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DISCOVERY • CHANGE • CONNECTIONS



ANNUAL REPORT 2005

DEAR READER,

Since our inception in 1998, I have been asked many times what Power to Be is and why I got involved. The answer to these questions remain to this day no easy task for me to convey. The journey of Power To Be and my involvement is a lifelong adventure filled with wonderful stories about people and personal experiences that have all connected to a common community place. A place called Power To Be, to which I have committed the last ten years of my life.

Terry Fox once said " I remember promising myself, that should I live I would prove myself deserving of life." For all of us who know Terry's story, we know that he was a man of passion; committed to seeking a cure for cancer. He provided hope to some who had little, and he brought a nation together to share in his journey. His legacy went far beyond the cure for cancer, but more importantly it was about the gift he gave to others to believe in themselves and to follow their dreams. Now I know that I am no Terry Fox, but what I do know is that his values and commitment to a community cause continue to resonate with my dream that has become Power To Be.

In 1998, our very first participant was a young man by the name of Sandy. Sandy was an avid skier and outdoorsman whose life was tragically altered when he was hit by a drunk driver. During years of rehabilitation Sandy struggled to understand the complexity of his injuries and adapt to his altered physical appearance and altered cognition. I remember Sandy's first day back on the slopes, returning to a winter environment that defined his love for the outdoors. I cannot tell you what was harder, watching Sandy fall and get up turn after turn, or sensing Sandy's frustration at knowing that a sport so dear to his heart would never be the same. What I can tell you, is since that first ski day back in 1999, Sandy has remained with Power To Be. During this time he has gone on to achieve his certification as a ski instructor for the disabled, he has become an active peer support in his community, he has attained his driver's licence and he has begun a production company that has produced two documentaries for our programs.

From program participant to volunteer extraordinaire, Sandy exemplifies the essence of what Power To Be is and what it always will be. A place where people deserve to laugh, where they deserve to cry, where they deserve to be trusted, where they deserve to learn, where they deserve to share, where they deserve friendship and where they deserve to discover the confidence that life is worth living despite the unfortunate circumstances that it sometimes delivers. Knowledge is gained, an indelible mark is made, a life is changed forever.

On behalf of the Board of Directors, the staff, volunteers and the participants, I extend our deepest gratitude to everyone who supported us in 2005. Without you our programs would not exist. Your investment in Power To Be has not just been defined by issuing a cheque as a charitable donation; more importantly, it has been defined by a relationship with a proven winner where each investment has paid off in human dividends.

With your assistance we have ensured that some of the underserved youth and families today have had the opportunity to be, like Sandy, a full participant in their community.

Yours Truly,



Tim Cormode
Co-founder and Executive Director

IT STARTS WITH COMMITMENT

- By our founders... who in 1998, committed to a vision and have stuck with it
- By our staff who commit to giving our participants the consistency and stability too often lacking in their community
- By our volunteers and donors who commit their time and financial resources to make our programs possible
- By our community partners who commit to supporting Power To Be each year
- By our participants who commit to facing the challenges and the rewards of Power To Be programs

DEFINING POWER TO BE

Since its inception in 1998, Power To Be, a registered charity, has been enhancing the health and quality of life for youth and families living with special needs.

Guided by a focus on health, education and community, we at Power To Be believe that outdoor activity is a source of inspiration, regardless of a person's circumstances. From innovative adaptive recreation programs for youth and families living with a disability, to multi-day wilderness expeditions designed for vulnerable youth, our collaborative community approach equips participants with the self-confidence they need to discover and develop competencies in personal health, environmental education, leadership and community responsibility.



OUR VALUES: DEFINING OUR STRENGTHS

TRUST: At Power To Be, trust colours everything. It provides the essential bridge between our staff, our volunteers, the community agencies and participants we serve. We nurture trust by actively reaching out for suggestions and opinions. We must be honest and authentic, and invest in a personal way that invites each person to have a meaningful relationship.

INCLUSIVENESS: Power To Be has always taken considerable pride in our ability to treat people uniquely rather than equally, with the understanding that the more we personalize our work with the people we serve, the more varied approaches we apply, the more effective we will be. Power To Be is committed to an extensive outdoor program, which is accessible to all members of the communities we serve.

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ENVIRONMENTAL RESPONSIBILITY: Power To Be is committed to environmental responsibility. The outdoor environment of British Columbia is our classroom. We strive to raise awareness about issues facing our environment with established teaching practices.

SOCIAL RESPONSABILITY: Power To Be believes that helping others is a way of life. Through service to others and the development of leadership skills, we encourage our participants and key stakeholders to become thoughtful, constructive and continuing members of the local and global community.

FLEXIBILITY: Power To Be works in the outdoors, it works with people with a variety of challenges and it is a non-profit organization. These three realities all combine to create a culture within Power To Be that makes unpredictable situations almost commonplace. For these reasons, flexibility is one of the most cherished qualities among our staff and volunteers. Power To Be staff and volunteers are expected to strive on with a positive mental attitude, making the best of the situation, while keeping in mind the mission, the participant needs and the program objectives.

LEARNING: Power To Be was founded on the premise that education extends beyond the classroom and into the outdoors. An outdoor environment provides a setting in which individuals can discover their strengths and limitations while learning a variety of life skills.

TEAMWORK: By working together we can accomplish more than we will ever achieve by working as individuals. Being a good team member does not mean losing your individuality; rather, it implies that our differences should be our strengths. Members of Power To Be share a collaborative commitment to providing quality programs. We work together in the spirit of cooperation to share individual ideas in order to reach common goals.

LEADERSHIP: Leadership at Power To Be is not defined or taught by one person. We are all community leaders who simply want to “make a difference”. Our commitment goes beyond just learning and developing skills, it is exciting and passionate to serve our mission and give 110%.

COMMUNICATION: Expectations are formed on the basis of how we communicate. One of the most important ingredients in teamwork is trust, and it is through gaps in effective communication that we lose trust. Frequent, open, and honest communication is expected in all facets of Power To Be operations.

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FIRST WE BUILD TRUST, THEN WE BUILD CONFIDENCE, THEN WE BUILD FUTURES.



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PROGRAMS AND SERVICES: DEFINING OUR MISSION

DISCOVERY PROGRAM

Youth embark on a wilderness-based expedition that begins assisting them with the everyday challenges that they face in their lives. Youth engage in physical challenges that build emotional, spiritual and practical capacities for life. Each participant lives and learns in an atmosphere of trust, where they develop positive social relationships and discover the confidence they need to be the best they can be.

The Discovery Program embraces social and environmental responsibility. Our curriculum is rooted in the ethics of environmental conservation placing a strong emphasis on the marine environment while recognizing the importance of supporting cultural diversity.

Power To Be expeditions explore various marine parks on the West Coast of British Columbia.

COMMUNITY CONNECTIONS PROGRAM

Rather than engaging participants in a single occurrence, Power To Be strives to create a series of meaningful experiences over a period of time. Acquired life skills and peer relationships developed in the Discovery Program are transferred to the schools and communities. Youth take part in various year round community projects and outdoor activities that facilitate the continuance of education, social participation and a healthy lifestyle.

Community projects continue to direct youth towards engaging in activities that promote environmental awareness, ethics of conservation, concepts of sustainability and longer-term environmental stewardship.

Community projects take place in the Victoria area.

ADAPTIVE RECREATION PROGRAM

Our adaptive recreation program provides opportunities for people with disabilities to access outdoor activities. The vehicle of accessible recreation removes barriers and increases a person's sense of self-worth, self-confidence and self-identity. As a result, our adaptive recreation program assists participants in discovering their potential and purpose as individuals in their community.

Adaptive recreation programs run year round in both Victoria and Vancouver.

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WHAT THE EXPERTS ARE SAYING

~ **ADVENTURE EDUCATION IS BENEFICIAL FOR PERSONS WITH** physical disabilities because the experiences can lead to gains in self confidence, self knowledge, outdoor skills, independent living, self reliance and employability. Saari, Shurke and Lais

~ **THE MAIN PURPOSE THAT ADVENTURE THERAPY REALLY PROVIDES** is an engaging way to learn skills that deal with the environments that young people are in. These are often stressful social environments they have to manage as they move towards adulthood. Dr. Simon Crisp

~ **YOUTH LOVE ADVENTURE-BASED PROGRAMS** because they learn best when they are actively engaged. Experiential education is well known for its ability to captivate the learner. Whether it be therapy or simply healthy recreation, adventure-based programs make learning fun! Adventure activities are ideal tools for skill building in that they teach communication, cooperation, trust and problem solving. Dr. Scott Bandoroff

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VOLUNTEERS!

Power To Be relies on the support of volunteers in all aspects of its organizational needs. They are a key to our success and the heart of community commitment. Some duties include the following: Administrative, Fundraising, Marketing, Programs, Research and Evaluation, Community Support and assisting in the Programs!

Please send us a resume or contact us at info@powertobe.ca and we will send you a volunteer package.

DONATIONS!

To inquire about supporting Power To Be through a donation or fundraising event please contact our Executive Director at (250)656-0166 or Tim@powertobe.ca

WE ENCOURAGE ALL PEOPLE TO GO OUT AND VOLUNTEER IN THEIR COMMUNITIES. EVERY LITTLE BIT HELPS!



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“What I observed was truly remarkable! My son Ryan was able to learn a new skill that can be part of a healthy lifestyle for him. Not only did he truly enjoy the experience, but it clearly BOOSTED his confidence in relation to water activities and his ability to do what typical kids do. As parents, we are keenly aware that Ryan’s exposure to such opportunities at this age will significantly enhance his ability to fully participate in life as an adult.” Ross Chilton

“ The kayaking program was run so smoothly, it was a real pleasure to be involved. Giving Kevin the chance to be out on the water and getting some physical activity was a tremendous opportunity. Thank you so much for providing it! We eagerly look forward to next summer!” Darlene Caslor

“The crew from the BCCH Eating Disorders Program had an exciting & fun experience at a 5-day camp on Hornby Island with Power To Be! Campers were encouraged to feel like ‘campers’ not patients; they commented on how much they liked being away from the hospital environment. They found it allowed them the opportunity to feel hope for normalcy and recovery. They were able to remember the times in their lives when life could be fun!”

Kathleen Standish RN MA, BCCH Eating Disorders Intensive Treatment Service

“Before my brain injury, I was a dynamic business woman and loved a challenge. Recovering from the brain injury is definitely a challenge and I have to work very hard to recover functions, or to develop new neuro pathways to access old functions. I am often anxious & frustrated by my life with a brain injury so I found the gentle encouragement from the Power To Be staff very valuable. The Power To Be programs (kayaking, low ropes course, camping) have enriched my life in many ways. It has given me more confidence, I am more able and I will become more financially independent again!”

~participant living with a brain injury

“I thought it was an awesome experience and it showed me how great the outdoors could be! It made me feel useful and that I wasn’t as weak as I thought!” Portland Island Participant (Youth with Eating Disorders)

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LETTER FROM ROSIE

Imagine being 12 years old again. Life is simple. No job, no worries and no cares. Your only concern is playing with your friends. Your favorite activities include riding your bike and watching TV.

Now imagine being told the worst news: you have cancer. You barely know what cancer is, and are told you have a disease that you heard kills people. You are lost in a sea of confusion; not knowing which way is up or down. You are so scared. Doctors, who are supposed to make you better, start to inject drugs into your body that make you throw up. The doctors perform surgeries that are painful and leave horrible scars. Over 500 children in B.C. are diagnosed with some form of cancer each year. They have to endure pain, hair loss, hospital stays, missing school, losing friends, and fear of death. I know all of this because I was one of those children.

I remember having cancer like it was yesterday. There is no experience that has changed my life more than cancer. But it wasn't just the cancer itself that changed my life, it was some of the great adventures that I got to experience because of it. There are some great programs set up for children who have to experience life-threatening illnesses and I was able to benefit from some of them. I feel so lucky and privileged to have been a part of something so incredible. I feel so lucky to be alive and to have been given a second chance. I think it is a wonderful gift that people want to help children and give them memories they can hold dear, when life is getting them down -- when they think they can't handle any more needles or hospital stays.

I was privileged enough to be invited on a journey with a great organization called Power To Be. I didn't know it then, but the experience would change me. We went on a sea-kayaking trip to the Broken Islands. Our group was totally alone from normal life and in the middle of nature; it was great. We were on this tiny ferry traveling to the Broken Islands, on which I got a bit seasick. There were five other kids that got to go with us, and they all had experienced cancer. The six of us shared our experiences and stories about how we all dealt with cancer. We bonded and made lifelong friends of each other. Even if we don't talk often now, I took a small part of them with me after the trip. I shared something real and soulful with them, meaning they have a part of me as well. I learned from them, from their laughter and silliness, from their tears and hugs. I learned how precious a gift cancer is all over again. I have always considered myself lucky to have gotten cancer because it gave me a great outlook on life. I am more positive and don't worry about the little things anymore.

The trip that I went on was a great learning experience. I learned to kayak, map and use a compass. It was so great camping and being away from the stressful life I was dealing with at home. I was able to forget about my worries and just have fun. It didn't matter that it rained for two days, we spent those two days in our tents talking and laughing. That's what I remember most, hanging out with people who knew exactly what I was going through. Sometimes I didn't have to say anything and they knew how I felt. I felt so peaceful being there, so serene with myself. I wrote a lot of poetry when I was there, mostly because I was inspired by nature and by those around me. It was an amazing experience that I am able to look back at often, and smile.

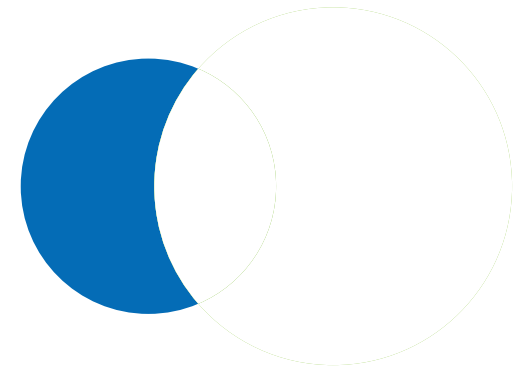
Programs like these are often what keep children with life-threatening illnesses, like cancer, hopeful that there is a better tomorrow. They help to inspire and form lifelong bonds with people you wouldn't have met otherwise. I feel lucky to have been able to take part in something so incredible. I'll never forget my trip or what it meant to me. I feel privileged to have gone. Please help support this program. It was the greatest gift that helped me survive cancer. It made me stronger and braver. No one can take that away.

- Rosie Gosling

PROGRAM ACHIEVEMENTS IN 2005: DEFINING OUR SOCIAL IMPACT....

Demand for our services continues to escalate, with program participants more than doubling from the year before. Here are just a few of the highlights:

- **Power To Be** served eleven hundred participant days in 2005.
- **Power To Be** developed and implemented a year-long wilderness program for youth living with a mental health challenge.
- **Power To Be** addressed the need for more collaborative health programs with Aboriginal youth.
- **Power To Be** collaborated on a year-long family program that assisted youth living with a parent who has as an acquired brain injury.



PROGRAM VISION; DEFINING TOMORROW AND BEYOND

Power To Be takes pride in the demand and growth of our programs, but it has been no easy task to maintain. In the fall of 2005, Power To Be underwent four months of intensive organizational restructuring and planning. The result is a strategic plan that we believe will provide the foundation for a sustainable and productive future. Program highlights of our strategic plan are as follows:

POSITION POWER TO BE AS A UNIQUE AND INNOVATIVE PROGRAM IN CANADA

Approximately 25% of Canadian youth are faced with health-related challenges. It is suggested that less than a quarter of these youth are currently being served with targeted treatment. With our unique curriculum and community approach, we believe Power To Be and its community partners will drive positive change through the provision of key services to these youth living in British Columbia and Canada wide in future phases.

PROTECT AND BUILD UPON POWER TO BE'S CORE VALUES

Power To Be's core values were developed by consensus with principal stakeholders and are the key elements that define the Power To Be distinction. The Board of Directors, management, staff and volunteers must ensure that proper policies and procedures are in place. This allows Power To Be to evolve and be responsive to participant needs while preserving the core values and unique character of our organization.

CONCENTRATE ON HAVING A LARGER IMPACT ON THE YOUTH WE SERVE

Rather than engaging participants in a single occurrence, our programs will strive to create a series of meaningful experiences over a period of time in order to facilitate the continuance of education, social responsibility and a healthy lifestyle.

IMPROVE OUR PROGRAM MEASUREMENTS

Power To Be programs work. In order to communicate that more effectively to our key stakeholders, we need effective measurements that address the outcomes of our program. In 2006, Power To Be will improve its evaluation methodologies to address the social and economical impacts that our programs have on the participants and communities in which they live.

EXTEND OUR PROGRAMS TO FIRST NATION COMMUNITIES

In the spring of 2005, Power To Be provided part of its services to twenty-five Aboriginal youth living in the Victoria area and central coast of Bella Bella. A final program evaluation indicated the need for more nature-based programs within Aboriginal communities, emphasising the importance of community collaboration and the need for more joint training. In 2006, Power To Be will continue to work with First Nations Communities to enhance the health and quality of life for Aboriginal youth.

INVEST IN PROFESSIONAL DEVELOPMENT

In 2006, Power To Be will launch a revised organizational structure that will support the expanded mandate, vision and necessary fundraising plan. Power To Be staff and volunteers are our biggest assets. We will invest in more professional development to ensure they are equipped with the skills necessary to achieve our mission.

FINANCIAL ACHIEVEMENTS IN 2005: TREATING IT LIKE A BUSINESS

- We raised \$437,505 in 2005 compared to \$182, 418 in 2004
- 82% of donations went directly to program costs
- Established an inclusive work force where 10 % of our employees are people living with a disability
- Completed a stewardship plan that will engage donors in the long-term investment for the lives of the people we serve
- Developed a business plan for a social enterprise that will generate necessary revenue to offset administrative costs

FUNDRAISING PLAN; SECURING OUR FUTURE

Power To Be achieved considerable financial success in 2005. It is a pleasure to report that in the fiscal year ending December 31st, 2005, Power To Be received \$437,505, more than doubling last year's \$182, 418. In order for Power To Be to maintain a strong financial position, Power To Be completed a strategic plan that will meet the expanded mandate, vision and necessary revenues for future years to come. Key highlights include the following:

BUILD UPON POWER TO BE'S RECENT FUNDRAISING SUCCESSES BY BROADENING THE DONOR BASE

Power To Be will increase its in-house research capabilities to identify more donors who have the capacity and inclination to support our programs

POWER TO BE WILL DEVOTE MORE TIME TO MAJOR GIFT PROSPECTS

Power To Be recognises that long-term sustainability will rely on increasing major gift prospects. By 2008 , we will establish a funding base where 80% of our program funds come from 20% of our donors.

ESTABLISH PLANNED FAMILY-GIVING FOR PROGRAM SCHOLARSHIPS

Power To Be was successful in securing one program scholarship in 2005. This must be increased.

DEVELOP AN ENDOWMENT FUND FOR PROGRAM DELIVERY ENHANCEMENT

An endowment fund will become a growing source of funding, capable of generating long-term dollars annually for our programs. Beginning in 2006, Power To Be will develop a financial plan to launch an endowment fund in 2007.

MAINTAINING DONOR STEWARDSHIP; INVESTING IN A PROVEN WINNER

Investment in Power To Be programs is not just defined by issuing a cheque as a charitable donation, it is defined by long term relationships where each investments pays human dividends. Our donors need to be recognized and well informed about their investment in a proven winner.

INCREASE PROGRAM COSTS, REDUCE ADMINISTRATIVE COSTS

It is imperative that Power To makes every effort to ensure that as much money as possible goes directly to our programs. This is no easy task as administrative costs are associated with what we do. However, we can be creative and we will do so by offsetting some of our administrative costs through a new social enterprise that we will launch next year. In 2006, it is our goal to increase our program costs to 85% while reducing administrative costs a further 3% to 15%.

ADDRESS GOVERNMENT FUNDING FOR PROGRAMS

It is becoming increasingly more difficult for social programs like Power To Be to access government funding. Power To Be is focusing on longer-term programs for the youth and families, and while we would like to rely on government, we realize funding is scarce and rarely supports long-term initiatives. Power To Be will need to rely more heavily on other forms of funding to support its longevity

FINANCIAL STATEMENTS

The following condensed statements contain information taken from the Review Engagement completed by Kesteloo and Busse Certified General Accountants. The complete Review Engagement is available upon request from the Power To Be Adventure Therapy Society office.

OPERATING FUND		2005	2004	ASSETS		2005	2004		
Revenues				Current Assets					
Charities and foundations	\$	315,499	\$	110,189	Cash	\$	54	\$	8,862
Program and workshop fees		58,537		30,379	Accounts receivable		5,809		11,142
Fundraising and donations		57,939		36,624	Due from government agencies		3,363		3,355
Expense recoveries		5,483		5,201	Prepaid expenses		1,067		0
Interest		47		25					
		<u>\$ 437,505</u>		<u>\$ 182,418</u>					
					Property, plant and equipment		69,572		27,472
					Goodwill		11,192		11,192
							<u>\$ 91,057</u>		<u>\$ 62,023</u>
Expenses				LIABILITIES AND NET ASSETS					
Wages, benefits and subcontract	\$	224,900	\$	117,067	Current Liabilities				
General and administration		103,214		73,255	Bank indebtedness	\$	3,618	\$	0
Program costs		41,978		14,306					
Amortization of property, plant and equipment		17,936		5,836	Accounts payable and accrued liabilities		9,418		2,658
Staff training and development		7,787		2,084	Due to government agencies		2,315		3,613
Fundraising expenditures		6,949		0	Amounts owing to related parties		38,474		38,495
		<u>\$ 402,764</u>		<u>\$ 212,548</u>	Deferred contributions		1,534		16,300
							<u>\$ 55,359</u>		<u>\$ 61,066</u>
Excess (deficiency) of revenues over expenses	\$	<u>34,741</u>	(\$	<u>30,130</u>)	Net assets				
					Invested in property, plant and equipment	\$	80,764	\$	38,664
					Unrestricted	(45,066)	(37,707)
							<u>\$ 35,698</u>		<u>\$ 957</u>
							<u>\$ 91,057</u>		<u>\$ 62,023</u>

OUR ANNUAL DONORS: JANUARY 1, 2005-DECEMBER 31ST, 2005 HELPING BRING ADVENTURE TO LIFE...

Power To Be is most grateful for the support and contributions received from all of our friends and stakeholders. It makes a tremendous difference in the lives of the youth and families we serve.

EXPEDITION

Mental Health Evaluation and Community Consultation Unit

ADVENTURER

Rick Hansen Foundation

TD Canada Trust Financial Group

EXPLORER

Queen Alexandra Foundation for children

Ronald McDonald House Charities

VOYAGER

BC Rehab Foundation

C-FAX

Coast Capital Savings Credit Union

RBC Foundation

Variety Children Charity

Nelson Arthur Hyland Foundation

Edward and Susan Rogers

R. Howard Webster Foundation

John Flechl

PATHFINDER

West Vancouver Foundation

Edward and Leslie Cormode

The Hamber Foundation

Wheaton Minerals Ltd.

CIBC World Markets Children's

Miracle Foundation

The Victoria Foundation

PIONEER

Jane Grey

Mark Cosway

Carol Vincent

Allison Ashcroft

Dr. & Mrs. Richard & Wendy Johnston

Marian Sweetnam

Brian Harper

Tim Cormode

Michelle Atterby

Dean Payne

Jordie Allen Newman

Deborah Jandrlich

Ally Oliver

Jeff & Mikiala Jones

Mike and Norma Tangney

Laurence and Elizabeth Richards

Tayhold Corp. Ltd.

Mountain Equipment Co-op

Howard Taylor

OUR COMMUNITY

Power To Be's success is founded on its ongoing alliances with health professionals and community agencies that make our programs a truly collaborative experience. These alliances provide assistance in the following ways:

- Provision of youth referrals
- Assistance with staff training, client assessments, curriculum development and program implementation
- Provision of facilities
- Assistance with evaluation and research
- Provision of ongoing support for community integration

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OUR COMMUNITY PARTNERS FROM 2005 INCLUDED:

BC Blind Sports
BC Children's Hospital
BC Parks
BC SPCA Wild Animal Rehabilitation Centre
BC Wheelchair Sports
Balding for Dollars
Bayside Middle School
Boys and Girls Club Services of Victoria
CP Association
CP Sports Association
Canadian National Institute for the Blind
Canuck Place
Centre for Ability
Child and Family Counselling Association of Victoria
City of Vancouver
Crag X Climbing Gym
Development Disabilities Association
Disability Foundation
Fairfield Community Center
False Creek Residence Society
GF Strong
Glenlyon Norfolk School
Insurance Corporation of British Columbia
Janet Rogers
Jeremy Williams
The Land Conservancy of British Columbia
The Le,nonet Project
QQS Projects Society
Quw'utsun Cultural Centre
Muscular Dystrophy
MS Society

Native Brotherhood, William Head Penitentiary
Nil/Tu,o Child and Family Services
North Shore Disability Resource Centre
OUR Ecovillage
Outdoor Behavioral Healthcare Research Cooperative
Pacific Surf School
Providence Farms
Provincial Services for The Deaf and Hard of Hearing
Recreation Integregation Victoria
Richmond Community Living Society
Saanich Indian School Board
Saanich School District 63
Sam Sullivan Disability Foundation
South Fraser Child Development Centre
Spina Bifida
Stelly's High School
Sunny Hill Hospital
Tourette Society of BC
Tsetsawulth'tun Shhw-qwal-iwum (Helping From the Heart)
Unity Drum Singers
University of Victoria
Vancouver Island Head Injury Society
Vancouver Island Society for Adaptive Snow Sports
Variety Club of BC
Volunteer Victoria

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BOARD OF DIRECTORS

Michelle Atterby, President of the Board
Student, Masters in Psychology

Allison Ashcroft, Treasurer of the Board
Chartered Public Accountant
Deloitte & Touche

Peter Hicks, Secretary of the Board
Professional Speaker

Dr. Ted Cormode, Board of Director
Pediatrician

Brian Harper, Board of Director
President & CEO,
Gateway File Systems Inc.

Carol Vincent, Board of Director
President,
Redbird Communications

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Program Manager

Susan Lalari
Executive Assistant

Andrew Woodford
Risk and Safety Management

Karen Lai
Program Coordinator

Beth Anne Masselink
Program Instructor

Ben Geselbracht
Program Instructor

Shandell Susin
Program Instructor

Robin Fagnan
Program Instructor

Michelle McGeough
Program Instructor

VOLUNTEERS FROM 2005

Ann Bangah
Henry Beblo
Desmond Chew
Danielle DeGagne
Monika Dudzic
Darcie Emerson
Maria Emerson
PJ Fairfield-Carter
Jordan Fisher
Erin Fuller
Catherine Gamroth
Jennifer Heys
Deborah Jandrlich
Heather Jenkins
Ian Jolley
Barbara Jones
Lindsay Kemble
Carinna Kenigsberg
Sabrina Kolkner
Alayna Krueger
Kevin Kung
Matthew Liem
Helen Lovisek
Stephanie Martel
Josee McGeough
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Sandy Richards
Shelley Ross
Shandell Susin
Yuka Tokuhara
Ivo Van der Kamp
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