



Shuswap Association for Community Living

Annual Report 2024/2025

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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.



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.



Director - Bobbi Johnson
Chair - Rod Macfarlane
Secretary/Treasurer - JoAnne Pringle

Vice Chair - Sandi Walker
Director – Grace Bootsma
Director – Mike McCurrach

“The leadership, including board members, demonstrates effective collaboration with community agencies, persons supported, and other stakeholders to bring SACL to the community market and expand in a competitive arena.” ~ CARF Accreditation Report 2023

Message from the Board Chair



Rod Macfarlane

Rod Macfarlane spent forty-two years in government service.

Eighteen of those years Provincially, with BC Parks and twenty-four years Municipally with the Salmon Arm Fire Department.

Rod came to serve on SACL Board of Directors in August 2018 as a Director and in September of 2024 became the Chair.

As Board Chair, it is with great pride that I share this annual message reflecting on another great year in our mission to support individuals with diverse disabilities to live full, inclusive lives within our community.

The successes of this past year are a direct result of many significant achievements none of which would have been possible without the unwavering dedication and pride of all our wonderful staff under the guidance of our passionate and enthusiastic Executive Director Karen Hansen.

SACL continually strives to improve our service by regularly reviewing and modifying policies, procedures, Bylaws, our Strategic Plan and by implementing a Performance Measurement and Improvement Plan, all to improve services for persons supported, other stakeholders and SACL itself.

SACL continues to be a leader in the field of Community Living evidenced by the increasing number of contracts and funding we receive. SACL is also well respected in our community having been the recipient of the 2024 Non-Profit of the year award from the Salmon Arm Chamber of Commerce for our work in creating employment opportunities for those we support.

Financially we ended the fiscal year in a strong position thanks to careful stewardship, government grants and the generous support of community funders. This stability allows us to continue investing in quality programs and services ensuring we can meet the evolving needs of our community.

Look for some very exciting news and events coming up shortly, sure to be a "Momentous Occasion"

Our Board of Directors is comprised of current or retired community minded professionals wishing to help SACL meet and exceed it's expectations. As a Board we recognize and are very appreciative of SACL's management and staff commitment to the organizations core foundation Mission, Vision and Values.

Report from the Executive Director

As I write this, I find myself reflecting on the remarkable 2024/25 year filled with challenges and accomplishments that have shaped SACL's journey. We began the past year navigating mold issues and cramped program spaces, followed by two significant relocations, ultimately emerging stronger and happier in our new locations.

This year has seen substantial growth within our organization. We added new contracts and exceptional team members who have enriched our already outstanding team. On March 28, 2025,



Joanne Reitan, who dedicated 31 years to SACL, retired. Her contributions have been pivotal to our development, and we are incredibly grateful for her service. Our incoming manager, Cheryl Ludeman, had 2.5 months with Joanne, ensuring a smooth

transition for both our Community Employment Team and Home Share Providers. Cheryl's extensive experience in employment services has made an already great service even better.

We expanded our organizational structure with the addition of a Director of Services position, which was filled by Connie Sebelius in November 2024. Shara Bland then became our Services Manager for Community Inclusion, with Team Leaders Teri Dixon and Dani McKee supporting her in overseeing a very busy environment. Earlier this year, we also had a

change in our Service Manager for Supported Living and Community Housing; Kirstyn Allen has



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 two years as Executive Director have 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.

been leading her team since early 2025 and has done an exceptional job ensuring her team continues to provide quality supports.

Our Board of Directors remains comprised of dedicated volunteers, with some changes in leadership roles: Bobbi Johnson stepped down as Vice-Chair but continued as a director, while Sandi Walker happily stepped into the Vice-Chair position.

I am very proud to announce SACL's formally recognized achievements this year. In June 2024, our Community Housing Team became finalists for the BC Council for Families' Carol Matusicky Distinguished Service to Families Award 2024, receiving an Honourable Mention. In November 2024, SACL was honored with the Non-Profit of the Year Award by the Salmon Arm Chamber of Commerce, recognizing our commitment to creating meaningful employment opportunities for those we support.



Our community engagement included hosting pop-up events for Salmon Arm's Official Community Planning Committee and a mental health speaker event in honor of a former team member. We also organized several planned fundraising BBQs and a caregiver appreciation tea at our new Community Inclusion location. I continue to participate in various external committees that facilitate collaboration between SACL and community partners.



Internally, our Diversity, Equity, and Inclusion Committee (DEI) completed a land acknowledgment that we proudly uphold. As part of our annual tradition, SACL employees contributed to a fund that was used to adopt a young family through the SAFE Society during the holiday season. SACL is sponsoring a Reverse Job Fair Committee, collaborating with self-advocates and local organizations to foster meaningful employment opportunities. We look forward to the Reverse Job Fair, which is scheduled for late 2025. Additionally, we are committed to revitalizing Salmon Arm's self-advocate committee, which has not met since the COVID-19

pandemic. Several dedicated employees are actively supporting self-advocates to restart the committee and are facilitating its growth through connections with advocates from the BC Self Advocate Leadership Network Society.

On the business front, we finalized our new Policy & Procedure Manual, which reflects our commitment to a supportive culture through improved language and organized navigation. We continue to enhance our technological capabilities, having transitioned to an internet-based phone system, Ring Central. We are beginning to incorporate AI to support us when appropriate. Our relationship with the union remains healthy and strong, aligning our shared goals to improve SACL as a workplace. Ongoing training for our employees remains a priority, including annual Mandt training. This year, several employees participated in courses on FASD and Autism. In April, all team members engaged in training on "Promoting Civility in Non-Profits," developed in partnership with Okanagan College. Lastly, we are proud to announce that we have become a designated employer through the Rural Community Immigration Pilot, enhancing our staffing capabilities and providing our employees pathways to permanent residency.

Accessibility continues to be a cornerstone of our mission. SACL is committed to inclusivity for all, and this year we achieved several milestones: we acquired a wheelchair-accessible van partially funded by the Government of Canada, installed an accessible entrance at our Community Inclusion site funded by the City of Salmon Arm Grant in Aid, Shuswap Community Foundation, Church of Christ, Askews, and generous community members who supported SACL through website donations and Giving Tuesday collection boxes. Additionally, we installed braille signage at both our Admin/CES and Community Inclusion sites and implemented text-to-speech capabilities on our website.

We are excited to announce that in November 2025, SACL will host "SACL Presents: A Momentous Occasion," a themed formal fundraising gala designed to support and enhance our programming. This event would not be possible without the talent and commitment of two team members who are contracted to plan and host it.

In closing, the 2024/25 year has been busy and productive, marked by resilience and growth. I have always said that I can do the hard work as long as I'm surrounded by a great team and with each passing year, we get even better. While no workplace is perfect, I am encouraged by our team's unwavering commitment to continuous improvement and innovation. I extend my heartfelt gratitude to our Board of Directors, employees, funders, community partners, and the individuals we support who make all the hard work worth it. It is a privilege to be part of such a dedicated organization, and I look forward to what we can achieve together in the coming years.

Management & Administration Team



Human Resources Manager – *Lesley Campbell*

Executive Director - *Karen Hansen*

Quality Assurance Coordinator - *Colleen Petrick*

Administrative Assistant – *Rhonda Stevens*



Services Manager for Community Inclusion – *Shara Bland*

Director of Services – *Connie Sibelius*

Services Manager for Supported Living & Community Housing – *Kirstyn Allen*

Services Manager for Community Employment, CCN & Home Share Services – *Cheryl Ludeman*

Team Leads – *Dani McKee & Brynn Hilland*

Team Lead/Scheduling - *Teri Dixon*

"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

Employees

SACL values its employees and their contributions to the work being done. They make a difference every day in the lives of the people we support. It is through its employees that SACL maintains its good standing in the community, with our funders as well as Persons Supported, families and caregivers. SACL understands that skilled, dedicated employees are essential to its success as a service provider.

"The experience I am gaining working at SACL will not only develop my career but also, will be very helpful in my day to day life."

~ SACL Satisfaction

"Your Work Matters"

Everyday that you show up, even when it's hard and when you don't feel like it, you are making a difference.

So, even on the hard days –

Even on the days where you'd like to hang back and not show up –

Remember: the world needs the magic inside of you.

Your work matters.

Your consistency matters.

Your ideas matter.

Your presence matters.

So, keep it up.

~ Author Unknown



Employee Recognition

SACL employees are formally recognized each year at the Annual General Meeting for milestone employment markers. Please join us in celebrating the milestones that these employees have achieved:

"I believe that all the employees and management genuinely care and have a desire to support people who live challenging lives." ~ SACL Satisfaction Survey 2024

5 Years of Service

Connie Sebelius

25 years of service

Elly Tufts

SACL would like to extend its appreciation all SACL employees for their dedication and hard work. The success of SACL and Persons Supported depends on your exceptional commitment to the work you do.



"Staff members are caring, competent, and have a great sense of pride in their work. They possess a high degree of dedication, compassion, and motivation to provide excellent services to persons supported and are committed to fulfilling the organization's mission. It is obvious that staff members take a great deal of pride in their work and the successes of individuals who participate in the programs." ~ CARF Accreditation Report 2023

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.



“Staff members are an enthusiastic team, with a zeal for providing exceptional services to the persons they support and one another. They maintain a transparent and open relationship with the leadership team and feel that their concerns are heard and respected. These qualities have resulted in a cohesive, friendly atmosphere of persons who feel supported and that the entire culture is one of commitment to providing excellent services to the persons supported by the organization.” ~ CARF Accreditation Report 2023

Quality of Life

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.



“Employees and persons supported and their families are empowered to advance SACL’s vision to become “more present” in the community as an organization that supports and advances quality of life and optimal level of functioning.” ~ CARF

Accreditation Report 2023

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.

S

- **SPECIFIC**
- Ask the five W's: who, what, why, where & which
- Set real numbers with real deadlines

M

- **MEASURABLE**
- Be able to track your progress
- What does success look like?

A

- **ACHIEVABLE**
- Make your goal ambitious, but not outrageous

R

- **RELEVANT**
- Ensure your goal is relevant to your vision

T

- **TIME-RELATED**
- Set a deadline



Programs & Services

SACL offers 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 Sorrento, Blind Bay, 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

- Global Community Inclusion
- One-to-One Community Supports
- 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 supported indicated that the program has been effective in helping them and they unanimously expressed feeling respected by the workers and treated with dignity. The staff shows a tremendous amount of creativity and flexibility in meeting the needs of persons supported. The staff demonstrates a do-whatever-it-takes attitude and is relentless in its efforts to engage persons supported.” ~ CARF Accreditation Report 2023

Programs & Services Reports

Community Inclusion

Another year of adapting, change and growth. Last July our Community Inclusion services (Global program (HWLS) and one to ones) moved into our new site on Lakeshore Drive. It was a bit of a transition for both the Staff and the Person Supported as we became one big group. The tools they learned to help self-regulate came in handy with the move and changes.



We have lost a few people due to retiring or moving away but we also have gained a few new faces. Currently we are supporting 39 people in our Global program which is an increase from last year. This year some of the individuals were able to enjoy Therapeutic Riding with the Kamloops Therapeutic Riding Association. Other activities the Person Supported enjoyed are fishing at the wharf, bowling, Arc Gaming, the Kangaroo Farm, Driving Range at Club

Shuswap, going to the Library, Music Therapy with Larry Keats and some in house training such as the Circles program (Learning about relationships, touch and talk).

Our one to one services has grown from supporting 37 persons with diverse skills and dreams to 44. 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 range of possibilities such as deliver newspapers and walking dogs for paid employment, learn coping skills, learn life skills like washing hands independently, or skills that promote friendships, manage money, apply for housing, learn new ways of communicating, and all our 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 and our Global program enjoy all that the outdoors has to offer in all seasons.

Volunteer work continues to be another important aspect of SACL services that Person Supported participated 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 15 years. Locations include Churches of Salmon Arm Thrift Store, Salvation Food Bank and RJ Haney Heritage Village and Museum.



Last spring, we started a new service in Community Inclusion called a Social Enterprise; the Persons Supported, with staff support, are able to work for minimum wage by doing jobs in the community; such as lawn maintenance, poop scooping and walking dogs. The Persons Supported are taking pride in their work.



We are continuing with the recycling which is part of the Social Enterprise which the Person Supported will be paid minimum wage.

When our wheelchair van that was known as Barney was stolen, we started fundraiser to get a new one. The generous grant from the Federal Government's Rural Transit Solution Fund helped with purchasing our new wheelchair assessible van, which both the staff and the Persons Supported enjoy.

With our new locations we did not have a wheelchair assessible door but the Persons Supported were great help when they saw any of their peers struggling to get in. With donations from the Church of Christ, donors through our website, community boxes from Giving Tuesday, Askews gift card fundraiser and grants from Shuswap Community Foundation and the City of Salmon Arm's Grant in Aid, we installed a new accessible doorway after nearly a year in the new program space.

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 social networks. We also have hours available for group activities geared to those who don't receive other Community Inclusion supports. So, for example, if someone is receiving employment services and seems isolated, they may join in these activities without the need to go through a referral process. In the last year, CCN has supported one individual 1-1 to increase her independence in the community and have hosted monthly group activities at which people were able to make social connections.

Community Employment

SACL's Community Employment Services (CES) continues 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 way. In the last year Vocational Counsellors have also been exploring self-employment and social enterprise as other viable employment options for individuals. Regardless of employment found, Vocational Counsellors are then available to assist people to learn their new jobs.

As of March, 31 2025, there were 27 individuals accessing services. This is down from 30 last year. However, 17 of these individuals now hold jobs and are receiving supports to maintain them.

From April 1 2024 – March 31 2025, 12 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
- The Candy Vault
- Landmark Solutions Ltd.
- Shuswap Lake Estates
- Fruit World
- Liberty Tax
- Salmon Arm Arts Centre and Gallery
- Seldom Silent Enterprises Ltd.
- H204U
- Sandi Walker and her dogs
- Churches of Salmon Arm Used Goods Society
- Jane's Place

"The community employment and job development services have implemented a creative way to teach the persons supported about job-related activities, such as money value, weight, volume, sorting, size, measure, and colour in a game format that makes learning job-related skills fun." ~ CARF Accreditation Report 2023

Home Share

Home Share is a model of supported living 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 decreased in the past year. As of March 31, 2025, there are 13 individuals living with 9 different Home Share Contractors in a variety of living situations, and 2 places available for the right individual.



“Home Share providers expressed their appreciation for the organization, as it works collaboratively with them to ensure that the persons supported receive the best possible care. They reported that the communication and support they receive from staff at SACL has been responsive to their requests and available when needed, and that they feel valued and part of the team.” ~ CARF Accreditation Report 2023

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.

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 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 individuals 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. SACL is hoping to expand our SSHP program this year in collaboration with CLBC and CMHA.

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 2024/2025, we focused on promoting independence among the individuals we support by equipping them with the skills to engage with their community on their own. This could involve walking, learning to navigate public transportation, or utilizing readily available resources like family and friends. Additionally, we are making progress in encouraging and educating those we serve about essential life skills for independent living, including cooking, cleaning, grocery shopping, managing appointments and so on. We continue to provide 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 to attend group events in the community, for example: Heaven-Can-Wait boating events, Wildlife Park in Kamloops, cultural events such as Powwows, picnics and more.

Satisfaction & Feedback

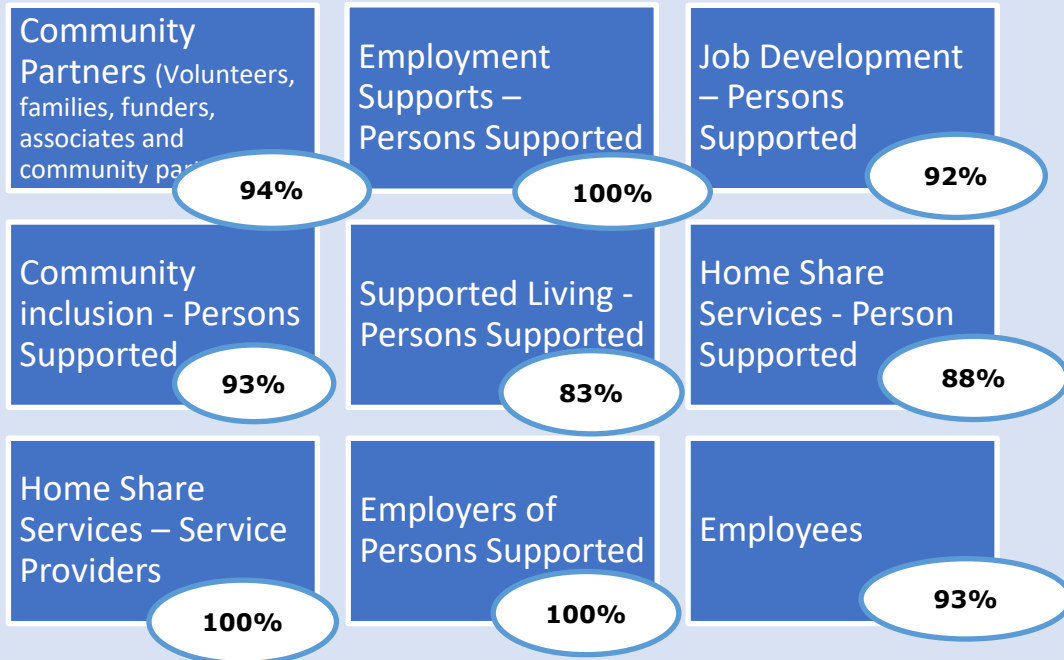
Each year SACL collects input from Persons Supported, Employers, and Community Partners. This information is collected via one-on-one conversations, data collected from our internal Client Management System, online annual surveys, exit interviews, and suggestion or complaint submissions. Data is reviewed 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:

- Community Partners (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 2024

The following statistics are taken from the 2025 SACL Satisfaction Surveys and indicate the overall level of satisfaction with SACL services in the specified areas.



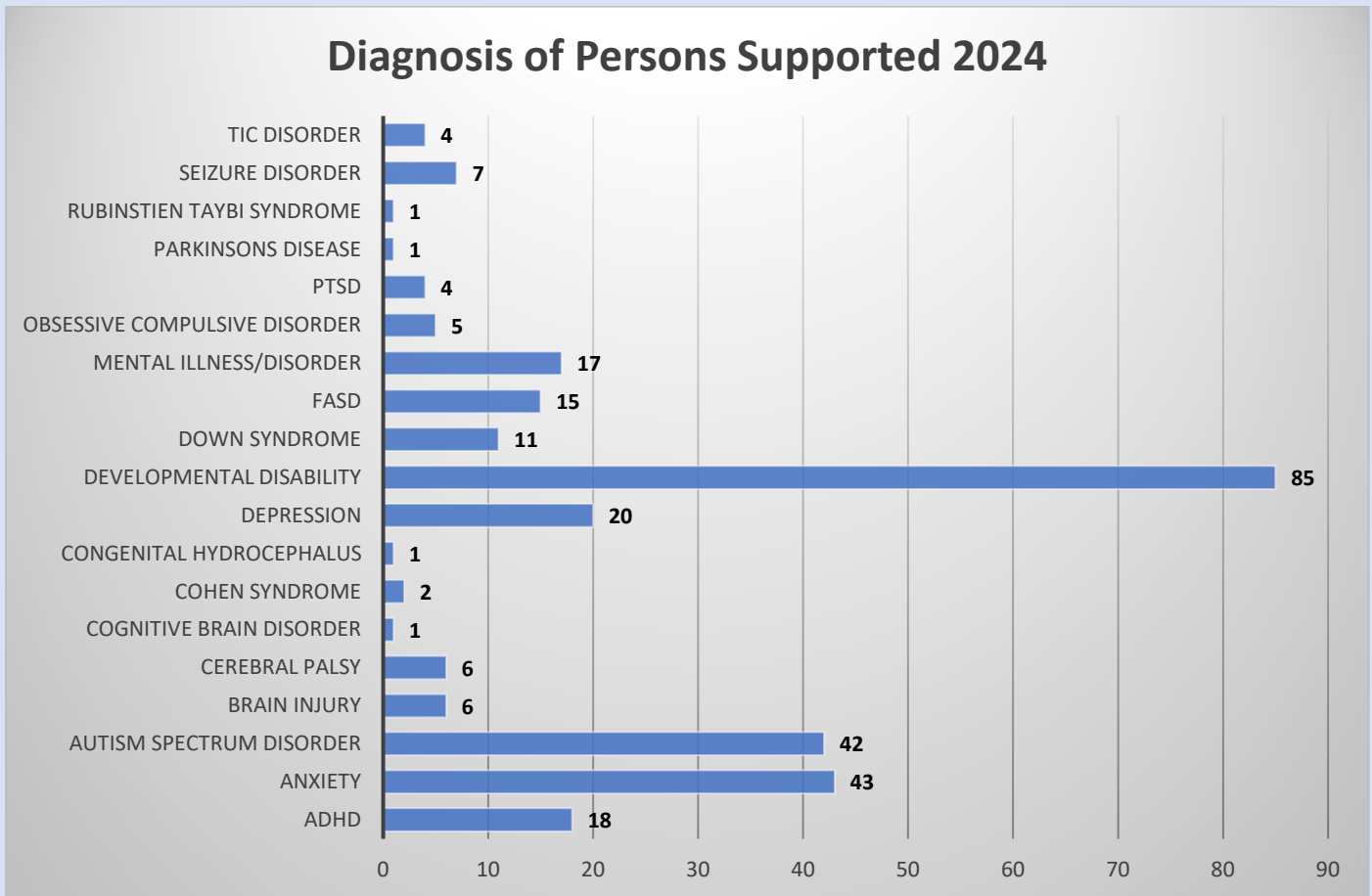
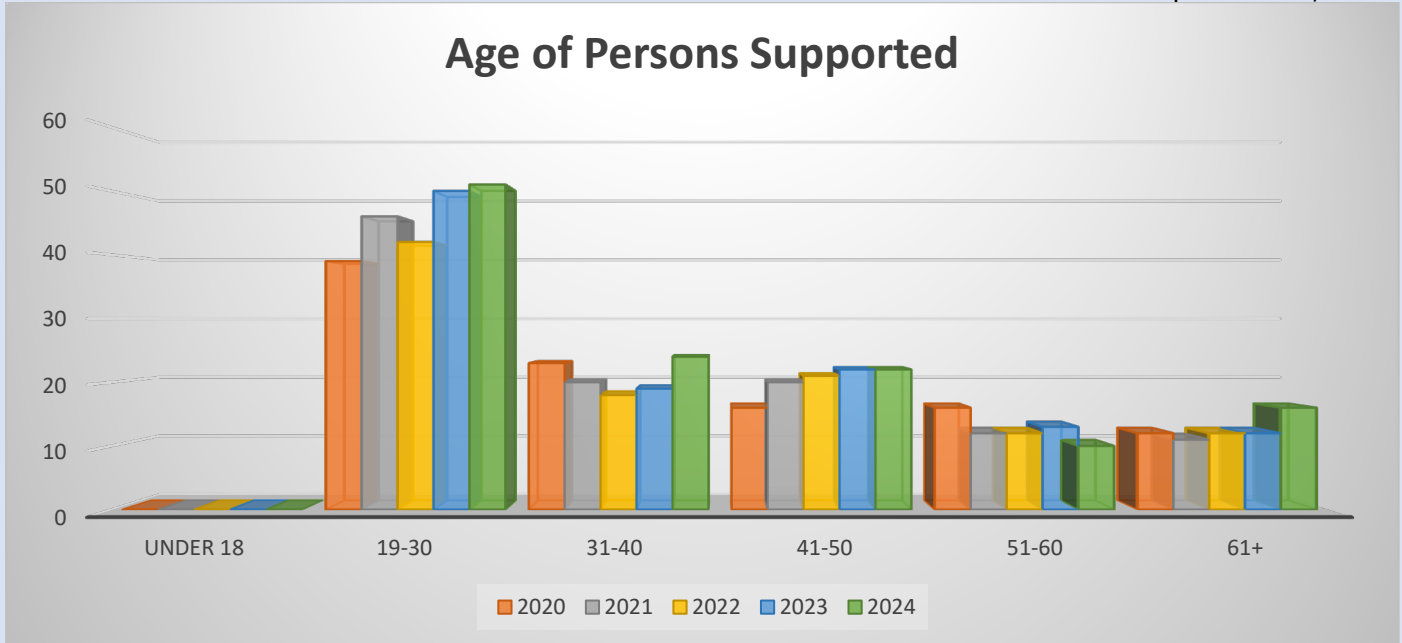
Statistics & Demographics

Demographics represented below are based on data from 2019 to 2024. Historically, data collection methods have changed over the years and may not have always been inclusive. SACL aims to be inclusive and continues to examine its methods and reporting.



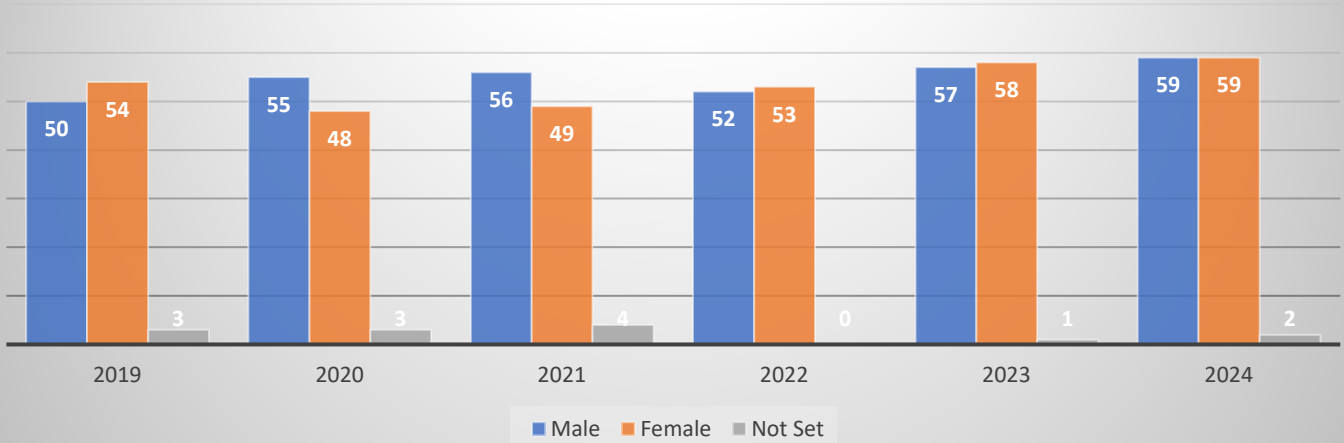
123 Persons Supported initiated services with SACL from January 1, 2024 to December 31, 2024. Three of these individuals chose not to accept SACL services in the end. This is an increase from 2023, in which 114 people were served.

“The referral and funding agents (CLBC) reported that although the leadership team is relatively new, it has quickly assimilated the team culture while bringing its own vision to SACL. They also reported that the leadership team proactively identifies and responds to service gaps that impact the persons supported and staff members. The leadership team willingly flexes the organization’s services to accommodate changing external and internal needs for service enhancements.” ~ CARF Accreditation Report 2023



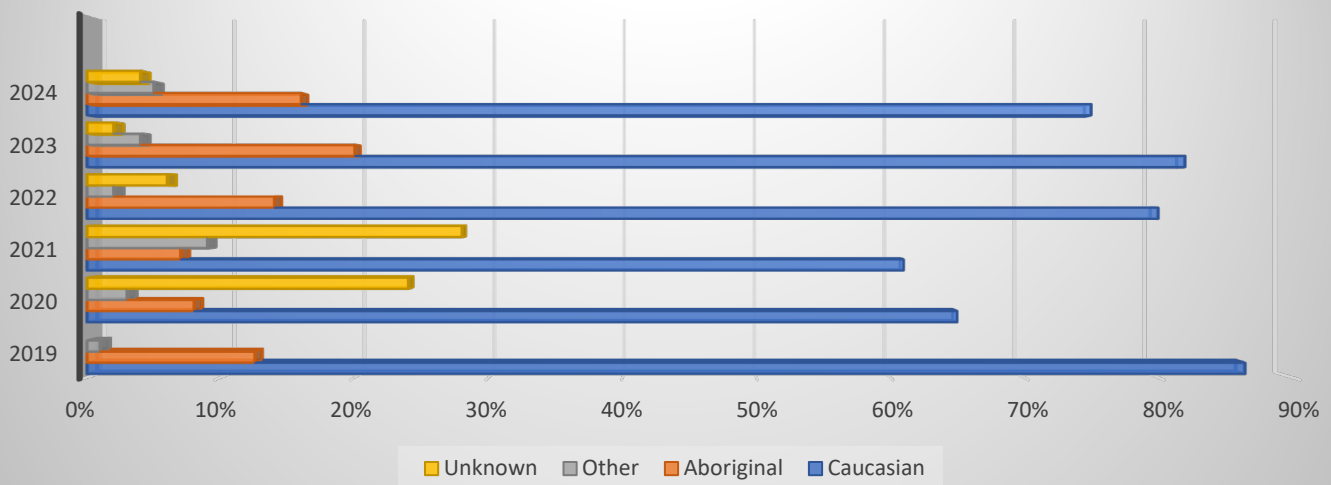
In 2024, developmental disabilities continued to be the most prevalent for the persons we support.

Gender of Persons Supported



In 2024, there was an increase in all genders accessing SACL services.

Ethnicity



In 2024, individuals identifying as Caucasian continued to be the most prevalent served at SACL.



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.

2024/2025

Revenue – \$ 4,369,702
 Expenditures – \$ 4,223,305-
 Revenue over expenditures before amortization - \$94,870
 Amortization – \$51,527-
 Revenue over expenditures for the year – \$94,870

2023/2024

Revenue – \$ 3,969,932
 Expenditures – \$ 3,878,378-
 Revenue over expenditures before amortization - \$ 91,554
 Amortization – \$ 29,060-
 Revenue over expenditures for the year – \$ 62,494

2022/2023

Revenue – \$ 3,219,633
 Expenditures – \$ 3,179,327-
 Revenue over expenditures before amortization - \$ 40,306
 Amortization – \$ 26,757-
 Revenue over expenditures for the year - \$ 13,549

FINANCIAL STATEMENT

The Shuswap Association for Community Living contracted Tompkins Wozny Chartered Professional Accountants Canada to conduct this fiscal 2024/2025 fiscal audit. Financial reporting is collected in the fiscal year, from April 1, 2024 to March 31, 2025. Finalized Financial statements will be presented at the Annual General Meeting in September.



Our thanks go out to Tompkins Wozny for providing excellent service and support with SACL financial services.

Welcome & Farewells

Moving on from SACL in 2024

Alicia Hill

Amy Wark

Claudia Pass

Craig Reynolds

Vipalpreet Kaur

Dawn Belanger

Emma Leblanc

Ezra Medio

Jen Babiuk

Joel Smolne

Katherine Andruini

Kris Reirson

Kim Anderson

Manpreet Singh

Mark Anderson

Scott Crocker

Theresa Hansen

Shehbaz Sandu

Welcome to SACL in 2024

Alyssa Hutchinson

Donna Hall

Julie Vegh

Kirstyn Allen

Kulijeet Hari

Melanie Spencer

Naomi Perreault

Rahul Mehta

Rebecca Olsen

Rishavdeep Kaur

Joel Smolne

Manpreet Singh

Shehbaz Sandu

Theresa Hansen

Vipalpreet Kaur



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Contact Us

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