



pos **Abilities**

Empowering people with developmental disabilities

Annual Report 2009-2010



www.posAbilities.ca

INTRODUCTION

ABOUT US

posAbilities (formerly Mainstream Association for Proactive Community Living) supports individuals of all ages with developmental disabilities and/or physical challenges. We offer a variety of community, residential and behaviour support services in the Lower Mainland and other parts of BC. Community integration and participation is a cornerstone of our community support services.

OUR VISION

Opening doors to a world of possibilities. Believe · Empower · Inspire

OUR MISSION

We assist persons with disabilities to lead meaningful and healthy lives by partnering with the community to provide a comprehensive range of person-centred services for individuals and the families who care for them.

OUR VALUES

Person-Centred

We are person-centred in our thinking and our actions.
We are teachers and coaches, fostering learning, growth, independence.

Inclusion

We believe communities are richer when everyone is included and given a chance to make a contribution.
We believe a full life includes exercising rights, fulfilling responsibilities, making choices and experiencing mistakes and successes.

Diversity

We celebrate the diversity of people and cultures and encourage greater cultural connections.

Learning

We have the courage to question beliefs, to speak up, take risks and challenge the status quo.
We believe in continuous learning, sharing and collaboration.

Excellence and Innovation

We expect the best from ourselves and celebrate the best in others.
We act ethically and with integrity in all that we do.
We see possibilities, not limitations.



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**A MESSAGE FROM CELSO BOSCARIOL,
PRESIDENT OF THE BOARD OF DIRECTORS**

Over the past four years, I have truly enjoyed chairing the **posAbilities** Board of Directors and participating in the organization's growth and development. The most visible change that you will notice in our report this year is that we no longer present ourselves as Mainstream Association

For Proactive Community Living (MAPCL). We have embraced the name **posAbilities** and created a new logo that includes the words 'empowering people with developmental disabilities.'

Our new identity clearly illustrates our focus on the *positive* and each person's unique **Abilities**. It also ties directly to our efforts in supporting personal growth, independence and good lives in welcoming communities. **posAbilities** is a memorable name too. It resonates with people and will lead to more recognition of our organization and our work outside of the community living sector. We see this as a necessary step towards building new partnerships with the community in order to continue to enhance our programs and services.

In addition to our profiling activities, we have made tremendous progress in implementing our strategic plan. Highlights of our achievements include:

- program initiatives in arts and culture, community inclusive gardening, customized employment and behaviour support services
- a new employee wellness program and Philosophy and Values training curriculum
- streamlined administrative processes to better support front line staff
- more opportunities for families to learn, share and connect with each other.

Each of these accomplishments contributes to the well-being of our persons served and strengthens the foundation of our organization: our people.

In closing, I would like to thank our CEO Fernando Coelho; together with a dedicated team of managers and directors who have worked tirelessly in promoting and ensuring that our vision and mission becomes a possibility for the individuals we support. I would also like to acknowledge and thank all of our employees for their role in delivering services. Together, we are fulfilling our mission and supporting individuals to lead healthy lives in welcoming communities.

Sincerely,

A handwritten signature in black ink, appearing to read 'Celso Boscariol'.

Celso Boscariol, President

*"Leave the beaten track
behind occasionally and
dive into the woods.
Every time you do you
will be certain to find
something you have
never seen before."*

Alexander Graham Bell



POSAILITIES BOARD OF DIRECTORS 2009-2010

The Board of Directors develops policy and the long term vision for this organization. These individuals are our valued volunteers:

President

Celso Boscariol

1st Vice President/Treasurer

Tanice Miller

2nd Vice President

Paul Girardi

Secretary

Norman Morrison

Directors:

Dr. Linda Eaves

Lorie Sherritt

Dr. Helena Ho

Anita Lee

Dr. Sid Mindess

John Nicholls

Barbara Stewart

Self Advocates For Equality (S.A.F.E.) Committee Liaison:

Simone Brandl





**A MESSAGE FROM FERNANDO COELHO,
CHIEF EXECUTIVE OFFICER**

Growth

Every year we select one word that encompasses and best describes the experience of the year in review. I guess that's how traditions are born. It feels odd to be writing about traditions given that we just retired the original name of our organization (MAPCL).

However, during the process of our name change we had the opportunity to acknowledge and celebrate our history. The history of the founding members: Mainstream Society, Proactive Society, CBSS and PACE; all names well rooted in the history of community living in British Columbia. We, collectively, have been providing services to communities throughout the Lower Mainland for well over forty years. We came together in 1998 because we envisioned the possibilities that collectively we could accomplish; and, as MAPCL we accomplished a lot.

Today, as members of the community living sector, we find ourselves going through another growth phase on our collective path towards full integration. The question we must all ask ourselves is how else can we further the vision of **posAbilities** and provide options to the individuals we support on their path to independence and integration. With that question comes reflection, and with reflection comes growth.

Growth for an organization is vital. What was once considered impossible in community living forty years ago is considered possible today. However, with growth comes an element of resistance and with vision, an element of risk. Life without the dignity of taking risks is not a vision that we entertain at **posAbilities**.

Thanks to every one of our staff and stakeholders who have made this past year an incredible year of vision and growth. I would also like to acknowledge the support and dedication of our Board of Directors. I extend my congratulations to all of our staff for providing leadership and recognizing that dignity and risk are part of making independence and integration a **posAbility**.

Sincerely,

Fernando Coelho, Chief Executive Officer

“What is the most rigorous law of our being? Growth. No smallest atom of our moral, mental, or physical structure can stand still a year. It grows -- it must grow; nothing can prevent it.”

Mark Twain



“First the stalk -- then the roots. First the need -- then the means to satisfy that need. First the nucleus -- then the elements needed for its growth.”

Robert Collier

SECTION 2.

REPORTS FOR THE YEAR ENDING 2010

"Wealth is the ability to fully experience life."

Henry David Thoreau

A REPORT FROM JAN WOOD, SENIOR PROGRAM DIRECTOR



The continued implementation of an ambitious strategic plan has guided us through another positive year. One of the goals identified, was to develop a process for reviewing current services and ensuring that creative options are considered to facilitate personal growth and success. We recognize that many individuals will require increased support as time progresses. We also see persons served demonstrating learned skills and abilities, that have opened doors to new opportunities.



One of this year's highlights was adding Laurel's Behaviour Consultants to some of our home and community based program teams. Addressing behaviour support needs with our own internal resources has reduced wait lists and helped individuals avoid potential crises. Planning crisis response throughout the sector has proven challenging for a variety of reasons. Through this initiative, we achieved immediate results and ensured that the health and safety of everyone involved was addressed. Several individuals are now moving forward within their communities and progressively acquiring new and more productive ways of coping with life's challenges.



Over the past year, we have found ways to deliver our services within fiscal constraints. In the year ahead, we will need to do even more work in this area. To guide us, we will continue to dialogue with supported individuals, their families and stakeholders regarding our service delivery models and options. Our focus will remain hard and fast on finding creative alternatives and developing a sustainable and bright future for the Community Living movement.

As always, our Supervisors, Senior Support Workers and staff teams have demonstrated a commitment to excellence through their dedication. Our administrative teams clear the obstacles for Programs and provide the necessary support to ensure services are delivered in an effective and efficient manner.

My sincere "thank you," to my dedicated Team Leaders, Pam Balog, Cheryl McKillip and Rob Pretli who work with commitment and caring every day.

Thank you, Fernando, for your guiding leadership and your encouragement to promote growth throughout the agency. We have a solid foundation from which to grow and learn.

Respectfully submitted by Jan Wood, Senior Program Director.

A REPORT FROM GORD TULLOCH, PROGRAM DIRECTOR

Each year seems busier than the last, and 2009-10 was no exception. Much of it was characterized by explorations in new approaches to services: new models, expanded partnerships, and a re-visioning of purpose. There was a growing sense that traditional services within our sector were not quite achieving the goals of authentic community inclusion, and nor were they economically sustainable over time. Part of our exploration of this issue consisted of a number of innovative projects, such as:

- forming new partnerships within the arts and culture sector because of its enormous potential to transform social perspectives of disability:
 - partnering with the Vancouver International Film Festival, Kickstart Arts and Culture Society, and Burnaby Association for Community Inclusion to bring the Sprout Touring Film Festival to Vancouver. We sponsored the Sprout and Horseboy, a movie based on a true story about a boy with autism and the family's journey to the shamans of Mongolia.
 - partnering with Simon Fraser University's School of Contemporary Arts in order to bring two of their students to our Stage Door Theater Troupe to teach staff and participants how to create and edit films.
- sending some staff through a series of employment courses and developing a model for an employment service that we expect to roll out in 2010-11.
- applying and receiving grants for:
 - Can You Dig It, an initiative that consists of transforming urban spaces into agricultural bounties, community building/development, and community give-back.
 - A business developer who will assist us to develop social enterprises in order to provide economic inclusion to the persons we serve, and to diversify our funding, which can both expand our social impact and reduce our vulnerability to the vagaries of public will.
 - The delivery of a 3 day workshop on Transforming Organizations to Employment First Services and Cultures.
- the growth of Ladybug Art Gardens, a fledgling social enterprise that delivered on gardening and landscaping contracts with both corporate and private clients
- the expansion of our capacity to connect with families through Monique Nelson, our Family Resources Coordinator (e.g. family network meetings, informational workshops, advocacy support, etc.). Families are such an incredibly important part of the community, and we need to get better at engaging them in conversations about the future we collectively want to build.

In addition to these new departures, there was also growth in both our Laurel Behaviour Support Services and Host Family Services. Laurel doubled its private contracts from the beginning to the end of the year, and Host Families increased the number of persons served from 60 persons to 71.

*"If you can imagine it
you can achieve it. If
you can dream it, you
can become it."*

William Arthur Ward





In the midst of this growth and innovation, we continued to address the goals in our strategic plan, to meet our ongoing service commitments, and to deliver important and successful events such as the annual Art Show.

I am incredibly proud of the people that work for *posAbilities*. They are good people, with good hearts and skills. I am grateful to my team—to Gerry Fremming, Don DeVries, Louise Blackwell, William Kent, Jennifer Oliver, Monique Nelson, and David Livingstone—for their tireless work and commitment to excellence. I am grateful to their Supervisors, Senior Support Workers and staff for their ongoing passion and commitment to the people they support. I am grateful to the administrative team which is so incredibly supportive and accessible. And I am grateful to my peers and to Fernando for the opportunities that have been created in working together. It has been a good year.

Respectfully submitted by Gord Tulloch, Program Director.



**A REPORT FROM MONIQUE NELSON,
FAMILY SERVICES/COMMUNICATIONS COORDINATOR**

I am pleased to report on the family services offered by **posAbilities** in 2009-2010. Over the past year I have assisted families with creating self-support networks, shared a wide variety of disability related information and supported those who were facing challenges in navigating bureaucratic systems to access services. These activities are all aimed at providing the type of individualized support or resources needed to facilitate life-time planning for the whole family.

Families often express how much they appreciate learning, sharing and connecting with others who have a relative with a disability. Traditionally, families have participated in events such as our Annual Picnic, Art Show and educational workshops. In addition, we have recently launched our first Parent Support Network. The group meets monthly at our head office in Burnaby, and its members have the shared experience of parenting adult children (over 30 years) with a disability.

Our educational sessions were designed based on the feedback that we received through our Family Questionnaire. More than 120 individuals participated in workshops or events to learn more about inclusive education, transition planning, financial planning, the development of personal support networks and residential options. An additional 60 families were offered information packages or provided with referrals to support workers in other communities who could best offer the services they were seeking. A small group of families sought 1:1 advocacy support to improve service delivery for their children or the creation of Representation Agreements.

In my other role as the organization's Communications Coordinator, I am responsible for organizing media relations, advertising and the production of our printed publications. I also help to maintain our web-site and promote our special events or project initiatives. By blending the role of family services and communications, I have found that I have gained the ability to share timely information and resources with families, our staff and the general public. I welcome you to visit our web-site often and to contact me if you have feedback or information that you would like to share with other families.

In closing, it has been a pleasure serving our families over the past year. I truly appreciate the support that I have received from our senior management team and all staff, who are working hard to ensure that family engagement remains a key priority in our work. I would also like to thank the Family Support Workers affiliated with the BC Association for Community Living and the parent volunteers with the Family Support Institute of BC who share so generously of their time and resources to help serve the greater community.

Respectfully submitted by Monique Nelson, Family Services/Communications Coordinator.

"The bond that links your true family is not one of blood, but of respect and joy in each other's life. Rarely do members of one family grow up under the same roof."

Richard Bach



A REPORT FROM DAVID LIVINGSTONE, CONTINUING QUALITY IMPROVEMENT OFFICER

*“The real voyage of
discovery consists of
not seeking new
landscapes but of
having new eyes.”*

Marcel Proust

Seeing *pos*Abilities!

We are amusing creatures. We resist change as if it were possible, knowing all the while it is not. We know this truth. We have heard this truth in our schools, our churches, our temples, our synagogues, our work places and our cafes. “To everything turn, turn, turn”...change happens!

Last summer we began to implement a new component of staff training called The Mandt System™. The word system is not used lightly. The Mandt System™ is a comprehensive approach to the work we do. Its emphasis on Building Healthy Relationships comes in the form of content related to the importance of self-awareness, behavioral psychology, healthy communication and conflict resolution.

Much of the content of The Mandt System™ is not new. Its power lies in the way it brings together a great many things we have learned or discovered in our work and in our lives. It presents these things in ways that will allow us to speak a common language more often, and more effectively. That is the way of understanding. That is the way of Building Healthy Relationships. Strong relationships help to deliver better service. Strong relationships help to navigate change more effectively. Strong relationships help us discover new ways of seeing... *pos***Abilities!**

Respectfully submitted by David Livingstone, Continuing Quality Improvement Officer.



**A REPORT FROM DANIELE HART,
DIRECTOR OF HUMAN RESOURCES/LABOUR RELATIONS**

This year has seen many system changes for our department, most of which was focused on the development of more efficient and informative systems. Our new Human Resources database is now fully functional. Access to information is provided to all Supervisors, Team Leaders and Directors. In January, the payroll department completed their transition to a new payroll system which gave us “carte blanche” to begin populating our new scheduler system. An implementation project team has been appointed and consists of two Supervisors, our HR Administrator and myself. We are now in the testing phase of the implementation project. We plan on training all those who will use the system in the fall, following which we will begin full implementation in phases.

The HR Department was also focused on achieving our strategic goals. We now offer a Wellness Program to all our employees. Though it is in its infancy, we are proud of the wellness initiatives we’ve been able to offer. Many thanks to our Wellness Committee: Gerry Fremming, Dan Volbek, Louise Blackwell, Amanda Kim, Bouwe Wierdsma and Sarina Ram. We now offer an Employee Assistance Program, Annual Wellness Fair, sports initiatives, a music group as well as discounts on gym memberships. I encourage everyone to visit our webpage on the Employee Resource Centre and to take advantage of all the deals our sponsors offer **posAbilities** employees.

Much work has been done in the areas of Health and Safety and we hope to reap the benefits of our new Health and Safety Program. We continue to work closely with WorksafeBC through the Focus on Safety Partnership Program to improve our safety record even more.

None of these initiatives would have been accomplished without the dedication of the HR staff. Bouwe Wierdsma, our HR Administrator brings a steady calm approach to all the work he does and keeps us all grounded. Many thanks to Sarina Ram, for the constant positive approach to her work. She is the bright light of our department. I also appreciate the work of Diane Brien. Her thoroughness and flexibility have made it possible to see our way through all of these changes.

Respectfully submitted by Daniele Hart, HR/LR Director.

“We don't accomplish anything in this world alone... and whatever happens is the result of the whole tapestry of one's life and all the weavings of individual threads from one to another that creates something. ”

Sandra Day O'Connor



A REPORT FROM GINA ROWAN, DIRECTOR OF ADMINISTRATION

*"If I keep a green bough
in my heart, the singing
bird will come."*

Chinese Proverb



Wendy Moore, the Agency's long-serving Director of Administration retired in December 2009 and I was privileged to step into the role. I was also fortunate to inherit a well-trained, cohesive, and committed Administration Team. The Agency's Strategic Plan also provides me with a directional beacon, ensuring that I stay on course!

This year's theme of "growth" particularly resonates with me, as I strive to learn more about the persons served by *posAbilities*, the services we offer, and the myriad of ways that the Administration Department supports service delivery. Our persons served provide inspiration and reinforce the idea that anything can be accomplished if you put your heart into it.

The entire Agency is being challenged to do more with less and to find innovative ways to deliver the highest quality services. Our Team has embraced this challenge and we are developing methods to stream-line processes, improve efficiency and effectiveness. This work will allow us to increase the menu of services that we can offer to front-line staff, significantly easing their administrative burden.

One of Administration's ongoing strategic initiatives is the development and deployment of forms and reports to assist with data collection. The data collected is used by management to identify trends, patterns and to plan staff training. Especially useful, is the collection of data from incident reports. It assists our service delivery teams to plan the most effective strategies to enhance the well-being of both persons served and employees.

The Administration Department is especially fortunate to have three very long term employees – Corinne Stockford, Dan Volbek and Nancy Green. Their "knowledge garden" of the Agency is vast and invaluable. Over the past year, we also added two new faces, Rachel Woloshyn and Sara Hoshoooley, who bring a fresh perspective and unbridled enthusiasm for the important work we do. We also watched Simone Brandl grow into her new role as a front-line worker, and although it meant she left our team, we always look forward to her visits to Head Office.

On behalf of the Administration Department, we look forward to continuing to support our persons served and employees.

Respectfully submitted, Gina Rowan, Director of Administration.

A REPORT FROM FRED CUZNER, DIRECTOR OF FINANCE

As a prerequisite to our Human Resources Department implementing a staff scheduling system, Finance needed to implement a new payroll system from the same software vendor. After months of planning, set up and rigorous testing, the new payroll system went live in January 2010. A big thanks to all of our Finance staff each of whom had a role in this major undertaking. Special thanks to our Payroll Supervisor Candice Chung who lead this project from beginning to end and from broad issues to the most minute detail.

Finance also analyzed and provided a report on the existing funding formula of a major funding agency. This report was used in discussions with the funder and the Community Living Sector.

In the Information Technology area a number of changes were implemented such as streamlining helpdesk services.

Respectfully submitted by Fred Cuzner, Director of Finance.

“Management is doing things right; leadership is doing the right things.”

Peter Drucker



SECTION 3.

AUDITED FINANCIAL STATEMENTS

The next 14 pages consists of the original Audited Financial Statements presented by Deloitte & Touche.

Audited financial statements of

**Mainstream Association for
Proactive Community Living**

March 31, 2010

Mainstream Association for Proactive Community Living

March 31, 2010

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Auditors' Report

To the Members of
Mainstream Association for Proactive Community Living

We have audited the balance sheet of Mainstream Association for Proactive Community Living (the "Association") as at March 31, 2010 and the statements of changes in net assets, operations and cash flows for the year then ended. These financial statements are the responsibility of the Association's management. Our responsibility is to express an opinion on these financial statements based on our audit.

Except as described in the following paragraph, we conducted our audit in accordance with Canadian generally accepted auditing standards. Those standards require that we plan and perform an audit to obtain reasonable assurance whether the financial statements are free of material misstatement. An audit includes examining, on a test basis, evidence supporting the amounts and disclosures in the financial statements. An audit also includes assessing the accounting principles used and significant estimates made by management, as well as evaluating the overall financial statement presentation.

In common with many charitable organizations, the Association derives revenue from donations and fundraising activities, the completeness of which is not susceptible of satisfactory audit verification. Accordingly, our verification of these revenues was limited to the amounts recorded in the records of the Association and we were not able to determine whether any adjustments might be necessary to revenue, excess of revenue over expenses, assets and net assets.

In our opinion, except for the effect of adjustments, if any, which we might have determined to be necessary had we been able to satisfy ourselves concerning the completeness of the revenue referred to in the preceding paragraph, these financial statements present fairly, in all material respects, the financial position of the Association as at March 31, 2010 and the results of its operations and its cash flows for the year then ended in accordance with Canadian generally accepted accounting principles. As required by the Society Act of British Columbia, we report that, in our opinion, these principles have been applied on a basis consistent with that of the preceding year.



Chartered Accountants
July 13, 2010

Mainstream Association for Proactive Community Living

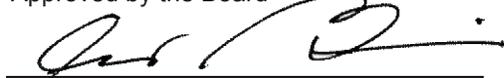
Balance sheet
as at March 31, 2010

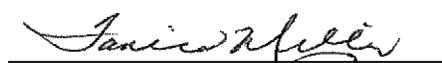
Statement I

	2010	2009
	\$	\$
Assets		
Current assets		
Cash and cash equivalents	4,809,544	4,283,662
Accounts receivable	285,235	536,242
Prepaid expenses and deposits	160,103	136,100
	5,254,882	4,956,004
British Columbia Housing Management Commission ("BCHMC")		
Replacement Reserve Fund - cash (Note 2 (g) (i))	461,716	398,225
Capital assets (Note 3)	6,953,537	7,268,350
	12,670,135	12,622,579
Liabilities		
Current liabilities		
Accounts payable and accrued liabilities	2,792,878	2,342,628
Current portion of mortgages payable (Note 4)	1,135,187	1,073,637
Deferred revenue (Note 5)	492,070	703,398
	4,420,135	4,119,663
Mortgages payable (Note 4)	5,161,720	5,475,296
Deferred liabilities	225,128	240,203
Deferred contributions		
BCHMC Replacement Reserve Fund (Note 6)	461,716	398,225
Capital assets (Note 7)	430,900	388,835
Autism Spectrum Disorder Research and Development Fund (Note 8)	99,000	112,500
Teen Group Fund (Note 9)	-	1,421
	10,798,599	10,736,143
Net assets		
Replacement Reserve Fund (Note 2 (g) (ii))	614,111	406,267
Equity in capital assets	791,690	811,735
Unrestricted surplus	465,735	668,434
	1,871,536	1,886,436
	12,670,135	12,622,579

Lease commitments (Note 11)

Approved by the Board


Celso Boscarol, President


Tanice Miller, Treasurer

Mainstream Association for Proactive Community Living

Statement of changes in net assets

Statement II

as at March 31, 2010

				2010	2009
	Replacement Reserve Fund	Equity in capital assets	Unrestricted surplus	Total	Total
	\$	\$	\$	\$	\$
Balance, beginning of year	406,267	811,735	668,434	1,886,436	2,034,553
Excess of revenue over expenses (expenses over revenue)	-	-	1,756	1,756	(148,117)
Expenses to Replacement Reserve Fund	(16,656)	-	-	(16,656)	-
Amortization of deferred contributions	-	42,742	(42,742)	-	-
Amortization of capital assets	-	(431,518)	431,518	-	-
Mortgage principal payments	-	252,026	(252,026)	-	-
Provision for Vehicle Replacement Reserve	224,500	-	(224,500)	-	-
Capital asset additions, net of mortgages and deferred contributions	-	116,705	(116,705)	-	-
Balance, end of year	614,111	791,690	465,735	1,871,536	1,886,436

Mainstream Association for Proactive Community Living

Statement of operations year ended March 31, 2010

Statement III

	2010	2009
	\$	\$
Revenue		
Community Living British Columbia/Ministry Children and Family	25,821,104	25,071,761
Tenant rent	1,422,919	1,480,343
BCHMC rental subsidy and other payments	648,393	604,936
Private contracts	194,076	99,567
Amortization of deferred contributions - capital assets (Note 7)	42,742	84,273
Federal grant	10,738	8,529
Other	254,515	251,080
	28,394,487	27,600,489
Expenses		
Salaries, wages and benefits	21,558,655	21,341,482
Professional fees	2,306,219	1,876,878
Rent and property taxes	1,191,624	1,216,216
Program and equipment	697,937	709,145
Transportation	531,019	506,861
Food and clothing	488,784	544,515
Amortization	431,518	396,262
Mortgage interest	271,404	304,828
Utilities	269,336	275,046
Maintenance	264,171	277,261
Office and sundry	221,660	189,705
Staff training/resources	80,699	44,694
Insurance	66,478	52,639
Security	13,227	13,074
	28,392,731	27,748,606
Excess of revenue over expenses (expenses over revenue) for the year	1,756	(148,117)

Mainstream Association for Proactive Community Living

Statement of cash flows year ended March 31, 2010

Statement IV

	2010	2009
	\$	\$
Cash flow from operating activities		
Excess of revenue over expenses (expenses over revenue)	1,756	(148,117)
Items not affecting cash		
Amortization	431,518	396,262
Deferred revenue recognized in current year	(294,445)	(887,197)
Increase in Replacement Reserve Fund - cash	(63,491)	(92,282)
Amortization of deferred contributions - capital assets	(42,742)	(84,273)
	32,596	(815,607)
Change in non-cash operating working capital items		
Accounts receivable	251,007	149,185
Prepaid expenses	(24,003)	22,951
Accounts payable and accrued liabilities	435,175	(52,631)
	694,775	(696,102)
Cash flow from financing and investing activities		
Purchase of capital assets	(116,705)	(226,760)
Mortgage principal repayments	(252,026)	(205,558)
Deferred contributions received in current year	291,441	529,263
Deferred revenue returned to funder	(208,324)	-
Deferred contributions receipts - capital assets	84,807	1,699
Change in deferred contributions - BCHMC Replacement Reserve Fund	63,491	92,283
Replacement Reserve Fund used	(16,656)	-
Spending from ASD Fund	(13,500)	(2,500)
Spending from Teen Group Fund	(1,421)	-
	(168,893)	188,427
Net cash inflow (outflow)	525,882	(507,675)
Cash and cash equivalents, beginning of year	4,283,662	4,791,337
Cash and cash equivalents, end of year	4,809,544	4,283,662
Cash and cash equivalents are comprised of		
Cash	1,283,722	674,704
Short-term investments	3,525,822	3,608,958
	4,809,544	4,283,662
Supplemental cash flow information		
Interest paid	271,404	324,858

Mainstream Association for Proactive Community Living

Notes to the financial statements year ended March 31, 2010

1. Purpose of the Association

Mainstream Association for Proactive Community Living (the "Association") provides residential and community integration support options to individuals (adults and children) who are developmentally disabled and their families. The Association is incorporated under the Society Act of British Columbia, is a not-for-profit organization and is a registered charity under the Income Tax Act.

The activities of the Association are primarily funded under contracts negotiated annually with Community Living British Columbia ("CLBC") and other agencies of the Province of British Columbia. The Association's ability to continue to provide services is largely dependent upon the continuing support of CLBC.

2. Significant accounting policies

These financial statements have been prepared in accordance with Canadian generally accepted accounting principles and reflect the following significant accounting policies:

(a) Financial instruments

The Association has elected to use the exemption provided by the Canadian Institute of Chartered Accountants ("CICA") permitting not-for-profit organizations not to apply the following sections of the CICA Handbook: Section 3862, *Financial Instruments - Disclosures*, and Section 3863, *Financial Instruments - Presentation*, which would otherwise have applied to the financial statements of the Association for the year ended March 31, 2009. The Association applies the requirements of Section 3861, *Financial Instruments - Disclosure and Presentation*, of the CICA Handbook.

Financial assets and financial liabilities are initially recognized at fair value and their subsequent measurement is dependent on their classification as described below. Their classification depends on the purpose for which the financial instruments were acquired, their characteristics and the Association's designation of such instruments. Settlement date accounting is used.

(i) Held-for-trading

Cash and cash equivalents and funds segregated for replacement reserves have been designated as held-for-trading and are measured at fair value. Fair value fluctuations including interest earned, interest accrued, gains and losses realized on disposal and unrealized gains and losses are included in investment income.

(ii) Loans and receivables

Accounts receivable have been designated as loans and receivables and are accounted for at amortized cost using the effective interest method.

(iii) Other liabilities

Accounts payable, accrued liabilities, mortgages payable and deferred liabilities are recorded at amortized cost using the effective interest method and include all financial liabilities, other than derivative instruments.

Mainstream Association for Proactive Community Living

Notes to the financial statements year ended March 31, 2010

2. Significant accounting policies (continued)

(b) Capital disclosures

The Association adopted the recommendations of the CICA Handbook Section 1535, *Capital Disclosures*. This section requires the disclosure of information about externally imposed capital requirements. As the Association has no externally imposed capital requirements, the adoption of this section has no impact on the financial statements. The Association manages its capital primarily through its investments and adheres to the guidelines of the Association's investment policies. There have been no changes to these guidelines during the year.

(c) Revenue recognition

The Association follows the deferral method of accounting for contributions (comprising contract payments, grants and donations). Externally restricted contributions are recognized as revenue in the year in which the related expenses are incurred. Unrestricted contributions are recognized as revenue when received or receivable if the amount to be received can be reasonably estimated and collection is reasonably assured.

Tenant rent represents rental income on property owned and/or leased by the Association. This rent is recognized as revenue as the service is provided.

(d) Use of estimates

The preparation of financial statements in conformity with Canadian generally accepted accounting principles requires management to make estimates and assumptions that affect the reported amounts of assets and liabilities and disclosure of contingent assets and liabilities at the date of the financial statements and the reported amounts of revenues and expenses during the reporting period. Actual results could differ from those estimates. Key estimates include the amortization period of capital assets, recognition of deferred revenue and accrued liabilities.

(e) Cash and cash equivalents

Cash and cash equivalents consists of cash on hand, funds on deposit and short term investments that are redeemable any time.

(f) Capital assets

Purchased assets are recorded at cost less amortization. Donated assets are recorded at assessed value or estimated market value as appropriate less amortization.

Certain land and buildings are mortgaged to Canada Mortgage and Housing Corporation ("CMHC"). The terms of the mortgages require that amortization be provided in the accounts in an amount equal to annual principal repayments.

The Association provides amortization on the assets using the following rates and methods:

Residential properties	Over remaining terms of mortgages
Equipment and furnishings	20% to 50% straight-line
Vehicles	25% straight-line
Leasehold improvements	20% straight-line

Mainstream Association for Proactive Community Living

Notes to the financial statements year ended March 31, 2010

2. Significant accounting policies (continued)

(f) *Capital assets (continued)*

Amortization is charged to operations.

The Association reviews its long-lived assets for impairment whenever events or changes in circumstances indicate that their carrying value may not be recoverable from expected undiscounted future cash flows from the assets' use and eventual disposition. An impairment loss is recognized when the carrying value of an asset exceeds its fair value.

(g) *Replacement Reserve Fund*

(i) The Association is required to maintain a replacement reserve fund as designated by the BCHMC. Expenditures incurred during the year are charged against the fund. Amounts sufficient to support the balances designated by the BCHMC have been placed in a separate bank account.

(ii) The Association restricts funds to provide for replacement costs at residences not subject to the BCHMC provisions and for replacement cost of vehicles owned by the Association (Statement II).

(h) *Comparative figures*

Certain comparative figures included in expenses have been reclassified to conform to the current year's presentation.

(i) *Changes in accounting policies*

In November 2008, the CICA issued amendments to Section 1540, *Cash Flow Statement*; Section 4400, *Financial Statement Presentation by Not-for-profit Organizations*; Section 4430, *Capital Assets Held by Not-for-profit Organizations*; Section 4460, *Disclosure of Related Party Transactions by Not-for-profit Organizations*; and issued Section 4470, *Disclosure of Allocated Expenses by Not-for-profit Organizations*. The new standards were applicable to annual financial statements relating to fiscal years beginning on or after January 1, 2009. The Association adopted the new standards as of April 1, 2009.

The new standards did not have a material impact on these statements.

On April 1, 2009, the Association adopted the amendments made to Section 1000, *Financial Statement Concepts*. The amended section requires an entity to demonstrate that any amount that is presented as an asset meets the conceptual definition of an asset or is permitted to be recorded as an asset under specific CICA Handbook sections. The adoption of these amendments has not resulted in any change in how the Association accounts for its transactions.

In January 2009, the Emerging Issues Committee ("EIC") of the CICA issued the EIC-173, *Credit Risk and the Fair Value of Financial Assets and Financial Liabilities*. This abstract requires that an entity's own credit risk (for financial liabilities) and the credit risk of the counterparty (for financial assets) should be taken into account in determining the fair value of financial assets and financial liabilities, including derivatives instruments. The new guidance did not have any impact on the valuation of the Association's financial assets and liabilities, or its net assets.

Mainstream Association for Proactive Community Living

Notes to the financial statements year ended March 31, 2010

3. Capital assets

			2010	2009
	Cost	Accumulated amortization	Net book value	Net book value
	\$	\$	\$	\$
Residential properties	8,717,371	2,094,516	6,622,855	6,854,897
Equipment and furnishings	673,782	583,972	89,810	125,698
Vehicles	794,550	657,364	137,186	134,042
Leasehold improvements	416,029	312,343	103,686	153,713
	10,601,732	3,648,195	6,953,537	7,268,350

4. Mortgages payable

Mortgages payable is comprised of the following first mortgages with CMHC, various banks, trust companies and credit unions.

	Annual interest rate	Monthly mortgage repayment	Renewal date	Principal outstanding	
				2010	2009
	%	\$		\$	\$
East 38th	3.71	1,405	October 1, 2010	195,722	205,309
Broadway	3.84	1,392	June 1, 2010	189,751	199,150
Goodlad	2.61	1,256	September 1, 2014	179,305	189,052
Britton	2.61	1,035	September 1, 2014	149,166	157,157
Buckingham	3.09	1,722	September 1, 2013	277,340	289,465
Vista	4.12	1,809	February 1, 2011	250,828	262,231
Como Lake	4.16	1,782	December 1, 2011	257,370	268,021
Norfolk	3.51	2,084	February 1, 2020	288,029	302,499
Maple Ridge	1.88	1,145	February 1, 2014	127,025	138,655
Claude	2.61	934	September 1, 2014	134,072	141,307
Godwin (1 st Mort)	4.70	1,581	October 1, 2010	210,724	219,730
Godwin (2 nd Mort)	10.00	1,189	August 8, 2010	5,800	18,779
Randall	1.65	1,626	August 1, 2013	236,700	252,981
Raven	1.65	1,141	January 01, 2014	196,208	206,560
Ridgeview Heights	5.08	22,243	August 1, 2013	3,510,103	3,599,224
Ridgeview Heights Community Space	prime + 1.35	1,137	April 28, 2010	88,764	98,813
		43,481		6,296,907	6,548,933
			Less: Current portion	1,135,187	1,073,637
				5,161,720	5,475,296

Mainstream Association for Proactive Community Living

Notes to the financial statements year ended March 31, 2010

4. Mortgages payable (continued)

The estimated mortgage principal payments required in the next five years are as follows:

	\$
2011	1,135,187
2012	436,151
2013	197,057
2014	3,953,846
2015	574,666
	<u>6,296,907</u>

5. Deferred revenue

Deferred revenue represents gaming revenue and operating funding received for specific expenses expected to be incurred in subsequent years. Changes in the deferred revenue balance are as follows:

	2010	2009
	\$	\$
Balance, beginning of year	703,398	1,061,332
Amounts received during the year	291,441	529,263
Amounts recognized as revenue in the year	(294,445)	(887,197)
Deferred revenue returned to funder	(208,324)	-
	<u>492,070</u>	<u>703,398</u>

6. Deferred contributions - BCHMC Replacement Reserve Fund

Deferred contributions - BCHMC Replacement Reserve Fund represents restricted contributions allocated to a replacement fund as designated by the BCHMC (see Note 2 (g) (i)). Changes in the deferred contributions balance are as follows:

	2010	2009
	\$	\$
Balance, beginning of year	398,225	305,942
Contributions for the year		
BCHMC	100,660	120,833
Interest earned	1,232	6,271
Expenditures for the year	(38,401)	(34,821)
	<u>461,716</u>	<u>398,225</u>

Mainstream Association for Proactive Community Living

Notes to the financial statements year ended March 31, 2010

7. Deferred contributions - capital assets

Deferred contributions - capital assets represent restricted contributions in respect of certain capital assets when they were originally acquired. Changes in the deferred contributions balance are as follows:

	2010			2009
	B.C. Gaming Commission	Other	Total	Total
	\$	\$	\$	\$
Balance, beginning of year	89,455	299,380	388,835	471,409
Receipts for the year	-	84,807	84,807	1,699
Amounts amortized to revenue	(18,383)	(24,359)	(42,742)	(84,273)
	71,072	359,828	430,900	388,835

8. Deferred contributions - Autism Spectrum Disorder Research and Development Fund

The Autism Spectrum Disorder ("ASD") Research and Development Fund is to be used for the development of programs, education and special projects related to the Association's ASD clients.

9. Deferred contributions - Teen Group Fund

The Teen Group Fund was used to fund a weekly support group for teenage clients who have ASD.

10. Ridgeview Heights Development

The Ridgeview Heights Development was completed in August 1996. The Association is responsible for managing the facility in accordance with the rules and regulations set forth by the BCHMC.

The following is a summary of items relating to Ridgeview Heights which are included in the statement of financial position:

	2010	2009
	\$	\$
Current assets	135,733	153,858
Replacement Reserve Fund - cash	244,132	218,336
Capital assets	3,512,376	3,599,219
Current portion of mortgages payable	(90,681)	(86,873)
Other current liabilities	(56,955)	(54,123)
Mortgages payable	(3,419,422)	(3,512,346)
Deferred contributions - Replacement Reserve Fund	(244,132)	(218,336)
Surplus of net assets	(81,051)	(99,735)

Mainstream Association for Proactive Community Living

Notes to the financial statements year ended March 31, 2010

11. Lease commitments

The minimum payments required in the next five years and thereafter under operating leases for residential facilities and equipment are as follows:

	\$
2011	440,022
2012	371,958
2013	327,570
2014	244,506
2015	259,177
Thereafter	280,775
	<hr/> 1,924,008

12. Financial instruments

(a) *Fair values*

The Association's financial instruments include cash, cash equivalents, accounts receivable and accounts payable. The fair values of these financial instruments approximate their carrying value due to their short-term nature.

The estimated fair value of mortgages payable is not significantly different from current carrying value.

(b) *Financial risk*

The Association is not exposed to significant interest rate risk due to the short-term maturity of its monetary assets and current liabilities. Substantially all of the Association's mortgages bear a fixed interest rate; therefore no interest rate risk exists.

13. Subsequent events

(a) The Association has joined the Municipal Pension Plan effective April 1, 2010. The Association and its employees will contribute to the Municipal Pension Plan ("MPP"), a joint-trusted, multi-employer defined benefit pension plan governed by the BC Public Sector Pension Plan Act. The Board of Trustees of the MPP, representing plan members and employers, is responsible for overseeing the management of the pension plan, including investment of the assets and administration of benefits. In the next fiscal year of 2010/2011, the Association's contributions to the MPP will be expensed in the year. Every three years an actuarial valuation is performed to assess the financial position of the plan and the adequacy of plan funding. The most recent actuarial valuation for the plan at December 31, 2006 indicated a surplus of \$438 million. The actuary does not attribute portions of the surplus to individual employers. The plan covers approximately 157,000 active employees. An actuarial valuation is in progress as of December 31, 2009. The results of this valuation will not be available until late in 2010.

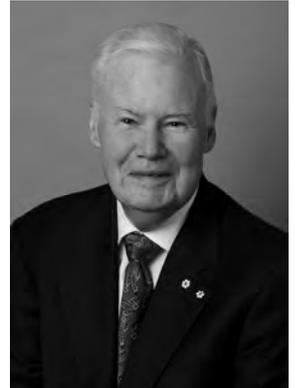
(b) On April 1, 2010, the Association changed its public name from Mainstream Association for Proactive Community Living to posAbilities. The Association still legally exists and engages in contracts as Mainstream Association for Proactive Community Living. The new public name of posAbilities is being used to assist with improving the branding and marketing of the Association.

SECTION 4. SHARING OUR MEMORIES

A TRIBUTE TO DR. DONALD RIX, FORMER DIRECTOR OF MAINSTREAM FOUNDATION

On November 6, 2009, Dr. Don Rix, a well-known physician, business man and philanthropist passed away after a lengthy illness. He will be sadly missed throughout the community and the country as his leadership and accomplishments, both professionally and personally are inspiring.

Since the early days of his career as a physician, Dr. Rix has given his time to charities as a member or board director. He has chaired many boards, including those of the Sunnyhill Hospital Foundation, Children's Hospital Foundation, Canuck Place Children's Hospice and Mainstream's Foundation. He inspired our organization to continue to strive for excellence and innovation. Dr. Rix drove the acquisition of agency owned homes for the individuals we support.



VANCOUVER 2010 OLYMPIC MEMORIES

Thanks to VANOC's Celebrate 2010 program, *posAbilities* received over 150 free tickets to numerous Olympics and Paralympic events. Persons served, staff, family members and friends were treated to free tickets to Women's Hockey, Men's Curling, Sledge hockey and Medal Ceremonies with included live concerts by great bands! Some of the highlights enjoyed were: sitting rink-side at a Curling event and cheering on the Canadian team, serving as a Paralympic torch bearer, meeting people from other countries, meeting the mascots, visiting the Olympic flame, seeing the RCMP officers with their horses and riding the Canada Line with hundreds of other excited spectators. It was definitely a once in a lifetime experience that all of our *posAbilities* family will remember for years to come.



SECTION 5. PROGRAM AND SERVICES LOCATION MAP

Programs and Services

Vancouver, North Shore, Sunshine Coast, Richmond

Behaviour Consultation
Behaviour Support - all ages

Community Inclusion
Children and Adult Life Skills
Group Recreation and Social Activities
Social Club
Social Enterprise - Ladybug Art Garden
Stage Door Theatre Troupe
Work Experience
Youth Programs

Home Living
Host Family Services
Semi-Independent/Transitional Homes
Staffed Residences
Supported Living Network

Burnaby, New Westminister, Tri-Cities Area, Maple Ridge

Behaviour Consultation
Behaviour Support - all ages

Community Inclusion
Children and Adult Life Skills
Seniors' Support
Social Clubs
Work Experience - Aegis Work Crew
Youth Program - Summer Blast

Home Living
Host Family Services
Ridgeview Heights - Affordable Housing
Semi-Independent/Transitional Homes
Staffed Residences
Supported Living Network

Surrey/Delta/Richmond

Behaviour Consultation
Behaviour Support - all ages

Community Inclusion
Children and Adult Life Skills

Home Living
Host Family Services

Abbotsford/Fraser Valley

Behaviour Consultation
Behaviour Support - all ages



Vancouver Island/Victoria and Area BC Interior/Salmon Arm and Area

Behaviour Consultation
Behaviour Support for Children ages 6-18
and Adults ages 19 and over.

Other Services:

Emergency Respite and Assessment
Early Intensive Behaviour Intervention (EIBI) Consultation,
children ages 1 - 6 years
Family Support
Training and education for families, therapy teams
and professionals.



posAbilities



Empowering people with developmental disabilities

Suite 240 - 4664 Lougheed Highway • Burnaby • BC V5C 5T5
Phone (604) 299 4001 • Fax (604) 299 0329 • www.posAbilities.ca



Ask what our CARF
accreditation means to you.