





Impact



Inclusion



Innovation



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Making The Most Of The Hearing We Have Since 1979

Our Mission

Our mission is to improve the wellbeing of those affected by hearing loss and help prevent hearing loss in future generations.

Our Vision

Respect
Volunteerism
Team Work
Empathy
Non-Profit Integrity

Our Values

A community where we can hear, be heard and thrive!

Guiding Principals

Accessibility
Empowerment
Sharing Knowledge
Partnership / Collaboration
Inclusiveness

Impact Statement

Over the next three years Hear Québec will lessen the impact of hearing loss for those living in the greater Montreal area by helping them access information, obtain referrals, and reinforce skills, while we create more accessible environments and connect people to supportive communities.

Dale Bonnycastle

Chairman of the Board of Directors



Although I have been involved with Hear Québec for over 40 years and worn many hats, this is my first time being President of the board. I must start by thanking the board, staff and our Executive Director, Heidy Wager, all of whom assisted me greatly and are very committed and hard working. It has been educational and very rewarding. I continue to learn from our members who are resilient and resourceful.

The pandemic challenged us all and it also gave us an opportunity to pivot inwards and focus on a strategic plan and impact. We were able to take the time and delve into some fundamental questions pertaining to our organisation.

What **impact** do we want to achieve? What makes us unique? Who are our key partners?

By reflecting on these questions we were able to formulate a clear and concise **impact** statement. This statement, which you will see below, clearly shows what we want to achieve for the next three years.

Over the next three years
Hear Québec will lessen the impact
of hearing loss for those living in
the greater Montreal area by helping them access information, obtain
referrals, and reinforce skills, while
we create more accessible environments and connect people to
supportive communities.

What follows the **impact** statement is referred to as the theory of change (TOC). This is the road map on how to be involved in reaching our intended **impact**. Once we had a rough draft of the TOC we needed to go through a process known as 'pressure testing', This called for a critical analysis of what Hear Québec does and also possible future directions and changes. We looked at three key areas:

- 1. Internal Program analysis which included membership feedback.
- 2. Hearing loss situational analysis of current services and needs for people affected by hearing loss.
- Landscape analysis which is looking at our environment: who is offering what services and programs and reflections on opportunities for collaboration with targeted partnership.

We are now happy to share this information with all of you and start to live this new theory of change and aligning it within our organisations.

As always we are very grateful to our funders, supporters and volunteers. None of this would be possible without you and your ongoing efforts. We look forward to a near future when we can connect in person, communicate more easily, grow as an organisation and expand our community.

Heidy Wager

Executive Director



"

"Innovation is the ability to see change as an opportunity, not a threat" - Steve Jobs

For the last two years we have all been learning how to adapt to a new way of life. In tandem our team has been engaged inwards reflecting in a strategic clarity process. We now have a new road map, our theory of change and a clear action plan to move forward. You may be asking what is a theory of change (TOC) and why does this matter to me?

A theory of change articulates how we (Hear Québec) believe change will happen, and as a result, how we plan to invest time and resources to contribute to that change.

You can see our board-approved TOC on page 6.

We believe that by honouring our past and the raison d'etre of "CHIP"; by using a compassionate and peer-centred approach; and through building targeted strategic partnership, we will have the conditions to succeed and achieve our desired impacts from our TOC.

We have identified four main **impacts** that we want to focus on for the next 3 years;

- 1. Members will experience a reduction in social isolation and stigma by participating in supportive initiatives
- 2. People with hearing loss will have the information they need to thrive and navigate their personal hearing journey.
- 3. Members will be more equipped to accept and manage their hearing loss.
- 4. More accessible environments are created for and by people with hearing loss.

Over the next couple of years we will be reflecting on two other important questions that came up during this process. First, if we are to raise awareness for more accessible environments then we need to be a role model of a more inclusive organisation and, if so, then we must be accessible to people who are "Deaf" (visual communicators). Second, we will also research and reflect on the impact of possibly offering bilingual services and, if so, which services? We need to speak with key partners about the impact and needs. For both options we will carefully consider all the impacts. We will need to build capacity and develop a clear plan to move forward.

These are exciting times and I am so proud of the work that we have accomplished over the last year. I would like to thank all the staff, volunteers, board members, all of our devoted members and donors. I have so much appreciation for you all; we could not do any of this without your ongoing support and encouragement.



THEORY OF CHANGE

Conditions for success to achieve the desired outcomes:

Using a compassionate and peer support approach and through building targeted/strategic partnerships (not duplicating services or programs). Being an inclusive and fully accessible organization.

BENEFICIARIES - DIRECT **PARTNERS - LEVERS**

People with Hearing Loss

- 1. Youth
- 2. Adults
- 3. Older adults

MOSD LLM

L'Oreille Bionique **Audition Oc**

CHHA

ACTIONS / STRATEGIES

Support

Awareness & Accessibility

Resources & Referrals

> Reinforce Skills

OUTCOMES

IMMEDIATE (1-2 YEARS)

Members with hearing loss participate in peer-centered initiatives that create supportive communities

Members/the public adopt more accessible practices to create environments for both people with hearing loss and society at large

People affected by hearing loss are provided with relevant information. resources and referral to services

Members practice and reinforce their skills in relation to their hearing loss needs

INTERMEDIATE (3-5 YEARS)

Members experience a reduction in social isolation and stigma by participating in supportive initiatives

People with hearing loss have the information they need to thrive and navigate their personal hearing journey

More accessible environments are created for people with hearing loss

Members will be more equipped to accept and manage their hearing loss

Ultimate Impact

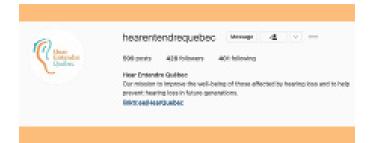
Deepened social inclusion, accessibility and opportunities for people living with hearing loss

Communications



In the last few years we have more than doubled our marketing and sponsorship revenue via our communications. This allows us to continue offering programs and services to our members and the community. We face challenges with gathering and interpreting the enormous amounts of data that comes from our platforms. Our objective is to learn how this information can influence our future plan.

This year for the first time, we distributed information and tips to support people affected by hearing loss in different environments. We see the open rates on our emails go from over 30% to 75% when it is a professional article. World hearing day got a high open rate as well of over 60%. People showed their appreciation for this information by supporting our work with donations of almost 500.00\$. This has encouraged us to continue creating this type of content; it is professional, relevant information that is reliable and pertinent to our members and community.

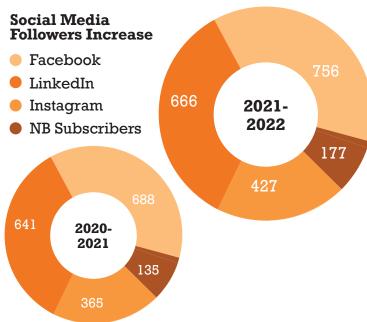


"Content builds relationships. Relationships are built on trust. Trust drives revenue"

-Andrew Davis

Through all of our social media platforms, we are attracting younger members. You can see this reflected in our followers. We have seen growth on all our social media platforms (see graph below). Creating and maintaining a flow of content is always challenging. We will continue to strive to produce content that matters.

A subscriber is a person who has opted in to receive communications from our organisation. This provides us an opportunity to become a trusted resource for information regarding hearing loss. We value all of our subscribers and see them as a type of membership with the privilege of being the first to know about specials, events and potential deals. We will build in more unique and creative ways to show our valued subscribers that we appreciate their support.



Information is the key to success and empowerment. Making sure that our website is updated, accessible and able to host all of this wonderful information is so important to the relationship we seek to build with the digital community. Keep a close eye for updates coming shortly.

Members

Our membership is at the heart of our organisation. The pandemic had an impact on our membership renewals. We have been recovering from this situation. Membership renewals are on the rise again, so that is promising.

When we look at our current membership structure it seems a little outdated because it does not include social media platforms or our digital subscribers. But should it? We are not sure and have been considering various options as we move forward.

We had the opportunity to work with Connect Us McGill University students, regarding membership. They sent out surveys to all of our members, 26 responded. They carried out five critical analyses on various topics including our fee structure. As seen in the graph below, over 70% of the respondents indicated they would be willing to pay more for their membership fees.



Diversity is having a seat at the table, inclusions is having a voice, and belonging is having that voice be heard

- Liz Fosslien

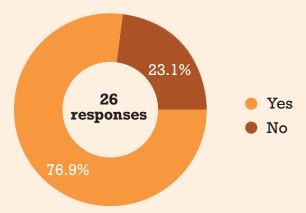
At the end of March (2022), the students submitted their recommendations on how we might be able to adjust our membership structure to better reflect the needs of our members and the community. This was all very promising, with lots of creative ideas. We have created a committee that will evaluate the current issues and needs, and will review recommendations. Through this process, the governance committee and the board of directors will propose some updates to the membership structure at next year's Annual General Meeting.



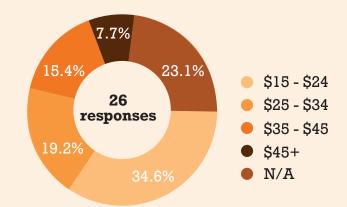
The McGill Sign Language Club, its membership and the community at large have benefited from being in the

Hear Entendre Québec Community by having access to affordable sign language classes, as well as workshops on communication strategies and d/Deaf culture.





Would you be willing to pay more than \$15 for your annual membership?



If answered yes, how much would you be willing to pay for an annual membership?

Volunteers

Hear Québec has been blessed with the efforts of the volunteers that have served us for over 40 years. During the last year we have seen a significant drop in the number of volunteers and volunteer hours. This is mostly due both to the pandemic and the safety restrictions.

Normally volunteers devote close to 10 000 hours of their time each year. This devotion has helped with everything from mailings, committees, service on the board of directors and in programs and activities. This reduction in volunteering had an impact on our human resources. This has made us really value and miss our volunteers even more. We are looking forward to having our volunteers back. For all the volunteers that still devoted and dedicated their time through this difficult

period, your support was invaluable and helped us.

We took some time during National Volunteer Appreciation week to celebrate those volunteers who dedicated their time and we are so grateful for each and everyone of you. We personally delivered charcuterie boxes and organic herb pots, all made by local businesses, to all of our volunteers.

Ordinary people with commitment can make an extraordinary impact on their world

- John C. Maxwell



"I joined the finance committee in the spring of 2021. I was very impressed with the level of dedication from the volunteers, and the formal tools being launched to bring the organization to the next level. It is an interesting time to volunteer at Hear Québec - an exciting time!"

- Conor Quinn

Volunteer Hours 46.5% 36.2%

Allocation of Volunteer Hours

Role	Hours
Administration	1007
Board of Directors	784.9
Programs & Events	287.5
Grants	45.5
Communications	41.25

Support

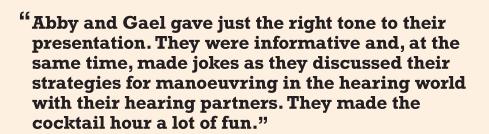
The goal of all our support programs is for people with hearing loss to participate in peer-centred initiatives that create supportive communities. Our support programs are flourishing! This year we offered over **100 hours** of support programming that was well received by members!

- 46 Coffee breaks and 8 Cocktail hours, which have shown to be a lifeline to many of our members who attend the weekly or monthly sessions.
- 2. Socially-distanced walks 4 times, which connected our members in a safe, accessible environment during a very isolating period of time.
- Create a pilot project for a French group of members which would help to increase our members.
- Developed a targeted partnership with Audition Québec to offer a new Peer Mentoring program.
- Mental health check-ins with over 500 calls to our members to connect and offer support.

As promised last year, in 2021-2022 we hosted 80 people over 8 accessible cocktail hours in the evening to allow for the **Inclusion** of people who study or work during the day. These

activities offered a wide variety of subjects from comedy shows to professional support to hearing health: it is safe to say that Hear Québec members have a variety of interests!





- Carcol C., Cocktail hour participant and Member

The Daytime Coffee Breaks also saw a rapid expansion from monthly to a weekly activity, for a total of 46 sessions this year. Due to varying public health restrictions, we mostly offered virtual sessions. The **Impact** of this has been that more members are able to participate from the comfort of their own home. This allows for people with reduced mobility to remain connected, and is a welcome perk during the cold winter months! We will continue to offer this program in a hybrid virtual and in-person setting to promote inclusion for everyone.

"When I logged in for the first time I was never so surprised on how it made me feel. The people in the group were so welcoming, they didn't make me feel like I didn't belong, they made me feel so welcome. I felt like I knew them all before and I didn't feel like a stranger joining a new group at all. And most importantly, we all got to share what's it's like living with our hearing loss in the hearing world."

- Diane S., Coffee breaks participant and Member

Several years ago we identified a gap in services for young adults in the community. Through the process of the strategic plan we have been able to solidify the ways in which Hear Quebec and our partners can support this group through the transition of entering post secondary education and the workforce. This year we are moving ahead with our partnership with the Montreal Oral School for the Deaf and we will be offering a new support group to young adults.

Offering peer-centred support has been at the heart of Hear Québec for over 40 years, and we are so pleased to announce that we have

been hard at work, building up the new

Peer Mentoring program. Two staff members attended training provided by our partner organisation, Audition Québec and we translated all the supporting materials into English. Over 200 hours of work have gone into the adaptation of this program, and we are so excited to launch in 2022! Using a comprehensive peer-centred approach is what we have identified as a key condition for success.

As part of our strategic planning, we will continue to explore bilingualism over the next few years. We were asked by Audition Québec to support a French speaking group. We decided to do this by offering a pilot project in order to study the feasibility of offering a bilingual service. This group has met twice at the Centre Communautaire Hochelaga for support, games and brunch. We plan to offer a few more sessions next year in order to fully evaluate bilingualism as part of our theory of change and discuss potential impact for those with hearing loss.



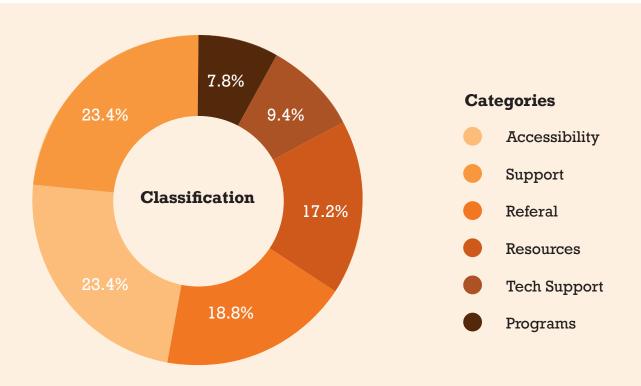
Resources & Referral

Our goal is to offer people affected by hearing loss relevant information, resources and referral to services

Every day, the Hear Québec team receives calls/emails from individuals and the community at large seeking different kinds of information. For over 40 years Hear Québec has been a trusted resource to the community, but we never structured it as a service until last year when we started to develop tools to track what type of information was sought.

In 2021-2022 41% of calls came from non-members, and overall requests to us rose by 25% compared to last year! We made great strides in tracking these inbound requests made for resources and referrals, and have broken them down into the following categories.





So what does the community need from us? The data shows us that information on accessibility was the biggest request last year, including how to host an accessible event. Questions about referrals to partner organisations and hearing health care providers is another request that often arises.

HEARtalks is an activity in an accessible environment where we share, inform, build skills and acquire knowledge. This year we doubled the number of sessions offered from 3 to 6 in both in-person and virtual formats, as restrictions allowed. As we have seen, since Covid restrictions began for this and our other programs, virtual sessions are better attended than in-person ones. Moving forward we will continue to offer accessible information sessions to members.

By deep diving into the needs of this program we can **Innovate** by creating a database of resources to quickly and efficiently get information to the people that need it. Moving forward we can measure the **Impact** of providing relevant resources and referrals by tracking the outcomes, obtaining testimonials and resulting memberships. Through providing people affected by hearing loss with relevant information, resources and referral to services we will promote **Inclusion** in the community.



Awareness Accessibility

Did you see us in the news this year? On Giving Tuesday in November, we took our Safe and Clear campaign to various locations around the city and distributed over 600 accessible masks! This got the attention of the Mayor's office and Heidy Wager and Abby Stonehouse met with their accessibility and diversity representative to raise awareness about the accessibility needs of those with hearing loss. The Impact of accessibility is strong: nearly 1000 masks were purchased by both our members and the community at large, and many members have become ambassadors for accessibility by promoting Inclusion as they go about their daily lives. We also worked with organ-

isations to ensure that they could offer accessibility to their communities. We will raise awareness of accessibility needs for people with hearing loss by building up our partnerships in the community and providing support and expertise to ensure the adoption of more accessible practices to create environments for both people with hearing loss and

the society at large.



"A sincere thanks to the team at Hear Entendre Quebec. A few weeks ago, I needed to communicate with a community member who reads lips, and with very little notice, Layne went above and beyond to provide me with the right kind of mask I needed to be approved by Health Canada. She was there to support me with any questions I had and provided high-quality customer service from A-Z. I'm grateful for the resources and support Hear Entendre provides to community professionals like myself and to many others in the community on a weekly basis."

- Carly Goodman, Senior Manager, Community Belonging & Disability Inclusion @ Federation CJA

Other events that raised awareness this year included the **Hear for the Ride** campaign which raised awareness on noise induced hearing loss, **Preserving your Residual Hearing for World Hearing Day** and the **May Better Speech and Hearing** month, when we sponsored 5 people to have their hearing tested!



"With the encouragement of Hear Québec, I made an appointment and had my examination done. My audiologist was very patient and friendly, making my experience very comfortable. When it comes to having your hearing tested, there's really no discomfort at all. If you are having any problems hearing, or if, like me, you simply want to pay attention to your health and wellness, make an appointment for a hearing test today."

- Judy Jarvis, Member

During the past 2 years of living with the pandemic, we grew to understand the important role that we are able to play and the **Impact** that we have in supporting accessibility in the community for people with hearing loss. Organisations and individuals have reached out to us to ask about what accessibility measures are available, and we are already providing support in implementing these measures. With our Safe and Clear campaign coming to a close, as well as with the Canada Accessibility Act gaining momentum, we are ready to Innovate by developing a more structured service to advise on accessibility measures to organisations, institutions and events to ensure that the needs of the hearing loss community are met.



Skills

As we were exploring new directions in the strategic clarity process, we took the opportunity to try out new skills-based programs such as Online Speechreading, and to evaluate our current speechreading programs. We found that other partners are offering skills-building classes such as speechreading both in person and online. Moving forward, we have to identify our niche in order to empower our members to be confident with their skills in relation to their hearing loss.

As we look towards **Inclusion** and expanding our services to the Deaf community, in Fall 2021 we piloted an Intro to American Sign Language course in partnership with the McGill Sign Language Club. This 5 week course resulted in 14 new members under the age of 30. Ultimately, we have decided ASL classes are a duplication of services, and moving forward we will refer those interested in ASL to our partner organisations such as Layton Lethbridge Mackay and Seeing Voices. Moving forward we will be holding discussions with the Deaf community to identify what their needs are and how we can be accessible and supportive.



We also rose to the challenge of providing digital programs by offering an online speechreading course. We sponsored 12 members for the CHHA "Read our Lips" online speechreading course. In addition, we offered our members the opportunity to join a practice and review group that met in tandem as members took the course in spring 2021. 100% of those who answered the survey felt that they had benefited from participating in the group.



"The online Speechreading course (Read Our Lips) was challenging and I enjoyed the challenge. But I realise that my pleasure in the hard work was reinforced by those Thursday morning participation group meetings."

- Carol C. Member

In the fall we returned to in-person classes. However, low registration shrank the number of classes we offered from 3 groups to 2 groups. The participation rate was also very low, possibly due to understandable apprehension around Covid. In total, we had 16 people register for our in-person speech reading classes. The average attendance rate for each session was around 50%. This is unusual for our in-person activities, and this decline has had an **Impact** on our plans moving forward. Due to Covid restrictions and wanting to ensure the safety of our members and staff we closed the office and staff worked from home during the winter months.

What does this mean for our skills-based programs? It means we will **Innovate**! We are researching the best methods to support our members, while not duplicating services already offered. We have already begun developing and searching for new opportunities and activities, where members will have opportunities to build their confidence, practice and reinforce their skills in order to adapt to their hearing loss needs.



Finance Report

We are proud to report that despite the challenges of another year with the pandemic, Hear Quebec has had another successful year in terms of its financial stability and growth.



Interim Treasure Chairman of Finance Committee

Davide De Rose

Revenue

The organization grew by 4% in the last fiscal year despite the continued challenges imposed by the COVID-19 pandemic. This growth is primarily attributed to a 49% increase in general donations, from \$32,288 to \$48,010, and a 55% increase in the federal government's Canada Summer Jobs program, from \$12,632 to \$19,531. Other earmarked donations this year included income dedicated to the organization's prevention fund, \$7,586, relocation fund, \$6,424, and the Dale Bonnycastle Scholarship Fund, \$679. Moreover, the organization's Membership revenue more than doubled year-over-from last year to \$2,833.

The largest source of the organization's revenue is the Government of Quebec's Minister of Health and Social Service's annual grant, which for this financial year represents 61% of revenue or \$180,513.

Overall, Hear Entendre Quebec maintains a healthy Balance Sheet, including some increases to our restricted funds dedicated to:

- 1. Relocation Fund \$40,000.
- 2. Bonnycastle Bursary & Scholarship Fund. \$4,500.

Additionally new this year, in alignment with the strategic plan, the board of directors have voted to allocate more of the remaining surplus for other restricted funds specifically for;

- 1. Accessibility & programs, \$30,000.
- 2. Infrastructure \$8,000.

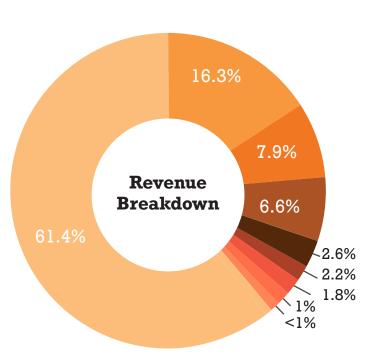
Expenses

In tandem with revenues, expenses also increased by 4% last year, from \$249,900 to \$260,062. Payroll expenses were down 15% this year to \$111,029 due to staffing vacancies as a result of the difficult labor market. These savings were offset by increased spending on Education and Rehabilitation Programs to support members during the pandemic, from \$36,148 to \$63,402.

In order to create human resources stability within the organization we under took the review and evaluation of all full time positions and aligned the salary scales with the market average for not-for-profit sector in Montreal Quebec. Therefore you will see this reflected in this year's report in salaries and benefits, which represents over 66% of our expenditures.

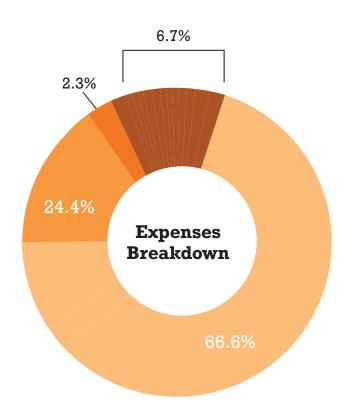
We have been fortunate to have developed such a strong partnership with Layton Lethebridger Mackay Rehabilitation Centre. We are grateful for the inkind donation of our operational space. However, if their decision to continue this generous allocation of space changes, this would affect our 2022-2023 budget substantially. As a result, the organization is financially preparing for a potential relocation, which will lead to one-time expenditure as well as ongoing operational expenses associated with a new lease. A restricted portion of the organization's cash in 2021-20222 is earmarked for this purpose under the relocation fund.

The finance committee continues to meet regularly while supporting and discussing the financial security and goals of the organization moving forward. We would like to thank all of our committee volunteer members and the operational staff for working so diligently and tirelessly to ensure the integrity and transparency of our financial operations. Our goals have always remained the same: providing programs, activities and services that best meets the needs of our members and the community.



Revenue Category

- Minister of Health & Social Services
- Donations
- Emplois Quebec
- Canada Summer Jobs
- Prevention Fund (Donations)
- Relocation Fund (Donations)
- Miscellaneous
- Memberships
- Bonnycastle Scholarship Fund (Donations)



Expenses Category

- Salaries and fringe benefits
- Education
- Professional Fees
- Opperations (Office, Fundraising, Print, Insurance, ect.)

Thank you for your continued support!

Fundraising

Fundraising through the last two years has been crucial. Many organizations have struggled to meet their fundraising goals. This has not been the case for Hear Quebec. In fact the last two years have seen a growth in the overall donations. This is due to three important factors:

- Successful annual campaigns such as: Safe and clear campaign - which raised over \$7,000;
- 2. We received our first ever Legacy donation from Catherine Thompson Estate;
- 3. Cultivating our relationships with individual donors and sponsorships.

With a grant from Innoweave Foundation, we were able to complete our strategic clarity process. We will be focussing on building capacity for these programs through targeted-sponsorships, grants and foundation. For example the CDRTI (Canadian Deafness Research and Training Institute) who has supported our accessibility program for the last two years. It is our goal to continue to research other opportunities. We will also need to prepare for any recurring costs associated with a potential relocation. In the last year our donors have increased their general donations by 49%. All of the donations will build capacity for these four strategic priority areas:

- 1. Providing support to members
- 2. Providing resource and referral to members and the public
- 3. Accessibility and awareness for members and the community
- 4. Assisting members develop confidence in their skills



With your donations we will be allocating \$30,000 toward Awareness and Accessibility programs. Your donations will impact members and the public by creating more accessible practices and environments. A part of this iniative, we will be purchasing new accessibility equipment. This will allow us to directly demonstrate the use of a new FM system to make even more events accessible to our members and the public. Moving forward,-Comedy for a Cause: Accessibility for all, will be back in September 2022 bigger and better. This will become Hear Ouebec's annual event during National Accessibility week (June 2023), and will raise awareness and funds for this program building a sustainable funding source for this program in the future.



Another success was the **HEAR FOR THE RIDE** campaign. This event itself was unfortunately rained out but was still a huge achievement as a whole. Staff and volunteers toured other motorbike events talking to hundreds's of riders about the dangers of loud noise and how to protect their hearing. We were able to raise close to \$8,000 through raffle tickets sold. New sponsors for the event donated raffle prizes and helped publicize the information and event.

Giving Tuesday, 12 Days of Gifting and the End of Year campaign exceeded results from previous years. We raised close to \$8,500. This year saw our first matched donations from Les Centres Masliah and L'Oreille Bionique. All of your donations directly supported the programs and services offered this year.

We want to thank all of the donors, sponsors, partners and funders for their trust and support. **To see the complete list see page 22-23**. Your support is what makes all the difference and creates the change we all want to see in the future. Together we create a more inclusive and barrier free society for everyone.





Hear for the Ride Winner!



Partners, Sponsors & Donors

You enrich our community with your generosity

Funders

Ministère de la Santé et des Services Sociaux Canadian Deafness Research and Training Institute Canada Summer Jobs Emploi Québec

Québec Amis des Aines - Audition Québec

Peer mentoring program

Innoweave Foundation

Sponsors

L'Oreille Bionique Les Centres Masliah S.O.S Motorsport Moto Sport Newman Inc

Excel Moto

FORTNINE

Mr Puffs City of Dorval

Manoir Kirland

Home Depot

Provigo

Metro Beaconsfield

Maxi

Jgraphix

McCord Museum

Advertisers

Audiologie Centre Ouest Les Centres Masliah Groupe Forget, Audioprothésistes Government of Canada Office des personnes handicapées du Québec (OPHQ)

Manoir Westmount

Partners

Audition Québec Aim Croit Better Hearing Solutions The Montreal Oral School for the Deaf The Canadian Hearing Society

Partners (cont.)

The Canadian Hard of Hearing Association
YAN: Young Adults Network
CUISSS du Centre-Sud-de-l'Île-de-Montréa

CIUSSS du Centre-Sud-de-l'Île-de-Montréal

Lethbridge-Layton-Mackay

Rehabilitation Center

Seeing Voices

Resilience Montreal

Nazareth Community Father John's House

Fondation Sévère d'Haiti

NDG Community Council

NDG Seniors Table

West Island Network

West Island Citizen Advocacy (WICA)

Hearing Loss Association of America

Quebec Community Groups Network

McGill Sign Language Club

West End Intergenerational Network

Federation CJA

DéPhy Montréal

World Health Organization

Educational Institutional Partners

Concordia University Office for Students with Disabilities

Dawson College

Enable Montreal (Concordia)

McGill University Office for Students with Disabilities

Université de Montréal – École d'orthophonie et d'audiologie

Vanier College

West Island Career Center

Foundations

Benefaction Foundation
Innoweave McConnell Foundation
La Fondation Place Coco
The Jewish Community
Foundation of Montreal





(Alphebetical order by last name)

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The Doreen Cons Spirit
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7000 Sherbrooke St. West • Montreal, Quebec • H4B 1R3
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