



2022 2023

ANNUAL REPORT





Land Acknowledgement

Inclusion BC acknowledges that our head office is located in the traditional, ancestral, and unceded territory of the QayQayt First Nation, that our staff and board members live and work in the territories of Indigenous Nations across the province, and we acknowledge the First Nations, Metis, Inuit, and Urban Indigenous people who live throughout the province.

We recognize and support the inherent Indigenous rights and titles throughout the province of British Columbia, the implementation of the UN Declaration on the Rights of Indigenous Peoples, the 94 Calls to Action by the Truth and Reconciliation Commission, and the B.C. Declaration on the Rights of Indigenous Peoples Act.



Our Vision

A world where everybody belongs.

Our Mission

We are a federation working with partners to build community and to enhance the lives of children, youth, adults with intellectual disabilities and their families by building awareness, inspiring action and advancing rights.

MESSAGE FROM THE LEADERSHIP TEAM 3

BUILDING AWARENESS & ADVANCING RIGHTS 4

DIVERSITY INCLUDES 4

CHALLENGING MISCONCEPTIONS 4

COMMUNITY-LED COLLABORATION PROJECT 5

KIDS CAN'T WAIT 6

ALL STUDENTS BELONG 7

INCLUSIVE HOUSING:

COMMUNITY ENGAGEMENT AND PARTNERSHIP MAPPING 8

MENTORABILITY 9

READY, WILLING & ABLE 9

SUPPORTED EMPLOYMENT RECOVERY PROJECT 10

EMPLOYER OUTREACH PROJECT 10

YOUTH EMPLOYMENT SUMMIT 11

GROWING CAPACITY & INSPIRING ACTION 12

INCLUSION BC 2022 CONFERENCE: EVERYBODY BELONGS! 12

COMMUNITY INCLUSION ADVOCACY PROGRAM 13

FAMILY SUPPORT WORKERS' NETWORK 15

SELF-ADVOCATE LEADERSHIP INSTITUTE 16

FAMILY LEADERSHIP SERIES 17

GROWING OUR FEDERATION 19

COMMUNITY INCLUSION MONTH 20

PROVINCIAL WORKING GROUP:

COMMUNICATIONS STRATEGIES FOR COMMUNITY INCLUSION 20

FINANCIAL SUMMARY 21

FUNDERS & DONORS 22

OUR PROVINCIAL TEAM 24

JOIN THE MOVEMENT FOR INCLUSION 25



HILARY THOMSON
PRESIDENT



KATE GIBBS
VICE PRESIDENT



KARLA VERSCHOOR
EXECUTIVE DIRECTOR

MESSAGE FROM THE LEADERSHIP TEAM

This past year has been a time of reflection and renewal. Together, we continued to redesign ourselves to better meet the needs of today. A big change involved the three of us coming together to create a new leadership team. As a parent, a person with lived experience of disability, and an Executive Director, we are united in our passion and advocacy for community inclusion.

In 2022, as a Board of Directors, we introduced two new committees:

- The Accessibility Committee puts focus on ensuring our communication is fully accessible and in line with provincial and federal accessibility legislation.
- The Resource Development Committee takes care of our financial well-being to ensure we can continue our work into the future.

Through the support of our membership, we also introduced two new campaigns this past year. The *Community-Led Collaboration Project* takes a community development approach to understand what a connected network of support looks like for children and youth with support needs, their families, and the community organizations that provide support. The second campaign, *Challenging Misconceptions* explores, through storytelling, the unhelpful thoughts and perceptions that might get in the way of all people thriving in their community.

To better meet the needs of our members, the longstanding Executive Director Network evolved into the *Inclusion BC Leadership Network*. This shift supports new leaders within our federation to connect to the advocacy and human rights work of Inclusion BC as they grow in their roles. A network of Communication Professionals has also just started up with the goal of sharing stories and strategies from the community living sector to raise the profile of our collective efforts.

At the same time, two new provincial working groups were formed to support Inclusion BC to focus our work on employment and housing at the local level. We continue to co-chair the Reimagining Community Inclusion to support provincial strategies. We also continue to partner with Inclusion Canada on the National Disability Benefit, Medical Assistance in Dying Safeguards, Access to Justice, and Revitalizing our Social Movement at a national level.

As we look back on the accomplishments of the past year, we would also like to acknowledge the hard work of our members, the generous support of our donors, the commitment from our board members, and community partners across BC.

Thank you for believing in Inclusion BC and helping us inspire a world where everyone belongs.

Building Awareness & Advancing Rights

(PROJECTS, CAMPAIGNS, AND INITIATIVES)

Diversity Includes [InclusionBC.org /DiversityIncludes](https://InclusionBC.org/DiversityIncludes)

As we continue to engage with a wider range of government partners and elected officials, the early momentum of the Diversity Includes campaign is starting to produce results for Inclusion BC. In recent months:

- We were invited to the launch of the National Disability Action Plan by Hon. Carla Qualtrough, Minister of Employment, Workforce Development and Disability Inclusion in recognition of our contribution to the plan.
- We produced a guide to support participation in the 2022 Municipal Election and were invited to join Election BC's Provincial Accessibility Committee.
- In response to our resource for people with disabilities experiencing gender-based violence and our engagement with the Parliamentary Secretary of Gender Equity, we were invited to join the provincial Gender-Based Violence Action Plan Advisory Committee.
- In honour of our ongoing commitment to Community Inclusion Month, we engaged with MLAs from all parties at an informal gathering on the steps of the legislature, followed by a formal acknowledgment of our work in the Legislature by the Parliamentary Secretary of Accessibility.

Challenging Misconceptions InclusionBC.org/CMC

With support from Community Living BC's (CLBC) Reimagining Community Inclusion (RCI) initiative, the Challenging Misconceptions project aims to change perceptions about what people are capable of by highlighting honest portrayals of real people's struggles and triumphs. Over the course of a three-year project timeline, 12 films will be produced to show audiences what is possible when inclusion is truly practiced in the workplace, home, family and beyond.

This collaboration, between people with lived experience of disability, creative professionals, and community organizations, aims to generate awareness, increase understanding and respect among broader audiences about the experiences of people with disabilities.



Since summer of 2022, we have completed production on two films focusing on different aspects of inclusive employment - one in Campbell River and the other in Fort St. John. We are currently producing two more films in Victoria and Vancouver and developing more stories around the province.

Community-Led Collaboration Project

The Community-Led Collaboration Project launched in 2022. Designed in partnership with local community teams across BC, the Project is an opportunity for communities in British Columbia to engage in meaningful and inclusive conversations about creating a better network of services and supports for children and youth with support needs and their families.

InclusionBC.org/CLCP



The conversations will help inform an inclusive, culturally safe, needs-based approach to providing supports and services. They will consider the specific circumstances of a community, the young people, and families in need of support, and the voices of people not historically included.

Building on the existing strengths of community-based models, these conversations will explore what truly collaborative and connected networks can achieve together.

The Provincial Working Group hosted information sessions throughout the year to share the design and goals of the project with our members and the community at large. As a result of government updates to the program, future conversations about services and supports will be even broader in scope. As such, Inclusion BC has recently re-connected with local groups in four initial communities. Future engagement sessions will be based on what works best for each unique community.



INITIAL COMMUNITIES:

Campbell River Castlegar Kamloops Port Alberni

Kids Can't Wait InclusionBC.org/KidsCantWait

The Kids Can't Wait campaign works to ensure that BC's early intervention and early education systems are well-funded, readily accessible, personalized, and anchored in policy and practice.



The guiding pillars of the campaign are based on information we have received from the community. This year, Inclusion BC continued to participate in two key research projects:

- **Community Voices On Tapping Into Tech** works towards fostering equity for children with disabilities and/or medical complexity in rural and northern BC.
- The **ACCESS Project** looks to better understand disparities in access to existing health, education, and social services for youth with neurodevelopmental disabilities and their families and the impact on their lives.

The Kids Can't Wait campaign continues to advocate for better services for children who need Nursing Support Services. We have continued to participate in the advisory group created by BC Children's Hospital and have engaged the Ministry of Health.

In the six years of this campaign, we have worked with our partners to listen to communities as they express what a robust system of services and supports should look like for children and their families.

With the strong foundation and knowledge gained through Kids Can't Wait, we are moving on to continue advocating for better services and supports through the Community-Led Collaboration Project.



All Students Belong

Inclusive education means all students attend and are welcomed by their neighbourhood schools in age-appropriate, regular classes and are supported to learn, contribute, and participate in all aspects of life in school. It includes early learning (pre-school and daycare) and K-12 education.

Throughout the year, we collaborated with the Inclusive Education Branch of the Ministry of Education and Child Care, BC Council of Administrators of Inclusive Support in Education (BC CAISE), Educational Assistants Standards of Practice Working Group, Inclusive Education Partnership Group, and Inclusive Education Canada. We have partners and allies who share our goals and concerns, and we support each other in maintaining focus and energy to persevere with our advocacy, despite our operating climate.



OVER THE PAST YEAR:

- We participated in "Restrained," a national documentary by CTV W5 on the use of restraint and seclusion in schools that highlights this national problem.
- We extended our outreach twice to the directors of inclusive education in 60 school districts and provided valuable resources to support their work.
- The Ministry of State for Child Care changed to the now Ministry of Education and Child Care. Inclusion BC participated in various engagements and now sees movement toward a provincial strategy on inclusive childcare on the horizon. This would mean dedicated actions to ensure children with disabilities have equitable access to childcare.
- With our national federation, we collaborated on a submission to Parliament on Bill C-35 to create a national early learning and childcare Act.
- We also collaborated with CanAssist to develop resources about challenging behaviours for childcare providers.



Inclusive Housing: Community Engagement and Partnership Mapping

Through the support of our members, our work shifted to local community solutions to expand housing options for people this past year. We have formalized a partnership with SPARC BC to identify what types of housing are available community by community. The goal is to match availability with demand at the local level and map potential strategies to address barriers such as affordability. Work has already started in Delta, Nanaimo, Langley, and New Westminster, with more communities to be added.

Inclusion BC continues to work with our provincial and federal government partners to develop good inclusive policies and fund inclusion in their housing plans. We know it will take a coordinated effort by all levels of government and community leaders to provide reliable, secure, inclusive housing for people.

A SPECIAL THANK YOU TO THE PROVINCIAL ADVISORY GROUP :

- BC People First
- Community Living Society
- Delta Housing Be Mine Society
- Delta Community Living Society
- Family Support Institute
- Inclusion Langley Society
- Milieu Family Services
- Nanaimo Association for Community Living
- Self Advocate Leadership Network

MentorAbility creates short-term mentoring experiences for people with intellectual and developmental disabilities to explore careers of interest at any stage of their employment journey. The program helps people learn about different jobs and decide if it's the right fit, or if further education is required to be a competitive candidate.

Over the past year, we have facilitated 36 one-to-one mentorships in various sectors both in-person and virtually, eight group events for job seekers with a total of 172 participants and have participated and/or hosted 32 events for service providers, job seekers and employers.

**"This is a great opportunity for both the mentee and employers. I would highly recommend it to any company that is able to participate."
- MentorAbility Mentor**

**"I felt that my experience was barrier-free, for which I was grateful."
- MentorAbility Mentee**

READY WILLING & ABLE

Ready, Willing & Able is a national initiative that engages, educates, and supports employers to hire people with intellectual and developmental disabilities and autism spectrum disorder.

Over the past year, we recruited two new staff to the project - with one position based on Vancouver Island. Overall, 43 jobs have been generated and shared with our partners, with five employment outcomes and two post-secondary outcomes.

We continue participating in transition fairs and presenting to various audiences to raise awareness of inclusive employment. Recent key highlights include:

- Presenting to Translink to kick off Inclusion & Diversity week and the BC Association of Farmers Market Conference
- Supporting the Youth Employment Summit and two in-person job fairs

Building networks and engaging with new employers and service providers while strengthening existing relationships is key to this project's success.

Supported Employment Recovery Project

The Supported Employment Recovery Grant is a \$9.7 million investment from the Province of BC. People who are eligible for Community Living BC services will get support to return to the workforce and increase their digital literacy.

We launched phase two of this project in April 2022 with an expansion to support L.I.F.E-Based service (Learning, Inclusion, Friendship and Employment). Overall, 20 applications were received, with 92 job seekers in need of support. In this phase, \$567,000 was awarded to service providers across BC. Organizations have used the funds to increase support for job seekers, hire more staff, and train existing staff.

"Thank you for giving us the opportunity to support job seekers to achieve their goal to secure ongoing employment. The impact of these supports is far-reaching and has an ongoing impact on the quality of life of an individual by connecting them to their community through meaningful employment."
- Grant Recipient

Employer Outreach Project

The Employer Outreach Project is a three-year project (2022-2025) in select communities across BC that promotes and encourages employers to hire inclusively.

With a collaborative approach, we are strengthening community networks and increasing the capacity for business associations, municipalities, and community employment agencies to increase employment opportunities for people.

Writing stories of success to highlight the efforts and outcomes will play a key role in expanding our partnerships.

What's more, as we work towards making inclusive employment commonplace, we've created a working group that includes self-advocates, service providers, and community partners to support this project.

HIGHLIGHTS OVER THE PAST YEAR INCLUDE:

- Bringing together the Employer Outreach Provincial Working Group.
- Collaborating with Community Living Victoria to present to employers committed to hiring from an inclusive pool of candidates.
- Attending Rivercity Inclusion Inclusive Employment event.
- Attending the Community Living Society's' Inclusive Employment event.
- Partnering with Rotary at Work to develop stories of success.

The Youth Employment Summit was a three-day, virtual, and inclusive employment event held in September. The first two days were packed with sessions on inclusive employment with employers and service providers, and the third day was a virtual job fair.

This event supported youth on their employment journey through networking, exploring different careers, and outlining their rights and responsibilities as job seekers and employees.

Our target audience was youth with disabilities. Families, service providers, and educators also attended the event. Overall, the Virtual Youth Employment Summit had 184 delegates attend, with 124 identifying as youth with disabilities aged 16 to 30.

"I really enjoyed hearing the student voices in the panel about their personal experiences of their involvement in service programs."
- Virtual Event Attendee



InclusionBC.org/YES-2022

Over the past year we were also able to host two in-person job fairs: one in Burnaby and the other in Victoria. The outcomes for both events were very positive. Before the job fairs started, we presented to employers to increase their knowledge and awareness around inclusive hiring and how the programs we offer can help support them in hiring from an inclusive pool of candidates. In Victoria, employers presented to job seekers so they could learn more about their businesses prior to applying.

The Burnaby job fair had 260 job seekers with 12 employers.

The Victoria job fair had 106 job seekers with seven employers.

Growing Capacity & Inspiring Action



everyBODY

BeLongs!

#EverybodyBelongs2022

Inclusion BC 2022 Conference

Inclusion BC hosted its 44th annual learning event May 26 to 28, 2022, at the Sheraton Vancouver Guildford Hotel in Surrey, BC.



Supported by the Province of British Columbia



We are very proud to have co-hosted this event with Uniti and the Self Advocates of Semiahmoo.

Over 500 people joined us for 40 sessions, four keynotes, and a dinner dance, to discuss, learn, share, and celebrate inclusion in our province. A big thank you to all the volunteers from Uniti who ran registration, supported presenters, and guided attendees - among many other things. Everyone's efforts made it possible for self-advocates, friends, families, service providers, and community leaders to come together after years of isolation. This year was a great reminder that with a community of support, and the dedication to make a difference, we can carve a path to true inclusion and create a world where everybody belongs.

InclusionBC.org/Everybody-Belongs

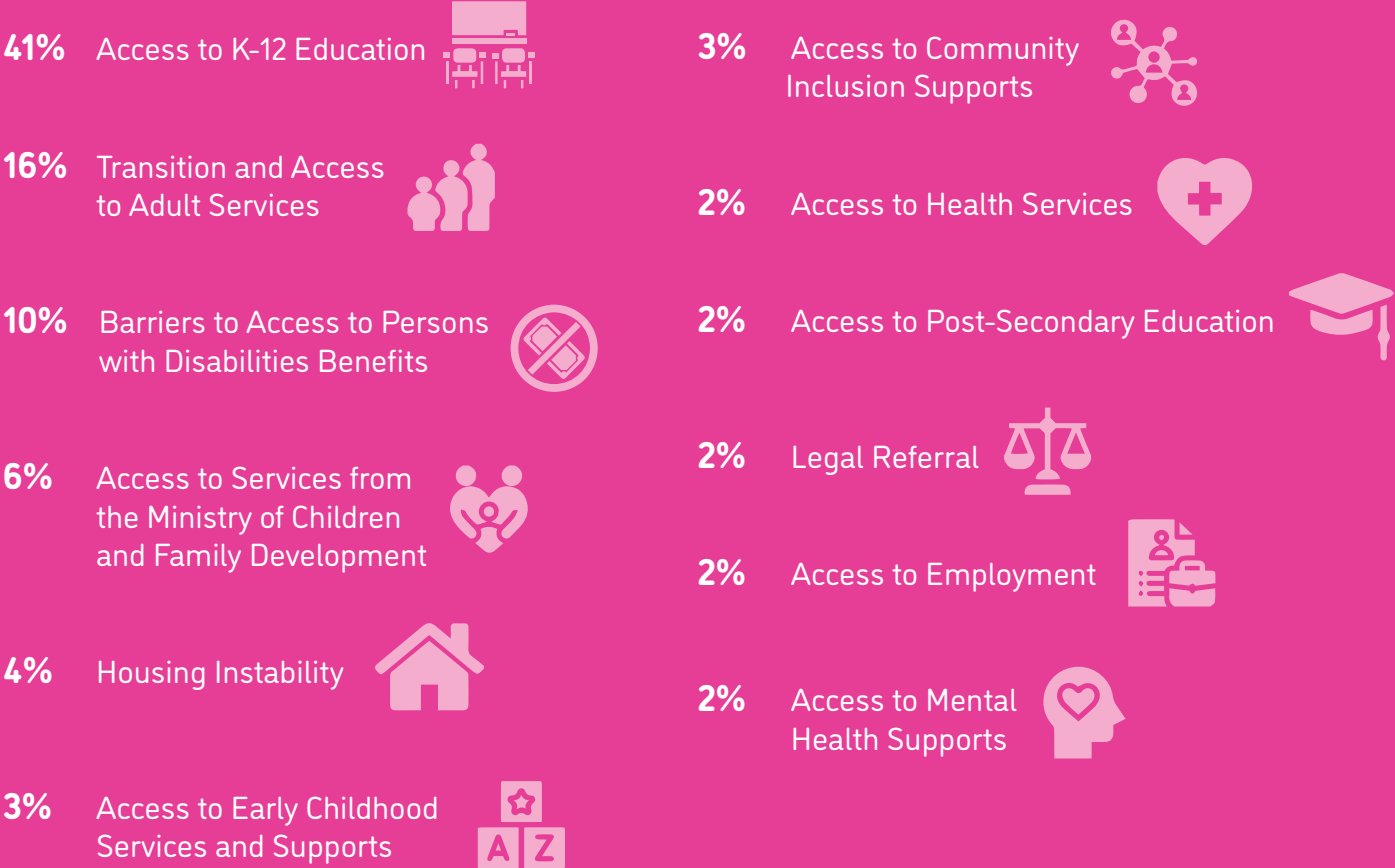
Community Inclusion Advocacy Program

Our Community Inclusion Advocacy Program supports children, youth and adults with intellectual and developmental disabilities and their family members when experiencing barriers to inclusion. Our knowledgeable and dedicated team provides information, tools, and advice to support people’s advocacy. Our advocacy is person-centred, rights-based, collaborative, and solution-focused to build a world where everybody belongs. This year we saw another 16% increase in the demand for our support, in addition to the 21% and 37% increases from the last two years. These numbers highlight the stresses and challenges that people experience in their daily lives.

We notice the level of stress and strain in systems and organizations and will continue to keep showing up with a collaborative and solution-oriented approach to bring people together. Our provincial scope allows us to bring a grounded voice to invite people to find person-centred solutions.

In our systemic work, we advocate for policy changes to make things easier and better for people and their families. Additionally, we are advocating for increased support for community social services organizations that are vital for people.

TYPES OF CALLS WE RECEIVED:



ANNUAL ADVOCACY SURVEY RESULTS:

95% of respondents had a better understanding of how to navigate the supports in their community after receiving support from our Advocacy Team.

95% of respondents acquired more tools and skills to advocate on their own in the future.

QUOTES FROM PARTICIPANTS:

"We are so thankful for the support we received from Inclusion BC. At a time when we were feeling overwhelmed and powerless, our advocate helped us to understand our son's rights, and how to navigate our particular situation. She communicated with us consistently throughout the process and ensured that we were provided with the exact level of support we personally needed to be successful in our advocacy. Because of her relentless support, we were empowered and given the knowledge and confidence to pursue what was best for our son, and are so thrilled with how the situation turned out."

- Ronni & Andy

"Greatly appreciate the service and support from Inclusion BC."

"The support of my advocate has been amazing, she made me feel confident. Her support made a difference in my life, and it's incredibly valuable."

"Having Inclusion BC by my side gave me the confidence to boldly advocate for my son at a district level. It was comforting to know they had my back and were there to step in when needed. More importantly, Inclusion BC really listened to me and validated my experience after a series of frustrating meetings that left me feeling gaslit and stonewalled. My journey with public school administration has been arduous, and I'm grateful to Inclusion BC for guiding the way."

- D.A.

Family Support Workers' Network

The Family Support Workers' Network is a group of people from across BC that support families as they navigate various systems. The network meets four to six times a year to learn about organizations or resources they are unfamiliar with, and how they can help them support their families. It is a friendly and curious group where participants can ask questions about how these resources might be helpful or about the best ways to connect families to them.

The network meets virtually so people from all parts of the province can participate. At each meeting, participants share programs, events or resources from their own organization, or any others they have discovered to be useful for their role. The group's diversity of experience and knowledge creates possibilities for new connections and collaborations.

TOPICS FOR THIS YEAR INCLUDED:

- Community Living BC Digital Literacy project and Immigrant Services Society of BC
- STEPS Forward Post-secondary Education
- Vela and the Support Worker Central
- First Call and the Child Poverty Report Card
- BC Ombudsperson

SURVEY RESULTS:

70% of respondents acquired new knowledge or developed new tools through their participation in the group's discussions and presentations.

70% of respondents increased their connections to people and resources useful for their roles.

QUOTES FROM PARTICIPANTS:

"I am grateful for Inclusion BC and this network. I have been able to support more people and families through tough times with all the amazing resources I have received through the sessions and speakers. Being able to refer people to supports that exist is so important. Thank you!"

"I appreciate learning more in-depth about the resources that are available and being able to ask questions so that I can better support families."



Self Advocacy Leadership Institute

Inclusion BC had the privilege of providing administrative support for the Self Advocacy Leadership Institute. The Working Group for the Leadership Institute is made up of self-advocate leaders from across the province. They have been working hard throughout the year planning a four-day event to support the learning and skill development of 25 self-advocates. The group has formed a culture of kindness to ensure all participants experience a meaningful event. All members continue to have a contributing voice in every aspect of the planning and implementation of the event. Most of the speakers invited to present have lived experience, and participants will each receive a leadership certificate. Inclusion BC and the Institute for Inclusion and Citizenship continue to provide the backbone support for the working group.

The Self-Advocate Leadership Institute will take place from August 15 to 18, 2023, at the Nechako Gathering Place in Kelowna, BC.

InclusionBC.org/Self-Advocacy-Leadership-Institute-2023



Family Leadership Series

The Family Leadership Series are events co-developed with regional partners to bring workshops, information, and resources for families who have a loved one with a disability. The sessions offer opportunities for family members to strengthen their advocacy and access resources to help families better understand how to support their loved ones to build a life that is meaningful to them.

Currents

This year we co-hosted Currents: Connecting families from Tofino to Sechelt and Port Hardy to Port Alberni. Here, families learned and shared about supporting self-determination, rights and advocacy, dreams and planning, financial planning, digital literacy, resources, and the history of disability in BC.

100% of participants rated the Currents event as very good or excellent

WHAT ATTENDEES LIKED ABOUT THE EVENT:

"The ability to connect with knowledgeable people and resources; very friendly and inclusive."

"Variety of speakers, a wide range of topics, really good intro to the movement of difference, not focus solely on one diagnosis. Refreshing."

"The guest speakers, the thoughtful conversations, the exercises, the agenda, the resources that followed, and the reminders."

CURRENTS PARTNERS:
InclusionBC.org/Currents2022



NUU-CHAH-NULTH
TRIBAL COUNCIL



'NAMGIS
FIRST NATION



FAMILY SUPPORT
Institute of BC
families supporting families



inclusionBC



BC
Complex
Kids



An invitation to attend

Connecting the Valley: Family to Family, the Reunion

DECEMBER 5TH - 9TH 2022



Okanagan Reunion

83% of participants got a few new skills to grow their support network or made a new connection by attending this event.

WHAT ATTENDEES SAID:

"This is an important time for individuals with intellectual disabilities and their families and the information in the sessions is important for understanding. Thanks for organizing."

"The presenters were very knowledgeable. I learned a lot and was reminded of much useful information. I am looking forward to receiving the handouts and listening to the presentations again."

The reunion for Connecting the Valley: Family to Family was for families in the Okanagan Valley focused on transitioning from childhood support to adult support and services. Families learned about Community Living BC, advocacy, and resources to prepare for the transition, and heard from other family members who have gone through this important life transition.



CONNECTING
THE VALLEY PARTNERS:
InclusionBC.org/CTV-Reunion

Growing Our Federation

Inclusion BC is a federation of organizations dedicated to advancing the rights of people with intellectual and developmental disabilities.

Today we represent sixty-two members and three affiliate members from across the province. With this group of self advocates, family leadership, and community organizations, we continue to grow our reach and influence. We would like to thank all our members for all they have done for inclusion this past year.

ORGANIZATIONAL MEMBERS

BC Centre for Ability
Bethesda
Burnaby Association for Community Inclusion
Rivercity Inclusion Society
Chilliwack Society for Community Living
Clay Tree Society
Community Integration Services Society
Community Living Society
Community Living Victoria
Community Ventures Society
Nexus Community Support Society
Dawson Creek Society for Community Living
Delta Community Living Society
Elk Valley Society for Community Living
Fort St. John Association for Community Living
H.O.M.E. Society
Kamloops Society for Community Inclusion
Kimberly Society for Community Living
Kootenay Society for Community Living
Inclusion Langley
L'Arche Greater Vancouver
Lifetime Networks Victoria
posAbilities
Mission Association for Community Living
Nanaimo Association for Community Living
New Perspectives Community Living Society
Intellectual Disabilities Society
North Shore Disability Resource Centre
OneSky Community Resources Society
Sources Community Resources Society
Penticton & District Society for Community Living
Planned Lifetime Advocacy Network
Port Alberni Association for Community Living

Inclusion Powell River
AiMHi
Princeton & District Community Services Society
Aspire Richmond
Ridge Meadows Association for Community Living
Sea to Sky Community Services Society
Uniti
Kinsight
Spectrum Society for Community Living
Sunshine Coast Association for Community Living
Terrace & District Community Services Society
Vela Microboard Association of BC
Williams Lake Association for Community Living
Milieu Family Services
Thompson Community Services
Western Human Resource Corp
Pivot Point Family Growth Centre Inc.
Clements Centre Society
Pathways Abilities Society
Canadian Deafblind Association - BC
REALM
Quesnel Community Living Association
Family Support Institute
Inclusion Parksville Society
Eclipse Foundation for Individualized Supports
Delta Housing Be Mine Society
Self Advocacy Leadership Network
BC Complex Kids Society
BCEdAccess Society

AFFILIATE MEMBERS

Kwantlen Polytechnic University (KPU)
BC Non-Profit Housing Association (BCNPHA)
Vancouver Island University (VIU)

October 2022

Community Inclusion Month

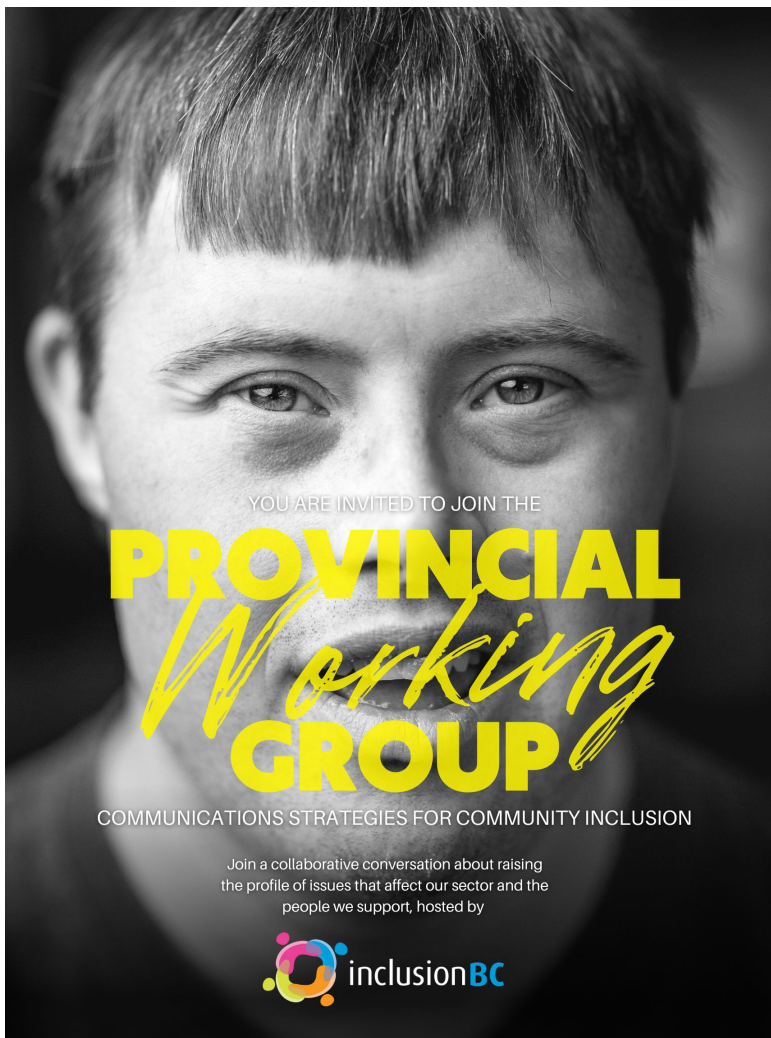
InclusionBC.org/Community-Inclusion-Month-2022

The Government of BC proclaimed October 2022 as Community Inclusion Month. Throughout the month, communities across the province promoted inclusion, celebrated diversity, and brought awareness to the strengths and abilities of people with intellectual and developmental disabilities.

Through decades of working with people with intellectual and developmental disabilities, their families, and the organizations that support them, we know:

- A thriving community requires the inclusion and participation of all its members and,
- The inclusion of people with disabilities in all aspects of society enables everyone to share their skills, talents, and cultures and to secure their rightful place at home, work, school, and in the community.

#CommunityInclusionMonth



Provincial Working Group : Communications Strategies for Community Inclusion

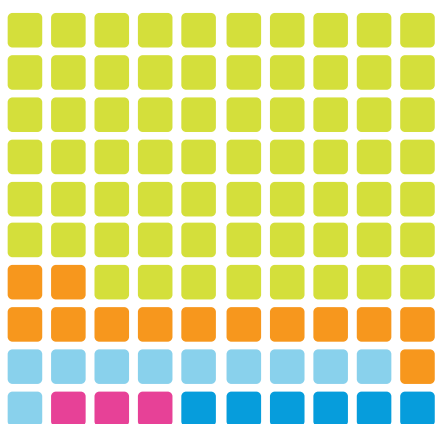
Raising the profile of disability inclusion and the people that we support is something that many in our federation agree is a challenge in today's world of fast-paced digital media. In the last year, we started a provincial working group that meets virtually every month for our federation to collaborate on communications strategies, successes, challenges, and insights. By working together with guidance from communications professionals, we are learning to grow our reach to build awareness, advance rights, and inspire action for disability inclusion in our province.

Financial Summary

Inclusion BC is an efficient organization strongly focused on our members, advocacy, community, and development. We manage our revenue responsibly, to maximize the impact of our work and make a real difference in the lives of people with intellectual and developmental disabilities, their families, and our organizational members.

We are proud to share that **85%** of all revenue goes directly to advocacy efforts, community engagement, and funding the important work and accomplishments featured in this report.

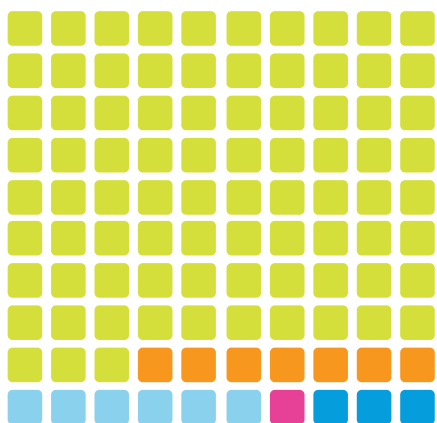
WHERE THE MONEY COMES FROM



REVENUE

68%	Advocacy & Community Engagement
13%	Membership
10%	Fees for Services
6%	Investments
3%	Fundraising

WHERE IT GOES



EXPENSES

85%	Advocacy & Community Engagement
7%	Membership
6%	Fees for Services
3%	Administration
1%	Fundraising

Thank you to our funders and supporters who are helping us make a real difference in the lives of people with intellectual and developmental disabilities and their families across the province.

FUNDERS

BC Community Gaming
BC General Employees' Union
Canadian Association for Supported Employment
Community Living British Columbia
Employment and Social Development Canada

Inclusion Canada
The May and Stanley Smith Charitable Trust
Ministry of Children and Family Development
Vancouver Coastal Health
Vancouver Foundation

DONORS WHO DONATED

\$240 OR MORE

Marion Allan
Laurie Aves
Wendy Baker
John Baxter
Seth Berkowitz
J Birdsall
Gordon Burleson
Violet Butler
Michael Chan
Suzanne Chubb
Truus Clark
Richard Combe
B Cook
Garvin Cross
James Dales
Linda Dempster
Linda Derkach
Leanne Dospital
David Ebert
Beverly Elo Ziebart
Edwin Forbes
Maurice Freer
Sonia Galbraith
Laura Gerlinsky
Carol Givton
Maria Godolphin
Alison Grant
Elizabeth Green
Charles & Ruth Hamilton

Shirley Hammond
Madeleine Harlamovs
Bert Hendriksen
Phung Ho
Clive Holloway
Theresa Howard
James Howie
John & Bonita Hunter
Intellex Systems Inc.
Susan Irwin
Franke James
Sarah Jarvis
Erika Jozsa
Susan Kelly
David Kirkby
Benita Klovance
Midori Kozuki
Dave Lappin
J. Alain D. Lefebvre
Alan Lomax
Heather MacNaughton
Scott McBride
Daniel McDonald
Malcolm & Leslie McIntosh
Harvey Mckinnon
Gordon McNeil
Bendina Miller
Sandrina Minelli
Wendy Nie

Stephen Oldale
David Pacula
Barbara Lee Page
Teresa Pocock
Brian Rendell
Christopher Richardson
Stuart Rowles
Merv Ruhr
Phil Russell
Russell-Mosoff Family Fund
Ruth Rutledge
Marie Sabine
Lucy Shun
Naoko Soukup
Thomas & Ida Tait
Hilary Thomson
Debbie Tong
Lan Thi Trinh
Nancy Tronsgard
Colleen Trottier
Urban Impact Recycling LTD.
Kathleen Vance
Karla Verschoor
Bernadette Vezina
R & L Walder
Augusto Wu
Danny Yu



2022 CONFERENCE SPONSORS

Keynote Sponsors



REPRESENTATIVE FOR
CHILDREN AND YOUTH



KWANTLEN
POLYTECHNIC
UNIVERSITY



Ministry of
Social Development
and Poverty Reduction

Change Makers



Westland Insurance



BC HOUSING



FAMILY SUPPORT
Institute of BC
families supporting families



CSBT
Community Services Benefits Trust

Ground Breakers



Delta Community
Living Society
People who value people



BCNPHA
BC Non-Profit Housing Association
A safe, secure and affordable home for everyone



Chilliwack Society
for Community Living
est. 1954



PRINCE GEORGE ASSOCIATION
FOR COMMUNITY LIVING



NACL
Nanaimo Association
for Community Living



Community Living
VICTORIA



Bethesda
Faith. Service. Inclusion.



Abilities



Our Provincial Team

BOARD OF DIRECTORS

Hilary Thomson

President - Region: Lower Mainland/Fraser Valley

Kate Gibbs

Vice President - Region: Interior

Brent Tolmie

Treasurer - Region: Lower Mainland & Upper Fraser Valley

Dr. Fiona Whittington-Walsh

Past President - Region: Lower Mainland & Upper Fraser Valley

Heather Garfield

Director - Region: North

Kya Bezanson

Director - Region: Lower Mainland/Fraser Valley

Annette Delaplace

Director - Region: Lower Mainland/Fraser Valley

Courtney Farrow-Lawrence

Director - Board Appointment

Cyndi Gerlach

Director - Region: Lower Mainland & Upper Fraser Valley

Michael McLellan

Director - Region: Vancouver Island

Bendina Miller

Director - Region: Interior

Julie Unger

Director - Region: Fraser Valley

STAFF TEAM

Karla Verschoor Executive Director

Frank Peng Director of Finance and Administration

Erika Cedillo Director of Public Policy and Programs

Renee MacDermid Resource Development Officer

Semanthi Wanni - On Leave

Senior Officer - Board Relations and Executive Support

Jillian Bradley Director of Employment Initiatives

Galen Exo

Communications and Engagement Manager - Special Projects

Katie Miller Writer and Content Developer

Shaye Murray Executive Support

Janice Bai Accounts Manager

Sebastian Peng Communications Specialist

Tina Dam Advocate

Kerridan Dougan Advocate

Jatinder Sandhu Intake Coordinator - Advocacy Helpline

Jal Pranjal

Ready Willing and Able Labour Market Facilitator - Metro Vancouver

Sheldon Kitzul

Ready Willing and Able Labour Market Facilitator - Vancouver Island

Ella Ruldolph Accounting Assistant

Lowena Ko Office Assistant

Join The Movement For Inclusion

Everyone has a role to play in ensuring that our province is a place where people have access to the supports and services that they need to flourish in community. You can help create meaningful and lasting change. There are so many ways to get involved...

"We feel empowered, more confident and prepared to stand up for our child's rights. The first step is always the scariest and Inclusion BC supported us in a way that soothed so many fears."

"Inclusion BC is making an incredible difference in the lives of families and children who need a voice in the community and schools."

DONATE TODAY.

Make a donation, sign up as a Circle of Friends monthly donor, make a Legacy donation, or start a fundraiser in your community.

BECOME A COMMUNITY AMBASSADOR.

BECOME A MEMBER.

SIGN UP TO RECEIVE OUR EMAIL NEWSLETTER.

at InclusionBC.org



227 6th Street New Westminster, BC V3L 3A5

604-777-9100

Toll-free: 1-800-618-1119

info@inclusionbc.org

Advocacy Line (toll free): 1-844-488-4321
Advocacy Email: advocacy@inclusionbc.org