



2016 Annual Report



.....We're a Part of Your Community

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President's Message

We began the 2015-2016 year as co-hosts of Inclusion B.C.'s 60th anniversary conference and annual general meeting in Vancouver. As one of 7 founding agencies, we were happy to participate in the celebration of achievements to date and the recommitment to move forward with the goal of true citizenship. The values that the provincial association promotes remain consistent today with ours and those of our colleagues around the province.

The Board of Directors of the Society consists of a passionate group of people who take their roles very seriously and we are honoured to work with an equally passionate and dedicated staff team. Together, we've been working diligently to realize the goals within our Strategic Plan. Our first goal focuses on Leadership and Vision and our expectation that all aspects of the Society are guided by our Mission, Vision and Values.

One of our objectives has been to promote our Vision. Everyone's Welcome, Everyone Belongs, Everywhere. It's bold, especially in today's world, but we believe in the strength of community and that when people are given opportunities to welcome, they will. Our work on Kudoz has borne that out, with a number of community hosts, welcoming people into their homes, businesses and community activities, to share time together and to learn. Many people had never spent time with others with a disability before. Perhaps they hadn't been asked. Or they didn't know how.

The Board has been checking our Mission against our strategic priorities and carefully reviewed and reflected on options for the future that support our desire to promote options and opportunities for meaningful relationships and fulfilling lives. The Society has continued to work toward the development of alternatives to traditional services and to strengthen existing ones. We continue to invest in research and development and further refinement of Kudoz. We are also trying, whenever possible, to take a pro-active approach with early supports to promote independence. This has long been a focus in our Family and Children's Services department. We've been working to strengthen this focus with youth through employment, and with adults throughout their lives.

Within this report, you will find more information about our goals and our work. Many are multi-year initiatives. Two of our Board members who have contributed a great deal of their time toward our work are stepping down this year. I'd like to recognize our Past President, Ron Jones and Director, Marcella Baldwin. We are grateful for the contributions they have made to the Society and to the community and they will be missed.

Chris Brown, *President*



Service Summaries

Family and Children's Services

Families, children, youth and care providers involved with our **Family and Children's Services** department are offered a range of services and supports which include information about strategies to support children's development and inclusion, referral to other services, direct staffing, consultation, groups and workshops. Our services are provided in a variety of settings including family homes, preschool and child care, schools, recreation centres and other places in the community where people gather.

Infant Development

Tri-Cities: 295 | New Westminster: 112
Total: 407 families

"The personal service ~ having someone come to your home and building a relationship with you and your children. My son looks forward to the visit every time (& my daughter when not at school) so that's very comforting. Access to resources that I might not have known about without the program."

Supported Child Development

Tri-Cities: 418 | New Westminster: 191
Total: 609 families

"Supported Child Development has had a positive impact for our child and our family. Our Consultant is insightful, knowledgeable, kind, resourceful and supportive. The additional support we have received is amazing."

New Westminster Children's Centre - Paediatric Therapies

Birth to 6: 170 (OT/PT/SLP)
School Age: 59 (OT/PT)
Total: 229 families

"I have had an opportunity to work with the whole Early Intervention team, and I like how personable and easy it is to accept them into my home and the support provided to my child."

** Occupational (OT), Physical (PT) and Speech and Language (SLP) services are provided by SHARE Family & Community Services.*

Key Worker Services

Tri-Cities: 119 | New Westminster: 32
Total: 151 families

"My key worker works with me and has good ideas, goes above and beyond my expectations in helping me with my son and his school."

Family and Individual Support

Tri-Cities and New Westminster
Total: 191 families

"I feel the Family and Individual Support program has helped me immensely through the variety of resources and information provided. I am more knowledgeable about areas my son needs and always feel someone is there to assist me in whatever we need!!!"

Transition Services

Tri-Cities and New Westminster
Total: 238 families

"It started with our son when he was 17 years of age and about to leave high school and we had no idea how it would continue when he became an adult. That was when FISP became a huge support and has been ever since through various stages in our son's life."



Adult Services

Through our **Adult Services** department we offer a range of options promoting participation and contribution in the community through employment, community inclusion and social activities. We also offer a range of housing options supporting people to live independently, with others, and in homes with staff support.

Daily Living Skills and Support

27 people

"I like my new support worker, she is a keeper. She will be able to help me to remember what my doctor tells me."

Employment Services

39 people

"We have definitely felt part of the team. (Our family member) was well coached in both how to get on transit to a new job and the duties."

Community Inclusion

96 people

"The staff treat me with respect. The program is changing and is offering more things to do."

Social and Recreation Activities

46 people

"These services are good for people to keep them active and connect with the community."

Housing

39 people

"Honestly, I am so happy with the home, the staff and the environment. I feel my family member is doing amazing. It would be hard to suggest any improvement."

Shared Living

32 people

"I'm able to be independent. I am never alone and I get help when I need it."



Executive Director's Message

The overarching statement for our Strategic Plan speaks to our goal of leadership in delivering values-based services and in promoting activities that respond to the needs and desires of the people of our community. We have been working hard to encourage relationships that will help us to do this and investing in activities that align with our vision. Our goals have come about as a result of years of feedback from people about the future they imagine and from a diligent effort to plan our work in a way that achieves the greatest impact. We want to ensure that:

- All aspects of the Society are guided by our new Mission, Vision and Values statements;
- Service planning processes and Society activities are person and family centered, and focused on relationship and contribution;
- The organization is flexible and able to respond to needs for individualized supports and services throughout people's lives;
- People experience increased access, participation and sense of belonging in community;
- The organization offers new community-based options that foster relationships and independence.

There are many individual strategies that we are using to work toward our goals, but two stand out. The first is to concentrate on our areas of expertise and identify complimentary community resources. We are striving to work in a truly inclusive way and focus on promoting opportunities rather than providing all opportunities. The second is to leverage relationships with our partners by developing formal plans to link and share resources. Please see below for examples of these strategies in practice through our Youth Employment, Housing and the Tri-Cities Children's Centre initiatives.

When we established our plan in 2013-2014, we acknowledged that many of the goals and strategies would take a number of years of hard work. With a target to do a full review within 5 years, we are starting to see some good results and some areas where more work is needed. In particular, supports for young children and their families need more attention. Waitlists continue to grow, particularly with the therapies, and more services are needed for children and adults with mental health support needs. Aging continues to be an area of focus, but more long term planning is needed. Supports within the school system have suffered in recent years and there is a continued need to make it easier for families to access services. We are hoping that our efforts to partner, to fully integrate services and to make the Children's Centre a reality in the Tri-Cities will help to address this.

I'd like to thank the people we have the pleasure to be involved with for their feedback and for sharing their vision for the future. I am grateful for the dedicated and passionate team of staff of the Society who work hard each day to make that vision a reality.

Christine Scott

The Youth Employment Initiative

We are celebrating three years of work together with School District 43 to promote and secure competitive employment for youth with developmental disabilities in high school. This unique project was made possible through funding from the Vancouver Foundation and the Simon Fraser Society. Our goal was to increase paid employment for youth ages fifteen to nineteen by identifying and engaging the students, their families, the school and business communities in a collaborative process that resulted in sustainable, paid employment and increased social and economic independence. The model was developed and implemented at Heritage Woods Secondary in Port Moody in year one and Riverside Secondary in Port Coquitlam in year two. We are currently working at Pinetree Secondary School in Coquitlam.

To date, 27 students have participated in the initiative, and 15 paid employment positions have emerged. All students are making gains towards their employment related and post-secondary goals. They have developed independence and self-determination that considerably exceeds their expectations and those of their families. Several employers, who had no previous experience employing people with disabilities have shifted their perceptions, gained the confidence to promote natural workplace supports and now successfully employ both youth and adults with disabilities.

As we enter the final months of our Vancouver Foundation funding, our focus has turned to ways in which we can sustain the work of the project, expand it, and continue to achieve the excellent employment results we have seen thus far. We are thankful for the support of the Vancouver Foundation and that of our Advisory Committee, which has included School District 43, families, Douglas College, WorkBC, Ministry of Children and Family Development and Community Living BC.

The Tri-Cities Children's Centre and Housing

In 2014 we were fortunate to receive a grant from Vancity Community Foundation to assess our homes and buildings and help us to plan for people's needs in the future. Over the last 18 months, we've been working through a plan to confirm our priorities and our real estate acquisition and development options. One of the many steps we've taken has been to explore relationships with, and goals of, other community organizations, such as Churches and Municipalities. We've also begun a series of conversations with different developers who share our vision of inclusive communities. Special thanks go to Catalyst Community Development Society, a non-profit developer, for their guidance, support and energy as they have assisted us in our planning.

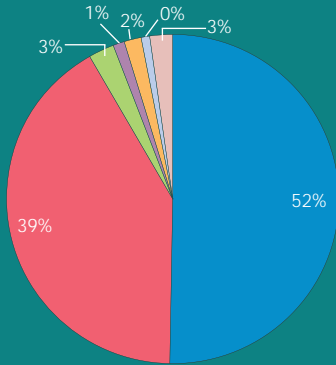
We've continued our decade long work toward the vision of the Tri-Cities Children's Centre with our partners at Share Family and Community Services Society and the Ministry of Children and Family Development. This past year we reaffirmed that partnership and took significant steps toward securing a location for the future Children's Centre. We've also begun to plan for more housing options for people that will both allow for greater independence in community and support for people as they age. These are complex and exciting projects. More information will be coming soon in 2016-2017.

2015 - 2016 Financial Highlights

Revenues:

13,044,237 (audited)

Where our funds come from

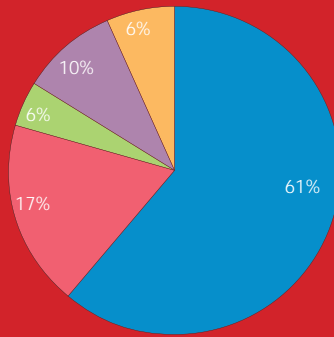


- Provincial Govt-CLBC
- Provincial Govt-MCFD
- Fees for Services
- Fed Govt/BC Housing/SD 40/SD 43
- United Way/Gaming/Van Foundation/Donations
- Services and Sales
- Other

Expenditures:

13,023,463 (audited)

Where we spend funds



- Service Delivery (Staffing)
- Direct Support Funding for Children
- Direct Support Funding for Adults
- Program Expenses
- Building Occupancy

Board of Directors

President: Chris Brown

Vice President: Ryan Pearce

Treasurer: Winston Cummins

Secretary: Linda Weinberg

Past President: Ron Jones

Directors: Marcella Baldwin, Grace Bergman, Tammy Chesman, Shannon Henderson, Eric Young, Erin Nicholas

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Our Funders

We are grateful for the financial assistance of the Province of British Columbia and others, including...



With special thanks to our United in Change partner,



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