



Regional Development Network
Réseau de Développement Régional

ANNUAL REPORT

2023-2024



A Year of Achievements

FINANCIAL SUPPORT

RDN gratefully acknowledges the financial support
of:

Québec 

Canada 



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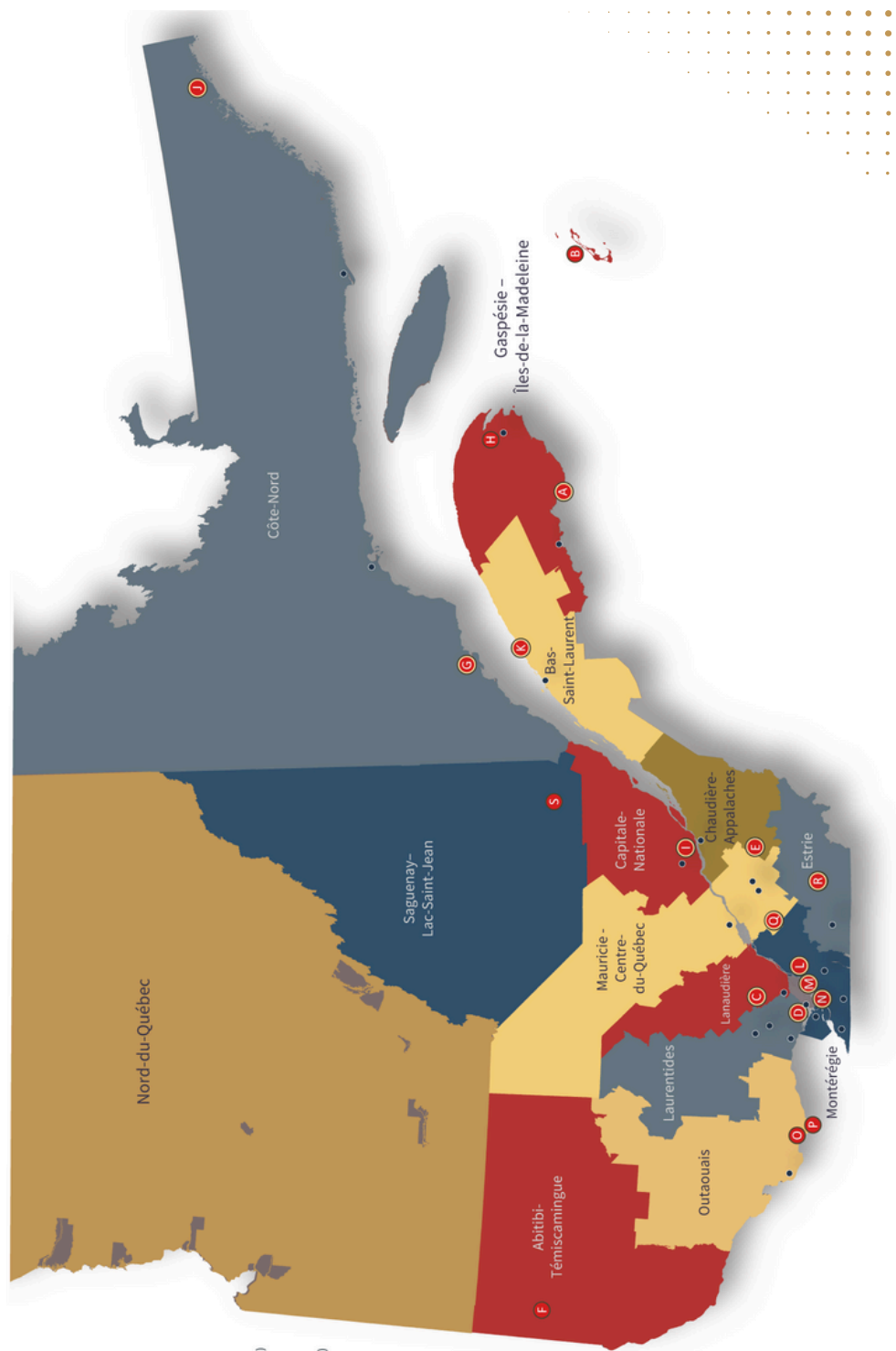
Regional Development Network | Réseau de Développement Régional

- A** Committee for Anglophone Social Action (CASA) Gaspésie
- B** Council for Anglophone Magdalen Islanders (CAMI) Îles-de-la-Madeleine
- C** English Community Organization of Lanaudière (ECOL) Lanaudière
- D** 4Korners Laurentides
- E** Meganitic English-speaking Community Development Corporation (MECDC) Chaudière-Appalaches
- F** Neighbours Regional Association of Rouyn-Noranda Abitibi-Témiscamingue
- G** North Shore Community Association (NSCA) Côte-Nord
- H** Vision Gaspé-Perce Now Gaspésie
- I** Voice of English-speaking Québec (VIEQ) Capitale Nationale
- J** Coasters Association Côte-Nord
- K** Heritage Lower Saint Lawrence (HLSL) Bas-Saint-Laurent
- L** Montérégie East Partnership for the English-speaking Community (MEPEC) Montérégie-Est
- M** Assistance and Referral Centre (ARC) Montérégie-Centre
- N** Montérégie West Community Network (MWCN) Montérégie-Ouest
- O** Regional Association of West Quebecers (RAWQ) Outaouais
- P** Connexions Resource Centre Outaouais
- Q** Centre for Access to Services in English (CASE) Maurice / Centre-du-Québec
- R** Townshippers' Association Estrie
- S** English Community Organization Saguenay-Lac-Saint-Jean (ECO-02) Saguenay-Lac-Saint-Jean

○ ERCC: Enhancing Regional Community Capacity

● ES: Employment Strategy

● Satellite offices



With the financial support of:

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



ABOUT RDN

Founded in 2019, the Regional Development Network (RDN) is a provincial nonprofit organization dedicated to enhancing the socio-economic development of English-speaking communities across the province of Québec. Empowered by a network of 18 regional English-language organizations, RDN collaborates with governments and community stakeholders to support projects and partnerships that meet the needs of English speakers in regions across the province.





MISSION

RDN's mission is to enhance and maintain the vitality of regional English-speaking communities in Québec by supporting network members and other entities to work collaboratively for their socio-economic development.



VISION

Thriving English-speaking communities are a vital part of the fabric of Québec's regions.



VALUES

Collaboration

By working together, diverse communities and stakeholders foster innovation, strengthen capacity, and engage together in making positive contributions to communities.

Shared Identity

Strengthening and promoting the community's unique characteristics and assets is an important aspect to ensuring a strong and vibrant community.

Sustainability

Working with other stakeholders helps to ensure the long-term economic, social, and environmental viability of initiatives.

Equity

A proactive role in representation, awareness, and advocacy will help partners develop policies and programs that ensure the community's equitable access to resources and opportunities.

HOW WE WORK

CONSULTATION

Provide a forum for dialogue and discussion on issues related to the socio-economic development of the communities served by member organizations.

SUPPORT

Provide support to member organizations in achieving their objectives related to development (capacity and community), including research, training, expertise, and coordination.

PLANNING

Foster and facilitate collaborative initiatives that will contribute to the socio-economic development of the communities served by member organizations.

FUNDING

Act as fiduciary for 2022–2024 Employment Strategy program (Québec), support regional beneficiaries of the ERCC program, and inform members of government and other funding opportunities.

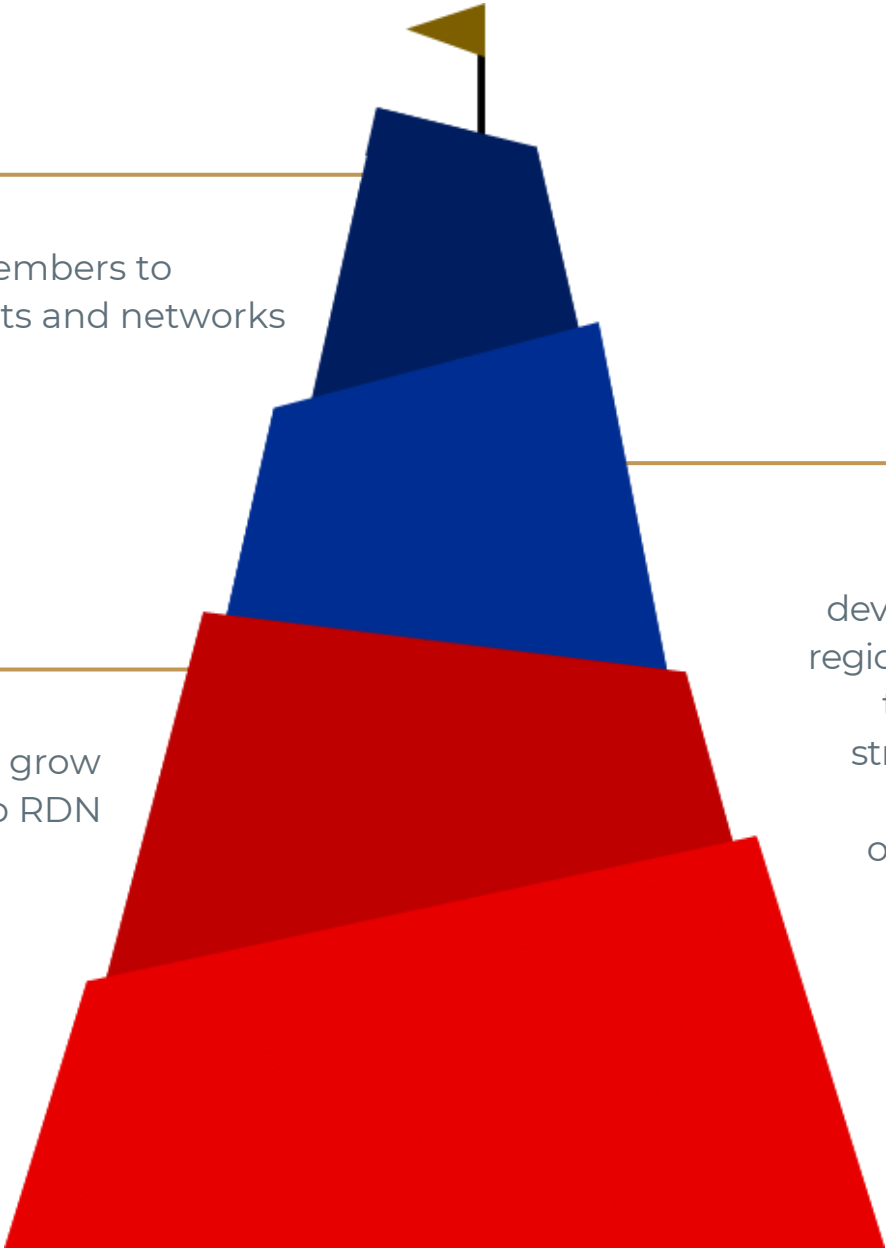
NETWORKING

Facilitate and support the sharing of best practices amongst members, provide pertinent updates, and share information on “big picture” issues impacting regional organizations.

REPRESENTATION

Act, on behalf of its member organizations, as a point of reference with the various actors involved in the field of community development, including government, institutions and other organizations.

STRATEGIC OBJECTIVES



01
Connect members to
governments and networks

03
Continue to grow
and develop RDN

02
Support the
development of
regional capacity
through the
strengthening
of regional
organizations

MEET THE TEAM



CATHY BROWN
Executive Director



JANO STEFFEN
Executive Assistant



RACHEL HUNTING
Manager of Regional
Development



HELENA BURKE
Manager of Regional
Development



HOFFMAN WOLFF
Social Economy
Manager



KIM HARRISON
Programs Manager



JENNY MONTGOMERY
Network Communications
Officer



VICTORIA ROCKE
Research Officer



EMMA AHERN
Summer Student

PRESIDENT'S MESSAGE

As RDN's president, I've had the privilege of observing our network's remarkable journey since its inception in November 2019. Over the past year, RDN has continued to build on its early successes, firmly establishing itself as a powerful advocate for our members' needs at both provincial and federal levels. I am immensely proud of what we have achieved together over the last year. Our progress reflects not only the dedication of our team but also the strength and resilience of our network.

With the continued guidance of our executive director and the expertise of our talented team, I am confident that RDN is poised for even greater achievements in the future. The best is truly yet to come!



BRIGITTE WELLENS

EXECUTIVE DIRECTOR'S MESSAGE



CATHY BROWN

During the 2023–2024 period, RDN has continued to strengthen its position and forge crucial relationships with provincial peers. As the executive director, I take immense pride in the outstanding achievements realized over the past year, thanks to the dedicated efforts of the Board, RDN team and our member organizations across the province.

Leading such a capable and resilient network is a true honor, and I am thrilled to present the highlights of our accomplishments in this annual report.

PROVINCIAL PARTNERS

RDN gratefully acknowledges the collaborative support of:



PERT

PROVINCIAL EMPLOYMENT ROUNDTABLE



CCQEA

Comité consultatif des Québécois.es d'expression anglaise



Coopérative de développement régional du Québec



SENIORS ACTION QUEBEC



elan

english language arts network

CORE PROGRAM

RDN's Core Program is funded by the Secrétariat aux relations avec les Québécois d'expression anglaise and anchors the activities related to accomplishing its mission within the objectives of the network's 2022–2025 strategic plan and further orients them according to the priorities of its 18 member organizations.

Renewed in January 2023, RDN's Core Program is focused on ensuring that network members:

- Benefit from a network actively connected to government entities and organizations offering services in the regions of Québec outside of Montreal and Laval;
- Benefit from a network that can facilitate links with the main provincial stakeholders and government actors in the sectors essential to the vitality of the English-speaking community (ESC) in the regions of Québec outside of Montreal and Laval;
- Are supported in their efforts to provide their staff, board of directors, and members of their community with opportunities to develop essential skills in their region (French as a second language, local development, governance, human resources, etc.);
- Are supported in their efforts to develop good relations with provincial entities and funding bodies;
- Benefit from a network that has a strong knowledge base that supports their organizational and regional needs and priorities;
- Are supported by a credible network that is active and considered an important partner of government and other stakeholders.

KEY RESULTS:

COMMUNITY VITALITY



5
portraits created
for
8
members

REPRESENTATION



96
meetings
3
briefs

OUTREACH



12
calls for
proposals
shared with
100% of
members

CAPACITY BUILDING



3
in-person
training events
1
socio-economic
development
model produced

TERRITORIAL PLANNING



5
MRCs
3
MAMH offices
6
regional
associations

PARTNERSHIPS



16
provincial
partnerships
and support
initiatives
established



EMPLOYMENT STRATEGY

The Employment Strategy is funded by the Secrétariat aux relations avec les Québécois d'expression anglaise. Guided by three clear objectives, the 2022–2024 Employment Strategy is continuing the momentum of earlier phases while expanding the initiative to include new organizations as well as new areas to reach a larger percentage of the English-speaking population in the regions outside of Montreal and Laval.

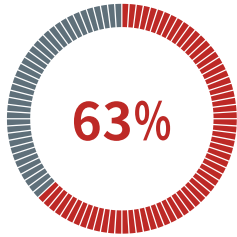
The overriding goal of the initiative remains increasing access to employment services and employability resources for English-speaking Quebecers with an emphasis on the youth population. The initiative currently supports 12 organizations that are active in 48 MRCs across the province.

2022–2024 objectives:

- Improve access to employability services for English-speaking youth by developing, maintaining, and evolving the capacity of Carrefour jeunesse emploi (CJE) organizations to offer employability services to English speakers.
- Improve access to employability services for English speakers outside the youth sector by providing support for designated organizations currently involved in employment activities to evolve and update their existing level of service.
- Explore opportunities to support the expansion of employability services to English speakers in designated MRCs where they face employability challenges by participating with the majority-language community on local and regional tables pertaining to employability.

KEY RESULTS:

EMPLOYABILITY EFFORTS



of the targeted regions
(44 out of 70 MRCs
across 10 regions)
actively worked on
employability initiatives

REFERRALS



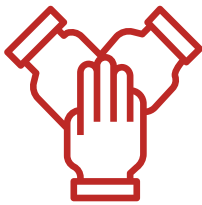
389
English speakers
referred to
82
service providers

OUTREACH



687 **397**
YOUTH NON-YOUTH
REACHED

COLLABORATIONS



84
collaborations with
service providers
across Québec

SUPPORT



Translation
support provided
to
7
French service
providers

PARTNERSHIPS



157
active
partnerships
throughout the
province with
employability
partners



ENHANCING REGIONAL COMMUNITY CAPACITY (ERCC)

Since 2018, the ERCC initiative has improved the social context of English-speaking Quebecers by supporting the growth of regional organizations dedicated to English-speaking communities by providing them with resources.

RDN works in partnership with the funder, the Secrétariat aux relations avec les Québécois d'expression anglaise (SRQEA), to implement and monitor the renewal of the agreements that are part of the ERCC initiative.

2022–2025 objectives:

- Consolidate the achievements of the ERCC initiative in Québec's English-speaking communities.
- Support regional community organizations in developing their service offerings.
- Mobilize and coordinate the regional community organizations that receive funding for global mission support via the initiative.
- Promote good practices and enhance the community action of regional community organizations in Québec's English-speaking communities.

KEY RESULTS:

KNOWLEDGE DEVELOPMENT



100%
of ERCC recipients
answered the data
collection survey

16
documents
produced

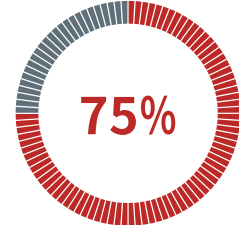
COP MEETINGS



3
meetings

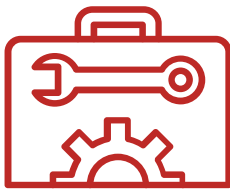
68
participants

MEMBER SITE VISITS



75%
of
regional ERCC recipients
received an RDN site visit

TOOLS & WORKSHOPS



27
new tools

9
new workshops

INDIVIDUAL COACHING



15
members

80
meetings





SOCIAL ECONOMY INITIATIVE

In 2019, the Ministère de l'Économie et de l'Innovation (MEI) launched a call for projects to implement a *Government Action Plan on the Social Economy* (PAGES) between 2020–2025. In 2021, RDN was approved to carry out the first phase of a four-year initiative to promote the social economy and social enterprise among the English-speaking communities of Québec.

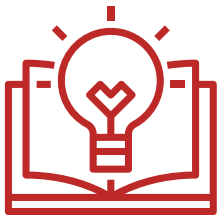
This is the second phase of the overall initiative which plans to continue with the core activities of promotion, support to emerging social enterprises, engagement with the social economy ecosystem, and advancement of knowledge, along with additional objectives, to:

- Improve the understanding of the social economy among English speakers, especially through educational programs.
- Formalize an English-speaking organizational presence in the social economy ecosystem.
- Spearhead initiatives to mobilize participation of English-speaking organizations and businesses in the social economy, in particular, collective services (health co-ops, office administration, and small business succession).

The RDN SEEnet initiative is funded through the Secrétariat aux relations avec les Québécois d'expression anglaise.

KEY RESULTS:

EDUCATION



24

information sessions held

Ambassador
program established

EVENTS HOSTED



7

events held with

210
participants

MEETINGS



110

meetings attended

PROJECT REFERRALS



13

projects referred to the CDRQ

EVENTS ATTENDED



33

partner events attended



FRENCH FOR THE WORKFORCE (F2L)

With funding from the Secrétariat aux relations avec les Québécois d'expression anglaise and in collaboration with project fiduciary the Provincial Employment Roundtable (PERT) and service delivery partner YES Employment + Entrepreneurship (YES), RDN works to promote and support workshops aimed at better integrating English-speaking participants into the labour market by offering them practical language training and support that can improve their employment prospects.

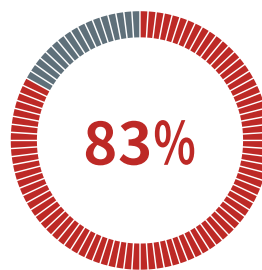
RDN's participation in this research-action project facilitates access to French second language (F2L) support for unemployed or underemployed English speakers searching for work in regions outside of Montreal and Laval and who are looking to improve upon basic French skills. Discover more results from this project [here](#).

PARTICIPATION



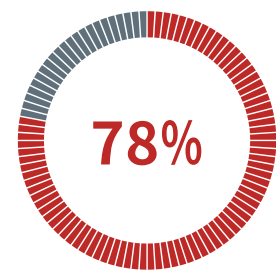
of total
participants
were from the
regions

REPOSE TO NEEDS



of total
participants
said the
course met
their needs

CONFIDENCE LEVELS



of total
participants
reported
increased
confidence in
FSL skills



WHO WE ARE,
WHAT WE DO:

REGIONAL ORGANIZATION VIDEO CAPSULES

RDN completed its two-year project entitled *Who We Are, What We Do: Regional Organization Video Capsules*, funded by the Department of Canadian Heritage (PCH) and the Secrétariat aux relations avec les Québécois d'expression anglaise. RDN spearheaded the production of short, promotional videos for its 18 member organizations. These 2 1/2 minute videos included key facts about the English-speaking communities in each geographic region of Québec, highlighting what makes them unique.

The videos also featured a profile of the English-speaking communities living in these regions and provided an overview of the generalist organizations addressing their needs and issues. The videos produced shared a consistent look and feel, enabling the participating English-speaking organizations to increase their visibility and reach new audiences and stakeholders. As a result, there was greater visibility and awareness of English-speaking regional organizations and their diverse needs. Click [here](#) to access the videos on our website.

KEY RESULTS:

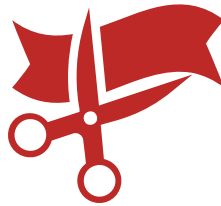
VIDEOS



18
organizational
videos

1
provincial
mixed version
delivered

LAUNCH



Launch event
hosted with

40
participants in
attendance

PROMOTIONS



RDN video
presented
at Official Languages
Day (2500+ views)





IN-DEPTH SUPPORT FOR REGIONAL EMPLOYMENT INITIATIVES

This research project was funded by the Commission des partenaires du marché du travail and was designed to collect and analyze data aimed at increasing the community's understanding of employers with English-language needs and the specific skills requirements of English-speaking Quebecers in the job market. By gathering and examining this data, the project provided valuable insights into the unique challenges and opportunities faced by this community.

With the renewed data, regional organizations were better equipped to promote the integration and retention of English-speaking Quebecers in the job market. The project focused particularly on identifying strategies and pathways that could enhance language skills and support the acquisition of new workplace skills, ensuring that English-speaking Quebecers could thrive in the evolving job market. This data was collected and integrated into an online “Experience Builder” tool. Click [here](#) to access the data maps on our website.

KEY RESULTS:

KNOWLEDGE DEVELOPMENT



Experience Builder launched

SUPPORT



1 in-person training and 1 walk-through video training provided to members on how to use the Experience Builder

PROMOTIONS



Experience Builder made available for members, partners and general public via RDN's website





EMPOWERING
COMMUNITY
LEADERSHIP:

CRITICAL SUPPORT TOOLKIT AND TRAINING SERIES

This initiative, funded the Government of Canada under the Community Services Recovery Fund, enabled RDN to empower community leaders from 18 member organizations by providing them with expertise in employee recruitment, staff retention, and succession planning. Workshops conducted by experts, both in person and online, along with a range of online and printed resources, provided members with the tools and knowledge needed to modernize key organizational processes. Additionally, ongoing support was offered by consultants specializing in workplace culture, human resources, and succession planning, with many members adopting new tools and strategies to move forward.

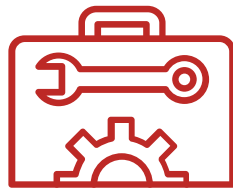
KEY RESULTS:

WORKSHOPS



2
events
7
workshops

TOOLS



Online toolkit
produced

PARTICIPATION



57
participants in
total



ÉDUCALOI

COMMUNITY MOBILIZATION PROJECT

Éducaloi works to promote greater autonomy in legal matters for individuals and communities by making the law more accessible. In partnership with Éducaloi, RDN organized online information sessions for members designed to increase knowledge of Québec's occupational health and safety legislation and its modernization (Bill 59). The information and tools provided allowed members to take steps to ensure compliance with provincial regulations related to topics such as risk management and human resources. This initiative is funded by the Secrétariat aux relations avec les Québécois d'expression anglaise.

WORKSHOPS



6

workshops
delivered

PARTICIPATION



155

participants in
total

STRATEGIC OUTCOMES 2021–2025



RDN Strategic Goals

1. Connect members to governments and networks

Indicators	Results
3–5 member organizations have new formal relationships with government bodies as a result, at least in part, of the work of RDN	100% achieved
6–8 member organizations have informal relationships with government bodies as a result, at least in part, of the work of RDN	100+% achieved
RDN has held 6 meetings with government bodies to represent one or more of the ESC regional organizations	300% achieved
RDN is seen as credible by government bodies	57% achieved
90% of regional organizations are members of RDN	100+% achieved

2. Support the development of regional capacity through the strengthening of regional organizations

Indicators	Results
16 workshops have been offered by RDN	144+% achieved
8 networking opportunities have been created by RDN	100+% achieved
90% of members can identify 1–3 items of value/benefit they have received from RDN	100% achieved



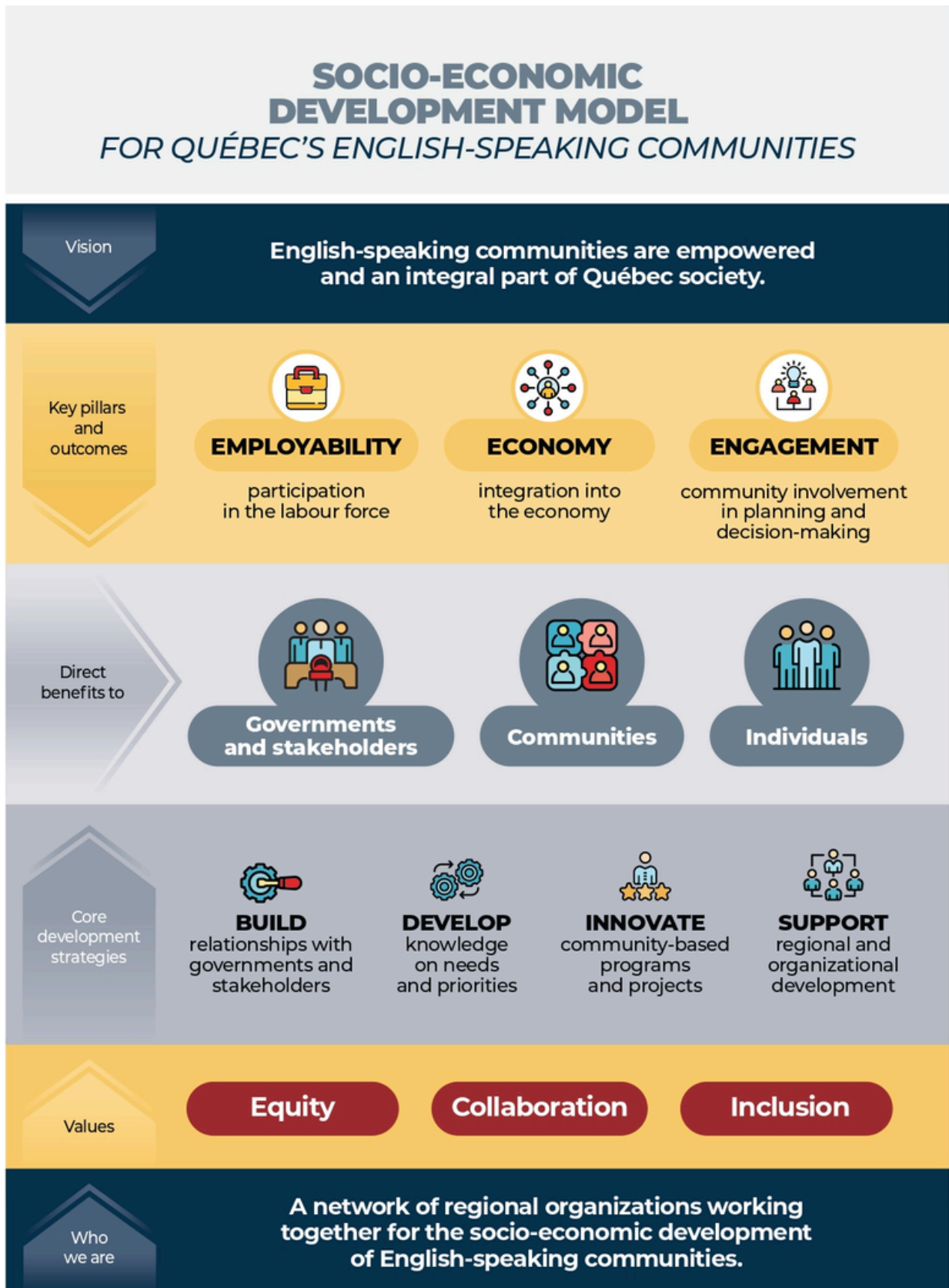
3. Development of RDN

Indicators	Results
RDN has visited and seen the on-the-ground reality of 100% of member organizations	83% achieved
RDN has secured long-term funding	100% achieved
The yearly action plans' key actions have been achieved at 85%	100+% achieved
RDN has a network of Francophone community partners	100% achieved
RDN has collaborated with 10 Francophone community partners	100% achieved
RDN has working relationships with 7 organizations that represent the ESC	157% achieved

The current plan ends in March 2025. A consultation process has begun for the development of a new plan for 2025–2027.



Click on the graphic to download a copy of the full model.



With funding from:
Secrétariat aux relations avec les Québécois d'expression anglaise
Québec 

Model produced by:
RDN
Regional Development Network
Réseau de Développement Régional

WE THANK YOU FOR YOUR ONGOING SUPPORT OF



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