



# 2023-2024 Annual Report



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## Land Acknowledgment

We respectfully acknowledge that our work in supporting good and full lives for everyone, takes place on the ancestral territories of the Coast Salish and Interior Salish peoples, including the xʷməθkwəy̓əm, Skwxwú7mesh, and səliłwətał nations. We are grateful for their care and teachings about the land, water, sky and life that they sustain. May we honour these teachings by accelerating equity, embracing diversity, and fostering inclusion in the communities where we live and work.



# About Us

Welcome to *posAbilities*! We are a not-for-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-Centred

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.



Number of  
BCGEU Member  
Employees

**491**

Number of  
Persons Served

**1,946**

Number of  
Hours Worked

**509,095**

**"The organization demonstrates a strong focus on innovation, research, and design by collaborating with multiple external entities. This innovative approach prioritizes the needs of the persons served, highlighting a core strength of *posAbilities*."**

*- CARF Accreditation Report, P. 8*

# Reflections from our Senior Leaders



For this year's report, we have selected the theme, "Aspire to Excellence." It fits perfectly with the way we approach our work, and the resulting three-year accreditation from CARF that was granted on April 30, 2024. CARF, (Commission on Accreditation of Rehabilitation Facilities) is an independent, non-profit accreditor of health and human services, dedicated to enhancing the lives of persons worldwide. We were humbled by the comments of peer surveyors who came to us with decades of experience in their respective fields within the community living sector. They collectively made just one recommendation for improvement upon reviewing approximately 1,500 standards of practice, including our Strategic and Operational Plans.

As we reflect on the year gone by, we notice that the comments sprinkled throughout our accreditation report, and the stories we have to share with you, provide a fulsome overview of what has been achieved at posAbilities. The strength of our relationships is the key to our continued progress and to our success. As leaders and support team members, we live into the motto of "aspiring to excellence" on a daily basis. We do this, through meaningful and reciprocal relationships with the persons we serve, their families, volunteers, community partners, donors and funders.

Our personal and professional ties give us strength, and when needed the courage and confidence to try something new – to stretch, and discover what next practices can take us further towards our vision of good and full lives, for everyone. You will see some of those practices in the pages to follow.

In closing, we would like to take this opportunity to express our gratitude to posAbilities' employees and leadership team, who continue to provide quality services across the life-span for the folks we support. It's time to celebrate!

Respectfully submitted,

A handwritten signature in black ink, appearing to read "F. Coelho".

Fernando Coelho,  
Chief Executive Officer,  
posAbilities Association of British Columbia

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

Celso A. A. Boscariol, KC  
President, Board of Directors  
posAbilities Association of British Columbia



Fernando Coelho,  
CEO



Celso A. A. Boscariol, KC  
President, Board of Directors

**"Excellence is not a gift, but a skill that takes practice."**

- Plato

# **posAbilities'**

## Board of Directors

### 2023-2024

Celso A. A. Boscariol, KC, *President*

Linda Eaves, *1<sup>st</sup> Vice President*

Lorie Sherritt, *2nd Vice President*

Nicole Moore, *Treasurer*

Chris Doerksen, *Secretary*

Directors at Large:

Trish Burleigh

Stuart Carmichael

Jo-Anne Gauthier

Vincenzo Guerriero

Anita Lee

Helen Premia

**"There is a highly cohesive, highly functioning team from the leadership down, which results in a strong focus on the successes of the persons served and other stakeholders."**

*- CARF Accreditation Report, P. 7*



*Photo: Jotti Leihl, Artist and former participant in the Richmond Social Network.*

## In Our Hearts

We remember and cherish our time with the following individuals whom we have had the privilege of journeying alongside:

Steven Allen

Jennifer Koleszar

Catherine Lauridsen

Parabhjot (Jotti) Leihl

Doreen Oberhoffner

Michael Ogino

Liliana Orivolo

Elizabeth Pyke

Larissa Shun

Misty Tuck

May joy-filled memories of peaceful times fill the hearts of their loved ones, and those who cared for them on behalf of *posAbilities*.

# Key Directions - Program and Service Highlights

posAbilities has four key directions that it is pursuing in its current Strategic Plan:

- Innovating Services for a Good and Full Life
- Cultivating Flourishing Lives
- Connecting People, Cultures and Communities to Thrive; and
- Strengthening and Evolving our Organization.

The following highlights showcase how we are embracing the plan and *Aspiring to Excellence* by fulfilling our commitment to be a learning organization and embedding a framework of continuing quality assurance.



# Innovating Services for a Good and Full Life

The Explore service is a Service Coordination offering now accredited by CARF. Explore assists individuals with understanding service options and building agency in shaping their personal goals and life journeys. A participant is connected to a Journey Facilitator, who works with them through a period of self-discovery and assists them with accessing supports and services that are aligned with their goals and desires. Options include: Building Caring Communities (BCC), Curiko, Laurel Behaviour Support Services (LBSS), and *posAbilities* Employment Service (PES).

*posAbilities* is dedicated to research and development of next practices in service design, and in particular, advancing human flourishing. As part of this commitment, it produced its first Festival of Flourishing, an event conceived as a practical way to launch our new Strategic Plan and to showcase our initiatives to our staff team and persons served. At the event, participants were invited to explore a variety of activation stations where they could learn about the importance of experiencing beauty, joy, meaning and awe in their everyday lives, at home and at work. Development ripples through all our programs and services.

To understand the foundation of *posAbilities*' drive to deliver human flourishing, we recommend reviewing the resources listed below. Through its own leadership and collaboration with like-minded peers and community partners, *posAbilities* is dedicated to transforming social care systems from functioning as safety nets, to becoming trampolines – for everyone.

## Resources:

*"So, how's your flourishing going?,"* Blog post written by Gord Tulloch

*The Trampoline Effect,* Written by Gord Tulloch & Sarah Schulman

Visit [www.artrise.ca/projects/festival-of-flourishing](http://www.artrise.ca/projects/festival-of-flourishing), an archive managed by Aaniya Asrani.

*posAbilities*' initiatives include: an Artist in Residence, a Social Media Fellowship, placemaking projects and more!

Accredited Services include: Behavioural Consultation Services (children and adults); Community Employment Services (Job Development).



# Cultivating Flourishing Lives

Our Community Housing accreditation includes staffed homes, Host Families/Shared Living and Respite (Wellness) Services, as well as Supported Living. We are pleased to report that flourishing is alive and well across the board, and also in external Community Integration settings, where social, recreational and specialized arts programming is offered. The collage below provides examples of person-centred supports, based on skills and interests, with an accent on joy and adventure in various regions primarily across Metro Vancouver.



*From Pod Picnic to Indoor Soiree, Team Vista*



*Roommates on a Jurassic Quest got cozy with dinosaurs! Team Trillium*

**"The community housing programs are unique in meeting the needs of persons served. Each is decorated in the taste of the persons served, and community inclusion supports are in place. The activities are tailored to each person as well. The staff members are very welcoming and share trusting relationships with persons served. The organization has been very creative in how it attempts to meet their goals and life dreams."**

*- CARF Accreditation Report, P. 7*

# Cultivating Flourishing Lives



## Pancit Off ! Teams Buckingham, Catherine, Evergreen, Altesse, and Vista

Everyone loves to get together, socialize and eat! A common and loved meal at many homes is Pancit. Staff of Buckingham decided to offer a challenge. Who makes the best Pancit?.... Five programs were tasked with the challenge of making this wonderful meal. Judges were brought in and the winner was.....Buckingham.



## Summer Fun - Selkirk, East 38th, East 61st, and Raven Teams

Good times this summer included bike rides, photography, bowling, puzzle making, dancing, and cooking up delicious meals. Folks regularly connected with nature, and spent quality time with their friends and furry companions.



## Choir Performance at Pinegrove Senior Centre - Richmond Social Network

The choir enjoy sharing their love of singing by performing at the Pinegrove Seniors Residence, a monthly gift for 13 years and counting.

# Cultivating Flourishing Lives



## Happy Campers! - Supported Living Network Team

After the initial onset of the Covid19 pandemic, Supported Living Network was able to reopen Camp Sasamat to persons within posAbilities; as well as individuals from other agencies. Campers resumed kayaking, canoeing, swimming, hip hop lessons, hiking, arts/crafts, face painting, games, live music performances and evening dances. Camp offers rich opportunities to meet new and old friends in an outdoor setting, nourishing the soul.



## The Sea and ME Art Exhibition - Alternative Creations Studio

This show was a fun and reflective expression of the artists' personal experiences living near Vancouver's stunning ocean. These talented artists have poured their hearts into their work, channeling memories of ferry rides, playful sea creatures like seals and otters, and even the thrill of spotting a majestic whale

**"..When stakeholders were asked to give a one word description of *posAbilities*, they used the following words: dedicated, fluid, positive and amazing."**

*- CARF Accreditation Report, P. 7*



## Stage Door Goes on Vacation – Stage Door Players

Traveling can be a rollercoaster of emotions, from the excitement of exploring new destinations to the frustration of lost luggage and the occasional travel horror story. "Stage Door Goes on Vacation" is a play that masterfully captured the essence of travel, serving up a delightful brew of humour and relatable mishaps.

# Cultivating Flourishing Lives



## Everybody Loves Elvis

This is particularly true of some of the folks we serve, who look forward to their annual birthday celebrations with special guests like the one and only Elvis, their roommates, friends and family members.

**Staff members across all levels of the organization exhibit a profound dedication to the mission-driven work, placing a strong emphasis on individual focus. While many organizations strive to deliver person-centred services, this organization elevates this commitment to a new level."**

*- CARF Accreditation Report, P. 8*



## All Around The World - Shared Living Team

This fellow has lived in Maple Ridge with his caregivers since childhood. He has grown up alongside their children, and together, they have lived, loved and traveled the world as family.

**"One employer praised the organization by noting the team's exceptional skills in job matching and their supportive demeanor. The employer highlighted the care taken to find the perfect match and commended the effective communication within the team."**

*- CARF Accreditation Report, P. 8*



## posAbilities Employment Service

posAbilities Employment Service is proud to have certified 40 individuals in Emergency First Aid/Cardiopulmonary Resuscitation (FA/CPR) through its newly created FA/CPR accommodated learning classes.

# Connecting People, Cultures and Communities to Thrive

## Intercultural Community Connections

*Contributed by Josiane Anthony-Spyker, Community Engagement Advisor*

posAbilities has embarked on a meaningful journey of community engagement with newcomer communities. These communities are diverse, comprising individuals from various cultural backgrounds, who are facing unique challenges related to disability awareness, accessibility, and intersectional barriers hindering their integration into local society. Racialized persons with disabilities have different needs, and we aim to understand what those needs are and how we can meet them.

Our community partnerships and collaborations include:

- Member and event planner with the Burnaby Intercultural Planning Table and Working Groups
- Storytelling Convener through “Taking Care,” a Connect Fest project with Simon Fraser University
- Presenter, Employment Information Sessions, MOSAIC and WorkBC
- Researchers on the topic of Spirituality in our workplace, and access to support for persons served, Center for Civic Religious Literacy

**“The key to creating or transforming community, then, is to see the power in the small but important elements of being with others. The shift we seek needs to be embodied in each invitation we make, each relationship we encounter, and each meeting we attend. For at the most operational and practical level, after all the thinking about policy, strategy, mission, and milestones, it gets down to this: How are we going to be when we gather together?”**

*- Peter Block*



# Strengthening and Evolving our Organization

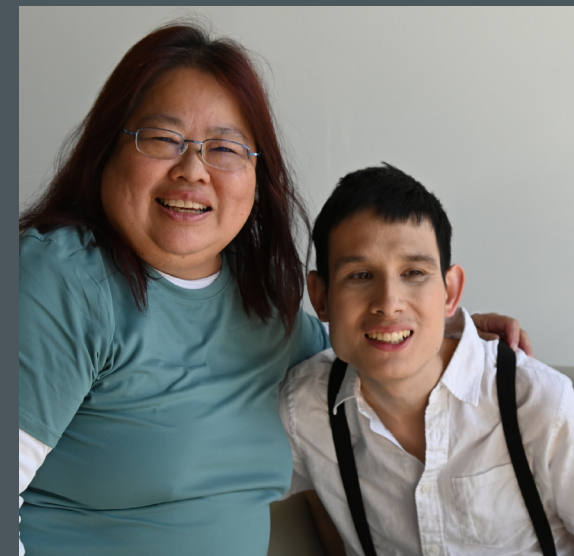
This is a foundational direction, which feeds all three directions above. The focus of this area includes:

- Working towards reconciliation with Indigenous peoples;
- Embracing diversity, equity and inclusion;
- Taking responsibility and care for the world we live in; and
- Living into our values.

Internally, we are working on :

- a refreshed disability language Glossary of Terms, informed by self advocates;
- cultural sensitivity training for members of the Diversity and Inclusion Committee;
- a strengths-based program for upskilling employees
- and so much more!

Additionally, we recognize from our CARF Survey report, the exceptional back office supports we have in place, specifically the quality and efficiency of our administrative systems, our human resource and labour relations support, and the transparency and accountability of our finances as well as investments in information technology and risk management, and overall communications and engagement.

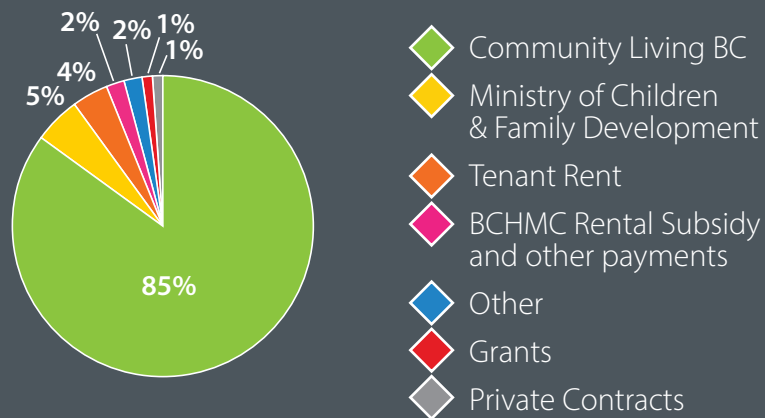


# Financial Stewardship

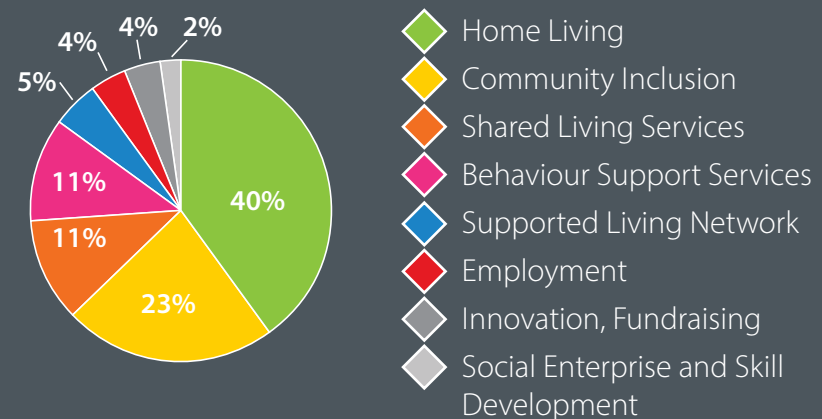
The CARF Accreditation Report for posAbilities and this year's Annual Report are available online here: [posAbilities - Reports](#), providing a fulsome review of our organization, including a summary of strengths as articulated by a team of external peer surveyors.

Total Revenue: \$41,949,963

## Where the Money Came From



## How We Put the Money to Work



Audited Financial Statements are available on request.

**"The organization's use of ShareVision is remarkable. Tremendous time, effort, and energy are committed to ensuring that the platform functions in a way that makes sense to the organization and assists leadership in meeting organizational, regulatory and funder standards."**

- CARF Accreditation Report, P. 9

# With Thanks to Our Supporters

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

## Our Funders

- BC Housing
- Community Living BC
- Ministry of Children & Family Development

## Granting Organizations

- Azrieli Foundation Canada
- BCCEO Network
- BC Gaming Association
- BC Housing
- Community Living BC
- Government of British Columbia, Employment, Business and Economic Development
- Government of Canada
- Jays Care
- McConnell Family Foundation
- Redleaf Foundation
- RBC Foundation
- United Way
- Vancouver Coastal Health

## Our Special Event Sponsors and Donors

- British Columbia Automobile Association (BCAA)
- BC General Employees' Union (BCGEU)
- Home Sharing Support Society BC
- Metrie Canada Ltd
- Open Door Group
- Serenia Life (FaithLife Financial)

*posAbilities* receives many donations from individuals who wish to remain anonymous, and we thank them for their generosity.



*posAbilities* 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. Between April 1, 2023 and March 31, 2024 *posAbilities* provided services to **1,946 persons served**, some of whom are enrolled in multiple programs.

## Our Services

### Behaviour Consultation - 1,030 persons served

- 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
- Adapted sexual health education
- Parent, team and professional training
- Family resource coordination

### Community Inclusion - 211 persons served

- Specialized arts and theatre programs:
  - Alternative Creations Studio
  - Stage Door Theatre Troupe
- Community engagement group programs
- Building Caring Communities

### Employment - 318 persons served

- *posAbilities* Employment Service
- IMPACT youth employment initiative

### Home Living - 302 persons served

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

### Explore

The Explore Service assists individuals with understanding service options and building agency in shaping their personal goals and life journeys. A participant is connected to a Journey Facilitator, who works with them through a period of self-discovery and assists them with accessing supports and services that are aligned with their goals and desires. Options include:

- Building Caring Communities (BCC)
- Curiko
- Laurel Behaviour Support Services (LBSS)
- *posAbilities* Employment Service (PES)

We served **85 participants** through Explore and Building Caring Communities this year.



## 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.



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Ask what our CARF  
accreditation means to you.  
[www.carf.org](http://www.carf.org)



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