

COMMUNITY VENTURES SOCIETY



Community Ventures Society

2022/2023

Annual Report

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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.

OUR VISION

Inclusive communities where people belong and have opportunities to contribute.



A MESSAGE FROM OUR BOARD OF DIRECTORS



The 2022/2023 year has been focused on reconnecting and refining. We all experienced a sense of loss throughout the pandemic, highlighting the importance of meaningful and regular community participation and connection.

As we start to put the pandemic measures and restrictions behind us, as an organization, we have been focused on rebuilding our programming and welcoming people served back into services. As we reconnect and venture into community, it has been wonderful to hear about the stories and ways in which people are leading the lives they choose.

The pandemic changes also allowed for intentional reflection on what we value and aspire to as an organization. As many of you know, we spent many months as a Board working on a new strategic plan. Thank you very much to the individuals, families and staff team that participated in the consultation process.

With your input we've landed on four strategic priorities that we believe will help us improve on and refine the great work being done here at CVS. Priority one is to foster connection and belonging for the people of CVS, this includes people served, families and staff members. We believe strongly that all people connected to our community are valued, and should feel respected, heard and celebrated for who they are. Our second priority is to create responsive and diverse opportunities for the people CVS supports. We want to make sure that our programming truly reflects our mission of allowing people to lead the lives they choose, embracing person centered approaches and seeking to foster a culture of innovation and creativity to empower individual needs and ambitions. The third priority is to support and value the CVS staff team. The Board is so grateful for the hard work and dedication of our staff team and want to support the leadership team in creating a respectful and supportive workplace to achieve this. Finally, for the fourth priority, we believe that strong and diverse community partnerships can strengthen the work of our organization. We intend to broaden our collaborative net, increasing both our capacity and impact.

As a Board, we believe the new strategic plan represents both the strong foundation and community we have, as well as the promise and potential of what can be. Building on this strong foundation, the future of CVS and the people we support looks bright.

Your Board President,
Jenna Christianson-Barker



ABOUT CVS

We are a non-profit (for-benefit) society serving the Tri-Cities and beyond. We provide Foster Families Services, Summer Camps, Respite, Life Skills, Community Inclusion, Specialized Homes for children and adults, Outreach, Employment, and Shared Living services to support people with developmental disabilities and their families.



EXECUTIVE DIRECTORS MESSAGE

At Community Ventures Society, we had a successful year filled with achievements. We purchased our first home, providing housing security for two young men. Additionally, we opened a new Community Inclusion location in Pitt Meadows, DisDaBomb launched its own website and we received funding for a dedicated coordinator to oversee this social enterprise, and our Children's services were able to operate their summer camp for the first time since 2019. We also brought our programs back to our main building and developed a strategic plan encompassing everyone's voices. These are just a few of our successes.

We are excited about our new strategic plan and for it to guide our work over the next four years. During this time, we will focus on the following four strategic priorities:

1. Foster connection and belonging for people at CVS:

- Create a culture of physical and emotional health, safety and wellbeing for all;
- Ensure that communication among all people at CVS is open and respectful and that all people feel heard and valued; and
- Work towards organizational transparency to establish trust and accountability.

2. Create responsive and diverse opportunities for the people CVS supports:

- Embrace a person/family centered approach to service delivery;
- Empower the people supported by CVS to express their needs, ambitions and dreams in order to lead a life of their own choosing;
- Create a work culture of curiosity, creativity and improvement; and
- Develop innovative programming that helps the people we support to lead meaningful lives that they choose.

3. Support and value the CVS staff team:

- Seek to recruit and retain staff who are passionate about inclusion;
- Create a respectful, supportive and engaging work environment; and
- Provide professional development and training opportunities that support each staff person's growth.

4. Build strong and diverse community partnerships:

- Strengthen and expand CVS partnerships with other organizations with shared values and objectives, in order to enhance service delivery;
- Collaborate with other service agencies to advocate for a wider range of well resourced programs; and
- Educate the wider community as to the value of inclusion.

This year we have turned our focus towards EDI (Equity, Diversity and Inclusion) which focuses on creating a culture of acceptance and respect in which all individuals are valued and can reach their full potential. It focuses on creating a workplace and community where all individuals have the same access to resources and opportunities regardless of their race, gender, religion, sexual orientation, age, etc. EDI also focuses on increasing awareness of existing biases and promoting a culture of inclusivity and equity. Through training sessions, focus groups and meetings we are working towards advancing this goal.

Another focus has been in getting everyone involved and back to the program after three years of providing services and supports differently. COVID has taken a toll on most of us in the past three years but in the last few months there is a sense of relief as we have made great strides in getting back into community life. Our buildings have opened up, we are gathering to celebrate events, we are reconnecting with old friends who have not had a chance to see each other due to COVID restrictions and it feels great. Spirits have

been lifted by the ability to connect with one another. We are back to celebrating events in person again, seeing everyone together at our Christmas party was fantastic.

Throughout the year we closely monitored the impact of COVID at CVS, we increased and decreased the PPE requirement as we would observe any infections and spread at any of our locations. Everyone is now able to pivot quickly with the required changes to keep everyone safe. We are grateful that no one was seriously affected by COVID. We are also thankful to everyone who took the necessary precautions to protect themselves and their loved ones.

We have been working on strengthening our capacity and ability to support people with complex needs. One way we have done this is by providing additional training for our staff members on topics related to complex needs. This training includes topics such as understanding and managing challenging behaviour, understanding the importance of communication and providing devices and supports to those who need them, and developing effective communication strategies.

Management has also been working at reconnecting with previous community partners and professionals, turning part of our focus on working and creating opportunities for partnerships with other associations and organizations. Many of us are on Boards, committees, and keeping the mission of CVS alive with a variety of organizations. We continue to work hard at spreading the message of inclusion and have a strategy in place to work with our community partners to do this on a regular basis.

CVS has also been successful in acquiring a grant to support and strengthen our Employment program. We will be able to use it for both training and additional staffing to help the people we support find paid employment in our community. This program provides job coaching, training and other supports to individuals with disabilities

to help them succeed in the workplace. We are also working with employers to design job opportunities that are tailored to the skills and interests of the individuals we serve. CVS is committed to helping the people we support achieve their employment goals and to providing them with the tools and resources to do so. We are grateful for the grant that will help us to continue our mission and provide even greater support to those we serve.

I am proud of all we have accomplished this past year and I am grateful to all the individuals, families and caregivers who continue to support and work with us. Thank you to all the staff who go above and beyond to the people we support every day. They take time to ensure the people we serve have positive experiences in whatever program they are part of and work hard to help them reach their goals.

Thank you to all the Coordinators,
Managers and Directors for
your commitment to CVS, to the
people we support and to our
vision of inclusive communities
where people belong and have
opportunities to contribute.
Thank you to the Board for your
guidance and leadership.



Linda King
Executive Director

In all areas across CVS, this year has proven to be a year of expansion and reconnecting with the community. We have had to reevaluate and revitalize in the aftermath of COVID and with new challenges, including the rise in cost of living that affect all our programs.

In our commitment to families, CVS reached out to have conversations with families to re-engage the people we support in a full CI program. We came up with creative strategies to deal with increasing transportation costs including acquisition of electric cars, assisting families and caregivers to access HandyDART services for the individuals and promoting the use of Compass cards and public transit.



While maintaining a full complement of staffing presented a challenge in 2022, CVS was excited to hire three coordinators and a new Homes Manager, Olivia DeGroot, as well as many new Community Support Workers for both the CI and Homes programs. Our Shared Living team was revitalized with the return of Shared Living Coordinator Kylie Isaacson from her maternity leave.

As staff development is a priority, we provided opportunities for training such as our Bootstrap Leadership training with Paul Horn and Inclusive Workplace workshops with Geoff Frost. We were able to implement the valuable in person training once again for both Mandt and First Aid as well.

CVS navigated operational growth in homes and CI requiring new locations and resources. The teams came together to plan the moves to our new home Inverness for an adult we support and a youth transitioning to adult services. An entire new complement of staff was brought on board to facilitate this successful service. We also welcomed a new youth and his family to the CVS homes program and are enjoying working with MCFD, his school and family to develop his supports. In CI, the staff and management followed a critical path alongside families to move individuals to our new Pitt meadows CI location and bring individuals back into our Main building from the Legion location. This expansion to Pitt Meadows accommodates the movement of individuals further out from the Tri Cities area and allows for easier HandyDART connections.

As our world and community opens up, the people we support have been able to thrive. In Homes and Shared Living, they are exploring BC on vacations to Whistler, the island and the interior. We have participated in many live events showcasing our social enterprise DisDaBomb including Golden Spike Days in Port Moody, and Pitt Meadows Day. They have enjoyed in person BBQs, ice cream days, movie nights, Music with Glen and paint

nights that brought us all together as a community again.

Looking forward, I'm optimistic we will continue to diversify and strengthen as we implement the strategic priorities and EDI initiatives that the Board, Leadership team, staff and individuals we support all had a hand in developing for the 2023-2027 future.



Alex Moynham
Director of
Operations

CVS experienced a range of highlights over this past year. Here are a few highlights that really stuck out as we reflect on a year of moving back into the community:

Getting back out into the community & loving it

CVS is very focused on getting out into the community with the people we serve. The past few years have been so hard for us and the past year has been a great one for getting back to what we love doing. All of our programs began spreading their wings in terms of recreational activities, programming, seeking out new employment opportunities and attending events. It was a wonderful feeling to be out and about. We recognize this is not unique to CVS but for the people we serve, it has made all the difference in the world to how we feel emotionally and physically.

CVS receives the Tri-City News A-List Award for the 5th consecutive year

CVS is humbled to have received the Tri-City News A-List Award for the 5th consecutive year, in the category of favourite community service organization. We take immense pride in our work and the people we support, and we are deeply grateful for the continued support and recognition from the community.

Celebrating a Record-breaking Christmas Campaign For Kids

The 2022 Christmas Campaign was a resounding success, breaking the organization's historical fundraising record with over \$4300 in monetary donations. The campaign's success was supported by a comprehensive communications and advertising campaign which included social media, digital and print ads, a digital Sponsored article during Inclusion Month, and the Seasons of Giving donation webpage with the Tri-City News. We would like to extend our sincere gratitude to the community and our partners for their generous contributions.



CVS Awarded Grant To Improve Accessibility Renovations at St. John's Location

CVS is extremely grateful to have been awarded a grant to enhance accessibility at our 2322 St John's location. As a dedicated organization to support people with developmental disabilities and their families, this funding will allow CVS to carry out crucial upgrades to the main building facility. The renovations include widening the front entrance ramp for wheelchair access, installation of safety railings, an automated door opening button, a flat entry surface, and an inclusive patio space complete with wheelchair-accessible picnic tables and raised garden beds. These updates will significantly increase accessibility for individuals with disabilities, facilitating ongoing participation in our programs and services.

Multiple Evening Programs Supported by Port Moody Foundation

CVS had fun hosting fun evening events that were funded by the Port Moody Foundation including movie nights with free popcorn and drinks, bowling and pizza nights, paint-a-pot nights, and more. These events were a great way to connect with the CVS community.



DisDaBomb Goes Digital with New eCommerce Website

With a mobile-friendly interface that's designed to enhance user experience and accessibility, it's never been easier for people to get their hands on DisDaBomb bath bombs. We've added new features like PayPal payment processing, and a dedicated blog section highlighting the importance of inclusion and our impact on the community. Plus, we've expanded our shipping options to offer same-day delivery via Uber within the Tri-Cities and discounted shipping via ClickShip outside the Tri-Cities. And last but not least, we've introduced "Da Bomb Squad," a section that recognizes and provides official titles for the talented team behind our bath bombs.

VegePods Were Installed at Various CVS Locations

CVS was excited to work alongside "Lori Greyell the Gardener" to help guide us along the path of sustainability by growing our own food for the individuals we serve and educating them on how to do the same. We have installed four Vegepod units at our DisDaBomb location and at the CVS Main Office. A big thank you to the folks at Vegepod and the Port Moody Foundation for providing us with the units. We are thrilled to provide an educational experience and a nice summer space for all to enjoy.



This past year was an excellent year for events at CVS. With COVID restrictions easing, we finally were able to plan, get back together and gather. It was an eventful year that was packed full of exciting and engaging activities.

We kicked off our year with Bingo Night, which has been a fan favourite over the years. We also hosted Paint a Pot Night with a burger and drink, where attendees got to select a pot to paint and were guided by expert instructors. Another event that we hosted was Ice Cream Day in Port Moody, at Rocky Point Park, where over 100 people enjoyed ice cream and fun games.

At CVS, we understand the importance of community and fun, which is why we hosted Movie Night for all of our staff, people we support, caregivers, and families. It was a free event that showcased a variety of movies at Hollywood 3 Pitt Meadows Theatre.



BBQ at Queen Street Promenade

We also hosted the annual CVS BBQ, a fun event that brought everyone together for delicious burgers, hot dogs in the sun, with refreshments and dancing in the Queens Street Promenade near the main office in Port Moody. The live music was great, and it was a joy to see everyone having fun.



Return to In-Person XMAS Party!

In July 2022, CVS hosted an Ice Cream Day for the individuals we serve, families and staff. Although we adhered to our social distancing policies, CVS was able to deliver this event safely and fun was had by all. All attendees received a complimentary scoop of ice cream from the Rocky Point Ice Cream van and it was a nice chance to see everyone in person.

Thank You to the Port Moody Foundation

We would like to express our gratitude to the Port Moody Foundation for their grant to help CVS provide fun events for the people we serve and we are excited to welcome everyone to more fun events in the future.



CHILDRENS SERVICES

Children's Services is currently serving 81 children in the 3 respite programs and 2 children in the foster program.

Our foster program said goodbye to one of the children in care as he was reunited with his extended family. It was very bitter sweet but we are excited for him.

We have had so many positive experiences in the program and we took the time to celebrate but it has also been a year experiencing some apprehension with the respite program as we prepare to refocus. There are changes being planned at the Ministry level that have left service providers wondering how they will be part of delivering the service and leaving families worrying about how the new delivery will impact them. We will continue to learn and navigate as needed.

As we learn about and work towards this change, we are continuously working to improve our communication with families and caregivers. It is business as usual. We send out engaging quarterly newsletters highlighting community events and issues and we change the way we update forms to help create low barrier service.

Some traditions such as the Christmas Hamper campaign continue but we also tried new things such as offering a caregiver appreciation breakfast. We hope to build on these recognition activities. Some other activities that were attended by our cohorts were paint night, ice cream day, bowling, and a night out at the Canucks game.

Summer camp was back in session since the beginning of the pandemic. This was an exciting success. We had a great group of staff and children including many new and familiar faces.

Our team including Afroza and Chris feel it is important to keep current on emerging issues and how to respond. Our year has also been busy completing courses such as cultural safety, EDI and attending the events put on by the BC Federation of Social Services. We look forward to what the next year will bring.

GEARING UP FOR SUMMER!



With the end of spring, we look forward to adventuring in these upcoming summer months! British Columbia is a beautiful province and both Burnaby and the Tri-Cities are home to some wonderful opportunities for the family to enjoy.

Check out some fun activities listed to enjoy this summer in an area near you! Continue to check out our [website](#) for more events throughout these summer months.

General Ideas to Enjoy

- Organize a treasure hunt
- Explore a new park
- Take a picture a day and print out an end-of-summer photo album
- Visit your community library and pick out some new reads
- CVS is excited to announce that it will be hosting an Ice Cream Day on July 15th from noon - 2pm (at all sites) the individuals we serve, caregivers and families in our community. [More details here!](#)
- Turn your backyard into a water park
- Have an outdoor art afternoon



Above photo is from the Burnaby Village Museum!

Check out everything the 1920s village has to offer this summer.

Admission is free but advance online reservations are required. If interested, please click [this link](#).



Joanne Weidinger
Children's Services
Manager

PROVIDING HOMES

The CVS Homes program currently supports eight individuals, made up of six adults and two youth. This past year has included many positive changes and growth in our Homes Program, with the acquisition of a new Homes resource that CVS was able to purchase and that supports two of our individuals.

The Homes program has successfully transitioned a

youth into adulthood while being able to maintain CVS as a Home resource for him. A new youth has also transitioned into the Burnaby resource and a strong staff team continues to be built up around him. The other youth in the Homes Program has had a successful year in exploring community and identity, as well as making connections. As she is



nearing adulthood, collaboration is happening between the CVS Homes Program and the Home Share Program to explore options for her future.

Something we have seen across all of the Homes this year has been increased connection, both between individuals supported in the Homes as well as in the community. Two of the adults who share a resource have been able to meet their travel goals this year, each having gone on separate trips with family members as well as on a trip together to Victoria this past March. Our individuals have also been able to attend in person groups and events once again this year, such as church, bowling leagues, concerts and summer camps.

The Homes Program has experienced some growing pains in the past year, however, there have been many successes and highlights as our individuals have gotten back into the community and our staff gain stability, confidence and experience.



Olivia DeGroot,
Homes Program
Manager

YOUTH OUTREACH

The Children's outreach program is a partnership between CVS and WestCoast Family Centres for youth who are referred through MCFD. Each youth referred has specific goals they are trying to achieve. Staff determine the best way to achieve the goals and work together weekly for up to twelve months to get them where they need to be, making accomplishments along the way. Working together with the youths, families and in partnership with WCF is an integral part of the program to ensure success.

By working together, WCF and CVS helps to ensure that youth are connected to the necessary resources, supports and resources that will contribute to their wellbeing and help them to reach their goals. Through partnership and collaboration, the Children's Outreach Program supports the development of healthy, safe and successful transitions to adulthood for youth and families.

COMMUNITY INCLUSION

Our community inclusion program serves 81 individuals across six programs. We have three locations in Port Moody, one location in Port Coquitlam and one new program space in Pitt Meadows that opened in April, where we re-instated the Fusion Program. In these programs, adults participate in various activities: recreation, literacy, communication skills, life skills, volunteering and employment.

This past year was a year of opportunity, strength and growth. A few individuals left CVS due to moving out of the area. We also lost one long-time individual to cancer. She and her family have been part of the CVS family for over 25 years and she is greatly missed. Throughout this year, we had five new people choose CVS as their day program. We have had the pleasure of getting to know the people and their families/caregivers while developing meaningful programs and relationships.



We had many highlights this year, as COVID restrictions eased and then lifted. Individuals are entering the community again and accessing places such as the trampoline park, bowling alley, swimming pools, volunteering and employment. It was also a great experience to attend events such as the Hoobiye in March to celebrate the Nisga'a new year with dancers, drumming and other music. There are also some in-house activities - a cooking class and aspects of different cultures were incorporated, such as cooking bannock tacos. A Zumba program initiated by a staff member is incorporating different styles of music while dancing and sweating to the beat. This class is done on your feet or sitting in a chair, meeting all abilities.

Music has been an integral part of the day program, with Glenn leading music night twice a month and leading music during the day weekly in large or small groups. Having a variety of instruments available has created natural opportunities for connections with others while drumming and using that methodical beat as a sensory tool. We also want to thank the amazing staff for all their hard work, ensuring this and other quality programming is occurring, ensuring people are happy and love to be at CVS.



Diana MacPhee
Manager of
Inclusion



Dawne Windblad
Manager of
Inclusion

SHARED LIVING

The CVS Shared Living program has seen a number of changes this past year. We worked closely with everyone as COVID restrictions were slowly reduced and more in person meetings could safely resume.

The current Lower Mainland housing and cost of living situation presented challenges to our existing individuals and care providers. We have seen an increase in care providers, families, and people that we support looking outside the Lower Mainland for a more affordable quality of life. Three people from the program moved to Vancouver Island and another person moved to the Okanagan. All four of these individuals moved with their established care providers.

Additionally, we had a person whose medical support needs required him to move from his long term home to a staffed support model. We also had another person move to his family home after his care providers were required to move from their rental unit and they were unable to continue to provide homeshare due to having to downsize their space to accommodate their budget.

We welcomed three new individuals to the program. This included an individual who was moving back to Canada and looking to establish roots locally, a youth who turned 19 and was able to transition to shared living and continue to live with his lifelong foster parent, and another person who started a home share with her cousin. We also helped to find and coordinate a new placement for one of the individuals that was already in our program. In each of these cases, we have enjoyed getting to know the new individuals and watching new relationships form and helping to foster those existing relationships.



In preparing for our 2023 CARF accreditation, we reviewed our practices and policies on how we can better serve the people we support and our care providers. We implemented quarterly in-person monitoring for all care providers and individuals. We have divided their quarterly visits into three geographic regions and have standardized our processes to include contract renewals, isp goal planning, and training into specific monitoring visits. This change has provided us with more opportunities to visit the people we serve and their support networks in person. This has been a real positive after two years of COVID restrictions.

In November, we welcomed Kylie back from her maternity leave. We want to thank Dawn Walsh for her assistance while Kylie was away.



Colin Wood
Manager of
Shared Living

EMPLOYMENT

This past year, our mission was to help our job seekers get back to work and support them in accessing paid, meaningful employment that matches their interests and skills, including in-person support in their workplace, if necessary. It is important to encourage the people we support and employers to give us feedback regarding their experiences, as this allows us to be proactive in problem-solving and responsive in reinforcing positive behaviours. By acknowledging job seekers' skills and strengths, we can celebrate their successes and contributions.

One of the people we support who has been working at Maple Ridge Senior Centre started as a casual and had some challenges that she did not want to disclose. After reminding her that we are here to help, she was able to speak with us and we were able to work with her in overcoming these challenges. She is currently working part-time, 5 days a week, 5 hours a day. She says that she enjoys going to work, socializing and being part of the community.

This year, we were able to locate several job opportunities and secure a few of them, such as Maple Ridge Senior Centre, IHOP, Black Sugar, and Golf Town. Some of the people we support who have been working for over a year at their jobs have also increased their hours and days of work. We are excited to see the successes in terms of employment and are encouraged for what the future holds.



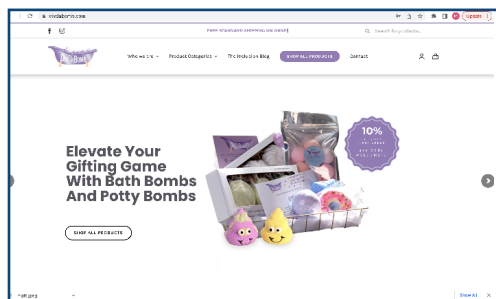
Diana MacPhee
Manager of
Inclusion

SOCIAL ENTERPRISES

Over the past year, our social enterprises have thrived and continue to grow.

adVentures Dog Walking had another great year, helping dog owners in the community walk their dogs. We currently walk dogs daily and walk 14 different dogs. The enterprise employs 7 people in our program. We gained a new method of promoting the dog walking business by re-branding our

truck with the adVentures Dog Walking logo. This has attracted new customers and we are hoping it will continue to do so in the year to come. Another exciting development is that we are now in a position to walk dogs around the new Pitt Meadows office. We are assessing staffing levels in order to support this venture but are hopeful that we will be able to launch in Pitt Meadows in the coming months.



DisDaBomb has experienced significant growth and exciting new developments. The launch of the new eCommerce website - disdabomb.com - has streamlined online sales and created valuable opportunities for team members and the people we serve to learn and gain hands-on experience as it relates to business and order fulfillment.

DisDaBomb has also participated in a number of events, including the highly anticipated Pitt Meadows Day. Despite being held virtually for the past two years due to the pandemic, the event returned to an in-person format in 2022, and DisDaBomb was thrilled to have an exhibit booth where we sold bath bombs and shared information about our mission and vision.

Another notable event was the Golden Spike Days festival, which is one of the oldest and longest-running family events in BC. At the DisDaBomb booth, attendees had the opportunity to paint their own bath bombs while enjoying the beautiful weather and fun activities the festival offers.



Matt Brownwarr
Marketing &
Communications
Manager (temporary)



Miriam Hoolahan
Director of
Marketing &
Communications

CVS welcomed Matt Brownwarr in April 2022 to support the Communications needs for CVS while Miriam Hoolahan (Director of Communications) went on maternity leave. Throughout the past year, Community Ventures Society utilized various communication channels to keep the community informed of the latest news and updates. Weekly emails have continued to be sent out to inform people of upcoming events and how they can participate, as well as keeping folks updated about holiday closures, and other important information throughout the year.

The Tri-City News has been a great partner in helping further the reach of the CVS message. Print advertising, editorials, interviews, and digital ads, have proven to generate greater awareness of CVS's efforts toward promoting inclusion in the community for people with disabilities, supporting recruitment efforts, and promoting fundraising, and upcoming events.



CVS leveraged website blog posts as a platform to disseminate information pertaining to events, awards, surveys, general information, and other significant developments relevant to the CVS community. The use of such blog posts facilitated streamlined event registrations and simplified the tracking and management of attendees throughout the year. Furthermore, social media was used together with blog posts to provide comprehensive details and announcements of noteworthy items to the CVS community. Using multiple communication channels enabled CVS to efficiently and effectively keep the community apprised and engaged as we got back out into the community.



Matt Brownwarr
Marketing &
Communications
Manager (temporary)



Miriam Hoolahan
Director of Marketing
and Communications

“It has been fun and refreshing to be part of an organization with a mission that values helping people over revenue generation, as typically seen in the business world. The opportunity to work with an organization that prioritizes making a difference in people’s lives has been both enlightening and inspiring.

I want to express my gratitude to Linda, and everyone at CVS for the trust and support given to me over the last year as I helped carry out your mission. I am honoured to have had the opportunity to contribute to such a worthy cause. As I move on, I look forward to keeping in touch and continuing to support your organization in the future if I can.

I am proud of what we accomplished together and I had a lot of fun doing it.

Thank you for the amazing experience and memories that I will forever cherish.”

- Matt

We want to thank Matt for all his hard work and support over the past year.



The HR team has had a great 2022-2023!

Our biggest challenge continues to be recruitment and retention of employees, which is a sector wide issue. In the 2022-2023 fiscal year we hired 51 employees and are sitting at a 23% turnover rate, which is below the industry average of 30%. The current unemployment rate in the lower mainland is 4.8% (0.3% lower than last year). To combat this, some initiatives and programs we have implemented over the past year are:

- Our recruitment videos went live and are being used for recruitment advertising across Facebook and Instagram, and our website.
- We held 4 hiring events on Indeed and have hired 21 employees (or 41%) from them. The hiring events have saved CVS 24% per hire in advertising costs.
- Continuation of employee recognition and wellness programs that benefit our current complement of staff.

We continue to work with Sara Ali on our Equity Diversity and Inclusion initiatives and finalize our plans. With the feedback we get, we will be developing ongoing training for all staff. We have applied for a grant to increase the capacity of the HR team so we can focus more on DEI, recruitment, and retention strategies; if approved we hope to hire the person this summer.

Sharevision continues to move along well; we have completed the system build for Community Inclusion and have moved into the staff testing phase.



This past year, we hired a temporary co-op student from Douglas College who successfully digitized all employee files. They continue to work on uploading these to our ADP document cloud.

A new feedback form has been implemented on the website so we can better track feedback and complaints.

We had another successful Leadership Training series in the fall, with supervisors and front line staff completing the training, and look forward to doing another series this Fall.



Pete Stone
Director of Human
Resources & Quality
Assurance

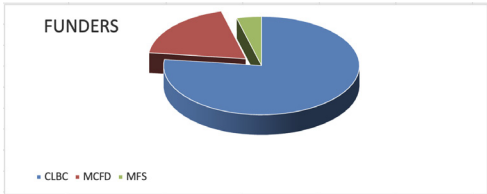
OPERATING RESULTS & FINANCIAL POSITION

In the 2022/2023 fiscal year, our agency has maintained a surplus. Overall as we look into the next year, CVS is well-positioned to maintain and manage consistent growth. This fiscal year, we have strengthened our Capital Asset position by a purchase of a house for our programs. This has not only increased our Capital Assets in value but also has given us a better position in the property market since finding cost effective and affordable rentals is difficult.

Additionally, this year we strengthened our Capital Assets by purchasing E-vehicles of which some are funded by our funders and some are purchased through financing from financial institutions. The financial aim has been reducing gasoline expenses in the long run.

In terms of the Balance Sheet, CVS continues to be in a strong and healthy financial position. Additionally, CVS secured various Grants successfully this Financial Year.

REVENUE BY SOURCE



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. This year similar to last year, there was no disbursement from the reserve fund.

FINANCE TEAM SUMMARY 2022/2023

Important milestones for our Finance team this past year are:

- Accomplishing a smooth property purchase by positioning ourselves with best fitting Mortgage for our agency
- The Financed Vehicle acquisitions have been handled with great care and best fitting/fair negotiations
- The first phase of the new Collective Agreement has been launched smoothly

Our department has had another good year by showing positivity and great commitment to achieve good results.

I would also like to thank Kaylee Jeras for her extraordinary work and support and welcome our new team member Crystal Thornton.



MELDA OKUCU
Director of Finance

INCOME STATEMENT

COMMUNITY VENTURES SOCIETY STATEMENT OF OPERATIONS (Income Statement) As At: March 31, 2023	
	2023
REVENUE:	
Revenue	\$11,630,428
TOTAL REVENUES	\$11,630,428
EXPENSES:	
Advertising	\$11,993
Amortization	\$242,805
Building Occupancy	\$363,561
Caregivers Services	\$2,341,962
Equipment and Maintenance	\$161,588
Food and Supplies	\$56,787
Insurance	\$21,305
Interest on Mortgage Payable	\$80,979
Office and Miscellaneous	\$72,256
Program Supplies	\$175,263
Purchased Services	\$41,268
Recruitment and Training	\$130,336
Salaries and Benefits	\$7,584,250
Transportation	\$206,482
Utilities	\$56,934
TOTAL EXPENSES	\$11,547,769
Surplus before other items	
Other Items	
Loss on Disposal of Capital Assets	(\$4,988.00)
TOTAL SURPLUS	\$77,671

BALANCE SHEET

COMMUNITY VENTURES SOCIETY Statement of Financial Position (Balance Sheet) Based on Audited Financial Statements As At: March 31, 2023		
	2023	2022
ASSETS		
Cash	1,144,908.00	1,478,485.00
Internally Restricted Funds	279,036.00	227,813.00
Accounts Receivable	465,923.00	73,840.00
Prepaid Expenses & Deposits	81,121.00	89,941.00
Total Current Assets	1,970,988.00	1,870,079.00
Capital Assets	4,235,028.00	2,773,104.00
Total Capital Assets	4,235,028.00	2,773,104.00
Investment in Tri-Cities Co-Op	1,000.00	1,000.00
	1,000.00	1,000.00
TOTAL ASSETS	\$ 6,207,016.00	\$ 4,644,183.00
LIABILITIES & SHAREHOLDERS EQUITY		
Current Liabilities	1,514,220.00	1,121,929.00
Total Current Liabilities	1,514,220.00	1,121,929.00
Deferred Contributions (Capital)	179,876.00	133,399.00
Mortgages Payable	2,471,020.00	1,546,283.00
Capital Lease obligations	121,658.00	0.00
Total Long-Term Liabilities	2,772,554.00	1,679,682.00
General Operating Fund	293,471.00	583,493.00
Capital Asset Fund	1,347,735.00	1,031,266.00
Capital Reserve Fund	279,036.00	227,813.00
Total Society Equity	1,920,242.00	1,842,572.00
TOTAL EQUITY & LIABILITIES	\$ 6,207,016.00	\$ 4,644,183.00

Jenna Christianson-Barker
PRESIDENT



Lynda Miller
DIRECTOR



Davi Bachra
DIRECTOR



Nancy Anderson
DIRECTOR



Leann Buteau
DIRECTOR



Karen Headridge
DIRECTOR



Clare Hetherington
DIRECTOR



Scott Bewley
TREASURER



STAFF AWARDS 2022

Every 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.



ABOVE AND BEYOND

Avneet Kaur

Inder Dhami

Melissa Henatyszen

Stacey Kennedy

Kaylee Jeras



VISION AND VALUES

Sandy Lu

Fitnat Fahrner

Hannah dela Cruz



EXEMPLARY PRACTICE

Elanda Robinson

Ziggy Skapski

Karen Jorgenson



LEADERSHIP

Krystal Mosionier

Lela Shaban

THANK YOU TO OUR FUNDERS

For the Individuals and businesses whose generosity make our work possible. We are very grateful for our donors and partners, you have helped us make a positive impact on the community!



Ministry of
Children and
Development

Employment and
Social Development Canada

Canada



Métis Family Services
La Société De Les Enfants Michif



Foster connection and belonging for people at CVS

- Create a culture of physical and emotional health, safety and wellbeing for all;
- Ensure that communication among all people at CVS is open and respectful and that all people feel heard and valued; and
- Work towards organizational transparency to establish trust and accountability.



Create responsive and diverse opportunities for the people CVS supports

- Embrace a person/family centered approach to service delivery;
- Empower the people supported by CVS to express their needs, ambitions and dreams in order to lead a life of their own choosing;
- Create a work culture of curiosity, creativity and improvement; and
- Develop innovative programming that helps the people we support to lead meaningful lives that they choose.



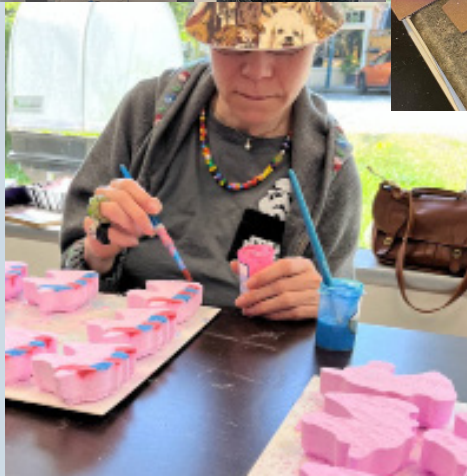
Support and value the CVS staff team

- Seek to recruit and retain staff who are passionate about inclusion;
- Create a respectful, supportive and engaging work environment; and
- Provide professional development and training opportunities that support each staff person's growth.



Build strong and diverse community partnerships

- Strengthen and expand CVS partnerships with other organizations with shared values and objectives, in order to enhance service delivery;
- Collaborate with other service agencies to advocate for a wider range of well resourced programs; and
- Educate the wider community as to the value of inclusion.







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