



# **Pathways**

**Abilities Society**

## **65th ANNUAL REPORT 2017 - 2018**

**“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”.

## 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 64<sup>th</sup> ANNUAL GENERAL MEETING**

**September 18, 2017, 4:00 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 Pisis, Nick Pisis, Mark Reinelt, Beryl Hopkins, Chuck Hopkins, Rhonda Campbell, Darryl Harand, Alaina Reiswig, Barb Taylor, Glenda Mallach and Peter Geh.

1. Meeting called to order at 4:00 pm.

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

**3. Moved by Mark Reinelt seconded by Jean Hadgraft that the agenda be approved as presented. Carried.**

**4. Moved by Richard Pringle seconded by Nick Pisis that the minutes of the September 19, 2016 Annual General Meeting be approved as circulated. Carried.**

5. Gail Meier introduced Peter Geh from BDO to review the 2016/2017 Audited Financial Statements and Auditor's Report. Peter stated page 2 of the report details processes, issues and opinions and everything is clean materially. Page 4 and 5 is the Statement of Financial Position and Statement of Operations which outlines the society's position of financial change from the prior year. The most significant change is the gain on the sale of the two properties which created a strong cash balance for the year. Long term debt was also reduced with the sale of the properties. Revenue is up partially due to a complete year of the merger. Note 3 address the Property and Equipment changes. Peter stated accounting policies did not change this year. Everything was consistent throughout the year. Peter stated they send the report directly to the board and are completely independent of management. Audit finds are based on materiality risk and there were no materiality errors. Peter stated a management letter was issued and it was a "school grade A", as good as it can get. Peter asked if there were any questions. There were none. **Moved by Chuck Hopkins seconded by Darryl Harand to accept the 2016/2017 audited financial statements as presented. Carried.**

**6. Moved by Beryl Hopkin 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. Highlights for the year included the new building project, the purchase of the new building on St. Paul Street and the successful CARF accreditation survey. Gail stated it was great to



see how well the organization is doing and thanked the staff for their hard work. **Moved by Chuck Hopkins seconded by Nick Pisio to accept the President's Report as presented. Carried.**

8. Gail Meier introduced Barb Taylor. Barb reviewed the report that was included in the AGM booklet and thanked Shelley Decoste for her continued self advocacy. **Moved by Darryl Harand seconded by Jim Greenlay to accept the Self-Advocate's Report as presented. Carried.**

9. Richard Pringle stated the terms of two Directors have concluded and one has allowed to let his name to stand for re-election for a 3-year term, Darryl Harand. Richard Pringle 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 Richard Pringle seconded by Jean Hadgraft that Darryl Harand be elected to the Pathway's board of directors for a three year term. Carried.**

Gail Meier stated that David Paynter retired from the board after serving for 29 years. Unfortunately he is not here to receive a small token of our appreciation.

10. Gail Meier adjourned the meeting at 4:20 pm.

*President's*  
*Report*

## **PRESIDENT'S REPORT**

**2017 - 2018**

This will be my last report as the President of the organization. It has been a pleasure to serve on the board of directors. The issues and quality of life for people with diverse abilities are close to my heart.

One of the goals of my presidency was to see the start of an affordable apartment building for our community at the Fuller Avenue location. Pathways in partnership with BC Housing are constructing a new building to help with the housing needs of people with diverse- abilities and individuals with limited incomes. The process is slow but ongoing and hopefully everything should see the start of building this spring.

It was also during my tenure that we finally acquired a new building to house Pathways services to replace the aging structure on Fuller.

It has been a pleasure to work with Charisse whose solid work ethic and commitment to the values of the organization are invaluable.

This past year we continue to meet on a monthly basis to support Charisse, work on issues at a board level and just recently completed a strategic plan.

Thanks to the board members-past and present who I have worked with.

Thank you to the staff and volunteers who work so hard to make Pathways the great organization it is.

Respectfully submitted by Gail Meier, President



*Secretary Treasurer's  
Report*

## SECRETARY TREASURER'S REPORT

2017 – 2018

It is with great pleasure that I submit the Treasurer's Report for Pathway Abilities Society for the year ended March 31, 2018.

It has been another successful year for the Society as our total revenues exceed our total expenditures by \$213,278. After excluding the sale of some property in 2017, this is an increase of \$107,618 from last year. Our operating surpluses from year to year are mainly due to our fundraising efforts. In 2018, we raised \$170,947 while in 2017, it was \$97,004.

As noted in last year's report, the Society has relocated the Fuller Street services to another location on St. Paul Street. The Fuller Street location was our home for many years, but it had reached the end of its useful life. Since that time, we have been working with B.C. Housing and the City of Kelowna to build affordable housing on the old site. We have chosen the design consultants and the builder for this new and hopefully we will see some action on this site in the next twelve months.

It also became apparent that we were under-serving those individuals who reside in West Kelowna. To that end, we purchased a location at 2476 Main Street on October 15, 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, 2018

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## Independent Auditor's Report

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### 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, 2018 and the statements of operations and changes in 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, 2018.



#### 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, 2018 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

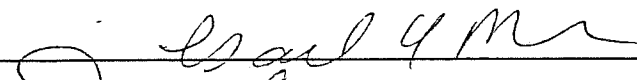
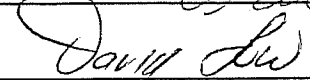
Kelowna, British Columbia  
June 4, 2018



**Pathways Abilities Society**  
**Statement of Financial Position**

March 31	2018	2017
<b>Assets</b>		
<b>Current Assets</b>		
Cash (Note 2)	\$ 508,277	\$ 1,542,659
Temporary investments	101,900	142,335
Accounts receivable	46,024	42,757
Prepaid expenses	30,543	22,378
	<u>686,744</u>	<u>1,750,129</u>
Property and equipment (Note 3)	4,376,154	2,268,207
	<u>\$ 5,062,898</u>	<u>\$ 4,018,336</u>
<b>Liabilities</b>		
<b>Current Liabilities</b>		
Accounts payable and accrued liabilities (Note 4)	\$ 681,091	\$ 566,170
Current portion of long term debt (Note 5)	69,137	39,680
Deferred revenue	54,663	900
	<u>804,891</u>	<u>606,750</u>
Long term debt (Note 5)	1,628,068	964,823
	<u>2,432,959</u>	<u>1,571,573</u>
<b>Net Assets</b>		
Investment in property and equipment	2,678,949	1,263,704
Internally restricted (Note 6)	70,216	70,216
Externally restricted (Note 6)	626	626
Rental assistance surplus (Note 7)	58,123	51,642
Unrestricted net assets	<u>(177,975)</u>	<u>1,060,575</u>
	<u>2,629,939</u>	<u>2,446,763</u>
	<u>\$ 5,062,898</u>	<u>\$ 4,018,336</u>

Approved on behalf of the Board:

 Director  
 Director

**Pathways Abilities Society**  
**Statement of Operations**

For the year ended March 31	2018	2017
<b>Revenue</b>		
Community Living BC	\$ 4,222,426	\$ 3,800,369
Fundraising	170,497	97,004
Sales of service	332,001	265,675
Tenant rent contributions	160,306	165,921
Individual funding	267,950	302,925
Subsidies and grants	109,539	110,038
Other revenue	35,057	11,471
	<u>5,297,776</u>	<u>4,753,403</u>
<b>Expenses</b>		
Board and society expenses	11,886	24,117
Contracted services	874,720	679,574
Employee development	22,701	21,127
Food	23,464	28,769
Fundraising	4,518	11,915
Insurance	23,889	22,869
Interest on long term debt	62,883	47,715
Office	55,330	60,824
Professional fees	20,182	19,167
Program fees	31,456	29,008
Property taxes	21,820	14,103
Rent	182,885	170,336
Repairs and maintenance	99,331	85,398
Supplies	29,736	25,366
Telephone	19,657	22,648
Transportation	77,882	77,672
Utilities	47,858	47,813
Wages and benefits	3,441,117	3,245,687
	<u>5,051,315</u>	<u>4,634,108</u>
<b>Excess of revenue over expenses before other items</b>	<u>246,461</u>	<u>119,295</u>
<b>Other items</b>		
Amortization	(48,796)	(42,840)
Gain on disposal of properties	-	1,131,341
Unrealized gains on investments	15,613	31,163
	<u>(33,183)</u>	<u>1,119,664</u>
<b>Excess of revenue over expenses</b>	<u>\$ 213,278</u>	<u>\$ 1,238,959</u>

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

**Pathways Abilities Society**  
**Statement of Cash Flows**

For the year ended March 31	2018	2017
<b>Cash flows from operating activities</b>		
Cash received from core operating grants and activities	\$ 5,362,067	\$ 4,788,687
Cash paid to employees and suppliers	(4,865,501)	(4,602,680)
Interest paid	(62,883)	(47,715)
	<u>433,683</u>	<u>138,292</u>
<b>Cash flows from investing activities</b>		
Acquisition of property and equipment	(2,156,746)	(315,244)
Proceeds from disposal of property and equipment	-	1,515,000
	<u>(2,156,746)</u>	<u>1,199,756</u>
<b>Cash flows from financing activities</b>		
Repayment of long term debt	(162,141)	(158,161)
Issuance of long term debt	850,822	-
	<u>(1,034,382)</u>	<u>1,179,887</u>
<b>Increase (decrease) in cash</b>	<b>(1,034,382)</b>	<b>1,179,887</b>
<b>Cash, beginning of year</b>	<b>1,542,659</b>	<b>362,772</b>
<b>Cash, end of year</b>	<b>\$ 508,277</b>	<b>\$ 1,542,659</b>



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## Pathways Abilities Society Notes to Financial Statements

March 31, 2018

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### 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	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.
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.

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## Pathways Abilities Society Notes to Financial Statements

March 31, 2018

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### 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.

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## Pathways Abilities Society Notes to Financial Statements

March 31, 2018

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### 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, 2018**

**2. Cash**

	2018	2017
Restricted cash	\$ 20,292	\$ 362
Unrestricted cash	487,985	1,542,297
	<u>\$ 508,277</u>	<u>\$ 1,542,659</u>

**3. Property and equipment**

	2018		2017	
	Cost	Accumulated Amortization	Cost	Accumulated Amortization
Land	\$ 2,505,012	\$ -	\$ 1,038,500	\$ -
Buildings	2,179,581	354,099	1,506,984	329,396
Furniture and fixtures	322,021	324,577	319,065	312,847
Automotive equipment	261,017	217,104	246,337	204,739
Asphalt and parking areas	6,866	2,563	6,866	2,563
	<u>\$ 5,274,497</u>	<u>\$ 898,343</u>	<u>\$ 3,117,752</u>	<u>\$ 849,545</u>
		<u>\$ 4,376,154</u>		<u>\$ 2,268,207</u>

**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 \$333,721 (2017 - \$330,108). As at March 31, 2017, \$245,048 (2017 - \$193,187) was accrued and is included in accounts payable and accrued liabilities.

Included in accounts payable and accrued liabilities are government remittances payable of \$67,078 (2017 - \$16,128).



**Pathways Abilities Society**  
**Notes to Financial Statements**

**March 31, 2018**

**5. Long term debt**

	<u>2018</u>	<u>2017</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.	\$ 458,967	\$ 473,900
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.	126,689	193,120
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.	327,032	337,483
Interior Savings Credit union mortgage repayable in monthly installments of \$1,920, including interest at 4.45% per annum, due for renewal October 1, 2018 secured by land and buildings at 2476 Main Street, West Kelowna.	352,296	-
Interior Savings Credit union mortgage repayable in monthly installments of \$2,951, including interest at 4.45% per annum, due for renewal May 1, 2018 secured by land and buildings at 1216 St. Paul Street.	<u>432,221</u>	<u>-</u>
	\$ 1,697,205	\$ 1,004,503
Less current portion	<u>69,137</u>	<u>39,680</u>
Long term portion	<u>\$ 1,628,068</u>	<u>\$ 964,823</u>

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

2019	\$ 69,137
2020	72,017
2021	75,019
2022	78,145
2023	81,404
Thereafter	<u>1,321,483</u>
	<u>\$ 1,697,205</u>

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## Pathways Abilities Society

### Notes to Financial Statements

March 31, 2018

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#### 6. Restricted funds

Included the in net assets of the Society are restricted reserves in a society fund and a building fund. There have been no changes to these reserve totals for the current year or the prior year.

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#### 7. 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.

	2018	2017
Surplus, beginning of year	\$ 51,642	\$ 44,160
Operating fund subsidy adjustment	1,060	(269)
Excess of revenue over expenditures	5,421	7,751
	<u>\$ 58,123</u>	<u>\$ 51,642</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.

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#### 8. 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 \$230,867 (2017 - \$208,741) for employer contributions to the Plan.

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## Pathways Abilities Society Notes to Financial Statements

March 31, 2018

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### 9. 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% (2017 - 85%) of the Society's total revenue for the year.

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### 10. 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.

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## Pathways Abilities Society Notes to Financial Statements

March 31, 2018

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### 11. 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, 2018 was \$91,196 (2017 - \$90,000). No honoraria were paid to members of the Board of Directors for the current year or the prior year.

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### 12. Comparative figures

Certain comparative figures have been restated to conform with the financial statement presentation adopted in the current year.

*Self-Advocate's*  
*Report*



## SELF ADVOCATE'S REPORT

2017 - 2018

Pathways Self-Advocates have had a busy and eventful year so far! With a combination of guest speakers and a tour, among other events, the Self-Advocates have been given the opportunity to learn and to be involved in the community.

During monthly meetings, which are led by the Society Liaison, Barb Taylor, Self-Advocates decide which guest speakers they want to host. They also decide what kind of tours they would like to participate in, and what they would like to learn about. As well, Barb facilitates morning meetings in Franklyn Senior Services, making sure that everyone is happy while attending services.

Barb continues to be a member of the Pathways Occupational Health and Safety Committee, as a representative for the Pathways Self Advocates. Barb attends Health and Safety meetings held each month, making sure concerns that the Self Advocates have, are addressed.

November 3, 2017: Barb reviewed the Pathways Rights and Responsibilities. Barb read the rights and responsibilities to the group and encouraged discussion. Rights and Responsibilities are reviewed and discussed on a regular basis.

March 9, 2018: Curtis from Jay's Fire Safety completed a presentation on fire safety, and demonstration, for the proper use of a fire extinguisher.

April 6, 2018: Lois Beischer completed a presentation on Therapy Dogs. Lois brought in her dog Millie (who is a Therapy Dog). The group learned what a Therapy Dog is and what they do.

May 24-May 26: Pathways Abilities Society partnered with Inclusion BC as a co-host for the 2018 Inclusion BC Conference (Rise Up!) held in Kelowna. Barb Taylor introduced the delegates, from the Semiahmoo House Society, for the session on "Building Advocacy". Pathways Self Advocates participated in the conference by volunteering, attending workshops, and joining in the fun at the evening dinner and dance.



June 8, 2018: Pathways Self Advocates participated in a tour of the Kelowna Fire Department on Enterprise Way. The group discussed aspects of the department, took photos with the fire fighters and were given the opportunity to try on gear and equipment.

Pathways Self Advocates are happy to have had community members participate in our Self Advocate movement and hope to see more involvement by community members, in the future.

Pathways would like to thank Barb for being the Self Advocate liaison. The work she does is important as it gathers feedback for ensuring people in service, are receiving the support they need. Thank you Barb!

Submitted by Barb Taylor and Lisa Milligan

*Service*

*Reports*



## SERVICES REPORT

2017-2018

### 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 enterprises.

During the past year ICO has reviewed all employment goals and discovery staging records are consistently being completed. ICO hosted an evening event at the Kelowna Golf and Country Club to honour employers "Heroes of Diversity"

The evening was coordinated to acknowledge community employers who work with Pathways to hire and provide paid employment for individuals, who seek community employment. During the month prior to the evening recognition, Adam Less produced video content which aired on Castanet. The video's focused on the Inclusive companies we work with to provide community customized employment.



ICO secured sustainable paid community employment for 35 individuals, and Activity Services is supporting 10 individuals, in positions throughout the community.

Pathways employment partners are: Kelowna Shell Gas Stations, Kelowna Petro Can Stations, BC Growers Group, Prospera Place, A&W Stevens Road West Kelowna, Fenders Auto body, Gasoline Harley Davidson, Okanagan Precision Machine, Spider Manufacturing, West Kelowna Walmart, Kelowna Walmart, Clippendale's Luxury Grooming, Aramark Canada, Arby's, Big O Tire, Capital News, James Tire-craft, Protec Powder Coaters, Century 21 Assurance Realty Ltd, Choices Market, Cooper Medical Supply, David and Marie Brown, Delta Grand Okanagan

Resort, Mara Lumber, Freddy's Brew Pub, Home Depot Kelowna, Jazz's Dog Grooming, Kelowna Curling Club, Kelowna Motors, QHR Technologies, Urban Harvest, Unitarian Church, OK Tire, Okanagan Gymnastics Club, Grand 10 Theatre, Real Canadian Superstore, Rose Valley Veterinarians, Safeway Dilworth, Tim Hortons, Wendy's West Kelowna, Lake Country Dairy Queen, OK Tire.

Social Ventures currently employs 51 individuals, who are paid employees in Pathways social enterprises. Pathways social enterprise partners are: BC Cancer Agency, BC SPCA Kelowna Branch, Boston Pizza Dilworth, City of Kelowna, Columbia Bottle Depot, Glenpark Village Meadows, Kelowna Kia, Okanagan College, University of BC Okanagan and Kelowna Landfill and West Kelowna Landfill.

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 receive the BC Housing portion. We in turn pay the landlords the complete rental 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 9 people went to Mexico, 6 people went to a Vancouver Canucks and a BC Lions game, 12 people went to Las Vegas and 40 people went to Camp Owaissi. This camp trip allows individuals who have

limited budgets to enjoy a relaxing get away vacation.

Respectfully submitted Rhonda Campbell Finance Manager



## Activity Services

Activity Service provides opportunities for individuals to develop skills and abilities that promote self-esteem and independence through productive meaningful activities in recreation, leisure, volunteerism, employment and skill development.

The Activity Services saw a lot of changes in 2018. The biggest change was on January 15, 2018 our West Kelowna service site officially opened and we started providing services to the people who lived in West Kelowna. This was a long time vision of Pathways and it was great to watch it happen and become a reality. Currently we are providing services for 17 people in West Kelowna throughout the week. West Kelowna is continuing to grow and the referrals keep flying in.

The daily activity schedule changed twice this year. Once in November 2017 and once in June 2018. June was late for the Spring Summer schedule to start however it was due to modifying the schedule to add more community activities and to have a better support service structure. Activity Services continues to add and look for more community opportunities and activities at all times. In June, we added two more community volunteer placements and two groups started selling tickets for the Rotary, with some of the profits returning to Pathways, depending on the tickets sold.



Throughout the two 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, Hike to Fish, Dock Fishing, Photography, Snowshoeing, Hiking, Canoeing, Bike Riding, Bowling, Miniature Golf at Scandia, Cool Arts and Golf at the World Beat Driving Range. On the Fall/Winter schedule we saw two new in-house activities that were suggested by the people we support. They were a Wii Dance Class and a Creative Writing activity. On the

Spring/Summer schedule we brought back a favorite activity of an All Day Trip. We also started a new group called Kelowna Art and Multicultural tour where the people we support have had opportunities to peruse the art at the Art Gallery, Rotary Center for the Arts, Museums, and Wineries around Kelowna.

Staffing was a challenge in all aspects of Pathways. However, in the Activity Service we saw 4 long time staff leave due to retirement and 2 long term staff gave up their full time positions to become casual.





Activity Services has had a large focus on the people we support who display some form of challenging behaviour. 18 people in the Activity Service have either some form of protocol regarding behaviour, a behaviour plan, a safety plan, de-escalation protocol or behavioural assessment. 3 people in Individualized Funding have a written form of behavioural guidelines. Helen Phelan and Alaina Reiswig have attended many meetings on behalf of people who require a behavioural support plan.

As stated above West Kelowna opened in January 2018. On February 6, 2018 West Kelowna had a very successful Grand Opening. With the enthusiasm of the staff, West Kelowna has started some really great activities and volunteer placements. West Kelowna staff and the people they support are diligent in finding and attending community events. 3 new volunteer placements were started and a long standing volunteer location was taken over.

Another big change this year was the location change for Branch 55. The staff and the people we supported at Branch 55 moved to 123 Franklyn Road on April 3, 2018. This was an adjustment for all parties involved however it seems to have been quite smooth.

Franklyn Senior Service saw changes as they went from three support staff daily to two support staff daily. With the schedule change in June we amalgamated Franklyn Senior Service, Branch 55 and Activity Service from 3 separate schedules to one inclusive Activity Service Schedule. This has been a welcomed change.

Activity Services currently volunteers at twenty six different volunteer placements. Twenty three placements are in the community while three are done in-house at 123 Franklyn Road or West Kelowna. In 2017 5,891 volunteer hours were contributed to 27 non-profit organizations throughout the Central Okanagan. These hours were volunteered by 65 individuals who attend Activity Services. 13 volunteers contributed more than 150 hours in 2017 and participated in the Canada 150 for 150 Volunteer Challenge. These 13 people received a certificate of recognition.

Activity Supervisor met with all the community volunteer placements in September and October to do a general check in and discuss all aspects of the volunteering. Majority of these meetings had nothing but positive feedback to give to the staff and the people we



support. This was a big testament to the staff and the respectful support they are giving while giving back to our community.

We acquired 4 new volunteer placements, the Good Food Box, Peachland Wellness Center, West Kelowna United Church, and the West Kelowna Granny Squares Knitting Club. Unfortunately we did have to let one volunteer placement go in June at the West Kelowna Child Development Center due to not having any people interested in the position anymore. However we do hope that West Kelowna will take over on another day in the near future. Also our volunteer placement TRACS had to cancel our services, until possibly the Fall or potentially forever, due to a province wide outbreak of an infectious virus that was affecting the rabbits.

Activity Services have 8 individuals working in community employment. 6 people are working totally independently in the community where 2 people who have individualized funding are working in community being supported. 5 people are working in Pathways kitchen clean-up. 4 people are doing the Kitchen clean-up totally independently where 1 person who has individualized funding is being supported. 2 people in the Activity Service are working as greeters at the donation station at Kirschner Bottle Depot. 1 person is completely independent where the other person is supported by his Individualized Funding support worker.

I supervised 13 Individualized Funding (IF) contracts this year. We currently have 1 full time contract who receives support Monday through Saturday. We have 4 full time contracts who receive support Monday through Friday 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. Where other IF contracts use the support to obtain employment to have the on-going support in their employment endeavours. Lastly some individual funding contracts are supporting individual's needs in their independent homes.

Respectfully submitted by Alaina Reiswig, Activity Supervisor

### **Evening and Weekend Social Recreation**

Our evening and weekend program continues to be an ongoing success; with 70 people we support on our attendance list, and an average of 38 who come out on regular basis.



The Social Rec programs continue to provide an average of 3 different events per week, with over 130 events throughout the year. Some of our most popular events continue to be musical festivals, moving outings, community theatre, sporting events, Christmas light tours and The Armstrong Fair. A few new added favorites are; our cooking groups, attending a local cafés free live music night and our weekend road trips, to destinations like the Nakusp Hot Springs last June.

The people who attend the service always have a good time being entertained, socialising with their peers and meeting new people out in the community. We are always trying new ideas out, like floating down the Shuswap River in Enderby last August, to going on a camping trip at one of our local Provincial Sites (planned for this year). In addition, our groups have had an opportunity to form a new friendship with our Super Star volunteer Megan, who comes out an average of 3 times a month, and has come on our road trips with us; this generous lady has put in over 120 hrs of volunteer time in the last year!



Submitted by April Chretien

### **Home Share**

Home share is a supported living option where adults with diverse abilities share a home with a family in the community. Pathways Abilities Society 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.

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).

At the beginning of the fiscal year on April 1, 2017 Pathways held 38 home share contracts with 25 home share providers. As of March 31, 2018 there are 44 home share contracts and 32 home share providers.

Home share providers and agencies co-ordinating home share services are experiencing several challenges at this time:

- Home Share providers have not received an increase in rates since the inception of CLBC in 2005.
- The difficulty of procuring respite services.



- Seniors who live in home share are aging, and along with aging often comes an increase in support needs. It has been difficult to get increased funding to reflect the increase in support they are required to provide.
- Along with aging often comes a change in mobility and a need for accommodations that are easily accessible. Very few home share providers have wheelchair accessible homes, and there are even fewer staffed resources that can accommodate individuals who need a wheelchair and assistance with transferring.
- The numbers of people indicating an interest in providing home share is waning. In 2016-17 Pathways received interest from 39 people, and 10 of those continued through the process to become approved home share providers. In 2017-18 there were 29 people that contacted Pathways regarding becoming home share providers, with 8 of those following through to approval. This decrease in interest is province wide.

On February 19, 2018 the Minister of Social Development and Poverty reduction presented Community Living BC with a mandate letter requesting that CLBC engage home share providers and the representative groups to identify support needs and return to the minister with recommendations for improvement. During April CLBC facilitated sessions throughout the province to gather information from home share providers. Pathways was asked to send two home share contractors to the meeting. We chose two contractors who are part of the Central Okanagan Professional Caregivers Society and who are very aware of the issues faced by many home share providers throughout the region. CLBC was to report findings to the Minister by June 29. As of July 31 there has been no public reporting on this matter.

## Volunteers

Pathways' team of volunteers continues to grow. The numbers quoted below include volunteers that contribute time directly to our service areas.



Primary Area of Volunteerism	2016-17	2017-18
Activity Services	3	13
Social Recreation	1	1*
BikeWays and Social Ventures	3	5
Residential	1	2
Maintenance	2	2
Special Events	1	1
Total Volunteers	<b>11</b>	<b>24</b>
Total Hours Contributed	<b>804</b>	<b>1,255</b>
Practicum Students	2	8
New Volunteers	8**	14

\*Two Activity Service volunteers also volunteer with Social Recreation

\*\* New Volunteers category does not include practicum students

We are very grateful for the time and energy volunteers contribute to Pathways.

Respectfully submitted by Leslie Munro, Home Share Manager



## Bouvette Street and Old Meadows Road



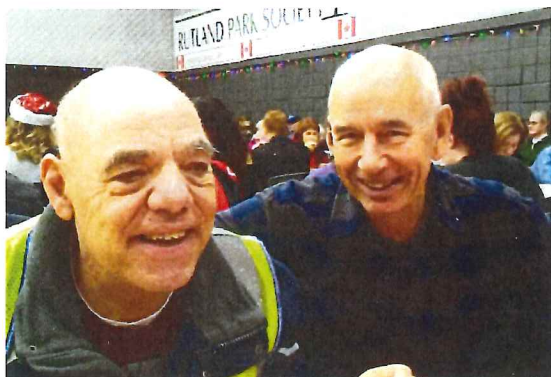
Residents continue to visit with their physicians, opticians, Podiatrists, etc. for a total of 110 visits in this past year. One resident had Cataract surgery, one was hospitalized for several weeks and required surgery to repair an ulcerated Hiatus Hernia and then due to a fall required a number of hospital visits to deal with a broken arm. One resident visited Kelowna General Hospital for a still undetermined cause. Over all the health of the residents is good. We continue to deal with effects of aging and decreased mobility. Three residents in the two homes utilize walkers, wheelchairs and leg braces, all of which increase the risk of falls and require increased staff support and supervision.

Always a concern for every resident and those who support is the safety of both the individual and those assisting on a daily basis. The greatest risks are falls and incidents that result from behavioral issues. In the past year we have been working with Jeremy Sherstone of PosAbilities to develop support plans for two residents and a safety support plan for one of these residents. This process is slow and requires much input from all those involved in order to develop a plan that is appropriate and effective. Once completed and implemented we expect to lessen some of these risks and provide staff with more effective strategies while at the same time lessening the frustrations for individuals by providing them with more communication options. The Society was able to secure through CLBC funding for a second weekend person on Sundays. This has improved both the safety and access to community on Sundays.



All residents continue to access their community through their day time activities both at Pathways and Provision Resources. Day time activities include such things as volunteering in community or participating in activities such as arm chair yoga, etc.

While at home residents have accessed and participated in community through picnics, shopping, dining out, visiting parks, attending family functions and regularly visiting with family both in their family home and entertaining family at their home. Residents have also enjoyed going out to movies, swimming and birthday celebrations. Several residents have been to Mexico in the spring and are looking forward to more vacationing later in the year.



Several of residents have individuals from community who volunteer their time to come

and visit or take individuals into community. These volunteers spend time with residents in activities of the resident's choice.

The houses both require ongoing care and maintenance and staff are responsible for the ongoing daily care of the homes. The Bouvette residence had a retrofit of windows, doors, solar tubes and lighting fixtures last fall. These were provided through a partnership with the John Howard Society and Fortis BC. The work done brought our home up to current standards and provides us with a much more energy efficient home.

Earlier this summer, Tim of D'Arts painted both common areas and hallways at Bouvette Street giving the home a much lighter look. Also, this summer a new lawn will be laid at the Old meadows residence.

We continue at both homes to meet standards as set out by CARF; City Fire Inspectors; Licensing; Pharmacy reviews.

This past year has been one of the most challenging with respect to staffing at the homes and although the Society has advertised and creatively sought new employees the situation has not improved much. One of our overnight person is now retired, one is on a maternity leave and their positions are amongst those in the Society that still require filling. Casual relief staff is in short supply as well. Staff at both residents is to be commended for their flexibility with respect to covering all shifts.

Respectfully Submitted by: Mark Wengrowich, Residential Supervisor

*Activity Quality Assurance  
Manager's (AQAM)*

*Report*



## ACTIVITY QUALITY ASSURANCE

2017 - 2018

For the past 65 years Pathways Abilities Society has endeavoured to assist people with divers-abilities achieve their personal goals and contribute as equal members to their community and this past year has not been any different. We supported two hundred and thirteen men and women to find individualized employment, volunteer opportunities, tailored living arrangements and/or meaningful activities to fill their day. Behind the scenes our society ensured a safe environment for both the individuals we support and the employees who support them with our Occupational Health and Safety Committee. Also, Pathways continues to meet our Commission on Accreditation of Rehabilitation Facilities (CARF) standards by routinely checking that our employees are meeting the qualifications to complete their job competently. Finally, Pathways is as always committed to assisting individuals in attaining their highest quality of life and this includes teaching skills for social interaction with the use of positive behavioral and/or safety plans.

In 2015 Community Living British Columbia (CLBC) awarded posAbilities, a Laurel Behavior Support program a contract to provide Behavior Support to the South Okanagan. To assist with the volume of behavioral supports needed within the region posAbilities began the behavioral leads initiative. They provided training to selected employees from different organizations within the South Okanagan. I completed the behavioral leads training in January 2017 and since have been working to ensure that all behavioral plans are up to date. Where possible I compose the plans myself with the input of Pathways' employees and the individual's support network. If the target behavior is out of my scope of practice, I see that they are put on the posAbilities waitlist and keep posAbilities updated with any incidents that occur. Twenty-four individuals that Pathways supports have formal Behavioral and/or Safety Plans. There is clear direction now on who is responsible for reviewing plans and even after an individual has been discharged from posAbilities there is ongoing support to help with any issues that come up. Clear directions on attaining behavioral plans for individuals who require them will hopefully translate into fewer injuries to employees from individual's aggressive behavior to communicate their needs.

Pathways' involvement in the behavioral leads initiative is not the only program we have employed to reduce employee injuries. Pathways has also increased the amount of behavioral training the staff will take each year to include the technical chapters of the Mandt program. This extra training was implemented as a direct result of Pathways' employees' requests and gives employees the skills to avoid injuries when supporting individuals who may use assertive behaviors. This is not the only extra training that took place this year. To comply with CARF's standards, Pathways is now offering mandatory Core Competency training annually. This training tests employee's knowledge of Pathways' policies and procedures and other competencies that employees require to excel at their job. This three part quiz includes questions on seventeen different topics and sixteen different policies and procedures. This is just one example of how Pathways fulfills CARF's high accreditation standards.

Safety is everybody's business, and the Pathways Occupational Health and Safety Committee has been working throughout the year to address the safety concerns brought to them by the employees. Internal inspections were completed twice this year and Pathways was fortunate to have Frank Cowen Company complete the external inspections for all of our facilities free of charge this year. The three issues that the external inspection uncovered were remedied very quickly. The Occupational Health and Safety Committee also completed its first ever self-evaluation as required by new WorkSafeBC regulations. The self-evaluation showed areas where the committee is successful and areas that the committee needs to work on. The evaluation helped to give direction to what area we should concentrate on for our annual eight hours of training. Also, from the evaluation and to better comply with WorkSafeBC regulations and CARF standards the committee implemented an anonymous "near miss" survey. The committee also implemented procedures to prevent falls in our parking lot this winter which was highly successful with only one recorded fall occurring.

We at Pathways Abilities Society look forward to another successful year. We will continue to strive to meet the expectations of the people we support and their families and caregivers by pursuing excellence in providing them with our variety of services. Behind it all the quality of the service provided will continue to be examined and scrutinized to ensure we are not only meeting their expectations but those of CARF and our funding body CLBC. Also by meeting the standards we have set out for ourselves in our mission, vision and values statement.

Respectfully submitted by Helen Phelan, LPN/ Activity Quality Assurance Manager

*Executive Director's  
Report*

## EXECUTIVE DIRECTOR'S REPORT

2017 – 2018

It is hard to believe that Pathways Abilities Society (aka The Kelowna and District Society for the Mentally Handicapped (1953), The Kelowna and District Society for Retarded Children (1955), The Kelowna and District Society for the Mentally Retarded (1970), The Kelowna and District Society for the Mentally Handicapped (1981), The Kelowna and District Society for Community Living (1999), celebrated 65 years of community service in June 2018! Though by reading the society name changes, some which are now considered truly offensive, at the time the board of directors and members were truly trying to progress the inclusion of people with diverse-abilities in our community.

True to our mission and vision, we worked to ensure the people we serve had resources and supports in their respective neighborhoods and communities.

We purchased a new location, 2476 Main Street in West Kelowna. The new location is a satellite activity service and was purchased to accommodate the needs of individuals living on the west side of the lake. The bathroom was renovated to accommodate anyone who may have mobility issues. West side residents began attending services January 17, 2018.

BikeWays, Social Ventures and Integrated Career Opportunities (ICO) relocated to their newly renovated home at 1216 St. Paul, officially opening September 19, 2017.

In partnership with M'Akola Housing, we continued to work with BC Housing to evolve the Fuller Avenue re-build project. We finally confirmed we will be constructing 68 below market rental units in downtown Kelowna. We hope to break ground in the Spring of 2019.

Pathways was very fortunate to be a recipient of the Fortis BC sponsored REnEW (Residential Energy Efficiency Works) program which provides energy efficiency, employment and life skills training to participants, who face barriers to gaining employment. This program is in conjunction with the John Howard Society of Central and South Okanagan, with support from local businesses and contractors; in our case, it was Ray Nagy of Bronag Contracting, Jason from DuoTeck Electrical Ltd., and Lawrence Nagy of Nagy Bros' Window and Door. The REnEW group spent over a week replacing the windows, doors and lights at our home on Bouvette Street.

The Community Living Action Committee (CLAC) continued to facilitate Pathway's involvement in our community. The City of Kelowna proclaimed October 2017 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 and the second annual Hero's Gala. I must again thank all the CLAC committee members who work to ensure Pathway's is participating in our community events!



Sadly this year, Karen Erickson, Shirley Redding and Jim Champion passed away. Karen was a free spirit who had compassion for all. Shirley attended the senior's service at 123 Franklyn Road and was happy and easy going. Jim had been involved with Pathway's for over 50 years. He overcame many obstacles and was a strong inclusion advocate. Jim was an icon, extremely friendly and his daily good mornings are going to be missed by so many.

The Okanagan Chinese Canadian Association and the Okanagan Korean Culture and Knowledge Society continued to use our 555 Fuller Avenue location with the Men's Shed joining them in November.

Don Penty and Nick Pisio won the Valley First Simple Generosity award and donated their \$1,500.00 award to Pathways. Don won for making applesauce and donating it to Inn from the Cold and Nick for volunteering thousands of hours at Pathways including serving on the board, completing repairs and maintenance of our facilities and overseeing renovation projects. Thank you again Nick and Don!

The year ended with the annual holiday party with a luncheon at Rutland Centennial Hall, with a record number of attendees, 265!

Pathways was the co-host agency of the provincial Inclusion BC Conference in May of 2018. Over 450 delegates attended the conference. We were very fortunate to recruit many local volunteers to help with registration, room monitoring, decorating and supporting the Inclusion BC team. The dinner and dance was definitely one of the highlights and the centerpieces constructed by Bonnie Fraser and her team reflected the conference intent to "Rise-Up from Grassroots to Global". Thank you to our many volunteers and staff who helped make this conference a success.

Recruitment was a significant issue this past year. To put it in perspective in 2016 we corresponded with 171 applicants, in 2017, 73. Not only did we struggle to hire and maintain a full compliment of casual employees, we struggled to recruit for temporary permanent fulltime positions and permanent part-time.

Significant financial donations were received from the Keith and Loretta Stutters (Gloria Di Dio Foundation), the Christian Family, the Low Family, Century 21 and Myrna Parks and Jason Abougoush, Jean Hadgraft, Jim Hadgraft, the Kelowna Sunrise Rotary, Terry and Richard Trager, Leslie Munro, Randy Christian and Charisse Daley. A huge thank you to those listed above and all who also made donations to our society.

The annual Vipond Golf 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.

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 continued to work very hard this past year with continued staffing shortages.

♥ The self-advocates who ensure they are progressing the rights of all citizens.

♥ All our volunteers; new and longstanding. We were very fortunate to have long-term volunteers, Nick Pizio 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.

♥ Our other community partners and supporters including employers and volunteer sites BC Housing, the City of Kelowna, Gaming, Interior Health, the Ministry of Housing and Social Development, our 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

