

Overcoming Adversity with Diversity

2022 – 2023 ANNUAL REPORT



SOURCES
COMMUNITY RESOURCE CENTRES



Our Mission

To promote **social wellness** for our community.

About Us

Sources Community Resources Society (SOURCES) is an internationally accredited, community-based, not-for-profit agency that has served as a dependable source of help, encouragement and hope for individuals and families in White Rock, Surrey, Delta, Langley, Prince George, Parksville and beyond since 1978.

We touch the lives of thousands of people from across the Lower Mainland, Northern BC and Vancouver Island each year. To serve them, we offer a variety of social wellness programs and services through more than 20 locations, including Community Resource Centres, that are continually expanding to meet individual and community needs.

We strive to create more vibrant and resilient communities by offering support to children, youth, families, persons with disabilities, seniors, LGBTQ2S+ individuals and others who are coping with isolation, addiction, mental illness, poverty, disability and conflict.

Territorial Acknowledgement

SOURCES acknowledges that our work takes place on the unceded traditional and ancestral territories of Indigenous people. Our offices are specifically located on the lands of the Semiahmoo, Kwantlen, Katzie and Tsawwassen First Nations in the Lower Mainland; the Lheidli T'enneh First Nation in North Central, Treaty 8 Territory on the lands of the Dane-zaa peoples in the Northeast and the Snaw-Naw-As First Nation on Vancouver Island. We at SOURCES are committed to learning about, celebrating and incorporating Indigenous knowledge in our work.



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Message from the President



One coffee meeting with SOURCES CEO David Young seven years ago had an impact on me and my family that I could have never predicted. I was searching for a way to give back to the community and knew little about SOURCES. At the time, I had three kids under 10 years old and was about to open the doors to my new law firm. Seems like a good time to take on something new, right? The breadth of SOURCES services combined with David's vision and passion immediately drew me in, and I applied to be on the Board of Directors.

Being on the Board has allowed me a front-row seat to oversee and also directly experience the impact of SOURCES in our community and across the province. When I reflect on what I have seen and done with the agency in the last seven years, my biggest takeaway is nothing SOURCES does is one-directional; rather, it has a web of impact, with layers of good.

The Coldest Night of the Year (CNOY) walk is a great example. My son Rocco has led family, community and school teams at the CNOY since my first year on the Board. At first glance it might seem that CNOY simply raises funds for homelessness, but that is only one layer of good. The event also raises awareness around the core issues behind homelessness and other social needs. CNOY teams

generate enormous community spirit through creativity in naming teams, and some teams even dress in costumes. There is also some healthy (and fun) competition. CNOY is one of the few events that give youth the opportunity to participate as leaders, and school teams have become involved in a big way. People can feel the impact every year at the walk as our community comes together for good.

Sources Food Bank is also a place where I have personally experienced the layers of good. My firm's team regularly volunteers at the food bank. It is great for team building, and having worked these shifts myself, I can tell you the positive impact is not limited to the clients receiving food. My colleagues learned about food insecurity and client needs and walked away as food bank ambassadors.

Finally, I must of course mention SOURCES' first charity fashion show, In Her Shoes. The event in April 2023 raised \$85,000, benefiting SOURCES women's programs. As Co-Chair, I know the money raised was just the icing on the cake since I got to witness the layers of impact firsthand. Our models were clients, volunteers and staff of Women's Place. From the fittings at Turnabout to the moment the models walked the runway, these women were celebrated for their resilience and strength. The show's impact also included many powerful connections made between our guests that will continue to bring the community closer together for years to come. My big smile in the photo on this page was taken at In Her Shoes—you can see the joy.

Thank you to the leadership, staff and volunteers of SOURCES for seven years that my family and I will never forget. I will proudly remain a part of the SOURCES community.

A handwritten signature in black ink that reads "Sara Forte". The signature is fluid and cursive, with a large, stylized 'S' and 'F'.

Sara Forte
President

Board of Directors

SOURCES' Board of Directors is a leadership team that provides strategic guidance and connection to community, enabling our organization to deliver quality care to the communities we serve. They help communicate our mission at large by bridging relationships among key stakeholders, government, local businesses and the general public. We are committed to equity and diversity and are proud of our board members and the wide range of expertise they lend us.



Sara Forte
President
Lawyer



Rupinder Khunkhun
Vice President
Lawyer



Jatinder Heer
Treasurer
Finance



Randall Heidt
Secretary
CEO, KPU Foundation



Adrianna Spyker
Director
Community Health
& Development



Brooke Fernandes
Director
Lawyer



Felix Zhang
Director
Financial Advisor



Stewart Peddemors
Director
Real Estate



Tamara Seymour
Director
Health Manager,
Lheidli T'enneh Nation



Tom Davies
Director
Retired Director,
HR & Labour Relations

Message from the CEO



Impact.

Sometimes, perhaps even often, we struggle to see the impact of the work we do together. The challenges our society faces and the insurmountable social evils can be overwhelming. Our efforts to change our world can feel pointless and meaningless. Disappointment. Discouragement. Disillusionment. These are words that can rob us of our courage, confidence and convictions.

As Canadian songwriter Dan Hill once wrote, “You’ve got to hold on—for what you believe in. Hold on—don’t let it fade. Still you gotta—be strong. Find yourself a reason.” The reasons exist. And they have names. They are your sons and daughters, your sisters and brothers and your mothers and fathers. They are your friends. Your neighbours. Your schoolmates. Your colleagues. You know their names. Every one of them relies upon our strength, guidance and encouragement.

These are the same people who share in our collective effort to have a positive social impact. The truck driver at our Langley Food Bank. The Infant Development Worker in Newton. The Peer Support Worker in White Rock. The Behavioral Support Consultant in Terrace. The Family Support Worker in Fort St. John. The Speech Therapist in Parksville. The Community Living Worker in Ladner.

The Shop-by-Phone volunteer in South Surrey. And many, many more. These too are your family members, neighbours and colleagues. They also rely upon our strength, guidance and encouragement.

We act collectively, but the results are very individual. A child. A couple. A family. A senior. Each life is unique, and each story is extraordinary. There are many pathways to wellness, but each journey begins with hope. Each step is taken with encouragement, and each destination is a stepping stone to a better future.

I am reminded of a video we co-produced eight years ago with the Fraser Health Authority. The stories in Moments to Milestones provide compelling examples of first responders doing their jobs with skill and expertise. More important is their empathy and compassion. This can have an extraordinary impact on the life trajectory of people with whom they come into contact. By approaching each interaction with others as an opportunity to transform lives, who knows what positive outcome might arise?

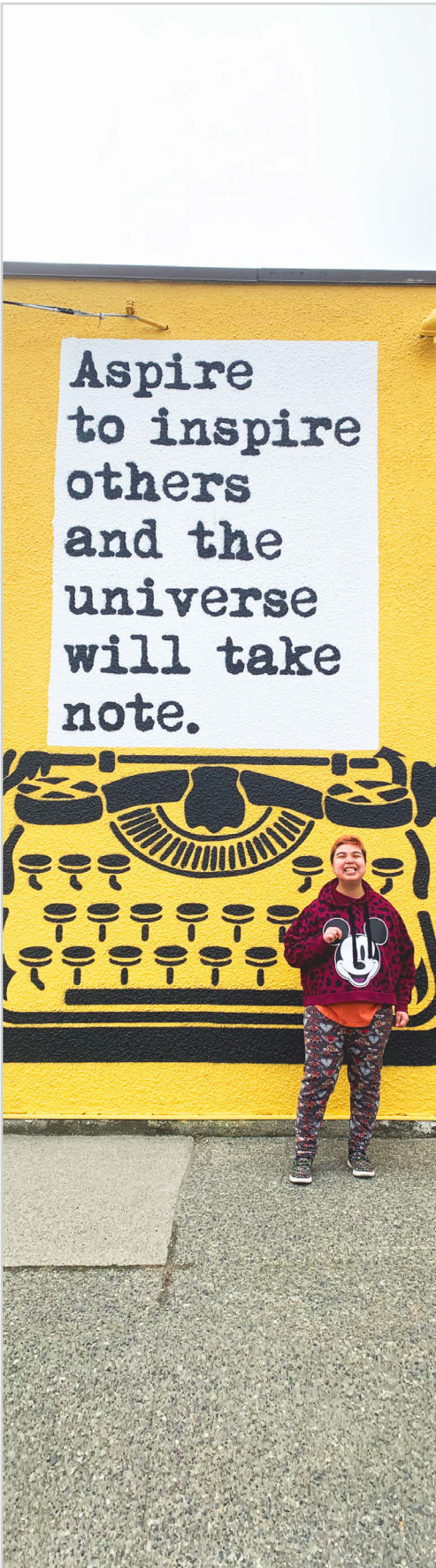
To have impact, one must act. When we act together, we are more powerful. And together we have greater impact.

Let’s continue to do great things together with purpose, intent and hope. Let’s do it for all these reasons and for the people we have in our lives.

A handwritten signature in black ink, appearing to read 'David Young'.

David Young
CEO

Postscript: I am indebted to the staff and volunteers who make an impact in our community each day. I receive support, guidance and encouragement from our Executive Team—Kelly, Howard, Minakshi, Tanbir and Denise. A special note of thanks to Denise Darrell, who has retired this year. I also owe many thanks to our volunteer Board of Directors—Sara, Rupinder, Felix, Tamara, Stewart, Adrianna, Randall, Brooke, Tom and Jatinder. A special note of thanks to Sara Forte and her family for providing seven years of Board leadership and community engagement.



We Thank Our Funders

BC Community Gaming Grants	New Horizons
BC Dental Association	Parksville Qualicum Community Foundation
BC Housing	Peace Arch Hospital Foundation
BC Rent Bank	Prince George Community Foundation
Canadian Mental Health Association	Province of British Columbia
Canadian Women's Foundation	Raymond James Foundation
City of Prince George	Reaching Home: Canada's Homelessness Strategy
City of Surrey	Regional District of Nanaimo
Community Action Initiative	Rotary Club Charitable Society
Community Foundations of Canada	School District No. 35
Community Living BC	Soroptimist International of White Rock
Elizabeth Fry Society	Sources Foundation
Employment and Social Development Canada	SPARC BC
First West Credit Union	The Block Family Foundation
Food Banks British Columbia	The Federation of Community Social Services of BC
Food Banks Canada	United Way of the Lower Mainland
Fraser Health Authority	United Way of Northern BC
Health Canada	United Way of Prince George
James B Wallace Foundation	United Way of Toronto
Law Foundation of BC	Vancouver Foundation
LU'MA Native BCH Housing Society	Victoria Foundation
Ministry of Post-Secondary Education and Future Skills	Walmart Foundation
Ministry of Children and Family Development	
Ministry of Public Safety and Solicitor General	

... and the various donations and grants we received from individuals, businesses, service clubs, churches and community partners. We can promote social wellness for our community thanks to you.

~~I DON'T THINK~~ I CAN.



**WE BELIEVE IN YOU. BE CONFIDENT
AND HOPEFUL ABOUT YOUR FUTURE.**

Contact us to make a positive change.

604 531 6226 | Help@SourcesBC.ca | SourcesBC.ca

Who, Where & How We Support



Nearly

40k

Lives Touched
Last Year



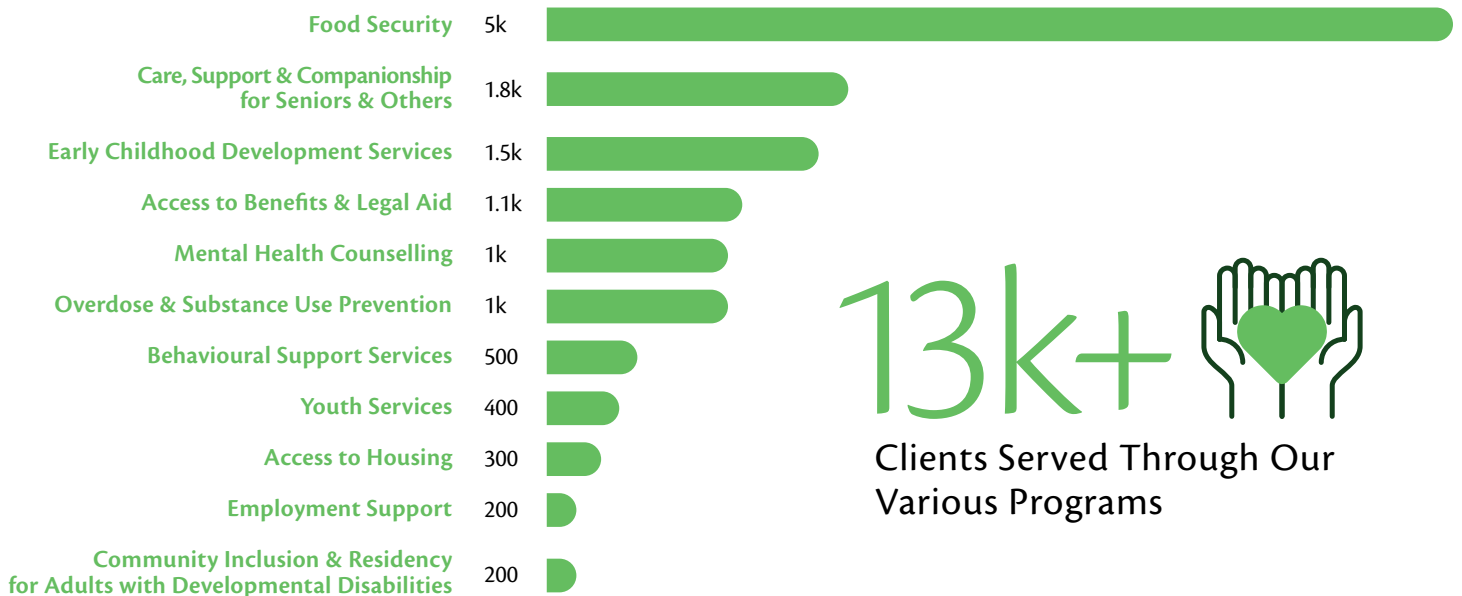
65+

Services

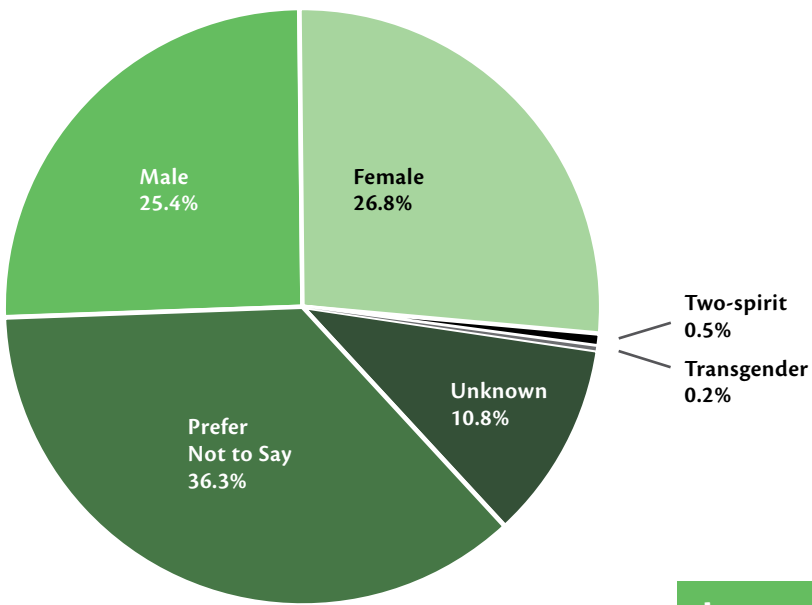


20+

Locations



How Clients Identify



Clients by Age

24%	Adults
15%	Seniors
8%	Infants
4%	Youth
4%	Children
26%	Prefer Not to Say
19%	Unknown



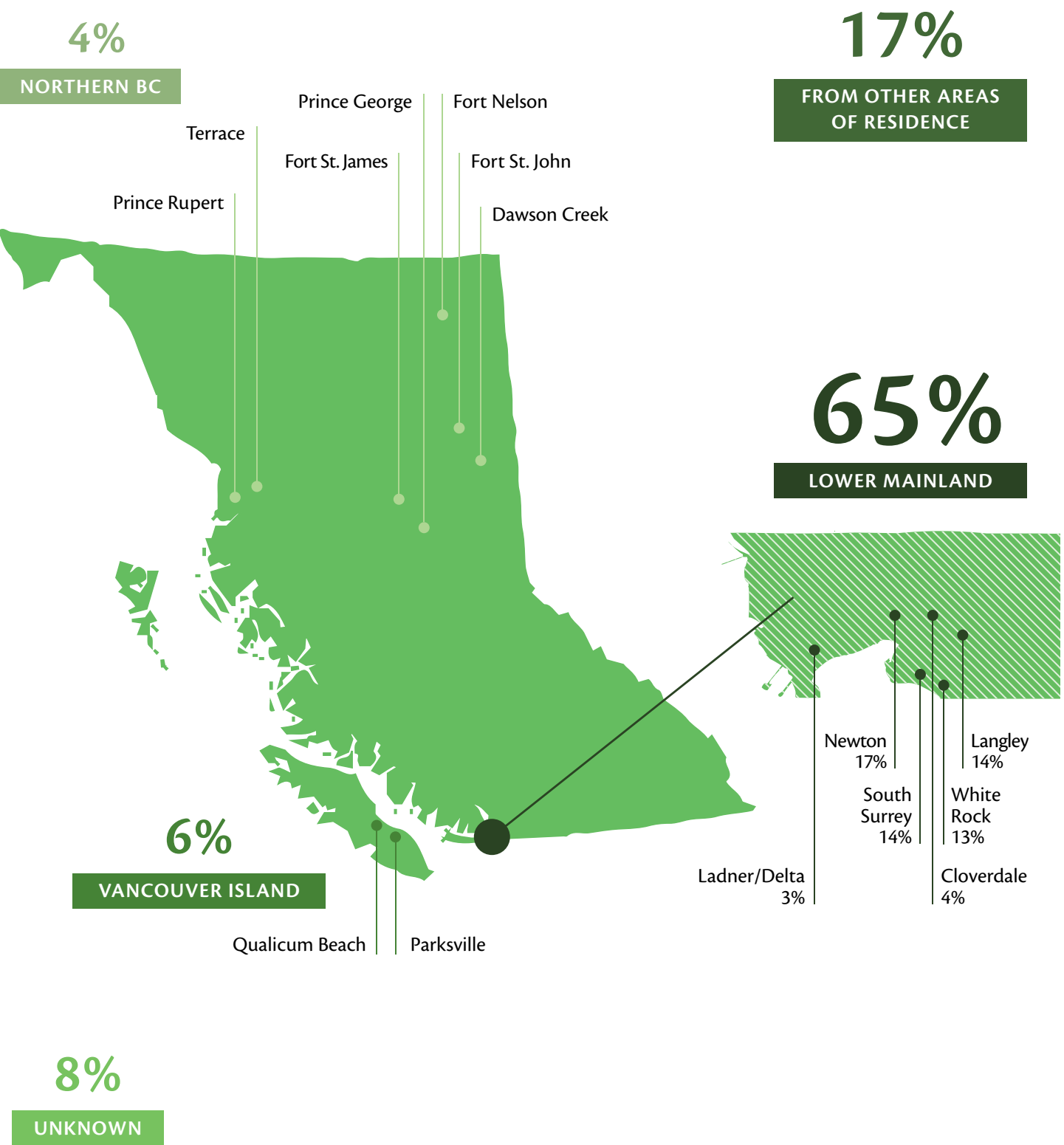
530+
Indigenous Clients
Up 73% vs. FY 2021-22

Languages Spoken

English	Hindi	Punjabi	Arabic
Mandarin	French	Parsi	Spanish
Burmese	Serbian	Sinhala	German
Russian	Korean	Polish	Somali



Clients Served by Location

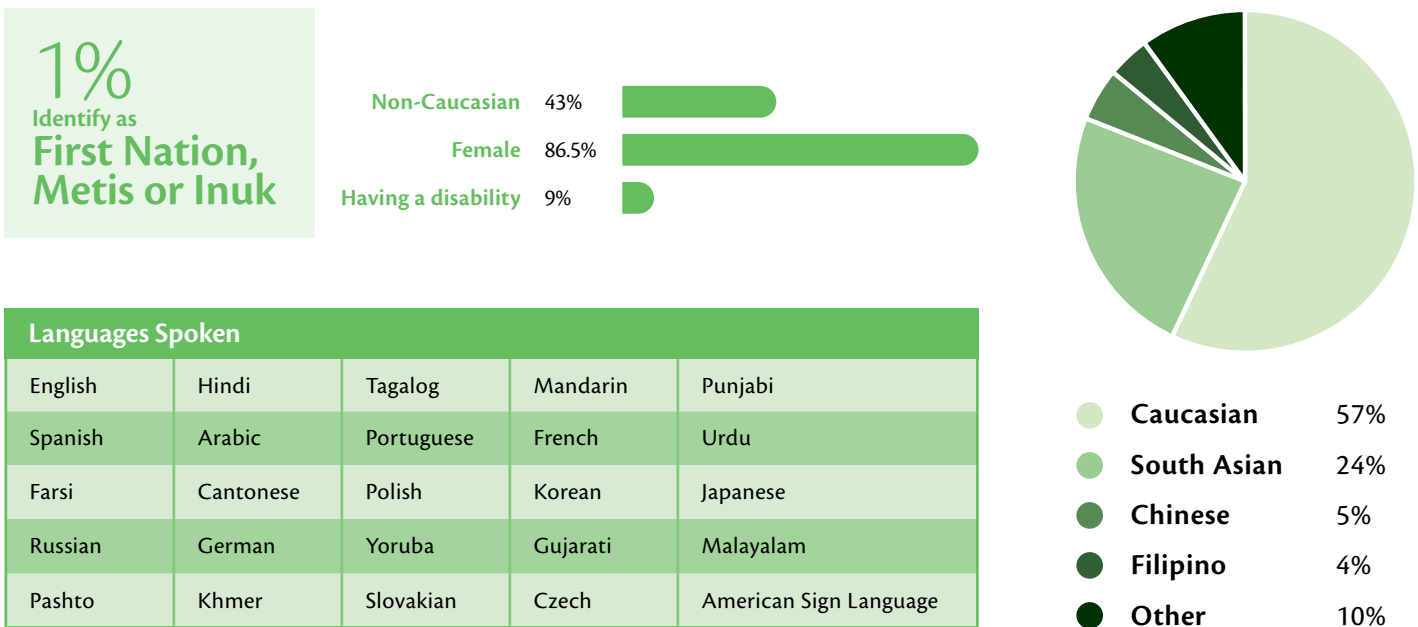


Developing Our Team

Led by dedication and altruism, our 365 staff members touched the hearts of **nearly 40,000** people last year. Over 75% of our workforce directly served people in the community.

Diversity, Equity and Inclusion Remain Our Social Fabric

SOURCES' fight against social inequalities starts with fostering a work culture that recognizes, respects and values people and their differences. This value system is evident in the composition of our workforce.



SOURCES underscores the importance of professional and personal growth for its staff. In the past year, we have provided various ways for staff to develop their skills.



Sources Scholarships: Bursaries were provided to staff pursuing academic or professional advancement. Courses were related to leadership development, improving the health and welfare of clients and enhancing awareness and inclusiveness in the workplace



Lunch-and-Learns: Topics included Conflict Management, Key to Emotional Well-Being, Reclaiming Self to Serve Effectively, Mindful Meditation and Plant-Based Eating 101



Information Sessions: Program managers shared information on their programs to assist with referrals for clients that could benefit from multiple services



In the past year, **39 staff members** celebrated work anniversaries, dedicating between **5 and 30 years** of service with SOURCES.



Cherry Dhaliwal

Primrose Centre
30 Years



Christine Diamond

Community Inclusion Programs
20 Years



Rimmon Decano

Archway House
20 Years



82%

of staff agree they receive adequate support and feedback to do their job well



Cristina Wu

Infant Development Program
15 Years



Andrea Hoggatt

Infant Development Program
10 Years



Georgina Abrefah

Newton Resource Centre
5 Years

Meet Mohammad Hashem Burhan (Hashem), Quality & Evaluation Manager



I am thankful to be given the opportunity at SOURCES to help others. My manager encourages me to pursue a career path that is meaningful to me, and I feel like I am doing that every day in my role."

*Hashem Burhan,
Quality & Evaluation Manager*

Hashem joined SOURCES in May 2022. In the short time he has been with us, he has not only improved the quality controls of our programs but also contributed to our community in a very special way.

Hashem was born and raised in Afghanistan. Like many others, he and his family were seeking refuge from the Taliban war; however, Hashem's family's threat level was particularly heightened because of his previous work with the RCMP and Global Affairs Canada on Afghanistan soil. He had also fought for women's rights in Afghanistan, a gender-oppressed country.

Although Hashem successfully escaped to Canada just last year, his heart remains broken seeing the ill-fated realities continue in his homeland. He has made it his personal mission to help as many people as he can facing similar experiences.

To-date, Hashem and his family have helped close to 30 new immigrant families through financial and emotional support as well by providing advice on navigating around BC. He also translates Sources Food Banks material into Dari and Pashto (spoken in Afghanistan). Because of his contribution, more than 100 people now understand the resources available to them and are accessing our food banks. We are grateful for Hashem's incredible kindness and the value he brings to SOURCES and our community.

Unprecedented Engagement from the Community

Sources Volunteer Services expanded this past year to meet the influx of events returning to an in-person format. This opened up substantial community engagement opportunities for volunteers to get involved. The community responded as our program experienced an unprecedented volume of volunteer inquiries.



400+
Volunteers



3,650+
Practicum
Hours



19,700+
Volunteer
Hours

Volunteer Wheels
260+
rides given

Shop by Phone
1,400+
groceries delivered

Income Tax Clinic
2,150+
tax returns completed

Dental Clinic
140+
appointments seen

Dental Clinic
65+
clients served

Imagination Library
630+
clients served



Outcomes

100%

said the
Shop by
Phone service



has allowed them to continue living in their own home (rather than moving to assisted living)

“

The volunteer drivers have all been wonderful. They have always been polite, respectful, empathetic and have made very good conversational company on my drives. Thank you for this wonderful service!” – Client, Volunteer Wheels

Investing in Infrastructure

It is a priority for SOURCES to create service centres that are welcoming, safe and accessible for its clients, staff, volunteers and donors. Last year, we renovated some of our facilities and added new spaces to improve the client experience for those using our programs.



11 of our clients with disabilities can now independently and safely use the facility. (Cloverdale Enrichment Centre)



Clients' travel time is now cut down, enabling clients with restricted mobility to easily access our services. (White Rock/South Surrey Food Bank)



A more comfortable and neutral environment is offered for our behaviour support clients. (Fort St. John & Prince Rupert Offices)



The Langley Food Bank is accessed by close to 2,600 people. Up by over 65% from its previous location.

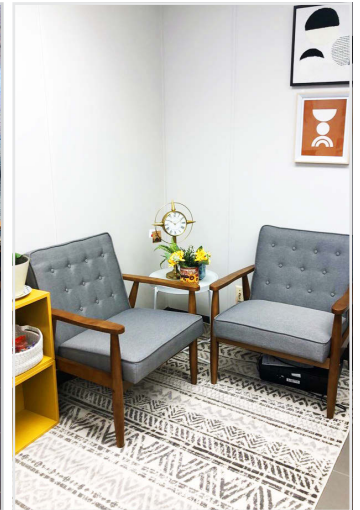
Increasing Accessibility for Clients



Washroom upgrades were made to the Cloverdale Enrichment Centre to become wheelchair friendly. New features include automatic doors, lowered sink height and a wider stall. Improvements now allow 11 of our clients with disabilities to independently and safely use the facility.

Our Seniors Hub and Volunteer services relocated to the second floor of Sources White Rock/South Surrey Food Bank, bringing all three programs under one roof to cut down clients' travel time. An elevator was also installed, enabling clients with restricted mobility to easily access our services.

Creating New Spaces in New Places



Our Behavioural Support Services acquired new office spaces to accommodate clients in Fort St. John and Prince Rupert. In response to client wishes to move away from in-home sessions, our delivery of services in a counselling office now provides a more comfortable and neutral environment.

A new building unit was purchased for our Langley Food Bank. This move helped to avoid an expected rent increase, secure the food bank's future and serve more clients. Since its relocation at Surrey and Langley's border, the bank is now accessed by close to 2,600 people (over a 65% increase from its previous location).

Realizing Our Potential



Our organization is continuously seeking innovative opportunities to expand our programs and address service gaps.

Our goals are to:

- Build a network based on a wraparound service delivery model while improving our turnaround time
- Follow the principles of Trauma-Informed Approach and ensure our locations are inclusive and welcoming
- Develop new or modify existing services to meet the needs of the community
- Have well-trained staff to serve our clients that may have multiple barriers

Some of the projects accomplished in the last year are:

- **Outreach Counselling Project**

Jointly funded by SOURCES and Surrey School District, this project is in response to teachers recognizing a therapeutic need for students and counselling.

- **Family Connection Centres**

Our Behavioural Support Services have been subcontracted by Prince Rupert and Terrace locations and surrounding areas. The fully integrated Children & Youth with Support Needs initiative launches September 2023.

- **Essentials to Housing: Peninsula and Peer Support Services**

We partnered to provide services to homeless individuals who often faced addiction issues. We were able to better serve our clients by providing wraparound services. Outreach efforts were conducted together, and the referral process to access services was streamlined.

- **Barrier-Free Health and Hygiene for Women**

This new program offers support to women who use substances and are experiencing extreme poverty, homelessness and other barriers. We run this program out of Women's Place to take advantage of its laundry and shower facilities. Clients receive hygiene bags containing basic underwear essentials, feminine-hygiene products and other toiletries and first-aid supplies. We receive an average of 25 visits each month.

- **Community Law Clinic Junior Lawyer**

We re-hired an articling student as a junior lawyer at our Community Law Clinic. This added resource will help with providing legal services to low-income individuals.

- **Train an Advocate**

This is an extension of our Ask an Advocate program. The Ask an Advocate website and Live Chat are used to train other service providers and increase the community's capacity to provide services to those who are homeless or are at risk of homelessness.

- **Mid-Island Sexual Assault Services**

This new program is offered in Oceanside, Nanaimo and surrounding areas. Services include trauma-focused counselling, emotional/practical support, crisis accompaniment, court support, advocacy, safety planning and resources for survivors.



Tatiana took the extra time I needed to explain everything. She went out of her way to make sure I understood ... I have never received so much support from anyone."

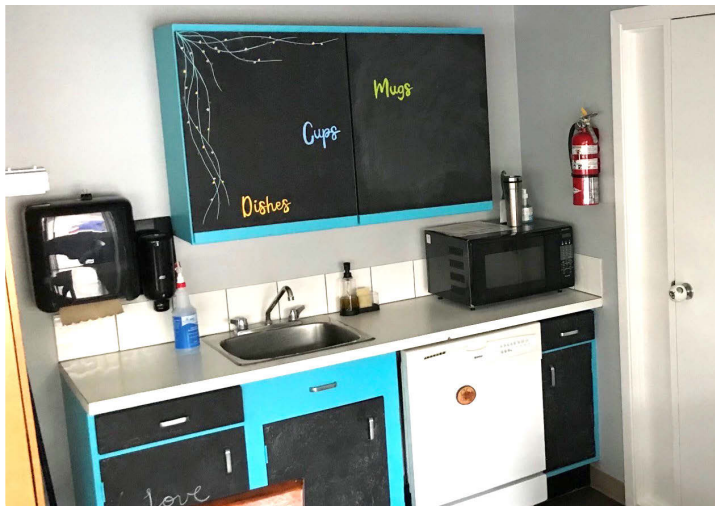
Client, Advocacy Program

Enhancing Services Through Space Modifications

SOURCES locations were assessed through Trauma-Informed lenses. Some space modifications were made to increase accessibility and inclusivity. We focused on creating an inviting and safe place for clients to share their concerns and receive support.



Oceanside Kitchen - Before



Oceanside Kitchen - After



Oceanside Lounge - Before



Oceanside Lounge - After



... creating a safe and confidential space to heal and learn that puts the patient in control.”

Family Connection Centre

Leveraging Technology

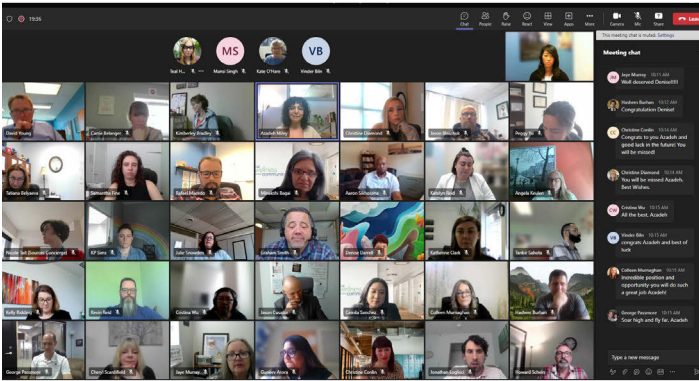
99%
of the threats
intercepted



Reduced
paperwork by
90%



Revised IT policies
to allow procurement of
only standardized hardware



SOURCES recognizes the critical importance of protecting sensitive data including client, financial and donor information. Over the past year, we have successfully mitigated potential threats through the implementation of a robust cybersecurity system, agency-wide training on threat detection and a guest Wi-Fi to restrict unauthorized access to our staff's network.

- Our IT team released fake phishing emails to test the knowledge and awareness of our staff. 99% of the threats were intercepted.
- Since adopting digital storage and cloud-based solutions, we have reduced our paperwork by 90%, lowering our carbon footprint and reducing manual intervention and risk of human error.
- To make our systems more secure and easy to manage, we revised our IT policies to allow procurement of only standardized hardware.

As we continue to preserve our agency's data through strict quality-control measures, we will also place ongoing efforts to identify ways to streamline administrative work to allow us more time and resources to serve our clients.

Connecting with Community

SOURCES is capable of serving its communities because of its collaborative efforts with various advocacy groups, health authorities, government, agencies, local businesses, community leaders and members. With a committed focus on building stronger connections with diverse and inclusive groups, we seek out partnerships that allow us to improve our service delivery at a grassroots level.



480+

Community
Meetings Attended



200+

Presentations
Delivered



20+

Neighbourhoods
Supported



The importance of connecting with community is crucial to understanding the unique needs of each area. We lean on local members to guide us on how we can help.”

*Denise Darrell
Executive Director
of Community Services*

Activity Highlights

- National Indigenous Peoples Day
- Surrey Pride Day
- Dinner and Art for a Cause
- For the Health of It
- Seniors Expo
- Cloverdale Market Days
- Parksville Beach Fest
- Qualicum Beach Day
- Frozen - A Winter Wonderland Gala
- In Her Shoes
- First Aid Staff Training
- Sassy Awards
- Sources Annual General Meeting
- Semiahmoo Rotary Golf Tournament
- Emergence Out of the Shadows Screening
- Thanksgiving Food Drive
- Community Christmas Day Dinner
- Moccasin Walk
- Community at a Crossroads
- Ministry for Children & Family Development Visits Sources Oceanside
- Peer Outreach Program
- Victims & Survivors of Crime Week
- Truth & Reconciliation Day
- Coldest Night of the Year
- White Rock Farmers Market
- Community Harvest Program



Surrey Pride Day



For the Health of It



Cloverdale Market Days



Qualicum Beach Day



Sources Annual
General Meeting



First Aid
Staff Training



Ministry for Children & Family
Development Visits Sources Oceanside



Peer Outreach Program



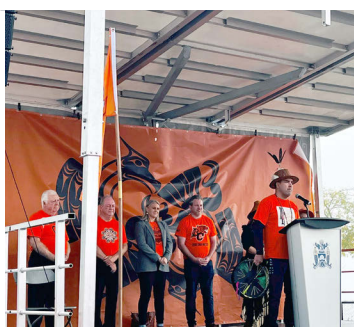
Victims & Survivors
of Crime Week



Hot Lunch Program



Community at a Crossroads



Truth & Reconciliation Day



White Rock Farmers Market



Community Harvest Program

Meeting Diverse Needs

In our efforts to meet diverse needs, we ran **over 65 services within 15 communities** across the province. We successfully reached multiple segments of the population.

Now known as a diverse and inclusive agency, we have also been able to attract volunteers speaking an array of languages to accommodate the cultural needs of our clients. In the last year, we have recruited volunteers that speak languages including **French, Punjabi, Hindi, Mandarin, Spanish, Arabic and German.**

Community Giving

Frozen – A Winter Wonderland Gala



\$420k
Raised

generated from **Frozen – A Winter Wonderland Gala**, providing funding for a brand new Women's Anti-Violence Program: MENTor and MENDING.

Community connections over the past year have allowed us to raise record-breaking funds for Women's Place. Co-presented by Save-On-Foods and Scotiabank, **\$420k** in proceeds were

Coldest Night of the Year



\$250k+
Raised

Over **\$250k** raised from **Coldest Night of the Year** this year supported people hungry, homeless and hurting. Proceeds from last year contributed to:

Healing Through Community Connections



"Sources Counselling is the crown jewel of the Primary Care Network."

Dr. George Francis, Lead Physician of White Rock/South Surrey Primary Care Network

"Working at the food bank is important to me as I feel that I make a difference in the everyday lives of the clients I see."

Volunteer, Sources Food Bank

"My child enjoyed the baking groups with Raman. I would recommend them to other parents who have kids with autism."

Client's Parent, Child Development Services

"... facilitators were very supportive and encouraging, and I made new friends networking ... I found it very life changing, and I truly think it was the best thing I did."

Client, Empowered for Employment

Specialized Employment Services Survey: 90% of clients felt they had opportunities to network with employers, community workshops or trainings.

4,000+

Individuals
Receiving Food

140 People

Gaining/Maintaining
Housing

18 Individuals

Receiving Financial
Support (Homeless
Prevention Program)

**65+ Young
People**

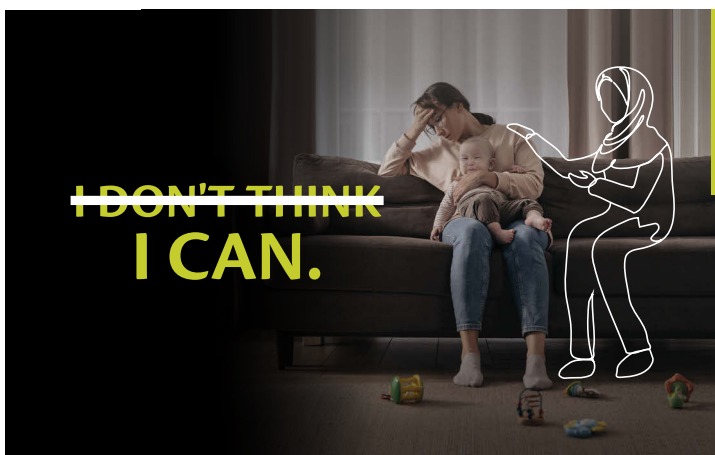
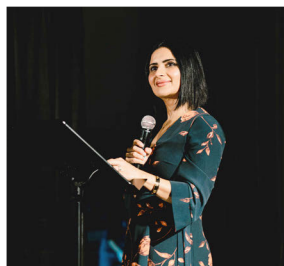
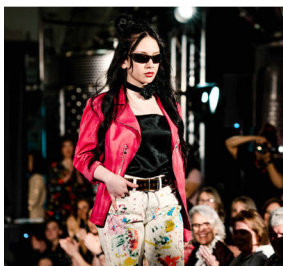
Receiving Mental
Health Counselling

Purchase of a **Vehicle**
for Homeless Outreach Work

In Her Shoes Fashion Show

Co-chaired by Board President Sara Forte and Courtney Robichaud, SOURCES held its first-ever charity fashion show, In Her Shoes. Showcasing women with lived experiences to walk the runway, the inspirational event celebrated "The Power of Women." Local businesses and community members came together, raising **\$85k** to upgrade Women's Place. Capital improvements will include repairs to flooring, kitchen and cabinets.

\$85k
Raised



WE ARE CAPABLE AND COMPASSIONATE.
WE USE OUR HEADS AND HEARTS TO DELIVER
CARING AND IMPACTFUL SERVICES.



Contact us
to make a positive change.
604 531 6226 | Help@SourcesBC.ca



Transformative Reconciliation

SOURCES acknowledges the vital step of educating ourselves about the truth before we can begin reconciliation. In 2020, we committed to learning, and continue to learn, about the traumatic impact of the colonization of Turtle Island (North America). Succeeding in this process enables us to apply Indigenous-focused knowledge and skills to better serve children and families living within our communities. Activity highlights this past year include:

100+
staff and



community members

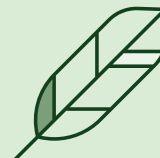
participated in our Kairos
Blanket Exercises

74%
of staff



attended Trauma Informed Indigenous Cultural
Safety Training courses, provided by
BC Council for Families

8 staff members participated in the Transformative
Reconciliation in Community Social Services Training since 2021,
provided by Federation of Community Social Services. Current
student projects include:



Project	Reflection Circles	Educational Video	Exploration of the Meaning Behind Land Acknowledgement
Description	Create safe spaces for staff to discuss and view Canada's history from an Indigenous lens	Produce a video on the Semiahmoo People to include in onboarding of new employees	Deepen the connection to land acknowledgements by breaking down 5 words at a time in each team meeting
Outcome	13 meetings held	In development	Ongoing

SOURCES actively consults with leaders, including Len Pierre and Harley Eagle, on policy matters and continuous refinement of our formal land acknowledgement.

Outcomes

Established in December 2021, SOURCES' Truth and Reconciliation Committee seeks to advance truth and work on decolonization and cultural safety for our clients and staff. Beginning in late 2022, SOURCES staff participated in using the Cultural Self-Assessment Tool. Results show an increase in cultural awareness among staff in the workplace, with the intent to support positive change in the delivery of our services.

“

Over **170** staff participated in the survey designed by government and Indigenous partners. Based on results, each team created an action item with the goal of decolonizing practices based on areas they identified as areas for improvement.”



Nearly **90%** said they trust the importance and value of culture to healing and resilience



Nearly **90%** agree they are able to express their cultural identity and feel safe being their true self



Over **90%** said they have learning opportunities to deepen their understanding of Indigenous peoples, cultures, languages and worldviews



Over **80%** said as an organization, SOURCES practices humility when Aboriginal children, youth, families and communities have the courage to share information with us, even when that information challenges the ways we think, feel or act



Over **90%** said SOURCES does not accept microaggressions, discrimination or racism against Aboriginal people or Aboriginal culture

Financial Statements

Revenue from 2023 Fiscal Operations

Revenue

Donations	
- Designated Donations	1,013,976
- Foundation Disbursement	365,448
Grants	
- Law Foundation	645,519
- United Way	275,650
- Other	1,059,823
Earned Income	2,694,945
Federal Contracts	640,024
Gaming	252,985
Provincial Contracts	20,558,201
Regional Health Authority	986,482
BC Housing Subsidies	27,050
	28,520,103

Expenses

Wages & Benefits	20,543,185
Occupancy	2,413,218
Interest	49,309
Program Operations	5,050,114
Recruitment & Staff Development	307,957
Public Relations	63,859
	28,427,642
Excess Before Other Items	92,461

Other Items

Unrealized Gain (Loss) on Securities	16,291
Gain (Loss) on Disposal of Capital Assets	(625)
	15,666
Excess of Revenue Over Expense (Note 1)	108,127
Net assets, Beginning of Year	7,386,988
Net Assets, End of Year	7,495,115

Assets

Cash	4,513,410
Accounts Receivable	689,587
Marketable Securities	416,291
Prepaid Expenses and Deposits	175,478
Term Deposit	300,750
Capital Assets	8,305,393
	14,400,909

Liabilities

Accounts Payable and Accruals	3,119,853
Deferred Contributions	2,959,370
Long-Term Debt	786,482
Replacement Reserve	40,089
	6,905,794

Net Assets

Net Assets Invested in Capital Assets	6,974,175
Unrestricted	520,940
Net Assets, End of Year	7,495,115



See the full Audited
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Connect with Us

General Inquiries

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Help@SourcesBC.ca

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Join Our Team

Visit SourcesBC.ca/Careers to view our current opportunities.

Volunteer with Us

Visit SourcesBC.ca/Volunteer-Opportunities to learn more. You can also reach us by phone at **604 542 4357** or email VolunteerServices@SourcesBC.ca

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You can make a difference in your community by making a donation through one of the following ways:

Email: Give@SourcesBC.ca

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Online: SourcesFoundation.ca/Give/

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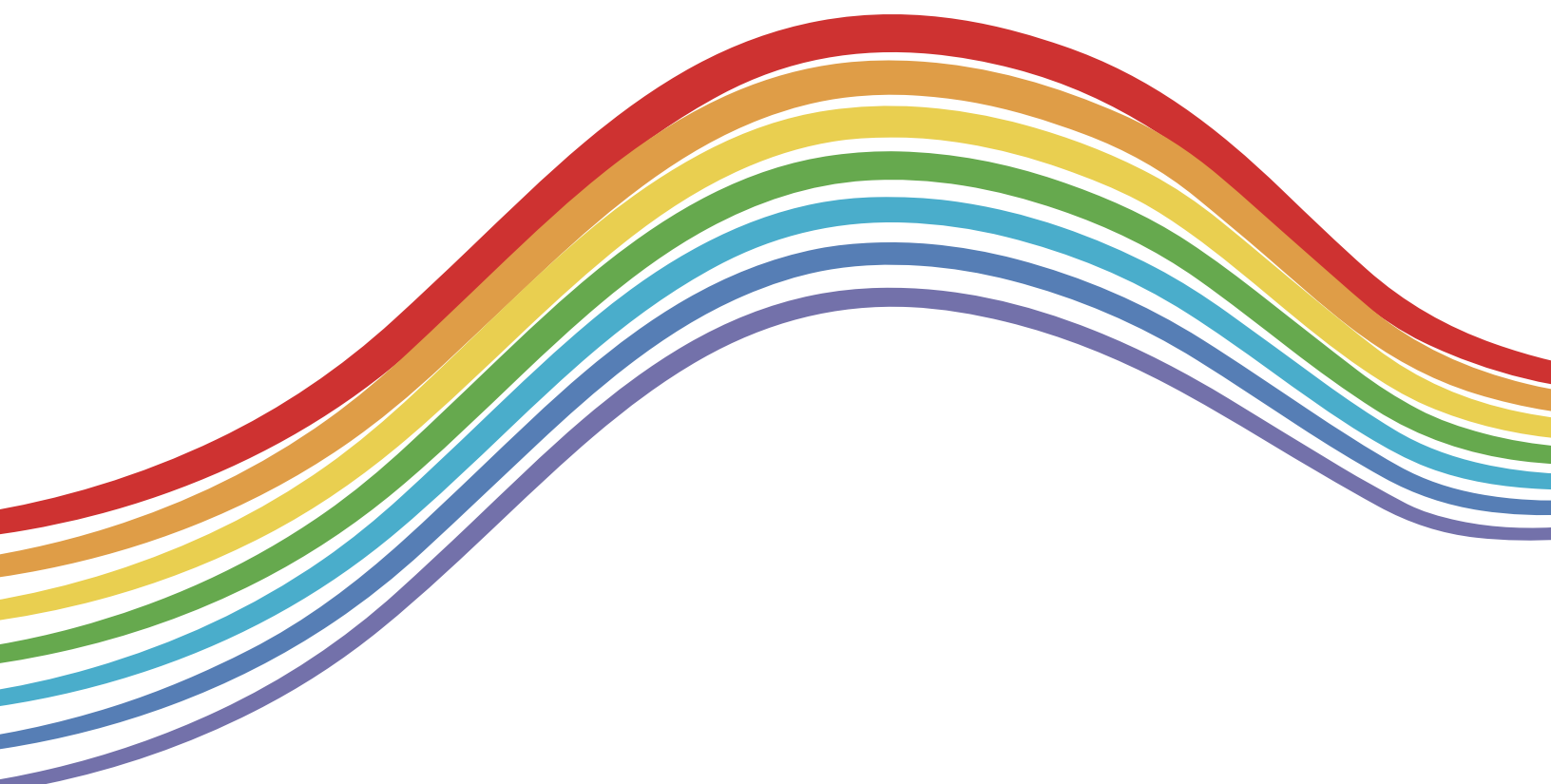
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Corporate Mailing Address



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United Way
British Columbia

Working with communities in BC's
Interior, Lower Mainland, Central
& Northern Vancouver Island