



Annual General Report 2018

A transforming force in the lives of women and children in difficulty



TABLE OF CONTENTS

Executive Director's Report	2
President's Report	3
Our Residents 2018	4
Profile of our Residents	5
Services at our Shelter	7
Apartments	8
Activities	9
Daily Life at Logifem	10
Human Resources	11
Interns	12
Professional Development at Logifem	13
Volunteering at Logifem	14
Logifem in the Larger Context	15
Finances	16
Gifts in Kind	17
Fundraisers	18
Intercultural Twinning Project	19
Renovations and Maintenance	20
Governance at Logifem	21
Annex I: Activities at Logifem	22
Annex II Financial Statement	23

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OVER 30 YEARS OF CARING FOR WOMEN AND CHILDREN IN DIFFICULTY

Logifem is a result of the social conscience of a group of individuals at Saint Joseph's Anglican Church in Brossard, Québec. Being acutely aware of the urgent needs of the homeless in Montreal, particularly women, Mr. Irvine Benoy (Logifem's Founder) and others combined their efforts to make a real difference.

Construction began in August 1988 and on December 19th 1988, Logifem opened its doors to welcome its first resident. Since that day the organisation has gone on to help thousands of women and children in difficulty.

Over the years Logifem has evolved to focus on the provision of longer term services for women in difficulty. Residents can stay in the shelter for up to a year and following that, Logifem has access to seven supervised apartments for women without children as well as six apartments for a single mother and her children. Residents can stay in the apartments for up to three years. These programmes allow us to provide a more complete service to women with complex needs.



Built on a firm foundation: Benny Benoy and others break the ground for the shelter in 1988

EXECUTIVE DIRECTOR'S REPORT

2018 was Logifem's 30th anniversary year. We were excited to celebrate this milestone in our organizational life, but we were also disappointed that 30 years after Logifem first opened its doors in December 1988, the need for services for women and children in difficulty appears to be growing rather than decreasing.

When I first arrived at Logifem in 2011 we were able to keep one room empty at all times for emergency shelter and the residence was rarely full. Now women must first put their names on a waiting list to have access to our services and we are finding it harder and harder to help women relocate after Logifem as private sector housing has become unaffordable for those with low incomes or receiving social assistance.

A worrying trend is the increase in demand from women with children – more and more single parent families are asking to come to Logifem and we have a long waiting list for these services.

Despite our concerns about the social conditions that are leading to an increased number of women and children finding themselves homeless or at risk of homelessness, we are optimistic about the future. Responding to homelessness is a priority at the federal, provincial and municipal level and many organizations are working hard to ensure people experiencing homelessness can access the support and services that they need.

Looking ahead, we have spent the last few months exploring the possibility of being a partner in a housing project in Saint Henri. We hope to be able to give you more news about this in 2019. It is an exciting development that will allow us to accompany more women and children out of homelessness and towards residential stability.

It continues to be a privilege to lead this wonderful organization!

Sally Richmond, Executive Director



PRESIDENT'S REPORT

It has been over 5 years since I have been involved with Logifem and I consider it a privilege to be a member of the Board of Directors. Sally Richmond is a thoughtful and effective leader who always seeks the best for the vulnerable women who walk through our doors.

One of the highlights of this past year was the Board retreat on June 9, 2018. Intervention workers were invited to share with the Board members their sense, based on their daily experience, of how we can develop our services to better meet the needs of women in difficulty, who are experiencing homelessness.

According to the Canadian Observatory on Homelessness (2017) "Homelessness describes the situation of an individual, family or community without stable, safe, permanent, appropriate housing, or the immediate prospect, means and ability of acquiring it."

Several questions were raised at the retreat - should we have separate services for families? Is transitional housing more or less beneficial than permanent housing? What about post-shelter services once an individual or family leaves Logifem?

There was a lively and fruitful discussion about the strengths and limitations that we might have as an organization and what might be the opportunities and or risks in the development of a chosen priority, for the women we serve and for Logifem. The commitment and passion of the staff were evident and the Board members left the retreat feeling that they had a deeper understanding of the joys and challenges of those who serve on the front-line.

We look forward to continuing this reflection in 2019 and are thankful for God's direction in our thoughts, words and actions.

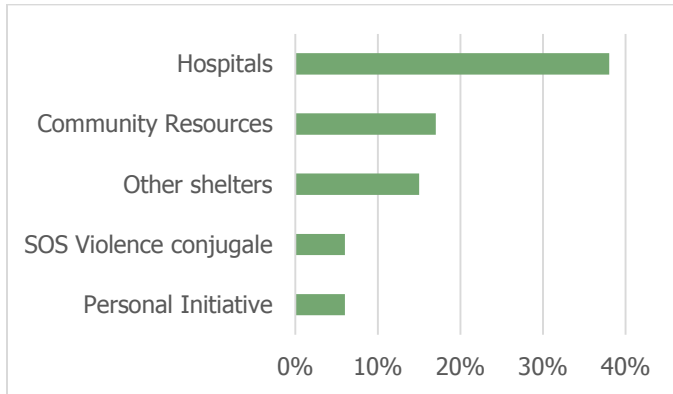
Ruth Bresnen, Board President



OUR RESIDENTS

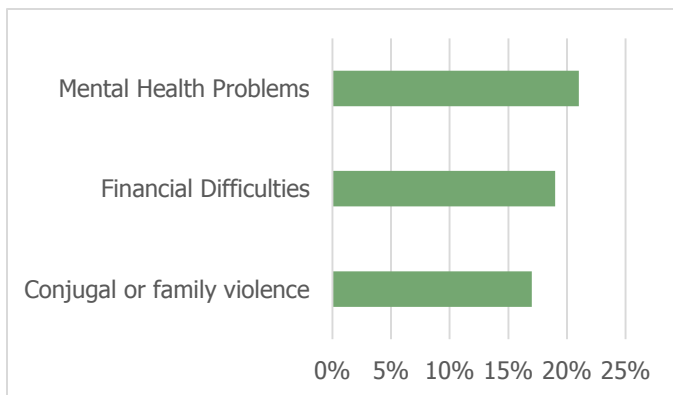
Residents and their children are referred to us by different organisations including other shelters, social services, community organisations and hospitals. Some women also self-refer, having found us on the internet or in a resource directory.

In 2018, most residents were referred to us by the following sources:



32% of our residents came to us directly from another shelter in 2018, 25% from their own apartment, 17% from the hospital and 9% from a room in a community resource.

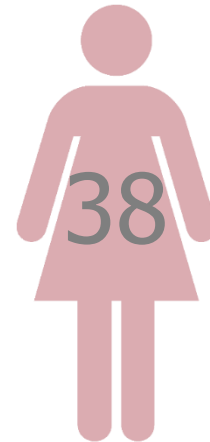
The most common difficulties that women were facing when they asked us for assistance were:



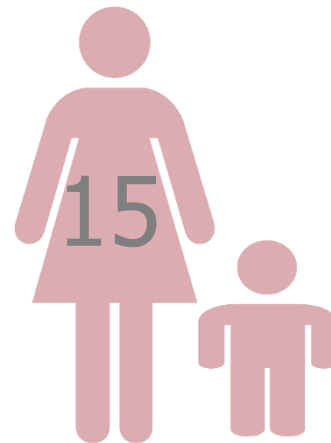
For the women with children, conjugal or family violence was the most common reason for seeking shelter.

In our shelter we have 14 bedrooms for women without children and 6 bedrooms for women with children.

In 2018, 38 of our residents were women without children.



And 15 were women with children.



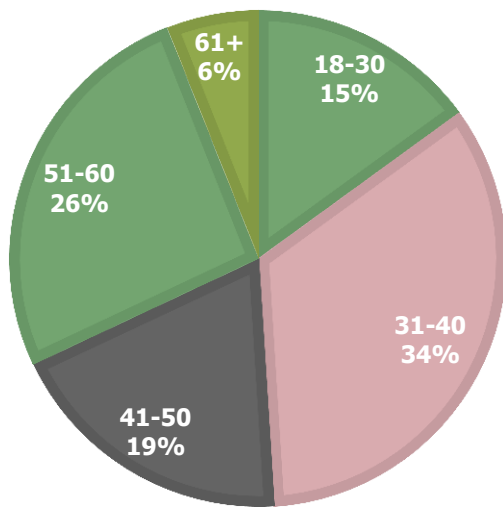
Following their stay at Logifem, 61% of our residents found housing in an apartment, 15% went on to another shelter, 12% went to stay with family or friends, 5% found a room in a community resource, 5% were hospitalized, and one person didn't tell us where she was going.

PROFILE OF OUR RESIDENTS

Logifem’s primary residence is for women aged 18-65 and for children aged 0-12. Occasionally we accept older children and adults when alternative services cannot be found for the individual or family.

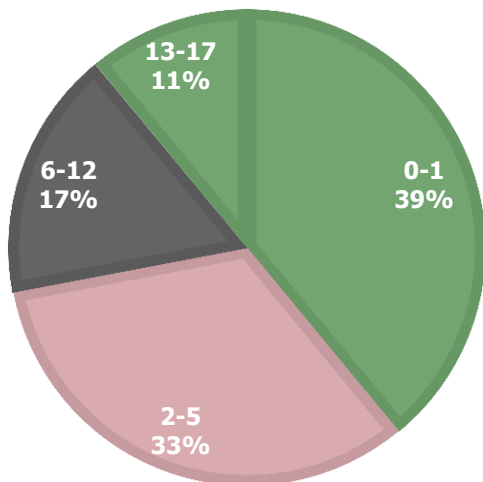
In 2018, the ages of our residents were distributed as follows:

ADULTS



The average age of adult women at the shelter was 42. For women with children, the average age was 38 and for women without children the average age was 43.

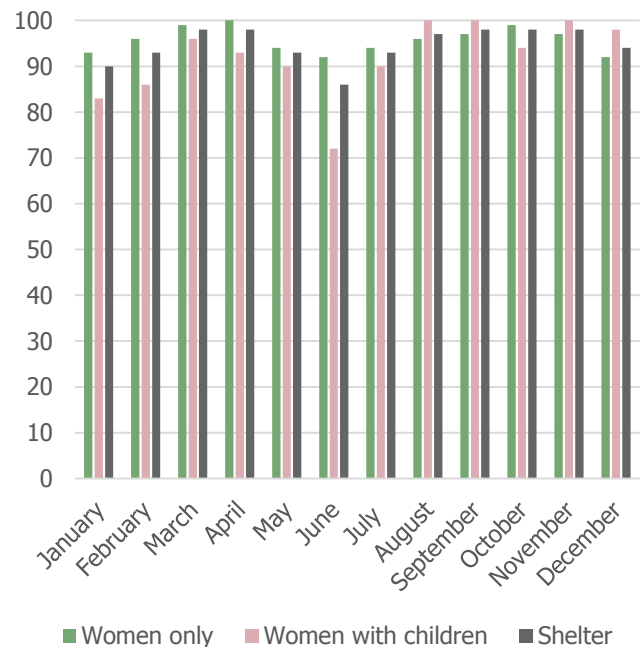
CHILDREN



Of the 18 children that came to the shelter, 13 were with us full time and five part time. The average age of the children was four. One mother came to the shelter with three children and three mothers came to the shelter with two children. All the other mothers came with just one child.

The calculation of occupation rates is based on a formula: the number of bedrooms (20) is multiplied by the number of days in the year during which the shelter is open (365). Afterwards a percentage is calculated based on the number of nights during which a bedroom was occupied by a woman with or without children. The occupancy rate for 2018 was 95%. For the 14 rooms reserved for women without children, the occupancy rate was 96% whereas for the rooms reserved for women with children the occupancy rate was 92%. Throughout the year we always had a waiting list for our service, so when the occupancy rate is below 100%, this is because of the delay between a resident leaving and the next resident arriving, not because of a lack of demand for the services.

Month by Month Occupancy



PROFILE OF OUR RESIDENTS (cont.)

Average stay at Logifem, women without children:



Average stay at Logifem shelter, women with children:

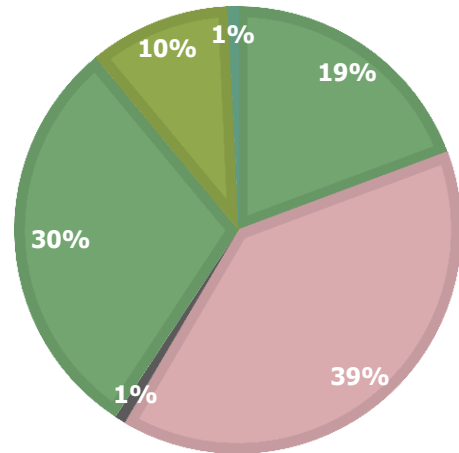


As well as the women that come to Logifem to stay at the shelter we are also able to give helpful information to women who call us, even when we do not have a place for them.

In 2018, we logged 1247 calls from individuals looking for the following kinds of assistance:

CALLS LOGGED

- 19% Information on Logifem
- 39% General Information
- 1% Crisis Intervention
- 30% Urgent need for shelter
- 10% Non-urgent need for shelter
- 1% Looking for supervised apartment



OUR PRIMARY RESIDENCE

Services for all residents

Logifem offers the following services to women in difficulty, with or without children:

- An Intervention Team, 7 days a week, 24 hours a day
- A furnished bedroom with bedding and towels
- Three meals a day, along with three coffee breaks
- Access to a washing machine, a dryer, a computer with internet, WiFi, a television and a telephone
- The possibility to participate in various activities

At Logifem, each resident benefits from an individual follow-up with an Intervention Worker. The follow up consists of:

- One meeting each week between the resident and their Intervention Worker
- An intervention plan constructed around the objectives of the resident
- Daily support and assistance
- Help understanding the resources available to the resident in the community



Services for Mothers with Children

Logifem has two Intervention Workers assigned to work with mothers who stay at our residence or in one of our transitional apartments with their children. The role of the Mother/Child Intervention Workers is to ensure the basic needs of the children at Logifem are adequately met (nutrition, sleep, hygiene, attachment, nutrition and activities with the child). The worker meets with the mother once or twice a week and gives her tools to help with the child's routine and development.

Post Shelter Services

To ensure a continuum of care, Logifem started offering a post shelter service in 2014. The model was revised in 2018 so that we can provide more support when the resident needs it most. This service is reserved for residents who are more vulnerable, in particular those with mental health problems, and for those who are not supported by a network of professionals. The resident is responsible for contacting the Intervention Worker as needed while the role of Intervention Worker is twofold:

- To accompany the resident through this critical period of transition ensuring that the resident is attending appointments with her psychiatrist and other professionals and that she is maintaining her activities and lifestyle.
- To ensure the resident is establishing new relationships with other professionals and resources in her new community so that when the post-shelter services end the resident will have a support network around her.

APARTMENTS

Apartments

Since 2000 Logifem has had a project in partnership with OMHM (Office Municipal d'Habitation de Montréal) called, « Transitional apartments with community support ». OMHM manages the building, whilst Logifem ensures that the residents receive adequate support from our Intervention Team. There are seven apartments available for our residents in the context of this social reinsertion project. Each resident pays a subsidized rent, equivalent to 25% of her income

The residents are allowed to stay in their apartments for up to three years, during which time they can work on their personal goals and can prepare themselves for the next stage of their lives. Each resident is assigned to an Intervention Worker who meets with the resident at least once a month. potlucks and other activities are organised.



Women with children

In 2014, thanks to funding from Québec's Accès-Logis programme, we were able to acquire and renovate a six unit apartment building with four two-bedroom apartments and two three-bedroom apartments. To ensure this project did not create any extra risk for Logifem, a new organisation, Logifamille, was created to own and manage the building. Four of Logifem's board members are also Logifamille board members. The residents pay a rent that is equivalent to 25% of their income and are followed by an Intervention Worker. Each resident must have a social reinsertion project that might involve going back to school or planning a return to the workforce.

The transitional apartments give the mothers greater independence and a private living space. Each mother is assigned to an Intervention Worker who meets with her at least once a month for support. Activities are planned every two months to encourage a community atmosphere and support among the tenants. The families are invited to participate in Logifem activities and can call Intervention Workers at the primary residence any time they need assistance. They also have access to our small food assistance programme.

In 2018, 17 women and 14 children benefitted from our transitional apartments programme.



ACTIVITIES

Logifem runs a variety of activities and outings for its residents, aimed at accomplishing a number of goals:

- Increasing self-confidence of residents
- Helping residents to develop new skills
- Allowing Intervention Workers to connect with residents in a less formal way
- Breaking down boredom and isolation
- Helping residents to establish and maintain a routine

Many of the activities take place in our Resource Centre and some are run in the shelter itself, or in the community. In Annex I you can see the full list of activities that took place in 2018. Here are some of the highlights:



DAILY LIFE AT LOGIFEM

Community Living

At Logifem each woman receives support in a community living environment. This means that as well as receiving support from the Intervention Team, the residents participate in the life of the house. The residents have to carry out certain chores such as helping prepare snacks, washing dishes and cleaning the bathrooms. This is a way to give the women a certain level of responsibility and also to reinforce the sense of community and belonging. Certain rules are also put in place to provide direction and respect.

To help residents with their practical needs, Logifem has a small Boutique filled with various donations that we have received. The residents can go there once a week and are allowed to take a limited number of articles, such as clothing and toiletries, at no charge.

Residents' Meeting

A residents' meeting takes place once a month and is usually facilitated by the Social Services Supervisor. The meeting is an opportunity to communicate any changes in the house and to reinforce certain rules. More importantly, it is a time when the residents can talk about things they find positive or negative in the life of the community.

For the residents in apartments a monthly pot luck supper is organised. This is a good opportunity for residents to talk about how things are going at the apartments and to ensure everyone is respecting their communal responsibilities such as keeping shared areas clean and taking out garbage and recycling.

Word from a resident

At the age of 21, Marie had a stable life. She had been in a relationship for five years and had just given birth to a little girl. Life was good, until her husband started drinking. Overnight, Marie became the victim of domestic violence, which triggered a psychotic episode. She fled, leaving her baby behind, an indication of her fragile state, and was hospitalised.

A difficult and emotional period followed, charged with much instability. During the next two troubled years, she attended six different women's shelters and was hospitalized in psychiatry on five separate occasions. Logifem offered Marie stability so that she could "take the time to heal and bounce back."

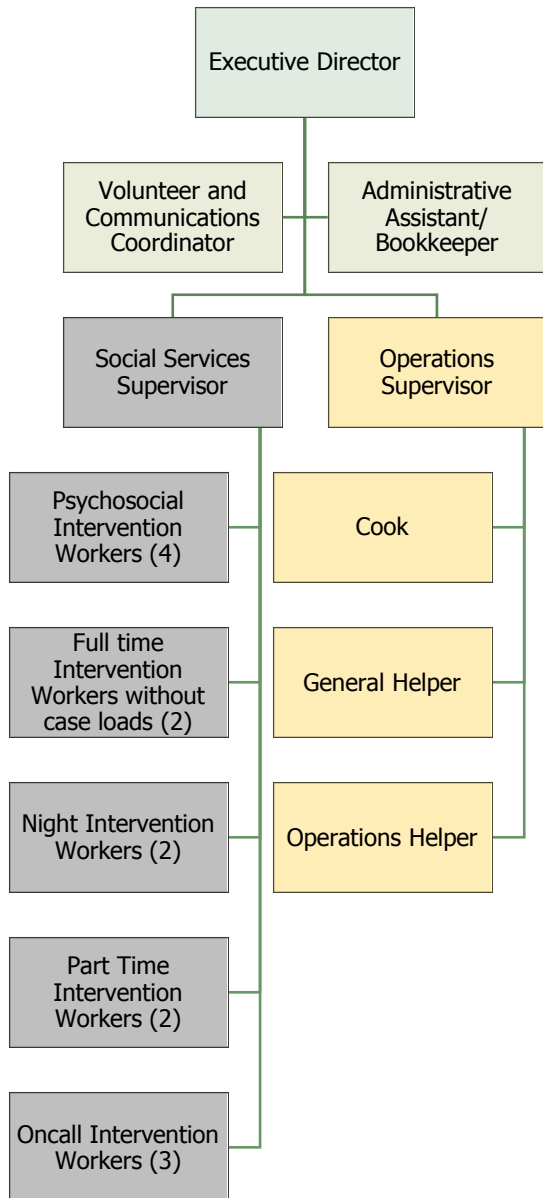
Thanks to the support of her Intervention Worker at Logifem and her own resilience, Marie got a job. Six months later, one of Logifem's transitional apartments became available. It was a natural progression and Marie moved in. Gradually, some form of routine and stability was settling in and she was taking control of her life. She was working, cooking for herself and building and maintaining connections with others.

In the background, Logifem continues to be present, facilitating her development. Marie meets with her Intervention Worker twice a month and pays rent equivalent to 25% of her income. She is now surrounded by a community: a small network of friends she met when she lived in Logifem's primary residence that now live in the same apartment block.

Marie is hopeful about her future. She is ready to go forwards one step at a time, one day at a time.

HUMAN RESOURCES

Organogram



We are very proud to have a dynamic staff team who work hard to ensure that each resident is treated with respect and dignity. More than 20 people work at Logifem with skills in intervention work, administration, cooking and maintenance. We are a multicultural team coming from many countries. Our most senior staff member has been with us for over 20 years.

When our Human Resources Coordinator resigned in Spring 2018 we decided to redistribute her functions so that we could abolish the position. We then hired a Volunteer and Communications Coordinator to help us better mobilize volunteers in our organization and increase our public profile.



INTERNS

In 2018 Logifem created a wonderful learning environment for 19 university and college interns in occupational therapy, social work, nursing and dietetics field. Thanks to the support of Logifem staff, the students were well supervised and were able to develop their professional skills.

Occupational Therapy

Three groups of students (a total of seven interns) from McGill University provided:

- A complete explanation of the benefits of occupational therapy services to staff members
- A reference guide for the Intervention Workers
- The creation of a story book that included the writings and drawings of staff and residents to engage the residents and build on each other's ideas

Social Work

Three students from McGill University and three Dawson College students met with the residents on an individual basis and supported them as they worked towards their personal objectives.



Nursing

Five students from McGill developed and facilitated two workshops to promote healthy living:

- The advantages of journaling
- The importance of healthy sleeping habits

Dietetics

One student from McGill University designed the menu and prepared the food for Logifem's 30th anniversary celebration, a Christmas Gospel Concert for over 100 people. In addition:

- Nutritional advice was given to the Logifem's cook
- A workshop on healthy eating on a budget was delivered



PROFESSIONAL DEVELOPMENT AT LOGIFEM

Because teamwork is so important, different team meetings regularly take place.

Team	Meeting Frequency
Intervention	Weekly
Leadership	Monthly
Operations	Once every six weeks
All staff	Once every three months

At Logifem all of our employees are encouraged to participate in training programmes to equip them to serve our residents better. Some of these programmes and workshops are given by professionals from different organisations and others in collaboration with various community resources. Our leadership team also coach and train other staff members.

In 2018 Logifem provided staff with 276.5 hours of formal training.



Logifem's Executive Director is part of the 2018-2019 Cohort of the PHILAGORA program. It is a series of tailor-made workshops that are dedicated to developing organizational capabilities and innovation, designed and partially funded by the Armand J. Bombardier Foundation.

Provider	Theme	Date	No. of employees
Santinel Inc.	First Aid in the Work Place	February 2018	5
Ordre des conseillers en ressources humaines agréés	Québec labour standards (webinar)	March 14 th 2018	1
FemAnVi et Trajetvi	Parental competences, custody rights and conjugal violence	March 16 th 2018	1
Table de la petite enfance	Stress in children	April 27 th 2018	1
Canada Revenu Agency	Fiscal Social Programmes	May 16 th 2018	7
Revenu Québec	Fiscal Social Programmes	May 30 th 2018	7
Escouade la jeunesse	CSST	July 18 th 2018	12
Table de concertation des organismes au service des personnes réfugiées et immigrantes (TCRI)	Persons with no status or with a precarious status and immigration	September 2018	5
Concordia University	Women and Homelessness: Vectors of Invisibility	September 25 th 2018	6
CLSC Saint Henri	Childhood development	October 2018	2
ACSM	Intercultural Relations	December 2018	3

VOLUNTEERING AT LOGIFEM

Volunteers make an invaluable contribution to Logifem. In 2018, volunteers got involved in the following ways:

- Helping in the kitchen and serving meals
- Organizing activities for residents
- Income tax clinic
- Helping residents move
- Helping to collect donations of furniture and appliances
- Helping to sort and distribute clothing
- Helping collect and sort food donations
- Helping hosting events
- Helping with maintenance and repairs

Our volunteers are primarily recruited through our website, Arrondissement.com and via the Centre d'Action Bénévole de Montréal (CABM). In 2018 we welcomed groups of volunteers from Villa Maria High School, Sacred Heart High School, YFC Alexandria Youth, RGA, and McGill University.

To ensure the safety and wellbeing of our residents, an interview and police checks are carried out for every volunteer. All volunteers also receive orientation and training.

Each volunteer, regardless of the task he or she carries out, is an incredible help to Logifem. Thanks to the commitment, generosity and kindness of our volunteers, Logifem is able to offer a more complete service to its residents.

This year, we are proud to report that an ex-resident started volunteering in the kitchen on a bi-monthly basis.

Many of our volunteers demonstrated a deeper level of commitment in 2018. Here are a couple of examples worth noting:

- Three short videos were produced by a volunteer to help promote the Bake Sale fundraising campaign
- A blog was written by one of our volunteers describing her experience at Logifem
- A volunteer persuaded her employer to host a bake sale and donate various household appliances after renovating their offices
- Our longest serving volunteer has been coming twice a week since June 2012
- A volunteer started a project to sew comforters for each of our residents and their children

Responsibilities	No. of Volunteers	No. of Hours
Administration	34	135.5
Kitchen	37	840.5
Operation and maintenance	30	254
Support and Activities with residents	39	234
TOTAL	123	1464



LOGIFEM IN THE LARGER CONTEXT

The Local Community

Logifem is part of a dynamic community in South West Montreal that has many services for its citizens. In particular, we are members of the following round tables and committees:

- Coalition de la Petite Bourgogne
 - Urban Planning and Neighbourhood Life committee
- Table de santé mentale et dépendance du Sud-Ouest-Verdun,
- Table de concertation des services à la petite enfance et à la famille de St-Henri et Petite Bourgogne

Montreal

We are also a member of la Table des Groupes de Femmes de Montréal, RAPSIM (Réseau des personnes seules et itinérantes de Montréal) and the Table de concertation en violence conjugale de Montréal. Participating in these networks helps to ensure we are aware of how our services fit into the broader picture and of developments in issues that impact our residents.



Logifem has been involved in bringing awareness to students in Montreal's academic institutions regarding issues relating to homeless women and those at risk of homelessness. Here are a few examples:

- Logifem partnered with Concordia on its *Symposium on Women and Homelessness; Vectors of Invisibility*
- Logifem participated in The Youth Philanthropy Initiative (YPI) which gets students involved in understanding local social issues and the impact of the services provided by community organizations.
- An annual lecture is given to McGill's School of Nursing students
- The Executive Director is a member of Concordia University's Community Service Initiative (CSI). The Table includes academics, students and other leaders from the non-profit sector. Its objective is to provide networking, mutual learning and sharing of resources between academic circles and the community.

The Public

We have an active Facebook page ([Facebook.com/Logifem](https://www.facebook.com/Logifem)) where as well as posting about our own work we post articles and information related to issues such as homelessness, conjugal violence and mental health. We also have a website (www.logifem.org) which explains our services to potential service users, to professionals looking to refer residents and to those that would like to get involved with our organisation.

FINANCES

Logifem receives its largest grant from the Programme du Soutien aux Organismes Communautaire (PSOC) administered by the Ministry of Health and Social Services. This amount represents approximately 75% of Logifem's annual operating budget.

We also rely upon the generosity of hundreds of individual donators who send us cheques each year as well as churches, corporations and foundations who believe in our mission. We send a newsletter to these donors twice a year so that they can see the impact of their gifts and we also send regular email newsletters. Each year we visit several churches and have kiosques at various conferences so that we can promote the work of Logifem and generate new support.

Long term residents at Logifem's shelter make a monthly contribution for the services they receive. It is important that they pay this amount as it helps give a sense of value to the services they receive at Logifem and it ensures they are budgeting realistically. Monthly contributions from residents represents 7-8% of Logifem's annual revenues.

A portion of our revenue comes from several fundraising activities discussed on page 18 and purchases made by staff members in our Boutique.

Certified accountants BCGO undertake an audit of our finances in the month of February or March. Logifem's financial statements are available to anyone who asks for them by written request. Our Income Statement for 2018 is available in Annexe II.

**Agence de la santé
et des services sociaux
de Montréal**

Québec 



**CANADIAN
WOMEN'S
FOUNDATION**

**SHELTER
FROM
THE STORM**



GIFTS IN KIND

Gifts of Food

The biggest food bank in Canada, Harvest Montreal (Moisson Montréal) provides us with a considerable quantity of food donations. In 2018 we received **15,774 kilos of food**, worth approximately **\$75,442**. For the most part we use this food to prepare meals at our shelter where every day we offer breakfast, lunch, supper and three coffee breaks to all of our residents as well as to staff, interns and volunteers on duty. We also have a small food assistance programme for former residents and residents of our apartments. In 2018 523 bags of food were distributed.



As well as our donations from Moisson Montreal, this year we received donations of food from Cool & Simple, several churches and fruits from Edible arrangements.

Other Gifts

Throughout the year, Logifem receives a variety of household articles, furniture and used clothing. In our Boutique the clothing is given at no charge to women and their children who are living in the shelter. Former residents and staff can also buy articles at very low prices from the Boutique. All the revenues are used to finance activities with the residents. When women leave the shelter, they receive household articles to help them set up their new apartments. This year we were especially encouraged by a big donation of new underwear from Hanes Brands that came as a result of a media appeal.

In 2018 we were again invited to participate in a shopping day at Ardene, a Montreal clothing retailer. We filled up over 20 bags of clothing, shoes and accessories worth around \$3,500.

We always receive a large quantity of toys and gifts at Christmas time, which we give out at our Christmas Party and on Christmas Day to residents and their children. Special thanks to l'Oréal, The Toy Tea, Carolyn Bouchard's Toy Drive, Temple Emmanuel, The Shoebox Project, Hazma employees and Purse of Hope for donating gifts for the holidays. In total we estimate that we received approximately **\$25,000** worth of non-food gifts in kind in 2018.



FUNDRAISERS

Guided Painting

On International Women's Day, Logifem organized "Create for a Cause" a fundraising event that took the form of a guided painting workshop. An artist showed each participant how to create their own work of art, step by step. The idea for this event came from two of our volunteers, Giordano and Alexa, who regularly run an art workshop for Logifem's residents.



Bake Sale

In 2018 we tried something new by encouraging companies, schools and community groups to host a bake sale and donate the proceeds to Logifem. The money raised will buy an industrial stove and also financed the necessary upgrades to the cabinets in the shelter's kitchen. With Logifem serving 2500 – 3000 meals and snacks/month, it is quite the demand placed on the equipment. The stove was over 20 years old.

Participants raised \$7,027.50 and included some of the following groups:

- McGill management students
- Concordia University students
- Villa Maria High School
- Sacred Heart High school
- Adacel employees
- RBC Foundation
- Evangel Pentecostal Church
- Montreal Crossroads Church

- Emmaus Anglican Church
- Quebec Women's Baptist group
- FL Fuller Laudau

Closets for Charity

Last December, Modo Yoga Griffintown held a closet for charity event, a second hand clothing sale with a bonus \$5 Karma class. The idea was to help people declutter their life and give back to the community, \$300 was raised for Logifem.

Gospel Christmas Concert:

To celebrate all the lives that have been touched by Logifem, Logifem hosted a Gospel Concert with the Imani Family Choir at St-Jax Montreal. This was a way of paying homage to our founder, whose faith inspired him to build Logifem. The event was a success as Logifem earned media coverage. Radio interviews with CBC and CJAD promoted the event attracting new donors and solidifying the relationship with existing ones. Over 100 people attended the concert.



INTERCULTURAL TWINNING PROJECT

Services Adapted for Immigrant Women

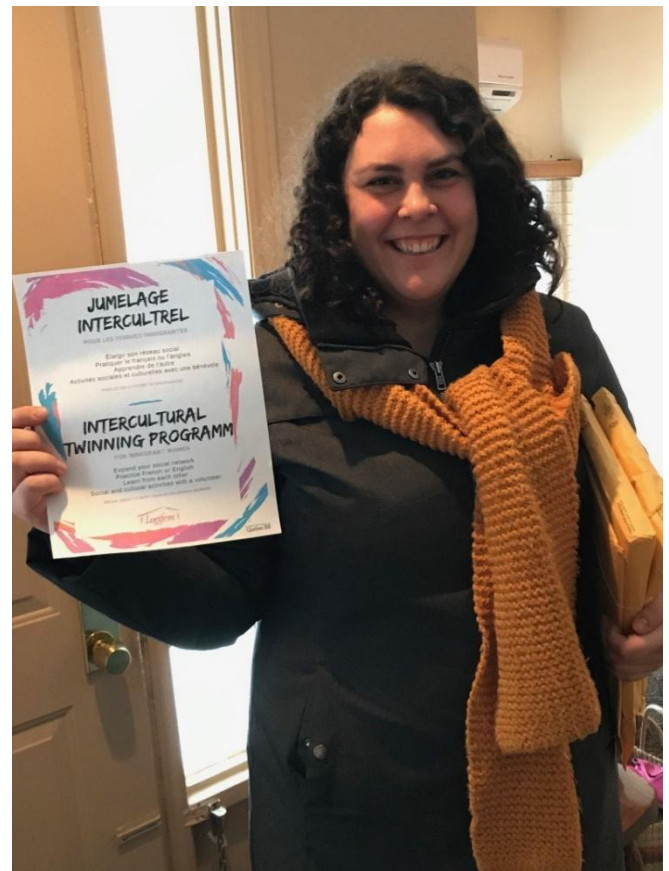
Logifem received a grant of \$77,300 from the *Secrétariat de la Condition féminine du Québec*, to develop services to better meet the needs of immigrant women.

This funding was spent in the following ways:

- A Project Coordinator was hired in May 2018
- Research was conducted to better understand the issues immigrant women face living in shelters. Residents and Intervention Workers were interviewed and other shelters were contacted to learn about their inclusive practices. From this research came several recommendations guiding the next steps of the project
- Welcome documents and policies were translated into Arabic and Creole, since these were the most common languages spoken in shelters
- Intervention Workers were trained on issues relating to immigration and interculturalism, including training on persons without status or with a precarious status as well as training on intercultural relations and mental health
- The kitchen in our resource center was made more functional to allow residents to cook dishes from their home country
- A Reference Center was set up where relevant information, specific tools and resources are available
- A video was created to help raise awareness regarding the difficulties faced by immigrant women

- An Intercultural Twinning Programme was developed to counter the social isolation and language barriers experienced by newly arrived immigrant women. This programme is based on an egalitarian relationship between volunteers from the host society and immigrant residents. Pamphlets describing the goal and philosophy of the twinning concept as well as training manual for volunteers were also produced

The various initiatives will continue in 2019, demonstrating that Logifem is once again continuously improving in order to meet the needs of women in difficulty.



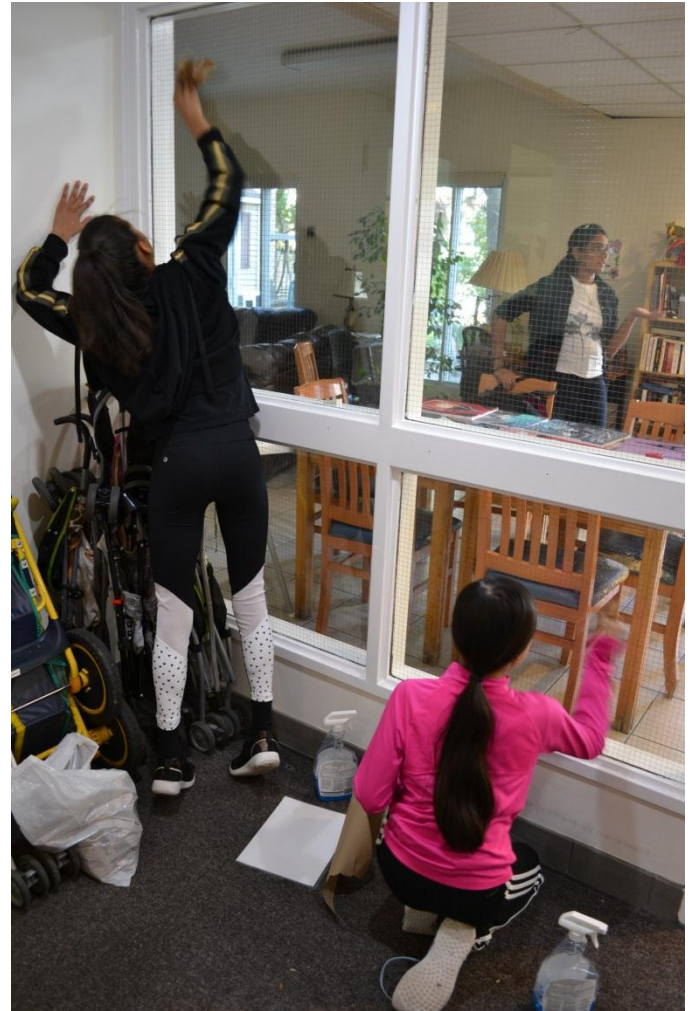
RENOVATIONS AND MAINTENANCE

Taking care of our buildings and vehicles is a big project!

Major purchases, repairs and renovations in 2018 included:

- Vehicle repair
- Replacing the floor in the intervention corridor
- Re-covering all the cupboards in the kitchen to make them more durable

We're always grateful for the groups of volunteers that come in to help us with regular maintenance such as cleaning windows and helping us maintain our courtyard.



GOVERNANCE AT LOGIFEM

Logifem is governed by a dynamic team of volunteer directors who meet several times a year. The directors are the only members of the organisation. In 2018 meetings took place on the following dates:

- January 18th
- March 22nd (regular meeting and AGM)
- May 17th
- September 20th
- November 22nd

In addition there was a half day retreat on June 9th during which board members discussed possible future directions for Logifem. Intervention Workers and senior staff were also invited to attend this meeting to provide their perspective.

All of our Board members have professional or volunteer experience in areas that are useful for Logifem. These include: business, real estate, education, organisational development and human resources, social services, finance and community organisations.

Our Board members at the end of 2018 were:

- Ruth Bresnen, President
- Hugh Campbell, Treasurer
- Joyce Laduke, Secretary
- Paul Cornett, Administrator
- Beatriz Hoffmann-Kuhnt, Administrator

In the course of 2018, after many years of faithful service, Richard Bridgeman stepped down from the board. We are extremely grateful for his contribution to Logifem.



ANNEX I: ACTIVITIES AT LOGIFEM

Activities

Activity	Average participation per session	Number of sessions
Girl's night	12	1
Arts and crafts	7	5
Bingo	11	37
Game night	7	1
Pot Luck	5	8
Karaoke	14	1
Stress management workshop	7	1
Income tax preparation	10	2
Manicure activity	4	3
Easter crafts	7	1
Nutrition workshop	12	1
Cooking	7	3
Gardening	4	5
Mother and baby activity	2	1
Beading	5	6
Dance workshop	8	5
Choir	7	2
Sugar Shack activity	8	1
Painting workshop	6	16
Sharing	3	11
Brunch	17	5
Toy Sale	9	1
Workshop on sleeping	9	1

Outings

Outing	Month	Participants
Skating at Atrium	March	2
Sugar Shack	April	14
Electoral Debate	August	4
Walk to Canal	October	7
The Nutcracker Ballet	December	22

ANNEXE II

For the year ended December 31st 2018

	2018	2017
INCOME		
Grants	851 241	800 990
Room and board	95 510	92 643
Food donations	75 399	86 774
Donations - others	79 584	44 945
Fundraising activity	8 744	2 309
Other	15 282	9 510
Amortization of deferred contributions	10 424	10 424
Gain on disposal of capital assets	109 919	-
TOTAL	1 246 103	1 047 595
EXPENSES		
Salaries and employee benefits	730 359	757 938
Food	94 568	106 263
Condominium fees	1 800	1 560
Marketing	1 201	533
Telecommunications	8 275	8 467
Maintenance and insurance of rolling stock	11 741	5 204
Insurance	17 102	16 946
Audit fees	7 411	8 269
Payroll processing	2 648	3 267
Legal fees	203	475
Taxes and permits	10 763	10 930
Utilities	29 673	28 789
Repairs and Maintenance	86 966	78 711
Bad debts	1 058	1 570
Administration fees	5 560	5 836
Interest on long term debt	3 901	4 539
Bank charges	1 450	1 340
Resident services	1 201	924
Activities and donations	4 612	5 801
Fundraising activity	-	-
Project Ministère de l'Économie, de la Science et de L'Innovation-Secrétariat à la condition féminine	36 433	-
TOTAL	1 056 925	1 047 362
EXCESS OF REVENUES OVER EXPENSES BEFORE AMORTIZATION	189 178	233
AMORTIZATION OF CAPITAL ASSETS	43 468	44 759
DEFICIENCY (EXCESS) OF REVENUES OVER EXPENSES	145 710	(44 526)

Note: in 2018 we sold a condominium we had purchased in 2012 when we started a pilot project to provide transitional housing for women with children. This is the reason for the significant surplus.