



Employment | Family | Immigration



# AGENCE OMETZ

A community of services...for life

## Ometz = Courage

### Who we are:

Agence Ometz is a Jewish human services agency providing employment, immigration and social services to help people meet their challenges and fulfill their potential, and to secure the growth and vitality of the Montreal Jewish community.

### What we do:

Agence Ometz provides access to a range of high quality services, supports, resources and tools to help children, individuals and families:

- > Become strong, healthy and resilient;
- > Connect to the Montreal Jewish community in a meaningful way; and
- > Integrate more fully into society at large.

### How we do it:

We offer accessible and culturally sensitive services founded on Jewish values including:

- > Advocacy on behalf of our clients' needs;
- > Employment services to help clients become and remain economically self-reliant and productive;
- > Immigration services to facilitate the lawful entry of Jewish refugees and immigrants into Québec and to advance their integration into the Jewish and broader communities; and
- > Preventive, therapeutic, educational and financial services and supports to assist the most vulnerable.

### Our promise:

- > To treat every individual with respect and compassion;
- > To deliver accessible, integrated, confidential, personalized, and culturally sensitive human services, founded on Jewish values.

Dr. Mitchell Shiller is a pediatrician and the founding President of Ometz

Howard Lohner is an accountant and the incoming President of Ometz



## Message from the Executive Office

Ometz was touched last year by the worldwide economic crisis just like everyone else. Our budgetary constraints challenged us to find creative responses to ensure that services to clients were not affected. Our statistics our activities and client feedback (pages 8-13) indicate that we are still well on track. We can take pride that our merger only two short years ago has progressed so far so quickly.

In fact, the need to re-evaluate and set priorities, encouraged us to tackle and resolve several important dossiers this year, among them:

### Salary harmonization:

The merger of our three agencies revealed significant discrepancies in staff salaries. The Board insisted that we resolve this issue regardless of budgetary constraints. They correctly identified this as the key to staff morale which impacts directly on the quality of service to our clients. A devoted committee of volunteers and staff met for more than a year. They established criteria and a process that is both equitable and transparent. The implementation of salary harmonization this past spring was well received by our staff.

### Performance measurement:

We are accountable to many stakeholders and need to continually ask ourselves how we are doing and what is the real impact of our programs? So we tapped into expertise to teach us how to develop short, medium and long term outcomes for each agency program as well as for the

overall agency. We are completing the process by identifying the criteria and the tools to measure these outcomes. No small achievement! Now we can report more meaningfully to our funders, our clients and our community because we have identified what success should look like.

We continue to grow together in unpredictable ways and find new synergies which none of us could have anticipated (see page 5). Here is the true hidden benefit of our merger - the fortuitous blending of our expertise in the areas of employment, immigration and social services.

We are grateful for the continuing support of Federation CJA, Centraide, the BDH Community Foundation, Emploi Québec and the Ministère de l'Immigration et des communautés culturelles. We are led by a tireless and devoted Board of Directors who are prepared to make tough decisions. We are also blessed with an extraordinary team of professional staff who consistently focus on what is best for the client.

We have all pulled together creatively and we have remained true to our vision - to help our clients reach their potential, and to do so with care and compassion.

We are proud to be part of this team.

*Mitch Shiller*  
Mitch Shiller  
President

*Gail Small*  
Gail Small  
Co-Executive Director

*Howard Berger*  
Howard Berger  
Co-Executive Director



Sometimes you get really lucky. Sometimes you get the right person, at the right time for the right job. 2 years ago as we merged the 3 agencies to form Ometz, all the stars lined up correctly. Mitch Shiller agreed to come out of 'retirement' (as a past President of Jewish Family Services) and to accept this new mandate as 1st President of Ometz. Tirelessly, while maintaining his very active pediatric practice, Mitch attended every sub-committee over the last 24 months in addition to our regular Board and Executive Committee meetings. His leadership, vision and 'quirky' way of perceiving our challenges, ensured we stayed on course.

We are all indebted to you, Mitch – the Board, volunteers, staff, clients and the community – for a job well done! We could not have done it without you!

Sometimes you get lucky twice in a row. We are delighted to welcome Howard Lohner as our new President who again represents the right person at the right time. Howard is a prominent chartered accountant. Prior to the merger of Ometz, Howard served for over 10 years on the Board and Executive of Jewish Employment Montreal and the JEM Workshop. He was a recipient of Federation CJA's Young Leadership Award in 2008 and was selected by our community to participate in the highly regarded Wexner Leadership training program, developing leaders from all over North America. Howard is married to Dana Zinman and is the proud father of Aaron, Mollie & Leora. Congratulations!



Special  
Thanks  
Special  
Welcome

Michael Cape is the chairman of Groupe Marcelle and an Ometz board member



## 2 years later

### Why we merged? For people like David & Suzanne

David & Suzanne R. turned to Ometz last year in a moment of crisis. They were struggling to manage their finances while dealing with their 7 year old son's serious behavioral issues. Suzanne had always worked, but had to significantly cut back her time to deal with the various medical and academic professionals helping her oldest son, as well as take care of her two younger children, a toddler and one in daycare. David had started a small business about three years ago but its early growth was challenged by the unexpected recession. To complicate matters, David and Suzanne had purchased their modest home 8 years ago, just before the birth of their son, and were having trouble meeting the monthly mortgage payments.

At a time when they needed to really pull together as a family team, David and Suzanne were experiencing severe marital stress as a result of all of these issues. Suzanne blamed David for not being able to support his family adequately, while David, tired and depressed, distanced himself from his family by spending long hours at his store.

Ometz stepped in right away, responding to this family in a variety of ways. David & Suzanne began seeing an Ometz counsellor to strengthen their relationship and their parenting skills. Over the last 8 months, they have made great strides in communication, dealing with feelings of blame and inadequacy, and coming together as parents. They have also attended budgeting workshops, learning how to manage their finances more realistically. A case manager has helped Suzanne work with the network of support professionals for her son, who has been admitted to the day program of the Jewish General Hospital. David has been working with Ometz Entrepreneurial services to review the viability of his business. He was matched with a business mentor and has been working with him over the last six months. The result? David has revised his business plan and is starting to see a slight turn-around. Finally, Ometz has helped the family with child-directed needs, such as day care, school supplies, tutoring, and summer camp for the 7 year old son.

Improvement is slow but steady and Ometz will continue to support this family as it does with so many others.

Danny Ritter is the Director of RSM Richter Wealth Management and an Ometz board member.

Allan Ptack is the Director of Social Work and Associate Director of the Psychosocial Oncology Program at the Jewish General Hospital and an Ometz board member



## Spring

**Bill Ryan** and **Francoise Susset** from McGill University presented a three part series on **Homophobia**. The three sessions focused on interventions with adolescents and adults as well as on how to work towards changing the climate within our schools as it relates to homophobia.

**The Good Food Box** reached a new record with 75 boxes ordered.

**Ometz survey of immigration clients**

for those arrived in Canada within the last 2-5 years. Goal was to establish a baseline to measure the success of our integration program.

## Summer

Launch of **scholarship program for immigrant students** - 10 scholarships awarded.

**Camping subsidies** enabled Ometz to help close to 600 children attend summer camp. This represents a 45% growth over the last 5 years.

## Fall

**Ometz Open House**

More than 100 people (donors, clients, staff from other community and public organizations) dropped by to learn about our services.

**West Island** event launches Ometz activities for the year. **"I'm Parenting as Fast as I Can!"** was attended by 30 enthusiastic and engaged parents.

**Boys to Men: 21st Century Changes and Challenges**

11th annual Pearl Leibovitch Clinical Day featured keynote speaker **Jackson Katz**, an internationally recognized authority in the field of gender violence prevention with men and boys.

**Companion for Seniors Training Program**

Ometz in partnership with CSSS Cavendish and Cummings Jewish Centre for Seniors introduced an innovative training program for Companions to Seniors.

**Montreal Walks for Mental Health** was inaugurated by Margaret Trudeau, Ometz launched the first annual mental health walk in partnership with several community and public organizations.

## Winter

**Salary Harmonization** was implemented after months of hard work by our HR committee.

**Recruiting Cocktail Event: Cocktails & Conversation**

Attracted 250 employers representing 145 companies. This was the largest draw in the 17 year history of this event - **Justin Trudeau**, MP was a keynote speaker.

**9th Clothing Give-Away**

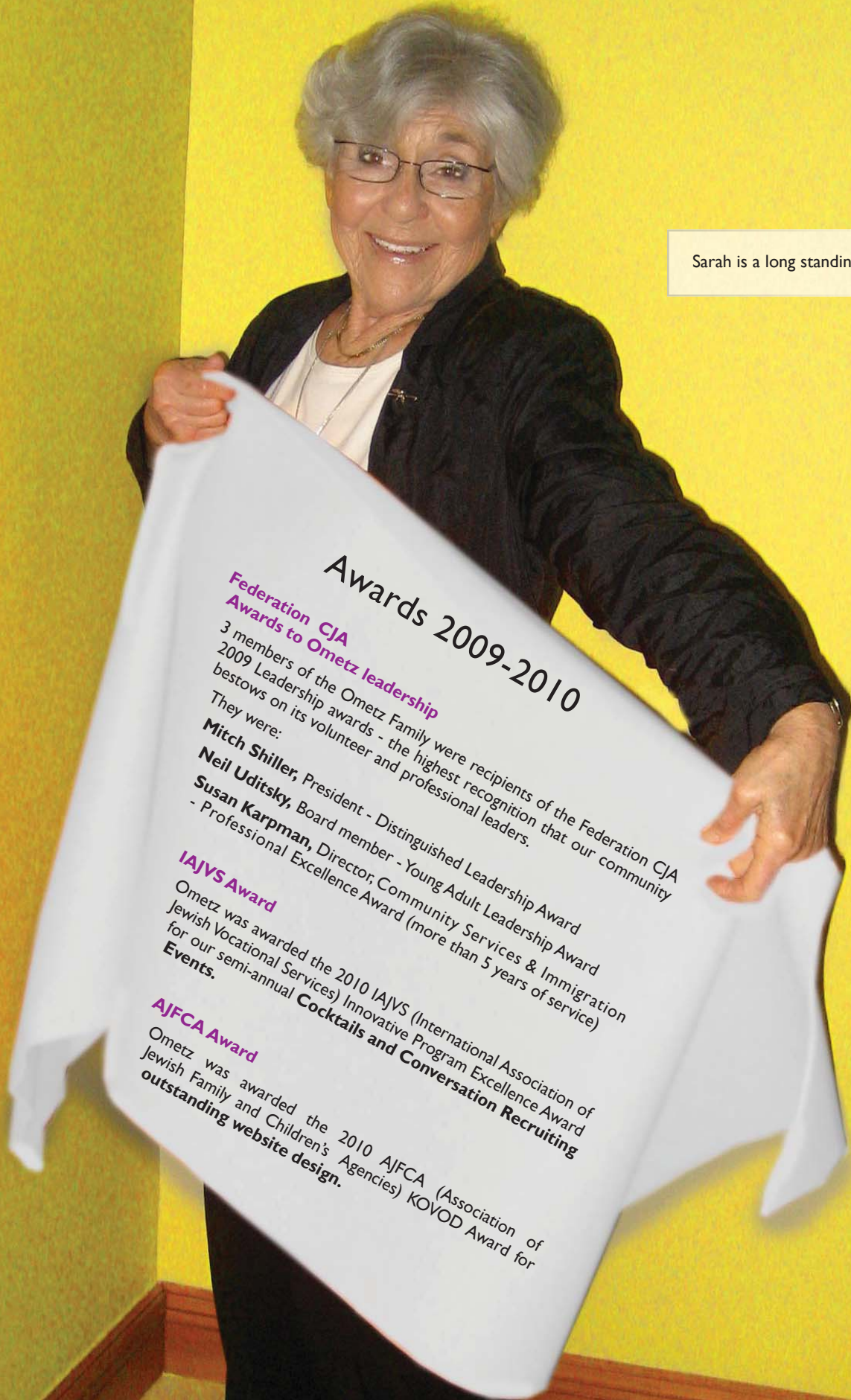
was held a week before Passover, in collaboration with Federation CJA. Record donations of over 5,000 items of new clothing in assorted sizes were distributed to 700 clients.



Melanie is an administrative assistant with Ometz employment services



Sarah is a long standing Ometz volunteer



## Awards 2009-2010

### Federation CJA Awards to Ometz leadership

3 members of the Ometz Family were recipients of the Federation CJA 2009 Leadership awards - the highest recognition that our community bestows on its volunteer and professional leaders.

They were:

- Mitch Shiller**, President - Distinguished Leadership Award
- Neil Uditsky**, Board member - Young Adult Leadership Award
- Susan Karpman**, Director, Community Services & Immigration - Professional Excellence Award (more than 5 years of service)

### IAJVS Award

Ometz was awarded the 2010 IAJVS (International Association of Jewish Vocational Services) Innovative Program Excellence Award for our semi-annual **Cocktails and Conversation Recruiting Events**.

### AJFCA Award

Ometz was awarded the 2010 AJFCA (Association of Jewish Family and Children's Agencies) KOVOD Award for **outstanding website design**.



## Employment Services

The gradual economic recovery over the past year has painted a much better picture than that of last year. As a result, our placements are climbing back up across the entire employment spectrum ... but our intake (new clientele) still remains high. We continue our leadership role in helping people secure their economic future through employment counselling and job placement, welcoming new immigrants, people with special needs, university graduates, mature workers and others of all ages and backgrounds.

We surpassed our contract goals set by Emploi Quebec for the government funded Access 45+ (seniors). Our Supported Employment program performed equally well, meeting its criteria and outperforming last years results.

Year two has further solidified the collaborative work model we have implemented since the merger. Employment counselors are working together with other departments, particularly with community services. Managing cases with a team approach and sharing information has impacted positively on our performance with our more vulnerable clientele which include immigrants, at-risk young adults and clients with mental health issues.

As a result of the difficult job market, a concerted effort to increase marketing to both job seekers and the hiring community has been undertaken. We are beginning to see the fruits of our labour through a rise in intake in the Supported Employment program, in job development and in general awareness of our employment services.

Program	Intake	Placements
Mature Workers	508	271
Immigrants	299	169
Young Adults	817	529
Individuals with disabilities	59	17
<b>Total</b>	<b>1,683</b>	<b>986</b>
Job orders	2,254	
New employers	234	

Lauren was referred to her new job by Ometz

### What the clients say:

*I'm pleased to inform you that by today I have completed my Attestation de Spécialisation Professionnelle and that by Monday I will be showing up for my first day at work.*

*I want to thank you Galina for that suggestion you gave me about the imports' compliance position, it widened my window of opportunities ....*

*Maya, we can now check two completed goals from the list!!! you know you are a big part of it.*

*Sharon, thank you for all the insight, for insisting on the examples, for the transferable skills and the believe it sell it. I'm most certainly transferring skills.*

**Victor P**

### What the employers say:

*Please accept my appreciation for your quick and efficient response to our need for an administrative assistant, and for the great quality of the candidates which you referred... I will definitely, from here on, regard Ometz as a primary recruitment source for future needs, to say nothing of the fact that I will keep the three last CVs close by in the event of an impromptu need.*

**Landmark inc.**





## Promontreal Entrepreneurs (PME)

PME funded businesses continue to write many impressive success stories and these businesses are growing and expanding both nationally and internationally. The 2009/2010 fiscal year was challenging for many of our downsized candidates. As a response, the PME program provided support for the development of creative and feasible business ideas as a way of assisting entrepreneurs seeking to extend their EI benefits, through a provincially funded programs aimed at start ups. As a further response to an increasing demand, this year PME began to provide, on a fee for service basis, business plan writing with financial projections. The Matrix program which is geared towards older downsized clients has succeeded in motivating, guiding, and supporting this group to become proactive in starting a business. "Tune up your business" supports existing businesses, by bringing them around a group table with seasoned community business leaders and professionals to discuss business challenges. The results? This same group of entrepreneurs and advisors have committed to 'partner' for a third year of learning and growth.

### What the clients say:

*Hi Rachel,*

*I wanted to write you back immediately to let you know how pleased I am to have met with the mentor you suggested... a real asset to my growing business.*

*I am truly appreciative of all your help and ongoing support and do hope you know how integral you have been to me deciding to launch my company. Not only did you help me write the business plan and find funding, but still today I can call you, see you, discuss my concerns and within days you align me with a perfect match!*

*Dahna Weber*

*Dear Mr. Berger,*

*We would like to thank you for referring us to the wonderful Ometz program headed by Rachel Chemtob ...we were developing a re-usable bag company, but after doing some preliminary research guided by Rachel, we realized that our model was not viable given the competition. It was in doing this research that we realized the possibility of creating a viable business model for a hobby that we both shared, handmade jewelry. Through guidance by Rachel, we wrote a business plan and obtained several loans.*

*We wouldn't be where we are now without the program and without Rachel's dedication to helping young entrepreneurs.*

*Chris & Alix*

*Bijoux Couture*

Program	Number of sessions	Number attending
Consulting	n/a	118
Revisits	n/a	68
Tune up your business	6	5 businesses
Matrix	8	8
Creative minds	1	19
Mentor matching	n/a	22
PME applicants	n/a	15

Cindy is a senior manager at RSM Richter Accounting Group and an Ometz board member



## Training Department

The Ometz Training Department works in partnership with all our services to offer effective programming focusing on skill acquisition, integration and employment. Our programs respond to the ever changing needs of the Montreal labour market. Job seekers, individuals and businesses continue to look to Ometz for employability enrichment, skill improvement and professional development via training courses, workshops, seminars and industry information and networking opportunities

This past year, Social Media has gained much attention in the workplace as a means to building networks and gathering information. So we have added this training to our schedule along with basic and advanced levels of MS Office Courses.

Companion Training for Seniors, our newest training endeavour, enjoys a partnership with the CSSS Cavendish and The Cummings Jewish Center for Seniors and has graduated 29 individuals to work in this field, many of whom have found work.

Our Transitions Program, an employability program developed in partnership with Ministère de l'Éducation- Social Integration Services for Adult Education, is a program designed for those who have been out of the workforce due to individual challenges or who have had difficulty sustaining employment.

A L'Action, a program designed for the career changer or career starter, offers 6 weeks of career planning and exploration, culminating in a concrete action plan.

Ometz training Programs are poised to reach a diverse range of interests, individual needs and goals.

### What the clients say:

**Hi Sharon,**

*At the risk of sounding "sweet", I wanted to thank you for today's workshop. While I have enjoyed your previous presentations, today was particularly meaningful, since I'd had a rough day yesterday and my confidence was low. Your encouragement, along with some straightforward feedback, helped me gain perspective on my strengths and weaknesses. Though I was initially very nervous, it was a warm and supportive learning environment.*

**Stephanie "Syrupy" Ein**

*Just a quick note to tell you how much I enjoyed the marketing event and a million thanks for suggesting I attend it. I learned a lot from the presenters and networked with Andy and Robert - both of them are great models for what I would like to do in my career.*

*If you get the chance please thank the organizers on my behalf - this was the best two hours and 10 bucks I have spent.*

**Calin**

#### Stats

Employability workshops	1,986
Computer training students	172
Corporate training participants	65





## Immigration Services

### Immigration Stats

- 279 pre-migration consultations
- 891 new immigrants
- 213 participants in language courses
- 226 participants in information sessions
- 82 participants in Welcome sessions
- 319 participants in outings & trips
- 527 participants at social & holiday events

Immigration Services enhanced the doorway to the agency and the community by focusing its intake through Welcome sessions. These sessions consist of a series of informal and welcoming groups, where newcomers share information and find out about our community. Since their inception last summer, we have welcomed over 400 families with very positive feedback. This fall, we will be launching an expanded version – the Welcome Program – a three-part series, including employment, community and volunteer services.

The Kuleshov family arrived in Montreal in April 2010



## Community Services

This past year has been an opportunity to evaluate and enhance many of our core services. We have undertaken a best practices review, and validated, changed and enhanced much of the way we do business in the following areas: Crisis Intervention, Case Management, Financial Assistance, Mental Health Support and Volunteer services.

Our Intake department, while continuing to be the major entry point to services, has handled countless emergencies and service requests, and advocated for and referred clients to a multitude of services and resources, within and outside our agency. Employment and Immigration clients are fast tracked directly to services they need.

New programs and initiatives have been introduced at all services points, including:

Project REEL, a collaboration of Ometz with CSSS Cavendish and a number of mental health community organizations was launched, targeting young adults aged 18 to 30 who are struggling with mental illness.

Our Administered Funds program, helping our most vulnerable clients to manage their day to day finances, has doubled its client base this year, assisting more than 100 people to improve their budgeting skills and ensure that their rent and bills are always paid on time.

In an extraordinary show of support from the public sector, The Douglas Hospital Residential Resources department doubled its funding for our Supported Independent Living Project, enabling the Mental Health team to further expand services to this client base.

In its first full year of operations, Maximizing Youth Potential has seen some very significant returns on the investment of resources designed to break generational poverty by enhancing academic success of teens and young adults in our system. New this year are workshops for MYP participants on topics such as budgeting and cooking, with the goal of encouraging these young people to begin to take on new responsibilities. Attaining skills in these areas is a step to giving them hope for their future and increasing self-confidence and independence.

Our Volunteer department is bursting at the seams with new programs, including a new dentist-to-family program, tutoring groups for children, a Seniors Connection program to help seniors with mental health issues make the transition to Cummings Jewish Centre for Seniors, and collection and distribution of school supplies for hundreds of our clients in collaboration with Federation CJA.

### Social Services Stats

Individuals receiving:	
financial assistance	2,058
mental health services	179
intake services	1,576
Special need subsidies	110
Camping scholarships	607

### What the clients say:

*Coming to Canada from Ethiopia by way of Israel, I arrived in Montreal with little English and no French, completely reliant on my husband and trapped in a spiral of abuse. Eventually I broke out of that marriage and worked two jobs to support myself and my young son. I was determined to build a life for him. He is a very clever little boy, but I know he keeps things inside about the situation between his father and me. Since Noah's birth I have come to rely on Ometz for support. Not only can I call my social worker for moral encouragement when I need it, but Ometz has helped pay for my son's daycare, school supplies, helped me get clothing, and helped me to pay rent and buy food. I really believe that it is because of the help I received that I have self confidence, hope and happiness. My dream now is to try and obtain a high school leaving diploma and go on to university so that I can become a nurse.*

**Assefa**

*My childhood was very difficult, with a mother who suffered from a serious mental illness. My father spent as much time out of the house as possible, until he finally just left. We never had enough money. Eventually, I too, had to run away from that house. I was 18 when I had my first child, and two years later had my second. It was my children that finally made me realize I had to do something with my life. I finally got my high school leaving. But it was always two steps forward; one step back. I needed to find a job to support my kids. I had financial stress. I enrolled in different training courses but wouldn't complete them.*

*During these low periods, I would come to Ometz. The fact that I could talk to someone about my situation, that someone would listen, energized me. I enrolled in a nursing course and lived on loans and bursaries for 18 months. I completed the course successfully. Finding employment was difficult, but with a lot of guidance and encouragement from my Ometz social worker and help from Ometz' employment services, I finally landed a job. I just want my kids to feel like all other kids.*

**Michelle**



## School Services

This past year our School Services Department responded to more than 5,500 members of the Montreal community. Our highly specialized services to early childhood and daycare centres, to pre-schools, and to elementary and high schools enriched the quality of life of our schools, our families and our community life. We continue to play a central role in identifying challenges and providing a critical response in addressing and resolving problems.

We pride ourselves on the exceptional professional development and networking opportunities we offer to our educators, mental health and guidance professionals. This ensures that we continue to offer the highest standard of service to our community.

Parents benefitted from our assessment and counselling services. They also participated in parenting workshops and parlour groups, which provide a more intimate setting for exploring and exchanging ideas and approaches to current school and lifestyle challenges. Students benefitted from a host of responses including skill building opportunities, speech and occupational therapy assessments, interactive group programs, crisis intervention and career counselling.

As the Ometz philosophy of treating the “whole child” becomes entrenched in all areas of our department, schools are increasingly taking advantage of career counselling for their students. Families are requesting counselling and family play services for themselves and their children. Students have the opportunity through our newly designed Group Programs to learn new skills and information that will stand them in good stead as they develop through adolescence.

## Counselling Services

The role of a family agency historically includes counselling services directed to individuals, to couples and to families. Ometz Counselling Services offers a range of services to children and to families offered by counsellors, psychologists and drama and art therapists, specializing in the following areas, among many others:

- Parenting challenges
- Separation and divorce
- Violence
- Loss and bereavement

Of particular note is our successful Family Interactive Play Program. This program encourages families to spend time in our playroom with a therapist, developing and enhancing parenting strategies and familial relationships, and using art and drama as treatment modalities.

### What the clients say:

#### *Parlour group testimonial by Rosette Rwigamba Shoumatoff*

*I was born and raised in a collectivist African society in which our entire village took part in the raising of each child. Years later when I moved to North America's individualistic society and had children I had limited parenting resources. Seven years ago I was invited to hear a speaker from the then Jewish Family Services who came to talk about a need for parent parlour groups. As the invited guest speaker brilliantly and passionately described the way these groups work, I listened carefully, and felt this was the closest thing conceptually to the parenting practice of my childhood that I had encountered in my adopted society. So with approval of the school principal, I recruited parents at our children's school who shared my interest in formation of a parlour group of parents with children of various ages. Seven years later, the group is still going strong. In our first group of parents, our children's ages ranged from kindergarten to high school; Now the youngest child is going to secondary two. This group of parents has been the most valuable child rearing support system that I have here in Montreal. Not only have we grown as a group and learned from each other about the challenges and joys of parenting, but the love of each parent extends to every kid, and you feel that you are collectively raising every child, much like the extended family I was raised in.*

#### Counselling & School Services Stats

Counselling services	297
Interactive play therapy	208
Students receiving school counselling services	1,359
Speech and occupational screening	2,700
Students participating in prevention groups	1,100
Parents participating in parlour groups	280
Daycares, elementary and high schools being serviced	65
Career counselling	250



We are indebted to  
our Board for their  
vision, creativity and  
commitment

Kathy Assayag  
Michael Cape  
Deborah Corber  
Elena Kruger  
Cindy Krupka  
Howard Lohner  
Dominique McCaughey  
David Muller  
Glenn J. Nashen

Allan Ptack  
Debora Rabinovlch  
Danny Ritter  
Mitchell Shiller  
Karen Soussan  
Ronny Steinberg  
Bonnie Unger  
Marc Welicovitch  
Ruta Westreich



Emily is being groomed to be a future Ometz board member



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Human Resources and Skills Development Canada

Jewish Community Foundation of Montreal

Joel & Marlene King

Kruco Inc

Laura Schecter Fund

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Public Health Agency of Canada

Sharon Steinberg Foundation

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100-499

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Sylvain Perras

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Liraz is an Ometz intake worker





# We couldn't do it without you!

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Lauren Zipkin  
Randy Zittner  
Debbie Zuckerman  
Lisa Zukran  
Joe Zunenshine



Debora Rabinovich is a psychologist  
and an Ometz board member

## Agence Ometz Statement of Operations for the year ended March 31, 2010

<b>Revenues</b>	<b>2010</b>	<b>2009</b>
	\$	\$
Federation CJA	2,387,190	2,792,974
Fee for service	1,075,051	1,022,277
Government grants*	746,698	622,474
Operation Montreal	281,000	332,330
Centraide	320,000	320,000
Donations	343,743	346,498
B.D.H. Community Foundation	330,000	200,000
Rent in kind	210,000	210,000
Interest	2,622	5,206
<b>Total revenue</b>	<b>5,696,304</b>	<b>5,851,759</b>
<b>Expenditures</b>		
<b>Programs</b>		
Salaries and benefits	3,779,362	3,977,891
Contract professionals	251,812	341,879
Activity expenses	165,842	297,005
	4,197,016	4,616,775
<b>Administration</b>		
Salaries and benefits	885,916	1,025,317
Rent	210,000	210,000
Office and general	59,222	46,510
Marketing	36,425	60,840
Insurance	47,930	47,149
Professional fees	46,915	12,218
Amortization of capital assets	36,946	34,163
	1,323,354	1,436,197
<b>Total expenditures</b>	<b>5,520,370</b>	<b>6,052,972</b>
<b>Excess (insufficiency) of revenue over expenditures</b>	<b>175,934</b>	<b>(201,213)</b>

### \* Government grants

	<b>2010</b>	<b>2009</b>
	\$	\$
Emploi Quebec	430,561	316,385
PANA	91,125	84,072
PSOC	69,046	68,093
HRSDS	43,530	48,565
Health Canada	34,758	44,235
PILI	20,665	12,232
Other grants	57,013	48,892
	<b>746,698</b>	<b>622,474</b>

We thank our partners for their financial support

Agence de la santé  
et des services sociaux  
de Montréal

Québec 



Emploi  
Québec 

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