



*Inclusion through Innovation*  
*our stories...*



**Annual Report 2010**

Burnaby Association for Community Inclusion

## Vision (What we want):

A society that **includes** all people

## Mission (What we do):

BACI creates places where people of all ages

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



# Table of Contents

Message from the President	3
Message from the Executive Directors	5
Organizational Services	6
Family Services	10
Infant Development	13
Children's Services	15
Adult and Youth Services	19
Committees	30
Auditor's Report	33
Financial Statements	34
Funders, Donors and Sponsors	46
Board of Directors	47



# Message from the President

Troy Nikolai



Three years goes by so fast!!! It's time to allow someone else the opportunity to be President. But as President, I get one final opportunity to tell you about this community know as the Burnaby Association for Community Inclusion (BACI).

BACI as an organization has seen so much activity in the last three years. We passed our accreditation with flying colors AGAIN... We have increased our budget by approximately 25% which has allowed us to serve even more fabulous individuals... We have seen the establishment of the Registered Disability Savings Plan (RDSP) as a tool for individuals with disabilities to plan and save for the future... We had Prime Minister Steven Harper give a presentation at the BACI Still Creek Centre (What other organizations can say they had the current Prime Minister at one of their events?) and so much more.

Yes there have been many high points in the last three years, but it has not always been easy. Canada and the whole world faced a recession and BACI had to adjust. But what makes BACI so amazing is that it can and did adjust!!! BACI, through our management team, board, stakeholders and individuals we serve is always thinking of ways to serve more effectively. BACI has adjusted to the economic challenges that have occurred in the last years and I am confident that it will continue to

do so in the future. The majority of BACI clients are still served in the City of Burnaby, but in the past three years, BACI has begun serving in Vancouver. Obviously someone thinks we are doing something right and I would have to agree!

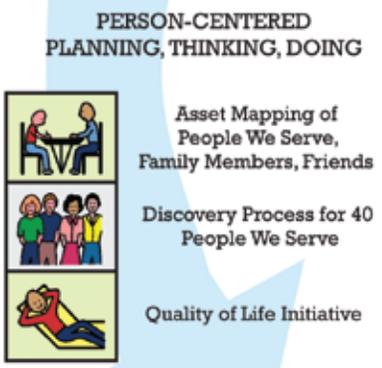
In one of my previous messages, I told you that BACI strives to be a leader in the world we operate, and I believe we are continuing to lead through our example of never turning people away. Yes it is true that sometimes we are not able to successfully accommodate every request, but our management has always allowed people to be heard and wherever possible we work to improve life for all.

**I will miss being president, but I will not be far away. I would like to thank everyone for their support and assistance over the past three years and I look forward to many new and exciting things to come from BACI.**

# ECONOMIC INCLUSION



# INCLUSION INNOVATION



Burnaby Association for Community Inclusion



# Message from the Executive Directors

Richard Faucher and Tanya Sather

Each year, our Annual Report highlights individual reports from BACI's programs and services. This year, the Annual Report is a bit different because, as opposed to traditional reports, this document summarizes what the Association accomplished via the 2006-2010 Strategic Plan. We felt the best way to celebrate our Strategic Plan and its achievements is through stories...and more specifically stories about inclusion and innovation.

How did we get here? Why are stories about inclusion and innovation so important? Five years ago, we started with the hopes and dreams of the people we support, their families, Board members, employees, funders, and community friends. From those hopes and dreams, we developed our Strategic Plan – our Path – to where we wanted to be as an organization and how we wanted to get there.

How did we get there? We set goals. And through these goals, we started to accomplish wonderful things at BACI. As we worked on these goals, we also reviewed the Strategic Plan and further identified what BACI really wanted to accomplish. Four key areas emerged as the pillars of the Strategic Plan - Social & Economic Inclusion, Sustainability, Person Centred-Thinking, and Top Employer. The graphic on the opposite page illustrates how these complement and support each other.

And through even more work, discussions and setting priorities, it became clear that we were working under the guidance and practices of two themes -



## **INNOVATION and INCLUSION.**

What does INCLUSION mean? What does INNOVATION mean? Why are these words so reflective regarding BACI's accomplishments this past five years? Essentially, inclusion is who are and what we stand for as an organization. Innovation is the tool to take us where we want to be. In other words, innovation is the permission to take the risks and make the commitments to want and expect better.

In a traditional Annual Report, you read typical lists and "accomplishment" reports. However, to truly celebrate and illustrate the successes of our Strategic Plan, we shared stories. Stories like our individuals volunteering at the Olympics and BACI being the first organization to adopt a Purposeful Purchasing Policy and the transformation of Action Packaging and the Grape Box into social enterprises, and familyWORKS, and individuals with disabilities be-

coming employees (REAL WORK for REAL PAY)...that's where our successes are.

Even though we're at the end of 2006-2010 Strategic Plan, there's no doubt that inclusion and innovation will anchor our next five year plan and beyond. We've only just begun to explore the strength and courage of these two words.

**Imagine the stories we'll share five years from now.**

Congratulations and Thank You to the entire BACI team for what you accomplished through the Strategic Plan. It only makes the next five years that much more exciting!

*inclusion through innovation*

# Organizational Services

## Human Resources



We believe BACI staff are our most important resource. In an effort to support staff to be healthy and well, BACI's Wellness Committee continues to provide wellness initiatives.

This year, the committee has planned a series of informational workshops to offer support in areas that staff identified in our annual Employee Health Survey.

We continue to recognize life events by sending staff flowers in times of trial or triumph. In doing so, we support other social enterprises such as 'Just Beginnings' floral shop. This practice impacts the life of our employees; one casual employee remarked that he felt more respected and acknowledged through BACI than he did with his permanent employer as a result of this Wellness initiative.

Providing staff, people receiving support and stakeholders with a healthy and welcoming environment is a priority. Part of BACI's Wellness committee includes a hospitality chapter, whose aim is to create a more inviting and hospitable environment at General Meetings. We hope stakeholders have enjoyed the special dinners, guest speakers and theme nights at our GMs.

### Lisa Thomson

This year in Human Resources, we have reaffirmed our commitment to hire and further support staff to identify and foster the unique gifts and strengths of the people we support. Several members of our leadership team have become certified Person Centred Thinking Trainers. We have begun offering this training which teaches concrete tools to assist staff to offer person centred supports to people accessing BACI services.

### Inclusion continues to be the heart of who we are at BACI.

This year, we have updated our accessibility survey with an aim to ensure that staff, people receiving services and stakeholders alike, are able to fully access all the BACI facilities.

# Quality Assurance

## Leslee Madore

BACI is committed to the process of ongoing self-evaluation and assessment in order to continually improve the quality of our services and help the people we serve have a good life. We work hard to ensure we provide services that are innovative and creative in supporting the changing needs, interests and dreams of people of all ages and abilities.

This past year, BACI embarked on two new initiatives to revitalize our Quality Assurance Initiative. We chose to become involved in a unique and innovative research project – the Quality of Life Project - that aims to deepen our understanding of what it means to have a good quality of life. We created a Quality Assurance Committee that engages all stakeholders in the review and monitoring of our quality assurance processes.

The Quality of Life Project will train self-advocates from 7 service provider organizations to interview individuals about how they experience their lives. A reliable and valid survey tool called “My Life – Personal Outcomes Index” will be used to ask questions about 8 areas or “domains” of an individual’s life. These include: Personal Development, Self-Determination, Interpersonal Relations, Social Inclusion, Rights, Emotional Well-Being, Physical Well-Being, and Material Well-Being.

The data collected from the survey will assist BACI and other agencies to improve supports and services

and deepen our understanding of how supports and services impact people’s lives. Given that BACI prides itself on being accountable and answerable to the individuals

and families we serve, involvement in this project may help us answer our questions as to whether quality services really lead to a better quality of life.



### Quality of Life - Now We’re Talking!

As one of the first self-advocates who applied, and was successfully hired by the project to become a surveyor, Gerry is thoughtful about this opportunity for BACI, and for himself. He became interested in the project because “nothing like this has been done before”. This project will involve self-advocates both “doing the talking ourselves” and “being paid to ask the questions”. Gerry, along with 15 to 20 other self-advocates will be trained in conducting the Quality of Life Survey, and asking individuals the 58 questions designed to find out how they feel about their lives. Significantly, those conducting the surveys will be paid to do the work. Gerry is especially proud that he will receive real pay for real work.

Gerry describes the changes occurring within the disability movement and why the Quality of Life Project is innovative and important. “The old model was where self-advocates asked for what was expected and said where they needed help. Often people were afraid of speaking with others”. This project is different because self-advocates are now fulfilling the role of both the person asking and answering the questions and, as Gerry says; this will “give them a powerful voice”. This project recognizes that self-advocates are as reliable as surveyors who do not have a disability, and that individuals – when given the right opportunity - have a lot to say.

“People will be heard more. I will sit down with people and make them feel comfortable and ask them questions. We will make sure people feel included. Another person with a disability doing the interviews will help give them confidence and make them feel comfortable. People may also see how they can do what I am doing; they may be able to see how they can find employment”.

# Finance and Technology

Peter Kerr



## Overall Results

On a comparative basis, operations have increased 10.1% over last year (2009 was 8.5%). The increase is consistent with our historical trends of over 6% on average, and indicates another year of healthy growth for the Association.

## The Bottom Line

The modest surplus offsets prior years deficits balancing the Association's finances. Managing to breakeven over the long-term safeguards the assets, resources and services of BACI.

The year to date surplus of \$16,728 is less than 0.1% of the total revenues. To protect the Agencies finances BACI maintains sufficient cash flow and access to a line of credit to manage operations at all times.

## Replacement Reserves

The replacement reserves form a significant asset for the Association – to ensure that our homes and housing units are provided for should major items require replacement. This year, the total replacement reserves have a net decrease of \$20,123.

The contributions to reserves remain unchanged. The decrease reflects an increased usage this fiscal period, and is consistent with the cyclical nature of the reserves. This is a reasonable change from prior years.

## Technology

BACI continues to invest in technology for the benefit of the individuals we serve. This year focused on systems to manage the new pension plan, electronic payment systems, and continued upgrades of internet-based care planning systems.



# Business Development

## Iryna Mulchanova

This year we started developing a new business strategy for our three social enterprises: Grape Box, Work Crew and Action Packaging.

A new advertising campaign was launched to get rid of inventories on stock and develop new business opportunities. This includes web site redesign into the on-line shop for the Grape Box, developing on-line ads and flyers and establishing connections with the Parks and Recreation authorities which will enable us to generate regular income through long-term contracts.

We developed a new reporting system for all enterprises to keep track of our success. The business plan will outline the strategic goals, financial projections and action plan for future development. It is due in November 2010. The presentation based on the business plan will be put together for the Board and Families.

New strategic vision focuses on turning social enterprises into financially sustainable units without sacrificing the social objective of providing secure employment with livable wages for individuals with varied abilities.

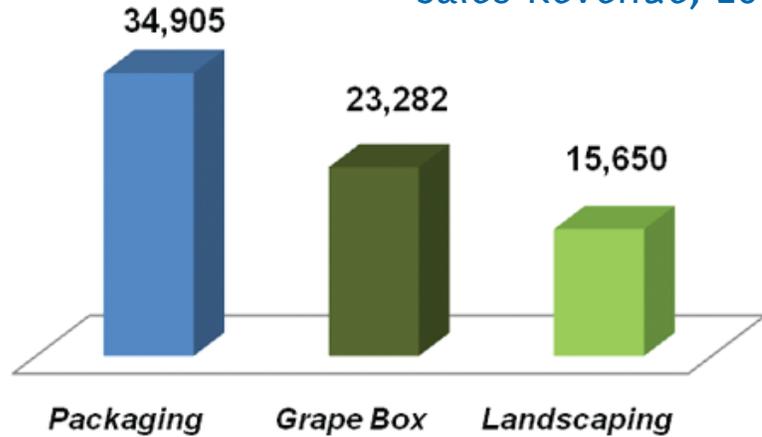
One of the main goals of our business development plan is to match people's skills with the jobs that can be productive and generate income. By increasing productivity we will create new employment opportunities for individuals with disabilities.

Three social enterprises are growing their business under BACI's umbrella – Action Packaging, the Grape Box and the Work Crew. The Work Crew sales revenue growth in 2010 by 510% shows great potential of this business, which currently employs 9 supported individuals earning livable wages and acquiring new skills to be able to find a job in landscaping industry.

Action Packaging is currently supporting 27 individuals, working 521 paid hours per month. The business is holding 6 accounts, occasional and regular, and is building long term relationships with clients including BC Medical Journals, Westec Distributors, Willis Supply Co, Tall Grass Distributors, Canawipe Distributors, and Martini Promotions.

The Grape Box ([www.thegrapebox.com](http://www.thegrapebox.com)) employs 6 supported people earning livable wages, acquiring woodworking skills and

Sales Revenue, 2010



participating in creative projects, designing state of art handmade wood furniture and gift boxes.

All Grape Box products are specially designed to meet individual client needs and manufactured from high quality cedar and pine wood purchased from the best Canadian suppliers. The Grape Box is proud of its client portfolio, which includes BC Hydro, Pacific Salmon, Hillside Estate Winery, RE/MAX, Blasted Church Vineyards, Pacific Breeze Winery, Blackwood Lanes.

## BACI's Goals for the Social Enterprise

- Achieve Social Mission
- Become Profitable
- Increase Distribution Markets and Partnerships
- Achieve Value and Concrete Results for Partners

# Family Services

## familyWORKS

A conversation about real work.

### Kevin Lusignan

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

#### Our Values

familyWORKS believes that families have the power and responsibility to lead the way in strengthening the participation of people with disabilities in our economic community.

#### Our Vision

An economic community that is fortified by the social capital of families and the inclusion of people with disabilities.

#### Our Mission

familyWORKS is governed by families to help families:

- Explore ideas to increase the economic inclusion of people with disabilities
- Create economic inclusion plans and put those plans in motion
- Partner with members within the economic community
- Share our lessons and successes with others



#### Governance Group

Masa Takei, Marvin Bruce, Karen Bruce, Lois Godfrey, John Tsang, Maggie Vilvang

#### Coordinator

Kevin Lusignan

# Family Support



## Innovative work in Family Support at UNTAPE.com

### Carol Stinson

Family Support at BACI is keeping pace with the demands of parents and families who are, more and more, using the internet for information gathering and communication. The key going into the next decade will be maintaining a timely and responsive web presence.

BACI's UNTAPE site, our hints and tips for families website, is getting more hits every month and our Family Information and Support Newsletter is received by most people today via email.

At the same time, we have not lost sight of the great value in meeting face to face as individuals or in a group to support each other and share information, so BACI Family Support will continue to offer workshops and information evenings for families .

This year, much of our information sharing has been about planning for the financial futures of our loved ones, spurred on by the Registered Disability Savings Plans. As families opened plans they realized that there were implications for taxes, disability benefits, representation agreements and wills and trusts that may not have been obvious when the plans were first announced.

Good information keeps power in the hands of families and we will continue to use every type of communication to empower families today and into the future.

# Outreach Family Support

## Integrated Family Services

### Lyn King

In 2009-2010 BACI's Integrated Family Services (IFS) worker supported 19 different families to develop the skills necessary to confidently and more independently find and access services for their families, enabling them to better parent their children with developmental disabilities.



### What's Cookin'

In its second year the Mom's Community Kitchen is humming along. A small group of women meet every two weeks to try new recipes, develop new cooking skills, cook food for home and share a meal. Friendships are developing and we are ready to welcome more members. Some participants were able to take part in a Community Kitchen workshop through the Fresh Choices Community Kitchen program in Vancouver as a way to build skills and capacity.

Recently one of the moms was able to attend meetings regarding possible work with Community Living British Columbia regarding the upcoming Quality of Life Research project. This could lead to an interesting job opportunity for this individual and others. Another mom, who has become a personal expert in Behavior Intervention through life with her own child with autism, was hired to work for a local agency providing behavior supports for families and children living with autism.

The Integrated Family Services worker has recently applied for a grant from the Campbell Company of Canada that could benefit all three of the Outreach Community Kitchens- to purchase supplies, provide some workshops for participants, purchase equipment etc.

IFS is exploring taking part in the Harvest Box program, where families can purchase fresh produce through a bulk buying group, enabling them to have fresh fruits and vegetables at a reasonable price.

# Infant Development

## Annie Wolverton

The Burnaby Infant Development Program (IDP) has always strived to be an inclusive program. By virtue of the fact that we see the child, aged birth to three years old, in his or her home environment, we try to include any interested family members in our discussions and intervention. This often involves siblings, grandparents, additional relatives, other caregivers, and of course, the parents.

The monthly Music Group welcomes any child with extra needs, and his or her family. Some of the families who attend are involved with IDP, some are graduates of the Program and some are families with children who are in some way, connected with the BACI.

We have families who attend this Group every month and families who feel comfortable attending when they are able to do so, whether it has been two months or six months since they were last able to attend. Friendships have developed between people participating in the Music Group. These friendships have arisen spontaneously between children and between the adults and carried on outside of the monthly group.

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

The Burnaby IDP has embraced this philosophy of focusing on the person with additional needs, since the Program's inception, more than thirty-five years ago. In IDP, the term Family Centered Care is used and it is a remarkably



close relative of Person-centered Planning/Thinking/Doing. In fact, the two philosophical approaches are difficult to tease apart.

One of the most beneficial outcomes of using this paradigm is that it offers the service provider an endless opportunity to learn. To be in the role of the student who is learning about other people's needs and wants, instead of putting our own needs ahead of those people whom we are supporting can teach us valuable lessons. This model continually reminds us to be curious and to attend to other's needs and not just follow our agenda.

### **Sustainability**

An award should be given to the Burnaby IDP staff for their effort and success in the areas of both environmental and economic sustainability, particularly during this past year. With a tight program operating budget, which did not allow for any office supplies at

all, this group of people managed to function productively all year and only purchase a tiny fraction of the supplies, which they have purchased in past years. They did not stock pile supplies before this year's budget began, instead they made do by reusing and recycling items.

There are some families who donate their used toys and children's clothing to the Burnaby IDP. There are a few families who consistently make a priority of choosing this Program to give their gently used toys and children's clothing to, and to all of the families, we extend our thanks to each one of them. The children's clothing is passed along quickly to other children.

We also have a table at our group location on Royal Oak Avenue for some of the used children's clothing and toys. This offers an opportunity for any family using the group space to help themselves to the clothing and toys. The toys



### Isabelle's Story

One of the most powerful influences in helping children and their parents feel welcome at any of the groups run by the Burnaby Infant Development Program is a four-year-old graduate of a different Infant Development Program. This four-year-old child, Isabelle, attends many of the Infant Development Program groups, she models playing with the toys for those children who maybe unsure of what to do with the toy. She soothes crying infants or fearful toddlers, often by singing songs familiar to them. Isabelle interacts with the children on a one-to-one basis in a way that is less threatening and more positive than if an adult were to approach the child.

The positive impact of Isabelle, this kind-hearted, non-judgemental four-year-old, who generously volunteers her time to help the children and families in the Burnaby Infant Development Program is a significant testament to the benefits of inclusion. We can see and feel helpfulness of this Isabelle, who, herself has extra needs, interacting with the children in the Program, their siblings and all of the adults, both parents and staff. She brings joy to the hearts of those who have contact with her.



### Top Employer in the Community Living Movement

Being part of BACI is a privilege. Of the eight members of the Burnaby IDP Team, two of the staff have been working in this Program for more than two decades, one staff member has been working for well over a decade, three staff have been working in this Program for over five years and of the remaining two staff, one has been affiliated with the Program for over a decade and the other has purchased a condo in Burnaby which is a concrete indication of her dedication to this Program and to the satisfaction felt as an employee of the BACI.

The longevity of the staff as employees of BACI is a testament to the fact they are without a doubt the top employer in the community living movement.

are passed along to new owners or loaned out for the time the toy is needed and then loaned to yet another child. Many of the toys we receive as donations we pass along to families who would otherwise not have toys for their child or children.

The Burnaby IDP now offers a weekly Playgroup which is held in our group space on Royal Oak Avenue. There was a paucity of toys which children could use for "gross motor movement", or moving their bodies with their large muscles.

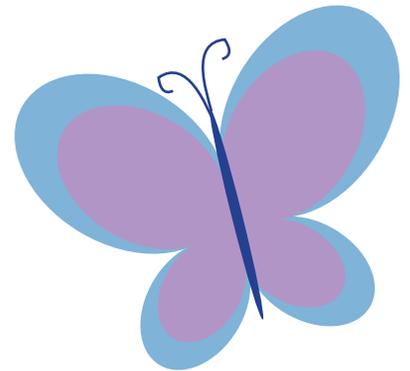
On the second day of the weekly Playgroup, one of the families we

know, who has consistently lavished our Program with donations of not only gently used items, but also brand new toys and clothes for more than a decade, arrived with a large "gross motor" toy to loan to our Program. This toy has been the highlight for children of all ages, most of whom have been in our Program.

We support this generosity and are grateful to the families who think about recycling to allow reusing of so many of the items their children no longer need. These acts demonstrate a unique model of environmental, social and economic sustainability.

# Children's Services

## Child Care Centres



### A Variety of Inclusion

by Variety Children's Centre

Inclusion for the Variety Children's Centre is including all children with or without disabilities, different religions and culture and accepting them as they are. It is about respecting each other's differences and helping children integrate and get as much fulfillment from the program as possible. Inclusion is, when children are not able to integrate well, staff and other children recreate and modify and support the activities done and encourage the children to keep trying. It is understanding things from the other person's point of view and trying to find a compromise. Inclusion can go from asking a child to join in a game when you see them playing alone to adapting a program to fit the child with disability's needs are to staff respecting each other's preferences like eating certain foods.

Recently accepting a child with a disability in the 3 to 5 program, Variety has changed some children's views on playing. Playing by themselves and with the friends that they know, has turned into a collective playing with some of the older kids helping out the child with a disability with getting on to a chair or redirecting her to the activity. When the children find it hard to include these kids, staff come in and help the children understand and change the activity to a more inclusive one. Inclusion to us is also seeing older kids comforting and welcoming the young ones from under three programs in transitioning over to the older side. It is also adapting activities to be more open to all children.

If we as Early childhood educators are modeling the appropriate behaviour, then it will be second nature for the children to guide one another and include all friends to make everyone feel welcome.



## story

### Suncrest - Fun Happens Here!

By Suncrest Out of School Care

Before Suncrest Out of School Care was open life was different! Gabriel just went home, turned the GameCube on and played games until his mom came home. Skye just went home and did homework. Kate was never friends with Lauren. Lauren never knew Willis. Gwen had never made melty beads and Manya had never camped at the playground!

But then the Out of School care was open at Suncrest. Now Skye is the president and the intermediates are leaders and have chores and some special rights. Kate and Lauren are very good friends and go for sleepovers once in awhile. Lauren talks to Willis even though he doesn't speak English and she finds him very entertaining! Gabriel enjoys all the activities that we do at the daycare and he likes it now "way more than having to stay alone at home".

That's why we are so happy the Out of School Program opened at Suncrest.

At BACI's Fair Haven Children's Centre, inclusion is valued very much by the children and staff. The centre is accessible to typical individuals as well as to those with disabilities. Activities are planned to include all children and adaptations and modifications are made where necessary to ensure maximum participation by all of the children. The children are taught and shown to include all their peers in their play and activities.

A water activity was planned one day where four children at a time including one with a disability were playing with sparkly water at the round table. The children were given a choice of different toys to play with such as boats, crabs with letters on them and sea animals. All of the children were using bowls; however, the bowls were too high for the child with needs, therefore, the bowl tipped over spilling water all over the floor. The other children rushed to get paper towels and a towel to help dry off their friend and clean the floor. After spilling the water, an adaptation was made to this activity where the child with needs uses a tray instead of a bowl. The children were also sharing the toys amongst themselves, as well as asking the child with needs to choose which toys he wanted to play with.

## Inclusion story in an Infant and Toddler Setting

by Fair Haven Children's Centre

Inclusion is about belonging and participating in the community including the daycare. Inclusion invokes empathy and more understanding even among very young children.

At Fair Haven under-three, the teacher sings songs with the children during snack time while sitting around the table. Toddlers learn the actions to the songs even before they can sing the song. One day, the teacher was asking the child Zoe, what song she would like to sing. The group had a child, Kerry with different abilities, who could not talk or walk, but could gesture. Zoe replied to the teacher, "Kerry is rolling hands. She wants "Roll your Hands" song. Can we sing?" Teachers were very touched by Zoe's act of observing her friend and speaking to the teacher to fulfill her wish. Such an act of compassion is facilitated at a young age because of inclusion in our day care.

### story

#### Inclusion

by South Slope After School Care

The teachers and children at South Slope after school care centre were all enjoying a beautiful sunny day in the yard after sports day. One of the children, Kim was playing a plastic horn that he had brought for sports day. Erin, a child with special needs who just recently started attending the centre really enjoyed feeling the vibration that the horn created. Oli and Jesse, two other children asked the teacher if Erin liked music, and after finding out that Erin did like music Oli got out a recorder and played 'Old Macdonald'. Oli passed the song book to Erin who began to sing along!

What does inclusion mean?

"You're not leaving anyone out." – M.A, 11 years old

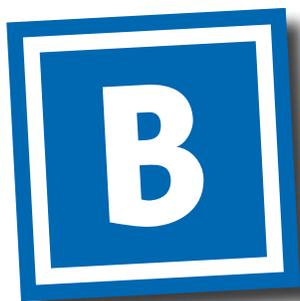
"If they ask to play, you let them." – J.G, 10 years old

"Bring small groups into big groups." – C.K, 9 years old

"Everyone." – C.A, 8 years old

BACI has been offering preschool and out of school care childcare services for over 20 years.

# Children's Respite



## Lyn King

BACI supports 26 families to access respite services for their children with developmental disabilities. The program is funded by the Ministry of Children and Family Development. BACI works with each family to find a respite host family to provide out-of-home respite.



### **Inclusion**

BACI families are assisted to make a match for their child that provides an opportunity for both the child and the host family to learn from each other. The child spends one weekend a month with a host family, who introduce him/her to bicycle riding, the trampoline, street hockey, swimming at local pools, learning lifeskills and much more. He/she learns to try new things, to trust people other than family, to practice independence skills and to become a friend. Children go camping or on vacation with their host families, giving both them and their parents a lengthy break.



Many children have been able to take part in local community, cultural and special (Olympics 2010) activities that may have been a challenge for them otherwise.



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

The respite host families are creative in finding ways for the child to learn new skills while doing so with little help. Some have developed support tools that help the child remember where in his/her routines he is so he can fully complete his care tasks on his own. The tools reflect the needs of the child while not being too intrusive or "therapeutic".

### **Social and Economic Impact:**

Respite enables a child and family to learn to appreciate their time with each other and often without each other. BACI respite families, often living in very stressful circumstances, stay together, while learning to build relationships with others, asking for and receiving help.

### **Top Employer in the Community Living Movement**

BACI is able to support families to pick the host family of their choosing and often we are able to hire friends and relatives. These contractors are able to build off their already close relationships with BACI respite families and children, assuring a long and healthy connection. This stability supports all concerned, making for a great experience for all.

# Adult and Youth Services



BACI's Adult and Youth Services provide whatever supports and opportunities are necessary to empower individuals to participate more fully in the communities in which we live. To accomplish this, our services have both range and flexibility, and are able to accommodate people with diverse backgrounds, experiences, needs and goals. Services are personalized to the greatest extent possible.

## Teen Programs

### Lyn King

BACI's youth programs run three afternoons per week during the school year and five days per week in July and August.

The afterschool program serves 8 to 10 teens per day, supporting 8 to 12 different teens throughout the year. Teens are part of planning activities they are interested in exploring in their community.

### Inclusion

The 2010 BACI Summer Teen program served 29 different teens over the 8 weeks, with 15 teens attending daily. Teens are now comfortable using public transit for the bulk of their community access, developing a valuable life skill for their futures. As with the afterschool program the teens take part in planning the program, directing the activities and as a result developing new interests.

**Involvement in activities in their local community builds comfort and familiarity and will hopefully build towards future involvement for fun and fitness.**

## Life Sharing Network

### Karey Degenova

Life Sharing means living with and sharing all of life's experiences together and forming a supportive and caring household. Life Sharing is more than just living in a shared home; it is sharing your lives together.

The support of BACI's Life Sharing Network allows 88 people to live in their chosen communities. The Life Sharing Network offers an alternative to traditional residential living. It offers unique environments that meet the needs and desires of the individuals we support.

Life Sharing Network contractors are not BACI employees. They are independently contracted by BACI to provide 24 hour support. The Life Sharing Network is based upon a person centered approach. This approach allows the individuals to select their living arrangement, their roommate, their home and their preferred neighborhood.

The living situations and support structures of the Life Sharing Network members are continually evolving. One success story is a young woman named Sally who had previously lived alone with her child in a family care model. Sally and her son have moved into their own apartment, with a Life Sharing Network contractor providing support as needed.

# Residential Services

## Barb Trippel

### Residential options

- BACI operates 17 staffed homes, which provide support to two to five individuals per home or apartment
- BACI's homes are funded through Community Living British Columbia and programs that have more than 2 people living together are licensed under the Community Care and Assisted Living Act and Adult Care Regulations
- 56 individuals receive support in our residential homes
- BACI supported 1 individual to move into a new home within our residential services over the past year

### Respite Services

- Provide additional support, rest and revitalization to the primary caregivers
- Can be provided in the individuals own home, a family care home, be a few hours or a few days at a time
- 12 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
- Buchannan Towers: occupancy 4
- Madison: occupancy 8



### Good Neighbours!

by Barbara Robertson

Neville House has good neighbours. We didn't realize quite how good until recently, after we came back to the neighbourhood two years ago when the new house was ready. Some interesting things have happened; good, sad, not-so-good in the last year. Mrs. Allison Ness, our next door neighbour for over 25 years, decided to move to Surrey to be closer to family. She invited us to choose furniture from her "clear-out" pile. Lots of furniture!!! A love-seat and chair set and a dresser went to a recently-arrived in Canada family supported by BACI. We also chose chairs that will be good for meetings and parties. Plus some little items. When she moved, her little house got demolished and a duplex was built. Marlene and Sunny went to welcome them to our bit of Neville. They were happy to have the visit, and asked that we join them in keeping an eye out for any problems affecting our houses. We agreed.

Across the road, when there were problems down the street involving the police, the couple who run the day-care made sure we heard any news that was available about the situation...good to be included. (Often the police are very busy and cannot get around to informing the neighbourhood until later) And also across the road, we are often joined by a man from another group home when Todd goes to Special Olympics Track and Field...they've helped Todd out too. It's always been a good place to live, and even better now.





### Rob's new found fame and status!

by Marty Triemstra

Our very own Rob has become an uncle. He has taken to his new found responsibility with enthusiasm. He started off months before the arrival of his nephew by window shopping for just the right baby toy, baby blanket and clothes. Many a weekend was spent with his supports or his mom, "soon to be a nana" according to Rob, wandering around the stores. Rob definitely had a very clear idea of what he wanted to give his nephew. Rob proudly mailed his purchases to his brother Ryan, in Montreal; a big chuckle ensued because the baby sleeper set that Rob picked had turtles on it. The story is when Rob was young they had a pet turtle. One day Rob decided to give the turtle a bath.

Rob saw his nephew, Sofian for the first time, at Christmas and showed off his "uncleness" by helping to look after the baby. On the weekends when Rob is at his mom's they go on skype where Rob proudly talks and sings to his nephew. Ricki, Rob's mom says it is so cute when Rob strokes Sofian's cheek on the computer. Even with his brothers living so far away, becoming an uncle has brought Rob and his brothers closer together.



### Paper Work

by Kathy Kalia

At Kristy's last planning meeting, she, together with her mom, decided that getting a job and earning some money would be a good idea. Kristy likes to go on vacations and see shows, and having enough money to fulfill all of her dreams can be quite a challenge.

She decided she would like to get a paper route, because her roommate had one and she really enjoyed doing it with him. The paper route helps Kristy get exercise and meet her neighbours while she also makes some money. She is enjoying her new job and will have plenty of ways she can spend her new found earnings.

### Person-centered Planning, Thinking, Doing

Over the past few years residents have been involved in planning for their future, making meaningful goals that staff need to support them to attain. This concept looked good for reports, however there was not always the level of follow through that was desired.

Once BACI provided training in Person Centered Planning, the program services began to transition. Residents and staff became directly involved by collaborating together towards goals which were set in meetings. Weekly follow up charts were utilized, thus the rate of achieved goals became measurable and notably increased. By implementing these tools, residents and staff were able to recognize success or pinpoint areas which may have needed improvement. In the areas where improvement was necessary additional support was focused. The critical feature of the Person Centered Planning training which guided this achievement was the addition of meaningful goals specifically by applying the detailed description of what is important to/for the residents themselves.





## Personal Sustainability

by David Burrows

During the past year, Walter has started two activities that increased his social and economic sustainability. Firstly, over the past 8 months Walter has had his own paper route, delivering papers two times a week for the Burnaby News Leader newspaper. Sometimes he has not been as motivated as other times to start his deliveries, but once he has started, he always enjoys the work very much. He is paid monthly, and the notion that he receives money for his work has been a useful tool in keeping him motivated. He has developed some casual relationships with a few of his customers, who enjoy greeting him to receive the paper and have asked staff how to say a few words in sign (hi, thank you, good work). It has been a very positive activity so far, providing him with exercise and extra income as well as connecting him to his community.

Walter has also very recently started to help wash the cars of his staff, friends and family, sometimes receiving money for his work. Washing cars has always been one of Walter's most enjoyed activities and while car washing, Walter almost always becomes extremely vocal and happy. This allows his family and friends to see him in a very positive state. It is also a mutual activity that he can do with who's ever car it is that he is washing, making it a lot easier for him to connect socially.

By supplying newspapers to his community, as well as car washes for a cheap rate Walter has become part of the "community supply chain". This has made Walter more socially sustainable and helped him connect with his community, family and friends. Also, although Walter is not making a significant amount of money, he now has added income that was not there before, which has increased his economical sustainability.



## Trying Something New

by Alex Nail

Christine tended to be a home body. As much as her staff would encourage her, it was quite a challenge to convince her to go anywhere – besides Starbucks! It was especially difficult for Christine to consider going anywhere she had never been before –especially if it was a new place. Over the past year, Christine started going to the gym, just a few minutes for the first few times, and now goes on a regular basis once every week. She looks forward to going and has developed a relationship with Julie the receptionist. Julie and Christine now greet each other by name each week! When her recreation pass was delayed this year, the Julie actually waived the fees so Christine could keep going.



## Life Skills

### Lyn King

Outreach Services supports adults (19 and over) referred by Community Living British Columbia, who are living at home or on their own, to develop skills towards independence. Outreach Services has a small team of skilled staff. Many of these staff have worked at BACI for many years, starting in Residential Services, Day Services, Supported Employment etc.

The collective BACI experience is over 80 years alone, not including time worked in other agencies. This lengthy commitment to BACI and the individuals the Outreach Services department supports speaks to BACI as one of the best employers in the Community Living field.

This past year, Outreach staff taught Simple Steps to Good Hygiene and Simple Steps to Community Safety twice.

Participants were able to learn some basic skills towards safely accessing their community by foot and on transit, as well as gain some knowledge of how to keep a healthy body.



### A Safe Place to Live

Dan, an older man referred to Outreach in August 2009, was assisted to find a clean, safe and affordable apartment by Christmas. He had been living in a dirty, unhealthy basement suite in New West, paying more than 50% of his disposable income on rent. He had no stove, no proper bathing facilities, little money for food and little heat.

Through the support of the City of New West and BACI Outreach staff he reported his landlord to the City. This resulted in the landlord having to end renting this space to anyone without major renovations. Dan moved to his new apartment in time for Christmas. He is now an active tenant in his building, taking pride in his home and new belongings.

In the Fall 2010 class, the Simple Steps to Community Safety will become Simple Steps to Personal, Home and Community Safety. The course will touch on keeping safe while at home, as well as learning to be aware of our personal safety. A new course, Simple Steps to Healthy Relationships, will be available in mid Fall of 2010. This course is geared towards helping individuals recognize both healthy and unhealthy aspects of relationships.

Safe and affordable housing was a major theme in 2009-2010 for individuals supported by Outreach. A number of people were supported to move into BC Housing apartments and Seniors housing.



## Day Services

### Fred Eiserman

BACI offers a wide variety of Community Day Programs – supported work, employment, education/training and leisure/recreational activities. Programs change to meet the interests and needs of the people attending them, with the goal being to support individuals in building the skills and confidence they need to more fully participate in their community.



## Community Options Day Programs

A variety of activities are provided in small and large groups and one-to-one settings. Through the planning process, each individual's interests, desires, strengths and abilities are explored and programs developed to meet those needs. Opportunities to participate in educational activities and other activities designed to enhance life skills and volunteer opportunities are provided.

BACI's Day Programs are located at Antrim, Mary Street and Still Creek, and typically operate from Monday to Friday, 8:00am to 3:30pm. Currently, there are 69 individuals being served in the various programs.



### Integration in the Community

by Frankie Unrau

Fred Eiserman and Deb Burnett and I met with Lucas Bjerke at the Senior Centre to negotiate space to use to create a scrap booking class that would be held at the Centre. We negotiated space for September 2009 and transported individuals that signed up for the class to the Edmonds Centre.

The class was very successful; some of the eight participants joined in the lunch program there, a hot lunch with tea or coffee and a dessert for \$7 per person. The volunteer that serves as the hostess in the eating area often engaged in conversation with Linda and others. In addition we were able to have two volunteers; Alex and June from the Senior Centre to assist with the class. The volunteers were very enthusiastic interacting with the participants and also eager to learn how to scrapbook. They eventually started to come in with new ideas and materials that they picked up on their own time. Alex, Gary and Linda had a special bond; lots of laughter, and stories about their lives. Linda enjoyed talking with Gary about his plans for cooking when he was at home. June enjoyed working with Marie and Angela and Anne. June listened intently to all the participants and was excited about new ideas for scrapbooking. We are looking forward to returning to the Senior Centre again in September.



### **Picture Perfect**

by Steve Sale

Every Friday morning at Still Creek in the digital photography class, some of the folks in Day Services capture a snapshot of what is happening in and around our building.

The participants have different interests.

Jim likes to go around the building photographing people, while Linda likes to photograph the flowers and trees. Marlene likes to take pictures for her scrapbooking, while Gary prefers to shoot objects that reflect light and have angular surfaces. An important effect of this class is that the participants get known for what they can do, and often give people photographs of the pictures they have taken. They also take requests for custom shots. We are fortunate to have a colour photo printer, so are able to print the photos soon after the pictures are taken. The pictures are often used in the scrapbooking classes. As a result of this digital photography class, the participants are building an archive of reflections on BACI.



### **Wild Life at Still Creek**

by Patrick Trainor

We approached the BC Wildlife Federation (BCWF) to see if they would be interested in having some of the people from our Day Services volunteer for them. The BCWF said yes and four volunteers moved from Action Packaging a year ago in May 2009 to volunteer by stuffing envelopes with information and membership cards. These four individuals are full members with the BCWF, and are afforded all the privileges that are offered to other members. The BCWF donates a certain amount of money to BACI each year, and the volunteers have applied with the Ministry for the Community Volunteer Incentive Program. When approved, each volunteer will receive \$100.00 per month. This is the same amount that was earned through the incentive program at BACI.



### **“Interactive and Free Geocaching”**

by Deb Burnett

“Geocaching” is an exciting and addictive activity that is enjoyed by many people all over the world, include participants of our day services. It is a worldwide “treasure hunt” to hide and seek containers. Using a

GPS, an iPhone, an iPod touch app, and staff support, participants search the community for containers called “caches” that are hidden all over the world. Inside the caches are log books to record when you found the cache, then the group will go online and record their find. Some caches contain items that you can keep and trade. So far we have located 5 caches and are eager to find many more. This has become a regular interactive activity for some of the folks. Highlights of this activity are community involvement, sense of accomplishment, team work, exercise, outdoor activity with purpose and navigation skills.

# Economic Inclusion



employABILITY?

**Steve Withrington**

Through BACI's employABILITY Strategy, individuals with varying abilities are assisted in securing and maintaining employment in the community – matching them with jobs that align with their skills and interests, and providing supports as needed.



## Karen and the Bread and Bean

Karen worked at the Bread and Bean restaurant for several years when the restaurant was owned by member of her family. Recently the restaurant was sold and Karen was not sure if she wanted to stay and work for somebody else. When Karen decided she wanted to try working for the new owner, her care giver called BACI Employment and Supported Training (BEST) services. Karen wanted to go back to working four days a week at the restaurant, and this was available to Karen as long as it 'worked out'.

BEST was asked to support Karen, the restaurant manager and the new owner to develop a working relationship that allowed Karen to feel supported but also allow the employer to understand the support that Karen required at work. Karen knew the restaurant well and was familiar with most tasks, but needed to get to know how the new owner wanted things done. The job coach was there to support Karen in specific tasks or with other issues as they arose. The new owner was happy that the 'extra' support was there if it were needed, but was clear from the start that he wanted to develop a direct employee/employer relationship. This was the best way it could happen so the job coach could fade support quickly but remain available if required.

Eight months later, Karen not only retains her post at the Bread and Bean but has a second job working one day a week for Cleaning Solutions. A job coach may drop in for lunch occasionally and see how things are doing but Karen is maintaining her independent position with the support of the restaurant manager and the owner. She continues to keep contact with her friends at Still Creek but also is developing new relationships through her job at the Bread and Bean.

## Social Enterprise



### { THE GRAPE BOX }

## Terry Eadie

“All that is valuable in Human Society depends upon the opportunity for development accorded the individual.” - Albert Einstein.

This is in essence the vision we have to change the lives of the individuals who represent the social businesses of BACI.

The individuals have spent the past year learning what real work is really like. Earning livable wages in return for contribution to the work place has been a valuing experience for participants. The person centred approach that guides our support focuses on encouraging the growth and development of each participant in areas that are meaningful to them.

The social businesses of Action Packaging and the Grape Box have grown and experienced new challenges, some setbacks, and, as hoped, opportunity for the employees to be independent with greater financial freedoms. The individuals in the social businesses have expressed through their conversations more opportunity to travel, take friends and family to dinner, buy new clothes, music and DVD's and save for their special trips.

There have been wonderful stories where one of our individuals went on an Alaskan cruise, one travelled to Mexico, and another to the Okanagan to stay with his brother. These trips are a result of the increase in earnings and their ability to plan and save for these excursions.

There are currently two individuals who were employed through our social businesses now working independently because of our re-

lationships with a social enterprise partner and family member who saw the value in hiring people based on their ability and experience of working for a wage.

The Grape Box was approached by BC Hydro to build Adirondack chairs for its Power Smart village at the 2010 Olympics and we were able to reconfigure our power equipment to provide our individuals with teachable and adaptable work stations so they could do the actual building on pre-set “jigs”. The individuals are now feeling confident to meet their new work expectations with the new skills they learned.

The next phase for us is to find partners, local woodworking businesses, and new contracts, where we can build on our successes, find individuals independent employment, and be a larger part of our local business community.

## The Work Crew

### Steve Withrington

We presently support between 8 to 10 individuals who attend from one to five days a week. The Work Crew started out in late 2008, supporting 4 individuals who showed an interest in work or work-based activities. They provided an odd job and clean-up service to some of the internal properties at BACI. The 'program' grew to a 'service' providing support to up to 10 people in a paid work capacity.

There was a change in the approach to work over the last year in order to formalize the scheduling and skills development. It was felt at this time, that the Work Crew was perhaps not in a position to establish themselves competitively in the marketplace. We needed to take a small step back before we could move forward as a business and/or an emerging social enterprise.

In the late summer of 2009, the Work Crew reduced its customer base to BACI group homes and establishments in order to set up and develop the foundation on which constructive, progressive and productive skills could be assessed, trained, and developed.

In October 2009, we looked at a proposal to purchase snow management equipment as a way of increasing business opportunities and reducing cost (in the medium and long term). This was accepted and we have in place new equipment and a snow management schedule....Just no snow.



### Arrow Equipment and the Work Crew

The Work Crew (Site and Scene Yard Works), has been building a relationship with an equipment supplier on the North Shore. The hope is to develop a relationship that will allow the supported individuals working with the Work Crew to develop relationships of their own with employees and owners/managers of other community businesses. We have an agreement for two individuals to take the Work Crew equipment for servicing at Arrow Equipment and stay to receive a 'workshop' style instruction for up to two hours, from the mechanics on how to maintain or repair our own equipment.

Arrow has agreed that they will provide this service within their workshop environment under the guidance of their mechanics at no extra cost other than to maintain the equipment. Arrow Equipment is one of the busiest and most popular garden and landscaping equipment supplies, service and rentals on the North Shore. This is a great opportunity for our Work Crew to develop relationships with experienced professionals and other business owners direct. This in turn could develop into potential employment opportunities.



The Work Crew, I feel has a future and I am at the moment looking at re-positioning and branding so that we can re-launch as a competitive 'Social Enterprise' that 'may have

the potential to operate as a stand-alone business with several work and training options.

## Canadian Ambassadors

Story from April 2010 'The Citizen' Community Living British Columbia



For Gerry, Lorraine, and Diane, three self advocates from Burnaby, the 2010 Vancouver Olympic Winter Games

were a busy time that they'll never forget. Proudly sporting their bright blue jackets, the three friends were part of the thousands of Olympic volunteers who helped make the Games a success.

The opportunity came about through AccessWorks, an organization that supports inclusive employment for people with disabilities. Working with the Vancouver Organizing Committee (VANOC), AccessWorks was seeking volunteers for the Games. AccessWorks connected with the Burnaby Association for Community Inclusion (BACI), which supports Gerry, Lorraine and Diane. They went through the interview process for volunteers and were given the good news that they had been selected. "We found out shortly before the games started that we would be involved as volunteers. When I heard I was surprised and honoured," says Gerry. The three self advocates, along with BACI staff members Arlene Moore, Jake Keithley and Agnes Stefek, attended an orientation session to learn about their job duties. "We



learned our job responsibilities before we had to do the real thing. It was very organized," says Gerry.

Once the Olympics began, they were volunteering at Vancouver Olympic Centre near Queen Elizabeth Park, where all of the curling matches were played. Over the course on a shift, they would have many different job responsibilities. Among their responsibilities were checking the passes of athletes, coaches and media entering the building, assisting at the security check points for fans, directing people to the correct sections to find their seats, and directing athletes to the media zone to do interviews. "

I greeted around 3,000 people. It was great," says Diane. For Lorraine, it was a particular thrill to meet the athletes from various countries. "I met people

from different countries that I never thought I'd get to meet. I met the French Curling team and said 'Bonjour' to them to make them feel welcome. I also met the team from Norway and I really liked their pants! I even got a pin from the USA Curling Association," she says.

After their final day of volunteering, they joined the crowds of Olympic fans in downtown Vancouver and paid a visit to the Olympic Flame which Lorraine liked to call the "Super Torch".

"It was amazing to be part of the thousands of volunteers. It would be a cool experience to do again," says Diane. For Gerry, "It opened up an opportunity that people with disabilities may never have had before. The memories are great and something I'll remember for life."

## Committees

### Advocacy Committee

#### Carol Stinson

The Advocacy Committee is still going strong, providing an opportunity for collective advocacy for family members and self advocates.

The Committee has worked to support individuals and families to be included in all aspects of life with a particular focus this year on recreation. The high cost of recreation in Burnaby means many individuals with developmental disabilities and families who have children with disabilities have difficulty accessing the pools and other programs available through Burnaby Parks and Recreation.

We have written letters and presented briefs to Burnaby Parks and Recreation to try and get the low-income credit in Burnaby increased to match what is offered in other municipalities. The Committee has also been working with the city to improve the streets and sidewalks making it safer to walk or wheel on Burnaby streets.

If you like to get involved in advocacy or just have a "pet peeve" that you would like to see sorted out, please call Carol Stinson at 604.763.5667. We welcome everyone and any issue!

### Burnaby Association of Self Advocates

#### Lorraine Chomechko

BASA is made up of self advocates who receive services from BACI or live in Burnaby. BASA meetings take place on the third Monday of every month. Our goals are to mentor self advocates to: become leaders in their community, learn their rights, get informed about issues affecting people with developmental disabilities, create new friendships/networks of support, and gain confidence to speak up for ourselves. This year, Lorraine Chomechko was elected as the new BASA Chairperson.

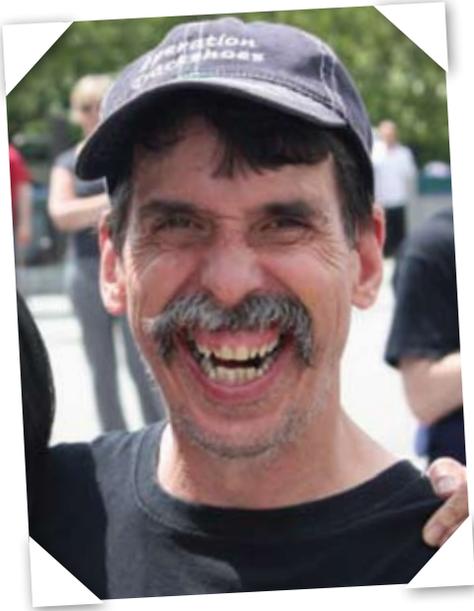
BASA continues to work closely with the Self Advocate Group from the Community Ventures Society (CVS) by holding joint group meetings to share our skills and knowledge. To celebrate Community Living Month in October, BASA and CVS put on a very successful Health and Safety Conference for self advocates. 75 participants came from all over the Lower Mainland. To celebrate the theme of innovation, the self advocates continue to advocate for these educational events because we see need which is not being addressed in the community: to continually educate self advocates on health and safety issues. Self advocates believe they need to take charge of their lives and be responsible for their well-being so they can lead long lives in the community with dignity, respect and choices.



BASA and CVS are currently getting ready to host the Third Annual Health and Safety Conference to be held at the Still Creek Centre on Friday, October 29, 2010.

This past year saw us celebrate the spirit of inclusion with the 2010 Vancouver Winter Olympics. This event brought many great opportunities for our self advocates to be official volunteers at the Games. In particular, Lorraine Chomechko, Diane Martin and Gerry Juzenas represented self advocates by being Greeters for various sporting events and proving that people with disabilities are capable of participating like everyone else and sharing the Olympic spirit. The flames of the Olympic Torch touched everyone. All three of our members were so proud of their accomplishments and showed the world that all people belong in our global community. They all agreed that this was an experience they will cherish and always remember for the rest of their lives.

All self advocates are invited to join BASA and participate in our meetings and events by contacting our Advisors Gerry Juzenas or Gregg Schiller at 604.299.7851.



## There is much to celebrate!

by Merrillyn Cook

I attended my first Quality Assurance Committee meeting for the first time in July. While I have always taken pride in keeping myself in the loop and as connected as I can be to the people and services of BACI, I left this four hour meeting with a far deeper understanding and appreciation of the inner workings of the Association. I was highly impressed with this process and the various staff involved. Yes, there are many challenges but I took away from this meeting the impression that BACI is in the hands of many caring, capable and committed individuals who are willing to see the possibilities, to dream and address any challenges head on. There is much to celebrate!

## Quality Assurance Committee

### Leslee Madore

BACI's Quality Assurance Committee was created this past year to engage stakeholders - individuals, families, board members, employees and management - in an important dialogue about what quality services mean to BACI and the individuals we serve.

As an agency, we are accredited and know that satisfaction with our programs and services is high. We invite ongoing feedback through various means, and the individuals and families we serve have many good things to say about the agency, the staff, and our programs and services.

Last year, we asked ourselves if the people we serve would say "BACI's commitment to the provision of quality services means that I am really enjoying the quality of my life". We wondered what the response would be. Do the people we serve feel more valued and included in their communities because of their relationship with BACI? Are we the connector that helps create a stronger sense of community? Do we enhance the social networks and natural safeguards that are necessary for all individuals to thrive?

To delve deeper into the nature of quality assurance, we needed to have a courageous conversation with stakeholders. Thus, the Quality Assurance Committee was created to tackle these complex questions and to discuss outcomes achieved in both direct (programs) and support services (operations).

Jordana, a self-advocate who joined and now co-chairs the com-

mittee, describes it as one which "includes everyone" and encourages the discussion of different points of view. She quotes the Beatles lyric, "try to see it my way" to explain that if people bring forward their challenges, the sharing of ideas could lead to some important resolutions. "If you have a problem, maybe someone might have a solution to your problem. Different people will have different solutions that will work".

The committee uses an integrative approach to supporting and developing leadership, sharing learning, transparency and accountability in order to help map the future course of the organization. Meetings conclude with a collaborative action plan for moving forward.

As Jordana says, "The action plan is crucial. [The committee is] not just asking me for my opinion, it's asking me for my participation. And this matters because this is about the future of BACI".

## Seniors Committee

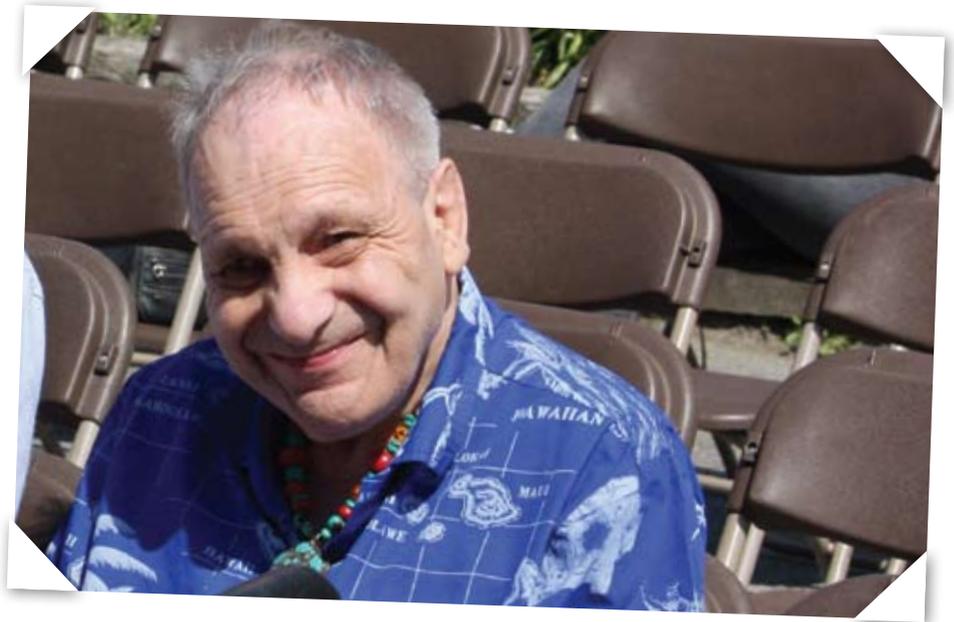
### Lyn King

2009-2010 saw the Seniors Committee successfully carry out two senior's teas.

The fall tea, held on November 22, hosted over 80 senior BACI members and their adult children for a hot catered meal of Chinese food. Entertainment was provided by a guest impersonator- Ben Simcoe- and our usual talented group who sang, danced and played. Ben was a hit and we hope to have him back in the future. The Douglas College nursing students provided a booth with information on H1N1 and illness prevention.

The spring tea, held on May 16, hosted over 95 senior BACI members and their adult children for sandwiches and dessert. Entertainment was provided by many and was a great backdrop to the usual socialization that this event is known for. We were bursting at the seams and will have to work on making room for our growing numbers in the future!

Thanks to the team of parents and Outreach staff who made these events work so well. Who knew Jello was such a favourite food. You're never too old for Jello!



# Auditor's Report

To the Members of  
Burnaby Association for Community Inclusion

We have audited the statement of financial position of the Burnaby Association for Community Inclusion as at March 31, 2010 and the statements of operations, changes in net assets and cash flows for the year then ended. These financial statements are the responsibility of the Association's management. Our responsibility is to express an opinion on these financial statements based on our audit.

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

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

In our opinion, except for the effect of adjustments, if any, which we might have determined to be necessary had we been able to satisfy ourselves concerning the completeness of the revenue referred to in the preceding paragraph, these financial statements present fairly, in all material respects, the financial position of the Association as at March 31, 2010, and the results of its operations, changes in its net assets and its cash flows for the year then ended in accordance with Canadian generally accepted accounting principles. As required by the Society Act of British Columbia, we report that, in our opinion, these principles have been applied on a basis consistent with that of the preceding year.

Deloitte & Touche LLP  
Chartered Accountants  
June 28, 2010

# Burnaby Association for Community Inclusion

## Statement of operations

year ended March 31, 2010

	2010	2009
	\$	\$
<b>Revenues</b>		
Provincial and Federal		
Community Living British Columbia	<b>14,855,795</b>	13,046,051
Ministry of Children and Family Development	<b>1,031,082</b>	1,282,760
British Columbia Housing and Management		
Commission	<b>422,597</b>	398,563
Fraser Health Authority	<b>74,591</b>	75,434
Federal government	<b>19,408</b>	22,817
Other sources		
User fees	<b>2,085,906</b>	2,002,238
Other revenues	<b>426,013</b>	265,630
Contracts	<b>59,774</b>	64,905
Transfer of deferred contributions		
Property, plant and equipment	<b>127,758</b>	133,542
Fundraising		
Gaming	<b>100,000</b>	100,000
Donations and gifts	<b>77,369</b>	48,324
United Way	<b>45,030</b>	45,031
Sharing Our Future (Note 14)	<b>18,504</b>	38,000
	<b>19,343,827</b>	17,523,295
<b>Expenses</b>		
Human Resources		
Wages and benefits	<b>12,288,002</b>	11,075,689
Staff training	<b>99,840</b>	96,356
Program		
Purchased services	<b>3,368,155</b>	2,692,396
Program costs	<b>997,080</b>	993,347
Transportation	<b>223,611</b>	266,148
Client recreation and education	<b>137,781</b>	126,541
Client incentives	<b>88,827</b>	98,734
Occupancy		
Mortgage interest and lease payments	<b>918,656</b>	913,363
Repairs and maintenance	<b>436,558</b>	410,967
Property taxes, utilities, and insurance	<b>298,732</b>	320,474
Amortization of property, plant and equipment	<b>469,857</b>	535,034
	<b>19,327,099</b>	17,529,049
<b>Excess (deficiency) of revenues over expenses for the year</b>	<b>16,728</b>	(5,754)

# Burnaby Association for Community Inclusion

## Statement of changes in net assets year ended March 31, 2010

	2010			2009
	Restricted - Replacement Fund (Note 2 (f))	Unrestricted	Total	Total
	\$	\$	\$	\$
<b>Balance, beginning of year</b>	<b>316,251</b>	<b>44,314</b>	<b>360,565</b>	368,498
Transfer of funds	(12,857)	-	(12,857)	-
Excess (deficiency) of revenues over expenses	-	<b>16,728</b>	<b>16,728</b>	(5,754)
Internally imposed replacement reserve usage	-	-	-	(2,179)
<b>Balance, end of year</b>	<b>303,394</b>	<b>61,042</b>	<b>364,436</b>	360,565

# Burnaby Association for Community Inclusion

(Incorporated under the Society Act of British Columbia)

## Statement of financial position as at March 31, 2010

	2010	2009
	\$	\$
<b>Assets</b>		
Current assets		
Cash	1,143,378	800,090
Accounts receivable	245,444	346,628
Prepaid expenses	48,733	45,755
Due from Sharing Our Future Foundation (Note 14)	5,004	18,914
	<b>1,442,559</b>	<b>1,211,387</b>
Investment - Estate of Hannah Filby (Note 3)	422,019	417,757
Replacement Reserve Fund (Note 7)	1,067,050	1,087,172
Property, plant and equipment (Note 5)	11,057,977	11,495,064
	<b>13,989,605</b>	<b>14,211,380</b>
<b>Liabilities</b>		
Current Liabilities		
Accounts payable and accrued liabilities	1,531,135	1,299,337
Deferred revenue	161,927	193,006
Current portion of mortgages payable (Note 6)	306,870	292,014
Current portion of loan from Sharing Our Future Foundation (Note 14)	2,224	2,103
	<b>2,002,156</b>	<b>1,786,460</b>
Mortgages payable (Note 6)	9,346,512	9,654,869
Loan from Sharing Our Future Foundation (Note 14)	92,261	94,485
Deferred contributions		
Replacement Reserve Fund (Note 8)	763,658	770,923
Property, plant and equipment (Note 9)	998,563	1,126,321
Estate of Hannah Filby (Note 10)	422,019	417,757
	<b>13,625,169</b>	<b>13,850,815</b>
<b>Net assets (Note 11)</b>		
Restricted - Replacement Fund	303,394	316,251
Unrestricted	61,042	44,314
	<b>364,436</b>	<b>360,565</b>
	<b>13,989,605</b>	<b>14,211,380</b>

Contingencies and commitments (Note 13)

Approved by the Board

(Signed) Troy Nikolai

Troy Nikolai, President

(Signed) Nailin Esmail

Nailin Esmail, Treasurer

# Burnaby Association for Community Inclusion

## Statement of cash flows

year ended March 31, 2010

	2010	2009
	\$	\$
<b>Operating activities</b>		
Excess (deficiency) of revenues over expenses for the year	16,728	(5,754)
Items not affecting cash		
Amortization of property, plant and equipment	469,857	535,034
Transfer of deferred contributions - property, plant and equipment	(127,758)	(133,542)
	<b>358,827</b>	<b>395,738</b>
Change in non-cash operating working capital items		
Accounts receivable	101,184	(216,194)
Prepaid expenses	(2,978)	50,928
Accounts payable and accrued liabilities	231,798	(114,956)
Deferred revenue	(31,079)	42,265
Due from Sharing Our Future Foundation	13,910	(24,455)
	<b>671,662</b>	<b>133,326</b>
<b>Investing activity</b>		
Additions to property, plant and equipment, net of amounts in accounts payable	(32,770)	(159,268)
<b>Financing activities</b>		
Transfer to replacement reserve	-	(4,238)
Mortgage principal repayments	(293,501)	(274,757)
Mortgage advances	-	630,000
Loan from Sharing Our Future Foundation	(2,103)	-
	<b>295,604</b>	<b>351,005</b>
Net cash inflow	<b>343,288</b>	<b>325,063</b>
Cash, beginning of year	<b>800,090</b>	<b>475,027</b>
<b>Cash, end of year</b>	<b>1,143,378</b>	<b>800,090</b>
Supplemental information	<b>492,622</b>	<b>524,188</b>
Interest paid		

# Burnaby Association for Community Inclusion

## Notes to the financial statements

March 31, 2010

### 1. Purpose of the Association

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

### 2. Significant accounting policies

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

(a) Adoption of accounting policies

During the year, the Association applied the new recommendations of the Canadian Institute of Chartered Accountants ("CICA") on accounting, measurement and financial reporting by not-for-profit organizations contained in Section 1540 and in the 4400 series of sections of the CICA Handbook. The adoption of these new standards has no impact on the financial statements.

(b) Financial instruments

The Association has elected to use the exemption provided by the CICA permitting not-for-profit organizations not to apply the following sections of the CICA Handbook: Section 3862, Financial Instruments - Disclosures, and Section 3863, Financial Instruments - Presentation, which would otherwise have applied to the financial statements of the Association for the year ended March 31, 2010. The Association applies the requirements of Section 3861, Financial Instruments - Disclosure and Presentation, of the CICA Handbook.

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 and due from Sharing Our Future Foundation have been designated as loans and receivables and are accounted for at amortized cost using the effective interest method.

# Burnaby Association for Community Inclusion

## Notes to the financial statements

March 31, 2010

### 2. Significant accounting policies (continued)

(b) Financial instruments (continued)

(iii) Other liabilities

Accounts payable and accrued liabilities, due to Sharing Our Future Foundation and mortgages payable are recorded at amortized cost using the effective interest method and include all financial liabilities, other than derivative instruments.

(c) Revenue recognition

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

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

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

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

(d) Gaming revenue

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

(e) Property, plant and equipment

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

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

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.

# Burnaby Association for Community Inclusion

## Notes to the financial statements

March 31, 2010

### 2. Significant accounting policies (continued)

(e) Property, plant and equipment (continued)

The Association reviews its long-lived assets for impairment whenever events or changes in circumstances indicate that their carrying value may not be recoverable from expected undiscounted future cash flows from the assets' use and eventual disposition. An impairment loss is recognized when the carrying value of an asset exceeds its fair value.

(f) Replacement Reserve Fund

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

(g) Volunteer services

Volunteers contribute approximately 1,750 hours per year to assist the Association in operating the various programs. Due to the difficulty of determining their fair value, contributed services are not recognized in the financial statements.

(h) Use of estimates

The preparation of financial statements in conformity with Canadian generally accepted accounting principles requires management to make estimates and assumptions that affect the reported amounts of assets and liabilities and disclosure of contingent assets and liabilities at the date of the financial statements and the reported amounts of revenues and expenses during the reporting period. Significant areas requiring the use of management estimates include accrued liabilities, deferred revenue and amortization on property, plant and equipment. Actual results could differ from those estimates.

### 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.

# Burnaby Association for Community Inclusion

## Notes to the financial statements

March 31, 2010

### 5. Property, plant and equipment

			2010	2009
	Cost	Accumulated amortization	Net book value	Net book value
	\$	\$	\$	\$
Land and buildings	15,099,662	4,133,902	10,965,760	11,363,234
Equipment and furnishings	1,195,231	1,138,754	56,477	110,750
Vehicles	710,263	674,523	35,740	21,080
	<b>17,005,156</b>	<b>5,947,179</b>	<b>11,057,997</b>	<b>11,495,064</b>

### 6. Mortgages payable

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

	Annual interest rate	Monthly mortgage repayment	Monthly BCHMC subsidy	Renewal date	Principal outstanding	
	%	\$	\$		2010	2009
					\$	\$
Carson	3.900	1,205	195	02/01/2013	39,950	52,469
Clinton	3.900	1,204	195	03/01/2013	40,999	53,642
Cumberland	3.090	1,194	146	09/01/2013	157,015	165,971
Deer Lake	4.590	1,163	281	08/01/2011	97,037	105,994
Eastburn	3.440	1,296	196	09/01/2019	175,711	184,259
Edmonds	3.680	1,197	251	12/01/2018	156,209	164,226
Filby Court	3.680	4,896	4,896	12/01/2018	633,259	666,295
Genesis	5.590	5,310	-	07/01/2012	820,296	838,423
Neville	5.500	3,846	-	06/01/2013	608,284	620,881
Oakland	4.590	1,163	281	08/01/2011	97,037	105,994
Orchard Heights	5.010	3,433	3,433	12/01/2010	574,165	586,556
Sardis	8.000	571	-	11/01/2024	59,753	61,458
Still Creek	5.680	4,439	-	05/01/2012	313,721	348,557
Stride Place	5.180	33,718	22,028	08/01/2016	5,850,121	5,952,069
Victory	2.510	934	28	12/01/2012	29,825	40,089
		<u>65,569</u>	<u>31,930</u>		<b>9,653,382</b>	<b>9,946,883</b>
				Less current portion	<u>306,870</u>	292,014
					<b>9,346,512</b>	<b>9,654,869</b>

# Burnaby Association for Community Inclusion

## Notes to the financial statements

March 31, 2010

### 6. Mortgages payable (continued)

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

	\$
2011	306,870
2012	314,576
2013	329,316
2014	312,539
2015	328,127
Thereafter	8,061,954
	<u>9,653,382</u>

Included with occupancy expenses is \$492,622 (2009- \$522,956) representing interest on long-term debt.

### 7. Replacement Reserve Fund

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

### 8. Deferred contributions - Replacement Reserve Fund

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

	2010			2009	
	BCHMC	CMHC	CLBC/ COB	Total	Total
	\$	\$	\$	\$	\$
Opening Balance	567,078	77,213	126,632	770,923	708,078
Interest earned	13,370	1,820	3,279	18,469	9,551
Additions during the period	14,169	4,014	36,864	55,047	114,559
Transfer of funds	-	-	12,857	12,857	-
Withdrawals during the period	(26,240)	(2,851)	(64,547)	(93,638)	(61,265)
Ending Balance	<u>568,377</u>	<u>80,196</u>	<u>115,085</u>	<u>763,658</u>	770,923

# Burnaby Association for Community Inclusion

## Notes to the financial statements

March 31, 2010

### 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:

	2010	2009
	\$	\$
Balance, beginning of year	1,126,321	1,259,863
Amounts transferred to revenue	(127,758)	(133,542)
Balance, end of year	998,563	1,126,321

### 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:

	2010	2009
	\$	\$
Balance, beginning of year	417,757	405,201
Interest earned	4,262	12,556
Balance, end of year	422,019	417,757

### 11. Net assets

#### (a) Restricted net assets

In 2010 the Association internally restricted \$Nil (2009 - \$4,238) of net assets to be used as a replacement fund and expended \$Nil (2009 - \$2,179) of previously restricted amounts. Combined with the opening balance of \$316,251 (2009 - \$314,192), total restricted net assets at March 31, 2010 are \$303,394. This fund is maintained to provide for replacement costs at properties not subject to the Group reserve fund (Note 7). These internally restricted amounts are not available for other purposes without approval of the Board of Directors.

#### (b) Unrestricted net assets

Included in unrestricted assets is \$311,549 (2009 - \$325,272) which represents an investment in capital assets, resulting in a net unrestricted deficit of \$250,507 (2009 - \$280,956).

### 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, 2010 and 2009, no amounts were outstanding on the line of credit.

# Burnaby Association for Community Inclusion

## Notes to the financial statements

March 31, 2010

### 13. Contingencies and commitments

- (a) At March 31, 2010, the Association was aware that a liability may exist with respect to the funding versus the provision of long-term disability (“LTD”) benefits. The previous carrier of LTD benefits, Health-care Benefits Trust (“HBT”), has presented a claim of \$186,700 as the amount owing for unfunded LTD provisions.

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

Management’s best estimate of the liability is that the likely amount is \$44,000 (2009 - \$22,000), which has been recorded in accounts payable and accrued liabilities. The balance of the claim is not determinable in management’s evaluation.

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

- (b) Certain of the Association’s properties are subject to charges, as per the Human Resources Facilities Act, whereby the facility may only be used for human resources purposes. If the properties are disposed of or not used for these purposes, the greater of \$61,574, or a proportion of the fair value of the land based on the amount of the grant and fair value of land at project completion date, is repayable to the Province of British Columbia.
- (c) The minimum aggregate and total annual future rentals payable under the terms of operating leases for a building facility and equipment used in programs are as follows:

	\$
2011	252,976
2012	166,489
2013	138,494
2014	95,818
2015	43,187
	<hr/> 696,964

### 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.

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, 2010, the Foundation had total assets of \$928,649 (2009 - \$960,302), total liabilities of \$665,824 (2009 - \$714,514), net assets of \$262,825 (2009 - \$245,788), including restricted net assets of \$203,032 (2009 - \$203,032), total revenues of \$88,151 (2009 - \$94,346), total expenditures of \$52,610 (2009 - \$50,093) and an excess of revenues over expenditures of \$35,541 (2009 - \$44,253).

# Burnaby Association for Community Inclusion

## Notes to the financial statements

March 31, 2010

### 14. Sharing Our Future Foundation (continued)

In addition to total expenditures, the Foundation made contributions of \$18,504 (2009 - \$38,000) to the Association, which are included in fundraising revenue of the Association.

During the year, the Association collected ticket sales proceeds and paid for services in respect of a fundraiser held by the Foundation. The net amount receivable by the Association in respect of all transactions was \$5,004 as at March 31, 2010 (2009 - \$18,914).

On July 1, 2007, the Foundation advanced the Association \$100,000 at a rate of 5.59% per annum to purchase the new MacDonald facility. During the year, the Association paid \$5,285 of interest on this advance. The outstanding balance as at March 31, 2010 was \$94,485, of which \$2,224 (2009 - \$2,103) was included in current portion.

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

### 15. Financial instruments

#### (a) Fair value

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

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

#### (b) Interest rate risk

The Association is not exposed to significant interest rate risk due to the short-term maturity of its monetary assets and current liabilities. The Association's mortgages bear a fixed interest rate; therefore no interest rate risk exists. The Association does not use any derivative instruments to reduce its exposure to the fluctuations in interest rates.

### 16. Capital disclosures

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

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

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

The overall strategy with respect to capital risk management remains unchanged from the year ended March 31, 2009.

# Funders, Donors and Sponsors

Marc Adams  
All Home Roofing & Drainage  
Contractors LTD.  
James Allard  
Mollie Anthony  
Anton's Pasta  
Argentine Frontier Resources  
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Alice Woolley  
Johnson Wu  
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