

**2019
2020**



**Annual
Report**



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Introduction

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-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

To say that *posAbilities* has faced a challenge the likes of which we have never experienced in our history as an organization, would be framing the tail end of our 2019-2020 year mildly. The theme of this year's report - "The Way We Were," captures what we know to be true. Some parts of our personal and professional lives will be forever changed by the COVID-19 pandemic.

Given this, the following pages will remind us of the challenges and the achievements that we, the people of *posAbilities* experienced in the fiscal year ending March 31, 2020. It's time to celebrate the strength of our teams, our sector and community partnerships, and the progress that we have made towards realizing our vision of Good and Full Lives, for Everyone. Some of the highlights this year include: our film and poetry pairings in partnership with Emily Carr, further development of Alternative Creations Studio and Gallery, and the growth of several outreach services through the Explore platform and journey facilitation service.

We would like to commend everyone who works at *posAbilities* for their tireless work in ensuring that our services continued to remain available to the individuals we serve during the pandemic. *posAbilities'* leadership teams endured sleepless nights and worked around the clock wearing multiple hats in order to keep our services open during a time when most of the province was shuttering and locking down. The emotional strength and stamina required to endure the early days of this health crisis cannot be overstated.

As we move into phase 2 of our recovery plan and fully open our community inclusion services within our new pandemic reality, it has become abundantly clear that our years of investment in health and safety and our move to a paperless office has been a worthwhile endeavor. If it wasn't for the strategic investment we made to go paperless, and in doing so, to adopt ShareVision as our primary information and records management tool, we would not have been able to pivot to remote operations as successfully as we did in March.

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Celso A. A. Roseariol,
President



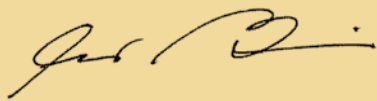
Fernando Coelho,
CEO

A Message from Our Senior Leaders


We commend all of our head office departments (Administration, Finance, Human Resources, Community Engagement) for kicking into high gear at the start of the pandemic and ensuring that our services and front line teams remained supported. We are thankful to Gerry Fremming and her team who convened daily during the height of the pandemic to discuss issues and formulate responses to scenarios never encountered before in our careers. We wish Gerry a very happy and well deserved retirement, and thank her for dedicating her career to our organization.

Living through COVID-19 is a marathon, not a sprint. We continue to ensure that staff and individuals served remain healthy, safe, and calm by working with them closely to address their physical and emotional needs. Our passionate pursuit of food, cleaning supplies and Personal Protective Equipment, built confidence in what we can achieve as an agency of size with significant resources. We also continue to collaborate with unions and our funders, as we strive to preserve normal levels of service while faced with struggles of paramount magnitude. In closing, this is a year like no other. We are grateful to you all for your unwavering support of *posAbilities*.

Sincerely,



Celso A. A. Boscariol,
President,
posAbilities Association
of British Columbia



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





posAbilities' Board of Directors 2019-2020,

Celso Boscariol, *President*

Linda Eaves, *1st Vice President*

Lorie Sherritt, *2nd Vice President*

Nicole Moore, *Treasurer*

Chris Doerksen, *Secretary*

Directors at Large:

Trish Burleigh

Stuart Carmichael

Joanne Gauthier

Vincenzo Guerriero

Anita Lee

Helen Premia



Our team (Board President – Celso, PES Employment Specialist - Carl, and new Director - Vincenzo) is shown here participating in the Burnaby Board of Trade's Annual Charity Golf Tournament.



Our annual holiday party featuring Fernando alongside our self-advocate board directors and their spouses, from left to right: Mike and Joanne Gauthier, Lorie and Dave Sherritt.

A Farewell Message from Gerry Fremming, Program Director

In 1996, I made significant changes in my life. One of the biggest personal changes was moving to BC and seeking employment in a small grass roots community living agency. Thanks to Nancy Green and Gord Tulloch, I was employed at the Lower Mainland Community Based Service Society. Within a couple of years, this grass roots organization merged with several agencies to become one of the most important community living organization in BC – Mainstream Association for Proactive Community Living, now known as *posAbilities*. Indeed, over the past 24 years, I have witnessed many changes. I held several roles and was provided with numerous opportunities to develop and participate in exciting projects. It has been my privilege to have played a part in the development of new services and initiatives that have made a difference in the lives of so many people.

The development/expansion of services and programs include: Employment Services, Alternatives Art Gallery/Studio, Explore, Laurel Behaviour Support Services, Can You Dig It, Don't Sweat It, #Limitless 1, 2...and more. This journey has been exciting, challenging, and extremely rewarding.

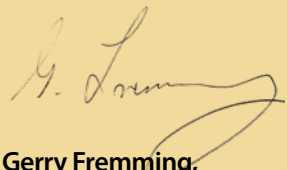
Since the late 1980s, I have witnessed the evolution of community living from deinstitutionalization, to repatriation, and finally to person-centered planning. It is my desire and hope that this movement will follow the natural progression of establishing inclusive communities and ultimately creating a society of acceptance, tolerance and belonging.

I believe that *posAbilities* is well positioned to play a key role in the development of this vision.

posAbilities is a community made up of many wonderful people whom I have had the pleasure of knowing and working with. I am especially grateful to our CEO, Fernando Coelho, for the excellent leadership that he has provided over the years, and to our Board of Directors for their support. Additionally, it has been my pleasure to have worked alongside so many skilled and committed Directors and Team Managers over the years, who together, have paved the way for the development of strong programs and services. I also wish my successor, Vinita Prasad, all the best, and am confident she will continue to guide *posAbilities* towards fulfilling its vision of good and full lives for everyone.

I am forever grateful for being part of the *posAbilities* family. I will not say good-bye and instead will say “see you later,” as I look forward to our paths crossing again in the future, when we can gather at some of *posAbilities*’ signature events.

Sincerely,



Gerry Fremming,
Program Director



Growing our Relationships

Gord Tulloch,

Director of Innovation

This past year has been about growing our relationships and projects in the arts. As we think about what it means to truly flourish, to find purpose and meaning in life, we've been turning increasingly to arts and culture for insight and assistance. Art is the language of the soul. It provokes questions about who we are as individuals and who we are to each other. And it has a knack for connecting us.

This year we started an Artist in Residency project for our employees, partnered with Emily Carr University faculty and students on a series of projects (film, LGBTQ art + identity, puppetry and heroes, audioscapes, etc.), engaged a community artist to explore the topic of "comfort, care and control," hosted a series of personal writing workshops for employees, sponsored a film at the Vancouver International Film Festival ("Daphne"), and partnered with arts organizations who are similarly interested in how art can play a role in the lives of those on the margins.

In addition, we have continued our work in innovation and social research and development. This has involved hiring a couple designers to further develop Meraki (one came all the way from Alabama!), a subscription service for boxed experiences, and to run this prototype through a second iteration of Grounded Space with InWithForward. It has also included incorporating Kudoz as a not-for-profit society and scaling it to Sources and UNITI, two organizations in the South Fraser region. And personally, it has also meant getting around to co-writing a manuscript with Sarah Schulman, co-founder of InWithForward, that captures all of our collective learning over the past several years (The Trampoline Effect: Redesigning our Social Safety Net). This is the basis to the 12 stretches that inform our strategic plan and which, hopefully, will get us closer to good and full lives for everyone.





*Towards responsive and
intentional growth through
meaningful collaboration.*



Continuing our Journey...

In our outreach services: Building Caring Communities, Employment Services, Explore, and Laurel Behaviour Support Services, collaboration occurs internally across program teams. It also extends externally, to our partners in other mission driven organizations. Together, we work towards fulfilling the needs and desires of the children, youth and adults we serve, as well as their supporters. Over the past year, we have continued to see growth and development in this area, as well as in our Behaviour Support Services, both from a contract delivery and professional development perspective.

Building Caring Communities (BCC)

Our team of four Community Connectors worked with 40 participants to support them in developing a good and full life. The following initiatives often played a role in their quests.

Let's Get Real brought two self-advocates onto the organizing team. Together, they are advocating for more social opportunities and greater autonomy for persons with developmental disabilities to express and pursue their relationships and sexual aspirations.

BCC hosted 28 Lower Mainland Hikes and Adventures (LMHA), engaging community members as hosts, and many participants as co-hosts. This Meetup Group has over 5,000 members! Their goal is to get people into nature and to facilitate connections that will develop into friendships and other meaningful relationships.

BCC collaborated with a number of different teams and organizations on various projects and events, taking on key roles with:

- Artists Helping Artists
- Meraki
- Realtalk + Let's Get Real
- Supported Loving
- Power to Be
- Explore

Explore Continues to Grow

In 2019-20, the Explore Service took flight. The team Coordinator and two Journey Facilitators worked with 35 participants in the Vancouver and Fraser Regions. They support participants and their circle members to co-design their lives - accessing services when and as needed to assist them in achieving their hopes, dreams and desires.

A journey typically involves four benchmarks, including: trust and excitement, self-exploration, understanding services and setting goals and commitment. With a co-designed Action Plan, participants engage with services after having the time to practice autonomy and making informed decisions about their future.

Our teams are then able to "jump in" to begin working on one or more goals. For example, if a person is seeking work, they may have identified a need for transit independence, improved social skills, knowledge of workplace etiquette and expectations, relevant experience (volunteering) and an ongoing network of support from peers or others.

Explore's "one door" approach not only increases service efficiency, it has proven to lead to positive quality of life outcomes. Looking forward, we anticipate offering journey facilitation to some of the folks currently receiving other services, such as Community Inclusion programs, and who may be ready to try something new.



Continuing our Journey...

Vinita Prasad,
Team Manager

Laurel Behaviour Support Services (LBSS)

It has been a full and exciting year for Team Laurel, which includes 32 Behaviour Consultants, practicing across British Columbia and as far abroad as Hyderabad India! Led by Clinical Director, Kavita Kamat, with support from Team Manager, Vinita Prasad, and Assistant Clinical Managers, Anita Hua and Kate Zhao, as well as Clinical Supervisors, Rebecca Molly and Sherry Nassrin, this team has significantly expanded its consulting, training and capacity building work over the past fiscal year.

Here is a quick glimpse to illustrate how they serve, and where they have expertise in evidence based training programs:

Triple P® – An internationally renowned positive parenting program

Connect with PEERS® – Social Skills training for youth and adults

posAbilities' LINK! – Safety, Relationships and Sexuality, Sexual Health Education for all ages, Registered Behaviour Technician (RBT) certification – LBSS was able to provide an in-house training program that is recognized provincially for our leaders who support teams/ persons served in our residential and community inclusion services.

Behaviour Consultation Services – Who and How We Serve

- Of our 32 Behavior Consultants, 15 are BC Board Certified Behaviour Analysts
- LBSS supported 860 children and adults in Metro Vancouver, South and Central Vancouver Island, and in the North and South Okanagan
- 98 - children and adults served through private contracts
- 322 - supported adults
- 440- supported children and their families

Skill Development Trainings for Persons Served/Families:

- 2 series - Connect with PEERS® for adults
- 1 series - Connect with PEERS® for teens
- 3 trainings for persons served - LINK! Safety, Relationships and Sexuality
- 2 UMEED lunch and learns focused on increasing Autism Awareness for South Asian Parents/Caregivers
- 10 Capacity Building sessions were provided in the Okanagan for staff, caregivers and families.

Building Internal and Regional Capacity

We continued to build the capacity of our team:

- 3 Behaviour Consultants certified in Connect with PEERS®
- 2 Behaviour Consultants certified in Triple P®
- 4 Behaviour Consultants and 1 Registered Behaviour Technician completed Sexual Health Educator Certification courses.
- 5 Team Leaders were trained as Registered Behavioral Technicians
- 4 workshops for staff - LINK! Safety, Relationships and Sexuality.

Next, we share with the world!

- Our Clinical Director presented at the Indo-CAN Autism Conference in Hyderabad India, which has the dual aims of building capacity through training and developing an international network for clinicians and researchers.
- Our Behaviour Consultants presented at the Inclusion BC Conference in Victoria.
- Provided numerous workshops to service providers throughout British Columbia.

Contact us for information about tailored seminars to suit your needs.

Continuing our Journey...

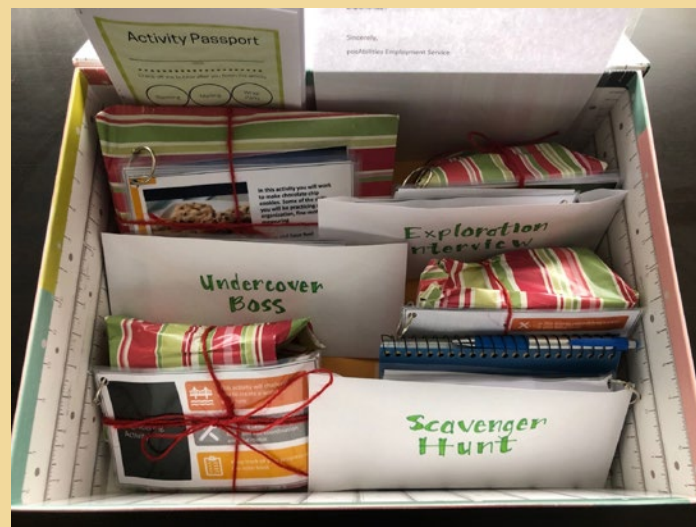
Kalena Kavanaugh,
Team Manager

posAbilities Employment Service (PES)

Evolving Employment Supports through Creative Change

This year, the IMPACT Youth Employment Research Project got underway! Partnering with researchers from the Canadian Institute for Inclusion and Citizenship of the University of British Columbia, *posAbilities* and several other community living organizations, started to explore best practices for getting young people employed.

They developed the first of three one-year co-horts when COVID-19 struck. Not easily held back, this team creatively embraced online learning and coaching, and began crafting activity kits to promote skill development and continued learning. The IMPACT project will run from January 2020 to December 2022.





*Inclusive community
engagement and
purposeful lives.*



Trying New Experiences and Building New Connections

Darren Frisk,
Team Manager

This year, was the year of vacations for many persons served in the homes and community inclusion services known as “the green pod.” This group of memory makers will be able to reflect on the good times for years to come!

Some went on an Alaskan Cruise (definitely now a memory of “The Way We Were”), while others went on their first vacation in years to Harrison Hot Springs, and others took weekend get-a-ways to places like Vancouver Island and the Okanagan. Anticipating Dr. Henry’s future advice, this year was truly about getting to know what our beautiful province has to offer.

It was also a year of shared connections amongst folks living in different homes, and their neighbours, who participate in the back yard community garden. And, what’s summer without BBQs and a harvest party celebrated amongst friends?

The Can-Do community inclusion team hosted another popular “girls night!” This was a great way for folks to continue to work on building their relationships outside the Monday to Friday routine by spending time together in new and meaningful ways.

The Green Pod carried on its tradition of having joint Christmas parties to celebrate the holiday season; while some homes carried on their tradition of having a large holiday party with friends and family.

It was a year of stretching and growing, based on a strong foundation of supportive care.



In Community

April Carmody,
Team Manager

Selkirk Center Highlights – Take a stroll down memory lane, and discover the good times we had volunteering, out and about in nature and through various communities, and most importantly, together with friends and community partners.



March

Volunteering at the Salvation Army (appreciation lunch).



April

Making a gift at Kleem Candle Shop in Maple Ridge.

May

Visiting Castle Fun Park in Abbotsford for a game of mini golf.

June

Visiting Langley Centennial Museum & Exhibition Center.



July

Gone fishing! Sun Valley Trout Park in Mission, other outings and a bbq at the beach in Belcarra Park in Port Moody.



August

Discovering Science World, the PNE, picnics and fun.



September

Exploring the Powerhouse at Stave Falls, Mission.

October

Delighting in harvest time at the Aldor Acre Pumpkin Patch Family Farm.



November/December

Enjoying the Holiday Season with A Ginger Bread House/Van parade entry, parties and more good times.

Shared Living Reflects on the Way We Were

Louise Blackwell,
Manager, Shared Living

Reams of paper, boxes of folders, drawers and drawers of files. That was **The Way We Were**. While Shared Living continues to grow in the number of people we support, we also welcomed technology and online platforms to capture the majority of the work we do. No longer do we carry heavy, cumbersome folders and endless pieces of paper, we now carry technology at our fingertips. Adding a contractor site to Sharevision was a huge undertaking and would not have been possible without the support and guidance of Gina Rowan, the administrative department and Sharevision. Shared Living has gone paperless.

With a growing reliance on technology, we can never lose sight of the importance of meeting with persons served and Shared Living contractors so that we can continue to nourish and nurture all relationships. This will always be **The Way We Are**.

Several persons served celebrated huge milestones this past year. Nancy's dream of going to England and seeing Buckingham Palace came true in September 2019 after more than 10 years of saving. March's 20th year anniversary of a relationship with the people he calls family went off with a bang.

Thank you to the Shared Living Team who continue to embrace and adapt to change, for their commitment and passion for the work that we do.



Passing the Torch from Parent to Caregiver – Connections for a Full Life

Monique Nelson,

Director of Community Engagement

The role of the Community Engagement department is to deliver timely and relevant communications to all of our stakeholders, and to act as a family resource coordination hub. This year, we went into overdrive producing a refreshed website with enhanced accessibility features, maintaining our partnerships with family support groups and parent volunteers to deliver education and networking opportunities across BC, and producing useful new tools like our themed “COVID Care Kits” and stakeholder updates. I would like to thank Justine, Alicia, Mike, and the summer student crew for their service and dedication to the greater *posAbilities* family.

To the individuals, family members and funders reading this report, I would like to thank you for choosing *posAbilities* to be your partner in care, and the primary caregiver when you can no longer be directly involved. As a parent, I often wonder, “Who’s going to love and care for my children when I am gone?” I won’t ever forget the day that a mom I knew, trusted *posAbilities* with providing that care, and turned to our Program Director and said, “look after my babies.” I can’t think of a greater honour or level of trust than implied by those four words. I am privileged to hold the stories of this mom, and many others whom I have met over the past 11 years.

Reflecting on parenthood, one of the most intensive periods occurs in preparing our teens for their transition to adulthood, and a new world of support services – including deciding on future living arrangements. Moving away from home and into supported care, often with roommates, is not very different from the experience of persons without disabilities. In both cases, we strive to develop independence as well as healthy interdependence. Transition brings with it excitement, new experiences and new people, and leads to personal growth and maturity. Yet it tends to also bring about anxiety, and the feeling of being completely overwhelmed with information, and by the nature of the decisions to be made.

Of the workshops offered last year, housing was by far the most popular. It can be extremely challenging to find affordable, safe and secure housing in many of the communities we serve. To get support for this part of your journey, please visit *posAbilities*’ Community Resources page online, or contact me, and I will put you in touch with others who have, “been there, done that!” On that note, I would like to thank the family leaders with the Vancouver Parents Transition Group, Family Support Institute of BC, PLAN, Inclusion BC, Vela and the individuals in our partner agencies, BACI and Kinsight who generously share their time, insights and resources with us.

We hope you enjoy reading our program reports, and can see how teams are hard at work every day, ensuring that people are living full and connected lives that include meaningful experiences and a variety of relationships. **The way we were** as a service provider, included keeping everyone healthy and safe. And, while we still do this, we do much more. We strive to fulfill a person’s higher order needs for meaning, beauty and love. Following this pandemic, my hope is that **the way we will be**, as society, is more inclusive, caring and kind. These can be the outcomes of a globally shared experience of physical distancing and social isolation. In crisis, there is opportunity.



A Day in the Life of Randall & Company

Megan Haliburton,

Team Leader

posAbilities offers a range of housing supports, from supported independent living, through to Shared Living and staffed residential homes. Team Randall makes sure that special occasions are done up right, and that there is joy, learning and novelty in everyday living, while being person-centred and balancing the interests of each roommate.

The home has an interesting rhythm that suits those who live together, drawing on their relationships with family members, day services and welcoming community spaces where folks can explore their interests – particularly peculiar birds (from guzzling seagulls, to a hand held hawk), which appear in many of this team's stories. Just as rich as the experiences in nature and community, the team supports other interests, like road trips up the Sea to Sky highway, sight-seeing, shopping (and spa time), plane watching, going on museum and exhibition visits and participating in cool projects like building a three foot replica of the Titanic!

Vancouver is blessed with about a million things to see and do! The crew often heads out to Science World, Stanley Park, Queen's Park, the Bloedel Conservatory, the George C. Reifel Bird Sanctuary, Granville Island, and local festivals.

For the health of it, the Randall Roomies enjoy time at the seaside at Rocky Point Park. They regularly walk the pier, take cool selfies of everyone and indulge in sweet treats (healthy, because they are small ones!). They also participate in fun and games through Challenger Baseball, and explore other parks like Deer Lake, where they enjoy watching other people run by (could that be too healthy?), dog watching and outdoor picnics. We all know that a good life includes friendship and a good dose of fun!

All in all, we would like to give a shout out to the team members who support the Randall Roomies, their family members who are a joy to spend time with, and the community members who enjoy sharing their passions with the folks.



Reflecting on the People of posAbilities

Bouwe Wierdsma,

Director of Human Resources and Labour Relations

We completed a significant project this year, with the last module in Human Resources (HR) becoming paperless by the end of 2019. We did not realize how crucial the timing was until the pandemic hit. Because we were already operating in a virtual world, the HR team was able to seamlessly transition to working from home as they could work on all of the aspects of an employee's experience remotely.

We are also proud of the team effort that has enabled our Association to reach a new milestone in the prevention of occupational injuries. In 2019, we posted a new all-time low in lost time accidents. This is further testament to the effectiveness of our Occupational Health and Safety program and the commitment of our employees to work safely. We also launched a new and improved version of our Employee Assistance Program, LifeWorks. This has been a vital resource to support employee wellness and even more so in the midst of stress and uncertainty that the pandemic brought on.

Number of
Employees

585

Total Hours
Worked

529, 556

Did you know that...

- the majority of our workforce is employed full-time?
- our employee turnover rate is 14% - virtually unchanged from 2018-19?
- there is almost an equal amount of part-time and casual employees?





Administratively Speaking...

Gina Rowan,

Director of Administration (A-Team)

Over the past year, the A-Team as we like to call ourselves, continued to work on delivering the back office services in order to support our team members to deliver services to persons served. Major projects over the last year included upgrading our telephone, internet and cable TV services - which turned out to be so important as we moved into the COVID-19 Pandemic Lockdown in mid-March, 2020.

The A-Team continually develops new features and reporting tools in ShareVision. And ShareVision continues to demonstrate its value throughout the COVID-19 Pandemic as it provided team members with real-time information on persons served, helping to keep them safe and healthy. It was also instrumental in providing up-to-date information to our team members during the COVID-19 Pandemic and in generating contact lists to keep family members and other stakeholders informed on how we were keeping their loved ones and our teams safe and healthy.

The A-Team also worked tirelessly with the IT Department to provide equipment to team members who needed to quickly pivot to working remotely, and on expanding our communications platforms when training and meetings had to move to virtual formats.

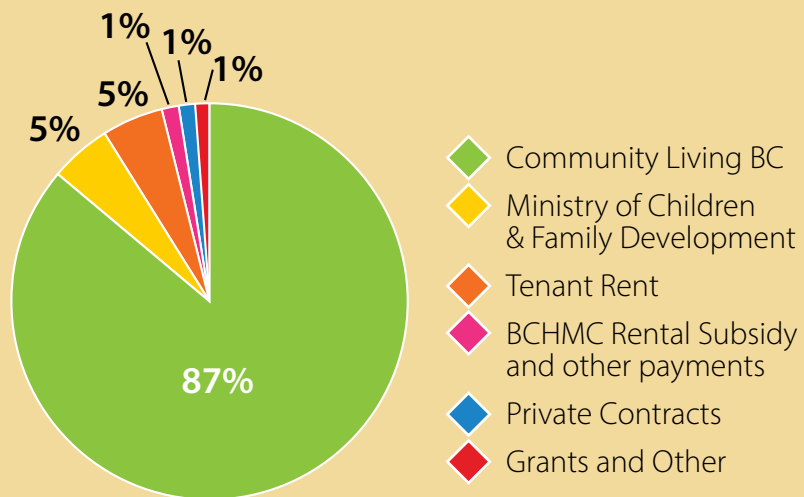
Thanks so much to Angelica, Catherine, Erica, Hemant, Joanna, and Nancy for always showing up with a smile on your face, ready to work hard and provide excellent service.



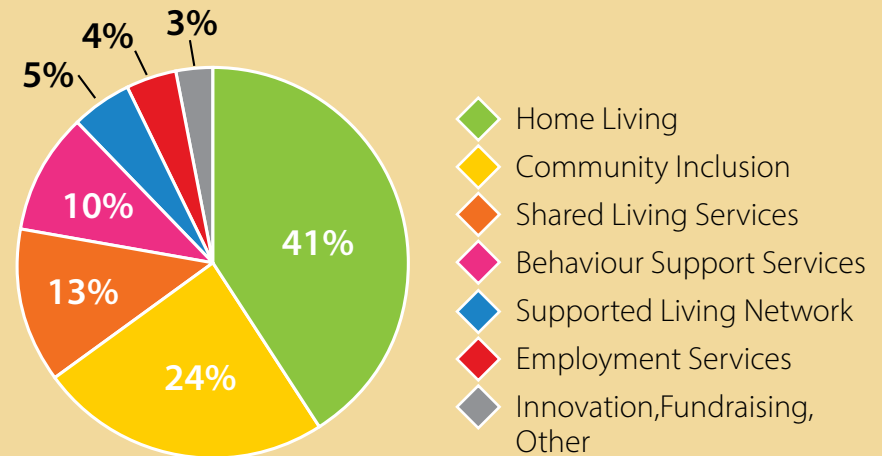
Our Finances

posAbilities is a non-profit community living service provider that receives the majority of its funding from the provincial government. Over 90% of our revenue is spent on direct service, which includes salaries and benefits, property rentals and maintenance and transportation costs.

Where the Money Came From



How We Put the Money to Work



* Our administrative fees are capped at 8.45%, excluding our facility costs.

POSABILITIES ASSOCIATION OF BRITISH COLUMBIA

Statement of Financial Position

March 31, 2020, with comparative information for 2019

	2020	2019
Assets		
Current assets:		
Cash and cash equivalents	\$ 3,137,306	\$ 2,097,180
Short-term investments	3,727,329	4,117,934
Accounts receivable	123,298	170,663
Prepaid expenses and deposits	169,625	208,661
	7,157,558	6,594,438
Investments	1,912,751	1,647,143
Investment in associate	100	-
British Columbia Housing Management Commission ("BCHMC") Replacement Reserve Fund - cash (note 2(f)(i))	601,257	545,635
Capital assets (note 3)	5,847,017	6,284,323
	\$ 15,518,683	\$ 15,071,539
Liabilities and Net Assets		
Current liabilities:		
Accounts payable and accrued liabilities (note 4)	\$ 4,951,038	4,407,625
Current portion of mortgages payable (note 5)	576,892	1,358,805
Deferred revenue (note 6)	1,660,447	1,575,395
	7,188,377	7,341,825
Mortgages payable (note 5)	3,692,163	3,265,103
Deferred liabilities	159,021	199,072
Deferred contributions:		
BCHMC Replacement Reserve Fund (note 7)	601,257	545,635
Capital assets (note 8)	378,576	315,964
Autism Spectrum Disorder Research and Development Fund (note 9)	61,867	61,867
	1,041,700	923,466
	12,081,261	11,729,466
Net assets:		
Replacement Reserve Fund (note 2(f)(ii))	503,123	474,170
Invested in capital assets	1,779,173	1,924,238
Building Fund	989,577	989,577
Unrestricted surplus (deficit)	165,549	(45,912)
	3,437,422	3,342,073
Lease commitments (note 10)		
	\$ 15,518,683	\$ 15,071,539

See accompanying notes to financial statements.

Approved on behalf of the Board:



Celso Boscariol, President



Nicole Moore, Treasurer

POSABILITIES ASSOCIATION OF BRITISH COLUMBIA

Statement of Operations

Year ended March 31, 2020, with comparative information for 2019

	2020	2019
Revenue:		
Community Living British Columbia / Ministry of Children and Family	\$ 30,509,547	\$ 28,858,682
Tenant rent	1,499,201	1,479,490
BCHMC rental subsidy and other payments	320,901	445,656
Private contracts	319,739	267,835
Amortization of Deferred contributions-capital assets	20,870	-
Interest income	179,632	143,764
Clothes drop	-	132,207
Other	272,132	273,902
	33,122,022	31,601,536
Expenses:		
Salaries, wages and benefits	24,707,404	23,199,406
Professional fees and shared living fees	3,896,472	3,624,445
Building costs	1,800,080	1,929,893
Program and equipment	1,824,280	1,835,913
Amortization of capital assets	535,312	549,438
Mortgage interest	151,778	161,537
Office expenses	133,756	151,075
	33,049,082	31,451,707
Excess of revenue over expenses before the undernoted	72,940	149,829
Gain on disposal of capital assets	22,409	21,952
Excess of revenue over expenses	\$ 95,349	\$ 171,781

See accompanying notes to financial statements.

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
- Ministry of Social Development and Poverty Reduction

Granting Organizations

- United Way of the Lower Mainland
- Vancouver Foundation

Our Special Event Sponsors and Donors

- BCGEU – Community Social Services Component
- BC Plant Health Care Inc
- Benevity Community Impact
- Canadian Online Giving Foundation
- Capilano Suspension Bridge Park
- Costco Wholesale
- Coast Capital Saving
- PayPal
- Vancity

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. We served 1,480 unique persons this year, some of whom are enrolled in more than one program or service. We delivered 1,904 services in total.

Our Services

Behaviour Consultation - 860 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
- Parent, team and professional training
- Family resource coordination

Community Inclusion - 212 Persons Served

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

Employment - 405 Persons Served

- *posAbilities* Employment Service
- Youth employment initiatives

Home Living - 322 Persons Served

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

Our new platform, **Explore**, aims to help individuals understand their options and build agency in shaping their journey. This service connects an individual with a Journey Facilitator to access a menu of our skill development services and initiatives, which may include:

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

We served **105 participants** through Explore and Building Caring Communities this year.





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