



# FORT ST. JOHN ASSOCIATION FOR COMMUNITY LIVING

## ANNUAL REPORT

2024-2025





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## LAND ACKNOWLEDGEMENT

The Fort St. John Association for Community Living (FSJACL) is committed to building and nurturing relationships with Indigenous peoples. We would like to gratefully acknowledge that we live, work and play on the traditional lands of the Dane-zaa peoples of the Doig River First Nation, Blueberry River First Nation, and Halfway River First Nation, in Treaty 8 Territory, also part of the Métis Nation homeland, and we thank them for their hospitality.



# FSJACL HISTORY

FSJACL was incorporated on January 23, 1960, beginning with a school and a housing program for youth. The Association opened the Northside School, which integrated into the local school district in 1977, reflecting the broader community living movement toward inclusion. In 1982, following a needs assessment focused on teen housing, FSJACL launched its first housing resource, the Skills Development Community House. The organization supported deinstitutionalization through the 1983–84 closure of Tranquille, with individuals later supported at what became A-Street House, and in 1996 welcomed individuals relocating from Glendale to Fort St. John, who moved into 10th Avenue House. Today, funded primarily by Community Living British Columbia (CLBC), FSJACL supports adults with developmental disabilities across housing, community inclusion, life skills, and employment services.

## MISSION, VISION & VALUES

**FSJACL supports individuals with developmental disabilities and complex needs achieve full and meaningful lives in our community.**

- ♥ Supports are based on individual needs.
- ♥ Community belonging & participation are essential.
- ♥ People we support have the same rights and responsibilities as any other citizen.
- ♥ We uphold the dignity of risk (the right to take risks, fail, and learn).
- ♥ Self-determination is a right.
- ♥ Interactions are always grounded in respect, courtesy, and consideration.

**Individuals with diverse abilities are recognized and included as a vital and contributing part of the community. We are all connected. Everyone belongs.**





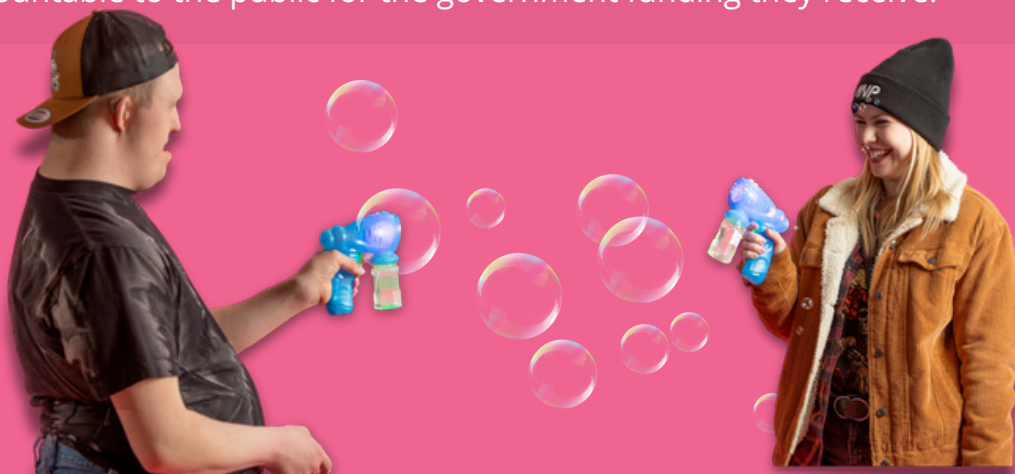
# BUILDING FOR THE NEXT 65

How do you honour 65 years of supporting people with developmental disabilities and complex needs to achieve full and meaningful lives in our community? You celebrate! Not with one but two parties. An intimate gathering with friends and dignitaries in our new office on January 23rd, 2025, the actual 65<sup>th</sup> anniversary when FSJACL began in 1960, and a big party with the community July 25<sup>th</sup>, 2025 including a history walk through of photos, bouncy castles, live music, and the premiere of our new mini documentary “Celebrating 65 Years of Inclusion the FSJACL Story”.

This organization has built homes, programs, and teams to support the individuals and families connected to our work. We are creating the Terus Community Centre to expand the physical space to provide more opportunities. We are launching a new multi-unit housing facility in the downtown core to address the shortage of affordable and accessible housing, and we are establishing new partnerships that will strengthen our ability to close longstanding gaps in human services in our community.

Many people have contributed to bring us to where we are today and we are encouraged that many people continue to stand with us as we build for tomorrow.

Commission of Accreditation of Rehabilitation Facilities (CARF) Accreditation is a Community Living British Columbia (CLBC) funding requirement to ensure service providers, like our Association, maintain a quality level of service to supported individuals. Accreditation policy for CLBC funded organizations is set by the provincial government, with the purpose of keeping organizations accountable to the public for the government funding they receive.



# MESSAGE FROM THE PRESIDENT

Dear Members, it has been another eventful year with changes, challenges and significant progress in many areas.

A big thank you to everyone who participated in our annual Association review - your responses help to shape policy and board decisions moving forward, and ensure we are hearing directly from staff, supported individuals, families and caregivers, members and community stakeholders. The Directors of the Board have remained informed and engaged during the research, development and execution of a number of substantial contracts and partnerships over this past year, despite busy personal schedules, volunteering at FSJACL events, and participating on Board committees.

We have a wonderful, dedicated Board who care very deeply about the welfare and success of our Association and those we support. They discuss, debate and weigh important decisions, but also have the courage to take calculated risks that allow for growth and adaptability. It has been, and continues to be, a privilege to chair such an engaged and governance-minded team.

We are currently reviewing and revamping all Association policy and procedures - a big job but one that will ensure the Association is compliant with current regulations and has the scope of policy to provide clear and relevant guidance to the Board in the future. We are looking forward to supporting Jordan in his role as CEO over the coming year as we partner to develop a new strategic plan, participate in the CARF audit, and monitor the progress of major projects underway.

Respectfully,  
Sarah Conkin,  
President  
FSJACL

Check out the FSJACL  
Board of Directors  
here!



# MESSAGE FROM THE CEO

This past year has been one of tremendous growth and progress for the Fort St. John Association for Community Living. Together, we've strengthened our foundation through staff training, improved retention, and expanded organizational capacity to better serve those with complex needs and our community.

We've made great strides in fundraising and capital projects, positioning FSJACL for a future where we can meet growing needs with stability and excellence. While we closed the year with a fiscal loss, this reflects a strategic investment, building the infrastructure, skills, and systems our community requires to thrive.

I'm proud of the dedication, compassion, and resilience shown across every team. Our teams and I are committed to ensure that FSJACL continues to deliver on its mission: supporting individuals with developmental disabilities and complex needs to live full and meaningful lives in our community.

Jordan Soggie,  
Chief Executive Officer  
FSJACL

Scan here to meet our  
Leadership team!





# SATISFACTION

## Supported Individual Satisfaction Questions

● Very Happy   
 ● Happy   
 ● Neither   
 ● Unhappy  
● Very Unhappy   
 ● Unable to Answer

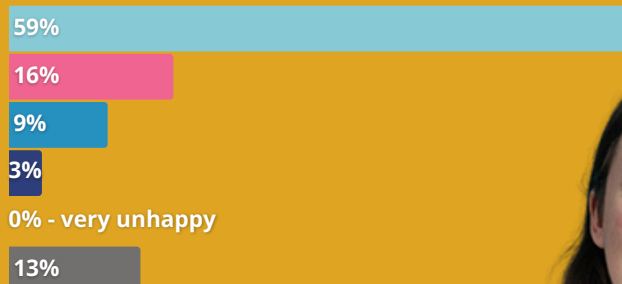
I am happy with the supports I receive from the FSJACL.



I feel like I am part of the community.



I get help to make my own choices and decisions.



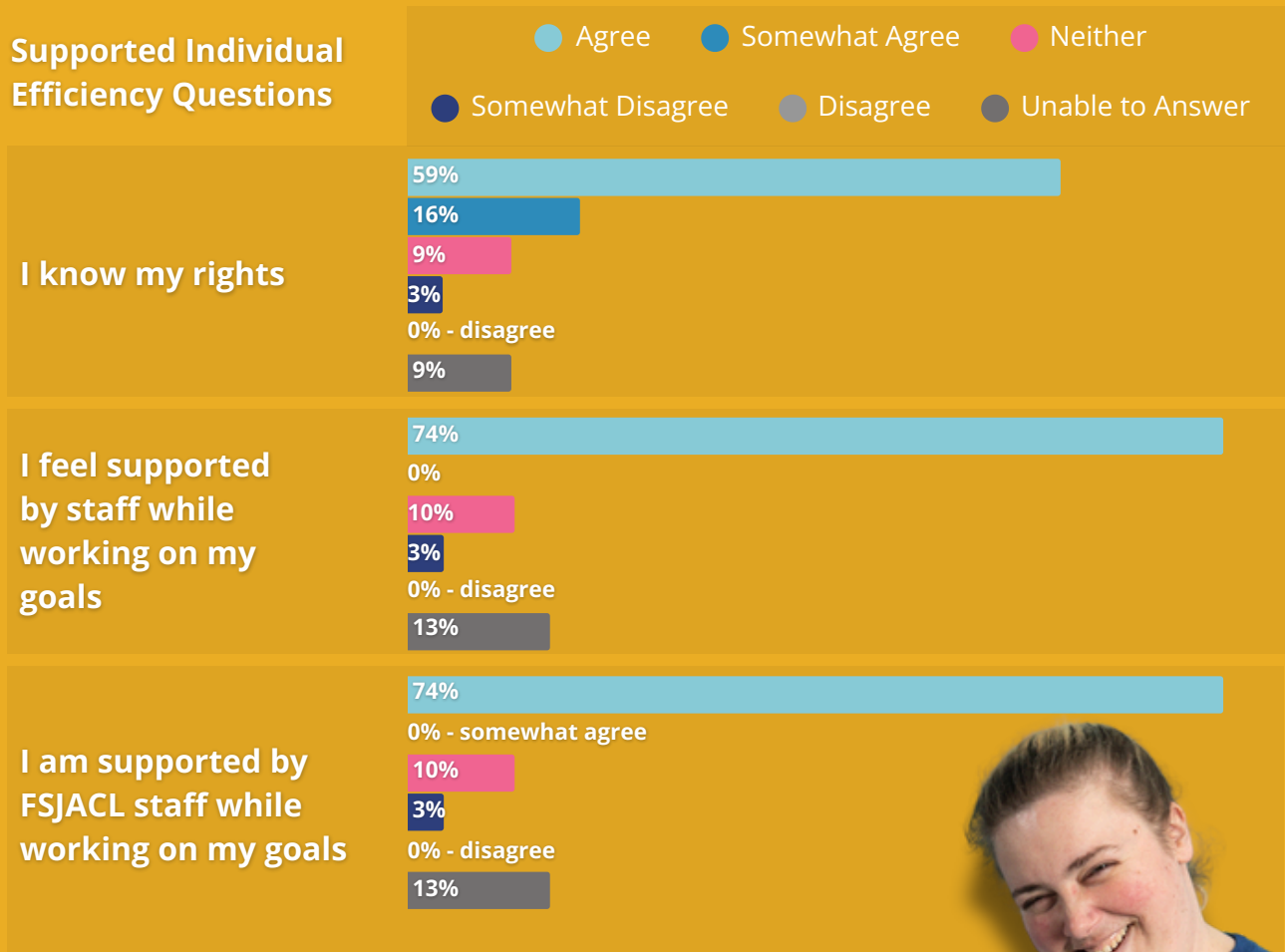
\*A total of 32 surveys were gathered to generate this data.

**OVERALL  
SATISFACTION  
77%**



# & EFFICIENCY

## Supported Individual Efficiency Questions



# OVERALL EFFICIENCY 75%

The FSJACL provides services to approximately 125 individuals and their families. These individuals have a variety of backgrounds, ages, genders, and disabilities.

Understanding the demographics of those we support allows our Association to adapt our services, find resources, and adjust our staff training to better meet individuals' needs.



# OUR SERVICES

## MESSAGE FROM SERVICES

This year, FSJACL advanced person-centred supports across all services. Plans were updated and actively used, streamlining goal reviews and strengthening documentation. Our Inclusion program moved into a purpose-fit space and expanded community-based opportunities. Outreach helped people secure and maintain housing while navigating health appointments, budgeting, and safety planning. Employment deepened employer partnerships, sustained strong job retention, and broadened paid work through social-enterprise contracts. Housing delivered stable, dignified home life with smooth, needs-based transitions, and HomeShare sustained well-matched placements with robust monitoring and provider development.

Organization-wide, we reinforced quality and accountability through CARF (Commission on Accreditation of Rehabilitation Facilities) -aligned practices, critical-incident learning, and strong privacy and records management. Looking ahead, we will deepen culture-based programming and mental-health coordination and expand our services so people continue to receive consistent, person-centred supports and outcomes.





## **HOUSING**

FSJACL currently operates five houses in the Fort St. John community. Each home varies to accommodate the specific needs of the individuals living there. This includes homes that have been designed for wheelchairs, including accessible bathrooms, lifts and tracking, and wheelchair accessible vans to transfer individuals.

## **COMMUNITY INCLUSION SERVICES**

Our Community Connections Inclusion service provides addresses a wide range of needs and interests, with a focus on community-based activities. Areas of focus include supporting individuals to develop communication and social skills, take care of their physical wellbeing and health, and access meaningful activities and opportunities within the community.

## **SUPPORTED EMPLOYMENT**

Our Supported Employment services focus on building job-readiness skills and finding opportunities for paid employment. Each individual within the service reviews their unique strengths that can benefit them at work, as well as assessing the barriers and challenges they have in securing employment. From here, we help match them with an employer, or help them create and offer business services to the community.

## **HOMESHARE**

HomeShare is a service that allows an individual to live in the community with a caregiver, roommate, or family (a HomeShare Provider) in a home environment that supports the individual's unique needs and desires.

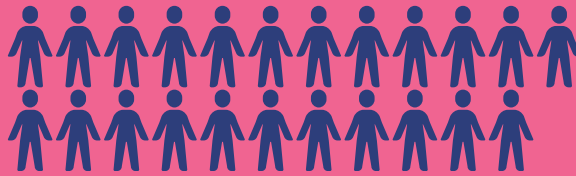
## **SUPPORTED INDEPENDENT LIVING**

Supported Independent Living (SIL) services strive to empower people to embrace opportunities. Our mission at the heart of this program is a commitment to helping individuals live independently. The SIL program believes in empowering people to live the life they want and embrace all the opportunities that come their way. We recognize that everyone has a unique vision of what a fulfilling life looks like, we meet individuals where they are, and we provide the personalized support they need to live life on their own terms.

# HOUSING DEMOGRAPHICS

## INDIVIDUALS IN HOUSING SERVICES

23



Intakes

1



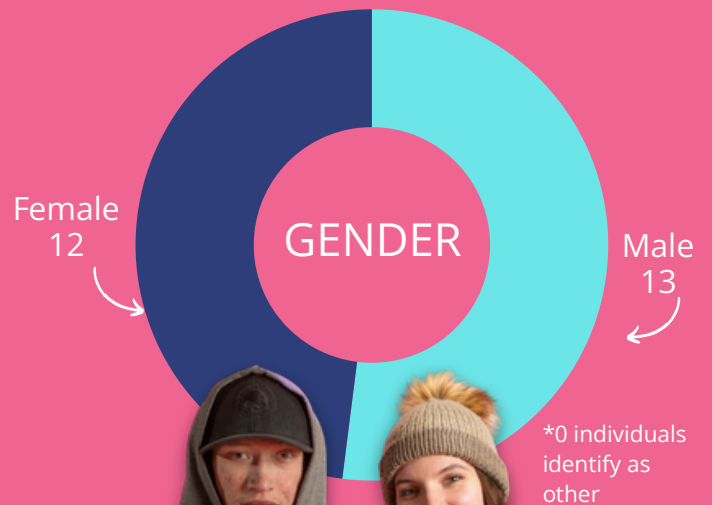
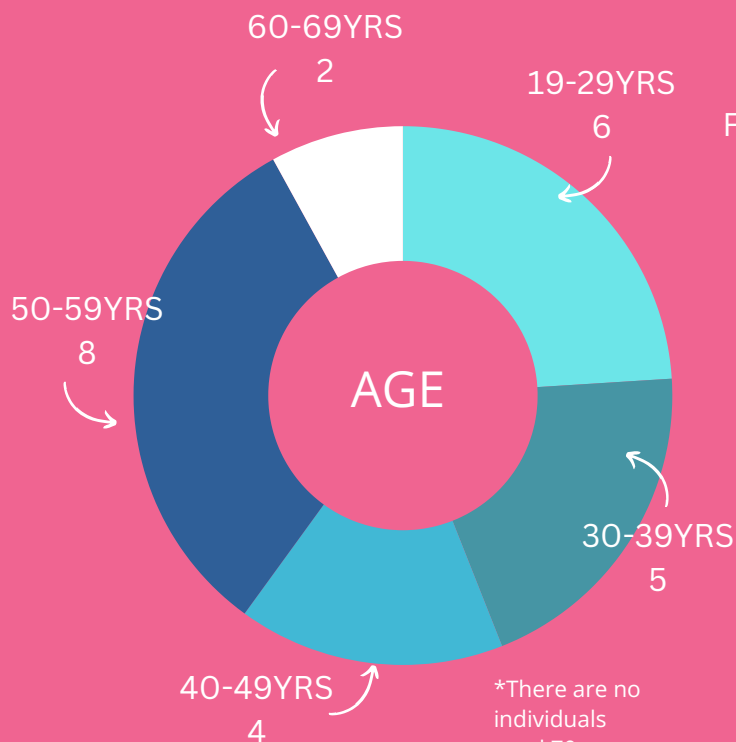
Exits

3

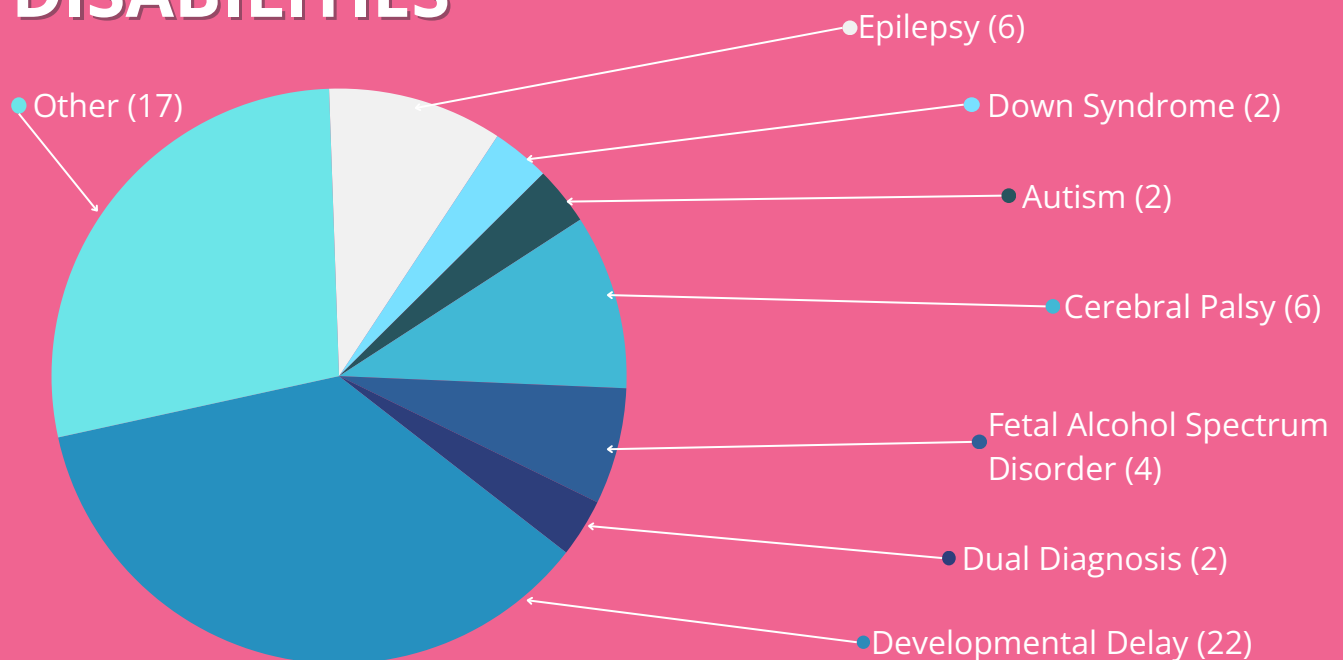


Rationale for Exits:

Passed away, moved out of service area, or, transitioned to community services.



# DISABILITIES

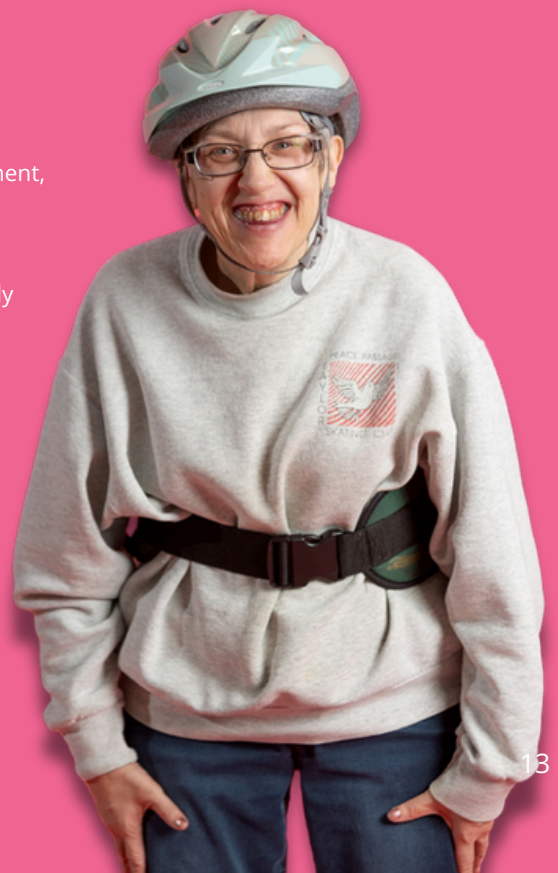
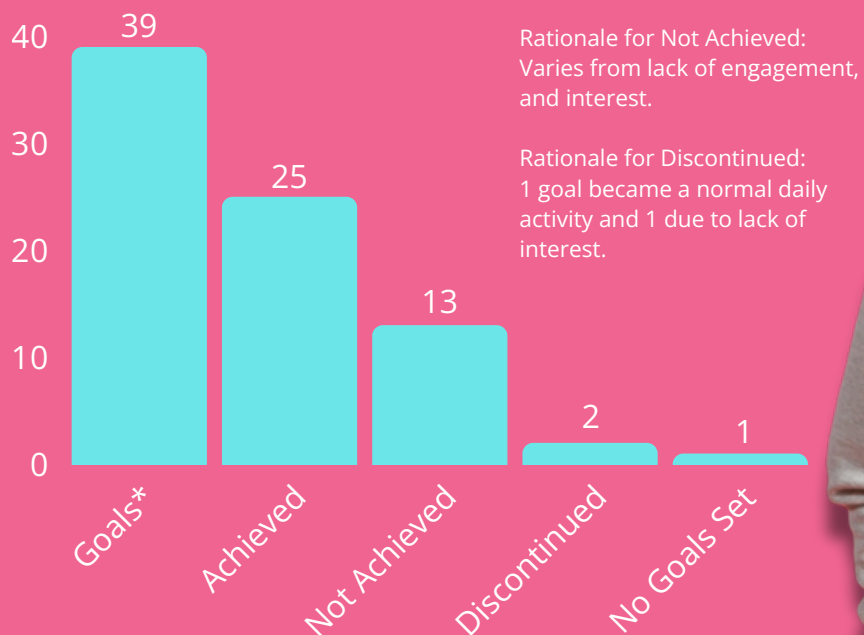


The individuals we support have a wide spectrum of diagnoses. Many have multiple diagnoses, including diagnoses outside of the range of developmental disabilities. The more diagnoses an individual has, the more complex their needs.

Diagnoses in the “other” category include mental health disorders, physical disabilities, major health concerns, and diagnoses unable to be classified in the developmental disability categories. The “dual diagnosis” category includes individuals with a developmental disability who also has a mental health disorder.

# HOUSING GOALS

Some individuals have set multiple goals





# COMMUNITY INCLUSION DEMOGRAPHICS

## INDIVIDUALS IN COMMUNITY INCLUSION SERVICES

33



### Intakes

6

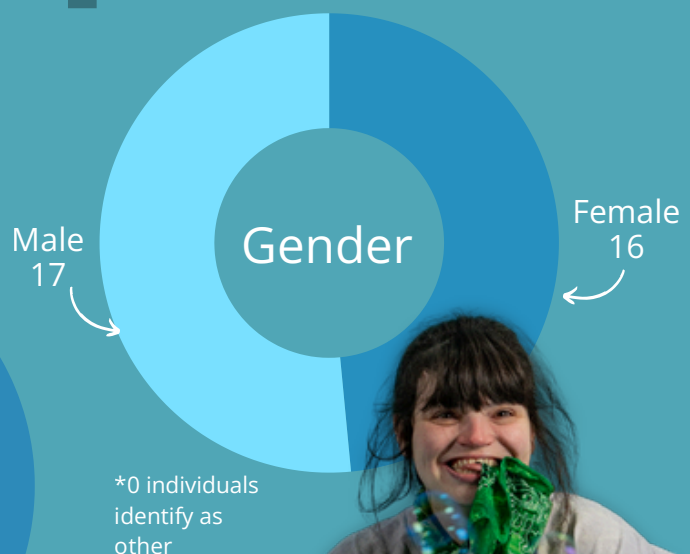
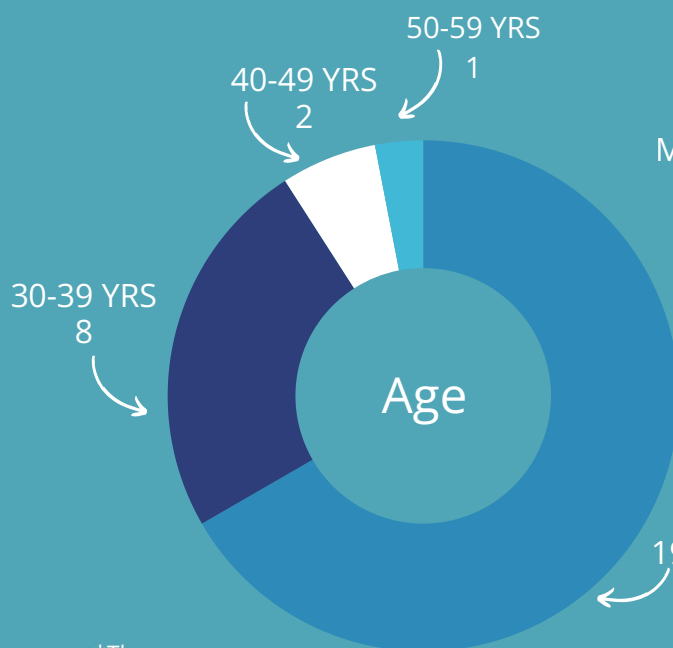


### Exits

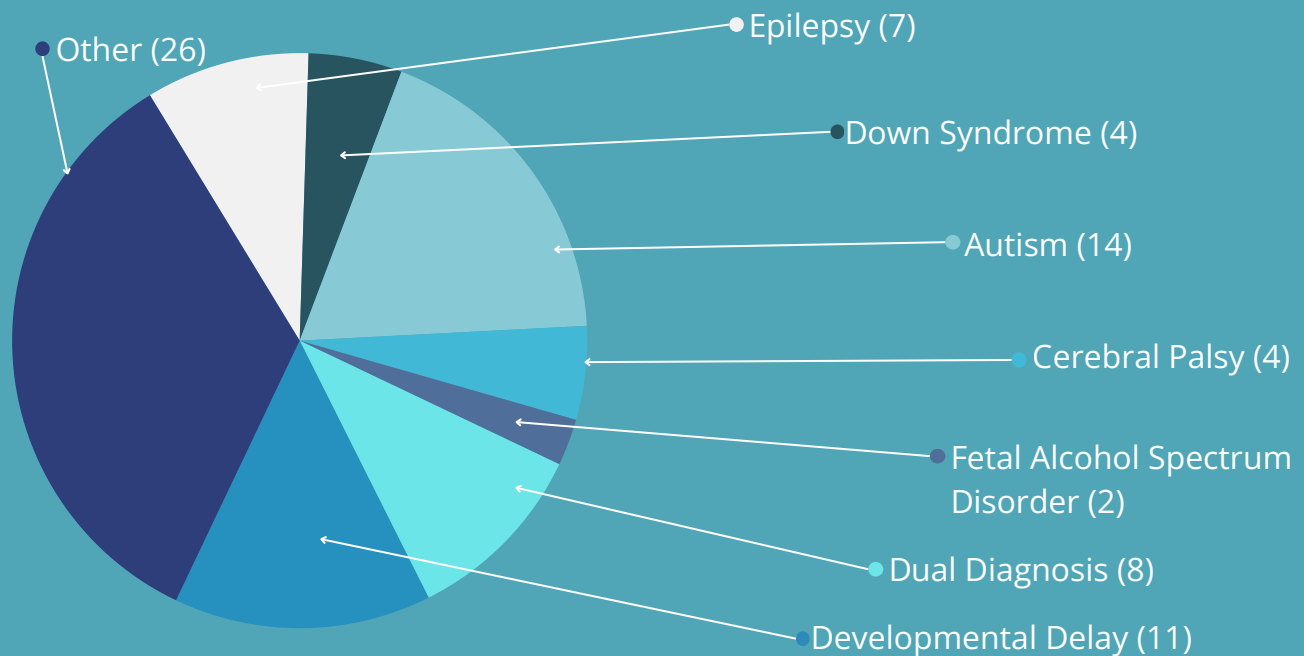
1



Rationale for Exits:  
An individual passed away

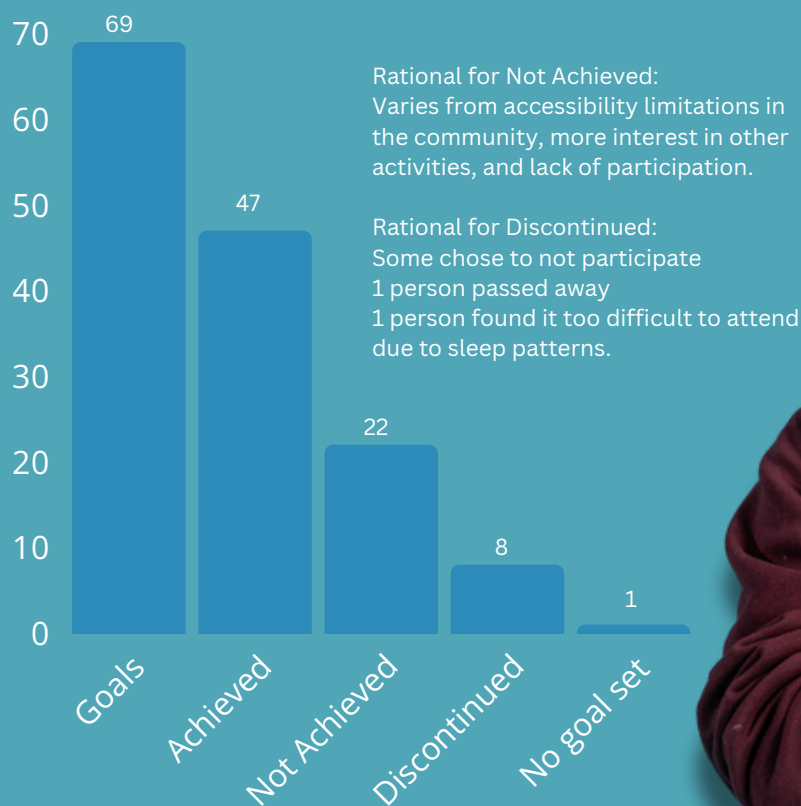


# DISABILITIES



# COMMUNITY INCLUSION GOALS

Some individuals have set multiple goals



# SUPPORTED EMPLOYMENT DEMOGRAPHICS


INDIVIDUALS IN SUPPORTED EMPLOYMENT  
SERVICES

29



Intakes

4

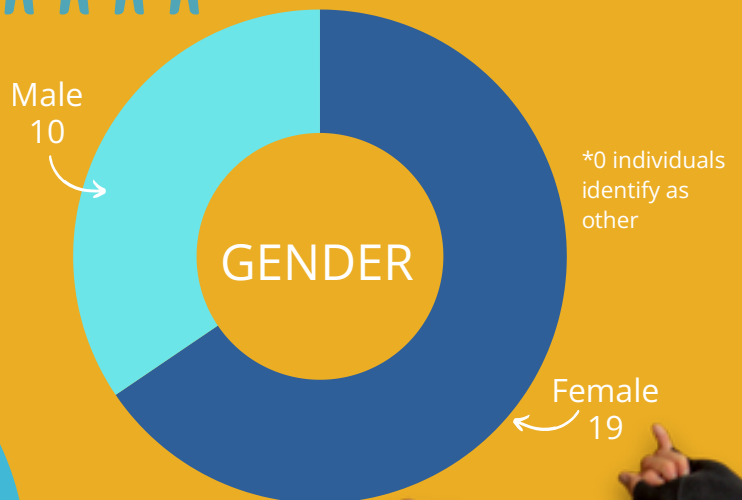
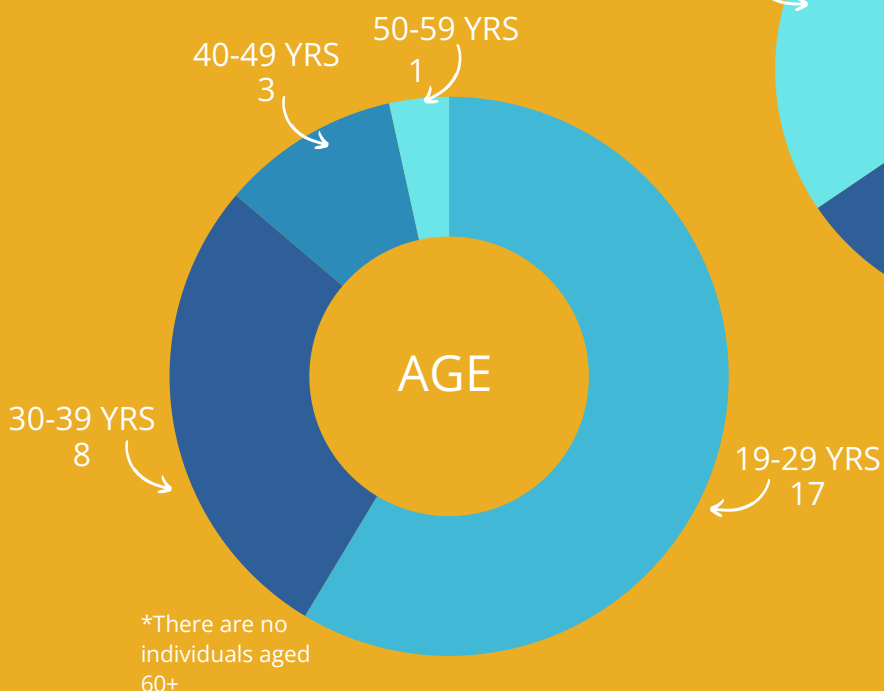


Exits

4

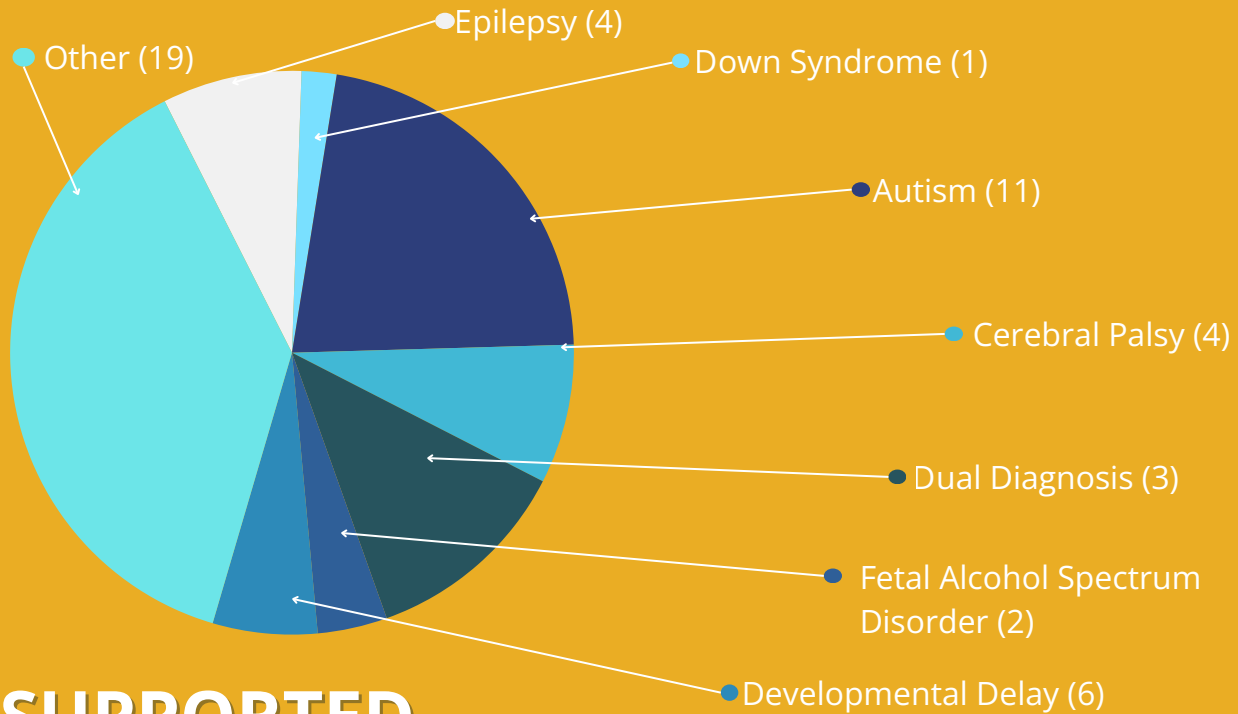


Rationale for Exits:  
Exited due to not the right fit or  
service no longer required



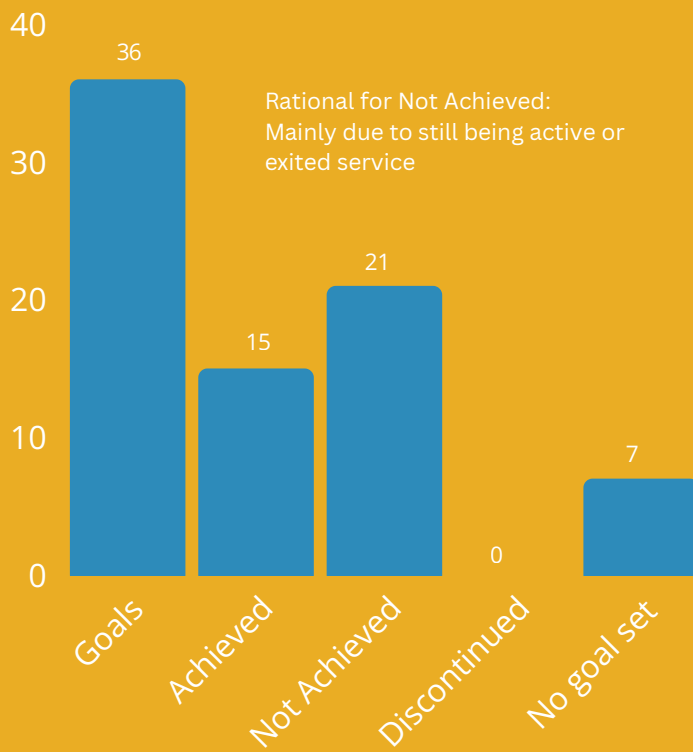


# DISABILITIES



## SUPPORTED EMPLOYMENT GOALS

Some individuals have set multiple goals



# SUPPORTED INDEPENDENT LIVING DEMOGRAPHICS (SIL)

INDIVIDUALS IN SIL SERVICES

27



Intakes

5

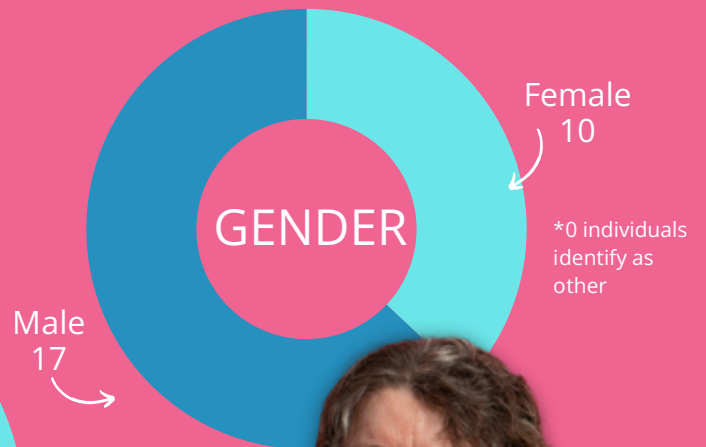
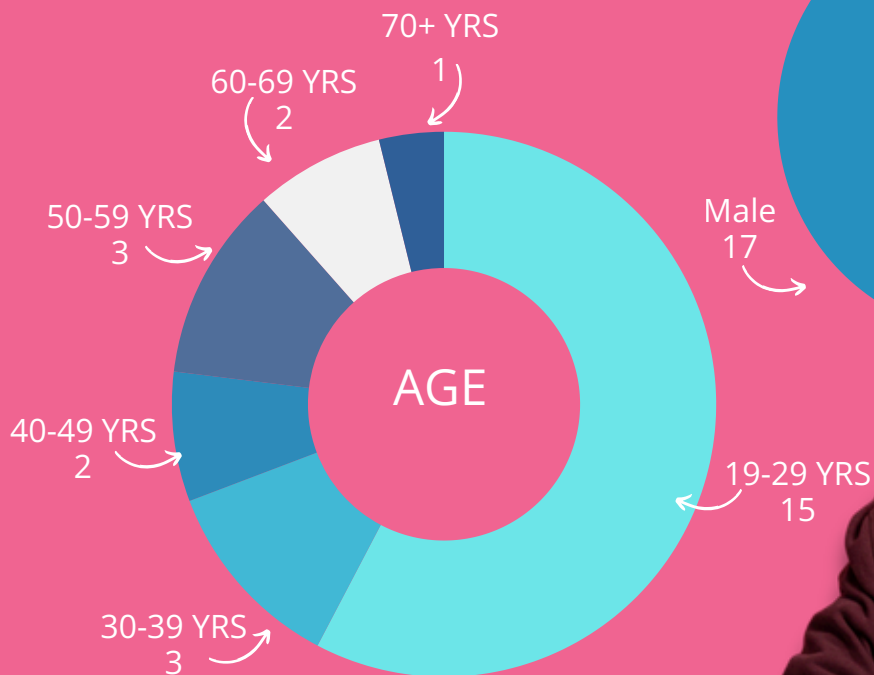


Exits

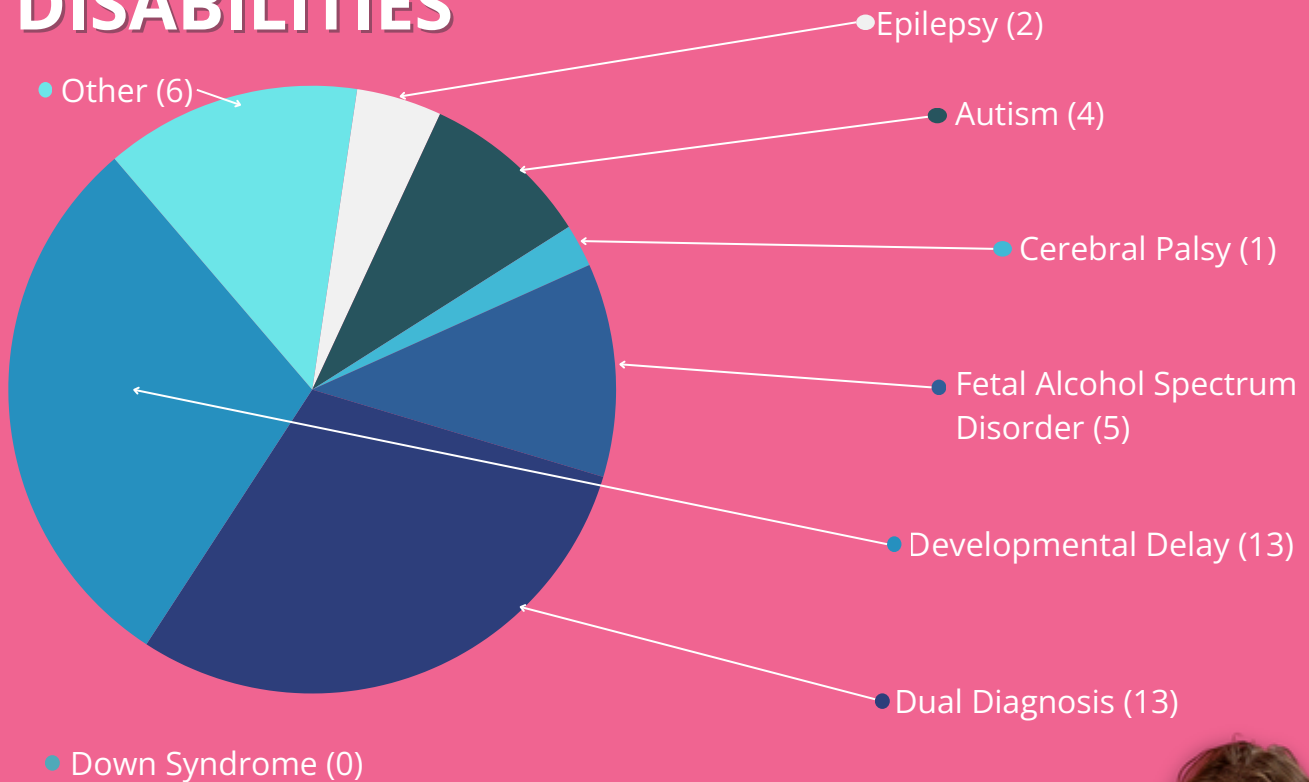
2



Rationale for Exits:  
Exited due to moving away or transitioned  
into housing.

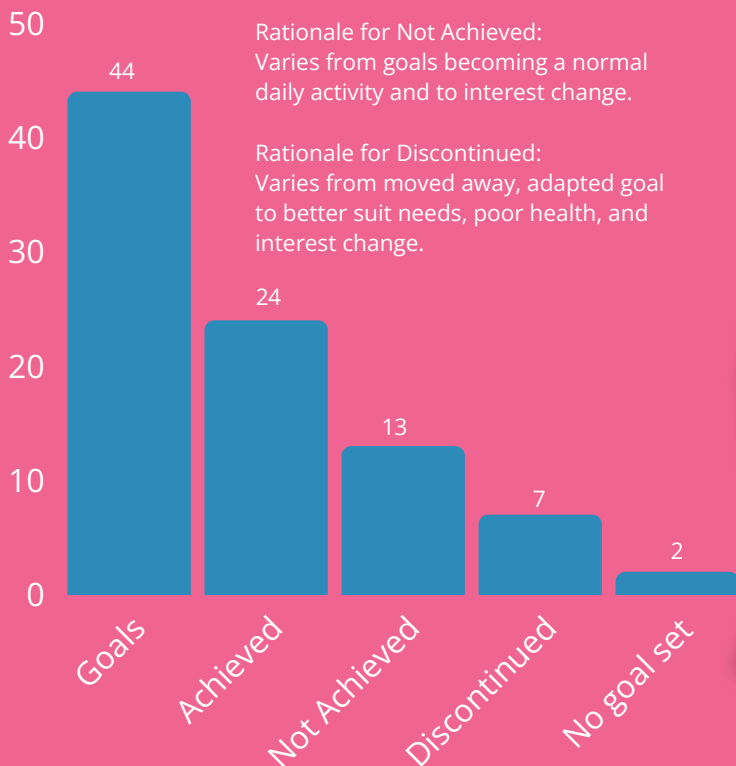


# DISABILITIES



# SIL GOALS

Some individuals have set multiple goals



# HOMESHARE DEMOGRAPHICS

INDIVIDUALS IN HOMESHARE SERVICES

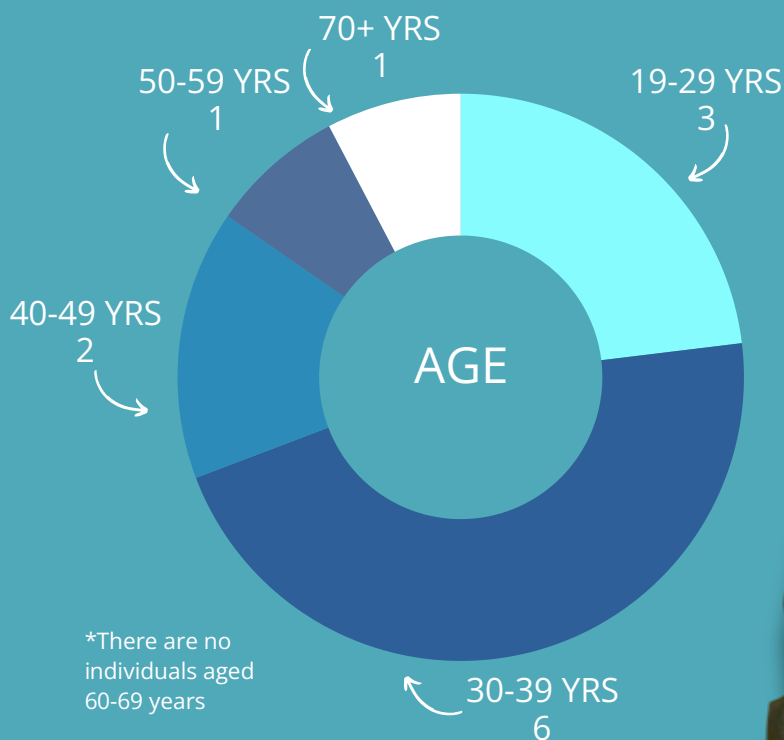
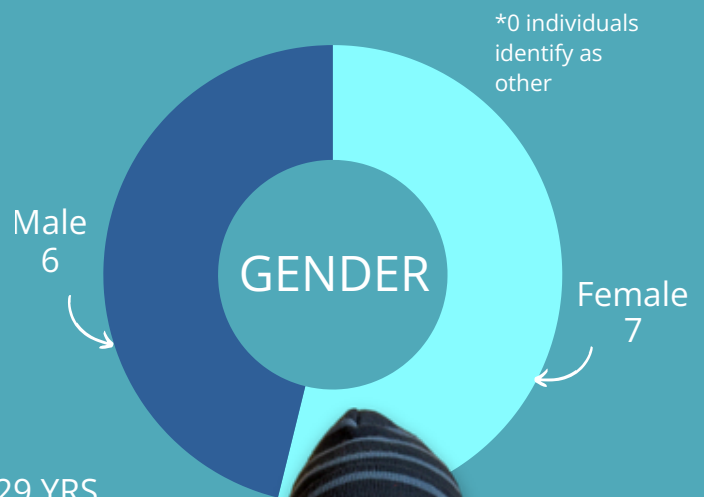
13 

Intakes

0

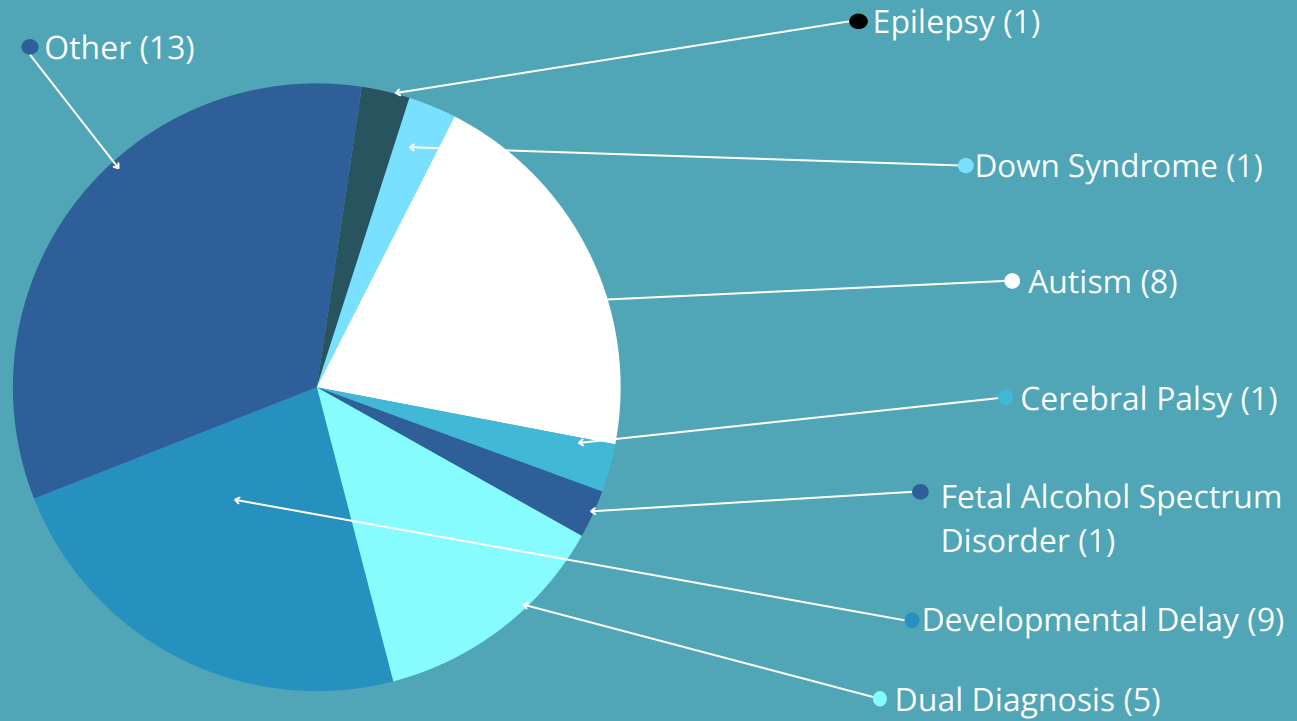
Exits

0



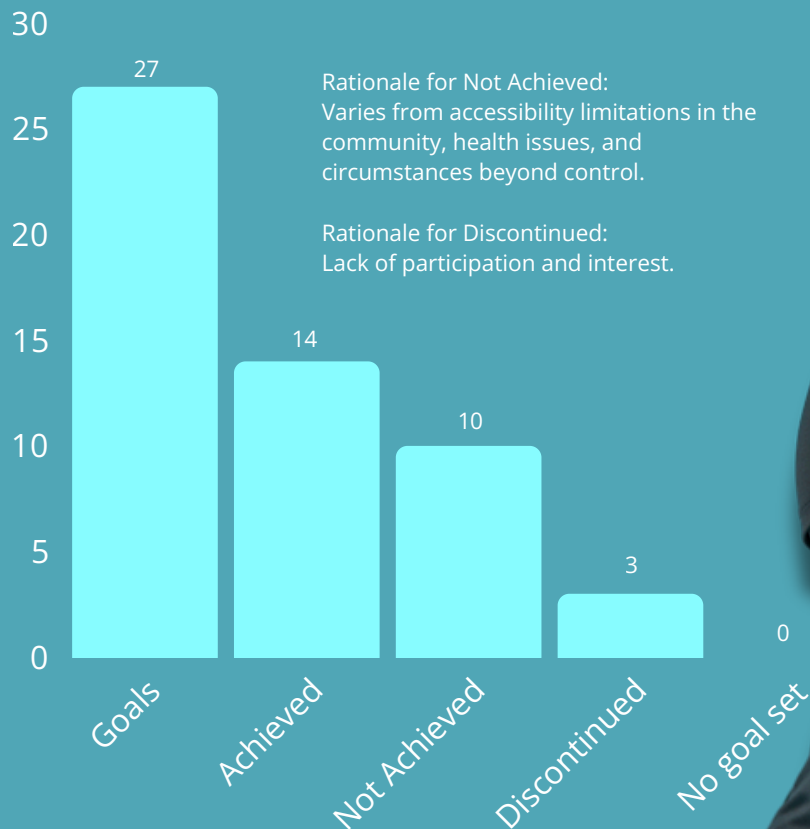


# DISABILITIES

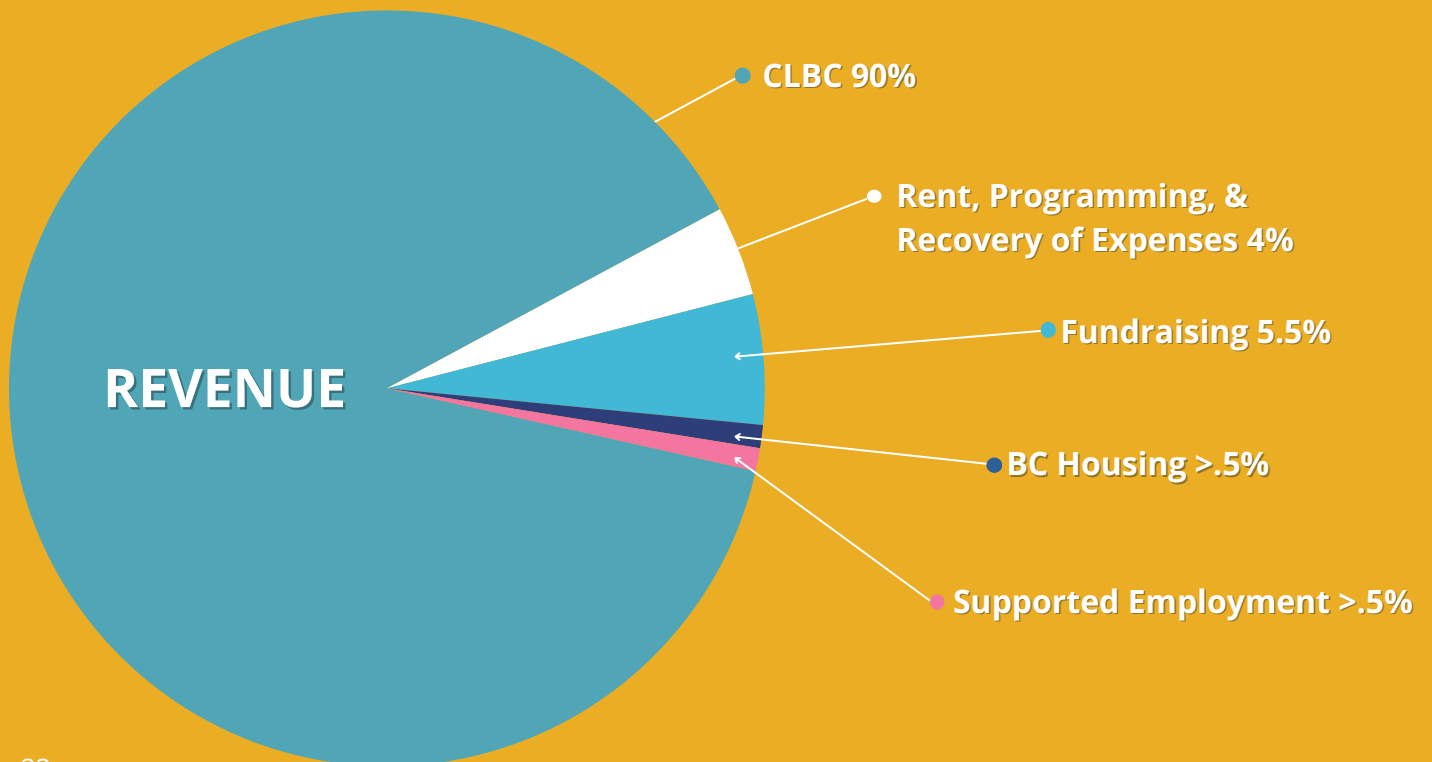
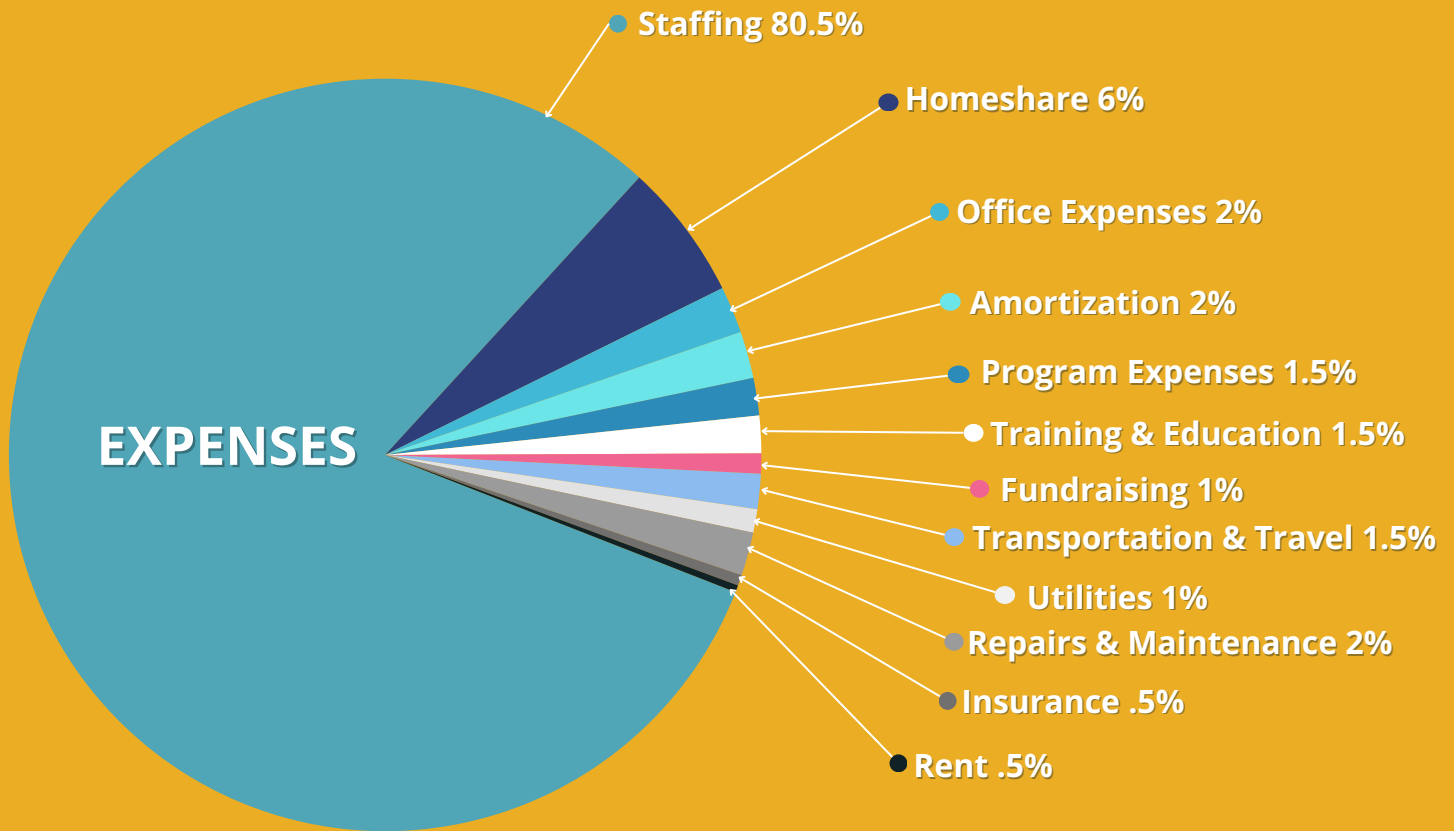


## HOMESHARE GOALS

Some individuals have set multiple goals



# FINANCE REPORT







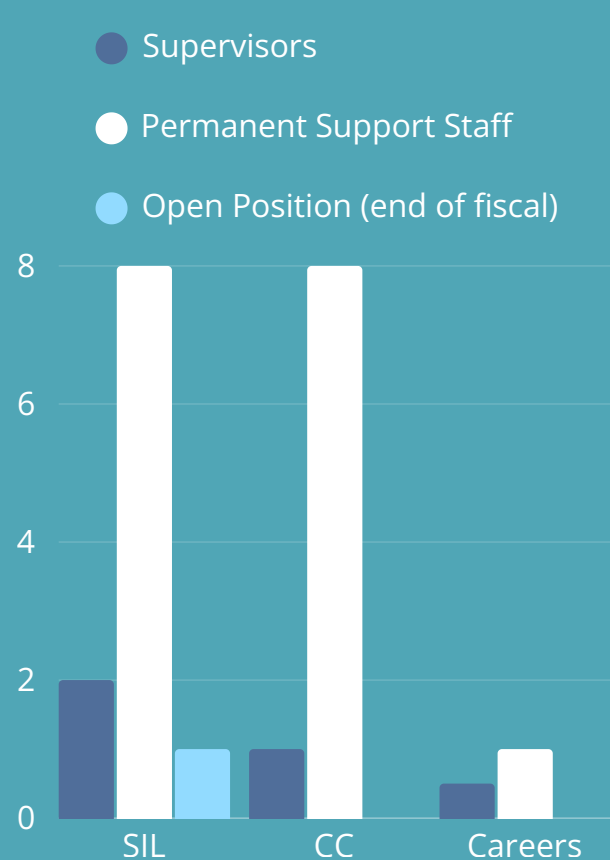
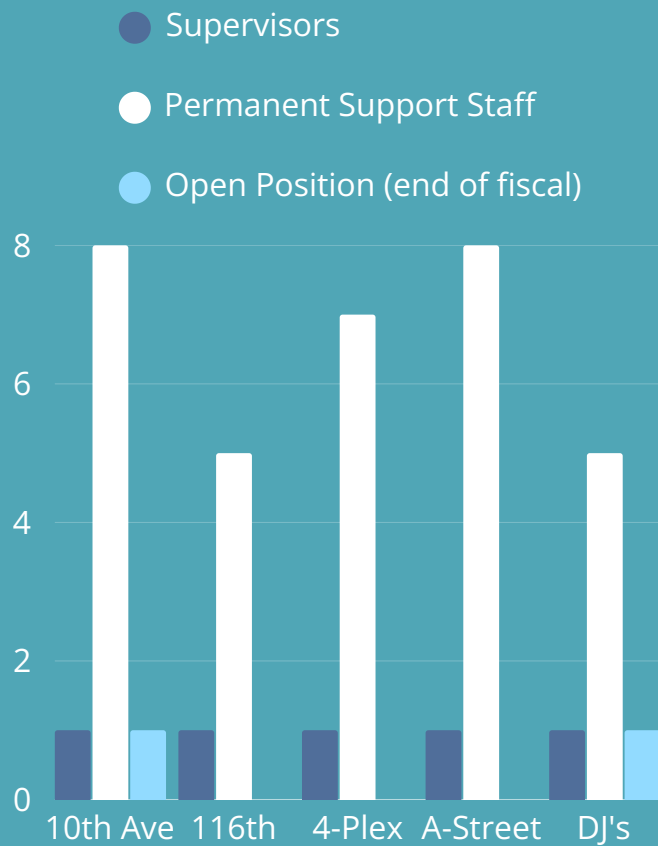


# HUMAN RESOURCES REPORT

## FULL-TIME POSITIONS AS OF MARCH 31<sup>ST</sup>, 2025

Housing Programs - 38 Staff

Community Programs - 20 Staff



# 24

Casual Employees

\*Shared across community and housing programs\*

Maintaining an appropriate number of trained casual employees continues to be a delicate balance across all program areas. On average, each housing program aims to have a minimum of 20 trained casual staff, while community programs ideally maintain at least 5-7 casuals. Maintaining a consistent casual pool is consistently a pain point. When too many casuals are employed, hours become inconsistent and sparse for many casuals, making it hard to maintain steady income. This often leads them to find other jobs, resulting in greater turnover. When not enough casual staff are trained, it leaves gaps for services in the programs.

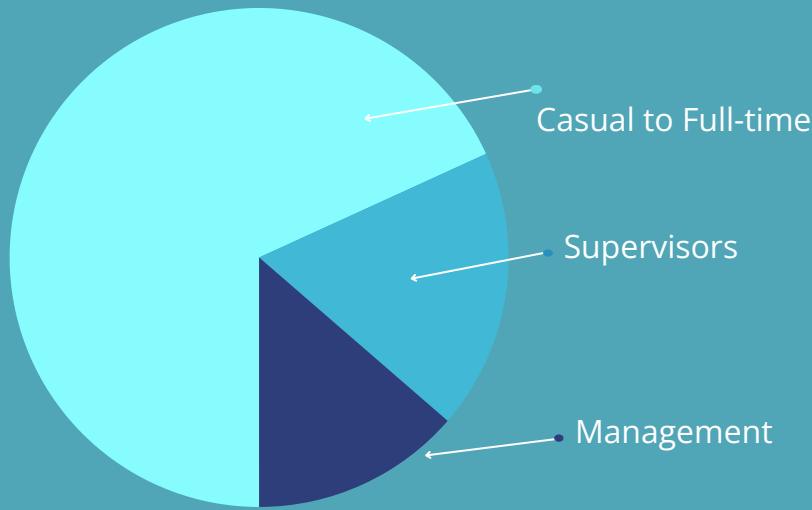


Operations - 13 Staff

Admin, Human Resources, Stewardship, Services, Finance, Facilities, and CEO



## INTERNAL PROMOTIONS



# 63%

## RETENTION RATE

2023- 2024 level: 44%

# 46

## EXTERNAL HIRES

2023- 2024 level: 56

# 34

## EXITS

2023-2024 level: 49

Retirement - 2

Casuals - 24

Full time staff - 8



# STEWARDSHIP REPORT

In 2024–25, our community's generosity reached new heights and raising over \$278,000 across all initiatives.

Our major events, Of the Vine (\$151,435) and the Golf Tournament (\$62,414.90), showcased outstanding participation from both businesses and individuals. We were supported by more than 40 corporate donors and 35 personal contributors, reflecting the growing depth of local engagement. The capital campaign continued to thrive, highlighted by major naming right donors: Rotary (Café), Firefighters Charitable Association (Art Room), Epscan (Kitchen), FSJ Co-op (Counseling Room), Waddy Family (Sensory Room), ConocoPhillips spring 2025 (Meeting Room), and Northern Legendary Construction summer 2025 (Multimedia Room).

These funds helped launch new marketing content, expand technology access, and strengthen our presence in the community. As we move into 2025–26 fiscal year, we're inspired by the community's continued confidence and look forward to building new partnerships and initiatives that deepen our impact and connection.

## SUBSCRIBE TO THE SHINING BRIGHTER PODCAST

Putting a spotlight on success stories and solutions to the problems of exclusion and apathy in the world of people living with developmental disabilities and complex needs.

Join us for inspiring stories and insights at [youtube@fsjacl](https://youtube.com/fsjacl)



# 2024/2025 DONORS

AAA Safety  
 Alisha Cobbett  
 Alpine Glass  
 Arctech Welding  
 Atomic Inspection  
 Audelicious  
 Bell Media  
 Black Lotus  
 Bobbi Saban  
 Bold Promotions  
 Bonnie Gouldie  
 Brauns Flooring  
 Brock Hebert  
 Browns Socialhouse  
 Callison Zeunert  
 Canadian Tire  
 Carters Jewellery  
 Christine Ridley  
 Christina McCormick  
 Clint Slack  
 Compass Services  
 Complete Crawler  
 ConocoPhillips Canada  
 D&D Insulators  
 Daina Purchase  
 Darren & Jessica Smith  
 Darren Snider  
 Dave & Diane McKeen  
 Deltek  
 Donna Greenway

Driving Force  
 Eagle Vision  
 Edith Loewen  
 Epscan  
 Ernie's Sports  
 Fort Motors  
 FSJ Co-op  
 FSJ Firefighters Charitable  
 FSJ Honda  
 Gators Gym  
 Hamres Funeral Chapel  
 Helen Boyd  
 Home Hardware  
 Homesteader Health  
 Ideal OS  
 Indigo Designs  
 Jeff Kirschner  
 Jeni Briscoe  
 Jiffy Lube  
 Joshua Turner  
 Katie Kirschner  
 Kevin Fell  
 Knappett Industries  
 Laura Leriger  
 Lisa Wall  
 Marcel Doreleyers  
 Maritime Travel  
 Mary Marcellus  
 Melissa Cailleaux

MNP  
 NDIT  
 Northern Metallic  
 NP Savings  
 Ovintiv  
 Peace Vale Farms  
 Petite Petal Co  
 Pimms Production  
 RD Bacon Trucking  
 RimTek IT Services  
 Rogers Trucking  
 Rosebrook Flooring  
 Rotary Clubs  
 Ryan Braun  
 Ryan Koehn  
 Scott Wisdahl  
 Shane Stirling  
 South Peace Mckenzie  
 Trust (SPMT)  
 Surerus  
 Tanis Stamatelakis  
 Tara Waddy INC  
 Taylor Nicole Film  
 Terus Construction  
 Tim Holmes  
 Tourmaline  
 Travis McCue  
 Trojan Safety  
 Urban Systems  
 Zen Den Laser



## WADDYS

# FORT ST. JOHN ASSOCIATION FOR COMMUNITY LIVING



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Fort St. John, BC  
V1J2K3

fsjacl.com



250-787-9262



reception@fsjacl.com

Data for this report was compiled through our Annual Survey process. In addition to the feedback and data collected through our surveys, the Association welcomes feedback throughout the year. Feedback or concerns from stakeholders and the public can be emailed to our office. If you are an individual or family receiving services, please bring your feedback or concerns to the appropriate supervisor or manager, as per our Conflict Resolution Policy.