



SCOPE
Calgary SCOPE Society

Under the same sky
Annual Report 2023-2024

We strive for the highest possible quality in all of our work by promoting:

Respect for diversity and choice
valued roles and opportunities within community life,
careful listening, learning and responsiveness
positive, caring approaches and relationships,
collective reflection, evaluation and dialogue

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118824135RR0001

a message from the board of directors

It's been an exciting year of exploring possibilities to build the Scope community! Thank you to all the staff that have continued to go above and beyond to support the exploration and resulting decision to expand service to Grande Prairie through a merger with Care Human Services. We are really excited for Calgary and Grande Prairie staff to build new relationships and work together to provide outstanding services and support for the disability community. We are also thrilled about acquiring a seven-unit apartment building to support our long-term goal of providing more clients with affordable and safe homes.

On behalf of the Board, we want to sincerely thank each and every one of you for your passion, commitment and contributions to the clients and families that you serve. Your efforts are greatly appreciated and make a huge impact! From Black Diamond to Grande Prairie to Calgary, we are all UNDER THE SAME SKY and look forward to another wonderful year ahead!

Courtney and Nancy

Slate of Directors 2024-2025

Cesar Cala
Cynthia Christison
Nancy Dick
Zara Hande
Richard Rose
Kathleen Sitter
Kelly Swart-Davis

The Blackfoot Confederacy (Siksika, Kainai, Piikani), the Tsuut'ina, the Iyáxe Nakoda Nations, the Métis Nations Rockyview Region 4, Métis Calgary Nose Hill Region 5, Métis Calgary Elbow Region 6, and all people who make their homes in the Treaty 7 region of Southern Alberta, Treaty 8 Territory. Covering 840 000 square kilometers, the Treaty 8 Territory encompasses the ancestral homelands of the Woodland Cree, Dunneza (Beaver), Chipewyan, Métis Grande Prairie Region 13 and Métis Peace River Region 14

a message from the ceo

ensuring that everyone we serve receives the best care and opportunities for full citizenship 3189 km apart

2023/24 has been a monumental year for the Calgary Scope Society. Along with our usual business of not keeping anything usual, we embarked on a journey with Care Human Services Ltd. In Grande Prairie. What started 15 months ago as a discussion about how the two agencies could work together has transformed into a merger with the boards of the two organizations voting to become one entity. Over the next six months, the organizations will continue to work through the process of becoming one, with Scope assuming all operations, programs, and staff of Care, ensuring continuity of direct services to all individuals currently served by both organizations.

The board and leadership of Scope and Care are excited about this next chapter in our new organization. Joining the two agencies will strengthen our ability to deliver high-quality services and amplify our shared commitment to supporting individuals with complex needs.

Together, we are posed to make a greater impact in our communities, ensuring that everyone we serve receives the best care and opportunities for full citizenship. Calgary and Grande Prairie are 3189 kilometers apart but our mission, values and commitment to strong services leaves us knowing that we are still living and working under the same sky.

I would like to thank everyone who considers themselves a part of the Scope community for their ongoing commitment to and interest in the wellbeing of our fellow community members. I hope your next year is full of fun, learning and astonishment.

Ryan Geake

journeys calgary

love was in the air

Love was in the air this past year in the Journeys Program (both Calgary and Ridgestone Lodge). We celebrated not one but two commitment ceremony weddings between the folks we support. The first one was between a long-term couple who, with the support of their staff and family, held their wedding in August 2023. The bride wore white and sang to her groom, "You Are My Sunshine," accompanied by her music therapist.

There were bubbles in the air, a first dance and a cutting of the cake to complete the celebration. This seemed to spur on some other lovebirds, and in May 2024, our second couple tied the knot surrounded by friends and family. Their love grew following a Journeys' Alaskan cruise in 2022 and their bond was solidified over a few years of dating somewhat long distance from Calgary to Diamond Valley. We can maybe expect more nuptials to follow after our Journeys' trip this past year to Nashville and Memphis...

Special thanks goes out to all the amazing staff who worked so hard with these folks to create their own personal dream weddings! And maybe watch for a potential upcoming documentary in the near future. There is definitely something in the air in the Journeys Program, so you might want to hold your breath if you don't want to catch the lovebug.

Shelley Murdoch



journeys diamond valley

News from the Hinterlands of Diamond Valley

1. **'Come rain or shine,'** the Okotoks Western Wheel was delivered to homes in Diamond Valley. One of our residents celebrated his one-year anniversary working in flyer delivery, carrying two delivery routes!
2. **'Not to steal his thunder'** Another resident is successfully volunteering at Missions Thrift Store, Okotoks.
3. **'Taken by storm,'** the residents of Ridgestone participate in weekly Art and Science classes.
4. **'On Cloud Nine,'** Ridgestone lodges the most recent Lion of the Foothills Lions Club!
5. **'If the goose honks high, fair weather ahead,'** Ridgestone focuses on 'happiness'
 - Learning to draw in 'Art with Anna'
 - Themed lunches
 - Walking groups
 - Chair exercises & chair yoga
 - Fishing!
 - Vacations with Calgary Journeys
 - Gratefulness jar, recently turned into a gratefulness wall!
 - Staff events including BBQ's, after-work parties, potlucks, a 50x50 raffle
6. **'On the horizon,'**
 - Ridgestone has discovered Fee Assistance in Okotoks!
 - The Ideas Incubator committee is further empowering themselves on a Happiness Project journey

Clare Fox



community support

a meaningful life to pursue dreams.

It has been an exciting year! We have had the Community Support Team (CST) Management team (Lesli, Daryn, Geoff, and Ken) get to know the folks at Care Human Services Ltd, consulting with them regarding their individuals with complex needs. It has been a great fit as we all enjoy the time together. In Calgary, some challenges and changes have ensued this year. Housing has become a significant barrier to providing services for people with disabilities, even when a service provider is keen to support them. To address the waitlist issue for Persons with Developmental Disabilities (PDD) services, PDD and CST agreed to bring in seven more individuals throughout the year, and we are happy to have them become part of the Scope family. Our first of the seven came to 'Celebrating You' this year and felt right at home. Our On-call and Coordination teams have focused again this year on social events for the individuals we support: karaoke, sports days, arts/crafts/games events, and the long-awaited return of the inter-agency dances (this time hosted at Scope). We have some newer promotions in the CST management, coordination, and On-call teams; it has been thrilling to see their client-centred care and some fresh ideas that they bring to the table (shoutouts to Tim Gorman, Heidi Hagemeister (Managers), Lauren Pritchard and Gilroy Guzman (Coordinators), and Ambra Tescione (On-call). Lesli Peddie is now the Chief Officer of Operations for Scope and Geoff Chapin, Daryn Hunt, and Ken Hatch are all now in director roles in CST. There is a wonderfully wide-open canvas of work for the coming year, seeking to provide all Scope individuals with a meaningful life where they can pursue their dreams.

Ken Hatch

community outreach services

new and exciting ways to offer the best to our community

Community Outreach Services is made up of Disability Action Hall, Family Counselling, Gateways, Outreach, Triple P, and TIPS.

Each service continues to look for new and exciting ways to offer the best they have to offer to our community.

A couple of highlights from this past year are the hugely successful launch of 'Navigate for Kids', a web-based app, created by our Gateways team, designed to help families and professionals navigate Family Support for Children with Disabilities (FSCD) funded services for families. Feedback from the community has been overwhelmingly positive with the app used and shared widely by families and professionals.

Disability Action Hall (DAH) hosted a sold-out Queerly Disabled event last fall. It was so successful we will be making it an annual event. The DAH also worked closely with Bow Valley College (BVC) to host a 'Health and Mental Health Care Education' workshop with students of BVC in January.

I wish to sincerely acknowledge the amazing contributions each member of this outstanding team has made over the past year. Thank you to each of you for all your hard work, dedication, and commitment to improving the lives of people with disabilities.

Bruce Howell



counselling

strive to build meaningful relationships under the same sky

Counselling has had an amazing year of connection and growth! Counselling continues to provide individual and group therapy, while also facilitating other activities to create and increase opportunities to connect with one another. Our weekly Wellness Walks have been a wonderful opportunity to build meaningful connections while getting out into the community to better our mental and physical health.

The Coffee and Connect support group for parents and caregivers has grown since we first began a year ago, providing a welcoming space to share experiences and celebrations of those we care for and love.

We also continue to connect with other agencies and participate in community events, as we work together with a common goal of supporting clients in developing a deeper connection with themselves and others. We believe that connection adds purpose and meaning to our lives, as we all strive to build meaningful relationships under the same sky.

Neirreth Johnson

Care Human Services Ltd

a year of growth

Throughout the past twelve months, our team has demonstrated exceptional dedication, creativity, and resilience in achieving our organizational goals. Our commitment to excellence has yielded remarkable results, empowering lives and fostering positive change in individuals we support. I extend my heartfelt gratitude to each member of our team for their tireless efforts and unwavering passion. Together, we have demonstrated the power of collaboration and resilience in driving meaningful outcomes. Let us continue to inspire and lead by example as we embark on the journey ahead.

Calgary Scope Society and Care Human Services have been actively exploring options to improve client supports through program alignment and collaboration. Visits by Scope staff teams to Care in Grande Prairie and vice versa have been productive. Staff from each organization have shared expertise and insights towards the common goal of improved client outcomes and are excited about working together to support individuals with complex needs through support and training of staff and by designing safe environments in the community.

Nivin Markose

2023/2024 Outcomes Report



administration

The strength of the Calgary Scope Society lies with more than 400 talented employees whose dedication and hard work ensure quality services and supports are provided for individuals. Over the past year the administrative team remained focused on working together in support of the needs of the organization, programs and all employees to meet their reception, human resources, benefits, accounting and payroll needs. I would like to express my appreciation to the administrative team for their diligence and tireless efforts.

Some of the work of the administrative team includes:

- Providing leadership in the completion of our accreditation. In May 2023, we were successful in achieving our three-year accreditation with all indicators present in the Level 1, Complex Support Needs and Secure Treatment standards. Thank you to everyone for the many hours of hard work preparing and making the site survey and interviews a great
- Organizing our Casino event. Thank you to Lynn Goncalves and the many volunteers who made our event in June 2023 a great success. Without Lynn's organization and leadership this would not have been possible.
- Support the recruitment, selection and onboarding of new employees. We had 69 new employees join us in this fiscal year.
- Assist in the training and development of employees including informing employees of their training needs, completing registrations and facilitating training. We were pleased to bring the Agency Orientation and Abuse Protocol/Restrictive Procedures back in person. We would like to thank Francaska Lian for jumping in to train when assistance was needed.
- Assist employees in navigating with the benefits plan including enrollment and understanding and accessing our health, dental and disability benefits.
- Review and update administrative procedures. We appreciate work of Kosahn Dietz and ongoing support from both him and Mike McKeown in the development of our electronic room booking system and the upgrading and implementation of our new phone system.
- Support supervisors and employees in the administration of the vacation accrual and pay for hourly employees.
- Review organizational policies and procedures.

As we expand in our services, the administrative team is looking forward to the year ahead and our work under the same sky with our colleagues to support the needs of the organization and our community of employees.

Michelle Wolfe

service awards

This year, we have the pleasure of recognizing and celebrating the dedicated service of the following employees who have achieved milestones of 5, 10, 15, 20, and 25 years in their employment.



years

Lyvan Latic Aka Okumo
Dennis Andema
Jay Andres
Miraille Anetia
Kaylee-Lyn Buckler
Eleazar Paulo Bunag
Phoebe Bushnell
Victoria Chitwetulu
Imelda Espiritu
(2022-2023)
Liza Michele Fehr
Nicketa Graham
(2022 - 2023)
Steven Griffin
Chantelle Hansen
Neil Hehr
Veronica Hernandez
Linda Kingah Kamga
Christine Lewis
Joy Martin
Amanda McCoy
Tracy Murray
Faldes Mutikani
John Mutikani
Krishna Neupane
Ethel Ngala
Annick Niyonzima
Olukayode Osisami
Sandy Pierre
Kirsten Pope
John (Dan) Roberts
Maria Rusu
Elzabeth Tientchieu
Cheryl Voszler



years

Titilayo (Florence) Aluko
Zenaïda Dimatira
Eldad Edong
Daniel Edie
Donatus Enang
Shibu Kurtakose
Jo-Anne Lykouris
Abhilash Mattathil
Rajappan
(2022 - 2023)
Jason McGraw
Michael McKeown
Tania McTaggart-
Reykdal
Robert Ndong
Victorine Nubed
Leslie O'Grady
William Salvador
Nerissa Tagle
Sreekanth Thrukkelumel
Raj



years

Daryn Hunt
Tabitha Moemi
Noelle Oberg
John Wat
Anthony Williams



years

Joseph Cameron
Richard Greenland
Sally Kaleem
Laarni Samson
Agata Thomas
Bol Tung



years

Bruce Howell

financial overview

This is the third Treasurer report for the 2023/24 Calgary Scope financial year. Below are key highlights from the Treasurer.

Financial statements for the year ended March 31, 2024
Our auditors have completed their audit of our financial statements, a final copy of which has been provided to the Board. Based on the Finance Committee's review of audit documents and discussion with the auditors, the following points are noted:

- Our auditor will issue a final (clean) auditor's report on the financial statements
- Financial statement results are very much in line with the results reviewed by the Finance Committee in our April 24, 2024, meeting;
- Surplus for the year ended March 31, 2024, was \$4k;
- There were no significant difficulties encountered during the audit;
- There were only 4 adjusting journal entries prepared by the auditor this year;
- The auditor indicated we provided the requested information on a timely basis;
- Auditor did not identify any instances of known or suspected fraud or misstatement;
- Auditor is satisfied with accounting judgements applied by management;
- No significant control deficiencies were noted; and
- No other matters noted to be brought to the attention of the Board.

The finance committee recommends the Board approve the 2023/2024 financial statements of Calgary Scope Society.

Richard Rose
Treasurer
June 24th, 2024

thank you to our donors, partners and sponsors

Donations 2023-2024

Corporate & Community

Acera Insurance
Canmore Rotary Club
Coca-Cola Bottling
Foothills Lions Club
Italiano Please
TransCanada Pipelines

Individuals

Sean Brett
Barry Flood
Kristina Guenette
Todd Malcolm
Shelagh Parg
Fredal Paron
Larry Sagriff
Yvonne Schmitz





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