



**Shuswap Association
for Community Living**

Annual Report 2021/2022

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Shuswap Association for Community Living

Shuswap Association for Community Living (SACL) is a non-profit, charitable organization. SACL has been providing services and support for people with intellectual disabilities and their families since 1963. All Persons Supported have been referred by Community Living British Columbia (CLBC). The majority of people receiving services are 19 or over, although services have been provided to youth and their families on occasion.

Mission

Shuswap Association for Community Living creates opportunities and provides support to optimize the potential of Persons Supported with diverse abilities in our community.

Vision

We envision our community as a caring and supportive place where people with diverse abilities are valued and included.

Values

- *Friendships & Relationships*
- *Meaningful Activities*
- *Life-Long Learning*
- *Having a Say*
- *Being Safe & Healthy*
- *A Welcoming Community*
- *Honoring the Past & Embracing the Future*

Values of the People We Support

Persons Supported were asked what values were most important to them. This is what they had to say....



FRIENDSHIPS & RELATIONSHIPS

Supporting current relationships with family and friends. Getting out in the Community to take the opportunity to meet new friends.



MEANINGFUL ACTIVITIES

Choosing and participating in activities that mean something to *ME*. Pursuing interests that help me reach my personal goals.



LIFE LONG LEARNING

To continuously explore learning, new experiences and educational opportunities



HAVING A SAY

Expressing my feelings and needs to others. Being heard and respected for my point of view.



BEING SAFE & HEALTHY

I have the right to be safe, physically, mentally, and emotionally. To live in a safe environment where my well-being is important to everyone around me.



A WELCOMING COMMUNITY

Being able to participate in my community through employment and recreational activities.



HONOURING THE PAST & EMBRACING THE FUTURE

Remembering the people, places and things I enjoyed from the past, and learning new things to prepare for the future.

Bill of Rights

In 2001, Persons Supported by SACL developed a Bill of Rights. This Bill of Rights was developed to affirm the rights of Persons Served within the framework of a community living setting. The intention of the Bill of Rights is to be implemented in a manner consistent with the Mission and Values of SACL.



Be included

Have Employment

Choose what I do in a day

Have time to think

Schedule my own time

Have fun in my day

Receive support

Speak for myself

Have good medical care

Be treated with respect

Live in a safe place

Have privacy of space

Have privacy for my body

Have Confidentiality

I decide who gets information about me

I decide whether to give information or answer question

Acknowledgement

I will communicate in my own way

I will self-advocate

Message from the Board Chair

2021 continued with the Covid-19 challenges and all its repercussions to operational changes and personal challenges to our staff.

As I write this message the Board would like to give a big thanks to Jo-Anne Crawford for her years of service, she has decided to formally retire by September 30, 2022.



Dwayne Burdeniuk

Dwayne Burdeniuk has an extensive background in Human Resources working in the private Municipal, health and social services field specializing in Labour Management and Employee Relations Consulting. Dwayne joined the SACL Board in September 2015 and filled the role of Vice Chair from 2018 to 2020. Dwayne has been the Board Chair since September 2020.

Jo-Anne has been with SACL for 15 years and we sincerely appreciate her leadership and contribution to the success of the organization including several CARF certification processes. Her friendly smile will be greatly missed.

We are also pleased to announce that the board has appointed Karen Hansen as the new Executive Director for SACL. We are looking forward to her taking the helm and continuing with great leadership and energy that she brings with her.

Congratulations Karen.

We have completed our Strategic Plan which will guide us through the next 5 years. The strategic planning process included our management team and all current members of the board. The day was insightful for all board members giving us a better understanding of the day-to-day operations and challenges that our management team faces. Our strategic plan focuses on three major themes; Growing our Services; Investment in Staff/Team Growth & Development and diversifying our Funding Sources.

As a board of directors, we are proud how our managers and staff have created success through these adverse conditions. We look forward to working with our management team and board members using staff feedback to help us keep on the right track for the future and success of SACL as it continues to grow and evolve. Once again, we want to pass on a Big thank you to all staff for helping us succeed as the pandemic continues to impact our lives. We want everyone to keep healthy and be safe.

Board of Directors

Shuswap Association for Community Living is governed by a volunteer Board of Directors made up of caring community members with various backgrounds and skill-sets.



Chair - Dwayne Burdeniuk

Vice Chair - Lisa Bennett

Secretary/Treasurer - JoAnne Pringle

Director - Rhoderik MacFarlane

Director - Val McKay

Director - Bobbi Johnson

*“Board and key leadership work in an environment of transparency and trust.” ~
CARF Accreditation Report 2020*

The role of the Board of Directors is to focus on high-level strategy, oversight, and accountability of the organization

Report from the Executive Director

This year we saw a semi-normal return to daily life. People were vaccinated and the community opened up. The post pandemic world is different and the focus of the year has meant adjusting to the continued need to keep everyone safe and the ongoing community changes in mask wearing. One of our greatest challenges this year has been the recruitment of staff. As with many other sectors, we struggle to keep staff but are confident that with the ongoing attention we pay to the wellbeing of our staff, we will remain a desirable place to work.

Over the course of this last year we entered into a new partnership with Canadian Mental Health Association (CMHA) Shuswap-Revelstoke and Community Living BC. Our staff assist individuals living in the CMHA low-income housing with the activities of daily living. Supports are directed towards healthy lifestyle choices and enhancing life skills to encourage independence and the fostering of meaningful community relationships.

Colleen Petrick joined our team as the Quality Assurance Coordinator in late October. She has over 20 years of experience overseeing Quality Assurance initiatives in the Community Living sector and was a welcomed addition to our team. In March, we were very pleased to have Lesley Campbell take over the management of 1st Avenue and the 5th Street Cluster Living – Supportive Housing programs. As of July 1st, Lesley has been promoted to the Human Resource Manager position, and Seana Stirrett has taken her place in the management position.



Jo-Anne Crawford

Jo-Anne is celebrating her 15th and final year as Executive Director for SACL.

Her focus and accomplishments include consistent expansion and improvement of services, increased capacity to provide services for additional Persons Supported, promotion & support of one of the top Community Employment service models in BC, and exploration of beneficial community partnerships with Provincial and local organizations.

Jo-Anne has a Bachelors Degree of Arts from Simon Fraser University and has worked in Community Services for over 30 years.

The Union's Collective Agreement ended March 31st 2022. Since then all parties have been busy negotiating a settlement. While agencies confer with their staff on Essential Services in the event of a strike in the fall, negotiations have been put on pause for the summer months. We know that our staff in this sector are still underpaid and we hope for a positive outcome without the need to take action.

This year the team decided it was time to purchase a truck that would be used create a customized employment opportunity to support individuals who aren't successful with traditional employment, and project "Work Truck" was created. Local businesses & residents will receive services - recycling, bottle pick-up, shredding, yard work, snow shoveling, junk dump runs. Currently the majority of the business we service are within Salmon Arm with the intention to expand services, and, areas of service. Many businesses take pride in donating their recycling to SACL. With the use of a truck the hope to offer other services such as yard maintenance, garbage and recycling pickups for seniors or businesses. Fundraising initiatives for the Work Truck began when Women Who Wine donated \$3,200.00.

Since the initial donation, the following fundraising has taken place:

Penguin Meat - \$1,798.00
J.C. Johnson Land Surveying - \$1,000.00
Purdy's - \$540.00
SASCU Community Support Grant (June 2022) - \$5,000.00
Epicure Fundraiser - \$360.00
Chances Casino donation - \$1359.42
Gary Carder
Browne Johnson Legacy
Gerry and Rita Chu Family
Turner Orchards
Wendy and Rod Charlebois
Don and Irene Rogers
Edna and Dan MacQuarrie Family

Other Donations/Grants we are grateful for:

Elks Lodge - \$800.00
St. John Evangelist Anglican Church - \$400.00
Salmon Arm Fire Fighters - \$100.00
City of Salmon Arm Grant in Aid - \$3,300.00



I would also like to thank all members of the Board, our staff, employers and funder. Our work would not be possible without the staff who work hard every day to optimize the potential of the individuals they support.

This year I will have completed 15 years of employment with SACL. I will retire at the end of September, but will continue to work for the agency on an as needed basis until the end of December. As reported by our Board Chair, the Board of Directors has recently appointed Karen Hansen as my successor. Karen has 26 years of experience in the Community Living sector with 25 being in coordination and management. I am thrilled that, given her fresh ideas and energy, she will create an even better SACL. I feel proud to know that I am leaving SACL in the hands of a great management team who will lead this agency into the next phase of positive growth.

Management & Administration Team

"The organization's leadership is very progressive and continually looks for ways to create better outcomes for the people it serves." ~ CARF Accreditation Report 2020

Executive Director - Jo-Anne Crawford

Director of Services & Human Resources - Karen Hansen

Services Manager for Community Employment Services, CCN & Home Share Coordinator - Joanne Reitan

Services Manager for HWLS & 1 to 1 Community Supports - Connie Sebelius

Services Manager for Supported Living - Lesley Campbell

Quality Assurance Coordinator - Colleen Petrick

Our thanks go out to Shuswap Bookkeeping for providing excellent service and support with our payroll, human resources, and financial services.

SHUSWAP
—BOOKKEEPING INC—

Staff

SACL values its employees and focusses on promoting engagement and organizational sustainability to foster an environment that promotes the provision of services that centre on enhancing the lives of the persons supported.



In 2021, SACL introduced “Not Myself Today” to support its staff. NMT is a social enterprise of the Canadian Mental Health Association. The purpose of this program is to build greater awareness about mental health, reduce stigma about mental illness, foster safe and supportive work cultures.

“I am very pleased with SACL services and staff who provide the services. They are always prompt in dealing with any concerns I have, and are pleasant and helpful.” ~ SACL Satisfaction Survey 2022



Staff Recognition

SACL Staff are officially recognized each year at the Annual General Meeting for milestone employment markers. Please join us in celebrating the milestones for 2021:

Jo-Anne Crawford - 15 years of services

Seana Stirrett - 5 years of services

Shannon Paquette - 5 years of services

“I love my job, I am here to assist our PS and make their days brighter.” ~ SACL Satisfaction Survey 2022

SACL would like to extend its appreciation for the amazing work done by its staff on a daily basis. The hours spent working and their professionalism and dedication is inspiring.

Service Provision Standards

SACL is committed to providing high quality supports and services. Our organization is dedicated to continuous improvement and learning. It is to this end that SACL applies and subscribes to leading concepts and supports within the social sector.

Aspire to Excellence – CARF Accreditation

Shuswap Association for Community Living ASPIRES to Excellence in Service Provision through the Commission on Accreditation of Rehabilitation Facilities (CARF) Accreditation and has been a fully accredited agency since 2005. In order to be awarded a full accreditation SACL must satisfy each of the CARF Accreditation Conditions and demonstrate substantial conformance to the standards. SACL must demonstrate ongoing quality improvement and continuous conformance. Standards are designed and operated to benefit the persons supported.



"The organization's leadership embraces the CARF standards and has successfully interwoven them into its business functions and service delivery practices." ~ CARF Accreditation Report 2020

SACL applies the concept of “Quality of Life” in providing services to persons supported. Developed by Dr. Robert Schalock, Ph.D. in 2004, Quality of Life is an internationally validated framework and is represented by eight domains that provide an indication of an individual’s quality of life.



“Stakeholders describe the organization as being timely in communicating with and responsive to meeting immediate needs, or, in the words of one person served, “They are awesome.” ~ CARF Accreditation Report 2020

SMART Goal Setting

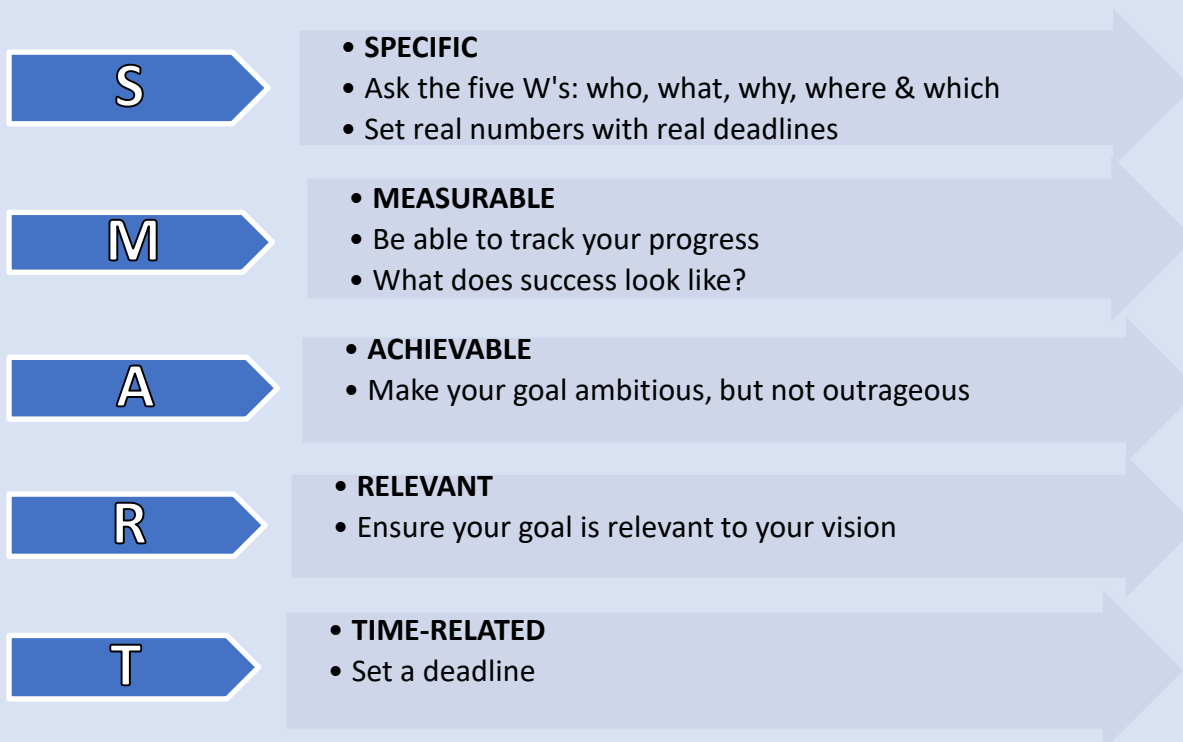
One of the biggest benefits of setting goals is that they allow Persons Supported to make their own dreams a reality. By setting goals and having a plan to achieve those goals, Persons Supported can bring them to fruition.

Setting goals helps bring clarity and focus to what they are doing. Basically, goals become a road map to the desired destination.

Anyone can set goals, but for goals to become a reality, we must use an effective philosophy for setting them.



SACL uses the SMART philosophy to encourage Persons Supported develop their own goals that are important and specific to each individual.



SACL provides a variety of quality CARF-accredited supports and services to youth and adults with developmental disabilities and their families in Salmon Arm, the Shuswap, Thompson, and Okanagan areas, including Armstrong, Enderby, and Malakwa. Although all recipients of services are generally referred through CLBC, we also provide a fee for service option for those who require services that are not eligible for provincial funding. We strive to create communities where people with developmental disabilities have more choices about how they live, work, and contribute. Our Services include:



Community Inclusion Services

- Health, Wellness & Life Skills Services (HWLS)
- One-to-One Community Supports (PEP)
- Community Connector Network (CCN)

Community Employment Services

- Job Development
- Employment Supports

Supported Living Services

Providing Persons Supported who live independently in the community with assistance in the activities of daily living.

Home Share Services

SACL contracts with paid community members to share their home and life with an individual who has a disability



“Persons served report that they are meaningfully engaged in their community and that staff members provide them with “lots of help” in skill acquisition, meal preparation, learning about safety and becoming more independent.” ~

CARF Accreditation Report 2020

Programs & Services Reports

Community Inclusion Services:

Health Wellness & Life Skills (HWLS)

This past year has brought some stabilization to our programs. With CoVid, we were forced to adapt to our new normal and structure our programs in such a way that we met all public health guidelines and the needs of the people we support. We maintained our additional space at the Lakeside Community Church and we continue to operate in separate locations. With the wide variety of people, we support, separate locations have allowed us to offer more choice and opportunity.



*"It is a fun
place to go!"
~ Satisfaction
Survey 2022*

We supported 37 individuals in a variety of activities in their community. Favorites included snowshoeing, Karaoke dance parties, Art and Pottery activities, Yoga, Bingo, bowling, NOTRA Therapeutic Horseback Riding, Music with Larry, tours to numerous locations (especially those with animals), and going to the beach.

Volunteer work continued to be another important aspect of HWLS services that persons supported participate in. They gain a sense of self-worth and pride by giving back to their community. Most of our volunteers have been at their placements for over 10 years. Locations include: Churches of Salmon Arm Thrift store, RJ Haney Heritage Village & Museum, and Turtle Valley Donkey Refuge.





We took this year as an opportunity to revamp programs that may have stagnated. We have had an influx of younger people into our programs and Staff and persons supported are coming up with ideas for new activities that can be offered and meet the wishes, wants, hopes and dreams of all the people we support. Smaller group sizes mean, the people who attend our programs have a greater say in what activity

they are participating in – rather than it being a group decision, it will be their decision. It also means better quality of social interaction as there is less distraction from others.

One to One Community Supports – Personal Enrichment Program (PEP)

During the last fiscal year, SACL's One to One Community Supports provided services to 24 persons with diverse skills and dreams. Our number one goal is to improve the quality of life for all who attend. We provide a safe, warm, positive environment where people can thrive.

Weekly activities include a wide of range of possibilities, all person centered; we



support persons to: deliver newspapers for paid employment, research countries around the world and cook a meal found in that country's cuisine, learn coping skills, learn life skills like washing hands independently, or skills that promote friendships, prepare for ICBC learner's tests, manage money, apply for housing, learn new ways of communicating, and all our programs have a strong focus on physical fitness etc. We provide supports that grow with the

persons who attend so people can reach their dreams and have a lot of fun along the way. There is no shortage of recreational activities in Salmon Arm and the 1:1 team enjoy all that the outdoors has to offer in all seasons.

Community Connector Network (CCN)

Community Connector Network assists individuals to develop social support networks in their community. Individuals are referred to the service for a time-limited period, with specific goals in mind. For example, someone new to Salmon Arm may want to learn the bus route, or an individual who has graduated from high school may need assistance finding and forming new social networks.



SACL is contracted 24 hours per week for this service. 6 of these hours are not directly attached to individuals; but, may be used for group activities that anyone who receives services from CLBC can be involved in. This means that, for example, someone who is receiving employment services and seems isolated, can be included if they want to be without having to go through a referral process. CCN was able to offer one of these group activities every second month over the past year – Games night, Pizza Party, started Shuswap Gamers Club. Otherwise, people are referred to service 3 hours per week for 6 months. There is a maximum of 6 1-1 participants at any given time. During the past year, a total of 9 individuals received services.



“Individual plans focus on increased independence and personal growth and are implemented with strategies that allow persons supported to successfully increase their skills, their networks, and their involvement in their community.” ~ CARF Accreditation Report 2020

SACL's Community Employment Services (CES) continue to offer Job Development and Employment Support to people with Developmental Disabilities as well as to those covered under Personal Support Initiatives (high functioning people on the autism spectrum).

*"On the ball
- Great
Job!" ~ SACL
Satisfaction
Survey 2022*

As the pandemic restrictions eased, we were hoping that it would become much easier to find employment for individuals. However, that didn't prove to be the case. We believe that part of this is because employers have had a very difficult time financially in the last couple of years, and are now reluctant to hire employees who they consider less than capable. The employment counsellors continue to work hard to convince employers to give the people we support an opportunity to prove that they can be capable, and help to fill the multitude of vacancies in the current employment market.



As of March 31 2022, there were 24 individuals accessing services. 15 were searching for employment. 9 held jobs in which they were being job coached to learn their tasks, or were being assisted as needed to maintain their employment.

"The organization has developed strong relationships with local employers and civic organizations. This has resulted in creating suitable, customized employment placements in the community of Salmon Arm and the surrounding area." ~ CARF Accreditation Report 2020

Businesses who employed these individuals are:

- Self-Employed – Lone Wolf Detailing
- Downtown Salmon Arm
- Shopper's Drug Mart
- Arthur's Gem Set Studio
- Shuswap Family Resource Centre
- Salmar Theatre
- A&W
- Steadfast Cleaning
- Save-On-Foods
- Adam Integrated Industries Inc.
- Kal Tire
- First United Church
- Anytime Fitness

Persons with diversabilities continue to work at several other businesses in the Salmon Arm area.

Their placements have been so successful, that our services are no longer required as they are able to work at their jobs independently.



Home Share is a model of residential support where a CLBC eligible person shares space in a family home. Persons may experience independence by living in a basement suite knowing there is support nearby or they may have a bedroom right next to the contracted caregiver. The possibilities of Home Share are endless with the most important aspect being a good match. When we are able to match interests and lifestyles of both the supported person and a Home Share Provider, everyone's lives are changed for the better.



This past year, the challenging housing market in the Salmon Arm area has affected Home Sharing. People moving from other areas have expressed interest in doing home sharing; but, have been unable to find suitable housing for themselves, let alone to have another person move in with them. As a result, several referrals from CLBC have been declined as we don't have places available for people to move into. Despite this, SACL's Home Share has grown in the past year by 5 individuals. As of March 31, 2022, there are 13 individuals living in a variety of Home Share situations.

"The Home Share Program effectively places individuals with a variety of needs in appropriate living circumstances with well-matched caregivers in the community of Salmon Arm." ~ CARF

Accreditation Report 2020

The Supportive Living Department provides community supports in activities of daily living to CLBC eligible persons. When consent is given, our team also liaises with families and other community-based supports to enhance overall quality of life and optimize the success of persons supported.



The Supported Living team offers housing at two locations in Salmon Arm and provides supports in varying degrees while upholding the mission, vision, values and rights that our organization espouses in addition to meeting **Commission on Accreditation of Rehabilitation Facilities (CARF)** accreditation standards. SACL has one staffed residential home that currently houses one individual who requires a great deal of care, support and supervision 24/7; this home has the capacity to house one more person.

SACL's Cluster Living tri-plex can house up to seven individuals. Our staff assist Persons Supported in their daily lives seven days a week, during the day, to help in activities of daily living and assist them in problem solving and learning skills so they can remain in the community and work towards as full independent living as possible. The number of persons supported in Cluster Living is based on CLBC referrals and changes frequently. Currently we have six individuals in the Cluster.

"Great caregiver and home. Helps me with anything I need." ~ SACL Satisfaction Survey Summary 2022

In November, 2021 we collaborated with CMHA and started the Shuswap Supported Housing Program (SSHP). The Program is a partnership between Community Living BC, Shuswap Association for Community Living and the Canadian Mental Health Association Shuswap-Revelstoke Branch to provide transitional housing and support for individuals who are at risk of homelessness and who would benefit from additional support to achieve independent living. The program is providing supportive services to assist participants in enhancing life skills while seeking to improve their wellness, health and independence with the ultimate goal of being able to transition to successful independent living. The support that each participant receives may be different as it will be adapted to meet the challenges, needs and goals of each participant. Only 5 individuals will be selected to participate in the program and they will share the services of a dedicated support worker.

In an effort to be proactive the team at SL are trained in Naloxone and Harm Reduction, to support individuals with substance abuse issues. We felt this is an important issue to educate our team on.

This year we are also implementing quarterly information sessions, Interior Health is a valuable liaison and we have collaborated to support and educate our persons supported in areas such as mental health, sexual health, boundaries and medication administration.

We have also decided to offer community-based outings to promote friendships and quality of life.

Supported Living continues to follow the guidelines surrounding Covid-19.

“The supported living residences are attractive, appropriately located and functional. The recent conversion of the cluster living facility enabled the organization to support more individuals in an appropriate community environment.” ~ CARF Accreditation Report 2020

Satisfaction & Feedback

Each year SACL collects input from Persons Supported, Stakeholders, Employers, and Community Partners. This information is collected via one-on-one conversations, data collected from our internal Client Management System, online annual surveys, exit interviews, and suggestion or complaint submissions. Data is reviewed on an ongoing basis to develop measures to improve our services, and to determine future directives of the organization.

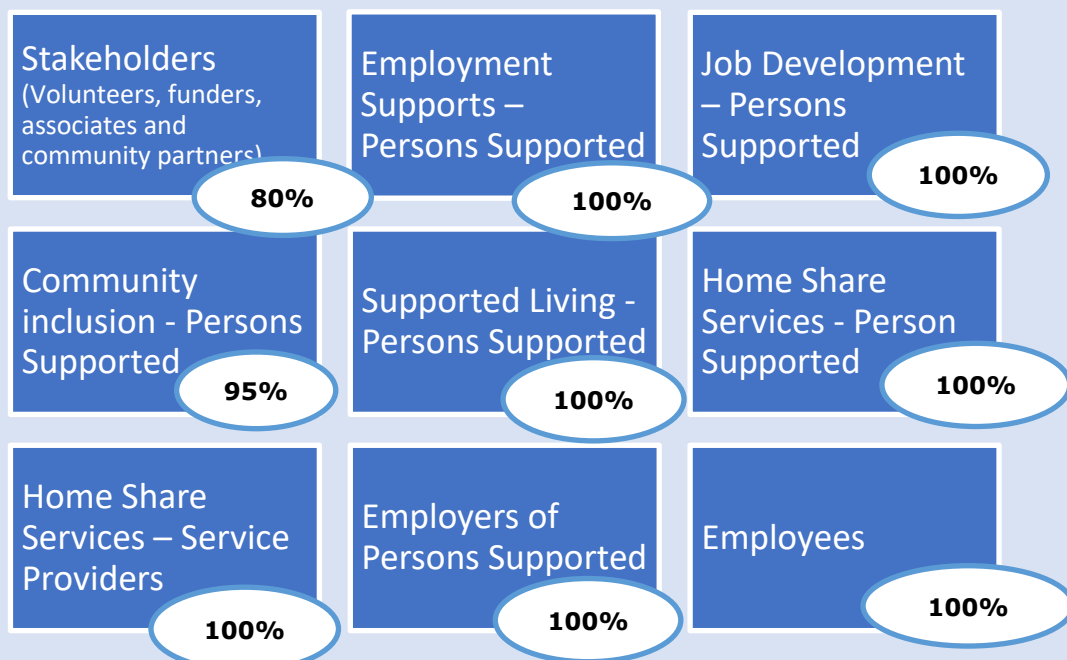
The surveys were designated as follows:

- Stakeholders (Volunteers, funders, associates and community partners)
- Employment Supports – Persons Supported
- Job Development – Persons Supported
- Community inclusion - Persons Supported
- Supported Living - Persons Supported
- Home Share Services - Person Supported
- Home Share Services – Service Providers
- Employers of Persons Supported
- Families & Caregivers of Persons Supported
- Employees

“Going through the ups and downs of the past year and months... we are and will always be thankful for the professional approach and commitment at SACL. Always meaningful suggestions and solutions during start-up and along the way.”

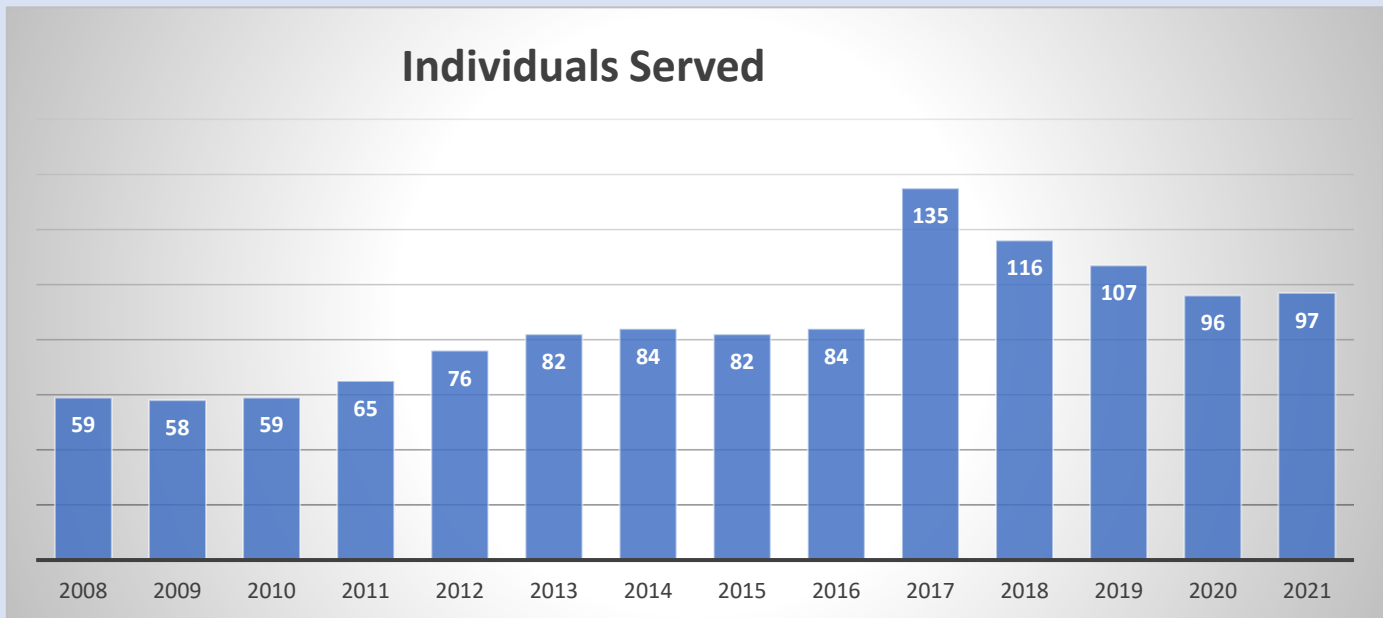
Satisfaction Results – 2021

The following statistics are taken from the 2022 SACL Satisfaction Surveys and indicate the overall level of satisfaction with SACL services in the specified areas.



Statistics & Demographics

Demographics represented below are based on data from 2008 to 2021. Historically, data collection methods have changed over the years and may not have always been inclusive. SACL strives to be as inclusive as possible and continues to examine its methods and reporting.

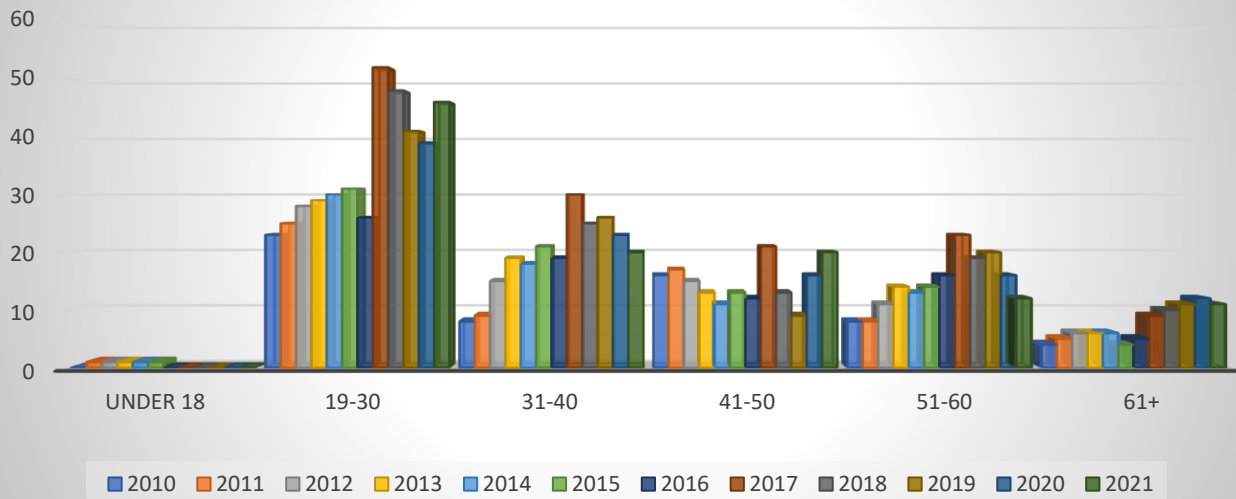


97 people received services from SACL from January 1, 2021 to December 31, 2021. This is a slight increase from 2020, in which 96 people were served. In 2021, Services were provided to 138 people total, however in some cases, multiple services were provided to the same individual.

"The organization has implemented a thorough web-based documentation and information database called Nucleus that allows the organization to access pertinent and needed information in a timely manner, both on site and from remote locations." ~

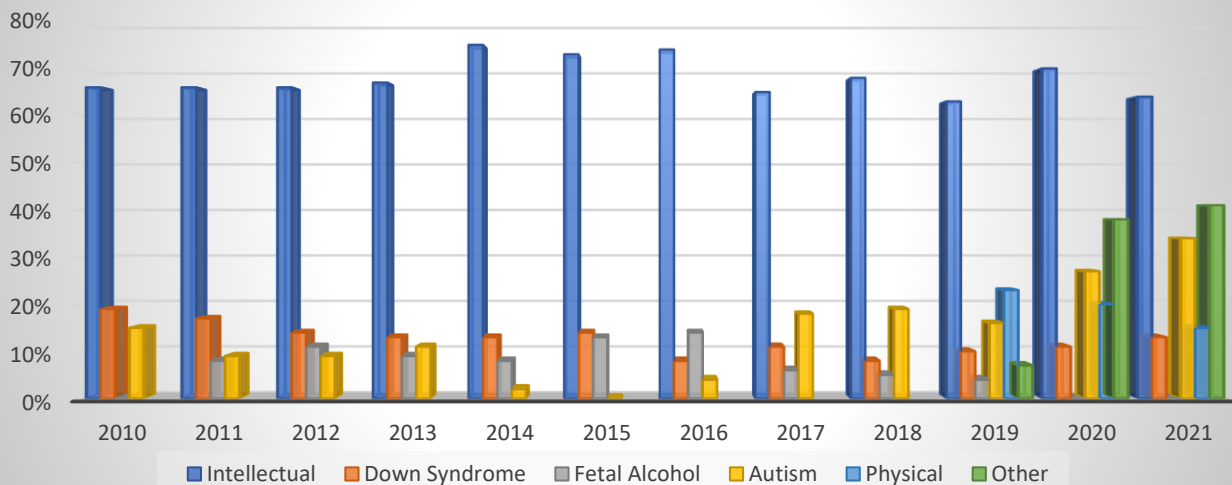
CARF Accreditation Report 2020

Age of Persons Supported



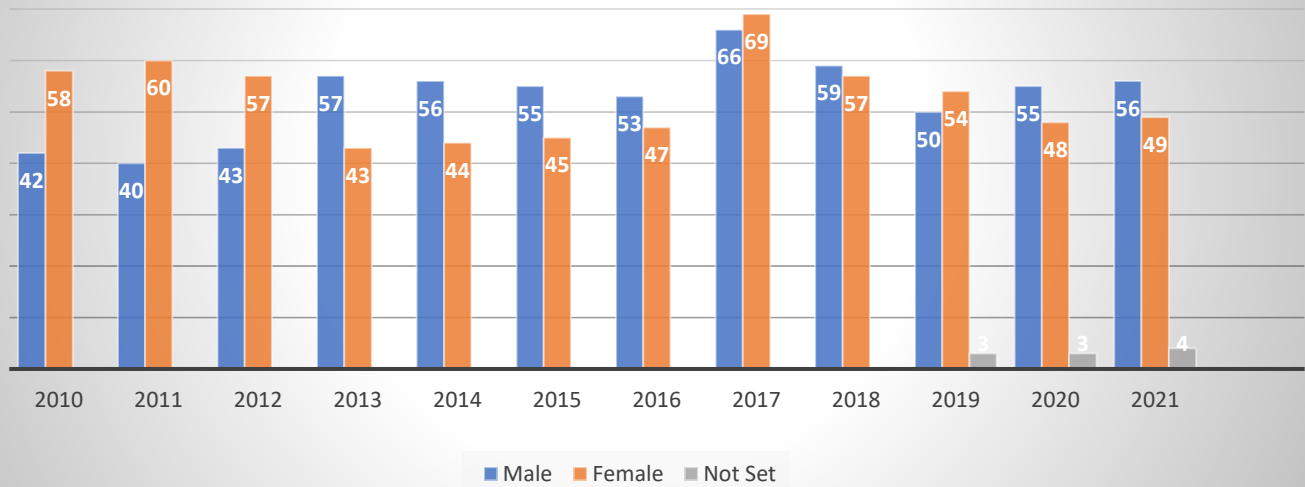
In 2021, there is a noted increase in the 19 – 30 age group (from 39 to 26), while there are some small decreases in other age groups.

Primary Disability



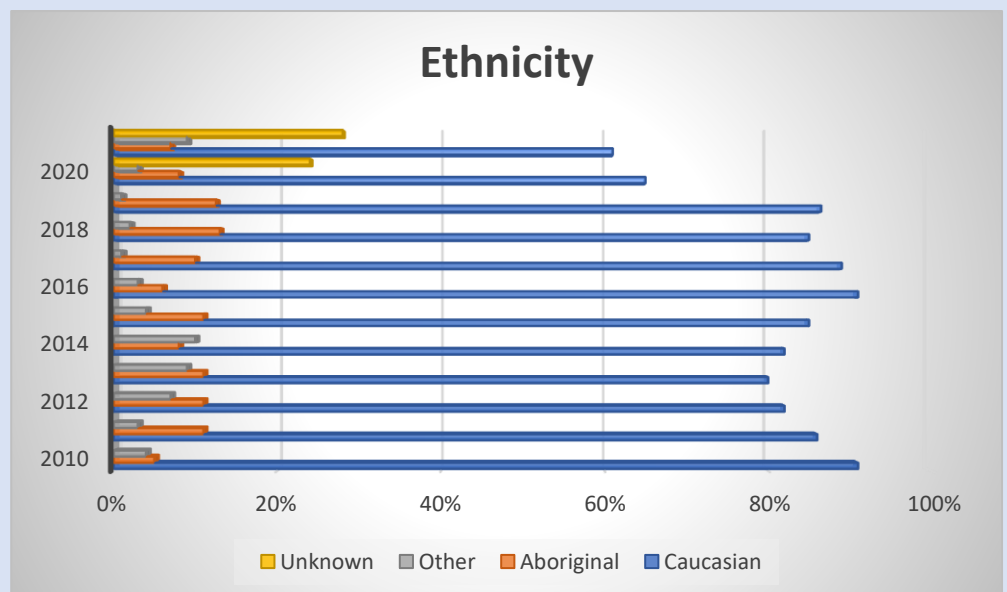
Intellectual Disabilities continue to be the most prevalent for the persons we support.

Gender of Persons Supported



Trends from 2010 to 2012, indicate a higher female component to the Persons we support. In 2013, we saw a dramatic change that brought the male component higher than the female component by almost 25%. From 2017-2019, the levels moved towards a more equivalent ratio, with the statistics in 2019 showing female Persons Supported at a slightly higher ratio. In 2020 and 2021, there is an increase in male persons supported. The category 'Not Set' was added to the gender portion for those who do not wish to classify themselves as Male or Female.

Caucasian Individuals continue to be the most prevalent ethnicity served at SACL. An Unknown category has been added to the listing as there is a significant number where this information is not provided.



Financial Overview

SACL is grateful for the ongoing support and financial commitment of Community Living British Columbia. CLBC funds the majority of SACL programs and services.

2021/2022

Revenue – \$ 2,719,690

Expenditures – \$ 2,718,399

Operational Deficiency - \$ (24,193)

Amortization – \$ (25,681)

Excess (deficiency) of revenue over expenditures - \$ 1,291

2020/2021

Revenue – \$ 2,374,966

Expenditures – \$2,349,354

Operational Deficiency - \$1,076

Amortization – \$(24,895)

Excess (deficiency) of revenue over expenditures - \$ 25,612

2019/2020

Revenue – \$ 2,274,504

Expenditures – \$2,420,958

Operational Deficiency - \$(19,178)

Amortization – \$ (26,024)

Excess (deficiency) of revenue over expenditures - \$ (14,068)

FINANCIAL STATEMENT

The Shuswap Association for Community Living contracted BDO Canada to conduct this fiscal 2021/2022 fiscal audit. Financial reporting is collected in the fiscal year, from April 1, 2021 to March 31, 2022.

Financial statements will be presented at the Annual General Meeting in September.

Welcome & Farewells

Welcome to SACL:

Alex Maundrell
Lesley Campbell
Agnieszka Karst
Kamandeep Saini
Jennifer Silzer
Xiaoqing Song
Willa Matthews
Ashleigh Egeland
Leesa Genier
Grace Mudhole
Natascha Tilbury
Blanka Stepankova
Lisa McKay
Katie Lee
Leslie Quanstrom
Colleen Petrick
Mikey Stuart
Natasha Gracie
Chrystel Oschipok

Moving on from SACL in 2021:

Lorretta MacKinnon
Patricia Gaub
Kasey Joseph
Alex Maundrell
Gayle McNeal
Toni Roberge
Mary Hickman
Rolande Dumont
Brigette Fidler
Christina Konschuh
Melanie Clark
Janet Seelinger
Donna Rothlander
Willa Matthews
Emma LeBlanc
Lisa McKay
Leslie Quanstrom
Penny Favell
Harinder Mangat
Chelsea Ducharme



Photo Gallery





**Shuswap Association
for Community Living**

Contact Us

TEL 1 (250) 832 3885
FAX 1 (250) 832 1076

www.shuswapacl.com

PO Box 153, Salmon Arm, BC V1E 4N3
Suite 301 – 371 Hudson Avenue NE