Hope.Help.Home.

Community Living
VICTORIA

annual report 2009 | 2010

CELEBRATING 55 YEARS OF SERVICE

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ROB TURNER, FINANCE MANAGER

LINETTE BAKER, PROGRAM MANAGER

JULIE HICKEY, PROGRAM MANAGER

MIKE JENSEN, PROGRAM MANAGER

IRMGARD KNUDSKOV, HUMAN RESOURCES MANAGER

CATHY MACDONALD, PROGRAM MANAGER

Working together to create Hope, Help, Home.

A MESSAGE FROM OUR PRESIDENT AND EXECUTIVE DIRECTOR

THIS YEAR marks the 55th anniversary of Community Living Victoria (CLV). Today, we're a vibrant and dynamic organization that's both forward thinking and respectful of our roots. As in the past, we face ongoing challenges to review, revise and restructure our services. However, we remain steadfast in our commitment to provide quality supports to individuals and their families, and stay responsive and relevant as an agency.

CANADA RATIFIES THE UN CONVENTION ON THE RIGHTS OF PERSONS WITH DISABILITIES.

March 11, 2010, was a historic and profound moment in our country's history. The UN Convention is the first international treaty that comprehensively recognizes the rights of persons with disabilities. By ratifying it, Canada binds our governments to its implementation and declares to Canadians and the international community that disability is at last recognized as a matter of fundamental human rights. The Convention creates a new and lasting foundation on which to build an inclusive and accessible Canada where rights can no longer be diminished on the basis of disability.

CARLENE THOMPSON, PRESIDENT

REAL WORK FOR REAL PAY.

One of our main focuses this year has been Real Work for Real Pay for people with disabilities. To further the achievements of our longstanding Supported Employment Program, we've been actively participating in the Community Living BC (CLBC)

MISSION

Community Living Victoria supports people with developmental disabilities together with their families and support networks by promoting their full citizenship and inclusion in the community.

ELLEN TARSHIS, EXECUTIVE DIRECTOR

provincial employment advisory committee, and we're a partner in the BC Employment Strategy Network. This work has included organizing such events as the Learning Tour on Employment, re-inventing Day Supports and Customized Employment. Future work will include bringing more training to Victoria and trying to secure additional funds to provide customized employment to people who aren't adequately served by traditional supported employment.

ADVOCATING FOR RIGHTS, SUPPORT AND FUNDING.

The new provincial budget cut funding to core programs, including autism, Fetal Alcohol Spectrum Disorder (FASD), mental health, infant development, supported child development and Aboriginal programs. Specialized staff are being lost, and front-line children's agencies were forced to cut $3.6 million more. A further $32 million was cut from essential Ministry roles for monitoring, oversight and support to assure children's welfare and safety. In this environment, CLV's advocacy initiatives are more important than ever. One example of our work in this area was making provincial advocacy groups aware that some educators in BC were distributing a disclaimer form to parents that stated that their child's needs may not be met since the classroom had more than three students with special needs.

AFFORDABLE HOUSING CONTINUES TO BE A PRIORITY.

We're working to enhance quality of life by helping people find affordable housing. In addition to managing 35 subsidies located throughout Victoria, we're a partner in a BC Housing building on Queens Avenue which provides rental apartments for six people who pay only the shelter portion of their Disability Benefits. Unfortunately, there are many more people who need affordable housing. To help raise awareness of this need and connect with housing service providers, we participated in the BC Non Profit Housing Association conference in November and on a provincial housing committee whose actions included the research report "Housing Options for People with

Developmental Disabilities". Our participation in the 2010 National Family Conference in October will give us another opportunity to profile our successful partnership in the Queens Avenue building.

MEETING THE CHALLENGES OF LIMITED RESOURCES.

In March we learned that our funder, CLBC, was facing significant financial strain and would be providing little or no new funding in the coming fiscal year. This has created considerable pressure for youth transitioning to adulthood and people facing crisis. CLBC, in collaboration with service providers, has undertaken a provincial service redesign initiative which covers all services but focuses particularly on people living in group homes. As a result, we've been asked to determine whether anyone could be better supported in a home share model or other residential option. Both CLV and CLBC recognize that many of the people we support are already best served in their current staffed residential homes. However, it's possible that some people may benefit from the more individualized support they'd receive by living with a couple or family, or by living in their own apartment with support. There may also be some opportunities in service redesign to increase employment options and to develop creative housing solutions. It's necessary for us to find cost effective ways to provide support and ensure that the limited resources we receive can reach more people.

REAFFIRMING OUR INTERNATIONALLY RECOGNIZED STANDARDS.

Our third CARF (Commission on Accreditation of Rehabilitation Facilities) survey is expected later this year. CARF accreditation reflects CLV's capacity to deliver services according to internationally recognized standards. Since all our systems are in place and we're a strong organization, we're confident we'll achieve another three-year accreditation.

HELPING TO SUPPORT A STRONG SOCIAL SERVICE SECTOR.

CLV participates in various provincial organizations including the BC Association for Community Living's Executive Directors' Network, the Member Engagement Committee and the BC CEO Network. The CEO Network is a provincial network of CEOs in union and non-union social services organizations, which include funders, private agencies and non-profit societies. The objectives of the CEO Network include facilitating a collective voice, and promoting effective business practices, leadership development and mutual support. Although this work takes us away from CLV, the wins are significant as we make a positive difference here at CLV and for others across the province.

WORKING TOWARD A NEW COLLECTIVE AGREEMENT FOR OUR EMPLOYEES.

The Collective Agreement with our unionized employees expired on April 1, 2010. The provincial spending freeze has created a challenging environment for negotiations, however, we remain hopeful that an agreement will be reached that balances the interests of all parties. On March 31st, the day before their Collective Agreement expired, our employees became eligible for the Municipal Pension Plan (MPP), funded by government. This is significant because we were the only public sector that didn't offer this benefit, and the MPP will help us retain our valued employees.

OUR FOUNDATION CONTINUES TO GENEROUSLY SUPPORT OUR GOALS.

Through such events as the Canada/USA Women's hockey game and the Ken Lavigne concert, our Foundation continues to raise significant funds for CLV. This year, the Foundation funded our "Hope. Help. Home." media campaign that brought awareness of CLV, our values and the issues that people with developmental disabilities face. The campaign included a redesigned website featuring videos that make our site more lively and informative. In addition, this year the Foundation provided funds for much needed home improvements, furniture, vans and major upgrading of our main building, including accessible washrooms which will greatly benefit the people we support.

OUR FAMILY SUPPORT PROGRAM BENEFITS FROM A UNITED WAY GRANT.

A $30,000 grant from United Way has helped ensure the future of our Family Support program. Thanks to this generous donation, families have support and a voice as they advocate for needed services for their family members.

CELEBRATING OUR MANY ACHIEVEMENTS!

Our Victoria Opportunities for Community Youth Leadership group received the 2010 United Way Youth Now Award and the CLBC WOW! Award. These outstanding youth with and without disabilities make a difference in our schools and community by giving over 25 inclusion awareness presentations in over 10 high schools, reaching over 500 students. Another wonderful addition to CLV and our partner organization, Recreation Integration Victoria, is Teen Community Connections (TCC). In the past, youth with developmental disabilities were often isolated because their needs weren't met or they didn't feel welcome in after-school activities or centres. Thanks to TCC, participants feel they're an integral part of their community and have positive relationships with community members. Another success is our

Community Living VICTORIA

Host Agency program. We currently manage 30 home share arrangements and host supports for 19 people who have individualized funding that gives them the flexibility to create the support arrangements they and their families want. We're also pleased to be hosting an innovative family-governed program called InclusionWorks! This diverse group of families from Greater Victoria has joined together to create meaningful individualized programming for their young adult children, who have qualified for CLBC support.

THANK YOU FOR YOUR INVALUABLE SUPPORT.

Feedback from families, the people we support, our funders, community organizations and our auditors indicates that Community Living Victoria is performing well. This is entirely due to the generosity of our donors, as well as the dedication, commitment and talent of our board members, volunteers, management team and staff. Your vision, passion and ability to find the right solutions provide us with the support we need to effectively steer this wonderful organization! Thank you for your efforts to ensure the people we support have a good life in the community.

Together, we do a make a difference.

CARLENE THOMPSON
PRESIDENT

ELLEN TARSHIS
EXECUTIVE DIRECTOR

"THE CHALLENGE FOR EVERY ORGANIZATION is to build a feeling of oneness; of dependence on one another, because the question is usually not how well each person works, but how well they work together." **ANONYMOUS**

Different abilities. One community.

Community Living Victoria (CLV) helps people with developmental disabilities and their families feel included and valued in all aspects of community life. Here are some of the services we provide, as well as stories from the people we serve and the people who help provide our services.

"WHAT I LIKE MOST about my involvement with Community Living Victoria for the past 20+ years is that when I volunteer here, you can see a tangible difference that volunteering makes. You don't have to wait long to see the impact, whether that be fundraising, raising profile or just being out there engaging folks in discussions about community living values."

JOHN STEVENSON, FOUNDATION PRESIDENT

WE VOLUNTEER IN THE COMMUNITY.

- In the past year, our over 60 day program participants contributed over 3,700 hours to Meals On Wheels, community newsletters and mailings, James Bay kids' lunch program and school grounds clean-up, community centres, non-profit thrift stores, Wishing Well coin sorting for Queen Alexandra Centre for Children's Health, seniors centres, delivering library books to seniors, reading stories to toddlers, and Thrifty's Sendial program.
- Self-Advocates and family members from the Family Support program donated over 700 hours of office work to the program this year. Self-Advocates also gave presentations on community advocacy and helped organize a conference.
- We help people apply for the $100/month volunteer incentive money from the Ministry for Housing and Social Development.
- Teen Community Connections participants volunteer at farms throughout the

island and provide after-school care. A teen group member completed his work experience semester at Mary's Therapeutic Farm, where he worked with horses and llamas.

"I LIKE NEW PEOPLE TO VISIT, but I'm happiest when there are staff at my house who know me really well like mine do."

CLV CONSUMER

- We co-hosted One Day Together which saw more than 400 people attend a day of kick ball, music and food.
- Supported Apartment Living participants provide assistance to other residents in their multicultural building and decorate the entry hall at Christmas.
- Our Making a Difference award for 2010 was presented to CLV Foundation Board Member Sharlet Poole.

"SERVICES ARE A REAL MAZE. Community Living Victoria can sort that out for families and offer suggestions of where to go and who to contact. CLV makes me as a parent feel really safe. Just really safe. I know that Corbin will be looked after there by the same people for a really, really long time."

ANDREWS FAMILY

WE ADVOCATE FOR EQUAL RIGHTS AND ACCESS TO SERVICES IN THE COMMUNITY.

- We provide support to people as they deal with government ministries and medical professionals, support and funding applications, harassment incidents, child access issues, and child-in-care orders.
- Victoria Opportunities for Community Youth Leadership (VOCYL) participants share their stories of inclusion and discrimination, and advocate for diversity and acceptance in local high schools.
- We helped people speak out against the amendment to the Community Living Authority Act which removed legislation that there be family and Self-Advocate representation on the Community Living BC board.
- We support InclusionWorks! which pools individualized funding to create individualized day options for family members.
- We advocated against the cuts to social services.
- We meet with government and schools to learn how best to support the needs of parents and their children.

"COMMUNITY LIVING VICTORIA allows people with disabilities to have a voice, to be heard. We really put forth the message that people are important."

CHRISTINE, CLV EMPLOYEE

- We provide conflict resolution and mediation to 500 families per year.
- One of our parents spoke to a UVic social work class about parenting with a developmental disability.
- Our Self-Advocacy group participates on the CLV Board, the Community Council and other advocacy groups.
- We present information to consumers in an easy-to-understand format, including a DVD on individual rights, consumer handbook, and plain language Outcomes Results summary.

» Our Annual Consumer Satisfaction surveys collect valuable learning and feedback from Self-Advocates.

» Our staff member on the Community Council and Family Sub-Committee for Community Living BC helps drive continuous improvement.

» We bring media attention to the rights of people with disabilities.

"WORKING WITH PEOPLE with disabilities has taught me patience. And by patience, I mean a real patience to stop in the moment and really listen and interact with people."

CAMERON, CLV EMPLOYEE

WE HELP PROVIDE EDUCATION FOR CHILDREN, ADULTS, PARENTS AND EDUCATORS.

» We advocate for inclusion of children with disabilities in neighbourhood schools.

» Our Educator of the Year for 2010 is Ruth Stamp of Mount Douglas Secondary School, in recognition of her support for inclusion in our community.

» We make presentations to teaching assistants and future elementary and high school teachers.

» We help school district personnel and families access out-of-school supports and other resources.

» This year, we helped 12 people qualify for their Food Safe certificate.

» We conducted a workshop on wills and estate planning.

» We help set up parent-to-parent matches for sharing of support and information.

"We've benefited greatly from all the support and encouragement from Community Living Victoria. I don't know how I would have managed without the dedicated and friendly staff and resources. CLV has made an essential difference in our lives." **CLV FAMILY**

» Our Parent Support Program offers training in skill development, implementation of daily routines, good nutrition and health care, child safety, positive parenting strategies, community inclusion and emergency preparedness.

» We provided transportation so a young woman could attend UVic classes.

» Teen Community Connections supports both youth and educators, helping to provide an accepting space and resolving difficulties or discrimination.

» We hosted a PLAN Registered Disability Savings Plan workshop for families to help them secure a better financial future for their sons and daughters.

"I've always got a cup of sugar handy."

MEET SHEENAGH. Like many people in our community, Sheenagh was born with a developmental disability. So it hasn't always been easy for her and her family. Thanks to the support of Community Living Victoria, Sheenagh has her own apartment, good friends like Cindy and a cup of sugar if you ever run out. And after all, isn't that what good living is all about?

WE HELP PEOPLE FIND THEIR OWN HOME IN THE COMMUNITY.

» This year, we provided home and personal support to 64 people in CLV homes, 13 people in our Supported Apartment Living program, 30 people in home-share service, 6 people in BC Housing Management Commission subsidized apartments, and 31 people who live on their own with Supported Independent Living assistance.

» We help families secure funding and make decisions about upgrading the accessibility and livability of their homes.

» We manage 35 subsidized housing units for BC Housing.

» We work with BC Housing and Community Living BC to help people age safely in place.

» We provide emergency temporary housing for people in crisis.

» We advocate for housing support options for families, including direct funding, individualized funding and home ownership.

"THIS JOB IS SPECIAL in that every day I do something that matters. I love my job. It's stressful, it's hard sometimes, but it's also fun and fulfilling."

LORA, CLV EMPLOYEE

» We facilitate furniture donations.

» We help people make changes to their living arrangements to accommodate health needs and geographic moves.

» We support people through debt management, avoidance of eviction, and conflict resolution for landlord/tenant disputes.

"I like to keep things tidy."

MEET BRIAN. Brian, like many people in our community, was born with a developmental disability. So it hasn't always been easy for him and his family. But thanks to the support of Community Living Victoria, Brian has his own home, good friends and a job he loves. And after all, isn't that what we all really want?

WE HELP PEOPLE FIND EMPLOYMENT IN THE COMMUNITY.

- Our Supported Employment Program helps 57 people work in jobs where they earn minimum wage or better. Sixteen new placements were supported this year.
- Our Employer of the Year for 2010 is Thrifty Foods, Hillside.
- Our employment programs were featured in TV, transit and newspaper ads, as well as in a video on our website.
- We participated in a resource fair to provide people and families with more information about supported employment.
- One of our Supported Employment Program participants was chosen as one of 12 Canada Safeway employees to be in the Olympic Torch Relay.
- We work with other agencies and attend ongoing workshops to continuously improve employment support.

"IT'S REALLY IMPORTANT to me to have our workforce represent the community we're in. That means employing people of diversity. The personality that people from Community Living Victoria bring to the store is great with our customers. They're a valuable addition to our team!"

LISA, THRIFTY FOODS

- Five VOCYL participants are receiving training so they can make videos of CanAssist events, and be paid for their work.
- We provide support as employees change jobs to meet their employment goals.
- We're currently supporting two day program participants through the job development process to help them find competitive paid employment.

"I like to get out there."

MEET COLE. Cole, like many people in our community, was born with a developmental disability. So it hasn't always been easy for him and his family to find the right school and opportunities to have fun with other kids. Thanks to the support of Community Living Victoria, Cole can get out there and explore, learn and enjoy life like any 15 year old should. And we know that's an important part to good living.

WE HELP PEOPLE HAVE FUN IN THE COMMUNITY.

» We facilitate events and access funding so children, adults and families can have social lives, attend free YMCA-YWCA dance movement classes, go camping, feed the seals at Fisherman's Wharf and Oak Bay Marina, participate in a talent show, paint a mural, attend parties, cruise the Inner Harbour, go on a scavenger hunt, visit a recreation centre, take a day trip or go on vacation, go kayaking or rock climbing, participate in Special Olympics or Operation Trackshoes, play mini-golf, attend church, go to a movie or concert, try horseback riding or sailing, shoot hoops at Beacon Hill Park, go to a swimming pool or museum, enjoy a summer barbecue or pub night, attend a football or hockey game, go bowling, take an art class, go shopping, and more!

"I WORK AT THRIFTY FOODS. I do buggies and bag groceries and stock shelves. Getting this job has given me independence. I'm engaged to be married Valentine's Day and eventually get my own place."

JEREMY

WE HELP PEOPLE MAKE FRIENDS IN THE COMMUNITY.

» We focus on increasing the number of unpaid people in the lives of individuals who have no involved family or friends.

» We help people maintain connections with their families. For example, we helped someone attend an out-of-town family wedding.

- We help access funding for childcare or respite so parents can have social time away from their children.
- We organize social events to bring together moms from different communities.
- VOCYL participants report an average 35% increase in their sense of belonging in their social networks and communities.
- Our Supported Apartment Living program hosts regular social get-togethers and provides group counseling on conflict resolution strategies, communication skills, personal boundaries and women's health topics.
- Our open door policy in our homes and programs for families and friends supports their involvement in people's lives.

> *"I'M HAPPY with the way Community Living Victoria watches out for my daughter. I'm confident she's safe, and if anything happens to me, she'll continue to be cared for."*

PARENT

- We facilitate friendships between the people who live in our homes or attend our day services, through casual and structured social activities.
- Our Supported Independent Living program supports and funds social outings for men and women, including concerts and dining out.
- Our Host Agency participants choose their own support people so they can spend time with people who share similar interests.
- Person Centered Planning always tries to involve family members. In one instance, we were able to accommodate a long distance girlfriend in a planning session, via Skype from Calgary.

> *"WHEN OUR YOUNGEST DAUGHTER was diagnosed with a disability, she'd just turned three. It was very nerve-wracking. I was a single parent at the time so I felt really overwhelmed by the diagnosis and also not really having much support."*

PASTRO FAMILY

WE HELP PEOPLE ACCESS THE HEALTH CARE THEY NEED IN THE COMMUNITY.

- We maintain and update health care plans for the people we support residentially who have complex health needs. This includes a review of all risk assessments for people who have challenging behaviours.
- We help people access mobility equipment and, if necessary, move to more accessible locations within our facilities to accommodate increasing health/mobility needs.
- We help people enhance their health by attending regular medical appointments.
- We help provide people with home care supports, electric wheelchairs, leg braces, orthotics, bath bars, bath seats, walkers, etc.
- We access funding to help people attend exercise classes, speech therapy and other resources.
- We advocate for increased health supports to allow people to continue living independently for as long as possible.
- We support people through lengthy hospitalizations requiring additional staff in hospital and at home. And we support people through palliative care and death.
- We appeal ministry decisions to discontinue necessary medical services to people with disabilities.
- We help ensure the people in our homes and community services programs have access to supportive physicians, dentists, psychiatrists, nurses, physical and occupational therapists, nutritionists, dental hygienists, behavioral support services, counselors and Developmental Disabilities Mental Health Support Teams.
- We provide ongoing staff training on medication administration, lifting and transferring, personal care, epilepsy, values and ethics, health and wellness, grief and loss, and behavioral issues.
- We support people to maintain a healthy weight.
- Our Parent Support Program helps parents with infant and toddler vaccinations, dental care and maintaining health record booklets.
- We work with specialized mental health teams to support people with medication reviews and changes.

Community Living
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Thanks to our community for a year of growth and success.

A MESSAGE FROM THE FOUNDATION.

The past year has been exciting for our Foundation Board, and our activities continue to be diverse, fun and profitable. We welcomed Shannon Kowalko to our Community Living Victoria family as a Board Member, and we continue to work effectively with both Boards to increase fundraising and community awareness. The enthusiastic commitment of our volunteers, staff and sponsors remain the key to our continued success.

HOPE. HELP. HOME.

We launched our "Hope. Help. Home." campaign in television, radio, transit and print last winter. It effectively brands and communicates the important work we do and how we do it. By all accounts, the campaign has been a tremendous success and has received very positive comments from our community. This messaging will be used consistently in all future media and promotional requirements. The "Hope. Help. Home." theme also appeared in a new communications initiative aimed at local service clubs. We developed a professional PowerPoint presentation designed to raise awareness and funds, which was delivered by Foundation Board Member David Jones. David's presentations were well received, and we intend to continue building relationships with service clubs in this manner.

OLYMPIC HOCKEY GAME RAISED $65,000.

Thanks to the leadership of Frank Bourree and a team of over 100 hard-working volunteers, we brought Olympic Hockey to Victoria in October. The exhibition game between the Canada and USA Women's hockey teams was a sellout and raised $65,000. We're grateful for the support of numerous businesses, the gold sponsorship of FedEx, and the City of Victoria's donation of the Save-On-Foods Memorial Centre, all of which contributed to the success of this major fundraiser. Not only did the event help profile the work we do in our community, it created a memorable experience for the hundreds of guests who joined us. Thanks again to everyone who made it possible!

KEN LAVIGNE PERFORMANCE RAISED $30,000.

Foundation Board Member Sharlet Poole has provided tireless leadership of our past three fundraising concerts and is responsible for bringing on Coast Capital as sponsor. Sharlet's selfless dedication to the Foundation almost from our inception was recognized at the CLV General Meeting in May, when she was presented with the Making a Difference award. Thanks to Sharlet, last year's Ken Lavigne concert at the McPherson Playhouse was a great success, raising almost $30,000.

JOIN US FOR MICHAEL KAESHAMMER CONCERT ON NOVEMBER 13TH.

We're expecting November's Michael Kaeshammer concert to sell out. Once again, Coast Capital is the title sponsor and Sharlet Poole is leading the initiative.

THE FOUNDATION RAISED OVER $250,000!

Of the over $250,000 we raised in 2009-10, we provided $72,000 to CLV to continue our important work, and we're well-positioned to exceed that amount this year.

We also provided CLV with $150,000 for the purchase of new vehicles, including an accessible van for the four people at Burnside Home and a van to transport our teen program participants to recreation centres and other venues. In addition, we allocated more resources to improving our effectiveness in two key fundraising areas. By dedicating budget to grant writing, we were able to successfully obtain four grants totaling $50,000, which was used to fund CLV's Family Support program, the Burnside Home kitchen renovation and other important projects. We also dedicated more time to our planned giving program so the lifelong relationships we have with families can continue to benefit CLV into the future.

WELCOME TO OUR NEW PATRONS.

We continue to benefit from the involvement of loyal sponsors and prominent individuals who have agreed to become Patrons of Community Living Victoria. This year's incoming Patrons include Jo Campbell, Rob Taggart and George Morfitt, who will serve as ambassadors for CLV

Community Living VICTORIA

and assist us with fundraising and planned giving initiatives.

CONTINUED GROWTH AS THE ECONOMY IMPROVES.

Like other organizations, the Foundation continues to be influenced by the global recession. While falling investments could have significantly impacted the market value of our portfolio, we didn't experience any actual losses. We plan to stay the course and fully expect continued growth of our investments as the economy improves.

GRATEFUL ACKNOWLEDGEMENT OF FRANK BOUREE.

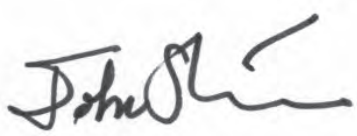
I want to take this opportunity to acknowledge the outstanding commitment, leadership and tenacity of our past Chair, Frank Bourree. When I recruited Frank for the Board many years ago, I knew he'd be excellent. I can say without reservation that he's exceeded all of our expectations. Without Frank, there wouldn't have been a hockey game. I'm pleased that Frank remains with us as a Director. Thank you so much, Frank!

SPONSOR/DONOR BREAKFAST SAYS, "THANKS!"

This spring, we invited our sponsors and donors to a breakfast appreciation event at a local hotel. Aside from receiving our heartfelt thanks, participants enjoyed a presentation from some of the people we support, who described how CLV helps them and how that support has made a difference in their lives. Because sponsors and donors are so vital to our success, we intend to make the breakfast an annual event.

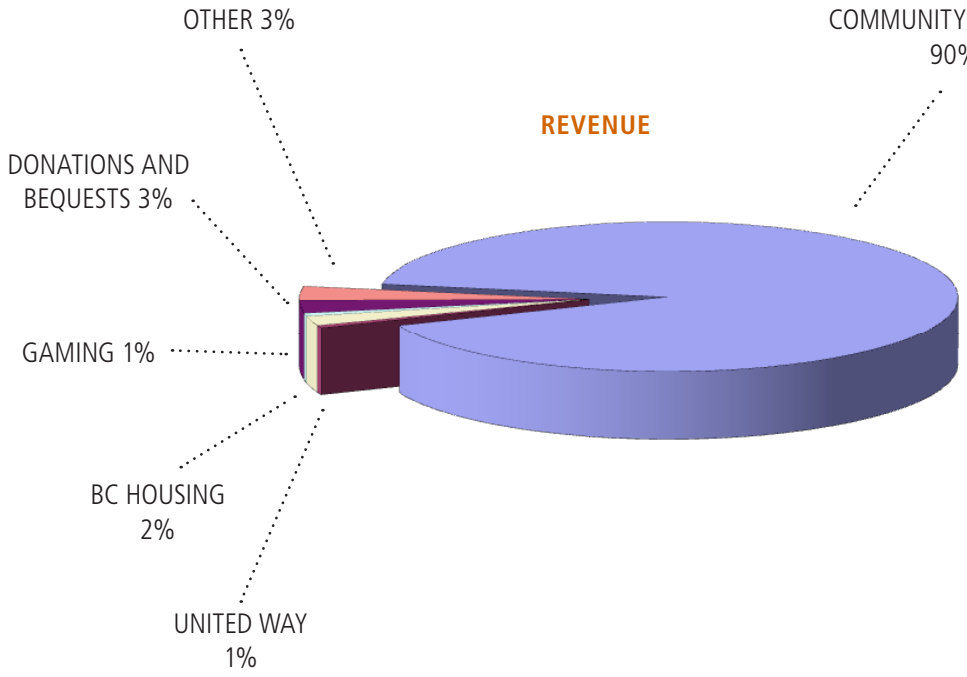
While I'm saying thanks, the entire Foundation Board deserves our gratitude for their unwavering commitment to fundraising and community awareness. I look forward to continuing to work with Board members, stakeholders, volunteers and donors in the coming year to enhance the lives of the people we support. When we began this work back in 1995, we went through a lot of growing pains and maturing experiences, but look at how far we've come!

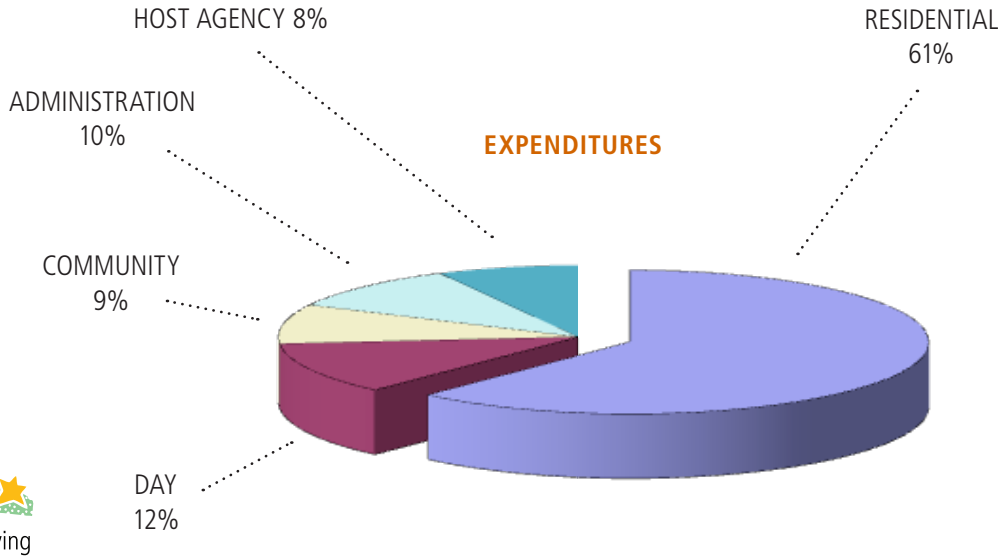
Thank you for all your support.



JOHN STEVENSON
FOUNDATION PRESIDENT

Financial Information 2009-2010





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COMPLETE AUDITED FINANCIAL STATEMENTS AVAILABLE BY REQUEST

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