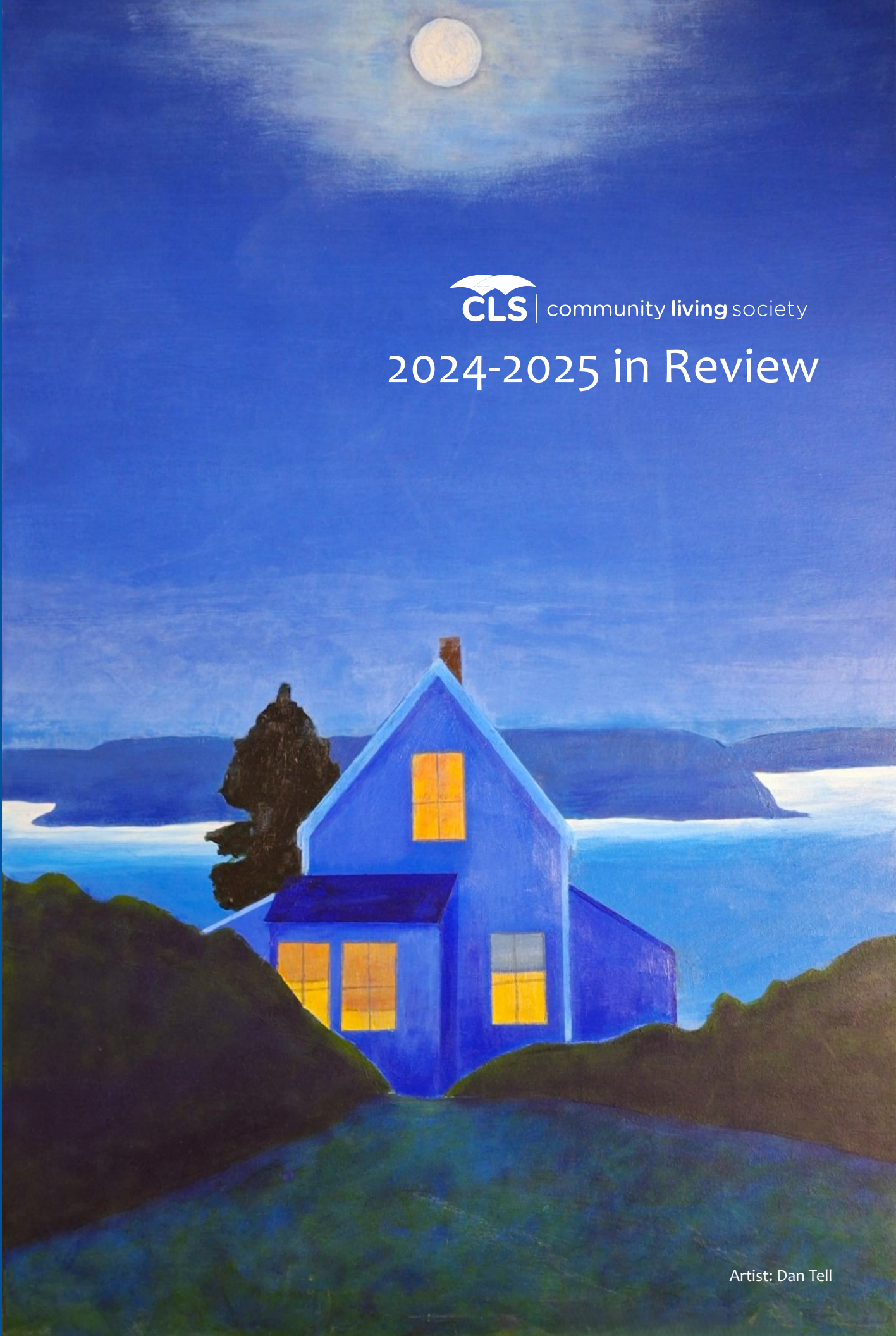




# 2024-2025 in Review



Artist: Dan Tell



Artist: Jessica Park

The work of the CLS takes place on the lands of the Coast Salish peoples who have been here for thousands of years. We know it is an honour to work, live and learn as settlers on these lands.

# 2024-2025 Board of Directors



Susan Regan  
Chair



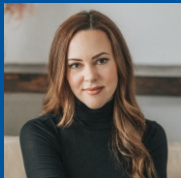
Wesley Ma  
Treasurer



Heather Russell  
Vice Chair



Reba Noel  
Director



Penny Dale  
Director



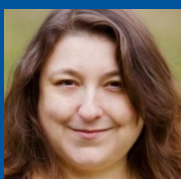
Todd Stewart  
Director



Sky Hendsbee  
Director



Ming Chang  
Director



Rachel Warick  
Director



Jonathan Wynn  
Director



Communities where  
every person lives  
with dignity and  
enjoys a full life.



Supporting people to  
live as full citizens.



Respect  
Community  
Integrity  
Accountability



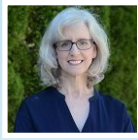
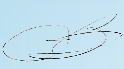
imagine it-live it

# CREATING SPACES AND PLACES WHERE PEOPLE CAN THRIVE

## Message from the CEO and the Board Chair



Janice Barr  
Chief Executive Officer



Susan Regan  
Board Chair



### Housing



CLS is focusing on housing this year for three big reasons:

1. People are getting older – We need more homes that are easy to move around in.
2. Old homes need fixing – Some homes are worn out and don't work well for older people.
3. People want to live on their own – But rent is expensive, and that makes it hard.

#### What We've Done

- Ross Road Home (North Vancouver) - We rebuilt an old house into a new 4-bedroom home that's easy to access. People can move in by July 2025.
- Nelson Home (Burnaby) - We finished the design for another 4-bedroom home with a separate 1-bedroom suite. Building starts in 2025.
- Accessibility Upgrades - We made 33 improvements to help people move around more easily in their homes.

#### New Housing Partners

- M'akola Housing Society - Gave CLS 10 bachelor suites in the River District for Indigenous people and families.
- Community Land Trust - Gave CLS 3 one-bedroom units in the River District.

We've picked the new tenants and will help them move in during spring and summer 2025.

### Building Connections



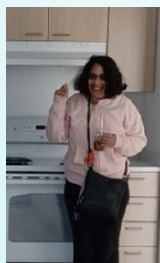
Helping people build friendships and feel connected is one of CLS's main goals. This year, we supported events and started new projects to bring people together.

In October, CLS hosted a 3-day training with Janet Klees, an expert from Ontario. Staff learned how to help people build and keep friendships.

Our theatre group started working on a new play called "We All Need a Home." This group includes actors with disabilities and works with theatre professionals and researchers. Their plays focus on social justice and share real stories from the community. We're working with UBC's Canadian Institute for Inclusion and Citizenship and Massey Theatre to present the play in June 2026.

CLS hosted several fun events this year:

- Sun Run (April) - Over 70 people joined the Vancouver Sun Run, walking, running, or rolling the 5K or 10K route. CLS sponsored both staff and supported individuals.
- Summer Picnic (August) - Over 375 people came to our annual picnic at the Scandinavian Community Centre. There was food, music, games, and prizes. Families and staff had a great time together.
- A Very Elvis Christmas (December) - Over 200 people joined our holiday party with an Elvis impersonator, dancing, lunch, and gifts. It was a joyful celebration!



“When you create space for another to thrive, it always unleashes new energies.”

- Rob Bell



## Recruitment and Retention

CLS has made good progress in hiring and keeping staff:

- It takes less time to fill job openings.
- Staff are staying longer than the provincial average.
- Improvements are thanks to:
  - Better wages
  - More support for hiring
  - Stronger staff training

Better Training for Staff - Over the past two years, CLS has improved training by adding:

- Leadership training
- Better orientation and onboarding
- Special training on topics like dementia and helping people build friendships

All-Staff Conference - On March 31, 2025, CLS held its first-ever all-staff conference with expert speakers. 350 staff attended. It was a great chance to learn, connect and share ideas.

CLS thanks:

All employees, Home Share Providers, and the management team

Our partners:

Community Living BC, BC Housing, Fraser Health Authority, and Inclusion BC

## LEADERSHIP TEAM



Janice Barr  
Chief Executive Officer



Brenda Henderson  
Chief Operating Officer



Aaron McQueen  
Chief Financial Officer



Marcela Herrera  
Director of Programs



Max Sumner  
Director of Programs



Elke Tilgner  
Director of Programs



Lili Marian  
Director of Programs



Rachel Pearsall  
Director of Programs



Jessica Beasley  
Director of Programs



Jasmine Sandhu  
Finance Controller



Judy Wilson  
Manager of Human Resources



Vicky Pascoe  
Manager of Administration



Angela Keulen  
Director of Policy and Practice



Scott Baitz  
Manager of Information Technology



Luis Mata  
Manager of Property and Fleet



Jade Braunwell  
Manager of Quality Assurance



Alvin Sidhu  
Accounting Manager



Samantha Dickson  
Senior Project Manager

# STRATEGIC PLAN 2023-2027

This year, the leaders of CLS started making a plan for the future. This plan is like a roadmap that tells us where we want to go. It shows us what we want to achieve in the next 5 years.

In the early spring of 2022, CLS started talking to our community. We did this by having group discussions, talking to people, and asking questions through

surveys. We worked together with someone from outside the organization to do this. We spoke to Supported Individuals, families, employees, our leadership team, our Board of Directors, and other organizations that work with us.

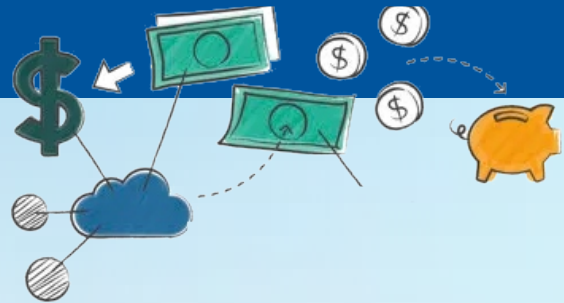
With everyone's input, this is what we decided we will be working on for the next few years:

RECRUITMENT and RETENTION	HOUSING	CONNECTION	OPERATIONAL RESPONSIVENESS
<p>At CLS, we know that how we hire and keep our staff affects how we help individuals and families.</p> <p>We want new people to want to work with us, and we want the people who already work here to want to stay with us.</p> 	<p>We think that every person should have a home that is safe, friendly, and makes them feel respected.</p> <p>CLS is working on new and creative ways to provide homes that are just right for the people and families we help. Some people want homes where they can be more independent, and others want to stay where they are as they get older.</p> 	<p>The people we help have told us that they want more friends and connections.</p> <p>COVID-19 has made it tough to stay close to each other for the last three years. But CLS wants to make a fresh start. We will work together, be creative, and think carefully about how we can create programs and projects that help people make friends, stay connected, and feel like they belong.</p> 	<p>CLS is a big organization that helps a lot of people. As we look ahead, we want to make our work better and faster by updating and improving the way we do things.</p> <p>By making these changes, we can do an even better job of speaking up for and helping individuals and families.</p> 

Communities  
where every person  
lives with dignity and enjoys a full life



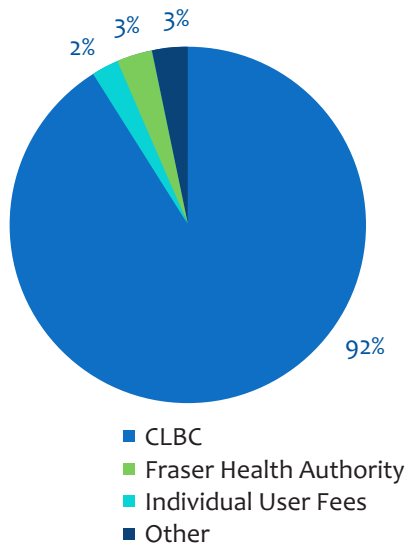
# FINANCE



At the end of March 31, 2025  
CLS Financial Status is summarized in these graphs:

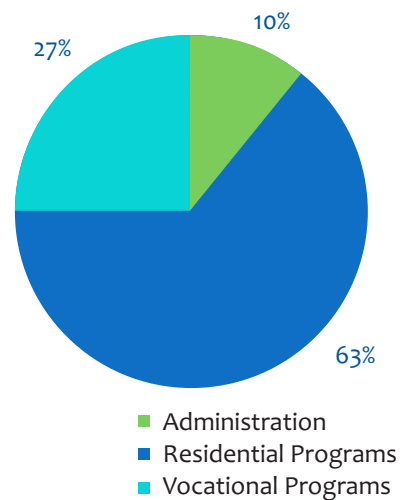
## Money Coming In

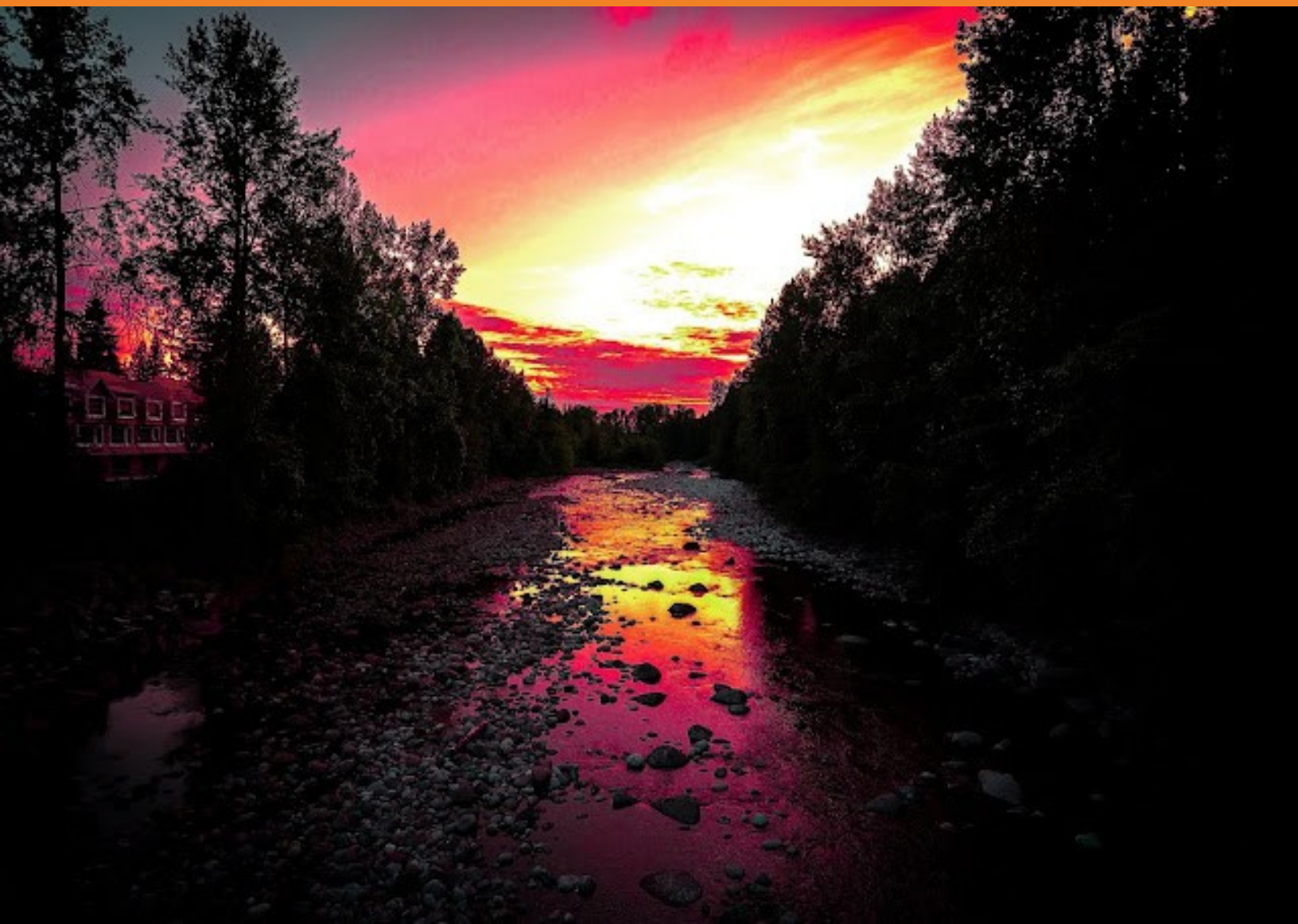
REVENUE \$45.1M



## Money Going Out

EXPENSES \$43.0M





Artist: Akim Zongo

## *In Memory*

Amy Saip  
Lesley Wood  
Sonya Kulhanek  
Vandana Goyal



Studio 73 artists are known for their beautiful handmade glass art—and for being active in their community. In 2024, they took part in many events, supported other artists, and celebrated diversity.

#### Supporting Other Artists

- Fatima, Harpreet, and Jill helped Anishinaabe artists James Groening and Mike Alexander at Art Vancouver.
- Jill also visited the Newton Cultural Centre to support local artist Olga from So Exquisite Art.
- Danny Reid, a talented Salish bead artist, joined the Studio 73 team. You can see his work on Instagram: @handmadebydannyreid

#### Colours of Community

Studio 73 artists worked together on a special glass art piece called Colours of Community, commissioned by the City of Surrey. Each artist made a section of the design. It was turned into plexiglass and installed outside the Studio 73 storefront.



#### Events and Highlights

Studio 73 took part in many fun and meaningful events:

- Pop-up with Belinda's Café
- Car Free Day in Surrey
- Neil Squire Society's 40th anniversary
- Shoutout from West Coast Curated
- National Indigenous Peoples Day in Mission
- Surrey Pride
- Free fused glass classes through a City of Surrey grant, including sessions with Annie Ohana's Social Justice classes
- In September, Studio 73 hosted a retirement party for Minister Harry Bains, a long-time supporter. He received a photo album of memories. He gave Studio 73 a framed certificate recognizing their work in art and inclusion.
- Studio 73 made 400 handmade cheese plates for King George Hub, keeping the artists busy for months!
- Studio 73 joined the Anti-Racism Art Exhibit hosted by Progressive Intercultural Community Services Society. Three artists won special recognition and cash prizes for their powerful work.
- After a successful art sale at Engineers and Geoscientists of BC, Studio 73 learned that one of their biggest supporters had passed away. Her workplace asked Studio 73 to create a special glass piece in her memory. It now sits at the front desk where she once greeted everyone with warmth and joy.



Artist: Sherri Lynn



### Cultural Expression in Art

Studio 73 artists proudly shared their heritage through their artwork:

- Kaori Gokita used Japanese script in her designs
- Jessica Park created Korean anime characters
- Ryley Jensen Fisk showcased First Nations contemporary designs

### PotteryWorks Fall Shows

- New Westminster Cultural Crawl (Oct 4–6): Lots of visitors and great energy
- Inclusion Art Show (Oct 23): Held at a new venue—The Roundhouse in Yaletown
- Artist Sangeeta Rekhi's painting was chosen for the event poster

### Big Exhibit: "The Way We See It"

- Held at the Anvil Centre starting in December
- Featured 30 paintings and photo prints
- Included a video and a talk by Inthirani Arul called "A Spark of Creativity and Inclusion"
- Shared stories and photos of each artist

### Akim Zongor's First Solo Show

- Held at New Westminster Library Gallery in January
- Akim sold one of his large photo prints—an exciting milestone!

### PotteryWorks Bursary & Book Project

- PotteryWorks received a bursary from the North West Ceramics Foundation who said that PotteryWorks has played an important role in the teaching of ceramic arts
- The funds helped create a coffee table book to celebrate PotteryWorks' 25th anniversary





## HOW ARE WE DOING?

Every year, we ask individuals, families, and others who work with CLS how we are doing. They said these things about CLS:

I like feeling like I'm engaging with my community when I'm with my support staff.

They helped me get my job, a new home and create my cookbook.

The Theatre projects that CLS has been involved with sponsoring is a great example of CLS working to make a stronger, healthier community for everyone.

CLS leadership team is passionate about the individuals they look after and they encourage personal growth and community growth.

The staff are awesome, friendly, supportive, inclusive, encouraging and help me to learn life/cooking skills. I love my house and support staff.

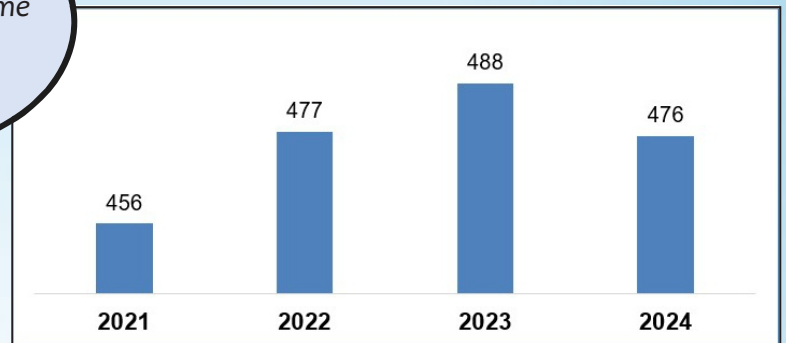
The treatment of family member by CLS is that of one of their own. They are very transparent and always looking for the best for my family member. They encourage growth.

Because all the support staff are also deaf, the first language in the home becomes ASL, which has greatly benefitted everyone's ability to understand and communicate as clearly as possible leaving nothing to assumptions and miscommunications.

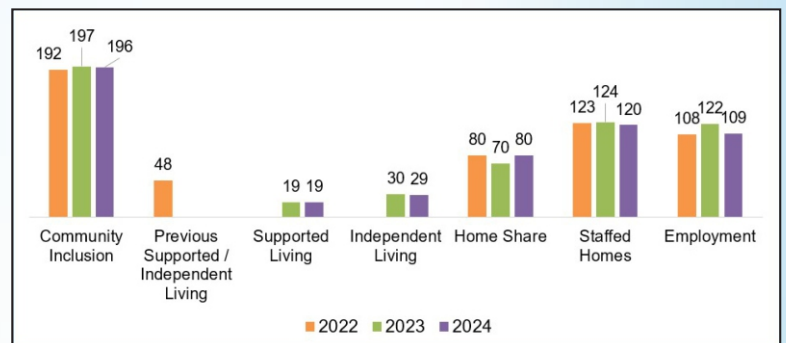
## HOW MANY PEOPLE ARE SUPPORTED BY CLS?

These graphs show how many people are supported at CLS:

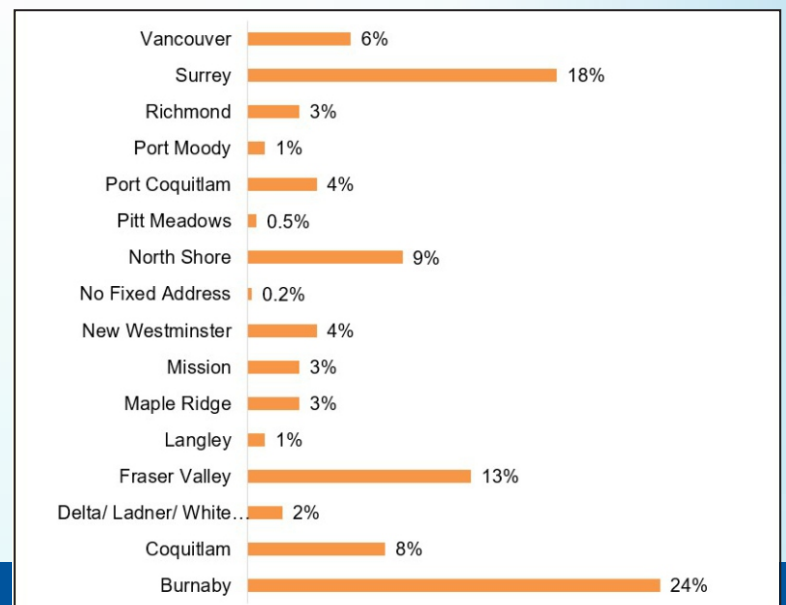
Total Number of Individuals



Total Number of Individuals in each program



Total Number of Individuals by City

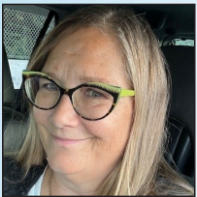


# EMPLOYEE AWARDS

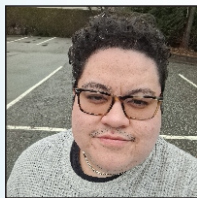
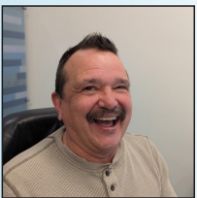
This year's Gala hosted 140 employees and guests to celebrate employees who have reached milestone years of employment at the CLS as well as 4 special awards. Congratulations to all recipients and thank you for your hard work and dedication to the CLS and Supported Individuals.

## The Woodlands Parents' Group Award For Vision, Courage and Creativity

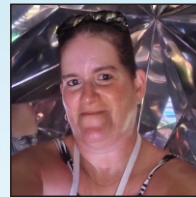
Congratulations to this year's winner  
**Trudy McClughan.**



**The Community Integration & Inclusion Award** is presented to someone who achieves success in community integration and inclusion in creative ways. Congratulations to this year's winners - **Michael Lewis and Nick Herrera.**



**Person Centred Active Support Awards** are presented to staff who show active support, attitudes and passion to the Person Centered philosophy. Congratulations to this year's winner - **Barbara Lago.**



## TEAM Award

The winning team this year is the **Southern Team.**



Artist: Rachel Applewhite  
Anti-Racism Exhibition



Artist: Jarred Samatte  
Anti-Racism Exhibition

Thank you to all the  
people and organizations who supported CLS this past year



Terry Greenaway  
Imagepath Printing Solutions Inc.

James Harris  
Ann and Michale Crocker  
Teresa Taylor

Karen Draganiuk  
Bonny Munn

Carmen McCracken Personal Real Estate Corp.  
Estate of Phyllis Donalda Suais

Sprout & Harvest Growth Partners Inc.

Loredana Sanvido  
Sylvia Walterhouse

Totem Classic Thunderbird Club of BC  
Interlink Realty Corp.

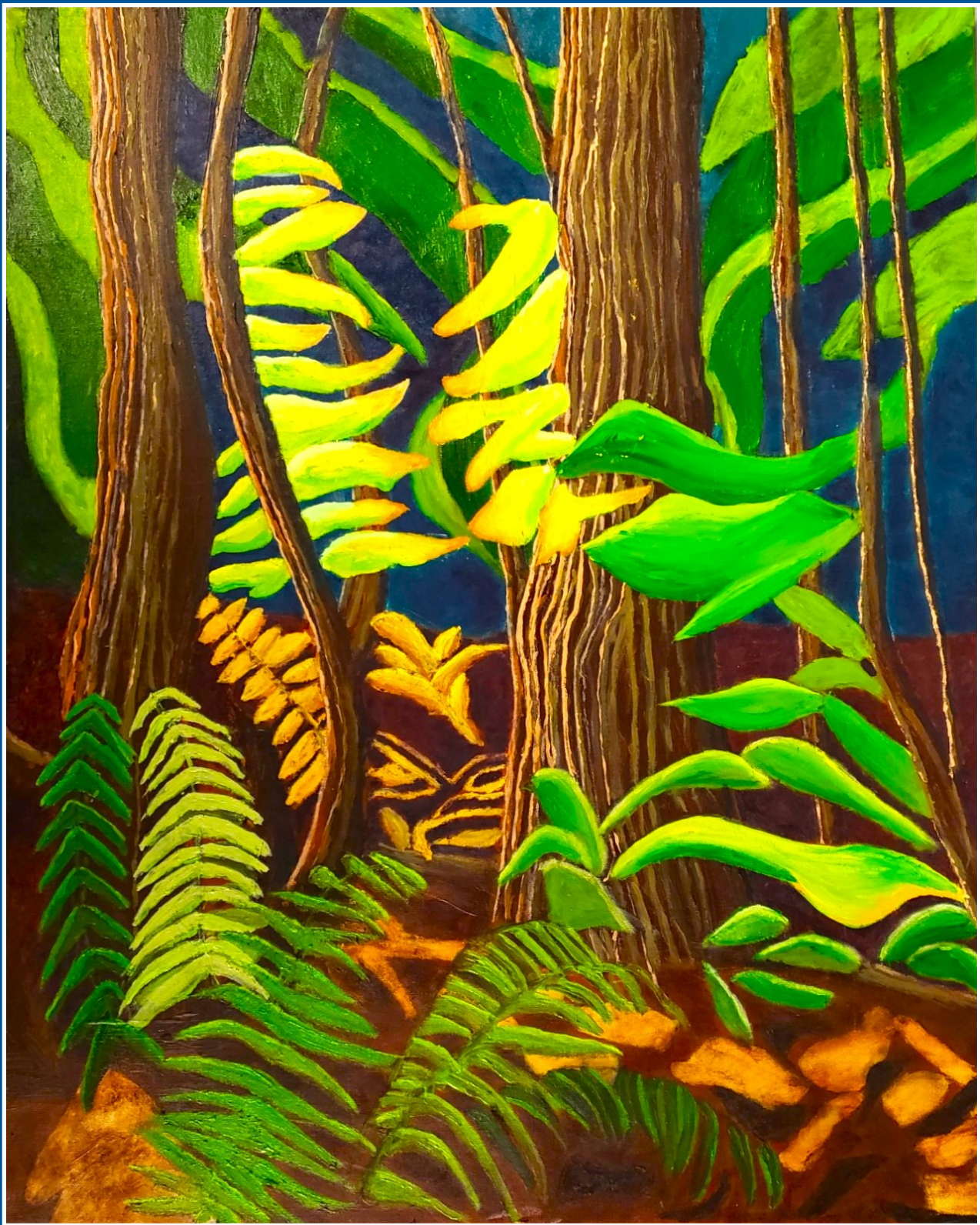
Harvey Hunt

Tamera Friesen

Rotary at Work and Rotary International



Artist: Fatima Khan



Artist: Sangeeta Rekhi



7<sup>th</sup> Floor – 713 Columbia Street, New Westminister, BC, V3M 1B2  
Direct 604.523.0303 Fax 604.523.9399  
[www.communitylivingsociety.ca](http://www.communitylivingsociety.ca)