

2025 ACTIVITY REPORT

What takes root
and what
your commitment
makes possible



Front cover: Eunice Chadzo Kirimo, ReSea project, Kenya
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Pages 2, 28 and 29: Women leaders allied with the CDIMA organization, from the community of Sapahaqui in Bolivia, during a training session aimed at fostering women's empowerment and leadership. © CDIMA

Pages 20 and 21: Celebration of the International Day for the Elimination of Violence Against Women and Girls, PACIT project, Haiti
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Back cover: Eunice Chadzo Kirimo and the Chambuko Amkeni Conservation Group, ReSea project, Kenya © Mission inclusion

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Message from the Executive Director

“Seen and Heard!”

This is the defining takeaway from the journey our partners at Mission inclusion have made in 2025. The strategic shifts set in motion in 2023 and 2024 have borne fruit, supporting women and marginalized people in Quebec and in countries around the world.

By maintaining an approach attentive to our partners’ needs and built on sustained, multi-year funding, we have helped develop lasting responses to complex social challenges that are too often invisible: homelessness as experienced by women, addiction among older adults, the many dimensions of domestic violence, and the connections between water management, environmental protection, and women’s economic empowerment.

In concrete terms, women in Quebec are finding their way back to independence after long journeys through addiction. In East Africa, women are claiming their roles as community leaders. In Bolivia, an all-female committee now leads a project to bring safe drinking water to their community. These transformations, made possible by our partners’ commitment and the support of Mission inclusion’s allies, reflect the real strength these women have brought to bear.

In a global context that is putting the values of inclusion and dignity to the test, these advances confirm that change is possible and give us reason for hope. Inclusion is a choice, a collective commitment, rooted in the conviction that every person deserves a full place in society. That certainty will continue to guide Mission inclusion and its allies, today and in the years to come.

Our Impact

Our partners are making a concrete difference in the lives of thousands of people across Quebec and in eleven countries. Every supported project creates lasting change that extends well beyond its direct participants, bearing witness to the strength of our collaborative, inclusive approach.

By the numbers:

105,819 people supported

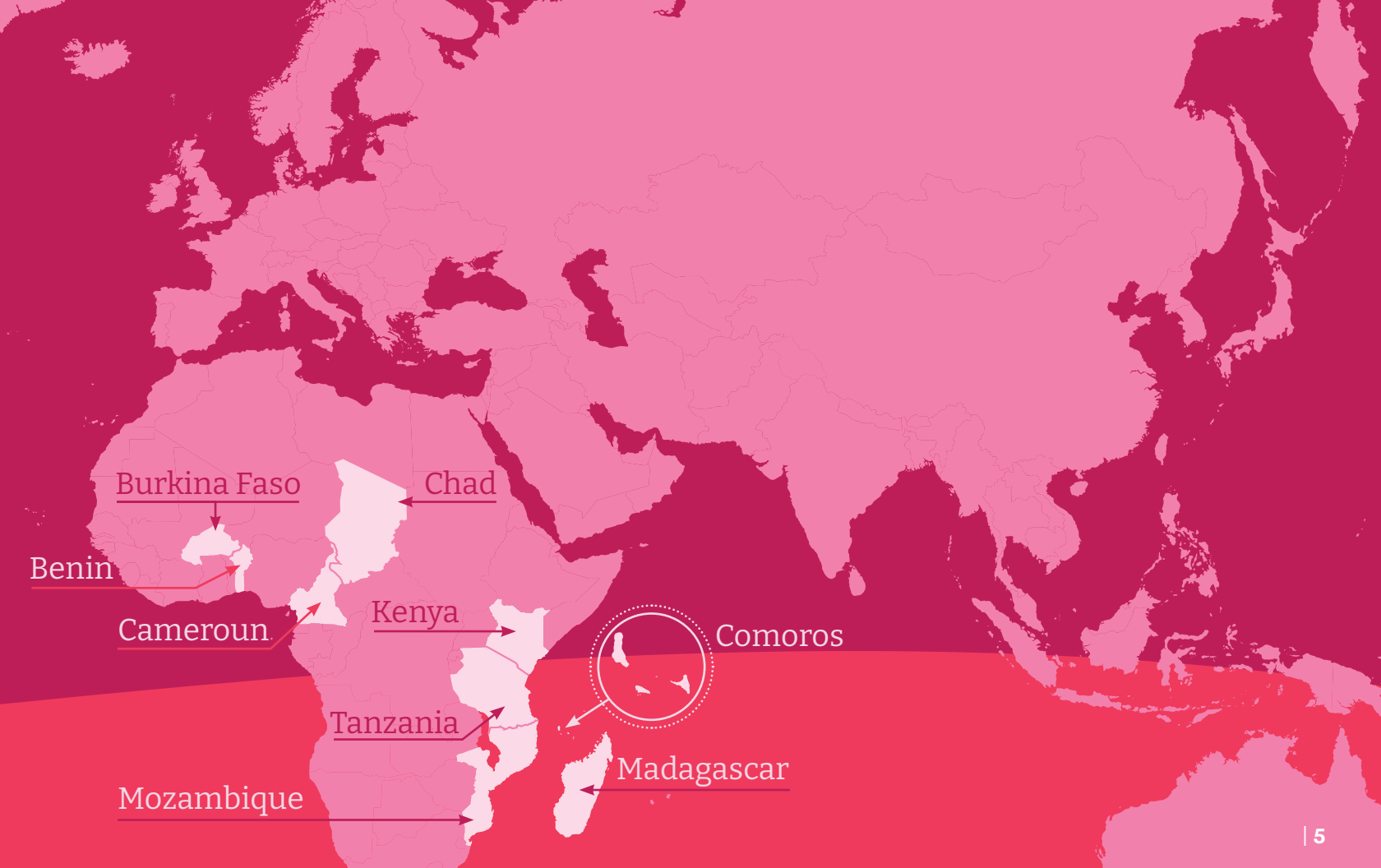
493,888 people reached

94 partner organizations

Quebec

Haiti

Bolivia



Our Work in Quebec

Strengthening the Safety Net

Social inequalities persist in Quebec. Inflation, a housing crisis, food insecurity, mental health challenges, and the complexities of immigration pathways hit marginalized individuals and communities hardest. The community organizations that support them every day play a defining role in holding the social safety net together. But these organizations face growing pressure, even as the needs they respond to continue to rise.

Mission inclusion is proud to stand alongside these actors. Through three-year, trust-based partnerships and financial and organizational support tailored to each reality, we strengthen the long-term capacity of people facing greater vulnerability, especially women, young people, older adults, and racialized communities.

This alliance takes shape through concrete support adapted to each organization and the communities it serves, all working toward a shared goal: a fair society where every person finds their place.

Our impact in Quebec

62 supported organizations

12 regions

13,282 people supported

Li-Ber-T House, Montreal

A Roof to Rebuild On

Leaving an addiction treatment centre is a victory. But the transition to a new life and a new home is a challenge that often goes unacknowledged. Until 2023, Montreal had no transitional housing specifically designed to support women through this stage. Li-Ber-T House changed that.

Opened in April 2024, Li-Ber-T House offers 14 supervised apartments for women in recovery following a stay at a treatment centre, combining stable housing with structured support.

Community-driven initiatives are at the heart of what Mission inclusion supports and Li-Ber-T House is a prime example. Mission inclusion supported this project from its earliest stages, drawing in other partners and helping build a model that other regions are now watching closely. That commitment proved lasting: in 2025, Li-Ber-T House purchased its own building, permanently anchoring its mission in Montreal's community fabric.

What has grown from this goes beyond housing. It is a real community, where women support each other through their recovery and reclaim their place in society.



“Li-Ber-T House has changed my life. During six months of treatment, my biggest worry was finding a safe place to live afterward. Without somewhere safe, my chances of progressing in my recovery were, at best, slim. In treatment, I learned it takes two to five years to repair the damage addiction causes in our lives. Li-Ber-T gives me the chance to rebuild myself, one step at a time, one challenge at a time. Liane, as house director, has given me more love and support than I have ever received in my life, and what makes her such a good guide is that she has lived through the same process herself. Recovery isn't linear; there are many ups and downs, and at Li-Ber-T House, I can learn from my mistakes without fear of starting all over. I cannot fully express how grateful I am for this place I can temporarily call home.”

Ana B., resident, 2025



Groupe Harmonie, Montreal

Belonging at Every Age

In Montreal, hundreds of older adults live alone while struggling with addiction, compounded by low income, mental health challenges, and deep isolation. Groupe Harmonie reaches them where they are. Since 1983, it has been the only organization in Quebec dedicated entirely to people aged 55 and over living with alcohol or drug addiction. Through mobile workshops, home follow-ups, and peer support groups in people's own living environments, the organization breaks through isolation and helps prevent already fragile situations from getting worse.

Mission inclusion's support helped structure the organization's offerings and develop workshops covering more than 20 themes, from stress management to harm reduction. The results have inspired others in the sector. The regional health network reached out to Groupe Harmonie to train its own frontline workers, proof that a human, community-based approach can shift practices well beyond a single organization.



“ You arrived at just the right moment in my life. I felt alone, depressed... The workshops gave me a safe space to talk. I even asked for individual follow-up. Today, I feel heard and understood. ”

A program participant

Mission inclusion partners with Groupe Harmonie because this community-based approach produces results that complement those of other organizations in the sector. By reaching the most vulnerable and training frontline workers, Groupe Harmonie helps prevent homelessness and rebuild social connections.

“ Thanks to Mission inclusion, we were able to structure our offerings, develop new tools, and now the health network is asking us to train other workers. It's an extraordinary recognition. ”

Narlay Denis, project coordinator



Foyer du Monde, Montreal

From Arrival to Belonging

Foyer du Monde is the only mid-term transitional shelter in Montreal for asylum-seeking, undocumented, and refugee families. These families arrive carrying trauma, navigating an unfamiliar language, a complex administrative system, and limited access to public services. Without support, they can struggle for months, sometimes years.

Mission inclusion chose to support the growth of Foyer du Monde, including by enabling the creation of a full-time social worker position in 2022. This role provides structured support before, during, and after each family's stay. Families receive help navigating administrative processes, enrolling their children in school, and beginning to build a lasting support system, a level of continuity rare in Quebec's shelter landscape.

Over three years, families found a secure space to voice their concerns and move forward, supported through their immigration proceedings, language training, and employment steps. With stronger backing, parents were able to refocus on what matters most: being present for their children.



“ This position has changed how we work. We are no longer just providing shelter; we follow families before, during, and after. They know they will not be left on their own once they walk out the door. Thanks to Mission inclusion's support, this continuity is now part of how we operate. ”

The Foyer du Monde team

The expertise developed here now extends well beyond Foyer du Monde's walls. The two other short-term shelters for asylum seekers in Montreal regularly connect with the team, and several community and institutional partners draw on their experience to better understand this long-term follow-up model.

“ In 2025, acquiring a second building enabled Foyer du Monde to welcome more families and expand the services available to them. Foyer du Monde has become an essential actor in Montreal's shelter landscape for migrant families. Their person-centred approach and long-term follow-up should inspire the entire sector. ”

A health network partner



RAPSIM, Montreal

Homelessness Has a Voice

Homelessness in Montreal has grown and taken on many faces. Behind each experience lie unique realities, often misunderstood.

For years, frontline workers, organizations, and committed individuals have documented these realities and brought them into public view. To mark its 50th anniversary, the Réseau d'aide aux personnes seules et itinérantes de Montréal (RAPSIM) chose to go further: creating a podcast series to spotlight actors in the field and build a broader understanding of these issues.

In partnership with the firm PAIR, commissioned by Mission inclusion, RAPSIM launched a series of three podcasts on homelessness in Montreal. Three episodes, three perspectives, three voices that go inside organizations rooted in their communities to explore what homelessness actually looks like: the realities faced by women, young people, and older adults, as well as harm-reduction approaches.



“I felt that PAIR was genuinely invested and had a real understanding of the community sector. It’s a pleasure, for a coalition like RAPSIM, to work with partners who get our reality.”

Joannie Veilleux, community organizer

Accessible to newcomers yet rich for those already familiar with the field, these podcasts shed light on realities that remain little known to the wider public. Their reach already goes well beyond the community sector.

Mission inclusion believes that approaches developed by community organizations should be shared to inspire and improve practices across the sector. RAPSIM’s podcasts are a compelling example, amplifying the voices of those with direct experience. This strategy is also a powerful way to advance important causes.



New Pathways Foundation, Capitale-Nationale

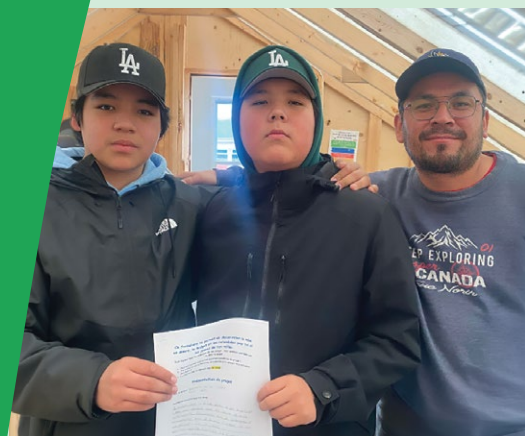
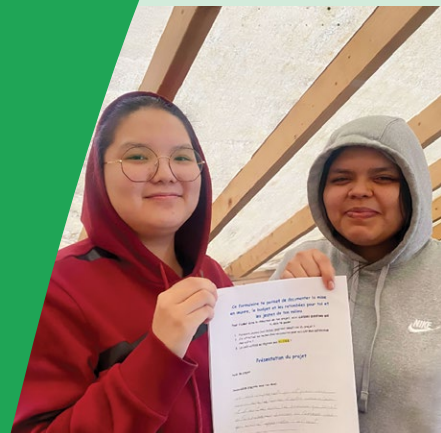
When Young People Decide, Communities Transform

In Quebec, nearly one-third of the Indigenous population is between 15 and 34 years old. This is a dynamic, creative generation, keepers of ancestral knowledge, deeply rooted in their communities, ready to act if given the chance.

Acting on this conviction, the New Pathways Foundation, with the support of Mission inclusion, launched Décidaction in 2023: the first participatory budget designed by and for First Nations youth.

The premise is straightforward: trust young people, give them the resources to decide, and support them in transforming their communities. Mission inclusion backed this project from the start, convinced that trusting young people produces real and lasting change.

The project took root in three communities: Kiuna College in Odanak, the Wendake community, and the Mi'gmaq community of Gespeg in the Gaspésie region. In each, the youth went through a complete democratic process: co-creating projects, assessing feasibility, mobilizing peers, and voting.



The outcomes are tangible and meaningful: moccasins crafted by Odanak elders and Kiuna students, a musical album to preserve the Wendat language in Wendake, and an eco-responsible artisanal cutlery enterprise in Gespeg.

But beyond the projects themselves, something deeper has been set in motion: renewed bonds, rekindled conversations, and trust being rebuilt between generations and within communities.

Décidaction shows that a shared goal, even a simple one, can bring people together and sustain lasting momentum.

“Décidaction is much more than a budget.
It is a space where young people learn that they have the right
to dream their community into being, and the power to build it.”

**Mélanie Nogues, Youth Projects Coordinator,
New Pathways Foundation**

Recognized for its results and relevance in the field, the Décidaction team was invited by a regional integrated health and social services centre to train its workers on the realities of Indigenous youth.

For Mission inclusion, this recognition confirms a deep conviction: when young people have the space and the means to act, they transform their communities and open the way for others.



Community Partners in Quebec

In close collaboration with Quebec's community sector, Mission inclusion supports organizations that actively drive social innovation to improve living conditions for people facing vulnerability, creating concrete and lasting change within their communities.

- **Bas-St-Laurent**

- ▶ Centre-Femmes de La Mitis
- ▶ Tandem-Jeunesse

- **Capitale-Nationale**

- ▶ Aliments d'ici et saveurs d'ailleurs
- ▶ Carrefour d'action interculturelle
- ▶ Entraide Jeunesse Québec
- ▶ Fondation Ancrage jeunesse
- ▶ New Pathways Foundation
- ▶ Service amical Basse-Ville
- ▶ SPOT Clinique communautaire de santé et d'enseignement

- **Chaudière-Appalaches**

- ▶ Le Centre de parrainage de la jeunesse de Beauce

- **Côte-Nord**

- ▶ Centre d'action bénévole de la Minganie

- **Gaspésie-Îles-de-la-Madeleine**

- ▶ Carrefour ressources
- ▶ Produire la santé ensemble

- **Laurentides**

- ▶ Camp Amy Molson
- ▶ CDC des Hautes-Laurentides
- ▶ La Libellule

- **Laval**

- ▶ ACEF de l'île-Jésus
- ▶ Jeunes au Travail

- **Mauricie**

- ▶ Conseil de la Nation Atikamekw
- ▶ Ruche d'art Kokomino

- **Montreal**

- ▶ Alternative naissance
- ▶ Amal Centre for Women
- ▶ Carrefour de ressources en interculturel
- ▶ Centre de ressources périnatales Autour du bébé
- ▶ Collectif Ex-Placé DPJ
- ▶ Entraide Bénévole Métro
- ▶ Entre Parents de Montréal-Nord
- ▶ Groupe Harmonie
- ▶ JM Court
- ▶ La Converse
- ▶ L'Étoile de Pacho
- ▶ Li-Ber-T-House
- ▶ Logis Rose Virginie
- ▶ Maison Saint Columba House
- ▶ Mission St-Michael

- ▶ Oxy-Jeunes
- ▶ Table de quartier de Montréal-Nord
- ▶ West Island LGBTQ2+ Centre
- **Nord-du-Québec**
 - ▶ Isuarsivik Regional Recovery Centre
- **Outaouais**
 - ▶ Jeunesse sans frontières de la Vallée-de-la-Gatineau
- **Saguenay-Lac-Saint-Jean**
 - ▶ Café-Jeunesse de Chicoutimi
 - ▶ Carrefour communautaire St-Paul
 - ▶ Corporation les Adolescents et la Vie de Quartier de Chicoutimi
 - ▶ Toxic-Actions



Participants in a winter activity,
Foyer du Monde, Montreal
© Foyer du Monde

Our Actions in the World

Rising to the Challenge

Across the world, women face challenges that cross borders: humanitarian crises, climate disruption, and ecosystem degradation. These realities call for sustained, community-grounded responses.

These are the women and marginalized people Mission inclusion chooses to support. They act, persevere, and transform their environments. Mission inclusion works alongside them to lead large-scale projects with local organizations, research institutions, and international partners, thanks to the financial support of Global Affairs Canada and the Government of Quebec through the Programme de coopération climatique internationale, which flows from the Plan pour une économie verte 2030.

Each project is rooted in knowledge built over time and in relationships of established trust. This approach enables lasting change, with effects that ripple well beyond the communities directly involved.

The pages that follow tell the stories of these journeys, these partnerships, and these transformations.

11 countries

13 projects



92,537 people supported

61% women and girls

32 partner organizations

480,606 people reached

\$17,671,428 invested in 2025



ROFGL

En partenariat
Canada

ReSea, East Africa

Rising Tides, Rising Leaders

In Kenya, women are restoring mangrove forests while developing beekeeping enterprises. In Mozambique, the vice-president of a community fisheries council exercises a recognized leadership role. In Comoros, Madagascar, and Tanzania, women are sitting at decision-making tables for the first time, shaping policies over the very resources their families depend on. These women, in all their diversity, are at the heart of the Regenerating Seascapes for People, Climate, and Nature (ReSea) project.

ReSea is implemented by Mission inclusion and the International Union for Conservation of Nature (IUCN), with the support of the Government of Canada, along the Indian Ocean coasts of five East African countries. The project rests on a firm conviction: inclusion is an essential condition for responding sustainably to climate challenges.

By simultaneously advancing inclusive governance of marine and coastal resources, community-led nature-based solutions, and strengthening women's leadership in the blue economy, ReSea drives lasting social, economic, and environmental transformation grounded in local realities.

This approach is resonating at all levels of government: 17 bodies have already integrated gender equality into their policies and practices.



Now in its third year, ReSea's transformations are becoming visible. Women like Maria Suzana Ngotine, vice-president of a community fisheries council in Mozambique, now speak up in assembly and are heard. She is among the more than 1,050 women and youth trained to assert themselves with confidence, develop their leadership, and understand their rights so they can contribute fully to their communities.

“Before, I thought only men could make decisions. After the training, I understood that my voice counted too. Today, I speak up with confidence, and I am heard.”

**Maria Suzana Ngotine, Vice-President,
Community Fisheries Council, Mozambique**

Across the five countries, 992 women and youth also learned to launch their own enterprises in the blue economy, from crab farming to ecotourism. To raise awareness of these realities and the climate stakes involved, ReSea ran public outreach campaigns through radio broadcasts and community debates, reaching nearly 300,000 people.

For Mission inclusion, one thing is clear: when women participate fully in decisions, communities and ecosystems advance together.



Adaptation of Burkinabè Communities to Climate Change (ABC-2), Burkina Faso

Nourishing the Land to Nourish Families

In Burkina Faso, women spend hours each day searching for wood to cook and heat their homes. When wood becomes scarce, they must buy it. For families already stretched thin, that cost can be crushing. The lost time and added expenses compound, leaving fewer resources to feed the family and fewer hours to work the land. Building women's capacity to act here is building resilience for an entire region.

To change this reality, the ABC-2 project supports 2,890 people, including 2,260 women and 993 young people under 35, in adopting agroecological practices suited to their situations: using cleaner energy sources, restoring land, diversifying crops, and building a more resilient rural economy. Co-funded by the Government of Quebec through the Programme de coopération climatique internationale, which flows from the Plan pour une économie verte 2030, ABC-2 is led by the Association Formation développement ruralité, the Action pour la promotion des initiatives locales and the Union des groupements pour la commercialisation de produits agricoles de la Boucle du Mouhoun, across four regions of the country.

Beyond technical support, ABC-2 invests in dialogue and representation so that women can participate in decisions affecting their land, water access, and communities.

In 2025, the first results show a change well underway. More than 1,168 people, including 870 women, received materials to support their transition to the green economy. On the ground, 662 people were trained in resilient agroecological practices. To ease daily life, 25 biodigesters and 870 improved cookstoves were installed. Additionally, 165 people were trained in advocacy, and three actions have already been carried out locally by women and marginalized groups.

“After attending a training on making improved cookstoves, I shared this knowledge with the other women in my family. Together, we began producing them. Demand grew quickly, and people from neighbouring villages now come to buy them. This activity helps us meet our daily needs and strengthens our economic independence.”

Aguiratou Ouedraogo, participant

Mission inclusion coordinates and supports the Burkinabè partners on the ground. But the ones driving these transformations are the women themselves. When they have the resources, the skills, and the space to make decisions, they become key actors in ecosystem restoration and in building a more inclusive economy.



Triple Nexus and Inclusive Health, Haiti and Cameroon

Care Without Borders

For more than twenty years, Mission inclusion has stood alongside women's organizations in Léogâne and Gressier, Haiti, a presence grounded in listening, trust, and Haitian women's leadership.

This presence has taken shape through projects such as the Citizens' Participation and Inclusive Health Improvement Project (PACIT), supported by the Government of Canada. From 2021 to 2025, teams across the region conducted more than 15,000 home visits to share information, improve health care, and better address families' needs. In total, more than 30,000 people were reached, including 17,000 women.

PACIT also helped clarify that social progress rests on three inseparable dimensions: stability, sustainable development, and social cohesion.

These three pillars are precisely what the Triple Nexus and Inclusive Health project builds on, with support from the Government of Canada. By acting simultaneously on health, community resilience, and peacebuilding, this five-year project pursues a concrete objective: ensuring that displaced women and survivors of violence in Haiti and Cameroon can access quality care and assert their rights.



A Voice That Carries

Mission inclusion's advocacy extends beyond the field. From major international forums to broader public audiences, it amplifies its partners' voices to influence decisions that shape a more just world.

In October 2025, Mission inclusion brought the voices of 14 Haitian women's organizations before Canada's House of Commons. The parliamentary report that followed reflects their core priorities: supporting these organizations, preventing violence, and ensuring women's participation in political decisions.

In November 2025, Mission inclusion was present at COP30. Alongside its ReSea partners, it delivered a clear message: the climate crisis is a gendered crisis. This advocacy contributed to the adoption of the Belém Action Plan on Gender Equality, a meaningful step toward recognizing women's rights in global climate action.

In collaboration with BBC StoryWorks and with the support of the Government of Canada, Mission inclusion co-produced the documentary *Amkeni / Wake Up*. The film follows Eunice Chadzo Kirimo and her group in Kilifi, Kenya. By restoring mangrove forests and building a beekeeping enterprise, these women are showing their communities that caring for nature can also build a more dignified future.



Scan and watch
Amkeni

Our Action Fund

Transformations That Take Root from Within

Mission inclusion's Action Fund supports organizations in Benin and Bolivia working with and for women and for those traditionally excluded from the decisions that shape their lives. These organizations are deeply rooted in their communities. They know local realities and drive changes they have defined themselves.

What sets the Action Fund apart is its philosophy. Mission inclusion aligns with its partners' vision and channels its resources toward what they are already building. Partnerships develop over three years to allow trust to take hold and change to take root. The Fund supports transformations that emerge from within: women asserting their rights and bringing others along; men becoming allies; communities organizing and inspiring those around them. These changes take time. Mission inclusion has chosen to walk alongside them so they can last and grow.



8,223 people reached

66% women and girls

8 partner organizations

53 institutions engaged



Organisation Tikonna, Benin

When Women Take Their Place

In northern Benin, in Boukombé and Coby, village assemblies were largely attended by men. Women's needs were given little weight, and their voices were rarely heard, even when the decisions at hand directly affected them.

With support from the Action Fund, Tikonna set out to change this reality. Its project: introducing gender-responsive planning and budgeting so that women, young people, and marginalized groups are given the place they deserve.

In one year, 1,447 people were mobilized, including 802 women, to influence their municipalities' budget priorities. Nine local authorities and ten traditional chiefs were trained to accommodate this participation.

Gradually, a new dynamic is taking hold. Men are now encouraging the women in their lives to attend community meetings. Some are actively supporting women's membership in Tikonna's groups. What once seemed fixed is beginning to shift in concrete ways.



In Boukombé and Cobly, the change is not limited to assemblies: it is entering households. Women report that, thanks to awareness sessions held in their villages, their husbands are encouraging them to attend community meetings. Some men are also facilitating women's membership in Tikonna's groups so they can develop their leadership and launch income-generating activities.

This shift within homes and in community assemblies confirms that dialogue is underway and that mindsets are evolving.

For Mission inclusion, this dynamic illustrates exactly what the Action Fund aims to support: women taking their place in decisions, backed by men who choose to stand beside them, advancing their communities together.



CDIMA, Bolivia

When Speaking Up Transforms Communities

On the high plateaus of San Andrés de Machaca and Sapahaqui, being an Aymara woman often meant staying in the background. Opportunities to speak were rare; opportunities to challenge those in authority were rarer still. Supported by the Action Fund, the Centro de Desarrollo Integral de la Mujer Aymara (CDIMA) guided a transformation process led by Aymara women.

In total, 918 people deepened their understanding of their rights, learned to participate in the decisions that affect them, and worked toward gender equality. At the heart of this shift, 67 women completed an intensive program on leadership, human rights, and gender equality. For many, it was a first: understanding that they had rights and the power to act on them. Twenty-nine of these women then shared what they had learned with their communities, reaching 787 additional people.

On the ground, 54 organic family gardens were created to strengthen food security and generate new income. CDIMA carried this movement even further: radio campaigns in Spanish and Aymara reached close to 200,000 people, turning these issues into a community-wide conversation.



In San Andrés de Machaca, the change has taken a striking form: Felisa became the highest community authority in Jerusalén. Around her, an all-female committee is steering a project to bring safe drinking water to their community. And already, other women are considering running in the next local elections.

“Before, I did not know I had rights. Now, I can defend them, and I am no longer alone.”

A participant, Sapahaqui

The transformations driven by CDIMA radiate beyond the communities directly involved and are inspiring other organizations to act so that women can fully participate in their communities. This momentum is strong enough that CDIMA has made it a central pillar of its strategy for 2026 and beyond.

For Mission inclusion, this journey confirms a conviction: when women act, they transform their communities and open the way for others.



A Network of Committed Partners

Grounded in transformative collaborations, Mission inclusion deploys its initiatives with the support of a diverse range of partners, primarily local organizations, women, and youth. These on-the-ground actors, genuine architects of co-development, actively contribute to the growth of our projects alongside our institutional and academic partners.

Implementation Partners

• East Africa

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

• Benin

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

• Bolivia

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

• Burkina Faso

- ▶ Association Formation développement ruralité (AFDR)
- ▶ Action pour la promotion des initiatives locales (APIL)
- ▶ Union des groupements pour la commercialisation de produits agricoles de la Boucle du Mouhoun (USCCPA-BM)

• Canada

- ▶ Centre interdisciplinaire de développement international en santé (CIDIS) — Université de Sherbrooke
- ▶ Université Laval

• Cameroun

- ▶ Association de Lutte contre les Violences faites aux Femmes (ALVF)
- ▶ Action Locale pour Développement Participatif et Autogéré (ALDEPA)
- ▶ Centre Diocésain de Développement de Maroua-Mokolo (CDD Caritas)

• Chad

- ▶ LEAD Tchad



• Comoros

- ▶ Agence Nationale Pour les Investissements aux Comores (ANPI)
- ▶ Plateforme Femme Développement Durable et Sécurité Alimentaire (PFFDDSA)

• Haïti

- ▶ Fanm Deside
- ▶ Neges Mawon
- ▶ Institut Haïtien de Santé Communautaire (INHSAC)
- ▶ Ministère de la Santé Publique et de la Population (MSPP)
- ▶ Regroupement des organisations de femmes de Gressier et Léogâne (ROFGL)
- ▶ Unité d'arrondissement de santé (UAS)

• Kenya

- ▶ Grassroots Organizations Operating Together in Sisterhood (GROOTS)

• Madagascar

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

• Mozambique

- ▶ Associação Mulher, Lei e Desenvolvimento (MULEIDE)

• Tanzania

- ▶ Women Fund Tanzania Trust (WFT-T)

Financial Partners



In partnership with

Canada

Global Affairs Canada,
Government of Canada

Plan pour une
**économie
verte**



Avec la participation financière de :

Québec



Programme de coopération climatique internationale (PCCI), ministère de l'Environnement, de la lutte contre les changements climatiques, de la faune et des parcs, Gouvernement du Québec



A participant with her child during
an activity organized by Autour du bébé in Montreal.
© Autour du bébé / Mission inclusion



Participant in a mangrove
restoration activity for
the ReSea project in Kenya.
© Mission inclusion

Allies Who Advance What Matters

The model of philanthropy that Mission inclusion is developing is rooted in dialogue: one that extends beyond partner organizations to everyone who chooses to support the mission.

Giving here is not a one-time gesture. It is a way of committing, with open eyes, to a relationship aligned with the mission. This connection rests on solid foundations: every dollar donated goes directly to the causes supported, investment returns cover operating costs, and rigorous governance has been in place for more than 40 years. A structure that allows donors to contribute with confidence and see their commitment fully realized.

For some, this commitment stretches across time. Ms. Julien, for instance, has made the alignment between her values and her choices a guiding thread throughout her life. Other partners, like the Fondation de la Jeunesse ouvrière chrétienne (JOC, Young Christian Workers), go even further by entrusting Mission inclusion with carrying out their mission, an engagement that goes beyond giving to become a shared project.

Every commitment counts. Whether it takes the form of a gift, a partnership, or a daily act, it contributes to advancing causes that are larger than any one of us.

Supporting Mission inclusion means choosing to back women who, every day, transform their communities and open the way for others. It means contributing to lasting change, led by communities themselves. It means joining a broader movement: a community of people who refuse indifference and choose to act.

Every gift fuels this movement toward a just world and empowers it to go further.

Giving as a Way of Living

Ms. Julien's commitment cannot quite be explained. It can only be passed on. Raised in a family where giving was part of everyday life, she carries the memory of her mother donating blood to save her own mother's life. A founding gesture that took root in her as a lasting conviction: contributing, in her own way, to making the world more just, through plasma donations and financial contributions.

This openness led her well beyond Quebec. In 1987, she taught in Cameroon. In 1995, she went to Haiti. These experiences shaped her worldview in lasting ways.

It was this journey that brought her to Mission inclusion. She found in it an organization whose rigour and alignment between values and actions match her own.

With the team's support, she built a layered commitment over time: life insurance, regular donations, a charitable gift annuity, and planned giving. Choices that allow her both to secure her future and to support projects that carry meaning.

For Ms. Julien, each contribution is a concrete way to participate in the construction of a more just world and to show that one person's action can inspire many others.



A Legacy Still at Work

One hundred years of history. Generations of activists at the crossroads of labour, social justice, and feminism. The Jeunesse ouvrière chrétienne (JOC, Young Christian Workers) left a profound mark on Quebec's social landscape, and its legacy continues to shape it.

To mark its centennial, la Fondation de la JOC collaborated with Mission inclusion to create the documentary *See - Judge - Act: The History of the JOC in Quebec*. A project to transmit this history and reveal the full weight of its significance.

But the Fondation de la JOC wanted to go further. With Mission inclusion, it created The JOC Fund. The first organization supported: Collectif Ex-Placé DPJ in Montréal, which supports youth on the path to independence and advocates for policies adapted to their reality. This fund reflects a simple but powerful conviction: those who have known hardship understand how much thoughtful support can transform a life.

To amplify this momentum, Mission inclusion matches every contribution made to the fund.

Through this, the JOC's legacy lives on, still making a difference today.



Scan and see
their story

Our 2025 Events

Three Gatherings, One Mobilized Community

In 2025, three events brought together a community committed to the mission.

- On May 25, 75 cyclists took to the roads of the Montérégie region for Pédalons pour l'inclusion.

Result: \$56,917 raised and an enthusiasm that carried well beyond the finish line.

- On August 25, the 36th edition of the Golf Classic sold out at Club Laval-sur-le-Lac.

The day raised \$145,672 in support of young people in vulnerable situations.

- On October 28, the Recognition Day brought together donors, partners, and volunteers at the Maison du développement durable. A moment to celebrate the commitment of all those who make action possible.

Three gatherings, one shared reality: Mission inclusion moves forward thanks to a community that chooses to be involved.



Financial Snapshot 2025

Investing to Do More

In 2025, Mission inclusion made a clear choice: invest more deeply in its mission. Funding directed to programs reached over \$15.2 million, a 14% increase over the previous year. It reflects a renewed commitment to women and marginalized people, here at home and across the eleven countries where the organization is present.

This momentum builds on the growing trust of Mission inclusion's allies: bequests grew to surpass \$2 million, a gift that helps sustain our commitment today and for years to come. Support from government partners remained just as strong, reaffirming the relevance of the work done on the ground.

This year, we began the implementation of a new accounting system to align financial tracking across all our offices. This tool will allow us to track budgets continuously, supporting a more transparent and equitable approach, and stronger governance overall.

To sustain this increased effort, the Foundation drew on its reserves, a deliberate and considered choice. This fund however remains strong, preserving a sound financial foundation to keep doing this work, today and for generations to come. We owe that stability, in no small part, to those who choose, year after year, to stand with Mission inclusion: Thanks to a collective effort that carries us further, together.

Mission inclusion

Consolidated Statement of Revenue, Expenditure and Fund Balances

Year ended December 31, 2025

				2025	2024
	Program Fund	Life Annuities Fund	Capital Growth Fund	Total	Total
Revenue	\$	\$	\$	\$	\$
Government of Canada	9,554,414	—	—	9,554,414	8,874,864
Government of Québec	469,194	—	—	469,194	145,271
Public and organisations					
Donations	1,553,973	—	52,301	1,606,274	1,838,831
Bequests	—	—	2,053,978	2,053,978	1,711,104
Investments	742,925	60,180	2,746,006	3,549,111	5,617,690
Annuities Contracted	—	1,089,115	—	1,089,115	1,367,022
	12,320,506	1,149,295	4,852,285	18,322,086	19,554,782

				2025	2024
	Program Fund	Life Annuities Fund	Capital Growth Fund	Total	Total
Expenditures	\$	\$	\$	\$	\$
Programs	15,244,033	—	—	15,244,033	13,394,988
Promotion and communication	2,009,747	108,912	210,627	2,329,286	2,097,583
Administration	2,142,566	17,770	123,498	2,283,834	1,680,767
Life insurance premiums	—	—	43,638	43,638	33,819
Annuities paid	—	1,452,416	—	1,452,416	1,439,137
Change in provision for future benefits	—	29,697	—	29,697	(855,484)
Changes in assumptions and methodology	—	—	—	—	674,000*
	19,396,346	1,608,795	377,763	21,382,904	18,464,810

* This amount represents the adjustment arising from the new methodology submitted by the Board Investment Committee.

Consolidated Statement of Revenue, Expenditure and Fund Balances

Year ended December 31, 2025

				2025	2024
	Program Fund	Life Annuities Fund	Capital Growth Fund	Total	Total
	\$	\$	\$	\$	\$
(Deficiency) excess of revenue over expenses	(7,075,840)	(459,500)	4,474,522	(3,060,818)	1,089,972*
Transfer of the Life Annuities Fund’s current year’s excess to the Capital Growth Fund	—	459,500	(459,500)	—	—
Restricted funds received	—	—	—	—	927,000
Transfer from the Capital Growth Fund to the Programs Fund for the funding of current operations	7,970,432	—	(7,970,432)	—	—
Change in Fund Balances due to the current year operations	894,592	—	(3,955,410)	(3,060,818)	2,016,972

* This amount represents Quebec program grants for 2024 that were paid in 2025.

Excerpt from the audited consolidated financial statements of Mission inclusion.
 The 2025 financial statements are published separately and available at missioninclusion.ca/en/about-us/publications.

A Community That Moves Things Forward

This report puts a spotlight on transformations. But behind every one of them lies something else: a collective commitment, built over time.

Volunteers who advise, guide, and bring people together. Donors and organizations that engage with clarity of purpose. Longtime members, interns who ask tough questions, dedicated staff, and a digital community that shares and spreads the word. All of these people are Mission inclusion's allies, united by a conviction: social justice is built together.

This vision of philanthropy goes well beyond giving. It rests on relationships, choices, and a shared will to contribute to something larger than oneself. In Quebec and internationally, the advances presented in this report would not exist without this collective commitment.

What each person brings cannot always be measured. But every gesture counts. Every hour given, every idea shared, every contribution strengthens our capacity to act and reminds us why this work matters.

**To everyone who chooses to stand alongside
Mission inclusion: thank you.**



Our Partners

Mission inclusion draws on a strong network of partners: organizations, governments, and institutions that share its vision of a more just world and help extend the reach of every action through their expertise, resources, and commitment. The governments of Canada and Quebec support these initiatives, recognizing the central role that inclusive communities play in building a more equitable society. Together, these collaborations broaden the impact of each action and anchor change over the long term.

Our Institutional Funders



Avec la participation financière de :



Our Sponsors and Partners





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and watch
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