

# 2024 ANNUAL REPORT

## A YEAR OF ADAPTING, GROWING, AND EMBRACING CHANGE



### WHO WE ARE

We believe everyone belongs. We support people with physical disabilities (we call Centres) and/or their families to develop Personal Volunteer Support Networks to enhance their quality of life and build connection. Each network is as unique as the person at the center and is consistent in the belief that people with disabilities should have the same rights and opportunities as everyone else. It is not about rescuing, fixing, or doing for someone with a disability. It is working collaboratively along side each Centre to achieve goals important to them.

### HOW WE DO IT

REALM provides easy-to-follow tools and processes to help each Centre create and maintain their Personal Volunteer Support Network. While intensive staff-led support is available when resources permit, our self-guided program—carefully designed with input from staff, mentors, and people with lived experience—is always available.

For more information on how to create a Network, visit [www.realmfoundation.ca](http://www.realmfoundation.ca) or email: [ed@realmfoundation.ca](mailto:ed@realmfoundation.ca).



Sometimes the smallest things take up the most room in your heart.

A.A. Milne

**Our hearts are full!**

[www.realmfoundation.ca](http://www.realmfoundation.ca)

306-546-4600 [info@realmfoundation.ca](mailto:info@realmfoundation.ca)

## Message From The Board Chair, Janet Degrow

To best describe how 2024 impacted REALM, I'm borrowing a quote from the ancient Greek philosopher, Heraclitus, who said, "The only constant in life is change." Embracing the unknown and tackling something new can be daunting. For some organizations, change is exciting, but for others, it can be unsettling. Looking back at 2024, I realize just how much change we experienced, and I'm incredibly proud of how we embraced each shift with grace, adaptability and a sense of growth.

From the beginning, REALM's mandate was focused on serving people with high physical disabilities. To us, this meant people with a high degree—or some might say severe, significant, or complex—physical disabilities. However, after careful consideration and thoughtful discussion, we realized that the term 'high' meant different things to different people, and our definition didn't align with how some individuals identify themselves. After 17 years, we made the decision to update our language to reflect a more inclusive mandate, broadening our service to people and/or their families with physical disabilities.

One of the most exciting changes was the addition of three new Personal Volunteer Support Networks, bringing us to eight active networks and four alumni networks! With the generous financial support from a City of Regina New Initiatives Grant and a grant from The Lorne and Evelyn Johnson Foundation, we were able to hire a Program Coordinator, Michelle Campbell. Through her wisdom and deep understanding of REALM's philosophy, Michelle has provided strong leadership and guidance to support our newest networks. We are thrilled to announce that Michelle will continue with us on a permanent basis, expanding our team to three part-time employees.

Perhaps the most significant change of all was the retirement of our first and only Executive Director, who dedicated more than 10 years to our organization. Her transition gave us ample time to implement a strategy to fill her role, and we were proud to welcome a new Executive Director to guide our team forward. As we continue to strive for excellence and evolve, we embraced yet another leadership change and began a search for another Executive Director. In April 2025, we look forward to introducing Blair Roberts, who will help lead us into this promising next chapter.

I am incredibly proud of REALM's resilience, tenacity, and adaptability in the face of change. These three pillars have paved the way for new learning, fostered growth, and provided the capacity to adjust to an ever-changing landscape.



*Janet*

## Ways to Support REALM

- Donations or Sponsorship - we can customize something just for you
- Create your own REALM fundraising event or activity - we can help
- Legacy Giving - ask us how
- Buy Raffle and Gala tickets
- Like us and share our social media platforms
- Volunteer on A Personal Volunteer Support Network
- Give us your recycling! Sarcan Drop 'N Go - use email: [finance@realmfoundation.ca](mailto:finance@realmfoundation.ca)
- TruEarth - when you buy online through our unique shipping link: [tru-earth.sjv.io/RealmFoundation](https://tru-earth.sjv.io/RealmFoundation)
  - we get at least 20% back!



“  
**We may encounter many defeats, but we must not be defeated.**  
**Maya Angelou**

In 2023, we faced a transforming landscape in the charitable sector. Donations were decreasing, volunteer numbers were dropping, and inflation was on the rise. Moving into 2024, it didn't seem like much had changed. According to the *2024 Canada Helps Giving Report*, donations continued to decline, with fewer Canadians giving and giving less. Despite these challenges, we remained rooted in our strong belief in the *Power of Connection* to guide our work. We knew that through connection, resilience, and collaboration, we could face what is ahead together.

## **2024: A Year of Adapting, Growing, and Embracing Change**

In 2024 we focused on celebrating milestones, navigating transitions, and ensuring that our community remained strong and united. It was truly a year of adapting, growing, and embracing change. 2024 was a year filled with unexpected moments, joy, and gratitude. Amidst the inevitable changes we took time to reflect on the progress we've made and acknowledged the hard work that has brought us here.

As we look beyond 2024, our commitment to connection, collaboration, and resilience will continue to be our guiding forces as we navigate the inevitable changes together.

### **ADAPTING:**

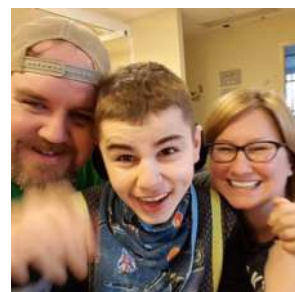
For us, adapting means navigating challenges with flexibility, reflection, and curiosity. It's about meeting obstacles head-on while staying true to our values and mission. Adapting is not just reacting to change. It's a process of growth based in flexibility, foresight, and commitment.

### **GROWING:**

For us, growth is not about becoming bigger. It's about growing better and stronger in meaningful ways. Growth means deepening our impact, expanding our understanding, and enhancing the quality of our work. It's about celebrating and recognizing the achievements we've made along the way!

### **EMBRACING CHANGE:**

Embracing change is never easy but it is constant. We are committed to navigating change with grace, purpose, and resilience. For us, it's about finding the strength to move forward even when it's uncomfortable. We approach change thoughtfully and deliberately, remaining focused on our shared commitment to meet the challenges and opportunities change brings.





## Finances

REALM Balance Sheet Comparison As of December 31, 2024		
	Total	
	AS OF DEC 31, 2024	AS OF DEC 31, 2023
<b>Assets</b>		
Current Assets		
Cash and Cash Equivalent		
CIBC cash	8,165.53	9,190.27
GIC	94,448.33	100,00.00
<b>Total Cash and Cash Equivalent</b>	<b>\$102,613.70</b>	<b>\$109,190.27</b>
Accounts Receivable	0.00	0.00
<b>Total Accounts Receivable</b>	<b>0.00</b>	<b>0.00</b>
<b>Total Current Assets</b>	<b>\$102,613.70</b>	<b>\$109,190.27</b>
Non-current Assets		
Contract deposits Paid	1,000.00	0.00
<b>Total Non-Current Assets</b>	<b>\$1,000.00</b>	<b>\$0.00</b>
<b>Total Assets</b>	<b>\$103,613.70</b>	<b>\$109,190.27</b>
<b>Liabilities and Equity</b>		
Liabilities		
Current Liabilities		
Accounts Payable	0.00	0.00
<b>Total Accounts Payable</b>	<b>0.00</b>	<b>0.00</b>
Direct Deposits Payable	0.00	0.00
Payroll Liabilities		
Federal Taxes	1,654.44	0.00
<b>Total Payroll Liabilities</b>	<b>1,654.44</b>	<b>0.00</b>
<b>Total Current Liabilities</b>	<b>\$1,654.44</b>	<b>\$0.00</b>
<b>Total Liabilities</b>	<b>\$1,654.44</b>	<b>\$0.00</b>
Equity		
Retained Earnings	109,190.27	122,713.76
Profit for the Year	-7,231.01	-13,523.49
<b>Total Equity</b>	<b>\$101,959.26</b>	<b>\$109,190.27</b>
<b>Total Liabilities and Equity</b>	<b>\$103,613.70</b>	<b>\$109,190.27</b>

REALM Profit and Loss Statement (Income) Comparison January - December 31, 2024		
	Total	
	JAN-DEC 2024	JAN-DEC 2023
<b>INCOME</b>		
Donations	18,117	12,392
Fundraising Income	61,062	47,482
Grants	17,532	19,995
Other Income	5,809	5,136
Unapplied Cash	0.00	0.00
Payment Income		
<b>Total Income</b>	<b>\$102,520</b>	<b>\$85,005</b>
<b>GROSS PROFIT</b>	<b>\$102,520</b>	<b>\$85,005</b>
<b>EXPENSES</b>		
Administration/Operations	20,191	26,013
Communications & Marketing	16,526	10,709
Expenditures on Fundraising Network	50,392	32,055
Development/Programs	22,646	29,751
<b>Total Expenses</b>	<b>\$109,757</b>	<b>\$98,528</b>
Other Expenses	-\$4.07	0.00
<b>PROFIT</b>	<b>\$-7,231</b>	<b>\$-13,523</b>

For the 2024 fiscal year, we saw a 20% increase in revenue and an 11% rise in expenses. However, despite the positive growth in revenue, we experienced a net loss of \$7,231. A significant contributing factor to this deficit was the recruitment and on-boarding of a new Executive Director.

Fundraising is a critical source of support for us, accounting for 55-60% of our revenue.

Here is what is coming up in 2025!



REALM Trivia Event  
**May 7, 2025**  
The Lancaster  
1843 Hamilton Street



REALM Hotdog Sale  
**June 21, 2025**  
Ukrainian Co-op  
1805 Winnipeg Street



REALM Gala  
**September 12, 2025**  
Conexus Arts Centre  
Tickets go on sale in May!



## REALM: In The Community

At REALM we believe in the power of connection. This past year, we continued to build strong relationships within our community. These connections have helped us make a greater impact and work together toward common goals. We're excited to continue growing these relationships in the year ahead.



100 Men Regina  
Being Astonished!  
First Steps Wellness Centre Gentle  
Listen to Dis  
Nonprofit and Voluntary Sector Studies Network (NVSSN)  
TimeraiserYQR

Art Gallery of Regina  
City of Regina Disability Sector Group  
Gentle Teaching Conference (COR)  
University of Regina Kinesiology and Health Studies  
Munch Catering and Cafe  
South Saskatchewan Community Foundation



Margaret Mead:  
Never doubt that a small group of thoughtful, committed citizens can  
change the world. Indeed, it is the only thing that ever has.



## Gratitude to Our 2024 Sponsors and Funders: Empowering Our Mission Together

As we reflect on the year that was, we want to express our deepest gratitude to all those who make our work possible. To our supporters, funders, sponsors, volunteers, staff, community members, stakeholders, cheerleaders, and most importantly, our Centres and networks, your unwavering commitment, trust, and dedication have been instrumental in helping us continue our mission.

Thank you for your contributions - whether through your time, resources, expertise, or belief in our cause. Together, we are creating a stronger, more resilient community, and we couldn't do it without each of you. As we move into the future, we look forward to continuing this important work with your continued support and partnerships.

### Sponsors and Funders

Lorne and Evelyn Johnson Foundation  
City of Regina  
Leo and Sandra Verhelst Family Fund  
Casino Regina  
The Medicine Shoppe, Grant Road  
ISC (Information Services Corporation)  
COR (Creative Options Regina)  
Ripplinger Financial Corp  
TCU Financial Group  
Regina & Region Home Builders Association  
Sharp Signs & Graphics  
Western Litho Printers  
Dudley & Company LLP  
Affinity Credit Union  
Katie Ripplinger, REALTOR,  
Realty Executives Diversified  
Kargo Holdings

### Gala Table Sponsors

Chip and Dale Homes  
Clare Parker Homes  
Dale Ripplinger & Katie Ripplinger,  
Realty Executives Diversified  
Dave and Jane Pearce  
Donalda Jones  
Ellis Pools and Construction Ltd  
First Steps Wellness Centre  
Lewis Consulting  
Listen To Dis  
Miller Thomson  
PR Investments  
Regina Catholic School Division  
RRRC  
URO Medical Supplies  
Verna Mang  
Young's Equipment

### Guest Speaker and Entertainment



Dale Ripplinger



Listen To Dis



Megan J Hazel



Queen City Cakes

### Gala Raffle Sponsors





## Celebrating Our Extraordinary Sponsors:

### 2024 Gala Presenting Sponsor



For over 55 years, the heart of the Community Foundation has been to build, protect, and honour legacies, *forever*.

The true power of a Community Foundation is that any family, regardless of wealth, can establish their own private foundation without the administrative burden. Your family's legacy can continue in perpetuity, offering peace of mind knowing that the communities and charities that you hold dear will receive ongoing support for generations to come.

For example, a Legacy Fund could be built at the Community Foundation to support **REALM** and other incredible charities, providing sustainable and consistent funding year after year. This means you can help others live their lives to the fullest, even long after your own life has been fulfilled.



Your legacy, *forever*.

Join the hundreds of families already leaving legacies. Reach out to Lorna today.

306.751.4756 info@sscf.ca

[sscf.ca/donors](https://sscf.ca/donors)



Lorna Sandberg,  
Director of Philanthropy  
and Donor Stewardship

### 2024 Gala Change Makers

*Best wishes to all our fellow supporters of REALM - helping to make change. Please keep it up!*

*Thank you to the founder, staff and volunteers of REALM for your untiring commitment and work.*



Fans of REALM - Leanna and David Prost

# 8

The number of networks we actively supported in 2024.

This represents over 85 network meetings empowering Centres to achieve goals and unlock endless opportunities for community connection.

# 65+

The number of volunteers contributing to Personal Volunteer Support Networks and REALM to create connections and strengthen community.

# 4

The number of alumni networks in 2024. REALM alumni are Centres who have successfully embraced and used their Personal Volunteer Support Network and who no longer want the focused support REALM offers.



## REALM Volunteers and Staff

### Staff

Amanda Lewis  
Justin Rayner  
Michelle Campbell

### REALM Founder



Donalda Jones

### Special Ambassadors

Tracy Knutson  
Dylan Morin

## 2024 Board of Directors



Janet DeGrow  
Chair



Verna Mang  
Past Chair



Jj Mathieson  
Treasurer



Katie Ripplinger  
Fundraising



Sharon Bohay



Arpit Parmar



Lois Alport



Titli Datta



Barb Butler



Namra Patel



## REALM Creed

We believe that individuals with physical disabilities have the right to direct and self-determine their own lives.

We believe that all people are valued and belong; everyone should have the opportunity to share their unique gifts and abilities.

We believe lives are enriched through the power of connection.

We will work respectfully and gently to create safe networks so that trusting relationships can be built.

We will support people in developing healthy relationships through networks to enrich their lives and the lives of all the network members.

