

**Connect with the
English-speaking
community...**



NEWCOMERS

YOUTH

MEMBERS

COMMUNITY

EMPLOYERS

Annual Report 2009 - 2010



Voice of English-speaking Québec



Funding for this organization was made available through the support of the Official Language Communities Program with the department of Canadian Heritage, the Citadel Foundation and the Community Health and Social Services Network.



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Voice of English-speaking Québec

**Board of Directors
2009-10**

John Haberlin, President
Helen Walling, 1st Vice President
Denise Giguère, 2nd Vice President
Nectaria Skokos, Corporate Secretary
Brigitte Wellens, Treasurer
Jan Anderson-Toupin, Member-at-Large
Gina Farnell, Member-at-Large

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Stephen Burke	Ann Martell
Stephen Clarke	Santo Mula
Bob Donnelly	Edward Sweeney
Marielle Feenstra	Gale West
Brian A. Garneau	

Staff

Jean-Sébastien J. Gignac, Executive Director
Melanie MacDonald, Newcomers' Coordinator/Administrative Assistant
Shannon Ker, Project Coordinator
Heather McRae, Project Coordinator
Ellie Schneider, Administrative Assistant
Laura Turner, Newcomers' Coordinator
Denise Caughey, Newcomers' Coordinator

Mission Statement

Voice of English-speaking Québec is an autonomous non-profit organization dedicated to the preservation of a dynamic English-speaking community in the Greater Québec Chaudière-Appalaches regions, and to the promotion of its interests.

VEQ has four primary roles:

Act as a hub of information for the community—This entails gathering and clarifying information on the community such as statistical data and needs assessments. It also involves disseminating this information through the proper channels.

This role also allows VEQ to offer information and referral services to members of the community and newcomers. The posting of employment offers on our Job Bank is linked to this role, as is preparing *Community Connection*, our community's directory.

Foster community cohesiveness—This role entails creating opportunities for various segments of the community to gather together whether to simply get to know each other, or because of a desire to work together for a common cause.

This role is expressed through the organization of events such as happy hours, and the 400th Weekend Celebration *Let's Celebrate Together – Fêtons Ensemble*.

Support the development of the community—VEQ acts as a catalyst for the development of new initiatives of benefit to the community. Generally this involves obtaining funding for and managing short-term projects. These projects historically have become self-sustainable, allowing our involvement to become less labour intensive. Employment initiatives fall into this category.

VEQ may also help other organizations to get off the ground. The support given to CEDEC, the ESL Teachers' Network, the Community Centre Network, and the Coalition of Community Volunteers are good examples of this.

Promote the interests of the community—This involves identifying issues of interest to the community, researching and preparing positions and, if necessary, presenting these positions to the proper forums or authorities.

It also involves facilitating debate on issues, as well as the emergence of consensus whenever possible. The work done by the Policy Committee and presentations to the Estates General on the French Language and the Health Commission are examples of this. Our work concerning the saving of DDO School represents our most recent efforts.

President's Message

As I sit here reviewing the results of the last year, I am impressed at how this organization has grown and developed new and innovative approaches to better serve the English-speaking community of the region. This extensive list of activities addresses all four of VEQ's goals: to act as a hub of information for the English-speaking community; to foster community cohesiveness; to support the development of the community; and to promote the interests of the community. These objectives have been the cornerstones of the organization since its inception almost 30 years ago.

I would like to briefly touch on some of the highlights at VEQ from the past year. VEQ, in partnership with CEGEP Champlain - St. Lawrence, Central Quebec School Board, Valcartier Family Centre, Jeffery Hale Community Services, and the Morrin Centre, secured funding for the *Promotion of Bilingualism and Newcomers' Integration Project 2010*.

This is an innovative initiative that links the integration expertise of the City of Quebec with that of the English-speaking community of the Greater Quebec City region. This joint effort promotes and strengthens bilingualism in both the English- and French-speaking communities, and facilitates the integration of English-speaking newcomers. The project's objective is to develop new services that directly respond to newcomers'

needs before and after their arrival. The project is made possible thanks to the financial support of the City of Quebec (\$100,000), and the Citadel Foundation (\$10,000). The Department of Canadian Heritage is also supporting the bilingualism component of this project (\$38,650).



John Haberlin, President

VEQ will also continue to deliver its regular newcomers' program of Finding Your Niche networking and information sessions, individual meetings, and newcomer packages.

We also delivered two youth projects. An art class, offered in partnership with the Jeffery Hale Friends Foundation, where English art classes were held in the creative studio at the Jeffery Hale Pavilion twice a week. Direction was given by seasoned artist Gail Quinn to a full roster each class. A pen pal project was held in partnership with English and French elementary schools. Two classes, one from each

President's Message

school, were matched and letters were exchanged. In both cases these projects, made possible by funding from Canadian Heritage, were well received by the community which resulted in their success.

All these new projects have helped VEQ to become an organization on the *grow* once again. Where we were two in the office last March, we are now six. That's right—VEQ currently has an expanded staff of six: administrative assistant Ellie Schneider, coordinators Heather McRae, Laura Turner, and Denise Caughey, assistant executive director Shannon Ker, and the executive director, Jean-Sébastien Jolin Gignac.

We also lost a valuable staff member to a move. Melanie MacDonald, who was responsible for the newcomers' dossier and office management, left the organization in March but not before leaving her mark by helping many newcomers and hosting five very successful Finding Your Niche events. Her passion for assisting newcomers and ensuring the events were well planned and responsive to newcomers' needs was very obvious. Her contribution to the newcomers' file will not be soon forgotten.

VEQ continued to be a part of the *Leadership Table*. Our representatives met with various political leaders including Mayor Régis Labeaume and provincial

Health and Social Services Minister Dr. Yves Bolduc.

VEQ hosted two very successful happy hours. The holiday happy hour was hosted December 3 at the Morrin Centre. What a great event! It had over 120 individuals and partners including an international bestselling author, Edward Rutherford, and Mayor Régis Labeaume. The second gathering was hosted March 19 at the Cage aux Sports. Again, we had a great turnout with more than 80 people.

VEQ continued to offer free transportation to community events, and work with the local high schools to coordinate guest speakers. We also were involved with the Quebec City Chamber of Commerce's Multilingual Committee, along with many other community groups.

After reviewing our success over the past year I realize all the work that goes into every project and activity. Luckily we have a dynamic and innovative executive director as well as a strong and motivated staff to ensure everything gets done and gets done well.

I look forward to the challenges and successes the next year will bring!

Warm regards,

John Haberlin
VEQ President

Executive Director's Report

As I review what was accomplished in the past year and look ahead to what will come in the next, I feel a great deal of satisfaction and anticipation. We really have been an organization on the *grow*, having started the year with only two staff members then ending the year with six full-time employees.

As the executive director I understand the importance of a strong and motivated team, and I am very proud to say that is exactly what you will find here at VEQ. Our team was back to three with the return of Shannon Ker in October after her maternity leave. She has since been promoted to assistant executive director. Heather McRae then joined the team as a project coordinator after we received confirmation for two youth projects. We were up to four until we unfortunately received word that Melanie MacDonald would be leaving us. The silver lining came when Ellie Schneider was hired to replace her as administrative assistant. We received more good news when the funding for the Promotion of Bilingualism and Newcomers Integration was confirmed by three funders: The City of Quebec, The Citadel Foundation, and Canadian Heritage. This allowed us to hire Denise Caughey and Laura Turner as Newcomers Coordinators. Six staff!

VEQ was very busy throughout the year, no matter how many staff were in the office. We participated in and hosted many community events, which is at the heart of what



Jean-Sébastien J. Gignac
Executive Director

VEQ is all about. VEQ was involved in the Literacy Day hosted by the Quebec City Reading Council, hosted two great happy hours, and participated in the first St. Patrick's Day parade in over 80 years by handing out candy and balloons to the crowd. We once again hosted five successful Finding Your Niche for Newcomers sessions.

VEQ was also very proactive this year on the employment dossier. Our Job Bank was once again very useful for English-speaking job seekers and for local employers who have a growing need for bilingual resources. Because of this great success we have implemented a pay-for-use system in order to ensure that there are resources available to reinvest into the Job Bank.

VEQ once again held an organizational role in the Multilingual Zone during the 2009 Quebec City *Foire de l'Emploi*. During the event, 275 people had their second language skills evaluated by teachers from the Eastern Québec

Executive Director's Report

Learning Centre, and 650 stopped by to get information about employment services in our region.

VEQ undertook a socio-demographic attributes survey resulting in a clearer picture of our membership, which will ultimately help us determine how we can better serve this group.

On a communications level, we are constantly updating and making our website as user-friendly and relevant as possible. The content is constantly being updated based on use. New sections and features are always being added, such as the job notifier, job search tips, a Google translation explanation and link, virtual tours, and a 50+ section. Finally, great efforts are continued to ensure our clientele are up to date and informed through our marketing mix of print ads, electronic messaging, website and radio, as well as word of mouth and through our partners.

I am really excited to start my third year as ED of VEQ and feel most confident in our abilities as a team to keep expanding our services for the benefit of the English-speaking community.

I would like to take this opportunity to say a special thank you to our departing board members who are leaving us after many years of hard work. Thanks to Treasurer Brigitte Wellens, Member-at-Large Gina Farnell, and Board Members Stephen Burke, Ann Martell and Ed Sweeney. Your contribution has been crucial to VEQ's success!

And another special thank you to all our volunteers, partners and supporters.

Sincerely,

Jean-Sébastien J. Gignac

Executive Director



Community Outreach

As a community-based organization, it is crucial for VEQ to stay closely connected to the needs and priorities of the local English-speaking community.

In order to do that, VEQ this year organized a vast socio-demographic attributes analysis of our membership. This initiative allows us to maintain a good understanding of the needs and priorities of our linguistic community. We are then able to adapt our services and activities accordingly. More than 150 community members took part in this important program. Thanks to everyone who participated!

We also surveyed more than 100 community partners to better understand their priorities and challenges, and discuss how VEQ can help them reach their objectives in the English-speaking community.

VEQ once again proudly contributed to the 14th Annual Community Christmas Hamper Campaign. The Christmas Hamper Campaign remained a vibrant testimony that a small community can do great things when everyone is aiming at the same objective. VEQ was very happy to offer a contribution through drafting, printing, and helping to distribute this year's publicity material for the campaign. VEQ staff were also extremely proud to volunteer in collecting, preparing, and loading hampers.



Jean-Sébastien J. Gignac , VEQ ED, Bruce Willett, EQLC Director, and high school student volunteering at Christmas hamper headquarters

Finally, VEQ has started the process of producing the new edition of the Community Directory. This practical and useful tool is aimed at providing information about services and activities that are available in English in our region to our linguistic community members. The new Community Directory will be officially released in the fall of 2010 and will once again prove to be a key tool in connecting with the English-speaking community groups, institutions and services providers.

Community Events

VEQ has a mandate to organize community events that bring members of the English-speaking community together to socialize. Throughout this past year, VEQ once again organized and sponsored exciting events in addition to our annual general meeting (AGM).



The AGM was held on May 28, 2009, at the Coin Soleil Room of the Jeffery Hale Hospital. More than 80 people joined us to celebrate another year of success and to express their concerns and priorities directly to the VEQ's board and staff.



VEQ's Holiday Happy Hour was held on December 3, 2009, at the Morrin Centre in the heart of the city. More

than 120 community members, including prominent partners such as Guy Dubois, owner of La Maison Anglaise, Regis Labeaume, Mayor of Quebec City and international bestselling author, Edward Rutherford, were in attendance. Thanks in large part to sponsors, a number of attendees were the lucky recipients of door prizes.

We also organized another successful gathering in March 2010 at la Cage aux Sports, situated in Place Laurier. More than 80 people, including 20 newcomers, ventured out to enjoy our St. Patrick's Day Happy Hour.



Finally, VEQ once again offered free transportation to community activities at 2 different occasions during the year. Dozens of community members participated in the Shannon Irish Concert, and the Shannon Irish Show.

Newcomer Services

The members of the Newcomers' Committee included board members Jan Anderson-Toupin, Nectaria Skokos, Brigitte Wellens, Marielle Feenstra, Debbie Miller and staff members Melanie MacDonald, Denise Caughey and Laura Turner.

The committee's mandate involves:

- Assisting English-speaking newcomers in establishing and integrating themselves and their families into a predominately French-speaking region.
- Assisting newcomers in locating and accessing services in English and helping them to connect with the local English-speaking community.
- Accelerating the integration process of new families and individuals into the region.
- Developing a more vital and dynamic English-speaking community over time.

Successfully integrating English-speaking newcomers is vital to the growth of our community. Every five years, 25% of our region's population is renewed through newcomers. This year, 203 newcomers to the Quebec City region contacted VEQ for services, a 45% increase over the previous year. This does not include the hundreds of phone and email inquiries from individuals contemplating a move to the Quebec City region or simply wanting general information. VEQ distributed

more than 275 newcomer packages with the help of supportive community partners such as Jeffery Hale Community Services in English, Valcartier Family Centre and the various schools and churches of our community.

VEQ once again presented the popular Finding Your Niche for Newcomers (FYN) series. FYN consists of social networking and information sessions free-of-charge. The sessions are designed to assist and support English-speaking newcomers as they adjust to life in the capital region. VEQ organized five FYN sessions:

- Newcomers' Tour of Quebec City (October 09). Fifteen newcomers participated in this bus and walking tour of Quebec City. Participants enjoyed a beautiful day while learning more about Quebec City history.
- VEQ's Holiday Happy Hour (December 09). More than 100 community members and approximately 35 newcomers attended this event which took place at the Morrin Centre. Régis Labeaume, Mayor of Quebec City, and Edward Rutherford, world-renowned author, attended this successful event which was a testament to our community's vitality.

Newcomer Services

- Newcomers' Meet & Greet (January 10). More than 70 newcomers to Quebec City and their guests gathered under one roof on January 28 for an evening of fun and festivities. The annual Meet & Greet allowed newcomers to connect and reconnect in an informal and relaxing atmosphere.



This year, the event was made extra-special with the participation of several newcomers who have home-based businesses, ranging from healthy chocolate to chiropractic care.

- Info Fair (February 10). Fifty-three newcomers participated in this special evening that gave them an opportunity to learn more about employment opportunities, health-related services, French second-language training, teaching English as a second language, practice firms, vocational training, tour guiding, volunteering and higher learning opportunities, thanks to the participation of the following partners:

Emploi Quebec; Jeffery Hale Community Services; FORT Employability Program; Eastern Québec Learning Centre & SARCA; CEGEP Champlain-St. Lawrence - Tour Guide Program; English Second Language Teachers' Network; Quebec City Women's Club; Quebec City Reading Council; APPEAL Quebec; and Toastmasters & Viewpoint



- Winds of Change Workshop (March 2010) - in partnership with Jeffery Hale Community Services, this was a mental health networking event addressing cultural adaptation and encouraging social interaction and feedback. VEQ was pleased to welcome 16 newcomers to this useful workshop.

More than 190 participants in total attended these sessions.

Leadership Table

During the first five months of the year, several Leadership Table members (CEGEP Champlain—St. Lawrence, Morrin Centre, Central Quebec School Board, Jeffery Hale Community Services and VEQ) met five times to develop a community project addressing the promotion of bilingualism and the English-speaking newcomers' integration in the Greater Québec City region. This innovative project, that links the integration expertise of the City of Québec with that of the English-speaking community, was officially submitted in September 2009. In January 2010, the City approved a contribution of \$100,000 for this important initiative that will take place in 2010-2011.



Leadership Table members meeting with Quebec City Mayor Régis Labeaume and Municipal Executive Council member Michelle Morin-Doyle

In October 2009, the Leadership Table met with Mr. Régis Labeaume, Quebec City mayor, and Ms. Michelle Morin-Doyle, who was subsequently elected on the City Municipal Council and appointed on the Executive Municipal Council, to discuss some

important projects affecting the English-speaking community. It was a very useful meeting during which Mayor Labeaume reinforced his desire to work more closely with the English-speaking community.

In December, the Table met with provincial Health and Social Services Minister Dr. Yves Bolduc, in order to maintain provincial government awareness of the English-speaking community and its current issues and challenges.

In January 2010, the Leadership Table had the opportunity to meet with Mr. Daniel Petit, Conservative Deputy of Charlesbourg—Haute-Saint-Charles, to present some important funding issues affecting many English-speaking institutions and organizations.

Finally, in February 2010, eight members of the Leadership Table met with Mr. Justin Trudeau, Liberal Member of Parliament for Papineau, Mr. Denis Dawson, Liberal Senator for Lauzon, and Ms. Anne Gagné, Liberal Candidate. The meeting represented an excellent opportunity to demonstrate that we are indeed a dynamic community that can significantly contribute to the success of the larger community.

Employment Services

VEQ maintains a well-consulted online Job Bank, which can be viewed at www.veq.ca. Employment positions that require English-language skills or bilingualism are posted. The site features both regular and summer employment opportunities available locally.

Over 150 employment positions were posted on the site during the year. Examples of positions featured on our site include:

- Director of Operations and Business Development
- Finance Manager
- Supervisor of Call Centre
- Quality Insurance Analyst
- Elementary Teacher
- Marketing Coordinator
- Nursing Adviser
- Bilingual Secretary

VEQ also continues to work in collaboration with many organizations such as Emploi-Québec, the Quebec City Board of Trade, and Parc Technologique du Québec Métropolitain, through the Quebec City Multilingual Committee and the Community Partner Group, to expand visibility of our organization's employment services.

Once again, VEQ held a leadership role in the Multilingual Zone during the 2010 Quebec City Foire de l'Emploi. VEQ coordinated this valuable initiative that continues to build on the success of the previous four, thanks to the partnership of CeDeC, Central Québec School Board, Eastern Québec Learning

Centre (EQLC), École de langues de l'Université Laval, Emploi-Québec, Quebec City Board of Trade, the Cégep Ste-Foy, and the Valcartier Family Centre.

The success of the Multilingual Zone



was indisputable with more than 325 people having their second language skills evaluated by teachers from the EQLC, and more than 650 stopping by to acquire more information about employment opportunities for English-speakers and bilingual people in the Quebec City region.

Marketing and Communications



Shannon Ker
Assistant
Executive Director

The members of the Marketing and Communications Committee included board members Santo Mula (Chair), Brigitte Wellens, Simon Jacobs, Stephen Clarke, Matthew Anderson, and staff member Shannon Ker. The mandate for the committee is to:

- Aid and support the board of directors, executive director, and the various committees in their mandate, by providing them with the appropriate tools to communicate information on their policies and decisions or events to the members, public groups, or government bodies.
- Make recommendations to the board of directors regarding any communications issues.

Brand Signature

Last year a brand signature was developed and implemented. This is the five coloured blocks in a horizontal arrangement that is found on most of VEQ's marketing products. It was added to advance the VEQ brand. Each block represents one of VEQ's serviced markets and each block has an assigned color which has been carried throughout marketing tools

directed toward that target market. Red represents Newcomers. Yellow represents Youth. Green represents Membership. Purple represents Community and Seniors. Blue represents Employers. The signature has helped provide a quick glance reference to our target markets to determine which of our materials are directed to them.

VEQ Website

VEQ's website has seen an enormous increase in traffic after the new site was launched in February 2009. This success is highlighted by the close to 200% increase in unique visitors to the site when comparing 2008 over 2009, and an increase of 340% in total visits when comparing the same time period. This major growth in web traffic is punctuated by an over 1400% increase in unique visitors when comparing January 2009 to January 2010.

Here at VEQ we are tracking the results and listening to the community. We understand that the website is an important tool to reach out and stay in touch with our community. We can see by the increase in usage that we need to ensure the site stays relevant and up-to-date, growing and changing with the needs of the community.

We have incorporated new features to address these needs. Some of these additions include:

Marketing and Communications

- A reformatted (widened) website to address changing standards
- A job notifier
- A job search tips section
- Hire an Intern information section for employers
- A Google map link on the contact us page to make it easier to locate our office from your departure point
- A photo gallery displaying photos from VEQ and community events
- Instructions and a link to Google translate to help navigate through French information with more ease
- A volunteer section to help community groups and organizations promote their volunteer opportunities
- A Facebook fan page with a link posted on the VEQ website

Membership contact

The email tool, Constant Contact, was again employed this year to contact the community. There was an increase in communications sent to inform the community about VEQ events and community events. Emails that were sent had a higher than industry average open rate. According to Constant Contact, the non-profit industry open rate is approximately 20%, and VEQ emails achieved and surpassed this rate consistently.

New Database

A new database has been developed to replace the Constant Contact system and will be implemented over the next year. This new database and email system will have extra features that are customized to the needs of VEQ. For example, a project tracking section has been added to allow for easy review of projects by all staff. A volunteer section has also been added to our database to help us track and numerate the value of volunteer hours. We have much support from the community through volunteers, and we must account for and recognize these contributions .

VEQ Newsletter

The VEQ newsletter was sent out three times this year, in June 2009, October 2009, and February 2010. Again, this useful tool was provided both electronically and in print copy to all our membership, newcomers and partners. The newsletter was received by an average of 950 people each time and was welcomed with an open rate well above industry average (20%).

Surveys

In addition to the standard follow up surveys to all participants of the newcomer Finding Your Niche events, two separate surveys were sent to the partners we currently have in our database and to the VEQ membership.

Marketing and Communications

- *Partners Survey*

The results from those who responded indicated that partners feel they have an average to strong partnership with VEQ, even though we did not partner on any specific projects with a majority of the respondents in the last year. Most respondents also highlighted that there are currently no service gaps in their organization that VEQ can help fill. However, one partner highlighted an area where VEQ could help: "...(a) way to link volunteers and organizations." This promoted the development and inclusion of the volunteer section on the VEQ website.

- *Membership Survey Invitation*

Out of the 685 invitations sent to our membership with emails, 41.1% opened the email. Of those, 68.3% clicked on the link for the survey. Of the 190 people who opened the survey, 152 filled it out.

Standard member profile

Female

- The majority of respondents of the survey were female (60.5%).
- 55.4% of the female respondents were aged 45+.
- 62.9% live with a spouse/partner and/or children.
- 56.3% of respondents have a bachelor's degree or higher.

- 19.5% of respondents had a gross family income of \$60,000 - \$79,999, and 25 % have a gross family income of more than \$80,000.
- The majority of respondents have been living here for five years or longer (36.9%).
- The Community Directory was rated the most useful of VEQ's services, with the VEQ website and the Job Bank following.

Male

- 39.4% of respondents were male.
- 59.9% of the male respondents were aged 45+.
- 73.2% live with a spouse/partner and/or children.
- 63.2% of respondents have a bachelor's degree or higher.
- A majority of respondents (46.6%) have a gross family income of more than \$80,000.
- The majority of respondents (63.3%) have been living in the Quebec City Region five years or longer.
- The Community Directory was rated the most useful of VEQ's services, with the website and the newcomer package following.

Youth



Heather McRae
Project Coordinator

This year VEQ successfully implemented two youth initiatives; an Arts and Culture project, and a Pen Pal/Correspondence project.



Partnering with the Jeffrey Hale Friends' Foundation, VEQ launched a "Learn to Draw and Paint Project" for youth between the ages of 12 and 20, taught by Gail Quinn.

Twice a week students met at the art studio in the Jeffrey Hale Pavilion and pushed their imaginations to the limit. This program offered a safe space for youth to try out different types of painting and drawing in a completely English setting. Supplies and snacks were provided for the students.



The program was a success, with classes filling up quickly. At the end of the session the students had the opportunity to display their work at the annual art showcase *Exposition Révélation 2010*. Special thanks goes to Gail Quinn for all her hard work and guidance.



VEQ, in partnership with Canadian Heritage, has also developed a pen pal project focusing on language and culture exchange between students in grades 4, 5 and 6 in English and French schools in the Quebec City region. Each school exchanged two letters in their own language which helped bridge the English and French youth communities.

Youth

Classroom visits were made to talk with the students and teachers on the successes, challenges, and improvements to the program. The students enjoyed participating in the program and liked learning about other children in the region.

VEQ partnered with Junior Achievers to facilitate Economic for Success in four classes in various schools in the region. Two of our own staff, Shannon Ker and Denise Caughey, were course facilitators at St. Patrick's High School and Dollard-des-Ormeaux School.

Finally, VEQ once again organized two school visits with local employers and hosted its annual Youth Advisory Committee networking meeting.



Treasurer



**Revenue and Expenditure
For the Year Ended March 31, 2010**

	<u>2010</u>	<u>2009</u>
REVENUE		
Government grants	195 619	165 965
Literary and Historical Society of Quebec	-	39 000
Programme d'actions régionales en immigration	-	31 827
CHSSN Community Public Health	12 000	15 000
Gala Tickets (400 th Anniversary)	-	48 485
Sponsorship	-	35 600
Citadel Foundation	-	3 000
Interest	-	286
Other	-	206
	<u>207 619</u>	<u>339 369</u>
EXPENDITURE		
General operations (see schedule)		
Salaries and benefits	125 320	160 316
Honorarium	18 847	14 798
Travel	7 513	12 534
Publicity	14 593	15 256
Operating costs	41 203	159 136
	<u>207 476</u>	<u>362 040</u>
EXCESS OF EXPENDITURE OVER REVENUE FOR YEAR	<u>143</u>	<u>\$ (22 671) \$</u>

*Prepared by Jocelyn Bernier, Comptable Agréé
Auditor's report dated May 19, 2010*



**Unaudited Schedule of Revenue and Expenditure
For the Year Ended March 31, 2010**

	VEQ		Pen Pal Project	Art and Culture Youth Project
	<u>2010</u>	<u>2009</u>	<u>2010</u>	<u>2010</u>
REVENUE	<u>150 965</u>	<u>150 965</u>	<u>20 000</u>	<u>16 000</u>
GENERAL OPERATIONS				
Salaries and benefits	97 061	101 752	6 653	4 660
Honorarium	10 815	8 581	3 772	4 260
Travel	6 056	5 678	340	280
Publicity	10 131	7 649	1 437	1 859
Operating costs	<u>26 902</u>	<u>27 305</u>	<u>7 798</u>	<u>4 941</u>
	<u>150 965</u>	<u>150 965</u>	<u>20 000</u>	<u>16 000</u>
EXCESS OF EXPENDITURE OVER REVENUE (EXPENDITURE OVER REVENUE)	<u>-</u>	<u>-</u>	<u>-</u>	<u>-</u>

*Prepared by Jocelyn Bernier, Comptable Agréé
Auditor's report dated May 19, 2010*



**Unaudited Schedule of Revenue and Expenditure
For the Year Ended March 31, 2010**

We Can Act/ CHSSN	Young Canada Works	Bureau de La Capitale Nationale	400th Anniversary	Fitness 4 all 5/30 Challenge	PARI
<u>2010</u>	<u>2010</u>	<u>2009</u>	<u>2009</u>	<u>2009</u>	<u>2009</u>
12 000	8 654	15 326	126 251	15 000	31 827
8 292	8 654	4 881	26 583	800	26 300
-	-	1 754	4 108	-	355
837	-	2 068	4 446	-	342
1 166	-	-	6 327	-	1 280
1 562	-	7 839	106 242	14 200	3 550
<u>11 857</u>	<u>8 654</u>	<u>16 542</u>	<u>147 706</u>	<u>15 000</u>	<u>31 827</u>
<u>143</u>	<u>-</u>	<u>(1 216)</u>	<u>(21 455)</u>	<u>-</u>	<u>-</u>

*Prepared by Jocelyn Bernier, Comptable Agréé
Auditor's report dated May 19, 2010*



**Balance Sheet
As of March 31, 2010**

	<u>2010</u>	<u>2009</u>
ASSETS		
CURRENT ASSETS		
Cash and cash equivalents	63 572	14 124
Accounts receivable	17 134	26 851
Advance to VEQ Foundation	855	855
	81 561	41 830
CAPITAL ASSETS	6 037	7 397
	87 598 \$	49 227 \$
LIABILITIES		
CURRENT LIABILITIES		
Accounts payable and accrued liabilities	20 660	9 531
Funds for programs in progress	27 009	-
	47 759	9 531
INVESTED IN CAPITAL ASSETS	6 037	7 397
UNEXPENDED REVENUE	33 802	32 299
	39 839	39 696
	87 598 \$	49 227 \$

*Prepared by Jocelyn Bernier, Comptable Agréé
Auditor's report dated May 19, 2010*



**Changes in Net Assets
For the Year Ended March 31, 2010**

	<u>2010</u>	<u>2009</u>
NET ASSETS INVESTED IN CAPITAL ASSETS		
Balance - beginning of year	<u>7 397</u>	<u>6 365</u>
Purchase of capital assets	782	3 344
Depreciation of capital assets	(2 142)	(2 312)
	<u> </u>	<u> </u>
Changes in net assets invested in capital assets for the year	(1 360)	1 032
	<u> </u>	<u> </u>
Balance - end of year	<u>6 037</u>	\$ <u>7 397</u> \$
UNEXPENDED REVENUE		
Balance - beginning of year	32 299	56 002
Excess of expenditure over revenue	143	(22 671)
	<u> </u>	<u> </u>
Changes in net assets invested in capital assets for the year	32 442	33 331
	<u> </u>	<u> </u>
Balance - end of year	<u>33 802</u>	\$ <u>32 299</u> \$

*Prepared by Jocelyn Bernier, Comptable Agréé
Auditor's report dated May 19, 2010*



Voice of English-speaking Québec

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