



Annual Report

2024

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Acknowledgement

The Chamandy Foundation is located on unceded Indigenous lands, of which the Kanien'kehá:ka Nation is recognized as the traditional custodian. Tiohtiá:ke/Montreal has historically been a gathering place for many First Nations. Today, it is home to a diverse population of Indigenous and other peoples. We commit to work daily for the rights of Indigenous peoples through our actions.



Letter from Chamandy Foundation Leadership



Celebrating a Decade of Impact: Our First Annual Report

As we celebrate Chamandy Foundation's 10th anniversary in 2025, we reflect with immense pride on our remarkable journey and the meaningful impact we've made in communities across Canada. Over the past decade, our commitment to advancing equity, inclusion, and opportunity for children and youth has grown stronger, thanks to the inspiring relationships we've built along the way.

This milestone coincides with the launch of our new strategic plan, which sets a bold vision for the years ahead. Rooted in our core values, this strategy reinforces our focus on sustainable change, ensuring that every initiative we support aligns with our mission to empower the next generation. It serves as a roadmap that reaffirms our belief that investing in children and youth strengthens the future of our communities.

None of this would be possible without the dedication of the organizations we are privileged to collaborate with. Their tireless efforts are the driving force behind our progress, creating safe spaces, fostering resilience, and inspiring hope in countless lives.

As we mark this milestone and look forward to the future, we are proud to present our very first annual report. We remain deeply committed to amplifying the transformative power of philanthropy. Together, with organizations and communities, we continue to strive for a world where all children and youth have the opportunity to thrive.



Tiffany Chamandy
President and Executive Director



Glenn J. Chamandy
Secretary and Director

Our Mission

Empowering Marginalized Communities with Trust-Based Philanthropy



Mission

To nourish every facet of marginalized children and youth, encompassing their physical and intellectual well-being, community engagement, and environmental stewardship, so they can grow into their full potential.

Vision

A world where children of all walks of life thrive today, as the future leaders of tomorrow.

Our Values



Values

– Intersectional
We recognize that individuals can experience multiple forms of discrimination or privilege based on intersecting social identities such as ethnic groups, gender, sexuality, class, and ability.

– Intentional
We take purposeful and deliberate action towards achieving specific goals or outcomes, particularly in addressing funding gaps and disparities.

– Flexible
We are adaptable and responsive to changing circumstances, needs, and opportunities.

– Relational
We emphasize the importance of building and nurturing authentic, respectful, and trust-based relationships with grantees.

– Caring
We demonstrate compassion, empathy, and concern for the well-being of others.

Trust-Based Philanthropy is Central to Chamandy Foundation's Approach.

Through mutual respect, transparency, and collaboration, we empower those we support to focus on their missions and amplify their community impact. Our trust-based, equitable approach reduces barriers, values community-driven knowledge, and drives sustainable change for children, youth, and their communities, ensuring that the voices of those most affected are heard and valued.



Photo: Second Harvest Canada

Our Five-Year Strategic Plan: 2024–2029

In 2024, Chamandy Foundation took a significant step forward by introducing its new strategic plan, reinforcing our dedication to fostering meaningful and lasting change for children, youth, and their communities.

Funding Approach

Our funding approach emphasizes grassroots organizations and prioritizes those led “by and for” the communities they serve. By offering a mix of single and multi-year funding, we aim to provide flexible support that enables organizations to operate at their best. This includes funding for core missions, decent operating conditions, and a balance of frontline services, capacity building and advocacy efforts.

While we do not have a dedicated funding stream for environmental initiatives, environmental sustainability is a key lens applied across all our funding areas, ensuring a responsible and holistic approach to our work.

Communities We Support

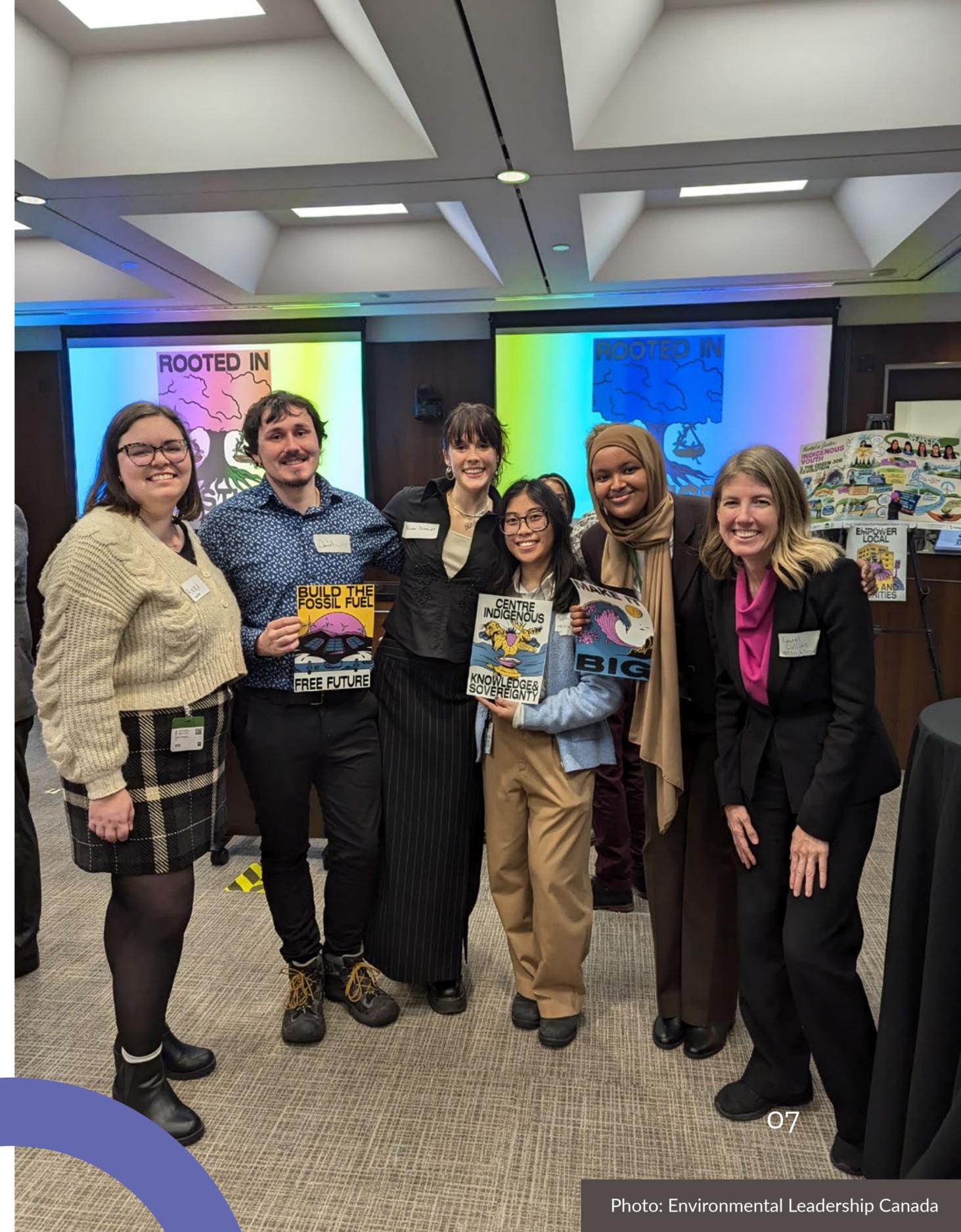
To align more closely with our core values and vision, we have refined our criteria to better define the communities we support. These include children and youth from antenatal up to age 35, with a particular focus on disabled individuals, newcomers, BIPOC and 2SLGBTQAI+ communities, youth in care, unhoused individuals, and those from low-income families.

At the same time, we've clearly outlined areas outside our funding scope, such as religious or missionary-based organizations, partisan political activities, capital campaigns, medical equipment for large institutions, day or overnight camps, one-time events like conferences or galas, and bursaries for individuals.

Difficult Decisions

The Foundation has also made the difficult decision to pause funding to organizations that are based and operate exclusively within Ontario and British Columbia – except for those led by and for Indigenous populations whose traditional lands fall within these colonial borders.

While we recognize the valuable work being done in these provinces, we believe Ontario and British Columbia benefit from a broader range of funding opportunities compared to other regions. To ensure a more equitable distribution of resources, we are focusing our support on provinces where access to funding is more limited.





Showcasing Those We Support





Healthy Bodies & Minds

Chamandy Foundation's Healthy Bodies & Minds funding supports initiatives that advance physical and mental wellness for children, youth, and families.

By fostering healthy pregnancies, food security for students and families, early childhood development, mental health, and culturally appropriate care, we aim to build a healthier, more equitable future.

Healthy Bodies & Minds

Grants Awarded 2024

- 1 year
- 2 years
- 3 years



Photo: Sunshine House Inc.

*Some of these agreements were concluded before the new strategic plan and no longer meet the Foundation's criteria.

2024

2025

2026

2027

Centre de pédiatrie sociale de Gatineau - \$50,000

Complexe le Partage - \$25,000

Côte des Neiges Black Community Asso. - \$40,500

Fondation de la recherche pédiatrique - Le projet PARLONSMAAT - \$50,000

La petite bouffe des Frontières - \$35,500

Maison Lémerville Suzanne Vachon - \$30,000

Walkabout Farm Therapeutic Riding* - \$50,000

Afrique au Féminin - \$134,310

Douglas Foundation - \$150,000

Fondation Le Pilier - \$100,000

Fondation Olo - \$40,000

Le Phare, Enfant et Famille - \$100,000

Muscular Dystrophy Canada - \$150,000

Second Harvest - \$60,000

Shine Foundation - \$40,000

Fondation Marie Vincent - \$450,000

Sunshine House - \$90,000

Healthy Bodies & Minds

Grants in Progress

● 2 years

● 3 years

● 4 years

2021

2022

2023

2024

2025

2026

Autism Support Network* - \$60,900

Carrefour solidaire Centre communautaire d'alimentation - \$50,303

L'Étoile de Pacho - \$60,360

Trans Wellness Ontario* - \$101,500

Centre de pédiatrie sociale de la Haute-Yamaska - \$75,000

Médecins du Monde Canada - \$309,090

Réseau Enfants-Retour - \$30,000

West Island LGBTQ+ Centre - \$75,000

White Ribbon - \$302,906

Montreal Antenatal Well-being Study - \$350,000

*Some of these agreements were concluded before the new strategic plan and no longer meet the Foundation's criteria.



Safe Housing

Chamandy Foundation's Safe Housing funding supports emergency, transitional, and sustainable housing initiatives.

By creating safe, stable environments, we help children, youth, and families rebuild their lives and reduce housing insecurity, fostering lasting change in our communities.

Safe Housing

Grants Awarded 2024

- 1 year
- 2 years
- 3 years



2024

2025

2026

2027

Canadian Alliance to End Homelessness - \$100,000

Youth Impact Jeunesse - \$25,000

Mères avec pouvoir - \$100,000

Logis Rose Virginie - \$150,000

La Maison Tangente - \$175,622

L'Élan des jeunes - \$150,000

Maison Richelieu Hébergement Jeunesse - \$150,000

Maison L'Ancre Pierre-De-Saurel - \$150,000

Projets autochtones du Québec - \$225,225

Safe Housing

Grants in Progress

● 2 years

● 3 years

● 5 years

2023

2024

2025

2026

2027

2028

Spence Neighbourhood Association - \$160,941

LI-BER-T House - \$105,560

Héberjeunes de Parc Extension - \$386,674

Native Women's Shelter of Montreal - \$285,000

Dans la rue - \$260,820



Photo: MinibiblioPLUS

Engaged Education

Chamandy Foundation's Engaged Education funding supports initiatives from early childhood education to STEM promotion, environmental learning, and work integration programs.

By fostering opportunities that inspire and equip children and youth, we aim to build a brighter, more equitable future through education.

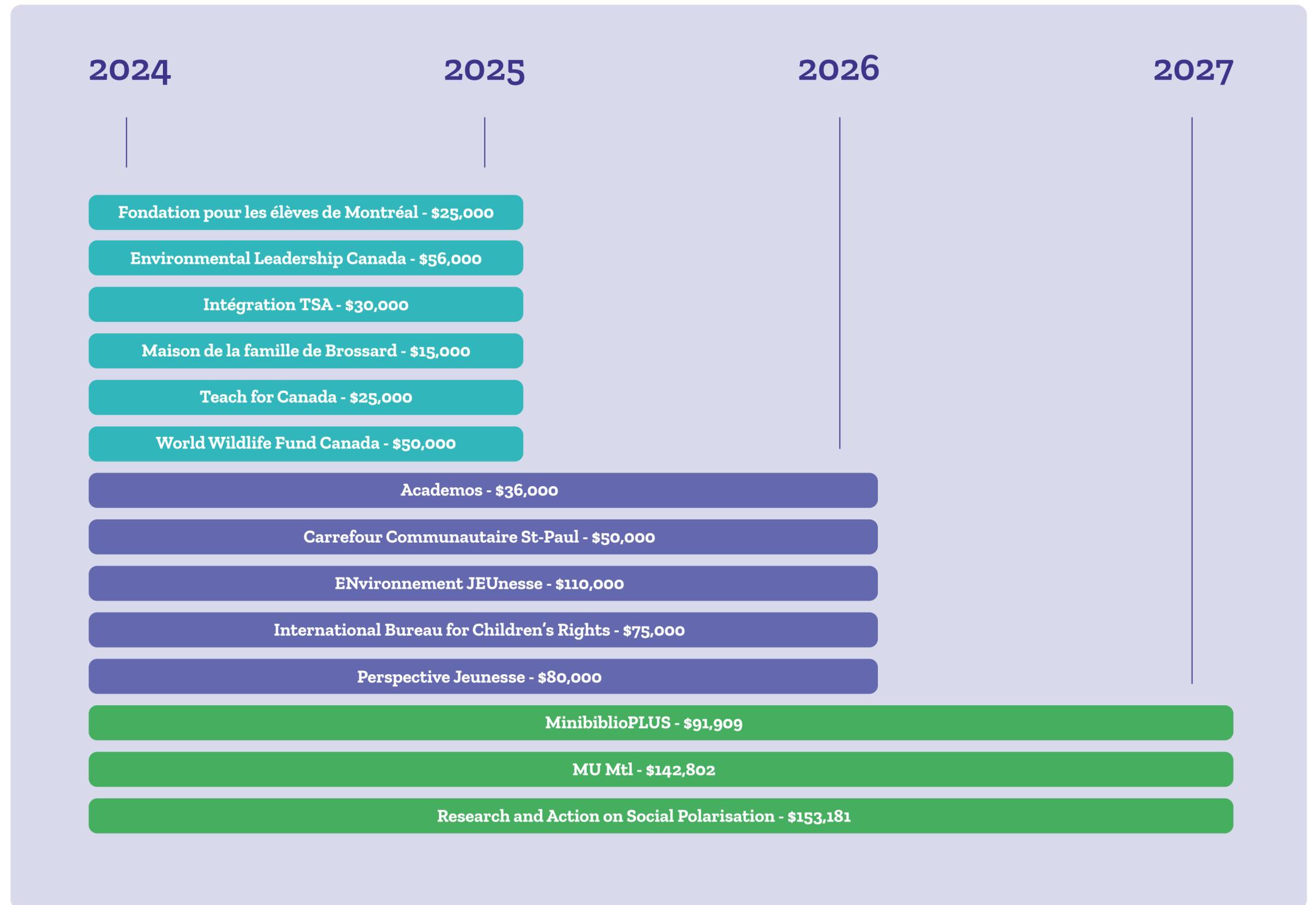
Engaged
Education

Grants Awarded 2024

- 1 year
- 2 years
- 3 years



Photo: MU Mtl

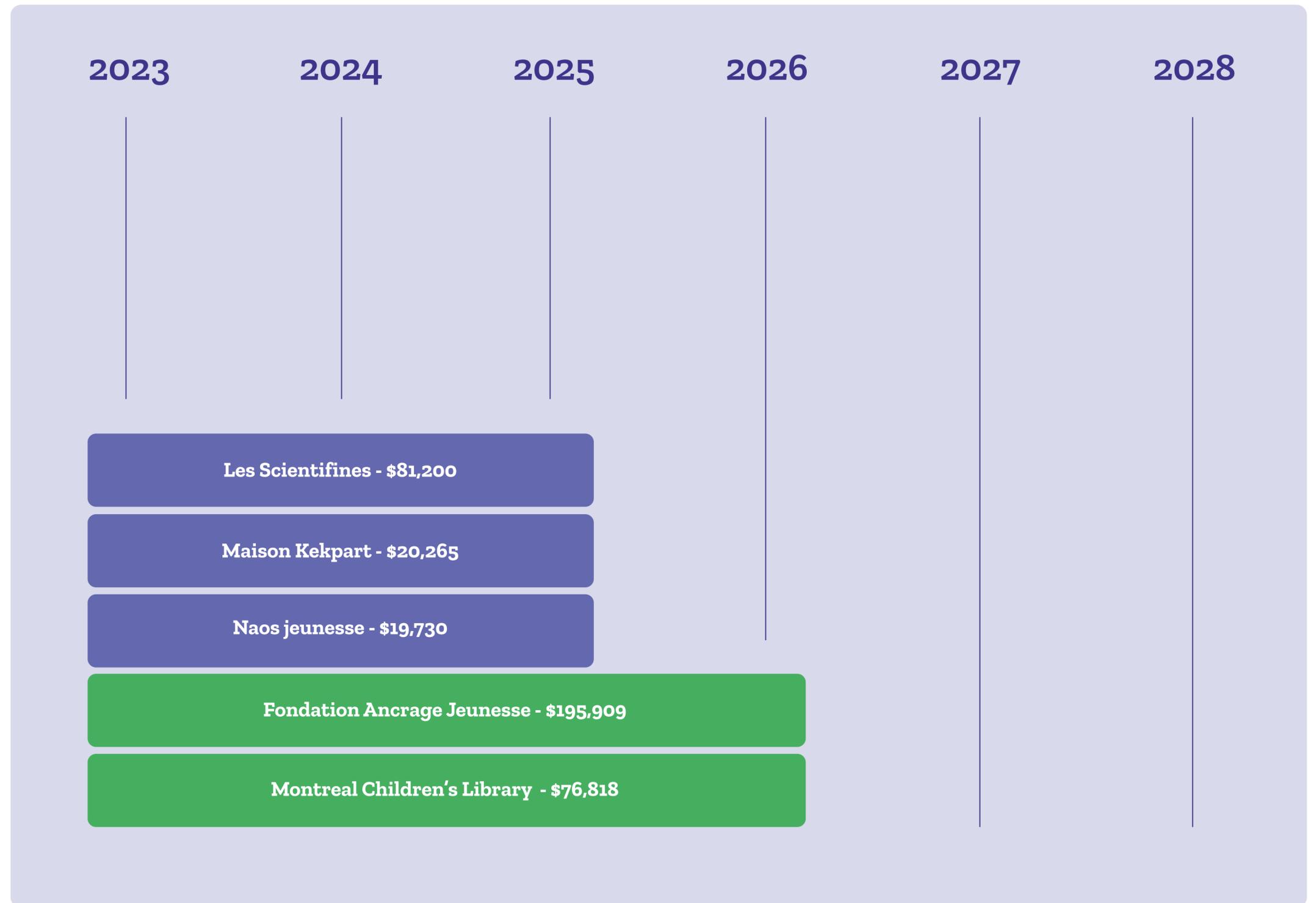


Engaged
Education

Grants in Progress

● 2 years

● 3 years





Nurturing Communities

Chamandy Foundation's Nurturing Communities funding fosters safe, inclusive, and resilient societies.

By addressing sexual exploitation and violence, promoting anti-racism, supporting environmental engagement, and fostering community-building initiatives, we create spaces where individuals and families can thrive.

Nurturing Communities

New Grants 2024

- 1 year
- 2 years
- 3 years



2024

2025

2026

2027

David Suzuki Foundation - \$70,000

Imagine Canada - \$10,000

Fondation de la recherche pédiatrique - Inuit Youth
Futures Project - \$50,000

Macadam Sud - \$50,000

Mains Utiles - \$45,000

Exeko - \$30,000

Fondation Espace pour la vie - \$130,000

Les Impatients - \$40,000

The Climate Justice Organizing HUB - \$100,000

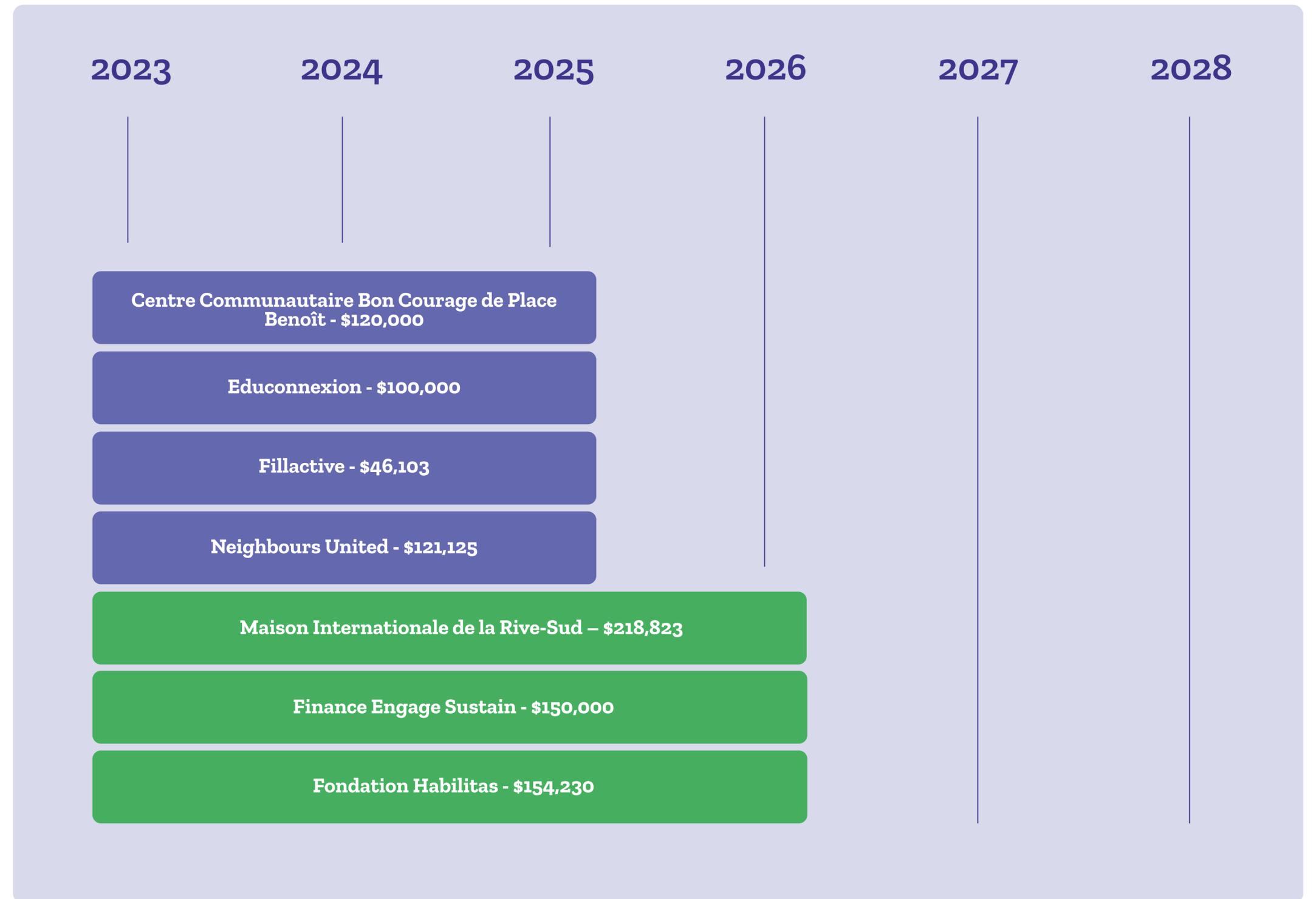
Acorn Family Place - \$150,000

Nurturing Communities

Grants in Progress

● 2 years

● 3 years



Employee Donation and Emergency Fund

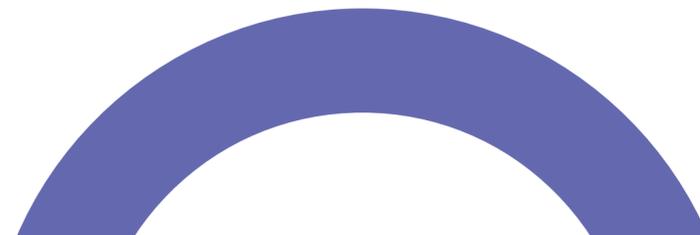


In 2024, with the support and encouragement of our Board of Directors, Chamandy Foundation introduced an Employee Donation Fund for all employees.

Each year employees are invited to select an organization that is important to them, to receive a donation from the Foundation. In 2024, 7 organizations were supported.

Emergency relief support was provided to the Canadian Red Cross and Doctors Without Borders for humanitarian aid efforts.

In 2024, 9 organizations were supported.



Championing Equity



Our JEDI Commitment and Recognition as a Leading Equitable Funder

Advancing Equity Through JEDI Initiatives

In 2024, Chamandy Foundation deepened its commitment to Justice, Equity, Diversity, and Inclusion (JEDI), ensuring these values remain central to its mission and operations. Through a comprehensive action plan, we integrated JEDI principles across all levels of the organization, offering training on unconscious bias, anti-racism, and inclusive grantmaking. Internal policies were reviewed to enhance fairness and accessibility.

By prioritizing equity in funding decisions, the Foundation supported initiatives that address systemic barriers and empower underserved communities. This ongoing commitment reflects our vision of fostering a more just and inclusive future for all.

Recognized Among Canada's Top 50 Equitable Funders: A Milestone for Chamandy Foundation

Chamandy Foundation is honored to be ranked 23rd in Canada's Top 50 Equitable Funders for 2024, as identified by Future of Good and QuakeLab. This recognition highlights our commitment to equity, inclusion, and anti-racism across our governance, investments, and funding practices.

By prioritizing accessibility, transparency, and long-term impact, we strive to address systemic inequities and empower underserved communities, particularly children and youth. This acknowledgement reaffirms our dedication to driving meaningful and lasting change.

Our Dedicated Team and Board



Driving Our Mission Forward

Chamandy Foundation is powered by a passionate team, Board of Directors and Officers whose expertise and commitment are key to advancing our mission and making a meaningful impact on the lives of those we serve.

Team

Tiffany Chamandy
President and Executive Director

Kate Brayley
Office Manager

Chris Lau
Grants and Learning Manager

Christine Vallières
Grants and Communication Manager

Board of Directors and Officers

Glenn J. Chamandy
Secretary and Director

Amel Chamandy
Director

Steven Chamandy
Director

Karim B. Abuani
Officer

Sergio Scarpelli
Officer

Thank you!

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Follow Us



Note on the Annual Report : Sections of this annual report were drafted with the assistance of ChatGPT. This approach allowed us to efficiently structure ideas and create clear, coherent content that reflects our values and actions. All content was carefully reviewed, validated, and adapted by our team to ensure accuracy and alignment with the Foundation's mission. None of our partners' data were shared with ChatGPT.

This collaboration with AI demonstrates our commitment to exploring innovative solutions for effective communication.

