



Annual Report 2019

Annual Report

2019

Semiahmoo House Society
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Partners In

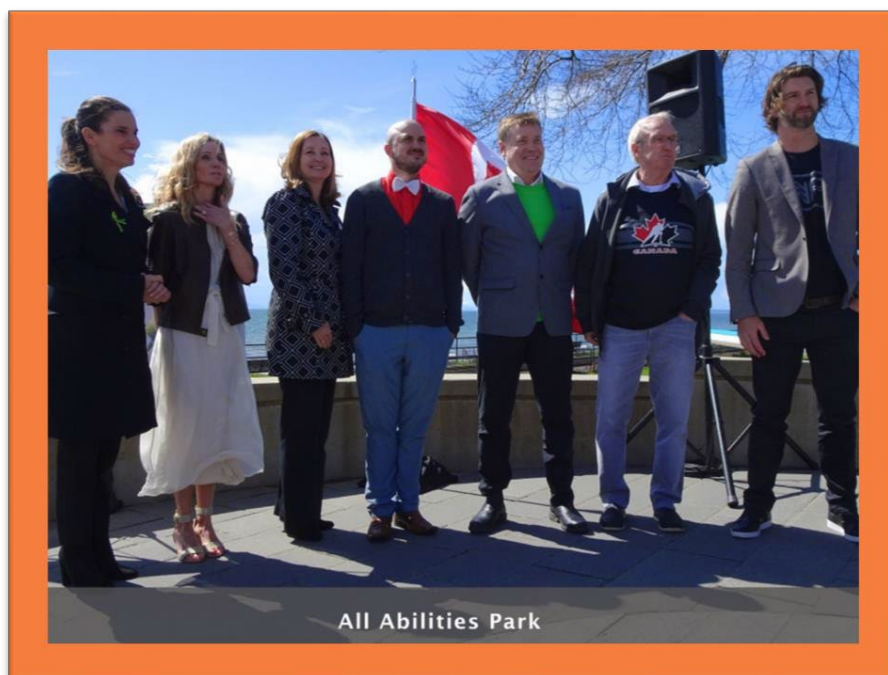


together we're stronger



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Mission Statement, Ownership and Ends Policy

Semiahmoo House Society Ownership Statement

The owners of Semiahmoo House Society are the people of the community.

Semiahmoo House Society Purpose Statement

Semiahmoo House Society, a non-profit organization located in Surrey/White Rock, exists to provide quality services and support to people with disabilities and their families in the community.

Our Ends (Mission)

Semiahmoo House Society exists so that:

People with disabilities live self-directed lives in the community at a justifiable cost and are valued members of the community:

1. People are valued members of society
 - 1.1 People perform different social roles
 - 1.2 People are respected
 - 1.3 People live in integrated environments
 - 1.4 People participate in the life of the community
 - 1.5 People are leaders
2. People decide how they live their lives, and make informed choices:
 - 2.1 People are connected to personal support networks
 - 2.2 People have intimate relationships
 - 2.3 People choose where and with whom they live
 - 2.4 People choose their work
 - 2.4.1 People should have paid employment opportunities
 - 2.4.2 People have volunteer opportunities
 - 2.4.3 People have entrepreneurial opportunities
 - 2.5 People choose and use their environments
 - 2.5.1 People choose services
 - 2.5.2 People have recreational opportunities
 - 2.5.3 People have travel opportunities
 - 2.6 People have educational opportunities
 - 2.7 People have opportunities to explore spiritual needs

3. The rights of people are protected

- 3.1 People are safe
- 3.2 People have the best possible health
- 3.3 People exercise rights
- 3.4 People are treated fairly
- 3.5 People are free from abuse and neglect
- 3.6 People experience continuity and security
- 3.7 People decide when to share personal information
- 3.8 The community is aware of the universal rights of people



Our Board and Leadership Team

Board of Directors

Bea Hadikin, Chair
Nicole Russell, Vice-Chair

Linda Annis, Member
Terisita Aristizabal, Member
Catherine Ferguson, Member
Rich Gorman, Member
Ian Jarvis, Member
Colleen McGoff Dean, Member
Marie Sabine, Member
David Ure, Member
Madison VanOene, Member

Board Administration

Diane Nimmo, Executive Administration Manager

Leadership Team

Doug Tennant, Chief Executive Officer
Lise Boughen, Director of Inclusive Living
Elizabeth Deschenes of Director, Community Services
Stephanie Green, Director of Human Resources
Ellen Powell, Director of Finance
Louise Tremblay, Director of Development (The Semiahmoo Foundation)



Board Chair's Report



I was elected Chair of the Board of Directors for Semiahmoo House Society on September 17, 2018 after first being appointed to the organization as a Director in October 2015. At that time, I had retired after 32 years in the Surrey School District. For once in my life, I had the amazing gift of time and thought that the work of Semiahmoo House fit well with my beliefs and practice. Living and working in the community for most of my life, I had long been aware of Semiahmoo House. What I didn't know, however, about its programs, services, vision, outreach, and advocacy was astounding! I also had to learn a whole new vocabulary as I struggled with all of the acronyms, role descriptions, and terms. My learning has been fast and furious but I have been inspired and fully-supported by other Board members, the Leadership Team, Program Managers, Administrative Staff, and every front-line worker that I have met! Most importantly, the community we serve, referred to as our owners, especially people with disabilities and their families, have been exceedingly welcoming and instructive. We operate in a person-centred culture where we always begin at where the person is and then work collaboratively for the best-possible outcome. The UNITI brand (representing all 3 registered non-profit organizations: Semiahmoo House Society, The Semiahmoo Foundation, and Peninsula Estates Housing) is inclusive, ethical, and solution-focused. I am proud to contribute in any way.

The Board's main function is to ensure strong stewardship. At each and every Board meeting we monitor Ends (mission of the organization) (goals) and executive limitations as defined through a policy governance framework. There is linkage with owners, Board education, and regular review of policies and fiscal guidelines. Board members are encouraged to attend education sessions with various speakers including governance seminars and annual inclusion conferences. Some of us attended a Community Living BC-sponsored Inclusive Housing Forum at Surrey City Hall last October. There was an opportunity to network with federal and provincial politicians, city staff, development consultants, self-advocates, and other professionals. As well, there is an annual tour of UNITI sites--The Treehouse and Personal Development and Transitions Self-Discovery Programs, Chorus, Acquired Brain Injury Services, WISE Career Planning, Group Homes, and Peninsula Estates Townhouses.

As a Board, we continue to capitalize on the success of Chorus with a view to expand and extend quality affordable and inclusive housing on the peninsula. There is good feedback from Chorus residents and the value of past experience through the planning and building process. We are currently exploring options and connecting with experts in the community and housing industry to plan and prepare for a future project. Stay tuned!

Another highly significant Board role is to inform and educate our community. To this end, we organize and host key events for this express purpose. There is an annual picnic in September complete with food, games, music, and much celebration. October is the Board/Management Retreat for building connections and refining our vision. In November, we hosted our second annual remodelled Gala wine-tasting event where we raised over \$75,000 to support affordable and inclusive housing. This year's "Food for Thought" dinner took place in April where our invited guests were members of the community in the hospitality industry. This focused conversation while "breaking bread" integrated with our new training program in culinary and catering skills. We recognize and thank donors to the organization in May and work with our sponsors at the annual Golf Tournament in June. In July, we open our doors to host the Surrey Board of Trade networking event.

Please check out a refreshed logo for all three non-profits organizations.

Thank you to all Board Members for their service. Members are dedicated and professional with varied life and career experience including business, education, law, politics, public service, volunteerism, and community advocacy. We also include one Board representative from SAS (Self Advocates of Semiahmoo). In this capacity, Madison VanOene was appointed to the Board in January 2019. She brings fresh and thoughtful insight. Welcome! In addition, the Board also welcomed two other new members in 2018, Catherine Ferguson and Linda Annis. Both bring extraordinary skill sets to this role for UNITI.

I would be remiss if I did not publicly acknowledge the stellar work of previous SAS representative, Alex Magnussen. Alex served on the Board from 2014 to 2018 and has become a recognized leader, public speaker, and award-winning advocate for people with disabilities. Last September, Alex was featured in Thrive Magazine, the journal of the Peace Arch Hospital Foundation, where he and another SAS member, Jacqueline Perry, were honoured for their contributions to White Rock City's All Abilities and All Ages Playground, officially opened in September 2018. Thank you, Alex, for your work on the Board of Directors!

I also wish to express my profound appreciation to former Board Chair, Rich Gorman. Rich served in this role since 2014 and fulfilled his responsibilities with commitment and passion. His steady hand and sensible approach guided the Board well as it ensured UNITI was meeting its ENDS (goals) and remaining engaged with its owners.

It has been my pleasure and privilege to work with CEO Doug Tenant. Under his leadership and with his deep connections in the community, UNITI has continued to be a positive and influential force for people with disabilities. Over the past year, Doug has given presentations on housing for people with disabilities throughout North America. He is knowledgeable and responsive and helps Board members understand issues and expectations.

Thank you, as well, to all UNITI staff members and volunteers who impact directly on the lives of people with disabilities and their families. Your work makes a difference!

Respectfully submitted,

Bea Hadikin
Chair



Chief Executive Officer's Report

Semiahmoo House Society Report



The Ends (mission) of UNITI partner Semiahmoo House Society (SHS) are to achieve the following:

Global End: People with disabilities live self-directed lives in the community at a justifiable cost:

1. **People are valued members of society;**
2. **People decide how they live their lives, and make informed choices;**
3. **The rights of people are protected.**

During the fiscal year of April 2018 to April 2019, SHS reflected on our Ends through research and consultations with people we support, stakeholders, and our “owners” (who we define as members of the community) and continued to develop and refine our services as a result of our research.

Of particular note this year was the intensive Ends 2 Consultation led by the Self-Advocates of Semiahmoo (SAS), who used what they had learned from the previous year's Ends 1 Consultation and applied it in creating a more fulsome consultation with the people we support in different services and programs at SHS. Nolda Ware, Manager of Person Centred Practices and Family Services, worked with SAS to tabulate the findings and create recommendations that SHS will pursue to ensure our Ends are being met through the work that we do. These recommendations will become part of our strategic plan for 2019 to 2022. Some of the specific recommendations that I would like to make note of include the following:

- To increase ways to involve people SHS supports in agency decisions and roles
- To increase opportunities to bring community “IN”
- To increase opportunities and experiences to support people to get out in the world to do interesting things in ordinary place
- To include people SHS supports in co-production and co-design of services and service changes
- To involve families and direct support staff in the redesign of supports and services

As part of SAS's research, they explored what people we supported wanted to learn and discovered that people wanted to learn about life and how to be part of their community. Some of the things people said they wanted to learn included the following:

- What privacy means to me and how to honour other peoples' privacy
- Social media and technology
- Basic first aid skills
- Certifications that would assist in getting a job, such as Food Safe
- Safety—how to say “NO,” safety at home and in the community, how to deal with emergencies, etc.
- How to take the bus to get around
- Conflict resolution/resolving interpersonal conflicts
- Stress management—dealing with the ups and downs of life
- Managing one's own plans and arrangements—planning a social life
- How to be a good neighbour
- How to have a healthy relationship with a boyfriend/girlfriend

The redesign of our services that we are currently undergoing is informed and guided by what we learned during our consultations. 2018-2019 was a year that we moved forward with redesigning some of our services and continued to seek excellence in all the services we offer.

SHS Services

Lise Boughen, Director of Inclusive Living, and Liz Deschenes, Director of Community Services, have more specific reports on their services later in this package, but I did want to reflect on some of significant highlights and shifts in our services in my report to members.

Community Services

In the 2018-2019 fiscal year, we made significant changes to the way our employment and training services were designed, based on our consultations with the people we support, the community, and on the achievement of SHS's Ends. As Liz writes in her report, we have created an innovative intake process called Discover Yourself, which is supporting people to try new experiences and to figure out areas in their lives they want to explore, including employment, personal development, and recreation. Our WISE Employment Services continued to grow and we continue to value the great employers in our community who understand the positives of hiring people who are loyal and who want to work. There are many other exciting elements of our community services that were developed through redesign this last year that you can read about in Liz's report.

Community Development and the Self-Advocates of Semiahmoo

We created a Community Development Advisor position and hired Jill Glennie in the role. This role was refined during the year as Jill worked on creating partnerships and creative projects that would increase the number of people accessing services provided by UNITI that are outside community members and increase the number of people who are active in the community without paid supports. Jill also supported SAS in their pursuit of being a leader at the provincial and national level and in their Ends consultations where they interviewed people we support to determine if we were achieving our Ends as an organization.

Centre for Compassionate Learning (CCL)

Lynne Ford became the Manager of CCL in 2018 and worked to increase SHS's leadership in Person-Centred Practices. SHS has the only two mentor trainers in BC: Lynne and Nolda Ware. They worked with multiple community living agencies to ensure that trainers are well-trained, traveling throughout BC to do so. CCL trained people internally and externally in Mandt, a non-violent crisis intervention system that we employ at SHS. CCL also worked with leadership of non-profit and business organizations, training people in good governance and developing strategic paths with them.

Inclusive Living Services

Inclusive Living did not have the same number of service delivery changes that Community Services undertook in 2018-2019, focusing instead on reviewing and maintaining excellence in service delivery while at the same time preparing for exciting housing initiatives to come in future years.

Chorus Apartment

Chorus, the inclusive and affordable apartment built by UNITI partner Peninsula Estates Housing Society (PEHS), celebrated its 2nd birthday in August, 2018. The apartment features 20 homes for people with intellectual disabilities and 51 for other citizens of Surrey, from all walks of life. Our ongoing checking in with tenants and their families shows that people are doing very well living in their own apartments. More on this can be found in Lise Boughen's report.

In 2018, UNITI partner organization PEHS was awarded an \$8.8 million dollar grant from BC Housing for our next inclusive and affordable housing project. SHS will be working closely with PEHS as this housing project becomes reality over the next few years.

Community Support Network (CSN)

The provincial government announced an increase in funding for home share support in early 2019, which was welcomed news as the funding for home share contractor had not increased in over a decade and recruitment of new home share providers has been difficult the last few years.

Staffed Residential Services

I'd like to take this opportunity to give my thanks to Barb Coad and all the staff members who work in our five group homes. The support given in these homes is truly 24/7 and is done with compassion and an understanding of the importance of good relationships. When people supported in group homes pass away, as two people did in 2018-2019, it is very difficult for staff members who must continue to support other people living in those homes while they themselves grieve. A difficult job and they do it with grace and kindness.

Ownership Consultation: Food for Thought Dinner

Another way in which UNITI partner SHS's leadership interacts with their community is through our annual Food for Thought dinners. At these dinners, we invite our "owners" (which we define as the community) to a meal where we ask them questions that will help our Board develop the Ends of the organization. This past year, we invited hospitality experts and asked the following questions:

1. What are the signs of a healthy and inclusive community?
2. What is the role of UNITI in building a healthy and inclusive community?
3. What are some training and employment opportunities for people with disabilities in the hospitality industry?

The lively conversation at dinner and thoughtful responses from our guests helped inform the Board about the direction the organization needs to go and helped inform senior staff about services that could be developed to attain our Ends.

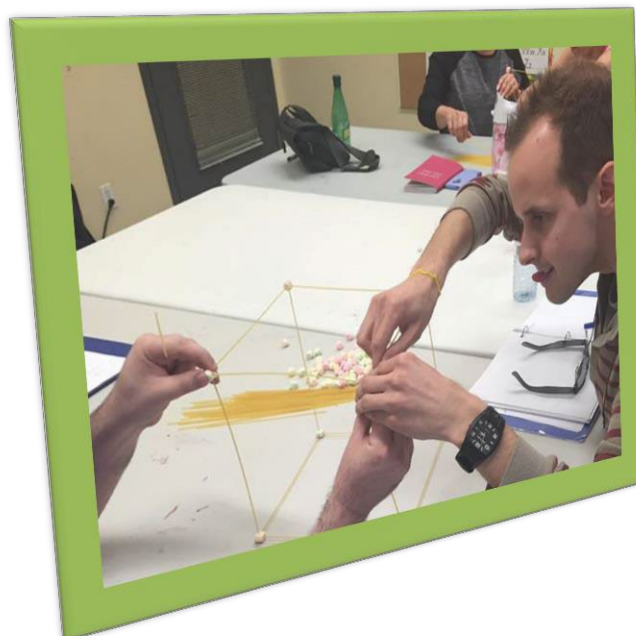
Performance and Quality Improvement

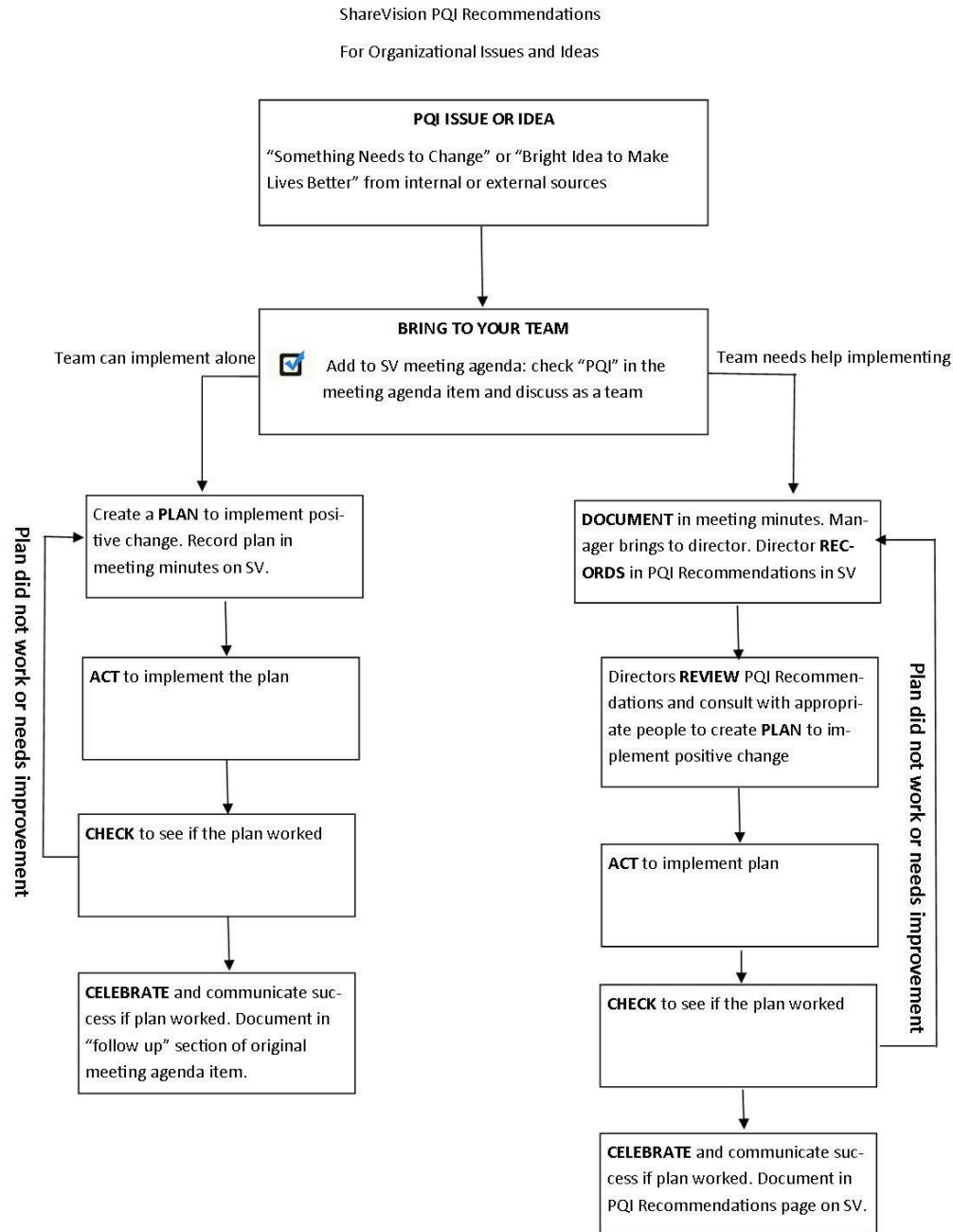
The Society has clearly defined Ends Policies that are created and refined by the Board of Directors through consultation with their “owners” (the community) and experts in the field, especially people who have disabilities. These Ends are the marching orders for the Executive Director, who must operationalize how the Ends will be achieved without violating legal, moral, or common sense statutes. The Performance and Quality Improvement (PQI) process gathers feedback, analyzes data, and makes recommendations for improvements and growth in achieving our Ends.

Our Ends, which have been featured in this report, typify the lives that people would like to live, which will be different for each person. Therefore, the outcomes of SHS are wholly based on each person’s outcomes, and the aggregate of this will demonstrate if we are achieving our Ends.

In addition to surveying people we support and their families, we build in extensive feedback systems for our staff using Accountability Based Management (ABM) practices, including clear role descriptions and frequent direct report meetings.

In fiscal year 2018-2019, we developed improved processes for PQI, including a system to include PQI as an agenda item in all team meetings that would alert supervisors and directors to PQI initiatives. We also developed a flow chart to demonstrate how PQI issues are addressed in an ongoing manner using ShareVision, our online communications platform at SHS.





By making PQI a part of all of our work at SHS, we hope to nurture a culture of continuous improvement that will be to the benefit of the people we support and the organization in general.

Gratitude

Semiahmoo House Society benefits greatly from contributions from our generous community. We are blessed to have thoughtful, dedicated, and passionate Board members who give generously of their time and expertise to lead the organization by listening to our owners (members of the community) and thoughtfully creating the Ends for SHS. Board Chair Bea Hadikin leads by example and enables thoughtful deliberation of the issues that the Board deals with.

We would not have been able to move forward with our redesign of services without the support of people and businesses in our community who understand their role in inclusion and also understand that what they do is not an act of charity but a reciprocal relationship that benefits all parties.

I am thankful to the senior staff team who lead by example and dedicate themselves to developing services that lead to fulfilling lives for the people we support. Lise Boughen, Director of Inclusive Living, ensures the people we support in staffed residential homes, shared living arrangements, and independent supported living arrangements are able to have good lives and the opportunity for choice in their day-to-day and life decisions. Liz Deschenes, Director of Community Services, oversees a department that is percolating with change, and she is leading this in an open and thoughtful manner. Stephanie Green, Director of Human Resources, ensures that our departments are supported with staffing issues and that we recruit people who understand and buy into our person centred philosophy. Ellen Powell, Director of Finance, oversees the financial systems of not just SHS but also UNITI partners Peninsula Estates Housing Society and The Semiahmoo Foundation. Louise Tremblay, Director of Development, oversaw our refreshed "Taste of BC Gala" that saw over \$70,000 raised to support the inclusion of people who have disabilities and did great work on improving our presence in the community in 2018-2019. Seema Tripathi, Associate Director of Community Services, led the successful expansion of our employment services and development of Transitions. We are fortunate to have this dedicated team listening to our stakeholders and leading the change that we need as we move forward as an organization and as a community.

I'd be remiss if I did not mention the fine work Diane Nimmo, Executive Administrative Manager, did in supporting the Board and myself this past year. In a new position she was open to learning and helped me stay on track with all the projects we are working on.

SHS's managers, supervisors, and front-line staff members do exceptional work in a compassionate and creative manner. They have been a huge part in the transition that we are going through and have been open to change and contributing to that change. I am very appreciative of their contributions.

And finally, the support we receive from volunteers, donors, and our community allows us to create services that meet the needs of the people we support at a time when funding does not fully cover the type of services that we want to offer. Thank you all for your support.

Respectfully submitted,

Doug Tennant
Chief Executive Officer

Self-Advocates of Semiahmoo (SAS) Report



SAS would like to acknowledge Semiahmoo House Society (SHS) and The Semiahmoo Foundation (TSF) for their continued support. SAS members continue to flourish.

From April 2018 to March 2019, SAS hosted or attended 45 events, not including meetings.

SAS meeting attendance was around 25, including volunteers, guests and staff. In this year, SAS continued to pay attention to the growth of the organization and members, considering what each needs to be its best and have the most opportunities. SAS also paid attention and looked for opportunities to grow the disability movement and build the community we all want to live in.

With the support of UNITI, SAS created an informative video that celebrated and told the community who SAS is and what is important to them. You can see the video by [clicking here](#) or by going on YouTube and searching "Self-Advocates of Semiahmoo." Being able to work as a professional organization was important to SAS.

SAS hosted their first Craft Fair in partnership with the South Surrey White Rock Gogo's. This community engagement event supported several SAS members and people supported by UNITI to be a part of the sellers alongside other vendors and the Gogo's organization. Supporting the community to see all people as capable of contributing is important to the SAS organization.

Five SAS members presented at the 2019 CLBC Self-Advocates Conference. Presenters received the majority of awards at the conference. Having opportunities to present was important to the growth of the organization, its members and the disability movement.

SAS prepared to start an official Toastmaster Club. TSF helped by securing a grant and providing donations to support the development and creation of the Club. Supporting SAS to grow and develop skills were important to the growth of the organization and its members.

SAS hosted a White Rock All Candidates Mixer with mayoral councilor candidates, where every member of the community was invited to participate. Several SAS members shared issues that were important to them and candidates answered questions that focused on their platform. Being present in the community was important to SAS.

With SHS, SAS co-hosted one of the provincial consultations on community inclusion for the Ministry of Social Development and Poverty Reduction. SAS were the only self-advocacy group to do so. This came by the invitation of SHS. Having opportunities to contribute and be seen as contributors were important to the SAS organization.

SAS supported SHS in learning how the Ends (mission) are being achieved and where enhancements can be made. Supporting people to share their stories and to be leaders of what kind of services they want was important to the SAS organization, its members and the disability movement.

SAS was approached to collaborate on a federal grant with Youth Accessible Leader, Rochelle Prasad.

With this grant, 31 noise-cancelling headphones were donated to the Surrey School District. Twenty-one of them were donated directly and the other ten through SAS as part of their Equally Empowered presentations. SAS wanted to show the education community, students and families that all people are capable.

To learn more about SAS, we invite you to come to an event, follow us on [Facebook](#), or invite us for coffee. You can reach us by emailing sas@shsbc.ca or call 604-536-1242 ext. 212.

Respectfully submitted,

Jill Glennie



Inclusive Living Report

Chorus Apartment



It is hard to believe Chorus has been open for almost three years now! Time has flown by; we are thrilled to have such a great inclusive apartment within our UNITI partnership. People who call Chorus home continue to learn and grow in their personal environment. The balance between too much support and too little is something we always battle with. Working through what makes a good life, what is important to and important for each person is what we are searching for. People have grown in amazing ways and have gained much needed confidence in doing things on their own with pride.

We have had numerous compliments from tenants in the building praising UNITI for allowing them the opportunity to live in such an amazing building with an incredible philosophy. Community grows with each passing month.

We spent time talking to individuals, families and support staff to review what life at Chorus has been like for the first two years. We are so grateful for the enthusiasm and feedback from everyone regarding how the first two years has gone. Here are some of the findings:

What have been some of the biggest celebrations!

- Living their life...loving their life...
- People are safe but still living a good life!
- People are in charge of their lives.
- People are doing so much for themselves.
- People are happy, healthy and safe.
- Great support networks – working together.
- That families are learning to let go!
- Reciprocity.
- Mom and dad's life is better!
- Less worries about the future!

...and people have said...

- He has HIS perfect life. He has become his own person – a full and complete life."
- "They are so proud and so happy with their lives."
- "She is doing things on her own I never assumed she would be able to do."
- "I trust she can take care of herself"
- "When she is out shopping – she calls me and asks if I need anything."
- "I can't believe how clean he keeps his apartment."

- “I don’t have to worry about the future anymore.”
- “Our mother daughter relationship has grown and evolved.”

What have been some of the biggest challenges? The tough stuff?

- Letting go, stepping back and fading out.
- Balancing a happy and safe life.
- When reality sets in.
- Planning and arranging their life.
- Honoring and understanding adult rights – consent, choice, confidentiality, privacy, personal decision making.
- Ongoing worries about personal safety.
- Health, nutrition and exercise.
- What people want...what parents want...what support staff wants...
- Clarity of roles and responsibilities – who does what?
- Ups and downs of life – unexpected life events, interpersonal conflicts, problem solving, emotional support.

So what’s next?

Below you will see some of the areas we will be working on as we move forward. There is MUCH to celebrate and still lots to work on to ensure people live amazing lives of their choosing.

Next Steps and Things to figure out...
<p style="text-align: center;">Two years later...</p> <p>Ongoing learning...</p> <ul style="list-style-type: none"> • Now is the time to do thorough functional skills assessment to see where people are at for the next stages of learning. • Mindfully and intentionally be planning next steps and stages of learning as people grow and develop. • If it is recognized that the person may not ever learn something completely – build in the help/support – stop pushing the person to learn – and move on to something else. Make it easy and positive for people. • Support and education around supported/informed decision making. When some people are told it’s their choice – they don’t necessarily understand what this means, know how or have the skills to work through making an informed decision. • Further explore learning in the area of with Rights come Responsibilities. • Enhance and build on a community life – inclusion. Getting out in the world. <p>Ongoing long term relationships and support networks...</p> <ul style="list-style-type: none"> • Next stage of people’s lives...enhancing social lives and friendships, teach people how to initiate and arrange their social life. <p>Enhancing support...</p> <ul style="list-style-type: none"> • How do we build stability (support and relationships) with so many different rotating casual staff? This is hard on people living at Chorus and worrisome for parents. Can there be a different structure? A better system? More predictability of support for people? A way for family and people

to meet all new staff before going into their home? Is there better training needs and support for new staff/casual staff? Can there be designated roles for regular staff? Eg. Go to person for various supports, issues, responsibilities.

Dealing with the ups and downs...

- Support/education in conflict resolution/interpersonal conflict for tenants and support staff. Provide this learning through life skills. Create a system/strategies of how to deal with issues and who to go to for support with what issues. Clarity about roles and responsibilities.

Enhancing communication and collaboration...

- Clarify everyone's roles and responsibilities (family and support team).
- What kind of things should we be communicating to support team?
- How do parents get the information they need in relation to supports? Eg. I need to know what's going on in my child's week so that I know what I need to do in regards to arranging, organizing and planning – and what I need to be doing such as transportation. **(idea: life skills session that consists of going through the week ahead and talking about what needs to be done – arranging transportation, who needs to do what, etc. – great opportunity for teaching and learning – also an important responsibility)**
- How can we move forward with the ongoing collaborative approach between support team and family? How can we come together and enhance our partnership?

Sharing information...

- Are family members allowed to know details of how the support funding works? Details of SHS role and responsibilities?
- Understanding the formal and informal laws of consent, confidentiality and privacy? What are the non-negotiables – not an option to keep confidential? What are the areas parents “don't need to know?”
- Who is updating people's plans? Support documentation? Health care plans? E.g. Seizure protocols? Personal and medical information? Essential Lifestyle Plan? To ensure things are current for new staff and reflect changes and growth in people's lives.

We received endless calls about Chorus this year. People want to know how they can access this inclusive apartment. We are asked regularly if we are building more apartments for others to be a part of. The answer to that question is we are definitely working on it: “People live where and with whom they choose” is one of SHS's Ends and creating more inclusive housing opportunities is in our short and long term plan! There will be more to come on this in 2019-2020.☺

Community Support Network

Currently, we hold 83 home share contracts and life skills development contracts.

Things we celebrated this year:

- New hire, Cynthia Butac, we are so pleased to have her on board! Cynthia is a great addition to our team.
- CLBC announced increase funding for home share supports – more to follow once they have the details sorted out.

Challenges this year:

- Scarcity of qualified applicants for home share
- Aging home share providers, retirement starting to occur

- Aging of people we support – limited housing options when home share is no longer an option for support when health and mobility needs are changing.

Group Homes

Semiahmoo House Society currently has 5 group homes that support 21 amazing individuals.

Support teams strive to meet the needs, wants and dreams of each individual. Areas we worked on this year are:

- emotional well-being – contentment, self-concept, lack of stress
- interpersonal relations – interactions, relationships, supports
- material well-being – financial status, employment, housing
- personal development – education, personal competence, performance
- physical well-being – health and health care, activities of daily living, leisure
- self-determination – autonomy, personal control, personal goals, choices
- social inclusion – community integration and participation, roles, supports
- rights – legal, human (respect, dignity, equality)

We began the final phase of our group home management restructuring this year. A Program Coordinator for 25th Avenue was hired in December. We will be hiring a Program Coordinator for 20A Avenue in June to prepare for Gigi Rojas' retirement. Gigi will be deeply missed. Barb Coad will be taking over Manager responsibilities of all group homes at the beginning of next fiscal year.

This year we were sad to say goodbye to two lovely ladies, Brenda McCullough and Gale Harper passed away with loving family by their side. Big thank you goes out to our 191A team and CSN team for being there to support these ladies through hard times. We appreciate all that you did for Brenda and Gail; you supported these ladies well with love and grace. Well done.

We celebrate all that we learned this year. We look forward to continuing to grow in the year ahead.

Respectfully submitted,

Lise Boughen
Director of Inclusive Living



Community Services Report

Community Services



This past year the Community Services Department (CS) has experienced several significant changes in terms of growth, development and leadership. The most noteworthy changes are a result of the on-going Community Inclusion (CI) redesign process that is specifically aimed at meeting the SHS Ends Policies. The current redesign planning process is focused on:

- Supporting economic inclusion
- Supporting those who want to work to obtain and maintain gainful employment.
- Promoting an “Employment First” focus
- An Increased emphasis on skill development leading to Employment.
- Exploring what it means to live a fuller and more vibrant self-directed life

Seema Tripathi, the Associate Director of Community Services has played an instrumental role in supporting a progressive and innovative redesign movement. Her knowledge and expertise of community-based employment services, as well as, her commitment, motivation and vision has contributed to many of our successes to date.

This past year several CI services have been tweaked, modified and adapted while new and exciting services have been developed. There has also been the creation of various employment opportunities within SHS. At this very moment, CS is on the cusp of implementing a new and exciting training opportunity that will promote both employment and community inclusion.

The most significant change in CS leadership was the creation of a new management position. Brianna Hopaluk, formerly the manager of Personal Development Services became the Manager of Community Services. Her management accountabilities are Personal Development Services, Transitions and the Intake Hub.

Personal Development

As a result of Brianna's new role, Personal Development Services (PD) now has a new program supervisor, Sheri Wood. With the assistance of two Program Coordinators, Sheri oversees the operational components of the largest CS program.

PD's referrals remain constant due to the wide variety of services and activities offered. All though PD is often the preference, all new referrals are encouraged to attend the Discover Yourself (DY) program to ensure a well-informed choice is made. Also, as result of DY, many existing SHS individuals from other programs have chosen to try PD. For these reasons, PD continues to grow exponentially. PD currently provides services to 113 recipients.

A huge focus for PD is building on community inclusion through volunteer jobs, participating and supporting various activities at neighbourhood recreational and senior centers, as well as, selling handmade products at local markets. PD is especially proud of their dance troops whom are garnering performance opportunities at various community venues.

Transitions

With the recent elimination of training programs and training allowances, Transitions was created to provide community and employment learning experiences that could enhance and promote opportunities for future employment. Transitions offers a time limited, skill based platform that supports people to reach their identified goals through:

- Skill Development
- Fun & Interactive learning opportunities
- Building on the essential skills
- Transferring them to Employability Skills
- Identifying interest-based activities
- Full & Vibrant LIVES!!!!

Service recipients whom expressed a desire to attend Transitions were first encouraged to attend the 4 – week Discover Yourself program (DY) to ensure a well- informed choice was made.

Transitions currently provide service to 54 recipients. Teresa Randle is the supervisor whom oversees the operational component of this service.

WISE

Wise (Working Innovations to Employment) is an evolving and comprehensive employment service that accepts both internal (SHS) and external (Community Living BC) referrals for those seeking employment. With the increasing demand of job seekers this past year, WISE has added two additional Employment Specialist positions and has created a Senior Supervisory position obtained by Anirudh Rayas.

At this time WISE is serving 59 job seekers and 83% of those served have achieved their employment goals. Most recently several WISE job seekers obtained employment with PepsiCO and The Government of Canada.

Currently WISE is developing a youth employment project with the Surrey School Board and is working collaboratively with other agencies to build more employment capacity within our community.

Intake Hub

The Intake Hub is a “one-stop” entry point for all people joining SHS. An integral component of this process is a four-week interactive sub-program called “**Discover Yourself.**” Discover Yourself (DY) allows new and existing participants to experience new opportunities, build new skills, make choices, explore new passions and map future paths whether it is employment, existing SHS services or new adventures such as “Community Connectors.”

This past year 84 people have successfully completed the DY program. The feedback from those who have attended has been very positive. People have enjoyed many aspects of this program such as:

- The smaller intimate group settings
- Getting to know new people
- Opportunity for new experiences

- Feeling heard
- Making informed choices

Community Connectors

This past year CS has added a new service called Community Connectors (CC). By using a person centered approach, this service is designed to build networks for people through community connections and social innovation. A Community Connector Worker identifies the assets and gifts of each individual and then applies this knowledge to promote and foster meaningful and reciprocal relationships where there is acceptance and belonging within community groups, associations or others in the community.

Objectives are:

- Promote well-being and independence
- Strengthen social inclusion within the community
- Increasing a sense of belonging in the community
- Contributing to the community
- Connections in the Community
- Focus on developing and nurturing relationships in the community
- Skill enhancement through connections made in the community

This past January our first Community Connector Worker was hired. We will soon complete a 3-month trial project with 3 people. We are happy to report that several successful connections have been established. CC will soon extend this service to 6 more people.

Work Crews

This past September two employment work crews were developed as a result of the elimination of the former training programs. These crews employ 17 full time and part-time current and former SHS service recipients. All crew workers are paid Labour Standard wages. With the development of these crews, established business relationships were maintained. We have also seen a growing sense of pride, enthusiasm and commitment from the crew workers. In addition, increased efficiencies have been noted in terms of qualitative service delivery which is very encouraging for future growth and development. Currently a marketing plan is being developed to promote expansion and future job security.

Work Crews are as follows:

- TidyAlot: Provides parking lot maintenance to external community customers
- UnitiWorks: Provides landscaping, garbage pick-up, event set up etc. to internal Uniti partners.

Recreational and Leisure Services

Semiahmoo House Society and Rec and Leisure Services (R&L) happily welcomed Program Manager Lindsay Green back from Maternity Leave this past November. Since her return, Lindsay has been partially seconded to coordinate the SHS Accreditation renewal process. To assist Lindsay with R&L supervision, Anita Bhati has temporarily taken on the role of Program Coordinator.

Lindsay and Anita have implemented several new processes within the program. Most noteworthy is the venue change used to showcase R&L performances. Performances are now semi-annual and are held at the SHS Treehouse. This smaller and more intimate setting has been well received by both the

performers and the audience with a noticeable decrease in stress and expense. In addition, Lindsay and Anita developed and implemented a new and more efficient registration and payment processes.

R & L experienced many highlights this past year, some of which are:

- Partnership with YMCA for summer youth camps
- Several trips were offered
 - Loon Lake
 - Victoria
 - Whistler
 - International trip to Cancun Mexico
- Attended Memorable Events
 - White Caps game
 - Cirque du Soleil
 - Disney on Ice
- Introduced new programs such as:
 - Semi Singers – choir
 - Media Club – makes animated shorts with various forms of media
 - Healthy Cuisines – learning to cook various healthy meals
- Supported artists at the Inclusion Art Show hosted by PosAbilities
- A R&L participant now volunteers on Friday with youth in the Afternoon Youth Program
- Many new people accessing R&L services

Peninsula Child Care

Peninsula Child Care (PCC) currently provides child care services to 46 children. All three programs, Infant/Toddler, Day Care and After School programs are running at capacity based on staffing ratios. Due to the on-going demand for quality child care services in the rapidly expanding South Surrey area, PCC maintains a long wait list. All though the need is there to increase capacity, there is an overall staffing shortage in this field throughout the Lower Mainland. Program Manager Shannon Jones is very creative with maintaining the required staffing ratios set out by Fraser Health Community Care Facilities Licensing Regulations.

PCC has applied and is now participating in the Provincial Child Care Fee Reduction Initiative. This initiative allows qualifying families to receive child care subsidies.

Significant highlights:

- Most recently the PCC playground was renovated to provide a safer and more esthetically pleasing area for children to play.
- The entire PCC staffing team attended two full day professional development events this past winter to meet professional standards and to enhance service delivery.

Acquired Brain Injury Services

This past November, Acquired Brain Injury Services (ABIS) suffered a great loss. Their beloved Program Coordinator and friend Sylvia Hoeree passed away following a brief and devastating illness. It was a very sad and difficult time for the program staff, participants and all of Semiahmoo House Society. Acting Program Coordinator and now permanent Program Coordinator Kristyl Downing was very aware and sensitive to the needs of all those deeply mourning Sylvia's passing. Those that expressed a need, were encouraged to share their feelings, express their grief and honour Sylvia's memory in a safe and nurturing

environment. Professional grief counselling services were provided for staff and participants both on an individual and group setting basis.

Though ABIS experienced difficult times, they also experience new opportunities and many successes:

- An increase in participation by ABIS at SHS events
- Obtained new tablets with Communication Boards and Apps
- Offer a successful Karate program with a qualified instructor one evening a week
- Introduction of new games, activities and events to spark new interests and further develop personal connections among ABIS participants
- Well attended events hosted by ABIS such as the Brain Injury Awareness BBQ, Annual Halloween Dance and Holiday Potluck Luncheon
- New networking connections with other organizations, as well as, funders and related field professionals
- Several opportunities to showcase the important work done at ABIS

Guidance Counselling Services

The Guidance Counselling Services one-year pilot project proved to be very successful and well received. As a result, SHS made the decision to continue this service into 2019.

Shabnam Khan (M.P.C.C., R.P.C), our Guidance Counsellor has been practicing in the Lower Mainland as a Registered Family Counsellor for the past fifteen years. At SHS, Shab provides both private and group sessions 6 days a month. This confidential service is offered to all SHS service recipients through a self-referral process.

Under Construction

At the time of this report, two new CS projects are in the development phase:

1. New Seniors Program for those who want to remain active, while taking life at a bit of a slower pace. The focus will be community based. Space and staff have been identified. Program development with soon begin with participant involvement.
2. Culinary Services Training Program for people interested in obtaining entry level employment positions in the food industry. SHS has hired a red seal chef and certified instructor. The program curriculum and criteria has been developed. Project start date is July 2, 2019.

Respectfully submitted,

Elizabeth Deschenes
Director of Community Services



Human Resources Report



The Human Resources (HR) Department experienced another busy year of continued supports to our employees, management team and UNITI partner Semiahmoo House Society (SHS).

In 2018 we continued to assist in the implementation of the organizational structure changes that will keep Semiahmoo House Society at the forefront of supporting people to be fully included in their communities.

Many employee role descriptions were finalized based on the Accountability Management System and templates for Direct Report Meetings were rolled out and are in use by managers and supervisors. A new template to collect feedback for performance appraisals based on the accountabilities in the role descriptions was trialed with good reviews. We continue to fine tune our current role descriptions and are developing new ones to fit the roles needed as we continue to redesign our services.

Some of the structure changes have created supervision roles which required areas of training. One such training that HR provided was about SHS's Employee Management System (EMS) known as ComVida. EMS is a "full service" HR software that provides the UNITI organizations with an HR data base, Scheduling System and Payroll. Some introductory classes were held for those who are required to use the HR and Scheduling system for their programs.

A momentous and tough change in the HR department came when our very long term employee who performed the payroll function, Barbara Ann Smith, announced her upcoming retirement. Thus began the task of trying to fill her shoes! The payroll position is responsible for ensuring pay for approximately 230 employees for the three agencies. The role also administers the health and welfare program by ensuring all eligible employees are set up for benefits. After a few months of recruiting I'm pleased to announce and welcome our new team member, Susie Holden, who began her career here in January, 2019. Susie is doing a great job rising to the challenge of keeping our system updated and everyone paid!

A month later we wished Barbara Ann a fond farewell with a High Tea celebration for all her years with us. We hear she is enjoying her well-deserved less stressful life and spending time with her new grandson.

With the changes to the Federal Summer grant program we were pleasantly surprised to have been awarded a grant for 16 summer students in 2018 for 8 weeks. Many of our programs and administration were lucky to have some extra hands for the summer. We are fortunate again to have just been notified that we are granted with 17 summer positions for the 2019 summer. Thus begins our work to recruit for those positions.

The Society had 16 full time and part time employees leave during 2018, which is approximately a 9.75% turnover rate. The figure is the same as last year however still lower than industry average which is 12.9%. In 2018 there were 29 casual employees who left our employ which is double the amount as the previous year, however, the norm for all our years prior. Recruitment is constantly on the go as we attempt to maintain a suitable level of casual employees. Michelle Tibbits, our Talent Acquisition Specialist does a wonderful job of screening for new staff. She is a great ambassador for the organization. She is very talented at relaying clearly what we do and how to determine if someone is a good match for our needs.

There were two (2) grievances filed by the union during 2018. These grievances have both been resolved. We began 2019 with zero outstanding grievances and have maintained zero grievances for the first quarter. The employer's bargaining agent CSSEA (Community Social Services Employer's Association) and CSSBA (Community Social Services Bargaining Agent) were successful in negotiating a 3 year term (April 1, 2019 to March 31, 2022) Collective Agreement that was ratified. This agreement made great strides in addressing the low wages in the sector. Over the course of the 3 years, wages for front line Community Support Workers are expected to increase by up to 18%. This significant increase is a result of both the employers' group and unions agreeing to a Low Wage Redress that will bring community social service workers closer in compensation to employees doing the very same work in the health and education sectors.

Another big project we have had to work on is the set up in our payroll system for the tracking of our employees by a site location. This is due to the new provincial Employer's Health Tax (EHT) that came into effect in 2019. The employer will need to pay tax to the provincial government for the health tax based on its payroll amounts. As a not-for-profit we can receive a reduced amount if our payroll is under certain threshold and this is based on where an employee's main work location occurs. We have tied employee location to pay roll and this will allow us to pay the correct amount of EHT in the upcoming years.

In 2019, we are also reviewing HR policies and preparing other documents for re-accreditation. Many thanks as always to Michelle Tibbits, Talent Acquisition Specialist; Susie Holden, HR Assistant; and Dorothy Gurney, Volunteer Coordinator. Our team looks forward to another year of providing the best employee and volunteer systems for the Society.

Respectfully submitted,

Stephanie Green
Director of Human Resources



Nomination Committee Report

The Nominations Committee is responsible for screening potential Board members prior to their appointment to the Board. This process ensures prospective Board members support the Society's mission and ownership statements and Ends policies. The Committee consults with the Board to determine specific abilities and aptitudes and seeks out candidates that may enhance the Board's performance. Rich Gorman, Bea Hadikin and Doug Tennant were the members of the Nominations Committee for 2018/2019.

Election of Board Members at 2018 AGM

Semiahmoo House Society has a nine member elected Board plus a self-advocate elected by the Self-Advocate Caucus. Alex Magnussen is the elected self-advocate on the Board.

At the June 2018 AGM, there were four elected Board positions available. Doug Tennant conducted the election.

The Nominations Committee recommended Marie Sabine and Catherine Ferguson as new Board members and supported the re-election of Board members whose terms were expiring (David Ure and Rich Gorman).. There were no other Board member nominations so the four Board members were acclaimed to their positions.

Departing Board Members

We say good-bye to Alex Magnussen, who served as Board member for three and a half years. His insight as Self-Advocate and thoughtful contributions to Board discussions will be greatly missed. Alex had to leave the Board as he was hired by Community Living British Columbia (CLBC), our funder. So, while we are sad to see him go, we are very happy to see him moving on in a positive way. We were very fortunate to have Madison VanOene, another Self-Advocate, to take his appointed place on the Board. Madison will continue to serve as an appointed Board member in 2019-2020.

Nominations for 2019 AGM

There are three elected positions open for 2019. The Nominations Committee recommends that three present Board members, whose terms are expiring, stand for these three positions. These three Board members are Bea Hadikin, Colleen McGoff Dean, and Marie Sabine (who took over Jan Holt's remaining elected term last year).

In accordance with the Society's Bylaws, the Board may appoint up to three additional members to fill one year positions. This will be done to address specific skills and/or support the Board may require.

Development Report for The Semiahmoo Foundation



The Semiahmoo Foundation (TSF) belongs to the UNITI partnership along with Semiahmoo House Society (SHS) and Peninsula Estates Housing Society (PEHS). Since this report is about the achievements of SHS for fiscal 2018-2019, my report will focus on TSF's work with SHS.

As always, we, at TSF, were honoured to support SHS's endeavours that made a positive impact in the community. This year, we were happy to witness the increased employment opportunities for people with developmental disabilities through WISE Employment Services and were encouraged by new programs being planned to ensure that our aging adults stay connected.

Renewed Mission and Strategic Objectives

At the SHS board retreat in October 2018, board members and senior staff engaged in an ENDS Policies Workshop for TSF, an exercise which clarified TSF's mission and overarching objectives and provided guidance to effectively fulfill our role as a charitable Foundation supporting SHS and PEHS. We established that TSF's mission was to assure that UNITI has the recognition, relationship and resources to support an inclusive community, so that (1) PEHS and SHS achieve their ENDS; (2) UNITI has strong and diversified partnerships; (3) UNITI is recognized as a model of inclusion; (4) UNITI has the resources to be an innovative and independent leader; and (5) people with disabilities and those who support them have financial resources to pursue opportunities of their choice.

Our Team

TSF team members are dedicated to their mission and work relentlessly to ensure that SHS has additional resources to meet the increasingly complex community demand for its services. Larry Shareski entered his fifth year of service as Ambassador and continued to grow his vast network of connections, promoting the good work of SHS and creating awareness of the organization's mission. Renee Blake successfully integrated into the role of Marketing Coordinator, which was renamed from Administrative Coordinator to better reflect the nature of her job. Renee's creativity, hard work, relationship building ability and abundant patience were admirable and valued in our busy and fast pace environment. Our Event Planner, Deena Safi, expertly delivered fun, well-attended, and profitable events that made people asking for more. Regrettably, she had to take a leave of absence in the last quarter of the year, leaving a huge void. Fortunately, we recruited Youla Thomas whose considerable range of competencies and ability to learn quickly facilitated a seamless transition.

Community Involvement

To forge strong relationships and to bring awareness about SHS, TSF staff attended many community events, including: various open houses, unveiling of the SHS Mosaic *Pieced Together* at the White Rock Library, Diwali Gala by SFU, various conferences, Inclusive Employer Awards, Business Excellence Awards in Surrey and White Rock, Mayor's Addresses, events organized by elected officials, International Women's Day by local MLA's, White Rock TED-X, For the Health of It, and more.

Fundraising Events

Semiahmoo House Society and Investors Group Charitable Golf Tournament: On June 19, 2018, the sun was shining on Morgan Creek Golf Course and our supporters enjoyed a day of golf and an evening of entertainment, raising \$20,000 for SHS's Recreation and Leisure Services which receive no core government funding.

Gala of Diamond Wishes: The gala took place at Hazelmere Golf and Tennis Club on November 3 and provided bling and hope by raising \$70,000 to benefit inclusive community services. The event also highlighted SHS's 60th anniversary. Guests were treated to a welcoming reception of cocktails and appetizers, a gourmet dinner and an entertaining program.

Donor Recognition Event

Keeping with the spirit of SHS's 60th anniversary, the theme of our Donor Recognition Event on March 8, 2018 was Diamonds and Denim. Hosted at our main building, called The Treehouse, donors were recognized for their generous contributions and the difference they make in the lives of people living with disabilities.

Awareness Creating Events and Activities

Food for Thought: On April 17, 2018, at the Food for Thought dinner, entitled *Building Blocks and Cornerstones*, our Board hosted professionals in the housing industry to capture their thoughts on the work performed by SHS in the community and provide suggestions for its future direction. Food for Thought is an annual event mandated by the Board, inviting representatives from various segments of the community to share a meal and provide input toward developing truly inclusive communities.

Business to Business: In collaboration with the Surrey Board of Trade and South Surrey White Rock Chamber of Commerce, we held our Business to Business event on September 20, 2018, where we networked with over 100 business people creating awareness about SHS's great work and strengthening relationships with various members who serve the Surrey and White Rock communities.

UNITI Video: In the summer of 2018, we produced a video to highlight the progress that has been made in the last 60 years in community living. The video was purposely created to shine a light on possibilities, abilities, dreams and inclusion. To view the video, click on the link or type it in your browser: <https://youtube/qTCoa1xddgs>.

Major Grants (SHS)

Gaming and Enforcement Branch	\$46,600
Music Heals	\$ 5,000
City of White Rock	\$ 750
Government of Canada	\$ 671

Endowments (TSF)

Our Endowment Funds are securely invested for steady growth and are deployed according to the specific instructions of the donor.

On November 2018, we entered into an agreement to initiate one newly created Endowment Fund:

Ostheimer Family Fund was created to support UNITI and contribute toward inclusive community services.

Previously established Endowment Funds included:

Ankenman Associates Architects Endowment Fund was created to support UNITI and contribute to funding for affordable and inclusive housing.

Dragonfly Endowment Fund: to provide registration funding to families who might not otherwise be able to utilize the Recreation and Leisure program due to financial constraints.

Independence Endowment Fund was purposed to provide rent subsidies to people with developmental disabilities and people with mental health challenges who want to live independently and who cannot afford rent.

Legacy Endowment Fund: to support program operating costs and the most needed unfunded program.

SHS Employee Endowment Fund: to support the purposes of the SHS's General program and/or the area of most urgent need.

Tennant Baranszky-Job Fine Arts Endowment Fund: to support the purposes of the SHS's Recreation and Leisure program and to specifically support its fine arts activities.

Wheeler/Soucy Endowment Fund: to support the SHS's Recreation and Leisure program, primarily.

Membership Campaign

In fiscal year 2018-2019, Semiahmoo House Society had 135 members in good standing, including individuals, families and corporations. The categories and price of membership are: Individual \$15, Family \$25 and Corporate \$50.

Marketing

As part of our marketing initiatives, we refreshed the brand for SHS and its affiliates and initiated the development of a new website: www.uniti4all.com which will provide web presence for all three societies in the UNITI partnership.

Important Recognition

We recognized all contributions from volunteers, board members, corporations, families, individuals and all other constituents who collaborated to achieve our objectives and ensuring a sustainable future for SHS.

We were grateful to both the staff of SHS and TSF for reaching a new level of collaboration that contributed to realizing SHS's mission to provide quality services to people with disabilities.

In addition, we very much appreciated the Self-Advocates of Semiahmoo (SAS) who were instrumental in our work to create awareness and fundraise through their readiness to lend a hand and participate at our various events.

Respectfully submitted,

Louise Tremblay
Director of Development



Auditor's Report

Semiahmoo House Society Financial Summaries March 31, 2019 and 2018

	2019	2018
Financial Position		
Assets		
Current assets	\$ 770,696	\$ 265,528
Restricted cash	2,240,689	2,233,817
Capital assets	1,154,201	1,183,481
Other assets	1,554,495	1,906,491
Total assets	\$ 5,720,081	\$ 5,589,317
Liabilities		
Current liabilities	\$ 1,449,501	\$ 1,403,797
Deferred capital contributions	77,883	81,969
Total liabilities	1,527,384	1,485,766
Net assets	4,192,697	4,103,551
	\$ 5,720,081	\$ 5,589,317
Results of Operations and Changes in Net Assets		
Total revenues	\$ 14,832,073	\$ 14,267,085
Total expenses	(15,172,265)	(14,685,280)
Total other items	429,338	402,344
Excess of revenue over expenses	89,146	(15,851)
Net assets, beginning of year	4,103,551	4,119,402
Net assets, end of year	\$ 4,192,697	\$ 4,103,551
Cash Flows		
Cash from (used in) operations	\$ 281,702	\$ 166,929
Cash from (used in) financing and investing activities	274,958	(256,162)
Increase (decrease) in cash for the year	\$ 556,660	\$ (89,233)

Thank You, Our Generous Donors!

\$100,000 +

Butterley Family Foundation
Coast Capital Savings
Dorothy and Carl Ruby Charitable Foundation
Vancouver Foundation

\$50,001 - \$100,000

Dragon Fly Endowment Fund
James Martin Estate
Jollean Shallard
Kia Applewood
Music Heals
Peninsula Community Foundation
Surrey Cares
United Way of the Lower Mainland

\$25,0001 - \$50,000

GroupHealth Global Benefit Systems	Peace Arch Hospital Foundation
Inclusion BC	Prospera Credit Union
Investors Group Financial Services Inc.	Semiahmoo Rotary Club
John Hoogenraad KCC Contracting	Sherryl and Gary Rosaasen
Kiwanis Club of White Rock	Vancity Community Foundation
Michael and Lauren Boni	Werner and Helga Hoing Foundation
Paul Tennant	Westminster Savings Credit Union

\$10,001 - \$25,000

Ankenman Associates Architects Inc.	Kim Shannon
AR-Way Enterprises	Ladies' Auxiliary, Royal Canadian Legion #240
Canada Safeway	Mary Sully
Christine Koch	Paul Wheeler
City of White Rock	Peace Portal Alliance Church
Darlene Jensen	Peninsula Community Foundation
Donald and Karen Hutchison	Richard Rova
Douglas Tennant	Rod and Corinne Pennington
Gail Bowman	Rod and Corinne Pennington and National Bank
Government of Canada	Ronald McDonald House Charities of Canada
Great West Fitness	Strategic Charitable Giving Foundation
Growth Through Learning	Surrey Firefighters Charitable Society
Hallmark Carpets	Vancity Credit Union
Investors Group Matching Gift Program	White Rock Millennium Rotary Club
Ken Shannon	

\$5,001 - \$10,000

4th Utility Inc.
 Bea Hadikin
 Bert and Greta Quartermaine Family Fund
 Bill Vance
 Brad Campbell
 Comvida Corporation
 Dave and Joanna Aune
 Dawson and Sawyer Developments Ltd.
 Deborah Cooper
 Devinder and Baksho Ghangass
 Doreen Alston
 Elizabeth Deschenes
 Ellen Powell
 Eric Harris
 Geoffry and Colleen A Dean
 Glastech 2000 Contracting Ltd.
 Investors Group Financial Services
 Invis-Team Rob Regan-Pollock
 KNV Chartered Accountants
 Lise Boughen
 Margaret Dick
 Matthew Tennant
 Milestones Restaurant
 Music Counts
 Nancy Shewfelt
 Nick Milau

Nolda Ware
 Paddi Robinson
 Paul Evanish
 Peace Arch Monarch Lions Club
 Peninsula Arts Foundation
 Purdy's Chocolates
 Randy Bishop
 RBC Foundation
 Rick Floer
 Rotary Club of White Rock
 Rose and Dean Raven
 Royal Canadian Legion Branch #008
 SLM Group Consultants Ltd. (MacNeil Benefits)
 South Surrey White Rock Art Society
 Southridge School
 Stephanie Green
 Strategic Charitable Giving Foundation
 Surrey Fire Fighters Charitable Society
 Susan Janetti
 TELUS
 The Running Room
 The Toskan Casale Foundation
 Westland Insurance Group Ltd.
 Westminster Savings Foundation
 White Rock Lioness Club

Thank You to all our Donors!

Many others also contributed in a myriad of ways that we do not have the space to list, but your contributions are appreciated and really count.



Thank You, Our Sponsors and Exhibitors!

Semiahmoo House Society and Investors Group Golf Tournament

BC Golf House Society	Milestones Restaurants
Cactus Club Café	MNP LLP Accounting Consultants Tax
Canada Life	Morgan Creek Golf Course
Church & State Wines	Peace Arch News
Comvida Corporation	Schill Insurance
Confetti Party and Tent Rentals	Starbucks
Famoso	The Brewing Experience
Grounded	Westland Insurance
Growth in Learning	White Rock Beach Beer Company
Immediate Images	White Rock Brewing
Jan's on the Beach	White Spot
Marcon	

The Gala of Diamond Wishes

The Answer Company	PARC Retirement Living
Applewood Auto Group	Peace Arch News
Chocolaterie Bernard Callebaut	Steve Nash Fitness World & Sports Club
Church & State Wines	Westland Insurance
Everything Wine	White Rock Beach Beer Company
Group Health Benefits Solutions	White Spot Restaurant
NK MIP (Inkameep) Cellars	Zenterra Developments Ltd.

Thank You!

Thank You, Inclusive Employers!

BST Transportation – Quick As A Wink
Community Living British Columbia
Confetti Party and Tent Rentals
Duradek
Freeman Audio Visual
Huckleberry Landscaping
Innovation, Science and Economic Development Canada
Meridian Meats White Rock
Outland Carillion (Tsawwassen Mills Mall)
Pacific Family Autism Centre
Paper Planes Café
PepsiCo/Frito Lay
Purolator Courier (Richmond)
Semiahmoo House Society
SFU
Southridge School
Suki's (Morgan Crossing)
Swordfern Management
The Semiahmoo Foundation
tidyAlot
UnitiWorks
White Spot (Panorama Village)



In Memoriam

Deep in our hearts we fondly remember friends who have passed away during the past year.

Cherished Members of our Community

David Cruikshank

Gail Harper

Sylvia Hoeree

Brenda McCullough

Rick Rova



An Inclusive Community Values All People!

Semiahmoo House Society

A partner in



www.uniti4all.com



Semiahmoo House Society is a non-profit organization that provides quality services and supports to people with disabilities and their families.



Peninsula Estates Housing Society provides affordable and inclusive rental housing that reflects the diversity of our community.



The Semiahmoo Foundation assures that UNITI has the recognition, relationships and resources to support an inclusive community.

together we're stronger



[SemiahmooHouseSociety](https://www.facebook.com/SemiahmooHouseSociety)



[@SemiahmooHouse](https://twitter.com/SemiahmooHouse)



<http://SemiahmooFoundation.com>



[Semiahmoo House Society](https://www.youtube.com/SemiahmooHouseSociety)