



2024-2025 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.

REFLECTIONS

This past year has been one of tremendous momentum and meaningful impact at posAbilities. Our 2025 theme, “From Opportunities to Innovation,” reflects not only how we approach our work, but how we live our values — with purpose, responsiveness, and a deep commitment to person-centred service. On March 28, 2025, the final business day of our fiscal year, we reached a significant milestone. Through a Direct Service Award from Community Living BC, we welcomed 24 new individuals and families to posAbilities. This expansion brought 63 talented team members into our workforce, included the purchase of a new home, and added a leased community inclusion program space — all accomplished through a gradual transition.

These new programs, based in Maple Ridge and Port Coquitlam — communities experiencing rapid growth — strengthen our existing network and services in the region. Preparations took place between January and March, led by an experienced transition team supported by colleagues in administration, finance, human resources and community engagement. Their extraordinary efforts delivered a year’s worth of work in just three months. We are deeply grateful for their leadership and collaboration.

This opportunity, while unexpected, was a powerful affirmation of our readiness to respond with integrity and compassion. It complements existing services and positions us well as we enter the procurement process to become the long-term service provider — a commitment we are proud to make. This kind of growth brings more than capacity. It enhances service cohesion, supports staff with better scheduling and less commuting, and improves overall quality of life for everyone involved.

At posAbilities, growth isn’t about numbers alone — it’s about responding to the real, evolving needs of those we serve. Our funders hear the voices of individuals and families; we respond with service. This shared responsibility forms a system rooted in our core values: Person-centredness, Inclusion, Learning, Excellence, and Innovation.



Fernando Coelho,
CEO

To learn more about service highlights over the past year, please see our Program Director's report. We also encourage you to follow our progress on Strategic Plan goals, and to review our financial position.


In closing, we wish to express our heartfelt thanks to all posAbilities staff, leaders, the board of directors and supporters. Your unwavering dedication has powered another year of growth and transformation. Together, we are creating a world where every person belongs — and where opportunities, when met with innovation, become a better future for all.

Let us celebrate the milestones we've reached — and prepare to embrace the possibilities ahead.

With gratitude,



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



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



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

BOARD OF DIRECTORS 2024-2025

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Helen Premia

*"Readiness for opportunity makes for success.
Opportunity often comes by accident; readiness
never does."*

- Sam Rayburn



In our hearts

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

Ronald Browning

Stacy Mercer

Tracy Mercer

Catherine Miller

Charles Reisinger

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

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 Employees

637

Number of
Persons Served

2,063



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, 2024 and March 31, 2025 posAbilities provided services to 2,063 persons served, some of whom are enrolled in multiple programs.

OUR SERVICES

Behaviour consultation - 1,008 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 - 238 persons served

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

Employment - 401 persons served

- posAbilities Employment Service
- IMPACT youth employment initiative

Home living - 329 persons served

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

Explore - 46 persons served

Building Caring Communities - 41 persons served

Explore is a dual-stream service that focuses on self-discovery, confidence building and independence for adults with developmental disabilities. Explore offers two service options for participants: Explore-Journey and Explore-Guides. Explore-Journey is designed for individuals interested in a deep dive discovery of their identity, values, and personal goals. Explore-Guides is a new service, designed for individuals interested in trying new experiences and fostering relationships in the broader community.



FLOURISHING LIVES

This year, I'm proud to shine a spotlight on Laurel Behaviour Support Services, which has grown its reach across BC—especially in adult services. Their leadership in areas like sexual health education and support for individuals with complex care needs reflects a deep commitment to listening and responding to community needs. I also want to take a moment to recognize the incredible work of our 637 staff. Across all teams, it's clear that when we move together in the same direction, we move closer to our vision of good and full lives for everyone. That spirit of collaboration, care, and dedication is something I think truly sets posAbilities apart.

In this year, we continued to see how investing in our foundation sets the stage for responsible growth. Through research, thoughtful service design, training and development, and improving administrative and governance systems, we create space for new opportunities, deeper connections, and lasting impact. These investments are the key components of our 5-Year Strategic Plan.

Now in Year 2 of our Plan, we can report progress towards the direction of *Innovating Services for a Good and Full Life*. Steps forward include:

- a new human flourishing framework that is guiding richer conversations about purpose, creativity, and belonging;
- piloting new service roles focused on key aspects of well-being, informed by research and grounded in daily practice; and
- rethinking welcome and departure experiences to better connect people with their chosen communities.

The work we did towards *Cultivating Flourishing Lives*, included continuing to explore what it truly means to live a full life—at every stage. Over the course of the year, we launched a research project on spiritual literacy among individuals with intellectual and developmental disabilities. Early findings are already being shared within posAbilities, and a peer-reviewed article is on the way to help us share our learnings more broadly in the community living sector. Spirituality is a key aspect of wellness that is not formally addressed in our current service delivery Quality of Life framework.



In addition, our community development work opened doors to new forms of connection and cultural expression. In the direction of *Connecting People, Cultures, and Communities to Thrive*, we:

- developed public art activations sparking conversations around radical care, death, and creativity;
- were co-Executive Producers of *A Place Where I Belong*, a documentary film sharing the stories of queer folks with disabilities; and
- strengthened the presence and leadership of people with disabilities in public life, particularly through social media, workshop presentations, and experience hosting. This year has shown how preparation—rooted in listening, learning, and building together—can lead to something truly powerful. I'm excited to see where the seeds we're planting now will take us next.

Contributed by Vinita Prasad, Director of Programs



LAUREL SUPPORTS

Over the past year, Laurel's team of 35 behaviour consultants, coordinators, and leaders has shown incredible flexibility and strength. The team remained focused on building a strong foundation and delivering high-quality services across multiple regions in BC. One of our key strengths is the way our consultants collaborate across various areas. This cross-regional support has helped reduce waitlists and improve access to services—especially in the Okanagan and on the Island. We've also added new programs, a virtual behaviour support service for individuals on the waitlist, family and individual workshops, focusing on healthy relationships and sexuality, and the Behaviour Interventionist Program, which helps families implement support plans and see better results.

Our team's deep understanding of behavioural science, experience working with different ministries, our involvement in supporting individuals with complex needs and participation in shaping policies are highly respected. We believe strongly in a person-centred approach, where every person has the right to grow, thrive, and be understood. For example, one of our consultants is conducting research in partnership with Dr. Cox from Brock University to understand how prescribed psychotropic medications relate to distressed behaviour. We are lifelong learners, committed to ensuring our support is thoughtful, ethical, and grounded in the latest scientific research.



Because we serve people of all ages, we know how hard it can be for families when a young person moves from children's services to adult services. Team Laurel responds by working collaboratively in the community to help make this transition smoother and more hopeful. We share information at community events, give presentations to social workers, educators, and families, present at conferences, and participate in projects to support children and youth. For example:

- supporting the Connecting Inclusion Ideas Table (CIIT) in the Lower Sunshine Coast to build stronger local partnerships; and
- collaborating with peers and families on an Inclusive Education Think Tank in Richmond, to further equitable access to education across BC.



Our partnerships with funders, the Ministry of Children and Family Development (MCFD) and Community Living BC (CLBC), have grown stronger too. These relationships have led to growth in our services and better information sharing. We've also focused on expanding our knowledge and skills through workshops and training that support our team and the people we serve.

Looking ahead, our goal is to continue to innovate, collaborate, and provide meaningful, responsive support to the individuals and families we serve across British Columbia.

Contributed by Kavita V. Kamat, MSW, M.Ed., BCBA, Clinical Director, Laurel Behaviour Support Services

CONNECTING PEOPLE, CULTURES, AND COMMUNITIES TO THRIVE

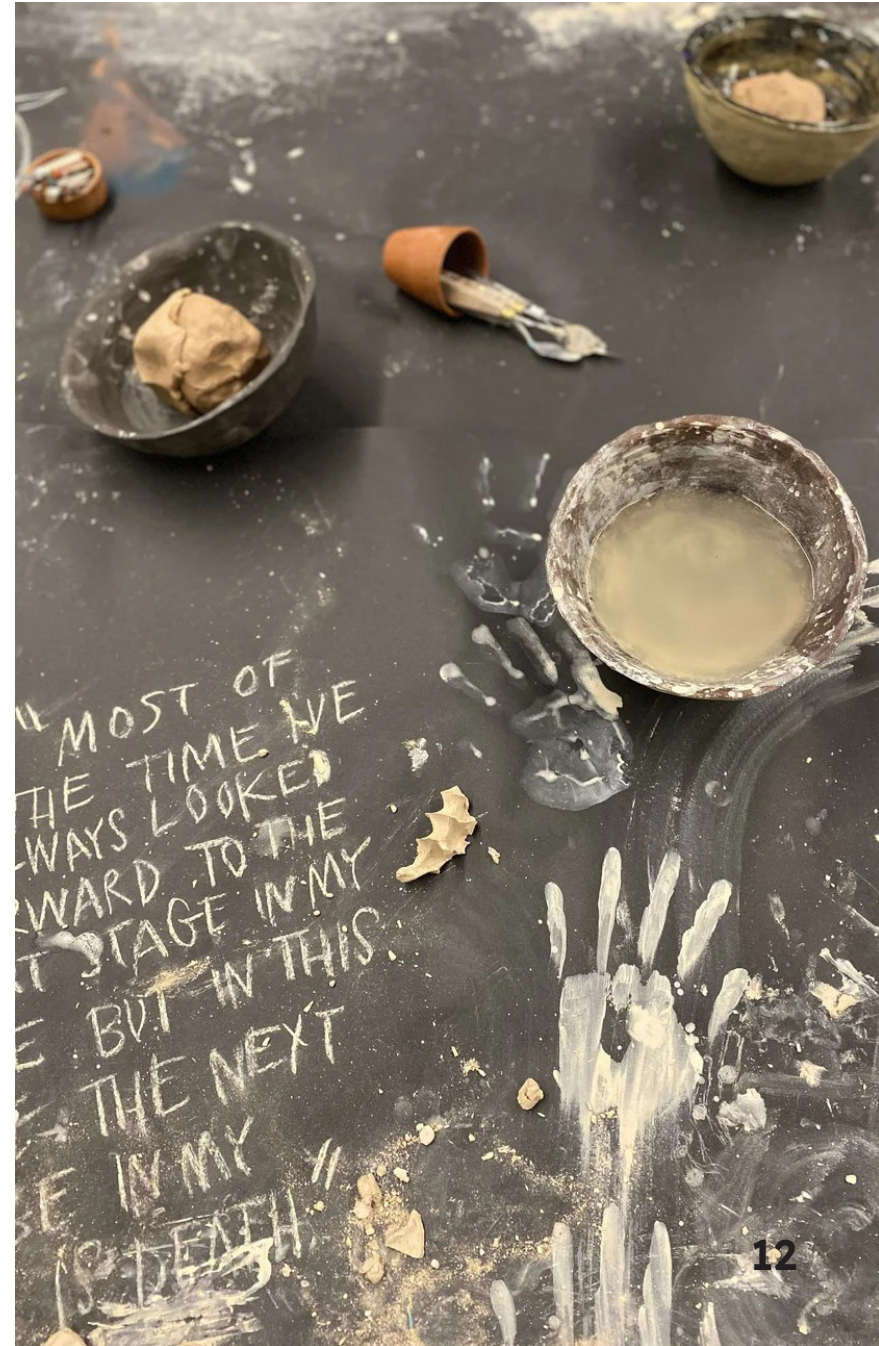
Let's Talk About Death... With Radical Care

Contributed by Aaniya Asrani, Community Engaged Artist

As a community artist working within posAbilities, my goal has always been to create space for connection, care, and creativity. In December 2024, I invited interdisciplinary artist, Angela Fama to collaborate with me and create a space for our wider community to engage with a conversation that's often avoided: death. The Let's Talk about Death... With Radical Care project, created an opportunity for people to be vulnerable, reflect on the reality of mortality, and explore that through collaborative art-making and conversation.

In the space we co-created, we offered multiple ways to engage, ensuring it was accessible and welcoming to everyone who entered. Visitors could choose to stay briefly or linger, to shape something out of clay, to write or draw on the walls, or simply to be present with others. At the heart of this space were three guiding questions: When you hear "death" and "care" together, what comes to mind? What care-based rituals or traditions exist in your culture around death and dying? In what ways can we continue caring for and remembering those who have died?

Over the course of this project, we held two public events, welcomed over 100 visitors into the gallery, and co-created art with dozens of community members. As part of posAbilities, this felt like a real contribution to building our capacity around deepening



our relationships and strengthening how we engage with the community. Events like these offer space for reflection and healing, and it felt like everyone involved - participants, facilitators, support staff - left feeling just a bit more connected and grounded.

What stood out to me most was how naturally informal networks of care emerged. People who might not otherwise have met sat down beside each other, shared their stories, and offered support - not through formal services, but through presence, listening, and shared creativity. There was also something powerful about how this project brought people from different cultures together to talk about a shared human experience. It was a beautiful reminder that creativity can be a bridge between communities.

If there's one part of the strategic vision that this project speaks to most, it's the idea of cultivating flourishing lives. The conversations we facilitated weren't easy - but they were rich, soulful, and deeply human. We explored grief, beauty, memory, and even joy. People reflected on what really matters, and in doing so, connected with their own sense of purpose and meaning. I see this work as a small, but important step toward building a culture that values interdependence, emotional depth, and holistic well-being.

Leading this project within the Alternatives space affirmed for me the profound potential of art as a vehicle for care. It revealed how creative practice can foster human flourishing, broaden our understanding of service, and cultivate deeper, more authentic connections across our community. I'm excited to carry this work forward through other initiatives I'm developing - including an Artist Collective that will explore similar themes, and an internal Artist Residency for staff at posAbilities. So, stay tuned for what's to come!



A STRONG FOUNDATION

Our Head Office is home-base for the CEO and senior leadership team, who oversee all programs, as well as the Administration, Finance/Information Technology, Human Resources/Labour Relations and Community Engagement departments. This group focuses on the key direction that speaks to sustainability - *Strengthening and evolving our organization*. Over the past year, we:

- began to unpack our role in reconciliation with Indigenous peoples;
- were curious about how we can further utilize online learning platforms to support employees seeking future leadership roles (succession planning);
- continued to focus on cyber security, and develop policy in areas like the use of Artificial Intelligence; and
- explored alternative governance models like sociocracy, as tested in Curiko.

There are many team members across posAbilities who go ‘above and beyond’ their core responsibilities, and we would like to acknowledge a few of our amazing teams here:

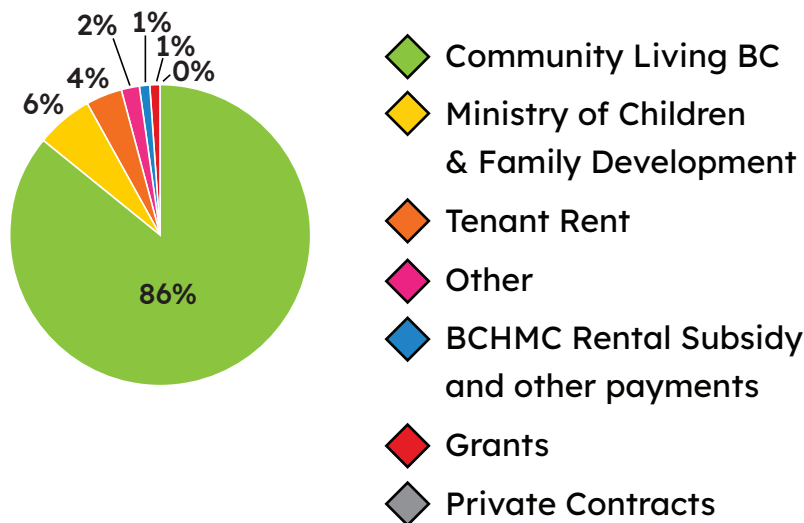


FINANCIAL STEWARDSHIP

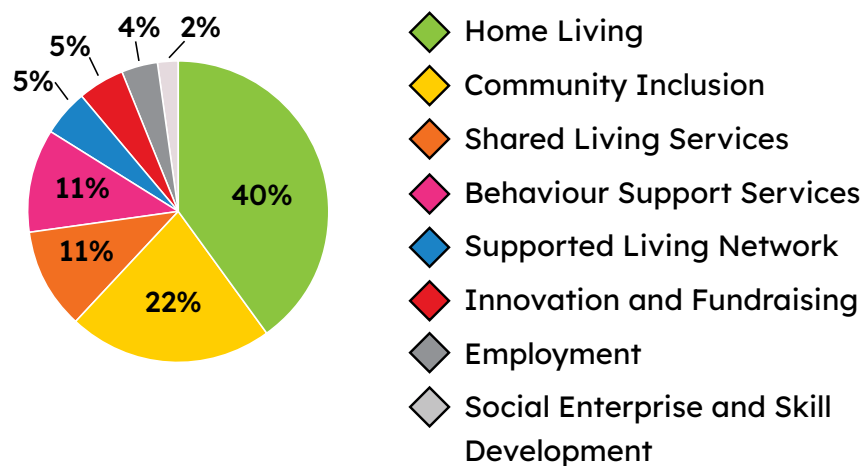
The CARF Accreditation Report for posAbilities and this year’s Annual Report are available online here: [posAbilities - Reports](#), providing a fulsome review of our organization, including a summary of strengths as articulated by a team of external peer surveyors.

Total Revenue: \$44,124,761

Where the money came from



How we put the money to work



Audited Financial Statements are available on request.

WITH GRATITUDE

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

- Azreili Foundation
- British Columbia Automobile Association (BCAA)
- BCGEU, Community Social Services Component
- BC Lottery Corporation
- Government of British Columbia, Employment, Business and Economic Development
- Government of Canada
- Global Event Experience - Shark Tank
- Jays Care Foundation
- McConnell Family Foundation
- MOSAIC Executive Search
- Open Door Group
- Redleaf Foundation
- Traction Rec
- United Way
- Vancouver Coastal Health Grant

Our special event sponsors and donors

- Lydia Chao
- Simon Chong
- Rae Dhesi
- Rachel Goddyn
- Kim Gryba
- Anita Lee
- Raul Lopez
- Lisa Mckeddie
- Raymond & Karen Menges
- Nicole Moore
- Rene Poole
- Ivan Wong
- Nellie Wong

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









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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