

ANNUAL REPORT 2021-2022



THE FOUNDATION, ON THE PATH FOR WOMEN

It is with great pleasure that we present the Annual Report 2021-2022 of the Lise Watier Foundation.

It is undeniable that the COVID-19 pandemic had a significantly negative impact on the economic and social situation of women by profoundly disrupting their career paths and their self-esteem.

Many of them have had to reorient themselves professionally to improve their living conditions. These decisions do not come without insecurities and questions. Faced with this major issue, the Lise Watier Foundation's Let's Start Up program is a promising solution to help women get back on their professional path to financial independence.

Guided by the desire to boost women's confidence in their capabilities and professional potential and to develop their knowledge, the Foundation's team worked on several strategic projects this year. We have added a training course focused on the development of entrepreneurial skills and attitudes. This is not only beneficial to those who wish to become entrepreneurs but is also essential in the context of employability or the pursuit of studies. The skills learned enrich our participants' abilities and open their career possibilities, whatever their professional project. This important phase of the program is certified by Concordia University, which gives a certificate of skills development to the participants. We also worked hard to provide our community of graduates with diverse and relevant continuing education. Several partners and donors have been directly involved with the participants by offering workshops and conferences on various professional topics. Beyond the training, the program allows participants to break isolation, build a network and feel a sense of belonging to a growing community of committed and collaborative women.

Finally, with the goal of helping even more women, the Foundation has expanded its territories by offering the Let's Start Up program in Toronto. We are now present in 5 regions, allowing us to accompany more than 235 women during the year a record for the Foundation!

We look forward to the coming year with optimism and the conviction that the Let's Start Up program is a success builder, that it is making a difference in the lives of women in their journey towards financial independence and that it is contributing to the creation of a richer and more equitable society.



Guy Côté Chairman of the Board of Directors



Marie-Lise Andrade President, Executive Director



THE LISE WATIER FOUNDATION HELPS WOMEN TO REVEAL, ACTIVATE AND DEVELOP THEIR PROFESSIONAL POTENTIAL

The mission of the Lise Watier Foundation is to help women living in a situation of economic, social or professional vulnerability restore confidence in their capacities and reclaim confidence in their own abilities and to take the initiative to act towards financial autonomy.

Through its professional development program, the Lise Watier Foundation provides women with concrete means to develop their skills with training, individualized coaching and financial support. Women thus begin a new start towards financial autonomy through entrepreneurship, post-secondary education or the job market.



Geneviève

2021-2022 A YEAR OF **NEW PROJECTS**

The development of the Foundation continued on several fronts in 2021-2022. Here is a brief overview of the major accomplishments that have engaged our team over the past 12 months.

DEVELOPMENT OF ENTREPRENEURIAL SKILLS AND ATTITUDES

Since last September, the Lise Watier Foundation has been offering the Let's Start Up program to women with an improved educational structure. The first phase of the program offers new pedagogical content focused on the development of entrepreneurial skills and attitudes. This encourages women to gain confidence in their abilities and to strengthen their capacity for action. Through group workshops, individual coaching and the completion of a psychometric test offered by SuccessFinder, women feel better equipped and ready to take action to complete their professional project.

"The first step of the program was to identify my strengths and get to know myself better. It allowed me to align my life with who I really am. I wish everyone had the chance to go through this program, because it really brings you back to yourself!"

> — Annie, Let's Start Up Program participant, Entrepreneurship Stream

THE LOGBOOK. A NEW RELEVANT TOOL FOR PARTICIPANTS

The Foundation has created the Logbook, a new tool that follows the participants throughout their journey. It includes activities, resources and tools that complement the workshops offered by the program's advisors.



We can already see the positive effects of the

Women make more enlightened career choices

• They find it easier to complete Phase 2 of the

• They acquire transferable skills and leave with

In light of the results obtained from the first two

cohorts that have experienced it, Let's Start Up's

Phase 1 is, without a doubt, a relevant preparation

for women that adds a boost in the realization of their professional project leading them to financial

• They are ready to invest fully in their

program's improvement:

program

autonomy.

• The dropout rate is reduced

professional project

concrete knowledge





THE LET'S START UP COMMUNITY: COLLABORATION, BELONGING AND CONTINUING EDUCATION

Over the past year, the Let's Start Up community has been more dynamic than ever. More than 400 participants and graduates are now part of it.

This year, in effort to assist participants on an ongoing basis, we offered workshops on employability for those wishing to return to the job market and coffee chats dedicated to women in entrepreneurship.

With the support from our loyal partners, we have been able to offer many training sessions to our participants. We would like to thank these committed partners and volunteers who give their expertise and time to allow our participants to expand their knowledge. Thank you to the National Bank, Unilever, Bicom, the Caisse de dépôt et placement du Québec. Émilie Desrosiers, Sophie Legendre and the Ville de Montréal for their involvement!



THE LET'S START UP PROGRAM IN TORONTO

Since September 2021, the Foundation has been offering the Let's Start Up program at YWCA Toronto (Scarborough). This organization, known for its work with women, offers complementary services to our program making it a point of service of choice. Many women in the region have expressed interest in the program and two cohorts have been able to complete it during the past year.



THE CONCORDIA SPREADING YOUR WINGS GRANT

In effort to assist the Let's Start Up participants and graduates who have started their own business, Concordia University has created the Concordia Spreading your Wings Grant. This \$5,000 grant will now be offered annually to reward a Let's Start Up participant or graduate who presents a promising and innovative business project.

During the graduation ceremony, Ms. Isabel Dunnigan (Associate Vice-President, Lifelong Learning and Executive Director, Concordia University Continuing Education) announced the first recipient. This year, the award was given to Karine Richer, a graduate of the 2019-2020 cohort who founded the company Insectes Intrinsekt, which specializes in the breeding of edible insects and the production of organic



fertilizers from edible insect manure. Karine has distinguished herself by the innovative nature of her company, by her boldness in building a business in a cutting-edge sector and by her great mastery of her craft. The grant will allow her to purchase the equipment and tools necessary to grow her business faster.

CONCORDIA GRADUATIONS

Once again, the graduations of the Let's Start Up 2021-2022 participants took place virtually. Ms. Lise Watier, Ms. Anne-Marie Croteau (Dean, John Molson School of Business, Concordia University), and Ms. Isabel Dunnigan (Associate Vice-President, Lifelong Learning and Executive Director) delivered inspiring messages to the graduates. Partners and donors joined in to honour the new graduates, who have shown great resilience, courage and dedication throughout the Let's Start Up program. What beautiful moments of recognition and solidarity!

- The Certification of skills development is designed to recognize the completion of Step 1 of the program. This certificate attests that women have successfully developed and strengthened their entrepreneurial skills and attitudes and that they are ready to make an enlightened professional choice.
- Certification of professional development is offered to women who choose to pursue the Entrepreneurship training and who complete the course. This certificate recognizes their perseverance and determination and attests to the fact that they now have the knowledge and skills to carry out their entrepreneurial project.

"Thank you, Lise Watier Foundation for believing in me and making me a confident and strong woman today. I am extremely proud of myself. You girls have been such an inspiration for me. I am so proud of us! Let's go, the world is ours!"

– Loédie. Participant of the Let's Start Up Program, Entrepreneurship Stream



ENTREPRENEURSHIP STRFAM

HERE ARE SOME OF THE BUSINESSES OF THE LET'S START UP GRADUATES!

THE TISANERIE MANDALA CELEBRATES ITS **10TH ANNIVERSARY**

Karina Hammond and Nathalie Morand are the proud founders of Tisanerie Mandala, which celebrated its 10th anniversary this year. Having completed the program in 2019, they benefited from longterm coaching that assisted them this year in the marketing of a new product category.

4 YEARS OF GROWTH FOR THE SAINT-SAUVEUR CHEESE SHOP

Nancy Olivier, a 2018 Let's Start Up graduate, is the founder of the Fromagerie Saint-Sauveur. Thanks to the micro-loan granted by the Foundation, she was able to relocate her business to a more strategic location and today her sales have more than doubled!



LE SENTIER

Since the program was launched in 2017, 84 businesses have been launched.



THE GRAND OPENING OF THE BOOKSHOP

Laurence Létourneau-Pilon, a graduate of the Let's Start Up 2021 program, opened <u>Le Sentier</u>, bookstore, the only bookstore specializing in children's literature in the Laurentians. Thanks to the support offered by our entrepreneurial coach, Laurence has developed her clientele and now serves the population as well as corporate clients (schools, libraries, etc.).

EDUCATION STREAM

Since the program's inception, **\$518,000** has been allocated in student financial aid.



JULIA BUSTOS, GRADUATE IN JEWELRY

Julia Bustos is a single mother and has completed her jewelry studies at the École des Métiers du Sud-Ouest in Montreal. Today, she wishes to perfect her art at the École de Joaillerie de Montréal and wants to launch her business soon.

SAIDA EL MOUSSAOUI, DIPLOMA IN PEDAGOGICAL SUPPORT IN AN EARLY CHILDHOOD CENTRE

Saida El Moussaoui completed her degree in pedagogical support in daycare at UQTR. The financial aid from the Lise Watier Foundation has allowed her to concentrate on her studies and to find a job that meets her aspirations in an early childhood centre.

MARIE-ÈVE DIONNE, DEC IN ARTISANAL CABINET MAKING

Marie-Ève Dionne has completed her DEC in Artisanal Cabinet Making at the Cégep du Vieux-Montréal. Thanks to the support of the Lise Watier Foundation, Marie-Ève was able to concentrate on her studies and get back into a routine she hadn't had in over 10 years. She has gained confidence and self-assurance that will allow her to break into this field, which is a real passion for her.

SARAH HÉBERT, ATTESTATION OF COLLEGIAL STUDIES IN DIGITAL MARKETING AND SOCIAL MEDIA MANAGEMENT

As a young mother of four with only a high school diploma in her pocket, Sarah Hébert chose to return to school with financial aid from the Foundation. She was able to successfully complete her degree in marketing and is now motivated to pursue a university education.

STÉPHANIE KWATÉ, BACHELOR OF SOCIAL WORK

Stéphanie Kwaté, a single mother of a three-yearold girl, completed her bachelor's degree in social work. Thanks to the Foundation's financial aid, she was able to complete her training under the best possible conditions and pass her two internships with flying colors.

KARINE TORA, GRADUATE OF A SPECIAL EDUCATION TECHNIQUE

Karine Tora is the mother of six children and completed her special education technique this year. Thanks to the financial aid offered by the Foundation, she was able to continue her studies and is now employed in her field.



THE LISE WATIER FOUNDATION PARTNERS WITH MÈRES AVEC POUVOIR

The Lise Watier Foundation has been working with <u>Dans la rue</u> or many years, making it easier to recruit new participants for the educational stream of the Let's Start Up program. The Foundation has once again extended the scope of its action by also partnering with <u>Mères avec Pouvoir</u>. With the referral of these two organizations, the Foundation will support a greater number of women motivated by the desire to pursue post-secondary education.

EMPLOYMENT STREAM

THE PROFESSIONAL DEVELOPMENT COACH, A NEW RESOURCE FOR OUR PARTICIPANTS

In order to enhance the Let's Start Up program's Employment Stream, we now have a professional development coach dedicated to accompany women who want to find a more fulfilling job. Her role is to prepare women for employment by helping them establish a career goal applying the entrepreneurial skills previously developed in the program.

> "It was through the professional development coach that I found my path, that I found THE career I needed to go for to move forward! I knew I had to pursue my dream of going to school and becoming a nurse! Without the Let's Start Up program, I probably wouldn't have applied. It gave me the direction I needed to transform my weaknesses in a positive way into strengths that made me who I am!"

> > — Stéphanie, Participant of the Let's Start Up Program



SEE HOW YOUR SUPPORT MAKES A DIFFERENCE

We have helped over 600 women since the program launched in 2017.

It costs an average of \$5,000 to help a woman in her career path. This means that more than \$3 M has been invested in the future of women in our community.

> In 2021-2022, we supported 237 women towards financial independence.



A PROGRAM THAT CHANGES LIVES

At the end of the program,

women are convinced they have the capacities to fully invest in their professional project.



feel equipped and ready to embark on their professional project.

have created a new network of contacts.

One year after the end of the Let's Start Up Program,

its positive impact continues to be felt.



* This statistic has dropped from 45% in 2020-2021 to 33% in 2021-2022 due to the context of the pandemic, which has weakened the employment situation of women.

claim that the program has given them the support they need to define their professional project.

have a better level of confidence in their skills.



33%

are in better financial situation. 98%

say the program is still having a positive impact in their life.

> are still using concepts learned in the program.



"Choosing the Let's Start up program was the best decision of my life. When in doubt, I was reassured. Faced with a lack of knowledge, I was taught. Exhausted, I was motivated. Ready to give up, I was inspired by other women, other entrepreneurs. Let's Start Up is also pushing yourself towards success. You are never alone, always surrounded by of inspiring women."

Roxann Graduate of the Let's Start Up program, Entrepreneurship Stream



"Let's Start Up gave me the confidence to go into business. I learned to master what I already had in me and to capitalize on my strengths. By giving me access to a microloan, the Foundation also gave me the boost I needed to offer the best service to my customers. Today, I see myself as an accomplished businesswoman!"

Marie-Christine

Graduate of the Let's Start Up program, Entrepreneurship Stream



"The Let's Start Up program helped me find my true purpose, while the financial aid for going back to school offered by the Lise Watier Foundation gave me a chance to pursue my dreams. I am grateful and excited for how this opportunity positively impacts my life, as well as my children's lives."

> Gabriela Graduate of the Let's Start Up program, Education Stream Student in Physiotherapy Technology

THE BUSINESS COMMUNITY **GETS INVOLVED**

WATIER X VISE WATER



Once again this year, Groupe Marcelle provided the Foundation with major support by donating \$2 to the Foundation for each "Rouge gourmand Lise Watier" lipstick sold. During the month of March, they also launched a Canada-wide campaign, where \$5 was donated to the Foundation for each lip care oil sold, including three shades, one of which was created especially for the occasion. These two generous initiatives raised **\$119,000** for the Foundation! We thank Groupe Marcelle from the bottom of our hearts for their incredible commitment.

NEW PARTNERSHIP BETWEEN LISE WATIER COSMETICS, JEAN COUTU AND BRUNET

Lise Watier Cosmetics, Jean Coutu and Brunet have joined forces to create an extraordinary initiative to benefit the Foundation. Throughout the month of May, these precious partners donated \$10 to the Lise Watier Foundation for each "Rouge gourmand Lise Watier" lipstick sold. More than **\$45,000** was raised thanks to these three major Quebec companies. Thank you to Lise Watier Cosmetics, Jean Coutu and Brunet, it is a privilege to be at the heart of such a remarkable initiative!







EPIDERMA

The Let's Start Up Month with Epiderma was a success again this year! For the third time, Epiderma launched their initiative during the month of April, where \$20 was donated to the Foundation for each selected package sold in their 30 medical-aesthetic clinics. This initiative raised a record amount of **\$21,820**. Sincere thanks to our exceptional partner!

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GROUPE MARCELLE, AN EXCEPTIONAL PARTNER

UNILEVER, KRUGER AND METRO

During the month of February, the Lise Watier Foundation was the beneficiary of a campaign led by Unilever, Kruger and Metro. For the second time, this campaign featured products from Unilever and Kruger as well as the Metro, Super C, Marché Richelieu, Jean Coutu and Brunet banners which enabled them to donate \$100,000 to the Foundation. Beyond this incredible donation, the campaign offered tremendous visibility to the Let's Start Up program. The Foundation is fortunate to be able to count on such valuable partners!

FUNDRAISING **ACTIVITIES**



50 WOMEN, 50 LIFE PROJECTS CAMPAIGN

Due to the pandemic and its resulting restrictions, the Foundation's ball took a break and instead we launched the "50 Women, 50 Life Projects" campaign to support the professional development of local women through the Let's Start Up program. The initiative raised over **\$260,000**. What a fantastic amount in these extraordinary times!



HOLIDAY AUCTION

The Holiday Auction raised **\$25,000** net for the Foundation. Thank you to all the prize donors who helped make this event a success. Thank you to everyone who participated in the auction and congratulations to the winners!

BELIEVING IN HER CAMPAIGN

In 2022, the Lise Watier Foundation launched the first edition of the Believing in Her campaign.

Supported by a dozen ambassadors from the Quebec business community, this initiative aimed to raise funds to offer the Let's Start Up program to more women. Touched by the cause and Ms. Watier's vision of solidarity, the ambassadors guickly answered the call. Having themselves benefited from some kind of support at one time or another in their career, they mobilized their networks and the public to give back.

The participants of the Let's Start Up program have often lived through situations of vulnerability and are now putting all their efforts into finding their way back to financial independence. To help them believe in themselves and spread their wings, the general public was invited to write them a word of encouragement. For each message of encouragement, our precious partner Groupe Marcelle donated \$5 to the Lise Watier Foundation.

This first edition allowed us to raise **\$122,767**. This means that we will be able to accompany approximately 25 women in their journey towards financial independence. What an exceptional success for the launch of this new initiative!

A special thank you to our ambassadors. Without them, we would not have been able to achieve such a success!

Anie Rouleau, Annie Lemieux, Dominique Hamel, Geneviève Biron Julie Monty-Demers, Magaly Charbonneau, Nathalie Nasseri, Sophie Boulanger, Stéphanie Lagassé, Sylvie Bovet, Vicky Boudreau and Vivianne Gravel.







MS. WATIER'S MOVING SALE

Last October, Ms. Lise Watier supported the Foundation by donating all the funds raised during her moving sale. This event, which was open to the general public and offered several personal items for sale, raised **\$37,261**. Thank you Ms. Watier for this generous initiative!





Thank you!

THE FOUNDATION IN THE MEDIA

A STRONG PRESENCE IN TORONTO

With the launch of the Let's Start Up program in Toronto, the Foundation deployed a public relations campaign to build awareness of the program. With the help of our public relations agency, Bicom, we had the opportunity to promote the program in Ontario through the media.



An article in ...

- The Toronto Life Magazine
- The <u>Toronto Guardian</u>
- The <u>City Parent</u> (page 13)
- The Fashion Magazine



An interview in the show Our Toronto



What happens when we set women up for success? The Lise Watier Foundation has the answer.

Tune wanter Created for Use watter Foundat

Created by Lise Watier herself, the Foundation has been helping women become financially empowered in Quebec since 2009. And now it's time for some of that professional development to come to women in Toronto.



Ms. Watier also participated in Beyond Style Matters, the podcast of Jeanne Beker, to share her career path and talk about the Foundation's cause. Thank you to Groupe Marcelle for this opportunity!

THE BELIEVING IN HER CAMPAIGN IN THE MEDIA

The Believing in Her campaign allowed the Foundation to have a television presence at La Semaine des 4 Julie! Ms. Watier came to speak about the cause and promote this inspiring campaign. We also had a mention in La Presse+, lapresse.ca and on the Le Grenier website.





A LARGE VISIBILITY DURING THE MARCELLE GROUP CAMPAIGNS

The Rouge Gourmand lipstick campaign by Lise Watier

Orchestrated by Lise Watier Cosmetics, Jean Coutu and Brunet in May 2021; this campaign allowed the Foundation to shine in traditional media and through Social Influence Marketing that was animated by 8 influencers.



- An interview with <u>Ms. Watier on LCN</u>
- An interview with Sarah-Jeanne Labrosse at Salut Bonjour!
- An interview with Global Montreal



• An article in the magazine Les Affaires • An appearance in the Section Bien-être LaPresse +

Special thanks to Vicky Boudreau, Alexandra Diaz, Julie du Page and Paule Labelle, precious allies of the Foundation who promoted the campaign!

Groupe Marcelle's Love My Lips caring lip oil campaign

This campaign also brought important visibility to the Foundation.

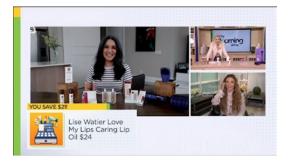
\checkmark	



• The Shopping Channel The Globe and Mail • The Morning show

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A huge visibility thanks to many influencers who shared the campaign on their social media



Appearance on the Imabeautygeek.com blog

FINANCIAL INFORMATION

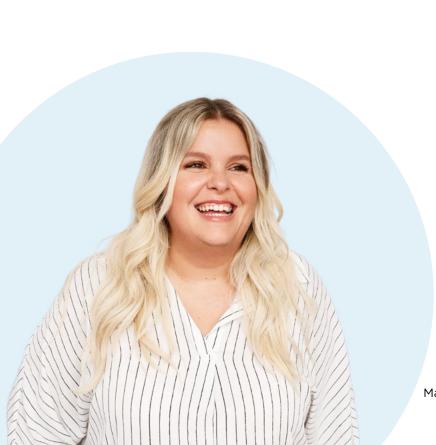
INCOME STATEMENT

For the 12-month period ending April 30, 2022

Revenues	
Donations	\$1,221,863
Gross fundraising revenue	\$448,476
Wage subsidies	\$126,435
Investment income	(\$199,721)
Other income	\$25,765
Total	\$1,622,818

Expenses

Expenses related to the program	\$1,036,551
Expenses related to donations and fundraising	\$221,131
Operating costs	\$143,854
Other	\$326
Total	\$1,401,862
Net income	\$220,956





Fundraising **25%** Wage subsidies **7%** Other **1%**



Expenses related to the program **63%** Expenses related to donations and fundraising **14%** Operating costs **9%** Reinvested surplus **14%**

Ratios

Ratio of operating costs over revenues **9%** Ratio of expenses related to fundraising over donations revenue and gross fundraising revenue **14 %**

BALANCE SHEET

For the 12-month period ending April 30, 2022

Assets Current assets Investments

Capital assets
Total
Liabilities
Current liabilities
Deferred revenue
Total
Net assets
Unrestricted
Reserve Fund

Reserve Fund	
Invested in capital assets	
Total	
Operating reserve	
Total Net assets	

We have helped OVEr 600 women since 2017

Marie-Ève

Karina and Nathalie



\$756,792 \$3,363,710 \$821

\$4,121,323

PEOPLE WITH HEART MOBILIZING FOR THE CAUSE

OUR TEAM

- Marie-Lise Andrade
 President,
 Executive Director
- 2 Marielle Boyer Program Director
- 3 Monica Lodygensky Director, Development and partnerships
- Yanice Artigny
 Entrepreneurship coach
- S Peilan Bergeron Parenteau
 Manager,
 Communications and
 Donor Relations

- Annie Dupont
 Manager, Development and
 Benefit Activities
- **7 Nathalie Tapp** Administrative assistant
- 8 Karen Wood Development Officer – Toronto
- Géraldine Brouard Advisor, Montreal
- Aline Chami
 Advisor, Montreal

5 David Cape

Partner,

9 Lise Watier

President.

Groupe Marcelle

6 Pascal Chandonnet

Cofounder and Senior

7 Julie-Martine Loranger

McCarthy Tetrault

Managing Director,

8 Alyson T. Wood

DWH Corp inc.

Strategist, BE.AT Atelier Stratégie marketing

Human Resources Committee

1) Liza Harkiolakis Advisor, Montérégie

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- Groupe
- Founder, Lise Watier Foundation
- Valery Zamuner Senior Vice President, General Counsel and Corporate Secretary, Alimentation Couche-Tard inc.







WITH ENDLESS GRATITUDE

Our precious donors and sponsors who supported the Lise Watier Foundation in 2021-2022

DONOR EMERITUS

The Watier Rocheleau Family

\$100,000 AND MORE

National Bank of Canada Groupe Marcelle The Mirella and Lino Saputo Foundation Sanimax Unilever, Kruger, Metro

\$50,000 TO \$99,999

Caisse de dépôt et de placement du Québec The Godin Family Foundation Jacques Bourgeois Estate The J.A. DeSève Foundation RBC Foundation SuccessFinder The Rossy Foundation The Wood Family Foundation

\$25,000 TO \$49,999

Champlain Financial Corporation Côté Rocheleau Family National Bank Financial Power Corporation of Canada

\$10,000 TO \$24,999

BDC Capital A. Couture Cascades Canada Desmarais, Sophie The F. Catania Foundation Groupe Jean Coutu Groupe Park Avenue KPMG Médicart Epiderma Ninepoint Partners Sagard Société en commandite services S&E Telus Veilleux, Étienne

\$5,000 TO \$9,999

Biron, Geneviève Brunet, Johanne Chiara, Vincent Entreprises Émile Crevier Fabi, Christian Ferron, Gilles The Henrichon-Goulet The Lanouette Foundation The Libermont Foundation Freedom International Brokerage Company Girardin, Dave Groupe Aldo Inc. Jarislowsky, Fraser Limited Lemay Lagassé-Savard Family Maurice, Jacques McCarthy Tétrault Pomerleau Inc. Québécor Rivard, Francois Scotia McLeod Shorcan Brokers Limited Télésystème Ltée Transcontinental Tremblay, Stéphane Ville de Montréal Zakaib, Debbie

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