Paving the way to success

Helping our Youth

Hope
Apprenticeship
Determination
We cannot always build the future for our youth, but we can build our youth for the future.

Franklin D. Roosevelt
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Mission

Our mission: To help youth

PREPARATION
DEDICATION
STAMINA
Created in 1998, the RONA Foundation provides assistance for young people between the ages of 12 and 30 by supporting organizations and projects that fight against problems such as dropping out of school or illiteracy, or that offer them training so that they can work at a trade or in a profession.

The RONA Foundation is dedicated to helping young people experiencing difficulty or those who come from underprivileged backgrounds to believe in themselves and in their future — for their own benefit, first of all, but also for the good of their communities.

The RONA Foundation focuses on fundraising. The money raised is turned over to registered charitable organizations whose activities are devoted to achieving RONA’s vision for the development of young people today.
Message from our Board of Directors

RONA FOUNDATION

Board of Directors

Robert Dutton, President
President and CEO, RONA Inc.

Jean Émond, Director

Christian Proulx, Director
Senior Vice President, People and Culture, RONA Inc.

Daniel Richard, Director and general manager
Director, Corporate Communications, RONA Inc.

From left to right: Daniel Richard, Christian Proulx, Robert Dutton and Jean Émond
Do you young people have the confidence they need in their ability to change the world? Or are they worried instead about their prospects for the future? Are they on their way to becoming future citizens of the world, mobile and ahead of the curve? Or are they mired down in a vicious cycle of victimization and despair?

To these questions, all answers are right – even for the same person at different times. Which may seem paradoxical or even self-contradictory, but that’s the way it is with youth today. Young people are more complex and more diverse than ever before. And so are their needs. Their needs are more urgent and extreme, as the various agencies we come in contact with clearly indicate.

Of all these needs, one of the most fundamental is to make an identity for themselves. Young people passionately desire to define their place in society. With a few rare exceptions, they will all succeed in getting to where they want to be. But some won’t be able to find the way that gets them there on their own, while others will struggle to stay on track. Without guidance, they may remain sidetracked for a long time. But thanks to assistance from organizations like the ones we support, they’re finding themselves again on the road to success.

Young people have significant needs, certainly, but they also have great values and great strengths. Helping them achieve their full potential is what the RONA Foundation is all about. We’re proud to have been able to facilitate the work of hundreds of inspired and inspiring youth organizations and workers for the past 12 years. People who show their respect for youth in the finest possible way by giving them the freedom and support they need to express themselves and make their own decisions.

Let’s give young people the opportunity to surprise us with what they can do. After all, that’s what gave each of us the chance to get to where we are today.
The RONA Foundation focuses on the future

Right from the start, the RONA Foundation has always made sure the funds we raise are put to the best possible use. To achieve this objective, the Foundation has a clearly defined mission and precise criteria for awarding grants. During the last decade, we have given our support to many deserving organizations and projects from coast to coast.

Over the years, the number of requests for funding has continued to increase significantly, culminating in 2009, when a record amount of $486,600 was distributed to 74 organizations. Of this amount, the Foundation donated 5.1% in the Atlantic Provinces, 20.3% in the West, 23.1% in Ontario and 51.5% in Quebec.

In 2010, the Foundation will continue its activities by distributing $425,000. We will keep on supporting organizations with missions that best align with ours. We intend to further strengthen our ties with these organizations in order to gain in awareness of the challenges facing young people today.

We want to establish long-term partnerships with them as well. In so doing, the leaders that take action on behalf of young people will have greater flexibility in delivering beneficial and sustainable solutions to the problems that confront their clients. Ultimately, of course, the young people themselves will benefit the most.

The organizations that work with youth today must tackle problems that are more severe and more numerous than in the past, including poor family frameworks, the growing influence of criminal gangs, and a disturbing unawareness of government and community resources. More than ever, their involvement will prove crucial. And more than ever, we’ll be ready to give them the support they need.

Daniel Richard
The RONA Foundation: committed to action

The RONA Foundation draws its inspiration and energy from a huge reservoir fed by the social organizations that share our mission. Our purpose is to help them translate their unconditional commitment to youth into effective programs that produce concrete results.

We have the greatest respect for all these organizations. Which is why we’ll use the pages that follow to give you an overview of the work done by three of them: the Centre résidentiel et communautaire Jacques-Cartier, the Vermilion Energy/YWCA Skills Training Centre and Saskatoon Community Youth Arts Programming – three organizations which, though different, are contributing in equally outstanding ways to the social and professional integration of youth.

Thank you!
The RONA Foundation wishes to express its sincere appreciation of the outstanding contribution made to our activities by RONA employees, management teams of participating RONA stores, and by RONA customers, suppliers and partners.

On behalf of the young people who benefit from your support...thank you!
Youth from Centre Jacques-Cartier are growing their talents.

Centre résidentiel et communautaire
Jacques-Cartier

<table>
<thead>
<tr>
<th>Community:</th>
<th>Quebec City, Quebec</th>
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<tbody>
<tr>
<td>Program interests:</td>
<td>Social and professional integration of youth</td>
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DISCOVERY
EXPERIENCE
SUCCESS
Since 1992, thousands of young people have achieved professional, social and personal success through the *Centre résidentiel et communautaire Jacques-Cartier* (CJC). At this residential and community centre, they have discovered their strengths, acquired new skills and come to realize they have the power to shape their own future.

The CJC favours a comprehensive approach to developing the social and professional integration of young people from 16 to 35. It provides shelter, educational and life planning programs, activities and support services, as well as 27 residential units. “We create fertile ground where young people can grow and let their plans blossom,” says CJC coordinator Nathalie Bouchard.

Participants can learn a trade or skill through apprenticeship and active learning in individual or group contexts. They get the benefit of a variety of training programs, including a carpentry workshop, a community kitchen, an organic farming allotment and a community circus. These initiatives brought the CJC to the attention of the RONA Foundation and we have supported the CJC’s educational component since 2005.

**Results that speak for themselves**

The innovative formula introduced at the CJC has generated impressive results. Young people who complete one or more of its education and training programs almost invariably continue on their path to success:

- 25% return to school
- 25% get a job (though not always related to their training)
- 25% are undergoing or continuing personal rehabilitation in terms of their physical or mental health
- 25% are involved in a new project as a way to improve their job prospects with another organization or government-sponsored youth program.

Whatever route they follow, they’re now taking their place in society. And more than ever, they’re becoming full-time citizens.
Many young women are building better futures for themselves at the Vermillion Energy/YWCA Skills Training Centre.

**Vermillion Energy/YMCA Skills Training Centre**

<table>
<thead>
<tr>
<th>Community:</th>
<th>Calgary, Alberta</th>
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<tr>
<td>Area of intervention:</td>
<td>Shop training and personal leadership development</td>
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**COMMITMENT**

**POTENTIAL**

**ACHIEVEMENT**
Steering young women away from poverty and dependence and into a rewarding career in construction: that’s what the Vermilion Energy/YWCA Skills Training Centre is all about. The Centre provides young Calgary women with the skills and confidence required to thrive in this industry.

“Our goal is to help young women move into a career where they start at a living wage,” says centre manager Jane Cooper. Manager of the Centre. “One of the challenges, especially for single mothers, is to avoid having to work multiple jobs just to afford daycare and necessities. A career in the construction trade is an excellent way of meeting that challenge.”

The Centre offers a 16-week pre-employment and pre-apprenticeship carpentry program. It covers every skill needed to secure and keep a job: hands-on shop training, physical fitness development, workplace cultural adaptation, computer knowledge, communication, personal leadership, problem-solving, etc. Participants conclude the program with a two-week work term with a construction company.

Shining results
More than 100 women have completed the program since its launch in September 2007. Over 70% of them are working, and approximately 10% are currently apprenticing.

By graduating women who are competent, dependable, punctual and coachable, the Centre has also played a larger social role. According to Jane Cooper, it’s helping society shift from preconceived ideas about the successful integration of women in the construction industry.

“An important – and growing – number of construction workers in Alberta are now very open to the presence of women on job sites. And they are ready to learn to work with them. We’re very pleased with that outcome.”
Community: Saskatoon, Saskatchewan
Area of intervention: Youth employment and crime prevention through art training

Saskatoon Community Youth Arts Programming

Young artists at work on a Saskatoon Community Youth Arts Programming project.

OPPORTUNITY TO DEVELOP BY HELPING EACH OTHER
Art has no boundaries, and there is no better example than the work of Saskatoon Community Youth Arts Programming (SCYAP). For close to a decade, this charitable organization has been using visual art to engage “at-risk” youth and to empower them to redirect their lives. “We aim to make young people believe in their artistic talent, and we help them raise their skills to another level through training and practical experience,” says SCYAP founder and director Darrell Lechman. “We also support their progress by showcasing their works in galleries and public settings.” SCYAP addresses the needs of 16- to 30-year-old people facing barriers to employment; over 70% of them are of Aboriginal ancestry.

Its three main programs are:

- **Urban Canvas Project** – offering opportunities to acquire know-how and build a portfolio through art projects, skill enhancement workshops, life skills training and post-project employment preparation.
- **Drop-in Art Centre** – providing a safe visual arts environment and materials, as well as professional instruction and mentoring.
- **Community Art Projects** – carrying out initiatives such as murals on behalf of the City of Saskatoon, community organizations and businesses.

**A significant social impact**

More than 5000 young people have benefited from SCYAP programs since June 2001. Its street-level solutions have been instrumental in preventing youth crime and providing sustainable job opportunities. For instance, 47% of Urban Canvas Project alumni have found immediate employment, while an additional 40% have returned to school.

SCYAP programs have been regarded as best practice by the Canadian Heritage Department, the Ontario Ministry of Culture and professors from four universities (University of Saskatchewan, York, McMaster and McGill), among others, etc. This growing interest has been having a snowball effect. Several municipal officials have sought SCYAP’s advice in order to implement a similar initiative in their community. Mr. Darrell Lechman and his colleagues couldn’t be happier.
Organizations that benefited from RONA Foundation support in 2009

- Aboriginal Agricultural Education Society of British Columbia (Kamloops, B.C.)
- Atelier de meubles et de recyclage Ahuntsic-Cartierville (Montréal, Que.)
- Backstage Youth Performers Society (Coquitlam, B.C.)
- Big Brothers & Big Sisters of Calgary (Calgary, Alta.)
- Boys & Girls Club of Leduc (Leduc, Alta.)
- Boys & Girls Club of Calgary (Calgary, Alta.)
- Breakfast Clubs of Canada
- Building Boys & Girls Club (Toronto, Ont.)
- Camp Carmangay (Carmangay, Alta.)
- Carrefour Jeunesse Emploi du Rocher-Percé (Chandler, Que.)
- Causeway Foundation (Ottawa, Ont.)
- Centre communautaire Jeunesse Unie (Montréal, Que.)
- Centre communautaire Rosemont – L’Entre-Gens (Montréal, Que.)
- Centre DÉBAT (Montréal, Que.)
- Centre Partenaires pour l’Emploi (Hearst, Ont.)
- Centre résidentiel et communautaire Jacques-Cartier (Québec, Que.)
- Centre de formation en entreprise et récupération (Que.)
- Children’s Aid Foundation (Toronto, Ont.)
- Choices for Youth (St. John’s, N.L.)
- Carrefour de lutte au décrochage scolaire (Verdun, Que.)
- Concours québécois en entrepreneuriat (Québec, Que.)
- CyberCap (Montréal, Que.)
- Eastern Townships Learning Centre (Sherbrooke, Que.)
- Eastview Boys & Girls Club (Toronto, Ont.)
- Emily Carr Institute (Vancouver, B.C.)
- Femmes Autochtones du Québec (Kahnawake, Que.)
- Fondation Audrey-Lehoux (Saint-Narcisse, Que.)
- Fondation du Centre psychopédagogique de Québec (Québec, Que.)
- Fondation CSSS Jeanne-Mance (Montréal, Que.)
- Fondation de l’Hôpital de Montréal pour enfants (Montréal, Que.)
- Fondation des YMCA du Québec (Montréal, Que.)
- Fondation du Centre jeunesse de Montréal (Montréal, Que.)
- Fondation du Centre Jeunesse du Bas-Saint-Laurent (Rimouski, Que.)
- Fondation Jeunes-Projet (La Prairie, Que.)
- Fondation Madeli-Aide (Îles-de-la-Madeleine, Que.)
- Fondation Ressources Jeunesse – (Montréal, Que.)
- Fondation Wilfrid-Pelletier (Montréal, Que.)
- Fonds de développement du Collège Édouard-Montpetit (Montréal, Que.)
- Groupe en alphabétisation Montmagny (Montmagny, Que.)
- Hébergement Maison de la Paix (Longueuil, Que.)
- HEC (Montréal, Que.)
- Humber Institute of Technology and Advanced Learning (Toronto, Ont.)
- Humewood House (Toronto, Ont.)
- Intégration Jeunesse (Montréal, Ont.)
- Junior Achievement (St. John’s, N.L.)
- JVS Toronto (Toronto, Ont.)
- Le Boulot vers... (Montréal, Que.)
- LaSalle Boys & Girls Club (Montréal, Que.)
- Les Amis du Jardin de Doris (Matane, Que.)
- L’Itinéraire (Montréal, Que.)
- Literacy Council York-Simcoe (Newmarket, Ont.)
- Macadam Sud, Carrefour Jeunesse Longueuil Rive-Sud (Longueuil, Que.)
- Maison des Familles Rimouski-Neigette (Rimouski, Que.)
- Maison des Jeunes Beauce-Sartigan (Saint-Georges, Que.)
- North West Scarborough Youth Centre (Scarborough, Ont.)
- Options Surrey Community Services (Surrey, B.C.)
- Paroisse Saint-Ambroise (Montréal, Que.)
- Project Hope (B.C.)
- REVDEC (Montréal, Que.)
- Rexdale Community Health Centre (Toronto, Ont.)
- Regroupement Jeunesse en marche (Montréal, Que.)
- Rotary Club of St. John’s East Foundation (St. John’s, N.L.)
- Saskatoon Community Arts Programming (Saskatoon, Sask.)
- Société Saint-Vincent de Paul de Montréal (Montréal, Que.)
- Surrey School District, Retail Program (Surrey, B.C.)
- Street Connections (London, Ont.)
- Toronto Seahawks (Toronto, Ont.)
- Toujours Ensemble (Montréal, Que.)
- Tradeworks Training Society (Vancouver, B.C.)
- Trent Community Correctional (Trenton, Ont.)
- YMCA Cap Breton (Sidney, N.S.)
- YMCA Burlington-Hamilton (Hamilton, Ont.)
- YWCA Calgary Skills Training Centre (Calgary, Alta.)
- YWCA Emma’s Teen Parents Support Project (Vancouver, B.C.)
Golf Day 2009

1. Louis-Thomas Paradis, AMRAC
2. Stephanie Ma, Children’s Aid Foundation
3. Guests listen with interest as young people tell their stories
4. Amount raised is announced
5. Thanks to all our volunteers!
For RONA Foundation president Robert Dutton, Golf Day is one of the most memorable days of the year. Once again in 2009, it turned out to be the high point of the Foundation’s activities. Here are just a few key facts:

- This year we raised a record $525,000 to support young people in difficulty or from underprivileged backgrounds.

- Some 500 golfers took part – the majority of them from our RONA supplier network. Heartfelt thanks to all!

- This was also an opportunity to show how youth can turn their lives around thanks to the Foundation’s support. (Please see below.)

**Two lives that changed for the better!**

In keeping with a great tradition, two young people scored big time with Golf Day participants when they shared amazing stories about their own personal and professional progress.

- Stephanie, age 20, perfectly illustrated how a scholarship from the Foundation helped her enter university, where the doors too often remain closed to young women like her who grew in foster families.

- Louis-Thomas, age 19, praised the work of the Atelier de meubles et de recyclage Ahuntsic-Cartierville, a cabinetmaking and recycling workshop supported by the Foundation, where he acquired the expertise and self-confidence to launch a super project: his own furniture restoration and repair business.

Without help, these young people might perhaps have only been able to dream about getting a higher education or starting a career in business. With a little help, they’ve been able to act on their future plans. And give real meaning to events like our Golf Day.
A big “Thank you!” to all our donors

- 3M Canada
- A. Richard
- AbitibiBowater
- Accent Home Products
- Affiliated FM
- Akzo Nobel
- Alimentation Couche-Tard
- All Weather Windows
- Alouettes de Montréal
- Aon Groupe Conseil
- Aon Parizeau
- Arch Wood Protection Canada Corp.
- Astral Mix
- Astral Radio
- Bailey Metal Products
- Bazz
- Bélanger Laminés
- Bélanger UPT
- Bémis
- Black & Decker Canada
- BMC Software
- BMO Marché des capitaux
- Bos
- BP Canada
- Brio!
- Broadleaf Logistics
- Broan–Venmar, NuTone Canada
- Caisse centrale Desjardins
- Cambium
- Canadian Technical Tape
- Canarm
- Carat Velocity
- Catalina Lighting Canada
- CertainTeed Gypse
- CGC
- CGCOM
- CIA
- CIBC
- Colonial Élégance
- Combi Marketing
- Concept Aménagement 2000
- Concept SGA
- Cooper Wiring Devices
- Crop
- Dakeryn Industries
- Daniel Arbour & Associés
- Daubois
- Desjardins, Service des cartes
- Domtar
- Dow Chemical
- Duchesne et Fils
- Dynamic
- Ébénisteries Samson Samuel
- EM Plastique
- Équipement Boni
- Équipement Johnston
- Ernst & Young
- Exchange-A-Blade
- Financière Banque Nationale
- Financière Sun Life
- Garant
- Gardium Sécurité
- Globe
- Globe Union
- Goodfellow
- GordonPly
- Grenier Ducharme
- Gross, Kaplin, Coviensky, Architectes
- Groupe BBH
- Groupe Conseil PRI
- Groupe HBS
- Groupe Importation Stores Frontier
- Groupe Lebel
- Henkel Canada
- Hewitt Équipement
- Hitachi
- Honeywell
- H. Paulin & Co.
- IBM Canada
- Imperial Manufacturing
- Integria
- Intercom Services immobiliers
- Ipex HomeRite Products
- Irwin
- ITW Construction Products
- Kaycan
- Korhani
- KPMG
- Kruger Panels
- KWP
- Lafarge Canada
- Laflamme Portes & Fenêtres
- Léger Robic Richard
- Les Câbles Ben-Mor
- Levelor
- Logimethods
- Louise Caya
- LoyaltyOne
- Luxomarbre
- Maax Canada
- Makita
- Mapéi
- Marwood
- Masco Canada
- Masco Retail Cabinet
- Masterbrand Cabinets – NHB
- MDL Doors
- Meritek
- Métro Canada Logistique
- Mibro Group
- Minwax / Thompson’s Water Seal
- Moen
- Momentive Performance Materials
- Mono Serra
- Moulding & Millwork
- MTD Products
- Novipro
- Ogilvy Renault
- Oracle Retail
- Osram Sylvania
- Ove Decors
- Panalpina
- Permacon
- Pomerleau
- Premier Horticulture
- PRG – Schultz
- Produits Forestiers AFA
- Produits Forestiers Direct
- Pro Star Marketing
- Quebecor World
- Quickstyle Industries
- Quincaillerie Richelieu
- Raymond Chabot Grant Thornton
- RBC Marché des Capitaux
- RCR International
- Recoech
- Resisto
- Rideau
- Robert Bosch Canada
- Robert Paré
- Roland Boulanger & Cie
- Royal Int’l
- Rust-Oleum
- Saint-Jacques Vallée
- Samson Bélair/Deloitte & Touche
- Scotia Capital
- Scotts Canada
- Securium
- Sel Windsor
- Shade-O-Matic
- Sheer Marketing Solution
- Simard Transport
- Société Laurentide
- Sodexo
- Sojag-DCN
- Stanley Canada
- Sta-Rite
- Stikeman Elliott
- Sunrise Tradex
- Supplier Pipeline
- Sure-Gro
- Surewood Forest Products
- Taiga Building Products
- Techniseal
- Tembec
- Thomas & Betts
- Timber Specialties
- Total Forest Industries
- Transcontinental Médias
- Transport Jean Beaudry
- USD
- Vicwest
Financial highlights
– December 31, 2009

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<th>Year</th>
<th>Net Income</th>
<th>Donations</th>
<th>Available Funds</th>
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<td>2009</td>
<td>566,122</td>
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*Unallocated net assets. As at December 31, 2009, total accumulated funds were $1,040,407. All funds are prudently invested.
Apply for financial assistance

To sow the seeds of hope and help young people achieve their full potential

THE RONA Foundation RONA gives priority to requests for financial assistance from initiatives that help young people achieve their potential and take their rightful place in the workforce through:

- Projects to lower school dropout rates
- Training programs
- Scholarships that help young people from underprivileged families complete their studies and learn a trade
- On-the-job training programs
- Employment programs for underprivileged youth

In order to qualify for support, you must be a registered charitable organization and have a mission that is in keeping with that of the RONA Foundation. If you meet these conditions, please submit your request directly to the Foundation in writing or by email.

How to make a donation

The best way to help young people through the RONA Foundation is to take part in our fundraising activities and campaigns. The main event is the RONA Foundation annual Golf Day. You can also contribute by sending a cheque made payable to the “RONA Foundation.”
Youth from Atelier de meubles et de recyclage Ahuntsic-Cartierville (AMRAC)

Fondation RONA
220 Chemin du Tremblay
Boucherville QC
Canada J4B 8H7

T: 514-599-5900, extension 5807
F: 514-599-5199
fondation@rona.ca

Registration No: 8676 06022 RR0001

Helping our Youth