Annual Report 2024 - 2025







MISSION

To promote social wellness for our community

ABOUT

Established in 1978, Sources Community Resources Society (SOURCES) is an internationally accredited not-for-profit social services agency. Our programs serve individuals across various age groups experiencing poverty, mental health challenges, disability, conflict, isolation and addiction. We have over 20 locations in BC, including Prince George, Parksville, White Rock, Surrey, Delta and Langley. Some of our programs are government funded while others are funded by the generosity of community donors. Sources Foundation is the fundraising arm of SOURCES.







Truth and Reconciliation

SOURCES' work towards Truth and Reconciliation is woven into the fabric of who we are and how we serve. We recognize that honouring Indigenous peoples and their knowledge through listening, learning and meaningful action is a long-term commitment. As a strategic priority, reconciliation directs our organization to continually reflect on practices, adapt service delivery with cultural sensitivity and strengthen understanding founded on respect and trust. We recognize the deep impacts of colonialism and intergenerational trauma, and are vested in creating safer, more inclusive spaces where healing can take place. This approach governs how we learn, support individuals and engage with communities.



Family Preservation Team With Tsay Keh Dene Elders

DIRECT SERVICE WORK

To better serve families impacted by systemic trauma, our Lower Mainland team has streamlined and simplified behaviour support plans for children, with emphasis on trauma-informed care and cultural awareness.

LAST YEAR'S IMPACT

The demonstrated success of this work has positioned SOURCES as the referring agency of choice for the Surrey Child and Youth with Support Needs team for managing complex cases, including adoptions, ministry care and court-related restrictions.



Spanish Settlement Program Clients Indigenous People's Day

Surrey Stories Katzie First Nation Fleetwood Newton Newton

Advocacy Team at Indigenous Hall Museum of Surrey



Britt Sundburg at Qualicum First Nation Event



Red Shoe Event Parksville

CULTURAL LEARNING AND TRAINING

Indigenous Cultural Safety Training with renowned facilitator Harley Eagle. Over the last year, **78 STAFF MEMBERS** explored relational practice and systemic oppression, gaining deeper insight into the role service providers play in preventing and dismantling harm.

STAFF REFLECTIONS

"The learnings have become an essential part of my growing practice. This training reinforced the need to reflect critically and center respect, inclusion and empowerment in all that we do."

COMMUNITY ENGAGEMENT

- · Attended Qualicum First Nation's drum-making class
- Participated in Red Shoe memorial awareness in honour of the 215 unmarked graves found at the Kamloops Residential School in 2021
- Reflected on the Seven Sacred Teachings and wellness practices grounded in Indigenous knowledge
- Shared space, grief and healing with Northern Nations through frontline service delivery and story-sharing

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 Tenneh First Nation in North Central; Treaty 8 Territory on the lands of the Dane-zaa peoples in the North East; 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.

Message from the Chair



Adrianna Spyker Board Chair Sources Community Resources Society

This past year, communities across BC faced ongoing pressures: rising living costs, housing instability and increasing demand for mental health support. In these difficult times, SOURCES' staff and volunteers have provided hope, connection and direct support to over 18,000 clients. SOURCES responded to these challenges by expanding and enhancing its programs and services. One of our fully staffed homes for adults with developmental disabilities and autism was no longer serving the evolving needs of our residents. With support from the community, our residents will now move to a new home that is thoughtfully designed to promote comfort and quality of life as they age.

Advancing our commitment to creating safe, supportive spaces, I'm excited to share that we have secured a location for the Foundry project in South Surrey/White Rock. The building is centrally located and easily accessible to surrounding communities. We look forward to sharing more updates on this much-needed youth centre in the coming months.

This year, we have had a changing of the guards as our former CEO, David Young, embraced retirement and David MacIntyre joined us as President and CEO. David brings new perspectives, a collaborative

vision and strong commitment for our future. In April, Julie Snowden stepped into a key leadership role as Executive Director following the retirement of Howard Schein. We also extend a warm welcome to Yoyo Zhu and Edwin Palsma as they join our Board of Directors.

I am confident that with strong leadership, dedicated teams and community support, SOURCES will continue to grow and serve with compassion.

Best wishes,
Adrianna Spyker

Board of Directors



Adrianna Spyker Chair Community Health Specialist



Randall Heidt Vice-Chair CEO, KPU Foundation



Jatinder Heer Treasurer CPA



Brooke Fernandes Director Lawyer



Stewart Peddemors Director Realtor



Carleen
Pauliuk
Director
VP, Western Canada
Arthritis Society Canada



Ethan Martin Director Owner, Comfort Keepers



Nicolas Verrier Director Wealth Management Consultant



Emily Kearns Director



Edwin Palsma Director Financial Advisor



Yoyo Zhu Director Realtor

Message from the CEO



David MacIntyre, MSW, MSM President & CEO Sources Community Resources Society

This past year has been my first as CEO of SOURCES, and what a meaningful year it has been. I feel incredibly honoured to join this dedicated organization at such a pivotal time, when so many across British Columbia are facing hardship, from housing insecurity and rising costs to growing mental health and substance use challenges.

At SOURCES, we are here for these moments. We exist to support, uplift and strengthen our communities. And we do so together—with compassion, courage and unwavering commitment.

In my first months, I've had the privilege of witnessing the remarkable impact SOURCES has made in people's lives—whether through our housing and food security programs, victim services, youth initiatives or mental health supports. I've also seen the strength of our teams and the passion of our supporters. From our roots in the Lower Mainland to our services in Oceanside (Parksville) and our expanding presence in Prince George and Northern BC, SOURCES is growing and so is the need for what we offer.

This year, we marked an important milestone with the start of renovations on our new Foundry centre in South Surrey/White Rock. Once complete, this welcoming space will offer a range of vital supports for

young people, including mental health care, primary care and social services—all under one roof. It will also provide connection points for families and caregivers, recognizing the important role they play in a young person's well-being. The beginning of this work is a major step forward in bringing this new youth-focused service to our community.

Looking ahead, we will continue to deepen our impact through innovative programs, stronger community partnerships and enhanced communications that highlight the powerful stories of our people and programs. We are committed to telling SOURCES' story and strengthening our connections with donors, stakeholders and the individuals and families we serve.

I want to thank the Board of Directors of both SOURCES and the Foundation, our outstanding management team, staff and volunteers and the many donors, funders and partners who make this work possible. Your dedication allows us to meet the moment and build for the future.

Together, we are telling SOURCES' story; one of resilience, service and connection. I look forward to continuing this journey with all of you.

With gratitude,

David MacIntyre, MSW, MSM

Executive Team



David MacIntyre President &



Tanbir Sahota Chief Financial Officer



Kelly Ridding Chief Operating Officer



"Together, we are telling SOURCES' story; one of resilience, service and connection. I look forward to continuing this journey with all of you."

— David MacIntyre, MSW, MSM President & CEO



Christine Conlin Executive Director



Corina Carroll Executive Director



George Passmore Executive



Minakshi Bagai Executive Director



Julie Snowden Executive Director

Lives We Touch

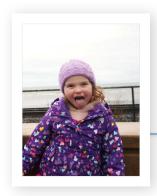
SOURCES offers a helping hand at every stage of life



All Ages

- Clinical Services
- Food Bank Langley
- Food Bank
 White Rock/
 South Surrey

This list is a broad representation of our programs.



Childhood

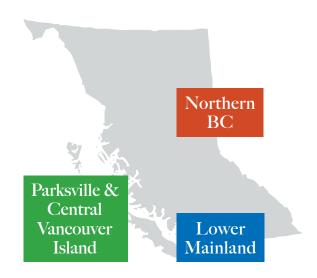
- Behaviour Support Services
- Child & Family Services
- Child Development Services
- Dolly Parton's Imagination Library
- Fetal Alcohol Spectrum Disorder Keyworker
- Infant Development Program
- · Mental Health Child & Youth
- Supported Child Development Program



Adolescence

- DiscoverY (Counselling)
- · Empowered for Employment
- Homeless Prevention
- Mental Health Child & Youth
- Overdose Prevention Services
- · Substance Use Services
- Youth Justice Services
- Youth Services

OUR LOCATIONS



LANGUAGES SPOKEN

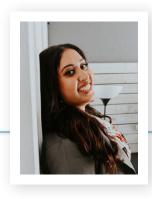
English
Russian Vietnamese
Punjabi Ukrainian French
Persian Portuguese Spanish
Arabic Tagalog Greek
Korean Mandarin
Hindi

410+ Indigenous Clients

We touched the lives of

75,000+ individuals last year







Adulthood

- Anti-Violence Services
- Crime Victim Assistance
- Empowered for Employment
- · Family Advocacy
- · Family Law
- Family Services
- Homeless Prevention

- Life Skills Training for People with Disabilities
- Men's Counselling
- Overdose Prevention Services
- Police-Based Victim Services
- Rent Bank

- Specialized Employment for People with Disabilities
- Staffed Homes for People with Disabilities
- Substance Use Services
- Trauma Counselling (Women)
- · Women's Place

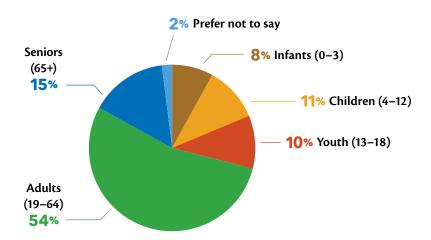
Senior Years

- Advocacy
- · Community Law Clinic
- Homeless Prevention
- Income Tax Clinic
- · Rent Bank
- Settlement Services (New Immigrants)
- · Shop-by-Phone
- · Volunteer Wheels

HOW CLIENTS IDENTIFY

55% Female 43% Male 0.3% Non-Binary 0.1% Transgender 0.1% Two-Spirited 0.1% Intersex 1.4% Prefer not to say

CLIENTS BY AGE



Northern BC

CHILD, YOUTH AND FAMILY PROGRAMS

Family Preservation and Unification
Transition to Independence for Youth
Behaviour Support for Children and
Youth with Neuro-Developmental Needs

FAMILY PRESERVATION & REUNIFICATION SERVICES

- Supports families at risk of child removal or where reunification is being considered
- Focuses on skill-building, education and community connection
- · Offers individualized services for up to 9 months
- Helps reduce the likelihood of children entering MCFD care

FAMILY VISITATION SERVICES

- Flexible, supervised visitation prioritizing safety and connection
- Attachment-based and trauma-informed approaches
- · Family planning and support decisions

LAST YEAR'S IMPACT

"I will continue to walk forward with gratitude, humility, grace, compassion and hope as we embark upon this next chapter of our incredible journey... one day when Creator decides that it's our time, I will share parts of our story that are mine to tell and hopefully be an inspiration, support and guide for others as you have been for me."

- Client, Family Preservation Services

"I have noticed a difference in eye contact and trying to talk more. My child really enjoys her sessions and helps her function on a higher level."

— Client, Behaviour Support Services

"The new mindset and tools I now have for school have boosted my confidence, not just in academics, but in learning about myself, feeling more secure and taking better care of my mental health."

- Client, Independent Living Skills Program



Prince George Staff



Emily Gallen, Program Manager, and Taylor McKay, Assistant Manager, Pride Walk in Fort St. John



Jaspreet Singh Family Services Worker

Blessed Adefisayo, Program Manager, and Christina George, Family Support Worker in Tsay Keh Dene



Colleen Murnaghan, Director, SOURCES North (Front Row Middle) and Staff



Panashe Mombeyarara, Behaviour Interventionist with Client



Tanner Paradoski and Oshini Kottagodage, Independent Living Program

OUTREACH VISIT TO TSAY KEH DENE NATION

Our Family Preservation team travelled to Tsay Keh Dene, a fly-only remote community over 550 kilometres north of Prince George, to begin building meaningful relationships with local families.

LAST YEAR'S IMPACT

- Gained deeper understanding of the culture and lived experiences of survivors and their families
- Fostered meaningful connection, open dialogue and strong engagement with attendees
- Increased awareness among Elders, parents and caregivers on positive parenting approaches

WHAT'S NEXT

In Fall 2025, we will visit Kwadacha Nation, the sister Nation of Tsay Keh Dene, continuing our journey to connect, reflect and reconcile.

"Active listening, being curious, leaving the agenda at home and learning from community members are key to beginning a successful, long-term relationship."

— Colleen Murnaghan Director, SOURCES North



BEHAVIOUR SUPPORT SERVICES (FEE-BASED)

- Number of families served more than doubled in 7 months
- SOURCES staff expanded from 5 to 10

INDEPENDENT LIVING SKILLS PROGRAM

Personalized life skills to help youths aged 16-28 prepare for adulthood.

- Nearly 45 youths supported (43% identify as Indigenous)
- Demand for support continues to rise for youth experiencing homelessness and addiction after aging out of care at 19

Parksville and Central Vancouver Island

CHILD, YOUTH AND FAMILY PROGRAMS

Behaviour Support for Children and Youth with Neuro-Developmental Needs Family Preservation and Unification

LAST YEAR'S IMPACT

CAREGIVERS

felt improved cooperation and connection with their child

reported increased confidence and effectiveness in parenting skills

97% felt empowered to support their child's development at home and in the community

YOUTH

94% gained emotional regulation and self-care skills

improved communication/conflict skills

FEEDBACK FROM PARENTS

"I cried when I found out my child finally has a friend!"

"My child has been practicing life skills she learnt in the program such as baking. She has been curious about measuring cups, reading the recipe, cleaning up after herself and sharing her baked goods with friends and family. I feel blessed."



Michelle Cavin Speech Language Pathologist



CLM

Annie Cook, Supported Child Development Coordinator, and Chelsea Roberts, Child Development Team Leader



Kylie Smith, Britt Sundberg and Annie Cook, Supported Child Development Program

SUPPORTED CHILD DEVELOPMENT (SCD) PROGRAM





- Supports children with diverse needs (birth to 18 years)
- Provides supports in inclusive child care and preschool settings through specialized equipment, inclusion training and SCD Assistants
- · Helps transition to kindergarten

LAST YEAR'S IMPACT

50+ children received direct support to fully participate in child care programs alongside peers



Angie Brown PEACE Counsellor

PEACE PROGRAM

(Prevention, Education, Advocacy, Counselling and Empowerment)



- Supports children and youth (5–18 years) impacted by family violence, intimate partner violence, violence at school or in the community
- Provides a feminist, psychoeducational and trauma-focused approach through art and play
- · Helps understand and express emotions
- Provides workshops on building healthy relationships and online safety (Grade 3-7)
- Ranked the most referred program among Mental Health and Social Services in Oceanside

LAST YEAR'S IMPACT

140 children and youth received one-on-one trauma-informed support

HEALTH & WELLNESS PROGRAMS

Clinical Counselling

LAST YEAR'S IMPACT

felt improvement in overall mental health

86% gained coping, communication or emotional regulation skills

THE BELIEVE PROJECT



As a part of PEACE, this program will focus on helping students in grades 6–8 understand healthy relationships and sexual violence specifically on topics such as consent, sexting, sexual harassment and how one can access support.

Lower Mainland

COMMUNITY SUPPORT PROGRAMS

SERVICES FOR ADULTS WITH **DEVELOPMENTAL DISABILITIES OR AUTISM**

Community Living Homes | Specialized Employment Life Skills Training and Community Integration | Natural Care Environment

LAST YEAR'S IMPACT

felt more confident 100% to apply for jobs (LIFE program)

went out in the 100% community daily (Crossroad program)

94% went out in the community daily (Discovery program) felt comfortable in the community (Discovery program)

obtained employment (Specialized Employment program)

enjoyed the new experience (Discovery program)



Music Therapy at Georgia House



COMMUNITY LIVING – RESIDENTIAL SERVICES

Our 24/7 staffed homes are long-term group living arrangements funded by Community Living BC. SOURCES owns and operates five homes: Cloverdale, Ladner (2), South Surrey and Walnut Grove (new!).



make compost bags to sell to staff members and Chestnut House. Folding the papers to make the bags is a good exercise for my hands and counting the money earned is excellent to keep up my math skills. I also volunteer for the South Delta Food Bank, putting together packets of tea bags for people who use the food bank. My disability has never stopped me from working hard, playing sports and contributing to my community."

"I participate in music and

- Roger Siggs, Chestnut House Client Story Excerpt from Self-advocates with DiversAbilities



"I wanted to make strong connections with my community, so I decided to build a street library. I applied for a Neighbourhood Small Grant. Once I received the money, I went to City Hall to plan where I could place my street library. On September 13, 2024, I hosted a street party. Friends from my day program, my local MLA and even my parents came to my party. We enjoyed food, arts and crafts and a ribbon-cutting ceremony."

- Braden Webb, Chestnut House Client Story Excerpt from Self-advocates with DiversAbilities



Katie Clark, Life Skills Assistant Manager, Denisse Gutierrez Perez, Crossroads Day Program Worker and Christine Diamond, Life Skills Manager

LIFE SERVICES

(LEARNING, INCLUSION, FRIENDSHIPS, EMPLOYMENT)

Employment Support | Community Connections
Developing Friendships | Lifelong Learning

LAST YEAR'S IMPACT

- 1 client moved into a safe, clean and affordable apartment in a familiar neighbourhood
- 1 client purchased a car
- 1 client earned their learner's license
- 6 clients secured paid contracts at Sources food banks

CLIENTS gained volunteer experience at local nonprofits, building skills and real community ties

COMMUNITY AND VOLUNTEER SERVICES

Income Tax Filing | Rides to Medical Appointments | Dental Clinic Shop-by-Phone Grocery Deliveries for Seniors | Refugee, Settlement and Integration (New)



Income Tax Volunteer Team

OVER 235 NEWCOMERS

gained a sense of belonging, discovered essential resources and found a caring space to share experiences

OVER 20K
VOLUNTEER HOURS donated
in service to our community

LAST YEAR'S IMPACT

2K+ individuals received free income tax filing support

30+ patients accessed free dental care through our clinic

of seniors reported improved access to health care appointments

seniors received free grocery deliveries and rides to medical appointments

SENIOR CLIENT FEEDBACK

"Drivers come right to your door. Very helpful, assist throughout the whole process. Made my life a lot easier." "Good feeling to know someone is there."

"Made me feel safe."





SetHement Services Clients at Lunar New Year Celebrations



SKILLS TRAINING AND EMPLOYMENT SERVICES

Unemployed Seeking Warehouse Jobs

Admin and Accounting Training for Older Workers 55+ Years

General Office and Customer Service Training for Women Impacted by Violence

LAST YEAR'S IMPACT

97% felt more prepared and confident to pursue employment goals

73% obtained employment

100%

clients were satisfied with services and would recommend to others

100%

reported having increased knowledge and skills





FEEDBACK FROM CLIENTS

"Provided me the missing skills I needed to be more successful in my job search after 20 years of not working."

"My confidence level is definitely improved. My family and friends are very proud of me for putting myself back out there to learn something new and current."

99

CHILD, YOUTH AND FAMILY SERVICES

Mental Health Care | Women's Services Family Preservation and Unification Behavioural Support for Children and Youth with Neuro-Developmental Needs

LAST YEAR'S IMPACT

CHILDREN & YOUTH

96% improved emotional well-being

94% reported gaining self-trust and self-worth

said their confidence has improved

78% developed positive relationship with parents

60% felt safe at school

WOMEN

82% felt less isolated

reported feeling empowered to make life changes



— Women's Place Client









POVERTY RELIEF SERVICES

Food Banks | Legal Services
Housing and Rent Support
Self-Advocacy for Tenancy, Debt, Income Assistance,
Provincial and Federal Benefits

LAST YEAR'S IMPACT

92% were able to solve their issues

said they were hopeful about their future

100%

improved understanding of the merits of their case



OVER 100
INDIVIDUALS with mobility barriers served though the
MOBILE FOOD BANK

26,500 SCHOOL LUNCHES provided



CLIENTS SHARE HOW WE HELPED

"Cody saved me hours of waiting time on phone lines and provided the information to help my daughter!"

"Jasdeep made me feel understood and seen."

TEAMWORK THAT TRANSFORMED A LIFE

After two years unhoused and two months spent in the hospital, one client faced discharge without a place to go.

- System Navigators Rhiannon and Mackenzie secured a room rental
- · Corina, Executive Director of Women's Place, arranged a hotel stay to bridge the gap
- · Susan from the Housing First team helped access the rent subsidy
- · Advocacy staff supported the client in applying for disability benefits

Through collaborative efforts, the client avoided homelessness and began a new chapter with stable housing and ongoing support.



HEALTH & WELLNESS SERVICES

Counselling | Substance Use | Overdose Prevention

LAST YEAR'S IMPACT

94% have a more positive outlook in life

developed coping skills

indicated their stability has improved

80% felt better and happier about themselves



FEEDBACK FROM CLIENTS

"I am no longer using and am on the right path forward. Tracey has been instrumental in my recovery." "I came in crying because I was hopeless. Now I am leaving crying because I now have hope."

Financial Statements FY 2024-2025

Statement of Operations

Revenue	
Donations	
- Designated Donations	1,279,115
- Foundation Disbursement Grants	713,946
- Law Foundation	757,048
- United Way	270,000
- Other	1,251,711
Earned Income	4,210,862
Federal Contracts	609,552
Gaming	271,652
Provincial Contracts	23,150,949
Regional Health Authority	1,327,062
BC Housing Subsidies	10,163
	33,852,060
Expenses	
Wages & Benefits	24,497,634
Occupancy	823,003
Interest	0 (12 (17
Program Operations	8,413,617
Recruitment & Staff Development Public Relations	320,183 42,652
rubiic Relations	
Excess Before Other Items	34,097,097
	(245,037)
Other Items	
Unrealized Gain (Loss) on Securities	68,027
Gain (Loss) on Disposal of Capital Assets	(5,776)
Disbursement to Sources Foundation	-
	62,251
Excess of Revenue Over Expense	(182,786)
Net Assets, Beginning of Year	7,542,100
Net Assets, End of Year	7,359,314
Statement of Financial Position	
Assets	
Cash	4,944,556
Accounts Receivable	524,040
Marketable Securities	521,672
Prepaid Expenses and Deposits	152,313
Term Deposit	320,140
Capital Assets	9,177,953
	15,640,674
Liabilities	
Accounts Payable and Accruals	4,282,356
Deferred Contributions	3,958,915
Long-Term Debt	ر ۵۹، ۵۹،
Replacement Reserve	40,089
N. A. A.	8,281,360
Net Assets Net Assets Invested in Capital Assets	8,782,353
Unrestricted	
	(1,423,039)
Net Assets, End of Year	7,359,314
	15,640,674



See the full Audited Financial Statements on our website or scan the QR code.

Community Champions

BC Community Gaming Grants	Parksville Qualicum Community Foundation	
BC Dental Association	Peace Arch Hospital Foundation	
BC Housing	Duo aversi ve Interesultural	
BC Rent Bank	Progressive Intercultural Community Services	
City of Surrey	Society	
City of White Rock	Province of British Columbia	
Community Action Initiative		
Community Foundations	Raymond James Foundation Regional District of Nanaimo Rotary Club Charitable Society	
of Canada		
Community Living BC		
DiverseCity		
Division of Family Practice	Rotary Club of Semiahmoo	
Elizabeth Fry Society	Rotary Club of White Rock	
Food Banks British Columbia	School District No. 35	
Food Banks Canada	Shoppers Drug Mart	
Fraser Health Authority	Soroptimist International of White Rock	
Fraser Valley REALTORS		
Charitable Foundation	SPARC BC	
Gary and Gail Grelish Foundation	The Block Family Foundation	
Greater Vancouver Community Assistance	The Federation of Community	
Foundation	Social Services of BC	
James B Wallace Foundation	United Way	
Inclusion BC	British Columbia	
Law Foundation of BC	Vancouver Foundation	
LU'MA Native	Victim Services & Crime Prevention Division	
BCH Housing Society		
Metro Vancouver		
	Victoria Foundation	

...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!

Ministry of Children and Family Development

Ministry of Post-Secondary

Education and Future Skills

Ministry of Public Safety and

Solicitor General

Your support empowers us to strengthen social wellness in our community.







Thank you for your support

General Inquiries

604 531 6226

Help@SourcesBC.ca

Donate

Visit SourcesFoundation.ca/Give to give to your community

604 542 7593

JWelch@SourcesBC.ca

Volunteer with Us

Visit SourcesBC.ca/Volunteer-Opportunities to learn more

604 542 4357

✓ VolunteerServices@SourcesBC.ca

Join Our Team

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

Media Inquiries

604 542 7593

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Let's Get Social

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Sign up for our e-newsletter

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