



ANNUAL  
GENERAL  
MEETING  
April 22  
2022

# Annual Report 2021





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Graphic design: Julye Maynard

Printer: Regroupement Loisir et Sport du Québec

Photographs: Chloé Charbonnier et Oscar Aguirre

In this document, the masculine generic is used without any gender discrimination and only to lighten the text.

# A Message from the President

It is with great pleasure and great pride that for a third consecutive year I chaired an organization that cares about the quality of life of its members and defends their interests. At the FADOQ–Région île de Montréal, we ensure the well-being of people aged 50 and over by offering them **quality, exclusive and affordable programming** made up of activities that are as rewarding as they are entertaining. We work to **promote well-treatment** for seniors through our social programs to fight abuse, raise awareness of the impacts of aging and prevent falls. We are also mindful to use our various communication tools to properly inform our members on a host of topics of interest to them, such as retirement, good lifestyle habits, aging or what is happening in the Montreal region.

Like in the previous year, 2021 was marked by the maintenance of the health restrictions prescribed in the context of the COVID-19 pandemic. Vaccination efforts, which started in December 2020 and continued during the first months of the year, gave us some hope. In the fall, the vaccine passport was added to the list of health instructions and FADOQ members had to present it to participate in the group's indoor activities. The year unfortunately ended with the arrival of a new variant... Omicron, which once again disrupted our family reunion plans for the holiday season, thus dampening our hopes of a return to a normal life in the near future.

This exceptional situation which has confronted us all with several challenges, has nevertheless allowed us to **tame new technologies and develop new skills**. I dare to hope that it will also have brought to light **the profound failings of our healthcare system** and that it will provide the impetus needed to undertake the changes that will allow everyone to have better access to healthcare professionals.

In addition, there have been movements within the Board of Directors (BoD) with the departure of some members, namely André Fleurant, Roger Roberge, Chantal Rochette and Claude Talbot. We take this opportunity to thank them as well as to welcome the arrival of two new members, Gilles Hétu and Micheline Roch, bringing the number of directors to seven. We hope that the solicitations of interest made to our members to apply to become directors on the Board will find takers so that at the next annual general meeting we will be back to nine people sitting on the Board.

I conclude by **raising my hat** to all the employees of the FADOQ–Région île de Montréal team, congratulating them for the enormous work accomplished with professionalism and reiterating my thanks to them, as well as to the administrators and volunteers. Over the confinements, curfews and changes in recommendations of Quebec's National Institute of Public Health, everyone demonstrated creativity and great flexibility. When reading the message from the General manager, you will clearly see that the programming remained varied and relevant throughout the year for the greatest benefit of our members!



Jocelyne Wiseman  
President

# Mission-Vision-Values

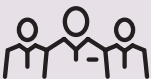

## OUR MISSION

The FADOQ Network brings together and represents individuals aged 50 and over in order to maintain and improve their quality of life. The Network defends and promotes their collective rights, values their contribution to society and supports them through programs, services and activities, particularly in the areas of leisure, culture, sports and the outdoors.

## OUR VISION

To be the leader in Quebec and a benchmark in Canada and internationally in ensuring active and healthy aging.

## OUR VALUES

Cooperation	Fairness	Commitment
Integrity	Fun	Respect
	Solidarity	



# General manager's Report

The FADOQ–Région île de Montréal weathered the storm once again this year. We were forced to cancel activities several times, including our cherished regional games. Despite the many constraints we have faced, including regular changes in health measures related to COVID-19, I am proud to say that we have been able to adjust and do what we do best: **maintain and offer our members varied and quality programming**. Even though we adopted the virtual mode via the Zoom or Teams platforms, we were still able to present a few face-to-face sessions, including Senior-Aware, In the Shoes of an Older Person and Fall Prevention. I would also like to highlight the excellent work of each and every member of the Montreal region team who successfully adapted to the situation.

In 2021, we collaborated with the Direction régionale de la santé publique to set up a **Fall Prevention workshop**. Focused on recognizing the various risk factors for falls among seniors, these sessions aim to provide practical advice for changing certain daily habits. This program is highly appreciated by stakeholders who work with seniors and it will surely be in high demand in the months to come.

During the year, we also had the opportunity to collaborate with several other partners in order to benefit our members as much as possible. Among others, Bibliothèques et Archives nationales du Québec (BAnQ) presented a **slice of history taken from their archives** in each edition of our newsletter. Our participation in AlterGo's AU (Universal Accessibility) Collective has also allowed our members in wheelchairs, walkers or using a cane to have access to buildings, programs and communications across Greater Montreal. These partnerships are always very enriching for the organization and the benefits are very profitable for FADOQ members.

In order to better serve our English-speaking members, throughout the year we offered the **Le Montréal FADOQ Newsletter fully translated into English**. This tool has allowed us to improve our offer to this clientele, when added to the activities, the newsletter and the website that were already offered in the language of Shakespeare.

From an organizational point of view, we successfully transitioned to **Microsoft 365**, which will facilitate working in hybrid mode by allowing us to stay connected from home or the office, organizing meetings and sharing documents. In addition, the work team welcomed three new members. The challenge of the labor shortage is still as present in the community sector. More than ever, we must therefore take care of our human resources... In this regard, I would like to thank each member of the team for their commitment and dedication, as well as to the administrators and volunteers.

I end by presenting the highlights of 2021.



Rosée Tremblay  
General Manager

# The FADOQ – Région Île de Montréal by the numbers



922

MEMBERS ARE 90  
YEARS-OLD +

28

ACTIVE CLUBS

54%  
WOMEN

40

VOLUNTEERS  
INVOLVED IN  
ACTIVITIES AND  
PROGRAMS

68 YEARS OLD  
THE AVERAGE AGE  
OF MEMBERS

17 %  
HAVE CHOSEN  
ENGLISH AS THEIR  
LANGUAGE OF  
PREFERENCE

53 072

ACTIVE MEMBERS AS  
OF DECEMBER 31, 2021

46%  
MEN

49 YEARS  
OF COMMUNITY  
INVOLVEMENT

5

ASSOCIATIVE  
MEMBERS

37%  
ARE UNDER 65

# Programming of Activities

As every year, we strive to offer varied and accessible programming that meets the needs and interests of members. It goes without saying that this year turned out to be very different again and, once again, the watchword was “**adaptability**”, which was reflected in the programming. Several activities were offered virtually.

**In total, more than 1,500 members took advantage of our activities in the Montreal region.**

## CULTURAL ACTIVITIES

- 1 Reading circles
- 2 Music circles
- 3 Guided tours as part of discovery walks
- 4 Serenity hour, intimate harp concerts
- 5 Fred Pellerin show at the OSM
- 6 “Living with music” project funded by the Programme Action Aînés du Québec, 2021-2022



## SPORTS ACTIVITIES

- 1 Walking club
- 2 Pickleball club
- 3 Cardio-Cycle lessons
- 4 Walkers Rendez-Vous – Walks in Montreal parks
- 5 Cardio-Vitality workouts in partnership with Cardio Plein Air
- 6 The Les têtes grises hockey league
- 7 Hockey skills development workshop
- 8 Self-defence courses
- 9 Line dancing lessons
- 10 Meditation lessons
- 11 Fitness classes
- 12 Yoga classes





# Activities

## SOCIAL AND EDUCATIONAL ACTIVITIES

- 1 Embroidery workshop
- 2 Writing workshops
- 3 Pottery workshop
- 4 Computer workshops
- 5 Workshops on stress reduction through mindfulness
- 6 Language lessons: English, Spanish and Italian
- 7 Self-defence lessons
- 8 Bridge lessons: Beginner and guided
- 9 Golf lessons
- 10 Virtual Sommelier courses
- 11 Virtual cooking classes
- 12 Virtual cocktail class
- 13 First-aid training
- 14 Dinner show



## CONFERENCES

- ✓ Because music contributes to the well-being of humanity
- ✓ Leisure activities in retirement
- ✓ Words from Caregivers (Assembly of Members)

## Virtual Conferences

- ✓ Keep your home healthy, do it for a healthy home with Health Canada!
- ✓ Manage your finances in retirement
- ✓ Is an electric car for you?
- ✓ In the Shoes of an Older Person
- ✓ Fall Prevention workshop for seniors

## Virtual conferences offered in English

- ✓ Sustainable living and well-being
- ✓ Aiming for zero waste
- ✓ Downsizing and senior living trends





# Activities

## HEALTHY LIFESTYLE HABITS

- 1 Creative and healthy dinners
- 2 Food myths
- 3 Vegetarianism
- 4 How to decode nutrition labels
- 5 A winter garden - Germinator
- 6 Consumer activism
- 7 Make informed purchases at the grocery store
- 8 Balcony gardening



## OUTINGS/STAYS

- 1 Apple outing
- 2 Visit to an urban farm
- 3 Ornithological outing
- 4 Outdoor day at the Parc des chutes
- 5 Outdoor day at Val Notre-Dame Abbey
- 6 OutPLAY Autumn at Le Baluchon
- 7 A Christmas night under the bridges of Paris
- 8 Virtual Retreat (R-Evolution)



## REGIONAL GAMES

The 23<sup>rd</sup> edition of the FADOQ île de Montréal Games was to be held from May 1 to June 9, 2021. Eleven disciplines were offered: badminton, running, golf, walking, petanque, small-pin bowling, pickleball, tennis, table tennis, darts and volleyball. However, due to the pandemic, we had to cancel our regional games

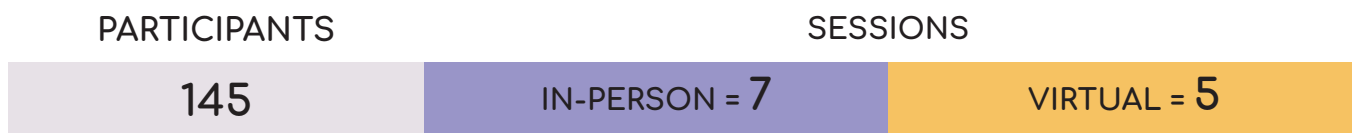


# Social Programs

Our social programs are offered in community organizations, seniors' residences, libraries and CEGEPs. In 2021, around ten different boroughs were involved. **Two volunteers for facilitating the sessions** have been trained by the Head of Social Programs.

## IN THE SHOES OF AN OLDER PERSON

This awareness program on the impacts of human aging **promotes well-treatment** for seniors.



### Key Points:

- ✓ A virtual In the Shoes of an Older Person session was presented as part of World Anti-Abuse Day
- ✓ National Caregivers Week saw the presentation of an In the Shoes of an Older Person session and a Fall Prevention workshop session.

## FALL PREVENTION

Designed in partnership with the Direction régionale de la santé publique, this workshop focuses on **recognizing the various risk factors for falls** among seniors and offers practical advice for changing certain daily habits to prevent them.



### Key Points:

- ✓ 2021 was the official year of the roll-out of the workshop.
- ✓ Creation of memory aids (cardboard and magnet).
- ✓ Two presentations to FADOQ members.



## SENIOR-AWARE

An **awareness program on fraud, mistreatment and bullying** of seniors.

### PARTICIPANTS

166

HYBRID MODE = 2

### SESSIONS

IN-PERSON = 13

VIRTUAL = 2

### Key Points:

- ✓ The sessions are co-facilitated with socio-community officers from eight (8) different SPVM neighborhood stations.
- ✓ Special information session on financial mistreatment and fraud offered in partnership with the Association of retired police officers of Montreal (APPRM) and the Caisse Desjardins des policiers et policières.

## COMMUNICATION TOOLS

Four editions of **The Montréal FADOQ newsletter** bagged with Virage Magazine.

Presence in relevant social media for seniors: **Facebook, Twitter and LinkedIn.**

The Montreal FADOQ newsletter now offered entirely in English.

Thirteen newsletters reaching **18,800 French-speaking and 2,300 English-speaking subscribers.**

**Discount flyer** inserted in the Fall Virage edition polybag.

The [fadoq.ca/ile-de-montreal](http://fadoq.ca/ile-de-montreal) website with **more than 27,000 visitors per month.**

## DISCOUNTS

The possibility of obtaining discounts on a wide range of products and services, this is the outstanding added value of the FADOQ card! **In 2021, 14 new Montreal discount partners** joined for a total of 110 regional offers. To this can be added the discounts negotiated by the Network at the provincial level and the discounts from other regions that are accessible to members in the Montreal region. In total, FADOQ members can take advantage of more than 1,000 discounts across Quebec.



# Representations

Members of the board of directors, general management and certain members of the work team sit on various boards of directors and work committees. **They are the voice of the seniors** they represent in order to influence the decisions and policies that concern them. Again, in 2021, they got involved and worked to advance the cause of seniors.

- ✓ AlterGo's Collectif AU: collaborative project to promote universal accessibility in greater Montreal.

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- ✓ Consultation for the Winter Cities for Seniors project of the Vivre en ville organization.

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- ✓ Participation in the co-design exploratory meetings of the Libraries of Montreal. The purpose of this exercise was to take the pulse of the library network's perceptions and questions regarding seniors and aging.

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- ✓ Membership in the CAL program (Leisure access card). The FADOQ-Région île de Montréal offers free admission to the companion of a disabled person.

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- ✓ Member of the Collective Impact Plan (PIC) steering committee, with the Montreal Seniors Resilience Network, the Regional Public Health Department (DRSP), the City of Montreal, the COMACO (Community Maintenance Coalition), the team from the Caregiving Community, the Little Brothers, the TCAIM (island of Montreal Seniors' consultation table), and the Montreal Island CIUSSS. The Collective Impact Plan will unfold over five years and includes five components geared towards the inclusion and resilience of seniors. It relies on the commitment and development of intersectoral partnerships in order to create a supportive and caring social environment, particularly for the most disadvantaged and often marginalized seniors. This plan also includes an initiative that aims to curb the collateral impacts of the pandemic on seniors

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- ✓ Fondation Émergence's charter of well-treatment for LGBT seniors (lesbian, gay, bisexual and transgender).

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- ✓ Island of Montreal Seniors Round Table (TCAIM). Ms. Marie Cantin, administrator on the board, is involved in the TCAIM. Another way for the FADOQ to make the voice of seniors heard

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- ✓ Senior safety committee of SPVM partners-COVID-19. This new committee acts in the context of the pandemic and is intended to be a place of exchange in order to prevent mistreatment, fraud and theft against seniors. The committee will make it possible to pool expertise and knowledge in order to promote complementary practices and concerted actions. The committee is intersectoral and aims to be a response adapted to the new context.

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- ✓ Montreal Orientation Committee-Implementation of the government action plan to counter mistreatment of seniors.

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- ✓ Liaison and support committee for local concertation tables and specialized partners in the fight against mistreatment.



# Members of the board of directors



Jocelyne Wiseman  
President

Marcelle Bastien  
Vice-president

Réal Guidon  
Treasurer

Denise Sauvé  
Secretary

Marie Cantin  
Administrator

Micheline Roch  
Administrator

Gilles Hétu  
Administrator

# Employees



De gauche à droite :

Rosée Tremblay  
General manager

Andrée Turmel  
Associate general manager

Claudia Bouchard  
Programming assistant

Isabelle Brault  
Programming coordinator

Andrée Couture  
Member services clerk



Sophie Duchesneau  
Social programs manager

Augustine-Anna Ndiaye  
Administrative assistant and clubs support

Dominique Lamy  
Receptionist

Assane Thiam  
Accounting manager

Our thanks to the employees who left the organization this year: Denise Bernatchez, Gabriel Cimaglia, Yann Lamoureux and Lynda Saadi.





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Life insurance

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- Insurance premium **discounts**
- **Reduced deductibles** in case of a claim
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# 2021 Financial Statements

## RESULTS FOR THE YEAR ENDED DECEMBER 31, 2021

PRODUITS	2021	2020
Membership fees	\$1 001 504	\$979 529
Remittances from companies	\$187 115	\$137 165
FADOQ workshop and cultural and sports activities	\$94 121	\$76 497
Interest income	\$74 775	\$42 854
Grant – Cache-monnaie Project		\$25 176
Regional and provincial games		\$7 372
Publicity	\$14 120	\$8 044
Grant – Saine vie	\$22 159	\$6 301
Leisure and sports subsidy	\$9 500	
City of Montreal social initiative subsidy		\$721
<b>TOTAL</b>	<b>\$1 403 294</b>	<b>\$1 283 659</b>
EXPENSES		
Salaries and benefits	\$447 611	\$416 264
Activities	\$154 811	\$126 247
Card processing fees	\$78 840	\$101 447
Writing, design, printing	\$95 344	\$92 731
Subcontractor	\$39 712	\$41 086
Advertising and promotion	\$9 103	\$21 880
Premises occupancy costs	\$38 195	\$39 862
Office costs	\$23 315	\$33 961
Cache-monnaie project		\$31 736
Credit card fees	\$34 748	\$30 402
Travel	\$5 081	\$12 551
Telecommunications	\$19 079	\$16 407
Depreciation of fixed assets	\$21 491	\$20 070
Representation expenses	\$6 438	\$10 391
Professional fees	\$22 908	\$13 769
Conferences and training	\$10 237	\$3 012
Loss on write-off of fixed assets	\$4 219	
<b>TOTAL</b>	<b>\$1 011 132</b>	<b>\$1 011 816</b>
<b>EXCESS INCOME OVER EXPENSES</b>	<b>\$392 162</b>	<b>\$271 843</b>

## BALANCE SHEET AT DECEMBER 31, 2021

ASSETS (Current assets)	2021	2020
Cash	\$966 964	\$366 789
Accounts receivable	\$142 284	\$118 080
Inventories, at cost		\$9 881
Charges attributable to the next financial year	\$356 458	\$347 371
Short-term feasible investment	\$510 944	\$250 000
Immobilisations	\$70 681	\$78 560
Placement	\$2 087 418	\$2 336 420
<b>TOTAL</b>	<b>\$4 134 749</b>	<b>\$3 507 101</b>
LIABILITIES (Current liabilities)		
Creditors	\$71 814	\$82 138
Deferred revenue	\$1 536 133	\$1 290 323
<b>TOTAL</b>	<b>\$1 607 947</b>	<b>\$1 372 461</b>
NET ASSETS		
Investment in fixed assets	\$70 681	\$78 560
Relocation fund	\$845 644	\$649 563
50 <sup>th</sup> Anniversary	\$50 000	
Non-allocated	\$1 560 477	\$1 406 517
<b>TOTAL</b>	<b>\$2 526 802</b>	<b>\$2 134 640</b>
	<b>\$4 134 749</b>	<b>\$3 507 101</b>

## CHANGES IN NET ASSETS FOR THE YEAR ENDED DECEMBER 31, 2021

ASSETS	Investment in fixed assets	Relocation project FUND	50th anniversary	Non-allocated	Total 2021	Total 2020
<b>Opening balance:</b>	\$78 560	\$649 563		\$1 406 517	\$2 134 640	\$1 862 797
Excess of revenue over expenses	-\$21 491			\$413 653	\$392 162	\$271 843
Allocation for the year		\$196 081	\$50 000	-\$246 081		
Investment in fixed assets	\$13 612			-\$13 612		
<b>CLOSING BALANCE</b>	<b>\$70 681</b>	<b>\$845 644</b>	<b>\$50 000</b>	<b>\$1 560 477</b>	<b>\$2 526 802</b>	<b>\$2 134 640</b>



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