



Pathways

Abilities Society

63rd ANNUAL REPORT 2015 - 2016

**“CELEBRATING 63 YEARS OF
COMMUNITY SERVICE”**

EMBRACE, EMPOWER, EMPLOY

THANK YOU!

PATHWAYS ABILITIES SOCIETY

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 62nd ANNUAL GENERAL MEETING**

**September 14, 2015, 5:00 pm
123 Franklyn Rd, Kelowna, BC, V1X 6A9**

In attendance: Jim Greenlay, Leslie Munro, Charisse Daley, Gail Meier, Shelley Decoste, Jean Hadgraft, Virginia Pizio, Nick Pizio, Mark Reinelt, Rhonda Campbell, Darryl Harand, Ruth Dodds, Gary Campbell, Cyndy Omand, Darlene Hass, Gert Welder, Chuck Hopkins, Beryle Hopkins, Richard Pringle, David Low, Daryle Roberts and Ken Carmichael

1. Meeting called to order at 5:00 pm.

2. Gail Meier stated the notice of the meeting was sent 15 days prior to the AGM to the membership and we have a quorum as outlined in our by-laws to proceed with the meeting.

3. Moved by Chuck Hopkins seconded by Jean Hadgraft that the agenda be approved as presented. Carried.

4. Moved by Jim Greenlay seconded by Mark Reinelt that the minutes of the September 15, 2014 Annual General Meeting be approved as circulated. Carried.

5. Auditor's Report: David Low introduced Ken Carmichael from BDO. Ken stated there first audit went really well and the statements are available in AGM booklet. He stated the main part of the audit is captured in the audit report on pages 2 and 3. He stated the Basis for Qualified Opinion is standard because they cannot audit cash donations. He stated everything is trending in the correct direction. He stated the assets are down a bit due to amortization. The value declines over the life of the building-it is not expensed when purchased. On the income statement revenues are up by \$123,000 specifically related to fundraising and increases in rental contributions. He stated expenses were up accordingly for a net surplus of \$48,000. He stated the rest of the statements are pretty consistent. Gail Meier asked if there were any questions-there were none. **Moved by David Low seconded by Richard Pringle to accept the 2015/2016 audited financial statements as presented. Carried.**

6. Moved by David Low seconded by Chuck Hopkins to appoint BDO the auditors for the 2015-2016 fiscal year. Carried.

7. Gail Meier stated the President's Report is included in the AGM booklet. She stated it was another busy year with the merger and the new building. **Moved by Gail Meier seconded by Jean Hadgraft to accept the President's Report as presented. Carried.**

8. Gail Meier introduced Shelley Decoste to present the Self-Advocate's Report. Shelley stated her report is included in the AGM booklet. She is very excited to have new people coming to meetings this fall. The group is planning more outing including going to CLBC, the RCMP and Boys and Girls Club. **Moved by Gail Meier seconded by Darryl Harand to accept the Self-Advocate's Report as presented. Carried.**

9. Richard Pringle stated the terms of two Directors, Nick Pisio and Jock Craddock have concluded and both have allowed their names to stand for re-election to the board of directors for another 3-year term. Richard called upon the membership three times, requesting additional nominations from the floor, first call, second call and third and final call. With no forthcoming **Richard Pringle moved and Jim Greenlay seconded that Nick Pisio and Jock Craddock be elected to the Pathway's board of directors for a three year term. Carried.**

10. Meeting adjourned at 5:15 pm.

*President's
Report*

PRESIDENT'S REPORT

2015 - 2016

I am pleased to provide another President's report and it was another very busy and productive year for Pathways.

In keeping with the role of the board- the boards sets the overall direction, policies and budgets.

The board had 4 active committees, the Executive Committee which is comprised of the President, Vice President, Jean Hadgraft and the Secretary Treasurer, David Low, the Audit Finance Committee comprised of the President and Secretary Treasurer, the Nominating Committee comprised of Director, Richard Pringle and the Facilities Maintenance Committee comprised of Directors, Nick Pisio, Jim Greenlay and Richard Pringle. Charisse served as the staff representative to all committees. The most active committee was the Facilities Maintenance Committee. Many thanks to all committee members especially Nick Pisio for all the hours he puts in volunteering to coordinate or complete the maintenance of Pathways' facilities.

The Board continued to work on our strategic plan goals which included achieving our goal to replace the Highland property with a more suitable property, Old Meadows Road. Additionally, a proposal was submitted to BC Housing to build affordable apartments for those in need, new qualified staff were recruited and for the first time in quite some time we had a full complement of permanent and relief staff, Home Share expanded, employment opportunities for the people we support increased and BikeWay's had a record sales year.

This year we are sad to say goodbye to Jim Greenlay who has served on the board on and off for many, many years. Jim's years of service and experience with the organization were greatly appreciated and he will truly be missed.

In closing I would like to thank the board for their commitment to the Pathways and continuing to govern and progress the inclusion of the people Pathway's supports. Many thanks to the staff who work hard to keep things running smooth. I would also like to thank the leadership team; they too work very hard to ensure the mission of Pathways' is achieved.

Respectfully submitted by Gail Meier, President

*Secretary Treasurer's
Report*

TREASURER'S REPORT

2015 - 2016

It is with great pleasure that I submit the Treasurer's Report for Pathway Abilities Society for the year ended March 31, 2016.

It has been an interesting two years with our Society purchasing the Franklyn Road property two years ago and then amalgamating with the Kelowna Community Development Society this past year. However, with all these changes, we continue to make progress towards our ultimate goal of having no debt on our buildings. For the fiscal year ended March 31, 2016, the Society reported an excess of revenue over expenses of \$15,271 (2015 - \$47,666).

During the past year, we did reduce our long-term debt by \$121,342 which included the elimination of one of our mortgages on the Sutherland Avenue property. Subsequent to the year end, the Society sold a property on Highland Road South and these funds will be used to pay for the Old Meadow's renovation and to secure a property in West Kelowna for the Activity Service.

I would like to thank Charisse Daley and Rhonda Campbell, our Finance Manager for their hard work and dedication to the Society.

Respectfully submitted

David Low, CPA, CA
Secretary/Treasurer

*Auditor's
Report*

Pathways Abilities Society
Financial Statements
For the year ended March 31, 2016

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Independent Auditor's Report

To the Members of Pathways Abilities Society

We have audited the accompanying financial statements of Pathways Abilities Society (the "Society"), which comprise the statement of financial position as at March 31, 2016 and the statements of operations, changes in net assets and 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 generally accepted auditing standards. Those standards require that we comply with ethical requirements and plan and perform the audit to obtain reasonable assurance about whether the financial statements are free from 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 Society's preparation of the financial statements in order to design audit procedures that are appropriate in the circumstances, but not for the purpose of expressing an audit opinion on the effectiveness of the Society'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.

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

Basis for Qualified Opinion

In common with many charitable organizations, the Society derives revenue from donations and fundraising, 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 Society. Therefore, we were unable to determine whether any adjustments might be necessary to donation revenue and fundraising, excess of revenue over expenses, and cash flows from operations for the year ended March 31, 2016.



Qualified Opinion

In our opinion, except for the possible effects of the matter described 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, 2016 and the results of its operations and its cash flows for the year then ended in accordance with Canadian accounting standards for not-for-profit organizations.

BDO Canada LLP


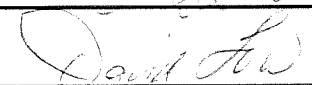
Chartered Professional Accountants

Kelowna, British Columbia
July 4, 2016

Pathways Abilities Society
Statement of Financial Position

March 31	2016	2015
Assets		
Current Assets		
Cash (Note 2)	\$ 362,772	\$ 304,667
Temporary investments	137,537	122,918
Accounts receivable	48,305	35,273
Inventory	-	1,562
Prepaid expenses	24,722	48,071
	<u>573,336</u>	<u>512,491</u>
Property and equipment (Note 3)	<u>2,329,560</u>	<u>2,287,154</u>
	<u>\$ 2,902,896</u>	<u>\$ 2,799,645</u>
Liabilities		
Current Liabilities		
Accounts payable and accrued liabilities (Note 4)	\$ 498,632	\$ 390,187
Current portion of long term debt (Note 5)	57,464	46,354
Deferred revenue	1,700	2,450
	<u>557,796</u>	<u>438,991</u>
Long term debt (Note 5)	<u>1,105,200</u>	<u>1,237,653</u>
	<u>1,662,996</u>	<u>1,676,644</u>
Net Assets		
Investment in property and equipment	1,166,896	1,003,147
Internally restricted	70,216	70,216
Externally restricted	626	626
Rental assistance surplus (Note 6)	44,160	34,706
Unrestricted net assets	<u>(41,998)</u>	<u>14,306</u>
	<u>1,239,900</u>	<u>1,123,001</u>
	<u>\$ 2,902,896</u>	<u>\$ 2,799,645</u>

Approved on behalf of the Board:


 _____ Director

 _____ Director

Pathways Abilities Society Statement of Operations

For the year ended March 31	2016	2015
Revenue		
Community Living BC	\$ 3,378,406	\$ 2,225,061
Fundraising	106,696	141,848
Sales of service	221,547	206,243
Tenant rent contributions	214,057	188,859
Individual funding	233,789	124,226
Subsidies and grants	109,181	112,681
Other revenue	9,226	18,669
	<u>4,272,902</u>	<u>3,017,587</u>
Expenses		
Board and society expenses	15,779	1,922
Contracted services	453,200	37,130
Employee development	21,736	13,690
Food	23,773	14,004
Fundraising	2,380	1,650
Insurance	22,078	21,625
Interest on long term debt	54,332	61,067
Office	65,607	51,603
Professional fees	28,019	19,588
Program fees	26,262	12,861
Property taxes	17,111	20,112
Rent	218,574	165,688
Repairs and maintenance	110,904	67,012
Supplies	22,506	20,082
Telephone	18,393	11,233
Transportation	75,757	69,192
Utilities	49,903	38,191
Wages and benefits	3,005,522	2,307,871
	<u>4,231,836</u>	<u>2,934,521</u>
Excess of revenue over expenses before other items	<u>41,066</u>	<u>83,066</u>
Other items		
Amortization	57,170	52,439
Unrealized gains on investments	(31,825)	(17,039)
	<u>25,345</u>	<u>35,400</u>
Excess of revenue over expenses	<u>\$ 15,721</u>	<u>\$ 47,666</u>

Pathways Abilities Society
Statement of Changes in Net Assets

Net Assets	Society fund	Building fund	Capital fund	Operating fund	Total
Balance, as at March 31, 2015	\$ 165,967	\$ 97,746	\$ 1,003,147	\$ (143,859)	\$ 1,123,001
Excess (deficiency) of revenues over expenses	94,806	48,648	(57,170)	(70,563)	15,721
Repayment of mortgage principal	-	-	121,342	(121,342)	-
Investment in property and equipment	-	-	27,048	(27,048)	-
Amalgamation of KCDS assets and surplus	-	-	72,529	28,649	101,178
Balance, as at March 31, 2016	\$ 260,773	\$ 146,394	\$ 1,166,896	\$ (334,163)	\$ 1,239,900

The accompanying notes are an integral part of these financial statements.

Pathways Abilities Society
Statement of Cash Flows

For the year ended March 31

2016

2015

Cash flows from operating activities

Cash received from core operating grants and activities	\$ 4,293,308	\$ 3,018,152
Cash paid to employees and suppliers	(4,041,707)	(2,908,316)
Interest paid	(54,332)	(61,067)
Interest received	9,226	6,372
	<u>206,495</u>	<u>55,141</u>

Cash flows from investing activities

Acquisition of property and equipment	(27,048)	(31,216)
Proceeds from disposal of property and equipment	-	5,547
Acquisition of investments	-	147,679
	<u>(27,048)</u>	<u>122,010</u>

Cash flows from financing activities

Repayment of long term debt	<u>(121,342)</u>	<u>(118,771)</u>
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Increase in cash	58,105	58,380
Cash, beginning of year	<u>304,667</u>	<u>246,287</u>
Cash, end of year	<u>\$ 362,772</u>	<u>\$ 304,667</u>

Pathways Abilities Society Notes to Financial Statements

March 31, 2016

1. Summary of significant accounting policies

Nature of Business	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. The Society provides service and support to people with developmental disabilities.
Basis of Accounting	The financial statements have been prepared using Canadian accounting standards for not-for-profit organizations.
Fund Accounting	<p>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 the 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 in the following funds:</p> <p>The Society Fund reports the Society's fundraising and membership activities.</p> <p>The Building Fund reports assets, liabilities, revenues and expenses related to building replacement activities.</p> <p>The Capital Asset Fund reports the ownership and equity related to the Society's capital assets.</p> <p>The Operating Fund reports the restricted operating grants, revenue and expenses related to the Society's program activities.</p>
Cash and Cash Equivalents	Cash and cash equivalents include short-term notes to maturity of one year or less at the date of acquisition.
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.

Pathways Abilities Society

Notes to Financial Statements

March 31, 2016

1. Summary of significant accounting policies (continued)

Revenue Recognition

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

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 programs, and sales of products is recognized when the services are provided or the goods sold.

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. Pledges are not included in revenues until the funds are received. 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.

Pathways Abilities Society

Notes to Financial Statements

March 31, 2016

1. Summary of significant accounting policies (continued)

Property and Equipment

Property and equipment is recorded at cost. Contributed property and equipment is recorded at fair value at date of contribution. Assets are amortized over their estimated useful lives and management has estimated the useful lives as follows:

Buildings	- 50 years straight line
Furniture and fixtures	- 10 years straight line
Asphalt and parking areas	- 10 years straight line
Automotive equipment	- 10 years straight line

Use of Estimates

The preparation of financial statements in accordance with generally accepted accounting principles requires management to make estimates and assumptions that affect the reported amounts of assets and liabilities at the date of the financial statements, and the reported amounts of revenues and expenses during the reporting period. Actual results could differ from management's best estimates as additional information becomes available in the future.

Management has provided an estimate on the Society's sick pay accrual. 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. Accumulated sick leave can be carried over into succeeding years. 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.

Financial Instruments

Financial instruments are recorded at fair value when acquired or issued. In subsequent periods, financial instruments are reported either at cost or amortized cost less impairment when changes in circumstances indicate the asset could be impaired. Transaction costs on the acquisition, sale or issue of financial instruments are charged to the financial instrument.

Pathways Abilities Society
Notes to Financial Statements

March 31, 2016

2. Cash

	2016	2015
Restricted cash	\$ 420	\$ 407
Unrestricted cash	362,352	304,260
	<u>\$ 362,772</u>	<u>\$ 304,667</u>

3. Property and equipment

	2016		2015	
	Cost	Accumulated Amortization	Cost	Accumulated Amortization
Land	\$ 1,262,052	\$ -	\$ 1,230,013	\$ -
Buildings	1,503,670	468,899	1,427,011	413,697
Furniture and fixtures	319,065	310,165	196,947	186,441
Automotive equipment	213,438	193,904	213,438	185,209
Asphalt and parking areas	6,866	2,563	6,866	1,774
	<u>\$ 3,305,091</u>	<u>\$ 975,531</u>	<u>\$ 3,074,275</u>	<u>\$ 787,121</u>
		<u>\$ 2,329,560</u>		<u>\$ 2,287,154</u>

Subsequent to year end, the Society sold one of their properties with a net book value of \$51,429.

4. Accounts payable and accrued liabilities

The Society's employees are provided with sick leave on the basis of 1 day per month up to a maximum of 156 days per employee. The estimated total liability for sick pay is \$335,232 (2015 - \$285,014). As at March 31, 2016, \$169,295 (2015 - \$139,774) was accrued and is included in accounts payable and accrued liabilities.

Included in accounts payable and accrued liabilities are government remittances payable of \$20,422 (2015 - \$14,263).

Pathways Abilities Society
Notes to Financial Statements

March 31, 2016

5. Long term debt

	<u>2016</u>	<u>2015</u>
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.	\$ 488,254	\$ 514,218
Interior Savings Credit union mortgage repayable in monthly installments of \$1,963, including interest at 3.99% per annum, due for renewal January 21, 2021 secured by land and buildings at 647 Old Meadows Road.	208,696	228,488
Interior Savings Credit union mortgage repayable in monthly installments of \$1,848, including interest at 3.99% per annum, due for renewal January 21, 2021 secured by land and buildings at 925 Sutherland Avenue.	118,161	131,445
Interior Savings Credit union mortgage repayable in monthly installments of \$1,903, including interest at 3.75% per annum, due for renewal September 1, 2018 secured by land and buildings at 2835 and 2837 Bouvette Street.	347,553	357,222
Interior Savings Credit union mortgage - repaid during the year.	-	52,634
	<u>\$ 1,162,664</u>	<u>\$ 1,284,007</u>
Less current portion	<u>57,464</u>	<u>46,354</u>
Long term portion	<u>\$ 1,105,200</u>	<u>\$ 1,237,653</u>

Estimated principal repayments required on long term debt for the next five years and thereafter are due as follows:

2017	\$ 57,464
2018	59,774
2019	62,179
2020	64,678
2021	67,279
Thereafter	851,290
	<u>\$ 1,162,664</u>

Pathways Abilities Society

Notes to Financial Statements

March 31, 2016

6. 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.

	2016	2015
Surplus, beginning of year	\$ 34,706	\$ 30,908
Operating fund subsidy adjustment	11,589	2,026
Excess (deficiency) of revenue over expenditures	(2,135)	1,772
	<u>\$ 44,160</u>	<u>\$ 34,706</u>

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.

7. Commitments and contingencies

- The Society signed a 60 year premises lease agreement with the City of Kelowna on December 10, 2009, with an annual lease payment of \$1.
- The Society rents office space under an operating lease, expiring November 30, 2016, with a current monthly cost of \$2,500 per month.
- 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 plan. The Plan has about 179,000 active contributors and approximately 71,000 retired members. Active members include approximately 50 contributors from the 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 conducted 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. The Society paid \$186,436 (2014 - \$150,448) for employer contributions to the Plan.

Pathways Abilities Society

Notes to Financial Statements

March 31, 2016

8. Economic dependence

The Society is funded primarily by the Province of British Columbia through budget arrangements established by Community Living British Columbia ("CLBC"). Funding from CLBC represents 84% (2015 - 74%) of the Society's total revenue for the year.

9. Financial instrument risk

Interest rate risk

Interest rate risk is the risk that the fair value or future cash flows of a financial instrument will fluctuate because of changes in market interest rates. The Society is not exposed to significant interest rate risk as the only financial instruments that are exposed to interest rate risk are GIC's, which have a fixed interest rate and cash which accrues nominal interest.

Credit risk

Credit risk is the risk that one party to a financial instrument will cause a financial loss for the other party by failing to discharge an obligation. The Society is exposed to credit risk resulting from the possibility that a party to a financial instrument defaults on their financial obligations; if there is a concentration of transactions carried out with the same counterparty; or of financial obligations which have similar economic characteristics such that they could be similarly affected by changes in economic conditions. The Society's financial instruments that are exposed to concentrations of credit risk relate primarily to the trade accounts receivable from companies to which services are provided.

Liquidity risk

Liquidity risk is the risk that the Society encounters difficulty in meeting its obligations associated with financial liabilities. Liquidity risk includes the risk that, as a result of operational liquidity requirements, the Society will not have sufficient funds to settle a transaction on the due date; will be forced to sell financial assets at a value, which is less than what they are worth; or may be unable to settle or recover a financial asset. Liquidity risk arises from accounts payable and accrued liabilities.

Management has determined that the Society is not significantly exposed to credit and liquidity risks arising from these financial instruments. There have been no changes from the previous year of policies, procedures and methods to measure the risk.

10. Amalgamation

During the year, the Society amalgamated operations, and respective programs and services with Kelowna Community Development Society. All assets, property and obligations have been transferred to Pathways Abilities Society.

Self-Advocate's
Report

SELF ADVOCATE'S REPORT

2015 - 2016

In September 2015 the self-advocate group reviewed what self-advocacy is and we talked about what we did for the summer and what we plan to do for this fall.

October 2015 was community living month this year's inclusion chain at City Hall was well attended the mayor of Kelowna read the proclamation declaring the month "Community Inclusion Month". Our goal is to have a bigger chance of next year!

In December 2015 Pathways annual Christmas party was held.

February 2016 was our first self-advocate meeting for the year. We went over the questions everyone seems to be happy with their services this month. Also Feb 24th was anti-bullying pink shirt day. We watched a very powerful video on bullying. We would like to team up with the Boys & Girls Club one of these years for anti-bullying day.

In March 2016 we toured the Kelowna Fire Hall.

In May 2016 we talked about the changes to the BC bus passes and we visited the BC Government website.

In June 2016, we partnered up with Margaret Milsom from adult care and hosted Nancy Ward a self-advocate from Oklahoma City. Nancy is a board member of "Self-Advocates Becoming Empowered" and chair of the National Organization of People's First. Nancy also works through a grant from a federal Agency on a voting project. Nancy shared many of empowering stories on how she advocates on her friends behalf. We also went to the SIYA summer powwow. We saw so many very colorful costumes and every dance told a story. It was really nice to see all the different generations dancing together, we were taught and asked to take part in a few dances. For lunch we had back in homemade chili.

July 2016 was our last meeting of the year; we had Helen Phelan the RN at Pathways talk about medications. It was a very informative meeting. Helen had a PowerPoint that was really good and was in plain English so everyone was able to understand. There were a lot good questions and conversations around medications and side effects.

Self-Advocates are very aware of health and safety concerns and always have and always bring up issues at meetings, we would like to thank the staff for addressing them so quickly.

I'm happy that I am finished all provincial boards. I plan on working on local issues and continue to work on starting a community self-advocate group; small group of self-advocate able to get a little bit of funding through CIBC. We will be meeting throughout

the summer I hope to start a group in the fall. We have developed a PowerPoint to explain what self-advocacy is all about we are hoping to present throughout the community starting in the fall.

All in all it was a good year. I hope to work on more things next year.

Thank you for all the support over the past year.

Respectfully submitted by Shelley Decoste, Self-Advocate Liaison

*SHELLEY DE COSTE is a well-known inspirational speaker and trainer. For the past 6 years she has worked as a Self - Advocate peer advisor at Pathways Abilities Society. She is a member of the Inclusion BC Self Advocate Representation Committee, and a columnist for the website SelfAdvocate.net about disability-related issue. Till December 2015 she was a Community Living BC Editorial Board Member, and a trainer with the CLBC Community Employment Action Plan. Shelley is an active member of Kelowna Sunrise Rotary, and **won the 2015 provincial Community Living BC WOW recognition award for outstanding contributions to her community.** She also started the DIVERSABILITY campaign in 2012 and now has followers across BC. Shelley says, "If you break down the word DISabled, you get not able. If you break down DIVERSABILITY, you get different, but able. To create a better understanding we can begin with something as simple as changing our language."*

*Service
Reports*

SERVICES REPORT

2015-2016

Employment

Activity Services, Individualized Funding, Social Ventures and Integrated Career Opportunities (ICO) continue to support individuals to find and maintain employment. Pathways assists people to find work with community employers and also through agency operated social ventures.

In the past year Pathways conducted a review and revamp of the process for completing discovery staging records for individuals who have expressed a goal of employment. Training sessions with the ICO and Activity Services team were conducted, reviews of all employment goals completed and discovery staging records are actively being conducted.

An evening employer engagement event focussed on educating local business people about the business case behind Customized Employment and hiring individuals with diverse abilities was held in conjunction with corporate sponsors, Septen Financial and Sandhill Winery. Print and radio advertisements highlighted the event.

Shelley DeCoste provided an excellent presentation on Customized Employment, to the 100 Men who give a Dam local charity group. Pathways was rewarded with a donation of \$25,000, which was directly dedicated to continued education and employer engagement, focused on creating a diverse work place, and building on connections to additional customized job opportunities in community employment.



ICO currently supports 29 individuals, and Activity Services is supporting 13 individuals, in positions throughout the community. Pathways employment partners are: Delta Grand Hotel, Motor Toyz, Kelowna Shell Gas Stations, Kelowna Petro Can Stations, BC Growers Group, Septen Financial, Club Appetite, Prospera Place, National Car Rental, Fenders Auto body, Seniors Better at Home, Advanced Precast, Altar Metal Fabricators, Andres Electronic Experts, Aramark Canada, Arby's, Big O Tire, Capital News, Century 21 Assurance Realty Ltd, Choices Market, Cooper Medical Supply, Cora's, CorWest Builders, The Daily Courier, David and Marie Brown, Deli City Bistro Catering, Delta Grand Okanagan Resort, Dockside

Marina, Delicious Donuts, Freddy's Brew Pub, Green Bay Bible Camp, Global Television, Home Depot Kelowna, Invis, Jazz's Dog Grooming, Kelowna Curling Club, Kelowna Green Clean, Kelowna Motors, Mission Park Inn, Mission Shores, Motor Toyz, Okanagan Gymnastics Club, Papa Johns West Kelowna, Paramount Theatre, Paynter's Market, Protek Powder Coaters, Ralph Elam's, Real Canadian Superstore, Rose Valley Veterinarians, Safeway Dilworth, Shoreline Estates, Springfield Auto Body, The Prestige Inn, Tim Hortons, Tree Brewing and Wendy's West Kelowna.

Social Ventures currently employs 36 individuals who work in Pathways social enterprises. Pathways social enterprise partners are: BC Cancer Agency, BC Housing, BC SPCA Kelowna Branch, Boston Pizza Dilworth, City of Kelowna, Columbia Bottle Depot, Glenpark Village Meadows, Kelowna Kia, Napa Auto Parts Kelowna, Okanagan College, Rutland Hospital Auxiliary Thrift Store, Sell-My.Com, Seniors Outreach & Resource Centre, TE Ferguson & Associates, University of BC Okanagan and Van Gorp and Co and Kelowna Landfill.

Submitted by Bonnie Fraser, Employment Manager

Activity Service

Activity Service provides opportunities for individuals to develop skills and abilities through volunteerism, employment and productive meaningful activities. Our goal is to support individuals to be independent in all aspects of their lives.

The planning committee and individuals continued to have input into our activities. We continued to provide our favorite community activities such as snowshoeing, hiking, golfing, curling, badminton, skating and many more. We added two new community activities with the help of some of our already used facilities. The Kelowna Library



downtown branch held a 6 week introductory class on computer basics for 6 people we support. We joined Carpet Bowling on Tuesday mornings at the Rutland Senior Society.

In November 2015 the St. Paul staff and seniors re-located to Franklyn Road which is fondly called the Franklyn Senior Service. We continue to move forward and look for opportunities for Branch 55, Franklyn Road, and Franklyn Senior Service to all work and support together.

Branch 55 individuals are supported to participate in community inclusion activities, community outings and provide on-going support for the Senior Citizens Association, with a community games on Friday. This event attracts over 30 community members. In addition, Branch 55 provides space for the Okanagan Men's Shed to meet on Thursday's. We also use this location for outreach of activities from Franklyn Road. We continue to work towards integration of all service sites.

In May 2016 we no longer provided the coordination and management of Individuals personal spending money. This has provided people with some independence as they now are responsible for bringing money they may require for activities.

Activity Services supported 90 people throughout the week and is always growing and evolving. None of this could be possible without the fantastic effort and enthusiasm we receive by the people who support our individuals, the staff! Thank you to all the staff for continuing to encourage, teach and promote independence to the people we support.

Activity Service Volunteerism

We currently volunteer at 31 placements. Twenty seven placements are in the community while the other 4 are done in-house at Pathways. The Activity Supervisor met with all community placements to discuss expectations of both parties and to put terms into place, if needed. These meetings were extremely beneficial, positive and improved communication with the placements. The consensus is they enjoy having the people we support come to volunteer.

We acquired two new volunteer placements this year. Branch 55 volunteers with Meals on Wheels every Monday morning. Easy Breeze Acres Pony Ranch on Philpott Road was an activity that individuals were enjoying but we discovered that it is a non-for-profit organization so it has become a volunteer placement. The people we support help the ponies to get exercise and they each have their own pony that they walk around the coral.



Activity Service Employment

One individual lost her employment at the Paramount Theater due to it shutting its doors. However she was their longest running employee, at just over four years. She was the only employee who was given two weeks' notice. There were only three employees who were chosen to continue employment at Grand 10 Cinema and she was one of the three. She started at Grand 10 Cinema in May and we are now fading- out as she is becoming more independent at her new place of employment.

In addition, three individuals became independent at their employment this year. Social Ventures saw an increase in the amount of bottles to be sorted and counted which in turn gave activity service an opportunity for 5 individuals to have supported employment.

Instillation of GSP on Pathways Vehicles

We had GSP installed on all of Pathways Vehicles which allows us to see where the vehicles are. Alerts are sent when pre-determined settings are violated such as speeding, idling, etc. We will continue to review the gas usage as we go forward.

New Scheduling Program

We are currently working with our current Payroll provider to initiate an on line scheduling for filling staff calling in sick or on vacations. The system will benefit the scheduler and show all shifts that need to be cover, staff who have orientation to specific areas based on seniority.

Communication

We continue to produce the Pathways Community Link Quarterly, along with the monthly up-date that goes to all individuals supported by Pathways.

City of Kelowna HandyDART Advisory Group

Pathways was invited to participate in the above group to look at the challenges in the system. The purpose of the Group serves as an information sharing body which meets to discuss and provide input to the City of Kelowna on issues related to HandyDART transit service with the air of improving service for all parties, including reviews and comments on plans, projects and operating policy/guidelines. The advisory group is made up of City Staff, BC Transit Staff and Community Members. The group meets 4 times a year and just released a Draft Service review for a Custom Transit System (made up of HandyDART, Taxi Supplement Program and the Taxi Saver Program) in the Central Okanagan.

HandyDART uses the Pathways location at 123 Franklyn Road as a transfer point and in the draft service review, 123 Franklyn Road is identified as the top activity centre with 818 individuals per week and is the top original destination with stops of an average number of 82 times per week.

Individualized Funding (IF)

We supported 12 individuals through IF contracts. We currently have three fulltime contracts and 9 part-time contracts. Two individuals have community employment with the support of their staff. One of these individual also gained extra employment through Social Ventures.

With the support of the IF staff individuals have kept busy in their community and being excellent volunteers. Many attend programs at Parkinson Rec Centre with their support staff. One individual has taken it upon himself to volunteer and fundraiser whenever possible on Pathways behalf.



Submitted by Alaina Reiswig, Activity Supervisor and Daryle Roberts, Service Manager

The Homes

Residentially 2015 has been extremely active year. On July 20, 2015 we opened a new licensed residence located at 1341 Highland Drive South. A year later, we will be relocating this residence to their newly licensed home at 647 Old Meadows Road on August 3, 2016.

Bouvette Street



The residents and staff continued to invite neighbors over to the house for afternoon visits with the intent of getting to know our neighbors better and including them in our home. We had a pre-father's day get together and had over 40 people attended.

The residents continued to spend a great deal of time out on the patio enjoying nightly dinners, shade and the occasional thunderstorm. This year we had a garden that will produce a fair number of spaghetti squash and had fabulous strawberries again.

The residents have been active in the maintenance of their home and yard and participate in sweeping driveways and walks, cutting lawn, pulling weeds, shopping and dusting indoors.

Vacations this year included an annual trip to Mexico for Sandra and summer excursion to Vancouver with one of her housemates where they took in the local attractions.

During our summer closure Angie, Karen and Bev went off to Madrona Beach, Seattle and Gig Harbor where they spent time at the ocean shores in a vacation home.

Fortis completed another review of our energy use at the duplex and as a result we were given 5 light bulbs per side.



Highland Drive



On July 20, 2015 we received our license for the home at 1341 Highland Drive South. Alex moved in, with Chris and Don. So much happened the past year from the opening of the home and all that entails to the closing of the same home and moving the men to a newly renovated house in the mission. The new home had an addition built, which included adding 2 bedrooms and an accessible washroom.

Change has also been great for the three men living in the Highland home. Along with new staff came new ways of approaching things and new opportunities to try other

activities. Some of the highlights have been; Don participating with the Fruit Tree Project where he has gone along with other volunteers and picked fruit for distribution to those who do not have access and preparing this same fruit for winter use in his own home. Don also spent time with a service dog named Dash on walks in the community and with a small therapy dog named Millie. Individuals in the home also participated in the family and friend get together at Bouvette Street. Alex got a new job while Chris attended activities at the Seniors Center at Branch 55. He has demonstrated his enjoyment of this activity location and the quietness there.

Both staff and residents have been busy preparing for the move in early August to the new residence on Old Meadows Road. We began preparing for the transition shortly after it was confirmed that the move would happen. Through the months of June and July all have done incredibly well moving from the concept of a new home to the actual participation of packing and moving.

Kudos to the residents and staff who have also had to make so many changes in the past year.

Respectfully submitted by Mark Wengrowich

Social Recreation

The majority of Pathways services occur Monday through Friday between 8:30 am and 3:30 pm. The Social Recreation service exists to promote recreation and leisure activities during evening and weekend hours. Lena Charlton, the Pathways employee responsible for the Social Recreation service, creates a monthly calendar of events that caters to different preferences and budgets.



During the 2015-2016 fiscal year, 57 individuals attended 143 different events. Lena supported individuals in attending events from Armstrong all the way down to Penticton. The majority of the events are in Kelowna and West Kelowna. There were 94 different types of events including attending the Art Gallery, sleigh ride at Big White, playing billiards and darts, bowling, monthly birthday dinners, the always popular dinner and a



movie, a boat cruise, the IPE Exhibition, car shows, car races, craft evenings, baking, karaoke, Falcons Baseball, Rockets and Warriors hockey games, concerts at community theatres, Cirque du Soliel, the Living Nativity, Kettle Valley Train, the Kanaroo Farm, OK Sun Football, Oyama Fun Day, Planet Bee, Penticton Highland Games, Roller Derby, Parks Alive, the Symphony, UBCO Basketball, Scandia, walks on the Green Way and other parks.

Volunteerism

Pathways is fortunate to have a group of dedicated volunteers. The largest contingent of volunteers are the members of the Board of Directors who give of their time to guide the agency. Nick Pisio is a



board member and he also volunteers his time to keep our facilities in good working order. Nick can be found fixing plumbing, climbing ladders to check air conditioning, and overseeing construction projects.



Every Tuesday for many years Ed Giesbrecht has given his day to socialize with the individuals we support. He began by working beside individuals in the wood shop, and now he assists in the Activity Service. Norm Vados and Don Lehman give many hours at BikeWays ensuring that bikes are road worthy before being sold. Reena Dhaliwal attends Branch 55 on Wednesdays to visit with the



seniors, and Bruce Pendleton travels with the Activity Services individuals to volunteer at White Heather Manor. Wayne MacDonald is our most recent recruit. Wayne is available to help out at agency events and is willing to lend us his handyman skills.

Volunteerism is a great way for community members to become involved with Pathways.



Agency Co-ordinated Home Share

Home sharing is a supported living option where adults with diverse abilities share a home with a family in the community. Pathways Abilities Society Agency Co-ordinated Home Share matches individuals and families who have interests in common and are compatible. The home share provider welcomes in an individual who will receive support, and the individual will also contribute and become part of the household in their own way. Home sharing provides individuals with a safe and secure environment and a sense of belonging with their chosen family.

At the beginning of the fiscal year, April 1, 2015, Kelowna Community Development Society brought with them fifteen home share contracts when the society merged with Pathways Abilities Society. Fifteen individuals were residing with twelve home share providers.

Home share providers can be individuals, couples or families, and can live in owned or rented premises. We recruit, train and provide support to home share providers to ensure quality home environments that meet the needs and goals of individuals. Home sharing is not a “job” and involves sharing a home and life. Much consideration is placed upon identifying a match in lifestyles, personalities and interests to ensure a long-term fit. People who contract to provide home share services with Pathways come from a variety of backgrounds. They may be a family with young children, a couple, or a single person. What they have in common is that they want to share their lives with individuals who are seeking a home. Home share providers are not employees of Pathways, they are independent contractors. Home share providers must be approved based on the standards set by Community Living BC (CLBC).



After an individual moves into a home share environment the Home Share Manager has the responsibility to keep in touch with the individual and the home share provider. The home share provider has contractual responsibility to provide the support the individual requires, maintain a healthy and safe environment, to assist the individual to pursue their goals, and to ensure the individual develops and maintains ties to the community. The Home Share Manager visits the home several times during the year to carry out formal health and safety monitoring, and ensure

that the standards of home share provision are being maintained. The Home Share Manager is available to the individual and/or the home share provider to assist with problem solving and service issues.

At the end of the fiscal year March 31, 2016 Pathways held 24 home share contracts with 17 home share providers. Throughout the 2015 – 2016 fiscal year Karen Waldal was in the position of Home Share Manager. Karen moved from the community and effective April 1, 2016 I stepped into the position. Over the coming year CLBC will be devolving from contracting directly with home share providers. As of October 1, 2016 eight home share contracts that CLBC currently manages will be transferred to Pathways.

Respectfully submitted by 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.

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.

This year 7 people went to Mexico, 9 people to Vancouver Canucks game, 6 people to Playland/Whitecaps game and then of course Camp Owaissi. This camp trip allows individuals who have limited budgets to enjoy a relaxing get away vacation.



Respectfully submitted by Rhonda Campbell, Finance Manager

*Activity Quality Assurance
Manager's (AQAM)*

Report

ACTIVITY QUALITY ASSURANCE MANAGER

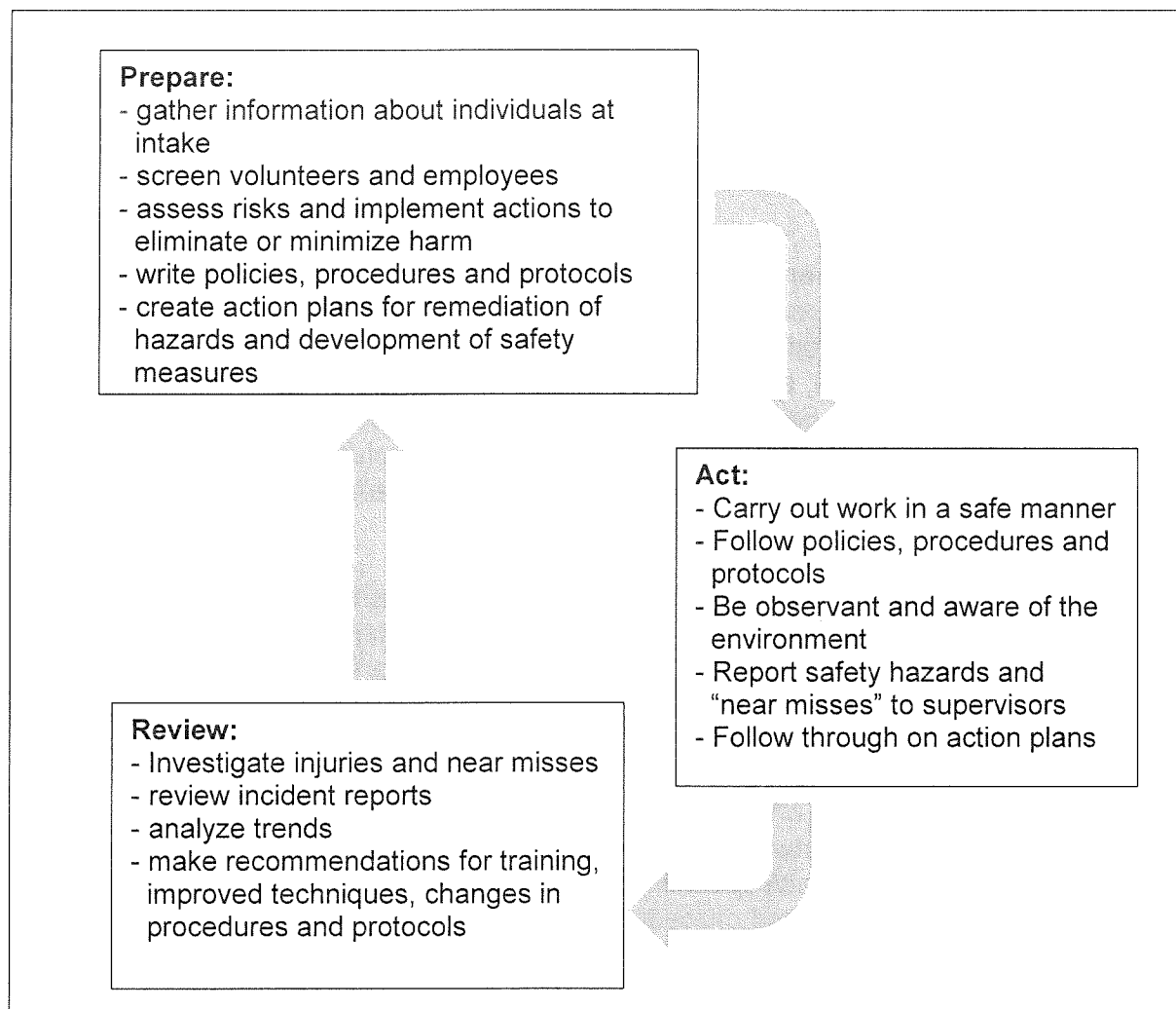
2014 – 2015

Continuous quality improvement moves the agency closer to achieving its mission statement. At Pathways this means supporting all individuals served to achieve their personal goals and to be included in their community. While not explicitly stated in the mission statement individuals, staff and volunteers must be safe while attending and working in agency services. Safety at Pathways is not the responsibility of a single person or committee. We ask that all individuals, staff and volunteers take responsibility for their wellbeing and that of others. The more people that take part in this endeavor, the safer we all are.

At the core of all planning at Pathways is the individuals served by the agency. Investments in making sure individuals served are safe also benefits staff and volunteers. For example mechanical lifts ensure individuals are transferred safely and also minimizes the risk of injuries for staff. Implementing any type of safety feature enhances the environment for everyone.

Health and Safety planning is ongoing at Pathways in a continuous cycle of "Prepare, Act, And Review." Preparing involves considering situations that could arise, and putting procedures and systems in place to minimize risks and hazards. Work is then carried out using suggested methods and procedures. The next step in the cycle is reviewing whether systems and procedures effective. Were there potential risks and hazards that were not predicted? What could be done to improve and further minimize risk? Recommendations are made and then the cycle begins again. Closing the loop and ensuring that actions are carried through results in constant improvement of safety. Below is a graphic representation of the cycle.

Pathways employees are the biggest contributors to creating a safe environment at Pathways. Employees work daily in the facilities, supporting and accompanying individuals in the community, and are the hands on users of all agency equipment and resources. Employees are encouraged to report unsafe conditions to their immediate supervisors. Building trust that their concerns will be acted on is the responsibility of the Pathways leadership team. The more that staff trust that leadership will listen to and act on their concerns, the more they will feel comfortable reporting. This year 31 employees gave suggestions on how to minimize risks associated with supporting individuals in group. From the input a small committee of employees forwarded 13 recommendations to Management. Eleven recommendations were accepted and actions taken to implement them.



A small group of dedicated staff make up the Occupational Health and Safety (OHS) Committee. This committee meets monthly to review safety concerns and forward recommendations to staff. Committee members also take on the tasks of investigating employee accidents and injuries. Prevention is the focus of the OHS Committee. Members serving on the OHS committee have diligently advocated and fundraised for items such as the purchase of automated external defibrillators (AEDs) for agency facilities. The committee is currently communicating with the City of Kelowna in an effort to have the speed in front of the Franklyn Road facility reduced to 30 kilometers per hour. The core membership of the OHS committee over recent years has been Wayne Major, Mike Varga, Darlene Hass, Rod Oranchuk, and Shelley DeCoste. Recently Helen Phelan, Jen Rose and Ruth Dodds have been contributing as well. I am lucky to have such a dedicated committee to advise and support me in my role of Activity Quality Assurance Manager.

Respectfully Submitted by Leslie Munro

*Executive Director's
Report*

EXECUTIVE DIRECTOR'S REPORT

2015 – 2016

"The only way to make sense out of change is to plunge into it, move with it, and join the dance"- Alan Watts. With one full year of the merger completed, it is quite amazing how successful the transition has been. We had to do some reorganizing and tweaking and in most circumstance to report an event as "uneventful" may not seem positive however in this case it is very!

Pathways was one of three not-for-profit organizations invited to pitch a cause to the Kelowna Chapter of "100 Men who Give a Dam". The 'non-organization', as they describe themselves meets quarterly and comprises of a random group of local men committed to giving back to their community. Each man shows up to the meeting with \$100.00, listens to five-minute appeals from three randomly selected local not-for-profits, then votes on one of the three organizations to which to donate. It's a winner-take-all vote where one local not-for-profit walks away with all the cash collected. Pathways won! Shelley Decoste did an amazing job pitching the need for more employment options for people with diverse-abilities in our community. Thank you again Shelley!

Under the strong leadership of Leslie Munro and then Bonnie Fraser, BikeWays flourished with record sales. I would like to profusely thank our volunteers Norm Vados and Don Lehman. They were instrumental in increasing sales and BikeWay's profile in the community.

647 Old Meadow Road was renovated to accommodate the three men residing at 1341 Highland Drive. 1341 Highland Drive was sold with the proceeds going to pay for the renovation costs and will be used to secure a property in West Kelowna for Activity Services. Currently individuals residing on the Westside have very few service options and can spend quite a bit of time travelling to Kelowna and/or are not able to access any services. The new location will provide much needed supports across the lake.

Nick Pisio did an amazing job volunteering his time to oversee the Old Meadows renovation project. Nick continued to volunteer countless hours overseeing and completing maintenance of all our facilities. I **CANNOT** acknowledge and thank Nick enough for all the work he has done and continues to do. Nick is invaluable and his support of the society cannot be acknowledged enough.

CLBC began devolving home share providers to local agencies. Through this initiative and new home share contracts, Pathway's contracted with an additional nine home share providers; bring our total to twenty-four.

We were informed that eight of our BC Housing subsidies would be cancelled once the current recipients no longer required the subsidy due to the provincial/ federal agreement expiring. In the past, if a recipient was no longer in need, it could be transferred to a person or a family who was. Subsidies enable people with limited incomes to live in safe, rental unit's through-out our community. The loss of these

subsidies reduces the pool of affordable housing for those most in-need. I contacted BC Housing strongly encouraging them to reverse their decision to no avail. I contacted and met with our local MLA's, Norm Letnick and Steve Thompson and MP, Stephen Fuhr requesting they advocate for the decision to be reversed to no avail. It was very disheartening that our government would not reconsider their decision. This will be applied to all subsidies as they expire across the province.

We submitted a proposal to BC Housing to redevelop the Fuller site into an affordable apartment building. We are very excited and hope our proposal is successful, especially given the loss of our subsidy program. Current services operated at the Fuller location will be relocated to community.

The City of Kelowna undertook a "Community for All Ages" project which is the first theme area of the Healthy City Strategy for Kelowna. I was invited to participate in the Stakeholders Advisory Committee. The project which ill tie in with City Council's priority and focus on "ensuring a healthy, safe, active and inclusive community". The project wraps up at the end of the year with an action plan to "to create a city that is healthy, safe, active and inclusive for seniors, children and those with different levels of abilities".

Significant financial donations were received from the Christian Family, Jean Hadgraft, Terry and Richard Trager, Jan and Johanna Grootwassink, Alida Penner, Leslie Munro, Chuck and Beryle Hopkins, "100 Men who Give a Dam", Stuart Dickson and Dickson Homes, the Knights of Columbus Father De Lestre Council, Cascade Recovery, the Rotary Club of Kelowna and the Rotary Foundation, Jazel Homes and James and Sandy Zelnick and the TELUS Dollars for Doers program. A huge thank you to those listed above and all who also made donations to our society.

The annual Vipond Tournament was held with the proceeds again being donated to our society. Thank you coordinator David Walker and Wayne Pawulski, the 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, former Vipond committee member and chair retired this year. We want to thank Denis, for his **29 years** of participation ensuring the tournaments viability and success.

The Community Living Action Committee (CLAC) continued to facilitate Pathway's involvement in our community. The City of Kelowna proclaimed October 2015 Community Inclusion Month. The group coordinated another successful "Inclusion Chain" in front of Kelowna City Hall where mayor, Colin Basran, presented the proclamation. Additional events included open house barbeques, participation in the Rutland May Day Parade, the Rutland Scarecrow Festival and Dine for Diverse Abilities Week. I must again thank all the CLAC committee members; Adam Less who continued as the committee chair, core members Cyndy Omand, Lloyd Horton, Cathy Gunderson and Daryle Roberts. They continued to donate their time ensuring Pathways is recognized as a community leader.

Sadly this year, Cathy Gramlich, Anne Ford, Johanna Cameron and Lindsey Mogan passed away. Cathy spent many weekends doing respite at the old Richter home. Ann Ford, Sandra's mother, was very active in ensuring her daughter was well cared for by

our residential staff. Lindsey and Johanna worked for Pathway's and both were very committed to providing the best support possible to people with diverse-abilities. They will truly be missed.

The Okanagan Valley Association of the Deaf, Cool Arts, Overeater Anonymous, Co-Dependents Anonymous, the Okanagan Chinese Canadian Association, the Okanagan Korean Culture and Knowledge Society and Exceptional Music Adventure continued to utilize our buildings outside of regular service hours free of charge.

Each year at the end of my report I thank those not already acknowledged above. As I continue to state in each of my reports, 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:**

♥ Our staff and volunteers, including the leadership team. They work very hard to ensure we are providing the best services possible while progressing the rights and inclusion of all people.

♥ The Pathways' Board of Directors. They continue to demonstrate their commitment to strong governance and excellent leadership.

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

♥ Cheryl Lewis-Scott for coordinating our Craft and Bake Sales.

♥ Community Living BC (CLBC) our primary funder and partner. We continued to work collectively to serve our community.

♥ Our other community partners and supporters including the Ministry of Housing and Social Development, BC Housing, Gaming, Interior Health, the City of Kelowna, 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 continue to support our society. Thank you all again!

Respectfully submitted by Charisse Daley
Employ, Empower, Embrace



