

Annual Report 2007-2008



Our services

JFS

clothing drive
 crisis intervention
 referrals
 budgeting
 special care trusts
 shabbatons
 outings
 divorce mediation
 public education
 volunteer recruitment + training
 mentors/big brothers/big sisters
 drivers
 life planning
 paperjammers
 art therapy program
 professional development
 advocacy
 school supplies
 camp subsidies
 administration of funds
 adult education courses
 jewish holiday celebrations
 supportive counselling
 emergency financial aid
 tutors
 residential support services
 skill development programs
 student placement program
 community mental health centre
 emergency shelter
 mitzvah fund

classroom management
 teacher consultations
 family assessments
 psychological assessments
 fine and gross motor screenings
 speech and language screenings
 culture/climate assessments
 liaison to hospitals
 consultations to school administrations
 group services
 parenting workshops
 youth protection consultations
 audiometric screenings
 conflict resolution programs
 peer mediation programs
 nutrition programs
 health promotion
 occupational therapy
 psycho-educational consultations
 services to new immigrant students
 school board consultations
 special education consultations
 specialized services to pre-schools
 speech and language therapy
 substance abuse prevention programs
 community development programs
 social skills groups

family counselling
 interactive play therapy
 couples counselling
 individual counselling

JIAS

food security
 language programs
 young adult programming
 integration and information programs
 education and orientation sessions
 family matches
 exploratory visits
 clothing drive
 referrals
 budgeting
 outings
 volunteer recruitment + training
 mentors
 settlement services
 advocacy
 school supplies
 camp subsidies
 holiday celebrations
 supportive counselling
 emergency financial aid
 immigration counselling

JEM

access 45+
 business planning and marketing seminars

career counselling
 career exploration programs
 classroom to boardroom
 computer skills training programs and tutorials
 computer skill assessments
 contact promontreal
 creating montreal futures
 corporate soft skills
 employability coaching
 employment program for professionals
 english conversation group
 french business courses
 industry expert speakers
 industry information evenings
 e-job bank
 networking club
 jem workshop inc.
 job placement
 job search and interviewing seminars
 power training
 practically speaking program
 promontreal entrepreneurs
 psychometric testing
 recruitment cocktails
 résumé writing workshops
 speedhire breakfasts
 supported employment program
 video interviewing
 volunteer opportunities



Shalom, dear Friends, from Ometz

We bid you Shalom – this singular, beautiful greeting that means peace, farewell and hello – from Ometz, our newly formed agency that merges the employment services of Jewish Employment Montreal (JEM), with the family services of Jewish Family Services (JFS) and the immigration services of Jewish Immigrant Aid Services (JIAS). Does not the Hebrew language express concepts and ideas in a beautiful way? We have drawn our name Ometz from the word meaning courage, to sum up the forces that drive this merger.

Howard Berger, Mitch Shiller & Gail Small



Ometz is a reflection of our most fervent wish for our clients – that they will find the courage to move forward and onward with their life's challenges. Ometz reflects the willingness of everyone to embark on this merger b'lev shalem – with all their heart – and sums up the courage of the volunteers and professional staff to work together for the well-being of all. Ometz also expresses our commitment to our funding sponsors – FEDERATION CJA, BDH Community Foundation, Centraide of Greater Montreal, Emploi-Québec, Ministère de l'Immigration et des Communautés culturelles – who have courageously supported us over the years and stand with us in this merger. We are grateful to all of them.

Many of you have asked us why our three agencies have merged. We chose to do so because we feel we can render more efficient, more effective and more comprehensive services to our clients by offering them a single point of entry for whatever their issue. Many of our clients require multiple services. Dialing 514.342.0000 leads directly to help –

we will sort out their questions and call upon our seasoned professionals who are bound by a commitment to respond quickly and remain accessible to those in need of support and guidance.

As we look backwards, we say Shalom to over 150 years of service rendered by the individual agencies. We are mindful of the lessons learned along the way and the experiences that enriched our community, and draw upon a legacy of self-esteem and confidence to embark on this new journey that promises so many wonderful opportunities.

As we look forward, we also say Shalom as we welcome the challenges of intertwining our distinctive cultures, our accumulated knowledge of community and our respective wisdom on how to offer support in a timely and effective way.

Finally, as we merge our collective strength, creativity and resources, we strive to attain Shalom, the peaceful resolution of our clients' challenges, and help them become strong contributing members of our community.

And so we invite you to browse through this unique annual report. It highlights the synergies that have existed between the activities of our three agencies for many years. These are the synergies that fuel the success of this merger.

Ultimately, in 2008, we embark on a sweet denouement of 150 years of community service and follow a path to a new departure, an exhilarating challenge to evolve with our community and ensure its growth and vitality in the 21st century.

Heartfelt thanks to all of you for your support.

Mitch Shiller
President

Howard Berger & Gail Small
Co-Executive Directors

The merger

Over many months, thousands of hours of careful deliberations took place in the boardrooms of JEM, JFS and JIAS.

Staff, board members, volunteers, community leaders and professionals dedicated their time and expertise to ensure that this merger would succeed. Committees were struck to address every aspect of the merger and transition, including finance, governance, human resources, information technology, marketing, board member nomination and organizational design. Long discussions finally resulted in consensus on our **promise** to our clients, our **organizational mandate** and our **goals**.

OMETZ PROMISE TO OUR CLIENTS

We will deliver accessible, integrated, personalized, and culturally sensitive human services, founded on Jewish values. Our staff will be responsive, compassionate, engaged, innovative and inspiring.

OMETZ ORGANIZATIONAL MANDATE

Ometz will be committed to growing and strengthening our community and, as such, will: Identify and provide the necessary supports to those individuals and families who may not have the capacity, tools and/or resources that would enable them to become or remain strong, resilient and healthy as well as attracted to, connected to and integrated into the Montreal Jewish community.

Community support for merger

FEDERATION CJA leader Michael Etinson says: "The merger of these agencies is one of the most significant steps we have taken as a community to enhance our social services and to deliver them more efficiently. We are a fortunate community. So many community leaders, both volunteers and professionals, gave so generously of their time and their energy to ensure that Ometz would be a success. I was delighted to have been a part of the process and am proud of what we all have accomplished together."

OMETZ ORGANIZATIONAL GOALS

1. To improve service delivery
 - Streamlined access for clients
 - Centralized intake and centralized database
 - Case management approach
 - Greater flexibility in responding to emerging needs
2. To enhance organizational capacity
 - Development and implementation of best practices across the agency
 - Improved agency performance measurements
3. To benefit from operational efficiencies
 - Consolidated positions and job specificity
4. To achieve greater financial stability
 - Increased financial resource development
5. To establish the Montreal Jewish community as a viable and preferred immigration destination for Jews who are not considering aliyah.



Michael Etinson, Chair
Combined Jewish Appeal 2008

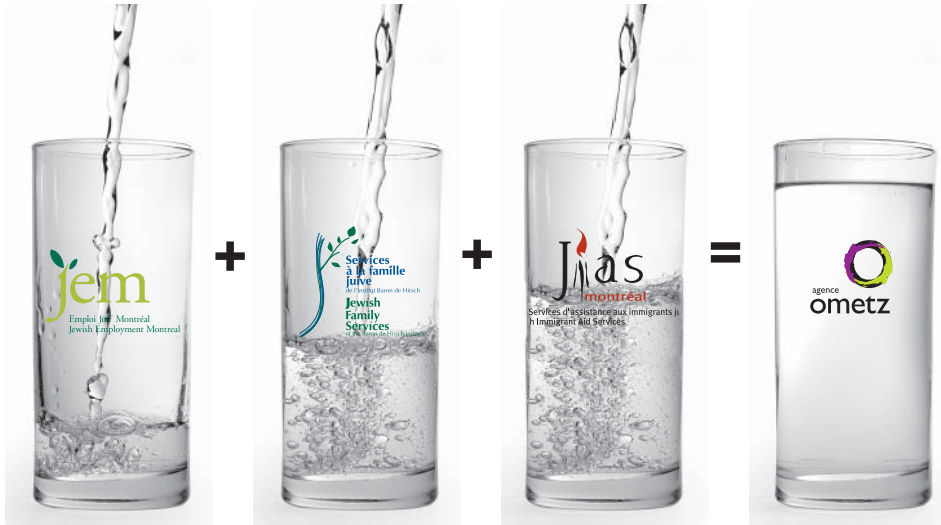
THANKS

THANKS

THANKS

We want to thank the following members of our community for their time, commitment

and perseverance in seeing this project through to its important conclusion:



JEM Board of Directors

JFS Board of Directors

JIAS Board of Directors

Community Leaders

- Bob Asch
- Nathalie Azoulay Singer
- Debby Becker Newpol
- Carol Berall
- Michael Cape
- Harvey Charlap
- Alvin Fagen
- Peter Fraenkel
- Gail Grief
- Robert Hoppenheim
- Michael Libman
- Howard Lohner
- Jonathan Maldooff
- Danny Ritter
- Jamie Ross
- Rabbi Adam Scheier
- Barbara Shore
- Karen Soussan
- Ronny teinberg
- Michael Vineberg

- Laurie Betito
- Marilyn Bicher
- Jonathan Bicher
- Rhona Blanshay
- Chaim Cohen
- Julius Erdstein
- Anita Gottesman
- Irwin Horner
- Susan Karpman
- Joel King
- Elena Kruger
- Cindy Krupka
- Dominique McCaughey
- Stephanie Margolese
- Lionel Perez
- Allan Ptack
- Susan Schwartz
- Mitchell Shiller
- Barbara Solomon
- Margot Spiegelman
- Doris Steg
- Howard Sterling
- Bonnie Unger
- Judy Weiss
- Ruta Westreich
- Marla Wexler

- Josefina Ades
- Rachel Alloul
- Phil Anzarut
- Michael Aronovici
- Kathy Assayag
- David Birnbaum
- Deborah Corber
- Frema Engel
- Joyce Fishman
- Victor Goldbloom
- Howard Gross
- Joe Havas
- Benjamin Horwood
- Dr. Steven Kerner
- Mark Lazar
- Serge Levy
- Dr. Robert Lubarsky
- Monique Matza
- Orly Nahmias
- Glenn J. Nashen
- Howard Reitman
- Antoine Rollet
- Ian Scharf
- David Sela
- Dr. Maxine Sigman
- Rabbi Israel Sirota
- Richard Tordjaman
- Marc Welikovitsh

- Lea Benegbi
- Howard Berger
- Amanda Blatt
- Stan L. Cytrynbaum
- Myriam Ekhauser
- Michael Etinson
- Shellie Ettinger
- Bram Freedman
- Lili de Grandpré
- Robert Kleinman
- Mary Karamanos
- Danny Kaufer
- Howard Krosnick
- Judith Leichter
- Sarah Licha
- Svetla Protech
- Moshe Ben Schach
- Allan Schneiderman
- Charles Shahar
- Gail Small
- Maurice Tovel
- Jonathan Victor
- Jonathan Wise

Why did we merge? To better serve Robert C. & his family

When he arrived with his family in Montreal in 2006, Robert C. was truly excited about the prospect of a new life in Canada. Robert and his family had left their home in Lyon, France, to find a future more secure than seemed possible in the rising anti-Semitic climate in France.

Once David, their fourteen year old son, and Rachel, their nine year old daughter, were enrolled in the public school system, the family contacted JIAS and soon discovered the array of **settlement services** and **integration** support available in Montreal. Their network widened as they met others in the francophone community, attended JIAS information evenings on Quebec culture and participated in JIAS social events.

The adjustment to a new life is not always smooth. Robert set about finding employment in the engineering field. His discouragement turned into confidence after someone referred him to JEM and he began learning to package his skills, research the job market and network for employment. At age 45, Robert needed to ensure the well-being of his family and his career. With a JIAS settlement counsellor helping him attain recognition of his professional accreditation,

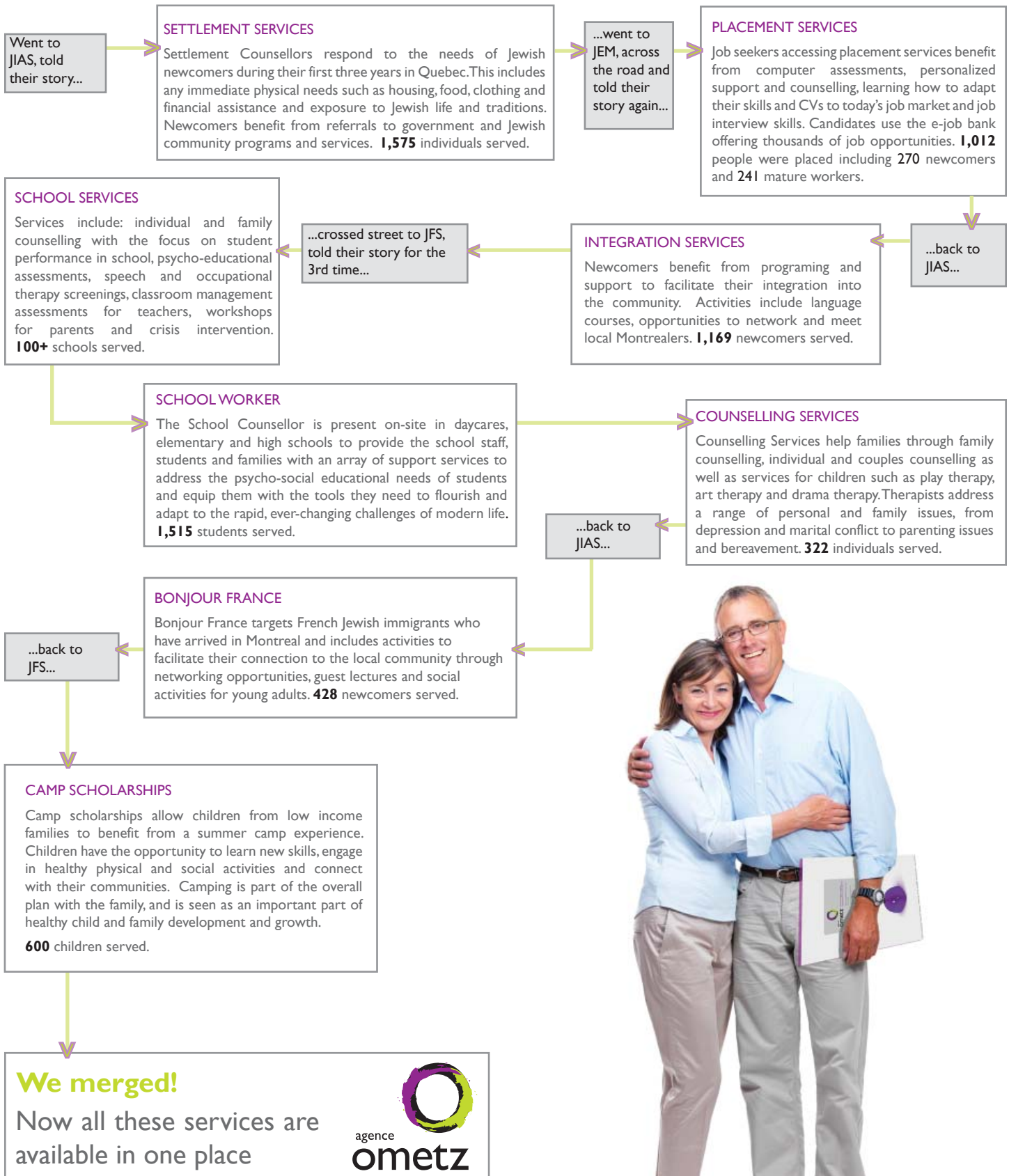
Robert was encouraged as he looked for a new job through the JEM **placement service** and job bank.

While Rachel seemed to settle in and find new friends, David was troubled by the upheaval and began having problems with teachers and peers. Through the family's contacts with JIAS workers, he found a more suitable school environment for his sensitive and intelligent nature. A JFS **school worker** met with the family and his new teachers. Her assessment and recommendations ensured that he had opportunities to connect, bond and grow in his new school, while the entire family benefited from JFS **counselling support**. Meanwhile on the verge of her 40th birthday, Esther has discovered a wider network through JEM's English conversation classes and the Home and School Association.

Things are looking up for this new Canadian family! Robert has found work as a consulting engineer. This past summer, Rachel had a wonderful two weeks attending camp through a JFS **camp scholarship**. It is now their turn to share their experience with others, through volunteering in **Bonjour France**, a JIAS outreach program.



Robert C. & his family benefited from all these services



Our merger is based upon our promise to our clients

We will deliver accessible, integrated, personalized and culturally sensitive human services, founded on Jewish values. Our staff will be responsive, compassionate, engaged, innovative and inspiring.

One-stop shopping

accessible

Prior to the merger, newcomers to Canada seeking settlement, employment and counselling services had to go to three agencies for three separate assessments before they could access services. Centralized Intake provides one-stop shopping a place where clients can access the full range of services offered through Ometz, or find referrals and resources throughout the community.

Case management & centralized database

personalized

The case manager supports & coordinates a client's access to a variety of services both at Ometz and in the wider community. She ensures communication between, for example, the settlement worker for an immigrant family and the school worker for the children. The central database follows suit, by highlighting which services and workers are

involved with a client, to ensure that no one falls through the cracks.

Supported Employment Program (SEP) / Mental Health

A significant number of clients in the Supported Employment Program have diagnosed and undiagnosed mental health issues which have been a barrier to their finding work. The merger has fostered partnership between the SEP workers and the mental health team.

Paper Jammers / JEM Workshop

The Paper Jammers Project is a work training program for vulnerable clients involving direct mail and packaging that is intended to build job, behavioural and time management skills. Paper Jammers is a natural complement to the JEM Workshop, an adapted work centre for 85 individuals with intellectual and emotional challenges. With the merger, the Paper Jammers were able to move into the JEM Workshop building. As they grow

compassionate

and develop with the program, the Paper Jammers now benefit from increased supervision, better infrastructure and more physical space.

Volunteers

Each of the three agencies relies heavily on volunteers. Whether tutoring, mentoring, welcoming newcomers, or coaching a young entrepreneur, hundreds of volunteers every year devote countless hours to improve the lives of others.

engaged

By combining our substantial volunteer resources, coordinated through one department and servicing a multitude of agency and community needs, we create an expanded network for everyone.



School Department and Career Counselling

inspiring

The merger integrated career counselling with school services. Guidance, support and education for students, staff and parents will now be offered in all Ometz affiliated schools.

Training and Group Services

innovative

Group services have been an integral part of JFS, JIAS and JEM. By merging, OMETZ has captured the expertise and creativity of its respective agencies to create a Training and Group services department. The benefit to the client is that these activities are now centralized and the expertise is collective.

Integration and Employment

responsive

For any newcomer, an essential aspect of a successful integration is employment. The Immigration counsellor and the Job Placement counsellor now coordinate their work to address this challenge. Immigration and employment counsellors share their expertise and resources, especially when it comes to information about eligibility, work permits, government programs, and professional accreditation. Together they help new immigrants find jobs, establish careers or start businesses.

Strategic planning and funding

integrated

Combining the strengths of JFS, with its financial proficiency, JEM, with its highly developed marketing arm, and JIAS, with its group organization and community building skills has resulted in a new platform for pooling the expertise of grant applications and fundraising efforts. The agency can harness in-house skills to develop and execute a strategic vision for funding and development now that centralized administrative, marketing and financial infrastructures are in place.



We wish to express our gratitude to the following **major funders** for their enduring confidence and support

Agence de la santé et des services sociaux de Montréal
Centraide of Greater Montreal
Donald Berman Foundation
Emploi Québec
EJLB Foundation

Estate of Donald Axelrod
FEDERATION CJA
Gustav Levinschi Foundation
Health Canada
Human Resources and Social Development Canada

Jesta Management
Jewish Community Foundation
Joel & Marlene King
Kruco Inc
Laura Schecter Memorial Fund

Ministère de l'Immigration et des Communautés culturelles
Sharon Steinberg Foundation
Totalkidswear

With the generosity of individuals, families and corporations, we are able to provide vital programs to the community.

5,000+

Saul Abracen
CIBC World Markets Children's Miracle Foundation
Foundation of Greater Montreal
Richard King & Soula Tsafaras
Margot Lande
Saul Rose
Michael Szpillberg
Tides Foundation
Ville de Montreal

2,000-4,999

Adorable Kids Inc.
Hope & Cope
Norman King & Nicole Parent
Varda Mann Feder
Ruth & David Nadler Endowment

1,000-1,999

Castleton Financial Ltd
Irving & Carol Burstein
Lianne Herzberg
Mizrachi Organization of Canada
Nellie Philanthropy Foundation
Mark Spatzner

500-999

Abracen Family Foundation
Canadian Friends of Jewish Community of Stowe
Eileen Dubrovsky
Estate of Samuel Greenblatt
Rebecca Hecht
Anita Rotman

Carol Rotman
David & Linda Small
Solgusta - 1977 Inc.
André & Cynthia Telio
Richard & Evy Uditsky

100-499
Noreen Abrams
Armand Afilalo
Kathy Assayag
Ygal Benabou & Ingrid Abitan
Lawrence Bergman
Elie Bettan

Ben & Marilyn Bicher
Jeff Bicher & Iana Tock
Jonathan Bicher & Bonnie Roitman
Bernard & Rhona Blanshay
Stephen Brownstein
Jacob Burack
Canwest Media Inc.
Michael & Maureen Cape
Centre des Jeunes Kids First
Tewfick & Vicky Chemtob
Stephen & Donna Cooper
Marvin Corber
Claire Dalfen
Eleanor Dover
Martin Edinger
Stephen & Nancy Engels
Julius Erdstein & Berney Nancy
Michael Fishman
Frances & David Rubin Foundation
Michael Frankel
Fred Blauer & Associates Inc.

Ruby Friedman
Joyce Gilden
Sima Goel
Edgar Goldstein
Abe Gonshor
Martin Gordon
Leslie Green-Kirstein
Orlee Guttman
Grace & Irving Halperin
Harry Hart
Robert & Sharon Hecht
Shari Herzberg
Gloria Hopkins
Mimi Israel & Howard Steiger
Jay-Bee Imports
Michael Kalin
Ellayne Kaplan & Howard Berger
Howard & Marilyn Kaplow
Gail Karp
Stephanie King
John Kramer
Mark Kraminer
Cindy Krupka
Jo-Ann Lempert & Robert Uditsky
Janis Levine
Joseph Levitt
Aaron & Victoria Levy
David Marshall
Dominique McCaughey
Samuel Merovitz
Bonnie Merson
Lionel Moses & Joyce Rappaport
Murray Moss
Matt Newpol & Debby Becker
Shirley Nozetz

Joel Ostrov
Naomi Paltiel Lowi
Gordon Perlman
Gustavo Polak
Sheila Prupas
Allan Ptack
Elliot & Debbie Rappaport
Riff's Ltd.
Ellen Rishikof
Danny Ritter
Jerry & Rhona Rosenblatt
April Rosenfeld
Brian & Kayla Schneiderman
Susan Schwartz & Marcus Martin
Joel Segal & Eileen Ramos
Jack & Alexandra Setton
Barry Shapiro
Rhonda & Leonard Sheiner
Mitchell Shiller & Cathy Ammendolea
David Sigler
Gail Small
Gerald & Janet Smith
Karen Smordin
Doris Steg
Shmuel Steg
Susan Szalpeter & Joe Carlton
Telus
Transport D.O.D.
Vivian Ullman Cohen
Richard Vineberg
Vision 2000 Travel
Marla Wexler-Diamond
Martin Wise
Sheila Zittner



Statement of Revenues and Expenses

For the year ended March 31, 2008

	JEM	JFS	JIAS
Revenues			
Federation CJA	\$ 1,290,044	\$ 941,023	\$ 808,879
BDH Community Foundation	-	378,000	-
Centraide of Greater Montreal	-	320,000	-
Emploi-Québec	315,840	-	-
Ministre de l'immigration et des communautés culturelles (PANA & PILI)	-	-	80,579
Agence de la santé et des services sociaux de Montréal	-	58,762	-
Foundations, grants and donations	9,188	216,204	25,380
Program and other revenue	114,118	1,218,151	35,125
Total revenues	1,729,190	3,132,140	949,963
Expenses			
Program expenses	1,315,215	2,620,929	755,476
Administrative expenses	418,459	511,073	213,060
Total expenses	1,733,674	3,132,002	968,536
Net excess of revenues over expenses (expenses over revenues)	\$ (4,484)	\$ 138	\$ (18,573)



Last year we helped...



376 immigrants
 867 young adults
 365 mature workers
 136 individuals with disabilities
 2,039 individuals - training & workshops
 178 individuals - career counselling
 2,923 employers
 239 entrepreneurs
 812 youth - entrepreneurship challenge



1,515 children - school counselling
 2,700 children - speech therapy and OT assessment
 90 students - psychological/academic assessments
 150 children - support services
 60 families - Family Play therapy services
 262 family, couples, individuals & children - counselling
 609 children - camp scholarships
 2,170 adults & children - financial assistance
 155 individuals - mental health services
 1,844 individuals - intake



696 individuals - pre-migration services
 1,575 individuals - settlement services
 215 individuals - language courses
 192 individuals - information sessions
 1,169 families & individuals - integration activities
 62 children - camping assistance
 81 families - financial assistance
 322 young adults - networking activities
 428 individuals - Bonjour France activities



team ometz