



# 2024 ACTIVITY REPORT

Giving is extending our values and  
shaping the future we envision.



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## A word from the Chair and the Executive Director

We want to extend our heartfelt thanks to the many donors, partners, volunteers, and employees who supported Mission inclusion's mission this year. Your acts of solidarity create a real and lasting impact, and we are grateful that you took the time to explore this report.

This past year's retrospective could have been sombre. Conflicts and extreme violence in Europe and the Middle East, coupled with the United States' shift in its global stance, are disrupting international stability. The dismantling of USAID and significant budget cuts to international development are already having serious repercussions for the environment and the health of millions worldwide.



These new realities affect Mission inclusion and our partners, but we refuse to give up. We are redoubling our efforts to support initiatives that promote the inclusion of marginalized and vulnerable people, which is central to our mission.

We appreciate that you are taking the time to read this report. Within its pages, you will find sources of hope and inspiration. Throughout Quebec and in ten other countries, thousands of individuals are actively working to shape brighter futures for their families, communities, and societies. Their resilience, along with your commitment, paves the way toward a just, inclusive, and supportive world.

These pages illustrate the potential for meaningful change. We invite you to explore our actions from the past year and share with us which ones resonate with you the most.

**Happy reading!**

## Our Vision

A just, equitable and inclusive world that enables all people to live in dignity.

## Our Values

Inclusion – Equity  
Social justice – Dignity  
Solidarity – Gender equality

## Our Principles

Mission inclusion primarily supports local and community interventions focused on building capacities in individuals and on mobilizing communities.

Mission inclusion promotes gender equality and the essential role of women as agents of change in all of its actions.

Mission inclusion sees itself as a gateway to volunteering in support of local initiatives, here and around the world.

## Our Mission

Driven by a deep commitment to social justice, Mission inclusion supports initiatives that empower individuals and groups in vulnerable or marginalized situations, while promoting concrete actions to strengthen inclusion within their communities and society as a whole. Alongside our partners in Quebec and internationally, we work to foster greater openness, inclusion, and equity, ensuring that the diversity of communities is fully respected and that everyone can exercise their rights and access collective resources.

## Our Community: Our Life Force

115,800 historical donors

3,140 donors in 2024

\$4,310,650 raised in 2024

14,520 social media subscribers

78 employees

40 volunteers

## Our Impact

Our partners significantly change the lives of thousands of people across Quebec and in ten countries. Each supported project creates lasting changes that extend well beyond its participants, showcasing the power of our collaborative and inclusive approach.

### In Numbers

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96,219 participants

483,959 people reached

76 partner organizations



# OUR ACTIONS IN QUEBEC

14  
regions

62  
projects

# Our Actions in Quebec: A STRONGER SOCIAL SAFETY NET

Mission inclusion supports community organizations that weave Quebec's social safety net. We offer four types of support to organizations working in the community sector: community projects, environmental and climate justice, organizational support, and social transformation. Each funded initiative aims for a common objective: contributing to creating dignified living conditions for people in vulnerable situations or marginalized groups.

## Objective

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Enhance community action in Quebec by providing organizations with financial support and organizational assistance to develop projects that create meaningful and lasting changes in their communities. These projects should be tailored to local realities and aimed at promoting social inclusion for the most vulnerable populations.



## TRUST ABOVE ALL

Since 2021, Mission inclusion has favoured three-year partnerships with its partner organizations. This approach allows communities to see lasting changes emerge.

Rather than relying on multiple reports, we foster mutual trust and confidence. This relationship enables authentic exchanges, where each party learns from the other, ultimately benefiting the communities they serve.

# Community Projects: ACTING IN PROXIMITY

Mission inclusion funds initiatives that directly reach people and groups in situations of marginalization or vulnerability. Four programs target specific populations:

- **Youth Program:** Increase the capacities and engagement of young people aged 12-30 who live in disadvantaged environments or contexts
- **Senior Well-being:** Break the isolation of older people and strengthen community vigilance
- **Homelessness:** Prevent and improve living conditions for people experiencing homelessness
- **Children and Families:** Support parents in their role and promote the full development of children



**These projects emphasize proximity and direct intervention to create a meaningful impact on participants' lives.**



## Collectif Ex-Placé DPJ, Montreal

In 2024, Mission inclusion supported a collective initiative aimed at addressing the complex needs of young people who have been, or are at risk of being, involved with youth protection services, specifically those aged 14 to 35. This initiative comprises three complementary components:

- **Entrepairs:** This component focuses on creating a mutual aid community by and for youth in care, helping to combat isolation.
- **Repairs:** This aspect provides support for young people transitioning to autonomy through both individual and collective assistance.
- **Coopairs:** This part aims to empower young people by involving them in efforts to improve the social policies that impact them. A key outcome of this effort is the publication of *Droit de Cité*, the first book on youth rights designed by and for those who have experienced being placed in care.

### A Butterfly Effect

The Collectif Ex-Placé DPJ project, supported by Mission inclusion, inspired the creation of *Droit de Cité* —the first publication on youth rights designed by and for formerly placed youth. This book has initiated a wave of transformations: youth protection organizations are using it to revise their policies, and it serves as an empowerment tool for young people as they learn about their rights.

**This initiative perfectly illustrates our vision,** which places those most affected at the heart of the solutions. It combines social innovation with sustainability, establishing a chain of actions that transitions from immediate assistance to institutional change.

*Financial support is provided by  
Mission inclusion's JOC Fund.*



# Organizational Strengthening: BUILDING TOGETHER

Mission inclusion funds support community organization strengthening processes. It covers part of the costs needed for strategic planning, improving management tools, developing more just and inclusive approaches, and creating communication tools.

## Objective

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Our goal is to help organizations acquire practical tools and strategies to serve their communities better. This support from Mission inclusion enables them to rethink their future vision, improve their internal operations, and develop practical outreach tools, allowing them to grow and enhance their impact.





## Solutions Adapted to Field Realities

Thanks to our collaboration with PAIR, a consulting firm mandated by Mission inclusion for organizational support, we can offer organizations a customized support service tailored to their specific needs.

“Organizational support helps organizations sustain their mission over time by providing the time and space needed to reassess priorities and strategies within an increasingly demanding environment. This support contributes to building robust organizations where teams thrive and communities are actively involved in addressing their own needs.”

**Marianne Simard-Veillet, Executive Director**  
**PAIR**



## Testimonial: Support for Professional Development Process

“What I most appreciated about the support was the attentive listening and adaptation to real field needs. PAIR created a space of trust, free from judgment, where I could take each step at my own pace. The right questions were asked to offer concrete avenues and encourage me with kindness. This personalized support made a significant difference. Thanks to their accompaniment, I benefited from concrete, caring support perfectly adapted to my reality.”

**Maude Massicote, Executive Director**  
**DéfPhys Sans Limite**

# Social Transformation: CHANGING STRUCTURES

Mission inclusion supports projects that engage diverse groups to tackle the root causes of social issues. It funds initiatives that encourage citizen mobilization, facilitate knowledge sharing, and foster collaboration among organizations to create sustainable changes rather than temporary solutions.

## Objective

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Create lasting changes in structures and practices that impact communities, prioritizing equity, social justice, and environmental well-being.



## Service de référence en périnatalité pour les femmes immigrantes de Québec

Mission inclusion supports le Service de référence en périnatalité pour les femmes immigrantes de Québec. This initiative trains healthcare personnel to recognize, prevent, and combat biases faced by pregnant people and new immigrant parents from racialized communities. Their actions also target different forms of obstetric violence.

This initiative transforms medical practices by raising awareness among professionals about the unique realities faced by immigrant women.

**This project embodies our transformative approach:** it tackles the systemic causes of violence, trains health professionals, and creates support groups for women who are victims and survivors, generating both individual and structural change.



# Climate Justice: PROTECTING THE MOST VULNERABLE

Mission inclusion funds initiatives that strengthen marginalized groups in the face of climate disruption. It acknowledges that environmental changes disproportionately affect vulnerable populations and relies on concrete adaptation solutions to mitigate these impacts.

## Objective

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Mitigate the impacts of climate change on the most vulnerable communities by creating innovative and accessible adaptation solutions that enhance their collective resilience.





## Resilient Gardens, Montreal

Mission inclusion supports a project led by the Comm-Un citizen movement in Montreal's Milton-Parc neighbourhood. This initiative transforms an urban space into a cooling island dedicated to urban agriculture. People experiencing homelessness and members of Indigenous communities lead gardening workshops, sharing their knowledge, particularly about ancestral plants from Indigenous cultures.

**This project combines environmental protection with social inclusion**, addressing heat islands and promoting urban biodiversity while valuing the expertise of marginalized individuals. By creating a communal space, it strengthens the collective resilience of the neighbourhood.



### When One Project Inspires Another

The Resilient Gardens project produced an unexpected multiplier effect: the Inuit artists who participated in the project formed their own independent artist cooperative. This new organization continues the mission of promoting environmental and social initiatives by developing gardening projects that include individuals from Indigenous communities in Milton-Parc and the surrounding areas.

# OUR IMPACT IN QUEBEC

## In Numbers

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**3,190** targeted  
participants

**62** supported organizations  
and projects

**15,000** people  
reached

**\$1,990,495** amount invested  
in 2024





## Community Partners

In close collaboration with Quebec's community sectors, Mission inclusion supports organizations that actively develop social innovation pathways to improve the living conditions of people in vulnerable situations, creating significant and lasting changes within their communities.

<b>Bas-Saint-Laurent</b> Centre femmes de La Mitis Centre-Femmes La Passerelle du Kamouraska L'Étoile de Pacho Tandem-Jeunesse Trajectoire Hommes du KRTB	<b>Laurentides</b> Corporation de développement communautaire des Hautes-Laurentides La Libellule Maison de la Famille des Pays en Haut Maison Oxygène des Laurentides	<b>Montréal</b> Accès-Cible SMT Amal Auberge Madeleine Carrefour de ressources en interculturel Centre de Ressources périnatales Autour du bébé Centre de ressources pour hommes de Montréal Collectif Ex-Placé DPJ Comm-Un DefPhys Enjeu: Cap sur l'emploi Finautonome Foyer du Monde Groupe Harmonie Intergénération Québec JM Court La Converse Liber-T-House Maison des familles de Verdun Maison Saint-Columban Observatoire de l'ACA Osez Féminin Oxy-Jeunes RAP Jeunesse Table petite enfance SHPB West Island LGBTQ2+ Centre
<b>Capitale-Nationale</b> Carrefour d'Action Interculturelle (CAI) Engrenage St-Roch Fondation Ancrage Jeunesse Fondation Nouveaux sentiers Service amical Basse-Ville Service de référence en périnatalité pour les femmes immigrantes de Québec SPOT clinique communautaire de santé et d'enseignement SQUAT Basse-Ville	<b>Laval</b> Association coopérative d'économie familiale de l'Île-Jésus Jeunes au travail	
	<b>Mauricie</b> Conseil de la Nation Atikamekw Ruche d'art Kokomino	
	<b>Montérégie</b> Maison L'Ancrage Pierre-De Saurel	
<b>Chaudière-Appalaches</b> Parrainage jeunesse	<b>Nord-du-Québec</b> Isuarsivik Regional Recovery Centre	
<b>Côte-Nord</b> Carrefour Solidaire Haute Côte-Nord Centre d'Action Bénévole de la Minganie	<b>Outaouais</b> Maison de la famille de Gatineau	
<b>Estrie</b> Tremplin 16-30	<b>Saguenay-Lac-Saint-Jean</b> Café-Jeunesse de Chicoutimi Corporation les Adolescents et la Vie de Quartier de Chicoutimi Toxic-Actions	
<b>Gaspésie-Îles-de-la-Madeleine</b> Carrefour-Ressources Produire la santé ensemble		









A world map with a light blue background. Countries are outlined in white. Ten countries are highlighted in a dark red color: Canada, Brazil, Madagascar, Malawi, Mozambique, Tanzania, Kenya, Ethiopia, Somalia, and Indonesia. A dotted red circle is drawn around the Atlantic Ocean, with a small red arrow pointing from the circle towards the west coast of Africa.

## OUR ACTIONS IN THE WORLD

10  
countries

14  
projects

## Our International Commitment: INNOVATING IN SOLIDARITY

Mission inclusion is dedicated to promoting inclusion and social justice through a unique approach that goes beyond traditional models of international solidarity. We operate in two complementary ways: by providing direct funding to organizations in the Global South and by implementing partnership projects. Our goal is to maximize our impact within partner communities. Each initiative is designed to achieve a common objective: to build just, inclusive, and equitable communities.

### Objective

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Enhance the effectiveness of local civil society organizations and marginalized communities by providing direct financial support to local partners while simultaneously implementing large-scale projects. This approach will create synergy, allowing the experience and knowledge of local realities to inform and improve the design of funding programs.

## Direct Funding: EMPOWERING LOCAL PARTNERS

Mission inclusion gathers generous contributions from individuals and corporate donors to directly support local organizations in countries of the Global South. Through the ACTION Fund, we prioritize initiatives that serve women and traditionally marginalized groups, including youth, ethnic minorities, people with disabilities, displaced or refugee individuals, Indigenous peoples, and those from diverse sexual and gender identities.

### Objective

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Strengthen the autonomy of partners anchored in their territories by funding innovative and transformative initiatives that often struggle to find support elsewhere, respecting their knowledge and cultural specificities.



# ACTION FUND

Mission inclusion's ACTION Fund materialized its first phase in 2024, selecting four projects in Benin and four projects in Bolivia out of 160 applications received. These initiatives reach nearly 13,000 people, 59% of whom are women, for a global budget of \$2.2 million Canadian over three years.

In Benin, projects target the inclusion of people with disabilities (CREDEL ONG), the economic empowerment of marginalized women (Association Tikonna), the improvement of inclusive agricultural governance (BC-ONG), and the economic empowerment of women through agroecology (WIN).

In Bolivia, initiatives are strengthening women's leadership in health (FCCP), Aymara women's rights (CDIMA), the autonomy of incarcerated women (INESAD), and the inclusion of people with disabilities (Asociación Tukuy Pacha).



**This initiative exemplifies our vision** by placing local communities at the center of solutions, combining social innovation and sustainability, and creating a chain of actions that ranges from capacity building to changes in local policy.

# Large-Scale Projects: Multiplying Impact

Mission inclusion mobilizes funding from government donors, including the Government of Canada and Quebec's Ministry of Environment and Fight Against Climate Change. We directly pilot large-scale project implementations in eight African countries, as well as in Haiti, in collaboration with our local teams, Canadian and international organizations, research institutes, universities, and our network of local partners.

## Objective

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Multiply impact by responding to major social and environmental issues on an international scale, while enriching our understanding of local realities to nourish our other funding programs.



## ReSea, Western Indian Ocean, East Africa

Mission inclusion has coordinated the ReSea program since March 2023, in collaboration with the International Union for Conservation of Nature, thanks to financial support from the Government of Canada. This initiative focuses on climate justice and gender equality across five countries: Comoros, Kenya, Madagascar, Mozambique, and Tanzania.

Despite facing complex environmental and sociopolitical challenges, the ReSea program directly reached 8,210 people in 2024, comprising 53% women and 37% youth. The program advances on three complementary fronts: strengthening participatory and inclusive marine governance, developing nature-based solutions, mobilizing 130 partner organizations, and promoting economic empowerment through the identification of 15 value chains that respect the marine environment. Additionally, 518 women and youth received training in leadership.

**This transformative initiative addresses the systemic causes of climate vulnerability, trains local actors, and develops sustainable and inclusive economic models, resulting in both environmental and social benefits.**



## RESEA: A BROADER AMBITION

ReSea is a key participant in the ambitious Great Blue Wall initiative, which aims to protect 30% of the western Indian Ocean by 2030. This invisible wall will connect the conservation efforts of 15 countries, creating the largest collaborative marine protection network ever developed worldwide.



## Adaptation of Burkinabé Communities to Climate Change, Burkina Faso

Mission inclusion piloted the Adaptation of Burkinabé Communities to Climate Change Project (ABC), made possible thanks to financial support from the Government of Quebec under the International Climate Cooperation Program.

The project achieved substantial results during its first phase (2020-2023), including the construction of 500 biodigesters, which contributed to the sequestration of 2,663 tonnes of carbon, ensured land security for 342 people, including 109 women, and provided training to village management committees.

The second phase, ABC-2, began in January 2025 and will continue for three years, expanding the project's objectives to ensure the sustainability of its outcomes.



**This new phase combines inclusive and sustainable natural resource management with efforts to strengthen local capacities.** It aims to combat the effects of climate change, enhance food security through agroecology and agroforestry, and value traditional knowledge, ultimately fostering sustainable community resilience, particularly for women and vulnerable populations.

## Intergenerational Climate Resilience in Mandoul, Chad

Mission inclusion coordinates the RCIM project, made possible thanks to financial support from the Government of Quebec under the International Climate Cooperation Program. In its first year (2024-2025), the project established a strong foundation in 12 communities in the Mandoul region.

It trained 24 facilitators who provided literacy courses to over 720 learners. At the same time, 60 members (including 49 women) of community management committees were trained to oversee the governance of training centers, ensuring they meet local needs and interests. Additionally, farmer field schools have been established in six communities to test and promote climate-resilient agricultural practices, enabling producers to adapt to the challenges of climate change.



Building on these foundations, Mission inclusion is now scaling up its efforts to enhance community resilience on a larger scale. The RCIM project employs an approach that combines agroecology, the empowerment of women leaders, and the valorization of local knowledge. Its goal is to sustainably improve food security, increase the economic autonomy of producers, and ensure their full participation in decision-making bodies.



## Improving Citizen Participation, Haiti

Mission inclusion developed the Citizen Participation Improvement Project (2021-2024) with financial support from the Government of Canada.

This initiative directly benefited 76,950 people in the municipalities of Léogâne and Gressier, surpassing its initial target despite a challenging local context marked by violence from armed groups. The project facilitated the establishment of 87 community clubs and provided training for 44 teachers in sexual and reproductive health and rights.



Starting in 2025, activities will continue in Haiti and Cameroon under the NexSa project, which is based on the “inclusive triple Nexus” approach. This transformative initiative aims to address the systemic causes of women’s exclusion from health services, train local actors to deliver safe and quality healthcare, and promote the adoption of healthy practices and behaviours. The project seeks to generate both individual and community change through three types of interventions: in development contexts, humanitarian situations, and peacebuilding efforts.

# OUR ACTIONS IN THE WORLD

## In Numbers

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93,029 beneficiaries

14 supported projects

468,959 people reached

\$10,706,322 invested in 2024



# A NETWORK OF COMMITTED PARTNERS

Mission inclusion thrives on transformative collaborations, leveraging support from a diverse array of partners, particularly local organizations, women, and youth. These field actors, the true champions of co-development, play an active role in enhancing our projects alongside our institutional and university partners.

## Implementing Partners

### Benin

Association des groupements de femmes Tikonna de Boukombé  
Centre de Recherche et d'Expertise pour le Développement Local  
Organisation Non Gouvernementale  
Boussole de la Cité (BC-ONG)  
Women Impact Network

### Comoros

Plateforme Femme Développement Durable et Sécurité Alimentaire (PFDDSA)

### East Africa

International Union for Conservation of Nature (IUCN)  
OceanHub Africa (OHA)  
TechnoServe

### Bolivia

Asociación del Centro de Desarrollo Integral de la Mujer Aymata "Amuyt'a  
Asociación Tukuy Pacha  
Fundación Centro de Cultura Popular (FCCP)  
Instituto de Estudios Avanzados en Desarrollo

### Haiti

Unité d'arrondissement de santé Anacaona (UAS)

### Kenya

GROOTS Kenya

### Canada

ÉduConnexion  
Université Laval

### Madagascar

Capacity-building For Communities (C-For-C)

### Cameroon

Centre Diocésain de Développement de Maroua-Mokolo

### Mozambique

Associação Mulher, Lei e Desenvolvimento (MULEIDE)

### Chad

LEAD Tchad

### Tanzania

Women Fund Tanzania Trust

## Funding Partners



# PHILANTHROPY



## Co-constructing Inclusion: Our Philosophy

Mission inclusion embodies a dialogue-based approach to philanthropy that prioritizes the equitable distribution of power among donors, beneficiaries, and intermediary actors. This approach, grounded in our values of inclusion and respect, fosters innovation by creating an environment that encourages listening, collaboration, and the co-development of sustainable solutions.

## Objectives: Expanding Our Impact, Strengthening Our Bonds

Each year, Mission inclusion is dedicated to engaging new audiences to support its causes and further social justice. At the same time, our team must maintain and strengthen the trust of our current donors by staying true to our commitments and ensuring transparency.

## Mission inclusion: Your Trusted Partner

Mission inclusion offers a strong foundation to help you turn your generosity into real change. We assume three distinct yet complementary roles to maximize the impact of each donation, all with a commitment to excellence.



# Fund Collector: GATHERING OUR COMMUNITY

We employ various methods to finance our initiatives, always prioritizing transparency and respect for your motivations. Our unique approach relies on two forms of commitment: we accept both donations and savings, reflecting the extraordinary trust our contributors place in us by committing financially alongside our efforts to enhance our social impact.

## Our Gathering Events

Each year, two flagship events rally our community to support our projects. In 2024, “Cycling for Inclusion” brought together 85 determined cyclists who collectively raised \$62,000 to support our mission. Additionally, the “Mission inclusion Golf Open” generated \$248,409 for vulnerable youth.





## Stories That Demonstrate Your Impact

We maintain direct communication with you through our postal mailings to fund our initiatives. These campaigns showcase the tangible impact of your generosity, featuring inspiring stories and testimonials of success from the field. In 2024, this personalized approach enabled us to raise more than \$467,545 for our community projects.

## Our Committed Partners

Companies like Boustan, Groupe DCR, and Ubisoft expand our reach. Their support reflects a commitment to social responsibility while also enhancing visibility. Together, we demonstrate how social impact and business success can mutually reinforce one another. These partnerships help us fund more projects and raise awareness among new audiences about our causes.

# Fund Manager: MAKING YOUR IMPACT FLOURISH

Your trust guides everything we do. Our experienced team transforms your donations into a lever for lasting change. Mission inclusion stands out for its exemplary financial management, which safeguards every dollar you entrust to us.



## Our Expertise at Your Service

We master planned giving and offer you tailor-made solutions that are fiscally advantageous and faithful to your values. Each strategy respects your objectives.

## Our Transparent Governance

An independent investment committee watches over your contributions. These expert individuals invest funds with prudence and ethics, always in coherence with our mission. This rigour guarantees the foundation's stability and maximizes the social impact of your donations.

## Our Promise

Thanks to this responsible management, Mission inclusion becomes your trusted partner in creating a lasting legacy that genuinely reflects your values.

# Fund Distributor: SUPPORTING SOCIAL CHANGE

Mission inclusion invests in projects that transform communities in Quebec and worldwide. We combine strategic project calls, rigorous evaluations, and customized support to maximize every impact.



## Our selection is centred around genuine community needs.

Every initiative we fund originates from authentic needs identified by the communities themselves. We prioritize locally rooted organizations that provide creative and practical solutions.

## Our investments create a multiplier effect.

Every dollar you entrust to us sparks a transformation that empowers communities, restores their dignity, and amplifies their voices.

In concrete terms, we are working towards a world where inclusion, equity, and openness are not just goals, but lived realities.





# 2024 Financial Results

## Consolidated Statement of Revenue, Expenditure and Fund Balances

Year ended December 31 2024				2024	2023
	Programs Fund	Life Annuities Fund	Capital Growth Fund	Total	Total
<b>Revenue</b>					
Canadian government	\$8,874,864	\$-	\$-	\$8,874,864	\$3,403,131
Québec government	145,271	-	-	145,271	363,506
Public and organizations:					
Donations	1,789,714	-	49,117	1,838,831	1,642,769
Bequests	-	-	1,711,104	1,711,104	2,646,999
Investments	1,094,400	308,330	4,214,960	5,617,690	3,923,257
Annuities contracted	-	1,367,022	-	1,367,022	498,000
	\$11,904,249	\$1,675,352	\$5,975,181	\$19,554,782	\$12,477,662
<b>Expenditure</b>					
Programs	\$13,394,988	\$-	\$-	\$13,394,988	\$8,079,557
Promotion and communication	1,754,858	136,702	206,023	2,097,583	1,953,289
Administration	1,461,604	34,823	184,340	1,680,767	1,951,251
Life insurance premiums	-	-	33,819	33,819	34,879
Annuities paid	-	1,439,137	-	1,439,137	1,517,503
Change in provision for future benefits	-	(855,484)	-	(855,484)	343,945
Change in assumptions and methodology	-	674,000	-	674,000	-
	\$16,611,450	\$1,429,178	\$424,182	\$18,464,810	\$13,880,424

## Consolidated Statement of Revenue, Expenditure and Fund Balances

Year ended December 31 2024				2024	2023
	Programs Fund	Life Annuities Fund	Capital Growth Fund	Total	Total
<b>(Deficiency) excess of revenue over expenditure</b>	\$(4,707,201)	\$246,174	\$5,550,999	<b>\$1,089,972</b>	<b>\$(1,402,762)</b>
Transfer of the Life Annuities Fund's current year's excess to the Capital Growth Fund	-	(246,174)	246,174	145,271	363,506
Restricted funds received	-	-	927,000	927,000	500,000
Transfer from the Capital Growth Fund to the Programs Fund for the funding of current operations	7,658,650		(7,658,650)	-	-
<b>Change in Fund Balances due to current year operations</b>	<b>\$2,951,449</b>	<b>\$-</b>	<b>\$(934,477)</b>	<b>\$2,016,972</b>	<b>\$(902,762)</b>

## Our Volunteers: ALLIES CARRYING CHANGE

Behind every supported project, every well-invested dollar, every individual we assist, and every transformed community, there are you, our passionate volunteers.

Our administrators provide guidance and direction with wisdom and vision. Others plan and organize events to create moments of unity. Our committee members enhance our decision-making with their valuable expertise. Whether in the shadows or on the front lines, each person plays a role in advancing our causes.

Your generosity is measured not just in dollars but also in the hours you dedicate, the knowledge you share, and the passion you convey. You believe in our mission and carry it forward with us, day after day.

Your dedication inspires our daily efforts and nurtures our hope for a more inclusive world. To those who give their time, creativity, and talents to build a more equitable future, THANK YOU!



# OUR PARTNERS

Mission inclusion relies on a solid network of collaborators who share our vision of social inclusion. Together, we exchange best practices and amplify our impact.

## Our Public Partners

Mission inclusion's actions are supported by the Government of Canada and the Government of Quebec, which recognize the importance of our mission in creating more inclusive communities.



## Our Committed Sponsors and Partners

These organizations share our vision of a more just world and support our work through their expertise, resources, and shared commitment to this cause.





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