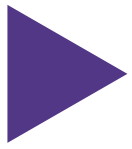


# ANNUAL REPORT 2022 - 2023





# CO-EXECUTIVE DIRECTOR'S REPORT

## Introduction

Upon reflection of this past year, we have seen an increasing number of families struggle, and have adapted the way we work to support them and the added pressures, such as, limited resource allocation, increased demands for administration, skyrocketing costs of living/housing, system gaps, issues with recruitment and retention of staff, challenges with succession planning, and a growing number of individuals and families requiring crisis support. All of these have contributed to the struggles faced by families - compounded by the slow recovery from a global pandemic and the changes that have accompanied the past three years.

## Appreciation

Our small team is comprised of several amazing women, all of whom are extraordinarily committed to the support of families and the work of our organization. Our team has been willing and able to adapt and pivot in response to these changes, but the work has not been without challenges and frustrations. The strength and resiliency demonstrated by our team are something we are grateful for each day - we would not be able to do our work without any of them. Terry, Lori, Yvonne, Alison, and Angela – we are thankful for each of you and your constant dedication to our work and the families you support.

Thank you to our Board of Directors, their support and direction have been key to the success and growth of Vela throughout the years. We appreciate the trust the Board has put into our roles as Co-Executive Directors as we carry out Vela's vision and continue moving forward in the work of our organization.

Our work would not be possible without several others who support us behind the scenes: Linda, for guiding our special projects; Alexi, for all the wonderful work done for our communications, website, and social media; our funders and our donors who continue to show support through difficult times.

Finally, we need to thank the hundreds of families we interact with each year – the relationships we form with each of you are a large part of why we continue doing the work we do. Successes encourage us to continue in situations that present more challenges, and the challenges force our staff to grow and develop as a team. We know that families put their trust in our team, and we are grateful for that honour.

## Work


Much of our work this year has focused on our one-to-one support to families, although that direct support has changed as situations have grown more complex. We continued to host several webinars, Vela chats, and online group information sessions and have received positive feedback about the value and accessibility of hosting online events and expanding the information and resources to support those choosing self-directed models. We have offered in-person supports, but many families prefer Zoom for its ease and efficiency, so we expect that we will always have a hybrid model of work to ensure options for those we support.

## Trends

Some of the trends we have seen over the last year have been a bit different than in the past. Trends we have seen are:

- ▶ A growing number of Microboards or Individualized Funding contracts seeking to take over or hire their home share providers.
- ▶ A significant increase in new Microboards seeking direct funding for children.
- ▶ Discussions focused on aging parents, individuals, and Microboards.
- ▶ Increased frustrations with systems and complaint resolution processes.
- ▶ A decrease in new Microboards incorporating (although the number of inquiries remains high).
- ▶ Impending needs for crisis and emergency support.
- ▶ An increase in disbanding Microboards.

Some trends continue to be the same as in previous years:

- ▶ Recruitment and retention of staff continues to be a significant barrier and challenge.
  - ▶ Families requesting support setting up their criminal record check accounts.
  - ▶ There continues to be a lack of understanding of the difference between contractors and employees amongst families and staff.
  - ▶ There is an increase in families seeking information about Microboards and Individualized Funding as they move away from agency services.
  - ▶ An increase in the number of families seeking support with Individualized Funding.
- 

## The Future

As we move into our new fiscal, we are actively developing solutions for those we support. We have received a grant for a two-year project, funded through Community Living BC (CLBC), which will look at enhancing supports with human resources and administration, crisis prevention and emergency support, and succession planning for Microboards, Individualized Funding users, and Person-Centered Societies. We are hopeful that the outcomes of this project will begin to alleviate some of the barriers to self-directed models for the people that choose them and take away some of the strain from those using them.

## Facilitator Name Change

Another new change this fiscal is that the Vela team has decided to rename our facilitator job title. Vela's facilitators are often confused with the CLBC facilitators, and we have long felt that the title doesn't quite outline what Vela's staff truly does. We are excited to announce that Vela's facilitators will now be known as "mentors". Their role has always been to mentor families to learn about and navigate through systems; explore, create, and maintain self-directed supports; and offer support through transitions. Our goal has always been to mentor families and provide them with the tools and guidance necessary to succeed on their own.

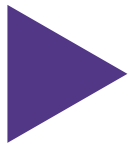
## Thank You

We are optimistic as we head into another fiscal that between several projects currently happening, the hard work of our team, the perseverance and strength of families, and the dedication of our partners, we are at a turning point where self-directed options will become more accessible and more sustainable than ever before. We cannot wait to see what this year holds for our organization and those who support our work.

Respectfully,

Kim Thomas & Caitlin Goodsell  
Co-Executive Directors





# PRESIDENT'S REPORT

## Introduction

I am pleased to provide this report to Vela's members and community on behalf of your Board of Directors. This year we completed a member survey before continuing to build on the strategic directions identified in 2021-22. We learned that members were very happy with the supports and services they receive from Vela's staff. Members confirmed the webinars, Vela chats, newsletter, and other website resources are valuable. They also acknowledged that the additional support they need is with management tasks like recruiting, training, and retaining employees. Members said that housing and transition planning for situations where parents are aging should remain Vela's priorities. As well, members said they would like to know the Board of Directors better! With this in mind, we updated our bios and photos on [Vela's website](#).

## Board of Directors

Many of you will know some of our Directors because they are involved with the disability community, and/or Vela Canada. The Board of Directors are:

- ▶ Vicki Gee (six years of service, currently Vice President and Governance Committee member).
- ▶ Dallas Hinton (one year of service, currently Treasurer).
- ▶ Barb Warkentine (five years of service).
- ▶ Val Cook (two years of service and provides leadership to the Member Engagement Committee).
- ▶ Beth Ott (seven years of service and Human Resources Committee member).
- ▶ Paul Thomas (two years of service and is a leader and self-advocate who recently moved from support through a Microboard to Individualized Funding).
- ▶ Patricia Elgersma (joined in Fall 2022, currently Secretary and Chair of the Governance Committee).

I am very pleased that all Board members have confirmed their willingness to continue their term and/or stand for re-election. I am sincerely grateful for our Board who generously gives their time and energy to ensure that individuals who have diverse abilities will be able to live a self-directed life.

## Strategic Goals

Our strategic goals continue to be about ensuring access, sustainability, innovation, collaboration, and good governance. A priority this year included the sale of Vela's office space. We have a growing sense that improved access is not dependent on one static space but can be created with short-term rental of many types of spaces throughout the province. As well, we are working on a self-evaluation process for the Board and on a performance feedback process for our Co-Executive Directors, Kim Thomas, and Caitlin Goodsell.

## Co-Executive Directors

Kim and Caitlin continue to excel in their roles. They have developed operation plans that directly flow from the strategic directions set by the Board. Their efforts, especially their capacity to work collaboratively with Community Living BC, have resulted in expanded funding that we believe will make Microboards more sustainable. They have grown Vela's team to promote Vela's vision and to better meet members' current and future needs. We are grateful for the knowledge, skills, and dedication Kim and Caitlin bring, and appreciate the support they give the Board.

## Future Goals

In 2023-24, the Board plans to continue governance training and deepen our knowledge about our roles and responsibilities. We are hopeful that we will be able to meet in-person for future training opportunities alongside our staff and Vela members. While true character and ability may shine brightest during difficult times, I am looking forward to an easier, less intense year with opportunities to gather and celebrate all that we continue to accomplish together.

Respectfully,

Alison Taplay  
Board President





# PEOPLE SERVED

## MICROBOARDS

**178**

Total Served

**98**

New

**31**

Incorporated

## INDIVIDUALIZED FUNDING

**240**

Total Served

**162**

New

## ASKED ABOUT VELA'S SERVICES

**121**

Total Served

**107**

New

## CRIMINAL RECORD CHECKS

**149**

Total Served



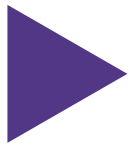
# CONNECTING THROUGH EVENTS



## VELA MINGLES



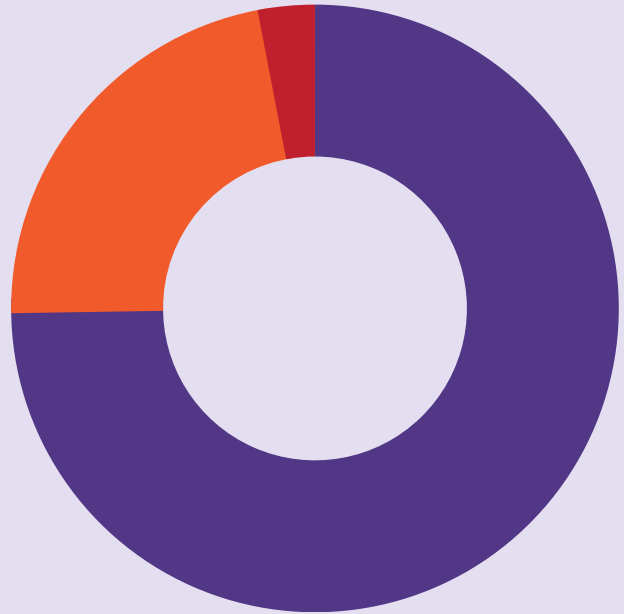




# SUMMARY OF FUNDS

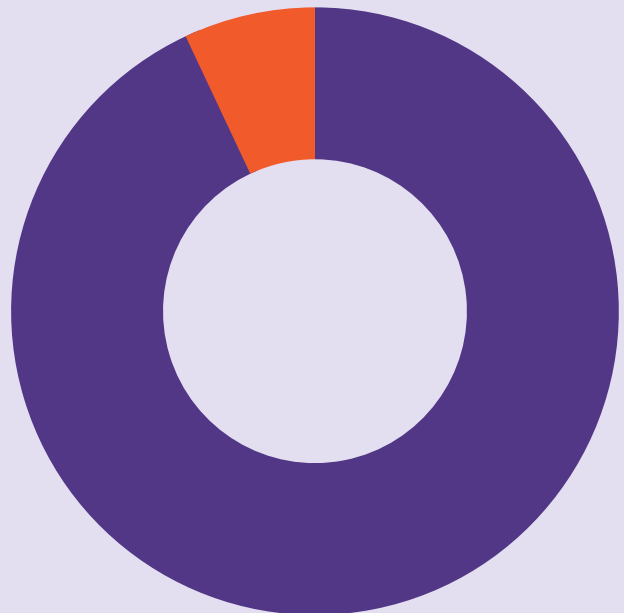
## WHERE THE MONEY COMES FROM

	Community Living BC	<b>74%</b>
	Gaming Grants	<b>22%</b>
	Donations & Membership	<b>3%</b>



## HOW THE MONEY IS USED

	Microboards & Individualized Funding Supports	<b>93%</b>
	Administration	<b>7%</b>



# VELA'S TEAM



Kim Thomas  
Co-Executive Director



Caitlin Goodsell  
Co-Executive Director



Terry Robertson  
Mentor



Lori Cochrane  
Mentor



Yvonne van Oort  
Mentor



Alison Found  
Mentor



Angela Branch  
Mentor



Alexi McGreer  
Communications

# BOARD OF DIRECTORS



Alison Taplay  
President



Vicki Gee  
Vice President



Beth Ott  
Director



Paul Thomas  
Director



Val Cook  
Director



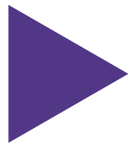
Barb Warkentine  
Director



Dallas Hinton  
Treasurer



Patricia Elgersma  
Secretary



# DONORS & FUNDERS

## MONTHLY DONORS

A. Taplay  
C. Goodsell  
C. Thomas

K. Thomas  
T. Babiuk

## DONORS

A. Clegg  
A. Greene  
A. Pope  
Aine Rathwell's  
Independent Society  
Allen's Great Life Society  
Arren's Charisma Society  
B. Ott  
C. Caulfield  
D. Boudreau  
D. Campbell  
D. Mansell  
D. Turenne  
D. Wilson  
E. Calder  
E. Hogg  
F. King

Family Ties Support  
Services Society  
G. Oseki  
G. Robertson  
H. Enns  
J. Ennis  
J. Griffith  
J. Lafortune  
Jesse's Environmental  
Support Society  
L. Paynter  
L. Peters  
M. Bancroft  
M. Glaze  
M. Lavoitha  
M. Wareham  
N. Goldsberry

P. Tesan  
P & D. Tuit  
P. Utendale  
S. Malholtra  
S. Malough  
S. McMillan  
S. Tang  
Stephen Linemayr  
Support Society  
T. Ferworn  
T. Preston  
The Pejman Rezaie  
Support Society  
V. Nosella  
W. Hall  
W. Weeks

## FUNDERS

