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About Us

OUR VISION

Inclusive communities where people belong and have opportunities to contribute.

OUR MISSION

To open doors to opportunities for children and adults with developmental disabilities and their families so that they live the life they choose.

We are committed to enhancing the quality of our services through advocacy, innovation and collaboration.

We strive to inspire the community to join us in creating positive social change.

ABOUT CVS

We are a non-profit (for-benefit) society serving the Tri-Cities and beyond (Vancouver, Burnaby, New Westminster, Surrey, Delta, Langley, Mission and Abbotsford). We provide Foster Families, Summer Camps, Respite, Life Skills, Community Inclusion, Specialized Children's Residential, Outreach, and Shared Living services to support people with developmental disabilities and their families.



The Board of Directors thanks everyone involved in achieving our CARF Accreditation for another 3 years. Staff spent many hours reviewing the CARF standards and making sure that we were in compliance with them. I was present for the closing session when the surveyors reviewed their findings. It was evident in their comments that all three surveyors were so very impressed by the work of our staff. The CARF Survey Report said in part:

"There is an unmistakable culture of excellence and innovation at CVS that exists at all levels and among all stakeholders. The leadership of the organization is complimented for establishing a healthy organizational culture, one that honours the core values of the organization in all relationships, business practices, and program activities...The individuals served are at the core of the mission, vision, and values of the organization. This is reflected in all aspects of service delivery. Staff members are dedicated professionals who display genuine care and support for individuals served and a strong sense of pride both in their work and in the organization. CVS provides services with an authentic teamwork approach, sharing resources and looking out for one another. The management

provides leadership and motivation to subordinate personnel and works as a committed, mission-focused team."

Congratulations everyone on doing such an amazing job!

This year we are seeing the departure of two Directors. Cindy Lee recently retired from her position with School District 43 and, in her words, "made the difficult decision" to retire from the Board of Directors after 17 years. Our Treasurer, Chris Ackerman is also retiring from the Board. Thank you to both of them for their hard work and dedication. We will miss Cindy and Chris and we wish them all the best.

Later this year we will be revisiting our Strategic Plan and I look forward to meeting with more families as we work toward building a Strategic Plan that will be our focus for the next three to five years.

In closing, I would like to encourage family members to consider becoming a member of the Board of Directors. CVS is governed by a volunteer board and it is vital that individuals and families be involved in our organization to keep it strong and to make sure we are focusing on what is important to you. If you would like more information about becoming a board member and what it entails, please contact me. I would be happy to discuss

President's Message



I would be happy to discuss the commitment required to serve on the Board of Directors and to share how rewarding it is with you.



Lynda Miller
President

Executive Director's Message

As I reflect upon the past year, I am very grateful to be working for CVS. The people associated with CVS are amazing. It has been another busy year, that has been both exciting and challenging. Shortly after our AGM last year, we underwent our CARF accreditation survey for 2 days. It is clear that we have improved from our last survey and I am pleased that we reduced the number of recommendations significantly. We are now accredited with CARF until June 2020.

Our 3 year Strategic Plan was finished at the end of 2017. However, we felt that we needed another year working

under the same broad strategic goals to respond to new information and approaches. It is becoming evident that we are improving in our service. We have become fairly proficient in working with people who have challenging behaviours and we have an advanced understanding of augmentative communication, Positive Behaviour Supports, and Mandt but we realized that something was missing. We needed more training on *how* to be with people and in our work with children we needed to know how to respond to very traumatized children and youth.

We extended the Strategic Plan out over for another year to continue to work on the overarching goals of being a *Learning Organization* with respect to service quality, employment, and communications and marketing. Flowing from the Strategic Plan, we created new Action Plans to include improvements/additions to our service approach. We have set the stage for a new strategic plan and we will start to engage with our stakeholders in November 2018. We hope to have a new strategic plan by the end of January 2019. We will be looking for your input and advice.

I want to talk about our amazing staff team - they are the spirit of CVS. First, I want to acknowledge Linda King, Director of Operations for her hard work with families, the people we serve, our funders and community partners. She is truly a leader at CVS and this year Linda earned her CVS 25 year Long Service Award. Linda is a tremendous asset to CVS and very much supports me as the Executive Director.

In the last year Scott Bewley, our Director of Finance, moved over to Kinsight. In the 4 years he was with CVS he made a significant contribution to the financial stability of CVS. We thank Scott for his service, he is missed, and we wish him well in his new endeavors. However, we have the good fortune that Claudia Cota is our new Finance Manager. She has managed to make the transition seamlessly and facilitated a flawless audit in record time. We are in good hands. I look forward to what she will bring to CVS.

CVS has matured as an organization with the added functions of Human Resources & Quality Assurance and Communications. Pete Stone, CHRP, Manager of Human Resources & Quality Assurance has helped CVS improve in relation to our HR practices, training, CARF accreditation, and Health and Safety. I know that recruitment has been a

challenge for all employers but Pete has worked hard to keep up by hiring close to 60 staff in the last year. It is evident to me as I meet the new staff that Pete and his team have recruited some excellent people.

We also welcome Miriam Hoolahan who is our Manager of Communications. In a short amount of time, Miriam has sharpened our communications and marketing approaches and she is regularly communicating with internal and external stakeholders. She has improved our website, made our Facebook posts more consistent, improved our marketing for CVS awareness and recruitment, and has worked well with other organizations and partners. In addition, Miriam is overseeing our Social Enterprises and is dedicated to growing the social businesses.

I want to thank our Managers, Assistant Managers and staff in our Children's Services providing respite, foster care and specialized residential. You have busy and complex jobs and the work that you do is super important and you do it very well. I have noticed that we have been very efficient in providing respite to more families than last year. The children and youth are doing well and progressing. In Shared Living, I want to thank the team for ensuring that 58 people we serve in

are well matched with families/caregivers and that we effectively monitor their quality of life. I know that good caregivers are difficult to find. I appreciate that our staff are persistent and have high standards. In our Community Inclusion and Residential Programs, I want to thank our Program Coordinators, Managers and staff for working hard each and every day to provide new and exciting opportunities for the people we serve in recreation, volunteering and employment. Our Community Support staff at CVS are amazing, you have collectively grown your skills and you make the difference in people's lives every day. I have seen staff do amazing things like volunteer to take people to events such as the Cloverdale Rodeo and the Price is Right at the Hard Rock casino. I have noticed staff working hard to introduce an augmentative device so people can communicate, help someone get a job, or help a traumatized youth to feel safe. All of this is important work and changes people's lives. Thank you for your hard work all year long.

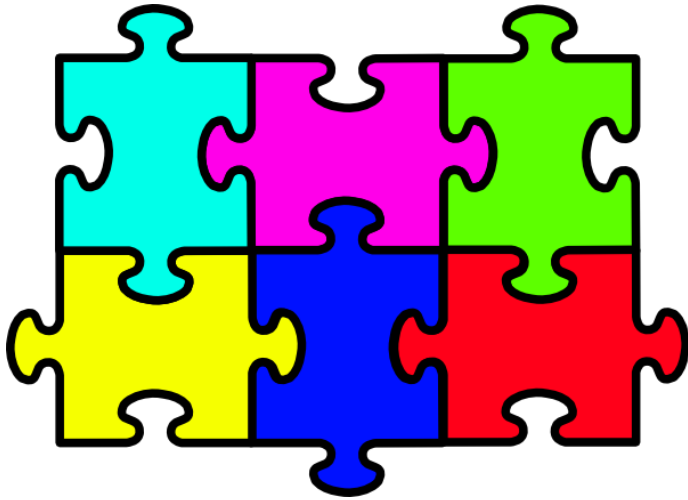
In November of last year I advised the Board that I was starting to look for program and office space. We were fortunate to find 307-2502 St. Johns Street in Port Moody. This is a prudent move for CVS because it is the right price (both in terms of finding real estate in a very tight

market and what we can afford at this point). The new office will give us extra administrative space that will free up office and program space at the main building and will provide us with an additional 1000 square feet. Plus, we are paying our own mortgage rather than paying rent. The closing date is September 14, 2018. The Members will be voting on the Borrowing Resolution to enter into a mortgage for \$640,000 with Vancity Credit Union.

As we look forward to the next year, it is a clear trend that the labour market is getting very tight. Although we have experienced growth I am noticing that we are limited by the ability to recruit staff. We are often short-staffed and Program Coordinators are often working as support workers. I heard from community agencies and school districts that recruitment and staff shortages are across the sectors. We have been working to address these issues by increasing our marketing efforts. Despite these challenges, I look forward to the next year and what it might bring.



Kevin Lusignan
Executive Director



CVS'S INTEGRATED APPROACH TO SERVICE

People are different and so are their disability related needs. As a result, over the past few years, our CVS approach to serving people has involved the use of:

- 1) Positive Behaviour Supports
- 2) Augmentative Communication
- 3) The Mandt System
- 4) Gentle Teaching
- 5) Trauma Informed Practice
- 6) Mindfulness

Over the past several years we have folded these elements into our approach to create an integrated and flexible system to serving people with developmental disabilities and their families.

We have partnered with CBI Consultants and Community Living BC (CLBC) to help our staff understand and implement the concepts related to Positive Behaviour Supports (PBS), such as person-centred planning, self-determination,

augmentative communication, and determining the real reason behind problem behaviour.

I have seen real growth in these areas and in turn I have seen some of our people have better lives.

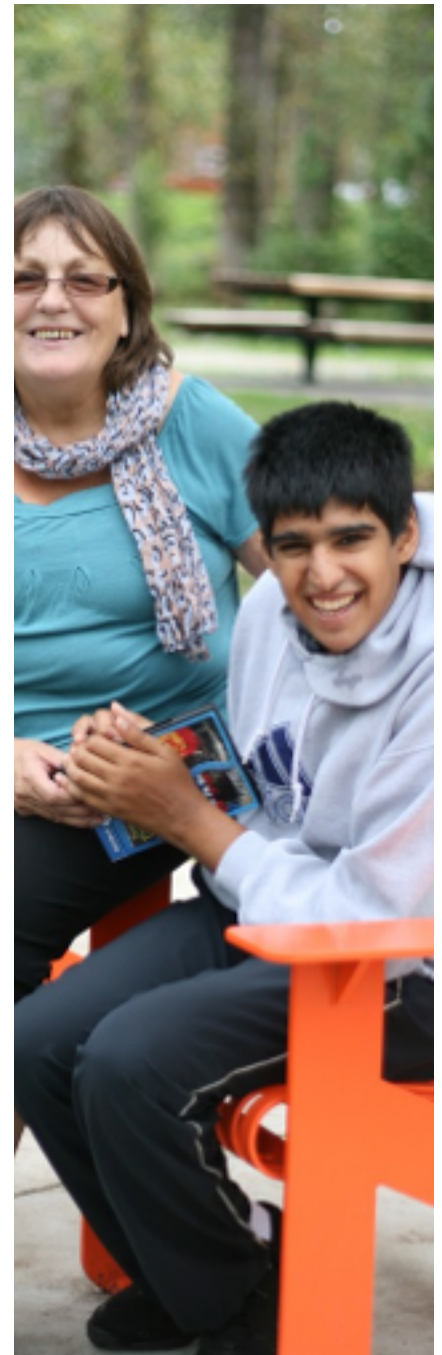
CVS has dedicated resources for Augmentative Communication to create a better quality of life for the people who have communication challenges. We are proud to say that everyone who needs either low tech communication supports (picture symbols) or a communication device has received one. Our set of staff picture symbols are up to date and if a person we serve needs symbols they are done in immediately.

To help keep the people we serve and the staff that serve them safe we subscribe to the The Mandt System that is aligned with PBS and teaches relational and technical skills to staff. While PBS and Mandt tells us what to do with

Director of Operations Report

people, Gentle Teaching guides us *how* to be with people in terms of tone of voice, gentleness of touch, gaze, and demeanor.

Our work with children means that sometimes we are working for young ones who have suffered trauma or abuse. As a result, we have also been using a Trauma Informed Approach. Many people (perhaps 80%) with developmental disabilities have been traumatized. When this happens it has a profound impact on the child/adult. Trauma can profoundly impact the growth of the brain and create deficits in neurological and biological maturity, an over-reactive stress response, difficulties with emotional regulation, attachment style,



Linda King
Director of Operations

CVS has been working with Complex Trauma Resources headed up by Dr. Chuck Geddes to ensure that our staff teams get the best training and advice.

Mindfulness is becoming part of the routine at CVS. Mindfulness can help calm an overactive stress response, help people self regulate and make better decisions. As an organization, we are starting to work together on becoming more mindful at the leadership team and we are intending to infuse it throughout the organization to include our staff and the people we serve. Our goal is to be a Mindful Organization.

I would also like to thank our wonderful staff team who integrate all of these learnings into our day-to-day work. CVS would never be able to accomplish all of this great work without all of you. I look forward to working together in the next year to continue to make a difference in the lives of the people we support.





Highlights of 2017/2018

CVS IS A COLLABORATIVE PARTNER IN THE COMMUNITY TRI-CITIES COMMUNITY SERVICES CO-OP

CVS is a founding member of the Tri-Cities Community Services Cooperative. The other members are West Coast Family Centres, PLEA, SHARE, Kinsight, and Success. Since the Cooperative's inception, we have developed our vision and mission and have been engaging in strategic planning, branding and outreach. Our aim is to have our key messages, logo and strategic goals finalized by the end of Summer 2018 to then begin our engagement with Tri-City stakeholders. The Tri-Cities Community Services Cooperative looks to have

healthy connected communities where everyone is engaged and included, and lead innovative and inclusive social solutions in the Tri-Cities.

EMPLOYMENT ROUNDTABLE OF TRI-CITIES

CVS is still very involved in the Employment Roundtable of the Tri-Cities. The Employment Roundtable of the Tri-Cities awarded the Inclusive Employer Award to the Tri-City branches Vancity at the Mayor's BBQ on September 7, 2017. Currently, there are 2 branches in the Tri-Cities who are inclusive employers and another branch that is in the process of hiring another person with a set of unique abilities.

Vancity's work on diversity and inclusion is intentional, organization wide, and is rooted in its organizational values. Here is Adam with the Mayors' just after receiving his award. The work of the Employment Roundtable continues to collaboratively advance the concept of inclusive employment in the Tri-Cities.



FAMILY SUPPORT AT CHRISTMAS

Children's Services had another successful Christmas Hamper Campaign in 2017. In addition to presents and gift cards being donated we raised \$1110.00 that was given to the 3 families we sponsored. We heard from them that our hampers made for a better Christmas. Thanks to everyone who donated.



CVS IN THE COMMUNITY

This past year, CVS continued to engage in a number of activities across the community. Here are some highlights of our community involvement across the Tri-Cities:

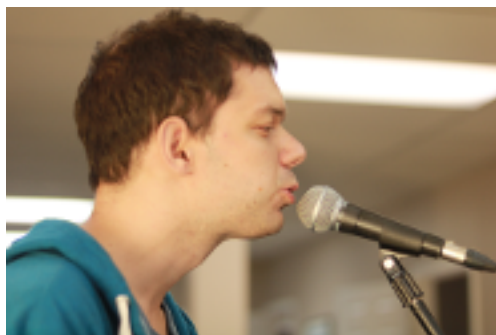
- We are served for another year with the City of Coquitlam's Universal Accessibility Committee.
- We participated in the Douglas College Advisory Group to help advise on curriculum.
- The Port Moody Foundation invited the Community Ventures Society to participate in a planned giving evening event on Wednesday, November 8, 2017 at the Old Orchard Hall in Port Moody. CVS was one of three organizations selected to participate in this event. At the event there were experts on taxation planning and law who will respond to the case statements and make recommendations on more tax efficient way to organize finances. The event was well attended and was informative.
- In August 2017, CVS participated in Car Free Day on St John's Street. It was a full day of fun and we were able to educate a number of individuals in the community about what CVS does as well as our mission.



In 2017/2018, we have continued to develop our evening programming and have received a positive response from our events. We have continued our music programs in the daytime and added more in the evening. Glenn Argenal and Tony Prophet host the Thursday music nights event and are wonderful in encouraging the individuals we serve to participate. Our evening programming includes music nights, Girls Night Out, Canuck hockey games, and pub nights. We are looking to fold in paint night events and we have just recently taken over the Coffee House that is held on Monday nights. Our first Paint Night event will be on June 26th.

PUB NIGHT

We had a successful CVS Pub Night at the Burrard Public House in September 2017. Our CVS pub nights are intended to bring together individuals from across our community and encourage a safe space for people to go and have a beer and burger in good company. We had about 60 people at the event and we enjoyed a fun night. A similar event was hosted at the Cat & Fiddle Pub in Port Coquitlam in May 2018, where we had live music performed by Tony Prophet.



MUSIC NIGHTS

Music night is an ongoing program at CVS, where twice a month approximately 12 - 15 people come together on Thursday evenings to listen to music, sing and dance. Glenn Argenal and Tony Prophet take turns leading the group and they have both done a great job of performing and getting people engaged in the night. Since starting the music night, we have seen great progress with our members. Many of the individuals we serve have built greater confidence and developed new skills.

GIRL'S NIGHT

In 2017, we continued our Girl's night events. Girl's Night provides a social evening for young women to mix and mingle, cook, listen to music as well as get out into the community. This group has been really successful and we are looking to expand the events.

COFFEE HOUSE

CVS is now a co-sponsor for Monday night Community Coffee House at Dogwood Pavilion in Coquitlam, in

CVS Events



partnership with Kinsight, Western Human Resources and Community Volunteers. This event occurs once a month on a Monday night and there is entertainment scheduled each time. It draws a number of people from across the community and so far it has been a successful evening program for CVS to add to its programming.

XMAS PARTY

Our 2017 CVS Christmas party was held on December 8th in Port Moody and was well attended. The food was great, and we had a guest singer along with a music man who got everyone up dancing. Much thanks to the CVS Events Committee for all their hard work on this event. Great fun was had by all and we are now in the process of planning the 2018 CVS Christmas party.



SUMMER PICNIC & PARKING LOT BBQ'S

In 2017, we returned to Barnet Marine Park for our CVS Annual Picnic. It was a wonderful afternoon of food, fun and laughs.

We also had 2 Friday parking lot BBQ's over the summer. Once again, we had a great crowd of people and everyone had a lot of fun. Many thanks for all the staff and their hard work in helping out during these BBQ's.

VANCOUVER CANUCKS GAMES

In the last fiscal year, we were fortunate enough to be gifted Vancouver Canucks tickets. Through the Canucks' Community Ticket Program, we were provided with 25 tickets to a game on October 26th, 2017 as well as 18 tickets for a variety of games in February 2018. For these games, we were able to reach out to the individuals and families we serve to join us for a night out to have fun and root for our local hockey team. This was extremely well received by our community. We received positive feedback from these games and as one father told us seeing the game "will definitely be a memory of a lifetime" for his son. CVS hopes to participate in this program again during the next Canucks season.





Program Reports

CHILDREN'S RESPITE

Our 3 Family Respite programs are currently full and space is currently over allocated by 20% on each program to compensate for families who do not use all of their respite days.

Our year end numbers are in and we are proud to report our best year yet with 100% of days used on the BC Centre for Ability program and 99% of the respite days used in the Burnaby and Tri Cities.

Respite is currently serving 109 families. We have new referrals almost every week and children aging out of the program on a monthly basis so we are always busy.

CAMP ALEXANDRA

CVS held 3 one-week camps in 2017 that ran for 3 weeks in the summer. In all, we served 18 children and youth, many who were new to Camp Alexandra.

Everybody had fun, there was music and campfires on the Wednesday night. Parents arrive nervous, but relax once they see staff have things well in hand. As evidenced by the waitlist, parents are eager to send their loved back again the next year so that they can have a rest.

Joanne Weidinger

Children's Services Manager

SPECIALIZED CHILDREN'S SERVICES

We currently serve 3 young people in our Specialized Children's Residential.

Transition planning for the adult world for a young lady served in our Maple Ridge home is underway. We are also undergoing transition planning to secondary school for a youth served in our Delta house. Our focus both at home and school continues to be developing a reliable communication tools for him. We are using both



We are using both high tech (Touch Chat on his iPad) and low tech (PECS). We have seen improvement in his receptive language to facilitate friendships. Visits have been arranged between the two girls supported in our Maple Ridge and Surrey Heights homes (currently twice per month). They seem to get along very well and we are pleased to see both of them developing a relationship.

FOSTER CARE PROGRAM

We have seen our Foster Care Program shrinking as children age out and transition to adulthood and CLBC. We have also seen children get adopted or have moved. As a result, we have been involved in a lot of transition planning. We currently serve 7 children and youth but we expect it will shrink to 5 people served in the next year.

Helen Stovell

Individualized Services Manager

YOUTH OUTREACH

We have had a partnership with West Coast Family Resources for about 3 years now to provide youth outreach. We currently serve three individuals through this program. An example of the work we do with youth outreach is one young person's goals was to learn road safety, taking public transit to Douglas college, money skills and exploring her community's volunteer opportunities. She has also been focusing on money

management and learning job skills. In August 2017 she dropped off volunteer applications at thrift stores and she now volunteers every Saturday for 2-3 hours. Due to her frustration and high anxiety, CVS created a visual schedule that made a positive difference at home and at her volunteer job. She uses her schedule every day to help her with her anxiety. Her mom says, "she doesn't go anywhere without it, and it is now part of daily routine."

Diana MacPhee

Manager of Inclusion

COMMUNITY INCLUSION

Our Community Inclusion programs currently serve 83 people which represents over 10% growth last year. Our programs are styled for people with mobility issues, behaviour and communication challenges who have a desire for doing, recreation, arts, volunteering and employment.

We have been focused on finding new activities for people to enjoy and try out. A few examples are that we had a Douglas College practicum student for 5 weeks. She made an art booklet for individuals to follow each week, which included instructions and supplies. This is really helpful for staff training on running the class and one staff has taken this up and has continued. As a result, our folks received a better art program this year and are creating amazing pieces.

Also 2 women at CVS competed in a CLBC

sponsored cookie competition with seven different organizations. A day before the competition, both women baked four dozen small cookies. They won the competition for the softest cookie. They each got a ribbon and a \$25 Domino's Pizza gift card.

CVS also engaged in the *Lettuce Be Healthy* - a program that 3 folks we serve are involved in. Lettuce Be Healthy helps them with health concerns in a small group setting with people they trust and like.

Another example of an activity is that one of the people who attends CVS plays the piano and sings. She will be leading the Music Classes and she has registered to compete in the "Tri-Cities Got Talent" show.

Four people who are interested in music attended the Symphony in October and December. Chris Hadfield is the astronaut featured with the VSO who played guitar and sang.

One woman has a new volunteer position with Habitat for Humanity ReStore in Maple Ridge. She will be volunteering every Wednesday.

There are many more experiences we could share and we are seeing that our goal of offering new experiences and trying to make people's lives bigger is starting to happen.

Dawne Windblad & Diana MacPhee
Managers of Inclusion

SHARED LIVING

Shared Living is where an adult person who has a disability shares a home with a family or a caregiver. Currently CVS has 56 people in shared living arrangements. Good caregivers are difficult to find and we are finding that CLBC is referring people who need support related to violent/aggressive behaviour, mental health, street entrenchment and drug use. It is clear that the demographics of referrals have changed and the issues arising from those changes are increasing as well. Despite these challenges we always strive to ensure good and positive matches between the people we serve and caregivers.

Helen Stovell

Shared Living Manager

EMPLOYMENT

CVS has been working to improve our employment services in 4 ways: (1) we get direct referrals from CLBC to help people to find a job; (2) we have people in our service who we have found jobs and we support them; and (3) we have our social enterprises (4) and we have people who are in our Community Inclusion and Residential programs who are working. A few examples of our progress are as below.

One man in residential is working 3 days a week for 5 hours a day at ATS ELECTRO-LUBE. He is very happy to be working and making money.

CVS's new enterprise, DisDaBomb Luxury Bath Experiences has been developing into an enterprise that currently employs 2 women (on big orders DisDaBomb employs more). The business has been growing and has picked up momentum in the local community. For instance, they created kids-style bath bombs as an alternative gift for Easter on "moms-based" social media groups. The response was positive and we were able to organize production to satisfy demand. We worked on 2 promotions with Save-on-Foods to help raise money for BC Children's Hospital, for Valentine's Day and Easter. Both promotions resulted in the bath bombs selling out. We are in the process of working on future promotions with Save-on-Foods and plan on discussing opportunities to carry our products on a wider scale within the local store. The women who produce the bath bombs are also working with the new Enterprise Coordinator, to approach salons, boutiques and other retailers to sell our bath bombs. In March, we delivered an order of our bath bombs out to Simply Spa in Langley and the relationship has been going well.



In 2017, we had another successful season in our Lawn Care business. At the beginning of 2018 we partnered with a local landscaping firm to distribute flyers in the local community. Our participants were distributing flyers for the landscaping firm and getting paid hourly. When leads come in from the flyers the landscaping firm passed on these leads to us for the 2018 season. As a result, we were able to sign on 4 new lawn care customers.

All of these employment activities are enabling more individuals in our community to find work, get out into the community and put some money in their pockets.

Diana MacPhee

Manager of Inclusion

Miriam Hoolahan

Manager of Communications



Finance Report

OPERATING RESULTS

In 2017/2018 fiscal year, our agency had 15% growth in total revenues when compared to the previous year. CVS has a modest surplus that is essential to the continued financial strength of CVS. This past fiscal year we have increased our spending on transportation, recruiting, education and staffing levels, to ensure consistent level of quality services. As we look into the next year, CVS is well positioned to maintain and manage modest growth. .

CONTINGENCY RESERVE FUND

CVS continues to maintain a contingency reserve fund. The reserve fund helps ensure that CVS is prepared for all necessary maintenance as well as any unforeseen expenditures. The reserve fund ensures our assets (our buildings) is safeguarded for the future.

ACCOUNTING TECHNOLOGIES & PROCEDURES

In an effort to increase productivity and accuracy within the organization, this past year we completed the transition to a cloud based payroll system which affords a user friendly interface for our staff time cards and scheduling features for supervisors and managers.

This, in turn, allows for increased process efficiency and a reduction in unnecessary paper usage and time. Looking forward, we continue to explore options for upgrading our accounting system as well.

FINANCIAL POSITION

In terms of the Balance Sheet, the improvement of the Society's cash position has strengthened the overall financial health of the organization. Liquidity, defined as a company's ability to meet short-term debt obligations, has improved, as well as the CVS's overall debt to equity. The current ratio for CVS sits at 1.52. The optimal current ratio is greater than 1.2 showing that CVS has the ability to meet all short-term obligations. CVS continues to be in a strong financial position. The Audited Financial Statements will be distributed at the Annual General Meeting and after the AGM upon request to the Executive Director. For your quick review please see a simplified version of the financial statements below.



Claudia Cota
Manager of Finance

Balance Sheet

COMMUNITY VENTURES SOCIETY
Statement of Financial Position (Balance Sheet)
Based on Audited Financial Statement
As At: Mar 31, 2018

	2018	2017
ASSETS		
Cash	975,557.00	788,133.00
Internally Restricted Cash	134,239.00	93,859.00
Accounts Receivable	37,722.00	75,340.00
Prepaid Expenses & Deposits	36,382.00	40,913.00
Total Current Assets	1,183,900.00	998,245.00
Capital Assets	1,910,758.00	1,988,851.00
Deposit	44,625.00	0.00
Total Capital Assets	1,955,383.00	1,988,851.00
Investment in Tri-Cities Co-Op	1,000.00	1,000.00
TOTAL ASSETS	\$ 3,140,283.00	\$ 2,988,096.00
LIABILITIES & SHAREHOLDERS EQUITY		
Current Liabilities	460,283.00	568,095.00
Deferred Revenue	282,137.00	265,063.00
Mortgage Payable Current Portion	34,917.00	33,597.00
Total Current Liabilities	777,337.00	866,755.00
Deferred Contributions (Capital)	88,374.00	112,404.00
RBC Mortgage Payable	1,145,582.00	1,180,244.00
Total Long-Term Liabilities	1,233,956.00	1,292,648.00
TOTAL LIABILITIES	2,011,293.00	2,159,403.00
Operating Fund	352,866.00	72,226.00
Capital Asset Fund	641,885.00	662,608.00
Contingency Reserve Fund	134,239.00	93,859.00
Total Society Equity	1,128,990.00	828,693.00
TOTAL EQUITY & LIABILITIES	\$ 3,140,283.00	\$ 2,988,096.00

Income Statement

COMMUNITY VENTURES SOCIETY
STATEMENT OF OPERATIONS (Income Statement)
 Based on Audited Financial Statement
 For the year ended March 31, 2018

	2018	2017
REVENUE:		
Contract Revenue	\$8,168,138	\$7,097,460
Capital Contributions	\$24,030	\$25,757
Misc. Revenue	\$55,811	\$49,156
TOTAL REVENUES	\$8,247,979	\$7,172,373
EXPENSES:		
Advertising	\$11,014	\$8,377
Amortization	\$111,696	\$101,630
Building Occupancy	\$236,345	\$163,395
Caregiver's Services	\$2,341,147	\$2,271,112
Equipment & Maintenance	\$120,933	\$104,652
Program Supplies	\$155,826	\$134,767
Insurance	\$8,834	\$8,843
Interest on Mortgage Payable	\$46,527	\$47,547
Office Supplies and Miscellaneous	\$102,299	\$96,516
Professional Services	\$31,581	\$25,796
Recruitment & Training	\$72,807	\$69,062
Salaries & Benefits	\$4,459,666	\$3,853,301
Transportation	\$205,324	\$188,753
Utilities	\$39,828	\$27,923
TOTAL EXPENSES	\$7,943,827	\$7,101,674
Surplus before other Items	\$304,152	\$70,699
Other Items		
Loss on Disposal of Capital Assets	(\$3,855)	(\$2,981)
TOTAL SURPLUS:	\$300,297	\$67,718

Staff Awards

Each year CVS recognizes the efforts of staff by giving awards for long service and we have the good fortune of rewarding staff with the Above and Beyond Award, Exemplary Practice Award, Visions and Values Award and the Leadership Award.

Here is a list of the 2018 recipients:

Long Service Awards

Linda King - 25 years

Linda Johnston - 25 years

Della Routley - 20 years

Kim Sandi - 15 years

Saras Reddy - 10 years

Dawn Walsh - 10 years

Above & Beyond

Maureen Cleary

Tracey Hoogeveen

Exemplary Practice

Cindy Borsai

Anna Champion

Brody Kragh

Tracy Hoogeveen

Visions & Values

Amanda Bingham

Russell Johnson

Leadership

Amrita Dhoot

Norm Waunch



2017/2018 Board of Directors



Lynda Miller
President



Cindy Lee
Director



Nancy Anderson
Director



Ric Tesan
Director



Lori Woods
Director



Valerie Irving
Director



Christina Radziejewski
Director



Chris Ackerman
Treasurer



To learn more about our
Board of Directors, visit
www.communityventures.ca

A photograph of three women smiling and posing for a photo. They are all wearing blue lanyards. The woman on the left has blonde hair and is wearing a dark top. The woman in the middle has short brown hair and is wearing a pink top. The woman on the right has short brown hair, wears glasses, and is wearing a dark top. The background is slightly blurred, showing some greenery.

***Thanks to all our
Donors, Funders &
Partners...***

A photograph of four people standing outdoors. Three of them are wearing bright green t-shirts with a cartoon cowboy character and the text 'PORT MOODY RIBFEST'. The person on the far left is wearing a dark jacket and a baseball cap. The person in the middle is wearing a brown shoulder bag. The person on the far right is wearing a pink baseball cap and a grey sweatshirt tied around their waist. They are all smiling. The background shows a white tent and some trees.

***You've helped us make a positive impact
in our community!***





Community Ventures Society

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**Promoting Strengths. Creating Community.
Bridging Differences.**

