



61st ANNUAL REPORT 2013 - 2014

**“CELEBRATING 61 YEARS OF
COMMUNITY SERVICE”**

EMBRACE, EMPOWER, EMPLOY

THANK YOU!

MISSION STATEMENT

The mission of the Pathways Abilities Society is to assist people with disabilities to reach their individual goals and to participate and contribute as equal members of the community.

VISION STATEMENT

The vision of Pathways Abilities Society is of welcome... building communities that support and value the diverse-abilities of all people”.

MANDATE

"To promote, organize and support the development and interests of all people with disabilities in a manner consistent with the Mission Statement, bearing in mind always, the strengths of the individual."

VALUES STATEMENT

WE BELIEVE EACH PERSON:

- Has the same rights and freedoms given to all people in our society and therefore is unique and valued.
- Is to be treated equally with dignity and respect.
- Has the right to be informed on all matters that affect his or her life and make their own choices and decisions.
- Has the right to speak for them self (self-advocate) or to choose someone to speak for them.
- Has the right to live, socialize, work and participate in all aspects of community life in the least restrictive environment and should be taught the necessary skills to do so.
- Has the right to individualized service within the scope of what the society can provide.
- Has the right to access employment in our community.
- Has the right to expect that the society is accountable, advocates when requested or required and positively represents all people.
- Has the right to opportunities that provide life long learning and an enriched life.
- Has the right to a supportive network of personal relationships with family, friends and advocates.

- Is entitled to good health, medical and dental care on a voluntary basis and is to be informed and give consent.
- Is entitled to aides or adaptations (something changed or added) that may be needed for greater independence.
- Is responsible for his/her own actions and therefore is responsible for the consequences.

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PATHWAYS ABILITIES SOCIETY

MINUTES OF THE 60th ANNUAL GENERAL MEETING

September 16, 2013, 7:00 pm
555 Fuller Avenue, Kelowna, BC, V1Y 7W8

In attendance: Jim Greenlay, Angie Greenlay, Arnold Soloway, Cyndy Omand, Leslie Munro, Charisse Daley, Gail Meier, Lorne Zolinski, Shelley Decoste, Richard Pringle, Bob Hadgraft, Jean Hadgraft, David Paynter, Laurie Paynter, Nick Pismo, Virginia Pismo, Mary Brown, Mark Wengrowich, Johanna Cameron, Helen Polmear, Mark Reinelt, Dorothy Oliver, Lyla Hunter, Ken Fontaine, Joyce Fontaine, Glenda Mallach, Miki Hanna and Alaina Reiswig.

1. The meeting was called to order by President, Gail Meier at 7:00 pm.
2. Gail Meier stated that Robert's Rules Order will be followed.
3. **Moved by Richard Pringle seconded by Nick Pismo that the agenda be approved as presented. Carried.**
4. **Moved by Mark Reinelt seconded by Jean Hadgraft that the minutes of the September 17, 2012 Annual General Meeting be approved as circulated. Carried.**
5. Auditor's Report: Chris Henderson from Rossworn Henderson reviewed the 2012/2013 audited financial statements. He stated page 3 explains what we have done and how we have done and is an accurate representation of what happened the last fiscal year. Page 4 is the balance sheet of what we owe and what we own. Assets increased this year. He stated the format of the statements is different from last years however provide the same information. Assets increased due to a generous stock donation of approximately \$80,000. Tangible capital assets are lower than last year by \$20,000 (vehicles and computers) offset by the depreciation on the remaining resources. Liabilities increased. This is due to the accounts payable accrual and payroll timing at year end. Assets are up \$140,000 mostly due to the donation. He stated Page 6 is the statement of operations. Revenue was up slightly due to the donation and additional CLBC funding. Wage expense was up which corresponds with the additional CLBC revenue. The excess revenue over expense relates to the donation and a small amount of additional equity. Chris stated the rest of the statement is a breakdown of the details and the organization is well run. **Moved by David Paynter seconded by Richard Pringle to accept the 2012/2013 audited financial statements as presented. Carried.**
6. Moved by Arnold S. seconded by Nick Pismo that the board of directors be given the authority to appoint the auditors for the 2013-2014 fiscal year. Carried.

7. Gail Meier stated the President's report is included in the AGM booklet. She stated the most significant accomplishment was the name change which has been very positive. She thanked the staff and board for all their hard work. **Moved by Jean Hadgraft seconded by Arnold Soloway that the President's Report be accepted as presented. Carried.**

8. Gail Meier introduced Shelley Decoste. Shelley thanked the staff for their support and patience over the year. She stated CLBC will holding a 2 day leadership conference for self advocates in November at the Best Western. She stated there is a group of self advocates that go around the province teaching self advocates conflict resolution. She stated People First came to Kelowna and is trying to set-up chapters in BC; they formed to close institutions across Canada. She stated there is a 3 day self advocate retreat in Abbotsford in October where they will be talking about leadership and bullying. She started she is working on her second power point presentation on employment and talking to employers. **Moved by Richard Pringle seconded by Laurie Paynter that the Self Advocate's Report be accepted as presented. Carried.**

9. David Paynter stated the terms of five directors have concluded and they have allowed their names to stand for re-election for a 3-year term: Chuck Hopkins, Gail Meier, Jean Hadgraft, Richard Pringle and Mark Reinelt. He stated Gail and Chuck have been continuously elected to the board for five years or three consecutive terms therefore the membership's consent is required in order for them to seek reelection. Mark Reinelt was appointed to the board after last year's AGM for a one year term. In addition, Jim Greenlay has allowed his name to stand for a new three year term. Jim has been actively involved in the society for over 25 years. He has served as a director and was the board President from 1991 to 1993. David called upon the membership three times, requesting nominations from the floor, first call, second call and third call. With no forthcoming David Paynter moved and Arnold Soloway seconded that Chuck Hopkins, Gail Meier, Jean Hadgraft, Richard Pringle, Mark Reinelt and Jim Greenlay be elected to the Pathway's board of directors for a three year term. Carried.

9. Adjourned at 7:20 pm.

PRESIDENT'S REPORT

2013 – 2014

It is my pleasure to submit my report for the past year. I have been president for eleven years and I have served with great pride with this organization and its accomplishments.

This has been a very busy year for the organization. Foremost, after years of trying to replace our current location we finally acquired a new location. After looking at different options of building a new building or buying a building, we purchased the Franklyn road property. After minor renovations, a lot of paint, and hard work by staff, volunteers and the board we have a new facility that is appreciated by all concerned.

It has always been our goal to provide housing for people with limited incomes. To that end we are continuing to pursuing a project in partnership with the Legion, City and School District. We have had many meetings and are hopeful a housing project will go ahead in the near future. In the meantime, services are still located in the Fuller Avenue location.

Accreditation is coming up this September and I so I would like to thank the staff for all the hours that they put into this process.

The board continues to meet on a monthly basis-usually a lunch time meeting. We continue to work on policy, general direction of the organization, and provide support for Charisse.

I would like to thank the staff for all their hard work. This past year has been one of change and challenges with the move so thanks so much for hanging in there. Again thanks to the board for all their work this year. The board put in a lot of hours acquiring the property and getting it in shape. As well as replying too many emails in between meeting.

Arnold our Secretary Treasurer is moving on (to more golfing I think). Thanks to Arnold for all his years of guiding our finances. Thanks for your service and wisdom. Last but not least thanks to Charisse. She makes my job very easy. She continues to demonstrate great leadership and work ethic. Thanks Charisse for your dedication to Pathways!

Respectfully submitted by Gail Meier

Treasurer's Report

2013-2014

It is with pleasure that I submit the 2014 Treasurer's Report for Pathways Abilities Society for the year ending March 31, 2014. The Audited Financial Statements are prepared by Murray Rossworn Inc.

The Society expenses exceeded revenues by \$73,601 for the year, compared to a surplus of \$128,888 in 2013, due to the write-off of prepaid development cost. Cash at year end was \$246,287 compared to \$518,144 in 2013 as a result of the property purchases at Franklyn Rd and Bouvette St.

The management and staff have done an excellent job in controlling expenses while maintaining exceptional levels of service.

I would like to thank Charisse Daley and Rhonda Campbell, our Finance Manager for their dedication of accurately providing the financial records of Pathways.

Respectfully submitted

Arnold Soloway
Secretary Treasurer

PATHWAYS ABILITIES SOCIETY

FINANCIAL STATEMENTS

March 31, 2014

ROSSWORN HENDERSON LLP

Chartered Accountants

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INDEPENDENT AUDITORS' REPORT

To the Members of
Pathways Abilities Society:

We have audited the accompanying financial statements of Pathways Abilities Society which comprise the statement of financial position, as at March 31, 2014 and the statement of changes in net assets, the statement of operations, and the statement of cash flows, for the year then ended, and a summary of significant accounting policies and other explanatory information.

Management's Responsibility for the Financial Statements

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

Auditor's Responsibility

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

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

Basis for Qualified Opinion

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

Fundraising

In common with many non-profit organizations, Pathways Abilities Society derives revenue from fundraising activities, the completeness of which is not susceptible to satisfactory audit verification. Accordingly, our verification of these revenues was limited to the amounts recorded in the records of the organization and we were not able to determine whether any adjustments might be necessary to fundraising revenues, assets and net assets. Our audit opinion on the financial statements for the year ended March 31, 2014 was modified accordingly because of the possible effects of this limitation in scope.

Opinion

In our opinion, except for the possible effects of the matters described above in the Basis for Qualified Opinion paragraph, the financial statements present fairly, in all material respects, the financial position of Pathways Abilities Society as at March 31, 2014, and its financial performance and its cash flows for the year then ended in accordance with Canadian accounting standards for not-for-profit organizations.

Enderby, BC
July 21, 2014



Chartered Accountants

PATHWAYS ABILITIES SOCIETY
Statement of Financial Position
As at March 31, 2014

| | Society fund | Operating fund | Capital fund | Building fund | 2014 | 2013 |
|---|-----------------|-------------------|-----------------|------------------|--------------|--------------|
| Assets | | | | | | |
| Current Assets | | | | | | |
| Cash | \$ | \$ 209,767 | \$ | \$ 36,144 | \$ 245,911 | \$ 517,770 |
| Restricted cash | | 376 | | | 376 | 374 |
| Temporary investments (Note 3) | | | | 253,558 | 253,558 | 644,299 |
| Accounts receivable (Note 4) | | 44,931 | | | 44,931 | 49,157 |
| Due from other funds | 37,328 | 256,093 | | | 293,421 | 208,890 |
| Inventory | | 1,607 | | | 1,607 | 3,422 |
| Prepaid expenses (Note 5) | | 35,453 | | 31,100 | 66,553 | 64,964 |
| | 37,328 | 548,227 | | 320,802 | 906,357 | 1,488,876 |
| Tangible capital assets (Note 6) | | | 2,308,377 | | 2,308,377 | 751,985 |
| Prepaid development costs | | | | | | 83,798 |
| | \$ 37,328 | \$ 548,227 | \$ 2,308,377 | \$ 320,802 | \$ 3,214,734 | \$ 2,324,659 |
| Liabilities | | | | | | |
| Current Liabilities | | | | | | |
| Accounts payable and accrued liabilities (Note 7) | \$ | \$ 443,578 | \$ | \$ | \$ 443,578 | \$ 440,209 |
| Due to operating fund | | 37,577 | | 255,843 | 293,420 | 208,890 |
| Deferred revenue | | 1,650 | | | 1,650 | 5,833 |
| Current portion of long-term debt (Note 8) | | | 39,197 | | 39,197 | 16,752 |
| | | 482,805 | 39,197 | 255,843 | 777,845 | 671,684 |
| Long-term debt (Note 8) | | | 1,363,580 | | 1,363,580 | 509,939 |
| | | 482,805 | 1,402,777 | 255,843 | 2,141,425 | 1,181,623 |
| Net assets | | | | | | |
| Invested in tangible capital assets | | | 905,600 | | 905,600 | 225,294 |
| Internally restricted | | 40,749 | | 29,468 | 70,217 | 466,371 |
| Externally restricted | | 626 | | | 626 | 21,357 |
| Rental assistance surplus (Note 9) | | 30,908 | | | 30,908 | 22,943 |
| Unrestricted | 37,328 | (6,861) | | 35,491 | 65,958 | 407,071 |
| | 37,328 | 65,422 | 905,600 | 64,959 | 1,073,309 | 1,143,036 |
| | \$ 37,328 | \$ 548,227 | \$ 2,308,377 | \$ 320,802 | \$ 3,214,734 | \$ 2,324,659 |

Approved on behalf of the Board:

Director

Director

The accompanying notes are an integral part of the financial statements

PATHWAYS ABILITIES SOCIETY
Statement of Changes in Net Assets

As at March 31, 2014

| | Society fund | Operating fund | Capital fund | Building fund | 2014 | 2013 |
|--|-----------------|-------------------|--------------|---------------|--------------|--------------|
| Net assets, opening | \$ 35,234 | \$ 262,275 | \$ 225,294 | \$ 620,233 | \$ 1,143,036 | \$ 1,011,023 |
| Subsidy adjustments (Note 10) | | 3,874 | | | 3,874 | 3,125 |
| Adjusted opening fund balances | 35,234 | 266,149 | 225,294 | 620,233 | 1,146,910 | 1,014,148 |
| Excess (deficiency) of revenue over expenses | 2,094 | 47,740 | (51,959) | (71,476) | (73,601) | 128,888 |
| | 37,328 | 313,889 | 173,335 | 548,757 | 1,073,309 | 1,143,036 |
| Transfers | | | | | | |
| Tangible capital assets acquired | | (1,608,352) | 1,608,352 | | | |
| Transfer to (from) operating fund | | 483,798 | | (483,798) | | |
| Proceeds of long-term debt | | 897,255 | (897,255) | | | |
| Mortgage principle repayment | | (21,168) | 21,168 | | | |
| | \$ 37,328 | \$ 65,422 | \$ 905,600 | \$ 64,959 | \$ 1,073,309 | \$ 1,143,036 |

The accompanying notes are an integral part of the financial statements

PATHWAYS ABILITIES SOCIETY
Statement of Operations

For the year ended March 31, 2014

| | Society fund | Operating fund | Capital fund | Building fund | 2014 | 2013 |
|---|-----------------|-------------------|-----------------|------------------|--------------|--------------|
| Revenue | | | | | | |
| Community Living BC | \$ | \$ 2,225,194 | \$ | \$ | \$ 2,225,194 | \$ 2,163,238 |
| Fundraising | 30,139 | | | 11,286 | 41,425 | 171,866 |
| Sales of Service | | 193,512 | | | 193,512 | 169,750 |
| Tenant rent contributions | | 133,949 | | | 133,949 | 133,311 |
| Individual funding | | 119,737 | | | 119,737 | 111,870 |
| Subsidies | | 83,966 | | | 83,966 | 81,931 |
| Grants | | 50,868 | | | 50,868 | 30,995 |
| Gaming | | 22,000 | | | 22,000 | 22,000 |
| United Way | | 10,500 | | | 10,500 | 15,000 |
| Investment revenue | | 7,305 | | 4,455 | 11,760 | 10,086 |
| Other revenue | | 959 | | | 959 | 2,042 |
| | 30,139 | 2,847,990 | | 15,741 | 2,893,870 | 2,912,089 |
| Expenses | | | | | | |
| Bank charges and interest | | 42,707 | | 50 | 42,757 | 29,668 |
| Society & board expenses | 13,371 | | | | 13,371 | |
| Contracted services | 14,350 | 26,097 | | | 40,447 | 19,928 |
| Employee development | | 14,881 | | | 14,881 | 14,493 |
| Food | | 14,820 | | | 14,820 | 11,295 |
| Fundraising | 324 | | | 1,644 | 1,968 | 22,433 |
| Insurance | | 17,902 | | | 17,902 | 17,378 |
| Office | | 35,196 | | | 35,196 | 34,604 |
| Professional fees | | 16,448 | | | 16,448 | 13,172 |
| Program expenses | | 25,630 | | | 25,630 | 23,084 |
| Property taxes | | 10,461 | | | 10,461 | 5,484 |
| Rent | | 164,425 | | | 164,425 | 163,975 |
| Repairs and maintenance | | 51,281 | | | 51,281 | 34,289 |
| Supplies | | 16,519 | | | 16,519 | 12,555 |
| Telephone | | 12,495 | | | 12,495 | 10,680 |
| Transportation | | 65,655 | | | 65,655 | 48,735 |
| Utilities | | 29,468 | | | 29,468 | 21,259 |
| Wages and benefits | | 2,256,265 | | | 2,256,265 | 2,261,519 |
| | 28,045 | 2,800,250 | | 1,694 | 2,829,989 | 2,744,551 |
| Excess (deficiency) of revenue over expenses before the following: | 2,094 | 47,740 | | 14,047 | 63,881 | 167,538 |
| Prepaid development costs recognized | | | | (83,798) | (83,798) | |
| Gains (losses) on disposal of assets | | | | | | 3,587 |
| Amortization of tangible capital assets | | | (51,959) | | (51,959) | (44,287) |
| Unrealized gains (losses) on investments | | | | (1,725) | (1,725) | 2,050 |
| Excess (deficiency) of revenue over expenses | \$ 2,094 | \$ 47,740 | \$ (51,959) | \$ (71,476) | \$ (73,601) | \$ 128,888 |

The accompanying notes are an integral part of the financial statements

PATHWAYS ABILITIES SOCIETY
Statement of Cash Flows

For the year ended March 31, 2014

| | Society fund | Operating fund | Capital fund | Building fund | 2014 | 2013 |
|--|-----------------|-------------------|--------------|------------------|--------------|--------------|
| Sources of cash | | | | | | |
| Cash from operating activities | \$ 38,743 | \$ 2,762,165 | \$ | \$ 11,286 | \$ 2,812,194 | \$ 2,881,485 |
| Interest receipts | | 7,305 | | 4,455 | 11,760 | 10,086 |
| | 38,743 | 2,769,470 | | 15,741 | 2,823,954 | 2,891,571 |
| Uses of cash | | | | | | |
| Payments to suppliers and employees | (38,743) | (2,751,606) | | 78,818 | (2,711,531) | (2,661,018) |
| Interest payments | | (42,707) | | (50) | (42,757) | (29,668) |
| | (38,743) | (2,794,313) | | 78,768 | (2,754,288) | (2,690,686) |
| Total cash flows from operating activities | | (24,843) | | 94,509 | 69,666 | 200,885 |
| Investing activities | | | | | | |
| Tangible capital assets acquired | | | (1,608,352) | | (1,608,352) | (28,058) |
| Proceeds from disposition of tangible capital assets | | | | | | 5,413 |
| Investments purchased | | | | 390,742 | 390,742 | (118,976) |
| | | | (1,608,352) | 390,742 | (1,217,610) | (141,621) |
| Financing activities | | | | | | |
| Repayment of loans | | | (21,168) | | (21,168) | (16,572) |
| Proceeds from loans | | 897,255 | | | 897,255 | |
| | | 897,255 | (21,168) | | 876,087 | (16,572) |
| Increase (decrease) in cash | | 872,412 | (1,629,520) | 485,251 | (271,857) | 42,692 |
| Interfund transfers | | (1,145,722) | 1,629,520 | (483,798) | | |
| Cash, beginning of year | | 483,453 | | 34,691 | 518,144 | 475,452 |
| Cash, end of year | \$ | \$ 210,143 | \$ | \$ 36,144 | \$ 246,287 | \$ 518,144 |
| Cash consist of: | | | | | | |
| | Society fund | Operating fund | Capital fund | Building fund | 2014 | 2013 |
| Cash | \$ | \$ 209,767 | \$ | \$ 36,144 | \$ 245,911 | \$ 517,770 |
| Restricted cash | | 376 | | | 376 | 374 |
| | \$ | \$ 210,143 | \$ | \$ 36,144 | \$ 246,287 | \$ 518,144 |

The accompanying notes are an integral part of the financial statements

PATHWAYS ABILITIES SOCIETY
Summary of Significant Accounting Policies

For the year ended March 31, 2014

1. Purpose of the Society

The Pathways Abilities Society (the "Society") is incorporated under the laws of the *Society Act* of British Columbia as a not-for-profit organization and is a registered charity under the *Income Tax Act (Canada)*. The Society provides service and support to people with developmental disabilities.

2. Significant Accounting Policies

a) Fund accounting

The Society follows the restricted fund method of accounting. Accordingly, resources are classified for accounting and financial reporting purposes into funds. These funds are maintained in accordance with either the objectives specified by the donors or with directives issued by the Board of Directors. Certain interfund transfers may be necessary to ensure the appropriate allocation of assets and liabilities to the respective funds. Transfers between the funds are recorded in the statement of changes in net assets. For financial reporting purposes, the accounts have been classified into the following funds:

The Society Fund reports the Society's fundraising and membership activities.

The Operating Fund reports restricted operating grants, revenue and expenses related to the Society's program activities.

The Capital Asset Fund reports the ownership and equity related to the Society's capital assets.

The Building Fund reports assets, liabilities, revenues and expenses related to building replacement activities.

b) Revenue recognition

The Society follows the restricted fund method of accounting for contributions.

Contributions are recognized as revenue in the year they are received or become receivable if the amount to be received can be reasonably estimated and collection is reasonably assured.

Revenue from user fees, rentals, vocational program, and sales of products and services is recognized when the services are provided or the goods sold.

In the normal course of operations, the Society may receive notice of an impending gift. Gifts, including bequests are recorded upon receipt of the donated asset. Gifts in a form other than cash or marketable securities are recorded at fair value at the time of receipt.

Interest on bonds, mortgages, and short-term notes are recorded on an accrual basis. Dividends that have been declared are recorded as income on the date of record set for the dividend.

Investment income earned on restricted funds is recognized as revenue of the applicable restricted fund in accordance with the terms of the restricted contribution.

Contributed services:

A substantial number of volunteers contribute a significant amount of their time each year. Because of the difficulty of determining the fair value, contributed services are not recognized in the financial statements.

Pledges:

Pledges are not included in revenues until the funds are received

PATHWAYS ABILITIES SOCIETY
Summary of Significant Accounting Policies

For the year ended March 31, 2014

Contributions from Community Living British Columbia (CLBC)

The Society is funded primarily by the Province of British Columbia through budget arrangements established by CLBC. Operating grants are recorded as revenue in the period to which they relate. Grants approved but not received at the end of the accounting period are accrued. When a portion of the grant relates to a future period, it is deferred and recognized in the subsequent period.

c) Cash and equivalents

Cash and equivalents include short-term notes with terms to maturity of one year or less at the date of acquisition.

d) Temporary investments

Investments include all common shares, convertible securities, bonds, debentures, mortgages and real estate investments. These investments are recorded at their fair values determined, on a trade date basis, on the last day of business of the fiscal period.

e) Inventory

Inventory of materials and finished goods are recorded at the lower of cost and net realizable value.

f) Tangible capital assets

Purchased tangible capital assets are recorded at cost. Contributed tangible capital assets are recorded at fair value at date of contribution. Constructed assets are recorded at cost when they become available for use. Volunteer labour used to construct assets is not capitalized due to difficulties in quantifying the benefit received. Assets are amortized over their estimated useful lives. Amortization is recognized in the Capital Fund. Management has estimated the useful lives to be:

| | | |
|---------------------------|----------|---------------|
| Buildings | 20 years | Straight line |
| Furniture and fixtures | 10 years | Straight line |
| Automotive equipment | 10 years | Straight line |
| Asphalt and parking areas | 10 years | Straight line |

g) Financial instruments

(i) Measurement of financial instruments

All financial instruments are initially measured in the statement of financial position at fair value adjusted by, in the case of a financial instrument that will not be measured subsequently at fair value, the amount of transaction costs directly attributable to the instrument. Except for loans and receivables, held to maturity investments and other financial liabilities measured at the amortized cost. Amounts due to and from related parties are measured at the exchange amount, being the amount agreed upon by the related parties.

The Society subsequently measures its financial assets and financial liabilities at amortized cost, except for derivatives and equity securities quoted in an active market, which are subsequently measured at fair value. Forward exchange contracts and interest rate swaps that are not hedging items are measured at fair value. Changes in fair value are recognized in net income.

Financial assets measured at amortized cost include cash, accounts receivable and loans receivable.

Financial liabilities measured at amortized cost include accounts payable, accrued liabilities, deferred revenue and long term debt.

Financial assets measured at fair value include investments traded on a recognized stock exchange.

(ii) Impairment

Financial assets measured at amortized cost are tested for impairment when there are indicators of possible impairment. When a significant adverse change has occurred during the period in the expected timing or amount of future cash flows from the financial asset or group of assets, a write-down is recognized in net income. The write down reflects the difference between the carrying amount and the higher of:

PATHWAYS ABILITIES SOCIETY
Summary of Significant Accounting Policies

For the year ended March 31, 2014

- the present value of the cash flows expected to be generated by the asset or group of assets;
- the amount that could be realized by selling the assets or group of assets;
- the net realizable value of any collateral held to secure repayment of the assets or group of assets.

When the events occurring after the impairment confirm that a reversal is necessary, the reversal is recognized in net income up to the amount of the previously recognized impairment.

h) Use of estimates

The financial statements of the Society have been prepared by management in accordance with Canadian accounting standards for not-for-profit organizations. As such, management is required to make estimates and assumptions that affect the amounts reported in the financial statements and accompanying notes. Actual results could differ from those estimates. The financial statements have, in the opinion of management been prepared using careful judgment within the reasonable limits of materiality and within the framework of the accounting policies identified.

PATHWAYS ABILITIES SOCIETY
Notes to the Financial Statements

For the year ended March 31, 2014

3. Temporary investments

| | 2014 | 2013 |
|------------------|-------------------|-------------------|
| Term deposits | \$ 161,377 | \$ 553,955 |
| Portfolio shares | 92,181 | 90,344 |
| | <u>\$ 253,558</u> | <u>\$ 644,299</u> |

4. Accounts receivable

| | 2014 | 2013 |
|---------------------------|---------------|---------------|
| Trade accounts receivable | \$ 40,346 | \$ 43,219 |
| GST/HST receivable | 4,585 | 5,938 |
| | <u>44,931</u> | <u>49,157</u> |

5. Prepaid expenses

| | 2014 | 2013 |
|-------------------------------|------------------|------------------|
| Prepaid construction deposits | \$ 31,100 | \$ 31,100 |
| Prepaid deposits | 23,239 | 19,970 |
| Prepaid auto insurance | 10,842 | 11,092 |
| Prepaid insurance | 1,372 | 2,802 |
| | <u>\$ 66,553</u> | <u>\$ 64,964</u> |

6. Tangible capital assets

| | Cost | Accumulated amortization | 2014 | 2013 |
|---------------------------|---------------------|-----------------------------|---------------------|-------------------|
| Land | \$ 1,230,013 | \$ | \$ 1,230,013 | \$ 403,513 |
| Buildings | 1,417,974 | 390,006 | 1,027,968 | 274,099 |
| Furniture and fixtures | 192,533 | 173,598 | 18,935 | 23,410 |
| Automotive equipment | 234,773 | 208,404 | 26,369 | 45,184 |
| Asphalt and parking areas | 6,866 | 1,774 | 5,092 | 5,779 |
| | <u>\$ 3,082,159</u> | <u>\$ 773,782</u> | <u>\$ 2,308,377</u> | <u>\$ 751,985</u> |

7. Accounts payable and accrued liabilities

| | 2014 | 2013 |
|------------------------|-------------------|-------------------|
| Trade accounts payable | \$ 48,256 | \$ 56,919 |
| Wages payable | 395,280 | 383,290 |
| Taxes payable | 42 | |
| | <u>\$ 443,578</u> | <u>\$ 440,209</u> |

PATHWAYS ABILITIES SOCIETY
Notes to the Financial Statements

For the year ended March 31, 2014

8. Long-term debt

| | 2014 | 2013 |
|--|--------------|------------|
| Interior Savings Credit Union mortgage repayable in monthly installments of \$2,785, including interest at 3.99% per annum, due for renewal January 1, 2019 secured by the underlying assets, at 123 Franklyn Road. | \$ 527,010 | \$ - |
| Interior Savings Credit Union mortgage repayable in monthly installments of \$445, including interest at 5.50% per annum, due for renewal January 1, 2016, secured by land and buildings at 925 Sutherland Avenue. | 67,896 | 69,494 |
| Interior Savings Credit Union mortgage repayable in monthly installments of \$1,740 including interest at 5.50% per annum, due for renewal January 1, 2016, secured by land and buildings at 647 Old Meadows Road. | 265,476 | 271,727 |
| Interior Savings Credit Union mortgage repayable in monthly installments of \$1,625 including interest at 5.50% per annum, due for January 1, 2016, secured by land and buildings at 925 Sutherland Avenue. | 175,823 | 185,470 |
| Interior savings Credit Union mortgage repayable in monthly installments of \$1,903 including interest at 3.75% per annum, due for September 1, 2018, secured by land and buildings at 2835 & 2837 Bouvette Street.. | 366,572 | |
| | 1,402,777 | 526,691 |
| Less: current portion due within one year | (39,197) | (16,752) |
| | \$ 1,363,580 | \$ 509,939 |

The anticipated principal repayable on the long-term debt on each of the continuing mortgages over the next five years, upon renewal will be as follows:

| | 123 Franklyn Road | 925 Sutherland Avenue | 647 Old Meadows Road | 925 Sutherland Avenue | 2835 & 2837 Bouvette Street. | Total |
|-----------|----------------------|--------------------------|-------------------------|--------------------------|---------------------------------|--------------|
| 2015 | \$ 12,392 | \$ 1,606 | \$ 6,279 | \$ 9,830 | \$ 9,090 | \$ 39,197 |
| 2016 | 12,887 | 1,694 | 6,624 | 10,370 | 9,430 | 41,005 |
| 2017 | 13,401 | 1,787 | 6,988 | 10,941 | 9,784 | 42,901 |
| 2018 | 13,936 | 1,886 | 7,373 | 11,542 | 10,151 | 44,888 |
| 2019 | 14,492 | 1,989 | 7,778 | 12,177 | 10,532 | 46,968 |
| Balance | 67,108 | 8,962 | 35,042 | 54,860 | 48,987 | 214,959 |
| remaining | 459,902 | 58,934 | 230,434 | 120,963 | 317,585 | 1,187,818 |
| | \$ 527,010 | \$ 67,896 | \$ 265,476 | \$ 175,823 | \$ 366,572 | \$ 1,402,777 |

PATHWAYS ABILITIES SOCIETY
Notes to the Financial Statements

For the year ended March 31, 2014

9. Rental assistance surplus

The Rental Assistance Program is jointly funded by British Columbia Mortgage and Housing Corporation and the Ministry of Lands, Parks and Housing for the Province of British Columbia. The Society is required to segregate the operating surplus under this program from the surplus of other programs.

| | 2014 | 2013 |
|--|------------------|------------------|
| Surplus, beginning of year | 22,943 | 20,699 |
| Operating fund subsidy adjustment | 3,874 | 3,125 |
| Excess (deficiency) of revenue over expenditures | 4,091 | (881) |
| | \$ 30,908 | \$ 22,943 |

10. Subsidy adjustments

Subsidies for low income housing are reviewed on an annual basis by the British Columbia Housing Management Commission. Resulting adjustments are relating to the prior period and as such, are recorded as a change in net assets.

11. Commitments and contingencies

- The Society's employees are provided with sick leave on the basis of 1 day per month to the maximum of 156 days per employee. Sick benefits are not paid out upon termination and any unpaid amounts revert to the Society. The amount of sick pay that has been accrued and is included in accounts payable for the current year is based upon managements' best estimate based upon past performance. Accumulated sick leave can be carried over into succeeding years. The estimated total liability for sick pay is \$307,919 as at 2013 (2013 - 305,302). As at 2013, \$139,774 (2013 - \$123,557), was accrued and is included in accounts payable.
- The Society has entered into a contract for marketing and branding which expires September 2014. Monthly payments required under this agreement are approximately \$1,000.
- Since April 1, 2010, the Society and its employees contribute to the Municipal Pension Plan (the "Plan"), a jointly trustee pension plan. The board of trustees, representing Plan members and employers, is responsible for overseeing the management of the pension plan, including investment of the assets and administration of the benefits. The Plan is a multi-employer contributory pension plan. Basic pension benefits provided are based on a formulas. The Plan has about 179,000 active contributors and approximately 71,000 retired members. Active members include approximately 50 contributors from Pathway Abilities Society.

The most recent actuarial valuation as at December 31, 2012 indicated a \$1,370 million funding deficit for basic pension benefits. The next valuation will be as at December 31, 2015 with results available in 2016. Employers participating in the plan record their pension expense as the amount of employer contributions made during the fiscal year (defined contribution pension plan accounting). This is because the Plan records accrued liabilities and accrued assets for the Plan in the aggregate with the result that there is no consistent and reliable basis for allocating the obligation, assets and cost to the individual employers participating in the Plan. The Society paid \$143,866 (2013 - \$140,160) for employer contributions to the Plan.

12. Economic Dependence

The Society receives approximately 76.89% (2013 - 74.28%) of total revenues from Community Living BC.

PATHWAYS ABILITIES SOCIETY
Notes to the Financial Statements

For the year ended March 31, 2014

13. Financial Instruments

- a) The fair value of financial assets and liabilities are as follows:

The carrying values of cash, accounts receivable, accounts payable and accrued liabilities, and deferred revenue approximate their carrying values, due to the relatively short periods to maturity.

It is not practicable to determine the fair value of long-term investments as they are not publicly traded.

The carrying value of long-term debt approximates fair value as the terms and conditions of the borrowing arrangements are comparable to current market terms and conditions of similar debt instruments.

- b) Credit risk exposure

The maximum credit risk exposure for all of the Society's current financial assets is the carry value of those assets.

It is management's opinion that the Society is not exposed to significant interest, currency or credit risks arising from these financial instruments.

14. Comparative figures

Certain comparative figures have been reclassified to conform to the accounting presentation adopted for the current year.

SELF ADVOCATE'S REPORT

2013 – 2014

This was another exciting year with the move to our new, much bigger building. The first couple of months was like a big game of hide and go seek as we got into the new routine of the new place. We all are enjoying being under the same roof.

I get the privilege of holding the new weekly Self Advocate group on Tuesday mornings. In this group we worked a lot with the new Provincial Self Advocates website. This new web page, which can be found at www.selfadvocatenet.com, was made by Self Advocates for Self Advocates. This website is where Self Advocates can look and see what other Self Advocates are doing around BC and where they are located. They also post up and coming events such as the 16th annual Edenvale retreat in Abbotsford, BC that will happen in October. At this retreat they have safety tips, CLBC corner, and other workshops. Come and have a look at the website - I even have a column in it called diversability. Self -advocates can submit a story and if they use your story you can get paid. They talk about health, relationships, healthy food and we learn about our rights and responsibility, and about leadership in our life, and how to help advocate for each other. In this group we will be working on how to speak up about things in our life that need to change or improve, this is a safe place for Self advocates to speak up about anything they want. We hope to do little skits on things that come up in Pathways such as bullying, and how to get along with others.

COMING SOON...We asked and we were heard, if you come to the monthly advocacy in the service site meetings at Pathways, you would remember the questions that are always at the end for all self advocates. One of those questions asks if we would like to see anything different at Pathways. Self advocates asked for themed hot lunches. In response, we would like to welcome you to cultural diverse Friday hot lunches. Starting soon every other Friday there will be a dish picked from a different country and then there will be a cultural presentation. For example Christian was from Quebec one of the dishes from Quebec is a poutine, French fries melted cheese and lathered in gravy. Come share a dish with us every second Friday.

By Shelley DeCoste

SERVICES REPORT

2013 – 2014

Pathways services are driven by the belief that people with disabilities are entitled to the same rights and opportunities as all citizens. Opportunities at times are adapted to accommodate the differing abilities of each person.

Core services are funded by Community Living BC and additional funding is provided by individuals and their families, the United Way, British Columbia Gaming, fees, contracts, sales, donations and granting from various other stakeholders.

Activity Services

Activity Service offers three different avenues to participate in community: volunteerism, employment and meaningful activities. Our focus in activity service this year has been maximizing opportunities for individuals to become independent in all of the above areas. The scheduling committee along with the staff has been diligently working

towards this goal. We have formed an activity group, a self advocate's discussion group lead by Shelley Decoste. In this group staff is not involved and individuals come together and collectively discuss what they feel is important for them to know and learn.

Activity Services provides opportunities for individuals to have choices in what they are involved in. This summer during our schedule change we saw 91% of all individuals get their first choice in their preferred activities. We will continue to provide meaningful and purposeful activities that individuals excel in.

The most exciting thing to happen this year was the relocation of the Activity Service to our new location at 123 Franklyn Road. This has been an extremely positive move and Rutland has been a very welcoming community. This building has provided individuals with more space and a great courtyard that is utilized to its full potential.



Volunteerism

Volunteerism is one of the opportunities provided through Activity Services. Pathways assist 64 individuals to volunteer at 33 different non-profit agencies throughout Kelowna and West Kelowna. We are always looking for more volunteer opportunities.

Volunteerism empowers individuals to learn many different skills, socialize and interact with other community members and fellow volunteers.



*Jeanne Wilson volunteering at
Bibles for Missions Thrift Store*

Pathways Partners in Volunteerism are: Arion Farms, St Joseph's Hot Lunch program, Humane Society, Assisting Non Profit Animal Societies, SPCA, Westside Health Network, White Heather Manor, Mountainview Village, MCC Thrift Store, Village at Mill Creek, Compassionate Canada, Women's Haven, Pine Acres, ReStore (Habitat for Humanity), Bibles for Missions, Trinity Baptist Church, Adopt-a-book, Kelowna Yoga House, Rutland Hospital Auxilary, BC Cancer Society, TRACS, SpringValley Care Center, Freedom's Door, Bethesda, CLAC (Community Living Awareness Committee), Gifts for Grandmas, Hands in Service, Operation Sock Monkey, Westbank Child Development Center, Adopt a Stream, Village at Smith Creek, Inn from the Cold, and Church of God.

Individualized Funding

Throughout the 2013 -2014 fiscal year we supported eleven individuals through Individualized Funding. We currently have two full time contracts and several part time contracts. Currently four individuals have employment: two with community employers and two with Social Ventures.

Individualized Funding individuals are busy and active within the community. The support staff does a great job of providing community based activities for these individuals.

Life Skills

Pathways has consistently been involved with individuals who live on their own and request support with daily living skills such as budgeting, shopping, scheduling medical appointments, etc. The number of people requesting supports in the area of life skills has remained consistent over several years and we are able to assist these individuals with the services of one staff.

Residential

The past year has been a whirlwind for the residents of the Richter Street home. In the fall of 2013, the Society, after years of looking for a suitable replacement property at the request of the families, purchased a duplex on Bouvette Street. This home required some fairly significant remodeling in order to meet our specific needs. The hard work, organization and dedication of a number of individuals made it possible for us to move in on January 25, 2014. The residents have benefited positively from this move in many ways, stairs have been eliminated, the yard both front and back are accessible and most importantly the neighbours have welcomed us and make us feel like we belong here.

Travel Club

Travelling to exotic destinations and opportunities to have adventures with friends are goals for many people. Through the Travel Club Pathways is able to provide opportunities for individuals to travel, to rest, to relax and to have experiences outside their own community.

Each year a Travel Club plan is created. Dates, duration of events and trips vary from year to year. Funding for staff for this service is provided by Pathways Abilities Society. Travel participants pay their own travel expenses and the travel of their supports.

During the 2013 – 2014 fiscal year four trips took place: Disneyland May 2013, Mexico March 2014, Hawaii April 2014. The Travel Club sponsored the annual four day trip to Camp Owaissi September 2013. This camp trip allows individuals who have limited budgets to enjoy a relaxing get away vacation.

Employment

Employment supports are available through four of Pathways service areas: Activity Service, Individualized Funding, Social Ventures and Integrated Career Opportunities (ICO). Part of the work we do at Pathways is to support people to find paid work with community employers so that they can become part of the community through economic contribution. The people that we support through Pathways demonstrate a desire and willingness to work. Of all the people we currently support, we have helped 47% of them to find employment. More people want employment and are waiting for staff supports to be available.

In our North American culture being employed is about much more than simply getting a pay cheque. Paid work gives us an opportunity to meet new people and establish new friendships. Work increases our feelings of self-worth. Others recognize our abilities and our contribution. A place of employment can create a safety net around people who have developmental disabilities, increasing their security in the community.



Activity Services and Individualized Funding currently support fifteen individuals in community employment placements. ICO supports twenty-four individuals in positions throughout the community. Many more individuals are seeking placements at this time.

Pathways partners in employment are: The Prestige Inn, Choices Market, the Paramount Theatre, Bodyfit, Buckerfields, Big O Tire, Andre's Electronic Experts, Paynters Market, Protek Powder Coaters, Rose Valley Veterinarians, *Katarina Gerhardt*, *Home Depot*, Jazz's Grooming, Mission Park Inn, Clippendales Dog Grooming, Edo Japan Westbank, Global Television, Cabana Grill, Tree Brewing, Shoreline Estates, Aramark, Safeway Dilworth, Freddy's Brew Pub, Home Depot Kelowna, Century 21 Assurance Realty Ltd, Kelowna Motors for Mazda, Altar Metal Fab, Arby's Kelowna, Advance Precast, David and Marie Brown, Mission Shores, Motortoyz, Corwest Builders, Kelowna Community Development Society, Gate Keeper Restaurant, The Seafood Café, Cooper's Medical Supply, Dockside Marine Center, Kelowna Green Clean, and the Delta Grand Okanagan Resort.

Forty-two individuals are also employed by enterprises, “Social Ventures”, operated by Pathways Abilities Society. Social Ventures enterprise partners are: University of B.C. Okanagan, Okanagan College, Columbia Bottle Depot, The Kelowna Branch of the SPCA, Glenpark, Village Meadows Condominiums, BC Cancer Agency, Kelowna Kia, Boston Pizza, Napa, Rutland Hospital Auxiliary Thrift Store and the City of Kelowna.

Social Recreation

The Social Recreation service at Pathways offers opportunities for individuals to become involved with evening and weekend recreation events in and around Kelowna. The service is facilitated by one full time staff person, Lena Charlton, who organizes a full schedule of activities. Some individuals attend many activities through the year, and some only attend a select few. Individuals attending social recreation events give Lena ideas for other activities they would like to try. Satisfaction surveys are also used to solicit input. Each month a calendar for the next month is sent out and individuals then let Lena know what activities they would like to participate in. As many people live on a fixed income, Lena ensures that activities for all budget ranges are included.



Jeff Dawson sailing

Respectfully submitted by Alaina Reiswig, Mark Wengrowich, Leslie Munro

Apartment Subsidy

Pathways continues to administer 19 apartment subsidies through our administration department in partnership with BC Housing. An annual application is completed and sent to BC Housing each year for each of the individuals. We follow the guidelines established by BC Housing and the budgets they have set for our area. Rates are also established based on the person's earnings. The society collects the rent due from the person either

directly from the Ministry of Housing and Social Development or from the person directly and collects the BC Housing portion. We in turn pay the landlords the complete amounts.

Respectfully submitted by Rhonda Campbell, Finance Manager

ACTIVITY QUALITY ASSURANCE MANAGER

2013 – 2014

The past year will be remembered as a time of physical change within the organization. A larger home for the Activity Service at 123 Franklyn Road, a new home for the individuals who lived at Richter Avenue - it has been a year of celebrating buildings.

The job of the Activity Quality Assurance Manager is to ensure the maintenance of the desired level of quality in Pathways services. Above all this means ensuring that overall the actions and work of the agency is guided by the vision statement: *“building communities that support and value the diverse abilities of all people”*. So now that we have nice facilities, let's continue to find as many reasons possible to stay out of those buildings! Our work is about community and so we must do our work in community.

Each year staff creates outcome objectives that guide the work that is carried out during the year. These objectives are approved by the Board of Directors. During this previous year ten objectives out of sixteen were focussed on our work outside of Pathways owned facilities. Some of these objectives were: increasing the amount of time individuals spend outside of Pathways owned facilities, assisting individuals to increase acquaintances, increasing the time available to support individuals in volunteer placements, securing employment with community employers, enlarging the network of Pathways employment partners, presenting information regarding diverse abilities and Pathways to various community groups. Of those ten community focussed objectives, six were achieved and the other four were very close. It is important to remember that meeting arbitrarily set numeric goals is not necessarily the important part of setting objectives. It is the strategies created and the alignment of effort that is important. The more experience we have with creating strategies, the more confident we become that strategies can be created. The more we all become aligned in the right direction, the more likely we are to hit the target more consistently again and again over time. The targets we are aiming at are (1) strengthening individuals' ties and connections within the community, and (2) increasing the community's capacity to accept and value the unique contributions of all citizens. Pathways can be proud of the fact that in a year when we accomplished significant goals of moving into beautiful facilities, the work of the agency was still focussed on getting out into community.

Just getting people out socializing, volunteering and working with other people in the community is the best way to build the confidence of community members that the individuals we support are just regular people like everyone else. The more experiences people have with individuals that may have a physical or intellectual difference, the more positive images they have to relate to. Fearing difference is a basic human reaction. Once the “different” person becomes the “known” person, fear is replaced with acceptance. Another way of changing perceptions is through the media. This year we have been working on understanding how community employers perceive

job seekers who have diverse abilities. Through funding from Central Okanagan Foundation and United Way we have been able to host focus groups of employers as well as to survey 175 business people online to find out about their perceptions. After summarizing this information a media campaign will be developed to let potential employers know how employees who have diverse abilities can benefit their business. Replacing false perceptions takes awhile. We need to continue to create opportunities for people in the community to get to know the individuals we support, as well as to carefully promote positive images in the media.

Another part of quality assurance at Pathways is to monitor over time the changing age demographics of the individuals we support, and to consider how this impacts the work of the agency. Over the last four years all age groups have remained fairly static with one exception. The one age group that is slowly and continuously growing is the number of individuals under the age of 26 years. Four years ago 9% of the individuals we supported were in this age group. Now this age group represents 21% of the individuals we support. Predominantly what this group wishes to have in their lives is employment and connections in the community. We support many young people who have a variety of abilities as well as a range of support needs. The next challenge we are poised to take on as an agency is how to assist young people to tailor an individualized daily schedule that has them in the community, and out of group based segregated services. This is a big challenge that will require us to dig deep and come up with innovative and creative actions. It is also a challenge that aligns perfectly with our mission and vision as an agency.

Good sound buildings are important. A nice facility enhances the image of the people who use it. A healthy and structurally sound building is an asset that will not drain agency funds. It is important that we have a comfortable, dignified setting for the individuals we support, staff and volunteers to be proud of. But in all the moving, painting, and building improvements, the thing we should be most proud of is that our focus remained on what is happening in the community *outside* of our facilities. The community, after all, is where we achieve our mission to: *“assist people with disabilities to reach their individual goals and to participate and contribute as equal members of the community”*. As nice as our facilities are the only way to assist people to participate and contribute as equal members of the community is to get out into the community.

Respectfully submitted by

Leslie Munro,
Activity Quality Assurance Manager (AQAM)

“Review and Analysis 2013 2014” - a detailed review of demographics, referrals, exits from service, satisfaction surveys and outcome measures can be found at www.pathwayskelowna.ca

EXECUTIVE DIRECTOR'S REPORT

2013 – 2014

It was a very EXCITING and busy year! Last year I reported, "*Pathways Abilities Society underwent a significant change this past year; our new name!*", that statement appears to pale in comparison with this year's changes!

We finally obtain a new building, 123 Franklyn Road, which far better meets the needs of the activity service individuals and staff. This resulted in better, consolidated employment space for ICO and Social Ventures, relocating to 555 Fuller Avenue. In addition, we finally found a replacement property for the individuals who lived a Richter Street. Though the new side-by-side duplex was ideal, extensive renovations needed to occur to accommodate the home members and make the home accessible and "license-able". The undertaking of these endeavours, though overwhelming at times, would not have been successful if not for Mark, Alaina and Leslie and the many staff who worked so hard to ensure the changes were implemented as smoothly as possible for the people we support. I must also acknowledge the work and foresight of the Pathway's board of directors. The board wanted to ensure our facilities met the needs of the individuals and staff. They persisted through some hard, and at times, philosophical discussions and negotiations to finally resolve the acquisitions.

We continued to be very fortunate to have community and community groups donate their time, services and/or goods. Paula Fiander, Belinda Finney and the Son of Valley fellowship donated a tremendous amount of time and resources painting, cleaning and refurbishing our new building. We are truly indebted to Paula and Belinda for their efforts. Nick Pisio, likely unexpectedly and perhaps not willingly, became our resident handyman. Nick has volunteered countless hours with the society overseeing the Bouvette renovation and the upgrades and maintenance of 123 Franklyn. I cannot acknowledge and thank Nick enough for all the work he has done and continues to do. If we have any problems, Nick is readily there to help. In addition, significant financial donations were received from Cascade Recovery, Chuck and Beryl Hopkins, Jean and Bob Hadgraft and the Christian Family. Through the TELUS Dollars for Doers program we also received donations from 3 past employees and or their spouses.

The Community Living Action Committee (CLAC) continued to facilitate Pathway's involvement in our community. The City of Kelowna proclaimed October 7 to 13, 2013 Pathway's Week. We coordinated our first Inclusion Chain, with the mayor presenting the proclamation to the society. Additional events held during that week included an employer appreciation event at Tree Brewery, a BBQ and distribution of flyers at local retail outlets encouraging the hiring of people with diverse-abilities. We also participated in the Rutland May Day Parade, coordinated a very well attended open house, held a huge garage sale and participated in Seedy Saturday. This year I must specifically thank our new chairperson, Adam Less. He donated a tremendous amount of time

supporting the committee and participating in the events. He has become a true champion for our society.

This year sadly Jackie Miller, Tina Caruso, Mr. Hadgraft (fondly known as Mr. H) and Stewart Ritchie passed away. Jackie was always happy and loved to say hi to everyone. Tina had not participated in our service for a few years and was very fortunate to have been supported at home by her parents. Stewart was very forward; never shy in telling you what he thought. Mr. H. was a very kind and extremely generous man. He was very supportive of the Pathways and was always willing to drive Mrs. H. to her society obligations. Mr. H. even helped with the initial cleaning of 123 Franklyn.

Project 26 continued to move forward. A feasibility study is being completed to determine if it is viable for Pathways, the Legion, and School District 23 to collectively re-develop our adjoining properties. We are anxiously awaiting the results.

The Okanagan Valley Association of the Deaf, Cool Arts, Overeater Anonymous, Co-Dependents Anonymous and the Okanagan Chinese Canadian Association continued to utilize our building outside of regular service hours free of charge.

Each year at the end of my report I thank so many for making Pathways a great organization. I hope the repetitiveness of this section does not take away from the heartfelt and truly thankful feelings I wish to express. Without all those listed we would not be making a positive difference in our community and in the lives of people with diverse-abilities. **THANK YOU:**

♥Pathways staff, the Board of Directors and our volunteers. They continue to be the pillars of the society constantly demonstrating their commitment to providing the best services possible while progressing the rights and inclusion of people with diverse-abilities. In addition, I would like to again personally thank Leslie Munro and Rhonda Campbell. They are both incredible management staff and made my job so much easier.

♥The CLAC Committee for volunteering their time and coordinating our participation in community. This committee works very hard with limited resources to ensure Pathways is a community leader; progressing the need for welcoming inclusive communities. This year was even busier than last. Between 'Pathway's Week' events, planning for the open house and preparing for the garage sale, the committee had no reprieve until the middle of June. The society was very fortunate, in addition to having Adam Less chair, to have the core committee members continue, Cyndy Omand, Ellen Voth, Lloyd Horton, Shelley Decoste, D'Arcy Bell and newer member Sharon Simms. Shelley Purdon and Barb Davies also helped however unfortunately have since stepped down.

♥Mrs. Hadgraft (Mrs. H) who continued to volunteer her time teaching arts and crafts and as the Vice-President of the Board of Directors. Unfortunately for the people we support, she retired from volunteering in the activity service however continues to serve on the board.

♥The Self-Advocates in the Service Area committee members, led by Shelley Decoste. They assist the leadership team to ensure services and supports reflect the needs and wants of people with diverse-abilities.

♥Glenda Mallach for coordinating our annual Christmas party and camp.

♥The Vipond Golf Tournament coordinators, participants and the Kelowna Golf and Country Club for continuing to host this annual event. Each year the membership gives up their course for the day. Denis Gates continues to coordinate this event ensuring proceeds are raised to benefit the society.

♥The United Way and the many United Way supporters and volunteers. We were fortunate to have the following groups participate in United Way Day of Caring initiatives and volunteer time to complete various projects for the society, Community Connections, Prospera Credit Union, TBA Engineering, Farm Credit Canada and Interior Savings.

♥Community Living BC our primary funder and partner. We have truly appreciated their commitment to working in partnership with Pathways to provide the best services and supports possible in our region.

♥Our other community partners and supporters including the Ministry for Children and Family Development, the Ministry of Housing and Social Development, BC Housing, Gaming, Interior Health, the City of Kelowna, the Vancouver Foundation, the Central Okanagan Foundation, the Kelowna Lions Club, our employers and volunteer sites who work in partnership with our organization to serve individuals and the community.

♥The many individuals, families and groups that made financial donations to our society. Thank you all again!

Respectfully submitted by Charisse Daley
Employ, Empower, Embrace