



# **THE CLUB** **INCLUSION**

## Annual Report 2017



Building Friendship, Building Community, Building Success

# Joining 'The Club'

*By Les Tyler Johnson*

"How was Club? What did you do?" I asked.

"It was good. We hunged out on the beanbag chairs and just chilled and we talked about what we're thankful for." This was coming from the same child who used to give the one-word answer, "Good" whenever you asked him anything: How was school today? Good. How do these shoes fit? Good. Do you want to have pizza for dinner? Good.

We are the Johnsons: Leith (mom), Les (dad), DJ (12 years old), and 15-year-old Club participant, Liam. In June 2017, we moved to Halifax from the United States. The transition to a new country, culture, school, and home was challenging, especially for Liam. He missed his routine, his friends, and most of all, riding his bike around the suburban streets outside of Milwaukee.

Things improved as September approached. One of his teachers told us of a place we should visit: "It's called The Club." In the past, we've had to fight to get Liam to be allowed to participate in after-school or community programs. After years of battling teachers, coaches, and program directors, they all eventually, but with great trepidation, let Liam participate. He built sets in technical theatre, raced on the cross-country running team, acted in the junior high drama production of *The Lion King*, and got a standing ovation in the school's talent show. Our efforts paved the way for other kids with disabilities to participate too. But it was hard work, and with everything else going on, we weren't equipped to start another fight here in Nova Scotia.



We visited anyway.

From the moment we walked in, we were welcomed. Everyone came to greet us. We didn't even know that the word "inclusion" was part of its name, but from that first day, we would have told you it ought to be... along with "friendship," "support," "community," and a few other descriptors. (I suppose "The Club of Inclusion, Friendship, Support, and Community" would be too unwieldy.)

Now, every day, it's, "Can we go to The Club?" or "Tomorrow's Wednesday – Club day!" or "Just four more days until Club!" Liam is by far the busiest, most-engaged member of the family. He's often at The Club four days a week, participates in two sports with Special Olympics, and volunteers with a local organization. The Club has been great for Liam's development, our relationship with our younger son, and our family as a whole. We are so grateful for our ability to live in this amazing city and country, and most of all that Liam has found a new home at The Club Inclusion.





# President's Report

2017 was an important year for The Club Inclusion in so many ways. A year when The Club continued to grow and impact our community, supporting even more families and individuals while retaining a high quality in every aspect of our work. Following our focus groups, online consultation and a great deal of community input, we completed our Strategic Plan for the next three to five years – I'm excited to be able to unveil some of our plans in this year's Annual Report, and hope that you see your voice reflected in these choices.



Ensuring that creative, person-directed activities are at the heart of all our programs is essential, and this year we were delighted to work with artists, musicians and health practitioners throughout the community including continued relationships with Heartsparks Music Therapy, the IWK and HRM Rec, DJ Ace, and Zumba with Darin and Shelley, Eastern Front Theatre, and a new partnership with Yoga instructor Kim Hayward. We also continued to prioritize access for those with diverse abilities, backgrounds, and needs, including newcomers to Canada; providing bursaries and information sessions and volunteer opportunities for former refugees in partnership with ISANS.



MEG YOSHIDA PHOTOGRAPHY

We take the trust that the community has in us extremely seriously, and have continued to prioritize Risk Management. This year has seen a Risk Management Review and continued training and orientation for our staff and volunteers, ensuring that program supports are appropriate for people with complex medical and behavioural needs. As a Registered Nurse I have been particularly keen to ensure that the health and safety of our members is always a priority, and I am confident that The Club's procedures are extremely detailed and effective.

2017 started with wonderful news as The Club Inclusion was chosen as the Charity of Choice by 100+ Women Who Care Halifax. From this opportunity we have been able to develop more programs and collaborations in the community, including our Acts of Kindness program and a new Pilot Day Program. Right from the start, The Club Inclusion has been powered by partnership and collaboration. We could not operate without the ongoing support of crucial partners. The United Way of Halifax has not only believed in us from the beginning, supporting our core operating costs and many programs since 2010, but has provided those extra special additions such as volunteers to set up our Haunted House and renovate Club furniture, training, donations of materials and office equipment, and connecting us with experts and opportunities in the community.



PHOTO THANKS TO MEG YOSHIDA, 100+ WOMEN WHO CARE

The Parish of St James Anglican Church in Halifax and Grace United Church in Dartmouth have become so much more than landlords, giving The Club a home, and also offering support, volunteer help, kindness and understanding. Join us on Monday evenings at Grace United Church Hall to see the full effect of community collaboration, as we sing together in our Inclusive Choir.

I would like to say how grateful I am to all of you for allowing me to serve as President for the last six years. As I step back from this role I am excited to be able to pass on the work to Robert Maingot, who has joined us from the Canadian Men's Progress Club, Halifax. This year has seen a growing relationship between The Club Inclusion and the Canadian Progress Club - Halifax. This strong connection has truly benefitted our organization in terms of funding, expertise and a much wider support. The Progress Club and their generous donors supported our 2017 Summer Camps and have now extended their donation to Day Programming – we are immensely grateful for their kindness and dedication (even washing up at our recent Holiday Feast!) and we are delighted to be able to work with them into the future. Having Rob work with us in a leadership role will help to strengthen this important bond, and I know I leave the role of President in very good hands.

*Sharon Malay*  
*President of the Board of Directors*

# Planning for the Future

As part of our Strategic Planning process, we asked Club members, families, volunteers and stakeholders, what Club Inclusion means to them, and what they want to see in the future. Over 100 people took part in this process and shared their thoughts, ideas and hopes. Chris Hornberger from Global Consulting worked closely with The Club Inclusion Board of Directors and staff to develop a Strategic Plan for the next three to five years. Here are the main priorities:

## Priority One: Programming

We heard that families need increased respite, and participants gain a great deal from Club programs in terms of confidence, enhanced quality of life, and goal achievement

Our plan is to continue to provide professional, responsive, creative and innovative programming that meets members' needs

Our objectives are to increase summer camps and day time programs, to look at expanding programs to other places such as Bedford and Sackville, and increase inclusion support for people who have high needs and behavioural challenges

## Priority Two: Facilities

We heard that participants and families want ownership of Club spaces, and security into the future. Supporting clients who find change difficult and those who have high physical needs is a priority

We plan to explore options that allow for expansion of programs in appropriate spaces

Our objectives are to investigate creative options such as 'pop up' spaces and seek out funding partners who might be interested in supporting The Club Inclusion's space requirements. We'll also conduct a needs analysis to determine future space needs

## Priority Three: Branding & Marketing

The Club Inclusion is a young organization that has already obtained an extremely wide reach throughout the disability community

Our plan is to create greater exposure and awareness of The Club Inclusion

Our objectives are to continue to celebrate The Club Inclusion as an organization of choice for young people looking for daytime and evening opportunities. We will develop a robust marketing plan including training Board Members and developing creative branding solutions

## Priority Four: Sustainability

We heard that participants and families rely on The Club Inclusion for respite, quality of life, healthy living and much more. The future sustainability of the organization is crucial for community needs

We plan to attract the necessary funding, staff and volunteers to achieve the mission and vision of the organization

Our objectives are to develop a funding plan with diverse funding sources, increase staffing to alleviate the administrative burden on the Executive Director, retain a committed volunteer base and continue to develop our risk management policies

If you would like this information in plainer language, please contact us: [alice@theclubinclusion.com](mailto:alice@theclubinclusion.com) or call 902 478 1917. For more information about The Club Inclusion, our programs, our Board of Directors and how to become more involved, visit our website: [www.theclubinclusion.com](http://www.theclubinclusion.com).



# Some of our most Magical Memories of 2017!

## #1 Kiss Tribute Concert



## #2 Summer Camp for five weeks

## #3 Two of our staff win Bhayana Awards



## #4 Supper Club Fun

## #5 Under the Sea Prom



## #6 Crushing it at the Bluenose Marathon

## #7 Theatre Club performs at the Stages Festival



## #8 Classified comes to visit



# Financials

## The Club Inclusion

### Statement of Revenues and Expenditures

Year ended October 31, 2017

For plain language information please email:  
alice@theclubinclusion.com

| <b>Income</b>                        | <b>\$</b>    |
|--------------------------------------|--------------|
| Government Grants                    | 9,450        |
| United Way of Halifax & other Grants | 87,150       |
| Fundraising                          | 20,036       |
| Donations                            | 45,950       |
| Membership Fees                      |              |
| Club Dartmouth                       | 2,947        |
| Drop In Club                         | 17,089       |
| Lunch Club                           | 740          |
| Summer Camp                          | 29,570       |
| Supper Club                          | <u>1,560</u> |
| Total Income                         | 214,492      |

| <b>Expenses</b>         | <b>\$</b>    |
|-------------------------|--------------|
| Amortization            | 9,853        |
| Office                  | 21,136       |
| Fundraising             | 1,610        |
| Club Dartmouth          | 5,637        |
| Drop In Club            | 42,081       |
| Lunch Club              | 2,383        |
| Summer Camp             | 48,374       |
| Supper Club             | 3,819        |
| Programming Salaries    | 50,596       |
| Administrative Salaries | 24,456       |
| Planning                | <u>4,828</u> |
| Total Expenses          | 214,773      |

**Balance** (281)

## Statement of Financial Position

Year ended October 31, 2017

| <b>Assets</b>                      | <b>\$</b>     |
|------------------------------------|---------------|
| Current                            |               |
| Cash                               | 73,322        |
| Accounts Receivable                | 460           |
| Prepaid expenses                   | 545           |
|                                    | <u>74,327</u> |
| Equipment & Leasehold Improvements | <u>13,777</u> |
|                                    | 88,104        |
| <b>Liabilities</b>                 | <b>\$</b>     |
| Current                            |               |
| Accounts Payable                   | 3,827         |
| Deferred Revenue                   | 20,336        |
| Net Assets                         |               |
| General Fund/Reserve               | 22,376        |
| Internally Restricted              | <u>41,565</u> |
|                                    | 63,941        |
|                                    | 88,104        |

### Treasurer's Note:

As in keeping with the Board's sustainability policy we have continued to keep a reserve fund in case of unexpected eventuality

The Club Inclusion Accountants are  
Optio, Chartered Professional  
Accountants  
5991 Spring Garden Road  
Halifax NS B3H

# Thank you

We are incredibly grateful for the support of our funding partners and proud to be a United Way of Halifax funded agency and to be supported by the Canadian Progress Club – Halifax. We want to say a special thank you to the following people and organizations for their financial support:

100+ Women Who Care Halifax  
 Alan Mather & friends  
 Alex Halef  
 Ambassatours  
 Andrew & Carmel Raymond  
 Anna Gillis & Family  
 Anonymous Benefactors  
 Atlantic Superstore Joseph Howe Drive  
 Bluenose Marathon Team for The Club  
 Canadian Progress Club – Halifax  
 Charlton & Connolly  
 Chandler Inc.  
 Chris Austin  
 Christmas Basket contributors  
 Claude Hamilton  
 Clearwater Seafoods  
 Councillor David Hendsbee  
 Councillor Sam Austin  
 Councillor Shawn Cleary  
 Councillor Zurawski  
 Dartmouth Community Health Board  
 Derek & Christine Graham  
 Derek Foley  
 Eastern Shore Optical  
 Federal Government of Canada  
 Flemming Foundation  
 Fusion Print & Imaging  
 Grace United Church, Dartmouth  
 Hadia Bedoui  
 HM Design

Investors Group  
 J2K Properties  
 Jamie & Debbie Munro  
 Jerry & Mark Nickerson  
 Jim Kanellakos  
 John Kanellakos  
 Kathy Bouliane  
 Keith Sawlor  
 Lisa Anderson  
 McInnis Cooper  
 Meridy Thomson  
 Michael Gillan, Realtor  
 Mitchell Ferguson Law Office  
 Murphy Business Atlantic  
 Partnership for Access Nova Scotia  
 Paul & Carolyn Beezley  
 Paul Reeve-Newson  
 Province of NS Department of Communities, Culture & Heritage  
 Province of NS Dept of Immigration  
 Reverend Ihasz & Family  
 Sandra Pike  
 Sobeys  
 Summit Search Group  
 Todd Royale  
 Trampoline Creative Inc  
 United Way of Halifax  
 Uta Donahue  
 Victoria & Robert Apold

Our work would not be possible without key partnerships in the Community. Thank you to the following groups and individuals for their support. It has been a pleasure to work with you during 2017:

Citadel High School  
 Dalhousie University, School of Health and Human Performance  
 Dr Brian Hennan  
 Dr Lindsay Vellacott  
 Dr Paula Hutchinson  
 Dr Barbara Hamilton-Hinch  
 DJ Ace  
 Eastern Front Theatre  
 The Parish of Grace United Church  
 Halifax Global Consulting  
 HRM Recreation  
 Heartsparks Music Therapy  
 ISANS Immigrant Settlement Agency of NS  
 IWK Health Centre  
 Karen Bassett  
 Kim Hayward  
 Noreen Guptil  
 Nova Scotia Assoc. for Community Living  
 Nova Scotia Partnership for Respite  
 Nova Scotia Community College  
 Success College  
 The Parish of St James Anglican Church  
 Zumba with Darin and Shelley



**Canadian Progress Club**  
**Club Progrès du Canada**



**United Way**  
**Halifax**

Thank you to the Caregivers, Members, Families and Friends who have worked tirelessly to make The Club Inclusion such a success. Thank you also to our Staff and Volunteer Team. Your dedication, enthusiasm, compassion and professionalism, inspire and motivate us all. We are extremely lucky to have you as part of the 'Club Family.'

#### 2017 Staff Team:

Executive Director: Alice Evans

Administrator: Patricia Neves

Program Director: Jackie Rivers

Program Leaders: Justin Eweka, Kari Plaggenborg, Justin McGarragh, Adam Johnson, Stephanie Josselyn, Audrey Samson, Emily Flinn, Melinda Dobson, Pearse Sweeney, Katie Ashley, Jami Proude. Additional Summer Camp Staff: Celilidh Wright, Corey Morrison, Denise Smith, Ewa Rudnicki, Heather King, Thomas Rivers. Inclusion Officer:

Jamie Parris

Inclusion Intern: Stephanie Dupuis

Volunteer Fundraiser: Brad Milligan

#### 2017 Board of Directors:

Sharon Malay, President

Anne Louise Desrosiers, Vice President

Uta Donahue, Treasurer

James Robertson, Secretary

Anne-Marie Leger

Audrey Samson

Dawn Le Blanc

Grant MacLean

Jo-Ann McNamara

Jocelyn Tingley

Robert Maingot

Alice Evans (non-voting member)

Staff Representative: Jackie Rivers

Member Reps: Conar Clory, Katelyn Isenor

#### The Club Inclusion Co-founders:

Renée Pye & Alice Evans 2008





