



# **COMMUNITY INTEGRATION SERVICES SOCIETY**

## **2025 Annual Report**

**True Inclusion and Belonging for All**

# About Community Integration Services Society

Community Integration Services Society (CISS) is dedicated to empowering individuals with developmental disabilities to become active, valued members of their communities. Through inclusive programming, advocacy, and person-centered supports, we help individuals build meaningful lives rooted in choice, dignity, and connection.

CISS is grateful to provide our services on the traditional, ancestral, and unceded territories of the Kwikwetlem, šxʷməθkʷə́y̓əmaʔ təməxʷ (Musqueam), S'ólh Téméxw (Stó:lō), Stz'uminus, Skwxwú7mesh-ulh Temíxw (Squamish), sə́ilwətaʔ təməxʷ (Tsleil-Waututh) peoples.

## **Our Mission**

To support people with developmental disabilities through their different life stages to take risks, develop skills, make genuine connections, and live lives in ways that are meaningful to them, their families, and the community.

## **Our Services**

CISS offers a range of programs across the Lower Mainland, including:

- L.I.F.E. (Learning, Inclusion, Friendship, Empowerment) programs
- Employment supports for individuals seeking meaningful work
- Community inclusion initiatives that foster engagement and independence

## Leadership Team:

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|                                     |                 |                                                                          |
|-------------------------------------|-----------------|--------------------------------------------------------------------------|
| Executive Director                  | Scott Bewely    | <a href="mailto:sbewley@gociss.org">sbewley@gociss.org</a>               |
| Director of Services                | Lee Weisgarber  | <a href="mailto:lweisgarber@gociss.org">lweisgarber@gociss.org</a>       |
| Finance Administrator               | Ester Dela Cruz | <a href="mailto:edelacruz@gociss.org">edelacruz@gociss.org</a>           |
| Human Resources Administrator       | Ada Lo          | <a href="mailto:humanresources@gociss.org">humanresources@gociss.org</a> |
| Program Manager – IDS 1             | Alan Yung       | <a href="mailto:ayung@gociss.org">ayung@gociss.org</a>                   |
| Program Manager - IDS 2             | Istvan Nagy     | <a href="mailto:inagy@gociss.org">inagy@gociss.org</a>                   |
| Program Manager – IDS 3             | Nathan Charlton | <a href="mailto:ncharlton@gociss.org">ncharlton@gociss.org</a>           |
| Program Manager – NV/Inlet          | Krystina Kaban  | <a href="mailto:kkaban@gociss.org">kkaban@gociss.org</a>                 |
| Program Manager – L.I.F.E. Services | Ana Wear        | <a href="mailto:awear@gociss.org">awear@gociss.org</a>                   |

## Board of Directors:

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|            |                 |
|------------|-----------------|
| Chair      | Brandon Larson  |
| Vice Chair | Monica Johnston |
| Treasurer  | Michael Jiang   |
| Secretary  | Amy Dhaliwal    |
| At-Large   | Jeff Beyak      |

# Message from the Executive Director & Board Chair

This past year has been one of meaningful transition and renewed momentum for Community Integration Services Society. As we reflect on our collective achievements, we are reminded of the strength and resilience that define our community—and the shared commitment that drives our mission forward.

In July, we welcomed Scott as our new Executive Director. This leadership transition marks an exciting new chapter for CISS. Scott brings a deep passion for inclusive services, a strong background in community development, and a vision rooted in person-centered care. The Board is confident that his leadership will guide the organization with integrity, innovation, and compassion.



Together, we've continued to expand our L.I.F.E. services, strengthen employment partnerships, and deepen our engagement with families, staff, and community stakeholders. These accomplishments reflect the dedication of our team and the unwavering support of those who believe in our mission. Looking ahead, we are focused on strategic goals aimed towards enhancing accessibility, investing in staff development, and amplifying the voices of those with lived experiences. We remain committed to fostering a culture of belonging—where every individual is valued, supported, and empowered.

Thank you for being part of this journey. We are excited about what lies ahead and grateful to walk this path together.

A stylized, handwritten signature in blue ink, appearing to be 'S Bewley'.

With appreciation,  
Scott Bewley – Executive Director  
Brandon Larson – Board Chair

A stylized, handwritten signature in blue ink, appearing to be 'B Larson'.



# Director of Services Lee Weisgarber



## **“Storms make trees take deeper roots.” - Dolly Parton**

As I reflect on these past few months, I am reminded of the resilience of the CISS family. We have weathered some of the most difficult times together. Setbacks, losses, and tragedies are part of life that we all must face, but they are also moments in time that eventually pass, leaving us stronger and more deeply rooted.

On February 18, 2025, CISS mourned the sudden passing of our dear colleague and friend to many, Shari Mahar.

On June 27, 2025, we gathered in the garden—a place Shari loved—to honor her memory. Together, we unveiled a bench and planted a rose bush as a lasting tribute to all that Shari meant to the CISS family. She will be forever missed, yet her spirit continues to inspire us.



This journey has been especially significant for me as I stepped into the role of Interim Executive Director. While it was a challenge, I was guided by the desire to honor Shari and her vision for CISS. I extend my heartfelt gratitude to the Board of Directors for their steadfast leadership and support during this time. I would also like to thank Krystina Kaban, who stepped into the Director of Services role without hesitation. Her commitment and support were invaluable, and I am deeply grateful.

I also want to acknowledge the incredible dedication of the CISS staff and leadership team. Their resilience, innovation, and unwavering commitment to excellence are the foundation of our organization. Every milestone we achieve, every initiative we advance, and every connection we build is made possible by their passion and determination. Their collaborative spirit and genuine care for the people we serve continue to inspire me, and it is through their efforts that we make a lasting impact in our community.

As we move into the latter half of 2025, I believe our focus can be summed up in two words: Moving Forward. Together, we will continue to dedicate our energy and resources to enhancing and improving our services and supports. I am also pleased to welcome Scott Bewely as our new Executive Director. Scott has already shown himself to be engaging, approachable, and inquisitive. He speaks fondly of Shari and demonstrates a deep respect for the vision of CISS. I look forward with optimism to the opportunities and new perspectives Scott will bring to our organization.

In closing, I would like to express my sincere gratitude to the employees of Community Integration Services Society. Your dedication, professionalism, and compassion ensure that the individuals we support continue to receive quality services. It is through your efforts that we move forward together, building a stronger, more connected community every day.

Thank you for your role in this journey.





## Program Highlights





## **IDS1 - Individualized Day Services 1**

Individualized Day Services 1 (IDS1), led by Alan Yung, supports participants in exploring and pursuing meaningful participation and community engagement through:

- Weekly Experiences that encourage self-exploration such as recreational physical activities, artistic initiatives, and music lessons.
- Contributing to the community through both volunteer and paid work at local organizations and businesses.
- Practicing self-advocacy through CISS' Self-Advocate group.
- Celebrating personal achievements together. Recently IDS 1 celebrated a member's 10-year work anniversary.

Looking ahead, IDS1 will continue to deepen employment support, expand self-advocacy opportunities, and aim to forge new community partnerships.

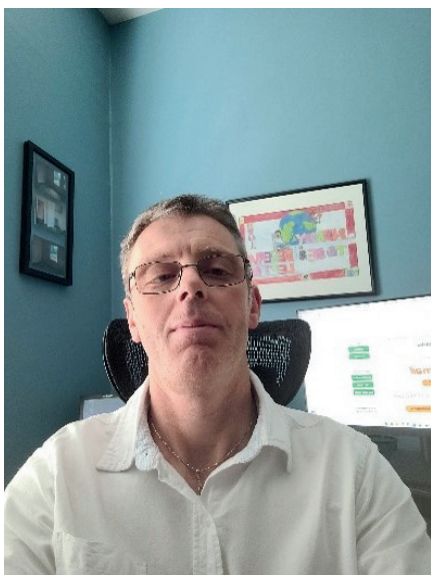


## **IDS2 – Individualized Day Services 2**

Individualized Day Services 2 (IDS2), managed by Istvan Nagy, focuses on increasing independence and developing life skills through:

- Pursuing employment and volunteer opportunities.
- Engaging in communal events such as job-fairs and the annual Self-Advocates Conference.
- Skill building in a variety of areas including technology, communication, and tool safety
- Participating in team building events such as Multicultural Day, Food Bank support, and the annual Christmas Party.

Next year, the IDS2 team will be striving for more volunteer engagement and participation in enriching community events.







### **IDS3 – Individualized Day Services 3**

Since November 2024, Nathan Charlton has led Individualized Day Services 3 (IDS3). With a blend of veteran and new staff, this group of participants are working to build confidence, employment readiness, and independence through:

- Meaningful volunteer engagement with Camp Sasamat and Inspiration Gardens to name a few.
- Emphasizing community fitness with yoga, dance, and tai chi for physical and mental wellness.
- Celebrating and acknowledging achievements. This year in particular an IDS 3 participant was presented with the Peter Dawe Award for outstanding community leadership.

In 2026, IDS3 will expand volunteer partnerships and launch new initiatives aligned to participant interests as they strive to deepen their community connections.





## **North Vancouver – Leisure & Day Services**

Under Krystina Kaban's management, the North Vancouver program offers part-time Leisure Services for seniors and full-time Day Services for young adults, supporting individuals with flexible, person-centered activities such as:

- Artistic initiatives like ceramics.
- Community day trips to Bowen Island and Barnet Marine Park.
- Personal training sessions and adaptive swimming lessons to improve both fitness and self-confidence.
- Volunteering with Maplewood Farms
- The Continuation of an innovative Leisure Services model since May 1993

Next year, the team will continue to broaden adaptive fitness offerings and strengthen local partnerships to enhance inclusion and well-being.



## **Inlet Enterprises**

Krystina also manages Inlet Enterprises, CISS's flagship program since July 1990. The program supports eight participants—many among our eldest—in the Tri-Cities, New Westminster and Burnaby, offering tailored community-based leisure, recreation and volunteer opportunities through:

- Pursuing new wellness activities such as drumming classes, sound baths, and cultural exploration
- Taking on creative projects both individually and in group art sessions
- Participating in community fitness activities such as Zumba classes and most recently a summer gathering at Barnet Marine Park.
- Evolving supports to meet the changing health and social needs of aging participants

Looking ahead, Inlet will introduce additional wellness modalities, adapt to evolving client needs and deepen social connections in 2026.



## L.I.F.E Services

Since April of 2023, Ana Wear has led the L.I.F.E Services supporting an increasing number of participants with an energetic team of staff. L.I.F.E Services focuses on the 4 pillars of L.I.F.E; Learning, Inclusion, Friendship and Employment.

-Learning: With a focus on self-exploration and skills building, individuals have had the opportunity to participate in Food Safe certification, learner's licensing, and interest specific learning like voice over classes.

-Inclusion: Through post-secondary attendance and community mapping practice participants are continually working towards developing more independence in community settings.

-Friendship: Activities such as employment training and group learning sessions encourage our participants to build meaningful connections.

-Employment: In the pursuit of employment, a number of participants have been able to find work opportunities in a variety of sectors and local businesses.



The L.I.F.E services will continue to build community connections with employers and support clients to challenge themselves within all the pillars of learning, inclusion, friendships and employment.





## ADMINISTRATION TEAM

### FINANCE

With numerous years of experience here at CISS, Ester, the head of the Finance Department, is in charge of payroll and accounting. Other than ensuring accurate and timely payroll, Ester is also in charge of benefits like the Municipal Pension Plan and Health and Dental benefits which she submits annually, guaranteeing the accurate numbers for tax purposes and pension at retirement from the service.

By regularly updating and working with the Executive Director as well as the Human Resource Administrator, Ester ensures that the ED is well informed of the financial condition of the Society through monthly financial reports. She is proud to say that over the years, CISS has maintained a healthy and stable financial status. Additionally, Ester oversees the annual audit of the Society's finances and processes, ensuring transparency in all documentations.

Understanding the level of trust and confidence given to her, Ester is dedicated to continuing to ensure all areas of the finance department are processed accurately, timely, and with responsibility into the new year.

### HUMAN RESOURCES

Since joining CISS in 2024 as Human Resources Administrator, Ada Lo has managed core HR operations—including benefits enrollment, payroll coordination, HRIS maintenance, and employee recordkeeping. She expanded sourcing channels to include university career boards and non-profit job sites and strengthened the onboarding process by continuing the three-week check-in for new hires, which supports them and gathers feedback to improve our processes. Ada also took on responsibility for employee injury claims to streamline resolution workflows.

Based on insights from the 2024 staff satisfaction survey, she will launch a more comprehensive engagement survey and plan targeted team-building activities. In the year ahead, Ada will focus on improving CISS's social media presence to support recruitment and deepen community engagement.



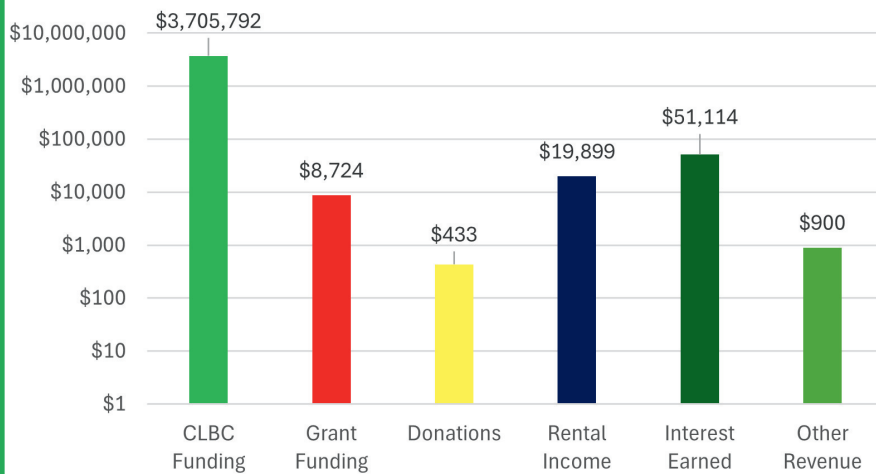
## Number of Staff

64

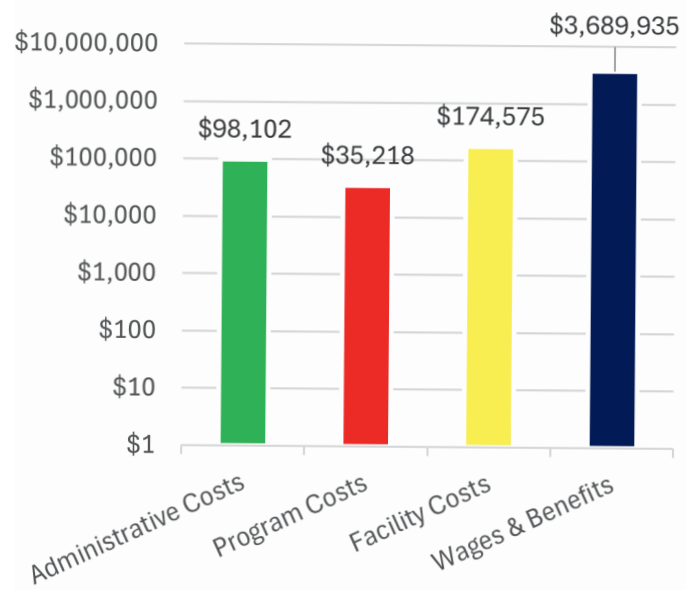
## Number of People Supported

94

### Revenues: \$3,786,862



### Expenditures: \$3,997,830





### **Strategic Goals for 2026**

As we look ahead, Community Integration Services Society is focused on bold, community-driven goals that reflect our commitment to inclusion, innovation, and impact. These priorities will guide our work over the coming year and strengthen our ability to support individuals and families with diverse needs.

#### **1. Launching Our First Social Enterprise**

We're excited to introduce our first social enterprise: coffee kiosks in partnership with the Coquitlam Library. This initiative will create meaningful employment opportunities for individuals we support, foster community visibility, and promote inclusive economic participation.

#### **2. Enhancing Core Programs**

We remain committed to the continued improvement and growth of our L.I.F.E., Employment, and Inclusion programs. These services are the heart of our mission, and we will invest in staff development, program innovation, and person-centered planning to ensure they evolve with the needs of our community.

#### **3. Creating Diverse Housing Options**

Recognizing the urgent need for inclusive housing, we are exploring diverse housing models that offer choice, dignity, and long-term stability for the individuals and families we serve. This includes partnerships, advocacy, and strategic planning to expand housing access.

#### **4. Strengthening Communication & Engagement**

We will prioritize improved communication and community engagement—ensuring that families, staff, and stakeholders feel informed, connected, and empowered. This includes enhancing our digital presence, hosting more community events, and creating feedback channels that foster dialogue.

#### **5. Optimizing Administrative Supports**

Behind every successful program is a strong foundation. We are focused on optimizing administrative systems and supports to improve efficiency, transparency, and service delivery. This includes upgrading internal tools, streamlining workflows, and supporting our staff with the resources they need to thrive.

**Thank you all individuals and organizations that have contributed to CISS this past year.**



**inclusion** BC

**CAF**  
Canada



 [gociss.org](http://gociss.org)  
 [gocissbc](#)  
 604-461-2131  
 [humanresources@gociss.org](mailto:humanresources@gociss.org)