

2022-2023
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 səlilwətał 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
Employees

466

Number of
Persons Served

2,029

Number of
Hours Worked

496,285

Reflections from Our Senior Leaders

Over the past fiscal year, life at *posAbilities* has settled into a “new normal.” By the end of March 2023, we successfully transitioned from pandemic operations to our more typical service delivery model. Some noticeable highlights included provincially scaling up the Curiko platform (www.curiko.ca). This platform provides an avenue for community members to lead experiences of learning and connection. Additionally, we had the privilege of hosting the Sixpo Festival, a hybrid sexual health information fair. This event was specifically designed for the disability community and was co-developed with self-advocates and community partners.

Another important piece of work this year was representing our sector in negotiating a new three-year Collective Agreement for our employees. The negotiations spanned more than 13 months, and resulted in a robust agreement, significantly addressing employees’ concerns over their compensation, along with a measure of fairness and certainty through inclusion of a cost of living allowance. The work to address employer concerns is ongoing. It includes strengthening our foundation by securing adequate operational funding, having the ability to respond to the call for reconciliation with Indigenous peoples, the capacity to provide additional supports to equity denied groups, and the opportunity to take responsibility for our impact on the environment.

As the fiscal year drew to a close, we deeply valued and enjoyed the time that we spent engaging with individuals, families and other stakeholders to inform our new Strategic Plan. We have set fresh directions, goals and strategies that we believe will help us guide us towards our Vision 2028: Good and full lives, for everyone.

These initiatives were accomplished while managing our regular responsibilities, overcoming post-pandemic challenges such as talent recruitment, retention, and caregiver fatigue, and inflationary pressure on already strained operating budgets.

Given this, the one thing that we are most proud of, is the unwavering commitment and professionalism that the *posAbilities* team consistently exhibits. Their dedication to the services we provide for the individuals we support, their families and their support circles continues to inspire.

Respectfully submitted,



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



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



Fernando Coelho,
CEO



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

posAbilities'

Board of Directors

2022-2023

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

Linda Eaves, *1st 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



L-R: Chris, Jo-Anne, Lorie and Nicole.

**"Coming together is a beginning. Keeping together is progress.
Working together is success."**

- Henry Ford

An Overview of Programs and Services

Over the past year, I was delighted by the return to in-person gatherings and the synergies that they created. We rediscovered the social element of social services. From house parties to program planning sessions, skill development workshops to conferences, art shows to festivals – we dove right back into connecting, learning, sharing and growing here at *posAbilities*. I would like to take this opportunity to reflect on all that we achieved in this great come-back, and to thank our frontline staff, leadership, and head office departments for their contributions this year.

I have appreciated everyone's steadfast dedication to persons served and their colleagues. You have worked safely through the pandemic, and continued to persevere through the uncertainty of rapid inflation and lengthy Collective Agreement negotiations. It is times like these, when the feeling of family that we have here is most evident to me.

I would also like to recognize leadership for inspiring and supporting our teams through the return to a "new normal." Some of the highlights include launching new programming for healthy relationships and sexuality, strengthening services like Explore journey facilitation, expanding youth skill development and employment prospects, engaging folks in creative pathways to person-centred and program planning, and supporting individuals and caregivers in our home living programs. ***Flourishing lives here.***

Quietly humming along in the background and lifting us up to do our best work are the back office support teams: Administration, Finance and Information Technology, Human Resources and Community Engagement. Working together to strengthen operating systems, processes and communications, they help us connect to each other and the communities we serve. Their focus on our 'user experience' is greatly appreciated.

For all of these reasons, *posAbilities* continues to be a sector leader, capable of retaining and attracting the talent needed to serve and to shine. We are passionate about this work, have deep experience, unfailing dedication and an eagerness to stretch (12 ways!) and innovate as needed. Our focus on service delivery, development and continuing quality assurance will propel us towards our vision.

Thank you all for including me in your personal journey with *posAbilities*.

Sincerely,



Vinita Prasad
Director of Programs



Vinita Prasad,
Director of Programs

"Never underestimate the valuable and important difference you make in every life you touch. For the impact you make today has a powerful rippling effect on every tomorrow."

- Anonymous

Embedding New Rhythms and Routines

The current conditions are ripe for a shift in mindset. We are ready to embrace the notion that not only is human flourishing possible, it is our highest purpose – our calling. Five years ago, we set the intention to provide good and full lives, for everyone. Over the next five years, we expect to see outcomes that indicate we are moving much closer to the realization of that vision.

As one of *posAbilities'* long time storytellers, I have noticed an evolution in the tales that we tell. The seeds of flourishing have been planted, tended and coaxed to grow. I see wild dreaming, moments of beauty and joy, humour and playfulness, virtue and purposeful service, and all kinds of love in action.

I also see our intention to explore meaningful ways to reconcile with Indigenous peoples, to promote equity, accessibility, diversity and inclusion, and to become better stewards of the world that surrounds us – as the keys to building a more resilient and adaptable organization. We have committed to flourishing together. This may take slowing down in some cases, so that we can move forward in unison.

I hope you enjoy reading a few of the many stories we have to share, and that you will visit our [Blog Archives - posAbilities](#), [newsletters](#), and videos for more insights and inspiration! The year 2022-23 was a significant one, and I think of it as the great come back. During this time, we resumed casting our pebbles into the water, and watching the circles of impact grow.

Warmly,

Monique

Monique Nelson,
Director of Community Engagement



Monique Nelson,
Director of Community
Engagement

Oprah Winfrey may have said it best,
"The greatest discovery of all time is that a person can change his future by merely changing his attitude."



At Its Best, Music is Medicine!

[Newsletter-Summer-2022.pdf \(posabilities.ca\)](#)

When we think about reconnecting, having a positive impact, and human flourishing, Tom's story comes to mind. He has been involved in the *posAbilities* House Band, took in music therapy online with Emily Brown through Curiko, and has a passion for music that is known to everyone he meets. When Tom started taking drumming lessons, it quickly became apparent to his instructor that he needed his own kit to keep on growing. For all who know Tom, that became their focus. Enter Asya...

Currently a Community Connector (formerly a member of the Can-Do Team) Asya took the lead on this endeavour. She brought her connections together with Tom's circle to co-create an amazing FUNdraiser! Dan and the good folks at Rockin' Cowboy Clothing Company paired up with International Motorsports to host The Motolifestyle Spring Revival Market fundraiser on May 7, 2022. The event was a huge success, and Tom was able to purchase a kit from the proceeds.

Dan shared, ***"If Tom's beats don't get your toes tapping - check your pulse! This project continues to put a big smile on my face every time it comes to mind - and I know there are legions of us who feel the same."*** And he's right. One of those supporters is Tristan, Tom's teacher at Rufus Drum Shop, who says *"Music is the greatest, most powerful gift that we have been given, and my time with Thomas only proves that. Seeing him react to the sound coming through his headphones is the highlight of my week."*

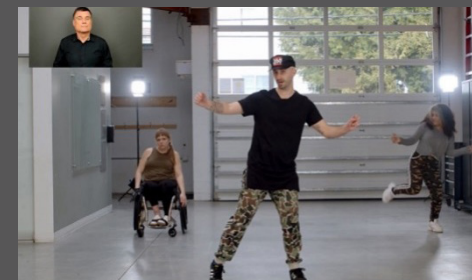
Now we are curious to see what comes next for Tom and company. We have a hunch that this circle will continue to grow.



Art Brings Us Closer to a Good and Full Life

"Hip Hop is about freedom of expression and the celebration of inclusivity in various artforms," says Kelly Riccardi – dancer, artist and behaviour consultant. It's no wonder that his vision for inclusive dance videos fit in perfectly with our quest to pilot an Artist in Residence program at *posAbilities*. Bringing the passions and talents of our employees into their work in novel ways, while offering the folks we serve new opportunities to express themselves and build community is one example of how we're collaborating to advance human flourishing. [Click here to learn how to move and groove with Curiko's Hip Hop Video Series.](#)

Stars Shimmering in the Dark – Alternative Creations Studio's Newest Art Show In the Winter of 2022, studio artists created beautiful artworks inspired by hope – specifically, what hope means to them, and what they are hopeful for. To explore the concept of hope, they looked to nature and its changing seasons, and from dark winter to brighter spring days. The art on display celebrates their favourite things, representing their joy and dreams.



Trailblazing with Digital Literacy and First Aid Certifications

posAbilities Employment Service (PES) successfully launched 11 career seekers connected to its services in Vancouver and New Westminster with a Digital Literacy training certificate! The sessions covered how to use the internet, online safety, email basics, online search techniques and online banking. A small group format with curriculum adapted to each learner's needs was the key to success. There were plenty of opportunities to ask questions, practice skills and connect with peers during each session. We'd like to thank Community Living BC for sponsoring the participant's laptops, which were theirs to keep upon graduation. Well done!

The team is also pleased to announce that it has successfully certified four youth in the IMPACT program with the Canadian Red Cross for Emergency First Aid CPR & AED-Level C! The small participant to instructor ratio provided the opportunity for the youth to ask questions, get feedback and demonstrate their newly acquired skills. Catering to all learning types, the instructor used a combination of videos, interactive activities and role play scenarios to better cement their learning. Watch the impact of these two trainings grow, as PES aims to continue offering these opportunities to career seekers.



Connecting People, Cultures and Communities to Thrive

Over the course of this year, *posAbilities*' employees connected folks online and in-person through a variety of shared interests and experiences.

The Social Media Fellowship was initiated for people who aspire to become influencers online; the Connecting through Culture group emerged to celebrate all things Filipino; and our home teams in Coquitlam came together to make an impact in their communities by participating in the Shoreline Clean-Up Challenge.



Strengthening and Evolving our Organization

Supporting all of this work is one key direction that wraps around us, designed to strengthen and evolve our organization's foundation. We affectionately refer to this as the green direction, and it includes the way we approach every aspect of our daily operations in programs, services and communities. It's all about sustainability and responsible growth.

When we look back on 2022-23, we can see early impacts of the work from our previous strategic plan, and how it connects to our next chapter. *Imagine a Circle* consultants - Aaron Johannes, Shelley Nessman, Barb Goode and Liz Etmanski, helped us playfully explore the profound topic of human flourishing with the people we support, their staff and circles. We worked on teasing out the stretch of what it means to move from a place of safety to one of flourishing. We used pipe cleaners, pens and posters, plants, improv and stories. And we surfaced some themes...

We had many tender and inspiring moments during those seven planning sessions, and a consistent question that came up every time: "*When can we meet again?*"

For Corey and his Aunt, the sessions set the stage for profound a-ha moments. Corey was able to focus, engage and articulate exactly what means the most to him. We discovered that our novel approaches to engagement were taking us further than the more traditional process of table top meetings during which annual goals are set. We'd like to continue along this path.



Strategic Plan - 2023-2028

Together we will:

- Ensure we thrive as an effective and sustainable organization delivering on Good and Full Lives, for Everyone
- Work towards reconciliation with Indigenous peoples
- Embrace diversity, equity and inclusion
- Take responsibility and care for the world we live in
- Live into our values:
Person-Centred, Inclusion, Learning and Excellence

Our top three goals:

- Broaden the range of innovative and individualized services
- Create opportunities for more meaningful relationships, cultural enrichment and belonging in community
- Research and develop new approaches to cultivate human flourishing

Our Vision: *Inclusive communities, enriched lives.*

Our Key Directions:

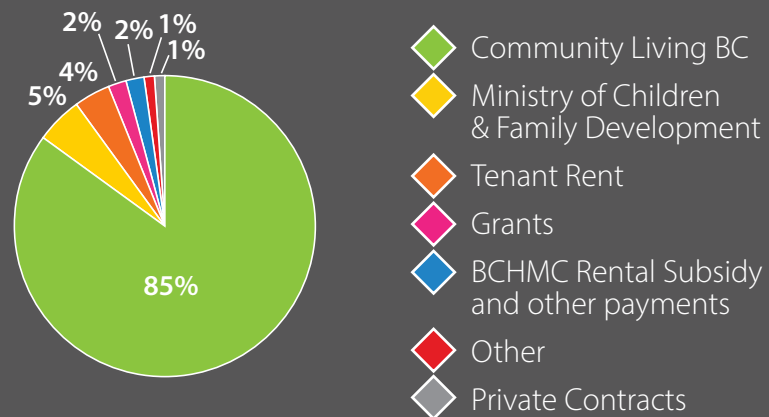


Our Finances

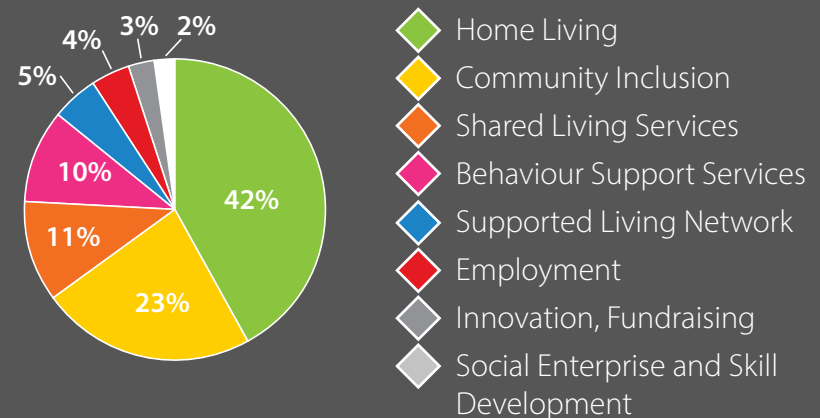
The following pages set out our revenue streams and how we spent our funding. Audited financial statements are available on request or by visiting our website: www.posAbilities.ca/reports

Total Revenue: \$38,231,950

Where the Money Came From



How We Put the Money to Work



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

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

- Autism Speaks Canada
- Azrieli Foundation
- BC Community Gaming Grant
- Challenger Baseball Canada
- Christ Church Cathedral
- Community Foundations of Canada
- Community Investments, Vancouver Coastal Health
- Community Living BC - Innovation
- Government of Canada
- Inclusion BC Employment Grant (Ready, Willing & Able)
- McConnell Foundation
- Prospera Credit Union
- RBC Future Launch
- The Federation of Community Social Services of BC
- Vancity

Our Special Event Sponsors and Donors

- City of Vancouver
- BC General Employees' Union

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



Held in Our Hearts

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

Vassilios (Bill) Bakas

Robert Clark

Jarrold Cowan

Courtney Federico

Shelby Hare

Andrew Lucas

Gerald Scholes

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

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, 2022 and March 31, 2023, *posAbilities* supported **2,029 persons served**, some of whom are enrolled in multiple programs.

Our Services

Behaviour Consultation - 1,035 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 - 224 persons served

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

Employment - 346 persons served

- *posAbilities* Employment Service
- IMPACT youth employment initiative

Home Living - 304 persons served

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

Explore

Our Explore platform assists individuals with understanding their options and building agency in shaping their journeys. This service connects an individual with a Journey Facilitator to access a menu of our skill development services and initiatives, which may include:

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

We served **123 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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