



**ADAPT**ABILITIES

CREATING SUCCESS FOR LIFE

# 2017/2018 ANNUAL REPORT



*At AdaptAbilities, I made my very first best friend.*

## WELCOME TO ADAPTABILITIES

We provide unique, high-quality respite care for individuals with special needs.

We create success for life, empowering these individuals to grow, succeed and belong.

**What is respite?** Respite care is an essential service that gives families the chance to take a break, practice self-care or spend time with loved ones.

**Why AdaptAbilities?** AdaptAbilities is a pan-disability organization, supporting individuals across their lifespan with a goal-directed, human rights approach.

## CORE VALUES



### 1. BELONGING



### 2. COMPASSION



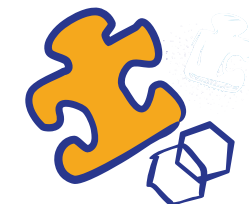
### 3. INTEGRITY



### 4. PEACE OF MIND



### 5. TEAMWORK



### 6. CAPACITY BUILDING

**Hearts in Action Summer Camps:** We welcomed 744 campers and 247 unique individuals at our summer camp in 2017. Forty-six individuals accessed our programs thanks to our Bursary Fund. Wow!

# HOW WE SUPPORT

## YEAR-ROUND PROGRAMS

### Weekend Respite

Children receive high-quality care and spend time with peers, while parents take a break, run errands or enjoy coffee with a friend.

### Out-Of-School Care

Children and youth enjoy activities, games and homework in a safe and welcoming place.

### Social Nights

No parents allowed! Youth and young adults enjoy accessing community activities together in a informal setting.

### In-Home Programming

Some people are more comfortable at home! Supportive community specialists help to make community connections, learn new skills, and access volunteer and employment opportunities.

Our doors are open year-round to create a safe and fun environment for individuals and their families.

### High School Transition

Young adults learn what it means to become independent through experiential learning and accessing the community.

### Community Connect

Individuals are unique! Young adults are supported to reach their goals - whether it's finding employment, connecting with the community, seeking further education or living an active, healthy lifestyle.

### Essential Transit Training

All aboard! Youth increase their independence by learning to use Edmonton's transit system through a structured, module-based training program. Weekly sessions focus on safety, route planning, identifying signage and more.



## SUMMER PROGRAMS



### Hearts in Action Camps

Children and youth have the best summer ever (and continue the fun year-round) by making friends, enjoying action-packed adventures, and learning about the world around them.

### 1-on-1 Hearts in Action Summer Camps

For our campers who require a little more care, we now offer a 1:1 staff-to-camper ratio option.

### Inclusion Camp

You get to do what you want! Our staff support individuals in a community camp of their choosing, building on our vision of inclusion, one person at a time.

*Orange is the New Awesome:* We are expanding into the Orange Hub, in Edmonton's west end in fall 2018.

# AN ADAPTABILITIES FAMILY FACES AN *UNEXPECTED JOURNEY*

BY JASON AND GILLEANE SIVERNS

A journey we never expected to be on arrived at our door at the end of 2015.

We had such joy and excitement for the arrival of our newest addition, little Annaliese.

But joy quickly turned to despair as we watched doctors and nurses working to save our baby. When she was stabilized, an MRI revealed Annaliese had HIE, or Hypoxic Ischemic Encephalopathy.

In layman's terms, Annaliese was deprived of oxygen at birth and was facing a lifetime of developmental delays, drinking and feeding issues. A second diagnosis of ataxic cerebral palsy came shortly thereafter.

We became used to a new 'normal' life full of PT, OT and SLP appointments and stays at the Glenrose Hospital. As a family we decided I would take a leave from running my business to stay at home and manage Annaliese's care while my wife continued working.



The next biggest struggle was to access services and funding through FSCD. Annaliese required a lot of help, more than we could give her and she was not able to go to regular childcare.

**We were desperate and didn't know where to turn.**

We were tired, discouraged and really needed help. Trying to survive on just my wife's income with three kids to support was becoming more and more difficult. I needed to go back to work.

We called AdaptAbilities, and after explaining our situation, Michelle and Bonnie went above and beyond to make arrangements to help our Annaliese. They don't normally provide in-home care for children as young as her.

**Within a month we had our lifeline.**

It felt like we had been drowning but to finally get some care in place with AdaptAbilities felt like we were thrown a life preserver. Finally, a breath of air.

AdaptAbilities gave us the ability to take care of our family's needs. Everything felt amazing, from the smallest chore of cleaning a storage room to supporting my family and returning to work.

But most importantly, we went on a date without kids. Amazing! Just a few hours together to build our relationship, to dream again.

**It was all life giving.**

Today, AdaptAbilities continues to give us life. Our care worker, Tina, has become part of our family. Tina and Annaliese have their own little games they play together, they spend their days pretend cooking, working with her educational toys and Tina works through daily therapies with Annaliese.

AdaptAbilities has been more than a blessing, it's been like a miracle for us. We are incredibly grateful.

**"It felt like we had been drowning but to finally get some care in place with AdaptAbilities felt like we were thrown a life preserver. Finally, a breath of air."**

## ANDREW IS UNSTOPPABLE!

### NOTHING CAN KEEP THIS YOUNG MAN FROM REACHING HIS GOALS

Andrew is a man with a plan – and dreams of mowing the front lawn of the White House.

It all began when Andrew, an individual who participates in the Community Connect program, was approached to do some lawn care work. It had been his longtime dream to participate in employment opportunities.

After receiving his very first pay cheque last summer, Andrew was motivated. He loved paying for things independently and sharing his wealth with others – including hosting a pizza party for his friends in Community Connect!

Andrew grew his business in 2018 after taking on a south-side client. This came with its own set of challenges from navigating transit to get to the home and learning about the consequences of his actions.

Faced with the challenge of working with an electric lawnmower, which is a tough job on its own, Andrew accidentally ran over an electrical cord.

Taking responsibility for his actions and learning a life lesson in the mean time, Andrew forwent his weekly pay and replaced the cord that was destroyed. He also went an extra mile in apologizing to his client, making a handmade card and offered flowers.

Living with a disability, Andrew understands challenges and how to overcome them. He is passionate about his friends and will do anything to make and preserve relationships. Since coming to AdaptAbilities, Andrew has fostered many relationships amongst his peers, and has developed the skills of being a good friend.

His best friend, Jamal, says that “Andrew is the man!”

In the past year, he has learned how to establish personal boundaries for himself, which includes asking others if he can carry their bag for them, rather than just picking it up himself. Andrew is also an active member of his community, volunteering at the Re-Use Centre weekly, and encouraging others to participate.

Looking forward to the future, Andrew hopes to increase his client base, and expand his services to include winter work like snow clearing and salting. Ambitious and driven, there is no doubt that he will reach his goal.

**“Since coming to AdaptAbilities, Andrew has fostered many relationships amongst his peers, and has developed the skills of being a good friend.”**



## A MESSAGE OF GRATITUDE FROM OUR FOUNDER AND CEO, MICHELLE

This was a year of incredible growth and expansion for AdaptAbilities. While many accomplishments were achieved, here are a few that will leave a lasting impact on our individuals and families:

- **We restructured the company** and hired a supervisory team of five managers, including a new Chief Operating Officer.
- **We secured our fourth centre at the Orange Hub**, which opens this fall to support families in Edmonton's west end.
- **We introduced two new services** to fill important gaps in our system.

*Essential Transit Training* provides young adults the thrill of independence as they learn how to safely navigate our city's transportation services.

Our *One-to-One Hearts in Action Camp* gives individuals with complex needs a safe and structured camp experience with a dedicated staff member.

I am constantly amazed by the incredible efforts and energy by our team who work diligently to provide such wonderful care for our individuals and families. Without their dedication, we wouldn't be able to expand our services.

While we have made big strides, we know there is more work to do.

Simply put; we want to help more families. We know there is great need in our community and AdaptAbilities is positioned to expand our services and help more individuals grow, succeed and belong.

How can you help? Tell people about AdaptAbilities, share in our successes, join us at our events and follow us on social media.

Thank you again to the collaborative efforts and support from our staff, board, donors, community and corporate partners. Together, we will continue to provide essential respite care services and build our vision of supporting inclusion, one person at a time.

*With gratitude,*  
Michelle Hordal,  
Founder/CEO



## BOARD PRESIDENT/CHAIR *WESTON* RECOGNIZES KEY MILESTONES FOR ADAPTABILITIES

Building a vision of inclusion takes work, dedication, and perseverance; we have many people to thank for moving one step forward in that vision.

2017 was a year of significant transition, accelerated growth, and an expansion of our front line and administrative teams.

From a fundraising dinner that raised over \$40,000, to a number of field trips we provided, to the waves of support offered as we opened our first head office or being approved to continue expansion efforts into Edmonton's west end, these milestones build a strong foundation and future for AdaptAbilities.

One thing I have learned as president of the board of AdaptAbilities is the value we place in individuals. From tireless frontline staff, generous donors, enthusiastic volunteers, and the families we support – we are stronger together, and with that strength, we empower others.

I would like to thank the backbone of AdaptAbilities – Michelle Hordal and her staff. Their dedication, devotion, and countless hours into the organization is the reason for AdaptAbilities' presence in the Edmonton community. I would also like to thank the board. Without your continued commitment, generosity, and flexibility, AdaptAbilities would not be in the position it is today.

This year we said goodbye to a dear friend and long-standing force on the AdaptAbilities board, our President Bruce Hirsche, who passed away in February 2018. A founding board member, Bruce brought wit, wisdom, and valuable insight to the board of directors, and will be sorely missed.

Tremendous growth has occurred at AdaptAbilities since its incorporation as a not-for-profit in 2004, in part greatly due to Bruce's advice, guidance, support, and belief in our vision.

A new chapter of AdaptAbilities lies ahead in expansion efforts, and it is with the deepest gratitude that I thank all of the staff, volunteers, community funders and stakeholders, families, and board members.

Your commitment is creating  
*success for life.*

Weston Fader



## Did you Know?

In 2017/18 we supported 20% more individuals than previous years.



*AdaptAbilities helped me build my confidence so I could get my first job.*



## GENEROSITY IN ACTION



### DONATIONS AND GRANTS:

- **\$81,851** - Canada Summer Job Grant (Government of Canada)
- **\$15,120** - Summer Temporary Employment Program (STEP) Grant
- **\$40,694** net proceeds: 2017 Annual Fun-Raising Dinner for the AdaptAbilities Bursary Fund
- **\$10,000** donation in partnership from Porkapalooza BBQ Festival & Danson's Louisiana Grills
- **\$10,000** donation from Canada Progress Club
- **\$6,000** donation from the ATA Edmonton Teachers Trust Fund
- **\$5,000** grant from RBC for Essential Transit Training
- **\$5,000** grant from ALIGN for Management & Leadership training

BOARD MEMBERS

- **Weston Fader (President and Chair)**
- **Doris Simader, (Treasurer)**
- **Eva McQuaid (Secretary)**
- **Stephen Siu (Officer)**

We would like to remember our dear friend and champion Bruce Hirsche, AdaptAbilities board chair from 2004 – 2018, who passed away earlier this year.

His contributions were far reaching and we feel his loss greatly. Heartfelt sympathies to his family and we share the deepest gratitude for his time with us.



FINANCIAL REPORT

REVENUES	Year End / March 31, 2018	Statement Of Operations	2017/2018	2016/2017	2015/2016
		PDD Service Delivery and Admin	\$269,607	\$269,607	\$260,101
		Grants	177,762	242,387	247,093
		Donations and Sponsorships	93,000	115,452	244,316
		Memberships - Intake	2,800	5,400	6,750
		Programs	-	-	
		Community Connect	1,389,680	1,217,279	962,233
		In-Home	1,218,228	1,067,427	981,185
		Hearts in Action	758,966	665,016	814,968
		After School Care	342,714	300,291	318,252
		Respite Care	182,111	159,568	251,656
		Teen Night	177,767	155,762	140,278
			\$4,612,635	\$4,198,189	\$4,226,832
		Salaries & Benefits	\$2,935,696	\$2,788,894	\$2,902,831
		Staff Expenses	520,392	376,142	409,991
EXPENSES	Year End / March 31, 2018	Facility Costs	357,625	336,081	219,553
		Amortization of Capital Assets	108,000	135,695	117,242
		Marketing	60,710	98,859	88,431
		Program Expense	181,012	86,721	82,454
		Internet and Technology Support	58,811	61,782	39,697
		Administrative	47,725	49,844	111,538
		Professional fees	33,500	36,206	84,978
		Transportation	33,075	24,447	26,915
		Operational Contingency	184,505		
			\$4,521,051	\$3,994,671	\$4,083,630
		Excess of Revenues Over Expenses	\$91,584	\$203,518	\$143,202



AdaptAbilities teaches me that I can do things for myself.

ASSETS	As at March 31, 2018	Statement of Financial Position	2017/2018	2016/2017	2015/2016
		Current Assets	\$408,270	\$256,970	\$335,451
		Term Deposits	492,708	151,103	305,930
		Accounts Receivable	331,872	177,304	113,182
		Accounts Receivable from Employees	68	68	166
		Interest Receivable	4,747	2,809	
		Good and Services Tax Recoverable	16,788	19,046	16,378
		Prepaid Expenses	16,667	2,697	57,257
		Prepaid Lease	192,217	206,368	220,519
		Security Deposit	24,350	24,100	100
		Property & Equipment			
			\$1,487,687	\$840,405	\$1,048,983
		Capital Assets	\$351,477	\$326,918	\$125,781
		Intangible Assets	\$100,000	\$100,000	\$100,000
		TOTAL	\$1,939,164	\$1,267,323	\$1,274,764
LIABILITIES AND NET ASSETS	As at March 31, 2018	CURRENT			
		Accounts Payable	\$91,410	\$50,525	\$195,012
		Wages Payable	\$12,505	\$12,467	
		Bonuses Payable	\$55,600	\$32,000	\$11,638
		Deferred Revenue	\$608,607	\$210,795	\$340,583
		Deferred Capital Contributions	\$96,790	\$90,802	
		TOTAL	\$864,912	\$396,589	\$547,233
NET ASSETS	As at March 31, 2018	Unrestricted Net Assets	\$310,247	\$398,816	\$601,750
		Internally Restricted Net Assets	412,528	145,000	
		Net Assets Invested in Capital Assets	351,477	326,918	125,781
			\$1,074,252	\$870,734	\$727,531
			\$1,939,164	\$1,267,323	\$1,274,764



Find us at [www.adaptabilities.ca](http://www.adaptabilities.ca)

Head Office | 10130 82 (Whyte) Ave.

McKernan Respite Centre | 11341 78 Ave.

McKernan House | 11226 75 Ave.

Meadowlark Respite Centre | 8721 163 St.

New: Orange Hub | 10045 156 St.