



41st
ANNUAL GENERAL MEETING

June 29, 2022
6:30 p.m.

Hybrid/Zoom meeting
Québec City, Québec



41st Annual General Meeting

Wednesday, June 29, 2022

Hybrid/Zoom meeting

6:30 p.m.

Agenda

1. Welcome / Call to Order
2. Introduction of Board of Directors and Staff
3. Appointment of Recording Secretary and appointment of Meeting Chair
4. Approval of Agenda
5. Approval of Minutes – September 30, 2021
6. Reports
 - a) President
 - b) Executive Director
 - c) Treasurer
7. Election of Board Members
 - a) Nominations Committee Report
 - b) Presentation and Approval of the slate of candidates
 - c) Presentation of full new Board for 2022-2023
8. Appointment of Auditors
9. Questions / comments
10. Varia
11. Adjournment



**VOICE OF ENGLISH-SPEAKING QUÉBEC
40th ANNUAL GENERAL MEETING**

**Zoom Video Conference– Québec City
Thursday, September 30, 2021 – 5:00 P.M.**

PRESENT: Members of *Voice of English-speaking Québec*
Board of Directors-/Guests

1. WELCOME – CALL TO ORDER

- Ms. Brigitte Wellens welcomed all members and guests to the virtual 40th Annual General Meeting.

Ms. Wellens noted that in accordance with the by-laws, sufficient notice of this meeting had been given. Official notice of the Voice of English-speaking Québec's 2021 Annual General Meeting was:

- E-mailed to the membership on July 16th, September 15th and September 23rd 2021;
- Advertised on VEQ's events page starting September 15th, 2021;
- Advertised on VEQ's Facebook page starting September 15th, 2021.

2. INTRODUCTION OF BOARD OF DIRECTORS AND STAFF

The members of the 2020-2021 Board of Directors were introduced to the assembly:

Executive Committee Members: Hoffman Wolff, President – Brian A. Garneau, Vice-President – Carrie Anna McGinn, Treasurer – Razvan Petre, Corporate Secretary – Warren Thomson, Member-at-Large

Board Members: Ashley Byrne, Joan Chandonnet, Kurt Doyle, Chantal Dubois, Amanda Heath, Marguerite Spik, Ed Sweeney

Ms. Wellens introduced and thanked the VEQ staff, Catherine Baboudjian, Dominique Paddack, Maria Hoyt, Francisca Rojek, Maria Castro, Melissa Wan, and Susanna Tang. Members of the community and our community partners were also thanked for their continued support.

**3. APPOINTMENT OF A RECORDING SECRETARY AND MEETING CHAIR
RESOLUTION 2020-06-18-01**

Be it resolved that Ms. Francisca Rojek be appointed Recording Secretary for the 40th Annual General Meeting.

Be it resolved that Mr. Hoffman Wolff be appointed Meeting Chair for the 40th Annual General Meeting.

MOTION

Moved by Brigitte Wellens

Seconded by Amanda Heath

Carried

4. APPROVAL OF AGENDA

RESOLUTION 2021-09-30-02

Be it resolved that the Agenda for the 40th Annual General Meeting be approved as submitted.

MOTION

Moved by Ashley Byrne

Seconded by Joan Chandonnet

Carried

5. APPROVAL OF MINUTES OF Thursday, June 18, 2020

RESOLUTION 2021-09-30-03

The minutes were sent by e-mail on September 29, 2021 to give enough time for members to peruse them.

Be it resolved that the minutes of the 39th Annual General Meeting held on Thursday, June 18, 2020, be adopted.

MOTION

Moved by Razvan Petre

Seconded by Hoffman Wolff

Carried

6. REPORTS

President

Mr. Hoffman Wolff highlighted the challenging, but good year VEQ has been through with the continued challenges in relation to the COVID-19 pandemic. VEQ has adapted and continues to make a significant impact on the community by effectively creating and carrying out valuable programming, integrating newcomers and serving as the voice of the community at the municipal, provincial and federal levels. Mr. Wolff thanked the Executive Director, Brigitte Wellens and her staff for being adaptable and flexible in the current conditions.

VEQ has maintained important relationships with government officials at all levels, including the provincial Secretariat for Relations with English-Speaking Quebecers. Like many of you, VEQ is concerned with the implications of the provincial government's proposed Bill 96 as they relate to our community, businesses and schooling. VEQ is working with decision-makers to better understand its effects and to make sure our community's voice is heard.

Another important aspect over the last year has been the growth of the Regional Development Network (RDN), of which Brigitte Wellens is the president. RDN, which brings together 14 regional organizations, serves as a united voice in the sector of socio-economic development for English speakers off the island of Montreal and provides governments with a better understanding of the challenges they face.

Further to this, VEQ continues to carry out events and programs for residents of all ages. We have adapted to the current conditions of the pandemic and a lot of these events were held virtually. VEQ recently received funding from Canadian Heritage to produce the "My Quebec City" podcast, which will allow our region's youth to share their stories and experiences of what the realities are of growing up Anglophone.



Additionally, in April, the provincial government confirmed funding for the Enhancing Regional Community Capacity program, which will allow us to improve our services in the northern perimeter of the region (Stoneham, Shannon, Saint-Gabriel-de-Valcartier, and Portneuf), as well as allow VEQ to improve and expand its organizational capacity.

Seniors are also an important component of our programming: in addition to our Seniors Out and About program, Employment and Social Development Canada, as well as the provincial Ministère de la santé et des services sociaux, both funded new initiatives. One to help reduce social isolation and one to bridge the technological gap among seniors in our area, including a tablet lending library and other virtual activities for community members. Finally, we continue to work with local employability service providers from both linguistic communities, to promote and improve access to their services.

VEQ has also continued to serve as our region's "front door" for English speakers who are new to the area. The Newcomers program provides orientation and referrals regarding community and social programs and services in the area. With funding from Canadian Heritage and the Ville de Québec, we offered a range of services to 371 newcomers from 51 different countries, for a total of 2,113 services. 81% of the newcomers we met were met within the first year following their arrival. Over the course of the 2020-21 fiscal year, VEQ organized and carried out 26 Finding your Niche for Newcomers events and info sessions. Additionally, I am extremely pleased that we have been able to resume in-person newcomers' activities this summer, with a walking tour of Old Quebec, a hiking trip, and a ferry ride to Lévis already taking place.

It has been a pleasure serving on VEQ's Board of Directors for the last six years, as well as serving as its president this year. I am consistently impressed by the dedication and resourcefulness of its staff, and I am truly proud to have been part of the organization. Our community is strong, vibrant and supportive, and I have no doubt that this will continue in the years to come.

Mr. Hoffman Wolff was thanked and congratulated for his years of service.

Executive Director

Ms. Brigitte Wellens started her report with thanks to all guests for participating in the virtual AGM again this year and for VEQ's partners for their year-long support. Special thanks went out to our funders for their financial support and without whom it would be impossible to keep improving services for the English-speaking community: Canadian Heritage, the Secretariat for Relations with English-Speaking Québécois, the Government of Québec, La Ville de Québec, Employment and Social Development Canada, The Jeffery Hale Foundation, the Fondation des Premières-Seigneuries and the VEQ Foundation.

Throughout the last fiscal year, VEQ has continued to create links and strengthen partnerships with organizations from both the English and French-speaking communities. A special thank you to the QCRC, APEAL, the Jeffery Hale Community Partners, and the Morrin Centre to name a few. This also included being an active member of the *Table Régionale de Concertation en Immigration de la Capitale-Nationale*, which brings together organizations directly involved with welcoming Newcomers to our region. In addition, VEQ is also part of the *Comité pour le recrutement et la rétention du personnel Bilingue*, which develops strategies and solutions to address recruiting and retaining bilingual employees. These essential partnerships facilitate the establishment of new collaborations between VEQ and organizations in the French-speaking community, and enable us to maximize our ability to continue to provide quality services.



Ms. Wellens highlighted some of VEQ's projects from the 2020-21 fiscal year:

Through funding from the Secretariat for relations with English-speaking Quebecers, VEQ undertook a two and a half year project in the second half of 2018-19 aimed at expanding the territory it serves into the northern perimeter of Québec City. In the last year, 2 virtual focus groups were carried out to evaluate our progress and research community needs. These focus groups brought together voices from Saint-Gabriel-de-Valcartier, Stoneham-et-Tewkesbury, Shannon, and Portneuf. We also collaborated on several community initiatives throughout the year and helped to spread some joy with festive virtual events such as St. Patrick's in March and September and a series of Christmas carols performed by youth from the 2 local schools in the area.

In addition to the expansion of the local outreach, VEQ continued to undertake a project aimed at connecting with local Carrefours jeunesse emploi centers as part of the Enhancing Regional Community Capacity program. This on-going project aims at building awareness around the employment needs of the English-speaking community and to promote services to the English-speaking youth of the Greater Quebec City region.

Through funding from Canadian Heritage, VEQ also undertook an 18 month project in October 2019 aimed at connecting high school students to various post-secondary and career path programs available in the Greater Quebec City Region. Due to the postponement and eventual cancellation of in-person events, we created a podcast series known as The Pathways Podcast featuring interviews with 19 locals talking about their career journeys.

Thanks to funding again from Canadian Heritage, a project called Bilingual Book Club was created to promote linguistic duality and allow participants to practice their second language. Book Club meetings were facilitated and held virtually twice per month for a total of 17 meetings.

Services to seniors continue to be a major focus for VEQ, therefore we continue to be proactive and implanted a number of useful services for the seniors of our community.

Through the regular support of Jeffery Hale Foundation, the Out & About program continued to provide support, however, in a slightly different way. In this year of transformation, our Out & About program, which normally provides seniors with free transportation to a variety of outings throughout the year, became the telephone check-in program. From quick chats to longer conversations, VEQ carried out over 3000 telephone check-ins. We also provided essential support for the scheduling of vaccination appointments, transportation to these appointments and shopping and delivery of groceries. We were able to witness first-hand the impact that we have on our community.

VEQ enlisted the help of a volunteer who agreed to record video capsules that we then shared with seniors via email, on our YouTube channel, and on Facebook. 7 capsules were produced.

Through financial support from Employment and Social Development Canada through the New Horizon's for Seniors Program, we implanted the Active Seniors Project. The initial goal of the Active Seniors project was reducing social isolation through movement. Because of the Covid-19 pandemic, we enlisted the help of an Art Therapist and transformed the project into a wellness art project. 287 art kits were delivered and 40 seniors benefited from the activities of this project.

Lastly, for our seniors, in January 2021 VEQ received funding from the Government of Québec via the Ministère de la Santé et des Services sociaux, under the program Action Aînés Québec (PAAQ). This funding allowed VEQ to purchase 26 tablets and create a tablet lending library. Each tablet is equipped with a data plan enabling seniors who don't have internet to participate. A partnership with Atwater Library and Computer Centre allows us to provide professional tech sessions to help users learn how to use their tablets.



Projects currently underway in 2021

Thanks to funding from Employment Social Development Canada via New Horizons for seniors, VEQ created the Letters for the Soul project linking community members of all ages to share the art of letter writing, poetry and drawing.

The Enhancing Regional Community Capacity project, which is funded by the Secretariat for Relations with English-speaking Quebecers will continue in the next fiscal year. This funding will allow VEQ to increase its organizational capacity and help us build for the future.

VEQ's work with the Carrefour jeunesse-emploi centres will continue and will grow under the employment strategy to also include other employment service providers helping them to better serve the needs of English speakers.

We will also continue to meet the needs of Newcomers, thanks to funding from Canadian Heritage and Ville de Québec. Several outdoor community activities have already taken place over the summer months and a full schedule of info sessions and activities are planned for the rest of the year.

VEQ is part of l'Initiative pour l'inclusion sociale des personnes âgées : un enjeu collectif, launched by l'Institut sur le vieillissement et la participation sociale des aînés de l'Université Laval (IVPSA). It aims to promote the social inclusion of seniors in the Québec metropolitan area and is being carried out thanks to a contribution from Employment Social Development Canada through New Horizons for Seniors and will end in 2025. VEQ is part of a group of 7 organizations who is receiving funding for the next 4 years. VEQ's actions will focus on reducing the digital divide and social participation via the implantation of intergenerational and intra-generational activities.

Through funding from Canadian Heritage, VEQ will get to share the experience of creating a podcast from scratch by leading youth through workshops to support them in creating their own podcasts episodes and content. This 2 year project hopes to foster a sense of belonging and civic pride and to really give our youth a voice to talk about what matters most to them.

Lastly, our Out & About outings have been back and in full swing over the summer with 40 outings to date. To date, there have been 350 people participating in outings to the museums, the aquarium, des Chutes-de-la-Chaudiere, Art Alive and much more.

The pandemic may have transformed things but we have been busy nonetheless and have lots of exciting initiatives coming up. The format of some activities and projects may still need to be modified but we have adapted and continue to think outside the box.

Ms. Wellens concluded by stating she is honored to be the Executive Director of such a great community organization. Every day is a joy to come to work with fantastic partners and staff members, and government officials. Witnessing and hearing about the impact that we have on our community is what gave us the fuel to keep going in an unprecedented year.

Ms. Wellens thanked outgoing board members for their hard work and dedication. Isabel Sullivan, Hoffman Wolff and Warren Thomson.

Treasurer

Ms. Brigitte Wellens presented the Financial Statements to the membership. There was an increase by \$10,000 in revenues in the last fiscal year. And there was an increase in expenses for additional salaries in the amount of \$40,000 in 2021 and an increased amount in rent due to the opening of our new office in Shannon. Some other categories such as Travel and Expenses were not as per usual because there was limited travel happening due to the pandemic. A lot of the travel funds were reallocated to other budget categories. The excessive revenues over expenses of \$26,736 (24,080 of that are funds from the ERCC-CHSSN project that don't belong in our accumulated surplus). The beginning balance of \$135,935 shows that VEQ is in really good financial health. Our liabilities as of March 31, 2021 \$69,141 which is on par or a little lower than last year. Our end of year cash balance was \$147,446. Ms. Wellens went through the breakdown of the projects for 2020-2021: Core has revenues over expenses of \$3869, Job bank revenue \$2238, deficit of \$568 in Bilingual Book Club, \$28 in Active Seniors and \$33 in the Pathways project.

RESOLUTION 2021-09-30-04

Be it resolved that the financial report for year 2020-2021 be accepted by the membership of *Voice of English-speaking Québec* as submitted:

MOTION

Moved by Carrie Anna McGinn

Seconded by Cathy Nolan

Carried

7. Election of board members – Nominations Committee Report

Razvan Petre, Chair of the Nominations Committee, presented the Nominations Committee report: **Background Information:** Board of Directors: The Board Directors of Voice of English-speaking Québec currently includes the following members:

- Brian A. Garneau (second term ending in 2022)
- Carrie Anna McGinn (first term ending in 2021)
- Ed Sweeney (second term ending in 2022)
- Warren Thomson (second term ending in 2021)
- Hoffman Wolff (second term ending in 2021)
- Joan Chandonnet (first term ending in 2022)
- Kurt Doyle (first term ending in 2022)
- Razvan Petre (first term ending in 2022)
- Marguerite Spik (first term ending in 2022)
- Ashley Byrne (first term ending in 2023)
- Amanda Heath (first term ending in 2023)
- Chantal Dubois (first term ending in 2023)

The Nominations Policy adopted in May 2018 by the membership, establishes a process that gives the Nominations Committee the duty to carry out the necessary steps to produce a slate of candidates for approval at the Annual General Meeting.

In fall 2018, the Nominations Committee consulted the VEQ Board of Directors for future needs of the organisation that may require specific expertise or experience. The committee then conducted a gap analysis to determine the criteria for the recruitment of board members



to fill the vacant positions. The criteria set out in our policy that was adopted by the membership in May of 2018 are:

- Gender;
- Expertise / skills;
- Number of years in Quebec City / Province;
- Age;
- Residency.

To achieve its goals, the Board determined that the organization would be well served with expertise or representation in the education sector, individuals aged 18 to 25, and individuals 65 and older. The Nominations Committee also identified gaps according to the other criteria set out.

Earlier this year, one member of the Board resigned, thus leaving three vacant positions on the board. With two Board members' second terms ending in 2021, and one Board member's first term ending in 2021, the number of seats to be filled was determined. The Nominations Committee was then tasked with recruiting candidates to fill the remaining positions on the Board.

A call for nominations was sent out on April 1, 2021 with a deadline for applications of May 14, 2021. Four members expressed their interest. Interviews were conducted by the Nominations Committee between September 16th and 21st. All candidates were contacted with the results and those retained were asked to confirm their desire to be part of a slate to be presented at the Annual General Meeting.

Respectfully submitted:

Razvan Petre, Chair

Helen Walling, Member of the Committee

Chris Ludgate, Member of the Committee

RESOLUTION 2021-09-30-05

Be it resolved that the Nominations Committee Report of 2020-2021 be accepted by the membership of *Voice of English-Speaking Québec* as submitted:

MOTION

Moved by Brian A. Garneau

Seconded by Carrie Anna McGinn

Carried

Following this process, the Nominations Committee selected the following candidates to be part of the slate to be elected to the Board of Directors (Bios are included in Annex)

Carrie-Anna McGinn

Kristy Findlay

Kaley Hall

Maximilienne Machungwa

Aliyeh Rasooli Zadeh



Motion:

That the membership elects the following slate of candidates to the Voice of English-speaking Québec (VEQ) Board for terms beginning in 2021 and ending in 2024:

- Carrie-Anna McGinn (second term beginning in 2021 and ending in 2024)
- Kaley Hall (first term beginning in 2021 and ending in 2024)
- Kristy Findlay (first term beginning in 2021 and ending in 2024)
- Maximilienne Machungwa (first term beginning in 2021 and ending in 2024)
- Aliyeh Rasooli Zadeh (first term beginning in 2021 and ending in 2024)

RESOLUTION 2021-09-30-06

Be it resolved that the Nominations Committee report be accepted by the membership of *Voice of English-speaking Québec* as submitted.

MOTION

Moved by Cathy Nolan

Seconded by Chantal Dubois

Carried

Presentation of Board for 2021 – 2022

Newly elected Board members, along with current Board of Directors:

- 1) Ashley Byrne
- 2) Joan Chandonnet
- 3) Kurt Doyle
- 4) Chantal Dubois
- 5) Kristy Findlay
- 6) Brian A. Garneau
- 7) Kaley Hall
- 8) Amanda Heath
- 9) Maximilienne Machungwa
- 10) Carrie-Anna McGinn
- 11) Razvan Petre
- 12) Aliyeh Rasooli Zadeh
- 13) Marguerite Spik
- 14) Ed Sweeney

The board members of VEQ were congratulated.

Ms. Brigitte Wellens presented the election of members to the nominations committee for a second three year term. The nominations policy that was implemented in 2018 states that nominations committee members can ask for a second 3 year term. Razvan Petre, who is the chair of the Committee and Helen Walling have both agreed to renew a second three year term.

RESOLUTION 2021-09-30-07

Be it resolved that Razvan Petre and Helen Walling's nomination for a 2nd, 3 year term on the Nominations Committee be accepted by the membership of *Voice of English-speaking Québec*

MOTION

Moved by Brian A. Garneau

Seconded by Ashley Byrne

Carried

8. APPOINTMENT OF AUDITORS – 2020-2021

Mr. Hoffman nominated Groupe RDL to be the Auditors for Voice of English-Speaking Québec.

RESOLUTION 2021-09-30-08

Be it resolved that the firm of *Groupe RDL inc, Société de Comptables Professionnels Agréés*, be appointed auditors for Voice of English-speaking Quebec for the 2021-2022 financial year.

MOTION

Moved by Joan Chandonnet

Seconded by Chantal Dubois

Carried

9. QUESTION PERIOD

No questions were asked.

It was requested by Shirley Nadeau that a group picture be taken of those who virtually attended in Voice of English-Speaking Québec's Annual General Meeting.

10. VARIA

No items were discussed under Varia.

11. ADJOURNMENT

There being no further business to attend to, the meeting was then adjourned at 5:51 p.m. which was duly moved by Amanda Heath and seconded by Cathy Nolan.



Brigitte Wellens
Executive Director



Hoffman Wolff
President

VOICE OF ENGLISH- SPEAKING QUÉBEC

● ANNUAL REPORT ●



2021

—
2022

VEQ

QUÉBEC OFFICE

1270, CHEMIN STE-FOY, SUITE 2141
QUÉBEC, QC G1S 2M4

SHANNON OFFICE

438, BOUL. JACQUES-CARTIER, SUITE 206
SHANNON, QC G3S 1N5

ABOUT VOICE OF ENGLISH-SPEAKING QUÉBEC

As an active, non-profit organization that currently has over 4000 members, VEQ has played a vital part in the preservation and development of community life for the English-speaking community for over three decades. Currently, VEQ has active partnerships with over 60 community organizations, institutions, and groups in the area.

Furthermore, VEQ helps individuals participate in community life in the Quebec City region, in both French and English. We welcome newcomers, sponsor community celebrations, research needs, inform citizens, and provide a framework for effective action on behalf of English-speaking people and institutions.

OUR MISSION

The 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 regions and to the promotion of its interests.

OUR GOALS

- Act as a hub of information for the English-speaking Community.
- Foster community cohesiveness.
- Support the development of the community.
- Promote the interests of the community – Advocacy.

A WORD FROM THE PRESIDENT

This past year has been an opportunity to reconnect and to reignite the engagement in services, support and programming that the Voice of English-speaking Québec offers.

With society reopening, VEQ has been at the forefront of ensuring that our members are reminded of the work we do and continue to benefit from the ongoing activities. This year we have also had an opportunity to foster new connections with different levels of government and renew ongoing relationships with key community partners. These relationships are at the very heart of VEQ's mission.

Once again, our Executive Director, Brigitte Wellens, and her incredibly talented team have been at the helm of the ship with dedication, passion and perseverance. Their commitment to the community has proven itself time and time again.

As a result of this commitment, I have had the privilege of witnessing the continual development in excellent and diverse programming for our community.

Our Newcomers Program continues to grow and develop by responding to the needs of individuals and families arriving in our region. This year, 2021-22, we provided support to 640 newcomers hailing from 65 different countries. Along with the direct, individual support we offer, VEQ continues to have a voice at the immigration table and foster positive and productive partnerships with the city and other important community stakeholders.

However, newcomers to the city are not the only community members benefitting

from our services. Through the Job Bank, our partnership with YES Employment + Entrepreneurship, and countless other employment service providers, we continue to support employment and business, and entrepreneurship within the community. Of course, our programming is not all business! Thanks to our satellite location, we are also reaching community members who live in the Northern perimeter of the region, ensuring that our services, programs and activities, reach as many individuals as possible.

Through creative and varied cultural programming, VEQ is working hard to keep our members connected to cultural and leisure activities around the Greater Québec City region. Despite the constantly changing social distancing measures related to COVID, we were able to organise over 60 outings with the Out and About program this year. Another bright point of pride was the creation of the My Québec City podcast. This podcast provides a place of youth community members to develop topics and explore issues based on their interests and their experiences living in Québec.

I have been so proud to sit at the head of the board of directors for the 2021-2022 year. The VEQ staff continue to find new and creative ways to go the extra distance in supporting our community. I am looking forward to seeing what next year brings to the English-speaking community and to the Greater Québec City region.

KRISTY FINDLAY
PRESIDENT

MESSAGE FROM THE EXECUTIVE DIRECTOR

Last year, I began my message saying that 2020 was going to go down in my history book as the year of great resilience. I would categorize this last year, as the year of consolidation.

What we managed to accomplish during the 2021-22 fiscal year, despite the little grey COVID cloud still looming overhead, has been nothing short of extraordinary. Business as usual would have been perfectly acceptable under the circumstances. Instead, we actually increased services and activities, established new partnerships, and opened a community space in Shannon.

The VEQ Newsletter got a makeover and went from 3 publications to 5. The E-Bulletin for Newcomers also went through a transformation. We nearly doubled the number of outings for community members aged 50+, and served 269 more newcomers than last year, an increase of 73%.

We established and strengthened links with 3 regional Carrefour jeunesse-emploi centres and 15 other employment sector organizations, to increase the accessibility of their services to English speakers. We also published weekly #JobTipTuesday Facebook posts highlighting job search resources, workshops and events, helping connect community members to countless networking and employment opportunities.

Through the My Québec City podcast project, we offered workshops to youth, aimed at teaching the rudiments of interviewing, creating and editing a podcast. Then, we provided them with a microphone, literally. Every episode has been so interesting to listen to and there are more on the way. I am

absolutely amazed by our youth.

We maintained our strong partnership with the Jeffery Hale Community Partners (JHCP) and the Jeffery Hale Community Services (JHCS) and continued to collaborate on valuable programs for the English-speaking community such as the Volunteer Income Tax program.

As you can imagine, I did not do this alone. Our accomplishments are a huge team effort. VEQ would be nothing without its volunteer Board of Directors, and the dedicated team of individuals who carry out the various programs, projects and initiatives that benefit the community. I consider myself extremely privileged to work alongside such a great group of collaborators. The team responsible for carrying out VEQ's activities in the 2021-22 fiscal year was composed of the following individuals:

Catherine Baboudjian, Dominique Paddack, Francisca Rojek, Maria Castro, Maria Hoyt, Marwa Ben Gaied, Melissa Wan, and Susanna Tang.

Once again, this year, I end my message with a THANK YOU to VEQ's team, the Board of Directors, our partners, funders, stakeholders and community members. Your continued support is essential to our success.

BRIGITTE WELLENS
EXECUTIVE DIRECTOR

2021-22 ACTIVITY REPORT

COMMUNITY EVENTS

40th Annual General Meeting held on September 30th, 2021

4
virtual game nights in collaboration with MCDC (the South Shore English Network) and the Morrin Centre

COMMUNITY OUTREACH

ST. PATRICK'S

In collaboration with the Quebec Anglophone Heritage Network, the Shannon Catholic Women's League, the Shannon Historical Society and the Saint-Gabriel de Valcartier Historical Committee, VEQ was proud to stream the Commemorative 2017 Shannon Irish Show celebrating the town's 75th anniversary.

1890

people reached

574

reactions, comments and shares

COMMUNITY CHRISTMAS HAMPER CAMPAIGN

VEQ was proud to contribute to the 26th edition of the campaign, by being part of the organizing committee, contributing to printing and distribution of publicity material, as well as organizing fundraising activities.

> 200

families in need received help from the campaign

COMMUNITY VOLUNTEER INCOME TAX PROGRAM

23

tax files were completed

20

hours clocked by our dedicated volunteers

WEBSITE AND SOCIAL MEDIA

9837

Unique visitors to our website

6556

Job Bank Pageviews

FACEBOOK



466

NEW PAGE LIKES AND FOLLOWS

> 24,400

ACCOUNTS REACHED

NEWSLETTERS



5

NEWSLETTERS SENT OUT

> 2400

VIA EMAIL

> 260

VIA MAIL

INSTAGRAM



46

POST CREATED

3549

ACCOUNTS REACHED

50

NEW FOLLOWERS

NEWCOMER E-BULLETINS



21,313

TOTAL EMAILS SENT

17

NEWCOMER E-BULLETINS INFORMING NEWCOMERS OF PANDEMIC UPDATES, CITY ISSUES, AND EVENTS WERE SENT

2021-22 ACTIVITY REPORT

NEWCOMERS

640

Newcomers served

Fun fact! Our newcomers came from **65** different countries this past year.

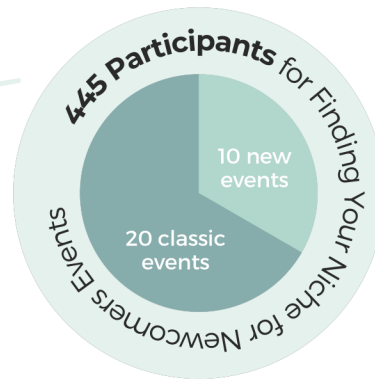
6010

One-on-one services

> 200

Newcomer packages distributed with help from our partners

NEWCOMER EVENTS



15

Individuals benefited from **2** Canada Revenue Agency and Revenu Québec information sessions

24

Individuals participated in employment workshops presented by the FORT Program and the Public Services Commission of Canada

Some of the events organized: walking tours, picnics, Yoga dance sessions, online game nights, interpretive tours, and hikes.

YES EMPLOYMENT + ENTREPRENEURSHIP

- In partnership with VEQ, YES offered **160** sessions to a total of **33** English-speaking entrepreneurs to help them develop and expand their own business, of which **6** were newcomers.

1



two-part LinkedIn workshop offered

The first workshop focused on personal branding and page design. The second was a networking session to review profiles and meet a recruiter from the Central Québec School Board.

- YES facilitated a virtual workshop on transferable skills with Secondary 5 students at Dollard-des-Ormeaux School.

MY QUÉBEC CITY PODCAST

ENGLISH-SPEAKING YOUTH PODCAST SERIES
FACILITATING HANDS-ON WORKSHOPS AND
PROVIDING PODCAST EQUIPMENT AND SOFTWARE.

17

podcast episodes published



23

podcast workshops delivered



182

participants

Students from **4** schools participated in the workshops:

- CEGEP Champlain St. Lawrence,
- Quebec High School,
- Dollard-des-Ormeaux School,
- Eastern Québec Learning Centre.

VEQ partnered with Carrefour jeunesse-emploi Chauveau and the Quebec City Reading Council to deliver podcast workshops at DDO and EQLC respectively.

EMPLOYABILITY

3 + 15

Carrefour
jeunesse-
emploi

Employment
sector
organisations

connections to increase
accessibility to English-
speakers

Update to our list of

+ 200

regional employers with
jobs requiring English-
speaking skills



#JOBTIPTUESDAY

FACEBOOK POSTS HIGHLIGHTING JOB
SEARCH RESOURCES, WORKSHOPS
AND EVENTS

42,341

people reached

2021-22 ACTIVITY REPORT

ENHANCING REGIONAL COMMUNITY CAPACITY

NEW PARTNERSHIPS

- MRC de la Jacques-Cartier
- Municipality of Stoneham-et-Tewkesbury

28

meetings with stakeholders

13

events organised in partnership with local stakeholders

4

focus groups held with community members and stakeholders

RENEWED PARTNERSHIPS

- Municipality of Shannon
- Municipality of St-Gabriel-de-Valcartier
- Dollard-des-Ormeaux School

9

activities organised in collaboration with MCDC

10

meetings between VEQ and MCDC coordinators to exchange good practices and information between employees.



NEW COMMUNITY SPACE

50+ SERVICES

LETTERS FOR THE SOUL



letter-writing kits distributed

ENGAGING IN COMMUNITY

Project created to increase social participation of seniors and diminish the digital divide. One of seven projects chosen to be funded by the Institut sur le vieillissement et la participation sociale des aînés.

In collaboration with the Réseau Poivre et Sel and the Centre d'Appui Réseau-Aînés, VEQ welcomed over **150** participants for a sugar shack experience in Saint-Gabriel-de-Valcartier. A users committee composed of residents of the Northern Perimeter was created, and a survey was distributed via the committee and the project coordinator.

OUT AND ABOUT

Out and About made a comeback this past year, and even expanded services to offer outings to the Northern Perimeter community.

63

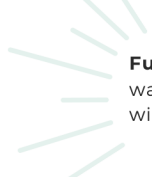
Out & About outings offered

594

Out & About participants

Walking Distance

FEB 2022-MARCH 2022



Fun fact! The coldest walk was at -15°C with a wind chill of -20°C

6

walks organised

20

participants



Tablet Lending

293

participants

37

workshops in partnership with Atwater Library

OUR FUNDERS

Canada



Canadian
Heritage

Patrimoine
canadien

Québec



Secrétariat aux relations
avec les Québécois
d'expression anglaise

Québec



RDN
Regional Development Network
Réseau de Développement Régional



Partenaires
communautaires
Jeffery Hale
Community Partners

Une communauté de soins
A Community of Care



Fondation
VEQ
Foundation

BOARD OF DIRECTORS

Kristy Findlay – *President*
Brian A. Garneau – *Vice-President*
Razvan Petre – *Treasurer*
Amanda Heath – *Corporate Secretary*
Chantal Dubois – *Member-at-large*
Ashley Byrne – *Director*
Joan Chandonnet – *Director*
Kaley Hall – *Director*
Amanda Heath – *Director*
Maximilienne Machungwa – *Director*
Carrie Anna McGinn – *Director*
Aliyeh Rasooli Zadeh – *Director*
Marguerite Spik – *Director*
Ed Sweeney – *Director*

OUR DEDICATED TEAM

Brigitte Wellens – *Executive Director*
Catherine Baboudjian – *Project Coordinator*
Marwa Ben Gaeid – *Student*
Maria Castro – *Newcomers Coordinator*
Maria Hoyt – *Project Coordinator*
Dominique Paddack – *Project Coordinator*
Francisca Rojek – *Administrative Assistant*
Susanna Tang – *Project Coordinator*
Melissa Wan – *Communications Agent*

VOICE OF ENGLISH-SPEAKING QUÉBEC (V.E.Q.)

FINANCIAL STATEMENTS

MARCH 31, 2022

INDEPENDENT AUDITOR'S REPORT

To the Members of
VOICE OF ENGLISH-SPEAKING QUÉBEC (V.E.Q.)

Opinion

We have audited the financial statements of VOICE OF ENGLISH-SPEAKING QUÉBEC (V.E.Q.) (the Organization), which comprise the statement of financial position as at March 31, 2022, and the statements of revenues and expenses, changes in net assets and cash flows for the year then ended, and notes to the financial statements, including a summary of significant accounting policies.

In our opinion, the accompanying financial statements present fairly, in all material respects, the financial position of the Organization as at March 31, 2022, and the results of its operations and its cash flows for the year then ended in accordance with Canadian accounting standards for not-for-profit organizations.

Basis for Opinion

We conducted our audit in accordance with Canadian generally accepted auditing standards. Our responsibilities under those standards are further described in the Auditor's Responsibilities for the Audit of the Financial Statements section of our report. We are independent of the Organization in accordance with the ethical requirements that are relevant to our audit of the financial statements in Canada, and we have fulfilled our other ethical responsibilities in accordance with these requirements. We believe that the audit evidence we have obtained is sufficient and appropriate to provide a basis for our opinion.

Other Matters

Management is responsible for the other information in Appendix 1.

Our opinion on the financial statements does not cover the other information and we do not express any form of assurance conclusion thereon. In connection with our audit of the financial statements, our responsibility is to read the other information and, in doing so, consider whether the other information is materially inconsistent with the financial statements or our knowledge obtained in the audit or otherwise appears to be materially misstated.

If, based on the work we have performed, we conclude that there is a material misstatement of this information, we are required to report that fact. We have nothing to report in this regard.

Responsibilities of the Financial Statements

Management is responsible for the preparation and fair presentation of the financial statements in accordance with Canadian accounting standards for not-for-profit organizations, and for such internal control as management determines is necessary to enable the preparation of financial statements that are free from material misstatement, whether due to fraud or error.

In preparing the financial statements, management is responsible for assessing the Organization's ability to continue as a going concern, disclosing, as applicable, matters related to going concern and using the going concern basis of accounting unless management either intends to liquidate the Organization or to cease operations, or has no realistic alternative but to do so.

Auditor's Responsibilities for the Audit of the Financial Statements

Our objectives are to obtain reasonable assurance about whether the financial statements as a whole are free from material misstatement, whether due to fraud or error, and to issue an auditor's report that includes our opinion. Reasonable assurance is a high level of assurance, but is not a guarantee that an audit conducted in accordance with Canadian generally accepted auditing standards will always detect a material misstatement when it exists. Misstatements can arise from fraud or error and are considered material if, individually or in the aggregate, they could reasonably be expected to influence the economic decisions of users taken on the basis of these financial statements.

As part of an audit in accordance with Canadian generally accepted auditing standards, we exercise professional judgment and maintain professional skepticism throughout the audit. We also:

- Identify and assess the risks of material misstatement of the financial statements, whether due to fraud or error, design and perform audit procedures responsive to those risks, and obtain audit evidence that is sufficient and appropriate to provide a basis for our opinion. The risk of not detecting a material misstatement resulting from fraud is higher than for one resulting from error, as fraud may involve collusion, forgery, intentional omissions, misrepresentations, or the override of internal control.
- Obtain an understanding of internal control relevant to the audit in order to design audit procedures that are appropriate in the circumstances, but not for the purpose of expressing an opinion on the effectiveness of the Organization's internal control.
- Evaluate the appropriateness of accounting policies used and the reasonableness of accounting estimates and related disclosures made by management.
- Conclude on the appropriateness of management's use of the going concern basis of accounting and, based on the audit evidence obtained, whether a material uncertainty exists related to events or conditions that may cast significant doubt on the Organization's ability to continue as a going concern. If we conclude that a material uncertainty exists, we are required to draw attention in our auditor's report to the related disclosures in the financial statements or, if such disclosures are inadequate, to modify our opinion. Our conclusions are based on the audit evidence obtained up to the date of our auditor's report. However, future events or conditions may cause the Organization to cease to continue as a going concern.
- Evaluate the overall presentation, structure and content of the financial statements, including the disclosures, and whether the financial statements represent the underlying transactions and events in a manner that achieves fair presentation.

We communicate with those charged with governance regarding, among other matters, the planned scope and timing of the audit and significant audit findings, including any significant deficiencies in internal control that we identify during our audit.

Groupe RDL Québec inc.¹

Québec
June 29, 2022

¹ By Julie Bilodeau, CPA auditor

VOICE OF ENGLISH-SPEAKING QUÉBEC (V.E.Q.)**Statement of Revenues and Expenses****For the year ended March 31**

	2022	2021
REVENUES		
Grant and contributions agreement		
Federal operating grants	\$ 200,000	\$ 200,000
Provincial operating grants	179,008	86,602
Federal grants and contributions	74,420	91,190
Provincial grants and contributions	167,164	35,975
Charitable sector	28,128	10,524
Unrestricted incomes		
Other revenues	3,308	10,101
	652,028	434,392
EXPENSES		
Salaries and benefits	364,412	304,347
Honorarium	30,687	23,694
Travel and meeting	29,039	6,919
Publicity	14,695	15,014
Operating costs		
Bank charges	335	359
Insurance	3,850	3,811
Office supplies	64,290	48,254
Rent	25,990	21,988
Telephone	4,164	3,814
Depreciation of capital assets	1,453	936
Depreciation of the financial support relating to capital assets	(620)	(1,093)
	538,295	428,043
EXCESS OF REVENUES OVER EXPENSES	\$ 113,733	\$ 6,349

VOICE OF ENGLISH-SPEAKING QUÉBEC (V.E.Q.)**Changes in Net Assets****For the year ended March 31**

		Invested in capital assets	Not assigned	2022 Total	2021 Total
BALANCE, BEGINNING OF YEAR	\$	265	\$ 142,019	\$ 142,284	135,935
Excess of revenues over expenses		(833)	114,566	113,733	6,349
Acquisition of capital assets		16,504	(16,504)	-	-
BALANCE, END OF YEAR	\$	15,936	\$ 240,081	\$ 256,017	142,284

VOICE OF ENGLISH-SPEAKING QUÉBEC (V.E.Q.)**Statement of Financial Position****As at March 31**

	2022	2021
ASSETS		
CURRENT ASSETS		
Cash	\$ 135,825	\$ 147,446
Accounts receivable (note 3)	140,637	84,101
	276,462	231,547
CAPITAL ASSETS (note 4)	17,796	2,745
	\$ 294,258	\$ 234,292
LIABILITIES		
CURRENT LIABILITIES		
Accounts payable (note 5)	\$ 18,114	\$ 40,557
Deferred revenue and contribution (note 6)	18,267	48,971
	36,381	89,528
DEFERRED FINANCIAL SUPPORT RELATING TO CAPITAL ASSETS	1,860	2,480
	38,241	92,008
NET ASSETS		
NET ASSETS NOT ASSIGNED	15,936	265
NETS ASSETS INVESTED IN CAPITAL ASSETS	240,081	142,019
	256,017	142,284
	\$ 294,258	\$ 234,292

On behalf of the Board:

_____, Director

_____, Director

VOICE OF ENGLISH-SPEAKING QUÉBEC (V.E.Q.)**Cash Flows****For the year ended March 31****2022****2021****OPERATING ACTIVITIES**

Excess of revenues over expenses	\$	113,733	\$	6,349
Adjustments for:				
Depreciation of capital assets		1,453		936
Deferred financial support transferred to revenues		(620)		(1,093)
		114,566		6,192
Net change in non-cash items related to operating activities:				
Accounts receivable		(56,536)		1,018
Accounts payable		(22,443)		1,517
Deferred revenue and contribution		(30,704)		15,550
		(109,683)		18,085
		4,883		24,277
INVESTING ACTIVITY				
Acquisition of capital assets		(16,504)		-
INCREASE (DECREASE) IN CASH		(11,621)		24,277
CASH, BEGINNING OF YEAR		147,446		123,169
CASH, END OF YEAR	\$	135,825	\$	147,446

1. ARTICLES OF INCORPORATION

The Organization obtained its certificate of continuance dated on June 27, 2014 and is governed under the Canada Not-For-Profit Corporations Act.

VOICE OF ENGLISH-SPEAKING QUÉBEC (V.E.Q.) is a not-for-profit organization bound by a common concern of strengthening and promoting the well-being, rights and responsibilities of the multiethnic and multi-religious English-speaking community. The working territory of the organization encompasses the 03 and 12 regions of the Province of Quebec.

2. SIGNIFICANT ACCOUNTING POLICIES

The Organization applies the Canadian accounting standards for not-for-profit organizations.

Use of estimates

The preparation of financial statements requires management to make estimates and assumptions that affect the reported amounts of assets and liabilities and the amounts recognized as revenues and expenses for the periods covered. Actual results may differ from these estimates.

Revenue recognition

Contributions

The Organization uses the deferral method of accounting for contributions. Restricted contributions are recognized as revenue in the year in which the related expenses are incurred. Unrestricted contributions are recognized as revenue when received or receivable if the amount to be received can be reasonably estimated and collection is reasonably assured.

Other revenues

The Organization recognizes its other revenues when all significant acts have been completed and collection is reasonably assured.

Financial instruments

Initial measurement

The Organization initially measures its financial assets and liabilities originated or exchanged in arm's length transactions at fair value. Financial assets and liabilities originated or exchanged in related party transactions, except for those that involve parties whose sole relationship with the Organization is in the capacity of management, are initially measured at cost.

Subsequent measurement

The Organization subsequently measures all its financial assets and liabilities at cost or amortized cost.

2. SIGNIFICANT ACCOUNTING POLICIES (continued)

Financial instruments (continued)

Impairment

For financial assets measured at cost or amortized cost, the Organization determines whether there are indications of possible impairment. When there are, and the Organization determines that a significant adverse change has occurred during the period in the expected timing or amount of future cash flows, a write-down is recognized in net income. If the indicators of impairment have decreased or no longer exist, the previously recognized impairment loss may be reversed to the extent of the improvement. The carrying amount of the financial asset may not be greater than the amount that would have been reported at the date of the reversal had the impairment not been recognized previously. The amount of the reversal is recognized in net income.

CAPITAL ASSETS

Fixed assets are accounted at cost and depreciated on a declining balance method over their estimated useful lives as follows :

	Rates
Computer equipment	30%
Office equipment	20%

3. ACCOUNTS RECEIVABLE

	2022	2021
Grant Receivable	\$ 25,626	\$ -
VEQ Foundation	106,798	75,881
Goods and services tax	7,533	2,607
Others	680	5,613
	\$ 140,637	\$ 84,101

4. CAPITAL ASSETS

					2022	2021		
			Accumulated	Net		Net		
Cost			amortization	book value		book value		
Computer equipment	\$	18,127	\$	12,450	\$	5,677	\$	1,386
Office equipment		17,920		5,801		12,119		1,359
	\$	36,047	\$	18,251	\$	17,796	\$	2,745

VOICE OF ENGLISH-SPEAKING QUÉBEC (V.E.Q.)
Notes to Financial Statements
As at March 31, 2022

5. ACCOUNTS PAYABLE

	2022		2021
Accounts payable	\$ 2,071	\$	-
Salaries and vacations payable	13,640		12,378
Government remittances	2,403		7,792
Government grants	-		20,387
	\$ 18,114	\$	40,557

6. DEFERRED REVENUE AND CONTRIBUTION

	2022		2021
Government - Québec en forme			
Balance, beginning of the year	\$ 11,138	\$	11,138
Transfer to revenues of the year	(11,138)		-
Balance, end of the year	-		11,138
Seniors, Out & About			
Financial support received	-		12,000
Transfer to revenues of the year	(28,128)		(10,524)
Accounts receivable - V.E.Q. Foundation	28,128		(1,476)
Balance, end of the year	-		-
Community Directory			
Balance, beginning of the year	22,283		22,283
Accounts receivable - Community Directory	(4,016)		-
Balance, end of the year	18,267		22,283
PAAQ Seniors			
Balance, beginning of the year	15,550		-
Financial support received	-		23,275
Transfer to revenues of the year	(23,275)		(7,725)
Accounts receivable - PAAQ Seniors	7,725		-
	-		15,550
Balance, end of the year	\$ 18,267	\$	48,971

VOICE OF ENGLISH-SPEAKING QUÉBEC (V.E.Q.)**Notes to Financial Statements****As at March 31, 2022**

7. FINANCIAL INSTRUMENTS**Credit risk**

Credit risk is the risk that one party to a financial asset will cause a financial loss for the Organization by failing to discharge an obligation. The Organization's credit risk is mainly related to accounts receivable.

8. RELATED PARTY TRANSACTIONS

Voice of English Speaking Québec controls the V.E.Q Foundation. This foundation was created under Part III of the Quebec Companies Act and is a registered non-profit organization within the meaning of the Income Tax Act. The Organization has objective the receiving and maintaining of funds which are to be used of charitable purposes.

The V.E.Q Foundation has not been consolidated in the financial statements of Voice of English Speaking Québec. The financial statements of the V.E.Q Foundation are available upon request. The main financial information as at December 31, 2021 and 2020 relating to the V.E.Q Foundation is as follows:

	2021	2020
Financial situation		
Assets	\$ 119,105	\$ 95,160
Liabilities	(117,294)	(93,349)
Nets assets	\$ 1,811	\$ 1,811
Statement of income		
Revenues	\$ 30,937	\$ 12,842
Expenses	(30,937)	(12,842)
Surplus of revenues over expenses	\$ -	\$ -

9. COMMITMENTS

The commitment of the Organization under a lease agreement aggregates to \$19,005. The instalments over the next two years are the following:

2023	\$ 13,415
2024	\$ 5,590

10. COMPARATIVE FIGURES

Certain figures for 2021 have been reclassified to conform to the presentation adopted in 2022.



**List of candidates for election to the
Board of Directors
Voice of English-speaking Québec
2022-2023**

Joan Chandonnet, 2nd term

Razvan Petre, 2nd term

Marguerite Spik, 2nd term