



2015 ANNUAL REPORT



PRÉVENTION CDN·NDG



ANNUAL REPORT 2015

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OUR MISSION

We are a not-for-profit organization in the community since 1989.

We administer different community-based programs and projects with a focus on empowering citizens living (working) in the CDN-NDG Borough to improve the quality of life for themselves, and their community.

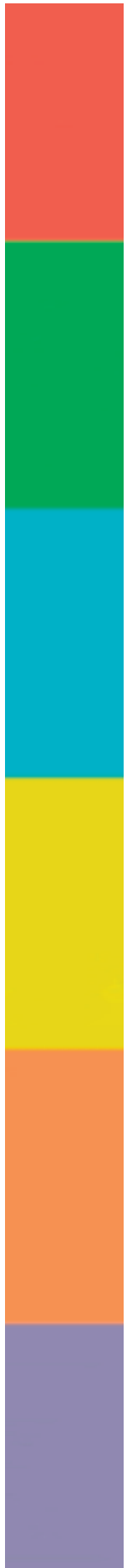
Our goal is to provide services, tools and expertise to meet the needs of all residents (youth adults, women, senior citizens, newcomers, families and populations with special needs).

OUR VALUES

*Regardless of who we are on our team, we believe in the following values:
Compassion, Community, Diversity, Equality, Flexibility,
Responsibility, and Teamwork*

OUR NUMBERS

A person "reached" is calculated in such that a person may have received, on different/many occasions, any one of our activities, interventions, accompaniments or any other of our services at different times.



MESSAGE FROM THE BOARD

As Secretary of Prevention CDN-NDG's Board of Directors and employee since 2001, I have difficulty finding the words to express my pride and thanks to the staff and fellow Board members for their work and dedication over the years.

Our organization is as strong and diverse as our community itself. Our staff works for you and your family to make you feel safe, to keep public spaces clean and informed on the environment, to be available for youth both in school and out of school, and at-risk, to pass the message of kindness and equality, to mobilize citizens, reach out to our seniors and so much more.

It is with great pleasure to say thank you publicly to my colleagues from all programs, and also to ask that you, our residents, funders and policy makers, show your continued support for our work in the CDN-NDG community, any support either spoken or written is greatly appreciated.

We are often asked to prove our impact in the community, the difference that we make. It is hard to see the results of thirty plus years of work in the Borough unless you take it away. Our goal has always been to do our work in a professional, transparent, efficient way as well as to adapt and change with the times and needs of our residents.

To know that we could have the funding to continue our work for another thirty years would be such a remarkable feeling.

A long-term investment in us would show a belief in who we are as community leaders, and the difference we make in the lives of all people in our community.

Thank you to all our residents and partners for believing in us for one more year.

Yours truly
Joseph Lambert



FROM THE EXECUTIVE DIRECTOR

On behalf of the Board of Directors as well as the staff of Prevention CDN-NDG, I am pleased to present to you, dear reader, our Annual Report for the year 2015.

The year was filled with both highs and lows on our team. We spent time speculating on what would happen with possible austerity cuts and how we could realign and basically weather the loss together and in what form.

However, here we are at the beginning of 2016 and we're still here ... Tandem is still under our "umbrella" and will be for the rest of 2016, after an agreement to a one year extension. Éco-Quartier NDG is still humming along, although SOCENV (Société Environnementale de Côte-des-Neiges) applied for the contract for the Borough in its entirety. We worked out a partnership agreement with them that we feel would best serve the residents of both sectors. These are major changes and there was much that was unclear, but the teams of both programs have continuously conducted themselves in an extremely professional manner, even though we feared for the worst with major job loss.

We have also been lucky to hold on to staff whose projects were cut last year. Both Julie and Karl's important work in schools no longer exists, but after dusting ourselves off, we are ready to plan on new strategies, that will keep us more or less intact.

I hope you take the opportunity to read this report. Although it certainly doesn't cover everything we do in detail, it gives you a good idea of what happens in the organization and throughout the Borough. If you would like further information on a particular project or program, please contact us. Happy reading!

I'd like to take the opportunity to thank Alain Mankarios, Director of Programming. It was a bit of a rough go for him this past year, however he continued to give 100%.

A big thanks to the Board for your feedback, support and ideas!

To our community partners: We sure have a lot of meetings together, but working with you makes them easier to attend!

And to our clients, your appreciation for our work makes the tough times a little easier to take. Thanks!

Of course, Prevention CDN-NDG's successes would not have been possible without the dedication of following: Al, Brigitte, Joe, Eero, Geneviève, Nikki, Bill, Adina, Lysiane, Catherine, Marc-Alain, Patrick, Fred, Mesay, Ambrose, Karl, Julie, Fanny, Annie, Nathalie, Jennifer, Marc, Guillaume and the team at Walkley Centre, Kadi and her team.

Thank you so much!

- Terri Ste.Marie



FROM THE PROGRAM DIRECTOR

With so much work accomplished this year, it is with great pride that we present to you Prévention CDN-NDG's Annual Report 2015!

We entered 2015 with a lot of talk of austerity cuts and funding uncertainty that unfortunately infiltrated our Prevention CDN-NDG walls. As some of you may not be aware of, Prévention CDN-NDG has lived through its fair share of funding cuts, and whose impact has been felt internally as well as in the community. Everyone here at Prévention CDN-NDG's headquarters has, in more ways than one, helped residents of all ages, overcome their challenges for a better quality of life. Time and time again, our staff is relentless with being in service to others' in community-building through social development with issues of personal safety, environmental issues, mental health, poverty, violence prevention, female exploitation prevention, gender equality, healthy relationships, isolated and vulnerable seniors, vandalism, and the list goes on.

We are sad to report that the following programs have been cut:

- Graffiti removal on buildings and private properties, since 2007.
- Outreach worker for École Secondaire St-Luc helping students overcome their tumultuous challenges to achieve success, since 2008.
- Hypersexualization Prevention program Coordinator developing a series of workshops in elementary and high schools by promoting critical thinking, attitude and behavioural changes regarding female exploitation, consent, body images, and gender inequality, since 2010.

On a more positive note, Prévention CDN-NDG was able to keep our Outreach Worker and picked up what was once the *Sports Collectifs* project run by *Jeunes en Santé*. With a little modification to its objectives we were able to create what is now called Sports Hasard held on Mondays and Wednesdays at the NDG Centre. Instead of being run by a sports-like animator, Sports Hasard is led by one of our very own Outreach Workers who can also provide 12-25 year-old participants accompaniment, counselling, and referral to other community organizations and institutions that, otherwise, would not be made possible by a sports animator. Particularly, Sport Hasard is set up as a free Drop-In basis and aimed at offering a variety of sports to youth and young adults in the

borough who are not necessarily associated with any community resources, to participate in different sports as an alternative to loitering or antisocial behavior.

With Urban Safety and Community Outreach as some of the core programs offered by Prévention CDN-NDG, taking up the Sports Hasard program was an easy decision.

Another positive note was the birth of the Hearts In Action card game for seniors in Côte-des-Neiges. Thanks to our funders (Service Canada's New Horizons and Fondation CSSS de la Montagne) and in collaboration with the Table des Aînés of Côte-des-Neiges, our very own Outreach Worker for seniors of CDN led the distribution and promotion of the card game to hundreds of seniors. Rather than distributing a resource directory for seniors, a few of us brainstormed the idea of instead, organizing the information onto a deck of cards, while respecting the four colour suits of a universal deck, we instead developed four main themes that would reflect the community resources: Social Involvement, Stay in Shape, Abuse Against Seniors, and Resources in the Neighbourhood. We couldn't have done it without our partners at the Table des Aînés CDN...Thank you!!

I can't say often enough what a privilege it is to work alongside great colleagues, with whom, I spend just as much of my time as I do with my family at home. We are here for such a short period of time that I hope we (collectively) give all that we can for a better and vibrant community. In the meantime, all that we do is only made possible thanks to the superglue of the organization, our Director Terri Ste-Marie, who devotes a lot of hours night and day (and early mornings too!) in making sure we have what we need for the greater good. Without her, who knows where all of us would be?

On behalf of those who are at the service of others who rightfully contribute to the colours



and vision of Prevention CDN-NDG, I am delighted to present to you our Annual Report of 2015.

- Alain Mankarios

BRIEF DESCRIPTION OF PROGRAMS

Tandem CDN-NDG.....since 1989

Tandem is the Ville de Montréal's Urban Safety Program mandated with providing citizens with strategies, both individual and collective in order to lower their risks of becoming victims of crime and to increase their feelings of safety. We organize information sessions, kiosks, and personalized consultations on various themes, including safety in public spaces, on public transit, being safe at home, stranger awareness, fraud and so on. All our services are provided free of charge.

Eco-Quartier NDG.....since 2002

Now with SOCENV, our partners in CDN, we help manage the City of Montréal's environmental program. The mandate revolves around four aspects: 3RV - All matters of reducing, reusing and recycling, Cleanliness, Nature in the City and Embellishment of Urban Spaces. Whether it is by organizing workshops on environmental issues, special activities such as clean up events, flower distribution and the support of implementation of new and various recycling practices. The staff at Eco also offers individualized consultations and counsel on various subjects.

The Hip Hop You Don't Stop Urban Arts Festival.....since 2005

The goal is to provide activities tied to the Hip Hop Culture, with opportunities to develop, express, and highlight their talents as well as to encourage the development of their sense of worth and self-esteem. This annual festival is organized in partnership with other groups in the community that focus on local youth.

The Street Worker for Youth in Côte-des-Neiges.....since 2005

Our Street Worker project in partnership with the CDN Youth Table, and funded the Ville de Montréal, focuses on a clientele of youth aged 12-25 in order to support them at school, at work and at home, as well as any other issues with which they may be confronted such as health, housing, immigration. The worker can provide youth with appropriate resources and accompany them in their efforts to secure a better life and better conditions for themselves.

The Prevention of illegal tags.....since 2007

Previously the program included the removal of graffiti on private spaces, however now it is workshops and sessions on the graffiti in general. Our muralist on staff also offers painted scenes on both public and private walls in order to combat illegal tags.

Outreach worker for the Montclair-Fielding Sector.....since 2007

Originally mandated to find alternatives to loitering, this worker also provides resources and accompaniment for youth who may be having challenges to immigration, schooling, housing and health. They also continuously evaluate the social service and recreational needs of area youth. This staff member also coordinates the Youth Drop in Program at the Walkley Centre.

CDN Sports Animator in Public Spaces.....Since 2008

Originally a summer animator after the redevelopment and reopening of the Coronation School Basketball court, this staff member now covers three parks to provide a framework to encourage youth to play sports in a safe, unstructured environment.

CDN Park Animators.....Since 2008

Under the coordination of the Street Worker for CDN, the animators consist of four animators split into two teams, and whose mandate it is to reach out to adolescents who may not be affiliated with other community groups due to various reasons. Many structured activities are organized in neighbourhood parks and with community partners.

Walkley Centre Youth Drop In....Since 2009

Originally created in partnership with the organization running the centre, Prevention CDN-NDG created a loosely structured Drop-in program open to any and all youth in the sector in order to reduce loitering. Anyone wishing to come in to the centre and participate in various social and leisure activities during evening hours is most welcome.



Street Worker for Youth - Blue Metro Line (Outremont and CDN)...Since 2009

Funded by the Public Health Department in partnership with the Maison des Jeunes d'Outremont (Espace Temps) and the Table de Jeunesse CDN, this worker covering the Blue Métro Line works with area youth aged 12-25 in order to support them if and when they face issues at school, at home, at work or with immigration or health concerns. This worker provides referral services to appropriate resources and accompanies youth in their social development.

Outreach Worker for Youth - NDG...since 2010

Overseen by a supervisory committee composed of members from different community groups and institutions catering to youth, the objective of this staff member is to work closely with youth. Reaching out to youth aged 12-25 who are not connected to any centre nor associated with any group, is the objective of this project. The worker focuses on target areas and works with youth to participate in structured activities in both neighbourhoods. He also establishes contact with possible at-risk youth in order to better understand their lives, their needs and their concerns, and often acts as a link between youth and resources.

The Hypersexualization Prevention Projectsince 2010

Although cut by the government in 2015, this school workshop project is aimed at older elementary and high school students in order to promote critical thinking in matters of gender roles and subjects such as sexism, images in the media, consent, and equality.

Walkley Centre Provisional Board of Directors.....Since 2010

We have been a member of the Walkley Centre's Provisional Board of Directors after the previous organization's contract was not renewed. As part of a bigger redevelopment project, we have worked on staffing, programming, assessing the needs in the community and combatting the decades long stigma afflicting the area.

Outreach Worker for Youth - Mandela-Victoria Sector.....2012

Again, working with youth aged 12-21 who may not be connected to any other community resource, this worker is mandated to meet teens where they "hang out" and learn about their needs. He provides information, referral and follow-up on matters related to the teen's life at school, at home, with their families, looking for work, and so on. He invites youth to participate in structured activities, establishes contact with youth who may possibly be at risk of trouble to better understand their reality and their needs.

Street Worker for Seniors in CDN....Since 2012

The worker is asked to identify the needs specific to isolated and vulnerable seniors in CDN. This person looks out for possible clients during visits to the neighbourhood's public areas, targeting sites frequented and patronized by seniors (shopping malls, parks, restaurants, other community centres, emergency rooms, and special events) in order to learn of peoples' needs, especially those who are not affiliated with another group or social services provider. Then they can help by referring them to appropriate resources or by accompanying them in their efforts to improve their circumstances.

Ça Bouge dans les Parcs for NDG...Since 2012

Organizing structured activities for youth in parks is this project's goal. Fashioned after the CDN project, park animators visit the various areas to reach out to youth who may be new to the country, or who are not involved in other recreational and leisure activities. This project has more of an emphasis on healthy lifestyle habits.

Citizen Mobilization in the Fielding Walkley Sector...since 2012

The goal of the Fielding Walkley initiative is to support and facilitate all residents of the area in taking on collective issues and to empower residents by reinforcing personal strength and growth, leadership skills, civic engagement and social action. The Fielding Walkley Mobilization Agent also spends time working with the residents on a one on one basis to help provide them with tools, resources and referrals to relevant community organizations and services.

CDN Outreach worker in prevention/intervention of sexual exploitation of adolescents....since 2013

From an emerging need for follow-up during the Hypersexualization Prevention Sessions, an outreach worker was hired to work with youth, mostly young women and mostly from La Voie High School. In addition to providing resources and aid for students, she organizes outings, activities, and workshops for local youth both alone or in partnership with other community organizations and institutions.

TANDEM CDN-NDG



The Tandem team, whose work reaches residents of all ages in the Borough of Côte-des-Neiges—Notre-Dame-de-Grâce, is mandated to offer citizens both individual and collective strategies to reduce the risk of becoming victims of crime as well as to increase their feelings of security. We offer a variety of information and tools that can be divided into three dossiers:

- 1.) Personal security: Information sessions for women, safety audits, workshops on safety in public spaces, stranger awareness for youth aged 5 to 12, Internet Safety, Bullying and cyber bullying, and public transportation safety.
- 2.) Safety of personal property: Home security evaluations, engraving of personal property as well as fraud prevention workshops.
- 3.) Security for communities at large: Work in the vulnerable sectors, working with citizens' groups, and with illegal tagging issues.



More popular subjects include urban design issues, good neighbour relations as well as other social issues affecting citizens. Tandem staff was hard at work in 2015, providing over 400 activities with residents and groups of all ages and backgrounds with a very diverse range of services, such as: Home Safety meetings, Nexus (newsletter), public kiosks (special events, community celebrations, family festivals), Project Numéro (bicycle engraving program), evaluations of public spaces (parks, sport fields and playgrounds), women's safety, safety audits of public areas (often in partnership with residents, police and Borough officials), pedestrian safety, safety for seniors,

supervisor for student apprenticeship programs and safety related issues for children aged 5 to 12 years old (schools, after-school programs, daycares, community centers and sport center programs).

Joseph had another busy year. Requests from schools are still the bulk of his work with around 150 youth based animations in 2015, but this year saw a slight increase in animations and discussions with parents. Family involvement is an important factor when it comes to safety for youth. Information goes home with every child after every session so parents with questions or concerns



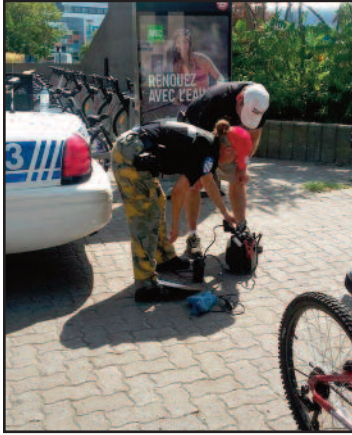
related to safety can speak to their Tandem CDN-NDG representative, as well as visit our website or sign up to receive the Nexus newsletter.

This year, a grade six class at a school with whom Joseph works was having trouble getting along with each other. After a workshop on this subject, some students were courageous enough to make apologies and the class formed new friendships. He was extremely proud of his work that day.

For Eero, two highlights for 2015 come to mind and the first one is the great cooperation Tandem had with Police Stations 11 and 26 in doubling the amount of bicycles engraved this past year, compared to last year.

The second highlight was Prevention CDN-NDG's annual report that the AGM Committee was able to put together. It received a lot of positive feed-

back and it really paid off to work well together on that committee and to be able to create an impressive event.



Many of his clients are people who are specifically looking to improve their feelings of safety and their physical safety. Some are using the services to protect their personal belongings while others are informed about how and when to use emergency

services.

Some clients are just simply interested in getting some information about how to deal with specific safety-related issues and they come to the Tandem staff for solutions which are given to them or they are referred to other resources.

A challenge that Tandem faces as a Prevention program is that they do not have the authority to implement changes regarding home safety, but rather recommend solutions, which is often not enough to solve the problem. It's understandable that with the volume of complaints to Borough inspection services it can become very difficult to prioritize what buildings need the most attention. This makes it somewhat frustrating for the citizens.

For Geneviève, 2015 was also quite busy. One of the highlights was taking part in the "Tour de l'île" the annual bicycle City-wide tour that attracted



many thousands of people and was an excellent opportunity to work with the other Tandem offices as

well as the SPVM for Projet numéro (bicycle engraving program).

Another memorable moment took place in November at the Cote-des-Neiges Community Center, where she animated a safety walk that attracted about 30 people. It's one of the safety walks that had the biggest number of participants this year.

One of her dossiers at Tandem is Women's safety. She is an active member of the (City-wide)

Women's committee that she has been a member ever since she started with Tandem. The committee worked many hours in order to launch a crowd funding (social fundraising) campaign called "Sortie de filles, on s'organise!" by creating coasters with four different slogans in order to promote safe habits for women when going out to bars. The launch was a real success!

Although Brigitte is the administrative assistant, she also has some Tandem tasks, like organizing and animating safety sessions for newly arrived immigrants that are taking French classes. In 2015 she presented three sessions as well as a general safety kiosk at Centre Pauline-Julien together with Geneviève. Although the number of sessions organized was higher than last year, due to the many strike days, some of the sessions were cancelled.

Workshops and training

The Tandem staff across the city feel it is important to keep up-to-date with any trends that affect the community.



Staff attend workshops to better themselves to deal with issues that impact the safety of the borough residents. Some examples in the past year are confidentiality training and PDQ 26 workshop.

Tables and committees

The staff participate actively on many different committees (both internal and external) and the involvement helps residents of

all ages and backgrounds. For example they are active on the two Tables Jeunesse (Youth Tables) - both in NDG and CDN, The NDG Housing table, and Table 6-12, and Transport Actif Committee. They are also involved with other Tandem projects across the city such as Comité Jeunes 56, Bon Voisinage, and Comité Femmes, all in an effort to



better respond to the public-at-large concerning safety, prevention and social development. This includes also regular meetings with the community police officers from Stations 11 and 26 in an attempt to improve and uphold a good partnership.

Terri continues to act as a member of the Executive of the Board of the Regroupement des Organismes Mandataires du Programme Tandem and continued to meet twice monthly with other offices in order to promote the program across the City, offer assistance to staff and other Directors, and work with the City in matters that affect the program.



This past year was particularly demanding. In early January, she took part in a multi-sectoral committee regarding the possible changes for the Tandem programs in order to provide residents equal footing, whether you are a resident in Montréal North, Pierrefonds or Côte-des-Neiges-Notre-Dame de Grâce. Centre City hired an external consultant, Normand Dulude from Lemay+DAA Stratégies, to look at the situation in its entirety. The recommendations came down to four scenarios: Status quo, get rid of the Tandem program, create a new non-profit organization which would run the program as a whole divided into four or six sectors or have the current offices bid on expanded sectors. There was much that was unknown which made it more difficult to engage in any long term planning and project

development. Originally the deadline for decision making by City Councillors was spring which came and went and then some directors met with politicians in spring where the deadline was moved to July. After some attempts for information, the City explained they were not ready for a decision and the Borough decided to extend the Tandem contract until end of 2016.

Internal committees at Prevention CDN-NDG are also very important to further the work. The Nexus monthly newsletter reaches over 1500 people, and the Communications Committee has worked very hard to build a new website to better inform bor-



ough residents. The staff actively participates in building a stronger team at Prevention (Team building) as well as finding training opportunities (formation).

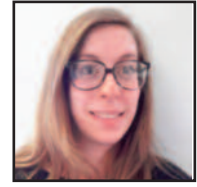
Some new projects for 2016 will include:

- A safety checklist and protocol for community centers to promote safe habits for staff and residents which includes making a safety evaluation around the centers.
- An anti-violence campaign for youth and families to practice kindness at all times which includes posters and promotional items.
- Participation and training in the "Cycliste averti" project that is directed towards schools in order to actively promote biking safety.

IN NUMBERS

Activities planned and attended: **559**
 Citizens sensitized: **8046**
 Kiosks: **46**
 Public space evaluations: **27**
 Safety sessions for youth: **316**
 Safety and information sessions for families: **3**
 Safety and information sessions for seniors: **2**
 Bike engraving kiosks: **24** and **315 bikes engraved**
 (in partnership with Station 11 and 26)

ÉCO-QUARTIER NDG



2015 marked a very successful year for the Éco-Quartier NDG.

With four distinct dossiers all related to the environment, the office is often an information warehouse for everything environmental in NDG. This year was a little bit different, as the Eco-quartier NDG contract was up for bid again in July 2015. The Borough (Public Works) decided to streamline their work with community groups and decided to ask for one bidder only. Prevention CDN-NDG decided to partner with the SOCENV (managers of the Eco-quartier CDN) to run the program in NDG for another three years, until July 2018.

Under the 3RV: Reduce, Reuse Recycle dossier, 231 activities were held, including at least a monthly door-to-door visit to meet with residents to explain the importance of recycling and what is recyclable; visits with merchants in their businesses as well as workshops for various clientele; 402 green bins distributed to residents, 26 to merchants, and 34 to not-for-profit groups or institutions. Thanks to extra summer staff, the Éco-quartier NDG did recycling bin verifications and handed out more than 325 informational tickets letting residents know how they could improve their recycling. To ensure that residents know what is and is not recyclable, 160 people were visited at their doors in buildings with more than nine apartments or in new condominiums.



Activities continued for the youngest clientele, aged 3 to 5 years old. From gardening to craft activities, 934 children were sensitized at 59 sessions in daycares.

Again in 2015, thanks to a donation from the les serres Lavoie farm, the Éco-quartier NDG animator worked with a daycare to create a vegetable garden. The children were very proud to take care of the garden and to watch their produce grow. In addition to the garden, an anonymous donor contacted Transition NDG and gave the Éco-quartier NDG 5 fruit bushes to give to daycares.

Some 3295 school-aged youth (both elementary and high school) were present at the 146 workshops on

subjects including climate change, environmental school lunches, and environmental footprints. In some cases, it is not just a single class that



participated in a workshop but the entire school.

Les Enfants du Monde school had every student sensitized to the importance of water for international World Water Day (March 22nd).

Most schools also participated in a school yard clean-up. Support was provided for the creation and maintenance of school-based green committees. Four groups of Lower Canada College students also completed their annual community service credits by volunteering in the neighborhood.

In May, Sophie the Blue Patroller joined the team and sensitized residents to the importance of conserving water, particularly through simple adjustments one can make to their home's gutters. In the four weeks of her contract, she was able to speak with more than 150 residents.

In June, Sophie switched to the green patrol for the next 6 weeks, and sensitized residents about recycling, composting, over-consumption and the emerald ash borer (a terrible invasive species affecting our trees). In addition to a green patroller, the Éco-quartier NDG was



also lucky enough to receive two youth from British Columbia whose salaries were paid by the YMCAs of Canada so that they could practise French. They did recycling bin audits, created samples of ecological cleaners and sensitized residents at kiosks.

During every year's moving season, citizens are

encouraged to donate usable items and to bring their toxic products for proper disposal at the écocentre. In 2015, the Éco-quartier NDG partnered with the Regroupement des Éco-quartiers (REQ), Fripperie Renaissance, AERP (Association pour le recyclage des produits électroniques) and the Walkley Center. It was an opportunity for local residents to bring their items for donation in one easy spot. The Éco-quartier NDG serves as a referral service all year long for the écocentre.

As like every year, summer camp activities took place in 2015, the summer animator sensitized a total of 70 children. All workshops had an environmental theme whether it be through water

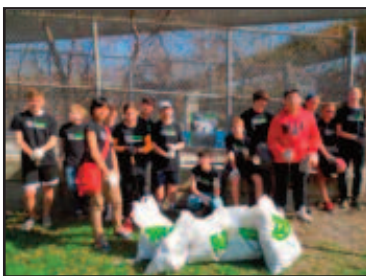


workshops, treasure hunts, or the creation of musical instruments out of recycled materials.

It is not just children who

receive workshops from the Eco-quartier NDG staff. Seniors were also the focus with a session on the importance of preserving drinking water at the Seniors Council.

The Eco-quartier NDG staff and volunteers held 27 kiosks and met with over 805 residents this year. Most were summer kiosks in the park, but there were also kiosks at schools' parent-teacher nights, at the YMCA NDG, at the Food Depot as well as with the RBC for their water project. As a means to sensitize residents to reduce their dependency on harsh chemicals, the Éco-quartier NDG staff handed out over 650 bottles of eco-cleaners made



by volunteers. Residents appreciated the fact that they could try the cleaner risk free and then make it again themselves.

Some special activities were organized throughout the year; the Purse exchange; Halloween (costume making with 39 children at the Walkley Centre, and 27 children creating haunted houses to decorate the Melrose tunnel); Christmas decorating with recycled items; Buy Nothing Day: (an alternative to Black Friday) during which staff were stationed outside both Villa Maria and Vendôme Métro stations asking citizens to close their wallets as a symbolic act and where over 480

people were sensitized. Staff and volunteers were even interviewed by the local TV station.

The community was informed regarding Christmas tree pick up; green residue pick up, changes in by-laws regarding outdoor watering, and RDD (Household Hazardous waste) drop off days.

The two community composting sites were well maintained, and had over 100 active members.

Humus (transformed compost) was harvested from the Herbert Outerbridge site and used for the Incredible Edible project which is run in partnership with Transition NDG. Recycling bins were filled with soil and edible plants and placed in front of stores on Somerled avenue.

Many volunteers were implicated throughout the process, from harvesting the compost, creating the planters, growing seedlings and watering and caring for the plants. The food grown helps the community. A lady observed harvesting lettuce one evening explained

that as she lives alone, a whole lettuce is too much for her, but a few fresh lettuce leaves from the edible planters were just what she needed to eat well.



While the Éco-quartier NDG normally sells about 75-100 composters per year, unfortunately in 2015 the shipment of composters only arrived in December! In 2015, only 6 home composters were sold, but at least 16 families were helped to acquire worms so that they could build their own vermicomposters, another composting method to reduce the amount of garbage sent to landfill.

Under the cleanliness dossier, 21 clean-up events took place along bike paths, on school grounds, on Walkley Avenue, on Coronation at Fielding, in the Benny Farm area, and surrounding commercial establishment properties (Sherbrooke, Monkland, and Fielding). In 2014, a resident of Bulmer avenue alerted a major garbage problem on the street which the Eco-quartier NDG made great efforts to improve. In August 2015, 21 youth (a combination of youth from NDG and

Newfoundland) volunteered to continue the project by planting even more perennials in the garden



space, painting over graffiti on wooden fences and planting vines to discourage future graffiti.

This cleanliness dossier also includes working on problem areas.

Sometimes residents contact the Eco-quartier

NDG complaining about garbage and graffiti in specific areas, and the staff follow up with building and business owners in an effort to improve the situation. These interventions often lead to changes, as no owner wants the next visit to include a fine from the borough's inspector.

The Eco-quartier NDG has also become known as a leader in improving the dog excrement pollution in the neighborhood. Residents have seen the plasticized signs in problem areas, and they often contact the office and pick up posters when they have a localized problem. The Eco-quartier also sensitizes residents to the problem of illegal posting of handbills (affichage sauvage), and as much as possible is removed from poles and bus shelters. The work pays off: after a visit there are



fewer posters, and illegal tagging (graffiti).

Under the Nature in the City (Nature en Ville) dossier, 24 activities were held. The St.

Thomas Collective

Garden continued its pollinator garden in 2015.

In late 2015, work began on creating interpretive panels with graphic design volunteers, thanks to funding from TD Friends of the Environment. The butterfly garden helps to sensitize children and other residents as to the importance of pollinating insects in the food chain.

In 2015, the Éco-quartier NDG, in partnership with the Regroupement des Éco-quartiers and the Soverdi, participated in the Tree For my Borough project. A total of 79 new trees were adopted and planted in NDG.

Summer staff and volunteers continued working on eradicating ragweed in the community. In the case of private property, little flags were left, identifying the plant. Thus many more residents should now

be able to identify it and pull it out.

The Intergenerational Gardening program continued in backyards in NDG, where seniors who want to continue gardening but who may need a hand can count on young volunteers provided by Éco-Quartier NDG. In 2015, a community garden plot was a new addition for the program. At one of the green alley meetings, an elderly lady was mentioning that it was probably her last year at the community garden as she was finding it hard to do all of the physical work to maintain a

garden. She was matched to a young lady who wanted to learn more about gardening than her agriculture degree could teach her.

Another partnership, the long-standing one, was a great help for a senior who spent her last summer in her garden before she had to move into a retirement home. She was so thankful to spend a last summer in her lovely garden, thanks to help from her loyal volunteer. In total, there were four active partnerships in 2015, and many more are expected in 2016.



Started in 2013, the Green Alleyways program continued in full-force in 2015. The Hingston/Beaconsfield mural was completed at the end of the summer, and it is beautiful!

The Old Orchard/Marcil and Melrose/Regent alleys spent the last of their \$5000 to beautify their alleys with flowerbeds and boxes, asphalt excavations and perennials.

A new green alley was initiated below the train tracks at Clifton-Regent. They did a huge alley clean-up and installed flower boxes, a bike rack and a whole lot more. And finally, three new green alleys showed an interest in 2015 (Marcil-Oxford, Décarie-Prudhomme and Old Orchard-Girouard), and should receive funding in 2016 to green their alleys.

Under the beautification dossier, 1,020 citizens came to three local parks to pick up flowers and compost as part of the annual Flower Distribution event. Thirty four groups also arrived the day before to pick up annuals. Free compost was also given to more than a dozen families who participated in the borough's October compost distribution.

Residents also exchanged plants during the seventh annual Perennial Plant Exchange in

September. As with every exchange, there are always leftover plants, and 2015 was no exception. A dedicated volunteer and friend of the Eco-quartier NDG had identified a need for more plants in front of the low-cost apartment building where she lives on Fielding Avenue. In partnership with the YMCA NDG, 21 youth (a combination of local youth and youth from Newfoundland) weeded, trimmed and planted in front of the building. The residents were thrilled to see the garden in full bloom. Other leftover perennials were offered to the green alleys who benefitted by replacing some perennials that had been run over by cars.



The Éco-quartier NDG is always busy, and enjoys having volunteers to help achieve even more than the staff could do alone. Its important to

ensure that volunteers get what they need out of the experience. For instance, the Eco-quartier NDG has a great partnership with the International Language School of Canada who send their best students to do 5-10 week internships at the office while practising either their English or French skills. In 2015, interns spent a total of 31 weeks volunteering their services at Eco.

In November, the Éco-quartier hosted a Volunteer recognition night with a guest speaker from Concordia who informed residents about climate change. Later that month, a public consultation was held, with information gathered to be sent to the Paris Climate talks.

As a means of giving back to the community, the

Éco-quartier NDG continued its partnership with the YMCA West Island to have community service hours completed (hours assigned for small crimes).

2015 was definitely a great year for volunteers. The Eco-quartier NDG was thrilled to host more than 160 volunteers for a total of more than 2083 hours that they offered to improve the lives of residents of NDG. A big thank you to all of the volunteers!



IN NUMBERS

Activities: **341**

Citizens sensitized: **9862**

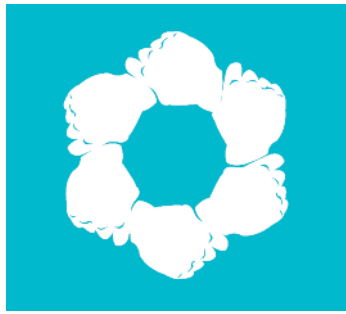
Volunteer hours: **2083**

Neighborhood Clean-ups: **21**

Kiosks held: **27**

Trees sold as part of the 'My Tree in the City' program: **79**

COMMUNITY OUTREACH TEAM



As it is important to point out, the work that this team does is so much more than just the word “outreach”. We like to highlight that staff provide outreach because they meet people where they live, work, and play. It means a lot more than sitting behind a desk and waiting for clients.

COTE-DES-NEIGES

Coordinator, Youth intervention and Street Worker for CDN Darlington area: Marc-Alain Félix

Marc-Alain’s roles are varied and include working with all the original outreach team, bringing community issues to both Prévention CDN-NDG and the Table Jeunesse CDN, providing support to colleagues and referring them to local institutions and organizations, and running the CDN Park Animators during the summer months. Once again this year’s issues are the same



as they have been for the past few years, homelessness (not just what we believe to be homelessness) but also those who no longer live with their families and who “couch surf” stay with friends and acquaintances. As well, dropping out of school, and challenges with integration and immigration and the age group that continues to fall through the cracks, that of 18-25 who no longer receive certain services. Marc-Alain continues to create activities for youth, such as interviewing skills, meetings with families,

Park Animators: During the summer months, and thanks to a Federal Government Summer grant, four young people are hired.

Their goal is to offer activities in various parks in Côte des Neiges to teens who are not registered or linked to another program or institution.



This results in heightened feelings of safety, gives a chance to young people to develop friendships in the community and lets them participate in safe and healthy summer activities that they may not have been able to otherwise. This year, we gave extra responsibilities to one of the animators, Geneviève Bruneau as Chief-Animator. Seven hundred young people participated in our activities for the seven weeks we were out in the parks. Activities included outings, soccer, basketball, football, ultimate Frisbee, volleyball, as well as “inside” games on rain days, including board games, movies, painting, and graffiti on caps. The animators obtained much information about youth and parks and it was brought back to the Prévention team, especially those who work in Outreach, and Tandem.



Parkour: The art of free-running and gymnastic moves continues to draw a crowd twice a week at Simone Monet Elementary school.

Snowdon sector and Leaders' Club at Walkley Centre: Fred Clarke

Fred once again did double duty in both Côte-des-Neiges and NDG, by working in both the Mandela sector and coordinating the Leader's Club at the Walkley Centre. As part of the Street Worker of Côte-des-Neiges dossier, he has been actively working with many cases of at-risk youth. This year, Fred worked very closely with a runaway who disappeared a couple of years ago.



Upon her return, Fred referred and accompanied her to many resources and she is now in CEGEP pursuing a DEC in Early Childhood Education. Fred also created Leader's Club with 7 interested local youth at the Centre. Today, the program boasts over twenty youth with three times a week programming. They also volunteer with the residents' committee, follow training at Concordia University and participate in activities such as a Mother's Day tribute, outings to the Biodome, and Botanical Garden, cv creating and job search and so much more.

Street worker: blue line: Patrick René

In collaboration with La Maison des Jeunes Outremont, Patrick's street work, for many years, has led him to work with youth, with 2 days a week in Côte-des-Neiges and two days a week in Outremont. He meets with youth in parks and community centres and intervenes with diverse clientele. He offers many referrals to various legal and employment services, local community organizations, such as the Centre de Communautaire de Loisirs CDN. Patrick has often mentioned the challenges of working with youth whose issues are beyond their control. Issues facing his clients continue to be unemployment and homelessness. He feels there is a misunderstanding on youth homelessness. He also sees many of the same youth who continuously get in the same type of trouble. When he's not working with youth, he, like other

staff members play an active role on internal committees created by Prévention CDN-NDG.

Street Worker for seniors in CDN: Jennifer Chapman until October; Annie Thifault current incumbent

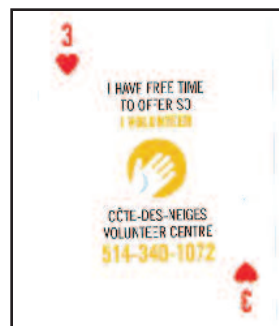
Funded by the Minister of Families -Secrétariat aux Aînés for the third year running, Jennifer Chapman spent much of her time out working with seniors who may be in need. We have seen an increase of seniors on the street for the past five years, and finding resources for them is both challenging and rewarding. Probably one of our



favourite highlights of the year was that Jennifer managed to reunite a homeless woman with her family whom she had not seen for close to 20 years. The reconnection led to her obtaining a lease for an apartment after living almost a year on the streets of Côte-des-Neiges. In October, Jennifer left her post as Senior Outreach worker and moved over to NDG to become the mobilization agent for the Fielding-Walkley Centre. In her place, Annie Thifault has taken over. The first couple of months were spent meeting partners and hitting the streets to acclimatize herself. Annie has already become very involved in the Homelessness Table of CDN.

Hearts In Action card game for seniors in Côte-des-Neiges:

Thanks to our funders (Service Canada's New Horizons and Fondation CSSS de la Montagne) and in collaboration with the Table des Aînés of Côte-des-Neiges, our very own Street worker for seniors of CDN led the distribution and promotion of the card game to hundreds of seniors. Rather than distributing a



resource directory for seniors, we instead developed four main themes that would reflect the community resources: Social Involvement, Stay in Shape, Abuse Against Seniors, and Resources in the Neighbourhood. We couldn't have done it without our partners at the Table des Aînés CDN!

NOTRE-DAME-DE-GRACE

NDG Outreach Worker: Mesay Girma

Mesay continues to work in NDG in the parks, metro stations and around schools, and shares the same mission as the other youth intervention staff, which is to meet youth where they “hang out” and provide accompaniment and referrals to those in need, whether it be to a local basketball program, the youth employment service organization or the CLSC. Mesay is proud of his supervisory work with Ça Bouge dans les Parcs this past summer (see below). As well, during winter months, Mesay visited Sports Collectives (now called Sports Hasard) (see below) twice weekly to meet with youth who may be in need of resources. As a follow-up to a speed jobbing session that he helped organize, which was an evening that matched up youth and jobs, Mesay is proud to note that 14 of his youth got either full or part time work after the event both seasonal and permanent. Like Fred, Mesay is also proud of the fact that a young woman who was on the “streets” is now back in a trade school, getting a degree and living in rented room. Mesay explains that most of his youth ask him about jobs and affordable housing.

Ça Bouge dans les parcs: Is a partnership program with the Table Jeunesse NDG. Its main objective is to put together a team of youth animators who will travel from park to park in NDG and animate teenagers who are not registered in summer camps or who hang out at the parks without being involved in any leisure activities nor any links to community groups.

Sports Collectives/Sports Hasard: What was once Sports Collectifs project run by Jeunes en Santé is now Sports Hasard. With a little modification to its objectives we were able to create what is now Sports Hasard led by our very own Outreach Worker Karl who can also provide the young 12-25 year-old participants accompaniment, counselling, and referral to other community organizations and institutions that, otherwise, would not be made possible by a sports animator's mandate.

Outreach Worker at École secondaire St-Luc: Karl Thomas

Karl's role in the school was to listen, accompany, and work with the students as a mentor and role model who could often aid in challenges that the youth were facing. Karl also organized three workshops for students on bullying and intimate photos (with Julie and Fanny). On the sports side, Karl also organized a basketball tournament in the



school. Karl was proud that he was able to watch young people graduate who he had seen start in “welcome classes” when they were new to the country and struggling to adapt.

Outreach Worker in CDN's public spaces (parks): Formerly Basketball Animation, our Outreach worker Karl also keeps busy during the summer months by visiting several parks in the CDN neighbourhood and approaches youth and young adults who may have certain troubles or challenges by offering them support, referrals, accompaniment, counselling, and so on.

Young Leaders NDG: In partnership with the Table Jeunesse NDG, the Youth Leaders NDG was created for youth between 14 and 20 years old who had challenges integrating into socio-professional environments. The mission of



Youth Leaders NDG is to develop participants' self-confidence, improve their communication and leadership skills, and create community projects for youth by youth as a means to have their voices heard in the community. Last year's youth-led campaign was sensitizing other young people to talk about mental health.

Outreach Worker Montclair-Fielding: Ambrose Hamilton

Ambrose continues to work with youth and young adults in the sector of Montclair and Fielding and coordinated the drop-in evenings at the Walkley Centre. Ambrose like the other outreach staff spent many hours helping find low-cost rent in decent apartments and tried to find used furniture to help furnish these apartments. Some of his clients are young single mothers, and his work in finding resources, including young woman who were evicted from her apartment. Ambrose made it possible for the woman to find a place to sleep and to help furnish her apartment with the aid of SOCENV's project. Again jobs are lacking for certain young people and Ambrose tries to refer them to openings in the community when he hears about them. Ambrose also facilitated Thursday discussion evenings as part of youth drop-in.



IN NUMBERS

Marc-Alain: **209 Activities and 3840 citizens reached**

Patrick: **36 Activities and 840 citizens reached**

Fred: **284 Activities and 1040 citizens reached**

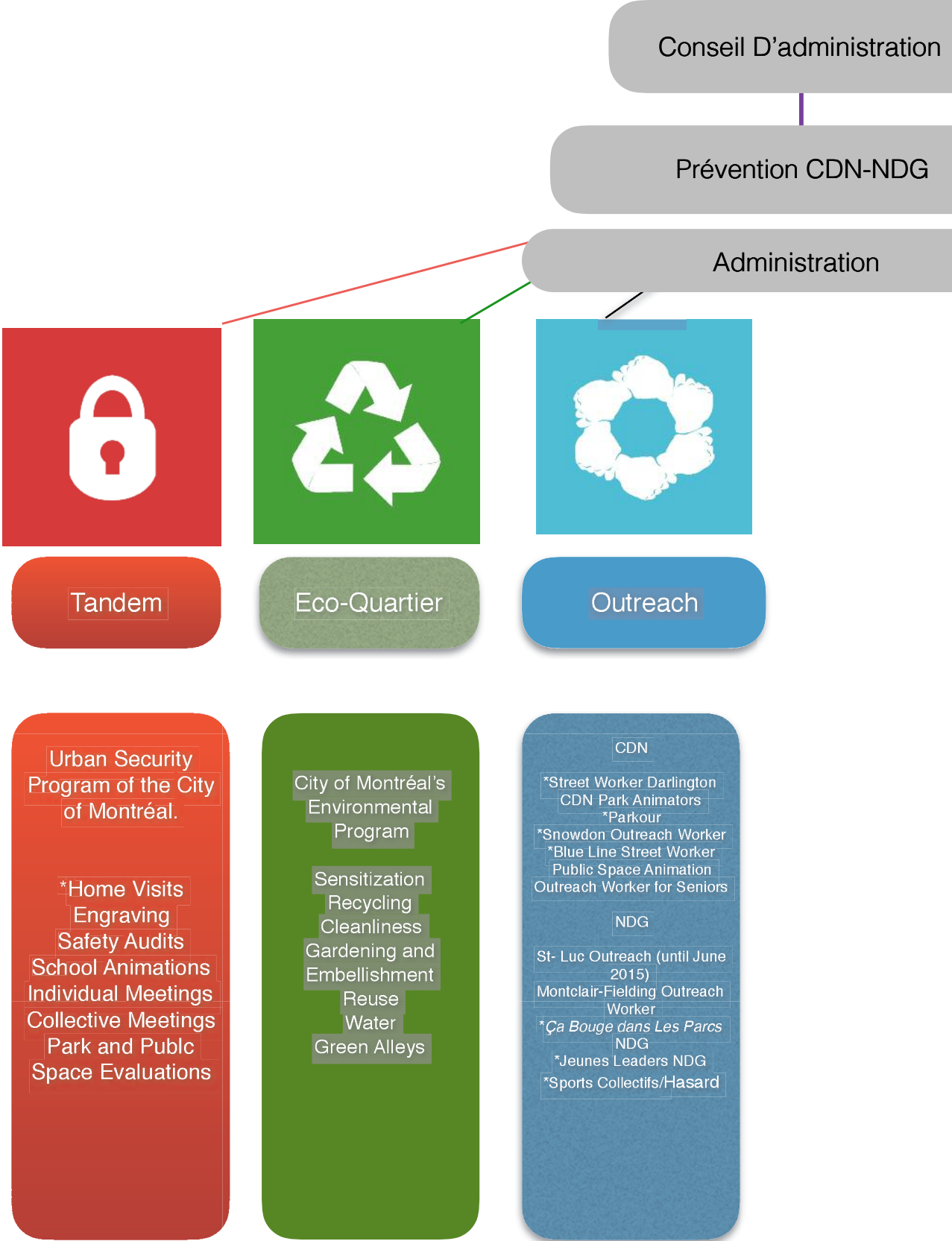
Karl: **690 citizens reached** (St-Luc: 500 students, Summer: 120 youth and young adults, Jeunes Leaders: 20 youth, Sports Hasard: 50 youth and young adults).

Mesay: **131 Activities and 1800 citizens reached**

Ambrose: **92 Activities and 730 citizens reached**

Jennifer - Annie: **82 activities and 632 citizens reached**

Note: Outreach activities are defined on the basis of terrain, interventions, prevention, referrals, accompaniments, and workshops and are subject to the number of clientele reached.





Urban Arts

Graffiti and
Vandalism
Prevention and
Sensitization

Workshops

Mural Program

*

*Hip Hop You Don't
Stop Urban Arts
Festival*



Hypersexualization Prevention

Hypersexualization
Prevention

Prevention
workshops

CDN Outreach
Worker for young
women



Fielding/Walkley Sector

Provisional
Board of Directors

Leaders' Club

Drop In

*Fruits de la
Communauté*

*Mobilization Agent
for the sector of
Fielding and
Walkley

URBAN ARTS



Hip Hop You Don't Stop

2015 marked the tenth anniversary of our Urban Arts Festival, Hip Hop You Don't Stop on September 24-26, 2015. This crime prevention program via the arts was organized in close partnership with Elementality. This year's theme was Hip Hop through Universal Language. What a long way we've come!



To celebrate this special anniversary we added a third day to the programming, in the form of an evening conference presented by CKUT Radio at McGill. The two guest speakers were the legendary Ken Swift (VII Gems / Rock Steady Crew, New York), one of the first dancers who developed the art of B-Boying in the 70's and Illa J (Slum Village, Detroit), brother of the late J Dilla, one of the pioneers of current rap music.



Both Ken and Illa spoke of their roots and how they became who they are today. Part of the evening's theme also included the subject of Hip Hop as an intervention tool for youth. Dr. MaD of NoBad Sound Studio of the Maison des Jeunes CDN was

also in attendance. CKUT's host for the evening was Amanda Benn.

Night two was entitled Soulful Jam at the Maison de la culture CDN which highlighted the creative energy of our artists. Youth from St-Luc's School Generation Flow were in the spotlight as well as NoBad Sound regulars Strange Fruits and Susiety as well as Harmny. The evening ended on a high



with the phenomenal Urban Science, a collective of musicians whose specialty is revisiting rap classics and who worked with rappers from an anti-battle called End of The Weak who showcased their knowledge through musical improv. Illa J closed the evening with a performance with Urban Science.

Last but certainly not least, an impressive crowd came together in NDG Park on the Saturday afternoon. Entitled Elementakiza, we continued



the festivities featuring Elementality's tacos and Boom J's jerk chicken. Also on the menu were activities for all ages and many great acts. Ken Swift animated a workshop on dance, there were presentations on art and serigraphy, murals on

trucks (a presentation by A'Shop) and on Saran Wrap. Breakdance competitions (b-boying and b-girling), a barber battle hosted by the Red Chair, both Loyola Centre and Walkley Centre Youth performed. There was Reggae (Mikey Dangerous), Rap (Griffos, Bocafoja (New York), Nomadic Massive, and Funk (Feel Family et DJ Professor



Groove). One highlight for us as well were the twenty young people from La Voie High School, under the supervision of Fanny Lavigne our Outreach worker for girls, who spent the day volunteering and offering a hand.

To conclude the three days were rich in culture, not just that of Hip Hop and Urban Arts but in the openness of the community and multiculturalism of the neighbourhood. The festival was quite a success that brought many together! Bravo to all!

Graffiti

Guillaume's mission is to help out with the embellishment of the neighbourhoods by graffiti murals, and to sensitize people to the issue of illegal vandalism via the art of graffiti.



Of the ten murals that were planned out and designed, four were approved. Thanks to a small contract given by the Arrondissement, a special mural was created on the corner of de Maisonneuve and Décarie across from the MUHC hospital. This mural is long and low and covers a city block, with an emphasis on health, children, and scenery. Not only was it important as it was

finished to coincide with the inauguration of the hospital site but since then, it has been tagged twice by two different youth, whom by the way were traced back and offered to clean up their damage themselves as well as offer sincere apologies. These youth currently feel a strong ownership over the mural.



Another major project for Guillaume was an interior mural in St. Monica's elementary school for their comfort room. It was done by brush, as opposed to spray.

When Guillaume is not painting, he is busy working with citizens, mostly youth in workshops on the subject of graffiti vs. vandalism. He worked with a small group of ten youth at Ecole St. Luc for 12 sessions, and worked with approximately twenty at two separate Leaders' Club at Walkley Centre. Daycamp sessions with painting hats are still very



popular and we have been hosting that type of workshop since 2008. For the past year, Guillaume has been working with neighbours on designing murals for the green alley projects.





IN NUMBERS

Graffiti

Graffiti related Activities: **40**

Number of citizens who participated in Activities: **500**

Murals created: **4**

Daycamp sessions: **24**, sensitizing approximately **400** campers

Hip Hop You Don't Stop

HHYDS attendance for three days: **1900**

Number of Artists who participated in the Festival: **139**

PREVENTION HYPERSEXUALIZATION



The Hypersexualization Project's aim is to sensitize local young people aged 12-17, both girls and boys to the issues of hypersexualization as well as sexual exploitation and violence. It is a joint project between Prevention CDN-NDG and the Côte-des-Neiges Youth Table. By giving tools to young people so that they may engage in critical reflection on the world that surrounds them, the Hypersexualization project's goal is to reduce the risk of sexual exploitation and of joining street gangs for vulnerable neighbourhood youth. In order to do this, the project rests on two axes of intervention: Prevention workshops animated by Julie as well as outreach work targeting girls' aged 12-17 carried out by Fanny. Unfortunately in the spring of 2015, the project was cut in half, eradicating the first component, the workshops.



Julie and Fanny work often in partnership on a variety of projects. In 2015, they organized many outings and activities for the female students at La Voie High School in order to create a group that would deal with issues of body image.

For this purpose they worked in collaboration with Geneviève Bruneau, in charge of the Bao-Ados a projet of Baobab Familial, as well as with Marie-Ève Plante, Youth Librarian of the Intercultural Library of Côte-des-Neiges.

Julie and Fanny also offer workshops to community organizations and schools to respond to specific needs. They have worked with Karl Thomas, another Prévention staff member on the subject of youth sharing intimate photos without consent as well as with Fred Clarke for sessions with Walkley Centre's Leaders' Club.

Additionally, Fanny and Julie have provided support to various projects in the community, notably the 10th edition of Hip Hop You Don't Stop Urban Arts Festival organized jointly by Prévention CDN-NDG and Elementality, the three-legged race entitled "Finis ton parcours" (Finish your Journey) organized by Côte-des-Neiges' Carrefour Jeunesse Emploi's IDÉO 16-17



Project; and also the "Droit(s) au cœur" activity (The Right(s) to the Heart), established by the Women-Pirate Committee of Côte-des-Neiges.

Fanny Lavigne - Outreach Worker

Fanny's role consists of creating and strengthening trusting relationships with young girls, by actively listening, ensuring follows-up and referrals as well as organizing and animating activities and workshops. The start of the year was marked by many activities at La Voie High School, her primary focus of intervention, so that the students can establish relationships among each other and with Fanny, and that they may be able to attend other partnership activities with other neighbourhood organizations, go on outings together to be able to



work with the teens in an out-of-school context, and Fanny's participation in activities with a theme of staying in school, and special evenings such as



awards ceremonies and graduation.

The integration of the outreach worker into the school has been cemented, seen by partnerships that have been strengthened both with the intervention team in the school as well as the teachers for school projects.

The collaboration with the now former La Voie ICS (Intervenante communautaire scolaire) was important and valuable in 2015.

Subsequently, the summer season made it possible for Fanny to work with Prévention CDN-NDG's Park Animators. She did outreach in Côte-des-Neiges Parks, referrals, follows-up as well as outings (La Ronde and water slides). When school



started again in September Fanny noticed that this year both students and personnel were already familiar with her, making it easier for Fanny to "get down to business".

This also resulted in a multitude of activities with many of the school's youth: Outings, school activities,

school projects, and participation of after-school activities in partnerships with other organizations, as well as monitoring and referrals for her clients. (Girl's lunches, making zines, dance class, gymnastics workshop, etc.)

As well, in 2016, Fanny wishes to continue to further and improve her daily outreach work at La Voie, by offering with Julie a variety of activities and workshops on various themes for adolescents and to continue to work in partnership with other organizations as well as with her colleagues at Prevention CDN-NDG.

Julie Robillard – Hypersexualization Project Manager

Until the spring of 2015, before the news of the cut to this area of intervention was known, Julie animated many workshops and put together and updated sessions based on the theme of « Prevention of Hypersexualisation » that were developed for high school students as well as « Une égale Un » or One equals One created for youth in grade 6. For example in the workshop entitled « L'après-bal: Je me souviens » (After the Prom, I will remember), a tool to promote responsible consumption and consent was added so that the students could apply this new information in their lives. As well, a special partnership was developed with Concordia University in which four second-year students of the Graduate Diploma in Youth Work, produced a study that measured the impact of the prevention workshops.

Both the summer and fall of 2015 were spent on final report writing. Dossiers were closed and the two workshop kits, both elementary and high school were finalized. During the same period, Julie animated some sessions with the Park



Animators of CDN and the staff of Ça Bouge dans les Parcs in NDG. She also supported many of her colleagues at Prevention CDN-NDG as well as other partners in the community with their activities and events, such as Halloween at 6767, an event for kids and teens carried out by many organizations in the 6767 Cote-des-Neiges building.

There is no doubt about the positive impact of the workshops on students' self-confidence and critical thinking. Young people, often unaware of their rights, notably those of sexual consent and



relationships, learn a lot during these sessions, which gives them a space to discuss together and form their own opinions. Many have reported that they felt more confident and have increased their knowledge and were more aware when facing difficult situations. With the new era of technology that offers unlimited access to all types of content,



it is even more pertinent and urgent to step up efforts to develop critical thinking. This is what Julie hopes to do via the two series of sessions until

spring 2016 (in french it is written 2015) and what Fanny continues to do through her work as an Outreach Worker at La Voie High School.

2016 will be spent developing a new project as well as researching other avenues of financing to continue this crucial work being done by both Fanny and Julie with the adolescent population of the Borough.



IN NUMBERS

Fanny Lavigne

Contacts made: **2192 (1440 girls, 742 boys)**, meaning youth that are asking for information and referrals from Fanny, and those who participate in her activities and animations and with whom she maintains a connection in the school.

Planned activities: **89 planned activities and 37 activities participated.**

Training courses taken: **5**

Classes met: **33 and a total of 601 students (306 girls, 295 boys).**

Julie Robillard

Number of schools / institutions where the workshops were held: **9**

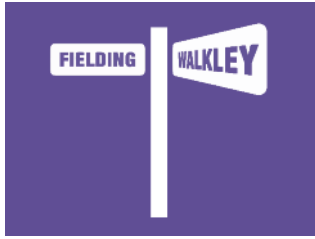
Number of workshops held: **60**

Number of youth sensitized: **1231 (625 girls, 550 boys, 56 n/d)**

(n/d means they didn't write down if they were male or female in the evaluation.

Other: **7 planned activities, 25 attended other activities, 5 training courses taken.**

FIELDING-WALKLEY INITIATIVE



Citizen mobilization agent for the Fielding-Walkley Revitalization Initiative

With Prevention CDN-NDG as fiduciary, Nathalie Le Conte-Good has been citizen mobilization agent for the Fielding-Walkley Revitalization Initiative (Démarche de revitalisation Fielding-Walkley) since July 2012. The project's goals are to support and facilitate residents of the Fielding-Walkley area in taking action on collective issues and instigating the change they wish to see in their neighbourhood.



Some accomplishments for 2015 include: Continued involvement in local activities such as the now annual Sprint Clean-up, Jane's Walk, and community festivities, as well as celebrating stability with a core group of residents and their independence in regards to choosing priorities and initiating various actions.



A positive indicator of the importance of the project included two citizens who spoke publicly at

Borough Council for the first time, regarding the local issues of pedestrian safety and traffic calming and saw positive changes by voicing their concerns. Not only were the changes done very quickly, but the citizens' themselves felt empowered to take on more issues and felt that their voices were being heard.



Most importantly, they now believe that they can be instigators of change, and that such change is their responsibility as residents to be involved in these processes if they want to changes see in the neighbourhood. Therefore, they are themselves now mobilizing their fellow residents to get involved. The project has created a sense of community and belonging that according to the residents involved has not been felt in a long time.



The end of 2015 also saw a change in the project. In late fall, Nathalie made the decision to leave her position as the Mobilization agent. Jennifer Chapman, who was our Outreach Worker for Seniors moved over to NDG to fill the position beginning officially in 2016. She is looking forward to working with the residents and groups in the neighbourhood.

The Walkley Centre Provisional Board of Directors

The Walkley Centre is a crossroads where all members of the community can meet and share. We are working to offer a variety of recreation programs for people of all ages that allows for individuals to develop a sense of community and leadership. The role of the Board is to ensure a



proper running of the centre, to respond to the changing needs of the community, and to discuss the future of the centre. The Walkley centre's provisional board (CAP) is made up of Prevention CDN-NDG, Comité Jeunesse NDG and a representative of the Borough's Sports

and Recreation division.

In 2015, CAP worked closely with its Centre's Coordinator, Kadiatou Diop, with regards to its action plan, budget, community partners, day camp season, and for the first time, worked along the Centre's Users Committee. In addition, CAP continued its short and long term vision in collaboration with the Association for the Development of Youth of Loyola in order to discuss different scenarios for a long list of services and activities that would best respond to the needs and interests of the all age groups living in the area. With the extended lease renewal for Walkley Centre and Loyola's Youth Development Association operating out of Focus-



Outreach High school (for the next 2-3 years we are told) several meetings and discussions have been carried out with the hopes of finding alternatives for long-term facility and services provided to the community.

In 2015, with the help of several very involved parents, the centre was able to develop a centre user committee. This group of parents and participants met bi-weekly in order to learn more about the inner workings of the centre on top of

planning family and fundraising activities for the community. These volunteer parents also serve as a consultative group for the centre's coordinator with regards to programming and policies and procedures.



Leaders Club, the centre's teen leadership program saw growth in 2015. The group was supported by an intern from Concordia University's graduate certificate in youth work who was able to help crystalize the structure of the program with the teens and staff. The teens participated in all of the centre's activities and held their own fundraisers in order to do workshops and go on outings.



General participation in the centre's activities and programs increased in 2015 which, we hope, can be attributed to an increased sense of community and safety in the space. The continued partnership with the mobilization initiative and many other community organizations has allowed for a de-stigmatization of the centre and the surrounding neighbourhood in the eyes of local residents and business owners.

Fruits de La Communauté

Thanks to Prévention CDN-NDG, the Walkley Centre was able to pursue its food security initiatives with the *Fruits de la Communauté* and Leaders Club program. There is a tangible need for food-related and gardening activities that can bring

residents together. The project's three activities include gardening at the Centre, communal cooking projects, and special event food preparation.

The community garden project was quite successful this year. With the help of the Walkley Centre's Leaders Club, three planter boxes were built to increase the garden's capacity. The garden was maintained by a group of volunteers and the Leader's Club. Fruits, vegetables and herbs harvested from the garden were redistributed among volunteers and also served as the basis for food related workshops for the day camp.



Various workshops were offered, mainly to children and youth, through partnerships with the CIUSSS, the NDG Food Depot and other experts in the field. We've also developed more substantial cooking workshops for teenagers in order to support them in learning healthy self-care skills that they can also share with their families. We were very happy to discover the very large interest that the teens showed with regards to learning how to make homemade and healthier versions of their favourite foods as well as their desire to try new foods and new ways of eating in order to support healthy

growth and athletic performance.



IN NUMBERS

Citizen Mobilization

- Number of organized activities: **48** (such as residents' meetings including an information session on the federal elections and a meet their candidates evening, to outings and Borough-wide community activities)

Participation in other activities: **45 activities**

- *Contacts with citizens:*

Interactions: **1050** (in person or by phone)

Interventions: **85**

Five means of communication (in person, phone, text message, e-mail and social media)

reach close to **8000 instances of contact**;

250 residents in regular contact.

Walkley Centre

Number of programs: **20 programs and 20 activities**

Number of participants: **over 380 registrations** (number of registrations for all programs in 2015)

Visitors: **14676**

ADMINISTRATION

While each staff member is busy throughout the year fulfilling their action plans and working with their partners and clients, the administrative team is also at work planning and managing operations, programs, human resources, finances, and both the internal and community relations of the organization. Some highlights of 2015 included:

The Retreat: In January, the staff headed up north for their third annual Staff Retreat. These important 48 hours are spent reflecting and discussing who we are and the work we do. We were fortunate enough to have Ghislaine Guerard who acted as facilitator for us again.



Much of the time was spent discussing and re-approving the administrative changes that were made mid 2014. After each full focused work day, we also played broom ball in the parking lot, ate our meals together and took part in other team building exercises.

Annual General Meeting: The AGM committee began meeting a good six months ahead of our Annual General Assembly. In order to increase the number of attendees, we held an internal contest to see which staff member would bring the most “guests/clients/members” to our Assembly. We were extremely pleased with the turnout and the over 50 people who attended.



By the way, Nathalie Le Conte-Good won the contest!

Human Resources: With the Pay Equity laws from the Provincial Government, as well as

wanting to legally validate the Employee Handbook written in 2014, we hired Simpkin Legal to go over all our human resource documents. A detailed report filled with helpful recommendations was published in November. These recommendations have provided a framework for our Human Resources dossier which will be dealt with in 2016. The team at Simpkin Legal will also provide training to the staff at the beginning of the year.



Centre for Community Organizations:

To follow along with our next stage of facilitation and creating objectives for the next few years, the Retreat Committee met with members of the Centre for Community Organizations (COCO) to see if they would be a good fit for planning our priorities for the next year.

Painting the office at 6767 CDN: During a slower week during the summer, the Space Committee organized a two day painting the office blitz. Gone is the drab greenish beige that we lived with for over ten years and we are now enjoying a soothing gray and happy sunshiny yellow to combat the November to February office blues. Ten team members participated

Summer Field Placement:

Through the Black Coalition of Quebec's Program Alternate Jeunesse (Ligue des Noirs de Quebec), a young woman, Shonda Pierre Bostic came to work with us for 16 weeks. She performed administrative tasks, ran errands, and basically became part of the team.



DIRECTOR'S CLOSING COMMENTS

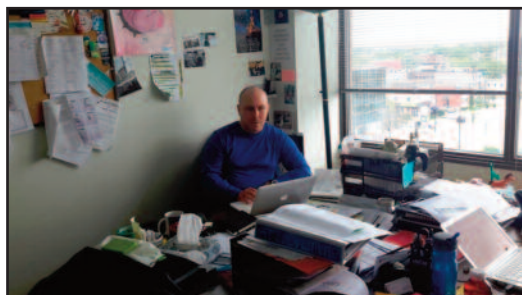
In last year's annual report my closing comments had a lot to do with the administrative changes to the organization.

Continuously in a process of fine-tuning Alain, the Program Director, Brigitte, the Administrative Assistant and I sit down on a regular basis for dossier sharing and finding the best ways that three full-time people basically run the organization meaning, the planning, the evaluation, grant and report writing, budgeting and financial administration (budgeting and bill



paying and payroll), the human resource aspect (vacations, sick days) as well as policies, procedures, lobbying, representations and our involvement in dozens of both internal and external committees (for example training, communications and retreat) plus meeting each department on an individualized regular basis. We could easily use a full time fourth person.

This would not be possible, unless we set out to work 95 hours a week (which we don't) without the good will and hard work of the staff, who take a portion of their work week to support admin with their report writing, help with their expertise in funding applications, work on communications, sit on various committees and so on.



Continuously looking for ways to improve efficiency, the admin team is eager to re-align our dossiers to look for the "perfect" way to do things. 2015 also saw admin work with the Centre for

Community Organizations (COCO) in order to organize our retreat and we know that more work



will continue with these wonderful partners in the future. We also worked with Simkin Legal to evaluate our Human Resource Policies and Tools and we are halfway through. Next steps include a pay equity policy, the reformulating of our contracts, as well

as proper job descriptions. We can guarantee that 2016 will be a time for growth and change.

Administrative Priorities for 2016

- Create the internal fundraising committee and build a plan for core funding;
- Develop the Board to possibly increase the number of members to better reflect our vision;
- Prepare for an audit;
- Develop both a wage policy and a pay equity policy;
- Create an action plan for all internal committees
- Develop a needs' assessment
- Take part in the possible restructuring of the Tandem Program
- Redevelop the division of labour within the administrative team and Board.
- Redevelop staff contracts



CHALLENGES FACING PRÉVENTION CDN-NDG

Continuing on with the issues that make us think:

Salaries: Because our budgets vary from project to project and the conditions of each project vary, we are sometimes left with a disparity among staff, all of whom are underpaid. There still is no long term planning possible since no level of government is giving us a cost of living indexation.

Core funding: The usual ten percent administrative costs to run a project do not cover the true costs. The time it takes to manage staff, budgets, reports, applications all the while running the organization itself will continuously leave us with a deficit. Add to that no monies for communications, human resources, and other administrative tasks, much is left for management who download it on to staff. Dedicated administrative funding is needed in order to have the staff properly do their own tasks. Also, funders should re-look at the short term projects, which create expectations and funding leading to possibly more social problems.

Standardization: We have often been flexible enough to work around the demands given to us by funders, while the opposite should be true. We should decide whether funding should fit our organization as opposed to vice versa. By creating across the board standards, procedures will be easier to apply to each project, whether it is a big program or a short-term project.

The potential change to the Tandem Program:

We continue to await word of what will happen to the program. At the time of writing, we have no further information but we think that Tandem will be run by an “outside” group, who will be manage the program potentially by district. This unknown, will greatly affect Prevention CDN-NDG, as not only will it potentially lose staff, members of admin and 25% of its total budget. This will cause some strategic scrambling at the end of the year.

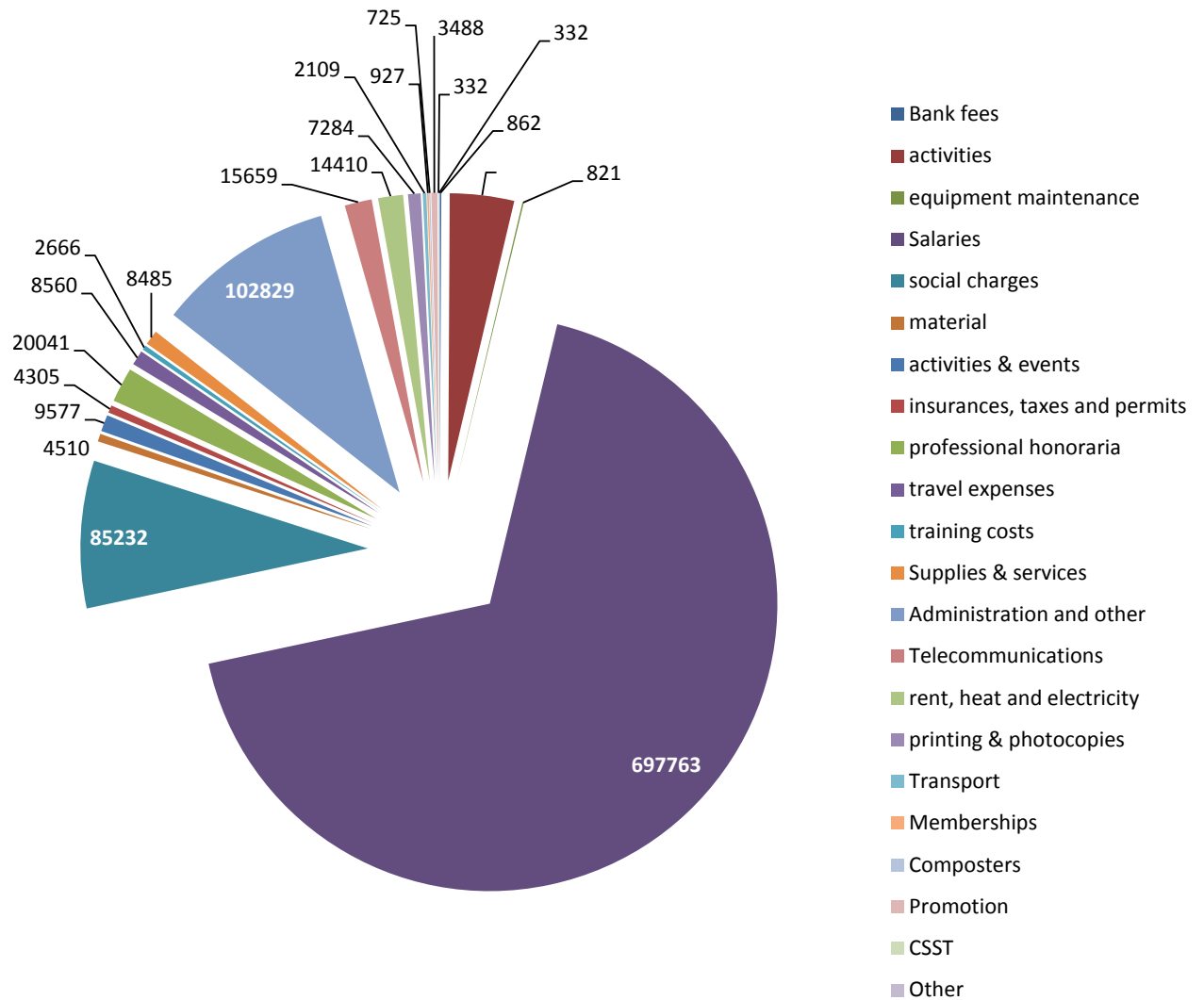
Isolation: Because outreach staff work individually, they often feel they are alone and it can be difficult to work with clients plus refer, accompany, attend the many meetings and fulfill the administrative responsibilities they have without relying on a teammate or other person to handle things when they are absent or are busy with another dossier.

Rent prices and space: We try to provide all staff with a space so they can be productive and efficient. Although we are grateful for the free space that has been allocated to us, we try to encourage proper ways to share space. As well, our Éco-Quartier office is a relatively small space, and we have totally outgrown it. However given that fact that the Arrondissement wants us to be centrally located in NDG to respond to our clients, we cannot increase either the rent costs nor the space.



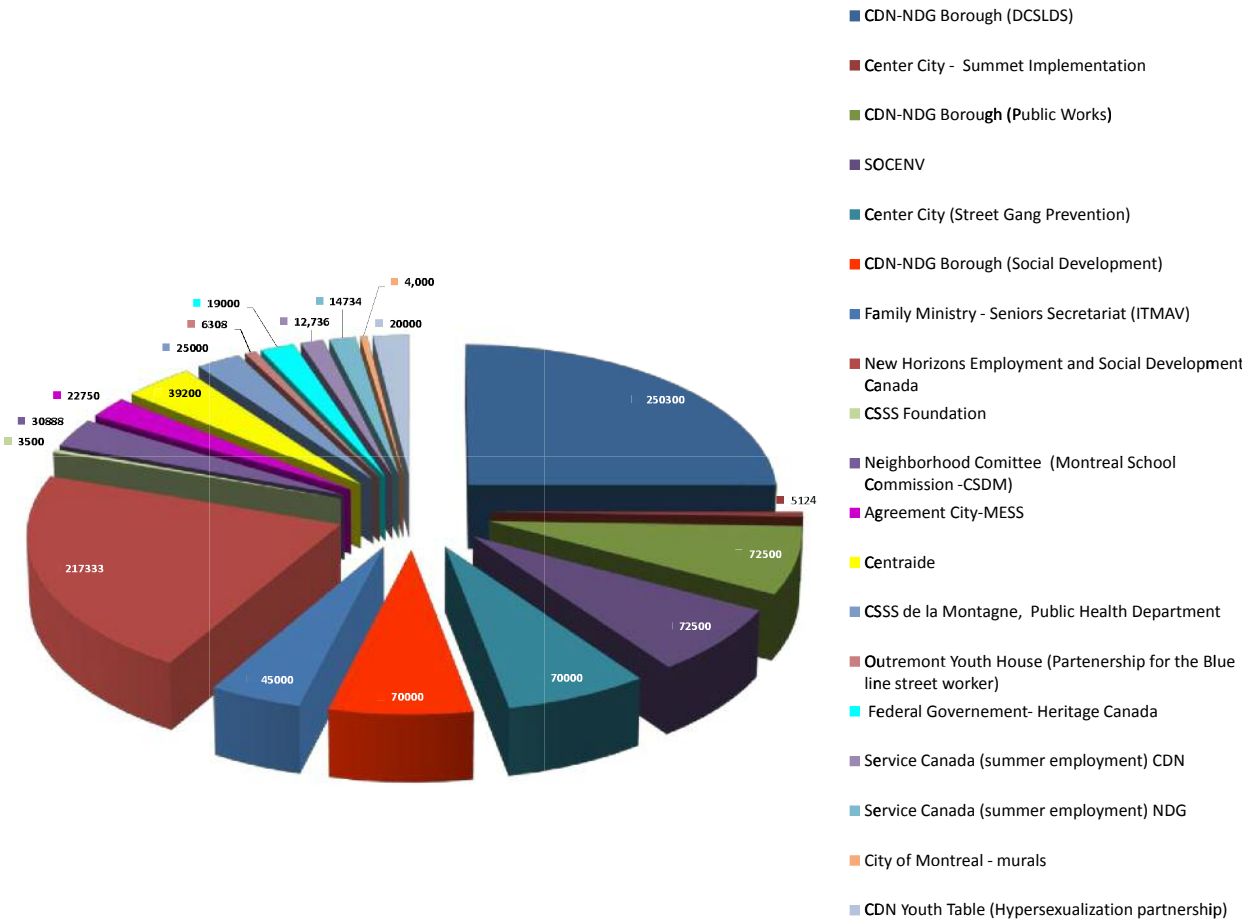
PRÉVENTION CDN-NDG IN NUMBERS

EXPENSES



REVENUES

Revenues for Prevention CDN-NDG



INTERVENTION MAP



COMMITTEES

Internal Committees

Prévention CDN-NDG Board of Directors
Communications Committee
Retreat Committee
Training Committee
Team-Building Committee
AGM Committee
Organizational Development Committee
Fundraising Committee
Space Committee

External Committees

Bienvenue NDG Board of Directors
Comité Benny
Comité de coordination de la Démarche de revitalisation Fielding-Walkley
Comité de coordination de la Table de concertation jeunesse CDN (COCO)
Comité de coordination de la Table de concertation jeunesse NDG (COCO)
Comité de Prévention et de la persévérance scolaire à École secondaire St-Luc
Comité de quartier NDG
Comité de suivi pour le projet Filles averties, engagées, hors danger (CLES)
Comité Femmes -PIRATES de CDN
Comité Ruelles Vertes Oxford-Marcil
Conseil d'administration du Conseil communautaire NDG
Conseil d'administration du Centre Loyola
Conseil d'administration provisoire du Centre Walkley
Conseil d'Établissement École secondaire La Voie
Conseil d'Établissement École secondaire St-Luc

Jeunes Femmes
Jeunes Leaders NDG
NDG Housing table
Sous-comité des communications de la Table des Aînés CDN
Sous-comité Monde scolaire - Table de concertation Jeunesse CDN
Table 6-12 NDG
Table de concertation Aînés CDN
Table de concertation Jeunesse d'Outremont
Table de Concertation Jeunesse de CDN
Table de Concertation Jeunesse de NDG
Table de Sécurité Alimentaire NDG
Table des Intervenants de première ligne en itinérance à CDN
Table des partenaires Fielding Walkley
Table ronde NDG

City-wide Tandem Committees

Comité Bon voisinage
Comité de coordination de la Table des Organismes Mandataires du Programme Tandem
Comité Femmes
Comité Jeunes et Loi 56
Comité Journée de la sécurité urbaine (JSU)
Conseil d'administration de la Table des Organismes Mandataires du Programme Tandem

COMMUNITY PARTNERS

A'SHOP	de la criminalité (CIPC)
Action Communiterre	Centre McKay
AEROPLAN	Centre Pauline Julien
AQPERE	CKUT (McGill Radio)
Arrondissement CDN-NDG - Division de Travaux Publics	CLIC Bordeaux-Cartierville
Arrondissement CDN-NDG - Division des Cultures, sports, loisirs, et développement social (DCSLDS)	Comité Jeunesse NDG
Arrondissement CDN-NDG - Division de Travaux Publics Voirie	Comité Ruelle Verte Oxford-Marcil
Arrondissement CDN-NDG - Division de la Communication	Commission Scolaire de Montréal (CSDM)
Association pour le développement jeunesse de Loyola	Concordia University: Applied Human Sciences (AHSC)
Banque Royale (succursale Somerled)	Conseil Régional de l'Environnement (CRE)
Batshaw Family Services	Coop Maison Verte
Bibliothèque Interculturelle de CDN	Corporation de développement communautaire de CDN (CDC)
Bibliothèque sans frontières	CPE communautaire NDG
Bienvenue NDG	C-Vert CDN-NDG
Black Community Association of CDN (BCA)	Cummings Centre
Bonne Boîte Bonne Bouffe	Dawson College -Community Recreation and Leadership Training (CRLT)
C-Vert CDN-NDG	Dix Milles Villages
Camp de Francisation NDG	Éco-quartier CDN
Camp de jour Centre St-Raymond	Écocentre CDN
Camp de jour Patricia Park	Écocentre Eadie
Camp Marc	École Anne Hebert
Carrefour jeunesse Emploi (CJE) CDN	École Centennial
Carrefour jeunesse Emploi (CJE) NDG	École de langues CLC
CDEC CDN-NDG	École de langues du Canada
CÉGEP André Laurendau	École des Nations
CÉGEP Marie-Victorin	École Étoile Filante
CEGEP St-Laurent: Technique en loisirs	École Graves Academy
Centraide Montréal	École Judith Jasmin
Centrale Beauharnois (Hydro-Québec)	École Kells Academy
Centre Communautaire et de Loisirs de CDN	École La Voie
Centre Communautaire Mountain Sights	École Les-Enfants-du-Monde
Centre Communautaire Saint-Raymond	École Lower Canada College
Centre Communautaire Walkley	École Marc Favreau
Centre d'Écologie urbaine	École Notre-Dame-de-Grâce
Centre de bénévolat de CDN	École Paul-Guérin-Lajoie d'Outremont (PGLO)
Centre de bénévolat de Montréal (CABM)	École Royal Vale
Centre de bénévolat SARPAD	École Rudolph Steiner
Centre de Ressources Communautaires CDN	École secondaire Saint-Luc & Annexe
Centre de Santé et de Services Sociaux (CSSS) Cavendish	École Solemon Shocter
Centre de Santé et de Services Sociaux (CSSS) de la Montagne	École St-Monica
Centre de Tri St Michel (CESM)	École St-Pascal Baylon
Centre des Aînés CDN	École Ste-Catherine-de-Sienne
Centre Évasion	École Willingdon
Centre International pour la prévention	Église Communautaire River's Edge
	Église St-Thomas
	Elementality
	End of the Week
	EMSB
	Équitas
	Family Net

Garderie des Petites Fleurs	Résidence Lev Tov
Garderie Kids Fielding	Bibliothèque Interculturelle de
Garderie l'Académie Blossom	Côte-des-Neiges
Garderie Les Copains d'abord	SPVM 11
Garderie les Enfants du paradis	SPVM 26
Garderie Little Sister	St-Mary's Hospital
Garderie Monclair	Students' Society of McGill University
Garderie Montessori	Table de concertation des aînés de l'île de
Garderie Playskool	Montréal (TCAIM)
Garderie Nif Naf	Table de concertation jeunesse CDN
Garderie Orchard House	Table de concertation jeunesse NDG
Garderie Over the Rainbow	Table de concertation jeunesses
Garderie Petits Nuages	Ville Mont-Royal
Garderie Playskool	Table des Aînés CDN
Garderie Somerled	Table des Partenaires Walkley
Garderie sur le chemin de l'école	Table Ronde NDG
Groupe Benny Farm	TOHU
(including Project Zoo, 003)	Total Diving
Haute Études Commerciales (HEC)	TRACOM
Head and Hands	Université de Montréal: Département
Impact Program (YMCA)	de Criminologie
Intermiel	Vélo-Québec
Jardin de la Providence	Westhaven Community Centre
J2K	White Mountains Regional High School,
Jewish General Hospital	New Hampshire, U.S.A.
Julius Richardson Hospital	YMCA NDG
Katimavik	
Le Baobab Familial	
Le Cypher	
Les Soins infirmiers de l'Université McGill	
Loblaws	
Loisirs Sportifs CDN-NDG	
Loyola Centre	
Lunchbox Program	
Maison de la Culture CDN	
Maison des Jeunes CDN	
Maison des jeunes Outremont	
Maternelle Enfants des neiges	
McGill University: Social Work department	
Médecins du Monde	
Métro Somerled	
MultiCaf Community Cafeteria	
NDG Community Council	
NDG Food Dépôt	
NDG Senior Citizens Council	
Office Municipal d'Habitation de Montréal	
Parrainage Montréal	
Patrimoine Canadien	
Poucevert	
Pour Bien Animer	
Project Genesis	
Promis	
Regroupement des Éco-quartiers (REQ)	
Relais CDN	
Réseau d'échange et de soutien aux	
actions locales (RÉSAL)	
Résidence de la Providence	

FUNDERS



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**Commission
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<https://twitter.com/PrevCDN> NDG

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Prévention CDN-NDG



2016