

Annual Report 2024 - 2025



April 1st, 2024 – March 30, 2025

This past year has been one of steady progress, renewed partnerships, and deepened commitment to the belief that guides us at the DDRC: *everyone belongs™*. Our vision is not a slogan, it is the lens through which we design programs, build relationships, and measure success. Throughout our storied history since 1952, we have continued to centre inclusion in every choice we make so that clients with developmental disabilities can live full, meaningful lives in community.

Across our programs, from CHOICES to PACE and Home Based Services, we focused on enabling community participation, independence, and connection. The CHOICES program, for example, has continued to support clients to pursue volunteering, civic engagement, relationships, wellness, and personal goals — practical steps that lead to a greater sense of belonging and a more meaningful life. Our teams work alongside individuals and their network to co-design supports that reflect each person's strengths and aspirations, and ensure there are practical, client-centred supports for all who deserve them.

This year, we also deepened our partnerships with employers, community groups, and training partners to expand pathways to meaningful employment and inclusion. Celebrating inclusive employers through our Inclusion Awards remains one of the most tangible ways we honour organizations that invest in training, mentorship, and supportive workplaces. Those partnerships demonstrate how workplaces, when committed, can move beyond simply opening a door to investing in people and culture, and showcase benefits to our entire community.

Looking ahead, our priorities remain clear: scale meaningful opportunities for community participation, deepen employer partnerships, and continue to build an organizational culture where accessibility, respect, equity, and meaningful participation are non-negotiable. We will keep listening to the clients we support and their families, learning from their experiences, and adapting our programs so that choice and dignity remain central.

None of this progress happens without the dedication of DDRC staff, our board of directors, community supporters, and our funders. I want to acknowledge the compassion, creativity, and professionalism shown across our teams, people who deliver supports with respect, accessibility, and accountability at the forefront. To our many community partners and corporate allies: thank you for walking with us, championing inclusive hiring, and creating opportunities where they matter most.

To everyone who contributed to our work this year, your belief in an inclusive Calgary is the reason we can keep pushing forward. The work of inclusion is collective, and every step we take together brings us closer to communities where people of all abilities can thrive. Those investments from each of us are a direct expression of our mission to promote awareness and support communities to include persons with developmental disabilities, and strengthens our communities for all.

Helen Cowie
Chief Executive Officer

Hunter Hubbs
Board President

Our Year at a Glance

DDRC Program Highlights

Choices:

Over 150 clients were supported in achieving their individual goals through community integration. This includes volunteer opportunities, classes/workshops, and activities to promote client growth and independence.

Comprehensive Care:

Comprehensive Care has had a momentous year piloting new initiatives to increase client and community support worker success. As a result, clients have gained increased confidence in seeking opportunities within the community to achieve their goals, gain independence, and strengthen their skills.

ILS:

The ILS team continued to actively recruit supportive roommates, overnight respite providers and supportive neighbours to safely find homes to settle in; take respite and reprieve in; and to support clients to continue independence in their own homes.

Learning & Leadership:

An incredible variety of exciting experiences were offered to clients including new workshops such as: L&L Summer Games, Centre of Sexuality workshop series, and client-facilitated workshops.

PACE:

90% of PACE clients have successfully been placed in meaningful volunteer and employment positions gaining skills and creating inclusive workplaces.

PBS:

PBS developed a series of Learning & Leadership workshop for clients focused on self-regulation, using The Zones of Regulation curriculum.

LINK:

9 new clients added to the LINK program, including 9 families within the BDS program.

Triple P:

Supported 44 families, with 100% of parents reported improvements in their self-efficacy, and 77% of parents reporting improvements in their parenting style.



DDRC Clients



CVC (Client Voice Committee)

The CVC continues to engage clients and advocate at the DDRC, updating the client rights and responsibilities statement to reflect all clients. The CVC also hosted numerous client engagement events including cupcake cafes, BBQs, and an information session on exercising your civil rights.



Elijah (ILS)

To help him cope with stress and build his ability to focus, Elijah took up Tae Kwon Do successfully earning his yellow belt and working towards his blue belt. Through this experience Elijah has found meaning, purpose, and a community he belongs in.



Macy (CHOICES)

As a volunteer at WINS, Macy has improved sales through her thoughtful product organization and strengthened her customer service skills. Since joining the DDRC in 2023, Macy has accomplished her personal goals and continues to push herself – taking part in courses like Color Me Mine, the Calgary Society of Community Opportunities, and Computer Class.



Rayn (PACE)

Rayn has become an integral part of Milk Jar's team as a Production and Workshop Assistant where he truly feels valued. He enjoys making candles, sharing friendly customer interactions, and being a part of a team that is fun and exciting. Through the DDRC's support, he has gained a new-found sense of independence, strengthened his communication skills, and discovered a clear career path.



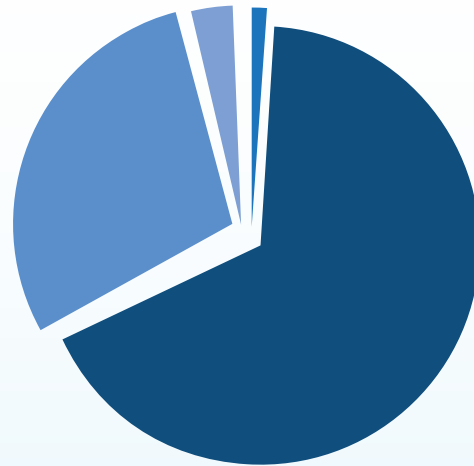
Veronica (Comprehensive Care)

With the DDRC's support, Mike has found and began attending weekly wrestling matches at the Royal Canadian Legion Calgary #1 Branch. He is enthusiastic about the sport and enjoys being a part of the excitement in the audience. Mike also began gardening, an interest that stems from time gardening with his parents. He has grown several plants at home, including peas, carrots, potatoes, tomatoes, and even sunflowers!

Financials

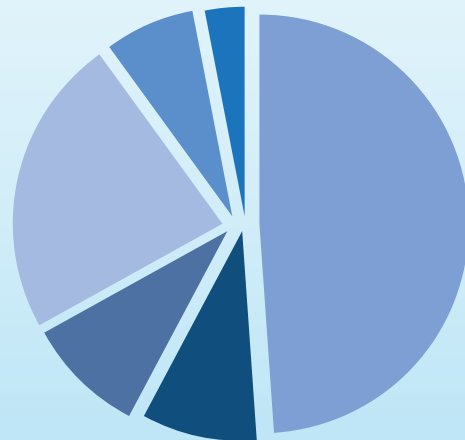
REVENUE

- PDD DIRECT SERVICES - 67%
- PDD DELIVERY - 29%
- FSCD DELIVERY - 3%
- FEES FOR SERVICE - 1%



EXPENDITURES

- PROGRAM COMPENSATION - 49%
- PROGRAM ADMIN COMPENSATION - 9%
- EMPLOYEE BENEFITS - 9%
- SUPPORT ALLOWANCE
OVERNIGHT RESPITE - 23%
- SERVICE & MATERIALS - 7%
- BUILDING & FACILITIES MAINTENANCE - 3%



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