



Annual Report

April 1, 2024 - March 31, 2025

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BOARD OF DIRECTORS

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Peter Schwarzhoff

Vice-President

Chris Seeley

Treasurer

Geoff Knight

Secretary

Michelle Albrecht

Directors

Ashley Adie

Trisha Bro

Rosemary Collins

Mark DeGagne

Erika Haley

Claire Moglove

Bruce Murdoch

Brendan Wallace

Patricia Woods

ADMINISTRATION TEAM

Executive Director

Rachael Weaver

Human Resources Director

Leslyann Komljenovic

Quality Assurance Director

Jennifer Harms

Ironwood Place Administrator

Sherry Taylor

Financial Controller

Colleen Perreault

Program Director

Sue Reid

Children's Services Manager

Xandrina Gillis

Payroll & Benefits Manager

Heather McInnes

Accounts Administrator

Kaitlyn Smits

Administration, Human Resources & Payroll Assistant

Katelyn Parlee

Building Maintenance Worker

Jason O'Farrell

Scheduler

Jason Seeley

ABOUT US

MISSION

Rivercity Inclusion advocates for and provides services to improve quality of life for people of all ages with support needs, their families, and caregivers.

VISION

We envision a safe and inclusive community promoting choice, opportunity and belonging.

VALUES

RESPECT—FAIRNESS—INTEGRITY—BELONGING—INCLUSION

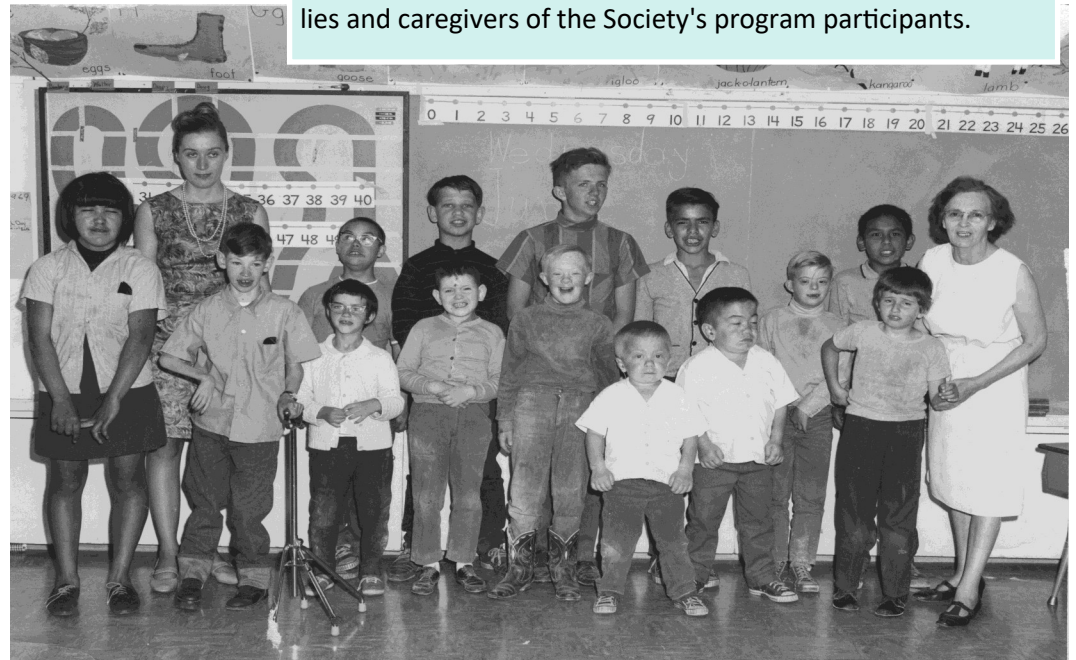
*Rivercity Inclusion is primarily funded through
service contracts with:*

*Community Living British Columbia
Ministry of Children & Family Development
Island Health Authority
BC Housing*

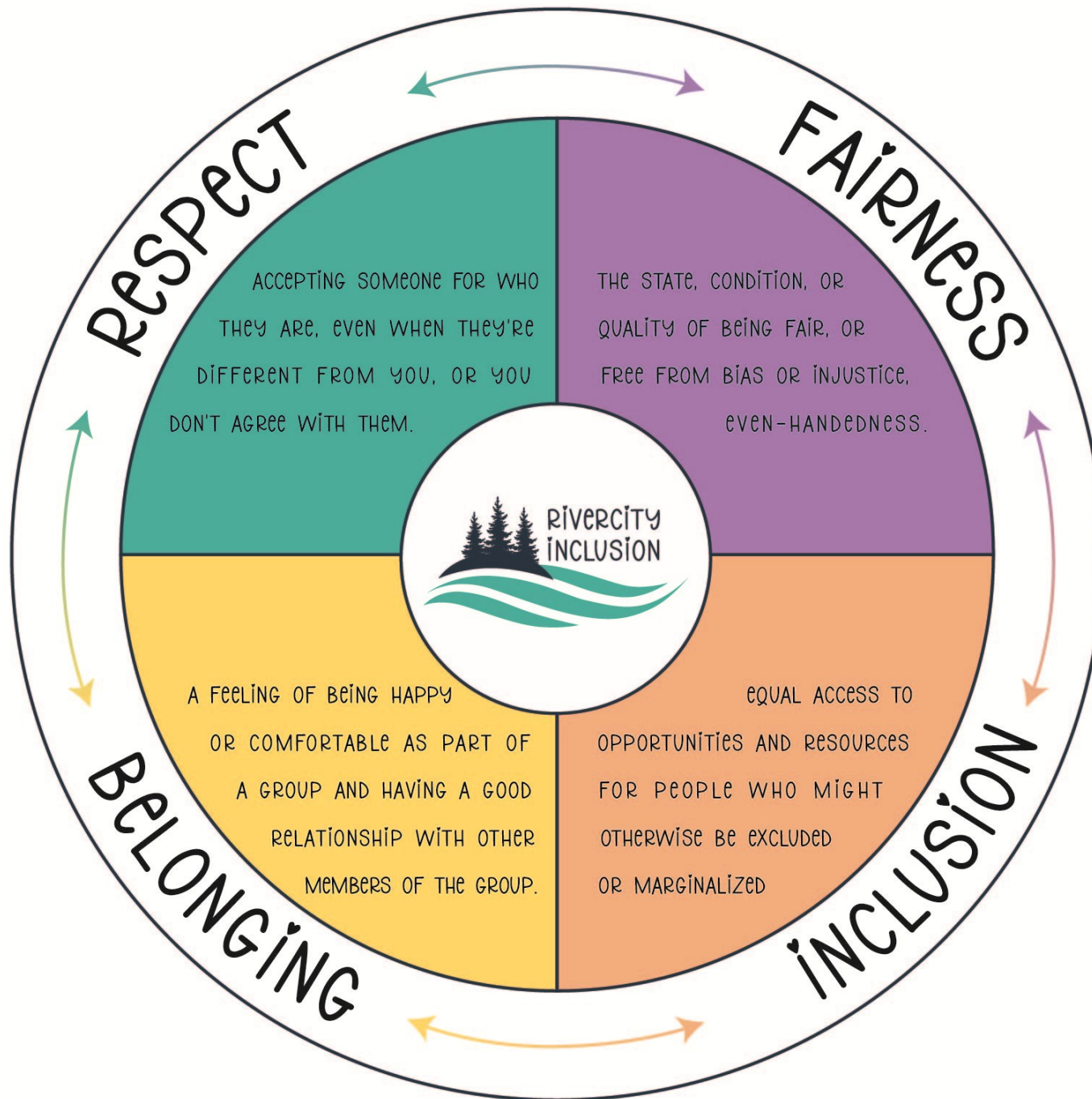
64 YEARS!

Rivercity Inclusion began as the Campbell River Association for Retarded Children which was formed in 1961 by a group of volunteer parents. The intent was to find an alternative to the institutionalization of people with disabilities - the current practice at that time - with a view to eventually integrate them into their families' community.

Now, not only does Rivercity Inclusion provide a focal centre where people with special needs can enjoy the company of like persons in an atmosphere of respect and understanding, but it also permits opportunities for regular respite for families and caregivers of the Society's program participants.



Early years at Arbutus School



PRESIDENT'S REPORT

As we reflect on another year of growth, inclusion, and resilience, I am filled with gratitude for the people who make Rivercity Inclusion the extraordinary organization it is—our dedicated staff, volunteers, families, partners, and most importantly, the individuals we serve.

2025 marked a significant milestone for Rivercity Inclusion as we launched our new Strategic Plan. This plan, built through meaningful consultation and shared visioning, renews our commitment to the core values that guide our work: respect, inclusion, collaboration, and now, a newly added and vital pillar—integrity.

Integrity is more than a word; it's a compass. It affirms our promise to act with honesty, transparency, and accountability in everything we do. As we navigate an increasingly complex world, integrity will be the thread that holds our values together and ensures that the trust placed in us—by families, partners, and the community—is both earned and upheld.

This year, we have continued to expand services, deepen partnerships, and respond to emerging needs in our community. Through it all, integrity has helped clarify our decisions and align our actions with our purpose. It reinforces our belief that inclusive communities are not only possible—they are essential—and that building them requires trust, consistency, and truth.

On behalf of the Board of Directors, thank you for walking alongside us on this journey. With integrity at our core, we are more equipped than ever to meet the future with confidence, compassion, and courage.

Warm regards,
Peter Schwarzhoff
President, Rivercity Inclusion



The Myles Himmelreich event that was brought to our community by our FASD Keyworker Program, took place at the Tidemark Theatre and was a huge success!

EXECUTIVE DIRECTOR REPORT

It's 2024-2025 and Rivercity Inclusion Society now proudly supports more than fifteen hundred children, youth, adults and seniors at 15 locations across Campbell River & District! We are truly a community organization with our many programs offering a wide range of services spanning Child & Youth Development programs, Adult Inclusion programs, Assisted Living to seniors, and Housing to our community members. All are supported by a talented and dedicated team of staff, from therapists to childcare consultants, to community and residential support workers, vocational consultants, housing site supervisors and many more.

It requires a skilled and accomplished leadership-administration team to meet current demand for programs and to ensure quality of service delivery. And while our team is small, it sure is mighty! We are incredibly fortunate to have great depth of experience and a passion for excellence in our Finance, HR, Payroll/Benefits, Program Services, Quality Assurance, and Housing team. Individually and collectively, this group not only supports a broad range of staff, services and properties, but also ensures that we have effective risk management policies and practices, excellent health and safety measures, respectful and appreciative human resources and a continuous focus on person and family-centered services, whilst maintaining fiscal solvency. They accomplish all of this while always appreciating and upholding our core values of RESPECT, FAIRNESS, BELONGING, & INCLUSION.

2024-2025 was the Year of The Survey for RCIS! We participated in our 7th CARF Survey, and our 2nd WorkSafe Certificate of Recognition (COR) audit.

The CARF survey had four auditors review Rivercity Inclusion's performance on 1,200+ different standards over three action-packed days in November. They shared some wonderful highlights:

- *Clients and family members gave high praise to the organizations and its staff, noting the high quality of care, prompt and effective communication, and diversity of opportunities for the clients in its various programs*
- *Family members spoke very highly of their experiences in working with Rivercity Inclusion. One parent noted "Our son has been given opportunities he would never have had. Our son loves his job and, in the morning, he can't wait to go to work. They identify strengths and determine the best working environment for him."*
- *A person-centered philosophy is reflected throughout the programs and services. It is evident that clients hold the staff in high regard. The staff is clearly committed to positive outcomes and demonstrates compassion and commitment to high-quality services.*
- *Staff members are passionate about and truly committed to improving the quality of life of the clients.*

We were proud to receive a score of 88% in our 2nd WorkSafe COR audit, which demonstrates our ongoing commitment to health and safety for the people we support and our dedicated employees. This strong score provided an impactful rebate against our WorkSafe BC premiums – it's always nice to get a little fiscal breathing room as prices in most areas continue to skyrocket.



The Community Access Services Program Holiday Party—thank you McDonalds for your continuous support over the years!!

EXECUTIVE DIRECTOR REPORT—cont'd

2024/2025 also marked the final year of our current three-year strategic plan. I'm so proud of the many significant accomplishments that were made in alignment with our 5 Strategic Goals:

Funding & Partnerships

- *Huge increase in the number of grant applications, and success in receiving more funds through grants than ever before*
- *Creation of a Board-led Fundraising Committee to increase much needed fundraising dollars and to enhance community awareness around who we are and what we do*
- *Several community partnerships have and continue to be formed to help secure housing and increase services to our clients*

Branding & Reputation

- *Our name change from Campbell River & District Association for Community Living (CRADACL) to Rivercity Inclusion Society (RCIS) with a new logo and all new branding*
- *An increase in community awareness through participation in community events*

People & Culture

- *A complete revision of our Staff Satisfaction Survey, with specific details around Wellness, Health & Satisfaction so that we can continue to improve as an Employer*
- *Transitioned to a values-based hiring and management model, always upholding our Values of FAIRNESS, BELONGING, RESPECT & INCLUSION in all of the decisions we make*

Client Services & Supports

- *Purchase of land to secure our location downtown and which will provide opportunities for program and staff growth in the future*
- *We were successful in our bid to offer new L.I.F.E. Services to clients being supported in Adult Inclusion programs*
- *With a goal of increasing access to services for our youngest clients and their families, we undertook a "Review to Renew" study of our Early Intervention Program. We've since implemented some excellent strategies that will help reduce large program waitlists and better serve our growing community*

Technology

- *We were the fortunate recipients of the largest grant in our Society's history - \$100,000 from the BC Housing IT Grant. These funds allowed us to purchase new laptops for our staff, which were necessary in order to achieve the next bullet goal of ...*
- *... licensing Sharevision, a client data-base and information sharing platform created specifically for Community Living agencies. This platform will further our goal of being less paper-dependent and will help to streamline our processes*
- *We revealed our new RCIS website and it looks great!*

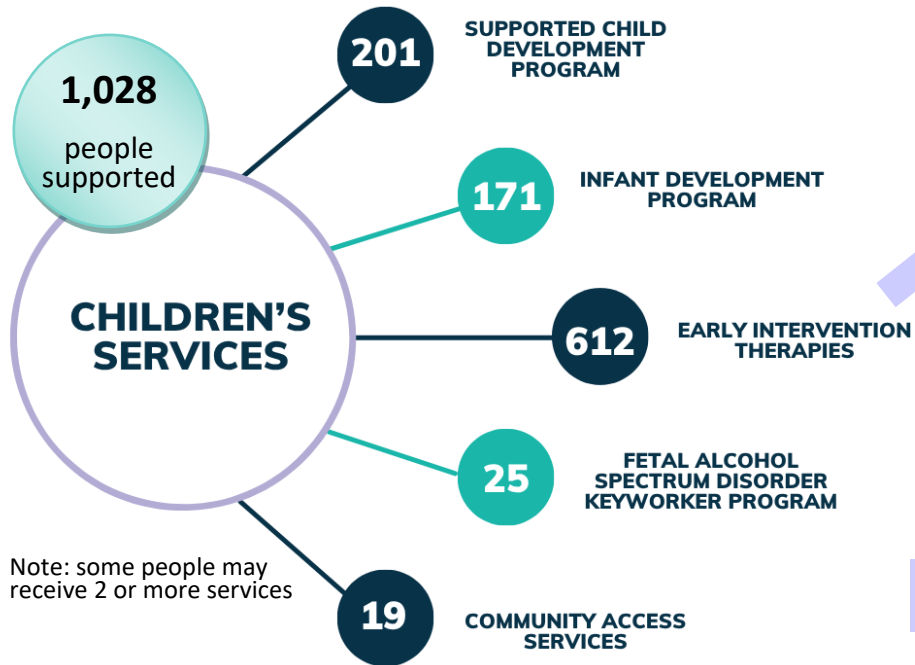
The realization of these strategic goals was made possible by the power of teamwork. Amazing results can be achieved when people come together and work toward a common goal! It was powerful to reflect on what we accomplished and use these successes as a basis to launch our blueprint for the next three years! In the Spring of 2025, the RCIS Board of Directors and members of the RCIS Management Team spent two days reflecting on our past and envisioning our future. We looked at our strengths and weaknesses, our client needs and our staff needs. What emerged was a new Strategic Plan that includes a refreshed Mission and Vision, the new Pillar of 'INTEGRITY' was added to our Values, and we created the framework for the next three years to help us achieve our dreams.

Huge thanks and appreciation to the Rivercity Inclusion Board of Directors for their unwavering support of me, of our Society and for helping us to realize these new priorities which will carry us forward! I am excited to continue our work together on behalf of our staff, clients and community. As I reflect on our vision for the next three years, I'm reminded of the words that Terri Cranton, one of our amazing Board Directors, shared with me on my first day as Executive Director: **"Oh the places we shall go."**

Here's to traveling on this incredible journey together!

Rachael

CHILDREN'S SERVICES — Individuals We Support



Occupational Therapy: 225
Physiotherapy: 185
Speech and Language: 202

Highlights from Persons Served Survey

Infant Development Program

100 %
Agree

The program has been helpful for my child.

I feel my goals for my child are supported by the staff.

87.5 %
Agree

Early Intervention Therapies

FASD Keyworker Program

100 %
Agree

I received assistance from my Keyworker in advocating for my family's needs.

My child's ability to participate in their child-care program has increased due to SCDP support.

70 %
Agree

Supported Child Development Program

Community Access Services

100 %
Agree

I am happy with the help I get from the staff.

Each program conducts their own survey. The highlights are specific to the individual programs.

"Not sure what I would do without her . She is so supportive to our entire family."

- Anonymous feedback on Client Experience of Services Survey

"We are very grateful for your services. Thank you!"

- Anonymous feedback on Client Experience of Services Survey

CHILDREN'S SERVICES — Service Delivery

Dogwood Place Child & Youth Development Centre—updates!

- Building improvements -After extensive floods in the therapy rooms, new floors were installed.
- At the end of the year, a new Children's Services Manager joined the team!
- The Dogwood Place team continued to participate in the *Annual Children's Health Fair*. This event raises awareness of local community services, provides information to families and builds connection.
- Staff serviced members in our catchment areas including visits to Gold River, Tahsis, Quadra, Cortez, and Sayward.



Some of the handmade items that were given to families—thank you Altrusa Club!



Infant Development Program (IDP)

- The IDP team was awarded the Altrusa Grant. This grant allows for additional funding to support the Infant Development Program as well as by providing important, handmade materials for the families. Altrusa has been a long-standing partner with Rivercity Inclusion Society.
- Offered a variety of opportunities for families such as an *Infant Massage* group, a *Baby and Toddler* group, *Circle of Security Parent Training* and partnered with Public Health Nurses to host a *Toddler Clinic* to provide early screening for children.
- Added a new part-time Infant Development Consultant to the team!

Early Intervention Therapies (EIT)

- Offered a variety of opportunities for families such as a *Speech Builder Group* and *Food School*.
- Welcomed the Pediatric Outreach Therapy Program (POTP) who joined our Dogwood Place team for a one week visit to support families and children accessing therapy. The POTP group met with various families on the waitlist to provide assessments and support.
- Attended training and workshop opportunities such as the *Vital Links Core Connections Webinar*, *Hand Therapy Conference*, *F-Words Training*, *Cultural Safety Training*, *Metis Workshop*, and the *Reflux Webinar*.
- Collaborated with Island Health to add a new full-time Speech-Language Pathologist, supported by early mentorship through the applicant's prior student placement.

CHILDREN'S SERVICES — Service Delivery—cont'd

Supported Child Development Program (SCDP)

- Created kits for daycares consisting of frequently used visual supports and supplies to support children in childcare.
- Offered a *Preschool Readiness Group* over a six-week period. The objective of the group was to build capacity and prepare children/gain skills to attend and be successful in future preschool or childcare settings.
- SCDP staff completed various trainings and attended conferences such as the *Circle of Security Training*, *Trauma Aware Practices and Communication Training*, *Teamwork and Connections Training* and the *Early Childhood Educators of BC (ECEBC) Conference*.
- Hosted two workshops titled *Nature Based Regulation* and *A Day of Building Connections*. SCDP also co-hosted an Early Childhood Educators book club.



A participant enjoying a snow filled day of tubing at Mt. Washington

Community Access Services (CAS)

HIGHLIGHTS THIS YEAR

- CAS Youth made care kits for members of our community that are experiencing homelessness.
- CAS Youth helped bring some joy to some seniors at Ironwood place by jointing doing crafts for special holidays like Mothers Day and Fathers Day.
- The youth enjoyed several extra special fun days like tubing at Mt. Washington and the wave pool in Comox.

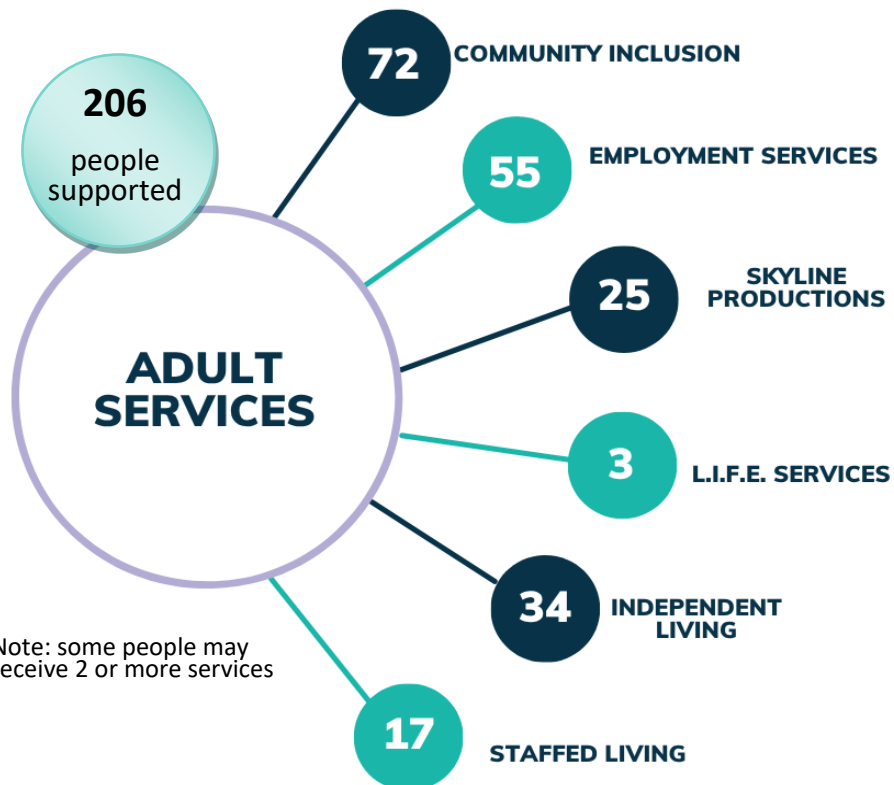
FASD Key Worker Parent Support Services

- Attended and raised awareness at various community events such as the *Children's Health Fair*, *MCFD Youth in Care Event*, *FASD red Shoes Rock Awareness Event*, and the *Teen Mental Health Fair*.
- Completed professional development opportunities such as the *Provincial Outreach Program for FASD*, *FASD: Building a Shared Understanding Training*, *Communication that Empowers Training*, and the *Repairs and Connects Training*.



Our FASD Keyworker and one of our lovely participants at the BC Child & Youth Care Week in June

ADULT SERVICES — Individuals We Support



"They are amazing people. I feel more independent."

-Anonymous feedback on Client Experience of Services Survey

"I am very thankful for the support my child is receiving. Thank you for all that you do."

-Anonymous feedback on Stakeholder Experience of Services Survey

Highlights from Persons Served Survey

92 %

I feel respected by the staff who support me.

I am happy with the support I receive at Rivercity Inclusion.

99 %

98 %

of clients feel their program helps them feel included in the Campbell River community.



Some folks enjoying games at the Holiday Party!

ADULT SERVICES — Service Delivery



*The Fishing Forever Program
at Echo Lake*

Independent Living

NEW THIS YEAR

- A grant from Island Health allowed for over 10 participants to partake in a series of cooking classes that promoted healthy eating. Many new recipes and skills were tested and were tried over the fall and spring.
- A fantastic day at McIvor Lake was hosted by Independent Living and their connections to a lifeguard made it all possible.

HIGHLIGHTS THIS YEAR

- The monthly get togethers for themed meals is certainly a highlight at Independent Living
- Independent Living staff have been working hard to help clients stretch their funds with the raising cost of food
- Some clients participated in art classes and other community activities with some funds from our Fundraising Committee.
- The annual holiday party is always a hit with fun party games and great food!

Community Inclusion Services

NEW THIS YEAR

- Leisure moved into a newly renovated space with an accessible washroom with funds provided by the Enabling Accessibility Grant, Noon Rotary and the Dion Family.
- HYPE moved into a bigger newly renovated space that allows for separation between the HYPE Inclusion and HYPE Employment programs.
- Passages received a much-needed paint job and received new furniture from some funds from CLBC – the new space is lovely & welcoming!

HIGHLIGHTS THIS YEAR

- Our programs were thrilled to be chosen again to participate in the Fishing Forever Program, with many new and repeat fishing participants this year far exceeding our # of fishing participants from the previous year.
- Parties were a plenty! With HYPE Inclusion hosting a Halloween Bash and Passages, Leisure & HYPE switching up the Holiday Party to a multi-location celebration for all to wander and enjoy throughout the three program spaces.
- Confidence in Community program participants are becoming regulars in the monthly events at Independent Living - it's nice to see their participation and friendships forming at these functions.
- Summer fun was in full gear with a Day at McIvor Lake, where participants had the opportunity to cool off for a swim as we hired a lifeguard for the event.
- A few HYPE clients worked at the Snack Shack at the outdoor pool, learning and practicing new retail skills.
- Referrals from CLBC are flowing again and programs are closer to capacity than before.
- Music is a highlight of our programs, and a new band "The Rivercity Rockers" was formed.

ADULT SERVICES — Service Delivery — cont'd

Employment Services

NEW THIS YEAR

- New funding was received from CLBC and a 0.5 FTE was added to the Employment Services Team
- HYPE Employment is finding its way in their new space that is separate from the HYPE Inclusion program, allowing some real definition of the HYPE Employment program to begin.
- Monthly meetings are hosted by the Employment team for all of our Job Developers to connect and learn from one another.
- The employment team has welcomed the new “Employment Service Best Practice Guide” that was launched by CLBC this year.

HIGHLIGHTS THIS YEAR

- In partnership with NIEFS, Employment Services celebrated Inclusive Employers at the luncheon hosted in partnership with the Noon Rotary Club of Campbell River.
- Job Developers continue to foster and forge new relationships with inclusive employers in Campbell River.
- Our Job Developers are proud that the time it takes to find someone gain employment is less than the provincial average!



One of our participants doing a great job in the Employment Program!

Social Enterprise—Skyline Productions

NEW THIS YEAR

- Skyline Productions welcomed a new HVAC system and looks forward to staying cool on those hot days!
- A new storage container was purchased to help store paper waiting for the shredding team.

HIGHLIGHTS THIS YEAR

- Continued grow in both the Boom Board production and Paper Shredding businesses.
- The lawn mowing crew was busy keeping many lawns in Campbell River looking great, including our Rivercity Inclusion staffed living homes.

ADULT SERVICES — Service Delivery — cont'd

L.I.F.E. Services

NEW THIS YEAR

- Rivercity Inclusion was the successful service provider in a very competitive RFP process with CLBC and was chosen to deliver a brand-new service to Campbell River - L.I.F.E. Services. Our new program launched in November 2024.
- L.I.F.E. Services offers support in Learning, Inclusion, Friendship and Employment.

HIGHLIGHTS THIS YEAR

- Tons of learning and growing as the L.I.F.E. Service received its first 5 referrals
- L.I.F.E Services is the first of our programs to start using ShareVision; our new electronic client documentation system.
- L.I.F.E. participants have reported an increase in their overall confidence and an increase in their natural supports in our community.



A few friends enjoying the new patio furniture at Jesmar!

Staffed Living Homes

NEW THIS YEAR

- Our M&M Home came to an end, with the long time M&M resident moving into Hoover House.
- Shelbourne House received new flooring.
- A new second vehicle was purchased for Hoover, allowing for more community activities and will provide for some transportation options in adverse weather.
- Jesmar received new flooring and a new paint job which looks amazing!

HIGHLIGHTS THIS YEAR

- A Nikola resident had a big 70th birthday bash and invited all the houses to his celebration.
- Jesmar staff were supporting each other with the passing of a resident.
- Jesmar house welcomed a temporary placement, and staff embraced the intense learning curve to meet his higher care needs.
- Many of the residents attended Special Woodstock & Camp Homewood and created great memories.
- Trips and activities were abundant across the homes and our residents were often spotted around town and all the community functions.





Ty Carlstrom

Ty passed away on November 16, 2024. It was heavy hearts that the Jesmar house & Passages Inclusion program said their good-byes to their long-time roommate “The Good Guy”.

Ty was a true ambassador of Rivercity Inclusion and the Campbell River community, happily meeting and greeting everyone with a generous smile. While his life was too short, he brought a great deal of joy to everyone whose path he crossed.

IRONWOOD PLACE ASSISTED LIVING

Ironwood Place residents enjoyed a diverse program of activities during the year April 2024 - March 2025 including crafts, exercise, and music. Some new events and activities were introduced, helped by a grant from Campbell River Community Foundation, which enabled us to purchase new puzzles and a Wii Sports console game to encourage residents to be sporty and competitive in the lounge! We also purchased some new large-sized packs of playing cards to enable residents with a visual impairment to join in card games without hindrance. The CR Foundation grant enabled the purchase of a camera and a Wi-Fi booster so the television can receive internet TV. With this, the range of musical options have been broadened considerably with YouTube videos galore. The camera has enabled us to record many images of all the fun being had every day!

In 2024 Ironwood Place benefited from a significant Equip Care BC grant. This enabled us to cover the cost of satisfying our 10-year fire equipment inspection by replacing the sprinkler heads in Ironwood Place. We were also able to upgrade our HVAC cooling system to maintain comfortable ambient temperatures in all common areas within Ironwood Place; this has been especially welcomed during the frequent higher summer temperatures. The Equip care BC grant also allowed us to replace an original freezer with a newer, efficient, and more ergonomic upright freezer to help with smooth mealtime service of residents' ice creams and desserts.

Two of the highlights from the year were a Garage Sale organized by the residents in the early fall which raised money for the residents' club fund, and a 100th birthday celebrated in early 2025, followed by a 99th birthday the next day!



A wonderful birthday celebration for a special lady!



A few residents at Lion's Place enjoying a Healthy Cooking Class

LION'S PLACE & PALMER PLACE RENTAL HOUSING

HIGHLIGHTS THIS YEAR

- Lions Place and Palmer Place received a grant from Island Health to provide Healthy Living Cooking classes throughout the fall & spring. Many tenants enjoyed trying new recipes and learning new skills.
- Our Site Coordinators take great pride in ensuring our buildings and grounds are welcoming for tenants.
- Holiday celebrations & summer BBQ's seem to be a highlight for many of the tenants.
- Community gardens at both locations are a highlight for many tenants and provide a healthy activity and fresh foods.

Maureen Hunter

For over 10 years, the BC Community Social Services Awards of Excellence have honoured the extraordinary individuals and organizations dedicated to making a difference in communities. From frontline workers to visionary leaders, these awards recognize the passion, resilience and innovation that define our sector. With that in mind, it was only natural for Rivercity Inclusion to nominate Maureen for the 'Leader' Award. Maureen was honoured in October 2024 for the Leader Award at the CSSEA Conference.

Maureen has been a steadfast pillar of both Rivercity Inclusion and the community of Campbell River for decades. Having worked here for over 40 consecutive years, 36 of them in her current role as Employment Services Supervisor, Maureen has been an invaluable link between individuals with diverse abilities looking for gainful employment and community employers who are dedicated to inclusive hiring. In addition to these valuable community connections, Maureen spearheaded three social enterprises known as Skyline Productions. Aside from being a trusted resource for individuals served by Rivercity Inclusion, Maureen is a much-loved colleague, mentor and leader!

Maureen was most deserving of this prestigious award—way to go Maureen!



April 2024
Staff Levels

204
staff

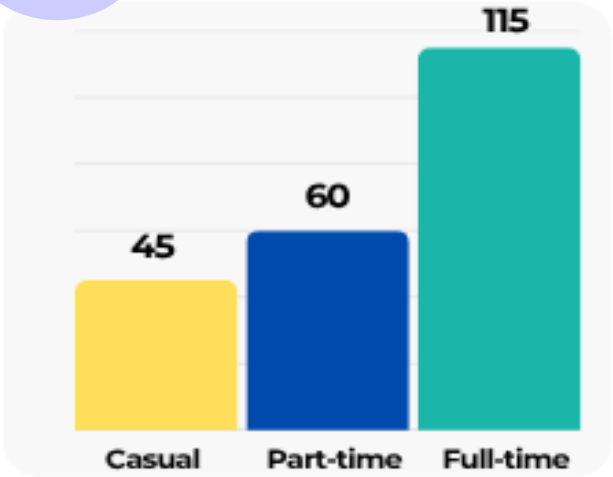
Between April 1, 2024 and March 31, 2025,
33 new employees were hired!

As of March 31, 2025, we employed
42 participants!

Highlights from the Employee Satisfaction Survey

220
staff

March 2025
Staff Levels



92%
of employees have
the necessary
training to do their
jobs.



89%
of employees
receive clear
feedback from their
supervisor.

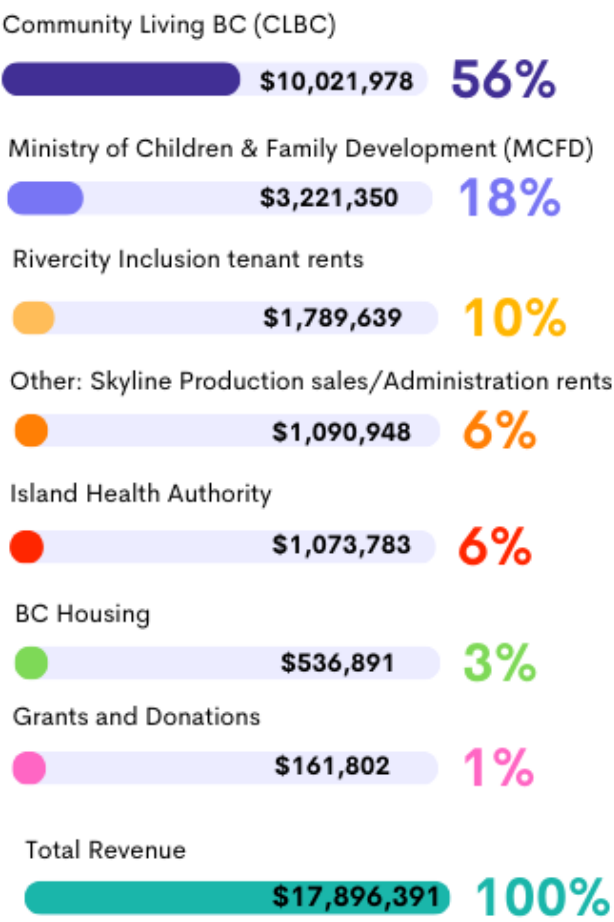


95%
of employees
would recommend
working at
Rivercity Inclusion.

FINANCIAL REPORT

The 2024-2025 year was another strong financial year for Rivercity Inclusion. Total revenue increased through new funding contracts and higher program administration fees. We continued to invest in GIC's that generated interest, helping to bridge funding shortfalls. We are mastering the art of budgeting to keep expenses in line with revenues. Our Balance Sheet remains healthy, enabling us to meet all our current obligations. The Annual Compliance Audit went well, and as before we continue to analyze systems and processes with the goal of making them more effective and efficient.

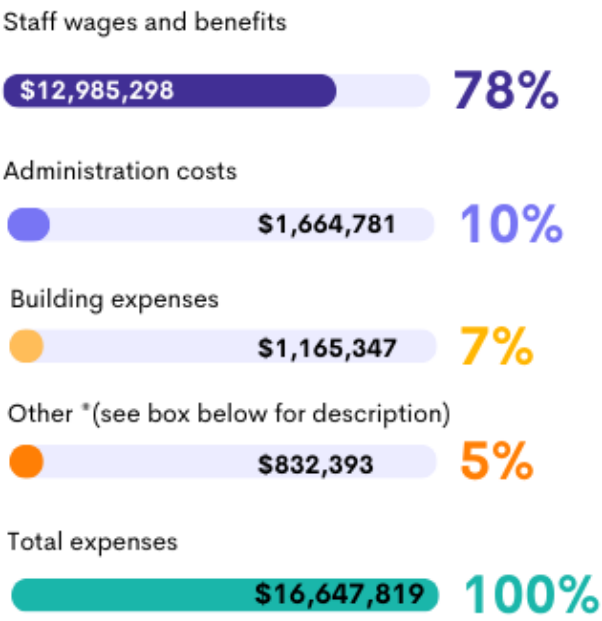
REVENUE



Total revenue increased by 8% from the 2023-2024 fiscal year.

Total expenses increased by 3% from the 2023-2024 fiscal year.

EXPENSES



*'OTHER' EXPENSES....

- Vehicle expenses**— insurance, gas, lease and maintenance costs, mileage
- Program supplies**—groceries, cost of sales, office/janitorial/maintenance supplies, cell phones, training
- Miscellaneous expenses**—advertising & marketing, bank charges, dues & memberships, professional fees, Board of Director related costs

GRANTS & DONATIONS

GRANTS

Campbell River Community Foundation = \$1,150
BC Housing = \$100,000
Altrusa Club = \$2,000
BC Ass. of Aboriginal Friendship Centres = \$1,000
Fraternal Order of Eagles = \$4,000
Equip BC = \$16,200
Island Health Community Wellness = \$7,399.98

DONATIONS & FUNDRAISING

Altrusa Club
Boston Pizza
Ceresse Carlstrom
Henry and Michelle Albrecht
Fraternal Order of Eagles
Purdy's Chocolate
Misko DJ's
Employee 50/50 staff lottery

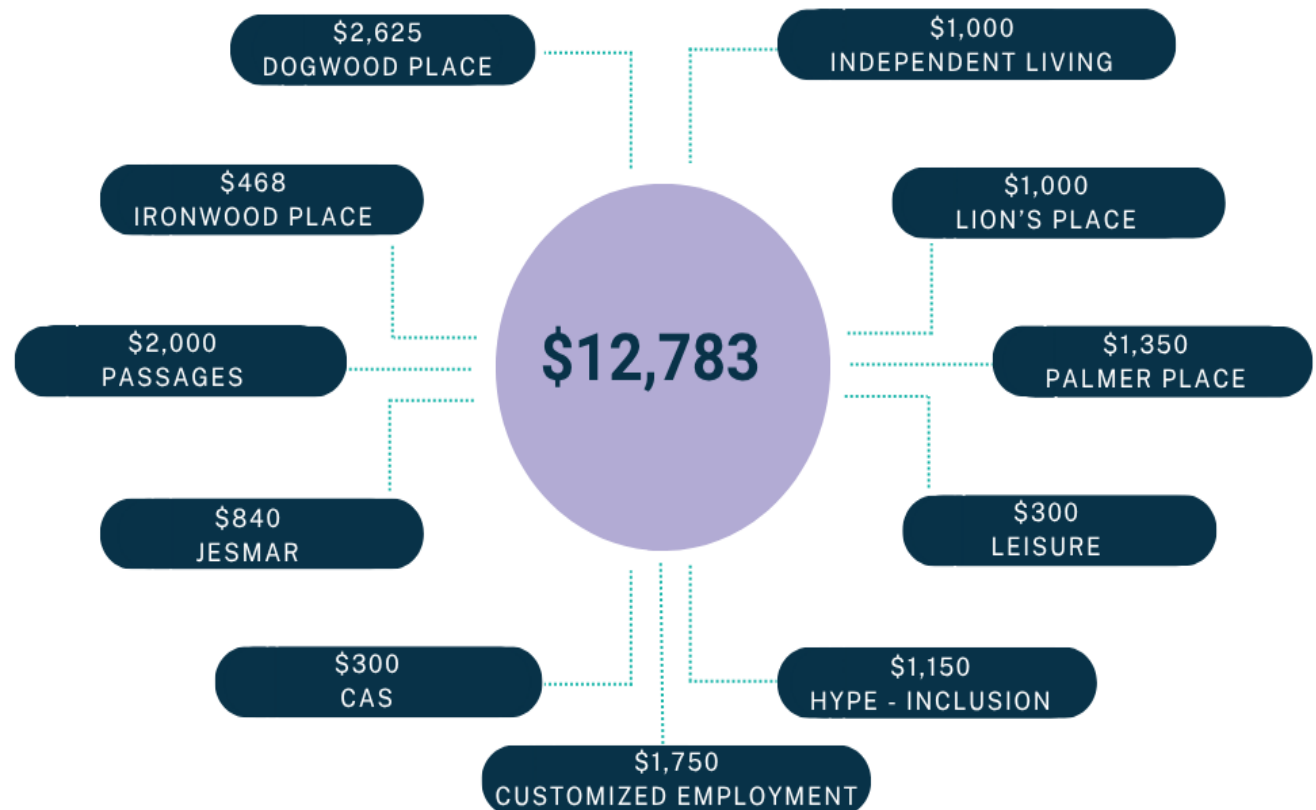
\$161,802.60!!

**Thank you to everyone who donated and contributed to Rivercity Inclusion.
We are so grateful!**

The donations, grants, and fundraising efforts came from generous individuals, businesses, community organizations, and initiatives within Rivercity Inclusion.

The unspecified donations and fundraising initiatives get distributed to our programs through the Society's Fundraising Committee. Each year, programs submit to the Fundraising Committee wishlist items. These wishlists include items or activities that the program is unfortunately unable to fund. This year, the Committee met to review the items that were submitted and were able to distribute \$12,783 to the various programs. The graph below shows which programs received funds this year. Rivercity Inclusion has been doing this process for several years now, and it is something we all look forward to! This process would not be possible without the support of our generous donors, and to the staff who participate in our fundraising initiatives.

UNSPECIFIED DONATIONS & FUNDRAISED MONEY DISTRIBUTED TO OUR PROGRAMS (total amount of \$12,783 does not include program specific donations)



INCLUSIVE EMPLOYERS

BERWICK BY THE SEA

BOSTON PIZZA

CAMPBELL RIVER COMMUNITY CENTRE

CAMPBELL RIVER FOOD BANK

CAMPBELL RIVER GOLF CLUB

CAMPBELL RIVER MIRROR

CAMPBELL RIVER SCHOOL DISTRICT 72

CITY OF CAMPBELL RIVER

CITY OF CAMPBELL RIVER SPECIALIZED RECREATION

COMFORT INN & SUITES

COVE CENTRE

DISCOVERY FOODS—OYSTER RIVER

DISCOVERY PASSAGE AQUARIUM

DISCOVERY HARBOUR COMMUNITY OF CARE

DODD'S FURNITURE & MATTRESS

DOLLARAMA

HOME DEPOT

IRONWOOD PLACE

ISLAND OWL MAZDA

KAL TIRE

LITTLE CAESARS PIZZA

MORE EATERY

MVP PUB & FAMILY RESTAURANT

NATURALLY PACIFIC RESORT

PAINTERS LODGE RESORT

PETSMART

QUALITY FOODS

QUAY WEST KITCHEN & CATERING

REAL CANADIAN SUPERSTORE

RESTORE

RIVERCITY INCLUSION

SKYLINE PRODUCTIONS

SOCAL RESTAURANT & LOUNGE

STAPLES

STARBUCKS MARINER SQUARE

THRIFTY FOODS

WALMART



**THANK YOU TO ALL OF
OUR INCLUSIVE EMPLOYERS!!!**

