



Recipes for success

**Annual Report
2014-2015**

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This year's annual report theme is inspired by a grant we received from Federation CJA Women's Philanthropy, made possible through the proceeds of Mosaic cookbook sales and designated for our project entitled Recipes for Success. This initiative targets young women, ages 17 – 30, providing them with skills, training, connections and financial support in order to help them break the cycle of poverty. Many of these young women have been deprived of access to the right "ingredients" to create their own recipe for success.

Seven years ago, 3 agencies came together to create Ometz. We blended clients, staff, board members, volunteers, cultures, programs, and databases.

We believed that by combining these 3 agencies we would serve our clients holistically with greater efficiency, effectiveness, respect and dignity. The blending together of 3 agencies was our recipe for success. Now, 7 years later, how are we doing?

Today we respond to close to 13,000 service requests annually with a particular focus on children and youth at risk. While our day-to-day case response encompasses virtually every demographic within the Montreal Jewish Community, we know that early and quality intervention with young people will have the most significant and long lasting impact; not only on them but on our community at large. We have carried out a comprehensive agency-wide review of programs and services to determine what we do and how best to do it, in order to be as nimble, responsive, relevant and effective as possible. Our 15- member board is comprised of exceptionally talented individuals. Our staff members work together to provide seamless service with the support of more than 400 volunteers. We have built financial resource capacity and a strong administrative infrastructure that will help us secure our future. Most notably, we launched an annual fundraising event 4 years ago which today is one of the highlights of the spring community calendar raising more than \$450,000. And we have only just begun.

The number 7 in Judaism is the Divine number of completion. So does this mean that we have the perfect recipe? The answer of course is no.

Recipes and ingredients do change. Howard Berger served as our co-Executive Director alongside Gail Small for the past 7 years. Howard has just retired from Ometz, and Gail will be continuing in her new role as Chief Executive Officer. We want to thank Howard for all that he has done over the years for our community.

Is our task completed? Again, the answer is a resounding no.

We are, and always will be, a work in progress. Satisfaction and complacency are not ingredients in any recipe for success. Streamlining and consolidating services, introducing innovative responses, focusing on performance and impact measurement, implementing leadership development at all levels of our agency, and developing new partnerships, both for program delivery and for financial sustainability, are just some of our challenges.

To address these challenges we will rely on sound strategic planning, superior talent management, hard work and perseverance, and the commitment of our staff, board, volunteers, friends and funders. This is our recipe for success.

We look forward to the next 7 years with confidence.

Marc Welikovitch
President

Gail Small
Chief Executive Officer

Ometz is a charitable organization which supports and strengthens individuals and families by offering a range of employment, immigration, school and social services. Serving more than 13,000 people annually, Ometz provides intervention, prevention, support services and programs aimed to enhance quality of life. Whether supporting a student who is struggling at school, a family in crisis, an individual coping with mental illness, a person looking for a new career or starting a new life in Montreal, Ometz helps change lives. **Thanks to the support of our generous donors, our committed partners, our dedicated volunteers, and our tireless staff, this year we reached:**



6,805
children
and teens

2,050
families

1,160
individuals

1,647
newcomers

2,230
job seekers

We at Ometz are committed to putting research into action. Our philosophy is to target root causes. Our mission is to help people fulfill their potential, and to secure the growth and vitality of the Montreal Jewish community and broader society by:

Mitigating the impact of poverty

According to the 2011 National Household Survey, 20% of the Montreal Jewish community lives below the poverty line.

- **2,149 children and adults** benefitted from a financial safety net and our advocacy efforts on their behalf with public institutions.

Camp is a time for children to meet, bond and make new friendships, which can help build social skills and create lifelong networks of support, especially for children from vulnerable families undergoing significant stresses.

- **674 children** from low income families enjoyed a positive enriching summer camp experience.

81.5% of Jewish young adults aged 15-24 years who are unattached live in poverty. Many have suffered the loss of a parent, are dealing with abuse, mental illness and other challenges.

- **112 young adults** were matched with mentors as role models, and received support in learning self-sufficiency, financial capacity-building, independent living and career exploration.

People suffering from mental illness are at increased risk of falling below the poverty line, have difficulty retaining jobs, incur higher healthcare costs and suffer from stigma and isolation.

- **170 adults** living with chronic mental health illness received services that connected them to community, developed autonomy, and improved quality of life.

Integrating newcomers

Successful integration by newcomers is generally measured by language proficiency, employment and financial autonomy, ability to access public services, knowledge of community resources and social interaction.

- **1,647 newcomers** who are registered with Ometz and who are establishing new lives in Montreal benefitted from socialization and cultural activities, language courses, skills development workshops and job-readiness training, as well as financial capacity-building workshops.

Helping children and teens thrive

If not detected at an early age, a communication or developmental disorder will significantly impact a child's ability to succeed at school and in life.

- **2,590 children aged 3 – 7 years old** were screened for motor difficulties and speech disorders, and **141 children from financially vulnerable families** accessed additional learning supports to help improve their developmental trajectory.

The onset of half of all lifetime cases of mental illness begins by age 14, and new prevention strategies need to be targeted at teens and young adults.

- **300 educators and clinicians** received training to enhance their skills in identifying and treating stress and anxiety in children at our 2015 edition of the Pearl Leibovitch Clinical Conference.

Bullying and aggression experienced and internalized on the playground can eventually lead to displays of sexual harassment, dating aggression, marital, child and elderly abuse.

- **2,200 students** participated in our classroom groups to address and reduce bullying and the potential outcome of future unhealthy relationships.

Meeting the needs of families

Family Play Therapy has been identified as a proven effective intervention to help children share their feelings and for parents to learn new ways of communicating with their children.

- **308 children and parents** worked through aggression and loss, developed social and communication skills, and built confidence with support from The Donald Berman Interactive Play Therapy program at Ometz.

Stress among children is estimated to have increased by 45% over the past 30 years.

- **500 parents** participated in our workshop series on anxiety and stress, and learned how to use mindfulness to help their children concentrate, relax and deal with other life stressors.

Empowering job seekers

Today, conducting a successful job search is increasingly about building an online footprint through websites, blogs and social networks.

- **2,230 job seekers** received one-on one coaching and employment support from our employment specialists, and accessed workshops on career strategies, current job search trends, CV writing, interview skills, and building a profile on social media.

Mature workers play an integral role in the workforce, and represent a growing demographic segment as the Quebec population ages.

- **1,000 mature workers** were helped to acquire the current skills and tools necessary to successfully re-enter or remain in the ever-changing job market.

Recent research identified 795,000 working aged Canadians who are not working but whose disability does not prevent them from doing so.

- **95 individuals with disabilities** achieved positive outcomes in their job search. 60% either secured employment or returned to school to enhance their skills and abilities. 40% are currently taking steps to improve their chances of obtaining employment through coaching and improved job search skills.

Helping entrepreneurs build roots

Access to capital and professional guidance are scarce and difficult to access, particularly for young entrepreneurs who are new to the start-up scene.

- **158 entrepreneurs** received support to start or grow their businesses, contributing to job creation and to the economic prosperity of Montreal.

Strengthening educational institutions

Healthy development depends on the quality and reliability of a child's relationships both within and outside the family. School counsellors help solidify relationships between students and their teachers.

- **47 Montreal CPEs, elementary and high schools** benefitted from on-site psycho-social support in order to promote academic success and peaceful schools.



A few years ago, I was living in a homeless shelter. I started attending job training sessions at Ometz, and participated in the Internship Program as a mature worker. Today, I am living in my own place and enjoying everything life has to offer, including a job that I enjoy going to every day at Café Shalom. I see Ometz as both a leader and a team player in our community, because it encourages people to achieve their potential and realize their dreams.



My child was struggling with controlling his hyperactivity, which led to explosions at home and outbursts at school. I decided to seek help at Ometz through the Donald Berman Interactive Family Play Therapy program. Through this form of psychotherapy, my child learned different techniques of self-control by playing different characters, and by making up stories that were similar to his struggles. Ometz helped me listen to what my child was saying, as opposed to me just telling him what to do. We were also recommended resources like sports and art classes outside of school to help stimulate him. I am so thankful for this process and would recommend it to other parents going through a similar situation with their child.

**The author of this testimonial is using a pseudonym to protect their privacy*





I came to Ometz when I was 19 years old and caught in an abusive relationship. It helped me to find the strength to leave. The team from the Recipes for Success program helped me set up my own apartment, provided me with the support and skills I needed to manage my budget, got me academic testing, and equipped me with a laptop and all the software I needed to complete a one-year program in videogame design at Vanier College. Now, I have a full-time job in the field, I am so grateful for all the help I received. I can confidently say that Ometz helped me turn my life around.

**The author of this testimonial is using a pseudonym to protect her privacy*



The ProMontreal Entrepreneurs program at Ometz helped us in many ways with our business, CoolWhey. We were paired for mentorship with Jeremy Richman (now an active partner) who had years of experience in the industry. Thanks to all his knowledge, we were able to develop the business in a structured and professional way. We also benefited from financing via the PME Fund, which we obtained by doing a pitch in front of prominent members of Montreal's business community. It was a stressful experience, but ultimately it was a confidence-booster to have these people backing up our business and truly believing in CoolWhey.



Photo: Ron Diamond



I immigrated to Montreal from Israel with the help of friends whom I consider my family. Six months after we arrived, I moved to live by myself with very little. I didn't know where to start. Someone I knew suggested I go to Ometz. I found all the support that I needed with how to pay the bills and to make sure that I had everything I needed to make a new life. My support worker told me not to worry about anything. She told me she would provide support in any way possible. I told her I would like to do as much as I could myself, but it was nice to know that I could rely on her. Ometz was able to help with all the legal paperwork that was very confusing for me. My English was not perfect, so I needed help to make my CV work for the Canadian environment. Here, employers value experience. I have to thank Ometz for helping me find my job that I love, as Head Chef at The Gelber Conference Centre.



The fourth edition of our annual fundraising gala, A Chance to Shine, was a wonderful success raising \$452,000 to help our community's most vulnerable children and youth break the cycle of poverty. Held on May 27 at Place des Arts, the 1,150 guests in attendance rose to their feet in applause after a first-ever Canadian performance by Le Petit Cirque™, an all-kids circus troupe from Los Angeles founded by Quebec-born Nathalie Yves Gauthier. Young musical sensations from the Montreal community joined Le Petit Cirque™ on stage, lending their voices and musical talents to our cause. Led by Chair Kylie Huberman, the A Chance to Shine Young Adults Committee hosted youth aged 18 to 25 at the inaugural edition of the Shine afterparty following the gala event. A Chance to Shine benefited from the generous patronage of philanthropists Véronique and Herbert Black for a fourth consecutive year, and from the dedication and energy of returning Event Chair Mrs. Ruth Bensimon Choueke.

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Thank you for your enduring confidence and support

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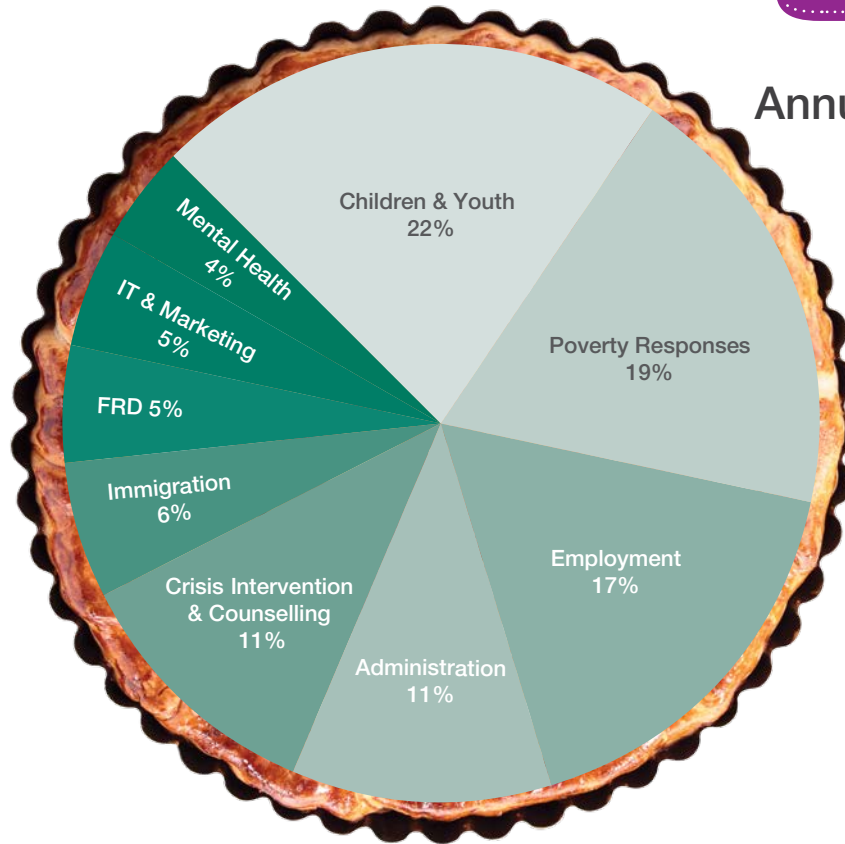
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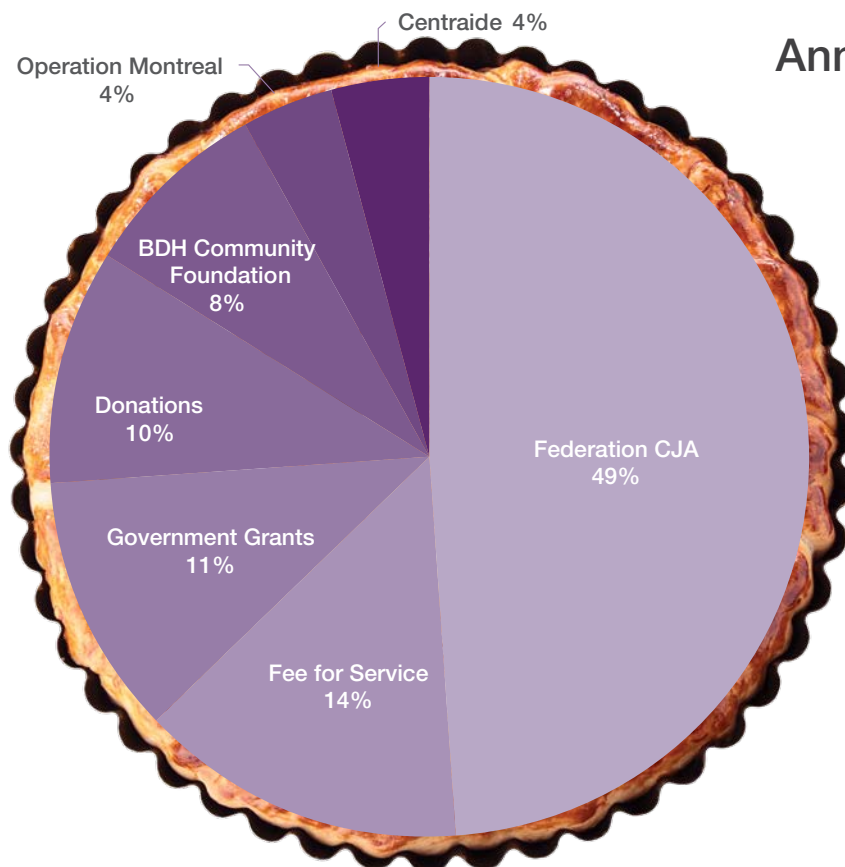
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Annual Expenses



Annual Revenue



Federation CJA contribution includes \$1,533,833 for Community Financial Assistance

Statement of Operations

Year ended March 31, 2015

Revenue	2015 \$	2014 \$
Federation CJA	2,286,340	2,256,473
Fee for service	1,031,815	1,012,098
Government grants	825,318	931,766
Operation Montreal	281,000	281,000
Centraide	313,600	320,000
Donations	729,524	619,240
BDH Community Foundation	618,667	532,126
Total Revenue	6,086,264	5,952,703

Expenditures	2015 \$	2014 \$
Operating expenses		
Program salaries and benefits	3,944,693	4,025,607
Program contract professionals	216,590	243,560
Activity costs	280,152	225,090
Professional development and memberships	29,417	26,663
Marketing	178,298	182,070
Information technology	145,402	145,124
Amortization of capital assets	31,813	32,485
Amortization of intangible assets	30,069	29,052
	4,856,434	4,909,651

Administration		
Salaries and benefits	619,310	554,711
Office and general	94,411	96,766
Insurance	41,711	41,730
Professional fees	43,597	28,934
Bank charges	4,160	4,228
	803,189	726,369

Funding and Development	343,228	304,150
Total expenditures	6,002,851	5,940,170
Operational surplus before undernoted item	83,413	12,533
Restructuring costs (net of Federation CJA contribution of \$92,500)	98,220	-
(Deficiency) excess of revenue over expenditures	(14,807)	12,533

Government grants	2015 \$	2014 \$
Emploi-Québec	454,525	460,701
Health Canada	-	64,919
Immigration, Diversité et Inclusion	110,970	105,149
PSOC	75,705	75,030
HRSDS	22,829	22,369
Conseil du Trésor, Québec	-	46,646
Autorité des marchés financiers	31,500	37,500
Other grants	129,789	119,452
	825,318	931,766

Thanks to our funding partners:





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Visit our new portal and explore the many ways you can get involved:

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