



# TWN SHIPPERS

SUPPORTING THE ENGLISH-SPEAKING COMMUNITY OF THE HISTORICAL EASTERN TOWNSHIPS SINCE 1979

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TOWNSHIPPERS.ORG



As a community publication, TOWNSHIPERS welcomes contributions from the community. Priority is given to our partners. If you are a community member or local organization who would like to submit an article, photograph, idea, or story, please e-mail [ta@townshippers.org](mailto:ta@townshippers.org) for our publication guidelines. Be sure to include your name, e-mail, and phone number in your contact info. Businesses, individuals, and organizations are also invited to request a copy of our advertising rates.

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TOWNSHIPERS is the official members-only magazine of Townshippers' Association, a non-profit, non-partisan community organization focused on promoting and supporting the interests of the English-speaking minority community in the historical Eastern Townships, in Quebec, Canada.

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Québec



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## On Site, Close to the Community



Preferred partner of the Eastern Townships Anglophone community, our experts are on site, close to their clients, working with dynamic local organizations. Every day, we do our utmost to fulfil your ambitions and help you unlock your **full growth potential**.

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**rcgt.com**



**Raymond Chabot  
Grant Thornton**

*An instinct for growth™*

## EXECUTIVE DIRECTOR'S MESSAGE



Townshippers' Association Executive Director, Rachel Hunting; speaking at the public hearings into Bill 96 on October 6th, 2021.

For anyone seeking information on the Association's position or if you would like to view our presentation, you can download our brief here: <https://townshippers.org/presentations-briefs/>, and you may view the presentation here: <https://tinyurl.com/2wwm-9c7y>.

The news of my upcoming departure from the organization may have made its way to your ears in the last few weeks; pursuing the next steps in my own career was not an easy decision to make given that the past ten years have been very rewarding, and I've sincerely enjoyed working for this organization and its Board of Directors. I've been fortunate to manage talented and successful team members who are dedicated to their community, and I am proud of the contributions that I have made to the association over the last decade.

As their hard work and dedication is what makes our organization tick like a well-oiled machine, I'd like to take this opportunity to thank our staff members and highlight their resilience as we continue to wade through this global pandemic.

Townshippers' has completed the final steps of our latest Strategic Planning exercise and you will find the results of our most recent Community Survey on page 10 of this magazine; the survey ran from the fall of 2020 to the spring of 2021 and just shy of 200 folks completed it for us – thank you if you were one of them!

### **Not sure which Townshippers' team member is working on supporting community needs in your part of our region?**

Our website is up to date, translated and a great tool to point you towards the right team member, just head to: <https://townshippers.org/the-team/>

Don't hesitate to send us an email or check out our social media pages to stay in touch. Townships Expressions is still fulfilling orders online and with the holiday season right around the corner it is an awesome and easy way to shop local and support a local artist or writer from the English-speaking community ([shop.townshippers.org](https://shop.townshippers.org)).

We appreciate your support and hope that you enjoy this issue of Townshippers and the work our team has been accomplishing on your behalf.

*Rachel Hunting*



## PRESIDENT'S MESSAGE

Welcome to fall 2021, typically a time to harvest what we have planted in the spring and to celebrate Thanksgiving with family and friends. This year the harvest has been good, but it is a fall like no other in recent history.

The COVID 19 pandemic has changed our lives forever. Some of us lost loved ones to the virus, others have become seriously ill, and everyone has learned to live with fear and caution. This deadly

virus is an invisible enemy that stalks us daily. There is no escaping the fact that, for



Townshippers' Association President, Gerald Cutting; speaking at the public hearings into Bill 96 on October 6th, 2021.

***“...the challenges of this autumn to do not end here ... we are now, once again, the target of some of the most repressive legislation that has ever been introduced in the National Assembly.”***

some time to come, we must be masked, we must be vaccinated and we must carry vaccine passports to travel and enter certain venues.

However, the challenges of this autumn to do not end here if you are a member of the English-speaking minority of Quebec. While the slogan, “We are all in this together” became a powerful unifying cry in the Quebec fight against the pandemic, we are now, once again, the target of some of the most repressive legislation that has ever been introduced in the National Assembly.

Bill 96, a bill that is intended to promote and protect the French language in Quebec, leaves little question that the approach being taken strips our community of our identity, our rights, and our place in the newly defined Quebec Nation.

As you would expect, Townshippers' Association has been very active in an effort to bring convincing arguments — ones that reflect the realities of our already-struggling community — to the attention of our law makers by promoting the concepts of partnership, dialogue and reasonable compromise.

In closing, let me highlight the extraordinary work that is carried out daily by the staff and volunteers of your Association on behalf of our Community. These are hard times but we are ready, organized and committed to strengthening the vitality of our community.

*Gerry Cutting*

# TOWNSHIPPERS' TEAM

## Addition: Laura Kolbe

Agent, Eastern Townships Partners for Health and Social Services  
Montréal-East Network



Laura Kolbe joined the Townshippers' Association team in late September as Agent, Eastern Townships Partners for Health and Social Services Montréal-East Network.

Laura was born in Europe but immigrated to the Eastern Townships as a young girl. While growing up in the Eastern Townships, Laura attended Parkview Elementary in Granby and Massey-Vanier High School in Cowansville. She went on to obtain a B.A. in International Relations from McGill University and an M.A. in Public Administration specializing in International Relations and International Economics, from the University of Toronto.

Before joining Townshippers' Association Laura worked in international business development and economic development, travelling worldwide to 44 countries. Having seen a lot of the world, Laura is proud to note that Canada is her favorite country and that she is grateful for the diversity and quality of life we enjoy here. Laura was drawn to work with Townshippers' Association because of her interest in giving back and contributing to the historical Eastern Townships community she considers herself lucky to have been raised in.

An academic interest of Laura's, which was the subject of her Masters' Thesis, is the relationship between access to health services and education and the impact those elements have on the affluence of a community.

At Townshippers' Association, Laura looks forward to her role of supporting the health and social service providers in the Montréal-East Network in their work of being responsive to the English-speaking community and providing the ESC community with quality healthcare and social services.

Laura is a believer in the value and beauty a synergetic English-speaking community and French speaking community bring to Canada. Laura is honored to be part of Townshippers' Association because it is a non-partisan community organization focused on promoting the interests of the ESC in the Eastern Townships with a view to helping the English-speaking community thrive.

To reach Laura Kolbe: [lk@townshippers.org](mailto:lk@townshippers.org) or (450) 242-4421



## Addition: Cisco Armstrong

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Agent, Eastern Townships Partners for Health and Social Services  
Estrie Network



Cisco Armstrong joined the Townshippers' Association team in late September as Agent, Eastern Townships Partners for Health and Social Services Estrie Network. In his roll, Cisco supports health and social service providers in Estrie access the local English-speaking community and vice versa. Cisco paraphrases, "I am here to help ensure that folks in our community are doing well both physically and mentally, and that they have access to the services they need. If that is not the case for you, please do not hesitate to reach out."

Before moving to the Townships in early September, Cisco lived in Europe where he received a master's degree in Sweden, lived on a farm in Austria, and worked on a community development project in southern France. During this time, Cisco honed his skills as a community organizer and facilitator, as well as cultivated his personal passion for growing plants and building compost.

With the birth of his first child, Cisco and his wife decided it was time to return to their roots in Canada. Cisco says that moving to the Townships has been a personal homecoming of sorts, as his great-grandfather was born and raised in the Townships. Cisco says, "I already feel quite at home in this bilingual land of forests, lakes, rivers, summits, and lovely towns. As a health network agent for Townshippers', I look forward to discovering the community further and to supporting the health, well-being, and social connectedness of its members."

Cisco aims to encourage projects and community initiatives that build individual and collective well-being. He wants to help facilitate greater collaboration among organizations and service providers to the English-speaking community. In reference to realizing these objectives, Cisco comments, "I will ensure that I am out in the community, hearing what your needs are, and bringing your voices back to the health and social service networks that I work with."

To reach Cisco Armstrong: [ca@townshippers.org](mailto:ca@townshippers.org) or (819) 566-5717.

# TOWNSHIPPERS' TEAM CONT.

## Addition: Fatima Pugganwala



### Assistant Accounting Clerk



Fatima Pugganwala has recently been hired as the Assistant Accounting Clerk at Townshippers' Association, and the Administrative Assistant at Townshippers' Foundation. Fatima has been training with outgoing Assistant Accounting Clerk and Townshippers' foundation Administrative Assistant, Mary Gunter, since mid September, prior to Mary's retirement. Fatima's primary responsibilities involve maintaining the finances and accounting for the programs and projects organized by the association. In addition to Fatima's implications with the association, she is also responsible for assisting both potential and present financial partners of the foundation, and the administration of funding both received and granted by the foundation.

Fatima is currently completing her last year of accounting at Bishop's University. Fatima has also volunteered in the administrative department of an Alcohol and Drugs Rehabilitation Center, where her responsibilities have provided her with on-the-ground experience that supports her successful integration into her present position with Townshippers' Association.

Fatima grew up in Laval and went to Vanier College in Montreal where she completed her certificate in General Social Sciences. Fatima says "Completing my certificate in General Social Sciences has helped me gain knowledge in various disciplines and guided me in my choice of career."

Fatima's first internship was within her University at the time, the William's School of Business, as a Data Analytics intern. In this position, Fatima frequently interacted with the University's professors and collected pertinent information concerning the school and its activities as to advance the institution's objective of obtaining its accreditation.

Fatima has since moved to the Eastern Townships to attend Bishops University. Fatima shared "I had a tough time integrating myself in the Townships as a visual minority when I first moved here for my education in 2019. However, I have seen a major shift in the diversity in the region that has helped me feel included throughout the years." Yet, while navigating her unique experience of integrating into the community, Fatima fell in love with the beauty and nature that characterizes the Eastern Townships. Fatima remarked, "I can't get enough of hiking any and every mountain to get a beautiful view of the region."

To reach Fatima Pugganwala at Townshippers' Association: [fp@townshippers.org](mailto:fp@townshippers.org)

Townshippers' Foundation: [trcf@townshippers.org](mailto:trcf@townshippers.org)



## Retirement: Mary Gunter

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### Assistant Accounting Clerk



It is with heavy hearts and a humbling appreciation for her commitment and collaboration that the association announces the retirement of Assistant Accounting Clerk, Mary Gunter. Mary has been on the Townshippers' team since 2009. As Assistant Accounting Clerk, Mary supported the Executive Director and the Accounting Clerk. She also spearheaded the wildly successful silent auction each year at *Townshippers' Day*, latterly retitled *Townshippers' Festival*. The efficiency and experience that Mary imparted on this initiative will not be easily emulated.

Beyond her professional aptitudes, anyone who has had the pleasure of working with Mary will tell you that her job and the whole of the role that she fulfilled at Townshippers' were not synonymous. Mary's contributions to the association went beyond her clerical duties.

She has been a source of support, camaraderie, and joy for her colleagues. Mary's humour and approach to life has contributed greatly to the dynamic and engaging atmosphere at the association.

Townshippers' Association extends its sincere gratitude to Mary for her contributions to the association and we wish her a well-deserved restful and fulfilling retirement. An open invitation has been extended to Mary to visit the team on any occasion, and we look forward to celebrating Mary, and her years of commitment to the association, all together once it is safe to do so.

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### A word from Townshippers' Foundation

The Townshippers' Foundation would like to extend a sincere thank-you to Mary for her work with the Foundation. Working with a volunteer board of directors has its challenges: Mary was always patient, co-operative, and ready with a smile.

We all worked with the goal of improving our communities and we know that Mary will continue to do so even in retirement. She will be busy with her own volunteer activities while supporting family and friends. I know that other groups in the main building on College Street, for whom Mary was always ready to help, will miss her support. On behalf of the Foundation, we wish Mary a well-deserved retirement.

Jane Loiselle, Townshippers' Foundation President



Input from you, members of the Eastern Townships English-speaking community, helps guide our organization in planning for the future. Thank you to all those who completed the survey. We are pleased to share with you the results of the community survey; which will help in building the priorities of the association.



# English-speaking community

September 2020 - March 2021 survey results

Townshippers' Association - Head Office  
3355 College  
Sherbrooke (Quebec) J1M 0B8  
819.566.5717



Health and social services: access to services and information in English.



Contributions to the knowledge-base: targeted research & data analysis.



Arts, culture, and heritage: strengthening our English-speaking community identity.



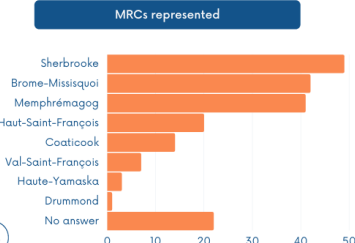
Opportunities and innovation: supporting the growth and potential of ESC youth.

## DEMOGRAPHICS & PRIORITIES

### Who answered our survey? What is important to them?

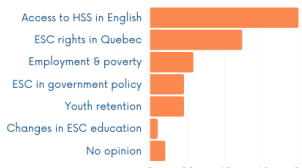
**Age breakdown**

Age Group	Responses
12-17	0%
18-35	13%
36-59	41%
60-79	39%
80+	7%



According to the 2016 Census, the majority of the region's ESC resides in the Brome-Missisquoi, Sherbrooke, and Memphrémagog MRCs

#### What should TA prioritize in the next 3 years?



#### Lexicon

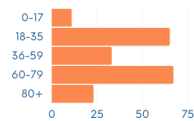
Acronym	Definition
ESC	English-speaking community
HSS	Health and social services

Number of people surveyed: 199

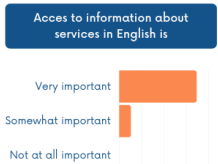
SurveyMonkey

Age groups represented: 18 to 80+

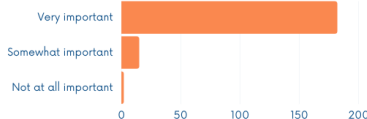
#### What age group should TA make a priority?



33% of respondents felt that TA should prioritize 18-35 year old's while 34% of respondent's indicated 60-79 year old's

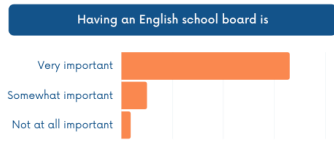
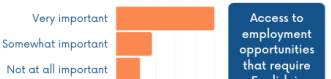
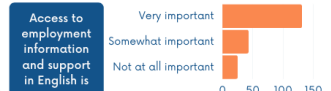
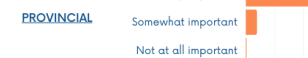
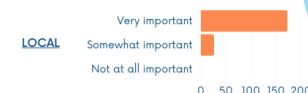


#### Receiving medical care & other health services in English is

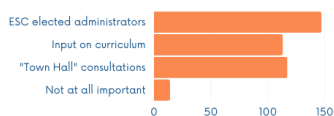


100% of respondents indicated that having access to information about services in English was important to them

#### ESC representation at decision-making levels is



#### Community input in English school boards should happen via\*



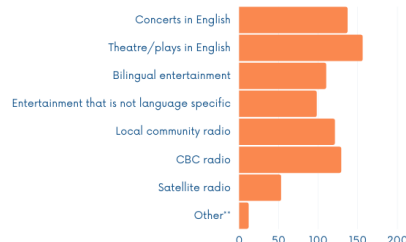
\*respondents were asked to choose all that apply



#### Respondents overall appreciation for Townshippers' Association



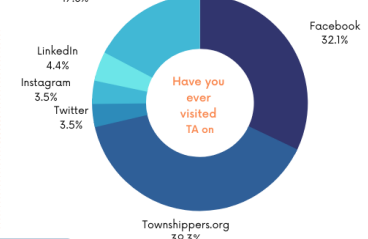
#### As an English-speaker, I'd like the following activities to be available to me in the region\*



#### \*Other suggestions for activities included

- Children & family entertainment
- Museum programming in English
- Social networking events
- Libraries
- Educational workshops for children & teens
- Historical information

Do not follow TA online 17.3%



# TOWNSHIPS EXPRESSIONS

*by Townshippers'*

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In-person pick-up is available at the Sherbrooke office  
by appointment only.

To make arrangements, please contact Cathy Turner: [ct@townshippers.org](mailto:ct@townshippers.org)

\*Our office building remains closed to the general public.



For more than 30 years, Townshippers' Foundation has been helping those who live in the Eastern Townships by donating more than \$1 million to community organizations and projects.

**HELP** US REACH OUR  
**GOAL** OF RAISING  
**\$50,000** TO INVEST IN  
**YOUR LOCAL COMMUNITY!**

[TOWNSHIPERSFOUNDATION.CA/WAYS-TO-GIVE](http://TOWNSHIPERSFOUNDATION.CA/WAYS-TO-GIVE)

By giving to the Foundation, you're investing in the Townships and supporting grassroots projects that help improve the quality of life in the Townships.

**QUESTIONS? CONTACT US AT**

**819-822-3314 OR [TRCF@TOWNSHIPERS.ORG](mailto:TRCF@TOWNSHIPERS.ORG)**



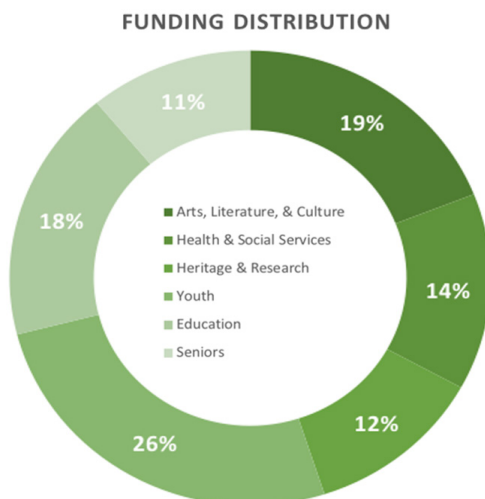


# Townshippers' Foundation Commitment to Community through Capital Campaign

Townshippers' Research and Cultural Foundation (TRCF) is once again holding its annual Capital Campaign, requesting donations to support local projects and endeavours. Monies received through the foundation's Capital Campaign are granted to NPOs and community groups to realized projects throughout the following year.

Despite the impacts of the pandemic, initiatives continue to be developed and implemented in our community. It can be argued that, due to the pandemic, the impact realized through community initiatives is now especially profound.

In 2020, Townshippers' Foundation held their annual campaign in suspense of the influence the pandemic would have on its outcome. Yet, despite the collective and individual challenges encountered throughout our community, the foundation was moved by the positive response to their fundraising efforts. Thanks to the generosity of our community, the foundation was once again in a position to grant funds in support of local initiatives. Finding creative ways to



fulfill their objectives, grant recipients adapted their projects to respect health directives. As persisting challenges of the pandemic continue to influence our day-to-day lives, the exemplifications of ingenuity and perseverance continue to inspire.

For many years, the foundation has held a spring luncheon at which grant recipients were awarded their funding and attendees were provided with a networking opportunity to learn more about the important initiatives taking place across the region. While the restrictions of the pandemic saw the 2021 spring luncheon cancelled, the foundation is holding out hope that the circumstances in the spring of 2022 will allow for the

reinstitution of the luncheon.

Townshippers' Foundation is proud to support the efforts and social impact realized by local groups across the historic Eastern Townships. In the furtherance of community health and development, there is no doubt with respect to the crucial importance of project funding.

## DONATIONS TO

### TOWNSHIPERS' FOUNDATION CAPITAL CAMPAIGN

can be made via the following:

- **Cheque**, addressed to:  
Townshippers' Foundation  
3355 rue College, Sherbrooke,  
Quebec, J1M 0B8
  - **CanadaHelps** by visiting:  
[www.townshippersfoundation.ca](http://www.townshippersfoundation.ca)
  - **E-transfer** to:  
[trcf@townshippers.org](mailto:trcf@townshippers.org)  
(please be sure to email us also  
and include your name and  
address, as well as the answer to  
the security question)
- For further information on  
Townshippers' Foundation  
or the  
Capital Campaign,  
please email:  
[trcf@townshippers.org](mailto:trcf@townshippers.org).**

# Bill 96, An Act respecting French, the official and common language of Québec

Potential impacts on Québec's English-speaking minority (ESCQ)

Townshippers' Association - Head Office  
3355 College  
Sherbrooke (Québec) J1M 0B8  
819.566.5717



## PRELIMINARY ANALYSIS

### Most apparent anticipated impacts for the ESCQ

#### Expanded use of the "English-eligible" concept

- The Bill uses the concept of **eligibility** for English primary/secondary instruction in two new areas:
- English CEGEPs are to give admissions priority to students who are English-eligible;
- New requirement for many civil administration agencies to communicate in writing in English only with a person who is declared English-eligible.

#### Language of Work and Employment

- The Bill is aimed at establishing **French as the language of work** in both the **public** and **private** sectors, and attempts to extend the application of the Charter of the French Language to all employers operating in Québec.

#### Primary/secondary schools

- The new temporary **permit restrictions** may lead to a further decline in enrollment in some English schools.

#### OQLF powers of inspection

- The Office Québécois de la langue française will have **enhanced inspection powers**, including the power to access data contained on work computers and phones, **without reasonable grounds and without a warrant**.

#### Services

- The **new rules** and the yet-to-be-revealed Language Policy of the State will introduce **constraints on when an agency can communicate with the public (and therefore offer services) in English**.
- Many **municipalities will lose their designated ("bilingual") status** if they do not pass a resolution to maintain it.

#### Access to justice and the right to use English in the courts

- The justice provisions may **increase the cost of using English** in courts, may cause delays in receiving judgments or in being able to be heard before an English-speaking judge, and/or may lead litigants to avoid using English.



#### CEGEPs

- For the first time, CEGEPs will be designated by language. The impact of the **enrollment caps** for English CEGEPs is not known and may be different at different institutions.

The data in this analysis was provided by the **Québec Community Groups Network**, you can download their full analysis at [QCGN.ca](http://QCGN.ca).

'Bill 96 is a wide-ranging and complex piece of legislation. It represents a significant overhaul of Québec's legal system. It amends the Charter of the French Language ("CFL"), 24 other provincial statutes, one regulation, and the Constitution Act, 1867, QCGN 2021

## Bill 96

DID YOU KNOW?



### Constraints on Services to Newcomers

Bill 96 **places constraints on services in English to newcomers** and encourages newcomers to learn and integrate into French-speaking society.

Bill 96 **re-names the Act Respecting the Ministère de l'Immigration, de la Diversité et de l'Inclusion** to the **Ministère de l'Immigration, de la Francisation et de l'Intégration**; **diversity and inclusion have been removed outright**.

Voice your concerns directly with Premier Legault & Minister Jolin-Barrette

<https://www.no2notwithstanding.com/>

@TOWNSHIPPERS



## CALL TO ACTION

### Make your voice heard:

- Write to Minister Jolin-Barrette and Premier Legault:  
<https://no2notwithstanding.com>
- Write to your local MNA:
  - Mégantic - François Jacques, [Francois.Jacques.MEGA@assnat.qc.ca](mailto:Francois.Jacques.MEGA@assnat.qc.ca)
  - Orford - Gilles Bélanger, [Gilles.Belanger.ORFO@assnat.qc.ca](mailto:Gilles.Belanger.ORFO@assnat.qc.ca)
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#### Human Rights Overrides

- Bill 21 and Bill 96 both employ the same **sweeping human rights overrides** (i.e. the **notwithstanding clause**), placing them both ahead of the Quebec Charter in the hierarchy of statutes in Quebec.
- Laicity and the French Language take **moral and legal precedence over individual human rights**.



## PRELIMINARY ANALYSIS

### Combined effect of Bill 96 with Bill 21

#### Application to the Public Service

- Both Bill 21 and Bill 96 apply in the **public service**; their combined effect is to create a **uniformly "Laic"** (as defined in that Act (Bill 21)) **and French-speaking public service**.

#### Constraints on Services to Newcomers

- Bill 96 **places constraints on services in English to newcomers** and encourages newcomers to learn and integrate into French-speaking society.
- Bill 96 re-names the *Act Respecting the Ministère de l'Immigration, de la Diversité et de l'Inclusion* to the *Ministère de l'Immigration, de la Francisation et de l'intégration*; **diversity and inclusion have been removed outright**.



To learn more about protecting the language rights of English-speaking Quebecers, visit <https://qcgq.ca/language-2021/> for up to date information, legal analyses and links to video presentations from a variety of subject matter experts.

The data in this analysis was provided by the **Quebec Community Groups Network**, you can download their full analysis at [QCGN.ca](https://qcgq.ca).



# Bill 96



## Human Rights Overrides

Bill 21 and Bill 96 both employ the same **sweeping human rights overrides** (i.e. the **notwithstanding clause**), placing them both ahead of the Quebec Charter in the hierarchy of statutes in Quebec.

Laicity and the French Language take **moral and legal precedence over individual human rights**.

Voice your concerns directly with Premier Legault & Minister Jolin-Barrette  
<https://www.no2notwithstanding.com/>

@TOWNSHIPPERS





# ÉDUCALOI: TAKING THE LEGALESE OUT OF THE LAW

It's a typical day. You hop on your bike to ride to work. At lunch, you speak to your partner about that apartment you want to rent. At the store, you wonder why those corn flakes cost more than the shelf price.

## Can you spot the law anywhere in this? No? Think again.

It was everywhere: from the rules of the road and that apartment lease to the "price accuracy policy" stores must respect.

The law is part of everyday life, even when we don't realize it.

## Knowing some legal basics should be an essential life skill.

But few people are equipped to keep up on legal rules, or to understand them.

Enter Éducaloi. It's a non-profit organization that provides legal information in language accessible to the average person, sometimes called "plain language."

Based in Montreal, Éducaloi has a team of lawyers and notaries, plus experts in communications, information technologies and pedagogy. Éducaloi provides legal information in a variety of ways: its bilingual website, videos, print documents, social media, traditional media, information workshops and educational tools for teachers and students. All these services are free.

Serving English-speaking Quebecers has always been a priority for Éducaloi. "We have a team of employees dedicated to producing information tailored to the specific needs of Quebec's English-speaking minority," said Sarah Dougherty, a lawyer and plain language specialist at Éducaloi.

Éducaloi also supports communi-

ty organizations across Quebec so they can host their own legal information activities and refer citizens to reliable legal information and legal services.

One thing Éducaloi does not do is provide legal advice: "We don't advise citizens on personal legal problems," said Sarah Dougherty. "We only explain what the law says in general terms. If people need personalized advice, we have to refer them elsewhere."

Éducaloi's information covers the gamut from health and housing, to the criminal law, wills and estates, separation, divorce, language rights, the law for non-profits and the court system.

As an example, Éducaloi's information on mental health law talks about when people who are dangerous to themselves or others can be hospitalized against their will, and the rights of patients and their loved ones in these situations.

Another section of the website is directed at parents. Did you know all Quebec schools have to put in place anti-bullying plans and send them to parents? Our articles also talk about what parents and students can do if they are dissatisfied with a decision a school makes regarding a situation of bullying.

There is a special website section dedicated to teenagers. Do you know what age you have to be to give valid consent to sexual activities? Or to get a piercing or tattoo? Did you know that sometimes cyberbullying is a crime?

Éducaloi celebrated its 20th anniversary in 2020. It grew out of a report on access to justice commissioned by the Quebec government. The report concluded that to exercise their rights and be active

citizens, Quebecers needed to understand the legal system.

Éducaloi receives recurring funding from the Barreau du Québec, the Chambre des notaires du Québec, the Société québécoise d'information juridique, the federal and provincial justice departments and the Commission des services juridiques (Quebec legal aid). It also gets project-by-project funding and does fundraising. A final source of income is a consulting service: Éducaloi helps other orga-



**SARAH DOUGHERTY AT TOWNSHIPERS' FESTIVAL**

nizations simplify legal documents and explain the law to the public.

Are there legal issues in your life that need attention? You're young and healthy? It's still a good idea to make a will. You live with someone but marriage isn't in the cards? Think about a written agreement between common-law partners. Buying a home? Think about inspections and insurance.

Having the right information lets you handle what comes your way.

**Learn more at**  
[www.educaloi.qc.ca/en](http://www.educaloi.qc.ca/en)

**Contact Sarah Dougherty at**  
[sarah@educaloi.qc.ca](mailto:sarah@educaloi.qc.ca)

By Sarah Dougherty

# vent tea

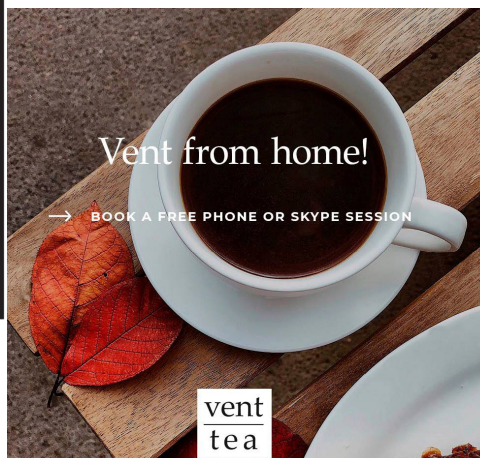
Have you ever felt the need to vent, to get a weight off your chest, but lacked the audience? Yes, family and friends are supportive. And yet sometimes it takes the ear of a stranger to let go and say what is really on our mind.

These days it can be difficult to find that neutral person who is ready to simply listen. That was the case in 2015 when two students at McGill University, tired of the long waits for mental health services, founded an initiative called Vent Over Tea.

Vent Over Tea is a free and confidential one-on-one active listening service. What is active listening you might wonder? It is the practice of deeply listening by offering one's whole and undivided attention. An active listener responds in ways that help the speaker to expand on their thoughts and come to their own conclusions. As explained on the organization's website, at its essence active listening is listening to understand and not to respond. The listeners for Vent Over Tea are all volunteers, trained to lis-

**YOU CAN'T POUR  
FROM AN EMPTY CUP**

**INTRODUCING: VENT OVER TEA**



**“...sometimes it takes the ear of a stranger to let go and say what is really on our mind.”**

ten empathically, without judgment or give advice. They offer their full attention and create a safe space to simply let the other person vent. It is not a crisis management, counselling, or psychotherapy service.

Vent Sessions, as the active listening sessions are called, began as one-on-one, in-person meetings in a casual setting – a café. But when the pandemic struck, leading to widespread social isolation, Vent Over Tea adjusted by offering their services over video call and over the phone. Since making the move to distanced sessions, the organization has realized that the need for active listeners in the community goes well beyond the university community or the city of Montreal.

With the mission to bring Vent Sessions to communities across Quebec and Canada, Townshippers' Association has partnered

with Vent Over Tea to help spread awareness of this service to our English-speaking community.

How do you book a Vent Session? It's quite simple. Sessions are booked on the website at [ventovertea.com](http://ventovertea.com) or through the organization's Facebook page. Participants can pick a time that works best for them and select their preference to meet by video call or over the phone. The service is offered in both English and French, and is completely free of charge. The participant will then be contacted by the active listener to arrange the details of their session.

Sometimes it can really help to talk to a stranger, to share what is on our mind. Vent Over Tea offers that time and space to be heard with empathy and compassion. So, if you do ever feel the need to vent, to get a weight off your chest, with Vent Over tea there is a friendly listener ready to actively listen.



## 2021 BURSARY 2022 RECIPIENTS



### CATHERINE-MARIE BLAIS

After a career path in research, Catherine decided to re-orientate her career. Catherine's curriculum background is certainly atypical. After a bachelor's degree in psychology and neurosciences and a master's degree in health law, she began doctoral studies in Munich, Germany, convinced that she had chosen the right path.

However, as time went by, Catherine had a growing need to help people, and to make a positive difference in their lives. Therefore, she began studying for a bachelor's degree of Science in Nursing. This discipline will allow Catherine to communicate her passion for medicine and caring for people in need, as well as satisfy her desire for knowledge in the health field.

Catherine comments regarding her new career path, "I have always enjoyed learning and unlike in my previous theoretical studies, I particularly appreciates the applicability and technicality of care. Indeed, I find it is a great source of motivation. This scholarship will be a huge help for

the rest of my studies. I am sincerely honoured to have been selected. Thank you for the financial support and the future mentorship."



### TANYA MARISA RODRIGUES

Tanya is a second-time bursary recipient who began studying nursing full-time at Champlain College in 2019. She is a university-graduate from overseas who chose to start her studies in Quebec over, from scratch, when choosing her career here in Canada.

Despite being a full-time mom, a full-time student, and a part-time worker, Tanya continues to find time and energy to volunteer in her community. She is actively involved on the Champlain College campus in Lennoxville, where she participates in the Champlain Students' Association, the Mental Health Committee of Champlain, and the Champlain Regional Board of Governors.

When time permits her to, Tanya also gives back to the local community, volunteering for organizations such as Lennoxville & District Community Aid and Townshippers' Association, among others. Although she is already working in the health care system locally, Tanya's career goal is to work in the emergency and intensive care units in Sherbrooke's hospitals, while continuing to advocate for, and help, English-speaking patients who might feel overwhelmed when receiving healthcare information in French.

Tanya's determination and generosity of spirit can clearly be seen in both her professional and volunteer work, and her dedication and kindness will no doubt help her to become an extraordinary nurse.





### OLIVIA JONDERVILLE

Olivia Jondreville is a nursing student at Champlain Regional College in Lennoxville. Olivia is currently in her second year of the three-year nursing program.

Despite the difficulties of the passed 18 months, Olivia's focus has not wavered from becoming the best nurse that she can be. Olivia says that the pandemic has motivated her to work harder towards her goal of becoming a nurse.

While attending Champlain Regional College as a full-time student, Olivia works as a caregiver at the Wales Home Residence in Richmond, her hometown.

Following her studies at Champlain, Olivia would like to continue in her education to university. Olivia shares, "I want to obtain my bachelor's degree, and perhaps my master's degree, in the science of nursing. I have not decided in which area I want to specialize, but the operating room and the intensive care unit are the most intriguing to me.



### ANNA LAFLAMME

A nurse in training, Anna Laflamme will begin working towards a bachelor's degree in nursing this fall at the Université de Sherbrooke. Anna has recently completed a DEC in nursing at Champlain College and she will be joining the college's mentorship program in the fall to help new students adapt to the program, to the career, and to college life.

Originally from Farnham, Anna also works at the CHSLD in Bedford, where she sometimes stays beyond her regular work shift so that she can play cards with the residents or paint their nails!

This summer, Anna is working as a candidate for the practice of the nursing profession (CEPI) at the Brome-Missisquoi Perkins Hospital in Cowansville. She plans to continue working there throughout her university studies. In her clinical experiences so far, Anna has already seen examples of how language can become a barrier between a health care provider and a patient, and she feels confident that she will be able to help ensure proper communication with

her patients and make sure they feel understood.

Anna knows many people in her community, and she says it's an amazing feeling to be able to work as a nurse because it is a way she can give back to her community by doing something that she absolutely loves.

# EXCEL IN THE ESTRIE

## Essay Contest

Essay by 2021 WINNER  
LEE DESORMEAUX

### Overcoming An Obstacle



The Eastern Townships is reputed for its rich history and cultural impact on the province of Quebec. From the mesmerizing mural art lining the buildings of Sherbrooke to Saint-Michel's Basilica-Cathedral and other architectural masterpieces, our territory has a lot to offer. It is also famous for its array of options when it comes to a higher education. Estrie provides courses in both English and French, with establishments tailored to the needs of all students. Champlain College is particularly known for its inclusive campus, with its acceptance for all identities, regardless of a student's sexuality, gender identity, race, religion, and so on. In addition to its undefeated hospitality, Champlain also offers a wide variety of courses. I myself have applied for the visual arts program to hopefully pursue a career in writing and art. As a young person, I am inspired by the creativity and platform our predecessors have established here in the Eastern Townships, and wish to preserve and nurture our cultural heritage. I hope to harness my skills and talents as an artist and embrace that role, for younger generations to aspire to. I want to create stories that will empower the youth of our townships, and create a platform for those have yet to be acknowledged .

There have been many obstacles, and will be many more as I continue my journey towards this future. As students and members of our society, we all must endure such challenges and fight to achieve our goals. I had to withstand the likes of intimidation, a global pandemic, as well as many other internal struggles during my time in high school. However with such hindrances, came self discovery. Being exposed to all of these things only made me grow as a person, as I learned from every single situation and became stronger. As someone with learning difficulties and other disabilities, I have always been at a disadvantage both academically and socially. Making friends, as well as good grades, has been a constant challenge. With this I have discovered a passion for writing, art and music. I found a way to express myself and showcase emotions that others may also feel as well. It is a way for both myself and those in question to feel welcome. In the future, I want students living through a similar narrative to mine to feel supported, and see that they are fully capable of achieving their goals. To publish a story that empowers those who are marginalized or feel alienated from society, is my biggest dream, as I myself have suffered such a fate.

The Eastern Townships, or Sherbrooke specifically, is home to such a diverse population of people. We march for peace, and preach for acceptance. I hope to be a part of this community, and contribute to all of the good efforts with my storytelling and artwork. And to me, attending college is the final step towards doing so.

Essay by 2021 RUNNER UP  
MADISON BRADLEY



## My True Calling

Evidently, this past year has been uneventful for anyone living on planet earth, and yet, it has been the most crucial time period in my life thus far. No one told me high school would be easy, however, I was definitely never informed on the complications of high school in pandemic mode. My senior year has thus far been spent attending school from my bedroom, completely online in a virtual school program on account of my at-risk family members. This has been a challenge in itself, since simple things, such as my daily routines and schedules that have been flipped upside down. Learning from a distance has turned out to be quite the unexpected challenge for me. I am an independent person who needs structure to function, which is why the uncertainty of schooling and the pandemic in general has made it increasingly difficult to excel in my academics and think positively. The isolation from teachers, friends and familiar places has also played an enormous role in the struggle that I have felt this school year. That being said, I believe this situation has made me a highly gritty person and has taught me to be appreciative

of everything that matters to me, especially the things I take for granted, from physical support from friends before a stressful exam to the many kind teachers that spent their free time explaining a simple concept for the one-hundredth time because I am a perfectionist and can never quit striving for the best.

I think one of the most fantastic things about the Estrie community is the kindness and compassion that we have for one another. I am blessed to have grown up in a small town where neighbours are friends and the environment has never been anything less than welcoming. I have always been curious to find out how communities like this one come together and create a space that feels like home to all.

This “at home” feeling is the reason I adore the region and wish to continue my life within the area. I plan to continue my studies to post-secondary education at Champlain College, in the health science program. While I am still attempting to look within myself and find my true calling, I have an extremely high interest in the environment and climate change. I have been obsessed with bodies of water and their organisms since I was a little girl. Believe it or not, I used to pretend I was a mermaid, (and was pretty great at it if I do say so myself!) Getting back to the topic at hand, I see myself finishing the health science course at Champlain and going into a marine biology program for university. While I have not decided which school I would like to attend at this moment in time, I see myself staying as close to the area as possible because I have so much history with the environment here. I grew up only seconds away from a vast portion of Lake Massawippi. I believe having such an experience growing up has attached me to the area and caused me to want to give back to not only its environment, but the community as well.

While I feel that I am still too young to decide what my future holds, I know that the Estrie area and its community will always be a crucial part of my life and I will always feel a certain willingness to give my good energy back to the area that has given me such a fantastic growing experience.





## 2021 YTLA Winner Shanna Bernier

Born and raised in the Townships, Shanna Bernier, has been actively involved in the region's English-speaking community for many years. She participates regularly as a volunteer in her community, sitting on several local boards and committees, and is the sort of person who constantly asks, "how can I help?".

Specifically in the past year, Shanna has been a light in the darkness for many through her work as a provincewide coordinator for projects and initiatives for children, youth, and young adults through the United Church of Canada. In 2020, Shanna found ways to reinvent her event-based work so that she could maintain connections with youth who were struggling through a global crisis for the first time, creating vital virtual links for young people who had been cut off from their usual social outlets, planning and executing care packages for youth, and creating a weekly Facebook church for children to help them connect through sharing and stories.

Shanna's long list of community contributions paints a picture of a caring, reliable, and dedicated worker, volunteer, and community leader. According to her nominators, Shanna's contributions also highlight the "excellent example of compassionate and affirming leadership" that she sets, and the great impact she has had on her community, her peers, and the people she leads.





# OUTSTANDING TOWNSHIPPER AWARDS



## **Gayl Rhicard:**

### **A Leader Who is Always Ready to Lend a Hand**

Gayl Rhicard has been a familiar face in the Stanbridge-East community for many years – and people in the community know that she is always ready to lend a helping hand when needed! According to her nominators, Gayl has been the heart (and sometimes the voice!) of many of the Stanbridge-East Sports' Association's projects since 2013, always coming up with new and exciting activities and ways to raise

money for local organizations and causes. Among her many community contributions, Gayl has been involved in the Missisquoi Museum's annual Apple Pie Festival, she has helped at the canteen for the Graham Neil Winter Classic and, recently, she donated beautiful masks to local elementary schools. Gayl's nominators highlight her dedication to her community and her fun personality, saying that "she is a unique and selfless individual" who sets an excellent example of a volunteer for all the residents of Stanbridge-East – and that she is always the life of the party at local functions and events!



## **Spencer Wilson:**

### **Founder of the G.O.O.S.E Program in Stanbridge-East**

As a board member for the Stanbridge-East Sports' Association, Spencer Wilson has been contributing his talent and original ideas to many of the sports' association's projects and activities since 2016. In particular, he is the founder of G.O.O.S.E.

(Great Outdoorsmen/Outdoorswomen of Stanbridge East), a program that helps to encourage young people to get off their iPads and get outdoors. This program, which is similar in style to the Boy/Girl Scout program, teaches young people important outdoor skills such as how to tap a maple tree, how to use a compass, and how to track stars – all skills that are incredibly useful for life here in the Townships! Before the pandemic arrived, Spencer organized bi-weekly activities for 5–12-year-olds that were a great success – attracting approximately 8 children per week in a town of 880 people! Spencer's hard work and dedication were invaluable to the Stanbridge-East Sports' Association and, even though he has since retired from the board, they all know that his assistance is still just a call away!



## **Corey Morin:**

### **An Enthusiastic and Passionate Community Leader**

According to his nominators, Corey Morin is always there to support his family and loved ones, but he is equally caring towards, and concerned about, his community. And in Corey's eyes, his community is everywhere – not only where he hangs his hat! Corey is always willing to share his valuable time, monetary support, and sometimes even the products from his Domino's pizza franchise in Sherbrooke, to advance and support

causes that are important to him, and he supports many organizations and causes in the Eastern Townships on a regular basis. His community also extends beyond the limits of the Townships too, and Corey is well-known for offering his support to causes further away, such as to Fort McMurray, after the town was ravaged by wildfires, and to Haiti, after a devastating earthquake hit the country in 2009. Despite facing his own challenges over the years, Corey has always found within himself (and within his personal support network) the tenacity to continue – and he does so with the energy, playfulness, and enthusiasm that puts smiles on the faces of all who know him.

# BRIGHT BEGINNINGS

## Pressing Need for Speech and Language Support Across the Province Developing Creative and Innovative Ways to Address the Need

That is the mission statement that has guided the development of the Centre Mosaïque de Québec, a speech-language pathology clinic based in Quebec City. The project was started by Geneviève Fily-Paré and Kristy Findlay in 2016. We started as two and have grown steadily to 7. Our goal has always been to connect with individuals, families, communities and organisations to find out how we can support communication and language development in both English and French. Beyond seeing people one-on-one in the traditional clinical model, this goal has led us to build workshops, conference sessions and on-line material that aims to engage individuals and families across the province to learn more about communication and language development.

Through a partnership with the CHSSN last year, we had the privilege of collaborating with 6 community organisations across the province, including the Townshippers' Association, to bring speech-language pathology continuum to their region. This continuum helped build relationships between community organisations and families and the public services that support them. It also helped provide opportunities to learn about language development in young children, to demystify aspects of bilingualism and multilingualism and to provide techniques and strategies to support language development and better literacy practices.



Centre Mosaïque  
de Québec

Via telepractice, we are able to meet neighbours, grandparents, librarians, teachers and just about anyone interested in language development for a preschool-age population. We also animate weekly parent-child dyad play sessions to help parents develop strategies and techniques support their developing child. For families of children on waiting lists

for speech-language pathology services, this empowers families with ways to work with their children.

We have also continued to seek other populations looking for support. We have developed workshops for seniors and caregivers to preserve communication abilities in the context of Alzheimer's disease, cognitive decline, parkinson's disease and post-stroke rehabilitation. We have also begun a collaboration with GRIS Québec to support individual discovering their

voice within a gender transition.

These activities, for us as speech-language pathologists, allow us to move beyond the model of evaluation and intervention, in which our services are often limited by the four clinic walls. We are able to meet and truly get to know individuals across the province from Magdalen Islands, to the North shore, to each and every region of the province of Québec. It is with great pride that we can look towards 2022 knowing that these partnerships are continuing to grow. You can find out about our latest programming with Townshippers' Association Early Years



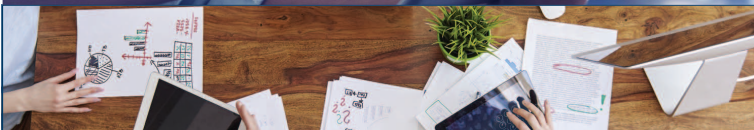
## Growing with you.

**Global Excel** is an international company based in the Eastern Townships. The success, the growth and the capacity to innovate of our company are directly linked to the dedication and expertise of our 650 employees located both here and abroad. To support this growth, we are always on the lookout for new, talented people with a serious interest in delivering superior customer service to our 365 clients worldwide.

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Stimulating and original projects, personalized support to meet your needs and a professional team ready to help you find **YOUR** path.

The dynamic, supportive environment and diversity of services offered to youth between the ages of 16 and 35 by each of the region's CJE enables each client to reach their full potential.

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- Not sure what your next step is?
- Having trouble in school?
- Have a head full of ideas? Projects?

**Trouve**



Go to this Web site  
to get the location  
of the CJE nearest you

With financial assistance provided by

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ARE YOU A  
LEADER IN YOUR  
COMMUNITY?



McGILL HEALTH AND SOCIAL SERVICES COMMUNITY LEADERSHIP BURSARY PROGRAM

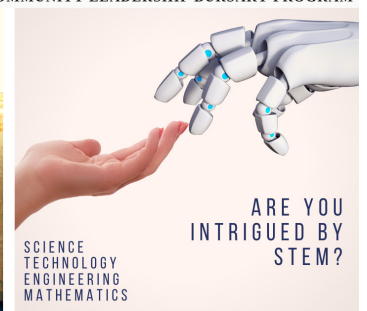
DO YOU ENJOY  
MAKING PEOPLE  
SMILE?



DO YOU VALUE  
AN ACTIVE  
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**FOR MORE INFORMATION:**

Estrie: [ml@townshippers.org](mailto:ml@townshippers.org)

Montréal-Est: [msevers@townshippers.org](mailto:msevers@townshippers.org)



We're Hiring!



## PROJECT MANAGER

Enhancing Regional Community Capacity  
(ERCC) Initiative

**Term:** Full-time

**Language Requirements:** Fluency in English and French

**Region:** Eastern Townships – Sherbrooke office

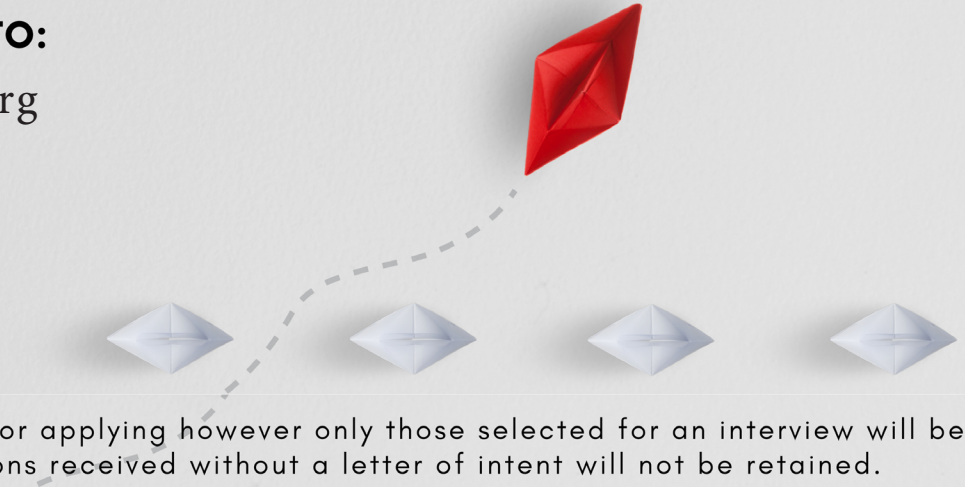
Townshippers' Association seeks an individual with proven experience in community and network development to join its project management team. The successful candidate will collaborate with partners and stakeholders in sectors outside of health and social services to increase the capacity of initiatives supporting the vitality of English-speakers in the historical Eastern Townships.

### FOR ADDITION DETAILS AND CANDIDATE REQUIREMENTS:

<https://townshippers.org/job/project-manager-enhancing-regional-community-capacity-ercc-initiative/>

### SEND YOUR RESUME TO:

[job@townshippers.org](mailto:job@townshippers.org)



\*We thank all candidates for applying however only those selected for an interview will be contacted; applications received without a letter of intent will not be retained.





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