



2023

The
Resiliency and Success
of AdaptAbilities



ADAPTABILITIES
MEANINGFUL DISABILITY PROGRAMS

**REPORT TO
THE COMMUNITY
2022-2023**



Our Values



CULTIVATE
TEAMWORK



DEMONSTRATE
EXTRAORDINARY EFFORT



LIVE OUR
PURPOSE



OPEN TO GROWTH



ACT WITH INTEGRITY



Greetings from Michelle

CEO, AdaptAbilities



It's hard to believe that 2023 is winding down and I have the honour to reach out to our community with an update from AdaptAbilities.

We have made big strides in our organization over the last twelve months. The human services field looks much different now than it did before COVID and I am so proud that the AdaptAbilities team has learned to thrive in this new landscape.

As an organization we are fully 'in the cloud' which means we now operate online more efficiently. Staff and families access information easily and communication among our families and departments has never been more streamlined.

Our team continues to benefit from a shared accountability platform called "EOS" or "Entrepreneurial Operating System." Using our organization values as

a foundation, EOS encourages our team to regularly meet, review successes and set new goals.

One of the most noteworthy achievements has been growth in community awareness and support over the last year. Our June fundraising breakfast attracted 500 business leaders, who came together to raise money for our Bursary Fund and our new southside expansion in Mill Woods. We shared some powerful impact stories from our families which set the stage for a truly inspiring morning.

We are grateful the community has rallied behind us as this support has never been more important. Government funding continues to decline and many of our families need to access additional funding sources to provide respite care.

These bursaries allow us to continue our life-changing work with them.

As we recover from the challenges of COVID, I am happy to share that our programs continue to grow in numbers.

The increased community support and the readiness



of our team to be prepared for growth gives me great optimism for the future of AdaptAbilities.

One of our team members recently said to me they enjoy their job because “they love what they do with the people they love and make a huge difference along the way.”

I couldn't agree more with this statement.

Together we are nurturing a passion within our team to support the families we love, doing life-changing work. Wow! I can't wait to report back next year on the exciting changes and growth coming our way.

I have to thank each and every single person who works at AdaptAbilities, our board, volunteers, as well as the amazing families and individuals we support.

Together, we will do great things.

A handwritten signature in blue ink, appearing to read 'M. Torres'.



TD Ready Commitment Grant Awards AdaptAbilities With A Surprise \$30,000



TD Staff Also Volunteered at an HIA Summer Camp Outing At the Edmonton Zoo

AdaptAbilities was the recipient of a \$30,000 TD Ready Commitment Grant in 2023.

The funds received from TD were put towards resources and supplies for our summer camps as well as our facility rental costs over the summer. This allowed AdaptAbilities to use a greater proportion of our existing budget towards our summer camp bursary program.

AdaptAbilities worked with TD's National Community Relations and Corporate Citizenship manager Adrienne

Maziezzo and local Community Engagement manager Blake Heynen to receive suggestions on how to submit the best possible grant application. The advice they provided worked, because after asking for a \$20,000 commitment, AdaptAbilities received a total of \$30,000!

TD obviously recognized the value of the service we provide to families, ensuring children and youth with diverse abilities are supported through the summer months.

In addition, TD requested that employees be given the opportunity to volunteer in our programs. Staff joined AdaptAbilities HIA staff for an outing at the Edmonton Zoo over the summer.

We are grateful for the extra support from the volunteers and appreciate that TD's contribution was an authentic and active commitment to helping children and youth engage with the community through meaningful experiences!



Participant Spotlight



AdaptAbilities Participant Surprises Everyone At *Hearts In Action* Summer Camp, Even His Mom.



Most parents enjoy the change of pace that summer brings: lazy days, relaxed routines and late summer nights.

But for Edmonton mom Cheryl Jutte, summertime brings a particular challenge for her family. Her son Everett is non-verbal and struggles with transitions.

Summertime is a source of anxiety for Cheryl because after school lets out, Everett isn't able to understand what is happening or what his days should look like. A lack of structure for Everett makes him feel overwhelmed and he struggles with expectations.

Cheryl works from home and needed an option to support Everett through the summer. "Seeking AdaptAbilities was mostly about trying to keep him in a routine similar to school, where he is going somewhere and has expectations each day," she says.

What started as a simple way to maintain a routine, quickly turned into something much more valuable for the family.

Not only does Everett feel happy and enjoy new activities, but different expectations have helped him grow as a person.

Cheryl says, "Everett loves water, so I thought his favourite activity would be the water park, but his staff Whitney said that gymnastics was his favorite. He had never been to gymnastics before, but he loved it!"

Everett thrived at summer camps.

Cheryl adds, "the schedule is great because it is similar each day, so Everett learns what to expect. But the different activities help him learn that he will have fun even though each day looks a little bit different."

The skills that Everett has learned are "building blocks" that he will continue to build on.

Because of AdaptAbilities, Everett got the chance to experience what other children enjoy about summer.

"Everett was very happy at camp. At pick-up, his staff would tell me he was joking around, laughing all day and even teasing us."

Cheryl adds, "his bad days are becoming less and less as he learns how to grow and overcome his difficulties. His strengths are now becoming more and more."



Renew 2023

Renew 2023 is AdaptAbilities' annual staff gathering. Every year we gather to share stories, building each other up through connection, training and recognizing the efforts of our incredible team.



Special recognition for 10 years with Lien Tiet



Our guest speaker Bean Gill was motivational, engaging, inspiring and impactful!

This year's team break-out sessions focused on leveraging City of Edmonton recreation opportunities, sensory processing and self-care for the caregiver.

We also welcomed an amazing keynote speaker, Bean Gill. Bean is an inclusion warrior, paralysis recovery pioneer and a change maker. In 2012 she faced a sudden spinal injury while on vacation, leaving her paralyzed from the waist down. Today she inspires many through her organization that she co-founded, Re-Yu Paralysis Recovery Centre, and her docuseries "Push" on CBC Television.

Bean shared her story and encouraged our team to take care of themselves first as caregivers.

Overall, the event was a success with great feedback. It was an opportunity for employees to come together, to recognize each other with the annual awards, to participate in team building and also have an opportunity to take part in break-out training sessions.

Exciting Updates

Updated Brand

This year AdaptAbilities undertook a small, but important change to our brand.

We updated our logo by changing the descriptor from “Creating Success for Life” to “Meaningful Disability Programs”

We have also incorporated a new key message on our materials:
A Bridge to Belonging



ADAPTABILITIES
MEANINGFUL DISABILITY PROGRAMS

WHAT IS A DESCRIPTOR?

It describes an organization’s services. It helps increase awareness and understanding of a organization’s service offering.

New Descriptor:

Meaningful Disability Programs

WHAT IS A KEY MESSAGE?

This is an emotional statement about an organization. It summarizes what we do, why we do it and how we provide value.

New Key Message:

A Bridge to Belonging



ADAPTABILITIES
A Bridge To Belonging

Exciting Updates

Highlights From Our Annual Breakfast!

Our annual breakfast was a huge hit in June. Attendance was up **62%**, as we welcomed 500 business leaders to the Westin Hotel.

We raised over **\$110,000** for the AdaptAbilities Bursary Fund and our southside expansion in Mill Woods.



Exciting Updates

HIA Bursary Fund

Our Hearts in Action Bursary Fund helped almost three-times as many families in 2023 than previous years!

2022

27 Families were supported with \$27,569 in bursary funds

2023

80 Families were supported with \$64,520 in bursary funds



“I’m overwhelmed with love and support for all. Thank you from the bottom of my heart. Really I do not have enough words to express my feelings. Son’s words: ‘Thank you. I love you all. Hug and kiss.’”

“Thank you for your support as you let my daughter attend summer camp. Due to financial barriers we are not able to provide her other activities during the summer. However, now she could attend her favourite sport (swimming) and enjoy her time playing away from screens. Actually, you made my life easy with raising 3 kids.”



“We, as parents of George, would like to thank you for your contributions. With your support, George was able to explore more summer activities that he enjoys a lot, especially swimming and other water activities. It is a great opportunity for him to improve his social and communication skills. We really appreciate your help!”



HEARTS IN 
ACTION
SUMMER CAMP

“We are so grateful that our son got to make friends, enjoyed great activities led by the best educators this summer! We couldn't hope for a better summer! Sincerely thank you!”



Meet Two Families!



Meet Ava:

“Summer Camps Make Me Feel Really Happy”

Meet Ava and her mom and learn about the wonderful experience Ava had at summer camp last summer. Learn more about how AdaptAbilities has made Ava and her family’s life better.



Scan the QR code to watch!

Meet Zayd:

“AdaptAbilities Is Like a Second Home”

After struggling with social behaviors, Zayd and his family started to use AdaptAbilities Hearts in Action Summer Camps. Using the skills Zayd acquired at camp, he is able to safely navigate public school. For Zayd and the family, AdaptAbilities has become a second home.



Scan the QR code to watch!



Message

from Board President, Sarah Prendergast



BOARD MEMBERS

Sarah Prendergast
President and Treasurer

Stephen Siu
Secretary

Rita Becker
Director

Henriette Groeneveld
Director

AdaptAbilities has spent the last year creating stability and a foundation for growth in order for us to support more families.

I would like to take this opportunity to recognize our front-line staff, who work extremely hard supporting our participants and their families. Many of these team members work one-on-one with individuals, through challenging days. The dedication and commitment of this team is truly remarkable

More than ever, AdaptAbilities is focused on the health and mental well-being of our team. 'Caring for the caregivers' is an important focus for our organization and the board supports the leadership team in these efforts.

I would also like to recognize the entire support staff who all work towards a common goal of supporting the families we serve.

Thank you for a successful year, and we look forward to many new opportunities to unfold in 2023/2024.

Warmly,
Sarah Prendergast

2022/2023 Donor Recognition

Contributions from April 1, 2022 to March 31, 2023

\$10,000 and Above

Canadian Imperial Bank of Commerce
Edmonton Civic Employees Charitable Assistance Fund
TELUS Edmonton Community Board
Calgary Shaw Charity Classic Foundation
Edmonton Public Teachers Charity Trust Fund
Co-operators Community Fund

\$3,000 to \$9,999

Koshy and Shirley Cheriyan
Petro-Canada CareMakers Foundation
Heather Murdoch
Asyma Solutions
Edmonton Downtown Canadian Progress Club
F.K. Morrow Foundation
Federated Co-operatives Limited
Samies I.O.O.B.
Jennifer Neal
Pagnotta Inc
The Brick

\$2,000 - \$2,999

Edmonton Community Foundation
RBC Foundation
RBC Philips, Hager & North Investment Counsel

Sage Foundation
Yates Whitaker LLP Chartered Professional Accountants
Alex Pagnotta
Allstate Insurance Company of Canada - Head Office
Detheridge Family Fund
Krystal Belanger
RBC Foundation
Yardstick Technologies
Michelle Hordal

\$1,000 - \$1,999

Anonymous
Cine Audio Visual Sales & Service Ltd.
Realtors Community Foundation
Frances M Kilgour
Sheldon and Wendy Bos
Allard Foundation
At The Helm
Brownlee LLP
Timber Benefits
Deborah Rodrigo
Preferred Client Services Group Ltd.
Serene Technologies
Solstice Environmental Management
Unstoppable Conversations
West Edmonton Mall Property Inc.
Rich Horning

\$500 - \$999

Anonymous
Anonymous
Chris Hamilton
Gold Star Jewellers
Rhonda Marrazzo
ECHO Promotions
Andrew Lemoine
Kris Augustson
Tracy & John Albert
Claire R. Potter
Gregg Strynadka
Meagan Fidyk
Jacinta Duffett
Mike Maier
Acclaimed! Heating, Cooling and Furnace Cleaning
Amy Gomez
Bob Wispinski
Cheryl Whitelaw
Claire Ehman
Dave Freeman
Dr. Bryan Layton Professional Corporation
First Foundation
Gordon Wick
Harbourfront Wealth Management
Heather McLeod
Holly Freeman
Hubert Lau

Joe & Emma Pivato
Kevin Brown
Leo Ricard
Mathew Min
Melcor Developments Ltd
Michael Woolley
Rhiannon Hoyle
Stephen Siu

\$250 - \$499

Derek Pearce
Candice Simpson
Larry Scarbeau
Dan Matthys
Richfield Plumbing & Heating
Gobind Prihar
Angela Richardson
Bonnie Walzack
Danielle L'Heureux
Garry and Elisabeth Stebner
Harkirat Teja
Richard Houle
Wiggert Hessels
Betty Dean
PayPal Giving Fund Canada
Anonymous - Canada Helps
Esta Karpulis
ATCO Gas
David Shepherd
Lee Ridge School

Alberta Business Loans
Barbara Steckly
Catherine Vu
David Boroditsky
David King
Dawn Taylor
Guy West
James Freeman
Jane Halford
Jean-Jacques Tremblay
Kelly Blackett
Lindsay Robinson
Lucille Gans
Marge Somkuti
Marla Thomas
Miraca Direct
Modern Muse Media
Nicholas Farnden
Rita Becker
Tara Lynn Lamothe
ThisTown Enterprises
Tim Cartmell
Van Leeuwen
Wim VanBeek

\$5 - \$249
Avenue Appliance
Tiffany Herrell
Kellie Steele
Echo Hair Design

Calvin & Lindsay Austrom
Brian and Linda Cheng
Darryl McGavigan
Dean Wulf
Eric Slatter
Imperial Equities
Jasbir Rai
Lesley Smitten Tabler and
Sherwin Tabler
Lorne Randa and Kristy Dunn
Mark Donnelly
Mike Schoenberger
Tom Duke
William A. White
Yasmine Safari
Donna Chamberland
Janice Galarneau
Frida Pesin
Alberta Blue Cross
Anne Stevenson
Benaron Gleiberman
Chiazos Osakwe
Jesse Schewchuk
John & Lynne Gibson
Lucille Mandin
Marie Soprovich
Ray Tweed
Robert Legare
David Tao
Catherine Leung
Lori Sigurdson, MLA
Adam Henley
Carole Simoneau
Cheryl and Gary Kasianiuk
Kelly Hoy
Maurice Fitzgerald
Muriel Grimble
Vines Wine Merchants
Skip the Depot

Meg Stevenson
Alberta Railway Museum
Beauty Parlour
Aleece Laird
Alexandria Onyedika
Beth Hendricksen
Bob Hahn
Brad Bent
Brandi Bartlett
Bronwyn Scrivens
Caitlin Riddoch
Carmen Steele
Carol Secord
Christa A Marimo
Christina Reid
Colwyn Kelly
Councillor Andrew Knack
Dana Antaya-Moore
Denise Ellis
Gardy Olivier
Gen Joncas
Giselle Denis
Gord McCallum
Gwenne Tweddle
Hahn Lukey Houle
Heather Kuhl
Houda Msahel
Italian Centre Shop
Jay Hamilton
Jeff Acker
Jenna Horning
Jennifer Davis
Jenny Park
Judie Matthys
Karine Orser
Kent Simpson
Keren Tang
Kimberlee Baggio
Kurtis Ashton

Lance Johnson
Linda Bernicki
Marianne Krueger
Mary Michailides
Matt Edwards
Maya Gordon
McKenna Gaetz
Michelle Wheaton
Nancy Davis
Rakhi Pancholi
Robert Posliff
Ron Orr
Roy Langer
Samuel Dean
Sandra Green
Sarah Prendergast
Scott Vreeland
Sean Schoenberger
Tami and Keven Lackey
Teja Pothureddy
Tenielle MaGee
Tyler Herder
University of Alberta
White Box Leadership
Track N' Trail
Long & McQuade Musical
Instruments
Unbelts
Glenise Harvey
Marie Renaud
MLA, Marlin Schmidt
Manqing Wen
Chelsee Berroa
Lorene L. White
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Jennifer Hamilton
Rachel Burgemeister
Ryley Strand
Heather A Scott

Ashley Blum
Seraya Smit
Scarlett Chase
Geoff Baxter
Kenny Yen
Mabel's Labels
Avriel Alexander
Alex Favret
Alysha McClelland
Ben Mejia
Brad and Jenn Bartko
Brian Lau
Chelsea Barlow
Christa Cruthers
Dale Baker
Dave and Evelyn Patterson
David Eggen
Edward Warwaruk
Emmy Stuebing
Eugene Uhuad
Jacki Garvey
Jenna Lamb
Jessica Lau
Julie Buchy
Julie Nelson
Karen Principe
Kim Knull
Lana Jean Sherick
Lorephil Aguinaldo
Lou Doiron
Morgan Brindza
Susie Sykes
Nic Allen
Nick Petryk
Paula Holt
Renee Frank
Rob Morrison
Robert & Lorraine Hupka
Robert Warburton

Roger Lamontagne
Stephen Yakimets
Tetyana Fesik
Tom & MaryJo Gariano
Tyler Pfeiffer
Vahen King
Vince Mattia
Sarah Hamilton
Danny Kook
MLA Nicole Goehring
Rebecca Matthys
Anonymous
Dana McElroy
Chelsea Frank
Neha Desilets
Amber Cook
Gail Hickmore
Jeff Arsenault
Leanne Carr
Mary Cereneche
Roberta Hykawy
Sabrina Small
Valerie Gibbs
Wanita Quaia
Andrew Hoglund
Sarah Chan
Sheena Davidson
Tamra Mason
Afua Pireku
Emma Elksnitis
Jingyang Gao
Calvin May
Dawn MacDougall
Jody Seguin
Rishiekesh Ramgopal
Tyler Banick



Financial Report

Statement Of Operations		2022/2023	2021/2022	2020/2021	2019/2020	
REVENUES	PDD Service Delivery and Admin	\$669,844	\$743,971	\$882,043	\$651,355	
	Grants	761,654	552,598	437,729	420,678	
	Donations and Sponsorships	223,670	111,097	104,786	120,990	
	Memberships - Intake	2,300	2,100	2,050	6,700	
	PROGRAMS					
	Community Connect	2,414,067	1,855,799	1,335,422	1,919,498	
	In-Home	1,769,763	1,928,722	1,764,663	2,099,129	
	Hearts in Action	352,466	317,179	244,647	736,757	
	After School Care	163,905	147,335	171,683	427,191	
	Social Nights	133,244	93,776	69,850	165,507	
Respite Care	119,793	99,400	42,749	272,720		
	\$6,610,706	\$5,851,977	\$5,055,622	\$6,820,525		
EXPENSES	Salaries & Benefits	5,240,663	4,824,486	3,791,845	4,863,556	
	Facility Costs	427,555	378,537	386,555	429,363	
	Staff Expenses	387,202	373,604	287,769	677,631	
	Internet and Tech	113,258	95,211	53,653	91,413	
	Marketing	109,652	80,708	66,682	149,189	
	Administrative	106,045	98,915	73,598	84,265	
	Amortization of Capital Assets	101,561	113,589	126,994	146,463	
	Program Expense	94,499	84,270	72,429	120,887	
	Professional Fees	74,163	123,595	85,087	167,356	
	Transportation	4,403	5,270	5,106	27,356	
		\$6,659,001	\$6,178,185	\$4,949,718	\$6,757,479	
	Excess of Revenues Over Expenses	-48,295	-326,208	105,904	63,046	
	Government Assistance (CEWS)	34,858	384,460	1,174,910	-	
	Disposal of Capital Assets	-375	-633	-334	385	
	Excess of Revenue Over Expenses	\$-13,812	\$57,619	\$1,280,480	\$63,431	

Statement of Financial Position		2022/2023	2021/2022	2020/2021	2019/2020
ASSETS	CURRENT				
	Cash and Cash Equivalents	\$1,156,459	\$1,882,521	\$1,648,124	586,801
	Term Deposits	1,350,000	1,015,429	1,000,000	305,577
	Accounts Receivable	274,292	893,125	970,467	364,654
	Interest Receivable	15,969	470	14,375	840
	Goods and Services Tax Recoverable	21,999	22,186	19,258	24,814
	Prepaid Expenses	62,986	28,257	16,600	7,720
	Prepaid Lease	121,462	135,613	149,764	163,915
	Security Deposit	33,000	29,900	28,000	24,000
		\$3,036,167	\$4,007,501	\$3,846,588	\$1,478,321
	Capital Assets	155,161	203,717	254,945	352,696
	Intangible Assets	100,000	100,000	100,000	100,000
TOTAL	\$3,291,328	\$4,311,218	\$4,201,533	\$1,931,017	
LIABILITIES	CURRENT				
	Accounts Payable	69,624	\$111,739	\$101,589	\$56,733
	Wages Payable	234,548	178,796	209,904	150,183
	Bonuses Payable	-	19,750	30,220	36,000
	Deferred Revenue	265,278	1,259,016	1,169,296	271,831
	Deferred Capital Contributions	53,443	59,670	65,896	72,122
	TOTAL	\$622,893	\$1,628,971	\$1,576,905	\$586,869
NET ASSETS	Unrestricted Net Assets	2,006,717	1,978,200	1,875,579	503,574
	Internally Restricted Net Assets	560,000	560,000	560,000	560,000
	Net Assets Invested in Capital Assets	101,718	144,047	189,049	280,574
		\$2,668,435	\$2,682,247	\$2,624,628	\$1,344,148
	\$3,291,328	\$4,311,218	\$4,201,533	\$1,931,017	



ADAPTABILITIES
MEANINGFUL DISABILITY PROGRAMS

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