



Burnaby Association
for Community Inclusion

BEING • BECOMING • BELONGING

ANNUAL REPORT 2012/2013

Vision (What we want):

A society that **includes** all people

Mission (What we do):

BACI creates places where people of all ages

- **connect** with family and friends
- achieve **hopes** and **dreams**
- **learn** and **grow**
- have **choices** respected
- **access** quality supports and services
- believe in and **advocate** for the rights and responsibilities of everyone



BEING



BECOMING



BELONGING

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PRESIDENT'S MESSAGE



President, Merrilyn Cook

One of my favourite quotes is from Robert Quinn: “When we muster the courage to act on new scripts, amazing things happen.”

BACI, as a leader in the Community Living sector, has continually demonstrated the courage to act upon new scripts and indeed amazing things continue to happen. Recently, a new framework emerged from the Quality Assurance Review embarked upon in early 2012. The mandate was to deeply listen to the individuals, family members, staff, community partners, and the BACI Board of Directors in regard to services it offers and the impact these services have on the lives of the individuals and families BACI serves.

The Being, Becoming and Belonging framework emerged as the template in which to conceptualize and design services based on what matters most and contributes to having a good life. This framework, while remarkable at first glance in its simplicity, upon deeper examination highlights in detail what each of these broad-based interconnected themes contributes to the quality of one's life. From this

framework, BACI's commitment is to ensure that the development and delivery of services to each individual continues to be aligned to the elements as described.

It comes as no surprise that there are already numerous stories in each of the program areas where individuals are following their wishes and dreams – lives fulfilled with what matters most to them individually. BACI has both listened and delivered. The Board of Directors and I both recognize this innovative spirit and applaud the participants in each story for their commitment to BACI's vision of “a society that includes all people,” and to the belief that every individual has the right to a good life as defined by their hopes and dreams.

As I reflect back over the past thirteen years as a member of the Board of Directors, five of which I have had the honour and pleasure to serve as President, I continue to be inspired by the spirit and energy of the individuals we serve and their families, the exceptional leadership of the Executive Directors, the extraordinary dedication of the senior management team, the staff of BACI and the individuals who serve on the Board of Directors.

BACI is an organization of the heart – a leader that is values-based and resourceful – solution-focused against the backdrop of challenging economic times. There have been difficult and challenging decisions to be made, but always BACI has remained responsive, resourceful, resilient and committed to the individuals it serves and the values BACI embraces. While BACI is an ever-evolving organization of hope and possibility to the individuals and families it supports, it also continues to be an organization that strives to build capacity, and advocates and creates positive social change on a systemic level with governments of all levels, small business and corporations.

There is a proverb, “When spider webs unite, they can tie up a lion”. It is the belief in the power of the collective – the power and potential when systems connect – that ensures BACI's role as a cutting edge, leading organization now and in the future.

EXECUTIVE DIRECTORS' REPORT

For almost sixty years, BACI has made a commitment to supporting people with disabilities and their families to achieve “a good life.”

The essence of what we aspire to do is reflected in our organizational history, values and strategic plan. Yet wanting to do something and actually achieving it are two very different things. This past year, one of our key organizational goals was to find out if we are doing what we strive to do: Are we building good lives for the people we serve?

To find answers to this deceptively complex question, we completed a review and reflection of our Quality Assurance Initiative in Adult Services. For years, we've held strong that our Quality Assurance process and its components (personal planning, service evaluation, human resources, and outcomes measurement) are a way BACI is accountable to its stakeholders; a means to capture people's hopes and dreams and meet their individual needs.

With the support of Community Living BC, BACI hired the team of Kim Lyster and Warren Helfrich to not only conduct a review of our Quality Assurance, but to invite deep reflections and conversations with the individuals we serve, families, employees, and Board members about what a good life means... and how BACI supports them in achieving their goals.

At the heart of the review were questions like:

For the individuals we serve...

- How does BACI help you?
- What makes you happy with your life?
- What else could BACI do for you?
- What are the ways you would like your voice heard?



Co-Executive Directors, Tanya Sather & Richard Faucher

For family members...

- What are the most important things that BACI does for your family member/loved one?
- What kind of services are you receiving from BACI?
- What does a good life look like for your family member/loved one?
- Does the planning process help your loved one achieve the things that are important?
- Is there something more or different that BACI could be doing to help achieve a good life for your family member/loved one?

For staff...

- What is your work at BACI?
- What is a “good life” for the people you serve?
- What are the ways in which you enable a good life? What are the barriers?
- Is the planning process an effective tool for building a good life?
- How can we know that people have a good life? How can individuals be supported to declare their quality of life?



In responding, individuals and families reminded us that a good life entails many things. What are they? The short answer – and essential finding of the report – was distilled into three simple, yet profound, words (or themes)... Being-Becoming-Belonging.

BEING:



includes basic needs and day to day supports to meet those needs like housing, food, safety, health, personal care — helpful supports that look after our being.

BECOMING:



how we connect in the world such as volunteering, work, going to school, having and spending money, attending community events, having fun — ways that support us as we become people who contribute and are active, visible and valued members of society.

BELONGING:



all the relationships that give meaning and connection in our lives including family, friends, spouses, and pets. This also includes the opportunity to give and receive love and affection as part of our human desire to confirm we belong.

Each of the three themes are connected, and people told us that feeling fulfilled in each of these areas was important to having a good life. However, different areas may be more (or less) important at different times of their lives.

The chart on page 5 summarizes how each of the parts of a good life were described by the different groups with whom we talked. It is apparent that family members and staff agree with what the people we serve are saying.

Another key finding of the review was that over the years, BACI has done a very good job in the areas of Being and Becoming. It is BACI’s role to provide homes, security, health and safety, employment, and community access (elements of Being and Becoming), so it’s understandable why we’re so successful in supporting people in those areas.

On the other hand, while the Association has made significant attempts to support people’s Belonging, the inherent nature of this area – involving people’s deep and intimate relationships – makes it a challenge for service providers to address. Our role is not to provide natural relationships, but rather to create opportunities for relationships and connections to be established and to flourish.

A GOOD LIFE (BACI)			
BEING	Individuals	<ul style="list-style-type: none"> • Home • Safety • Accessibility • Health 	<ul style="list-style-type: none"> • Being listened to • Staff support • Independence
	Family Member	<ul style="list-style-type: none"> • Financial security • Stability • Aging in their home 	<ul style="list-style-type: none"> • Self-esteem • Self determination • Respect, privacy
	Staff	<ul style="list-style-type: none"> • Ability to communicate • Choices and hopes fulfilled and valued 	<ul style="list-style-type: none"> • Flexible supports • Being known and valued by staff • Trust
BECOMING	Individuals	<ul style="list-style-type: none"> • Seeking and having work • Contribution • Purposeful life 	<ul style="list-style-type: none"> • Money • Opportunities to learn • Fun
	Family Members	<ul style="list-style-type: none"> • Accomplishments • Goals and dreams 	<ul style="list-style-type: none"> • Vacations • Freedom
	Staff	<ul style="list-style-type: none"> • Opportunities for exploration • Happiness • Citizenship • Achievements 	<ul style="list-style-type: none"> • Opportunity to express individual gifts • Independence and control • Successes
BELONGING	Individuals	<ul style="list-style-type: none"> • Part of community • Rich relationships that encompass family, friends, romance 	<ul style="list-style-type: none"> • People who care • Pets • A sense of belonging
	Family Members	<ul style="list-style-type: none"> • Being known • Love • Commitment 	<ul style="list-style-type: none"> • Celebrating culture and religion
	Staff	<ul style="list-style-type: none"> • Valued • Circle of support - a network • Communion with others 	<ul style="list-style-type: none"> • Romance • Sex • Personal history is honoured

In the end, what will we do with the findings of the Quality Assurance review? We will:

1. Keep doing the many things we do well, as celebrated and acknowledged in the Quality Assurance Report;
2. Keep supporting the individuals we serve to have good lives as defined by Being-Becoming-Belonging, and focusing more work and reflection throughout BACI on Belonging;
3. Continue to have conversations with the individuals and families we serve, as they are – and have always been – our guiding stars.

Finally, we want to thank and recognize the individuals we serve, families, our employees, members, and the Board of Directors for their support and guidance over the past year. We have the deepest respect and appreciation for the contributions they make to BACI and the broader community. It is our honour to learn from them every day.

We know there is much work to be done and significant challenges ahead, but together, heads and hearts in hand, we can create a world where everyone belongs.





Infant Development Program

By Krista Moldowan

The Infant Development Program (IDP) serves babies who need a little extra help in our community – those who are behind in meeting milestones, with particular genetic or medically complicated diagnoses, premature babies, and so on.

BELONGING



Over the past few years in IDP, the goal has been to build more connections and lasting relationships between families involved in the program. As we all know, once family friendships are made, there is no limit to the amount we can give and receive from that relationship.

Families with young children – particularly those with special needs – need as many helpers that love them as possible.

Therefore, we are increasing our efforts in IDP to collaborate with other professionals in the community to offer more groups to families. This helps families make connections with their community, fellow IDP families, and other Burnaby families as well.

Groups currently offered include physiotherapy and occupational therapy consultation, Mother Goose Songs and Rhymes, Baby Belugas Swimming Program, Nobody's Perfect Parenting Program, and Infant Massage.





Childcare Centres

By Krista Moldowan

BACI continues to support children of all abilities through its four inclusive childcare centres for children aged 12 months to 12 years – Fairhaven, Variety, Brentwood Park Plus and South Slope.

This year, unfortunately, BACI has ceased to be the service provider for two out-of-school aged centres – Twelfth Avenue (which concluded in February) and Suncrest Elementary (which ended in June). However, a community partner – South Burnaby Neighbourhood House – has taken over the running of both centres so the families and children are able to remain together.

BECOMING



Another exciting community partnership that has developed this year is with the local YMCA – the largest provider of childcare spaces in Metro Vancouver. Between BACI and the YMCA, we are planning to work together to provide as many quality inclusive childcare spaces in the future as possible.

This builds capacity in our communities about inclusion and how to best support a child with special needs in a childcare setting.

BACI looks forward to a promising relationship, whereby new programs can be offered to BACI families through our connection with the YMCA, and BACI can share with the YMCA our experience of how to best support all of our communities' kids.

BEING



Some persisting challenges in our childcare centres include lengthy waiting lists. Another challenge families face is the waitlist for the Supported Child Development (SCD) Program. The combination of waitlists for childcare as well as for SCD increases the difficulty families face in getting adequate childcare.

The Ministry of Children and Family Development, Centre for Ability (who funds SCD) and BACI are working together to increase funding and try to solve these complex waitlist challenges. The hope is to increase everyone's capacity for space and support.

Children's Respite

By Jen Ghioda

Respite continues to be a growing initiative, with six new families referred this past year. There are now 25 families of children with developmental disabilities accessing respite.

Families are appreciative of how this strategy improves the quality of their family's life, and work closely with the respite provider to help the child fulfill goals and build new relationships with the care giver and their network of family and friends.

The relationships being formed have changed the lives of the children and enabled them to grow and blossom. Many children are now able to attend activities and special events which they had never been able to access before.

BEING



One child is now able to go into a grocery store without having a melt down and can make more choices around what he wants to eat.

BECOMING



One child is now able to attend after school activities with other children, with the assistance of their respite provider. Another child now goes to a swimming pool weekly on public transit – two things he had previously been unable to do.

BELONGING



One child is now able to walk home from school unsupported – a huge achievement for him – so is now developing deeper relationships with friends on his walk home.





Teen Program

By Jen Ghioda

BACI's teen program runs three afternoons per week during the school year and every day during July and August.

The teens and families are very happy that they have a safe, fun place to connect with their peers.

BECOMING



A variety of teens participated in the summer program, with 15 teens attending daily. The group became very confident using public transit to explore the community. They enjoyed age-appropriate activities that were interactive learning experiences – and had fun! Relationships grew stronger as the summer progressed. The teens found their last day together very difficult, and worried they would miss their friends. But numbers have been exchanged and many will stay connected over the winter months.

BELONGING



During the school year, the teens go on a variety of outings in the community each day, and cook a communal meal every other week. The group plans their activities around their collective interests in the community. They have formed close bonds with each other, which make the activities and interactions much more enjoyable.





Community Options

By Michelle Owen

Over the past year there has been a tremendous amount of momentum and intentional conversation around supporting people to be, become, and belong — in their lives and communities.

BECOMING



Some people have found paid employment doing newspaper routes, working in a coffee shop and other stores. A number of people have started taking regular classes at community centers. The most popular activities are pottery, painting, exercise and yoga.

BACI continues to work with the Equipment and Assistive Technology Initiative (EATI) to provide support and training to individuals who have iPads or other assistive technology. Currently, there is a large group of people who are using iPads daily for communication support, visual scheduling, social stories, taking pictures and entertainment.

BACI is also continuing to collaborate with CBI Consultants to provide training and ongoing support for staff developing and implementing Postive Behaviour Supports (PBS) for the people we support.

BELONGING



We are devoting our time in the community to discovering parks, community centers, and all sorts of locations in pursuit of hospitable places and new connections.

Many people have made meaningful connections volunteering at Grandview Seniors Center, Meals-on-Wheels, Journey Home Thrift Store, food banks, churches, community kitchens, and a rabbit rescue society.



A VOYAGE OF DISCOVERY FOR TERRINA

Eight people join sailing event organized by BACI

By Michelle Strutzenberger, Axiom News

Trying sailing was high on Terrina’s list of goals she crafted with the support of Burnaby Association for Community Inclusion (BACI) staff-members last year, and after the 45-minute lark on the open water, she loved it.

It reminds her of a cruise ship, Terrina tells the BACI Blast, adding she has travelled on “many, many” cruise ships, but she’d choose sailing over cruise shipping any day.

Why?

“Because I like it,” she says, going on to list the specific attractions from the fresh air to the fast speed to the sun shining warm on her skin. After the trip last year, she was eager to book again but learned she had to wait for the following May.

Come this spring, she was the one to remind BACI staff, who had organized the first outing with the Disability Sailing Association (DSA), to be sure and get their names in again.

The DSA is a popular organization for would-be sailors and it’s important to get one’s names in early and then to keep asking about openings, BACI staff members have learned.

This year Terrina’s passion inspired others, and, when asked, seven other people that BACI works with said they were also interested in trying it out.

Michelle Buxbaum, who participated in the sailing as a support person from BACI, says she really got the sense that participants enjoyed it.



“We’re on the beach with the DSA . . . and everyone is sailing; people are rigging up boats and you’re just a part of that community. It’s really cool,” she says.

“It goes with our mission,” she adds, when asked. “We’re person-centred and we want (the people we work with) to have experiences that everyone else gets.”

“Sailing is a pretty normal experience for everyone in the summer, especially here in the Vancouver.”

The cost for the sailing excursion is minimal through the DSA at \$10 a person, which Michelle notes BACI covers if families find it prohibitive.

The intention is definitely to do it again next year, she adds.

Economic Inclusion

By Steve Withrington

Economic inclusion is a term that we wouldn't normally associate with our 'jobs'. But it is the very thing that our jobs create – not only financial benefits and the potential independence it can bring, but relationships that are developed in the workplace.

Partnerships, friendships and even marriages can develop in the workplace, as well as the life learning, skill building, and personal and professional development that lead to our evolution as individuals and citizens.

Working can open up our horizons and push us to set higher goals for ourselves. These goals will encourage us to stretch our abilities and our imaginations about what might be possible for us in the future.

With newly reached goals comes a renewed sense of pride and achievement. With the recognition of a 'job well done' we feel an increase in confidence that is rarely matched. Through being open to the support that's available and becoming as self determined as we can be, we give ourselves the greatest chance to belong.

The people who we support to achieve employment are not the only ones looking to succeed. We are all seeking Economic Inclusion.

BEST (BACI Employment and Supported Training)

BEING



The last year has seen a small team from BEST attend several workshops and conferences in order to network and spread the word and the value of services we deliver. One member of that team is the administrative support person for our area.

She first came to us as a college placement through BACI's Outreach team. We benefitted from her assistance in our increasingly busy office and reception area. Over the period of her placement, she showed her ability to develop new skills and improve existing ones. We were able to employ her for a few hours per week after her placement ended, and she became a valued member of our team.

Almost two years later, Kristin now attends workshops and conferences with us and is able to talk to families, students and other professionals about the process of discovery, the services BEST provides, and the benefits of being able to work and increase her independence. She has become a strong self advocate who is able to offer support and information to others looking to gain employment.

BECOMING



Through an introduction from another BACI staff, we connected with the manager of the Baptist Housing Association (BHA), which offers supported housing in Vancouver.

We discovered that BHA had a need to recruit and train a new staff person for cleaning and janitorial duties. After employment specialists spent time working with BHA staff – recording the tasks and expectations – we introduced a couple of candidate job seekers.

One in particular has proven to be very successful in her new job, and is now working up to five days a week. She works almost independently, with support coming from her colleagues and friends at work.

She has developed an increased sense of responsibility and a renewed sense of self determination that we hope will see her succeed in her position for a long time.

BC Woodworks

BECOMING



This year, the Burnaby Board of Trade (BBOT) and BC Woodworks partnered to provide a business 'Mixer' for BBOT members and BC Woodworks customers, suppliers and employees. It was an opportunity to promote the fine products of BC Woodworks as well as some products of our customers.

The event was presented as an opportunity for networking at our woodworking workshop, with appetizers and refreshments to aid the flow of conversation. The atmosphere was great and everybody who attended commented on what an enjoyable evening they had. The success of the event was reaffirmed by an increase in new and existing orders in the weeks following the event.

One of the most outstanding aspects of the evening was the ease with which the BC Woodworks staff attending the event interacted with the other guests. Many comments were made that there were no clear indicators as to who were staff and who were guests. This is outstanding when you consider that more than two thirds of the staff at BC Woodworks live with a developmental disability or barrier to employment. A place of work, a place to socialize and, for some, a real place to belong.



Action Packaging

At Action Packaging, a large national company approached us to help them out with a cost-effective solution to a warehouse systems task.

We put a proposal together that was accepted as an ongoing project until systems had been updated in all 170+ stores across the country. The length of time we would be engaged on this project would depend on our ability to maintain standards and meet potential deadlines as the project progressed.

We are delighted to report that we've already completed half of the project, and plan on finishing the contract well in advance of its deadline.

The fact that this company recognized the "added value" that hiring us would bring to their company – through added diversity in their workplace – speaks to their intention of being a socially responsible member of the business community.



Community Connectors

By Lisa Joy Trick

As we move towards an Employment First agenda, we find people we serve working two to six hours a week and enjoying the flexibility that comes with this lifestyle. But in their non-work hours, they may still feel isolated. We are concerned that isolation leads to vulnerability, and rather than moving back to Day Services, we want to support these people to develop deeper connections in their neighborhoods and communities.

The new Community Connector positions are meant to address this need using an Asset Based Community Development (ABCD) approach. Our coach, Joe Erpenbeck, worked in Cincinnati for five years developing a small team focused on building community using this asset/gift approach. They spent much of their time in search of hospitable places and possible connections. The outcomes were rich lives of belonging and contribution for the people engaged long term with the Connectors.

BELONGING

 Community Connectors are flexible and adaptable, connecting a number of people at any given time for whatever amount of time makes sense for that person. They may spend a few consecutive days with one person and only a couple of hours a month with another person. It depends on the individual's wants, the opportunities that come up, and the individual's availability.

Connectors will often meet in the evenings or on weekends to pursue connections and places important to the person. They are invested in neighborhoods and local community groups, and ask neighborhoods and businesses, "What can we do for you?" When they see a need in the community, they assist the person they are connecting to organize an event or gathering to meet the needs of their neighborhood and contribute.



Outreach

By Cherry Sheena

Many changes have taken place over the past year, such as the merging of Integrated Family Services with Outreach Services.

BEING

 A collaboration between BACI's Social Inclusion area and Outreach Services has ensured continuing partnerships with Cobs Bread, the Greater Vancouver Food Bank, and Langley Farms in support of our Community Kitchens and Food Cupboard. BJ Bakery has also begun generously donating pastries and baked goods to our Food Cupboard, which has growing numbers of people accessing it.

Our two Community Kitchens are expanding to accommodate the growing need for affordable healthy meals in a safe, accepting environment. Outreach is utilizing two BACI garden plots to increase the fresh produce available to people we support throughout the summer and early Fall.

We have seen the Personal Supports Initiative (PSI) double in size within Outreach this year. Because of a high demand for skill development around cooking simple meals, we have developed and launched a healthy cooking course with the Douglas College Nursing Students.

BECOMING

 We created a Mentorship Program, and two individuals with gifts in teaching have been trained to co-facilitate courses run through Outreach. They did an excellent job on the Simple Steps to Healthy Relationships Course, and are planning to help co-facilitate our Simple Steps to Healthy Cooking.



One person had an opportunity to attend a BC Lions game with his Outreach staff, with tickets kindly donated by Mills Basics. They both had an outstanding time together – cheering, clapping, and joining in on the wave! He said numerous times how happy he was. Like many young men, he especially enjoyed the cheerleaders, yet was quite shy around them. He did, however, manage to ask for an autograph.

BELONGING

 Another individual continues to make leaps and bounds in personal development. Over the last few months, he has graduated from BCIT with a diploma in Film Production, and started organizing groups of people with similar interests to meet in various places for games and movie nights. He has started an internship at SHAW TV and, with support, is meeting all the requirements.



Life Sharing Network

By Karey DeGenova

Throughout this report you have heard the recurring theme of Being, Becoming and Belonging. Life Sharing, when done well, encompasses all three of these components, contributing to the making of “a good life.”

Life Sharing is much more than just providing a safe place to live; it is living with and sharing all of life’s experiences together and forming supportive and caring relationships. It is important for all parties involved in this relationship – the individual, their family, the life sharing contractor, BACI and the community – to be clear that they all have an important role to play and that only together as a caring network of individuals can we ever be successful in supporting one to have “a good life.”

The Life Sharing Network at BACI currently offers 118 individuals the opportunity to live their lives the way they want. By taking a person-centered approach, the Life Sharing network provides supports that link directly to all three of the Being, Becoming and Belonging domains.

These supports may lead to an increase in the person’s emotional, physical, material well being, as well as their independence, personal development and self-determination. Equally important, support is provided to increase the person’s social participation, interpersonal relationships, social inclusion and citizenship.



BECOMING



Aaron and his Outreach worker, Jason, went for a walk through Chinatown and checked out a few small shops along Pender Street. They looked in one shop that Jason had frequented as a youth to buy cool models. At the shop they struck up a conversation with the store owner, where they learned her birthday was going to be in a few days. She also shared that in the 30 years she had owned the shop, no one had ever brought her a cake or card to celebrate her birthday. At the end of their visit they wished the lady an early happy birthday!

Shortly after leaving the shop, Aaron asked Jason if it would be weird if he made her cupcakes and bought her a card. Jason told him it would be rather amazing and possibly make her day much more special. A few days later, Jason received a text message picture from Aaron of the shop owner, holding a card and a cupcake! Aaron, thank you for reminding us to be truly present when with others, and that it only takes a small act of kindness to make a small difference in someone’s world!



BELONGING



Greg is a young man living in Life Sharing who made a connection with the Westwood Alliance Church this past year.

He has a fascination with Asian culture and the Mandarin language, and has a goal of moving to Asia to be a store greeter. Greg's Life Sharing supports are encouraging him with his endeavor, and hope that it will perhaps lead to him developing more relationships and employment opportunities here in Metro Vancouver.

The Church group he has become involved with consists mainly of young people who meet weekly on Sundays. They provide worship services as well as a meal and opportunities for companionship. Greg is assisting some individuals with their English in return for them teaching him some Mandarin.

Greg's involvement with the Church has been a positive experience for him. He has found a place of community and has been able to contribute and grow.



Residential Services

By Barb Trippel

BECOMING



Jon has expanded his personal growth by taking part in feeding the neighbourhood kittens on a regular basis. In doing so, he stops to talk with neighbours and is building relationships with people he didn't know before. He also enjoys getting out into the community more often by recycling his pop bottles and cans, which go to fund some of his favourite outings, like attending Canucks hockey games.

Ginger has found social media to be a positive experience, keeping in contact with old roommates and family through Skype. She uses Skype daily without any prompts from staff, and enjoys the face to face interaction and chats as she is not able to always get out.

Sam has a new paper route and has developed new friendships with the neighbors in his community. He has gotten to know many of the people on his route, with many greeting him by name and some inviting him in for a beverage.

Derek also has a paper route, and recently earned "Carrier of the Month" for the Burnaby News Leader. He's proud of his accomplishment and happy about the many connections he's making along his route. He's also excited about the money he's able to put in his holiday fund.



Riccardo and his mother and staff planned a vacation to Southern California so that he could visit his Aunt and Uncle in Pasadena and do some sight-seeing along the way.

After spending a couple of days at his family's home, they decided to visit Universal studios. Riccardo enjoyed The Simpsons Ride, the Universal studios tour, and a live show about special effects. In the following days they visited Grauman's Chinese Theatre, the Griffiths Observatory, Malibu and the Santa Monica Pier.

Riccardo was happy to get to know his Pasadena family better and reminisce about the past. He enjoyed his trip so much that he's already begun talking about his next one – to Italy!



Family Support

By Carol Stinson

BACI's Family Support initiatives are all about the belonging you feel among friends and family members. In the Family Support area, we know about the joys and challenges of living with a family member with a disability because we are all family members too.

BECOMING



Our fun-filled music participation program – Monday Musical Appreciation for Children – is a monthly social opportunity for young families to meet, share food, share stories and dance and sing with a music therapist. It has been hosted for many years by Sarah Baumbusch, who is the aunt of a young lady with a disability. If you have a school-aged child who likes group participation songs and music, come on down. You are always welcome!

Carol Stinson is the mother of a young woman with cerebral palsy. Carol organizes workshops, parent support opportunities, and writes a bi-weekly newsletter full of information for families.

This year, one of the most interesting events was a focus group looking at dental health services for adults with developmental disabilities. Families from all over Metro Vancouver came together to share their years of hands-on experience and knowledge with Dr. Amin Salmasi, a dentist who is researching the topic.



BELONGING



BACI's Chinese Autism Parent Support Group is led by John Tsang, who has a son with autism. The group strives to support families and people with autism and raise awareness in the Chinese community. Every month the whole family is invited to a pot-luck dinner, child-care is provided, and John finds interesting speakers who can inform and support Chinese families from our diverse Burnaby community.

As Charlie Brown told us, "In the book of life, the answers aren't in the back".

Sometimes we need the help and support of our families and friends to find our way.



Human Resources & Quality Assurance

By Lyn King & Lisa Thomson

BACI has a long history of ensuring our Human Resources practices are aligned with the goals of direct services: a better life for people who access our supports. With that in mind, the past year at BACI has been an eventful one of listening, asking questions, learning, creating and planning with our stakeholders.

Our commitment to continued learning and staff development is reflected in our recent Quality Assurance Review – an intentional effort to explore the ways BACI can impact people’s lives. Over a 5 month period, we met with more than 200 stakeholders – self advocates, families and friends, staff, caregivers, and community and business partners, and other BACI friends – to hear what’s important in the search for a good life.

We took this opportunity to examine our practices and determine ways we can learn and grow as an organization. We explored ways to ensure BACI employees are well equipped to deliver quality services that contribute to a good quality of life for the people we serve.

The review affirmed that BACI staff are committed to, and passionate about, supporting people and are eager to further develop skills (such as personal planning facilitation) that will enhance people’s lives.

The three themes that resulted – Being, Becoming and Belonging – are resonating in all that we do at BACI these days.

BEING



For the past few years we have been developing our skills in person centered practices through work with Michael Smull and The Learning Community for Person Centered Practices. A Person Centered Trainer team (Avelina Britton, Lyn King and Lisa Thomson) is working to build an agency-wide group of Person Centered leaders and coaches.

BECOMING



The BACI Person Centered Trainers have been collaborating with other BC trainers to develop a BC Learning Community for Person Centered Practices. Our mission is to encourage Person Centered Practices, nurture new trainers, and help embed the practices and skills in agencies across BC.

BELONGING



Our participating in a larger network of like-minded trainers from around the world has opened doors for collaboration, sharing and continual learning. Together, we are able to promote practices that increase the positive control people have over their chosen lives.

To further advance community inclusion for people, BACI is training staff in Asset Based Community Development. We are excited to partner with Joe Erpenbeck, who is sharing learning and experiences from his work in Cincinnati and his mentorship by John McKnight.

As we move forward, applying new ideas and benefiting from new partnerships, we are mindful of the history and rich resources that exist at BACI. We continue to look to our current staff and stakeholders as teachers and partners in learning. We will take advantage of the wonderful opportunities for self-directed learning and mentorship to explore Being, Becoming and Belonging within the broader (learning) community.

Disability Confidence

By Lisa Thomson

BACI strives to be a leader by example in the area of Disability Confidence. As we aim for “a society that includes all people,” this means influencing change both within BACI and in the community-at-large.

BECOMING



As an organization, we want to make sure that all aspects of our operations are accessible and inclusive for all people. We have an active Disability Confidence Committee dedicated to sharing learning, mapping BACI’s journey to become Disability Confident, and supporting the community to increase their Disability Confidence.

We have focused on a variety of strategies to demonstrate Disability Confidence. Through our Human Resources policy and practise, we are committed to hiring and supporting people with disabilities because we recognize and value their contributions. Our procurement practises encourage our partners to be mindful of Disability Confidence and provide incentives for them to experience the value of inclusion in the workplace for themselves.

Our employment services at BEST continue to be an avenue of learning and advocacy in getting it right for people with disabilities in the workplace. Furthermore, our committee has been busy attending conferences facilitated by Susan Scott Parker, a leader in Disability Confidence and effecting change in the UK. We are looking forward to exploring more partnerships which will help pave the way for more healthy and inclusive workplaces.

Accessibility

By Lisa Thomson

BACI has undergone some exciting and accessible renovations at Still Creek! One of the features which has improved accessibility at BACI is the beautiful new reception desk on the main floor. Upon entering the building, people can be greeted and directed to where they need to go, and the desk itself is at a height where everyone can converse at a comfortable level. There is also now a completely accessible washroom — complete with lifts — on the main floor.

BECOMING



Upstairs, our updated cafe is a comfortable place for people to eat lunch, gather for a chat, or try their hand at a bit of cooking. We also invite everyone to gather at the new Community Hub space beside the Administration area. It is a relaxed and inclusive space for people to come together for meetings or chats, to peruse our library or just hang out!

This past year, a Survey was sent to all programs to measure the accessibility of the entire agency. We continue to provide training to all employees so they understand the scope of accessibility and the intertwined values of accessibility and inclusion. We ensure that partnerships with entities such as Essential Learning provide accessible products to all our employees.

In 2013, accessibility was integrated into our Disability Confidence Committee to provide a reporting body and greater input and guidance. Accessibility is further supported by BACI’s Advocacy Committee.

Finance

By Peter Kerr

The operating results for the 2013 fiscal period is a slight deficit of \$2,800, which is essentially break-even. The resulting net asset position at year-end is approximately 0.2% of the annual budget. As a long-term goal this should be 5%. BACI will continue to employ strategies to strengthen the net asset position and safeguard assets, resources and services.

Operating results

On a comparative basis, operations have increased 7.5% over last year (2012 was 3.3%). The increase is slightly higher than our historical trends of over 6%, however it reflects a continued growth in services — even with cost increases and budget pressures from our funders.

The bottom line

A modest surplus is required to protect the agency’s finances. BACI’s long-term goal is to generate surpluses of approximately 0.1% of the annual budget.

Replacement reserves

The replacement reserves form a significant asset for the Association — to ensure that our homes and housing units are provided for should major items require replacement. This year, the total replacement reserves (of \$962,200) have a net increase of \$23,000. This increase reflects higher investment returns and contributions that exceeded the usage. The change in the reserves is consistent with the cyclical nature of the reserves and the total of reserves are sufficient to provide for any major repairs or replacements.

Partnerships and cooperation

BACI continues to investigate new technologies with our financial partners. Improvements continue to benefit the Association. This year, the Finance department



implemented several new systems, including a new payroll system and a limited roll-out of a new online scheduling system.



Forward thinkers have seen a bright outlook for people who have a disability, as computers help them achieve more independence, learn new skills and perhaps of greatest importance, immerse themselves in a modern world that might otherwise be off limits.

BACI senior manager of technology Lisa Joy Trick says the organization has seen a growing interest from the people it supports in using computers in recent years. More people are signing up for computer training and applying for funded computer equipment. There are also a lot more young people accessing the lab.

BACI recently upgraded its computer labs to include some just-on-the-market Chromeboxes, to keep up with the demand and ensure it's providing quality equipment. BACI tech support staff members spend a lot of time working with people to determine what apps or methods of using the computer would work best to meet each individual's goals and interests.

Providing computer training and operating a computer lab for the people it supports aligns with BACI's mission, Lisa Joy says.

"Our goal is always to make sure that (people who have an intellectual disability) are more included in society, that they've connected with more people, that they're building relationships and finding new ways to communicate," says Lisa Joy.

"So if technology can help any of those things to happen then that's great; we want to encourage that."



Technology

MORE PEOPLE WHO HAVE A DISABILITY LEVERAGE VIRTUAL TOOLS

By Michelle Strutzenberger, Axiom News

He's mostly non-verbal and has an intellectual disability, and he's just written and shared a story about himself, thanks to the accessibility features and a user-friendly share tool on his computer.

She is learning and practicing a new behaviour with the support of an app on her iPad.

His iPad calendar is keeping him aware of where he needs to be and when. This is especially helpful for him given his different concept of time.

A few people have been able to connect with alienated family members using the no-cost, easy-to-use-by-themselves Internet search and social media tools.



And now she's not shy. "Her mom and dad thanked me for helping their daughter start a new program that she likes to do."

Gerry, who describes himself as someone who has a disability, has been referred to by others as the "hardest-working man" at BACI. He has served as an advocate for BACI for 12 years, teaching about people's rights. Once conflicted with "bad depression," he says being a self-advocate has been empowering, and gives him the courage to be a representative on boards and a public speaker.

He played a role in the closing of large institutions throughout B.C., where residents were systemically abused physically, emotionally and sexually. The last of these institutions, Woodlands, was closed in 1996 and demolished in 2011.

Gerry was honoured in another way for his effort last year when he was chosen to carry the baton in Rick Hansen's 25th Anniversary Relay. He was nominated by BACI to participate, and he was selected from thousands of applicants.

Gerry adds he feels additionally honoured each time the story of his efforts and achievements is shared.

BASA (Burnaby Association for Self Advocates)

SELF-ADVOCATE'S TRAINING ON BEING ASSERTIVE INSPIRES ANOTHER

By Michelle Strutzenberg, Axiom News

Enjoying BACI's Bonsor Winter party, Gerry Juzenas was approached by a family who wanted to thank him for how his advice and encouragement had motivated their daughter to speak up and be assertive.

To hear firsthand how his efforts are making a difference was the highlight of the whole party. He notes the young woman had been part of a class he taught some years ago.

"She was really shy, and we were teaching people to be assertive," he recalls.

Advocacy Committee

By Rachel Goddyn

The Advocacy Committee's aim is to remove barriers to inclusion at all levels of society, so that everyone has an opportunity to "belong."

This year, we participated in a wide variety of community consultations with groups such as the Ministry for Social Development, Community Living BC (aging strategy), and the Burnaby School Board. During these consultations, we advocate strongly for the right of all people to live meaningful lives in their community.

BECOMING



A particular focus for us this year has been transportation. We have given input on upgrades to Skytrain stations and advocated for people with disabilities to not be charged a toll when crossing the new Port Mann Bridge. Three of our members participated in consultations with HandyDart, and they will continue working to protest any cuts to the service.

Our monthly meetings are social and supportive. This year, two of our meeting days fell on members' birthdays so we celebrated with cake and song.

These are only a few highlights of our year. This is such a hard-working committee that it would be difficult to list all of the issues that members are addressing. It is a privilege to work with this group.

We are always looking for new members. Anyone with an interest in advocacy is invited to call 604.299.7851 or email family.services@gobaci.com





Quality Assurance Committee

By Lyn King

The Quality Assurance Committee has met quarterly over the past year. The Committee continues to enjoy the opportunity to hear success stories and share the progress we are making in support of a good life.

BECOMING



The Board members and staff who attend are an important part of the organizational Learning Loop process. Our work to develop new and efficient ways to gather useful information and identify milestones that will assist BACI to provide more effective, efficient and satisfying service to its members, is enhanced by the input and participation from the Quality Assurance Committee.



Seniors' Committee

By Cherry Sheena

Every year, the Seniors' Committee and the Outreach team host two Seniors' Tea luncheons.

At our Fall luncheon, the Quality Assurance Review team came to hear the opinions of BACI's seniors and their families on their quality of life. It was a great meeting, where individuals and families alike felt empowered to speak their minds on what they think is working and not working with their BACI supports.

The second Seniors' Tea was held in June at the Scandinavian Community Center. This new venue was a welcome change for everyone involved. There was a great turnout, with most tables at full capacity. We enjoyed the talented line-up of performers, the tasty Nando's lunch, and the interesting presentations on the Service Card now replacing BCID, BC Driver's license, and Carecards.

BEING BECOMING



One person supported through Outreach was interviewed for a segment on incommon.tv. He spoke eloquently and passionately about how much his life has changed since becoming involved with BACI – a stable home, a growing group of friends, and re-connections with long-lost family members.

His confidence with speaking in public has grown, as he also spoke at a recent public workshop on community development, and confidently sang "Danny Boy" at the Senior's Tea in June. He brought the house down!





Wellness Committee

By Lisa Thomson

As evidenced by BACI's strategic plan, we are committed to supporting a healthy staff team.

Again this year, Neil Boyd, professor of Criminology at SFU, assisted BACI in interpreting our Wellness Survey of 2012. As a result of this survey, we are striving to integrate wellness into the fabric of everyday life within all BACI teams. We recognize the importance of a healthy team dynamic, so with a focus on communication and group development, staff have engaged in team building exercises such as bowling, paint ball, BBQs and more.

BEING



We provide training opportunities for staff to learn the importance of self care practices. Some of our wellness initiatives include weekly massages through our partnership with the West Coast College of Massage. Employees and people we support benefit from an affordable massage, while students of the college gain practice and confidence treating all people.

BECOMING



Our wellness plan also takes into account the need for continual staff development – intentional opportunities for staff to share ideas and become inspired so that they are engaged and content, approaching their work with understanding and innovation. As we work towards quality of life for people supported by BACI, we recognize the need for staff to also be living good quality lives, and strive to provide opportunities to aid employees in doing so.



Hospitality & Events

By Karey DeGenova

At a BACI event, you will feel a real sense of community, acceptance, hospitality and belonging. Over the past year, we have had many opportunities to come together as a community and enjoy each other's company.

BECOMING



Our General Meetings and our Annual General Meeting have changed focus from strictly business to a place of fellowship and learning.

This shift has been achieved by providing opportunities for collaborative learning, inspiring guest speakers, sharing a meal, enjoying music and socializing.

BELONGING



This year at our annual Summer BBQ, we had a variety of colorful entertainers, great food and a country fair. We invited community members to this event and had over 300 people attend. In October, we held our annual Halloween party at the Scandinavian Community Centre. This event is quickly growing in popularity and will soon be as large as the hugely popular Bonsor Winter party.

BACI will continue to provide opportunities for its members and the broader community to get together, find reasons to celebrate, and create places of belonging.

If anyone is interested in contributing to these events through volunteering, performing, or attending, please connect with either Carol Broomhall or Karey DeGenova at 604.299.7851.





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Independent Auditor's Report

To the Members of
Burnaby Association for Community Inclusion

We have audited the accompanying financial statements of Burnaby Association for Community Inclusion (the "Association"), which comprise the statements of financial position as at March 31, 2013, March 31, 2012 and April 1, 2011, and the statements of operations, changes in net assets and cash flows for the years ended March 31, 2013 and March 31, 2012 and a summary of significant accounting policies and the notes to the financial statements.

Management's Responsibility for the Financial Statements

Management is responsible for the preparation and fair presentation of these financial statements in accordance with Canadian accounting principles for not-for-profit organizations, and for such internal control as management determines is necessary to enable the preparation of financial statements that are free from material misstatement, whether due to fraud or error.

Auditor's Responsibility

Our responsibility is to express an opinion on these financial statements based on our audits. We conducted our audits in accordance with Canadian generally accepted auditing standards. Those standards require that we comply with ethical requirements and plan and perform the audits to obtain reasonable assurance about whether the financial statements are free from material misstatement.

An audit involves performing procedures to obtain audit evidence about the amounts and disclosures in the financial statements. The procedures selected depend on the auditor's judgment, including the assessment of the risks of material misstatement of the financial statements, whether due to fraud or error. In making those risk assessments, the auditor considers internal control relevant to the entity's preparation and fair presentation of the financial statements in order to design audit procedures that are appropriate in the circumstances, but not for the purpose of expressing an opinion on the effectiveness of the entity's internal control. An audit also includes evaluating the appropriateness of accounting policies used and the reasonableness of accounting estimates made by management, as well as evaluating the overall presentation of the financial statements.

We believe that the audit evidence we have obtained in our audits is sufficient and appropriate to provide a basis for our audit opinion.

Opinion

In our opinion, the financial statements present fairly, in all material respects, the financial position of the Association as at March 31, 2013, March 31, 2012 and April 1, 2011, and the results of its operations, changes in its net assets and its cash flows for the years ended March 31, 2013 and March 31, 2012 in accordance with Canadian accounting principles for not-for-profit organizations.

Other matters

The Society Act (British Columbia) requires the auditor to opine on whether the financial statements are prepared on a basis consistent with that of the previous year. We draw attention to the fact that, effective April 1, 2011, the Association changed its financial reporting framework as described in Note 2 to the financial statements.

Chartered Accountants
September 11, 2013
Vancouver, British Columbia

BURNABY ASSOCIATION FOR COMMUNITY INCLUSION

Statements of Operations - Statement I
years ended March 31, 2013 and March 31, 2012

	2013	2012 (Note 2)
	\$	\$
Revenues		
Provincial and Federal		
Community Living British Columbia	17,319,323	15,858,152
Ministry of Children and Family Development ("MCFD")	1,238,892	1,215,949
British Columbia Housing and Management commission	337,426	348,937
Service contracts	333,056	389,758
Fraser Health Authority	75,134	75,810
Federal government	30,209	-
Other sources		
User fees	2,259,820	2,215,475
Other revenues	86,522	44,180
Contracts	166,716	94,812
Amortization of deferred contributions		
Property, buildings and equipment	115,952	115,952
Fundraising		
Gaming	100,000	106,661
Donations and gifts	40,061	80,674
United Way	45,000	45,030
Sharing Our Future Foundation (Note 15)	25,000	25,000
	22,173,111	20,616,390
Expenses		
Human Resources		
Wages and benefits	14,120,029	12,997,419
Staff training	90,217	94,210
Program		
Purchased services	4,276,791	4,003,990
Program costs	1,001,163	910,218
Transportation	295,398	261,158
Client recreation and education	139,811	144,321
Client incentives	116,668	95,221
Occupancy		
Mortgage interest and lease payments (Note 7)	856,600	874,849
Property taxes, utilities, and insurance	395,062	384,603
Repairs and maintenance	366,737	365,047
Amortization of property, buildings and equipment	517,484	484,343
	22,175,960	20,615,379
(Deficiency) excess of revenues over expenses for the year	(2,849)	1,011

BURNABY ASSOCIATION FOR COMMUNITY INCLUSION

Statements of changes in net assets - Statement II
years ended March 31, 2013 and March 31, 2012

	2013	2012 (Note 2)		
	Restricted - Replacement Fund (Note 3 (d))	Unrestricted	Total \$	Total \$
	\$	\$		
Balance, beginning of year (Note 2)	317,418	68,709	386,127	389,253
(Deficiency) excess of revenues over expenses	-	(2,849)	(2,849)	1,011
Internally imposed replacement reserve addition (usage)	9,170	-	9,170	(4,137)
Balance, end of year	326,588	65,860	392,448	386,127

BURNABY ASSOCIATION FOR COMMUNITY INCLUSION

(Incorporated under the Society Act of British Columbia)

Statements of Financial position

As at March 31, 2013, March 31, 2012 and April 1, 2011

	2013	2012	2011
	\$	\$	\$
Assets			
Current assets			
Cash	552,441	707,829	1,075,842
Accounts receivable	403,963	512,469	195,354
Prepaid expenses	122,261	173,759	84,546
Due from Sharing Our Future Foundation (Note 15)	5,270	10,767	12,616
	1,083,935	1,404,824	1,368,358
Investment - Estate of Hannah Filby (Notes 4 and 11)	432,116	427,973	423,219
Replacement Reserve Fund (Note 3 (d))	962,205	939,139	973,117
Property, buildings and equipment (Note 6)	10,192,353	10,355,427	10,692,709
	12,670,609	13,127,363	13,457,403
Liabilities			
Current Liabilities			
Accounts payable and accrued liabilities	1,519,455	1,565,407	1,444,461
Government remittances payable	112,870	100,271	87,776
Deferred revenue	97,662	161,617	152,725
Current portion of mortgages payable (Note 7)	325,324	337,566	339,172
Current portion of bank loan payable (Note 8)	18,895	-	-
Current portion of loan from Sharing Our Future Foundation (Note 15)	2,622	2,481	2,350
	2,076,828	2,167,342	2,026,484
Mortgages payable (Note 7)	8,330,756	8,670,105	8,998,141
Bank loan payable (Note 8)	67,325	-	-
Loan from Sharing Our Future Foundation (Note 15)	84,812	87,433	89,913
Deferred contributions			
Replacement Reserve Fund (Note 9)	635,617	621,724	647,782
Property, plant and equipment (Note 10)	650,707	766,659	882,611
Estate of Hannah Filby (Notes 4 and 11)	432,116	427,973	423,219
	12,278,161	12,741,236	13,068,150
Contingencies and commitments (Note 14)			
Subsequent event (Note 18)			
Net assets (Note 12)	326,588	317,418	321,555
Restricted - Replacement Fund	65,860	68,709	67,698
Unrestricted	392,448	386,127	389,253
	12,670,609	13,127,363	13,457,403

Approved by the Board

(Signed) Merrilyn Cook
Merrilyn Cook, President

(Signed) Nailin Esmail
Nailin Esmail, Treasurer

BURNABY ASSOCIATION FOR COMMUNITY INCLUSION

Statements of cash flows - Statement IV

years ended March 31, 2013 and March 31, 2012

	2013	2012
	\$	(Note 2)
	\$	\$
Operating activities		
(Deficiency) excess of revenues over expenses for the year	(2,849)	1,011
Items not affecting cash		
Amortization of property, buildings and equipment	517,484	484,343
Amortization of deferred contributions - property, buildings and equipment	(115,952)	(115,952)
	398,683	369,402
Change in non-cash operating working capital items		
Accounts receivable	108,506	(317,115)
Prepaid expenses	51,498	(89,213)
Accounts payable and accrued liabilities	(45,952)	120,946
Government remittances payable	12,599	12,495
Deferred revenue	(63,955)	8,892
Due from Sharing Our Future Foundation	7,977	1,849
	469,356	107,256
Investing activity		
Additions to property, buildings and equipment, net of amounts in accounts payable	(356,893)	(147,061)
Financing activities		
Transfer to replacement reserve fund	-	3,783
Advance from bank loan	100,000	-
Bank loan repayment	(13,780)	-
Mortgage principal repayments	(351,591)	(329,642)
Loan from Sharing Our Future Foundation	(2,480)	(2,349)
	(267,851)	(328,208)
Net cash inflow	(155,388)	(368,013)
Cash, beginning of year	707,829	1,075,842
Cash, end of year	552,441	707,829

BURNABY ASSOCIATION FOR COMMUNITY INCLUSION

Notes to the financial statements

March 31, 2013, March 31, 2012 and April 1, 2011

1. Purpose of the Association

Burnaby Association for Community Inclusion (the "Association") provides support and services for individuals of all ages with developmental disabilities and their families. It also provides early intervention support and programs to children from birth to 12 years. The Association is incorporated under the Society Act of British Columbia, is a not-for-profit organization and is a registered charity under the Income Tax Act. The Association's future operations are largely dependent upon the continuation of funding under several contracts with Community Living British Columbia and other Government entities.

2. Adoption of new accounting framework

During the year ended March 31, 2013, the Association adopted the new Canadian accounting standards for not-for-profit organizations (the "new standards" or "ASNPO") issued by the Accounting Standards Board of the Canadian Institute of Chartered Accountants ("CICA") and set out in Part III of the CICA Handbook. In accordance with Section 1501 of Part III the CICA Handbook, First-time Adoption, ("Section 1501"), the date of transition to the new standards is April 1, 2011 and the Association has prepared and presented an opening statement of financial position at the date of transition to the new standards. This opening statement of financial position is the starting point for the entity's accounting under the new standards. In its opening statement of financial position under the recommendations of Section 1501, the Association:

- (a) recognized all assets and liabilities whose recognition is required by the new standards;
- (b) did not recognize items as assets or liabilities if the new standards do not permit such recognition;
- (c) reclassified items that it recognized previously as one type of asset, liability or component of fund balances, but are recognized as a different type of asset, liability or component of fund balances under the new standards; and

- (d) applied the new standards in measuring all recognized assets and liabilities.

In accordance with the requirements of Section 1501, the accounting policies set out in Note 3 have been consistently applied to all years presented. Adjustments resulting from the adoption of the new standards have been applied retrospectively excluding cases where optional exemptions available under Section 1501 have been applied. No such exemptions have been applied.

Other than the reclassification adjustment discussed below, there have been no changes to the statement of operations, the statement of financial position or the statement of financial position as a result of the adoption of the new standards.

Explanations of reclassification adjustment

Government remittances (other than income taxes)

The new standards require separate disclosure of the amount of government remittances (other than income taxes) payable. Accordingly, an amount of \$87,776 as at April 1, 2011 and an amount of \$100,271 as at March 31, 2012 has been reclassified from accounts payable and accrued liabilities.

In addition, the Operating activities section of the cash flow statement for the year ended March 31, 2012 has been adjusted to reflect the above reclassification.

BURNABY ASSOCIATION FOR COMMUNITY INCLUSION

Notes to the financial statements

March 31, 2013, March 31, 2012 and April 1, 2011

3. Significant accounting policies

These financial statements have been prepared in accordance with Canadian generally accepted accounting principles for not-for-profit organizations ("ASNPO") and reflect the following significant accounting policies:

(a) Revenue recognition

The Association follows the deferral method of accounting for contributions (comprising provincial and federal grants). Externally restricted contributions are recognized as revenue in the year in which the related expenses are incurred. Unrestricted contributions and other sources of revenues are recognized as revenue when received or receivable if the amount to be received can be reasonably estimated and collection is reasonably assured. Endowment contributions are recognized as direct increases in net assets.

Contributions restricted for the purchase of property, buildings and equipments are deferred and amortized into revenue at the amortization rate of the related property, buildings and equipment.

Externally restricted investment income is recognized as revenue in the year in which the related expenses are incurred. Unrestricted investment income is recognized as revenue in the statement of operations on an accrual basis.

User fees and contracts represent rental income on property owned by the Association and services rendered by the childcare programs. Other revenue consists of interest and miscellaneous income. These fees and income are recognized as revenue when earned and collectibility is reasonably assured.

Fundraising revenue is recognized when earned, which is the earlier of when the grant has been confirmed or the amount is actually received.

(b) Gaming revenue

Gaming funds are reported on a cash basis to the British Columbia Gaming Commission in accordance with the Gaming Authority's policy. The Association's financial statements report gaming revenue on an accrual basis and in accordance with ASNPO.

(c) Property, buildings and equipment

Purchased assets are recorded at cost less accumulated amortization. Donated assets are recorded at assessed value or estimated market value as appropriate less accumulated amortization.

Certain land and buildings are mortgaged to Canada Mortgage and Housing Corporation ("CMHC"). The terms of the mortgages require that amortization be provided in the accounts in an amount equal to annual principal repayments.

The Association provides amortization on the assets using the following rates and methods:

Buildings	Over remaining terms of mortgage
Equipment and furnishings	20%-25% straight-line method
Vehicles	25% straight-line method

Property under development is not amortized until the project is complete.

Capital assets are tested for recoverability whenever events or changes in circumstances indicate that the asset no longer has any long-term service potential to the Association or no longer contributes to the Association's ability to provide services. The amount of an impairment loss is recognized as the amount by which the carrying value of the asset exceeds its estimated residual value.

BURNABY ASSOCIATION FOR COMMUNITY INCLUSION

Notes to the financial statements

March 31, 2013, March 31, 2012 and April 1, 2011

3. Significant accounting policies (continued)

(d) Replacement Reserve Fund

The Association is required to maintain a capital replacement reserve fund as designated by CMHC, British Columbia Housing and Management Commission ("BCHMC"), Community Living British Columbia ("CLBC"), and the City of Burnaby ("COB"), herein after referred to as "the Group". Contributions for replacement funds are credited to deferred contributions. Contributions are transferred to income in the period that the expenditures are incurred. Amounts sufficient to support the balances designated by the Group have been placed in separate bank accounts and in term deposits. In addition to these reserves, the Association restricts funds to provide for replacement costs at residences not subject to the Group provisions (see Statement II).

(e) Volunteer services

Volunteers contribute approximately 1,788 hours per year to assist the Association in operating the various programs. Due to the difficulty of determining their fair value, contributed services are not recognized in the financial statements.

(f) Financial instruments

The Association initially measures its financial assets and financial liabilities at fair value when the Association becomes a party to the contractual provisions of the financial instrument. Subsequently, all financial instruments are measured at amortized cost.

Transaction costs related to financial instruments subsequently measured at amortized cost are added to the carrying value of the asset or netted against the carrying value of the liability and are then recognized over the expected life of the instrument using the straight-line method. Any premium or discount related to an instrument measured at amortized cost is

amortized over the expected life of the item using the straight-line method and recognized in the statement of operations as interest income or expense.

With respect to financial assets measured at cost or amortized cost, the Association recognizes in the statement of operations an impairment loss, if any, when it determines that a significant adverse change has occurred during the period in the expected timing or amount of future cash flows. When the extent of impairment of a previously written-down asset decreases and the decrease can be related to an event occurring after the impairment was recognized, the previously recognized impairment loss shall be reversed in the statement of operations in the period the reversal occurs.

(g) Employee future benefits

The Association participates in a multi-employers defined benefit pension plan and accounts for contribution payments using the defined contribution plan accounting.

(h) Use of estimates

The preparation of financial statements in conformity with ASNPO requires management to make estimates and assumptions that affect the reported amounts of assets and liabilities and disclosure of contingent assets and liabilities at the date of the financial statements and the reported amounts of revenues and expenses during the reporting period. Significant areas requiring the use of management estimates include the recoverability of accounts receivable, the amount of accrued liabilities and contingencies, deferred revenue and useful life and recoverability of property, buildings and equipment. Actual results could differ from those estimates.

BURNABY ASSOCIATION FOR COMMUNITY INCLUSION

Notes to the financial statements

March 31, 2013, March 31, 2012 and April 1, 2011

4. Investment - Estate of Hannah Filby

The Estate of Hannah Filby was donated to the Association in 1980 for the benefit of children with developmental disabilities. Designated amounts have been placed in separate investment account.

5. Vancouver Foundation

The Association has placed funds of \$10,000 with the Vancouver Foundation. In accordance with the Vancouver Foundation Act, these funds are held permanently by the Vancouver Foundation, and thus are not recorded in the financial statements of the Association. The Association, however, has the right to receive investment income on these funds and, therefore such interest income is recorded in the statement of operations.

6. Property, buildings and equipment

	March 31, 2013		
	Cost	Accumulated amortization	Net book value
	\$	\$	\$
Land and buildings	15,099,666	5,436,109	9,663,557
Property under development	234,136	-	234,136
Equipment and furnishings	1,495,827	1,272,671	223,156
Vehicles	785,282	713,778	71,504
	17,614,911	7,422,558	10,192,353

	March 31, 2013 (Note 2)		
	Cost	Accumulated amortization	Net book value
	\$	\$	\$
Land and buildings	15,099,666	4,989,816	10,109,850
Equipment and furnishings	1,410,239	1,214,339	195,900
Vehicles	747,568	697,891	49,677
	17,257,473	6,902,046	10,355,427

	April 1, 2011 (Note 2)		
	Cost	Accumulated amortization	Net book value
	\$	\$	\$
Land and buildings	15,099,666	4,553,161	10,546,505
Equipment and furnishings	1,296,966	1,173,445	123,521
Vehicles	713,262	690,580	22,683
	17,109,895	6,417,186	10,692,709

See Note 14 (b) for restrictions on property, buildings, and equipment.

BURNABY ASSOCIATION FOR COMMUNITY INCLUSION

Notes to the financial statements

March 31, 2013, March 31, 2012 and April 1, 2011

7. Mortgages payable

Mortgages payable are comprised of the following first mortgages with CMHC, various banks, trust companies and credit unions, secured by the land and buildings, mortgage of leases, assignments of rent, fire insurance and grant agreements. The current portion of long-term debt assumes mortgages maturing in the next fiscal period will be renewed at the current rates and terms.

	Annual interest rate	Monthly mortgage repayment	Monthly BCHMC subsidy	Renewal date	Principal outstanding		
					March 31, 2013 (Note 2)	March 31, 2013 (Note 2)	April 1, 2011 (Note 2)
	%	\$	\$				\$
Cumberland	3.090	1,194	146	09/01/2013	127,058	137,360	147,334
Deer Lake	2.260	1,077	26	08/01/2016	65,015	76,364	87,236
Eastburn	3.440	1,296	196	09/01/2019	145,461	155,901	165,969
Edmonds	3.680	1,197	251	12/01/2018	128,682	138,204	147,365
Filby Court	3.680	4,896	4,896	12/01/2018	519,933	559,136	596,852
Genesis	3.290	5,310	-	07/01/2017	746,998	780,981	801,137
Neville	5.500	3,846	-	06/01/2013	565,897	580,291	594,887
Oakland	2.260	1,077	26	08/01/2016	65,014	76,364	87,236
Orchard Heights	3.800	3,061	2,673	12/01/2020	528,156	544,639	560,513
Sardis	8.000	571	-	11/01/2024	52,340	55,007	57,473
Still Creek	4.430	4,439	-	05/01/2017	200,479	237,941	276,878
Stride Place	5.180	33,718	20,100	08/01/2016	5,511,047	5,629,899	5,740,604
Mortgages repaid during the year							
Carson	3.900	-	-	-	-	13,046	26,757
Clinton	3.900	-	-	-	-	14,200	27,857
Victory	2.510	-	-	-	-	8,338	19,215
		61,682	28,314		8,656,080	9,007,671	9,337,313
				Less current portion	(325,324)	(337,566)	(339,172)
					8,330,756	8,670,105	8,998,141

BURNABY ASSOCIATION FOR COMMUNITY INCLUSION

Notes to the financial statements

March 31, 2013, March 31, 2012 and April 1, 2011

7. Mortgages payable (continued)

The minimum annual principal repayments in the next five fiscal years and thereafter - assuming renewals, under the existing terms of the mortgages - are as follows:

	\$
2014	325,324
2015	339,655
2016	354,653
2017	370,351
2018	339,322
Thereafter	6,925,775
	8,656,080

Included with mortgage interest and lease payment is \$428,721 (March 31, 2012 - \$447,721; April 1, 2011 - \$440,978) representing interest on long-term debt.

8. Bank loan payable

	March 31, 2013	March 31, 2012 (Note 2)	April 1, 2011 (Note 2)
	\$	\$	\$
Bank of Montreal fixed rate term loan, bearing interest at 4.43% per annum compounded monthly, repayable with blended monthly payments of \$1,861,12, maturing on June 30, 2017. The loan is secured by the Association's Still Creek land and building.	86,220	-	-
Less: current portion	(18,895)	-	-
	67,325	-	-

Scheduled principal repayments in the next five fiscal years are as follows:

	\$
2014	18,895
2015	19,749
2016	20,642
2017	21,575
2018	5,359
	86,220

BURNABY ASSOCIATION FOR COMMUNITY INCLUSION

Notes to the financial statements

March 31, 2013, March 31, 2012 and April 1, 2011

9. Deferred contributions - Replacement Reserve Fund

Deferred Contributions - Replacement Reserve Fund represents restricted contributions to the replacement fund as designated by the Group (Note 3 (d)). Changes in the deferred contributions balances are as follows:

	March 31, 2013			March 31, 2012	April 1, 2011
	BCHMC	CMHC	CLBC/COB	Total	Total
	\$	\$	\$	\$	\$
Opening balance	519,235	4,527	97,962	621,724	763,657
Interest earned	5,591	49	2,293	7,933	1,564
Contributions during the period	14,169	1,084	18,000	33,253	48,405
Transfer of funds	-	-	-	-	(18,161)
Expenditures during the period	(27,293)	-	-	(27,293)	(147,684)
Ending balance	511,702	5,660	118,255	635,617	647,781

10. Deferred contributions - property, buildings and equipment

These represent restricted deferred contributions with which certain property, buildings and equipment were originally acquired. Changes in the deferred contributions balance are as follows:

	March 31, 2013	March 31, 2012	April 1, 2011
	\$	\$	\$
Balance, beginning of year	766,659	882,611	998,563
Amounts transferred to revenue	(115,952)	(115,952)	(115,952)
Balance, end of year	650,707	766,659	882,611

11. Deferred contributions - Estate of Hannah Filby

Deferred contributions - Estate of Hannah Filby represent restricted contributions (Note 4). Changes in the deferred contributions balance are as follows:

	March 31, 2013	March 31, 2012	April 1, 2011
	\$	\$	\$
Balance, beginning of year	427,973	423,219	422,019
Interest earned	4,143	4,754	1,200
Balance, end of year	432,116	427,973	423,219

BURNABY ASSOCIATION FOR COMMUNITY INCLUSION

Notes to the financial statements

March 31, 2013, March 31, 2012 and April 1, 2011

12. Net assets

(a) *Restricted net assets*

In 2013 the Association internally restricted \$9,170 (March 31, 2012 - \$Nil; April 1, 2011 - \$18,161) of net assets to be used as a replacement fund and expended \$Nil (March 31, 2012 - \$4,137; April 1, 2011 - \$Nil) of previously restricted amounts. Combined with the opening balance, total restricted net assets at March 31, 2013 are \$326,588 (March 31, 2012 - \$317,418; April 1, 2011 - \$321,555). This fund is maintained to provide for replacement of capital assets at properties not subject to the Group reserve fund (Note 9). These internally restricted amounts are not available for other purposes without approval of the Board of Directors.

(b) *Unrestricted net assets*

Included in unrestricted assets is \$885,566 (March 31, 2012 - \$581,097; April 1, 2011 - \$472,785) which represents an investment in capital assets, resulting in a net unrestricted deficit of \$794,847 (March 31, 2012 - \$512,388; April 1, 2011 - \$405,087).

13. Line of credit

The Association has a line of credit of \$600,000 available with the Bank of Montreal, bearing interest at bank prime rate plus 1%, repayable on demand and secured by a general assignment of book debts. The line of credit is maintained to provide operating working capital as necessary. At March 31, 2013, March 31, 2012 and April 1, 2011, no amounts were outstanding on the line of credit.

14. Contingencies and commitments

(a) At March 31, 2013, the Association was aware of a claim by a previous long-term disability ("LTD") benefits carrier regarding the funding versus the provision of LTD benefits to the Association. The previous carrier of LTD benefits has presented a claim of \$385,000 as the amount owing for unfunded LTD provisions.

The Association disputes this claim and the assumptions on which the claim is based. The possible merits of this claim are contingent on various factors and events that are not predicable at this time.

The merit and amount of the claim are not determinable in management's evaluation, and therefore, no amount is accrued for this liability.

(b) Certain of the Association's properties are subject to charges, as per the Human Resources Facilities Act, whereby the facility may only be used for human resources purposes. If the properties are disposed of or not used for these purposes, the greater of \$147,617, or a proportion of the fair value of the land based on the amount of the grant and fair value of land at the time of the grant funds were received, is repayable to the Province of British Columbia. The Association is required to obtain written consent from the Province of British Columbia prior to the disposal of certain properties.

(c) The minimum aggregate and total annual future rentals payable under the terms of operating leases for a building facility and equipment used in programs are as follows:

	\$
2014	222,091
2015	102,368
2016	28,762
	<u>353,221</u>

15. Sharing Our Future Foundation

The Association contracts with Sharing Our Future Foundation (the "Foundation") for fundraising events. The Foundation's responsibilities are to distribute the net proceeds of the fundraising events to the Association or to hold them in a capital fund for projects that will benefit the clients of the Association. The Foundation is incorporated under the Society Act of British Columbia, is a not-for-profit organization and is a registered charity under the Income Tax Act. The Foundation's constitution requires that, on dissolution or windup, all of its assets are to be distributed to the Association or some other recognized British Columbia charity.

The Foundation has not been consolidated in the Association's financial statements. Financial statements for the Foundation are available upon request. As at March 31, 2013, the Foundation had total assets of \$850,640 (March 31, 2012 - \$887,113; April 1, 2011 - \$921,389), total liabilities of \$561,751 (March 31, 2012 - \$602,027; April 1, 2011 - \$638,657), net assets of \$288,889 (March 31, 2012 - \$285,086; April 1, 2011 - \$282,732), including restricted net assets of \$203,032 (March 31, 2012 - \$203,032; April 1, 2011 - \$203,032), total revenues of \$82,419 (March 31, 2012 - \$82,055; April 1, 2011 - \$87,836), total expenditures of \$53,616 (March 31, 2012 - \$54,701; April 1, 2011 - \$52,929) and an excess of revenues over expenditures of \$28,803 (March 31, 2012 - \$27,354; April 1, 2011 - \$34,907).

In addition to total expenditures, the Foundation made contributions of \$25,000 (March 31, 2012 - \$25,000; April 1, 2011 - \$15,000) to the Association, which are included in fundraising revenue of the Association.

During the year, the Association collected ticket sales proceeds and paid for services in respect of a fundraiser held by the Foundation. The net amount receivable by the Association in respect of all transactions was \$5,270 as at March 31, 2013 (March 31, 2012 - \$10,767; April 1, 2011 - \$12,616). Transactions with related parties are in the normal course of operations and based on exchange amounts as established and agreed to by the related parties.

On July 1, 2007, the Foundation advanced the Association \$100,000 at a rate of 5.59% per annum to purchase the new MacDonald facility repayable over 25 years. During the year, the Association paid \$4,906 (March 31, 2012 - \$5,040; April 1, 2011 - \$5,285) of interest on this advance. The outstanding balance as at March 31, 2013 was \$87,434 (March 31, 2012 - \$89,914; April 1, 2011 - \$92,261), of which \$2,622 (March 31, 2012 - \$2,481; April 1, 2011 - \$2,350) was included in current portion.

16. Pension plan

The Association and its employees contribute to the Municipal Pension Plan (the "Plan"), a jointly trustee pension plan. The Plan is a multi-employer defined benefit plan. The Board of Trustees, representing Plan members, is responsible for overseeing the management of the Plan. The Plan has about 176,000 active members and approximately 67,000 retired members.

Every three years, an actuarial valuation is performed to assess the financial position of the Plan. The most recent valuation as at December 31, 2009 indicated an unfunded liability of approximately \$1,024 million. In the event of an unfunded liability, the Board of Trustees is required to address it through contribution adjustments shared equally by the Plan members and employers. The next valuation will be as of December 31, 2012 and the report is anticipated to be available in the Fall of 2013. For the year ended March 31, 2013, the Association paid \$626,377 (March 31, 2012 - \$565,755; April 1, 2011 - \$448,522) for employers' contributions to the Plan.

17. Financial instruments

(a) Interest rate risk

The Association is not exposed to significant interest rate risk due to the short-term maturity of its monetary assets and current liabilities. The Association's mortgages bear a fixed interest rate; therefore is not exposed to significant interest rate risk. The Association does not use any derivative instruments to reduce its exposure to the fluctuations in interest rates.

(b) Liquidity risk

The Association's objective is to have sufficient liquidity to meet its liabilities when due. The Association monitors its cash balances and cash flows generated from operations to meet its requirements. As at March 31, 2013, the most significant financial liabilities are accounts payable and accrued liabilities, bank loan payable and mortgage payable.

(c) Credit risk

Credit risk is the risk that a counterparty will fail to perform its obligations when they come due. The Association is exposed to credit risk on its accounts receivable, cash balances and term deposits held as investments. This risk is mitigated by holding cash balances and investments at Canadian chartered banks or credit unions. Credit risk arising from accounts receivable is mitigated as the Association receives majority of its funding from government associations. Also, the Association maintains provisions for potential credit losses. For the year ended March 31, 2013, the Association has an allowance for doubtful accounts of \$28,338 (March 31, 2011 - \$999; April 1, 2011 - \$8,996).

18. Subsequent event

Effective April 1, 2013, a new collective agreement with the Association's unionized employees was ratified and implemented after year end. The new agreement increases wages by 1.5% on April 1, 2013 and 1.5% on January 1, 2014. The estimated value of the wage increases is \$263,000 in fiscal 2014 and annualized \$420,000 per year thereafter. The increase in wage costs will not be funded by CLBC or MCFD but through the co-operative gains mandate.

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