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The Developmental Disabilities Resource Centre (DDRC) of Calgary is a non-profit, charitable organization dedicated to facilitating the inclusion of people with developmental disabilities in the community in real and meaningful ways.

Operating under the direction of a volunteer Board of Directors, the DDRC’s activities are funded through government contracts, fees for service, products and services from agency-owned businesses, fundraising events, corporate partnerships, and individual donations.

Our business number is 10683 0060 RR0001.

Our Mission
The DDRC promotes awareness and supports communities to include persons with developmental disabilities, thereby strengthening communities for all citizens.

Our Vision
Everyone Belongs.

Our Values and Principles
- We value diversity;
- We believe individuals have a right to explore and fulfill their potentials;
- We recognize the need for accountability and responsibility; and
- We foster an environment of respect, acceptance, accessibility, and interdependence.
“Everyone Belongs” is not only the DDRC’s vision, it is also our social brand, launched in 2003.

everyone belongs™ is guided by:
- A fundamental belief in the importance of human connection.
- A passionate sense of possibility.
- A deep commitment to community.
- A positive spirit of championship.
- An authentic voice of inclusion.

everyone belongs™ promotes the inclusion and contribution of all people, regardless of disability, ethno-cultural background, age, sexual orientation, or socioeconomic class in the ordinary stuff of life—going to school, working or volunteering, having friends and a home.

We believe communities that welcome all citizens are better communities—stronger, healthier, and more vibrant.

In 2012, the DDRC launched our e-store at www.cafepress.ca/everyonebelongs. Shoppers can purchase everyonebelongs™ apparel and gifts, and all profits support DDRC programs and services.
The Client Voice Committee (previously the Board Advisory Committee) serves as a resource to the Board of Directors and agency programs with a focus on matters related to DDRC direction, client rights, client satisfaction, and accessible printed materials. The objectives are to represent the views of adults with developmental disabilities as they relate to decisions that will have an impact on their lives and on agency direction, and to ensure that DDRC decisions and processes follow the standard of “nothing about us without us.”

The Client Voice Committee conducts annual reviews of the DDRC’s mission and values; strategic plans for programs and senior management; Client Rights Statement; Client’s Guide to DDRC; Client Satisfaction Surveys; Client Rights and Responsibilities Statement; Accreditation Standards review (every three years), promotional materials, including everyone belongs™, intake and application documents for service packages; concerns, grievances and appeal processes; appropriate vocabulary; the Client Safety Plan, and client related documents.

The Client Voice Committee is formed by a Chair, two to six Members, a Facilitator, a Secretary and Mentor-Coach. The Chair is responsible for overseeing meetings and reporting to the DDRC Board of Directors, and is directly affiliated with the DDRC as a client. The Chair is supported by a Mentor-Coach who is directly affiliated with the DDRC as an employee of the agency. The Members are all DDRC clients who attend and actively participate in regular meetings and Committee activities. The Facilitator is a DDRC employee who supports Committee Members in “finding their voice” during meetings and Committee work. The Secretary is another DDRC employee who manages the minutes, agendas, and documents of the Client Voice Committee.

The Committee’s future plans are to get more clients involved in the Committee. This will be achieved through awareness activities, such as a Client Voice Committee barbeque.
Committee Members

Chair: Brett Soden
Brett has been a DDRC client for 10 years. He started out in the PACE program. Brett was unfocused in the beginning and did not really care about what he wanted to do with his life. He later found that he needed to do more in order to succeed. Brett joined the Client Voice Committee in 2007 and has been an active member ever since. Brett strives to make a difference for people that have disabilities by ensuring that they have the same rights as anyone else.

Member: Dustin Winters
Dustin is a very active community member and is working full time. He is also very active in his church. Dustin joined the Client Voice Committee so he can have a say and speak up for the people who are not so vocal. In the next few years, he would like to see the Committee get more active members and to still be involved in making a difference and having a say for people with disabilities.

Member: Jasen Goebel
Jasen says he has been at the DDRC for a “really long time.” He started coming here when he graduated from Calgary Christian High School. He was asked to be on the Client Voice Committee, and if feels good to be a part of it because it is about clients’ rights. It is helping him learn how he can make changes, and then we can respect each other and learn and grow together. Part of his learning is to know what his legal rights are. Other voices need to be heard, so that is why he is doing this.

Member: Jessica Dempsey
Jessica graduated from Grade 12 at Central Memorial High School in 2009. She is part of the PACE team, and is currently employed. She heard about the Client Voice Committee from her CRW and she thought it sounded very interesting. Jessica has been on the Client Voice Committee for over three years, and she still really enjoys working on it. At first, she did not know what to say, but now she enjoys and likes the Committee.

Member: Brad Henkel
Since joining the PACE program in January of 2009, Brad has grown a lot, enrolling in several courses and learning new skills. He has won several awards recognizing his successes in the last few years. In 2010, he was named the Outstanding Self-Advocate at the DDRC’s Inclusion Awards. In 2011, Brad was honoured with a Life of Learning Award (LOLA) from Calgary Learns, in recognition of his commitment to ongoing education. Brad joined the Client Voice Committee because he wanted to make a difference for DDRC clients, and because he likes to participate in the Committee’s group discussions and decision making.
The work of the Board this year has been in measuring the outcomes achieved as this Strategic Plan comes to an end and to give a final push to those items we still had outstanding but wanted to accomplish. This year the Board has:

- Used a different tool to evaluate the work of the board members, and overall, the Board was pleased with the results;
- Given a lot of thought to the question of Board Recruitment and the skills needed in our new Board Members, many of whom will replace long time directors who have fulfilled their commitments;
- Worked on a Risk Assessment plan. Special thanks to our Treasurer for his leadership and input on this challenging task;
- Agreed that a new orientation package for on-boarding new members is required and this will be a priority during the coming year;
- Provided leadership in a turbulent economic and political year that culminated with the provincial election yet to take place and the future uncertain for many non-profits.

I wish to acknowledge the incredible work carried out by the staff at the DDRC. The public has heard much about the dedication of the employees in the sector over the last year but it is only when you see firsthand the value that support staff bring to the life of a client, that you truly understand the commitment that employees bring to the sector that serves people with developmental disabilities. Thank you also to the staff who support our front line workers and help make the DDRC an organization we are all proud to serve.

On behalf of the Board of Directors,

Tom Shindruk
Acting Board Chair

2011 - 2012 Board of Directors

President/ Chair: Kathy Koole
Vice President: Tom Shindruk
Treasurer: Rob Maitland
Secretary: Mare Donly
Past President: Wendy Dirksen

Director: Brett Soden
Director: Prentice Dent
Director: Sandy Hermann
Director: Dan Meades
2011 – 2012 was both exciting and challenging for the DDRC.

In April a Toastmasters International Chapter was launched at the DDRC to much acclaim. Since the launch the group has grown significantly and I look forward to seeing more positive changes in our clients’ confidence over the next year. It is a very exciting prospect to see people so engaged and empowered.

We have also continued implementing changes for both clients and employees, which requires our staff members to be flexible and innovative. A new Client Safety Awareness week and a Joint Occupational Health and Safety week were launched. These were participatory and fun for all. Open communication was seen as a priority, and we worked at building an open, communicative culture where everyone has a voice.

During the year there was an acknowledgement by the Provincial government that sector salaries were a significant issue and a bonus was provided but this did little to resolve a much larger issue of employee retention across the sector.

I would like to thank all our employees, both those with several years’ service who have renewed vigour and purpose, and those who are newer. The strong calibre of our people is due, in part, to our improved hiring practices, and enhanced training, but the dedication I see, each and every day, comes from the hearts of our staff members and this is irreplaceable. Our work is about supporting our clients to reach their potential and including them in the community, and our work matters.

Finally, I acknowledge my gratitude to the Management Team and our Board of Directors. Both of these groups have, with their different skills and dedication, worked to support the organization in the past year.

Sincerely,

Helen Cowie, LL.B; MBA
Chief Executive Officer
Family Services

Family Services incorporates three major DDRC programs: Community Based Teams (Career and Leisure), PACE, and CLN.

Community Based Teams

These five teams are based in different areas of Calgary to provide service in the communities where clients live and work. Community Resource Workers (CRWs) support clients as they go about the business of daily life: working, participating in clubs, volunteering, and making friends.

As of March 31, 2012:
- 104 clients were in service.
- 64 clients were employed.
- 25 clients attended a course or class.

Participation in Academic and Career Exploration (PACE)

PACE is a short term, school-to-work transition program for young adults between the ages of 18 and 25. Clients receive personalized guidance to establish and achieve goals in academics and career exploration.

Between April 1, 2011 and March 31, 2012:
- 20 PACE clients completed a course or class.
- 14 PACE clients were employed.
- 12 PACE clients were volunteering.
Community Living Network (CLN)

CLN helps adults with disabilities live in the communities they choose, by themselves or with roommates. Clients receive support to build relationships with neighbours and community members.

As of March 31, 2012:
- 89 CLN clients were in service.
- 74 CLN clients were living with a supportive roommate.
- 6 CLN clients owned their own homes.

Overnight Respite

Respite care is provided by pre-screened, qualified, trained sub-contractors that provide exceptional care to adults with developmental disabilities in the respite provider’s home. This program has experienced steady growth since its inception in 2009. Overnight Respite is administered through CLN.
We believe that everyone benefits when actively involved in the community. Our programs provide respite support and personal care assistance for individuals and their supportive networks. These individuals may have a developmental disability, short term injury or chronic condition which requires assistance with daily living activities. Our programs are both publicly and privately funded.

Between April 1, 2011 and March 31, 2012:
- 137 Clients received service.
  -25 PDD-funded clients accessed Comprehensive Care.
  -13 PDD-funded clients accessed Bow Place.
  -99 FSCD-funded clients accessed Comprehensive Care.

Our Programs

Community Respite
Respite is a break or time away, and its main purpose is to provide relief for the family while offering a positive and rewarding experience for the client, thorough outings, homework, after school activities or other such events.

Home Care
Qualified Personal Care Aides provide personal care, companionship and related assistance to seniors or individuals recovering from illness, injury or who have a chronic condition. This service may be provided in the client’s own home or in a care facility. Services are available 24 hours per day, 365 days per year and are tailored to meet the unique needs of each client. Revenues generated from the home care service support DDRC programs.

Bow Place Respite Home
Bow Place is a 6-bed respite facility for both children and adults who need a break in a peaceful, “home away from home” setting.
**Caseload Coordinators**
Every DDRC client is assigned a Caseload Coordinator. Client support networks have one access point to the DDRC through their Caseload Coordinator, who manages all the administrative processes that support a client’s service.

**Family Respite Resource Services**
Family Respite Resource Services (FRRS) assists families in the Calgary and Rocky View area. Families with a child with a disability may explore and secure community-based respite opportunities according to their unique support needs and desires.

**Positive Behaviour Support**
The Positive Behaviour Supports program assists clients working through challenging situations or behaviours. The Positive Behaviour Support (PBS) Coordinator is responsible for the development, monitoring, and evaluation of behavioural support plans in collaboration with clients and guardians. The PBS Coordinator also provides training and acts as a resource for DDRC employees.

**Quality Assurance**
This department creates accurate and timely reports on agency outcome measures based on logic models and effective data collection and creation of improvement recommendations based on results. The Quality Assurance Coordinator researches “best practices,” Quality of Life (QOL) standards, and tools to support consistent strategies and outcome measures.

**Training and Development**
The Training and Development Coordinator oversees and delivers training encompassing all aspects of DDRC service. The training and Development Coordinator also promotes the DDRC as a resource centre for other organizations and the community.
Gail Antoine is committed to her work as a custodian at a North East Calgary Curves Gym. Having a disability can sometimes make finding a good work environment challenging, and Gail has experienced the discriminatory practices of some other employers first hand, but at Curves, everyone is welcome!

“I like working here,” Gail smiles. According to Linda Richard, Gail’s Community Resource Worker (CRW), at Curves, “Gail feels like a real part of the team!” Gail’s manager and coworkers are very helpful, supporting Gail while allowing her to work independently: demonstrating her work ethic and her growing job skills.

Working at Curves has made Gail healthier, and has given her more confidence communicating with others. She loves to chat with customers and coworkers, and this year she attended the staff Christmas party with a friend from work!

The staff at Curves also benefit from Gail’s dedication. Gail is so thorough with her cleaning that her coworkers have asked her if she would do their cleaning at home, to which Gail jokingly replies, “You can’t have me.” Location manager, Kathy Vooys says: “It has been a great benefit having Gail here, and we hope she will be with us for a long time.”

At the DDRC, we believe that communities are stronger when people of all abilities are involved in activities that are meaningful to them. Inclusive employers like Curves that embrace true inclusion make a real difference in their communities, providing opportunities for understanding and appreciation.
Julie Tran has an eye for design. This PACE client and aspiring fashion designer completed a cake decorating class in November 2011.

The Michael’s course took place over a four-week period with one cake per person to decorate during the 3 hour class.

Before taking the class, Julie had not done any baking, but luckily Community Resource Worker Rethi Sreekumar was there to lend a helping hand. Rethi helped Julie purchase the supplies that she needed, and gave her some pointers for making her cake so that she had something to decorate during each class.

Julie wanted to attend the class so that she could learn to make extra special birthday cakes for her family and friends.

During the class she learned special techniques that professional bakers use to make their original creations. “Making icing roses was hard,” says Julie, but Rethi exclaims, “She did a wonderful job!”

The class instructor helped walk Julie through some of the more difficult skills, and at the end she offered to connect Julie with some contacts that could help her get a job decorating cakes at local grocery stores.

Though she is grateful for the opportunity, Julie would like to pursue cake decorating as a hobby and she now has the equipment and expertise to continue to create on her own. As well as constructing her confectionary creations, Julie also enjoys sketching, knitting, and arranging flowers.

In the fall of 2012 she plans to study flower arranging at Mount Royal University.
Long-time Volunteer Valued for his Contributions

Although for the most part Warren Kahut is a pretty quiet guy, his volunteer work at Hull Services gives him the confidence to express himself in his own way. Warren has been volunteering at Hull for a long time, and helping others while spending time with the people at Hull gives him a lot of satisfaction. 

One of Warren’s favourite duties during his volunteer hours is taking care of a plant in the organization’s admin office. Before Warren started volunteering the plant was about to die, but Warren nursed it back to health with his care and attention and he is proud to continue taking responsibility for it.

Warren also helps with a range of other administrative jobs as required. Community Resource Worker Maria Carrion explains: “Sometimes he cannot do the entire activity himself, but [the people at Hull] always support him to do as much as possible.”

Both Warren and his coworkers at Hull Services feel rewarded by their working relationship. Carrion explains, “he knows many people there...[and they] really care about Warren.”

One day while he was having a break with his co-workers, Warren became the star of his own impromptu singing performance. Warren really enjoys listening to music, and when he is feeling relaxed and happy, he likes to sing. On this occasion he sang “You Are My Sunshine,” one of his favorite songs: his audience stood around to listen and applauded when he was finished.

In addition to his volunteering at Hull, Warren also volunteers at the Ronald McDonald House and the Subway Soccer Centre on a weekly basis. He really enjoys his time as a volunteer with all three charities.
Ronda Johnson likes to keep interviewers on their toes. If you want to get the scoop on Ronda’s world, don’t be surprised if she throws in a few German answers to your questions, accompanied by a mischievous grin!

Ronda’s sense of humour and her winning smile are two qualities that you can’t miss even if you are meeting her for the first time. According to her Community Resource Worker Viorica Radencovici, Ronda is also “a very hard worker and [she] is a very happy person; I love to work with her.”

An important part of Ronda’s life is staying physically active. Swimming is one of her favorite activities and she goes to the pool regularly, and she has competed as a Special Olympian in swimming and bowling events. Ronda also pursues her personal health goals by working out at her gym several times a week.

Viorica has helped Ronda to expand her gym routine by encouraging her to try exercising on elliptical machines, as well as walking on the treadmill or riding the stationary bikes. While Ronda is at the gym, Viorica is there to help her set up the machines and support her with pep talks.

Ronda works at Travelodge and volunteers at Bethany Care Centre. Linens and laundry are Ronda’s specialty: at Travelodge she loads and unloads washing machines and folds pillowcases and towels, and when she is volunteering at Bethany Care Centre, Ronda works in the laundry room. She has worked for Travelodge for 6 years, and volunteered with Bethany Care Centre for 11 years.

Although she is already a very busy woman, Ronda is also enrolled in the Vocational Program at Mount Royal University. In this program she studies reading, writing, math and computers. With her many hobbies and her ongoing efforts at work and at school, Ronda is not slowing down any time soon!
Human Resources

The Human Resources department focused on addressing three major issues last year: increasing employee retention, improving the on-boarding process, and streamlining training outcomes.

To meet these agency goals, the HR department underwent a reporting structure change and implemented several new programs and processes. As a result, voluntary resignations decreased 3.17% in 2011/2012 from the previous year.

CET Accreditation
In 2011, the DDRC successfully obtained CET accreditation at levels 1 and 2. As stated on the Alberta Council of Disability Services’ website, “Seeking to accomplish Accreditation Level 2 achievement in organizational and service excellence is a major undertaking and reflects an organization’s drive to be the best that it can be.” The surveyor performing the accreditation commented:

“It is apparent that a tremendous amount of work went into preparing for the CET verification process and there is evidence that the systems that have been developed have gone from the management level down to the front line staff. It is encouraging to see when organizations take the verification process and use it as a time to evaluate and make changes to better the organization. It shows a real commitment to the evaluation process and shows dedication to the individuals it supports as well as to the disability field.”

Benefits Administration
The HR department also conducted an audit of the new Employee and Family Assistance program. The results of the audit found a positive increase in use of the program since it began in January, 2011.

Diversity at the DDRC
HR also performed an agency-wide employee Diversity Census in cooperation with the Equity and Diversity Committee. This census was designed to gather important information about our employees’ experiences of cultural and racial differences at work and in the community. Results from this census will allow the DDRC to provide employees with appropriate guidance and support.
Occupational Health and Safety
The DDRC is committed to industry leadership in occupational health and safety through improving processes and reporting.

This year we improved our processes and reporting in two areas:

Near misses
• Implementing a separate “Near Miss” category on the Incident Report Form encouraged employees to record these types of incidents for the first time.

Worker Compensation Board (WCB) reporting
• A WCB review was conducted. The reporting process was changed and DDRC leaders were trained on the importance of reporting work-related injuries within 72 hours of notification. As a result of our focus on WCB reporting, the DDRC obtained a 100% compliance rate with reporting requirements this year.

| 2010 - 2011 WCB Reporting History |
|-------------------------------|-----------------|-----------------|-----------------|-----------------|
| Report Time                  | Quarter 1 | Quarter 2 | Quarter 3 | Quarter 4 |
| 0-3 days                     | 0%        | 25%       | 0%        | 100%         |
| 4-5 days                     | 50%       | 25%       | 0%        | 0%            |
| 6-10 days                    | 0%        | 50%       | 100%      | 0%            |
| 10+ days                     | 50%       | 0%        | 0%        | 0%            |

| 2011 - 2012 WCB Reporting History |
|-------------------------------|-----------------|-----------------|-----------------|-----------------|
| Report Time                  | Quarter 1 | Quarter 2 | Quarter 3 | Quarter 4 |
| 0-3 days                     | 100%      | 100%      | 100%      | 100%          |
| 4-5 days                     | 0%        | 0%        | 0%        | 0%             |
| 6-10 days                    | 0%        | 0%        | 0%        | 0%             |
| 10+ days                     | 0%        | 0%        | 0%        | 0%             |

Other HR Highlights from 2011-2012 include:
• Development of a new recruitment process to provide the DDRC with an improved track record for hiring the right candidate the first time.
• Development of a Human Resources Snapshot for leaders. The snapshot walks through the key processes of the employee life cycle.
• Development of an Employment Rights Guide for clients to improve client services and training.
My Work Matters is an employee engagement campaign created by the Communications and HR departments to recognize the great work of DDRC employees.

On March 14, 2012, the DDRC Management Team launched the initiative, greeting employees as they arrived for work and thanking them for their commitment to providing excellent service to our clients.

The campaign logo was designed to remind employees that their work is important. Wall decorations on the first and second floors of the main office showcase the logo and keep the brand present for employees every day.

A new employee recognition system was developed and introduced as another way to celebrate staff achievements. “Thanks a Million” bills are a kind of currency that allows all employees to thank coworkers when they go the extra mile for the team. Millions can be cashed in for special rewards like gift certificates and sports tickets!

The My Work Matters campaign is off to a great start!
This year the Communications Department has strengthened the internal and external voices of the DDRC through multiple initiatives; encouraging employee engagement through open internal communication, and sharing DDRC stories with the community in new ways.

On an internal level, the Communications Department has been busy strengthening employee engagement. Perhaps our biggest initiative for staff this year has been our involvement with the My Work Matters campaign, a joint Communications and HR project. The My Work Matters project aims to increase employee engagement and retention through effective communications.

Over the course of the last year, the Communications team launched several new online platforms to communicate with stakeholders. In July of 2011, the new DDRC website, Facebook page and Twitter feed went live on the morning of our Stampede Breakfast.

The launch of our new website was also a huge success. The website design was tested by DDRC client volunteers who assessed the accessibility of the new site. When we had satisfied our website testers, www.ddrc.ca went live!

Another online platform that was launched in the summer of 2011 was the e-newsletter. E-newsletter subscribers are kept up to date with DDRC news and events from the comfort of their computers. The e-newsletter continued to have a high open rate months after its debut.

The Communications Department has also published print materials including: four new agency brochures and our semi-annual Connection Magazine. The Spring 2012 edition of Connection was distributed to 1,200 donors, advertisers and community members; our largest circulation to date!

Our annual events are excellent opportunities to connect with the Calgary community and share our mission, vision and values. The 2011 Inclusion Awards transported guests to France with a “Rendezvous in Paris” theme. For the first time, all awards were presented by DDRC Toastmasters chapter members.
Over this past year, the IT department has continued to plan for the short term and long term IT needs of our organization. One of the most exciting of these plans is the DDRC’s future transition to ShareVision software to replace our current core system. ShareVision will have many benefits including: increased accessibility and flexibility, greater potential for collaboration, improved security, and a more user-friendly system. The transition to this new system will begin on March 26, 2012, and will take an estimated 6-9 months to complete.

In September 2011, the IT department rolled out Blackberry smart phones to replace aging equipment. The new phones greatly improve communication between employees. With smartphone technology, employees have the ability to receive and work with email messages when they are out working in the community.

A new IT Specialist was hired in November, 2011, filling a position that had been vacant since April of 2011. This new member of the team provides technical support for DDRC staff and clients and gives senior IT staff more time to devote to larger projects.

In addition to planning our transition to ShareVision, the IT department has also been busy with many other important initiatives including:

• Creating a three year IT plan.
• Moving the network equipment into an updated server room: all routers and switches were replaced. This move involved rewiring several offices in the building, including the IT office.
• Installing the Alloy Network Inventory Tool to audit computers and ensure that licenses are updated and PCs are in good condition.
• Purchasing 41 new PCs, 2 new laptops, and a new server to replace failing equipment.
• Updating computer screens and other outdated equipment.
• Setting up a new domain and gradually transferring resources from the old domain in a step-by-step process.
• Completing Windows Server 2008 certification prior to the installation of the new server.
• Keeping our software license up-to-date with our changing systems.
• Performing annual maintenance on all network printers.
• Routine maintenance of the DDRC intranet and website.
Financial Reporting

Funding and Revenue
- Government Funding: 94%
- Fees for Service: 4%
- Funds Raised: 1%
- Other Income: 1%

Expenditures
- Adult Services: 62%
- Children Services: 16%
- Administration: 14%
- Resource Services: 5%
- Marketing: 2%
- Business Ventures: 1%
The Fund Development Team raises funds to support the DDRC’s programs and services. Fund Development highlights for 2011-2012 include:

- Our casino event, held in August at Cash Casino, raised over $65,000. Together with a $45,000 donation from The Community Initiatives Program, the DDRC completed essential upgrades to aging and exhausted IT equipment and software.

- The Calgary Minerva Foundation generously donated $10,000 to support the DDRC’s Initiative for Daily Living.

- The Earl Grey Vipond Charity Golf Classic celebrated its 31st year on June 20, 2011. The tournament netted $60,000 in support of the Augmentative and Alternative Communication (AAC) Centre!

- The 2011 Christmas Campaign raised close to $14,000 for Adaptive Technologies.

- The Maitland Family Foundation has always been a great supporter of the DDRC, and donated a generous $10,000 this year.

The DDRC’s mission and vision are possible thanks to the generosity of many corporations, individuals, and foundations. We are grateful for the continuous support of all donors and volunteers.
*Corporations / Foundations*
About Staffing Ltd.
American Women’s Club
Angle Energy Inc.
Aon Reed Stenhouse
ARC Business Solution Inc.
Bayou Perma-Pipe Canada
Bellport Resources
Buchanan Barry LLP
Calgary Chamber of Commerce,
    The Calgary Kotobuki Society
Calgary Minerva Fundraising
Foundation, The
Calgary Motor Dealer Association
CanadaHelps
Canadian Rocky Mountain Resorts
Centron Group of Companies
Coach Hill Family Chiropractic
Community Initiatives
    Program -Alberta Lottery Fund
Deerfoot Carpet & Flooring Inc.
Derek Lien & Associates
Dundee Realty Corporation
Earl Grey Golf and Country Club
Element Integrated Workplace
    Solutions Ltd.
EnCana Cares Foundation
Engineered Air - Resman
    Community Services
First Calgary Financial
FirstEnergy Capital Corp.
Gibson Energy
Global Steel
Husky Community Rebate Program
Import Tool Corporation Ltd.
Insight Legal Services
J-Del Ltd.
La Coste Bookstore Inc.
Legislative Assembly of Alberta
Lignum Interiors Inc.
MacKay LLP
Maitland Family Foundation
Manulife Financial
McCrum’s Office Furnishings
Molyneaux Interiors Ltd.

Nancy & Bill Hay Family Fund
at The Calgary Foundation
Oxford Technology Inc.
Pacific Tubulars
Parks Foundation Calgary
Pricewaterhouse Coopers LLP
Renfrew Insurance Ltd.
Sandlewood Developments Ltd.
Square Butte Ladies Group
T.S.E. Sales Consultants Inc.
Talents Unlimited Banquet Fund
Telus
Tenaris
Tresoor Financial Services
Triumph Tubular & Supply Ltd.
Trivee Transport LTD
United Way of Calgary and Area
University Centre
University of Calgary,
    Department of Psychology
Varsteel Ltd.
Wares Oil & Gas
Wellsite Environmental Inc.

*Individuals*
A J Stuart
A. E. Smith
A. Ronald Law
Abigail Marie Jose
Agnes Hall
Alejandra Gonzalez
Alfred Harold Evans
Aly Lalji
Amonie Aboumrad
Anastasia Picard
Andrew Judson
Anita Strilchuk
Anjali Thakrar
Anna Kae McIvor-Todd
Anne McWhir
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Antonieta Marcondes
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Audrey McKean
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Barbara Millar
Benoit Drysdelle
Betty Lang
Beverley Snell
Bonita Cross
Bonnie Wells
Bonny Johannson
Brent Quinton
Brian Bergen
Bruce Cocklin
Bruce McBean
Carol Fraser
Carol Shaw
Catherine Hughes
Catherine Pearl
Cathrine Ross
Charles Housden
Cheryl Horrey
Chester & Nellie Kulcsar
Chris Read
Christina Rolles
Christine Beier
Clair McCullough
Colette Claassen
Colin Craig
Connie Funke
Constance Linckens
Corey Olynik
Corliss Brokaw-Holmes
Crystal MacMillan
D. and B. Brunson
D. Craig Natland
Dale Sarvis
Dan Veregen
Darrell & Mare Donly
Darren Hueppelsheuser
Dave & Elizabeth Watson
David Caldwell
David Friesen
David Meriam
David Terrence Cheney
David Yadav
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Help us change perceptions and build inclusive communities.