

FALL 2022 NEWSLETTER

A Word From Our Executive Director

Welcome to our first newsletter!

After more than two long years filled with a million Zoom meetings, it was amazing to finally come together in person this spring. Over the last few months, I've also been fortunate to travel to some of your regions and learn more about your mandates and your communities. Through these encounters and by getting to know you all more, I've realized how unique each region is. Despite these differences, you all are working toward the same goal: supporting the well-being of the English-speaking community in your region. Your work is essential, and your dedication to improving your communities is truly admirable. I'd like to extend a sincere congratulations to you for all your tireless work, especially during these last particularly challenging years.



RDN's success is due in no small part to our dedicated board of directors and staff. And, of course, none of this would be possible without the continued financial support of the SRQEA. On behalf of RDN, I would like to thank you for your contribution, which allows us to come together to make the English-speaking community stronger.

We look forward to continuing our collaboration with you all. It has really been an adventure so far, and I can't wait to see what we will accomplish together next.

I wish you all a wonderful fall season!
Cathy



A Quick Intro to the RDN Team

CATHY

JOINED THE TEAM August 2020

POSITION TITLE Executive director

♥ ABOUT WORKING WITH RDN Working with 18 member organizations from different parts of rural Québec, seeing their reality and supporting their organizations.

BIRTHPLACE New Carlisle

CURRENT CITY Québec City

POST-SECONDARY STUDIES Accounting and office management

CURRENT FAVOURITE SERIES *Yellowstone*

MORNING DRINK OF CHOICE Coffee (Double Double)

GREAT ADVICE RECEIVED (1) Surround yourself with people who have skills you don't have. (2) Never burn a bridge.

LIKES



JANO

JOINED THE TEAM December 2020

POSITION TITLE Executive assistant

♥ ABOUT WORKING WITH RDN Being able to work for and with my community, Québec's English-speaking community

BIRTHPLACE Toronto

CURRENT CITY Québec City

POST-SECONDARY STUDIES Commerce (marketing and international business, minor in Spanish)

CURRENT FAVOURITE SERIES *The Lincoln Lawyer*

MORNING DRINK OF CHOICE Iced coffee

GREAT ADVICE RECEIVED If something is meant to be, it will happen.

LIKES



OLIVIA

JOINED THE TEAM July 2021

POSITION TITLE Social economy officer

♥ ABOUT WORKING WITH RDN Learning about all the amazing initiatives the English-speaking community organizations are involved in. I find it very fulfilling to add value and advance their work through the social economy tactics.

BIRTHPLACE Victoria

CURRENT CITY Montreal

POST-SECONDARY STUDIES Economics and environmental studies as well as community economic development and business administration

CURRENT FAVOURITE BOOK *Atacama* by Carmen Rodriguez

MORNING DRINK OF CHOICE Earl Grey tea

GREAT ADVICE RECEIVED A piece of advice my figure-skating coach told me growing up that has stuck with me today is "if you don't have anything nice to say, then don't say anything at all." Luckily, if you have ever met me, you will know that I rarely stop talking!

LIKES



RACHEL

JOINED THE TEAM November 2021

POSITION TITLE Manager of regional development

♥ ABOUT WORKING WITH RDN The diversity in my role

BIRTHPLACE Huntingville

CURRENT CITY Sherbrooke

POST-SECONDARY STUDIES Sociology

CURRENT FAVOURITE BOOK Currently reading Sarah Polley's *Run Towards the Danger: Confrontations With a Body of Memory*

MORNING DRINK OF CHOICE Black coffee

GREAT ADVICE RECEIVED Always keep your stick on the ice.

LIKES





Regional Development Network
Réseau de Développement Régional

A Quick Intro to the RDN Team (continued)

JENNY

JOINED THE TEAM February 2022

POSITION TITLE Network communications officer

♥ ABOUT WORKING WITH RDN Collaborating with the team on the meaningful work being done by RDN and the member organizations

BIRTHPLACE Tennessee, U.S.

CURRENT CITY Québec City

POST-SECONDARY STUDIES French, psychology, and theatre

CURRENT FAVOURITE BOOK Louise Penny's Inspector Gamache series

MORNING DRINK OF CHOICE A homemade latte

GREAT ADVICE RECEIVED Canadian theatre legend Martha Henry once said, "If it scares you, you have to do it." I wrote it on a post-it and stuck it on the Eisenhower Matrix on the wall of my home office so I'd see it every day.

LIKES       

HOFFMAN

JOINED THE TEAM March 2022

POSITION TITLE Social economy officer

♥ ABOUT WORKING WITH RDN Learning more about the different regions of our diverse, fascinating province

BIRTHPLACE North Carolina, U.S.

CURRENT CITY Québec City

POST-SECONDARY STUDIES French and business administration

CURRENT FAVOURITE SERIES *Parks and Recreation*

MORNING DRINK OF CHOICE Coke Zero

GREAT ADVICE RECEIVED Any place is what you make of it.

LIKES   

EMMA

JOINED THE TEAM Summer 2021 and Summer 2022

POSITION TITLE Project administration officer (2021), communications associate (2022)

♥ ABOUT WORKING WITH RDN Learning more about how regional communities can develop through sustainable plans and social solidarity

BIRTHPLACE Québec City

CURRENT CITY Québec City

POST-SECONDARY STUDIES Music performance (oboe)

CURRENT FAVOURITE SERIES *Schitt's Creek*

MORNING DRINK OF CHOICE Matcha

GREAT ADVICE RECEIVED Even the world's greatest minds have experienced imposter syndrome: trust yourself through it.

LIKES      

TO SEE THE FULL
INFOGRAPHIC
COMPLETE WITH
PIE CHARTS
<https://bit.ly/3P5tzO1>



RDN Updates

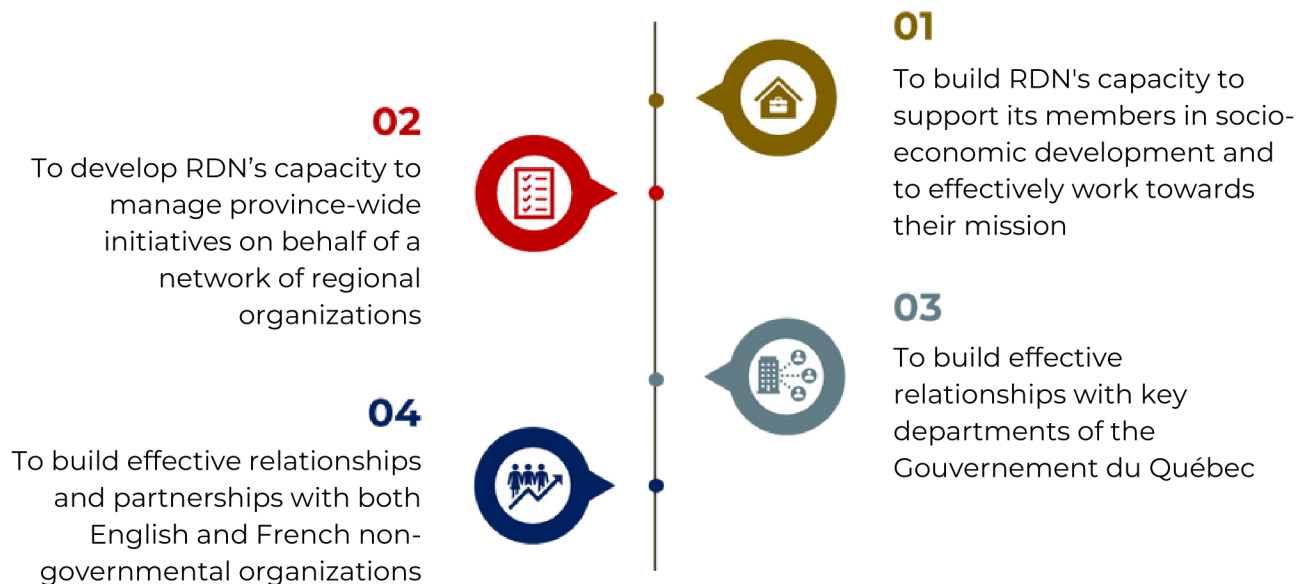
CORE

WE'VE GOT OUR PRIORITIES STRAIGHT!

Thanks to the amazing work of Mary Richardson, Victoria Rocke, and you all in April and May, RDN has settled on its member priorities and created its network model for how we want to work together moving forward. Did you miss the email about it sent out in June? Contact us at info@regdevnet.ca for PDFs that you can share with your team and stakeholders. (The materials are available in French and English.)

COMING UP—RENEWAL

RDN's core funding is up for renewal this fall, and Cathy and the team are gearing up to renegotiate the network's contract with the SRQEA and complete that process.



- 01



Act as fiduciary to regional organizations of English-speaking communities in Québec; ensure the management and evaluation of regional projects

2022–2024

- 02



Improve access to employment assistance services for English-speaking Québécois, especially for young people

2022–2024

- 03



Develop partnerships with government and provincial organizations in the employability sector

2022–2024

EMPLOYMENT STRATEGY

COMING UP—FALL CHECK-INS

ES recipients can expect a quick check-in from Rachel at the end of August. Do you have new staff members on your team with questions about how the mid-term reporting works? This is their chance to get all the answers before filling in the report! In the meantime, feel free to reach out to Rachel for any needs related to the Employment Strategy.

01 Contribute to the development and implementation of Phase II of the ERCC initiative

02 Support the development of ERCC organizations, including their capacity to maintain and develop satellite offices



Support the capacity of **03** ERCC organizations to work in key sectors in their region

Support the capacity for **04** ERCC organizations to interact with Québec government entities and organizations of the Francophone majority

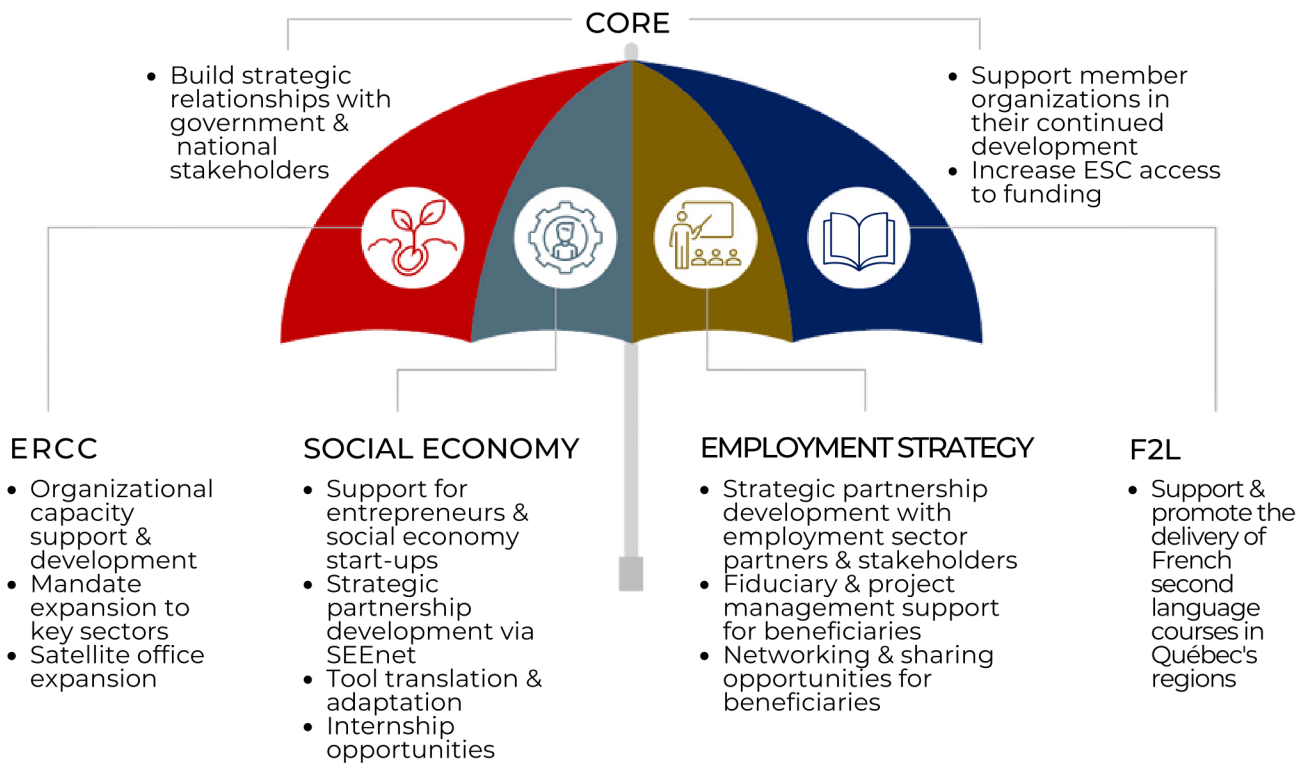
ERCC

NEW—SHARED ONLINE RESOURCE LIBRARY

RDN's exclusive ERCC/Members shared resource library is online and available to the executive directors of RDN-supported ERCC recipient organizations via Google Drive. When accessing the library, be sure to have a look at the *How To* guide and the *Master List*. They'll help you find your way around the folders. And remember to download a copy of the file before modifying it. 😊

If you're an executive director of an RDN member organization and you didn't receive email including the link to the resource library, please contact Rachel at rachel@regdevnet.ca.

SUMMARY



LEARN HOW TO BOOST YOUR CONFIDENCE WHILE SPEAKING FRENCH

Go beyond the basics of French grammar. Engage in small talk, stand out in your job interviews & participate in workplace chit chat!





With funding from:  In partnership with:  

FRENCH FOR THE WORKFORCE

Did you know there's a program designed to help English speakers from all over Québec improve their French for work? A collaboration with YES and PERT, French for the Workforce is funded by the Secrétariat aux relations avec les Québécois d'expression anglaise. RDN participants (member organizations' staff, board, volunteers, and community members) can fill out the form linked below to submit their information to start the placement-test process.

- Next course: September 14–October 14, on Wednesdays and Fridays, 9:30 a.m.–12:30 p.m.
- Number of available spaces: 20
- Fee: \$75
- Registration: <https://bit.ly/3BCa0Jo>

For more information, email Jano at jano@regdevnet.ca.



MEMBER SPOTLIGHT



NEIGHBOURS

In each issue of the RDN newsletter, we'll highlight one of our 18 member organizations. For this first installment of our Member Spotlight series, Sharleen Sullivan, the executive director of Neighbours Regional Association of Rouyn-Noranda (neighboursat.ca), took time to answer our questions about the organization and her work.

HOW LONG HAVE YOU BEEN AT NEIGHBOURS?

I have been with Neighbours since we first incorporated in 2004. Prior to that, the English community in Rouyn-Noranda and Val d'Or were chapters of Alliance Quebec, whom I also worked for. All together, I would say I have been working with English Québécois in Abitibi-Témiscamingue for close to 40 years—10 as a volunteer and now 30 as an employee.

WHEN WAS NEIGHBOURS FOUNDED?

The English community of Rouyn-Noranda started talking about forming an independent group from Alliance Quebec in 2002, and we incorporated as Neighbours in 2004 and received our first independent funding envelope from the department of Canadian Heritage. Our membership tripled within one year!



Member Spotlight: Neighbours (continued)

WHAT DOES YOUR ORGANIZATION FOCUS ON WHEN IT COMES TO YOUR SERVICES?

As a regional organization, we honestly cannot say we have only one focus. We are the one-stop-do-it-all of every non-French-speaking Québécois of Abitibi-Témiscamingue, no matter the issue, topic, or situation! We annually set priorities based on data and consultations, but our focus has to remain broad to service everyone.



Neighbours Every Child Matters Orange Toques © Nathalie Chevrier

WHAT IS YOUR MOST MEMORABLE EXPERIENCE WORKING THERE?

Anytime we can see the impact of our efforts on the faces of our community—that becomes a memory. But some highlights that really stayed with me and our staff of the time: reconnecting a French citizen (an elderly gentleman) with his sister who had moved to the United States. He hadn't heard from her in a year. We discovered that she had suffered a stroke, affecting her speech, and had been moved to a home. Her children could not speak French, so they did not know how to inform their uncle, whom they had never met. We reconnected the families on December 22! What a Christmas gift.

Other great moments are when we get “bonus pay” through hugs and cookies for helping our community members in a situation that stresses them. The relief on their faces is priceless.

And a last memory that will hopefully be part of Neighbours' legacy was the creation of our mural titled *From There to Here*.

Member Spotlight: Neighbours (continued)

WHAT EXCITES YOU MOST ABOUT YOUR WORK?

I am a bit of a political junkie, so defending our right to access services is always a little thrill for me. But I think hearing and seeing our community enjoying life, thriving, and being active is the most rewarding! A lot of what we do is behind the scenes, but the results are within the community.



From There to Here Mural © Neighbours

WHAT IS THE BIGGEST CHALLENGE?

Our population numbers put us under the threshold for many services. So that leaves us vulnerable to the “good will” of the majority population to “want” to provide anything in English. Sometimes this works to our advantage, and we can partner with different groups or institutions. But, unfortunately, that often leaves us without services.

WHAT'S THE BEST ADVICE YOU'VE RECEIVED?

From the former ED of MCDC, Suzanne Aubre: “Listen to your community, and only accept funding that will benefit them and not the funder!” From my own mother, Elsie Sullivan: “If you have nothing good to say, don't say anything at all!”



Member Spotlight: Neighbours (continued)

HOW DO YOU BALANCE YOUR PERSONAL LIFE AND YOUR WORK LIFE?

That is actually impossible within smaller communities. I am Sharleen from Neighbours 24/7, as are all Neighbours employees. The trick is to know what to take home and what to leave at the office. We are all human, and we are dealing with other humans. There is no way you can check your emotional attachment to our community at the punch clock! Maybe that is why so many people from the regions and non-profits travel! Maybe that is the time we actually can turn off!

DO YOU HAVE ANY FAVOURITE TIPS YOU'D LIKE TO SHARE?

Build the best team you can around yourself! Nurture that team, provide them with opportunities, and value their contributions! The second best tip might be one a wise man, Mr. Hugh Maynard, once told me, "Be careful. It is always fun to hire family but never fun to fire them!"

WHAT'S YOUR FAVOURITE MEAL?

Anything with cheese on it breaks my will power, but my favourite meal is one shared with good friends!



Neighbours Staff 2022 © Shannon Caprio

WHAT ARE YOU READING?

My dirty little secret: I love Jamie. So I am reading the ninth book in the *Outlander* series: *Go Tell the Bees That I Am Gone* by Diana Gabaldon! And, of course, I am reading the Commissioner of Official Languages' latest report!

Member Spotlight: Neighbours (continued)

WHAT IS THE MOST SURPRISING THING ABOUT NEIGHBOURS?

Our governance is quite different from other regional associations. Neighbours' board of directors is very hands-on; we have active volunteers who work alongside Neighbours staff as extra hands or advisors. This is a wonderful way to stay grounded and remain grassroots!



Neighbours Health Committee © Jessica Nesteruk

Even though we represent all 5000+ English Québécois of AT, in Rouyn-Noranda we actually have a paid membership, which represents about 35% of the English population. I bet a lot of politicians would love that kind of approval rate!

WHAT DO YOU WISH OTHERS KNEW ABOUT YOUR COMMUNITY?

Our openness and diversity. Rouyn-Noranda and other cities in AT are urban-type cities in a rural region. This gives us a unique reality and mixture of experiences!



Remembrance Session © Nathalie Chevrier

WHAT'S YOUR FAVOURITE THING TO DO IN YOUR REGION?

Just one? Can't do it, so I will say anything outdoors, everything cultural, and, of course, the great hockey with two Major Junior teams!

Member Spotlight: Neighbours (continued)

WHAT DO YOU RECOMMEND THAT VISITORS TO YOUR TOWN OR REGION DO?

Depends on your interests. Rouyn-Noranda's slogan is Douce Rebelle (Sweet Rebel), and that can describe much of our region. We almost have it all: from our symphonic orchestra to the fringe festival, fine dining to zip lining, fishing to wonderful shopping centres, Osisko en lumière to the Rodéo du camion. We are really diverse in our activities, so everyone can find something they would enjoy!

HOW WOULD YOU DESCRIBE NEIGHBOURS IN FIVE WORDS?

Connected, representative, welcoming, fun, and collaborative.

WHY DO YOU FEEL IT'S IMPORTANT TO BE A PART OF RDN?

Regional communities, organizations, and associations need a regional voice. For too long we have flown under the wing of the bigger centres because of their population size. Another wise man, William Floch, once told me, "Sometimes the smaller the community, the bigger its problems."



Youth Activity © Kathryn Constantini

Neighbours truly believes that our voice will be heard and respected through RDN. We will have access to more information, services, and programs with RDN working on our behalf. Personally, I am so proud to be one of the founding members, and I hope RDN has a long fruitful existence!



RDN Goes to CAMI

In early June, representatives of RDN—Cathy, Jano, Hoffman, and Olivia—visited one of our member organizations, the Council for Anglophone Magdalen Islanders (CAMI, micami.ca) in the Magdalen Islands, Québec. The plan was to discuss CAMI’s employment and social-economy initiatives with the team and other local stakeholders in preparation for their upcoming strategic planning process. Nicholas Salter, Chad Walcott, and Sta Kuzviwanza from the Provincial Employment Roundtable (PERT) were also there to gather information related to employment in the islands and to participate in the meetings with Brenda Déraspe from Carrefour jeunesse-emploi des Îles and Carole Vigneau from Emploi Québec.

Aside from Cathy, it was everyone’s first time to visit the Magdalen Islands, and the experience was beneficial for all. The days were packed with visits to area sites and meetings with local representatives of government, non-profits, and social enterprises. And there was, of course, some lobster!



RDN Goes to CAMI (continued)

CAMI'S INVESTMENT IN SOCIAL ENTERPRISES

The English-speaking community on the islands is aging and heavily involved in the seasonal fishing industry. For about a decade, CAMI, through its social economy subsidiary, L'Entreprise sociale les Îles, has been using social enterprises as a way to develop the socio-economic potential of the region while highlighting the heritage of the English-speaking community on the Magdalen Islands. Primarily focused on increasing cultural and agri-food tourism, CAMI's social economy initiative began with Grandma's Bakery. Featuring enticing baked



goods made with recipes from the island's English-speaking community, the bakery is part of the CAMI Heritage Complex in Grosse-Île, which also includes the Little Red School House and Veterans museums. CAMI's two other social enterprises are a drop-in daycare program for young families and a repurposed former senior citizens' home that provides housing for workers of all ages.

CAMI has also partnered with a local non-profit organization to transform a former Anglican church into an exhibit that pays homage to Magdalen Islanders who lost their lives to the sea.

RDN Goes to CAMI (continued)

WORKING IN PARTNERSHIP

CAMI is working to develop new collaborations with other local social economy enterprises. The RDN team made site visits to learn more about these enterprises, including the Cap Dauphin Fisherman's Cooperative. This cooperative is the largest exporter of live lobster in all of Québec! RDN and CAMI met with this cooperative to learn more about its organizational structure and ongoing challenges, particularly those related to workforce recruitment and retention.



There was a meeting with the team from Et Si Les Îles to discuss opportunities to provide more services to English speakers who are interested in exploring living in the Magdalen Islands. The group also met with municipal officials from the Communauté Maritime des Îles-de-la-Madeleine, the Ministère des Affaires municipales et de l'Habitation, and La Vague to explore opportunities for collaboration.



RDN Goes to CAMI (continued)

NEXT STEPS

In the fall, RDN, through its social solidarity economy initiative, SEENet, will work with CAMI, their partners, and the English-speaking community of the Magdalen Islands to develop a strategic plan for the social enterprise organization to structure its activities and manage its growth better over the next few years.

Reflecting on the trip, Hoffman said, “Visiting the Magdalen Islands was an amazing

experience. We got to see first-hand the successful social economy programs already established within the English-speaking community there, including Grandma’s Bakery, the drop-in daycare, and their new residences. We’re looking forward to working with CAMI and the Magdalen Islands community to continue the growth of these initiatives and provide the framework for other new social economy projects.”

CAMI Executive Director Helena Burke said, “It was great having the RDN team with us on the ground. It gave them the opportunity to see first-hand our community and its unique reality. The timing was perfect, midway through the fishing season and at the beginning of the tourist season. Fishing and tourism are the two main economic drivers for our community, so having the team here as we geared up for busy season was a good introduction to our social enterprise and its operations. Their visit also allowed us to open doors to new partnerships while bolstering old ones.”



SEEnet

The Social Solidarity Economy English-Speaking Network (SEEnet) is an RDN initiative to promote the participation of Québec’s English speakers in the social solidarity economy. Built on economic, social, cultural, and environmental objectives, the social solidarity economy rebalances the priorities of economic development with a focus on the value of people over profits.

SEEnet strategically mobilizes community knowledge, leverages available resources, and builds capacity for English-speaking communities across the province to implement innovative projects. We offer workshops, consultations, and mentoring to both cooperatives and not-for-profit organizations for long-term growth. By building strong connections and province-wide partnerships, SEEnet helps advance innovative projects that increase economic and social opportunities within English-speaking communities. see-net.ca



Since SEEnet's launch in December 2021, we've done the following:

- Hosted nine online workshops with more than 120 participants registered
- Offered one-on-one consultations with nearly 20 organizations and groups on their social economy projects
- Hired a second social economy officer (for a total of one full-time and one part-time officer)
- Launched the Social Economy Mentorship-Internship program in April and completed two rounds of placements
- Surveyed participants and regional organizations for topics of interest for future training sessions
- Presented SEEnet's projects and initiatives to the Secrétariat aux relations avec les Québécois d'expression anglaise and dozens of provincial organizations in May 2022

CURRENT ONGOING INITIATIVES

- Council for Anglophone Magdalen Islanders (CAMI): Creation of a strategic plan for ongoing social economy initiatives (cooperative bakery, worker housing, drop-in daycare)
- Committee for Anglophone Social Action (CASA): Development of a social economy component for a Gaspesian Way tourism project to promote the work of English-speaking artisans
- Highland House: Support with the creation of business plan for a home for special-needs adults in Montérégie
- Radical Resthomes: Support with exploration of various social economy structures for Montreal-based senior housing organization

COMPLETED INITIATIVES

- Bar Milton Parc Co-op: Montreal-based bistro-bar cooperative, first draft of business plan created and project referred to the CDRQ



The graphic features a dark red circle on the left containing a white icon of a graduation cap with three curved lines representing rays of light or growth, and a small plant sprout at the bottom. To the right of the circle, the text 'Social Economy Mentorship-Internship Program' is written in white on a brown background. Below this, a white banner contains the text 'RECEIVE FUNDING TO CONTRIBUTE TO A SOCIAL SOLIDARITY ECONOMY PROJECT!'. At the bottom, three logos are displayed: the Secrétariat aux relations avec les Québécois d'expression anglaise Québec, the SEIZE Socialist Economy Incubation Zone, and the RDN Regional Development Network.

The Social Economy Mentorship-Internship Program

We're thrilled to have launched our new Social Economy Mentorship-Internship (SEMI) program in April. The SEMI program offers mentorship, networking opportunities, and financial support to empower social entrepreneurs from all over the province of Québec to develop their soft and hard skills while contributing meaningfully to social economy projects. The SEMI program was developed in collaboration with SEIZE and made possible with the financial support of the Secrétariat aux relations avec les Québécois d'expression anglaise.

In the first two rounds of submissions, we received 21 internship and 13 mentor applications. Eleven mentor-intern placements have been made so far. Selected interns are matched with an experienced social solidarity economy (SSE) mentor and receive \$1000 to pursue their project-related goals. This financial support makes it possible for the recipients to focus on the development of skills related to their SSE project.

The monthly deadline for applying is the first of every month, and the program will continue as long as the funding lasts. More information and the application are available on the SEEnet website!

<https://bit.ly/3RBW33G>





SEEnet

PLEASE FILL OUT OUR SURVEY!

We'd love your input! We've created a survey so that we can gather information about your specific needs and interests as we develop future SEEnet webinars and programming. Olivia and Hoffman will use your responses as they plan next year's training opportunities.

SURVEY URL: <https://form.jotform.com/221794733905059>

**Hyperlink in newsletter email*

Links From Around the Web

SEEnet in the news (*Brome County News*). <https://bit.ly/3aBWMRB>

What leadership looks like (*TED Radio Hour*). <https://n.pr/3RzDE7G>

Saying "no" with grace (*jkglei.com*). <https://bit.ly/3o9BnIP>

Tips for managing your inbox (*The Muse*). <https://bit.ly/3cfp19k>

How to maximize your free job posting on Indeed (*Fit Small Business*).

<https://bit.ly/3Pqoakn>

Interview candidates won't give me their availability (*Ask a Manager*).

<https://bit.ly/3uNg65g>

The 25 micro-habits of high-impact managers (*The First Round Review*).

<https://bit.ly/3caLunU>

**Secrétariat aux relations
avec les Québécois
d'expression anglaise**

Québec 

RDN is funded by the *Secrétariat aux relations avec les Québécois d'expression anglaise*.

