



Rock Camp Montreal Annual Report 2022-2023

Presented by the Board of Directors

Land Acknowledgment

LAND ACKNOWLEDGEMENT *RECONNAISSANCE DU TERRITOIRE*

Rock Camp Montreal acknowledges that our activities are taking place on unceded lands, the traditional territory of the Kanien'kehá:ka. The Kanien'kehá:ka are known as the "Keepers of the Eastern Door," and the custodians of the lands and waters on which we gather and organize. They are one of the six founding nations of the Haudenosaunee Confederacy.

The island we know today as Montreal is known to the Kanien'kehá:ka as Tiohtiá:ke, which has served as a meeting place for other Indigenous nations. Today, Tiohtiá:ke is home to a diverse population of Indigenous and other peoples. We respect the continued connections with the past, present and future in our ongoing relationships with Indigenous and other peoples within the Montreal community.

We are thankful that we get to be here in Tiohtiá:ke today, but we also recognize that a simple land acknowledgement without any action is merely performative and that there is still a lot of work to do to decolonize our spaces and communities. We encourage everyone to get informed on the ongoing oppression of Indigenous peoples today, to actively resist colonialism in whatever way you can, and to contribute to current day reparations.

Organizations doing important work in Montreal:

Cedar Tea Project-

<https://www.blackindigenousharmredux.org/cedar-tea-project>

Indigenous Sex Work and Art Project-

<https://www.blackindigenousharmredux.org/sex-work-and-art>

Native Women's Shelter-

<https://www.nwsm.info/>

Project Autochtones de Quebec (PAQ)

<https://www.paqc.org/en/home/>

Annual Report Contributors

Report written and submitted on December 29th, 2023 by the
Rapport produit et émis le 29 décembre 2023 par le

2022–2023 Board of Directors
Conseil d'administration 2022–2023

Kelly McLeod President / Président

Kayla Cerone Vice-President / Vice-président.e

Silas Dixon Secretary / Secrétaire

Calvin Lachance Treasurer / Trésorier.e

Impesa Nkongo Administrator / Administrateur.trice

With the contribution of / Avec la contribution de

Carol-Lynne O'Driscoll Financial and Administrative
Coordinator / Coordinatrice financière et
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Ariana Randjibar Logistics Coordinator /
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Introduction

Rock Camp Montreal (hereafter referred to as Rock Camp and RCM) fosters the promotion of self-esteem, skill-building and critical thinking skills for girls, trans, non-binary and gender nonconforming youth through collaborative music composition and performance. RCM supplements the music component of its programming with workshops based on feminist and anti-oppression frameworks that provide campers with a space for critical examination and empowerment. We aim to create a sustainable, annual project that will foster community building among campers as well as provide mentorship and leadership opportunities for young people in Montreal.

The dream is for RCM to grow into a sustainable long-term network of campers, staff, community members and stakeholders interested in the empowerment and musical leadership of girls, trans, non-binary and gender nonconforming youth in and around the Montreal area. RCM is a member of the Girls Rock Camp Alliance, which rallies over 100 camps around the world under its banner.

As RCM is both a charity and a non-profit organization, we are required to hold an Annual General Meeting for our members, following the end of our fiscal year, to report on our activities and finances. The Board of Directors is the decision-making body for day-to-day operations, which heads the different Committees that ensure RCM's year-long smooth running. There are seven (7) Director seats on the Board, as well as up to two Youth representatives, and a total of five (5) Committees (Programming, Communications, Human Resources, Accessibility and Anti-Oppression, and Finance).

The present report accounts for the activities of each Committee, our financial statements, the proposed Budget for 2022-2023, a list of recommendations for 2022-2023, and an update of our Policies and changes to our Bylaws.

Board of Directors Report

- At the Annual General Meeting (AGM) of November 30, 2023, there were six (6) applicants for the open positions on the Board of Directors, and five (5) open seats. Crystal Harrison, Skylar Aung-Thwin, Katrina Caruso, and Prudence Gendron's mandates had come to a term. Élea Regembal resigned from his term as Board member (November 2022). Five new Board members (Calvin Lachance, Silas Dixon, Kelly McLeod, Mallika Guhan, and Impesa Nkongo) were elected, and it was proposed Miranda Powell-New would be an anticipated interim board member once Milee Civil's term ended in January 2023.

- As of November 30 2022, the board consisted of Kelly McLeod (President), Kayla Cerone (Vice-President), Calvin Lachance (Treasurer), Silas Dixon (Secretary), Mallika Guhan, and Impesa Nkongo (administrators). Milee resigned in January 2023, at which point Miranda Powell-New was elected as an interim board member. Miranda Powell-New resigned from the Board in February 2022, and Mallika resigned in June 2023. Both seats remained vacant. Kayla Cerone (December 2022) took a leave of absence for the duration of the year.

- Emerson Rheault and Neptune Lightburn were elected as Youth Representatives for the term of one (1) year.

- Kalya Cerone is ending their term at the AGM on December 29th, 2023, and there are three (3) vacant spots on the board.

- There are two (3) seats open on the Board of Directors as well as two (2) open Youth Representative seats.



Programming Committee



- Camp Committee
- *Comité de planification du camp*
- Kelly McLeod
- Silas Dixon
-
- Coordination Team
- *Équipe de coordination*
- Meseret Abebe (Camp Coordinator / *Camp*)
- Ariana Randjibar (Logistics Coordinator / *logistiques*)

Programming Activities

Pre-Camp

- The Logistics Coordinator researched, prepared, rented, and/or purchased all required musical instruments, accessories, supplies, food and drink, and COVID-19 safety items.
- The Camp Coordinator researched, contacted and hired all volunteers, workshop facilitators and lunchtime performance bands. She also formed the official camp week schedule and prepared and presented the Volunteer Training.
- The Programming Committee prepared and organized all camper registration forms, communicated with all parents & guardians, and formed camper bands.
- A summer fundraiser was held on July 19th 2023.

Camp Week

- The Board of Directors and Coordination team began each day welcoming campers with an icebreaker, meditative, or energizing activity.
- Programming included a balance of fun, empowering, and creative workshops
- During the first 3 days of camp, each camper received instrument instruction in a group setting, either for guitar, bass, drums, keyboards, or vocals.
- With the help of their respective Band Coach and Band Manager, bands of 3-5 campers met daily to write and rehearse their own original song from scratch.
- Each day, a local band performed a 3-song set for the camp, followed by a brief Q&A session
- Showcase day included hair & makeup for the campers, soundchecks, warmups, lunch, and the campers performances of their songs.
- Each camper band received 1 hour to record their song in a professional studio. The songs were then professionally mixed and will be uploaded to Rock Camp Montreal's Bandcamp page

Post-Camp

- The Board and Organizing team moved all Rock Camp materials/gear into storage, cleaning all spaces that were used to facilitate camp
- The Board and hired Coordinators had a final debrief to discuss all the camp elements that worked and those that could be improved upon.
- Each Coordinator was asked to filled out their own exit report full of useful suggestions for future camps. Both Coordinators submitted a response before the end of their contracts.

Communications Committee



- Communications Committee
- *Comité de planification du camp*
- → Impesa Nkongo
- → Silas Dixon

Communications Activities



- The majority of our camp outreach was conducted via email (Gmail) and social media (Facebook, Instagram). There are plans to launch a TikTok account with the upcoming year's youth representatives. Due to being a registered charity, Rock Camp's Canva account was upgraded to 'Pro' for free, facilitating poster and other graphic creation.
- Considering our decision to hire a total of two coordinators for the season, Meserat Abebe (the volunteer coordinator) also took on the task of social media coordination, under the supervision of the board.
- The website was revised and updated in April 2023 by Impesa. The board unanimously decided to transfer web-hosting from WordPress to SquareSpace, mainly citing the easier user interface for editing despite higher costs. The board also voted to officially change the domain to the organization name (RockCampMontreal.org) and retain ownership of the previous domain (GirlsRockMontreal.com) for the purpose of redirecting to the newer website.
- Silas took on the role of main email communication, by keeping an eye on our main email inbox and ensuring that the information got related to the board.
- Silas facilitated the transition for our main board of directors chat from Slack to Discord. We now use Discord for all camp-related communications, including those with alumni, employees, volunteers, and our youth representatives.

Human Resources Committee

- → Calvin Lachance
- → Silas Dixon



HR Activities

- The hiring process and job postings started in early May 2023. All four active Board members were involved in the hiring process and formed the Hiring Committee; Silas Dixon, Calvin Lachance, Kelly McLeod and Impesa Nkongo.
- Applications were reviewed by the Hiring Committee and interviews were conducted in mid-June 2023. In total, twenty one (21) people applied for the two (2) Coordinator roles. They were contacted by email to confirm their eligibility and to ensure they met the criteria of the Canada Summer Jobs program. There was genuine interest to work for the organization from all candidates. We subsequently short-listed five (5) candidates for each position (thus ten total) to be interviewed for the two (2) Coordinator positions the Board ended up hiring for, based on their past experiences and their cover letters.
- All interviews were conducted via Zoom video conferencing. Short-listed candidates were contacted by the Human Resources Committee via email and asked to attend a 30 minute interview. Two Board members led each interview and followed a list of standardized interview questions.

HR Activities (cont)

- The interview questions focused on the candidates' previous experience and/or interest in:

- Working in a feminist, anti-oppressive, non-hierarchical, volunteer-based environment

- Growing and developing programming that empowers girls, trans and gender nonconforming youth

- Project coordination including administrative and financial tasks (as applicable to each position)

- Conflict resolution when working with youth and volunteers within a team environment

- Following this interview process, the Hiring Committee recommended two (2) candidates that seemed best suited for the two (2) positions. Two (2) Camp Coordinators were hired to work from mid-June 2023 to mid-August 2023: a Logistics Coordinator (Ariana Randjbar), and a Camp Coordinator (Meserat Abebe).

HR Activities (cont)

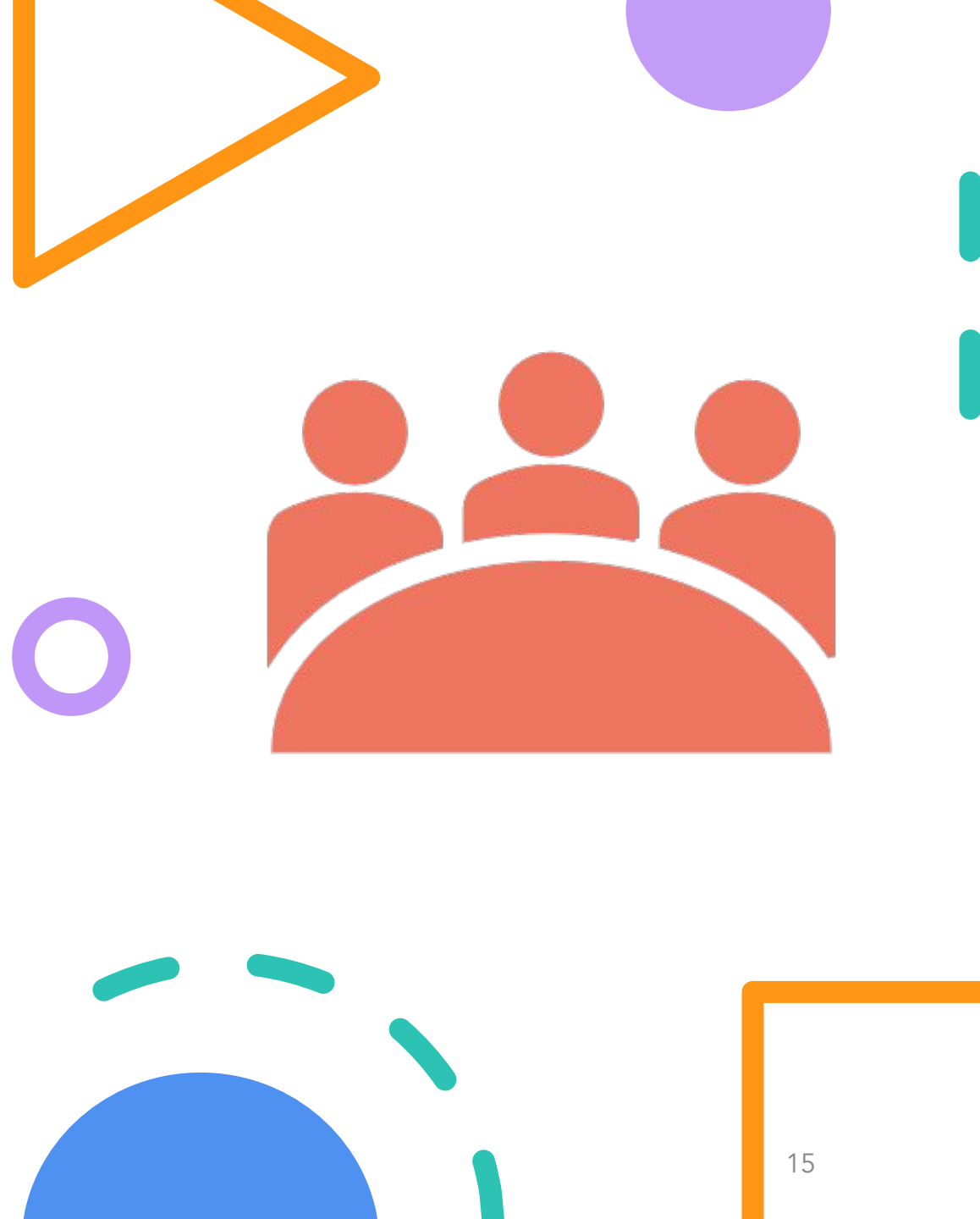
Each Coordinator was assigned a supervisor and a HR point person among the Board members. Supervisors scheduled weekly meetings with the coordinators, either one on one or as a group. The HR point person scheduled check-ins as needed with the coordinators. The Logistics Coordinator was supervised by Kelly McLeod. The Volunteer Coordinator was supervised by Calvin Lachance. Due to limited resources, both Coordinators shared an HR point person; Silas Dixon.

Volunteers were hired and campers were registered throughout June-July 2023. Volunteers were supervised by the Volunteer Coordinator with support from the Logistics Coordinator.

This year, the Board decided to increase the hourly wage for coordinators by three (3) dollars compared to 2022, bringing it up to \$20 per hour.

Anti-Oppression Committee

- Calvin Lachance
- Silas Dixon
- Kelly McLeod
- Impesa Nkongo



Anti-O Committee

The Volunteers and Board of Directors received anti-oppression training as part of the Volunteer training on July 27th, 2023, provided by Mikki Bradshaw who is an Anti-Oppression workshop facilitator, professional development consultant, and a RCM alumni. Mikki also provided an anti-oppressive workshop during camp week.

Based on recommendations from previous years, anti-oppression conversations were also integrated into workshops rather than having one stand-alone workshop. The reason for this is because we do not have the capacity to offer the necessary support after the conversations take place.

Anti-O Committee

We were able to offer \$3,500 in bursaries to ensure that camp was financially accessible to all applicants. The overall cost to attend camp remained \$350 as we provided lunch for campers everyday. All campers who applied were able to attend camp, regardless of financial means.

We were contacted by a local organization supporting refugees in Montreal for the possibility of enrolling campers tuition-free. The opportunity was not further pursued, however the Board is in favor of re-exploring such scholarships for refugees and asylum seekers in the future.

Finance Committee

- Calvin Lachance
- Impesa Nkongo

This year, Rock Camp Montreal started the year in a stronger financial situation than the last. This was largely due to the previous Board's efforts and rallies over the course of the past year to source funds through fundraising initiatives such as concerts and book signings, and community donation drives.

In the coming months, the Board is committed to continuing to build the organization's financial capacity through further fundraising events, donation drives and grant writing to various public and private funding initiatives.





Finance Activities

In January 2023 Alex Ketchum hosted a Historical Queer Music Night at Turbo Haus which included discussion on the history of the queer music scene in Montreal, as well as performances from Puberty Well, DANGERTAPE and Hundred Footers. This event was held as a fundraiser for Rock Camp, and raised \$900.

RCM held a summer fundraiser event at MAI/SON, a local venue. The event involved performances by five local musicians and a raffle prize draw (from donations by local artists and community members). In the lead up to the event, Board Member Silas Dixon created promotional content with the support of the rest of the Board and profiled the raffle prizes and event performances on our social media accounts to generate community interest.

RCM received a huge number of raffle prize donations from across our community for the fundraiser raffle which took place in July. At the fundraiser, we were able to raise \$250 from in person purchases of raffle tickets and \$200 from square-credit card purchases. This year, as we did last year, we did not print additional merch, and instead sold merch that had been printed in previous years. Previous Board Member Skylar Aung-Thwin worked with Board Member Silas Dixon to print patches for campers and Volunteers. The Board was very grateful to once again receive a sizable donation of \$3,000 from an anonymous donor in our community as well as a \$500 donation from the employees of Holt Renfrew Montreal. By returning to Concordia, a free venue for camp, and once again collaborating with Turbo Haus for the showcase, we were able to reduce camp operating costs this year.

Finance Activities (cont)

This year, RCM applied for funding from a number of different agencies. Similar to last year, we applied to the Canada Summer Jobs program to support hiring summer camp Coordinators. As outlined in the Human Resources Committee report, funding was received for only two Coordinators, as opposed to three in previous years. We received \$8540 for the two coordinator positions paid at \$15.25 an hour for 560 hours total. We subsidized each position to be paid \$20 an hour, bringing the total expense for the coordinator positions to \$12,531

We also submitted smaller funding applications to several foundations that were unsuccessful

We received \$2,500 as part of community grant program from Fierté Montreal to support small community organizations

Finance Activities (cont)

We retained Carol-Lynne O'Driscoll as the Financial and Administrative Coordinator on a contractual basis. Our two paid coordinators were paid from June 17th 2023 to August 16th 2023. We were once again able to provide volunteer stipends, with a maximum of \$150 per person being allocated. RCM was able to provide \$3500 in camper bursaries.

We will be holding another stakeholder's meeting in the new year to present our financial statements and proposed budget

Recommendations

BOARD OF DIRECTORS

If a board member fails to attend three consecutive meetings, the President and/or Vice-President must conduct a check-in and reevaluate their place on the board.

Remember that it's a working board, everyone should participate in ongoing tasks.

Reinstate youth representative positions (up to two)

Clarify expectations and recommendations of board members during camp. Not to take on large roles during camp. They should be floating, and can give workshops.

Have a document during camp week that keeps track of recommendations, apples and oranges

Re establish the format of end-of-day check-ins.

Recommendations

ANTI-OPPRESSION

Have Lunchtime bands provide lyrics ahead of their performance

Create workshop specific to grooming

Greater effort towards more QTBIPOC staff, volunteers, and campers

Anti-O training just for organizers

Build Activism Curriculum

Expand upon Outreach strategy built by McGill students

Provide post-camp resources

Recommendations

HR

Prioritize good supervision over more hires

Getting a secondary intern from concordia

Ensure that insurance is up to date

Create a standardized Coordinator employee training

Review volunteer handbooks before onboarding Coordinators

Have a third party collect feedback at the end of each day during camp week and relay this information to the board.

Recommendations



FINANCE



Explore discounts for summer camps/nonprofits (Pizza Pizza, costco etc.)



Discretionary funding from Midnight Kitchen



Host multiple fundraisers, partner with initiatives if Board capacity is low



Create protocol between Board, Coordinators, and Accountant

Programming



Recommendations

COMMUNICATIONS


Simplify communications

- *Continue to keep the website updated.*
- *Synthesize camp documents. Make sure campers can read it.*

Continue building relationships with other organizations through social media

Create communication option for those who do not use social media, especially volunteers

Begin reusing Mailchimp



Policy and Bylaws

There are no proposed changes to our
policies and bylaws.

YOU MADE IT!
SEE YOU AT CAMP

