



PLEINS RAYONS

DARE TO INCLUDE!



ANNUAL REPORT 2019

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Mission

Pleins Rayons promotes positive social inclusion of young adults by offering them the opportunity to develop socio-professional skills through various social economic projects and therapeutic recreational activities.

Vision

Active social inclusion of young adults with an intellectual disability and/or autism spectrum disorder from the Brome-Missisquoi region.



VALUES

DIGNITY

Pleins Rayons instils dignity to its apprentices through projects to which they can contribute and through which they can experience success.

Each endeavor taken at Pleins Rayons has a direct impact in the community and allows the participants to grow, experience achievement and most importantly, earn satisfying recognition.

EXCELLENCE

Pleins Rayons is constantly innovating as it seeks to offer quality services and activities for its apprentices. Also, each project has a positive environmental impact in the region through the recycling of material (bikes, wood, clothing, fabric, metal, etc.). For example, our bird house making project has made it easier for farmers to attract insectivorous birds.

CREATIVITY

Meaningful projects give the apprentices the opportunity to gain practical socio-professional skills. The approach enables to build upon each apprentice acquired knowledge and strengths by aiming self-fulfillment through social inclusion or hiring. The apprentices can also express their creativity through our various services, helping projects, and items creation or restauration for our community.

A WORD FROM THE EXECUTIVE DIRECTOR

I'm so enthused by our 2019 accomplishments! I'm very proud of the positive movement toward the Pleins Rayons concept and its outreach in the Brome-Missisquoi region. This past year, there were several inclusive hirings.

Our projects, aiming to help our community, continue to grow. All activities undertaken by our apprentices allow them to be valued as a full person through their social dedication.

Each inclusion possibility is important as it allows one person to shine by participating actively to the society.

So I invite you in the next year to reflect on ways to integrate a person with an intellectual disability or an autism spectrum disorder to create social inclusion opportunities in your activities or business, because everyone has their place.



Stephan Marcoux



SOCIAL INCLUSION

An active social role for each apprentice by focusing on their strengths through the different stations.

Apprentices can help community members or develop their skills.

Partnerships with local businesses for different subcontracts and to promote inclusive hiring. Apprentices can receive remuneration for the work done, which is a good stepping stone to employment.

37 employment opportunities offered by Pleins Rayons through contracts, part-time and fulltime jobs since 2016.

Some apprentices will never enter the labour market but they will participate in stimulating projects at Pleins Rayons.

12 learning stations: bike mechanics, bike shop, horticulture, woodworking, sewing, labelling, recycling of clothes, 2 stations in businesses, food processing, metal recycling and the creation station.

Among the objectives of each learning station is the repair or the recycling of items or materials like bikes, wood, fabrics, inner tubes, spoons and much more. Articles are repaired then redistributed by the apprentices to community members, creating an opportunity to raise awareness.

30 apprentices come to Pleins Rayons daily, 4 days a week.





THE PATH TO SUCCESS

Since September 2019, Branden Graves works at Station Fribourg in Frelighsburg. At 24 years old, he is now proud to say that he's working and can buy himself concert tickets, go out regularly in Montreal during weekends, have a cell phone with an Internet package, and contribute to his family's income. At first, he was working part time but now, he's working full time.

Since Branden's first day at work, Daniel Valke, his boss, saw a lot of changes. Branden is much more confident and more self-assured in his work. Daniel Valke says that customers appreciate Branden so much that during his shift, revenues have increased because he takes time to talk to people and show interest in them while remaining effective.

Mr Valke added: "If one day Branden's path ends with us, it will be because he will have chosen to leave."



In 2017, the vineyard L'Orpailleur needed labour, and Branden worked there for a season. When Mr Charles-Henri de Coussergues, the owner of the vineyard, stepped out of his vehicle at Station Fribourg, he was agreeably surprised to see Branden. "Branden's progression through Pleins Rayons services is remarkable. I was touched to see the confidence he gained over the years and to see him operate the gas pump and the cash register. He seems very happy and is meticulous".

We would like to congratulate Branden for all his efforts and salute Daniel Valke's initiative to give him a chance to develop his potential in his business.

"I'm happy to have a job because I can save money for my leisure activities and, above all, put money aside to take a car mechanics course". Brandon says that having a job allows him to make plans for his future and gain confidence. His next challenge will be to manage the pumps during summer, as there will be more customers and less time to talk to them.

Branden Graves

ACCOMPLISHMENTS

EXPANSION

In March 2019, Pleins Rayons added 2300 pi2 to its installations to accommodate more young adults, passing from 5200 pi2 to 7500 pi2. The groups went from 20 apprentices daily to 30. The sewing station has been expanded, a creative space has been added, as well as stations for horticulture and for ad hoc projects in order to diversify our apprenticeship stations. Furthermore, Pleins Rayons now has its own cafeteria which is much more spacious. We also use it as a classroom to teach socio-professional skills.

PARTNERSHIP BETWEEN 2 MRCs TRANSPORTATION SERVICES

Due to a high level of demands for transportation services on Granby territory, Pleins Rayons brought together the MRC Brome-Missisquoi Public and Adapted Transit Service and Ami-Bus Transport Adapté from the Granby region. Their services are now linked to serve more Pleins Rayons apprentices. An operating method was quickly implemented to meet the demand. Today, more than a dozen of young adults have the opportunity to improve their socio-professional skills, and several more will join them in 2020.

EASTERN TOWNSHIPS SCHOOL BOARD

Since September 2019, Mr Marcoux acts as a consultant to develop a model similar to the one of Pleins Rayons for the Eastern Township School Board in Magog. He also shares his knowledge with the New Horizon Centre for their social and socio-professional integration program to develop learning workshops comparable to what Pleins Rayons offers, but with a local flavour.





ACCOMPLISHMENTS

HORTICULTURE

A horticulture station has been created so the apprentices could learn more about this activity. Seedlings have been produced then planted in planters inside Pleins Rayons facilities. Tomatoes and bell peppers were distributed for free to the public. In 2020, we intend to produce seedlings on a larger scale and sell them to the public. In the course of the year, the apprentices have also grown radish, sunflower and beet sprouts and herbs so they could use them for their lunches. Part of the herbs were dehydrated for preservation.



FOOD PROCESSING PROJECT AND COOKING CLASSES

For the summer period, Pleins Rayons, in conjunction with Farnham Volunteer Centre and nine local farmers, implemented a food processing project. In order to enrich the apprentices' experience, a cook was hired to teach them the cooking basics. Farmers gave us their harvest surplus, and the apprentices transformed them in prepared food. These ready-made dishes were then distributed to the Volunteer Centre users, e.g. families, single parents, elders and vulnerable people. The food processing was done in the kitchens of Brome-Missisquoi Campus.

During this 3 months project, the apprentices prepared more than 40 meals per week, for 9 weeks, for the Farnham Volunteer Centre. This is one of the many projects that Pleins Rayons implements to help its community, while developing apprentices' skills.

TAKING CARE OF OUR COMMUNITY



650 bikes given back to schools and newcomers, including 27 bikes to immigrant students from Saint-Jean School in Granby.



6 giant planters given to Sutton and Cowansville housing bureaus and three planters donated to the CHSLD La Pommeraié for its users.



335 puzzles donated to private Daycares and children. Apprentices cut, painted, varnished and delivered the wood puzzles so the children could play with durable toys



Donation of 50 tomato and bell pepper plants to public and associations such as Sutton and Cowansville housing bureaus to encourage people to plant vegetable gardens.

For the Cowansville Christmas Parade, apprentices prepared 70 energy balls for the public. In collaboration with the Caisse Populaire Desjardins of Brome-Missisquoi, they also served hot drinks and face-painted children.



THERAPEUTIC RECREATION



Marie-Anne Grandmont offered 3 training sessions to 10 apprentices who had never been in a gym before. Each session gave the group the opportunity to try different training techniques, proposing beginner, intermediate and advanced levels.



Each year, Pleins Rayons teaches new apprentices how to ride a bike to broaden their activity choices and be more active.



Pleins Rayons promotes a healthy lifestyle. Every day, apprentices are invited to participate in sport activities in group during their pauses. Through team games, friendships are developed.



Fishing is a must at Pleins Rayons. Mr. Marcoux passed on his passion to apprentices who became fishing enthusiasts. Fishing trips are organized both summer and winter.



A summer camp is also offered to teenagers of 14-18 years old. During these 8 weeks, they learn bike mechanics and practice various sports. The 10 places reserved for the Day Camp were filled in only 4 days. For 2020, we will increase the number of places to give more teenagers the chance to participate.

SHARING OUR EXPERTISE



Pleins Rayons participated as a guest speaker to several symposiums and conferences to share its expertise. The Pleins Rayons model generates the interest of all because apprentices have tangible impacts in their community while developing their socio-professional skills.

February 24th, 2019

Et si ensemble, on faisait une différence!

Organised by Guylaine Marcoux to raise funds for La Fondation Véro et Louis

April 11th, 2019

Osez employer la différence! Symposium

Organised by Dynamique des handicapés de Granby et régions, in Granby

May 29th, 2019

Documentary *DEMAIN*, followed by a presentation by Mr. Marcoux

Organised by Brome-Missisquoi Chamber of Commerce

November 8th, 2019

Socio-professional and Employment Day

Organised by Quebec Intellectual Disability Society

2018-2021 ORIENTATION



Nomination in the "Non-profit Organization" category at the 2019 Excellence Gala of Brome-Missisquoi

Pleins Rayons team and Board of Directors make every effort to achieve 4 principal objectives.

- 1) Ensure organization's financial health.
- 2) Become a pole of attraction for the young adults targeted by the organization and a reference centre in Brome-Missisquoi by reinforcing its presence and visibility.
- 3) Obtain official recognition and appropriate legal status from relevant government authorities, particularly the Estrie health and social services.
- 4) Expand the pool of local businesses for inclusive hiring and establish the organization as a professional activity centre for the young adults it targets.

Board of Directors

Guy St-Louis, President
Claire Léger, Vice-President
Lorraine Briscoe, Treasurer
Micheline Brochu, Secretary
Johanne Goulet, Administrator
Guy Côté, Administrator
Linda Lord, Administrator
Michèle Bazin, Administrator
Suzanne Dandenault, Administrator

Executive Team

Stephan Marcoux, Executive Director
Myriam de Coussergues, Administration Director

Team

Alexandre Allaire, Internal & External Internship Supervisor
Alexandra Lamontagne, Special Care Counsellor
David Thibert, Cook
Josée Prince, Animator
Maude Desjardins, Special Care Counsellor
Sandy Pagé, Animator

FINANCIAL STATEMENTS 2019

Pleins Rayons


Résultats et actif net

pour l'exercice terminé le 31 décembre 2019
(non audité - voir avis au lecteur)

	2019	2018
	\$	\$
Produits		
Apports		
Dons	205 625	221 821
Subventions	23 191	27 391
Levées de fonds	12 482	9 839
Reçus sous forme de fournitures, équipements et services	95 985	3 290
Ventes de produits et services	42 380	35 740
Intérêts	893	44
	<u>380 556</u>	<u>298 125</u>
Charges		
Salaires et charges sociales	241 455	132 522
Charges locatives	28 160	19 532
Matériaux et fournitures diverses	12 709	9 644
Frais d'installation et améliorations locatives	9 996	9 076
Honoraires professionnels	4 573	5 008
Frais de déplacements	4 060	3 828
Fournitures et frais de bureau	3 689	5 960
Publicité	2 254	1 143
Programme d'économie sociale	1 330	1 050
Activités et récréation	1 149	1 251
Assurances	492	1 456
Intérêts et frais bancaires	224	184
	<u>310 091</u>	<u>190 654</u>
Excédent des produits par rapport aux charges	<u>70 465</u>	<u>107 471</u>
Actif net (négatif) au début	<u>73 788</u>	<u>(33 683)</u>
Actif net à la fin	<u>144 253</u>	<u>73 788</u>

	2019	2018
	\$	\$
ACTIF		
Court terme		
Encaisse	57 632	38 722
Dépôt à terme	75 000	75 000
Débiteurs	27 031	4 878
Frais payés d'avance	961	
	<u>160 624</u>	<u>118 600</u>
PASSIF		
Court terme		
Créditeurs	16 371	19 312
Apport reporté		25 500
	<u>16 371</u>	<u>44 812</u>
ACTIF NET	<u>144 253</u>	<u>73 788</u>
	<u>160 624</u>	<u>118 600</u>

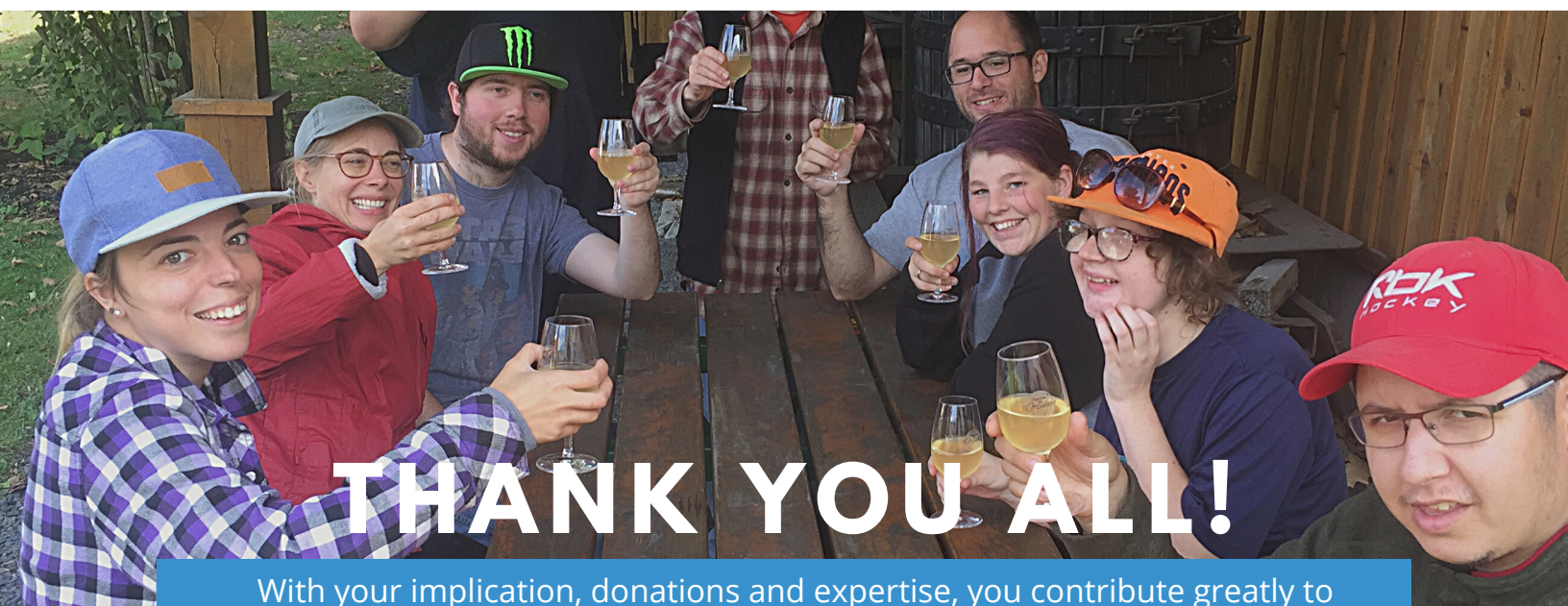
Pour le conseil,



Administrateur



Administrateur



With your implication, donations and expertise, you contribute greatly to enhance the cause. Pleins Rayons is proud to have you as part of its team!

VOLUNTEERS

Sandra Ashby
Linda Caron
Vincent Chevalier
Suzanne Dandenault
Serge Dezainde
Raymonde Dumouchel
Nicholas Houle
Hélène Lemieux
Marc Loiselle
Christian Morin
Miles Marcoux
Skylar Kuby
Nathalie Ruest
Gilles St-Martin
Patrick

DONATORS

Adam Lumber
Alva Foundation
Bruno Poirier
Captain Melville Greenshield Memorial Funds
Cidrerie Mckeown
Claire Kerrigan
Claire Léger
Club de vélo Sutton
David Greenwood
Diane St-Onges
Denis Houle
Dr Carolyn L Kerrigan
Dr Sydney Duder
Fondation Claire et Jean-Pierre Léger
Fondation J-A DeSève
Groupe St-Louis
Helgi Soutar
Lorraine Briscoe
Martha Hallward
Marie Lavergne
Marion Turmine
Michèle Goodhue
Proconstruc
Rita Lanthier
Rona Cowansville
Toyota Cowansville

PARTNERS

Alarme supérieure
Campus Brome-Missisquoi
CDEC
Caisse Desjardins de
Brome-Missisquoi
Dunham House
Eastern Townships School
Board
Écocentres
Fondation Le Support
Programme national Prêt,
disponible et capable
PR-RP Abercorn
Transport collectif et adapté
de la MRC Brome-Missisquoi
Sûreté du Québec,
Vignoble de l'Orpailleur
Ville de Cowansville

COMMUNITY APPRECIATION



Marie-Claude Lord recommande Pleins Rayons.

15 août 2018 · 🌐



Des gens fantastiques qui encouragent, soutiennent, font grandir et donnent espoir à des familles entières!! Merci pour avoir aider mon fils à trouver ses talents et lui avoir redonner confiance pour faire du vélo!



Geneviève Langlois-Lafamme Super article et superbe organisation! Lâchez pas, c'est inspirant! ❤️

J'aime · Répondre · Envoyer un message · 1 j



Guy Arcand recommande Pleins Rayons.

23 mai, 06:53 · 🌐

très bonne organisation pour le développement de gens différents

Marlène Mongeau-Degagné Longue vie à vos projets ET bravo pour l'embauche inclusive. Bonne année à votre grande équipe 😊



Helene St-pierre bravo et merci encore une fois d'être là et de croire en nos jeunes, bonne et heureuse année !



Diane Blais Bravo, Bravo, Bravo. Vous sortez ces personnes et leur famille du rôle de quêtueux de service et impuissant aux rôles de citoyens participatif, collaboratif et responsable. Bravo

Mary Ann Mini Haney What a fantastic programme that you have at Pleins Rayons!

J'aime · Répondre · Envoyer un message · 1 an



Madeleine Dover Merci aux deux jeunes filles qui nous ont si bien accueillis et servis au comptoir des nichoirs. En plus du nichoir je suis repartie avec un beau tablier pour le jardinage. Bravo, belle énergie. 🥰. À la prochaine.

J'aime · Répondre · 1 an



Jacques Bernier Félicitations et continuez votre beau travail

Pivin Steve Vius êtes Toute une plateforme de décollage pour nos jeunes



Xray Duquette Trop cool 😊 vous avez toujours de bonne idée et de belle activité 🙌❤️

J'aime · Répondre · Envoyer un message · 12 sem

Guylaine Lafrance De plus nos vélos réparés par vous fonctionnent comme des neufs, merci pour votre engagement et expertise!!

J'aime · Répondre · Envoyer un message · 1 j

Richard Leclerc Bravo! Rien ne vous empêche de rouler à plein... sous les rayons de Soleil!

J'aime · Répondre · Envoyer un message · 3 j



Kathy Turcotte Mais c'est donc ben génial! Est-ce que c'était ouvert au public? J'irais vous encourager avec bonheur.

J'aime · Répondre · Envoyer un message · 1 an



Société québécoise de la déficience intellectuelle Wow ! Plusieurs beaux gestes en une seule action. Très inspirant. Toutes nos félicitations !

Richard Leclerc Bravo! Rien ne vous empêche de rouler à plein... sous les rayons de Soleil!

J'aime · Répondre · Envoyer un message · 3 j



Diane Blais Vous êtes tellement inspirant, créatif et engagé dans votre mission. Félicitation

J'aime · Répondre · Envoyer un message · 1 j



Joanne Poisson Wow vous êtes exceptionnel !

Amazing people doing amazing work ❤️

Denise Raymond Vous êtes de vrais rayons de soleilvotre implication réjouit l'ensemble de l'humanitéBravo!

Lyne Bessette Bravo!

J'aime · Répondre · Envoyer un message · 1 j

Linda Lord Félicitations! Vous êtes des citoyens tellement inspirants pour notre communauté et bien plus 🥰😊❤️ !

Joanne Poisson Bravo vous êtes une bonne équipe avec un gros coeur !

PLEINS RAYONS

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**Dare to
include!**

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