



between friends
connecting · growing · belonging

2018 Annual Impact Report

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Message from the CEO & Board Chair



In 2018, Between Friends did what we do best: provide quality social, recreation and development opportunities so that people with disabilities could connect, grow and belong. We also provided community partners with tools so that they could better facilitate an inclusive experience for people with disabilities and embrace diversity in our city.

Between Friends has been a proponent of inclusion for a very long time, and we are happy to see how increasingly important this idea has become in our world. Our expertise in this field has allowed us to build partnerships with our community, provide inclusion training, and distinguish ourselves as leaders. We are proud to see how many recreation providers have committed to expanding their knowledge, by working with us to learn how to create more inclusive activities and spaces for everyone.

Between Friends continues to see tremendous growth, and with that comes undoubted challenges. Demand for our programs has never been higher, and spaces are filling up at increasingly alarming rates. We believe this speaks volumes about the quality and the necessity of the programs we offer.

As we look towards the future, we only see one option despite the economic conditions of our city, we must grow, and we must grow audaciously.

Let’s challenge ourselves to add 1 million dollars to our revenue by 2020.

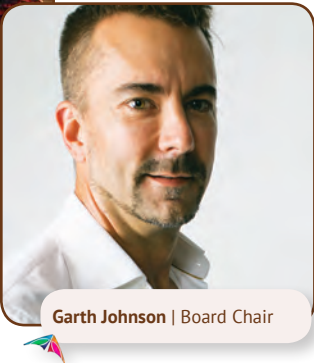
We know how tough the economy is, but we can do this as a community. If we make this commitment, as donors, as members, as participants, as parents, as grandparents, as funders, as volunteers, as business people, as friends, we can do it.

We only have to do one thing. We don’t have to ask for money or talk about the million dollar goal. All we have to do is tell our story. Share our goal. Tell the story of Between Friends because we have such an amazing community and amazing stories to tell. We could not be where we are today without the support of the community: our donors, partners, families, volunteers, and staff. This recipe of community, commitment and contribution has been remarkable and together we can grow. We can give everyone the opportunity to participate.

We have an amazing thing here and we need to serve so many more people than we currently can. Let’s grow together so everyone can have a place to belong.

Board of Directors

Garth Johnson	Chair
Jessica Yarnell	Vice Chair
Peter Drag	Treasurer/ Secretary
Gerry David	Director
Bradley Fox	Director
Megan Brett	Director
Rhodri Meredith	Director
Cory Vance	Director
Ellen Bolton	Director
Crispin Arthur	Director
Sarah Hammond	Director
David Arienale	Director



About Us

Between Friends is a charitable organization that provides quality social, recreation and development opportunities so that people with disabilities can connect, grow, and belong.

Children, youth and adults with disabilities seek social and recreational activities that are fundamental to enriching self-esteem, quality of life, as well as mental and physical health. These programs become pivotal in the lives of our participants as they decrease the degree of isolation they may face. Activities are customized to all ability levels to maximize enjoyment, and help participants challenge and grow their individual potential.



Between Friends staff with Calgary Stampeders' Alex Singleton, at the 2018 Friends in Motion: Bowl-A-Thon!

Between Friends Programs



between friends
Camp Bonaventure

A true outdoor summer day camp at Riveredge Park and our satellite Northeast camp at 1000 Voices at the Genesis Centre, where friendship and fun flourish for ages 4 to 17.



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W.E.S.O.A.R!
*Weekend & Evening Social Opportunities,
Activities & Recreation*

A variety of social and recreational group activities like bowling, swimming, movie nights, and dancing, for all ages during the fall, winter, and spring.



between friends
I.C.A.N!
Inclusive Community Activities with No Barriers

A service that promotes social inclusion through training and consultation with community recreation providers such as the Pumphouse Theatre, Calgary Public Library, City of Calgary, and others. Any community based activity can provide a Between Friends I.C.A.N! experience.



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Adventurers

A summer program for adults ages 18 and older that is customized to varied interests, including day trips and vacation retreats.



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Camp Fun'zAmust

A fun summer outdoor sleep away camp in partnership with Easter Seals Camp Horizon, adapted and accessible for ages 7-17 and 18-40.



Between Friends Camp Bonaventure.



Our Vision

An inclusive community where people with disabilities reach their individual potential and are recognized as valued citizens.

Our Mission

Between Friends provides quality social, recreation, and development opportunities so that people with disabilities can **connect, grow, and belong**.

Our Values

The core values that guide agency activities and decisions are captured in the acronym F.R.I.E.N.D.S.

Fun	We provide opportunities for smiles and laughter with friends.
Respect	We respect all people and resources.
Inclusion	We focus on abilities and build community.
Equity	We provide support so that everyone can be successful.
No Barriers	We adapt to the changing needs of our members and strive to diminish obstacles to participation.
Diversity	We create a welcoming atmosphere for all.
Skills	We encourage the growth and development of everyone involved with our organization.

Key Messages

Connecting

Between Friends provides unique opportunities for individuals with disabilities to have social interaction with peers who may or may not have a disability.

Growing

Between Friends members develop self-confidence, a sense of accomplishment, and a sense of responsibility.

Belonging

Our focus is on shared interests over individual differences. These shared interactions and experiences often become the foundation of understanding and lasting friendships.



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Camp Bonaventure



"[My son] enjoyed his time [at] camp, and we really appreciated how responsible the camp staff were caring for his needs. It was reassuring that any issues were dealt with immediately and we felt that he was being taken care of—thank you."

– Parent



Constantin's Story

Opening a world of opportunities!



For six long years Constantin was confined to a world of his own thoughts, but could never share them. Living with a disability that impeded his speech made him feel sad, lonely and isolated. He had the words and so much to offer, but just couldn't share his thoughts as easily as others.

"[All] I felt was: I can't speak; I can't hang out with friends, because that involves talking; I can't have friends really; I can't fit in; I am always the slowest in my class; I can't go to summer camp like my brother or sister; instead I see therapists and study for school; kids pity me."

He had tried other summer camps, yet never felt like he could belong. He felt judged by the other kids for how he spoke. He was disheartened by coming in last in everything.

When he found **Between Friends Camp Bonaventure**, it completely changed Constantin's life.

"I couldn't believe it. Wow! Nobody looked at me weird, they just took me as I was: Constantin. Yes, I have problems, but who cares? Let's have fun together. They connected with me; we all had a blast! I realized that there are other kids with issues and IT IS OK. No therapy could teach me that, I needed to FEEL it. And I made friends and talked as never before."

Now 14 years old, his journey with Between Friends led him to our **Between Friends I.C.A.N!** services (*Inclusive Community Activities with No Barriers*) where he, along with the support of one of our Recreation Inclusion Facilitators (RIF), volunteers weekly with Youth Central.

"With my volunteering I learned the biggest lesson of my life: I CAN do things, make a difference, and people are actually grateful that I am there. I don't see myself anymore as that poor kid with a disability but I have something very special, a 'ME-ABILITY.' I can help as much as possible and that makes our community a better place."



Constantin and Colton volunteering.



Through **Between Friends I.C.A.N!** services we have seen Constantin grow more ambitious and confident. His passion for the community and desire to give back are truly inspiring.

"The Between Friends I.C.A.N! service has empowered [Constantin] to the point where he has plans for his future: what career he wants, and what college he would like to go to. He is realizing his true potential and he now lives without the limitation of a disability. I am so proud of him. His success fills my heart with joy."

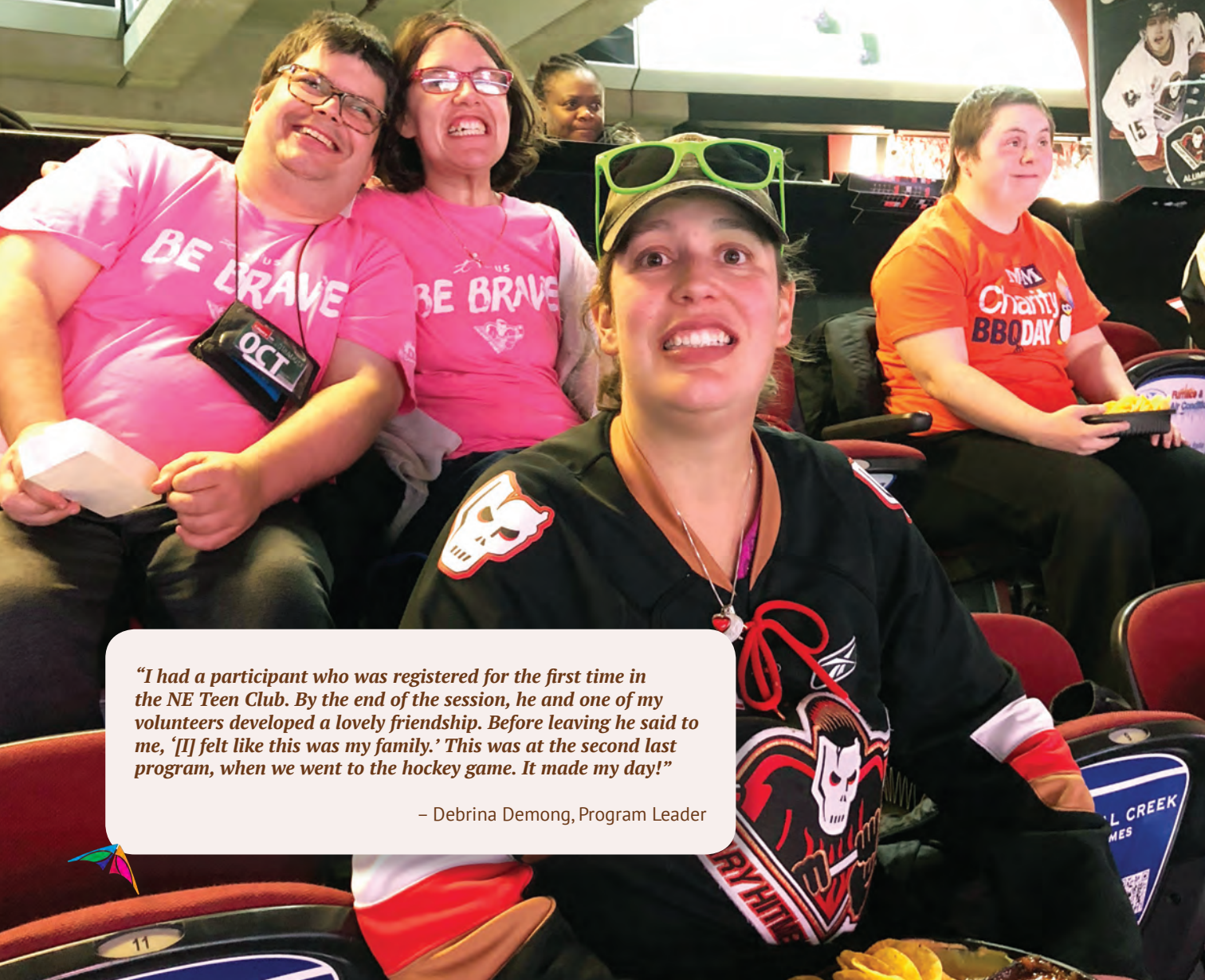
– Recreation Inclusion Facilitator (RIF)



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W.E.S.O.A.R!

Weekend & Evening Social Opportunities,
Activities & Recreation



"I had a participant who was registered for the first time in the NE Teen Club. By the end of the session, he and one of my volunteers developed a lovely friendship. Before leaving he said to me, '[I] felt like this was my family.' This was at the second last program, when we went to the hockey game. It made my day!"

– Debrina Demong, Program Leader



Inclusion, Are We There Yet?

Not quite, but we're making progress!



Inclusion has been a driving force behind the work of Between Friends for a very long time. It fuels our vision of creating a society where people with disabilities reach their individual potential, and are recognized as valued citizens: an inclusive society.

To realize this vision we have to engage our surrounding community, identifying where the challenges are for people with disabilities. Specifically for those trying to access recreation programming not available through our organization. We went on a quest to answer one big question:

Why would a recreation provider turn away an individual?

If an individual wants to participate in a community recreation program, is in the right age range, and has the necessary skills to be successful in that program—why would they be turned away? The reality is that there may be several reasons behind saying “no” to an individual with a disability: inflexible policies; a lack of funding, equipment or staff. Many times it's a simple gap in knowledge on how to adapt an activity or program—this is where Between Friends makes a difference.

We work with recreation providers within the community to be more inclusive of people with disabilities. Our Membership Services team works diligently to have these conversations with recreation providers in order to build capacity, and help them increase both their knowledge and resources.

In 2018, a total of 40 Community Recreation Providers willingly worked with us to better adapt their programs to include people with disabilities.

Umer, loves attending our programs. Last year he really wanted to play soccer. For most kids this would be simple. Umer has autism and needs support to stay on task and many community organizations aren't able to provide the help that he needs.

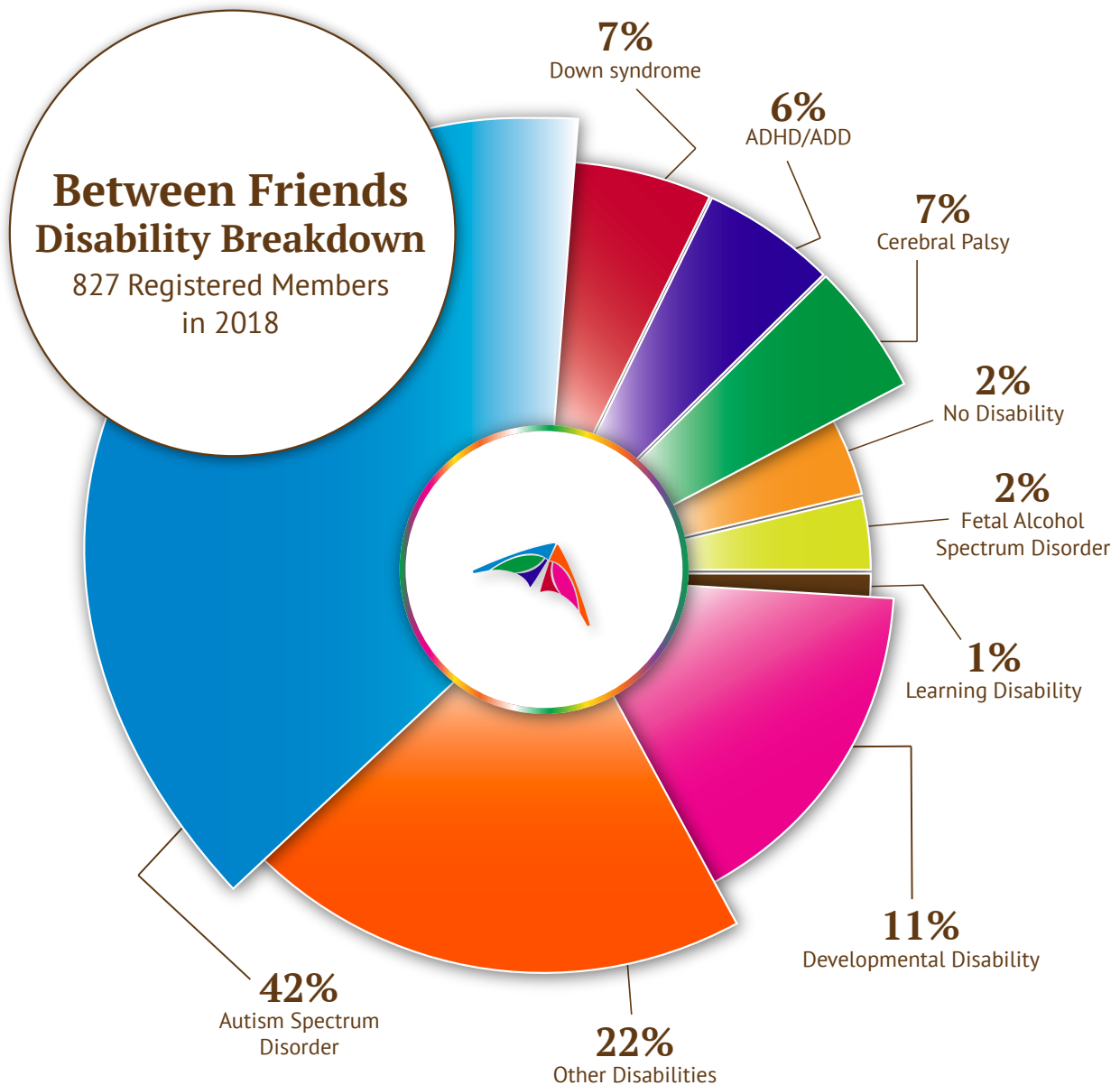
Through **Between Friends I.C.A.N!** services, we were able to connect him with a soccer program willing to work with him and his family, with the assistance of our Recreation Inclusion Facilitator (RIF). A year later, Umer has been learning new skills each week with the intention of moving towards greater independence. Even the facilitators and the other kids have been learning too! When his RIF was unable to make it one day, two of Umer's teammates stepped up and said that they wanted to help him participate. That day, Umer

was successful at playing on his own, because of the natural supports and inclusion principles that were put in place through this Between Friends service.

“Thank you to Between Friends for Landon (the RIF) and for the I.C.A.N! service. Landon always welcomes him with a smile and leaves him with a high five. Umer usually gets along with program staff, but with Landon, it's like he's found a great friend. His positive redirection has been a great way to get Umer to participate [in soccer] with only a bit of help.”

– Aneela, Umer's Mom





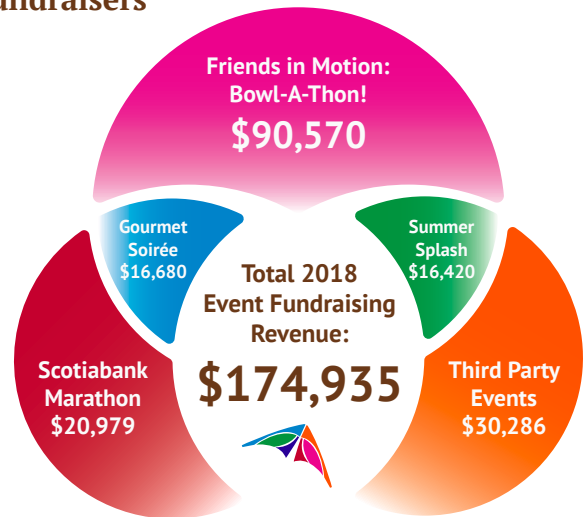
Between Friends is an organization that supports many individuals with one or more disabilities. In 2018, more than 40% of our members were on the Autism spectrum.

Membership Growth



Year after year Between Friends has seen consistent growth in our membership. In 2018, almost 830 members were welcomed, and participated in our programs, camps, and services.

Fundraisers



Our events not only help us financially, they help raise awareness of Between Friends and provide our supporters with fun and memorable experiences.

Volunteers



Total Volunteer Contributions in 2018

671 Volunteers
17,537 Hours

=

\$263,055
in Saved Wages!

Based on 2018 Alberta Minimum Wage.



In 2018 over 17,500 hours of personal time was generously donated towards facilitating programs, camps, fundraising efforts, and special events. Our volunteers consist of Junior Volunteers (ages 12-15), Participant Volunteers who are also members/program participants, our standard volunteers (ages 16+), and our Board of Directors. We can't thank them enough!



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Camp Fun'zAmust



"Between Friends and your camp made [our son's] life so much more colourful!"

– Parent



Vision, Passion & Action

If you want to create a movement, you need knowledgeable people involved.



Training is the foundation for creating a culture of quality, a philosophy deeply woven throughout all that we do at Between Friends. Our team members are thoroughly trained in Nonviolent Crisis Intervention and sensitivity training. They are taught techniques and strategies to successfully support people with disabilities throughout their day, and help promote a safe and supportive environment for everyone.

Between Friends teaches valuable knowledge and skills, which allows our staff to become leaders in their community and advocates for people with disabilities.

“The training has been very insightful and helpful! I’ve found that it provided me with the functional, practical, and technical training I required to excel in my roles with Between Friends.”

In order for participant experiences to be positive and successful, Between Friends trains over 400 program leaders and volunteers each year. We welcome volunteers as young as 12 years old. In fact, many of our current staff began their Between Friends journey by volunteering.

“Between Friends has provided me with multiple volunteer & leader training opportunities... Through Between Friends, I have built up my leadership skills, advocacy, and volunteerism.”

Each participant is entirely unique in their personal care, communication and emotional needs. The work we do would not be possible without this training. It maximizes our staff’s ability to lead, ensuring the best possible participant experience.

Between Friends Staff Receive Comprehensive Training in the Following Areas:

- **Medication Administration**
- **CPR & First Aid**
- **Behavior Management Techniques**
- **Nonviolent Crisis Intervention**
- **Lifts and Transfers**



Colton with Between Friends W.E.S.O.A.R! participants at Laser Tag.



“Because of my experience, I have decided to pursue a career in medicine as a Behavioral Developmental Pediatrician, so that I can continue to serve the disability community for years to come.”

– Colton Unger, Staff



Subsidies & Fee Assistance

What it means to our members...

"From the moment summer is over, Anna looks forward to the following year. She reminds me constantly throughout the year about registering her for camp. It is [one] of the only things that propels her through the year. Camp and home day visits.

It is an opportunity [for her] to get away; take a break from her volunteerism throughout the week; a break from her supportive roommate, Tammy; her daily routines/expectations; an opportunity to reconnect with peers and enjoy the great outdoors—as her family no longer takes vacations due to health issues, aging parents, and financial constraints. If it wasn't for Between Friends Adventurers, and fee assistance, she wouldn't have vacations.



Did You Know?

In 2018 Between Friends subsidized 40% to 80% of all program costs.

Average Subsidy was 63%

We have been extremely blessed over the many years Anna has been with Between Friends to have received fee assistance. Living on a fixed income, such as AISH, makes it challenging for Anna to save enough money throughout the year to afford paying the full fees. There isn't much money left over after paying for living expenses.

Thank you Between Friends, and to all of your donors who make it possible!"

— With Gratitude,
Tammy, Anna, and her parents

Gardening and Growing with Between Friends.





2018 Subsidies & Fee Assistance

PROGRAM	SUBSIDY	FEE ASSISTANCE	TOTAL FINANCIAL ASSISTANCE PROVIDED
W.E.S.O.A.R!	\$341,498.58	\$9,461.00	\$350,959.58
Camp Bonaventure	\$181,869.30	\$36,452.95	\$218,322.25
Adventurers	\$171,714.66	\$23,217.00	\$194,931.66
Camp Fun'zAmust	\$42,710.04	\$6,772.00	\$49,482.04
TOTALS >	\$737,792.59	\$75,902.95	\$813,695.54

“How do we describe what fee assistance meant to [our son] Solomon and our family? It is like warm hands help[ing] carry the heavy financial burden [off] our shoulders. It has been always accessible, considerate, and relieving. It has made Solomon’s life so much happier and his smile so much brighter. He talks about Between Friends all year long... We can never thank you enough for making these wonderful programs available.”

– Wenjing and Delwar, Parents

2018 True Costs for Programs

PROGRAM	AVERAGE COST TO BETWEEN FRIENDS PER SPACE	AVERAGE ADVERTISED COST TO FAMILIES PER SPACE	AVERAGE FINANCIAL ASSISTANCE PROVIDED PER SPACE	NUMBER OF PEOPLE ACCESSING FEE ASSISTANCE
W.E.S.O.A.R!	\$520.30	\$130.82	\$124.31	75
Camp Bonaventure	\$1,198.03	\$997.50	\$455.66	80
Adventurers	\$1,201.28	\$555.38	\$748.94	31
Camp Fun'zAmust	\$1,077.64	\$755.00	\$398.35	17

For more information on how you can support any Between Friends initiatives, please contact:

Kim Martin, Fund Development Officer–Individuals | kmartin@betweenfriends.ab.ca or
Mounira Chehade, Fund Development Officer–Foundation/Corporations | mchehade@betweenfriends.ab.ca



between friends

I.C.A.N!

Inclusive Community Activities with No Barriers



“Finding extra-curricular activities or camps for Naomi has always been quite challenging for me, as I constantly worry about how she will be treated, or if she will be asked to withdraw from the program for some reason or another. [Between Friends I.C.A.N!][®] has been instrumental in helping me find programs, that not only are of interest to Naomi, but also give me peace of mind that she will have a meaningful and enjoyable experience.” – Naomi’s Mom





The Calgary Between Friends Club

Statement of Financial Position as of December 31, 2018



Audited by BDO Canada LLP.

Full financial statements available online at www.betweenfriends.ab.ca

Extracts from Audited Financial Statements

Assets	2018	2017
Current	\$546,010	\$536,246
Endowment Fund	\$1,368,976	\$1,421,287
Property & Equipment	\$54,606	\$71,122
Total Assets	\$1,969,592	\$2,028,655
<hr/>		
Liabilities	2018	2017
Current	\$74,903	\$138,560
Deferred contributions related to operations	\$91,600	\$192,376
Deferred contributions related to casino	\$67,824	\$30,822
Deferred contributions related to property & equipment	\$72,934	\$59,731
Total Liabilities	\$307,261	\$421,489
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Net Assets (includes endowment fund)	\$1,662,331	\$1,607,166
<hr/>		
Total	\$1,969,592	\$2,028,655

Statement of Operations

Revenue	2018	2017
Fundraising	\$1,247,238	\$1,274,367
Programs	\$850,600	\$772,002
Government Grants	\$201,453	\$221,296
Investment income (grant & endowment fund)	\$37,130	\$34,602
Total	\$2,336,421	\$2,302,267
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Expenses	2018	2017
Direct Costs	\$1,954,590	\$2,077,885
Operating Expenses	\$312,632	\$263,624
Total	\$2,267,222	\$2,341,509
<hr/>		
Excess (deficiency) of revenue over expenses	\$69,199	(\$39,242)
Other income (unrealized gain on long term investments)	(\$14,034)	\$120,752
Excess of Revenue Over Expenses	\$55,165	\$81,510



between friends
Adventurers



“Tim particularly likes camping trips when tenting and camp fires are a part of the experience. He did love the Chain Lake/Bomber museum trip this year. This was the first year Tim did the Stampede with Between Friends. I must say, as I met up with the group on the grounds, the leaders were extremely organized and utilized their time to see as many things as possible up to and after the rodeo. I was really impressed with how much they saw.” – Tim’s Mom



Thank You to Our Fundraising Champions, Sustainers & Leaders



United Way
Calgary and Area



**Allardyce Bower
Foundation**



Robert & Gina Church



**Shapiro Family
Foundation**

Robert Rivard



*We wish to thank each and every one of our donors for the support they
have provided in 2018. Your generosity makes all of this possible!*



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Charitable Registration No: 11921 7925 RR0001



United Way
Calgary and Area



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