



Voice of English-speaking Québec

Annual Report
2007 - 2008

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Table of Contents

Board of Directors / Staff	1
Mission Statement	2
President's Message	3
Executive Director's Report	5
Community Events.....	7
Employment Services	8
400 th Anniversary Celebrations.....	9
Leadership Table.....	11
Newcomers	12
Organizational Development.....	14
Youth	15
Treasurer	16
Notes	19



Board of Directors

2007 - 2008

John Klassen, President

Ed Slattery, 1st Vice President

Bill Donnelly, 2nd Vice President

Robert Donnelly, Corporate Secretary

John Haberlin, Treasurer

Job Patstone, Member-at-Large

Teresa Spyksma, Member-at-Large

Joan Beattie

Michael Keane

Stephen Burke

Ann Martell

Gina Farnell

Paul Shay

Denise Giguère

Ed Sweeney

Daniel Gross

Brigitte Wellens



Staff

Helen Walling, Executive Director

Jennifer Alexander, Executive Assistant

Matthew Anderson, Office Assistant

Jan Anderson-Toupin, Newcomers' Facilitator

Maureen Gurrie, Secretarial Support

Jean-Sébastien Jolin Gignac, Assistant Executive Director

Patrick Tomlinson, Project 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 and Chaudière-Appalaches region and to the promotion of its interests.

VEQ has four primary roles:

Act as a hub of information for the community - VEQ gathers and clarifies information on the community including statistical data and needs assessments. It also disseminates this information through the proper channels. VEQ is proud to offer its information and referral services to members of the community and newcomers. Our website, www.veq.qc.ca., which features a well-consulted Job Bank, and the community portal website, www.veqcc.qc.ca, are key information hubs that VEQ helps to maintain. Two other vibrant examples are the *VEQ Community Page* of the *Quebec Chronicle-Telegraph* and of course our *Community Connection* directory.

Foster community cohesiveness - VEQ creates opportunities for various segments of the community to gather together, whether it is simply to get to know one another better, to share common interests, or to work together for a common cause. This role is expressed through the organization of events such as the Laugh It Up Gala, happy hours, and our annual bus service to the Shannon Irish Show.

Support the development of the community - VEQ acts as a catalyst for the development of new initiatives of benefit to the community. Our Youth Advisory Committee and Leadership Table are two examples of VEQ sponsored "think tanks" that have generated fresh approaches to old problems.

Promotes the interests of the community - VEQ identifies issues of interest to the community, researching and preparing positions, and where necessary, presenting these positions to the proper forums or authorities. We also facilitate debate on issues and work for consensus whenever possible. This year VEQ organized to oppose CanWest Global's plan to downsize its television operation in Quebec City by collecting over 500 signatures on a petition for eventual lobbying on this issue. We also continued to actively working to raise the visibility and promote the interests of the local English-speaking community through our interactions with local Anglophone and Francophone organizations involved with youth; in particular Université Laval, the Chambre de commerce, and our contacts with municipal, provincial, and federal officials.

President's Message

Stepping Into the Next Quarter Century

At last year's AGM, held on May 24, 2007, we celebrated 25 years of service to the English-speaking community. In his message, President Robert Donnelly, laid down a challenge to the organization by boldly stating, "At 25 years we're just hitting our stride." I am certain that the following reports will demonstrate our commitment to this promise.

Our 26th year has been, by any standard, a memorable one, for we have achieved success on a number of fronts. In addition to the usual items on our yearly agenda: youth, newcomers, the Leadership Table, and community get togethers, VEQ also participated in a Minority Language Vitality Study, conducted by the Office of the Commissioner of Official Languages, played a leadership role in the 2008 Quebec City *Foire de l'Emploi*, fought against the cuts at Global TV, updated our website, and, celebrated Quebec City's 400th anniversary by hosting a number of special events on the May long weekend that culminated with the hugely successful VEQ Gala.

This year, mainly through the efforts of Jean-Sébastien Jolin Gignac, we secured funding from additional sources. Although our main funder continues to be Canada Heritage, it is through special funding that we are able to carry on much of our work. The bilingual nature of this country is as much a defining

element of who we are as a nation as is our national health care system, or Hockey Night in Canada - with or without the theme song - as we have, again, demonstrated that we make significant contributions to the vitality of this region with very modest support.

As President of VEQ, it has been my privilege to work closely with a most dedicated Board of Directors and staff. This position has given me the opportunity to see how these women and men serve the interests of the English-speaking community, and how much our collective well-being is enhanced through their constant efforts. I applaud them for this.

On a sadder note, we are bidding farewell to Robert (Bob) Donnelly, Daniel Gross, Michael Keane, and Job Patstone - four Board members whose term have come to an end. Most of you will remember Bob, who is now heading the Quebec Community Groups Network, as our tireless, past President. As well, two members of our staff, Helen Walling, our Executive Director for nearly 10 years, and Jennifer Alexander, our trusted Executive Assistant, are also moving on. Jennifer, her husband, a member of Canada's Armed Forces, and their young son, are relocating to Kingston, Ontario, while Helen has taken on a challenging new role as an executive / life coach - consultant. Both of them leave large shoes to fill and we wish them all the best. My observations lead me to conclude that Helen has been

President's Message

responsible, in no small measure, for bringing VEQ to the level of prominence that it enjoys today, and we will miss her professionalism and passionate commitment to her work.

I would also, at this time, like to announce Helen's replacement, Jean-Sébastien Jolin Gignac. Jean-Sébastien's appointment to the position of Executive Director was unanimously approved at a special meeting of the Board, held on June 2, 2008. He is, of course, no newcomer to VEQ, having held the position of Assistant Executive Director prior to his appointment and having been a key strategist on numerous VEQ dossiers. The Board has complete confidence in his commitment to the English-speaking community of the Greater Québec and Chaudière-Appalaches region, as well as his ability to move the organization forward on issues of concern. Congratulations Jean-Sébastien!

All in all, this has been a most remarkable year. In particular, memories of the 400th weekend will remain and serve to remind me of the importance of VEQ to the English-speaking community. Our strength lies in our numbers, and I thank you for being a part of this vital organization and for supporting our initiatives.



John Klassen
President

Executive Director's Report

Once again it has been an amazing year for VEQ and the English-speaking community of our region. We started April with a wonderful event with Graham Fraser, Commissioner of Official Languages, as the guest speaker for our *Quebec City Way* event, organized with the Leadership Table. This special event's main objective was to showcase the very special way in which our community works.

The Leadership Table also met with the new Mayor of Quebec City, Régis Labeaume, as well as with representatives from Josée Verner's office and with Philippe Couillard, Minister of Health and Social Services and responsible for our region, to sensitize the government officials on the importance of our community. These sessions were organized by VEQ and due to their success, additional support and funding were provided to VEQ.

In May, VEQ concluded its 25th anniversary celebration with a special AGM, at the Hotel Plaza, where 170 members were treated to a special video presentation highlighting the past 25 years.

This year has seen important staff and volunteer changes at VEQ. In August, I announced my departure to the Board of Directors effective May 2008, after the 400th anniversary celebrations. Jean-Sébastien Jolin Gignac was named Assistant Executive Director in November to assist with various functions. In January, Robert

Donnelly stepped down as President and was replaced by John Klassen. Our Newcomers' Facilitator, Jan Anderson-Toupin, announced that she had found full-time employment and was leaving VEQ, but would remain as a volunteer. And Jennifer Alexander, our very personable and capable Executive Assistant, announced that her husband was being transferred to Kingston in July. There were a lot of changes for the organization to deal with, but through all these transitions, we remained focused and on track with our action plan.

VEQ continued to provide services for newcomers including hosting five "Finding Your Niche" sessions. The Youth Advisory committee continued to meet and two *Bilingual in Québec City...un atout déterminant* information tools for local youth were produced. VEQ hosted two community events in the fall and winter for our members to come out and socialize. We also organized to oppose CanWest Global's plan to downsize its television operation in Quebec City and secured over 500 signatures on a petition for future lobbying on this issue.

Through project funding from Canadian Heritage, we were able to hire a Project Coordinator who organized two organizational development workshops for local community groups.

From November onwards, most of my time was used to support the staff and volunteers in organizing

Executive Director's Report

our amazing 400th weekend celebration - "Let's Celebrate Together". This was a three day weekend of events where we partnered with the various high schools, as well as the local CEGEP to organize an amazing series of events from a meet and greet in old Quebec, to basketball and golf tournaments, to a homecoming weekend for the high school and college, to a community fair on Sunday, and to wrap it up a Gala dinner and dance with entertainer André-Philippe Gagnon. There was an overwhelming turn out for the weekend, people came from across Canada to reconnect and participate, with over 700 people in attendance for the grand finale Sunday night.

Once again all these events and activities could not have been successful if it were not for our amazingly dedicated staff, our incredible volunteers, our generous partners, and the support of our more than 1,100 members and funders who believe in us.

As this is my last annual report, I am a bit saddened to think that I will no longer be working with all these terrific people, but I am very pleased to leave the organization after yet another successful year of so many important accomplishments.

I look forward to hearing about the next successes of VEQ!



Helen Walling
Executive Director



Community Events

VEQ has a mandate to organize community events that bring members of the English-speaking community together to socialize.

This year again, VEQ organized and sponsored a number of exciting events in addition to our annual general meeting (AGM).

The AGM was held on May 24, 2007 at the Plaza Hotel. It was a very special one, as it also served as the venue to celebrate VEQ's 25th anniversary. Over 150 people joined us to celebrate 25 years of serving the English-speaking community of the Greater Québec and Chaudière-Appalaches region. A special video presentation highlighting a quarter of a century of successes was presented and generated a lot of positive reactions from the audience.

VEQ helped to publicize the Laugh It Up Gala, a special evening of fun and laughter at the Imperial Theatre in June 2007, as part of the official Grand Rire festival's program. A special rate was offered to students for the evening that featured an outstanding line-up of Canadian comedians such as Christopher Hall, François Massicotte, and Mike Ward. Close to 125 members attended this special gala featured in English. VEQ is happy to have provided this rare humorous social event for the English-speaking community.

VEQ also participated in a special community event organized by La Maison Anglaise where well over

1,000 people gathered to celebrate the final book to be released in the Harry Potter series. VEQ was present not only to provide information about our services and the community, but also sponsored a face painting booth for all the Potter maniacs.



**Harry Potter Book Launch
VEQ Organizes Face Painting**

We hosted a fall community gathering in October 2007, at the Cage aux Sports, situated in Place Laurier. More than 75 people and close to 25 newcomers attended this successful community event. We received many positive comments and requests to continue to organize more special events to permit English-speakers to gather and socialize.

Finally, in February 2008, we hosted a Carnival celebration at St. Patrick's Irish Pub located in the old city. Over 80 people and approximately 20 newcomers ventured out to enjoy our traditional winter happy hour for the English-speaking community.

Employment Services

VEQ maintains a well-consulted, online Job Bank, which can be viewed at www.veq.qc.ca. Positions requiring strong English skills or bilingualism are posted here. The site features both regular and summer employment offers available locally. It also provides links to job postings with the federal and provincial public services.

This community service is offered free-of-charge to local employers. Over 195 employment offers were posted on our site in 2007 - 08. A few examples of the interesting positions featured on our site, over the past year, included the following:

- Event Planner
- Legal Counsel
- Sales Coordinator
- Survey Interviewer
- Technical Writer / Research & Development
- Translator
- Web 2.0 Programmer

VEQ also works in collaboration with many organizations such as the Quebec City Board of Trade, the *Jeune Chambre de Commerce de Québec*, the *Parc Technologique du Québec Métropolitain*, and the Community Partner Group to expand visibility of our organization's employment services.

Furthermore, this year VEQ held a leadership role in the Multilingual Zone during the 2008 Quebec City *Foire de l'Emploi*. VEQ coordinated this important and useful initiative

that continued to build on the success of the previous two, thanks to the partnership of the CeDeC, Central Québec School Board (CQSB), Eastern Québec Learning Centre (EQLC), *École de langues de l'Université Laval*, *Emploi-Québec*, Quebec City Board of Trade, Quebec Chronicle-Telegraph, and the Valcartier Family Centre.



Multilingual Zone

From left to right: Jean-Sébastien J. Gignac (Assistant Executive Director, VEQ), Martin Gougeon (Coordinator, Quebec City Board of Trade), Nicole Carrier (Teacher, EQLC), Sam Hamad (Minister of Employment & Social Solidarity), Bruce Willett (Principal, EQLC & Director of Adult & Vocational Education, CQSB), and Shelly Gould (Teacher, EQLC)

The success of the Multilingual Zone was once again indisputable with over 350 people having their second language skills evaluated by teachers from the EQLC and hundreds stopping by to get more information about employment opportunities for English-speakers and bilingual people in the Quebec City region. Even Sam Hamad, Minister of Employment and Social Solidarity, had his English evaluated at the zone.

400th Anniversary Celebrations

Meet & Greet

The opening event of the VEQ 400th weekend was a "Meet & Greet" at Les Voûtes du Cavour situated in the Petit Champlain of the old city.

CBC radio decided to broadcast live from the restaurant during the event. Afternoon host, Jacquie Czernin, interviewed several community members and much of the two hour show was dedicated to the activities of VEQ's 400th weekend. VEQ also arranged for local folk duo Bette and Wallet to play background music at the event.

The "Meet & Greet" was the initial point of contact for people returning to Quebec City and was open to newcomers and members of the community as well. A special invitation was also made to students, teachers, and staff of Katimavik High School. Close to 300 people attended the event. Many participants were coming to Quebec City from distant parts of the country in order to attend one of the many school reunions that weekend.

Community Festival

On May 18 from 1 to 4 p.m., VEQ hosted a Community Festival at the Ursulines School in the old city. The festival encompassed a number of activities inside and on the grounds, as well as on four satellite sites - Cathedral of the Holy Trinity, Chalmers-Wesley United Church, Morrin Centre, and St. Andrew's Presbyterian Church. Though the number of participants is difficult to gauge, a rough estimate pegs the

total number of participants close to 600.

The Community Festival was planned, organized, and managed by VEQ staff and a special 400th Planning Committee comprised of Stephen Burke, Robert Donnelly, Dan Gross, John Klassen, and Brigitte Wellens.

The festival offered a varied assortment of activities. The main site's aim was to entertain the young members of our community. Three inflatable games were onsite, several local basketball coaches conducted clinics in the school's gymnasiums, the 78th Fraser Highlanders showed off their guns, and clowns and face painters entertained people as they walked between activities. A scavenger hunt was organized to encourage visiting the satellite sites. Participants were asked to find answers to questions at the various sites to win prizes.



Families enjoying the inflatable games.

A key component of the community festival was the showcasing of over 20 community groups. The satellite sites also opened their doors to the public and provided tours.

400th Anniversary Celebrations

Youth Committee

The Sunday afternoon event, which included a scavenger hunt and basketball clinics, was organized by the 400th Youth Committee comprised of students from St. Patrick's and Québec High Schools.

The youth helped to make the 400th weekend a success in many ways including designing a birthday card that was signed by students from all three local high schools, organizing film shoots with students for the VEQ video presentation, and communicating the details of the event to their peers. The student members of the committee also acted as youth ambassadors at the VEQ Gala. They greeted guests, collected signatures on the birthday cards, and presented the cards to the Mayor of Quebec City.

VEQ's 400th Gala

To conclude the weekend celebrations, VEQ organized a Gala dinner, show, and dance on the evening of Sunday, May 18, at the Convention Centre to celebrate the important contribution of the English-speaking community to the history and development of our beautiful city.

700 community members participated in this unforgettable night that featured speeches from Quebec City's Mayor Régis Labeaume, Canada's Auditor General Sheila Fraser, David Blair from the *Société du 400^e anniversaire de Québec*, and VEQ's President John Klassen. VEQ also released a delightful video presentation on community spirit during the evening. Very appreciated by the many guests, this video presentation was made possible thanks to the important contribution of nearly 50 community members who shared with us priceless photographs, texts, and videos.

The Gala continued with a special performance by star comedian André-Philippe Gagnon. The Quebec entertainer had guests laughing and singing for close to 90 minutes with some new material, as well as some of his classic numbers.

The evening concluded with over three hours of dancing that saw some of the key leaders from our local English community presenting their best dance moves.



Community members, along with Quebec City Mayor Régis Labeaume, meet André Philippe-Gagnon backstage at the VEQ Gala

Leadership Table

The first official event of the Leadership Table this year was the organization of the *Quebec City Way* event, held in April, to showcase the special way that the Quebec City region partners to support and promote the interests of English-speaking Quebecers.

Richard Walling, Director General of Holland Centre, and Jean Robert, Director of CEGEP Champlain - St. Lawrence, shared their experiences in partnering with other institutions, especially French language partners, to develop creative initiatives that support their institutions' objectives. Graham Fraser, Commissioner of Official Languages, was a special guest of honor at the event and shared his views on the Official Languages policy and our community in Quebec City.



**Quebec City Way with guest speaker
Graham Fraser,
Commissioner of Official Languages**

The Leadership Table met again in October to discuss the shared challenges of attracting bilingual employees to our institutions. From there, VEQ submitted a funding application for a project entitled "Targeted Recruitment and

Sustainability Action Plan" with the intent to take the issue from the table and develop a common employment strategy for our region.



**Leadership Table members meeting with
Mayoral candidate Régis Labeaume**

In November, the table met with Régis Labeaume who was running for Mayor of Quebec City and subsequently won the election in December. At this meeting, the members shared their concerns on critical issues and heard Mr. Labeaume's encouraging views on the importance of our community and the support he would extend if he were elected Mayor.

The table's last meeting was in the spring to share priorities and concerns, as well as to get an update on the then upcoming 400th anniversary celebrations.

Newcomers

The Newcomers' Committee is comprised of Jan Anderson-Toupin, Bill Donnelly, Gisèle Giguère, John Klassen (Co-Chair), Teresa Spyksma (Co-Chair), and Brigitte Wellens. The committee's mandate involves:

- Helping English-speakers establish themselves in a predominately French-speaking region.
- Assisting newcomers in locating the services they need in English and helping them connect with the local English-speaking community.
- Accelerating the integration of 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. VEQ has a long time history of reaching out to newcomers. This year, VEQ met one-on-one with over 60 individuals / families who have recently moved to the region and responded to innumerable e-mail and telephone inquiries from Anglophones contemplating relocating to this region. We also distributed hundreds of newcomers' packages with the help of many community partners such as the Jeffery Hale Community Services in English (formerly known as Holland Centre), the *Parc Technologique du*

Québec Métropolitain, and the Valcartier Family Centre.

VEQ also continued the "Finding Your Niche" (FYN) initiative. FYN consists of monthly networking and information sessions free of charge designed to assist and support English-speaking newcomers as they put down roots in the Quebec City region. In addition to the two community happy hours held in October and February, VEQ organized five FYN sessions. The themes for the sessions were as follows:

- Communicating with the Locals (September 2007) - interactive activity to help newcomers understand some colourful French expressions not often taught in the classroom.
- Quebec City Walking Tour / Community Partners Meet & Greet (November 2007) - walking tour of the upper town highlighting the city's sometimes hidden Anglophone heritage followed by a meet and greet with local community groups.



Newcomers arrive at the "Meet & Greet"

Newcomers' Service

- Holiday Social / An English-speaking Newcomers' Guide to *Les Réveillons du Temps des Fêtes* (December 2007) - special activity including cooking a *tourtière* and information about Quebec holiday traditions.
 - Exploring Higher Education Opportunities at Université Laval (January 2008) - presentation of programs, scholarships for Anglophone Quebec students, campus life, etc.
 - Winds of Change Workshop (March 2008) - a mental health networking event emphasizing cultural adaptation and resiliency in collaboration with Jeffery Hale Community Services.
- Newcomers' Service and enable new arrivals to make immediate contact with the English-speaking community.

Over 100 people participated in these sessions with over 89% of the participants indicating that they would recommend these sessions to other newcomers.

VEQ is also actively encouraging the English-speaking community to jump on board and embrace newcomers through our latest initiative - the Newcomers' Registry. This new service allows entry partners and community members a chance to refer newcomers to VEQ. We are taking the initiative to develop and maintain a local single registry service for newly arrived English-speakers in the capital region. The actual form, available online, has been distributed to various entry points within both the English- and French-speaking communities. These partners can help spread the word about VEQ's



Organizational Development

In 2007 - 2008, VEQ organized a series of professional development workshops on the theme of community engagement.

The first workshop, held in November 2007, was led by Tana Paddock of the Centre for Community Organizations. Nearly a dozen community members participated in the three hour workshop.



Participants from our first workshop

In January, VEQ convened a meeting with close to 15 community groups to discuss the possibility of holding a second workshop. It was decided that a workshop on youth engagement, as well as on tax information for non-profit groups, would address pressing needs of the community. Subsequently, VEQ hosted a second professional development workshop at the Community Learning Centre in March 2008. Over 20 people attended the workshop, including several via teleconference from the Gaspésie. Bob McBride and student Edenne Fournier, both from CEGEP Champlain - St. Lawrence, spoke to the issue of inspiring youth in

volunteer activities, and Sandra Carreau from Canada Revenue Agency reviewed many of the idiosyncrasies associated with tax forms for non-profit groups.

Close to 40 community members participated in the professional development workshops. Participants appreciated the opportunity to discuss matters of immediate and concrete relevance and also expressed satisfaction for the social aspect of the events.

Following from a unanimous recommendation made at the professional development meeting, VEQ has agreed to publish an updated edition of the *Volunteer Connection* booklet. This useful guide is an essential link between volunteers and the organizations in need.

Youth

The Youth Committee consists of Nicole Anne Daigle, Bill Donnelly, Robert Donnelly (Chair), Jean-Sébastien Jolin Gignac (staff), Sarah Lefebure, Simon Farnell Morisset, Sherazad Hamidi, Paul Shay, and Ed Sweeney.

The committee's mandate is to foster the growth and vitality of the English-speaking community by increasing youth and community awareness concerning the various employment and educational opportunities for bilingual and qualified people in Quebec City region.

VEQ continued to develop a print and web-based information tool for students, parents, teachers and guidance counsellors presenting employment and educational opportunities for bilingual people in our region. In the last edition, the emphasis was put on educational success stories of young Anglophones and on employment opportunities at the Canada Revenue Agency in our region.

Our Youth Advisory Committee strengthened partnerships with 16 English- and French-speaking stakeholders concerned with youth issues. The success of these meetings was due to the contribution of CEGEP Champlain - St. Lawrence and Université Laval students, representatives from Service Canada, CEGEP Champlain - St. Lawrence, Valcartier Family Centre, Forum Jeunesse de la région de Québec / CRÉ Capitale-Nationale, Université Laval, Emploi-Québec, Groupe Perspective, Jeffery Hale, Eastern Québec Learning Centre, Ville de Québec, Québec / Chaudière-Appalaches CeDeC, and Québec High School.

VEQ is actively involved in numerous committees that are focusing on bilingualism and / or youth like the Quebec City Multilingual Committee, the Community Partners Group, and the CEGEP Champlain - St. Lawrence Business Program Advisory Committee. Our participation in these committees allows us to promote our objective of creating links between local employers and bilingual youth with different partners.

VEQ also continued to support CEGEP Champlain – St. Lawrence's Business Administration Program. Once again, we offered an internship to a student from this program. The purpose is not only to offer a regular internship opportunity, but more importantly the possibility to develop a mentor relationship with an experienced professional.

The poster is titled "Bilingual in Québec City" and "Un atout déterminant". It features a central image of a person standing next to a globe. The text is presented in both English and French. The English text includes: "This information tool is a VEQ youth initiative aimed at providing useful information about regional educational and employment opportunities for English-speaking bilingual youth." and "Studying in the Québec City area has obvious financial advantages. Being so close to home, I am neither a financial burden on my parents nor will I graduate with massive amounts of student debt... effectively going me a clean financial slate when I enter the workforce." The French text includes: "Cet outil d'information est une initiative jeunesse de VEQ, dont l'objectif consiste à donner des informations utiles à propos des opportunités éducatives et professionnelles dans la région aux jeunes anglophones/bilingues." and "Étudier dans la région de Québec offre des avantages financiers évidents. Étudier près de la résidence familiale ne me fait pas un fardeau financier pour mes parents tout en me permettant de terminer mon importante dette d'étude. Je n'aurai donc pas à m'en faire une préoccupation majeure lorsque j'entreprendrai ma carrière." At the bottom, there is a testimonial from Simon Farnell Morisset, a student at Université Laval, and the VEQ logo with the website www.veq.qc.ca.



**Balance Sheet
As of March 31, 2008**

	<u>2008</u>	<u>2007</u>
ASSETS		
CURRENT ASSETS		
Cash and cash equivalents	23 683	31 478
Accounts receivable	50 606	77 620
Advance to VEQ Foundation	855	642
	75 144	109 740
CAPITAL ASSETS (note 3)	6 365	7 023
	81 509 \$	116 763 \$
LIABILITIES		
CURRENT LIABILITIES		
Accounts payable and accrued liabilities	8 638	11 898
Funds for programs in progress (note 4)	10 504	37 154
	19 142	49 052
NET ASSETS		
INVESTED IN CAPITAL ASSETS	6 365	7 023
UNEXPENDED REVENUE	56 002	60 688
	62 367	67 711
	81 509 \$	116 763 \$

Prepared by Jocelyn Bernier, Comptable Agréé



**Changes in Net Assets
For the Year Ended March 31, 2008**

	<u>2008</u>	<u>2007</u>
NET ASSETS INVESTED IN CAPITAL ASSETS		
Balance - beginning of year	<u>7 023</u>	<u>6 772</u>
Purchase of capital assets	1 558	2 503
Depreciation of capital assets	<u>(2 216)</u>	<u>(2 252)</u>
Changes in net assets invested in capital assets for the year	<u>(658)</u>	<u>251</u>
Balance - end of year	<u><u>6 365 \$</u></u>	<u><u>7 023 \$</u></u>
UNEXPENDED REVENUE		
Balance - beginning of year	60 688	57 002
Excess of revenue over expenditure (Expenditure over revenue)	<u>(5 344)</u>	<u>3 937</u>
	55 344	60 939
Changes in net assets invested in capital assets for the year	<u>658</u>	<u>(251)</u>
Balance - end of year	<u><u>56 002 \$</u></u>	<u><u>60 688 \$</u></u>

Prepared by Jocelyn Bernier, Comptable Agréé



**Revenue and Expenditure
For the Year Ended March 31, 2008**

	<u>2008</u>	<u>2007</u>
REVENUE		
Government grants (note 6)	180 265	188 915
Community connections	47 336	-
Fonds Régional d'Investissement Jeunesse	12 000	-
RECEPP (Newcomers)	5 393	7 100
Citadel Foundation	-	10 000
Interest	1 413	262
Other	3 866	1 722
	<u>250 273</u>	<u>207 999</u>
EXPENDITURE		
General operations (see schedule)		
Salaries and benefits	136 519	119 850
Honorarium	23 750	18 044
Travel	6 351	3 613
Publicity	16 723	19 177
Workshop	-	1 000
Operating costs	72 274	42 378
	<u>255 617</u>	<u>204 062</u>
EXCESS OF REVENUE OVER EXPENDITURE (EXPENDITURE OVER REVENUE) FOR YEAR	<u>(5 344) \$</u>	<u>3 937 \$</u>

Prepared by Jocelyn Bernier, Comptable Agréé



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