



GLENORA FARM

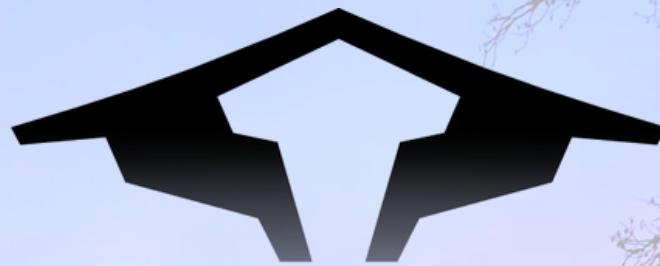
A CAMPHILL COMMUNITY

THE ITA WEGMAN ASSOCIATION OF BC
FOR CURATIVE EDUCATION AND SOCIAL THERAPY

2022-23 ANNUAL REPORT

OUR MISSION

It is our common endeavour to create an environment in which those who are in need of special care, and those who provide it, can relate to each other as companions rather than as professionals and clients. Thus, we make room for creativity and personal fulfillment in the context of each individual's privacy and spiritual freedom. In the way we live together, in the way we care for the land, and in the things we make, we intend to uphold the ideals of Camphill, in which each contributes what he or she is able to, and receives in turn what he or she needs.



GLENORA FARM A PLACE WHERE SPECIAL NEEDS ARE MET

The Ita Wegman Association of BC for Curative Education and Social Therapy (“Glenora Farm”) is a licensed care facility and intentional community situated on a certified organic farm.

Through the therapeutic modalities of cooperative agriculture, inclusive arts and culture, and integrated home supports, Glenora Farm provides life-enriching day programs and empowering residential care for adults with developmental disabilities (Companions).

Glenora Farm provides a home and/or place of belonging for Companions and community members alike. Here, diverse abilities are appreciated as an important part of the fabric of human experience.

Through inclusive agricultural and cultural production, we seek to empower Companions and integrate their unique perspectives and talents to build a more sustainable, equitable, and resilient community.



RESIDENTIAL CARE

Big House

This year the Big House was home to a dynamic mix of Companions, Coworkers, and their family members from around the world. This multi-generational and multinational household made for a fun-filled year of kitchen dance parties, tea towel fights, and group activities including sports, cooking/baking, and crafts. Although most Big House residents have moved into the household within the last two years, the group has become fast friends.

Every week, Big House residents held a house meeting to discuss feelings and concerns, review roles/responsibilities, and share their appreciation. Saturday evenings were reserved for spiritual reflection guided by materials from different cultures around the globe. These gatherings provided residents with opportunities to connect more deeply, share knowledge, and gather strength to face life's challenges.

Helios House

The past year brought many changes to Helios House, including new House Coordinators (one was a former Short-Term Coworker and Practicum Student) and several new Coworkers from Germany and Brazil. Companions living in the home remained consistent and made these new Leaders and Coworkers feel welcome in their new home. Occasionally, family members would visit Helios residents and fun group outings were coordinated for these special guests. Saturdays were always the highlight of each week as this is when Helios House hosted their famous movie and popcorn night.

Corwyn House

Over the past year, Corwyn House bid farewell to a House Coordinator (who has continued on with the Farm in a different role) and welcomed two new House Coordinators along with their children. The new Herb Workshop Leader also moved into Corwyn House.

This new household worked together to undertake work around the house and Farm and spent many enjoyable hours tending to vegetables and herbs. Corwyn House residents also learned a lot this year about how to remain flexible and collaborative in the face of life's unexpected challenges.

Deerholme

Deerholme was a busy place in 2022-23! Over the year, in addition to the usual mix of Companions, House Coordinators, and Coworkers, the residence was also used by the Gardener and a volunteer who spent a few months in the house during the summer (before returning to serve as House Coordinator in the winter). Over the winter and summer holidays, Deerholme was also graced by the presence of several guests of household members.

Despite all these transitions, the newly formed Deerholme crew established a solid routine and developed strong relationships within the walls of Glenora Farm's latest residential building.



The Farmhouse

The Farmhouse is the second home located within Glenora Farm's latest residential building. Over the past year, The Farmhouse residents developed strong relationships with members of their household as well as with their immediate neighbours in Deerholme.

During 2022-23, The Farmhouse crew worked hard around the house and shared many delicious meals. As the pandemic subsided, Companions living in the residence delighted in the return of Saturday morning trips into town (complete with visits to the farmer's market and thrift shopping). Everyone in The Farmhouse also thoroughly enjoyed their annual trip to the Lake Cabin, an adventure that deepened the bonds of the new housemates.



PROGRAM ACTIVITIES

Garden Workshop

Things grew literally and figuratively this year for the Garden Workshop team. The abundant 2022 growing season produced an impressive 16,500 lbs of vegetables which were mostly consumed on the Farm. Surplus produce was sold locally (at the Glenora Store, through the Community Supported Agriculture program, in local farmer's markets, and the Cow-op - an online farmers' market) or donated to community members facing food insecurity through a partnership with ReFRESH Cowichan (a food recovery and redistribution service serving food banks, soup kitchens, shelters, and schools).

Other Garden Workshop projects of note this year included clearing and preparing a new field for future use as an orchard or for grain production; recovering the big greenhouse with new plastic; taking part in a mini docuseries about sustainable agriculture in the Cowichan Valley; and officially upgrading from Transitional Organic Status to Organic Certification Status (this allows Glenora Farm to market and sell vegetables as Certified Organic).



The focus of this coming year will be to improve soil fertility through crop rotation and cover cropping and developing new skills related to ecological market gardening – a farming technique that uses natural biological systems to promote water conservation and reduce soil degradation to produce healthier vegetables.

Farm Workshop

The Farm Workshop team was kept busy this year, starting with the birth of 31 lambs in April 2022. In February 2023, the Farm also welcomed a set of calves named Zoe and Rivka. In the absence of windy wolves, the pigs were successfully moved into a new straw bale house where they have enjoyed food scraps collected on the Farm and from grocery store waste provided by LOOP (a local food recycling program).

This year, Glenora Farm also introduced a new egg production program thanks to funding from VanCity, Island Health, Duncan Dabbers Bingo Society, and the Duncan Lions' Sassy Lion Thrift Store. This financial support, along with a generous donation of livestock (25 point-of-lay chickens gifted by Kate Sowiak) and a very affordable mobile chicken coop from Providence Farm, kickstarted the new initiative. In the coming year, this new Workshop component will provide Companions with enriching animal husbandry activities; produce and distribute eggs (for Farm use and community sales/donations); and create educational workshops (e.g. "Backyard Chickens 101") for school and community groups.

Other Farm Workshop highlights of the past year include the annual hay cutting/baling/stacking routine, repurposing the 2x4s removed from the Big House roof renovation, and continuing the Farm's successful composting program through peer apprenticeships.



Estate Workshop

For the first half of this year, the Estate Workshop was integrated with the Farm Workshop due to the absence of a regular Leader. Together, Estate and Farm Workshop participants chopped and stacked firewood and completed other groundskeeping duties like cutting broom and maintaining the trails on Glenora Farm.

In the fall, the team warmly welcomed a new Leader – Beet Turnipseed. Under Beet's leadership, the Estate Workshop crew continued to process firewood and carried out seasonal tasks like raking leaves in the fall and shovelling snow in the winter.

In the coming year, the Estate Workshop team plans to prepare an even larger amount of firewood. This firewood is very important on the Farm as it is used to fuel the GARN – a high-efficiency gasification wood boiler which heats the Big House as well as the raised beds in the vegetable garden greenhouse.



Herb Workshop

This year, the Herb Workshop team welcomed a new Leader (a former Field Hand with the Farm Workshop team) as well as a new Companion (expanding the team to 13 Companions).

Most of the year was spent weeding garden beds, harvesting plants, and processing herbs for direct use (e.g. in meals prepared/served by houses on the Farm) or the creation of value-added products (e.g. teas, salves, infused salts, seasonings, dehydrated vegetable mixtures, etc.). Many of these value-added products are staples at the Glenora Store.

This year the crew also spent a lot of time reorganizing our space and updating the products. These efforts included cleaning and re-categorizing shelves and adopting new (fully recyclable and easy access) tea bags, boxes, and labels. The herb garden was also revamped when the new greenhouse was constructed – a major task that involved digging up plants, deconstructing old herb beds, preparing new raised herb beds, seeding new herbs, and introducing worm composting.

The Herb Workshop team also spent a lot of time this year remediating and rebalancing the herb garden through weed control (with efforts aimed at a particularly pesky foe named couch grass) and hügelkultur (a composting technique that turns wood debris – in this case alder logs – into rich organic matter). The crew looks forward to these efforts paying off in the years to come!



Bottoms Up!

The Herb Workshop team hosted a tea tasting event to select and launch 14 new tea mixtures to be featured and sold at the Glenora Store. Between November 2022 and April 2023, Herb Workshop participants filled 6,000 tea bags, made 200 salves, and created 200 vegetable and herb mixtures!

Weavery Workshop

This year, two new Companions joined the Weavery Workshop team and the crew welcomed a new Coworker. Together, this team used the loom and other tools to create beautiful, useful woven items including bags, tea and bath towels, covered journals, pillows, scarves, shawls, and dishcloths.

Most Companions attended the Weavery Workshop two to four days per week. Several dedicated volunteers regularly supported these Companions by teaching weaving skills, dressing looms, hemming towels, and carrying out other finishing work.



Community collaborations are crucial to the success of the Weavery Workshop. Much of the yarn used in the studio was generously donated by individuals and businesses like the Loom in Whippletree Junction and Leola's Studio in Shawnigan Lake. Finished Weavery products are sold to the community through a collaboration with the Glenora Store. These sales help to elevate the artistic contributions of Companions and generate a small amount of revenue to help sustain and improve the Workshop.





Arts Workshop

Despite the lingering restrictions of the COVID-19 pandemic, the Arts Workshop team managed an impressive number of events and performances this year. These included hosting Karl Koenig's Saint John's play at midsummer for an audience of family and friends; a well-received public bell choir performance in Duncan's 39 Days of July festival; another public bell choir performance at Special Woodstock (an inclusive music concert hosted at Providence Farm); and the "Glenora's Got Talent" showcase spectacular!



The crew also honoured special occasions like Remembrance Day, Advent days, Santa Lucia, The Adoration of the Three Kings, and Candlemas with artistic expressions including dramatic performances, singing, poetry, eurythmy, and storytelling.

The Arts Workshop team looks forward to taking part in even more public and Farm-based events in the year to come.





Candle Workshop

In October 2022, the Candle Workshop was enthusiastically “reignited” when the team welcomed a new Leader. The team quickly got back into the rhythm of producing Glenora Farm’s iconic high quality, colourful candle products.

The Candle Workshop continues to be a popular activity for Companions and Coworkers alike! Despite a limited production schedule (typically 3-4 Companions spending about 4 hours in the Workshop each week), the crew managed to create around 1,000 candles this year! These candles included the usual offerings, speciality candles for Candlemas, and some new candle products. Some of these candles were used on the Farm (for celebrations, during power outages, etc.) but most were sold to the public at the Glenora Store, CFS for the Soul, and the Freya Sophia Waldorf Store. Like Weavery Workshop sales, this collaboration with the Glenora Store enables Companions to share their artisanal talents with the community and earn a modest amount of revenue to help offset Workshop expenses.





MANAGEMENT & ADMINISTRATION

Executive Group

2023 marked Glenora Farm’s 30th year at the current location. After the challenges of the pandemic, the organization celebrated this milestone with a renewed sense of connection, creativity, and resiliency.

Over the past year, the Executive Group worked together to address Coworker capacity challenges, restructure leadership, revisit the Strategic Plan, and develop the Cultural Diversity, Inclusion, and Competency Plan (see “Learn More about Glenora Farm” for these links). The Group also dedicated a lot of time to preparing for a site survey by Commission on Accreditation of Rehabilitation Facilities (CARF), the final step in achieving CARF accreditation.

When not working on administrative tasks, the Executive Group celebrated festivals, welcomed guests and new Companions to the Farm, hosted community events, coordinated capital projects, and established/managed partnerships with other regional organizations (e.g. an initiative to donate surplus vegetables from the Farm to individuals/families facing food insecurity through a partnership with reFRESH).

As The Ita Wegman Association of BC for Curative Education and Social Therapy celebrates 30 years of cultivating the land and community of Glenora Farm, the Executive Group would like to express their profound gratitude to the supporters that make this work possible.



ORGANIZATION AND LEADERSHIP FLOW CHART



Admissions Team

This year, the impact of the pandemic continued to be felt by the Admissions Team. Backlogs in visa applications meant continued delays for processing and placing international Short-Term Coworkers. However, despite these personnel shortages, the Coworkers and volunteers on Glenora Farm managed beautifully thanks to impressive dedication and teamwork.



This year, Glenora Farm said goodbye to several personnel including Short-Term Coworkers and House Coordinators. The Farm also welcomed new personnel including a Practicum Student, several Short-Term Coworkers, a few House Coordinators, and an Admissions Coordinator. Near the end of the year, a new Admissions Coordinator replaced the incredible Lucinde Metcalfe who has taken on a new role with the day program after 15+ years of working in admissions.

Glenora Farm continues to collaborate with two organizations in Germany (Freunde die Erziehungskunst/Friends of Waldorf and EOS – Erlebnispädagogik/experiential education) to attract and retain Short-Term Coworkers. The Admissions Team also continues to work with an experienced immigration consultant who volunteers his time to help the Farm manage international Coworker Applications. Thanks to these relationships and the hard work of the Admissions Team, Glenora Farm is looking forward to welcoming many new faces from around the world in 2023-24!

Maintenance

The past year was a busy one for the Maintenance Team. The crew spent their time on their usual duties (road maintenance, snow removal, cutting firewood, and maintaining vehicles/farm equipment) and took on emergent tasks as needed. This year's special projects included replacing the plastic on the garden greenhouse; removing and reinstalling fencing around the vegetable garden; installing new fencing to expand the garden; leveling and re-seeding the septic field around the Big House; replacing washers and dryers in the Big House; setting up a new bedroom in the Big House; renovating the interior of the Bunk House; and adding a new lean-to to the Bunk House.

2022-23 marked the final year of Bo Knuth's time with Glenora Farm as after 10 years with the Maintenance Team, Bo has decided to retire. Although Bo has transitioned out of his leadership role, his legacy of ingenuity, hard work, and humour remains evident throughout the Farm.





Development Team

In 2022-23, the Development Team helped Glenora Farm achieve the major goal of installing a new metal roof on the Big House. This was a project several years in the making that will contribute to the organization's long-term financial and environmental sustainability (including solar energy infrastructure mounted on the roof).

With the "Raise the Roof" campaign realized, the Development Team turned their attention to raising funding for a new egg production workshop on the Farm (see Farm Workshop). This year, the team raised over \$25,000 in funding for this new initiative through a bottle drive, a Giving Tuesday campaign, summer/year-end appeals, and grant applications.



Other notable funding received in 2022-23 included the final installment of a 3-year capacity building grant from the Camphill Foundation, the first installment of a 10-year legacy donation of \$25,000/year from the Lloyd J. Milburn Foundation, and a \$15,000 grant for a feasibility study through the Victoria Foundation's Investment Readiness Program with a \$10,000 top-up grant from Coast Capital Savings.

In addition to fund seeking, the Development Team also concentrated on community integration and raising awareness this year. For example, the Team attended Duncan's 39 Days of July in the summer with Glenora Farm's popular bell choir and used this opportunity to teach the audience about the organization. Another bell choir performance at Special Woodstock (hosted at Providence Farm), provided a similar opportunity for outreach and community engagement. The Team also worked very hard to plan the return of Glenora Farm's iconic Christmas Fair. While, unfortunately, this event had to be cancelled due to weather, the groundwork has been laid for a bigger and better public event next winter.

The Development Team extends their deepest thanks to all the supporters who helped Glenora Farm achieve our goals this year!

SUPPORTERS 2022-23

Individuals

- Abegael Fisher-Lang
- Adola McWilliam
- Alexandra Hamilton
- Ann Lindwall
- Antje Jackstel
- Caroline Fehr
- Cindi Keep
- Eleanor A Holwerda
- Eric Gordon
- Graeme Lynn
- Jane Penny
- Janet Johnstone
- Janet Terwilliger
- Jean Zucht
- Jennifer Leigh
- Jerry Schwartz
- Jill Sechley
- Julie Martin
- Julie Morris
- Kathleen van Elk
- Kristi and Mike McLean
- Lee Masters
- Maggie Green
- Marianne Tobias
- Marilyn Lange
- Marjanne Van Der Laan
- Martha Muller
- Rita Costanzi
- Scott Murray
- Sharon Rae-Powell

- Sue and Andy Mather
- Susanne Bertschinger
- The Fairbank Family
- Tim and Laurice Mock
- Uwe Hollarek
- Wiley and Yasmeen Griffiths

Corporate

- John P. Langard
- David Coulson Design
- Dinter Nursery

Organizations

- The Wheelbarrow Fund (Gift Funds of Canada)
- Duncan Lions Club
- Lynda Morrison (Lloyd J. Milburn Foundation, via Gift Funds Canada)
- Next Step Day Program Society

Grants

- Vancity Community Partnership Program
- Island Health Community Wellness Grant
- Camphill Foundation Capacity Building Grant

- Victoria Foundation/Coast Capital Savings Investment Readiness Program

Gifts-in-Kind

- Melva Geldreich
- Kate Sowiak
- Jane Penny
- James Dorsey
- Tru Earth
- Ann Lindwall
- Sawmill Direct
- Rebecca Ratcliffe
- Matt's Custom Cutting

Other Support

- Island Return It Depot (Bottle Drive)

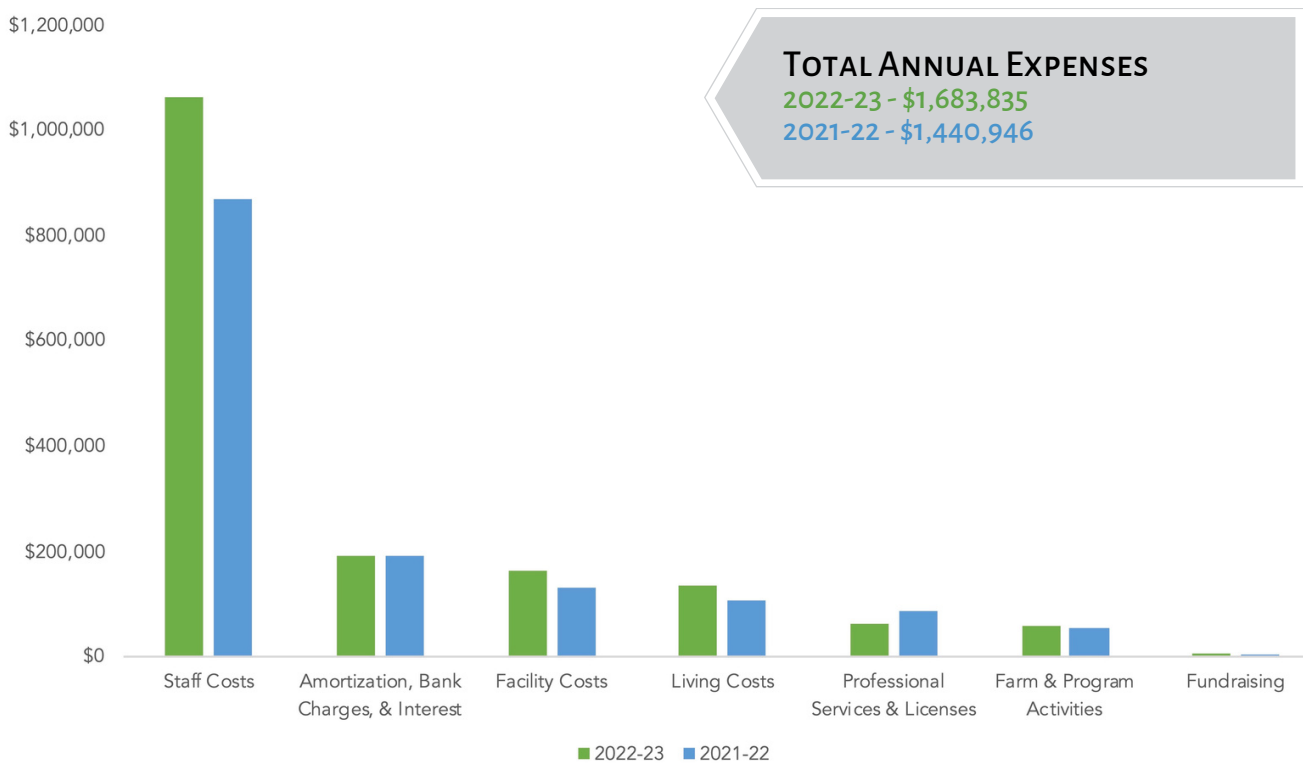
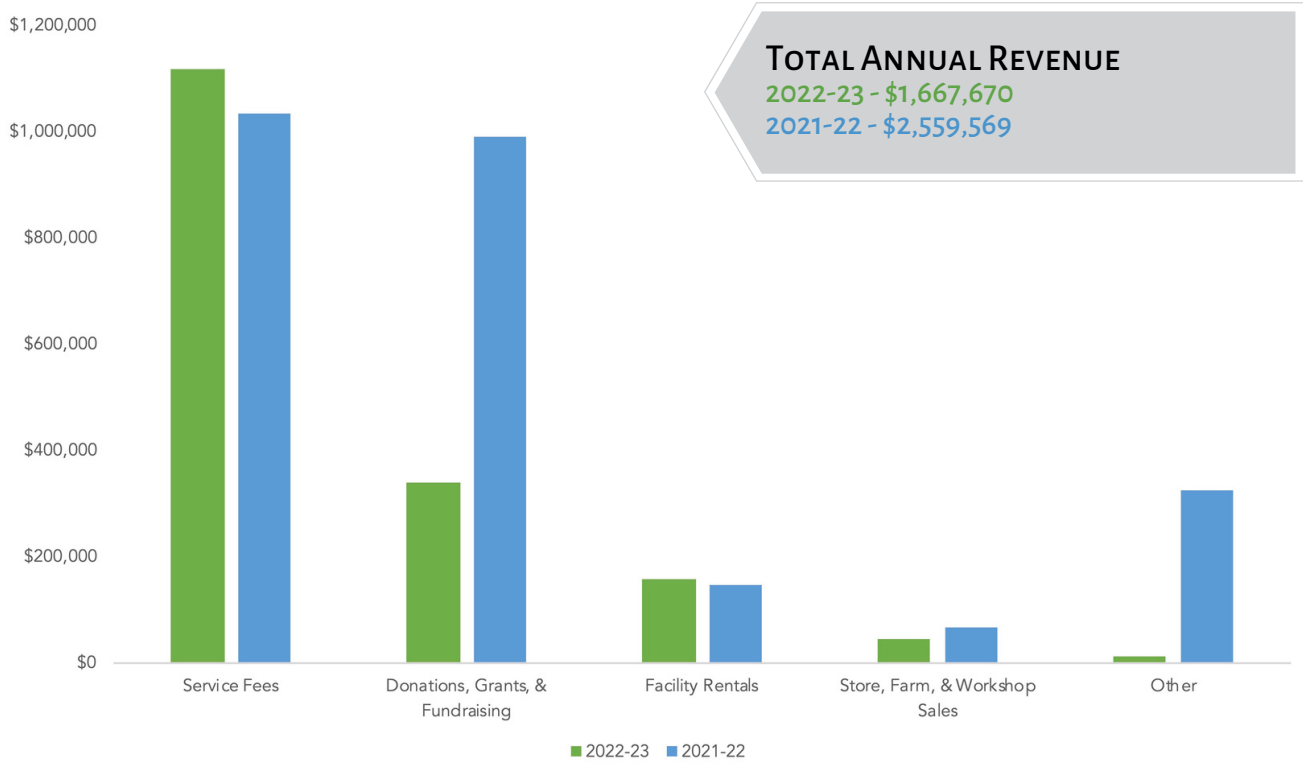
Volunteers

- Celina Saari
- Karen Humber
- Anne Jackstel
- Paul Gebert
- Malte Pesch
- Beet Turnipseed
- Joanelle Swan

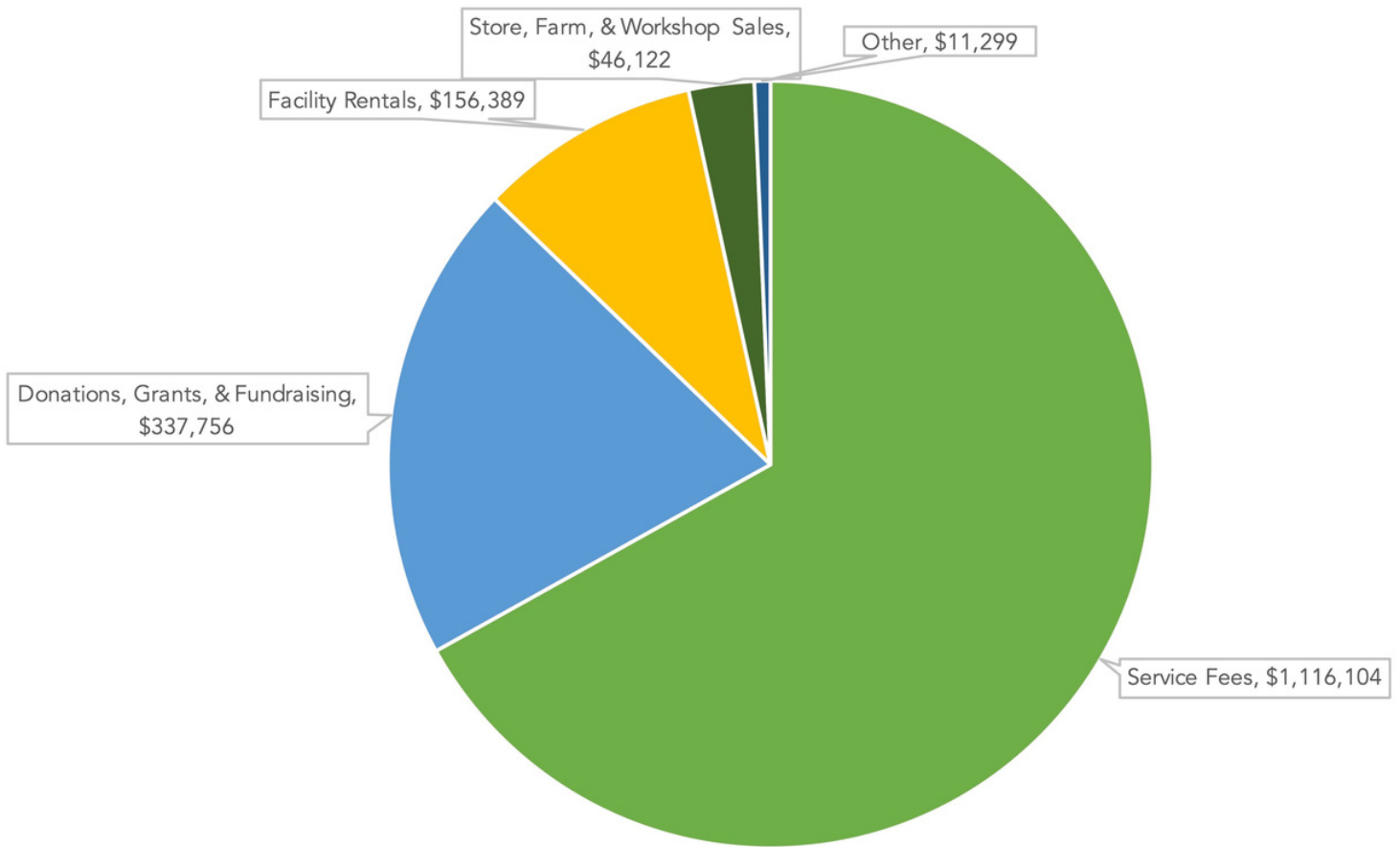


OPERATIONAL FINANCIALS

2021-22 VS 2022-23 COMPARISON



2022-23 REVENUE SOURCES



LEARN MORE ABOUT GLENORA FARM

- [Case for Support](#)
- [Strategic Plan](#)
- [Cultural Diversity, Inclusion, & Competency Plan](#)
- [Policy and Procedure Handbook](#)
- [Code of Ethics](#)
- [Technology Plan](#)
- [Risk Management Plan](#)
- [Human Resources Plan](#)
- [Accessibility Plan](#)
- [Performance Measurement & Management Plan](#)
- [Performance Analysis](#)