



The *Heart & Soul* of AdaptAbilities

REPORT TO THE COMMUNITY 2020-2021



ADAPTABILITIES
CREATING SUCCESS FOR LIFE



Ty thoroughly enjoys camp. It is so nice to see him getting ready in the mornings with a big smile on his face. I would recommend AdaptAbilities summer camps to other parents.”

- Parent feedback





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Greetings FROM Michelle, CEO, AdaptAbilities



This year, I'd like to pause and reflect on the gratitude I have for AdaptAbilities and the front-line team that work with our participants. Simply put, they are the heart and soul of our organization. It's amazing to think that every single day, our team is working hand-in-hand with families and their children. They continue to not just show up, but demonstrate extraordinary effort.

They accept our participants for the incredible people they are, encouraging connections and friendships and nourishing confidence. Our front-line team members create safe and welcoming places for all participants to grow, succeed and belong.

This year has been incredibly challenging for every one, the struggles we face are very real. It remains top of mind for me to make sure our team can continue their life-changing work.

And it really is life-changing! We see it every day because our families continue to trust us with the care of their children, and they share stories with us about our impact. So this year, AdaptAbilities is dedicating our Report to the Community to our entire front-line team!

We acknowledge the incredible work done by our team members in participant homes, in our centres, online and in the community. We thank them for their dedication and their extraordinary efforts to make an impact, every single day.

With gratitude,

Michelle Hordal,
Founder and CEO

Our Values:



**CULTIVATE
TEAMWORK**



**DEMONSTRATE
EXTRAORDINARY EFFORT**



**LIVE OUR
PURPOSE**



OPEN TO GROWTH



ACT WITH INTEGRITY

Our Impact:

17 YEARS + 2302 INDIVIDUALS
WITH SPECIAL NEEDS = LIMITLESS POSSIBILITIES

Our impact can be measured not only in the lives of our participants, but in the greater community that surrounds each person and their families who receive our services.



OUTCOMES FOR FAMILIES

- Increased happiness and emotional well-being
- Greater financial stability and ability to spend time on careers
- Opportunities for self-care that would otherwise be unattainable



OUTCOMES FOR PARTICIPANTS

- Increased confidence and personal growth
- New friendships and a sense of belonging
- More purpose and meaning in their lives



OUTCOMES FOR COMMUNITY

- Raised awareness about contributions and abilities of individuals
- Connected local businesses with a valuable new workforce



CONTINUING TO MAKE AN IMPACT...EVEN THROUGH COVID:

- No family was left behind as AdaptAbilities adjusted our services to ensure essential respite care continued during COVID
- We developed innovative online programs. Our year-round programs and Hearts in Actions camps continued in person and online.
- Friends stayed connected

By the Numbers:

374 WEEKLY HEARTS IN ACTON SUMMER CAMPS
DELIVERED IN 2021



241,055

TOTAL NUMBER
OF RESPITE
HOURS delivered
by AdaptAbilities in
2020-2021



INCREASED
SUMMER CAMP
PROGRAMS by

17%

from the year before



122!

PARTICIPANTS

for Hearts in
Action Summer
Camps in 2021



Thank you so much!

Words cannot adequately express how much our family benefited from camp this year. Lochlan LOVED going to the Orange hub. He looked forward to it everyday, and was so excited to see the big orange building!

He gained socialization in a time where that was lacking in our schedule. He also improved his fine and gross motor skills. It kept our routine of getting up and out the door similar to the school year, which helped with our transition in September.

I got to spend more one-on-one time with my daughter during the time Lochlan was in camp, and I even occasionally enjoyed some alone time!

Our summer would have looked completely different if we didn't have this camp available. Thanks to the bursary, we all had an amazing summer!" - The Fitzgeralds



Program Highlight:
**Play with Purpose
Program**

Our Play With Purpose Camp was brand new this year and developed by a registered Occupational Therapist for morning or afternoon sessions at our Orange Hub Facility.

Participants aged three to eight came to practice and learn valuable physical literacy skills in our engaging therapeutic sensory gym environment!

Each three-hour camp day included time for one-on-one support, playtime with friends and fun group activities. Participants enjoyed rock climbing, ladder climbing, balance beams, swings, and our ball pit.

Our Play with Purpose program encouraged children to practice important life skills, such as:

• **Sensory regulation**

• **Social skills & communication**

• **Fine motor skills**

• **Visual learning**

• **Self-care & independence**



Board Chair Message

Sarah Prendergast



The great Benjamin Franklin quote says 'out of adversity, comes great opportunity.' This reminds me very much of the evolution of AdaptAbilities over the last two years.

In particular, this was our second summer that our Hearts in Action program was disrupted by the pandemic. Despite the challenges this brought, our camps ran very smoothly in our hybrid on-line and in-person format.

During a time when we all had to retreat from public activities, it was more crucial than ever before to maintain a sense of connection for our participants. We owe a tremendous thank you to the team members who continued to work with participants as we never stopped delivering services through COVID.

We have also increased service quality by restructuring our programs department, and introduced new core values which continue to guide our organization every day.

Finally, I'd also like to acknowledge the contributions of past and present board members for their contributions to support the success and growth of AdaptAbilities.

The great opportunities this organization has realized have come because of the efforts of many individuals who have contributed to the success of AdaptAbilities.

They truly are the 'heart and soul' of this organization and because of them, we look forward to a promising future.

Sarah Prendergast
Director and Board Chair

Board Members

Sarah Prendergast, Board Chair

B.SC, MBA, Finance - Finance & Corporate Services

Hanna Teja, Treasurer

Barrister & Solicitor

Barb Read, Director

CPHR, SHRM-SCP, RPR - HR Consultant

Stephen Siu, Director

Retired Government Official

First Annual Virtual Staff *Awards Gala*



In a normal year, we would recognize our team members at in-person Christmas parties, but COVID had other plans. We made the best of it by organizing our first ever Virtual Awards Gala!

The Gala was our opportunity to recognize our team's efforts, and their perseverance through these especially challenging Covid-times.

Hosted by Stella Stevens, from CFCW's Morning Show, the night was not just about recognition, but also about having fun and taking a well-deserved breather!

Colin MacDonald, lead singer from one of Canada's most successful rock bands, The Trews, gave all participants a private concert from his living room!

We gave away door prizes, and welcomed everyone to participate by wearing their finest fancy clothing on-top and sweatpants on the bottom.



Award Winners



MEGAN SCOTT

Rookie Of The Year

This award acknowledges our best new recruit who demonstrates all our core values!



GIL INFANTE

Peace of Mind Award

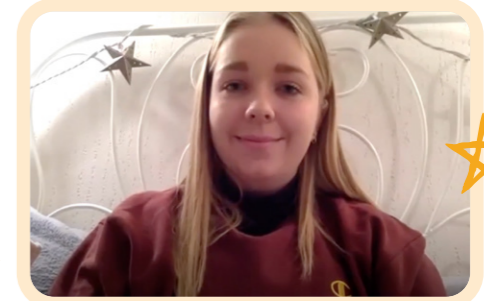
Congrats to Gil who instills complete trust in the families of the individuals we support!



HELLEN FORTANATO

Open to Growth Award

This award recognizes Hellen, who always seeks new opportunities to learn, improve and teach others!



MACKENZIE MOSCRIP

Cultivates Teamwork Award

Mackenzie uses authentic communication to create efficient and effective teams and is always willing to step in where needed.

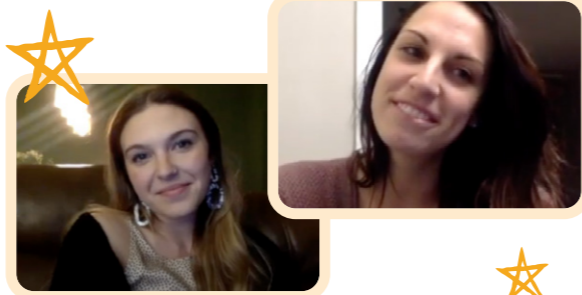
Award Winners



LEEHEON KOO

Passion for Belonging Award

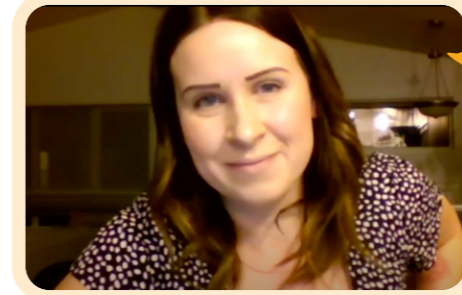
Leeheon exudes enthusiasm and excitement for the work we do!



**SARAH HUTCHISON
& REBECCA WALCHUK**

Core Purpose Champion

This award goes to an individual who embodies the AdaptAbilities core purpose!



AURORA HALLDORSON

Act with Integrity Award

This award recognizes an individual who honours their word by doing what they say, and someone who understands that both trust and integrity are the foundations of our relationships.



KAREN WISHEU

Extraordinary Effort Award

This award recognizes an individual who exceeds expectations by striving for excellence and someone who always comes with a winning attitude.

Some of Our Families Sharing Their Nomination Videos!

The night was made even more special because participants and families shared nomination videos about their valued AdaptAbilities team member.

This was an extraordinary evening to celebrate our extraordinary team.





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Meet Jacob



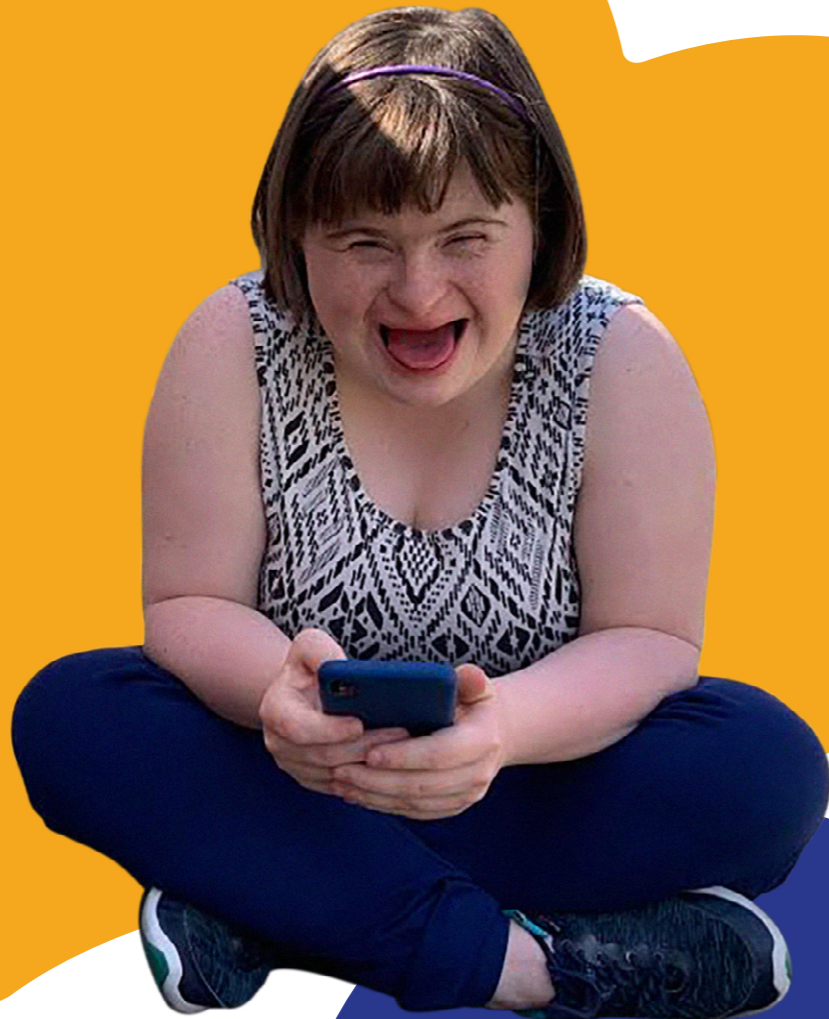
Jacob has been a cherished participant at AdaptAbilities for many years. Recently, as part of our Community Connect program, Jacob was able to explore his interests, create a resume and learn valuable interview skills. As a result of his hard work, Jacob is now a maintenance labourer at Pagnotta Industries. At his job, he is learning useful skills like how to operate tools, build concrete foundations, and most importantly, build confidence and develop new relationships in his workplace.

Jacob's supervisor Real says, "Jacob has brought us happiness in a very special way. We can all see the joy and delight he takes in his accomplishments and that joyfulness is contagious at Pagnotta Industries. Thank you for being a part of our team, Jacob."

We are excited to celebrate all of Jacob's hard work and his many milestones over the last year at AdaptAbilities. We also acknowledge local businesses like Pagnotta Industries, who recognize the limitless potential that results from hiring opportunities like these.

Congrats Jacob and thank you to Pagnotta Industries!

Donations & Grants



April 1, 2020 - March 31, 2021

\$62,243 - Emergency Community Support Fund (Government of Canada)	\$6,400 - Edmonton Public Teachers Charity Trust Fund
\$29,300 - Edmonton Community Foundation	\$3,200 - Saint John's Legacy Foundation
\$25,000 - Larry and Janet Anderson	\$3,000 - ATB Financial
\$18,500 - TELUS Edmonton Community Board	\$2,660 - Unstoppable Conversations
\$13,945 - Shaw Birdies for Kids presented by Altalink	\$2,500 - Allard Foundation
\$10,000 - Canadian Progress Club Edmonton Downtown	\$2,500 - Canadian Progress Club SILKS
\$7,175 - Butler Family Foundation	\$2,500 - Samies I.O.O.B.
\$7,175 - Edmonton Civic Employees Charitable Assistance Fund	\$2,300 - Keyera Corporation
	\$2,000 - McBain Charitable Gift Fund

“We had a wonderful experience overall. My son was registered in 3 programs and enjoyed them all greatly. Staff were amazing, engaging, patient and fun!” - Parent feedback

Financial Report

REVENUES	Statement Of Operations	2020/2021	2019/2020	2018/2019
	PDD Service Delivery and Admin	882,043	651,355	460,531
	Grants	437,729	420,678	348,571
	Donations and Sponsorships	104,786	120,990	133,868
	Memberships - Intake	2,050	6,700	6,200
	PROGRAMS	-	-	-
	In-Home	1,764,663	2,099,129	1,413,015
	Community Connect	1,335,422	1,919,498	1,653,772
	Hearts in Action	244,647	736,757	746,929
	After School Care	171,683	427,191	372,611
Teen Nights	69,850	165,507	135,262	
Respite Care	42,749	272,720	267,058	
	\$5,055,622	\$6,820,525	\$5,537,817	
EXPENSES	Salaries & Benefits	3,791,845	4,863,556	3,600,819
	Facility Costs	386,555	429,363	377,136
	Staff Expenses	287,769	677,631	590,218
	Amortization of Capital Assets	126,994	146,463	163,912
	Professional fees	85,087	167,356	72,000
	Administrative	73,598	84,265	86,691
	Program Expense	72,429	120,887	140,313
	Marketing	66,682	149,189	148,802
	Internet and Technology Support	53,653	91,413	108,875
	Transportation	5,106	27,356	26,392
	Donation	-	-	9,000
		\$4,949,718	\$6,757,479	\$5,324,158
	Excess of Revenues Over Expenses	105,904	63,046	213,659
	Government Assistance (CEWS)	1,174,910		
	Disposal of Capital Assets	-334	385	7,194
Excess of Revenue Over Expenses	\$1,280,480	\$63,431	\$206,465	

ASSETS	Statement of Financial Position	2020/2021	2019/2020	2018/2019
	Current Assets	1,648,124	527,599	190,491
	Term Deposits	1,000,000	305,577	503,818
	Short Term Investments		59,202	185,177
	Accounts Receivable	970,467	364,654	530,743
	Interest Receivable	14,375	840	5,543
	Goods and Services Tax Recoverable	19,258	24,814	26,462
	Prepaid Expenses	16,600	7,720	22,577
	Prepaid Lease	149,764	163,915	178,066
	Security Deposit	28,000	24,000	25,350
	\$3,846,588	\$1,478,321	\$1,668,227	
Capital Assets	254,945	352,696	473,346	
Intangible Assets	100,000	100,000	100,000	
TOTAL	\$4,201,533	\$1,931,017	\$2,241,573	
LIABILITIES AND NET ASSETS	CURRENT			
	Accounts Payable	101,589	56,733	83,639
	Wages Payable	209,904	150,183	31,190
	Bonuses Payable	30,220	36,000	61,571
	Deferred Revenue	1,169,296	271,831	706,107
	Deferred Capital Contributions	65,896	72,122	78,349
	TOTAL	\$1,576,905	\$586,869	\$960,856
NET ASSETS	Unrestricted Net Assets	1,875,579	503,574	191,679
	Internally Restricted Net Assets	560,000	560,000	694,041
	Net Assets Invested in Capital Assets	189,049	280,574	394,997
		2,624,628	1,344,148	1,280,717
	\$4,201,533	\$1,931,017	\$2,241,573	





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McKernan Respite Centre | McKernan House | Orange Hub | Whyte Ave Head Office