

SASKATCHEWAN

Abilities

COUNCIL

2 0 1 4 A N N U A L R E P O R T





PRESIDENT'S MESSAGE

Building on the important work that began in 2012, this year the Board of Directors reviewed and improved several key governance documents. With these changes and a more fully involved Board, we are seeing a bright future for the Council.

That bright future includes new ways to provide service to people experiencing disability. The Council is committed to its clients and the community and is working hard to provide relevant, meaningful programs and services to the people of Saskatchewan.

The future is not without risk and the Board of Directors recently held a planning session to discuss risks and opportunities for 2015 and beyond. I look forward to continuing those discussions,

and I would like to recognize my fellow directors for their contributions to this worthy endeavor.

As my term as President comes to an end, I extend my thanks to Board and staff members for their commitment to the Council. The Council's success is built on the accomplishments of each and every person involved. I would also like to thank our funders and donors for their confidence and support. As I look back on the past two years, I am proud to have been involved with everyone associated with the Council. Each day brings a new success story and I have enjoyed the ride.

Stan Lautsch, President

2014 BOARD OF DIRECTORS

Steven Bobiash (Saskatoon)

Rose Cardiff (Regina)

Lynsey Gaudin (Regina)

Larry Goodfellow (Saskatoon)

Michelle Hunter (Regina)

Bruno Konecsni (Saskatoon)

Tamara Larre (Saskatoon)

Stan Lautsch (Swift Current)

Andy Livingston (Saskatoon)

Dr. Ulla Nielsen (Saskatoon)

Carolyn Rebeyka (Regina)

Tom Spence (Saskatoon)

Doug Surtees (Saskatoon)

Frank Wilson (Watrous)



EXECUTIVE DIRECTOR'S MESSAGE

I am pleased to present the Saskatchewan Abilities Council's 2014 Annual Report. It includes highlights and stories of our successes in providing vocational, rehabilitation, and recreation services to tens of thousands of Saskatchewan residents.

I would like to thank our Board of Directors, whose leadership and vision during the implementation of new governance processes is much appreciated. Organizations that are led by a strong Board of Directors tend to do better, and the Council is no exception.

I would also like to thank our dedicated staff members—every day, I see how they engage and connect with clients, families, the public and each other. This engagement was evident in a survey conducted by an independent firm in 2014.

We hired the firm to confidentially survey staff members' views of engagement. The results are tremendous—more than 80 percent of staff members feel engaged in their work with the Council. We plan to build on this in the coming years.

Over the last several years, a robust economy has led to strong financial results for the Council. The slowing of the economy in 2014 is reflected in our financial results, but we continue to provide sound stewardship to sustain our vision and mission.

Thank you to the many stakeholders who have supported the Council in so many different ways. You are so important to the Council's success.

Ian Wilkinson, Executive Director

ADMINISTRATIVE COUNCIL

Ian Wilkinson,
Executive Director

Karen Moore,
Director of Provincial Services

Heather Rasmussen,
Director of Rehabilitation Services

Corey Hadden,
Regional Director, Regina Branch

Joyce Phillips,
Regional Director, Saskatoon Branch

Regional Director,
Swift Current Branch

John Denysek,
Regional Director, Yorkton Branch

OUR VISION

Working together to enrich futures through abilities.

OUR VALUES

At the Council we treat people with

- respect • honesty • compassion

We value

- teamwork • excellence • innovation

Our programs and services are

- client-centred • goal-oriented
- accountable

OUR MISSION

The Saskatchewan Abilities Council works with people of varying abilities to enhance their independence and participation in the community through vocational, rehabilitation and recreational services.



Camp Easter Seal EPIC 60TH ANNIVERSARY YEAR

ON JULY 3RD, PAST AND PRESENT SASKATCHEWAN ABILITIES COUNCIL STAFF MEMBERS, CAMPERS, AND DIGNITARIES GATHERED TO CELEBRATE THE 60TH ANNIVERSARY OF CAMP EASTER SEAL IN SASKATCHEWAN.

The 2014 season at Camp Easter Seal was a huge success, thanks to our incredible campers, a wonderful team of staff members and many volunteers and donors.

Approximately 700 campers—adults and children from across the province, close to half of them using wheelchairs—had a chance to explore new experiences, learn new skills, cherish friendships, reach for goals, celebrate success and, most importantly, live life to its fullest.



Above: Campers Kaylee (left) and Elizabeth (right) experience the fun of tubing, with a little encouragement from counsellors Karlee and Emily.

Camp Easter Seal is staffed by more than 70 exceptionally dedicated and compassionate people. All go through extensive training prior to the first camping session. They come to camp to share their experience as counsellors, medical staff, kitchen and special diets staff, maintenance and housekeeping staff.

2014 kept up the camp tradition by offering a variety of programs and activities geared specifically to campers' abilities. Waterskiing and tubing were offered in partnership with Waterski and Wakeboard Saskatchewan, and the pontoon boat was in the water and ready for use by the first camp session—despite the weather. The riding program was in full swing, while the wagon took eager campers for rides into Manitou village. Counsellors kept campers busy with a wide variety of activities, from arts and crafts, to wheelchair basketball, rustic camping, a reptile display and bouncy castles.

Left: 2014 Camp Easter Seal staff members gather for a team portrait in front of the chalet.

Meeting Your Heroes

Hey everyone! I'm Emily McEwen, and I just finished my fourth summer at Camp Easter Seal. I've done one year as a counsellor-in-training, two as a counsellor and now one as a senior supervising counsellor. I started working at camp when I was 16 because I wanted to do something meaningful with my summer. It instantly became a match made in heaven.

This summer was phenomenal. At camp, you not only make friends, you meet your heroes—people of all ages and abilities—who will impact your life forever, inspiring you to overcome adversity and pursue every one of life's challenges and opportunities with a smile.

This summer, my goal as I led a group of counsellors, was to make them fall in love with camp and our campers. They were the most supportive, encouraging, hardworking, selfless and enthusiastic group of individuals I've ever known. Watching them learn to serve the campers with joy, patience and love was incredible. As a counsellor, my heroes were, and always will be, my campers. This year, they're also my counsellors. ■



Above: 2014 marked the first time St. John Ambulance Therapy Dog program volunteers visited camp with their dogs. It was wonderful to see these gentle dogs coax a tentative pat or gentle hug from some of our shyest campers.

A Camper's Point of View

Dear camp
Hi this is camdyn. I loved
camp so much. I loved
everything about it.
I loved singing, pranking
and swimming. I also
loved my counsellors and my
cabin mates. I drove
for 3 hours and 45 min-
to get to camp. see you
next year. bye bye
By Camdyn
Scott



The Parents' Point of View

Dear Easter Seals,

My name is Candice Scott and my son Camdyn has cerebral palsy. He attended Easter Seals Trailblazers camp this past July and LOVED it! I was a little nervous about sending him so far for a week.

From the minute we drove up, I was in awe! The counsellors came to greet him with open arms, as did all the other kids. What a feeling to see him surrounded by children with similar disabilities that showed him so much love.

I was extremely impressed with the facility and staff. They showed us around, explained everything the kids would be doing and where they would eat and sleep. Camdyn was so excited to be there! He couldn't wait to get started having fun.

Thank you from the bottom of our hearts.

Candice Scott

Camdyn is like no other nine-year-old I know. He doesn't let anything stop him when it comes to his chance at an adventure. It's 100 percent, full-tilt give-all-you-got, no-regrets for our son. To Camdyn, having cerebral palsy is not a road block that will stop him, and I love the passion he has for life and

people around him. ... Camp Easter Seal has given my son Camdyn something that will be with him always—a chance to be a little boy at summer camp!

Eric Scott

Regina Branch A YEAR IN REVIEW

IN A SURVEY OF PARENTS,
CAREGIVERS, STAFF
MEMBERS AND
VOLUNTEERS, 80% SAW
POSITIVE CHANGES
IN THE MOOD OF
PARTICIPANTS, 60%
SAW YOUNG PEOPLE
PLANNING AND
DOING MORE THINGS
ON THEIR OWN.

Below: Kevin (left) and James (right) are all smiles as they get ready for a baking session in the Quality of Life Centre kitchen.



2014 was a busy year for clients and staff members at the Regina Branch. A major highlight was completion of the renovation and expansion project to create the new Quality of Life Centre.

The Quality of Life Centre offers another day program opportunity to 21 individuals of varying abilities to help them connect with the community, participate in activities of their choice and realize the important possibilities in their lives. The Quality of Life Centre will celebrate its grand opening in 2015.

Much was also happening behind the scenes in programs and services.

Work on the vetlinens.ca website is paying off in increased sales and brand awareness. Although the Council has manufactured veterinary linens since 1998, vetlinens.ca is its first online shopping venture. Veterinarians and customers across Canada can now order high-quality scrubs and more online.

The Wood Products department saw strong financial results in stake and lath sales, while the Industrial Assembly department built a valuable relationship with one of Regina's major printing houses,

Impact Printers, that has led to an increase in work for the department—and the clients.

Demand for vocational services remains strong in the Regina region. Evaluation plays an important role in delivering quality programs and services to individuals. Staff members at Regina Branch continued to incorporate new tools and customized services for individuals of varying abilities. A number of *Partners in Employment* contracts were renewed in 2014 and we responded to shifts in labour market trends.

Quality of Life services offered opportunities for people of all ages and abilities to experience community connections, friendships and fun through programs such as *SLYP-Out* (Social Leisure Youth program), *Summer Fun* and *Life Enrichment*. Approximately 132 young people participated in *SLYP-Out* and *Summer Fun*, while 21 *Life Enrichment* participants enjoyed recreational and social activities in the community. Acquired Brain Injury services focused on participants' quality of life needs, assisting 32 individuals to achieve the goals they set for themselves.

Teamwork Smooths Assessment Services Transition

Assessment Services continued to deliver Saskatchewan Assured Income for Disability, Daily Program Supports, and Daily Living Skills Assessments on a provincial basis. Day-to-day management of the Assessment Services unit shifted to a shared responsibility between Saskatoon and Regina regions in 2014. The cooperative teamwork by staff members in both regions was instrumental in smoothing a successful transition to this new approach. Outcomes remain strong despite a larger than anticipated volume of assessments. ■



Josh Flahr WITH CONFIDENCE COMES SUCCESS

"PARTNERS HELPED ME FEEL BETTER ABOUT MYSELF. I HAVE LESS STRESS IN MY LIFE, AND I HAVE GAINED STABILITY AND PURPOSE."

Josh Flahr, Client, Moose Jaw Partners in Employment

Partners in Employment helped Josh land a job at Browns Socialhouse, where he has quickly proven himself a valuable employee.

When an accident changed Josh Flahr's outlook on life, the Saskatchewan Abilities Council helped him set a new course for himself.

The accident not only left him dealing with chronic pain, anxiety and physical limitations, it also dealt a serious blow to his confidence and sense of self-worth. He came to *Partners in Employment* in Moose Jaw looking for support.

Josh wanted a job that fit his interests and skills but, like so many of us, he wasn't sure what those were. He participated in a mobile vocational evaluation to identify his strengths and explore his interests. Josh began the career development process and soon decided that working in a restaurant kitchen might be a good fit. Council staff members went to work to support Josh in

his decision. He attended a short course in a community kitchen to get a "taste" for the work, followed by a course in safe food handling. Council staff members then helped Josh land his first restaurant job—as a kitchen assistant/food preparer at Browns Socialhouse in Moose Jaw.

"Partners helped me through the whole process, especially getting over the first six-week phase of starting a new job," Josh says. *"They offered support and facilitated employer feedback, so I knew if I was doing well and what I needed to improve upon."*

"Browns Socialhouse has been a terrific natural support for Josh," adds Raelynne Doka, *Partners in Employment* Supervisor. *"The company has an excellent training and reward program, which allows staff members to enjoy their work life, and*

managers are understanding and accommodating. Josh has proved himself a valuable employee."

Since he started the job, Josh's confidence and self-worth have improved. *"I have gotten more comfortable overall and am starting to become more social. I'm sticking with a job and enjoying it. I'm achieving the goals I set out,"* he says proudly.

The job opportunity at Browns Socialhouse, combined with support from *Partners in Employment*, is exactly what Josh needed. He likes his job, enjoys the social environment and is excited to know he has options for career growth. *"Josh is a success story, not only because of his employment success, but also because of the motivation and hard work he continually displays,"* Raelynne says. ■

SAATCHI & SAATCHI

Saskatoon Branch A YEAR IN REVIEW

IN 2014,
APPROXIMATELY 1,600
INDIVIDUALS
ACCESSED PRE-
EMPLOYMENT AND
EMPLOYMENT
SERVICES AT THE
SASKATOON BRANCH.

The Saskatoon Branch continued to provide a wide variety of client-centred programs and services in 2014, both recreational and vocational.

Quality of Life Pilot Program

Approximately 140 individuals participated in recreational programming at the Saskatoon Branch in 2014, including *Life Enrichment*, *Summer Fun*, *SLYP-Out* and Acquired Brain Injury Community Support programs. Quality of Life is an exciting new addition to the roster, implemented as a pilot project in September 2014.

The program helps individuals with disabilities connect to the community and build a sense of belonging. Activities range from visits to local attractions such as Wanuskewin Heritage Park or Saskatoon Forestry Farm Park & Zoo, to physical activities such as swimming or yoga, and learning activities such as baking, grocery shopping or monthly budgeting.

Vocational Programs in Demand

The Saskatoon Branch offers a broad continuum of vocational services—pre-employment, employment training, community employment and follow-up support—to assist with employment maintenance. Clients include individuals with varying abilities, individuals in the correctional system, at-risk youth and youth.

Every year, the Council's team of employment specialists help hundreds of individuals find jobs in the community—363 jobs were found in Saskatoon in 2014. In the Training Centre, approximately 130 individuals attended each month to further develop their skills with the goal of eventually obtaining community employment.

2014 Highlights

- Edmond Gaudet, a long-time Training Centre client, was honoured with an Al McGuire Award in 2014. The award recognizes the achievements of individuals with disabilities. Edmond was proud to be able to share his achievement with his friends and family.
- The Saskatoon SARCAN Depot made a number of improvements in 2014. The depot continues to see the most customers and recycle the highest number of containers, paint and electronics in the province.
- The Ability Lift was re-evaluated and improvements will be made to increase the weight capacity and improve safety features. ■

Audra Winand REKINDLING HER JOY IN LIFE, WORK & TRAVEL

Audra Winand first came to the Saskatchewan Abilities Council Saskatoon Branch in 1990 to develop her work and social skills.

A natural tenacity and ability to focus on the task at hand helped her move quickly from work placements to community employment. Audra moved back to her hometown for a few years, but returned to Saskatoon to get her GED. She re-entered vocational training at the Saskatoon Branch in 2007 and has been an active participant ever since.



UNABLE TO WORK OR TRAVEL,
IT WOULD HAVE BEEN EASY
TO GIVE UP. INSTEAD, AUDRA
WORKED HARDER.

Audra's upbeat personality and great work ethic
make her a role model in the Assembly department.

"I like to work. I like having something to do," Audra says simply. "I work in the Assembly department. We do all sorts of things, but I work mainly on splice packs for fibre optics. We send them to companies all over the world."

During her first year in Assembly, Audra flourished. Then a combination of health, personal and housing issues all seemed to happen at once and she couldn't work. It was a devastating blow. For Audra, it's not just the self-esteem and confidence that working full-time brings, it's the opportunity. She is determined to work, because work means she can travel.

Yes, Audra has the travel bug. Every year, she planned a destination, diligently saved her money and off she would go, alone or with a tour group. "I love to travel because I get to see different places—I've been all over the United States and Canada. I've been to the Maritimes, to Washington, D.C., to Salt Lake City. On one trip to the United States, we were throwing snowballs in the middle of summer."

Unable to work or travel, it would have been easy to give up. Instead, Audra worked harder. At first, she focused on regaining her health and well-being. As life became more stable, she turned her attention to

regaining her job skills. Today, Audra works four days a week in the Training Centre. She often arrives sporting brightly coloured clothing or a vivacious new hair colour. There's a spring in her step, and she dives into tasks with her old enthusiasm. Best of all, she is saving her money and planning her next travel adventure.

Thanks to a supportive care home operator, good medication management and a network of community supports led by the Saskatchewan Abilities Council, Audra has rekindled her joy in life, work and travel. ■

INDEPENDENCE

Swift Current Branch A YEAR IN REVIEW

SINCE OPENING IN
JUNE 2014, THE REUSE
WAREHOUSE HAS
PROVIDED HUNDREDS
OF TRAINING HOURS
TO SWIFT CURRENT
BRANCH CLIENTS.

Below: Grand Opening Day
at the ReUse Warehouse.

L to R: Wanda Friesen, Matthew
Bayliss, Matthew Haubrich, Debbie
Bowditch, Ted Andreas, Dale Lowe,
Councillor George Bowditch,
Wanda Shipman, Aaron Matthews.

The Swift Current Branch enjoys strong community support. In 2014, staff members engaged in ongoing public awareness initiatives to ensure this continues.

This included partnering with other disability service providers during Awareness Week in September to educate the public about the impact of having a disability. The Branch also implemented several initiatives in 2014 to meet the evolving needs of clients.

ReUse Warehouse Opens

The Branch opened the ReUse Warehouse store on June 16th. This exciting new venture provides clients with more employment and training opportunities, while giving area residents an opportunity to donate reusable appliances, furniture, construction materials and hardware for resale. The store gives clients a chance to work in a retail environment, where they learn about pricing, shelf stocking, janitorial duties and running a cash register. There are also potential learning experiences in the pick-up and delivery service. Proceeds from sales are reinvested in training and quality of life activities at the Branch.

SLYP-Out Activities Expand

The Council's Social Leisure Youth Program (aptly called *SLYP-Out*) continues to provide

leisure and recreational outings for youth and young adults with disabilities. The program ran for five months in 2014 and will be offered again in the second half of 2015. In conjunction with other community partners, the program was able to give young participants a chance to enjoy wheelchair hockey. Overall, the number of community activities increased 8 percent over 2013 levels.

Partners in Employment Moves Downtown

To improve the accessibility and visibility of *Partners in Employment* in the community, the office was relocated to a downtown location. In addition to providing more space for programming, the new, central location makes it easier for job seekers with employment barriers and employers to meet face-to-face with *Partners* staff members.

2014 Highlights

- Recreational programs provided positive, engaging experiences for clients of all ages and abilities, including 26 youth with disabilities who participated in *Summer Fun* and *SLYP-Out* and 21 adults with disabilities who participated in *Acquired Brain Injury Life Enrichment/Community Support*.
- Vocational programs provided many valuable work experience, skills training and employment opportunities. Approximately 32 individuals each month took part in Training Centre programs, 20 clients were employed at Recycling Centres, 27 individuals accessed the Work Experience program, 22 employers provided work experiences, 94 individuals accessed *Partners in Employment* services and 55 found full-time or part-time jobs. ■



A photograph of Kristie McCuaig, a young woman with short reddish-brown hair and glasses, wearing a light blue short-sleeved shirt with a stethoscope. She is smiling and standing in a hotel hallway with a carpeted floor and a staircase in the background. A large orange graphic overlay is on the left side of the image.

Kristie McCuaig OPENING NEW DOORS

“THE COUNCIL
HELPED GIVE
ME CONFIDENCE.
THEY HELPED ME
GET A JOB AND
THEY HELP ME GET
BETTER AT WORK.”

Kristie McCuaig, Client, Swift Current Branch

Kristie was hired on the spot during her first interview at Home Inn & Suites.

Many new doors have opened in Kristie McCuaig's life since she and her mom moved to Swift Current in 2011.

She began by upgrading her classes at Swift Current Comprehensive High School, with the goal of attending Great Plains College. She also began developing her work skills through *Partners in Employment*, starting with an employment preparation program. Kristie quickly proved her commitment, arriving on time every day, eager to learn. And she wasn't afraid to ask questions if she was unsure about anything—an important work skill.

Kristie carried this positive attitude into her first work experience in the high school library. It was a great fit, because Kristie loves to read—she's a big fan of the Percy Jackson series. With the support of a job

coach, she worked part-time, checking in books, re-sensitizing them, retrieving drop-off books and stamping books for specific classes. The experience was so successful she followed it with a second and longer work experience at the Swift Current Library.

A third work experience in the kitchen of The Bentley Swift Current retirement community involved washing dishes and prepping for meals. Kristie learned new rules and procedures, but more important, she learned to deal with change because the job could not guarantee constant routine. Thanks to great natural supports on the job, the job coach was able to start fading within a month.

After three back-to-back work experiences, Kristie spent a year focussing on her education so she could get into college.

She proudly enrolled in Great Plains College in the fall of 2014. She completed CPR/First Aid and driver's education courses, and has since earned her learner's license.

In the summer of 2014, *Partners in Employment* staff members met with the manager at Home Inn & Suites to arrange a work experience for Kristie in housekeeping. After submitting a resume, Kristie met with management—and was hired on the spot.

Kristie has been very successful. She hasn't needed any job coaching, her hours have been increased and her supervisors are very happy with her work. Kristie's work journey is just beginning, and her positive attitude, great commitment and excellent work skills will continue to open doors to new opportunities. ■

Yorkton Branch A YEAR IN REVIEW

*PARTNERS IN
SETTLEMENT AND
INTEGRATION, A
PROGRAM THAT
PROVIDES SUPPORTS
TO NEWCOMERS IN
EAST CENTRAL
SASKATCHEWAN,
SERVED AN AVERAGE
OF 28 NEWCOMERS
EACH MONTH IN 2014.*

The Yorkton Branch continues to evolve to meet the changing needs of clients and the community. As a result, a number of programs saw additions or changes in 2014.

Partnering with Habitat for Humanity

In partnership with Habitat for Humanity Regina and a group of local community leaders, a ReStore was opened in a Yorkton Branch facility with the primary goal of increasing vocational training opportunities for clients. With funding support from Saskatchewan Literacy to develop a formal job training program, clients are building transferrable work skills.

Inaugural Immigrants of Distinction Awards

Partners in Settlement and Integration staff members took the lead in establishing the Immigrants of Distinction Awards to recognize newcomers' contributions in east central Saskatchewan. Eight awards categories were developed—and eight awards sponsors were quickly secured. The inaugural event on November 15th was well attended.

Quality of Life Centre

An influx of new volunteers made it possible to offer a broader range of programming options to individuals, both in the community and in the Tillman Quality of Life Centre. Yoga, gardening, art therapy and more were added to an already extensive list of choices. An agreement was reached with another service provider in the community to provide day programming for clients who prefer a quieter environment.

2014 Highlights

- The Crisis Support and Prevention team received a record number of referrals in 2014. The team worked with a number of agencies to support

individuals at risk of losing their day program or residential placement.

- After eight years and 1,440 tonnes of used electronic equipment, the Electronics Disassembly program at the Yorkton Branch came to an end and seven employees were laid off. Insufficient funding, unfortunately, led to the closure.
- The Transitioning Youth to Employment team helped 69 high school students acquire the necessary skills to find that all-important first job—and 19 of them secured a job through the program. Several job-carved positions within the Branch are providing a stepping stone to community employment.
- Recreational programs continued to enrich the lives of clients, including 25 young people who participated in *Summer Fun* and *SLYP-Out*, 39 adults who participated in *Life Enrichment* and 19 adults who participated in *Acquired Brain Injury Life Enrichment/Community Support*.
- *Partners in Employment* continued to serve job seekers and employers throughout east central Saskatchewan. In 2014, approximately 189 people accessed services and *Partners* staff members helped 81 people find full-time or part-time work. ■

Kyle Marianchuk A NATURAL LEADER

There's more to life than work—just ask Kyle Marianchuk. This busy young man has several jobs, is a volunteer ticket-taker at Yorkton Terrier games, participates in twice-a-week personal



BY TEACHING SIGN LANGUAGE TO STAFF MEMBERS AND FELLOW DAY PROGRAM PARTICIPANTS, KYLE IS HELPING BUILD A MORE INCLUSIVE COMMUNITY WITHIN THE COUNCIL.

Kyle Marianchuk is a busy guy. He works in the community, participates in Council recreational programs, has a job-carved position cleaning the Council's bus shelter and works in the Sewing department.

training sessions ... and did we mention he's teaching sign language at the Yorkton Branch Day Program?

The Council has supported Kyle in many ways, beginning with the Transitioning Youth to Employment program while he was attending Sacred Heart High School. This led to a janitorial job at the Gladstone Seniors Residence. He also works in the Training Centre at the Council doing sewing and collating, and has a job-carved position cleaning at the Council's bus shelter.

Although he has successfully transitioned into community employment, Kyle continues to come to the Council for recreation and leisure opportunities. He attends the Day Program and participates in a variety of activities—the kind of fun and everyday things that enrich quality of life.

Staying active and engaged in his community is important to Kyle. "I like swimming, yoga, using the exercise equipment at work and coffee outings at Tim Hortons. My favourite thing to do is shopping," he says. "I have been told that I am a very good painter of pictures. I like painting and feel proud when I paint a picture that everyone really likes."

Kyle is a natural leader who's not afraid to take the initiative or try something new. Last year, he said the weekly kayaking sessions organized by day program staff members were a highlight of his summer. When his program coordinator suggested he teach sign language phrases (Kyle is deaf), he jumped right in. He thinks teaching sign language to others is helping people get to know him better.

With support of day program staff members, Kyle has developed a person-centred plan that identifies his personal goals for the year. One of his goals is to lose weight—something he is achieving through the Fun and Fit program. He's also becoming more active outside the Council. "I joined the Special Olympics bowling team for the first time," he says. "We have an event coming up in Moose Jaw in March, and I'm really excited about that."

Kyle continues to enjoy his busy schedule, perhaps because he's found what many of us are still searching for – a healthy way to balance work with physical activity, community involvement and good old fashioned fun. ■

Rehabilitation Services A YEAR IN REVIEW



Above: Parker (and furry friend Abby) sits comfortably at play while trying out the Council's new paediatric wooden equipment.

ONGOING TRAINING,
NEW TECHNOLOGIES AND
UNIQUE PROFESSIONAL
DEVELOPMENT ENSURE
THAT PROFESSIONAL,
WELL-TRAINED
STAFF MEMBERS AT
REHABILITATION SERVICES
ARE RESPONSIVE TO
INDIVIDUAL NEEDS.

In 2014, Rehabilitation Services touched the lives of over 50,000 people across the province through programs designed to support independence in daily living.

These include Adaptive Technology, *Farmers with Disabilities*, Orthopaedics, Parking Program for People with Disabilities and Special Needs Equipment. Rehabilitation Services is always looking for ways to meet gaps in service, and 2014 saw the addition of two new services as well as enhancements to several existing programs.

New Paediatric Wooden Equipment Program

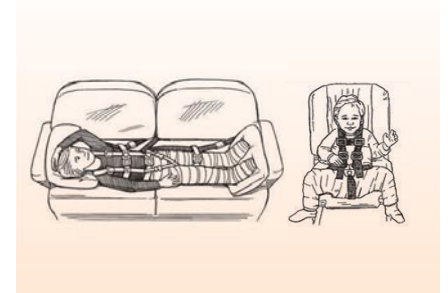
Following consultations with the Ministry of Health, paediatric therapists and families, the Council launched a loan program to provide height-adjustable chairs, tables and therapy benches. Wooden chairs and tables provide postural support for children with mild to moderate disabilities, and the supportive work and play area allows for better function and concentration. Therapy benches provide a safe surface for children to practice gross motor skills, such as moving from a sitting to a standing position. All the equipment is height adjustable, and accessories such as chair padding, seat belts and footrests can be added to meet the individual needs of children.

The Paediatric Wooden Equipment program meets a clear gap in services for children. The equipment is provided to families on a free loan basis, with appropriate referral. Each piece is refurbished and recycled as it is returned, providing a cost-effective, sustainable alternative to other commercial options. The program is funded through the Saskatchewan Aids to Independent Living (SAIL) program.

New Car Seat Loaner Program

If you've ever broken an arm or leg and had to live with a cast, you know the challenges casting presents in daily activities. Working with one arm or getting around on crutches takes practice and patience. Now imagine your child in a full-body cast, waist to ankles. The Saskatchewan Abilities Council's new Car Seat Loaner program offers families assistance with at least one challenge—the safe transport of a child in casts.

The Car Seat Loaner program is a collaborative partnership of the Council, Saskatoon Health Region and Saskatchewan Prevention Institute, with funding assistance from an SGI community grant. The Council provides specialized car seats and vests for short-term loan. Modified car seats have lower sides and wider seats to accommodate casts for smaller children, while E-Z-On Vests protect children lying flat on a back seat.



New Online Equipment Manual

The Special Needs Equipment program loans equipment to residents around the province. Depots in Saskatoon, Regina, Prince Albert, Swift Current and Yorkton serve thousands of individuals and work with health professionals in all health regions. Clear, consistent communication of information is a challenge for such a large, geographically dispersed program.

The development of an online equipment manual stands as a major achievement of 2014. The manual is available on the Council's website, www.abilitiescouncil.sk.ca, and provides easy, province-wide access to information on special needs equipment. Detailed information and pictures for every piece of equipment provides an invaluable resource for therapists, physicians, home care personnel and individuals.

Will the transfer tub seat you need after knee surgery fit in your bathroom? Check equipment measurements online. Is a specific wheelchair cushion available through the loan program? Again, you can check equipment availability online. What information resources are available to orientate new health care staff members? The online equipment manual puts a useful training resource at your fingertips.

Commitment to Innovation and Excellence

The Saskatchewan Abilities Council has a tradition of supporting innovation and professional development. In 2014, Orthopaedic staff members had the opportunity to lead innovative projects with the support of the Feingertz Research Fund. The fund fosters research activities that relate to the Council's vision and mission, including special projects and research personnel.

Duane Nelson, a certified prosthetist with the Council, is committed to using his training and expertise to benefit amputees. He has volunteered overseas in the past and, with assistance from the Feingertz Research Fund, Duane went to Bolivia with his family and spent six months as a volunteer to help set up a prosthetic clinic and assist in training local staff members. Now back home, Duane is



Above: This prosthetic client in Bolivia walked home with his new prosthesis, leaving his old prosthesis behind ... as a museum piece.

exploring research options through the partnership, including low-cost prosthetic foot and knee designs and longer term supports the Council may be able to provide, such as online training opportunities.

Grant Fillinger is a certified orthotist at the Council. With support from the Feingertz Research Fund, he is leading a project to develop an improved "offloading" shoe for clients with diabetic foot ulcers. Offloading shoes are designed to remove pressure and shear forces from the affected area in an attempt to heal the wound. A variety of commercial offloading shoes are available, but all have shortcomings that reduce their effectiveness. Grant is exploring new design possibilities and practical applications to increase the effectiveness of offloading shoes and meet a gap in products available to individuals. ■

19,867

the number of permits
issued by the Parking
Program for People
with Disabilities

11,979

the number of clients
served by Orthopaedics

102

the number of clients
served by Adaptive
Technology

35,126

pieces of equipment
issued by Special
Needs Equipment

29,207

pieces of equipment
returned to Special
Needs Equipment

FINANCIALS

Statement of Operations

year ended December 31, 2014

REVENUE

	2014	2013 (restated)
Regina Branch	\$ 5,522,520	\$ 5,421,171
Saskatoon Branch	8,304,439	8,681,681
Swift Current Branch	2,670,883	2,347,654
Yorkton Branch	5,276,190	5,498,897
Camp Easter Seal	847,873	903,207
Rehabilitation Services	12,093,292	11,909,786
Provincial Administration	2,167,901	2,209,245
	36,883,098	36,971,641

EXPENSES

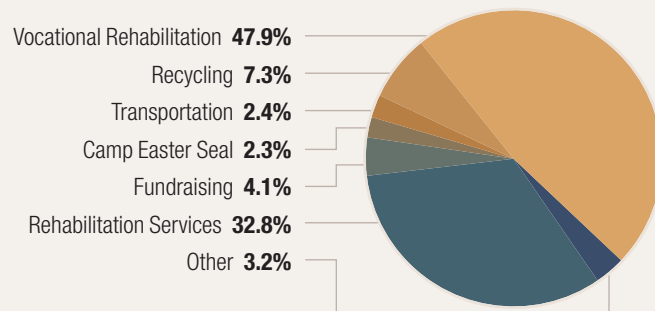
Regina Branch	5,893,694	5,448,001
Saskatoon Branch	8,635,479	8,552,507
Swift Current Branch	2,990,543	2,752,659
Yorkton Branch	5,513,258	5,683,363
Camp Easter Seal	1,228,897	1,281,826
Rehabilitation Services	12,117,652	11,821,822
Provincial Administration	555,122	604,902
	36,934,645	36,145,080

(DEFICIENCY) EXCESS OF REVENUE OVER EXPENSES

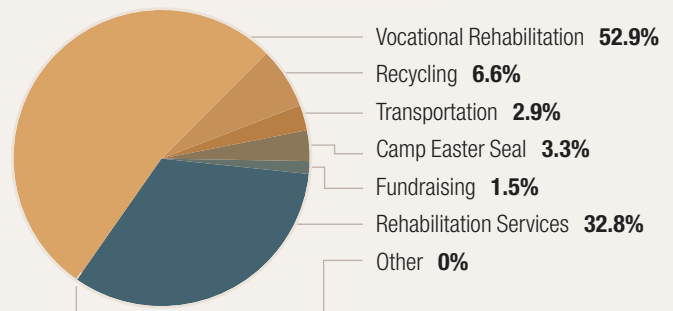
\$ (51,547)	\$ 826,561
-------------	------------

DISTRIBUTION OF DOLLARS

2014 REVENUE



2014 EXPENSES



Please see our website www.abilitiescouncil.sk.ca for the complete audited financial statements and notes.

FINANCIALS

Statement Of Financial Position

as at December 31, 2014

	2014	2013
CURRENT ASSETS		
Cash	\$ 2,117,134	\$ 2,275,975
Accounts receivable	2,334,751	3,044,608
Inventories	1,255,600	1,188,882
Prepaid expenses	135,929	105,721
	5,843,414	6,615,186
DESIGNATED INVESTMENTS	1,047,146	1,017,886
CAPITAL ASSETS	8,168,837	6,969,078
INTANGIBLE ASSETS	30,000	42,000
	\$ 15,089,397	\$ 14,644,150
CURRENT LIABILITIES		
Accounts payable and accrued liabilities	\$ 3,262,499	\$ 2,894,231
Deferred grants	1,821,853	2,585,708
Current portion of long-term debt	23,808	7,255
Current portion of capital leases	12,905	11,898
	5,121,065	5,499,092
LONG-TERM DEBT	329,335	6,047
CAPITAL LEASES	10,650	23,554
DEFERRED DONOR DESIGNATED FUNDS	359,702	278,836
UNAMORTIZED CAPITAL ASSET FUNDING	2,673,481	2,087,831
	8,494,233	7,895,360
NET ASSETS		
Net assets restricted for endowment purposes	537,444	589,050
Internally restricted net assets invested in capital and intangible assets	5,148,660	4,874,493
Internally restricted net assets - other	150,000	150,000
Unrestricted net assets	759,060	1,135,247
	6,595,164	6,748,790
	\$ 15,089,397	\$ 14,644,150

Please see our website www.abilitiescouncil.sk.ca for the complete audited financial statements and notes.

FINANCIALS

Statement Of Changes In Net Assets

year ended December 31, 2014

	Internally Restricted		Externally Restricted			2014	2013
	Invested in Capital & Intangible Assets	Other	for Endowment Purposes	Unrestricted		Total	Total (restated)
Balance, beginning of year	\$ 4,874,492	\$ 150,000	\$ 589,050	\$ 1,135,248	\$ 6,748,790	\$ 6,468,398	
(Deficiency) excess of revenue over expenses	-	-	-	(51,547)	(51,547)	826,561	
Employee future benefits remeasurements and other items	-	-	-	(50,473)	(50,473)	(536,482)	
Amortization of capital assets	(686,445)	-	-	686,445	-	-	
intangible assets	(12,000)	-	-	12,000	-	-	
Capital asset funding recognized	221,271	-	-	(221,271)	-	-	
Capital asset funding deferred	(806,921)	-	-	806,921	-	-	
Purchase of capital assets	1,888,744	-	-	(1,888,744)	-	-	
Writedown/disposal of capital assets	(2,540)	-	-	2,540	-	-	
Capital asset additions from long-term debt	(350,000)	-	-	350,000	-	-	
Repayment of long-term debt	10,162	-	-	(10,162)	-	-	
capital leases	11,897	-	-	(11,897)	-	-	
Endowment revenue	-	-	-	-	-	897	
Interest income earned on endowment funds	-	-	1,340	-	1,340	1,469	
Expenses paid out of endowment fund	-	-	(52,946)	-	(52,946)	(12,053)	
Balance, end of year	\$ 5,148,660	\$ 150,000	\$ 537,444	\$ 759,060	\$ 6,595,164	\$ 6,748,790	

Please see our website www.abilitiescouncil.sk.ca for the complete audited financial statements and notes.

FINANCIALS

Statement Of Cash Flows

year ended December 31, 2014

OPERATING ACTIVITIES

	2014	2013 (restated)
(Deficiency) excess of revenue over expenses	\$ (51,547)	\$ 826,561
Interest income earned on endowment fund	1,340	1,469
Endowment fund revenue	-	897
Expenses paid out of endowment fund	(52,946)	(12,053)
Employee future benefits remeasurements and other items	(50,473)	(536,482)
Adjustments for		
Amortization of capital assets	686,445	625,336
Amortization of intangible assets	12,000	12,000
Capital asset funding recognized	(221,271)	(205,432)
Deferred donor designated funds recognized	(106,881)	(46,856)
Loss (gain) on disposal of capital assets	2,540	(30,554)
Changes in non-cash working capital		
Accounts receivable	709,857	(837,857)
Inventories	(66,718)	48,775
Prepaid expenses	(30,208)	(76,144)
Accounts payable and accrued liabilities	368,271	226,833
Deferred grants	(763,855)	312,021
	436,554	308,514

INVESTING ACTIVITIES

Capital assets additions	(1,888,744)	(1,095,922)
Proceeds on disposal of capital assets	-	34,270
Designated investments	(29,260)	191,775
	(1,918,004)	(869,877)

FINANCING ACTIVITIES

Proceeds from long-term debt	350,000	-
Proceeds from capital leases	-	23,876
Repayment of long-term debt	(10,162)	(11,132)
Repayment of capital leases	(11,897)	(10,615)
Receipt of donor designated funds	994,668	178,466
	1,322,609	180,595

NET DECREASE IN CASH

CASH POSITION, BEGINNING OF YEAR

CASH POSITION, END OF YEAR

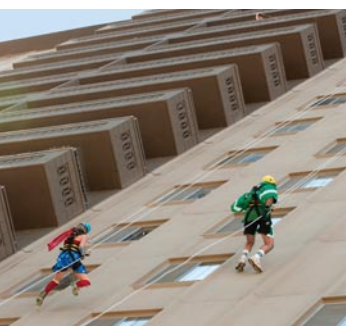
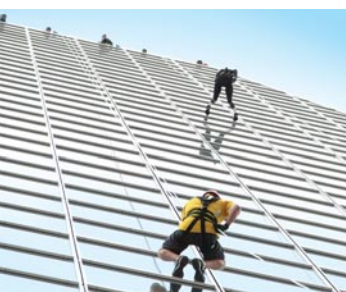
(158,841)	(380,768)
2,275,975	2,656,743
\$ 2,117,134	\$ 2,275,975

Please see our website www.abilitiescouncil.sk.ca for the complete audited financial statements and notes.

FUND DEVELOPMENT

GE

Below: The Easter Seals™ Snowarama is a family-oriented fundraising event held in Yorkton that combines winter fun and community spirit.



Above: Drop Zone participants, many dressed up as superheroes in keeping with the theme, courageously stepped over the ledges of Regina's Hill Centre Tower II (middle) and Saskatoon's Carlton Tower (bottom) to rappel down to support people living with varying abilities.

OUR SUPPORTERS

We extend our sincere thanks to every individual, business or organization that donated to the Saskatchewan Abilities Council in 2014. You play a vital role in making a difference in the lives of children and adults with disabilities.

Donor names are recognized with permission.

Donor information has been carefully reviewed for accuracy. We sincerely apologize if there are errors or omissions and ask that you contact our Fund Development office at (306) 374-4448 if you note any inaccuracies.

Member Leaders

The Saskatchewan Abilities Council is a membership-based organization. Members provide important financial support for the Council's work. Those who make an annual minimum gift of \$150 during the membership year are recognized as Member Leaders.

Keith Appleton	Annabelle Giesinger	Stan Lautsch and Marilyn Mudry-Lautsch	Rick and Janet Sanden
Thomas and Stella Atkin	Jeanne F. Gosselin Paul	Dr. Mary E. Leggett	Anne Sawchuk
Bruce Axelson	Gravelbourg Lions Club Inc.	Mary Legros	Theresa Schreiner
Barber Motors (1963) Ltd.	L. Jean Halliday	Les Soeurs De Notre Dame D'Auvergne	Gerald Schroeder
Mark and Patty Beck	Victor Hamilton	Darryl W. Leshko	Frances T. Schultz
Pearl R. Beland	Jack Harris	Carl and Diane Lind	Leslie Scribner
Jim and Allana Biss	Byron Harvie	Jack and Carol MacDonald	William and Laurie Shaw
Harvey L. Blanchette	Elizabeth Heidt	Ewen MacLeod	Bill and Gail Sinnett
Jeff Braid	Simon E. Hitcherick	Douglas and Barbara Mader	Dr. James N. Smart
Margaret Brewitt	Bruce Holmes	Clifford R. Martin	Peter and Corinne Smith
Sharon Carson	Harold Horvey	Ken and Rhoda McCallen	Sheila Spence
Pat and Pat Cooper	Eugene W. Hrycak	Eleanor I. Melsom	Tom and Darlene Spence
Mary Coppin	Michelle Hunter	Leonard Miller	Supreme Steel LP
Vicki Corbin	Hutterian Brethren	James and Karen Moore	Jack Sures
Michael P. Derhousoff	Jancy Holdings Ltd.	Ron Murton	Edith Tomilin
Janet Dillabaugh	John and Anita Jarrell	Dr. Ulla Nielsen	Janice and David Vettors
Jacob M. Driedger	Rob Jaspar	Murray and Adele Pask	Elsie Voegeli
Paul and Kathie Dyck	Leonard and Joanne Kehrig	Eva Paton	Sandra Walter
Dr. Ahmed M. El-Serafi	Hester Kernen	Joyce Phillips	William Weeks
Ines Fabris	Bruno and Marjorie Konecsni	PotashCorp	Arley Wieler
Ray and Doris Frehlick	Siegfried Kunstel	Helen Pranke	Ian and Kirsten Wilkinson
Frivolous Engineering Company Inc.	Kutz Family Foundation	Jim and Bev Pratt	Mark and Barb Wouters
Lynsey Gaudin	Graham and Anita Langford	John Prietchuk	George T. Young
Ellen Gaunt	Mildred Lappas	Rayner Agencies Ltd.	Maxine Zazelenchuk
Dr. and Mrs. V.A. Gebhardt	Tamara Larre	Carolyn Rebeyka	Don and Dorothy Zopf

NEROSITY

Companion Club

Companion Club donors contribute regular monthly gifts that made a world of a difference throughout the year in support of the Saskatchewan Abilities Council and Easter Seals™ Saskatchewan.

Jim Achtymichuk	Florence Hamel	Eva Paton	Cobus and Lize-Marie Smith
Corey Adam	Kate Hamilton	Harry and Elaine Peart	Karen Smith
Doris E. Allan	Kathleen Hamilton	Dean and Verna Pederson	Kristin Stewart
Tressa F. Allard	Mr. and Mrs. D'Arcy Hande	Harvey and Ellen Penner	Kristine Stewart
Erika O. Altwasser	Julie Harder	Joyce Phillips	Jack Sures
Cameron Anton	Doug Higgins	Hugh Polkinghorne	Alice Syroteuk
Mary Ann Beavis	Stan Holcomb	Norman and Judy Polsfut	Tanika Transport
G. Lance Beckta	Susan Hone	Helen Pranke	Janice Thomas
Edwin E. Beland	Nora Horan	John Prietchuk	Leonard and Hilda Tieszen
Jeff and Lara Bergen	Joyce Huber	A. James Reid	Gary Tompkins
Ronald and Sandra Bland	Kathy James	Janice Robson	Joe Trowsdale
Blanche Boutin	Mick and Bev Jutras	Jeannette Rogers	Alphonse Ulriksen
Randy Boyko	Derek Kelln	Janice Rutherford	Tiny Van Heerden
Sandy Braun	Rea Kleim	Diane Ryalls	Wilma Vaudreuil
Roy K. Brinkworth	Donna Kolenowski	Anne Ryan	Eleanor Vesey
T. Jordan Burgess	Fern Kuzma	Rhett Sangster	Jean Wagner
John and Pamela Burt	David and Carla Lammers	Cora Schindel	Dr. Mark and Mrs. Tracy Wahba
Joseph and Sylvia Chorney	Tavia Langenkamp	Pauline and William Semenuik	Susanne Welechenko
Rita Coghill	Mary Lee	Mary M. Sentis	Pat Whiting
Kenneth Colborn	Lucie Lemcke	Bill and Gail Sinnett	Ian and Kirsten Wilkinson
Vicki Corbin	Wanda M. Leveille	Mathew Slater	Islay Wiskar
Brian and Linda Davis	Leonard Lewko	Dr. James N. Smart	Rob Woods
Michael P. Derhousoff	Verona MacDonald	Bryan Smith	Catherine M. Zeilner
Steven and Stella Devenney	Nicole MacLaren		
Janet Dillabaugh	Marie Mahan		
Richard Keith Downey	Deborah M. Marriott		
Bev Engstrom	Gary Matthews		
Lynne Engstrom	Meredith McKague		
Jeanetta Falter	Leonard Miller		
Eberhard Fass	Laurie Moen		
Keith and Jennifer Fillinger	Wayne Moreside		
Aime and Raymonde Forcier	Wayne and Brenda Moss		
Linda Forzley	Susan Moyer		
Andrea Gareau	Kenneth and Helen Murray		
Lynsey Gaudin	Gloria Nichol		
Jeanne F. Gosselin Paul	Leta Osika		
Helen Gress	Jonathan D. Page		
Shirley Haines	Mary Parchewsky		
Mervin and Alison Halvorson	Frank G. Pascoe		



Above: Disney Theme participants dress up and have fun at the Ability Bowl to support programs and services offered at the Swift Current Branch.

FUND DEVELOPMENT

Bequests

We are deeply grateful to the following individuals who remembered the Council in their wills.

Estate of Betty Irwin

Estate of John W. Pratt

Estate of Lola Bland

Estate of Marguerite Shirley Estelle Steel

Estate of Patrick Drohan Halpin

Estate of Rose Penny Andrews

Trust Funds

Estate of Peter J. Dyck

Estate of William Wallace McDonald

Endowments

The Saskatchewan Abilities Council's endowments are held in perpetuity. The principal remains intact and only the income earned is used to support the programs and services of the Council.

The Arthur, Ella, Connie Tillman Endowment for the Parkland Ability Centre was established to support ongoing programs and special projects at the Centre. The 2014 year-end balance is **\$123,604.97**.

The Feingertz Research Fund fosters research at the Council and supports special projects including equipment purchases, facility construction costs, and research personnel. The 2014 year-end balance is **\$188,297.97**.

The Spirit of Independence Endowment was created to provide future funds to support the Council's ongoing work. The 2014 year-end balance is **\$225,541.57**.

Partners

Saskatchewan Association of Rehabilitation Centres

The Council is a member of SARC and operates three recycling depots under franchise from SARC, a non-profit association representing community-based organizations that provide residential, developmental, and employment supports/services to thousands of individuals with disabilities.

Easter Seals™ Canada

The Council is a member of Easter Seals™ Canada, an organization dedicated to fully enhancing the quality of life, self-esteem and self-determination of Canadians with disabilities.

Saskatchewan Prevention Institute

The Council is a key funding partner of the Saskatchewan Prevention Institute, a non-profit organization that works to raise awareness and educate others about the prevention of disabling conditions in children.



saskatchewan
preventioninstitute
our goal is **healthy** children

Funders



United Way
United Way of Estevan
United Way of Regina
United Way of Saskatoon & Area
Weyburn & District United Way
Swift Current United Way

WORK

Major Gifts

Our thanks to the following supporters for their generous cash donations of \$5,000 or more.



Event Sponsors

Thank you to the following sponsors for their cash contributions of \$2,500 or more to Council special events.



Long Service AWARDS

The Saskatchewan Abilities Council's 2014 long service awards recognize the contribution of dedicated staff members who are committed to the achievement of its vision and mission.

25 YEARS

Janine Desrosiers	Allan Riekman
Lindsay Gavel	Susan Stevenson
Nestor Lemus	

20 YEARS

Michael Easton	Tanja Ignatiuk
Hanh Ho	Carrie McComber

15 YEARS

Barry Buckingham	Suzanne Laitres
Keith Fillingier	Nettie Neufeld
Bernice Knezacek	

10 YEARS

Sandra Bilan	John Lupescu
Clifford Bueckert	Edith Montesclaros
Connie Cook	John Roberts
Jessica Deback	Myrna Schick
Penny Read Husum	Shane Villeneuve
Corbin Leopky	Patty Whiting

Council Scores High on Employee Engagement Survey

In the fall of 2014, over 80 percent of Saskatchewan Abilities Council employees responded to a confidential third-party survey regarding their level of engagement in the workplace. The Council is very proud to report an overall engagement level which is among the top 10 percent of organizations surveyed in its category in Canada* – an outstanding result! Organizations with high levels of engagement report higher levels of organizational success.

**organizations surveyed between 2009-2014 by the vendor used by the Council (TalentMap).*

Get in touch: www.abilitiescouncil.sk.ca

PROVINCIAL SERVICES

Ian Wilkinson, Executive Director
Karen Moore, Director of Provincial Services
Heather Rasmussen, Director of
Rehabilitation Services
2310 Louise Avenue
Saskatoon SK S7J 2C7
T 306-374-4448 **F** 306-373-2665
E provincialservices@abilitiescouncil.sk.ca

REGINA BRANCH

Corey Hadden, Regional Director
825 McDonald Street
Regina SK S4N 2X5
T 306-569-9048 **F** 306-352-3717
E regina@abilitiescouncil.sk.ca

SASKATOON BRANCH

Joyce Phillips, Regional Director
1410 Kilburn Avenue
Saskatoon SK S7M 0J8
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E saskatoon@abilitiescouncil.sk.ca

SWIFT CURRENT BRANCH

1551 North Railway Street West
Swift Current SK S9H 5G3
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E swiftcurrent@abilitiescouncil.sk.ca

YORKTON BRANCH

John Denysek, Regional Director
162 Ball Road, Box 5011
Yorkton SK S3N 3Z4
T 306-782-2463 **F** 306-782-7844
E yorkton@abilitiescouncil.sk.ca

MOOSE JAW

PARTNERS IN EMPLOYMENT
8 Wood Lily Drive
Moose Jaw SK S6J 1E1
T 306-693-3025 **F** 306-693-3822
E partnersinemployment.moosejaw@abilitiescouncil.sk.ca

PRINCE ALBERT

SPECIAL NEEDS EQUIPMENT DEPOT
1205 First Avenue East
Prince Albert SK S6V 2A9
T 306-922-0225 **F** 306-764-8376
E princealbert@abilitiescouncil.sk.ca

CAMP EASTER SEAL

RR 1, Box 18
Watrous SK S0K 4T0
T 306-946-3373 **F** 306-946-2447
T 306-653-1694 in Saskatoon
E campeasterseal@abilitiescouncil.sk.ca

SASKATCHEWAN
Abilities
COUNCIL

