



Annual Report

2021 - 2022



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BC Centre for Ability is proud to CARF Accredited, and to be recognized as one of BC's Top Employers for 2022, and by The Career Directory, as one of Canada's Best Employers for Recent Graduates.



About Us

BC Centre for Ability (BCCFA) has been delivering quality services for children, youth and adults with disabilities and their families since 1969. We are the largest community based provider of child development services in BC and are considered provincial leaders in our field.

We were founded with the goal of creating inclusive communities and a sense of belonging and we use approaches that are compassionate and evidence-based to help families enhance their child's development and successfully navigate life transitions. We consistently receive high accreditation scores for the quality of our services, our dedication to client and family-centred care, and our client experience scores. Our commitment is to provide outstanding support to families and ensure the positive health of each client we serve.

Our programs provide support to children, youth and adults, through a variety of services, including Occupational Therapy, Physiotherapy, Speech-Language Pathology, Social Work, Supported Child Development, and Employment Services. We provide services throughout our community – at schools, parks, public spaces, or one of our four location in the Lower Mainland.

Internally, we aim to create a workplace that is supportive, encouraging, fun, and engaging. We are dedicated to nurturing a healthy workplace culture and consistently engage staff in surveys and opportunities to provide feedback on how we can improve. We pride ourselves on our ability to attract and retain talented, knowledgeable, hard-working, and passionate individuals.

Through the collaboration of our staff, clients, families, caregivers, and the broader community, we are able to achieve the best possible outcomes for the clients we serve and foster ***inclusive communities where every person thrives at all stages of life.***

Vision

Inclusive communities where every person thrives at all stages of life.

Mission

To lead in the design and delivery of community-based services for persons with diverse abilities.

Values

Hope: We help clients and families see hope for the future.

Kindness: Kindness and empathy form the basis of every interaction.

Collaboration: We work together as staff, clients, members and communities to build on our strengths and achieve the best possible outcomes.

Innovation: We are creative risk takers who relentlessly seek to improve and excel.

Family Centred: We honour and respect the unique needs and preferences of our clients, celebrate our diversity and ensure that clients, families and caregivers are at the centre of everything we do.

Letter

from BCCFA's Executive Director, Association Board President and Foundation Board President

2021 was full of challenges, adversity, hope, optimism, and accomplishments at BC Centre for Ability. Despite the ongoing challenges of the pandemic, we continued to demonstrate our strength and resiliency as an organization, and we are proud to share our key accomplishments and achievements

For the second year in a row, BC Centre for Ability was named one of BC's Top Employers. This prestigious award is presented to a small number of employers in BC who offer exceptional workplaces for their staff to work, grow, and thrive. At a time when many are leaving the health and social services sector, and recruitment and retention have been increasingly difficult, we are proud to be recognized as an organization where staff feel supported, appreciated, and valued.

In March 2022, we underwent accreditation by CARF, an international organization that evaluates the safety and quality of work environments in the health and social services sectors. During the 3-day survey, CARF tested our organization's compliance against more than 1,500 standards ranging from clinical services, human resources, finance, health and safety, IT, security, leadership, and board governance. In April 2022, we received a 3-year accreditation status and our accreditation report identified no areas for improvements - an accomplishment that is achieved by only 3% of CARF surveys internationally.

In a year where fundraising events continued to be cancelled, we strengthened our relationship with our supporters and increased our donor base through a number of successful fundraising campaigns and initiatives. We exceeded our fundraising goal last year, receiving 45% of our donations from Corporate giving, and 33% from Foundations and Grants, and 20% from Individual donations. We thank everyone who invested in our organization and helped us maintain and expand some of our critical services for children, youth and adults with disabilities and their families.

In the past year, we have continued our work as an organization to engage more deeply with the topics of racism, cultural safety, and trauma-informed practice. We received training from Harley Eagle, a Cultural Safety Facilitator, through a series of workshops on the topic of understanding and implementing trauma-informed practice. We continue to be committed to fostering a safe and inclusive experience for clients, families, and staff by addressing the Calls to Action from the Truth and Reconciliation Commission of Canada.

Last year was filled with successes, challenges, and opportunities for growth, and we are thrilled to be entering the new year with a sense of accomplishment and optimism for the year to come! Thank you to our Board of Directors, Operational Leadership Team, staff, and the broader community for your ongoing support and investment in the services we provide.



Joshua Myers MSW, RSW
Executive Director



Albert Chow
Association Board President



Desmond Ng
Foundation Board President

Centre Highlights

BCCFA's Diversity and Inclusion Committee

Cultural Safety and Trauma-Informed Practice

Since the creation of the Diversity and Inclusion Committee in 2020, BCCFA has continued to engage and reflect upon the topics of racism, cultural safety and trauma-informed practice. Last year, Indigenous Cultural Safety Consultant, Harley Eagle, facilitated a series of workshops to guide BCCFA staff and our Board of Directors in developing an understanding of cultural safety, trauma-informed practice, and confronting systemic racism.

Meditation, Prayer, and Reflection Space

In January, we transformed a room at the Centre into a meditation, prayer and reflection space, to offer staff members a quiet space to access within our office. The space can now be used by staff, clients, and visitors who want a quiet and peaceful place free from disruption and distraction. The space has dim lighting, couches, comfy chairs, art, and floor space to pray or meditate.

Pink Shirt Day, February 2022



Introducing Augmentative & Alternative Communication (AAC) Tools to the Centre

BCCFA's Speech-Language Pathology team introduced Augmentative and Alternative Communication (AAC) tools to the Centre to develop greater awareness and knowledge of AAC and improve accessibility.

AAC refers to all the ways we communicate without talking. AAC strategies and tools are used to help people with diverse needs communicate without using speech. We use AAC every day. AAC includes gestures & body language, picture symbols, pen & paper, communication boards & binders, keyboards & emojis, eye gaze systems (low and high tech), sign language, and voice output devices (e.g., iPads).

Since October 2021, our Speech-Language Pathologists (SLPs) and Occupational Therapists (OTs) have been making an ongoing effort to help children in our Early Intervention Therapy (EIT) program access whatever form of communication they use.

We have added communication core boards throughout the Centre that provide opportunities for our clients, their families, and the community to communicate using AAC. Additionally, all BCCFA staff now have core boards on their lanyards.



F Words of Childhood Development

The F words of Childhood Development is a framework developed by CanChild that focuses on 6 key areas of child development (Function, Family, Fitness, Fun, Friends, and Future) and recognizes that no one area is more important than another. BCCFA staff participated in education sessions

throughout the summer to familiarize themselves with the framework. Following this, champions from each of the children's services programs worked with CanChild to explore and plan how to incorporate the F words of Childhood Development into our work with families and their children.



BCCFA's Casting and Splinting Clinic, operated by our Physiotherapy Team



Employee Experience

Since the Employee Experience Survey launched in 2018, there has been a significant shift in the organization including the hiring of a new Executive Director, a reorganization of the leadership team, the development of new vision, mission, and values, and the launch of new strategic priorities which included a significant investment and re-alignment of resources to focus on people and culture.

2021 marked the fourth year of the survey and we were very encouraged to see over 90% of our current active staff take the time to provide us with feedback – the highest number of responses on this survey to-date. Despite all of the challenges faced during the pandemic, we continue to have a strong, activated, and engaged staff who

are proud to work at the Centre, see future growth and potential here, understand and believe in what we're doing, and feel valued and recognized for their contributions. In a time of significant burnout in health and social services and a "great resignation" across many sectors, we are seeing overwhelmingly hopeful and positive sentiments from our staff about working at the Centre.

We have been through a lot as an organization and a society over the last 2 years. Our goal from day one was to come through the pandemic stronger and more resilient as an organization and this feedback is a strong signal that, despite the challenges we've faced, we are on our way to achieving that goal.

Our previous campaign, the **Recovery and Rebound Fund**, raised **\$340,000**. This campaign aimed to provide support to our clients and families during the pandemic.

About the Above & Beyond Campaign

With the launch of our new Above and Beyond campaign, we are shifting away from the last two years of the pandemic marked by unprecedented changes and uncertainty. Instead, we are creating a future-looking campaign that centers the life-changing impact we can continue to make with the help of our supportive community members and the generosity of our donors. ***With you, we can innovate and expand our services, and ensure our waitlists continue to decrease and our clients continue to receive high-quality support and services.***

BC Centre for Ability's Above and Beyond campaign directs funds to our programs of most need – our Physiotherapy **Gross Motor Clinic**, **Stepping Stones** psychosocial program and **THRIVE** adult employment program. Through these programs, we are able to support children, youth and adult clients through different milestones in life – providing early intervention physiotherapy, developing social emotional skills, and building vocational skills and securing fulfilling employment.

Above & Beyond Campaign



THRIVE

Transforming
Hiring
Relationships;
Inspiring
Vocational
Experiences

In December 2020, the Centre launched THRIVE, a new client program funded through a joint partnership between Coast Capital, RBC Foundation, and the BCCFA Foundation. THRIVE assists youth with diverse abilities in building vocational and employability skills, through one-to-one coaching, mentorship, advocacy and direct connections to employers. The program works to further perceptual shifts within our local employment landscape while promoting innovation, diversity and inclusion.

In the past year, the program has incorporated innovative strategies to reach out to youth, including podcast episodes and an Advisory Committee comprised of former BCCFA clients. THRIVE leverages BCCFA's many years of experience in vocational services and links with key employers, as well as partnerships with community service providers and BC post-secondary institutions.

This year, both Coast Capital Savings and RBC Foundation visited BCCFA to present us with their generous donations, as well as take a tour of the Centre – a visit that had been delayed 2 years due to the pandemic.



Left to right: Anu Pala, Vocational Consultant, Mark Gruenheid, Senior Leader of Adult & Vocational Services, and Erin Turton, THRIVE, participant.

In May, RBC Foundation was joined by THRIVE's Anu Pala, Vocational Consultant, Mark Gruenheid, Senior Leader of Adult & Vocational Services, and Erin Turton, THRIVE participant. Coast Capital Savings visited the Centre in August, to meet with THRIVE participant and current IT Assistant at BCCFA, Shayne De Wildt and Mark Gruenheid. Both groups met to discuss the THRIVE program's development and impact over the last year, and goals for the future.

We would like to thank Coast Capital Savings for their donation of \$60,000 and RBC Foundation for their donation of \$35,000. Following the success of THRIVE's inaugural year, Coast Capital Savings renewed their partnership commitment. Through the support of both RBC and Coast Capital Savings, the program has been able to assist more clients than initially projected, and has been successful in placing 5 clients in permanent

employment. In addition, THRIVE also received funding from Service Canada and Work Experience Grants from the BC Government that contributed to training support and wage subsidies for 10 clients.



*Programs like **THRIVE** are important because they promote equity by helping people who may have otherwise had a harder time getting back into the workforce. Honestly, life is hard enough, and having a disability just makes it that much more challenging. Thankfully, programs like THRIVE are a great addition to promoting a more inclusive society for all.*

Erin Turton, THRIVE participant



Program Overview



Adult: Vocational & Employment Services

Program Name	Description
THRIVE	Assists youth with diverse abilities in building vocational and employability skills, through one-to-one coaching, mentorship, advocacy, and direct connections to employers.
WorkBC	Assists individuals in accessing job search resources, employment planning, skills assessment, training, work experience opportunities, and more.
Opportunities Fund	Assists people with disabilities to prepare for, obtain, and maintain employment.

Children & Youth Services

Program Name	Type of Service	Description
Early Intervention Therapy (EIT)	Occupational Therapy Physiotherapy Speech-Language Pathology Social Work	Provides community-based services for children from 0 to 5 years of age who have, or are at risk of having, a developmental delay.
Supported Child Development (SCD)	Supported Child Development	Helps families with children who need extra support to access inclusive childcare.
Community Brain Injury Program for Children & Youth (CBIPCY)	Social Work	Provides short-term rehabilitation and support services for children and youth, following a brain injury.
North Shore School Occupational Therapy	Occupational Therapy	Supports students with disabilities from the North and West Vancouver school districts.
Family Counselling Support Services	Social Work	Provides support to families following a new diagnosis, during life transitions, or caring for one or multiple children with complex medical needs.
Provincial Complex Medical Respite Support Services	Social Work	Offers respite support for families and children in BC with complex health conditions.
Key Worker	Social Work	Provides support to children and youth with Fetal Alcohol Syndrome Disorder (FASD), Neonatal Abstinence Syndrome, and Complex Developmental Behavioural Conditions (CDBC).
Stepping Stones	Social Work	Provides social emotional learning opportunities, counselling, and group programs for children, youth and their families.

Early Intervention Therapy

 **1,327** Clients Served

The Early Intervention Therapy program (EIT) is a community-based service for children from 0 to 5 years of age who have a developmental delay or who are at-risk for a developmental delay. The program supports children and their families living in the Vancouver, Burnaby, Richmond and North Shore regions. The program includes Occupational Therapy (OT), Physiotherapy (PT), Speech-Language Pathology (SLP), and Social Work (SW) services that enhance each child's development and promote participation in all aspects of their lives. Our therapists visit children and families in their homes, at daycares and preschools, at our BCCFA offices, through virtual appointments, and other community venues.



We don't know how to repay all your kindness and help to us. I just can't imagine my life without you there to help me. Thanks so much.

I have tears in my eyes. This is the level of collaboration and enthusiasm we DREAM about but haven't quite experienced. I am so grateful you are both in my child's life and ours. Thank you!

Parents of children in the EIT Program

Highlights

- To continue meeting the needs of families during the COVID-19 pandemic, we transitioned to a hybrid model of service delivery that is sustainable beyond the pandemic.
- A new intake process was introduced to streamline the referral process and was successful in providing families with a Plan for Support one month sooner than in the previous year. 94% of families surveyed agreed that the referral process was simple and easy to understand.
- 94% of families surveyed reported that they were treated with respect and courtesy during their time receiving services at BCCFA.
- 208% increase in the number of unique referrals received compared to the previous year.
- Virtual workshops were well-attended and increased access by removing travel and childcare barriers for families. 99% of families surveyed agreed that they learned new knowledge from attending.



Meet Ronin!

Ronin is an energetic, fun, and caring boy with trisomy 21 (Down Syndrome). He's been a client at BCCFA since the age of 2. Since joining the Early Intervention Therapy program, Ronin has received services from our OTs, PTs, SWs and SLPs at the Centre, at home, at preschool, and virtually.

Through his therapy services, as well as hard work, perseverance, and the dedication and support of his loving family, Ronin has come a long way in his physical and communication development. His OTs and PTs made sure he could access the playground safely. His SW helped his family access resources in the community. His SLP helped him progress in his speech and

communication skills, to share his wants and express his feelings.

Ronin now plays energetically on the playground, accessing all sorts of fun equipment. After coming home from preschool, he tells his parents who he played with that day. He also shares stories with his sister and tells her how much he loves her.

A large part of Ronin's time at BCCFA was during the pandemic. Through virtual visits and outdoor appointments, he was able to continue his therapy support with little interruption. As Ronin transitions to kindergarten, we all can't wait for him to keep showing us what he can do!

Supported Child Development



a cardboard panel to the front of it. Additionally, the students in Oscar's preschool class were supplied with hats and attachments, giving them the opportunity to experience the world the same way that he does. At the

school's winter holiday concert, the entire preschool class wore their hats with bells attached to them to sing Jingle Bells.

Through collaborative efforts like this, other children have the opportunity to experience the world from a new perspective and embrace differences! Educators at his preschool have shared that children have commented on their challenges with using the adaptive hats, creating an opportunity for conversations about diversity and inclusion.

Alexandra and Nick, Oscar's parents, have shared that the benefits of families and child care programs collaborating to support inclusion is of the utmost importance, to fully immerse kids with disabilities in inclusion and play.

Meet Oscar!

Oscar is a bright, happy, smart, curious boy who loves to help others – cooking with his parents and helping his peers at preschool. Oscar has limited mobility and uses a power chair to get around. He is an excellent driver!

Oscar has had the opportunity to actively participate in his preschool due to the extraordinary collaboration between his amazing parents, the preschool educators, and the rest of his team. He participates in a variety of activities while at preschool using a hat with different attachments, such as magnets and scoops. His parents have made adjustments to his chair to help him partake in ball play with others by attaching



1,517 Clients Served

Our Supported Child Development (SCD) consultants help families with children who need extra support to access inclusive childcare. The consultants work with families to design support for children's individual needs, and consult with daycare, preschool, and out-of-school care programs to help them develop inclusive principles and practices that enrich the experiences of all children. The Ministry of Children and Family Development (MCFD) funds this program.



The more we can understand and accept differences, collaborate with each other, and look at what children with diverse abilities can do in their own unique ways, the better we become at creating safe and inclusive spaces that make our world and the worlds of the families and children we support a better place. This is what true inclusion looks like.

Jody Gallaher, SCD Consultant

Highlights

- Initiation of Centre-wide consent form procedures were implemented to improve efficiency and streamline processes for families.
- The SCD consultants were offered unique and innovative virtual education sessions to community professionals and childcare providers, including:
 - Circles from the Start, Magical Inclusive Early Learning presented by Julie Causton and Kristi Pretti-Frontczak, Inclusive Schooling.
 - Autism Spectrum Disorder presented by JHMJ Consulting.
 - Becoming a Child's External Regulator: A Synergetic Approach to Education for Teachers and Educators presented by Lisa Dion, Synergetic Play Therapy Institute.
 - The Evolution of Inclusion presented by Shelley Moore.

North Shore School Occupational Therapy

 **147 Clients Served**

The North Shore School Occupational Therapy program supports students with diverse abilities from Kindergarten to Grade 12 in the North and West Vancouver school districts. They work in consultation with students, families, teachers, and support staff to support inclusion, participation, and independence in the school and community. The program is funded by the North and West Vancouver school districts and the Ministry of Children and Family Development (MCFD).



Highlights

- Handsworth Secondary School OT was involved in the planning and design of a new secondary school in North Vancouver, using the principles of universal design and creating accessible spaces including two large accessible washrooms and an accessible kitchen in the Foods room.
- OTs in North and West Vancouver supported children attending day trips to Cheakamus Centre.
- Increased support to the self-regulation team in West Vancouver including individual consultations, classroom design, and identifying self-regulation tools to support inclusive learning.
- Collaborated with Sunny Hill Health Centre's Therapeutic Recreation Program to support a student attending a field trip to Grouse Mountain using the Hippocampe chair.

Provincial Complex Medical Respite Support Services

 **37 Clients Served**

Funded by the Ministry of Children and Family Development (MCFD), our Provincial Complex Medical Respite Support Services offers respite support for families and children throughout BC with complex health conditions. These families currently receive At-Home Program respite benefits and collaborate with social workers from Children and Youth with Special Needs (CYSN) to be referred for additional top-up respite throughout the year, due to the complexity of their child's medical condition. The program offers two streams:

- **At-Home Program Respite Top-Up:** For families already receiving the At-Home Program Respite funding and due to the high complex care needs of their child, the parent requires additional respite support. Respite is provided as

an overnight and out-of-home at an alternate caregiver's home. This Top-Up is administered through the local CYSN office responsible for each family's existing At-Home Program respite agreement.

- **Contracted Respite:** Delivered by a contracted agency such as Community Ventures Society in the Lower Mainland, or alternate agencies throughout BC. Eligible families are allocated 26 days of respite annually. The contracted agency recruits, matches, and supervises the caregiver.

In summer 2022, for the first time since 2019, the Provincial Complex Medical Respite Support Services program offered 3 different summer camp opportunities for families at Camp Alexandra in Crescent Beach. These 5-day sleepover summer camp experiences were supported by the Community Ventures Society and provided respite opportunities for 15 different families of children with complex medical needs.



Stepping Stones

 **278** Clients Served

The Stepping Stones Program provides support to children with neurodevelopmental conditions up to 19 years of age and their families, working together to develop and strengthen children's social and emotional knowledge and skills such as emotional regulation, stress management, and maintaining self-confidence. Consultation and training workshops are offered to parents, caregivers, and community service providers to build skills around facilitating social emotional development of children with extra needs.

Highlights

- Received \$5000 Kick Starter grant from Pacific Blue Cross Health Foundation.
- Collaborated with the Dalai Lama Center for Peace and Education to deliver the group "Skills for Life for Families" to Stepping Stones parents and caregivers.
- Developed a mindfulness group for parents and caregivers and offered 17 sessions with a total of 65 parents that attended.
- Collaborated with the Community Brain Injury Program for Children and Youth (CBIPCY) to deliver 3 parent Mental Wellness groups.



In November and December 2021, the Psychosocial Programs - **Stepping Stones, Key Worker Support Services and Family Counsellor Support Services** - at BCCFA collaborated with the Dalai Lama Center for Peace and Education to offer the "Skills for Life for Families" program to parents and caregivers. The program involves a series of 5 workshops designed to present a vision of mindful and purposeful parenting. In the company of other like-minded participants, parents and primary caregivers learn practical skills and participate in experiential exercises in a supportive and caring environment. In total, 18 parents from Stepping Stones, Key Worker Support Services, and the Family Counselling Program attended the 5 weekly sessions for 2 hours each. Each week they connected with other parents and caregivers of children with extra needs in a safe environment. Parents shared that one of the best parts of the workshop was feeling less alone and being able to share without fear of judgement. At the end of the group, 100% of respondents said they tried out things they learned in the program and saw benefits for their families. It was a wonderful collaboration between the Dalai Lama Center and the BC Centre for Ability and a program we hope to be able to offer again given the positive feedback from families.



Stepping Stones has been and will continue to be an absolute lifeline for our family. Margot supports not only us as parents but also our two children. We would not be able to do this without her. Thank you, Margot!

2021/2022 Client Experience Survey



Key Worker Support Services

 **31** Clients Served

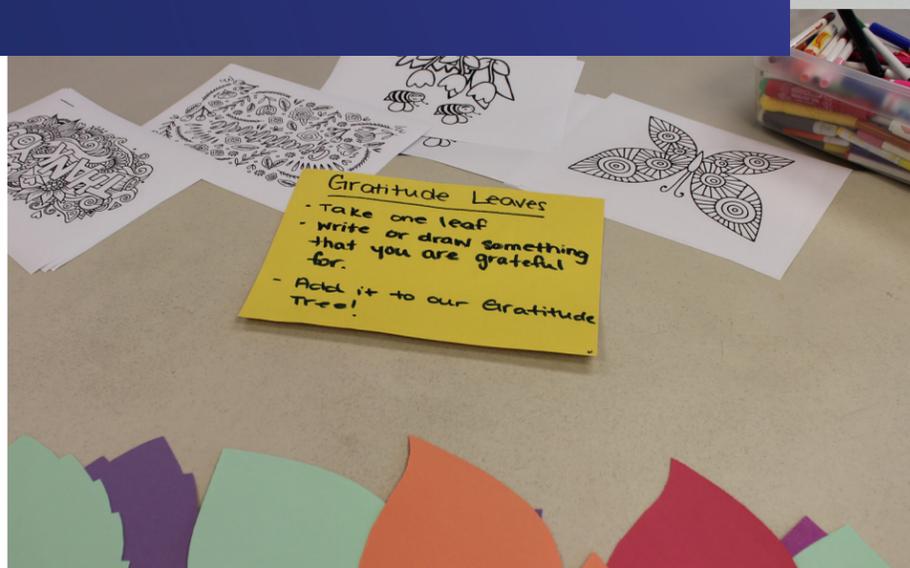
The Key Worker Support Services (KWSS) program in Burnaby offers individual support, group therapy, and skill development programs for children and youth with Fetal Alcohol Syndrome Disorder (FASD), Neonatal Abstinence Syndrome, and Complex Developmental Behavioural Conditions (CDBC). KWSS educates families, professionals and other service providers about the behavioural presentations of these conditions, which can impact development, learning, mental health, and adaptive and social skills. Key Workers provide training for parents and community service providers and networking opportunities for families to reduce social and emotional difficulties and challenging behaviours, as well as life skills to encourage success and participation in everyday life.

Family Counselling Support Services

 **34** Clients Served

The Family Counselling Support Services for Children and Youth with Special Needs (FCSS) provides 6-month support for families that promotes healthy development, maximizes quality of life, and assists families in their role as primary caregivers. In a collaborative relationship with families and individuals served, this program enhances an individual's capacity to effectively parent a child or youth with support needs, strengthens family functioning, and increases awareness of family strengths through facilitating family cohesion and broad community connections. It maintains and enhances the stability of families who have a child with extra challenges and ensures they have an ongoing network of support and access to community resources.

Pictures from a *Family Together Night* hosted by BCCFA's Psychosocial Programs in June 2022



112 Clients Served

BCCFA's Community Brain Injury Program for Children and Youth (CBIPCY) provides short-term, home and community-based rehabilitation services to children and youth with an acquired brain injury in BC, who do not have third-party funding. We offer individualized acute rehabilitation support including occupational therapy, physiotherapy, speech-language pathology, counselling, and service coordination to help children and youth regain as much functionality as possible to participate in school, home, and their community. This program is funded by the Ministry of Children and Family Development (MCFD).

Highlights

- 100% of families reported that they made progress toward their goals in the 2021/2022 BCCFA Client Experience survey.
- Received \$20,000 from Variety the Children's Charity to supplement direct client services.
- Offered new groups in collaboration with other BCCFA programs to enhance parent mental wellness, including 3 educational Parent Workshops, Parent Networking, and Parent Mindfulness.
- Offered new youth-to-adult transition services including workshops, resource materials, and 1:1 support for youth.
- Implemented bi-weekly rounds with Sunny Hill Health Centre.

Community Brain Injury Program

for Children and Youth in BC (CBIPCY)

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On December 7th, our then 9-year old daughter, Autumn, had a ruptured Arteriovenous Malformation in her right frontal lobe. After surgery, she was bedridden and had to go through rehabilitation at Sunny Hill Acute Rehabilitation Centre to regain her motor and cognitive skills. After 4 months, we were finally back home and had learn this new world with therapies at home and working with different organizations. It was all quite overwhelming.

One of these organizations was BC Centre for Ability and their Community Brain Injury Program for Children and Youth in BC, which helped us with the very challenging transition from a controlled and planned environment to organizing our lives around therapies and school. They were immensely helpful ensuring we received all the help we could possibly require.

Over the next many months, Autumn went to therapies, and whenever we required help, the CBIPCY was there to help. Without them, Autumn would not have recovered as successfully as she has now.



Through continued therapies, Autumn relearned more skills and regained more of her independence with each passing month. We eventually graduated from CBIPCY, but we had been given all the skills we would require to continue with Autumn's rehabilitation.

Today, Autumn is 11 years old. She has regained the majority of her mobility, although she still has motor skill issues on her left side, mainly in her arm and hand. She is back in school and is going into grade 6 next year. Outside of school, she goes to soccer, and just completed the course at WildPlay, which involves climbing, walking on boards high up in the air, and many more things; all activities that we never thought possible after her injury.

We are beyond grateful for all the help we have received, and a special thanks goes out to the amazing people at the CBIPCY. Thank you.

Niki Techen

Adult Services

“

The Opportunities Fund was there for me when I needed help. Mike Taculad went above and beyond to help me go from being homeless to having a full-time job in the Class 1 field. If you want something bad enough and set goals to focus on it, anything can happen – just stay positive and keep on track! The Opportunities Fund was there for me – they were there when I needed them and I'll be there if ever they need me. Super big thank you to Mike and the Opportunities Fund – you changed my life.

Opportunities Fund

 **122 Clients Served**

Opportunities Fund is a program that assists persons with disabilities to prepare for, obtain, and maintain employment. With an emphasis on work experience, the Opportunities Fund works with clients, community partners, and employers to hire, train, and retain persons with disabilities. Being part of the workforce is a major factor in improving clients' disability management, well-being, and quality of life.

Funded by Service Canada, the program provides financial assistance for training, self-employment, and wage-subsidized employment and adaptive equipment. Support is available for eligible participants living in the Lower Mainland, Sunshine Coast, and Sea-to-Sky Corridor to Pemberton, and the Fraser Valley to Boston Bar and Hope.

Highlights

- This year, 80% of Opportunities Fund participants enhanced their employability through work experience, and in most cases, also skills upgrading.
- 62% of Opportunities Fund participants who were in a work experience, skills upgrading, or self-employment interventions were successful in securing employment, exceeding all 3 performance measures targets.
- This year, the Opportunities Fund met or exceeded targets for the number of participants served (100% target, 132% achieved), program effectiveness in enhancing client's employability (80% target, 119% achieved), and the number of participants who achieved employment or self-employment after the intervention (60% target, 109% achieved).



While working in Alberta, George was suddenly laid off. He had always been a hard worker with great determination. However, with the added pressures of the pandemic and the responsibility of caring for his family, George was feeling tremendous anxiety about his career. He initially accessed services through WorkBC in Aldergrove and was recommended to take a Class 1 Driving Course. George received financial support from the Opportunities Fund to pay for his courses and road tests, which he successfully completed in 2021.

Despite the initial career challenges George faced, he is now employed as a long-haul driver from BC to Alberta, and sometimes to as far as Ontario. His long-term goal is to have a truck of his own and expand from there, a goal we believe he is more than capable of achieving!

WorkBC

 **~300 Clients Served**

BC Centre for Ability works closely with many community partners in Metro Vancouver. One of the most significant partnerships is with WorkBC Employment Service Centres operated by Douglas College and MOSAIC. WorkBC assists individuals in accessing job search resources, employment planning, skills assessment, training, work experience opportunities, and more. BCCFA employs 6 specialist employment counsellors serving clients with diverse abilities in the Vancouver Northeast, Delta, Maple Ridge and Langley WorkBC locations. These specialists work in conjunction with other WorkBC team members to facilitate positive experiences and outcomes for clients seeking employment. Areas of expertise include assessment, career coaching, customized employment placement, and case management. Employment counsellors also have access to BCCFA resources including medical consultation and connection to services offered through the Opportunities Fund and THRIVE.



Images from BCCFA's Casting and Splinting Clinic, operated by our Physiotherapy Team



Budget

Revenue

Provincial Government	\$17,660,050	85.69%
Federal Government	\$1,170,401	5.68%
Work BC Contracts	\$680,345	3.30%
Gaming	\$100,000	0.49%
School District	\$235,336	1.14%
Foundation Contribution	\$479,903	2.33%
Other Income	\$283,627	1.38%
Total Revenue:	\$20,609,662	

Expenditures by Program

Early Intervention Therapy	\$4,396,584	21.31%
Supported Child Development	\$11,983,238	58.07%
Community Brain Injury	\$1,045,447	5.07%
Adult Services	\$1,247,504	6.05%
Employment Program Work BC	\$632,639	3.07%
Key Worker Support Services	\$194,277	0.94%
Stepping Stones	\$47,596	0.23%
Provincial Complex Medical Respite Support	\$189,903	0.92%
Family Education and Resource Libraries	\$41,491	0.20%
Facility and Administration	\$857,649	4.16%
Total Expenditures:	\$20,636,329	

Donor and Funder Recognition

We want to recognize and thank those who share our vision for inclusive communities and contributed \$500 or more to our cause in the last year.

Funders

City of Burnaby	Ministry of Children and Family Development	Provincial Health Services Authority
Community Gaming	North Vancouver School District	West Vancouver School District
Douglas College	Province of British Columbia	
Employment and Social Development Canada		

Corporations, Foundations and Organizations

Ann Claire Angus Fund	Creative BC	Urban Impact
Anthem Properties Group Ltd	Djavad Mowafaghian Foundation	United Way of the Lower Mainland
Benefaction	Helijet	Vancouver Pacific Lions Club
Canada Helps	Iliffe Family Foundation	Variety – The Children’s Charity
CapServCo Limited Partnership	James Family Foundation	Victor & Anna Kern Foundation
Christopher Foundation	Pacific Blue Cross	Wolrige Foundation
CIBC Wood Gundy	RBC Foundation	
CKNW Kids’ Funds	Rocket Ship Couriers Ltd	
Coast Capital Savings		

Individuals

Damian Dunne	Jefferson Mooney	Myron Backlin
David R. Crowe	Jenny Williams	Nathan Brice
Delayne Sartison	Jo-Ann Bayley	Robin Turnill
Desmond Ng	John Bruno	Sharon LeClair
Don Nicholson	Joshua Myers	Stephen Bayley
Don W Kim	Julian Whike	Stephen Bouwman
Faye and Justin Hui	Karin Watson	Shirley Lim
Jane Arness	Lindsey LeClair	Thomas Merinsky
Jean Douglas	Mark Standerwick	Vanessa Lapointe
Jean Guyader	Michael Jones	



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