craft supplies 	<ul style="list-style-type: none"> • Solicit organizations on or off the coast to request for new / used equipment <ul style="list-style-type: none"> • Share and exchange equipment with other organizations <ul style="list-style-type: none"> • Create an account with local stores to acquire the supplies before the fundraiser
<ul style="list-style-type: none"> • Funding 	<ul style="list-style-type: none"> • Community donations • Buy equipment • Traveling expenses • Do the necessary renovations in the church • Pay the bills to maintain the organization • Buy the craft, canteen, and bingo supplies 	<ul style="list-style-type: none"> • Hold a donation drive every six months or annually informing the public of diminished funds and equipment needed. Receive donations from businesses and companies to give away to the pledges

	<ul style="list-style-type: none"> • Develop local projects in the community • Implement a solution in order to fundraise the much needed equipment • Funding needed to currently run the organization 	
• Fundraising Activities	<ul style="list-style-type: none"> • Looking for new innovative ways to make fundraising fun and exciting for the supporters • Find ways in which to raise the large amount of money needed to develop the projects • Bingo's • Raffle tickets • Bazaars • Suppers • Winter carnival • "Summer Fun Day" 	<ul style="list-style-type: none"> • Develop a planning committee between all organizations to create new fundraising ideas • Produce a community calendar advertising local events of each group
• Meeting Space	• Not applicable	
• Membership	• Not applicable	
• Personnel	<ul style="list-style-type: none"> • Looking for the youth to join (in order to maintain the progress year after year of the A.C.W.) • More volunteer personnel needed 	<ul style="list-style-type: none"> • Involve the youth by appointing them to organize and plan a special event (to develop new leaders) to spark their interest and gain experience • Hold a membership drive and reward the current volunteers by holding a special activity
• Training	<ul style="list-style-type: none"> • Instructions were given when the committee was first formed in 1993, however, workshops would be a positive idea to instruct new members and the communities • With new members essential the need for safety training (CPR, first-aid, fire safety, etc...) is key 	<ul style="list-style-type: none"> • Partner with the municipality to invite a professional to hold workshops and give certified training in the areas of concern
• Travel	<ul style="list-style-type: none"> • Funds needed to travel and accommodate the church minister when services are preformed • Funds for students traveling on field trips/exchange trips 	<ul style="list-style-type: none"> • Hold a special fundraiser to achieve the funds needed annually or bi-monthly • Contact airlines to negotiate lower airfares when students travel in large groups (package deals)
• Volunteers	<ul style="list-style-type: none"> • Help out with present local development • Assist with the mentioned fundraisers 	<ul style="list-style-type: none"> • Produce a monthly schedule of events and appoint 1-2 volunteers per event to lessen the stress of repetitive members volunteering in every activity

	<ul style="list-style-type: none"> • Develop and organize events 	
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TÊTE À LA BALEINE

Issues	Needs Identified	Solutions / Recommendations
<ul style="list-style-type: none"> • Communications 	<ul style="list-style-type: none"> • Web site • High speed internet • Calendar of scheduled events • Translation of documents 	<ul style="list-style-type: none"> • Contact the organizations in your area to share communication services • Appoint a contact person (a co responder) from every community to receive monthly events and develop a coastal calendar for every village to refer to
<ul style="list-style-type: none"> • Equipment 	<ul style="list-style-type: none"> • Upgraded technology (computers, printers, etc...) • Sports equipment 	<ul style="list-style-type: none"> • Contact organizations along the coast to request the use or donation of equipment • Obtain and / or exchange equipment from similar organizations
<ul style="list-style-type: none"> • Funding 	<ul style="list-style-type: none"> • Funds needed to buy the updated technology • Sustain the organization 	<ul style="list-style-type: none"> • Contact the municipality, institution, and / or organizations to receive funding or the donation of new / used technology
<ul style="list-style-type: none"> • Fundraising Activities 	<ul style="list-style-type: none"> • Bingo's • Suppers • Searching for new ideas/activities to attract the people • Raffle tickets 	<ul style="list-style-type: none"> • Combine members of every local organizations to develop a planning committee to come up with new ideas and events
<ul style="list-style-type: none"> • Meeting Space 	<ul style="list-style-type: none"> • Not applicable 	
<ul style="list-style-type: none"> • Membership 	<ul style="list-style-type: none"> • Not applicable 	
<ul style="list-style-type: none"> • Personnel 	<ul style="list-style-type: none"> • Increase youth participation to maintain the stability of the organization • New members to join 	<ul style="list-style-type: none"> • Hold a 'Volunteer Day' in appreciation for the current volunteers and promotion of a membership drive to attract new ones
<ul style="list-style-type: none"> • Training 	<ul style="list-style-type: none"> • Not applicable 	
<ul style="list-style-type: none"> • Travel 	<ul style="list-style-type: none"> • Lower airfare cost to travel and participate in out of town activities • Field trips/exchange trips 	<ul style="list-style-type: none"> • Spread awareness through the media on and off the coast to inform the public of the extremely high cost of airfare along the coast • Negotiate lower airfare with the airlines for student travel (sporting events, field trips, exchange trips, etc...)
<ul style="list-style-type: none"> • Volunteers 	<ul style="list-style-type: none"> • Encouraged to join the organization • Youth strongly encouraged to join and/or participate in the organization 	<ul style="list-style-type: none"> • All local committees band together to develop a volunteer recruitment strategy plan to find ways to attract new members, the youth and to provide training

	<ul style="list-style-type: none"> • Participate in fundraising activities 	
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MUTTON BAY

Issues	Needs Identified	Solutions / Recommendations
<ul style="list-style-type: none"> • Communications 	<ul style="list-style-type: none"> • Not applicable 	
<ul style="list-style-type: none"> • Equipment 	<ul style="list-style-type: none"> • Craft Supplies: quilts, sweater, home décor, etc... • Sewing machines • Craft books (ideas and instructional) 	<ul style="list-style-type: none"> • Contact other community organizations along the coast to request donations of new / used equipment
<ul style="list-style-type: none"> • Funding 	<ul style="list-style-type: none"> • Pay bills to maintain the organization • Supplies needed to organize fundraisers 	<ul style="list-style-type: none"> • Solicit funds from the public and organizations on and off the coast • Set up a credit account with local stores to obtain the supplies before the fundraiser
<ul style="list-style-type: none"> • Fundraising Activities 	<ul style="list-style-type: none"> • Bingo's • Spinning wheels • Raffle tickets • Suppers • Holiday festivities / activities 	<ul style="list-style-type: none"> • Promote the activities beyond the community • Create special activities for the youth for their involvement
<ul style="list-style-type: none"> • Meeting Space 	<ul style="list-style-type: none"> • Not applicable 	
<ul style="list-style-type: none"> • Membership 	<ul style="list-style-type: none"> • Not applicable 	
<ul style="list-style-type: none"> • Personnel 	<ul style="list-style-type: none"> • More people to join the organization to make it sustainable • People to support the fundraisers 	<ul style="list-style-type: none"> • Hold a 'Volunteer Day' to recognize and appreciate the current members and extend an invitation to the public to recruit new volunteers • Reward a person for attending a fundraising function
<ul style="list-style-type: none"> • Training 	<ul style="list-style-type: none"> • Not applicable 	
<ul style="list-style-type: none"> • Travel 	<ul style="list-style-type: none"> • Not applicable 	
<ul style="list-style-type: none"> • Volunteers 	<ul style="list-style-type: none"> • Organize fundraising activities • Participate in the activities • The youth to join or participate within the organization 	<ul style="list-style-type: none"> • Appoint new leaders to organize various events • Hold workshops to train the youth in areas of volunteerism, traditional skills, leadership skills, etc...

LA TABATIÈRE

Issues	Needs Identified	Solutions / Recommendations
<ul style="list-style-type: none"> • Communications 	<ul style="list-style-type: none"> • Video conferencing 	<ul style="list-style-type: none"> • Discuss with organizations, municipality, and institutions in your area to work out an arrangement to share their means of communications

	<ul style="list-style-type: none"> • High speed internet • Upgrading and acquiring technology (hardware) 	<ul style="list-style-type: none"> • Solicit the regional organizations and companies for donations of new / used technology
<ul style="list-style-type: none"> • Equipment 	<ul style="list-style-type: none"> • Computers / internet access • Printers • Photocopier • Fax machine • DVD and computer projector • Bingo equipment (cards, bingo machine, etc...) • Survival equipment (compass, GPS, flashlights, etc...) • Hockey/sports equipment 	<ul style="list-style-type: none"> • Share and exchange equipment with other organizations • Hold a donation drive towards the purchasing of equipment • Set an inscription price for members joining a sports team to go towards the equipment
<ul style="list-style-type: none"> • Funding 	<ul style="list-style-type: none"> • Beneficial to support and maintain the organization • For student activities, community programs, and recreational activities • For student support services • Traveling expenses for regional youth activities • Purchasing of modern technology • Community center (at the present time fundraising and applying for projects are being carried out) 	<ul style="list-style-type: none"> • Develop a weekly schedule of events and appoint 2-3 members for a specific task per event • Travel in large groups to alleviate the coast of expenses • Set a short term goal plan with one objective in mind (raise funds to buy equipment, pay bills, projects, etc...)
<ul style="list-style-type: none"> • Fundraising Activities 	<ul style="list-style-type: none"> • Inventive ways to promote and organize fundraisers • Bingo's • Raffle tickets • Suppers • Fall festival • Hockey tournaments • Spring carnivals • Terry Fox Run 	<ul style="list-style-type: none"> • Develop a planning committee between all local organizations to create new fundraising ideas • Produce a community calendar advertising local events of each group

	<ul style="list-style-type: none"> • Canada Day celebrations 	<ul style="list-style-type: none"> • Create special fundraising activities to attract tourism during high season (dinner theater, home style suppers, craft fairs, etc...)
<ul style="list-style-type: none"> • Meeting Space 	<ul style="list-style-type: none"> • Office building/Community Hall • Arena 	<ul style="list-style-type: none"> • Contact schools, municipality, sports and leisure committee to share large space for meetings and large gatherings
<ul style="list-style-type: none"> • Membership 	<ul style="list-style-type: none"> • Not applicable 	
<ul style="list-style-type: none"> • Personnel 	<ul style="list-style-type: none"> • Periodically there are paid staff, however, volunteers are needed to sustain the organization • Parental involvement is greatly needed to support the children within the community groups • Rangers' active participation is crucial to the Juniors Rangers' maintenance 	<ul style="list-style-type: none"> • Create a weekly schedule of events and appoint 2-3 various volunteers per event to lessen the stress of repetitive members volunteering • Meet with all Rangers in your area to decide and create a schedule to include 1-2 different Rangers per event
<ul style="list-style-type: none"> • Training 	<ul style="list-style-type: none"> • Need Rangers' skilled guidance to train the Junior Rangers • Develop skills in wilderness and survival techniques • Workshops and training interests • Develop skills, experiences, etc... 	<ul style="list-style-type: none"> • Consult with the Rangers in your area to arrange the attendance and participation of a Corporal Ranger during an event and activity • Search for local resource people skilled in the area of concern to assist in workshops / training sessions
<ul style="list-style-type: none"> • Travel 	<ul style="list-style-type: none"> • Trips to Sept-Iles to solicit projects • Support for student based activities • Funds needed to support the wilderness and survival travels for training 	<ul style="list-style-type: none"> • Create a long-term development plan (fundraisers, donations, etc...) geared towards funding an area of the organization (travel funding, building maintenance, equipment, etc...)
<ul style="list-style-type: none"> • Volunteers 	<ul style="list-style-type: none"> • Parents and Rangers need to become involved within the Junior Ranger's initiative • Volunteers are regularly requested and needed from the school community • Any help to maintain the organizations would be beneficial to the community 	<ul style="list-style-type: none"> • Local community organizations band together to develop a volunteer recruitment strategy. It will be a working tool for all groups to maintain the organizations and recruit new members

ST AUGUSTINE

Issues	Needs Identified	Solutions / Recommendations
<ul style="list-style-type: none"> • Communications 	<ul style="list-style-type: none"> • Additional phone lines • Fax lines 	<ul style="list-style-type: none"> • Contact telephone / communication companies for better rates and to localize the calling all along the Lower North Shore

	<ul style="list-style-type: none"> • Internet access / High speed internet • Web site • A phone line only for emergencies, in order to arrive on the scene promptly (i.e. : first responders) • Beeper system (firemen) • Calendar of scheduled events • Advertisements of weekly/monthly activities or upcoming events promoted through radio, pamphlets, posters, etc...) 	<ul style="list-style-type: none"> • Contact government departments to install high speed internet on the coast and to assist in the development and maintenance of web sites • A consultation with other partners involved in specific needs identified • Develop a coastal calendar of every community along the coast, advertise their scheduled events, to decrease the problem of replicating events on the same day
• Equipment / Supplies	<ul style="list-style-type: none"> • Computers • Fax machines • Phones • Sewing machines • Quilt supplies • Craft supplies • Tables and chairs for the hall • Fire equipment • Gym equipment • DVD's, TV's, projectors • Communicational systems (Motorola's, GPS, radios, etc...) • Wilderness/survival equipment • Sports equipment 	<ul style="list-style-type: none"> • Contact local businesses, committees, institutions to request access to their resources • Contact government departments to obtain equipment, such as: computers, faxes, etc... • Contact local stores to set up a temporary account to purchase the supplies before the fundraiser • Contact organizations on and off the coast to request donations of new / used equipment and / or furniture • Contact government departments for funding
• Funding	<ul style="list-style-type: none"> • In the process of building a new church (need windows, siding, etc...) • Maintain the organization and buy the needed equipment • Pay church bills 	<ul style="list-style-type: none"> • Contact the public to receive donations to complete the project • Hold a donation drive with a set goal in mind with donated prizes to give away • Contact organizations and government departments to obtain funding

	<ul style="list-style-type: none"> • For student activities (sports, programs, traveling expenses, etc...) • Travel expenses (when traveling on or off the coast) 	<ul style="list-style-type: none"> • Parents take on some financial responsibility, paying fifty(50) to seventy-five(75) percent
<ul style="list-style-type: none"> • Fundraising Activities 	<ul style="list-style-type: none"> • Bingo's • Suppers • Spinning wheel • Raffle tickets • Bazaars • Catering (weddings and anniversaries) • New creative ideas to attract the people • Increase fund raising activities to support the student activities • Hockey tournaments • Carnivals • Seasonal festivals • Arena rentals (weddings, festivals, meetings, etc...) 	<ul style="list-style-type: none"> • Appoint youth members to give them the responsibility to organize and plan special events to promote and develop youth leaders • Approach businesses, and community groups for donations • Develop a coastal planning committee, a member of each local community organization involved to generate new ideas and events • Ensure the committee rental fees are reasonable and fitting the time frame of the event required
<ul style="list-style-type: none"> • Meeting Space 	<ul style="list-style-type: none"> • Not applicable 	
<ul style="list-style-type: none"> • Membership 	<ul style="list-style-type: none"> • Not applicable 	
<ul style="list-style-type: none"> • Personnel 	<ul style="list-style-type: none"> • Solicit the youth to join the organization to maintain stability • Increase parental involvement to join the committee and/or participate in events and activities • People to join and help out with the travel (drive boats, cars, snowmobiles, etc...) • Hire full time staff to maintain the arena 	<ul style="list-style-type: none"> • Hold a 'Volunteer Appreciation Day' for the current volunteers and extend an invitation to the youth and general population to recruit new members • Coordinate a weekly or monthly schedule of volunteered staff to provide travel to the population from season to season • Develop and research a program for application to various associations, organizations, etc..., to obtain funding for a full time staff
<ul style="list-style-type: none"> • Training 	<ul style="list-style-type: none"> • Funds are needed to hire professionals to hold workshops to promote awareness of the fishery crisis and what steps are needed from the community to go forward 	<ul style="list-style-type: none"> • Partner with the municipality to invite a professional on or off the coast to hold workshops and give training in the area of concern • Produce handbooks to receive step by step procedures of training

	<ul style="list-style-type: none"> • Upgrade the personnel with a course in safety, fire hazards, and first-aid • Professionals to give courses for new members • The elderly to teach traditional crafts (crochet, knitting, etc...) • Skilled personnel (Rangers or others) in the field of survival, cooking, or craft training 	<ul style="list-style-type: none"> • Form partnerships with the CSBCN and other organizations • Contact various seniors to request their teachings of traditional skills to the youth • Appoint one to two (1-2) skilled personnel per event to provide the training and support of functions in their field
• Travel	<ul style="list-style-type: none"> • Cheaper airfare or funds needed to travel the coast and meet other committee members • Lower cost of airfare to travel between communities (the snowmobile trail is not always open or accessible to the public which joins the coastal communities for just a few months) • Funds needed to pay for the ministers travel to our village and pay for his accommodations • Support for student based activities (field/exchange trips, sport events, etc...) 	<ul style="list-style-type: none"> • Contact airlines to request lower airfare during certain times of the year (summer-fall) • Contact NAV Canada to inquiry cheaper airfare • Approach community individuals for community transport (i.e.: boat, snowmobile, etc...) • Contact NAV Canada to inquiry cheaper airfare • Negotiate lower airfare and package deals with airlines months in advance for sport, exchange, or field trips • Check into the ‘charters’ within the Lower North Shore region
• Volunteers	<ul style="list-style-type: none"> • Organize events • People to give training/workshops • People from the village to join the committee Chaperons to oversee the events • Create and plan fundraising activities 	<ul style="list-style-type: none"> • All local organizations come together and develop a volunteer recruitment strategy plan to be used by every group to recruit new members and to give training • Develop a calendar of monthly events and appoint one-two (1-2) parents / person per event

OLD FORT BAY

Issues	Needs Identified	Solutions / Recommendations
• Communications	• Conference calls to meet with all committee	• Discuss with other community organizations in your area to work out an

	<p>members on the coast</p> <ul style="list-style-type: none"> • Phone services • Fax lines • Internet access/high speed • Internet in the class rooms • Provide awareness of the decline of the fisheries • Advertisement of special activities • Telephone call list • A way to widely reach the population in regards to giving thanks/showing appreciation to the volunteers 	<p>arrangement to share each other's means of communication</p> <ul style="list-style-type: none"> • Contact telephone / communication companies for better rates and to localize the calling all along the Lower North Shore • Contact government departments to install high speed internet on the coast • Develop a monthly or annually newsletter to inform the public of community issues, devoted volunteers and the initiatives of the organizations • Develop a data base of all needed contacts on and off the coast • Announce volunteer of the month through the media, newspaper, etc...
<ul style="list-style-type: none"> • Equipment 	<ul style="list-style-type: none"> • Compasses – GPS systems • Kitchen supplies for the basement of the new church • Scanners / digital cameras / video cameras • Fax machine • A phone • Computers • Gym equipment • New municipal building/community hall • Upgrading of the wharf and docks 	<ul style="list-style-type: none"> • Solicit donations from organizations on and off the coast to request new / used equipment • Contact local businesses, committees, institutions to request access to their resources • Contact government departments to obtain equipment, such as: computers, faxes, etc... • Contact the municipality to obtain a project to acquire supplies and complete community buildings
<ul style="list-style-type: none"> • Funding 	<ul style="list-style-type: none"> • After school programs • Pay for the minister to travel to our diocese • Bills (electricity, heating, etc...) • Computers • Equipment 	<ul style="list-style-type: none"> • Organize one special fundraising activity a month towards paying a certain bill or purchasing of an item, make it the priority and promote it • Contact organizations and government departments to obtain funding • Contact the public to receive donations to complete the project

	<ul style="list-style-type: none"> • Finish the church completely 	
<ul style="list-style-type: none"> • Fundraising Activities 	<ul style="list-style-type: none"> • Bingo's • Raffle tickets • Spring teas • Festivals • Cake raffles • Book fairs • Drives (bottle, newspaper, etc...) • Sports tournaments • Catering (wedding and anniversaries) • Suppers • Bazaars • New inventive ideas to help gather funds • Solicit businesses and organizations for donations and/or funds 	<ul style="list-style-type: none"> • Develop a community calendar advertising local events promoting every committee • Approach businesses and community groups for donations • Promote the committee's resources and skills for services (catering, cleaning, etc...) • Develop a coastal planning committee, a member of each local community organization involved to generate new ideas and events
<ul style="list-style-type: none"> • Meeting Space 	<ul style="list-style-type: none"> • New municipal hall 	<ul style="list-style-type: none"> • Contact the institution and church to schedule dates and time to share meeting space
<ul style="list-style-type: none"> • Membership 	<ul style="list-style-type: none"> • Looking for creative ideas to promote volunteerism / membership (volunteer appreciation) 	<ul style="list-style-type: none"> • Hold a membership drive and volunteer appreciation day to give recognition to the current volunteers and recruit new members
<ul style="list-style-type: none"> • Personnel 	<ul style="list-style-type: none"> • Members to join the organizations • Strongly encourage the youth to join in order to sustain the committee 	<ul style="list-style-type: none"> • Create a youth volunteer committee entirely controlled by the youth to appoint members in local organizations to participate, plan, or organize events
<ul style="list-style-type: none"> • Training 	<ul style="list-style-type: none"> • Courses to be given when new equipment are presented • Information sessions with the head teacher and principal • Courses/workshops to upgrade skills 	<ul style="list-style-type: none"> • Research a local resource person skilled in the areas of concern and request his/her assistance to hold workshops / training sessions • Acquire the skills of the seniors in the community to receive training, to pass the skills onto the youth for future preservation; through this, the seniors will have a better sense of self worth and well being both physically and mentally
<ul style="list-style-type: none"> • Travel 	<ul style="list-style-type: none"> • Transportation/funds needed for field/exchange trips • Lower airfare prices • Transportation funds needed for the minister's weekly ceremonies 	<ul style="list-style-type: none"> • Contact the airlines and ships to negotiate package deals for field / exchange trips • Approach community individuals for community transport (i.e.: boat, snowmobile, etc...)

	<ul style="list-style-type: none"> • Gas money if traveling by vehicle or snowmobile 	<ul style="list-style-type: none"> • Car pool to fundraising events
<ul style="list-style-type: none"> • Volunteers 	<ul style="list-style-type: none"> • Perform the training • Plan/cook dinners • Organize fundraising activities • Make and donate crafts • Develop the community • After school homework assistance • Library technicians • After school gym chaperoning • Help out when projects are developed • Complete the church building 	<ul style="list-style-type: none"> • Contact organizations for professional assistance • Set up a weekly schedule with two different parents / guardians per week volunteering their time and skills • Involve older students and community youth in the organizing, treasury, training, etc..., aspect of fundraising to spark interest and gain experience • Contact local persons skilled in carpentry to assist

ST. PAUL'S RIVER

Issues	Needs Identified	Solutions / Recommendations
<ul style="list-style-type: none"> • Communications 	<ul style="list-style-type: none"> • Pamphlets (to inform the population of the activities and upcoming events annually) • Ways to promote the organizations (through radio, newspaper, bulletins, etc...) to attract the public and tourist • A coastal calendar of events going on, so there isn't duplication of events on the same date • Not enough communication between communities • Beeper system (firemen) • Answer machine for missed call or caller ID service • Internet access / high speed internet • Web site • More meetings between all committee members • Faster mail service 	<ul style="list-style-type: none"> • Appoint a contact person (coresponder) from each village to receive monthly events and develop a coastal calendar for every community to refer to • Contact communication companies to request donations (new / used equipment) • Contact government departments to install high speed internet on the coast and to assist in the development and maintenance of web sites • A consultation with other partners involved in specific needs identified

	<ul style="list-style-type: none"> • Conference calling, a way to gather all committee members 	<ul style="list-style-type: none"> • Contact local committees, businesses, municipality and institution to share and exchange their means of communication
<ul style="list-style-type: none"> • Equipment Supplies 	<ul style="list-style-type: none"> • Sports equipment • Audio equipment for concerts • Gym equipment • Science equipment • More computers • Proper scanning equipment • Printers • New fax machine • Sewing machines • Photocopier • French 2nd language (promotion to population) • Art supplies • Crafts supplies • Fire truck • Beepers (firemen) • Fire clothes 	<ul style="list-style-type: none"> • Solicit businesses, institutions, organizations in your area to receive funding or new / used equipment • Contact governments departments to obtain funding • Share equipment with other organizations and set up a schedule of usage time • Contact governments departments to obtain funding • Hold a weekly class with a volunteered skilled personnel giving basic training in speaking and writing of French • Hold a donation drive to obtain supplies or funds towards the equipment Contact off coast organizations and government departments for funding and / or donations
<ul style="list-style-type: none"> • Funding 	<ul style="list-style-type: none"> • Renovation of the church and rectory • Keep up with the monthly maintenance of the church • Implement a breakfast and hot lunch program in the schools, but are very short on funds • Preparing for World Youth Day 2005 in Germany • Activities to help out with the funding to buy the firemen equipment • Solicit funds or donations to sustain the organization • Constantly fundraise to support equipment needs • Buy craft material to restock for another year 	<ul style="list-style-type: none"> • Set up a schedule to appoint different members for each activity and week • Contact off coast organizations and government departments for funding and / or donations • Mini radio-a-thon in support of the needed equipment and traveling expenses, donated prizes given to winners • Contact local stores to set up a temporary account to purchase the supplies

	<ul style="list-style-type: none"> • Lack of funding for buildings • Lack of funding to hire employees 	<p>before the fundraiser</p> <ul style="list-style-type: none"> • Contact municipality to request a project for the maintenance of community buildings <p>Contact government departments for funding</p>
<ul style="list-style-type: none"> • Fundraising Activities 	<ul style="list-style-type: none"> • Hockey tournament • Carnival • Bingo's • Raffle tickets • Bazaars (fall and spring) • Cake walks • Suppers • Craft sales • Dinner theater • Canada day celebrations • Crafts(historical/traditionally skilled crafts to promote the community and attract tourist) 	<ul style="list-style-type: none"> • Develop a community calendar announcing local events as not to duplicate or schedule same activities on the same day • Approach businesses, and community groups for donations • Appoint youth members to give them the responsibility to organize and plan special events to promote and develop youth leaders • Create an event pamphlet to promote seasonal tourism and disburse the promotion locally and nationally • Contact government departments to obtain funding for this to continue
<ul style="list-style-type: none"> • Meeting Space 	<ul style="list-style-type: none"> • Currently use the conference room, however, a more personal, less open, and more private location would be useful 	<ul style="list-style-type: none"> • Contact the municipality, organizations or institution to accommodate the meetings
<ul style="list-style-type: none"> • Membership 	<ul style="list-style-type: none"> • Not applicable 	
<ul style="list-style-type: none"> • Personnel 	<ul style="list-style-type: none"> • Looking for committed volunteers to join the committee • Strongly encourage youth to join the organizations 	<ul style="list-style-type: none"> • Recognize and reward the devoted volunteers (volunteer of the month and / or year) in turn spark an incentive for new members to join • Give responsibility to the youth to plan and organize various local events to increase interest and develop leaders
<ul style="list-style-type: none"> • Training 	<ul style="list-style-type: none"> • Proper training for hockey coaches and referees • Courses/workshops of what a parent could do to make the school more successful • Language training would prove beneficial when working with the public • Develop the traditional skills to produce crafts in order to present the local history 	<ul style="list-style-type: none"> • Search for local skilled professionals to give workshops in the areas of concern • Hold monthly training sessions with local professionals

	<ul style="list-style-type: none"> • An historian to train the personnel about the artifacts placed in the museum • Training for computer software (windows, internet, excel, etc...) 	<ul style="list-style-type: none"> • Research and contact an historian familiar with this area and its artifacts to meet with the population continuously over time to give training and awareness • Provide a volunteer skilled in the area of computers to train the public once a week at the CAP site • Contact government departments for funding
• Travel	<ul style="list-style-type: none"> • Funding to travel by bus and plane for the World Youth Day in 2005 • Lower the cost of airfare/boat fare as the children would benefit in areas such as: out of town sports activities, historical land marks, etc...) • More cost efficient methods of travel • Lower the cost of airfare, gas prices, in order to travel between communities 	<ul style="list-style-type: none"> • Negotiate lower tickets for airfare and ships of package deals with airlines for specific student function • Provide a seasonal method of travel for people without the means
• Volunteers	<ul style="list-style-type: none"> • Librarian for the municipal library • Clean the church • Snow cleaning around the church • Perform the weekly bingo's • Different people to become involved with the organization • Organize fundraisers • Produce and donate crafts • In strong support of the youth to become involved within the organizations, to join or whether to participate in various aspects of a community group 	<ul style="list-style-type: none"> • Develop a weekly schedule of different people responsible for a duty • Develop a volunteer recruitment strategy with all local organizations involved. It will be used as a resource to recruit and give training to new volunteers • Meet with students in the schools to promote volunteerism and to spark interest to join the current organizations

MIDDLE BAY

Issues	Needs Identified	Solutions / Recommendations
• Communications	<ul style="list-style-type: none"> • Phone lines • Fax lines • Photocopier • Internet access/high speed access 	<ul style="list-style-type: none"> • Discuss with other local community organizations to work out an arrangement to share means of communication

• Equipment	<ul style="list-style-type: none"> • Computers • Fax machine • Sports equipment 	<ul style="list-style-type: none"> • Contact organizations, municipality, institutions, etc..., to request donations of new / used equipment
• Funding	<ul style="list-style-type: none"> • Funds are acquired in order to purchase the needed equipment • Sustain the organization 	<ul style="list-style-type: none"> • Solicit funds to organizations on or off the coast
• Fundraising Activities	<ul style="list-style-type: none"> • Looking for new inventive ways to attract supporters and pull in other communities to join in on the fundraisers • Bingo's • Darts 	<ul style="list-style-type: none"> • Promote fundraising activities beyond the community • Develop a planning committee (invite the youth to join also) to come up with new fundraising ideas
• Meeting Space	<ul style="list-style-type: none"> • Not applicable 	
• Membership	<ul style="list-style-type: none"> • Not applicable 	
• Personnel	<ul style="list-style-type: none"> • More fresh faces to join the organization in order to make it sustainable 	<ul style="list-style-type: none"> • Create a special day to appreciate volunteers and extend an invitation to the public
• Training	<ul style="list-style-type: none"> • Not applicable 	
• Travel	<ul style="list-style-type: none"> • Not applicable 	
• Volunteers	<ul style="list-style-type: none"> • Join the organizations • Organize new events 	<ul style="list-style-type: none"> • Develop a volunteer recruitment strategy plan (volunteer day, membership drives, training sessions, etc...) to attract new members

BRADOR

Issues	Needs Identified	Solutions / recommendations
• Communications	<ul style="list-style-type: none"> • Conference calling (in order to meet with all committee members from the coast) 	<ul style="list-style-type: none"> • Share and exchange communication services with other organizations
• Equipment	<ul style="list-style-type: none"> • Craft supplies • Equipment needed for phone conferencing 	<ul style="list-style-type: none"> • Set up an account with the local store to purchase supplies before the fundraiser • Solicit organizations on or off the coast for donations of new / used equipment
• Funding	<ul style="list-style-type: none"> • Sustain the organization • Buy the much needed equipment 	<ul style="list-style-type: none"> • Organize one special fundraising function monthly (or bi-monthly) specifically to raise funds for a bill payment and / or purchasing an item
• Fundraising Activities	<ul style="list-style-type: none"> • Bingo's • Bazaars • Suppers • Raffle tickets 	<ul style="list-style-type: none"> • Develop a planning committee (invite the public) to create and develop new ideas and events

• Meeting Space	• Not applicable	
• Membership	• Not applicable	
• Personnel	• More members needed to manage and maintain the organizations	<ul style="list-style-type: none"> • Hold a volunteer appreciation day to recognize the current volunteers and extend an invitation to the population to recruit members • Recognize one special devoted volunteer a monthly or annually
• Training	• Not applicable	
• Travel	• Not applicable	
• Volunteers	• Organize, manage, and participate in the fundraising activities	<ul style="list-style-type: none"> • Appoint different members (to develop new leaders) to organize and plan different fundraisers Encourage youth participation in events to spark their interest and gain experience by turning the responsibility to them

LOURDES DE BLANC SABLON

Issues	Needs Identified	Solutions / Recommendations
• Communications	<ul style="list-style-type: none"> • In order to activate the committee, a campaign of awareness: who we are, what we are, where we are, and what we want is needed • Access to copier machines • Internet access / high speed internet • Lack of involvement by people, we need a solution • Lack of meeting between fisherman committees, need to find a solution 	<ul style="list-style-type: none"> • Develop a means of communication (pamphlets, flyers, bulletin, etc...) to spread awareness on the importance of the reactivation of the organization • A workshop held focused on volunteerism • Share and exchange communication equipment with other organizations, municipality and institutions • Create a monthly or bi-monthly newsletter of the local activities, issues and community initiatives • Call local people directly, just asking can generate volunteers • Host a consultation between partners • Make the community library the 'door' to the community
• Equipment	<ul style="list-style-type: none"> • Wilderness equipment (snow shoes, army boots, flashlights, etc...) • GPS system • Upgraded equipment for the computer room, staff room and gym • Computers • Equipment in technology • Upgrade from analogue to digital equipment, in 	<ul style="list-style-type: none"> • Solicit donations for new / used equipment from companies and organizations on and off the coast

	<p>order to be up to date with the radio medium</p> <ul style="list-style-type: none"> • Upgraded church equipment • New or donated equipment for the youth • A safe fenced in yard for the children • Books for the library 	<ul style="list-style-type: none"> • Solicit donations for new / used equipment from the public
<ul style="list-style-type: none"> • Funding 	<ul style="list-style-type: none"> • Reinstate the organization • Training • New equipment • Hire more people • Improve on the building and installations therein • Traveling expenses are needed • Upgrade the needed equipment 	<ul style="list-style-type: none"> • Hold a donation drive (through the media or in public) to achieve a set goal with donated prizes form businesses to give away • Hold an auction of special crafted donated items and / or a service from the public, businesses and companies
<ul style="list-style-type: none"> • Fundraising Activities 	<ul style="list-style-type: none"> • Calendar (pictures of the month) • Raffle tickets • Bingo's • Book fairs • Fall and winter bazaars • Solicit funds from businesses/organizations • Car wash • Dances • Bake sales • Day Care Day • Chocolate drives (bars and boxes of chocolates to sell) • Advertisements and sale • Sports tournaments • Looking for distinct ways in attracting the community to become involved and support the organizations and fundraisers 	<ul style="list-style-type: none"> • Produce a community calendar of the events and activities taking place monthly • Hold an auction of special crafted donated items and / or a service from the public, businesses and companies • Hold a donation drive (through the media or in public) to achieve a set goal with donated prizes from businesses to give away • Join communities in sporting events in all communities on the coast. Encourage the students to encounter others along the coast • Create a planning committee of the combined organizations to generate new fundraising ideas and to schedule events
<ul style="list-style-type: none"> • Meeting Space 	<ul style="list-style-type: none"> • Added space or a new building to conduct board meetings comfortably • In order to hold large committee meetings 	<ul style="list-style-type: none"> • Contact the municipality, organizations, institution and health and social services to share and arrange meeting space for large gatherings

	<ul style="list-style-type: none"> • Space for storage in the communities for the team of first responders. This storage is required for sleighs and snowmobiles 	<ul style="list-style-type: none"> • Receive funding from various organization, and / or companies to build a storage facility
<ul style="list-style-type: none"> • Membership 	<ul style="list-style-type: none"> • The combination of Mother's Day radio-a-thon with a membership drive, is not working and another alternative should be researched and implemented 	<ul style="list-style-type: none"> • Research alternate ways to achieve successful fundraising activities and discuss with the public ways to implement the result
<ul style="list-style-type: none"> • Personnel 	<ul style="list-style-type: none"> • Currently there is a full staff; however, more and more members are needed, due to their change in situations (maternity leave, schooling, etc...) • Currently researching projects to hire extra staff • Members needed to join and sustain the organization • A permanent volunteer base to get the support of the people • Parental involvement needed • Rangers are needed to help out and guide the Junior Rangers 	<ul style="list-style-type: none"> • Shift responsibility to the youth to plan and organize local events to increase interest, develop leaders and gain experience • Thank the current volunteers by awarding them recognition in turn, give the public incentive to join the organization • Identify the resources and skill of the local organizations to recruit compatible volunteers • Meet with all local Ranger members and decide a schedule for 1-2 Rangers per event and meeting, to participate actively in the lives of the Junior Rangers
<ul style="list-style-type: none"> • Training 	<ul style="list-style-type: none"> • More training, more experience, comes more awareness • Give training and experience – great steps working towards acquiring a job • On this field professional training is a must but not always available • Wilderness and survival training (Rangers skills is greatly needed) • Early childhood development education needed 	<ul style="list-style-type: none"> • Hold monthly training sessions with locally skilled resource persons skilled in the area of concern • Train the youth to become leaders • Youth rallies to discuss coastal issues and leadership courses • Partner with the municipality, health and social services and schools to find a resource person to instruct and certify training
<ul style="list-style-type: none"> • Travel 	<ul style="list-style-type: none"> • Visits to coastal communities to inform families on early childcare education • Sports events to other communities • School field trips/exchange trips • There is a set expense to travel, most of the time funds are exceeded and are required the donations of businesses or organize fundraisers 	<ul style="list-style-type: none"> • Contact airlines to request special low rate airfare for students, sport teams, or large groups when traveling along the coast at the same time • Travel in large groups to share the expenses • Schedule travels during airfare specials or when other means of travel is available (snowmobile)
<ul style="list-style-type: none"> • Volunteers 	<ul style="list-style-type: none"> • Participate in the training and fundraisers 	<ul style="list-style-type: none"> • Develop a volunteer recruitment strategy with all local organizations involved.

	<ul style="list-style-type: none"> • Community minded individuals committed to join and flourish the organization • Activate the organization and form a committee • Become involved within the committee and to initiate new ideas to fundraising • Act as first responders – to give first aid and assure the transportation of the users to the clinic. These people to be formed and take part and respond to emergencies. Ten (10) to twelve (12) people in each community is needed 	<p>It will be used as a resource to recruit and give training to new members</p> <ul style="list-style-type: none"> • Develop a weekly schedule of different members responsible for a duty • Meet with students in the schools to promote volunteerism and to spark interest to join organizations • Contact the youth which has an interest skilled in business, administration, treasury, etc..., to provide a service and in turn receive experience
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BLANC SABLON

Issues	Needs Identified	Solutions / Recommendations
<ul style="list-style-type: none"> • Communications 	<ul style="list-style-type: none"> • Telephone lines • High speed internet / Internet services • Ways to promote activities and events within the Senior's Group • Computer access for the Seniors 	<ul style="list-style-type: none"> • Contact telephone / communication companies for better rates and to localize the calling all along the Lower North Shore • Contact government departments to install high speed internet on the coast • Share services with other organizations, municipality, institutions, etc... • Develop a community calendar, scheduling monthly and annual events of the Senior's Group • Create a CAP site partnered with schools to give free access to the seniors • Contact government departments for funding
<ul style="list-style-type: none"> • Equipment 	<ul style="list-style-type: none"> • Wilderness/survival supplies • GPS system • Gym supplies • Upgrading of present technology • Computers / printers • Audio equipment • Church supplies (crafts, bingo cards, bazaar items, etc...) 	<ul style="list-style-type: none"> • Solicit organizations on or off the coast to receive funding for new equipment • Contact organizations to request new / used technology equipment • Contact local stores to set up a temporary account to purchase the supplies before the fundraiser
<ul style="list-style-type: none"> • Funding 	<ul style="list-style-type: none"> • Donations of any kind (money, computer 	<ul style="list-style-type: none"> • Create a donation drive (on the radio or in public) with donated prizes to give

	<p>equipment, etc...)</p> <ul style="list-style-type: none"> • If expenses exceed the limited budget, donations or fundraisers are needed • Purchase upgraded equipment • Sustain the organization • Traveling expenses for youth activities (field trips, sports events, etc...) 	<p>away.</p> <ul style="list-style-type: none"> • Contact government departments for funding • Develop a youth volunteer committee to play an active role in the participation of community organizations
<ul style="list-style-type: none"> • Fundraising Activities 	<ul style="list-style-type: none"> • Coastal calendar (depicting northern wilderness on the coast) • Fresh innovative ideas to attract supporters • Weekly Bingo's • Suppers • Bazaars • Raffle tickets • Sports tournaments • Selling of homemade crafts • Collect fees at dockside 	<ul style="list-style-type: none"> • Appoint a contact person from every community (coresponder), to relay monthly event in their area and create a coastal calendar. • Develop a planning committee of all groups involved to create new ideas and events • Appoint youth members to give them the responsibility to organize and plan special events to promote and develop youth leaders • Approach businesses, and community groups for donations
<ul style="list-style-type: none"> • Meeting Space 	<ul style="list-style-type: none"> • Hold large committee meetings 	<ul style="list-style-type: none"> • Contact the school, and municipality in your area to share large space for committee meetings
<ul style="list-style-type: none"> • Membership 	<ul style="list-style-type: none"> • Not applicable 	
<ul style="list-style-type: none"> • Personnel 	<ul style="list-style-type: none"> • People committed to join the organization • Ranger's needed to volunteer their time to give support, training, and involvement with training • Permanent corporal to assist with the organization • Parental involvement 	<ul style="list-style-type: none"> • Thank the current volunteers by awarding them recognition and in turn give the population incentive to join the organization • Appoint 2-3 different Rangers per event to provide support and training • Appoint 2-3 various parents / guardian per event to give their support and helping hand
<ul style="list-style-type: none"> • Training 	<ul style="list-style-type: none"> • Give instruction in areas such as: cooking, crafts, wilderness training • Skilled people to train the youth in the following: shooting, GPS course, wilderness skills, etc... 	<ul style="list-style-type: none"> • Search for local people with the traditional skills needed and request their time and instruction

	<ul style="list-style-type: none"> • A professional firefighter to visit the committee (annually) • Update or train new members in the skills needed 	<ul style="list-style-type: none"> • Consult with professionals and organizations off the coast • Contact appropriate organizations to invite professional in this field • Collaborate with the municipality, health and social services, and organizations to assist with workshops and training session in the areas of concern
<ul style="list-style-type: none"> • Travel 	<ul style="list-style-type: none"> • Lower price in airfare to travel up the coast • Field trips / exchange trips • Out of town sporting events 	<ul style="list-style-type: none"> • Develop and distribute petitions along the Lower North Shore to demand lower airfare on the coast • Spread awareness through newspapers, radio stations, flyers, etc..., of the high cost of airfare • Contact airlines and ships to request special low rates for students, sport teams, or large groups when traveling along the coast • Contact government departments for funding
<ul style="list-style-type: none"> • Volunteers 	<ul style="list-style-type: none"> • Take an active part in the organization • Organize and participate in fundraising activities • Ranger's involvement • Involve themselves with community development/issues 	<ul style="list-style-type: none"> • Local committees band together to develop a volunteer recruitment strategy plan, used by each organization to train and attract new volunteers

Chapter II
Awareness Campaign

PROMOTIONS

2.1. Press Release

An extensive awareness campaign was continued throughout phase II to maintain familiarity of the project's initiatives and volunteerism on the coast. The following is a press release which was sent to the community volunteers to post in public buildings and to the twenty-two (22) regional organizations.



Coasters Association Inc.

Press Release

Date:

October 25th, 2004

For Release:

FOR IMMEDIATE RELEASE

The Coasters Association, in partnership with Community Economic Development & employability Committee (CEDEC) is pleased to announce that through funding from Secrétariat à l'action communautaire autonome du Québec (SACA), the project: "Build and Strengthen the Volunteer Base" was able to move forward to a second phase entitled: "Expanding Volunteerism and Leadership" for a total of thirty-five (35) weeks (September 20th, 2004 – April 9th, 2005).

The overall purpose of this project is to develop solutions of the needs of the organizations on the coast, gain a better understanding and knowledge of the local resources and skills of organizations and community groups, maintain the volunteer base, promote the mandates and services of the regional organizations, provide on-going training to the volunteers in order to build leadership skills, gain a better understanding of the information around Community Capacity Building, and revive interest in community development.

This project will enable us to:

- Maintain strong partnerships and develop new partners;
- Provide additional training and support to the community volunteer leaders;
- Develop a handbook of the regional organizations (i.e.: mandates, services, and orientation priorities);
- Identify solutions regarding the needs of the organizations on the coast;
- Obtain a detailed account of the resources and skills of the regional and community organizations;
- Achieve youth involvement in a contest geared towards volunteerism;
- Effectively promote volunteerism in each community of the Lower North Shore;
- Develop a strategic action plan to share with the community.

Please watch for further promotional events and awareness campaigns of community initiatives in your area.

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For more information:

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Coasters Association Inc.
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Email: volunteer@globetrotter.net

2.2. Fact Sheet

PHASE I: **“Build & Strengthen the Volunteer Base”**

This project was funded by Secrétariat à l’action communautaire autonome du Québec (SACA), which began August 4th, 2003 and ended on April 9th, 2004, (36 weeks).

The overall purposes of the project were:

1. To research and identify the needs of the twenty-one (21) regional and one hundred and thirteen (113) community organizations on the coast,
2. To build and strengthen the volunteer base and provide the necessary training to a devoted volunteer from each of the fifteen communities.

The results of the study have provided the population with resourceful information, such as:

- The mandates, services and orientation priorities of the regional organizations,
- The needs of the regional and community groups and the potential development of new groups / organizations on the coast.

Also, during the course of the project, a constant link of strong on-going partnerships was built with all the organizations, institutions and municipalities on the Lower North Shore.

I would like to add with regards to the building of a volunteer base, a vigorous volunteer awareness and recruitment campaign was established to select the community volunteers from each community on the coast. Following this, a volunteer training session was held to provide training to the volunteers, and for them to return to their respective communities and share this training with others; thus, establishing a very solid volunteer base in each community of the Lower North Shore.

(A needs assessment report was developed and distributed as a working tool for many organizations on and off the coast.)

PHASE II: “Expanding Volunteerism and Leadership”

Through funding from Secrétariat à l’action communautaire autonome du Québec (SACA) yet again, the project was able to move onto a second phase for a period of thirty – one (31) weeks, which began on September 20th, 2004, until April 22nd, 2005.

There are eight major objectives outlined in phase II of the project which are essential in the development of a solid volunteer network, and they are:

1. To develop solutions pertaining to the needs of the organizations on the coast,
2. To develop a communication / publicity plan for the promotion of community initiatives,
3. To promote the mandates and services of the regional organizations,
4. To gain a better understanding of the information around Community Capacity Building,
5. To maintain the volunteer base,
6. To revive interest in community development,
7. To host a retreat for the volunteers, to provide on-going training and build leadership skills.

The results of this project will enable us to have:

- Continuation of strong partnerships and develop new partners,
- Fifteen positive community volunteer leaders,
- Solutions identified regarding the needs of the organizations on the coast,
- Volunteerism effectively promoted in each community of the Lower North Shore,
- A strategic plan developed to assist with long term plans including all components of the objectives.

(An action plan developed and distributed as a working tool for many organizations on and off the coast.)

PHASE III:

“Implementation Plan”

An implementation plan must be developed, in order to carry out the solutions identified, and the recommendations that emanated from the strategic plan of phase II of the project.

This third phase would provide:

1. The opportunity to carry out a skills audit of the population of the Lower North Shore,
2. To identify and gain a better understanding and knowledge of the local resources and local skills of organizations and groups.

The individual skills audit would assist the twenty-two (22) regional and one hundred and seventeen (117) community organizations on the coast.

In addition to phase III, the needs assessment study, solutions and recommendations established and a strategic plan developed, would pave the way towards creating:

- A comprehensive implementation plan,
- A detailed account of resources and skills of the regional and community organizations.

This plan would provide a direction for the organizations and community groups on the coast when soliciting volunteers and planning training sessions. A manual of the individual skills would be crafted, which would serve as a working tool for the population, businesses and organizations.

Therefore, the support of every level of government is vital to the continuation of this program and the development of the communities of the Lower North Shore. Without the assistance of community volunteers, the advancement of any initiative is slow-paced.

2.3. Radio Promotion

A radio promotion was created and taped to catch the attention of the population to recognize volunteers and the importance of volunteering, and sent to the four radio stations on the coast to receive air time. The following is the radio promotion which was recorded in the studio of CFBS in Lourdes de Blanc Sablon.

Radio Promotion - "Volunteers Grow Community"

The value of volunteers is truly priceless. They are a precious community resource. Volunteers make untold gifts of time, energy and know-how that enhance and strengthen the community through the organizations they serve.

An important part of valuing volunteers is fully realizing and recognizing the contributions that volunteers make in all areas of community life. Volunteer recognition is one way of supporting volunteers in their continued efforts to give of themselves to others.

You can feature a volunteer in each issue of your local newspaper or newsletter.

Thank them at every opportunity, send a note, thank in person, and make it public.

Show people that their efforts, no matter how big or small are appreciated.

Treat your volunteers like VIPS because that's what they are!

Don't push your volunteers, day to day respect is an informal management tool.

Jumpstart you're thinking about the importance of recognizing volunteers for the contributions they make.

This has been a radio promotion brought to you by the Coasters Association project entitled: "Expanding Volunteerism & Leadership," funded by Secrétariat à l'action communautaire autonome du Quebec.

So become involved! Be apart of building a better community today!

2.4. National Child Day FAX NOTE

A Fax Note was developed to promote National Child Day in recognition of our youth on the coast. It was sent to the four radio stations on the Lower North Shore to inform the population of our most valued resource – children.

NATIONAL CHILD DAY – FAX NOTE

Mark November 20th National Child Day on your calendar. This is the day when people across the country take time each year to celebrate Canada's most precious resource – our children.

It's a day to remember that children need love and respect to grow to their full potential and all they have to offer. It's a day to celebrate the family and think about how adults affect the development of children close to them.

Here are a few ideas for celebrating National Child Day:

- Attend a special event with a child.
- Send a card to a child, caregiver or teacher in honor of the day.
- Invite a child out for a meal or a snack.
- Share a book or a story with a child.
- Reflect on the rights of children.
- Donate time or money to a children's charity.
- Consider ways you can make Canada a better place for children.
- Cook a celebration dinner and invite friends and family.

So wear a royal blue ribbon to show support for National Child Day. Canada's future depends on the healthy development of our children.

This has been brought to you by the Coasters Association Inc., in collaboration with Commission Scolaire du Littoral.

2.5. National Child Day Competition

Each year National Child Day is held across Canada in celebration of our youth. Once again this year, the Coasters Association, in collaboration with the Commission Scolaire du Littoral, honored our young people by inviting them to participate in a competition held across the Lower North Shore. This year children were asked to reflect upon what makes them proud to live in Canada, and what do they want for the future of Canada.

Four schools participated (75 entries in total) in the competition (see annex 11 for compiled participant entries) entitled: "A Canada fit for Children." This year due to the participant range in ages, the selection committee decided to categorize the entries into age groups, and one student receives an award per group (i.e.: ages 4-6, 7-9, 10-12). The winners are as follows:

- St. Lawrence School – Mutton Bay (3 participants), the winner is:
 - Niki Morency , age 9

- Mecatina School – La Tabatière (11 participants) and the winners are:
 - Chelsea Rey Robertson, the 4-6 age category
 - Melaine Gallibois-Robertson, the 7-9 age category

- St. Augustine School (21 participants), the winner is:
 - Alicia Driscoll

- For Mountain Ridge School – Old Fort Bay (40 participants) and the winners are:
 - Joey Spingle, the 4-6 age category
 - Nathan Mason, the 7-9 age category
 - Candace Roberts, the 10-12 age category

The winning students were awarded a T-shirt, and a certificate recognizing their participation in the National Child Day 2004 competition.

The remaining 68 participants received a Coasters Association souvenir and a thank you card for their participation and involvement. There were a few entries ineligible, due to the competition being exclusive to elementary students; however, they received a thank you card and a souvenir for their interest and expressions on what makes them proud to live in Canada.

Chapter III
Expanding Volunteerism & Leadership

PRESERVING THE VOLUNTEER BASE

3.1. Methodology to the Volunteer Retreat

During the course of the project, the community volunteers were kept in constant contact through correspondence and / or by telephone. Their continuing efforts and input towards this phase and volunteerism on the coast were both resourceful and effective to the stability of the volunteer base on the Lower North Shore. That in mind, it was necessary to hold a volunteer retreat and provide continuing training to the volunteers and develop a strategic plan to carry out the solutions / recommendations to the needs identified. This would pave the way towards creating a comprehensive implementation plan.

The volunteer retreat was scheduled on March 16th, 2005; however, due to extreme weather conditions, the retreat was postponed until April 19th, 2005. The retreat entitled: “Building a Better Community,” a one day session held in the Municipality of Bonne Esperance. Mrs. Vicki Driscoll (Director to CEDEC) held two workshops linking to leadership and community development, and Ms. Cornella Maurice (Executive Director of the Coasters Association) along with the project coordinator, held a strategic planning workshop to assist with the creation of an implementation plan (*Refer to annex 11 for the complete volunteer retreat program*).

The retreat was extremely successful due in part to the information gathered from the community volunteers, which will productively establish a detailed implementation plan. The ongoing training was achieved with positive Community Volunteer Leaders in place to assist in their community initiatives.

As a part of volunteerism, volunteer recognition is an important element in promoting and conserving volunteers. The community volunteers were no different. At the end of the volunteer retreat, certificates were presented to each attending volunteer (*see annex 13 copy of the ‘Certificate of Recognition’*) for their outstanding service and commitment as a Community Volunteer Leader.

3.2. Volunteer Retreat

The following is information gathered and compiled from the one day retreat:

OPENING & INTRODUCTIONS

The participants were asked to introduce themselves, what community they represented and the initiatives carried out in their community.

OVERVIEW OF THE PROJECT

Through funding from Secr ariat   l'action communautaire autonome du Quebec (SACA), the Coasters Association project: "Build & Strengthen the Volunteer Base" was able to move forward to a second phase entitled: "Expanding Volunteerism & Leadership" for a total of thirty-one weeks (31) (September 20th, 2004 – April 22nd, 2005).

The overall purpose of this project was to develop solutions pertaining to the needs of the organizations on the coast, maintain the volunteer base, provide on-going training to the volunteers in order to build leadership skills, gain a better understanding of the information around Community Capacity building, and revive interest in community development.

During the course of phase II, various activities and studies were achieved which have enabled us to have the continuation of strong partnerships and the development of new partners, identified solutions regarding the needs of the organizations on the coast, developed an activity work plan and a communication / publicity plan for the promotion of community initiatives, and achieved youth involvement in a contest geared towards volunteerism.

The participants were invited to review the results of the solutions / recommendations to the needs identified (a 'mini' report was assembled of the activities carried out and distributed to everyone). The members also analyzed the updated community and regional organizations and gave their input to the arrangement of the results and added a few more community groups to the list.

FOLLOW-UP – TRAINING SESSION & COMMUNITY VOLUNTEERING

The coordinator touched upon the training session held in phase one of the project, on February 18th, 2004, held in the Municipality of Blanc Sablon. The attending members were requested to inform every one of the present and / or upcoming activities, projects, or initiatives to be or being carried out in their community. The following provides a summary of the activities undertaken in various municipalities.

- Sustainable projects to attract tourism (Historical Society)
- Projects for students (summer projects)
 - Tourism Studies
 - Temporary exhibits
- Opening of the fish plant (processing shellfish)
- Youth center developments
- Meals on Wheels program
 - Established youth involvement
 - Senior involvement

- Youth are encouraged to present their talents at local events ('Recognizing Volunteers')
- Local men volunteering their time to visit seniors ('Meals on Wheels')
- A local craft group formed ('Bitch' n' Stitch)
- Youth involvement (school based activities)
 - Recycling all year around
 - Selling raffle tickets
 - Cleaning the community hall
 - 'Cleaning Day' around the village
- Lunch program in the school held once a month, parents volunteering their time and preparing meals for the students
- Sports day
- Youth Forum (the Catholic Diocese)
 - Music lessons
 - Cooking lessons
 - Traveling along the coast and around the world ('World Youth Day')
- Community Fitness Room

LEADERSHIP & COMMUNITY DEVELOPMENT

Icebreaker

The participants were paired to come up with ten things they have in common and discussed it with the group. This gave members a chance to get acquainted with each other. It was also a great technique to find out a bit of everyone's character, likes and dislikes, etc...

- | | |
|--------------------------------|---------------------------------------|
| → Work with computers | → Related by our children |
| → Children attend grade four | → Smokers |
| → Volunteers (4) | → Non-smokers |
| → Relatives (2) | → Member of the Coasters Association |
| → Enjoy cooking | → Enjoy cleaning (2) |
| → Family oriented (2) | → Office workers |
| → Crafts (3) | → Love to travel |
| → Work with the public | → Same hair color |
| → Have pets | → Husband works with the same company |
| → Same clothing | → Enjoy reading novels |
| → Middle child | → Favorite color is blue (3) |
| → Love to shop | → Enjoy spending time with seniors |
| → Like to walk | → Hair maintenance |
| → Enjoy meeting new people (2) | → Outgoing |
| → Enjoy watching movies | → Favorite food is chicken (2) |
| → Musically challenged | → Wear glasses |
| → Have freckles | → Strong characters |
| → Female | → Enjoy desserts /junk food |

- The numbers in brackets indicates that more than one group had it in common.

What is a Leader?

- Exchange ideas
- Action
- No expectations / credit
- Caring
- Takes responsibility
- Admits mistakes
- Organizer
- Person involved
- Provide direction
- Overall vision
- Takes criticism / advice
- Seeks help / support

What skills do we need?

- Patience
- Planner
- Use resources
- Quick thinker / actor
- Strong values & beliefs (good ones)
- Get the job done well (go-getter)
- Confidence
- Honesty
- An open agenda
- Strong willed
- Responsible
- Be realistic
- Accept difference
- Put ideas into action
- Willing to learn
- Good communicator
 - Talker
 - Provide information
 - Well informed of the subject
 - Good listener
- Organized
- Enjoy what you're doing
- Bring new people on board / motivate
- Be sociable with the public (be likable)
- Work for a common good
- Build partnerships
- Good self-esteem
- Open-minded (to new ideas, change)
- Reliable
- Team player / works together
- Resourceful (find commonalities)
- Respectful
- Transparent
- Flexible
- Someone people can look up to
- Quick assessment of people

Who can be a leader?

- Someone who has all of the characteristics / skills
- Someone who really wants to help
- Someone who enjoys doing something (get satisfied)
- ANYONE!
- Wants to be a leader
- Anyone who has the skill or willing to learn
- Anyone with a positive attitude

Identify your own strengths & weaknesses!

A self survey was passed out to each individual entitled: "Leadership – Self-assessment," to provide each person with feedback as to their feelings of leading others. This assessment helped to determine what skills and abilities can continue to be improved and what skills and abilities we can be developed.

- Honesty
- Respectful

- Dependable
- Organizer
- Planner
- Determined
- Delegates
- Good team player
- Learning
- Problem solver
- Family values
- Good listener

- Reliable
- Researcher
- Supervisor
- Need people to be motivated
- Strong (mentally & physically)
- Responsible
- Adopt to change
- Advisor
- Communicating skills

How do we get others involved?

- | | |
|---|---|
| → One on one (what we want to do) | → Don't make it complicated (use simple terms / language) |
| → Know people's skills / interest | → Just ask |
| → Share experiences | → Build their confidence |
| → Encouragement | → Motivate people |
| → Make them feel included / important / special | → Appreciate |
| → Inform them of the subject | → Keep them informed |
| → Keep it interesting | → Don't overwork individuals |
| → Keep constant contact | → Don't be pushy |
| → Keep building their skills / knowledge | → See the benefits (goals and objectives) |
| → Provide recognition (special supper or barbeque) | → "Thank you notes |
| → Know people's characters / skills / abilities | → Show appreciation & recognition |
| → Try to overcome community barriers (language, religion, cultures) | → Show respect |
| | → Don't talk down to people |

During the course of the workshop, pamphlets, stories, and poems were read aloud and elaborated on regarding leadership and 'Quotes to Ponder.'

Seven (7) tips for leaders

1. Find commonalities
2. Show concern / passion
3. Be consistent
4. Competence
5. Evaluate criticism & objections
6. Cooperation
7. Keep confident

STRATEGIC PLANNING

With the needs assessment study completed, an extensive action plan finalized and now the development of a strategic plan, which would pave the way towards creating a comprehensive implementation plan.

Team building activity with the participants in each community

To begin developing a long term strategic plan, significant solutions / recommendations needed to be recognized, listed, and prioritize each community's objectives to produce community volunteer plans in phase three. There were many activities identified, but the participants focused on one or two per community.

Community	Objectives
Kegaska	→ High speed internet → Transportation / airlines / ferries
La Romaine	→ Improving language skills (English / French) → Create a coastal calendar
Chevery	→ Host a 'Volunteer Day'
Harrington Harbour	→ Training <ul style="list-style-type: none"> • Professional workshops • Traditional and leadership skills • Youth workshops
Tête à la Baleine	→ Communications <ul style="list-style-type: none"> • Cell phone service • Mail service • Phone service (rates)
Mutton Bay	→ Identifying community resources and skills
La Tabatière	→ Presentation and involvement of the Rangers / Junior Rangers
St. Augustine	→ Development of training manuals / handbooks
Old Fort Bay	→ Summer daycare camp (pilot project)
St. Paul's River	→ Training of computers at the CAP site
Middle Bay	→ Volunteer recruitment strategy plan
Bradford	→ Development plan geared towards fundraising
Lourdes de blanc Sablon	→ Develop a web page of the organizations on the Lower North Shore
Blanc Sablon	→ Organize an 'Arts n' Crafts' fair

Outcome for long term development on the Lower North Shore

Objectives	Activities
High Speed Internet	<ul style="list-style-type: none"> → Distance education programs → Telephony over the internet → Cell phone service → Application of registration forms → Up-to-the-minute market information → Access weather information by the minute → Lower North Shore website linked to other websites along the coast and sharing of information → Promote tourism (increasing awareness) → Faster access to information and sharing of information → Group discussions / video conferences / workshops → Quicker connection around the world → Creation of jobs → Online purchasing → Connect with family members off the coast → Personal services i.e.: banking, medical, job searching, etc... (Training of these services are needed)
Identifying Community Resources and Skills	<ul style="list-style-type: none"> → Assist the community groups, regional organizations, and businesses → Community audit of the local resources and skills → Build a bank of volunteers → Use our local resources → Evolve into new industries
Transportation – Mail, Airlines and Ferries	<ul style="list-style-type: none"> → Relais Nordik Express – no space for the local people to travel (usually space taken for tourist) → Airlines <ul style="list-style-type: none"> • Cheaper rates • Better mail service • Student rates • Group rates → Mail – rates set as the Labrador (The cost of living will be reduced if these activities were met)

Improving Language Skills (English / French)	<ul style="list-style-type: none"> → Exchange with French communities along the coast (vice versa) → Workshops → After class French courses for students only (funding available through CPF – Canadian Parents for French)
Create a Coastal Calendar	<ul style="list-style-type: none"> → Co responder per community → Advertise community events on a monthly basis → Posted on Lower North Shore web page (Regional Organizations included if requested) → Promote volunteer recognition (Informing the people of community / individual accomplishments)
Host a ‘Volunteer Day’	<ul style="list-style-type: none"> → Recognize volunteers – one per each community, annually → Set up booths of community groups presenting their organizations and recruiting of new members → Evaluation of people skills → Social gathering – linking people together (Building friendships / breaking barriers)
Volunteer Recruitment Strategy	<ul style="list-style-type: none"> → Develop community volunteer plans → Telephone tree to contact members / volunteers → Youth involvement (at an early age – elementary) → Development plan geared towards fundraising
Training	<ul style="list-style-type: none"> → Computers at the CAP sites and youth centers → Self-esteem → Anger management / stress / relaxation → Support groups → Professional giving workshops, traditional skills, leadership and youth workshops → Job skills → Parenting → Networking skills → Entrepreneurship → Presentations and workshops by the Rangers / Junior Rangers
Development of Training Manuals /	<ul style="list-style-type: none"> → How to conduct workshops

Handbooks	<ul style="list-style-type: none"> → How to be a leader → How to start an organization → Community plan → Volunteer Recruitment Strategy
Summer Daycare Camp (pilot project)	<ul style="list-style-type: none"> → Feasibility study <ul style="list-style-type: none"> • Questionnaires • Needs assessment study → Hire and train youth (CPR, daycare services, first-aid, etc...) <p>(While parents are out of town, working for months at a time)</p>
Organize an 'Arts & Crafts' Fair	<ul style="list-style-type: none"> → Coastal event → Promote the heritage and culture → Bringing communities together → Pass down traditional skills → Involvement of the seniors and the youth

WORKSHOP EVALUATION

<p>1. The retreat was productive and helped in any way.</p> <p>Explain.</p>	<ul style="list-style-type: none"> → Yes → Gather new ideas to bring back to my community → Helped in the planning of future initiatives, jobs → Volunteer efforts → New ideas to help me and my community → Leadership skills were very informative → The need for training skills is always an asset
<p>2. The training session held last year helped in any way.</p> <p>Explain.</p>	<ul style="list-style-type: none"> → Yes → Brought communities together → Working towards a common goal → Showed how current volunteers can attract new members → Helped to give new volunteers ahead start → Became more involved in my community → Gave a positive outlook on

	volunteerism on the coast
3. Three (3) most important points received from the retreat.	<ul style="list-style-type: none"> → Definition of a leader → Identifying my personal strengths and weaknesses → Lower North Shore website discussion → Working together → Working towards a goal → Getting volunteerism involved in our communities → Ways to get people to help → A time to spend a day → Non repetitive – straight to the point → How to become more involved → Everyone can become a leader with the right skills → Leadership is not a position, but an action → Anyone can be a leader provided they are willing to learn → Leadership skills have many facets some are easy and some have to be managed.
4. Three (3) things least liked about the retreat.	<ul style="list-style-type: none"> → Long periods without breaks → Not focused throughout the end (long day) → Not having each community volunteer attending → Rushed at the end → Timing
5. Three (3) most important factors your community will gain from the retreat.	<ul style="list-style-type: none"> → New organizations formed → Many projects were discussed to better all communities on the coast → How to get more volunteers to join or to become involved → Working together → Leadership skills → Open eyes to the possibilities, not the challenges
6. Satisfied with the workshop held by the Director of CEDEC.	→ Yes
Suggestions for future retreats / workshops.	→ No suggestions.
7. Recommend further volunteer training session / workshops / retreat.	→ Yes
8. The program continues to give the	→ Yes

population a chance to participate in future sessions / workshops.	
9. Well informed with phase one and two of the project.	→ Yes
10. The community follow-ups and recommendations useful.	→ Yes
11. Suggestions / recommendations for future retreats / workshops.	→ More time needed to fully explore possibilities → More people attending → Break up the retreat with different locations / activities
12. Comments	→ Very nicely organized and put together → Excellent information presented and very interesting → Happy to participate → A great reward to being a volunteer → Excellent coordinator → The retreat was informative and enjoyable → Great time

Volunteer Recognition

Volunteer recognition is an important factor in promoting and acknowledging volunteers. At the end of the retreat, the coordinator presented the community volunteers a 'Certificate of Recognition' for their outstanding service and commitment as a Community Volunteer Leader.

Attending Participants

Name	Title	Representing
Vicki Driscoll	Director	CEDEC
Cornella Maurice	Executive Director	Coasters Association Inc.
Heidi Buckle	Coordinator	Coasters Association Inc.
Charlotte Ann Rowsell	Community Volunteer	Chevery
Marilyn Collier	Community Volunteer	La Tabatière
Susie Green	Board Member & Volunteer	Coasters Association Inc. & Tête à la Baleine
Joy Wellman	Community Volunteer	Old Fort Bay
Faye Bilodeau	Community Volunteer	St. Paul's River
Diana Blanche	Community Volunteer	Middle Bay
Melody Weller	Volunteer	Coasters Association Inc.
Annie May Anderson	Coordinator	Regional Social Development Council

Total = 11

Non-attending Participants

Name	Title	Representing
Betty Court	Community Volunteer	Kegaska
Janie Cox	Community Volunteer	Tête à la Baleine
Lois Jones	Community Volunteer	Harrington Harbour
Molly Driscoll	Community Volunteer	St. Augustine
Peggy Martin D'Ippolito	Community Volunteer	St. Augustine
Peggy Goudie	Community Volunteer	Brador
Darlene Jones	Community Volunteer	Lourdes de Blanc Sablon
Linda Chevalier	Community volunteer	Blanc Sablon

RECOMMENDATIONS

RECOMMENDATIONS

The following are recommendations that stemmed from workshops, questionnaires, volunteer retreat, working group, resource people, and partners:

Communications:

- Installation of high speed internet services on the coast and to assist in the development and maintenance of web sites for the Lower North Shore;
- An awareness campaign of all the regional organizations;
- On-going regional meetings with government departments;
- Appoint a contact person (a co responder) from every community to receive monthly events and develop a coastal calendar of every community along the coast, advertise their scheduled events, to decrease the problem of replicating events on the same day;
- Contact telephone / communication companies for better rates and to localize the calling all along the Lower North Shore;
- Develop a monthly or annually newsletter to inform the public of community issues, devoted volunteers and the initiatives of the organizations.

Equipment:

- Hold a weekly class with a volunteered skilled professional giving basic training in speaking and writing of French;
- Discuss with other regional organizations, municipalities, and institutions to work out an arrangement to share each others equipment;
- Discuss with local stores to set up an account to purchase items before the fundraiser.

Funding:

- Conduct the various studies requested or studies needed to develop the Lower North Shore;
- Implement a breakfast and hot lunch program in the schools;
- Hold a donation drive every six months or annually informing the public of diminished funds and equipment needed. Receive donations from businesses and companies to give away to the pledges.

Fundraising Activities:

- A fundraising campaign across the coast to assist the terminally ill patients and their families, set-up a foundation;
- Research and develop a list of potential funders and share it with all the organizations;
- Develop a planning committee between all organizations to create new fundraising ideas;
- Develop a coastal planning committee, a member of each local community organization involved to generate new ideas and events.

Meeting Space:

- Contact the municipalities, organizations, and agencies to share and arrange meeting space for large gatherings;
- Contact the school in your area to share meeting space for community gatherings;
- Contact local institutions and / or churches to schedule dates and times to share meeting space, at no cost.

Membership:

- Hold a membership drive annually and award prizes;
- Present and promote monthly or annually recognition to the volunteers;
- Hold a membership drive and volunteer appreciation day to give recognition to the current volunteers and recruit new members.

Personnel:

- Hire personnel to help the non-profit organizations;
- Identify the resources and skills of the local organizations to recruit compatible volunteers;
- Research and contact college and universities in Quebec to find coastal students studying in the field and discuss options to come back and work on the coast once graduated;
- Hold a 'Volunteer Appreciation Day' for the current volunteers and extend an invitation to the youth and general population to recruit new members;

- A campaign solely to concentrate on the youth, to generate their involvement on community initiatives must be developed and implemented.

Training:

- Various courses in management for administrators on boards of directors;
- Train people to conduct important aspect of the research;
- Hold workshops to train the youth in areas of volunteerism, traditional skills, leadership skills, etc...;
- Research local resource people skilled in the area of concern to assist in workshops / training sessions;
- Acquire the skill of the seniors in the community to receive training, to pass the skills onto the youth for future preservation; through this, the seniors will have a better sense of self worth and well being both physically and mentally;
- Provide a volunteer skilled in the area of computers to train the public once a week at the CAP site;
- A professional firefighter to visit the committee annually, to update first aid and firemen training.

Travel:

- A travel service put in place from season to season (snowmobile, vehicle, boat, etc...);
- Contact airlines to negotiate lower airfares when students travel in large groups (package deals);
- Contact the airlines and ships to negotiate package deals for field / exchanger trips.

Volunteers:

- Contact the youth which has an interest or skilled in business, administration, secretary, coordinator, etc... to provide service and in turn receive experience;
- Local community organizations band together to develop a volunteer recruitment strategy. It will be a working tool for a groups to maintain the organizations and recruit new members;
- Meet with students in the schools to promote volunteerism and to spark interest to join organizations.

CONCLUSION

CONCLUSION

Throughout the continuation of Phase II, this project has gathered immense and significant data to successfully complete an action plan, from the results of the needs assessment study. The compiled solutions / recommendations' statistics to the needs identified, collected from all the regional and community organizations on the coast demonstrates the importance of a stable volunteer base and the crucial need for the project to carry on and implement the results.

The value of volunteers cannot be measured or treasured by various organizations alone; however, it's through organizations such as the Coasters Association and funding by a provincial department as SACA, that ongoing projects based on volunteerism has sparked awareness on the importance if volunteering. The ongoing training to the community volunteer leaders and the recruitment of further volunteers are vital to the survival of community organizations on the coast. It's the implementation of the solutions / recommendations to the needs identified that will link these two together efficiently and improve the stability of the community organizations, and it can be used as a guide for the development of new organizations in their future endeavors.

The additional promotions of the volunteer awareness campaign developed during Phase II has had positive feedback particularly with the youth. Their participation to the competitions was recognized as the number one need identified by the community organizations (youth involvement), it has become clear that they are our leaders for tomorrow and must be focused on in Phase III. A campaign solely to concentrate on the youth, to generate their involvement on community initiatives must be developed and implemented. This is necessary to maintain the volunteer base from generation to generation.

The Coasters Association has come to realize that the activities and studies carried out and compiled through Phase I and II were necessary and fundamental towards developing a framework, which would create the implementation plan with the volunteers for their communities. The need for funding from other government departments is so immense, that without it, the momentum built by the regional and community organizations, and the Community Volunteer Leaders will be lost and the needs assessment study, and action plan non existent. The recommendations must be taken seriously and carried out in a timely fashion.

During this project a useful link was provided to the regional and community organizations. A network has been developed to help the organizations on the coast achieve its goals, and this support must continue for the vulnerable communities of the Lower North Shore of Quebec.

ANNEXES

SCHEDULE OF ACTIVITIES

Months	Tasks
September, 2004	<ul style="list-style-type: none"> → Set up office → Familiarize with project → Meet with Executive Director → Develop letters to provide information to the regional and community organizations of the project → Inform previous working group members of phase II → Produce a letter to assemble new members to the working group → Make necessary changes to the project outline → Contact the volunteers to inform them of phase II, and to reactivate the group → Prepare updated project outline and letter to send to Social Development Canada → Inform the Board of Directors of the project
October, 2004	<ul style="list-style-type: none"> → Develop an activity work plan → Draft a communication / publicity plan → Outline the presentation for the meeting with federal government departments → Assemble information packages pertaining to the project in preparation for the meeting with Social Development Canada and other government departments → Develop a press release announcing the initiatives to carry out → Inform the schools and community volunteers and send information packages of a logo contest geared towards volunteerism in Quebec → Draft a questionnaire to obtain solutions of the needs identified of the community organizations → Finalize the working group members → Develop possible solutions to the needs identified of the community organizations → Prepare and package the logo entries and send them to the appropriate address
November, 2004	<ul style="list-style-type: none"> → Finalize the questionnaire and mail them to the 113 community organizations → Reply to Debra Foltin in response to this years National Child Day Competition → Develop possible solutions to the needs identified of the regional organizations → Draft a questionnaire to obtain solutions of the needs identified of the regional organizations

	<ul style="list-style-type: none"> → Promote National Child Day by producing a FAX NOTE and forward to all radio stations on the coast → Contact the participating schools on the coast to receive student entries of the National Child Day Competition → Draft a progress report of the activities carried out during September 20th – November 26th, 2004 → Compile and analyze the results of the community organization questionnaire as received → Develop a chart including each child who participated in the competition from each school, and their responses to: “A Canada Fit for Children”
December, 2004	<ul style="list-style-type: none"> → Select the winners (with Ryan Griffin and the Executive Director) of the National Child Day Competition → Follow up with the community organizations to obtain the remaining questionnaires → Compile and analyze the results of the community organization questionnaire as received → Meet with the Finance Officer to go over the budget for the prizes for the competition → Inform the participating schools of the winners → Consult with an advertising company to design and purchase the prizes → Produce a FAX NOTE announcing all the contest winners and forward to all radio stations on the coast → Prepare and package the prizes and send them to the schools
January, 2005	<ul style="list-style-type: none"> → Contact Vicki Driscoll to touch base with the project → Create an approval form to send to the remaining community organizations who did not respond to the questionnaire to request their approval to the possible solutions stated in the questionnaire → Draft a letter to send along with the approval form → Fax the questionnaire to the 22 Regional Organizations → Package and send the letter and approval form to the community organizations which did not respond → Call and email Susie Green to request the translation of the letter and approval form to send to the two French speaking communities on the coast → Research information surrounding the ‘volunteers now’ initiative → Contact Renée Hodgkins, the Programs Director of Leaders Today to discuss youth initiatives on volunteerism → Receive French translations and prepare the items for mailing → Compile and file the approval forms as received → Package and send the French questionnaires → Speak with Renee Hodgkinson, the Programs Director of Leaders Today to discuss the volunteer now initiative implemented in Ontario focused on graduating high school students → Contact Vicki to discuss dates of the Volunteer Retreat and set up

	<p>an appointment to meet and go over the results of the questionnaire</p> <p>→ Email the Minister of Employment, Social Solidarity and Family Welfare to thank him for the opportunity to participate in the 2005 Hommage Bénévolat-Québec Awards and discuss the project</p>
February, 2005	<p>→ Meet with Vicki in Lourdes de Blanc Sablon</p> <p>→ Meet with the Executive Director to discuss the results of the questionnaire and to decide on the remaining information needed in order to complete the study</p> <p>→ Finalize and confirm the date and location of the Volunteer Retreat</p> <p>→ Meet with Eileen Schofield to convey information discussed with Renee Hodgkinson and the possibility of implementing the volunteers initiative in the schools on the coast</p> <p>→ Finalize the results of the National Child Day competition to appear in the next edition of the Coostar</p> <p>→ Produce an article for the newspaper regarding the activities carried throughout the project</p> <p>→ Meet with the Finance Officer and the Executive Director to go over the budget for the consultation</p> <p>→ Update and confirmed the finalized community volunteers</p> <p>→ Develop a radio promotion focusing on volunteerism and volunteer recognition</p> <p>→ Contact the community volunteers to inform them of the retreat date and confirm their availability to travel (either by plane or snowmobile)</p> <p>→ Call the airlines to inquire price of airfare</p> <p>→ Purchase tickets and receive the itinerary to inform the volunteers of their travel time</p> <p>→ Finalize the radio promo, record the promo on cassette tape and send it to the radio stations on the coast for ‘air time’</p> <p>→ Call the Municipality of Bonne Esperance to reserve the municipal hall for the retreat</p> <p>→ Locate a business in St. Paul’s to cater the event</p> <p>→ Contact the volunteers traveling by plane to inform the of their itinerary</p> <p>→ Meet with the Finance Officer to discuss ordering and purchasing the supplies for the retreat</p>
March, 2005	<p>→ Arrange accommodations for the volunteers flying in</p> <p>→ Develop a program for the Volunteer Retreat</p> <p>→ Email the program to Bill and Vicki for their input</p> <p>→ Finalize the program for the session</p> <p>→ Produce information packages to all participants of the retreat</p> <p>→ Create banners and logos to post at the municipal hall</p> <p>→ Collect all the supplies needed for the retreat</p> <p>→ Call a taxi service to arrange travel services for the volunteers</p>

	<p>from the airport to their accommodations</p> <ul style="list-style-type: none"> → Call a local restaurant to arrange meals for their stay → Due to extreme weather conditions, cancel the volunteer retreat → Meet with the Executive Director and Vicki Driscoll to discuss and reschedule the volunteer retreat → Call the volunteers and participants of the change in schedule for April 19th, 2005 → Call the catering, taxi service, local bed and breakfast, and airlines to cancel and reschedule the retreat → Draft a Foreword and Acknowledgements for the final report → Produce the Table of Contents → Outline the conclusion and project recommendations → Produce an overview of the project → Solicit partners to acquire funding to begin an implementation project (phase III)
April, 2005	<ul style="list-style-type: none"> → Attend the volunteer retreat → Arrange transportation for the volunteers to return to the airport → Collect all invoices and receipts accumulated from the retreat and calculate the cost spent and remaining balance → Compose thank you letters to the volunteers for their valued time and continuing commitment → Announce the Volunteer Retreat on the radio (via fax note) and publicize the success of the session → Type up the notes of the retreat → Email or send the minutes to Bill, Vicki, the working group and community volunteers → Draft the project outline including the recommendations and solutions compiled from the retreat → Draft the final report consisting of all the information compiled throughout the project → Present the report to the Executive Director, Vicki Driscoll, and Bill Pardy for their input → Finalize the report → Produce a distribution list → Prepare, package and disburse the report → Assist in the development of an implementation plan to continue the work started → Finalize the project

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ACTIVITY WORK PLAN

Objective	Activity	Targeted Responders	Methodology	Outcome
<ul style="list-style-type: none"> • Provide awareness of the phase II project 	<ul style="list-style-type: none"> • Contact the regional and community organizations • Contact the community volunteers and the Board of Directors • Reactivate the working group • Hold meetings of the working group • Prepare a presentation for the government meeting (<i>October, 14th</i>) 	<ul style="list-style-type: none"> • Regional organizations • Community organizations • Community volunteers • Working group members 	<ul style="list-style-type: none"> • Letters • Telephone calls • Presentation 	<ul style="list-style-type: none"> • Strong working group established • Solid community channel developed
<ul style="list-style-type: none"> • Produce a communication / publicity plan for the volunteers 	<ul style="list-style-type: none"> • Develop a press release • Communicate with the community volunteers on a monthly basis to determine their community initiatives 	<ul style="list-style-type: none"> • Community volunteers 	<ul style="list-style-type: none"> • Press release • Communication / publicity plan • Telephone calls 	<ul style="list-style-type: none"> • A better informed community and more community involvement • A communication / publicity plan produced as a working tool for he volunteers
<ul style="list-style-type: none"> • Gain a better understanding and knowledge of the local resources and skills, to develop solutions regarding the needs of the organizations on 	<ul style="list-style-type: none"> • Produce a questionnaire for the regional and community organizations to develop solutions and recommendations to the needs identified • Obtain the updated mandates, services, and orientation 	<ul style="list-style-type: none"> • Regional organizations • Community organizations • Municipalities 	<ul style="list-style-type: none"> • Questionnaires • Workshops • Telephone calls 	<ul style="list-style-type: none"> • An updated listing of the regional and community organizations, created as an informative tool for community groups and businesses

the coast, the information around Community Capacity Building, and revive interest in community development	<p>priorities of the regional organizations</p> <ul style="list-style-type: none"> • Meet with the community volunteers, and invited personnel to find solutions to the needs, resources, and solutions identified 			<ul style="list-style-type: none"> • An action plan put in place to implement the identified needs and solutions
<ul style="list-style-type: none"> • Maintain and strengthen the volunteer base through recognition of the volunteers on the coast, and increase the skills of the volunteers 	<ul style="list-style-type: none"> • Prepare and plan a contest for the schools geared towards contributing to their community • Award one prize to a student in the participating schools across the coast • Organize a Volunteer Retreat with the volunteers to carry out workshops on leadership, self-esteem, etc... 	<ul style="list-style-type: none"> • Educational institutions • Students • Community volunteers • The population of the Lower North Shore 	<ul style="list-style-type: none"> • Contest • Volunteer Retreat 	<ul style="list-style-type: none"> • Fifteen positive community volunteer leaders put in place from each community on the Lower North Shore
<ul style="list-style-type: none"> • Complete final report 	<ul style="list-style-type: none"> • Compile all information acquired from the project and distribute the report 	<ul style="list-style-type: none"> • Community organizations • Regional organizations • Off coast organizations 	<ul style="list-style-type: none"> • Printing • Mailing • Correspondence 	<ul style="list-style-type: none"> • The results of the project in the form of a report will be distributed and it will be a working tool to be used by many organizations on and off the coast

ANNEX 4

COMMUNICATION / PUBLICITY PLAN

Objective	Activity	Means	Person Responsible
Give awareness of the project to promote the activation of phase II	Press release	Produce a press release to be distributed to the radio stations along the coast	<ul style="list-style-type: none"> • Coordinator
Increase interest of public events within the communities	Fact Sheet	Create a fact sheet to be circulated in each community on the Lower North Shore	<ul style="list-style-type: none"> • Coordinator • Community Volunteers
Increase youth awareness geared towards volunteerism	Contest	Prepare and plan a contest for the schools along the coast (contributing to their community)	<ul style="list-style-type: none"> • Coordinator • School representatives • Students
Update information of the regional organizations and community groups	Manual of updated listings	Produce a manual in preparation for the volunteer retreat	<ul style="list-style-type: none"> • Coordinator • Working group • Resource person
Provide awareness in celebration of National Child Day	FAX NOTE	Develop a FAX NOTE to promote National Child Day and send it to the radio stations on the coast	<ul style="list-style-type: none"> • Coordinator • Community Volunteers
Boost volunteerism and revive interest in recruiting new volunteers	Radio Promotion	Produce a taped radio promo to be distributed to the radio stations along the coast	<ul style="list-style-type: none"> • Coordinator • Working group

LISTING OF REGIONAL ORGANIZATIONS

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Contact: Leona Cormier

Tel: (418) 773 – 2252

Fax: (418) 773 – 2616

SENIOR CITIZEN'S CLUB

Contact: Bernice Gallichon

Tel: (418) 773 – 2342

SPORTS & LEISURE COMMITTEE

Contact: Mark McKinnon

Tel: (418) 773 – 2605 / 2624

A.C.W. LA TABATIÈRE

Contact: Madeline Robertson

Tel: (418) 773 – 2244

JUNIOR RANGERS

Contact: Carrie Robertson

Tel: (418) 773 – 2616

GOVERNING BOARD

Contact: Yves Letellier

Tel: (418) 773 – 2642

Fax: (418) 773 – 2255

GUARDIAN ANGEL

Contact: Christiana Gallichon

Tel: (418) 773 – 2333

ST. JOSEPH'S PARISH GROUP

Contact: Meda McKinnon

Tel: (418) 773 – 2354

ST. AUGUSTINE**MUNICIPALITÉ DE SAINT AUGUSTIN**

Mayor: Camil Fequet

Tel: (418) 947 – 2404

Fax: (418) 947 – 2533

NATIVE ALLIANCE OF ST. AUGUSTINE

Contact: Peggy Martin D'Ippolito

Tel: (418) 947 – 2575

Fax: (418) 947 – 2575

ASSOCIATION DE SPORT

Contact: Trudy Shattler

Tel: (418) 947 – 2660 / 2652

Fax: (418) 947 – 2660

GOVERNING BOARD

Contact: Laurette Gallibois

Tel: (418) 947 – 2398

Fax: (418) 947 – 2389

HISTORICAL SOCIETY

Contact: Juillette Lavallee

Tel: (418) 947 – 2256

C.C.C.

Contact: Sister Barbara Becnil

Tel: (418) 947 – 2222

JUNIOR RANGERS

Contact: Greta Gallibois
Tel: (418) 947 – 2379
Fax: (418) 947 – 2445 / 2670

ST. AUGUSTINE YOUTH GROUP

Contact: Leatrice Beaudoin
Tel: (418) 947 – 2384

ALEXAND WELLMAN FUND

Contact: Barbara Belvin
Tel: (418) 947 - 2393

FISHERMAN'S COMMITTEE

Contact: Henry Driscoll
Tel: (418) 947 – 2285
Fax: (418) 947 – 2285

CJAS RADIO STATION COMMITTEE

Contact: Randy Maurice (President) or
Laurette Gallibois (General Manager)
Tel: (418) 947 – 2239
Fax: (418) 947 – 2664
On air: (418) 947 – 2790

OLD FORT BAY**BONNE ESPERANCE TOURISM FOUNDATION**

Contact: Kimberly Buffitt
Tel: (418) 379 - 2901

THE ZONE YOUTH CENTER

Contact: Melva Flynn
Tel: (418) 461 – 2232

FISHERMAN'S COMMITTEE

Contact: Andrew Fequet
Tel: (418) 379 – 2280

JUNIOR RANGERS

Contact: Russell Fequet
Tel: (418) 379 – 2204

HISTORICAL SOCIETY

Contact: Dwight Bilodeau
Tel: (418) 379 – 2650
Fax: (418) 379 – 2329

TOURISM DEVELOPMENT COMM.

Contact: Peggy Martin D'Ippolito
Tel: (418) 947 – 2575
Fax: (418) 947 – 2575

A.C.W. ST. AUGUSTINE

Contact: Alice Lessard
Tel: (418) 947 – 2217

FIRST RESPONDERS

Contact: Jose Driscoll
Tel: (418) 947 – 2697

FIRE COMMITTEE

Contact: Hazen Martin or
Dean Martin
Tel: (418) 947 – 2449
Fax: (418) 947 – 2790

A.C.W. OLD FORT

Contact: Leatrice Woodland
Tel: (418) 379 – 2016

HARBOUR AUTHORITY COMMITTEE

Contact: Andrew Fequet
Tel: (418) 379 – 2280

GOVERNING BOARD

Contact: Kimberly Buffitt
Tel: (418) 379 – 2901

SPORTS & LEISURE COMMITTEE

Contact: Dean McDonald
Tel: (418) 379 – 2970

ST PAUL'S RIVER

FISHERMAN'S COMMITTEE

Contact: Pierce Nadeau
Tel: (418) 379 – 2053

GOVERNING BOARD

Contact: Sherry Painter
Tel: (418) 379 – 2164
Fax: (418) 379 – 2101

FIRE COMMITTEE

Contact: Tony Thomas
Tel: (418) 379 – 2130

ST. PAUL'S RIVER MUSEUM

Contact: Marilyn Thomas
Tel: (418) 379 – 2083
Fax: (418) 379 – 2277

YOUTH GROUP

Contact: Lorraine Griffin
Tel: (418) 379 – 2304
Fax: (418) 379 – 2312

MUNICIPALITE DE BONNE ESPERANCE

Lionel Roberts, Mayor
Tel: (418) 379 – 2911
Fax: (418) 379 – 2959
Email: municipality8588@yahoo.com

PLANT WORKER'S UNION

Contact: Sharon Roberts
Tel: (418) 379 – 2044

CDEC (Corporation Developpement Economic & communautaire)

Contact: Shannon Keats
Tel: (418) 379 – 2324 / 2339

VETERAN'S COMMITTEE

Contact: Wayne Spingle
Tel: (418) 379 – 2982

CATHOLIC PARISH GROUP

Contact: Leona Griffin
Tel: (418) 379 – 2072
Fax: (418) 379 – 2312

A.C.W. ST. PAUL'S

Contact: Clare-Ann Thomas
Tel: (418) 379 – 2321
Fax: (418) 379 – 2050

PLANT WORKER'S COMMITTEE

Contact: Tanya Smith
Tel: (418) 379 – 2339

MIDDLE BAY

SACRED HEART CHURCH

Contact: Ronald Lavallee
Tel: (418) 461 – 2424

FISHERMAN'S COMMITTEE

Contact: Hollis Lavallee
Tel: (418) 461 – 2257

SPORTS & LEISURE COMMITTEE

Contact: Diana Blanche
Tel: (418) 461 – 2401

BRADOR

A.C.W. BRADOR BAY

Contact: Helen Etheridge
Tel: (418) 461 – 2001

FISHERMAN'S COMMITTEE

Contact: Ivan Etheridge
Tel: (418) 461 – 2658

LOURDES DE BLANC SABLON

MUNICIPALITÉ DE BLANC SABLON

Mayor: Alexandre Dumas
Tel: (418) 461 – 2705
Fax: (418) 461 – 2529

COORPORATION DES SERVICES PRIHOSPITALIERS

Contact: Johanne V Beaudoin
Tel: (418) 461 – 2144

CENTRE DE LA PETITE ENFANCE MER ET MOUSSE

Contact: Katia Tardif
Tel: (418) 461 – 2525

ADO-CITÉE MAISON DES JEUNES

Contact: Joanne L Jones
Tel: (418) 461 – 2109

LA SABLONIERE (daycare service)

Contact: Sylvie Letemplier or
Melaine Lavallee
Tel: (418) 461 – 2274

GOVERNING BOARD

Contact: Yves Levesque
Tel: (418) 461 – 2018

HISTORICAL SOCIETY

Contact: Antonio Cormier
Tel: (418) 461 – 2554

KIDS SPORTS LEAGUE

Contact: Harvey Burke
Tel: (418) 461 – 2367

CFBS RADIO COMMITTEE

Contact: Vicki Driscoll (President) or
Melva Flynn (General Manager)
Tel: (418) 461 – 2445
On air: (418) 461 – 2729
Fax: (418) 461 – 2425

HOCKEY FUN LEAGUE

Contact: Gino Beaudoin
Tel: (418) 461 – 2594

BLANC SABLON

SENIOR'S GROUP

Contact: Stanley Letemplier
Tel: (418) 461 – 2877

GOVERNING BOARD

Contact: Linda Chevalier
Tel: (418) 461 – 2807
Fax: (418) 461 - 2661

HARBOUR AUTHORITY COMMITTEE

Contact: Riley Lavallee, President
Tel: (418) 461 – 2364

CENTRE JEUNESSE

Contact: Rachele Dupuis
Tel: (418) 461 – 2109
Fax: (418) 461 – 2073

CHURCH COMMITTEE

Contact: Anita Jones
Tel: (418) 461 – 2641

FIRE COMMITTEE

Contact: Alphonse Beadoin
Tel: (418) 461 – 2526
Fax: (418) 461 – 2529

SPORTS & LEISURE COMMITTEE

President: Robert Bertani
Tel: (418) 461 – 2143

DEVELOPMENT COORPORATION

Contact: Armand Joncas
Tel: (418) 461 – 2405

FISHERMEN'S COMMITTEE

Contact: Jean-Richard Joncas
Tel: (418) 461 – 2432

FIRE COMMITTEE

Contact: Alphonse Beaudoin or
Jody Letemplier
Tel: (418) 461 – 2526
Fax: (418) 461 – 2529

FISHERMEN'S COOP

Contact: Danny Dumaresque
Tel: (418) 461 – 2287

JUNIOR RANGERS

Contact: Barbara Bolger
Tel: (418) 461 – 2329

CHURCH COMMITTEE

Contact: Melvina Maurice
Tel: (418) 461 – 2707

TOTAL = 117

MANDATES, SERVICES, & ORIENTATION PRIORITIES OF THE REGIONAL ORGANIZATIONS

The following is a compilation of the mandates, services and orientation priorities of the twenty-two (22) regional organizations on the Lower North Shore. It allows the population to become acquainted with the regional organizations and how each may be of service.

Agriculture Pêcheries et Alimentation

MANDATE:

To assure the development of the commercial fisheries and aquaculture sector. Support financially and technically the fishing enterprises, aquaculture and transformation by administration of the maritime credit act, and the various subsidy programs of the ministry intended to their activities. To assure or support the management of the service installations (marine service centers of Blanc Sablon and La Tabatiere). To issue the aquaculture and the fishing of the anadromous and catadromous species permits. To assure the representatives of the Ministry on the maritime territory and to maintain a regional service oriented towards the clientele.

SERVICES:

- Support the upgrading of the fishing fleet on the Lower North Shore;
- Support projects to increase by 10% the landings of under-utilized species;
- Help to increase by 10% the volume of products transformed;
- Support new scallop farms and ameliorate the technique for scallop nurseries;
- Diversify the aquacole production;
- Support all concerted efforts on marketing and commercialization of marine and aquaculture products of the Lower North Shore;
- Promote conservation and business partnership.

ORIENTATION PRIORITIES FOR 2004 – 2005:

The following special programs are to alleviate the impact of the actual fish and crab stock reduction:

- Temporary loan repayment relief for fishing businesses;
- Conjectural financial support program for fisheries businesses.

CONTACT: Serge Dumas, Director
1161 Doctor Camille Marcoux Blvd. C.P. 219
Lourdes de Blanc Sablon, Que., G0G 1W0
Tel: 1-800-668-0147 or 461-2221 Fax:418-461-2922
Email: serge.dumas@agr.gouv.qc.ca

Centre le CANAL

MANDATE:

The Centre le CANAL is a public establishment attached to the health and social services. The services are offered free and are confidential. The services are personalized and are offered to individuals or in a group and to families.

SERVICES:

- Help people affected by a using problem (drugs, alcohol, gambling) to regain control of their life;
- Drug addiction evaluation;
- Individual counseling;
- Preparation, reference and follow-up for the in-patient treatment;
- Seminars;
- Employee assistance programs;
- Evaluation of hospital cases;
- Prevention in schools or community activities.

The treatment program for excessive gambling is done in about seventeen (17) meetings, followed by a series of steps with the aim to develop the abilities to stop playing. All throughout the treatment, one will learn about the games of chance and money, and how to recognize and avoid situations that are addictive.

CONTACT: Jennifer Lavallee, Human Relations Agent
1070 Doctor Camille Marcoux Blvd.
Lourdes de Blanc Sablon, Que., G0G 1W0
Tel: 418-461-2144 (Ext: 421) Fax: 418-461-2830
Email: jennifer_lavallée@ssss.gouv.qc.ca

Carrefour Jeunesse Emploi de Duplessis

MANDATE:

The Carrefour Jeunesse Emploi de Duplessis is set-up with free services for the youth between the ages of 16 to 35 on the Lower North Shore; their mandate involves assisting the individuals with employment, entrepreneurial ship and educational needs. It is provincially subsidized by programs (solidarité jeunesse, co-operatives jeunesse des services) by the Quebec government, and the organizations that exist throughout the province. The main office is situated in Sept Iles. The organization has four (4) service points (Port-Cartier, Harve St. Pierre, Fermont, and the Lower North Shore) with different youth projects moving forward.

SERVICES:

The services at the disposal of the population include, a documentation centre, resume bank, access to potential jobs and training alternatives all across Canada and beyond, access to computer, Internet, fax machine, phone and a counselor readily available.

Solidarite Jeunesse is a new program sponsored by Emploi-Quebec and La Securite de Revenu, to assist youth, 24 years of age and younger, who are applying for the first time social security benefits. These beneficiaries become participants of the program and Solidarite Jeunesse and will receive intensive counseling, in order to return to studies, enter the work force, or become involved in some sort of training. This is to improve their quality of life; in addition, extra funding for participating is received. There are three (3) months of active participation with a nine (9) month follow up period. Also the CJE hosts workshops (for free) on subjects such as, job search, entrepreneurship and youth motivation (S'Investir ca rapporte).

ORIENTATION PRIORITIES FOR 2004 – 2005:

- Clients needs, which are confidential;
- Resumes, cover letters, interview assistance;
- Founder of Co-operatives Jeunesse des Service de Blanc Sablon.(Youth Services Co-op)
- Stimulate & motivate the Lower North Shore Youth

CONTACT: Sonya Driscoll, Youth Employment Counselor
1161 Doctor Camille Marcoux Blvd., C.P. 210
Lourdes de Blanc Sablon, Que., G0G 1W0
Tel: 1-877-461-2053 or 461-2053 Fax: 418-461-2651
Email: cjeblsa@globetrotter.net
Web: www.cjed.qc.ca

Centre de Santé de la Basse Côte-Nord (C.S.B.C.N)**MANDATE:**

The Centre de Santé de la Basse-Côte-Nord's mission is to contribute to the maintenance and improvement of its users and general population's health within the limits of its service area. This contribution is by the implementation of continuous, accessible, efficient and well adapted social sanitary services using global, multi-disciplinary and multi-sector approach.

SERVICES:

- General medicine
- Dentistry
- Physiotherapy
- Pharmacy
- Parent and child health care
- Children community action program

- Health in the school environment
- Mental health
- Nutrition
- Public health
- Short term hospitalization
- Long term care
- Diagnostic Services
- Social Services
- Medical air-evacuation (med-evac)

ORIENTATION PRIORITIES FOR 2004-2005:

- Improving the proximity of services for the Lower North Shore;
- Improving the integration of first, second and third line services;
- Improving the accessibility of services for the population;
- Improving the satisfaction of the population for the services rendered by the Centre de Santé de la Basse Côte-Nord;
- Improving the administrative and clinical efficacy in dispensing different services from the Centre de Santé de la Basse-Côte-Nord.

CONTACT: Andre Racine, Executive Director
 1070 Doctor Camille Marcoux Blvd.
 Lourdes de Blanc Sablon, Que., G0G 1W0
 Tel: 418-261-2144 Fax: 418-461-2830
 Email: andre_racine@ssss.gouv.qc.ca

Centre de Recherche les Buissons

MANDATE:

Prior to 1997, the research station specialized in the improvements of the genetic structure of the potato. The council is composed of members of the Ministère de L'Agriculture de Pêcheries et de L'Alimentation Quebec (MAPAQ), Ministry of research, science and technology, conseil Régional de Développement de la Côte Nord (CRD), University service Commission (USC), private businesses, center for industrials and domestics resources; as well as colleges in the area, municipal life, federation of potato producers of Quebec. Any individual, business, public corporation, government ministry or organization can become a member of the center. The office of Baies Sauvages de la Basse Côte Nord is a partner in this endeavor.

SERVICES:

- Promote the partnership of local organizations in the research and development field of technological innovations and to ensure agreements with these organizations;
- Promote partnership of local organizations in the research and development of bakeapples, red berries and black berries;

- Initiate and support projects of research and development related fields and technological innovations involving the potato, the plant biology of eatable northern foods and well keeping of the forestry resources and marine life for human consumption;
- Optimize the resources of the center in order to profit local businesses and groups;
- Work in partnership with learning institutions to encourage young scientific minds;
- Manage the daily operations of the center to ensure self-financing of its operations;
- Mapping a trail of the bakeapple zone from Bonne Esperance to Blanc Sablon;
- Mapping a trail for bakeapples from St. Augustine to Kegaska;
- Research the possibility of a transformation plant to process bakeapples, red berries and black berries on the Lower North Shore;
- Research in progress on pollinating insects and irrigation experiment to improve low bush blueberry yields.

ORIENTATION PRIORITIES FOR 2004 – 2005:

Project 1 (Presented by the Centre de Recherche Les Buissons)

- Study of the factors limiting the pollination and the yields of cloudberry plants;
- Study of sites for the experimentation of windbreaks to increase yields;
- Study of sites for cultivation experiments;
- Inventory and collection, in natural environment, of plants for the breeding program (plant selection);
- Collection of productive cloudberry plants for propagation and culture;
- Annual evaluation of yield plots;
- Experiments the effects of Windbreaks and Pollination on yield of Cloud Berries.

CONTACT: Benoit Pharand, General Manager
 C.P. 455
 Point aux Outardes, Que., G0G 1M0
 Tel: (418) 567-2235 Fax: 418-567-8791
 Email: benoit.charand@lesbuissons.qc.ca

OR

Caroline Lafontaine, Coordinator
 Lourdes de Blanc Sablon, Que., G0G 1W0
 Tel: (418) 461-3203
 Email: caroline.lafontaine@lesbuisson.qc.ca

Centre Local de Development de la Basse-Côte-Nord

MANDATE:

The CLD assist businesses, organizations, and the population of the Lower North Shore in a wide array of services, which include consultation, guidance and referrals. The assistance in preparing business plans, including pre-feasibility studies, coaching and follow-ups, financial

assistance and support for entrepreneurial training. The CLD also assist with referrals to specialized services, notably in the exportation sector and technological development, or to services provided by agencies such as the Conseil Régional de Développement de la Côte Nord (CRD).

SERVICES:

The CLD has an integrated budget, funded by the provincial government and the municipalities, in order to carry out their mandate. In addition to covering the operations of the CLD, budget allocations are used to finance four specific activities:

- The local investment fund, intended to provide assistance to businesses;
- The development of enterprises in the social economy;
- A support system for young entrepreneurs, to help start new businesses;
- Self-employment assistance.

CONTACT: Rejean Dumas, Interm Director

1161 Doctor Camille Marcoux Blvd.

Lourdes de Blanc Sablon, Que., G0G 1W0

Tel: 1-877-725-3226 or 461-2652 Fax: 418-461-2651

Email: cldbnc@globetrotter.net

Tel: 1-877-925-3226 or 787-2125 Fax: 418-787-2126 (Chevery office)

Chamber of Commerce

MANDATE:

The Chamber of Commerce serves the eastern communities of the Lower North Shore from Bonne Esperance to Blanc Sablon; the committee consists of business people and the local population.

SERVICES:

- Lobby the government to invest funds in the economical and social development of the region;
- Develop employment in their sector;
- Develop the sector from Old Fort Bay to Blanc Sablon.

ORIENTATION PRIORITIES FOR 2004 – 2005:

To develop the region.

CONTACT: Armand Joncas, President

06 Scheffer Street

Lourdes de Blanc Sablon, Que., G0G 1W0

Tel: 418-461-2405 Fax: 418-461-2664

Coasters Association Inc.

VISION

The Coasters Association is a representative and responsive organizations seeking to enhance the quality of life on the Lower North Shore by providing and supporting community development and community leadership.

MISSION

The Coasters Association develops knowledge of the needs and expectations of the fifteen communities on the Lower North Shore and acts in partnership with community leaders, organizations and stakeholders to design and deliver community strategies, programs and services which respond to the region's development challenges.

GOALS, STRATEGIES AND ACTIONS

To nurture and enhance community capacity and leadership on the Lower North Shore

- Undertake research on organizational needs.
- Assist regional and local organizations in developing their individual capacities to identify and respond to the needs of their members and their communities.
 - Provide organizational and professional development opportunities.
 - Create networking opportunities for volunteer organizations.
- Establish volunteer data base.
 - Identify volunteer positions and opportunities and match with interest candidates.
- Support the growth of a solid and effective communications and multi-media network across the Lower North Shore.
 - Support the development of local radio and print media.
 - Promote IT development.
 - Maintain regional CAP site.
- Facilitate the emergence of local leadership and organizational task forces and committees to address specific challenges and concerns.
 - Create and / or participate in task forces, committees and working groups in the areas of economic development, health and social services, justice issues, education and youth retention.
- Participate actively in regional networks like the QCGN, Community Table, Culture and History networks, etc.

To promote the social development of vulnerable groupings of people within our communities on the Lower North Shore.

In General:

- Survey the needs of seniors, youth, and women.
 - Design specific strategies to respond to the unique needs of each of these groups.

- Complete and implement a comprehensive social development plan for the communities of the Lower North Shore.
 - Use social and health networks and relationships to identify the overall objectives and strategies related to a comprehensive social development plan for the Lower North Shore.
- Create a Health and Social Services Coalition via the HSSNPI that will improve the health and social services provided to the population.
 - Complete the HSSNPI project.
- Continue membership on Board of Directors of the Centre de Santé de la Basse Côte-Nord.
- Continue development of information and communication technology initiatives, such as tele-health program, that will support social development.

For youth

- Support and lobby the employment opportunities for our youth so that they can live and work on the Lower North Shore of Quebec.
- Continue to identify specific industries and related employment opportunities that youth could prepare for an integrate into when they complete their education.
- Design complementary programs required by the school board and schools to enhance the quality of education on the Lower North Shore.

To encourage the development, diversification and the sustainability of the Lower North Shore economy

- Participate in the renewal of the fishery in the region.
- Explore the potential of initiating a “Wild berry” industry.
- Expand the potential of the tourism industry.
 - Work with local, provincial and federal officials to enhance the natural, historical and cultural attributes and attractions of the region.
 - Design and implement an aggressive marketing plan to attract tourists to the Lower North Shore.
 - Improving heritage and cultural sites and programming.
- Advocate for improved transportation, especially road access to the Lower North Shore.
- Support government lobbying efforts.
- Continue to offer employment opportunities in the region as a result of Coasters’ ingoing programming

To renew and constantly revitalize Coasters Association

- Initiate and complete an organizational strategic plan by March 2006.
 - Identify a strategic planning process that will support the ongoing development of the Coasters Association.
 - Translate the plan into a ‘Results Based’ framework.
 - Integrate desired organizational changes that will support the preferred strategic orientation in terms of:

- ◆ Governance
- ◆ Structure
- ◆ Staffing
- ◆ Financial resources
- ◆ Policies and procedures

→ Prepare a succession plan for volunteer and staff leadership

CONTACT: Cornella Maurice, Executive Director
 C.P. 188
 St. Paul's River, Qc., G0G 2P0
 Tel: 1-877-447-2006 or 418-379-2006 / 2356
 Fax: 418-379-2621 Email: coasters@lgobetrotter.net

Coastal Publications Inc

MANDATE:

Is a non-profit organization, publishing community news, local history and information on services and programs available to the residents of the Lower North Shore.

SERVICES:

- Establish partnership and solicit advertisers sponsors with organizations and businesses on and off the coast;
- Obtain subscribers on and off the coast;
- Produce and distribute three newspapers per year;
- Promote culture and history through article submissions;
- Encourage youth to share their writing skills with others;
- Maintain local culture through the voice of the seniors.

ORIENTATION PRIORITIES FOR 2003-2004:

- Solicit more advertisers;
- Build a base of community volunteers to gather community news;
- Broaden the volunteer base;
- Solicit more subscribers
- Increase newspapers through a joint partnership capacity with the Coasters Association.

CONTACT: Priscilla Griffin, Coordinator
 C.P. 188 St. Paul's River, Que., G0G 2P0
 Tel: 418-379-2153 Fax: 418-379-2621
 Email: coastalpublicationinc@globetrotter.net

Commission Scolaire du Littoral

MANDATE:

The Littoral School Board is a public education organization and each establishment has the mission to instruct, socialize and to qualify.

Our goal is to form competent, autonomous and responsible persons, with the ability to integrate in their milieu, in their work place and to contribute to the development of the Lower North Shore.

SERVICES:

The Littoral School Board offers the following services:

- Pre-school, primary and secondary teaching;
- Special services for students with difficulties;
- Complementary services to students:
 - Psycho-educator;
 - Academic guidance;
 - Psychological services;
 - Speech therapy;
- Integration of handicapped students in regular classes;
- General and vocational training for adults.

ORIENTATION PRIORITIES FOR 2004 – 2005:

- Develop a Strategic Plan for 2003 -2006;
- Encourage the development of an educational success plan in each establishment and provide the necessary support;
- Improve the success rate in all establishments;
- Develop participative management and continue the implementation of decentralized models of management.

CONTACT: Medric O'Brien, Administrator
789 rue Beaulieu
Sept-Iles, Que., G4R 1P8
Tel: 418-962-5701 Fax: 418-968-2942
Email: litto@globetrotter.qc.ca

Community Economic Development & Employability Committee

MANDATE:

The CEDEC is composed of motivated volunteers, who are interested in the growth and solidarity of the Lower North Shore. The purpose of this organization is to encourage active community participation, planning and decision making in the development of economic, social, and cultural needs of the Lower North Shore.

ORIENTATIONS FOR 2004 –2005:

- Communications;
- Youth;
- Jobs and economic diversification;
- Community capacity building.

Definition of community capacity building:

- ⇒ Develop enhanced leadership skills;
- ⇒ Building capacity to take responsibility for your community;
- ⇒ Improve the ability to cooperate;
- ⇒ Increase understanding of the community;
- ⇒ Increase the ability to mobilize;
- ⇒ Build community support;
- ⇒ Build community pride and confidence;
- ⇒ Build community identity
- ⇒ Improve inclusiveness;
- ⇒ Identify the tools to achieve these aims.

CONTACT: Vicki Driscoll, Director
 Loures de Blanc Sablon, Que., G0G 1W0
 Tel: 418-461-3450 Fax: 418-461-2651
 Email: cedecs@globetrotter.net

Council of Mayors

MANDATE:

The Council of Mayors is an unofficial committee; the members consist of the five mayors serving the municipalities of the Lower North Shore. This committee was formed due to the fact that the Lower North Shore is not a part of any Municipal Regional County. The council of Mayors will be a chartered association as of January 2005.

SERVICES:

- Confront issues that affect the Lower North Shore municipalities (i.e.: issues that are related to municipal affairs).

ORIENTATION PRIORITIES 2004 – 2005:

- Enhance economic development opportunities for the communities of the Lower North Shore;
- Extension of route 138;
- Improve maritime transport;
- Promote peat moss potential;
- Promote wind energy;
- Promote wildberry industry;
- Promote tourism industry.

CONTACT: Richmond Monger, President
Chevery, Que., G0G 1G0
Tel: 418-787-2244 Fax: 418-787-2242
Email: mcngsl@globetrotter.net

Inshore Traditional Fishermen’s Group (Old Fort Bay to Blanc Sablon)

MANDATE:

To represent a group of fishers who fish with vessels less than 35ft. and to achieve financial stability and viability.

SERVICES:

- To meet with and relay information from government associations and organizations.

ORIENTATION PRIORITIES 2004-2005:

- To try and maintain the cod fishery for 2005;
- Maintain Crab and Shrimp allocation;
- Seal quota for this fleet sector;
- To find markets for other species: Herring, Mackerel, Toad Crab, R. Crab, Flounder, & Black Boch.

CONTACT: Wesley Etheridge, President
General Delivery
Brador, Que., G0G 1E0
Tel: 418 461-2672 Fax: 418 461-2922

L’Office des Baies Sauvages de la Basse Côte-Nord

MANDATE:

L’Office des Baies Sauvages of the Lower North Shore has existed since September 29th, 2000, with a Steering (provisory) Committee put in place with the assistance of the Local Development Centre (CLD) of the Lower North Shore. As of June 17th, 2002, the foundation meeting was held, and now, the office has a permanent Board of Directors.

The mission of this organization is to develop the wildberry industry on the Lower North Shore (Kegaska to Blanc Sablon). Several organizations are associated with the Office des Baies Sauvages such as: municipalities, CLD, fish plant workers, fishermen associations, Montagnais population of the region, producers, transformers and pickers, Canadian Economic Development, Centre de Recherche Les Buissons Inc., MAPAQ, Ministry of Economic and Regional Development.

SERVICES:

- To promote the wildberry industry on the Lower North Shore;
- To support the research and the development of employment on the Lower North Shore;
- To encourage and support all parties intervening in the wildberry industry on the Lower North Shore;
- To encourage and support the exchanges between producers and pickers of the region;
- To act as a promotional agency for the wildberry industry on the Lower North Shore;
- To work with other parties of the region on files that are directly or indirectly related to the development of the wildberry on the Lower North Shore;
- To purchase, lease or possess/exploit movable and immovable goods related to the pursuing of its objectives;
- To organize festivals promoting the wildberry industry of the Lower North Shore;
- To inform and sensitize the population on the goals and objectives of the corporation through written and electronic communications;
- To obtain and manage movable and immovable goods related to the development of this industry;
- To continue its activities without any pecuniary profits for its members. All monetary gain of any sort will be reinvested within the organization.

ORIENTATION PRIORITIES FOR 2004-2005:

- Continue to work in the field with the Centre de Recherche les Buissons;
- Expand the work to other areas of the Lower North Shore who has potential for berry picking;
- Work with local, regional organizations and research centers toward developing a wildberry industry on the Lower North Shore;
- Become known by all sub-regions of the Lower North Shore.

CONTACT: Rejean Dumas, Analyst
 Lourdes de Blanc Sablon, Que., G0G 1W0
 Tel: 418 461-2652 Fax: 418 461-2651
 Email: cldbcn@globetrotter.net

Janna Bilodeau, Development Agent
Lourdes de Blanc Sablon, Que., G0G 1W0
Tel: 418 461-2652 Fax: 418 461- 2651

Lower North Shore Fishermen's Association

MANDATE:

The Lower North Shore regional organization deals with regional files about the management of the fishery. It does provide information and realize consultations with fishermen's committees in all communities, to reach when possible a regional consensus.

The organization exchanges with Ministère de l'Agriculture des Pêcheries et de l'Alimentation Quebec (MAPAQ) and Department of Fisheries and Ocean and various government agencies on regional files related to the fishery. Areas of involvement are research projects to evaluate the conditions of the resource, ex: sentinel fishery for cod, post-season surveys for snow crab, and provide employment to students.

SERVICES:

- Information to fishers on different files about the fishery;
- Consultation with fishers representation of Lower North Shore fishers on various regional and provincial committees;
- Post season surveys to determine the condition of crab stocks;
- Sentinel fishery, which studies cod stocks between Sept-Iles and Blanc Sablon;
- Linked to sector-based committee on fisher professionalization, collaborating with school board with courses to fisher;
- Representation of fishing sector, on the Centre Local Development board of the Lower North Shore to support economic development;
- Potential formation of various committees to deal with regional and interregional issues;
- Continuation of ongoing activities and integration in research and development linked to aquaculture;
- Continue to promote employment creation for students.

ORIENTATION PRIORITIES 2004-2005:

- Cod regional share for the Lower North Shore
- Seal regional share for the Lower North Shore

CONTACT: Paul Nadeau, Executive Director
La Tabatiere, Que., G0G 1T0
Tel: 418-773-2234 Fax: 418-773-2626
Email: rapbcn@globetrotter.net

Pêcheries – Poly - Valents

MANDATE:

This organization was launched to represent core fishermen from Old Fort Bay to Blanc Sablon, and most recent the Zone 13 from Chevery, Tête à la Baleine, and St. Augustine. In July of 2001, crab fishermen from Zone 13 joined the organization. Pecheries Polyvalents represents 37 to 43 crab fishermen within the zone. The total core fishermen to date are 66.

SERVICES:

- Obtain a fair share of the sea resources;
- One License such as crab or shrimp – multi-species;
- Also including ground fish;
- Lobby the Government to open fish plants for multi-species, such as seals, lobsters, wrinkles, capelin, etc.

ORIENTATION PRIORITIES FOR 2004 – 2005:

Depending on the final results of the consultation held by the federal government through Canada Economic Development.

- Maintain cod fisheries open
- Obtain Zone 16A permanent for Zone 13 crab fisherman
- Regional quotes of Seal, Cod and Halibut
- Buy back program for fishermen

CONTACT: Jean-Richard Joncas, President
CP 216
Lourdes de Blanc Sablon, Que., G0G 1W0
Tel: 418-461-2432 Fax: 418-461-2234

Quebec Labrador Foundation**MANDATE:**

The Quebec Labrador Foundation exists to support the rural communities and environment of eastern Canada and New England, and to create models for stewardship of natural resources and cultural heritage that can be applied worldwide.

SERVICES:

- QLF works with community groups and individuals in support of initiatives and programs relating to cultural heritage, tourism, education, environment, wildlife conservation, youth leadership, air and water quality.
- Most recently, QLF has been working in partnership with local organizations toward small-scale, short-term tourism initiatives.
- Through funding from government sources, QLF has created employment for thirty (30) individuals along the Strait of Belle Isle in 2004, as part of the Traditional Skills Network. Local youth have taken part in this initiative through student projects.
- QLF has also assisted with the reactivation of the Lower North Shore Youth Coalition.
- The natural environment is extremely important to Coastal residents and visitors. Children's conversation camps are held in several communities on the lower North Shore.
- Radio programs and brochures were developed to provide information on the important bird areas sanctuaries along the lower north shore. Several wildlife monitoring projects are also underway.

ORIENTATION PRIORITIES FOR 2004 – 2005:

- In relation to the Quebec Lower North Shore.
- QLF will continue to assist with the cultural and natural heritage tourism development projects consistent with the Strategic Tourism Plan developed for the Lower North Shore.
- QLF will work with the communities of the Lower North Shore and other organizations to monitor marine species at risk, seabirds, sea ducks, and other wildlife and ensure local people are involved in wildlife conservation decisions.
- Monitoring of environmental conditions will be initiated at several key locations to determine the effects of climate change on the Coast.
- Conservation camps and swim programs will also be held for local youth along the Quebec Lower North Shore and Labrador Straits regions.
- QLF will continue to develop the Traditional Skills Network program, and create opportunities for the preservation and promotion of local heritage.
- QLF will work and support initiatives/projects in heritage tourism, education, environment, youth leadership, and conservation. Activities undertaken by QLF will be in response to the needs and concerns of local communities.

CONTACT: Serena Etheridge, Director-TSN
P.O. Box 456
Lourdes de Blanc Sablon, Que., G0G 1W0
Tel : (418) 461-3324 Fax: 418-461-3324
Email: serenaetheridge@hotmail.com or
serenaetheridge@qlf.org

Or

Patricia Nash, Senior Biologist
P.O. 495
LourdesdeBlancSablon, QC.G0G1W0
Tel / Fax: 418 461-3427
Email: tnash@qlf.org

Tourism Development Corporation Inc.**MANDATE:**

The Tourism Development Corporation's goal is to support, develop and promote tourism on the Lower North Shore. The Board of Directors consists of fifteen (15) members, one representative from each community of the Lower North Shore.

SERVICES:

- A tourism action plan that can assist the population with their initiatives;
- Present the tourism action plan to the government to lobby for funding;

- Work in close collaboration with the Coaster's Association, Local Development Centre, Quebec Labrador Foundation and the population to promote tourism on the Lower North Shore.

ORIENTATION PRIORITIES FOR 2004-2005:

- To activate the members of the Board of Directors;
- To set-up an office for the corporation;
- To have at least three employees to work on the project's development and marketing of tourism in the area.

CONTACT: Anthony Dumas, President
 Lourdes de Blanc Sablon, Que., G0G 1W0
 Tel: 418-461-2311 Fax: 418-461-2379

Transport Coalition

MANDATE:

The Transport Coalition is an ad-hoc committee; their sole mandate is route 138.

The Transport Coalition has ended their activity after the departure of the study on 138, and follow up is done by the Council of Mayors of the Lower North Shore.

SERVICES:

- Ensure that the feasibility study of route 138 is completed;
- Conduct follow-ups and examine the recommendations of the feasibility study.

CONTACT: Richmond Monger, President
 General Delivery
 Chevery, Que., G0G 1G0
 Tel: 418-787-2244 Fax: 418-787-2241
 Email: mcngsl@globtrotter.net

User's Committee

MANDATE:

The User's Committee is composed of ten (10) members, seven (7) elected by the users and three (3) co-opted. The majority of these members must be users. A person cannot be a member of the user's committee if he/she is under curator ship.

Where the institution operates many centers or users, and many facilities for the same center, the composition of the committee must ensure an equitable representation of the users of each of these centers and the users lodged in each of these centers.

SERVICES:

The functions of the User's Committee are established as follows:

- To inform the users of their rights and obligations;
- To foster the improvement of the quality of the living conditions of the users and to assess the degree of satisfaction;
- To defend the common rights and interests of the users, or at the request of a user, his/her rights and interest as a user before the institution or any competent authority;
- To accompany and assist a user, on request, in any action he undertakes, including the filing of a complaint in accordance with Divisions I, II and III of Chapter III of title II of the present law in virtue of the Law on the Protection of users in matters concerning health and social services and modify diverse legislative dispositions
- The Mandate of the Users Committee is of three years and can be renewed. The members remain, however in place until they are re-elected or replaced.

ORIENTATION PRIORITIES FOR 2004-2005:

- Reactivate the Users Committee;
- Ensure that the population is well informed of the Users Committee mandate;
- Participate in the establishment's quality process- Quebec Accreditation Council Committee and the Risk Management Committee.

CONTACT: Johanne Beaudoin, Programs Director
Lourdes de Blanc Sablon Que., G0G 1W0
Tel: 418 461-2144 Fax: 418 461-2731/2830
Email: johanne_beaudoin@ssss.gouv.qc.ca

Youth Coalition Inc.**MANDATE:**

The Youth Coalition is a non-profit organization, representing the youth of the Lower North Shore, from Kegaska to Blanc Sablon. It has been incorporated and received its charter since August 25, 1998.

SERVICES:

- To help enrich the lives of young people on / off coast.

ORIENTATION PRIORITIES FOR 2004 – 2005:

At present the Youth Coalition is experiencing a lack of funding. In order for the Youth Coalition to be active and support the youth of the Lower North Shore the organization will continue to apply for projects and program funding to ensure that the concerns of the youth are confronted.

- A founding meeting was held & a new board is in place. We are going to host two (2) Place aux Jeunes on the LNS as a part of this year's mandate.

CONTACT: Sonya Driscoll, President
1161 Dr. Camille Marcoux Blvd
Lourdes de Blanc Sablon, Que., G0G 1W0
Tel: 418-461-2053 Fax: 418-461-2651
Email: cjeblsa@globetrotter.net

Zip Côte-Nord

MANDATE:

To ensure the well being of the Gulf of St. Lawrence and its population by educating the people to the problems of the Gulf, rehabilitating its natural environments, sensitization of other populations and by doing research on the different resources.

SERVICES:

- Environmental project management and planification;
- Education on various aspects of the St. Lawrence (health hazard to navigation, marine resources, contamination, general environmental preservation, etc...);
- Providing information on various marine concerns;
- Political implication on large government projects (gas exploration, hydroelectric dam, etc...);
- Provide expertise on beach erosion and habitat degradation.

ORIENTATION PRIORITIES FOR 2004-2005:

- Building an observation group on the capelin reproduction;
- Inventory of the concentration table concerning the Fernald's milk-vetch in Blanc Sablon;
- Salmon river bank stabilization;
- Beach protection for capelin reproduction;
- Smelt inventory project;
- Maritime kayak trail;
- Mollusk and fish contamination educational project.

CONTACT: Guy Parenteau,
Sept-Iles, Que. G4R 2W8
Tel: (418) 968-8798 Fax: (418) 968-8830
Email: ZIPCNG@cgocable.ca

FRENCH QUESTIONNAIRE (La Romaine & Tête à la Baleine)

LA ROMAINE

• Thèmes	• Besoins identifiés	• Solutions possible	Autres solutions
<ul style="list-style-type: none"> • Communications 	<ul style="list-style-type: none"> • Traduction de documents anglais en français • Cours d'anglais • Mise à jour des technologies • Site Web 	<ul style="list-style-type: none"> • Contacter une personne qui maîtrise très bien la traduction de l'anglais et du français pour donner des cours de base en anglais hebdomadaire. • Discuter avec d'autres organismes, municipalités et institutions afin de partager les moyens de communication 	
<ul style="list-style-type: none"> • Équipement 	<ul style="list-style-type: none"> • Télévision • Vidéo (VCR et conférences) • Métier à tisser professionnel • Équipements sportifs • Matériel d'art 	<ul style="list-style-type: none"> • Solliciter des organismes sur et hors de la Basse Côte-Nord pour obtenir des dons d'équipements neufs ou usagés • Discuter avec les magasins locaux afin d'ouvrir un compte pour acheter le matériel nécessaire pour faire une levée de fonds 	
<ul style="list-style-type: none"> • Fonds 	<ul style="list-style-type: none"> • Achat d'équipements neufs • Maintenir les bâtiments de services • Soutenir les organismes • Pour des activités communautaires et récréationnels 	<ul style="list-style-type: none"> • Développer un comité de jeunes volontaires pour maintenir les organismes locaux par leurs participation et mettre l'accent sur les initiatives des jeunes • Tenir un radiothon pour recevoir des dons afin d'atteindre les objectifs 	
<ul style="list-style-type: none"> • Levée de fonds • Activités 	<ul style="list-style-type: none"> • Inventer des activités pour inciter les gens à se joindre aux activités de levée de fonds • Informer le public des activités prévues (calendrier) dans l'année • Solliciter les entreprises et les organismes pour des dons ou fonds 	<ul style="list-style-type: none"> • Nommer une personne contact dans chaque village qui donnera une liste des activités dans son village et qui recevra celles des autres villages alentours et créer un calendrier des activités sur la Côte • Produire un calendrier communautaire mensuel ou bi-mensuel ou un dépliant pour informer le public des activités prévues 	

• Local pour réunions	• Ne s'applique pas		
• Cartes de membres	• Ne s'applique pas		
• Personnel	• Les jeunes devraient s'impliquer activement	• Nommer des jeunes pour organiser et planifier des événements qui créeront de l'intérêt, développeront des leaders qui acquièrent de l'expérience dans les organismes et le bénévolat	
• Formation	• Personnes ressources pour donner des cours (arts, anglais, tricot, etc...)	• Contacter des personnes qui ont les compétences requises dans la région pour donner la formation	
• Voyage	• Fonds nécessaires pour voyager hors du territoire (billet d'avion) • Si les fonds étaient disponibles il serait possible de participer à des activités/jeux annuels à l'extérieur	• Faire une plainte aux compagnies d'aviation et départements concernés du Gouvernement à propos du coût élevé pour voyager sur la Côte et en informer les médias sur et hors du territoire de la Basse Côte-Nord • Voyager en groupe pour diminuer les coûts de l'essence, accommodations, etc...	
• Bénévoles	• Faire partie de l'organisme • Aider avec les activités de levée de fonds	• Établir un horaire hebdomadaire et nommer 1-2 bénévoles pour chacune des activités afin de diminuer le stress des personnes qui font du bénévolat à répétition	

TÊTE À LA BALEINE

Thèmes	Besoins identifiés	Solutions possibles	Autres solutions
• Communications	• Site Web • Internet haute vitesse • Calendrier des activités prévues • Traduction de documents	• Contacter les organismes dans votre région afin de partager les services de communication • Nommer une personne contact (un correspondant) de chaque communauté qui recevra un calendrier des activités sur la Côte mensuellement et qui donnera l'information dans sa communauté	
• Équipements	• Mise à jour des technologies (ordinateurs, imprimantes, etc...) • Équipements sportifs	• Contacter les organisations sur la Côte pour demander la permission d'utiliser des équipements ou obtenir des dons • Obtenir et/ou échanger de l'équipement d'organisations similaires	
• Fonds	• Fonds nécessaires pour équipement technologique à jour • Supporter les organismes	• Contacter la municipalité, les institutions, et/ou organisations pour recevoir des fonds ou des dons d'équipements technologiques neufs ou	

		usagés	
<ul style="list-style-type: none"> • Levée de fonds 	<ul style="list-style-type: none"> • Bingos • Soupers • Recherche de nouvelles idées /activités pour attirer les gens • Vente de billets 	<ul style="list-style-type: none"> • Joindre tous les membres des diverses organisations locales pour développer un comité de planification qui apportera de nouvelles idées 	
<ul style="list-style-type: none"> • Salle de réunions 	<ul style="list-style-type: none"> • Ne s'applique pas 		
<ul style="list-style-type: none"> • Cartes de membres 	<ul style="list-style-type: none"> • Ne s'applique pas 		
<ul style="list-style-type: none"> • Personnel 	<ul style="list-style-type: none"> • Augmenter la participation des jeunes afin de maintenir une stabilité dans les organismes • Ajout de nouveaux membres 	<ul style="list-style-type: none"> • Tenir une « journée des bénévoles » en signe d'appréciation pour les volontaires • Faire une campagne de souscription pour attirer des nouveaux membres 	
<ul style="list-style-type: none"> • Formation 	<ul style="list-style-type: none"> • Ne s'applique pas 		
<ul style="list-style-type: none"> • Voyage 	<ul style="list-style-type: none"> • Réduction des coûts de transport et participation à des activités sur et hors du territoire • Field trips/voyage d'échanges 	<ul style="list-style-type: none"> • Faire de la publicité via les médias sur la Côte et à l'extérieur afin d'informer le public des coûts extrêmement élevé des billets d'avion sur la Côte • Négocier des tarifs à la baisse avec les compagnies d'aviation pour les voyages étudiants (événements sportifs, voyages d'échanges, etc...) 	
<ul style="list-style-type: none"> • Volontaires 	<ul style="list-style-type: none"> • Encourager à joindre des organismes • Encourager les jeunes à joindre et/ou à participer dans les organisations • Participer à des activités de levée de fonds 	<ul style="list-style-type: none"> • Tous les comités locaux devraient se concerter pour développer un plan de recrutement de jeunes volontaires et trouver la façon d'attirer des nouveaux membres parmi les jeunes et offrir de la formation 	

APPROVAL FORM

**Solution / Recommendations to the Needs Identified
Questionnaire**

Approval Form

On behalf of the community organization, I _____ give approval to use the possible solutions stated in the questionnaire as official solutions / recommendations for our community group.

On behalf of the community organization, I _____ cannot approve the usage of the possible solutions expressed in the questionnaire as official solutions / recommendations for our community group; however, I have stated other solutions / recommendations decided by the members of the community group written on the returned questionnaire.

Community Organization: _____

Contact Member: _____

Please sign and return the form by January 26th, 2004.

Thank You!

**Solution / Recommandations pour les besoins identifiés
Questionnaire**

Formulaire d'approbation

En tant que porte-parole de l'organisation communautaire, je _____ accepte que les solutions possibles énumérées dans le questionnaire soient utilisées comme solutions officielles/ recommandations pour notre groupe communautaire

En tant que porte-parole de l'organisation communautaire, je _____ ne peux adopter l'utilisation des solutions possibles exprimer dans le questionnaire comme étant des solutions officielles/ des recommandations pour notre groupe communautaire; mais, j'ai joint d'autres solutions/recommandations venant des membres du groupe communautaire écrites sur le questionnaire précédent.

Organisation Communautaire: _____

Membre à contacter: _____

SVP signer et retourner le formulaire avant le 31 Janvier 2004.

Merci!

COMMUNITY VOLUNTEER RENEWAL FORM



**Expanding Volunteerism and Leadership
Response Form**



Please Complete and Return

Name: _____

Community: _____

I am committed to continuing my support throughout phase II as the “Community Volunteer”, to maintain and expand the volunteer base and receive further training

I am unable to continue my commitment as the “Community Volunteer” in my area; however, I give my support through the second phase of the project

**Your response would be greatly appreciated by October, 11th, 2004 by phone, mail, fax,
or email.**

Thank You!

***VOLUNTEER!
BUILD A BETTER COMMUNITY!***

HEIDI BUCKLE, PROJECT COORDINATOR

Tel: 1-418-379-2006/2356

Tel: 1-877-447-2006

Fax: 418-379-2621

Email: volunteer@globetrotter.net

NATIONAL CHILD DAY COMPETITION PARTICIPANTS OF 2005
"A Canada Fit for Children"

ST. LAWRENCE SCHOOL – Mutton Bay

Participants	Age	A Canada Fit for Children
Jennifer Mansbridge	10	I am proud in Canada because we have a house, have food, a table, TV and stores, and lots of other things. We are lucky because in other places they do not have like we have. In Mutton Bay some other places are very poor. For the future I want everyone to be free.
Niki Morency	9	What makes me proud to live in Canada is because we are all free and there are no wars or bombs like in other parts of the world. I'm also glad that I have food and family to take care of me. I'm glad that I can walk outside and not worry about anything else. What I want for the future is to have the same things today in Mutton Bay and I just wish that the wars would stop and then the other people in the world would be free, just like Canada, and then everyone would be happy and free.
Evan Boland	7	I still want to live in Canada because it is nice and we are free. And we have homes but some people do not have homes. I love Mutton Bay because we have cars. Mutton Bay is the best place ever. I want all people to be free in the future.

MECATINA SCHOOL – La Tabatière

Participants	Age	A Canada Fit for Children
Brandon Leon-Mercier	7	Canada is good at hockey. I like the construction in Canada.
Dana Rowsell-Gallichon	15	I am proud to live in Canada because in Canada kids have good schooling. In Canada we have good and free health care. Canada has beautiful scenery with freedom. I think that kids from Canada are very lucky to have such a wonderful clean place to live in. In the future I would like Canada to keep its beautiful scenery and excellent health care. I would like to see Canada continue to educate their wonderful children.
Mason Organ	8	I'd like a swimming pool in La Tabatière.
Rick Cormier	6	I like Canada because we can do lots of stuff!
Benjamin Micheal Collier	7	I like hockey and wild life.
Chelsea Rey Robertson	6	I like Canada because I like the flag.
Michelle Gallichon	12	I am proud to live in Canada because we have freedom, we don't have to pay for health care, we have a good education, and we have a nice clean country. I think that we Canadians are very lucky to have a roof over my head and a healthy life and a great family.
Amanda Gail Gallibois Robertson	7	It's the prettiest place in the world.
Alicia Jean Buffitt	8	I would not like a polluted place. I would like to see people not bossed around.
Melaine Gallibois-Robertson	9	I'm proud to live in Canada because unlike other countries I am free. I don't have to worry about going outside and get hurt or taken away. I don't have to worry about going out and coming back with no home or family. In the future I'd like to see it smoke free and not so many thieves.
Randi Jones	9	I think Canada is very fit for Children because of free health care.

ST. AUGUSTINE SCHOOL – St. Augustine

Participants	Age	A Canada Fit for Children
Matthew Bateman	11	I love this country, I love our people, and there is no such thing as the greatest Canadian. We're all even. I play hockey. I love hockey and I want hockey in the future. I want the rare animals not to be rare anymore. I don't want any pollution! I love being Canadian! We're free, we don't go to war, and we're the best hockey and lacrosse because we invented them. I don't want cigarettes in my future and please listen!
Megan Driscoll	11	I'm proud to be Canadian because we're a peaceful country. We have good education. One thing I'm proud of is our freedom. We don't have to work for every thing. I also thank Tommy Douglas and Lester B Pearson for our healthcare. I'm proud of Canada for our athletes and our special sport hockey. For our future I would like no pollution. Lots of people are destroying our habitat by cutting down trees, killing animals for fun, etc... I would like for it to stop or there will be nothing left for the future. I'm proud to be Canadian!
Eric McKinnon	11	I'm proud to be Canadian because we have Medicare. If we didn't have it some of us could be poor. I play hockey and if I get hurt bad I would have to go to the clinic. Then I would have to pay a lot of money. Now I'd like to talk about the future. If taxes were lower we would be able to buy things for the future. If we couldn't buy things for the future the world would be the same all the time. If it was the same all the time the poor people would still be poor but if we lower taxes they wouldn't be poor. If the world lowered taxes the world would be a better place.
Damien Bobbitt	11	I'm one of the world's children. November 20 th is a day for kids. I'm proud to be a child living in Canada because it is a beautiful land and a nation for hockey. Canada has a lot of jobs; we have the tallest skyscraper- the CN Tower. Canada has a good education system. Canada also cares for the poor by raising money for all the poor. Usual name for it is UNICEF. This school helps the poor too. We help by sponsoring them and sending stuff to them. I think November 20 th isn't just a day for rich, it's for the poor too so that's why it's a day for me.
Connor Kane Willard	11	I like to live in Canada because Canada is a free country. Canada is a peaceful country and I am extremely thankful for that. Canada is a great country. There is no war in Canada and I am happy for that. Canada is a peaceful country, a great country and a free country. For the future I want Canada to be a safe country with no violence and no war.
Kristopher Fequet	10	I'm proud to live in Canada because we are a peaceful country. Canada has nice land. We have a lot of jobs. I'm also glad to live in Canada because we're lucky to have the things we have. For the future I want Canada to have no endangered animals. I don't want Canada to be polluted. I want trees to stop being cut down. In the future I want the poor kids to get a lot of money for healthcare, food and toys. I want the world not to be so polluted to be protected, not hunted. That's what I want for the world and Canada.
Jordan Shattler	12	Something that makes me proud to be Canadian is that we did not have any world wars in Canada! I am proud to be Canadian because we are the best at hockey! I love to play hockey! Team Canada can beat any other hockey team any day! My favorite hockey player is Mario Lemieux! I am proud to be Canadian because we have freedom, clean land, not a lot of pollution, a very good education system, we are the second biggest country and we have a lot of jobs! Thanks to Lester B. Pearson we have free Medicare. That's why I am proud to be Canadian!
Chauncey Wellman	12	As a child of Canada, I am happy to live here because we have a peaceful

		country and we have health care and freedom. For our future I would like there to be no pollution, end poverty and homelessness, better education and less taxes.
Lucas Driscoll	10	I like Canada because we are in a peaceful country. We are in a free country. I do not think there is a greatest Canadian because they all did something good for Canada. I think we have a lot of good jobs. We have the nicest land. We have free health care. Tommy Douglas only got it for Saskatchewan. Lester B. Pearson got free health care for all of Canada. I like hockey that why I want hockey in the future. I want floating cars in the future.
Jerry Junior McKinnon	12	I am proud to be Canadian because of many reasons, but I will just name a few. We have a health care system made by Lester B. Pearson. What I want to help our country is invent a motor that make cleaner factories that don't pollute our country less. We have so many people trying to preserve our beautiful country. But a better idea would be to try to help the world have no racism, people of different races living together happily. That what I want for Canada.
Rolan Driscoll	11	In the future I want people to stop littering. Then Canada would be cleaner. I am proud to be Canadian because we have a safe country. We have beautiful land. There are a lot of jobs for many people. Canada is the second biggest continent in the world. Canada is the only country you can have a snow ball fight in July. And that's why I am proud to be Canadian!
Jesse Gallibois	10	I like Canada because it is a clean country and a nice country. Even compared to other countries. In the future I would like people who have no money to have money. I would like to be a hockey player. I would like to play for team Canada in the world cup with Martin St. Louis.
Georgette Boland	10	I am proud to be a Canadian child and I am proud to be a child of the world. I am proud to live in Canada because it is a clean country and there is no war going on here. That's why I am proud to be a Canadian child. I would like no wars going on in the world because it kills people. That's one thing I want in the future is to have solar powered cars.
David Chase	11	I play hockey. I play goalie. I love Canada. We have nice land. I am happy to be Canadian because we are a peaceful country. For the future, I wish there is no pollution. People should not pollute it, it's bad. I wish there were no poor people also.
Colton Shattler	12	I think we have the nicest town in Canada. Canada is a beautiful country. We have no wars in our country. No child labor laws. We're not a poor country. I think we have the best country in the world. To make a better Canada is to stop selling tobacco products and drugs. If they do that everyone would be healthier. Another thing is to protect our wildlife and their habitats.
Matthew Andrew Lessard	11	I am Canadian and I am proud. I think Canada is beautiful and we are peace keepers. Canada is a great place. We are a free country. I think the teacher back here is right, we should pick up garbage. I am happy she said that.
Jagger McKinnon	10	I live in Canada because it is a nice country. It is not too polluted and has a good healthcare system. It has a lot of hockey. I am happy because it does not have wars. For the future of Canada and the world I would like to see less pollution and more time for kids to play hockey!
Alicia Driscoll	10	I'm proud to live in Canada because it is a peaceful country and I like it here because we are free. When I grow up I want all the poor people or kids to have a home and enough money to get what they need to survive. I would also like people to stop destroying habitats. Stop and protect animals. Don't cut down trees. Don't give drugs to kids. That's what I

		want for everyone's future.
Stacey Belvin	10	As a child of Canada, I am happy to live in Canada because it is a peaceful country and we have freedom. For our future I would like no pollution, solar powered cars, and protected animals.
Blake Lessard	12	I am proud to be a child of the world, I help others. I think there should be no more cigarettes. Every body should have electric heat. Gas should be free. People should live out on islands. People should only eat wild meat. Only Canada could have a snow ball fight in the summer. There should be no roads only fast boats. There should be sea-food restaurants and a new sport. I think Canada should be like the Lower North Shore because we have no polluting factories.
Cordel Driscoll	10	I like hockey. I need hockey to live. Pollution is bad. You should not pollute. I find there is too much destruction of land. The taxes are too high. We have good health care, now I call that good! We're lucky that we have good education. We're not like a lot of countries in the world. We have freedom.

MOUNTAIN RIDGE SCHOOL – Old Fort Bay

Participants	Age	A Canada Fit for Children
Whitney Poland	4	I like to go skating out on the pond.
Justin Drudge	4	I like to play hockey.
Patrick Gilbert	4	I want to be a work man that builds houses.
Derrick Drudge	5	I like to go for a ride in the boat.
Sara Fequet	5	In Canada, my sister and I can go to the beach.
Brad Gosse	5	I like Canada because it is a great place to live. I hope it stays the same because I like living in Canada.
Cameron Keats-Spingle	6	I live in Canada. We have lots of ice and snow in the winter. I hope Canada stays like it is.
Christian Fequet	6	We play hockey in Canada.
Reagan Bilodeau	6	I'm proud to live in Canada because it is a safe country. I hope it will always be a safe place to live.
Kayla Griffin	6	I like living in Canada because it is a safe country. We don't have to worry about wars.
Makayla Fequet	6	Canada is the best country I ever lived in. I like skating in the winter. I hope Canada stays safe forever.
Marcus Buckle	6	I like living in Canada because we have the beautiful Rocky Mountains. I hope it stays a pretty place to live.
Joey Spingle	6	I am proud to live in Canada because there are no wars here. I hope it always stays safe.
Chenelle Lessard	6	I love Canada because it is a really safe place. We can play outdoors by ourselves. I hope Canada stays the way it is now.
Colton Roberts	7	I like winter in Canada. The snow is fun to play in. I hope there is always snow in Canada.
Ian Nadeau	8	I like Canada because the wars have stopped. I am Canadian. The wars are only in Greece and Africa. Canada is my favorite country. Canada is great!
Sarah Hobbs-Buckle	8	I am proud to be Canadian because it is a beautiful country. Canada is a nice place to live in because there is no violence. It is a clean country. I would not like to move to the United States. There are a lot of nice people. I really like my friends. I love all of the animals.
Shania Belvin	8	I am proud of Canada because there is no war. I like Canada because there is nice people and cute animals. For the future I would like to be a Vet. In Old Fort Bay and a lot of people will have pets and let the animals be safe all the time. I am happy to be a Canadian because it is a

		safe place to be. I am a Canadian!
Savannah Letto-Keats	8	I'm proud to live in Canada because Niagara Falls is there. Snow comes here. We have pets. I want animals to be saved. I'd like Canada not to be polluted. It's fun being in Canada. Canada is the best country over the world. A lot of people are going skating. This is a great life in Canada. People enjoy peace in Canada. I love Canada.
Mitchell Gosse	8	Being a Canadian does not make me feel proud; it makes me feel better than proud because there are no wars. In the future I would like there to be a shrinking machine to shrink wars.
Cheyenna Buckle	8	I am proud to be in Canada because it is so beautiful in Canada. And there are no wars here. In winter it's so fun and beautiful. Winter is fun because we go sliding on our GTs and in winter it is Christmas. I want a ferret for my pet in the future.
Scott Thomas	8	I love Canada because there are no wars. We get snow in Canada. I like riding on the ski-doo with my brother.
Molly Fequet	8	I like Canada. Canada is fun. I like some lands because some lands are violent. I like the birds in Canada. I like the turtles in Canada. I like skating. Canada is great. I like playing. I am proud of Canada. Canada made TV. Canada is the best. Canada is funny. Canada made games. Canada made games funny. Canada's birthday is on July 1 st , 1867. Canadians likes pets. Pets are in Canada. Canada is a great land.
Donovan Griffin	8	I like Canada because it is a safe country. There is no violence. I like Canada because it is fun. We get snow in Canada. Canada is a fun country. I have lots of friends. I am proud to be in Canada.
Marica Keats	8	I like Canada because it is a safe country. I like Canada because it is fun. I like Canada because I like to play in the snow and going up river. I like Canada because there is no violence. I like snow because when I go up the river I get on my sled and my dad ties it onto the ski-doo and when he drives it the sled moves.
Rebecca Keats	8	I love living in Canada because of the people. But some people don't like others. I love the birds and the trees. But people cut them down. I love animals. I love the land and the water. I love snow. I love ski-does. I love for the people to be friends.
Makayla Griffin	8	I like living in Canada because I like Canada. I am proud to live in Canada because there are lots of nice people and it is clean. I like the sports in Canada. I like playing hockey and skating and all kinds of other games. I love being in Canada. I also like the snow.
Colby Buckle	9	I am proud to be a Canadian because there are no wars. What I want for the future is non polluting leaks and no hunting. I hope that people will pick up their garbage or it will ruin our environment.
Zachary Thomas	9	I am proud to be a Canadian because we have a good hockey team. I am proud to be a Canadian because we have Prince Edward Island.
Nathan Mason	9	I am proud to be Canadian because there are no wars and we have good people. In the future I want a good country not a polluted one. Also, I am proud to live in Canada because we have a nice environment.
Amber Smith	9	I am proud to live in Canada because there are lots of animals. It is a free country. Canada is a very beautiful place and that's what I hope it will still be like in the future. No one should litter because that would only ruin Canada and the earth too. Canada is also awesome because we have the best hockey team. I would not want to live anywhere else. Canada rules!
Matthew McDonald	9	I am proud to live in Canada because we have an ok baseball team and a good hockey team. I have lots of friends in Canada. I hope in the future there will be no littering or pollution in Canada. I really wish the cod would come back.

Benjamin Wellman	10	I like Canada in winter because of snow. For the future of Canada is clean land and clean water. No polluting the lakes and do not shoot animals for the fun of it. No killing sea animals. That's what I want for Canada's future.
Jesse John James Nadeau	11	Canada is a great country because we are free of war and people are kind to one another. Also our land is clean and full of nature like flowing rivers and animals. We don't have big factories that pollute the sea and air here. That is why I find Canada a great country.
Jonathan Roberts Monger	11	I am proud of my country because it is free of war. This country is very rich. Our country has a good education system. As well it is a very healthy country with good hospitals. I am proud to be Canadian.
Amanda Wellman	11	I am proud to live in Canada because our country is a safe place where you don't have to worry about wars going on. In Canada there are lots of friendly people and great industries. In the future I hope that there will be everything that we have now and lots more so our country can be better than ever for the future.
Cameron Painter	11	I am proud to be Canadian because all of my friends are. I think Canada is the best country of them all.
Felicia Buckle	11	I am proud of my country because it is free of war and it is also a great place to live. We have beautiful sceneries and a lot of animals. We also have a lot of great people each one different here in Canada we have many schools and other cool places to go. I wish that in the future we have schools and businesses for every one and that everyone has a place to call home
Candace Roberts	11	I am proud of my country Canada because it's so peaceful and free. There are no wars or bombs here. It also has beautiful sceneries all across the country. From the west to the east we have the Rocky mountains, the prairies and amazing forests and huge rivers. We have a clean and healthy environment. This is why I love my country Canada.
Anthony Baron	12	I am proud of my country because there are lots of schools and all the kids get really good educations. In Canada you can go outdoors without worrying about getting killed. Canada is a clean country and we have a great environment.

**Expanding Volunteerism & Leadership “Volunteer Retreat”
Municipality of Bonne Esperance**

PROGRAM

THEME: *“Building a Better Community”*

Tuesday April 19th, 2005

9:00 a.m.	Opening & Introductions
9:30 a.m.	Overview of the Project (<i>Heidi Buckle</i>) <ul style="list-style-type: none"> → Results of the solutions / recommendations to the needs identified → Activity Work Plan / Communication Publicity Plan → Volunteer Awareness Campaign
10:00 a.m.	Follow-up - Training Session & Community Volunteering (<i>Heidi Buckle</i>)
10:30 a.m.	<i>Coffee Break</i>
10:45 – 12:00 p.m.	Leadership & Community Development (<i>Vicki Driscoll</i>) <ul style="list-style-type: none"> → Icebreaker (10 Things in Common) → What is a Leader? → What Skills do we need? → Who can be a Leader?
12:00 p.m.	<i>Lunch</i>
1:00 – 2:15 p.m.	Cont’d Leadership & Community Development (<i>Vicki Driscoll</i>) <ul style="list-style-type: none"> → Identifying your Strengths & Weaknesses → How do we get others involved? → Seven (7) Tip for Leaders
2:15 p.m.	<i>Coffee Break</i>
2:15 – 4:15 p.m.	Strategic Planning (<i>Cornella Maurice & Heidi Buckle</i>) <ul style="list-style-type: none"> → Team building activity with the participants in each community → Outcome for long term development on the Lower North Shore
4:15 – 5:00 p.m.	Workshop Evaluation (<i>Heidi Buckle</i>) <ul style="list-style-type: none"> → Volunteer Recognition
5:00 p.m.	Closing

RETREAT EVALUATION QUESTIONNAIRE

1) Do you feel that the retreat was productive or helped you in any way?

- Yes No Somewhat

If yes, how?

If no, why not?

2) Do you feel that the training session of last year helped you in any way?

- Yes No Somewhat

If yes, how?

If no, why not?

3) List three (3) most important points you received from the retreat / workshop.

4) List three (3) points you liked least about the retreat / workshop.

5) List three (3) most important factors you believe your community will gain from the retreat / workshop.

6) Were you satisfied with the workshop held by the Director of CEDEC, Vicki Driscoll?

Yes No Somewhat

If no, what would you suggest for future workshops?

7) Do you recommend that further volunteer training sessions / workshops / retreats be held on the coast annually?

Yes No

8) Do you believe that this program should continue and give the population on the coast a chance to participate in future sessions / workshops?

Yes No

9) Do you feel that you are well informed with phase I (Build & Strengthen the Volunteer Base) and phase II (Expanding Volunteerism & Leadership) of the project?

Yes No Somewhat

10) Do you believe that community follow-ups and recommendations are useful?

Yes

No

Somewhat

11) Do you have any suggestions / recommendations for future retreats / workshops?

Other comments:

Thank you for your Participation!

CERTIFICATE OF RECOGNITION

This certificate is awarded to

RECIPIENTS NAME

For her outstanding service and commitment as a Community Volunteer Leader.



Signature

Date

COMMUNITY VOLUNTEERS

COMMUNITY	VOLUNTEER	PHONE NUMBER
Kegaska	Betty Court	(418) 726 – 3982
Chevery	Charlotte Rowsell	(418) 787 – 2367
Harrington Harbour	Lois Jones	Home: (418) 795 – 3365 Work: (418) 795–3344
Tête à la Baleine	Janie Cox Susie Green	(418) 242 – 2005 (418) 242 - 2993
La Tabatière	Marilyn Collier	(418) 773 – 2271
St. Augustine	Molly Driscoll Peggy Martin D'Ippolito	(418) 242 – 2178 (418) 947 – 2575
Old Fort Bay	Joy Wellman	(418) 379 – 2320
St. Paul's River	Faye Bilodeau	(418) 379 – 2058
Middle Bay	Diana Blanche	(418) 461 – 2401
Brador	Peggy Goudie	(418) 461 – 2959
Lourdes de Blanc Sablon	Darlene Jones	(418) 461 – 2778
Blanc Sablon	Linda Chevalier	(418) 461 – 2807

Note:

- La Romaine does not have a community volunteer leader.
- Due to housing relocation, the Aylmer Sound community volunteer leader has moved to Tête à la Baleine (Janie Cox) and the representative from Mutton Bay do not participate.

QUOTES ON VOLUNTEERISM

- *“A community is like a ship; everyone ought to be prepared to take the helm.”* - Mahatma Gandhi
- *“The best thing to do behind a friend’s back is to pat it!”* - Ruth Loudermilk Brillhart
- *“Make yourself necessary to someone.”* - Ralph Waldo Emerson
- *“Leadership is action, not position.”* - Donald H. McGannon
- *“Nothing’s stronger than the heart of a volunteer.”* - Unknown
- *“Be informed. Be involved. Make a difference.”* - Unknown
- *“Real leaders are ordinary people with extraordinary determination.”* - Unknown
- *“Enthusiasm is contagious. Start an epidemic.”* - Don Ward
- *“You must be the change you wish to see in the world.”* - Mahatma Gandhi
- *“You make a living by what you get. You make a life by what you give.”* - Winston Churchill
- *“Bear in mind that children of all ages have one thing in common – they close their eyes to advice and open their eyes to example.”* - Unknown
- *“It is in giving of oneself that one receives.”* - St. Francis of Assisi
- *“There is no greater commitment than when people give of themselves. Volunteer activity is the ultimate demonstration of caring.”* - John W. Amerman
- *“No act of kindness, no matter how small, is ever wasted.”* - Aesop
- *“What we learn to do, we learn by doing.”* - Aristotle
- *“The fool wonders, the wise man asks.”* - Benjamin Disraeli
- *“If you want to lift yourself up, lift up someone else.”* - Booker T. Washington

- *“Volunteers are the glue that holds our communities together. Volunteer Resource Managers are the professionals who know where and how to apply that glue.”* - Unknown
- *“Volunteers are not paid because they are worthless, but because they are priceless.”* - Anonymous
- *“Leadership is practiced not so much in words as in attitude and in actions.”* - Harold S. Geneen
- *“There is no limit to what can be accomplished if it doesn’t matter who gets the credit.”* - Ralph Waldo Emerson
- *Through community volunteerism, young people can gain experiences that build leadership skills – the ability to realize a vision, engage and develop others, and make things happen.”* - Thomas A Page
- *“If there be any truer measure of a person than by what he / she does, it must be by what he / she gives.”* - Robert South
- *“Not only does community service allow each of us to grow personally, it enables us to reach out to others and break through the barriers of traditional stereotypes. Our society can only thrive when we emphasize the importance of serving one another.”* - Anna M. Vacca
- *“Live your life so that your children can tell their children that you not only stood for something wonderful – you acted on it.”* - Dan Zadra

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Total = 13

