



2021

ANNUAL IMPACT REPORT



Between Friends
connect • grow • belong

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of Directors

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Message from the CEO & Board of Directors

Long before the unprecedented, global COVID-19 pandemic disrupted our lives, Between Friends was working towards an inclusive community where people with disabilities were living a life without isolation, without restrictions, without loneliness. For the past 39 years -yes, next year is the big 4-0!- we have been supporting people with disabilities to reach their individual potential and be recognized as valued citizens through our programs and services. Although we pivoted programs, introduced new programs and services, we remained the same Between Friends that each of you have grown to know, love and support.

When restrictions in Alberta were lifted this past summer, we pivoted Camp Bonaventure and offered Rec & Respite at reduced capacity and with different programming as well as virtual summer opportunities for those who may not have felt comfortable participating in person. We offered this program at four (4) community center locations, with one location in each quadrant of the city (NW, NE, SW, SE). Our fill rates indicated a high level of interest in our programs and the importance of community programming to our members.

In order to create the greatest impact for those we serve, we recognized that we could not get there alone. With the involvement and the feedback of our participants and families to direct our efforts and to help our community move closer towards inclusion, we made our Inclusion Training more intentional and we carefully developed a new service, G.L.O.W (Group Learning Opportunities and Workshops)

We truly believe that when recreation providers and community partners have the tools, skills, and knowledge to support the disability community then they will be empowered to provide equitable services to all. Before the development of our new training content, we facilitated focus groups within the disability community to prioritize content and topics. We also expanded our training team to include an Inclusion Training Facilitator with lived disability experience (make sure to check out Lionel's story) that has resulted in greater impact of our content, suggestions, and advice.



Jessica Yarnell
Chair



Kim Presser
CEO

board of directors

January to December 2021

Jessica Yarnell	Chair
Cory Vance	Vice Chair
Peter Drag	Treasurer / Secretary
Garth Johnson	Past Chair
Gerry David	Director
Bradley Fox	Director
Sarah Hammond	Director
David Arienzone	Director
Naminder Sandhu	Director
Chris Turcato	Director
Crispin Arthur	Director
Kim Presser	CEO

G.L.O.W. was piloted in 2021 as a Between Friends service that offers inclusive personal development & wellness workshops for people with disabilities. This pilot was designed to align with our mission statement to provide development opportunities so that our members can connect, grow, and belong.

As we look to close another chapter in the history of Between Friends we are hopeful for what year 40 will bring for us. A full return to in-person programming, a shiny new website, the forward movement of inclusion, additional renovations to Camp Bonaventure, but most importantly we promise to continue providing exciting, engaging and cheerful experiences to our members, staff, and community.

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.

vision

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

mission

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

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

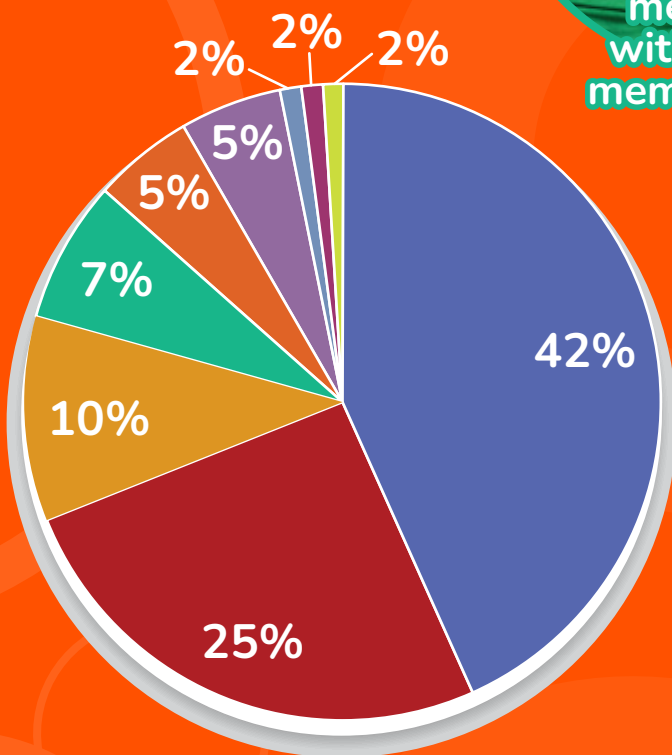
Between Friends members develop self-confidence, accomplishment and a sense of responsibility.

belonging

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



Who We Are



member breakdown

Between Friends is an organization that supports many individuals with one or more disabilities. In 2021 more than 42 % of our members were on the Autism spectrum.

- Autism Spectrum Disorder
- Cerebral Palsy
- Learning Disability
- Other Disability
- ADHD/ADD
- Fetal Alcohol Spectrum Disorder
- Developmental Disability
- Down Syndrome
- No Disability

New Look, Same Us

It has been a tough 2 years throughout the pandemic, but we are excited to announce that during our time behind a mask we got a facelift.

Since our beginnings in 1982 we have been driven to create an inclusive community. Nothing has changed there - We are still providing unique opportunities for individuals with disabilities to have social interaction with peers. We are still committed to supporting our members to develop self-confidence, achieve accomplishment and have a sense of responsibility. And our focus is still on shared interest over individual differences.

Now we are just ensuring that every idea, detail, interaction and action is rooted in safety, care, intention, ease and fun!

Check out our new website today!



**Between
Friends**

connect • grow • belong

2021

Adapting to the needs of the post-pandemic world, we launched our new-look brand, and piloted Group Learning Opportunities and Workshops (G.L.O.W.).



**Between
Friends
Club**
recreation for people with disabilities

'82-'09

From being incorporated and accepted as a United Way agency, to expanding programs to ages under 5 and over 30, these first 3 decades built the foundation for the organization as we know it today.



between friends
connecting • growing • belonging

2010

We changed our name in the community to Between Friends and introduced our current mission and vision.

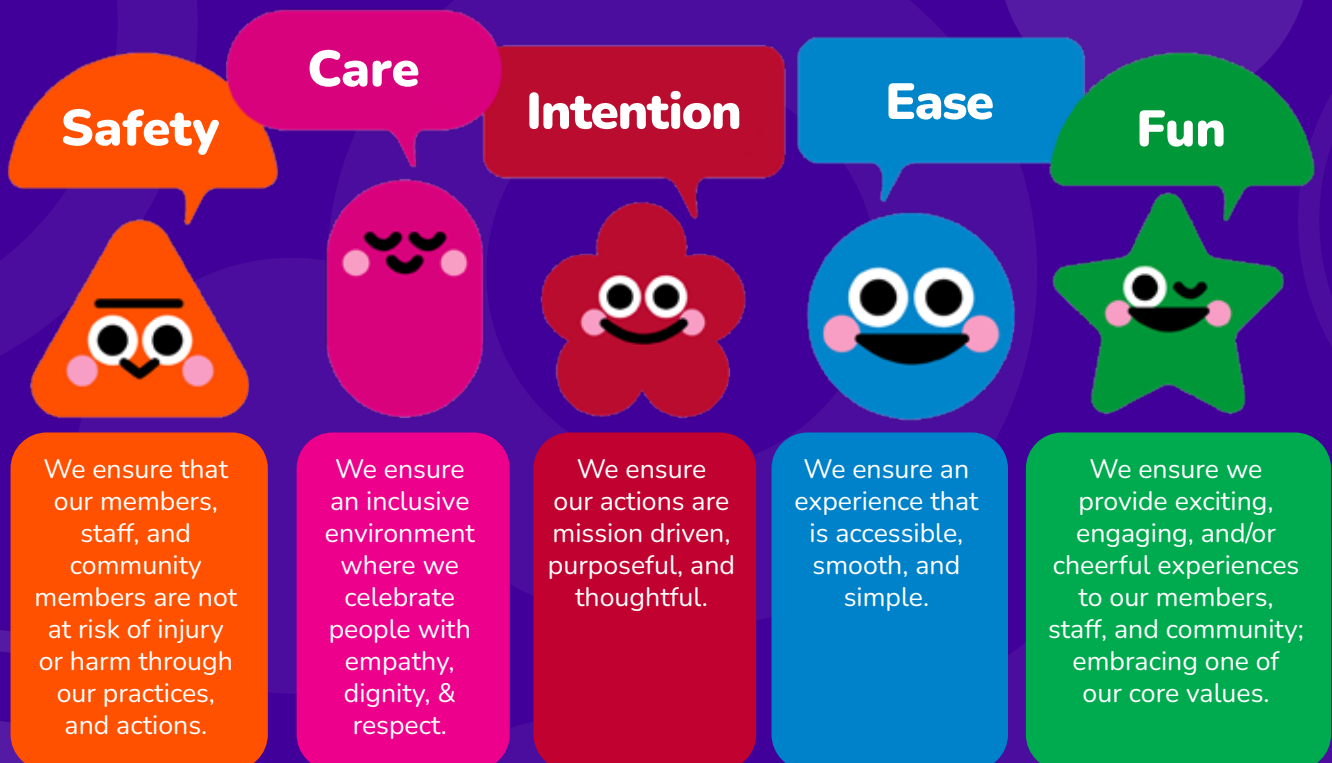
Quality Standards

We are excited to announce that we have implemented new **Quality Standards at Between Friends** to ensure consistent delivery of our programs and services according to our mission, vision, and values. Quality standards provide guidelines that can be used consistently, to ensure that materials, processes, and services are fit for their intended purpose. Quality Standards are implemented frequently in organizations that provide services or experiences

and have been used in organizations like Disney to achieve a high level of customer satisfaction. The implementation of Quality Standards at Between Friends will enable us to provide a consistent excellent experience to our members, donors, staff, volunteers, and partners.

Our five new Quality Standards at Between Friends are: Safety, Care, Intention, Ease, & Fun. We have set on a mission to ensure these Quality Standards are present in everything we do, starting with our members and programs.

At Between Friends, every idea, detail, interaction, and action is rooted in...



G.L.O.W.

G.L.O.W., which stands for **Group Learning Opportunities and Workshops**, is Between Friends newest endeavor. This program was funded through the “Change Can’t Wait!” Grant, which is part of the City of Calgary’s Mental Health and Addiction Strategy and aims to promote wellness at home, at school, at work and in the community.

With this in mind, G.L.O.W. piloted in the fall of 2021 and offered 12 different personal development and wellness workshops for people with disabilities. Topics included Cyber Safety, The Foundation of Feelings, Building Boundaries, and Budgeting Basics. These workshops were provided to our adult members for free and offered a fun environment to learn valuable skills. We were overwhelmed with the positive reception that this pilot program received:

“Everyone who facilitated was amazing. The simple visuals and concise presentations made it easy to understand the topics. I’m impressed with how well Between Friends delivered... My roommate talked about the workshops with enthusiasm for days after the workshops.” - Supportive Roommate of a G.L.O.W. participant.

Given the success of G.L.O.W., Between Friends hopes to continue this educational programming for people with disabilities in 2022 and beyond. G.L.O.W. could also be expanded to include more age groups, and cover an even broader range of topics.



A Story of Advocacy

Lionel Migrino is an Inclusion Training Facilitator with Between Friends who has Cerebral Palsy and is an active advocate in our community.

Lionel's road to be an advocate for inclusion was not easy. Lionel grew up with his sister and a single mom who did not have access to resources to assist him as a child with a disability.

In 2011, Lionel was 18 and applied for his first job. This employment did not last long since "My employer did not see my ability, he only saw my disability"- says Lionel.

It was right then Lionel knew he needed to have a voice for all those who are under represented.

“

It took a while for me to be comfortable with who I am. It's okay to have a disability, it's okay to be different.



In 2015, Lionel started his journey as an advocate. "I always wanted to have a voice to help others understand."

Lionel believes talking to people about barriers in the workplace for people with disabilities will help bring awareness and take action towards inclusion. "How do we make our workplace more accessible?" This work will never be over, it's an ongoing journey as our world evolves.

In 2021, Lionel got a job with Pembina Pipelines as a Talent Development Advisor and just recently then hired him on as a permanent staff.

Lionel has been involved in the curation, implementation, and delivery of our Inclusion Training since 2021. Lionel is a true advocate in the disability community!

2021 by the Numbers



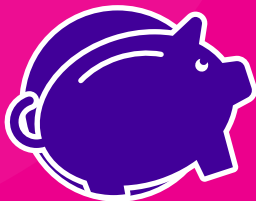
Grants & Foundations
46%



Special Events
16%



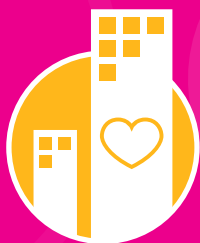
Government
16%



Other Income
14%



Individual Donors
4%



Corporate Donors
4%

Friends in Motion



\$106,000

Golf Tournament



\$24,817

Gourmet Soirée



\$1,260

50/50 Raffle Income



\$17,733

Donor Awards

We cannot survive without our donors and we would like to acknowledge just a few of the many who make sure that our doors stay open and our programs and services continue!

Gerald A. Cooper-Key Foundation

Gerald Cooper-Key and Between Friends reconnected in the most serendipitous of ways. Gerald had previously been involved in the early history of the Between Friends Charity Golf Classic, where he attended as a guest of Mike Howard's. Now, their family foundation, which Gerald runs alongside his three adult children, helps to build lasting impact for the organizations they support. In 2020, Between Friends was the recipient of an incredible first-time donation by the Gerald Cooper-Key Foundation. Their generous support helped us ensure the long term financial sustainability of the organization and allowed us to add a new structure and inground trampoline to Camp Bonaventure.

Anonymous Donor

As a past Between Friends board member, this anonymous donor and his family have been strong advocates of Between Friends for close to 20 years. They have financially supported our organization, generously donating their funds where needed most. Known for showing great enthusiasm in the face of a good challenge, they have often been found contributing a match to the CEO's Friends in Motion fundraising efforts and more recently supporting our littlest philanthropist, Peighton, in the same endeavor. Though this humble donor does not wish to be recognized by name, we want to express our sincere gratitude for their friendship and generous contributions to Between Friends.

Gwyn Morgan & Patricia Trottier Foundation

Established in 2005 as a private family foundation, The Gwyn Morgan & Patricia Trottier Foundation focuses on funding education, wellness initiatives, leadership and development. Started by Mr. Morgan and Ms. Trottier, who rose from modest roots in rural Alberta, the foundation was established to carry on charitable activities and programs that are beneficial to the community as a whole. Their Foundation understood the need for the valuable services offered by Between Friends and their generosity has helped us support families accessing our programs during times of economic & financial hardship.

Nutrien

Nutrien is a Canadian company who believes in "growing our world from the ground up." Their future forward thinking centers around innovative agricultural practices to ensure a world where everyone can be fed safely and with integrity. Fittingly, their support of Between Friends allowed us to build our very own Horticultural Therapy Garden at Camp Bonaventure. Nutrien's continued funding over the years has allowed us to expand our Horticultural Therapy program and help our members enjoy the extensive benefits of nature & gardening. Participation rates are consistently high in the garden and it has become a place of discovery for several members who enjoy our spring, summer and fall programming.

Our Path Forward

“

We don't have the words to just say thank you, from the bottom of our hearts we are so grateful

Aneela Mir, Mother

This is just one of many messages Between Friends has received from participants, parents, and families over the course of 2021. We started our operations in 1982, and have always kept one idea at the heart of our mission; everyone deserves friendship. This belief influences everything that we do as an organization, and will continue to be central as we look to the future of Between Friends.

Despite the COVID-19 pandemic affecting people's ability to interact closely with one another, 2021 offered new ways to build friendships and a sense of belonging. We continued to run our WeConnect programming; an online, fun, and safe space for participants to explore movement, games, film, crafts, music and social interaction.

We were also able to host safely distanced in-person programming in 2021 with Rec and Respite, and W.E.S.O.A.R.!



Due to the vigilance of our programming staff, we are proud to say Between Friends had zero positive COVID-19 cases in 2021. We created a detailed COVID-19 relaunch plan that served as a guide to our staff and participants. This document included logistics around physical distancing, use of PPE, and incident reporting related to COVID-19. We will continue to operate in accordance with the latest Government regulations and under the advice of public health officials. It is always our priority to keep Between Friends a safe and inclusive space.

2022 marks the 40th anniversary of Between Friends and our path forward is bright. From our humble beginnings as the Pink Pelican Club, we have transformed into the organization we are today; an organization that serves over 85 different disabilities, that has introduced even more locations for programming, and has adapted in the face of uncertainty.

We look forward to continuing to serve our members with disabilities, just as we have been doing from day one; with compassion, with love, and most of all with friendship, guiding our every step.

2021 Financial Statements

The Calgary Between Friends Club Statement of Financial Position as of December 31, 2021 Audited by Czechowsky, Graham & Hanevelt Chartered Professional Accountants. Full financial statements available online at www.betweenfriends.ab.ca

Extracts from Audited Financial Statements

Assets	2021	2020
Current	\$877,277	\$1,039,666
Endowment fund	\$1,754,167	\$1,581,682
Property & equipment	\$87,759	\$32,603
Restricted cash	\$126,128	\$60,000
Total Assets	\$2,845,331	\$2,713,951
Liabilities	2021	2020
Current	\$48,892	\$53,608
Deferred contributions related to operations	\$239,509	\$473,959
Deferred contributions related to casino	\$14,258	\$55,131
Deferred contributions related to property & equipment	\$189,147	\$86,790
Total Liabilities	\$491,806	\$669,488
Net Assets (includes endowment fund)	\$2,353,525	\$2,044,463
TOTAL	\$2,845,331	\$2,713,951

Statement of Operations

Revenue	2021	2020
Fundraising	\$1,064,165	\$573,938
Programs	\$159,684	\$95,298
Government grants	\$254,584	\$391,334
Investment income (grant & endowment fund)	\$63,542	\$22,378
Total	\$1,541,975	\$1,082,948
Expenses	2021	2020
Direct costs	\$1,131,804	\$782,014
Operating expenses	\$294,012	\$263,215
Total	\$1,425,816	\$1,045,229
Excess (deficiency) of revenue over expenses	\$116,159	\$37,720
Other income (unrealized gain on long term investments)	\$192,903	\$69,665
Excess of Revenue Over Expenses	\$309,062	\$107,385

thank you to
our fundraising
champions,
sustainers
& leaders



United Way
Calgary and Area

**Gerald A.
Cooper-Key
Foundation**

Government of Canada / Gouvernement du Canada

Canada



**CALGARY
FOUNDATION**
FOR COMMUNITY. FOREVER

Thanks to all of our donors for the generous funding provided to Between Friends in 2021. In such a challenging year, we considered ourselves quite fortunate to have retained such a loyal and caring group of supporters!

**Stone Creek Charitable
Foundation**



**Big Hearted
Mavericks**

**Business FORE
CALGARY KIDS**



TD Securities

**Gordon and Jill
Rawlinson**



@calgarybfc



betweenfriends.ab.ca



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