



Community Living VICTORIA

Different abilities. One community.



annual report 2007 | 2008

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COMMUNITY LIVING VICTORIA GRATEFULLY
ACKNOWLEDGES THE FINANCIAL SUPPORT
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Message from the President & Executive Director

As Community Living Victoria (CLV) has expanded to provide services to more people through residential services, the teen after-school and summer programs, and Host Agency, we have enjoyed and been challenged by the opportunity to provide supports that are flexible and individualized. Following this significant and rapid growth in 2007, we spent considerable time this year ensuring that the structure and systems were in place to support this expansion. Part of this effort involved finding meaningful ways to include individuals, their families and staff in our CLV family and culture.

In the spring, we completed our strategic plan which will guide our work for the next 3 – 5 years. Priorities include: aging buildings and facilities; recruitment and retention; growth and change management; service individualization; and, affordable housing and housing options. We are confident that the strategic plan will provide clear direction for us as we face the challenges that lie ahead.

Recruitment and retention of staff in the current labour market continues to be a priority and thus is one of our key strategic directions. We have implemented some strategies to deal with this ongoing challenge and have developed a plan that will ensure we attract and retain qualified employees. Our staff of over 250 full-time, part-



SUMMER YOUTH PROGRAM

time and casual employees work hard to ensure a good life for the people we support and we are grateful for their commitment and passion. Our management team continues to guide CLV with expertise, a strong vision and their willingness to rise to whatever challenge is put before them.

After exploring several partnering and relocation opportunities to replace our aging building, we have not yet found the right fit for our agency. The building committee is now focusing on the Cedar Hill Cross Road property to house our administration and community services and programs. We have had recent discussions with the BC Housing and Management Commission (BCMHC) to include some affordable housing for the people we support and others on this property.

Affordable housing continues to be one of our main objectives. Besides BCMHC, we have had discussions with other housing service providers

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.



HOST AGENCY INDIVIDUAL SUPPORT NETWORK

A N N U A L R E P O R T 0 7 | 0 8

in the hopes of including some of the people we support in their projects. We also cochair a provincial housing group with CLBC whose purpose is to address issues related to housing for individuals with a developmental disability.

We are excited about entering into a partnership with CanAssist who are a leader in developing innovative technology for British Columbians with disabilities to support our VOCYL youth group. With a grant from an anonymous foundation, we are pleased that these youth – both with and without disabilities - will continue to share their experience as teens in order to advocate change and inclusiveness in their local high schools and communities. Our Teen program continues to thrive. In addition to this inclusive after school program, we have successfully operated a summer program for 2 years. Our vibrant self advocacy group continues to take on issues that are important to them and have the opportunity to learn new skills. We are

excited to be co-hosting the BCACL AGM and Conference in Victoria in June, 2009 and the self advocate group and others are looking forward to volunteering and participating in this event.

Our Host Agency program continues to expand. This program provides individuals and families assistance in finding support workers, maintaining records and ensuring quality services. It is important that we continue to respond and offer this opportunity to families as it speaks to our values of choice and individualization.

This year your board of directors turned its attention to succession planning. A new board manual was developed that provides detailed information about CLV and the board, and outlines expectations and roles for perspective board members. A process was also put into place that should ensure that there are individuals who are willing to consider becoming board members each year.



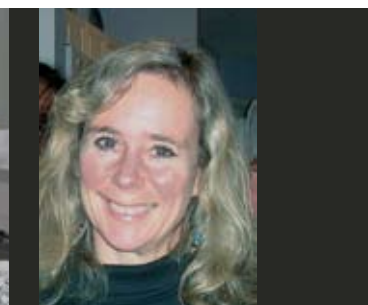
2008 saw the addition of a new award at our annual community awards presented at the General meeting. The Community Living Legacy award recognizes individuals who have demonstrated a life-long commitment to community living. It was a pleasure to honour two lifetime members: Marjory Houghton and Laurie Cottrell.

Community Living Victoria continues to support the advocacy efforts of our provincial and national associations for community living. Concern about inadequate funding and long waitlists for individuals and families were constant themes again this year. Eligibility criteria were tightened and access to community living services became more limited. Concerns about Community Living BC (CLBC), the separation of planning from funding, and the unexpected announcement that supports for children and youth with special needs will be going to the Ministry for Children and Families, added to the frustration and confusion that many individuals and families are feeling.

There was a positive announcement in March by the Federal Government that will benefit Canadian families who have a relative with a disability. The Registered Disability Savings Plan (RDSP) is designed to provide long term financial security for our relatives with a disability with contributions to the plan growing on a tax-deferred basis. In addition, the Federal Government has established matching grants and contributions to assist people with low incomes. Now families will have a choice whether to establish a trust or RDSP.



ELLEN TARSHIS, EXECUTIVE DIRECTOR



WENDY-SUE ANDREW, PRESIDENT

The foundation continues to build awareness and raise funds for Community Living Victoria. We are grateful to them for their ongoing efforts and acknowledge that most of these individuals do not have a personal connection, they are willing to support CLV because they believe in our work. The recent efforts of a foundation board member to nominate CLV for a Day of Caring, resulted in Terasen Gas providing \$30,000 worth of outdoor renovations to the Burnside home.

As I leave my term as president, I would like to express my appreciation to the CLV board for their support and thoughtful leadership. It has been a privilege to work with a board that has such vision and dedication to Community Living Victoria. Sincere thanks to Brian Moore, Chuck Dickson and Patti Odynski who will be leaving the board after making significant contributions to CLV.

A handwritten signature in black ink that reads "W.S. Andrew".

WENDY-SUE ANDREW
PRESIDENT

A handwritten signature in black ink that reads "e. Tarshis".

ELLEN TARSHIS
EXECUTIVE DIRECTOR



Program & Service Highlights

Community Living Victoria (CLV) works to ensure that people with developmental disabilities and their families are included and valued in all aspects of community life. The key benchmarks of our goals for the people we support include:

1. The community sees diversity as a good thing.
2. People with developmental disabilities and their families have equal rights and are not discriminated against.
3. People with developmental disabilities and their families have choices within each person's abilities regarding:

- education
- housing
- jobs
- leisure
- relationships
- health and health care

1. THE COMMUNITY SEES DIVERSITY AS A GOOD THING

This benchmark reflects the degree of involvement that people with developmental disabilities have in the community, and the extent to which the community responds positively to their involvement and recognizes their contributions.

ONGOING EFFORTS:

VOLUNTEERISM Through the efforts of the 55 CAP and Satellite participants, we continue to contribute significant volunteer hours, over 6000 hours per year to the Victoria community:

Meals On Wheels.....	2156 hours
Community Newsletters & Mailings	472 hours
Visiting Library Service.....	68 hours
James Bay kids lunch program/school grounds clean-up.....	558 hours
Community Centres (toy cleaning, toddler program, baking)	350 hours
YMCA Outreach Program (making sandwiches)	147 hours
Non-profit Thrift Stores.....	120 hours

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Thrifty’s Sendial program	102 hours
Collating forms for United Way campaign	600 hours
Wishing Well coin sorting for Queen Alexandra Centre	900 hours
Priory Seniors Home/Mt. St. Mary’s /Sunset Lodge	858 hours

- Self-advocates and family members from the Family Support (FS) program donated over 500 hours of volunteer office work to the FS program this year.
- assisted a number of people to apply for and receive the \$100-a-month volunteer incentive money from the Ministry for Employment and Income Assistance.

TOTAL VOLUNTEER HOURS.....6300+ hours

YOUTH INITIATIVES:

- CLV was awarded \$1,000 from the Youth in Philanthropy grant in recognition of the work we do in community to raise awareness of importance of diversity in school settings.
- 24 youth with disabilities participated in our after school program “Teen Community Connections” last year. 25 youth were enrolled in our full-time summer program. This program, funded by Queen Alexandra Centre for Children’s Health, supports teens with disabilities that were previously isolated after school and in the summer to become an integral part of their community at local teen centers within their community.
- VOCYL (Victoria Opportunities for Community Youth Leadership) continued with their goal this year of creating an inclusive community for all. VOCYL received grants from the Victoria Foundation and Telus. With these funds, the VOCYL youth, with and without disabilities, developed and delivered a one day “Everyone Belongs” workshop for Leadership students representing eight local high schools, participated in a weekend retreat, spent an afternoon kayaking with Power To Be and spoke at various workshops and organizations. Throughout the year the VOCYL youth met biweekly and during this time participated in a curriculum to develop their leadership and self advocacy skills.

ONGOING EFFORTS:

- engaged in partnership with CanAssist (operated out of UVIC) to provide opportunities for people we support to access and be more involved with the campus;
- transit training for an individual of how to use his newly acquired wheelchair on the bus system;
- each year, CLV awards a person or group from our community who are “Making

a Difference.” This year’s recipients were Terasen Gas and Royal Bank (Cook St. Village);

- our Self Advocates group continued to pursue advocacy initiatives and being present in community that included: fundraising lunches at Thrifty Foods and the Transition Fair and attending a conference in Vancouver with over 500 participants;
- contributions and donations to the people we support indicate that community members care – a great example of this is how a family in Victoria each year provides significant support to a few families who are most in need with food, taxi vouchers, gifts, bill payments and other needed purchases;
- SAL continues to develop positive relationships within their apartment building.

2. PEOPLE WITH DEVELOPMENTAL DISABILITIES AND THEIR FAMILIES HAVE EQUAL RIGHTS AND ARE NOT DISCRIMINATED AGAINST

This benchmark compels us to ensure that people with developmental disabilities have access to the same range of options that are available to the general population.

ONGOING EFFORTS:

- ongoing development and enhancement of our resource library dedicated to the rights of individuals with disabilities for families and individuals to access the services they require;
- hosted numerous workshops and information sessions for families including: our 100 member monthly parent support group; workshops on Alternative Supports, Families as Employers and a Transition Information session;
- continued to host monthly Community Living Network meetings (along with our partners the Garth Homer Society, Camosun’s Community Support Worker program and Kardel Consulting) to provide informal education sessions for service providers that increase quality of life for people with disabilities. Recent presentations included: BCACL Advocacy initiatives, CLBC update, employment for people with disabilities, Self Advocacy and Host Agency;
- continued partnering with other community agencies including many of the Victoria area Neighborhood Houses and their ‘in-house’ programs (Best Babies, mom & tot drop ins etc), schools, community counselors, public health nurses, daycare facilities, Arbutus Society, CLBC, MCFD, food banks, etc.;
- continued to utilize our resources such as our rights video, our consumer handbook and outcomes results summary to present Rights information to our consumers in a format that is understandable to them;
- provision of resources, conflict resolution and mediation to more than 500 families per year;



- CLV family support workers have supported 48 families to write the newly required CLBC Plans in order to receive support for their family members;
- supporting members of the Self Advocacy group to participate on the CLV Board, the Community Council and run for election in the BCACL Self Advocacy Caucus;
- continued to conduct our annual Consumer Satisfaction surveys to enhance our ability to learn from self advocates, with their feedback on issues.

ADVOCACY INITIATIVES:

- in June '07 CLV became the first host agency organization in the province. This allows individuals and families who receive Individualized Funding to direct their funding through CLV to hire, monitor and support the services they require. We are now supporting 22 individuals to guide their respite, one to one supports, and home sharing arrangements;
- the Parent Support program presented to the students of Camosun College's Community Support Worker program about the PSP which included individual's rights to have children and to have the kinds of supports available to them that facilitate parenting skills that enable them to become more effective parents;
- participated in a workshop session that presented the Human Rights videos our agency and others created and to discuss how these principles have been put into practice in each of the individuals' daily lives; developed a package showcasing numerous advocacy efforts CLV has been involved in such as CLBC's service eligibility requirements, inadequate supports for people in crisis, lack of funding for services and the division of children and adults services;



GABE, WINNER OF 2 BRONZE MEDALS IN BOCCIE AT SPORTSFEST 2008

- our efforts to challenge the restrictions of support based on IQ alone included sending out a call to respond to over 300 families and organizations, writing to the minister, attending meetings and supporting families to challenge the ruling;
- supported a number of SIL participants through their involvements with ICBC, MEIA, financial reviews and dealings with medical professionals;
- continued to support the self advocate group to write letters bringing forward the issue of two people being treated as one for Disability Benefits. A lawyer is currently supporting the group through the process of inquiry

3. PEOPLE WITH DEVELOPMENTAL DISABILITIES AND THEIR FAMILIES HAVE CHOICES WITHIN EACH PERSON'S ABILITIES

A. EDUCATION

CLV promotes and supports the inclusion of children with disabilities in their neighborhood schools.

ONGOING EFFORTS:

- participated in Special Student Assistant annual training provided to approximately 50 teaching assistants each year;
- presentation to District Resource Teachers (SD#61) to share community resources and supports for students with special needs;
- followed up on numerous referrals from school district personnel to help families access out of school supports;
- facilitated and participated in numerous PATHs, Individual Education Plans (IEPs) and Transition meetings this year;
- regularly sent out information to families and educators regarding upcoming workshops or related information;
- continued to provide space for the Vancouver Island Society for Autistic Children resource library making it more accessible to families and community educators;
- facilitated parent-to-parent matches; the most valuable source of support and information for parents is another parent with similar experiences who has already gone through what they are facing;
- assisted over 150 families with information, individual advocacy and conflict resolution in the schools enabling children with complex needs to attend their local schools.

ADVOCACY INITIATIVES:

- our VOCYL group presented to 30 schools regarding increased awareness of special needs and challenging students to be more welcoming to all students;
- co-hosted (along with CLBC, the Community Council, Integra Services and Garth Homer Society) the annual Transition Workshop for teens moving to adult services. Almost 40 agencies were represented with 100 families and individuals attending;
- connected at district level with school board staff to identify systemic concerns and resolve them;
- SAL hosted a series of “workshops” with guest speakers on topics such as: personal safety in the community, communication skills, conflict resolution skills, fire safety practices, food safety tips in the kitchen with a focus on improving independent living and safety skills.



B. HOUSING

People we support have access to a range of housing options that are affordable, appropriate and timely.

ONGOING EFFORTS:

- provided the support and resources required to bring our 4 new homes up to the same standards and quality of our existing homes;
- developed a permanent home for two children with a focus on family involvement;
- supported a family through the process of purchasing their son his own home;

- supported 4 families to submit a request for funds available through the Family Enhancement Fund to enable them to access funding to make their houses more accessible for their sons and daughters.



DREW, OFFICE ASSISTANT AT CLV

C. JOBS

Employment is an important option for many people with disabilities. It allows them to contribute, participate and earn additional money to fund their lifestyle choices and to be seen as equals in the work force.

In addition to increased income, having a job brings increased self esteem, social value and social networks.

ONGOING EFFORTS:

- 66 people are currently being supported in paid employment positions – all of these people earn minimum wage or better;
- 12 people lost their jobs in the past year and 4 found new employment;
- 12 new jobs were developed;
- part of a consortium of supported employment agencies worked with CanAssist to create opportunities for employment for people at the university and to submit a joint proposal for teen employment;
- submitted a proposal for joint funding from CLBC and MEIA to provide teen employment;
- each year, CLV recognizes an employer as “employer of the year.” This year’s recipient was a 3 -year Supported Employer, the Canadian Red Cross;
- participated in a resource fair to provide individuals and families with more information about supported employment, attended an open house at Camosun College and the Safeway “We Care Awards” night;
- participated in a three day event called Safeway We Care, where funds were raised for our organization;

- a person we support in the Supported Employment Program (SEP) was awarded the Victoria Hospitality Award for January 2008;
- attended a supported employment workshop called Enriching Workplaces and Reducing Employment Barriers, Supported Employment - A Job for Everyone;
- provided support to employees to change or move to meet their employment goals, i.e. one person was transferred to another department that was better suited for her;
- the Executive Director and consumers have done 3 presentations throughout the year highlighting supported employment.



D. LEISURE

The opportunity to play, recreate and pursue individual interests within one's community is paramount in the development of healthy, well-rounded and involved citizens. Access includes knowing what leisure opportunities exist and having the funds to take advantage of these opportunities.

ONGOING EFFORTS:

- efforts were made to facilitate and support the expressed individual interests of each person we support;
- continued to assist over 200 individuals in our homes, independent living programs and day services to access a wide variety of recreation options ranging from organized activities (i.e. Special Olympics, Special Woodstock, Operation Trackshoes), to use of generic community services (recreation centers, churches, summer camps, daycares) and special events (i.e. Multi Cultural Festival, Jazzfest, whale watching tour, Summer in the Square, movies, concerts);
- distributed over 200 free tickets each year to community events;
- used donation money (winter/summer campaigns) and 50/50 employee payroll lottery funds to finance leisure opportunities for people we support: December 2007 – over \$6300 was distributed to 104 individuals and families; summer 2008 – over \$7600 was distributed to 143 people;
- facilitated summer vacations for the people in our homes based on their individual

needs and desires (i.e. cottages in Parksville and Saltspring Island, camping trips, trips to Vancouver, BC Lions Games, etc.);

- our teen summer program received a grant from Variety - The Children's Charity of BC of \$4,500 to go towards the rental of an accessible bus so that the youth could better access their community;
- assisted many people who live independently to plan, to save money and be supported to realize their traveling goals;
- arranged and provided staff for summer trips for some of the sons and daughters of senior families;
- supported three families to fill out very detailed childcare subsidies applications and networked with CLBC ministry for full time summer programming and after school childcare in the fall;
- were successful in attaining a generous grant from Ronald McDonald House Charity that allowed us to develop a "sensory center" for individuals from the community to access;
- continued to assist families and individuals to obtain "Life" coupons and access passes which qualify them for reduced rates at local recreation centers and movie theatres;
- annual gatherings and celebrations such as the Community Living Dance, CAP's Halloween bonfire, Christmas parties, summer BBQs, etc.;
- SAL "Spam Calendar" provided a monthly group planning opportunity that incorporated community events, activities and social opportunities for individuals such as: community kitchens, weekly walking group, movie socials, picnics and craft nights for people living in their own apartments;
- CLV worked in partnership with both Recreation Integration Victoria and Community Recreation Centers to provide inclusive recreational opportunities for youth age 13-19 in their local community centers. The Teen Community Connections program offers after school leisure activities for youth with and without disabilities. This option gives youth creative opportunities to develop positive friendships with peers;
- participated in updating the annual booklet for 2008 outlining summer options for children and families;
- received camp sponsorship grants which enabled 16 children who live with disabilities to attend summer camp alongside their school friends and siblings;
- had set a goal that each SAL participant practice "hosting" a family dinner (planning, menu choice, grocery shop & cooking);
- the people in our community homes have many interests and were supported to participate in a variety of activities such as: art classes, swimming, concerts, theatre, movies, sailing, vacations, camping, church, shopping, parties, dinners, kite flying, social dances, music bingo and pub nights to name a few.

E. RELATIONSHIPS

People with disabilities are often lonely and lack friends in their lives. The ability to make friends and expand their social connections is essential to their safety, well-being and self-esteem.

ONGOING EFFORTS:

- facilitated relationship building and communication through the parent support program;
- ongoing open-door policy in our homes and programs for families and friends (Consumer Rights policy) welcomes broad involvement in people's lives;
- ongoing facilitation of friendships between the people who live in our homes and who attend our day services through visits, barbeques, parties and other special events;
- continued support for ongoing friendships and connections between people who live in our homes;
- supported, advocated and assisted in the arranging of support that meets families' needs and is based on relationships (i.e. direct hiring and acting as a host agency to allow direct funding);
- regular social get-togethers for the people in the SAL program with rotating hosts including: survivor night, family parties, popcorn and video nights, community kitchen night, crafts night and group sessions on subjects such as getting along and



communication skills. SAL has made efforts to invite individuals on our waitlist to join our social groups and support friendship-building among participants;

- continued a social women's and men's group through the Supported Independent Living program and provided funds through donation money for special events (i.e. a concert and a dinner outing);

F. HEALTH AND HEALTH CARE

People with disabilities must have access to appropriate health care, in a timely manner and close to home. People must not be denied health care based on IQ or disability.

ONGOING EFFORTS:

- continued to maintain and update Health Care plans for the people we support residentially who have complex health needs;
- continued to assist the people we support to enhance their health by:
 - ensuring regular appointments with health practitioners;
 - ensuring appropriate supports are in place for individuals who are highly anxious about medical procedures to enable them to get the necessary medical treatment;
 - supporting individuals when they are hospitalized for acute care conditions and recovery;
 - ensuring that health care plans are updated;
 - providing end of life care to individuals in hospital and in their own homes;
 - securing specialized equipment so that individuals can remain at home;
 - implementing protocols for fall prevention;
 - appealing ministry decisions not to provide necessary services to individuals;
 - advocating for necessary dental work over the limit to be funded;
 - finding alternative ways to fund medical/dental care when it exceeds a person's ability to pay.
- continued to access generic community services (physicians, dentists, etc.) and/or specialized resources such as Developmental Disabilities Mental Health Support Team, Health Services for Community Living (nursing support, physical and occupational therapy, nutritionist, dental hygienist), behavioral support services, counselors, as required for the people we support in our homes and Community Services programs;
- ongoing review of all risk assessments for people we support that have challenging behaviours;



- training for front line staff when dealing with individuals who require palliative care and the role of hospice during these times;
- a mom in the Parent Support Program (PSP) has significant health needs and had required different kinds of support than what the PSP typically provides. This included: advocating MEIA for nicotine patches and a hepa-filter, transportation and support to hospital to ensure that post-hospital care was in place, and an application for transfer to another subsidized housing unit due to stairs that are no longer easily accessible for her;
- supported an individual to deal with alcoholism by attending AA meetings with him;
- co-hosted workshops for front-line workers, as part of the South Island Education Committee, including: “Refueling Your Energy” looking at effective ways of preventing stress and burn-out for caregivers; and “If You Do That One More Time” looking at behavioral approaches in supporting people with some challenges;
- supported 10 staff to attend a “Communication, Who’s Listening?” workshop with David Hingsburger;
- supported PSP families through psychological assessments of their children;
- continued to involve the Public Trustee upon death of parents of consumers to ensure they are provided for in the will;
- supported and advocated for an individual to be provided hearing aids and testing at no cost from WorkSafe BC;
- supported four individuals through significant hospitalizations including one

critical illness and palliative care; in each case additional staffing support had to be provided to ensure individuals were well supported in hospital. Advocated for VIHA to pay for this coverage in each case;

- monthly group discussions for SAL participants covered topics such as: personal safety, first aid, what to do in an emergency etc.;
- supported individuals who take medication and live independently in the SAL program to use a blister packaging medication system to ensure safety and independence in the area of self-administering medication;
- Parent Support program continued to support parents to get infant and toddlers' vaccinations /dentist appointments as well as maintaining health record booklets;
- started pilot project of 3 of our homes to move from blister-packaged medications to the Pack Med system, a more efficient, computerized medication administration system. 9 homes are now using this system;
- participated with several other agencies in a project to develop training DVD's for front-line staff on basic job requirements including: medication administration, lifting and transferring, personal care, epilepsy, values and ethics, etc.;
- continued to advocate for funding for new wheelchairs, hand braces, leg braces, occupational therapy, walkers, enhanced bathing equipment and other such modifications and mobility aids to support individuals with existing or declining mobility needs;
- provision of supports for care from the Kidney Clinic for one of our consumers;
- advocated for three individuals to receive the intensive support of the Community Response Network who holistically address complex behavioural support needs so people can return to living good lives in community.



Victoria Community Living Foundation

The past year has been very rewarding for our Foundation Board. Our activities have been even more diverse, entertaining and profitable. We have added new faces to our Board of Directors and have really enjoyed working with each other on our two main focuses of fundraising and community awareness this past year. The support and enthusiasm from our Board continues to inspire me.

A big thank you goes to our outgoing Board Members Grant Hilliard and Pat Schmidt who have contributed countless hours and have been a delight to work with. We would also like to welcome our newest Board Members: John Martin, Tony Fedun, Ron Heal, David Jones and John Devlin.

We are delighted with the response to our new look, logo and name of the organization and feel even more invigorated moving forward with our goals under a simpler, more effective brand. Our two main goals continue to be raising awareness and funds for Community Living Victoria. Our fundraising goal for 2008 is \$50,000.

With the coordination of Carol Greaves, Terasen Gas held a “Day of Caring” at the Burnside Home on Saturday, April 26th. A group of their employees volunteered to do a day of work for a non-profit agency and Terasen and other community partners donated \$30,000 worth of materials and trades to the project. The 43 Terasen volunteers completed the extensive landscaping, fencing, restoration of the pond at the front entrance and finished off the exterior painting of the house.

Our “Legends of Rock & Roll” fundraiser concert, to be held October 4th at the McPherson should be great fun and raise significant dollars for the people we support.





CLV HOME RECEIVES \$30,000 IN UPGRADES FROM TERASEN GAS

We are delighted to be co-hosting “Spirit in the Sky” Canadian Snowbirds air show at Clover Point in Victoria on September 21st, 2008. This event will generate tremendous awareness for our organization and we have an opportunity to raise money towards our fundraising goal for 2009.

Finally, we are continuing to work with a number of organizations to host an Olympic Women’s Hockey Tournament in September 2009 with the Canadian, US and Sweden’s Olympic Teams at the Memorial Arena.

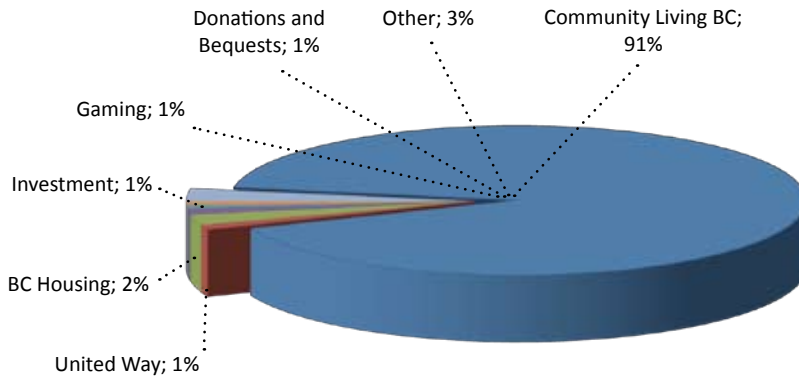
We look forward to working with all of you in the coming year in order to improve the lives of the people we support.



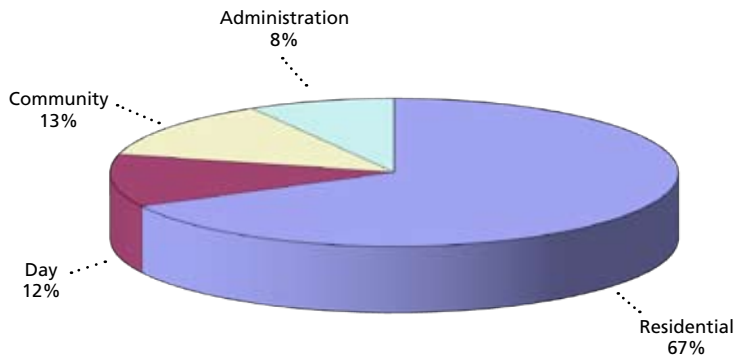
FRANK BOURREE
FOUNDATION PRESIDENT

Financial Information 2007-2008

REVENUE



EXPENDITURE



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