



ANNUAL REPORT

2021-2022



agence
ometz

“GIVE A MAN A FISH AND
FEED HIM FOR A DAY.
TEACH A MAN TO FISH
AND YOU FEED HIM
FOR A LIFETIME.”

- MAIMONIDES

OUR APPROACH TO COMMUNITY ASSISTANCE

Guided by the words of Maimonides, Ometz has a mandate to support self-determination and self-sufficiency. This requires a collaborative approach with our clients and an understanding of how a situation developed and what needs to change for the future. As an organization, we actively seek to prevent generational and situational poverty, and to mitigate its impacts.

A MESSAGE FROM OUR CEO AND PRESIDENT



Dominique McCaughey



Joel Shalit

The past year has shown the power of working together as a community to not just endure change, but embrace it.

Seismic shifts are taking place in society that deeply impact our clients, our staff and our community. The pandemic exacerbated housing and income inequities. Inflation—which hits our clients on fixed incomes particularly hard—is rising. And mental health needs continue to soar, especially among young people. We are seeing the sustained impacts of COVID firsthand at Ometz, with the range of issues, and intensity of caseloads, increasing across the board.

These realities, while extremely challenging, have also inspired our organization to innovate in exciting and beneficial ways that will stay with us long after the pandemic is over.

By utilizing digital platforms to reach our clients virtually in addition to our in-person services, we've **expanded client access**, making our resources relevant to the widest range of people possible. Offering workshops, programs, lectures, and events online has further increased our reach. As we prioritize building new partnerships within the Jewish and broader community

to meet our clients' growing needs, the hybrid model has enabled us to collaborate with organizations across the city, and even across the country. We have also significantly increased our media coverage and social media presence, leading to more engagement and overall visibility for the organization.

These **innovations** are on full display at L'Annexe (Ometz's centre for young adults) and clinique entour-famille (a multi-disciplinary private clinic that supports children and their families by providing guidance and solutions for developmental, social and academic growth). Both these initiatives launched in 2020 but had their first full year of service in 2021. Even in this uncertain climate, they were able to deliver **consistent, high-quality services** to clients and build their reputations among clinicians.

Our dedicated professionals and staff are a crucial part of why we have been able to regroup and grow, and we are making a concerted effort to prioritize **recruitment and retention**. In the Leading Edge Employee Experience Survey (which helps Jewish organizations identify strengths as well as growth areas to improve workplace culture) we were honoured to score exceptionally high on employee engagement for the second time in a row.

Our ability to **quickly adapt to changing circumstances** can also be credited to the strength of our 3-year strategic plan, which we began implementing in 2021. As an intentional, ambitious roadmap, it is proving to be our North Star during these complex times, guiding us forward with clarity and purpose.

In February, when war broke out in Ukraine, Ometz once again pivoted to respond to an unexpected crisis, as we prepared for the arrival of an unknown number of Jewish Ukrainians. Ometz is unique among North American Jewish agencies in providing **a single point of entry for immigration, employment and social services**. Our holistic approach enables us to provide wraparound services for newcomers, who have wide-ranging and often urgent needs upon their arrival in Montreal.

Whether they are children or seniors, families, couples or individuals, we are here to assist Jewish Ukrainian refugees with everything they need to build new lives. We are helping them secure housing, find jobs and schools, access government services, get critical psychosocial support, participate in social activities and more. Most importantly, we are a touchstone throughout this critical adjustment period—letting them know they're not only safe now, but that they are joining a warm, supportive community.



Our volunteers, partners, funders, professionals, staff and you, our donors, are all an essential part of that community. **Your support enables us to help our clients keep moving forward and to fulfill their full potential, no matter the obstacles.** Thank you for continuing to believe in our mission and support our crucial work.

With gratitude for your compassion and generosity,

Dominique McCaughey | Chief Executive Officer

Joel Shalit | President



OUR VISION

A vibrant, growing community where people care for themselves and each other.

OUR MISSION

Agence Ometz is a Jewish human services agency offering social, employment and immigration services to help people fulfill their potential and to secure the growth and vibrancy of the Montreal community.



OUR STORY

For over 150 years, Ometz has been serving the needs of the Jewish community of Montreal. Beginning as three separate agencies, Jewish Employment Montreal (JEM), Jewish Family Services (JFS) and Jewish Immigration Aid Services (JIAS) joined together in 2008 to form the organization that we now know as Ometz. Ometz is the Hebrew word for courage and is a reflection of the courage of those who seek our support in transforming their lives.

Today, **reaching more than 14,000 people annually, we provide intervention, prevention, support services and programs to enhance our clients' quality of life.** Our mission is to deliver accessible, confidential, personalized and culturally sensitive services based on Jewish values. Our staff members are responsive, compassionate, engaged, inspiring—and sensitive to the cultural and language needs of our diverse community.



OUR VALUES

OUR WORK IS GUIDED BY
THE FOLLOWING CORE VALUES:

Self-Sufficiency By engaging our clients—whether individuals or families—to actively participate in the choices that lead to a more productive, meaningful life.

Inclusivity By welcoming and embracing everyone, without regard to race, religion, language, sexual orientation, gender identity, disability or any other factor.

Human Dignity By appreciating the uniqueness of each individual and interacting with sensitivity, empathy and non-judgment.

Caring Communities By creating social, emotional and cultural links, often with community partners, to engage those who might otherwise be isolated or feel disconnected.

Excellence By upholding the highest professional standards and committing to life-long learning, renewal and innovation.



SOCIAL SERVICES

- The Bernard S. Shapiro Family Lecture Series guest of honour, Dr. Eli Lebowitz, delivered a riveting presentation via Zoom to over 700 attendees about how parents can help anxious children. He also led an exclusive, in-person Supportive Parenting for Anxious Childhood Emotions (SPACE) training for clinicians. Additionally, Ometz offered free workshops for 760 students, teachers and parents at 15 Jewish schools (CPE, elementary, high school) on the topic of **managing stress and anxiety in an uncertain time**.

A FOCUS ON: CLINIQUE ENTOURFAMILLE

clinique entourfamille supported hundreds of school-aged children and their families by providing guidance and solutions around developmental, social and academic growth. Last year, nearly **150 children** were seen for motor difficulties and speech disorders, child therapy and family children therapy. Almost **250 parents** participated in parent consultations and screenings, and were referred to appropriate resources to improve their child's developmental trajectory. The clinic is distinct in encircling the family and child with specialized, multi-disciplinary services that are accessible, all in one place and open to anyone in Montreal.



SOCIAL SERVICES

- New and vital partnerships were established with a number of community groups, schools and the public sector, including Aire Ouverte, A-link, JQueer Moishe Pod, Herzliah High School, Summit School and Yaldei. We collaborated with Batshaw Youth and Family Centres on a pilot project funded by Federation CJA to provide **support to Jewish children in placement** and, in partnership with Chabad NDG, **transitional housing for Jewish youth in youth protection and foster care** who have aged out of the system and need significant help during this next stage of adulthood.
- Ometz once again partnered with Federation CJA's **Gesher—the Bridge**—an initiative to ensure that families financially impacted by COVID can get the support they need to cope through this crisis and beyond.



EMPLOYMENT

- In response to a growing demand among our young adult clients—many of whom are on the spectrum—for programs and services that help bridge the gap between school and work, L'Annexe launched **accès:succès**. The 8-week course is designed to help neurodivergent young adults (ages 16-35) learn employment and social skills, as they work towards financial and professional independence. At the end, participants have the opportunity for a paid internship tailored to their interests and abilities. The first cohort was in March and the next one is planned for this summer.
- Ometz Employment Services began a collaboration with **YES Employment + Entrepreneurship** to offer expanded services to recent graduates (anyone 18-40 who is within three years of their degree). Participants in the Ometz-YES program have even more access to employment resources and programs—including networking events, job search workshops, one-on-one coaching and mentorship, and unique job opportunities—in addition to social services, training and mental health resources.

A FOCUS ON: L'ANNEXE

L'Annexe provided a wide range of in-person and virtual supports, education and community inclusion opportunities for young adults (ages 16-35). **Capacity-building and life skills** were the focus of workshops ranging from cooking and budgeting to moving out on one's own and navigating relationships. As public health guidelines allowed, we were able to begin using the centre's state-of-the-art space for a mix of social activities and group and individual therapy.



EMPLOYMENT

- Our Access 45+ program focused on helping more experienced clients (ages 45+) who either lost their jobs during the pandemic or decided to switch jobs, or even careers, retrain and rebrand for a changed labour market. We launched **French for Job Seekers 45+**: individualized mentorships to boost candidates' fluency and confidence. We also continued to offer a wide range of individualized support, such as writing and finetuning CVs, LinkedIn training, interview preparation and practice, and even peer counselling to explore mindfulness and resilience strategies.
- We trained employment specialists at Ometz and L'Annexe in **psychometric testing**, introducing a new service point for our clients. The career assessment tool is used to match clients' interests, abilities and personality with specific positions or careers where they will be likely to excel.

A FOCUS ON: OMETZ VOLUNTEERS

Our volunteers adapted to a mix of virtual and hybrid opportunities. They helped prepare income tax returns for clients who did not have the means or ability to file them themselves; coached and supported young adults to prepare for their high school equivalency (GED) exam, opening up further academic and work opportunities; provided one-on-one academic or language assistance to those requiring extra support, such as our newcomer clients; and served as LEAP mentors, providing social, emotional and learning support to students in our after-school program.



IMMIGRATION

- As COVID restrictions lifted, we were able to welcome increased numbers of **newcomers from France**, who are leaving their home country due to antisemitism. This highly skilled, well-educated group primarily needs our assistance with the initial stage of resettlement (finding jobs, schools and housing, and navigating cultural differences) as well as integrating into the local Jewish community.
- Since March, we have welcomed over 40 **Ukrainian Jews fleeing the war**. We are assisting them with everything from basic needs to psychosocial support to connecting them with the local Jewish community. We are also meeting with our partner agencies across the country on a weekly basis and sharing important information pertaining to helping the newcomers in real time.

14,684

individuals were reached through Ometz services, programs and activities.

Over 200 people of all ages, abilities and backgrounds contributed to our work and community as volunteers.





SOCIAL SERVICES



FOR THE COMMUNITY

Almost
3,000

people attended 435 workshops, lectures, conferences and events organized by Ometz.

FOR OUR VULNERABLE MEMBERS

Nearly
6,000

people received our support to improve their quality of life, reduce social isolation, move towards financial autonomy and develop a positive outlook of their future.

505

individuals, couples and families used our counselling services to improve relationships, cope with crisis and develop confidence.

377

people living with mental health challenges, intellectual disabilities and autism spectrum disorder received support to advance their quality of life, personal well-being and employment status.



SOCIAL SERVICES



FOR CHILDREN AND ADULTS

Over
1,000

children and adults benefited from material and financial assistance to meet essential needs and secure a decent standard of living.

350

parents received support from their peers and child development specialists through our parenting groups.



SOCIAL SERVICES



FOR YOUTH AND YOUNG ADULTS

1,041

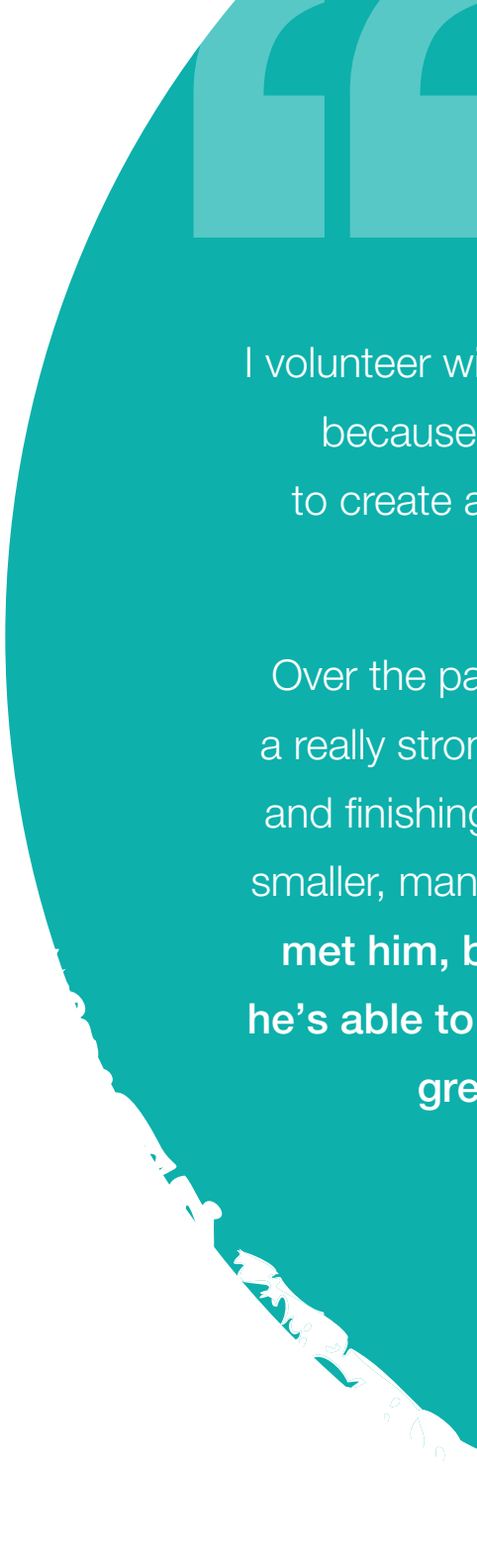
young adults aged 18 to 35 at risk of social and economic exclusion received support and guidance to set personal goals, improve their quality of life and maximize their potential.

765

students participated in classroom discussions about relationships, sexuality, Internet safety, prevention of bullying, conflict resolution and resilience.


120

virtual sessions of our Learning & Enrichment Afterschool Program (LEAP) provided mentoring, academic and emotional support to youth.



I volunteer with Learning & Enrichment Afterschool Program (LEAP) because I love working with kids, and I wanted the chance to create a safe, fun, nurturing environment for students in the after-school program.

Over the past several months, my student and I have developed a really strong bond. Ezra sometimes has trouble staying focused and finishing his work, so I help him breakdown each project into smaller, manageable pieces. **He was pretty reserved when I first met him, but over time his confidence has grown, and now he's able to express his thoughts and feelings to me. It's been great to see Ezra open up and find his voice!**





EMPLOYMENT



FOR JOB SEEKERS

1,047

job seekers used our services, in person and online, to navigate the job market, update their skills and find suitable employment opportunities.

203

people with mental health-related disabilities received support navigating the job market, finding, securing and maintaining employment.

151

people participated in workshops, trainings and peer support groups to learn techniques and gain confidence for successful job searches.



EMPLOYMENT



FOR ENTREPRENEURS

300

people participated in the ABCs of starting a business – a series of free public workshops for aspiring entrepreneurs.

179

young entrepreneurs received mentorship from renowned members of the Montreal business community.

Almost
100

startups received business plan coaching and help with accessing financial resources through our accelerator program.



When my husband and I decided to leave France, we were concerned about rising antisemitism and wanted to move somewhere where we felt safe being openly Jewish and raising our two young children. We also wanted to go somewhere where we would have better career opportunities and a work-life balance. My husband is a lawyer and I work in marketing.

In Paris, it's nearly impossible to be a woman and have a career; in Montreal, you can have both. Even though language wasn't a barrier to employment for me here, the work mentality and job market are so different than what I was used to.

The Ometz team helped me update my CV, prepare for interviews and strategize about how to sell myself and my previous work experience to employers. Anytime I had a question, they responded quickly and were so thorough and reassuring! **We've been here for a year now and I found a great job in my field. We love the community and feel like we have found our place in it.**





IMMIGRATION



809


newcomer families received information and support at every step of their immigration and adjustment to their new lives in Quebec.

477

adults and children discovered their new home and connected with the community through our integration activities.


97

newcomers received guidance to successfully enter the Quebec job market.



I immigrated from Ukraine in 2005 by myself. Right away, Ometz made me feel welcomed and supported during my immigration process: helping me learn French and find a job, taking me on wonderful trips, celebrating different holidays with the Jewish community here, etc. In 2018, my parents immigrated from Ukraine and again Ometz was there to guide them, step-by-step, as they settled into life in Canada. Now, many years down the road, I am a Canadian citizen with a family of my own, who is able to support my extended relatives from Ukraine.

Due to the war, my sister-in-law, two nephews and my niece came to Montreal in March 2022, with nothing except one backpack each and a few dollars in their pockets. The help they are receiving from Ometz is far beyond a regular immigration service: assistance with housing, schools, tutoring, jobs, coupons for groceries, transport passes, and social trips, plus weekly check-ins! **I see tears of happiness and gratitude on their faces every time they talk to their case managers—they can't believe that Ometz helps strangers in need like they are their own flesh and blood. It's the best gift I can give to my family who had to leave everything and everyone behind to start a new life in a new country.**

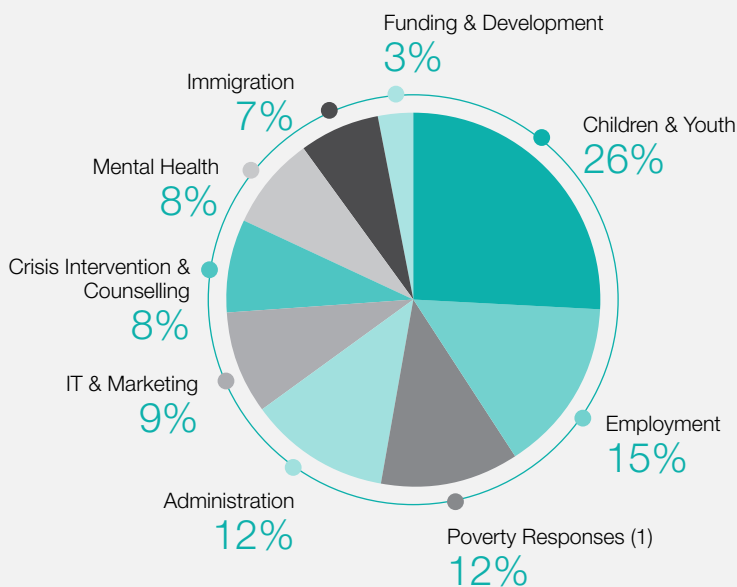


FINANCIALS 2021-2022

STATEMENT OF OPERATIONS

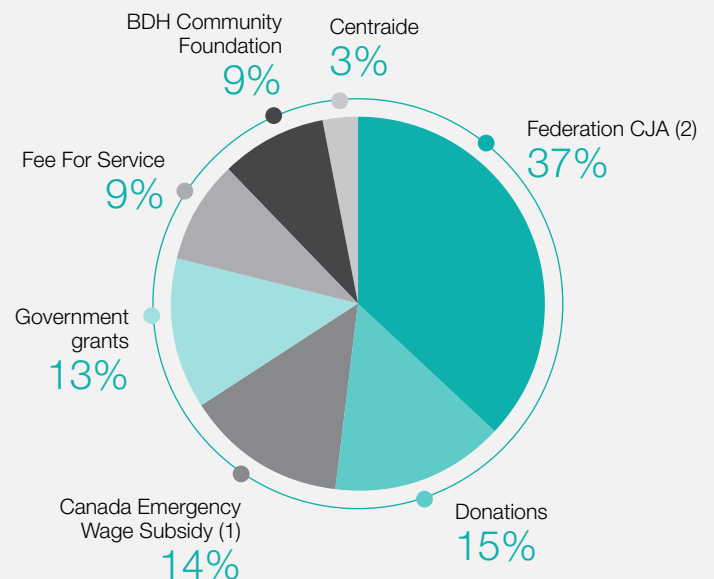
Year ended March 31, 2022

ANNUAL EXPENSES 2021-2022



(1) Poverty response through the community financial assistance program amounting to \$533,727 is not included in our statement of operations, but is included as an expense on this chart.

ANNUAL REVENUE 2021-2022



(1) In the context of the COVID-19 pandemic, Agence Ometz qualified as an eligible employer for the CEWS in demonstrating that it has observed the predetermined decrease in revenues required during the program eligibility period.

(2) Federation CJA also contributes \$533,727 for community financial assistance directed to clients. This amount is not included in our statement of operations, but included as a source of revenue in this chart.

FINANCIALS 2021-2022

STATEMENT OF OPERATIONS

Year ended March 31, 2022

	2022	2021
	\$	\$
REVENUE		
Federation CJA	2,179,149	1,319,943
Fee for service	625,953	606,984
Government grants (1)	2,013,951	3,016,697
Centraide	250,000	250,000
Donations	1,058,006	646,843
B.D.H. Community Foundation	650,000	650,000
Interest income	12,627	4,762
Total Revenue	6,789,686	6,495,229

EXPENSES

Operating expenses

Program salaries and benefits	3,941,772	3,753,817
Program contract professionals	201,283	204,955
Activity costs	402,414	318,795
Professional development and memberships	19,876	20,228
Marketing	236,423	140,517
Information technology	325,471	272,330
Amortization of capital assets	235,813	230,298
Amortization of intangible assets	53,989	57,238
	5,417,041	4,998,178

Administration

Salaries and benefits	710,670	523,951
Office and general	83,980	63,668
Insurance	54,649	42,364
Professional fees	40,335	80,119
Bank charges	3,509	3,448
	893,143	713,550

Funding and development	223,284	168,764
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Total expenses	6,533,468	5,880,492
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Excess of revenue over expenses before undernoted	256,218	614,737
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Pension expense	-	315,936
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Excess of revenue over expenses	256,218	298,801
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	2022	2021
	\$	\$
GOVERNMENT GRANTS		
Federal Grants (1)	1,179,609	2,080,314
Emploi-Québec	545,084	519,516
Immigration, francisation and integration	-	146,222
Programme de soutien aux organismes communautaires	259,829	227,775
Human Resources and Skills Development Canada	24,429	34,700
Other grants	5,000	8,170
	2,013,951	3,016,697

(1) During the year, in the context of the COVID-19 pandemic, Agence Ometz qualified as an eligible employer for the Canada Emergency Wage Subsidy (CEWS) and Canada Emergency Rent Subsidy (CERS), and as a result of demonstrating reductions in revenue according to the legislation during the program eligibility period, we received \$1,116,000 and \$63,609 of CEWS and CERS, respectively.



OUR TEAM

BOARD OF DIRECTORS

Joel Shalit
President

Bill Itovitch

Jeffrey Berkowitz
Vice President

Geneviève Busbib

Rob Fainer

Igor Bernadski
Treasurer

Amy Fish

Micol Haimson

Linda Schachter
2nd Vice President

Bonnie Lester

David Martz

Michael Aronovici
Immediate Past President

Karen Sigman

Gilbert Tordjman

EXECUTIVE TEAM

Dominique McCaughey
Chief Executive Officer

Susan Hochmann (Karpman)
Chief Program Officer

Allan Ptack
Chief Operating Officer

Barbara Victor
Chief Clinical Officer

Each year, we work with public, private and community organizations and contribute our voice and expertise to numerous local networks, professional alliances, roundtables and citizen groups, including:

SOCIAL SERVICES



Ometz works together with the Quebec Association for Preschool Professional Development (QAPPD) to offer professional development, expertise on children and families and specialized services to members and their learning communities.

EMPLOYMENT



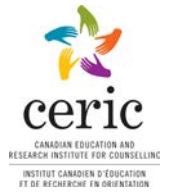
Ometz is an active member of ROSEPH (the Regroupement des organismes spécialisés pour l'emploi des personnes handicapées), a non-profit association that brings together 25 specialized workforce services across Quebec whose primary mission is to promote the integration and retention in employment of people with disabilities.

IMMIGRATION



We are longstanding members and partners of the TCRI (Table de concertation des organismes au service des personnes réfugiées et immigrantes): an umbrella organization of approximately 150 organizations that works with refugees, immigrants and non-status persons. The TCRI is an important player in the immigration community as its mission is rights advocacy and protection of refugees and immigrants in Quebec in the process of immigration, settlement, and integration.

OUR PARTNERSHIPS



None of the work that Ometz does would be possible without the support of our funders and donors. From a transformational gift to an occasional cheque, every dollar allows us to create positive change in the lives of thousands of members of our community. In 2021-2022, over 600 individuals, foundations and corporations supported Ometz through their donations. We sincerely thank each and every one of them.

FUNDERS



B.D.H. COMMUNITY FOUNDATION



FONDS DE SERVICES SOCIAUX MIRIAM AARON ROLAND



BETTY AND BERNARD S. SHAPIRO FAMILY ENDOWMENT

LAURA SCHECHTER FUND

THE ARLENE FELS TRUST

THE LEONARD ALBERT FAMILY FOUNDATION

PEARL AND DAVID TOBIAS TRIBUTE TO LIFE FUND

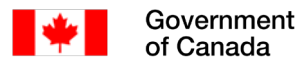
RICHTER

THE GUSTAV LEVINSCHI FOUNDATION

PETER HARASTY MEMORIAL FUND



GOVERNMENT FUNDERS





\$10,000 +

Adelson, Andy & Cynthia
 The Leonard Albert Family Foundation
 Aurora Realty Consultants Inc
 The Azrieli Foundation
 The Michael & David Cape Foundation
 CICE Gestion Canada
 ECHO Foundation
 Fels, Arlene

Morris & Rosalind Goodman Family Foundation
 Gross, Stephen & Saryl
 Gustav Levinschi Foundation
 H&N Family Subco Inc.
 Hecht, Robert
 Jewish Community Foundation of Montreal
 King, Joel

Mendel, Dean
 Pearl and Leonard Mendel Family Foundation
 Nachshen, Larry
 Peter Harasty Memorial Fund
 Roland, Miriam
 Segal-Voronoff, Renee
 Shaare Zion Congregation
 Sheiner, Lloyd

\$5,000 - \$9,999

Anonymous
 Bernadski, Igor
 Delmar International Inc.
 Jack Dym Investments Ltd.

Fraiberg, William
 Invescons Inc.
 Kalichman, Peter
 Kolber, Roni

Lassner, William
 Shevell, Michael

\$1,000 - \$4,999

Anonymous	Fish, Amy	Lester, Bonnie	Rubin, Richard
Abenhaim, Haim	Fruchter, Irwin	Mann Feder, Varda	Saad, Moussa & Rakel
Abitbol, Laurie	Gewurz Family Foundation	Martz, Sandy & David	Schachter, Linda
Aronovici, Michael	Goldberg, Adam	Mauas, Viviana	Schneiderman, Brian
Arthur Pascal Family Helping Families Fund	Goldie & Joe Raymer Endowment Fund	McCaughey, Dominique	Schwartz, Julia
Askal, Boris	Goldman, Joel	Modextil Report Collection	Shalit, Joel
Benaroch, Patrick	Goldwarg, Eliot	Pearl, David & Barbara	Sigler, Jonathan
Berall, Carol	Heppner-Waldston, Sara	Pollack, Danielle	Slepchik, Lenny
Caplan, Betty	Howard B. Lohner, CPA Inc.	Prupas, Michael	Spatzner, Mark
The Bina & Leonard Ellen Family Foundation	Itovitch, William E	Ptack, Aviva	Stein, Michael
Cohen, Peter	Jaclyn Fisher Foundation	Raby, Joel	Steinberg, Leesa
Cooperstock Family Trust	Jean & Manny Spinner Memorial Fund	Nat & Thelma Rappaport Fund	The Mireille & Murray Steinberg Family Foundation
Ditkofsky, Jack	Kareno Investments Ltd	Respitz Memorial Fund	Thread Collective Inc.
Drucorp Holdings Inc.	Kastner, Michael	The Richter Charitable Foundation	United Way Centraide
Dubrovsky, Rick	Kirstein, Steven and Lesli Green	Rosen, Hillel	Victor, Harley & Barbara
Engels, Stephen	Laxer, Eric	Rossdeutscher, Simon	Wexler, Alon
Fainer, Robert			

\$500 - \$999

Anonymous	Elman, Harvey	and Melancon s.e.n.c.r.l,	Phillips, Sandra
Assemblée Nationale Quebec	Fainsilber, Toby	Lapointe, Monique	Ptack, Allan
Azran Lawyers	Fish, Laura	Laxer, Carl	Quint, Theodore
Becker, Hillel	Gans, Mark	The Leah & Yossi Castiel Fund	Rechnitzer, Stuart
Bernstein, Jack	Geller Memorial Fund	Levine, Elliot	Ritter, Danny
Bicher, Jonathan	Gold, Michael	Lighter, Pearl	Shapiro, David J.
Busbib, Genevieve	Hannach, Lynne	Matalon, Ilse	Shoyer, Roy
Carliner, Saul	Individual Investment Corporation	MEP Technologies Inc.	Soussana, Jeff
Chalk, Frank	Jarell Development Inc.	Mountain View Investments Ltd.	Szalavetz, Howard
Claveau, Johanne	Klam, Jack & Merle	Namer, Guy	Teboul, Maurice
Cohen, Howard	Klam, Stephanie	Network of Jewish Human Service Agencies	Welikovitch, Marc
Edelstein, Marilyn	Lapointe Rosenstein March-		

\$100 - \$499

Anonymous	Brotman, Nathan	Epstein, Marvin	Grossman, Herman
Aberman, Arianne	Browns, Irwin	Equijustice	Guyda, Harvey
Albagli, Gisele	Burger, Judith	Erdelyi, Eugen & Susan	H.O.P Investment Inc
Albert & Mona Aaron Family Foundation	Buzaglo, Talia	Estate Monroe Abbey	Handel, Alan
Almaleh, Selma	Canadian Paper & Packaging	Etinson, Michael	Harari, Leona
Altman, Sam	Can-Jan Inc.	Ettinger, Mitchell	Harris, Lawrence
Amar, Viviane	Caplan, Pearl	Fagen, Erica	Henderson, Judith
Assayag, Kathy	Cassell, Evelyn	Fagen, Rosalie	Hendler, Stephen
Assouline, Linda	Chau, Bernadette	Fanaberia, George	Hollinger, Andrey
Auerbach, Michelle	Choueke, Robert	Farber, David	Issakov, Andrey
Avsker, Yaron	Clamen, Jackie	Feder, Naomi	Izenberg, Wendy
Babenko, Mikhail	Clamen, Sandra	Feigin, Cynthia	Jacobs, Peter
Banon, André	Climan, Lisa	Feldman, Solly	Jacobson, Stephen
Bassal, Renna	Cohen, Jacob	Florence, Frida	Jay-Bee Imports Inc.
Bassel, Mark	CPA Pool Products Inc.	Frai, Nicholas	Jobran, Naaman
Bazar, Joyce	Cytrynbaum, Francine	Friedland, Abram	Just, Robert
Bazar, Norman	Daitch, Leonard	Fudem, Faigy	Kadoch, Louna
Beauregard, Valerie	Danawares Corp,	Gampel, Joyce	Karpman, Susan
Benarroch, Maurice	Davis, Leibel	Garzon, Simon	Katz, Frances
Benchmuel, Eldad	De Paz, Simon	Gaty, Peter	Kaufman, Brenda
Bendayan, Salomon	Diakonov, Valeri	Gaty, Stephen	Keesal, Miriam
Bensimon, Yvonne	Diatichina, Olga	GBM Canada Ltd.	Kirshenblatt, Harriet
Berger, Allan	Diner, Eleanor	Geller, Alana	Kliger, Helaine
Berger, Sydney	Douieb, Gilles	Gellis, Barbara	Koby, Kenneth
Betito, Victor	Dylewski, Irving	Gilfix, Brian	Konigsberg, Max
Bick, Jack	Edelstein, Cherie	Gisser, Ziporah	Kristof, Michael
Bloom, David	Edelstein, Earl	Goldin, Tania	Kroha, Lucienne
Bohbot, Daniel	Einheber, Ilana	Goldstein Mintzberg, Jeanine	Kroo, Ira
Brat Sznajer, France	Elkaim, Raphael	Gomolin, Arie	Krupka, Cindy
Brook, Martin	Elman, Sarita	Gottlieb, Laurie & Bruce	Kupferstein, Leslie
			Kussner, Sheila

\$100 - \$499

Lallouz, Reina	MVA Power Inc.	Saad, Nina	Stolberg Walwitch, Natalia
Langleben, Adrian	Nacawa, Mary	Saletex Tissus (Fabrics)	Szeicz, Barbara
LeMessurier, Anna	Nadler, Phil	Saltzman, Carol	Tannenbaum, Gloria
Leopold, Robert	Namer, Alain A.	Samama, Rebecca	Tauben, Irwin
Levi, Francine	Attaran, Nasim	Sasson, Robert & Diane	Teitelbaum, Jeff
Levitt, Arthur	Ohayon, Alice	Schiffrin, Ernesto	Telio Foundation
Levitt, Jeffrey	Osten, Lenny	Schneiderman, Evan	Telio, Cynthia
Lipper, Ralph	Ostin, Marvin and Lynda	Schouela, David G.	Tietolman Judah, Paula
Lumbroso, Jeannine	Patterson, Tracey	The Schuster & Osten Family Foundation	Tordjman, Gilbert
Luskin, Daniel	Pekeles, Gary	Schwartzwald, Robert	Tovel, Maurice
Mamane, Shalom	Peter Wolofksy, Jacob	Shacter, Manuel	Twik, Freddy
Margel, Simon	Plotnick, Stanley & Barbara	Shapiro, Barry	Uditsky, Richard
Margolese, Howard	Potechin, Mark	Shayne Gershonovitch, Lauren	Unger, Bonnie
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