

# COTE DES NEIGES BLACK COMMUNITY ASSOCIATION



## AGM REPORT 2010-2011

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# Chairperson's remarks

*"Together we can  
achieve a lot, alone  
we may achieve but  
little."*

Let's begin by saying thanks to the members and volunteers of the organization, to the Executive Director, the Administrative Director, the board of directors, the ACDP Network and its member organizations, last but not least to the workers of the organization and all our supporters and funding contributors. Thank you for your great support and confidence.

We have completed another year and are looking forward to the beginning of another year of activities and to serving the community. Let us do this with an open heart and open mind relying always on the Almighty Father.

We have achieved a lot during the year, example, the reviewing of our constitution and bylaws, looking over employees benefits, going after new programs, receiving new grants and presently reshaping the organization so that it will respond towards the needs of those we serve.

I want to remind you that this takes time, patience and good impact from all. I must indeed say that all is not perfect. There are some lacking and imperfections but the board is working hard to improve the shortcomings.

This being said, I would like to see people come forth and play an active role in the organization.

Let us forget the bickering, come together and move forward as a great organization paving the way for our children and grandchildren.

Thank you.

John Cruickshank  
Chairperson

# Executive Director's remarks

On behalf of our Staff and many Volunteers, I want to start by thanking everyone involved in the organization, our youths, families and seniors for their input, dedication and hard work to make the year a very productive one as we continue to address the many challenges as a service provider to our community.

This past year we continued the process of upgrading our services and programs. We also started a process to review our entire operation which is being done in many parts.

The Board of Directors have tackled the challenge of reviewing the constitution and bylaws which should be presented at the Annual General meeting for approval.

A committee was formed to review the organization's operation. The areas being looked at by the committee are:

- Our Mission Statement
- All Programs and services
- Our Marketing Strategy
- Community Relationship
- Leadership
- Use of Technology
- Funding
- Infrastructure
- Organization Culture and environment factors.

We are receiving consultation on our reviewing process and all staff full and part-time will be consulted so that everyone input is included. A report will be presented to the Board of Directors for further review and approval. This process is a key in preparing our staff to develop a better plan for the organization as a major service provider. The building of stronger partnerships with our

## Mission statement:

*The Mission of the Cote-Des-Neiges Black Community Association is to support the development of social, cultural, education and economic institutions in our community. We will strive to develop partnerships and collaborate with institutions to provide effective services and programs which will address the needs of our community. Cote-des-Neiges Black Community Association is guided by strong principles which enshrine the rights of all people in this society to live with equality and dignity.*

*"Striving for  
excellence  
motivates you..."*  
*-Harriet Beryl Braiker*

fundings, institutions, businesses, and our three levels of governments is very important to the process.

Our community outreach strategies are being upgraded which will no doubt impact positively on our partnerships and our services to families, youth and our entrepreneurship program. We are also working with ACDP Network and other partners on a better health campaign for our community. This program will include fitness classes, workshops on nutrition, mental health, health challenges, cooking classes and providing educational materials on better health.

Our Annual report shall provide you with a better picture of our work over the past year. We have made attempts to provide a much more detailed report of our year's work.

I must mention that in the coming year, we will also be focusing on leadership development and training for staff and volunteers as we strive to build a stronger team which should result in better services and a stronger organization.

Once again, I must thank our staff and Board of Directors for their cooperation and support through the years and for giving me the opportunity to serve and be a part of a team working for our community.

Michael Gittens  
Executive Director

# Cote-Des-Neiges BCA

## Staff and Board of Directors

Part of the organization longevity is due to the dedication of its staff. Through the years, Cote-des-Neiges BCA workers have proved their dedication by providing hard work that was able to maintain the standard of quality of the services.

**Michael Gittens**  
**Lynette Edwards**  
**Kathy Roach**  
**Leith Hamilton**  
**Janelle Williams**  
**Joyanne Layne**  
**June Best**  
**Ezekiel Phillip**  
**Shawn Browne**  
**Michael Smith**  
**Tiffany Callender**

**Executive Director**  
**Administrative Director**  
**Community Worker (CLSC)**  
**Project Consultant**  
**Adult & Special Program Coordinator**  
**Youth Program Coordinator**  
**Seniors Animator**  
**Gym & Weight Room Coordinator**  
**Sports Coordinator**  
**Entrepreneurship Program**  
**UIBE/Community Liaison worker**

### Board of Directors 2010-2011

**John Cruickshank**  
**Cynthia Whittle**  
**Lesly Phanor**  
**Wendel James**  
**Faustina Hadaway**  
**Leslie Greaves**  
**Denise Llewellyn**  
**Sheron Edey**  
**Alecia LeeHing**  
**Eric Llewellyn**  
**Michael Gittens**  
**Lynette Edwards**

**Chairperson**  
**Executive Member**  
**Treasurer**  
**Secretary**  
**Director**  
**Director**  
**Director**  
**Director**  
**Director**  
**Honorary Member**  
**Resource**  
**Resource**

Over the past decades, the Cote-des-Neiges BCA has played a major role in supporting the development of social, cultural, educational and economic institutions in the community. Since its launch in 1972, the organization has been "STRIVING FOR EXCELLENCE" to provide quality services and programs that address the needs of our community.

*"Dedicated  
employees are a  
company's greatest  
asset".*

The Cote-des-Neiges BCA centre welcomes everyone and the programs are specially designed for various age groups.

## Youth and Educational Programs

*"The foundation of every state is the education of its youth. "*

Cote-des-Neiges BCA (CDN BCA) understands that principle and put education at the core of its services.

Our Youth Programs have educational and cultural components that enhance communities and enrich the lives of children by providing safe supportive and structural environments that support overall health and well-being.

### Staff:

Jewel Alleyne  
Annie Quach

### Volunteer:

Janette Alleyne

### Target:

Children ages 6-14 years

### Program activities:

Individualized after school tutoring four times a week (Monday - Thursday), for two hours each day

### Total registered:

10

### Average daily attendance:

4

### AFTER SCHOOL PROGRAM

As part of CDN BCA educational mission, the after school program, offers the children a chance for a better future and strengthens their sense of belonging in the community. The program is to ensure that the children stay in school and have access to academic success. This is done by coordinating the necessary support and offering consistent after school assistance to facilitate effective learning.

In addition, the children can utilize computer resources (centers /labs) to improve their literacy and computer skills, which fosters both individual and group projects that lead to problem solving, comprehension and writing skills. This year again, the many efforts of the after school staff and volunteers resulted in:

- Significant improvement in subjects in which the children were failing in school
- Individualized help for children that were struggling academically
- Highlight academic strengths & help uncover areas of weaknesses
- Better grades, class participation and attendance

## SATURDAY PROGRAM

CDN BCA also offers a Saturday program in which children 6-12 years of age participate in a wide variety of recreational, cultural and educational programs that assist them in the development of their cultural minds and bodies of various arts and cultural opportunities.

In addition, the children participate in nature tours and visit cultural institutions which introduce them to the vast array of resources and allow them to learn in active ways. The children also participate in a range of physical fitness activities such as basketball and swimming which are important to the overall development of the child.

This year the team noticed:

- Significant improvement in the subjects the children were failing in at school
- Encouragement and confidence for the following semester
- Children meet new friends and gain new skills
- Children looked forward to coming every Saturday.
- Children are being exposed to enrichment activities that they would otherwise not be able to experience.



### Staff:

Jewel Alleyne  
Annie Quach  
Janelle Williams

### Volunteers:

Janette Alleyne  
Shanique Ferary

### Target:

Children ages 6-12  
years

### Program description:

Participants' results are attained through added school work which is researched and provided by the tutors based on the age, and level of difficulty in subjects studied

### Registration:

20

## SATURDAY BASKETBALL PROGRAM

### Staff:

Shawn Browne

### Target: Children

Ages 5-17 years

### Program objective:

To provide a structured environment that is conducive to personal growth and development.

CDN BCA Saturday Basketball program offers a focused and intense training program that is essential for the learning and improvement of the fundamental skills and techniques of basketball

This fun and competitive program go hand-in-hand in the process of the development of a successful basketball player.

Coordinated by Shawn Browne along with help from a group of dedicated volunteers; the Saturday basketball program has grown to accommodate more than 60 children from the Cote-des-Neiges area and surrounding communities.

Students will learn the basics of Dribbling/ball handling, passing, shooting/rebounding footwork, offence/defence as well as learn the importance of teamwork and sportsmanship with a positive attitude on and off the court.

The participants benefit from one-on-one sessions with trainers, exhibition and league games; as well as development of self confidence through basketball success

### Staff:

Kathy Roach  
Program coordinator

### Leadership animators:

Robert John  
Linda Taylor  
Roan Higgins  
Andeen Small  
Joyanne Layne

### Volunteers:

Atian Williams  
Abasi Thomas  
Tahnee Moore-Campbell  
Shanika Taylor  
Kariann Sahedo  
Mathew Harris  
Brie Ann Spicer  
Jade Parkinson  
Janette Alleyne  
Kim Rose  
Aianna Alleyne

### Teen Leadership

The main goal of this program is to help teenagers develop a positive self-image and provide meaningful and constructive activities for them. The program also helps the youth to understand what it takes to be a great leader, and act as role models for others to follow in their footsteps.

### *Participants mix*

The group for the fall / winter session includes ages from 13-17 years old who meet bi-monthly on Saturdays.

The Summer Intensive Teen Leadership Program ranges from 13-17 years and runs Monday to Friday for 7 consecutive weeks .One week during the seven week session is spent at a sleep-away camp.

This year we implemented a Mobile Canteen entitled “TL Delights” that served snacks and hot meals to the campers and staff. The service was provided by four teenagers who

were entering into sec 5. We received positive feedback both from parents and staff, and the camp is hoping to have this service on a regular basis.

#### *Activities to reach goals*

Black history, video projects, personal development, outings, debates, role model projects, job search techniques, creative expression, dance and drama classes, jewellery-making, grooming techniques, event planning, volunteering, leadership styles, community service, sex education, drug and alcohol prevention, entrepreneurial skills, work-option for 16 plus are some of the activities that were engaged in order to attain the goals of the program and meet the needs of the teenagers.

### Pre-teen Leadership

The pre- Teen Leadership program is primarily focused on the transition from elementary to high school. It helps children improve their self –identity and eliminate the stigma of peer group pressure, as well as providing children with valuable information on how to survive in their new school setting. In addition, it provides opportunities for children to improve their communication and organizational skills.

This program also allows older teens to be mentors and it gives them the opportunity to utilize their leadership skills in a productive manner.

#### *Participants Mix*

Grade 6 Graduates

#### *Activities to reach goals*

Self-awareness, peer group pressure, discipline, motivation, and a special module: A Preparation Booklet was some of the activities that took place this year.

#### Highlights of teen-leadership program

The teens hosted their 3rd Annual Basketball Clinic along with Shawn Browne during March Break, we had over 60 participants ranging from the age of 5 years old to 15 years old. The event was a huge success, and this was expressed by both parents and students.

Community service was the highlight of the fall / winter leadership. The members hosted their 2nd Black History Quiz for the Saturday and After-school program, another huge success because this project allowed the youths to learn about their history and share their knowledge with their own parents. This year we had two males versus two females, which were very glad to see the male participation. We also had a short essay contest on the Black Experience, which was geared towards adolescents. Prizes were given for the students who won, but most of all it was an inspirational event for everyone who participated.

Over 60 mothers attended the Annual Mother's Day Tea party which was hosted and organized by the teens and the YAC committee members, the mothers enjoyed and expressed how they felt appreciated and validated.



#### Result:

The adolescents continued to implement the principles of the "Art of Giving" by practicing to give to others on an everyday basis without looking for something in return and to think about people's needs more than themselves.



#### Organization of joint activities was hosted with:

Centre Communautaire de Loisirs de Cote des Neiges

Table Jeunesse Cote des Neiges

Jamaica Association

Mandela Chalet

Maison des Jeunes

MUC 26

MSOP

Shauna Dance Studio

Community organizations affiliated with TJCDN

## MANDELA CHALET DROP-IN CENTER

As a front-line organization and a primary service provider in the community, the CDN BCA also undertakes the mandate of crime and drugs prevention among our youth. In that purpose, the organization has been given the responsibility for managing several recreational facilities for youth like the Mandela Chalet Drop-in Centre and the École des nations open basketball gym.

The Mandela Chalet is a Teen Recreational Centre located in Mandela Park in Cote-des-Neiges. The Chalet was developed to divert youth from negative activities - including drugs, alcoholism, gangs and other criminal activities- around the metro Plamondon area.

It offers an alternative in programming for all youth in the Cote-des-Neiges area by creating a welcoming environment for adolescents of all cultural backgrounds, involving structure and a wide variety of activities, workshops and physical participation. Movies nights, music-Virtual D.J, billiards, board games( Scrabble, Sorry, the Game of life, Dominoes, Monopoly, Battle Ship, Uno), table soccer, air hockey, BBQ's, free basketball, basketball tournament, March break Fun Week and socials were some of the activities that were held to achieve program goals.

An Outreach Program was also put in place with the aim of building a solid relationship with our youth and young adults (ages13-21) in order to increase their participation in the activities offered to them.



### Staff:

Joyanne Layne  
Robert John  
Fred Clarke

### Young Adult Volunteers:

Atian Williams  
Abasi Thomas  
Elaine Johnson  
Shenice Collins  
Troy Trocard  
Janette Alleyne  
Tahnee Campbell  
Vanessa Smith

### Target:

Youth and young adults  
ages 13-21 years

### Average daily attendance

The Chalet daily  
participants are an  
average of 15-20youths.

The gym free basketball  
has an average of 20  
youths.

The basketball  
tournament attracted  
more than 50 youth who  
competed in the  
competitions, which also  
drew a large crowd of  
spectators including  
parents and families,  
friends etc.

This year, special emphasis was put on the following goals:

- ☑ Increase the number of youth participating in activities.
- ☑ Attract younger generations (11-12 years)
- ☑ Direct youths to services to best suit their needs
- ☑ Build a sense of belonging for youth towards the center
- ☑ Form the youth committee
- ☑ Offer workshops
- ☑ Fundraise for trips and activities
- ☑ Encourage better communication between the youth and the police

As a result of their many efforts, the team noticed significant accomplishments:

- ☑ Promotion of values such as tolerance by mixing up youth from various cultural backgrounds - the Philippines, East Indies, and the West Indies.
- ☑ Development of youth's interest in various ranges of activities that prevent them from hanging out on Victoria, the Metro and from the playground.
- ☑ Building relationship with the Police of the Cote-des-Neiges Area. Commander S. Barth continues to play a great role in the improvement of communication between the workers and her officers.

### **Highlights of Mandela Chalet drop-in Centre**

- ☑ In the first week of December, the Chalet had a decorating social night where everyone came together to dress up the chalet. The small chalet looked great with a Christmas tree and lights decorated the walls nicely.
- ☑ This term, there were 4 Socials which created a safe environment for the teens to party and for the chalet to generate funds. There was a party for Halloween, Christmas, Valentine's Day and March Break.
- ☑ For Black History month youths participated in Sports quiz during their free basketball night.
- ☑ March break activities were planned to keep teens occupied on their time off from school. Activities included Bowling, Movies, Tubing, Movie Night, basketball tournament and a social at the end of the week. More than 40 youths attended the week long program.
- ☑ A racial profiling, human rights workshops were held from October 2010 to February 2011. These workshops were developed to teach the youths and young adults about their rights.

## YOUTH PROGRAMS CHRISTMAS PARTY

The Youth Programs Christmas party was held on December 11th 2011 at the CDNBCA. 19 children attended from the Afterschool program, Saturday program, Steel Pan and Piano. The children were well entertained by the sounds of D.J. Abasi, thanks again to him. The children danced and even had dance offs. Janelle Williams did the electric slide with the kids and they enjoyed learning the dance. The children had a lunch and lots of snacks. Each child left with a Christmas gift from Santa.



## MARCUS GARVEY DAY CAMP & COTE DES NEIGES FRENCH CAMP

Day Camps provided a fun-filled program consisting of education, sports activities, arts & craft, swimming and outings in a safe and enjoyable atmosphere where children can learn while having fun.

The subject areas focused upon this summer were Math, English, French & Black History (culture) and Science. This summer the academic aspect of the camp was done differently whereby the staff tried to incorporate the outings to meet the necessary criteria of some of the subjects (English, Arts and craft & culture). This encouraged the children to learn by letting them know that education can be fun anytime, even in the summer.

Both camps had the opportunity to participate in a variety of mobile scientific workshops through a seven week science program, offered by Chapop's, which was a sum of theories such as: Sounds, a matter of vibrations, the science of colors and power devices, just to name a few.

### Outings

A vast array of outings were planned. Each age group went on approximately 2-4 trips a week. The trips were booked according to age, cost, accessibility and availability.

Below is a list of outings:

Planetarium	Dynamix Adventure INC
Récréathèque	La Ronde
Movies	Rosebowl
Kidzone	Swimming (sport complex)
Labyrinth (SOS)	Puppeteer/Storyteller
Super Aqua Club	

### Special Events:

The children participated in several special activities such as In- House Food Drive, Equitas workshop (recycling), Steel Pan, and Eco Quartier.

### Staff:

Jewel Alleyne  
Coordinator

### Number of staff:

14 workers

### Number of campers in

Marcus Garvey Camp:  
47 children registered

### Number of campers in

French camp:  
7 children registered

### Duration of program:

7 weeks

### Program hours:

Monday to Friday  
8 am to 4 pm

## Suggestions for improvement for next year

As suggestions for improvement for the coming year, the programs coordinators identified some corrective actions that need to be implemented in order for the programs to achieve their fullest potential and bring better results for the children and the community in general.

These suggestions include:

- Allocate more resources to youth programming
- Extend program locations
- Upgrade material and equipment
- Better parents involvement and follow up on children's activities
- Diversify the activities in order to attract new clientele
- Take disciplinary actions to address behavioural issues during activities
- Provide training for staff and volunteers.
- Show appreciation to Staff, Volunteers and others involved in the program with some form of recognition.



# Adult programs

## Bill Durnan Arena weight room

Among the adult programming there is the Weight Room program which provides an environment that promotes and maintains a healthier life style and self-esteem within different ethnicities. There are various physical activities and programs within the gym.

The Bill Durnan Arena weight room is located on 4988 Vézina; in Cote-des-Neiges. The facility is accessible Monday to Friday (4pm – 9pm) and at a low cost. The weight room was implemented to service the community and surrounding areas.

### Objectives:

- Promotes healthier lifestyles
- Promotes cultural unification
- Promotes fitness and strength
- Promotes respecting yourself, others and the environment
- Address negative self-images
- Address the issues on self-confidence

### Activities to attain Goals:

- Weight training (Bi specs and Tri specs, etc.)
- Cardio (Running, walking and Bicycle)
- Abdominal exercise (sit ups and curls, etc.)

As a privileged partner of the City of Montreal, the CDN BCA has been given the task of running two other sports facilities in the area: the St Pascal Baylon Gym and the Lavoie Gym which are used on a regular basis for several community sports activities (See Annex 2).

### THE FITNESS CLASS

Offered to individuals of all fitness levels and ages, the Cote-des-Neiges Black Community Association Fitness program is designed to provide a complete training geared towards obtaining ones maximum cardiovascular fitness,

#### Staff:

Ezekiel Phillip  
Shawn Browne

#### Volunteers:

Victor St Martin  
Robert Hazzard

#### Attendance:

20 to 25 participants

The program runs from September to December and from January through May

Attendance: 40

strength, agility, flexibility and endurance using activities and programs that are fun and easy to follow motivating similar training while away, at home, school, or at work

This program involves light to vigorous exercises that focus on all body parts using ones own body weight, free weights, balls and ropes

Designed to help sculpt, tone, improve respiratory and cardio function, it also promotes weight loss and allows participants to engage in social interactions with new people.

## SENIORS PROGRAM

The main goal of this program is to keep seniors motivated and active in a friendly atmosphere by providing them with programs of interest and fun.

The program consists in a weekly meeting on Fridays from 12 to 4pm and runs from March to December, unless there are special events such as the Keep Fit Program at Bill Durnam Arena which is held on Mondays and Thursdays from 10 am to 12pm.

There is also the special seniors exchange day within the community- Hawks Luncheon, and the Teen Leadership's Mother's Day Celebration and Bridging the Gap between seniors and teenagers.

### **Activities to reach goals**

There were many activities that were engaged in order to keep the seniors physically and mentally active, such as:

- Arts and Craft
- Music
- Steel Pan
- Choir
- Keep Fit
- Nutrition
- Line Dancing
- Games
- Bingo
- Trips and Outings

There were also many educational and informative workshops such as Safety and Security, Health Promotion in regards to Medical and Dental, also Medication Information. All workshops were provided by professional both private and government (CSSS), there is also Social

#### STAFF:

June Best  
(Program Co-  
ordinator)

Art Instructor:  
Eric Llewellyn,

#### Seniors Committee:

Eric Llewellyn  
Louise Headley  
Thelma Hewitt  
June Jack  
Erma Gordon  
Marjorie Mentore  
Daisy Tonge

#### Subcommittee:

Thelma Bonadie  
Myrna Payne  
Eric Layne  
Leslie Greaves  
Irving Conyette

Gatherings such as a Fall Dance and an Annual Christmas dinner

### **Highlights of Seniors Program**

#### **Results:**

Last year, a program evaluation survey was given to all the registered participants in hope of making it more successful both for the CDNBCA and the clientele that we serve. Results from the seniors indicated that they needed more health workshops, social outings, and serve only light refreshments during the Friday meetings.

A special thanks is directed to the Seniors Committee for their hard work; they are very helpful in the running of the program and also their overall support towards making it worthwhile.

Craft Instructors:  
Louise McDonald  
Lyndall Hunt

Exercise Instructor:  
Shawn Browne

Choir Instructor:  
Ted Philips

Steel Pan Instructor:  
Mr. James



## STRENGTHENING BLACK FAMILIES PROGRAM

The Strengthening Families program is a best-practice prevention program which was introduced in the Montreal community and culturally adapted by the African Canadian Development and Prevention Network.

Originally, it was created by Dr. Karol Kumpfer from the University of Utah. In 2008, with funding from Health Canada, the program was added to the center's adult program for families with the objective of creating more successful families in our Black Community.

To better serve our community, the ACDP Network partners with 3 other neighbourhood organizations to reach as many Black families as possible: Notre-Dame – Grace BCA, West Island BCA and Union United Church in Little Burgundy.

The Cote Des Neiges Black Community Association plays the role of fiduciary and supports the program in partnership with different educational and social institutions.

The McGill School of Social Work systematically evaluates the outcome of the Strengthening Black Families Program.

### **About the program**

It's a 14 session family skills training program designed to increase resilience and reduce risk factors for substance abuse, depression, violence, delinquency and school failure in high-risk 6-12 year old children and their families. The program provides families with the tools and knowledge to prevent future problems, also to improve on their parenting skills, better family relationships, increase the youth's social and life skills, and to strengthen parent and child bond.

Some of the activities that are done to ensure that the aforementioned objectives are met are; building communication skills between parent and child, enhancing parenting skills with better and more creative ways of disciplining children and teaching ways of spending quality time with your child.

*One of the most powerful programs for family change.*

*Recipient of the 2009 Kaiser Foundation Award for excellence in Community programming*

## **Highlights of the Strengthening Black Families Program**

During the past fiscal year, two Strengthening Black Families program sessions were completed. However, it was a difficult year in terms of recruitment. It has become harder and harder to get parents to come out for the program. The Organization has taken out a membership with Communauto (Community Car) in order to pick-up or drop off the families; even with this new aspect of the program it is still moderately difficult to recruit.

During this past year, 12 families were registered only 8 families completed the program, 7 females and 1 male. There were 13 children between the ages of 6-12 who have participated and completed the program.

These parents and children have demonstrated great interest, participation and dedication by coming out in some of the worst weather conditions. In addition, they have completed simple homework tasks and have verbally expressed how the program has enhanced their parenting skills many have asked to retake the program.

## **Continuing our efforts in strengthening Black Families**

As the program progresses, the McGill evaluation shows that 80% of the families completing the program attest to increase family bonds and increase ability to cope with some challenges they face. From the conception of the program to present with proficient administrative and financial management from the Cote Des Neiges Black Community Association for the funding received by Health Canada, the Strengthening Black Families program is seen as a pillar for Black families and is reaching greater heights as it continues to show positive results in our Black Community.

## **Acknowledgments**

Many thanks to all those who make the Strengthening Black Families Program an outstanding program.

Special thanks to Jewel Alleyne, Terri-Ann Duféal (Parents' trainer), Lisetta Sobers and Amanda Ruggles (children' trainers), Ezekiel Phillip (volunteer), Ms. Lawson (our dedicated chef)...

Thank you all for your hard work and tireless efforts to make this program a success.



# Cultural activities

## STEEL PAN PROGRAM

Staff:  
Lynette Edwards  
(Coordinator)

Instructor:  
Knolly Smith

Registration:  
13

Daily attendance:  
13

Steel pan music classes have been an ongoing cultural activity within the Organization for a number of years. Being a unique invention and as part of our history, it is believed to be needed and should be maintained.

Participants learn musical theory, what the Steel Pan is. Participants learn many compositions from a wide variety of artists and they then have the opportunity to perform for various audiences, concerts, and parties.

### **Highlights of the Steel pan program:**

This year, for the first time, we introduced classes as a pilot project in our summer camp. It went very well and as a result, some students continued in the regular program. Their first public appearance was at our Christmas party.

Our regular group –pee wee all-stars, made several appearances at different functions throughout the year – Hawks Seniors Luncheon, St. Jean Baptist Fete National Day Pan Jamboree hosted by the Organization, Trinidad and Tobago's Day in the park, Cote des Neiges Festival among others.

### **Results:**

- Kids gain confidence in performing while increasing their level of understanding the music
- Publicity for the organization

### **Challenges and suggestions for improvement:**

As for most programs, there is a regularity and punctuality issue by some students. This in addition to funding, as it is a costly venture, contributed and to the delay much desired and faster progress.

To help combat this, the parents have been contacted both verbally and by correspondence. We will also be increasing publicity, have some fund raising events and seek corporate funding.

Staff: Sadie Fergus

Registration: 15

Daily attendance: 15

## PIANO PROGRAM

The children receive a basic foundation in music which prepares them for a wider choice in high school and later life. The program runs from September to June.

Most children get an individual lesson of ½ hour or 45 mins depending on age and level.

**Results:**

- They learn to focus and to perform as they are requested to work at a higher level each year
- Three students are taking the McGill Conservatory Exam this year (Elem. 5, Sec. 1 and Sec. 2 levels)
- Two performances were held this year: at Christmas and in June

## Economic activities

### UJAMAA INITIATIVE FOR BLACK ENTREPRENEURSHIP 2010-2011

The Montreal Black Community has not provided a strong business culture to support entrepreneurship in the past since there is a lack of resources and support, making it difficult for people to start or expand their businesses. Providing a supportive environment for small business growth takes time, patience and an ongoing commitment to the effort.

The CDN BCA has accepted to undertake the challenge as part of its mandate to support the development of economic institutions in our community.

The Ujamaa Initiative for Black Entrepreneurship (UIBE) project, developed through a partnership with the CDNBCA and YES Montreal, believes that the Montreal English speaking Black Community can increase the likelihood of small business creation by developing a supportive small business climate. The rewards for our effort should include a diverse local economy, new job creation and increased revenue for providing community services and making infrastructure improvements.

UIBE was funded in 2008 for a three-year period by the Ministère de développement économique, innovation, et exportation (MDEIE). Shortly after the close of the project, the MDEIE offered resources to extend the project until March 31st 2011. The UIBE advisory committee accepted the extension period and hired a new temporary staff to continue the project. An action plan with objectives that continued the objectives set during the 3 year period as well as some new targets was devised for the UIBE extension period.

*The Difference  
That a Community  
Can Make to  
Small Business  
Success*

1. Reassemble the advisory committee in order to review the action plan and financial budget for the extension period. Three (3) Advisory committee meetings were convened during the extension period to review the project's progression.
2. Needs Assessment and SWOT analysis of English-speaking Black community business sector to explore the current situation facing English-speaking black entrepreneurs and to discuss their needs. The research group Indice Marketing was hired to research any existing reports on Black entrepreneurship in Quebec, create data collecting tools (questionnaires, moderator's guides for various focus groups, etc...) and to produce a qualitative report with a summary of recommendations. The UIBE staff did extensive outreach and planned meetings with entrepreneurs, key staff and community workers to conduct our focus groups.
3. 'Pitch the Dream' contest and the 1st Montreal Black Entrepreneurship Conference and Expo were the two major activities held during the extension period. The UIBE project rebranded the project entirely with a new logo, flyer, website, posters, and slogan. We launched the 'Pitch the Dream' business pitch competition on November 1st 2010. The contest was open to entrepreneurs of all ages of African descent with English as their mother-tongue.

The finalists were presented at the '1st Montreal Black Entrepreneurship Conference and Expo' on January 29th 2011 and the winners were announced. The winners of the contest were:

1st place prize (\$5000)  
Travis Gellizeau, Purple Kingdom Boutique

2nd place prize (\$3000)  
Desta Café cooperative

3rd place prize (\$2000)  
Barkley Cineus Jr., Dominos Championships

The '1st Montreal Black Entrepreneurship Conference and Expo' was held at the Holiday Inn La Plaza Midtown. The event allowed entrepreneurs to participate free of cost in a workshop hosted by Ken Ingram (President of "The Achievement Center" business coaching consultant services), tour exhibits of business service providers, institutions that offer services to entrepreneurs, and existing

## Special thanks from UIBE project:

### Partner organizations

CDNBCA  
YES Montreal

### Project funder

Ministère de Développement Économique, Importation, et Exportation

### Advisory Committee

Michael Gittens,  
Executive Director  
CDNBCA

Iris Unger,  
Executive Director YES  
Montreal

Silvina Asurmendi,  
Director YES Montreal

Keeton Clarke,  
Community member

black businesses from the Montreal English speaking community. We invited three guest speakers: the opening address to the event was given by Gemma Raeburn-Baynes (President of 'The Taste of the Caribbean' festival in Montreal). The two addresses were given during a power networking lunch by Mr. Rustum Southwell (C.E.O. Black Business Initiative in Nova Scotia) and Dr. Roz Roach (Owner and Medical practitioner of Nu Life and Longevity in Ontario). There were 109 participants at the event.

#### 4. Development of database of Montreal Black businesses

The directory was compiled and designed as a PDF hyperlinked listing and is available on the UIBE website. We met with the Director and/or coordinator from REPAF, Chafric, and Jeune Chambre de Commerce Haïtienne with whom we discussed collaborating to expand the directory as a joint project between the groups. All parties were interested and are willing to further discuss how to find the resources to publish the directory in print.

#### 5. Continuation of providing services to entrepreneurs

During the extension period the UIBE staff formulated and contacted all previous clients on record from the last three years to continue providing them services.

- 28 new clients were served

- 11 clients were referred to YES Montreal, and out of those eleven (11) clients, six (6) of them are currently being followed by a YES Montreal business coach.

- 2 general information sessions for entrepreneurs were held

- 2 networking events were hosted on December 10th 2010 and February 22nd 2011 at Nuvo Lounge. The total turn-out was 85%. The events were hosted by CKUT 90.3Fm on-air personalities Ken 'Dawg' Daley and Stephen 'Ziplocs' Hennessy.

#### UIBE project staff

Tiffany Callender  
coordinator

Aissata Sow  
Administration

Jean-Phillipe Vézina  
Outreach

#### Keynote speakers & Special guests

Gemma Raeburn-Baynes  
Ken Ingram  
Rustum Southwell  
Dr. Roz Roach

#### Community Partners

CJE CDN  
CKUT 90.3FM  
K103.7FM  
Design Shopp  
Marrone Video  
Chris Blais  
Kris Bennett

#### Community members & volunteers

Ken Daley  
Josa Maule  
Christiana Howe  
Stephen Hennessy  
Winston Woodward  
Natasha Daniel  
Joyanne Layne  
Janelle Williams  
Bianca Green



## Recommendations for UIBE project in 2011-2012

### **UIBE business incubator**

The UIBE staff has designed a plan to create a business incubator for the ten finalists of the 'Pitch the Dream' contest. This business incubator will provide various ranges of services including mentoring, workshops and trainings on relevant fields, presentations. The duration of the incubator would be twelve (12) weeks and the clients would only pay for their program materials (i.e. workshop manual). The incubator was proposed to the 10 finalists and eight (8) were available and eager to participate. The estimated start date of the program is end of September 2011 or January 2012.

### **Black Business Citizen's committee**

The Black Business Citizen's committee would serve as a consulting body on the development and vision for the UIBE project. It would include black business owners, entrepreneurs, and entrepreneur or business development service providers. We have identified five (5) prominent, successful black business owners who we have approached to support the development of a Black Business Citizen's committee. They will serve as our champions and will identify other potential members to populate the committee. The six business owners are well-known in our community and they are:

- Otis Grant (owner of Grants Bros. Boxing Gym)
- Egbert Gaye (owner of the 'Community Contact')
- Josa Maule (owner of the 'Montreal School of Performing Arts')

-Stephen Hennessy (owner of Hypeman Entertainment and former member/manager of the rap group 'Butta Babies')

-Gemma Raeburn-Baynes (owner of 'Taste of the Caribbean' Festival)

Otis Grant has agreed to serve as our public support figure for 2011-2012 and confirmed his support at our press conference held in January 2011. We are presently developing the marketing strategy for the citizen's committee and Mr. Grant has agreed to participate in a photo-shoot to aid the campaign. We plan to host our mass meeting in Fall 2011 at Ruby Foo's Hotel.



Ujamaa Initiative for  
Black Entrepreneurship

**SUPPORTING BLACK ENTREPRENEURS**  
**BE WHERE DREAMERS BECOME INNOVATORS!**

[WWW.UIBE.CA](http://WWW.UIBE.CA)



## Partnership development – Outreach work

The Cote des Neiges BCA continues to provide support and assistance to other organizations in our community.

### **ACDP network support**

This organization was founded through the CDNBCA initiative and has continued to provide regular support to the network development to ensure the organizations to provide a range of services to the other organizations and groups in our community and the community as a whole.

CDNBCA received a 3 year project from Health Canada for the Strengthening Black Families Programs. These programs are implemented in Little Burgundy, NDG, West Island and the Cote Des Neiges Districts. Although the resources are managed by Cote Des Neiges BCA, the program implementation is done by ACDP Network operation. Cote Des Neiges BCA also participates on the ACDP Management team weekly planning and reporting Meeting. Other services and support include, providing space for meetings, staff supervision, budget and financial management.

### **WIBCA support**

CDNBCA staff also provides technical support and assistance to the organization on project and board development, staffing and management of services.

### **Strengthening Family Program to the other Communities**

CDNBCA in collaboration with the ACDP Network staff is coordinating support for the development of the program in the French community. This was a request made by Health Canada and we are presently working with the group in Montreal-North to implement this program.

## **NDGBCA Support**

Over the past several years the NDGBCA have been faced with a series of management and operational challenges. We have developed a Joint Management proposal for the organization in 2009 which was not approved by their board of directors, until 2010 when the challenges began to get out of control. The plan was approved by both of the organization's board of directors with full support from the city of Montreal for this process. The CDNBCA will act as the fiduciary to manage all funds from all three levels of government, in addition:

1. Provide all the assistance and consultation needed to help NDGBCA solve its current situation.
2. Assist in setting up a management and financial structure that will ensure the sustainability of the organization.
3. Provide financial reports to funders and the NDG board for all expenditures and monies received by CDNBCA as fiduciary.

The CDNBCA also supervises the present staff of the organization.

## **Support to other organizations**

CDNBCA also provide support and assistance to various other organisations and groups in our community, including island associations, with space for meetings, and other events, specialty groups, we provide space for rehearsal and practices and sport groups with space and technical support and program arrangement.

## **Table de Jeunesse de Cote des Neiges**

The Table Jeunesse Cote des Neiges is a committee in order to address, examine, and analyze the needs of youth within the Cote des Neiges area. The committee will take the leadership to co-ordinate actions necessary to meet these needs. There are 11 education institutions and approximately 30 community organizations involved in this committee: MUC –police, Maison des Jeunes, Centre

Jeunesse, CSSS de la Montagne, Cote des Neiges Black Community Association, Carrefour Jeunesse, Centre Communautaire de Cote des Neiges, Ville de Montreal and etc. The committee mandate is to concentrate on four elements, which are Health, Education and Employment, Safety and Security, and Cultural Integration. There is also a new committee that is part of the Table which is entitled "Comité Saines Habitudes de Vie."

CDN BCA is represented at Table Jeunesse Cote des Neiges monthly meetings aimed at addressing the needs of the Cote des Neiges youth between 12 and 25 years old. Our CSSS Community Worker assists in supervising the Street Worker of CDN and the Supervisory committee for the Street Worker of Outremont.

# Contact information

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