

2024 Annual Report

1959-2024 Celebrating 65 Years





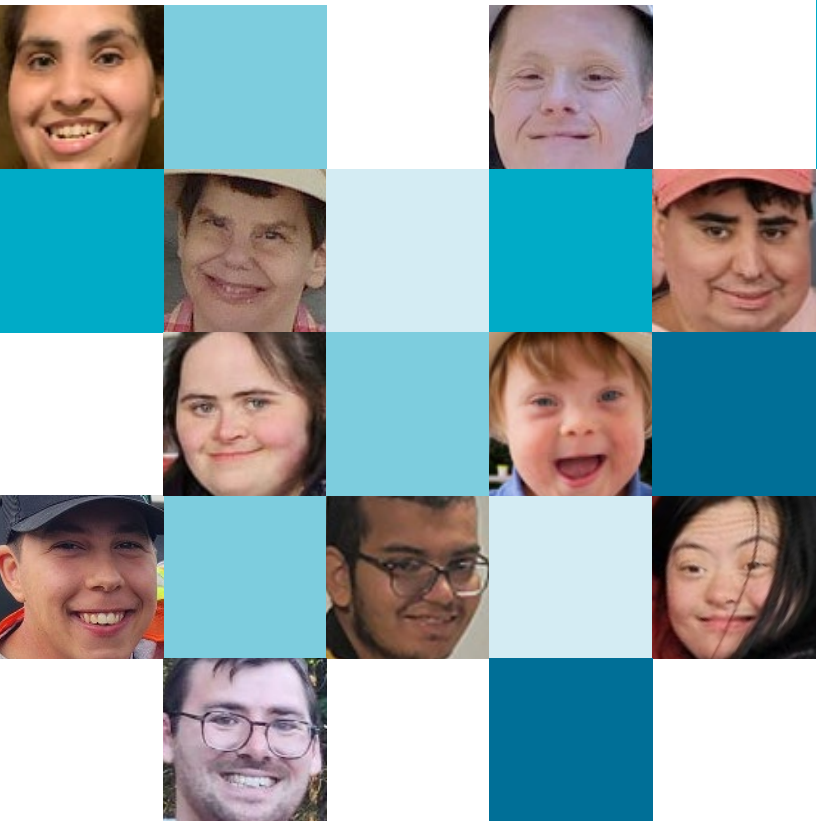
Mission

We provide services that improve quality of life for children with developmental or support needs and adults with intellectual disabilities or autism spectrum disorder.

We build and strengthen community through information, support and advocacy.

Vision

Inspiring a community where we all belong.



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We gratefully acknowledge that our work takes place on the traditional and unceded territories of the qʷa:n̓ə̀n̓ (Kwantlen), q̓ic̓ə̀y (Katzie), Máthxwi (Matsqui) and Semyome (Semiahmoo) First Nations where we live, learn, work and play.

We recognize and support the inherent Indigenous rights and titles throughout the province of British Columbia, the implementation of the UN Declaration on the Rights of Indigenous Peoples, the 94 Calls to Action by the Truth and Reconciliation Commission, and the BC Declaration on the Rights of Indigenous Peoples Act.

Our Society

The Society's activities are guided by a strong set of values and principles informed through our relationships with the people we serve and their families and friends. We are proud to be an important asset for the communities of Langley and a voice for those who require our support and assistance.

We are a registered charitable organization governed by a dedicated Board of Directors selected from the membership of the organization. Our elected Board of Directors is comprised of family members, self advocates, members of the local business community and other interested community members. The Society offers a broad range of programs and services that are funded by various Ministries and Crown Agencies of the Province of BC. We deliver a range of child development services including an infant development program, a supported child development program, an aboriginal infant development program, an aboriginal supported child development program, family respite services, early years family navigation services and an after-school service. ILS also delivers a growing menu of adult services including a full range of home living supports from supported living (staff homes) to home sharing services, adult respite services and independent living. In addition, we provide community inclusion services, LIFE services, supported and customized employment services, youth employment and transition support services as well as assistance for those wanting to launch their own business. All the organization's services are internationally accredited by CARF, the Commission for the Accreditation of Rehabilitation Services.

In addition to the delivery of services through contracts with various Ministries, the Society is very active locally, provincially, and nationally in projects and initiatives that advance the inclusion and citizenship of people with intellectual disabilities. We are fortunate to have a dedicated team of staff, contracted care providers & volunteers who are committed to the shared vision of inspiring a community where we all belong. We welcome and encourage the participation of any community members who have an interest in supporting the people we serve and our organization to be the very best.

Inclusion Langley Society is a vibrant and dynamic organization that supports more than 2000 children with developmental or extra support needs, youth and adults with developmental disabilities, autism spectrum disorder and fetal alcohol spectrum disorder, as well as their families.

Principles of Service



Child Centred Services

Services provided to children are based on the philosophy that children have the right to quality services which facilitate their optimum development, and that early recognition and prompt intervention can enhance a child's ability.

We recognize that families are the center of their children's lives and that each family is unique with individual strengths and competencies.

Person Centred Services

Planning and delivering of services will be centered on the person with the disability, their family and personal network.

We must not fit a person we support into a service we provide, but create a service based on what the person wants and needs.

Supporting Families and Personal Networks

We believe that people are safest when family and friends surround them.

We will assist all people receiving our services to develop and maintain personal support networks.

The development of friendships and meaningful participation in community life will enhance the quality of life of the people we support.



Using Local Community Supports

Where possible and appropriate, the Society will utilize community supports to ensure that individuals' needs are met.

We will partner with other community agencies and local business and industry to assist individuals to achieve their goals and experience quality of life.

Reliance on Individual and Family Satisfaction

The Society will rely on measures of individual and family satisfaction in monitoring and evaluating our efforts.

We will be held accountable for desired outcomes.

Lifelong Learning

We believe that individuals learn and grow through participation and experience.

All individuals will be supported to live dynamic and interesting lives.

Elements of Core Values

Person-focused Growth and Development



Meeting needs and building capacity

- person-centered
- creating opportunities
- promoting people
- respect
- trust
- empathy
- opportunities for individuals, families and staff to develop capacity/potential
- one size does not fit all
- taking the high road
- keeping true to the individual
- self-determination
- risk, opportunity and safety all considered
- participation
- "see me": who I am and want to be
- understand both being independent and being with others

Moving Forward



Embracing and driving change for the better

- continuous improvement
- excellence
- forward moving
- solution-focused
- creative
- evolving
- taking the high road
- taking on challenges
- making it happen
- creating opportunities
- thinking bigger
- difference maker
- promoting good lives for people
- innovative
- leadership
- "let's find a way"
- "the next right thing"
- passionate
- risk taker
- innovation

Supportive Relationships



Being connected and imagining what it must be like for each other

- "helping me wear my shoes"
- respect
- caring
- support
- being valued
- dependable feeling safe
- "I can relax now"
- accountability
- reliable
- communication: sharing information in a timely way
- listening and responsive
- extending ourselves
- networking
- facilitated
- being connected
- being there for each other
- "see me"
- always do the right thing

Community Building



Engaging and contributing to "everyone has a place and role here"

- contribution
- resource to community
- inclusion: opening doors and minds
- "everyone has a role and place here"
- connecting
- thinking bigger
- creating opportunities
- promoting individuals
- giving back
- individuals want to contribute
- taking the high road
- community
- staff wants to be part of something bigger than their job

Practice Excellence



Commitment to lifelong learning and professional development

- reflection
- growth
- innovation
- best practice
- teamwork
- inspiration
- continuous change
- progressive
- diverse
- career development
- mentoring
- role modelling
- autonomy
- curiosity
- risk taking
- dedication

Collaborative Creativity



Joining forces to develop possibilities

- partnership
- responsive
- flexible
- thinking out of the box and developing possibilities
- imagination
- making it happen
- teamwork
- trust
- relationships
- fulfill our responsibilities
- respect
- taking the high road
- collaboration

Board of Directors | 2023–2024

President

Bonnie Stewart

Vice President

Maggie Metcalfe

Treasurer

Shelley Durant

Secretary

Jayne Burton

Director

Cheryl Gabriel

Director

Adam Schatz

Director

Deb Kovacs

Director

Dan Reader

Director

Glenda Williams

Director

Julie Bion

Bonnie Stewart

Bonnie is a consummate volunteer who gives her time generously to the Society. Bonnie has served on the Board of Directors on several occasions in the past, beginning in 1983 when her daughter was only 12 years old. Bonnie's daughter, Michelle, has received services from ILS since 1990.

Maggie Metcalfe

Maggie has lived in Langley for more than thirty years. She has been a member of Inclusion Langley Society board since 2011. She is married and the mother of two adult children, Mark and Danielle. Mark presently receives a variety of services from ILS.

Shelley Durant

Shelley is an experienced accounting professional who has held several career positions fulfilling accounting, administration, and management roles in a variety of industries. Shelley is married to Gerry and has two adult children, Jason, and Danielle. Jason lives in Langley and has had services from ILS since 2004.

Jayne Burton

Jayne is married to Steve, and together they have two adult children, Courtney and Christian. Jayne has resided in Langley for over 30 years and has been an active volunteer for organizations focusing on improving services and the quality of life for individuals with intellectual differences. Jayne is currently Volunteer Coordinator for Langley Special Olympics.

Cheryl Gabriel

Cheryl is a member of the Kwantlen First Nation. Cheryl is honored to be part of the tables and gatherings that help children and families. It is about giving back to the community in whatever way possible! Hay čx' q'ə (Thank you).



Adam Schatz

Adam lives in Aldergrove and presently works several days per week at Home Hardware. Adam has been an active member of the Self Advocate Committee through Inclusion Langley Society for over 7 years. Adam has a variety of hobbies but has a passion for music and enjoys attending concerts.

Deb Kovacs

Debra, or “Deb”, has lived in Langley for 28 years with her husband Randall and daughter Kati. She was one of the founding members of the Parent “Special Needs” Support Group in Langley. Deb and Kati have also been involved in developing the new L.I.F.E.-based service from its earliest concept and design phase. Deb volunteers with Special Olympics Langley and has been the Head Coach of Curling for 6 years.

Dan Reader


Dan is President and part-owner of Murray Latta Progressive Machine Inc., a Surrey, BC, based custom machinery manufacturer as well as a field millwright equipment installation company. Dan holds a CPA, CA degree since 1983 and has a Bachelor of Commerce degree from Saint Mary’s University in Halifax, NS. Dan has served on several Board of Directors, including the Langley Children’s Society, Big Brothers & Sisters (Langley) and is currently the Chair of the Board of Governors of BCIT.

Glenda Williams

Glenda retired from CLBC after 15 years of service. Prior to that, she spent over 10 years working for several non-profit agencies, and MCFD. She has a wealth of knowledge in the workings of government and its relationship to non-profit agencies within the community living sector. Glenda has a keen interest in supporting individuals to be independent and live their best life possible, ensuring they have access to all services to support those goals. Now that she is retired, she spends time reading, gardening, and having tea with friends.

Julie Bion

Cpl Julie Bion has been a Regular Member with the RCMP since 2005. She has been posted to Surrey, E Division Headquarters, and Langley in a number of different roles. Currently she is the Langley RCMP NCO i/c School Liaison Unit. Julie is a single mother of two boys and enjoys her plethora of animals. Julie is an avid three-day event rider and competes all over North America. Presently, Julie is completing her Master of Arts in Counselling Psychology.



President's Report



You will see that Inclusion Langley Society is sixty-five years old this year. What an incredible legacy created by those Langley parents who came together many years ago to fight for their children.

Hello everyone,

It has been my pleasure to serve another year as the Board President. We have a dedicated and committed Board of Directors who take their stewardship of Inclusion Langley Society very seriously. The volunteer directors on the Board are responsible for the governance of the Society and provide regular guidance and support to the Chief Executive Officer.

You will see that Inclusion Langley Society is sixty-five years old this year. What an incredible legacy created by those Langley parents who came together many years ago to fight for their children. To the many families, individuals and allies who have followed these early champions we are most grateful. The backbone of our Society is the people we serve, their families and our supporters. Your enduring support of our Mission and Vision is vital to our continued success.

The growth across Langley and the resultant growth in the services and programs available through the Society is remarkable. Sadly, demand for our services continues to exceed availability, despite more recent investments from government. As an organization committed to meeting community need, we continue to inform our primary funders of the needs in our community. We do not anticipate that demand for services will diminish in the coming years and additional advocacy efforts will be required to ensure that Langley remains a welcoming place for all individuals and families.

From April 2023 to this past March, Covid continued to play a small part of our lives, but thankfully with the rollout of vaccines, we can get out amongst our friends and neighbours with some ease. Our services have fully returned to pre-Covid days, embracing, and integrating the lessons learned.



The Society made improvements in the funding contracts from the government and that has provided some financial relief. Last year was a challenging one financially, but we have recovered and are on strong footing once again. We continue to experience success in the recruitment area, which is encouraging. We have a growing compliment of staff and contracted respite and home share providers. These folks are vital to our success and support us to meet our Mission.

I am always impressed with the capacity of our organization and the leadership team to maintain strength through challenging and difficult times. As Board members, we truly appreciate that Inclusion Langley has tremendous leadership and a staff team that delivers services with pride and excellence every day.

Our collective efforts, creative solutions, compassion, and kindness have served us well. As is customary, we want to express our sincere thanks to each of you for your support and willingness to ensure consistently excellent service delivery.

Bonnie Stewart

President

Inclusion Langley Society

The backbone of our Society is the people we serve, their families and our supporters.

CEO's Report



We celebrate those founding families who had the wisdom and commitment to push for change and the families who have built upon those dreams over the ensuing sixty-five years.

Making it to sixty-five merits celebration. I am not sure that the founders of our Society could have imagined where we would be today when they came together all those years ago to ensure their family members had the same experiences and opportunities as other children. At its core, our work has not fundamentally changed as we continue to discover, encourage, and support ways for everyone with a developmental or intellectual disability to experience citizenship and belonging. Our methods, strategies and approaches may have progressed, but they still seek to result in the same outcomes. We celebrate those founding families who had the wisdom and commitment to push for change and the families who have built upon those dreams over the ensuing sixty-five years. We are all richer because of your efforts.

Its 2024 and Inclusion Langley Society boasts a wide range of services to more than two thousand children, youth, and adults in over twenty-five locations, not including family homes, childcare centers and community places and spaces. These efforts are supported by a talented and dedicated team of childcare consultants, community support workers, vocational consultants, contracted respite and home share providers. Those who provide direct services are the foundation of our Society.

It requires a skilled and talented leadership team to meet current demands for service and ensure quality of service delivery. Fortunately, ILS has this in abundance with a tenured team of program supervisors, coordinators, directors, and administrative support staff. Individually and collectively they not only support a broad range of services but collaborate with the senior management team to ensure we have effective risk management policies and practices, excellent health and safety measures, respectful and appreciative human resources and a continuous focus on person and family centered services. They accomplish this with a keen appreciation for our core values and our principles of service.

Our staff and leadership are actively engaged across our community. We are present on the City of Langley Social & Economic Advisory committee, the City and Township Accessibility committees, the Boards of the Downtown Langley Business Association & the Greater Langley Chamber of Commerce, the School District Inclusive Education committee, the Langley Children's committee & the Langley Immigration Partnership to name a few. It is in these places that we ensure the needs of folks and families we support are considered. It is in these places that we influence and shape policy that makes community a place for everyone.

We concluded last year concerned for the financial stability of our organization. What a difference a year can make. We were fortunate to receive one time only funding from CLBC, management and exempt staff funding increases from MCFD, annualized funding from CLBC to address chronic shortages in lease and mortgage costs. More recently, CLBC announced that they were restoring community agencies to a 10% administration recovery. These measures, combined with the focused efforts of all our staff over the past year to reduce expenses and find efficiencies, have had the intended effect. I am grateful for the willingness of our teams to come together and help us to overcome this challenge.

I want to express my appreciation to the members of our Board of Directors for their support of me and our leadership team. Your commitment to the Mission and Vision of Inclusion Langley Society is truly appreciated. A special note of thanks to Bonnie Stewart, our Board Chair, who makes herself readily available.

Daniel Collins

Chief Executive Officer

Inclusion Langley Society

Inclusion Langley Society boasts a wide range of services to more than two thousand children, youth, and adults in over twenty-five locations, not including family homes, child-care centers and community places and spaces

The Journey to Inclusion



When a small group of Langley parents convened in July of 1959 and formed this Society, it is likely they had no idea of what it would become.

At the time, they had a goal of ensuring their children could access educational services, as the province had no mandate or law that required them to provide education to children with intellectual or developmental disabilities. Eventually laws would require that all children have access to school. However, a new challenge emerged—how best to support young adults when they leave school.

July 1959

A small group of Langley parents forms the Society with the goal of ensuring their children can access educational services

This gap led to the development of vocational services. Parents and volunteers again convened and established Langley's first sheltered workshop on the site that today still houses our administration offices and a senior's service. These families cleared the land generously supplied by the Township of Langley and moved existing buildings and constructed new buildings on the site.

These buildings are still in use 50 years later. Be assured, a few renovations and upgrades have occurred over the years.



Development of vocational services

Parents and volunteers establish Langley's first sheltered workshop.

Today it houses ILS administration offices and a senior's service.



Mid 1970's

Langley Children's Society (Langley Child Developmental Centre) is formed by parents in Langley City to establish a special needs developmental preschool.

As this was occurring in the mid 1970's, another group of parents had come together in Langley City to establish a special needs developmental preschool. These parents wanted to ensure their children were prepared and ready to enter kindergarten.

This preschool was established under the name Langley Children's Society, operating as the Langley Child Developmental Centre. It may not surprise you to learn that many parents on the board of the Langley Children's Society would gravitate to the Langley Association for Community Living as their children finished school.





Both Societies prospered throughout the course of the 1980's and 1990's as family advocacy, coupled with active engagement with a provincial advocacy organization called the British Columbia Association for Community Living was forcing change.

This advocacy was driven by a desire to ensure a broad range of services and supports were available to all citizens with developmental or intellectual disabilities.

Most importantly, they called for and ensured the closure of Provincial Institutions that housed adults with disabilities. This latter development resulted in the Province of BC investing millions of dollars in housing and support service development, including the engagement of Canada Mortgage and Housing Corporation, underwriting mortgages as organizations purpose build and renovated suitable housing for individual leaving the institution.

1980's and 1990's

Both Societies help to foster change through family advocacy and active engagement with the British Columbia Association for Community Living.

The closure of Provincial Institutions that house adults with disabilities.

The Province of BC invests millions of dollars in housing and support service development.

Organizations purpose build and renovate suitable housing for individuals leaving those institutions.



In more recent years, the Langley Children's Society merged with the Langley Association for Community Living to form the Inclusion Langley Society.

This partnership has established a strong voice for children, youth, adults, and their families as well as their care providers across the community. It ensures citizens can access needed services across the lifespan.

Since the early 80's we have witnessed the development of early intervention services like infant development and supported child development, child and youth services, family respite services, community inclusion and employment services, independent living services and a variety of group and specialized home living services for adults, including Home Share and Adult Respite.

Today we support more than 2000 individuals annually with a growing, talented, and passionate team. Our dedicated staff include child development consultants, community support workers, vocational consultants, contracted respite, and home share providers as well as a passionate leadership team committed to excellence in service delivery.

A broad range of services develop and become available:

- infant development
- supported child development
- child and youth services
- family respite services
- community inclusion
- employment services
- independent living services
- group and specialized home living services for adults, including Home Share and Adult Respite





Over the decades we have engaged with regional, provincial, and national partners to help shape a policy lens that supported the right of all citizens with intellectual or development disabilities to live good lives in our communities.

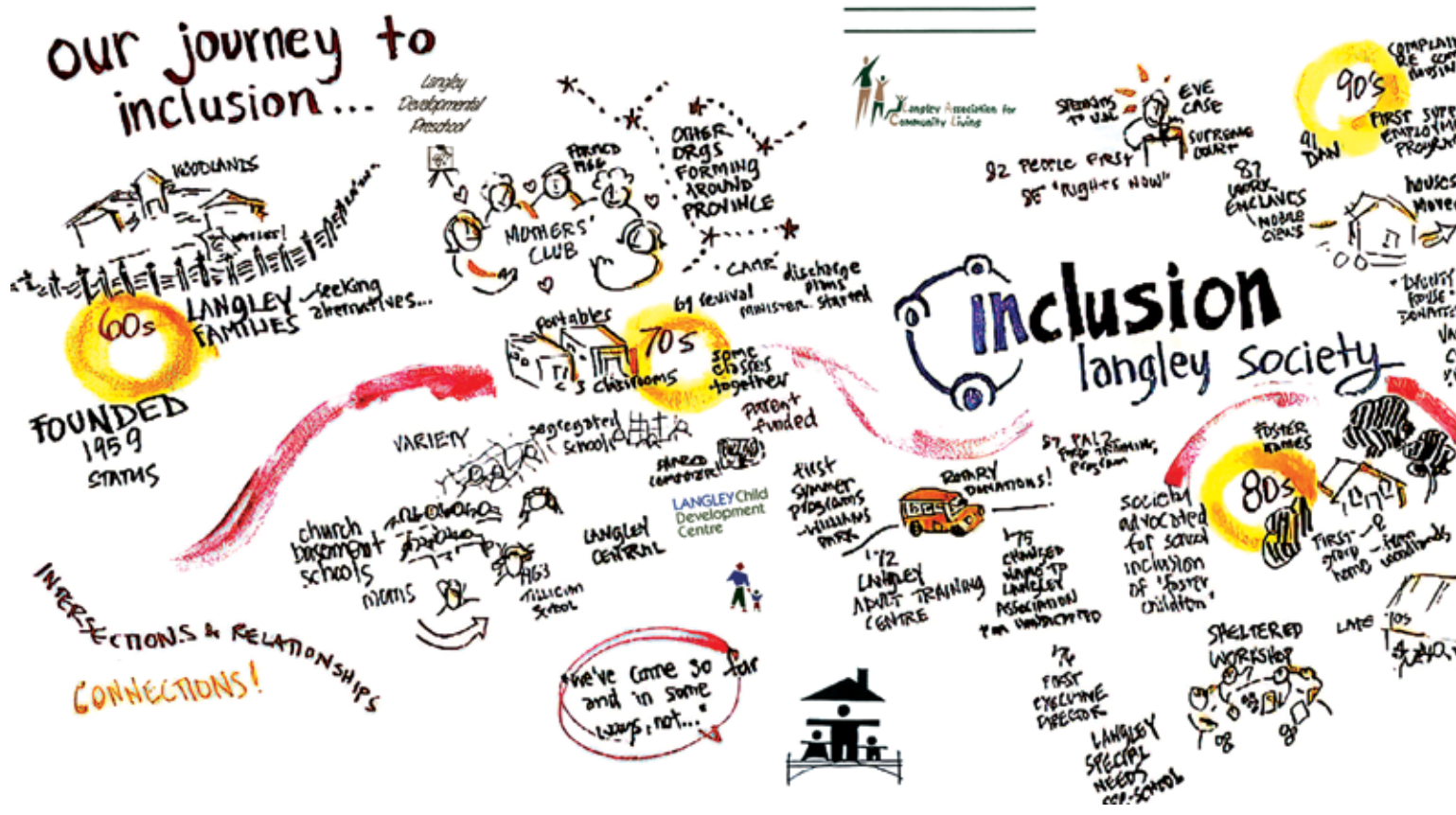
Monumental changes occurred over these years:

- inclusion of intellectual and development disability specifically in the Canadian Charter of Rights and Freedoms
- Canada as a signature to the UN Convention of the Rights of People with Disabilities
- the Disability Tax Credit
- the Registered Disability Savings Plan
- Provincial and National Accessibility legislation
- and, more recently, the Canada Disability Benefit

Recent years

Langley Children's Society merges with the Langley Association for Community Living to form Inclusion Langley Society.

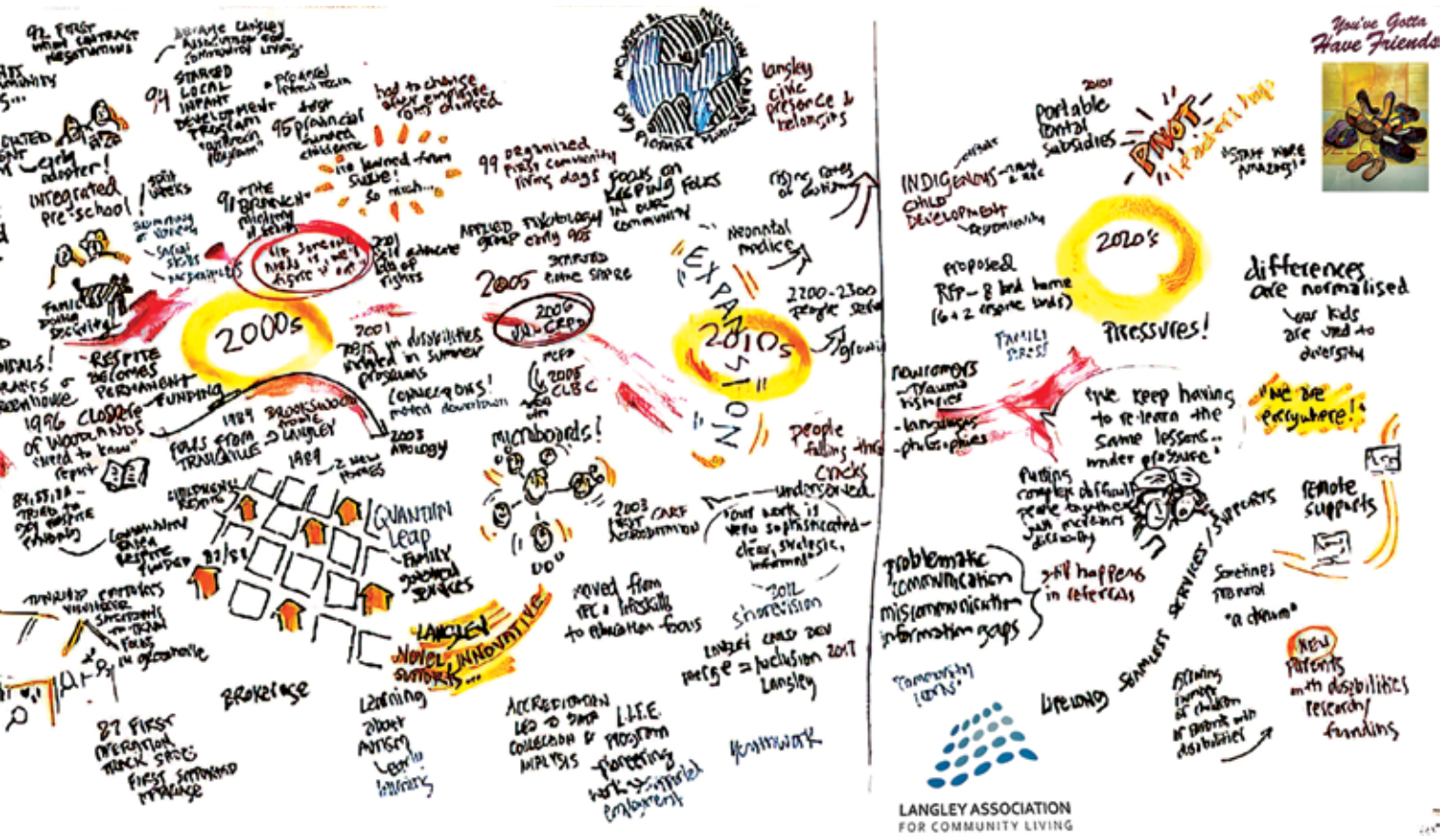
This partnership establishes a strong voice for children, youth, adults, and their families, as well as their care providers, across the community.



As these developments unfolded a quiet but vitally important shift was occurring across our community, province and country by individuals who coined the phrase, *Nothing About Us Without Us*.

A recognition of the importance of first voice, self-determination, and the absolute right of all individuals to speak for themselves. Rights Now, People First and Self-Advocacy have taken center stage. Significant changes were made to provincial laws recognizing the inherent capability of all citizens. It was at this time that models of supported decision-making emerged, including the Representation Agreement Act.

This work of ours embodying social justice and the human rights movement is expressed in the myriad of ways we assist people to live prosperous and safe lives in the community. These efforts have not gone unheard as local, provincial, and national governments continue to support critical and innovative programs. The progress to citizenship and belonging experienced by people with disabilities also reflects the government's progress.



Our work is by no means completed. Individual and family advocacy remains critical to ensure continued progress in ways that uphold the autonomy of every individual with a developmental or intellectual disability.

Not all individuals and families are confident that the services they need are available and accessible. Indeed, we see increased wait times for many services targeted for children, youth, and adults. We see increasing numbers of adults living with aging parents and we see alarming trends to congregate individuals to achieve service efficiencies and service offerings that are misaligned with individual's needs.

As the actions of families and allies created our organization 65 years ago, so too will the actions of families and allies ensure the continued growth and prosperity of our Society and achievement of our Mission and Vision.



Financial Overview



We are especially appreciative of the fact that we deliver services in a community that embraces diversity and inclusion. The Township of Langley has always been and remains a vital partner of our organization. In addition to providing the organization with a lease for property that houses our administration offices and Bridge Centre, the Township offers grant opportunities and permissive exemption to taxation for the homes we own in the Township. Council and staff have always been proud supporters of our organization and the individuals and families we support. We thank them for their ongoing commitment.

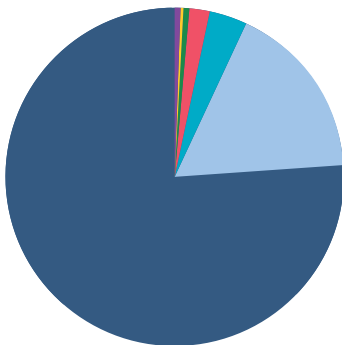
We are appreciative of the support we receive from the City of Langley council members and staff. Ensuring that we all live, work and play in a safe and welcoming City is a goal we share. We extend our sincere appreciation for the historical permissive exemptions to taxation that enable us to operate local resources more effectively, as well as for grants that provide the opportunity for ILS to host community events and improve our infrastructure. We thank the City of Langley for its enduring support of our organization.

Our Primary Funders

We are grateful for the ongoing support and financial commitment of Community Living British Columbia (CLBC) and the Ministry of Children and Family Development (MCFD). CLBC and MCFD fund a majority of our programs and services and without their ongoing support we would be unable to achieve the successes we do. Together, we are creating positive futures for the citizens of Langley who have support needs or a developmental disability.

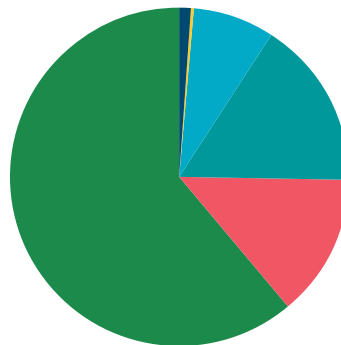


Where the money came from:



- CLBC
- MCFD
- MSDPR/PT/OAS
- GRANTS/GAMING
- BC HOUSING
- MISC. INCOME
- DONATIONS

How we put the money to work:



- STAFFING
- PROGRAM EXPENSES
- CONTRACTS (HS & RESPITE)
- ADMINISTRATION
- CAPITAL
- MORTGAGES & FACILITY COSTS

In addition to CLBC and MCFD, we must acknowledge the support of the following organizations whose generous contributions this year have been a critical part of our success:



BC HOUSING



List of Donors | 2023–2024

Businesses/Organizations

Canucks Sports & Entertainment
Dr. Jay Nagamatsu Inc.
Fit Ortho Studio Ltd.
Community Foundations Canada
Headstart Childcare Inc
IAFF Local 2353
Labourers Advancement Fund
Langley Kinsmen Gaming Account
Langley Rotary Clubs Charitable
Foundation Ribfest Account
Living Waters Church
Mainland Construction Materials
Metis Nation British Columbia
Millennium Landscape
Contractor Ltd.
Roy's Copier Service Ltd.
Staying Power Capital Corporation
Vector Pacific Mortgage Corporation

Individuals

Angelatos, Erin
Baker, Paul
Christianson, Lucy
Collins, Daniel
Curtis, Lois
Dammers, Ingrid
Deegan, Jessica
Emanuels, Lori
Fedler, Cassandra
Fortin, Karla
Heir, Karen
Ibbitt, Rebecca
Jung, Judy
Kim, Jinah
Kissling, Sybille
Kubiak, Kalina
LaCoste, Meghan
Levac, Chelsey
MacMillan, Donna
Madsen, Peter
Madsen, Donalda
Matheson, Laurel Ann
McFadden, David
McFadden, Douglas
McFadden, Nancy
MacFadden, Wayne
Mikkelsen, Kenneth
Miller, Bendina
Nagamatsu, Amy
Norris, Catharine
Pais, Elizabeth

Potyondi, Melanie
Pourfallah, Erin
Prouly, Pierre
Rai, Parm
Reader, Dan
Romilly, Maria L
Stern, Rick
Stevens, Jean
Stewart, Bonnie
Strikwerda, Elisa
Tistra, Monica
Twigg, Shelby
Uy, Joyce
Vargas, Marta

Human Resources Facts & Figures

Reflecting upon the 2023-24 fiscal year, what stands out for Human Resources is the measured growth which took place. We continued to focus on recruitment and selection, welcoming almost 1/3 of our new hires from our Employee Referral Incentive program which was piloted at the beginning of 2023. Attendance at career fairs provided opportunities for our Agency to network with students and educational institutions as well as allowing others to learn about opportunities for employment at Inclusion Langley Society.

In an effort to increase employee engagement and facilitate retention, the Human Resources Team hosted several small outdoor events over the past year. This allowed for employees from other services and programs to socialize and build internal relationships and network with others.

As we look to the next year, our focus will need to be on employee retention and continued efforts to engage with our employees to benefit from their talent and diverse contributions in providing supports to the individuals.

We want to thank the dedication and time that everyone has put into ensuring that Human Resources runs smoothly to provide qualified employees for all our services. Without our diverse talent pool, ILS could not provide the services that we are committed to providing.

378

Total number of Employees

452,415

Total number of hours worked by all Employees

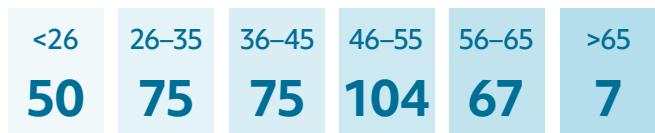
Years of service



Employee Gender



Employee Age



Care Providers

Some Languages Spoken and Written by Employees



English	Bengali	Indigenous languages
Spanish	Russian	Slavic Languages
French	Japanese	Niger-Congo Languages
German	Korean	Persian (Farsi)
Mandarin	Tagalog	Punjabi
Arabic	Cantonese	
Hindi	Vietnamese	
Portuguese		

Some Countries of Birth of Employees



181

Number of ILS active care providers

79

offer home sharing services

37

offer adult respite services

65

offer children's respite services

What it means to be a care provider with ILS

It means you embrace our mission, vision and values. It means you have a wide variety of skills necessary to provide quality care and support for another human being.

In Children's Respite it means you provide rest and renewal to parents and primary care providers for children and youth with developmental and support needs.

In Adult Respite it means that you provide rest and renewal for parents who are the primary care provider for their adult sons and daughters with intellectual disabilities and/or autism spectrum disorder.

In Home Sharing it means you enable an individual to share many aspects of their lives with you, while supporting the individual to maintain their autonomy. The care provider is responsible to provide support and assistance based on the individual's specific needs and goals.

Inclusive Employers



Our sincere thanks to all the businesses and industries who have provided inclusive employment opportunities.

A&W (200th Street)
 A&W (Aldergrove)
 A&W (Grandview Heights)
 A&W (Murrayville)
 A&W (Port Kells)
 A&W (South Surrey)
 Abbotsford Canucks
 Adelia's Mexican Restaurante
 Adidas (Langley)
 Autoworld
 Beach Basket Giftware
 Blue Planet Recycling
 Bob's Bar n' Grill
 Boston Pizza (Cloverdale)
 Boston Pizza (Walnut Grove)
 Bruno Andreoni

Budd
 C&S Around the House
 Canada Revenue Agency
 Canlan Sports – Langley Twin Rinks
 Canucks Sports & Entertainment (Abbotsford)
 Cat Utopia
 Cedar Ridge Equestrian Estates
 Chartwell Retirement (Maple Ridge)
 Checkers Premium Fudge
 Chuck E Cheese
 CIMS
 Cineplex Cinemas (Abbotsford)
 Cintas

Cloverdale Community Kitchen
 Coffee News
 Costco
 Discover Canada Tours
 Downtown Langley Business Association
 DSV Solutions Inc.
 Elements Parkour
 Encompass Support Services Society
 Everything Wine
 Fort Sport and Family Physio
 Fraser StrataCare
 FVBS (Aldergrove)
 G&F Financial Group (Aldergrove)

G&F Financial Group (Murrayville)
 G&F Financial Group (Otter)
 Gulf & Fraser Bank (Aldergrove)
 Hakam's Independent Grocer
 Home Hardware (Aldergrove)
 HomeSense
 Horizon Landscape Contractors Inc.
 Inclusion BC
 Inclusion Langley Society
 Inclusion Langley Society – Homeshare
 Inclusion Langley Society – Child Development Services
 JD Farms Specialty Turkey
 Kwantlen Polytechnic University (Langley)
 Langley Lawn Care
 Langley Senior Resource Centre



Liberty Tax Service (Langley)
 Liberty Tax Service (Walnut Grove)
 LMI Technologies
 Magnus Law
 Mainland Floral Distribution
 McDonald's (Walnut Grove)
 McDonald's (Brookswood)
 McDonald's (Langley)
 McDonald's (Port Kells)
 McFrugal's Discount Outlet (Langley)
 Meridian Meats & Seafood
 Midland Liquidators
 Murrayville Town Pub
 Newlands Golf & Country Club
 Nitrera Technologies
 No Frills (Langley)
 On the Go Farms
 Pacific Academy

Pearce Home Hardware
 Port Kells Nurseries
 Poseidon Greek Restaurant
 Preston Chevrolet Buick
 GMC Cadillac Ltd.
 QuadReal Property Group (Willowbrook)
 Ralph's Meridian Farm Market
 Real Canadian Superstore
 Red Robin (Langley)
 Richmond Golf & Tennis Country Club
 Ricky's All-Day Grill (Murrayville)
 Rotary Club of Langley Sunrise
 RW&Co.
 Salvation Army Gateway of Hope
 Save-On-Foods (Aldergrove)
 School District #35 (Langley)

Shoppers Drug Mart (Brookswood)
 Shoppers Drug Mart (Aldergrove)
 Smith Vroom Investment
 Sodexo Services @ Trinity Western University
 Sunshine Street Preschool
 Stable Harvest Farm
 Starbucks (216th)
 Starbucks (Brookswood)
 Starbucks (Fraser Crossing)
 Starbucks (Thunderbird Centre)
 Starbucks (Walnut Grove)
 Streamline Fencing Ltd.
 Surreel Cleaning Solutions Inc.
 Surrey Golf Club
 Taves Family Farms Applebarn
 The Fort Pub & Grill
 The Home Depot (Langley)

The Langley Senior Resources Society
 Toys "R" Us (Langley)
 Tracycakes Bakery Cafe
 Trademark Group of Companies (Hillcrest Shopping Centre)
 Trinity Western University
 Urban Roots
 Vancity Credit Union (Langley)
 Walmart (Langley)
 Waterstone Condominiums – FirstService Residential
 White Spot (Langley)
 Zancope Notary Public

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