posAbilities
Inclusive communities, enriched lives.

2016 2017 Annual Report

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Introduction

Welcome to *pos*Abilities! We are a non-profit association that offers community living support services to individuals across British Columbia. Our services are guided by a core set of values that describe how we work with persons served, families, community partners and each other. They are a part of all that we do, and a reminder of the heart that is in our work.

OUR VISION

Inclusive communities, enriched lives.

OUR MISSION

We assist persons with developmental 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-Centredness

We are person-centred in our thinking and our actions.

Inclusion

We embrace diversity and believe every person is an equal and valued member of community.

Learning

We encourage innovation, learning and growth.

Excellence

We act ethically and with integrity in all that we do.
We celebrate the best in ourselves and others.

A Message from Our Senior Leaders

Dear Friends,

2016-2017 was a good year for *pos*Abilities Association of British Columbia. We have the privilege of being in the leadership roles of Chief Executive Officer and Board President for the Association and continue to be inspired by the folks we support, their families and the staff teams who work tirelessly to enrich lives.

Guided by our strategic plan, we gained traction in deepening our person-centred approach to support services across all areas: community integration, home living, employment services and behaviour support.

We did this by implementing projects and initiatives that strengthen and develop our services, family and community relationships and team members. For example, we moved Alternative Creations Studio to a new location that includes a gallery. We are looking forward to growing into an even more inclusive community Art Studio through this endeavor.

As we continue to invest in innovation, we attract additional funding to further develop the Kudoz learning exchange, and other community resiliency work through the Building Caring Communities initiative. Our innovation work is undertaken as a collaborative effort with a wide range of caring and dedicated partners, including: BACI, Kinsight, Inclusion Powell River and In With Forward. Working alongside others who share our passion for building inclusive communities, we can create greater and more enduring positive impacts on the lives of the individuals we support, their families and communities.

We would like to thank our board of directors, community partners, funders, volunteers and dedicated team members for their contribution to our mission this past year. Individually and collectively, we are building inclusive communities and enriching lives.

Sincerely,

Fernando Coelho,
Chief Executive Officer

Celso Boscariol,
President, Board of Directors

Intersections, paths to travel and discover.

Celso A. A. Boscariol,
President

Fernando Coelho,
CEO

Living fully through engagement and choice.

*pos*Abilities Board of Directors 2016-2017

Celso A.A. Boscariol

Linda Eaves

Chris Doerksen

Paul van Koll

Stuart Carmichael

Paul Girardi

Anita Lee

Helen Premia

Lorie Sherritt

Services at a Glance

Number of Persons Served

1,204

Number of Employees

570

Total Hours Worked

538,027

*pos*Abilities offers four service streams: behaviour support, community integration, employment services and home living. In 2016-2017, *pos*Abilities served 1,204 unique individuals in communities across BC, many of whom receive more than one service from our Association:

- **599** children, youth and adults were served by Laurel Behaviour Support Services, learning new skills while overcoming challenges;
- **187** persons were engaged in art, theatre, video production, social and recreational activities and volunteering; while **74** individuals made community connections with Building Caring Communities;
- **238** career seekers were supported on their paths to employment, and **11** youths prepared for life after school through employment camps;
- **15** crew members were employed in *pos*Abilities' Don't Sweat It Services;
- **95** persons lived in homes with roommates and support;
- **86** persons continued to live independently in their own homes with some assistance;
- **120** persons were supported through Shared Living services.

We have over 40 programs and initiatives that are organized into eight groupings that we affectionately call pods. View photos and read their six word stories to discover more about *pos*Abilities.

Create, wonder, explore, connect and transform.

posAbilities

Laurel

Behaviour Support Services

Laurel continued to develop services within and outside of Metro Vancouver for children, youth and adults with autism spectrum disorder and intellectual disabilities. A team of over 20 consultants offered behaviour consultation and evidence-based skill development programs like PEERS® social skills training and the Triple P® Positive Parenting Program to youth and families in the Lower Mainland. The team also strives to build community capacity through its external trainings for para-professionals. Ten new organizations were engaged in 2016.

Our Association continues to benefit from our in house consultation expertise too. A team of six Registered Behaviour Technicians were recruited, trained and deployed as needed to provide timely support to the persons we serve and program teams. We are already seeing positive results from this investment. Our Clinical Director and team members have delivered extensive training on person-centred thinking and positive behaviour support to almost half of all employees. This training will continue into the next fiscal year further strengthening our foundation.

Laurel Behaviour Support Services

599 children, youth & adults served

New Community Partnerships Developed

10

Team Members Trained

Person-Centred Thinking

281

Positive Behaviour Support

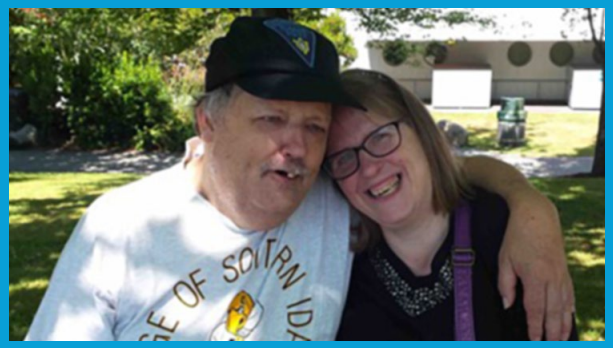
84

Registered Behaviour Technicians

6

Connecting

Our outreach services plug into initiatives like Can you dig it, Kudoz and Building Caring Communities to offer a variety of connections and enrichment opportunities to our persons served.



Building Caring Communities

74 persons served

Can you dig it!

9 New community partnerships and events like a six-part series of educational gardening workshops with the City of Surrey.

Supported Living Network

86 individuals served

8 Buddy Club adventures

Exploring connections, encouraging growth, inspiring resilience.

Innovating

The partnership of *pos*Abilities, BACI, Kinsight and In With Forward were invited to Ottawa to consult with two federal government departments - Treasury Board and the Privy Council, regarding its innovation agenda. Working together, we helped secure funds for, and advise around the establishing of Grounded Space with In With Forward, one of Canada's first research and development functions for the social services sector.

We are pleased to report that we attracted additional funding for the Kudoz online learning exchange, saw the initiative shortlisted for an international design award and saw our 300th host sign on! At the same time, Building Caring Communities shifted its theory of change to focusing on community resiliency and continued to develop new partnerships.

This year, events to leverage arts and culture for social change continued to grow. We partnered with Zeno Farm to convene a retreat in Vermont, Connecticut, around increasing the representation of persons with disabilities in mainstream commercials. While locally, we hosted an Arts for Social Change workshop at Museum of Vancouver.

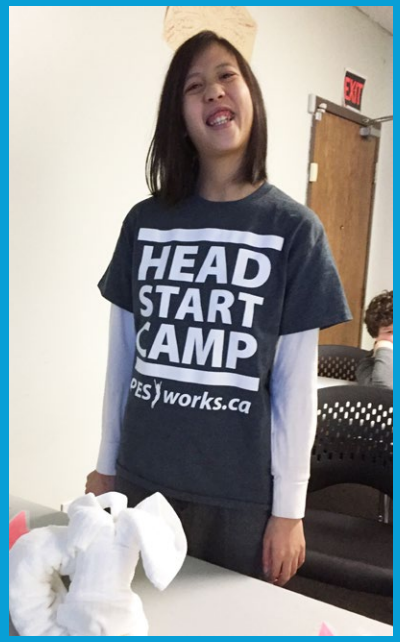
We regularly partner with the City of Vancouver and the Vancouver Foundation to participate in projects that thicken social connections and create the conditions for healthy people and in healthy cities.

From best practice, to next practice.

posAbilities Employment Service

Now in its 6th year, *pos*Abilities has three locations from which to offer its employment services: Vancouver, New Westminster and Maple Ridge. The team delivers a variety of supports to youth and adults on their paths to employment – from opportunities to develop self-confidence through their Toastmasters Club, to youth employment readiness camps and community outreach to expand opportunities for career seekers in a variety of industries.

A small crew of employees continued to work for Don't Sweat It Services, a maintenance, small moves and recycling service offered by the Association.



Working

Employment

*pos*Abilities
Employment Service

249 youth and
adults served

Don't Sweat It Services

15 employees in this
hybrid social enterprise

Offering free
DiverseAbility
workshops for
employers and teams.

Diversifying business communities with talented employees.

Contributing

We dedicate a portion of our administrative capacity towards furthering our social innovations. The Clothes Drop enterprise expanded this year and is poised to increase our independent revenue stream, while serving a social purpose. The main sources of clothing donations are outside donation bins, clothing drives and collections at offices/worksites. To support our work, call 778-258-4377 (778-clth-drp)

Our Primary Fundraising Endeavour

CLOTHES DROP

Outdoor bins: 40
installed by August, 2016

Indoor bins: 35
in various programs

lbs

Pounds of clothes:
310,000
collected in the Fiscal Year

Work, independence, contribution. Making a difference.

Community Inclusion

We support participation in the arts, theatre, video productions, social and recreational activities and volunteering. We host two specialized arts programs, Alternative Creations Studio and the Stage Door Theatre Troupe, and offer several community inclusion service models. Activities span a field of interests, from California Kickball to drumming circles, knitting clubs to mural painting, block parties to gardening, and sing and sign to choir/band performances – all in conjunction with community partners. In addition, we moved Alternative Creations Studio to a new location which includes a gallery. We are now looking forward to growing into an even more inclusive community Art Studio.

Celebrating diversity, making memories, living life.

Home Living

The majority of our funding is allocated to a variety of home living options and supports. We offer homes with roommates and full-time support, semi-independent housing, and outreach services.

We serve individuals who require extensive physical care, mental health or behavioural support, and those who are aging and have related illnesses such as dementia. Teams who deliver specialized support receive training to ensure a high quality of care. We also actively pursue housing that is fully accessible for our persons served now, and into the future.

Burnaby, Coquitlam,
Maple Ridge, Vancouver

95 persons served

Discover, participate, accomplish. Rooted in community.

Caramel oozes inspiration, engagement and care.

Home Living

Recruiting caregivers in high cost real estate markets like Metro Vancouver continues to be challenging. However, our team excels in this area and the Shared Living service continues to grow. We build our network through joining community events such as transition information fairs, participating in housing workshops and posting blogs about the richness of the experience for families, roommates and individuals.

We actively engage our community and seek out those best/next practices! We hosted a series of events with Alex Fox (Shared Lives Plus, UK) to contemplate the future of the shared lives model and received a grant from the Vancouver Foundation to explore a new community platform for shared living. The concept of sharing lives and living spaces has great potential for persons with disabilities as well as seniors and any person who requires live in support.

posAbilities Shared Living

Shared Living Services

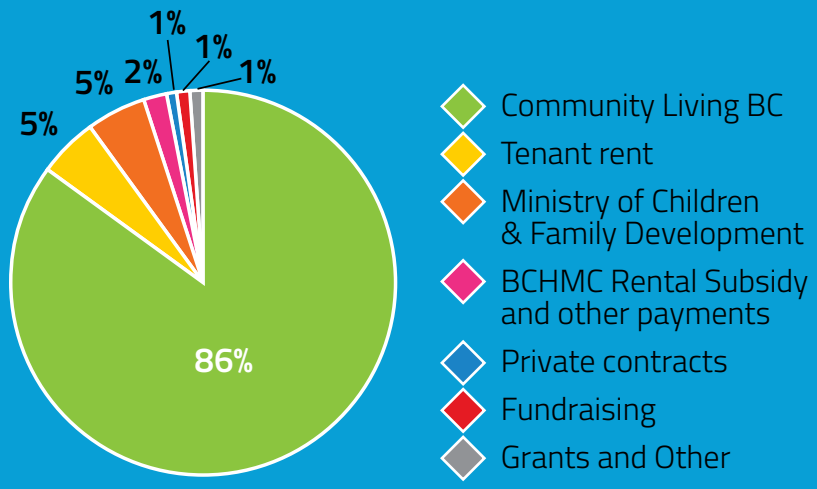
120 adults served

Facilitating friendships, families, futures: Shared Living.

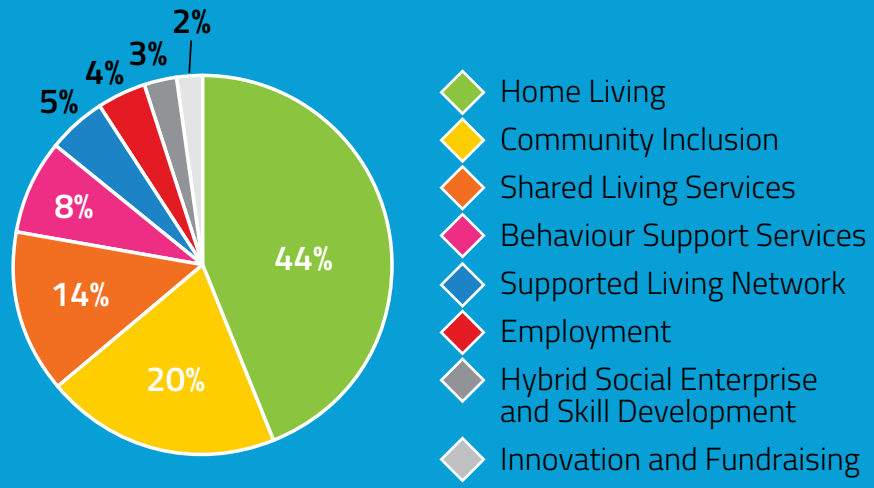
Our Finances

*pos*Abilities is a non-profit community living service provider that receives funding from the government of British Columbia. Over 90 percent of our revenue is spent on direct service, which includes salaries and benefits, property rentals and maintenance and transportation costs. Our administrative fees are capped at 8.45, excluding our facility costs.

Where the Money Came From



How We Put the Money to Work



Easier to spend than to earn...

POSABILITIES ASSOCIATION OF BRITISH COLUMBIA

Statement of Financial Position

March 31, 2017, with comparative information for 2016

	2017	2016
Assets		
Current assets:		
Cash and cash equivalents	$ 2,052,657	$ 1,898,685
Short-term investments	2,732,720	2,646,827
Accounts receivable	136,792	150,979
Prepaid expenses and deposits	193,871	179,239
	5,116,040	4,875,730
Investments	1,656,087	2,349,264
British Columbia Housing Management Commission ("BCHMC") Replacement Reserve Fund - cash (note 2(f)(*i*))	458,820	424,936
Capital assets (note 3)	7,251,317	7,141,013
	$ 14,482,264	$ 14,790,943
Liabilities and Net Assets		
Current liabilities:		
Accounts payable and accrued liabilities (note 4)	$ 3,987,217	$ 4,044,251
Current portion of mortgages payable (note 5)	331,845	321,185
Deferred revenue (note 6)	1,061,812	1,265,855
	5,380,874	5,631,291
Mortgages payable (note 5)	4,965,686	5,298,674
Deferred liabilities	271,577	42,473
Deferred contributions:		
BCHMC Replacement Reserve Fund (note 7)	458,820	424,936
Capital assets (note 8)	315,964	315,964
Autism Spectrum Disorder Research and Development Fund (note 9)	61,867	61,867
	836,651	802,767
	11,454,788	11,775,205
Net assets:		
Replacement Reserve Fund (note 2(f)(*ii*))	429,432	486,061
Invested in capital assets	2,216,963	1,784,331
Building Fund	989,577	989,577
Unrestricted deficit	(608,496)	(244,231)
	3,027,476	3,015,738
	$ 14,482,264	$ 14,790,943

Lease commitments (note 10)

See accompanying notes to financial statements.

Approved on behalf of the Board:

Celso Boscariol, President

Paul Van Koll, Treasurer

POSABILITIES ASSOCIATION OF BRITISH COLUMBIA

Statement of Operations

Year ended March 31, 2017, with comparative information for 2016

	2017	2016
Revenue:		
Community Living British Columbia / Ministry of Children and Family	$ 26,334,147	$ 25,306,624
Tenant rent	1,372,959	1,397,878
BCHMC rental subsidy and other payments	488,484	639,418
Private contracts	342,740	323,674
Interest income	92,552	103,929
Other	363,893	233,156
	28,994,775	28,004,679
Expenses:		
Salaries, wages and benefits	21,362,010	20,397,935
Professional fees and shared living fees	3,601,312	3,467,391
Building costs	1,731,057	1,963,078
Program and equipment	1,605,226	1,601,175
Amortization of capital assets	386,428	284,225
Mortgage interest	178,958	192,337
Office expenses	126,163	150,857
	28,991,154	28,056,998
Excess (deficiency) of revenue over expenses before the undernoted	3,621	(52,319)
Gain on disposal of capital assets	11,551	4,168
Excess (deficiency) of revenue over expenses	$ 15,172	$ (48,151)

Financials Statements

Please see the *pos*Abilities website for audited financial statements and accompanying notes.

Our Team

Initiatives in our health and wellness programs and investments in personal and professional development continued to strengthen our workforce. Our trainings are informed by operational requirements as well as feedback received from the field. Although our industry is challenged by a high turnover rate across the board, our employees reported over 90% overall job satisfaction here at *pos*Abilities!

We offer the Not Myself Today mental health program, a gamified Occupational Health and Safety campaign – Safety First, the iGrow - personal development incentive and contribute to the Canadian Cancer Society through participating in Relay for Life, as well as other employee incentives.

Recruiting, developing, supporting and rewarding talent.

Community Engagement

Reflecting on the past year, we continue to see our foundation strengthen, our culture of innovation deepen and the quality of life for those whom we support improve. Our thanks to the individuals, families, employees, funders and community partners who are our stakeholders, each contributing to the *pos*Abilities family. Together, we will continue to realize our vision of creating more inclusive communities and enriched lives.

Creating opportunities for connection and belonging.

*pos***Abilities** provides a variety of services in all 21 of Metro Vancouver's municipalities, including: Vancouver, North Shore, Surrey, Delta, Richmond, Burnaby, New Westminster, Tri-Cities, Langley, Maple Ridge, Pitt Meadows and Abbotsford through to Hope. We also offer local services on the Sunshine Coast, Vancouver Island and in the B.C. Interior.

Our Services

Behaviour Consultation

- Early Intensive Behaviour Intervention, ages 0-6
- School-aged children and youth, ages 6-18
- Adult services, ages 19 and older
- Social skills development for youth
- Parent, team and professional training
- Family resource coordination

Community Inclusion

- Specialized arts and theatre programs:
  - Alternative Creations Studio
  - Stage Door Theatre Troupe
- Community engagement group programs
- Community connecting service

Employment

- *pos*Abilities Employment Service
- Youth employment camps
- Don't Sweat It Services, contracted maintenance, moving and recycling services employing persons with developmental disabilities

Home Living

- Shared Living and respite
- Semi-independent homes
- Fully staffed homes
- Supported independent living

Supporting everyone, every day, every way.

With Thanks To Our Supporters

We thank the following volunteers, funders, grantors, corporate and community supporters for their contributions to *pos*Abilities' programs and services this fiscal year.

Board of Directors

- Celso A.A. Boscariol
- Linda Eaves
- Chris Doerksen
- Paul van Koll
- Stuart Carmichael
- Paul Girardi
- Anita Lee
- Helen Premia
- Lorie Sherritt

Our Funders

Government of British Columbia:

- Ministry of Social Development & Poverty Reduction - Community Living BC
- Ministry of Children and Family Development
- BC Housing Management Commission
- Fraser Health Authority
- WorkSafeBC

Grantors

- BC Real Estate Foundation
- Government of Canada- Service Canada
- Community Living Innovation Venture
- Greey Lennox Charitable Foundation
- Hastings Race Course Community Day
- J.W. McConnell Family Foundation
- Nutrition Links Grant
- Robert L. Conconi Foundation
- TD Community Investment Grant
- Telus Cares
- United Way Lower Mainland
- City of Vancouver Cultural Infrastructure Grant
- City of Vancouver Community Arts Grant
- Vancouver Foundation - Neighbourhood Small Grants, Arts and Culture, Health and Social Development, Greenest City

Special Event Sponsors

- BC Government Employees Union – Community Social Services Component
- Beautiful Life Studios
- Bobacobana
- The Body Shop
- Healing Pause Paws
- Liquid Amber
- Everything Wine
- PartyLite
- Pickering Safety
- Pottery Works
- Safeway
- Shoppers Drug Mart
- Starbucks
- Vancouver Whitecaps Football Club
- Vancouver Canucks Hockey Team
- Westwood Plateau Golf Course

Gifts from Members, Volunteers and Community Partners

The work that we do is greatly enhanced by the volunteer support and gifts that we receive from our board of directors, members and other friends of *pos*Abilities. We would like to take this opportunity to thank them for their generosity.

posAbilities

Inclusive communities, enriched lives.

Let's stay connected!

Sign up for our newsletters, share our stories, volunteer or make a donation to support our work. Your participation in the community living movement advances inclusion and enriches lives.

***pos*Abilities Head Office:**

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Email: info@posAbilities.ca

Ask what our CARF accreditation means to you.

www.carf.org

Believe • Engage • Inspire!

***pos*Abilities.ca**