



# SOCIETY ANNUAL REPORT 2023-2024



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Reach Child and Youth Development Society  
Main Office: 5050 47 Avenue, Delta BC V4K 0C8  
Phone: 604-946-6622  
Fax: 604-946-6223  
Email: [info@reachchild.org](mailto:info@reachchild.org)  
Website: [www.reachchild.org](http://www.reachchild.org)

*REACH acknowledges that we are on the shared, traditional, ancestral and unceded territories of the scəwáθən (Tsawwassen), x̣m̄məθḳʷəỵəm (Musqueam), and other Coast Salish Peoples. We extend our appreciation to these First Nations for the opportunity to enjoy this land together.*



reach  
CHILD AND YOUTH  
DEVELOPMENT SOCIETY

# Vision Mission & Values

**VISION** *Communities where all individuals and their families are welcomed, included, and leading lives of well-being, based on their own individual strengths, interests, and values.*

**MISSION** *To provide timely, accessible and person- and family-centered community programs and services for the optimal development of children, youth and adults, where all individuals flourish and reach their potential.*

## VALUES

**R**espectfulness

**E**xcellence

**A**ttitude of sharing

**C**ollaborative spirit

**H**onesty

**C**ontinuous improvement

**H**andle resources efficiently

**I**ntegrity

**L**earning

**D**iversity



# 2023-2024 SOCIETY BOARD OF DIRECTORS

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Phyllis With,  
President



Angela Keulen,  
Vice-President



Ryan Thomas,  
Treasurer



Marcia McCafferty,  
Secretary



Stuart Bowyer



Claire Hatcher



Joanne Hunton-Sehdev



Nauman Jutt



Shirley-Ann Reid



Mike Roberts



Christine Sutherland



Lois Wilkinson

## REACH ADVISORY COMMITTEE



Sylvia Bishop



Guillermo Bustos



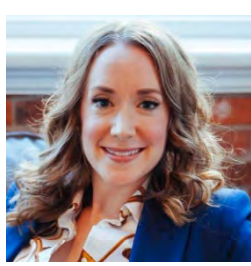
Tanya Corbet



Ulf Ottho



Steven Stark



Carmel Tang



Rob VanSpronsen



Lisa Woudzia

# SOCIETY PRESIDENT AND EXECUTIVE DIRECTOR REPORT

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## Introduction

We are proud to present this year's annual report for Reach Child and Youth Development Society. Over the past year, our team has remained dedicated to providing exceptional services and support to children, youth, and young adults with special needs and their families. Our journey has been marked by numerous achievements, heartfelt stories, and a strengthened community.

## Our Mission and Vision

Our mission is to provide timely, accessible, person- and family-centered community programs and services for the optimal development of children, youth, and adults, where all individuals flourish and reach their potential. Our vision is communities where all individuals and their families are welcomed, included, and leading lives of well-being based on their own individual strengths, interests, and values.

## Key Achievements

### Success Stories

One of the most rewarding aspects of our work is witnessing the incredible progress of the 1200 children and youth we supported over the last fiscal year. This year, we achieved 83 to 100% of the children's individual program goals and celebrated many milestones, from a child saying their first words to another successfully starting their first job. These successes are a testament to the hard work and dedication of our staff, the resilience of our children, youth, and young adults, and the unwavering support of their families.

### Program Development and Expansion

This year, we updated our constitution with safeguards and expanded our program offerings to better serve the diverse needs of our families:

- **Early Intervention:** Our occupational therapists and speech-language pathologists delivered therapy blocks where children attended sessions with their parents, providing direct intervention and coaching for at-home strategies. These blocks extended effective intervention services to more children. Therapists also attended our Infant Development Program drop-in playgroups, with a Punjabi-speaking consultant present at each North Delta playgroup.
- **Preschool:** Achieved full enrollment for September 2023, with increased attendance at parent participation events.
- **Supported Child Development:** Allocated a consultant to manage and support families waiting for active service, shortening the time to initial service and ensuring early intervention referrals.
- **SibShops Program:** Renewed partnership with FortisBC, allowing the program to run weekly during summer and monthly throughout the year.
- **TEENSS Program:** With the support of Global Container Terminals, continued to run this program for pre-teens and teens, focusing on increasing social skills and building relationships.
- **Respite Program:** Set up a new staffed respite program in collaboration with MCFD and BC Housing.
- **Internal Committees:** Focused on Diversity, Equity, Inclusion, Belonging, Health and Safety, and Quality Improvement.
- **Support Groups:** REACH ran various support groups including Delta Connex Parent Peer Support, Down Syndrome Support, English Speaking Parent Support, and Punjabi Speaking Parent Support. The Punjabi Speaking Parent Support Group had over 80 families regularly attending.
- **Workshops Provided:** REACH ran many workshops and trainings for child care and parent support, from "To Pee or Not to Pee," a parent training session for toileting groups, to Positive Behaviour Support Practices in Child Care. Our finance workshops continue to be well-attended by peer support groups several times a year.

## Community Outreach and Partnerships

We continued to strengthen community ties by partnering with other value-based organizations:

- **Aboriginal Supported Child Development:** Continued partnerships with Tsawwassen First Nations and Fraser Region Aboriginal Friendship Centre Association, as well as others, to set up inclusive child care spaces, run workshops, and participate in community events.
- **Early Intervention Therapies:** Our physiotherapy staff partnered with Delta Gymnastics and Delta School District to facilitate access to adapted group activities for children with gross motor delays.
- **Orthotic Clinics:** Provided orthotic assessments and interventions in partnership with Orthodynamics, assisting 42 clients.
- **Workshops and Trainings:** Conducted workshops and training in partnership with various organizations such as Options, Delta Police Department, POPARD, and the City of Delta to build childcare capacity.

## Professional Development

Our staff participated in numerous professional development opportunities, ensuring they remain at the forefront of best practices in child development and special education. This commitment directly translates to the high-quality care and innovative approaches we offer our children.

## Challenges and Opportunities

While we have much to celebrate, we also faced challenges, particularly in securing consistent funding and navigating the complexities of individualized care. We need to ensure that governmental funding and model changes have minimal impact on us. With changing demographics, we need to ensure our services are accessible to everyone. We also noted an increase in mental health concerns and food and housing insecurities for our families. These challenges have also presented opportunities for innovation and growth. We are exploring new funding avenues, including grants and corporate partnerships, and continually adapting our services to meet the evolving needs of our children.

## Looking Ahead

As we look to the future, we are excited about the possibilities that lie ahead. Our priorities for the coming year, seen on the next page, include:

- Increasing programs, peer support groups, and community education for youth, young adults, and parents
- Increasing counseling time and mental health support
- Advocating for policies that support children with special needs and their families
- Working collectively with other community groups to reduce access barriers
- Continuing to strengthen staff capacity
- Securing funding to ensure more resources

Thank you for your continued support and dedication to our mission. Together, we can ensure that every child and family has the opportunity to thrive.



Phyllis With, *President of Reach Child and Youth Development Society*  
Renie D'Aquila, *Executive Director*



## Strategic Plans and Goals – Top Priorities for 2024-2025

Yellow highlights = top priorities approved April 2024 by the REACH Society Board

Well-designed & Expanded Programs & Services	<ol style="list-style-type: none"> <li>1. Prepare for FCC transition.</li> <li>2. Expand family support groups &amp; community education within FCC model and family support worker proposal. <ul style="list-style-type: none"> <li>• Ensure 'Nothing about us without us', so Board members with lived experience, help become self advocates, LGBTQ+ and trans-support groups, groups for adults with autism.</li> </ul> </li> <li>3. Increase staff, supplies and program time. <ul style="list-style-type: none"> <li>• Increased programs for youth and young adults, including staffed overnight respite house.</li> <li>• Summer program options for complex children with skill development programs for community involvement.</li> <li>• Analysis of kindergarten readiness program feasibility.</li> <li>• Increase Counselling time to address waitlist and expand services to staff and other groups.</li> <li>• Address toys and equipment needs of programs.</li> <li>• Increase Family Support Worker position.</li> </ul> </li> </ol>
Advocacy & Government Policies	<ol style="list-style-type: none"> <li>1. Equitable wage and benefits. <ul style="list-style-type: none"> <li>• Facilitate equitable compensation to staff by matching union.</li> </ul> </li> <li>2. Advance stakeholder relationships. <ul style="list-style-type: none"> <li>• Strengthen relations with police and politicians.</li> </ul> </li> <li>3. Poverty reduction. <ul style="list-style-type: none"> <li>• Support child development through poverty reduction (ACES).</li> <li>• Participate in community committees and initiatives, including advocating for housing for people with disabilities, food security.</li> </ul> </li> <li>4. Improve services for autism, FASD, mental health needs, and childcare (SCD/ASCD). <ul style="list-style-type: none"> <li>• Within FCC directions.</li> </ul> </li> <li>5. Integrate Board Advisory Committee. <ul style="list-style-type: none"> <li>• Advice from committee members is utilized.</li> </ul> </li> </ol>
Community Awareness & Access	<ol style="list-style-type: none"> <li>1. Technology needed for the FCC – TBD.</li> <li>2. Social media and community outreach. <ul style="list-style-type: none"> <li>• Strengthen the connection with Learning Disabilities Associations.</li> <li>• Families have good access to information about REACH (FCC model) and community services (additional services); consider information fairs.</li> <li>• Ensure full morning and afternoon preschool registration.</li> <li>• Strengthen connection with PAFN.</li> <li>• Strengthen REACH profile; increase public awareness in North Delta (IDP, preschool), Surrey &amp; Langley.</li> <li>• Remove barriers: cultural, language, knowledge, understanding.</li> </ul> </li> <li>3. Diversity and inclusion plans and initiatives <ul style="list-style-type: none"> <li>• Ensure REACH communications, and hiring practices reflect the diversity in our service areas.</li> <li>• Increase Indigenous representation at Board level.</li> <li>• Represent Surrey, Delta, Langley on Board.</li> <li>• Expand Autism service options for families.</li> <li>• Help build inclusive community where everyone belongs.</li> </ul> </li> </ol>
Staff Capacity	<ol style="list-style-type: none"> <li>1. Management capacity and succession planning. <ul style="list-style-type: none"> <li>• Ensure sufficient qualified staff for current and future needs and increase management capacity.</li> <li>• IT systems and technology backup.</li> <li>• All key positions have succession plans.</li> <li>• Prepare for future ED transition.</li> </ul> </li> <li>2. Wellness and professional development. <ul style="list-style-type: none"> <li>• Enrich opportunities for staff wellness, professional development and REACH connections.</li> </ul> </li> <li>3. Hire more BIs, SLPs, Support Workers etc.</li> </ol>
Funding	<ol style="list-style-type: none"> <li>1. Facilities expansions and renovations. <ul style="list-style-type: none"> <li>• Capital campaign launched to help families in Surrey.</li> <li>• North Delta playground.</li> <li>• Air conditioning.</li> </ul> </li> <li>2. Additional staff/staff time for new programs and waitlists. <ul style="list-style-type: none"> <li>• Waitlists reduced for Connex and Counselling.</li> <li>• New programming for youth, young adults and complex children.</li> </ul> </li> <li>3. Toys and equipment. <ul style="list-style-type: none"> <li>• Children in programs have access to toys and equipment to facilitate development.</li> </ul> </li> <li>4. Planned giving <ul style="list-style-type: none"> <li>• Sustainable resources are available to meet future needs of children and youth with support needs.</li> </ul> </li> </ol>

# TREASURER REPORT

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## Introduction

I am pleased to present the Treasurer's Report for Reach Child and Youth Development Society for the fiscal year ending March 31, 2024. Our financial performance this year underscores our ongoing commitment to supporting children with special needs and their families.

## Financial Overview

Reach Child and Youth Development Society remains financially strong, with net assets totaling \$2,234,897, providing a reserve of just over two months' operating expenses.

## Current Liabilities

Current liabilities include \$625,455 in deferred revenues, representing funds received for expenditures in the subsequent year, including \$97,000 in Gaming Grants. Additionally, liabilities include \$9,123 in payroll liabilities and \$967,703 for employee vacation, mileage, wages, social fund, and trade payables.

## Financial Highlights for the Past Year

- Total Revenue: \$11,769,746, a increase of \$2,170,700 from the prior year.
- Ministry Grants: \$10,747,642, or 91.3% of total revenue.
- Total Cash: \$3,813,778, an increase of \$412,716 from the prior year.
- Excess Revenue Over Expenses: -\$213,617.
- Salaries and Benefits: \$7,638,810, or 63.7% of total expenses.

## Comparative Financial Data

	March 31, 2024	March 31, 2023	March 31, 2022	March 31, 2000
<b>Total Revenue</b>	\$11,769,743	\$9,599,043	\$9,667,556	\$908,000
<b>Total Cash</b>	\$3,813,778	\$3,401,062	\$3,060,216	\$206,000
<b>Total Assets</b>	\$8,945,579	\$8,593,886	\$8,509,971	\$301,000
<b>Total Salaries</b>	\$7,638,810	\$5,681,112	\$5,696,879	\$746,000
<b>Donations Received</b>	\$71,774	\$178,918	\$67,079	n/a
<b>Total # of Employees</b>	162 plus 42 respite Caregivers	177 plus 57 respite caregivers	165 plus 32 respite caregivers	25 plus respite caregivers
<b>Total # of Unique Children in Programs</b>	1,200	1,213	1,197	245 n/a



## Conclusion

Reach Child and Youth Development Society is in a sound financial position. Our prudent financial management has enabled us to continue delivering vital services to children, youth and young adults with special needs and their families. We remain focused on our mission and will work diligently to secure the financial resources needed for the coming year.

## Acknowledgements

I extend my gratitude to the Executive Finance Committee, dedicated Finance staff, and generous donors and supporters for their invaluable contributions to our financial stability and success. We deeply appreciate the high-quality and responsive support from Vohora LLP during this year's audit.



Ryan Thomas, *Treasurer*



### **SCD Program Parent**

*The support of the REACH staff has allowed me to grow as a person and as a parent. Everyone at REACH is approachable. Compassion and understanding are part of their inherent nature.*



# AUDITED SOCIETY FINANCIAL STATEMENTS



**Vohora** LLP  
CPAs & Business Advisors

1010 – 777 Hornby Street  
Vancouver, BC V6Z 1S4

Phone: (604) 251-1535  
Fax: (604) 541-9845  
Toll Free Phone: (800) 281-5214  
Email: [firm@vohora.ca](mailto:firm@vohora.ca)  
[www.vohora.ca](http://www.vohora.ca)

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## INDEPENDENT AUDITOR'S REPORT

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To the Members of Reach Child and Youth Development Society

### *Qualified Opinion*

We have audited the financial statements of Reach Child and Youth Development Society (the Society), which comprise the statement of financial position as at March 31, 2024, and the statements of changes in net assets, revenues and expenditures and cash flows for the year then ended, and notes to the financial statements, including a summary of significant accounting policies.

In our opinion, except for the possible effects of the matter described in the *Basis for Qualified Opinion* section of our report, the accompanying financial statements present fairly, in all material respects, the financial position of the Society as at March 31, 2024, and the results of its operations and cash flows for the year then ended in accordance with Canadian accounting standards for not-for-profit organizations (ASNPO).

### *Basis for Qualified Opinion*

In common with many charitable organizations, the Society derives revenue from donations, the completeness of which is not susceptible of satisfactory audit verification. Accordingly, our verification of these revenues was limited to the amounts recorded in the records of the Society and we were not able to determine whether any adjustments might be necessary to contributions, excess of revenues over expenses, current assets and net assets. Our audit opinion on the financial statements for the year ended March 31, 2023 was modified accordingly because of the possible effects of this limitation of scope.

We conducted our audit in accordance with Canadian generally accepted auditing standards. Our responsibilities under those standards are further described in the *Auditor's Responsibilities for the Audit of the Financial Statements* section of our report. We are independent of the Society in accordance with ethical requirements that are relevant to our audit of the financial statements in Canada, and we have fulfilled our other ethical responsibilities in accordance with these requirements. We believe that the audit evidence we have obtained is sufficient and appropriate to provide a basis for our qualified audit opinion.

### *Other Information*

Management is responsible for the other information. The other information comprises the unaudited schedules of program revenue and expenses.

Our opinion on the financial statements does not cover the other information and we do not express any form of assurance conclusion thereon.

In connection with our audit of the financial statements, our responsibility is to read the other information and, in doing so, consider whether the other information is materially inconsistent with the financial statements or our knowledge obtained in the audit or otherwise appears to be materially misstated. If, based on the work we have performed, we conclude that there is a material misstatement of this other information, we are required to report that fact. We have nothing to report in this regard.



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## INDEPENDENT AUDITOR'S REPORT *(continued)*

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### *Responsibilities of Management and Those Charged with Governance for the Financial Statements*

Management is responsible for the preparation and fair presentation of the financial statements in accordance with ASNPO, and for such internal control as management determines is necessary to enable the preparation of financial statements that are free from material misstatement, whether due to fraud or error.

In preparing the financial statements, management is responsible for assessing the Society's ability to continue as a going concern, disclosing, as applicable, matters related to going concern and using the going concern basis of accounting unless management either intends to liquidate the Society or to cease operations, or has no realistic alternative but to do so.

Those charged with governance are responsible for overseeing the Society's financial reporting process.

### *Auditor's Responsibilities for the Audit of the Financial Statements*

Our objectives are to obtain reasonable assurance about whether the financial statements as a whole are free from material misstatement, whether due to fraud or error, and to issue an auditor's report that includes our opinion. Reasonable assurance is a high level of assurance, but is not a guarantee that an audit conducted in accordance with Canadian generally accepted auditing standards will always detect a material misstatement when it exists. Misstatements can arise from fraud or error and are considered material if, individually or in the aggregate, they could reasonably be expected to influence the economic decisions of users taken on the basis of these financial statements.

As part of an audit in accordance with Canadian generally accepted auditing standards, we exercise professional judgment and maintain professional skepticism throughout the audit. We also:

- Identify and assess the risks of material misstatement of the financial statements, whether due to fraud or error, design and perform audit procedures responsive to those risks, and obtain audit evidence that is sufficient and appropriate to provide a basis for our opinion. The risk of not detecting a material misstatement resulting from fraud is higher than for one resulting from error, as fraud may involve collusion, forgery, intentional omissions, misrepresentations, or the override of internal control.
- Obtain an understanding of internal control relevant to the audit in order to design audit procedures that are appropriate in the circumstances, but not for the purpose of expressing an opinion on the effectiveness of the Society's internal control.
- Evaluate the appropriateness of accounting policies used and the reasonableness of accounting estimates and related disclosures made by management.





**Vohora** LLP  
CPAs & Business Advisors

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### INDEPENDENT AUDITOR'S REPORT *(continued)*

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- Conclude on the appropriateness of management's use of the going concern basis of accounting and, based on the audit evidence obtained, whether a material uncertainty exists related to events or conditions that may cast significant doubt on the Society's ability to continue as a going concern. If we conclude that a material uncertainty exists, we are required to draw attention in our auditor's report to the related disclosures in the financial statements or, if such disclosures are inadequate, to modify our opinion. Our conclusions are based on the audit evidence obtained up to the date of our auditor's report. However, future events or conditions may cause the Society to cease to continue as a going concern.
- Evaluate the overall presentation, structure and content of the financial statements, including the disclosures, and whether the financial statements represent the underlying transactions and events in a manner that achieves fair presentation.

We communicate with those charged with governance regarding, among other matters, the planned scope and timing of the audit and significant audit findings, including any significant deficiencies in internal control that we identify during our audit.

#### *Report on Other Legal and Regulatory Requirements*

As required by the Societies Act of British Columbia, we report that, in our opinion, the accounting policies applied in preparing and presenting the financial statements in accordance with Canadian Accounting Standards for Not-for-profit Organizations have been applied on a basis consistent with that of the preceding year.

Vancouver, BC  
June 27, 2024

*Vohora LLP*  
Chartered Professional Accountants

**REACH CHILD AND YOUTH DEVELOPMENT SOCIETY**

**Statement of Financial Position**

**As at March 31, 2024**

	Administration and Program	Gaming	2024	2023
<b>ASSETS</b>				
<b>CURRENT</b>				
Cash	\$ 1,788,262	\$ 96,920	\$ 1,885,182	\$ 1,514,672
Term deposits - current (Note 4)	975,924	-	975,924	1,100,828
Accounts receivable (Note 5)	381,304	-	381,304	443,876
Goods and services tax recoverable	11,460	-	11,460	5,503
Prepaid expenses	18,097	-	18,097	19,119
	<b>3,175,047</b>	<b>96,920</b>	<b>3,271,967</b>	<b>3,083,998</b>
<b>TERM DEPOSITS - LONG TERM (Note 4)</b>	<b>952,672</b>	<b>-</b>	<b>952,672</b>	<b>785,562</b>
<b>DUE FROM RELATED PARTY (Note 6)</b>	<b>135,457</b>	<b>-</b>	<b>135,457</b>	<b>-</b>
<b>CAPITAL ASSETS (Note 7)</b>	<b>4,585,483</b>	<b>-</b>	<b>4,585,483</b>	<b>4,724,326</b>
	<b>\$ 8,848,659</b>	<b>\$ 96,920</b>	<b>\$ 8,945,579</b>	<b>\$ 8,593,886</b>

See notes to financial statements

**REACH CHILD AND YOUTH DEVELOPMENT SOCIETY**  
**Statement of Financial Position**  
**As at March 31, 2024**

	Administration and Program	Gaming	2024	2023
<b>LIABILITIES AND NET ASSETS</b>				
<b>CURRENT</b>				
Accounts payable and accrued liabilities (Note 8)	\$ 967,703	\$ -	\$ 967,703	\$ 832,521
Payroll liabilities	9,123	-	9,123	6,853
Deferred revenue (Note 9)	1,333,457	97,000	1,430,457	800,341
Due (to) from between funds	80	(80)	-	-
	2,310,363	96,920	2,407,283	1,639,715
<b>DEFERRED CAPITAL CONTRIBUTIONS (Note 10)</b>	<b>4,303,399</b>	<b>-</b>	<b>4,303,399</b>	<b>4,487,880</b>
<b>DUE TO RELATED PARTY (Note 6)</b>	<b>-</b>	<b>-</b>	<b>-</b>	<b>17,777</b>
	6,613,762	96,920	6,710,682	6,145,372

(continues)

See notes to financial statements



**REACH CHILD AND YOUTH DEVELOPMENT SOCIETY**

**Statement of Financial Position (continued)**

**As at March 31, 2024**

	Administration and Program	Gaming	2024	2023
<b>NET ASSETS</b>				
Unrestricted	1,073,633	-	1,073,633	1,119,271
Internally restricted (Note 11)	879,180	-	879,180	1,092,797
Invested in capital assets	282,084	-	282,084	236,446
	2,234,897	-	2,234,897	2,448,514
	\$ 8,848,659	\$ 96,920	\$ 8,945,579	\$ 8,593,886

**ECONOMIC DEPENDENCE (Note 12)**

**CAPITAL MANAGEMENT (Note 13)**

**COMMITMENTS (Note 15)**

**ON BEHALF OF THE BOARD**

  
Director

  
Director

See notes to financial statements

**REACH CHILD AND YOUTH DEVELOPMENT SOCIETY**  
**Statement of Changes in Net Assets**  
**For the Year Ended March 31, 2024**

	Unrestricted	Internally Restricted	Invested in Capital Assets	<b>2024</b>	2023
<b>NET ASSETS -</b>					
<b>BEGINNING OF YEAR</b>	\$ 1,119,271	\$ 1,092,797	\$ 236,446	\$ 2,448,514	\$ 2,301,172
Excess( Deficiency )of revenue over expenses	(213,617)	-	-	<b>(213,617)</b>	147,342
Amortization of deferred capital contribution	(184,481)	-	184,481	-	-
Amortization of capital assets	198,884	-	(198,884)	-	-
Acquisition of capital assets	(60,041)	-	60,041	-	-
Sick reserve fund allocation	213,617	(213,617)	-	-	-
Building reserve fund allocation	-	-	-	-	-
<b>NET ASSETS - END OF YEAR</b>	<b>\$ 1,073,633</b>	<b>\$ 879,180</b>	<b>\$ 282,084</b>	<b>\$ 2,234,897</b>	<b>\$ 2,448,514</b>

See notes to financial statements

**REACH CHILD AND YOUTH DEVELOPMENT SOCIETY**  
**Statement of Revenues and Expenditures**  
**For the Year Ended March 31, 2024**

	Administration and Program	Gaming	2024	2023
<b>REVENUE</b>				
Ministry for Children and Families <i>(Note 9)</i>	\$ 10,747,642	\$ -	\$ 10,747,642	\$ 8,644,190
Other income	213,374	-	213,374	159,324
Interest income	207,900	6,126	214,026	98,817
Deferred capital contribution <i>(Note 10)</i>	184,481	-	184,481	189,873
Parent Fees	168,342	-	168,342	185,664
Direct access grant - BC	-	108,317	108,317	107,301
Donations	71,774	-	71,774	178,918
CCOF Contracts	40,104	-	40,104	8,967
Vancouver Foundation	13,999	-	13,999	13,472
Delta School District	5,205	-	5,205	10,410
Thrift store sales	2,479	-	2,479	2,107
	11,655,300	114,443	11,769,743	9,599,043
<b>EXPENSES</b>	11,868,917	114,443	11,983,360	9,451,701
<b>EXCESS (DEFICIENCY) OF REVENUE OVER EXPENSES</b>	\$ (213,617)	\$ -	\$ (213,617)	\$ 147,342

See notes to financial statements



**REACH CHILD AND YOUTH DEVELOPMENT SOCIETY**

**Expenses**

**For the Year Ended March 31, 2024**

	Administration and Program	Gaming	2024	2023
<b>EXPENSES</b>				
Accounting and legal	\$ 63,514	\$ -	\$ 63,514	\$ 22,236
Advertising and promotion	3,471	-	3,471	14,675
Agency support workers	75,243	-	75,243	129,664
Amortization	198,884	-	198,884	191,776
Caregivers' fees	144,170	-	144,170	119,670
Donations	19,629	-	19,629	19,107
Education - staff	35,894	-	35,894	9,570
Equipment and supplies	53,864	-	53,864	12,047
Equipment leases	21,965	482	22,447	22,531
Fundraising expenses	4,851	-	4,851	3,497
Individual funding	21,229	-	21,229	16,129
Insurance	34,879	981	35,860	25,843
Janitorial	34,891	909	35,800	58,557
Memberships	11,039	-	11,039	20,681
Office supplies	30,027	942	30,969	30,540
Program supplies and equipment	257,709	1,434	259,143	155,353
Rent and other facility costs	23,023	727	23,750	28,432
Repairs - building and equipment	110,978	2,405	113,383	192,360
SCD authorization	2,826,585	-	2,826,585	2,430,653
Salaries and benefits	7,539,539	99,271	7,638,810	5,681,112
Technology support	224,733	5,854	230,587	136,022
Telephone	50,205	413	50,618	51,351
Transportation	53,915	416	54,331	46,230
Utilities	25,412	609	26,021	30,299
Workshop expenses	3,268	-	3,268	3,366
	<b>\$ 11,868,917</b>	<b>\$ 114,443</b>	<b>\$ 11,983,360</b>	<b>\$ 9,451,701</b>

See notes to financial statements

**REACH CHILD AND YOUTH DEVELOPMENT SOCIETY**  
**Statement of Cash Flows**  
**For the Year Ended March 31, 2024**

	2024	2023
<b>CASH FLOWS FROM OPERATING ACTIVITIES</b>		
Cash receipts from clients	\$ 1,530,308	\$ 872,830
Cash receipts from Ministry of Children and Family Development	10,747,642	8,644,190
Cash paid for expenses	<u>(11,651,959)</u>	<u>(9,252,508)</u>
<b>CASH FLOWS FROM OPERATING ACTIVITIES</b>	<b>625,991</b>	<b>264,512</b>
<b>CASH FLOWS FROM INVESTING ACTIVITY</b>		
Purchase of capital assets	<u>(60,041)</u>	<u>(2,076)</u>
<b>CASH FLOWS FROM FINANCING ACTIVITY</b>		
Advances from related parties	<u>(153,234)</u>	<u>78,410</u>
<b>INCREASE IN CASH FLOW</b>	<b>412,716</b>	<b>340,846</b>
Cash and cash equivalents - beginning of year	<u>3,401,062</u>	<u>3,060,216</u>
<b>CASH - END OF YEAR</b>	<b>\$ 3,813,778</b>	<b>\$ 3,401,062</b>
<b>CASH CONSISTS OF:</b>		
Cash	\$ 1,885,182	\$ 1,514,672
Term deposits - current	975,924	1,100,828
Term deposits - long term	<u>952,672</u>	<u>785,562</u>
	<b>\$ 3,813,778</b>	<b>\$ 3,401,062</b>

See notes to financial statements

# REACH CHILD AND YOUTH DEVELOPMENT SOCIETY

## Notes to Financial Statements

For the Year Ended March 31, 2024

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### 1. PURPOSE OF THE SOCIETY

Reach Child and Youth Development Society (the "Society") is a not-for-profit organization incorporated under the Societies Act of British Columbia on January 28, 1959. As a registered charity the Society is exempt from the payment of income tax under Subsection 149(1) of the Income Tax Act.

The stated objectives of the Society are as follows:

- a. To promote the education, training, development and welfare of children with special needs and typically developing children.
  - b. To cooperate with public and private agencies, governmental departments and other groups and organizations interested in the projects of the Society.
  - c. To develop a better understanding by the general public regarding children with special needs and typically developing children.
- 

### 2. SUMMARY OF SIGNIFICANT ACCOUNTING POLICIES

#### Basis of presentation

The financial statements were prepared in accordance with Canadian accounting standards for not-for-profit organizations (ASNPO). All figures are presented in Canadian dollars.

#### Revenue recognition

The Society follows the deferral method of accounting for contributions:

- Unrestricted contributions are recognized as revenue when received or receivable, if the amount to be received can be reasonably estimated and collection is reasonably assured.
- Restricted contributions are recognized as revenue in the period in which the related expenses are incurred.
- Donations are recognized when received.
- Gaming revenue is recognized when received.

#### Fund Accounting

In order to ensure observance of limitations and restrictions placed on the use of resources available to the Society, the accounts are maintained on a fund accounting basis. Accordingly, resources are classified for accounting and reporting purposes into funds. These funds are held in accordance with the objectives specified by the contributors or in accordance with the directives issued by the Board of Directors.

- The Administration and Program Fund reports the program activities of the Society. Net assets are reported as unrestricted, invested in capital assets and internally restricted net assets. Internally restricted funds are held and expensed based on board approvals.
- The Gaming Fund is used to account for the use of gaming funds in accordance with the BC Gaming Policy and Enforcement Branch.

*(continues)*

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# REACH CHILD AND YOUTH DEVELOPMENT SOCIETY

## Notes to Financial Statements

For the Year Ended March 31, 2024

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### 2. SUMMARY OF SIGNIFICANT ACCOUNTING POLICIES *(continued)*

#### Donated Goods and Services

The Society benefits from donated supplies and services, however supplies and services in-kind are not recognized in the financial statements. A total of 168 volunteer hours (314 in 2023) were contributed to the Society for the fiscal year. When a fair value can be determined for donated supplies, an income tax receipt is issued to the donor.

#### Cash and cash equivalents

Cash includes cash and cash equivalents. Cash equivalents are considered to be any term deposits with a maturity of three months or less that the Society may hold. When the aggregate of the Society's various bank accounts is in an overdraft position or the value of outstanding cheques exceeds the bank balance, the net balance is presented as a current liability.

#### Term Deposits

Term deposit are recorded at cost.

#### Capital assets

Capital assets are stated at cost or deemed cost less accumulated amortization and are amortized over their estimated useful lives at the following rates and methods:

North Delta Land		non-depreciable
North Delta House	35 years	straight-line method
South Delta Main Building	30 years	straight-line method
Equipment	5 years	straight-line method
Vehicle	2 years	straight-line method
Computer equipment	2 years	straight-line method
Leasehold improvements	term of the lease	straight-line method

The Society regularly reviews its capital assets to eliminate obsolete items.

Capital assets acquired during the year but not placed into use are not amortized until they are placed into use.

#### Deferred capital contributions

Contributions related to depreciable capital assets are recorded as deferred capital contributions and are amortized on the same basis and according to the same rates as the related capital assets.

#### Impairment of long lived assets

The Society tests for impairment whenever events or changes in circumstances indicate that the carrying amount of the assets may not be recoverable. Recoverability is assessed by comparing the carrying amount to the projected future net cash flows the long-lived assets are expected to generate through their direct use and eventual disposition. When a test for impairment indicates that the carrying amount of an asset is not recoverable, an impairment loss is recognized to the extent the carrying value exceeds its fair value.

*(continues)*

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# REACH CHILD AND YOUTH DEVELOPMENT SOCIETY

## Notes to Financial Statements

For the Year Ended March 31, 2024

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### 2. SUMMARY OF SIGNIFICANT ACCOUNTING POLICIES *(continued)*

#### Financial instruments

##### *Measurement of financial instruments*

Financial instruments are recorded at fair value when acquired or issued. In subsequent periods, financial assets with actively traded markets are reported at fair value, with any unrealized gains and losses reported in income. All other financial instruments are reported at amortized cost.

Financial assets measured at fair value include cash and term deposits.

Financial assets measured at amortized cost include accounts receivable and amounts due from related party.

Financial liabilities measured at amortized cost include accounts payable and accrued liabilities and payroll liabilities.

##### *Impairment*

Financial assets measured at amortized cost are measured for impairment when there are indicators of impairment. The amount of the write-down is recognized in the statement of revenues and expenditures. The previously recognized impairment loss may be reversed to the extent of the improvement, directly or by adjusting the allowance account, provided it is no greater than the amount that would have been reported at the date of the reversal had the impairment not been recognized previously. The amount of the reversal is recognized in the statement of revenues and expenditures.

##### *Transaction costs*

The Society recognizes its transaction costs in the statement of revenues and expenditures in the period incurred. However, financial instruments that will not be subsequently measured at fair value are adjusted by the transaction costs that are directly attributable to their origination, issuance or assumption.

#### Measurement uncertainty

The preparation of financial statements in conformity with Canadian accounting standards for not-for-profit organizations requires management to make estimates and assumptions that affect the reported amount of assets and liabilities, disclosure of contingent assets and liabilities at the date of the financial statements and the reported amounts of revenues and expenses during the period. Such estimates are periodically reviewed and any adjustments necessary are reported in earnings in the period in which they become known. Actual results could differ from these estimates.

Certain amounts in the financial statements are subject to measurement uncertainty and are based on the Society's best information and judgment, including:

1. the estimated useful lives of capital assets;
  2. the amount of accrued liabilities;
-



## REACH CHILD AND YOUTH DEVELOPMENT SOCIETY

### Notes to Financial Statements

For the Year Ended March 31, 2024

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#### 3. FINANCIAL INSTRUMENTS

The Society is exposed to various risks through its financial instruments and has a comprehensive risk management framework to monitor, evaluate and manage these risks. The following analysis provides information about the Society's risk exposure and concentration as of March 31, 2024.

##### Credit risk

Credit risk arises from the potential that a counter party will fail to perform its obligations. The Society is exposed to credit risk consisting primarily of cash and cash equivalents and accounts receivable. The Society's cash and cash equivalents are maintained with a large federally regulated financial institution in Canada. In order to reduce its credit risk, where appropriate, the Society reviews a new customer's credit history before extending credit and conducts regular reviews of its existing customers' credit performance. The Society has a significant number of customers which minimizes concentration of credit risk.

##### Liquidity risk

Liquidity risk is the risk that an entity will encounter difficulty in meeting obligations associated with financial liabilities as they come due. The Society's exposure to this risk is mainly dependent on the receipt of funds from its customers and other related sources, whether in the form of revenue or advances.

##### Market risk

Market risk is the risk that the fair value or future cash flows of a financial instrument will fluctuate because of changes in market prices. Market risk comprises three types of risk: currency rate risk, interest rate risk and other price risk. The Society is mainly exposed to interest rate risk.

##### Interest rate risk

Interest rate risk is the risk that the value of a financial instrument might be adversely affected by a change in the interest rates. In seeking to minimize the risks from interest rate fluctuations, the Society manages exposure through its normal operating and financing activities. The Society is exposed to interest rate risk primarily through its term deposits.

Unless otherwise noted, it is management's opinion that the Society is not exposed to other significant risks arising from these financial instruments.

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**REACH CHILD AND YOUTH DEVELOPMENT SOCIETY**

**Notes to Financial Statements**

**For the Year Ended March 31, 2024**

**4. TERM DEPOSITS**

The term deposits are held at the Envision Credit Union. The investments are highly liquid term deposit that are readily convertible to cash.

	<u>2024</u>	<u>2023</u>
1 year non-redeemable term deposit maturing August 11, 2024, yielding 5.69% interest per annum	\$ 800,000	\$ 800,000
1 year non-redeemable term deposit maturing January 26, 2024, yielding 5.12% interest per annum	-	300,828
3 year non-redeemable term deposit maturing May 1, 2024, yielding 5.75% interest per annum	<u>175,924</u>	-
Total term deposit maturing within twelve months	<u>975,924</u>	<u>1,100,828</u>
3 year non-redeemable term deposit maturing December 30, 2025, yielding 6% interest per annum	404,437	382,489
3 year non-redeemable term deposit maturing January 12, 2026, yielding 6% interest per annum	247,407	233,921
3 year non-redeemable term deposit maturing January 26, 2027 yielding 5.70% interest per annum	-	169,152
1 year non-redeemable term deposit maturing January 26, 2027, yielding 5.70% interest per annum	<u>300,828</u>	-
Total term deposit maturing beyond twelve months	<u>952,672</u>	<u>785,562</u>
	<u>\$ 1,928,596</u>	<u>\$ 1,886,390</u>

**5. ACCOUNTS RECEIVABLE**

	<u>2024</u>	<u>2023</u>
Individual funding contracts	\$ 220,976	\$ 384,100
Interest income and other funds	84,857	48,288
Cedarbrook	44,813	-
Delta Kids	20,812	-
Delta School District (Preschool North)	267	1,909
Medical Fragile Invoices (MCFD)	<u>9,579</u>	<u>9,579</u>
	<u>\$ 381,304</u>	<u>\$ 443,876</u>

**6. RELATED PARTIES**

The following is a summary of the Society's related party transactions:

	<u>2024</u>	<u>2023</u>
<u>Related party transactions</u>		

*(continues)*



**REACH CHILD AND YOUTH DEVELOPMENT SOCIETY**

**Notes to Financial Statements**

**For the Year Ended March 31, 2024**

6. RELATED PARTIES *(continued)*

	<u>2024</u>	<u>2023</u>
<u>Related party transactions (continued)</u>		
Reach Child and Youth Development Charitable Foundation		
<i>Entity under common directorship</i>		
Donations received	\$ 21,060	\$ 125,341
	<u>\$ 21,060</u>	<u>\$ 125,341</u>

These transactions are in the normal course of operations and are measured at the exchange amount, which is the amount of consideration established and agreed to by the related parties.

The Society is related to The Reach Child and Youth Development Charitable Foundation (the "Foundation") by way of both a common board member and the Executive Director.

Due to related parties

	<u>2024</u>	<u>2023</u>
Long term portion due from related party		
Reach Child and Youth Development Charitable Foundation	\$ 135,457	\$ -
	<u>2024</u>	<u>2023</u>
Long term portion due to related party		
Reach Child and Youth Development Charitable Foundation	\$ -	\$ 17,777

The amounts due to the Foundation are unsecured, non-interest bearing and have no fixed terms for repayment. The two parties are related in that the Foundation's primary duty is to receive, hold, and invest funds and property and to administer and distribute these funds as needed to support the programs and activities of the Society. The Foundation pays the Society for wages associated to the administration and fundraising costs of the Foundation.

**REACH CHILD AND YOUTH DEVELOPMENT SOCIETY**

**Notes to Financial Statements**

**For the Year Ended March 31, 2024**

7. CAPITAL ASSETS

	Cost	Accumulated amortization	2024 Net book value	2023 Net book value
North Delta Land	\$ 206,000	\$ -	\$ 206,000	\$ 206,000
North Delta House	66,600	38,057	28,543	30,446
South Delta Main Building	5,489,613	1,186,213	4,303,400	4,485,804
Equipment	138,078	138,078	-	-
Vehicle	57,118	12,500	44,618	-
Computer equipment	52,310	49,388	2,922	2,076
Leasehold improvements	540,012	540,012	-	-
	<b>\$ 6,549,731</b>	<b>\$ 1,964,248</b>	<b>\$ 4,585,483</b>	<b>\$ 4,724,326</b>

As of July 1, 2023, the assessed value by the BC Property Assessment for Land and Building for the North Delta property was \$1,179,000.

As of July 1, 2023, the assessed value by the BC Property Assessment for Land and Building for the South Delta property was \$7,625,000.

8. ACCOUNTS PAYABLE AND ACCRUED LIABILITIES

	2024	2023
Vendor payables	\$ 352,112	\$ 238,964
Vacation accrual	386,765	281,250
Wages and mileage payable	103,224	127,333
Medically fragile payable	-	154,800
Program supplies payable	103,505	-
Accounting accrual	20,887	28,850
Social fund payable	1,210	1,324
	<b>\$ 967,703</b>	<b>\$ 832,521</b>

**REACH CHILD AND YOUTH DEVELOPMENT SOCIETY**

**Notes to Financial Statements**

**For the Year Ended March 31, 2024**

9. DEFERRED REVENUE

	Beginning balance	Contributions received	Revenue recognized	Ending balance
MCFD - with permission	\$ 436,665	\$ 923,478	\$ 652,141	\$ 708,002
MCFD	130,331	9,465,002	9,465,002	130,331
MCFD - Cedarbrook	-	662,145	610,146	51,999
MCFD - BC Disability	-	200,000	20,353	179,647
Gaming	97,000	108,317	108,317	97,000
Fundraising	149,846	121,327	173,563	97,610
Global Container Terminals	33,500	128,000	21,500	140,000
Red Cross Grant	-	60,368	54,500	5,868
FortisBC	10,000	15,000	5,000	20,000
	<u>\$ 857,342</u>	<u>\$ 11,683,637</u>	<u>\$ 11,110,522</u>	<u>\$ 1,430,457</u>

10. DEFERRED CAPITAL CONTRIBUTIONS

A total of \$5,489,613 was raised and used to construct the South Delta building, which was completed in 2018. The deferred contribution and the cost of the building is being amortized over the 30 year lease, that is in place with the City of Delta for the land where the building resides. The minimal rent equal to a dollar is due to the City annually.

**REACH CHILD AND YOUTH DEVELOPMENT SOCIETY**

**Notes to Financial Statements**

**For the Year Ended March 31, 2024**

**11. INTERNALLY RESTRICTED NET ASSETS**

Internally restricted net assets consists of a contingency reserve fund for future employee sick leave and building maintenance.

Sick reserve fund

The Society's policy is to grant sick credits of 1.5 days per month of employment to a maximum of 54 days for full-time employees. The Board approved to elect to use the sick reserve fund to cover any shortfall from the unrestricted fund.

Building reserve fund

The Society has a lease agreement with the City of Delta and is responsible for maintenance and repairs to the internal and external part of the building. The building reserve fund is for major maintenance or renovations that will be needed as the building ages. Board approved allocations to the reserve are based on annual facility costs that are charged out to programs on a square footage percentage of the Society's building.

	<u>2024</u>	<u>2023</u>
<u>Sick reserve fund</u>		
Opening balance	\$ 751,352	\$ 730,762
Allocation	(213,617)	20,590
Expenditures	-	-
Ending balance	<u>537,735</u>	<u>751,352</u>
<u>Building reserve fund</u>		
Opening balance	341,445	280,733
Allocation	-	60,712
Expenditures	-	-
Ending balance	<u>341,445</u>	<u>341,445</u>
	<u>\$ 879,180</u>	<u>\$ 1,092,797</u>

**12. ECONOMIC DEPENDENCE**

The Society is economically dependent on government funding and independent grants, which represent 91% (2023 - 91%) of the total revenue. Management is of the opinion that there will be no change to the expected funding.

**13. CAPITAL MANAGEMENT**

The Society's objective when managing capital is to safeguard the entity's ability to continue as a going concern, so that it can continue to provide services to the community.

The Society sets the amount of capital in proportion to risk and manages the capital structure and makes adjustments to it in light of changes to economic conditions and the risk characteristics of the underlying assets.



**REACH CHILD AND YOUTH DEVELOPMENT SOCIETY**  
**Notes to Financial Statements**  
**For the Year Ended March 31, 2024**

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14. DISCLOSURE UNDER THE SOCIETIES ACT OF BRITISH COLUMBIA

As part of the disclosure requirements of the Societies Act of British Columbia, the Society reports they had 29 employees who earned in excess of \$75,000. Total remuneration to these employees was \$2,663,882.

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15. COMMITMENTS

In February 2018, the Society entered into a 66-month rental contract for a Konica photocopier with Meridian OneCap Credit Corp. The lease commenced on March 1, 2018, with the final payment due August 1, 2023. Payments of \$650, plus taxes, are due monthly.

In June 2016, the Society entered into a contract with the City of Delta to lease property at 5050 47th Ave, Delta BC. The 30-year lease commenced in 2018 with the completion of the constructed building at a value of \$1 per year.

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16. COMPARATIVE FIGURES

Some of the comparative figures have been reclassified to conform to the current year's presentation.

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**Group Respite Parent**

*Invitations to go to friends houses or to have friends come to our house are far and few between. Here, nobody judges anyone, everyone is included, they are all teens...*

# LIST OF DONORS 2023-2024

## Community Service Groups

Kinsmen Club Ladner/Tsaw  
Royal Canadian Legion #289  
TOOBS  
Tsawwassen Rotary Club

## Business - Corporate

Aileen Noguier Group -Realtor  
Atlantis Day Spa  
BA Blacktop Ltd/Eurovia  
Bard on the Beach  
Barnside Brewing  
BC Brick Supplies Ltd  
BC Ferries Corporation  
Beach Grove Golf Club  
Black Bond Books  
Blenz  
BLG LAW  
BMO Global Asset Management  
Britannia Brewing  
Camille's Boutique and Gallery  
Canoe Financial/ David Bear  
Central Walk Tsawwassen Mills Inc.  
Century Group Lands Corporation  
Chemainus Theatre Festival  
Civic Hotel  
CJB Law Corp.  
Clean Slate Skin Bar  
Coast Tsawwassen Inn  
Cobbs  
Costco Langley  
Costco Richmond  
Daniel Boisvert Notary Public  
Deas Island Dance  
Delta Agricultural Society  
Delta Carpets  
Delta Law Office  
Delta Pacific Seafoods  
Delta Parks & Recreation  
Deolia Waste Solutions  
DF Architecture Inc /Group 161  
Dollarama  
Emma Lea Farms  
Everything Wine  
Executive Suites Hotel & Resort  
Fasken  
Fidelity Investments Canada ULC  
First West Credit Union  
Flowers Beautiful  
Fortis BC  
Four Winds Brewing Company  
Gateway Casinos & Entertainment  
GCT Global Container Terminals  
GML Mechanical  
Gourmand Macaron  
Harris Nurseryland  
Harry's Fish and Chip Shop  
IA Clarington Investments Inc.  
Il Covo Trattoria  
Il Posto Restaurant  
Il Terrazzo Ristorante  
Immediate Images  
Jennifer Dupuis & Amber Baird -Sutton  
Keystone Architecture & Planning Ltd  
Le Groupe Ocean  
London Drugs - Ladner  
Ma Maison  
Mario's Restaurant  
McDonald's Restaurant (Jutt Foods)  
Meraki Therapeutics  
Metro Liquor, Tsawwassen Commons  
Mike Kittson - Sutton Group Seafair  
Milestones, Tsawwassen Commons  
Minter Country Gardens  
Molly Maid  
Mr Mom's World  
Muddy River Landing  
Newman's Fine Foods  
North Delta Reporter  
Odlum Brown Limited  
One20 Public House

Onni Property Management Services  
Penmat Mana JV (Delta) Ltd  
Pinnacle Global Solutions  
Points of Light  
Prestige Oceanfront Hotel  
Provincial Employees Community  
Services Fund  
Ray's Cycle Service  
Realco Holdings Ltd.  
Richlea Bakery  
River House Restaurant and Pub  
Rona - Tsawwassen Commons  
Saputo Dairy Products Canada  
Save On Foods - Tsawwassen  
Save-On Foods Ladner  
Seahorse Grill  
Sheila's Catering  
Sparkling Hill Resort  
Squamish River Horse Adventures  
Starbucks - Tsawwassen Commons  
Stir Coffee House  
Sunnyside Nurseries  
Suter Services  
Swim Blue  
Tap Restaurant  
Target Transport  
Tasty Indian Bistro  
TD Asset Management  
TD Commercial Banking Centre  
The Copper Coil  
The Delta Optimist  
The Landing Pub & Liquor Store  
Thrifty Foods Tsawwassen  
Tsawwassen Springs Golf Course  
Tsawwassen Wellness Centre  
Urban Rack  
Vacuum Works  
Vancouver Fraser Port Authority  
Walnut Beach Resort  
West Coast Seeds  
Westland Insurance  
WHM Structural Engineers  
Wood Gundy CIBC Miracle Day

## Foundations/Societies

Air Canada Foundation  
Auchinleck Family Foundation  
BC Aboriginal Child Care Society  
Canadian Online Giving Foundation  
Centra Cares Foundation  
Delta Agricultural Society  
Delta Community Foundation  
Delta Firefighters Charitable Society  
Fraserway RV Adventurer Found.  
Lloyd Moskaluk Foundation  
PayPal Giving Fund  
Provincial Employees Community  
Fund  
Tenaquip Foundation  
Trotter Family Foundation  
Vancouver Foundation

## Government

BC Government Community Gaming Grants Branch  
City of Delta  
Federal Government Ministry of Children and Family  
Development  
Tsawwassen First Nation

## Individuals

Ahlm, Louise  
Aird, Rhonda  
Anderson, Yvonne  
Annis, Linda  
Antil, Paula  
Ardron, Caylea  
Armstrong, Brett  
Atkinson, Bev  
Auriti, Corbin  
Ayers, Judi  
Baatz, Ernest

Baker, Taylor  
Barnford, Taylor  
Bartlett, Valerie  
Bates, Jack  
Beamish, Greg  
Berry, Jim  
Bettencourt, Christopher  
Bird, Gemma  
Birkeland, Gayle  
Bliss, David  
Bliss, P Elaine  
Bowyer, Stuart  
Bramhill, Geoff  
Brar, Dave  
Briscoe, Shannon  
Burke, Donna  
Butsang, Tenzin  
Calderwood, Eleanor  
Camana, Jocelyn  
Cameron, Daniel  
Cassidy, Chief Laura  
Chan, Eunice  
Chang, Yo-Yi  
Chivers, Amber  
Clifford, Kevin  
Clifton, Daphni  
Cooper, Michael  
Coyle, Claire  
Creed, Jeremy  
Cummings Stanley, Jean  
Curtis, Adele  
D Aquila, Renie  
Dean, Robert  
Delgaty, Eileen  
Denholm, Suzannah  
Devolin, Anne  
Dhillon, Ammen  
Dixon, Brad  
Dixon, Laura  
Douglas, Agnes  
Edwards, Peter  
Emson, Jane  
Eviston, Jaina  
Familton, Linda (Lindsay)  
Fidyk, Amber  
Firth, Brittany  
Fischer, Leanne  
Forcier, Irene  
Foster, Judith  
Frederickson, Daun  
Gabara, Eric  
Gabara, Tanya  
Gatin, Ruslan  
Gill, Vicki  
Gillespie, Michelle  
Goldberg, Paul  
Gradley, Shauna  
Grainger, Carol  
Grant, Taylor  
Graves, Stephanie  
Greenaway, Rebecca  
Harvie, George  
Hatcher, Claire  
Henderson, Rich  
Hermesmann, Jennifer  
Hewitt, Nikki  
Hines, Susan Chandler  
Hodgins, Sean  
Hogben, Jeff  
Holden, Patricia Margaret  
Honsberger, David  
Horgan, Denis  
Horner, Rosanne  
Horton, John  
Hunton-Sehdev, Joanne  
Hurst, Mike  
Inwin, Wendy  
Janssen, Marion  
Jeske, Wendy  
Johnson, Patricia  
Jutt, Nauman  
Katalinic, John



Ker, Diane  
 Kerluke, Danielle  
 Keulen, Angela  
 Khela, Harp  
 Kidd, Jody  
 Kirkbride, Brian  
 Konowalchuk, Sandra  
 Kozak, Ed and Melanie  
 Kruger, Dylan  
 Kudzin, Bernadette  
 Kumar, Neil  
 Lapointe, Vanessa  
 Lee, Justin  
 Lee, Shelley  
 Lewall, Carlene  
 Lewington, Laura  
 Lionello, Leanne  
 Little, Eric  
 Loader, Scott  
 Locke, Brenda  
 Lowndes, Colin  
 Lowndes, Michael  
 Macey, Sarah  
 MacGregor, Kelly  
 Mackie, James  
 Mager, Carie  
 Mager, Lynden  
 Mah, Calvin  
 Mah, Cameron  
 Mah, Carole  
 Mah, Chantal  
 Major, Eva  
 Malana, Megumi  
 Mann, Corey  
 Mann, Milan  
 Mann, Pindi  
 Margetson, Lisa  
 Martin, Alison  
 McCafferty, John  
 McCafferty, Marcia  
 McGrew, Stacey  
 McKnight, Jill  
 McMahan, Bernice  
 McManus, Talia  
 Megrian, Greg  
 Miller, Valerie  
 Mitchell, Jean  
 Moffatt, Kristina  
 Nay, Gary  
 Nelson-Smith, Bernard  
 Netherton, Camille  
 Nielsen, Kim  
 O'Keeffe, Sandra  
 Ostrom, Karen & David  
 Owens, Camille  
 Painter, Mary  
 Park, Kathy  
 Parmar, Hudge  
 Pateman, Don  
 Paterson, Karen  
 Paton, Ian  
 Pentland, Glenda  
 Phillips, Pauline  
 Pickett, Kimberley  
 Plante, Tracy  
 Pop, Cornel  
 Racz, Anita  
 Rehlinger, Frank and Priscilla  
 Reid, Shirley-Ann  
 Reid, Teresa  
 Rickson, Geoffrey  
 Rogers, Stacy  
 Roman, Tanisha  
 Rosenke, Anja  
 Ross, Bruce  
 Routtenberg, Tori  
 Rutherford, Joseph  
 Sadlo, Tanya  
 Saini, Inder  
 Saip, Mackenzie  
 Salazar, Daniel  
 Salazar, Daniver

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