

Inclusion

**Person-centered
Planning, Thinking and Doing**

Sustainability

**Top Employer in the
Community Living Movement**



Annual Report 2009

Burnaby Association for Community Inclusion

Introduction

“We cannot hold a torch to light another’s path without brightening our own.”
– Ben Sweetland



BACI’s Strategic Plan is our PATH – full of hopes, dreams, strengths, ideas, and challenges. It was created by people (Board members, self-advocates, families, and employees) who care about BACI and who want to see real change and growth.

The Plan re-grounds BACI and keeps us moving forward on our journey to achieve our mission, vision, and values.

Over the past year, thanks to its Strategic Plan, BACI has achieved many goals – developing new partnerships, new initiatives, new possibilities – in our quest to help people of all abilities build better lives. We look forward to sharing some of the highlights of our past year in this Report.

Vision and Mission

Vision

The Burnaby Association for Community Inclusion serves individuals of all ages with disabilities together with their families, provides an infant development program, and offers child care for all children.

BACI advocates that all individuals are accepted and valued members of the community who, in their own way, contribute to society.

Mission

The Burnaby Association for Community Inclusion (BACI), through innovative programs and exceptional facilities, exists to:

- Empower people to live their lives by respecting their choices;
- Assist in the learning, development and growth of all individuals;
- Ensure that people are connected to family and friends;
- Support families to provide the best care for their children;
- Advocate, by raising community awareness, for individuals with disabilities.

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Message from the President



Another year has come and gone and I find myself reflecting on the highlights of the BACI family over this past year, and on how much BACI as an organization has evolved over the past 53 years.

Over its lifetime, BACI has developed policies and procedures to address a wide range of everyday situations, opportunities and challenges. While BACI is always open to the suggestions of its members, staff and volunteers, the organization realizes that it must take into consideration the long-term effects of its decisions.

One of the key decisions BACI made in the past few years was to expand its operations to serve people outside of the Burnaby area. This decision did not happen overnight. It was a well thought out decision that involved the BACI Board, staff, members, and various government organizations. Considering the high quality of services BACI has provided within Burnaby over the past 53 years, BACI was successfully approved as a Qualified Service Provider beyond the Burnaby area. Please be assured that this in no way impacts the quality of services already being provided in Burnaby.

Another indicator of BACI's maturity as an organization is its desire to seek out and embrace differing opinions. Over this past year, the BACI Board has heard from many members and their families on how they think BACI should best serve its members. I want to thank everyone for their input. Your comments, suggestions and recommendations have been considered, and where BACI believes improvements can be made, changes have occurred.

The goal has always been for BACI to evolve into an organization that is a leader in the Community Living movement, and in the broader community, province, and country as well. Leaders are rarely born; they are developed over time as they experience and learn from the lessons that life throws at them. BACI has become a leader. Its leadership ability is born from a vast array of experience that has spanned over 50 years. With that leadership comes responsibility to its members, staff, volunteers and the communities we serve.

In closing, I want to encourage everyone to continue the pursuit of bettering themselves. I want everyone to look at BACI and its accomplishments over its lifetime. We need to ask each other, "What are we going to do to make the community we live in better?" Your organization, your Burnaby Association for Community Inclusion, has set the standard high and we could not have done it without everyone doing their part.

Congratulations to all for their role in building this great organization. It is my hope that one day BACI will be viewed not only as a leader in our community, city, and province, but in our country and even the world.

Troy Nikolai, President

Message from the Executive Directors



of expert service providers throughout the province who are all committed to the delivery of quality services, and who all believe that keeping a person-focused or family-focused approach is central to that commitment. BACI continues a positive relationship with our key funders – Community Living British Columbia and the Ministry for Children and Family Development – who echo our commitment to the delivery of quality services. BACI is also proud of our repeatedly high accreditation scores with CARF, and believes that the accreditation standards are an important driver in the delivery of quality services.

Lately, however, we've been wondering if there really is a connection between people receiving quality service and having a good quality of life. We've been wondering what impact there is on the quality of someone's life for BACI to 'pass accreditation', to have 'person-centred/family-centred policies', to 'do personal planning'. We've been wondering if the people we serve would say, "BACI's commitment to the provision of quality services means that I am really enjoying the quality of my life". Does this commitment help people be more connected in their community, build deeper friendships, and feel more of a sense of belonging? Does this commitment help the children we serve be better prepared to enter the school system? Does this commitment help families be better connected with the community?

BACI has been providing services to people with disabilities and their families for over fifty years. For the past year, as always, we have strived to not only deliver services but to deliver services of high quality. Increasingly over the years, BACI has come to believe that service quality is best ensured when it is person-centred and family-centred, meaning that services are designed for what the person and their family need and want, and delivered in ways that meet with their satisfaction and changing expectations. BACI believes that the delivery of person- and family-centred services are the cornerstone of quality service delivery.

BACI is proud to be part of a group

Over the next year, we hope to gather with others who are wondering about this quality of service/quality of life question. Together we will explore the question and, in so doing, deepen our understanding of how good services can lead to a good life.

In the meantime, our quest for quality services has continued over the last year. Most notably, our focus on economic inclusion has seen the re-structuring of our Day Services to provide greater opportunities for the people we serve to have real work for real pay.

Our commitment to the Strategic Plan has been formalized through:

- The review and re-focus of community-based Day Services;
- Staff professional development and re-training;
- Social enterprise development;
- Supply chain influence through purchasing;
- Revision of internal human resource practices;
- Marketplace engagement;
- Government engagement;
- Partnership development.

As well, we have joined a growing number of organizations across the province as 'Purposeful Purchasers', recognizing that every dollar we spend as an organization – if spent with a purpose – will increase the economic inclusion of people with disabilities.

Over the past year, we've learned that when we actually think in new ways, new strategies are plentiful and opportunity is everywhere. And by listening to the people and their families, we have learned that re-invention provides us with the opportunity to re-invest in our commitment to person-centred, family-driven supports and services.

We will continue to demonstrate our commitment to being a dynamic and vibrant organization with a strong membership, always driven by – and answerable to – the individuals and the families we serve. We will continue to fulfill our commitment to be innovative, responsive and inclusive in all our practices. We look forward to the challenges ahead!

Richard Faucher and Tanya Sather, Executive Directors

Person-centered Planning, Thinking and Doing



“The more people you have in your life who know you, who love you and who are physically present, the healthier you are, the happier you are and the safer you are over time.”

– Mitch Loreth

Over the past year, BACI staff have had the opportunity to attend training sessions on person-centered planning, thinking and doing. Terms such as “important to” and “important for”, “what’s working” and “what’s not working”, are becoming more common when discussing how best to support people. Tools for person-centered planning have been revised to help ensure better quality in the annual planning we do with individuals and their families. Teams have developed – and are using – tools that help staff focus on supporting people to work towards their goals and ensure they are doing things that are important to them.

Human Resources & Quality Assurance:

At BACI, we believe that in order to be person-centered in the delivery of services, our Human Resource practices must be person-centered with our employees. BACI’s employees have exceptional relationships with the individuals and families we serve, and we work hard to ensure they feel valued for the knowledge and abilities they bring to the work they do. We support them to expand their skills, and to achieve their professional goals and dreams.

During the past year, we provided a series of training workshops on Quality Assurance and the Personal Planning Process. We offered Person-Centered Thinking and Person-Centered Coaching for BACI’s “Leaders in Learning”. We invited a core group of employees to become trainers in Person-Centered Thinking, to support our goal to provide every employee the opportunity to participate in Person-Centered Thinking training.

Life Sharing Network :

BACI’s Life Sharing Network supports 80 individuals to live in the community, in supported living environments designed to meet the unique needs and desires of each individual. The options range from living in a family home – or a separate suite within a family home – to an apartment of their own with occasional outside supports, or with a live-in support.

The Network exemplifies person-centered planning, thinking, and doing. The living situations of each individual are created to suit their specific needs and desires. Planning is on-going, with multiple meetings held throughout the year – usually led by the individuals themselves.

Supports and living situations continually evolve. One individual

was even supported to move to Vancouver Island – a long-held dream – where we ensured she was connected to a supported living network there. Individuals are also supported in going on vacations, and many have become world travelers in recent years.

Adult Residential Services:

Residential options:

BACI operates 16 staffed homes, which provide support to 2 to 5 individuals per home or apartment. BACI’s homes are funded through CLBC and are licensed under the Community Care and Assisted Living Act and Adult Care Regulations.

Fifty-five individuals receive support in our residential homes. BACI supported 4 individuals to move into new living situations over the past year.

Respite Services:

Respite provides additional supports, rest and revitalization to primary caregivers of 16 individuals. Supports are individualized – provided in the person’s own home or a family care home, and may be for a few hours or a few days at a time.



Subsidized living options:

Options are available for fully subsidized, accessible and integrated housing. Occupancy rates are:

Filby court: 12
Stride Place: 123
Orchard Heights: 10
Buchanan Towers: 4
Madison: 8

Adult Day Services:

In May of 2009, BACI closed down its sheltered workshop. Many of those in the workshop wanted to try something new, but were not sure exactly what that would be. With their input and that of staff, a very different Day Services model was created. We now offer all participants a variety of options ranging from assistance to find paid supported employment in the community, to employment through one of BACI’s 3 social enterprises, to a vari-

ety of activities, classes, and outings offered through our Day Programs. Many choose a mix of several options. Flexibility is the essence.

This change has been exceedingly well received and many of the participants have shown marked changes. Formerly quiet people are now telling us what they want to do. One client, when asked what he thought of his new Day Program, exuberantly exclaimed, “Swish!”

A large focus is on independence. Successes in this area range from more and more individuals learning to take transit by themselves, to finding paid employment with hours that work for them, and classes being more “Do It Yourself” (DIY) focused. A perfect example is the DIY cooking classes which have resulted in some participants now proudly making and bringing their own healthy lunches, and reporting that they are cooking at home.



Social Enterprises:

BACI is developing its 3 social enterprises – The Grape Box, Action Packaging, and The Work Crew – as supported employment and training enterprises. We are aware they will not be generating a profit any time soon. BACI is balancing our fiscal realities with social purpose and any revenue generated will be first used to cover costs of running the social enterprises, and then to provide increased training and supports to the individuals employed.

An additional benefit of operating these enterprises is that the companies who contract with BACI become aware of the excellent products and services created and delivered by individuals with disabilities. For more information, please visit www.thegrapebox.com, or call 604.299.7851.

Youth Program:

BACI's Teen After School and Summer Programs operate 3 days a week during the school year and 5 days a week during the summer months. Teens are encouraged to be a part of the recreation planning for the group, bringing new ideas to the table to be explored.

The After School Program supports 10 teens per day, and the Summer Program has recently grown to 15 teens per day. This year, the Summer staff worked with teens to develop a dynamic and interesting program. For the second summer, students have had the opportunity to use public transit in their travels around Metro Vancouver, gaining valuable experience and independence.

Children's Services:

BACI operates 7 inclusive child care programs – 2 infant and toddler programs, 2 programs for children aged 3 to 5, and 3 school-age programs at our 5 children's centres. Supporting a total of 139 children and their families, BACI is one of the largest child care providers in Burnaby. Our waitlists – currently over 600 children – testify to the high importance of these programs to the community.

At BACI's children's centres, we value and support the important contributions of families in all their diversity. Every family has unique social and cultural strengths that contribute to early learning. The centres – through activities and conversations – work to develop partnerships with families to promote the best interests of the children.

Child care is by nature centered on the child. BACI recognizes each child as a distinct individual with a variety of strengths, needs, talents and interests. Children throughout the centers are encouraged to explore and develop their own interests and desires.

Activities developed by children are built upon and supported by staff. For example, at Variety Children's Centre, children are exploring through responsive curriculum.

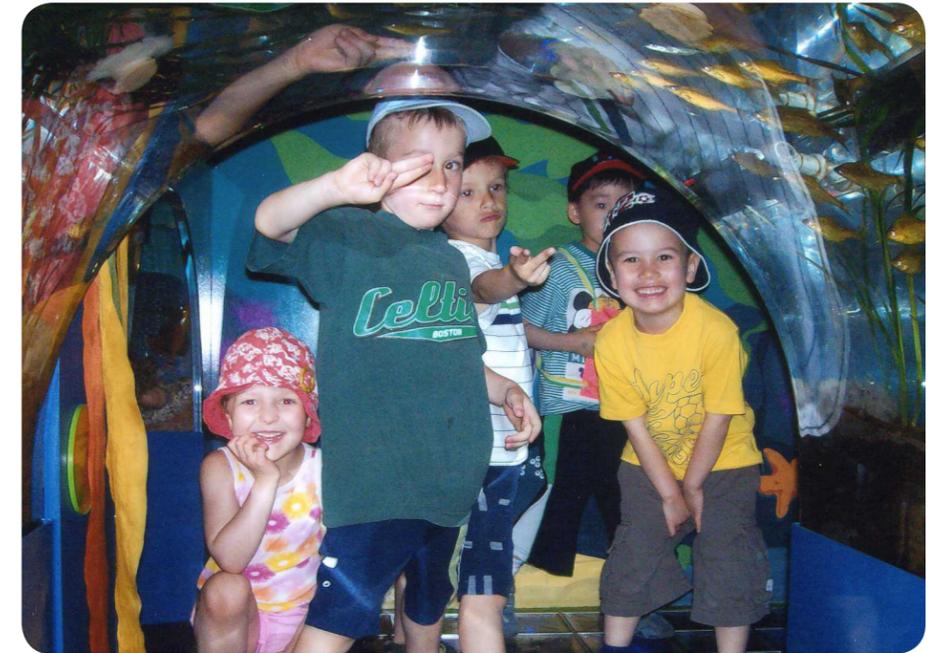
Interests identified by children are explored with activities, tools and learning approaches.

BACI believes that all children have the right to develop to their fullest potential emotionally, socially, physically and intellectually. Inclusion is beneficial for all children, parents and communities.

Infant Development Program (IDP)

In an effort to unify the services for families in New Westminster during this past year, the Ministry for Children and Family Development chose to move the New Westminster part of BACI's Program – and many other services for children with challenges and their families – to a new service provider. Two of the IDP Consultants who were in our Program were hired by the new Infant Development Program in New Westminster, which helped provide continuity for the families previously involved with our Program.

One of the Infant Development Consultants who left our Program participated in the Person-Centered Planning, Thinking and Doing training before she left. She is now sharing that knowledge with her new co-workers in New Westminster.



She was very inspired by the training, as it complimented the Family-Centered Care approach which has been the philosophy of the Infant Development Program of British Columbia since its inception, thirty-six years ago.

Outreach Services

Children's respite:

BACI supports families to access respite services for their children with developmental disabilities. This program is only in its second year and is growing steadily, due to the relevance and creativity of the pro-

gram as it meets the unique needs of the 30 families and individuals it serves.

We are contracted through CLBC to serve 30 families, and BACI works with each one to find a respite family to provide out of home respite. Each child and their family is able to choose the respite family who best matches their needs, and is encouraged to work out a schedule with this family that meets the needs of their child and the parents.

Respite can take place in another family's home overnight, for a few hours per week, or for a full day on the weekends. The choice is the family's.

Inclusion



Lifeskills:

Outreach services support individuals – living at home or on their own – to develop skills towards independence.

Perhaps the most powerful event folks take part in is one of the Community Kitchens that are run each week. Individuals gather 2 times a week to share stories, prepare a meal, catch up with friends, make new friends, and bring their issues to a safe place for help. Often the issues individuals bring up are shared by others or have been overcome by a peer. This comfortable and safe place allows for a great deal of

natural teaching and learning by the individuals attending. People newly supported by Outreach are invited to attend as a way to meet new friends and build community.

This Spring/Summer the Outreach department developed and taught two lifeskills courses as part of BACI's class catalogue. Participants were able to learn some basic skills towards safely accessing their community by foot and on transit, as well as gain some knowledge of how to keep a healthy body. Materials were presented in a variety of formats to accommodate for different learning styles and participants were given a tips booklet at the end of class. Outreach staff also worked

with Douglas College Nursing students to develop a plain language manual for the hygiene class.

Community Integrated Family services:

BACI supports families of diverse backgrounds to find and make use of necessary services in their community. Emphasis is placed on supporting parents of children with developmental disabilities to develop the skills to confidently and more independently find and access services and negotiate red tape.

This past summer, parents started a Community Kitchen that allowed moms and dads to meet regularly to share ideas, teach each other advocacy skills, and prepare and share a meal together. The response has been positive and we hope the group will grow over the year. The group hopes to host presentations on topics of interest throughout the Fall and Winter. This group meets once a week during the day to allow parents to attend without child care concerns.



"A healthy community is inclusive of all its citizens."

– Anonymous

BACI not only provides innovative services for people with disabilities and their families; it is a leading advocate for inclusion – constantly working to help people of all abilities to create better lives. We believe that people with disabilities have a place in our community, and their capabilities and their capacity to contribute further the development of society and our collective humanity. This belief is reflected in our policies, practices and actions.

Human Resources & Quality Assurance:

This past year, Human Resources at BACI consciously expanded our view of providing services to people with disabilities – through the hiring of employees skilled in supporting individuals' unique talents, gifts and contributions, and by providing paid employment opportunities within our organization for some of the individuals we serve. New employees deservedly earned the respect and support of their peers while providing their energy, enthusiasm, and contributions.

The BACI workplace has always been inclusive, and walking through Still Creek on any given day, one is struck by the strong camaraderie among staff and individuals alike.

Life Sharing Network:

Individuals supported through BACI's Life Sharing Network are able to be active participants in the community and develop broad social networks. Those living within a family home also become a part of the social circle of extended family and friends of the caregiver.

Individuals have unlimited control over their lives and the situations in which they become involved. As they test and stretch their boundaries, opportunities for growth and independence are created. A number of the individuals are supported to go to college, have paid jobs, or contribute to the community through volunteer positions.

Adult Residential Services:

Many of the individuals within BACI's Residential Services are enjoying becoming more active participants in their community. This is developing in a variety of ways – from building better and broader relationships within their immediate neighborhoods, to finding volunteer positions that they enjoy, to participating in paid work opportunities – both within BACI and in the broader community.

“Inclusion is a right, not a privilege for a select few.” – Judge in Oberti vs. Board of Education



Adult Day Services:

Looking back over the past year, BACI's Day Programs enjoyed a number of success stories regarding the greater inclusion of people we serve. One young woman has gone from taking HandyDart to a staffed Day Program at Still Creek, to independently taking public transit to her job at Starbucks in the morning and then to her volunteer job at a seniors centre in the afternoon. Then there is the man who grew up in isolation with his mother, who is now attending classes and a social club at BACI and has quickly become best friends with another participant. We often see them leave

together in the evening, laughing and exchanging phone numbers and plans.

We are also beginning to form a partnership with the Burnaby Community Centres. If all goes as planned, we will soon be running classes out of a seniors' centre, with the hope of integration. This is seen as a small first step in a growing partnership with the City.

Social Enterprises:

BACI is supporting the economic inclusion of individuals with disabilities through our 3 social enterprises,

and through our various Employ-ABILITY initiatives. All employees are hired on a casual part-time basis with flexible shifts to suit their availability and any income caps.

At The Grape Box (formerly known as BACI's woodshop), we intentionally changed the kind of wood products that were being made so that individuals could participate in all aspects of production. The Grape Box has launched its own website at www.thegrapebox.com, and has grown its product line to include laser etching on glassware. Individuals employed at this site are learning woodworking and production skills in a supportive environment. For more information, call 604.299.7851.

Children's Services:

Early childhood environment plays an important role in increasing children's awareness and acceptance of diversity through teacher guidance, the toys and materials used, and pictures and photos displayed in the classroom. Within the children's centres difference is viewed as a strength, adding more flavor to life and allowing all to contribute in unique ways.

Seeds of Empathy – created by Mary Gordon – is a regular program at Fair Haven Children's Centre, and

seeks to build the next generation's capacity for caring and compassionate citizenship. It fosters social and emotional competence and early literacy skills and attitudes in children 3 to 5 years of age, while providing professional development for their educators. By fostering empathy within children, the program successfully reduces aggression and increases tolerance and emotional understanding in children. Fair Haven is one of 9 centers in the Fraser Region selected as a Seeds of Empathy site. (There are 47 sites in the province.)

Safe Spaces is a program used at both Variety and Fair Haven in the Infant/Toddler and 3 to 5 Aged Program. Safe Spaces teaches children the skills they need to resist and prevent bullying. The Safe Spaces approach utilizes specific concepts, vocabulary and activities. It focuses primarily on promoting key pro-social skills that have been identified as essential in preventing repetitive aggressive and anti-social behaviours that form the roots of bullying.

This year, the Friend 2 Friend Social Learning Society (Helping Children Understand Autism Spectrum Disorder) offered an integrated playgroup at Brentwood Children's Center and provided training. Children (and staff) learn and practice virtues of acceptance and inclusion



with children who play differently. Opportunities abound for children with autism to enhance their play with peers.

Throughout the year, children at Brentwood and South Slope, with the help of nursing students and experienced staff, participated in activities to build awareness of themselves and their friends as unique, caring individuals. They've learned to appreciate each other's strengths and how to be a good friend.

Family Support Services:

Inclusion is the most basic belief informing what we do in Family Support. We strive to use information as a powerful inclusionary force with our educational workshops, newsletters and websites. For example, a family may need to do a renovation to their home to ensure their child is included in all aspects of family life, so last year we hosted Jeanette Mac-

Kay from the Family Independence Fund to tell us about their renovation grant program. We also discussed "Life After High School" for our children with Wendy MacIntosh from the Family Support Institute.

Post-secondary education, employment, or an active life – fully included in the community – are what we expect for all our children. But we may need to plan a little more or think a little harder for our children with disabilities.

Our Untape.com website continues to expand to include more on the Registered Disability Savings Plan (RDSP), as well as many more hints and tips on how to find the information and services families need to get over the bumps in the road that are part of life when you have a family member with a disability.

For those who still do not "surf" the web, we continue to offer news and updates via mail. Making both

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day-to-day life and the future more predictable with the right information and planning support ensures that families have the confidence and means to stay fully included in all aspects of society.

Infant Development Program (IDP)

Two Infant Development Consultants from our Program participate on the Burnaby Early Childhood Development Table. The participation of these Consultants is critical, since infants and young children with developmental delays and disabilities are so often left off of the agenda, and therefore left out of the funding loop. The Consultants from our Program insure that these children and their families are not left out or left behind while other plans and programs move ahead.



Human Resources & Quality Assurance:

BACI's goal of being an Employer of Choice was realized in many ways over the past year. We continued to experience a reduction in the staff turnover rate – down to 17.73% from the previous year's 19.51% – and there have been fewer job openings in the organization – down 36%, with the vast majority filled by internal applicants. Many of the practicum students hosted by BACI were hired into regular positions.

We continued to expand the training options provided to employees, with many employees also enrolling in external coursework and training. We completed our annual Employee Health Survey, and the results were presented and shared with the entire organization.

BACI's Employee Referral Program has been a huge success, with over 118 new employees referred to work at BACI since the program was implemented. Our Recognition Dinner for Years of Service was hosted in December, with 41 employees receiving an award. We also participated in the "Get On The Train" learning tour of employment for people with disabilities. There, employees had an opportunity to network, share learnings, dialogue

about transformational change, and hear first-hand from individuals with disabilities who are now receiving real work for real pay.

Adult Residential Services:

Employee contributions and strengths are recognized to promote a more positive working environment. Staff at all levels continue to tell people they know that they enjoy working here and are referring others to apply at BACI.

Adult Day Services:

Day Services are proud to say that no regular employee resigned over the past year. Moreover, BACI provides employment for persons with disabilities through our EmployABILITY program and 3 social enterprises – The Grape Box, Action Packaging, and The Work Crew.

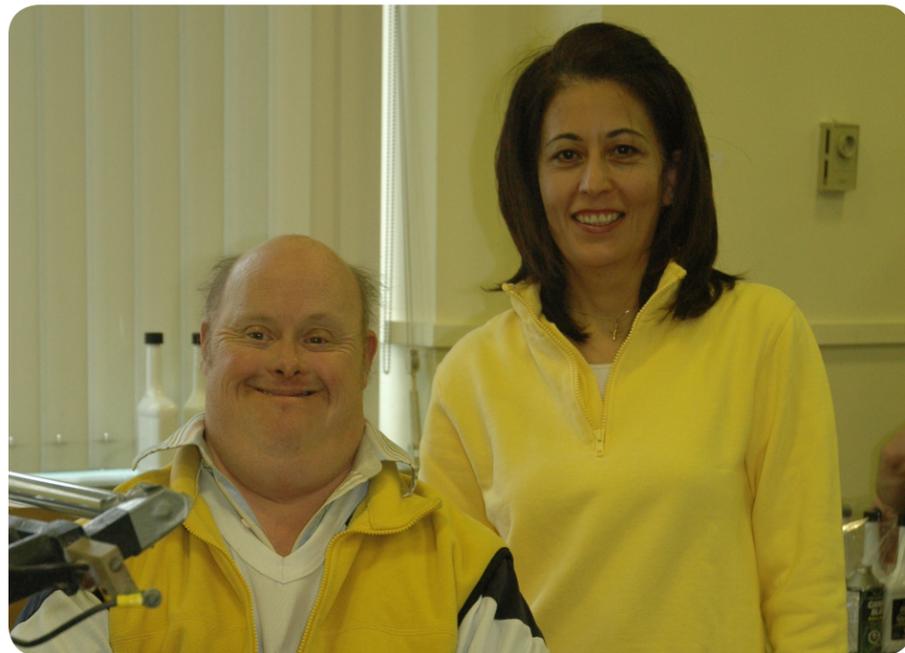
Social Enterprises:

Over 30 individuals are employed part-time through BACI's 3 social enterprises. These employees will be able to share their skills and knowledge as new employees join the teams.

"It's not just a question of conquering a summit previously unknown, but of tracing, step by step, a new pathway to it."

– Gustav Mahler

Sustainability



Action Packaging continues to work with long-time customers and is seeking new contracts. Ongoing customers include the BC Medical Association, BC Wildlife Federation, Westec Automotive Supplies, Willis Supply, and Ecco Manufacturing.

Many of the individuals employed through Action Packaging have been with that program for many years. The Action Packaging employees have found the move to paid employment very motivating and are bringing a new level of energy to their work. For more information, call 604.299.7851.

Children's Services:

With a limited financial ability to increase monetary compensation to employees, Children's Services offsets this by offering an approachable management style and encouraging good staff rapport at all of the children's centres. Throughout the year, staff are given opportunities to participate in valuable training to enhance their skills – i.e. Seeds of Empathy, Safe Spaces, Supported Child Care Training on social emotional development, environments to support children with social/emotional challenges, Early Childhood Educators Conference (four staff attended), West Coast Child

Care Referral training /courses, and of course annual First Aid training. To celebrate Child Care Month in May, each center was allocated dollars to treat staff to a special activity or meal.

Infant Development Program (IDP)

There are many examples of contributions which BACI makes to insure that the staff and people we serve feel that BACI is the top employer in community living. Having the opportunity to receive a weekly massage in our workplace, thanks to massage school practicum students, is a luxury which contributes to the mental health and wellness of everyone.

One of the Infant Development Consultants from our Program participates on the Wellness Committee and on the Occupational Health and Safety Committee. She does this voluntarily, and feels good about being able to both contribute and receive. We appreciate the degree to which we feel listened to by BACI, and the opportunities we are given to contribute our opinions regarding our Program in particular and BACI in general. We feel supported, happy to be employed by BACI, and satisfied to be working in the field of community living where we hope to help people, learn from others, and make a difference.



"The future belongs to those who give the next generation reason for hope."

– Pierre Teilhard de Chardin

A sustainable community is one that meets the needs of the present – social, ecological and economic well-being – without compromising the ability of future generations to meet their own needs. It is a place where people live, work, and prosper within a community of communities. Sustainability is achieved through the community participation of all individuals.

BACI is committed to increasing our awareness of our own social and environmental responsibility, and making changes that support community sustainability, our own organizational sustainability, and our organizational values.

It is also important to BACI to build relationships with companies, community groups and individuals who are socially and environmentally responsible – who do good things for the community and for the earth.

Social Sustainability:

BACI's commitment to social sustainability includes:

- Encouraging community integration for the long-term;
- More focus on community employment opportunities for the individuals we serve;

- Becoming part of the "community supply chain";
- Being a "Purposeful Purchaser".

BACI is also committed to increasing its level of "disability confidence". This term refers to an organization's ability to employ, engage, and provide services to individuals with disabilities. During the past year, BACI has taken steps to increase its capacity to employ persons with disabilities and to better support existing staff members who have disabilities or have acquired an injury during their employment at BACI. This process has included accessibility reviews and an exploration of hiring and training processes. It is also a key component of BACI's commitment to being a top employer.

Purposeful Purchasing:

In September 2008, BACI adopted a Purposeful Purchasing Policy, becoming one of the first organizations to do so. This policy demonstrates BACI's commitment to align our spending practices with our values. Whenever possible, we want to purchase from suppliers who advance the economic inclusion of people with disabilities and contribute to social sustainability. In other words, BACI wants to buy from companies that create and support employment for people with dis-



abilities. It is also important to BACI to buy from companies who are environmentally responsible.

BACI attended the Burnaby Board of Trade's "Trade Show" in May 2009, as a purchaser of goods and services. We turned the charity model on its head! At first businesses were unsure of how to respond to a charity identifying itself as a major purchaser, but they quickly became excited and intrigued by our commitment to spending money in line with our values.

During the past year, BACI has utilized a Purposeful Purchasing Survey to evaluate and then change some of our key suppliers, and

reaffirm our relationship with others. During the coming year, BACI will continue to review where we spend our money and begin collecting more information from our suppliers on their level of disability confidence. We will then assist engaged suppliers to increase their level of disability confidence and connect them to other organizations as needed.

Human Resources & Quality Assurance:

Over the past year, BACI has embarked on a Quality Assurance Review in order to revitalize BACI's

Quality Assurance (QA) Initiative. Time was spent examining the QA indicators and questions were asked to assess if they were still relevant. Are they worth sustaining long term? The answer was a resolute "Yes!" Just as the categories of BACI's Quality Assurance indicators were relevant when they were created more than ten years ago, so are they relevant today.

In February 2009, we began our review process by providing Quality Assurance training to all staff. The training ensured that the link between Quality Assurance, Human Resources and Person-Centered Planning was clear. Time was spent reviewing our Human Resource practices to address employee retention. Training was provided to agency supervisors on key Human Resource practices, including conducting interviews, performance appraisals, and orienting new employees. Our interview questions were updated to ensure that they are relevant and reflective of our candidate pool. We also expanded our initial orientation process for new hires.

This past year also saw the creation of a Quality Assurance Committee that will oversee and monitor our Quality Assurance processes, look towards improving our service delivery systems, and ensure that BACI employees continue to be

trained in the philosophy, principles and tools associated with Quality Assurance.

Life Sharing Network:

The sustainability and success of each life sharing situation is directly related to the quality and commitment of the caregivers involved – and of course, the managers overseeing the program. Most of the caregivers have committed for long-term relationships. Social and economic sustainability of the individuals is greatly enhanced through this Network.

Adult Residential Services:

BACI's Residential programs know of our Purposeful Purchasing policies and are aware of the businesses we have identified as "disability confident". Purchasing behaviours have shifted accordingly. When buying household cleaners, light bulbs, appliances etc, the impact on the environment and energy usage/savings is taken into consideration. Some residential programs are now opting to shop at local farmers' markets for fresh fruits and vegetables rather than at larger stores. There has also been an increase in use of public transit in an effort to go green and to save money.



Adult Day Services:

To maintain our service into the future, we realize the need to cooperate with other organizations. Currently, Burnaby ReStore is donating much of our art supplies and Katimavik is supplying us with wonderful young volunteers. Now we are commencing partnerships with the City of Burnaby to run courses out of their community centres, and with Triumph for employment expertise.

For our participants, we are offering them economic sustainability by providing a variety of employment opportunities at fair wages and ongoing job coaching to maximize success.

On the environmental front, we are minimizing our car reliance by using public transit as much as possible.

Children's Services:

Child care continues to struggle without sustainable federal, provincial or municipal funding. Child Care continues to be user fee financed. Another challenge to this sector's sustainability is its low wages, which result in a difficulty to find highly qualified staff.

BACI is a leader in advocating for quality child care, and now chairs the Child Care Advocacy Committee that reports to the Burnaby Early Childhood Table. BACI is also an active member of the Child Care Resource Group, which reports to the City of Burnaby.

This year, we received our final one-time grant through the Child Care Enhancement Fund. These dollars were distributed by the BC Council for Families from the since-cancelled Early Learning and Child Care Bi-lateral Agreement. These

BACI Committees



funds allowed for the purchase of developmentally appropriate toys and supplies for the children's centers and also some minor capital improvements.

Children's Services signed another funding agreement with IBM to give children of IBM employees access to our children's services. This agreement will provide funding to design and create a playroom in the basement at Variety, to replace carpets at Variety, to paint Fair Haven, and to purchase new musical instruments. Given the limited resources for childcare, this is a very exciting opportunity.

Social Enterprises:

In developing our 3 social enterprises – The Grape Box, Action Packaging, and The Work Crew – BACI is balancing our fiscal realities with social purpose and any revenue generated will be first used

to cover costs of running the social enterprises, and then to provide increased training and supports to the individuals employed. An additional benefit of operating these social enterprises is that the companies who contract with BACI become aware of the excellent products and services created and delivered by individuals with disabilities.

In addition to supporting the social and economic well-being of the individuals employed at The Grape Box and The Work Crew, these enterprises fulfill an important environmental mandate as well. The Grape Box creates custom wooden gift boxes using recycled and otherwise discarded wood from Haida Wood Products, while The Work Crew is responsible for maintaining BACI's rapidly evolving recycling program.



“Our lives begin to end the day we become silent about things that matter.”

– Rev. Martin Luther King, Jr.

Advocacy Committee

This year, the Advocacy Committee continued to support BACI's strategic plan, particularly in the area of "Inclusion," through the hard work and commitment of its committee members.

By building relationships with key partners such as the Burnaby School District and Burnaby Parks and Recreation, Advocacy Committee members have been able to bring forward issues of concern from BACI's membership and suggest ways which these partners could have more inclusive practices.

The Advocacy Committee also provides a site for collective advocacy for families and self advocates. In this past year, the Committee was involved in such initiatives as the End Waitlists Now Campaign – advocating for the government to provide funds to clear waitlists for those in need of services – and in bringing forward to the City of Burnaby and a private taxi company, collective concerns around disability sensitivity and safety training for taxi drivers.

Advocacy Assistance - Sometimes we all need a helping hand. Over the past year, BACI has helped families to be better advocates so that they can get what they need for their loved ones by providing them

help with advocacy support and mentoring. If you require assistance from the Family Advocate, call 604.299.7851.

familyWORKS Committee

familyWORKS is about families helping families to recognize the important role we can play in building an economy in our province that is strengthened by the inclusion of people with disabilities. Families have led the way on community inclusion, and now it is time to lead the way on economic inclusion.

We play a vital role in the economy. We are buyers and sellers, business owners, corporate leaders, valued employees and union members. It is time for us to recognize and harness our economic power and use it in ways that result in greater economic inclusion for our sons and daughters.

familyWORKS has been in development for one year, and has used that time to develop its mission, vision and values statements, and to plan an engagement strategy with other parents, family members, and individuals with disabilities.

The coming year sees familyWORKS collecting success stories and challenges from families regarding their role in supporting the

Burnaby Association of Self Advocates (BASA)

people with disabilities seek employment, and where we go from here. This exciting project has been generously supported by CLBC and 2010 Legacies Now.

Parent Advisory Committee

Committee members developed Terms of Reference to solidify the work of the Committee. Suggestions implemented from the PAC include using e-mail to communicate to families, and holding annual Parent-Teacher Conferences to set goals for the year.

We wish to thank Mary Holmes, our Chair this past year, for her leadership and direction, and welcome Jennifer Baumbusch as our new chair for 2009 - 2010.

We also wish to say thank you to Sarah Rocchi, an active PAC member who is leaving this year. Finally, thanks to Sam Haffey, who initiated a donation drive to purchase a new dishwasher for Variety. Thanks so much to all of the families who contributed to this worthy cause!

Seniors' Committee

The Seniors' Committee was pleased to provide the opportunity for parents to come together at two

events this past year, to share their experiences and to reminisce.

- The November Tea in 2008 was a great success, with two of the parents taking the lead to cook wonderful pasta dishes for everyone to enjoy.
- The Spring gathering in May 2009 was a diverse affair, with entertainment ranging from Hawaiian to Indian dancers.

The Committee would like to extend an invitation to all BACI members who are reaching 60 years of age to join them in their celebrations and activities. For more information, please call 604.299.7851.

Vision and Mission Committee

The Vision and Mission Committee met regularly to review BACI's statements about "what we want" (vision) and "what we do" (mission). The goal of the committee was to write new statements that reflected BACI's current strategic plan, while making sure the wording was short, focused and clearly conveyed what BACI is all about.

Special attention was paid to using as much plain language as possible, and to consulting various groups for

feedback, including BACI members and the Board. A graphic of the new vision and mission statements was produced, and the words were also translated into symbols using the Boardmaker Program.

Thank you to all the very enthusiastic and dedicated committee members who assisted with this process!

Wellness Committee

BACI continues to explore a variety of options to ensure the wellness of staff and the individuals we serve. For example, our Still Creek location has partnered with the West Coast College of Massage, so that we can offer therapeutic chair massage on a weekly basis to both staff and individuals at BACI. Needless to say, this is a partnership that people have been greatly enjoying.

Many families and caregivers are facing new challenges as the individuals they support are aging. The Wellness Committee is planning a Family Wellness Fair in October 2009, providing information on services and initiatives to address the wellness needs of individuals of all ages.



"It is vain to talk of the interest of the community, without understanding what is the interest of the individual."

– Jeremy Bentham

BASA is made up of self advocates who attend BACI Day Service programs, or are members of the community living movement in Burnaby.

BASA has been meeting on the third Monday of every month for the past year. We have recruited new members to join our meetings.

This past year, Kate Black became the new BASA Chairperson and Gerry Juzenas became one of the Advisors to the Group, along with Gregg Schiller.

BASA's goals are to:

- Mentor self advocates to become leaders in their community;
- Learn about rights;
- Get informed about issues affecting people with disabilities;
- Support new friendships;
- Learn to speak for ourselves as self advocates.

BASA has been working closely with the Self Advocate Group from the Community Ventures Society (CVS), by holding joint group meetings to share skills and knowledge with each other.

To celebrate Community Living Month in October 2008, BASA and CVS put on a very successful Health and Safety Conference for self advocates for their first time last year which was very successful. Seventy-five participants came from all over the Lower Mainland, the Fraser Valley and Victoria.

BASA and CVS are currently getting ready to host the Second Annual Health and Safety Conference – to be held again at BACI's Still Creek Centre on Monday, October 26, 2009.

All self advocates are invited to join BASA by contacting Gerry or Gregg at the BACI office, at 604.299.7851.



“Community cannot for long feed on itself; it can only flourish with the coming of others from beyond.”

- Howard Thurman

In 2008/09, BACI created a collaborative website called UNTAPE that fosters sustainability by allowing people to come together to share the best information and approaches for dealing with bureaucracy at all levels. UNTAPE is a place where people can learn from each other and share tips about getting the services and help they need. And when people are properly supported, it is easier to create a situation where individuals with disabilities are included in the community.

UNTAPE is now one year old, and continues to grow its database of tips. We have seen the categories of tips expand, and we now have a diverse set of tips that give advice on

advocacy, how to deal with ICBC, a section about parents as employers, about the RDSP, and money-saving tips for people with disabilities, just to name a few.

We have had very positive feedback about UNTAPE. The hits on the website have been increasing, and one month we had 439 unique visitors. We hope to expand UNTAPE’s readership by continuing to get links back to UNTAPE on other websites, contacting people by email, and improving our search engine optimization.

UNTAPE has also been keeping a special eye on the activities of the Ministry of Children and Family Development (MCFD) and Community Living BC (CLBC). UNTAPE has featured posts about the new CLBC eligibility criteria in order to help people understand what the rules will be.

As we move forward into the next year, we invite you to participate by posting your own tips and sharing with others what has worked for you. By this time next year, we hope to increase our database of tips, increase the number of registered users, and increase the number of visits to the website.

Finance and Technology

Our modest deficit allows us to balance our books and demonstrates a commitment to put all resources into service delivery.

Overall results

On a comparative basis, operations have increased 8.5% over last year (2008 was 5.5%). The increase is consistent with our historical trends of over 6% on average, and indicates another year of healthy growth for the Association.

The bottom line

Our modest deficit allows us to balance our books and demonstrates a commitment to put all resources into service delivery. The year to date deficit of \$5,754 is less than 0.1% of the total revenues. BACI maintains sufficient cash flow and access to a line of credit to manage operations at all times.

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 have increased by \$64,903. The contributions to reserves remain unchanged. The increase reflects a lower usage this fiscal period, and is consistent with the cyclical nature of the reserves. The prior two years resulted in a reduction of the reserves, and in 2009 BACI was able to replenish these reserves for future capital items. This is a reasonable change from prior years.

Technology

BACI continues to invest in technology for the benefit of the individuals we serve. This year is highlighted by new computers deployed at the beginning of 2008, new websites launched, and upgrades of internet-based care planning systems.



Auditor's Report

To the Members of Burnaby Association for Community Inclusion

We have audited the statement of financial position of the Burnaby Association for Community Inclusion as at March 31, 2009 and the statements of operations, changes in net assets and cash flows for the year then ended. These financial statements are the responsibility of the Association's management. Our responsibility is to express an opinion on these financial statements based on our audit.

Except as explained in the following paragraph, we conducted our audit in accordance with Canadian generally accepted auditing standards. Those standards require that we plan and perform an audit to obtain reasonable assurance whether the financial statements are free of material misstatement. An audit includes examining, on a test basis, evidence supporting the amounts and disclosures in the financial statements. An audit also includes assessing the accounting principles used and significant estimates made by management, as well as evaluating the overall financial statement presentation.

In common with many charitable organizations, the Association derives revenue from donations and gifts and other fund raising events the completeness of which is not susceptible of satisfactory audit verification. Accordingly, our verification of these revenues was limited to the amounts recorded in the records of the Association and we were not able to determine whether any adjustments might be necessary to revenue, excess of revenue over expenses, assets and net assets.

In our opinion, except for the effect of adjustments, if any, which we might have determined to be necessary had we been able to satisfy ourselves concerning the completeness of the revenue referred to in the preceding paragraph, these financial statements present fairly, in all material respects, the financial position of the Association as at March 31, 2009, and the results of its operations, changes in its net assets and its cash flows for the year then ended in accordance with Canadian generally accepted accounting principles. As required by the Society Act of British Columbia, we report that, in our opinion, these principles have been applied on a basis consistent with that of the preceding year.

Deloitte & Touche LLP
Chartered Accountants
June 22, 2009

Burnaby Association for Community Inclusion Statement of Operations Year Ended March 31, 2009

Statement I

	2009	2008
	\$	\$
Revenues		
Provincial and Federal		
Community Living British Columbia	13,046,051	11,580,574
Ministry of Children and Family Development	1,282,760	1,350,429
British Columbia Housing and Management		
Commission	398,563	432,978
Fraser Health Authority	75,434	74,494
Federal government	22,817	20,653
Other Sources		
User fees	2,002,238	1,932,139
Other revenues	265,630	306,086
Contracts	64,905	100,473
Transfer of deferred contributions		
Property, plant and equipment	133,542	143,397
Fundraising		
Gaming (Note 2 (c))	100,000	100,000
Donations and gifts	48,324	36,572
United Way	45,031	45,031
Sharing Our Future (Note 14)	38,000	22,134
	17,523,295	16,144,960
Expenses		
Human Resources		
Wages and benefits	11,075,689	10,399,525
Staff training	96,356	64,699
Program		
Purchased services	2,692,396	2,025,514
Program costs	993,347	1,048,547
Transportation	266,148	290,520
Client recreation and education	126,541	124,612
Client incentives	98,734	100,080
Occupancy		
Mortgage interest and lease payments	913,363	902,172
Repairs and maintenance	410,967	346,392
Property taxes, utilities, and insurance	320,474	313,288
Amortization of property, plant and equipment	535,034	529,980
	17,529,049	16,145,329
Deficiency of revenues over expenses for the year	(5,754)	(369)

Burnaby Association for Community Inclusion
Statement of Changes in Net Assets
Year Ended March 31, 2009

Statement II

	2009		2008	
	Restricted - Replacement Fund	Unrestricted	Total	Total
	\$	\$	\$	\$
Balance, beginning of year	314,192	54,306	368,498	393,955
Deficiency of revenues over expenses	-	(5,754)	(5,754)	(369)
Internally imposed replacement reserve usage	(2,179)	-	(2,179)	(25,088)
Internally imposed restrictions (Note 11)	4,238	(4,238)	-	-
Balance, end of year	316,251	44,314	360,565	368,498



Burnaby Association for Community Inclusion
(Incorporated under the Society Act of British Columbia)
Statement of Financial Position
Year Ended March 31, 2009

Statement III

	2009	2008
	\$	\$
Assets		
Current Assets		
Cash	800,090	475,027
Accounts receivable	346,628	130,434
Prepaid expenses	45,755	96,682
Due from Sharing Our Future Foundation (Note 14)	18,914	-
	1,211,387	702,143
Investment - Estate of Hannah Filby (Note 3)	417,757	405,201
Replacement Reserve Fund (Note 7)	1,087,172	1,022,269
Property, plant and equipment (Note 5)	11,495,064	11,870,829
	14,211,380	14,000,442
Liabilities		
Current Liabilities		
Accounts payable and accrued liabilities	1,299,337	1,414,293
Deferred revenue	193,006	150,741
Due to Sharing Our Future Foundation	-	5,541
Current portion of mortgages payable (Note 6)	292,014	261,376
Current portion of loan from Sharing Our Future Foundation (Note 14)	2,103	1,990
	1,786,460	1,833,941
Mortgages payable (Note 6)	9,654,869	9,328,273
Loan from Sharing Our Future Foundation (Note 14)	94,485	96,588
Deferred contributions		
Replacement Reserve Fund (Note 8)	770,923	708,078
Property, plant and equipment (Note 9)	1,126,321	1,259,863
Estate of Hannah Filby (Note 10)	417,757	405,201
	13,850,815	13,631,944
Net assets (Note 11)		
Restricted - Replacement Fund	316,251	314,192
Unrestricted	44,314	54,306
	360,565	368,498
	14,211,380	14,000,442

Contingencies and commitments (Note 13)

Approved by the Board

(Signed) Troy Nikolai
Troy Nikolai, President

(Signed) Nailin Esmail
Nailin Esmail, Treasurer

Burnaby Association for Community Inclusion
Statement of Cash Flows
Year Ended March 31, 2009

Statement IV

	2009	2008
	\$	\$
Operating Activities		
Deficiency of revenues over expenses for the year	(5,754)	(369)
Items not affecting cash		
Amortization of property, plant and equipment	535,034	529,980
Transfer of deferred contributions - property, plant and equipment	(133,542)	(143,397)
	395,738	386,214
Change in non-cash operating working capital items		
Accounts receivable	(216,194)	28,472
Prepaid expenses	50,928	(34,650)
Accounts payable and accrued liabilities	(114,956)	106,681
Deferred revenue	42,465	(29,131)
Due to Sharing Our Future Foundation	(24,455)	(8,312)
	133,326	449,274
Investing activity		
Additions to property, plant and equipment, net of amounts in accounts payable	(159,268)	(1,706,824)
Financing activities		
Transfer to replacement reserve	(4,238)	(13,027)
Mortgage principal repayments	(274,757)	(248,549)
Mortgage advances	630,000	862,500
Loan from Sharing Our Future Foundation, net of repayments	-	98,578
	351,005	699,502
Net cash inflow (outflow)	325,063	(558,048)
Cash, beginning of year	475,027	1,033,075
Cash, end of year	800,090	475,027

Supplemental information		
Interest paid	524,188	589,418

Burnaby Association for Community Inclusion
Notes to the Financial Statements
March 31, 2009

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. Significant accounting policies

These financial statements have been prepared in accordance with Canadian generally accepted accounting principles and reflect the following significant accounting policies:

(a) Changes in accounting policies

The Association has elected to use the exemption provided by the Canadian Institute of Chartered Accountants ("CICA") permitting not-for-profit organizations not to apply the following sections of the CICA Handbook: Section 3862, Financial Instruments - Disclosures, and Section 3863, Financial Instruments - Presentation, which would otherwise have applied to the financial statements of the Association for the year ended March 31, 2009. The Association applies the requirements of Section 3861, Financial Instruments - Disclosure and Presentation, of the CICA Handbook.

Capital disclosures

The Association adopted the recommendations of the CICA Handbook Section 1535, Capital Disclosures. This section requires the disclosure of information about externally imposed capital requirements. As the Association has no externally imposed capital requirements, the adoption of this section has no impact on the financial statements (see Note 17).

(b) Financial instruments

Financial assets and financial liabilities are initially recognized at fair value and their subsequent measurement is dependent on their classification as described below. Their classification depends on the purpose for which the financial instruments were acquired, their characteristics and the Association's designation of such instruments. Settlement date accounting is used.

(i) Held-for-trading

Cash, investments (Estate of Hannah Filby) and funds segregated for replacement reserves have been designated as held-for-trading and are measured at fair value. Fair value fluctuations including interest earned, interest accrued, gains and losses realized on disposal and unrealized gains and losses are included in investment income.

(ii) Loans and receivables

Accounts receivable, due to/from related parties and mortgages payable have been designated as loans and receivables and are accounted for at amortized cost using the effective interest method.

Burnaby Association for Community Inclusion
Notes to the Financial Statements
March 31, 2009

2. Significant accounting policies (continued)

(b) Financial instruments (continued)

(iii) Other liabilities

Accounts payable and accrued liabilities are recorded at amortized cost using the effective interest method and include all financial liabilities, other than derivative instruments.

(c) 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.

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 on an accrual basis.

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

User fees and contracts represent rental income on property owned by the Association and services rendered by the childcare programs. These fees are recognized as revenue when earned.

(d) 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 and funds on an accrual basis and fund basis in accordance with Canadian generally accepted accounting principles.

(e) Property, plant 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.

Burnaby Association for Community Inclusion
Notes to the Financial Statements
March 31, 2009

2. Significant accounting policies (continued)

(e) Property, plant and equipment (continued)

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

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

Amortization is charged to operations.

(f) Replacement Reserve Fund

Contributions for replacement funds are credited to deferred contributions. Contributions are transferred to income in the period that the costs are incurred.

(g) Volunteer services

Volunteers contribute approximately 1,750 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.

(h) Use of estimates

The preparation of financial statements in conformity with Canadian generally accepted accounting principles 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 accrued liabilities, deferred revenue and amortization on property, plant and equipment. Actual results could differ from those estimates.

(i) Future accounting changes

The CICA has amended Section 4400, Financial Statement Presentation by Not-For-Profit Organizations, that will revise and enhance the current disclosure requirements for various elements of financial reporting. For the Association, the amendments will be effective for the fiscal year commencing April 1, 2009. The amendments require the reporting of certain gross revenues in the statement of operations and additional disclosures when a not-for-profit organization classifies its expenses by function and allocates a portion of their fundraising and general support costs to another function.

The Association is currently evaluating the impact of the adoption of these new sections on its financial statements.

3. 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 bank accounts.

Burnaby Association for Community Inclusion
Notes to the Financial Statements
March 31, 2009

4. 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 is recorded in the Statement of Operations.

5. Property, plant and equipment

			2009	2008
	Cost	Accumulated amortization	Net book Value	Net book value
	\$	\$	\$	\$
Land and buildings	15,099,662	3,736,428	11,363,234	11,688,833
Equipment and furnishings	1,188,241	1,077,491	110,750	71,612
Vehicles	684,018	662,938	21,080	110,384
	16,971,921	5,476,857	11,495,064	11,870,829

6. 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	
					2009	2008
	%	\$	\$		\$	\$
Carson	3.900	1,205	195	02/01/2013	52,469	64,646
Clinton	3.900	1,204	195	03/01/2013	53,642	65,596
Cumberland	3.090	1,194	146	09/01/2013	165,971	174,641
Deer Lake	4.590	1,163	281	08/01/2011	105,994	114,922
Eastburn	4.330	1,374	328	09/01/2009	184,259	192,661
Edmonds	3.680	1,197	251	12/01/2018	164,226	172,036
Filby Court	3.680	4,896	4,896	12/01/2018	666,295	692,517
Genesis	5.590	5,310	-	07/01/2012	838,423	855,679
Neville	5.500	3,846	-	06/01/2013	620,881	-
Oakland	4.590	1,163	281	08/01/2011	105,994	114,922
Orchard Height	5.010	3,433	3,433	12/01/2010	586,556	598,348
Sardis	8.000	571	-	11/01/2024	61,458	63,394
Still Creek	5.680	4,439	-	05/01/2012	348,557	381,536
Stride Place	5.180	33,718	26,255	08/01/2016	5,952,069	6,048,932
Victory	2.510	934	-	12/01/2012	40,089	49,819
		65,647	36,261		9,946,883	9,589,649
			Less current portion		292,014	261,376
					9,654,869	9,328,273

Burnaby Association for Community Inclusion
Notes to the Financial Statements
March 31, 2009

6. Mortgages payable (continued)

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

2010	\$ 292,014
2011	306,326
2012	321,200
2013	311,381
2014	312,215

Included with occupancy expenses is \$522,956 (2008- \$508,528) representing interest on long-term debt.

7. Replacement Reserve Fund

The Association is required to maintain a 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”. Expenditures incurred during the year are expensed. 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).

8. Deferred contributions - Replacement Reserve Fund

Deferred Contributions - Replacement Reserve Fund represents restricted contributions to the replacement fund as designated by the Group (Note 7). Changes in the deferred contributions balances are as follows:

	2009			2008
	BCHMC	CMHC	CLBC/COB	Total
	\$	\$	\$	\$
Opening Balance	508,988	72,225	126,865	716,449
Interest earned	6,866	974	1,711	23,336
Additions during the period	76,081	4,014	34,464	114,547
Withdrawals during the period	(24,857)	-	(36,408)	(146,254)
Ending Balance	567,078	77,213	126,632	770,923

Burnaby Association for Community Inclusion
Notes to the Financial Statements
March 31, 2009

9. Deferred contributions - property, plant and equipment

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

	2009	2008
	\$	\$
Balance, beginning of year	1,259,863	1,403,260
Amounts transferred to revenue	(133,542)	(143,397)
Balance, end of year	1,126,321	1,259,863

10. Deferred contributions - Estate of Hannah Filby

Deferred contributions - Estate of Hannah Filby represent restricted contributions (Note 3). Changes in the deferred contributions balance are as follows:

	2009	2008
	\$	\$
Balance, beginning of year	405,201	389,152
Interest earned	12,556	16,049
Balance, end of year	417,757	405,201

11. Net assets

(a) Restricted net assets

In 2009 the Association internally restricted \$4,238 (2008- \$13,027) of net assets to be used as a replacement fund and expended \$2,179 (2008 - \$25,088) of previously restricted amounts. Combined with the opening balance of \$314,192 (2008 - \$326,253), total restricted net assets at March 31, 2009 are \$316,251. This fund is maintained to provide for replacement costs at properties not subject to the Group reserve fund (Note 7). 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 \$325,272 (2008 - \$922,739) which represents an investment in capital assets, resulting in a net unrestricted deficit of \$280,956 (2008 - \$868,433).

12. 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, 2009 and 2008, no amounts were outstanding on the line of credit.

Burnaby Association for Community Inclusion
Notes to the Financial Statements
March 31, 2009

13. Contingencies and commitments

- (a) At March 31, 2009, the Association was aware that a liability may exist with respect to the funding versus the provision of long-term disability ("LTD") benefits. The previous carrier of LTD benefits, Healthcare Benefits Trust ("HBT"), has presented a claim of \$123,700 as the amount owing for unfunded LTD provisions.

This potential liability is the subject of negotiations between the Association's new LTD carrier and HBT. These negotiations remain unresolved, in part, as the Association disputes several of the assumptions on which the value of the claim is based. Further, offsetting claims against a certain third party may significantly reduce the Association's liability. The eventual amount of the claim is contingent on future events that are not predictable at this time.

Management's best estimate of the liability is that the likely amount is \$22,000 (2008 - \$22,000). The balance of the claim is not determinable in management's evaluation.

As of June 1, 2008, the Association transferred its LTD coverage to a new LTD carrier. Under the terms of the new plan, the Association is not exposed to an unfunded liability for the funding versus the provision. The new LTD benefit coverage is provided on a fully insured basis.

- (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 \$61,574, or a proportion of the fair value of the land based on the amount of the grant and fair value of land at project completion date, is repayable to the Province of British Columbia.
- (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:

	\$
2010	245,519
2011	112,588
2012	45,977
2013	38,292
2014	11,775
2010-2014	454,251

14. 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.

Burnaby Association for Community Inclusion Notes to the Financial Statements March 31, 2009

14. Sharing Our Future Foundation (continued)

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, 2009, the Foundation had total assets of \$960,302 (2008 - \$969,915), total liabilities of \$714,514 (2008 - \$730,380), net assets of \$245,788 (2008 - \$239,535), including restricted net assets of \$203,032 (2008 - \$203,032), total revenues of \$94,346 (2008 - \$92,515), total expenditures of \$50,093 (2008 - \$54,700) and an excess of revenues over expenditures of \$44,253 (2008 - \$37,815).

In addition to total expenditures, the Foundation made contributions of \$38,000 (2008 - \$22,134) to the Association, which are included in fundraising revenue of the Association. These amounts are shown on the Statement of Operations, net of deferred capital of \$Nil (2008 - \$Nil).

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 \$18,914 as at March 31, 2009 (2008 - \$5,541 payable).

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. During the year, the Association paid \$5,398 of interest on this advance. The outstanding balance as at March 31, 2009 was \$96,588, of which \$2,103 (2008 - \$1,990) was included in current portion.

Cash flow information for the Foundation has not been presented as management considers that it would provide no additional meaningful information.

15. Financial instruments

(a) Fair value

The Association's financial instruments include cash, accounts receivable, investments (Estate of Hanna Filby), funds segregated for replacement reserves, due to Sharing Our Future Foundation, accounts payable and accrued liabilities. The fair values of these financial instruments approximate their carrying value due to their short-term nature.

The estimated fair value of mortgages payable is not significantly different from current carrying value.

(b) 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 no interest rate risk exists. The Association does not use any derivative instruments to reduce its exposure to the fluctuations in interest rates.

16. Comparative figures

Certain of the prior year's figures included in expenses have been reclassified to conform to the current year's presentation.

Burnaby Association for Community Inclusion Notes to the Financial Statements March 31, 2009

17. Capital disclosures

The Association's objectives when managing capital are to safeguard its assets, and continue as a going concern in order to provide support and services for individuals of all ages with developmental disabilities and their families.

In order to facilitate management of capital, the Association prepares annual budgets that are updated as necessary depending on various factors, including availability of funding and resources. The annual and updated budgets are approved by the Board of Directors.

The Association is not exposed to externally imposed capital requirements, and expects its funding under several contracts with Community Living British Columbia and other government entities will be sufficient to continue to provide its services beyond its current reporting period.

The overall strategy with respect to capital risk management remains unchanged from the year ended March 31, 2008.



Funders, Donors and Sponsors

*“In every community there is work to be done...In every heart there is the power to do it.”
– Marianne Williamson*

Funders

Community Living BC
Ministry of Children and Family
Development
BC Housing and Management Commission
Fraser Health Authority
Human Resources and Skills Development
Canada

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Britton, A.
Brown, G.
Browne, D.
Bruce, M.
Burnaby Board of Trade
Burnaby Now
Cactus Club
Canadian Outback Adventures
Canadian Refrigeration & Air Conditioning
Capilano Suspension Bridge
Choices Markets
Chow, M.
Chu, N.
Cin Cin Restaurant
Colourtime Printing & Digital Imaging
Colpitts, G.
Copas, C.
Core Cardio
Cowan, G.
Creekhouse Gallery
Cunliffe, D.

Dahl, P.
David H. Doig & Associates
Dawson, R.
DeGenova, K.
Deloitte & Touche LLP
Dockside Grill & Arts Club Theatre
Dougans, I.
Duff, R.
E & J Gallo
EASE Management
Electronic Arts – Community Outreach
Enviromold
Five Star Staging & Lighting
Friesen, M.
Gandeha, S. & Y.
Gian, A.
Goode, P.
Gordon, M.
Grace, P.
Granville Island Brewing
Grave, L.
Gula, G.
Harbour Air Seaplanes
Harder, E.
Haywood, R. & T.
Heaven Can wait Pie Corp
Hilton, D.
His Highness Prince Aga Khan
HYDRECS Fund
IBM
IBM Employees Charitable Fund
Kasprow, S.
King, L.
Kitson, M.
Kliman, V.
Kostic, M.
Koverchuk, B.
Ladha, A.
Lagura, E.
Landmark Home Inspections Ltd
Lastoria, D.
Lepper, M.
Lotus Café
Lower, M.
Mahm, W.
Mapara, R. & F.
McCann, D.
McDonald, D.
Mitha, R.
Moreau, P.

Morrison, S.
Munro, D.
Nairn, B. & R.
Norco Products Ltd
Olofson, M.
Panju, A.
Paul, J. & R.
Payne, L.
Philanthropy Preceptorship Fund
Rens, J.
Rocky Mountaineer Vacations
Rusnell, D.
Sahota, A.
Salley, J.
S’Arafian, J.
Schiller, N.
Senner, T. & B.
Sharing Our Future Foundation
Sinclair, C., D., & Z.
Stevens, E.
Stillwell, P. & M.
Sukunda, B.
Tanner, C.
Telus
The Bake House
The Bike Doctor
The Grand Ballroom Co Ltd
Thornhill Electric Ltd
Trinity Salon & Spa
Tyler, L. & D.
United Way of the Lower Mainland
Vancity
Vipassana Foundation
Viva Sue Pizza
Watson, A.
Welsh, L. & T.
West, R.
Western Potash
Wight, D. & T.
Wilks, L.
Wong, T. & N.
Woolley, F.
Woolley, M.
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Yee, L.
Yeo, P.
Yip, B.
Yu, M.
Yu, V.
Zwick, R.

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