



**Spectrum Society**  
FOR COMMUNITY LIVING



# Annual Report 2025

Celebrating our achievements and impact

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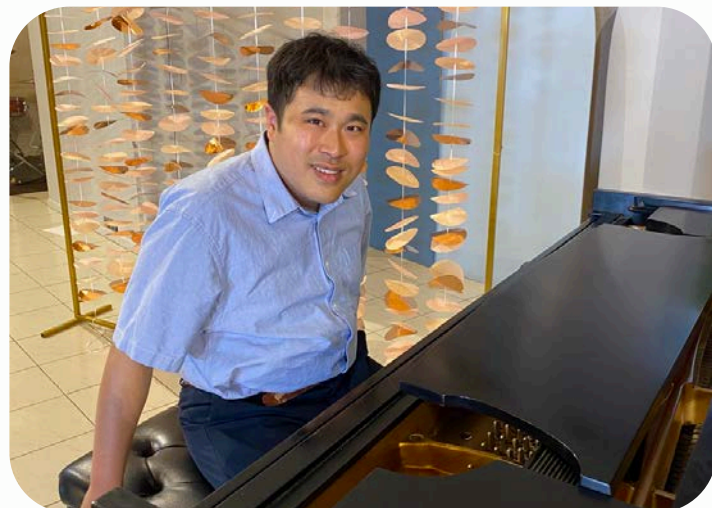
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Cover Photo: Cheyenne, Kiki, Donna



**Marjorie McWilliams is happy to share the celebration of her 80th Birthday with everyone. She enjoyed a Birthday Dinner at home followed by a gift from her sister, of spending three fun nights and days in Vancouver.**

**Kai moved into his own apartment in March 2025, and it has been an exciting journey for him! Kai has a passion for sports and music, and he's currently volunteering by playing the piano for seniors at the Foyer Millard.**



**Bert celebrated his 50th birthday party at Trout Lake Community Centre. The theme was Hawaiian luau. The party was a one-of-a-kind experience for Bert and created good memories to everyone.**

**Barb visiting her brother in Salt Spring Island.**





# Executive Director's Report

Overview of accomplishments  
for 2025



Welcome to the 2025 Annual Report for Spectrum Society for Community Living. Spectrum Society was founded in 1987 to provide individualized supports to adults with disabilities. We started out small, meeting four people from Woodlands School who were moving out of the big institution and back to their home community of Vancouver. Susan Stanfield was the group home manager, and I was the assistant manager and bookkeeper. Thirty eight years later, we serve 165 people in communities across the lower mainland, and Susan Stanfield has retired. Susan has been an integral part of Spectrum's growth and development and has kept us on the path towards quality person-centred supports since day one. Thank you Susan for your dedication and leadership.

Replacing Susan was an incredible challenge because the tasks under her oversight spanned the whole organization. What we decided to do was elevate the Coordinators to a new Coordinators Team that took on many of Susan's tasks in a collaborative team approach that you can read more about in the Coordinators' Section of this Report. Thank you to Anne Maria, Chad, Eilidh, Ray and Susan W for your commitment to the people we support and Spectrum's mission.

Our 2025-2027 Strategic Plan guides our planning, decisions and budgets for the coming year. You will see in the updates on our strategic goals that we continue to focus on person-centred services that focus on community participation and networks of support.

Thank you to our funders and donors for the financial support that allows us to provide creative and flexible services. The majority of our funding comes from Community Living BC but the donations we receive let us respond to unique requests and opportunities for the people we support.

Finally, thank you to our board of directors for their ongoing support and guidance to Spectrum's mission.



**Veronika celebrated her 65th birthday with a party held in the Barb Goode Training room, last Feb 2, 2025.**

**Ellie is a regular at the Vancouver Aquarium.**



**Kira getting ready to hit the water. Her summer won't be complete without kayaking at Jericho beach.**

**Eddie completed Can-Step training with the Canucks Autism Network. He did 8-weeks of in-house training, then completed 8 weeks of work experience at the Holiday Inn. Here is a photo from his graduation.**



# Community Living Services

## Congratulations, Susan!

After 38 years of leadership and vision, Susan Stanfield has retired from Spectrum Society – a place she co-founded in 1987 and helped shape into the organization it is today. Susan’s legacy is built on thoughtful leadership, humility, and a deep commitment to quality. She showed us how to solve tough problems with wisdom, reflection, and simple but effective solutions.



Most of all, Susan put the people around her first. Her care for her colleagues and the people we serve has left a lasting impact on Spectrum. Her example continues to guide our work. In retirement, Susan has not slowed down and has opened a restaurant – Cedars Sandwiches in Vancouver. Stop by and say hello.

Thank you, Susan, for everything. We’re truly grateful for the time we shared with you.

## The Coordinators Team

As Susan prepared for retirement, the coordinators group worked closely with her and Ernie to rethink leadership at Spectrum – focusing on collaboration and shared responsibility. Over the next six months, Spectrum partnered with Realize Consultants to guide this transition to a self-directed team.

The result was the creation of the Coordinators Team, a group made up of five Spectrum leaders: Susan Wilson, Ray Hunter, Chad Clippingdale, Eilidh Nicholson, and Anne Marie Fulop. Together, they’ve taken on many of the responsibilities Susan held, each bringing their own strengths to support quality services across the organization. With ongoing support from Ernie, Naomi, and Jeane, the team has stepped into their new role and continues to learn and grow together.



# Community Living Services

## Strategic Plan Update

In 2024, Spectrum Society developed a new three year strategic plan, for the years 2025-2027. We began 2025 by deciding what steps we could take to best meet our strategic goals. As 2025 comes to a close, here are some of the actions we've taken:

### **GOAL 1: A GOOD LIFE IN COMMUNITY**

Spectrum supports people to be part of their community by building meaningful relationships with community members, making strong connections to places in community, and making sure people have homes that fit their needs and desires.

- We have developed a community of practice for our community inclusion services, to build connection across the service and share ideas and learnings that will lead to effective community support for people we serve.
- We have started to apply the learnings from our newest service, LIFE/Inclusion Plus, to our community inclusion services, with the intention of creating more opportunities for people to set goals for a good life and guide and evaluate their own services.
- We have created and shared a housing resource page to help people navigate housing challenges and invested in accessible housing,

### **GOAL 2: PROTECTING SPECTRUM'S FUTURE**

Spectrum's mission and values will be sustained by planning for the future of its current leaders and developing new leaders.

- We have reviewed our leadership development processes and created a resource to guide general leadership development at Spectrum.
- We have included emerging leaders in our quarterly managers training days, to connect them with other leaders and increase their leadership knowledge.
- We have developed and implemented a self-directed coordinators team to assume the responsibilities of Susan Stanfield and continue to support quality services at Spectrum.

# Community Living Services

## Strategic Plan Update

### GOAL 3: STRONG TEAMS

Spectrum builds strong teams that include the people we support, their families and other important people in their lives, as well as Spectrum's dedicated employees. We promote a healthy and safe environment for everyone.

- We have developed an enhanced training plan, with new training sessions for front-line employees, including a person centred thinking module.
- We have reviewed our person-centred planning processes and records in Sharevision and created recommendations for improving our practices.
- We are creating a leadership development page for our website, to provide employees with clear information about our leadership development processes.

### GOAL 4: ENHANCING OUR CONTRIBUTIONS

Spectrum builds partnerships so we can learn from other organizations and share what we know with them, building best practices for a changing environment.

- We have updated our partnership list on Sharevision to include all current connections and created a place to capture information on potential partnerships.
- We have created a social media plan to further share Spectrum's story and values and to recruit employees who share our values.
- We continue to organize and participate in a community of practice with a number of organizations who offer CLBC'S newest service, LIFE.



# Spectrum Summer Picnic



Thank you to our volunteer photographer, Wendy Saucedo Lizarraga.

# Human Resources Report

## Annual Report - HR



This year, our HR team continued to focus on three core priorities: attracting and retaining talent, optimizing our internal systems, and deepening engagement across teams and individuals. To further diversify and strengthen our talent pipeline, we expanded our collaboration with academic institutions. Hosting practicum students from local colleges and universities not only supports the next generation of professionals, but also helps us build meaningful, long-term connections within the education sector.

Annually, we take part in several community-based hiring events, including those organized by Vancouver Neighborhood House, PICS Society, YWCA, Mosaic and Career Fair Canada. These events provide opportunities to connect in-person with a wide range of qualified candidates and strengthen our relationships across the Lower Mainland.

As we look ahead, our focus remains on evolving recruitment strategies, enriching the employee journey, and fostering a culture of inclusion, connection, and growth. Continued investment in partnerships and technology will help us build resilient, engaged teams ready to meet future demands. We will identify opportunities for upskilling, reskilling, and delivering a more personalized employee experience; ensuring team members feel recognized, engaged, and better equipped to perform at their best.

## Goals for 2026

1. Upskilling and Reskilling – continuing to prioritize learning as an ongoing strategic initiative and conduct a skills gap analysis to identify what formal and informal learning opportunities can be offered.
2. Personalized Employee Experience – research how a personalized employee experience can be a differentiator in competing for talent and aiming for long-term success and retention.

## HR Support:

Thank you to the Human Resources Team;

Rachel is now on maternity leave and enjoying time with their new addition to the family!



# Human Resources Report

We are happy to welcome Utami McCoshen, HR Generalist, to the team to continue providing support to our teams through to January 2027.

Danna, thank you for your proactive efforts with our Talent Acquisition and ensuring the positive experience of all new employees. We appreciate your uplifting and calm support to our Managers and staff.

Charlotte, thank you for your organized, efficient approach to our systems and support to our Managers and staff. Your kind and patient demeanour is appreciated by everyone that has the opportunity to interact with you.

## **Training & Professional Growth: -**

HR has participated in workshops, trainings and conferences that review HR best practice, Employment, Labor and Immigration Law, Human Rights, Privacy, Wellness and Leadership Development.

Staff trainings provided were:

- Mandt – with Susan Wilson – The Mandt System is our approach to preventing, de-escalating, and if necessary, intervening when the behavior of an individual poses a threat of harm to themselves and/or others.
- Spectrum Orientation – with Eilidh Nicholson – Overview of the history, vision and values of Spectrum and those people we support.
- Manager Updates & Training – Directors and Special Guests – updates, new information and topics below to enhance or add into our skill sets.
- Leadership Development and Communication in Leadership – Chad Clippingdale and Naomi Holmes
- Trauma Informed Practice and Active Support – Eilidh Nicholson and Susan Wilson
- Facilitation Theory and Practice – Chad Clippingdale and Eilidh Nicholson
- Open Future Learning – Online Training available to all employees with a variety of topics related to Health & Safety, Communication and Person-Centered supports.
- CLBC Privacy and Information Management Training and certificate
- BC CEO Network – Leadership Forums and Professional Development Days
- Inclusion BC Annual Conference
- Person Centered Thinking Module – Eilidh Nicholson
- Aging Workshop – Shauna Carson
- End of Life Planning – Shauna Carson and Barb Goode





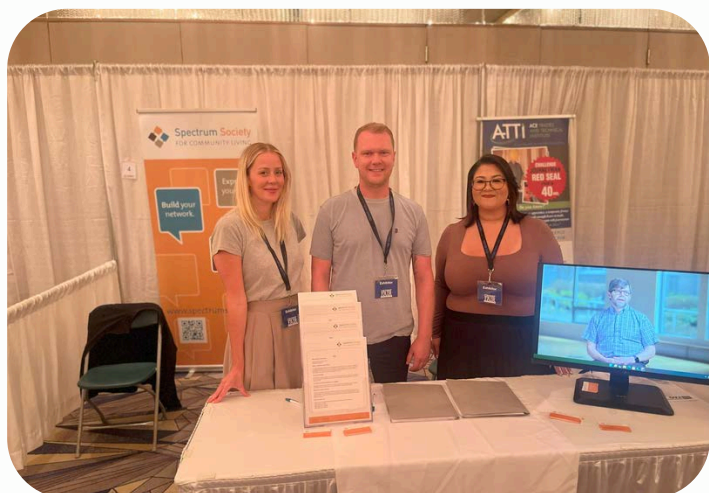
**Shirlane loves going to the Cold Water Ranch and spending time with the horses.**

**Shelley enjoys going to the spa for facials and hand and foot massages.**



**Richard, Lyle, and Minh on BC Ferries, headed home from a sight seeing adventure in Victoria.**

**Danna, Chantel, and Jeriah attended a hiring fair, highlighting Spectrum's vision and values to potential employees.**





# Finance Report

## Annual Report - Finance

The ongoing financial objective of Spectrum is to use financial resources optimally and sustainably. Spectrum upholds its commitment to using funds to maximize the social good and revenues are offset with operational expenses keeping the bottom line near breakeven.

## Financial Statements

Our audit was completed by Tompkins Wozny LLP. The auditors reviewed our statements and examined the records and processes behind the statements and expressed their opinion that the statements present fairly the financial position of Spectrum on 31 March 2025. Revenues decreased by 3.5% compared to 2024 due to changes to services. Offsetting expenses decreased by 1% as compared to 2024. The year ended with a deficit of (\$124,782) or (1%) of revenue.

## Staff

A dedicated team of four meet the financial needs of Spectrum and its community.

- Grace has been working in our finance department since 2012. She is accountable for the accurate processing of payroll and management of contracts as well as many other tasks within the department.
- Jeane joined Spectrum in 2021 as Director of Finance.
- Judy joined Spectrum in 2022 and is accountable for the accurate processing of our Accounts Payable.
- Elizabeth joined Spectrum in 2022 as a Senior Accountant.

## Donations

# Finance Report

Spectrum received \$56,500 in donations for 2025. Employee donations make up a significant portion of the donations received through semi-monthly payroll deductions. We also have a dedicated group of members who provide us with monthly contributions through direct deposit. These monthly givers and our employees who give from every pay cheque give us a little additional cash flow to support special requests not covered by government funding. If you would like to help Spectrum with a donation, please visit the donations page on the Spectrum website at: [Donations | Spectrum Society for Community Living](#).

## Spectrum's Supporters

Spectrum's services would not be possible without the ongoing support of many individuals, funders and community partners. We gratefully acknowledge the funding provided to Spectrum by:

- Community Living British Columbia (CLBC)
- Fraser Health Authority
- Ministry of Social Development and Poverty Reduction
- Microboards
- B.C. Housing Management Commission
- B.C. Gaming Commission
- The Canadian Red Cross
- Corporate and community partners
- The United Way



# Honouring Orange Shirt Day

To honour the National Day for Truth and Reconciliation, Manager and Indigenous gathering planner, Lindsay Clifton and Indigenous Liaison Worker, Cheyenne Yellowhead hosted an Orange Shirt gathering. Both Indigenous and non-Indigenous people from Spectrum came together to reflect, talk and share a meal. Lindsay led an activity where people created an Orange Shirt pin that they could take home with them. Everyone who attended was grateful to spend the time together, eat amazing Indigenous tacos, and leave a little bit more connected to one another.



# In Memoriam:

Remembering those we lost in  
2025



## Sean Roy

Sean joined Spectrum in 2008 and was supported at home on East Broadway by his mom, Sylvia, and a dedicated team of support workers. He was an active and well-loved member of both his neighbourhood and the Spectrum community. Everyone who spent time with Sean knew how much he loved music—especially live performances. His favourite artists included Barbra Streisand, Kenny G, and Josh Groban. Sean often went out to concerts and live music events, and he knew all the best local spots for music, including bars and karaoke nights.

Sean loved excitement, being around people, and sharing joyful moments. He and Sylvia attended every Spectrum event, and Sean had many close friends also supported by Spectrum, including Barb, Veronika, Kira, Ellie, Bert, and Linda—along with many others over the years. Sean and Sylvia were also active members of PLAN, and his friends Linda Marie and River miss him deeply. Throughout his adult life, Sean was caringly supported by Vinge & Associates. He is dearly missed by all who knew and loved him.

# In Memoriam:

Remembering those we lost in  
2025



## Veronica Jane Lakowski

Veronica Jane Lakowski was a beloved sister, aunt, and friend. Veronica lived life with joy, love, and an unmistakable sparkle that brightened every room. Veronica shared many happy years with her family and with support from PosAbilities, Spectrum Society, and the Langlois family. She embraced her passion for theatre in the Stage Door theatre program and the Vancouver Fringe Festival. Veronica found joy in simple pleasures, like watching her favorite TV shows, filling coloring books with vibrant colors, shopping, enjoying meals at White Spot, and drinking Starbucks coffee, and her faith. She will be deeply missed by her siblings, nieces, nephews, and all who knew her.





## Thank You, Supporters

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## Our Supporters

Aaron Johannes  
 Agnes Campbell  
 Anh and Chi Restaurant  
 Andrei Studenov  
 Anne Maria Fulop  
 Barbara Goode  
 Christine Hooge  
 Ernie Baatz  
 Estate of Margaret E. Johnson  
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