The *Resiliency and Success* of AdaptAbilities



REPORT TO THE COMMUNITY 2022-2023



Our Values













LIVE OUR PURPOSE



ADAPTABILITIES: REPORT TO THE COMMUNITY 2022-2023 | 2

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.





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 committment, 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!





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.

AdaptAbilities Participant Surprises

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.





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



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

New Descriptor:

Meaningful Disability Programs



First Lastname HUMAN RESOURCES ASSISTAN

10130 82 Avenue Edmonton, AB T6F 174

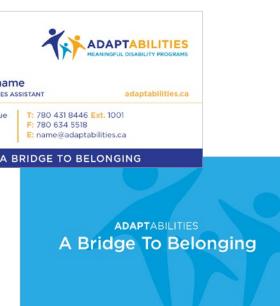


WHAT IS A KEY MESSAGE?

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



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

ADAPTABILITIES eakfast



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!"



SMIR



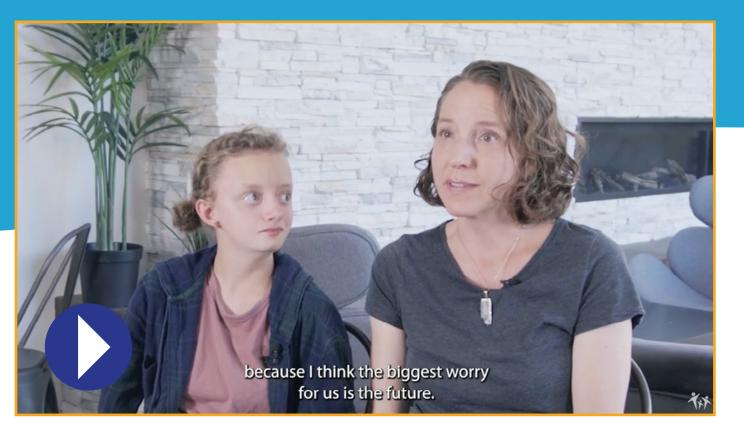
"We are so grateful that our son got to make friends, enjoyed great activities led by the best educators this summer! We couldn't hope for a better summer! Sincerely thank you!"





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Meet Two Families!



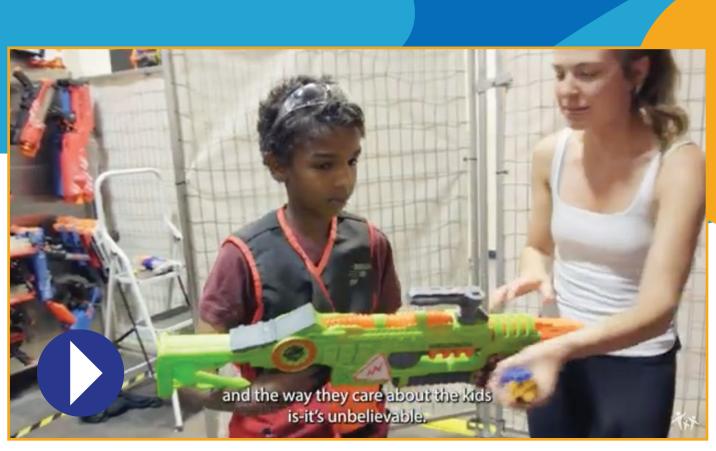
Meet Ava: "Summer Camps Make Me Feel Really Happy"

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.

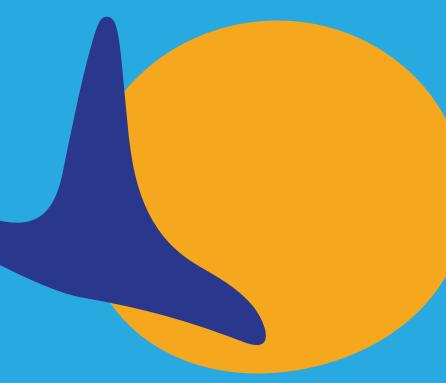
I would like to take this opportunity to recognize our front-line staff, who work extremely hard supporting our participants and their families. Many of these team members work one-on-one with individuals, through challenging days. The dedication and commitment of this team is truly remarkable

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

Edmonton Public Teachers Charity Trust Fund **Co-operators Community Fund**

\$3.000 to \$9.999

Foundation

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 Chiazo 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 Manging Wen Chelsee Berroa Lorene L. White **Chantelle Behrens** 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 Meija 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 Thank You!

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Financial Report

		2022/2027	0001/0000	2020/2021	2010/2020	
REVENUES	Statement Of Operations	2022/2023	2021/2022	2020/2021	2019/2020	
	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
	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
(0)	Interest Receivable	15,969	470	14,375	840
ASSETS	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
	CURRENT				
10	Accounts Payable	69,624	\$111,739	\$101,589	\$56,733
LIABILITIES	Wages Payable	234,548	178,796	209,904	150,183
BILI	Bonuses Payable	-	19,750	30,220	36,000
LIA	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
	Unrestricted Net Assets	2,006,717	1,978,200	1,875,579	503,574
Ņ	Internally Restricted Net Assets	560,000	560,000	560,000	560,000
NET ASSETS	Net Assets Invested in Capital Assets	101,718	144,047	189,049	280,574
NET		\$2,668,435	\$2,682,247	\$2,624,628	\$1,344,148
		\$3,291,328	\$4,311,218	\$4,201,533	\$1,931,017



FIND US AT

adaptabilities.ca

in @AlbertaAdaptAbilitiesAssociation

- **G**@AdaptAbilities
- (i) @adaptabilities
- **Mage AdaptAbilities**

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