



Pathways

Abilities Society

64th ANNUAL REPORT 2016 - 2017

“SERVING OUR COMMUNITY SINCE 1953”

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 63rd ANNUAL GENERAL MEETING**

**September 19, 2016, 5:00 pm
123 Franklyn Rd, Kelowna, BC, V1X 6A9**

In attendance: Jim Greenlay, Angie Greenlay, Leslie Munro, Charisse Daley, Gail Meier, Shelley Decoste, Jean Hadgraft, Virginia Pisio, Nick Pisio, Mark Reinelt, Rhonda Campbell, Darryl Harand, Gary Campbell, Cyndy Omand, Darlene Hass, Alaina Reiswig, Jin Park, Mark Wengrowich, Audrey Pekrul, Helen Phelen, Dimity Gabriel 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 Nick Pisio seconded by David Paynter that the agenda be approved as presented. Carried.**
4. **Moved by Jim Greenlay seconded by Mark Reinelt that the minutes of the September 14, 2015 Annual General Meeting be approved as circulated. Carried.**
5. Auditor's Report: Gail Meier introduced Ken Carmichael from BDO. Ken stated everything is clean and the audit went well. The biggest swing in numbers is due to the merger with KCDS. Capital Assets and revenue increased by 1.4 million from last year and expenses increased by 1.3 million. Gail Meier asked about the surplus. Ken stated it was \$16,000.00 for the year which does not necessarily reflect a cash surplus. There was a bigger volume with more locations and Pathways came in financially where they should. Gail Meier asked if there were any questions and there were none. **Moved by Mark Reinelt seconded by Nick Pisio to accept the 2015/2016 audited financial statements as presented. Carried.**
6. **Moved by Darryl Harand seconded by Jean Hadgraft authorizing the Pathway's board of director's to appoint the auditors for the 2016-2017 fiscal year. Carried.**
7. Gail Meier stated the President's Report is included in the AGM booklet. It was another busy year. The board continued to meet monthly regarding governance and the overall management of the society. Gail thanked the Board and staff for their hard work over the last year and doing a great job running the organization. **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 it was a fairly busy year. They did a few tours, including one to a fire hall. In June they hosted the first all self-advocate meeting and Nancy Ward a self-advocate from Oklahoma City came and presented. Shelley stated she is trying to create a community self-advocate group. Gail Meier asked if they did things differently in the States. Shelley stated yes many people with diverse-abilities are living in seniors' homes even though they are not seniors. She stated they are advocating to change this. **Moved by Darryl Harand seconded by Jim Greenlay to accept the Self-Advocate's Report as presented. Carried.**

9. David Paynter stated the terms of six Directors have concluded and 5 have allowed to let their names stand for re-election for a 3-year term, Gail Meier, Chuck Hopkins, Jean Hadgraft, Mark Reinhelt and Richard Pringle. Gail, Chuck, Richard and Jean, 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 re-election.

David Paynter stated I would like to call upon the membership three times, requesting nominations from the floor, first call, second call, and third call. There were no nominations forthcoming. **Moved by Jim Greenlay seconded by Nick Pizio that Gail Meier, Chuck Hopkins, Jean Hadgraft, Mark Reinhelt and Richard Pringle be elected to the Pathway's board of directors for a three year term. Carried.**

Gail Meier presented Jim Greenlay with a small token of appreciation and thanked him for his years of service on the Board.

10. Gail Meier stated a new Societies Act comes into effect November 28, 2016. It governs how societies like Pathways are created and run in BC and includes updates to allow for more flexibility in how societies like Pathway's operate, while still protecting the public interest. Societies have 2 years to complete the transition. The most significant change required is to Society's Constitution and Bylaws. The revised Constitution and Bylaws were included in your packages and copies were made available at today's meeting. She stated the new Constitution and Bylaws maintains the integrity of the society and founding member's while remaining compliant with the new act. She asked if there were any questions. David Paynter asked how different they were from the current Constitution and Bylaws. Charisse stated they are compliant with the new act while still reflecting the spirit of the founding members. **Moved by David Paynter seconded by Nick Pizio that Pathways' adopt the revised Constitution and Bylaws as presented effective December 1, 2016. Carried.**

11. Gail Meier adjourned the meeting at 5:20 pm. She stated Helen Phelen, Pathway's LPN will now present information on medications.

President's
Report

PRESIDENT'S REPORT

2016 - 2017

This past year was again a busy year for Pathways. One of the highlights was the start of a residential building-something that we have been working on for the past ten years. Funding from BC Housing will enable us to build a new complex on the Fuller Road site!

We also purchased a new building on St. Paul Street to move our Fuller services to. Renovations are underway and we hope to relocate in the early fall.

This year was also the year for the society's CARF accreditation. Jean Hadgraft and I participated in this process. We were interviewed by the CARF personnel and attended the initial meeting and the final meeting. We were very pleased and proud of how well our organization and staff did in this evaluation.

The board continues to meet on a monthly basis and keeps in touch by emails in between meetings. Board members also participated in fundraising efforts and represents the society in the community.

Committee's of the board meet where necessary with the most active of these being the Facilities Maintenance Committee. Many thanks to this committee and Nick Pisio for all the hard work and donation of volunteer hours. The committee will again be more active to assist in the facilitation of the building of the Fuller Road property.

We are saying goodbye and many thanks to David Paynter who has served on the board for 29 years!!! David's contributions will truly be missed!

Many kudos and thanks to our hard working and dedicated staff. And last but not least Many thanks to Charisse who makes my job so easy.

Respectfully submitted by Gail Meier, President

*Secretary Treasurer's
Report*

SECRETARY TREASURER'S REPORT

2016 – 2017

It is with great pleasure that I submit the Treasurer's Report for Pathway Abilities Society for the year ended March 31, 2017.

It has been another successful year for the Society as our total revenues exceed our total expenditures by \$1,238,959. This was primarily due to the Society disposing of properties which were not needed for continuing operations. This resulted in a net gain to the Society of \$1,131,341. This gave rise to an extremely high cash position at the end of our fiscal year.

The board is moving forward with our plans to redevelop the Fuller Street facility into some form of social housing. However, part of this overall plan includes the relocating the Fuller Street services to another location in the downtown area. We were fortunate that a property became available and by March 31, 2017, we had placed a deposit on that property. The purchase of this property, just a short distance away on St. Paul Street, was finalized after the year and was partially funded with the excess cash on hand at March 31, 2017.

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, 2017

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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, 2017 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, 2017.



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, 2017 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
June 12, 2017

Pathways Abilities Society
Statement of Financial Position

March 31 2017 2016

Assets

Current Assets

Cash (Note 2)	\$ 1,542,659	\$ 362,772
Temporary investments	142,335	137,537
Accounts receivable	42,757	48,305
Prepaid expenses	22,378	24,722
	1,750,129	573,336

Property and equipment (Note 3) 2,268,207 2,329,560

\$ 4,018,336 \$ 2,902,896

Liabilities

Current Liabilities

Accounts payable and accrued liabilities (Note 4)	\$ 566,170	\$ 498,632
Current portion of long term debt (Note 5)	57,464	57,464
Deferred revenue	900	1,700
	624,534	557,796

Long term debt (Note 5) 947,039 1,105,200

1,571,573 1,662,996

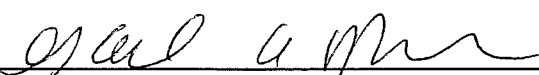
Net Assets

Investment in property and equipment	1,263,704	1,166,896
Internally restricted	70,216	70,216
Externally restricted	626	626
Rental assistance surplus (Note 6)	51,642	44,160
Unrestricted net assets	1,060,575	(41,998)
	2,446,763	1,239,900

\$ 4,018,336 \$ 2,902,896

Approved on behalf of the Board:

 _____ Director

 _____ Director

Pathways Abilities Society
Statement of Operations

For the year ended March 31	2017	2016
Revenue		
Community Living BC	\$ 3,800,369	\$ 3,378,406
Fundraising	97,004	106,696
Sales of service	265,675	221,547
Tenant rent contributions	165,921	214,057
Individual funding	302,925	233,789
Subsidies and grants	110,038	109,181
Other revenue	11,471	9,226
	<u>4,753,403</u>	<u>4,272,902</u>
Expenses		
Board and society expenses	24,117	15,779
Contracted services	679,574	453,200
Employee development	21,127	21,736
Food	28,769	23,773
Fundraising	11,915	2,380
Insurance	22,869	22,078
Interest on long term debt	47,715	54,332
Office	60,824	65,607
Professional fees	19,167	28,019
Program fees	29,008	26,262
Property taxes	14,103	17,111
Rent	170,336	218,574
Repairs and maintenance	85,398	110,904
Supplies	25,366	22,506
Telephone	22,648	18,393
Transportation	77,672	75,757
Utilities	47,813	49,903
Wages and benefits	3,245,687	3,005,522
	<u>4,634,108</u>	<u>4,231,836</u>
Excess of revenue over expenses before other items	<u>119,295</u>	<u>41,066</u>
Other items		
Amortization	(42,840)	(57,170)
Gain on disposal of properties	1,131,341	-
Unrealized gains on investments	31,163	31,825
	<u>1,119,664</u>	<u>(25,345)</u>
Excess of revenue over expenses	<u>\$ 1,238,959</u>	<u>\$ 15,721</u>

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

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, 2016	\$ 260,773	\$ 146,394	\$ 1,166,896	\$ (334,163)	\$ 1,239,900
Excess (deficiency) of revenues over expenses	90,119	55,704	(42,840)	1,135,976	1,238,959
Repayment of mortgage principal	-	-	158,161	(158,161)	-
Investment in property and equipment	-	-	315,244	(315,244)	-
Disposition of property and equipment	-	-	(333,757)	301,661	(32,096)
Balance, as at March 31, 2017	\$ 350,892	\$ 202,098	\$ 1,263,704	\$ 630,069	\$ 2,446,763

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

Pathways Abilities Society
Statement of Cash Flows

For the year ended March 31	2017	2016
Cash flows from operating activities		
Cash received from core operating grants and activities	\$ 4,789,045	\$ 4,293,308
Cash paid to employees and suppliers	(4,603,038)	(4,041,707)
Interest paid	(47,715)	(54,332)
Interest received	-	9,226
	<u>138,292</u>	<u>206,495</u>
Cash flows from investing activities		
Acquisition of property and equipment	(315,244)	(27,048)
Proceeds from disposal of property and equipment	1,515,000	-
	<u>1,199,756</u>	<u>(27,048)</u>
Cash flows from financing activities		
Repayment of long term debt	(158,161)	(121,342)
Increase in cash	1,179,887	58,105
Cash, beginning of year	<u>362,772</u>	<u>304,667</u>
Cash, end of year	<u>\$ 1,542,659</u>	<u>\$ 362,772</u>

Pathways Abilities Society Notes to Financial Statements

March 31, 2017

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, 2017

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, 2017

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, 2017

2. Cash

	2017	2016
Restricted cash	\$ 362	\$ 420
Unrestricted cash	1,542,297	362,352
	<u>\$ 1,542,659</u>	<u>\$ 362,772</u>

3. Property and equipment

	2017		2016	
	Cost	Accumulated Amortization	Cost	Accumulated Amortization
Land	\$ 1,038,500	\$ -	\$ 1,262,052	\$ -
Buildings	1,506,984	329,396	1,503,670	468,899
Furniture and fixtures	319,065	312,847	319,065	310,165
Automotive equipment	246,337	204,739	213,438	193,904
Asphalt and parking areas	6,866	2,563	6,866	2,563
	<u>\$ 3,117,752</u>	<u>\$ 849,545</u>	<u>\$ 3,305,091</u>	<u>\$ 975,531</u>
		<u>\$ 2,268,207</u>		<u>\$ 2,329,560</u>

Included in buildings is a \$100,000 deposit for a St. Paul Street property that was finalized subsequent to the year end for a total purchase price of \$1.65 million. Proceeds from the disposition of the properties in the current year were also utilized to renovate the Old Meadows location.

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 \$330,108 (2016 - \$335,232). As at March 31, 2017, \$193,187 (2016 - \$169,295) was accrued and is included in accounts payable and accrued liabilities.

Included in accounts payable and accrued liabilities are government remittances payable of \$16,128 (2016 - \$20,422).

Pathways Abilities Society Notes to Financial Statements

March 31, 2017

5. Long term debt

	2017	2016
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.	\$ 473,900	\$ 488,254
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.	193,120	208,696
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.	337,483	347,553
Interior Savings Credit union mortgage - repaid during the year.	-	118,161
	\$ 1,004,503	\$ 1,162,664
Less current portion	57,464	57,464
Long term portion	\$ 947,039	\$ 1,105,200

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

2018	\$ 57,464
2019	59,774
2020	62,179
2021	64,678
2022	67,279
Thereafter	693,129
	\$ 1,004,503

Pathways Abilities Society

Notes to Financial Statements

March 31, 2017

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.

	2017	2016
Surplus, beginning of year	\$ 44,160	\$ 34,706
Operating fund subsidy adjustment	(269)	11,589
Excess (deficiency) of revenue over expenditures	7,751	(2,135)
	<u>\$ 51,642</u>	<u>\$ 44,160</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

- a) 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.
- b) 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 180,000 active contributors and approximately 85,000 retired members. Active members include approximately 50 contributors from the Society.

The most recent actuarial valuation as at December 31, 2015 indicated a \$2,224 million funding surplus for basic pension benefits. The next valuation will be conducted as at December 31, 2018 with results available in 2019. Employers participating in the plan record their pension expense as the amount of employer contributions made during the fiscal year. The Society paid \$208,741 (2016 - \$186,436) for employer contributions to the Plan.

Pathways Abilities Society Notes to Financial Statements

March 31, 2017

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 85% (2016 - 84%) 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. BC Society Act Disclosure

The Societies Act (British Columbia) requires certain information to be reported with regards to remuneration of employees, contractors and Directors. Included in wages and benefits is one employee with remuneration over \$75,000. The total salaries paid to the individual for the year ended March 31, 2017 was \$90,000. No honoraria were paid to members of the Board of Directors for the 2017 and 2016 years.

Self-Advocate's
Report

SELF ADVOCATE'S REPORT

2016 - 2017

Pathways self-advocates saw a number of changes this year. Shelley DeCoste stepped down from the role of Pathways self-advocate Liaison in 2017. This brought the opportunity for others to try out for the position. Five people applied for the role and Barb Taylor secured the position. Another significant change was that Daryle Roberts (who was supervising and supporting the role of self-advocates) retired in May 2017.

In 2016, Shelley and Daryle changed the way self-advocate meetings would happen and they added guest speakers or tours to meeting dates throughout the year. This was decided and discussed by self-advocates at their monthly meetings about whom they would like to invite or learn about.

On September 23, 2016 Gail Williamson came and spoke regarding People in Motion and Powder Hounds. On November 18, 2016 Dwayne English from CHBC gave a talk and educated everyone about the weather. On December 5, 2016 Crystal Davidson from CRIS Adaptive Adventures spoke regarding their services, and how people can apply for their activities. Lastly on January 13, 2017 Joanne Poole spoke regarding personal safety and sexual education. We were happy to have community members able to educate all persons on their different causes and hope to invite more people in the future.

In March 2017 Shelley was invited to speak at an Activity Service Staff Meeting and present about what self-advocacy is and what it means.

After Shelley DeCoste stepped down she continued to help Barb get familiar with her new position. Shelley will continue to liaison in the community and volunteer for different Pathways events. We would like to thank Shelley for the work she has done for self-advocates at Pathways and throughout the community. Keeping advocating Shelley!!

Barb Taylor started the new position in March 2017. Since March, Barb has continued to run the monthly meetings making sure that everyone is happy while attending Pathways services. Barb's experience is facilitating monthly morning meetings at Franklyn Senior Service and leading the Branch 55 self-advocate meetings that happen in conjunction with their hot lunch dates.

Health and Safety Concerns are an important issue that arises in self-advocate meetings and Barb is now representing self-advocates and attending meetings of Pathways Occupational Health and Safety Committee.

Barb volunteered at the Vipond Golf Tournament in June.

Barb and 3 others were able to travel to Vancouver for the Inclusion BC Conference on June 17-19th. Barb learnt a lot from the conference and brought back information and presented to others what she learnt.

Barb has not had many opportunities, as of yet, to advocate out in the community but is hoping to in the near future.

Respectfully submitted by Barb Taylor and Alaina Reiswig

Service

Reports

SERVICES REPORT

2016-2017

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 paid community employment as well as agency supported social ventures employment.

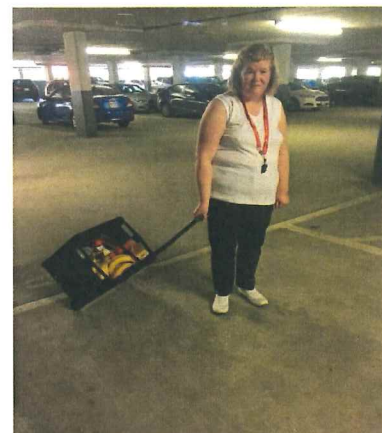
During the past year Pathways continued to orientate and train support staff to work through the Discovery Staging Process with individuals who identified employment as a goal. We achieved successful customized employment for 20 ICO participants and continue to employ on average 46 Social Ventures employees and an additional 4 employees represented by other community agencies.



Shelley DeCoste, Barb Penner and Bonne Fraser teamed up throughout the year and provided Central Okanagan Rotary clubs with presentations on Customized Employment. ICO has focused on connecting with community employers who have provided us with opportunities to conduct workplace assessments in many different businesses which have resulted in paid customized employment.

Pathways continue to build on the list of employers here in the Central Okanagan who has customized employment job descriptions: BC Growers, Arby's, Kelowna Green Clean, Delta Grand Okanagan, Petro Can, Shell Gas, Columbia Bottles, UBCO & Okanagan College recycle program, Pathways Shredding, Andres Electronics, QHR Technologies, Grand 10 Cinema, Gasoline Alley Harley Davidson, Urban Harvest, Home Depot, Century 21, Myrna Park, Lake Country Dairy Queen, Papa John's Pizza, Seniors Better at Home, Jazz Groomers, Mara Lumber, Paynter's Market, Judy Bastansen, Fenders Auto body, Aramark, OK Tire, Cooper Medical Supply, Daily Courier, Spider Manufacturing, Freddy's Brew Pub, Kelowna Kia, Boston Pizza, Napa, & BC Housing and Septen Financial.

Social Ventures employment continues to provide many opportunities for employment. The Bottle Sorting division is constantly challenged with keeping up the influx of donations. Since adding two customized "Donation Station" positions located at the Kirchner Road Bottle Depot the bottle donations have significantly increased, hence the demand for more employees to sort and count returnable products. The University took advantage of the great selection of gently used bikes available in the BikeWays shop and purchased a number of bikes for their onsite bike rental program.



Our inventory continues to circulate in BikeWays. Earlier this season we held a very successful red tag sale which provided us with much needed space for this year's bikes inventory as a result of excellent bike sales. BikeWays continue to receive bikes from the City of Kelowna land fill and the RCMP lost and found bikes.



Our partnership with Seniors Outreach has excelled this year, thanks to the extreme amount of snow needing shoveled during the winter months and the wet spring which resulted in yards needing extra attention to mowing and weeding. Social Ventures employees are constantly busy and enjoying the added work shifts when required.

Submitted by Bonnie Fraser Employment Manager

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 8 people went to Mexico, 6 people to a Whitecaps game, 6 people to Nakusp Hot Springs and 48 people to 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

Home Share

Throughout the Central Okanagan families are sharing their homes with adults who have diverse-abilities. Pathways Agency Coordinated Home Share matches individuals and families who have interests in common. Each individual we support has a unique background and preferred lifestyle. We try to match individuals with families who can offer as good a fit as possible. The home share provider offers required supports, and the individual contributes and becomes 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 on April 1, 2016 Pathways held 24 home share contracts with 17 home share providers. Through the year 22 individuals entered services, and eight left. At March 31, 2017 Pathways held 38 home share contracts with 25 contractors. It has been a year of steady growth.

Historically Community Living BC (CLBC) has contracted directly with home share providers in this region. In October of 2016 CLBC transferred six of these contracts to Pathways. For new contracts CLBC is now using agency coordinated home share. Pathways and two other agencies in Kelowna contract with CLBC to coordinate home share services.

CLBC generously funded a bathroom renovation in the home of one of our home share providers. Accessible housing can be difficult to find for individuals who have mobility challenges, and as people age their mobility can sometimes become more affected. By funding this renovation CLBC has met the current needs of the individual, and likely provided accommodations that are likely to be needed in the future. Thank you CLBC!!

Home Share providers in this area of the province are fortunate to have available to them the services and support of the Central Okanagan Professional Caregivers Society. "COPCS" membership makes available consultation, training, and health benefit packages. COPCS also provides a voice for hundreds of self-employed home share contractors in the region. One of the issues that COPCS has been advocating for is a review of the home share support rates provided by the provincial government. The rates have not increased in more than 10 years. This year Pathways lent a hand to this cause by sponsoring a resolution at the Inclusion BC Annual General Meeting. The resolution passed and Inclusion BC will *"work with CLBC to ensure agencies and home share providers are compensated appropriately based on the needs of those they are supporting in order to ensure Home Share is a safe, viable and quality residential option."*

Volunteers

Pathways continues to steadily increase the number of volunteers actively involved in the services of the agency. BikeWays volunteers ensure bicycles sold through the social enterprise are safe and ready for the road. This year four volunteers were active at BikeWays.

Volunteers at Activity Services help within the activity groups and socializing with the individuals we support. This year three volunteers assisted in this way. Two volunteers attended evening and weekend Social Recreation events on a regular basis.

One area of volunteerism that we would like to expand is "bridge building". In this position volunteers spend time with an individual sharing common interests and building a relationship. The volunteer becomes a conduit to connecting with others in the community who also share their interests. Currently there is one volunteer actively doing this. We encourage community members to share their interests and hobbies in this way.

Each year Pathways hosts practicum students from various post-secondary institutions. This year Pathways partnered with Okanagan College, Work BC, the University of BC Okanagan and Sprott Shaw College. Students were placed in Activity Services and worked at putting into practice the skills and theories they have learned in the classroom. Students work alongside and are mentored by Pathways staff.

In December one of our longest serving volunteer “retired” from Pathways. Ed Giesbrecht started volunteering in 2012 alongside the individuals in the wood shop. When the wood shop closed Ed continued to volunteer in the Activity Services. Every Tuesday Ed would spend the day alongside individuals as they worked or took part in recreation activities. Ed built solid relationships with many people at Pathways and was a very good listener. He continues to drop in on occasion to see his friends.

Social Recreation

The evening and weekend Social Recreation continues to be a popular and well used service. This year 51 individuals attended 142 events throughout the year. Social Recreations has one employee that plans, schedules and supports individuals in the activities. The calendar is full of activities that have become favourites over the years: Dinner and a movie, Rockets hockey games, pumpkin carving, the Living Nativity, sleigh rides at Big White, OK Sun football games, crafts and the IPE fair in Armstrong. New activities are always offered and the staff is open to suggestions from those who attend.

Submitted by Leslie Munro

Activity Services

Activity Service continues to provide meaningful and productive activities to enable the people we support to participate in their community and to become more independent. Activity Services provides opportunities in Volunteerism, Employment and Recreation and Leisure.



Community access and meeting community members is what Activity Services focuses on!

October 2016 proved to be a busy month for Activity Service as it was Community Living Month. Activity Service helped to lead a great Inclusion Chain on October 12, 2016 where one of the people we support lead and sang the Canadian anthem. The annual Community Living BBQ was held October 21, 2017.

In February 2017, Pathways took part and lead a march for the Anti Bullying Day and Pink Shirt Day initiative. Four employees from the Boys and Girls Club joined us to help with the march on Highway 33.

The daily activity schedule changed twice this year. Once in October 2016 and once in April 2017. The Spring/Summer schedule was done differently than how we offered our

activities in the past. This schedule was based on staff's knowledge of interests, capabilities and skills of the people we support. This schedule was based on having the correct group compositions and being with others that they chose and enjoyed being with. As with all change there were some benefits and some challenges!

Throughout the schedule changes the more popular community activities were kept such as Tai Chi, Skating, Men and Women's Swim, Carpet Bowling, Billiards, Curling, Library Book Club, Badminton, Photography, Snowshoeing, Hiking, Canoeing, Bike Riding, Bowling, Miniature Golf at Scandia, Golf at the World Beat Driving Range and Senior's Social at the Army and Navy in Rutland.

New to Pathways this year was the collaboration between us and Cool Arts. Cool Arts society put on an instructive class teaching 10 individuals every Monday morning different art projects.

Spanish Class was taught by a staff from Pathways and it soon turned into a very successful activity!



For the last few summers we had a fishing activity that has been extremely popular however this year with the way the Spring/Summer schedule was done it was suggested that we have two fishing groups. One fishing group is named Hike to Fish for the more active participants and the other is a more leisure activity named Dock Fishing for those with more mobility issues.

In November 2016 Activity Service acquired a volunteer to teach individuals at Pathways basic computer skills. Dave (the volunteer) came every Wednesday morning for 2 hours and taught on the smartboard and then everyone would head to the computer room to try what they had learnt. Unfortunately Dave had to stop volunteering in June 2017 however we are grateful for the tools he taught the people we support.

Another great activity opportunity offered this year which also enabled us to conclude a person's longstanding goal was learning how to square dance. Brian a square dance instructor came to Pathways for 6 consecutive sessions and did a basic level square dance class. Brian was quick to modify his curriculum to facilitate the capabilities of the participants and several became enthusiastic dancers.

Our self-advocate group has started to invite groups or guest speakers into their Friday monthly meetings. We have been educated by People in Motion and Powder Hounds, Dwayne English (of CHBC), CRIS, and Joanne Poole.

Branch 55 and Franklyn Senior's continued to provide wonderful services to our senior population. Both have been adapting there programs and integrating more with our Activity Service participants. Branch 55 has been bringing some individuals to participate in Tai Chi on Wednesday mornings. On Wednesday afternoon the musicians

that came to play for Franklyn Senior Service are now playing upstairs in the auditorium for a much larger crowd. Franklyn's Compassionate Canada group works out of Branch 55 every Thursday. While some individuals volunteer placements have been closed for the summer they have been joining different activities at Branch 55 such as Music Bingo. Branch 55 changed the day of their Hot Lunch per month from the last Wednesday of the month to the first Wednesday due to scheduling conflicts.

Activity Service Volunteerism

Activity Services volunteered at 26 volunteer placements. 24 placements are in the community while 2 are done in-house at Pathways. We added an extra day at White Heather Manor in the fall and acquired a new placement in the spring at Now Canada Society. Unfortunately Branch 55 placement (Meals on Wheels) phoned one day and stated that their volunteers had returned and they no longer needed Pathways help. With the 150 Canada initiative this year many volunteer placements had appreciation events to honor their volunteers. Pathways was able to take part in Village at Mill Creek, Pine Acres and Mountain View Village special events.

Activity Service Employment

Activity Services had 8 individuals working independently in community employment. 1 gentleman is being supported at 2 separate community employment ventures. 4 people are working independently in Pathways kitchen clean-up.

Activity Service took over the yard maintenance with Yard Crew contracts and employs 7 people. Additionally, two Bottle Sorting crews were established to help with the abundance of community donations on Mondays and Thursday resulting in employing another 6 people.

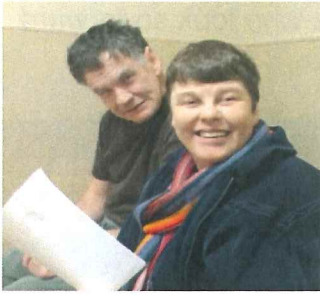
ICO has taken over the coordination of Discoveries and marketing for employment for our Activity Service individuals who have an interest or goal for employment. The Employment Manager and Activity Service Supervisor will work together for the direction of Activity Service employment.

Individualized Funding (IF)

Pathways supported 12 people through IF contracts this year. We had 4 fulltime contracts who receive support Monday through Saturday and 8 part time contracts. All contracts looked different depending on what the person being supported is looking for. Some people and their support worker spend all their time in community doing activities where others join activity service activities to spend more time interacting with peers. Other IF contracts use the support to obtain employment to have the on-going support in their employment endeavours. Lastly some IF contracts are supporting individual's needs in their independent homes.

Submitted by Alaina Reising, Activity Supervisor

Residential



The last year seems to have been mostly a year of maintaining in all areas of health, activities of daily living, home maintenance, required standards and individual's personal schedules.

At both of our homes we had residents who mourn the loss of their fathers. Early in the spring Sandra lost her father (Bob Ford) and in July, Alex lost his father (Ben Decock). Both residents live with this loss but with the love and support of both their families and their support staff, they are coping well.

Vacations are always a highlight for the residents. This last winter Sandra went off to Mexico as she does annually and she spent four days at Harrison Hot Springs in August. Angie and Karen both spent time this summer on a more local vacation where they were able to experience the offerings of Vernon and Armstrong as well as taking a trip up to Silver Star Village for lunch. Beverly went to Calgary to visit with her brother and his family for a week at the end of July. Don was able to experience a day away in June at the Crystal Springs Resort.

Keeping up with appliances this year meant replacing the hot water heaters at Bouvette and then having one repaired shortly after, servicing the A/Cs when they stopped working on the warmest days of the summer and replacing the washer and dryer at Bouvette. One of the furnaces also stopped working as a result of leaves having been sucked into the cold air intake. In January, a leak was discovered in one of the crawl spaces that required repairs to the cold water pipe that sprung a leak. At Old Meadows the tub in the main bathroom required replacing as tiles could not be matched to repair the ones that had been broken. The very patient staffs have been and continue to use their culinary skills in cooking meals on the BBQ, slow cooker or stove top as the oven does not heat and requires replacement. Many of the window coverings will be replaced with ones that are easier for residents to open and are less costly to replace.

Mobility, access and safety at both homes is always a priority and to that end two of the women at Bouvette have begun learning how to use walkers in their daily lives; as well one of the ladies has invested in a recliner lift chair to assist with standing. In early September 2017, the John Howard Society and Fortis are scheduled to replace all the windows and doors in both Bouvette residences. Replacing the doors and removing the screen doors allows for access into the building without having to struggle with a screen door. Also, replacing the patio doors with doors that have lever openers allows all residents to open doors in order to access the patios.

At the Old Meadows home one of the gentlemen has a walker for outdoor use and we have raised the level of the couches in order to assist in standing. Falls are always the greatest cause of injury and so we continue to work at eliminating those risks in the most proactive and least intrusive ways.

Staying healthy is always a priority for everyone and to that end we visit our doctors, dentists, renal nurses, and podiatrists on a very regular basis.



This year we hosted Family and Friends functions in September and December 2016 and June 2017. These times are exciting for the residents who look so forward to visits from so many people.

Everyone remains active in their day activities. The residents at both homes contribute to their community through their

volunteering with Compassionate Canada, volunteering at thrift stores, preparing apple sauce for "In From the Cold" and more. Don through his acts of kindness and constant making of apple sauce to donate was awarded a \$1,500.00 to donated to a charity of his choice. He chose Pathways to direct the funds towards building raised beds to enable him to grow more food to donate to others.



Respectfully Submitted by Mark Wengrowich, Residential Supervisor.

Activity Quality Assurance Report

ACTIVITY QUALITY ASSURANCE

2016 - 2017

This year Pathways celebrated its 64th birthday as a society, and it was an exciting year. We continue to strive to give a voice to people with disabilities. One of the tools we used this year was to participate in Community Living BC's (CLBC) 'include Me!' survey. As always, our Health and Safety Committee continues to meet once a month to address any safety concerns that employees may have. Pathways also worked tirelessly to continue to meet our own the measures set out for us in our philosophy, mission, vision and values statement and also the standards of Commission on Accreditation of Rehabilitation Facilities (CARF).

Once again we successfully gained CARF accreditation. Out of the 1080 different criteria that we had to meet, Pathways only received seven recommendations. To address these Pathways changed two policies and wrote one new policy before the surveyors had left. Although we practice fire drills at all locations monthly, we will now also have one annually at each residence while the residents are sleeping. That way we will be proactive in discovering any problems that might arise in the event of an actual fire during the night.

There also was a recommendation to make all employee annual performance goal measurable. Having defined measurable goals will give the employees more structure and guidance while holding them more accountable.

One recommendation will have Pathways increasing the knowledge of persons served by providing them with education regarding infections and communicable disease. Lastly, to improve the efficiency in completing our performance improvement plan analysis and the action plan as these two documents will merge into one.

This year CLBC ran the survey 'include Me' which Pathways participated based on the quality of life expert Dr. Robert Schalock. The 'include Me' survey is composed of 48 questions measuring the quality of life of persons served in 8 domains grouped into three areas: independence, social participation, and well-being. We helped to facilitate 61 individuals participating in the survey. CLBC contracts a market research company Malatest to carry out the surveys and organize the resulting data. Malatest hires self-advocates to interview individuals who wish to participate in the survey. When communication created a barrier two proxies, who knew the individual well would take the survey on behalf of that person. The data collected is used to help everyone involved in community living to develop a deeper understanding of the impact that supports and services have on peoples' quality of life. Survey data, when made available, will generate information about program effectiveness and help guide decision making in CLBC. The data will also help Pathways identify areas where we can as a society make improvements in our services. Once a summary report is compiled it will tell us how well we are doing to improve individuals' quality of life but also how well we are doing compared to other societies in the region.

Safety is everybody's business, and the Pathways Health and Safety Committee has been working throughout the year to address the safety concerns brought to them by the employees. The eleven recommendations submitted from the employees have in place, including hiring a 'float' and making the composition of groups more safely managed. Needed facility repairs that brought to the committee's attention are complete. For example, a doorway that was causing falls now has a smooth metal plate over the hazard. Equipment was also purchased to help employees and individuals perform their jobs more safely. Changes to ShareVision, the computer program Pathways uses for documentation, were made. We now have quick access to vital personal information if an individual transport to the hospital is necessary. Another change made to ShareVision was the addition of a system that tracks when an employee reviews any protocol(s). Health and Safety inspections completed lead to improvements made based on the results.

All in all, it has been a very successful but busy year for us at Pathways. CARF is complete for another three years and we look forward to the next three years, as we continue meet their standards. Also, we will soon know how our Society matches up to other agencies that work to serve people with disabilities thanks to the 'include Me!' survey. Everyone at Pathways is looking forward to another year as we strive to meet the high principles we have set out for ourselves and those of the people we serve.

Respectfully submitted by Helen Phelan, Licensed Practical Nurse

*Executive Director's
Report*

EXECUTIVE DIRECTOR'S REPORT

2016 – 2017

"Vision without action is merely a dream. Action without vision just passes the time. Vision with action can change the world"- Joel A. Barker. True to our vision "of welcome... building communities that support and value the diverse-abilities of all people" we continued to take action!

The proposal we submitted in the last reporting year to construct affordable rental units at our Fuller Avenue location was approved! We are currently confirming the number of units that will be built. We needed to secure space to relocate our existing services in order to ensure a seamless transition. To-that-end, Pathways purchased a new building at 1216 St. Paul Street with the proceeds from the sale of 2 properties, 925 Sutherland Avenue and 1976 Richter Street. We took possession of the new building May 1, 2017. The building is being renovated to accommodate BikeWays and Social Ventures on the main floor and Integrated Career Opportunities (ICO) on the second floor. A funding application has been submitted to the Government of Canada to install an elevator.

We had our fifth accreditation survey and received another 3 year certification! Leslie and Helen, in true form, did a fabulous job preparing for the survey and ensuring the standards continue to be first and foremost, throughout all agency operations! Thank you Leslie, Helen and all our staff for their commitment to continued quality assurance!

Significant financial donations were received from the Christian Family, Jean Hadgraft, Terry and Richard Trager, the Low Family, Century 21 and Myrna Park, Bob Ford, Cascade Recovery, Jazel Homes and James and Sandy Zelnick, Keith and Loretta Stutters (Gloria Di Dio Foundation) 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 coordinators David Walker and Brad Grittner, committee members, 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. Wayne Pawulski, former Vipond committee member and chair, retired this year. We want to thank Wayne for his many years of volunteer service ensuring the tournaments sustainability and success.

The Community Living Action Committee (CLAC) continued to facilitate Pathway's involvement in our community. The City of Kelowna proclaimed October 2016 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 and Cathy Gunderson and new member, Bonnie Fraser. They work to ensure Pathway's is participating in our community events!

Century 21 sponsored the first annual "Hero's' of Diverse-ability" gala at the Capri, October 12, 2016. Those who attended the event were acknowledged for their contributions to serving people with diverse-abilities in our community. We want to again thank Myrna Parks and Century 21 for sponsoring this wonderful event!

Sadly this year, Regg Bourne, Cynthia Forbes, Ingrid Freeman, Bob Ford and Ben Decock passed away. Regg attended Pathways services for many years and was well known for his wonderful smile and wave. Cynthia attended for a few short years and was known for her tenacity! Ingrid who we came to know when Pathways merged with KCDS too was known for her tenacity! Bob Ford, Sandra's father, and Ben Decock, Alex's father, were very active in ensuring their adult children were well cared for by our residential staff. 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 and the Korean Culture and Knowledge Society continued to utilize our buildings outside of regular service hours free of charge. With the pending move to a new building these groups have either found a new location or are currently looking for a new location.

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, including the leadership team. They work very hard and sometimes with limited resources to provide the best services possible.
- ♥Our volunteers. We were very fortunate to have long term volunteers; Nick Pisio who continued to volunteer his time doing our building maintenance and overseeing various renovation projects, Norm Vados and Don Lehman who continued to volunteer at BikeWays, striving to make the shop flourish.
- ♥The Pathways' Board of Directors. They continue to demonstrate their commitment to strong governance and leadership.
- ♥ Glenda Mallach for coordinating our annual Christmas party and camp.
- ♥Community Living BC (CLBC) our primary funder and partner. We continued to work collectively to serve our community.
- ♥The many individuals, families and groups that continue to support our society.
- ♥The United Way for continuing to refer groups through their "Days of Caring" program to volunteer their time at Pathways. We were very fortunate to have crews from Pushor Mitchell and UBCO students do yardwork at our Franklyn location.
- ♥Fortis BC, we had a hardworking crew who brought equipment and donated supplies creating a walkway from Highway 33 to 123 Franklyn Road. They also spread a ton of rocks along our property on Highway 33.
- ♥ Our other community partners and supporters including the Ministry of Housing and Social Development, BC Housing, Gaming, Interior Health, the City of Kelowna, our employers and volunteer sites who work in partnership with our organization to serve individuals and the community.

♥Thank you all again!

Respectfully submitted by Charisse Daley
Employ, Empower, Embrace

