



Richmond Centre for Disability

Maximizing Independence

People with Disabilities in the Community

RCD Dedicated Staff & Volunteers

RCD Leadership – Setting Vision and Strategy to Move the Organization Forward

In keeping with the Independent Living Philosophy, the RCD is committed to delivering services to persons with disabilities that reflects dignity, diversity, knowledge, self-determination.

2023 – 2024
ANNUAL REPORT



RCD is an accredited member of IL Canada

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Chair Message: Reflecting on the Social Impact

As Chair of the Richmond Centre for Disability (RCD), I am both proud and humbled to reflect on the social impact our organization has made throughout 2023-2024. The time has been a testament to our unwavering commitment to enhancing the lives of people with disabilities in our community, fostering inclusion, and empowering individuals to achieve their full potential.

In the past 12 months, RCD focused on expanding our reach and deepening our connections with the community. We launched new initiatives aimed at breaking down barriers, including our inclusive employment program, which saw a significant increase in the number of individuals with disabilities entering the workforce. By partnering with local businesses, we have not only created opportunities for meaningful employment but also helped to shift societal perceptions around the capabilities of people with disabilities.

Our programs promoting social inclusion have touched hundreds of lives, offering spaces where individuals can connect, share experiences, and support one another. From peer support groups to recreational activities, RCD has continued to be a hub of connection and empowerment. These programs are more than just services; they are lifelines that build confidence, foster friendships, and nurture a sense of belonging.

Moreover, RCD's ongoing efforts in advancing accessibility have brought about tangible changes in our community. Through our accessibility assessments and consultations with local governments and businesses, we have contributed to the creation of more inclusive public spaces. These efforts ensure that everyone, regardless of ability, can participate fully in the life of our community.

As we look ahead to 2025, the year of our 40th anniversary, I am filled with optimism and excitement. The social impact we have achieved is a solid foundation upon which we will continue to build. Together, with our dedicated staff, volunteers, partners, and supporters, we will keep pushing the boundaries of what is possible, creating a community where everyone has the opportunity to thrive.

Thank you for being a part of this journey.

Sincerely,
Penny Chan
Chairperson, Board of Directors

Executive Director's Report: Embracing Change and Fostering Community Connections

As I reflect on the past 12 months, I am reminded of the strength and resilience of the RCD and the incredible community we serve. The time has been one of significant transitions, innovative collaborations, and renewed commitments to our mission. I am pleased to share some of the key highlights that have shaped our journey over the past year.

One of our major undertakings in 2024 was the interim relocation of our centre. This move, while challenging, was an opportunity for us to reevaluate our space needs and ensure that our new environment is more accessible and welcoming to all. We have already seen positive feedback from our community about the improved facilities. Our new space not only serves as a hub for our services but also as a symbol of our adaptability and forward-thinking approach.

Collaboration has been at the heart of our efforts this year and we proudly undertook several impactful events. The Festival and Accessibility Standards Focus Groups brought together diverse voices to discuss and shape the future of inclusive community events in Canada. Our involvement in the Canada Disability Benefit Forum was another significant milestone, where we advocated for policies that support the financial security and dignity of people with disabilities. Additionally, we celebrated the 2024 National Accessibility Awareness Week with our members and the community, furthering our commitment to educating the public and driving systemic change.

We also marked the launch of a new and exciting fundraising initiative: the BMO Vancouver Marathon – RUN4HOPE. Our team of runners, comprising both RCD members and supporters, took on the challenge with passion and determination. The funds raised through this event go directly toward expanding our programs and services, ensuring we can reach even more individuals in need. The marathon was more than just a fundraiser; it was a powerful demonstration of community spirit and the collective will to make a difference.

Employment and support services have continued to be a focus for RCD. The Richmond Job Fair, which we co-hosted, provided invaluable opportunities for people with disabilities to connect with employers, explore career options, and gain the confidence needed to enter the workforce. The success of this event highlights the importance of creating pathways to meaningful employment for our community.

I am also thrilled to announce that our Chinese Support Group is back in action. After a brief hiatus, the group has resumed its vital role in offering culturally sensitive support and resources to our Chinese-speaking members. The revival of this group reflects our commitment to inclusivity and our understanding of the diverse needs within our community.

Lastly, I am excited to share that 2024 will see the launch of our Legacy Wall Fundraising Campaign. This initiative will allow us to recognize and honor the generous donors who have been integral to our success. The Legacy Wall will serve as a lasting tribute to those who have supported RCD's mission, and the funds raised through this campaign will enable us to continue providing essential services and programs, as well as filling the service gaps to our community. We look forward to engaging our supporters and seeing the Legacy Wall become a cornerstone of our organization's history.

As we close out 2024 and look forward to 2025, I am filled with gratitude for the unwavering support of our staff, volunteers, partners, and donors. Together, we have navigated change, embraced new opportunities, and strengthened our community. The coming year, which marks RCD's 40th anniversary, promises to be a momentous one, and I am excited to continue this journey with all of you.

Thank you for your continued trust and partnership.

With appreciation,

Ella Huang
Executive Director, RCD



Financials at a Glance

RCD Organizational Funding*

| Source | 2023 Apr-2024 Mar | 2022 Apr-2023 Mar |
|---------------------------|-------------------|-------------------|
| City of Richmond | \$199,809 | 24% |
| Community Gaming Grants | \$100,000 | 12% |
| Corporate Donations | \$ 37,000 | 4% |
| Donations & Fundraising | \$136,769 | 17% |
| Employment Project | \$117,788 | 14% |
| Fee for Services | \$ 11,680 | 1% |
| Independent Living Canada | \$ 36,972 | 4% |
| Other & Misc. Revenue | \$ 16,464 | 2% |
| Other Project Funding | \$ 67,713 | 8% |
| Parking Permit Revenue | \$ 98,482 | 12% |
| | \$822,687 | |
| | | \$823,162 |

RCD Organizational Spending*

| Source | 2023 Apr-2024 Mar | 2022 Apr-2023 Mar |
|-----------------------------------|-------------------|-------------------|
| Administrative & Support Expenses | \$ 73,605 | 9% |
| Fundraising Expenses | \$ 19,106 | 2% |
| IT & Technology Expenses | \$ 5,143 | 1% |
| Programs Spending | \$589,577 | 73% |
| Projects Spending | \$112,185 | 14% |
| Amortization | \$7,840 | 1% |
| | \$807,456 | |
| | | \$850,507 |

Surplus (Deficiency)

\$15,231

(\$27,345)

*Complete financial statements, audited by Reid Hurst Nagy Inc., are available upon request by contacting RCD at 604-232-2404 or email rcd@rcdrichmond.org

Year in Review

Information & Referral

19,241
People

Skill Development

1,858
People

Peer Support

422
People

Community Engagement

124
Meetings

34,723
Service Hours

3,819
Service Hours

436
Service Hours

618
Service Hours

Physical Presence at RCD

- 11,132 Scan-in
- 43,058 Hours

Public Education Series

- 10 meetings
- 167 attendees
- 436 Hours

Social Media – YouTube Videos

- 255 videos
- 26,304 views
- 322 subscribers

Special Events

- 475 Income Tax Filings
- 129 Flu Vaccinations



1.9M hits on RCD official website



21 newsletters for 17,667 distributions



162 registered volunteers contributed 10,687 hours



Issued 2,577 accessible parking permits



483 registered participants and 1,715 affiliates



Offered a Community Support Skills Training for Volunteering

Support for Independent Living Project supports all participants

RCD Board, Staff, Funders & Supporters

The RCD is fortunate to have a dedicated and diverse Board of Directors and staff team, who understand our communities and committed to empowering people with disabilities.

Officers

Penny Chan, Chair Person
Sandra Gebhardt, Vice Chair
Renee Leung, Treasurer
Rob Sleath, Secretary

Members At Large

Cynthia Zhou
Emily De Boer
George Pope
Pam Andrews
Tom Parker
Vikram Bubber

RCD Managers

Ella Huang, Executive Director
Dina McInnes, Manager
Ian Yeung, Program Director
Tom Tang, Program Director

Staff Team

Argon Dai
Carmen Lee
Dave Thomson
Jhun Ramos
Louise Gaudry
Mo Cincera
Nerissa Kwan
Sam Siu
Samuel Leung
Sunny Leung

It would be challenging for RCD to maintain our services and programs, as well as adhere to our mandate, without the generosity of the broader community – our funders, donors, sponsors, volunteers and partners. Thank you!

- *BC Gaming Commission*
- *City of Richmond*
- *Canada Revenue Agency - CVITP*
- *Employment & Social Development Canada*
- *Independent Living Canada*
- *John Gordon Autism Foundation*

- *Province of British Columbia*
- *Royal Bank of Canada Foundation*
- *Richmond Chinatown Lions Club*
- *Service Canada – Canada Summer Job*
- *SPARC BC*
- *WorkSafeBC*

Thank you to all of our community partners and donors. Despite they are not listed in full, we appreciate their contribution and support the same.

Special **THANK YOU** to all our volunteers who whole-heartedly support RCD activities, over and beyond what we asked for. Truly we are here because of your contribution.