

Cote des Neiges Black Community Association

2013-2014 Annual Report

Activity and financial report of CDNBCA's programming for 2013-2014



Chairperson' remarks

Hello members, staff and friends,

The 2013-2014 fiscal year has been the first official year under new governance at the Cote des Neiges Black Community Association. That being said, the esteemed predecessors to the role of Executive Director and Chairperson continued to play a vital role with the Association this past year. Mr. Micheal Gittens, the past ED and John Cruikshank, the past Chair of the Association remained as members of the Board of Directors. In addition, we were fortunate to have dedicated past members with us, such as Wendel James and Cynthia Whittle & Despite losing some members throughout the year, our newer members, Bernard Baynes, Zinara MacIntosh and Kevin Kwetang, have been dedicated to ensuring the success and continuity sought this past year.

As a Chair, I have had past experience within my children's school's Governing Boards, Home & Schools and daycare boards. I have also been fortunate to sit on various boards in my corporate experience as an administrator, bookkeeper, and operations manager and currently as a Financial Analyst with the federal government of Canada. Including myself, the people I have previously introduced and the paid staff and volunteers at the BCA are here because, well, simply because, they love you, the community. We are all engaged in finding solutions to long-standing issues and any of the newer issues that affect our community. We are engaged in finding others who share our concern and commitment to our community's success. Far too often, we tend to rely on the word 'they' to express what's holding us back. 'They' needs to become 'WE'. We need to acknowledge that WE ALL have something to offer; and that if WE don't like something –WE have to change it. And if we can't change it, we must change the way we *think* about it to find a solution.

The exercise of the Theory of Change, which you will hear about more in detail shortly, allowed us to shine a light on our clients, our community and ourselves. We have been maintaining excellent service to our members throughout the past 40 years and we are now tasked with bringing things to... (in the words of, Kathy Roach) the Next Level. Although change is sometimes scary, change is inevitable...but the growth that comes with it; that is optional. I would hope that we all see this growth not as optional, but necessary, needed and attainable. And in the words of Mr. Obama, I firmly believe that "Yes, we can".

Enjoy your evening.

Ayanna Alleyne
CDNBCA Chair 2013-2014



Executive Director's remarks

Hello members, friends, and partners of CDNBCA,

This year, I began a great journey. A journey of commitment, a journey of unity, and a journey of action. This journey, in unison with my colleagues and members of the board, we have embarked on the mission to harmonize our hopes and dreams for our community that we have all contributed to in different ways from different places and positions. We have begun planning new ways to continue to link neighbor to neighbor, to create a bond that will actualize and bring to life the famous African proverb that describes a necessary village to raise our children.

The torch bearers that light our journey, the dedicated staff and volunteers, are at the center of our organization's hope to create a bright future for our children and their families. Our partners and funders have supported our efforts to ignite that torch's flame in the hearts of individuals that can help us support our community.

This journey offers the possibility to involve everyone, in real and practical ways. A few hours of your time to lend a helping hand or your knowledge, can change someone's difficult path in life. We simply need to find the time to activate what is natural to us but we seem to have forgotten- our 'We Factor'. This year, for me, is the beginning of culminating the effort and success of the last 40 years to create the fuel to continue our organization's journey. A spark of collective thinking and focused action is all we need to reach our destination- the next level.

Thank you.

Tiffany Callender
Executive Director



Cote des Neiges Black Community Association

Board of Directors 2013-2014

Ayanna Alleyne	Chairperson
John Cruickshank	Vice-chairperson
Wendel James	Secretary
Kevin Kwateng	Treasurer
Raquel Huggins	Member at Large
Cynthia Whittle	Director
Leon Llewellyn	Director
Zinara McIntosh	Director
Michael Gittens	Director
Alicia Lee Hing	Director

Staff members

Tiffany Callender	Executive Director
Aissata Sow	Administrative Coordinator
Jeanette Springer	Accounting administrator
Joyanne Layne	Program support coordinator
Jewel Alleyne	Youth academic program coordinator
Kathy Roach	Community worker (CSSS de Montagne)
June Best	Seniors coordinator
Shawn Browne	Sports and Fitness coordinator
Ezekiel Phillip	Space and facility coordinator
Jerusalem Girma	Entrepreneurship project coordinator
Asha Saint/Erica Jabouin	Entrepreneurship Communication agent



Cote des Neiges Black Community Association

2013-2014 Annual Report

Mission and Vision

Striving for excellence since 1972, our organization's vision and mission is focused on helping Black Canadian families rise above structural inequalities and systemic discrimination. Through our programs and services now more than ever before, we are ready to reaffirm and remember the contribution of Montreal's Black communities to this society and celebrate our identity and heritage. It is time to allow our unique strengths to become louder than our weaknesses and take strategic steps towards better and sustainable futures. It is time to take care of ourselves, support each other and empower our community to overcome the forces that impede individuals to gain fair access to resources and opportunities. Together we can rewrite our legacy.



Our Programs and Services- A Holistic Approach

During the last year the CDN Black Community Association worked on improving our organizational strategies and bridged new community engagement initiatives through networking and collaboration events. Together with our members, founders, and community partners found more and better opportunities to serve our community, identified new strengths and continued to build resilience at individual, family, and community levels. We are proud of our staff, which continues to offer a multitude of programs and services that are specifically designed to address the interdependencies between physical health, mental health, and risk behaviors and attitudes. Our holistic approach seeks to simultaneously tackle the physical, emotional, socio-economic and spiritual aspects of our children, youth, seniors and their families. For example, in order to rise above challenges and thrive, we encourage our children and youth to engage in physical activities, learn about Black values and history, and seek the support of their family and community in difficult situations.



'For Our People-By Our People'

In spring 2013, our organization partnered with of the African-Canadian Development and Prevention Network to conduct focus groups in Cote des Neiges with parents, community workers, and public health service providers to explore the challenges that exist in access prevention services. Our objective was to determine how to increase the use of local services and to find out what services black families needed. In June 2013, we hosted a community gathering to share our findings as the first step in a strategic planning process towards the most desirable and achievable future of Montreal's Black English-speaking community. In collaboration with community and institutional partners, CDNBCA mobilized about 70 people who congregated in a celebration of our history and heritage. In the spirit of our culture we had food, songs and creative self-expression making people feel a greater desire to be more involved in the active co-creation of our future. In the coming years we intend to have other community engagement initiatives and build capacity within a participatory democratic framework. This communal event kicked off our year of service to our community.



Strengthening Black Families

Our programs are becoming more proactive in relation to the identified needs of our community members some of which struggle with lived experience of pervasive racism that results in low expectations, disempowering beliefs, or structural barriers. At CDNBCA, we are keenly aware that the best child development imaginable happens when children and youth grow in a caring family environment. Parents' continuous involvement in the development of children and youth is key to healthy living and academic success. Our Strengthening Black Families Program has completed the second year of a 5-year project funded by Crime Prevention, which is offer in partnership with the African-Canadian Prevention and Development Network. This project has created the opportunity for our organization to extend the expertise we have developed by hosting the program in elementary schools in neighboring areas. This year we worked with families who children attend École des Enfants du Monde in NDG and St-Lawrence Senior Elementary School in LaSalle. This year we introduced a new Parents' Group by the suggestions of mothers who participated in a series of focus



groups we hosted in 2013. Through the *Parents Group* we encourage parents, extended family, and community members to attend our workshops and apply personal development strategies that help them deal with and keep up with the ever-changing needs of family members.

Supporting academic achievement and social skills

At CDNBCA, the goals of the *After-school and Saturday Program* are to stimulate, encourage, and improve academic development through a diversity of after-school educational, physical and cultural activities. We also pay special attention to parent involvement with school-related issues. Our staff strives to increase children's engagement in the learning process by providing assistance with homework, reading assignments, arts and crafts projects, and computer literacy. In the past year we used modern methods that encourage peer-to-peer learning, e-learning, and individual feedback. During the summer break from school, the fun begins at CDNBCA. Our camp provides each summer an amazing opportunity for children between the ages 3 and 12 years old to learn through play. During the seven summer weeks in 2013 *All Star Day Camp* children engaged in a range of creative and performing arts activities, recreational events and physical activities. The camp animators planned effective classes in dance, drama, art and music; and organized special events and field trips



visiting interesting locations (e.g. Planetarium, Pointe-A-Caliere Museum, the Science Centre, etc.). We have a specialized basketball camp that works with youth between the ages of 5-17 years to develop the fundamentals of basketball. The popularity of this sports camp has increase participation by 5% consistently over the last 3 years and attracts youth from different areas in Montreal. The coaching staff places strong emphasis on the importance of physical conditioning as well as sportsmanship on and off the court.

Leadership Development

CDNBCA's leadership programs incorporate a variety of approaches that empower Black children and youth into becoming resilient adults who are ready and eager to become front-runners in all walks of life. *Our Fall/Winter Teen Leadership, Summer Teen Leadership and Pre-teen Leadership Programs* reflect the needs of our Black youth to make a difference in the community and to be recognized for their unique gifts. Our teens participate in numerous activities and events that helped all people involved connect to a higher purpose and strengthen a racial positive regard for self and the Black community in general. It is our belief that the positive experiences of shared values, emotional connection, and interdependence experienced in our programs will help Black youth become advocates for social change and the leaders of our society. In 2013,



we hosted a Black Teen Summit for teens from different areas of Montreal to promote self-esteem, the importance of academic excellence, and civil engagement. The entire event was sponsored by the *Alpha Kappa Alpha Sorority*, the oldest black sorority in the United States that held their international conference in Montreal in July 2013. The sorority offered our organization this gift as recognition of the work and many years of service we offer to the youth in our community.

Promoting Strength, Health, and Well-being

At CDNBCA we believe that regular physical activity and exercise can reduce numerous physical and mental health conditions among the Black community. Ongoing physical activity impacts positively the quality of life; our community members can benefit from improved mental focus, better academic results and a slower ageing process. Targeting seniors, adults, youth and children our programs include a variety of physical activity preferences. In 2013, we had ongoing and very popular programs. They reflect the dedication of our staff which organized and implemented the *Saturday Youth Basketball Program, the Adult and Seniors Fitness Program, the Bill Durnan Arena Weight Room, and the recreational Basketball and Soccer activities.*



Our Living Legacy

Our seniors are the gatekeepers to the oral history and traditions of our community. Their wisdom, values, and ethics creates a depth character that is unmeasurable. We rely on our senior members to analyze situation that arise and to guide our course of action regarding community, political and social affairs. With emphasis on life-long learning, the *Senior Program* provides diverse and stimulating activities with the goal of creating a social and supportive environment. In 2013, seniors had a choice between informative workshops, group discussions, outings, social gatherings and guest speakers. Special events such as the *Christmas Dinner, Seniors Art and Fashion Show* encouraged seniors to get involved with other community members and participate in inter-generational activities. Overall, our *Senior Program* and *Fitness Senior Program* provided opportunities to socialize, form supporting relationships and stay in shape for many years to come.



Black Economic Empowerment

Our organization is continuing to think of strategies that create employment, stimulate economic growth and bring the black and visible minorities into the economic mainstream. Expanding its initial purpose, the Montreal Black Entrepreneurship Conference was replaced in 2014 by the *AFPRO Entrepreneurship, Leadership and Expo*, bringing together a total of 213 entrepreneurs. The event organized by *Ujamaa Initiative for Black Entrepreneurship* in collaboration with other partners (*CHAFRIC, JCCH and REPAF*), showed support for Montreal's Black entrepreneurs and their innovative projects. The vision of Black economic empowerment was perfected with the 4th edition of the 'Pitch The Dream' contest, which is a great venue for aspiring entrepreneurs and small business owners to access business development services. Learning to convert a new idea in a business venture, while discovering the wisdom and strength of committed sponsors and local leaders, helps with our long term vision of revitalizing our community and create new employment opportunities.

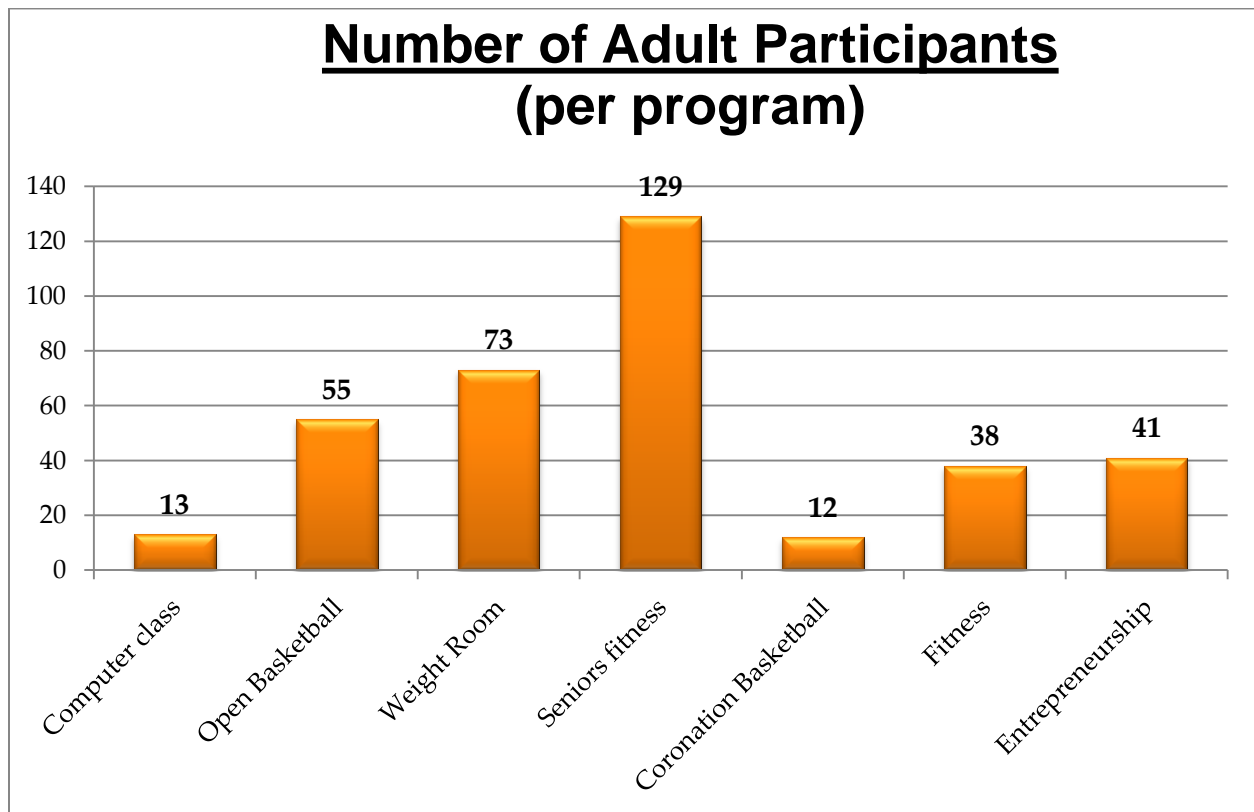
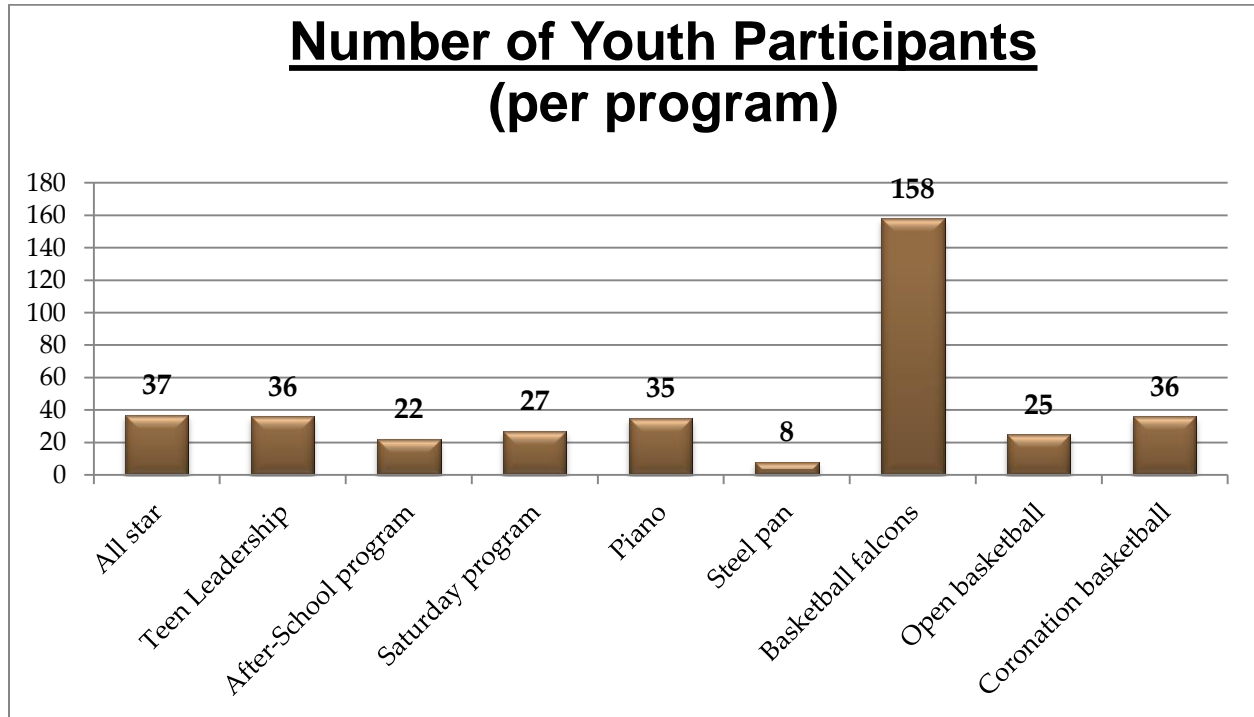


Arts, Culture and Heritage Programs

Our programs promote the expansion and transmission of the Black culture. Our goal is to honor our heritage through music appreciation lessons and teach how to play instruments. The *Piano Program and the Steel Pan* are available for all levels and ages from beginner to advanced offering our participants the opportunity to perform at special events in churches, schools, senior homes or in hospitals.

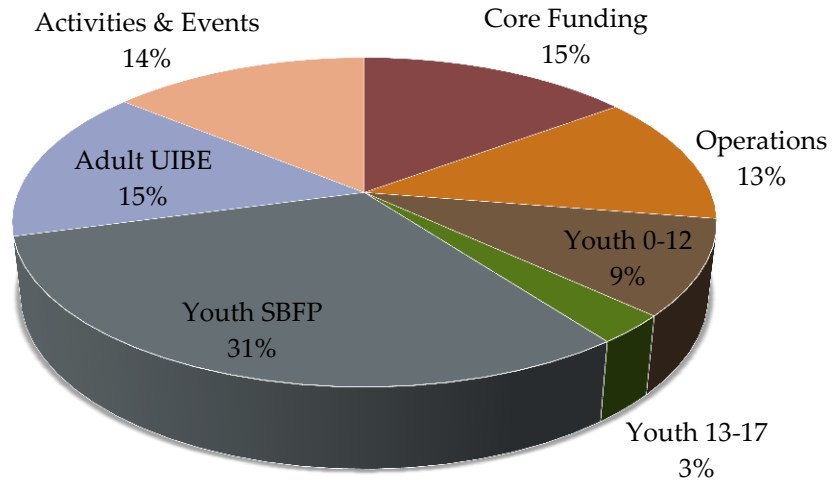


2013-2014 Financial Statistics

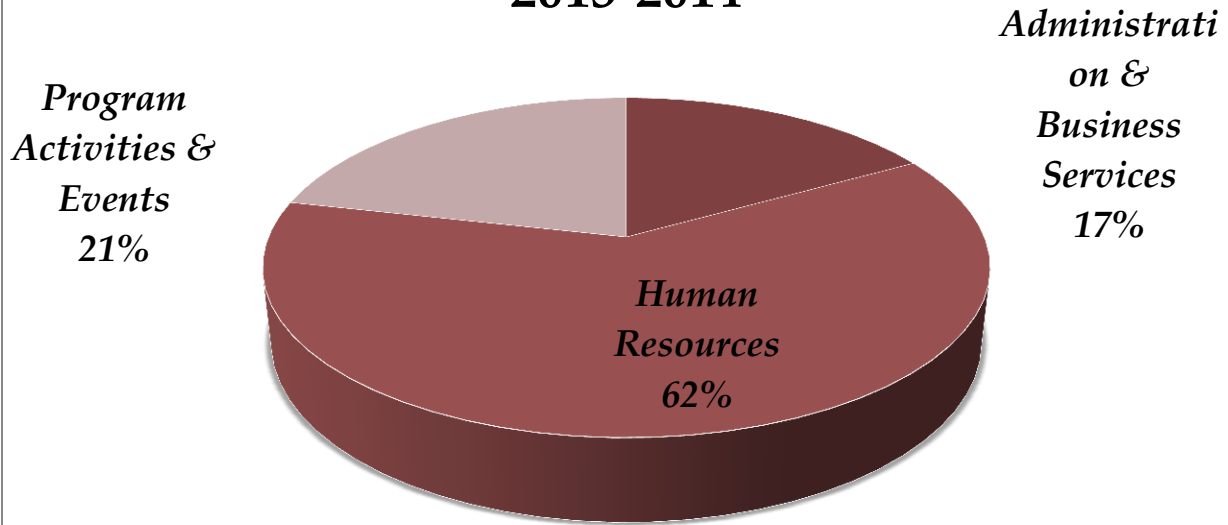




Overall General Revenue Breakdown 2013-2014



General Overall Expense Breakdown 2013-2014





Shifting Gears-The Next Level

In the past, our programs focused on issue-based models of interacting with our members. Although valuable, the deficit approach reinforces the dominant worldview that prevents us from achieving our full potential. Moving away from crisis containment and damage control, we wish for the coming years to be more proactive and more strategic in our programming and community engagement initiatives. Currently, our programs and services reflect a growing transition towards a strengths-based model that builds on our values, culture and heritage. We are in a journey of re-asserting our cultural identity and racial pride, passing on to our children the values and beliefs that paved our way to freedom rising above slavery, abolition, segregation, and the civil rights movement. We are building a new path so that our youth, seniors, children, and their families, feel the power of belonging to a strong Black community. Therefore it is important to acknowledge that our community organization is in the process of shifting gears, identifying and developing new resources, strengthening meaningful and sustainable change, and developing better social networks.



Comprehensive Framework

We acknowledge that our community has diverse, dynamic and complex needs that must be addressed in an all-inclusive manner. The members of our community are faced with low employment rates, limited access health services due to language barriers, and fragmented family dynamics. These circumstances result in many of our children being raised in poverty and likely to spiral into destructive, high risk behavior. In 2013, we started to adopt a comprehensive framework to community programming that position our organization to develop a theory around future change. It is our mission to create a wider spectrum of programs and services that will continue to address the various needs of individuals and their families.

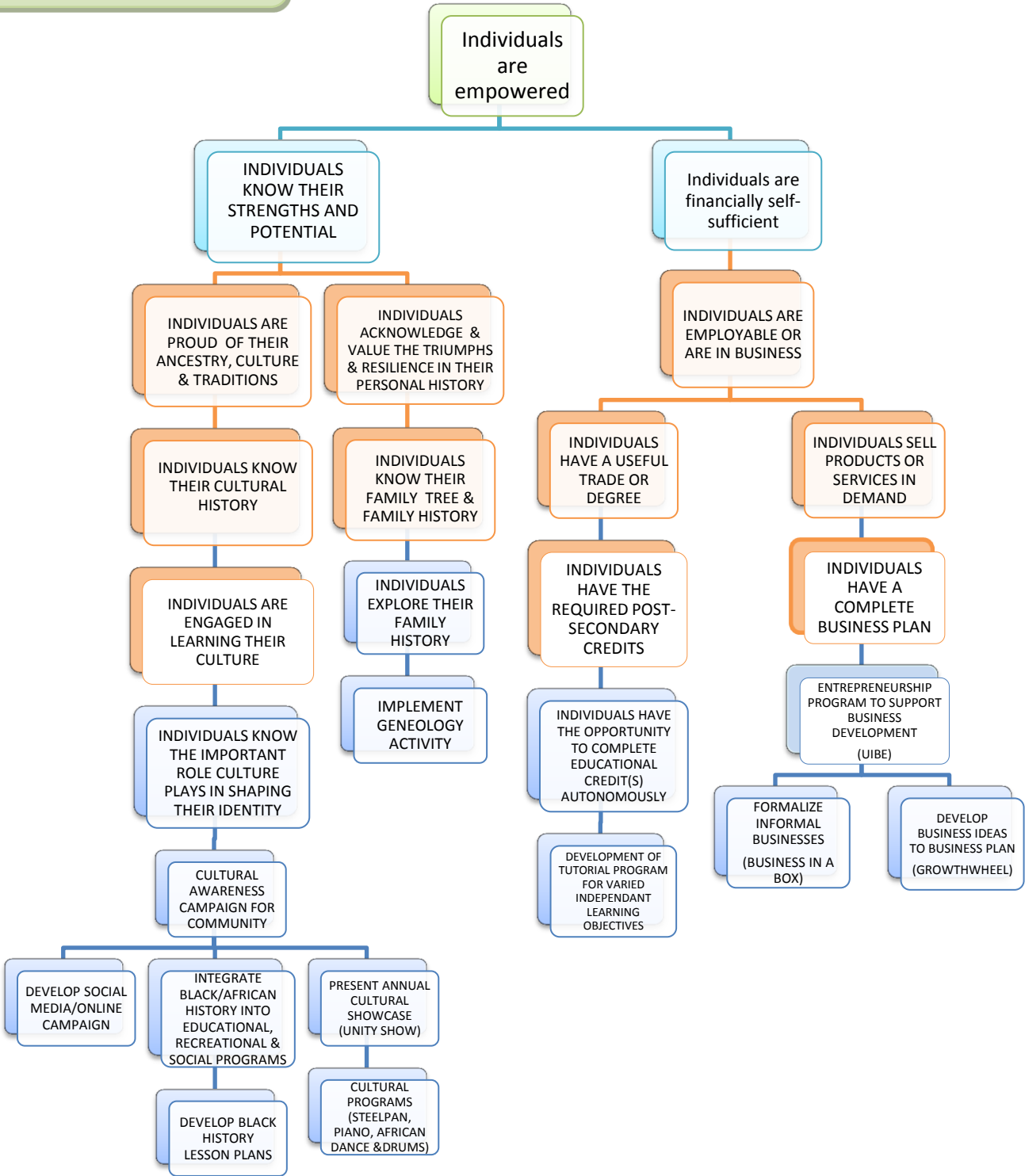
Our vision for change

We envision a Black community that has the abilities to think positively, adapt, and thrive to gain long term success. We want for members of our community to be empowered by their ancestry and cultural heritage. We aspire for individuals to be self-sufficient and confident in their ability to actualize a reality that can create security for themselves and loved ones. We envision happy, healthy black families that act as a



support network for each other and create strong bonds within the community. We see individuals and families living healthy lifestyles by making their physical, mental, and spiritual health a priority. Our process has inspired our organization to focus on beginning creating change for the members of the community by developing strategies in three areas.

**THEORY OF CHANGE
(2013-2014)
LIFESKILLS**



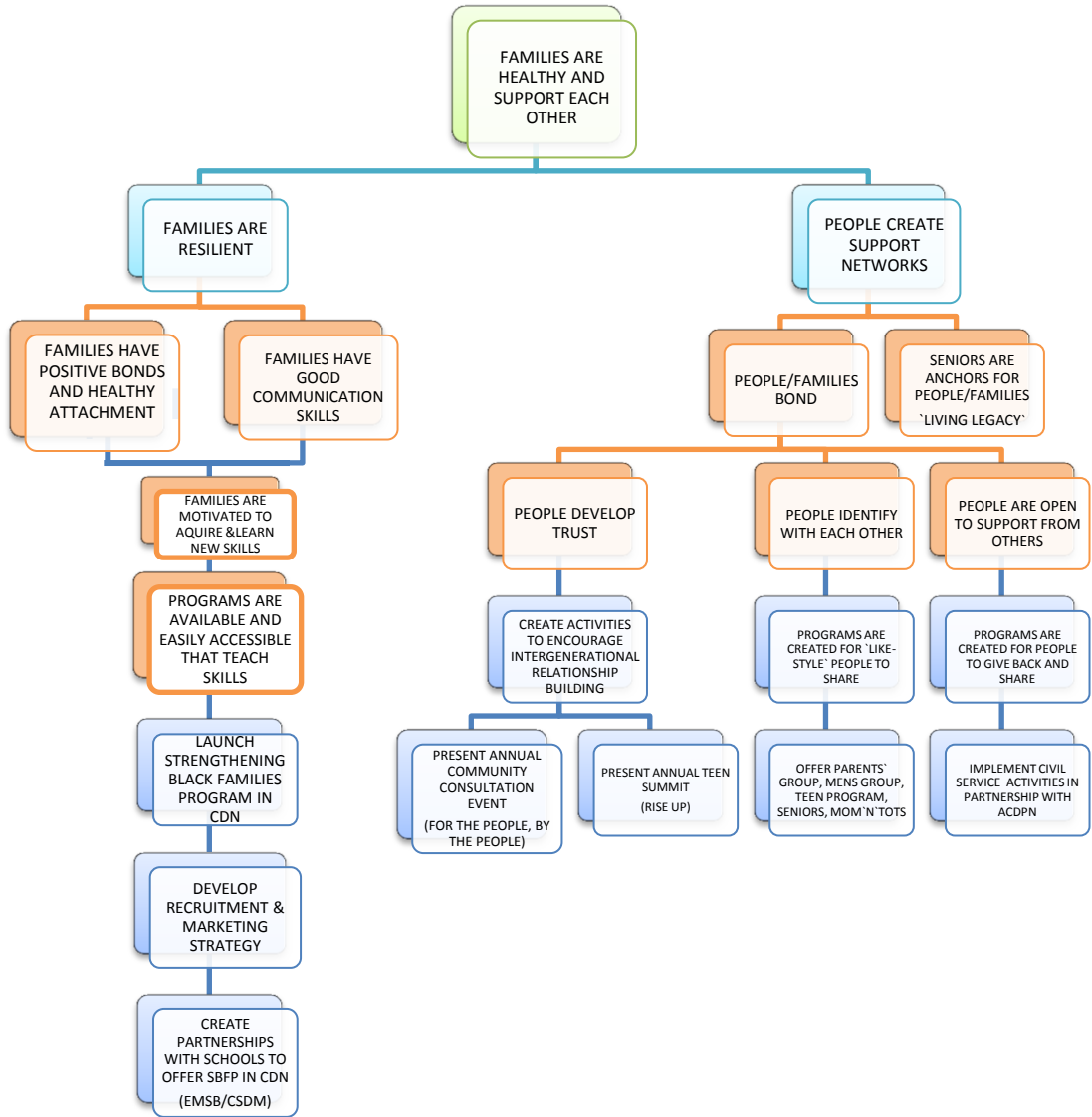
Legend

Green= Long term

Turquoise & orange= Medium term

Blue= Short term

**THEORY OF CHANGE
(2013-2014)
FAMILY STABILITY**



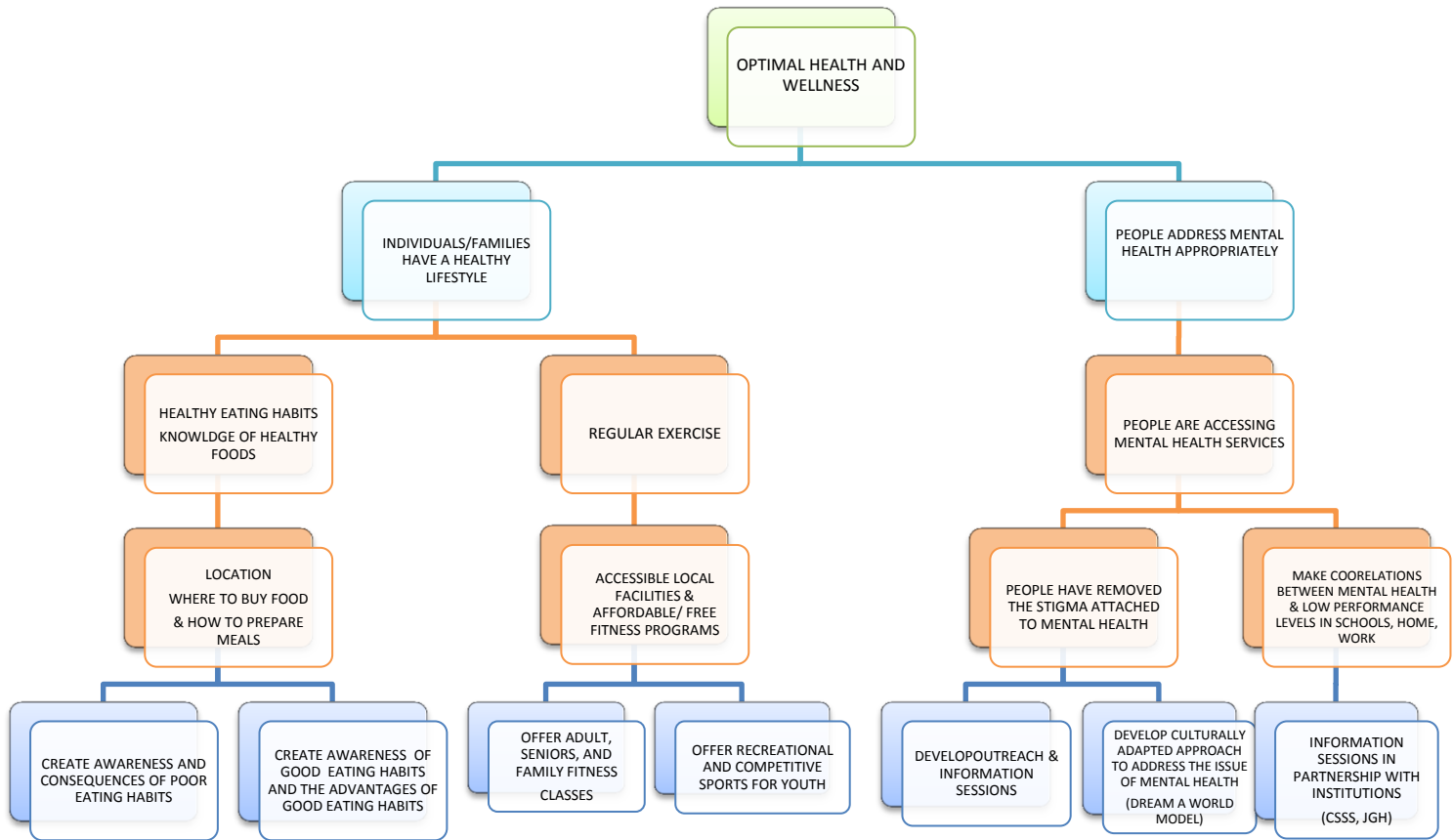
Legend

Green= Long term

Turquoise & orange= Medium term

Blue= Short term

**THEORY OF CHANGE
(2013-2014)
HEALTH AND WELLNESS**

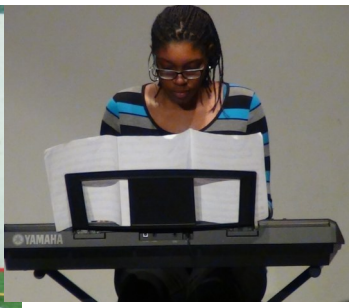


Legend

Green= Long term


Turquoise & orange= Medium term

Blue= Short term






Marketing and Promotional tools



Ujamaa Initiative for Black Entrepreneurship

**SUPPORTING BLACK ENTREPRENEURS
BE WHERE DREAMERS BECOME INNOVATORS!**



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ASSOCIATION DE LA COMMUNAUTÉ NOIRE DE CÔTE-DES-NEIGES INC.

CÔTE-DES-NEIGES BLACK COMMUNITY ASSOCIATION INC.



Striving For Excellence

WWW.CDNBCA.ORG

PITCH THE DREAM

AWARD CEREMONY

Presented by The Ujamaa Initiative for Black Entrepreneurship (U.I.B.E.)
In association with One Full Circle

This special event is the award ceremony for the winners of the annual business pitch competition "Pitch the Dream"

Date: Thursday May 8th 2014
Location: La Plaza Delta (formerly the Delta Centre-Ville) 777 University Montreal, QC H3C 3Z7
Time: 6pm-9pm
Tickets: \$40.00

Sold at: CDNBCA 6999 Côte des Neiges, 2nd floor, Montreal QC H3S 2B8

Keynote Speaker: Dr. Claud Anderson
Info: 514-737-8321 ext. 225



Dr. Claud Anderson is president of PowerMetrics Corporation of America, Inc. PowerMetrics is the package of principles and strategies he developed to explain the concept of race and to offer Black America a guide to become a more economically and politically competitive group.

Dr. Anderson was featured on the sequel of the 2011 critical acclaimed documentary *Hidden Colors 2: The triumph of melanin*




AFPRO 2014
ENTREPRENEURSHIP & LEADERSHIP EXPO

5 avril 2014
April 5th 2014

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Montreal's best bilingual conference and networking event of 2014!

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GUEST SPEAKERS

 NAME: ELIZENDA JEAN-CLAUDE COMPANY: HYDRO QUÉBEC TOPIC: HOW TO MAINTAIN ONGOING CAREER DEVELOPMENT	 NAME: MATHALIE CARRENAO COMPANY: NATIONAL BANK TOPIC: STRATEGIES TO PROPEL YOUR CAREER
 NAME: ALEXANDRE DOIRE COMPANY: SPENCER STUART TOPIC: STRATEGIES TO PROPEL YOUR CAREER	 NAME: MAUDELEINE MYRTHIL COMPANY: YYSI TOPIC: LEGAL ISSUES FOR SMES
 NAME: FRANZ SAINTLETTY COMPANY: ZINC CANADA ZINC TOPIC: GUEST SPEAKER	 NAME: MARIE JOZI COMPANY: FAREN TOPIC: LEGAL ISSUES FOR SMES
 NAME: MEINA GWET COMPANY: NATIONAL BANK TOPIC: FINANCING YOUR BUSINESS	 NAME: JEAN-NOËL NONGA ORIAN COMPANY: FLACTON TOPIC: FINANCING YOUR BUSINESS
 NAME: EARLYN SHARPE COMPANY: EARLYN SHARPE PRACTICES TOPIC: MARKETING YOURSELF	 NAME: MAUDELEINE CHAMPAGNE COMPANY: AGC COMMUNICATIONS TOPIC: THE ART OF COMMUNING
 NAME: BRINO GUGLIEMINETTI COMPANY: JUST FOR LAUGHS TOPIC: DEFINING YOUR BUSINESS THROUGH SOCIAL MEDIA	

CDNBCA Presents

UNITY TALENT SHOWCASE



CDNBCA talented young artists along side "Music with Meaning Tour".

Lots of talent and energy brought together to promote Cultural Awareness and Unity!

Saturday, March 29, 2014
@Lavoie Auditorium 6755 rue Lavoie
6:00pm ShowTime

\$5.00 Donation for Adults and Children 5 years and older!
Come out and support our youth!

CDNBCA

URBAN FLAG FOOTBALL

2013 YOUTH TOURNAMENT

SATURDAY NOVEMBER 9th 2013

2890 Dagenais West, Laval.

at Sportxpo of Laval

1PM -4PM

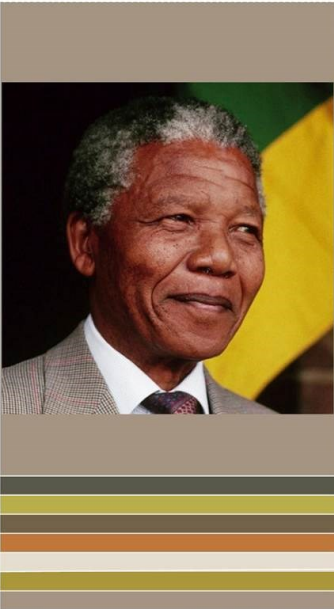
FREE ADMISSION

LIVE DJ, HALF TIME SHOW, CONCESSION STAND, FREE GIVEAWAYS, AND MUCH MORE!!!

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ADRIAN (514) 639-2647



Prof. Irvin Cotler, Member of Parliament for Mount Royal, recently returned from South Africa, will address the community on

Remembering Nelson Mandela: Lessons For Us All

Evening of tribute and celebration in collaboration with the Cote-des-Neiges Black Community Association and community partners

Invited presenters:

High Commission of South Africa to Canada

Tiffany Callender, CDNBCA

Reverend Darryl Gray

Rabbi Chaim Steinmetz

West-Can Folk Dance

and other special guests

ALL ARE WELCOME

DECEMBER 18 2013

Ruby Foo's Hotel

7655 Décarie Blvd. corner Paré

FREE PARKING

7:30PM



The Cote-des-Neiges Black Community invites you

MEET THE CANDIDATES

For CDN/Mont Royal Riding

Hear their platforms, and voice your concerns



Alex Tyrrell
Green Party



Pierre Arcand
Member for Mont-Royal
Quebec Liberal Party



Audrey Beauséjour
Member for Mont-Royal
Parti Québécois

When: Wednesday, April 2, 2014
Where: CDNBCA, 6999 Cote-des-Neiges 1st floor
Time: 7:00pm

For more information
Call (514) 737-8321

Pre-teen & Teen Leadership Camp

2013

leadership training

team building

UNITY

is
Vision

camping

self-esteem

drama

social issues

youth exchange

entrepreneurship



Date: June 25th 2013 to August 9th 2013

Time: 10:00am-4:00pm

Location: 4988 Vezeina (Bill Durnan Arena)

For more information call: (514) 737-8321 / (514) 232-4446

Association de la communauté noire de Côte-des-Neiges Inc. Commandité par: Ville de Montréal

Summer Day Camp Programs

June 25th, 2014 - August 8th, 2014

REGISTER NOW

AGES 3-12 ALL STAR DAY CAMP
7 week day camp offers your child the opportunity to learn various arts in a fun and exciting way.

- WEEKLY TRIPS
- SWIMMING
- SPORTS
- DANCE
- DRAMA
- MUSIC
- ART

AGES 8-17 FALCON'S BASKETBALL CAMP
Directed by Shawn Browne our six-week basketball camp gives attention to the fundamentals of basketball.

- BALL HANDLING
- OFFENCE AND DEFENCE TRAINING
- PASSING
- OFFENCE, WITH & WITHOUT BALL
- SHOOTING
- REBOUNDING
- PHYSICAL CONDITIONING

AGES 13-17 YOUTH AND TEEN LEADERSHIP SUMMER PROGRAM
Coordinated by Kathy Roach, this program explores relevant topics particular to teens including:

- WORKSHOPS
- DRUG AND ALCOHOL PREVENTION
- SEXUALITY
- CREATIVE EXPRESSION
- OUTINGS
- SWIMMING
- CAMPING AND MORE!

At Lavoie School From 9:00am to 3:00pm
At Bill Durnan Arena & "NEW" Mandela Chalet From 10:00am to 4:00pm

REGISTER AT: CDNBCA 6999 COTE-DES-NEIGES RD., SUITE #30 514-737-8321 | VISIT WWW.CDNBCA.ORG

Happy Holidays

The CDNBCA invites you to our Christmas Cocktails

Music by DJ Abasi

When: Friday, December 6th, 2013
Where: BCA 6999 Cote-des-Neiges Rd 2nd Floor
Time: 5pm-7pm

PLEASE R.S.V.P BY NOVEMBER 29TH, 2013 Joyanne Layne (514) 737-8321 #223

Come out and celebrate with us!

Cote des Neiges Black Community Association presents

RISE UP

2013 Black Teen Summit

Sponsored by Alpha Kappa Alpha Sorority, Inc.

Thursday July 18th 2013
6767 Cote des Neiges 10AM - 4PM

FREE EVENT!

Youth forum with panelist from local black community and AKA trainers from 'Emerging Young Leaders program'
Guest speakers | Catered lunch | Giveaways | Talent showcase

SO MUCH MORE!!
FREE EVENT!!! Register now, limited spaces!!!
Register by sending your name, age, and cell number to csc@cdnbca.org.
Deadline July 11th 2013
and you will be entered in a draw to win \$50 Future Shop gift card

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CÔTE-DES-NEIGES INC.

CÔTE-DES-NEIGES
BLACK COMMUNITY
ASSOCIATION INC.



Abasi Thomas Janette Alleyne Chantal Browne Earl Sam

Atian Williams Curtis Lewis Shanika Taylor Haughton

Maxwell Adjei

Roen Higgins

June Jack

Bethina Davey

Linda Taylor

Robert John

Nicola Lessey



Andeen Small

Ivy Douglas

Brenton Spence

Alisha Thomas

Kris Bennett

Janelle Williams

Gailene Thomas

Jade Parkinson-Gayle Margaret Cadogan Patricia Lawson

Luisa Razzetti Cody Roach-Griffith Treyvon Johnson

Malica St. John Louise Headley Erma Gordon Thelma Hewitt

Melda Diamond Shauna Roberts Josa Maule Jewel Alleyne

Ryan Sankar Jeanette Springer Irving Conyette

Leslie Greaves Shane Collymore Clinton Thomas Debra Babb

Matthew Harris Burt Simpson Osborne George Fern Davis

For your many years of dedication to our community!

CDNBCA

The CDNBCA would like to congratulate the
Falcons Mini and Novice Basketball Teams
for winning the
Youth Basketball League 2013-2014



GO FALCONS!



Coaches:

Shawn Browne
Osborne George
Clinton Thomas
Shayne Collymoore



PHOTOGRAPHY BY KRIS BENNETT