



sage

45th ANNUAL REPORT 2015

Inspiring and supporting seniors to be the best they can be.

sage

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## WORDS FROM OUR PRESIDENT

As we celebrate the milestone 45th anniversary of Sage providing programming and services to seniors in the Greater Edmonton area, it is an opportunity to reflect on what makes our organization a leader in Edmonton, in Alberta, and in Canada for the services we offer to aging adults.

The programs and services we provide are responsive to social trends and the unique needs of people as they age. Sage is an organization with a person-centered approach, which is inherent in everything the organization does. People are what make Sage, Sage. From our staff, volunteers, and Board of Directors who are flexible, innovative, passionate, and creative – to the seniors who access our services. We draw on individual strengths with knowledge that the

tools of success are distinct and vary from person to person.

A great example of our person-centered approach is the intergenerational project, “Age-ing to Sage-ing,” we undertook in 2015. This project was an opportunity to engage seniors from the Beverly and Abbotsfield neighbourhoods in addressing child poverty. The project exceeded our expectations and made a significant difference in the lives of children attending R.J. Scott School. The seniors also benefitted by exploring their gifts and how they would like to offer them. This community development approach to supporting neighbours to support each other, surfaced hidden resources, ways of knowing, deep caring, and a sense of belonging – essential elements of a fulfilled life. I am thrilled to be serving my first

year as President of the Board of Directors of an organization that is so dedicated to supporting people to live their best lives possible. Together, we can truly make a difference in the lives of Edmontonians.



Barb Burton  
President, Board of Directors

## WORDS FROM OUR EXECUTIVE DIRECTOR

It is often difficult to sum up all of the projects and work Sage does – and 2015 is no exception to that. It has been a very busy year, filled with change, excitement, opportunity, innovation, and community engagement.

Some of the highlights of 2015 include:

-Sage was granted a trademark for the use of Sage in relations to senior services. This means no other organization can use Sage in connection to any services similar to those we provide.

-Home Services is now being delivered on a district model. In consultation with our funders, Sage transferred the funds that previously went to Home Service to Housing Services, and contracted with the Africa Centre to provide a part time Outreach Worker with the African community.

-At the AGM in 2015, we received the memberships’ approval to expand the area in which Sage can operate from the capital region to the entire province. At this time, there are not specific plans to work at a provincial level.

-We join five other human services agencies to offer single session drop-in counseling at Sage one day a week. There has been significant demand for this service.

-We saw a number of changes to where staff are located. Staff providing social services moved to the 3rd floor, while the Community Relations team were moved to the main floor.

-There were some renovations during the year. Café chairs and tables were updated. A new air conditioning unit and computer server were installed in the server

room. The City awarded Sage a contract to develop a report on “The Future of Senior Centers in Edmonton.”

-We have refined our data base, ETO. We are now better able to record and access client records and to prepare reports on program outcomes.

-Sage is engaged in a number of Age Friendly Edmonton projects including Pride Seniors Working Group, Home for Life, Information Network.

-It is important to know that we would not be able to provide the caliber of work we do without our dedicated Board of Directors, staff, volunteers, corporate and community partners, and donors.



Roger E. Laing  
Executive Director

## SAGE | AT A GLANCE

Sage Seniors Association (Sage) is a multi-service senior-serving organization that works to address individual needs and build on personal strengths. Through a variety of programs, Sage provides services that promote socialization and enhance the safety and wellbeing of older persons who are, or who may become, isolated, disadvantaged, or at-risk in the community.

Sage has been providing programs and services to seniors in the greater Edmonton area for 45 years, and our work has evolved and grown along with this complex and changing demographic. In order to best meet the emergent needs of seniors, we actively collaborate and engage in partnerships. This collective approach to serving seniors ensures that there are deep connections between the wide range of programs that we provide, and other community organizations.

At Sage, our mission is to inspire and support seniors to be the best they can be. We look at where people are in their life, not just as individuals, but the circumstances they are in and other factors that affect their present situation. We recognize the importance of providing social supports and community connections, and the positive impact that remaining active and engaged in the community has on the senior population.



## 45 YEARS OF SAGE | A TIME LINE

Celebrating 45 years of providing essential programs and services to seniors in the greater Edmonton area

### 1970

The Society for the Retired and Semi-Retired (SRSR) obtained its Charter. The Society consisted of a 12 member Board of Directors and two staff.

One of the first things the Society did was initiate a collaborative effort to connect with other seniors – groups and individuals in the City of Edmonton.

### 1973

Representatives of the various senior citizen groups gathered to become acquainted with each other's' functions and activities. The meeting was organized by The Society, and chaired by the President of its Board of Directors.

### 1974

Conducted a study of the current housing situation and needs of senior citizens in the City of Edmonton, with over 300 participants.

Minor home repairs, house cleaning, yard work, and snow shoveling services available through Home Services program.

### 1984

“Peer Counselling and Support” group had begun. This consisted of SRSR volunteers who took 6 months of formal training in order to help members to help themselves. Their role was to help people to make their own decisions. This involved speaking to small groups, counselling one on one, or making home visits to those who could not come in to the Centre.

### 1986

One Voice Action Committee formed to work on issues such as the protection of Old Age Security, funding for Home Care, and Transportation

Hosted first Forum on Home Care.

### 1989

Contributed significantly to the City's “Year 2000 Report” – anticipapating the needs and services required by all citizens, ten years in the future.

# 1995

Computer classes now offered to members and to the public.

# 2000

Seniors Safe House pilot project providing safe, free and temporary accommodation for seniors who were experiencing or escaping abuse, neglect or exploitation.

# 2004

Start of seniors' social work services (comprehensive assessment, supportive counselling, advocacy and follow-up to older adults and their families).

# 2009

This Full House program established, providing assistance to persons who are living with effects of hoarding.

# 2011

Start of Rainbow Group, which provides a welcoming and inclusive venue for members of the LGBTQ community to get together.

# 2015

Home Services now being delivered on a district model.

Start of Age-ing to Sage-ing project that engaged seniors in addressing child poverty.

The City awarded Sage a contract to develop a report on "The Future of Senior Centers in Edmonton."

# Outreach and Support



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## Assesment and Support

Ensuring that the needs of seniors and their families are being met in all areas of life. Social work staff provide assistance, information, and support, connecting seniors to resources at Sage and in the broader community.

*“Thank you for your help today. I feel more secure that there are people and a place where I can find out the right information I need and help with any questions I have.” - Senior*

## This Full House

Offering practical and emotional supports to older adults who are living with the effects of hoarding - the excessive accumulation of possessions that can threaten safety and health, and place seniors at risk of injury, social isolation, and emotional distress. The program includes individual action planning, connection to Sage and community resources, a monthly support group, and ongoing support in the home.

## Long Term Social Work

Working collaboratively with seniors who are dealing with multiple challenges in their lives. This program provides ongoing assessment and support to address the social and emotional needs of older adults, and to connect them to the resources, services, and supports they need to lead healthier and happier lives.

## Multicultural Seniors Outreach

Partnering with the Multicultural Health Brokers to address health inequity and social isolation among immigrant and refugee seniors, many of whom are dealing with complex life circumstances. The program uses a best practices model to address the issues of deep isolation that come as a result of language, cultural, and economic barriers.

## Housing

Working with seniors to increase their knowledge of housing resources and options in the Edmonton area, including information on rent supplement and affordable housing programs. The program provides assessment, information, referrals, and assistance to help seniors' secure safe, affordable housing that meets their individual needs.

This program also provides community presentations to caregivers, families and professionals on the different housing options available for seniors.



**“IT’S  
A RED  
LETTER  
DAY! I sent  
my first email!”  
-Senior**



## Computer Access

With free, access to computers, members are able to connect to family, friends, work, volunteer, explore, play games, blog, post, or find information. We also offer beginner computer classes and information on how to use devices.

## Drop-In Counselling

Provides free, single-session, drop-in counselling for people seeking help when they need it the most. This new service has been made possible through a partnership between Sage and four other Edmonton organizations: The Family Centre, Boys and Girls Clubs Big Brothers Big Sisters, the John Howard Society, and the Canadian Mental Health Association – Edmonton Region.

## English as Another Language (EAL)

We offer English as Another Language classes to low-income immigrant and refugee seniors who learn English in a safe and fun setting. Students can learn English at their own pace, and the classes are a great way to meet new people.

## Guardianship and Trusteeship

The Office of the Public Guardian merged with the Office of the Public Trustee, and Sage's Guardianship program expanded accordingly. In addition to helping people through the process of attaining guardianship, which addresses personal, health, and social issues, our staff now also support families and caregivers with applications for trusteeship, which deals specifically with financial concerns.

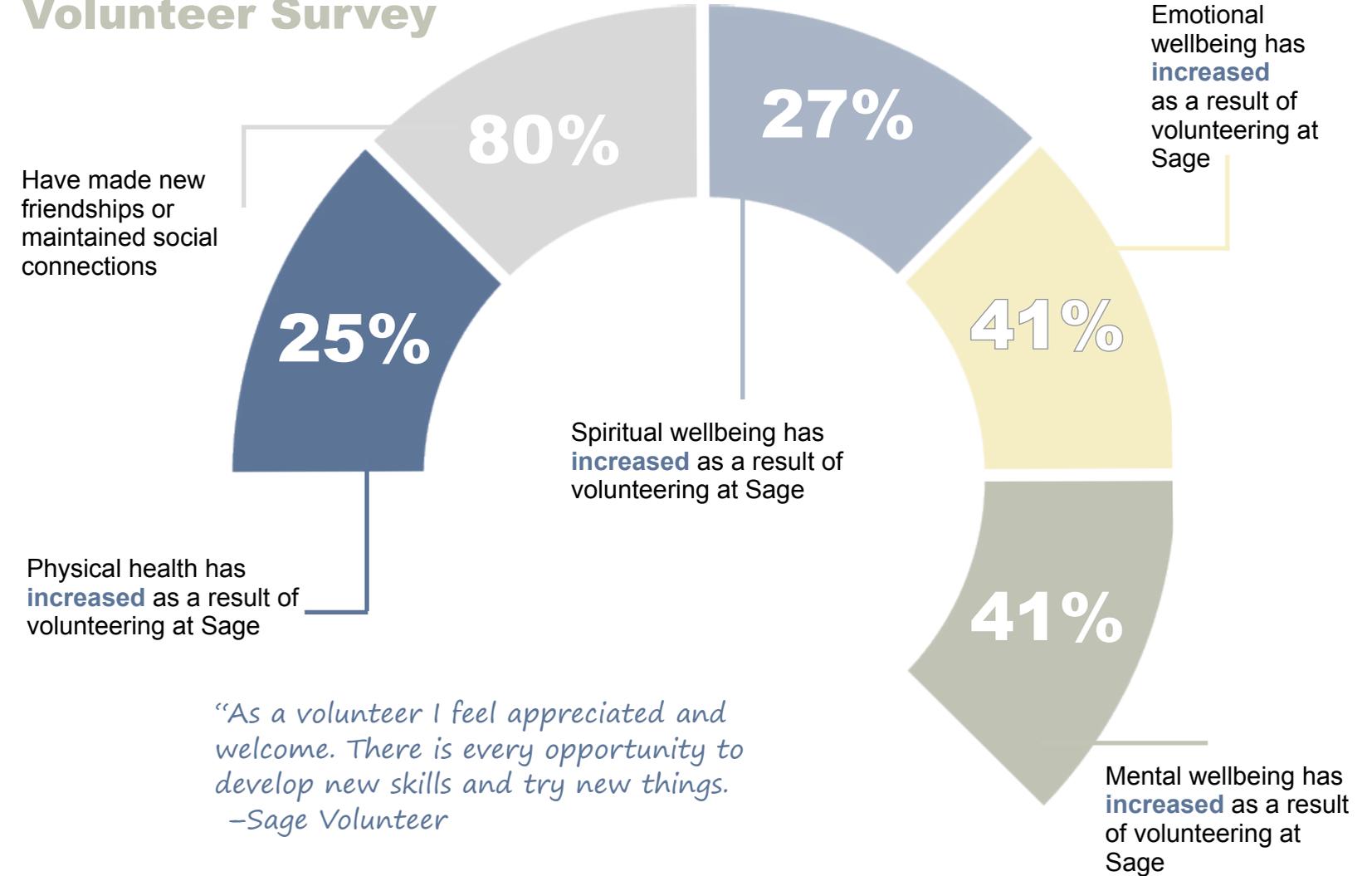
## Home Services

Sage Seniors Association partnered with the City of Edmonton, the Edmonton Seniors Coordinating Council (ESCC), and other senior-serving organizations to coordinate a district model for delivery of home support services through six large senior centres. Home Services was transitioned from Sage to these other senior-serving agencies in order to build district capacity.

## Volunteer Services

Volunteers are essential to the success of Sage programming and services. Individuals are recruited and oriented to various volunteer roles that support programs at Sage. Providing volunteer opportunities is important because it helps us meet the needs of our organization, while also encouraging individuals to develop new skills and make community connections. Our volunteers touch every area of the work that we do, and the pride and ownership they take in their work here is vital to our success.

## Results from the 2015 Volunteer Survey



## Sage Awards

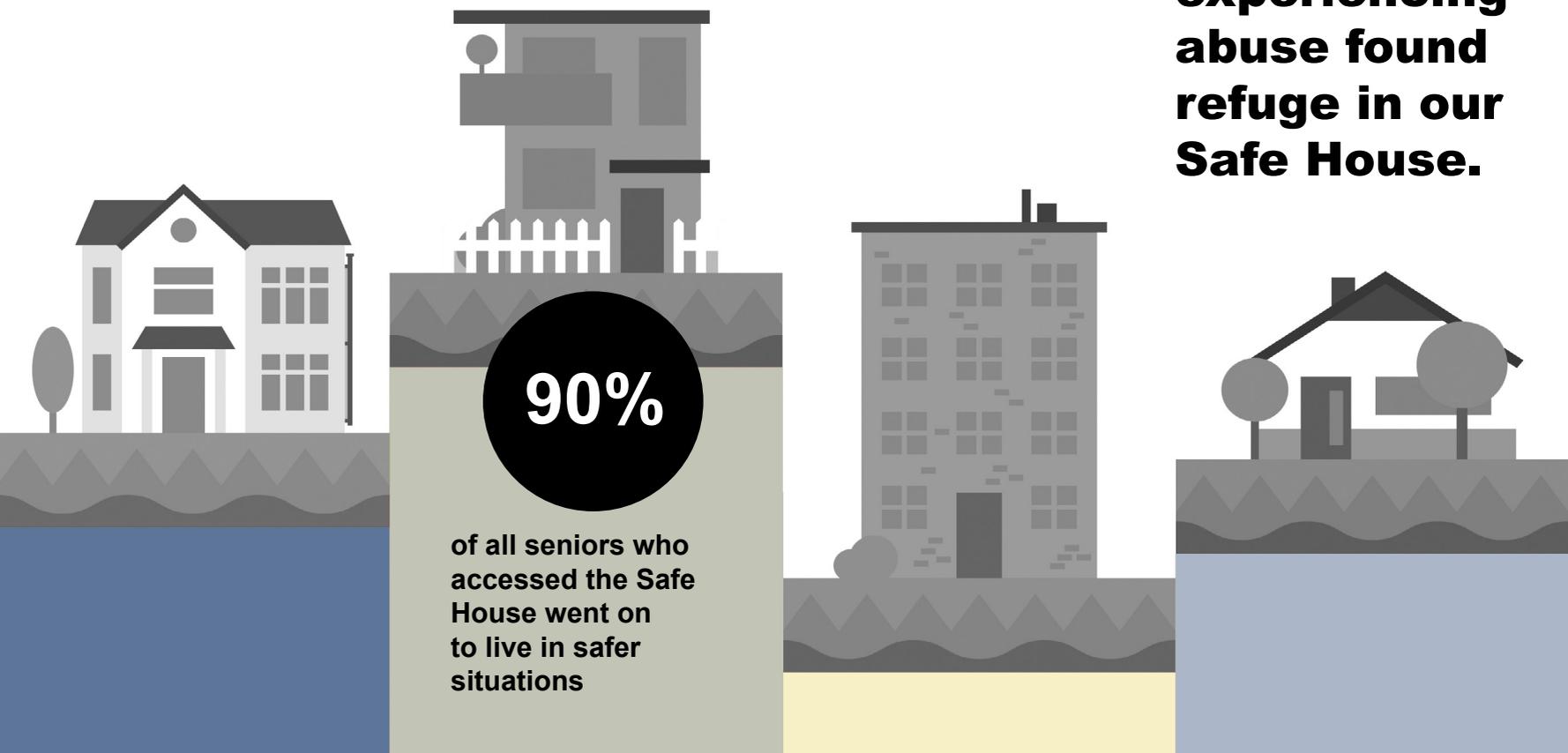
Ten extraordinary individuals are honoured for their work in a wide variety of categories, including Community Building, Social Justice & Peace, and Arts & Culture. Recipients of this prestigious award truly exemplify the values of a senior leader, and the many ways individuals make a difference in their community regardless of age. The Sage Awards reflect Sage's philosophy that seniors make an invaluable difference and enrich our communities and lives.

## Life Enrichment

Providing opportunities for seniors to learn, share, grow, and connect through a wide variety of courses, trips, outings, parties, and activities. Life Enrichment programming builds social connections that help seniors to remain active and engaged in the community, preventing loneliness and reducing social isolation.



**APRIL 15,  
2015, 270  
people attended  
the  
9th Annual  
Sage Awards**



## 38 seniors experiencing abuse found refuge in our Safe House.

*“The best thing you can do is reach out to the staff, they are kind and understanding. When you are able, talk to others in the Safe House. You can do a great deal to help each other. Attend the support groups and Monday morning coffee sessions. Invest in your future and you will get through it. Take advantage of the help they offer. They will help you build a new and better life.”*

– Past Safe House Resident

## Seniors Safe House

Providing temporary refuge for men and women 60 years of age or older who are leaving an abusive situation. Qualified social work staff provide the holistic case management, peer support, professional and practical assistance, connections to community resources, and post-residence support that help residents to deal with all the areas of their life that have been impacted by abuse. Residents receive furnished accommodation for up to 60 days, and are provided with meals, snacks, toiletry items, and weekly housekeeping services throughout their stay.

## Directory of Senior Services

A free, single source of information about the resources, services, and options available to seniors throughout the greater Edmonton area. Updated and published annually, Sage distributes 45,000 copies of the Directory to 600 organizations each year, and we are proud to say that it remains a go-to resource for seniors, their families, caregivers, and other professionals working with older adults.

## Housing Forum

Connecting seniors, their families, and caregivers with resources and supports to promote aging in place. The 2015 Seniors' Housing Forum was another resounding success, attracting approximately 800 seniors and caregivers – attendance on par with our record-setting 2014 event. The event featured 53 seniors-serving organizations providing information and resources at exhibitor-style booths. The Forum engaged approximately 40 volunteers in support of this critical event, as well as 25 corporate and non-profit sponsors. 18 presenters delivered 11 information sessions on a variety of topics related to future planning. The Housing Forum addresses the tremendous need in the senior community for information related to housing and services.

## Professional Information

The Professional Information Program (PIP) provides educational opportunities for professionals in the senior-serving sector. Each year, Sage staff organize and execute 3-4 lunch and learn seminars per year on relevant topics. These professional development sessions facilitate networking, and keep individuals who are interested in understanding the needs and issues of seniors up to date with changes in the senior sector.

This year, Sage held two PIP seminars: Seniors and Mental Health: Navigating the system and Sexy Seniors: A discussion on myths, seniors' sexuality and healthy aging.

*"I think that being able to openly discuss seniors' sexuality is the first step in opening doors for seniors' rights and sexual expression."*

– PIP Attendee

## Income Tax

Provides tax preparation services for seniors who are unable to prepare their own tax returns, and who cannot afford to pay someone else to do it. Most low-income seniors receive a Guaranteed Income Supplement from the federal government and a Seniors Benefit from the provincial government, which are paid based on the seniors' income for the previous year. In order to continue receiving these benefits, seniors must file their income tax return every year, and our Income Tax Program helps to ensure that low-income seniors receive the financial benefits for which they are eligible.



**Volunteers  
in the Income  
Tax Clinic spent  
728 hours filing  
1,525 tax returns  
for seniors**

# FOOD SERVICES

We know that food is often the key to bringing people together, making connections and building community. Sage's food services program includes the Sunshine Café, catering for Sage programs, and Sage Savories.

Sage Savories is a line of nutritious, house-made frozen meals and is a social enterprise that generates revenue to directly support our Sage's programs and services. This year, Sage sold over 21,100 frozen meals, soups, and desserts, helping us to meet an important need, and contributing to our broader mission and vision.



## FROM AGE-ING TO SAGE-ING

A community development project that encouraged seniors to explore their 'gifts' and how they could offer them to support children living in poverty in their neighbourhood. This one-year project (2014-2015) took place in the Beverly area of Northeast Edmonton and supported neighbours supporting each other.

A total of **35** senior volunteers were involved.

The number of beneficiaries for this project totalled nearly 330. The most significant number of beneficiaries are those under 18 years of age.

### PROJECT RESULTS

- This project created a successful seniors-led model for how older people can support their local elementary school to share their gifts with children living in poverty.
- There is evidence the community is beginning to see seniors as assets.
- Seniors also reported an increased awareness of their talents.
- Seniors have increased their awareness of the challenges facing schools.
- This project has provided fifty school children the opportunity for weekly one-to-one contact with "grandmas" and "grandpas" (the names given to senior volunteers) living in their community.
- A staff member of the local seniors' residence said that the seniors are "eager and ready to go each week" to the session at the school.
- This project successfully sought out and involved senior community champions.
- Finally, the project clearly demonstrates how an experienced community animator can mobilize seniors to make valuable contributions to their community.

*"This project, which began quite simply expanded beyond our initial vision as more of our 'Grandmas and Grandpas' began to share their passion with the children and community. Some took on volunteering in our library, others taught students to knit, and one played guitar at a few of our events. The children looked forward to having our seniors in the building, and often appeared to be calmer. Students commented on how they were able to give to our seniors, an important skill in developing a sense of worth." – Pat Sachse, Retired Principal of R.J. Scott*

# What does it mean to be person-centered?



## ASSESSMENT AND SUPPORT

“What I like about social work is you can make a real, practical, tangible difference in people’s lives. It’s rewarding to be able to take someone who is in a difficult situation and walk through it and come to a good outcome, whatever that looks like for them.”



## LIFE ENRICHMENT

“Recreation activities are a need for seniors in order to remain active and engaged in the community. Our recreation programming is unique because we make a lot of things no cost or low cost. We really try to engage people who are already accessing Sage services. I attend Case Management to work with social workers who meet individual needs. That is unique – holistic, person centered.”



## VOLUNTEER SERVICES

“I love the connections I make with people. I love talking with them and learning their life history and what they are passionate about. I love seeing a new volunteer, who had been lonely and isolated at home, come to Sage and interact with other volunteers and seniors, with a smile on her face and telling me she feels like she has a purpose again.”



## THIS FULL HOUSE

“I love working with people, I am honored to be allowed into people’s homes. I am constantly amazed by the resiliency of the participants that I meet. I get an opportunity to hear people’s stories. A lot of those stories involve hardship, so I have a chance to really get to know their background story and to see the hardships they have already overcome.”



## MULTI-CULTURAL SENIORS OUTREACH

“It makes individuals feel whole – when they come in they feel broken, there is no hope, and they feel as though nobody understands them and when we talk to them we are able to connect with them. It makes them feel connected to people. It builds that sense of community. This program creates a safe space”.



## HOUSING

“I love when people get housed and you can see their taking ownership of their place and relishing in a simple pleasure that most of us take for granted. When you help people find a home, you add a sense of comfort and stability to their life, and that positive impact directly translates into other areas of their life.”



## SAFE HOUSE

“The informal residential setting provides an opportunity to naturally create a depth of relationship that rarely, if ever, can happen within a formal office setting. Because we are supporting older adults in re-establishing their lives in safety our days can involve securing bank accounts, applying for an Emergency Protection Order, applying for eligible pensions, accessing medical and/or psychiatric services, arranging for the safe collection of personal

belongings, supplying referrals for counselling, applying for housing. And all the while we are providing emotional support, offering a shoulder to cry on and a safe space to express all the hurt that is felt by the individual.”

## STORIES | FROM OUR SENIORS

### GIVING BACK

Initially, \*Monique was acquainted with Sage through our Seniors' Safe House, as she needed support and a safe place to seek refuge from an abusive situation. While in the Safe House, Monique received support in a variety of ways – counselling, support groups, help accessing services and applying for financial aid. She was so grateful for the support she received that, she insisted on giving back to Sage in any way she could. Monique has become an active volunteer at Sage and is leading a Life Enrichment program. Volunteering has not only become a way that she shows gratitude, it has become a means of social connection for Monique.

### THE HIDDEN HOMELESS

For most of her adult life, \*Sylvia, a low income senior, found refuge on couches with friends, as finding appropriate housing that was within her financial means was difficult. The social work staff from Sage's Housing and Assessment program were able to assist Sylvia get into subsidized housing by helping her with the housing application and applying for subsidies she was eligible for, but not receiving. When Sylvia moved into her subsidized apartment, she told the social work staff at Sage that it was the first home she's ever had on her own... ever. She was excited about her new-found independence, stability, and security, and this directly translated into other areas of her life. She continues to touch base with social work staff at Sage, and instead of panic and stress, she now comes to staff to share her plans for decorating a home that is entirely hers, for the very first time.

### INDIVIDUAL CHOICE

\*Muhammed was looking for support from the social work staff at Sage. He was homeless, isolated and struggling financially. Muhammed is also illiterate which added to the many barriers he was facing. Mohammed did not want assistance with housing and other supports, instead, his first priority was to get his finances straightened out. Social work staff at Sage assisted him with getting his pensions and applying for debt forgiveness. He now has his debt paid off and a reliable income source. Moving forward, Muhammed can now make choices about what his future looks like, and how to achieve his individual goals and needs.

### SENIORS SUPPORTING SENIORS

\*Rhoda volunteers as an Income Tax Preparer throughout the year at Sage. One day during the week, Rhoda had a spring in her step and a big smile on her face. When asked about how her day was going, she said she felt really good. Rhoda said that she recently assisted a senior that had just come in to have her taxes done. The senior's husband had passed away 6 years ago and he had always ensured that their income taxes were completed every year. Since his passing, the senior felt overwhelmed and had not filed her taxes for the last 6 years. Since she had not filed her taxes, she was unable to apply for the subsidies she qualified for and was struggling financially. Rhoda said that it felt so good to know that she helped the senior by completing her taxes and now can be connected to another Sage program to help her apply for the subsidies she is eligible for.



\*All Names have been changed to protect identity of individuals.

# SAGE | BY THE NUMBERS



76,140 people were connected to Sage through webpage sessions, the Directory of Senior Services, and through the Link newsletter.

**76,140**



198 volunteers generously donated 23,874 hours of their time to programs and services at Sage.

**198**  
**23,874**



1,713 individuals were assisted with the process of attaining guardianship and/or trusteeship through our Guardianship and Trusteeship program.

**1,713**



4,127 seniors were assisted through our Outreach and Support programs which include: Multi-Cultural Seniors Outreach, Long Term Social Work, This Full House, Housing and Assessment and Support.

**4,127**



19,060 seniors participated in 65 Life Enrichment programs

**65**  
**19,060**



Sage offers 90 programs that address physical, mental, emotional and social needs.

**90**

# 2015 SAGE AWARDS RECIPIENTS

**Arts & Culture**  
Mrs. Gwen Molnar

**Community Building**  
Mr. Donald R. Milne

**Education**  
Mr. Larry Loyie

**Environment**  
Mrs. Enneke Lorberg

**Health & Wellness**  
Mr. & Mrs. John & Louise Miller

**Public & Non-Profit**  
Mr. Lorris Williams

**Science & Technology**  
Mr. Nick Malychuk

**Social Justice & Peace**  
Mr. Gurcharan Singh Bhatia

**Sport & Leisure**  
Mr. Art Brochu

**Transportation**  
Mr. Larry Pempeit

# ORGANIZATIONS THAT MADE OUR PROGRAMS POSSIBLE

## Funders and Donors

Alberta Council of Womens Shelters  
 Alberta Seniors  
 Atco Electric - EPIC  
 Atco Pipelines - EPIC  
 Canadian Women's Foundation  
 Cable Family Community Endowment Fund  
 City of Edmonton  
 City of Edmonton - Donate a Ride  
 City of Edmonton - Age Friendly Edmonton  
 City of Edmonton - CIP  
 City of Edmonton - FCSS  
 Civic Service Union 52  
 Covenant Health Innovation Fund  
 Dutch Canadian Club  
 Edmonton Community Adult Learning Association  
 Edmonton Community Foundation  
 Edmonton Realtors Community Foundation  
 Fraternal Order of Eagles  
 George A Brockie Estate  
 Government of Alberta - Community Facility  
 Enhancement Program  
 inMotion Network

Government of Canada - New Horizons for Seniors  
 Muttart Foundation  
 Order of the Eastern Star  
 Royal Alexandra Hospital Employees' Charitable Donations Fund  
 Secret Spirits Ltd.  
 Staff at PPI  
 Staff at Worker's Compensation Board  
 The Support Network - Community Friends Immigrant Services  
 United Way of Alberta Capital Region  
 University of Alberta (GeriActors)



## Corporate Sponsors

A.C. Waring and Associates  
 Alberta Association on Gerontology (Edmonton Chapter)  
 Alberta Blue Cross  
 Alberta Council on Aging, Edmonton Chapter  
 Alberta Health - Seniors Services & Continuing Care  
 Alberta Life Care Housing (Lifestyle Options Retirement Communities)  
 Alberta Motor Association  
 Alberta Ombudsman  
 Apple Magazine, Alberta Health Services  
 Avison Young  
 Boardwalk Rental Communities  
 Canterbury Foundation  
 Christenson Communities  
 City of Edmonton Cemeteries  
 Collins Barrow Edmonton LLP  
 Connect Hearing  
 Crowe MacKay LLP  
 Dignity Memorial  
 Duncan & Craig LLP  
 Edmonton Senior & Gazette Press  
 Excel Society  
 First Memorial Funeral Services  
 Garneau Hall  
 Greater Edmonton Foundation Seniors Housing

Lion's Village of Greater Edmonton Society  
 Matheson Seniors housing Corporation  
 Melcor Developments Ltd.  
 Millarcom Inc.  
 Mitchell Entertainment  
 Pharmacare Specialty Pharmacy  
 PhotoSavvy  
 Production World  
 RBC Foundation  
 Retire-At-Home Services  
 Revera - Churchill  
 Servus Credit Union  
 Shepherd's Care Foundation  
 The Co-operators  
 Utilities Consumer Advocate

# FINANCIAL STATEMENTS

## Summarized Statement of Financial Position December 31, 2015

ASSETS	2015	2014
Current		
Cash	\$438,090	\$391,367
Accounts receivable	140,955	128,405
Inventory	8,288	8,950
Prepaid expenses	28,816	25,804
	<b>616,149</b>	<b>554,526</b>
Long-term portfolio investments, at market value	450,610	467,724
Equipment	419,462	413,539
<b>TOTAL ASSETS</b>	<b>\$1,486,221</b>	<b>\$1,435,789</b>
<b>LIABILITIES</b>		
Current		
Accounts payable	\$187,822	\$291,455
Deferred contributions	618,789	478,777
	806,611	770,232
Deferred contributions related to capital assets	382,052	368,559
	<b>1,188,663</b>	<b>1,138,791</b>
<b>NET ASSETS</b>		
Unrestricted	(190,462)	(215,706)
Capital assets	37,410	44,980
Contingency	114,963	114,220
Investment	353,647	353,504
	297,558	296,998
<b>TOTAL LIABILITIES and NET ASSETS</b>	<b>\$1,486,221</b>	<b>\$1,435,789</b>

The complete audited financial statements are available upon request.

## Summarized Statement of Operations for the Year ended December 31, 2015

REVENUE	2015	2014
Government grants	\$1,358,578	\$1,347,308
Other grants	276,226	256,051
Self generated revenue	627,805	570,323
Donations and fundraising	197,988	189,505
Investment income (loss)	39,774	18,756
	<b>2,500,371</b>	<b>2,381,943</b>
<b>EXPENSES</b>		
Wages and benefits	1,327,343	1,268,665
Program expenses	700,386	607,410
Office Operation	119,163	148,124
Occupancy	111,113	156,892
Amortization	82,507	71,079
Other expenses	138,839	137,569
	<b>2,479,351</b>	<b>2,479,739</b>
<b>EXCESS / (DEFICIENCY) of revenue over expenses before other item</b>	21,020	(97,796)
Change in unrealized gain on portfolio investments	(20,460)	17,677
<b>EXCESS / (DEFICIENCY) of revenue over expenses</b>	<b>\$560</b>	<b>\$(80,119)</b>

## STAY CONNECTED | SOCIAL MEDIA

Visit our  
website!  
www.  
mysage.ca

Follow us  
on Twitter!  
@sageyeg

Twitter  
373  
followers

Facebook  
254  
likes

Like us on Facebook!  
Sage Seniors  
Association

Website  
Visits  
25,000

## BOARD MEMBERS

The Board of Directors generally consists of 12 Directors. Those serving from June 2015 to May 2016 and their committees were:

### President

Barb Burton

### President Elect

Reg Joseph

### Past President

D. Lynn Skillen

### Treasurer

Lindsay McGill

### Secretary

Tammy Pidner

### Members-at-Large

Anne Fanning

Bauni Mackay

Daniel Morrow

Gabrielle Betts

Joyce Tustian

Michael Phair

Raj Pannu

### Executive Director

Roger Laing

### Retired or Resigned in 2014

John Schiel



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780-423-5510

Look for Sage on Facebook and Twitter

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