



COMMUNITY INTEGRATION SERVICES SOCIETY (CISS) ANNUAL REPORT



COMMUNITY INTEGRATION
SERVICES SOCIETY



Territorial Acknowledgement

CISS is grateful to provide services on the traditional, ancestral, and unceded territories of the kwikwəłəm (Kwkwetlem First Nation), xwməθkwəyəm (Musqueam), Stóō, Stz'uminus, Skwxwú7mesh Úxwumixw (Squamish Nation), and səliłwətał (Tsleil-Waututh Nation).



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About CISS

Community Integration Services Society (CISS) is an accredited non-profit organization. Since 1990, we've proudly supported adults living with developmental disabilities to build skills, make genuine connections and live in ways that are meaningful to them.

Our main office is in Port Coquitlam. We also support people in Lower Mainland communities including Maple Ridge, Pitt Meadows, the Tri-cities (Coquitlam, Port Coquitlam, Port Moody), and North Vancouver.

Vision

True inclusion and belonging for all.

Mission

At Community Integration Services Society, we 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.

Values

The right to take risks.
Family involvement.
Self-advocacy.
Uniqueness and diversity.

TRUE INCLUSION AND BELONGING FOR ALL.

The CISS Team

CISS Leadership Team



SCOTT BEWLEY
Executive Director



ZANDRE BEBEK
Director of Operations



CISS Board of Directors



BRANDON LARSON
Chair



MONICA JOHNSTON
Vice Chair



MICHAEL JIANG
Treasurer



AMY DHALIWAL
Secretary



JEFF BEYAK
Board Member



ADAM HOLMES
Board Member



NATHAN CHARLTON
Program Manager



ISTVÁN NAGY
Program Manager



KRYSTINA KABAN
Program Manager



ANA WEAR
Program Manager



PAULA FOWLER
Finance



ADA LO
Human Resources



LORI MOSCONE
Office Clerk



“

The [CISS] staff are really supportive and organize activities that have made a clear difference.

NICHOLAS

Letter from CISS Board Chair and Executive Director



BRANDON LARSON
Board Chair

This past year was one of transition, renewal, and deliberate foundation-building. As we honoured the history and relationships that have shaped CISS, we also strengthened our leadership, modernized the systems that support our work, and created a clearer pathway toward improved services and purposeful growth.

The leadership changes experienced by CISS were significant, and we are proud of the stability and renewed energy demonstrated throughout this transition. The addition of Zandre Bebek as Director of Operations has strengthened our leadership capacity and created new opportunities to support managers, employees, and service quality across the organization.

Much of the work completed this year happened behind the scenes, but it was essential to CISS's future. We strengthened our financial and administrative practices, modernized our technology, and introduced more efficient and collaborative ways of working. We also launched a new website and refreshed how CISS presents itself to the community, helping improve accessibility, visibility, and connection.

At the same time, we took an important step back to examine the quality and direction of our services. Through an independent service review, employees, families, and people supported by CISS were invited to share their experiences and perspectives. Their feedback is helping us better understand what is working, where improvement is needed, and how our services can continue to become more responsive, purposeful, and person-centred.

During the year, the Board and Leadership Team also completed a mid-point review of CISS's existing five-year strategic plan in partnership with Apostrophe PR. The review recognized CISS's successful leadership transition, consistent governance, increased engagement, and improved community visibility. It also reinforced the importance of balancing ambition and innovation with organizational capacity, infrastructure, and staff readiness. It's that balance that will continue to guide us. We believe growth must be meaningful, sustainable, and rooted in the needs and aspirations of the people and families we serve.

We are grateful to the people supported by CISS, their families, our employees, Board members, funders, community partners, and supporters. Thank you for your trust, your contributions, and your continued belief in the work of CISS. We are excited about the future and confident in the direction we are building together.

With appreciation,

Brandon Larson, Board Chair
Scott Bewley, Executive Director

Services and Supports




102
PEOPLE
SUPPORTED


67
STAFF
EMPLOYED


36
YEARS OF
SERVICE

“

As a parent, there's nothing better than seeing your child feel confident, included and happy in their environment. I truly appreciate the patience, encouragement, care and opportunities CISS continues to provide [our daughter].

EMMA

CISS Strategic Goals (Goals refreshed in 2026)



BROADEN AND DIVERSIFY THE SUPPORTS WE OFFER.

We offer diverse supports that directly respond to the needs and interests of the people we support as they look to pursue opportunities for growth, learning and greater community connection.



INCREASED ORGANIZATIONAL WELLNESS AND CONNECTION.

We are an inclusive and engaged organization connected by our shared passion of uplifting the people and families we support in ways that are meaningful to them.



INCREASED COMMUNITY PARTNERSHIPS AND ENGAGEMENT.

We have strong and diverse partnerships and connections that positively impact the people, families and communities we support.



Community Inclusion

Our Community Inclusion program supports adults with developmental disabilities to participate in their communities in ways that are meaningful to them. Support takes place at various locations within the community helping the people we support build skills, form connections, develop short-and long-term goals based on their needs and pursue activities that reflect their personal interests and goals.

Community Inclusion activities include skill building workshops, supports and programming to secure employment and volunteer opportunities and community recreational activities.

At CISS, Community Inclusion supports are:

FLEXIBLE.
COLLABORATIVE.
PERSON-CENTRED.



L.I.F.E

L.I.F.E. stands for Learning, Inclusion, Friendship, and Employment. The L.I.F.E. program supports people to work towards employment goals, improved confidence and meaningful relationships all while connecting them directly to their local community. In the L.I.F.E. program, people receive direct support (in-person meetings, phone calls) and indirect support (research, planning and/or networking opportunities) to achieve their employment goals.

At CISS, L.I.F.E. supports are:

FLEXIBLE.
GOAL-ORIENTED.
PERSONALIZED.

Human Resources

At CISS, our employees are central to the quality of the supports we provide. Throughout the year, we continued to strengthen our human resources (HR) practices with a focus on thoughtful onboarding, training, workplace safety, staff wellness, compliance, and opportunities for connection. These efforts help create a workplace where employees feel supported, prepared and connected to the mission and values of CISS.

Leadership Changes

This past year, we said goodbye to one of CISS’s longest-serving employees. After more than 20 years of dedicated service, Director of Community Inclusion Services Lee Weisgarber retired. Throughout her time with CISS, Lee contributed significantly to the growth and development of the organization and helped shape many of the services and practices that continue today. We are grateful for her many years of commitment to CISS and wish her all the best in retirement.

Following Lee’s departure, we welcomed Zandre Bebek in the newly established role of Director of Operations. Zandre brings more than 17 years of social services experience, including 12 years in executive leadership. Since joining CISS, she has already made a meaningful contribution to the leadership team, employees, and services. Welcome, Zandre!

Staff Connection

Creating opportunities for employees to connect outside of their day-to-day work continues to be an important part of building a strong organizational culture. Throughout the year, employees came together to connect and celebrate with colleagues across the organization. Highlights included:



OUR ANNUAL
HOLIDAY PARTY



OUR ANNUAL
HALLOWEEN
COSTUME PARTY

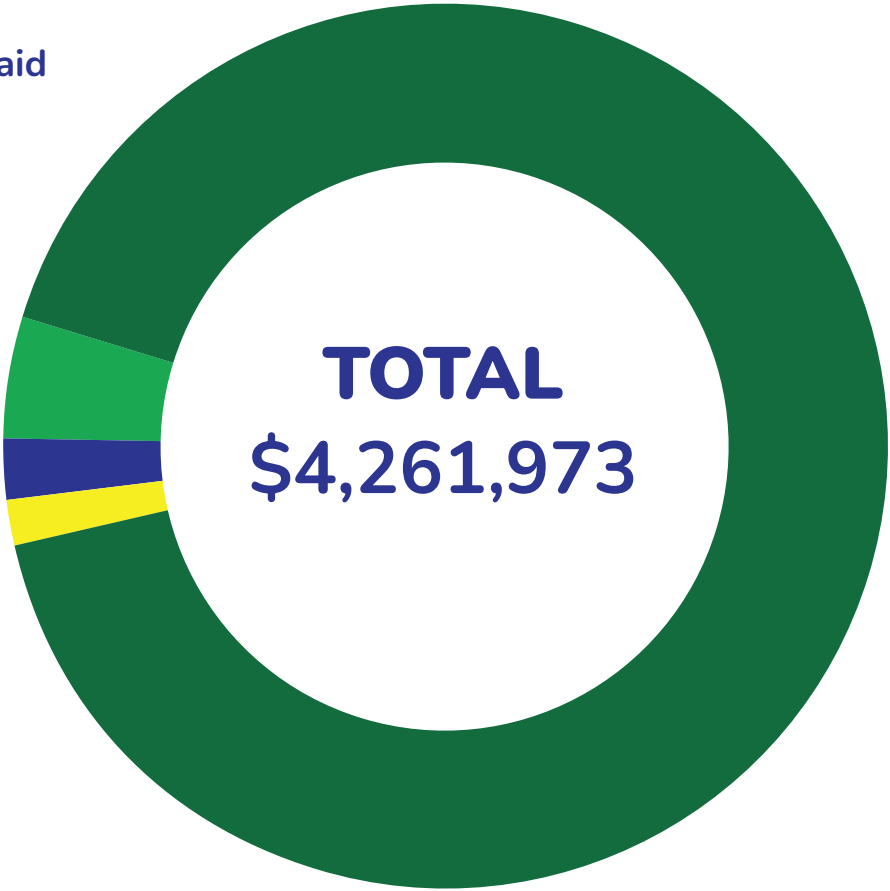
Staff Training

During the year, CISS transitioned its crisis prevention and response training from Nonviolent Crisis Intervention (NVCi) to The Mandt System. The Mandt System places a strong emphasis on relationships, communication, and trauma-informed, person-centred approaches to supporting people. This transition reflects our continued commitment to providing employees with training that aligns with the values and approach we want reflected throughout CISS.

Financial Summary

How the money was spent

- Wages and Benefits Paid
\$3,913,054
- Program Expenses
\$76,033
- Facility Expenses
\$85,319
- Other Expenses
\$187,567



Community Partners

At CISS, we're grateful to our community partners, funders and donors who help us advance our vision of true inclusion and belonging for all. Their support of CISS ensures our lasting impact on the people and families we support.

Thank you to



Thank you for reading
our Annual Report.

Connect with us.

**COMMUNITY INTEGRATION
SERVICES SOCIETY**

2175 Mary Hill Road
Port Coquitlam, BC
V3C 3A2

P. 604.461.2131
E. info@gociss.com
W. gociss.org



