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“Reach high, for stars lie hidden in your soul.
Dream deep, for every dream precedes the goal.”

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The Strategic Plan is BACI's North Star

President's Message

"There are as many possibilities in life as there are stars."

It's amazing what happens in one year, and how fast that year becomes a page in the continuing history of our BACI family. It seems like just last month that the current Board of Directors had begun their duties, when actually the Board has been working hard for almost ten months.

The entire BACI family has been extremely busy this past year, continuing to serve more and more individuals in our community, helping them to identify their "shining stars" – their goals and dreams – and to make them a reality.

We are never sitting still – just ask Chris Tanner. One minute she's in her office, the next she's running to a meeting or helping plan another activity or program. The fun part for me is that I get to tell you all about it.

In my last message, I shared stories about BACI's Christmas Party and how great I found it to be. For this message, I want to share with you something just as spectacular – NEVILLE HOUSE! Nothing excites me more than when individuals become more and more independent.

Neville House is one of those great stories that must be told. It all started a couple of years ago – hard to believe but true. BACI had owned the Neville property for many years, and finally the mortgage was just about paid off. Most people would say, "Good! The mortgage is gone and life will get easier." But that's not the way people at BACI think. We are continually asking ourselves, "How can we do more? How can we make

things better?" Neville house is a shining example of doing more and making things better.

Neville House, as it was originally designed, met the "basic" needs of the individuals who lived there but it didn't go the extra mile. It needed something different. It needed an "Extreme Makeover: Home Edition!" That's right, the old Neville House had to go!

The people who lived there moved out, and the house was demolished. We talked with and examined the needs of those who would move back in, and created a house tailored for each of them. From the ground rose up a house specially designed for the people we serve. In the end, it was all new from top to bottom – fresh paint, new appliances, new everything.

Now, you may be wondering why a new house makes me so excited. It's because of what it stands for! The people who come to live, work, and play at BACI are no different than anybody else; they all have dreams, hopes, and desires. When I look at Neville House, I see a desire to strive for the best.

This project was not achieved alone. It took many people countless hours and even more planning, but in the end the dream became reality for those who live at the new Neville House.

You, the membership, trusted the Board last year. At the last Annual General Meeting, we asked for your approval to spend the money to build Neville House. Some of you



stood and questioned the amount of money because it seemed high. You were told that the amount you authorized was the absolute most we would spend, and that BACI staff would do everything in their power to make sure the project was as cost-efficient as possible.

It is my pleasure to report that not only did we not spend all the money you approved, but with the help of our contractor, we actually came in UNDER budget. Your trust was not misplaced.

It's been another amazing year. It makes you wonder, "What are we going to do over the next week, the next month, the next year?"

BACI is where things get done. – where lives change for the better. It is a place where people reach for the stars and turn dreams into reality.

Troy Nikolai, President



Executive Directors' Message

On March 13th, 2008, John O'Brien visited BACI. He held a one-day workshop on *Person Centred Planning and Person-Centred Doing* for a large group of families, self-advocates, employees, and community partners. It was a wonderful day because it was a time to talk, listen, ask questions, and realize that although person-centred planning and doing is not always easy or without conflict, it is always the right thing to do!

Throughout the day, John referred to BACI's Strategic Plan – our PATH – as basically the association's own person-centered plan (except it's an association-centered plan). The Plan is 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 – just like in a personal plan for the individuals and families we serve.

John referred to BACI's Strategic Plan as our "North Star." It is our guiding light, as well as what we look to when times become difficult or confusing. The Plan re-grounds BACI and keeps us moving forward on our journey to achieve our mission, vision, and values. It is our shining light – full of inspiration, hope, and creativity.

BACI's Plan has many of the same considerations as those we help create for the individuals and families we support. Good (bright, shining) plans build relationships. Our Plan has enabled BACI to develop community relationships with such groups as The Burnaby School District, The Burnaby Board of Trade, employers interested in hiring people with disabilities, and housing developers (to name but a few).

John O'Brien said that good personal plans have to be "We" plans, not "Me" plans. This, too, is similar for BACI's Strategic Plan. In order to accomplish key goals – creating employment for people with disabilities, building a diversity team, developing a website for families, providing high quality services, talking about citizenship, or pursuing social enterprise ideas (again, just to name a few) – a HUGE "We" is required.

One of the most important comments John O'Brien made on March 13th was, "if [a person-centred plan] is working right, each step will take us to something new." That's exactly what we want from BACI's Strategic Plan – new places, new relationships, new ideas, and new possibilities! Being satisfied with the same things all the time will only achieve just that – the same. Good plans, whether on an individual or organizational level, must overflow (or at least come close to the rim) with energy, innovation, fun, and risk. Over the past two years, thanks to its Strategic Plan, BACI has gone to many new places and achieved many new things.

BACI is now half-way through its 2006-2010 Strategic Plan. This year's Annual Report will tell you more about our "North Star" and all the "news" achieved over the

past year. However, there are also exciting plans and goals for the remaining two years of the Plan.

Together with the families, self-advocates, and employees, the Board of Directors decided the following themes will shine bright and ultimately lead us to help build good lives for the children, adults, families, and employees who are a part of BACI:

- Inclusion
- Social Enterprise
- Employment for People with Disabilities
- Citizenship
- Friendship
- Person-Centred Planning, Thinking and Doing
- High Quality Services
- Sustainability
- Top Employer in Community Living

We look forward to reporting in our next year's Annual Report about BACI's new goals and achievements. Fittingly, we close with one final reflection from our day with John O'Brien... "ALWAYS INVITE AND IMAGINE BETTER..."



"Ideals are like stars; you will not succeed in touching them with your hands... but you can choose them as your guides, and following them, you will reach your destiny."

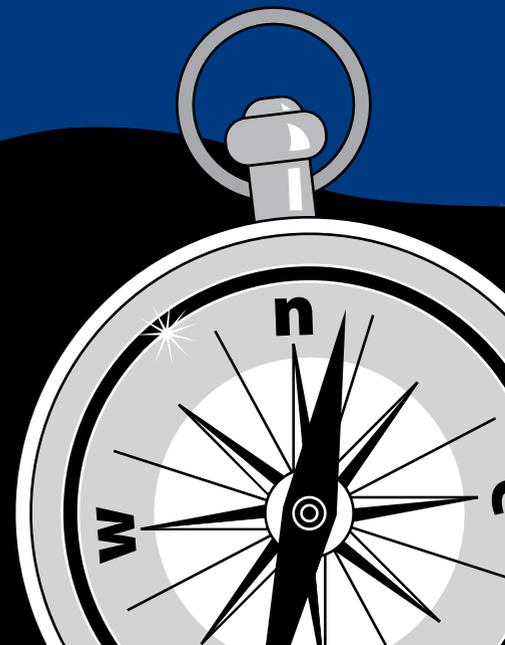


mission

vision

values

The goals are our compass...
to keep us on track



Accreditation

“Just like the falling rainbow, just like the stars in the sky, life should never feel small.”



This was a very important year, as BACI prepared for its second survey with CARF (the Commission on Accreditation of Rehabilitation Facilities), held from April 14th to 16th, 2008.

- A reminder...accreditation is an evaluation process in which outside professionals, who are affiliated with CARF and do similar work within Community Living and Children's Services, visit BACI for approximately 3 to 4 days and do a very thorough review.
- During that time, they look at BACI's policies and procedures, meet with our shareholders, review health and safety, and basically check to ensure that the organization is meeting the high standards of care and support established by CARF.
- BACI participates in the accreditation process for two main reasons. It is:
 - a condition of providing services, as established by Community Living BC (and formerly the Ministry for Children & Family Development);
 - another strategy in BACI's on-going quality improvement plan.
- Our Accreditation Committee plays a big role in the accreditation process. The committee is made up of BACI families, Board members, employees, and self-advocates. We are also lucky to have two CARF surveyors on the committee.

The committee meets approximately 3 to 4 times per year. There is a core group who continues to meet, but new members are always welcome.

- The committee offers feedback and suggestions regarding the development of policies, procedures, communications, and various CARF-required reports, as well as interpretation of the standards and how best to implement them at BACI.
- In order for accreditation to be a truly effective – and successful – process for BACI, it must be an inclusive one with input from across the organization. The committee accomplishes this by sharing the work and decisions required throughout the detailed and demanding process.
- BACI would like to recognize and thank all the members of the committee, whether you attended one meeting or ten. Your contributions are always appreciated!
- This time next year, the committee will report on the outcomes of the April 2008 survey.

BACI received a three-year CARF accreditation, effective April 2008 – April 2011. This is the highest level of accreditation awarded.





Accessibility

The Inclusive Report

Each year, an accessibility checklist is reviewed within all BACI service areas. The checklist identifies potential accessibility barriers in the following areas: attitudinal, architectural, community contribution/participation, cultural, economic participation, educational skills development, financial, recreation/sports, safety, social contribution, sustainability and transportation.

- Staff, the individuals served, and their families are invited to participate.
- Identified barriers are reviewed by the Management Team. Solutions, timelines, costs, and responsible persons are identified via the Inclusive Plan of Action.
- Many of the barriers that were identified in the 2006 Accessibility Report have been rectified.
- BACI's Occupational Safety and Health (OSH) Committee has addressed many issues and barriers in a timely manner.
- A number of programs have taken the initiative to rectify identified barriers on their own.

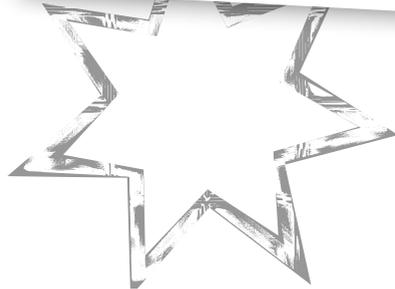
In addition to this annual accessibility assessment, BACI has a number of other initiatives which actively promote the commitment to fully inclusive and accessible communities for people with disabilities.

BACI is pleased to highlight and celebrate these initiatives that came out of recommendations in last year's Accessibility Report (and achieved in 2007).

The following achievements address all of BACI's Strategic Plan goals:

- Advocacy Committee continues to meet and address critical community issues
- Untape website created – www.untape.com
- Employment Policy Statement for Individuals was developed
- Social Enterprise Working Committee developed 5 business models
- Social Enterprise and Employment Logic Model was developed
- AccessWorks Agreement with BACI
- Involvement with Legacies Now
- Burnaby Board of Trade partnership continues
- Renewed membership with Volunteer Burnaby
- Representation on Community Living Council
- Best Buddies' Program was developed
- Increased community participation by individuals
- Curriculum developed for individuals to access college (Public Post Secondary)
- Organized a Diversity Innovation Fair
- Addressed the Infant Development Program (IDP) waitlist
- IDP staffing increased
- Family Matters Place continues to grow
- Helped organize a multi-agency Innovation Fair and Handbook
- Kwantlen University course was created re: supported employment
- BACI Staff Leadership Training Manual was developed

- Peer Support Program was developed for BACI staff
- Plain Language Planning Process was developed for individuals
- Successfully nominated 2 friends of BACI for Burnaby Local Hero Awards – John Speckman and Patrice Pratt
- Offer free counseling for BACI families
- Offer free interpreter services for families
- Revised Handbooks for individuals and families were distributed
- Increased participation in BACI Seniors' Committee
- BACI brochures translated into other languages
- Weekend Leisure Club was created
- Video on Plain Language was created
- And more....



★ Diversity

The main goal of the team is to look at how diversity is reflected throughout BACI. One of the biggest accomplishments of the Diversity Team was creating the Diversity Wheel.

One of the very exciting results that came out of BACI's 2006-2010 Strategic Plan was the creation of the Diversity Team. This is definitely one of our brightest stars!

The link between diversity, inclusion, and accessibility is so strong. Therefore, it made sense that our Diversity Team build on the mission and values of BACI to strengthen the message of creating a safe, welcoming community for all people.

- The wheel represents the various aspects of a diverse community (i.e. culture, language, gender, ability, age, etc), but it also purposely leaves a few spaces blank because it is not possible to capture everything on the wheel. Diversity in our community is never-ending and always growing.
- The first step in setting up a team was hiring a diversity consultant – Sandra Berman – to support the team's development and point it in the right direction. With Sandy's vast experience working with organizations to explore diversity, a team was pulled together from across BACI, including family members, employees, and Board members.
- With the Diversity Wheel in hand (and translated into 9 languages), the group expanded its actions into activities and events. They reviewed BACI policies and

procedures to see if they truly reflected the organization's values. They also promoted diversity through events like the Annual Summer Barbeque, the Seniors' Tea, and Annual General Meeting.

- Diversity was also incorporated into the BACI Leadership Guide, and there is a new section on the BACI website (www.gobaci.com) called "Diversity Dialogue." Community members are also welcome to make contributions to our dialogue.
- This year, the Diversity Team will help plan training sessions, as well as support our programs and services with their dialogues about diversity and inclusion. Our goal is to strengthen diversity in the lives of the children, adults, and families we

serve – as always – one person at a time. The team will also build partnerships with more groups and communities around the values of diversity, inclusion, and accessibility because, as the Burnaby Association for Community Inclusion, we want these values to shine bright for a very long time.



Social Enterprise

Social Enterprise

BACI's Board of Directors and senior management have declared social enterprise to be a priority for the future of BACI. In fact, it is a key component of our strategic plan – as a way of expanding our revenue base and, more importantly, creating meaningful opportunities for the people we serve to become involved in the economic community of Burnaby.



- A Social Enterprise Committee was formed this year to identify and develop initiatives that will slowly but surely help BACI create new programs, business ventures, and revenue streams that fit within BACI's Social Mission while advancing its impact.
- Through a process of criteria development, brainstorming, conducting pre-feasibility studies, and business planning, 4 new projects were selected for development. These projects have been scrutinized by the committee to ensure that they not only fit within BACI's Social Mission, but also our aspirations and ethical guidelines.
- The projects include:
 - Waste Not Want Not: An office paper recycling operation;
 - Seniors' Buddies: Providing services to seniors who want to age in place;
 - Gift Boxes by BACI: Custom themed boxes of giftware for individuals or corporations, and;
 - Diversitas: Offering consulting services on diversity to local businesses or groups.
- Each project has merit as a business concept, and is being further developed by the committee. Along with these 4 projects, BACI is also reviewing 2 Day Programs – Action Packaging and the BACI Woodshop – to determine their potential for transitioning to either a stand-alone social enterprise or a business. A feasibility study on these two will be completed by December 2008.
- Over the next year, BACI will capitalize on our assets and abundance, will meet any challenges as opportunities, and will continue to build on our relationships with the community and the private sector.

"When you realize how perfect everything is you will tilt your head back and laugh at the sky."



Human Resources

Strategic Plan Goal : Employer of Choice

Over the past year, BACI has worked hard towards becoming an "Employer of Choice" in the Community Living movement.

BACI experienced a significant reduction in the staff turnover rate, down to 24% from the previous year's 30%. Achievements towards reducing staff turnover and recruiting employees included:

- The Recruitment and Retention Working Group met regularly to identify initiatives to improve BACI's recruitment and retention plan.
- A marketing tool entitled, "BACI - Why You Want to Work Here," was developed, and is now being used to promote BACI as a supportive and exciting place to work.
- Employees have taken advantage of increased training opportunities, with many participating in courses related to their position.
- In partnership with Douglas College, employees received course credits towards a citation, certificate, or diploma, through their work at BACI.
- Over the past year, BACI brought in special guest speakers and workshop presenters, including Michael Smull, John O'Brien, and Norman Kuntz.
- BACI's annual in-house training schedule was circulated and posted on the Intranet. Training covered a range of subjects, including: Foodsafe, Cornerstones, First Aid & CPR, Person-Centred Planning, Individual Support Planning, Service

Response Planning, Medication Training, Non-Violent Crisis Prevention and Intervention, Diversity, Internet/Intranet, Accreditation, Health & Safety, Safe Spaces, American Sign Language (ASL), and Class 4 Driving Instruction.

- Employees were surveyed on-line about their health and wellness, in partnership with Healthcare Benefit Trust, and results were incorporated into the Human Resource Plan.
- BACI's Wellness Program provided resources and tools to support healthy lifestyle choices.
- The Children's Services Collective Agreement was re-negotiated.
- 59 new employees were referred through the Employee Referral Program.
- All new employees attending Cornerstones Training were presented with a BACI gift.
- A Recognition Dinner for Years of Service was hosted in December, with 34 employees receiving an award.
- Donations were made in December to a number of local charities on behalf of BACI employees.
- BACI's Leaders in Learning Program was developed, providing training for leaders of the organization.
- Workshops offered continued to build on BACI's Leadership Competencies and support staff development.
- The Leaders in Learning Leadership Orientation Manual was completed and training was provided for the leader-

ship team. The manual is now posted on BACI's Intranet, and is used as a training tool for new leaders at BACI.

- Opportunities were provided for front-line employees to participate in leadership training, and the program has grown from 26 to 41 participants.

Strategic Plan Goal: Nurturing Employees through the Peer Support Program

The BACI Peer Support Program matched 26 new employees with senior employees who welcomed them with support, information and friendship.



★ Self Advocates' Report

The Burnaby Association of Self Advocates' (BASA) Group has been very busy this past year. We continue to meet on the second Monday of each month. Kate Black is the new Chair of our Group. Gregg Schiller is our Advisor, and Gerry Juzenas is the Past Chair of this group. They provide supports to the new members and the new Chair. We have new people joining our Group, so we are growing in numbers.

BASA worked on the following this past year:

- Planning a first-time conference for self advocates about their rights regarding safety and healthy lifestyles, with presenters on a variety of topics. This is the first time BASA has hosted and put on an event for self advocates, by self advocates. It is expected that 50 people from throughout the Lower Mainland will attend this event on October 17, 2008 – in time for the Community Living Month celebrations in October.
- Mentoring a new group of self advocates from the Community Living Society, so they can start their own group. They are coming to our meetings so we can demonstrate how to run meetings, make decisions, and take action on issues that affect self advocates.
- Promoting the Healthy Living Guidebook that BASA created last year.
- Supporting new self advocates from BASA to represent us at BACI Board meetings.
- Some members of BASA attended the 3-day Leadership Retreat for self

advocates in Abbotsford at the Edenvale Retreat Centre, in May 2008.

- Three members of BASA attended the BCACL AGM and Conference in Surrey, BC, in June 2008.

Strategic Plan Initiatives

Inclusion

- BASA talks about the rights of self advocates to be included in their communities with real paying jobs, or volunteer work, so they are meaningfully included while sharing their talents with others around them.
- BASA believes that all self advocates should be living in the community and not be sent away to larger institutions.
- BASA members follow the progress of the We Survived Woodlands Group and their quest for compensation for the abuses they suffered while living there – as children and adults – in the care of the government.

Citizenship

- Citizenship is about equality and rights. BASA gives out information and answers all questions regarding the benefits that self advocates deserve from the government.
- Sharing information on a variety of topics, and answering questions about the rights of self advocates to be included in their community, is an essential part of the self advocacy group's work and activities.

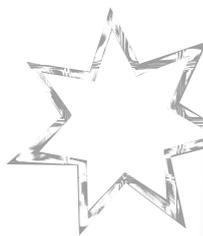
Advocacy for Human Rights

- BASA discusses and promotes information on topics like Representation Agree-

ments, so that the self advocates have a network of people around them to keep them safe and represent their wishes and views if they are not able to do so themselves.

- BASA problem-solves various issues, and supports their peers on topics that affect self advocates and their right to be treated with respect and dignity.
- BASA makes recommendations to the BACI Board for further action and follow-up on issues they feel need to be addressed by the government and other groups.

For more information, please contact Gerry Juzenas or Gregg Schiller at 604.299.7851.



“Self advocates have a lot of information and experiences to share with the community so that society benefits from our involvement. We are the experts of our own lives and we need everyone else to listen and respect us.” – Kate Black, Chairperson of BASA

★ Adult & Youth Services

Residential Options

- BACI operates 14 staffed homes, which provide support to 2 to 5 individuals per home or apartment.
- BACI's homes are funded through Community Living BC (CLBC), and are licensed under the Community Care and Assisted Living Act and Adult Care Regulations.
- 52 individuals receive support in our residential homes.
- BACI supported 3 individuals to move into new living situations within our residential services over the past year.
- 5 individuals who live at Neville House have just moved back into the property after its re-construction.

Life Sharing Network

- The Network first began in 2001, and has since grown to support 62 individuals living in a residential setting of their choice.
- It offers an opportunity for people to reside in a variety of living arrangements other than staffed residential homes.
- People are asked to identify what type of living arrangements they would like and what community they would like to live in. This is then sourced, and the individual is provided with living and/or respite supports.
- BACI contracts with families (including single persons or couples) who are interested in welcoming an individual into their home.
- BACI has facilitated many adults and youth to live with a family or a roommate of their choice through the Life Sharing Network.

- Within a family home, people can choose to occupy a bedroom and share communal space, or live in a self-contained suite.

Strategic Plan Initiative

BACI continues its passion and purpose of Person-Centered Thinking, Planning, and Doing.

- When people indicate that they would like to move, they are presented with a variety of options which they discuss with their support network.
- The individual and their support network actively participate in the interview process of potential Life Sharing candidates.
- There is a Transition Planning meeting with the individual and their support network before their move occurs.
- All individuals participate in a yearly planning meeting with their support network, to review goals from the previous year and identify new goals for the upcoming year.
- Individuals are encouraged to develop and maintain a personal network of friends, which is facilitated by caregivers.
- Individuals are supported to find and participate in meaningful activities, such as volunteer and work opportunities.

Respite Services

- Respite provides additional support, rest and revitalization to primary caregivers.
- It can be offered in the individual's own home or a family care home, for a few hours or a few days at a time.
- 16 individuals are currently receiving respite services.

Subsidized Living Options

- Options are available for fully subsidized, accessible and integrated housing.
 - Filby court: occupancy - 12
 - Stride Place: occupancy - 123
 - Orchard Heights: occupancy - 10
 - Buchanan Towers: occupancy - 4
 - Madison : occupancy - 8

Day Services

- BACI operates several Day Programs out of its Still Creek and Mary Avenue locations. The programs typically operate from Monday to Friday, 8:00 am to 3:30 pm. However, some scheduling flexibility exists.
- Currently, 144 individuals are supported by our Day Programs in staffing ratios ranging from 1:1 to 3:1. Most individuals start their days at a centre, but some are supported from their home.
- Programs are varied and designed to meet the interests, wishes, needs, and abilities of the individuals. Appropriate grouping by interest and abilities has led to several budding friendships.
- The goal of all programs is to support individuals to develop skills, explore and contribute to their community, build and maintain relationships, expand experiential horizons, and improve health and stamina via physical activities. This is primarily achieved through educational courses, volunteerism, and suitable recreational activities.
- The Still Creek Education Center offers 3 semesters of classes per year. Classes change based on the season, demand, and feedback given by participants after

each semester. Classes teach life skills (cooking, gardening), explore the arts (mosaics, drawing & design, singing & songwriting, drumming, studio recording), and improve mind and body (yoga, movement to music).

- The computer lab offers 2 classes per day. In collaboration with IBM, the computer lab is offering two "Reading Companion" classes per week wherein students have access to approximately 300 e-books which they can simultaneously read and listen to.
- Attendance for the educational classes and the computer lab is approximately 110 per semester. Approximately 85 individuals per year are community participants who attend one or more classes through the Education Centre. These participants are either already engaged with another service provider, or attend on their own with no support. In many instances, this is the only affordable service they receive.
- Still Creek acts as a drop-in meeting place and social hub for many individuals who do not receive funding. Here, they develop and maintain connections with friends and acquaintances.
- 24 individuals are supported through the Community Inclusion program to find and maintain volunteer positions throughout Burnaby.
- BACI is in the process of setting up a Career Opportunities Program which will offer education, information, and support for those interested in finding paid employment.
- Presently, 4 staff are attending a BACI-funded Supported Employment course at Kwantlen College, with plans to send more interested staff in the future.
- A Community Development Worker position has been created, whose core

duty is to develop employment opportunities and identify and assist individuals interested in finding paid work.

- A Gardening Crew staffed by paid individuals is being developed. This crew will be responsible for maintaining BACI's properties.
- BACI funds the Artists Helping Artists (AHA!) cooperative, which provides an inclusive space for around 45 individuals to explore their creative and artistic side.



Action Packaging

- Action Packaging currently has on-going contracts with The BC Medical Association, BC Wildlife Foundation, Westec Automotive, and Ecco Industries. In addition, a variety of companies and organizations utilize our services when needed.
- Creating the "Rainbow Boxes" of sample tiles for Willis Supply remains challenging and fun for the individuals involved. This contract has expanded to include their Alberta region.



Adult & Youth Services (continued)

- The collating, stuffing and sealing of the BC Medical Journals remains a source of pride for the individuals, and has expanded from 8,000 journals per month to the present level of 11,000. In addition, this is becoming a more environmentally sound contract as we will be switching to biodegradable plastic for shrink-wrapping the journals.
- Our new relationship with Westec involves heat-sealing and shrink-wrapping automotive products, which has created more varied activities. This allows each individual to participate in their own unique way.
- Recreational activities remain integral to the program, as individuals participate in classes, celebrate at the bi-weekly Coffee House, and communally feast at the ever-popular Hot Dog Days. In addition, Action Packaging is in the process of arranging regular outings on Mondays and Fridays.
- Lastly, the Adult Summer Recreation Program is on again this year and, as usual, Action Packaging participants will have priority access.

Woodshop

- Despite several changes in staffing, the Woodshop continues to be an interesting and challenging environment for the 13 individuals supported in the program.
- Our salmon box business with Canadian Select, Salmon Village, and the Granville Island Smokery is increasing annually.
- We once again participated in the BC Home and Garden Show.



- Our quality outdoor furniture was a great success.
- We are exploring the possibility of contracts with two of our suppliers to make decorative moldings and fence post caps.
- We are in the beginning stages of creating a Landscaping Business for three individuals supported in the program.
- We are beginning to explore the feasibility of the Woodshop providing employment opportunities for all of the individuals who are interested.

Outreach Services

BACI Outreach services assist individuals living at home or on their own to identify and develop new skills through goal setting and one-to-one supports. Some important areas are:

Friendship/Inclusion

- As most people served in Outreach are living alone or with senior parents, they

- are at risk to be isolated.
- Over 10 people have joined the 2nd Community Kitchen, which meets once a week for lunch. A group of young women who attend have begun to get together after the Kitchen to bowl at a local bowling alley. This connection may come in handy in the Fall, when some of them will be attending the same college!
- Another small group of men who have been getting together to bowl and socialize has welcomed new Outreach participants to join them. Formerly isolated and withdrawn fellows are finding their way to the Kitchen and bowling with little or no encouragement!

Citizenship and Belonging

- A number of Outreach participants have been able to secure safe, affordable, and accessible housing. This gives them the opportunity to focus on other future goals such as finding jobs, exploring hobbies and leisure activities, and making friends in their communities.
- Individuals are sharing community life as they live in co-ops, seniors' apartment buildings, supported apartments, with parents and siblings, and in their own homes.
- Many of the Outreach participants are enrolled in local college programs, training them for paid employment in the future.
- A number of Outreach participants currently hold paid employment.

Community Integrated Family Services

Families of diverse backgrounds are supported to find and make use of necessary services in their local community.

- This includes assisting parents to connect to community resources for housing, food, homemaker services, counseling, daycare, respite, leisure, advocacy, parenting groups, etc.
- Parents are also supported to access community resources and programs that strengthen their family unit, meeting the complex needs of their children and themselves. This has included attending medical, school and therapeutic appointments with parents and children when needed.
- Supports are provided in a way that builds a culture of trust, and respects the skills and support needs of the parents and their children while assisting them to negotiate funding systems and community resources more independently.
- Family service workers have been able to provide services in a culturally sensitive way with the assistance of community settlement and immigration services, interpreters and agencies. This has included being able to address serious health concerns with education for family members in their own language, allowing families to learn in a non-threatening way during a very difficult and stressful time.

Youth Program

- The program operates 3 days per week during the school year and 5 days a week during the summer.
- 10 youth are served at any one time.
- BACI has recruited teens of all abilities to volunteer in our program.
- BACI will be working closely with local high schools to encourage and support

teens to become advocates for issues they feel are important, and to ensure that they are connected with peer groups.

Strategic Plan Initiatives

15 people served by BACI are employed:

- Currently, 6 individuals hold regular, paid positions at BACI.
- Examples of positions held include: self advocate advisor to the Board, a Plain Language Specialist, and two reception positions at BACI.
- Individuals are provided with opportunities to build skills that they can utilize in paid employment.
- BACI will continue to explore opportunities with 2010.
- 30 staff will facilitate 30 friendships: "Life's truest happiness is found in the friendships we make along the way." - Anonymous
- One home holds a "Ladies Night" where friends get together for movies, do their make-up, hair and nails, and catch up on the latest gossip.
- Sometimes creative ways need to be found to keep in touch with friends who live far away, which has been done by hooking up cameras to the computer so friends can chat and see each other at the same time.
- One lady who has moved into her senior years has started attending a seniors' program at Confederation Park, and is making many new friends.
- Two young men were supported to learn to take the bus together, and that has forged the beginnings of a friendship between them.

Person Centered Planning, Thinking and Doing

- Training is provided to all new BACI staff in the Cornerstones Orientation Session.

- Program-specific training has been provided to staff teams.
- Our focus is on developing detailed personal profiles, as the cornerstone for person-centered planning.
- We are ensuring that staff know the difference between what is "important for" a person and what is "important to" a person, and they realize the importance of both of these in having a happy life.
- We are developing more tools for staff to support people to work towards their goals, and to ensure they are doing things that are important to them.

"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





**All the stars in the sky cannot
compare to a child's smile**

Children's Services

"Star light, star bright, first star I see tonight. I wish I may, I wish I might, wish upon a star tonight..."

| CENTER | NO. OF SPACES | NO. ON WAITLIST |
|--|---------------|-----------------|
| Variety Childrens Center • Birth to 3 years • 3 to 5 years | 12 25 | 90 30 |
| Fair Haven Children's Center • Birth to 3 years • 3 to 5 years | 12 25 | 200 160 |
| Brentwood Park Plus Out of School Care | 20 | 68 |
| Twelfth Avenue Out of School Care | 25 | 4 |
| South Slope Out of School Care | 20 | 75 |
| TOTAL | 139 | 627 |

conveys emotions they are either unwilling to share verbally or do not have the sufficient vocabulary to express.

- Through play, children can be anyone at any place.
- Through play, children learn to take appropriate risks and accept challenges while interacting with the environment in a safe manner.

Community

- BACI believes that all children have the right to develop to their fullest potential – emotionally, socially, physically and intellectually – and that inclusion is beneficial for all children, parents and communities.
- BACI recognizes each child as a distinct individual with a variety of strengths, needs, talents and interests.
- Children at the *12th Avenue Out of School Care Centre* wrote, directed and presented a play on anti-bullying for their parents this year. They prepared for a month, exploring issues to develop the play. They demonstrated a passion to learn, and utilized that passion to explore issues directly affecting them! The children also learned or enhanced their sign language skills, as a child in the centre shared his skill with them.

Programs

- With 139 child care spaces, BACI is ranked as one of the largest child care providers in Burnaby.
- We operate 7 inclusive child care programs – 2 infant and toddler programs, 2 programs for children aged 3 to 5, and 3 school-age centers (see table above).
- Wait lists testify to the high importance of these programs to the community. There are currently no spaces available in our child care centers. In fact, some families in our birth to 5 year centers have been waiting for a space since 2005.

Philosophy

- The learning in each centre is based on the best practice principles of the Early Childhood Education curriculum.
- We believe that play is the essence of our program. Play is to a child what work is to an adult: it is what they do.
- Play allows children the chance to explore their environment, to learn how it works and how they relate to it.
- A child can express feelings and emotions through various types of play activities (play, art, stories, etc.) far earlier than they can in words. For the older children, play may be the outlet which



Children's Services (continued)

- At *Variety Child Care Centre*, children learned about a different country each month in the new "Passport Program". Children learn as flags are colored, books are read, ethnic music is played, and costumes adorn the centre. At the end of the year, children will take home their passport and share their stories with their families. Also, the special phonics program continues to meet the needs of all children by including visuals, music, fine motor activities and a variety of cognitive challenges.
- This year, the Friend 2 Friend Social Learning Society (Helping Children Understand Autism Spectrum Disorder) offered an integrated play group at *Variety* and provided training. One of our staff will continue to run the play group. 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.
- The children at *Fair Haven* continue to learn and enjoy the active and stimulating activities that the staff plan and implement on a daily basis. In addition, children have an opportunity to express themselves through music and dance when an outside movement teacher visits the center each month.
- Inclusion is the opportunity for all children to learn and practice acceptance, and to work together in the community.
- We received a 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. This allowed for the purchase of developmentally appropriate toys and supplies for the centers and some minor capital improvements. The grant also provided opportunities for professional development (i.e. 7 staff attended the BC Early Childhood Educator's Annual Conference). While funding like this is greatly appreciated, it cannot address the more structural elements of the nation's child care crisis.

Accountability

- Families are of the utmost importance in the lives of all children.
- To ensure ongoing feedback and participation from families, each center regularly produces a newsletter, conducts an annual survey, and maintains a family bulletin board.
- The Parent Advisory Committee was reconvened this year to gather more information and input from families. For the past year, this committee had not met because many of the parent meetings focused on the child care funding cuts.
- This year, BACI translated a brief version of the Family Handbook into Chinese, to support and communicate more effectively with families where English is their second language.
- The centers providing programs for children aged 3-5 held 2 parent-teacher evenings this year, where parents met with staff and talked about their child's progress and achievements. This was conceived and implemented on parental

requests for more on-going feedback on their child's development.

- To assess the quality of our early childhood and school-age group care centers, each site conducts the Harms and Clifford evaluation tool. This scale evaluates a variety of areas, including the physical environment, basic care, curriculum, interaction, and also the schedule, program and structure of the child care center. This data will be used in our continuing efforts to achieve excellence in our centers.

Events and Celebrations

- During the past year, the Over Three aged group at *Fair Haven* enjoyed some fun and educational outings, including Maplewood Farm and the Pumpkin Patch.
- At *Variety*, the children have gone on field trips that involve touching and feeling, as well as visuals. The Bug Lab trip was a great success, particularly in the way that it included the children with special needs.
- The *Out of School Child Care Centers* are proud of their efforts to build relationships with families and encourage more family involvement. They have held many family events at the centers, like movie nights, pizza evenings, and family picnics.
- Staff, children and families at all of our child care centers have enjoyed spending time together at the Winter Family Potluck and Summer Family Picnic, as well as special celebrations such as a Mother's Day Tea, Father's Day Tea, BACI's

Family Skating Party, Child Care month pancake breakfast, and Kindergarten Graduation.

Gratitude and Appreciation

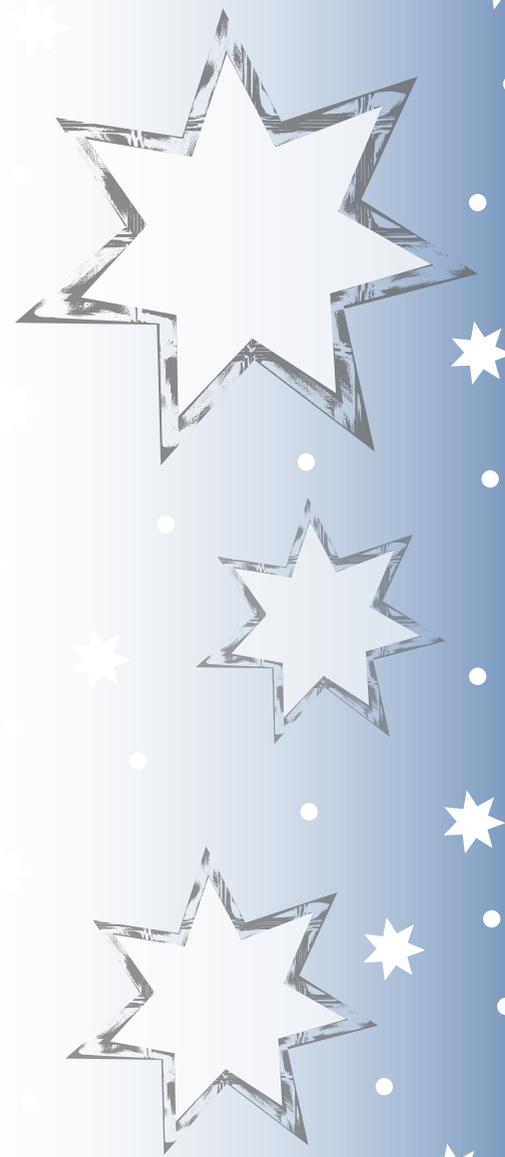
- The team of Early Childhood Educators (ECEs) has seen all the children grow, mature and develop over the past year. These children have grown leaps and bounds in terms of their social/emotional, speech and language, fine and gross motor, and cognitive abilities.
- For the children with special needs, being in a group setting with their peers and participating in all the activities at the center has surely contributed to their growth and development. ECEs feel so privileged to be a part of these young people's lives – particularly at such a crucial time in their development.
- We send special thanks to all the children and families who are part of our child care centers.
- The staff have truly pulled together to make sure that this has been a year of growth and positive development in an environment that is safe, nurturing and – let's not forget – lots of fun.

The Future of BACI Child Care Services

- BACI will continue to strive for excellence in our child care programs.
- One of the most important factors in determining the quality of our programs is the quality of the staff. Consequently, BACI will continue to strive to retain and recruit qualified Early Childhood Educator (ECE) staff, despite the challenging environment of low wages and significantly less government support.
- Unfortunately, with our existing long waitlists and limited child care spaces, many families will continue to struggle to access affordable quality child care.

- The increase of fees (due to government funding cutbacks) has made it difficult for some families to maintain financial stability – particularly if they have more than one child needing care. Families are forced to look at other child care options.
- As an agency, BACI will continue to advocate strongly **AGAINST** government cuts to child care funding and **FOR** higher levels of government funding so we can provide high quality, inclusive child care that is accessible to **ALL** families.

A very special thank you to the dedicated and knowledgeable staff who provide quality care to all the children. BACI, the children, and their families are truly grateful for your ongoing commitment. Children's achievements in school and life are influenced by their early educational experiences. Our early childhood educators play a significant role in those experiences. Despite the numerous on-going challenges in the field of child care, such as staff turnover and funding, the supervisors and staff continue to provide quality service. The parent survey confirms that families have a high level (96%) of satisfaction with the child care centers.



★ Infant Development Program

“There is a star in your eye that only I can see. There is a place in your heart where only I want to be.”



Parent Action Network

The Support Group for Families of Young Children has a new name – the Parent Action Network for Families with Infants and Children with Special Needs, commonly referred to as PANIC. The Group met monthly during the past year at our Royal Oak location. Families came for dinner and visiting, then enjoyed playing music with instruments loaned out for the evening by the patient and versatile musician leader, Greg. We are very grateful to Greg for his enormous contribution of time, energy, and talent!

This Group meets the needs of many children and families and often fifty or more people attend.

One of the current BACI Strategic Plan Goals is to keep BACI a warm, welcoming place and this Group exemplifies this goal. People of all ages come to talk with each other, play with their peers, make music, sing, and are so happy during the time they are

at the Group. This is a very inclusive group, where many people have made friendships which are on-going, and they get together and keep in touch outside of the Group.

On-Line Resource Guide

Our work towards the On-Line Resource Guide for Families of Young Children is continuing.

In April of this year the www.untape.com website was launched, which we contributed to with ideas and website links. This is a work in progress, and will continually be updated and modified to meet the needs of children and their families who will benefit from accessing this information. One of our goals with making these resources more accessible to families is to help them become, or continue to be, strong advocates for themselves and their children. We are happy to be promoting this part of the BACI Strategic Plan – advocating for human rights and helping families learn advocacy skills. This is an important part of our roles as Infant Development Consultants..

Our Employees

Our Program welcomed back Alice Hutchings-Niwinski from her second maternity leave, and we are so pleased to have her back! We wish Tara Herman our best for her

maternity leave in starting July, and Christine Fang is busy making wedding plans for her big day in September.

Family Program Diversity

We offer a diverse range of groups for families in our Program, some of whom are on the waiting list for an Infant Development Consultant to be assigned to them so they may receive home-visits. Many families who attend these groups already receive home-visits. Some families prefer the groups and do not want home-visits, so we are able to meet many families' needs. Every group was filled to capacity and we have added more and new groups to our Program this year. Once again, we try our best to keep our groups and the IDP a warm, welcoming place.



Our Program received formal recognition from the accreditation surveyors regarding the high quality services for children and families, and we will do our best to continue with this BACI Strategic Plan Goal.

Our Program is extremely grateful to BACI for the on-going support we receive.





Advocacy

“We are written in the stars...all that separates us is time, the time it takes to read the map which was placed within our hearts, to find our way back to one another.”

Advocacy

- The BACI Strategic Plan directs us to ensure that all children are included in society, to work to get much-needed services, and to advocate for people with disabilities in areas of housing, transportation, and access.
- When our Advocacy Committee becomes aware of issues that have an impact on our members, we work to make positive change in our community.
- The Advocacy Committee members are Rachel Goddyn (Chair), Nellie Wong, Carol Stinson, Dave and Lori Sherritt, Wendy and Phil Allen, Gerry Juzenas, Vaughn Lind, Denis Bell, Kevin Lusignan, Sarah Baumbusch, Craig Langston, and Lois Godfrey. Carol Broomhall and Richard Faucher provide staff support. What follows is an overview of some of the issues that the Advocacy Committee worked on in the past year.

Burnaby Schools

We are encouraged by our growing relationship with the Burnaby School District. This year BACI participated in the District-wide *Professional Development Day* in February.

- We held workshops for teachers, which focused on the transition that occurs

after high school for students with disabilities. We included our friends from PLAN, the Family Support Institute, AccessWorks and Steps Forward, who made presentations to the teachers who attended.

- Two students who have disabilities shared moving perspectives on how life in high school was for them. It gave the educators insight into how they overcame obstacles so that their learning was not impacted.
- The workshops provided an opportunity for teachers to learn more about developing the strategies and supports required when students graduate. We are very pleased with the outcome, and are advocating that our involvement in the Burnaby School District's Pro-D Day continue on an ongoing basis.

Our BACI Strategic Plan goals include being strong advocates for human rights and promoting inclusion. Accordingly, we are still advocating for the development of an *Inclusion Policy* for children with disabilities.

- Currently, there is no policy on inclusion and we feel that it is important that the concept of inclusion is included. We understand that a new policy manual is

in the works, and we hope to be able to report in the coming year that an Inclusion Policy is encapsulated within that manual.

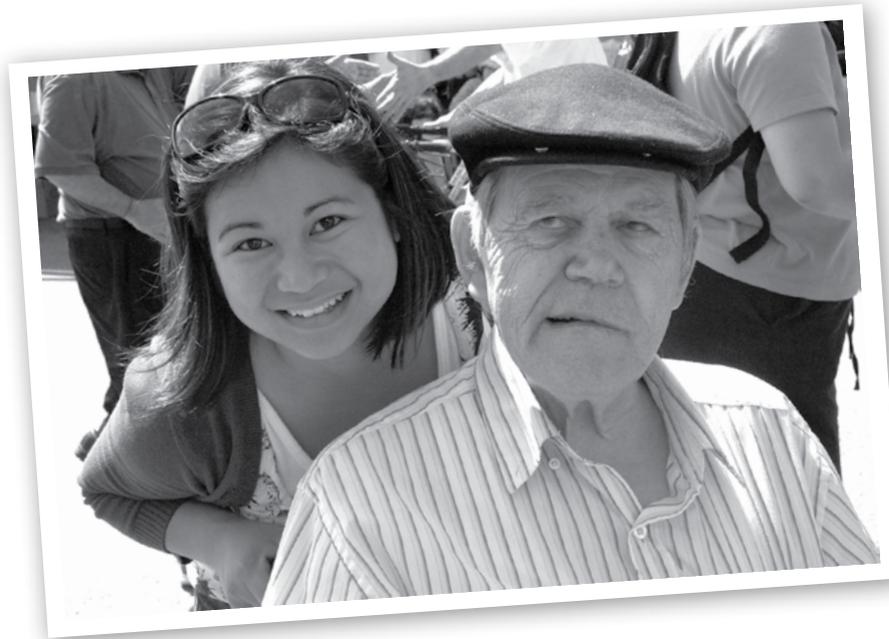
The Adopt-a-School Trustee Program began April 2006.

- The program focuses on promoting inclusive practices for children with disabilities in the schools by creating lasting relationships between parents and the Burnaby School Trustees.
- We are pleased to report that we are encouraged by the effort put forward by some Burnaby School Trustees. In October of 2008, we will fully report to the BACI membership on the success of the this program.
- The BACI Adopt-a-School Trustee Committee members are: Carol Stinson, Janny Kam, Rachel Goddyn, Kevin Lusignan, Janet Gan, Eshani Biyagamage and Susan Kwan.

City of Burnaby

- The Advocacy Committee has continued to work with the City of Burnaby's Access Advisory Committee to promote inclusion as well as encourage accessibility to those with physical disabilities, who are hard of hearing, and sight impaired.

★ Advocacy (continued)



- A member of our committee sits on the Access Advisory Committee. We continue to encourage the City to improve accessibility in our community. Moreover, we keep an eye on public facilities, old and new, to provide advice on accessibility issues.
- We have also been working with the City to ensure that Taxi drivers are trained to be sensitive to issues pertaining to people with disabilities.

Transportation

- The Advocacy Committee has continued to press Coast Mountain Bus Lines and TransLink with respect to access issues on public transportation systems. The Advocacy Committee met with representatives from TransLink to discuss access issues and share the concerns that we

- have heard from our members. They told us that they are continuing to try to refine accessibility on public transit and on HandiDart.
- One of our committee members sits on the new Translink Users' Advisory Committee that has five disabilities represented.
- One of BACI's staff made a video of our committee member Phil traveling by bus in his scooter. The video demonstrates the superiority of the new bus design and Phil's efforts in identifying points along Kingsway which impede wheelchair access.

Community Living British Columbia (CLBC)

- It is abundantly clear to us that CLBC is very under-funded, and therefore we

- often hear about the difficulties that people face as they wait for services.
- It is bad enough that people have to wait for much-needed services; others cannot get on the waitlist at all. Many people/families are deemed not eligible for services because of the IQ criteria. CLBC was taken to court, and the Courts clearly ruled that IQ should not be used as criteria. Now the province has quietly put into law that individuals with an IQ of over 70 should not be supported.
- Our Advocacy Committee will continue to advocate against this legislation.

British Columbia Association for Community Living (BCACL)

- The BCACL is a federation of community living associations. Accordingly, we have sent a resolution requesting that the BCACL develop an Adopt-An-MLA Program not unlike our Adopt-A School Trustee Program. We feel that we need to connect with every MLA in order to ensure that the message of CLBC underfunding is a BC Government priority.

BACI's Advocacy Presence on the Web

- Our *BACI Family Support and Advocacy Website* provides our members with news and information about disability issues from a variety of sources. Go to gobaci.com and there is a link for the Family Support and Advocacy page.
- This website also helps to organize the Advocacy Committee and the Adopt-a School Trustee Committee. It is a place we keep our agendas, minutes and corre-

"Be humble for you are made of earth, be noble for you are made of stars."

- spondence, and enables us to communicate with each other behind the scenes.
- BACI has launched an exciting new website for parents and families to help each other find their way through the maze of bureaucracy and red tape – *Untape.com*.
- Untape.com is a place where you can share your proven solutions with others who are struggling to find their way. And when you need a tip for you or yours, it will be the place to go to find out the best way to get the services or help you need.
- Untape is easy to use. Just go to www.untape.com and register. It takes just a second, and then you can add your own tips or rate the ones already there.

The Advocacy Committee has had a busy and productive year. We know that collectively we have made a difference for people with disabilities in our community. At the same time, we must be resolute and continue to advocate in the coming year so that we can protect the services we have and improve on the services we need.

Please contact one of the members of the Advocacy Committee if you have an issue that needs addressing or are interested in getting involved.

Advocacy Assistance

- BACI provides advocacy support and coaching for families who are having difficulties with the system. Over the past year, several families have received assistance with their advocacy efforts.

If you need help from the Family Advocate, please call Richard Faucher or Tanya Sather at 604.299.7851.





BACI supports families – helping each family member to shine as brightly as possible!

Family Support

Parent Information and Support Group

The activities in Parent Information and Support were varied this year. The group met at their new location on Royal Oak Avenue called the Family Gathering Place. The location is working out very well and, most importantly, everyone has been able to find it!

Highlights of the year were:

- New tax initiatives: Jack Styan from PLAN came to our January meeting to discuss the new legislation for the Registered Disability Savings Plan and review some of the things we need to consider if we want to open a plan for our family member. In March, we welcomed back Eileen Reppenhagen to discuss how to maximize our tax deductions and reduce the taxes we pay.
- Inclusive Education: We are excited about the closer working relationship that has evolved between BACI and the Burnaby School District. Speakers from Learning Services attended our October meeting to discuss accessing resources in the district. This was followed by an invitation to participate in the district-wide Professional Development Day in February. At the Pro-D day, BACI presented the movie "Including Samuel" to the education professionals. It is a powerful documentary about inclusion – one we also screened at the parent group in February.
- Employment for people with disabilities: Megan Feduck from BCACL spoke to the

parent group in November about new initiatives in employment. BACI and CLBC also provided opportunities this year for parents and family members in Burnaby to learn more about supported employment, self-employment and employment training opportunities.

- Parent Information and Support newsletters are distributed to families – by mail and e-mail – at least 10 times a year. Brief e-mail updates are sent on a more frequent basis.
- More and more family members tell us that they get almost all of their information and support from the internet.
- We continue to keep the Family Support website updated (<http://family.gobaci.com>), and our internet presence is expanding with the addition of the Untape site this year (www.untape.com).

Untape.com provides tips to help families cut through government bureaucracy to better access supports and services for their loved one. We encourage family members to visit the site and find a tip, add a tip, or rate a tip.

- Parent Information and Support group members will be frequent contributors to both websites.

PANIC

For information on the Parent Action Network for Families with infants and Children (PANIC), please see page 24 of this report.



**“The sky is filled with stars,
invisible by day.”**

planning

teamwork

action

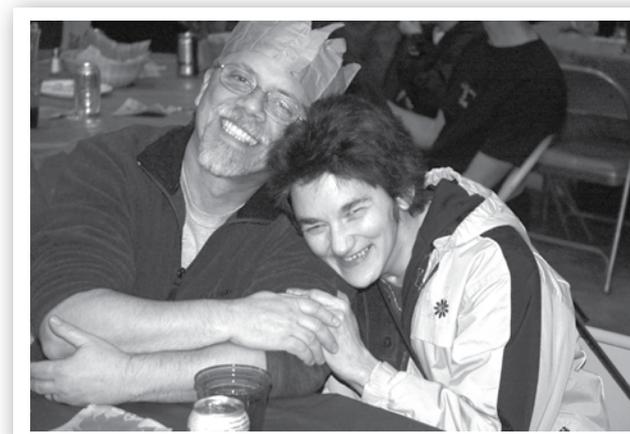
commitment

care

**BACI’s hidden stars – dedicated committee members
quietly helping us achieve our goals with care and planning**

BACI Committees

“I know nothing with any certainty, but the sight of stars makes me dream.”



- More employees have a greater awareness of their own level of wellness.
- Greater awareness of health and safety in the workplace.
- More team-focused activities for employees.
- Continued partnership with Douglas College Nursing students, who work on health and wellness projects throughout the organization.

Vocational Committee

- This small but determined committee meets monthly to ensure the ongoing success and evolution of Action Packaging and the Woodshop.
- We have continued to review all contracts and projects as usual, but this past year we have broadened our horizons to include the possibility of “meaningful work for meaningful pay” for any of the participants of these programs who are interested in paid employment.

Wellness Committee

- BACI’s Wellness Program was established in 2001 – a key goal of BACI’s strategic plan.
- The Wellness Committee meets on a monthly basis to identify what is going well and incorporate new ideas from the staff.
- This workplace wellness program focuses on the needs of the employees, through prevention, recognition and assistance.

surveys, a lunch-time Walking Club, weekly yoga classes, weekly reflexology/massage sessions, occasional pub nights, talent nights, and team activities.

- In-house and HealthCare Benefits Trust (HBT) survey of employees.
- Wellness Committee comprised of employees representing each department.
- On-line Employee Wellness Program – the BACI Bonus Points Program – launched.
- A Health and Wellness Fair held.
- More employees involved in wellness activities.

Strategic Plan Initiative

BACI recognized as one of the top employers in the community living movement.

- On-going yearly activities include employee training, information sessions,



★ BACI Committees (continued)



- The committee unanimously agreed that feasibility studies should be undertaken in both programs. These would determine the potential for competitive business activities that would provide employment opportunities.

Committee on Seniors' Issues

- The Committee on Seniors Issues would like to extend an invitation to all BACI members who are reaching 60 years of age to come and join us in our celebrations and activities by calling and letting us know who you are. We can assure you an enjoyable and interesting time.
- Judging by comments from past attendees, we are pleased to note that we have achieved some success in making

the Burnaby Association for Community Inclusion a warm and welcoming place for our senior members.

- Continuing with the celebration of our diversity, the Seniors' Committee's gathering in November 2007 honoured our membership of Italian descent. We celebrated over bowls of pasta and lasagna, Caesar salad, and many other goodies.
- The Spring gathering this year reflected a more Canadian style, with a cold lunch, picnic style.
- The entertainment at our events are a variety of in-house talents provided by our sons and daughters in various programs, as well as a variety of talents from the outside community. We welcome new ideas.

When you have reached the "Golden Age," please call BACI Reception at 604.299.7851, and tell them that you would like to be a part of the Seniors' group and receive their mailings and invitations.

Philia Goals

- BACI became involved with the national Philia dialogue in 2001, promoting the core values of hospitality, reciprocity, respect and tolerance.
- Philia centres on building friendships and creating a more inclusive community where all people are valued for their gifts and contributions.
- Philia fosters innovative initiatives which promote more inclusive environments.

Strategic Plan initiatives

Inclusion – Keep BACI a warm welcoming place

- The Hospitality Committee at BACI can be seen welcoming family, friends and guests at many BACI events.
- The SFU Best Buddies Club partnered with BACI to facilitate four new friendships this past year.
- BACI participated in all 6 of the volunteer fairs hosted by Volunteer Burnaby in the community.
- The Diversity Team at BACI meets to discuss how we can create more respectful, tolerant and inclusive environments.



We look forward to travelling along this path towards greater sustainability for our organization, and greater opportunity for community involvement and economic freedom for the individuals we support.



**BACI's most valuable resource –
the time and care our staff give on a daily basis,
each one a shining star in their own right!**

Finance and Technology

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



Overall Finance and Technology Introduction

Overall results
On comparative basis, operations has increased 5.5% over last year (2007 was 20%). The increase is consistent with our historical trends of 6% on average. This year's increase indicates a healthy growth for the Association. By comparison, the prior year's increase was larger than normal due to a one-time incentive payment for staff.

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 \$369 is less than 0.1% of the total revenues. In spite of breaking even, the Association was able to internally finance the reconstruction of Neville House, significantly reducing carrying charges during the year.

The Association maintains sufficient cash flow and access to 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 decreased by a modest \$20,000. The change reflects the cyclical nature of the reserves and the fact that substantial upgrades and replacements occurred in the 2007/2008 fiscal year. As indicated last year, the Association projects to incur significant usage of the reserves in the next two to three years. This is a normal and appropriate use of the funds.

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Auditors' report

To the Members of the Burnaby Association for Community Inclusion

We have audited the statement of financial position of the Burnaby Association for Community Inclusion as at March 31, 2008, 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 to 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, 2008, 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.



Deloitte & Touche LLP
Chartered Accountants
June 16, 2008



Burnaby Association for Community Inclusion Statement of Operations – Year Ended March 31, 2008

| | 2008 \$ | 2007 \$ |
|--|-------------------|-------------------|
| Revenues | | |
| Provincial and Federal Ministry of Children and Family Development and Community Living British Columbia contracts | 13,009,511 | 12,508,268 |
| British Columbia Housing and Management Commission subsidy | 428,964 | 434,903 |
| Federal government contracts | 20,653 | 26,615 |
| Canada Mortgage and Housing Corporation subsidy | - | 11,131 |
| Other sources | | |
| User fees | 1,932,139 | 1,637,387 |
| Contracts | 100,473 | 86,540 |
| Other revenues | 306,086 | 210,938 |
| Fundraising | | |
| Gaming (Note 2 (c)) | 100,000 | 100,500 |
| United Way | 58,810 | 57,487 |
| Donations and gifts | 22,793 | 29,918 |
| Sharing Our Future (Note 14) | 22,134 | 3,000 |
| Transfer of deferred contributions | | |
| Property, plant and equipment | 143,397 | 179,589 |
| | 16,144,960 | 15,286,276 |
| Expenses | | |
| Human Resources | | |
| Wages and benefits | 10,399,525 | 10,053,070 |
| Staff training | 64,699 | 94,011 |
| Program | | |
| Purchased services | 2,025,514 | 1,632,759 |
| Program costs | 1,048,547 | 946,828 |
| Transportation | 290,520 | 263,721 |
| Client recreation and education | 124,612 | 135,804 |
| Client incentives | 100,080 | 102,474 |
| Occupancy | | |
| Mortgage interest and lease payments | 902,172 | 794,606 |
| Repairs and maintenance | 346,392 | 387,301 |
| Property taxes, utilities, and insurance | 313,288 | 283,188 |
| Amortization of property, plant and equipment | 529,980 | 575,453 |
| | 16,145,329 | 15,269,215 |
| (Deficiency) excess of revenues over expenses for the year | (369) | 17,061 |

Burnaby Association for Community Inclusion
Statement of Changes in Net Assets – Year Ended March 31, 2008

| | Restricted - Replacement Fund \$ | Unrestricted \$ | Statement II | |
|---|---|--------------------|---------------------|---------------------|
| | | | 2008 Total \$ | 2007 Total \$ |
| Balance, beginning of year | 326,253 | 67,702 | 393,955 | 376,894 |
| (Deficiency) excess of revenues over expenses | - | (369) | (369) | 17,061 |
| Internally imposed replacement reserve usage | (25,088) | - | (25,088) | - |
| Internally imposed restrictions (Note 11) | 13,027 | (13,027) | - | - |
| Balance, end of year | 314,192 | 54,306 | 368,498 | 393,955 |



Burnaby Association for Community Inclusion
Statement of Financial Position – As at March 31, 2008

| | 2008 \$ | 2007 \$ |
|--|-------------------|-------------------|
| Assets | | |
| Current assets | | |
| Cash | 475,027 | 1,033,075 |
| Accounts receivable | 130,434 | 158,906 |
| Prepaid expenses | 96,682 | 62,032 |
| | 702,143 | 1,254,013 |
| Investment - Estate of Hannah Filby (Note 3) | 405,201 | 389,152 |
| Replacement Reserve Fund (Note 7) | 1,022,269 | 1,042,702 |
| Property, plant and equipment (Note 5) | 11,870,829 | 10,625,068 |
| | 14,000,442 | 13,310,935 |
| Liabilities | | |
| Current liabilities | | |
| Accounts payable and accrued liabilities | 1,414,293 | 1,238,695 |
| Deferred revenue | 150,741 | 179,872 |
| Due to Sharing Our Future Foundation (Note 14) | 5,541 | 13,853 |
| Current portion of mortgages payable (Note 6) | 261,376 | 236,931 |
| Current portion of loan from Sharing Our Future Foundation (Note 14) | 1,990 | - |
| | 1,833,941 | 1,669,351 |
| Mortgages payable (Note 6) | 9,328,273 | 8,738,768 |
| Loan from Sharing Our Future Foundation (Note 14) | 96,588 | - |
| Deferred contributions | | |
| Replacement Reserve Fund (Note 8) | 708,078 | 716,449 |
| Property, plant and equipment (Note 9) | 1,259,863 | 1,403,260 |
| Estate of Hannah Filby (Note 10) | 405,201 | 389,152 |
| | 13,631,944 | 12,916,980 |
| Net assets (Note 11) | | |
| Restricted - Replacement Fund | 314,192 | 326,253 |
| Unrestricted | 54,306 | 67,702 |
| | 368,498 | 393,955 |
| | 14,000,442 | 13,310,935 |
| Contingencies and commitments (Note 13) | | |

Approved by the Board:

Troy Nikolai, President Nailin Esmail, Treasurer

Burnaby Association for Community Inclusion
Statement of Cash Flows - Year Ended March 31, 2008

| | 2008 | 2007 |
|--|----------------|------------------|
| | \$ | \$ |
| Operating activities | | |
| (Deficiency) excess of revenues over expenses for the year | (369) | 17,061 |
| Items not affecting cash | | |
| Amortization of property, plant and equipment | 529,980 | 575,453 |
| Transfer of deferred contributions - property, plant and equipment | (143,397) | (179,589) |
| | 386,214 | 412,925 |
| Change in non-cash operating working capital items | | |
| Accounts receivable | 28,472 | 29,689 |
| Prepaid expenses | (34,650) | 2,001 |
| Accounts payable and accrued liabilities | 106,681 | 201,794 |
| Deferred revenue | (29,131) | 58,710 |
| Due to Sharing Our Future Foundation | (8,312) | 16,853 |
| | 449,274 | 721,972 |
| Investing activity | | |
| Additions to property, plant and equipment, net of amounts in accounts payable | (1,706,824) | (550,812) |
| Financing activities | | |
| Transfer to replacement reserve | (13,027) | (12,100) |
| Mortgage principal repayments | (248,549) | (271,843) |
| Mortgage advances | 862,500 | - |
| Loan from Sharing Our Future Foundation, net of repayments | 98,578 | - |
| Receipts of deferred contributions - property, plant and equipment | - | 443,682 |
| | 699,502 | 159,739 |
| Net cash (outflow) inflow | (558,048) | 330,899 |
| Cash, beginning of year | 1,033,075 | 702,176 |
| Cash, end of year | 475,027 | 1,033,075 |
| Supplemental information | | |
| Interest paid | 589,418 | 466,404 |

Burnaby Association for Community Inclusion
Notes to the Financial Statements – March 31, 2008

1. **Purpose of the Association**

The Burnaby Association for Community Inclusion (the "Association") provides supports 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) **Financial instruments**

On April 1, 2007, the Association adopted the accounting recommendations of the Canadian Institute of Chartered Accountants ("CICA") Handbook Section 3855, Financial Instruments - Recognition and Measurement, and Section 3861, Financial Instruments - Disclosure and Presentation. The Association adopted these standards retroactively without restatement of the prior year. These sections required the Association to classify, measure and present its financial assets as outlined below.

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.

(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.

The new standards had no impact on the Association at April 1, 2007, or for the year ended March 31, 2008.

(b) **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.

Burnaby Association for Community Inclusion
Notes to the Financial Statements – March 31, 2008

2. Significant accounting policies (continued)

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 child care programs. These fees are recognized as revenue when earned.

(c) 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.

(d) 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 the 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 mortgages |
| Equipment and furnishings | 20%-25% straight-line method |
| Vehicles | 25% straight-line method |

Amortization is charged to operations.

(e) 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.

(f) 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.

(g) 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.

Burnaby Association for Community Inclusion
Notes to the Financial Statements – March 31, 2008

2. Significant accounting policies (continued)

(h) Future accounting changes

In December 2006, the CICA issued Handbook Section 3862, Financial Instruments - Disclosures; Section 3863, Financial Instruments - Presentation; and Section 1535, Capital Disclosures. All three sections will be applicable to financial statements relating to fiscal years beginning on or after October 1, 2007. Accordingly, the Association will adopt the new standards for its fiscal year beginning April 1, 2008. Section 3862 on financial instruments disclosures requires the disclosure of information about: (a) the significance of financial instruments for the entity's financial position and performance, and; (b) the nature and extent of risks arising from financial instruments to which the entity is exposed during the period and at the balance sheet date, and how the entity manages those risks. Section 3863 on the presentation of financial instruments is unchanged from the presentation requirements included in Section 3861. Section 1535 on capital disclosures requires the disclosure of information about an entity's objectives, policies and processes for managing capital.

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.

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

| | Cost \$ | Accumulated amortization \$ | 2008 Net book value \$ | 2007 Net book value \$ |
|---------------------------|-------------------|-----------------------------------|---------------------------------|---------------------------------|
| Land and buildings | 14,951,722 | 3,262,889 | 11,688,833 | 10,399,076 |
| Equipment and furnishings | 1,176,913 | 1,105,301 | 71,612 | 98,741 |
| Vehicles | 684,018 | 573,634 | 110,384 | 127,251 |
| | 16,812,653 | 4,941,824 | 11,870,829 | 10,625,068 |

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.

Burnaby Association for Community Inclusion
Notes to the Financial Statements – March 31, 2008

6. Mortgages payable (continued)

| | Annual interest rate % | Monthly mortgage repayment \$ | Monthly BCHMC subsidy \$ | Renewal date | Principal outstanding 2008 \$ | 2007 \$ |
|----------------|------------------------|-------------------------------|-----------------------------|--------------|-------------------------------|------------------|
| Carson | 3.900 | 1,205 | 285 | 02/01/2013 | 64,646 | 76,070 |
| Clinton | 3.900 | 1,204 | 285 | 03/01/2013 | 65,596 | 76,971 |
| Cumberland | 4.280 | 1,293 | 319 | 09/01/2008 | 174,641 | 182,545 |
| Deer Lake | 4.590 | 1,163 | 562 | 08/01/2011 | 114,922 | 123,431 |
| D's Place | - | - | - | 10/01/2007 | - | 10,725 |
| Eastburn | 4.330 | 1,374 | 328 | 09/01/2009 | 192,661 | 200,675 |
| Edmonds | 4.470 | 1,261 | 380 | 12/01/2008 | 172,03 | 179,357 |
| Filby Court | 4.470 | 4,485 | 4,485 | 12/01/2008 | 692,517 | 715,052 |
| Genesis | 5.590 | 5,310 | - | 07/01/2012 | 855,679 | - |
| Oakland | 4.590 | 1,163 | - | 08/01/2011 | 114,922 | 123,431 |
| Orchard Height | 5.010 | 3,433 | 3,433 | 12/01/2010 | 598,348 | 609,571 |
| Sardis | 8.000 | 571 | - | 11/01/2024 | 63,394 | 65,184 |
| Still Creek | 5.680 | 4,439 | - | 05/01/2012 | 381,536 | 412,688 |
| Stride Place | 5.180 | 33,718 | 27,177 | 08/01/2016 | 6,048,932 | 6,140,966 |
| Victory | 4.470 | 971 | - | 12/01/2008 | 49,819 | 59,033 |
| | 61,590 | 37,254 | | | 9,589,649 | 8,975,699 |
| | | | Less current portion | | 261,376 | 236,931 |
| | | | | | 9,328,273 | 8,738,768 |

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

| | |
|-----------|------------|
| 2009..... | \$ 263,366 |
| 2010..... | \$ 276,655 |
| 2011..... | \$ 290,563 |
| 2012..... | \$ 305,124 |
| 2013..... | \$ 308,438 |

Included with occupancy expenses is \$508,528 (2007- \$460,447) 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).

Burnaby Association for Community Inclusion
Notes to the Financial Statements – March 31, 2008

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:

| | BCHMC \$ | CMHC \$ | CLBC/COB \$ | 2008 Total \$ | 2007 Total \$ |
|-------------------------------|----------------|---------------|----------------|----------------|----------------|
| Opening balance | 465,565 | 66,060 | 184,824 | 716,449 | 606,252 |
| Interest earned | 15,164 | 2,152 | 6,020 | 23,336 | 18,716 |
| Additions during the period | 76,081 | 4,014 | 34,452 | 114,547 | 114,547 |
| Withdrawals during the period | (47,822) | - | (98,432) | (146,254) | (23,066) |
| Ending balance | 508,988 | 72,226 | 126,864 | 708,078 | 716,449 |

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:

| | 2008 \$ | 2007 \$ |
|------------------------------------|------------------|------------------|
| Balance, beginning of year | 1,403,260 | 1,139,167 |
| Contributions received in the year | - | 443,682 |
| Amounts transferred to revenue | (143,397) | (179,589) |
| Balance, end of year | 1,259,863 | 1,403,260 |

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:

| | 2008 \$ | 2007 \$ |
|-----------------------------|----------------|----------------|
| Balance, beginning of year | 389,152 | 373,679 |
| Interest earned | 16,049 | 15,473 |
| Balance, end of year | 405,201 | 389,152 |

11. Net assets

(a) Restricted net assets

In 2008 the Association internally restricted \$13,027 (2007- \$12,100) of net assets to be used as a replacement fund and expended \$25,088 (2007 - \$Nil) of previously restricted amounts. Combined with the opening balance of \$326,253 (2007 - \$314,153), total restricted net assets at March 31, 2008 are \$314,192. 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.

Burnaby Association for Community Inclusion
Notes to the Financial Statements – March 31, 2008

11. Net assets (continued)

(b) Unrestricted net assets

Included in unrestricted assets is \$922,739 (2007 - \$246,109), which represents an investment in capital assets, resulting in a net unrestricted deficit of \$868,433 (2007 - \$178,407).

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, 2008 and 2007, no amounts were outstanding on the line of credit.

13. Contingencies and commitments

(a)

At March 31, 2008, the Association was aware that a liability may exist with respect to the funding versus the provision of long-term disability (“LTD”) benefits. The amount of this liability was subject to negotiations between the Association’s new LTD carrier and Healthcare Benefits Trust. Management’s best estimate of its liability is \$22,000.

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:

| | |
|--------------|-------------------|
| 2009 | \$ 301,174 |
| 2010 | 176,073 |
| 2011 | 74,234 |
| 2012 | 17,110 |
| 2013 | 4,421 |
| Total | \$ 573,012 |

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, 2008

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, 2008, the Foundation had total assets of \$969,915 (2007 - \$989,014), total liabilities of \$730,380 (2007 - \$765,160), net assets of \$239,535 (2007 - \$223,854), including restricted net assets of \$203,032 (2007 - \$203,032), total revenues of \$92,515 (2007 - \$72,241), total expenditures of \$54,700 (2007 - \$44,912) and an excess of revenues over expenditures of \$37,815 (2007 - \$27,329).

In addition to total expenditures, the Foundation made contributions of \$22,134 (2007 - \$3,000) 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 (2007 - \$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 payable by the Association in respect of all transactions was \$5,541 as at March 31, 2008 (2007 - \$13,853 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 \$4,120 of interest on this advance. The outstanding balance as at March 31, 2008, was \$98,578, of which \$1,990 (2007 - \$Nil) was included in current portion of long-term debt.

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, a due to Sharing Our Future Foundation account, 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. Subsequent event

Subsequent to year end, the Association completed the development of a building and was advanced a demand loan of \$630,000, secured by the land and building at a rate of 5.5% per annum.

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"Stars, in your multitude, scarce to be counted, filling the night sky with order and light."



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 Leclair, S.
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 Lepper, M.
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 Stinson, C. & G.
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 Yu, A. & V.
 Yu, M.





Donors of Quotes

"We cannot hold a torch to light another person's path without brightening our own."
– Ben Sweetland

"Reach high, for stars lie hidden in your soul. Dream deep, for every dream precedes the goal."
– Pamela Vaull Starr

"There are as many possibilities in life as there are stars."
– Unknown

"Ideals are like stars; you will not succeed in touching them with your hands... but you can choose them as your guides, and following them, you will reach your destiny."
– Carl Schurz

"Just like the falling rainbow, just like the stars in the sky, life should never feel small."
– Vearncombe Fortissimo

Reach for the moon and you might just catch a star
– Unknown

"When you realize how perfect everything is you will tilt your head back and laugh at the sky."
– Buddha

If I could reach up and touch a star for every time you made me smile, I'd have the entire night sky in the palm of my hand.
– Unknown

All the stars in the sky cannot compare to a child's smile.
– Unknown

"Star light, star bright, first star I see tonight. I wish I may, I wish I might, wish upon a star tonight..."
– Unknown

"There is a star in your eye that only I can see. There is a place in your heart where only I want to be."
– Unknown

"We are written in the stars...all that separates us is time, the time it takes to read the map which was placed within our hearts, to find our way back to one another."
– Unknown

"Be humble for you are made of earth, be noble for you are made of stars."
– Original Serbian proverb

"I know nothing with any certainty, but the sight of stars makes me dream."
– Vincent Van Gogh

