

Shuswap Association for Community Living

Annual Report 2025/2026

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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 diverse abilities 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*

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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 andrecreational 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.

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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	

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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.



Secretary/Treasurer - *JoAnne Pringle*
Chair – *Sandi Walker*
Director - *Smriti Verma*
Director – *Grace Bootsma*

Director –*Joanna May*
Vice Chair -*Mike McCurrach (not pictured)*

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Message from the Board Chair



Sandi Walker

For over 20 years, Sandi has called Salmon Arm home. Almost right away she associated herself with SACL by providing respite as an independent contractor. She also was a guide for the Self Advocates Group for a year's time. After moving on to work in other sectors, Sandi kept in touch with staff and persons supported. In 2022, Sandi was asked to join the Board of Directors. Over the years she listened, learned and grew into the role of Chairperson. She holds this position with responsibility and pride.

It has been a rewarding year serving as Board Chair for the Shuswap Association for Community Living. Looking back over the past year, I am incredibly proud of everything our organization has accomplished. It has been wonderful to watch SACL continue to grow, strengthen its services, and create even more opportunities for the people we support.

One of the highlights for me has been watching Workday Warriors, SACL's social enterprise, continue to grow. Seeing people supported by SACL overcome barriers to employment while earning fair wages and giving back to our community is something we can all be proud of. The jobs may seem small to some, but they make a real difference—not only to the people and businesses they help, but to the confidence, independence, and pride of those doing the work.

Another exciting initiative this year was the creation of the Shuswap Diverse Reverse Job Fair. A committee of local employers came together to create new opportunities for job seekers with diverse abilities to connect with employers in a different way. The first event was held in November, giving participants the chance to showcase their skills, talents, and experiences in ways that worked best for them. It was inspiring to see the community come together, and I look forward to participating in this initiative in the years ahead.

Although our CARF accreditation survey wasn't until mid-2026, much of the fall of 2025 was spent preparing for it. Our administrative and leadership teams put countless hours into reviewing policies, strengthening our practices, and making sure every part of SACL reflected the high standards we set for ourselves. That hard work paid off when SACL received a full three-year CARF accreditation with no recommendations for improvement—an achievement that places us among the strongest organizations accredited by CARF. While the accreditation happened later, it truly reflects the dedication and commitment shown by our staff every single day.

I would like to recognize our Executive Director, Karen Hansen. Karen's dedication to SACL is something I truly admire. She leads with compassion, integrity, and an unwavering commitment to the people we support, our employees, and our community. We are fortunate to have someone who cares so deeply about the organization and the people within it.

I am also grateful to serve alongside such a dedicated Board of Directors. Thank you to Michael McCurrach (Vice Chair), JoAnne Pringle (Treasurer/Secretary), Directors Grace Bootsma, Smriti Verma, and Joanna May, and everyone who volunteers their time to help guide SACL. Each person brings different experiences and perspectives, and together we work toward the same goal of ensuring SACL continues to thrive.

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In September 2026, we will say goodbye to JoAnne as she completes her term on the Board. JoAnne has shared her wisdom, thoughtful ideas, and wonderful enthusiasm over the years, and she will certainly be missed. On behalf of the Board, thank you, JoAnne, for everything you have contributed to SACL.

Thank you to our employees, leadership team, volunteers, community partners, families, and the people we support. Your passion and dedication are what make SACL such a special organization, and it is an honour to be part of it.

As I look ahead, I am excited about what the future holds for SACL. The momentum we have built together over the past year positions us well for the opportunities ahead. I am confident that, together, we will continue to grow, innovate, and make a meaningful difference in the lives of the people we support and throughout our community.

Honorably,

Sandi Walker
Board Chair

… everything works a little easier with a smile 😊



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Report from the Executive Director

2025 – Building Momentum

As I reflect on 2025, I am struck by how much momentum we have built over the past several years. Following a year of significant organizational change, leadership transitions, and investment in our people and infrastructure, 2025 became a year of putting those foundations into action. We strengthened our team, expanded opportunities for the people we support, secured important funding, and continued building meaningful partnerships throughout our community.

None of these accomplishments would have been possible without the dedication of our employees, Board of Directors, funders, community partners, and, most importantly, the individuals and families who inspire our work every day.

Supporting our employees continued to be a priority throughout the year. Agency-wide meetings provided regular opportunities for communication, collaboration, and transparency, with staff consistently expressing appreciation for being informed and involved. Annual employee, Persons Supported, and community partner surveys once again helped guide our service planning, organizational priorities, and commitment to continuous improvement.



2025 marked an important transition as Joanne Reitan retired after an incredible 31 years of dedicated service to SACL. Her passion, leadership, and commitment have left a lasting legacy that continues to shape our organization. We were pleased to welcome Cheryl Ludeman as Services Manager for Community Employment Services and Home Share, confirm Kirstyn Allen as the permanent Services Manager for Supported Living and Community Housing, and welcome Prithvi Magoo as our new Finance Officer. Each has brought valuable experience, fresh perspectives, and tremendous dedication and enthusiasm to their role. One of our most exciting accomplishments this year was becoming the first employer in Salmon Arm approved under the Rural Community Immigration Pilot (RCIP). This designation 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 was a Mandt Relational, Conceptual and Technical Supplement Instructor for six years. 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.

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created valuable recruitment opportunities while providing pathways to permanent residency for several members of our team.

Professional development remained a priority of our organizational culture. Every employee participated in *Promoting Civility in Non-Profits*, developed in partnership with Okanagan College, reinforcing respectful communication and a positive workplace culture. Employees also participated in numerous conferences, workshops, and specialized training opportunities that strengthened leadership, human resources, financial management, governance, and service delivery.



Our Board of Directors completed its annual review of the 2022–2027 Strategic Plan, confirming that it continues to provide a strong roadmap for SACL's future and discussions have already begun about our formal Strategic Planning coming in 2027.

Accessibility also remained a key organizational priority. Building on work undertaken in previous years, we completed several important projects throughout 2025, including accessible entrance improvements at Community Inclusion, the removal of physical barriers, installation of braille signage, implementation of text-to-speech functionality on our website, and lighting retrofits at both our Community Inclusion and Administration/Community Employment Services locations. These improvements enhance accessibility for the people we support, visitors, and employees while reinforcing our commitment to creating welcoming and inclusive environments.

The continued confidence of our funders and community partners allowed us to move several important initiatives forward throughout the year. SACL secured several grants that strengthened both our services and our organization. These investments improved accessibility at our Community Inclusion site, expanded a Peer Work Experience program—which resulted in the hiring of a valued member of the SACL team—supported leadership development for current and emerging leaders, strengthened our Return-to-Work program for employees requiring workplace accommodations, and advanced the development and expansion of our social enterprise. The impact of these grants extends well beyond the projects themselves. They have created lasting benefits for the people we support, strengthened our employees and leadership team, and enhanced SACL's ability to continue providing high-quality, inclusive services throughout our community. Funding awarded through the Federal Government's Rural Transit Solutions Fund in late 2024 also came to fruition this year with the purchase of a new wheelchair-accessible van, significantly improving transportation options for the people we support.

Another milestone was reached after several years of advocacy when Community Living BC approved funding for a replacement vehicle for our Community Housing site. The new van, delivered in January 2026, represents another important investment in safe, reliable transportation.

Our social enterprise officially adopted the name Workday Warriors and continued to build momentum throughout the year. What began as an emerging initiative has evolved into a thriving program that creates meaningful employment opportunities while expanding the services we provide to our community. Today, Workday Warriors offers lawn maintenance, dump runs, recycling, shredding, moving assistance, and a variety of other community-based services, with exciting opportunities for continued growth.



Community inclusion extends beyond the services we provide—it is also about creating opportunities for people to have a voice and participate fully in community life. With SACL's support, the local self-advocacy committee was successfully re-established after several years without meetings, creating renewed opportunities for self-advocates to connect, learn, and lead.

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Another exciting example of collaboration was the formation of the Diverse Reverse Job Fair Committee, bringing together self-advocates and community organizations with a shared goal of improving inclusive employment opportunities. After months of planning, the committee successfully hosted its first Reverse Job Fair in November. The positive response from employers and job seekers has inspired plans to make this an annual event.

The year concluded with a wonderful celebration at the Salmon Arm Chamber of Commerce Business Excellence Awards. We were incredibly proud to see Cinda McIvor recognized as Employee of the Year, while I was deeply honoured to receive the Member of the Year award. While these awards recognize individuals, they are truly a reflection of the incredible people who make SACL what it is. Every success we celebrate belongs to our entire team.



One of the things I appreciate most about SACL is that we never stop looking for ways to improve. Every accomplishment in this report reflects people who were willing to embrace change, solve problems, support one another, and continually ask how we can do better. The momentum we have built over the past few years gives me tremendous confidence in our future. We have strengthened our leadership team, invested in our employees, expanded opportunities for the people we support, improved accessibility, secured important funding, and continued building meaningful partnerships throughout our community. While challenges will always exist, I have never been more optimistic about where we are headed. Together, we are building an organization that is stronger, more innovative, and better equipped than ever to support people with diverse abilities to live full, meaningful, and connected lives.

Thank you to our Board of Directors for your leadership and governance, to our employees for your compassion and dedication, to our funders, donors, and community partners for believing in our mission, and to the individuals and families we support who remind us every day why this work matters.

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It is truly a privilege to be part of the Shuswap Association for Community Living, and I look forward to all that we will accomplish together in the years ahead.

> *"The organization has a strong and robust executive director with a compelling vision for SACL to become "present in the community." ~ CARF Accreditation Report 2023*

Management & Administration Team

Executive & Administration



Executive Director
Karen Hansen



Quality Assurance
Colleen Petrick



Administrative Assistant
Rhonda Stevens



Human Resources Manager
Lesley Campbell



Finance Officer
Prithvi Magoo



Director of Services
Connie Sibelius

Services Managers, Scheduling and Team Leads



Community Inclusion &
One to One Outreach
Shara Bland



Supported Living
& Community Housing
Kirstyn Allen



Ignite, CCN
& Home Share Services
Cheryl Ludeman







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Home Share & Behavioural Lead
Sydney Williamson

Team Lead
Dani McKee

Team Lead/Scheduler
Teri Dixon

Employees

SACL recognizes that its employees are its greatest asset and values the dedication, skills, and contributions they bring to their roles every day. Through their commitment and compassion, employees make a meaningful difference in the lives of the people we support. Their efforts help uphold SACL's strong reputation within the community and foster positive relationships with funders, persons supported, families, and caregivers. SACL understands that the success of its services depends on a skilled, engaged, and dedicated workforce committed to promoting inclusion, belonging, and quality of life.



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"If I can't find it I know I can ask management or even other staff. Everyone is helpful." - SACL Satisfaction Survey for 2025

Employee Recognition

At SACL, we are proud to recognize and celebrate the dedication and commitment of our employees. Each year at the Annual General Meeting, we acknowledge team members who have reached significant employment milestones. Their years of service reflect a steadfast commitment to the people we support, our mission, and our community.
Please join us in congratulating and celebrating the following employees on their remarkable achievements:

"I enjoy recognition but take pride in doing a good job anyways." ~ SACL Satisfaction Survey for 2025

5 Years of Service



Aga Karst



Ashleigh Egeland



Natascha Tilsbury



Blanca Stepanoka



Lesley Campbell

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20 Years of Service



Elaine Dawe

35 Years of Service



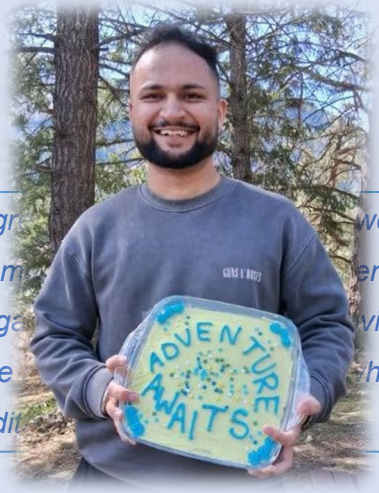
Teresa McGee

SACL extends its sincere appreciation to all employees for their dedication, professionalism, and hard work. Your commitment plays a vital role in the success of our organization and in enhancing the quality of life of the people we support. Through your efforts, compassion, and unwavering dedication, you make a meaningful difference every day. Thank you for the important contributions you make to SACL, our community, and the individuals and families we serve.









"Ste… ave a gr… work. They
posses… , and m… ent services to
person… the orga… vious that staff
membe… and the… ho participate
… Accredi…

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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.

> "Exceptional service combines professionalism, respect, responsiveness, and a commitment to continuous improvement." – Author Unknown

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

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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*

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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







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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, Vernon, Lumby 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 (Newly named Ignite Employment)

- 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

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Programs & Services Reports

Community Inclusion

It has been two years since Community Inclusion Services (Global program (HWLS) and one to ones) moved to our site on Lakeshore Drive. Persons Supported are liking the different areas in this building. We periodically changing things up to see if the flow works better which the Persons Supported are willing to work with the change.





Our program continues to change with people leaving due to moving, needs changing, etc. and gaining new faces. We are currently supporting 45 people in our Global program which increased from last year. This year some individuals were able to participate in the Therapeutic Riding with Kamloops Therapeutic Riding Association. Other activities Persons Supported enjoyed are Driving Range, Gymnastics, Hikes (Little Mountain Park, Margaret Falls, Coyote Park, Canoe Trails) going to different lakes such as Gardom Lake, Boxing, learning about nutrition and being healthy, weekly music and having people from the community coming to program to teach different crafts and to show and tell their hairless kitten.

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Our one to one service currently has 39 Persons Supported which has decreased by a few. 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 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 activities 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 Persons 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.





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Our Social Enterprise has a name which the Board voted on. We are called the Workday Warriors. In our Social Enterprise, the Persons Supported, with staff support, are able to work for minimum wage by doing jobs in the community. We have increased what we are doing from last year. We currently have reoccurring jobs such as recycle pickups, lawn maintenance, poop scooping and dog walking. Some other odd jobs we have been asked to do are moving, garbage pickup and shredding.

In February, we purchased another van 2025 Chrysler Pacifica to help increase community participation and build stronger connections.



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Ignite Employment (Formerly Community Employment)



SACL's Ignite Employment (formerly Community Employment Services) 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.



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As of March, 31, 2025, there were 33 individuals accessing services. This is up from 27 last year. 24 of these individuals are now employed which is up from 17 last year.

From April 1 2025-March 31 2026, 11 new 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
- Panago
- 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

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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.

As of March 31, 2026, SACL's Home Share increased from 13 individuals living in 9 different homes, to 16 individuals living in 10 different homes as well as 2 spaces 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*

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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.

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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 is trained in Naloxone and Harm Reduction to support individuals with substance abuse issues. In 2025/2026, 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.

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Satisfaction & Feedback

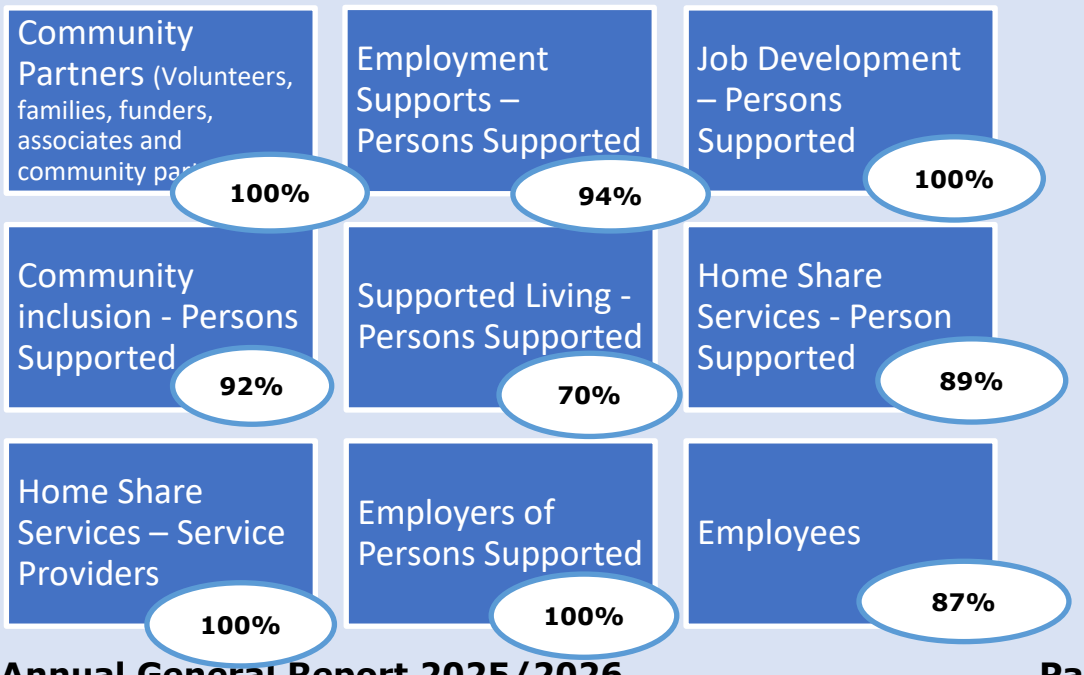
Each year SACL collects input from Persons Supported, Employers, and Community Partners. This information is collected via one-on-one conversations, data collected from our internal Client Management System, online annual surveys, exit interviews, and suggestion or complaint submissions. Data is reviewed 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 2025

The following statistics are taken from the 2026 SACL Satisfaction Surveys and indicate the overall level of satisfaction with SACL services in the specified areas.



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Statistics & Demographics

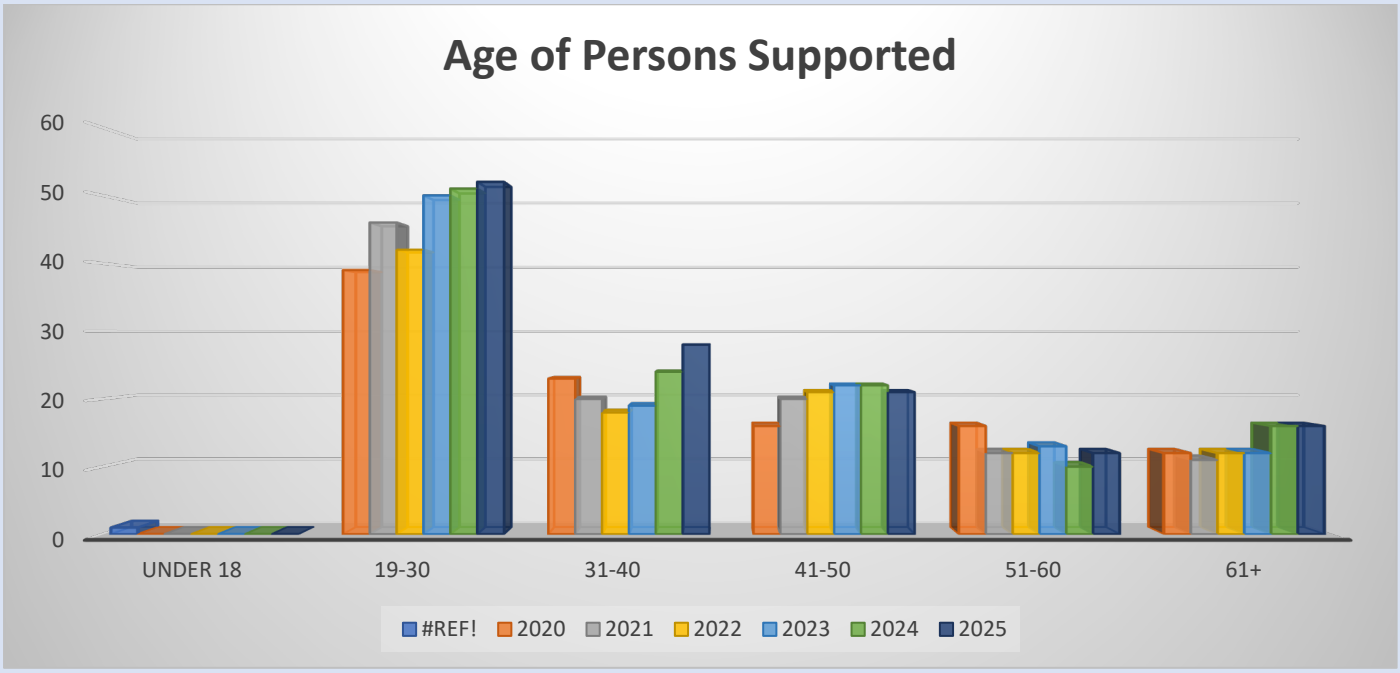
Demographics represented below are based on data from 2022 to 2025. Historically, data collection methods have changed over the years and may not have always been inclusive. SACL aims to be inclusive and continues to examine its methods and reporting.

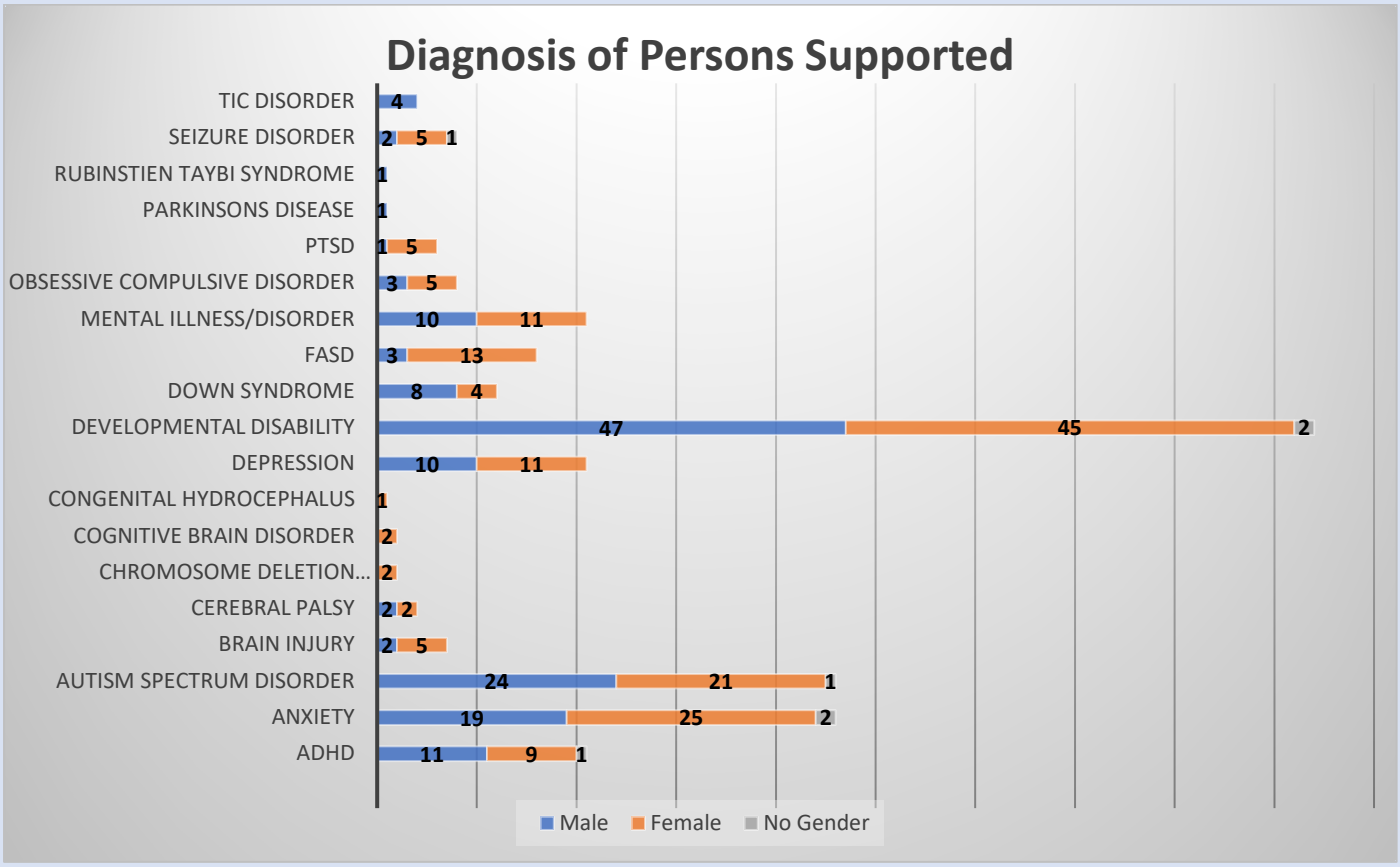


129 Persons Supported initiated services with SACL from January 1 to December 31, 2025.

"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*

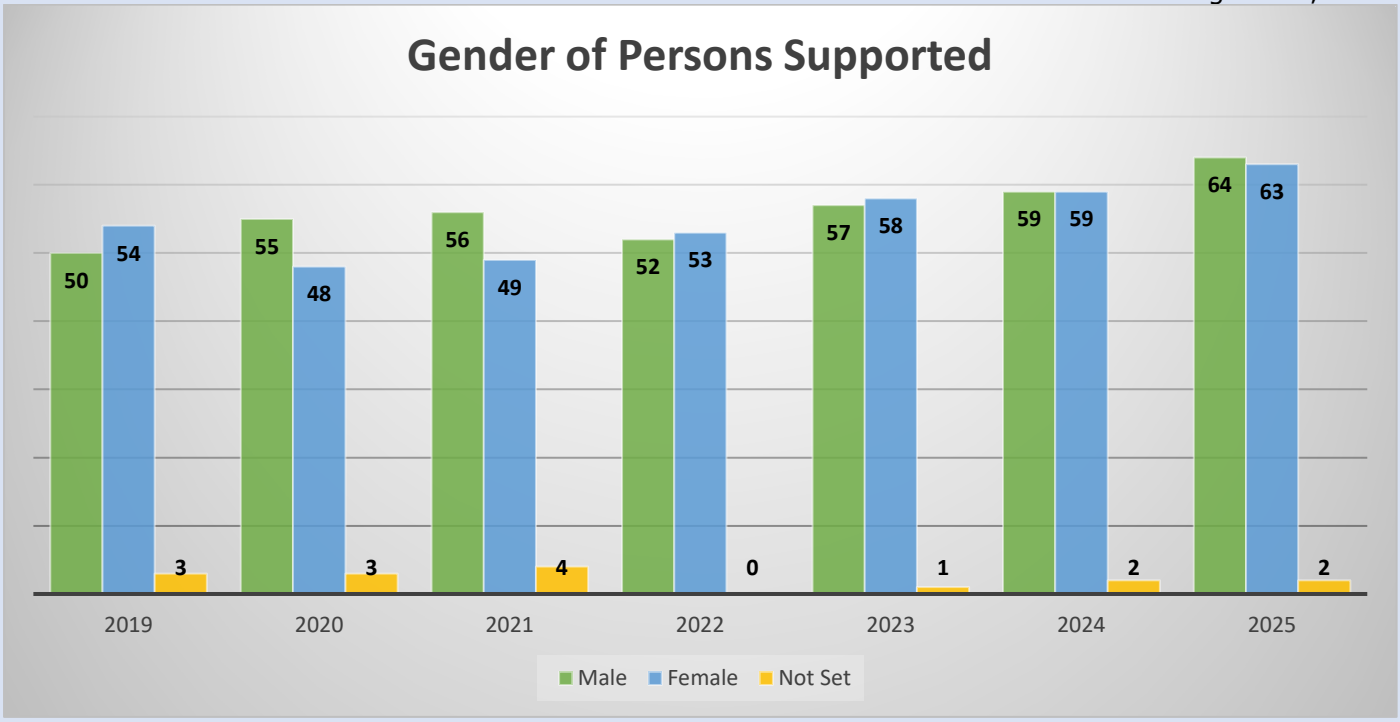
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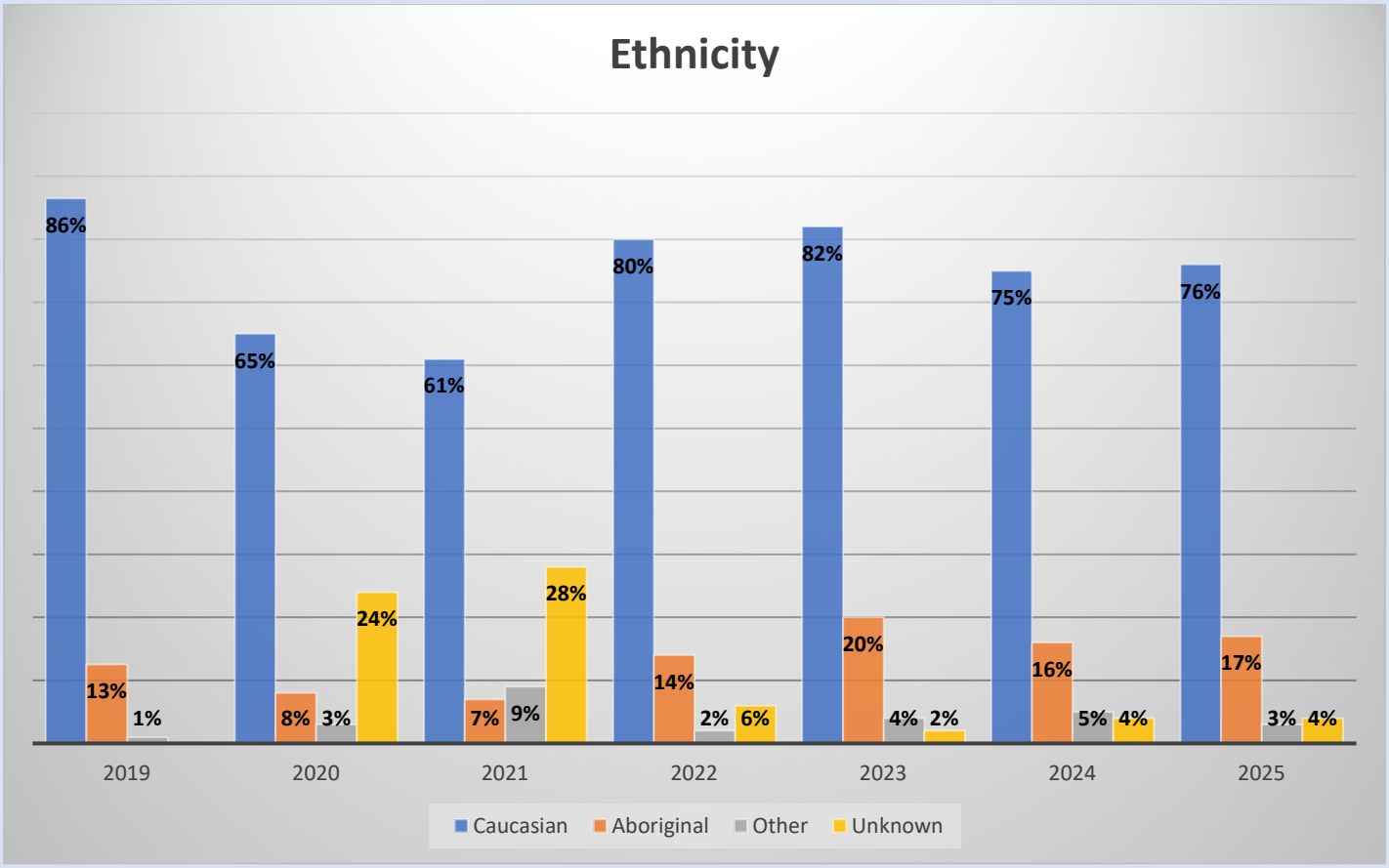


In 2025, developmental disabilities continued to be the most prevalent for the persons we support.

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In 2025, there was an increase in all genders accessing SACL services.



In 2025, individuals identifying as Caucasian continued to be the most prevalent served at SACL.

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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.

2025/2026

Revenue – $ 4,423,298
Expenditures – $ 4,362,164-
Revenue over expenditures before amortization - $ 61,134
Amortization – $46,015-
Revenue over expenditures for the year – $15,119

2024/2025

Revenue – $ 4,369,702
Expenditures – $ 4,223,305-
Revenue over expenditures before amortization - $146,397
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

FINANCIAL STATEMENT

The Shuswap Association for Community Living contracted Tompkins Wozny Chartered Professional Accountants Canada to conduct this 2025/2026 fiscal audit. Financial reporting is collected in the fiscal year, from April 1, 2025 to March 31, 2026. Finalized Financial statements will be presented at the Annual General Meeting in September.

Tompkins Wozny
Chartered Professional Accountants

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

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Welcome & Farewells

Welcome to SACL in 2025

Caryn Bryggs
Gweneth Lein
Michelle Dunning
Samantha Du Preez
Courtney Carlin
Deneen Connor
Gurpreet Kaur
Inderjeet Gil
Jade Oberst
Jashandeep Singh
Liza Kapoor
Mehakpreet Kaur
Ramandeep Jaswal
Cheryl Ludeman
Prithvi Magoo
Rose Vigor

Moving on from SACL in 2025

Shelley Hendrickson
Chrystel Oschipok
Taylor Dueck
Riley Franklin
Kerstin Ogren
Geordie Milne
Gweneth Lein
Samantha Du Preez
Piper Anderson
Caryn Briggs
Jennifer Wallace
Teaira Vigue
Seana Stirrett
Joanne Reitan

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Approved: September 8, 2026
Revised: August 24, 2026

Shuswap Association for Community Living



Contact Us

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