



Annual Report
2024-2025

THE CASCADIA SOCIETY FOR SOCIAL WORKING

In Loving Memory

I WAS UNITED WITH YOU.
STAY NOW UNITED IN ME.
SO SHALL WE SPEAK TOGETHER
IN THE LANGUAGE OF ETERNAL BEING.
SO SHALL WE WORK TOGETHER
WHERE DEEDS FIND THEIR FULFILLMENT.
SO SHALL WE WEAVE IN THE SPIRIT
WHERE HUMAN THOUGHTS ARE WOVEN
IN THE WORD OF ETERNAL THOUGHT.

—RUDOLF STEINER

August 13, 2024: Fraser Grant, father of our companion Brian and husband of Sheilah.

November 10, 2024: Marietta Driehuyzen - a long standing member of our life-sharing community, predeceased by her mother Anna-Gretel and father Heine. Survived by the sister Fiona Driehuyzen.

PRESIDENT'S REPORT

Dear Cascadia Society Membership,

I joined Cascadia Society as a board member in September of 2020, and was elected as Board President when Alexandra Schmidt chose to step down as President at the AGM in June 2024. At last year's AGM, we saw the return of Alexandra Schmidt, Jason Yates, John Lakes, Jerry Schwartz; and Marisol Grossling as the Treasurer, with 2 new board members joining – Devon Whyte and Sarah Wall. Earlier in 2025, John Lakes chose to step down from the board.

We strive to follow the Board Composition Policy, which attempts to create a balance between vested and non-vested members. In this last year, the board did have an extra vested board member; however, we will be adhering to the policy in coming years for composition. In general, a vested board member has a personal stake or involvement in the organization, while a non-vested member comes from outside of the Cascadia community. Alexandra Schmidt, Jason Yates, Marisol Grossling, Devon Whyte and I will be standing for re-election to the board. Ruth Oslund will continue to volunteer as the board secretary.

As mentioned in last year's President's Report, Cascadia Society's CARF Accreditation is valid until September of this year, and the Cascadia Society's leadership team of Liisi Einmann (Executive Co-Director, Program Director), Amy Bedford (Executive Co-Director, Business Director) and Monique Walsh (Executive Co-Director, Community Development Director), have been reviewing and further developing the Strategic Plan and ensuring that all requirements meet CARF Accreditation standards. For those members who do not know, CARF (Commission on Accreditation of Rehabilitation Facilities) is an independent, non-profit accreditor of health and human services, dedicated to enhancing the lives of persons worldwide.

Also mentioned in last year's report, that while having the Co-Executive Directors manage Cascadia Society functions well, Cascadia Society would benefit in finding a dedicated and talented Managing Director/Executive Director to support the team and the long-term goals of the community. The challenge remains the same in being able to offer a salary that is competitive in today's labour market.

Some highlights in the past year, Cascadia Society held a St. John's Celebration right after last year's AGM, they launched their Culture Days and summer program with the theme of "Colour & Light"; as well as taking part in The Six Swans play that was gifted by volunteer, Marietta Wiemers. The gardeners worked on their production of The Blue Bird and artists participated in the Inclusion Art Show. Seasonal celebrations at Hallowe'en and Christmas also saw various forms of marking the occasions with music and plays, as well as the annual Carnival having a multitude of creations, skits and delicious treats. A new initiative this year was participation in the Civic Plaza Market that will run throughout the summer.

Along with the above-mentioned highlights, it is always exciting to report that Cascadia Society welcomed new companions and coworkers over the past year.

As we reflect on the year gone by, we have noted that the existing life sharing community model remains under some scrutiny from CLBC (Community Living of BC), due to it not particularly following the model that CLBC's

administration considers the 'norm' of home sharing. Cascadia Society has been tested, and there is an awareness that there is need for strengthening our foundation via employees, families and management working collaboratively; with some support from the members of the board of directors in order to continue to flourish.

We all look forward to another year of highlights and progress in maintaining Cascadia Society's community.

**Respectfully submitted,
Amy Chang
President**



DONATIONS

Thank you for your generous support. Your contribution helps sustain the daily rhythms of care, learning, and connection that are at the heart of our community life.

We are truly grateful for another year of partnership in this meaningful work.

ORGANIZATIONS

MT. SEYMOUR LIONS CLUB
EMPIRE GRAIN STEVEDORING

GRANTS

VANCITY – LEPAWSKY FAMILY FUND

INDIVIDUALS

MARGARET PULS
JOHN LAKES
RUTH OSLUND
RICHARD TURNBULL
ANNEKE JONKER
PATRICIA SMODE
JOHN SKUSE
MARGOT MCLAUGHLIN
JENIFER ALS
SAM SCORDA
SHEILAH GRANT
HASEGAWA FAMILY
LIDIA & MARIAN PODLOVSKY
WATSON & JANICE DEERY
RENEE MARTUS
WENDY MAH
MONICA GOLD
MICHAUD FAMILY
ROBBIE BLACK BLACK
JOHN & MARTHA BARKER
IAN CUMMINGS
WENDY MAH
JUNKO AND TSUTOMU YAMASHITA

**WE HAVE ALSO RECEIVED
A HANDFUL OF
ANONYMOUS DONATIONS,
FOR WHICH WE ARE
EXCEPTIONALLY
GRATEFUL.**

ST. JOHN'S



THE LEADERSHIP TEAM

Liisi Einmann ~ Executive Co-Director, Program Director

One's role as a Program Director at Cascadia requires the ability to wear many hats throughout the day – it is one that is fast paced, demanding observation skills, problem-solving, organizational and communication skills. The Program Director needs to be the link for the companions, coworkers, families and caregivers as well as relevant external stakeholders.

Amy Bedford ~ Executive Co-Director, Business Director

The business director's tasks are multifaceted and require collaboration with external stakeholders whilst maintaining a deep understanding of the internal workings at Cascadia.

The role requires operational leadership in the areas of finance and accounting, contract oversight, accreditation, risk management, information technology and facilities.

Monique Walsh ~ Executive Co-Director, Community Development Director

This role carries responsibility for introducing, sharing, and upholding Camphill values and principles through Coworker education and training. These are integral aspects for community development within Camphill communities that can be best experienced through the festivals, cultural life and programs offered.

Should questions arise in any of these areas we encourage you to please contact us:

liisi@cascadiasociety.org

amy@cascadiasociety.org

monique@cascadiasociety.org



CULTURE DAYS - COLLEGE



SOUTH KOREA



SRI LANKA



SOUTH AFRICA



LOOKING BACK OVER THE LAST YEAR WITH A PEEK INTO THE COMING YEAR

The comfortable and healthy rhythm that we have settled into here in Cascadia continues, and while the new rhythm brings with it a consistency of change it has also shown us that people really do love being here and are grateful for the experiences that they have had, are sad to leave but know that they are now being called to do other things.

Since July of 2024 we have welcomed, and in some cases welcomed back:

Ingrid Kosco-Duplinska ~ July, **Linda Frosch** ~ August, **Vinay Chilana** ~ August, **Anna Jonsson** ~ August, **Thayna Lorena Ribeiro de Albuquerque Angelos** ~ September, **Esther Ochefu** ~ October, **Katherine Cheng** ~ January 2025.

Most recently, **Adetoun (Ade) Obaude** ~ May 2025, **Ama Gyane** ~ June, **Mable Ofori** ~ June

Everyone was excited to welcome Ingrid back when she returned to help us out for the summer months during her break. She was very warmly welcomed back into the Fibre Arts Studio.

The gardens together with everyone sighed a sigh of relief when **Linda** returned on August 20th to take up the garden work and to support the garden crew again. Linda also carries and supports the artistic elements of our festival life and makes a wonderful devil in the Paradise Play.

Vinay joined us in late August and has been a wonderful general support person, fitting in smoothly in all areas of Cascadia. His willingness to step in anywhere is greatly appreciated and many of our guys look forward to the times that he is assigned to their workspace.

Anna, one of our international interns, arrived from Germany in mid-August to support Sophia House and has brought with her an abundance of positive energy and enthusiasm. After spending the first six months with Sophia House, Anna is now living in and supporting Kaspar House. This is a new arrangement that we have made for our interns that allows them to get more experience.

Thayna arrived in September from Brazil and jumped straight into supporting Kaspar House. Her warmth and genuine interest in everyone she met was exceptional. She also had a deep interest in understanding the differences between the culture here in North America and that of her native country together with a determination to not let the challenges of cold weather defeat her. Her insights that she sometimes shared in our weekly news sheet were very rich.

Esther joined us in October to help support our one-on-one program and has proven to be an invaluable asset in this area. Her interest and ability to step into workshops as needed is immensely appreciated. Esther brings with her maturity and well-honed observation skills that are very valued.

Katherine first came to volunteer in September and joined us full time in January of this year. Katherine brings with her a deep interest in and appreciation for the values and principles of Camphill. She received a Waldorf Early Childhood Teacher Training in Taiwan and has a strong connection to the philosophy that is our foundation here. Katherine is a person that really does know the importance of paying attention to detail and loves to create clean, warm and safe spaces for everyone.

Ade joined us just recently, at the end of May, to support the one-on-one program. We are just getting to know one another but I am already struck by her warmth and have been pleasantly surprised to realize that although she has only been here for a brief time it feels like she has been around for much longer.

Just a few weeks ago we were joined by **Ama**, who is spending a couple of months with us before heading to Camphill Communities California where she will be taking part in the Camphill Academy training. Ama comes with previous experience in Camphill and brings with her insights and knowledge gained in Beaver Farm in Pennsylvania, and more recently Maison Emmanuel in Quebec. We will miss her positive energy as well as her wealth of experience when she leaves and are grateful that she is with us now.

And finally, we welcomed **Mable** just last week after many months of waiting. Mable also has experience in this field of work/life as she spent a year in Camphill in the Republic of Ireland and then a year in L'Arche Community in Ireland. Mable brings with her an amazing amount of warmth and laughter and the willingness to help where needed.

Then there were the goodbyes!

First it was **Rhonda Langley** who decided that it really was time to retire, in many ways a difficult decision for her but then there was the temptation of travel and well-deserved relaxation. Understandably the temptations won the day.

It is always a bittersweet experience to say goodbye to our young interns, for both parties. Excitement at starting a new adventure, usually higher learning and sadness at leaving behind new friends, and for us sadness at losing their presence and joy for their future adventures.

In mid-August we said goodbye to **Marietta Wiemers** who was heading back to Germany to take up studies in Social Studies in Hamburg. We miss her bubbly, creative spirit still.

The very next day **Kathi Wandt** also left for Germany to attend university and pursue studies in political science, a field very well suited to her dedication to making the world a better place.

Then at the end of August we said goodbye to **Haein Yoo** who was returning to UBC to study Architecture. Judging by the beautiful "houses" she designed in the clay shop she will be a gifted and forward-thinking architect.

In March we had a very bittersweet goodbye gathering for **Sandra Reyes Soto** who was leaving to take a position that she simply could not refuse. It was an emotional farewell but not a forever goodbye as she does still stop by periodically.

More recently we had to say goodbye to **Thayna** a little bit earlier than anticipated as she needed to attend to some health concerns back home.

Then at the end of May we said goodbye to **John Arisa**. Another person who received an offer that he simply couldn't say no to even though he was very sad to be leaving us.

Looking forward, this year October will see us hosting the meetings of the Camphill Association of North America when some of you will have an opportunity to meet trustees from around the region. Hard to believe that three years have gone but it's true, we will be having our next CARF accreditation taking place sometime in September or October. The dates have not been set yet.

So, as you can imagine, life around the office especially will be getting very busy in the days to come as we begin to prepare for these two events.

Monique Walsh

SIX SWANS



REVIEW OF ACTIVITIES JULY 2024 TO JUNE 2025

Last year's report gave you a glimpse of what was coming in the summer of 2024, so that's where we'll begin this one. Yet another successful year has passed—we had a lot of fun, we learned and grew, welcomed new friends, and said farewell to those who needed to move on. While staying true to our annual rhythm, we always aim to bring something fresh—perhaps a new way to celebrate a festival, a workshop inspired by the idea of our companions, or a new destination for an outing into the wider community. We feel we were able to find a nice balance this year.

At the end of June, just after our last AGM, we held our **St. John's** celebration. With fair weather, we gathered on our beloved mosaic behind Cascadia House for a reading and visual representation of Karl König's St. John's Play. The play introduces the planets, zodiac signs, and four beings, each bringing a task and gift to humankind. The summer sun shone as we read the play, and we celebrated with food and music.

We also said **farewell to Marietta Driehuyzen**, a long-time friend known to many companions and community members. Marietta moved to Vancouver Island to be closer to her sister, Fiona. Everyone had the chance to say goodbye, and we sang some of her favourite songs together.

We launched our **Culture Days** sessions in the spring of 2024 and continued it through to Halloween. This year we explored even more countries—South Africa, Sri Lanka, South Korea, and Chile. Each presentation included cultural traditions, key facts, themed decorations, and meals. These days brought fresh inspiration and deepened our awareness of each culture.

This **summer's program** theme was "Color & Light." Each workshop created a four-week plan filled with special activities. Fiber Arts made felted "paintings," completed a tie-dye project, and created sketchbooks. The Clay Workshop explored the color wheel and how colors interact. The Garden Workshop branched into new areas, including flower mosaics, stained glass painting, and even putting on a short play. Home Skills kept busy making popsicles and salads from garden produce and helped keep the house tidy. Alison continued with music sessions, and our painting group worked on a larger collaborative groups. We also hosted a special Music Workshop that explored nature sounds and homemade instruments.

We welcomed **guest musicians from Austria**, a pianist and singer who gave a lovely performance in our hall.

Marietta, our volunteer from Germany, gifted us a farewell play: **The Six Swans**. Coworkers and companions took part in the performance, which was shared with the whole community. It was beautiful—thank you, Marietta!

In September, we held our annual **ISP meetings**. As many of our companions age, skill maintenance, especially in reading, writing, and mobility—remains a priority. We reintroduced two support groups: one for reading and writing tailored to individual needs, and a novel group.

A special **coworker event** took place in July to foster connection and inspiration. It helped build team spirit and offered space for shared reflection.

Friday swimming continued all year. In the fall and winter, we went to Delbrook Recreation Centre. During the busy summer months, we switched to Lynn Valley's Karen Magnussen pool to avoid crowding. Participation ebbed and flowed with the seasons.

Our **Friday music** sing-alongs also continued, led by Karin with help from coworkers. During the summer, we moved the sessions to the garden, which added a lovely atmosphere.

In September, Rick from Bridget House visited to celebrate **Raymond's and Graham's birthdays** with music and chocolate cake. It was a joyful day, full of song and community spirit.

Michaelmas was celebrated with a short play performed by the gardeners. They worked on a production of *The Blue Bird*, adapted by Cora. They spent September rehearsing and experimenting with stage lighting effects. The story follows a brother and sister guided by a character named Light on a journey to find the Blue Bird of Happiness. They travel through three fantasy worlds: the Land of Darkness, the Land of Time, and the Land of Eternity. Through their adventure, they learn to see differently and ultimately discover that the Blue Bird—and happiness—were at home all along. The play was followed by a meal of dragon bread and pumpkin and tomato soup.

October brought our annual **Halloween** celebration. This year's theme was Outer Space, and in the weeks leading up to it, Anna, Cora, and Felix prepared a college session where we learned about planets, stars, and black holes. Each workshop created themed decorations: a rocketship tunnel from Home Skills, a UFO from the Garden team, a solar system from Clay, and even our own E.T. from Fiber Arts. Despite a little drizzle, we had a strong turnout. We gathered around the fire pit, listened to Karin's accordion music, and served popcorn and apple cider to all our guests.

This year, we were thrilled to participate at the **Inclusion Art Show!** Last year we joined online, but this time we had a booth featuring Cascadia goods for sale and connected with artists, families, and supporters from across Vancouver. Our youth group—Thomas, Corinna, Caity, and Mary—helped with sales. It was a wonderful outing. November began with All Saints and All Souls Days. We then celebrated St. Martin's Day and moved into preparations for Advent and Christmas.

The Garden crew, inspired by Anthony's love of the story, presented ***A Christmas Carol*** as a play. It was heartfelt and well received—thank you to everyone involved!

Two traditional Christmas plays followed: ***The Shepherds' Play*** and ***The Paradise Play***. Preparation began in early November, and the plays were performed in a hall that was filled to the brim. Michael Frosch and Gundula Kientzler supported the singing for *The Paradise Play*, and Ruth Oslund organized a tea and snack table afterward.

In December, we took part in the **Vancouver Waldorf School Christmas Market**. Our own **Cascadia Christmas Market** was even more successful than last year. Home Skills baked lemon loaves, and we added a tea and coffee station to encourage mingling. Afterward, we set up the **Christmas Store** in Cascadia House's main room.

After winter break, the **Three Kings** visited, brought by coworkers and companions from Helios, along with our own Thomas. They shared gifts, songs, and light-hearted warmth to welcome the new year.

Michael Frosch returned for a special concert, performing **The Dream Song of Olaf Åsteson**. The dream song is a Norwegian ballad that tells of the inner experiences of Olaf Åsteson that befall him between falling asleep on Christmas Eve and waking up again on the 13th day after Christmas, at the end of the 12 Holy nights.

Candlemas brought a surprise this year—several days of heavy snow! It made the festival even more magical as the gardeners crafted a snow dragon that appeared behind Cascadia House. It was lovely!

February marked a significant moment as we celebrated **William's retirement**. It was a bittersweet farewell, as William has been such a valued presence in our community. While he steps into this new chapter, we're glad to know he'll stay in touch and remain connected to the Cascadia community.

This year's Carnival, celebrated on March 4, had an Under the Sea theme. Fiber Arts made whales and jellyfish, Clay created a coral reef, and the Garden team acted out a skit with Poseidon. John, dressed as a sea god, hosted the event, and Home Skills prepared fruit skewers and cookies. The celebration was very well received—so many friends joined us that even the hallway was full of smiling faces and excitement.

Easter preparations began early with the story of Parzival. During Holy Week, coworkers and companions painted together in Circle Hall, guided by Ruth Oslund and Linda Frosch. Each morning began with candle lighting, a reading from The Calendar of the Soul in English and German and ringing the tone of the day. We ended the week with a simple Easter meal—decorated tables, fresh buns, Easter grass, and naturally dyed eggs.

Our **Ascension** outing was postponed due to weather but rescheduled for June 9. It turned out to be a warm and sunny day. We visited Cleveland Dam and the lake, enjoyed a picnic lunch, sang songs with Karin, and returned just in time for pickup. We hope to plan more outings like this during the summer.

A new initiative this year has been our participation in the **Civic Plaza Markets**. These markets run throughout the summer, and we've joined once a month. We've attended two so far—on May 15 and June 12—both unusually cold days! But we're excited to continue and look forward to better weather.

As June comes to a close, we're already preparing for our next summer program. This year, each workshop created a vision board, and we held a community-wide vote to select the theme. The winning theme? Earth.

Liisi Einmann

WEARING HIS FAREWELL CROWN



COLLEGE - OUTER SPACE



COWORKER EVENT



FROM THE CAMPHILL ASSOCIATION OF NORTH AMERICA

Our Annual Reports provide an opportunity to share a variety of aspects that make up our life at Cascadia. An opportunity to look back on and observe the growth and changes throughout our Day Program activities, our many festivals and celebrations, the inevitable comings and goings within the community as well as a glimpse into our Life Sharing Community and the core principles and intentions that built and continue to carry this community.

These principles and intentions are rooted in Camphill, an international movement founded in 1939 by Karl Konig, which was built on the understanding of the human being as outlined by Rudolf Steiner.

Konig's primary intention was to help deepen our understanding of the human being, of the essential human being, and in doing so strive to uphold the dignity of every human being regardless of perceived differences. Furthermore, to strive to recognize that at our core we are all equal and to work out of this understanding as we build community with one another.

This past year has been a very significant year for Camphill in North America and internationally, and for the Anthroposophical movement as we marked several centenaries. These gatherings provided opportunities for reflection, for recognition of successes and challenges but primarily for deepening our understanding for and renewing our commitment to working with the underlying impulse in Camphill.

As you may remember, the Trustees of the Association meet in person three times a year in different communities. This format supports in-person meetings with folks from various communities where we can experience each other's unique situations. It also offers a real opportunity for learning from one another.

Since my last report in June 2024, we met first in October in Camphill Communities Ontario where we were very inspired by some of the initiatives they have in partnering with very important projects such as an Environmental Stewardship Program with the University of Ontario, with their project for helping municipalities build climate-resilient communities. They are also in the process of building a new home in town in close proximity to their craft centre.

At the meeting we acknowledged and celebrated the founding of a twelfth section at the Goetheanum that took place the week before our meetings. This is The Section for Inclusive Social Development, which was attended by several members from our North American region.

We had an opportunity to take up our theme of the year; The Fundamental Social Law, through several conversation groups.

The Peer Review process was discussed, and a new recruitment idea of partnering with Divinity Schools was presented.

In March, 2025 we had a two-part meeting, a Zoom meeting to address any business matters followed by an in-person meeting in Camphill Special Schools, Beaver Run, in Pennsylvania.

Our in person meeting centered around marking the one-hundred-year anniversary of Rudolf Steiner's death. Looking back, focusing on the present turning to the future by sharing thoughts for future work.

Then just last month in May 2025 we gathered in Soltane, a community that is also based in Pennsylvania. At this meeting we were joined by friends that had recently attended the Camphill Dialogue in Hermanus, South Africa, including myself, and members from around the world that represent the Camphill Movement Group, an international organ of our work. These were very rich and productive meetings where we had opportunities for presenting the work of our individual communities, for sharing our successes and seeing an emerging red thread that is present in the challenges that we are all facing. Primarily these challenges are in the areas of ever-changing regulations, of recruitment and retention. Concerns around developing sound retirement options for the generation that is currently needing to step back from active duty so to speak. And of course, the variety of challenges resulting from the current political climate in the world in general and in the US specifically.

What has been very heartening and inspiring in the many many meetings that I have attended this past year is the genuine interest that I encountered in many young people for finding ways forward.

Their interest in exploring ways of carrying the Camphill Impulse with them into the future and for exploring what we as a Movement have to offer to the world today is amazing to witness. And their willingness to ask hard questions such as, where do we need to shift our thinking in order to be able to adapt, are there elements that we recognize as essential, engenders hope.

One of the exercises in our meetings in South Africa was to explore what can safely be left behind and conversely what do we recognize as essential to our work. Can we recognize the Camphill Impulse when it lives outside of the forms that we are so accustomed to? Then in Pennsylvania, we took these conversations further, identifying those core values and principles that inform our work and support our ability to continue knowing that it provides a much needed balance to the chaos that we are experiencing today.

I would like to wrap up by sharing the exciting news that Cascadia will be hosting an Association meeting in October of this year. We were due to host in March 2020 when the world shut down for a time but now we will have an opportunity to meet friends from around the region, to hear about their work, and to present ours.

I will be updating you as the time approaches.

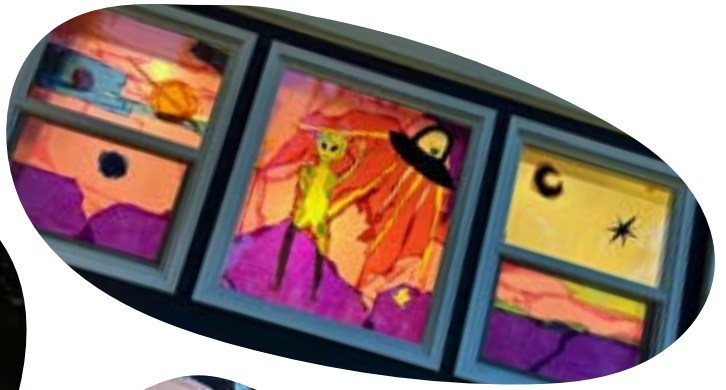
Monique Walsh



DIALOG AT CAMPHILL HERMANUS IN SOUTH AFRICA

HALLOWEEN





INTRODUCTION TO NEW COWORKERS AND VOLUNTEERS



The first six years of **Anna's** life were spent in a modest-sized city in Germany called Hamm, which is where her dad still lives. For the remainder of her childhood, Anna lived in a small town in the countryside named Bönen with her mom and stepdad. Whenever she wanted to see her dad, she could just hop on her mom's e-bike because Hamm is only half an hour away. Anna was always an artsy kid but her school, Marie-Curie-Gymnasium, had a Natural Sciences focus so she concentrated her efforts on Biology and Mathematics, with opportunities to practice more creative subjects as extracurricular activities. After graduation, Anna began to study but was restless. When a friend asked her point-blank why she didn't just leave the country, Anna started looking for opportunities to come to Canada, which she has branded 'a better America.' At Cascadia, Anna can usually be found in the Clay, Garden, or Candle Workshops. She also

supports the Reading and Writing Workshop once a week. For our Under the Sea themed carnival this year, Anna worked inventively to help conceptualize and build a Coral Reef and populate it with underwater creatures. Anna considers herself a downtown girly. Although she does love Nature and hiking, she often hops on the bus just to see what's happening in the city. When Anna finishes her year with us in August, she is thinking about pursuing a path in Medicine.

Joined Cascadia in August 2024.

Interviewed by Jeff

Thayná was born in a small city called Macaparana in the state of Pernambuco, Brazil. She grew up in a city called Goiana, also in Pernambuco. After graduating from her Advertising and Publicity program at Universidade de Boa Viagem, Thayná knew that this was not the trajectory she wanted her life to be on and took a gap year to search for work that would feel more meaningful. During her nine months with us, Thayná could mainly be found in the Candle and Garden Workshops. She was also instrumental in putting together our weekly news sheet and maintaining our social media presence. When she arrived in our community in September, Thayná felt really lost about her goals. Reflecting on her time just before her departure, she said that she still does not have everything figured out but that she no longer feels lost. Her journey has been one of self-knowledge, which happens to be her favourite kind. Now she knows that she wants to help people, and she has decided that she would like to be a doctor. While she was here, Thayná enjoyed sitting and reading in Coal Harbour. Her last day with us was May 28th, 2025.



Joined Cascadia in September 2024

Interviewed by Stephen



Vinay was born in India. He grew up in Dabli Rathan, which is the largest village in the Hanumangarh District, and is surrounded by canals on three sides. He went to school in a nearby city of the same name, in Rajasthan state. Vinay moved to Canada to pursue a degree in Criminology after finishing his studies back home. He joined our team last August. His father identifies as someone with special needs and Vinay came to us because he was looking specifically for a role where he could help people. Cascadia's mission resonated most with him. Vinay has been spending time with Joe, helping Raymond keep up with his exercises, and accompanying Michael swimming on Fridays. When not working or at school, he enjoys reading, listening to music, and walking around Stanley Park. Vinay also volunteers with Metro Vancouver Transit Police.

Joined Cascadia August 2024.

Interviewed by Megan

Esther was born in a little town called Otukpo in the Benue State, located in the Middle Belt region of Nigeria. When she was eight years old, her family moved to Lagos, Nigeria. The Business Administration Master's program at University Canada West in Downtown Vancouver brought her here. Esther read about Cascadia online, after learning wonderful things about us from her friends Temi and John. She came to us last October, to be a part of the beautiful story that she had heard about. Esther usually spends time with Michael or supporting the Fibre Arts Workshop. The Aquarium in Stanley Park is her favourite place in Vancouver. Since she arrived in Canada, Esther has already visited the Vancouver Aquarium four times. Every time she goes there, she is amazed by the beauty, but she is still getting up the nerve to move closer to the anacondas and other snakes. Just thinking about them stirs up a visceral reaction of fear and disbelief that they exist. Her first stop is always Stellar's Bay, on the lower level, to see the seals and the walruses. Then lunch. Then right back down!

Joined Cascadia in October 2024.

Interviewed by Caitly & Brian





Linda was born in what is now the Lions Gate Hospital. She grew up on the North Shore, attended Windsor Secondary School, then struck out to see the world when she turned 19. First, she backpacked around Europe for three months, then spent three years in Holland, where her eldest daughter was born. Linda finished her degree in Biology at Simon Fraser University when she returned to Canada. She worked at the earliest incarnation of Cascadia; the Ita Wegman Society. In 1995, her family moved to Stroud, Gloucestershire in the United Kingdom where she achieved a Masters diploma at the Hibernia School of Artistic Therapy. The plan was always to come back and work at Cascadia, but Linda was waylaid in England for 21 years. During this time, Linda provided gardening support and art therapy at Ruskin Mill Trust; a charity offering a series of outdoor experiential education programs geared to 16- to 25-

year-olds with a variety of learning and behavioural issues. Her next stop was three and a half years at Hawthorne Valley Farm in upstate New York, where her husband Michael was summoned to work. Linda was 'retired' at this stage but learned oil painting and practiced art therapy while there. On May 1st, 2020, Linda and her husband walked across the border. Michael's parents were getting old and needed more support, so Michael and Linda came to lend a hand. Shortly after their arrival, Linda became more involved with Cascadia. She has led our landscaping efforts and has been essential in maintaining our gardens, whether through mentoring, planning, or cultivating ever since. After her youngest daughter Freja attended a Salsa dancing class in Stroud, and encouraged her parents to come along, Linda re-discovered a love for dancing. She particularly enjoys two types of Brazilian dancing: Forró and Gafieira.

Linda has been part of Cascadia since early days until 1995; rejoined again 2020 in various capacities.

Interviewed by Megan

Ama Gyane is a compassionate and spirited volunteer from Ghana with a deep-rooted passion for service. From a young age, she found joy in helping others—caring for her parents, supporting her cousin with autism, and leading community projects through Rotaract International. After 12 years in a stable career, Ama followed her heart to volunteer abroad, beginning at Camphill Beaver Farm in Pennsylvania and most recently at Maison Emmanuel in Québec. She continues to grow through shared living, creative work, and meaningful connections, and is currently supporting Cascadia until the end of July—before beginning a new chapter at Camphill California, where she will join the community and study at the Camphill Academy.

experience with Cascadia and in Vancouver has been truly enriching. I've felt warmly welcomed and have deeply enjoyed being part of this community. North Vancouver's natural beauty and vibrant neighbourhoods have made my time here even more special. As I prepare to join Camphill California and begin my studies at the Camphill Academy, I look forward to continuing my journey of growth and meaningful contribution to the Camphill movement.



Interviewed by Lusi



Katherine, or Chih Min, grew up in Taipei, Taiwan. She completed her undergraduate degree in Business Administration in Taipei, then moved to Shanghai, China to obtain her master's degree in Chinese Linguistics, while also working in customer relations. Next, Katherine returned to Taiwan to undertake her Masters in Waldorf Education. The first three years were focused on teaching Grades 1-8, and the next three years were focused on teaching art to Grades 1-12. Through this program, Katherine learned about Camphill communities, and began to research how she could be involved. While she was completing her program, Katherine was working as a Mandarin teacher in international schools. She was very happy to discover that there were Camphill communities in Canada, since her husband is pursuing his

Fundamental Engineering and Fundamental Business degrees here. She has been with us since August 2024 and is usually in the Garden Workshop or spending time with Joe and helps with group watercolour painting sessions. She has been learning to play the lyre for a year and has played as an accompaniment for our plays. Katherine has twins; a boy and a girl, that were born in Gemini; the sign of the twins. Her favourite place in Vancouver is the Kaspar House Garden, where there are so many creatures. She says that simplicity is beauty.

Joined Cascadia January 2025.

Interviewed by Jeff

Adetoun, or **Ade**, just started working with us at the end of May. She was born in Lagos, the largest city in Nigeria; located in the southwest. Ade studied Mathematics at the Obafemi Awolowo University in Ile-Ife, Osun State. In December 2024, she moved to Canada to attend the Northeastern University in Downtown Vancouver, where she is taking Data Analytics. A little bird named Temi whispered to Ade about Cascadia and she joined us because she loves working with people with special needs and hopes to bring help and fulfillment however she can. Right now, Ade has been exploring each workshop and training to work with our one-on-ones. Ade really likes spending time at her West Georgia Street campus. She likes the civilized and lively environment, with people going up and down.



Joined Cascadia May 2025.

Interviewed by Jeff

Text compiled and edited from interviews by Megan Channell

Thank you !

MARKETS

INCLUSION ART SHOW



CIVIC PLAZA MARKET - MAY 15TH



CIVIC PLAZA MARKET - JUNE 12TH

CHRISTMAS STORE



CASCADIA CHRISTMAS MARKET



REVIEW OF 2024-2025 FROM BUSINESS DIRECTOR

The fiscal year commenced with a journey to Camphill California for the **West Coast Gathering** in April. This gathering centered around the rhythms of the seasons, the celebration of festivals, and a deepened contemplation of the human being as a bridge between the spiritual and physical worlds. It was a meaningful time of reflection and collegial connection with friends from both Glenora Farm and Camphill California.

In May, our focus turned to the completion of annual reporting and preparation for the Annual General Meeting. We were grateful to receive generous donations from long-standing supporters, the **Mt. Seymour Lions Club** and **Empire Grain Stevedoring**—both of whom are connected to the community through the Deery family.

June marked another successful hybrid **AGM**, during which we welcomed two new board members, Sarah Wall and Devon Whyte. We also saw a change in leadership as Amy Chang, a long-standing board member, stepped into the role of Board President, succeeding Alex Schmidt.

The summer months at Cascadia were filled with joy and vitality. Community members enjoyed outings to local parks, music in the garden, and the delight of preparing homemade fruit popsicles as part of our home skills program—always accompanied by many smiles and moments of shared laughter.

October brought new experiences, including our first participation in the **Inclusion Art Show** hosted by the PosAbilities Association, alongside preparations for our beloved **Cascadia Halloween** celebration. However, the month also brought challenges: an atmospheric river event resulted in significant flooding in the basement of Kaspar House. We are deeply grateful to the residents of Kaspar House and **Benahm of B.Techno Plumbing** for their prompt and effective response, which mitigated further damage.

In November, I had the privilege of attending the inaugural **Camphill Business Workshop** at the Kimberton Hills community in Pennsylvania, thanks to the generous support of the **Camphill Foundation**. It was an enriching learning experience that offered not only valuable operational insights but also strengthened connections across the broader Camphill Movement.

Our fundraising efforts gathered momentum through the Fall and Winter seasons, particularly with the launch of our **Annual Giving Campaign**. This year's focus was to raise funds for the restoration of the Kaspar House basement, and we are pleased to report that **\$11,216.74** was raised toward this goal. **A special thank you to Wendy Mah for a generous contribution towards the Annual Giving Campaign.**

We also enjoyed a fruitful season of **craft sales**, participating in both the Waldorf School's annual Christmas Fair and Cascadia's own Christmas Craft Market.

As the calendar year drew to a close, the boiler at Kaspar House reached the end of its life and was successfully replaced. Final repairs to the Kaspar House basement concluded by the end of March, bringing us to the close of another vibrant and successful fiscal year at Cascadia.

Amy Bedford

CHRISTMAS CAROL



REFLECTIONS FROM COWORKERS

KARIN PIRACÉS-BLUM: THERAPEUTIC SINGING RETREAT - AUGUST 2024

In the middle of summer, in August 2024, I visited Glenora Farm for the introductory singing voice training, based on the approach of uncovering the voice originally developed by Valborg Werbeck. The course, held over three days, and was led by Stefanie Aurig. This method works with the connection between the human body, emotions, and the spiritual world, using the voice as a tool for self-awareness, balance, and transformation.

I arrived a day earlier to attend a beautiful concert featuring Stefanie and Annette, with harp and voice that resonated deeply in the heart. After the concert, I stayed at Martha and Olav's home, where they welcomed me with great warmth and hospitality. I helped them water the plants, harvest vegetables from their garden, and feed their goats and sheep.

The course began the following day, with a total of 12 participants from different parts of Canada, the United States, and even one participant from Brazil. The group had varying experiences with therapeutic singing; some were already familiar with it, while others were not - like me. Stefanie, warm and knowledgeable, introduced the course and made everyone feel comfortable and at ease.

The weekend was a mixture of theory, movement exercises from Bothmer Gymnastics, vocal work, and choral singing. Glenora Farm was an ideal place for it - despite the summer heat - the location was truly inspiring, surrounded by nature, hummingbirds flying around, flowers, and grass. We did the Bothmer Gymnastics exercises outside in the yard, walking and feeling the grass beneath our feet, practicing deep breathing, and enjoying the freedom to move our arms with the breeze. As for the theoretical part, we couldn't dive too deeply into it, as the full study takes four years, but Stefanie shared some insights about the connections between zodiac signs, musical tones, vocal sounds, and how these vibrations correspond to different parts of the body. We did various vocal exercises, which I found very helpful for bringing awareness to the body, posture, breath, and the visualization of our body's orientation in both physical and emotional space. This kind of conscious awareness really helps improve vocal technique. From my background in speech therapy and music therapy, I'm already familiar with vocal techniques, but I greatly appreciated the anthroposophical approaches, which I wasn't familiar with before. These methods complement and enrich the use of our vocal instrument in a deep and transformative way. Our voice reflects our soul in some manner, and learning to use it consciously and therapeutically is truly a great gift.

On the last day of the course, Annette gave us a tour of the place, showing us the different houses of the community, the expansive garden, the herb workshops, the music studio, and the weaving studio. I had lunch with them in the main house along with some companions. And before going to Nanaimo to take the ferry, Martha invited me to swim in the lake.

The introductory weekend course in Therapeutic Singing was incredibly inspiring for me. It definitely sparked my desire to continue learning about music therapy, and now at Cascadia, I will try to implement a couple of the exercises and some of the musical work I do one-on-one with some companions, so I don't forget them and they can benefit from sharing them. Who knows, perhaps later I might pursue the full four-year Therapeutic Singing course offered by Stefanie.

A big thank you to Cascadia for the beautiful opportunity to attend this introductory course! And thanks to Sara, who drove me to the farm, Martha and Olav, who hosted me, and Annette and Stefanie for their kindness.

CHRISTMAS PLAYS



PARADISE PLAY





SHEPHERD'S PLAY



MEGAN CHANNELL: VOLUNTEER COORDINATION

Having been a part of the recruitment process for international volunteers for the past four years, I have observed that each year comes with its own unique set of challenges, and that there is no way to anticipate what will happen.

Looking at this past year specifically, 2024 posed two key challenges. This marked the first time I have dealt with staggeringly long processing times for German visas through Immigration, Refugees and Citizenship Canada (IRCC) which is usually a straightforward process, and this is the first time that I have had a volunteer through the organization Freunde, Friends of Waldorf, request to stay on past their year of service. As it turned out, the second challenge formed part of the solution to the first.

When recruiting new volunteers, we tend to have a lot of strong candidates through the German organization Freunde. We have found that the seminars that Freunde holds before volunteers are set to arrive prepare them very well for entering our community. The transition from their homes into Cascadia does not seem to have so much culture shock attached.

As we moved closer to the time of reviewing applications for 2024, Freunde was advised by Glenora Farm that the IRCC was experiencing significant delays in its processing times for work permit applications from Germany; a whopping 62 weeks to be exact. If we had gone our usual route of having our volunteers apply online, they still would not have been able to join our community until a little over a year after the time of their original application!

Aiyana Schulz came forward to request to stay another year while we were trying to navigate this new and perplexing situation. With no clear candidates on the horizon yet, Aiyana was an obvious and, rather miraculous, choice. Luckily, both Freunde and Aiyana made this an easy option. Freunde would sponsor Aiyana for an additional six months, and she would spend the remaining six months with us as an independent volunteer. There was still some concern because we could only apply for a visa extension for Aiyana three months before her current visa was going to expire and we were not clear about whether we would experience the same delays with the IRCC. The process proved seamless, however, and we were pleased to have Aiyana with us for another year.

We were still in need of two volunteers, so we had to get more creative about how to submit our visa applications. Our community and other Canadian partners of Freunde's came together to brainstorm alternatives. One of the recommendations was a Port of Entry application. This worked as a one-time solution but would not be the ideal method because there is too much associated risk. Fortunately, Anna Jonsson's visa was approved at the airport without complication, and we were able to welcome her to Cascadia in mid-August!

Since we were experiencing so much uncertainty with the visa processing times for the Freunde applicants, we started to concentrate our efforts in other countries with shorter visa processing times. An application from Brazil popped up in the Admissions inbox and we were introduced to Thayná Lorena Ribeiro de Albuquerque Angelos. As part of the application process in Brazil, Thayná needed to mail her passport to the Embassy to be stamped. This caused a bit of a delay, but we were able to greet Thayná in mid-September.

During 2024, we also had a few extra sets of helping hands locally. Two students from the Vancouver Waldorf School requested to do their work experience week with us: Zoe Maxwell, daughter of Judy, an esteemed former co-worker, and Amber de Jongh. These students were with us in the Garden and Fibre Arts Workshops in February and came back to help in the Garden Workshop during the summer! Cora, one of our co-workers in

the Garden Workshop, also recommended us to her friend Damarra Vogt, who was looking for experience in social working. She spent a month with our Garden and Fibre Arts Workshops in the summer before moving to Montreal to embark on a master's degree in art therapy.

In the early months of 2025, Abigail Markowitz, another local volunteer came to us by way of Cora. Abbey helped with our Watercolour Painting sessions and assisted in the Clay and Fibre Arts Workshops until early May, when she notified us that she had found work but promised to stay in touch.

Like ships passing in the night, Emma Hooton, recommended by former co-worker Andrew Roberts, began to volunteer with us as Abbey was wrapping up. Emma is exploring our workshops but has been mainly supporting Watercolour Painting and Fibre Arts. She works at Ronald McDonald House BC & Yukon when she is not in Cascadia.

Unfortunately, Thayná needed to return to Brazil earlier than anticipated. She left at the end of May. Thankfully, her departure synced up very well with Ama Twumwaa Gyane finishing her time at Maison Emmanuel in Quebec. Ama will be staying with us for a few months before starting at the Camphill Academy in California.

After many months of waiting, we have now been able to welcome Mabel Ofori into our community. Mabel has been a member of both Camphill and L'Arche communities and has just completed a two-year term with L'Arche Ireland-Cork.

Come August, we will be saying goodbye to Anna as she finishes her year with us, but hello to Johanna Trentz and Marlon Schmidt as they begin theirs! Both Johanna and Marlon will be coming to us through Freunde.

Looking back, 2024 was a busy year and 2025 shows no signs of slowing down, although the IRCC's visa delays have let up significantly. I'm sure that there will be another storied account of 2025-2026 just in time for the next AGM.

FELIX SCHARNBERG: MAINTENANCE

In this past year I was involved in a few interesting projects at Cascadia. Last Summer Jesse and I built two quite large raised-bed planters for Kaspar House Garden which now enables companions to access planting, weeding and watering very easily.

I was able to salvage some nice woods free of cost from two outside sources of which a fair amount was very useful for the Clay Shop tables reconstruction. The original steel bases were considered too unstable, I was able to build two wooden table "bases" consisting of four legs, four under mount table edge skirts and corner blocks.

It has become necessary to pause the repainting of the Cascadia Centre front porch because of weather concerns but will resume very soon now that much needed repair of stair railing parts has been completed.

Of course, completing a garbage and recycling run is always very satisfying; it gives us cleaner yards and less clutter again as well as opening a window for vacuuming and washing the Cascadia van about once a month.



THREE KINGS

THE DREAM SONG OF OLAF ASTESON SUNG BY MICHAEL FROSCHE



SNOW DRAGON

JOHN ARISA: INTERNAL CASCADIA NEWS SHEET

At Cascadia Society, connection, creativity, and community are at the core of everything we do. Every week, these values come alive in a very special way through our Cascadia News Sheet.

This modest publication has become much more than just a weekly update. It has grown into a vibrant platform that reflects the life and rhythm of our community, offering a window into our workshops, events, and the thoughts and contributions of both coworkers and companions.

Each edition is carefully crafted to capture the week's activities across our many workshops, from Home Skills and Garden, to Candles, Clay, Fibre Arts, Painting, Reading & Writing, and Music. It's a celebration of the talents and passions expressed daily through purposeful work and artistic expression.

But what truly sets our News Sheet apart is how deeply personal and participatory it is. Coworkers and companions alike are encouraged to share their voices. We feature everything from soul-lifting poems and reflections to original stories, photos, and interest pieces that help us understand each other a little better. A cherished section includes the "Verse of the Week", which often provides spiritual nourishment or thoughtful contemplation for all.

A highlight many eagerly await is Anthony's weekly review. With insight and humour, Anthony, a dedicated companion shares his experience of the week, offering a genuine perspective that grounds our collective journey. His words remind us of the beauty in everyday routines and the joy found in community life.

Each issue also celebrates our birthdays, provides an easy-to-follow weekly schedule, shares forthcoming events, and ensures everyone stays informed through our important notices section.

More than just a bulletin, the News Sheet serves as a living record of the Cascadia spirit, honouring the voices, contributions, and shared life of all who are part of our community. It promotes inclusion, encourages creativity, and strengthens the bonds that hold us together.

As we reflect on the past year, we're proud of the stories we've told and the memories we've preserved within its pages. The Cascadia News Sheet is a reminder that every moment matters and every voice has value. Here's to another year of sharing, growing, and celebrating who we are together.

The Cascadia internal News Sheet's intention is to build a Community Newsletter that will be released quarterly to give you all a glimpse into our day to day life – featuring reports from our events, notes from our day to day life and thoughts worthwhile to share from coworkers and companions.

ESTHER OCHEFU: CIVIC PLAZA MARKET JUNE 12TH, 2025

On June 12th, three of us from Cascadia took part in a summer market at the Civic Plaza on West 14th Street in North Vancouver. The event was hosted by Berry Entertaining Markets.

We arrived early to set up our booth, showcasing a beautiful selection of handmade items created in our Fibre Arts, Clay, Candle, and Garden Workshops. It was a great opportunity to share what Cascadia is all about with the wider community. People were naturally drawn to the colourful and unique display, and many stopped by to learn more about our work and the stories behind each item.

Although the weather kept the market fairly quiet, we still made a few sales. More importantly, we had meaningful conversations with visitors and felt a real sense of connection and support from the community.

One of the highlights of the day was meeting Zaya, a young boy on the autism spectrum. He was especially fascinated by our weaving work and asked his mom if he could come visit our Fibre Arts workshop, as he enjoys weaving, and he had taken some lessons at a recent summer camp he attended. He also shared a bit about his journey, which was incredibly moving. I told him we'd be more than happy to have him around and give him a tour of our facilities.

We also had a special companion with us at the booth who brought even more warmth and joy to the day. Thomas was full of smiles and excited to be part of the event, charming everyone who came by. His parents picked him up at 5 p.m., and he happily shared all about his market adventure on the way home.

Overall, the day was a great experience. I'm really glad I volunteered to take part and would definitely recommend doing more events like this. It's a great way for Cascadia to connect with our local community and share the amazing work we do.



CARNIVAL: UNDER THE SEA



THE SEA MONSTER BY THE GARDENERS





UPDATE FROM HEALTH AND SAFETY COMMITTEE

Over the past year, the Health and Safety Committee has made meaningful progress in improving training delivery, policy development, and emergency preparedness, while also addressing regulatory requirements and supporting a stronger culture of safety across the organization.

One of the committee's core focuses this year was training. We delivered MANDT training to new coworkers and volunteers, with a refresher session held in March 2025. Based on feedback, we made improvements to how these sessions were structured, including offering breaks and refreshments to support better engagement. All Health and Safety Committee members either completed or are in the process of completing the required 8 hours of WorkSafeBC training. I also completed additional health and safety courses to support my role as chair.

Emergency preparedness and response remained a priority throughout the year. The committee addressed a number of safety-related concerns, which prompted us to review and strengthen our documentation practices and internal procedures. We also introduced new reflection tools to support more meaningful learning during drills and emergency simulations.

Policy and procedural development also progressed this year. We continued refining the coworker handbook and expanded our internal resources, including updates to the Occupational Health and Safety binders and the addition of new safety materials across both sites.

We continued to improve internal communication and transparency. Monthly committee meetings became standard practice, and we installed a Health and Safety Bulletin Board to keep coworkers informed. A suggestion box was also introduced to encourage anonymous input.

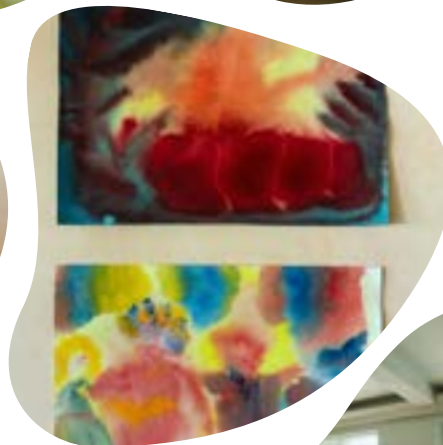
This year, we addressed all outstanding WorkSafeBC orders from the 2024 inspection, including membership requirements, training compliance, and annual evaluations. We also made strong progress on CARF accreditation recommendations, particularly in emergency preparedness, medication administration, and workplace conduct policies.

Looking ahead, our goals include finalizing the coworker handbooks, completing all required WorkSafeBC training modules, and formalizing a rotating facilities checklist to help identify risks proactively. We will also continue developing external partnerships for training where needed.

I would like to thank Liisi Einmann, Amy Bedford, Sandra Reyes, James McLatchie, and all our coworkers and volunteers who contributed their time and care to this committee. Your efforts are central to making Cascadia a safe, thoughtful, and responsive workplace.

Jenna Theny
Health & Safety Committee Chair

EASTER



TREASURER'S REPORT

Year in Review

We continue to navigate a period marked by significant external pressures and evolving circumstances. The global economic environment has presented a number of challenges, including persistent inflation, rising costs of living, and shifts in provincial regulations. Despite these headwinds, Cascadia Society has remained resilient—thanks to our dedicated staff, the commitment of our volunteers, and the continued guidance of our Board of Directors.

Financial Results

For the 2024–2025 fiscal year, the Statement of Operations shows a net excess of revenues over expenses of \$43,575. Key factors that contributed to this outcome include savings in various program expenses and higher revenues from investments, craft sales, and donations.

The market value of Cascadia's real estate assets has appreciated significantly since their acquisition; however, ongoing maintenance and repairs require increasing financial attention as our infrastructure continues to age. To that end, the Board made a strategic decision to allocate interest income from investments to the Internally Restricted Fund. The net change to this account is an increase of \$17,930.

The Statement of financial position shows a decline in the Cash and Current liabilities, due mainly to the repayment of \$76,780 to CLBC for the 2022 shortfall in service delivery hours.

Financial Assessment

Cascadia Society remains financially stable, supported by a robust capital base and strong operational oversight by our leadership team. Nevertheless, we face increasing uncertainty due to stagnant growth in both service expansion and revenue generation.

Risks and Opportunities

Risks:

- **Funding Stability:** Our heavy reliance on public funding makes us vulnerable to policy shifts and budget adjustments by government partners.
- **Aging Infrastructure:** As our properties mature, repair costs will likely escalate, requiring forward planning and possible capital investment.
- **Workforce Retention:** The non-profit sector continues to experience challenges in attracting and retaining qualified staff amid a competitive job market and high cost of living in Metro Vancouver.

Opportunities:

- **Social Impact Partnerships:** There is growing interest among philanthropic organizations and private entities in supporting community-based, inclusive programming.
- **Innovation in Service Delivery:** Hybrid and collaborative models that emerged during the pandemic may offer more flexible, efficient service structures.
- **Real Estate Leverage:** Our real property holdings present opportunities for long-term financing, partnership development, or adaptive use to increase capacity and revenue.

Future Outlook

Looking ahead to 2025–2026, we anticipate continued economic volatility both locally and nationally. Inflation is expected to ease modestly, but high interest rates may persist, keeping capital and borrowing costs elevated. In Metro Vancouver, housing and living costs remain a top concern, placing pressure on both staff recruitment and program delivery.

However, there are signs of stabilization. Canada's GDP growth is projected to recover gradually, and social sector investments remain a priority for several levels of government. The Board and management will continue to explore diversified revenue streams, strategic partnerships, and cost containment strategies to ensure we remain agile and responsive.

We enter the next fiscal year with both caution and confidence—committed to delivering high-impact services while building a more resilient financial foundation for the future.

Thanks and Acknowledgements

I would like to extend my sincere gratitude to the many individuals who make my work possible:

- Our dedicated staff and volunteers for their unwavering commitment to our mission.
- Our Board of Directors for their strategic insight and responsible stewardship.
- Our funding partners, whose ongoing support is vital.
- And our community members and families, who continue to inspire our work each day.

Respectfully submitted,
Marisol Grossling, BAccS, CPA, CGA
Treasurer

THE CASCADIA SOCIETY FOR SOCIAL WORKING

Statement of Financial Position

March 31, 2025

	2025	2024
ASSETS		
CURRENT		
Cash	\$ 329,258	\$ 223,914
Term deposits <i>(Note 3)</i>	332,015	478,716
Restricted cash and term deposits <i>(Note 4)</i>	194,770	176,840
Accounts receivable <i>(Note 6)</i>	-	8,899
Government remittances receivable	11,060	4,186
Prepaid expenses	1,281	-
	<u>868,384</u>	892,555
CAPITAL ASSETS <i>(Note 5)</i>	<u>2,591,608</u>	2,643,783
	<u>\$ 3,459,992</u>	<u>\$ 3,536,338</u>
LIABILITIES AND NET ASSETS		
CURRENT		
Accounts payable and accrued liabilities	\$ 89,119	\$ 143,911
Accrued interest payable	4,264	4,133
Current portion of long term debt <i>(Note 8)</i>	54,476	64,936
	<u>147,859</u>	212,980
LONG TERM DEBT <i>(Note 8)</i>	<u>1,518,780</u>	1,573,580
	<u>1,666,639</u>	1,786,560
NET ASSETS		
Unrestricted net assets	584,495	571,804
Internally restricted <i>(Note 4)</i>	194,770	176,840
Net assets invested in capital assets	1,014,088	1,001,134
	<u>1,793,353</u>	1,749,778
	<u>\$ 3,459,992</u>	<u>\$ 3,536,338</u>

These pages have been extracted from the Cascadia Society for Social Working Financial Statements for the year ended March 31, 2025 which have been reviewed by Cahill Chartered Professional Accountants LLP. Members may obtain a complete copy of the financial statements including relevant notes upon request.

THE CASCADIA SOCIETY FOR SOCIAL WORKING

Statement of Operations Year Ended March 31, 2025

	2025	2024
REVENUES		
Day program <i>(Note 9)</i>	\$ 960,807	\$ 1,048,078
Residential contracts <i>(Note 9)</i>	280,065	265,029
Permissive property tax exemption (CNV) <i>(Note 9)</i>	25,310	24,494
	<u>1,266,182</u>	<u>1,337,601</u>
 Residential properties	 110,829	 107,643
Contributions	26,636	19,099
Interest	18,754	22,278
Day program	25,341	9,404
Other grants	2,756	431
	<u>1,450,498</u>	<u>1,496,456</u>
 EXPENSES		
Day program - direct costs	685,243	731,155
Administration - all programs and properties	223,937	214,475
Residential contracts - direct costs	206,696	197,431
Properties <i>(Note 4)</i>	160,949	156,395
Amortization of capital assets	68,172	66,193
Properties - mortgage interest	61,671	60,653
Miscellaneous	255	-
	<u>1,406,923</u>	<u>1,426,302</u>
 EXCESS OF REVENUES OVER EXPENSES	 <u>\$ 43,575</u>	 <u>\$ 70,154</u>

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THE CASCADIA SOCIETY FOR SOCIAL WORKING
Statement of Changes in Net Assets
Year Ended March 31, 2025

	Unrestricted Net Assets	Internally Restricted	Net Assets Invested in Capital Assets	2025	2024
NET ASSETS - BEGINNING OF YEAR	\$ 571,804	\$ 176,840	\$ 1,001,134	\$ 1,749,778	\$ 1,679,624
Excess (deficiency) of revenue over expenses	105,817	5,930	(68,172)	43,575	70,154
Investment in capital assets	(81,126)	-	81,126	-	-
Internally imposed restrictions (Note 4)	(12,000)	12,000	-	-	-
NET ASSETS - END OF YEAR	\$ 584,495	\$ 194,770	\$ 1,014,088	\$ 1,793,353	\$ 1,749,778

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THE CASCADIA SOCIETY FOR SOCIAL WORKING

Statement of Cash Flows Year Ended March 31, 2025

	2025	2024
OPERATING ACTIVITIES		
Excess of revenues over expenses	\$ 43,575	\$ 70,154
Item not affecting cash:		
Amortization of capital assets	68,172	66,193
	<u>111,747</u>	<u>136,347</u>
Changes in non-cash working capital:		
Accounts receivable	8,899	1,869
Accounts payable	(54,791)	(32,324)
and accrued liabilities	(1,281)	1,908
Prepaid expenses	(6,874)	3,261
Government remittances	131	(169)
Accrued interest payable	(53,916)	(25,455)
	<u>57,831</u>	<u>110,892</u>
Cash flow from operating activities		
INVESTING ACTIVITIES		
Purchase of capital assets	(15,998)	(8,052)
Restricted cash and term deposits	(17,930)	49,926
	<u>(33,928)</u>	<u>41,874</u>
Cash flow from (used by) investing activities		
FINANCING ACTIVITY		
Repayment of long term debt	(65,260)	(64,082)
	<u>(41,357)</u>	<u>88,684</u>
INCREASE (DECREASE) IN CASH FLOW		
Cash - beginning of year	702,630	613,946
CASH - END OF YEAR	<u>\$ 661,273</u>	<u>\$ 702,630</u>
CASH CONSISTS OF:		
Cash	\$ 329,258	\$ 223,914
Term deposits	332,015	478,716
	<u>\$ 661,273</u>	<u>\$ 702,630</u>

These pages have been extracted from the Cascadia Society for Social Working Financial Statements for the year ended March 31, 2025 which have been reviewed by Cahill Chartered Professional Accountants LLP. Members may obtain a complete copy of the financial statements including relevant notes upon request.

ASCENSION/WHITSUN





BOARD OF DIRECTORS

Amy Chang, *president*
Marisol Grossling, *treasurer*
Alexandra Schmidt
Devon Whyte
Jason Yates
Jerry Schwarz
Sarah Wall

LEADERSHIP TEAM

Amy Bedford
Liisi Einmann
Monique Walsh

VOLUNTEERS

Aiyana Schulz
Anna Jonsson
Thayna Lorena



THANK YOU!



The Cascadia Society has been accredited by CARF for the following programs:
Community Integration, and
Host Family Services



The Cascadia Society is a
Camp Hill Community and a
member of the Camp Hill
Association of North
America