



Shuswap Association for Community Living

Annual Report 2022/2023

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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	

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 - Rod Macfarlane

Director - Val McKay
Director - Bobbi Johnson
Director - Sandi Walker

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



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.

2022 has been another interesting year and we find that new challenges are always around the corner. We had an Executive Director retire, promoted Karen Hansen as our new Executive Director and watched her take on the challenges of the job full steam.

Our Executive Director, Karen Hansen, has brought a different energy to the organization and has developed an excellent administrative team. During the 2022 -23 operating year our lease has come due. Karen and her team have summarized what type of facility would best meet our future needs and a considerable amount of research has been done toward this goal. We hope that we improve our facility surroundings sometime in the 2023-24 operating year. These major operating challenges take time and effort to ensure SACL's needs are taken care of and protected.

Through team efforts, fundraising and donations we have been successful in acquiring a work truck and a donated van for our operations. Adding vehicles to our operating fleet further enhances our ability to improve on persons supported and programs. Thank you to everyone who has helped us with our fundraisers.

Our constitution and bylaws define the limits that a member can hold a director position for up to eight (8) consecutive years. For anyone interested we are always looking for individuals who may be interested becoming a member and/or joining our Board of Directors. We welcome inquiries from interested parties

regarding becoming a member. Please feel free to contact our Executive Director for further information.

As a board of directors, we are proud how our managers and staff have continued to be successful within this trying employment market. 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 our long term and new staff for their dedication and contribution to SACL's success. As always, we want everyone to keep Healthy and be Safe.

Report from the Executive Director

2022/23 was a year of transition for SACL and what a year it has been!

With the retirement of our former Executive Director and SACL's restructured organizational chart, the admin team spent much of the last year determining responsibilities and learning new roles. Rhonda Stevens was hired as an Administrative Assistant in November, 2022; she has been a welcome addition to our team providing much needed support to myself and Lesley, our Human Resource Manager.

Technology changes saw the introduction of Microsoft Teams to the admin team with a plan to have all of SACL using it within this year.

In January 2023, a generous community member donated a wheelchair accessible minivan, in honour of his mother. Unfortunately, a short six weeks later, it was stolen and sustained extensive damage. ICBC wrote the van off but a reasonable amount was received to compensate for the value of the lift. SACL's Community Inclusion program used the van regularly so a fundraising campaign has begun to replace this vehicle. Grants have been written to purchase a wheelchair van; however, if we're not successful, we'll purchase a minivan that has the potential to be modified at a later date.

After 18 months of fundraising and grant writing, our Work Truck Project was fulfilled. We purchased a truck on February 28, 2023 and began using it immediately. We are so grateful to our community partners for helping with this project. It will be easily recognizable around the Shuswap with SACL logos on the doors and logos of our community donors/partners on the tailgate.



Karen Hansen

Karen's interest in the community living sector began in 1990 when she became a Special Olympics soccer coach. After a year of science in college, she decided to turn her hobby into a career. She received a diploma in Community Support at Kwantlen College in 1995, worked for a year as direct support and moved into management. Thanks to many wonderful mentors along the way and a belief in lifelong learning, Karen has been a leader to many teams for nearly three decades and still loves coming to work each day. Karen has specialized in supporting challenging behaviours and earned a Certificate of Accreditation for Performing Comprehensive Functional Assessments and Developing Positive Behaviour Support Plans through the Institute for Applied Behavioral Analysis. She's been a Mandt Relational, Conceptual and Technical Supplement Instructor since 2017. She enjoys the teaching aspect of leadership and in her five years at SACL has worked hard to ensure staff feel competent and confident in their roles as Community Support Workers and managers. She believes that employees are SACL's greatest asset; when they feel valued, the people we support benefit by experiencing greater quality lives. Her first year as Executive Director has focused on improving communication within the organization, developing the administrative team and pursuing Strategic Plan goals of moving to a new space and developing community partnerships.



After over a year of negotiations, a new Collective Agreement was ratified on March 28, 2023. This agreement completed the low wage redress for Community Support Workers and brought their wages to par with health workers who do comparable work. Our union staff saw retro payments from April 1, 2022 for the entire fiscal year. Despite all the bookkeeping adjustments that had to be made from April 1, 2022 – March 28, 2023, SACL ended our fiscal year with a surplus.

Our staffing challenges of 2022 have eased somewhat. Changes that were made in the middle of the last fiscal year to increase retention and bolster recruitment have been scaled back as they are no longer needed. SACL believes that our most important asset is our staff team and we hope to foster an environment where everyone thrives. To use the Mandt trademarked term, we aim for SACL to be a place where everyone can say “In this place and with these people, I feel safe”.

Cinda McIvor, a long-time casual staff of SACL, was trained to teach Mandt in April, 2023. I have been teaching Mandt for nearly ten years and have enjoyed each and every class; however, since becoming Executive Director, my time is needed elsewhere. Cinda has been a valued member of our SACL team for many years, is a leader in the union, and has the respect of our entire staff team; she’ll do a fantastic job in this new adventure.

Our lease in the Andover Building expired in November, 2022 and we’ve worked hard to find a new location that better meets the needs for everyone at SACL. In March, 2023, discussions began between myself and the Executive Director at Shuswap Children’s Association and we’re so excited about the changes to come next year. We have officially shared the news: SACL and SCA will develop a formal partnership and move to occupy much of the former McGuire Lodge site. Through this collaborative partnership, we will create a gathering place to provide programs and services for children, youth, families and individuals with support needs across the life span. This will be a unique arrangement not only for the Shuswap region, but potentially one of its kind in the Province of BC. This is especially exciting for SACL because a new location and partnerships were part of our five-year Strategic Plan that was just completed in May 2022.

2023 marks SACL’s 60th year. Local businesses and community support make our work possible; we have been celebrating with “SACL Gives Back” as a way to thank those who have donated to our agency and supported us to provide opportunities for those we serve. Riley Franklin, a SACL Community Support Worker, has taken the lead in organizing monthly events that allow SACL to give back to this incredible community we proudly call home.

It’s been a very busy first year as Executive Director but I wouldn’t want it any other way. I’m excited about SACL’s future and have a fantastic team to work alongside with every day. I’d like to thank all the people we support, the staff at SACL, my admin team, our Board of Directors, employers in the community, funders and community members for all your encouragement and support. Together, we can accomplish anything.

Management & Administration Team

Executive Director - Karen Hansen

Administrative Assistant – Rhonda Stevens

Quality Assurance Coordinator - Colleen Petrick

Human Resources Manager – Lesley Campbell

Services Manager for Supported Living & Community Housing– Seana Stirrett

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

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

“I like how the leadership management sincerely cares about their employees and the person served. I never feel like I'm just a number or that the management just needs me to be there cause they need workers. People actually want me to be here” ~ SACL Satisfaction Survey 2023

“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

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.

“It is my hope to stay with SACL for as long as possible. I want to work/support/ enrich my community to the best of my ability for as long as I am able.” ~ SACL Satisfaction Survey 2023

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:

Kim Anderson - Five years of service
Karen Hansen - Five years of service
Brett Lee- Five years of service

Danielle Mckee- Five years of service
Shara Bland- Twenty years of service

“I love working for SACL.” ~ SACL Satisfaction Survey 2023

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.

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.



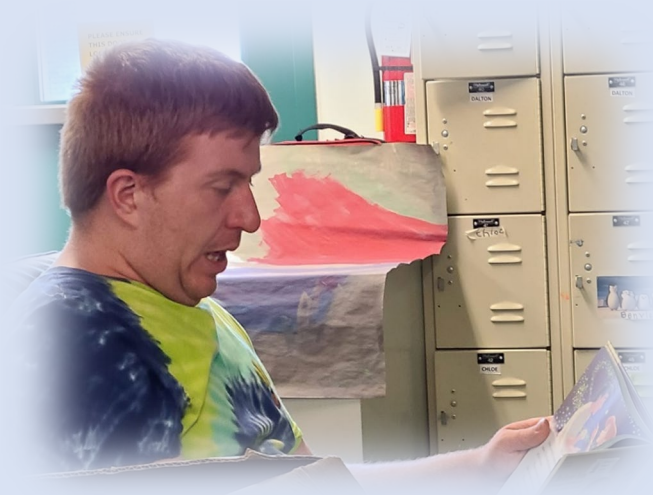
“Stakeholders describe the organization as being timely in communicating with and responsive to meeting immediate needs, or, in the words of one person served, “They are awesome.” ~ CARF Accreditation Report 2020

SMART Goal Setting

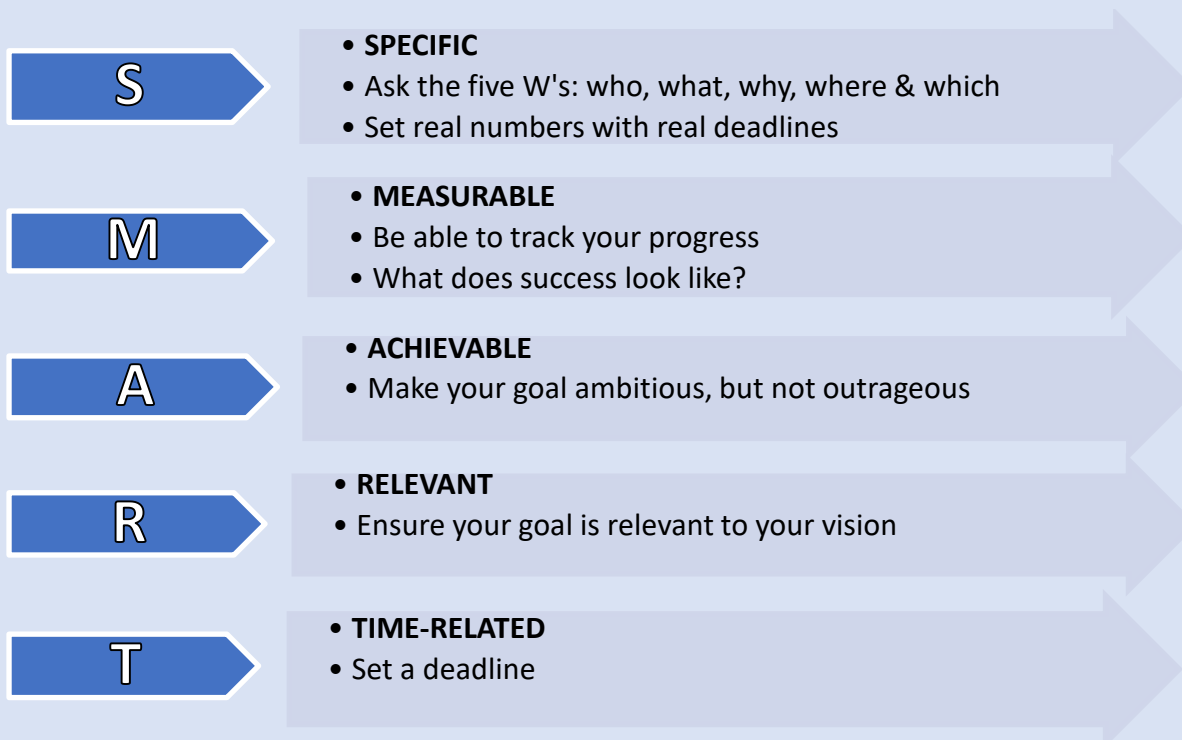
One of the biggest benefits of setting goals is that they allow Persons Supported to make their own dreams a reality. By setting goals and having a plan to achieve those goals, Persons Supported can bring them to fruition.

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, SACL also provides 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

Generally, long-term supports are provided to people living on their own in the community. Services may change in scope, duration intensity or location according to the person's needs and preferences.

Community Housing Services

Temporary or long-term residential services that are designed to help people live successfully in the community.

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

Health Wellness & Life Skills (HWLS)



This past year has brought a lot of change and growth to our programs. 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.

We supported 34 individuals in a variety of activities in their community. Favourites 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. This year we also successfully completed fundraising to purchase a new truck for our work crew. 16 of the people we support were able to participate in this program and earn minimum wage for the work they did.

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 13 years. Locations include: Churches of Salmon Arm Thrift store, RJ Haney Heritage Village & Museum, and Turtle Valley Donkey Refuge.

This year we continued to blend our Health, Wellness and Life skills programs with our PEP program. New referrals were toured through the three spaces we occupy in our building and got to choose which space they felt fit their wants and needs the best. 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.



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

During the last fiscal year, SACL's One to One Community Supports provided services to 32 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 One to One 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 was contracted 24 hours per week for this service. Six 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 month over the past year. Crafts, pub night, wiener roast, waterslides, casino – were some of the activities offered.

We found that individuals were being referred inappropriately by CLBC into the One to One service. Generally, they were looking for long-term, ongoing services, and were disappointed to find out that the service only lasted for 6 months. In January 2022, SACL worked with CLBC to have the majority of the One to One hours transferred to the Global HWLS contract. Currently, six hours per week remain in CCN – three for One to One supports, and three for group activities. In the last year, four individuals benefited from One to One supports in CCN.



“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

Community Employment



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 (people on the autism spectrum whose IQ is too high to qualify for CLBC because of a developmental disability, but who require supports). When individuals are referred into services, time is spent with them to determine exactly what their wants and desires are regarding employment. An appropriate plan is then developed to help reach these goals. Depending on the individual, the plan may include a traditional job search (handing out resumes, checking job boards, applying to job posted). Alternatively, the plan may be to customize a position. This involves spending time exploring with the

individual what their skills, abilities, likes, and dislikes are. Once this is known, businesses are approached to find out more about what they do, and whether the person we are supporting is able to help out in some small. Regardless of employment found, Vocational Counsellors are then available to assist people to learn their new jobs.

As of March 31 2023, there were 22 individuals accessing services. Eight were searching for employment. 14 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

From April 1 2022 – March 31 2023, 13 job placements were found for individuals. Businesses who employ individuals with diverse abilities supported through SACL are:

- Downtown Salmon Arm
- Shopper’s Drug Mart
- Salmar Theatre
- A&W
- Steadfast Cleaning
- Adam Integrated Industries Inc.
- First United Church
- Shaw Centre
- Bulk Barn
- Landmark Solutions Ltd.
- Shuswap Lake Estates
- Fruit World
- Kal Tire
- Sun City Liquidation
- Liberty Tax
- Salmon Arm Arts Centre and Gallery



Home Share

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.

SACL's Home Share has grown in the past year by two individuals. As of March 31, 2023, there are 15 individuals living in a variety of Home Share situations, and two places available for the right individual to move into.

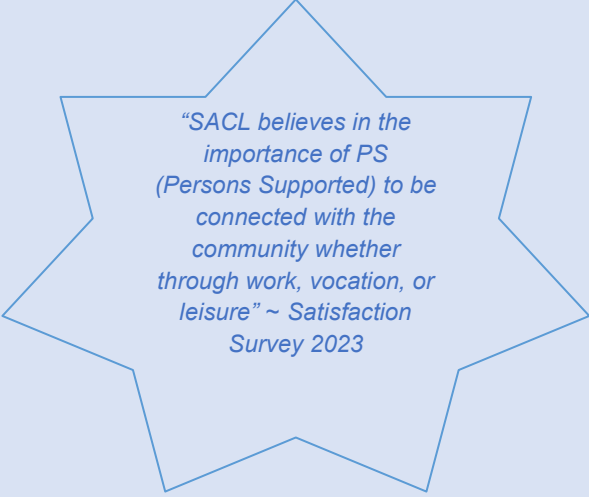


“The Home Share Program effectively places individuals with a variety of needs in appropriate living circumstances with well-matched caregivers in the community of Salmon Arm.” ~ CARF

Accreditation Report 2020

Supported Living and Community Housing

The Supportive Living and Community Housing Department provides support 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.



“SACL believes in the importance of PS (Persons Supported) to be connected with the community whether through work, vocation, or leisure” ~ Satisfaction Survey 2023

The Supported Living & Community Housing team offers housing at 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 for Supportive Living and Community Housing.

SACL has one staffed residential home that currently houses one individual who requires 24/7 care, support and supervision. This home has the capacity to house one more person. This one housing site falls under the CARF standard for Community Housing.

SACL’s Cluster Living tri-plex can house up to seven individuals. Our staff assist persons supported seven days a week to build skills in activities of daily living. Staff also assist with problem solving and learning skills so residents can remain in the community and work towards fully independent living. The number of persons supported in Cluster Living is based on CLBC referrals. Currently, we have six individuals in the Cluster.

In November 2021, SACL collaborated with Community Living BC and the Canadian Mental Health Association Shuswap-Revelstoke Branch to provide transitional housing and support for five 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. In an effort to be proactive, the Supported Living & Community Housing team are trained in Naloxone and Harm Reduction to support individuals with substance abuse issues.

In 2022, we implemented information sessions for persons supported to provide education in areas of interest. Interior Health has been a valuable partner regarding these sessions and have collaborated with us to provide sessions in

areas such as mental health, sexual health, boundaries and medication administration. These were initially offered on a quarterly basis but now are offered on an as needed basis when persons supported bring up topics/areas of interest. These sessions provide information, tools and skills for a better quality of life for all who attend.

We now offer community-based outings to promote friendships and quality of life for folks in Supported Living and Community Housing. We support groups of persons supported in our department go out in the community; for example, Heaven-Can-Wait boating events, Wildlife Park in Kamloops, cultural events such as Powwows, picnics and more.

“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.

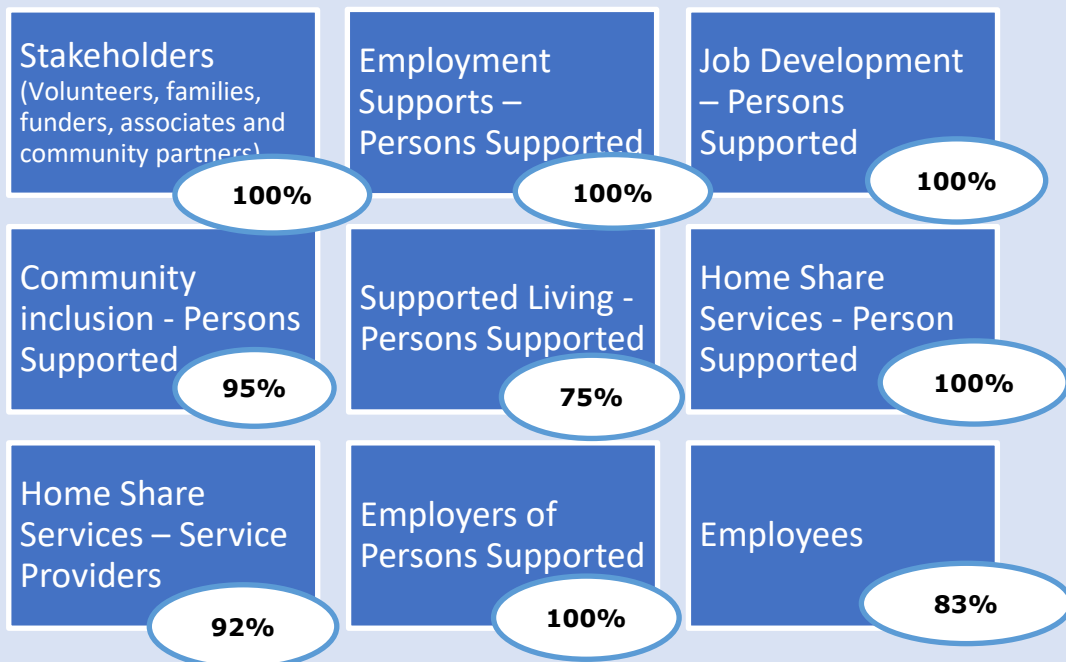
The surveys were designated as follows:

- 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



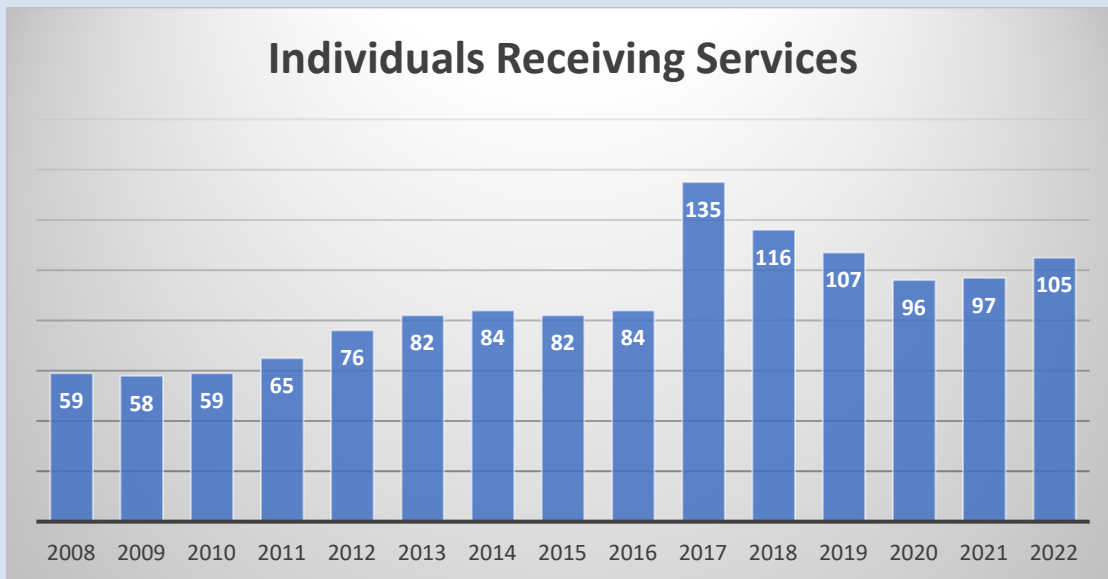
Satisfaction Results – for Services Received in 2022

The following statistics are taken from the 2023 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 2022. 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.

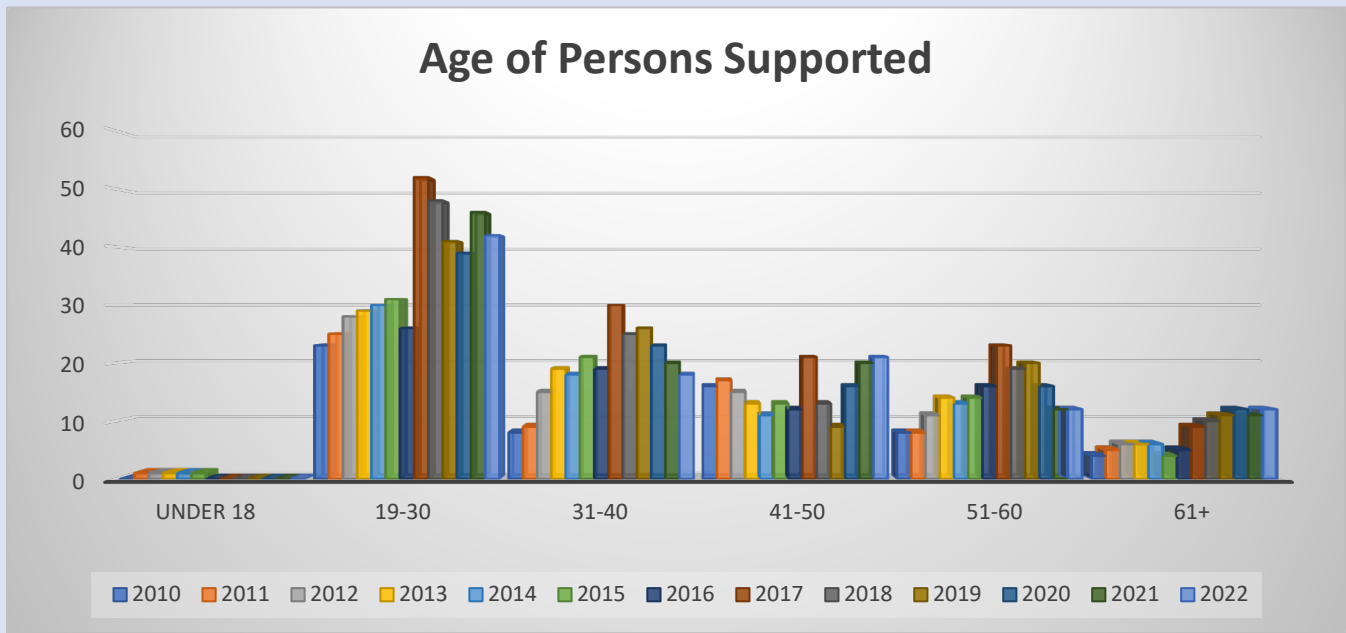


105 people received services from SACL from January 1, 2022 to December 31, 2022. This is an increase from 2021, in which 97 people were served. In 2022, Services were provided to 129 people total, however in some cases, multiple services were provided to the same individual.

“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.” ~

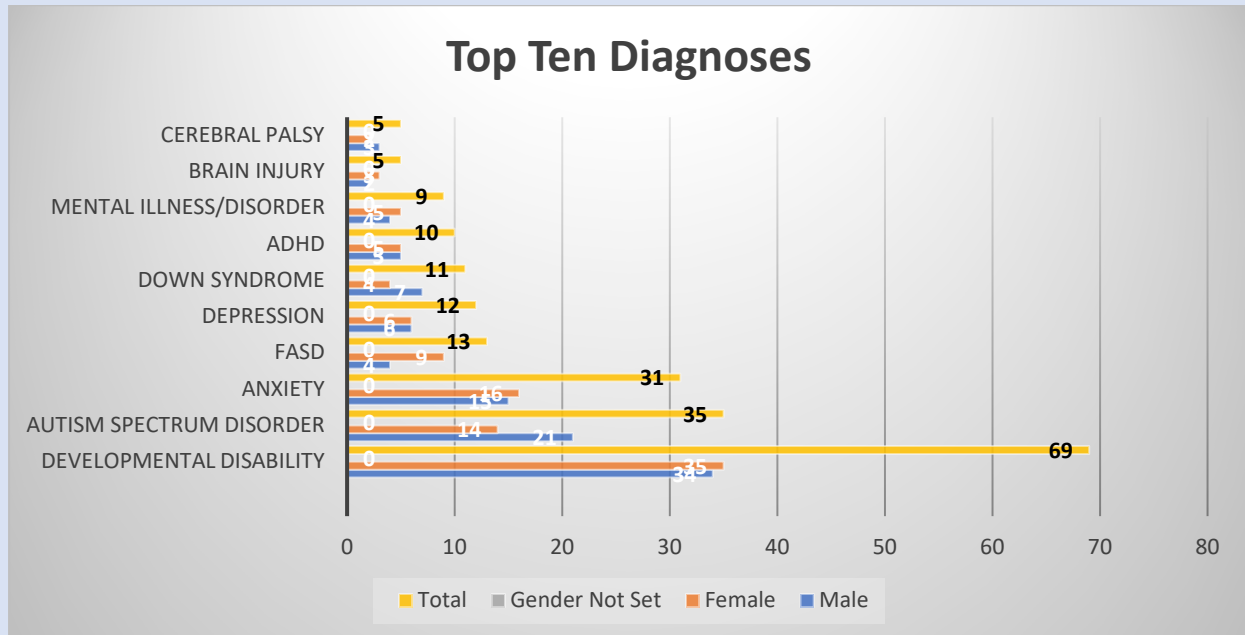
CARF Accreditation Report 2020

Age of Persons Supported



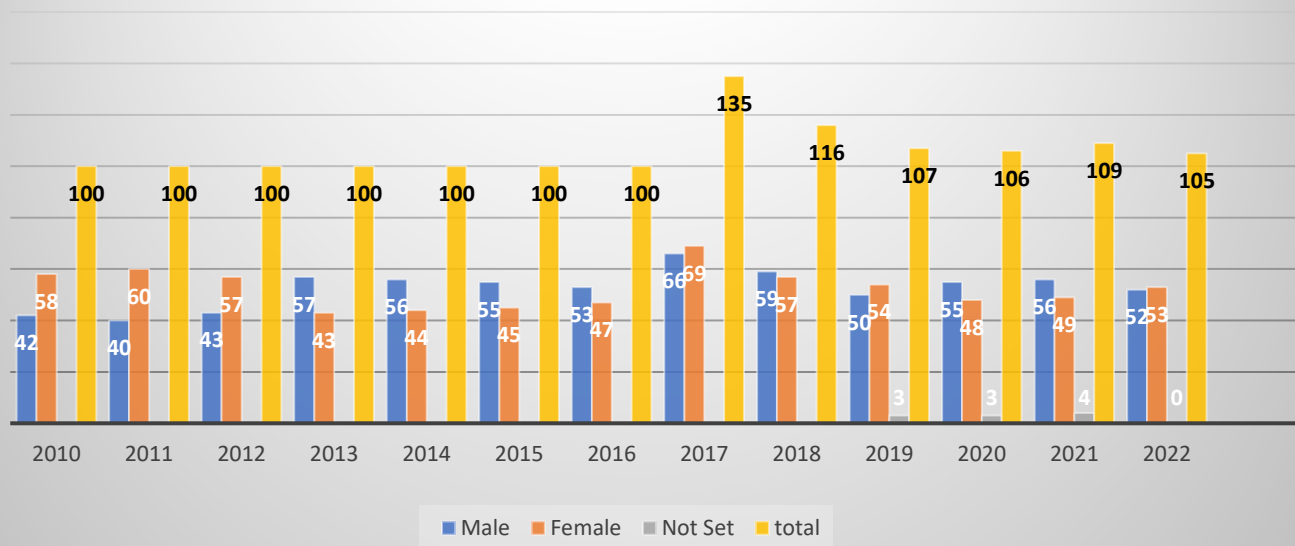
In 2022, there appears to be little change in the age demographic for the people SACL supports.

Top Ten Diagnoses



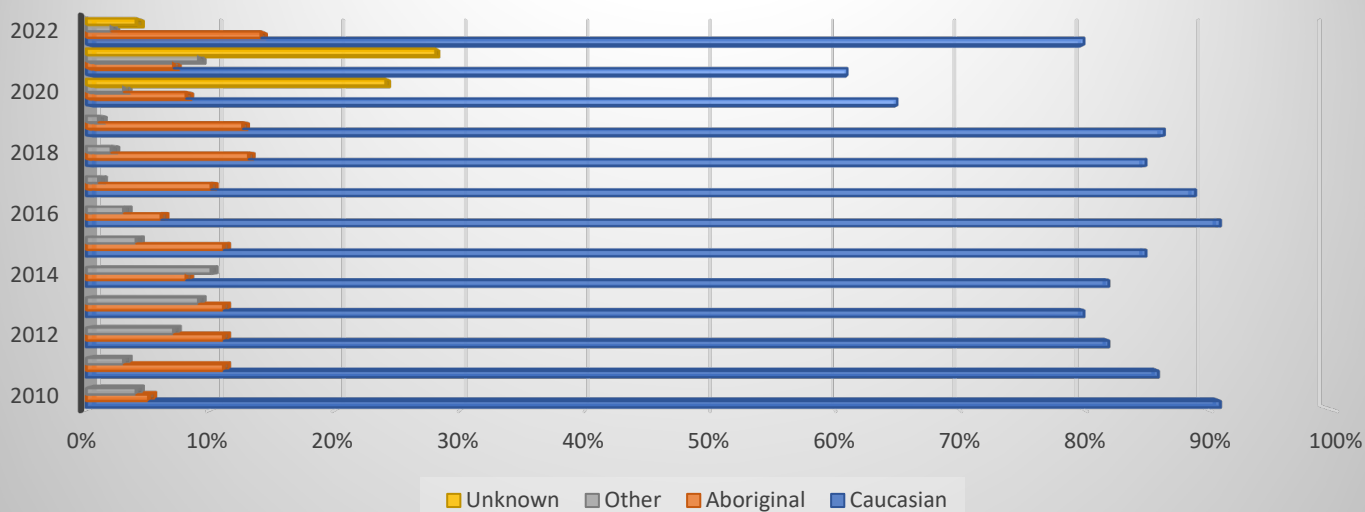
Developmental Disabilities continue to be the most prevalent for the persons supported.

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. In 2022, data was updated. Minor adjustments were made.

Ethnicity



The majority of persons supported identify as having Caucasian/European heritage.

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.

2022/2023

Revenue – \$ 3,219,633
Expenditures – \$ 3,179,327
Operational Deficiency - \$ 13,549
Amortization – \$ (31,136)
Excess (deficiency) of revenue over expenditures - \$ 40,306

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

FINANCIAL STATEMENT

The Shuswap Association for Community Living contracted BDO Canada to conduct this fiscal 2022/2023 fiscal audit. Financial reporting is collected in the fiscal year, from April 1, 2022 to March 31, 2023.

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

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

SHUSWAP
—BOOKKEEPING INC—

Welcome & Farewells

Moving on from SACL in 2022:

Jo-Anne Crawford
Ashley Weekes
Casey Edwards
Christol Hodgins
Christopher Larsen
Gloria Ordonez
Janis Weston
Jazmine MacMillan
Kaman Saini
Leslie Quanstrom

Liz Frank
Mercedes Mellom
Mickey Stewart
Raphael Froese
Sasha Parker
Sherry Errett,
Skyla Aubin
Sue Leakey
Wendy Reese

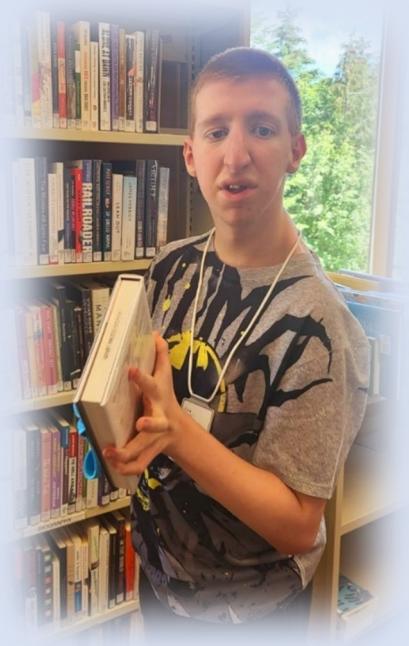
Welcome to SACL in 2022:

Rhonda Stevens
Amy Wark
Cara Hanssens
Darlene Newton
Dawn Lee
Fernanda Fukamati
Geordie Milne
Georgia Kehl
Jennifer Wallis
Katherine Andruini
Lisa Wood
Navneet Kaur
Shelley O'Dell

Tiffany Ellerbeck
Ashley Weekes
Casey Edwards
Christol Hodgins
Dawn Belanger
Gloria Ordonez
Liz Frank
Mercedes Mellom
Raphael Froese
Sasha Parker
Skyla Aubin
Sue Leakey
Shelley Hendrickson

Photo Gallery







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