

ANNUAL REPORT 2021



CHAIR'S REPORT

As we close another year at Club Inclusion, I'm filled with great pride to be a small part of this amazing organization. The 2021-2022 year of Club was an extension of what we faced the previous year. Uncertainty, disappointment, and adversity were met head on by adaption, positivity, and determination by our wonderful Club Inclusion Community.

Our amazing staff, led by Jackie Rivers, made certain our members' happiness and safety were a top priority. I want to extend our sincere thanks to each and every staff member for their tireless effort to keep Club not only open, but on a path of growth and success. Please join me in sending our heartfelt thanks to Jackie, Justin, Linnea, Ceilidh, Hasti, Cory, Kyle, Nora, Tamara, Rafaela, Annika, and Amber. Your resilience and flexibility during the past year has not gone unnoticed. Thank you for everything you do! We truly appreciate you.

I would also like to say a special thanks to Sharon Maunder. Sharon works extremely hard for us behind the scenes to ensure our lights stay on and our people are taken care of. Thank you, Sharon!

Our Board continued to meet virtually during the year. I want to thank each of them for their time, passion, and engagement. Jackie and her team make us look good, but the weight that goes into each decision by the Board is not lost on me. I appreciate their support, advocacy, and fellowship. Thank you Sarah, Annie, Paula, John, Henrick, Uta, Dawn and David. It's worth noting that this is the last year of Dawn's service with us. A massive thanks to her for everything she has done during her time on the Board.

A lot of our success could not have happened without the kindness and generosity of our amazing community. We were able to continue our online programming and make it accessible for all thanks to their tremendous amount of donations and support.

With Jackie and the team's hard work we were awarded several grants throughout the year, allowing us to continue to offer familiar and new opportunities. Most notably, the exciting Community Grant, which went towards building an inclusive gym at Club!

I am excited for the year ahead and the potential opportunities that continue to present themselves. Thank you to all our partners, donors, volunteers, and parents. Club would not be the success it is without your unwavering support.

And the BIGGEST, LOUDEST and HAPPIEST 'THANK YOU' goes to ALL our Club Inclusion members. Thank you for your creativity, imagination, patience, funny jokes, fun spirit, big hearts, and most importantly – Thank you for being you!

I wish everybody a wonderful, healthy, and safe 2022 at Club Inclusion.

Respectfully yours,



Chris Mann

PRESIDENT

FRIENDSHIP

Date Nights

Club Inclusion Date Night is the perfect chance to create friendships that might lead to more! We plan activities that help us connect 1-on-1 and really get to know each other. We also adjust the space to create a charming atmosphere. We can enjoy a bar with mocktails, twinkle lights, and romantic music. At the end of the night we have the chance to write down the name of 1 or 2 people that we want to get to know more. If two people both write each other's names, the team helps us share contact details so we can get talk or get together outside of Club as well.



Friend Nights

"At Friend Night we have a lot of fun. We do lots of different activities that help us get to know people. Sometimes we do activities in small groups and sometimes we do them with a partner. Whatever we do, it's just really really nice to do it with friends."

- Heather McNamara



Support Groups

Life can be tough. Sometimes you just need to talk through difficult things with your friends. Whether it's a fight with your bestie, job or school stress, or being fed up with COVID-19, Support Group makes it easier to get through our challenges.



Summer Camp

Summer Camp this year was so much fun. We had 6 different weeks, each with its own theme: Carnival, Club Olympics, Arts Around Us, STEM, Fantastic Festivals, and As Seen On TV. Camps were offered both online and in person, which meant people from all over the Maritimes could join in!

Camp is all about having fun, trying new things, and being together with friends. After a stressful year of school and work, it is so fun to just hang out and goof around. The new dunk tank tower, Wheel of Misfortune, the Songkran Water Festival, egg drop challenge, boat races, karaoke, mini golf, and Carnival Day were some of our favourite activities.



"I want to come every day for all 6 weeks forever!"

- Chris Yeadon

"I loved the snowcones and cotton candy at camp!"

- Dakota Smeltzer

"The dunk tank rocks! It was so funny!"

- Katie McKay



"I come as support and I have as much fun as the members!"

- Evva Rudnikki

HEALTH AND FITNESS

Accessible Gym

Club Inclusion was so excited to earn a Community Grant this year, allowing us to install an inclusive and accessible gym! Multi-use machines, 2-in-1 rowing machines/recumbent bikes, accessible ellipticals, hand- and foot-peddlers, weights, and weighted hula hoops are some of the awesome adaptable equipment pieces you will find when you visit.



Cheer with Cheer Nova Scotia

"It was awesome getting together to do cheer this year both online and in person. With the help of Cheer Nova Scotia, I got to learn how to do stunts! It's always so fun doing sports with friends at Club. "

- Tiffany Bonin



Dancing and Yoga

"The best way to stay fit is through dance. I love dancing with Alyssa because it makes me feel free and it is so much fun!"

- Christine Riley



Healthy Eating with MasterChef

MasterChef is an online cooking program that provides participants with portioned packages of ingredients. Members then follow along with our amazing MasterChef Kyle through Zoom in real time.



"I love doing the cooking online with Kyle. The best part is sharing what I made with my family."
- Cassidy Fisher

"I liked being with friends and being active. I like going on the trampoline at Club."

- Luc Desrosiers

CREATIVITY

POP-UP SHOPS

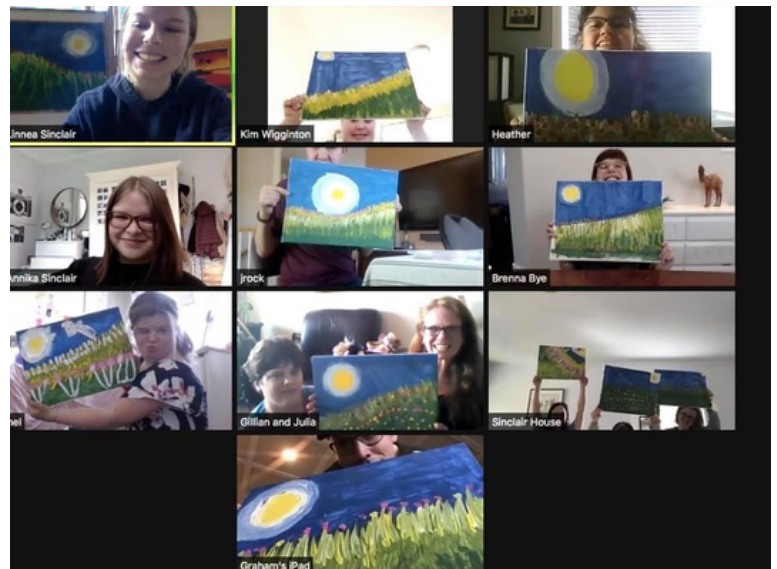
Artists of Club Inclusion Day Programs get crafty by making individual and group projects to sell at our online and in person Pop-Up Shops.

"I love Pop-Up Shop because it turns art into my own business and teaches me skills."
- Conar Clory



PAINT NIGHTS

Paint night was one of our favourite programs this year! We loved getting together in person to paint. When COVID-19 broke out in our community again, we were so glad to be able to continue the program online with Zoom and take-home supplies packs!

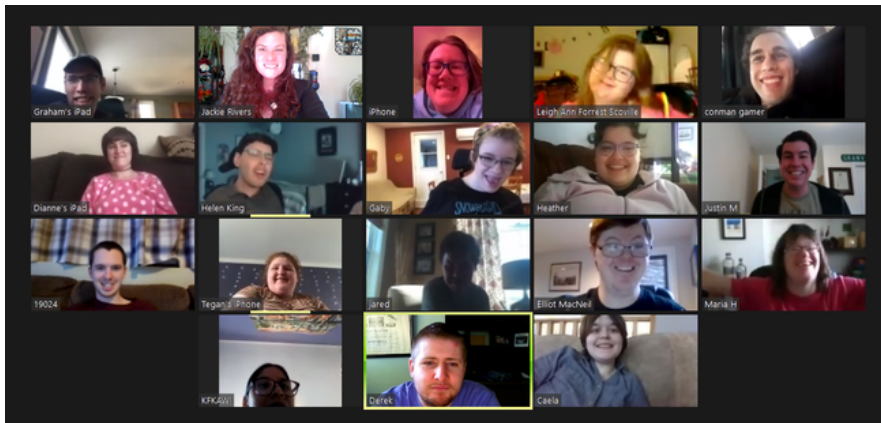


Theatre Club

Theatre Club with Justin continues to be one of our most popular Drop-In Club programs year after year. This program gives everyone a chance to lead the group and take centre stage. We were so glad to be back this year in small groups for monthly in-person "Theatre Boot Camps". We also wrote and produced a video together, *Channel Surfing*, for the online Stages Theatre Festival. It was really fun to make... and funny to watch!

"I love Club Inclusion Theatre Club because I can express myself with dancing! I also really love watching other people express themselves through music and acting!"

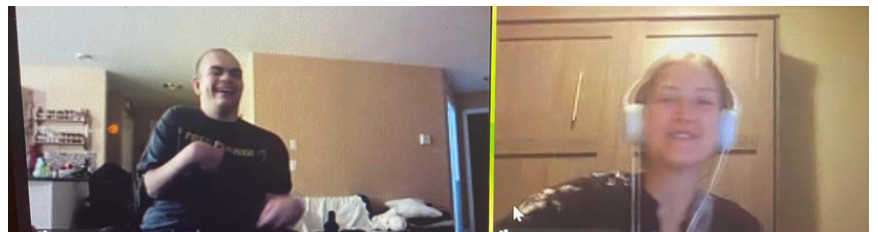
- Denise Hick



"I love Theate Club beucase we get to be in the Stages Festival. Our video is shared with and seen by all of Halifax! We are YouTube stars!"

- Tiffany Bonin

Music Therapy



Club Inclusion partnered with Heartsparks Music Therapy for another year of awesome weekly music therapy sessions with Drop-In.

We love getting together in person or online (when we need to) to sing and dance to our favourite songs. Stephanie, Brandon, and Rachel always know the songs we want- and if they don't, they learn them for us!

"I love singing. I am a good singer."

- Rachel Forrest

SKILL BUILDING

Business and Recreation

The Business and Recreation Day Program gives members a chance to try new things, learn new skills, and make some money! Some of our favourite parts are the Pop-Up Shops, cooking and baking, music therapy, making crafts, going on trips, using the gym equipment, playing games, and just hanging out with friends.



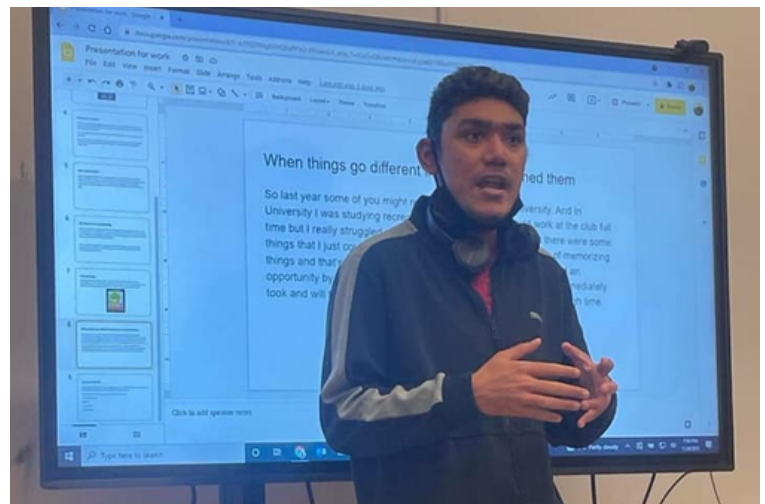
Youth Transition

"The Youth program is where we learn skills to help us get ready for whatever we want to do next in life. We learn life skills and things that could help us get a job in the future if we want. I did the Leader In Training program to learn how to run activities for members. It was awesome! Now I am a Junior Leader!"

- Patrick Flewelling



Job Links Club

Job Links Club is an employment readiness program that offers workshops and support groups to people looking to join the labour market or switch jobs. Sessions are free to join for everyone, thanks to a year of full funding provided by the Department of Labour and Advanced Education!



Patient Simulator

The Patient Simulator is an optional work experience for members of the LIT program. We pretend to be a patient going to the doctor to help Dalhousie medical students learn how to better support people with different abilities. We also show them different ways we communicate and share information.

**IPE Mini-Course:**
Practicing Interprofessional and Person-Centred Care with Individuals with Developmental (dis)Abilities

This mini course is facilitated online with members of [Club Inclusion](#). It will be held in 3 sessions. Lecture, interprofessional small-group discussions facilitated by a health professional, and interviews with two adults with developmental disabilities (DD) and their caregivers.

Learning with, about, and from each other and adults with DD, students will explore:

1. Various interprofessional roles of health care professionals when providing health care to persons with DD,
2. Strategies for communicating effectively with adults with DD,
3. Decision-making and how to determine consent capability when providing health care to adults with DD, and
4. Interprofessional communication and collaborative care for adults with DD.

Location: Synchronous Online on Zoom
Dates: Feb 8/ 10/ 15, 2022 @ 4-6 pm

For more information about this mini-course click [here](#)

"I did the patient simulator, and it was my first time doing it. It was really fun and I enjoyed it lots. I learned lots from doing it. It was a lot of fun to be able to help teach students about people with different abilities so they know how to work with others when they are doing what they do. It was a great experience to be a part of. I am glad I was able to do it."

- Tegan Bielawski



LIT FRIDAYS

After learning about leadership and how to run programs, Leaders In Training would plan and run the Friday programs at Day Program.

"We talk about what people like to play and plan games with them to do!"

- Rachel Forrest

"LIT Fridays are awesome!" - Jared Rose

COMMUNITY

Walking Club

This year Walking Club took us all over Halifax and Dartmouth, meeting at amazing places throughout the community. We explored the Public Gardens, Point Pleasant Park, York Redoubt, Shubie Park, Africville Park, Sullivan's Pond, and more!



"Walking Club has always been Riz's favorite program at Club. She absolutely loves being out in the community and exploring new places – you can just see the joy on her face as she waves excitedly to everyone that walks by. Like most Club members, Riz had a very tough time dealing with all the changes that came with the restrictions last year because of Covid. Having Walking Club during that time was such a blessing and was so therapeutic for Riz. Although we tried our best to take Riz out on walks near our house as often as we could, what she really missed and needed most was time spent with the people that she had formed such strong connections with at Club – her Club family.

Walking Club became a way for Riz to spend time in a safe way, out in the community with the people that she loved and missed so much. It was also a way for Riz to explore the wider community, as she was able to visit places that we had not been to before. At one of these places, York Redoubt, I actually had a lovely chat with a lady who mentioned that it was so nice to see that someone in a wheelchair was able to enjoy the site as well, and that the next time she had an opportunity to advocate she would definitely mention how important it is for public parks and trails to be more accessible because everyone should be able to enjoy being out in nature.

I think a program like Walking Club really helps to foster community consciousness, as it enables the community to be aware of persons with different abilities and the challenges and barriers that they might face. In this way, Walking Club is not only tremendously therapeutic and beneficial for Riz, but also fundamentally important for the community as well." - Annie Haider, Carer



Community Choir

The Club Inclusion Community Choir is an incredible program for people of all ages and abilities. Carers, members, brothers and sisters, and friends in the community come together each week to sing and celebrate with the inclusive choir.

This amazing program started through the passion and dedication of inclusion advocate Dr. Brian Hennen, a longtime friend of Club. Our partnership with Grace United expanded to include this fantastic Inclusive Choir under Brian's leadership. Sadly, Brian passed away this year, but his passion, humor, and singing voice will live on.

Volunteers

Club Inclusion is so grateful for the incredibly dedicated and flexible volunteers supporting our programs. Despite this year's many ups and downs related to COVID-19 and the constant back-and-forth between online and in-person programming, Club Inclusion is so proud to have over 50 passionate volunteers at our side. Our ambitious programming and low ratios would not be possible without this amazing group of people. To everyone who volunteers: THANK YOU SO MUCH!

"I have been fortunate to volunteer with Club Inclusion, specifically the Music Therapy program, and that time has been a bright light and a beautiful community-builder in my life. I moved to Halifax for university, from previously living in Newfoundland, where I enjoyed being part of inclusive music groups. I hadn't found a similar group like this in Halifax, until I found out about and joined Club Inclusion this past October.

Now, my night at Club is the highlight of my week, and something I always look forward to!

The Club has such a wonderful community with its members, staff, and volunteers. Every person at our Friday-night hangouts has made me feel welcomed and included from the moment I first joined—taking the values of "Club Inclusion" and applying them beautifully. I have formed many friendships with the folks at Club, and our experiences and friendship-building are heightened through the music program. At Music Therapy, we bond over our favourite songs, dance, sing, and share a fun Friday night together.

I really admire the program that Club Inclusion has created. The diversity of activities, comprehensive schedule, and attention to every detail of a member's experience is unparalleled.

I cannot speak highly enough of Club Inclusion. It has brought me joy, laughter, and connection, as I know it does for everyone involved. I am so grateful to be a part of this organization, and I look forward to many dance parties to come."

- Sarah Dunphy, Volunteer



"In the fall I joined Club Inclusion as a volunteer. I was looking for a role that would take me away from the world of COVID-19 for a few hours each week. As a Senior Communications Advisor for Health Canada, I have been working on pandemic files non-stop for two years.

I didn't know much about the Club at the time. All I knew was that I wanted to try something new that would give me a break from COVID, and to get more involved with the community.

I heard about Club Inclusion from a close friend of mine who had been volunteering for a few months. She had told me about how wonderful her experience was, and I'm so glad that she did because getting involved has been the highlight of my 2021!

From the moment I first walked through the doors, I have been so impressed by everyone. From the staff to the members, everyone greeted me with smiles and kindness. I suddenly had 25 new best friends!

Each time I volunteer, the members truly amaze me. Despite the unique challenges and obstacles they face, they are joyful, caring, and inclusive. They remind me what's important and what it means to be a good person. When I leave Club, my heart is always full and happy.

I am so glad that the Club Inclusion exists in our City, and I hope to be a part of it for years to come."

- Molly Kehoe, Volunteer



Collaboration and Partnerships

Partnering up with programs and organizations in our community is a lot of fun, and gives us the chance to see some new faces. This year we were so excited to work with loads of amazing people. NSCC, Dalhousie, the Maritime Centre for African Dance, St. James and Grace United Church, Cheer Nova Scotia, Prescott Group, Easter Seals, and Woodlawn Public Library are just a few of the great groups we have had the chance to partner up with this year.



LEADERSHIP

Leader In Training Program

This year we introduced a new program as part of the Youth Transition Day Program called the Leaders In Training (or LIT). LITs met virtually once a week to learn and practice recreational program leadership skills. The LITs took on programming from its planning and coordination to actively setting up and running programs for their peers both in-person and online.



"I loved helping the members! I liked having the extra responsibility."
- Graham Robertson

Club Inclusion Junior Leaders

After completing the Leader In Training Program, LITs were invited to apply to become Junior Leaders. After interviewing, 6 Junior Leaders were chosen: Breanna, Christine, Graham, Jared, Patrick, and Tegan. Each Junior Leader was responsible for helping to plan and run 1 week of Club Inclusion summer camp. Since then, the Junior Leaders have continued to run programming with the Drop-In Club, Day Programs, and Job Link Clubs.



"The best thing was working at summer camp as a Junior Leader. I love planning the games."
- Breanna Beazley



"I liked having the opportunity to be a Junior Leader at CLub Summer Camp. I loved it and want to do it again! "
- Tegan Bielawski

A Terrific Team

"Dear staff team,

You guys are so nice and are the most amazing staff ever. Love you guys!"

- Emma Colbert

"My name is Rafaela Muriel and I am a team leader at Club Inclusion.

I graduated from university and moved to Nova Scotia in 2020. I knew that I needed a meaningful job, something I was passionate about. Later that year, I came across Club Inclusion, and I fell in love with their practice. In September 2021, I was fortunate enough to become part of the staff at Club!

Working at Club has been a fantastic experience that has made me grow personally and professionally. Personally, it has made me more aware of the need for a more inclusive society. It has also made me an active advocate for disability rights and accessibility. I have gained skills such as leadership, better communication skills, adaptability, and confidence. I genuinely enjoy spending time with the members and getting to know them. Learning what members enjoy has helped me create programs that match everyone's interests. Seeing the members having fun is great, and that is what makes this job so special; you create connections through fun experiences. Listening to the members' opinions and points of view or seeing them in charge of the programs is amazing.

I am constantly inspired by my coworkers and the dedication and effort they put into their programs. I continuously learn new techniques and tips from their past experiences that have helped me become better and more comfortable with my job. The staff at Club are always so open and ready to help, which creates a great work environment.

I am incredibly proud of working at Club Inclusion. I firmly believe our society needs more spaces where people with disabilities are celebrated for who they are, a place where they feel empowered. One of the best things about working at Club is seeing the members' love for this organization. Through that love, you can see the positive impact Club has in their lives.

I can confidently say that working at Club was one of the best things that happened to me in 2021 and the best job I have ever had. I am excited to continue working at Club Inclusion, and I am looking forward to creating more memories with the members and the rest of the team!"

- Rafaela Muriel



"I am glad that I got to meet all the staff. On the day I met everyone, I thought that you guys are all really nice and funny people. The staff understand and care about me. They work to make me feel included and always listen to my ideas."

- Zach Bentley

TREASURER'S REPORT & FINANCIALS

Statement of Income and Expenses Year Ended October 31, 2021

If you would like this information in plain language, please email
jackie@theclubinclusion.com

INCOME	\$
Donations	\$69,888
Fundraising	\$7,431
Grants	
Government of Canada	\$7,738
Province of Nova Scotia	\$161,993
Other	\$20,718
United Way of Halifax	\$47,100
Other Income	\$8,030
Covid-19 Funding	\$5,683
Program Fees	<u>\$203,782</u>
Total Income	\$532,363
EXPENSES	\$
Advertising & Marketing	\$0
Amortization	\$8,881
Bursaries	\$32,159
Fundraising	\$4,201
Office Expenses	\$19,483
Program Expenses	\$98,197
Salaries	<u>\$290,720</u>
Total Expenses	<u>\$453,641</u>
Balance	\$78,722

FINANCIAL POSITION

ASSETS

Cash	\$359,337
Accounts Receivable	\$310
Leases Receivable	\$3,925
HST Receivable	\$6,642
Capital Assets	<u>\$35,486</u>
Total Assets	\$409,002

LIABILITIES

Accounts Payable & Accrued Liabilities	\$44,112
Deferred Revenue	<u>\$107,437</u>
	\$151,549

NET ASSETS

General Fund	\$132,453
Internally Restricted	
Emergency*	\$75,000
Operational**	<u>\$50,000</u>
	\$257,453

TOTAL LIABILITIES AND NET ASSETS	\$409,002
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Treasurer's Note:

Due to another year of unusual circumstances caused by Covid-19, Club Inclusion had staff vacancies. Club Inclusion also had lower costs because of online programming.

*In keeping with the Board's Sustainability Policy, we increased the Emergency Reserve by \$15,000 this year to better reflect our needs in an emergency.

**An Operational Reserve was created to begin saving for an accessible team van, as well as cover HR and recruitment costs for the upcoming coming year.

Accounts audited by:

**G&R Chartered
Professional
Accountants**

230-3 Spectacle Lake Dr.
Dartmouth, NS, B3B 1W8

WORDS FROM YOUR GM

Another year come and gone, and what an amazing year it was!

This past year we were overjoyed to begin opening up more widely, and really getting to live “the new normal.” Old friends were reunited, and we were so excited to have a whole slew of new friends to get to know. Each day was planned and packed with amazing activities by our members, with the loving guidance and facilitation of our team.

The Club was filled once more with laughter, music, and the noise of general ruckus!

Each day gave the group a chance to really get innovative in the ways they delivered programs. The flexibility and dedication of our amazing staff meant members barely noticed hoops their leaders were jumping through each day to keep programming going on through the ever changing COVID-19 protocols. Without their creativity and imagination, the success of this past year would not have been possible.

With such a full year, it’s so difficult to choose favourite moments. Looking back though, I will always remember:

MasterChef with Kyle
Paint Nights with Linnea
The Online Stages Festival with Justin
Welcoming amazing new staff and members
Every single day of Summer Camp
And... of course, the new Dunk Tank!

Jackie Rivers

GENERAL MANAGER





SUPPORTERS

We are so grateful for the support of our funding partners. Thank you to the following people and organizations for your financial support!



Department of Community Services Disability Support Program

Nova Scotia Labour and Advanced Education

Employment and Social Development Canada

Nova Scotia Health Authority Community Health Board

City of Halifax Municipal Community Grants Program

Sonia Veribiof | The Dairy Bar| Family Foundation

Otto Vandarneveld

St. James Anglican Church

Grace United Church

Walnut Street Holdings

Sobeys

Club Inclusion Hang Out Group Supporters

Windsor Senior Bus Society

Dalhousie University

McPhee Centre

NSCC University

The Flewelling Family

The Colbert Family

Uta Donahue

AXIS Capital Holiday Giving Initiative

Cheer Nova Scotia

Our Amazing Volunteers

Maritime Centre for African Dance

THANK YOU!

Our work would not be possible without key partnerships in the community and the amazing volunteers who donate their time and energy throughout the year. Thank you to everyone who contributes to Club Inclusion, including the following individuals:

2021 Board of Directors:

Chris Mann, *President*
Uta Donahue, *Treasurer*
Sarah Cooper, *Secretary*
Paula Hutchinson
John Thompson
David Simmonds
Dawn LeBlanc
Annie Haider
Hennrick Strait- Hinnerichsen
Jason Fanning
Robert Mangot

Non Voting Members:

Jackie Rivers, *General Manager*
Conar Clory, *Member Representative*

2021 Staff Team:

Sharon Maunder, *Administrator*
Jackie Rivers, *General Manager*
Justin McGarragh, *Program Director*
Ceilidh Wright, *Drop In Coordinator*
Linnea Sinclair, *Special Projects*
Alice Evans, *Senior Consultant*

Program Team:

Hasti Ataye, Cory Meister, Kyle Clarke, Emily Flinn,
Alyssa Larade, Amber McLeod, Rachel Saunders,
Gabby Herzenberg, Annika Sinclair, Rafaela Muriel
Alarcon, Tamara Nowakowski, Nora Pettipas,
Stephanie Josselyn, Brandon Mooney, Rachel
Fitzner, Katelyn Wheaton, Breanna Beazley, Tegan
Bielawski, Jared Rose, Graham Robertson, Patrick
Flewelling, Christine Riley

Annual Report By:

Heather McNamara, Patrick Flewelling, Jared Rose, Rachel Forrest, Graham Robertson, Tegan Bielawski, Tiffany Bonin, Breanna Beazley, Zach Bentley, Katie McKay, Christine Riley, Conar Clory, Cassidy Fisher, Christopher Yeadon, Luc Desrosiers, Dakota Smeltzer, Denise Hick, Sarah Dunphy, Molly Kehoe, Ewa Rudnikki, Annie Haider, Rafaela Muriel Alarcon, Chriss Mann, Jackie Rivers

Club Inclusion Co-Founders: Rene Pye & Alice Evans
Registered Charity # 836137422RR0001

Jackie Rivers
General Manager
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CLUB INCLUSION

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2652 Joseph Howe
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PO Box 29076 Halifax Shopping
Centre, Halifax, NS, B3L4T8

Dartmouth Programs

70 King Street,
Dartmouth